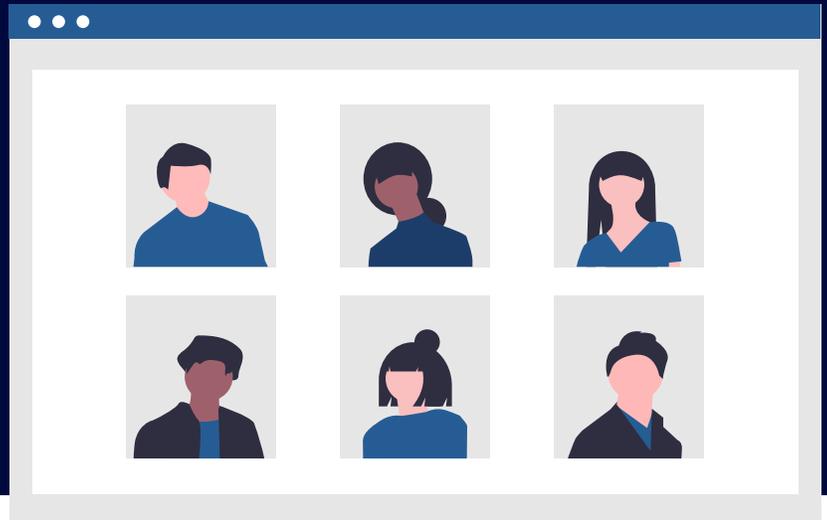


REMOTE WORK:

WHO'S REALLY BENEFITING?

COVID-19 forced a global leap to remote work for many industries. As enterprises shift strategy to kickstart post-pandemic productivity, one glaring fact can't be ignored: remote work is not as equitable as it seems.



MEN DON'T SUFFER THE DOWNSIDES OF REMOTE WORK

Both men and women agree that remote work is beneficial and increases their performance, but women say they are more likely to suffer negative repercussions.

Though remote work poses many positives for women, they may not be positioned to reap the rewards that they should have access to. In some cases, remote work may present short-term gains but result in higher long-term costs for women's careers as the cumulative impact of negative side effects pile up.

WOMEN REPORT MORE PRODUCTIVITY—AND LESS SLACKING OFF

Positive impacts on productivity when working remotely are higher for women, and though percentages are small, men are 5% more likely to say they work fewer hours than usual when working remotely.

- **Thirteen percent** of men say they work fewer hours when working remotely

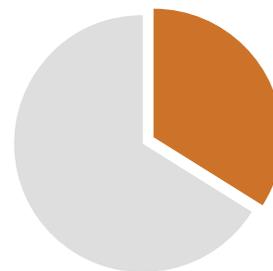
ORGANIZATION SIZE CHANGES THE STAKES

Women who work at larger organizations are better positioned to realize positive impacts from working remotely, but may also be more likely to slip through the cracks when it comes to networking opportunities.

- Women at the largest organizations are nearly **twice as likely** than those at small organizations to report increased productivity due to remote work (48% vs 26%), but are 12% more likely to say that remote work will cause fewer networking opportunities for them

40% 
35% 

Five percent more women report gains in productivity when working remotely than men



Over a third (34%) of women say remote work allows them to stay in the workforce, compared to 27% of men



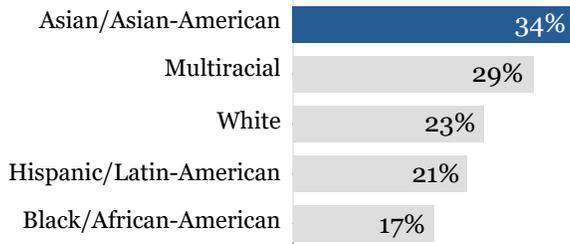
Nearly **1 in 4** (23%) women report difficulty forming strong work relationships remotely, compared to only 18% of men

GENDER INEQUITIES AREN'T THE ONLY PROBLEM

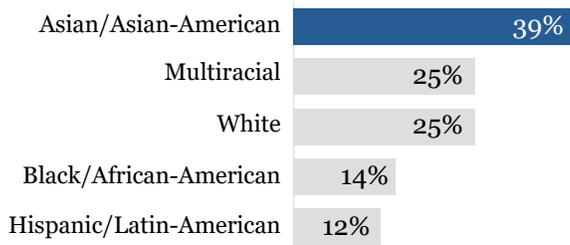
The news is even worse for younger women and women of color, who are more likely to feel that they will be subject to downsides like difficulty forming work relationships, a lack of networking opportunities, and less opportunities for raises.

- Asian/Asian-American women and Hispanic/Latin American women report negative side effects of remote work 11-14% more frequently than White women
- Women with less than 20 years of experience are 5-8% more likely to report downsides to remote work, though women with 6-15 years of experience report productivity gains the most frequently

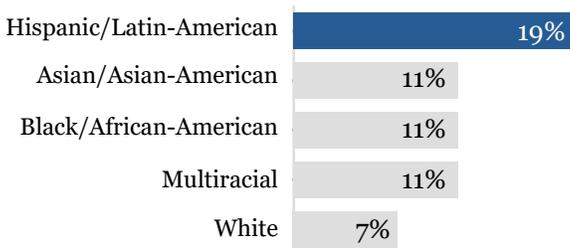
DIFFICULTY FORMING WORK RELATIONSHIPS



FEWER NETWORKING OPPORTUNITIES



LACK OF OPPORTUNITY FOR RAISES



THE MOST AND LEAST EXPERIENCED WORKERS SEE LESS PRODUCTIVITY GAINS FROM REMOTE WORK

- 34%** of women with 1-5 years experience
- 42%** of women with 6-10 years experience
- 46%** of women with 11-15 years experience
- 40%** of women with 16-19 years experience
- 41%** of women with 20+ years experience

More experienced workers likely realize less additional productivity from remote work due to the nature of their positions, while less experienced workers likely need more support.

THREADING THE NEEDLE OF REMOTE WORK

Remote work isn't right for all organizations, but those that see it as a value-add for their organization need to know the facts: remote work offers benefits for the majority of women, and women still strongly believe that remote work is more beneficial than harmful overall, but gendered differences can result in unintended side-effects.

Businesses that fail to understand the gender gap and other inclusion issues in remote work will see DEI efforts fail as women lose opportunities to network and connect with other employees. HR professionals and executives that plan to maintain remote work programs post-pandemic can empower their workforces by ensuring that programs work for their employees, and aren't just a one-size-fits-all solution. As the economy continues to return to normal activity, it will be more vital than ever for organizations to know how to get the most out of their employees and realize post-COVID success.

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REMOTE WORK RESOURCES

Access these member-exclusive resources to help your organization make the most of remote work and ensure that any remote-work programs work for all workers—equally.

[Toolkit: Managing Flexible Work Arrangements](#)

[How-To Guide: Establishing a Virtual Onboarding Program](#)

[Sample Policy: Remote-Work Conduct Policy](#)

[Sample Form: New Hire Survey- Remote Employee](#)