

return to work

Whilst those who've been furloughed and those who've been going in are keen to get back to normal, people who've been working from home are reluctant to give up their newfound flexibility. Addressing health concerns across the workforce will be key to reassuring teams, and parents may require extra support with almost 1 in 5 saying they're not sure how they'll cope with childcare.

Wants vs. expectations



furlough

5% of furloughed workers want to still be furloughed in July

7% of the workforce expect to be furloughed in July

18% of home workers say they'd like to be furloughed in July

74% of those currently furloughed expect to be working again by July



WFH

70% of home workers don't want to be back in the office in July

57% of those working from home expect to still be doing this in next month



parents

65% of parents want to be back in the workplace

62% of parents are expecting to be back in the workplace by July

The main positive of returning to work is to get a sense of normality

- 71% are keen to "get back to normal"
- 57% are looking forward to returning
- 40% look forward to seeing colleagues

Health worries are causing the most anxiety

- 64% don't think it's safe to return
- 57% worried about personal safety
- 53% not sure they'll be able to social distance
- 53% worried about catching the virus

But people are nervous about the change

- 51% anxious about returning to their routine, particularly parents and those on furlough.
- 51% will miss the way they've been working, up to 59% for parents.

Other causes of return to work anxiety



39% think others will get special treatment whilst they get left behind, parents especially concerned



36% worried about the return of workplace stress/anxiety



24% not looking forward to commuting



19% of parents not sure how they'll cope with childcare

Strategy considerations

- Consider what flexibility you can keep for those who've been working from home
- Communicate transparently with furloughed workers about the likelihood of furlough continuing
- Proactively outline how you're going to minimise health risks in the workplace to reduce anxiety.
- Consider additional support and flexibility for parents struggling with childcare