

What Women Want @ Work

Key Findings: ManpowerGroup global
B2C study, U.S, Germany, UK, France,
Spain, Italy, Nordics

Women in the Post Pandemic World of Work

More than 1.7 million women fell out of the US workforce during the pandemic and did not come back. The trend is echoed in countries around the world as old ways of working feel less compatible with new priorities for living.

Unless new ways of getting work done, achieving pay equity, and advancing reskilling become standard best practices for organizations, the global talent crisis will only get worse. Add to that an aging population and skills shortage for the emerging roles of the future, it becomes clear that getting aligned on what women want and need in the workforce has never been more urgent.

Join ManpowerGroup and guests for a fast-paced discussion where Chief Commercial Officer Becky Frankiewicz will share the latest research on what women are asking for in the world of work and how we can reimagine a new future that works better for all.

Date: Wednesday 18 January

Location: Ice Village

Time: 4pm CET

Livestreamed on YouTube

ManpowerGroup Data – Key Findings

The Future of Work – Balanced, Stable, Skilled & Equitable

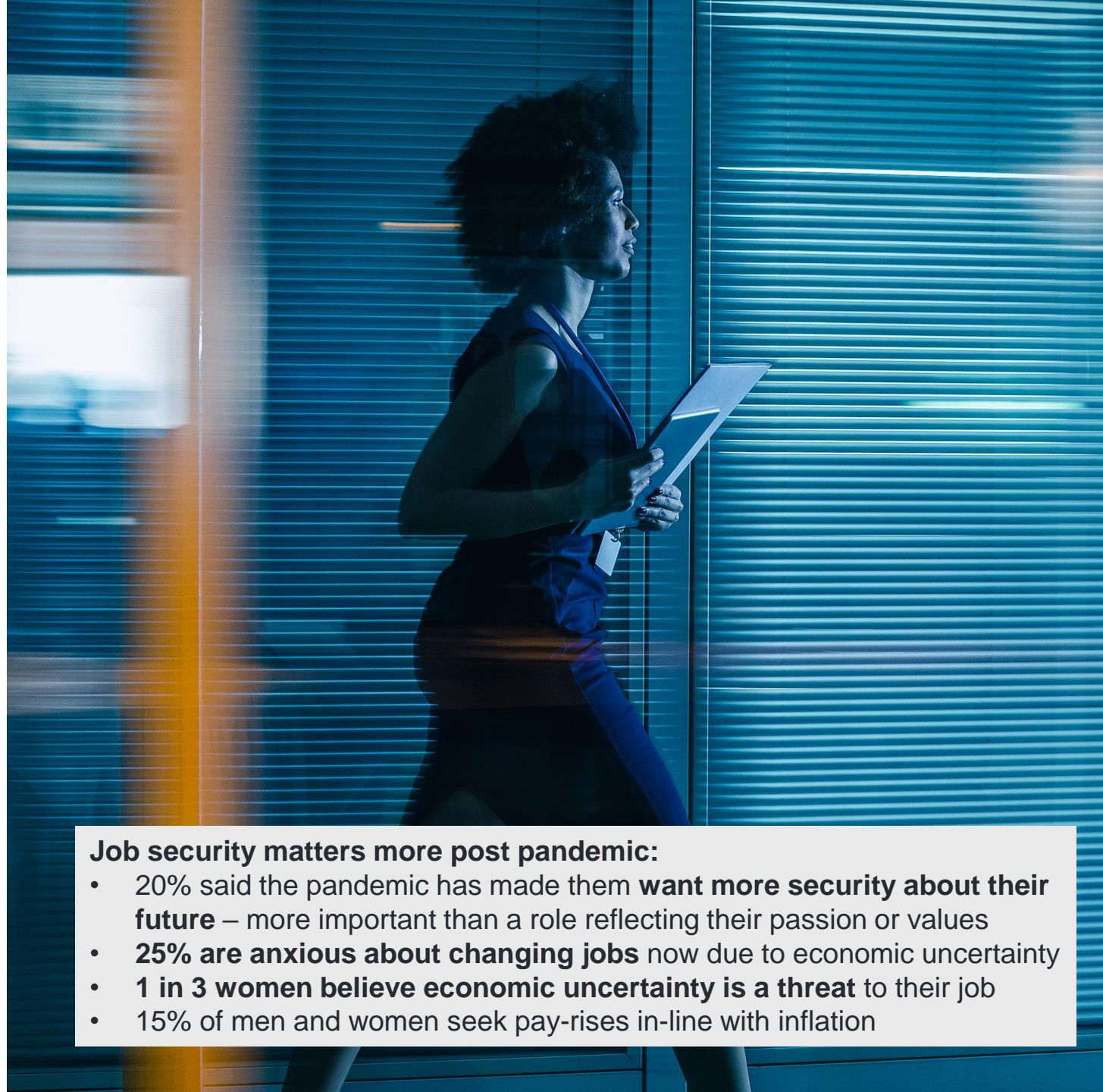
When we asked women **what they wanted the future of work to be** they told us they wanted:

- More **work life balance**
- More **flexibility** in work start and end times (more important than fully remote)
- More **stability** - less fear of losing my job
- **Equality** in the workplace, regardless of age, race, gender or other similar factors (ranked #4 for women, #8 for men)
- More opportunities to **learn and upskill**
- **Fewer days in the office**

35% of women would trade 5% of their salary for a 4 day week and 16% to work remotely

Job security matters more post pandemic:

- 20% said the pandemic has made them **want more security about their future** – more important than a role reflecting their passion or values
- **25% are anxious about changing jobs** now due to economic uncertainty
- **1 in 3 women believe economic uncertainty is a threat** to their job
- 15% of men and women seek pay-rises in-line with inflation



Productivity = Fair Pay First

Being productive is about more than technology, ways of working and WFH or Work from Office, **for women it starts with pay**

What Makes You Most Productive?

- **Fair pay** for fair work (46% for women v. 40% for men)
- More work life **balance**
- More **flexibility** in start and end times
- More opportunities to **learn and upskill**
- **More flexibility** to choose how to accomplish your work
- **More stability** - less fear of losing my job



Pay drives productivity and quit rates

- 50% of women said they would leave their current organization for more pay and benefits
- 30% for more work-life balance

Is WFH Holding Women Back?

When working remote/hybrid, women are more concerned than their male counterparts about their career progression. More women say they are less likely when remote to get access to:

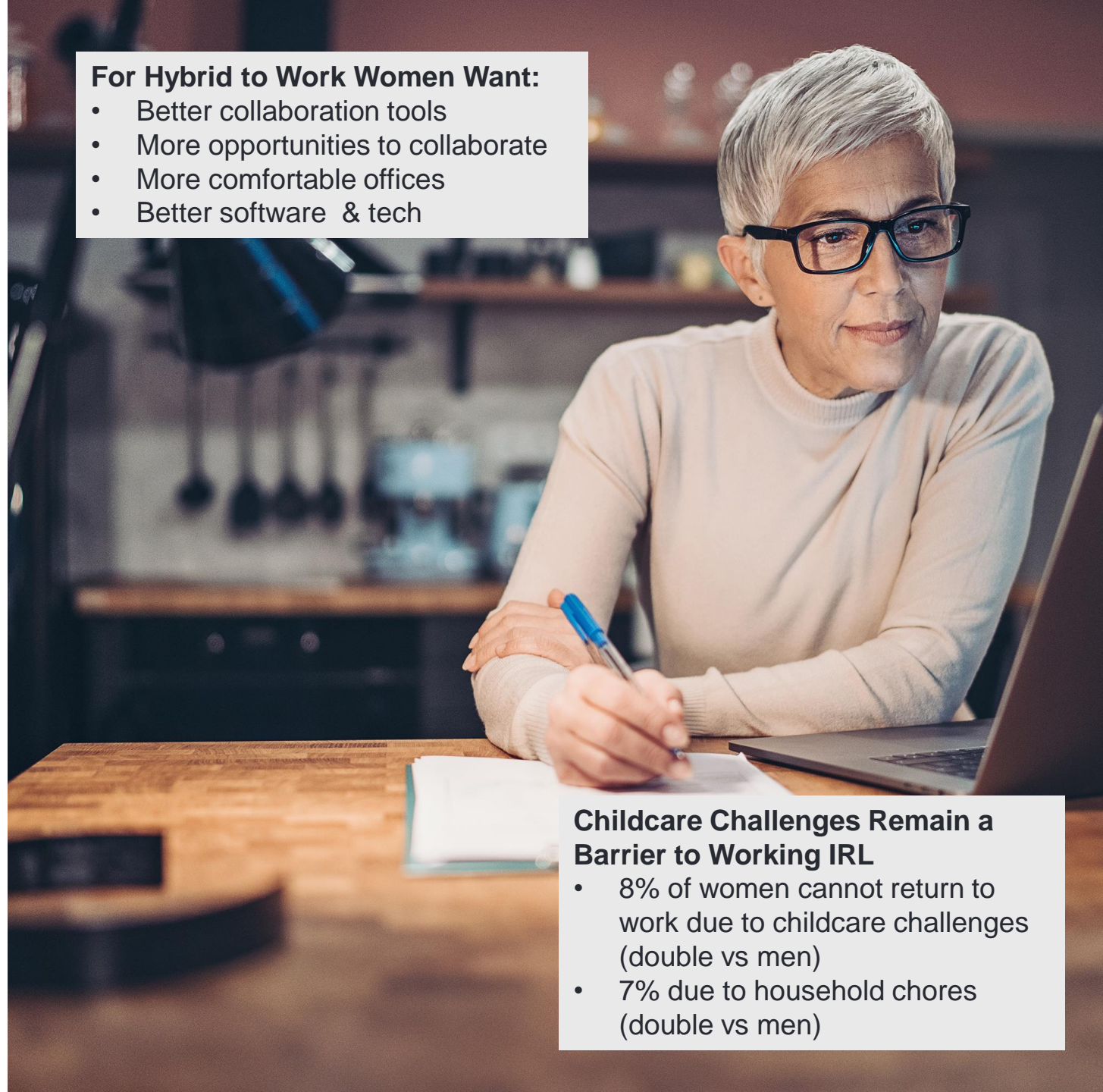
- Time with senior leaders (37% w vs 32% m)
- Learning from others (31% vs 28%)
- Consideration for a promotion (29% vs 26%)
- Brainstorming and collaboration (27% vs 23%)
- Receiving upskilling / training (22% vs 20%)
- Stretch opportunities (23% vs 21%)
- Regular performance reviews (20% vs 18)

All of this means women are more motivated than men about getting back to the office - they are motivated by:

- Sociability / connection (41% women vs 36% men)
- Clear segmentation between work / home (#2 for women, #4 for men)
- More efficient collaboration
- Ease of getting work done
- A place to focus

For Hybrid to Work Women Want:

- Better collaboration tools
- More opportunities to collaborate
- More comfortable offices
- Better software & tech



Childcare Challenges Remain a Barrier to Working IRL

- 8% of women cannot return to work due to childcare challenges (double vs men)
- 7% due to household chores (double vs men)

Managers Matter: Many Women are Feeling Unappreciated by their Bosses

Less than half of women believe:

- Their employer encourages their upskilling or training
- Their manager/superior is involved in planning their career development

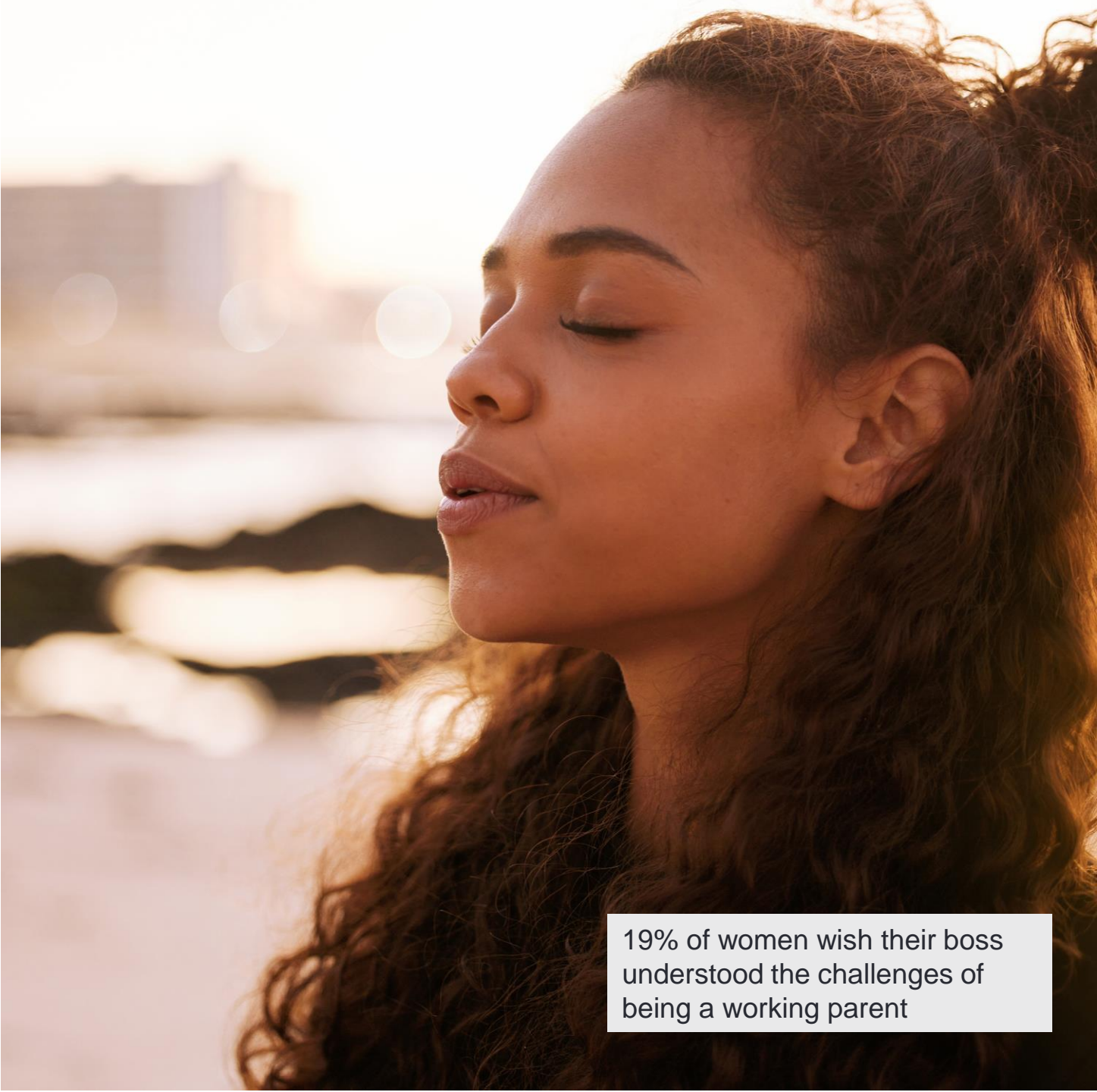
More than 40% **do not believe their manager recognizes their skills or potential**



- Just 30% of women have been offered training vs 40% of men
- 19% have been offered career pathing vs 23% men
- 9% have memberships to industry associations vs. 14% men

Mental Wellness More Important Post Pandemic

- **1 in 3 women** wish their manager **would better understand the impact of their workload on their mental health** (vs. 25% men)
- **14% of women** would trade 5% of their salary for more time for physical and mental wellbeing (same as men)
- **14% rank Emotional wellbeing** including counselling services, wellness days or wellbeing allowance as a top 3 benefit (vs 10% of men) – more important than flexible location or joining bonus
- **Women say earning more money would have the most positive impact on mental health**, followed by benefits and reduced workload



19% of women wish their boss understood the challenges of being a working parent