

# Australians Would Consider a Pay Cut for Freedom to Work from Home

New

research finds that employees want to work from home but reality does not meet desire

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Nearly one fifth of Australian workers would give up five percent of their salary to work from home, according to research released today. The research reveals a strong desire for flexible working practices, but while the majority of Australian full-time workers would like to work remotely, most don't have the means to do so.

The

independent research was commissioned by Citrix Online and has been released as part of a report entitled: Worldwide

Workplace: The Web Commuting Imperative, which provides a unique snapshot of the evolving trend to the location-independent workplace. It revealed

58 percent of

Australian full-time workers would like to work remotely, yet 66 percent never have the ability to do so.

The research compares and contrasts

attitudes of workers and owners of small businesses in the Australia, the US and UK.

Conducted by the polling company, inc./WomanTrend, it surveyed samples of 600 American, British and Australian workers, as well as 100 small business owners in each location[i].

In conjunction with the release of the research, Citrix Online also announced the formation of the Worldwide Workplace Council, a group of thought leaders and advocates drawn from a wide range of areas affected by the growth of the trend towards remote working. Members of the council, based in the US, the UK and Australia/New Zealand, will foster multiple points of view, advocate changes to traditional business models, and develop broad-based recommendations around the concept of Web Commuting.

The research findings illustrate the paradox between what businesses and workers perceive to be important to success and the realities of the workplace. Among the findings:

#### Australians

would take a pay cut to work from home: Sixteen percent of Australian workers and 17% of small business owners would give up five percent of their salary to work from home one to two days a week. Australians want remote working, but the reality is different: Fifty-eight percent of Australian full-time workers would like to work from home, yet two thirds of workers never have the ability to work remotely. However, 64 percent of Australian small business owners say they frequently work remotely.

#### Australian

small businesses lack access to Web Commuting technology: Australian small business owners (17 percent) do not have access to technology or software that makes Web Commuting possible, compared to eight percent in the US and 14 percent in the UK. Technology preference Aussies prefer mobile devices: Mobile phones (64 percent) are the number one tool used by Australian employees for working remotely. Email and the Internet are the most used by workers in the US and UK. Breaking free from corporate culture: Freedom from rigid office hours is what employers and employees in all three geographies like most about Web Commuting. Australians are shown to be particularly independent 40 percent of workers polled rank setting my own hours or schedule as the top benefit of working remotely, against 37 percent in the US and 35 percent in the UK. Flexible hours will lead to future success: Forty-five percent of Australian small business owners say offering flexible hours is the most practical and essential ingredient of a successful business in the future, while 30 percent deem this to be the second most essential ingredient. This option was selected over elements including affordable health insurance and maintaining a diverse workforce. Remote working to help with succession planning: Of those planning to reduce their work hours prior to retirement, 25 percent of employees and a massive 57 percent of small business owners plan to frequently work remotely.

Joseph Sweeney, Advisor, IBRS, a member of the Worldwide Workplace Council, said the research findings pointed to several challenges in the successful widespread implementation of remote working. Many small businesses, for example, are lacking the technology to make Web Commuting possible. While small business owners recognise the importance of offering a flexible work environment, they are behind the times when it comes to implementing remote working practices. Many simply don't know the first steps to take and face challenges in finding the right tools to use, he said.

Council member

Bevis England, Director of Telework New Zealand and facilitator of the Telework Australia Initiative, said there were also challenges in a lack of understanding from employers and a lack of commitment across governments. There are multi-faceted benefits from working remotely from reduced traffic congestion and emissions; to a better work/life balance and a happier workforce; assistance with rural development; and assistance with pandemic and business continuity planning. These benefits must be advocated at the highest level, from leaders in government. The sentiment will then trickle down to leaders in business, he said.

H.R. Shiever,

Managing Director of Citrix Online Asia Pacific, said: From our experience developing online technologies that enable Web Commuting, we understand the huge impact this practice is having on every aspect of work and life, he said.

Web Commuting

gives individuals the ability to be equally productive whether they're in the office or a continent away. It also gives companies the ability to change the economics of their business, by slashing infrastructure costs and hiring the best employees regardless of where they live.

The Web

Commuting Imperative suggests while individuals and companies are increasingly embracing the practice of Web Commuting, this type of workplace model will see increased take-up as the associated technologies become more integrated into mainstream business. To assist businesses in the transition, Citrix Online suggests best practices, including conducting an in-house remote working inventory, investigating available technology and developing a formalised remote working policy.

More details on

The Web Commuting Imperative are available at [www.workshifting.com](http://www.workshifting.com)

To view Making Web Commuting Work for You, a webinar featuring US council members and Brett Caine, General Manager, Citrix Online, go to: <https://www1.gotomeeting.com/register/686512425>

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For  
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#### About Citrix

Citrix Systems, Inc. (NASDAQ:CTXS) is the leading provider of virtualization, networking and software as a service technologies for more than 230,000 organizations worldwide. Its Citrix Delivery Center, Citrix Cloud Center (C3) and Citrix Online Services product families radically simplify computing for millions of users, delivering applications as an on-demand service to any user, in any location on any device. Citrix customers include the worlds largest Internet companies, 99 percent of Fortune Global 500 enterprises, and hundreds of thousands of small businesses and prosumers worldwide. Citrix partners with over 10,000 companies worldwide in more than 100 countries. Founded in 1989, annual revenue in 2008 was \$1.6 billion.

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Worldwide Workplace: Web Commuting

Imperative research was conducted from November to December 2008.