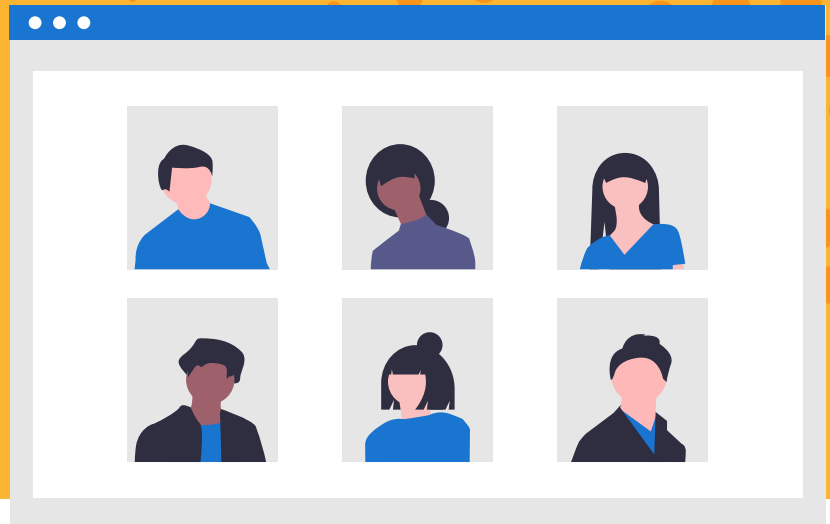


REMOTE WORK:

WHO'S REALLY BENEFITING?

The COVID-19 pandemic forced a global leap to remote work for many industries, and as organizations are struggling to determine the best workforce strategies post-pandemic, there's one glaring fact that can't be ignored: remote work may not be 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.

- **13%** 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% 

5% 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

"Because of the COVID pandemic, some organizations were forced to quickly move to remote work. Now these organizations have the opportunity to re-examine remote work policies and ensure that there are no unintended long-term effects on employees' careers."

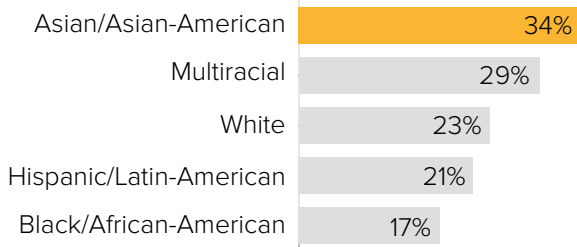
-Trent Burner, VP of Research, SHRM

Gender inequities aren't the only problem

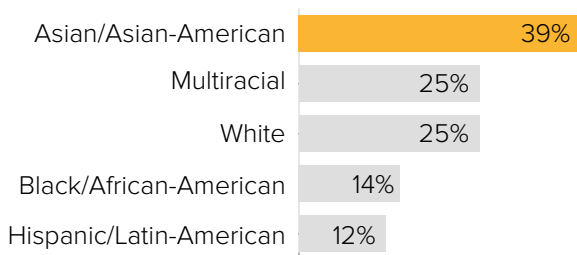
The news is even worse for younger women and women of color, who are more likely to feel that they will be subject to downsides like difficulty forming work relationships, a lack of networking opportunities, and less opportunities for raises.

- 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

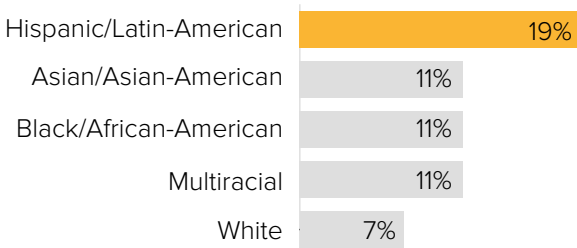
Difficulty Forming Strong Work Relationships



Fewer Networking Opportunities



Lack of Opportunity for Raises



Remote Work Resources

These easy to use, members-only resources will enable HR professionals to help their organization make the most of remote work and ensure that their 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](#)

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 can offer benefits for the majority of women, and women strongly believe that remote work is more beneficial than harmful overall, but organizations need to keep gendered differences in mind to maintain equitable remote workforces and minimize long-term negative impacts to ensure that women aren't left behind.

Ultimately, HR professionals can empower their workforces by creating flexible work programs that work mutually for employees, employers and organizations alike—not just a one-size-fits-all solution. Flexible workplaces offer a myriad of benefits to fit the needs of working parents or those with eldercare responsibilities. With a well-managed work program, HR professionals can create a successful environment that supports both the overall needs of the business and the employee.

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