

Translate into Italian:

A year ago, few had anticipated that working from home would become so normalised, or that the shift in working patterns would be so rapid and largely successful.

Some organisations have seen unanticipated productivity gains, and many have publicly declared their intention to make working from home a permanent part of their future business models. But it has not all been positive news, not least in terms of the overwork, inequalities, and anxieties that are emerging around working from home.

In July 2020, the research project 'Work after lockdown' started to look at how the way we work is changing, and what the lasting consequences of this will be. We are now learning a great deal about how work may need to be managed in the future, particularly in the mixed working environment that is emerging. This includes the importance of organisations defining what a hybrid working pattern looks like for each job role, and developing new managerial approaches to co-ordinating teams who are working both at home and in the workplace.

We are also learning about the new inequalities, with age and gender emerging as key vulnerabilities during lockdown. Young people are more concerned about their careers being damaged by extended working from home, with fewer opportunities for skills development, and less well-established work-based networks to draw upon for support and information. Evidence also suggests that the long-hours culture of many firms, which was previously offset by workplace camaraderie, is now translating into widespread feelings of burnout and isolation among employees.