

8<sup>th</sup> March, 2022

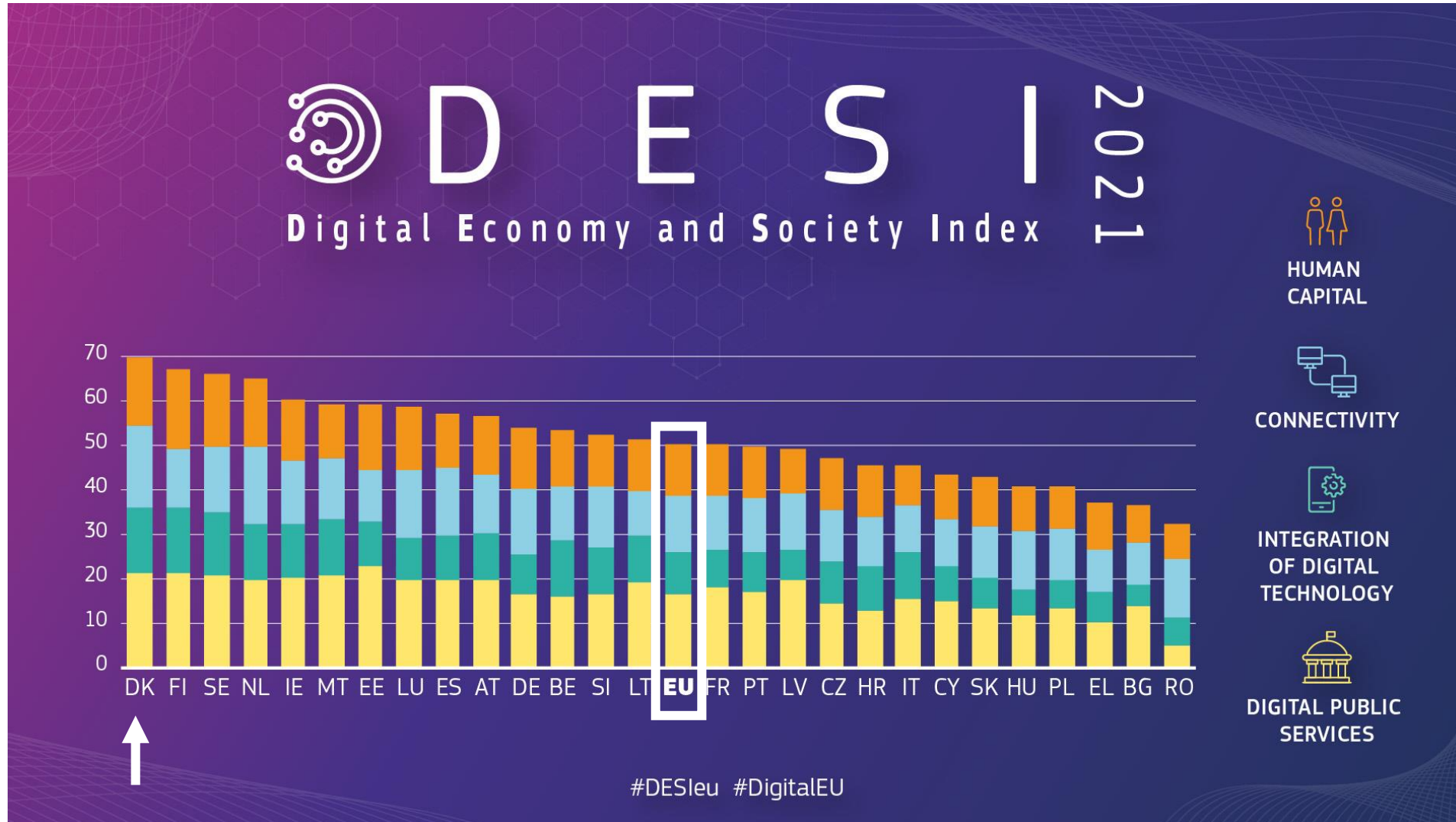
Social Situation Monitor Research Seminar

“Employment and social challenges and opportunities for young people during the recovery”

# Working and Studying from Home – Experiences of young Danish people

By Associate Professor Kathrin Kirchner, PhD, Technical University of Denmark

# High degree of digitalisation in Denmark



# Experiences of young people in Denmark

- Questionnaire with 23 questions about Working & Studying during COVID-19
  - Advantages and disadvantages
  - Tools
  - Demographics
- Data collected between May 2020 and November 2021 at six different points in time: from total lockdown, partly back at work, and lockdown again
- Representative sample, 2399 answers from young people 18-30 years (compared to 5042 people over 30)

# Key advantages and disadvantages when WFH during COVID-19 (Europe)

ADVANTAGES	DISADVANTAGES
<p><b>Advantage 1: Work-life balance</b> The comfort of home, Atmosphere, routines, more social life, less commuting</p>	<p><b>Disadvantage 1: Home-office constraints</b> Isolation, less contact with people, a lot of time in front of the computer,</p>
<p><b>Advantage 2: Work efficiency</b> Focus on tasks, Less interruptions, less meetings, less waste of time on meaningless tasks at the workplace</p>	<p><b>Disadvantage 2: Work uncertainties</b> The value of work: Work loses its value, what should I work on or focus on, what should I do, tasks are not as interesting</p>
<p><b>Advantage 3: Work control</b> Control over the day, Take a break and less micro-management</p>	<p><b>Disadvantage 3: Inadequate tools</b> Limited access to important work tools, data and documents, makes it hard to do a good job</p>

## Six Key Advantages and Disadvantages of Working from Home in Europe during COVID-19

*Int. J. Environ. Res. Public Health* **2021**, *18*(4), 1826; <https://doi.org/10.3390/ijerph18041826>

# Challenges and opportunities for young people working / studying from home

In general

- 40% feel well prepared by their workplace / education for working and studying from home

Opportunities

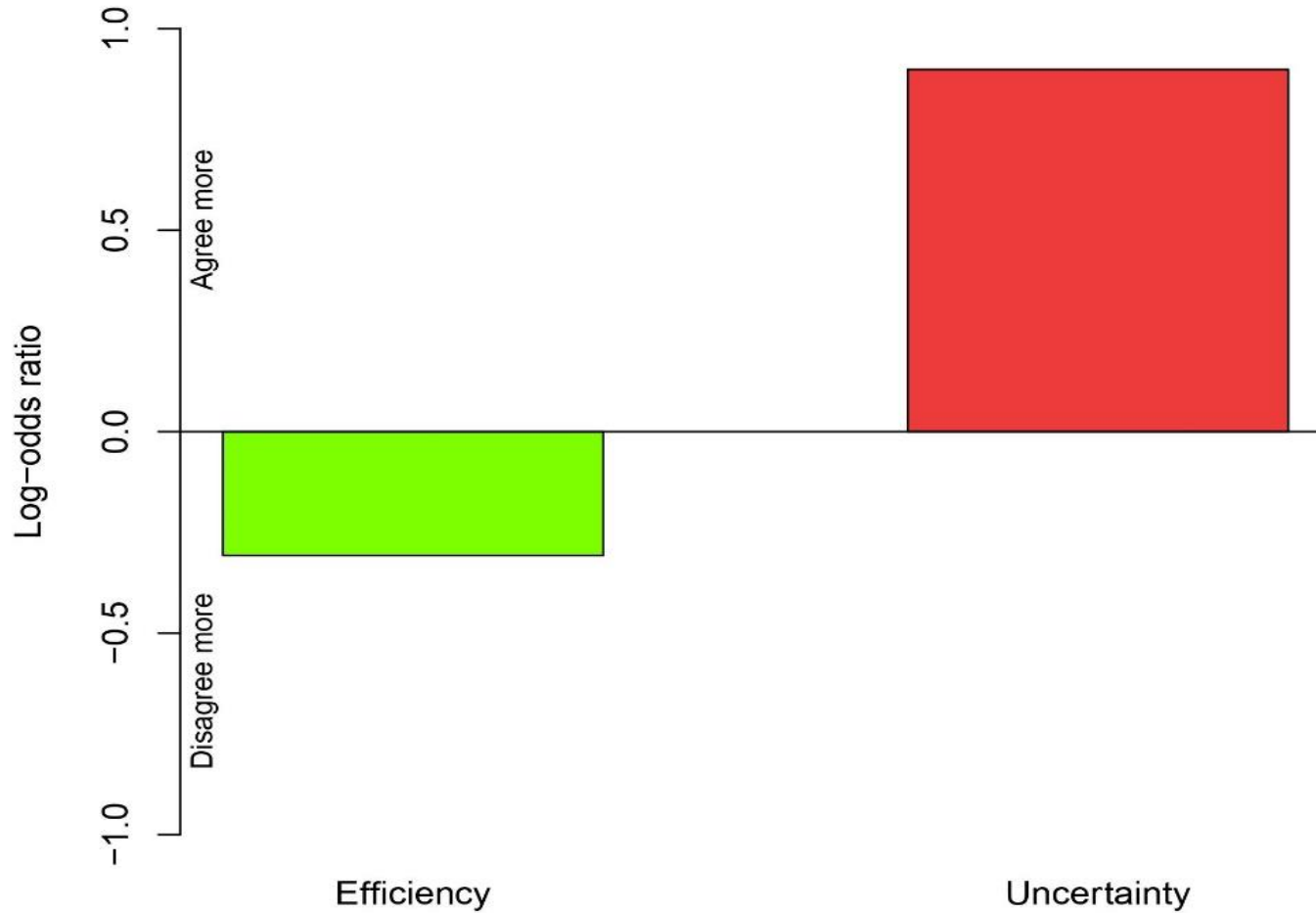
- 81% like that they save transportation time
- 65% can take a break when they like to
- 45% can better focus on their work

Challenges

- 76% do not get to see their colleagues /co-students as much as they would like to
- 40% feel tied to their computers
- 32% miss physical equipment at home

# Experiences of young people 18-30

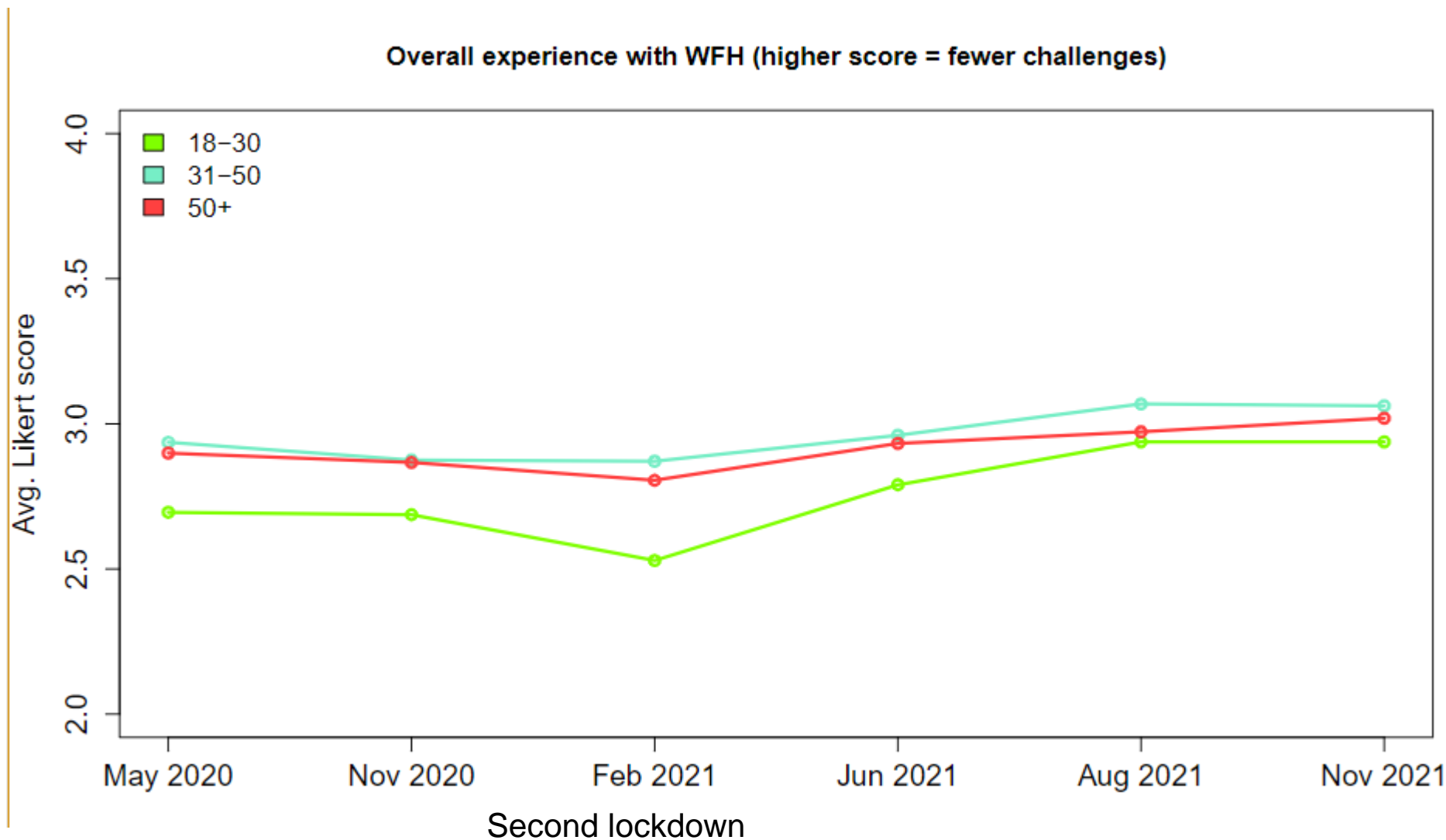
Experience of young respondents compared to older respondents



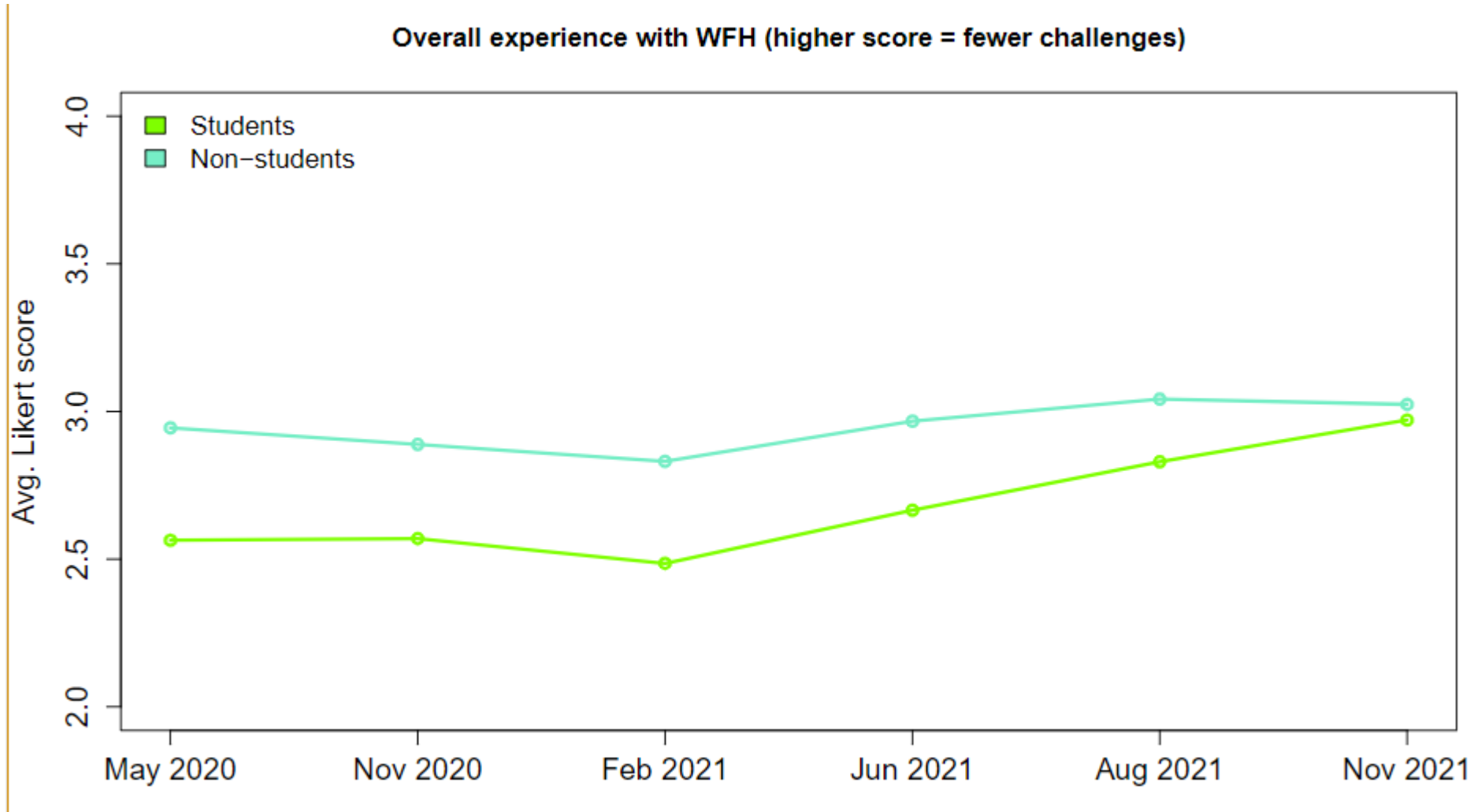
Young people

- Can work less efficient and
- Feel more uncertain about their work than people over 30.

# Young people are more challenged in lockdown periods



# Students are more challenged





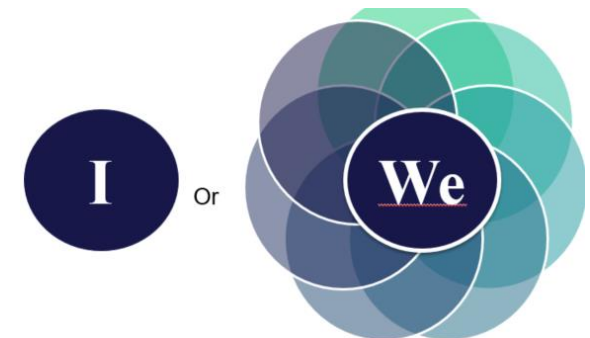
# Challenges for young people in Denmark

- "I am a student at an education that is very much based on project work in groups. Therefore, it is more time-consuming to coordinate and plan projects with group members, and requires to be more precise in my communication with them."
- "The streaming of lectures is a bit annoying as active participation is more cumbersome and it is not as easy to get help ...if you experience problems. "
- " I can work from home, but my professional development is stagnating."
- "It is mentally hard..."
- "...sometimes problematic, because I miss knowledge exchange with colleagues."
- "...forgotten, uninspired, alone, missing input in order to be motivated to work"

# Learnings and implications

Young people like flexibility, but feel alone and mentally challenged:

- Impact of remote work on relationships and knowledge sharing at work: I - WE
- Retain and attract talents: offer flexibility and support
- Remote work as key to higher performance: which tasks can be solved well from home
- Support for the hybrid learning process: integrating students from home



# Thank you for your time

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