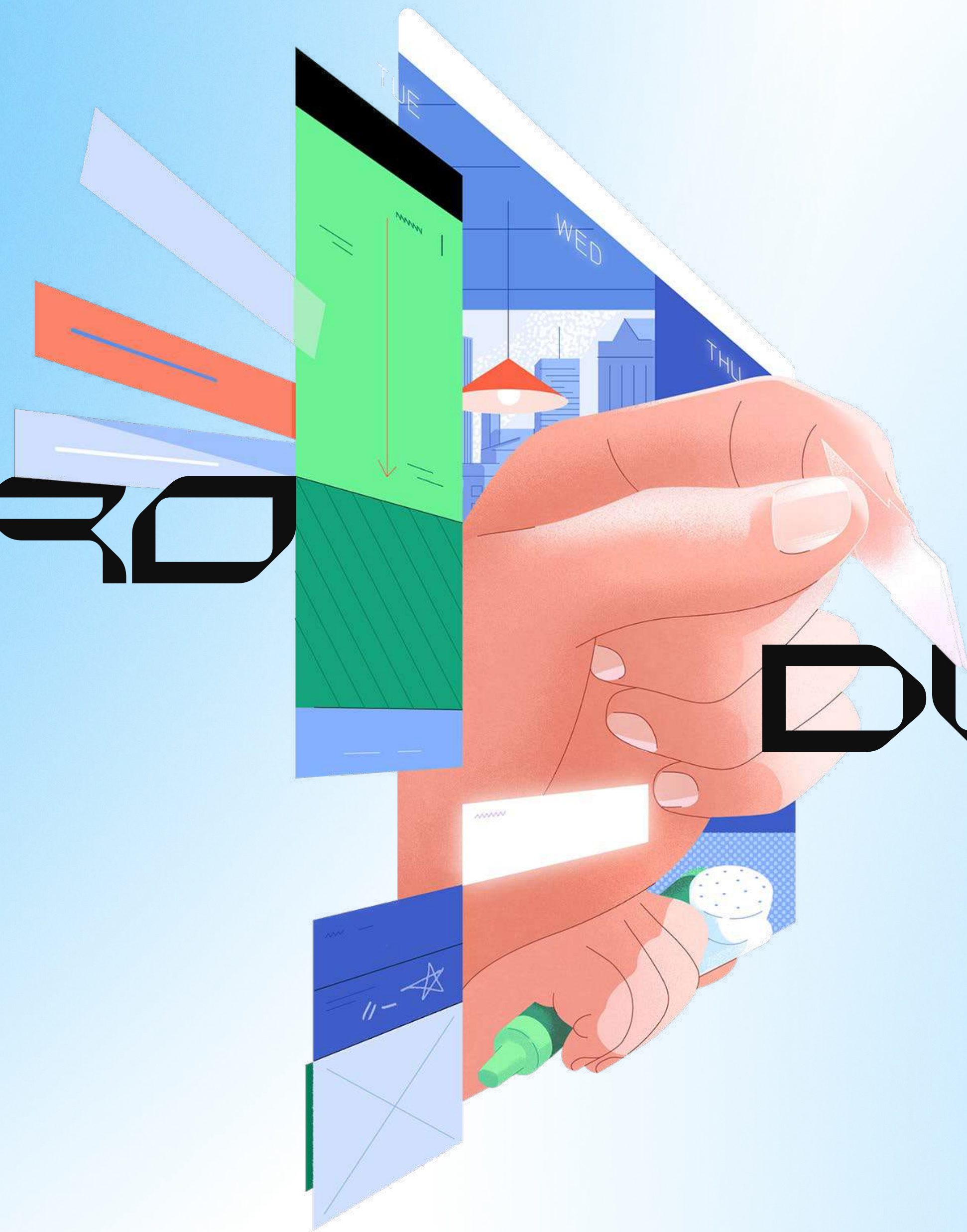




THE REMOTE WORK REPORT

INTRO



DUCTION

- The future of work is flexible
- Remote opportunities for equal opportunities
- We're banking on remote work
- Will robots and automation rule the remote world?
- Social connection vs. internet connection

Where are you working from right now?

Home? The office? The couch? A cafe? A co-working space halfway across the world?

Wherever it may be, there's a high chance it's a different location to where you were working three years ago. Most of us have now mastered the art of remote work and it's become a very normal part of our everyday life.

The last three years have been a lot to process. Australians have been through it all and overcome some of the biggest challenges in recent memory. Bushfires, floods, a looming recession and ongoing pandemic have wreaked havoc on our nation – and that's just at surface level.

We've also witnessed employers be forced to stand down entire teams through lockdowns, only to find themselves facing staff shortages less than a year later. And now, we're facing exorbitant costs of living, rising interest rates, a housing crisis and much more.

What's even more unique about this time is that the unemployment rate is sitting at [3.5%](#), creating one of the most labour-tight markets we've ever seen.

With everything we've faced over the last few years, one thing has been constant and cruel in its irony – **change**.

Although recent events have tested us, there's silver linings to be found. If we've learnt anything from the past few years, it's that our priorities have been put into perspective, opening our eyes to new ways of working and the benefits that come with it.

We're shining a spotlight on what was – and wasn't – working, including the way we work.

Beyond the demands of the pandemic, could remote work provide flexibility like no other, soften the rising cost of living, and benefit marginalised groups – helping address important issues affecting Australian workers in 2022?

While we don't have a crystal ball, we wanted to examine the current state of remote work, and how this might shape working trends. We've gathered responses from employees across Australia to share their sentiments on how remote, hybrid and office working is shaping the future of work.

We surveyed over 1,000 workers between the 9th and 20th of June, 2022. We asked them about the way they work, how the pandemic has shaped their working habits, what they think of new technology, plus so much more.

With debates around a return to the traditional office format heating up, we want to help you make informed decisions for your business.

We hope this timely information, along with tips and suggestions from our employment experts, will help you better support your team in 2022 and beyond.

– THE TEAM AT EMPLOYMENT HERO



This report represents a segment we surveyed in the employment market. We are mostly examining data from **'knowledge workers'**, defined as workers with jobs which require them to work primarily on a computer or with documentation, rather than a job which is predominantly physical or location-bound.



SETTING THE SCENE



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How has our work location changed over the past three years?

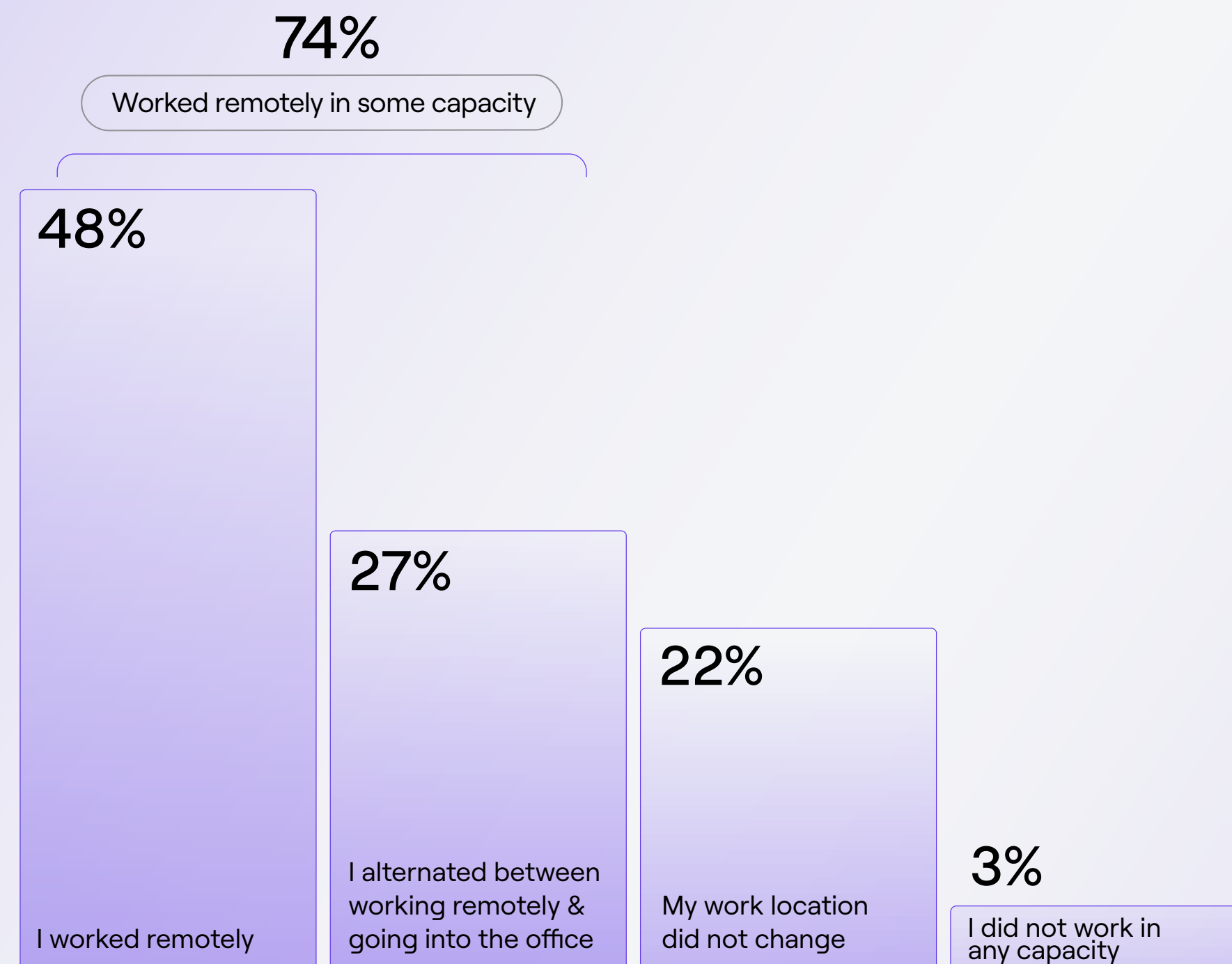
Through the ups and downs of the pandemic, we've learnt a lot about how we can adapt and innovate when curveballs get thrown our way. From lockdowns to tight restrictions, a spike in cases to learning to live with Covid-19, we've adjusted to it all.

Yet, when it comes to work, we're standing at a crossroads. Many have made the call to enforce a return to the office full-time, while others are championing remote working.

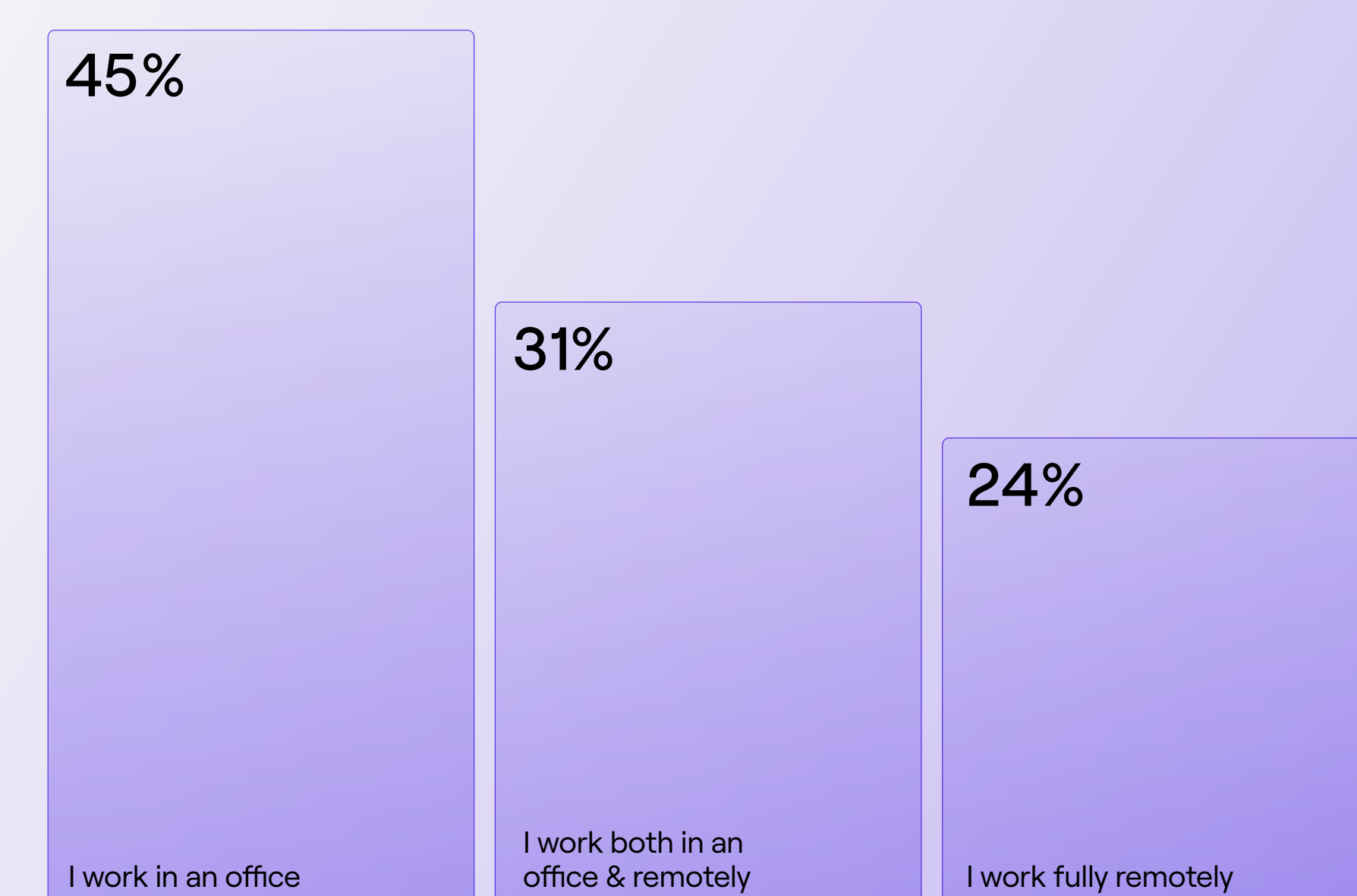
Others have shifted to a hybrid working model, while some are reluctant to make a hard decision as the pandemic continues on in the background.

Since the pandemic hit, we've released 2020 and 2021 Remote Work reports to get a temperature check on employee sentiments when it comes to new working models. **Let's compare the data to take a look at how working habits have changed over the past three years.**

MID-PANDEMIC (2020, 2021) With lockdowns and restrictions throughout the pandemic, it's no surprise to see that three-quarters (75%) of employees were working from home at least some of the time.



POST-PANDEMIC (JUNE 2022) If we look at the state of working locations post-lockdown and restrictions, many have made the transition back to in-office working. 45% of employees are now back in the office full-time.



THE
FUTURE
OF



WORK IS
FLEXIBLE



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When you think of flexible working, what comes to mind?

83%

of workers want to continue working remotely at least one day a week

Picking up the kids from school? Going to that dentist appointment you've put off for months? Heading out for a mid-morning gym class?

Whatever it may be, it revolves around the ability to change your working schedule to suit your life.

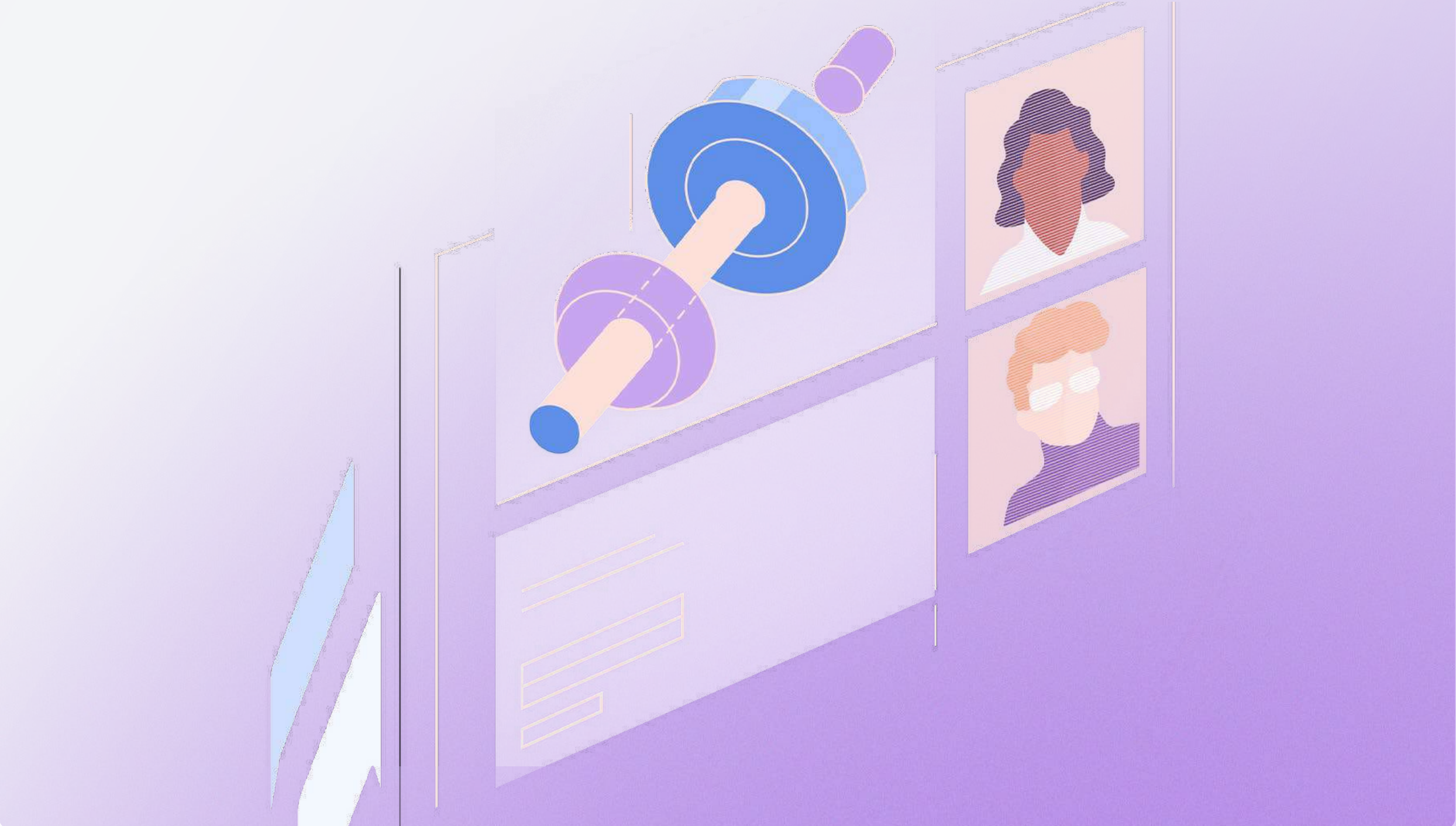
If there's one thing we've learnt through the twist and turns of the past few years, it's that employers must be flexible – and this is especially true when it comes to managing teams.

The reality is, the pandemic changed our perceptions of the way we need to work and now, employees expect more.

There seem to be clear expectations from employees on the table. The majority of knowledge workers (83%) want to continue working remotely for at least one day a week, and if an employer were to insist on a full time return to the office – they could see their rate of turnover skyrocket.

But it's not just about employee expectations, there are significant business benefits that also come with this working model.

A recent study by [Gartner](#) revealed that 43% of people believe that flexible working helped them achieve higher levels of productivity, and 30% said that spending no time commuting increased their productivity. And this is just the beginning...

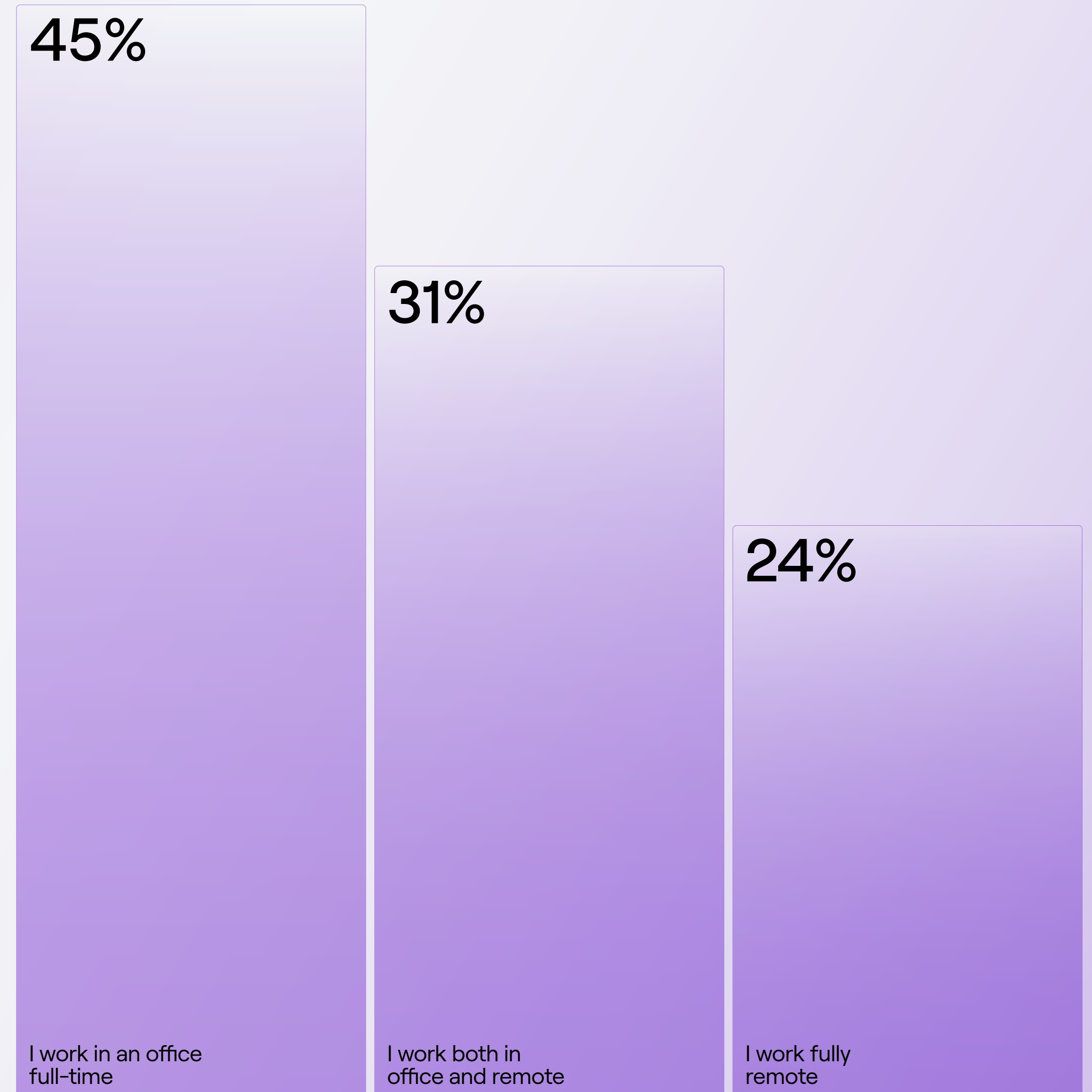


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In a post-lockdown Australia, remote work rules

When it comes to work location, over half (55%) of Australian knowledge workers are working remotely at least some of the time and 45% of workers have returned to the office full-time. With very few Covid-19 restrictions in place, this could be a sign that both employers and employees are continuing to lean into remote working.

Q: WHICH OF THE FOLLOWING BEST REPRESENTS YOUR WORK LOCATION?



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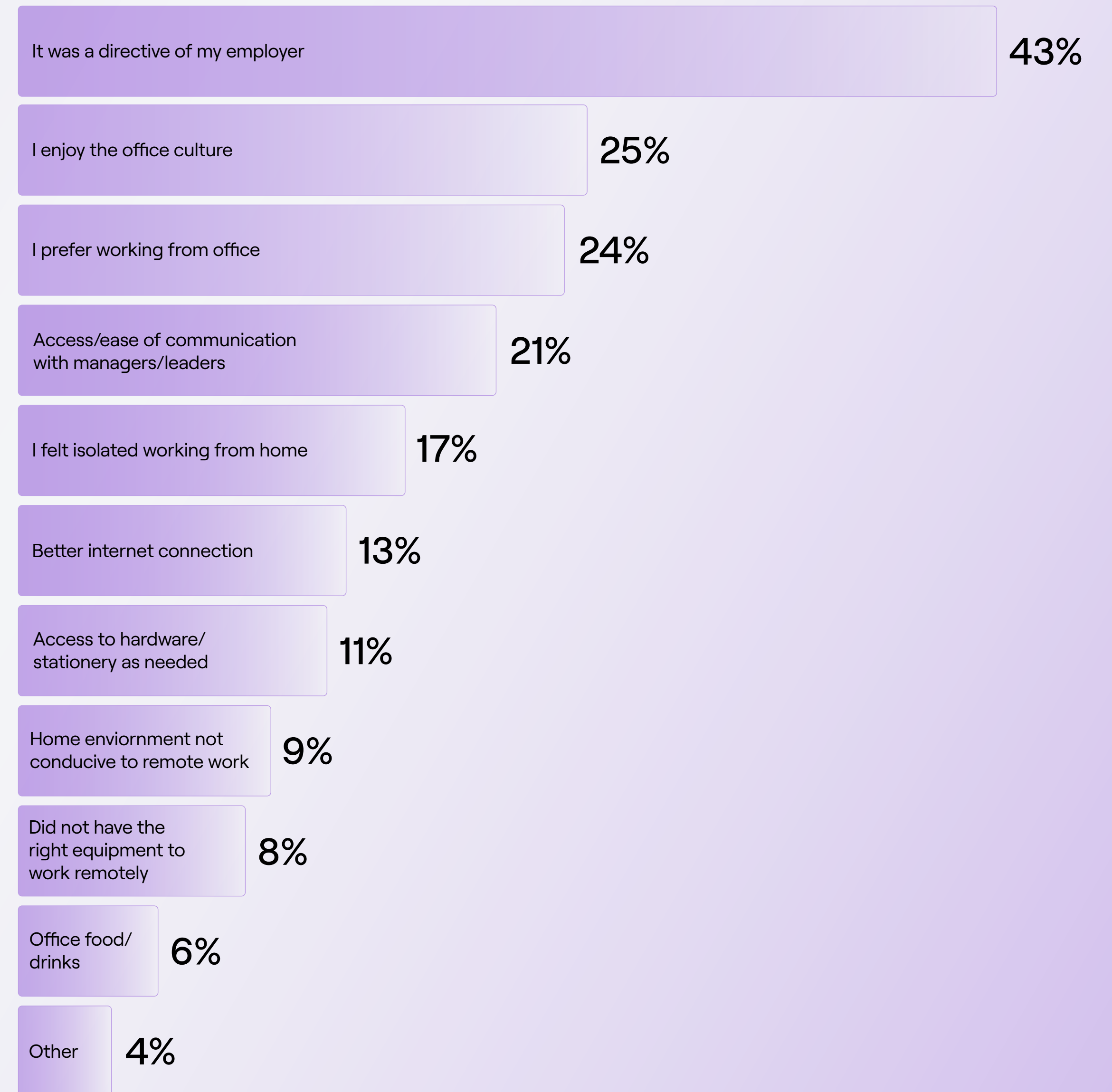
Employers are leading the return to the office

With so much talk around returning to the office full-time, it's clear that some employers are pushing for the traditional way of working.

For those employees who have returned to the office full-time, 43% said it was due to a directive from their employer, making it seem like those pre-pandemic office days are a hard habit to break.

However, 24% of full-time office employees stated that they prefer working from the office and 25% enjoy the culture. It appears that many people missed the office buzz and are looking for the in-person social connection we lost during lockdowns, with 17% of employees who have returned to the office full-time feeling isolated working from home.

Q: WHICH OF THE FOLLOWING BEST REPRESENTS THE MAIN REASONS WHY YOU HAVE RETURNED TO THE OFFICE?



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Remote workers say 'no thanks' to the office

In a time where finding and retaining talent is harder than ever, listening and acting on what your team wants has never been more important. The last thing you want is your team resigning when you direct everyone to return to the office full-time...

The writing's on the wall with 50% of hybrid and remote workers stating they would consider quitting their job if their employer directed them to return to the office full-time.

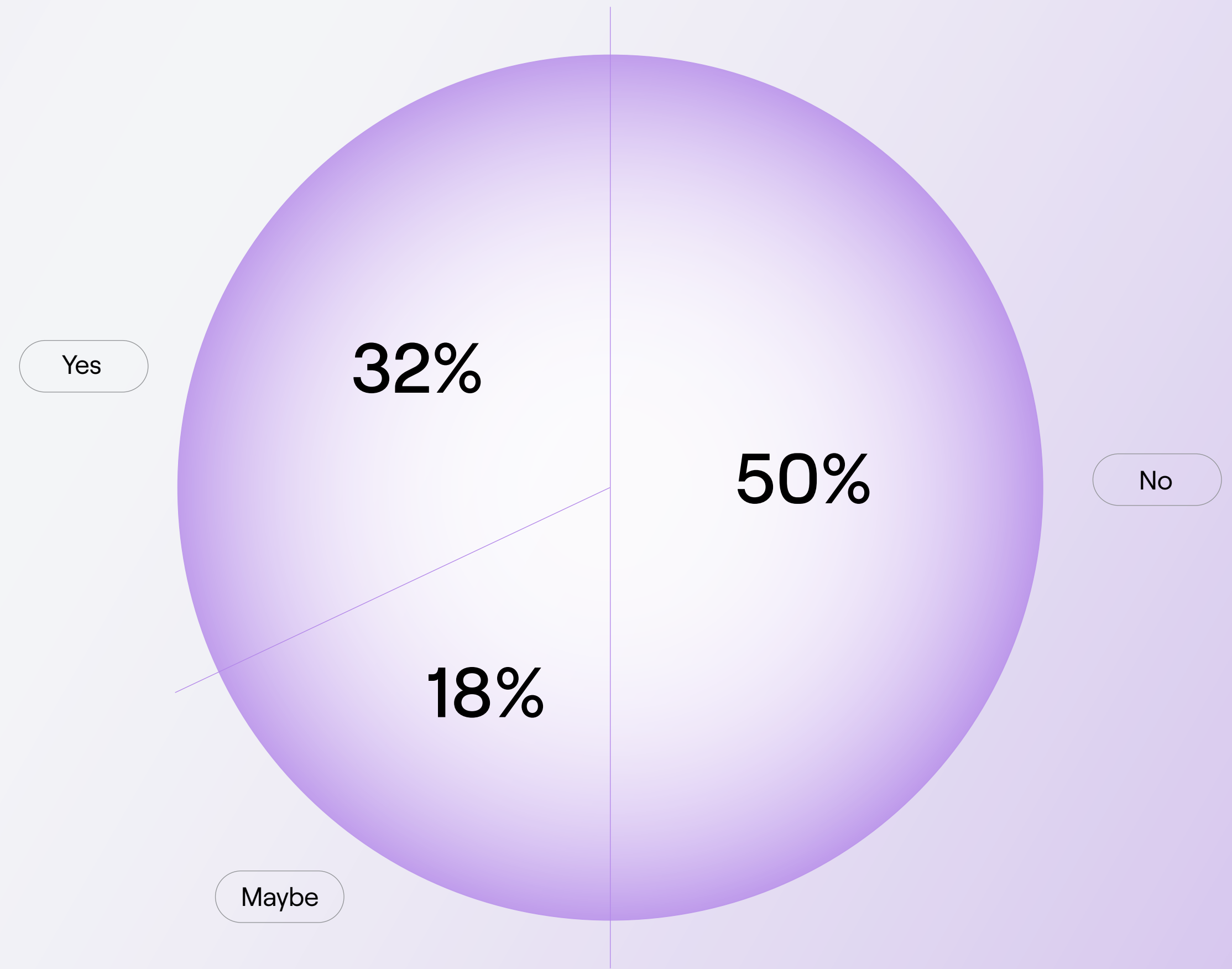
If we take a closer look, workers who were working remotely all of the time were 59% more likely to say they would quit (with 51% in this group saying yes). Those who worked remotely some of the time were 23% more likely to say they would not quit (61%) and 17% more likely to say they might quit (22%).

We also found a generational divide at play. 71% of workers aged 55+ said they would **not** quit their job if they were forced back into the office full-time, whereas millennials were 61% more likely to say that they **will** quit if their employer directed them to return to the office.

Millenials were
61%
more likely

to say that they will quit if their employer directed them to return to the office.

Q: WOULD YOU LEAVE YOUR JOB IF YOUR EMPLOYER FORCED YOU TO RETURN TO THE OFFICE FULL-TIME?



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Employees want to work remotely at least some of the time

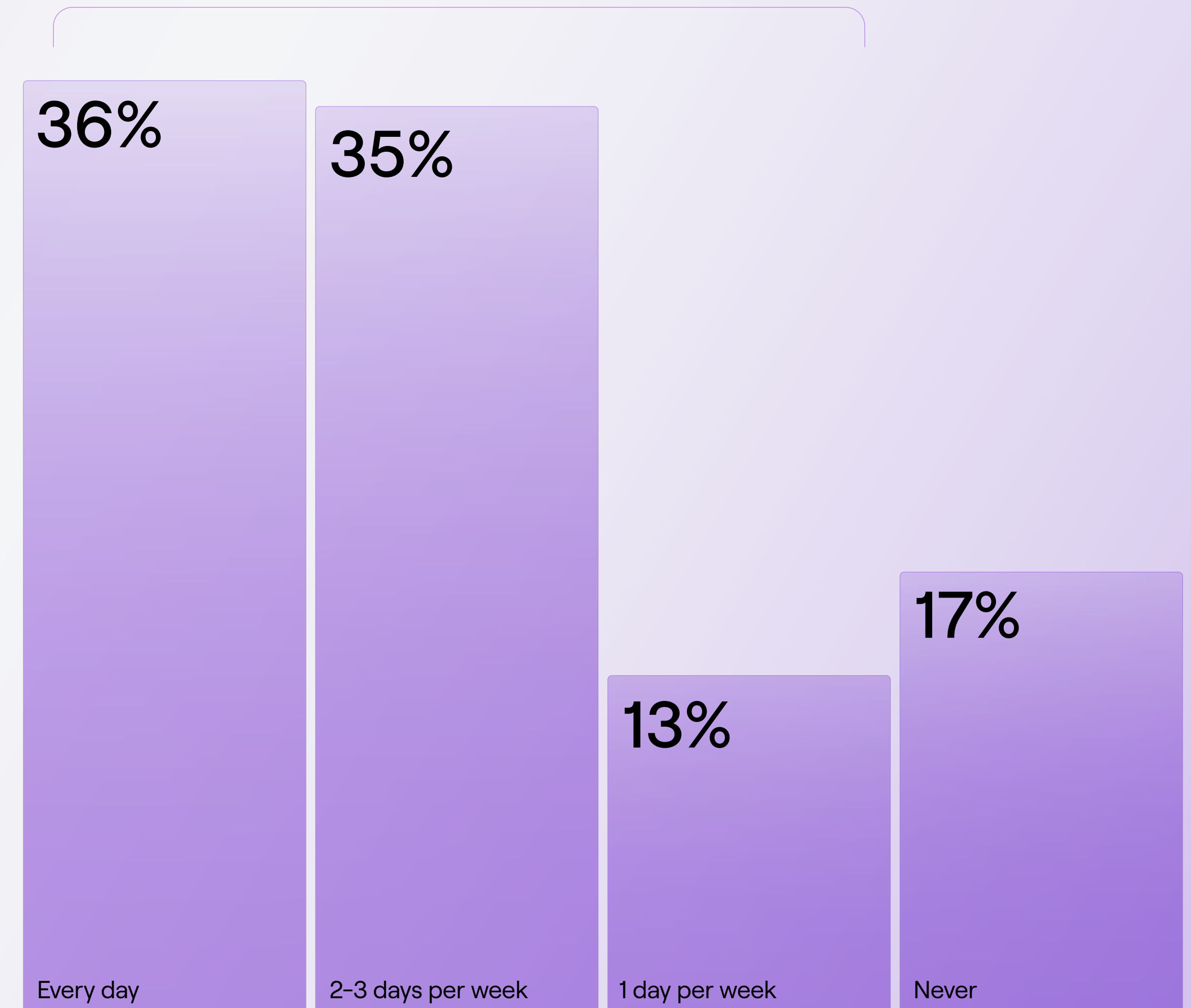
Remote working has shown us that more than anything, we're looking for flexibility. We want to have the option to work remotely and create better work-life balance. Our findings show that 83% of knowledge workers would work remotely at least one day per week.

When taking a closer look, we found that younger age groups are the biggest supporters of remote working, with 89% of 18-24 year olds and 91% of those aged 35-44 saying they would work remotely at least a day per week, showing that a generational shift in the workforce could shape our future of working.

Q: HOW OFTEN WOULD YOU WORK REMOTELY?

83%

At least one day per week



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The majority of workers would consider a remote position

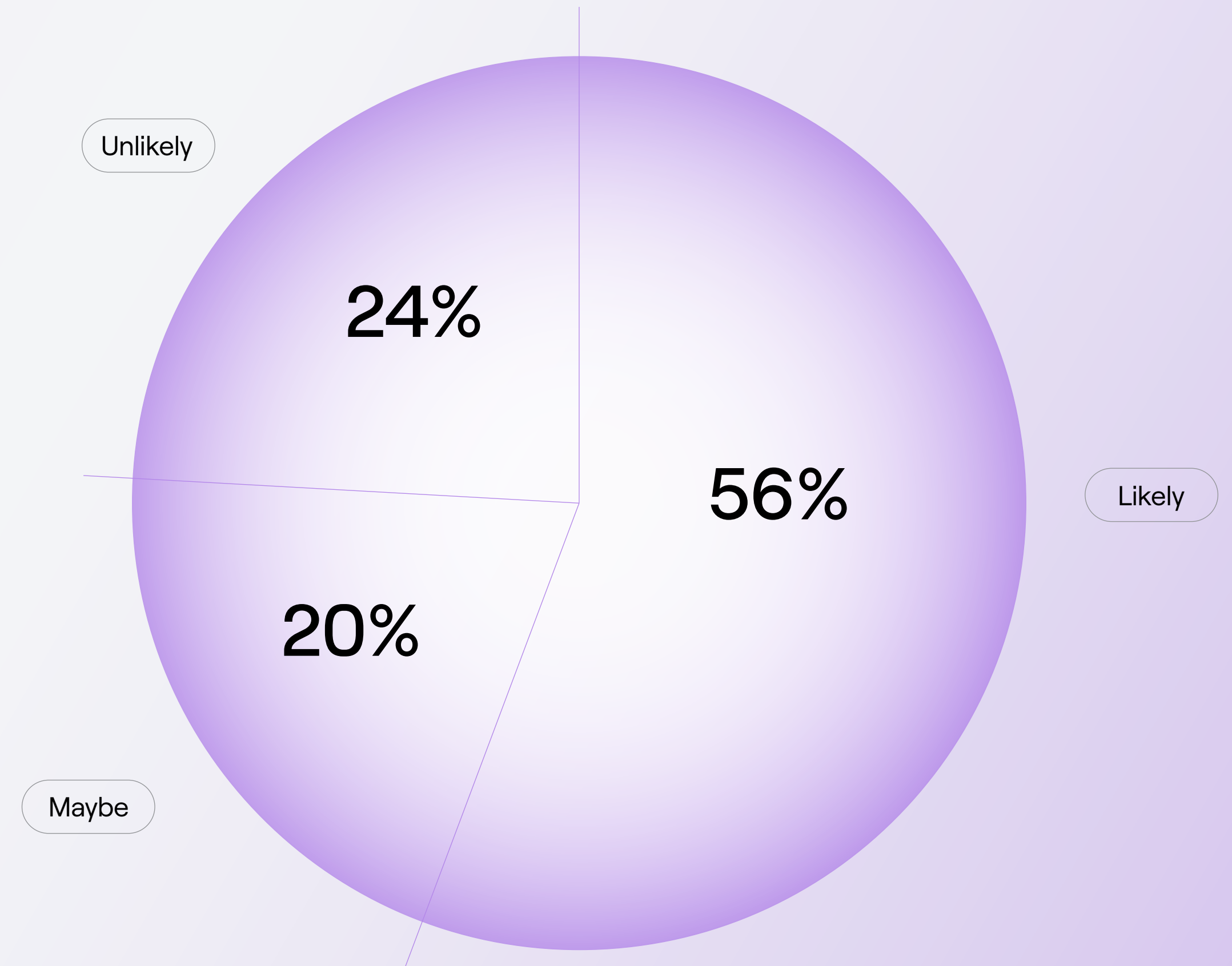
Another major finding is that 4 out of 5 (76%) of knowledge workers would consider a remote position.

Again, our results highlight a generational divide. Millennials were 21% more likely to likely consider a permanent remote working position, while baby boomers (55+) were 39% more likely to say they were unlikely to consider a remote working position.

We also found that some business leaders are questioning the benefits of remote work. Employers and senior executives were 41% more likely to say they would not consider a remote working position.

76% of knowledge workers would consider a remote position.

Q: HOW LIKELY WOULD YOU BE TO CONSIDER WORKING REMOTELY ON A PERMANENT BASIS?



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Location fluidity is gaining traction amongst remote workers

Considering a sea change? Perhaps a tree change? You're not alone in your thinking. Aussies are flocking to regional areas in droves to escape the big city life.

According to the [Australian Bureau of Statistics](#) (ABS), in 2020-21, the population of regional Australia grew by 70,900 people and the population of capital cities declined by 26,000. With remote working changing the game for Australians, it's only expected that this trend will continue to grow.

What's fuelling this city exodus? There's no immediate need to be located close to the office anymore. Real estate is more affordable and there's an opportunity to move closer to loved ones – regional living has become more appealing than ever and many are looking to ditch the commute for good.

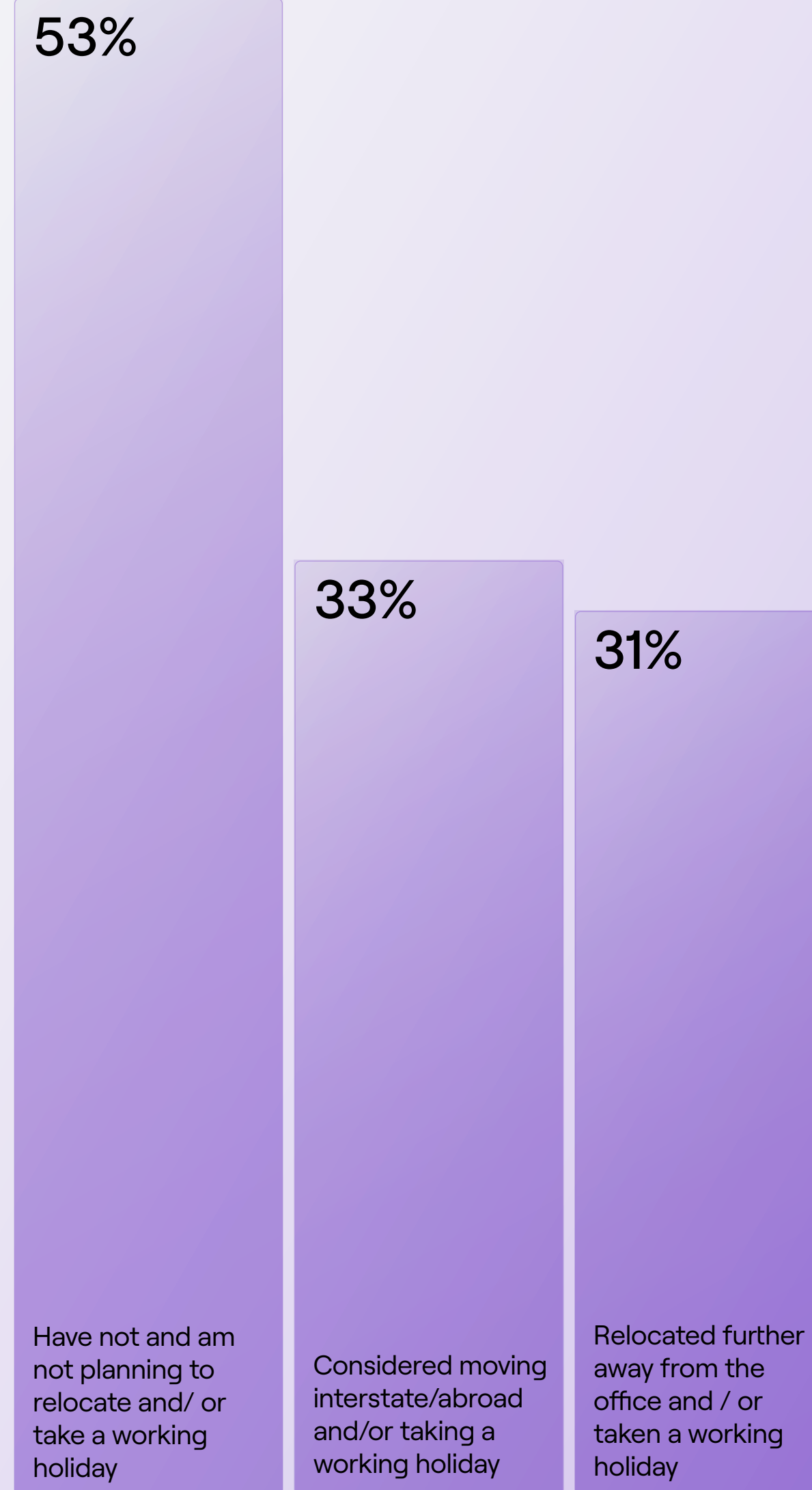
But it's not just those making the move interstate or to regional cities that are shaking up working habits – we've seen a shift in people considering uprooting their lives to make the move overseas or simply take a working holiday. With the world opening back up, we can only expect this trend to grow.

31% of remote and hybrid workers have either relocated away from the office or taken a working holiday, and 33% are considering moving or taking a working holiday. 53% of employees who work remotely have not taken or considered these options. Younger age groups were more likely to have, or were considering a move in location, compared to over 55+ who were 50% more likely to say that they weren't.

When looking at this data, it's no surprise that remote workers are the most likely group to embrace location fluidity, compared to hybrid workers who are still location-bound for at least some of the time.

Three years of lockdowns, restrictions and isolation from friends and family has caused a huge shift in priorities. While lockdowns are behind us, it's obvious that many Australians are making up for lost time and are ready for a significant change.

Q: SINCE WORKING REMOTELY, HAVE YOU:



Please note: figures do not add to 100% because respondents are doing/considering multiple things.

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Remote and hybrid working are seen as better for mental wellbeing, work-life balance and productivity

Providing meaningful support to employees has been at the top of every employer's list over the past few years, and with good reason.

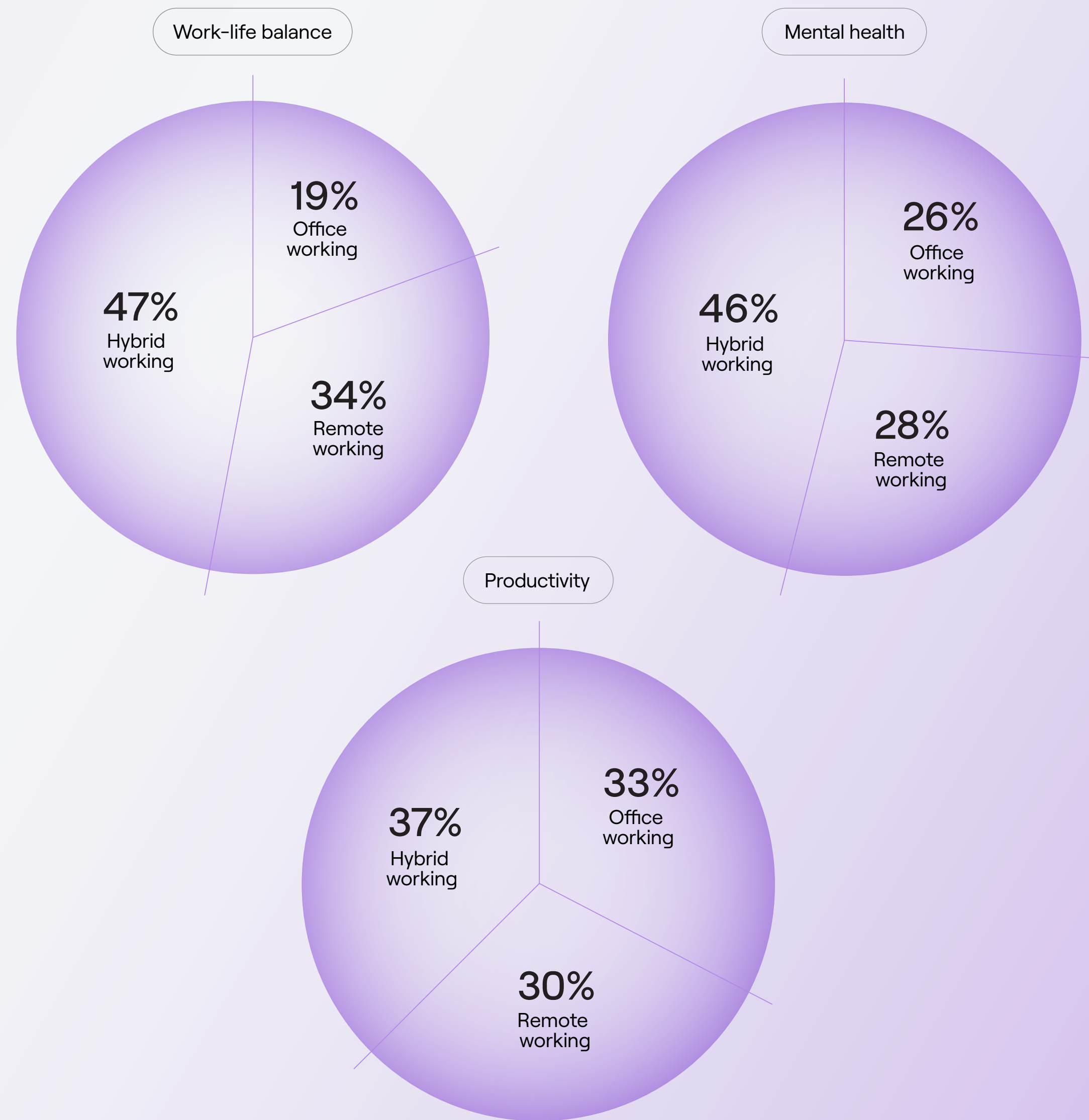
According to the [Black Dog Institute](#), one in five Australians aged 16-85 will experience mental illness in any year. What's more concerning is that an estimated [45% of Australians](#) will experience mental illness at some stage in their lifetime.

In our recent [Wellness at Work Report](#), we found that 52% of respondents said that their stress levels were negatively impacted due to Covid-19, and those aged 18-24 were 25% more likely to feel stressed.

We all know that when work begins to eat into personal life, employees are at greater risk of burnout, reduced productivity and the knock-on effects that come with it. Remote and hybrid working could be the answer to supporting and protecting your teams' wellbeing.

We wanted to hear from our respondents; which way of working is better for work-life balance, protecting mental health and keeping productivity levels high?

Q: IN YOUR OPINION, WHICH IS BETTER FOR EACH OF THE FOLLOWING?



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In their own words...

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I feel that a return to the office is not necessary. After working from home for 2 years, I realised that I am way more productive and happier working from home. There are so many benefits. Less expensive without any commute, better work setup and space, I can make lunches (healthier options), no distractions, better work-life balance, my productivity increased, plus more!

“

I work with a national team, so travel into the office to sit in online meetings. I can focus more at home because there's less distractions in the home office. I'm able to progress home tasks during breaks, e.g. put on washing, start dinner, and be available within 5 mins of finishing rather than the LONG commute home. I don't mind going in 1-2 days, but prefer to choose rather than follow mandated requests.



REMOTE
OPPORTUNITIES



FOR EQUAL
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The topic of diversity, equity and inclusion should be at the top of every business agenda

Create a more fair and equitable environment for your team, and you'll open up a world of opportunities for not just your business, but everyone.

It's clear that the impact of a diverse workforce goes far beyond the laptop screen or office door. The way employers structure their workforces, set working locations, communicate with employees, and build their company cultures can be a huge driver in changing society-wide inequalities.

But it's not just this – fostering diverse and inclusive workplaces opens your business up to invaluable diverse thinking. The mutual benefits for employees and businesses to embrace diversity are well known among many business leaders, with a recent study by [McKinsey](#) finding that diverse companies are more likely to outperform their less diverse peers on profitability.

So, how does remote work come into play? It removes the barriers that many marginalised communities face, allowing them to access equal opportunities.

Put simply, remote work can create a more diverse and inclusive workforce, which we know has many long-term benefits. Your business will perform better and more importantly, you'll be creating a more fair and just future for all.



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Remote work is having a positive impact on marginalised groups

51%
of workers from marginalised groups

said that workplace culture improved while they worked remotely

When we look at the results, one thing is clear. Hybrid and remote work creates more equitable employment opportunities for those who may not have them otherwise.

People such as carers, people with disabilities or those unable to commute to the office due to their geographical location have often been excluded from the full range of career options. Flexible and remote working can open up these opportunities.

When we focus on the results, 51% of workers from marginalised groups said that workplace culture improved while they worked remotely, showing that remote work may have provided momentary relief among those who worked in a toxic environment.

As remote work affords workers some distance, we can assume it's felt more strongly by marginalised groups who have an added layer of difficulty to navigate in the workplace.



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Remote work can help protect marginalised groups from discrimination in the workplace

When it comes to discrimination in the workplace, it's clear that **there's lots of work to do**.

[48%](#) of Australian Aboriginal or Torres Strait Islander employees have experienced discrimination or harassment at work, and [48%](#) of workers with a disability reported experiencing discrimination or harassment at work in the last 12 months.

[LeanIn's Women in the Workplace](#) study found that 73% of women continued to face discrimination at work on a daily basis, and [47%](#) of LGBTQIA+ employees have had people make incorrect assumptions about their abilities in the last 12 months.

Our research confirms this – 61% of workers from marginalised groups agree they had experienced discrimination at work. Employers can support their employees that are experiencing discrimination by providing remote and hybrid working opportunities. 66% of workers from marginalised groups agree that remote work protects them from discrimination in the workplace.

While it may not be a long-term solution for confronting inequalities at work, giving victims of discrimination distance from negative experiences may go a long way in supporting their wellbeing. While providing short-term relief to those affected, employers can then work to put longer-term strategies in place to remove discrimination in the working environment.

PROPORTION OF MARGINALISED GROUPS WHO AGREED WITH THE FOLLOWING STATEMENTS

My colleagues accept me for who I am as a person

80%

I have the same career opportunities as other colleagues

75%

Remote work protects me from discrimination in the workplace

66%

Remote work is better for people in marginalised groups

66%

I have experienced discrimination at work

61%

**WE'RE
BANKING
ON**



**REMOTE
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Are you feeling the pinch from the rising costs of living?

Groceries, fuel, interest rates, rent and utilities are all steeply trending upwards – so much so that inflation is [sitting at 6.1%](#), as of July 2022.

What's even more concerning is that we're seeing the biggest rises in automotive fuel prices since [1990](#). This means that higher fuel and transportation costs are hitting our pockets directly – and it's driving up the price of **everything**.

Sadly, there looks to be **no relief in sight**.

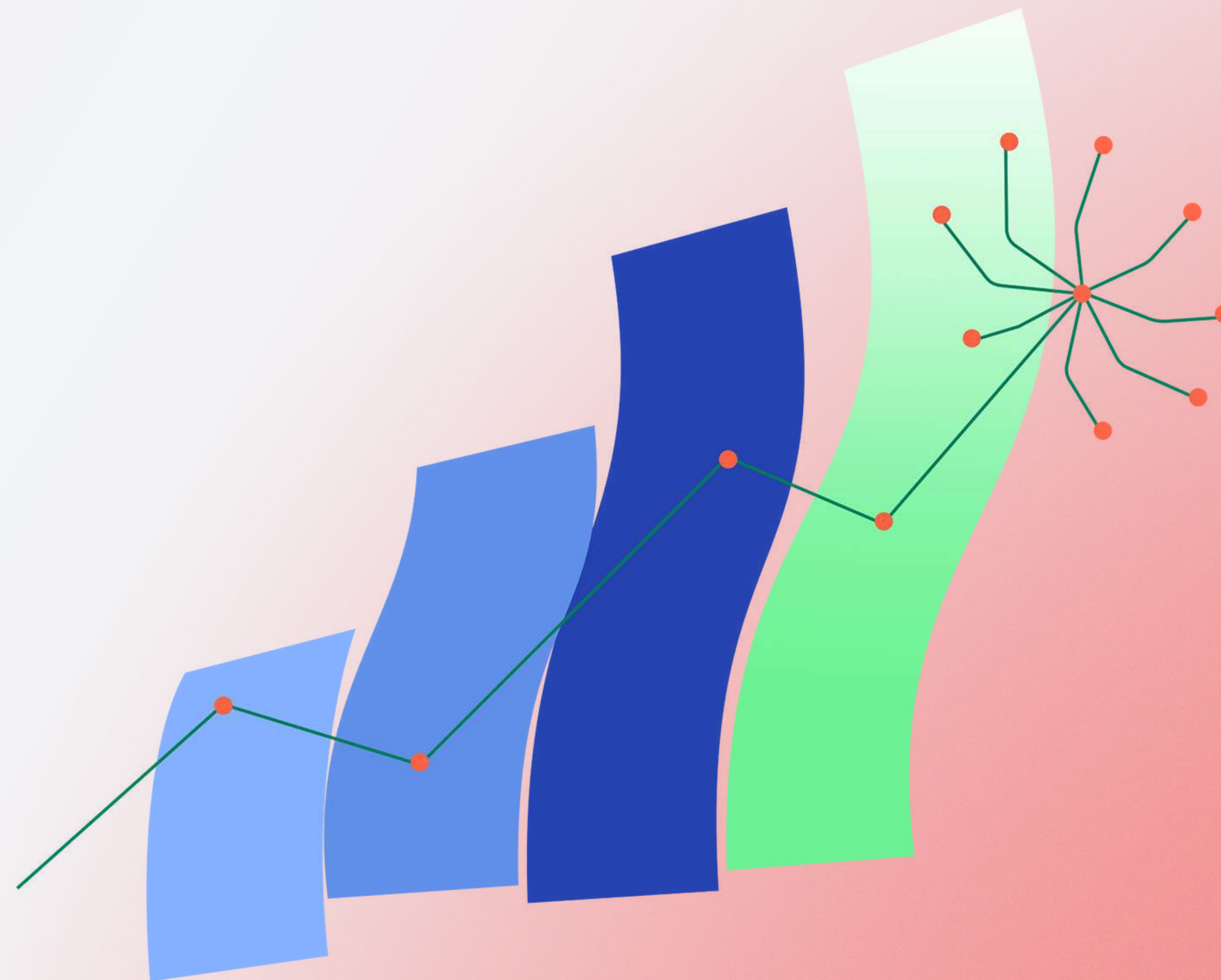
As cost of living soars, many workers are finding themselves having to rework budgets, consider additional sources of income or even start working second jobs just to keep up – and once financial pressure hits, it can seep into every part of one's life.

Our [2022 Wellness at Work](#) report found that **56% of workers** were feeling stressed about money, making it one of the biggest threats to employee wellness this year and beyond.

So, how are Aussies keeping up with skyrocketing inflation?

Many are opting to work second jobs or take advantage of the financial relief remote working provides in a bid to help soften rising household costs.

With so many factors influencing the economy, how does remote working and the impact on finances actually stack up? We took a look at worker perceptions when it comes to in-office versus remote work and how it impacts their pocket.



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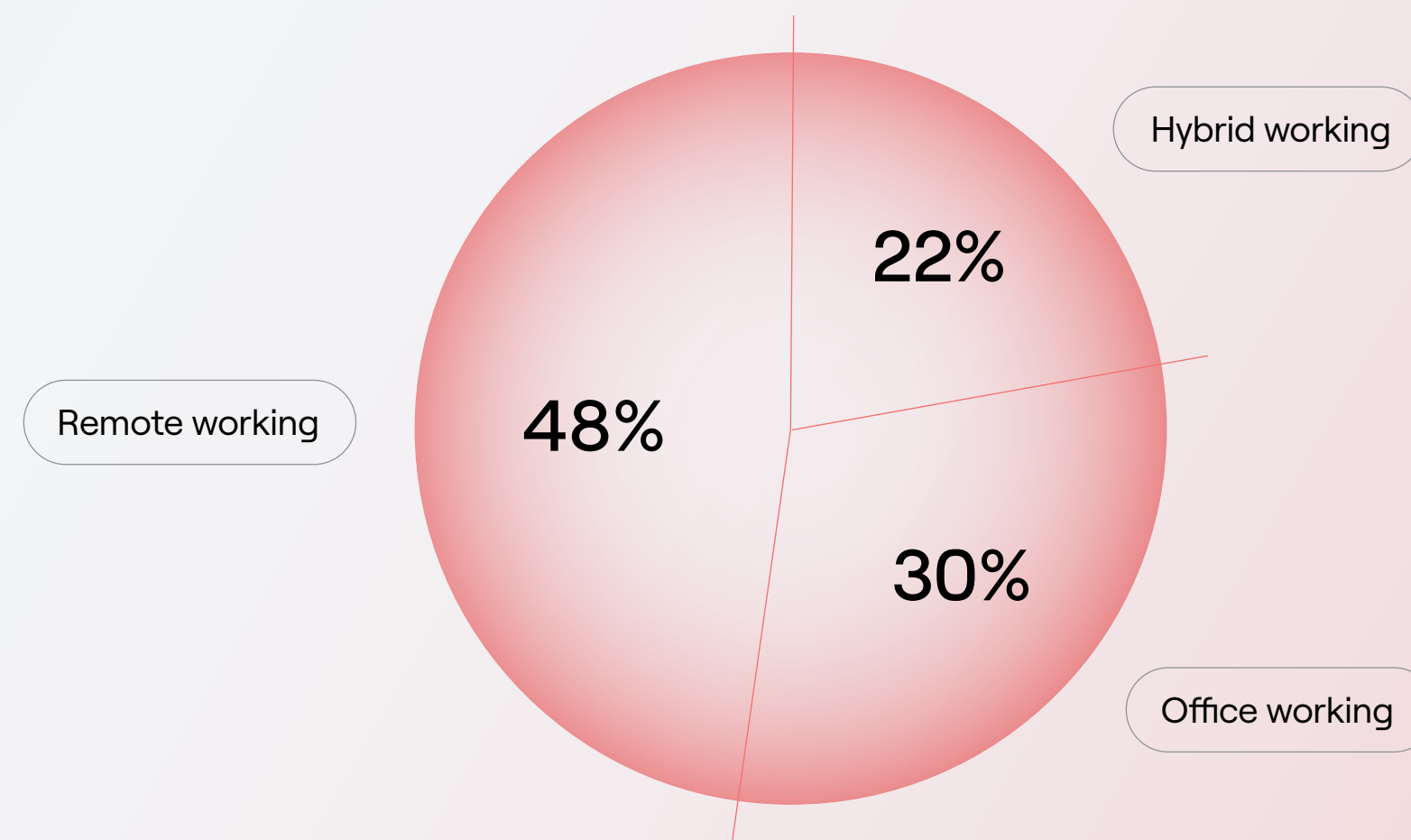
ABOUT EMPLOYMENT HERO

Remote working can help reduce the cost of living

With interest rates on the rise and the cost of living soaring, household budgets are tightening every month. Working in an office comes with significant costs – petrol to drive to work, the train fare, a morning coffee, lunch and entertainment after work... it all adds up when it comes to breaking down your weekly spend.

A recent study found that remote working is saving [Australians approximately](#) \$10,000 per year. It's no surprise that 78% of our respondents said that working remotely at least some of the time is better for reducing the cost of living.

Q: WHAT IS BETTER FOR REDUCING THE COST OF LIVING?

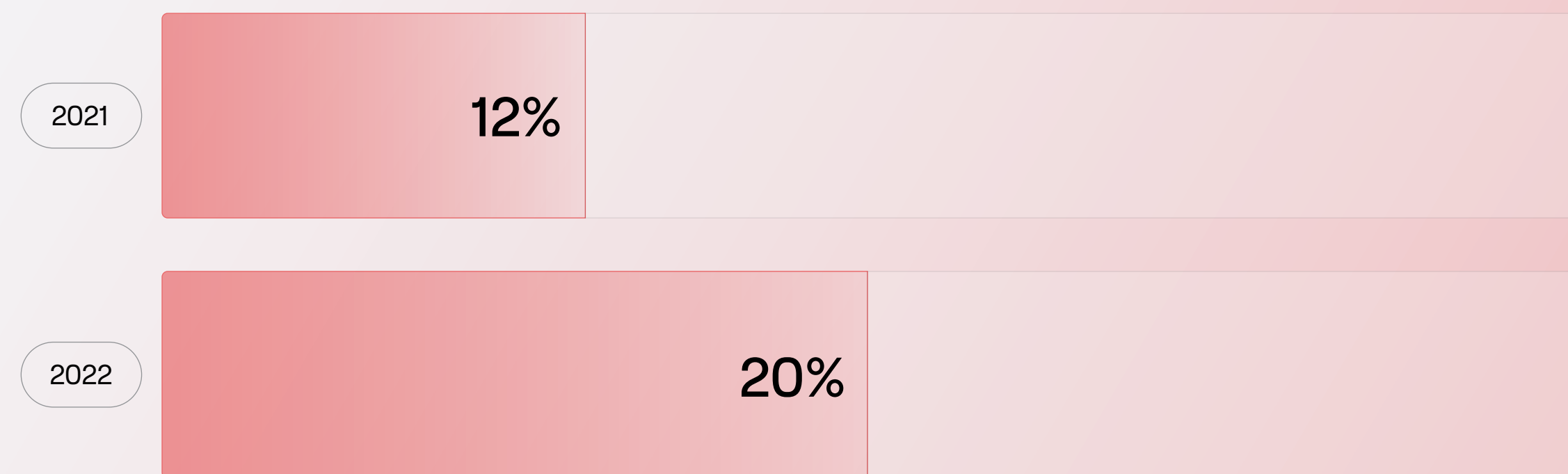


We're more aware of the extra costs related to food, coffee and transport when in the office

When taking a closer look over the past few years, our priorities have changed. In 2021, the extra expenses associated with going into the office wasn't high on the agenda. Now, workers are becoming more aware as household budgets tighten and the cost of living rises, and we can only expect this number to rise.

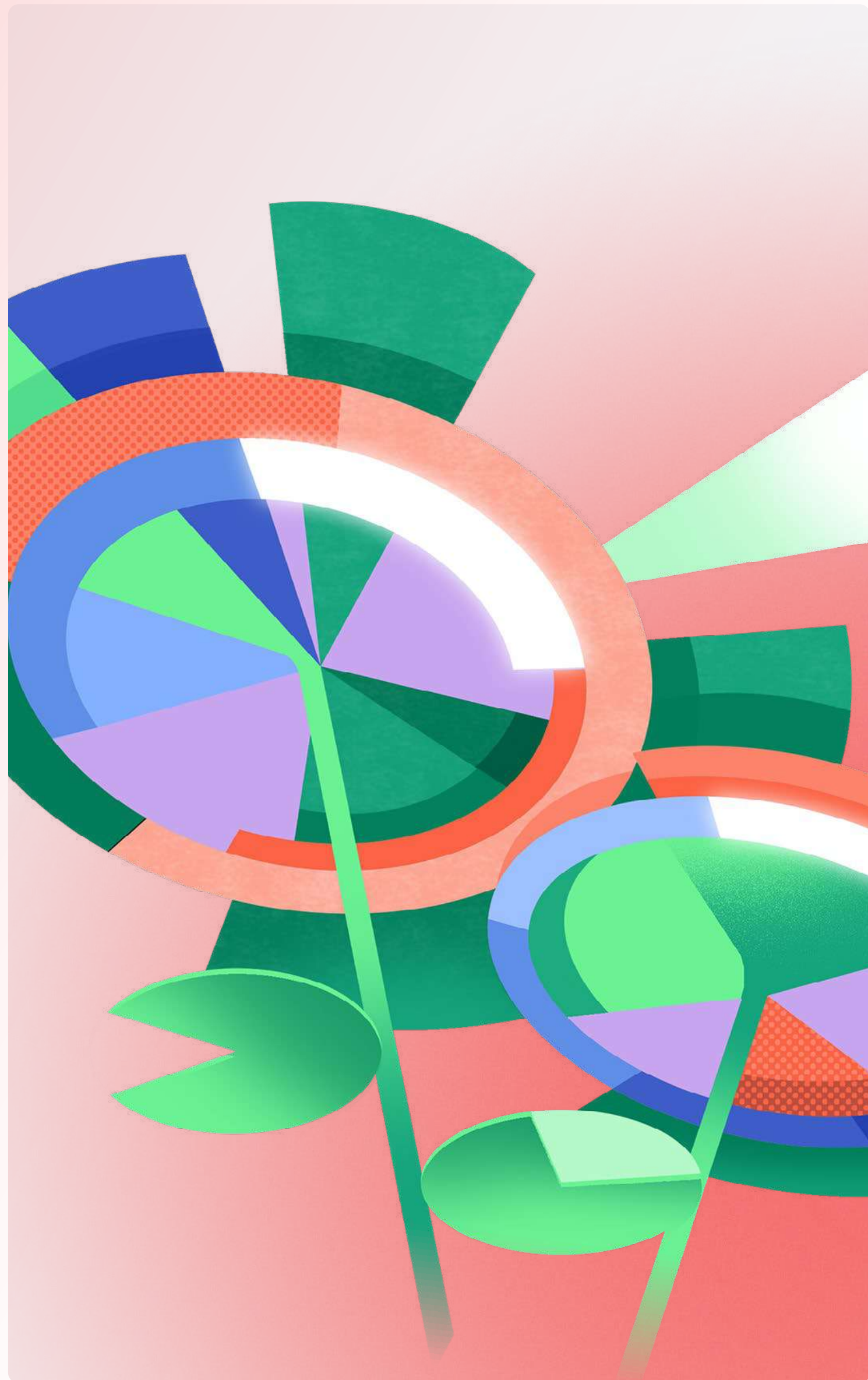
Q: WHAT DO YOU NOT MISS ABOUT WORKING IN THE OFFICE?

Extra expense of food/coffee/transport



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In their own words...



“

I don't mind working in the office but working remotely really allowed me to save money given that I don't expect a payrise anytime soon.

“

Working from home saved money and allowed me more time with my kids.

“

The commute, the cost of fuel and having to pay for carpark. Also now find I am more productive working from home with no distractions and can work longer hours due to not spending time travelling to work.

“

I enjoy going to the office, but it does cost me more with car expenses, etc and I actually do more work at home.

“

I save so much in petrol.

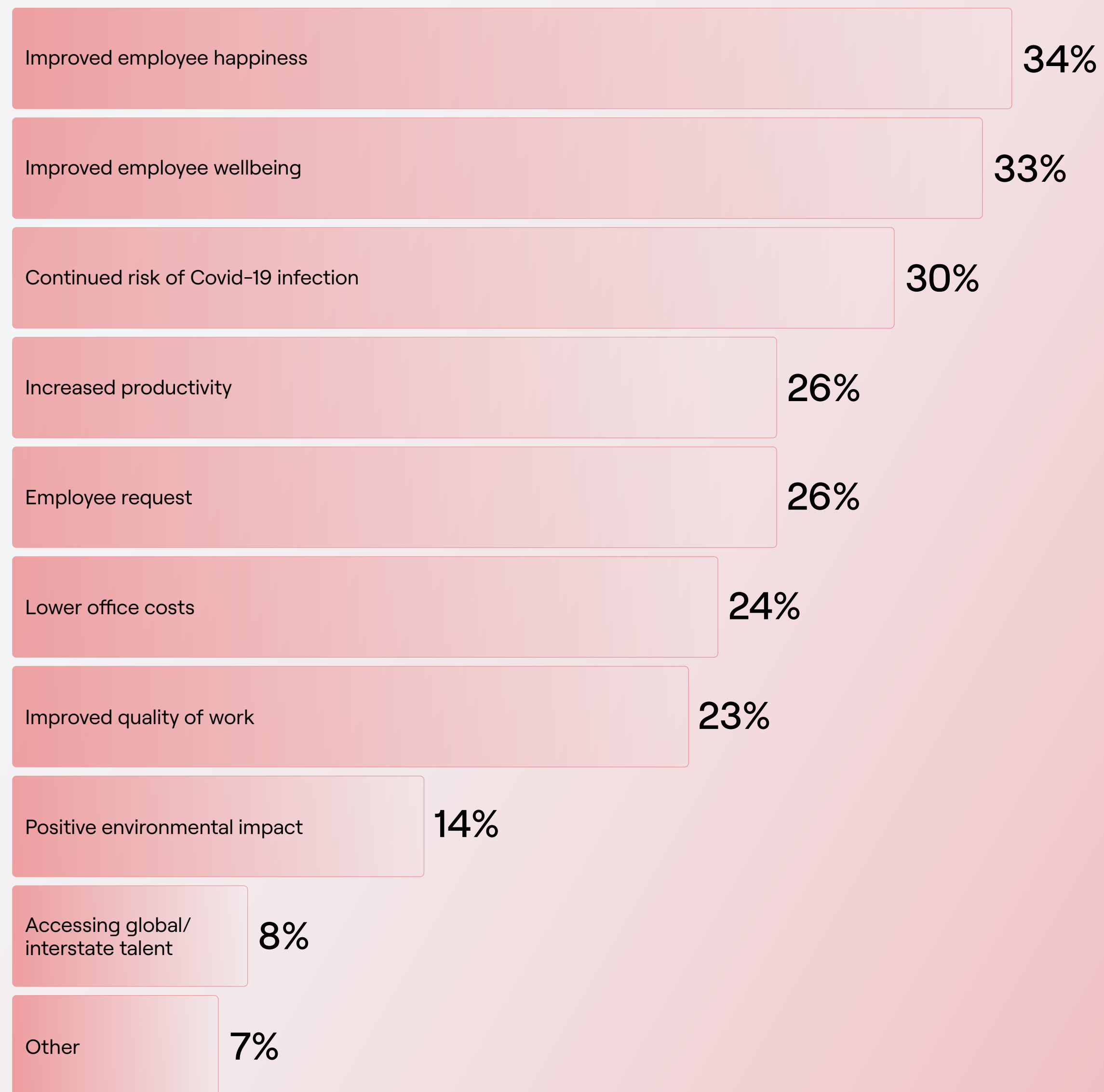
Remote work is saving employers, too...

Not only workers are enjoying the money-saving benefits of remote work, employers are reaping the benefits too.

It's not just the lower office costs, but also the knock-on effect that can be seen through increased productivity and improved quality of work, right through to improved employee wellbeing and happiness.

While it might not seem directly related to operating costs, all of these things can impact a business' bottom line – whether it's low output, increased absenteeism, or high rates of turnover.

Q: WHICH OF THE FOLLOWING BEST REPRESENTS THE MAIN REASONS YOUR EMPLOYER CONTINUES TO ENCOURAGE REMOTE WORKING (SOME/ALL THE TIME)?



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Workers are looking for more ways to generate more income outside of their 9-5

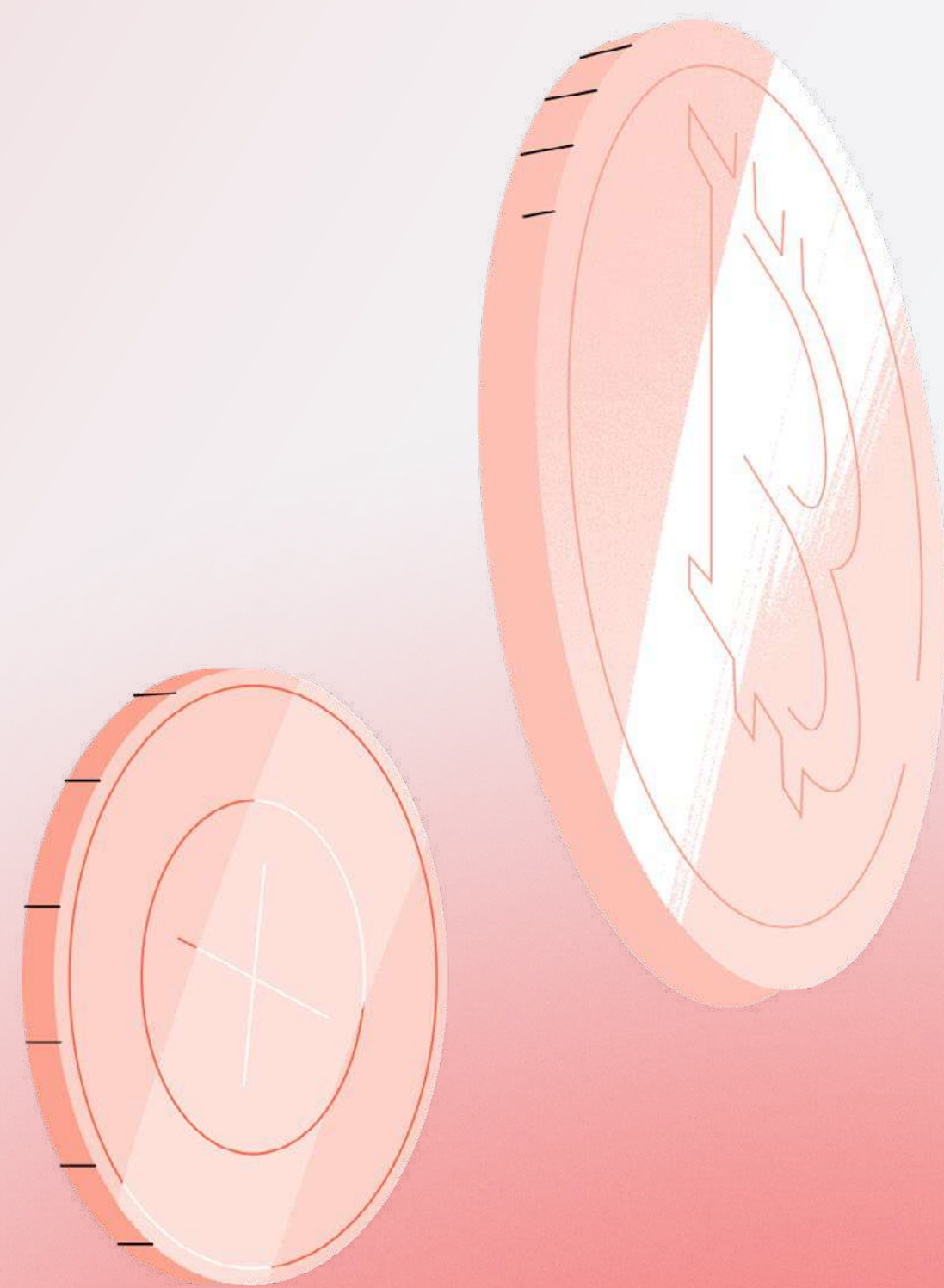
As many battle with the rising cost of living, it's no surprise that many are looking for ways to create additional income outside of their primary role.

An increasing number of people are juggling multiple jobs, with approximately [867,000](#) Australians working more than one job.

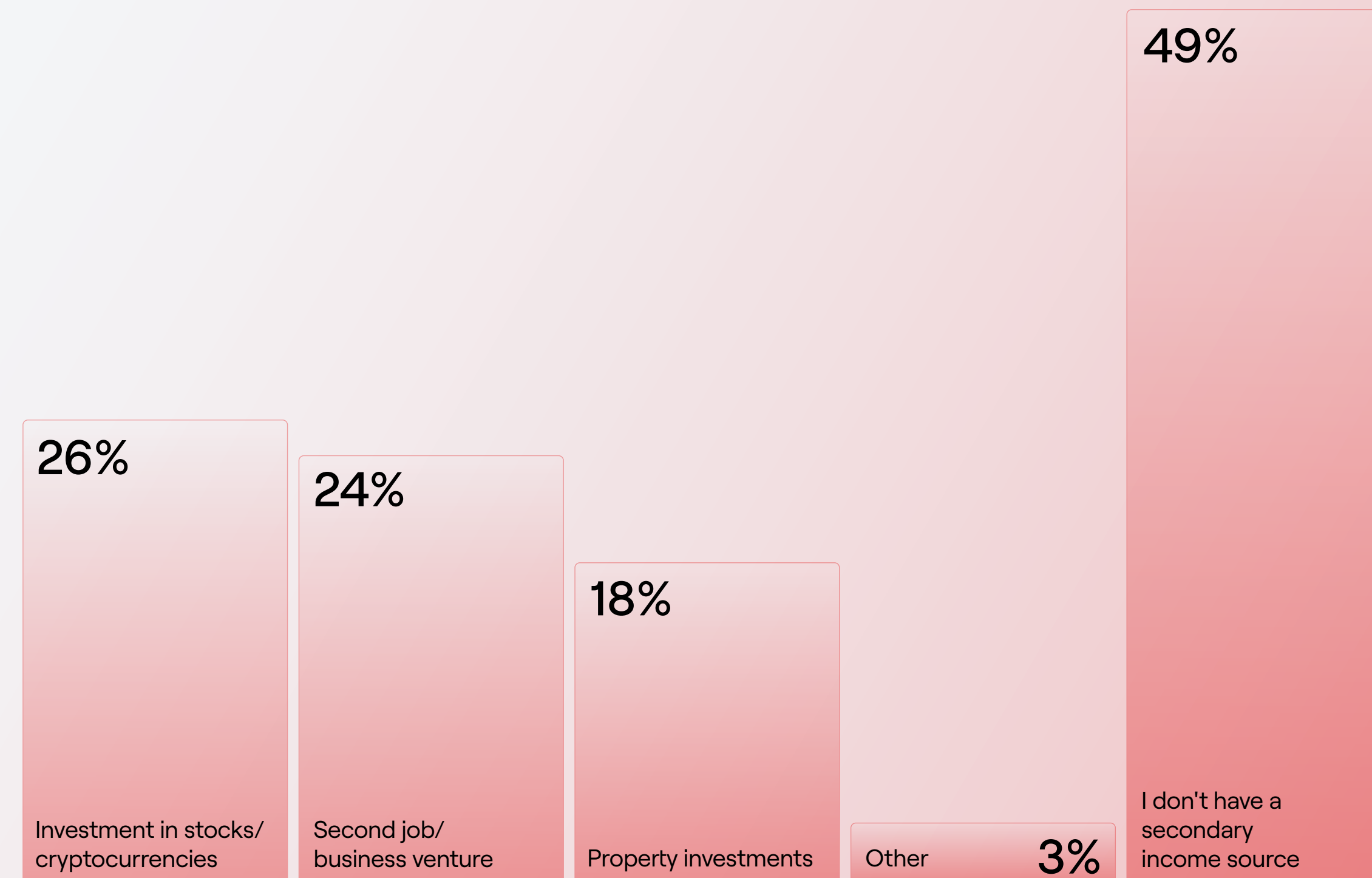
Our research found that 51% of knowledge workers have a secondary income stream and 24% have a second job or side business venture.

If we take a snapshot of millennials, we can see that they're the biggest contributors to this number, being 27% more likely to have investments in stock and crypto, 67% more likely to have a second job or side business, and 28% more likely to have property investments.

On the other hand, knowledge workers aged 55+ were 28% more likely to have no other income streams.



Q: WHICH OF THE FOLLOWING SOURCES OF INCOME DO YOU HAVE IN ADDITION TO YOUR PRIMARY JOB?

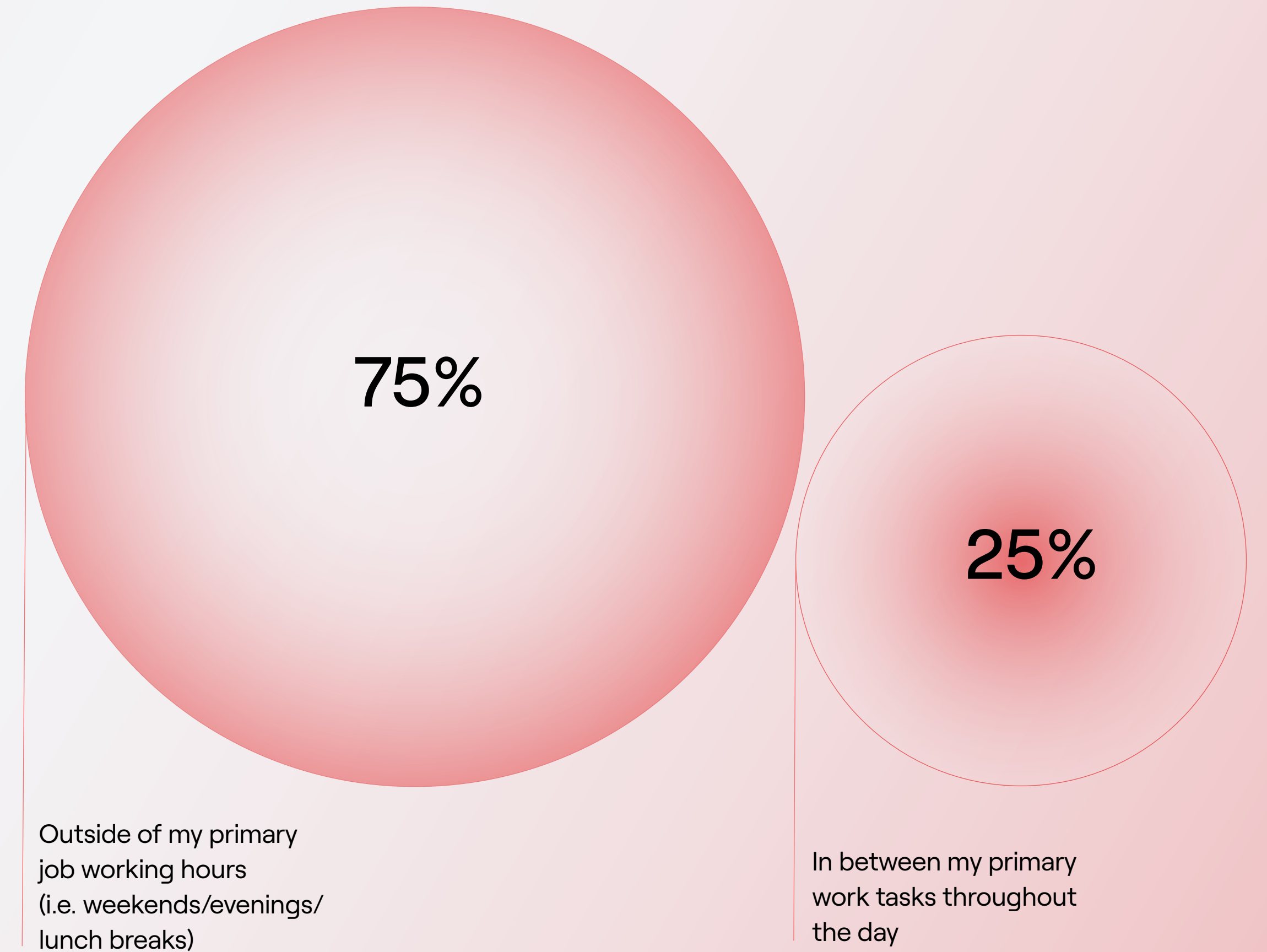


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The best part? Side hustles aren't taking any attention away from employees day jobs

Employers are not to worry – 75% of workers said they work on their side hustle outside of work hours, meaning that employers shouldn't worry about it taking time away during work hours.

Q: WHEN DO YOU NORMALLY FOCUS ON YOUR SECONDARY SOURCE(S) OF INCOME?



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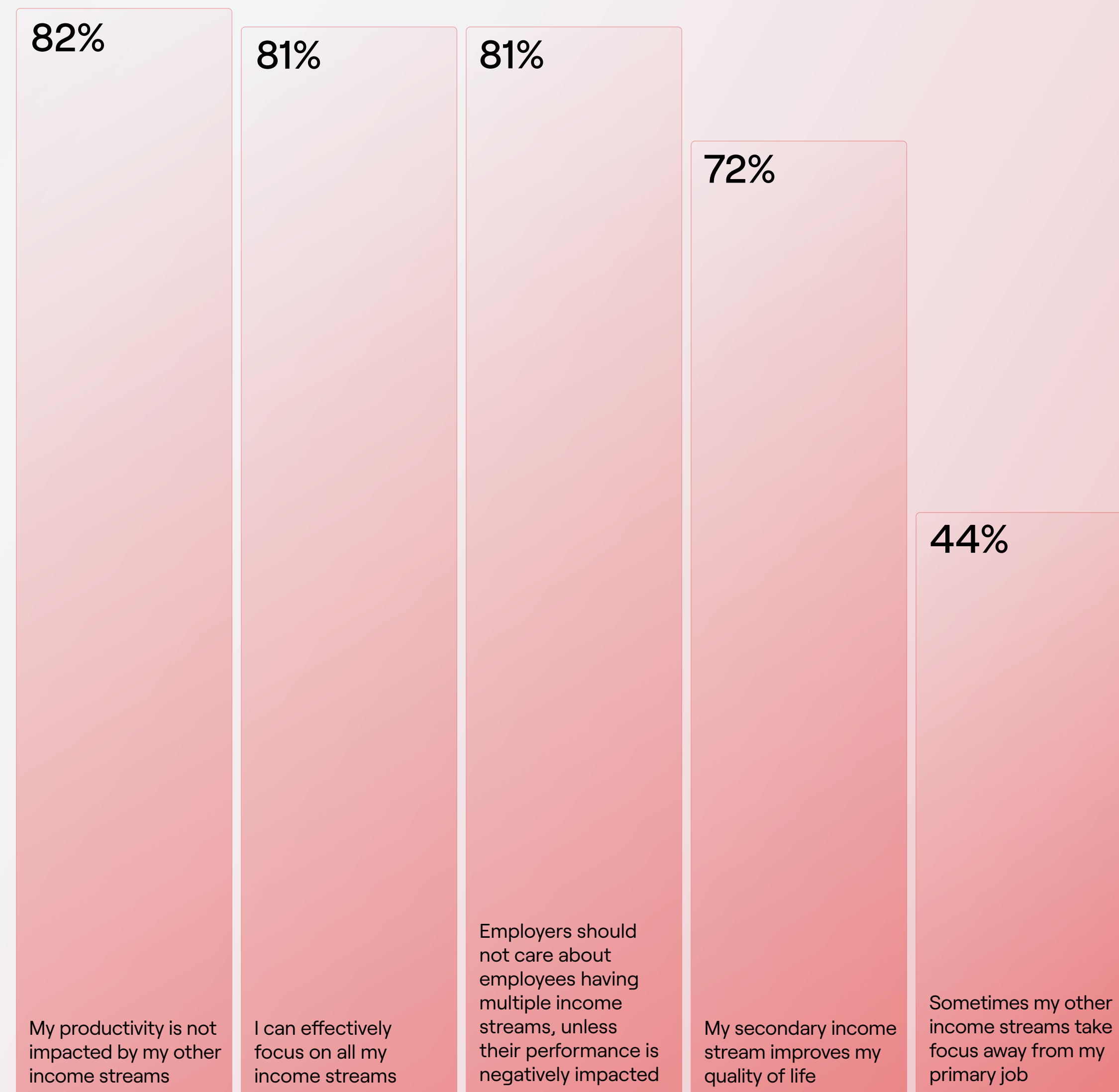
In fact, we're really good at juggling full-time jobs and side hustles...

Even though 44% say that their secondary income stream on occasion distracts them from their primary job, the majority of employees agree they can effectively focus (81%) and maintain their productivity (82%).

81%

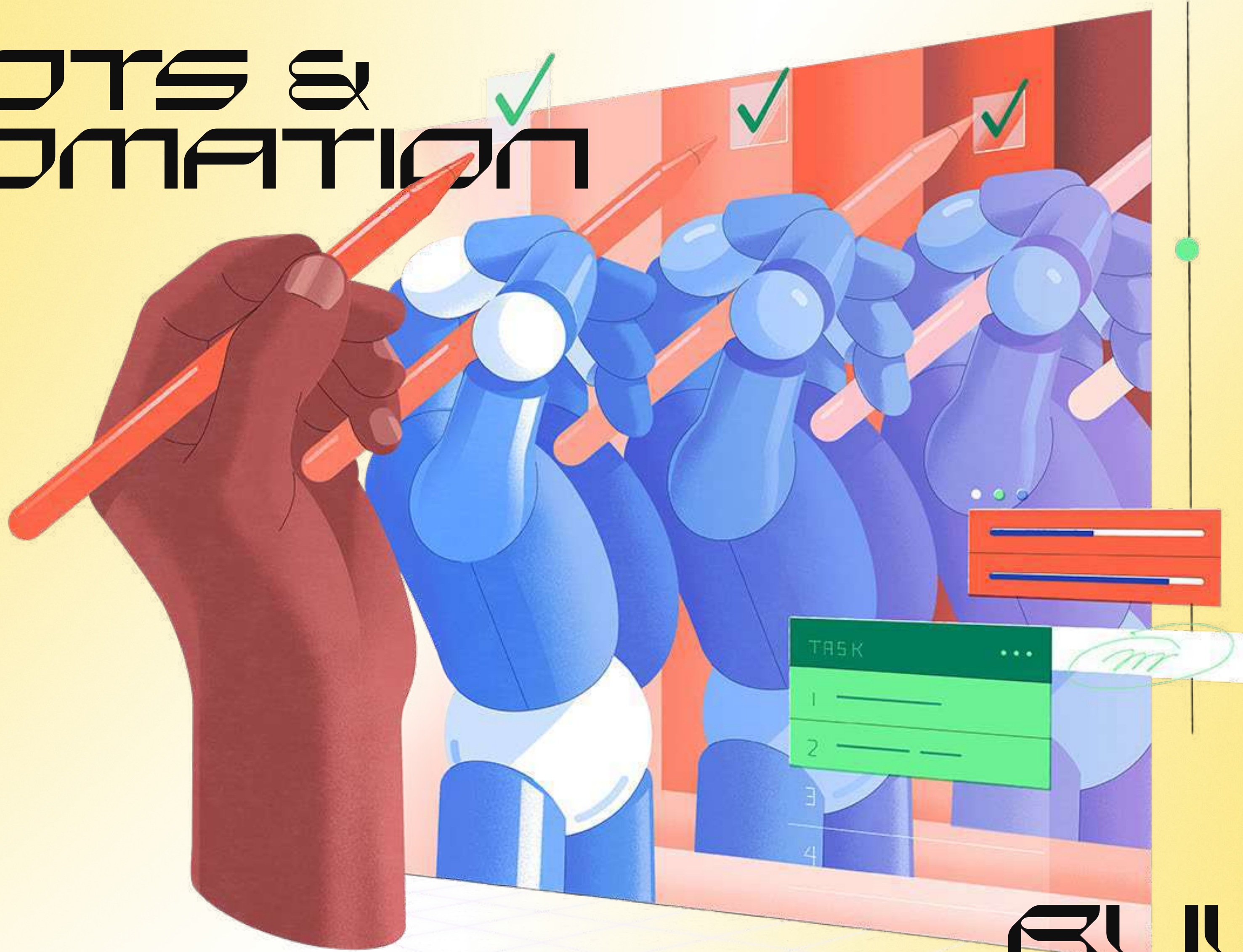
Knowledge workers also almost universally agree that employers should not care about employees' income streams unless their performance is negatively impacted.

PROPORTION OF PEOPLE WHO AGREE WITH EACH STATEMENT.



WILL

ROBOTS & AUTOMATION



RULE THE WORLD?

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Cast your mind back to the first week of lockdowns

It was a confusing, disorienting time for everyone, with restrictions and advice changing every day.

In that time, it's likely you transitioned your entire workforce to remote work. It's also likely that you made plans to introduce new technology to support your new way of working.

Without a pandemic driving the accelerated digital adoption, it would have taken months or years to achieve – yet it was done in a matter of days. It was incredibly challenging, yet so simple – **go digital or get left behind**. Three years on, the habits that were developed during this time are continuing to shape the future of work.

Whatever the future holds, we can expect remote and hybrid working to remain front and centre, and having the tools and technology in place to support teams will be paramount to success.

However, it's not just remote and hybrid work that require digital transformation in business.

The day-to-day adoption of innovative technologies will have an immeasurable impact on the way we work, wherever we work.

It's time to cast your mind forward...

Have you ever thought about what your workplace might look like in 5, 10, 20 years time?

A robot revolution? Artificial intelligence (AI)? Machine learning? Will there even be a workplace?

We can confidently say that it will be very different. How?

Because many of these technologies are already being used every single day by modern businesses.

If you're unsure what artificial intelligence (AI) is, it refers to any human-like behaviour displayed by a machine or system. At its simplest, a basic form of AI is when a computer is programmed to 'mimic' human behaviour by using a large data set from past examples of similar behaviour.

What about machine learning? Well, they actually go hand-in-hand.

[Forbes](#) defines machine learning as "an application of AI based around the idea that we should really just be able to give machines access to data and let them learn for themselves."

When it comes to business, it's clear that digital transformation is becoming a very hot topic of discussion, and those who embrace it are reaping the rewards. Did you know that for a company who embraces digital transformation, each employee on average [contributes to a 60% uplift in revenue?](#)

Automation and digital tools are playing a large role in how workplaces are changing and moving into a new world where digital is at the core of everything. It can help drive efficiency, reduce costs and boost productivity – but where do humans come into the equation?

From robots and AI, to driving business growth with technology, we're taking a look at how employees perceive automation and digital tools in the workplace and how it might influence the future of work.



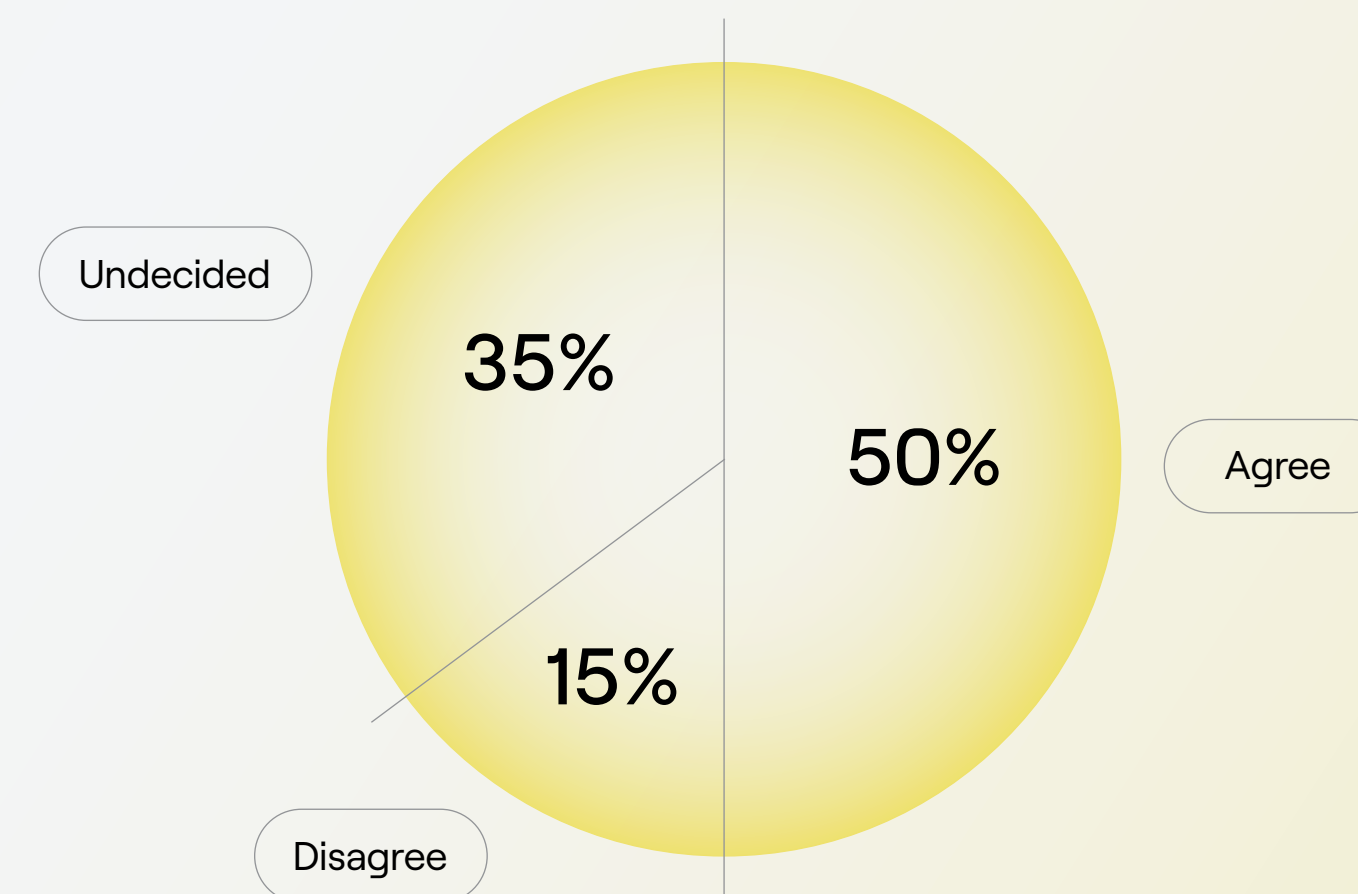
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Half of Australian workers see the benefits of AI and machine learning

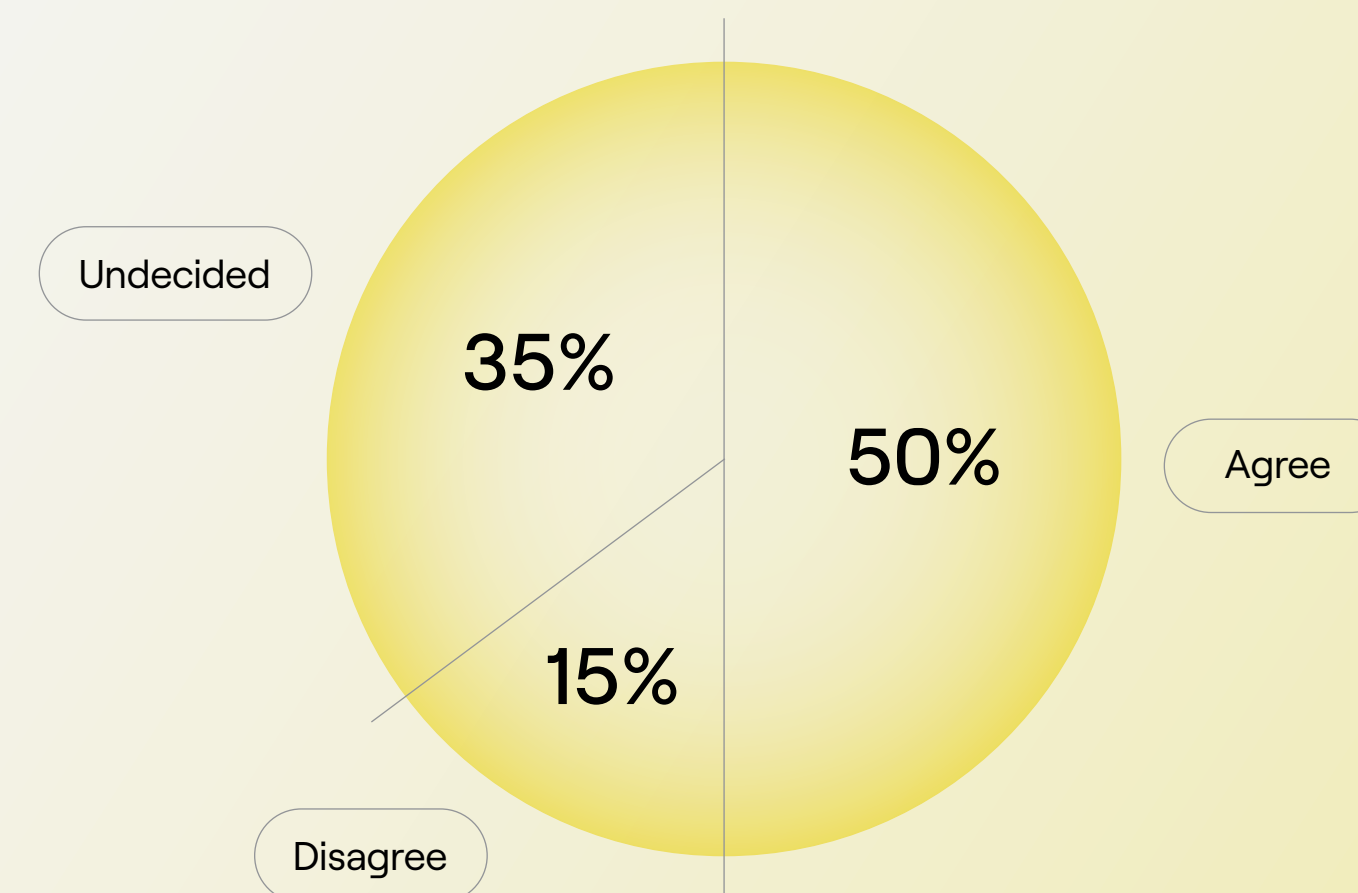
As technology continues to transform the way we work, many are seeing the well-rounded benefits that futuristic tech brings to our lives – and we're predicting this number will only grow over time.

We found that half of knowledge workers agree that AI and machine learning can make work more efficient (50%) and can help identify and solve workplace problems (50%).

I THINK MACHINE LEARNING ALGORITHMS CAN MAKE WORK MORE EFFICIENT



MACHINE LEARNING ALGORITHMS CAN HELP IDENTIFY AND SOLVE WORKPLACE PROBLEMS

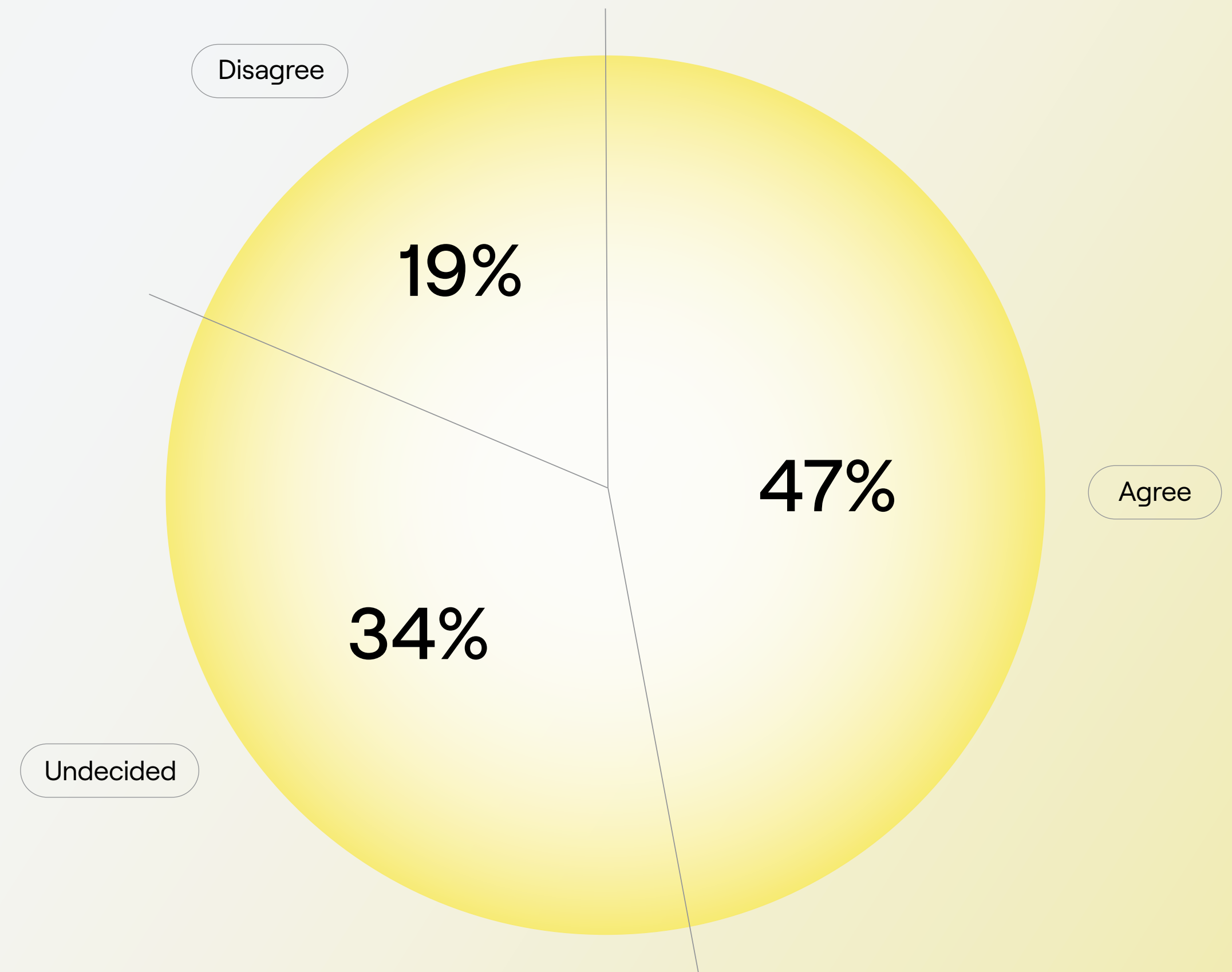


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Yet, we're struggling to trust this new technology

Like with any disruptive, groundbreaking technology, it's only expected that there will be resistance. The thought of technology taking over our day-to-day tasks, and the ability for it to replicate human interactions is enough for anyone to be sceptical. Not to mention that as the technology continues to evolve and become more common, a lack of education around what this new tech actually does could be fuelling low trust.

I DON'T TRUST MACHINE LEARNING ALGORITHMS



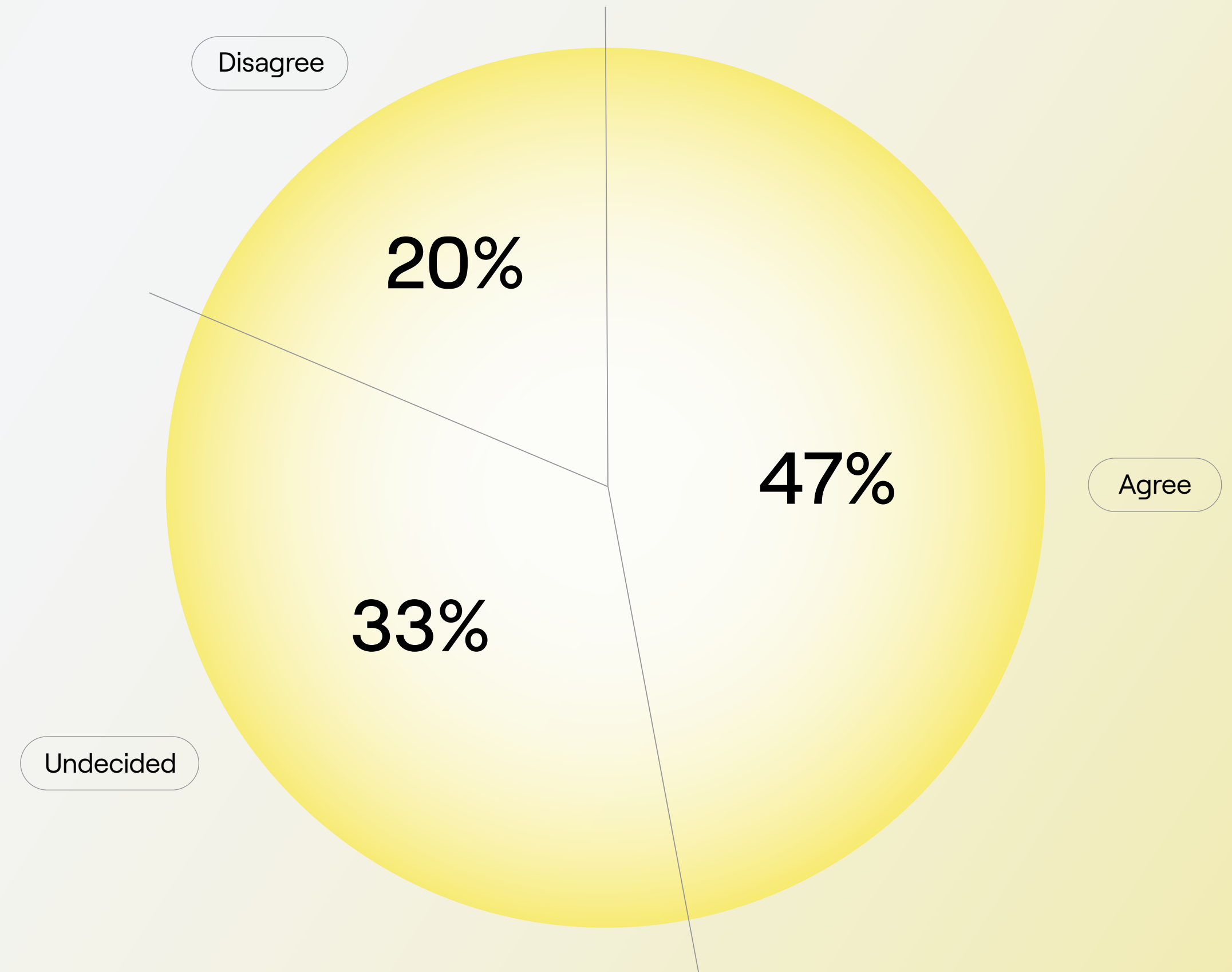
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How do workers feel about AI and machine learning in the workplace?

While many see the benefits of AI and machine learning, there remains a lot of uncertainty of what this means for Australians at work, with 47% worried about the use of machine learning in the workplace. What's more interesting is that those aged 25-34 were the most worried when it came to machine learning in the workplace (54% agreed), while those aged 18-24 were the least worried (37% agreed).

Are we surprised at this finding?
 Not really. AI and machine learning have the ability to disrupt current working patterns and make employees feel that they're losing control over their work.

I AM WORRIED ABOUT THE USE OF MACHINE LEARNING ALGORITHMS IN THE WORKPLACE



SOCIAL CONNECTION VS.



INTERNET CONNECTION

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Humans are social creatures

It's in our blood and one of our deepest needs.

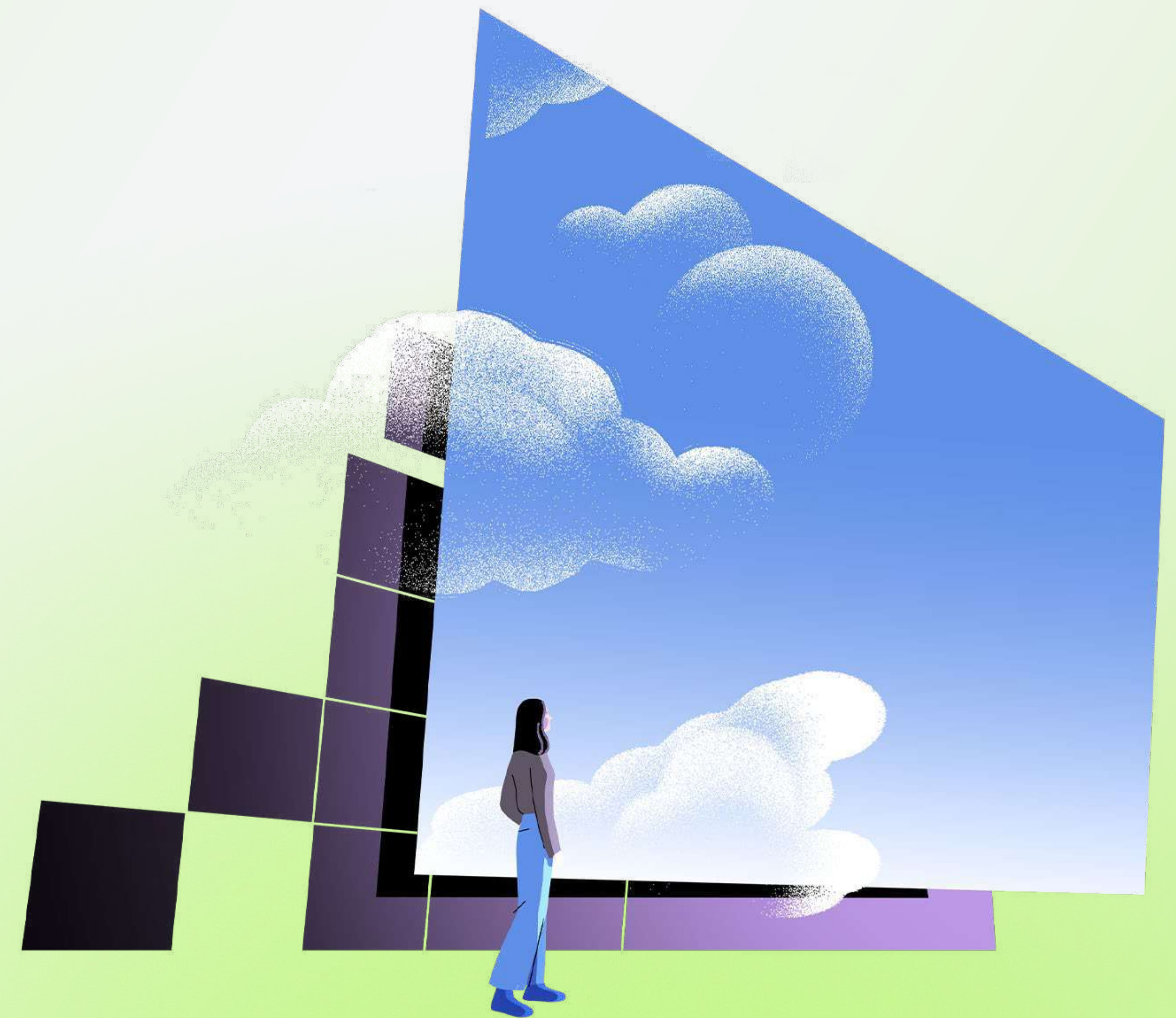
So, when the last three years took this innate need away from us, it's no surprise that feelings of isolation were running high.

While we rely on social interaction from our friends and family, our research confirms that this is also true in the workplace with our colleagues. Human connections were one of the most-missed aspects of the office by remote workers, showing that our need for social interaction runs deep, even if we love working from home.

We're looking for human connection with our colleagues

Whether it's a team event, a mid-morning coffee with your team or catching up at Friday afternoon drinks, there's just some things that are hard to replicate when working remotely.

While many are loving the benefits of remote work, 43% of remote and hybrid workers state that more social interaction would make their job more enjoyable.



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How can employers support social interactions for remote workers?

Finding the perfect harmony between remote working and social interaction is a balancing act. Not enough social time with your team can amount to feelings of isolation, while too much social time can feel forced and unnatural.

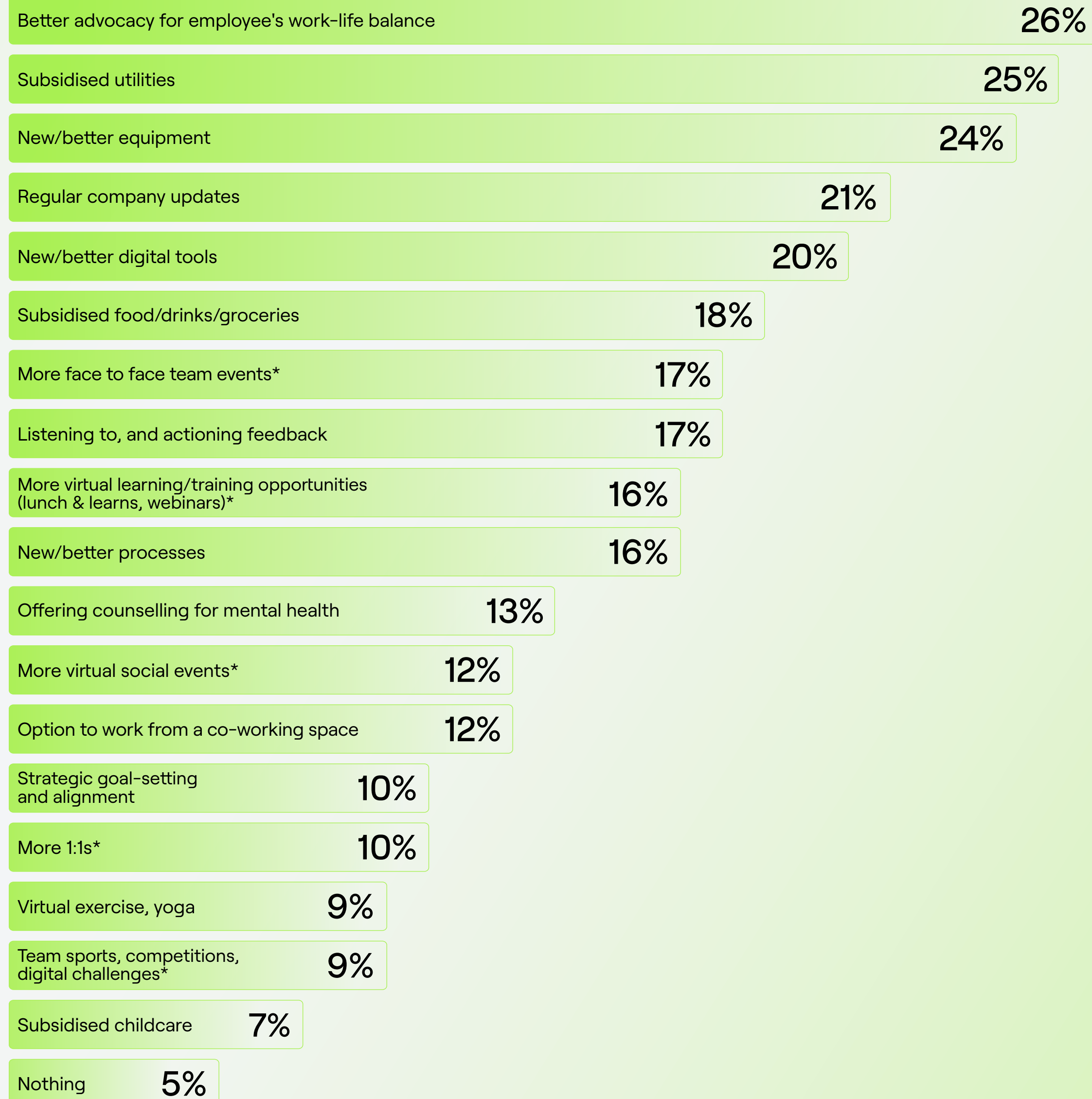
While many Australians continue to work remotely at least some of the time, one thing is clear. Virtual and in-person interactions is one of the most valuable ways employers can support remote workers.

Let's take a closer look at what remote workers want.

43% NET Personal interactions

*Note *includes: more virtual learning/training opportunities + more face to face team events + more virtual social events + team sports, competitions, digital challenges + more 1:1s)*

Q: WHAT ARE THE TYPES OF SUPPORT CAN YOUR EMPLOYER PROVIDE TO MAKE REMOTE WORKING MORE ENJOYABLE?



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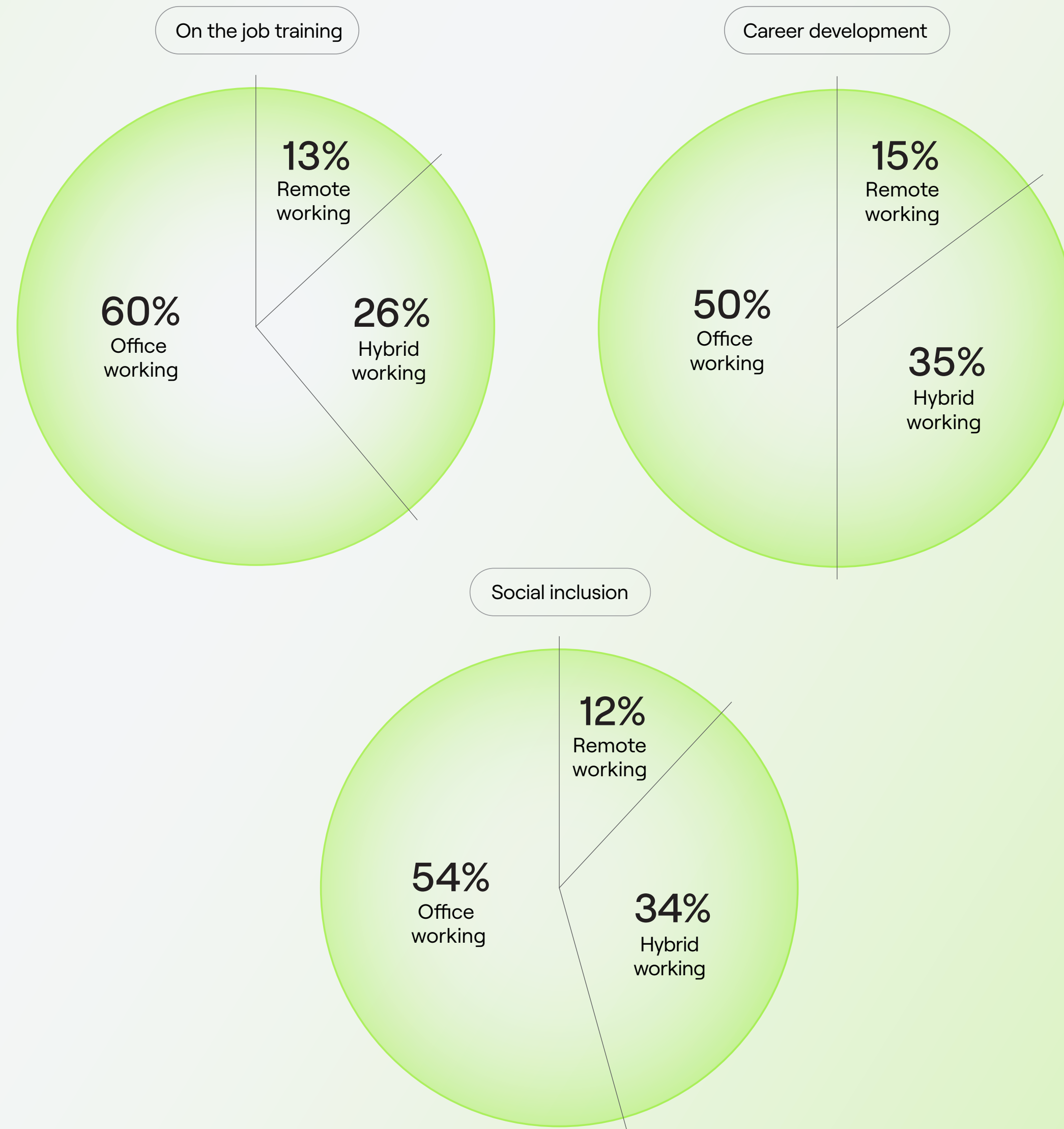
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Job training, career development, social inclusion and collaboration are easier when in the office

While remote work is perceived as being better for reducing the cost of living, there are a few areas that are easier in the office.

Job training, career development, social inclusion and collaboration are all perceived as better and/or easier in an office environment.

Q: IN YOUR OPINION, WHAT DO YOU THINK IS BETTER FOR EACH?



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In their own words...

“

I was used to working from home and keeping my own hours. It was nice however, to get back to work and relate to humans again.


“

I had only just started working for a new company and still required training, which was really hard when I wasn't in the office.

“

It's nice to see everyone in person again after such a long period away. It's easier to work and collaborate when in person and get things across the right desks for approval.





WHAT WILL
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In this report, we've explored how current working habits are shaping the future of work

Whether your business is remote, hybrid or in-office, we hope that these timely insights help you better understand the current employment landscape.

Looking broadly, we can see that the Australians are at a crossroads. Many employers are directing their team back in the office full-time, while others are leaning further into remote and hybrid working.

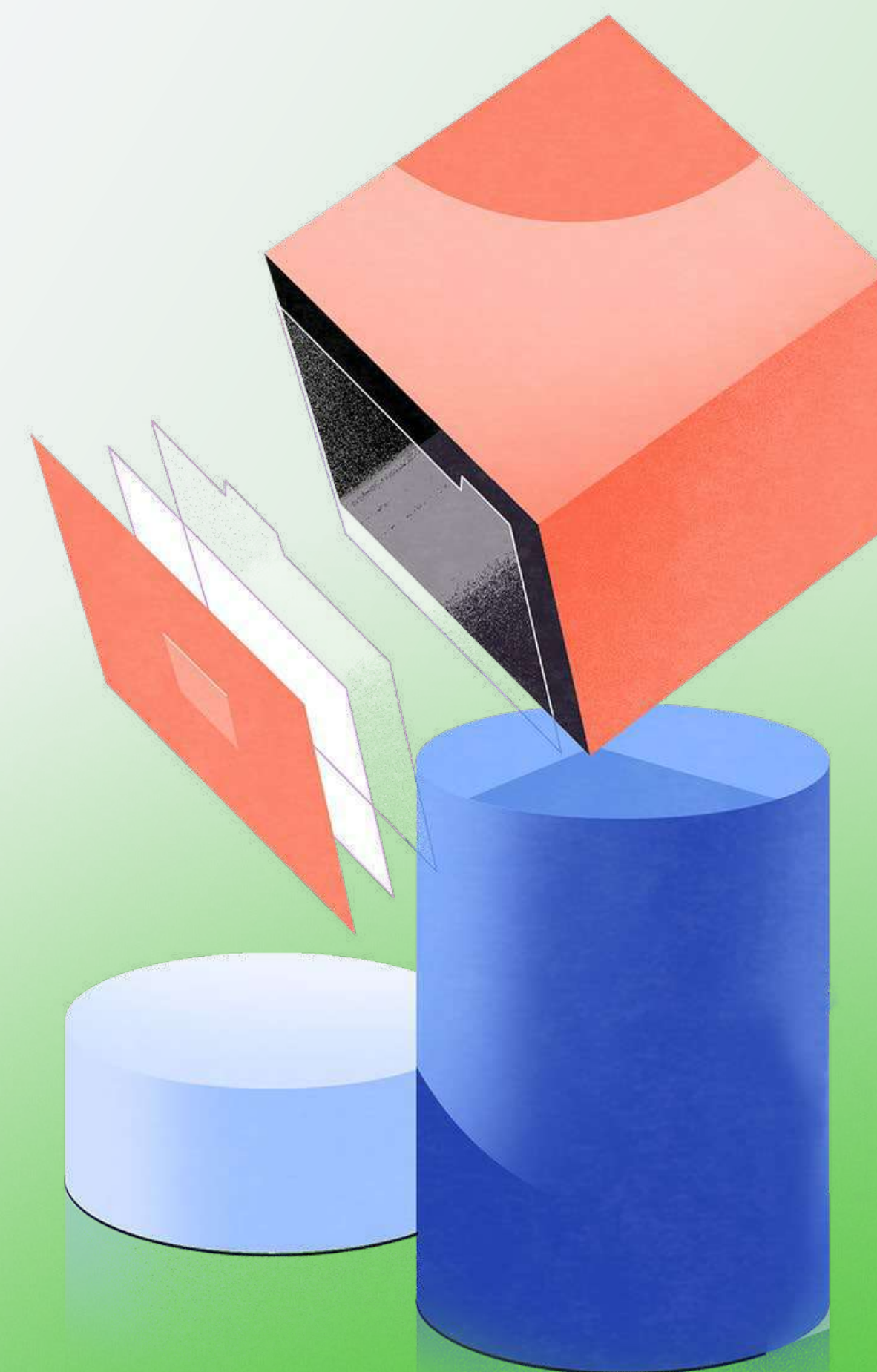
We can also see that remote and hybrid working are still very much wanted by employees. It encourages equal opportunities, helps soften the rising cost of living and gives employees a greater sense of work-life balance – all of which are important topics right now.

However, as many of us are missing the social aspect of in-office working, employers need to find a way that supports employees to build connections with each other.

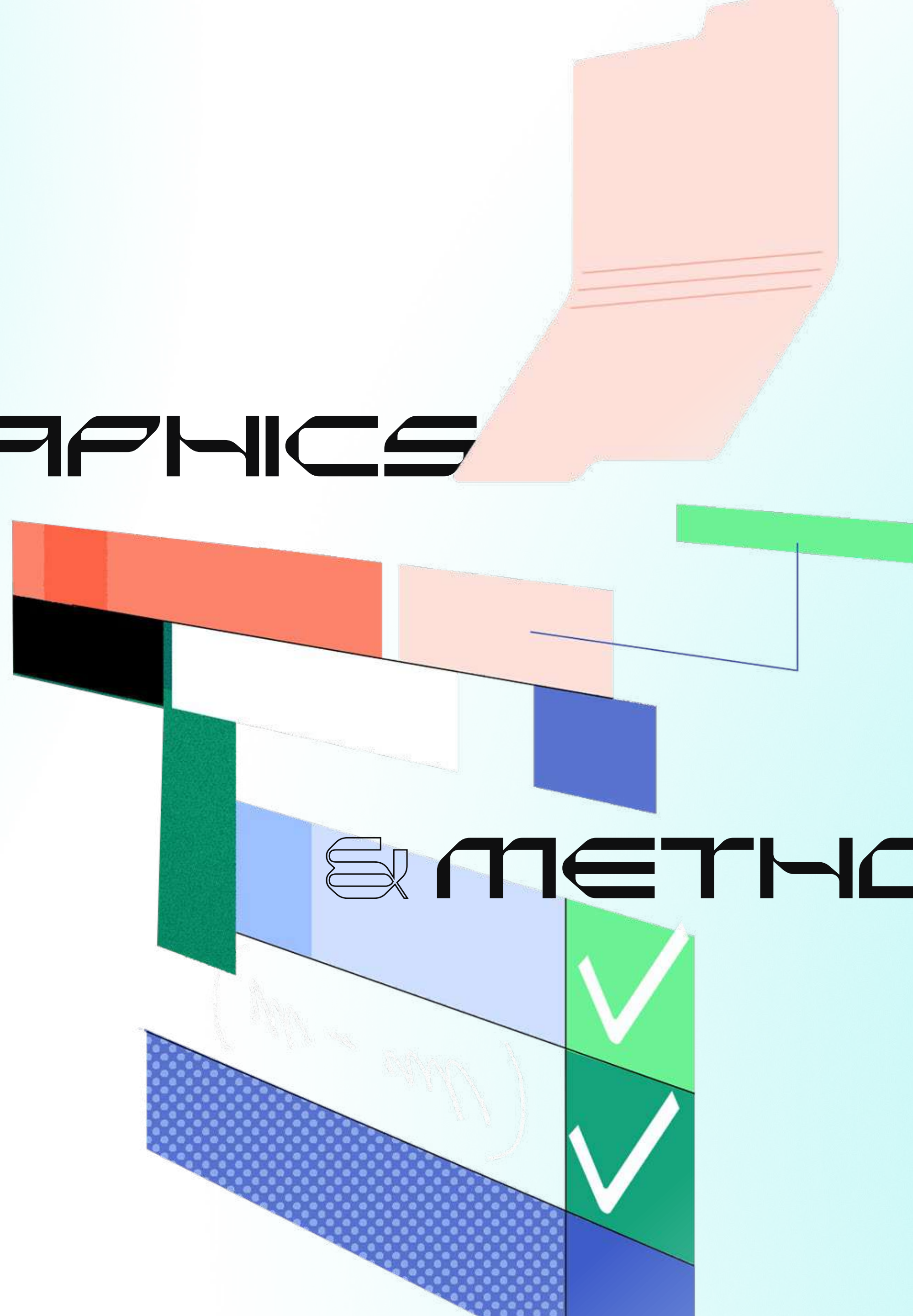
The pandemic has caused huge disruption to the way we work and the trends that have developed during this time will continue on long after the pandemic is gone. Our priorities have changed over the past three years and we can assume this will only continue well into the future.

For employers to keep up, it's crucial to be supportive and adapt to the changing needs of your team. Use this unique time as an opportunity to try new ways of working – ask your team what they want, how they prefer to work and you'll create a more engaged, equal and happy workforce.

The future of work is flexible.



SURVEY DEMOGRAPHICS



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Methodology

The findings in this report have been determined from a survey organised by Employment Hero.

1,056 participants

472
office
workers

327
hybrid
workers

256
remote
workers

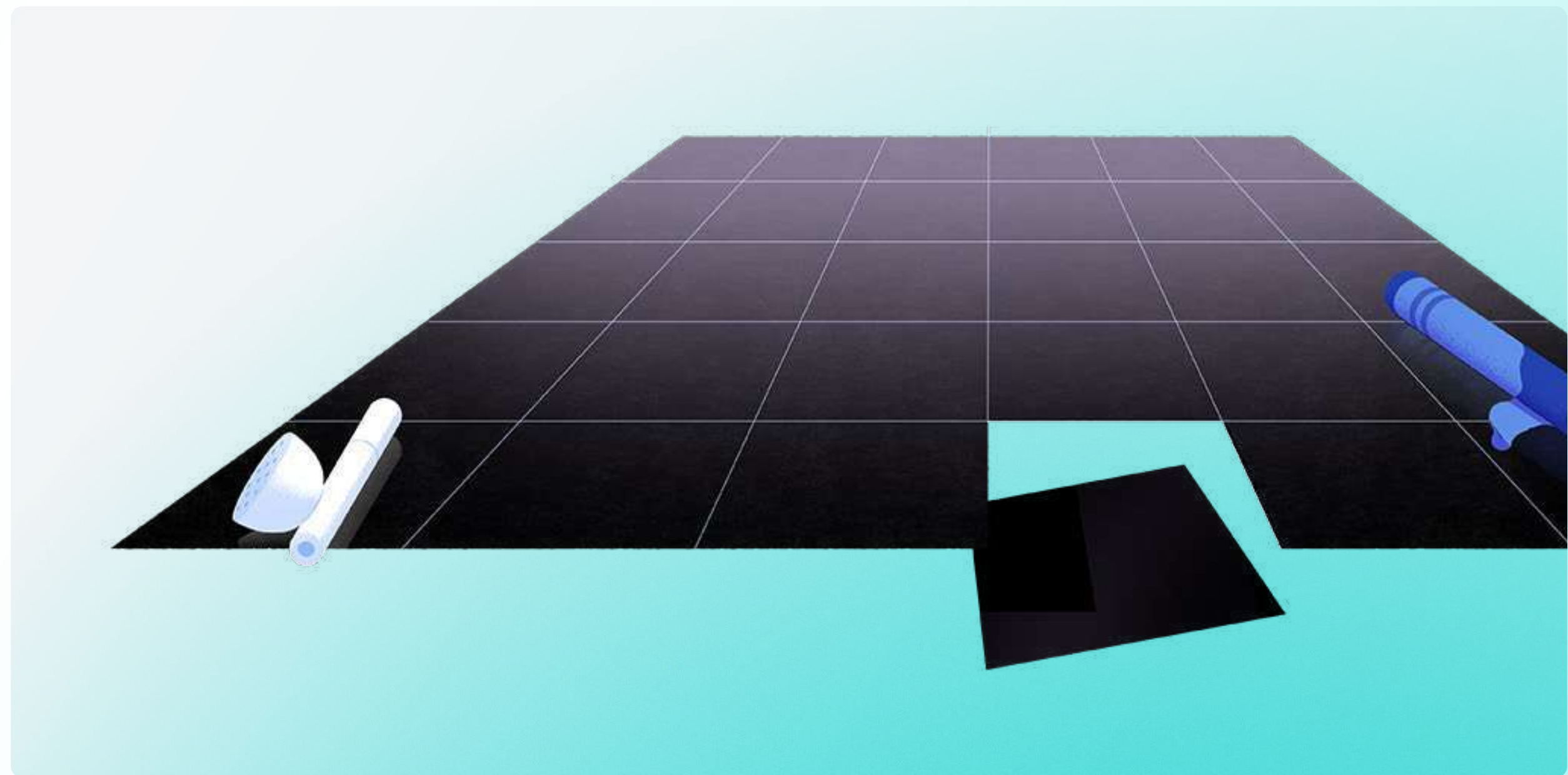
The 8 minute online quantitative survey was deployed using the Glow Survey platform, and survey responses were collected from the national research panel Dynata.

To complete the survey, respondents had to be employed in any capacity (full-time, part-time, casual) and work in an office, remotely or both. Workers in shops, restaurants and factories were excluded from the research.

The survey was deployed using nationally representative quotas for age, gender and location, but no active quotas were placed on the number of completed surveys.

In total there were 1,056 survey participants. Of the sample size, there were 472 office workers, 327 hybrid workers and 257 remote workers.

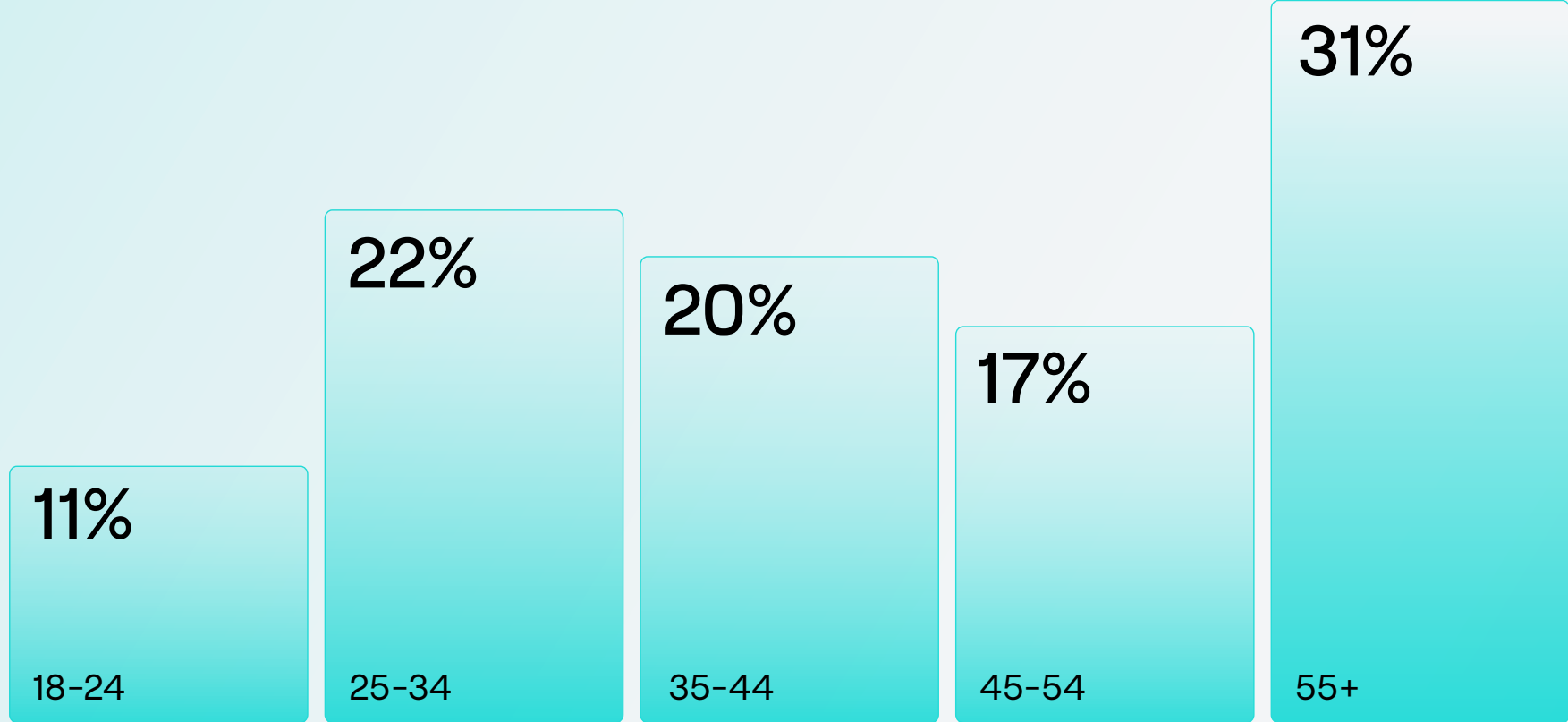
The survey collected responses between the 9th of June 2022 and the 20th of June 2022.



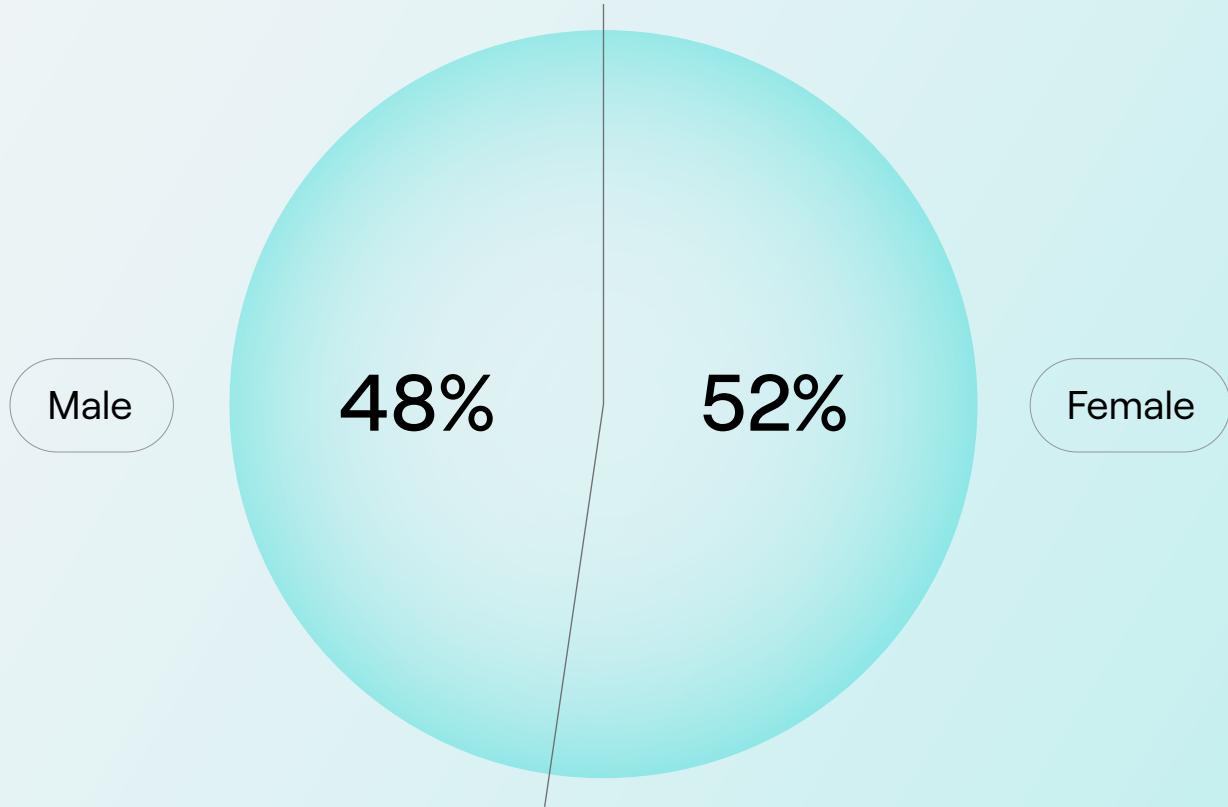
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Demographics

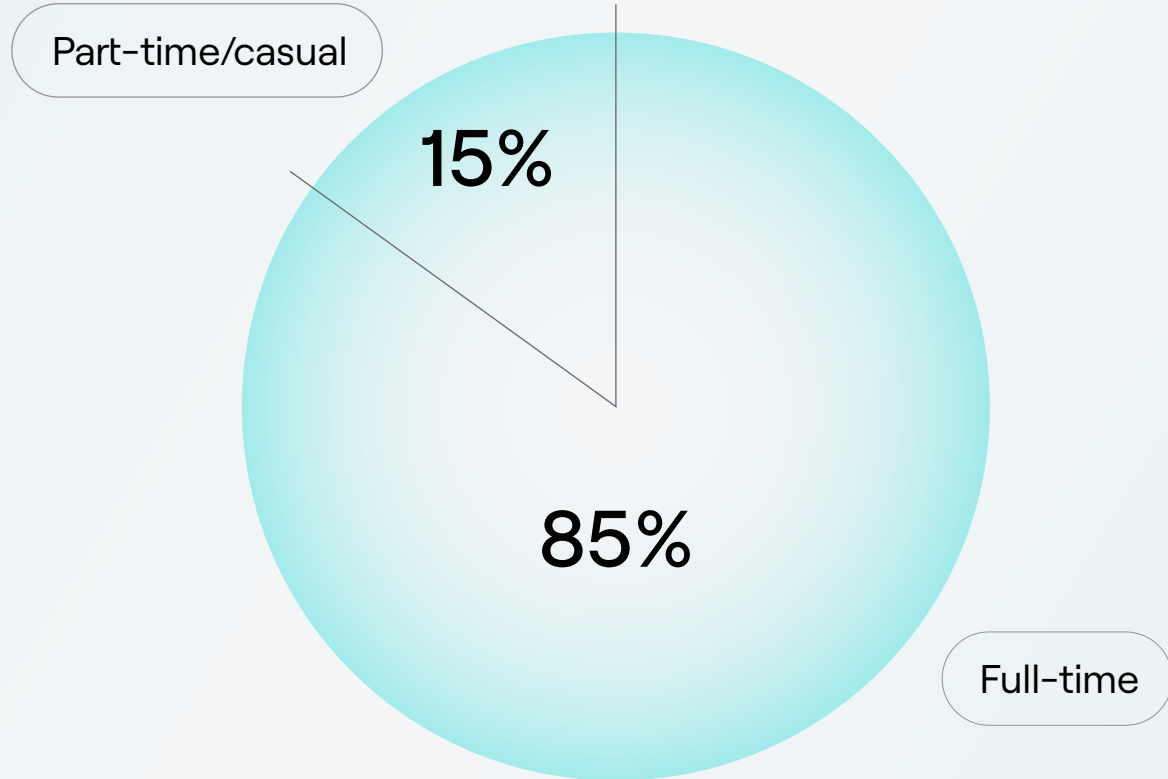
AGE OF RESPONDENTS



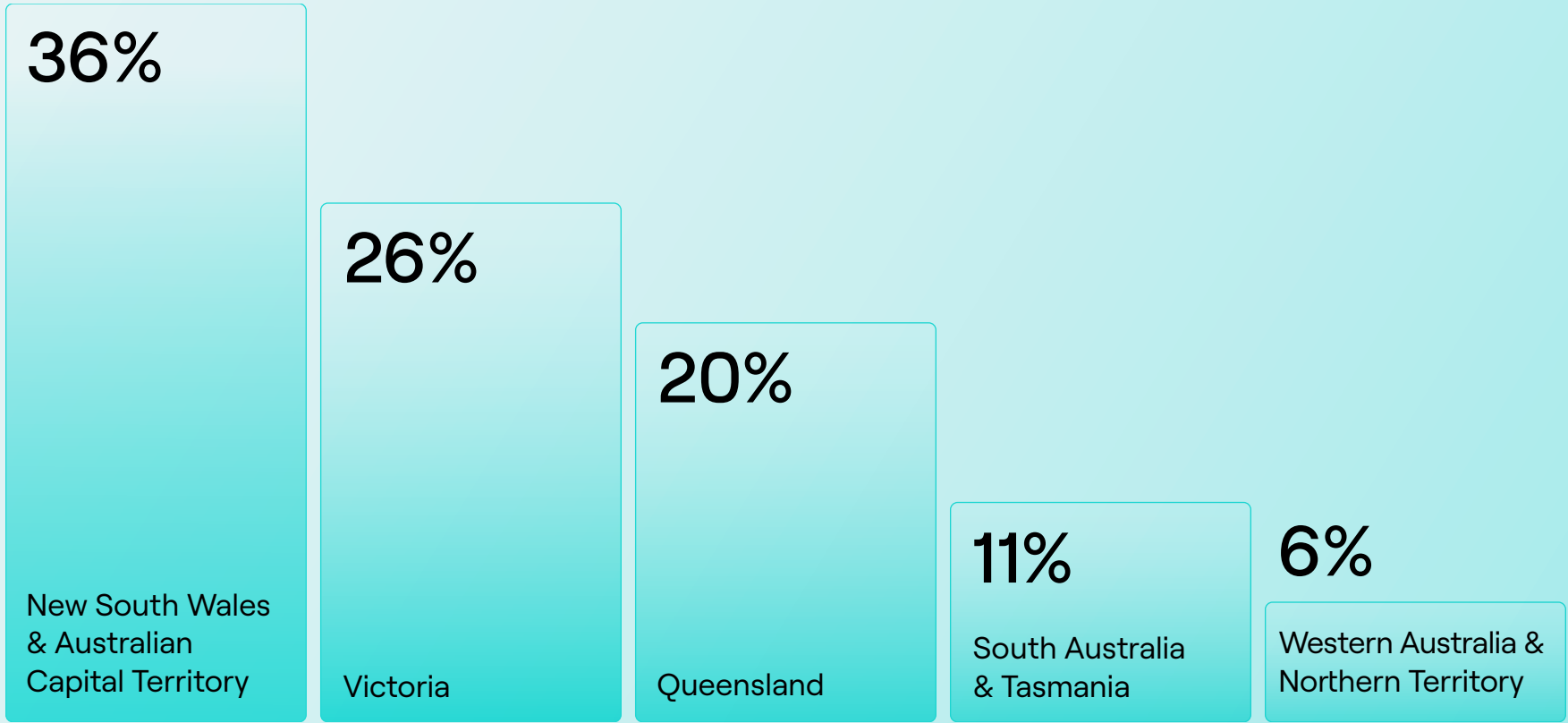
GENDER OF RESPONDENTS



WORK STATUS OF RESPONDENTS

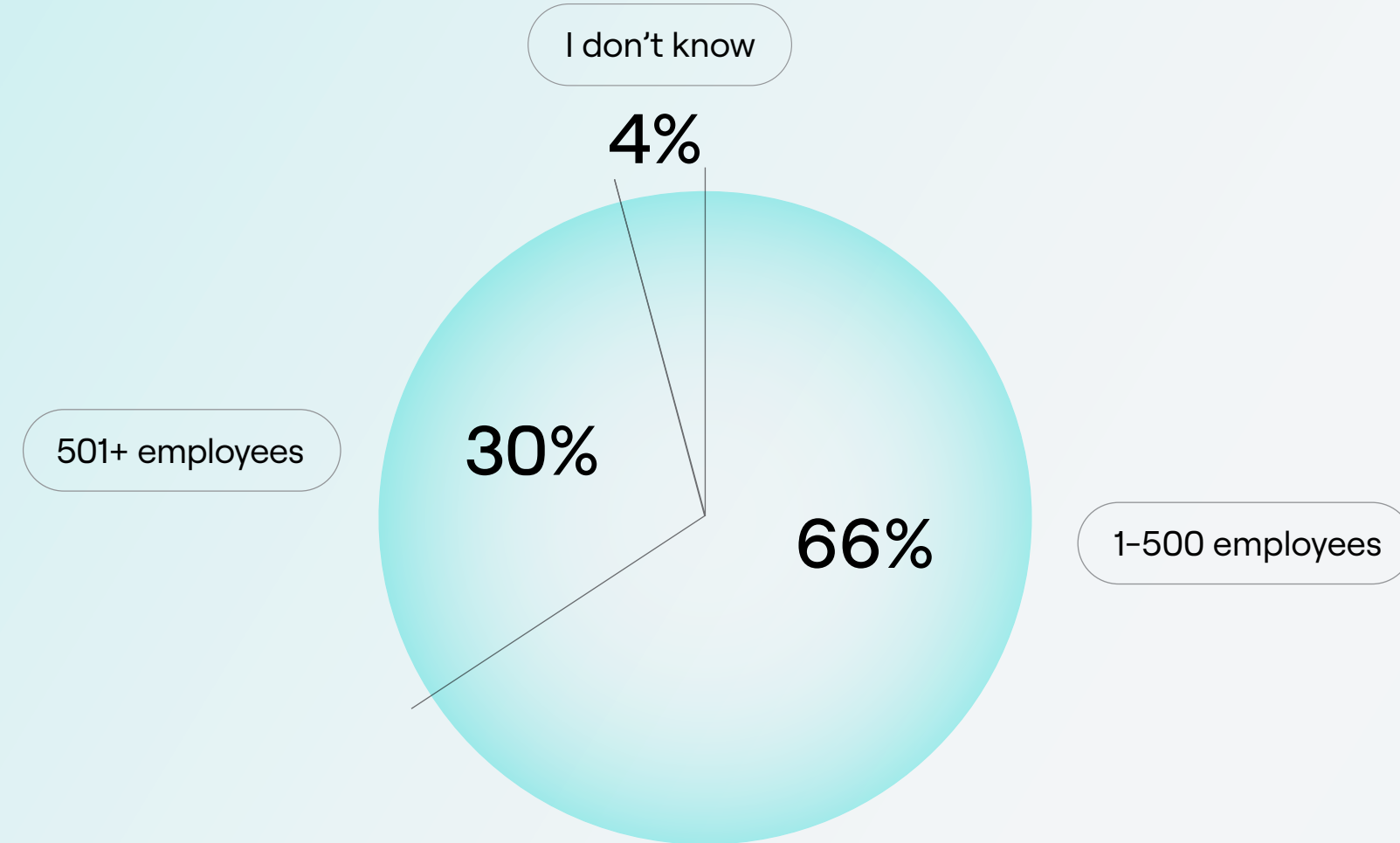


LOCATION OF RESPONDENTS

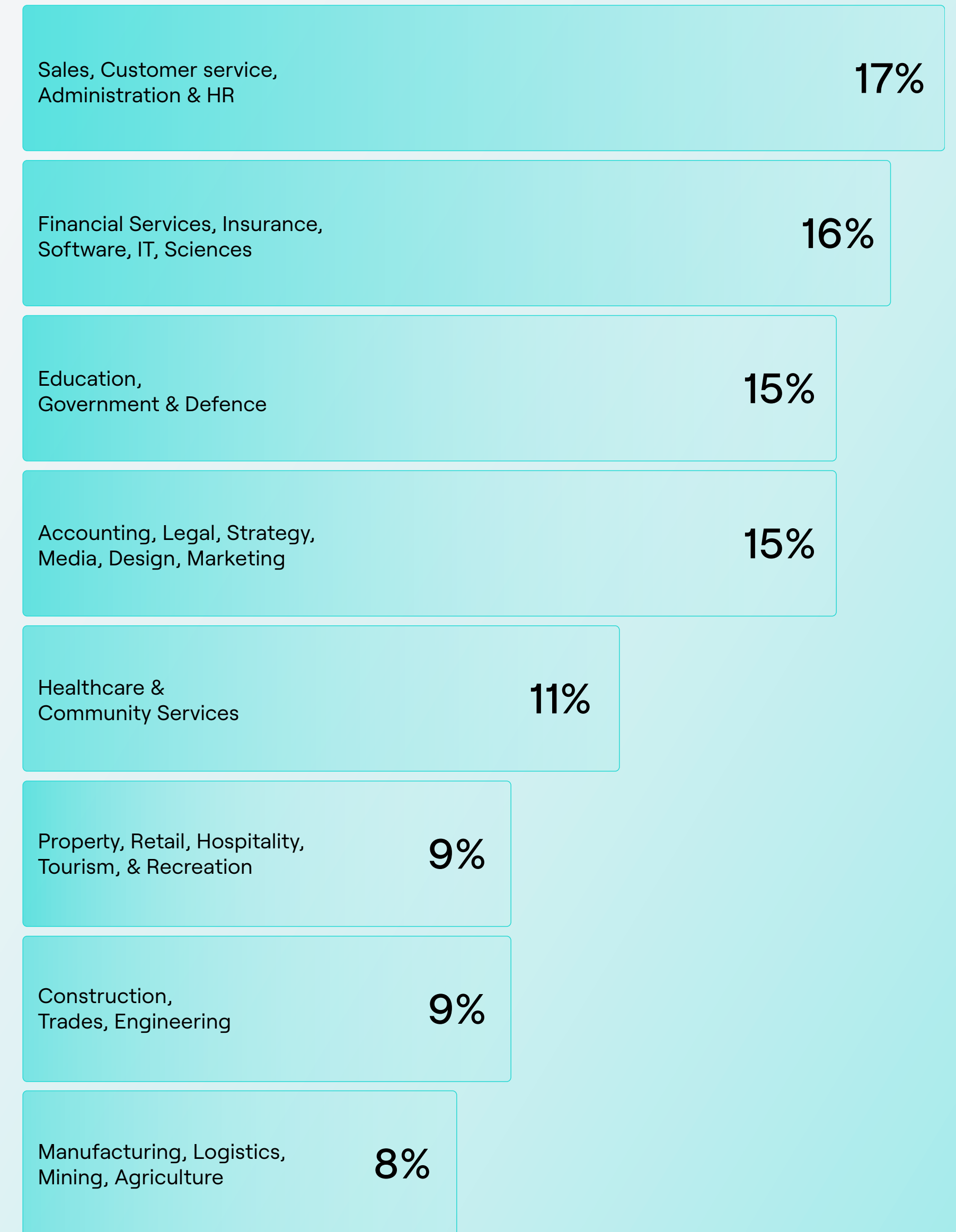


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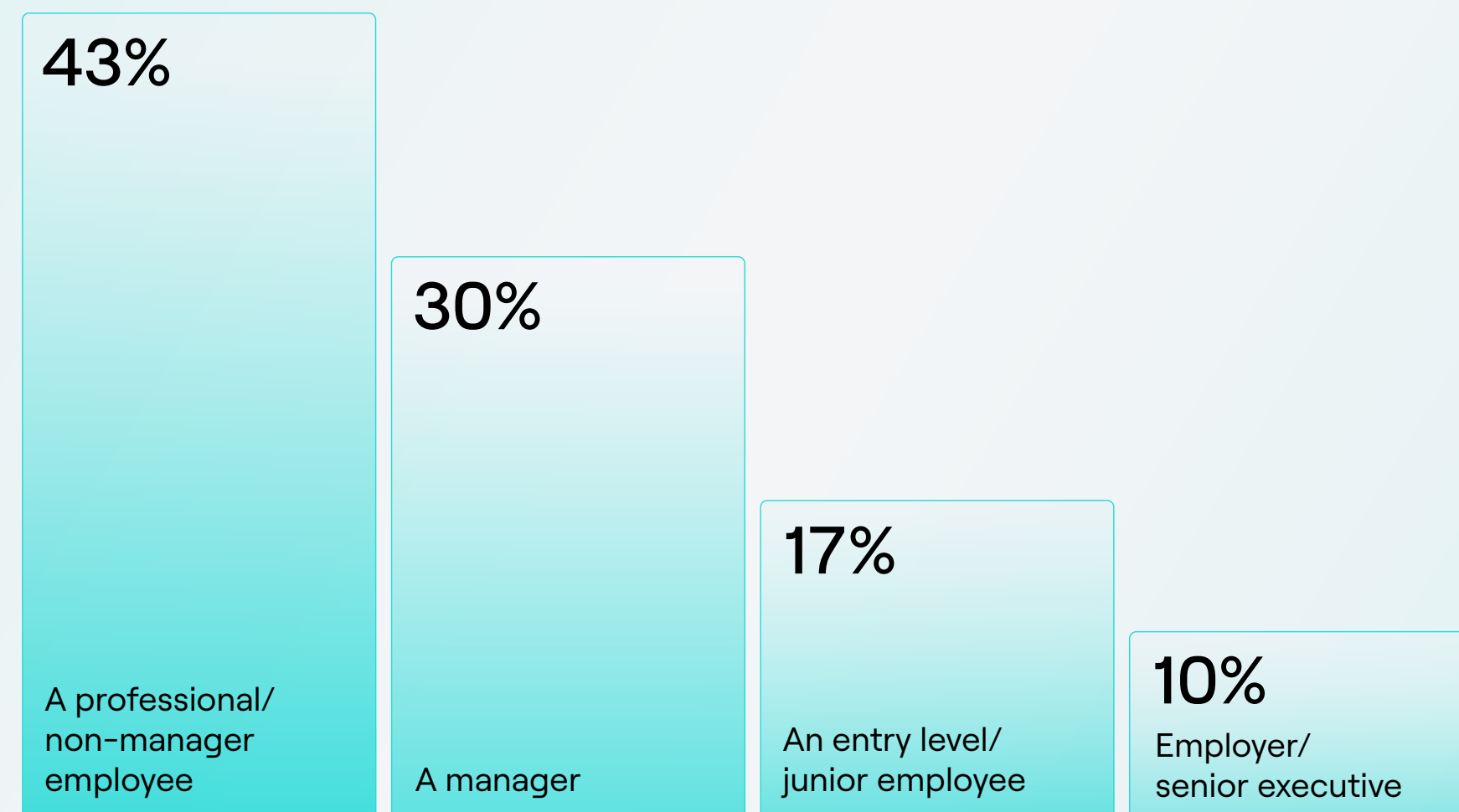
ORGANISATION SIZE THAT RESPONDENTS ARE EMPLOYED BY



INDUSTRY OF RESPONDENTS

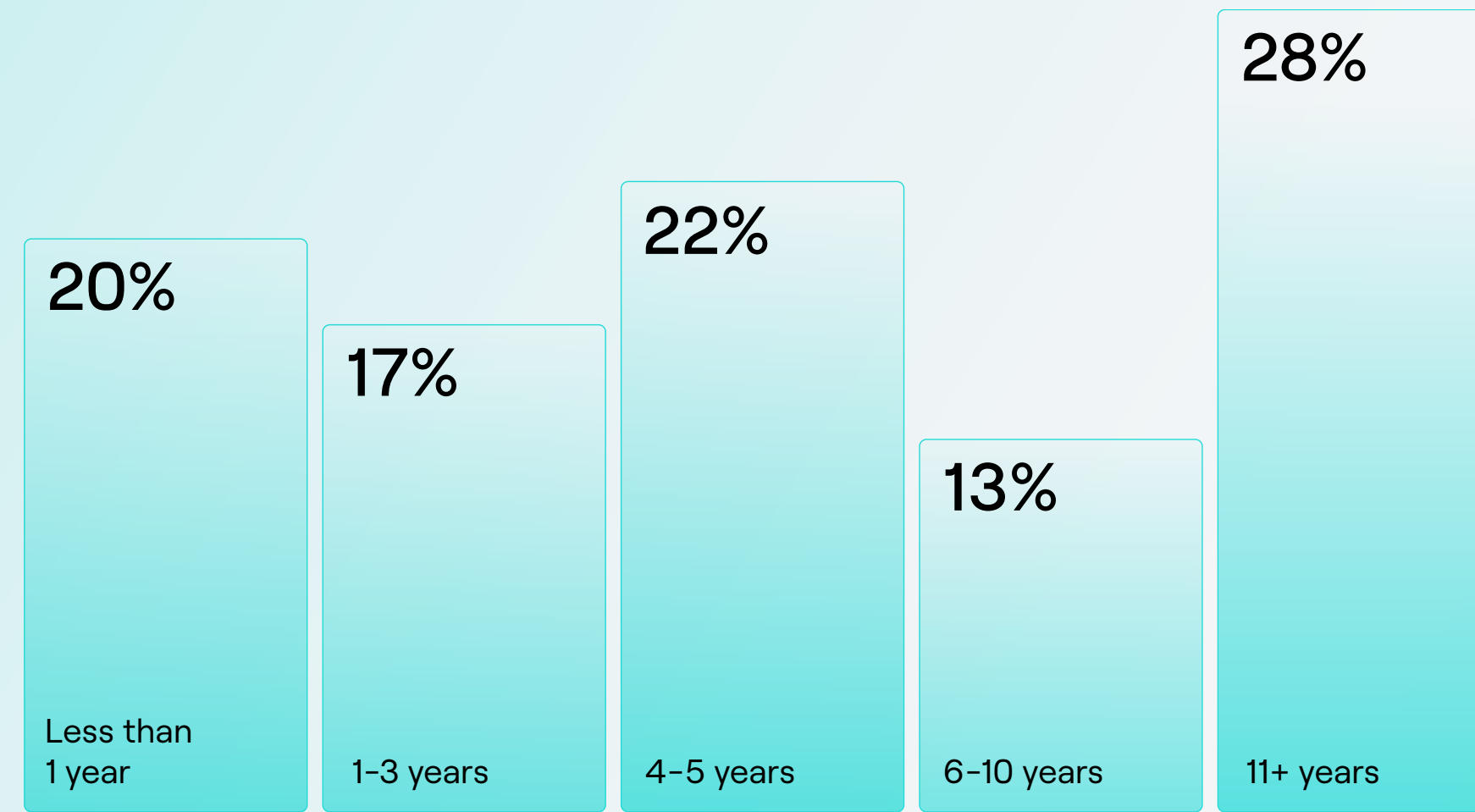


PROFESSIONAL SENIORITY OF RESPONDENTS

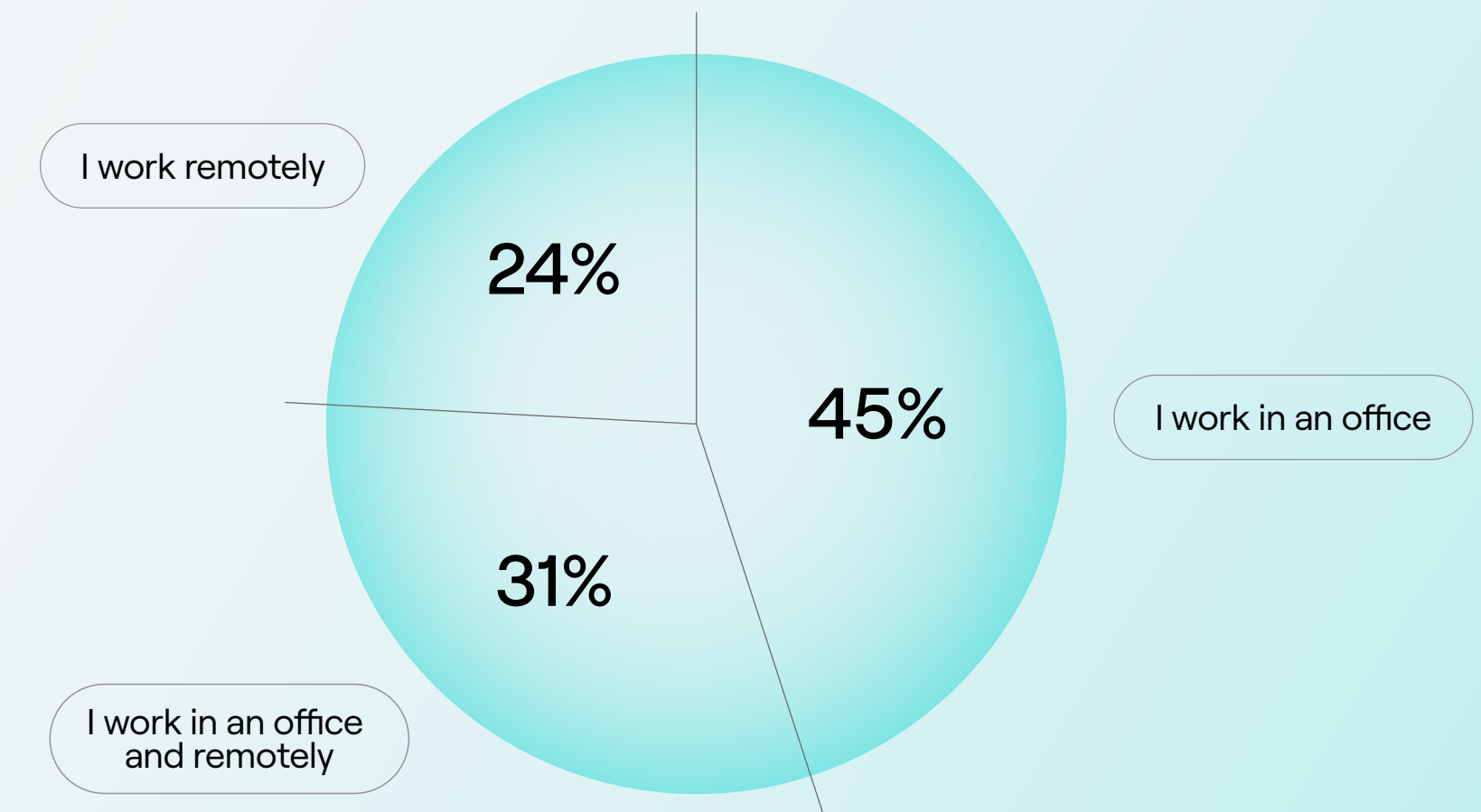


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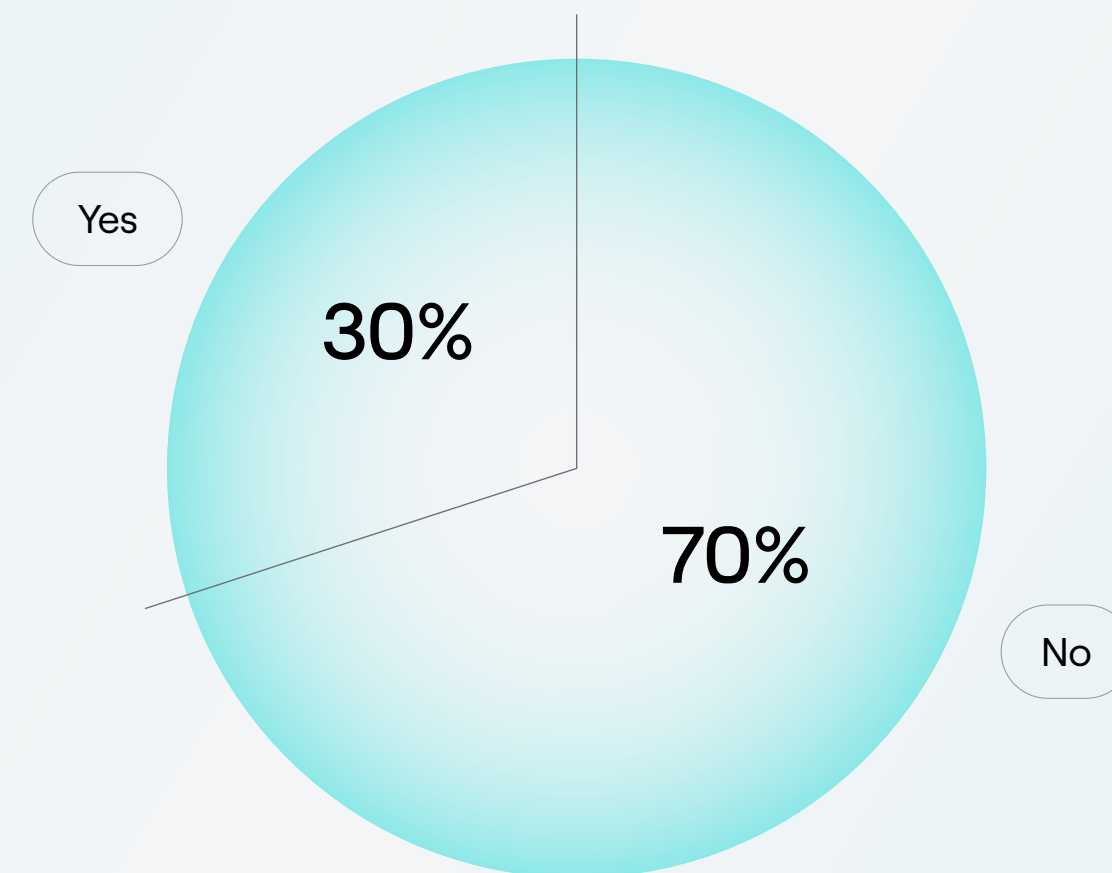
TENURE IN ORGANISATION



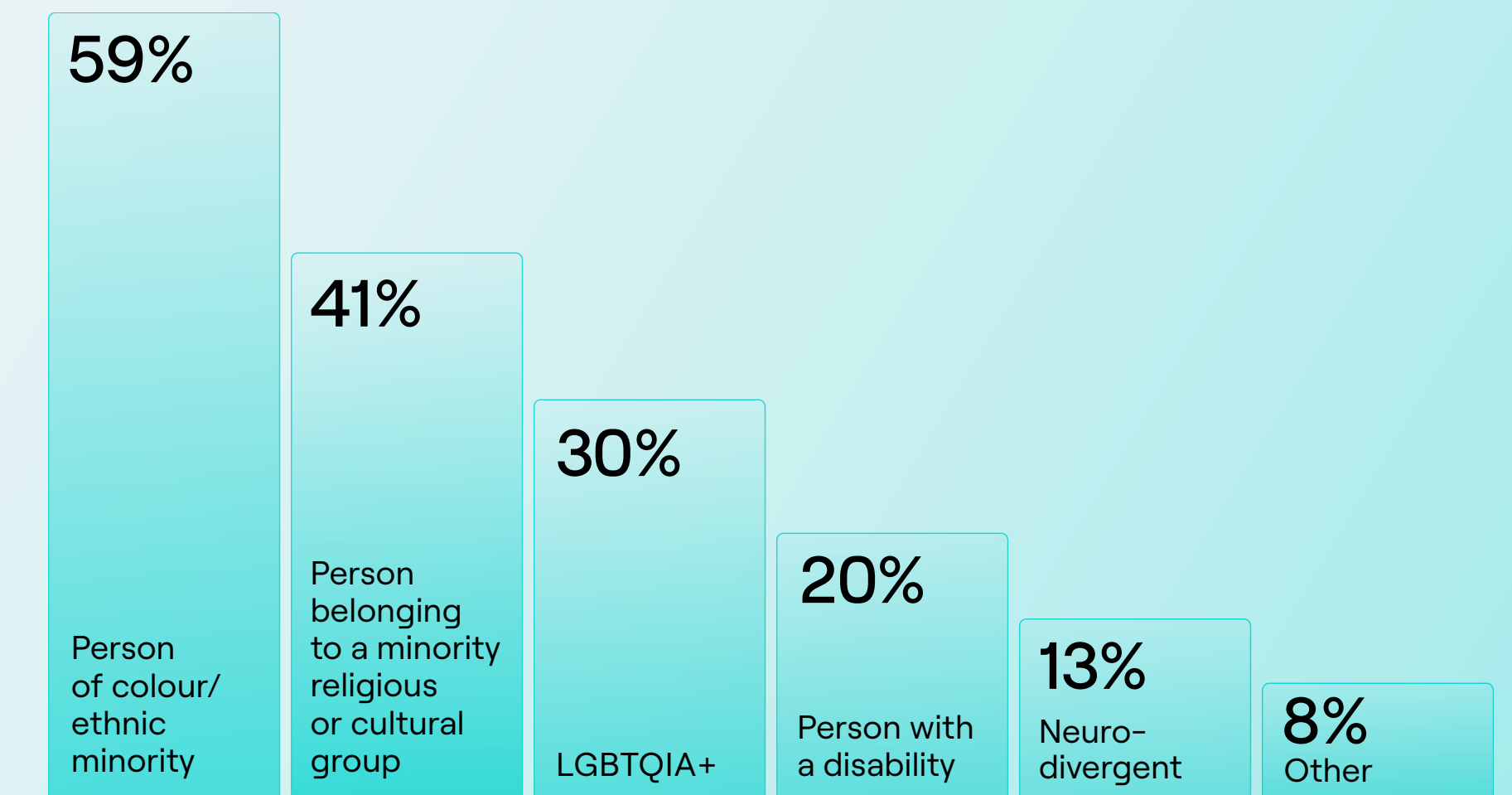
CURRENT WORK LOCATION OF RESPONDENTS



RESPONDENTS WHO REPORT THEMSELVES AS PART OF A MARGINALISED GROUP



MARGINALISED STATUS OF RESPONDENTS



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Employment Hero is the smarter way to manage people, payroll and productivity for SMEs with big ambitions.

Employment Hero empowers SMEs by providing automated solutions to help launch them on the path to success by powering more productivity every day.

Employment Hero services over 6,000 businesses, collectively managing over 250,000 employees. The core platform reduces admin time by up to 80 per cent.

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What our clients say...



Employment Hero understands the idea of talent being everywhere. It's a solution that allows us to really start to look offshore without thinking about whether that's too much of a problem.

Anna Oxley Rintoul,
Head of People & Culture, Eden Brew



The good thing about Employment Hero is that they're on this journey with you as I'm new and trying to figure things out. We've got a kind of partnership helping us understand local employment and ensure we're hiring legally.

Ariane Sarabia,
Global Talent Acquisition
Specialist, Elabor8



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