Workplace Trends for 2022 (and Beyond)

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Flexible Workplaces
Telecommuting/Remote Work Statistics

• As of last year, approximately 60% of US employers allowed remote work and 58% of the American workforce was working remotely, at least part of the time.

• Over 85% of managers believe remote work will become the norm for many teams and expect remote work to continue for those employees whose jobs allow them that flexibility.

• By 2028, 73% of all departments are expected to have remote workers

According to a recent survey about what kind of work arrangement respondents would prefer post-pandemic, 58 percent said they want a fully remote job, 39 percent prefer a hybrid arrangement and only 3 percent want to return to full-time in-person work.

https://findstack.com/remote-work-statistics/
TELECOMMUTING/REMOTE WORK: Employee Benefits

Employees place a high value on remote work:

• Remote workers are 29% happier in their jobs than on-site workers.
• Employees without access to flexible work are nearly 2x more likely to have poor or very poor mental health.
• 81% of employees become more loyal to the companies providing flexible work options.
• 61% of workers would take a pay cut in order to work remotely.
• Over 50% (some studies say up to 80%) of workers say they will leave their job/not accept a job if remote work is not an option.

TELECOMMUTING/REMOTE WORK:

Employee Benefits

Businesses often see significant benefits when allowing remote work. For example:

• 85% of businesses confirm that productivity has increased.
• 63% of businesses report at least a 21% improvement in productivity.
• Business expenditures are significantly reduced.
• It’s estimated companies can save approximately $11,000 annually on each employee who telecommutes.
• Turnover is reduced by 50% when employees have a remote work option.
• It’s also an environmentally-friendly option.


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Other Flexible Scheduling Trends

Approximately 80% of employees said they would choose a job with a flexible work option over one without it. That includes:

• Flexible work locations
  o About 30% of employees worked out of state at some point during the pandemic.

• Flexible hours of work
  o Approximately 55% of organizations offer flextime during core business hours

• Flexible days of work
  o Over 30% of organizations offer compressed schedule options and 15% of organizations offer 4-day workweeks


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Making Flexible Work Options Work

- Obtain input on the program
- Have a policy outlining the guidelines and associated requirements
- Provide training
- Keep communication and connections strong
- Keep it fair
Parental Leave & Family Planning Benefits
The United States vs. the Rest of the World

166 weeks off in Estonia

- No paid leave
- Less than 14 weeks
- 14 - 25.9 weeks
- 26 - 51.9 weeks
- 52 weeks or more

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Paid Family Leave Statistics

• Approximately 40% of employers now offer some type of paid family leave for both men and women.
  ○ This has almost doubled in the last five years.

• This includes those mandated by state and local laws, as well as companies hoping to attract and retain talent.

Benefits of Paid Family Leave

• Attracts recruits/new employees
• Leads to significant increase in retention of women
• Increases employee satisfaction
Types of Paid Family Leave

Variations of parental leave include:

• The take-as-much-as-you-want model.
• The lopsided leave model, where a company offers shorter leaves for secondary caregivers.
• The standard-policy-for-everyone model, where the same leave is offered to everyone.
EEOC v. Estee Lauder

In 2018, Estee Lauder agreed to pay $1.1 million dollars to settle a lawsuit filed by the EEOC on behalf of 210 male employees. In the lawsuit, the EEOC alleged that, under Estee Lauder’s policy:

• Women were given six weeks of paid time off to bond with their newly born or adopted child (in addition to medical leave related to childbirth), while men were only given two weeks of paid time off, and

• Women returning from parental leave were allowed to temporarily modify their work schedules upon returning to work to ease their transition, while men returning from work were not offered the same option.
Fertility Benefits

• 30% of employers with 500 or less employees offer some sort of fertility benefit.
  ○ Up from 4% in 2016.

• More than 60% of employers with 500 or more employees offer fertility benefits.
  ○ Up from 24% in 2016.

https://fortune.com/2022/01/31/companies-fertility-benefits-great-resignation/
Types of Fertility Benefits

Employers most commonly offer:

- Coverage or benefits for surrogacy or adoption (33%)
- In-vitro fertilization (IVF) treatments (28%)
- Fertility medications (24%)
- Egg harvesting or freezing services (31%)
- Cash amount that can go to ART (assisted reproductive technologies) (21%)

https://fortune.com/2022/03/05/fertility-benefits-are-a-major-weapon-in-the-war-for-talent/
Other Family-Related Benefits

- Help with adoption expenses (Starbucks, Noodles & Co.)
- Breast milk shipping (Intel, Noodles & Co.)
- Reintegration policies (Intel)
- Lactation Rooms (49%)
- On-site or near-site childcare (5%)
- Childcare subsidies (3%)
- 529 plans to save for children’s higher education (15%)
- Scholarships or paid tuition for employee’s children (10%)

Diversity, Equity & Inclusion
What is Diversity, Equity & Inclusion (DEI)?

- Diversity means people from a wide range of backgrounds. Diversity in the workplace means that a company’s workforce includes people of varying gender, age, religion, race, ethnicity, cultural background, sexual orientation, religion, languages, education, abilities, etc.

- Inclusion is the deliberate action aimed at creating a workplace culture where all differences are welcomed, accepted and appreciated. Inclusion builds a culture of belonging by actively inviting the contribution and participation of all people.
Equity seeks to ensure fair treatment, equality of opportunity, and fairness in access to information and resources for all.
Diversity Statistics

• Over a year into our nation’s racial reckoning, most employers (94%) and workers (74%) say that their organization has made a commitment to advancing DEI in the workplace.

• Yet, studies show that roughly 80% of companies are just going through the motions and not holding themselves accountable.

https://justcapital.com/reports/companies-are-committing-to-diversity-equity-and-inclusion-but-need-to-increase-accountability-and-action/#:~:text=to%20this%20report.-,Key%20Takeaways,advancing%20DEI%20in%20the%20workplace;

The Benefits of Diversity

McKinsey’s research on diversity showed that companies with more diverse gender, culture and ethnicity outperform employers that don’t support diversity.

- The most diverse organizations are 35% more likely to have financial returns above their respective national industry medians.
- Companies in the top quartile for gender diversity on executive teams outperform others by 21%.
- For ethnic and cultural diversity on executive teams, there was a 33% likelihood of outperformance.
The Benefits of Inclusion

**FIGURE 2 | The case for an inclusive culture**

Organizations with inclusive cultures are:

- **2x** as likely to meet or exceed financial targets
- **3x** as likely to be high-performing
- **6x** more likely to be innovative and agile
- **8x** more likely to achieve better business outcomes


Deloitte Insights | deloitte.com/insights
The Benefits of Diversity & Inclusion

- Accelerate business growth and financial performance
- Create a better customer-centric business
- Boost innovation and creativity
- Improve company’s reputation
- Attract top talent
- Increase employee satisfaction and decrease employee turnover
- Improve fairness
Top 10 benefits of workplace diversity

- Higher innovation
- Higher employee engagement
- Variety of different perspectives
- Faster problem-solving
- Better decision making
- Reduced employee turnover
- Increased creativity
- Increased profits
- Better company reputation
- Improved hiring results
Moving Beyond Platitudes

• Have a committee and create goals and a plan
• Data analysis
  o Does your workforce reflect the community?
  o Do you have a pay gap?
• Analyze company culture
• Hold managers accountable
• Implement mentoring programs
• Focus on having diverse partners

• Focus on training and unconscious bias
• Recruit diverse candidates
  o Expand where you look for candidates
  o Rooney Rule
  o Focusing on skills v. degrees
• Focus on inclusion and meeting the needs of your diverse employees
Corporate Wellness Initiatives
Mental Health Statics: Employees

• Mental health has been steadily deteriorating amongst American adults, with over 50% of employees saying their mental health has declined since the onset of the pandemic.
• 34% of U.S. workers reported feeling depressed or anxious at least once per week in 2022 – up from 20% in 2020.
• 72% of employers list employee stress as the top issue negatively impacting workplace productivity and 44% of employees reported feelings of burnout at work.
• In a three-month period, people with depression miss an average of 4.8 workdays and suffer 11.5 days of reduced productivity.
• Over 70% of employees think employers can and should take steps to contribute to employees’ health and well-being.

Mental Health Statistics: Employers

In 2022, 86 percent of employers said mental health, stress and burnout were a priority for their companies.

A Gartner survey found that:

• 94% of companies made significant investments in their well-being programs
• 85% increased support for mental health benefits
• 50% increased support for physical well-being
• 38% increased support for financial well-being

WELLNESS BENEFITS:

**Employer/Employee Disconnect**

- 96% of CEOs consider their employee mental health efforts adequate, while only 69% of employees agree.
- 82% of employers said their workforce has more access to mental health resources than in previous years, compared to 50% of workers;
- 80% of employers said workers have flexibility in their schedule to get the mental health help they need, compared to 53% of workers; and
- 79% of employers said mental health had improved thanks to the company’s resources, compared to 35% of workers.

WELLNESS BENEFITS:
Employer Advantages

• Attracts new recruits
• Improves employee retention
• Increases productivity/reduces absenteeism
• Increases performance quality
• Creates a better company culture
• Reduces employer healthcare costs
Wellness Initiatives

**FIGURE 1: FIVE KEY LEVERS OF EMPLOYEE WELL-BEING**

<table>
<thead>
<tr>
<th>Wellness Initiative</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Financial Well-Being</td>
<td>- Overall compensation, type of retirement plan, financial wellness and education</td>
</tr>
<tr>
<td>Mental Health Well-Being</td>
<td>- Access to Employee Assistance Program, mental health sessions with a therapist or coach, mental health apps</td>
</tr>
<tr>
<td>Social Well-Being</td>
<td>- Company culture, work-life balance, and type of relationships at work and outside of work</td>
</tr>
<tr>
<td>Physical Well-Being</td>
<td>- Health insurance, wellness programs, workplace safety, availability of exercise sessions in person or virtual</td>
</tr>
<tr>
<td>Career Well-Being</td>
<td>- Access to training and development, tuition reimbursement, internal mobility opportunities, performance reviews, coaching and mentoring</td>
</tr>
</tbody>
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Mental Health Initiatives

• Training managers on recognizing and addressing the issue
• Providing safe spaces for employees to talk about their mental state (i.e., providing EAPs or counselors).
• Provide employees with access to meditation platforms or alternatively offer access to yoga or meditation classes.
• Offer flexible working policies to better cope with work/life stress.
• Encourage employees to be more physically active.
• Allowing employees to take a paid mental health day off.
• Regularly check-in and communicate with your employees.

See more ideas at https://hbr.org/2020/08/8-ways-managers-can-support-employees-mental-health
Other Wellness Initiatives

**Physical well-being/health**
- Offering good health insurance
- On-site yoga, fitness facilities
- Treadmill/standing desks
- Healthier food options
- Reimbursing gym memberships
- Providing activity trackers

**Financial well-being**
- Overall compensation
- Tuition Reimbursement
- Student Loan Pay Down Assistance
- Financial wellness and education

thank you

Questions?

Members can call our HR Hotline at 1-800-448-4584 or email us at hotline@hrsource.org. Check www.hrsource.org for additional resources.