This the first of a series of reports we’re producing based on the data from our global Technology and Talent study.

This one gives you a snapshot of some of the most interesting findings across the whole data set. Over 2021, we’ll then deep dive into some of the key topic areas with our special reports.

Thank you to everyone who took part, all 1724 of you! Without you this report quite literally would not be possible.

I’ve found it a fascinating read, I hope you do too.

Bev White
CEO, Harvey Nash Group
1. WORK

Covid has had a big impact on people working from home

1.6 days
Before the pandemic

4.6 days
During the pandemic

3.3 days
Ideal after the pandemic

Assuming you work a 5 day week, how many days have you been working from home, or would like to going forward?

Covid has also changed how people view commuting

23% prepared to double commute
probably due to wanting less reliance on public transport

16% decrease commute

14% increase commute

47% keep the same

And what they are looking for in their next role...

What are the three most important factors for you when looking for a new role?

However, there are some big differences in expectations around working from home

Those wanting to work from home 5 days a week

Sectors
1. Technology / telecoms (31%)
2. Business / professional services (25%)
3. Education (25%)

Countries
1. Vietnam (37%)
2. United States (31%)
3. Australia (29%)

Job titles
1. Software Engineering (29%)
2. IT operations (26%)
3. Development Management/Team Leadership (20%)

Organisation by revenue
1. $2m-$10m (27%)
2. <$1m (26%)
3. $11m-$50m (25%)
2. PEOPLE

There’s been quite an impact on workloads

- It’s easier to work more with no commuting time

- The good news is that more organisations are supportive

- On the whole, people are happy in their role

- For a third of respondents a salary/rate increase helps...

- And with heavier workloads, more people are feeling stressed

Compared to this time last year, how has your workload changed? Increased, by job title

The pandemic has made it easier for organisations, colleagues and managers to ask how people really are. After all, we’re seeing into each other’s houses and private lives on a regular basis.

How supportive is your organisation with helping workers with mental health issues?

How has your salary/rate changed in the last 12 months?

We’ll have a separate report around salary out later this year.

Have you ever been concerned about the state of your mental health due to working pressures?
Proportion of women in tech remains stubbornly low

- 2016: 17%
- 2017: 16%
- 2018: 15%
- 2019: 15%
- 2020: 17%
- 2021: 15%

Despite low female participation, many feel the tech sector is doing enough to promote diversity, especially men

- Women twice as likely to strongly disagree than men

What can be done to build more diverse tech teams? Please select your top three

- Flexible working
- More apprenticeship/cross-training opportunities
- More engagement in schools, colleges, and universities
- Diversity and inclusivity training
- Promote strong role models
- More formal mentorship program
- Ensuring candidate shortlist is diverse
- Other
- Introducing quotas

A third of respondents globally are currently based away from the country they were born in

- Switzerland: 71%
- Australia: 70%
- Ireland: 53%
- Germany: 41%
- Belgium: 33%
- UK: 27%
- USA: 27%
- The Netherlands: 12%
- Vietnam: 11%

Proportion of respondents born outside of the country they are based in

67% More flexible working - to balance other life commitments
43% More apprenticeship/cross-training opportunities
39% More engagement in schools, colleges, and universities
35% Diversity and inclusivity training

We’ll have a separate report around diversity in tech out later this year
3. TECHNOLOGY

Most organisations are making extensive use of SaaS and Big data, but increasingly AI / Machine Learning too.

The rise of the chatbot perhaps?

It could be said that Blockchain is a great answer to a question we haven’t yet discovered – Paul Hunt, NashTech

Different tech is important to different sectors

How important are these technologies in helping your organisation to realise your business goals? (Very + Quite important)

**Artificial Intelligence / Machine Learning**
1. Healthcare (60%)
2. Technology / telecoms (57%)
3. Financial Services (53%)

**Internet of Things (IoT)**
1. Manufacturing (66%)
2. Construction / engineering (57%)
3. Technology / telecoms (57%)

**Augmented Reality**
1. Technology / telecoms (48%)
2. Construction / engineering (60%)
3. Manufacturing (36%)

**Blockchain**
1. Technology / telecoms (33%)
2. Financial Services (31%)
3. Business / prof. services (26%)

Four in ten feeling the effects of automation

This has hovered around this percentage ever since we began tracking this in 2018. As old jobs become automated new jobs are being created.

Menial tasks automated so that tech professionals can focus on the higher value, strategic parts of their role.

Agree or disagree? Within ten years, a significant part of my job that I currently perform will be automated

We’ll have a separate report around technology out later this year.
For almost a fifth of organisations, there isn’t just one person responsible for cyber.

Half of all organisations have seen an increase in cyber attacks since the pandemic started.

A fifth of organisations don’t have clearly defined security policies and procedures in place.

A lot of organisations don’t seem to have a CISO.

Do processes fall through the gap if you don’t have just one person responsible?

Which C-level person is responsible for delivering the cyber strategy in your organisation?

A fifth of organisations don’t have clearly defined security policies and procedures in place.

After seeing an increase in cyber attacks in their own organisations, tech professionals aren’t keen on trusting third parties with their personal data.

How do you trust third parties to use your own personal data in an appropriate way?

To what extent do you trust third parties to use your own personal data in an appropriate way?

*Source: Harvey Nash / KPMG CIO Survey 2020
Harvey Nash Group is a global professional services organisation with three key areas of focus: technology recruitment, IT solutions and leadership services. With 40 offices across three continents, we partner with clients, helping them unlock the power of individual and team talent.

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