

September 2025



# STAY CONNECTED

## Newsletter 5

### Hybrid Work in Europe: From Experiment to Embedded Practice

As of September 2025, hybrid work has firmly established itself as Europe's dominant model for roles that can be performed remotely. The post-pandemic "experiment" has matured into a structured system balancing flexibility with collaboration. Across the EU, around 44% of remote-capable jobs now follow a hybrid format, while fully remote work has declined significantly since 2022.

This stabilisation shows that most employers are no longer debating whether to allow flexibility, but rather how to design hybrid models that align with organisational goals and employee wellbeing. The latest European trends reveal a shift in focus from location to experience.

Organisations are moving beyond counting office days to refining the quality of hybrid work itself, through clearer team agreements, shared anchor days and stronger digital infrastructures. Flexibility is also broadening beyond place to include when people work, allowing employees to adapt schedules around personal and professional needs. Studies from Eurofound and others highlight that well-managed hybrid systems are linked to higher job satisfaction, trust and motivation especially when employees are empowered to balance autonomy with connection.



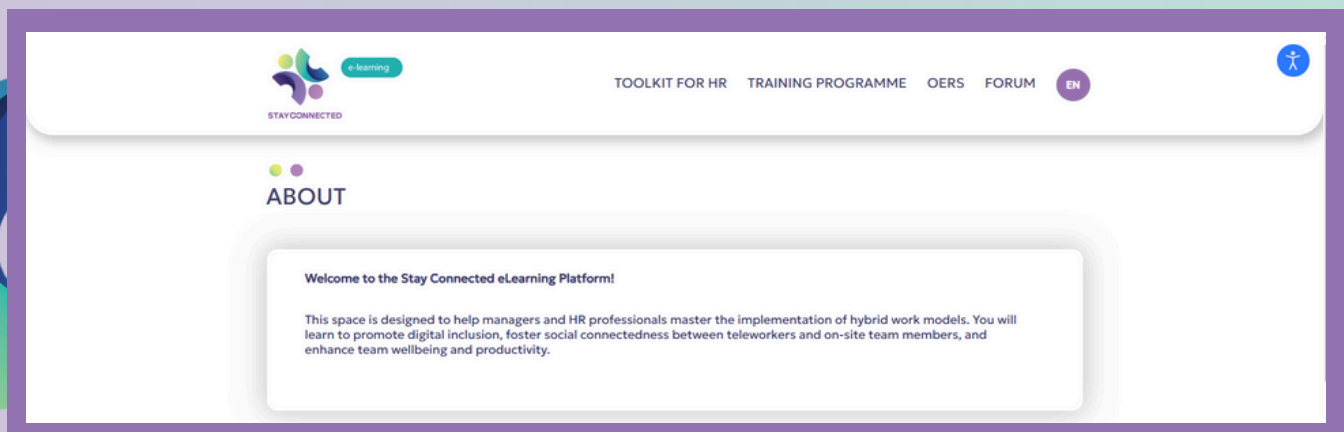
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This new hybrid era also brings cultural and leadership challenges. Organisations are learning that hybrid doesn't automatically mean flexibility; it requires thoughtful planning to ensure connection, trust and wellbeing. When poorly managed, hybrid work risks isolation and burnout, but when structured effectively, it boosts engagement, satisfaction and job quality across sectors.

This is precisely where the **StayConnected project** steps in. Its comprehensive **Toolkit on Hybrid Work for HR Managers and Professionals** equips organisations with practical templates, policies and guidelines to implement hybrid systems effectively.



The **Training Programme** builds HR and managerial capacity in digital wellbeing, inclusive communication, and social connectedness, all crucial for balancing autonomy with collaboration.

The **STAY CONNECTED e-learning platform** offers a “one-stop-shop” for resources, open educational materials and case studies that makes the complex transition to hybrid work both accessible and engaging. Together, these tools and outputs enable HR managers and trainers to manage the remote/in-office mix strategically, fostering trust, inclusion and culture cohesion.

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