

One year into the pandemic:

How working conditions and attitudes have changed



Workers are on the move

Three quarters of the **global workforce** made changes or plan to change how or where they live, with that percentage even greater among **Generation Z**

85%

75%

54%

More than half of the global workforce say they are **more interested in contract work** since the advent of COVID-19

Worker confidence and optimism remain high, unpaid overtime soars, and women and Generation Z have been hit the hardest.

Unpaid overtime soars; empowerment rises on flexible working

In fact, unpaid overtime has jumped sharply to **9.2 hours per week on average**, up from 7.3 hours just a year ago



2020

2021

Sharp increase in the proportion of workers who say they feel empowered to **take advantage of flexible working arrangements** at their companies, up from just over a quarter before the pandemic

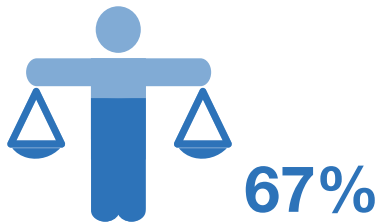
67%

23%

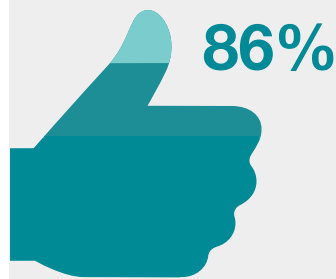
2020

2021

Women feel the strain — and pay gaps hold



of the global workforce say they have been forced to make a compromise between their work and their personal life because of the impact of the pandemic, **especially for women and parents**



Optimism is shaken yet persistent

of workers still say they **feel optimistic** about the next five years in the workplace

62%

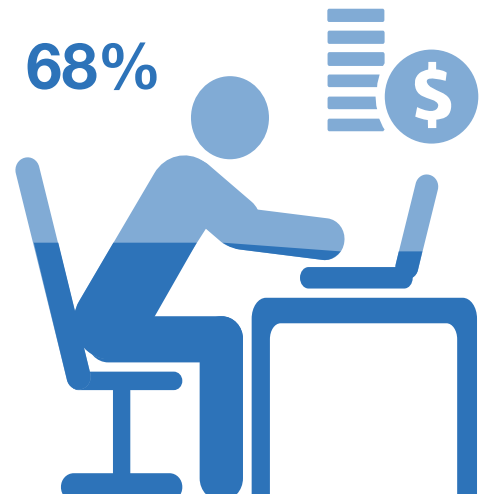
of men received a bonus or pay raise for changes to their roles, compared to only **50% of women**



Pandemic puts employee performance in the spotlight

Most employees have been rewarded financially for their commitment, with nearly **seven in ten having received a pay raise or a bonus**

68%



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