

Remote access: can the move to hybrid working unlock greater diversity?

Tuesday 21 June 2022

14:30 BST

PANELLISTS



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Making hybrid workplaces more inclusive: Key research findings and recommendations

Heather Taylor, Policy Analyst

21st June 2022

Overview: recent Work Foundation research in this area

Our recent research projects have investigated:

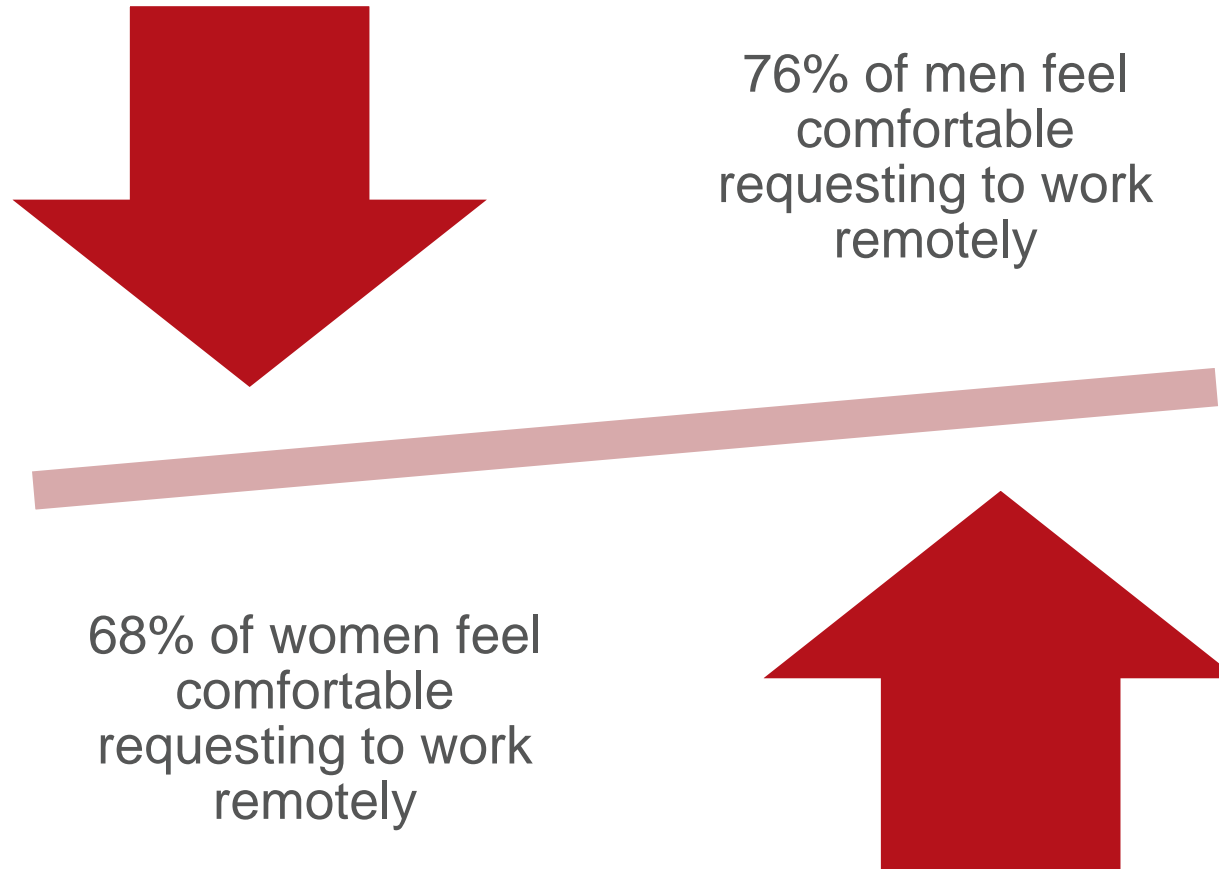
- the impact of **remote working on businesses and workers in the North of England**, together with Newcastle University Business School.
- what needs to happen to **make hybrid inclusive**, addressing the risk of widening inequalities in the workplace for carers, parents, women and disabled workers, for which we partnered with the Chartered Management Institute.
- the challenges (and opportunities) that remote working creates for workers starting new roles, in “**interning in lockdown**” for which we engaged with Lancaster University’s career services.

While some workers are benefitting from a shift to hybrid, others are facing new challenges

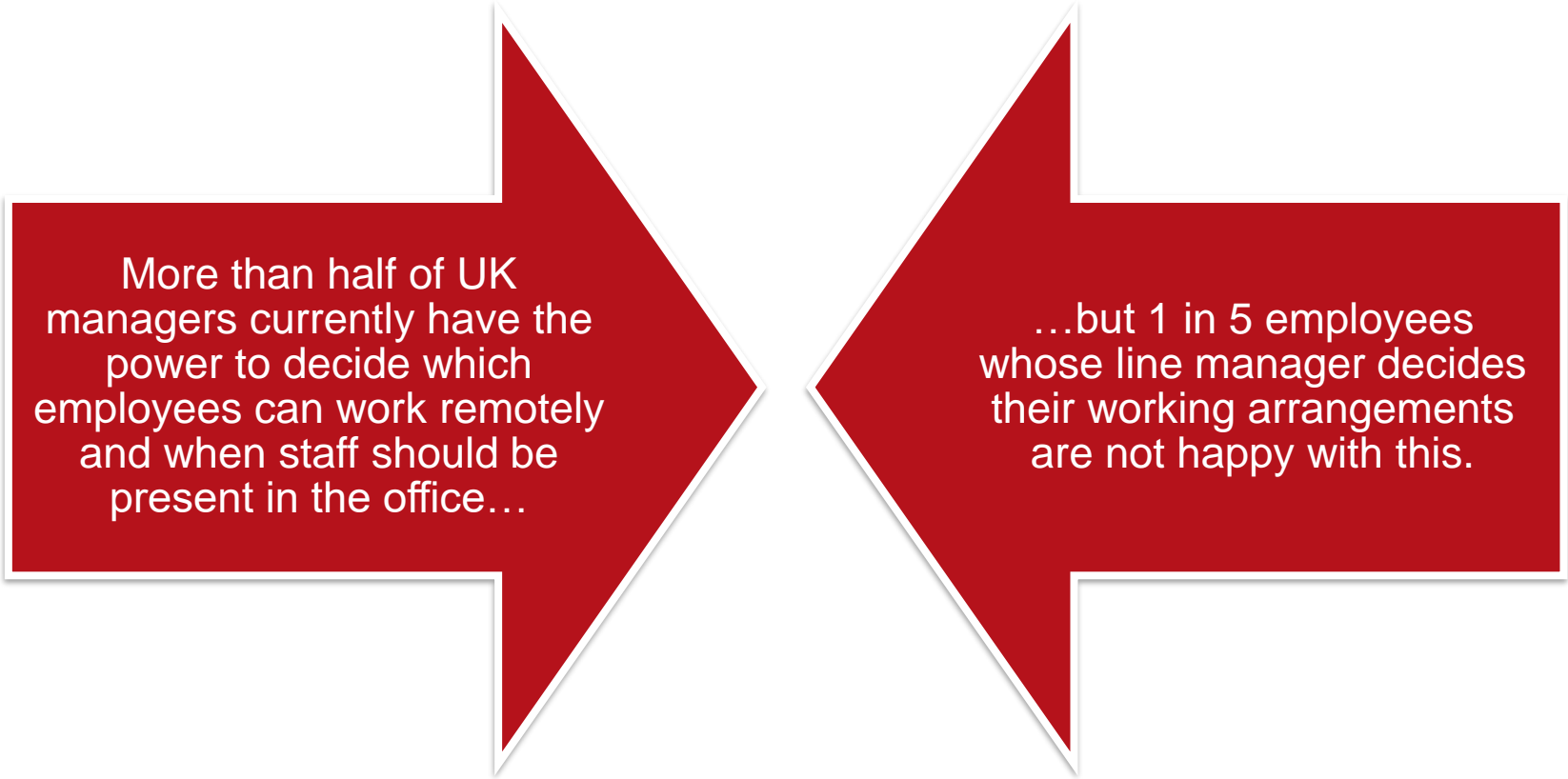


New research from the Work Foundation in partnership with the Chartered Management Institute reveals that 9 out of 10 workers want to continue to work remotely at least some of the time, but deep-rooted perceptions of 'office culture' still stand.

Despite the sharp increase in remote working over the past two years, barriers persist



Management discretion presents barriers for workers who want to work flexibly



More than half of UK managers currently have the power to decide which employees can work remotely and when staff should be present in the office...

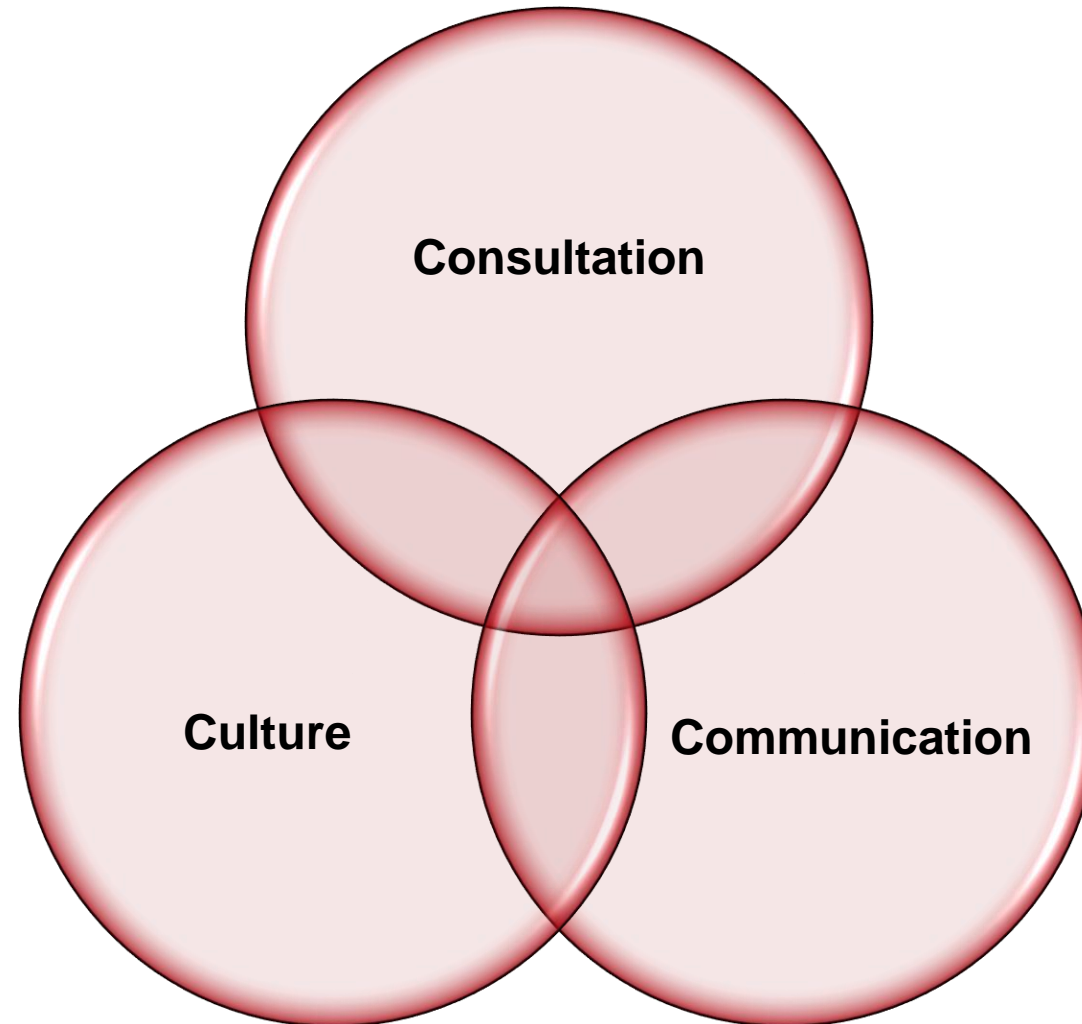
...but 1 in 5 employees whose line manager decides their working arrangements are not happy with this.

Managers have a key role to play in supporting and role-modelling remote working

Line manager support is particularly important for disabled workers...

61% of disabled workers said that they felt comfortable asking to work remotely because their line manager was supportive of it.

Making hybrid work inclusive – employers



Making hybrid work inclusive – policymakers

Make flexible working the default position for all employees

Require that large employers share info on their approach to flexible work

Develop an employer accreditation campaign to promote flexible working

Prioritise inclusive employers within funding and procurement exercises

Local authorities have an important role to play – affordable and accessible co-working spaces

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27 June 2022

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Register here:

https://us02web.zoom.us/webinar/register/WN_uZVDJN2lTliPe2EKUD82Mg

