

The Workforce View 2020

Volume Two

post-COVID-19

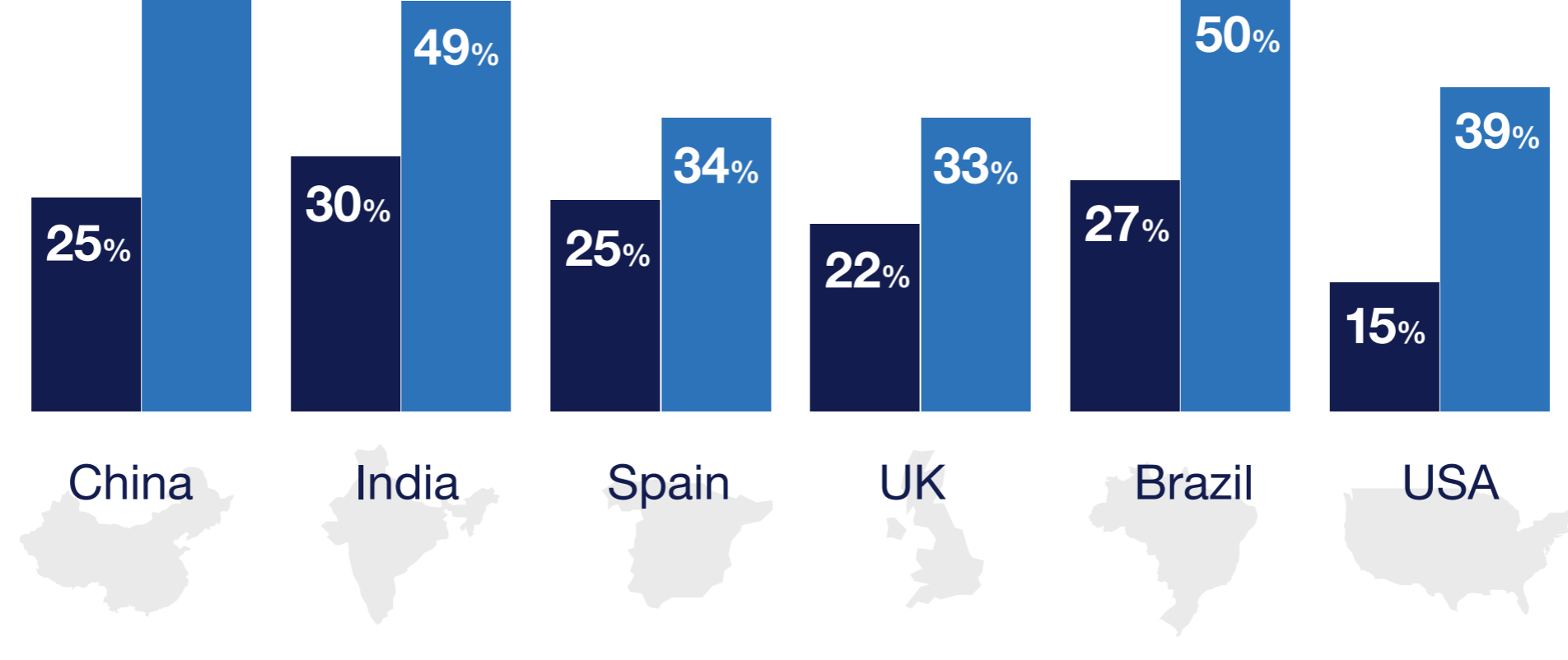
Flexible work: the reality on the ground



As lockdown measures came into place, employers were forced to support remote working practically overnight.

The largest single shifts toward official flexible work policies were reported by workers in China and in the US, where the rates of workers with these policies more than doubled in just about six months.

My company has an official or written policy allowing flexible working arrangements



But the reality on the ground can be quite different.

16% of workers say individual managers determine whether one can work flexibly, regardless of official company policy.

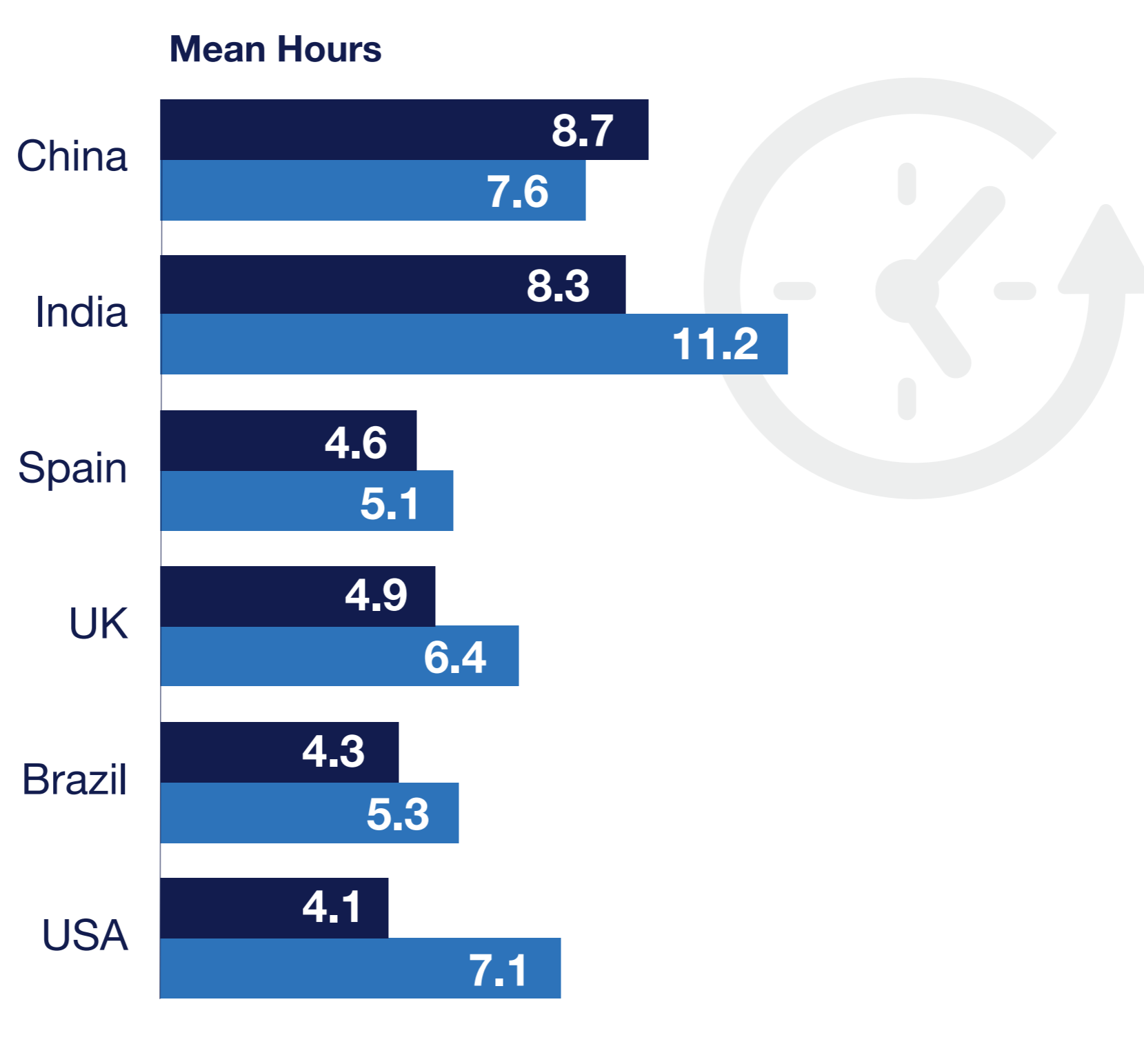


If you live or work in an area where officials recommend/recommended or required non-essential workers to stay home as much as possible, did you/do you feel any pressure from your employer to still work in the office?

	China	India	Spain	UK	Brazil	USA
Yes, I felt pressure at the beginning but not any more	41%	38%	21%	15%	30%	22%
Yes, I felt pressure at the beginning and continue to feel pressure	27%	22%	19%	12%	17%	17%
Yes, I feel pressure now but didn't at the beginning	13%	7%	4%	4%	7%	5%
No	12%	25%	51%	57%	43%	50%

Workers are giving employers even more 'free' time in the wake of the COVID-19 outbreak than before – especially in the US

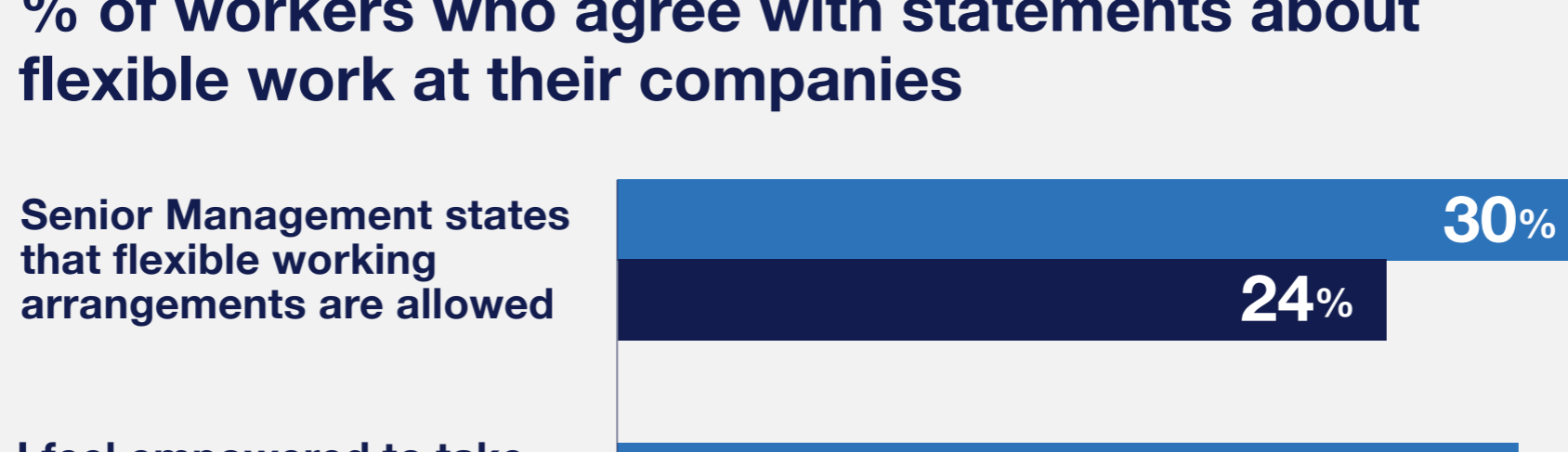
On average, how many hours per week do you believe you work for free (i.e. hours worked over lunch breaks, staying late, etc.)?



Parents across the globe are facing unprecedented pressures to balance work and home.

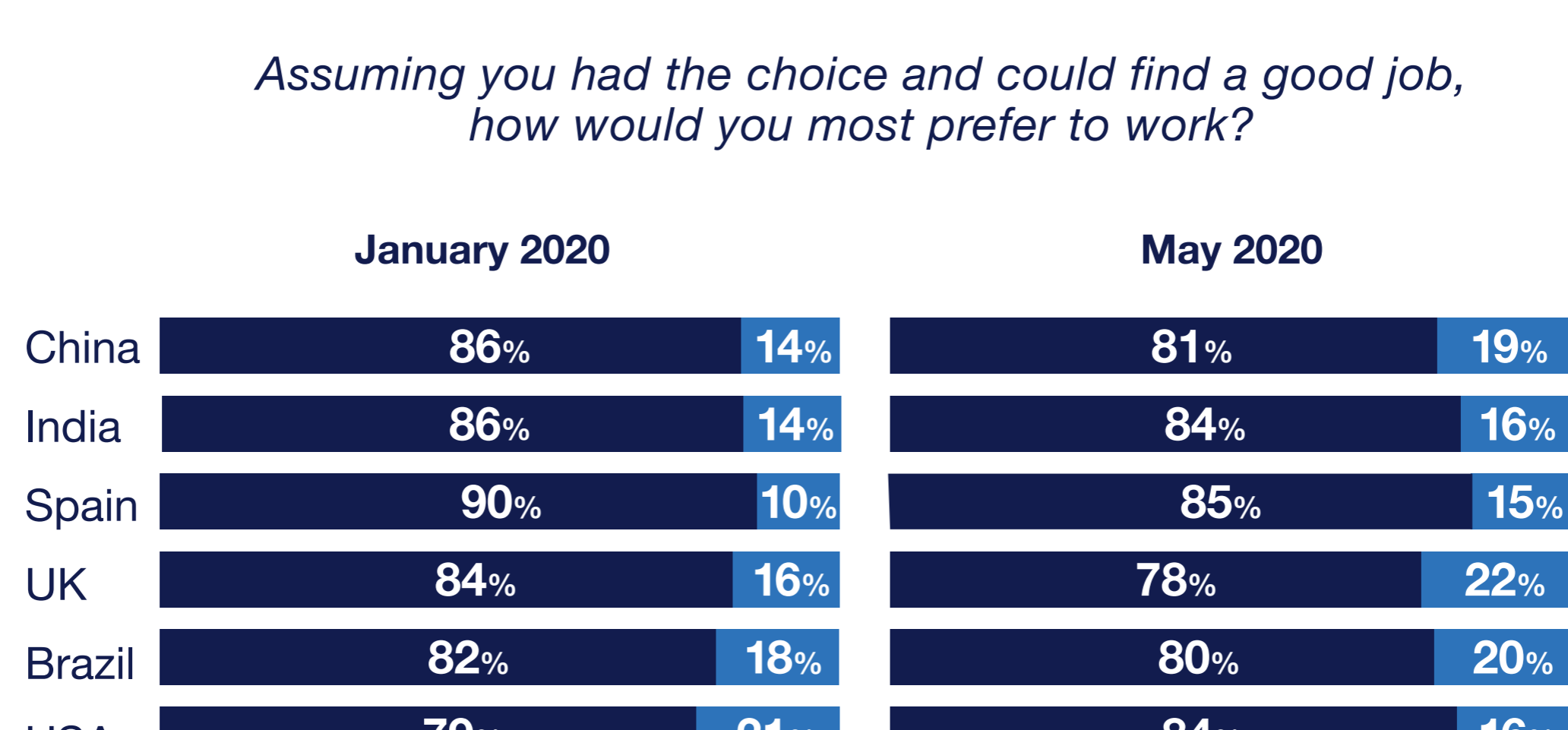
Parents are more likely than non-parents to say their companies are allowing flexible working arrangements and to feel empowered to take advantage.

% of workers who agree with statements about flexible work at their companies



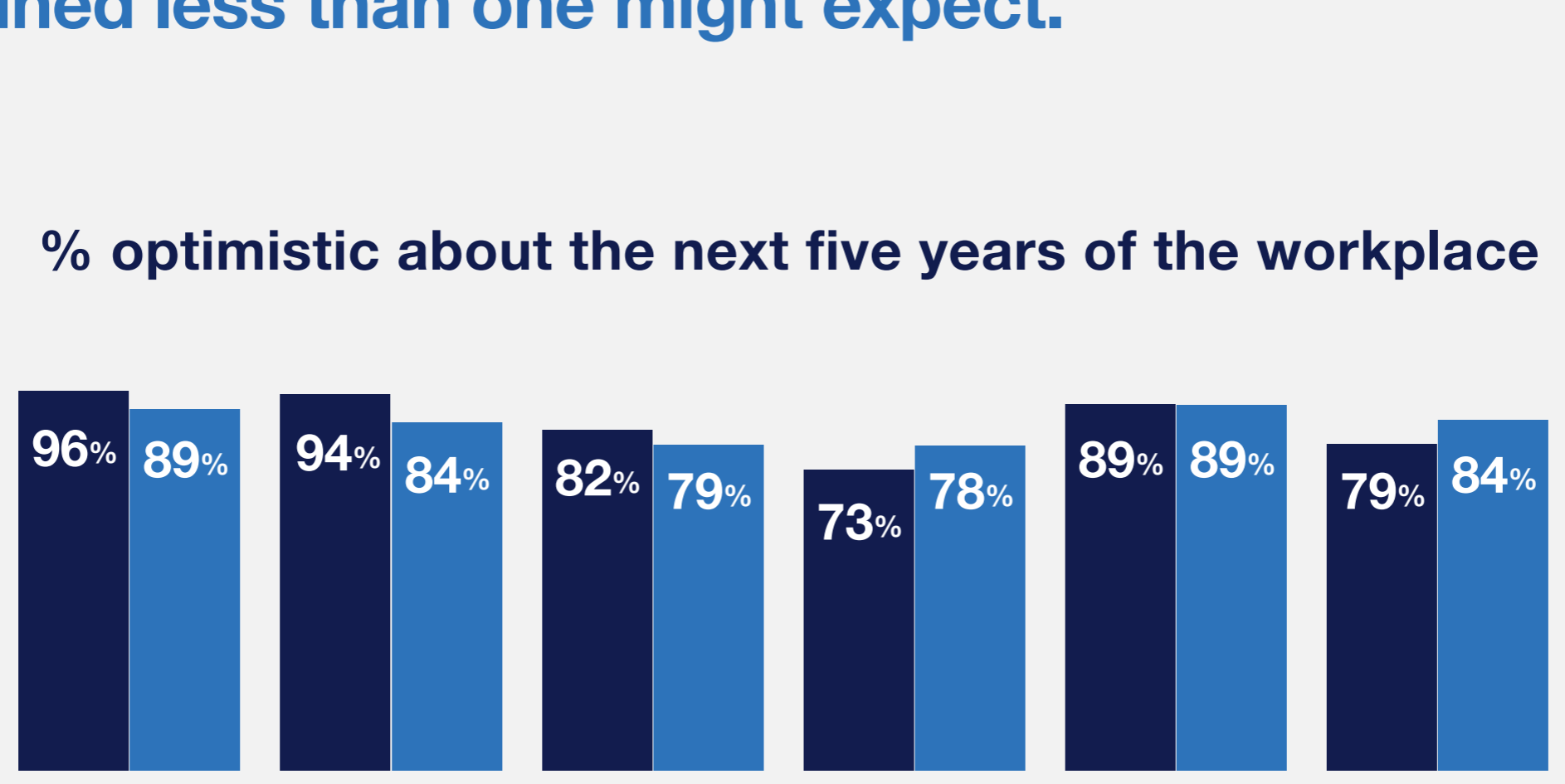
Gig work remains just as appealing as it was before the pandemic everywhere except the US.

Assuming you had the choice and could find a good job, how would you most prefer to work?



Confidence about the future of the workplace has declined less than one might expect.

% optimistic about the next five years of the workplace



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