

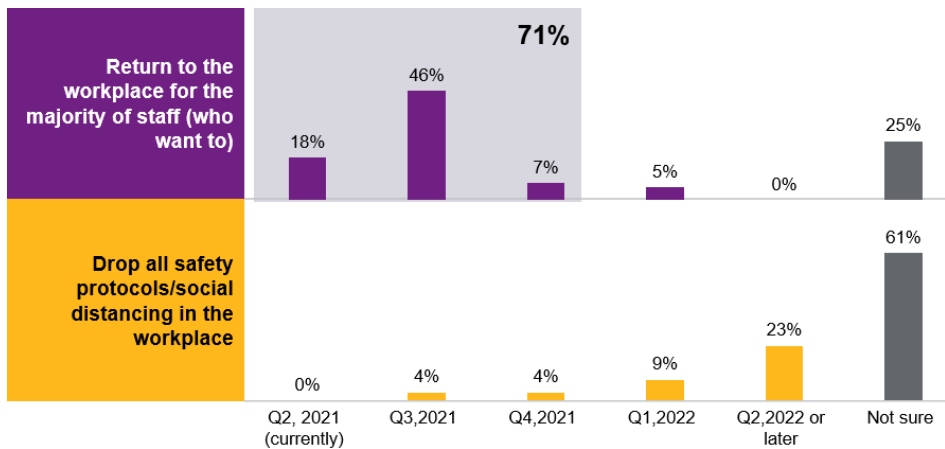
2021 Benefit Trends Survey

Return to the workplace Switzerland

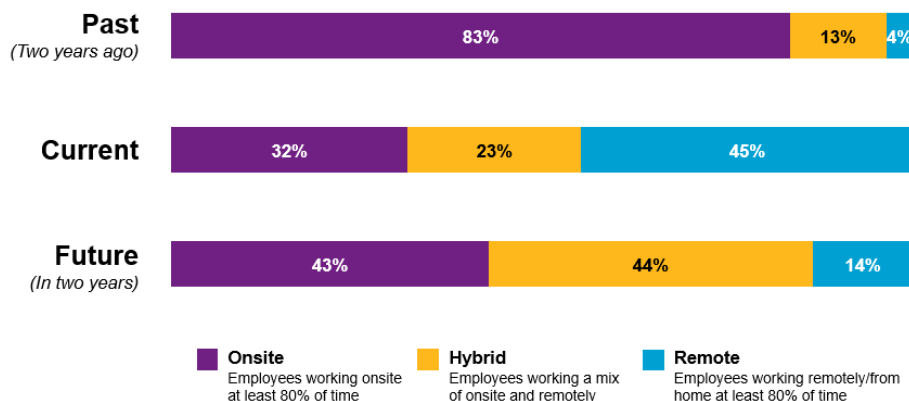
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When and what does it mean?

- COVID-19 necessitated a rapid change to the way we work from a situation where most employees (83%) worked on site with less than 1 in 20 remotely to one where 45% of us work remotely today (May/June 2021), and about 1 in 3 work on site.
- As our economy opens after the lifting of restrictions, we will see a gradual move back to the office, where 71% of Swiss employers plan to move back to the office by the end of 2021. Though 25% are still unsure about when they will be doing that.

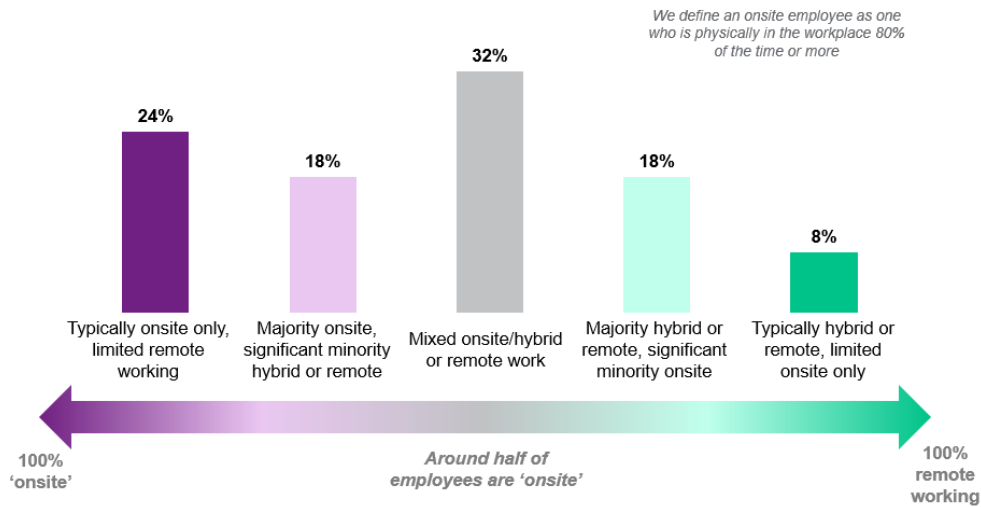


- As we return to the workplace, the expectation is that in two years' time, most workers will have a hybrid work arrangement, where about 2 in 5 will mix working onsite and remotely, with about 1 in 7 of the workforce exclusively working remotely.



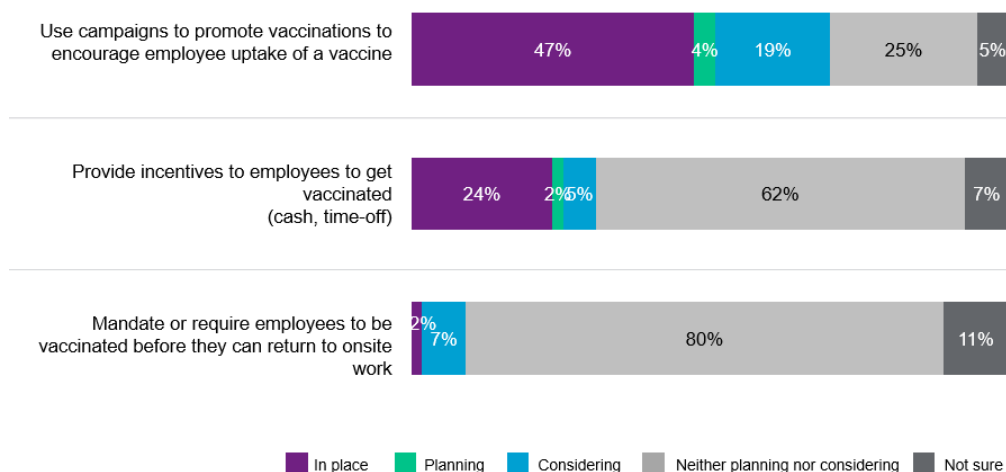
Future work arrangements (in two years)

- The types of organisations that will emerge, based on future work arrangements, will be such that about 2 in 5 of Swiss organisations will have their workforce mostly onsite, and only 1 in 4 will have most of their employees using a hybrid model or exclusively working remotely.



Steps Swiss employers are taking

- This is accompanied by a lot of uncertainty about whether to drop or maintain various safety protocols and social distancing while at work, where 3 in 5 are not sure about what they will be doing in that respect.
- As for the vaccine roll-out we see that 47% of Swiss employers have encouraged employees to take the vaccine through campaigns that promote vaccination, with a further 23% planning or considering to do so.
- 1 in 4 are providing incentives to vaccinate through time-off or cash; but most employers (62%) are neither planning nor considering the use of incentives, and a further 7% are unsure about their use.
- However, very few Swiss organisations (2%) have mandated vaccines or are considering them (7%) as a requirement to returning to the workplace, with 80% of Swiss organisations not having any intention of using mandates as a tactic, and a further 11% unsure about their use.



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