

ManpowerGroup What Women Want @ Work

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

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

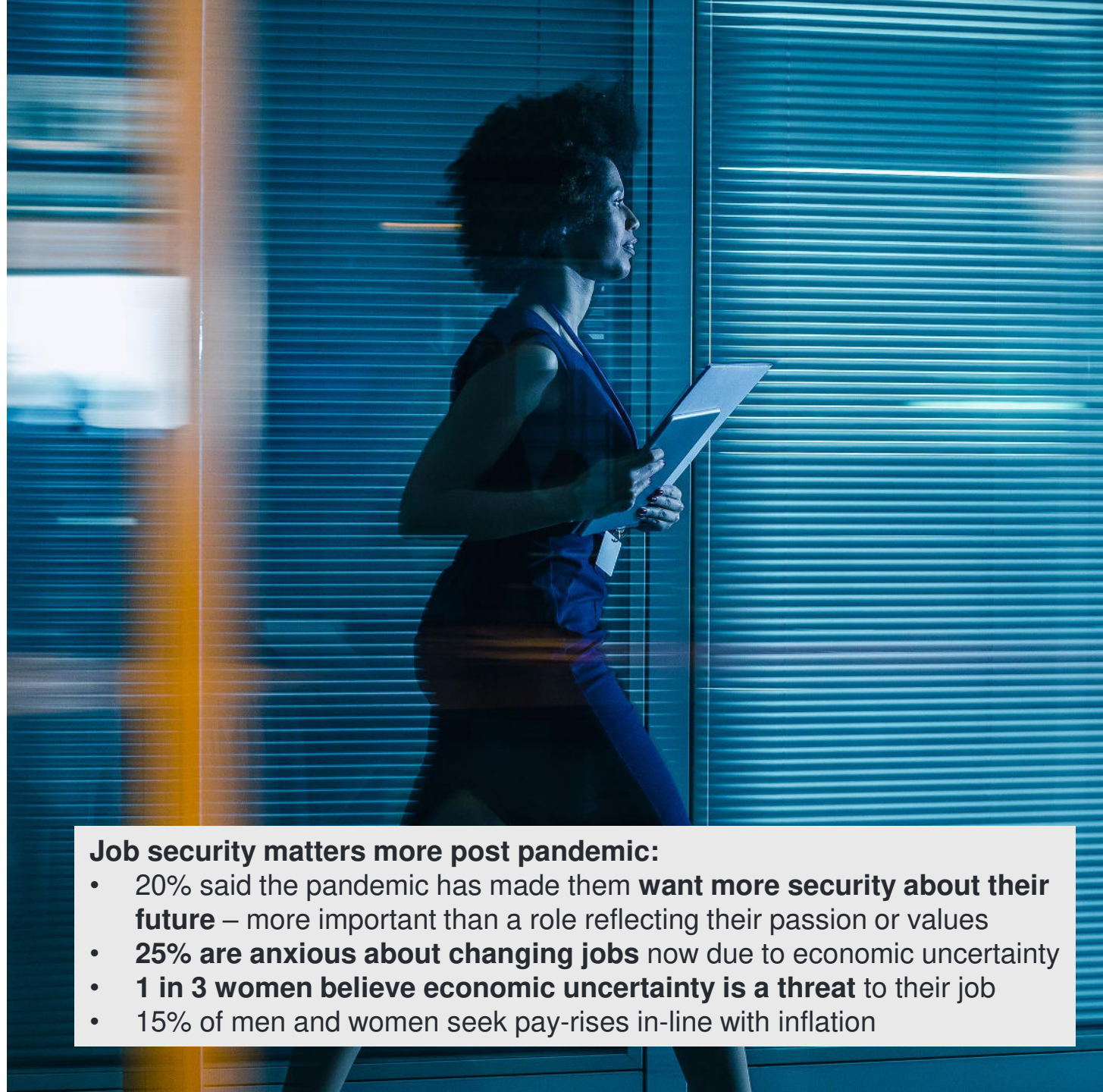
When we asked women **what they wanted the future of work to be** they told us they wanted:

- 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:

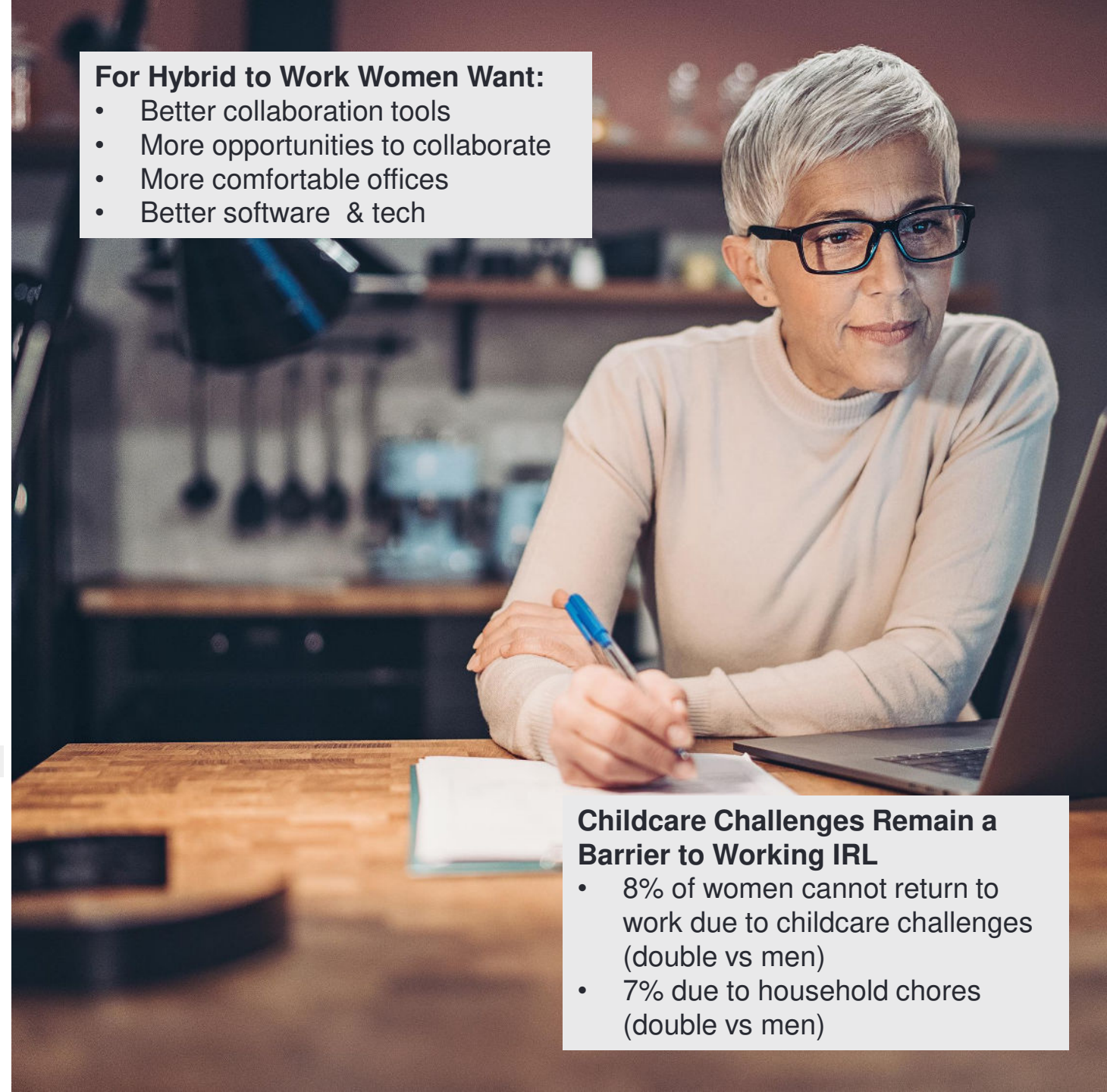
- Time with senior leaders (37% w vs 32% m)
- Learning from others (31% vs 28%)
- Consideration for a promotion (29% vs 26%)
- Brainstorming and collaboration (27% vs 23%)
- Receiving upskilling / training (22% vs 20%)
- Stretch opportunities (23% vs 21%)
- Regular performance reviews (20% vs 18)

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**

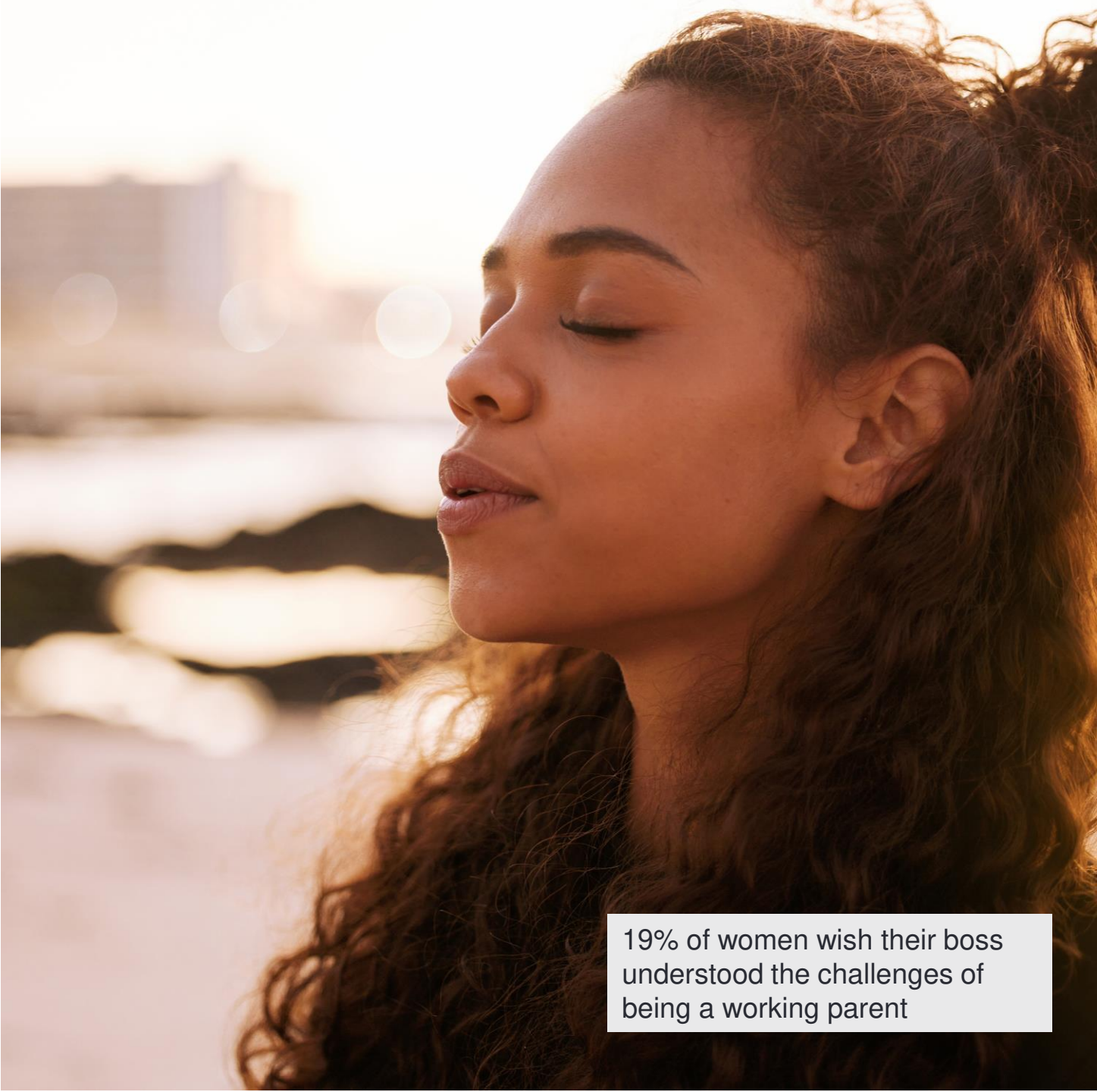
80% wish their managers better understood /knew them, from their workload to the challenges of being a parent while balancing a career



- 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