

Global Trends in Family-friendly and Work-life Benefits

* An excerpt from a more comprehensive resource which includes government policy trends, employer examples, and recommendations



Stress Levels are High and Getting Higher

Overall, over 1/3 of people report experiencing a lot of stress the day before being surveyed.

The World's Most Stressed Countries

Share of the population that experienced a lot of stress yesterday (2018)*

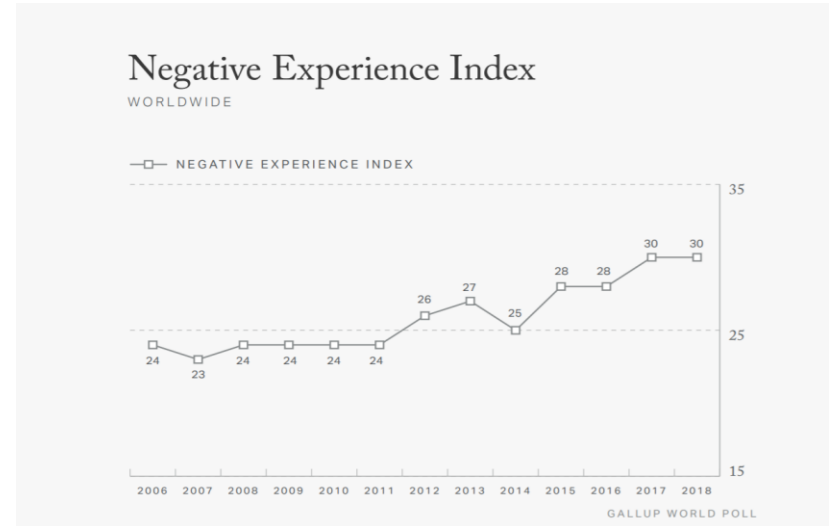


* Based on interviews with 1,000 adults throughout 2018 in 143 countries.
@StatistaCharts Source: Gallup 2019 Global Emotions Report

Forbes statista

Source: [Forbes, 2019](#)

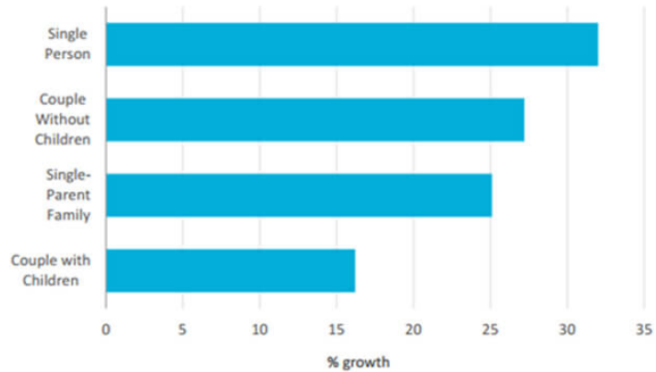
Gallup's Negative Experience Index (a measure of worry, stress, sadness, anger or pain on the day before the survey) last year reached its highest point since 2006 and remained there this year.



Source: [Gallup, 2019](#)

Modern families look different than they used to

Global Households by Family Type, 2016–2030

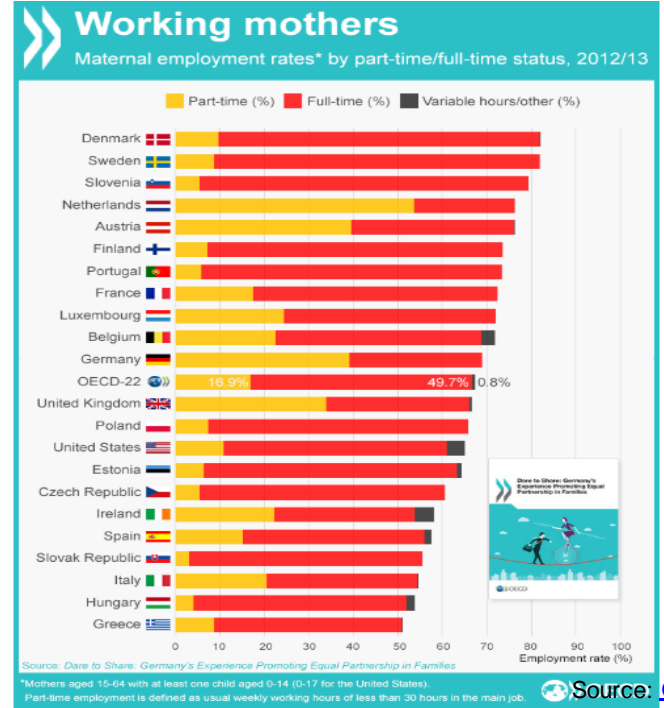


Source: Euromonitor International by national statistics
Note: Figures for 2016–2030 are forecast.

Source: [Euromonitor International](#)

“...work-family balance continues to be of great importance for societies because in more and more countries women’s labour force participation has increased. Finding and retaining enough employment to economically provide, as well as having time to properly care for the young, old and vulnerable members of family groups is a key challenge for contemporary parents- “the squeezed middle generation” in many families.”

-Prof Margaret O’Brien, the [University of Anglia for the United Nations](#)



Source: [OECD](#)

In a talent-competitive environment, employees are demanding it

14.3% of all surveyed U.K. employees currently unable to work flexibly, and 21% of parents, said they are actively looking for a job that offers flexible working.

54% of respondents to Mercer's 2019 Global Talent Trends Survey said that managing their work-life balance is one of the top 5 things their employer can do to help them thrive at work (compared to 40% in 2018 and 26% in 2017).

58% of U.K. survey respondents say flex working hours are their most valued benefit. Younger job candidates expect this to be more likely offered in a small- or medium-enterprise.

50% of respondents to Aon's 2019 Benefits and Trends survey already have 5%-30% of their staff using flexible working arrangements.

Where, when and how long we work has changed

For many people, the lines between work and life are blurred:

More than
400 million of
the 1.8
billion
employed
persons
worldwide
work more
than 49
hours/week

A third of
employees
globally
work
remotely
always or
very often.

A 2017
survey
showed that
Canadian
workers
spent 11.7
hours spent
at work and
5.3 hours at
home
reading work
emails

Almost two-
thirds of
travelers
report
checking
email on
vacation. Only
1/3 completely
unplug, even
though 77%
say they
would prefer
to do so.

It makes good business sense to...



Provide adequate leave and support new parents:

KPMG estimates that hiring and training new employees to replace women who don't return from maternity leave [costs global companies \\$47 billion/year](#)



Ensure employees have time off for leisure and rest:

[Long hours are associated with more safety issues](#). "Working at least 12 hours per day was associated with a 37% increased hazard rate and working at least 60 hours per week was associated with a 23% increased hazard rate."



Keep women in the workforce

[Executive gender and ethnic diversity](#) are correlated with workplace productivity, but women and minorities are underrepresented in management.



Provide a variety of work-life benefits and programs

Research shows that employees who [believe that they have good work-life balance](#) work 21% harder than those who don't, even if they don't take advantage of the employer programs offered.