

# 'Namastay' at Home

Employees reluctant to bend on remote work



After COVID-19 health and safety guidelines forced millions of Americans to work from home full-time in 2020, we learned one thing for sure: **U.S. employees are flexible.**

Workers nationwide let themselves bend to the change—most on a just few days' notice—and became corporate-world contortionists, maintaining productivity with only the strength of their will ... and their WiFi.

All those contortionists asked for was to let them stay comfortable:



Pajama sales surged

**143%**

in April 2020 alone, and doubled for the entire year over 2019.



Pants sales? Dropped

**13%<sup>1</sup>**

**"Business on top, bedtime on the bottom"**

became a rallying cry and employee productivity during 2020 expanded right along with stretchy waistbands:



of remote employees say they are more productive at home than in the office.<sup>2</sup>



believe the quality of their work improved during the pandemic.<sup>2</sup>



of employees want the option to keep working from home after the pandemic is over.<sup>2</sup>



Overall, **83% of employers agree remote work has been successful** for their organization.<sup>3</sup>

However, employers are ready to leave flexibility on the yoga mat and instead flex muscle to get employees back to the office.



of executives expect employees to return to the office by July 2021.<sup>3</sup>



expect to see employees in person by the end of the year.<sup>3</sup>

And although employees were flexible in shifting to remote work, they're less willing to bend when it comes to returning to the office.



**100%**

of employees are anxious about returning to the workplace. Their top worries are:<sup>4</sup>

Being exposed to COVID-19



Less flexibility



Commuting to work



of workers say they would "absolutely" look for a new job if they weren't allowed to continue working remotely in their current position.<sup>5</sup>

They aren't bluffing: The U.S. employee quit rate is at an all-time high, with **4 million quits in April 2021.**<sup>6</sup>

Employers looking to avoid that statistic may want to consider flexing their mindset instead of muscle around remote work. Need a reason why? **We'll give you 700 billion:**



employees say remote work is the hallmark of an empathetic employer.<sup>2</sup>



**88%** of employees are willing to stay with an empathetic employer.<sup>2</sup>



**74%** are willing to work longer hours for an empathetic employer.<sup>2</sup>



Allowing employees to work remotely just part-time would save organizations an average \$11,000 per employee, an estimated national annual savings of **\$700 billion.**<sup>7</sup>

Commutes and contagions aside, **remote work could help employees reduce stress and improve productivity by:<sup>8</sup>**

- > 75% Reducing distractions during the workday
- > 74% Reducing interruptions from colleagues
- > 65% Staying out of office politics
- > 60% Allowing for a quieter work environment
- > 52% Providing a more comfortable workspace
- > 46% Creating a more personalized work environment



Learn more about how to connect without the commute in [Benefits Bounce Back: Using Empathy to Reconnect, Recover, and Rebuild.](#)

1. Comfort is En Vogue During Coronavirus; CNBC.com, 2020.  
 2. State of Workplace Empathy; Businessolver, 2021.  
 3. U.S. Remote Work Survey; Pricewaterhouse Coopers, 2021.  
 4. Employee Care: Defining the New Normal; Limeade, 2021.  
 5. FlexJobs Survey Finds Employees Want Remote Work Post-Pandemic; FlexJobs, 2021.  
 6. Job Openings and Labor Turnover Summary; U.S. Bureau of Labor Statistics, 2021.  
 7. Latest Work-At-Home/Telecommuting/Mobile Work/Remote Work Statistics; Global Workplace Analytics, 2021.  
 8. The Mental Health Benefits of Remote And Flexible Work; FlexJobs, 2018.