



## Businesses to miss out on top talent where remote work isn't made permanent

### UK workers call for Government regulation on remote work policies

LONDON, United Kingdom –February 25, 2021: New research from [Citrix](#) has confirmed that remote work is here to stay, with 85% of UK respondents agreeing that it will be more common post-pandemic. The study shows that remote and flexible work options are now key to attracting and retaining talent, with 62% saying that businesses will miss out on top talent if they do not offer flexible work options, and 46% saying that if they were to change jobs, they would only accept a role which offered flexible and remote work options. Over half (54%) of respondents go a step further and would like remote work policies to be regulated by the Government.

### Remote work during pandemic has improved work and personal lives

Surprisingly, only a quarter (25%) of respondents feel that the pandemic has had a negative impact on their working life and career, and 28% even say it has had a positive impact, in terms of time management, flexibility and overall performance. In addition, over a third (39%) believe their personal lives have been positively affected as the lack of a commute has given them a chance to spend more time with family (14%), take on a hobby (12%), or simply to get extra sleep (22%).

As a result, post-pandemic, half (51%) of respondents favour a hybrid model where they can work from both the office and remotely, with just 12% wanting to go back to an office every day.

Where companies did not offer remote work prior to the pandemic, it was usually because they feared their employees would not work the same number of hours as in the office. But the research shows that three quarters (75%) of respondents work at least the same number of hours, with 41% working longer hours than from the office.

### Company culture must adapt to better support employees' emotional wellbeing

Despite the practical benefits experienced by many people as a result of remote work, over a third (35%) of respondents felt that their mental health had got worse over the last 12 months. The study also shows that 85% see a company culture that promotes mental and/or physical wellbeing as important, suggesting that businesses must now redefine their company culture to provide an employee experience which ensures they are able to continue to work productively, long term.

“For all the challenges caused by the pandemic, UK office workers are still reporting improvements to their personal lives and careers as a result of remote working,” said Mark Sweeney, Regional VP of UK and Ireland, Citrix. “If people can find a silver lining in even these difficult circumstances, we have an opportunity to evolve work post-pandemic, and see a new generation of happier workers that stay committed to their companies longer, having been given the choice of working wherever is best for them.”

He adds: “In 2020, businesses were surviving, not thriving. In 2021, they need to look up from the operational side of the business and dedicate time and resource to identifying the core values of their organisation in a post-pandemic world, with a hybrid workforce which is looking to be supported and engaged by their employer. Culture is a key differentiator in attracting and retaining talent, and it is essential that businesses prioritise this to ensure that they are future-ready.”

Methodology: The poll – commissioned by Citrix and conducted by OnePoll – questioned 1,000 UK office workers, asking about their views on their current working situation, company culture, and the impact of the pandemic on their wellbeing, career and work/life balance. In total 3,750 European office based workers in the UK, France, Germany, Switzerland and the Netherlands were surveyed, including 1,000 UK-based respondents, between 02/02/21 and 15/02/21.

About Citrix Citrix (NASDAQ: CTXS) builds the secure, unified digital workspace technology that helps organizations unlock human potential and deliver a consistent workspace experience wherever work needs to get done. With Citrix, users get a seamless work experience and IT has a unified platform to secure, manage, and monitor diverse technologies in complex cloud environments.

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