

# The Hybrid Working Calculator

New research and economic analysis by International Workplace Group and Development Economics has quantified the considerable time and money savings that can be achieved by cutting down on a long daily commute. And a ground-breaking online tool lets workers calculate exactly what those savings can be.



# Introduction



This new study adds to the body of research highlighting the unpopularity of long daily commutes which waste significant time and money. With hybrid working, people can enjoy a significantly improved work-life balance while companies enjoy increased productivity and a happier and more engaged workforce.”

**Mark Dixon,**  
**Founder & CEO,**  
**International Workplace Group**



For the first time, a new piece of research has quantified the significant savings in both money and time that office workers can achieve by cutting down on the daily commute to a city-centre hub and working closer to home for part of the week. The study, carried out in both the UK and the US by the International Workplace Group together with leading economics and data consultancy Development Economics, found that by working locally four days a week, hybrid workers could save as much as \$30,000 a year. It also found that the hours that they are

able to reclaim impact positively on their lives, enabling them to spend more time on activities that support their physical and mental wellbeing.

This white paper examines the research in detail and also explains the benefits of a new online tool that was recently launched by the International Workplace Group: the Hybrid Working Calculator. This lets individuals quickly discover the reduction in travelling hours and daily costs that they could achieve by adopting the hybrid model.

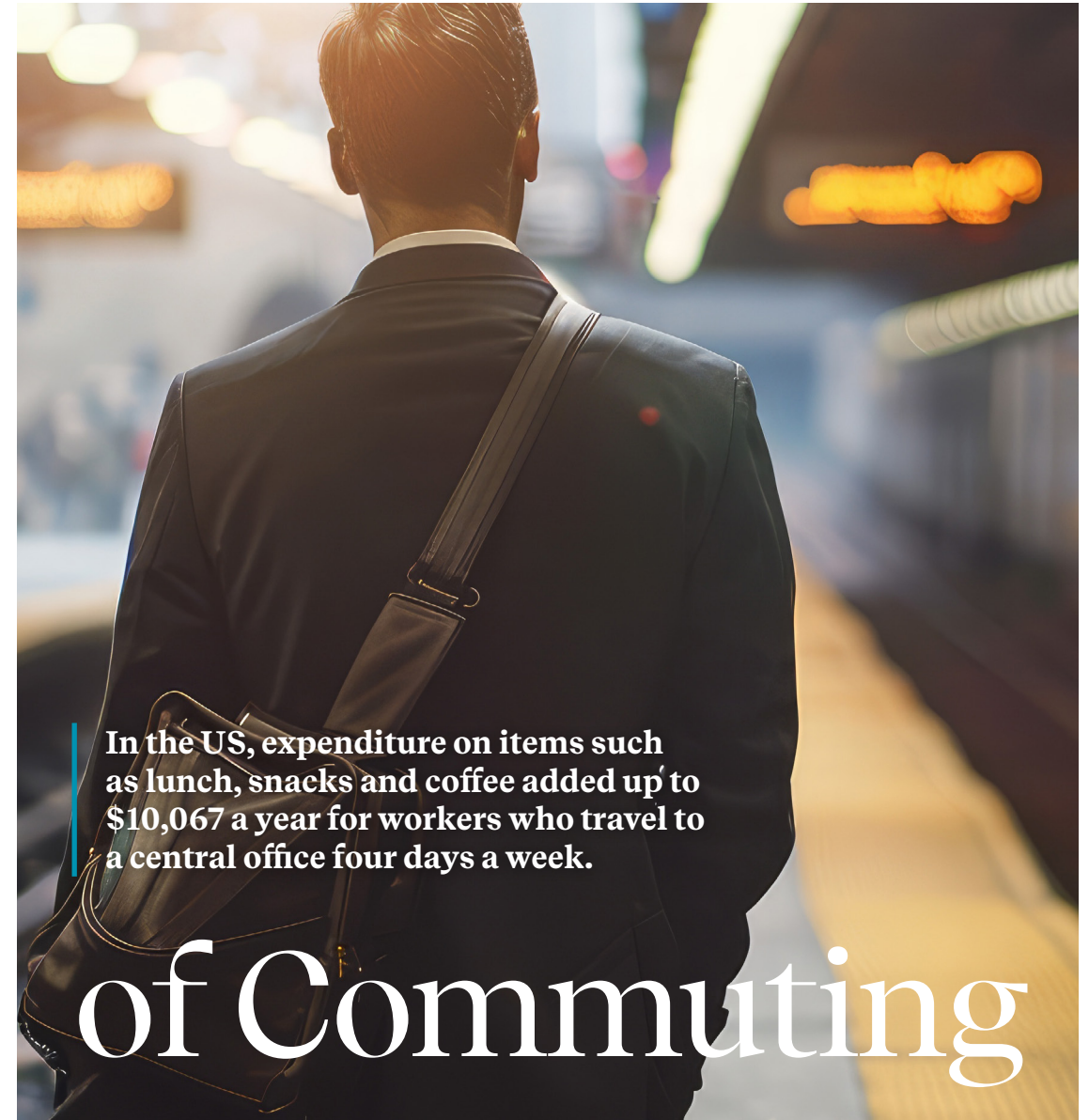
# Cutting the Costs

Commuting is expensive. Not just the cost of travelling by train, bus or car – there are usually also parking expenses for those who choose to drive. And money spent on lunch, coffee and snacks, at city-centre prices, also adds up.

More than four-in-five (81%) UK office workers questioned in the study and three-quarters (75%) in the US said that hybrid working has reduced their monthly costs. In the US, the daily average expenditure on items such as lunch, snacks and coffee added up to \$48.40,

equalling up to \$10,067 a year for workers who travel to a central office four days a week.

As part of the study, the research analysed the annual transport costs for ten popular commuting routes in both the US and the UK to better understand the scale of potential savings that could be made by spending more time working closer to home. In both cases, it found that workers based in busy commuter towns could save considerable sums: up to \$20,244 in the US, and up to £13,188 in the UK.



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# of Commuting

## Money saved annually on ten popular commuter routes in the US\*



\*Based on four days a week spent working locally and travelling one day a week to a central office.

Richardson (TX) to Dallas by car	<b>\$5,700</b>	Red Bank (NJ) to New York City by ferry	<b>\$9,708</b>
Newton (MA) to Boston by car	<b>\$7,272</b>	King of Prussia (PA) to Philadelphia by car	<b>\$10,068</b>
New Haven (CT) to New York City by train	<b>\$8,736</b>	Boulder (CO) to Denver by car	<b>\$11,772</b>
Scottsdale (AZ) to Phoenix by car	<b>\$9,000</b>	Irvine (CA) to Los Angeles by car	<b>\$16,440</b>
Sandy Springs (GA) to Atlanta by car	<b>\$9,132</b>	San Jose (CA) to San Francisco by car	<b>\$20,244</b>

## Money saved annually on ten popular commuter routes to London, UK\*



\*Based on three days a week spent working locally and travelling two days a week to a central office.

Oxford	<b>£4,464</b>	Winchester	<b>£6,456</b>
Salisbury	<b>£4,500</b>	Milton Keynes	<b>£7,344</b>
Reading	<b>£4,548</b>	Cambridge	<b>£7,704</b>
Brighton	<b>£5,436</b>	Leicester	<b>£12,468</b>
Guildford	<b>£5,820</b>	Birmingham	<b>£13,188</b>



Sam Richardson-Gerrard works for a marketing agency in London and lives in Brighton with his wife and daughter. He and his wife are hybrid workers.



*After plenty of years in London I wanted to live somewhere with a greater sense of community. I now travel into London one day a week, while my wife does three days, meaning we've reduced our household spending on train tickets by at least £500 a month, not to mention all of the associated costs.*

*“The pros of hybrid working are too many to count. My mental health has improved and I have the option to live where I want to live and we can now afford a far bigger house. True flexibility means that when I choose to head into London, I actually look forward to it, as opposed to dreading the weekly grind.”*

# The Hybrid Working Calculator

The International Workplace Group has developed a groundbreaking online tool, the Hybrid Working Calculator, that enables individuals to work out exactly how much time and money they are spending on commuting – and how much they could save by reducing the number of days they commute.

Users can easily enter figures for their current working arrangement, including how often they commute, how long it takes door-to-door from home to office, and how much it costs. In addition, they can fill in how much they spend on lunch and on coffee, snacks and treats on a daily basis. The Hybrid Working Calculator then shows the current annual total of their commuting time and cost, enabling them to see exactly how much they can save depending on how many days per week they choose to work closer to home.

“It’s a tool that’s simple to use but highly effective,” says Mark Dixon, Founder and CEO of International Workplace Group. “Many people are surprised to see just how much time and money they could save simply by changing their working model.”

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Mark Dixon, Founder & CEO, International Workplace Group



In the UK, 86% of those who already work in a hybrid way say that the reduction in commuting frequency has put them in a better position to meet their financial goals. In the US, the figure is 84%. The money they save is being put to a variety of uses, from paying off debts in full to building up a financial buffer or contributing to a nest egg to pay for a deposit on a property or take a holiday.



“The financial savings highlighted in this very important new research are significant,” says Dixon. “They enable hybrid workers to invest in other aspects of their lives, whether that’s getting on the property ladder or saving for a rainy day.”


Financial wellbeing is one of the most important aspects of general wellbeing. Stress caused by money worries can lead to insecurity, reduced motivation, anxiety and depression, as well as a deterioration in physical health. On the other hand, better financial wellbeing brings improved morale and greater productivity. For younger workers, in particular, the savings brought about by hybrid working have the potential to be life-changing. As EY’s latest survey of Gen Z attitudes shows, this is a cohort that worries disproportionately

about money, and more than two-thirds rate their current financial situation as just “fair” or worse.

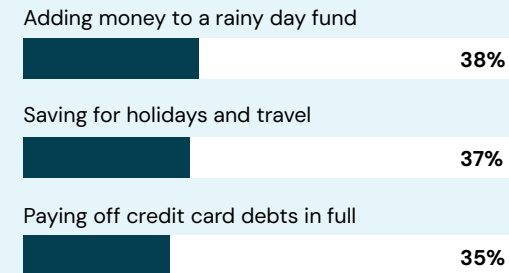
Getting onto the housing ladder has become increasingly difficult for first-time buyers, with average prices trebling in the UK and more than doubling in the US since the start of the century. However, International Workplace Group research shows that in the UK, a Gen Z London worker living in Cambridge, 60 miles from the capital, could save enough for an average house deposit in around six years, simply by cutting out the daily commute to a central office three days a week. In the US, a 24-year-old Gen Z worker living in Red Bank, New Jersey, could expect to save up to \$388,320 throughout their working life on their commute alone by working four days a week closer to home.

## Putting the Savings to Good Use

How are hybrid workers in the UK and the US using the money they save?

 **US annual hybrid savings:**  
up to **\$30,332\***

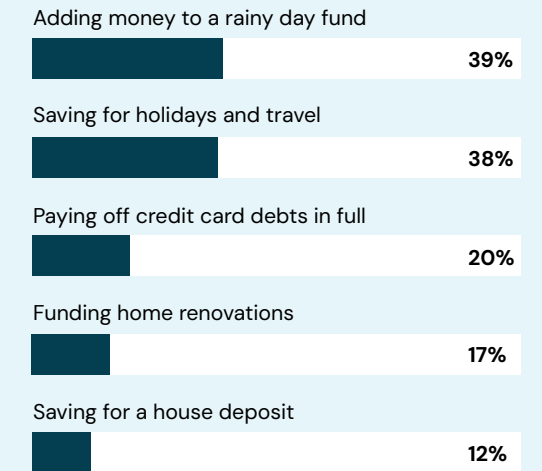
### USED FOR:



\*Based on four days a week spent working locally and travelling one day a week to a central office. Includes incidental costs such as food and drink.

 **UK annual hybrid savings:**  
up to **£13,188\***

### USED FOR:



\*Based on three days a week spent working locally and travelling two days a week to a central office. Only transport costs included.

# Making the Most of the Hybrid Dividend

# Making the Most of

Cutting back on the daily commute not only saves money but also gives us back a sizeable chunk of our most cherished commodity: time. Almost nine-in-10 of those surveyed (87% in the UK and 84% in the US) say that hybrid working has had a positive impact on their work-life balance as a result of the reduction in commuting.

“Working at a local flex space for just two or three days a week can save vital hours that enable us to prioritise other parts of our lives that are important to us,” says Dixon.

Hybrid workers are putting their saved hours to good use in a number of ways, from relaxing or indulging in hobbies to doing activities that support their physical or mental health, or spending more time with family and friends. The benefits of all of these activities – for both individuals and companies – cannot be underestimated. In other research by the International Workplace Group, hybrid workers have reported that their general wellbeing,

both physical and mental, has been boosted as a result of having more free time to spend as they choose. And they are also much less likely to suffer from the modern disease of burnout.

As a result of the boost to their wellbeing, hybrid workers are more likely to feel happier at work, and to be more productive and more motivated. Their job satisfaction is also likely to increase. Research by Professor Nicholas Bloom, a world-leading expert on hybrid and remote working based at Stanford University, suggests the average increase in productivity brought about by the hybrid model is around 3% to 4%. “A no-brainer to increase profit” is how he describes the benefit to companies of switching to the hybrid model.



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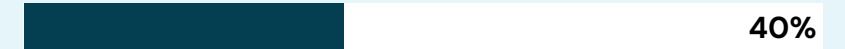
**Mark Dixon, Founder & CEO, International Workplace Group**

# the Hybrid Time Bonus



## How US hybrid workers are using the hours they're saving

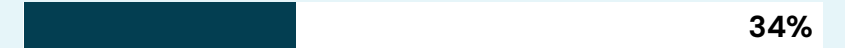
Relaxing or taking part in hobbies



Doing activities to support their physical health

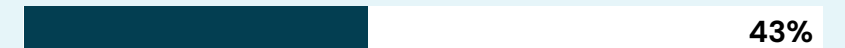


Doing activities to support their mental health

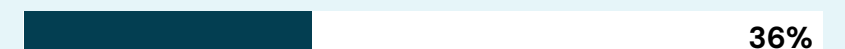


## How UK hybrid workers are using the hours they're saving

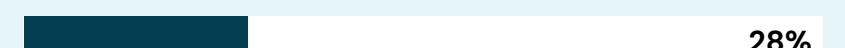
Relaxing or taking part in hobbies



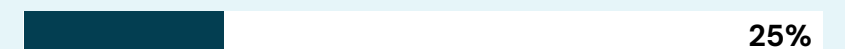
Doing activities to support their physical health



Doing activities to support their mental health



Spending more time with family and friends





# Meeting the Rising Demand for Flex Space

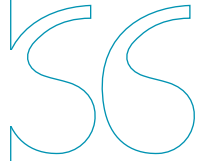
The time and money saving benefits of shifting to the hybrid working model, as demonstrated in this paper, are changing the geography of work. As people realise the advantages of no longer being tied to a central workspace, many are choosing to work closer to home. At the same time, businesses are moving rapidly to change their working models, realising that hybrid working is now hugely valued by employees.

Research by International Workplace Group has found that more than three-quarters (77%) of workers consider a place to work nearer to where they live a must-have for their next job move, while only one-in-five is now willing to commute for more than 30 minutes. This trend is only going to grow. Professor Bloom has

stated that up to 40% of workers will work in a hybrid way in the long term.

Looking at the effect this growing trend is likely to have on commuter towns on both sides of the Atlantic, research by International Workplace Group and Arup found that the number of office workers in those towns is set to grow exponentially over the coming years: in the UK, numbers could increase by as much as 175%, and in the US by 60%. This growth will require a substantial increase in the amount of high-quality office space available in towns that have previously had relatively low numbers of locally-based white-collar workers.





# Hybrid working gives people more time and money to enjoy a better lifestyle.”

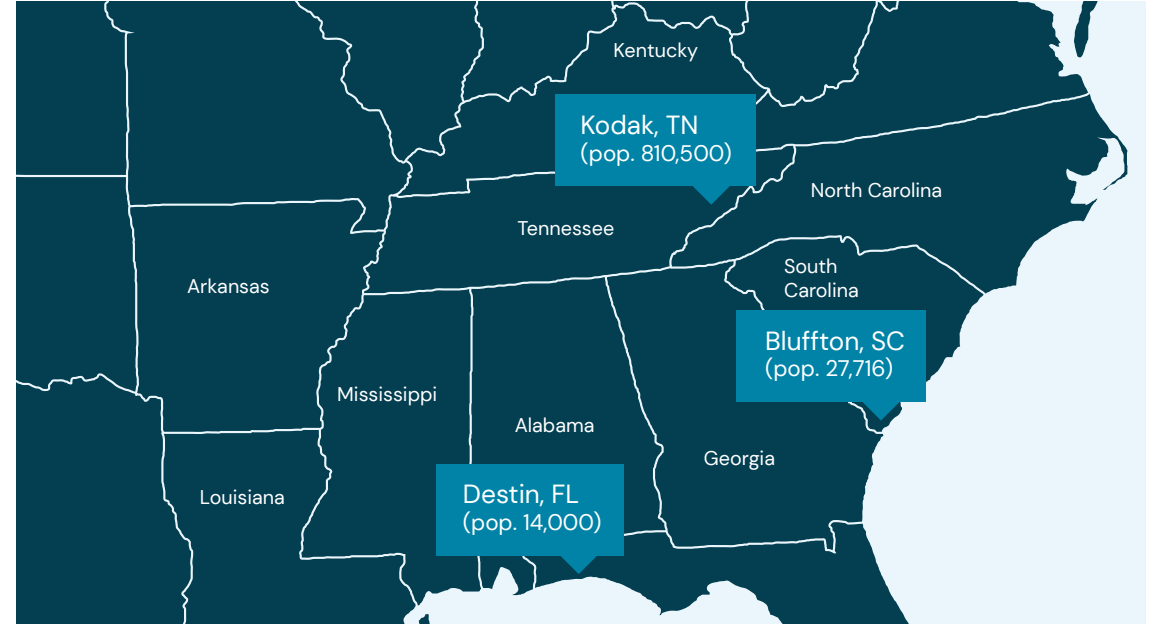
Mark Dixon, Founder & CEO, International Workplace Group

To meet this demand, International Workplace Group has embarked on a major programme of expansion. More than 850 new locations were added to its global network in 2023, with 500 more in the first half of 2024, representing the most rapid growth in International Workplace Group’s history. There are now more than 4,500 signed locations in the network, and they are increasingly in suburbs and small towns. In the US, new locations include Bluffton, SC (pop. 27,716), Kodak, TN (10,500), and Destin, FL (14,000). In the UK, there is a similar story, with commuter towns such as Gerrards Cross (8,000) and Marlow (14,000), both in Buckinghamshire, welcoming new IWG centres.

“Our aim is to expand our network locations deep into the heart of the communities where they are needed,” says Dixon. “What all these great towns have in common is that they are great places to live, raise families and socialise. Hybrid working gives people more time and money to enjoy a better lifestyle.”



Spaces Chalfont Park, Gerrards Cross



# Conclusion

Less time spent in traffic tailbacks, stressing about being late for work. Less time spent crushed into overcrowded trains. Less time waiting for buses that sometimes don't arrive. But more time for doing the things we love. And on top of that, the kind of serious extra money that can be life-changing, whether that means getting a foot on the housing ladder, paying off debts or building up a nest egg.

As we have seen, these are the proven benefits of cutting down on the daily commute to a city-centre office and spending more days of the week working closer to home. And all the evidence suggests that these benefits will be enjoyed by even more office workers in the years to come. As Professor Bloom and many others have convincingly shown, the hybrid model is here to stay.

“The idea that every morning, office workers wake early, jump into polluting cars or overcrowded trains, and travel many miles to their place of work will very soon be a crazy thing people only did in the past,” says Dixon. “Hybrid working improves our lives. And it makes us better off, too.”



We help more than eight million people work the hybrid way in thousands of locations worldwide. Find out more about what we do today at [iwgplc.com](https://www.iwgplc.com).

Plus, to find out how much time and money you could save by working the hybrid way, visit [iwghybridcalculator.com](https://www.iwghybridcalculator.com).