

A modern office lounge with people working and socializing. The scene is set in a bright, open-plan office space with large windows and a wooden ceiling. In the foreground, two women are sitting on a red leather sofa, looking at a laptop. In the background, a man is sitting on a wooden desk, working on a laptop. The overall atmosphere is professional and collaborative.

Work Reimagined Employee Survey 2021

Executive Summary

April 2021

The EY logo, consisting of the letters 'EY' in a bold, white, sans-serif font, positioned in the bottom right corner of the page. A yellow diagonal line is visible behind the logo.

EY

Building a better
working world



Employees think they and their employers have **responded well so far** and will stay with their current organization for the next 12 months

In spite of the challenges posed by the pandemic, employees remain positive about their work



76%

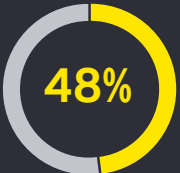
rate their job satisfaction at least 7 on a scale of 1 to 10



93%

are **likely to stay** with their current employer for at least 12 months

Employees are broadly positive about the impact of remote working



believe their **company culture has changed** and gotten better since the beginning of the pandemic (net +17%)



agree that productivity for their job can be accurately measured by their company **irrespective of where they work**



But they **demand permanent flexibility going forward**, want company investments, and are prepared to quit if they don't get it



9 out of 10 employees want flexibility in where and when they work



One third of employees want their employers to offer shorter working weeks



On average, employees expect to work between **2 and 3 days** remotely after the pandemic



54% are likely to quit if they aren't offered the flexibility they want - with **millennials two times as likely** as baby boomers to quit

Tech is key to support hybrid

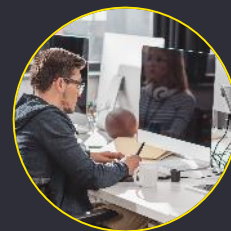
64% want better tech in the office

48% want home office "hardware" investments

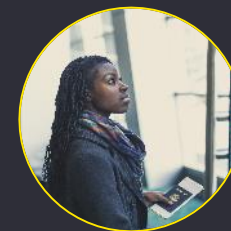
Some things have changed permanently, but **other pre-pandemic behaviors and preferences will remain**



Health and safety is a new normal, and **61%** want their company to require the vaccine (subject to exceptions)



A fifth would still expect to work fully (five or more days) in the office post-pandemic



Nearly two-thirds want to continue **business travel post-pandemic** (up from 49% in the June - July 2020 survey)

Employees will continue to consider trade-offs between rewards and office features; **work location and stipends have highest employee preference** and office desk policy is the lowest.

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