Work Reimagined
Employee Survey 2021

Executive Summary

April 2021
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:

- 48% believe their company culture has changed and gotten better since the beginning of the pandemic (net +17%).
- 67% 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.
EY | Building a better working world

EY exists to build a better working world, helping create long-term value for clients, people and society and build trust in the capital markets.

Enabled by data and technology, diverse EY teams in over 150 countries provide trust through assurance and help clients grow, transform and operate.

Working across assurance, consulting, law, strategy, tax and transactions, EY teams ask better questions to find new answers for the complex issues facing our world today.