

# What do workers want – and how can your business respond?

People at Work 2022: A Global Workforce View



The COVID-19 pandemic has proved to be a global phenomenon reshaping the employment landscape. To confuse matters even further, a challenging economic and political landscape have conspired to create a formidable cocktail of pressures. Against this backdrop, the sentiment and needs of the global workforce today are changing rapidly.

Discover the key findings from ADP Research Institute's latest global workforce sentiment report that identifies emerging and escalating workforce trends. Download the full report to explore employee attitudes towards the current world of work and what they expect and hope for from the workplace of the future.

## Workers want change

**71%**

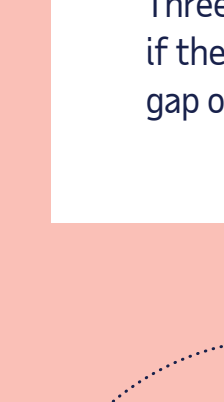
**Contemplated a major career move**

Seven in 10 workers (**71%**) have contemplated a major career move this year, and there's a sense that they're questioning what job security means post COVID-19.

**33%**

**Want flexibility**

For a third of workers (**33%**) flexibility of hours are important to them in their jobs.



### Job security: what does it mean today?

Half of employees (**54%**) rate job security as important to them, yet only a quarter (**25%**) think their job or industry is secure. That's down from a third (**36%**) in 2021.

## DEI: A make-or-break issue

Three quarters (**76%**) would consider looking for a new job if they discovered their company had an unfair gender pay gap or no diversity, equity and inclusion (DEI) policy.



**50%**

**See gender pay equality improvement**

**50%** of workers say their employer has got better at gender pay equality and **48%** think diversity and inclusion has improved compared to three years ago.



## Employee expectations are rising

**88%**

**Optimism**

Describing their levels of optimism for the next five years in the workplace, almost nine in 10 (**88%**) put themselves in the 'optimistic' category. This is higher than 2021's (**86%**), but still below pre-pandemic levels (**92%** in 2020).

## Making a switch

Almost one in four workers (**23%**) are actively trying to change jobs or move into another industry that they believe is more futureproof. This is an increase from just over one in seven (**15%**) who said the same in 2021.

**23%**

**Actively trying to change jobs**

**15%**

**in 2021**

Nine in 10 (**90%**) say they feel satisfied in their current employment, although they could be happier still: a sizeable proportion are only 'somewhat satisfied'.

## Remote work and living arrangements

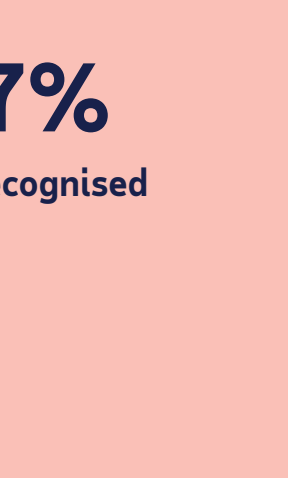


**64%**

**Would consider looking for a new job**

Forcing people to return to the workplace full-time unnecessarily could backfire: two thirds (**64%**) would consider looking for a new job if this happened.

Globally, over half (**52%**) of employees have thought about relocating within the country where they currently reside. More than four in 10 (**43%**) have considered returning to live in the country of their citizenship, while the same proportion (**43%**) have contemplated relocating elsewhere overseas.



Almost **seven in 10** remote workers believe they are paid fairly for their skills and role, compared with less than half of their peers in the workplace.

**67%**

**Feel recognised**

**67%** of those working from home say their efforts are recognised by management... that figure dips to **51%** for those working on-premise.

## Salary is a priority, but it's not all that matters

**53%**

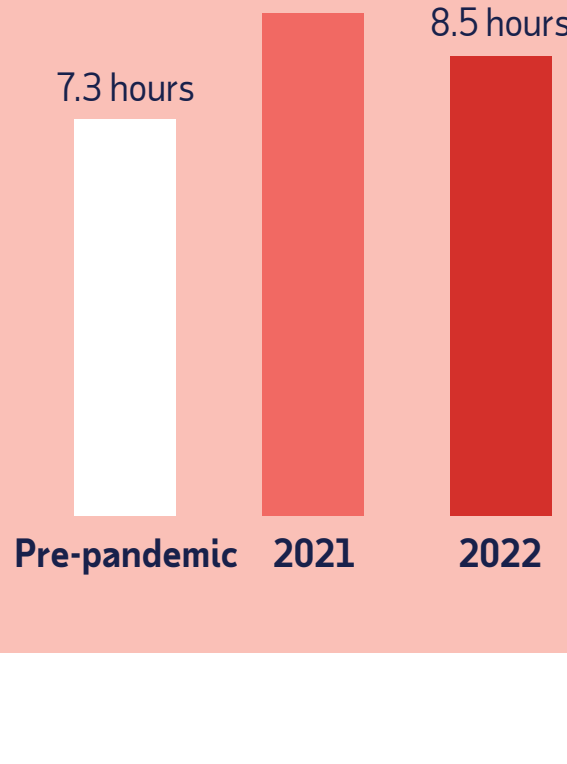
**Would accept a pay cut**

**53%** would accept a pay cut if it meant improving their work/life balance.

**50%**

**Want flexibility**

**50%** would take a pay cut to guarantee flexibility in how they structure their hours – even if it meant the total hours they worked did not change.



### Giving it all away

Workers are still effectively giving away the equivalent of more than a working day (**8.5 hours**) of unpaid overtime each week: less than in 2021 (**9.2 hours**), but still more than pre-pandemic (**7.3 hours**).



Almost a quarter of workers (**24%**) say they are always or often underpaid, up from one in five (**20%**) in 2021.



Hopes are high for pay rises, with more than six in 10 workers (**61%**) anticipating one in the next year, and three quarters (**76%**) prepared to ask for one.

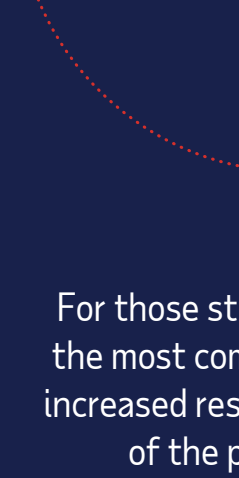


## Stress levels are growing

**67%**

**Are stressed**

Workplace stress is widespread, with **67%** of workers experiencing it at least once a week, up from **62%** pre-pandemic.



One in seven (**15%**) feel stressed every day.



A staggering **53%** believe their work is suffering because of poor mental health.

**41%**

**Are stressed over increased responsibility**

For those struggling with stress, the most common cause is having increased responsibility as a result of the pandemic (**41%**).

**25%**

**Are concerned about job security**

**28%**

**Are stressed over the length of the working day**

Other key sources of stress include the length of the working day (**28%**) and concerns over job security (**25%**).



### Employers trying to do the right thing

Only one in eight (**13%**) say their employer isn't doing anything to promote positive mental health at work.

Seven in 10 remote workers (**69%**) say they feel supported by managers when it comes to mental health at work, up from **65%** last year.

Use our research as a tool to support your business transformation. Download the full report at [in.adp.com/paw22](https://in.adp.com/paw22)