



Research sources for the future of work and hybrid working

1. EY Work Reimagined Survey - [ey-2021-work-reimagined-employee-survey-executive-summary.pdf](#). 16,264 respondents from 16 countries and 23 industries with millennials representing more than half of respondents. Useful source of data of flexible working expectations and potential attrition risk. 9 out of 10 employees want flexibility in where and when they work. One third of employees want their employer to offer shorter working weeks. 54% are likely to quit if they aren't offered the flexibility they want.
2. McKinsey, Future of Work research including the links to the business case for diversity e.g. [Getting real about hybrid work | McKinsey](#) and [Why diversity matters | McKinsey](#). Highlights how post pandemic, employees are re-evaluating their relationship with work which may reduce willingness to work longer hours, and may result in attrition.
3. Deloitte Millennial and Gen Z Survey - [Deloitte Global Millennial and Gen Z Survey reveals two generations pushing for social change and accountability](#). An annual survey that has been undertaken for the last 10 years which highlights the importance placed on flexible work by millennials and Gen Z.
4. Microsoft Work Trend Index 2021 - (the study is also quoted in here - [The Great Resignation: Microsoft Predicts 41% Attrition \(forbes.com\)](#))
5. PwC The Future of work – Australian based research into Hybrid working - [The Future of Work | Changing Places: How hybrid working is rewriting the rule book | PwC Australia](#). Individual wellbeing at work is a high consideration and impacts not only where we work but when and how much we work.
6. WAF project, University Kent – great source of research into work autonomy, flexibility and work-life balance with pan-European data. [WAF project](#) and links to articles such as this one - [Blog: Fostering a better work-life balance for your employees in 2021 — People Matters](#)
7. Universities of Kent and Birmingham – research in the future of work and the role of managers- [managerial-experiences-during-covid19-2020-accessible.pdf \(birmingham.ac.uk\)](#). Shows need to support managers.
8. Cranfield School of Business and Working Families research in the Flexible Working and Performance - [Working Families | Flexible Working and Performance - Working Families](#). Qualitative research demonstrating a positive relationship between flexible working and individual performance.
9. Timewise – the business case for flexible working - [The business case for flexible working - Timewise](#) .
10. Future Forum – up-to-date research about hybrid working - [Working Families | Flexible Working and Performance - Working Families](#). Pulse survey of 10,000 workers undertaken in June 2021 found that 93% of respondents wanted flexibility in when they work.
11. Modern Families Index 2021 - [Modern Families Index 2021 | Research | Bright Horizons Work+Family Solutions](#) has up-to-date families based data on what people want post Covid.