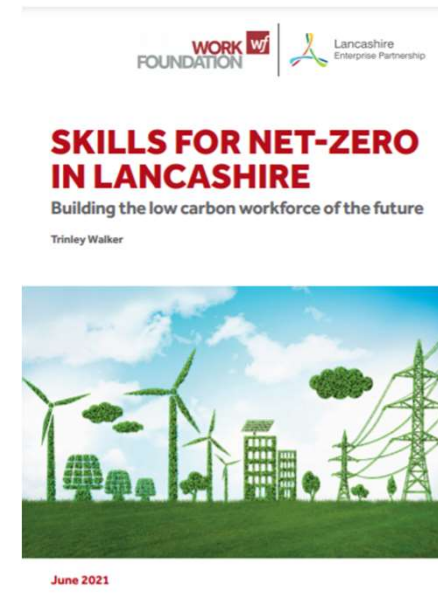


Reshaping the Workplace Post Covid-19: Managing Change and Creating a Safe Working Environment

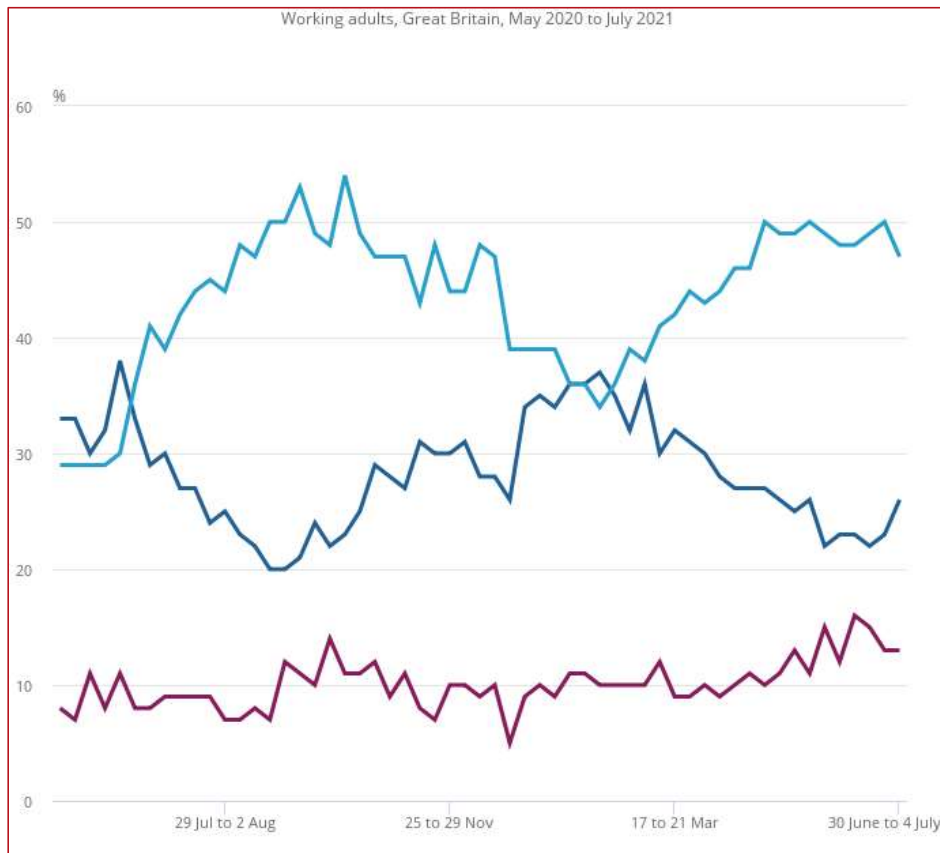
Melanie Wilkes, Head of Research
Tuesday 13th July

The Work Foundation

- Areas of focus:
 - Remote and hybrid working
 - Skills
 - Wellbeing
 - Net zero
 - Insecurity



Work during and after Covid-19



Source: Office for National Statistics - Opinions and Lifestyle Survey

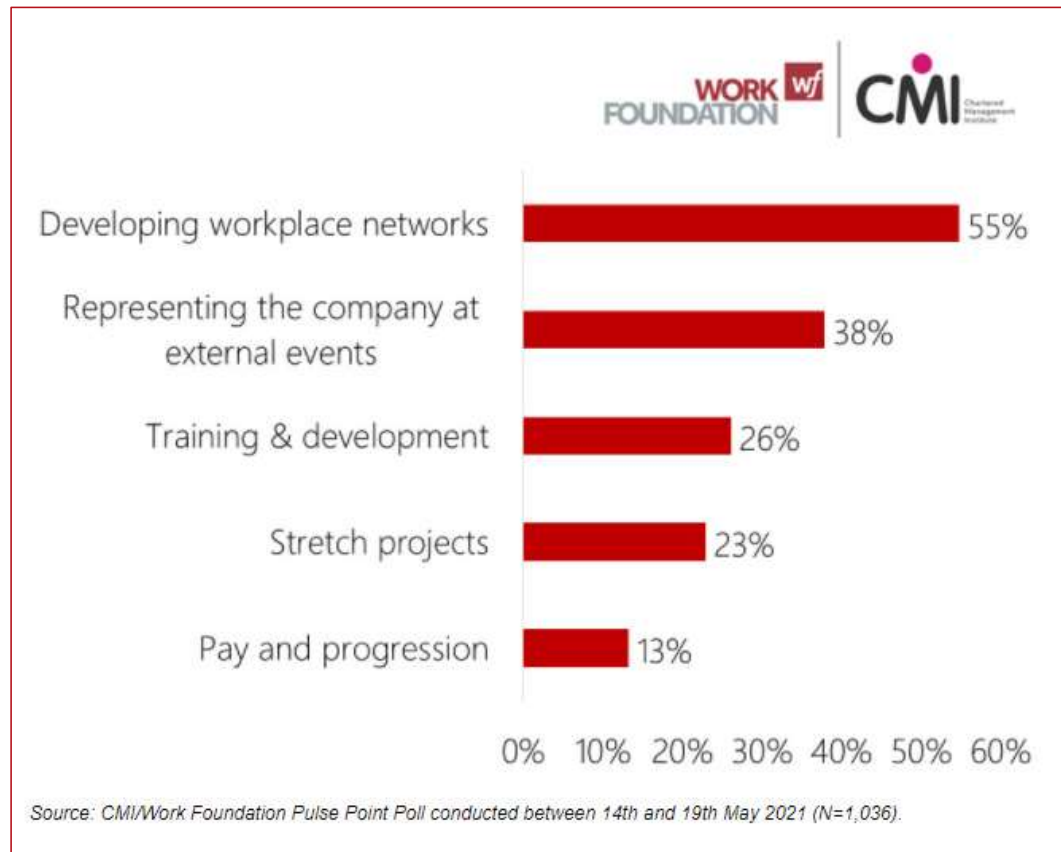
Work during and after Covid-19

- ONS data shows:
 - 85% of those currently remote working expect to combine on-site and home working in future
 - 37% of businesses expect employees to return to site by August 2021
 - Job adverts referring to homeworking three times higher than pre-pandemic (but still low overall)

Source: ONS (2021) Opinions and Lifestyle Survey

The shift to hybrid working risks exacerbating existing workplace inequalities

Percentage of managers expecting remote working to decrease access to development opportunities



The shift to hybrid working risks exacerbating existing workplace inequalities

- Work Foundation research with the CMI has found:
 - 48% of managers report remote working decisions are made between a manager and direct report.
 - 95% trust staff to do their work well when they work remotely
 - But 1 in 3 managers (33%) believe that people use remote working as an opportunity to put in less effort, and 89% believe a quick response to work communications is 'fairly or very important'.

Work during and after Covid-19

- Upcoming Work Foundation research with Newcastle University has found:
 - Significant sectoral differences in access to remote work
 - Work intensity is increasing, and work/life boundaries are blurred
 - Communication is becoming more formal and transactional
 - Trust and autonomy are fundamental for worker wellbeing

Reshaping work

- Reflecting on the crisis: What lessons have we learned? What progress should we continue to make?
- Managing change: How can employers support workers experiencing anxiety through a return to on-site working?
- Planning for the future: What does 'living with Covid' mean in practice?