

# 25 Interesting Facts on Telework/Working Remotely

The global mobile workforce including employees working remotely is slated to increase from 1.45 billion in 2016 to **1.87 billion people** by 2022, or 42.5% of the global workforce.

(Strategy Analytics, Global Mobile Workforce Forecast Update 2016-2022)

In the US, about **22%** of employed people surveyed do work from home on an average day.

(Bureau of Labor Statistics, US Dept. of Labor, American Time Use Survey Report June 2017, survey conducted for 2016)

**More than three-fourths** of managers and staff surveyed around the world at organizations with workplace flexibility practices said they increase employee engagement and satisfaction, and more than two-thirds said they increase employee motivation.

(WorldatWork Trends in Workplace Flexibility (updated), 2015)

Productivity increased **22%** when workers were allowed to choose their optimal place to work.

(Bloom et al. in The Quarterly Journal of Economics, Nov. 20, 2014 and referenced in Work-Life Balance and the Economics of Workplace Flexibility, Council of Economic Advisers, June 2014)

Other studies show productivity increases between **15** to about **50%**. In the US, for instance, that could mean a gain of **\$334 billion** or more a year in national productivity.

(Global Workplace Analytics analysis and stats as of Sept. 2015)

**1 in 3** workers say they have passed up a job because it conflicted with family obligations.

(Nielsen/Harris Poll of 4,096 US adults, May 27-30, 2014)

**56%** of working parents say it's difficult to balance their work and family.

(Raising Kids and Running a Household report, Pew Research Center (updated), 2015)

**8 in 10** employees consider telework a job perk.

(Global Workplace Analytics analysis and stats as of Sept. 2015)

Nearly **75%** of teleworkers reported better work-life balance and **69%** reported a less stressed day.

(US-Canada Telecommuting Survey, Staples, June 2014)

Holding all else equal, commuters have lower life satisfaction, a lower sense that their daily activities are worthwhile, lower levels of happiness & **higher anxiety** on average than non-commuters... The worst effects of commuting on personal well-being were associated with journey times lasting between 61 and 90 minutes.

(Office for National Statistics, UK, Commuting and Personal Well-Being, Feb. 2014)

**61%** of employers expect flexible working benefits to increase in importance for employee retention at all levels of the organization.

(2016 Strategic Benefits Survey, Society for Human Resource Management)

Working remotely offers job & income opportunities in a **variety of sectors and industries** for current employees, but also:

- career changers
- job searchers
- recent graduates
- under-employed workers
- spouses of transferred workers & military service members
- semi-retired workers
- disabled workers and
- *anyone* needing flexibility or work options

**60%** of teleworkers around the world pointed out they prefer full-time over part-time telework... As for the setting, **62%** usually work at home, **38%** work in other spaces, like coffee shops, local shared workspaces, or at airports and accommodations.

(Global Telework Survey, PGI, June 2015)

Dell has saved **\$21 million** in real estate expenses and since 2014 reduced **9,800 metric tons** of greenhouse gas emissions from energy savings – the equivalent emissions of **49 car trips to the moon and back** – by letting employees work remotely.

(Dell corporation 2020 Legacy of Good update, FY2015)

PwC, with operations around the world, is aiming for more flexible workspace, such as co-working spaces at its offices, as well as teleworking – toward **as much as \$850 million** in cost savings and greater work-life flexibility for all employees.

(Bloomberg news, “How Satisfying Millennials Could Save PwC \$850 Million,” Mar. 23, 2016)

Even organizations like Aetna and Humana where many employees have worked remotely and WordPress/Automattic, where **everyone works remotely** (100% distributed) can develop company culture.

How?

For WordPress/Automattic and others, being more **focused on results** than how work gets done; making use of **user-friendly and economical** software tools for project management, some of which have automated workflow features, file-sharing, group chat; **talking** over disagreements by phone; and meeting up occasionally, like an all-staff annual brainstorm and team bonding at a destination.

Staff can also represent the organization where they are, at charitable or sponsored events, and feel even more connected to the organization.

(Automattic; Berkun, How WordPress Thrives with a 100% Remote Workforce, Harvard Business Review, March 15, 2013; and session, How to Build Culture in a Distributed Company, South by Southwest, 2014)

And traffic: **\$160 billion** in time & fuel is used up in traffic congestion just on US roads alone. That’s more wasted fuel than it’d take to fill the New Orleans Superdome arena **3x** and about...

**2 weeks’ worth of work (42 hours)** in traffic yearly per commuter.

(Texas A&M Transportation Institute, 2015 Urban Mobility Scorecard)