

# Working From Home Survey

REPORT FIGURES

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Romania

CBRE RESEARCH  
OCTOBER 2021

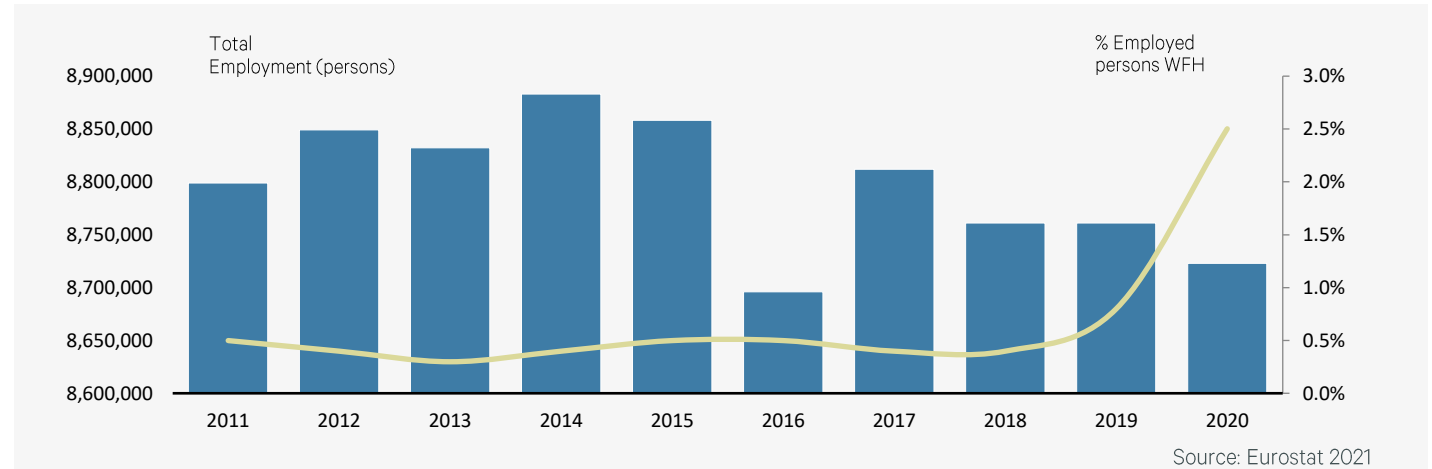
# The aim of the survey

There is no doubt that working from home will remain on everyone's agenda for some time to come, but also will be assumed as part of the working schedule.

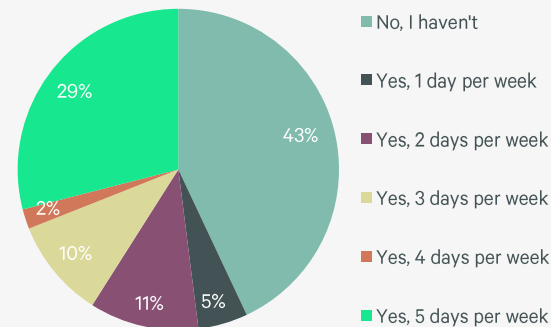
Even the official data from Eurostat are indicating an upward trend of the percentage of employed persons aged 15-64 that usually work from home.

Thus, if in 2019 the registered percentage was of 0.8%, in 2020 the value considerably increased, reaching 2.5%.

Nonetheless, 2020 was the year with the imposed lockdown and it was expected to reach such a high degree of WFH employees.



### Have you returned to office?



### How many respondents?

247 answers

What age?	41% - 26 – 35 years old 40% - 36 – 45 years old
What gender?	62% - female
What company size?	76% respondents work in multinational companies
How big is the company?	48% >100 employees
What job role?	36% senior executive & 27% experienced worker
What Sector?	28% IT&C/ Technology, 17% Real Estate & 8% financial services

# The future evolution remains to be seen as this ball has just started to roll.

Almost a third of respondents affirm that they returned in the office 5 days per week

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# 29%



“The survey creates an image of the employees mindset after more than one year of remote working habits.”

**Daniela Gavril**  
CEE Research Analyst  
& Head of Research,  
CBRE Romania



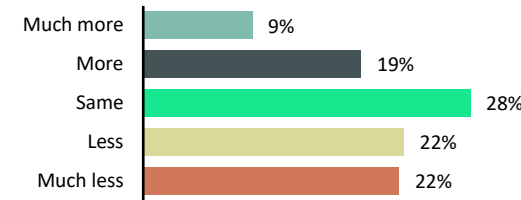
# Working from home, now vs. a year ago

In the attempt to better understand the trend that is unveiling in regard to work from home versus work from the office, CBRE Research conducted a public survey amongst employees, opened to anyone from any sector in Romania.

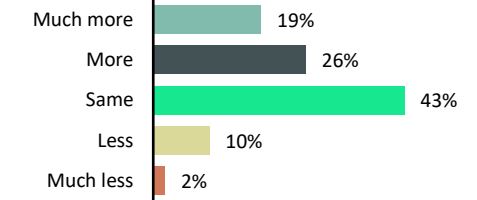
We aimed to find out how they have adapted their work, and most importantly, the challenges they faced during the past year and how they see the future of the workspace.

As a follow up to the special report [Working from Home Survey 2020](#), the 2021 survey findings show a fragmented position of the employees that proved that some adapted very well at working from home, while others want to return as soon as possible to their very missed office desk.

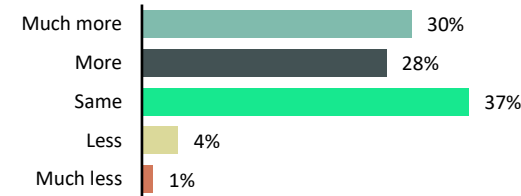
Tiredness After A Typical Working Day



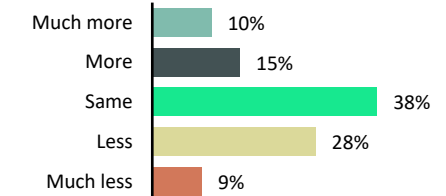
Clearness About Priorities & Expectations



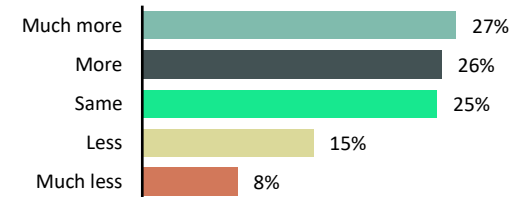
Sense Of Capability To Complete The Specific Task



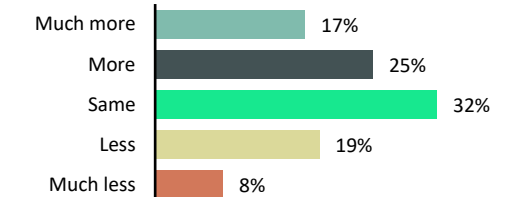
Time Spent With Collaboration



Home Desk Readiness For The Specific Task



Balance In The Work - Life Equilibrium

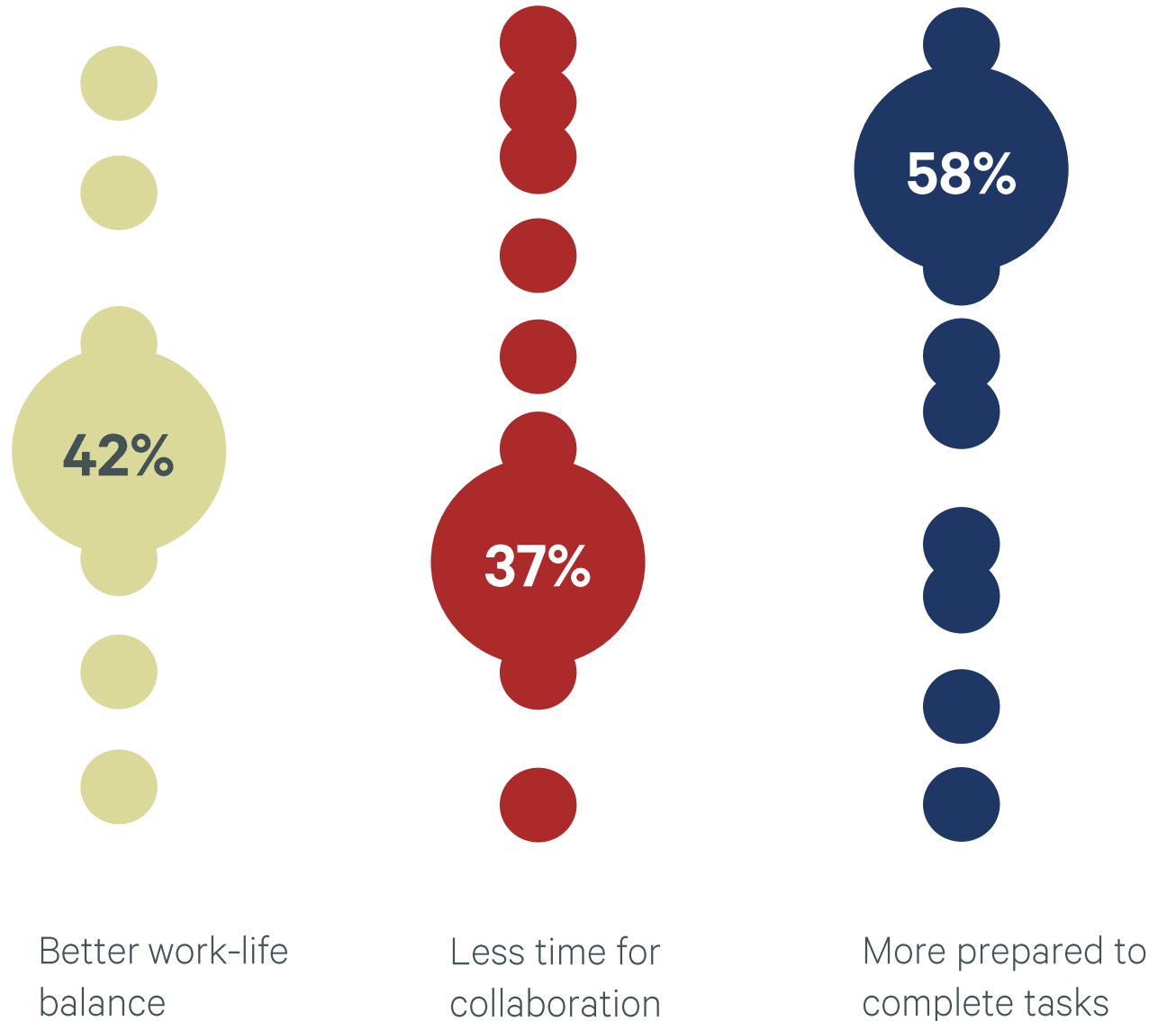


Source: CBRE Research

# Working from home, now vs. a year ago

**Key takeaways:**

- Most of the respondents don't feel 2021 is any different to 2020 in terms of feeling tired, interacting with the manager and collaborating and other current issues of the workplace
- A positive outcome is that 44% feel less tired after a typical working day, while more than half of the respondents seems to have organised their home space better for regular work
- Work-life balance has also been assessed as better for 42% of respondents
- An impressive 58% also feel more prepared to complete the given tasks than they were a year ago
- But when it comes to collaboration, 37% are experiencing less opportunities to do it



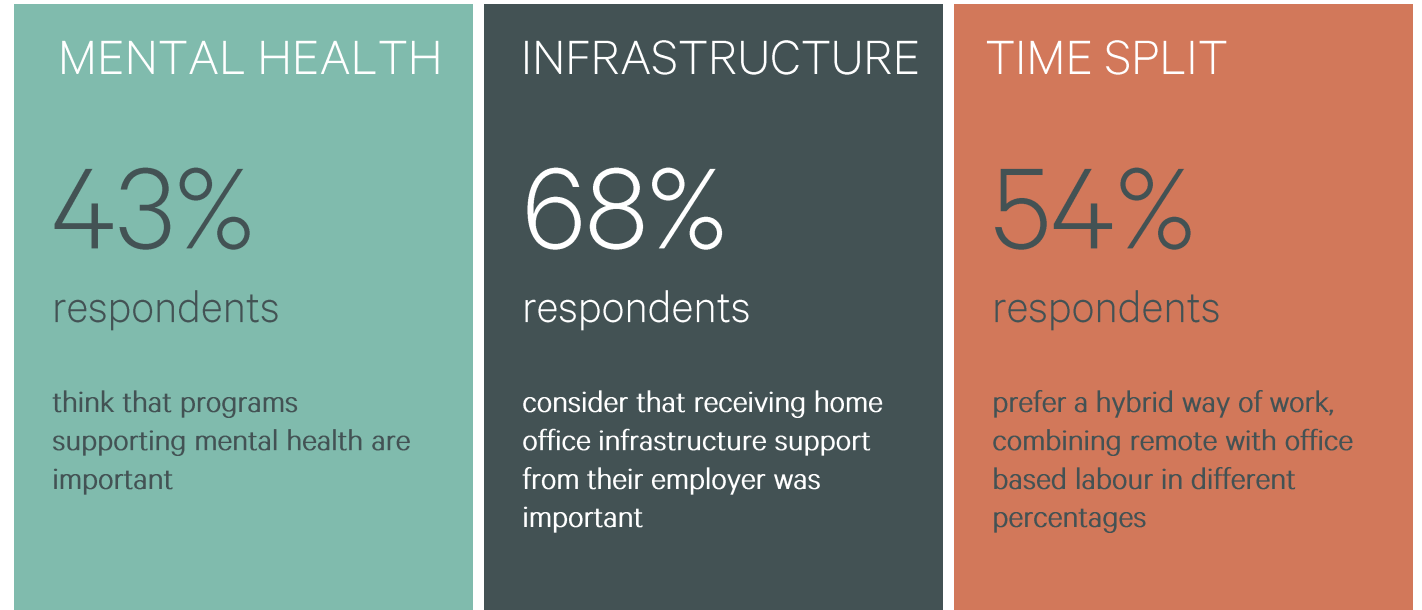
Better work-life balance

Less time for collaboration

More prepared to complete tasks

# We want offices back, however...

Even if most of respondents declared they didn't experience any difficulties when working from home, they top listed the most important inconveniences of WFH.



## Top factors that make working from home difficult or even impossible

- ✓ Need more support or spontaneous communication with my teammates
- ✓ Having no proper workstation (ergonomic, daylight, size, monitor, etc.)
- ✓ Lack of privacy or quiet space (not enough space, too many persons around, etc.)
- ✓ Need more support or spontaneous communication with my team leader
- ✓ Need an access to paper documents that must be stored in the office

# We want offices back, however...

The expectations towards employer when it comes to the workplace environment are clear:

Safety, physical health, sustainable strategies and a healthy culture measures are expected to improve once offices will reopen at full capacity.

Top 3 reasons to come back to the office when possible



Regeneration & socializing

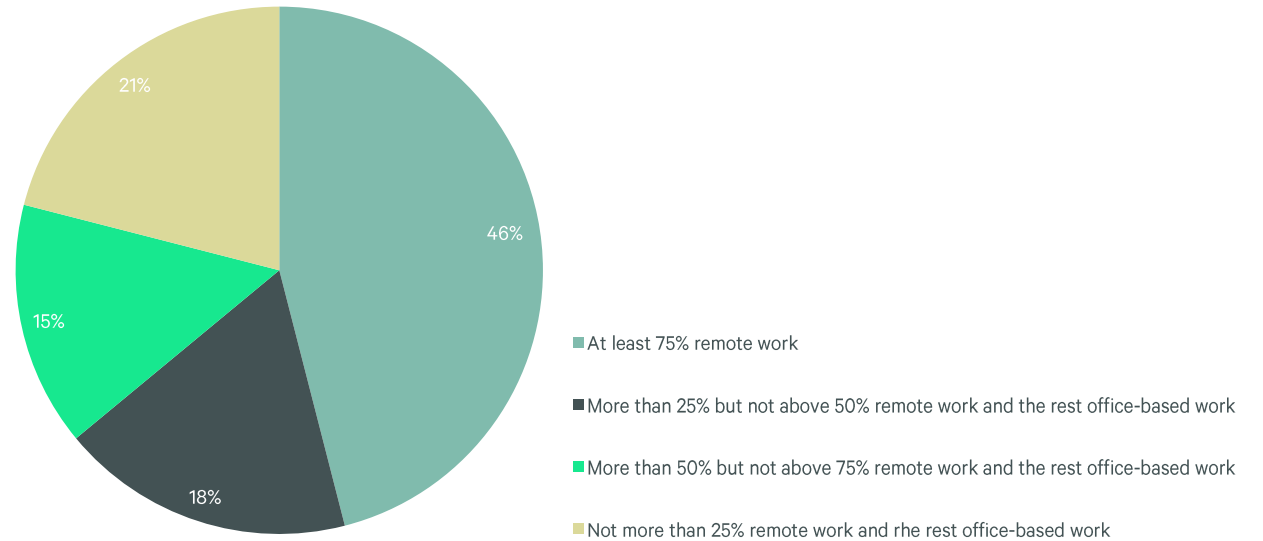


Team meetings



Building relations

Preferred weekly time split between remote and office-based work

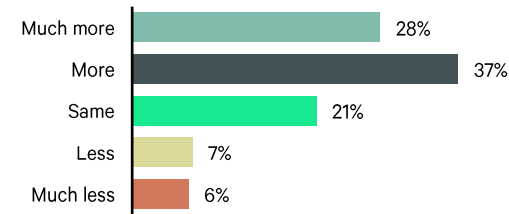


Source: CBRE Research

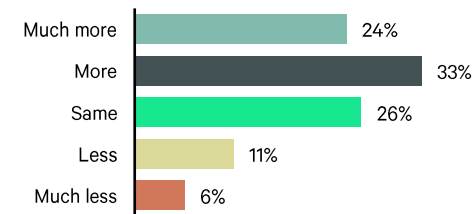
# Learnings at personal level

For each individual, the Covid-19 for sure left some marks, and when it comes to work, the positive outcomes were mirrored according to the survey's respondents in gained independence and productivity.

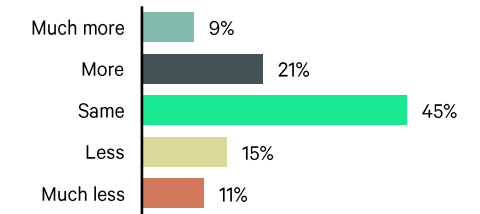
## More Self - Reliant



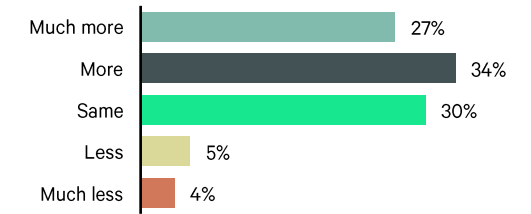
## More Productive



## More Control Over The Work Organization



## More Accountable For The Delivered Business Results



Source: CBRE Research

### Top 5 biggest challenges experienced during the Covid-19 period

- ✓ Working longer hours
- ✓ Feeling psychologically drained
- ✓ Investing more effort to achieve results
- ✓ Having no time for social life
- ✓ Feeling detached from the organization

### Norms and rules supporting the organization of work on home office introduced by companies

The majority indicated that the company didn't introduce rules that support working from home organization, but where they did, it proved to be helpful.

- ✓ Participation in meetings (obligatory vs discretionary)
- ✓ Days/ hours without virtual meetings (i.e. no calls on Friday)
- ✓ Virtual meetings duration (i.e. no longer than 25 min)

**Elisabeta Moldoveanu**  
Business Unit Manager  
Grafton by Gi Group

“Employers will have to adapt their growth plans accommodating the workforce preference for work-life-balance, no matter the cost.”

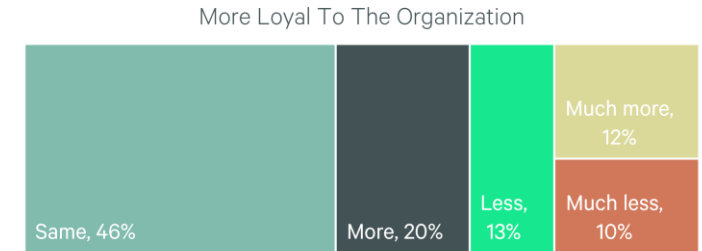
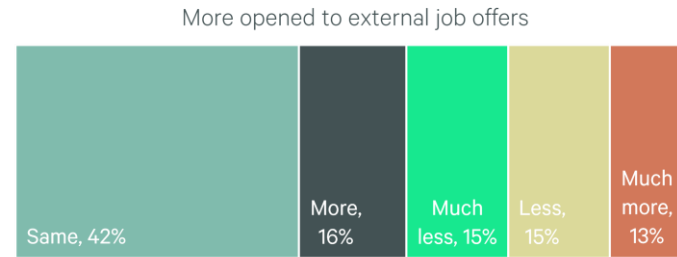


# Retaining talents

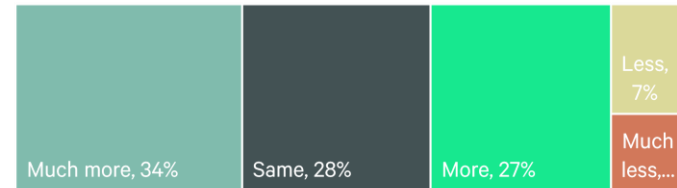
“The most striking change though, remains the switch to home office rather than direct office presence. The market has love & hate feelings about it, yet specialists say that this trend will redefine the way in which we do and will do business for the years to come. Employers will have to adapt their growth plans accommodating the workforce preference for work-life-balance, no matter the cost.”

– **Elisabeta Moldoveanu, Business Unit Manager Grafton by Gi Group**  
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Loyalty towards employers under Covid-19 experiences



Remain Within The Organization If Provided With More Flexibility



Source: CBRE Research

**In a market where attracting talent can prove to be a challenge, let us support your business.**

“For sure, everybody knows by now that last year marked a series of rapid changes in the way we manage our business, teams and especially recruitment strategies. The effects of 2020 are still being felt and will probably mark the pace at which we operate at least in the medium if not long term.

We have gone from a candidate driven market to a focus back on the employer and, although this change comes with obvious advantages, it brings with it additional pressure on the image that employers project in the market. From the perspective of an agency specialist, who interacts daily with inputs from candidates, I can tell you that there are currently 3 essential criteria that candidates are considering very carefully when deciding to accept a job offer: resources, clarity and company culture.”

We can provide you with salary surveys, search and selection, temporary staffing and outsourcing services so you can focus on growth and profitability.



“The spectrum of presence between office and virtual is hybrid. This is the next normal.”

**Tudor Ionescu**  
Head of A&T Office,  
CBRE Romania



# Workplace – hybrid work transformation

*“During this challenging period, we became aware not only of our working behaviors and where we prefer to work, but of where and how we perform better. As a result, all companies are currently facing a resetting exploration driven by each and every employee with their own new requirements.”*

– Arch. Tudor Ionescu, Head of A&T Office, CBRE Romania

Transformation has always been a constant of our lives, but in these times, this one transformation is bigger than ever before and it gives us the chance to do things differently, in a better way. Even if our working patterns have not been altered, even if we still work together with the same inquiries as before, the awareness that we are able to improve the quality of our work (and) life is now a vivid sentiment present in all of us.

As this study confirms, being through a large-scale virtual work experiment, led to a fragmented reaction that is driving the office talk today. All companies are exploring hybrid work and we at CBRE feel that this is The Next Normal, with an impact to be felt from office design, to occupancy planning, technology investment and more. Currently, hybrid work tends to focus on location, which means office and home, office and remote work, but we think it's much more than that.

**We believe hybrid work is about Where, Who, What and How.**

Here are a few considerations on how we and our companies are changing the office world today:

## Safety Always as the main criteria

When it was uncertain it made us work remotely, and when we regained control it allowed us to return to our offices. We still require a safe distance, and this changed the way we plan our working environment by allowing more space between us.

## Enforced Separation from our colleagues

Led by the lockdown, is felt in the new social and learning spaces, that are required by the latest design briefs. Companies are transforming their space on the principles of safety, flexibility, increased social areas and learning environment. Still, we are right in the middle of this transformation, still unaware of what it might bring, still uncertain of which road to take.

## Hybrid Work is the next normal

While our work has not been fundamentally changed, we feel that beyond a work resetting time, we live in a period of technological revolution. All of us became fluent in using new tools, accessing data from any place on any device, connecting and controlling all virtual platforms. All this in the shortest time ever. This is an ongoing revolution that impacts our office life.

**We see that this new dynamic infusing our workplaces is bringing all elements up to an honest questioning.**

How we work, how we collaborate, how we communicate, how we learn, why this desk, why this room, when to work, when to focus, how to connect, etc. This is a healthy process that, if dealt with the proper clarity and purpose, will lead to a new office experience, workplace as an asset, that will empower employees to do their best work and one that will transform organizations throughout.

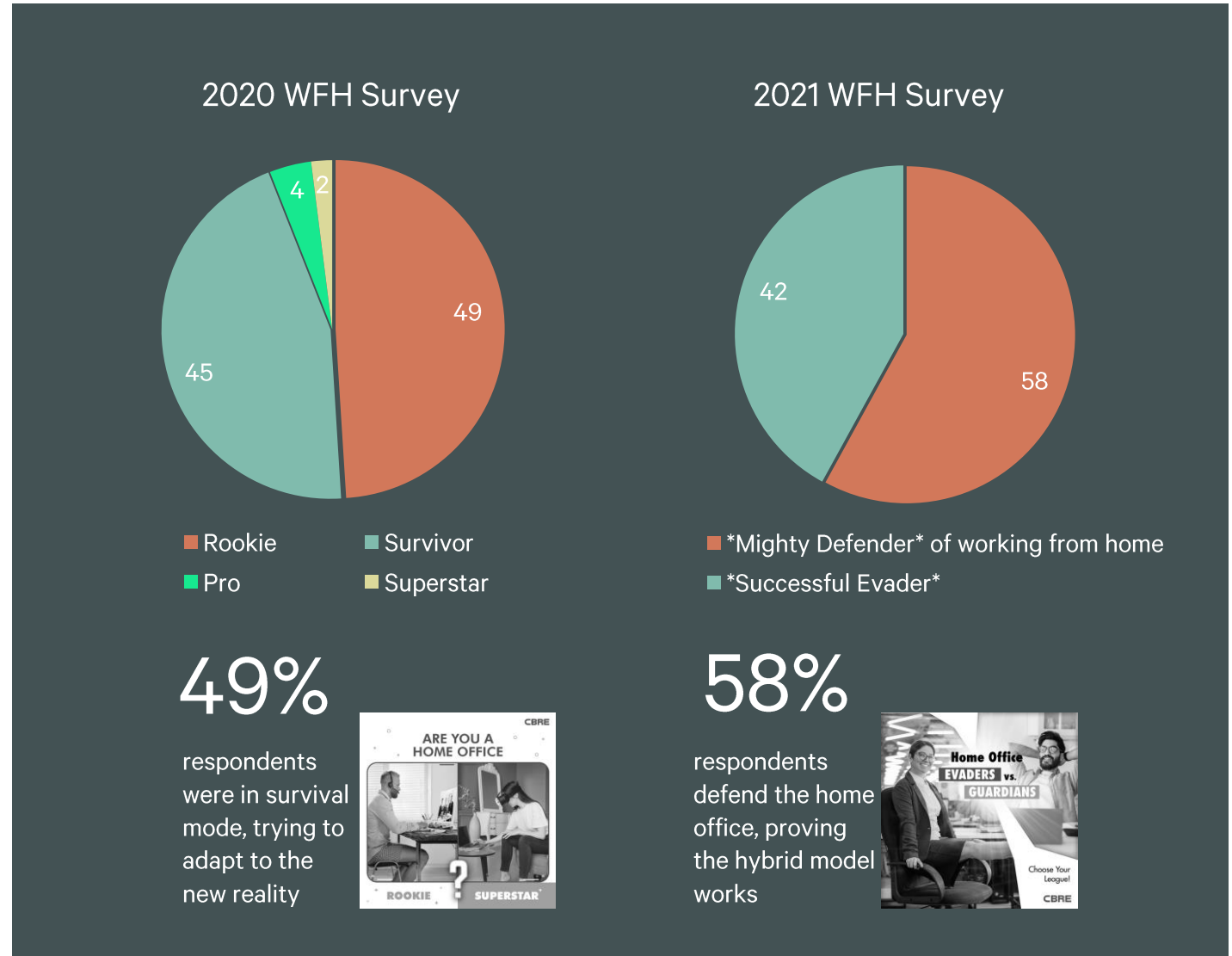
# Seems that we have learned a few lessons

The adaptation is one of the main characteristics that kept humans evolving and change to new and better versions of themselves. After a 2020 that changed nations and economies to the core, the workspace got caught in the middle and was forced to change in order to survive and be operational in the safest way for its users.

During this transformational process, working from home was highly adopted by most employees as it was either a mandatory or a precautionary choice. Looking back, based on CBRE's 2020 WFH survey conducted in the turmoil of events, most of employees found themselves in the "survival" mode (49% of respondents), trying to juggle between personal and work life on a territory previously dedicated exclusively to personal matters.

But then, after approx. one year, 58% of responders to 2021 WFH Survey proved to be a "Mighty Defender" of working from home, attesting the great flexibility both employers and employees can have in challenging times.

Transforming threats into opportunities, the workplace is as well adapting to all new safety regulations, allowing employees from all domains of activity to perform their jobs in safer environments, because after all almost half of survey respondents are looking forward to successfully evade the fully working from home era.

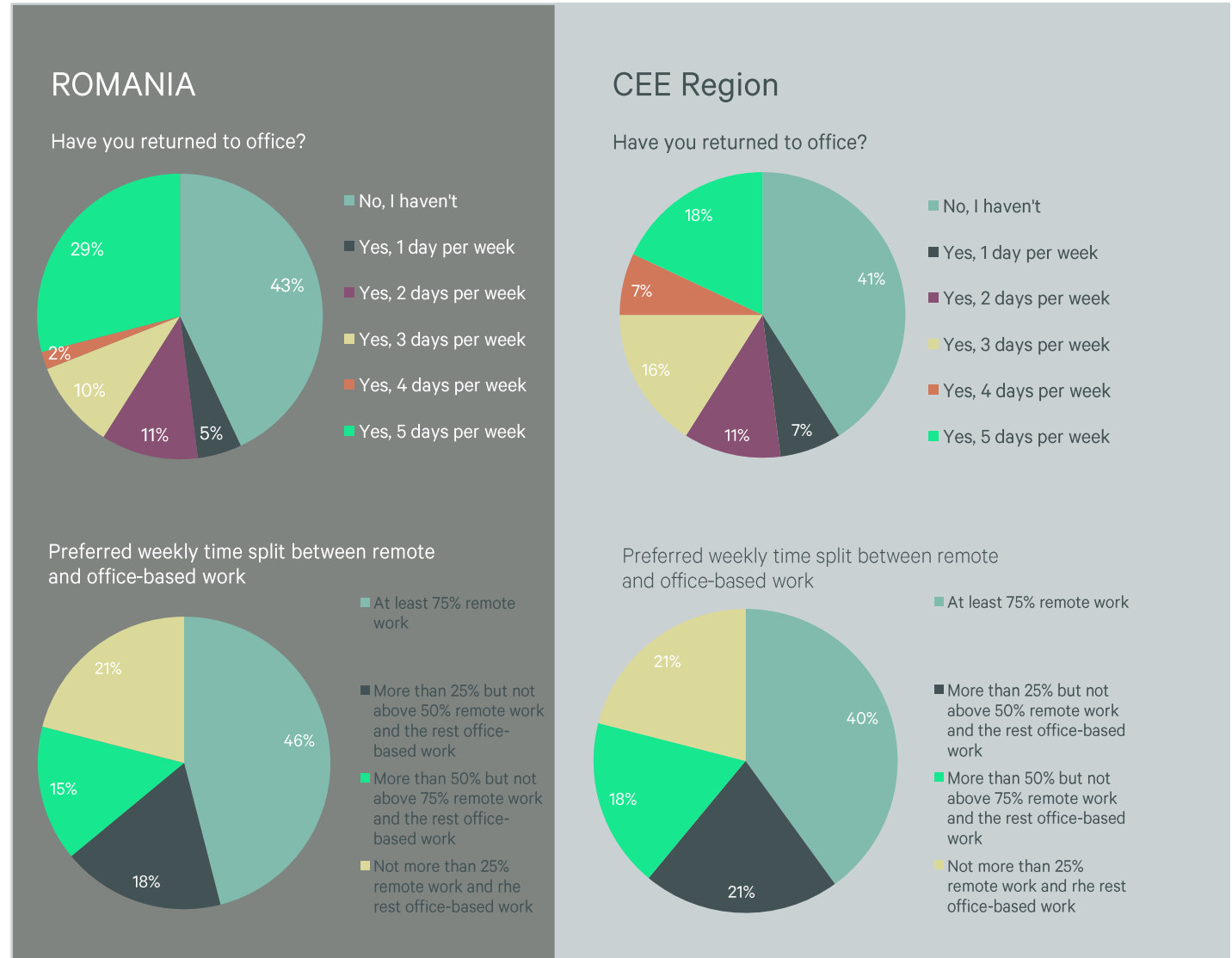


# Same region, but slightly different results

Although the percentage of the employees that 'haven't returned to the office is similar, it is interesting to observe that Romanians who have returned to the office for full week schedule are more than the CEE average.

The Romanians who have returned to office for full week work schedule vs. CEE average

with **60%** more

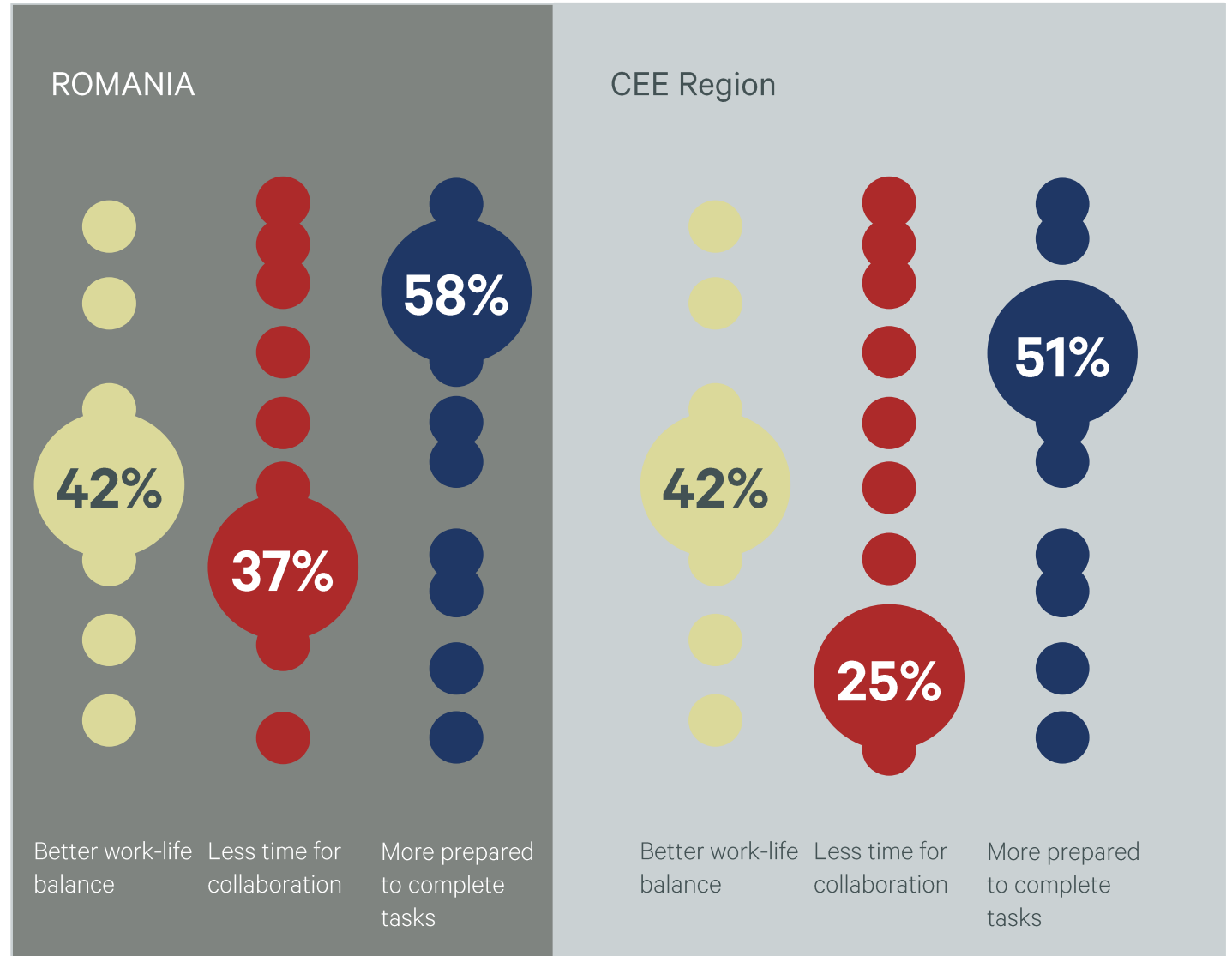


# Same region, but slightly different results

When working from home these days, everybody managed to obtain a better work-life balance, and to get themselves more prepared to complete tasks comparing to the previous year. Still, when it comes to collaboration, the Romanians lack enough time for it in a larger percentage: 37% comparing with 25% in CEE.

The Romanians lack of time for collaboration is almost half more than the CEE average

# 48%

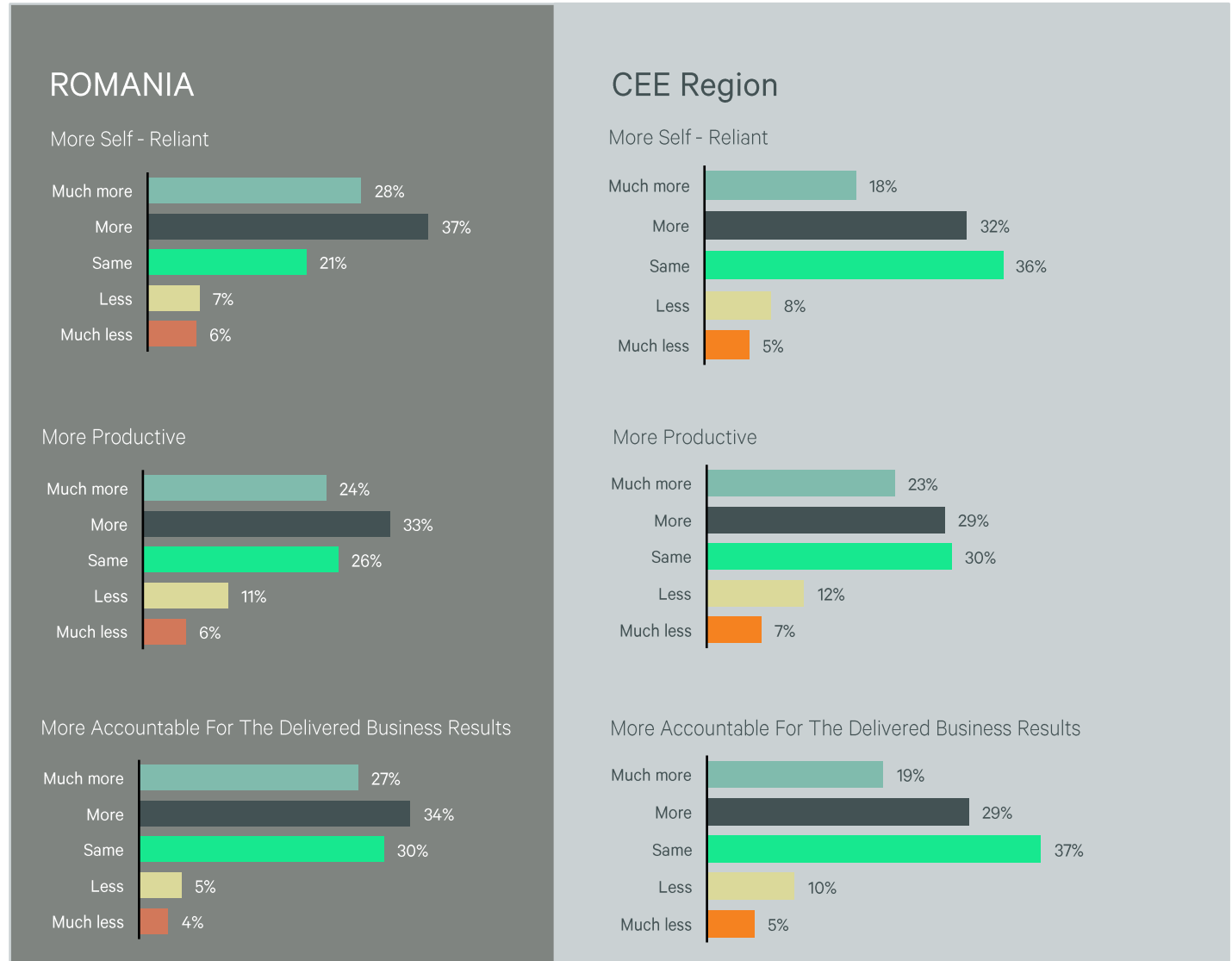


# Same region, but slightly different results

We have changed, as individuals, during the Covid 19, but Romanian’s employees appear to have become more self-reliant and more accountable for their delivered business results than the CEE average: 65% & 61% comparing with 50% and 48% in the region.

The extra percentage of self-reliance that Romanians gained comparing with CEE average

15%



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## Romania

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