

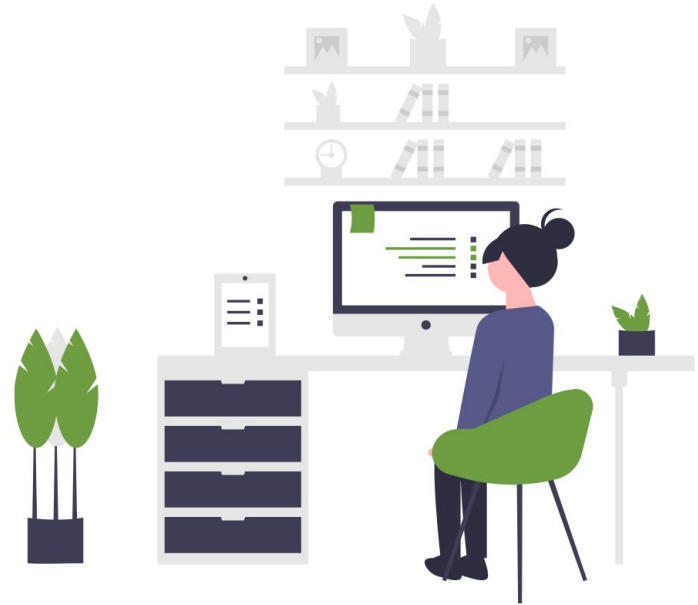
Uncovering Work From Home In The Time Of COVID-19

A deeper insight on how working from home is
working out for Filipino workers

Almost everyone's working from home right now.

With the enhanced community quarantine still in place, some local companies are still operating through work-from-home arrangements. In our previous survey **“Work In The Time Of COVID-19”**, we found out that 72% of our clients are now working from home as a measure to protect themselves from the COVID-19 pandemic.

This is the first time work from home is implemented widely in the Philippines so we in Sprout set out to pull back the curtain and uncover more insights about Filipinos working from home in the time of COVID-19.



Key Findings

1 The following industries have the highest percentages of people working from home during the ECQ: BPO (31%), Information and Communication (9.79%) and Healthcare (8.51%)

2 In spite of the constraints imposed by the enhanced community quarantine, employees who work from home report being highly motivated, well-equipped to work at home, and able to concentrate and focus.

3 Employees working from home are more likely to agree that working from home lets them eat healthier meals and work out more than before.

4 With zero hours spent on the road, employees working from home now report saving up to 2 hours per day.

This report analyzes responses from 9,549 respondents coming from approximately 238 companies of different sizes and industries in the Philippines.

To carry out this survey, we released the questionnaire on the Sprout HR dashboard and collected responses from April 14, 2020 to April 15, 2020.

We asked the respondents to rate each of the eleven (11) questions we gave them from 1-5: 1 being the the lowest possible option (“Strongly disagree”) and 5 being the highest (“Strongly agree”).

In order to arrive at a more conclusive data, we excluded data from:

- companies that report having less than 5 employees
- survey respondents who reported that they are not currently working from home

Which industries are represented?

We’ve broken down the top industries whose employees report that they are working from home due to the enhanced community quarantine.

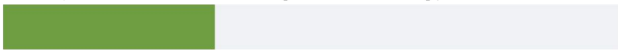
OTHER INDUSTRIES:

- Construction and Engineering (4.26%)
- Retail & Distribution (3.83%)
- Real Estate (3.83%)
- Food & Beverage (3.83%)
- Arts, Entertainment and Recreation (3.83%)
- Manufacturing (2.55%)
- Information Technology (2.55%)
- Transportation and Storage (1.70%)
- Public Service and Social Work (1.70%)
- Hospitality & Leisure (1.70%)
- Education (1.70%)
- Retail, Wholesale and Distribution (1.28%)
- Media & Entertainment (1.28%)
- General Services (1.28%)
- Energy and Utilities (0.43%)

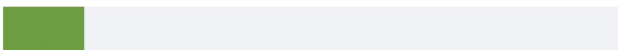
Top 5 Industries



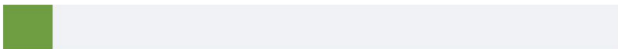
BPO (Business Processing Outsourcing) 31.06%



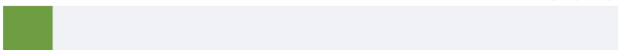
Information & Communication 9.79%



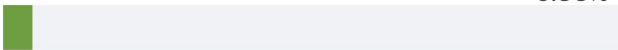
Healthcare 8.51%



Financial & Insurance 8.51%

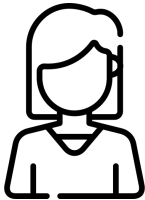


Consumer/Commercial/Professional Services 6.38%



Who did we survey?

Gender

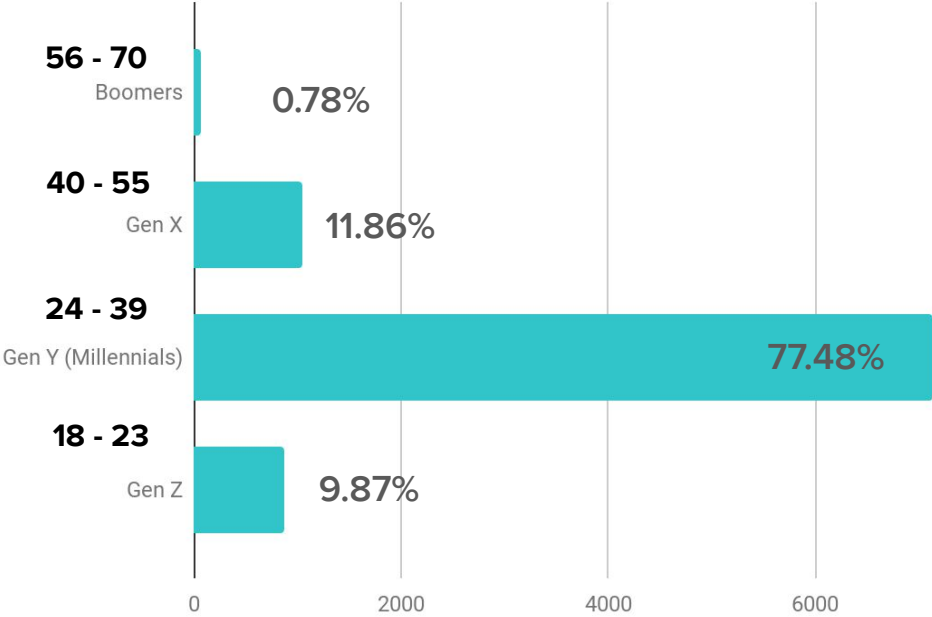


44.5% female



55.5% male

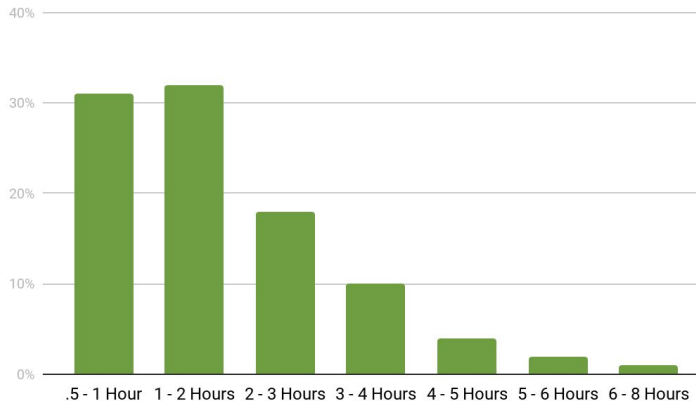
Age



I. Working from home lets respondents save an average of 2 hours per day.

When we asked our respondents about **how much time did they usually spend cumulatively in traveling to and from work daily**, the answer was **30 mins up to 2 hours**.

Hours spent on daily commute to and from work



This means that with the current work from home status, the respondents are saving up to 2 hours of commuting time daily.

To put it into a different perspective, this translates to a **company with a thousand employees saving up to 1,250 person days every week.**

II. Despite not being at their work locations, respondents are still equipped to operate efficiently.

In our previous report, we found out that 36% of the respondents report that unstable internet connection is a roadblock to successfully working from home. But despite this finding, majority of the survey respondents agree that they have the necessary arrangements to work from home.

77%

of respondents report they have sufficient enough levels of information security and data protection at home

73%

of respondents report that they have access to everything they need to work from home successfully

III. They also have access to the right tools and can collaborate with their teammates well.

In our previous report, we found out that 29% of the respondents reported collaboration with colleagues as a challenge while working from home. In this survey, we confirmed that the majority of respondents enjoy a high level of quality in collaborating with their remote colleagues and, additionally, we found out that they find their remote work tools easy to use.

77%

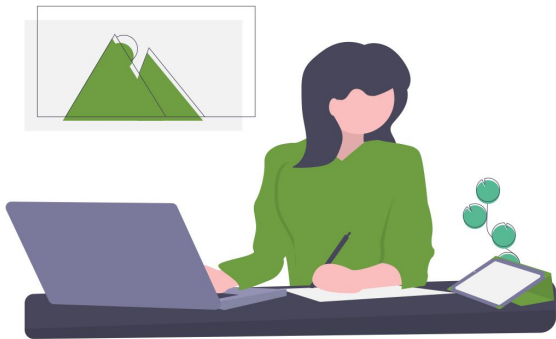
of survey respondents report that they find their **remote meeting and collaboration tools** (ie online meeting applications, data/file sharing, video conferencing, etc.) **are easy to use.**

73%

of survey respondents report that they have **high quality collaboration with their remote colleagues.**

IV. Respondents are able to maintain their concentration and productivity when working from home

Despite the fact that their domestic activities and work activities are now overlapping due to working from home, respondents are likely to agree that their personal productivity and concentration are still at sufficient levels.



72%

of respondents report that they can isolate themselves from domestic activities and distractions when working at home.

75%

of respondents report that they are very productive when working at home

V. Even though they're working from home temporarily, respondents are still highly motivated to work.

Our data suggests that the majority of respondents working from home are not facing challenges in working from home.

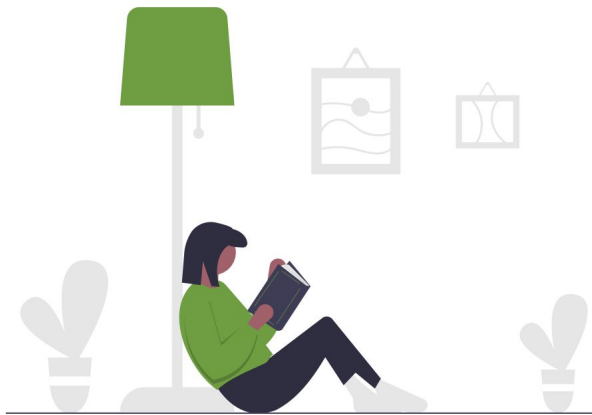


76%

of respondents report that their employers motivate them to do their best work despite working from home

VI. Interestingly, Gen Z respondents are the least able to concentrate when they're working from home.

Focus on your Gen Z team members. As the newest members of the workforce, they might be having difficulties adjusting to the changes and current circumstances.



68%

of **Gen Z (ages 18-23) respondents** report that they can concentrate when working from home compared to:

73%

of **baby boomer** respondents

72%

of **Gen-X and millennial** respondents respectively

VII. When it comes to their personal health and overall well-being, respondents are inclined to believe that working from home has a positive impact.

In spite of the restrictions imposed by the ECQ, which severely limits opportunities for entertainment, fitness, socializing and the like, the majority of the respondents still find working-from-home beneficial.

Can you imagine what the response would be if the ECQ was lifted and life went back to normal?

52%

of respondents report that they eat healthier and working out more from home than they work at their work location

68%

of respondents report that working from home is beneficial for their overall well-being

VIII. Only a minority believe that working from home has a negative impact on their career opportunities and recognition.



Despite the lack of a physical work environment, respondents still view that work from home has not drastically changed their career opportunities and recognition at work.

17%

of respondents believe that working at home has a negative impact on recognition/career opportunities

Whether or not the enhanced community quarantine is lifted soon, we might still be working from home for a considerable amount of time.

Here's how you can make work from home work for your company:

1

**Look into employees
having problems with
working from home**

2

**Find out what those
issues are and determine
the factors**

3

**Evaluate how your company
could potentially mitigate or
address those issues**

Look into employees having problems with working from home

Don't forget to look into the outliers, the employees who report that working from home is negatively impacting including but not limited to any of these:

- Motivation
- Concentration
- Productivity
- Health and wellness
- Career outlook

STEP 1

Find out what's keeping them from maximizing and enjoying working from home.

Find out what those issues are and determine the factors

For example, if they're having problems collaborating with their teammates given the limitations of working from home, assess where the problem lies.

- Is it with their internet connection?
- Are they having difficulties using their collaboration and messaging tools?
- Are their existing tools' features not aligned with what the team needs?

STEP 2

Evaluate how your company could potentially mitigate or address those issues

Now that you've determined what's causing the issues your employees have reported, discuss how your company could address those issues.

For example, if the major roadblock to collaboration is that their tools don't have the features they need, consider getting different collaboration tools for your team.

STEP 3

Finally, evaluate how your operations can return to normal after the Enhanced Community Quarantine (ECQ).

Go back to your Business Continuity Plan and discuss how your company can move forward in the “new normal” after the ECQ.

In our Sprout HR + Legal Experts webinar series, we discuss post-ECQ business operations planning, budgeting and financial forecasting for MSMEs, and the like. If you'd like to join in on our future webinars, sign up [here](#).

With all of the benefits of working from home highlighted in this report, you might also consider implementing work from home as a permanent policy.

Sign up for our webinar on designing and planning your company's long-term work from home strategy [here](#).

Find this report useful?

Discover more insights and best practices on managing working from home teams through these resources:

- Check out our previous report: [Work In The Time of COVID-19](#)
- Sign up for our future webinars on working from home during COVID-19 [here](#).
- Get your personalized company report when you sign up for our Sprout Rescue Kit [here](#).

ABOUT SPROUT

Sprout Solutions is a software company aimed at creating paradigm-changing solutions for the Philippines.

Our goal is to help companies in the Philippines grow through our solutions that address a variety of challenges in human resource management: time keeping, 201, payroll, advanced analytics for workforce management, and employee benefits.

Over 422 companies have started their digital transformation by automating their HR and Payroll pain points.

Allow your HR teams to focus on what they love doing best: Engaging your employees to be their best.

rescue kit



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