

## YouGov Survey Results

### Sample Size: 2011 Employees

Fieldwork: 1st - 20th November 2018



Total	Organization size		
	Small (less than 50 employees)	Medium (50 to 249 employees)	Large (250+ employees)

Does your business have a policy that allows employees to work from home?

	2011	529	339	1143
Unweighted base	2011	529	339	1143
<b>Base: Employees</b>	2011	723	301	987
Yes, it does	45%	35%	46%	53%
No, it doesn't	48%	60%	48%	40%
Don't know	6%	4%	6%	8%

You previously said that your business has a policy that allows employees to work from home...In general, to what extent would you say your business encourages or discourages employees to work from home?

	950	192	158	600
Unweighted base	950	192	158	600
<b>Base: Employees whose company allows employees to work from home</b>	913	255	140	518
Encourages a lot	16%	23%	13%	13%
Encourages a little	37%	30%	37%	41%
Discourages a little	24%	24%	30%	22%
Discourages a lot	8%	7%	8%	9%
Don't know	15%	16%	12%	14%

**YouGov Survey Results**  
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Total	Work industry (MAIN)										
	Manufacturing	Construction	Retail	Finance and Accounting	Hospitality and leisure	Legal	IT & telecoms	Media/marketing/advertising/PR & sales	Medical & health services	Education	Transportation & distribution

Does your business have a policy that allows employees to work from home?

Unweighted base	2011	237	128	245	242	136	107	232	145	76	37	102
<b>Base: Employees</b>	2011	230	136	237	225	144	116	228	145	75	42	95
Yes, it does	45%	33%	45%	14%	71%	18%	57%	77%	72%	39%	28%	22%
No, it doesn't	48%	57%	49%	78%	25%	76%	42%	18%	21%	60%	72%	69%
Don't know	6%	10%	6%	8%	4%	6%	2%	5%	7%	1%	-	9%

You previously said that your business has a policy that allows employees to work from home...In general, to what extent would you say your business encourages or discourages employees to work from home?

Unweighted base	950	84	59	37	175	26	67	180	105	31	11	24
<b>Base: Employees whose company allows employees to work from home</b>	913	76	61	34	159	27	66	176	105	29	12	21
Encourages a lot	16%	8%	25%	9%	16%	16%	6%	24%	11%	6%	-	17%
Encourages a little	37%	28%	31%	45%	44%	42%	39%	36%	33%	48%	49%	37%
Discourages a little	24%	29%	29%	18%	17%	17%	14%	22%	38%	28%	16%	12%
Discourages a lot	8%	8%	6%	5%	12%	7%	16%	7%	8%	9%	-	12%
Don't know	15%	28%	10%	24%	11%	18%	25%	11%	10%	9%	35%	21%

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Total			Company annual turnover						Compa		
	Real estate	Other	First year of trading	Less than £1 million (NET)	£1 million - £ 9.9 million (NET)	£10 million or more (NET)	Don't know	Prefer not to answer	Up to 5 years	Over 5 years up to 10 years	Over 10 years up to 20 years

Does your business have a policy that allows employees to work from home?

Unweighted base	2011	22	302	6	147	269	680	845	64	120	135	303
<b>Base: Employees</b>	2011	25	313	7	205	272	595	866	66	145	149	328
Yes, it does	45%	24%	46%	31%	35%	42%	59%	39%	51%	47%	49%	46%
No, it doesn't	48%	76%	48%	69%	60%	55%	34%	54%	38%	49%	49%	50%
Don't know	6%	-	7%	-	4%	4%	7%	7%	11%	4%	2%	4%

You previously said that your business has a policy that allows employees to work from home...In general, to what extent would you say your business encourages or discourages employees to work from home?

Unweighted base	950	7	144	2	54	115	404	341	34	57	67	142
<b>Base: Employees whose company allows employees to work from home</b>	913	6	143	2	73	113	353	339	34	69	72	150
Encourages a lot	16%	-	17%	56%	22%	11%	13%	19%	15%	29%	24%	17%
Encourages a little	37%	42%	36%	44%	43%	23%	42%	35%	43%	32%	33%	40%
Discourages a little	24%	44%	27%	-	23%	38%	24%	20%	22%	19%	26%	18%
Discourages a lot	8%	-	7%	-	8%	16%	8%	7%	2%	4%	4%	9%
Don't know	15%	14%	13%	-	5%	12%	12%	20%	17%	15%	14%	16%

**YouGov Survey Results**  
**Sample Size: 2011 Employees**

Fieldwork: 1st - 20th November 2018



Total	By age			Region mainly work (GOR)								
	Over 20 years up to 35 years	Over 35 years	Don't know	North East	North West	Yorkshire and the Humber	East Midlands	West Midlands	East of England	London	South East	South West

Does your business have a policy that allows employees to work from home?

Unweighted base	2011	379	827	247	84	254	161	140	156	122	318	341	206
<b>Base: Employees</b>	2011	393	756	240	86	252	159	144	160	126	311	339	205
Yes, it does	45%	41%	50%	33%	30%	44%	44%	35%	37%	40%	63%	47%	40%
No, it doesn't	48%	54%	43%	53%	63%	49%	50%	59%	55%	52%	31%	47%	54%
Don't know	6%	5%	6%	13%	7%	6%	6%	7%	8%	7%	6%	6%	6%

You previously said that your business has a policy that allows employees to work from home...In general, to what extent would you say your business encourages or discourages employees to work from home?

Unweighted base	950	171	425	88	28	116	74	52	62	53	206	166	84
<b>Base: Employees whose company allows employees to work from home</b>	913	163	380	80	26	112	70	50	59	51	196	160	81
Encourages a lot	16%	15%	12%	15%	-	19%	20%	9%	21%	13%	10%	18%	15%
Encourages a little	37%	33%	42%	26%	40%	32%	34%	37%	36%	46%	43%	33%	36%
Discourages a little	24%	28%	24%	26%	17%	19%	23%	31%	20%	23%	29%	22%	29%
Discourages a lot	8%	11%	9%	5%	13%	13%	4%	4%	11%	5%	10%	9%	7%
Don't know	15%	13%	13%	27%	30%	17%	19%	20%	12%	13%	8%	18%	13%

**YouGov Survey Results**  
**Sample Size: 2011 Employees**

Fieldwork: 1st - 20th November 2018



Total				Gender		Age			
	Wales	Scotland	Elsewhere (i.e. outside of Great Britain)	Male	Female	Under 35	35-44	45-54	55+

**Does your business have a policy that allows employees to work from home?**

Unweighted base	2011	65	150	13	1075	936	553	503	484	469
<b>Base: Employees</b>	2011	69	148	12	1055	956	548	493	477	491
Yes, it does	45%	44%	47%	56%	48%	43%	51%	51%	45%	34%
No, it doesn't	48%	48%	49%	44%	45%	52%	43%	44%	48%	59%
Don't know	6%	7%	4%	-	7%	5%	6%	4%	7%	7%

**You previously said that your business has a policy that allows employees to work from home...In general, to what extent would you say your business encourages or discourages employees to work from home?**

Unweighted base	950	30	71	7	536	414	291	267	225	166
<b>Base: Employees whose company allows employees to work from home</b>	913	31	70	7	505	408	278	253	213	168
Encourages a lot	16%	11%	25%	28%	15%	17%	11%	15%	20%	19%
Encourages a little	37%	45%	37%	20%	39%	35%	33%	40%	40%	37%
Discourages a little	24%	21%	20%	26%	24%	24%	29%	24%	20%	19%
Discourages a lot	8%	-	4%	13%	7%	10%	12%	8%	6%	4%
Don't know	15%	22%	14%	12%	15%	14%	14%	13%	14%	20%

## YouGov Survey Results

### Sample Size: 2011 Employees

Fieldwork: 1st - 20th November 2018



Total	Organization size		
	Small (less than 50 employees)	Medium (50 to 249 employees)	Large (250+ employees)

In general, do you think that employees at your business work to a higher standard or lower standard when working from home, or do you think it is about the same?

Unweighted base	950	192	158	600
<b>Base: Employees</b>	<b>913</b>	<b>255</b>	<b>140</b>	<b>518</b>
A much higher standard	7%	9%	3%	7%
A slightly higher standard	15%	15%	17%	15%
About the same	45%	47%	48%	44%
A slightly lower standard	17%	16%	18%	18%
A much lower standard	3%	2%	3%	4%
Don't know	12%	11%	11%	13%

In general, do you think that employees in businesses that allow staff to work from home work to a higher standard or lower standard when working from home, or do you think it is about the same?

Unweighted base	932	314	161	457
<b>Base: Employees whose company doesn't allow employees to work from home</b>	<b>974</b>	<b>436</b>	<b>144</b>	<b>394</b>
A much higher standard	7%	6%	7%	7%
A slightly higher standard	15%	12%	17%	17%
About the same	38%	38%	34%	40%
A slightly lower standard	16%	17%	14%	17%
A much lower standard	4%	4%	6%	3%
Don't know	20%	23%	21%	17%

**YouGov Survey Results**  
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Total	Work industry (MAIN)										
	Manufacturing	Construction	Retail	Finance and Accounting	Hospitality and leisure	Legal	IT & telecoms	Media/marketing/advertising/PR & sales	Medical & health services	Education	Transportation & distribution

**In general, do you think that employees at your business work to a higher standard or lower standard when working from home, or do you think it is about the same?**

Unweighted base	950	84	59	37	175	26	67	180	105	31	11	24
<b>Base: Employees</b>	<b>913</b>	<b>76</b>	<b>61</b>	<b>34</b>	<b>159</b>	<b>27</b>	<b>66</b>	<b>176</b>	<b>105</b>	<b>29</b>	<b>12</b>	<b>21</b>
A much higher standard	7%	3%	6%	3%	6%	-	-	12%	4%	12%	11%	17%
A slightly higher standard	15%	16%	13%	14%	14%	27%	12%	19%	17%	9%	-	21%
About the same	45%	35%	56%	47%	45%	39%	43%	48%	50%	53%	59%	38%
A slightly lower standard	17%	23%	17%	13%	18%	11%	17%	13%	18%	17%	-	4%
A much lower standard	3%	2%	1%	3%	6%	3%	2%	2%	3%	3%	-	4%
Don't know	12%	20%	7%	21%	11%	20%	26%	8%	7%	6%	30%	17%

**In general, do you think that employees in businesses that allow staff to work from home work to a higher standard or lower standard when working from home, or do you think it is about the same?**

Unweighted base	932	128	61	187	56	101	38	41	30	44	26	69
<b>Base: Employees whose company doesn't allow employees to work from home</b>	<b>974</b>	<b>130</b>	<b>67</b>	<b>184</b>	<b>56</b>	<b>110</b>	<b>48</b>	<b>41</b>	<b>30</b>	<b>45</b>	<b>30</b>	<b>65</b>
A much higher standard	7%	8%	1%	7%	9%	2%	6%	9%	15%	18%	9%	3%
A slightly higher standard	15%	12%	18%	15%	22%	12%	18%	11%	34%	8%	15%	17%
About the same	38%	37%	34%	37%	39%	37%	42%	56%	20%	28%	41%	36%
A slightly lower standard	16%	21%	15%	13%	13%	12%	19%	13%	19%	20%	12%	18%
A much lower standard	4%	3%	10%	6%	3%	5%	-	2%	-	7%	4%	-
Don't know	20%	19%	21%	21%	13%	32%	14%	9%	11%	18%	19%	25%

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**Sample Size: 2011 Employees**

Fieldwork: 1st - 20th November 2018



Total			Company annual turnover						Compa		
	Real estate	Other	First year of trading	Less than £1 million (NET)	£1 million - £ 9.9 million (NET)	£10 million or more (NET)	Don't know	Prefer not to answer	Up to 5 years	Over 5 years up to 10 years	Over 10 years up to 20 years

**In general, do you think that employees at your business work to a higher standard or lower standard when working from home, or do you think it is about the same?**

Unweighted base	950	7	144	2	54	115	404	341	34	57	67	142
<b>Base: Employees</b>	<b>913</b>	<b>6</b>	<b>143</b>	<b>2</b>	<b>73</b>	<b>113</b>	<b>353</b>	<b>339</b>	<b>34</b>	<b>69</b>	<b>72</b>	<b>150</b>
A much higher standard	7%	14%	7%	-	6%	5%	7%	7%	11%	15%	10%	7%
A slightly higher standard	15%	13%	13%	-	24%	17%	16%	12%	8%	18%	13%	18%
About the same	45%	42%	41%	100%	44%	43%	46%	45%	47%	51%	51%	50%
A slightly lower standard	17%	17%	23%	-	24%	21%	17%	15%	14%	7%	20%	17%
A much lower standard	3%	-	5%	-	-	4%	4%	3%	3%	-	1%	2%
Don't know	12%	13%	11%	-	2%	11%	10%	17%	16%	9%	5%	6%

**In general, do you think that employees in businesses that allow staff to work from home work to a higher standard or lower standard when working from home, or do you think it is about the same?**

Unweighted base	932	15	136	4	87	144	230	443	24	59	65	147
<b>Base: Employees whose company doesn't allow employees to work from home</b>	<b>974</b>	<b>19</b>	<b>149</b>	<b>5</b>	<b>123</b>	<b>149</b>	<b>201</b>	<b>470</b>	<b>25</b>	<b>71</b>	<b>73</b>	<b>163</b>
A much higher standard	7%	-	6%	-	7%	9%	7%	6%	7%	6%	10%	8%
A slightly higher standard	15%	7%	13%	-	18%	14%	19%	12%	20%	15%	17%	16%
About the same	38%	54%	41%	16%	40%	38%	41%	36%	47%	31%	31%	43%
A slightly lower standard	16%	34%	17%	66%	14%	22%	16%	15%	7%	21%	18%	14%
A much lower standard	4%	-	4%	-	5%	9%	3%	3%	8%	1%	5%	4%
Don't know	20%	5%	20%	17%	16%	8%	14%	28%	11%	26%	19%	16%



**YouGov Survey Results**  
**Sample Size: 2011 Employees**

Fieldwork: 1st - 20th November 2018



Total	Any age			Region mainly work (GOR)								
	Over 20 years up to 35 years	Over 35 years	Don't know	North East	North West	Yorkshire and the Humber	East Midlands	West Midlands	East of England	London	South East	South West

**In general, do you think that employees at your business work to a higher standard or lower standard when working from home, or do you think it is about the same?**

Unweighted base	950	171	425	88	28	116	74	52	62	53	206	166	84
<b>Base: Employees</b>	<b>913</b>	<b>163</b>	<b>380</b>	<b>80</b>	<b>26</b>	<b>112</b>	<b>70</b>	<b>50</b>	<b>59</b>	<b>51</b>	<b>196</b>	<b>160</b>	<b>81</b>
A much higher standard	7%	5%	6%	6%	-	5%	9%	9%	14%	13%	4%	6%	9%
A slightly higher standard	15%	18%	14%	7%	14%	13%	16%	17%	17%	21%	13%	21%	10%
About the same	45%	40%	44%	45%	28%	47%	44%	35%	40%	40%	58%	42%	46%
A slightly lower standard	17%	18%	18%	21%	13%	14%	17%	22%	17%	10%	18%	18%	16%
A much lower standard	3%	4%	4%	4%	13%	7%	1%	2%	-	2%	2%	2%	3%
Don't know	12%	15%	14%	18%	32%	14%	12%	15%	13%	14%	6%	13%	17%

**In general, do you think that employees in businesses that allow staff to work from home work to a higher standard or lower standard when working from home, or do you think it is about the same?**

Unweighted base	932	189	347	125	49	122	77	77	81	59	94	154	109
<b>Base: Employees whose company doesn't allow employees to work from home</b>	<b>974</b>	<b>212</b>	<b>327</b>	<b>128</b>	<b>54</b>	<b>124</b>	<b>79</b>	<b>84</b>	<b>88</b>	<b>66</b>	<b>97</b>	<b>161</b>	<b>111</b>
A much higher standard	7%	3%	7%	6%	6%	8%	3%	3%	5%	12%	8%	6%	6%
A slightly higher standard	15%	15%	16%	11%	11%	15%	5%	16%	20%	4%	22%	17%	12%
About the same	38%	41%	37%	37%	42%	34%	36%	40%	37%	48%	34%	38%	37%
A slightly lower standard	16%	16%	18%	13%	7%	15%	20%	14%	17%	13%	17%	19%	23%
A much lower standard	4%	4%	4%	5%	5%	8%	3%	2%	9%	-	3%	3%	4%
Don't know	20%	21%	18%	28%	29%	22%	33%	26%	11%	23%	15%	17%	18%

**YouGov Survey Results**  
**Sample Size: 2011 Employees**

Fieldwork: 1st - 20th November 2018



Total				Gender		Age			
	Wales	Scotland	Elsewhere (i.e. outside of Great Britain)	Male	Female	Under 35	35-44	45-54	55+

**In general, do you think that employees at your business work to a higher standard or lower standard when working from home, or do you think it is about the same?**

Unweighted base	950	30	71	7	536	414	291	267	225	166
<b>Base: Employees</b>	<b>913</b>	<b>31</b>	<b>70</b>	<b>7</b>	<b>505</b>	<b>408</b>	<b>278</b>	<b>253</b>	<b>213</b>	<b>168</b>
A much higher standard	7%	3%	9%	-	7%	6%	4%	8%	8%	9%
A slightly higher standard	15%	12%	15%	-	16%	14%	12%	20%	17%	11%
About the same	45%	61%	32%	46%	43%	48%	47%	43%	47%	44%
A slightly lower standard	17%	14%	27%	12%	16%	19%	20%	19%	13%	16%
A much lower standard	3%	6%	2%	26%	4%	2%	4%	3%	3%	4%
Don't know	12%	3%	14%	15%	13%	11%	13%	9%	13%	17%

**In general, do you think that employees in businesses that allow staff to work from home work to a higher standard or lower standard when working from home, or do you think it is about the same?**

Unweighted base	932	31	73	6	459	473	226	213	224	268
<b>Base: Employees whose company doesn't allow employees to work from home</b>	<b>974</b>	<b>33</b>	<b>73</b>	<b>5</b>	<b>474</b>	<b>501</b>	<b>236</b>	<b>219</b>	<b>230</b>	<b>288</b>
A much higher standard	7%	12%	5%	16%	5%	8%	6%	9%	9%	3%
A slightly higher standard	15%	10%	22%	16%	15%	15%	19%	17%	15%	10%
About the same	38%	27%	47%	36%	38%	38%	38%	34%	39%	40%
A slightly lower standard	16%	16%	9%	32%	16%	17%	15%	16%	15%	18%
A much lower standard	4%	3%	3%	-	5%	3%	4%	3%	2%	6%
Don't know	20%	32%	13%	-	22%	19%	17%	20%	19%	23%