



ROMANIA

BACK TO THE OFFICE

INTRODUCTION

The Covid-19 pandemic has arguably caused a major shift in terms of how people work, as a significant number of employees have been working from home daily since March 2020, a direct consequence of the restrictions adopted in order to combat the effects of the pandemic.

While many employees have returned to their offices during the summer of 2021, when the number of new Covid-19 cases had considerably decreased, it is still difficult to predict the extent to which the offices will be occupied after the pandemic. It is clear that a “one size fits all” approach is not applicable in this case, as companies and employees have different needs and strategies.

The main objective of this survey is to determine how the employees’ mindset has changed (or not) after 18 pandemic months in regards to working from home or from the office and how they perceive both

alternatives, once the medical situation will fully stabilize and companies will have to make clear decisions pertaining to their office footprint.

An initial conclusion is somehow mixed in the sense that the respondents declared themselves satisfied by both options and a more mixed approach would be preferred as such, while the optimal mix in a working week would be a 50-50 split between working from home and working from office.

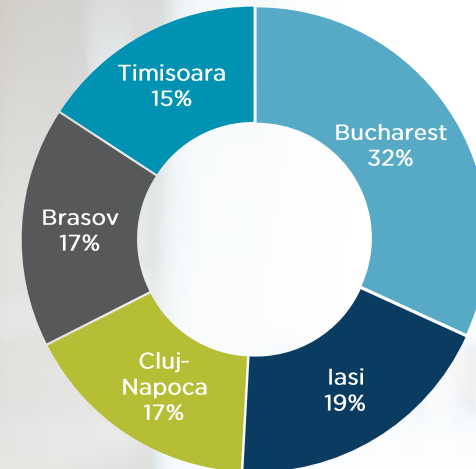
However, it can be noticed that the employees who have worked mostly from home during the last 18 months show a desire to spend more time in the office than in the early stages of the pandemic, but it also remains relatively clear that a relevant number of respondents would prefer to continue working from home for a few days a week.



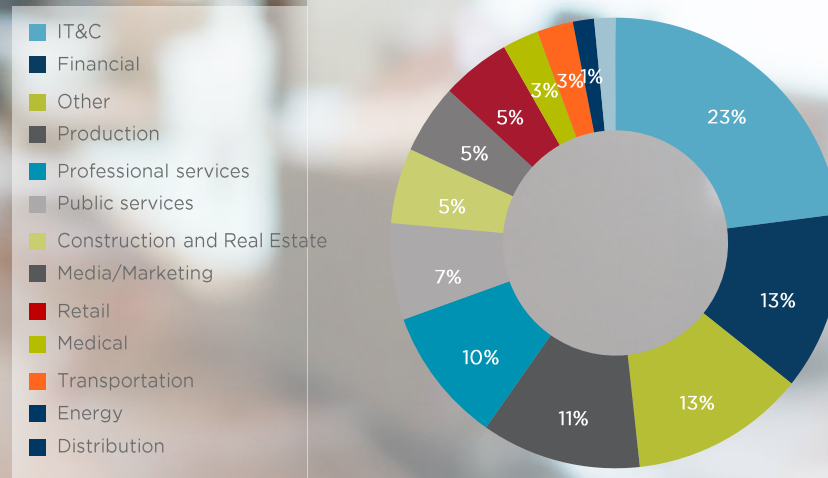
WHO ARE THE RESPONDENTS

The survey covers employees from Bucharest and main regional cities who work in more than 10 different sectors

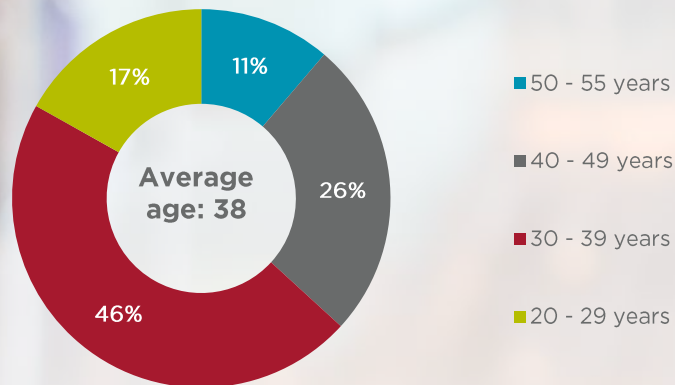
Respondents residence:



Respondents industry:



Respondents age:



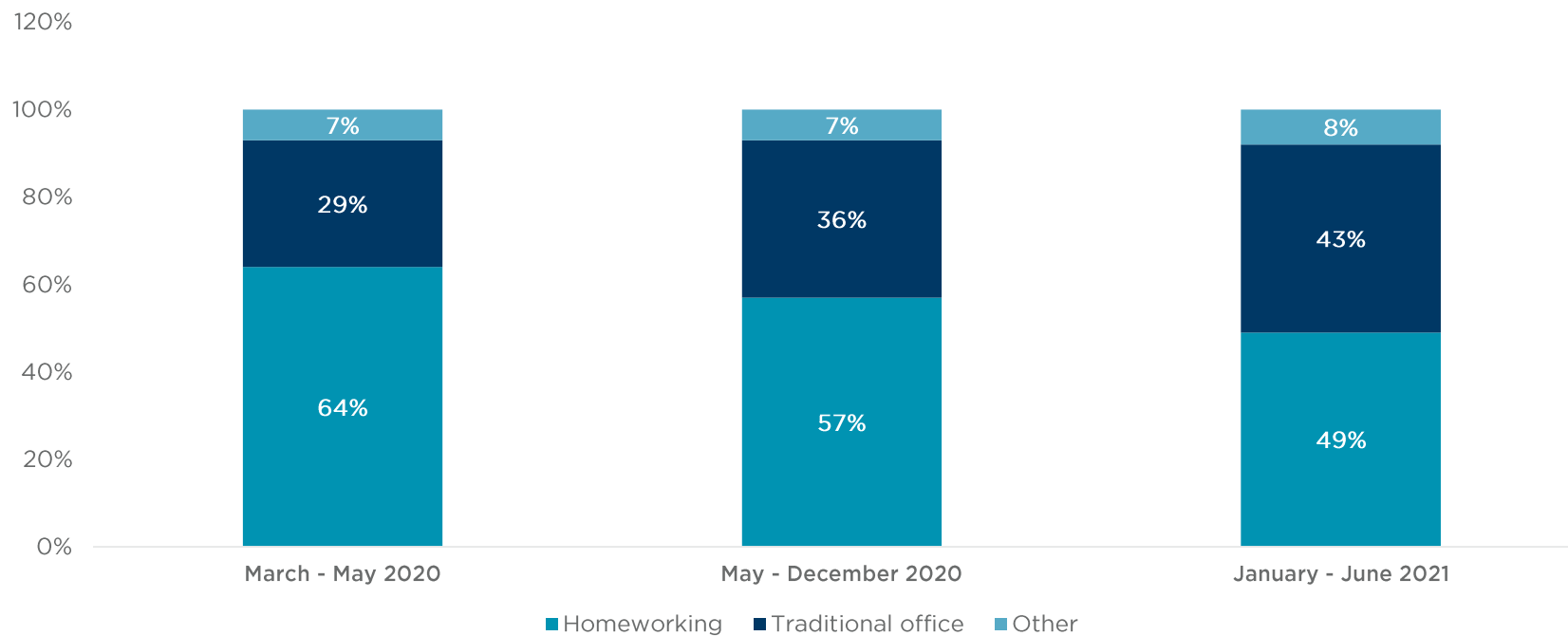
ROMANIA

BUCHAREST

REGIONAL CITIES

**NEARLY
50%**

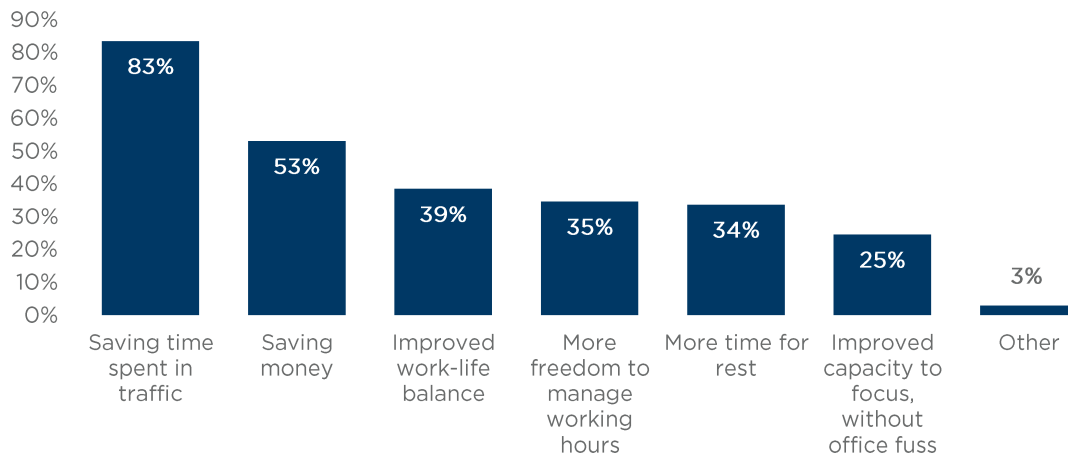
more employees worked during H1 2021 mainly from their offices compared with the state of emergency period



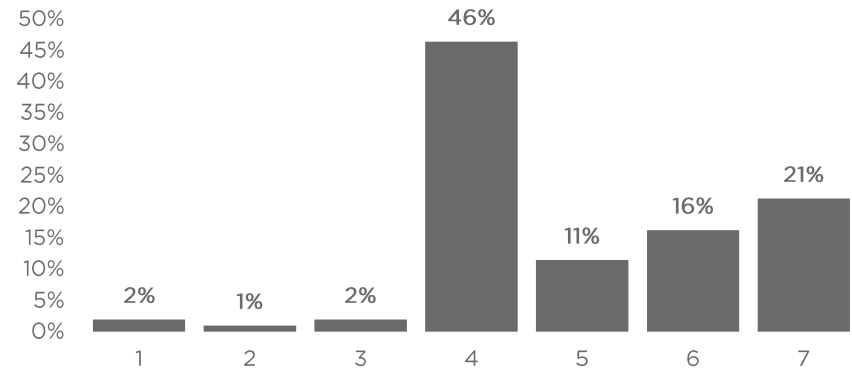
83%

of the respondents appreciate saving the time usually spent in traffic when homeworking

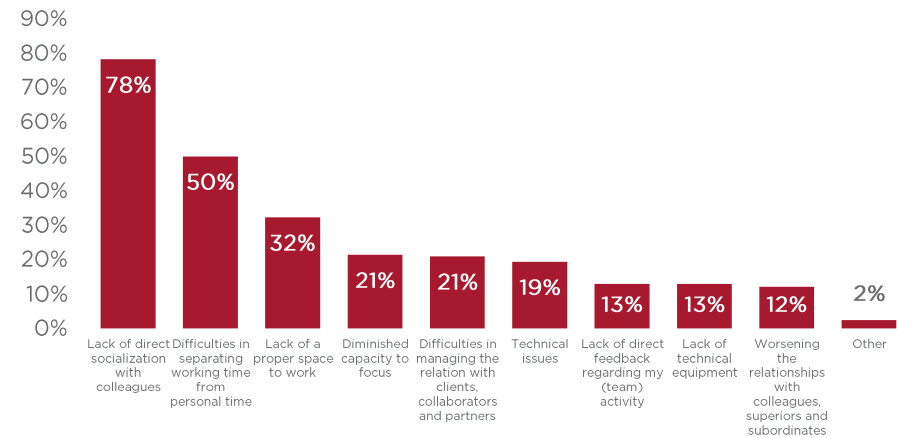
Main advantages you have noticed when homeworking?



How would you evaluate your homeworking experience from a scale between 1 and 7? (1 - bad 7 - great)



Main disadvantages you have noticed when homeworking?



ROMANIA

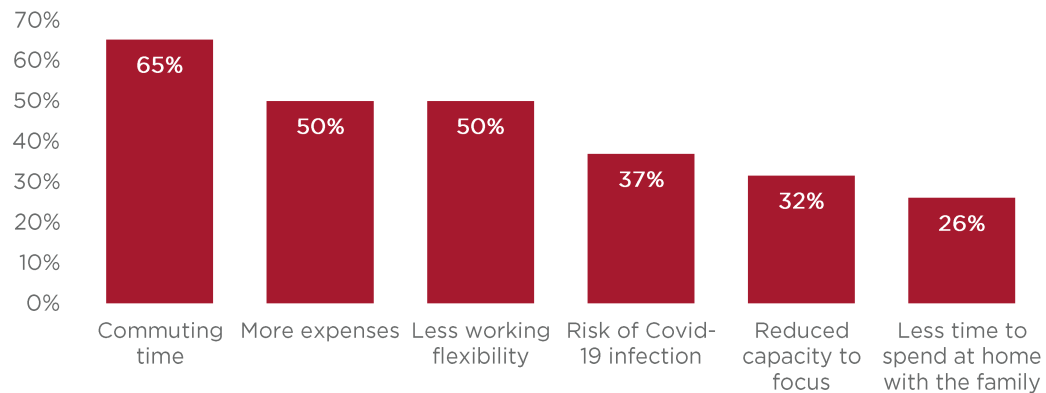
BUCHAREST

REGIONAL CITIES

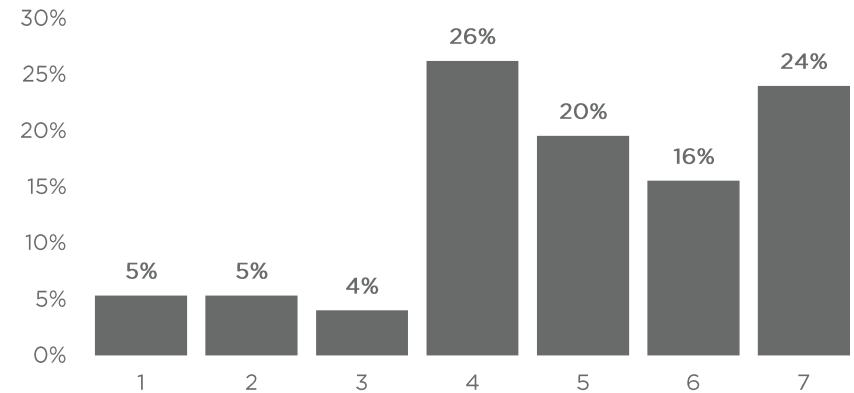
63%

of the respondents appreciate having a better communication with their colleagues at the office

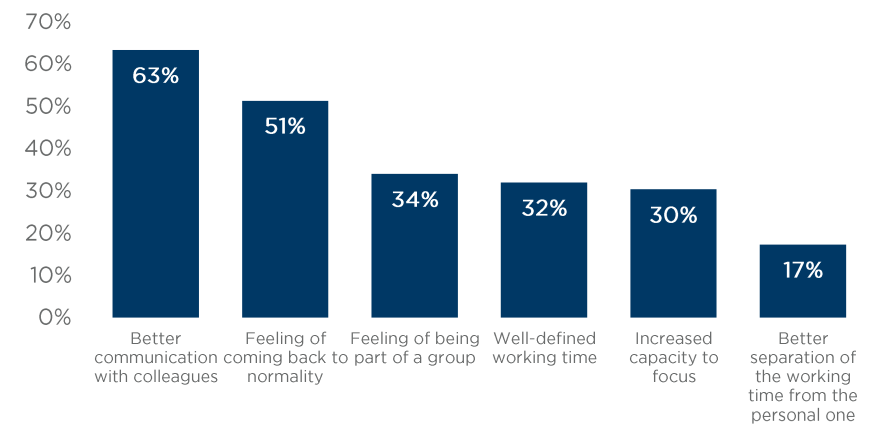
What do you consider to be the main disadvantages of coming back to the office?



How would you evaluate your experience of coming back to the office from a scale between 1 and 7? (1- bad 7-great)



What do you consider to be the main advantages of coming back to the office?

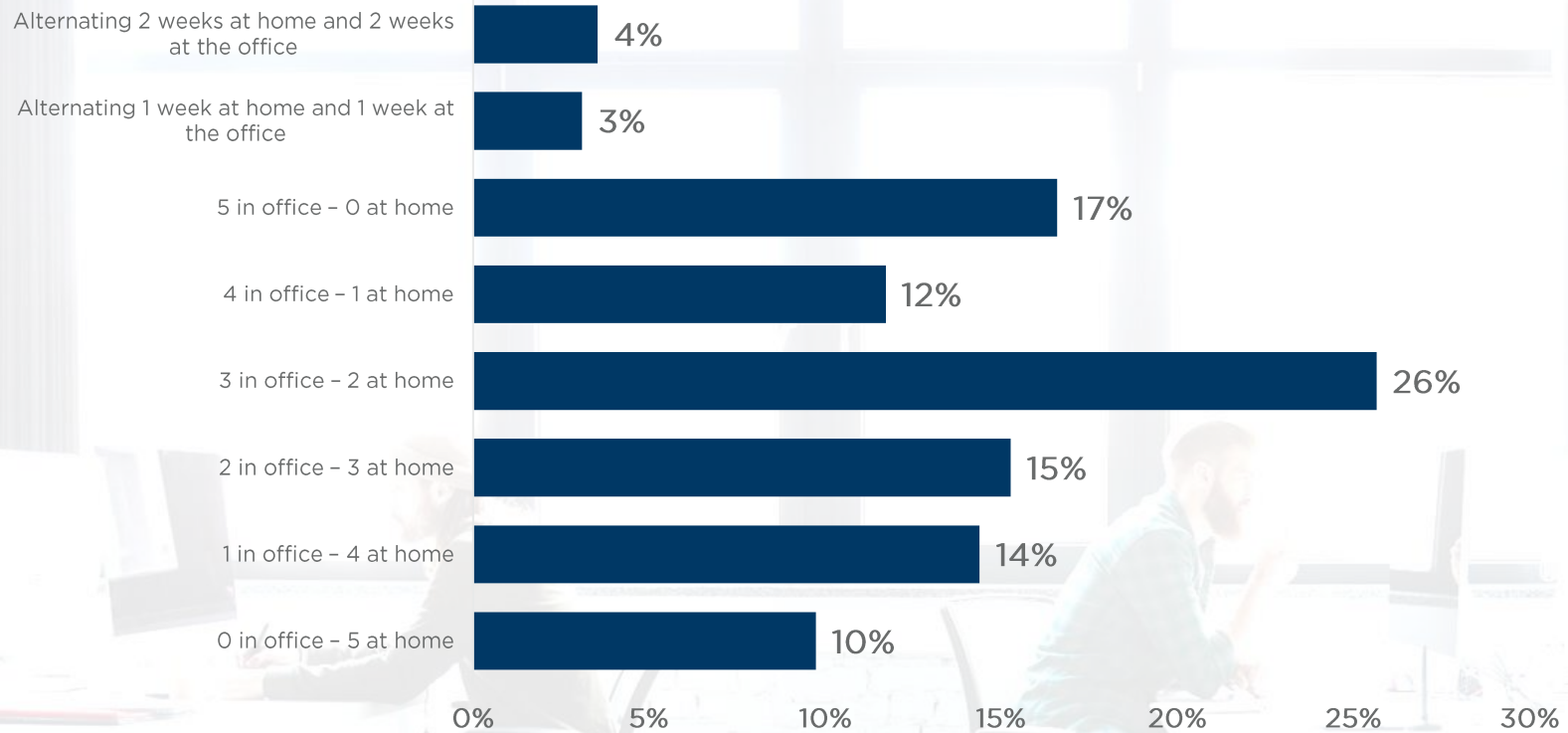


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REGIONAL CITIES

If you had the possibility to choose the place you work from, how would you split your working days in a regular week?



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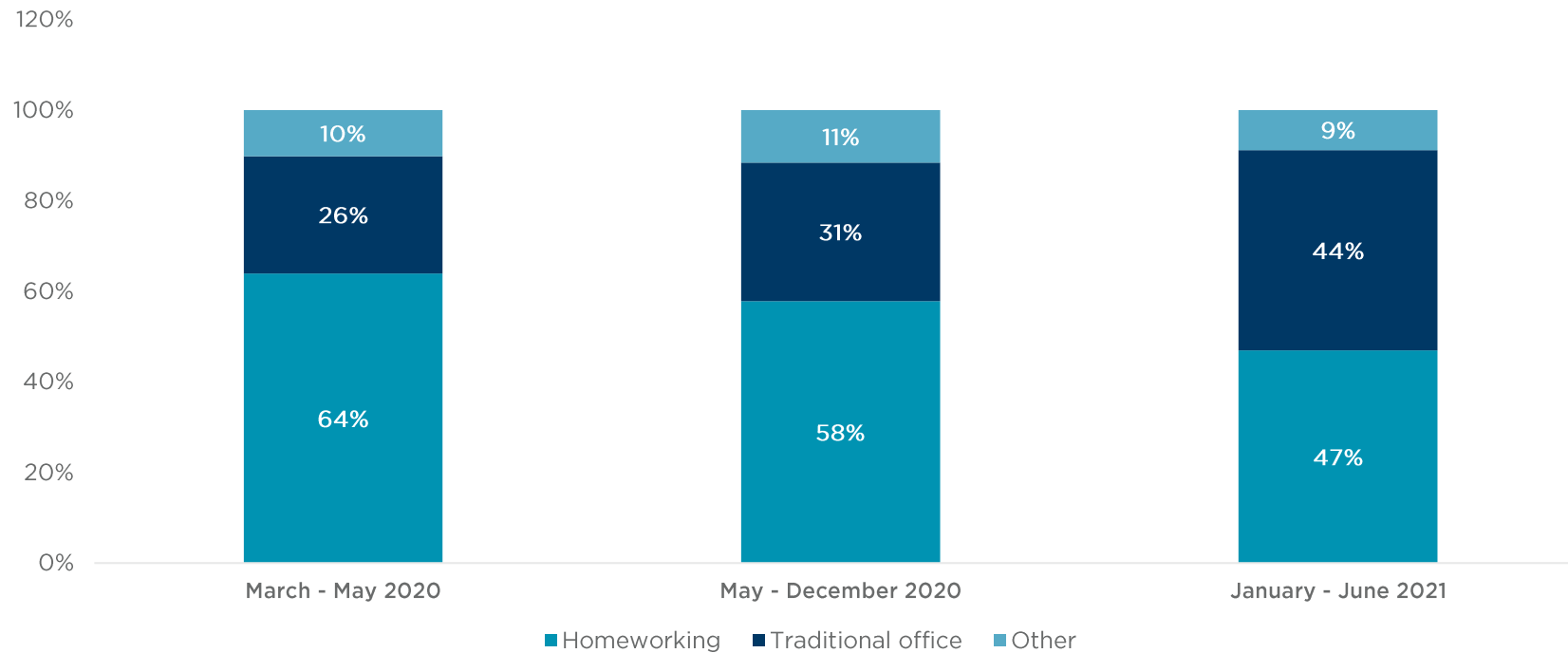
The background of the image is a close-up, low-angle shot of a modern glass skyscraper. The grid of window frames creates a strong sense of depth and perspective. A bright red lightning bolt graphic, consisting of two parallel lines, strikes diagonally from the bottom center towards the upper right, crossing the building's facade. The text is overlaid on the left side of the image.

BUCHAREST

**COMING BACK TO THE
OFFICE**

**NEARLY
70%**

more employees worked during H1 2021 mainly from their offices in Bucharest compared with the initial state of emergency



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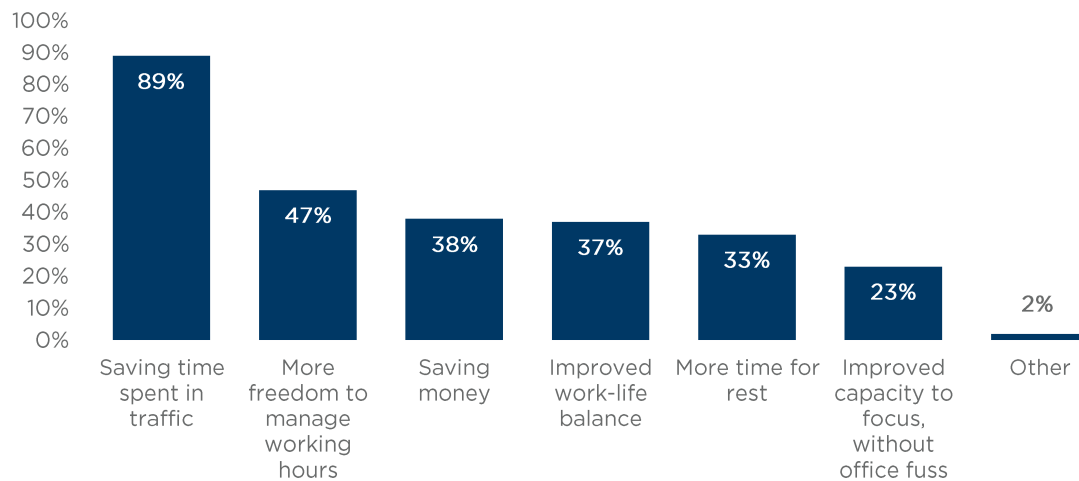
BUCHAREST

REGIONAL CITIES

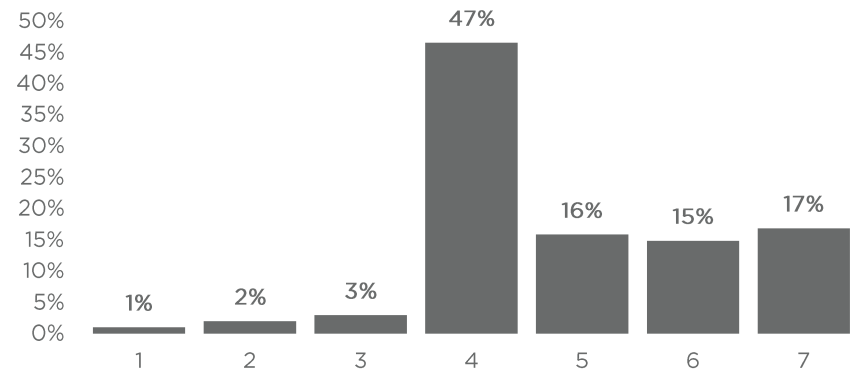
82%

of the respondents from Bucharest miss socializing with their colleagues when homeworking

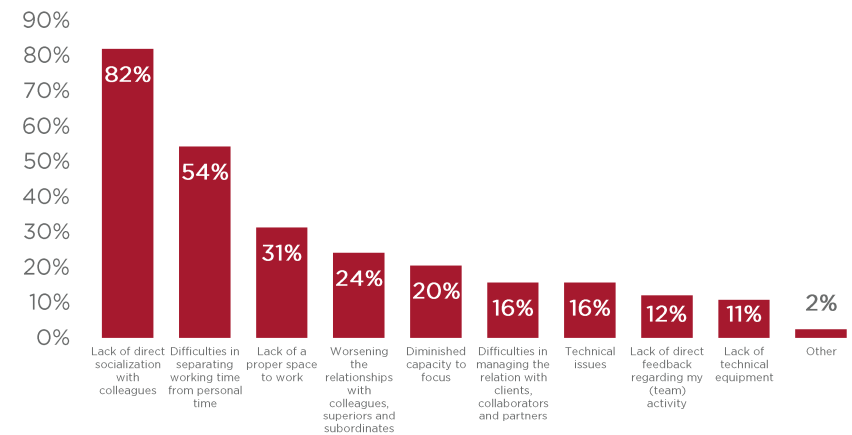
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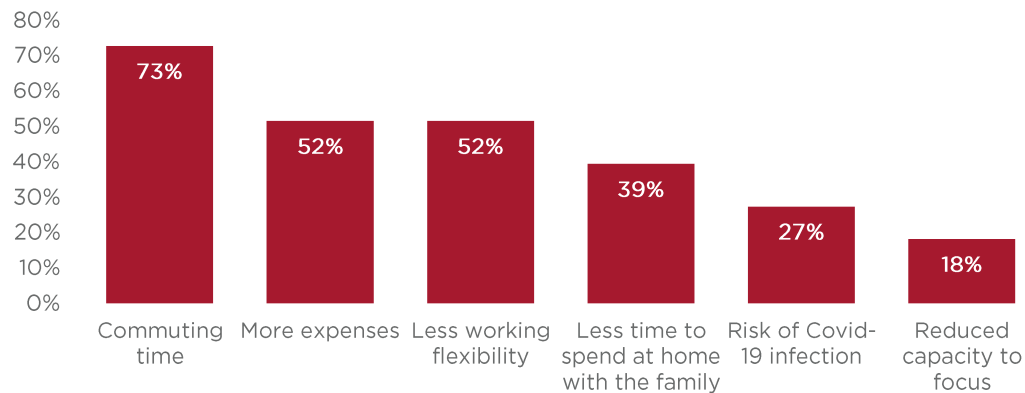
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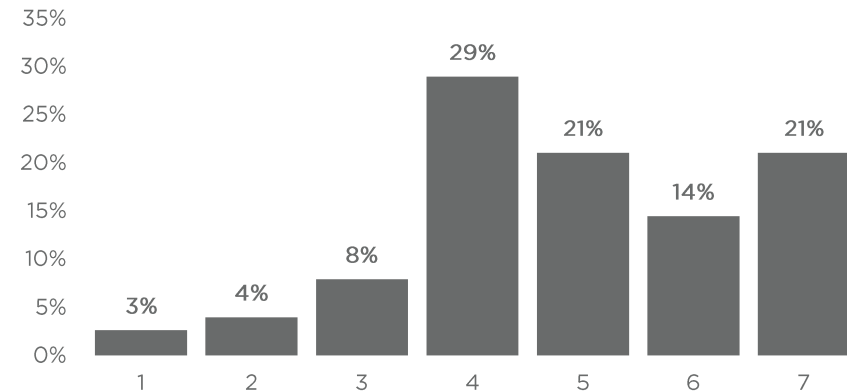
73%

of the respondents from Bucharest complain about the commuting time to their offices

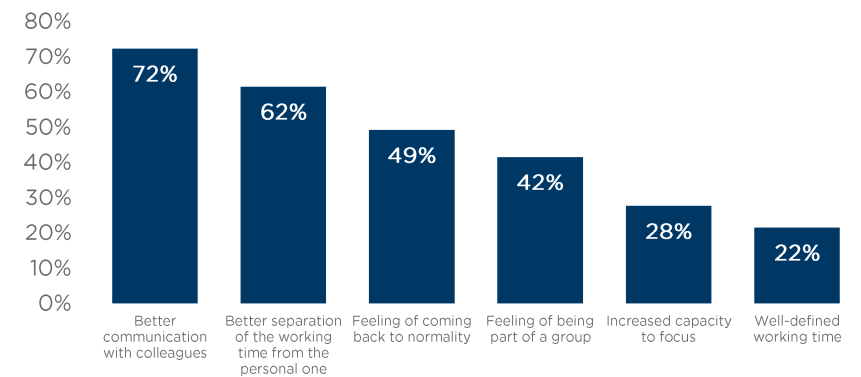
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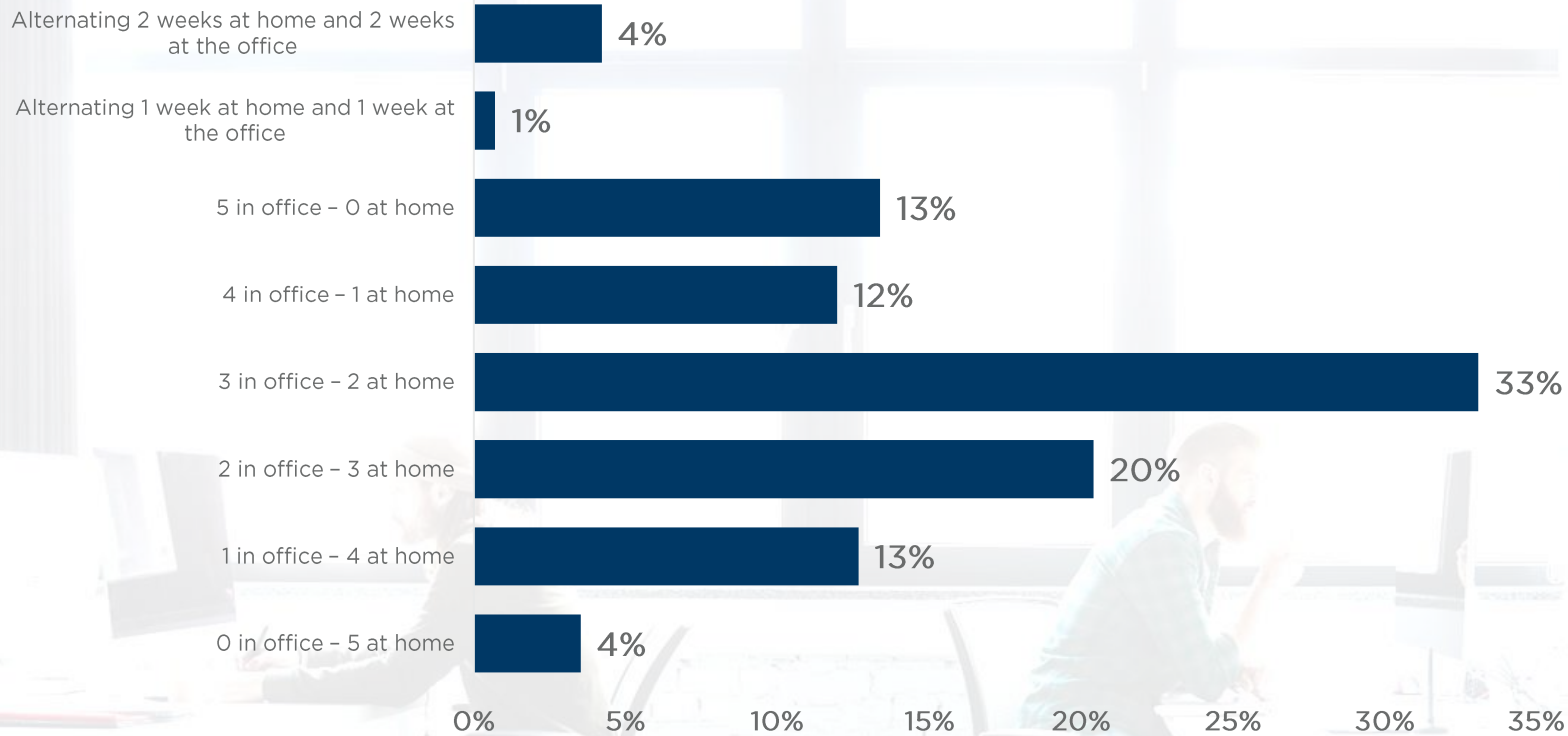
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REGIONAL CITIES

COMING BACK TO THE OFFICE

If you had the possibility to choose the place you work from, how would you split your working days in a regular week?



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REGIONAL CITIES

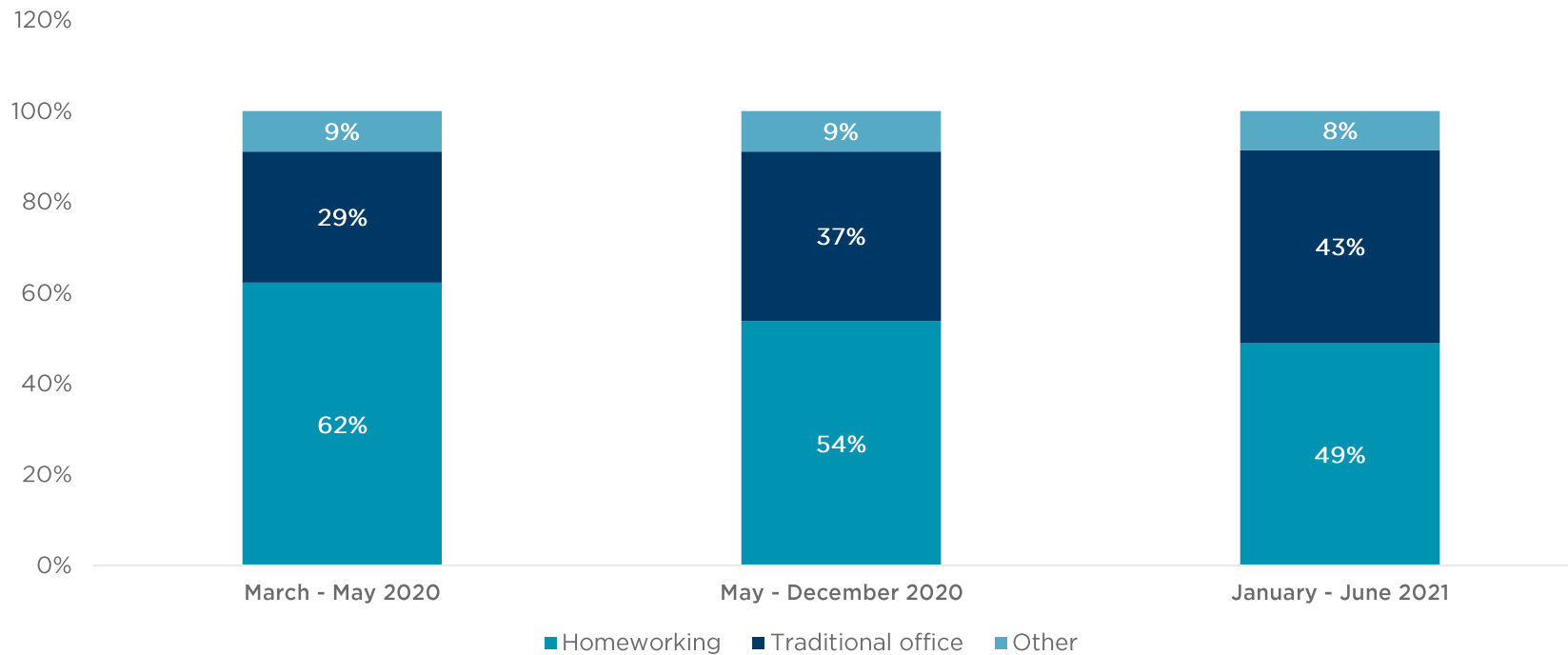


REGIONAL CITIES

COMING BACK TO THE
OFFICE

**NEARLY
50%**

more employees worked during H1 2021 mainly from their offices in the regional cities compared with the first phase of the Covid-19 pandemic



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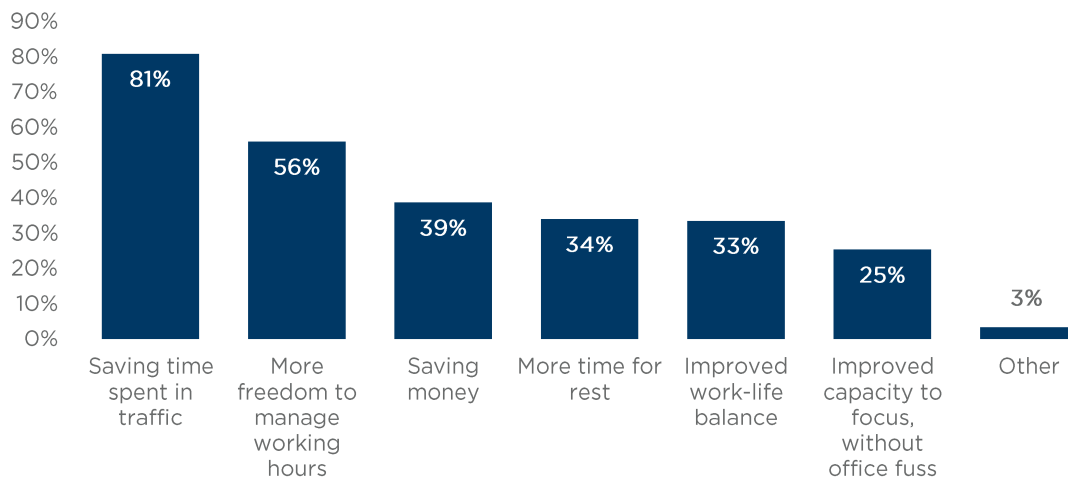
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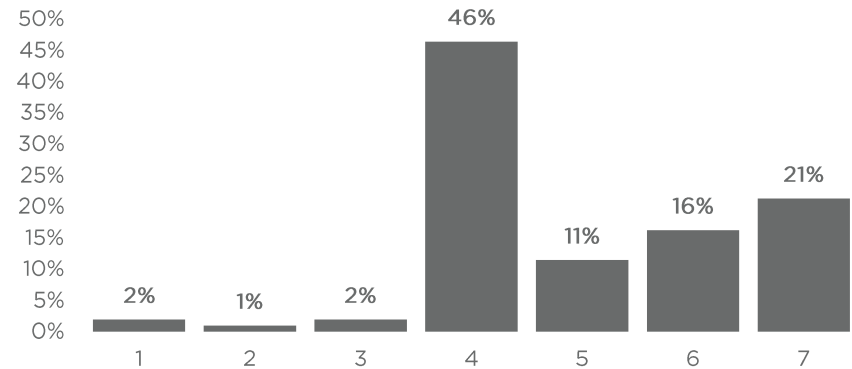
95%

of the respondents from the regional cities had a good or very good homeworking experience

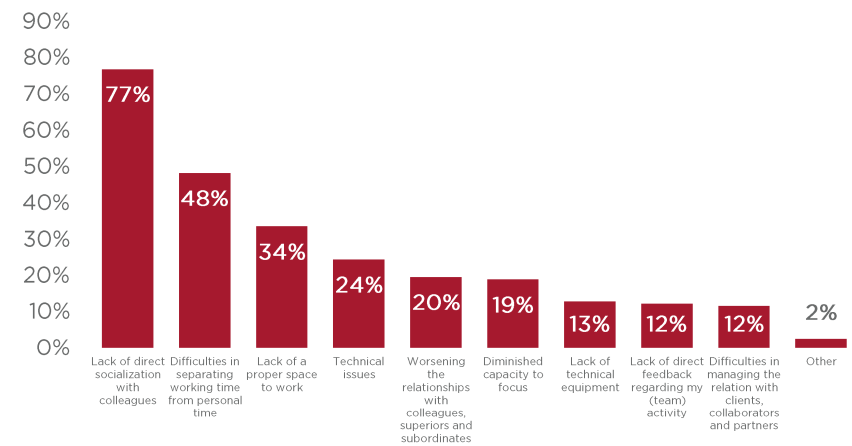
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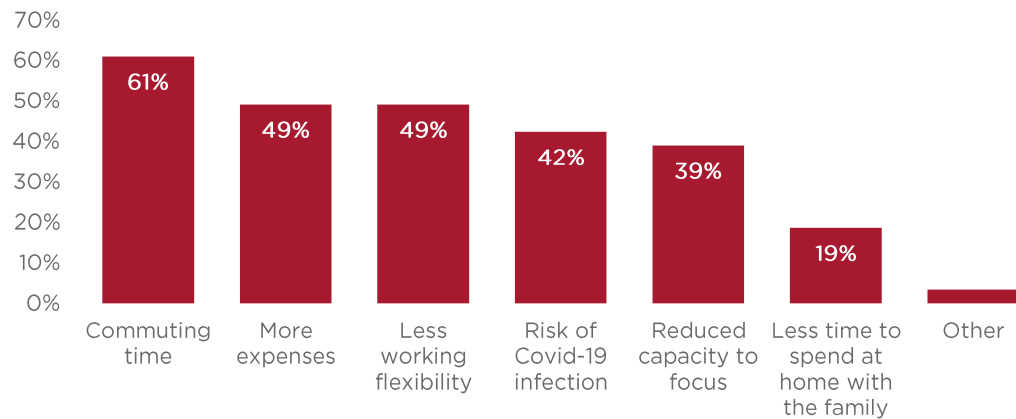
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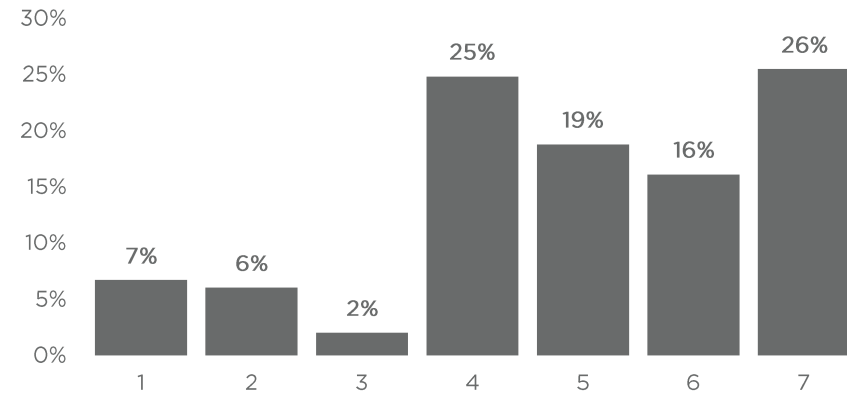
85%

of the respondents from the regional cities had a good or very good experience of coming back to their offices

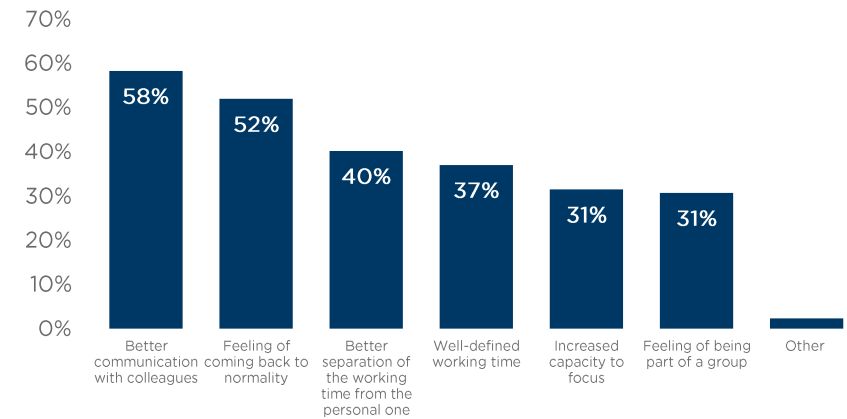
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What do you consider to be the main advantages of coming back to the office?

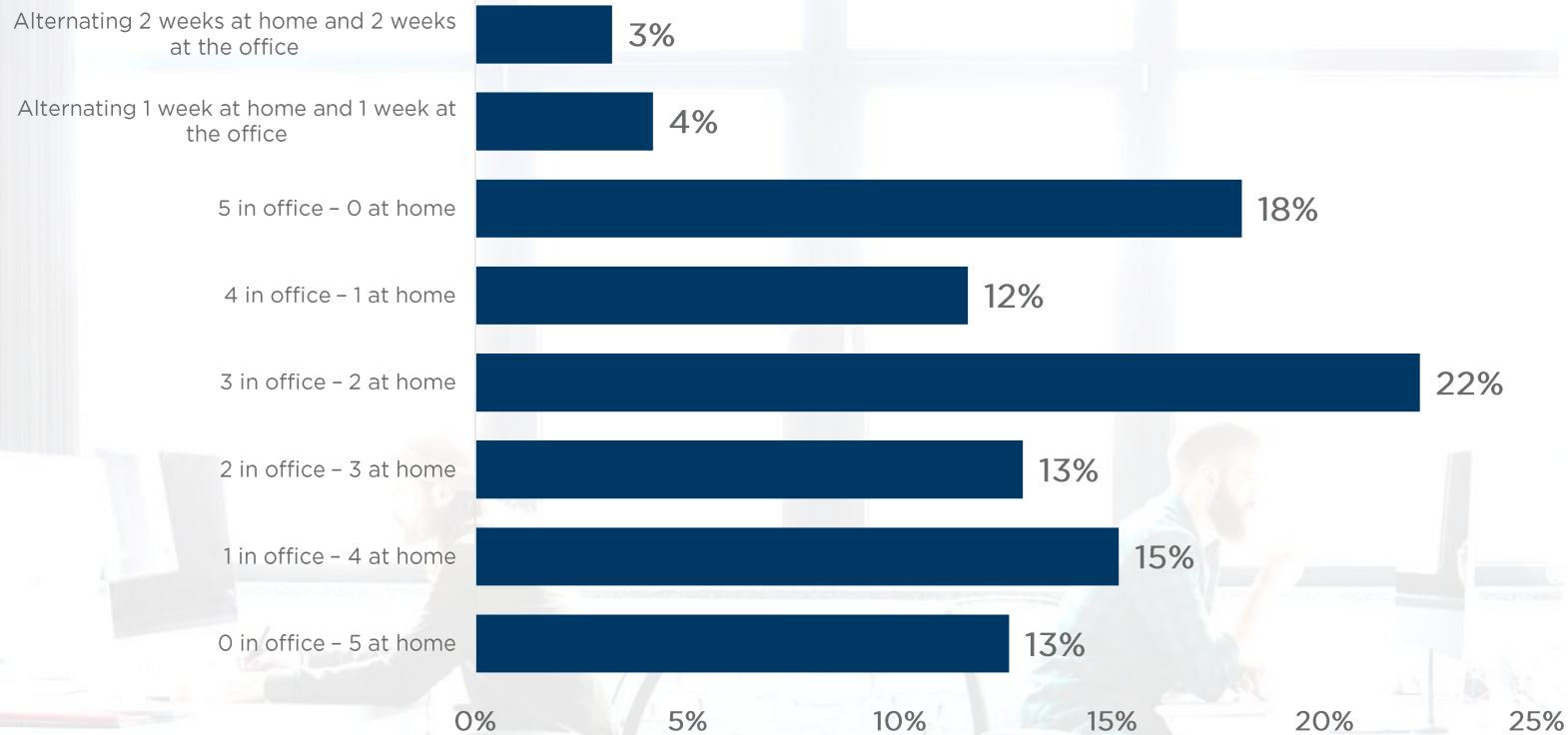


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REGIONAL CITIES

Main findings

- During H1 2021, when the Covid-19 pandemic in Romania was more or less under control, 43% of the employees used to work mainly from their offices, compared with 36% during May – December 2020 and 29% during March – May 2020 (the lockdown period).
- Coming back to the office is associated with “returning to normality” by more than half of the employees.
- Offices will remain a vital part of the operational activity for most companies, as only 10% of the employees would prefer to work exclusively from home; this can be seen directly in Bucharest, where 96% of the respondents want to work from the office at least 1 day per week, but also in the main regional cities of Romania where the corresponding share is of 87%.
- Commuting time remains the most important disadvantage of coming back to the office: 73% of the respondents in Bucharest complain about traffic, while 61% of the respondents from the regional cities have the same problem; the Covid-19 risk infection in the office is perceived as a major threat by 42% of the respondents from the regional cities, compared with only 27% in Bucharest.
- Lack of direct socialization with colleagues is considered as the main disadvantage of working from home by 82% of the employees in Bucharest and by 77% of the respondents from the regional cities.
- Employees in Romania proved to be very agile, since 95% of the respondents had a good and very good experience of working from home, while 86% of the employees evaluated their return to the office as a pleasant experience, despite the sanitary context.

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