

Press release
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Almost half of workers would work from a holiday destination without telling their boss

- 12% of Australian workers have worked remotely from a holiday destination without informing their employer of their whereabouts and 33% would consider it.
- The two main reasons employees are taking their work with them on holiday are they are making the most of their flexible working conditions to work remotely (53%) and they save money by avoiding the need to take unpaid leave (43%)
- 36% of workers believe their employer would likely do nothing if they found out they were working from a holiday location, as long as their work was done.

Sydney, 23 July 2024 – With many Aussies planning getaways this winter, almost half of Australian employees (45%) have already worked or would consider working remotely from a holiday destination without telling their employer, new independent research by specialised recruiter [Robert Half](#) finds.

When asked if they have or would consider working remotely from a holiday destination without telling their employer, 12% of workers said they have done so and 33% would consider doing it in the future.

For 55% of employees, however, taking advantage of remote work entitlements by working at a holiday destination is a step too far and they have not done it and would not consider it.

“As a result of the widespread remote working phenomena, a fascinating trend of what some call ‘quiet vacationing’ is emerging where employees take advantage of the flexibility of their job to work from holiday destinations without notifying their employers,” says **Nicole Gorton, Director at Robert Half.**

“This trend underscores a significant shift in how work and personal life are blending in the modern workplace as workers seek ways to maximise their work-life harmony. But while all employees deserve and need a holiday to fully recharge, combining work and personal life in this way without disclosing it to your employers can erode trust and lead to conflict.”

The younger the employee, the more likely they are to work remotely from a holiday destination without informing their employer. With 57%, Gen Z are far more likely to secretly take their work with them on vacation, compared to their Millennial (47%), Gen X (44%) and Baby Boomer (34%) counterparts.

Generation	Have done it	Would consider it	Not done/Would not consider it
Gen Z	17%	40%	43%
Millennial	12%	35%	53%
Gen X	12%	32%	56%
Baby Boomer	8%	26%	67%

Source: Independent survey commissioned by Robert Half among 1,000 full-time office workers in Australia in June 2024.

The reasons why employees take their work with them on holiday

Of those who have worked remotely or would consider working remotely from a holiday destination, more than half (53%) say they are simply tapping into the benefits of remote work privileges. More than four in 10 (42%) state they do so to save money rather than having to take unpaid leave, followed

by the ability to extend their holiday (36%). A quarter (27%) of employees say that working from a holiday location would boost their productivity and another 25% say they do so because of fear their employer will not approve their holidays.

How employees think their employers would react

If employees were discovered secretly working from a holiday location, the majority of workers believe there would be no significant consequences for them. But others feel their employers would implement strong repercussions.

When asked what their employer would likely do if they found out staff were not working from their house:

- 36% believe their employer would likely do nothing about it, as long as their work was done.
- 28% believe their employer would feel trust has been broken but there would be no further consequences.
- 28% think they would receive a formal warning or disciplinary action if they were found out.
- 7% of employees believe their employment contract would be terminated.

*“Companies should analyse the motivations behind ‘quiet vacationing’ so that employees don’t feel the need to do so,” says **Gorton**.*

“By understanding employees’ reasons, employers can create more supportive and flexible work environments while also setting clear expectations and boundaries to avoid potential misconduct.

*“As remote work continues to evolve, the concept of work and personal life is likely to become increasingly fluid. But at a time when more employers are calling staff back to the office, this will become more challenging given the new in-office requirements. Accordingly, employers and employees alike will need to navigate this new landscape with a focus on trust, communication and mutual benefits,” concluded **Gorton**.*

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Notes to editors

About the research

The study is developed by Robert Half and was conducted online in June 2024 by an independent research company, surveying 1,000 full-time office workers across Australia. This survey is part of the international workplace survey, a questionnaire about job trends, talent management, and trends in the workplace.

About Robert Half

Robert Half is the global, specialised talent solutions provider that helps employers find their next great hire and jobseekers uncover their next opportunity. Robert Half offers both contract and permanent placement services, and is the parent company of Protiviti, a global consulting firm. Robert Half Australia has offices in Brisbane, Melbourne, Mount Waverley, Perth, and Sydney. More information on roberthalf.com.au.

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