Whilst those who’ve been furloughed and those who’ve been going in are keen to get back to normal, people who’ve been working from home are reluctant to give up their newfound flexibility. Addressing health concerns across the workforce will be key to reassuring teams, and parents may require extra support with almost 1 in 5 saying they’re not sure how they’ll cope with childcare.

Wants vs. expectations

- 5% of furloughed workers want to still be furloughed in July
- 74% of those currently furloughed expect to be working again by July
- 18% of home workers say they’d like to be furloughed in July
- 57% of those working from home expect to still be doing this in next month
- 70% of home workers don’t want to be back in the office in July
- 65% of parents want to be back in the workplace
- 62% of parents are expecting to be back in the workplace by July

The main positive of returning to work is to get a sense of normality

- 71% are keen to "get back to normal"
- 57% are looking forward to returning
- 40% look forward to seeing colleagues

But people are nervous about the change

- 51% anxious about returning to their routine, particularly parents and those on furlough.
- 51% will miss the way they’ve been working, up to 59% for parents.

Health worries are causing the most anxiety

- 64% don’t think it’s safe to return
- 57% worried about personal safety
- 53% not sure they’ll be able to social distance
- 53% worried about catching the virus

Other causes of return to work anxiety

- 39% think others will get special treatment whilst they get left behind, parents especially concerned
- 36% worried about the return of workplace stress/anxiety
- 24% not looking forward to commuting
- 19% of parents not sure how they’ll cope with childcare

Strategy considerations

- Consider what flexibility you can keep for those who’ve been working from home
- Communicate transparently with furloughed workers about the likelihood of furlough continuing
- Proactively outline how you’re going to minimise health risks in the workplace to reduce anxiety.
- Consider additional support and flexibility for parents struggling with childcare