



# Remote Work Survey Results

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GEORGIA COMMUTE OPTIONS

May 2021

# Introduction

Overview of what we will cover today

# Overview of Presentation

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1. Tracking trends over survey periods
2. A deeper look into differences between generations, racial and ethnic groups, income stratification, and gender
3. New/updated survey questions
4. Future survey plans

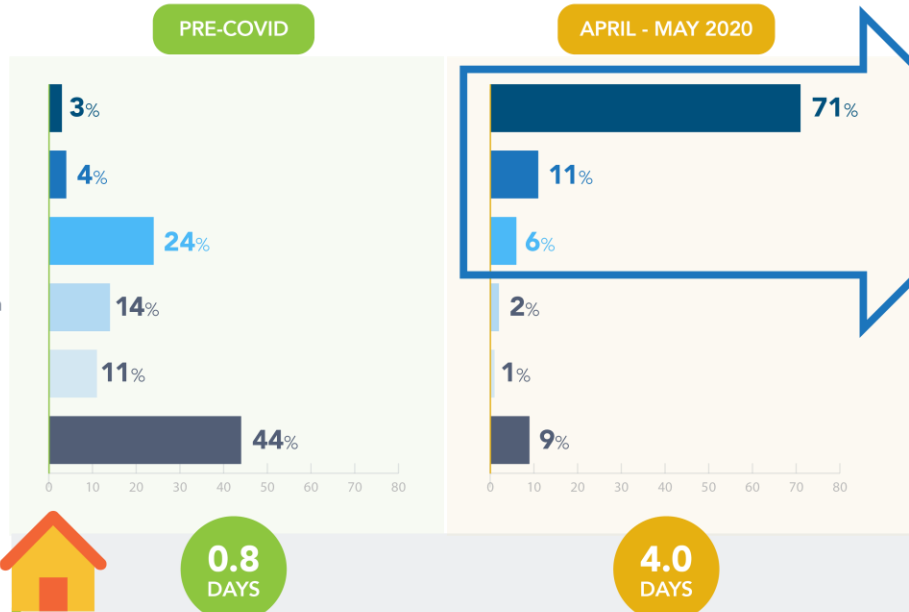
# Where we Started


**2,900+**  
 RESPONSES  
 APRIL - MAY 2020

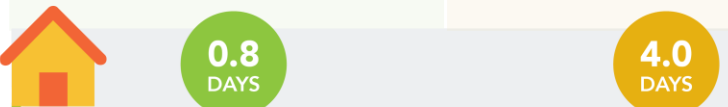
Executive leadership	7%
Manager	21%
Non-manager	72%

## AVERAGE WORK FROM HOME FREQUENCY

- 5+ days a week
- 3-4 days a week
- 1-2 days a week
- A few times a month
- Once a month
- Never




## AVERAGE WORK FROM HOME DAYS PER WEEK



**2,088**  
 Eligible for Follow-Up\*  
 Working from home at least 1x per week  
 Provided email address

\*1,132 respondents responded to at least one follow-up survey

## FOLLOW-UP SURVEYS

-  AUGUST 2020
-  OCTOBER 2020
-  JANUARY 2021
-  APRIL 2021

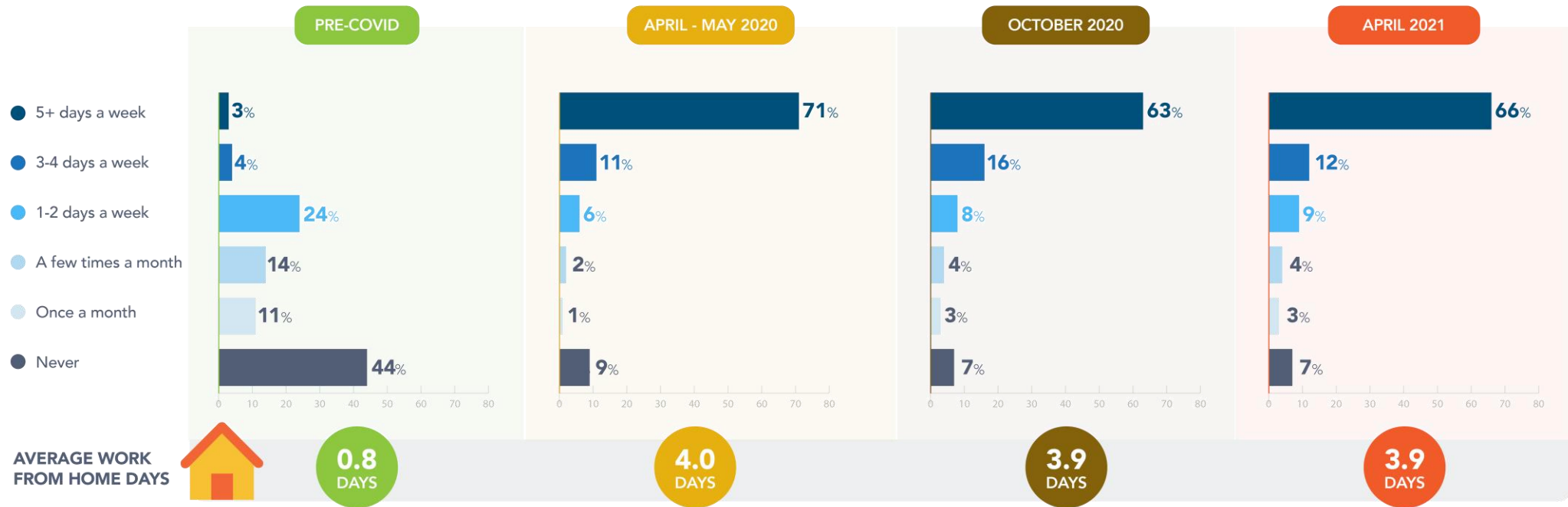
Surveys were done in partnership with



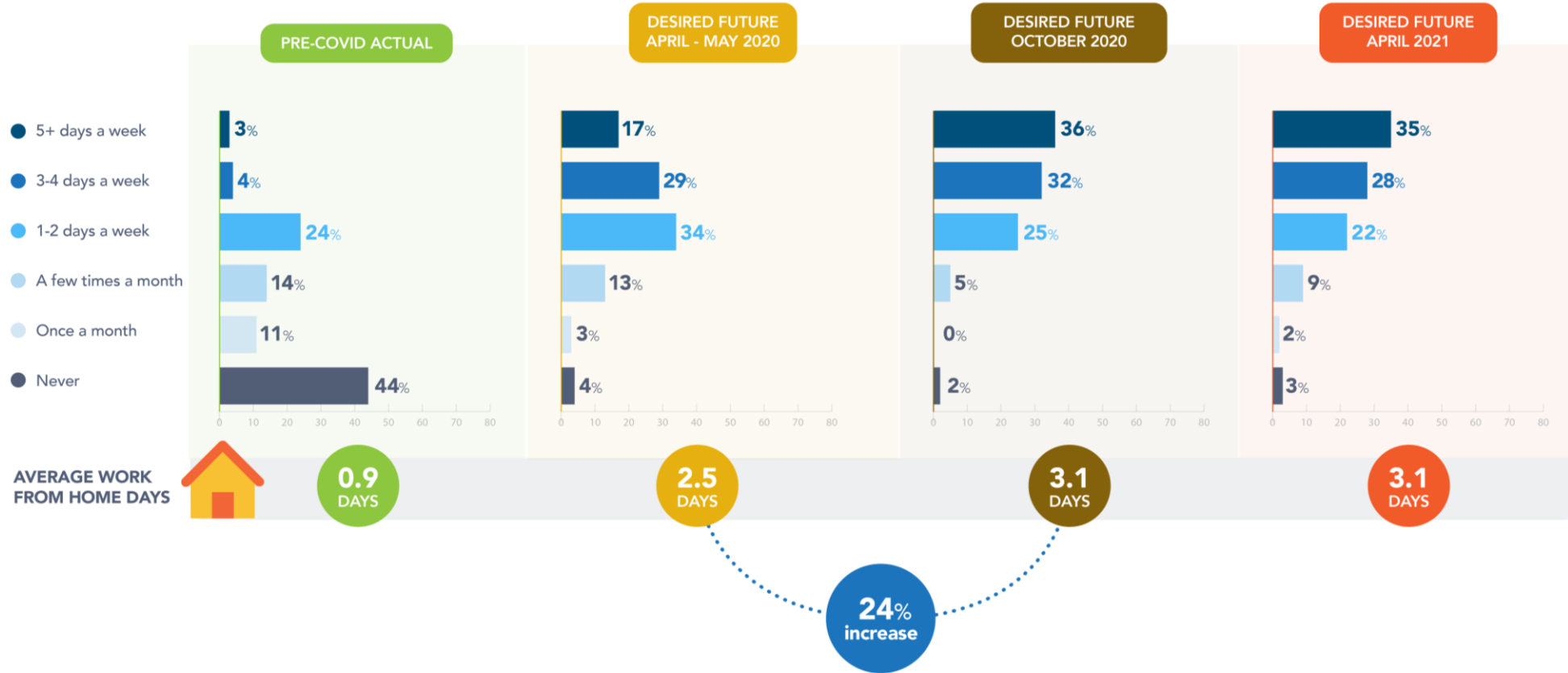
# Tracking Changes

Tracking changes across survey periods

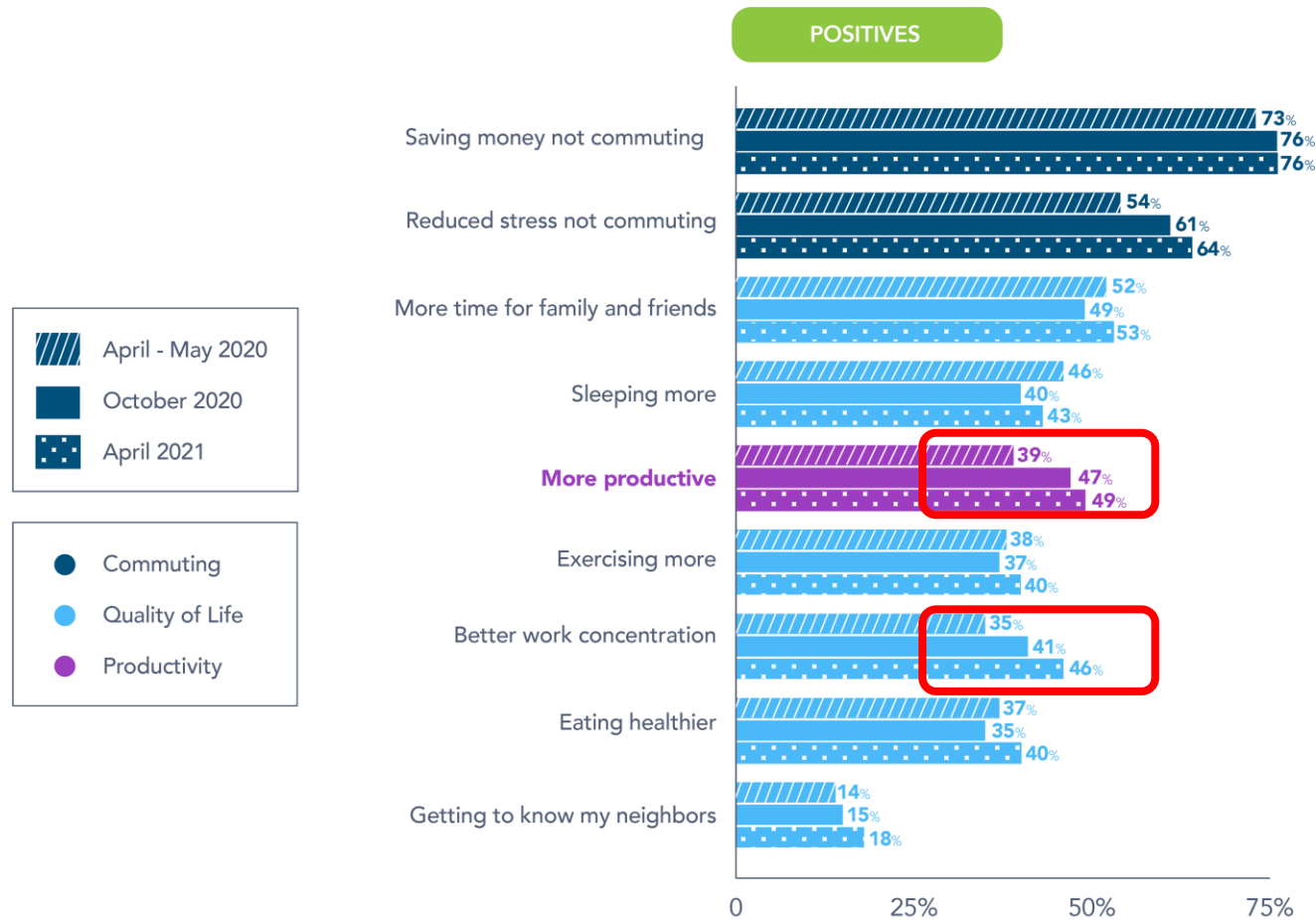
# Remote Work Frequency has Held Steady Since April 2020



# After Working Remotely for 3 to 6 Months, Interest in Future Remote Work Increased

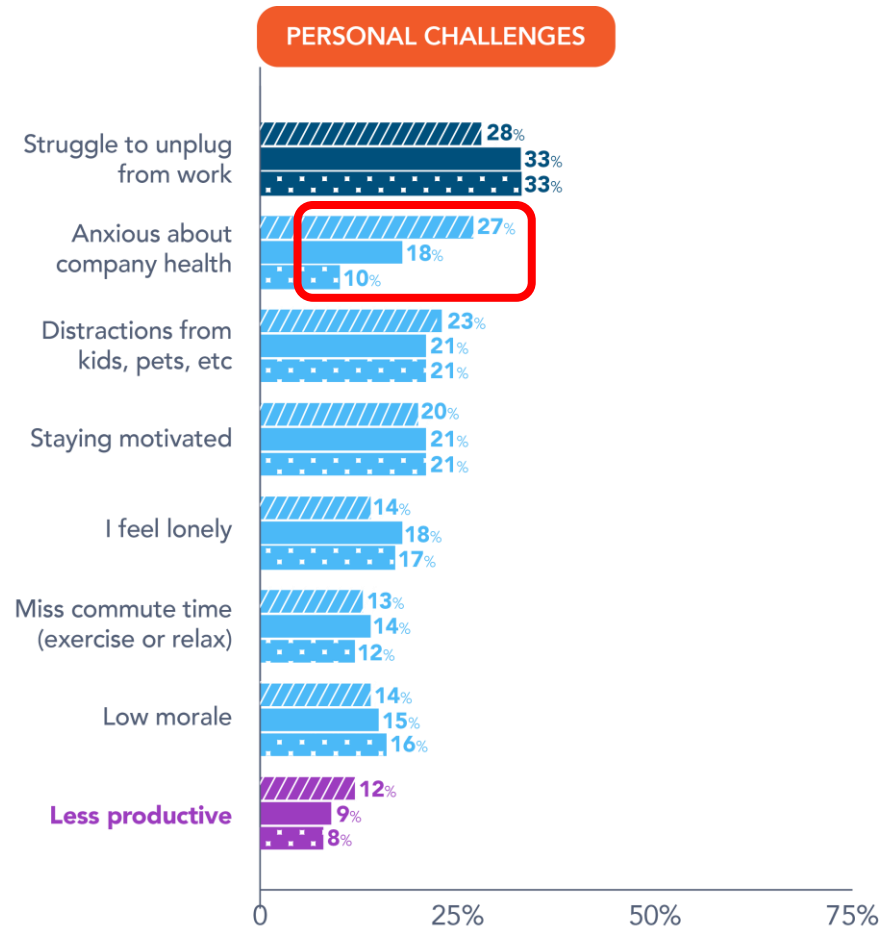


# After Working Remotely for 3 to 6 Months, Self-Reported Productivity Increased

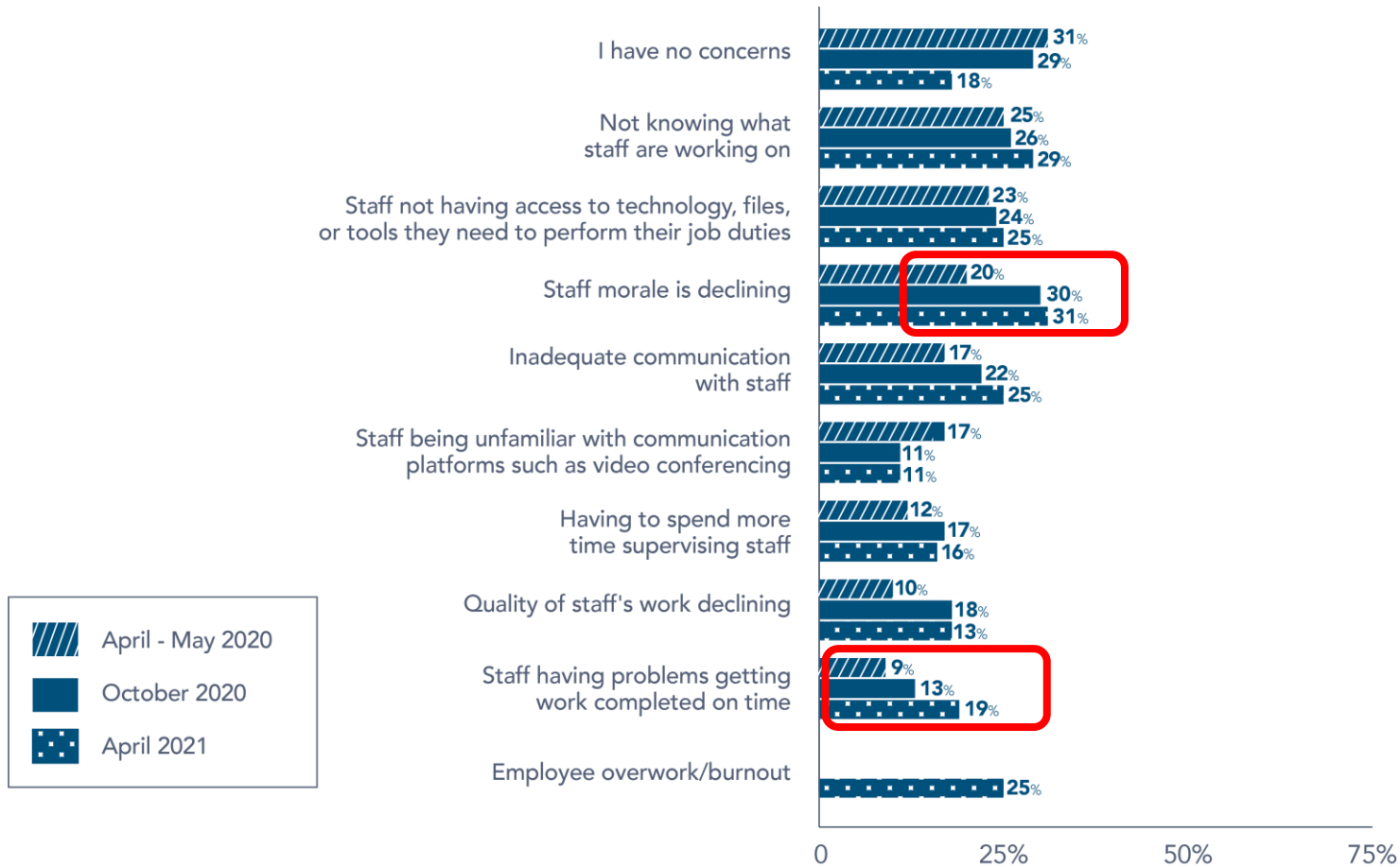




# Employees Are Less Anxious About Company Health/Their Jobs



# Managers' Concerns About Staff Morale and Performance Increased



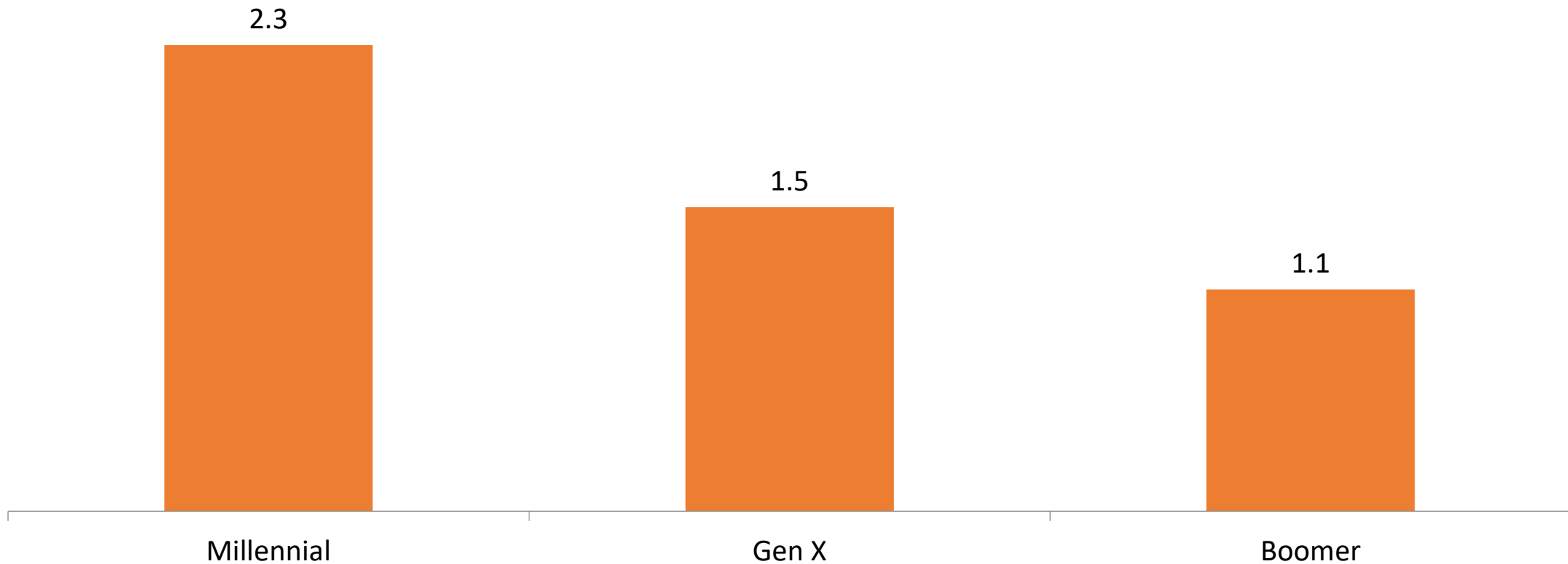
# Break-Out Analysis

Consistently observed generational, racial, and gender differences

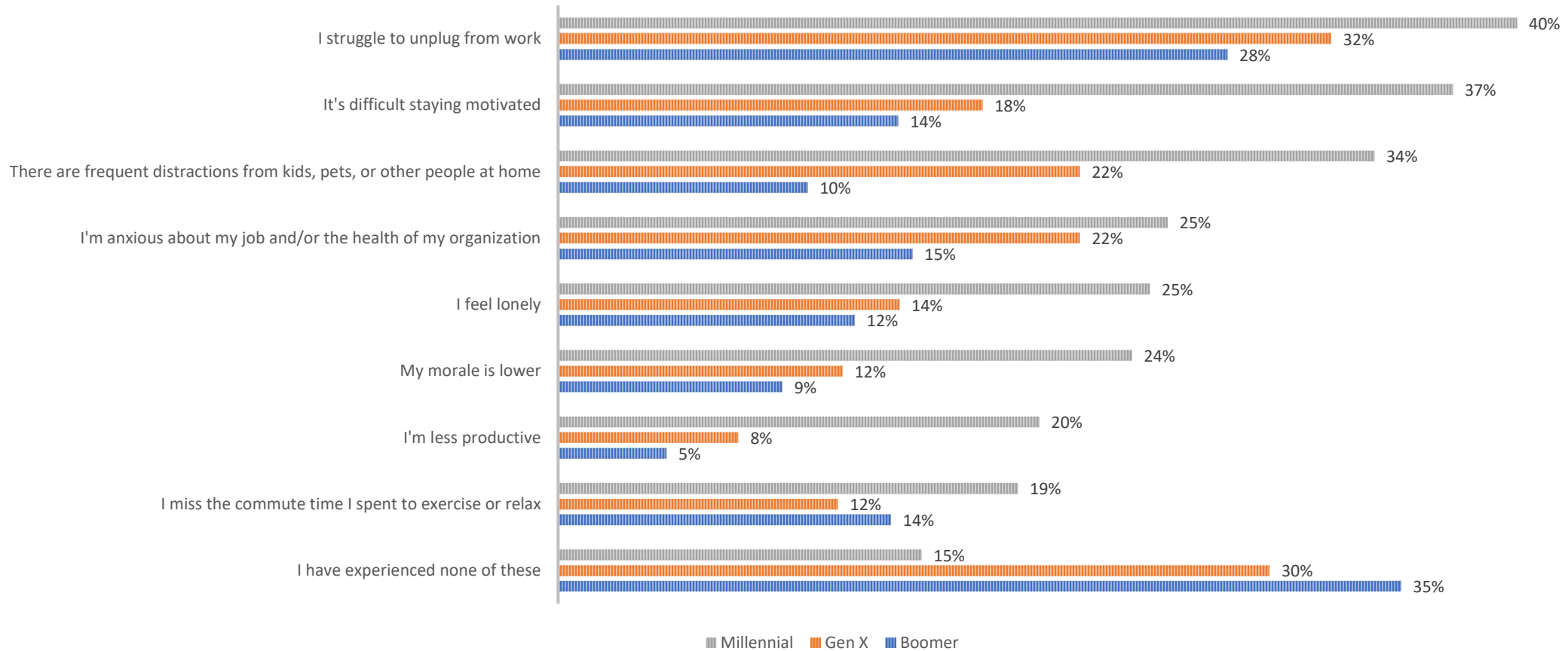
(April 2020 – April 2021)

# Millennials Experience More Challenges

Average Number of Reported Personal Challenges by Generational Group

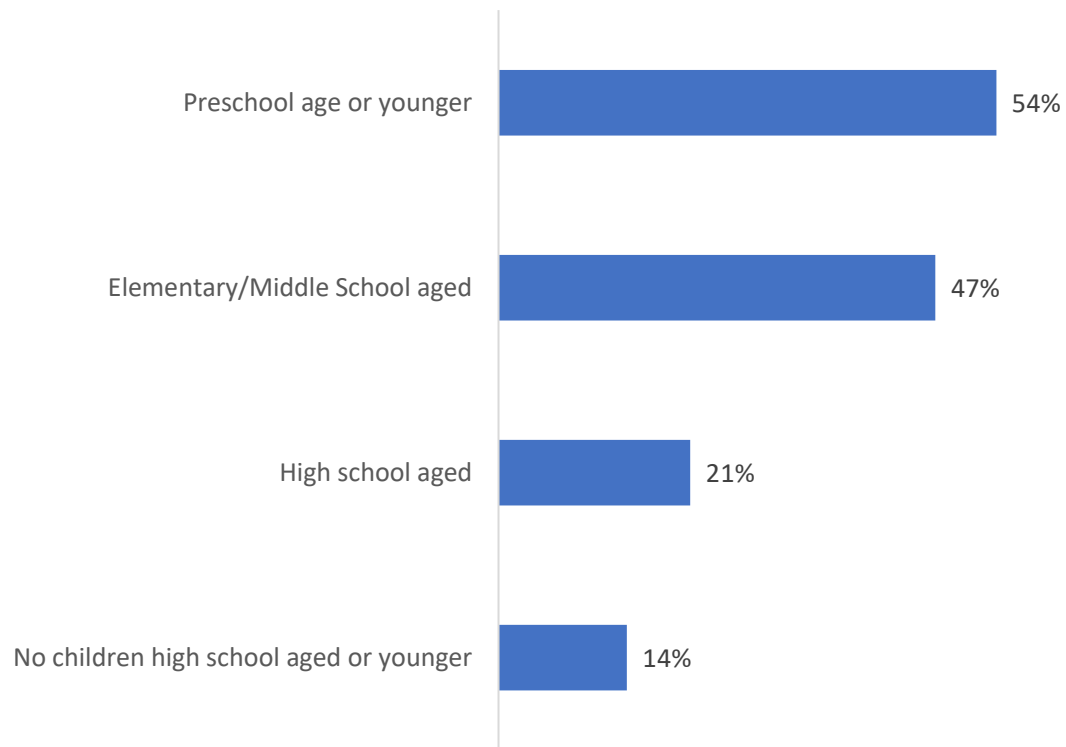


# Millennials Experience More Challenges

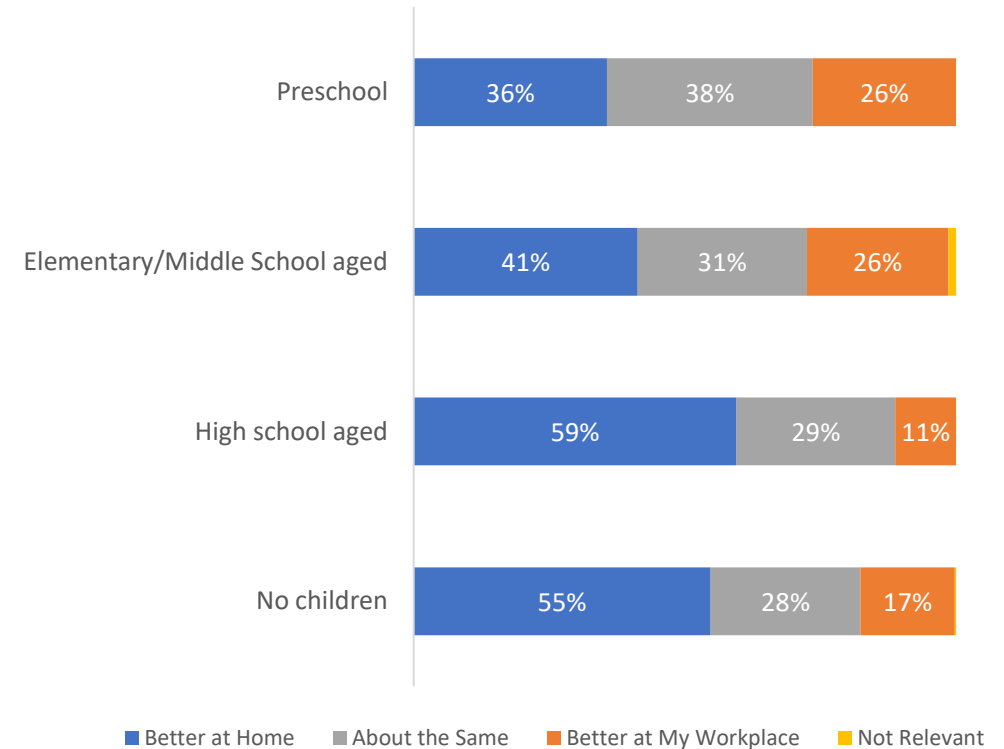


# Parents Are More Distracted

% of respondents that selected "There are frequent distractions at home"

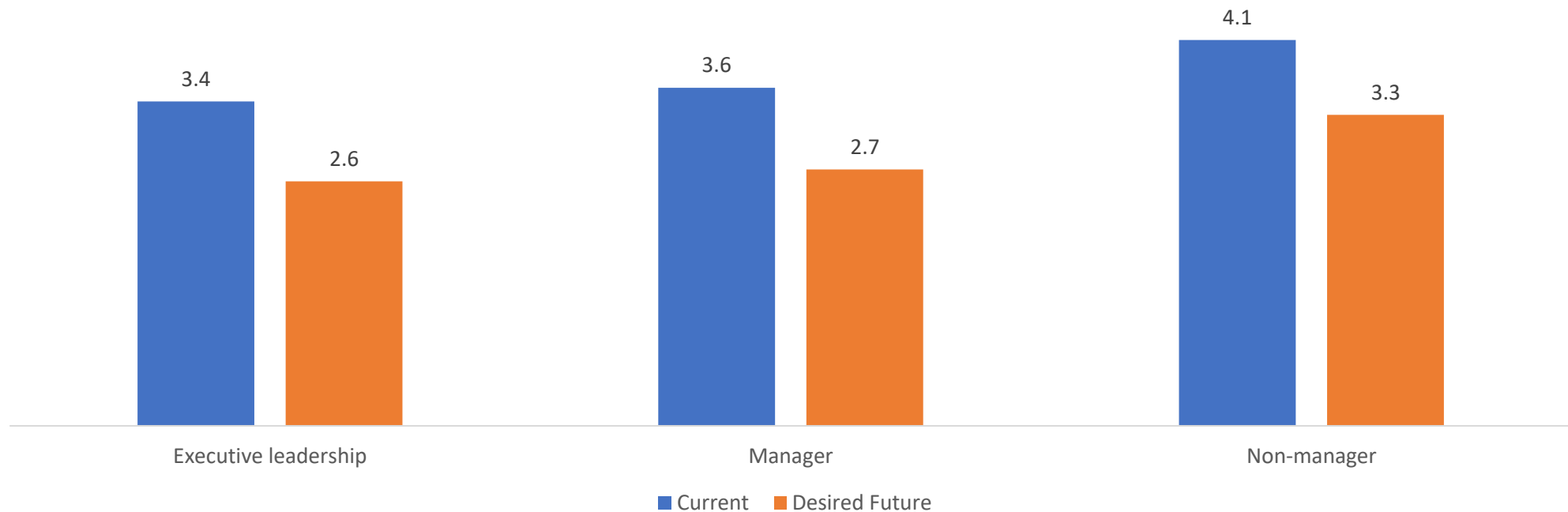


Where is your ability to focus and work without distractions better?



# Managers are Working From Home Fewer Days and Prefer to do so in the Future

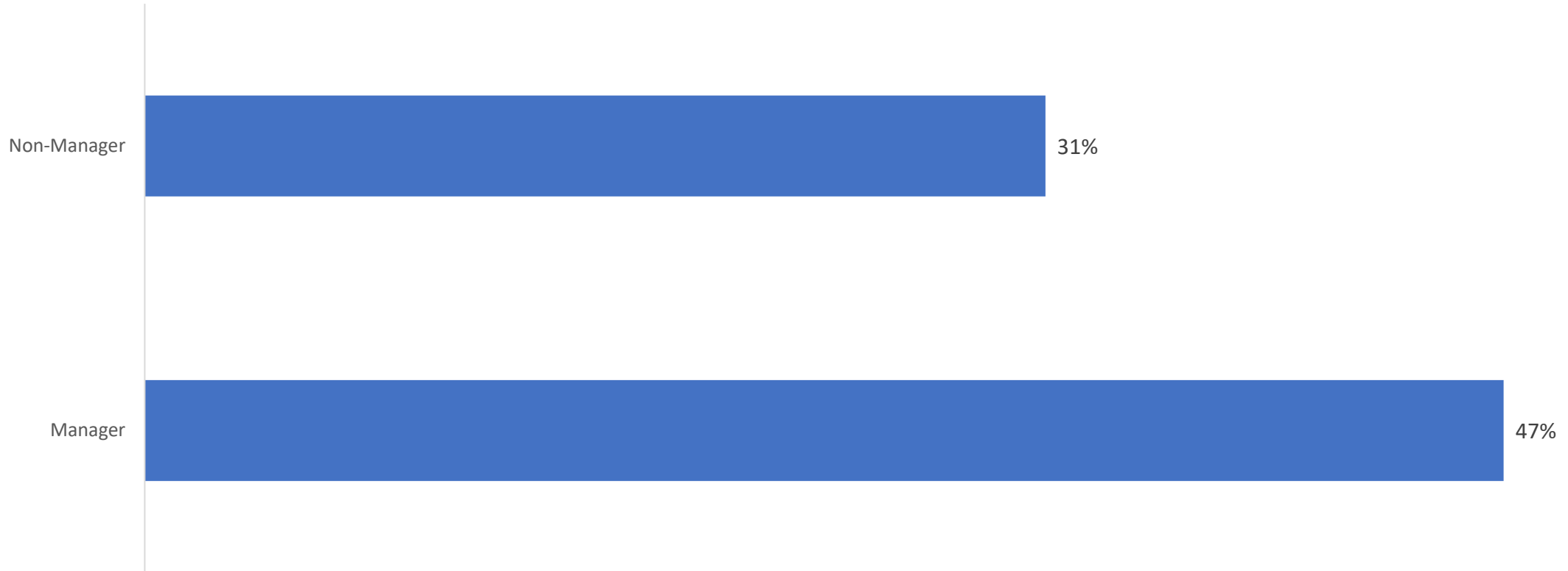
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# Managers More Likely to Struggle To Unplug

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% of respondents who selected, "I struggle to unplug from work" as a personal challenge.

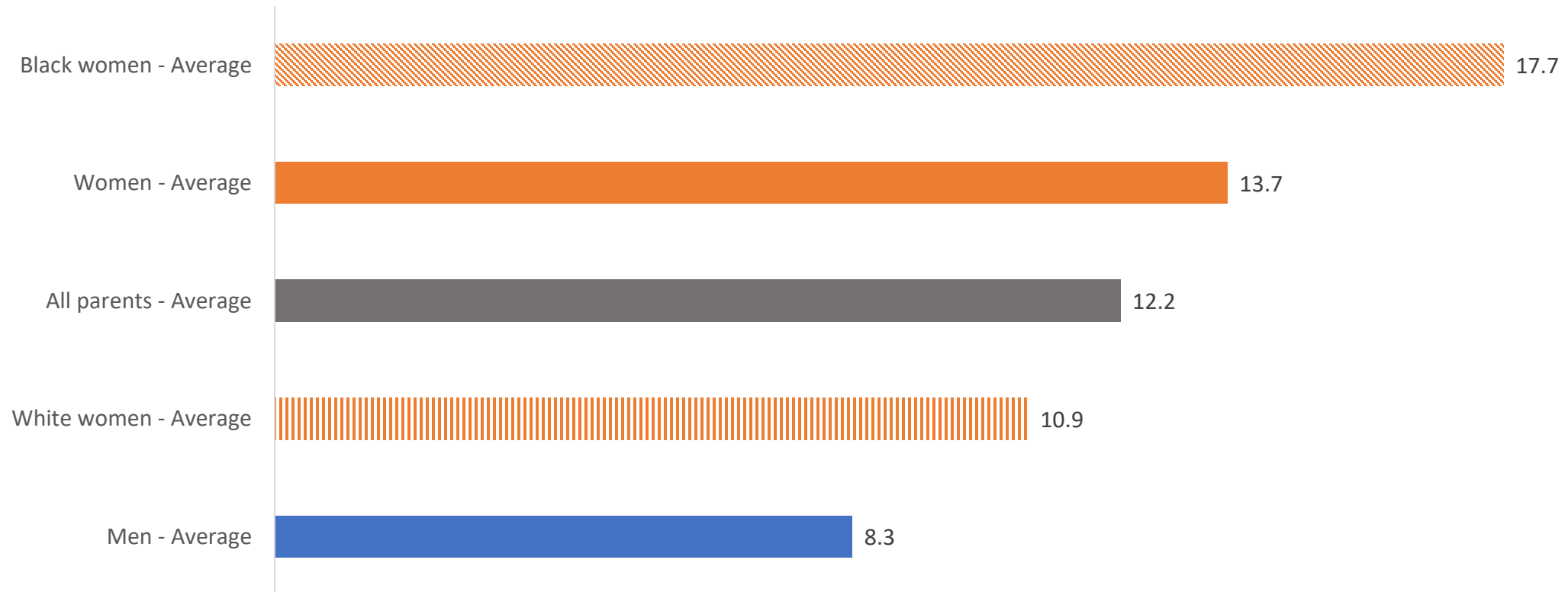




# Women (especially Black women) Spend More Time Assisting Children While Working

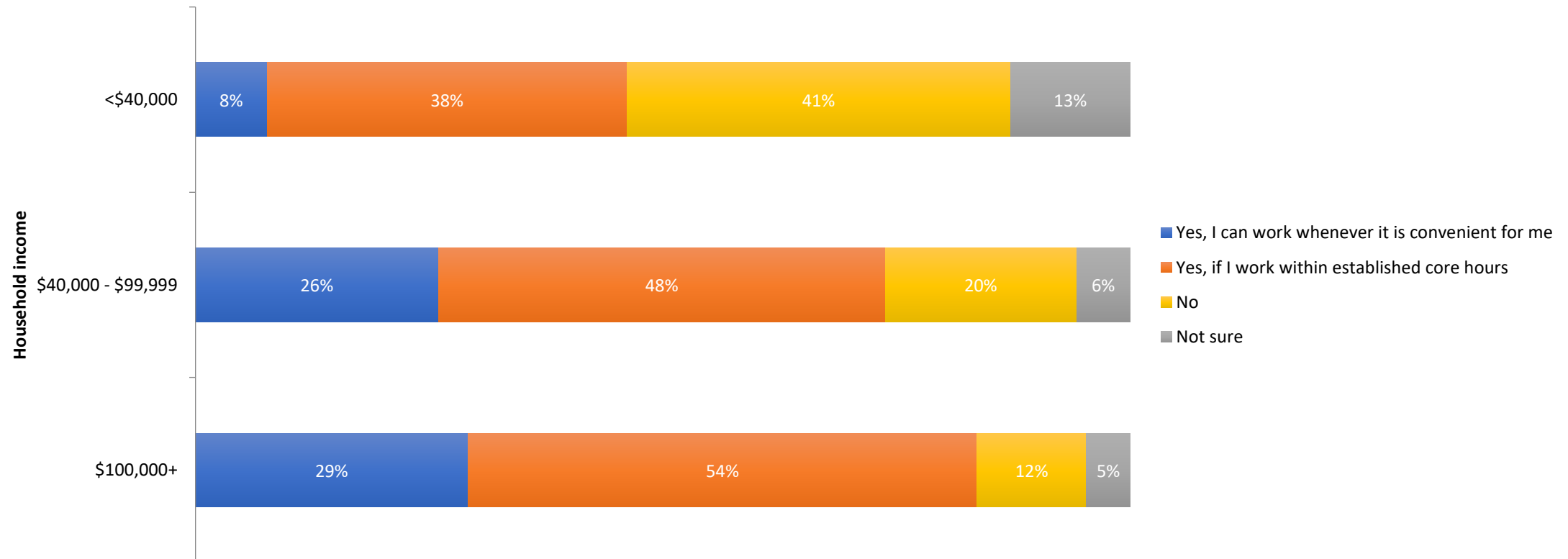
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# Hours per Week Parents Spend Assisting Children While Working



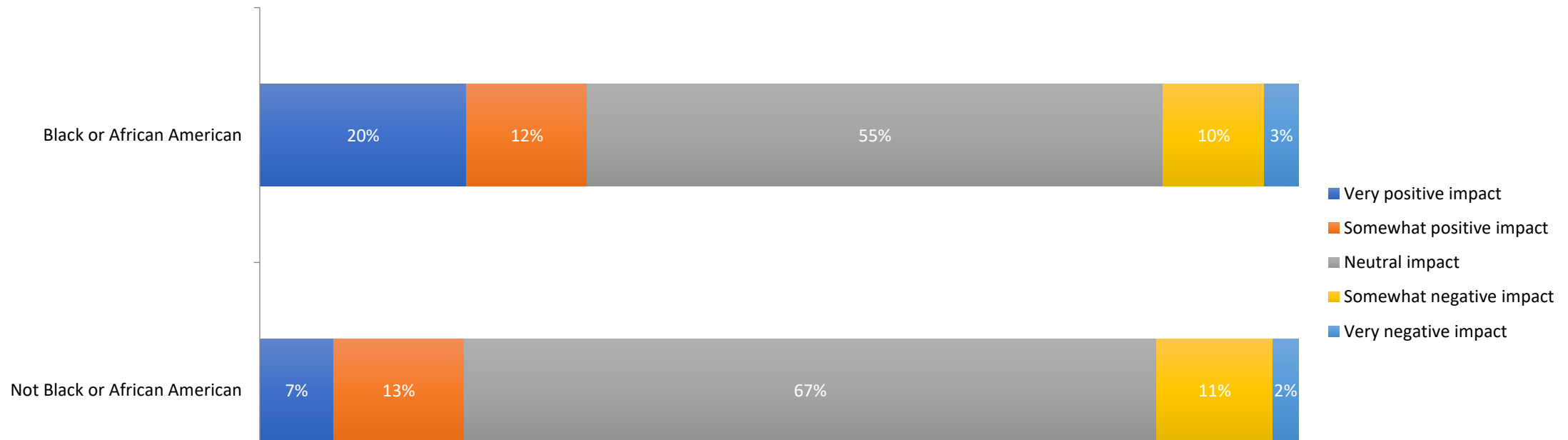
# Respondents from Low Income Households Less Likely to Work a Flexible Schedule

Ability to adjust work schedule by household income



# Black Respondents Report Greater Job Advancement Potential

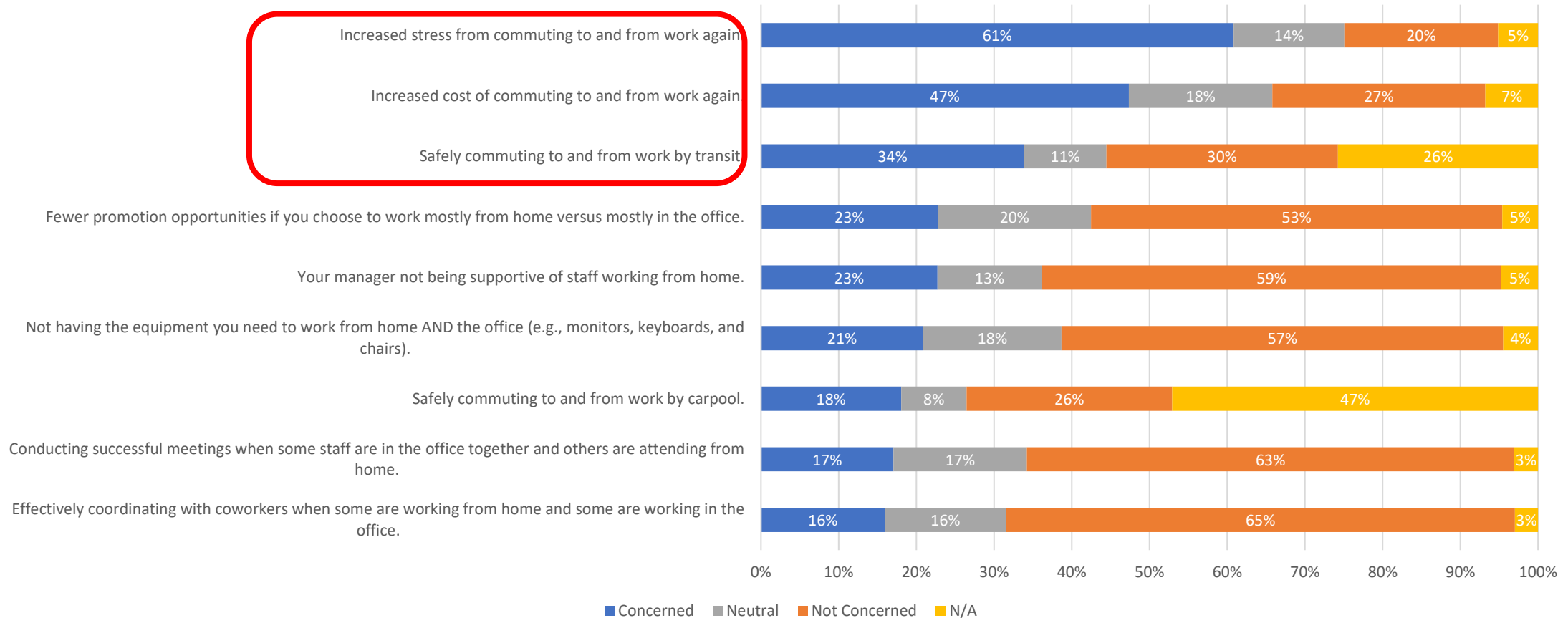
How do you think working from home during the pandemic has impacted your potential job advancement (e.g., promotions, raises, and/or increased responsibilities)?



# January + April 2021 Survey Additions

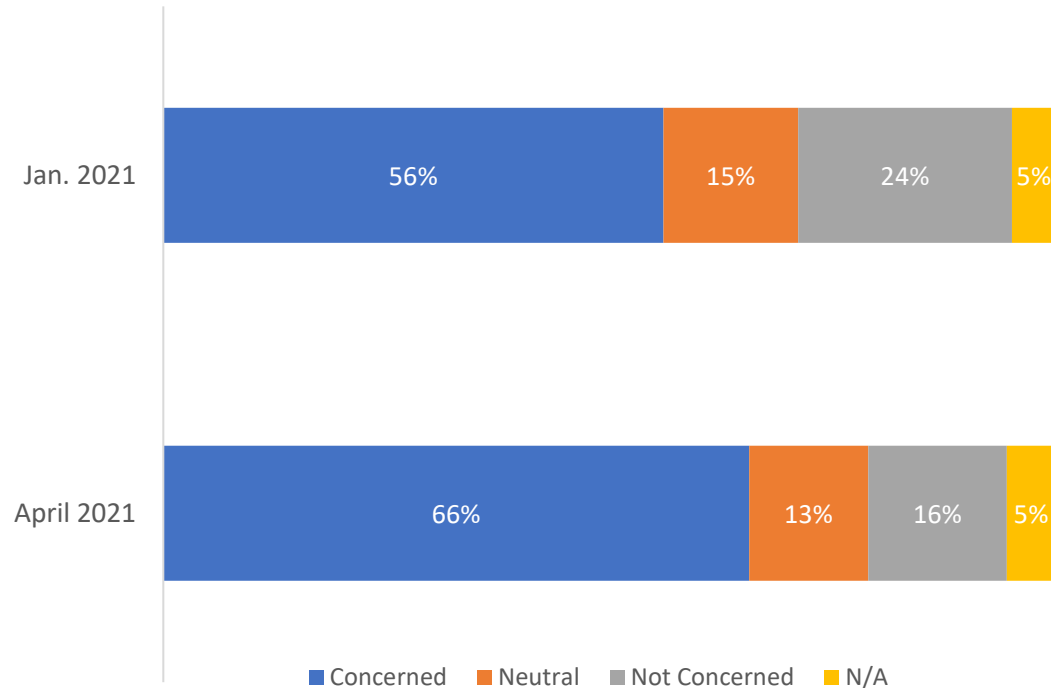
Assessing concerns about returning to the office

# Top Concerns About Returning to the Office are Commute-related

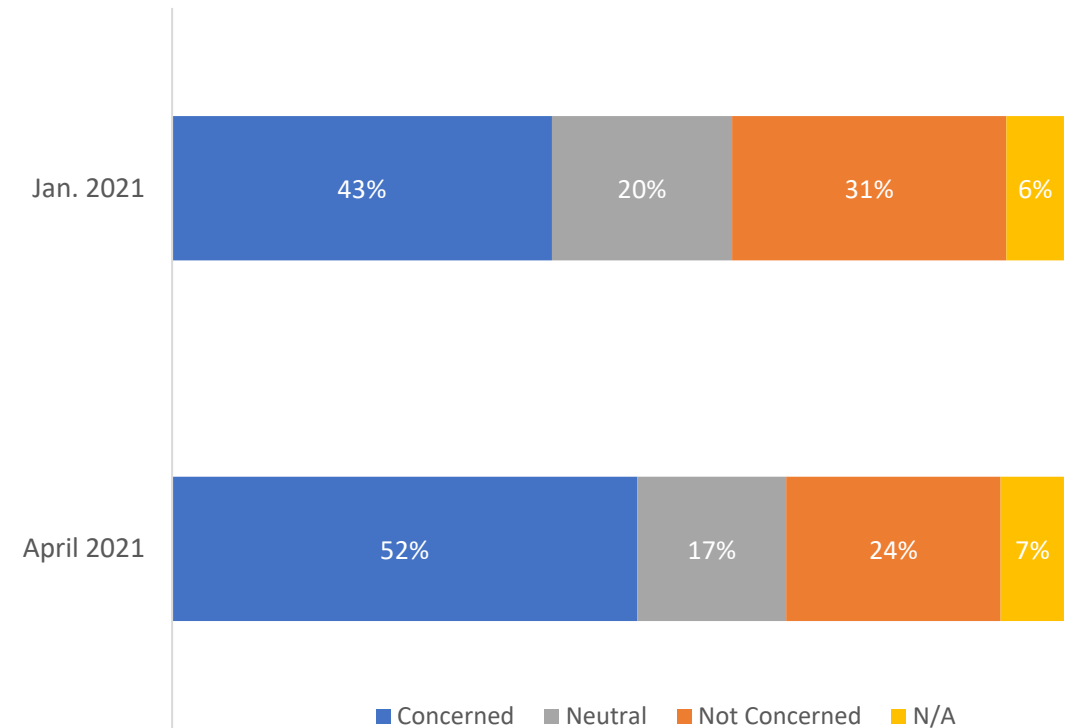


# And Commute-Related Concerns Are Growing

Increased **stress** from commuting to and from work again



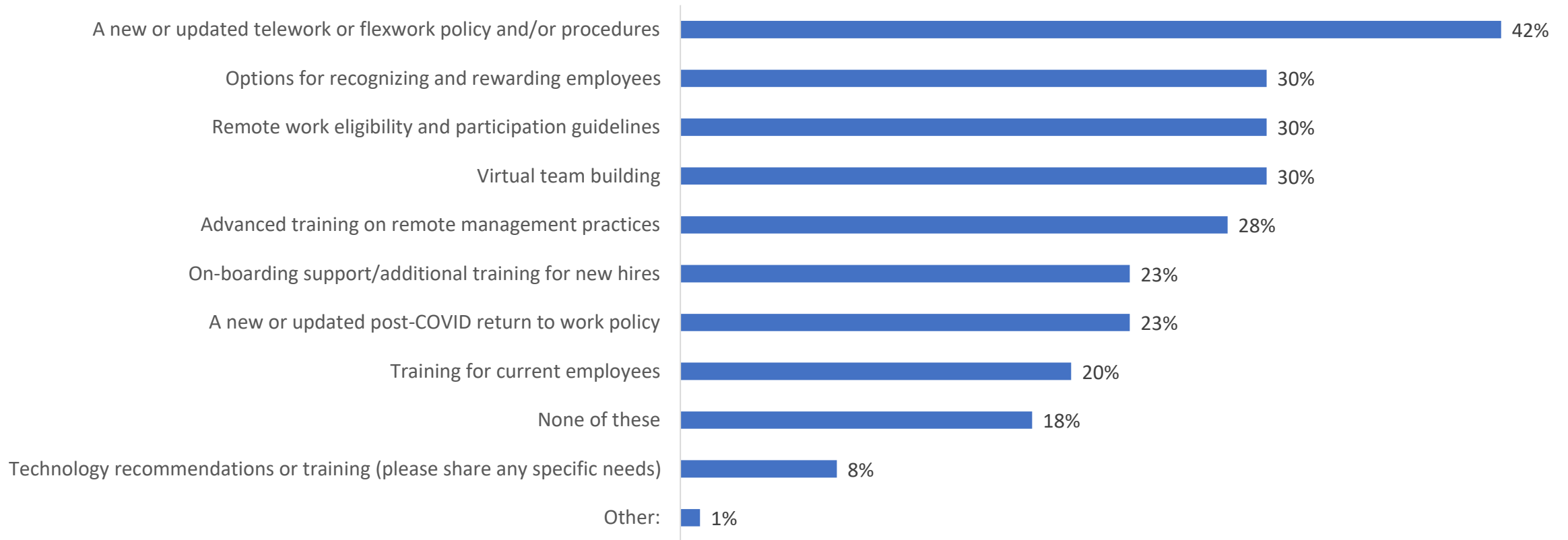
Increased **cost** of commuting to and from work again



# April 2021 Survey Additions

Assessing concerns about returning to the office

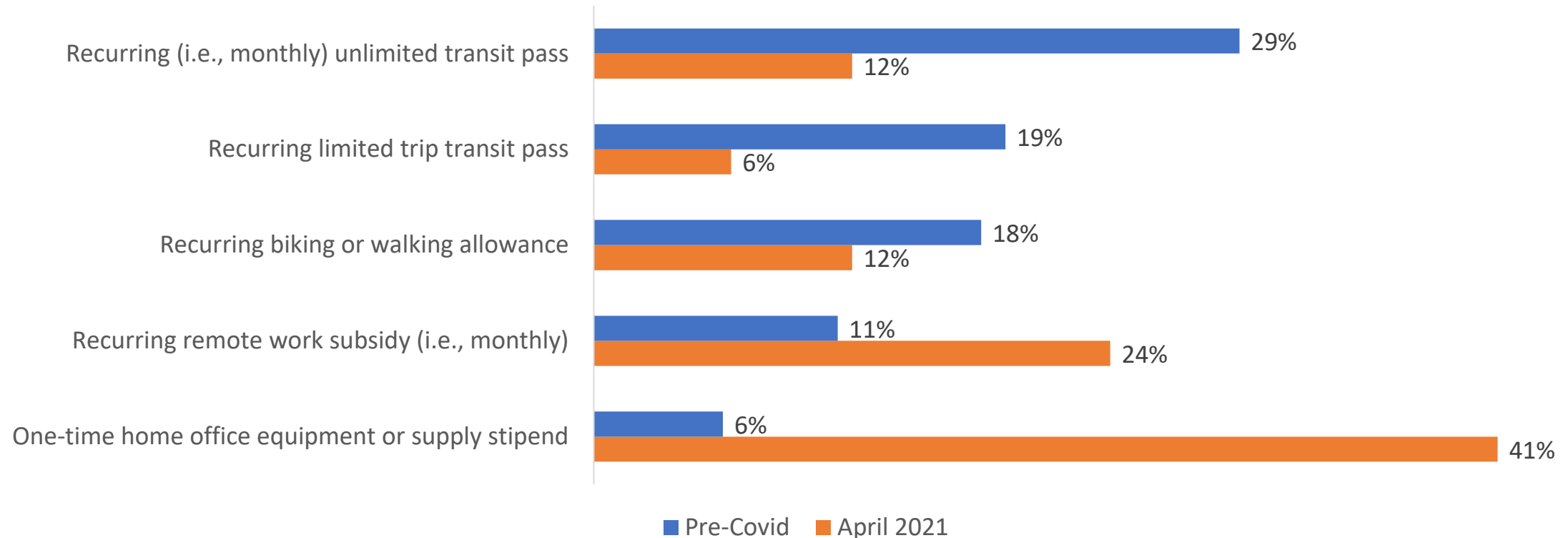
# Telework Policies are a Priority for Managers





# Many Employers Cut Transit and Active Transportation Subsidies During the Pandemic

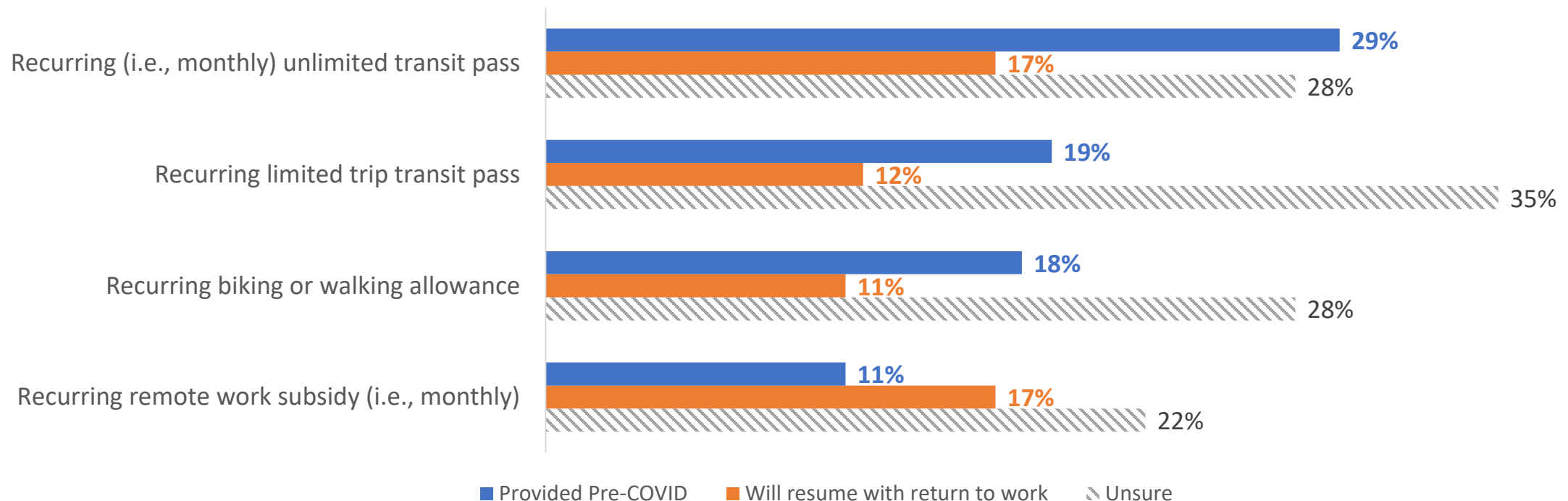
Subsidies Provided



\* Caution: small sample size for this question

# ... And Are Not Confident Alternative Transportation Subsidies Will Resume

What subsidies did your organization provide pre-COVID and what subsidies do plan to offer in the future?



\* Caution: small sample size for this question

# Looking Ahead

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- Next survey will be conducted in July 2021
- **Georgia Commute Options can help:**
  - [GaCommuteOptions.com](http://GaCommuteOptions.com)
  - [telework@GaCommuteOptions.com](mailto:telework@GaCommuteOptions.com)