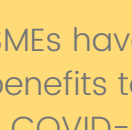


# Employee Benefits & Workplace Satisfaction Survey 2021

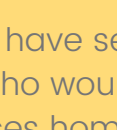


We asked 2,000 workers at the UK's SMEs questions on a range of topics including how COVID-19 has impacted them and their work.

## How Have SMEs Reacted to COVID-19?



47.4% of SMEs have introduced employee benefits to support staff since the COVID-19 outbreak.



Employers have sent 44.5% of employees who would normally be in their offices home to do their work from there.

## How Have Employees Responded?



39.3% of workers said their mental health had improved since they'd started working from home.



49.7% of workers said they'd either become more productive or far more productive since working from home.

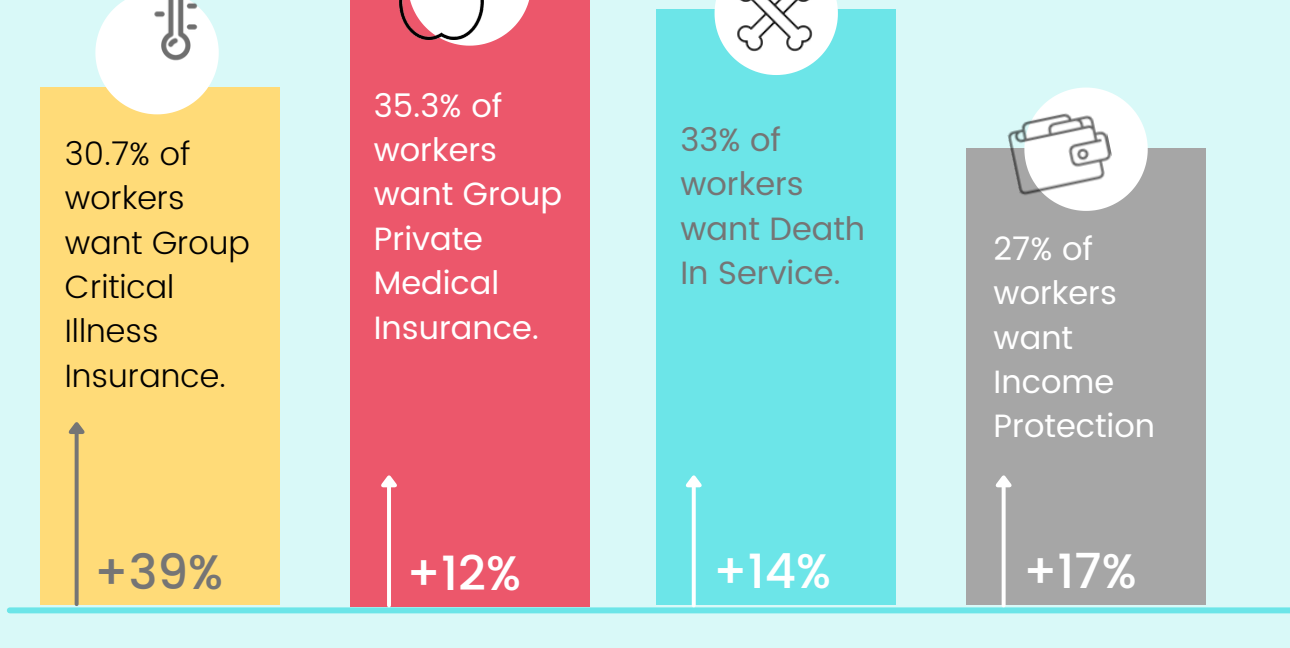


21.9% said their mental health had got worse or much worse as a result.



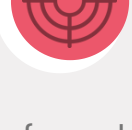
69.7% of those whose mental health had suffered said it was due to a lack of social interaction. 35.4% said it was due to a lack work / life balance.

## SMEs Face Rise In Demand for Benefits From Staff



## What Else Do Employees Want Post Pandemic?

### Other Benefits



46.4% of employees want to see their employer offer benefits that help train or educate them in line with their career goals.



51.1% of workers said they'd like to see their company introduce benefits that help them manage their health and wellbeing.



40.4% of workers would like employers to offer gifts and rewards they can use outside of work such as high street discounts.

## Working From Home

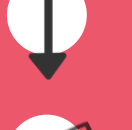


45.7% of workers said they were either fairly keen or very keen to return to their workplace.

However, they don't want to do so full-time – just 13.5% wanted to go back to 5 full days in the office.

Most popular option workers chose was 3 days in the office and 2 days working from home.

## When looking for a new job?



Sharp decrease in people seeking a new job in the next 12 months (down 19.5 percentage points).



61.7% of workers said salary was a big factor for them.

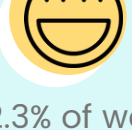


Working hours were a main factor for 54.9% of SME staff members when they were looking for a new job.



Location was a major factor for 54.4% of people when they were seeking a new job.

## Employee Satisfaction With Work / Life Balance



62.3% of workers somewhat happy or very happy in their current job.



Work / Life balance rises to second-most important factor keeping employees happy at work, up from 4th previously.



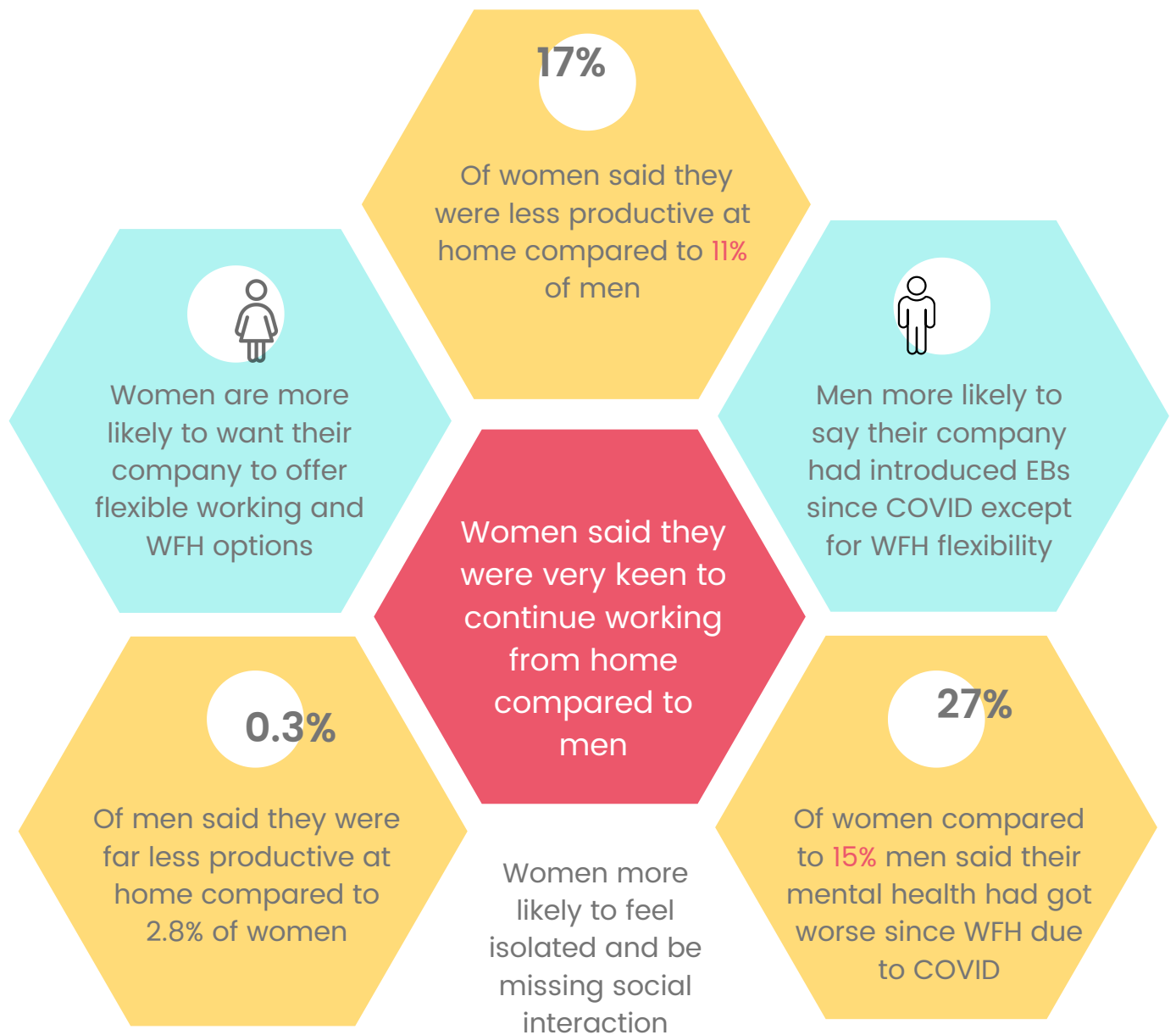
51.6% of staff said their colleagues made them happy at work.



For those unhappy at work, 48.8% of respondents said it was due to a lack of recognition for their efforts.

Similarly, a lack of general support from managers / coworkers caused workplace unhappiness for 40.3% of workers.

## The Different Experiences of Men and Women



Despite this, 56.8% of men said they were keen to return to their workplace compared to 38.4% of women.



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