



Work from home and teleworking arrangements in Australia

Ai Group Research and Economics

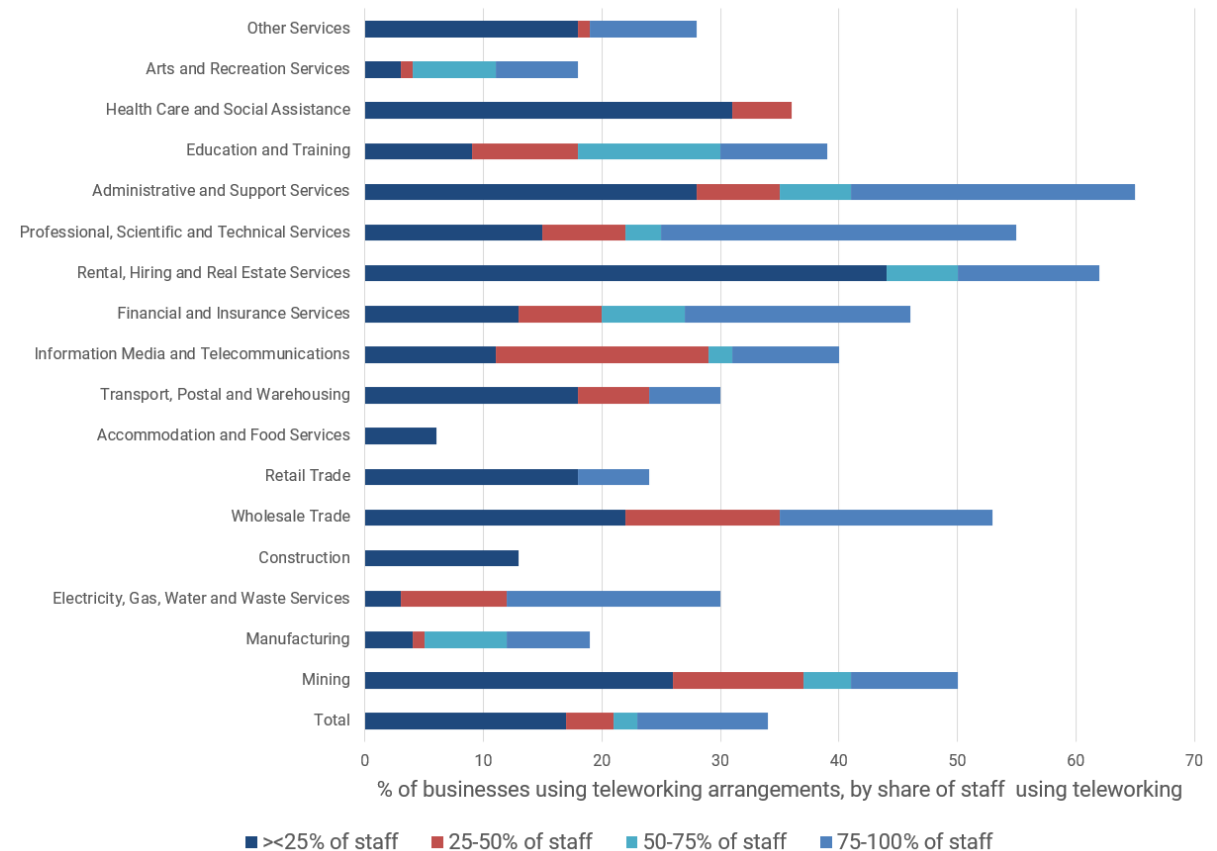
August 2022



Teleworking arrangements

- Teleworking is a core feature of contemporary Australian work patterns.
- 34% of all Australian businesses utilise teleworking arrangements for a portion of their workforce.
- 11% of businesses utilise teleworking for nearly all (75-100%) of their workforce
- While teleworking is used in all sectors, it shows strong sectoral patterns
- Teleworking is most common in knowledge-intensive sectors, such as education, administration, finance and professional services
- It is less prevalent in physical process sectors (construction, utilities and manufacturing) and in-person customer service (retail and hospitality).

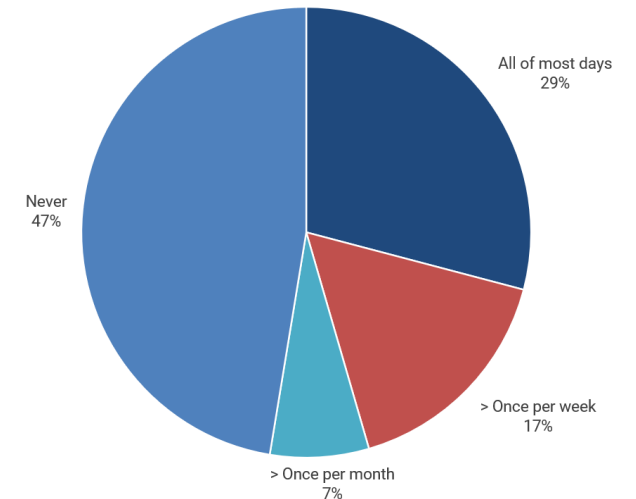
Teleworking arrangements by sector, June 2022



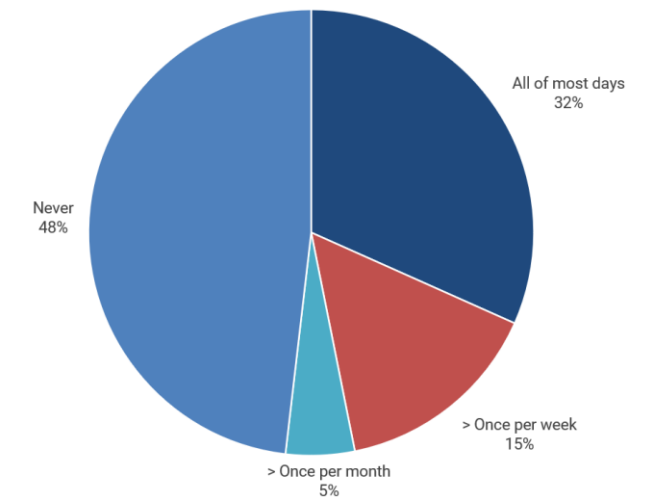
Work from home practices

- Work from home practices are widespread amongst Australian employees
- 46% of all employees worked from home to some degree in April 2022, and 30% did so all or most days
- Its prevalence has nearly doubled since pre-pandemic levels, when only 24% worked from home to some degree, and 12% on all or most days
- Work from home practices are unique amongst labour market characteristics for their high degree of gender symmetry
- Male and female work from home rates are very similar

Male employees work from home practices



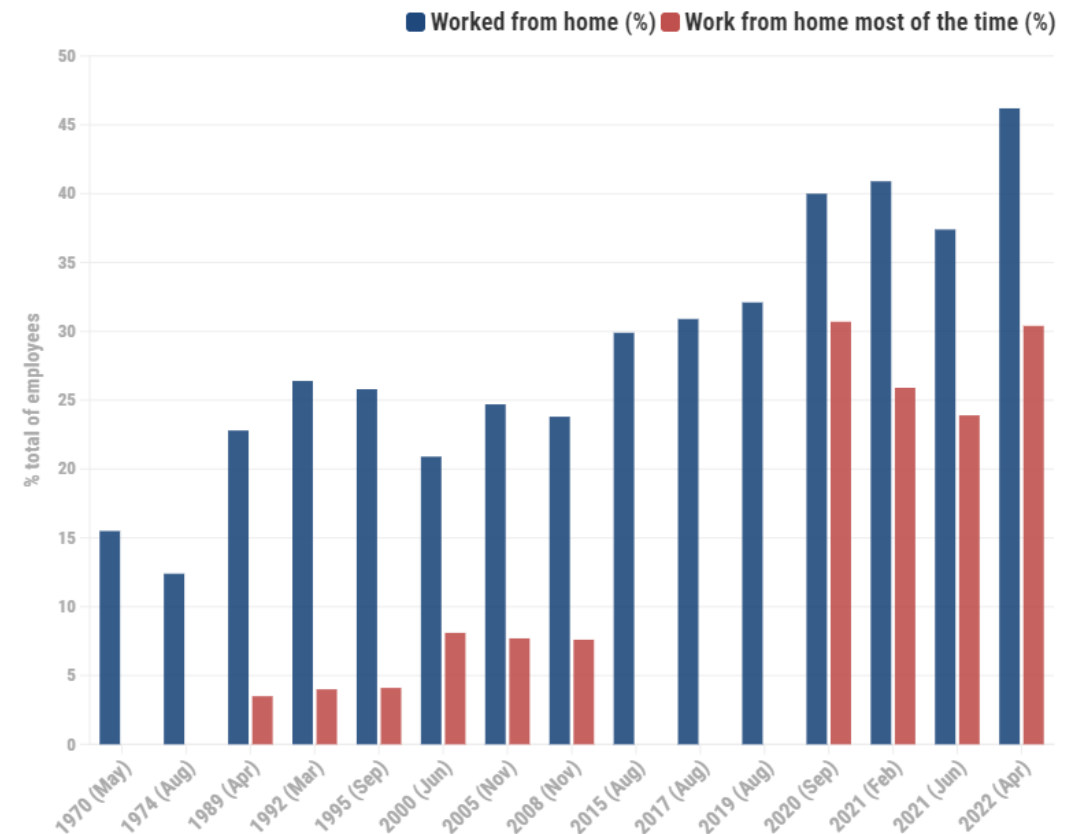
Female employees work from home practices



Long-term working from home trends

- Working from home has been a longstanding feature of Australian work practices.
- Working from home rates first increased in the mid 2010s (drive by digital technologies), and then increased again during the pandemic (as a adjustment to lockdowns)
- 46% of the workforce now works from home to some degree, compared to 32% prior to the pandemic
- However, rates of working “predominantly” from home have increased much more dramatically. 30% of workers now predominantly work from home, triple the rate prior to the pandemic.

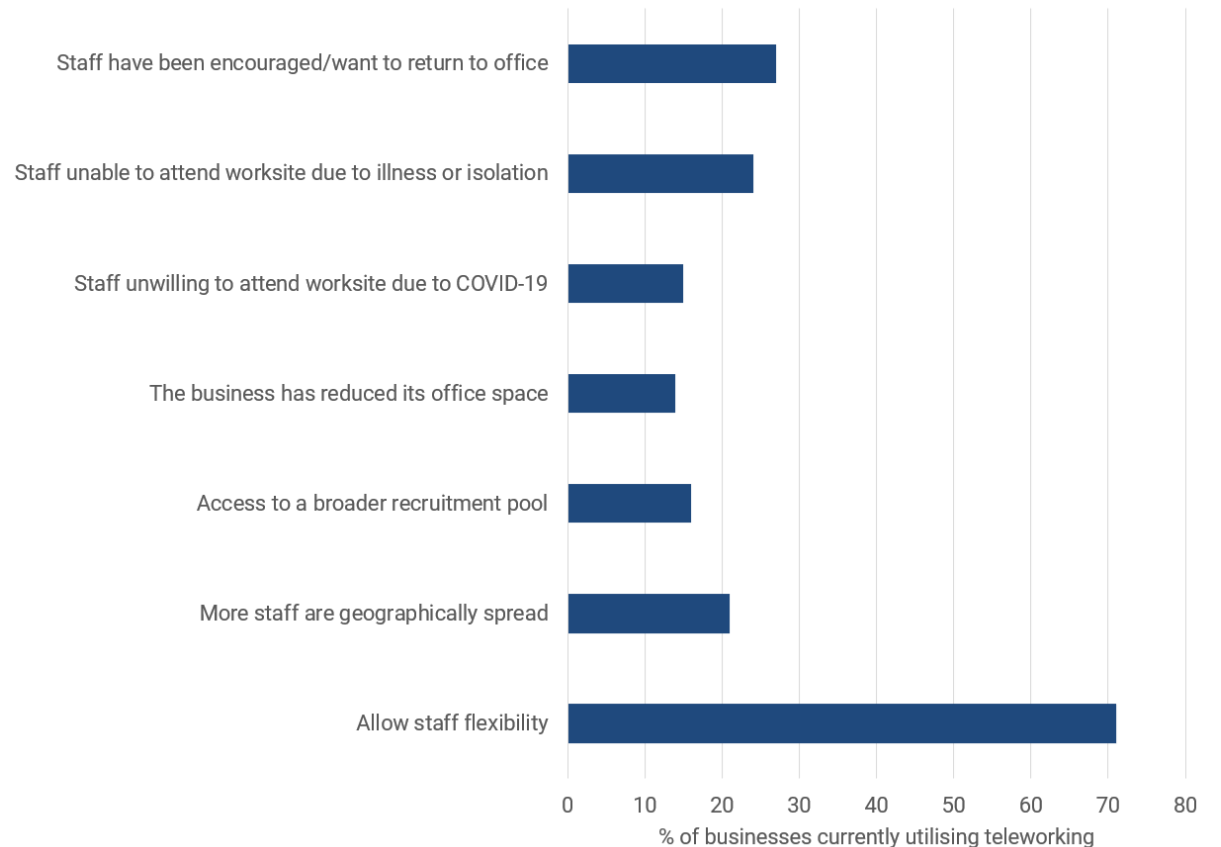
Working from home practices, 1970-2022



Factors affecting teleworking arrangements

- The prevalence of teleworking increased during the lockdowns of the early COVID pandemic in 2020 and 2021.
- However, in 2022 other factors now dominate as the reason for teleworking.
- 71% of businesses utilising teleworking do so to allow increased staff flexibility
- Geographic diversity (21%) and broadened recruitment pools (16%) are also common factors
- In some cases, teleworking is used to maintain continuity due to absenteeism and isolation requirements (24%)

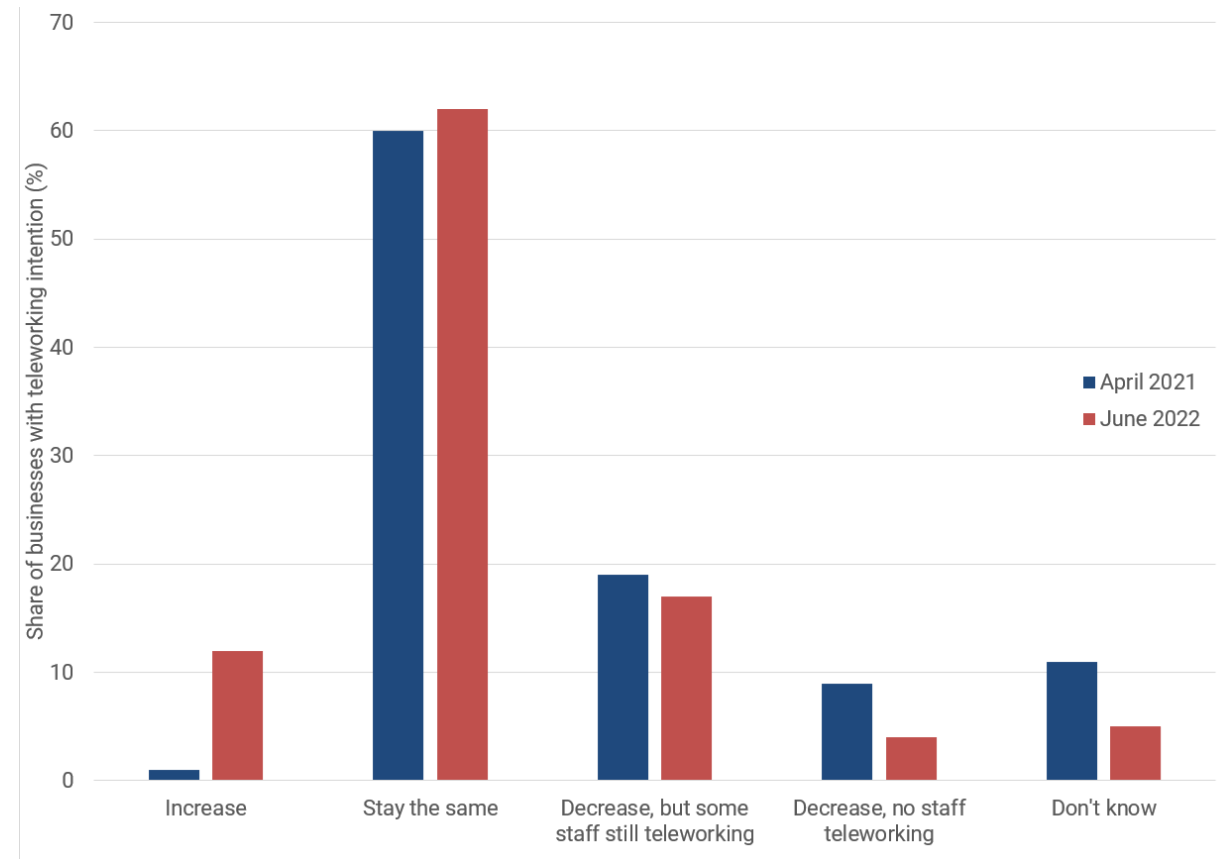
Factors affecting teleworking arrangements, June 2022



Future intentions for teleworking arrangements

- Teleworking is recognised as an ongoing feature of Australian work patterns
- Current teleworking patterns are likely to remain stable, with 62% of businesses intending to maintain current patterns
- In June 2022, only 4% of businesses report an intention to end teleworking, and another 17% expect to reduce but not eliminate it
- 12% of businesses presently intend to increase their teleworking arrangements
- Despite COVID restrictions abating, business attitudes to teleworking have improved. In June 2022 fewer businesses intend to reduce teleworking than in April 2021, and more intend to extend it.

Future intentions for teleworking arrangements





About the Australian Industry Group

The Australian Industry Group (Ai Group®) is a peak employer organisation representing traditional, innovative and emerging industry sectors. We are a truly national organisation which has been supporting businesses across Australia for nearly 150 years. Our vision is for thriving industries and a prosperous community. We offer our membership strong advocacy and an effective voice at all levels of government underpinned by our respected position of policy leadership and political non-partisanship.

Contact for this report

Ai Group Research and Economics

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