



THE ASPIRE
TRACKER

FEBRUARY 2023



42%

NUMBER OF EMPLOYEES
WORKING FROM THE OFFICE
AT LEAST 1 DAY PER WEEK

8%

COMPANIES WITH <5%
EMPLOYEES IN THE OFFICE

22%

COMPANIES WITH <10%
EMPLOYEES IN THE OFFICE

60%

COMPANIES WITH >20%
EMPLOYEES IN THE OFFICE

100%

HIGHEST WORK FROM OFFICE RATIO

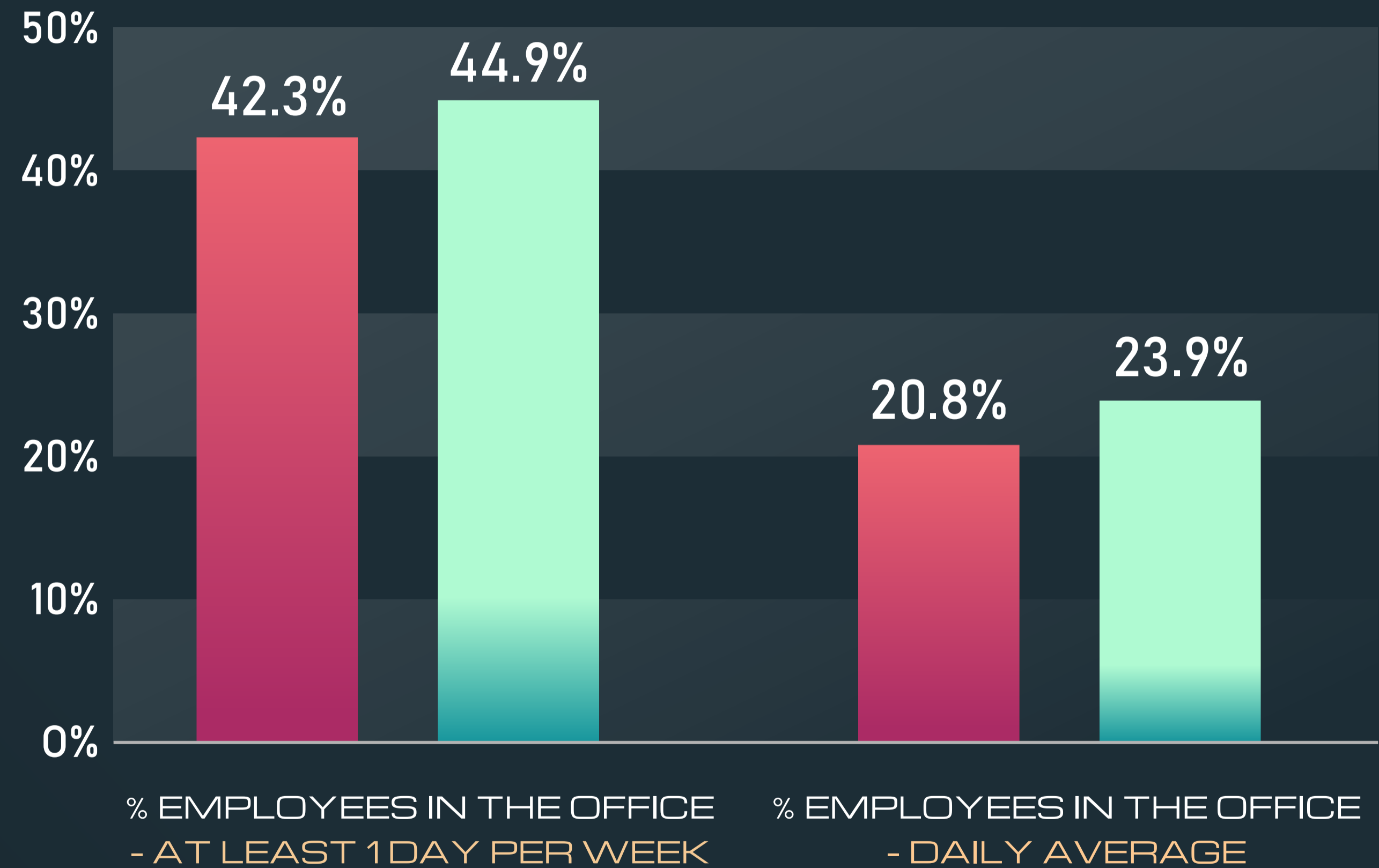


WORK FROM THE OFFICE

FEBRUARY ACTUALS 

MARCH FORECAST 

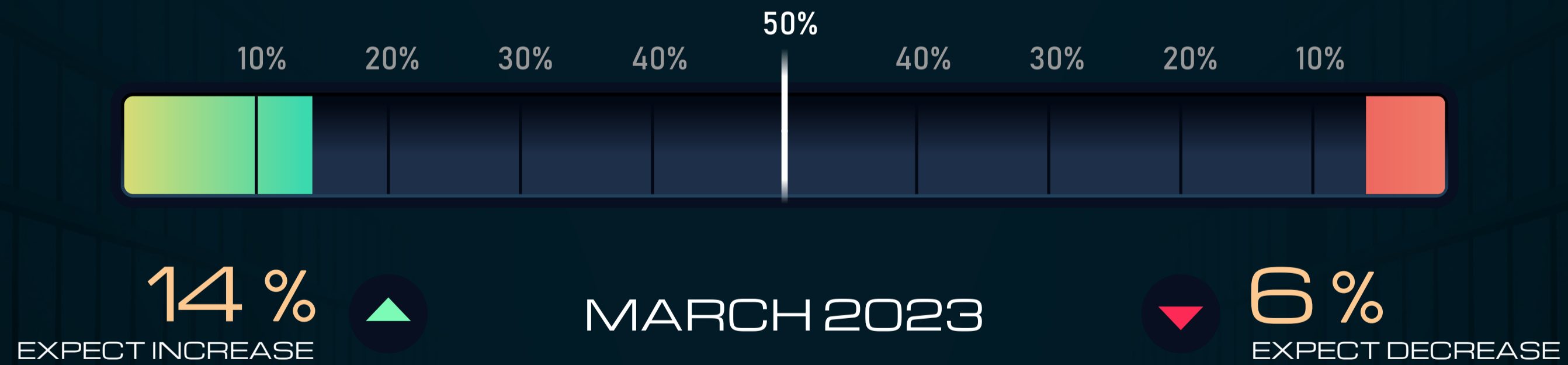
FEBRUARY 2023 - 50 companies
representing 33,450 people



FORECAST

MORE OR LESS PEOPLE IN THE OFFICE

% of centres expecting increase or decrease in number of people working in the office in March



**% EMPLOYEES
WORKING IN
THE OFFICE**

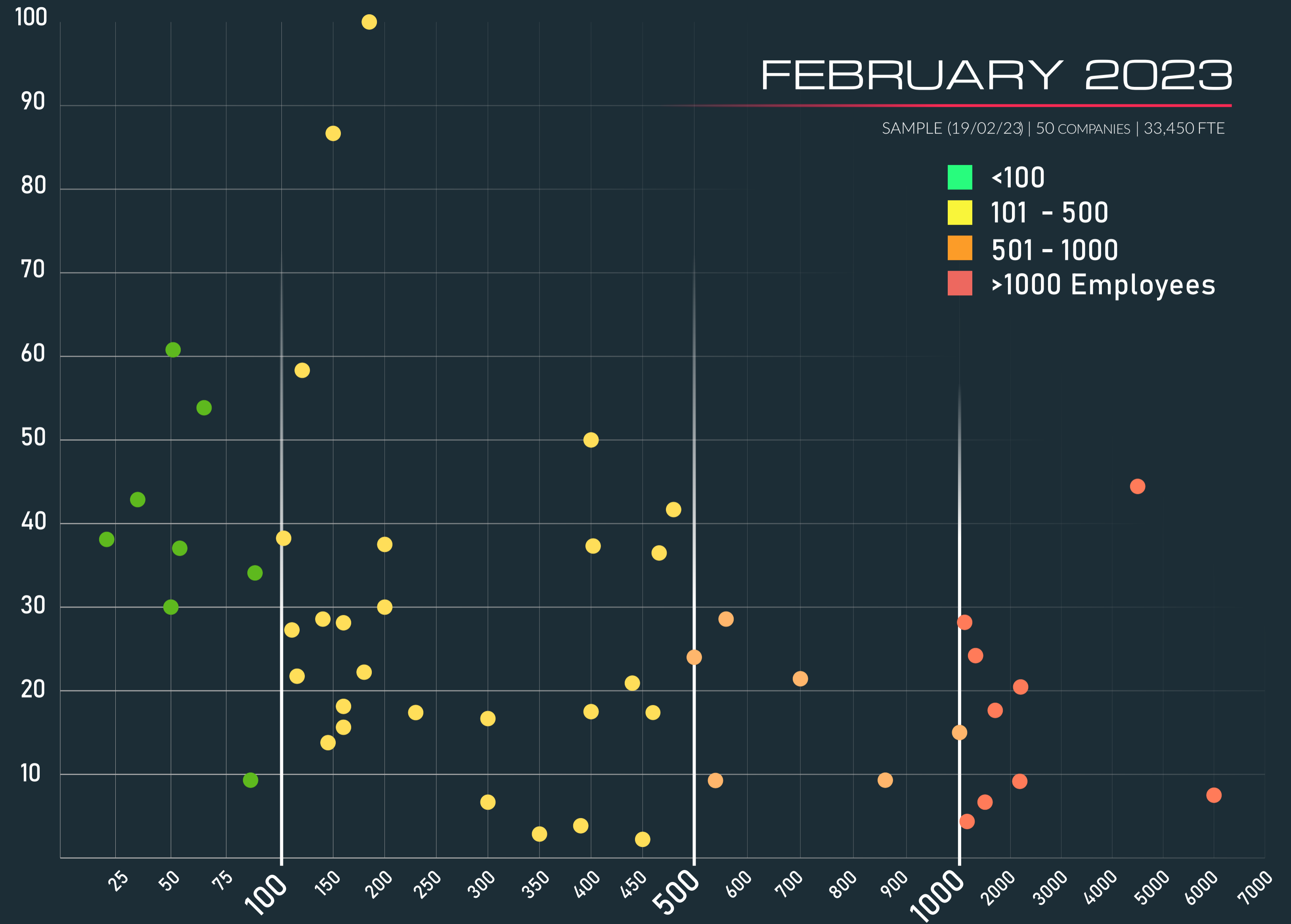
VS

**SIZE OF
CENTRE**

FEBRUARY 2023

SAMPLE (19/02/23) | 50 COMPANIES | 33,450 FTE

- <100
- 101 - 500
- 501 - 1000
- >1000 Employees



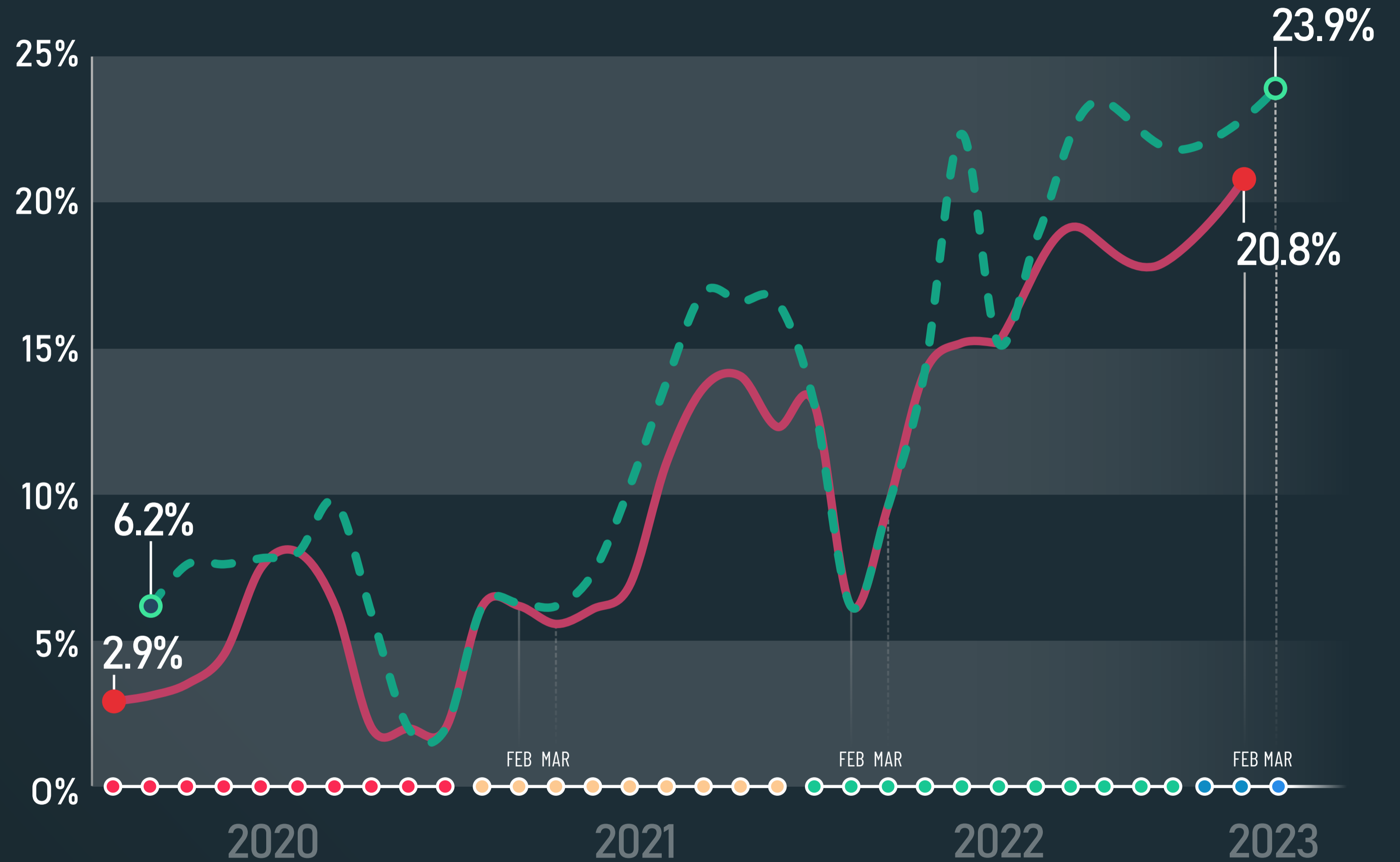


EMPLOYEES WORKING FROM THE OFFICE

DAILY AVERAGE

ACTUALS 

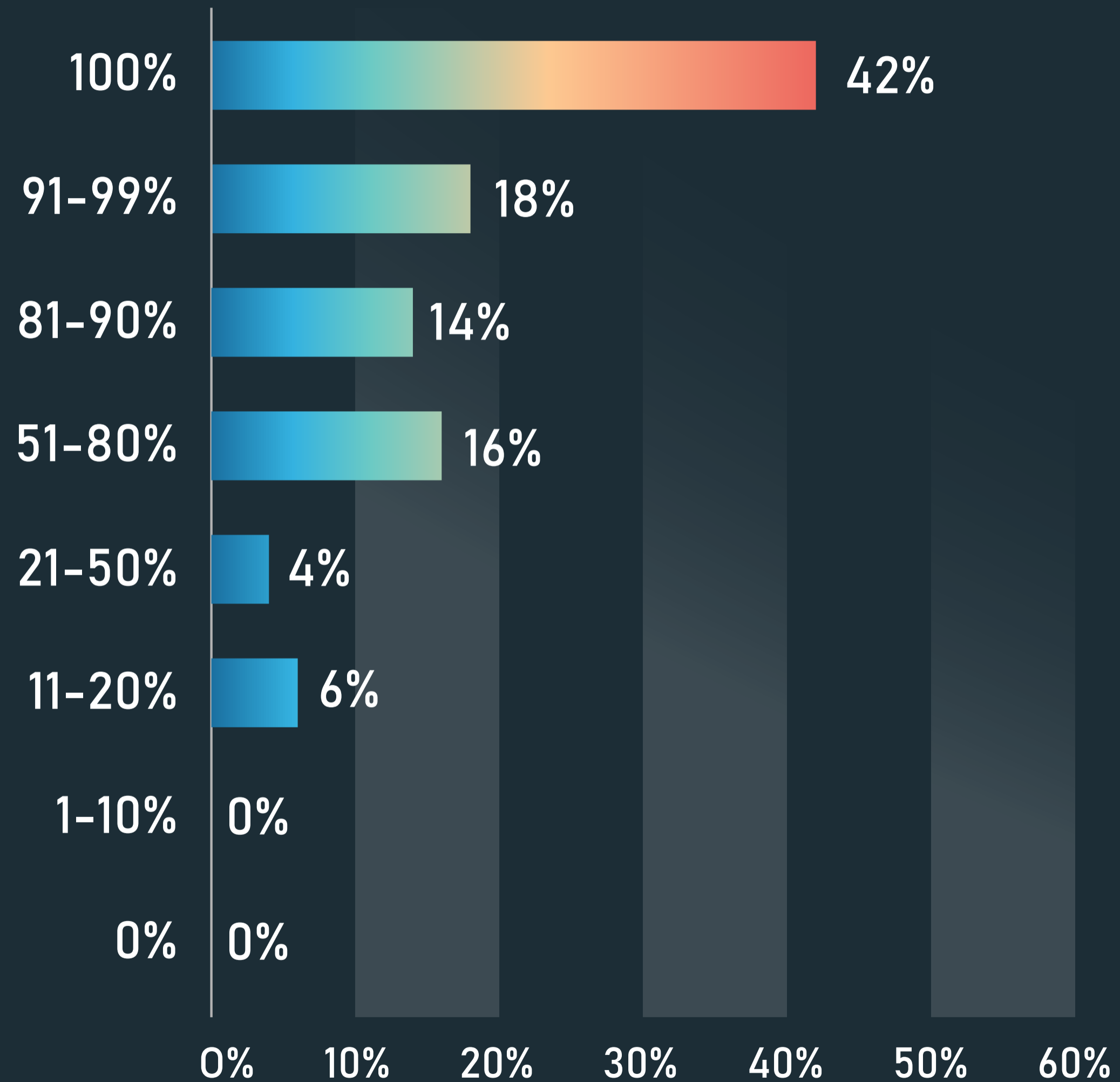
FORECAST 



FEBRUARY 2023 - 50 companies representing 33,450 people

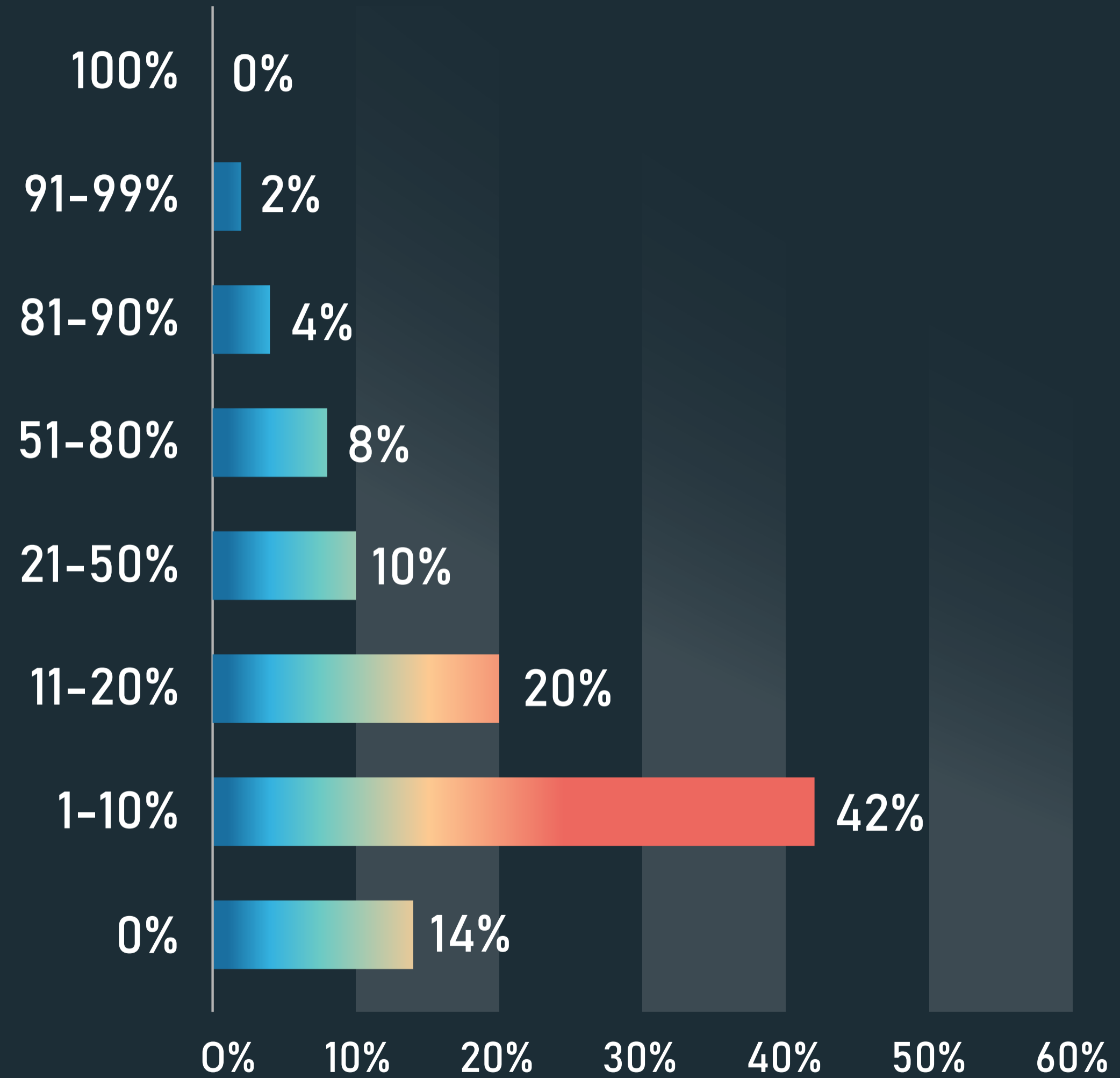
WORKING IN A HYBRID MODEL

By the end of 2023 what % of your people do you anticipate will be working in a hybrid model (where hybrid means any mix of office and home work)?



WORKING FULLY REMOTE

By the end of 2023 what % of your people do you anticipate will be working in a fully remote model?



HYBRID WORK POLICY

By the end of 2023 which of the following do you expect to be true in terms of how the hybrid work model will work in your company?

Our policy will be adapted to the local environment

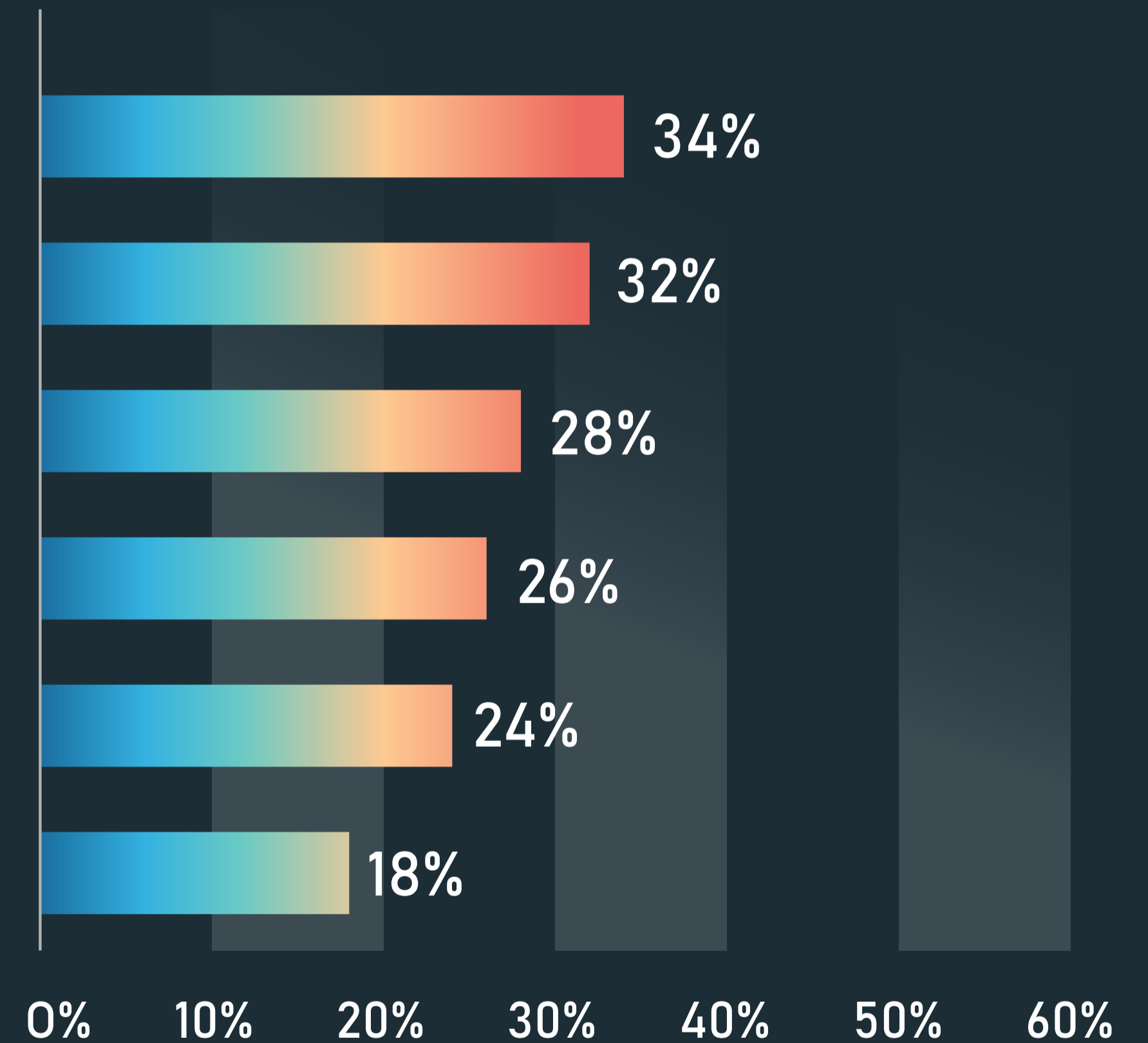
The number of days people work from the office/home will be dependent on role

We will be fully flexible

The number of days people work from the office/home will be decided by teams/managers

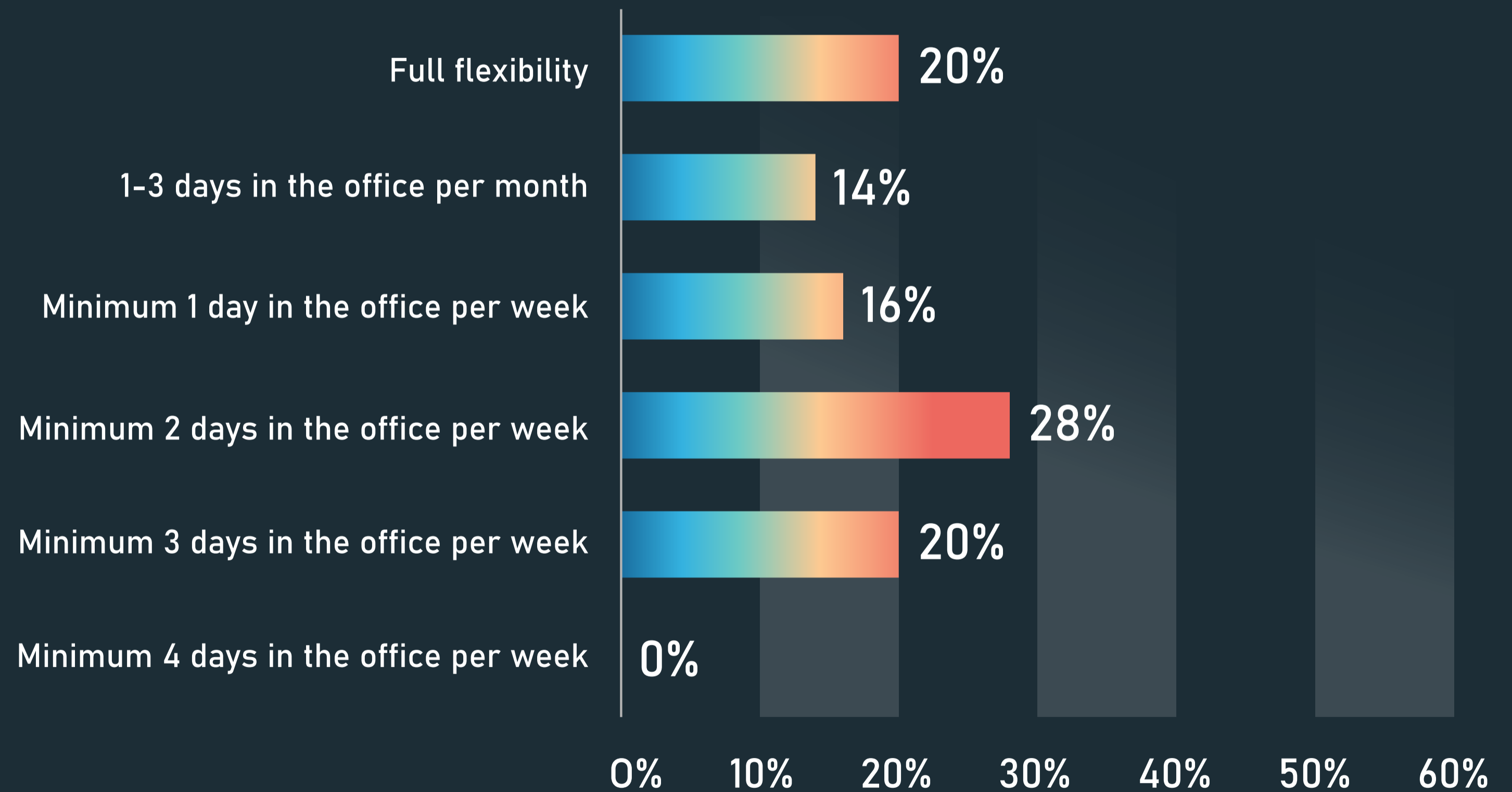
There will be one rule for everyone

Our policy will be applied globally across entities



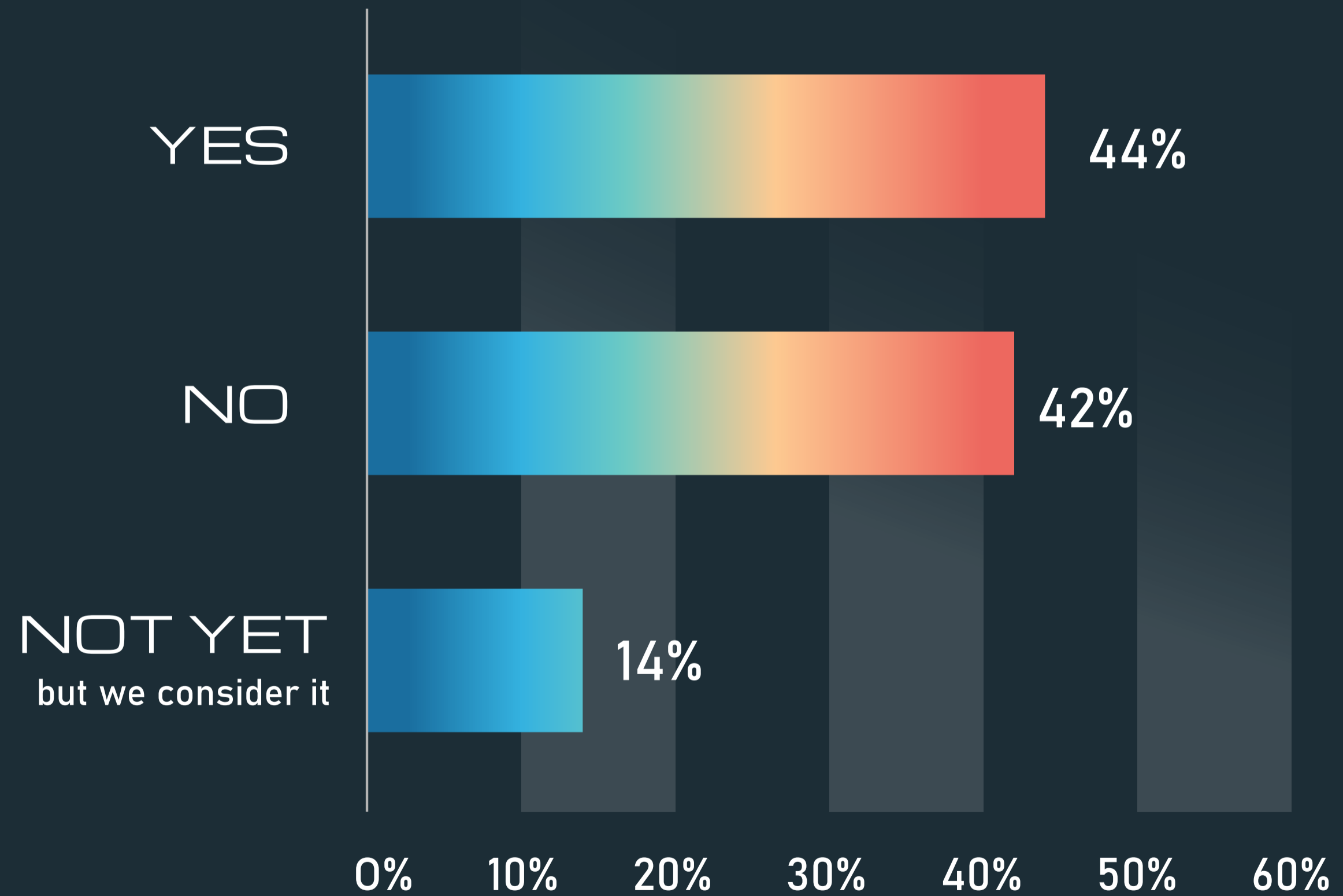
NUMBER OF DAYS HYBRID WORKERS WILL BE IN THE OFFICE

By the end of 2023 how many days do you anticipate the majority of your people working on a hybrid work model will be working from the office?



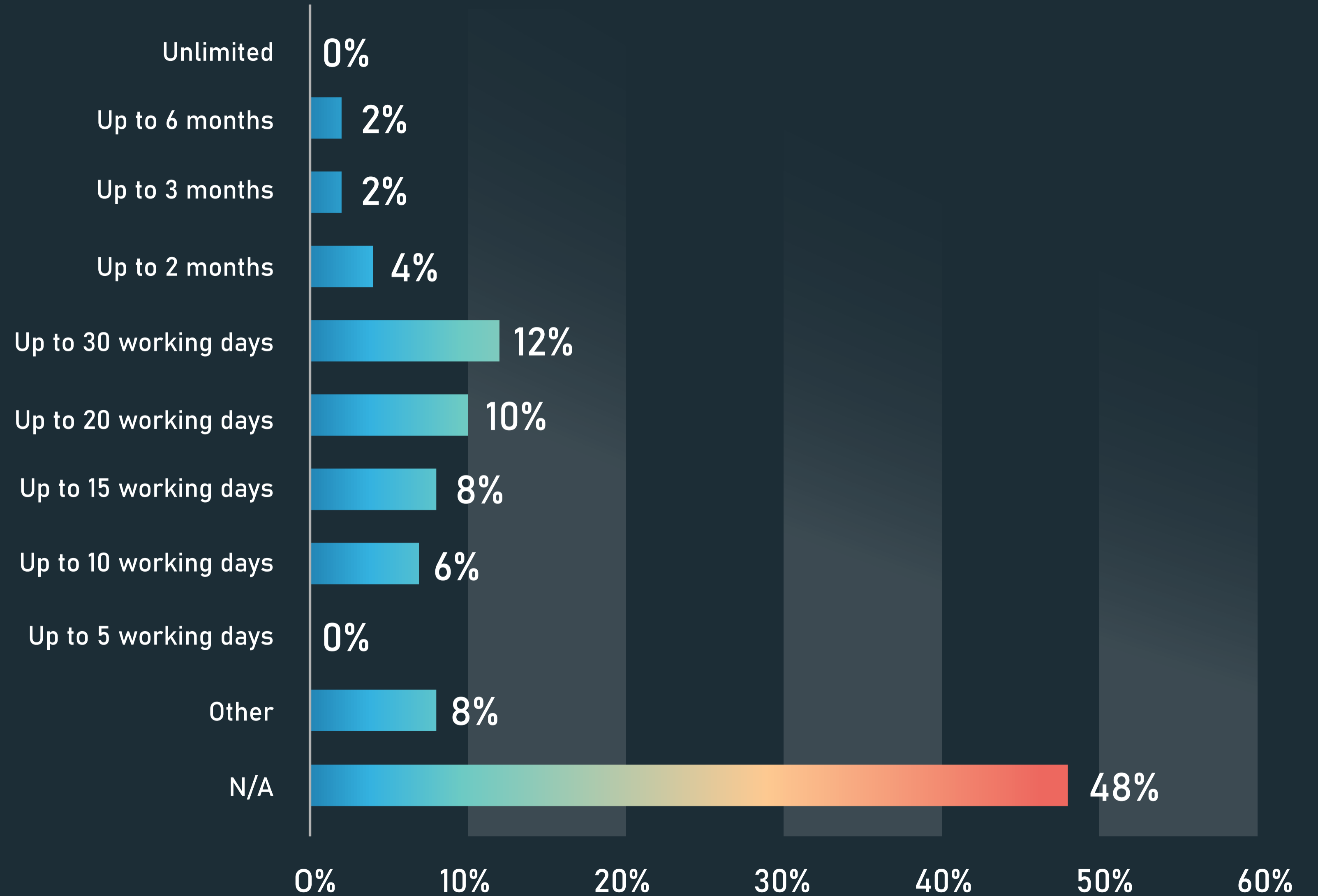
WORK FROM ABROAD POLICY

Do you have any policy enabling employees
to work from abroad?



NUMBER OF DAYS PEOPLE CAN WORK FROM ABROAD

If you have introduced (or consider) a policy for working from abroad how many days per calendar year can/will an employee be able to work from abroad?



REIMBURSEMENT OF EXPENSES FOR REMOTE WORK

Which of the following regarding expenses reimbursement for remote work do you think is most likely to be implemented in your company?

Set amount for all employees who work remotely not linked to how many days the employee works remotely

44%

Calculation based on how many days the individual employee works remotely

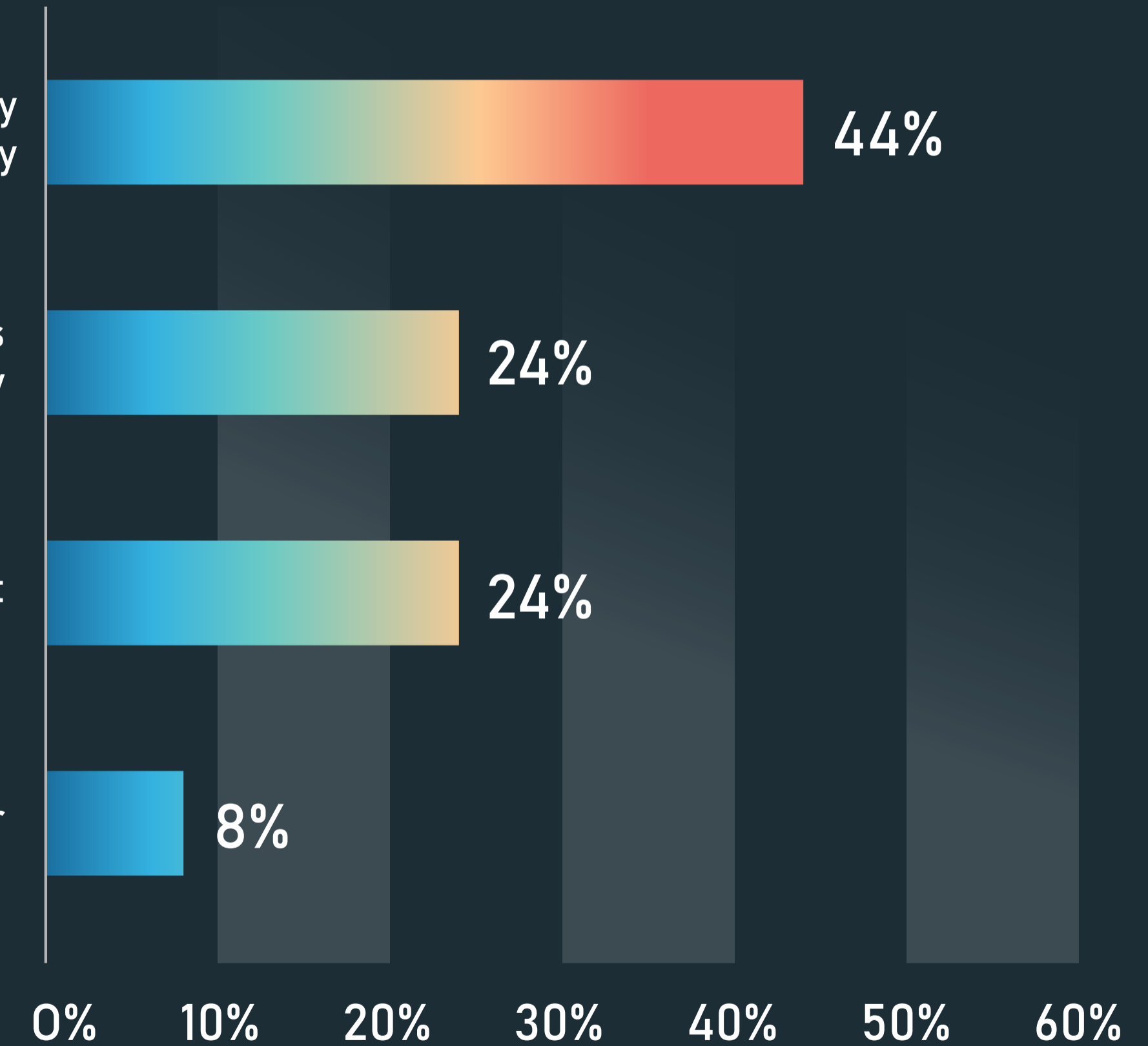
24%

No reimbursement

24%

Other

8%





THE ASPIRE TRACKER

COMPANIES PARTICIPATING IN THE TRACKER | 117

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