

Is the World Ready for Decentralized Organizations?

MetisDAO Foundation Releases Future of Work: Remote Work Survey

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Overview

On November 3, 2022, **MetisDAO Foundation** administered a 14-question survey to 1,112 respondents across the US, representative of the general public, to gauge their sentiments around remote work and how these trends fit into the emergence of decentralized organizations. As part of this survey, we aimed to understand:

- The current sentiment workers have around remote work
- What today's workers expect from employers as the world returns from COVID
- Whether or not today's organizations need to evolve from its traditional organizational and management structures to adapt to the changing expectations of the workforce
- What benefits decentralized organizations can offer today's workers
- How today's organizations need to think about the trends and expectations exhibited by the millennial and Gen Z workforce
- What the characteristics of the next wave of decentralized workers are

These trends are important to understand as the growth of decentralized autonomous organizations (or DAOs) have been surging despite the global economy heading into a bear market and prolonged recession.

In fact, according to [A Primer on DAOs](#) published by the Harvard Law School Forum on Corporate Governance, during this lull, decentralized organizations saw their treasuries grow from \$400 million to \$16 billion in 2021 as participation numbers rose from 13,000 to 1.6 million people. For comparison, the DAO workforce is now equivalent to one Amazon, 18 Facebooks, 7 Microsofts or 11 Googles.

Abstract

Over the past few years, the impact of COVID-19 on how people work represents [one of the most distinct and swift shifts](#) the globe has undergone since World War 2.

As earlier third-party surveys (including *Owl Labs & Global Workplace Analytics' Sixth Annual State of Remote Work Report*) confirm, sentiments around workplace trends are changing rapidly. In that report, Frank Weishaupt, CEO of Owl Labs, said that “new data shows the priorities and preferences have evolved for workers in the past year...[and] that successful businesses need to present a range of hybrid options...to keep workers productive”.

Metis' report investigates the public's readiness for ongoing decentralized employment opportunities in the wake of the unexpected and rapid shift to remote work during the COVID-19 pandemic. It looks at sentiments around remote work and provides a snapshot into the general public knowledge of DACs and DAOs in the web3 space and their benefit to successful company remote work modalities. In effect, the report asks, “Is the world ready for decentralization?” The results show the answer is yes.

Method

A survey designed by the MetisDAO Foundation was administered online via the SurveyMonkey platform on November 3, 2022, to study remote work trends among the US general public. Data on gender and age demographics for each respondent were auto-generated via SurveyMonkey participant profiles. The content of the survey instruments focused on identifying the remote work preference of the general public, their knowledge of DACs and DAOs, and their perceived requirements for successful remote work.

Hypothesis

Prolonged remote work due to COVID has created a fertile ground for a new form of organization: a decentralized one.

Key Findings

- Americans are back in the office, but they want to be remote
- More than two out of three respondents agreed that employers should offer more remote work options
- Most workers say they prefer less management oversight, more independence
- The flexibility of working hours, remote work, and independence are the second most important factor when considering employment opportunities
- More than twice as many respondents said that they want more influence in governing the organization they work for than those who did not
- One in four Americans think DAOs are a revolutionary movement that's changing the future of work
- Nearly half of respondents said that they are either enthusiastic, interested, or open to working at a DAO or DAC as a contracted employee

Results Deep Dive

On-Site vs. Remote Work – Americans Are Reluctantly Back in Office

According to survey results, 2 in 5 American workers have returned to work on-site. This is compared to a little over 30% of respondents who are either working remotely or in an on-site/remote hybrid environment.

ANSWER CHOICES	RESPONSES	
Employed, working on-site	38.94%	433
Employed, working remotely	17.81%	198
Employed, working in an on-site/remote hybrid setting	13.94%	155
Unemployed	29.32%	326
TOTAL		1,112

Unsurprisingly, of the respondents who are employed and working on site, close to half would prefer working remote.

	YES	NO	I'M NOT SURE	N/A, I WORK REMOTELY ALREADY	TOTAL
Q1: Employed, working on-site	46.19% 200	30.95% 134	18.94% 82	3.93% 17	55.09% 433
Q1: Employed, working remotely	18.18% 36	8.59% 17	5.56% 11	67.68% 134	25.19% 198
Q1: Employed, working in an on-site/remote hybrid setting	34.84% 54	14.84% 23	7.74% 12	42.58% 66	19.72% 155
Total Respondents	290	174	105	217	786

While most respondents who are employed held one job with a singular source of income, those working in hybrid settings were more likely to have multiple sources of income.

	ONE	TWO-THREE	THREE OR MORE	NONE	TOTAL
Q1: Employed, working on-site	71.59% 310	23.79% 103	4.62% 20	0.00% 0	55.09% 433
Q1: Employed, working remotely	56.06% 111	34.85% 69	8.59% 17	0.51% 1	25.19% 198
Q1: Employed, working in an on-site/remote hybrid setting	57.42% 89	35.48% 55	6.45% 10	0.65% 1	19.72% 155
Total Respondents	510	227	47	2	786

There are more workers between 45-60 years of age who are employed and working on-site than any other age group. Millennials (30-44) were more likely to be employed and working remotely or in a hybrid setting than any other age group.

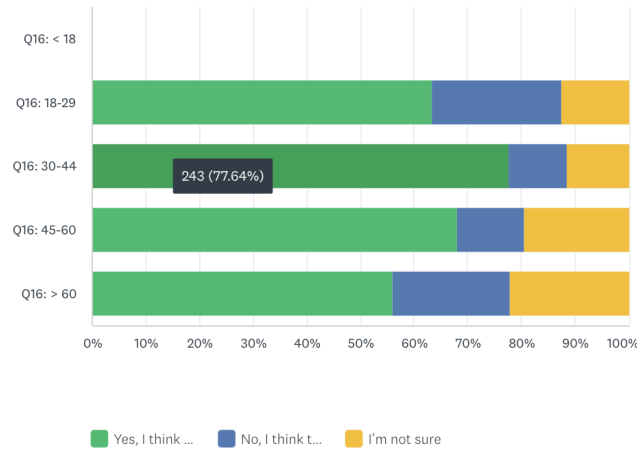
	< 18	18-29	30-44	45-60	> 60	TOTAL
Q1: Employed, working on-site	0.00% 0	20.09% 87	31.87% 138	33.49% 145	14.55% 63	55.09% 433
Q1: Employed, working remotely	0.00% 0	24.24% 48	34.85% 69	31.82% 63	9.09% 18	25.19% 198
Q1: Employed, working in an on-site/remote hybrid setting	0.00% 0	25.81% 40	34.84% 54	26.45% 41	12.90% 20	19.72% 155
Total Respondents	0	175	261	249	101	786

Millennials: The Perfect Remote Work Specimens

The survey shows that while every generational demographic felt that more employers should offer remote work options, it was Millennials aged 30-44 who *most* agreed with that sentiment, with 77% of respondents in agreement in comparison to 68% of respondents aged 45-60, and 63% of respondents aged 18-29.

Do you think that more employers should offer remote work options?

Answered: 1,112 Skipped: 0



In line with this statistic, while still supportive, Gen Z workers are less adamant than their Millennial and Gen X colleagues that companies will need to adapt how they run their businesses to offer remote work options.

	YES	NO	I'M NOT SURE	TOTAL
Q16: < 18	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q16: 18-29	69.72% 152	17.43% 38	12.84% 28	19.60% 218
Q16: 30-44	74.12% 232	11.82% 37	14.06% 44	28.15% 313
Q16: 45-60	76.04% 238	7.99% 25	15.97% 50	28.15% 313
Q16: > 60	76.87% 206	7.84% 21	15.30% 41	24.10% 268
Total Respondents	828	121	163	1,112

Compared to Baby Boomers in the workforce, Gen Z workers are half as likely to say that they require a high level of independence at work and more likely to require regular management oversight.

	I REQUIRE A HIGH LEVEL OF INDEPENDENCE AT WORK (LITTLE TO NO OVERSIGHT)	I PREFER INDEPENDENCE WITH MODERATE OVERSIGHT	I REQUIRE REGULAR MANAGEMENT OVERSIGHT	I'M NOT SURE	TOTAL
Q16: < 18	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q16: 18-29	20.64% 45	60.55% 132	7.80% 17	11.01% 24	19.60% 218
Q16: 30-44	32.27% 101	52.40% 164	4.47% 14	10.86% 34	28.15% 313
Q16: 45-60	40.58% 127	39.62% 124	5.11% 16	14.70% 46	28.15% 313
Q16: > 60	41.79% 112	29.48% 79	3.73% 10	25.00% 67	24.10% 268
Total Respondents	385	499	57	171	1,112

An overwhelming number of American workers across all age groups believe companies will need to adapt the way they run their businesses to offer more remote work options.

	YES	NO	I'M NOT SURE	TOTAL
Q16: < 18	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q16: 18-29	69.72% 152	17.43% 38	12.84% 28	19.60% 218
Q16: 30-44	74.12% 232	11.82% 37	14.06% 44	28.15% 313
Q16: 45-60	76.04% 238	7.99% 25	15.97% 50	28.15% 313
Q16: > 60	76.87% 206	7.84% 21	15.30% 41	24.10% 268
Total Respondents	828	121	163	1,112

Millennial workers are more likely to be enthusiastic and ready to work for a DAO or DAC and would consider the opportunity than any other age group.

	YES, I AM ENTHUSIASTIC AND READY TO WORK FOR A DAO OR DAC	NO, I PREFER TRADITIONAL EMPLOYMENT MODELS	I WOULD CONSIDER DEPENDING ON THE OPPORTUNITY	I AM INTERESTED BUT I DON'T KNOW WHERE TO START	I NEED TO EVALUATE BEFORE MAKING A DECISION	I'M NOT SURE	TOTAL
Q16: < 18	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q16: 18-29	15.60% 34	17.43% 38	23.85% 52	9.63% 21	14.68% 32	18.81% 41	19.60% 218
Q16: 30-44	21.41% 67	13.74% 43	27.48% 86	7.35% 23	7.35% 23	22.68% 71	28.15% 313
Q16: 45-60	18.85% 59	13.42% 42	28.75% 90	5.43% 17	8.95% 28	24.60% 77	28.15% 313
Q16: > 60	6.34% 17	22.01% 59	17.54% 47	2.61% 7	17.16% 46	34.33% 92	24.10% 268
Total Respondents	177	182	275	68	129	281	1,112

All in all, Gen Z took the lead with being able to accurately define a DAO than any other age group and more respondents believed DAOs were a revolutionary movement changing the future of work than those who thought it might be just an interesting crypto invention.

	A REVOLUTIONARY MOVEMENT CHANGING THE FUTURE OF WORK	A BUSINESS ENTITY WITH NO CENTRAL LEADERSHIP WITH RULES ENCODED AS A TRANSPARENT COMPUTER PROGRAM	AN INTERESTING CRYPTO INVENTION	I HAVE NO CLUE WHAT A DAO IS	TOTAL
Q16: < 18	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q16: 18-29	20.18% 44	31.19% 68	11.47% 25	37.16% 81	19.60% 218
Q16: 30-44	30.99% 97	23.96% 75	7.35% 23	37.70% 118	28.15% 313
Q16: 45-60	26.84% 84	22.68% 71	7.99% 25	42.49% 133	28.15% 313
Q16: > 60	20.90% 56	14.18% 38	7.46% 20	57.46% 154	24.10% 268
Total Respondents	281	252	93	486	1,112

A Byproduct of Remote Work – Rejecting the Traditional Organization

Traditionally, decision-making power at a company is concentrated at the top. However, the results of this survey reveals that American workers are twice as likely to want more influence in governing the organization they work for than those who do not.

ANSWER CHOICES	RESPONSES	
Yes, I'd like more influence in governing the organization I work for	31.03%	345
I don't have strong feelings about this	34.98%	389
No, I would not like more influence in governing the organization I work for	14.21%	158
N/A, I'm not currently employed	19.78%	220
TOTAL		1,112

The transition to remote work, while successful for most organizations, also created new discrepancies between workers and managers. According to a research study by the Incentive Research Foundation, despite one-third of managers believing their reports are most productive onsite, close to half assessed their remote and hybrid workers' productivity higher than that of on-site workers. The same report suggests that workers valued (and were more motivated by) rewards related to the quality of the work, growth opportunities, and **autonomy**.

Consistent with this finding, close to 80% of respondents of our survey said they either prefer independence with moderate oversight (45%) or require a high level of autonomy at work (34.5%). Only 5 percent of respondents reported that they require regular management oversight.

ANSWER CHOICES	RESPONSES	
▼ I require a high level of independence at work (little to no oversight)	34.62%	385
▼ I prefer independence with moderate oversight	44.87%	499
▼ I require regular management oversight	5.13%	57
▼ I'm not sure	15.38%	171
TOTAL		1,112

When presented with the option between traditional employment or working for a decentralized organization, only 16% of respondents prefer traditional employment models.

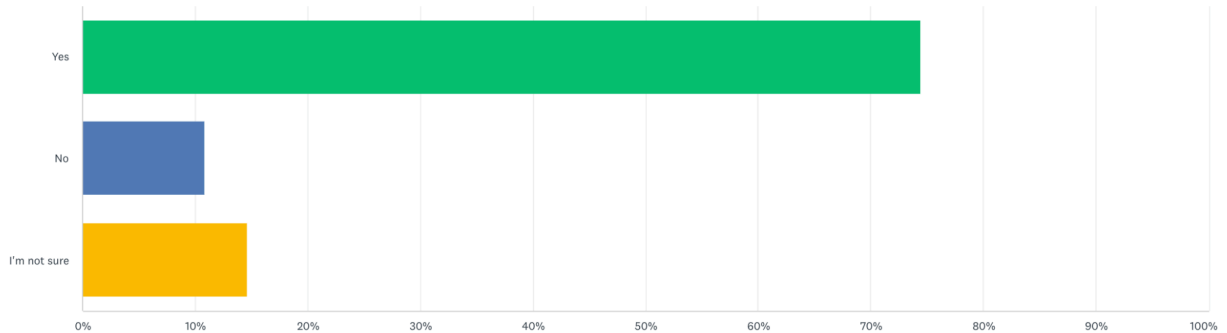
ANSWER CHOICES	RESPONSES	
▼ Yes, I am enthusiastic and ready to work for a DAO or DAC	15.92%	177
▼ No, I prefer traditional employment models	16.37%	182
▼ I would consider depending on the opportunity	24.73%	275
▼ I am interested but I don't know where to start	6.12%	68
▼ I need to evaluate before making a decision	11.60%	129
▼ I'm not sure	25.27%	281
TOTAL		1,112

The Future of Work? It's Decentralized and Governed by Its Workers

A commanding 74.5% of respondents think that for employers to offer remote work options, companies will need to adapt how they run their businesses.

Do you think that in order for more employers to offer remote work options, companies will need to adapt the way they run their businesses? ***

Answered: 1,112 Skipped: 0



Millennials who work in an on-site/remote hybrid setting are most enthusiastic about how DACs offer workers opportunities to help govern a company.

	I'M ENTHUSIASTIC ABOUT THIS CONCEPT	I HAVE MIXED FEELINGS ABOUT THIS CONCEPT	I'M OPPOSED TO THIS CONCEPT	I DON'T UNDERSTAND THIS CONCEPT	TOTAL
Q16: < 18	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q16: 18-29	28.44% 62	38.99% 85	11.93% 26	20.64% 45	19.60% 218
Q16: 30-44	33.87% 106	38.98% 122	7.67% 24	19.49% 61	28.15% 313
Q16: 45-60	30.35% 95	41.21% 129	4.79% 15	23.64% 74	28.15% 313
Q16: > 60	23.51% 63	31.72% 85	9.33% 25	35.45% 95	24.10% 268
Total Respondents	326	421	90	275	1,112

While there are still substantial opportunities to educate the general public about DAOs, it may be encouraging for the web3 sphere that

- one in four Americans see the technology as a revolutionary movement that's changing the future of work,

- one in five respondents correctly defined a DAO as “a business entity with no central leadership with rules encoded as a transparent computer program” from among a selection of four (figure below).

Less than 10% of respondents replied that DAOs were “an interesting crypto invention.”

ANSWER CHOICES	RESPONSES	
A revolutionary movement changing the future of work	25.27%	281
A business entity with no central leadership with rules encoded as a transparent computer program	22.66%	252
An interesting crypto invention	8.36%	93
I have no clue what a DAO is	43.71%	486
TOTAL		1,112

Finally, a majority of respondents (47%) said that they would either be excited or open to working with a DAO or a DAC as a contracted employee.

	I'D BE EXCITED TO WORK WITH A DAO OR DAC AS A CONTRACTED EMPLOYEE	I'D CONSIDER WORKING WITH A DAO OR DAC AS A CONTRACTED EMPLOYEE	I PREFER MORE STABILITY IN MY CAREER THAN A CONTRACT POSITION	I DON'T HAVE STRONG FEELINGS ABOUT THIS	TOTAL
Q16: < 18	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q16: 18-29	22.48% 49	32.11% 70	23.39% 51	22.02% 48	19.60% 218
Q16: 30-44	19.17% 60	36.42% 114	20.13% 63	24.28% 76	28.15% 313
Q16: 45-60	16.61% 52	31.63% 99	22.36% 70	29.39% 92	28.15% 313
Q16: > 60	6.72% 18	18.66% 50	19.40% 52	55.22% 148	24.10% 268
Total Respondents	179	333	236	364	1,112

Respondents between ages 30-44 are the demographic most “enthusiastic and ready to work for a DAO or a DAC,” 45-60-year-olds would “consider working for a DAO or DAC depending on the opportunity,” and 18-29-year-olds said they were most likely to “be excited to work with a DAO or DAC as a contracted employee.” Women were more likely than men to say they “prefer more stability in their careers than a contract position as a DAO or DAC contributor.”

Conclusion

Prolonged remote work has created a fertile ground for a new form of organization to take shape: a decentralized and autonomous one. DACs will encourage accountability and transparency, and foster innovation and flexibility– all of which will help organizations grow. The survey results show that a majority of respondents seek all of the things that DACs provide;

remote work opportunities, independence from management, and influence over the organizations they work in. With workers antsy for more remote work options and some employers pushing too hard to enforce IRL (In real life) policies, the emergence of decentralized autonomous organizations, businesses, and companies presents an alluring new opportunity for organizations to best cater to prospective and existing employees while also streamlining their operations by bringing a suite of different management tools together on one platform.

Takeaways for Organizations

- **Remote work opportunities are popular among employment seekers.** A majority of respondents (34%) reported that they wanted to work remotely. That number is on top of the 21% of respondents who already work remotely. This tells us that, from a recruitment and retention perspective, an embrace of decentralized work modalities by employers could help expand their talent pool.
- **Gen-Z and Millennials lead the way among respondents who want to work remotely.** People over 60 have by far the strongest distaste for remote work.
- **People think that more employers should offer remote work opportunities. More than two out of three respondents (67%) agreed with that sentiment.** Millennials are especially in agreement with this concept; 77% of respondents aged 30-44 said yes, that more employers should offer remote work options, in comparison to 68% of respondents aged 45-60 and 63% of respondents aged 18-29.
- **Employment seekers care more about working remotely than they do about their health insurance and benefits.** While a majority of respondents (59.5%) report that the most important factor when considering employment opportunities is salary and pay, the flexibility of working hours, remote work, and independence are the second most important factor when considering employment opportunities, even before health and retirement benefits.
- **People are interested in working at DACs and DAOs.** A majority of respondents (47%) report that they would either be excited or open to working with a DAO or a DAC as a contracted employee.

Appendix

What are DACs?

Members in a particular DAC structure participate in the management and decision-making of the entity.

- Authority in DACs is reputation-based, and reputation is earned through contributions to the company, a kind of meritocracy.
- A DAC member's reputation power also permits them a corollary weight in governing or making certain key decisions for that DAC, verifying and supporting workers' credibility.
- DAC owners can post calls for work via an online freelancer marketplace where DAC members can identify tasks and complete them in exchange for agreed-upon rates and reputation power.
- Smart contracts, digital analogs of conventional contracts, are responsible for the automating systems in DACs. Its computer-coded technology enables automated operations in the company structure, which results in better oversight and organizational management.
- DACs are designed to complement web3 principles valuing decentralized organizational structures, self-governance, and fair reimbursement of work.

CLICK [HERE](#) to view the *Future of Work Survey, Remote Work & Web3, Key Takeaways*

About MetisDAO Foundation

[Metis](#) is an Ethereum Layer 2 Rollup platform that offers simple and fast smart contract deployment within the network. Metis provides several solutions to the mainnet's significant challenges, including transaction speed, cost, and scalability. Metis seeks to improve the scalability of Ethereum with its layer 2 network, which bundles Ethereum transactions and processes them off-chain before returning them to Ethereum for recording. Metis operates off its core products: an NFT bridge that enables users to transfer NFTs between the Ethereum blockchain, DACs specifically designed to offer solutions for governance bureaucracies, and Polis, a middleware platform that helps developers manage the smart contracts they've deployed on Metis.

You can learn more about Metis at <https://www.metis.io/>.