workable Bryq

Want to keep your employees?

Give them what they need

We're in interesting times. Employee retention rates are at crisis levels, and turnover is through the roof. This means you, the employer, need to understand what your employees – both present and future – are prioritizing in terms of work. And different groups have different priorities.

The key here is **inclusivity**. Providing multiple options to meet those needs will make a huge difference in terms of talent attraction and retention.

We at Workable and Bryq have the data to help you build your talent attraction package so you can attract – and keep – those star employees. Let's dive in!

Remote work **by gender**

Employees who work remotely in their current role:

- 51% men
- 54% women
- 52% overall

Employees who want to work remotely in their next role:

- 69% men
- 75 women
- 69 overall

Nearly **70%** of candidates are looking for remote roles, while female candidates are **15%** more likely than male candidates to be looking for remote work.

What's most important **by gender**

Breakdown of what workers most often cited as what's most important to them in their next role:

Men		Women
35%	Better Advancement Opportunities	30%
24%	Higher Salary	27%
16%	Better Work-Life Balance	21%
12%	More Meaningful Work	10%
8%	Better Company Culture	7%

Both men and women prioritized the same things when looking for their next role but at different rates. Men looked for better advancement opportunities **16%** more often than women and looked for more meaningful work **20%** more often than women.

Women, however, looked for a higher salary **12%** more often than men and looked for better work-life integration over **30%** more often than men.

What would lure someone from their present job to a **new one**:

- **62.2%** — **US respondents**
- **70.1%** — **UK respondents**

citing **compensation** as a top factor in deciding to move to a new company.

Support your employees' **home lives** as well as their **work lives**

- **19.3%** — **US men**
- **39.4%** — **US women**

Females are more than **twice as likely as males** to cite **family priorities** as the reason why they're not working.

In the UK, the difference is much more pronounced:

- **6.7%** — **UK men**
- **41.7%** — **UK women**

Lack of Advancement Opportunities for **Minority Workers**

- 27% American Indian- Alaskan Native
- 31% Asian
- 43% African-American
- 34% Hispanic/Latino
- 27% Native Hawaiian/Pacific Islander
- 25% Caucasian

Black workers are **70% more likely** than white workers to leave their jobs for better advancement opportunities. In fact, **white workers were the least likely** of all ethnicity groups to leave their roles for better advancement opportunities.

Workers with disabilities want remote work

- **60%** — **before 2022**
- **76%** — **after 2022**

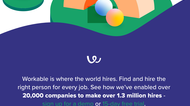
Of the population of workers with a disability in the workforce, **over 60%** of them **were already working from home**. Going into **2022**, a staggering **76% of workers with disabilities** are looking to **work remotely in their next role**.

Younger workers are the future of our workforce

- **42.8%** — **age 21-29**
- **24.7%** — **age 50-59**

More than **two out of five (42.8%) of those aged 21-29** say they're actively looking for a new job, compared with just **one quarter (24.7%) of those aged 50-59**.

We live in a diverse society. A one-size-fits-all strategy can only get you so far. With flexibility in your benefits package and working environment, you're providing an environment in which your employees can thrive.



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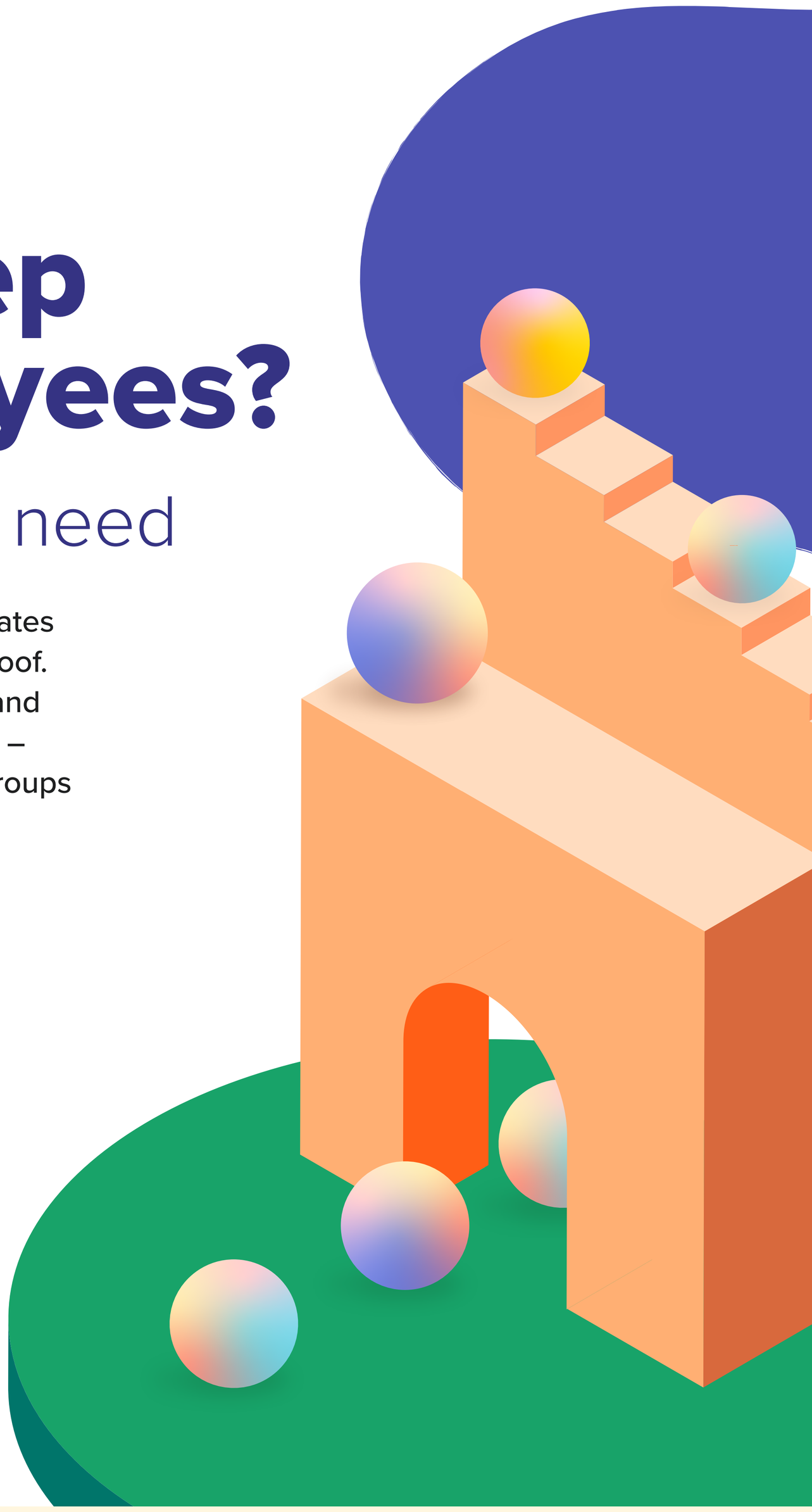

Remote work **by gender**

Employees who work remotely in their current role:

51% men

54% women

52% overall

Employees who want to work remotely in their next role:

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75 women

69 overall

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What’s most important **by gender**

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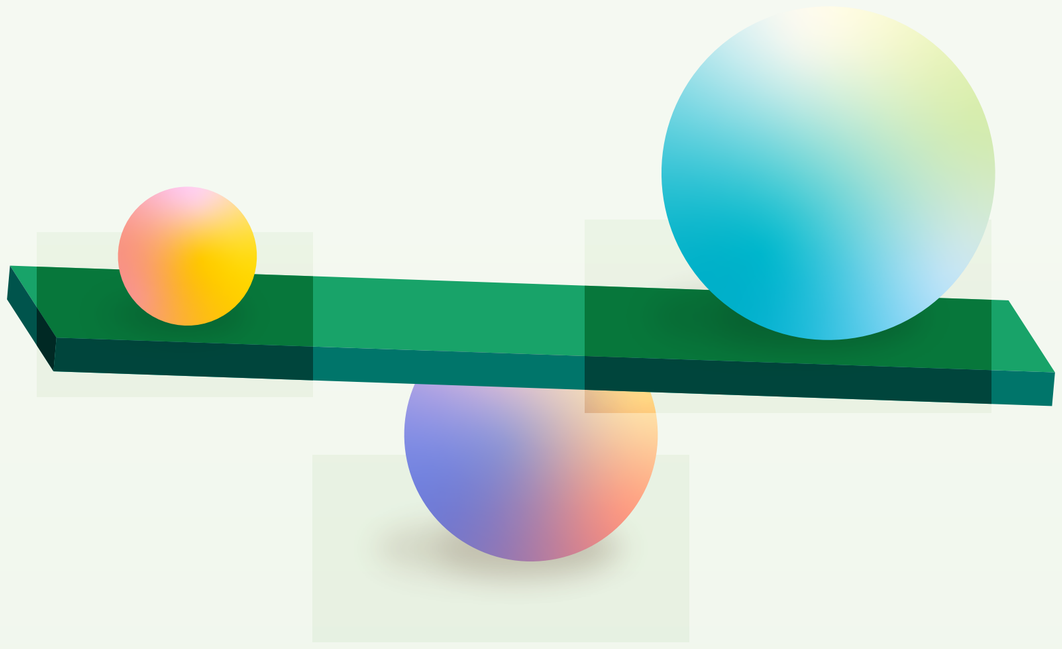

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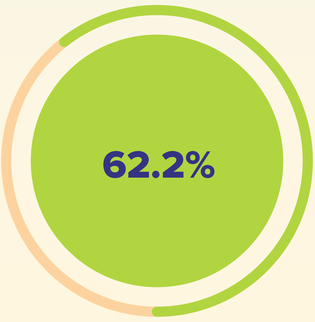
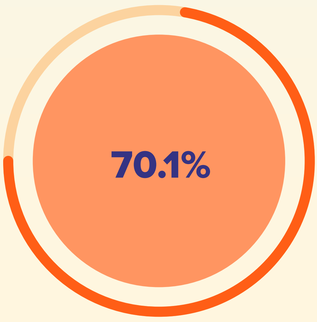


US respondents



UK respondents

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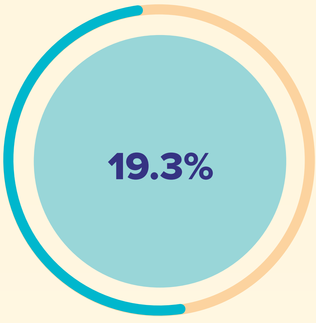
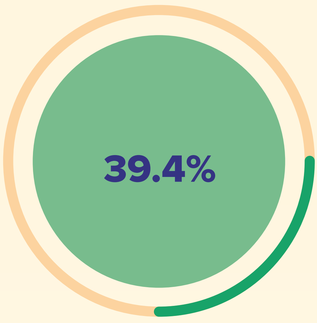


US men



US women

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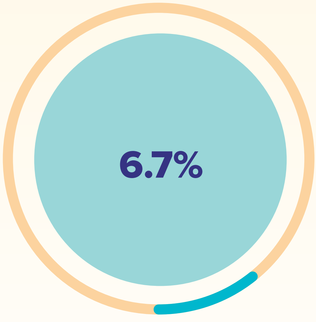

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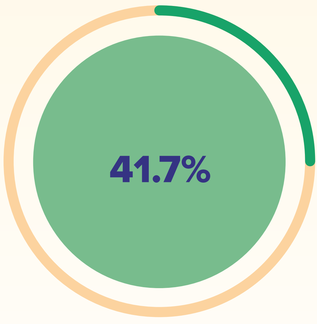

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Lack of Advancement Opportunities for **Minority Workers**

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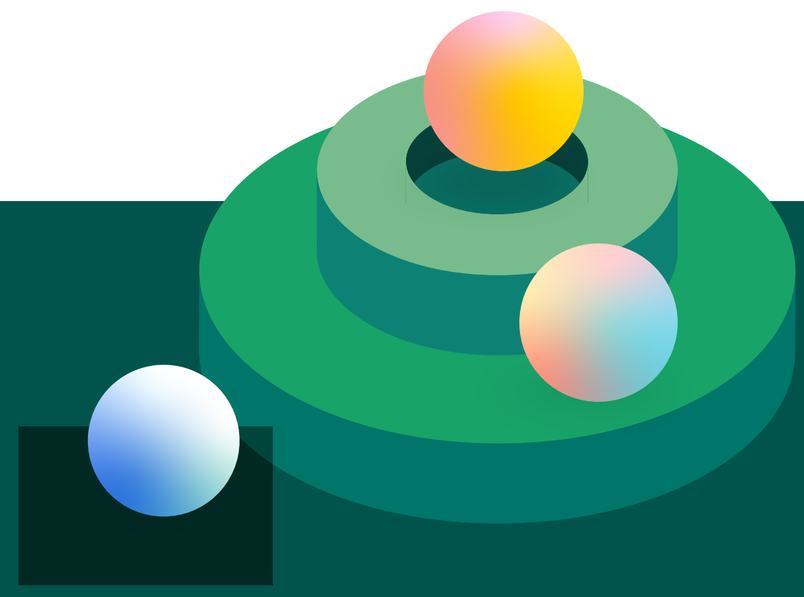

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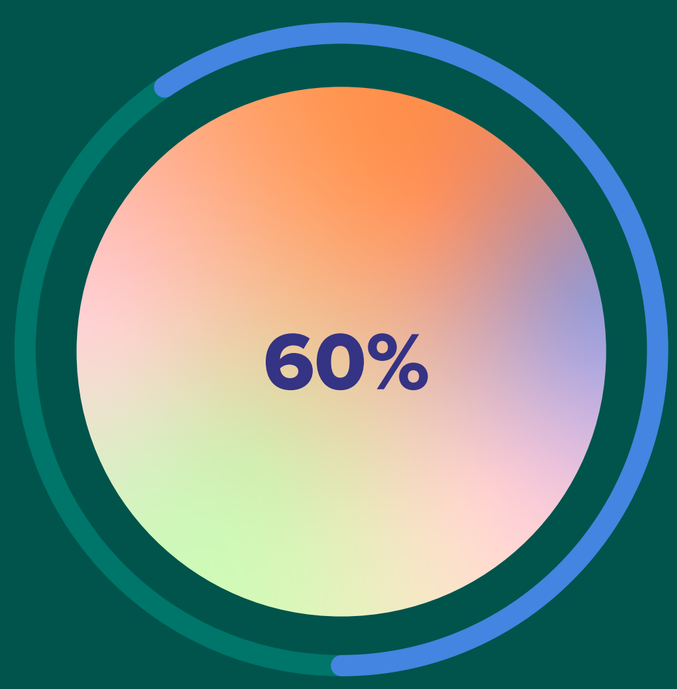
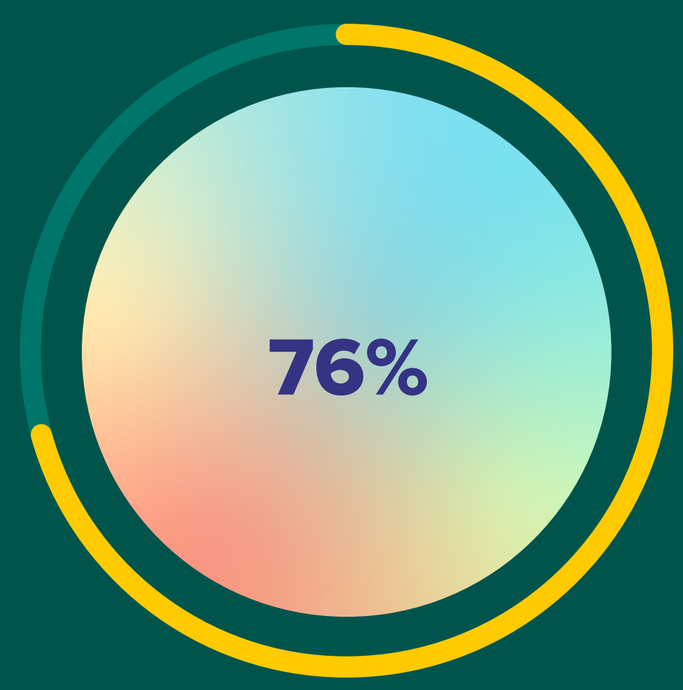


before 2022



after 2022

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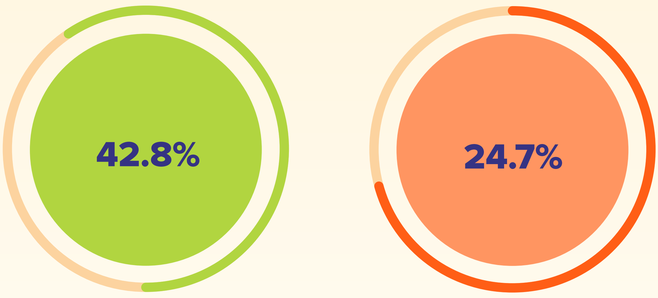

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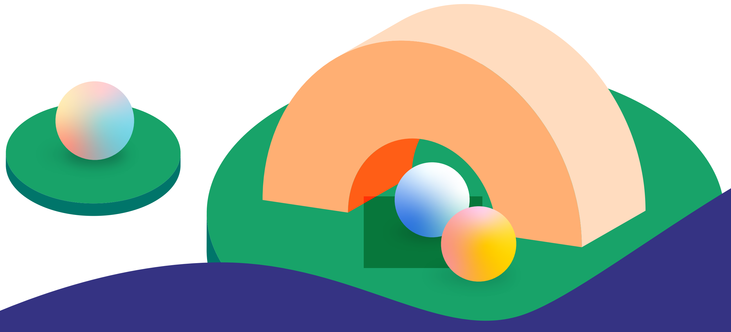

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