

Swiss employees working remotely enjoy improved work-life balance but feel more disconnected

About the survey: A total of 774 Swiss employees from large and midsize private employers participated in the 2022 Global Benefits Attitude Survey, which was conducted during December 2021 and January 2022.

A majority of employees prefer remote or hybrid work

	Employer mandated work arrangements		Employees prefer
	Before pandemic	After pandemic	
Always or mostly onsite	79%	63%	41%
Equal split	12%	21%	29%
Always or mostly remote	10%	17%	30%

Employees find remote work a mixed experience

Pros

59%



of employees say remote work has helped them achieve a better work-life balance

- Female parents with children over 5: 70%
- Male parents with children over 5: 60%
- Female, no children: 60%
- Male, no children: 57%
- Female, children under 5: 60%
- Male with children under 5: 48%

Cons

44%

of employees feel more disconnected working remotely

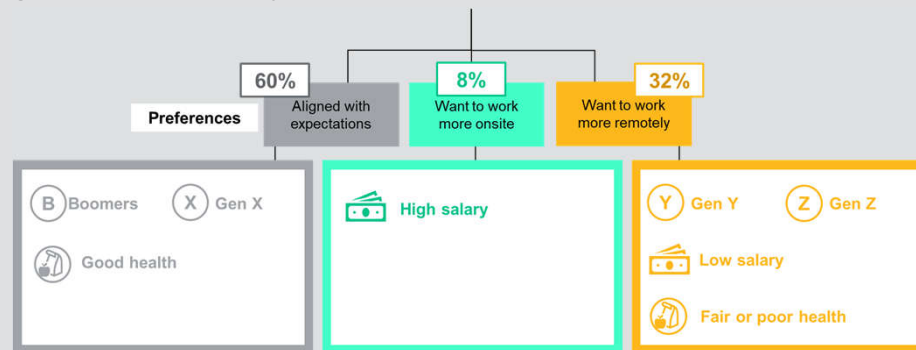
- Employees earning a salary of CHF 85,000+: 54%
- Employees 18 to 25 years old: 48%
- Employees 26 to 40 years old: 47%

31%

of employees worry that working remotely will have a negative impact on career

- Employees 18 to 25 years old: 56%
- Employees 26 to 40 years old: 32%
- Ethnic minority: 41%

Work arrangements: do employees want to work more or less onsite?



Low salary indicates less than CHF 4,000, medium salary indicates CHF 4,000 to CHF 6,999 and high salary indicates CHF 7,000 or more.

Actions to take now!

- Use employee listening, work and job design to determine flexibility options and align on preferences
- Ensure that employees working remotely have increased awareness of and equitable access to programs and resources for learning, development and enablement, allowing employees to broaden their capabilities
- Use transparent communication to emphasize that remote employees will be treated fairly in terms of career opportunities and pay increases. Foster trust in direct line management and senior leadership
- Determine needed and expected manager competencies, and assess skills to understand development and training needs