

EADA Business School presents the study
'The current status of teleworking: after the pandemic'

88% of professionals rate their teleworking experience as 'positive'

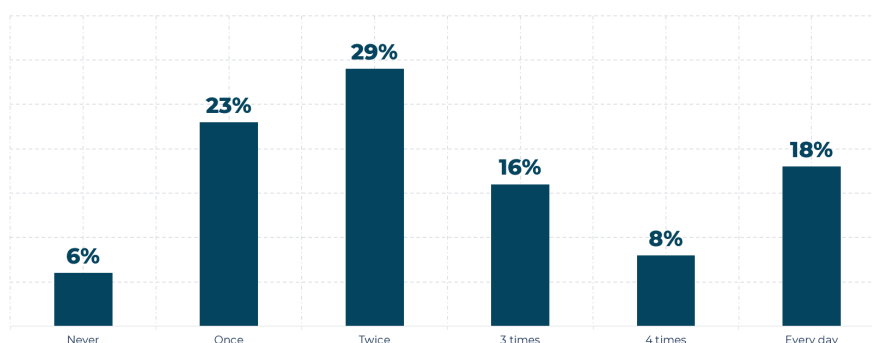
- Most professionals work from home one or two days a week (52%)
- The majority of teleworkers (53%) consider that there are no barriers to working from home
- A third of companies are moving away from telework by limiting or abandoning it completely
- Young people and women would be willing to change jobs if denied the opportunity to telework

Barcelona, 19th March 2024. Despite the initial challenges of an imposed lockdown and learning to work from home, the majority of professionals who currently telework consider it a positive experience (88%). This is one of the main conclusions of the third edition of the report [*'The current status of teleworking: after the pandemic'*](#), presented today at [EADA Business School](#). The study was led by Dr Aline Masuda in close collaboration with researchers and EADA alumni, Edgar Quero and Luciano Strucchi.

The study aimed to investigate the impact of forced teleworking following the outbreak of the pandemic in March 2020 and again a year later in 2021. Now that the pandemic is over and mobility restrictions have been lifted, the latest edition of this study aims to discover whether teleworking is an accepted and consolidated working practice in companies. In fact, 91% of respondents believe this to be true and that teleworking is here to stay.

The hybrid model leads the way

How many days a week do you telework?



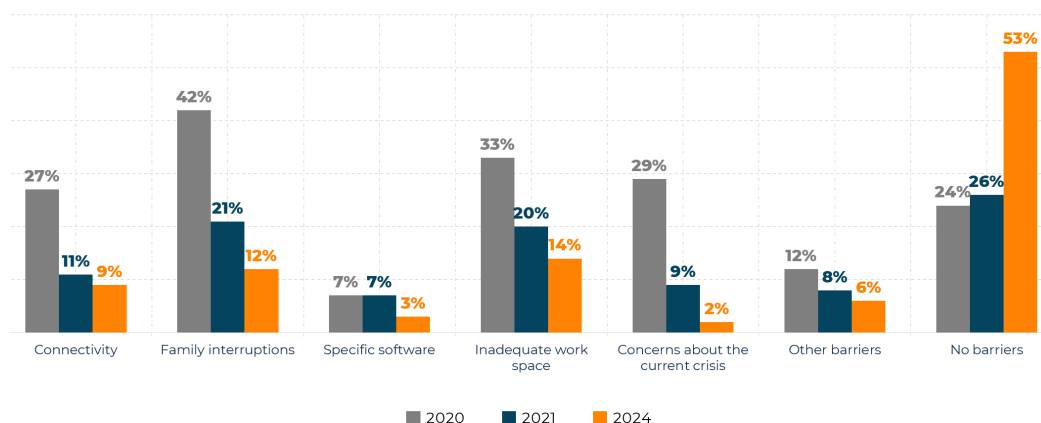
Carlos Bascones (609323394) / Xavier Casado (679165523) – Press Office

EADA Business School was founded in 1957 by a group of entrepreneurs and professionals as an ideologically and financially independent institution. As well as appearing in the internationally recognised rankings of the Financial Times and The Economist as one of the top 100 schools in the world, it holds the EQUIS accreditation from the EFMD (European Foundation for Management Development) and the AMBA which recognises the quality of MBA programmes.

As the above graph shows, the hybrid model, which combines remote and office working, is the most commonly used by companies.

Aline Masuda, EADA professor and director of the study, considers that teleworking practices **“need to be implemented with the correct “dosage”, in the same way as any other medication. The current dilemma is not whether we telework, it is how we find the right balance between improving professional performance and personal lives”**.

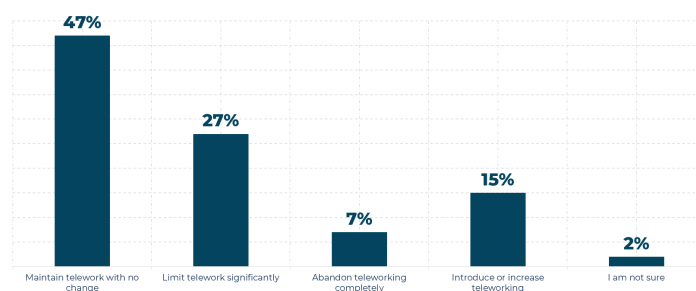
Main barriers to teleworking



The two previous editions of this study analysed the main challenges of working from home. The current study demonstrates that there has been a clear improvement in all areas: 53% of respondents believe that there are no barriers to teleworking compared to 26% in 2021. Similar patterns occur in responses regarding family interruptions (42% in 2021 compared with 12% in 2024), physical work space and connectivity. **“There is no doubt that we have learned from this experience, despite it being forced upon us initially. Companies and employees have acquired skills that have led to a greater uptake of teleworking”**, highlights Aline Masuda.

Despite the wide acceptance of teleworking, 34% of companies are starting to push back against teleworking by limiting or abandoning it completely. According to Luciano Strucchi, this is one of the negative findings of the study since it **“demonstrates that some companies are not taking into account the wishes of their employees”**.

Over the last year, my company has made the following decision regarding telework



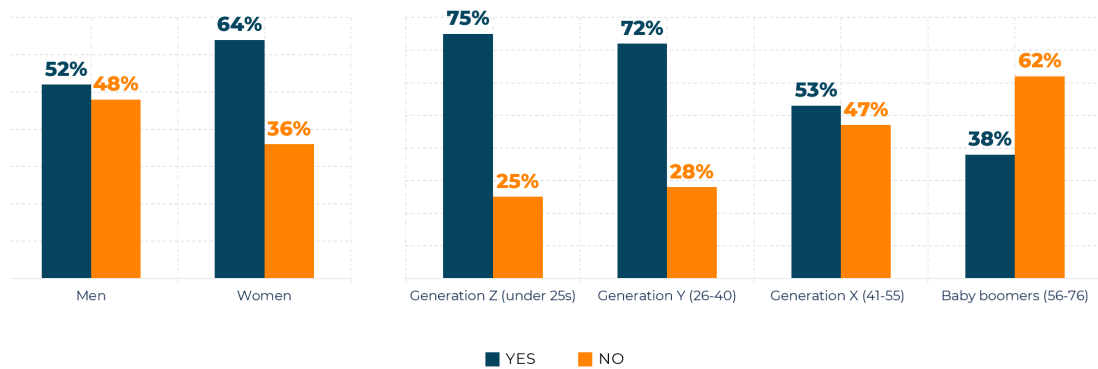
Carlos Bascones (609323394) / Xavier Casado (679165523) – Press Office

EADA Business School was founded in 1957 by a group of entrepreneurs and professionals as an ideologically and financially independent institution. As well as appearing in the internationally recognised rankings of the Financial Times and The Economist as one of the top 100 schools in the world, it holds the EQUIS accreditation from the EFMD (European Foundation for Management Development) and the AMBA which recognises the quality of MBA programmes.

A future without teleworking?

After facing the imposed restrictions of the pandemic, one of the key questions the current study wanted to examine was the degree to which teleworking has been accepted and implemented following the return to normality. It revealed that teleworking is widely established with 57% of respondents willing to look for a new job if their companies no longer permitted working from home. This is a clear trend among younger generations and women, as shown in the graph below.

Would you look for another job if your company no longer permitted teleworking?



Carlos Bascones (609323394) / Xavier Casado (679165523) – Press Office

EADA Business School was founded in 1957 by a group of entrepreneurs and professionals as an ideologically and financially independent institution. As well as appearing in the internationally recognised rankings of the Financial Times and The Economist as one of the top 100 schools in the world, it holds the EQUIS accreditation from the EFMD (European Foundation for Management Development) and the AMBA which recognises the quality of MBA programmes.