
Back To The Office (BTTO) – Winners & Losers

When an organization tells employees that they need to report back to the office environment that's been rarely visited over the past couple of years, there's some mixed emotions by the employees and some definite winners and losers. There's also one factor that we won't really have a quantitative handle on for a while yet.

THE WINNERS

The office landlords win as the organizations that inhabit the office space will not be tempted to save a bunch of money by downsizing their space, or reducing parking spots in the office towers, at the end of the current lease.

Parking lot owners (those that are not in the buildings) as they will continue to receive their monthly payments.

Daycare operators as parents need to have someone take care of their children while they are at work.

Taxi / transit organizations as people increase their need to travel for various reasons related to being in the office.

Restaurants, cafes and shops located near to the businesses that require people back in the office.



The gas companies that the office workers will need to purchase fuel from in order to make trips to / from the office, the transit companies that need to purchase fuel for the additional buses and other vehicles needed to maintain roads for public transit.

Towing companies as there are more vehicular accidents due to increased congestion on the highways and streets...not to mention the towing that occurs when someone parks in a rush-hour no stopping zone! Note: I'm sure the people reading this article are smarter than that...right?

Car dealerships and maintenance organizations as cars need replacing and maintenance more often.

People who want an excuse to 'get out of the house' and those that crave human contact.

Employment recruiting organizations. See the "To Be Determined" section for more info.

THE LOSERS

Families...the ability to be able to get your work done while balancing the needs of family members is more onerous and employees are sometimes forced to take vacation time in order to take care of family situations. The question is: “Is your company paying you for the work value that you bring to the organization or for the hours you put into being in the office and time commuting to and from the office?”

Employees...beyond the work / life balance item you now need to include additional items to the cost of employment such as the cost of your commute, beverages and meals you may be purchasing from those local cafes and restaurants, clothing that will need to be replaced and the loss of the work-at-home tax deductions that many jurisdictions allowed you to claim on your income tax. Then there’s all of that time spent commuting.



Employers...studies have shown that productivity increases when people are working from home.

- One study found that working from home **increased productivity by 13%**. This increase in performance was due to more calls per minute attributed to a quieter environment with fewer interruptions and being able to work on sick days. Workers also reported improved work satisfaction, and **attrition rates were cut by 50%**.
- Another study found that **77%** of those who work remotely at least a few times per month show increased productivity, with over **53% doing more work in less time**.

Cafes local to your home. People working from home will go out into the neighborhood and purchase a drink and snack, meet a colleague or friend for lunch and participate in other activities near their homes.

The environment...unless you’re commuting by walking, bicycling or using an electric vehicle. In North America, based on US (2019) and Canadian (2018) government surveys prior to the pandemic, approximately **80% of people going into the office were not walking, biking or using an EV**. Approximately 74.8% are in a gas-powered motor vehicle as driver or passenger and 5.6% take public transit.

TO BE DETERMINED

There's one element that is showing a trend but is not yet quantifiable to the point of being able to say 'this is the reality'. That is the number of people that, if forced to come back into the office full time, *will begin looking for new employers*. The limited surveys show that a significant number of employees (more than 40%) will consider a new employment opportunity if they can't work from home at least a few days per week...and the employment recruiters are taking full advantage of the situation.

A HAPPY BALANCE

There is a method by which everyone can win...Virtual Office Process Management (VOPM). The employer, employee, local vendors (home and near the office) and the environment all get a 'win'.



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