

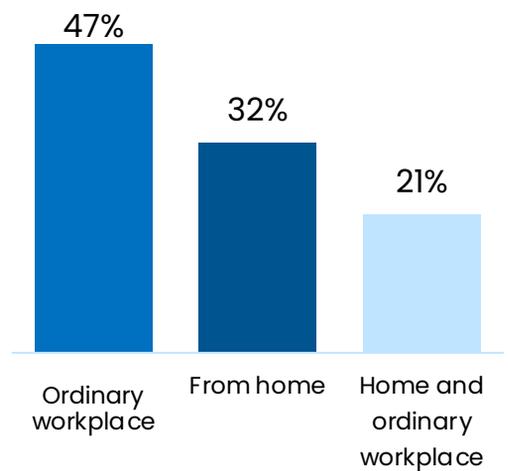


**How do Swedish employees want working from home to be handled after the pandemic?**

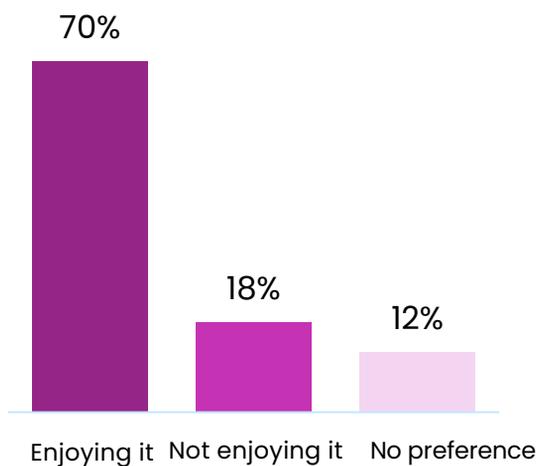
Netigate has conducted a unique survey that shows how Swedish workers want employers to manage working from home after the pandemic. The survey is nationally representative, which means that the respondents have a representative distribution of gender, age, region, income level, and so on. We asked 2055 randomly selected individuals who work full-time or part-time in Sweden. The survey was conducted between January 14th, 2021, and January 18th, 2021.

**53% of Swedish workers work from home full-time or part-time.**

47% of respondents work from their office, 32% work from home, and 21% work both from home and the office. A survey conducted by Netigate last spring shows that 42% worked from home. Therefore, more people worked from home in January 2021 compared to the spring of 2020, an increase of 11%.



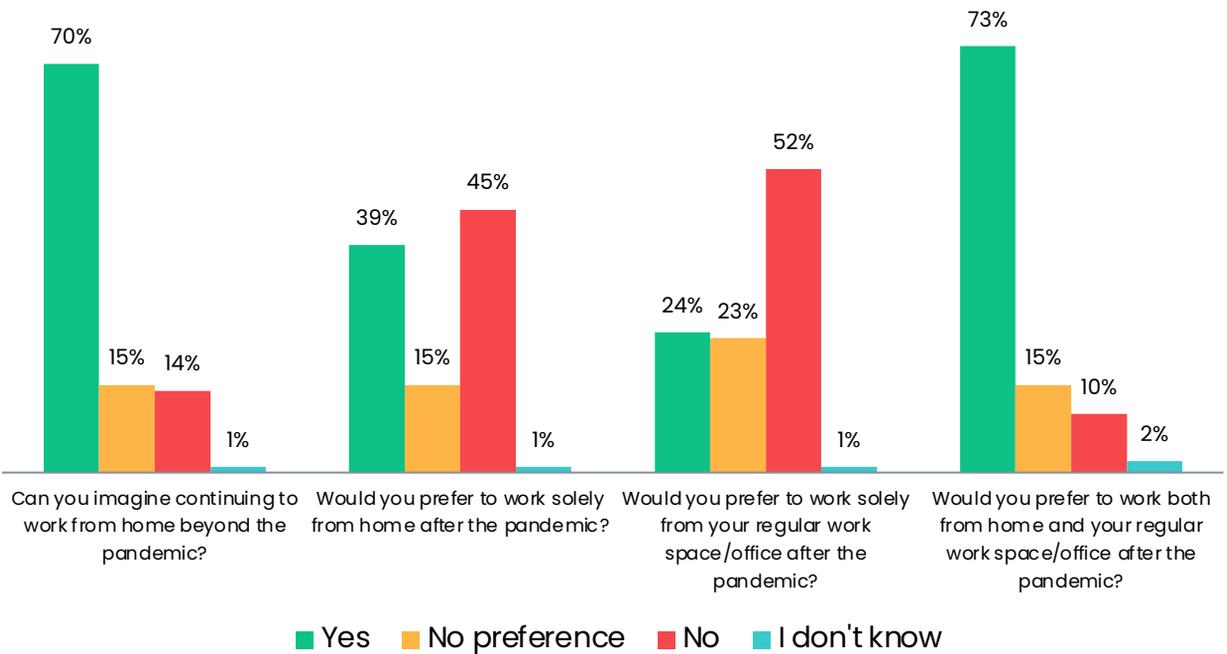
**House owners enjoy working from home the most**



70% of people who work from home are happy. Among these, we see that house owners feel the happiest about working from home, as do the other members of their household. Children in houses feel they have a calmer environment to study in. The size of the home has no clear effect on how much workers enjoy working from home.

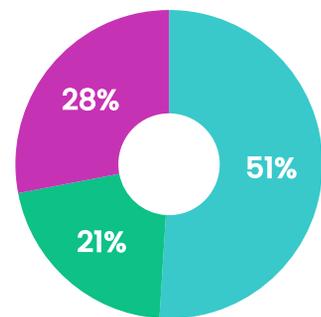
## A majority want to work both from home and from a regular workplace

After the pandemic, 73% of respondents said they want to work both from home and from the office. 39% state that they would like to work only from home once the spread of infection has stopped, and 24% would like to work from the office only.



## The majority believe that working from home has improved over time

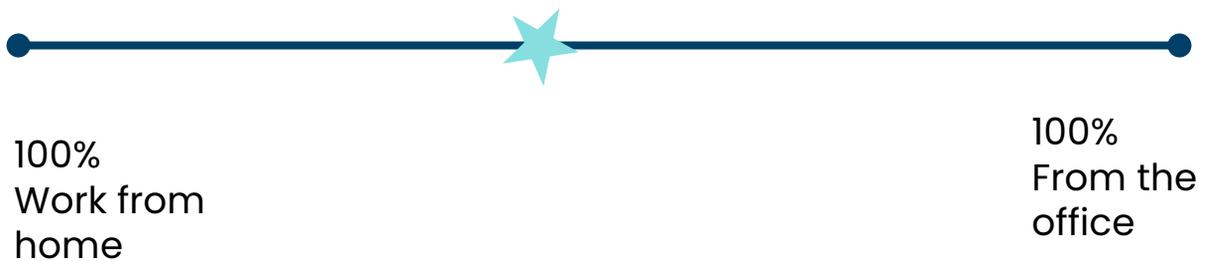
Many Swedish workers see the benefits of working from home. 51% believe that working from home has improved over time. 73% however, said that they want to work both from home and from the office when the spread of infection slows.



- Working from home has become better over time
- Working from home has become worse over time
- No difference

## 53.23% of the time from home is the perfect amount when employees choose for themselves

The survey shows very clearly that respondents prefer to work both from home and from the office when the pandemic is over. When we asked respondents to define the perfect balance between working from home or the office, we saw a 50%/50% response. 46.77% of Swedish workers want to work from the office and 53.23% from home.



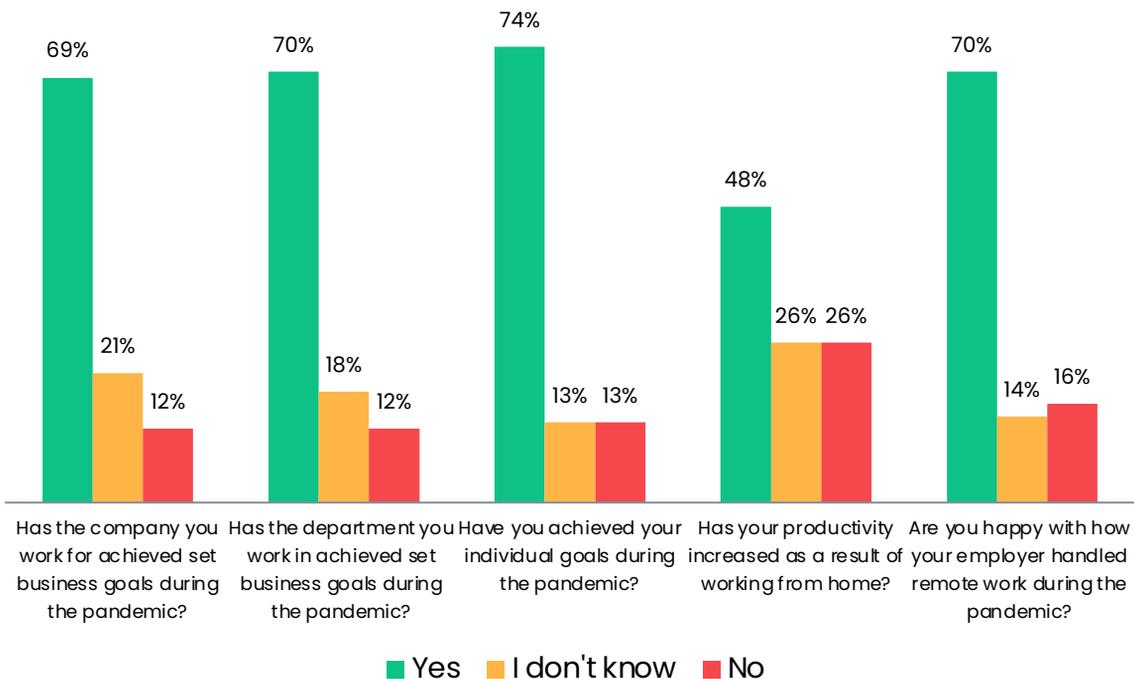
## Workers prefer to work both from home and the office, regardless of the distance

Those who live far from their offices see a slightly greater positive effect of working from home in terms of concentration, work-life balance, and job satisfaction. They can also imagine working from home 100% after the pandemic to a greater extent than others. Regardless of the distance to work, employees prefer to work both from home and on-site.

## 70% are satisfied with how their employers handled working from home during the pandemic

The effect of working from home is viewed less positively by older workers than by younger ones. Older people (50+) feel that they have become more productive to a lesser extent compared to younger people (especially <40), and that fewer aspects have been positively affected by working from home.

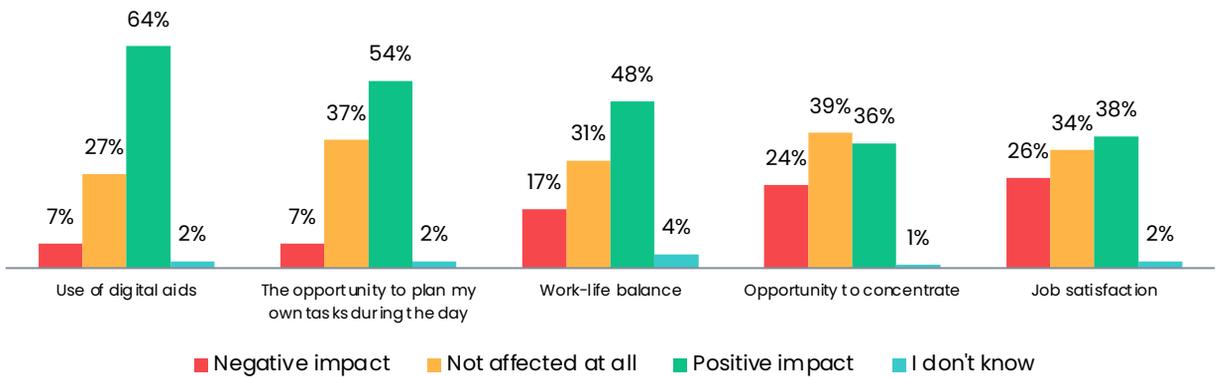
Women thrive better than men when working from home. Women are also more positive about working from home after the pandemic. Women feel that their productivity, opportunity to concentrate, work-life balance, and job satisfaction have been positively affected by working from home to a great extent than men. For the other aspects, the answers are more equal between men and women.



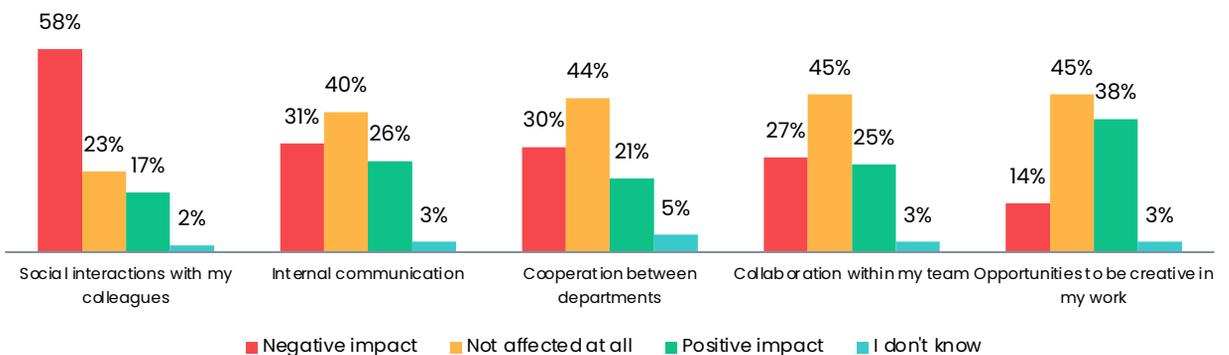
69% of respondents state that the company they work for has achieved their business goals. This is slightly less than a survey Netigate did in June 2020, where the figure was 81%. Respondents are generally satisfied with how their employers handled working from home during the pandemic, with as many as 70% considering themselves satisfied.

## Digitization has been given a boost

64% of respondents believe that the use of digital tools has had a positive impact on working from home. 71% of all respondents believe that companies will be more digital after the pandemic.



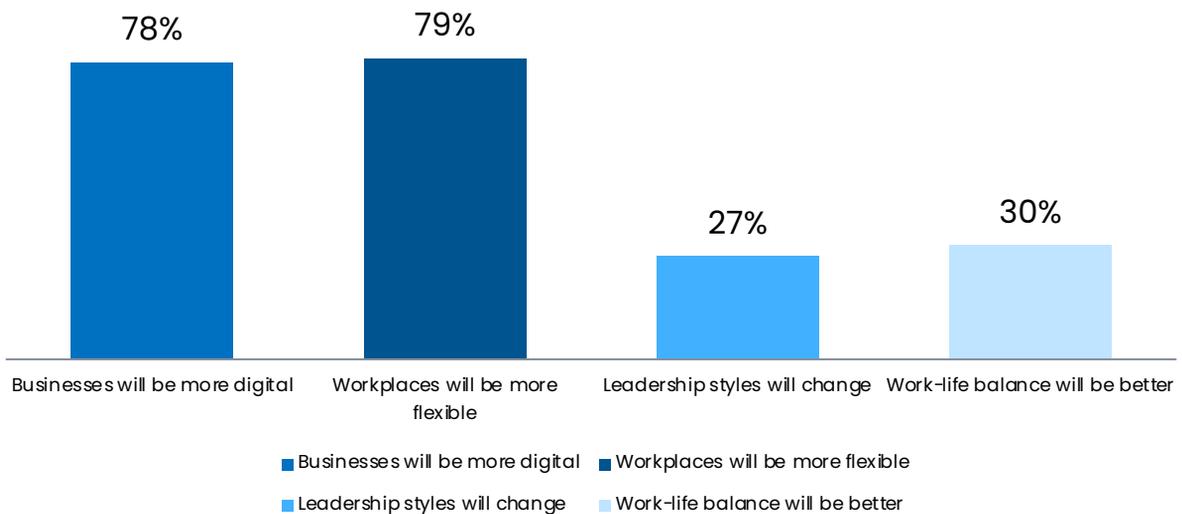
54% also see clear benefits of planning their own work tasks during the day and 48% experienced a better work-life balance. The most negative aspects of working from home are that they lack social contact with colleagues, they think that internal communication has been impacted negatively and 30% believe that cooperation between departments has also seen a negative impact.





## Companies are predicted to be more digital and flexible

79% of all respondents believe that companies will be more flexible after the pandemic. 78% believe that companies have received a positive push when it comes to digitization.



## Flexibility is in demand

75% of Swefish workers want the company they work for to be more flexible when it comes to work performed from home. 25% believe that it has worked well in the past.

## **What can employers do to adapt to the new normal?**

1. Start communicating how your company views working from home when the spread of infection slows.
1. Research and surveys show that workers work from home when they need to focus and in an office setting when they want to be social and creative. Create conditions for being creative and social in the workplace.
1. Collect feedback from employees. How does it work for them today? What support do they need to work from home? Get employees involved in how you visualize your future workplace. Test Netigate's COVID-19 business analysis.
1. New employees benefit from working in the office during the beginning of their employment. Onboarding works best in the workplace.
1. If you as an employer are looking for new skills, you can recruit talent from all over Sweden or the whole world.
1. Focus on quality and results. Where the work is done is not so important.

