

2021 Global Workplace Report

Connecting your hybrid workforce

MEA

Employees are now at the forefront of workplace strategy and the global success of organizations in Middle East and Africa



Employee wellbeing and EX have risen in strategic importance

In MEA, **93.4%** recognize the value of EX as important to the organizational strategy or a crucial strategic differentiator



But capabilities lag

In MEA, **just 48.7%** are very satisfied with their current EX capability



Understanding varies

64.7% in MEA agree that parts of the organization don't understand or truly embrace the value of EX

...but there remains a lag in executing that strategy

The emergence of a hybrid workforce

The pandemic has completely changed the way we work



Connectivity and communication have developed into key priorities to enable agility and protect employee wellbeing

5 data-driven insights to connecting the hybrid workforce

1 Workforce | The EX factor

Discrepancies in executive, operational and employee feedback indicate that EX needs to extend further into the enterprise.



64.4% of CEOs globally are very satisfied with their current EX capability. **Just 23.3% in operations** say the same.



Only **23.1%** of employees are very happy working for their current employer.



x2 Globally, **satisfaction levels on EX double** in organizations who have optimized their workplace strategies.

2 Strategy | Modernizing workplace strategies

For many post covid strategies still not going far enough. There remains much **uncertainty...**



72.0% of CEOs globally say strategies to modernize and digitally optimize the future workplace are defined and agreed, **but only 47.2% of operations** staff would agree.



62.9% of CHRO's globally say that employee **wellbeing levels have deteriorated** since the start of the pandemic.



MEA: Top 4 elements to enabling the workforce

1. Connected technology
2. Quality of collaboration
3. Organizational resilience and business continuity
4. Systems security of the hybrid workforce

3 Work | Connecting employees

As organizations revisit their policies in light of changing workstyles, **technology** will need to **securely** support a range of **employee profiles** and **work location preferences**.



62.7% of organizations in MEA say employees have access to **technology** that fully enables and augments performance when **working from home**.



Only **68.7%** have access to **technology** that enables and augments performance when **working from company premises**.



#1 Globally, **Technology** is ranked the **#1** most important enabler of organizations **workplace strategies**.

4 Workspaces | Digital and physical workspaces

No longer a fixed location, the modern workspace can be anywhere. The last year has seen a rise in work-from-home challenges for employers and employees alike.



58.3% of employees globally say that working from home is **problematic**.



76.0% of organizations in MEA expect their hybrid workers will work half the week or more from the office.



61.3% of organizations in MEA strongly satisfied company premises can support hybrid working.

5 ESG | Smart sustainability

No longer a fixed location, the modern workspace can be anywhere. The last year has seen a rise in work-from-home challenges for employers and employees alike.



61.4% of CEOs strongly agree they are aligned with the **UN's Sustainable Development Goals (SDGs)**, in support of their ESG agenda.



In MEA, **34.7%** say sustainability is now part of their sales proposition to customers. **31.3%** say it's part of their procurement requirements for vendors.



98.7% in MEA agree that having a sustainable workplace helps **attract/retain talent**.

Over 9 in 10

Top 5 considerations driving workplace strategies in MEA



Employee safety



Employee wellbeing



Enabling hybrid & remote working



Sustainability goals



Improved EX

Engage with us to accelerate your hybrid workplace ambitions



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