2020 Global Pulse Survey Results
Returning to the Office
During the Coronavirus Pandemic

This infographic highlights results from our 2020 Global Pulse Survey on returning to the office during the Coronavirus pandemic. Data was gathered between June and July and the crisis presents an ever changing situation. Follow us on LinkedIn to see additional content from this survey. If you have a question or would like more information please get in touch with your Elliott Scott HR consultant or send a message to info@elliottscotthr.com. Thank you to everyone who participated.

Returning to the Office

When Organisations Plan to Return

The majority of respondents in Brazil, Singapore the UK and US plan to return to the office in 2-3 months time. 84% of those in Hong Kong have already returned* *The situation in Hong Kong has since changed

By Industry
40% of Manufacturing are already back vs 12% in Consulting and 16% Banking & Finance

What a Return to the Office Looks Like

A percentage of the workforce in the office
43%

A&B teams
20%

Home based with travel to the office for meetings
13%

Full office as before the pandemic
10%

Fully home based
4%

Shift patterns
3%

Reducing Office Size

35% Will be

Out of our hubs, the countries with the highest plan to reduce office size are Brazil at 42% and the UK at 41%

By Industry
73% of Manufacturing do not plan to reduce office space whereas 62% of Not for Profit do

Respondents Feel their Company Adapted Well

71% Of respondents feel their company handled the pandemic well

This is great feedback and recognition for HR who have likely led many of the strategies and communications surrounding their organisation's response

Comfort on Returning to the Office

The sentiment of comfort in a country ties in with how respondents feel their government is handling the crisis

39% Uncomfortable
26% Comfortable
34% Neutral
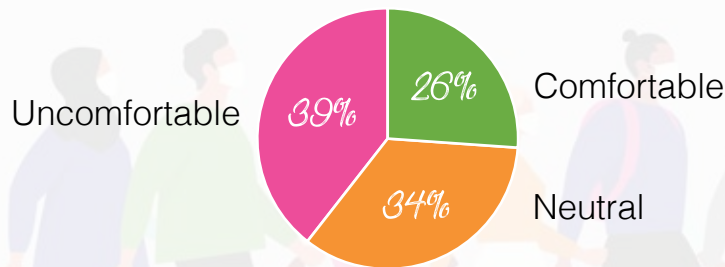
How the Majority Feel in Our Hubs

Hong Kong — Comfortable 68%
UK — Uncomfortable 45%
Brazil — Uncomfortable 53%
Singapore — Neutral 43%
US — Uncomfortable 49%

How Respondents Feel Their Government has Adapted

	April vs July
Hong Kong	Not well at all 51% → Well 68% / Ok 31%
UK	Well 46% ↓ Ok 45% / Not Well 43%
Brazil	Not Well 46% ↓ Not Well 69%
Singapore	Well 90% ↓ Well 74%
US	Well 45% ↓ Ok 47%

COVID fatigue has become a genuine challenge globally. How can governments and organisations adjust their strategies to keep people engaged?

Mental Health Support

Before the Pandemic

64% Provided support to their employees

Brazil had the greatest rise in mental health support, going from 54% of organisations not offering support to 81% providing support

During the Pandemic

82% Provided support to their employees

The UK provided the highest percentage of support during the pandemic at 90%. Hong Kong had the lowest with 63% of organisations providing support. How can HR help to shift the stigma in Asia surrounding mental health issues and further increase support?

By Industry
Consulting had the biggest leap in mental health support from 54% of organisations not offering support prior to the pandemic to 73% offering support during it

How Has Mental Health Been Supported During the Pandemic?

Respondents were able to pick more than one

Offering access to counselling
60%

Running internal online sessions/ webinars
54%

Creating and issuing a toolkit/ library of resources
53%

Working with external partners
38%

Training mangers to assist their teams
35%

Issuing questionnaires
34%

Hong Kong — Issuing a toolkit 50%
Brazil — Running internal sessions 54%
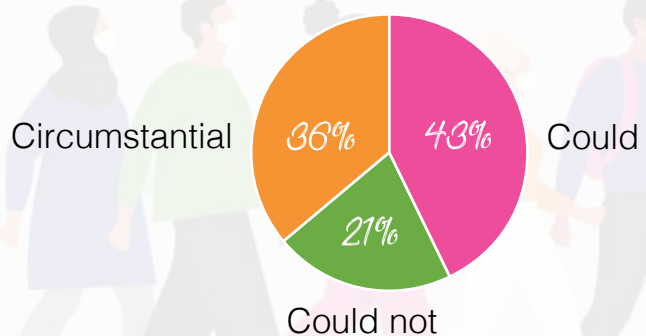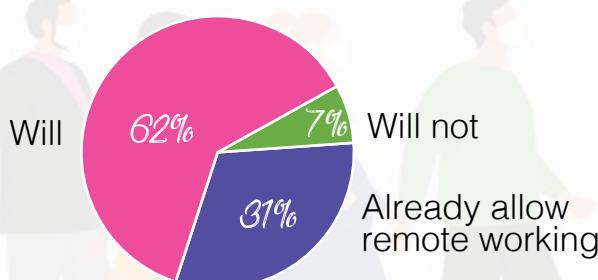Singapore — Issuing a toolkit 58%
UK — Offering access to counselling 63%
US — Issuing a toolkit/ access to counselling 66% split

Remote Working

Employee ability to work remotely before the pandemic was mixed

36% Circumstantial
43% Could
21% Could not

However most organisations are planning to adapt their approach

62% Will
7% Will not
31% Already allow remote working

Most Drastic Shift in Our Hubs

Brazil — No 41%
UK — Yes 47% Circumstantial 45%
▷
Brazil — Yes 77%
UK — Yes 78%

By Industry
PR/ Media/ Entertainment went from 50% circumstantial to 80% able to work remotely. Not for Profit went from 46% circumstantial to 85% able to work remotely which ties in with 62% of the sector planning to reduce their office space.

Has the World of Work Changed Forever?

92% Believe that the pandemic has changed the world of work forever