



Is the Future Flexible?

Attracting and Retaining
Diverse Talent Post Pandemic



Key findings – 2022

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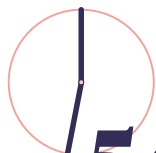
Key Statistics

Flexibility



26%

MEN IN THE CITY WHO FELT FLEX IS A PRODUCTIVITY PROBLEM HAS DROPPED BY MORE THAN A QUARTER (26%) SINCE 2019



54%

54% OF MEN STILL SEE FLEX AS A PROBLEM FOR PRODUCTIVITY

2022 Results

The following findings were taken from male City workers surveyed in 2022. Where specified, findings are also reported from female City returners surveyed in 2022

In some instances, findings are compared with the results from surveys run pre-pandemic with male City workers and female City returners in 2019

50% SAY IN 2022 THEY WOULDN'T APPLY FOR A JOB WHICH DIDN'T OFFER FLEXIBLE WORKING HOURS

This is more important for younger men, with a higher percentage in agreement

56% of men aged 18-34yrs

40% of men aged 55+



71% AGREE THAT AS A RESULT OF THE PANDEMIC, THEIR EMPLOYER HAS GREATLY IMPROVED THEIR FLEXIBLE WORKING POLICIES

IMPROVED THEIR FLEXIBLE WORKING POLICIES

46%

AGREE THAT THEY'RE CONFIDENT TO ASK TO WORK FROM HOME - BUT NOT TO WORK FLEXIBLE HOURS

30% of younger men do not feel confident to ask to work flexible hours compared to 18% of their older colleagues

80%

MARKET AND NORMALISE EXISTING FLEXIBLE WORKING PRACTICES FOR ALL

WHEN ASKED WHAT BUSINESS LEADERS CAN DO TO INCREASE THE ADOPTION OF FLEXIBLE/ AGILE WORKING PRACTICES, 80% OF MALE CITY WORKERS SAID "MARKET AND NORMALISE EXISTING FLEXIBLE WORKING PRACTICES FOR ALL" - THIS IS UP FROM ONLY 22% IN 2019



37% AGREE THAT ANY POSITIVE EXTERNAL COMMUNICATIONS MADE BY THEIR EMPLOYER TOWARDS FLEXIBLE WORKING DO NOT MATCH UP WITH THE NEGATIVE ATTITUDES INTERNALLY

Younger men find this more of an issue

54% of 18-34yrs

33% of 55+

31%

AGREE THAT FLEXIBLE WORKING WOULD HAVE A NEGATIVE IMPACT ON THEIR CAREER

This concern is felt more strongly amongst younger workers

47% aged 18-34yrs

32% aged 35-54yrs

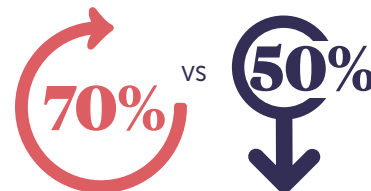
14% 55+



41% AGREE THAT THE PANDEMIC HAS NOT CHANGED NEGATIVE ATTITUDES

TOWARDS FLEXIBLE WORKING IN THE CITY WITH ALMOST A THIRD (32%) STATING ATTITUDES HAVE GOT WORSE

Returners vs Male City workers



WON'T APPLY FOR A JOB THAT DOES NOT ALLOW FLEXIBLE WORKING



38% OF CITY MALES AND ONLY 9% OF RETURNING WOMEN THINK FLEX IS A SKIVE



BELIEVE NEGATIVE ATTITUDES TOWARDS FLEXIBLE WORKING IN THE CITY HAVE LESSENED AS A RESULT OF THE PANDEMIC



5% OF RETURNERS THINK NEGATIVE ATTITUDES TOWARDS FLEXIBLE WORKING HAVE GOT WORSE AS A RESULT OF THE PANDEMIC

Pay

 **42%**

IN 2019 OVER HALF OF MALES IN THE CITY (54%) THOUGHT TOO MUCH TIME WAS DEDICATED TO EQUALITY INITIATIVES – POST COVID THIS DROPPED TO 42%

 **59%**

OVER HALF (59%) OF MEN IN THE CITY FELT THE PRESSURE OF BEING THE BREADWINNER FALLS ON MEN, DOWN FROM 74% IN 2019

Younger men agreed with this more than older men

65% of 18-34yrs

56% of 55+

 **66%**

88% OF MALE CITY WORKERS WOULD HAVE BEEN INTERESTED IN TAKING SHARED PARENTAL LEAVE IN 2019 – IN 2022 THIS HAS DROPPED TO 66%

Gender Pay Gap

Male City workers support their company's GPG initiatives

68% support GPG initiatives

59% felt company could do more

51% OF MALE CITY WORKERS WERE DISAPPOINTED ON THE PAUSE TO MANDATORY GPG REPORTING

More older men care about the GPG than younger men

69% aged 18-34yrs

65% aged 35-54yrs

71% 55+

2/3 69% OF RESPONDENTS BELIEVE MEN HAVE A ROLE TO PLAY IN CLOSING THE GPG

46% AGREE THAT COMING OUT OF A GLOBAL PANDEMIC, THE GPG IS LOW ON THEIR LIST OF PRIORITIES AND A THIRD (33%) THINK GENDER PAY GAP REPORTING IS A WASTE OF TIME

Notably, there is a strong intergenerational difference – with younger men more likely to view gender pay gap reporting as a waste of time

47% of 18-34yrs

18% older men

30% OF MEN WORKING IN THE CITY AGREE THAT WOMEN RIGHTFULLY EARN LESS THAN MEN BECAUSE THEY TAKE A BREAK TO RAISE CHILDREN



50% HOWEVER, HALF OF MEN (50%) DISAGREE

Three times as many 18-34 year olds think women should earn less if they pause their career to have children

44% 18-34yrs

16% 55+

 **47%**

OF MALE CITY WORKERS BELIEVE IT'S BETTER FOR ONE PARENT TO STAY AT HOME AND ONE TO GO TO WORK

Older male City workers were more likely to disagree with this

12% 18-34yrs

32% 55+

ON LOWERING SALARY EXPECTATIONS



When returners were asked in 2022 if they'd lower their salary expectations, more people said no in comparison to 2019

21% said no in 2019

45% said no in 2022

% of those that WOULD lower their salary expectations by 20%

50% in 2019

20% in 2022

% of those that WOULD lower their salary expectations by 5-10%

9% in 2019

15% in 2022

 WHEN ASKED IF TIME OUT OF THE WORKFORCE DENTED CONFIDENCE

Returners answering "Definitely"

47% in 2019

59% in 2022

Returners answering "Not at all" significantly dropped in 2022 versus 2019

16% in 2019

4% in 2022

Culture

57%

MORE THAN HALF OF MALE CITY WORKERS WOULD MOVE JOBS FOR A ROLE THAT GAVE THEM MORE PURPOSE OVER EARNING MORE MONEY

This was more evident for younger men

61% men 18-34yrs

55% men 35+ yrs



THERE HAS BEEN AN INCREASE IN THE NUMBER OF MALE CITY WORKERS WHO THINK IT'S BETTER IF ONE PARENT STAYS AT HOME AND ONE GOES TO WORK

38% in 2019

47% in 2022

47%

47% OF MALE CITY WORKERS THINK WORKING IN A COMPANY THAT MEETS SALARY EXPECTATIONS TAKES MORE OF A PRIORITY THAN A HEALTHY CULTURE

2/3

OF MALE CITY WORKERS VALUE COMPANY CULTURE AND PURPOSE MORE DUE TO THE PANDEMIC

There was an even split across all the different age groups here, illustrating a universal shift



BEFORE THE PANDEMIC, 74% OF MEN WHO WORK IN THE CITY THOUGHT THE PRESSURE TO BE THE BREADWINNER IS ON MEN, THIS DIPPED TO 59% IN 2022

74% of men in 2019

59% of men in 2022



88%

OF MEN IN 2019 WOULD HAVE BEEN INTERESTED IN TAKING SHARED PARENTAL LEAVE WHEREAS NOW IN 2022, THIS HAS DROPPED TO ONLY 66% OF MEN

88% of men in 2019

66% of men in 2022

PERCENTAGE OF RETURNERS THAT THINK THE FINANCIAL SERVICES SECTOR IS DOING MORE TO CREATE A DIVERSE WORKFORCE

25% IN 2022

22% IN 2019

80%

MORE RETURNERS (80%) THINK TAKING TIME OUT LIMITS CAREER PROSPECTS AND CHANCES OF PROGRESSION THAN BEFORE THE PANDEMIC (75%)

More returners feel the cost of childcare is a barrier to returning to the workforce

21% in 2019

31% in 2022





Contact us

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