

The (r)evolution of remote working

Órla Mannion, Dublin Chamber

DUBLIN
CHAMBER



A short history of remote working, or should we say...

"Teleworking" or "Telecommuting"

First coined by NASA in 1972, widely used until 2019

From the bulky equipment of the 70s, to our capability today to carry our offices in our pockets. Post-Covid, the question isn't 'Can we?' but 'Should we?'

Today's new world of work

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Analysis

Remote working law passed - what happens next?

Updated / Saturday, 1 Apr 2023 11:39



Hybrid Work Is the New Remote Work

By Christoph Hilberath, Julie Kilmann, Deborah Lovich, Thalia Tzanetti, Allison Bailey, Stefanie Beck, Elizabeth Kaufman, Bharat Khandelwal, Felix Schuler, and Kristi Woolsey

Forbes

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The Surprising Rise Of Hybrid Work

Dr. Gleb Tsipursky Former Contributor ©
Lauded as "Office Whisperer" and "Hybrid Expert" by The New York Times

May 10, 2023, 11:21am EDT

Forbes

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Why The Traditional Office Is Dead

Dr. Gleb Tsipursky Former Contributor ©
Lauded as "Office Whisperer" and "Hybrid Expert" by The New York Times

Jul 20, 2023, 12:49pm EDT

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Remote Work | Tension Is Rising Around Remote Work

Tension Is Rising Around Remote Work

by Mark Mortensen

July 18, 2023

How can you tell remote work is over?
Zoom has ordered employees back to the office

Arwa Mahdawi



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SUCCESS - REMOTE WORK

Hybrid work is not the future, says Meta's former director of remote work: It's an 'illusion of choice'

BY JANE THIER
July 20, 2023 at 7:12 PM GMT+1

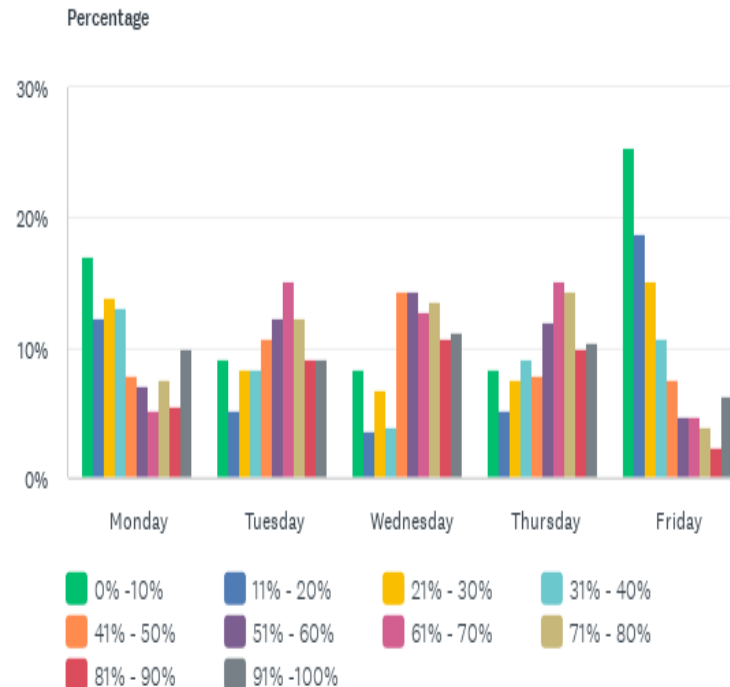


Business Outlook Survey - Q3 2023

- Mondays 0 -10%
- Tuesdays 61- 70%
- Wednesdays 51 – 60%
- Thursdays 71 – 80%
- Fridays 0 – 10%

- 1 in 20 firms have returned to full time in office
- 1 in 4 firms use core days
- 1 in 3 give total flexibility to their employees

Q4 On average, post-Covid, what percentage of your total office capacity is being used on:



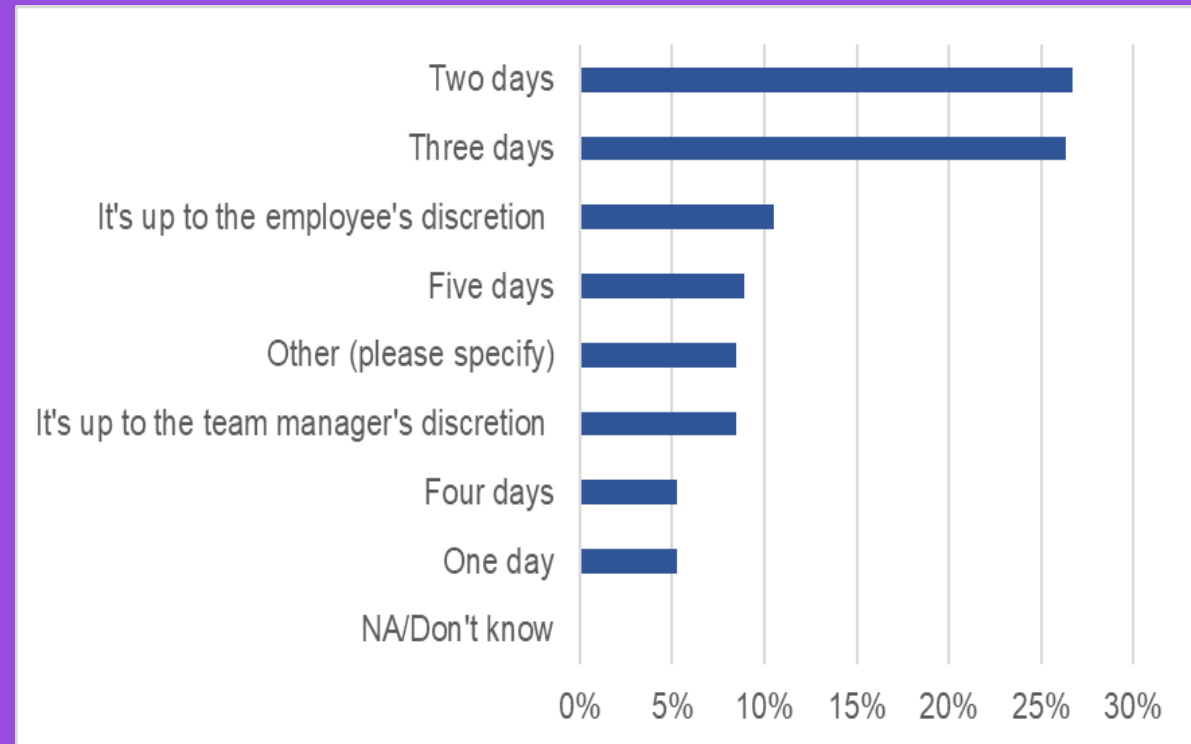
Hybrid

One of the few things Dublin firms consistently have in common, according to Dublin Chamber's research, is their use of a hybrid working model.

How they implement this differs, but..

- Half of employers require 2/3 days in the office
- Less 1/10 require employees in office every day
- Only 1/10 give employees total discretion to work completely remotely.
- There has been a five percentage point increase in employees working 2/3 days a week since Q4 2022.

Q3 2023: How many days must your employees typically spend in the office on a weekly basis?



What do we know for certain?

Approximately 470,000 people are working remotely in some capacity within the Greater Dublin Area, accounting for over half of the hybrid roles currently operating in the country.

Despite the magnitude of this cohort, the CSO currently divides these remote workers in all their iterations into only two intervals - those who avail of hybrid working 'most of the time' or only 'some of the time'.

This 50% interval is too vague to meaningfully inform public policy decisions that remote work inevitably has an impact on.

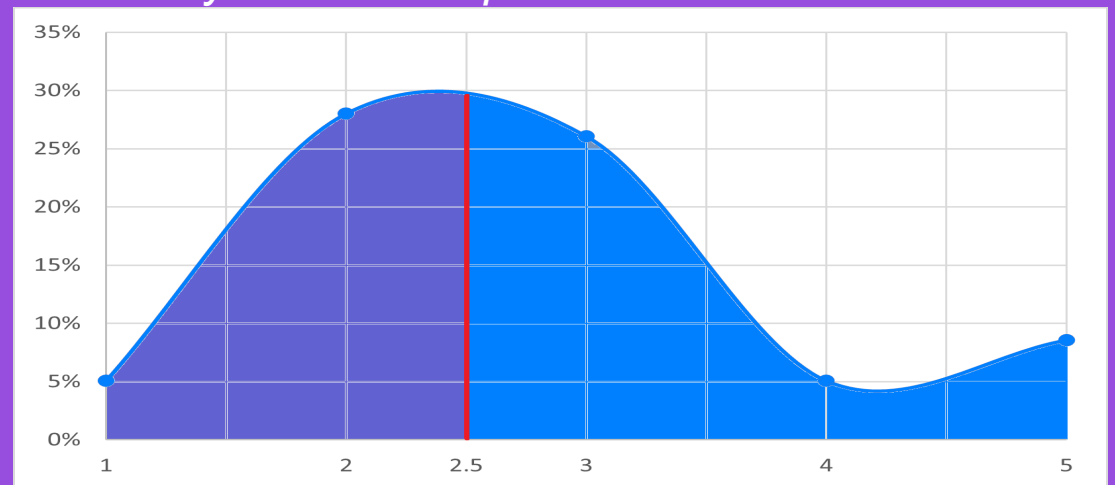
Dublin Chamber survey data shows the majority of people work 2 or 3 days and this is trending upwards, data which is lost by dividing into two cohorts. (54%).

470,000

CSO defining 'sometimes' and 'usually' work from home.

Working at home less than half of the time worked, but a least one hour in a reference period of four (to twelve) working weeks preceding the end of the reference week.

Usually working from home means worked at least half of the days worked in previous four weeks



Example 1: Commuting Trends

In just 10 years the number of those commuting into Dublin from outside the county has increased by 100,000.

This has largely unknown implication on the labour market, while also leading to unknowns due to inadequate data.

Is it leading to more sustainable commuter patterns?

CSO data scheduled for November may too be late and arbitrary for NPF planning purposes.

Year	External commuters
2013	65,000
2023	170,000



Example 2: Labour market

Current labour market context

- Full employment
- Seller's market
- Remote working used as a negotiation tool

Productivity

The Evolution of Working from Home - Jose Maria Barrero, Nicholas Bloom, Steven J. Davis

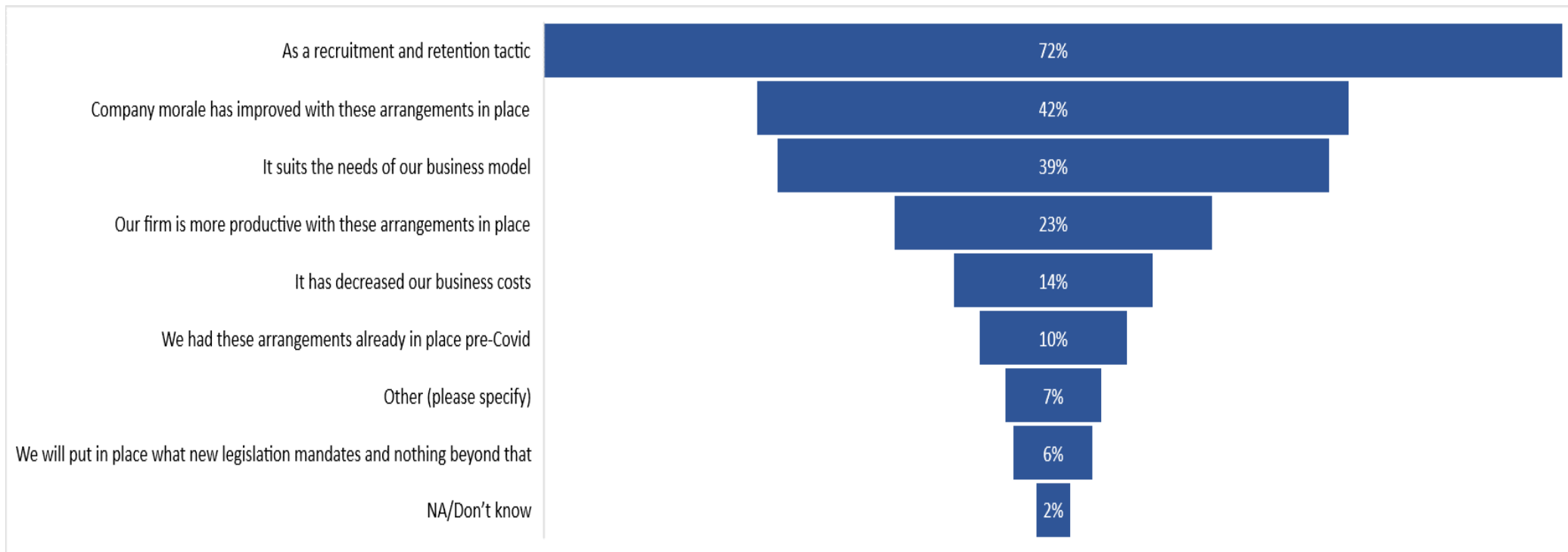
"Fully remote work is associated with about 10% lower productivity than fully in-person work. Challenges with communicating remotely, barriers to mentoring, building culture and issues with self-motivation appear to be factors. But fully remote work can generate even larger cost reductions from space savings and global hiring, making it a popular option for firms. Hybrid working appears to have no impact on productivity but is also popular with firms because it improves employee recruitment and retention."

"The pandemic generated both a one-off jump and a longer-run growth acceleration in working from home."

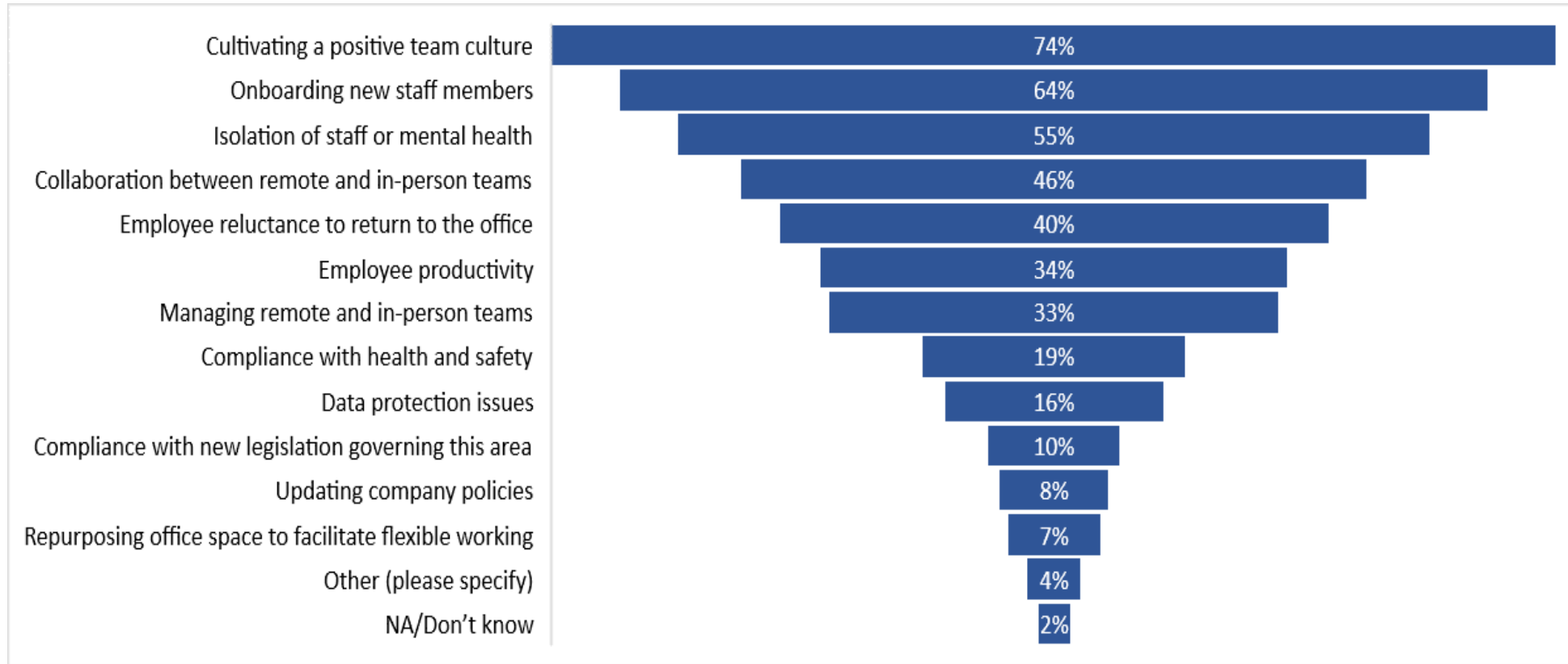
Female labour participation rate

"At the same time, the shift to remote work has increased the number of women working or looking for work, and their participation in the labour force reached a record level of 72%"

Motivations driving employers to offer remote working into the future....

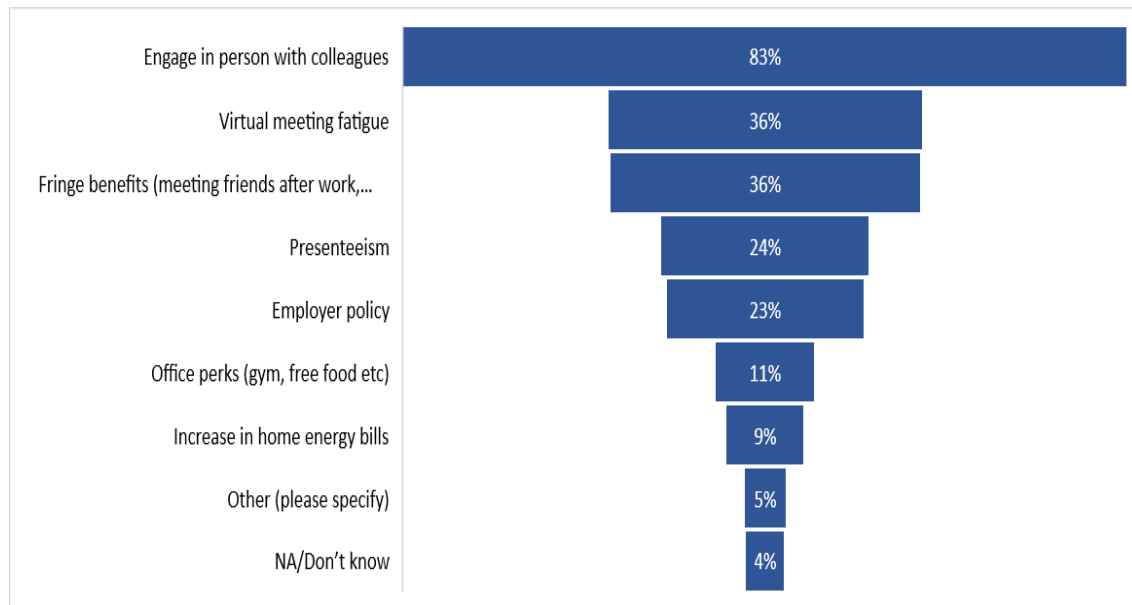


Future concerns....



Motivations driving remote working into the future....

What are the greatest drivers in returning employees to work onsite?



- **Commonly noted barriers:**

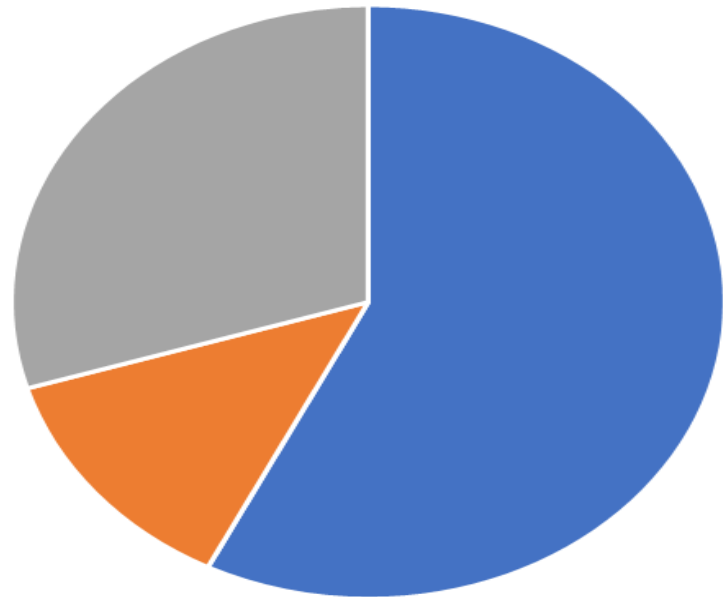
- Increased social anxiety post Covid
- Difficulty integrating within teams or company culture
- Commuting as a large part of their reluctance to return to the office.
- Employees finding it difficult to return to work environments that do not cater to their needs as successfully or attentively as one can do for themselves in their own home.

- **Solutions:**

- Office experience “Introverts don’t want to be overstimulated; extroverts will seek that out”
- Events with clearly defined reasons for attending
- Anchor days

Workplace Relations Commission's Code of Practice...

The Workplace Relations Commission is currently developing a Code of Practice for employers to adhere to when considering remote working requests. Does your business view the development of a Code of Practice as helpful or a hindrance?



■ It's helpful ■ It's a hindrance ■ We are indifferent

Thoughts

- Trends continue to lean towards hybrid working
- Companies have concerns, employees are taking hard lines when it comes to remote work.... Code of Practice may determine the balance
- There's a lot hanging on this debate in policy terms...
- Our understanding of remote working is deeply affected by how we measure it... We need better metrics to record our data more accurately so we can effectively future proof against any other shock or shift

Thank you

