

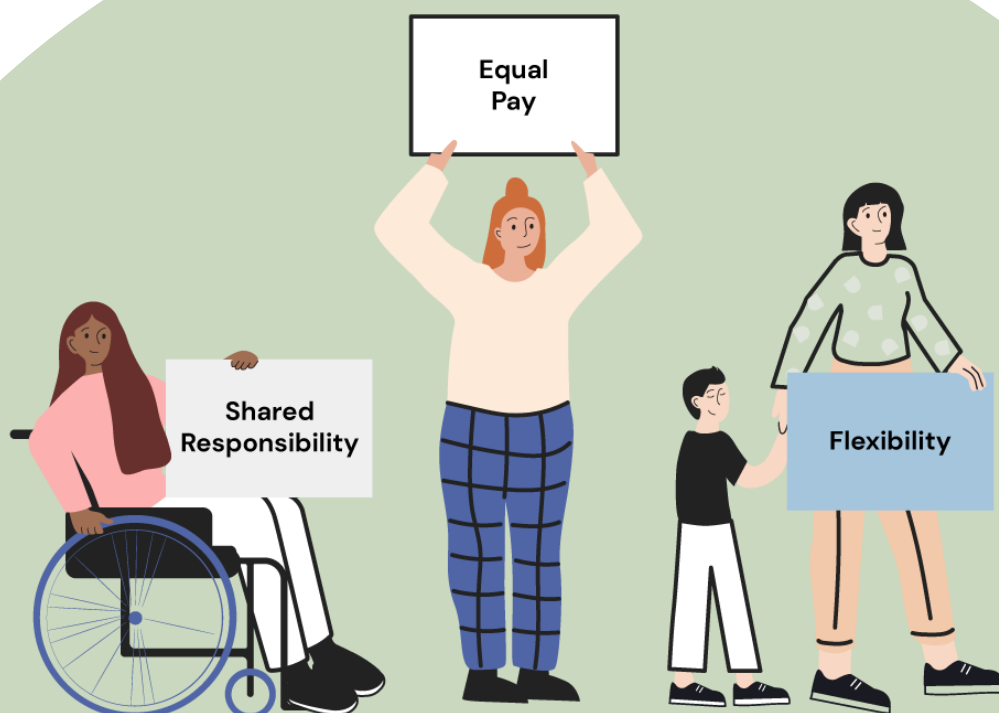
What Women Want 2021

A global report revealing what women want and need to thrive in the workplace



Contents

A message from the CEOs	3
Survey demographics:	
An overview of the women that completed our survey	5
Gender equity and diversity in the workplace:	
How important is this to women?	6
What women want:	
What do women look for in an employer?	9
• Women tell us what they value most in an employer	10
• Women tell us what they would like to see from employers	13
Making a career move:	
What challenges do women face and what do they want to know?	17
• Women tell us the challenges they face when making a career move	18
• Women tell us what they want to know from potential employers	23
Is your organization a great workplace for women?	25
About WORK180	26
Get in touch	27



A message from the CEOs



Gemma Lloyd and Valeria Ignatieva
CEOs and Co-founders of WORK180



"The pandemic has fundamentally impacted gender equality in both the workplace and the home, rolling back years of progress. If we want a dynamic future economy, it is vital for women to be represented in the jobs of tomorrow."

Saadia Zahidi, Managing Director for New Economy and Society at the World Economic Forum

In March this year, the [World Economic Forum](#) (WEF) revealed that the pandemic has increased the number of years it will take to eliminate gender inequality from 99.5 to 135.6 years. This setback means that yet another generation of women will experience a career full of unfair barriers.

We must remember to view these setbacks with an intersectional lens, taking into account the additional barriers COVID-19 has caused for women within historically underrepresented or disadvantaged groups. For example, data from the US Bureau of Labour Statistics ([as reported by the WEF](#)) tells us that White women's unemployment rose by 0.4% more than it did for White men in 2020. For Black or African women and Hispanic or Latina* women, this increase was an even larger 1.3% and 2.6%, respectively.

How has this happened? In its [COVID-19 and gender equality report](#), McKinsey & Company calculated that women's jobs are 1.8 times more vulnerable to the pandemic than men's jobs. This is partly due to the high number of women working in sectors hardest hit by lockdowns, but has also been caused by the increase in child care and domestic duties; the closure of facilities such as offices and schools has resulted in the already unequal distribution of unpaid work (often referred to as women's "double shift") increasing to such an extent that many women are being held back or forced out of the working world.

Women need more from the workplace. And workplaces need more women.

It's increasingly clear that a focus on diversity, equity, and inclusion (DEI) isn't just a nice-to-have; it's a moral and economic necessity for any business to truly thrive. In fact, in 2020 the groundbreaking [Gender Equity Insight Report](#) empirically proved a causal relationship between women in leadership and increased profitability. And importantly, [research into the impact of diversity](#) reveals that companies whose initiatives focus on gender, racial, and ethnic diversity as a whole (which is of course the only way to invest in **all** women) are more likely to have financial returns above their national industry medians.

*while other gender inclusive terminology such as Latino/a/x is also available, 'Latina' has been used here in line with the report from which the respective data was sourced.

So, what specific support can workplaces offer in order to attract, nurture, and retain the women they undoubtedly need? That's exactly what the global WORK180 What Women Want survey was designed to capture. The result is a comprehensive report that we hope will;

- reassure women with the knowledge that they're not alone in their needs and empower them to expect more from workplaces;
- give employers the information they need to meet these expectations and, as a result, create the diverse, equitable, and inclusive workplace required for success.

Common themes and confirmed truths

Common themes include the desire for transparency during the hiring process, the importance of workplace culture, work-life balance, and professional development. The answers we received also confirmed that, unfortunately, unconscious bias and discrimination against women are still prevalent in the workplace, with one respondent saying: "It would be nice to be able to be a 'softer' version of myself at work, rather than having to constantly feel like I'm having to 'act like a man' to be taken seriously."

The report is an important read that reaffirms the need for the work WORK180 is doing with our Endorsed Employers: not all employers are demonstrating a commitment to raising workplace standards for diversity, equity and inclusion, until that day, we hope women can continue to use the [WORK180 platform](#) to find employers that are.

To the WORK180 Endorsed Employers reading this report, thank you for your continued efforts towards gender equity. For everyone else — women and workplaces alike — we hope what you find will leave you feeling informed, inspired, and empowered. After all, it's only by knowing better that we can do better.

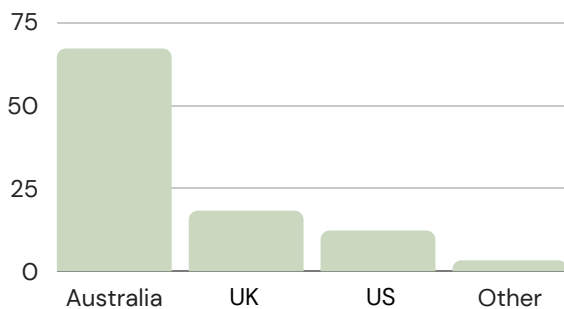


Survey demographics

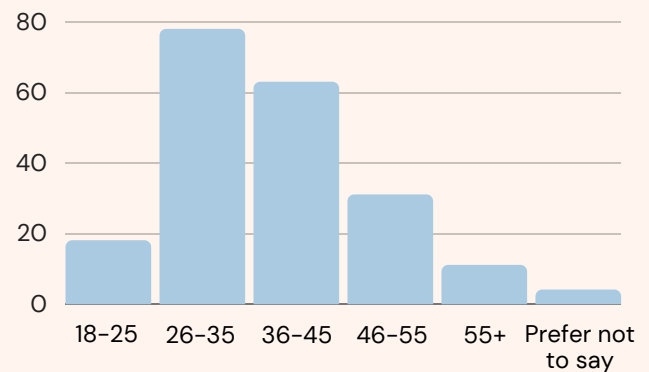
In July 2021, WORK180 conducted the global What Women Want survey. Circulated to those both in and outside of WORK180's community of women, the survey asked questions about career barriers, views on workplace gender equity, and what they look for in an employer.

Total number of participants: 205

Representation of survey respondents by region



Age categories of respondents



Current career stage

6% Starting out

Women about to enter the workforce or in an early stage role

28% Leveling up

Women focusing on moving to the next stage of their career

18% Established

Women satisfied with where they're at for now

13% Returning to work

Women who have had a period of absence as a result of health, parental commitments, travel, sabbatical, or other

19% Ready to make a change

Women considering a new employer, role, or industry

9% Leadership and beyond

Women focusing on senior leadership opportunities, including board placements

5% Scaling back

Women looking to reduce their workload and find greater flexibility

1% Other

Employment status

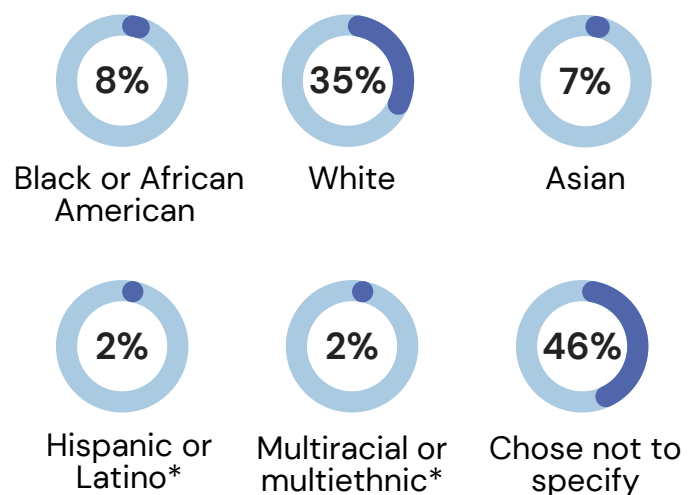
20% Currently employed but actively looking for a new opportunity

36% Currently employed and open to new opportunities

33% Currently employed but not looking for opportunities right now

11% Not currently employed

Race and ethnicity



*while other inclusive terminology is also available, this document has chosen to use the terms recognized by those surveyed. You can learn more about our terminology choices in the [WORK180 glossary](#).



Insights

**Gender equity and
diversity in the workplace:**

**How important is this
to women?**

Why this report focuses on 'gender equity' over 'gender equality'

Gender equality focuses on fair treatment. This cannot be achieved without first achieving gender equity, which focuses on a fair outcome.

Focusing on providing a fair outcome as opposed to fair treatment is important because some individuals face a greater number of workplace barriers than others. These individuals will require different treatment in order to access the same opportunities for success as others.

To learn more about this distinction, read our guide to [gender equity](#).

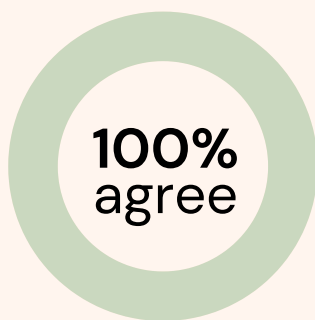
In case you were in any doubt as to whether women care about gender equity in the workplace, the answer is a resounding yes.

We began our survey by asking women questions about gender equity and inclusion in the workplace.

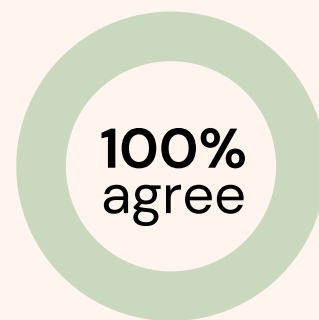


"I am one of three women in a leadership team of 11. When I speak, 90% of what I say is dismissed or ignored. A male colleague will say what I said and be celebrated. Or he will directly counter what I said and be acknowledged."

Here's what women had to say:



Gender equity in the workplace is an important issue



Working in a company committed to diversity matters to me



"Don't offer fancy additional services if you aren't prepared to treat women equally."



"Diversity is a superpower."



Flexible working practices are just as important to me as a competitive package



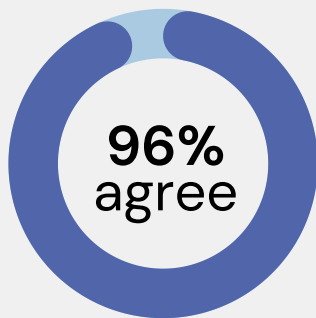
It's valuable to be able to easily identify organizations that are considered to be "great employers for women"



I want to know what benefits and policies an employer offers before I apply for a role with them



I value the opportunity to give anonymous feedback on my recruitment experience



I'm looking for employers that will enable me to bring my whole self to work

“

"I have often felt pressure to be 'tougher', 'harsher' and 'less emotional' (whereas a man in my position is often seen as more 'rounded' or 'passionate' for displaying the same characteristics)."

How can employers track, measure, and prove their commitment to gender equity?

Achieving true and sustained gender equity relies on a range of interconnected factors. This makes it hard for companies to define success, track progress, or prove results.

The WORK180 Gender Equity Index is here to help. It identifies clear indicators against which organizations can measure, track, and prove their commitment to gender equity.

[Calculate your score](#)



Insights

Women in the workplace:

**What do women look for
in an employer?**

Women tell us what they value most in an employer

The question

We asked the participants to choose the top three features that they value most in an employer from the following list:

- Career development opportunities
- Child care support
- Commitment to diverse hiring
- Competitive remuneration
- Education and training
- Employee support services (such as mental health programs)
- Flexible working practices
- Healthcare entitlements
- Holiday leave entitlements
- Internal culture
- Parental leave entitlements
- Pay equity
- Social impact programs
- Women in leadership positions
- Other



"I want to apply for roles where I know flexibility is a core value, not an afterthought, and where there are processes in place to support that. Where I don't have to sacrifice my family for a career."

The results

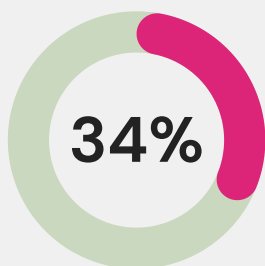
What are the top features that women value most in an employer?

The results from this question presented four main themes:

- **Flexible working practices**
- **Career development opportunities**
- **Competitive remuneration**
- **Internal culture**

Flexible working practices topped the list as the feature that women valued most in an employer.

What do women want?



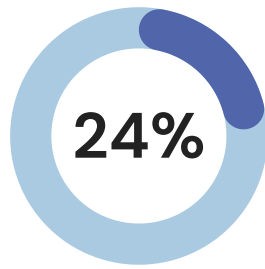
of women value genuine flexible working practices most in an employer



"Traditional standards of work. 9-5 is a concept that should no longer exist, and workers should be treated like adults."

- Employers to focus on output, rather than "chaining people to desks"
- Allowing employees to determine their optimum work hours
- The ability to work from home on different days, which can change depending on needs
- Offering a greater number and wider range of part-time opportunities, as opposed to simply labeling roles as full-time or part-time
- Normalizing flexibility for senior roles: This can include more part-time offerings and job share arrangements for senior positions
- Employers to continue offering remote working arrangements post-pandemic
- The confidence that those choosing to work flexibly or part-time will not be passed over for promotion

What do women want?



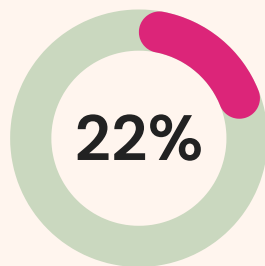
**of women value
career development
opportunities most in
an employer**

“

“We have so many amazing ideas to bring to the table and we are capable of flourishing in senior leadership roles. So companies need to provide that chance.”

- Informal and formal mentoring and career development programs
- Training and induction programs for new employees that have the transferable skills and knowledge in the job, but don't have experience in the specific industry
- Ensuring leadership roles don't require women to adhere to antiquated 'leadership styles', which promote 'masculine' behaviors
- Ensuring flexible and part-time employees are given fair and equal opportunities for career progression

What do women want?



**of women value
competitive remuneration
most in an employer**

“

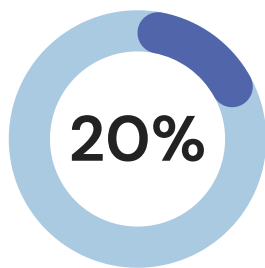
“To me, whilst pay equity is important, it doesn't mean much if they aren't paying competitive salaries in the market. I worked for one firm that had amazing pay equity in place but was paying 80% of their competitors. Pay equity doesn't tell the full story about the company culture.”

“

“SHOW ME THE SALARY! I'll be the one to decide whether it's 'competitive' thank you.”

- Transparency around remuneration, especially when applying for roles
- Real pay equity! And transparency in reward frameworks and practices
- Organizations to remove salary negotiation from the hiring process, particularly questions around salary expectations. Participants in our survey and various research confirm that women and **underrepresented groups often ask for and receive lower salaries**
- Transparency around how companies address equal pay and share this information with employees
- Respondents in Australia asked for employers to absorb the superannuation increase

What do women want?



**of women value
internal culture most
in an employer**

“

“I don't want to work somewhere that's not even trying to do the right thing.”

“

“Policies that are created and reviewed without being viewed through a gender lens. These are more often than not developed to benefit middle to high income earning Anglo-Saxon men, primarily because they are the ones shaping the policy.”

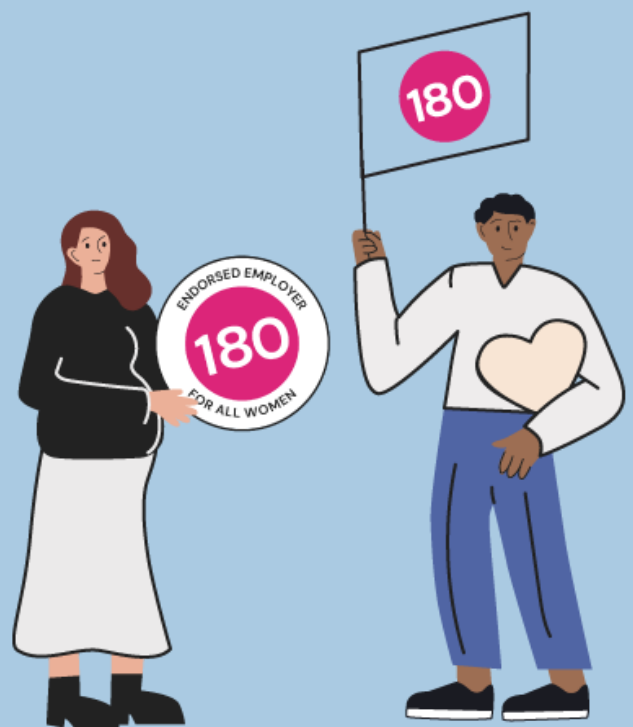
- Transparent information about a company's diversity, equity, and inclusion (DEI) policies. This needs to include targets, progress, and examples to prove a company's commitment
- Clearer guidelines and processes for employees wanting to access or action benefits and policies
- A recognition that the needs of employees (regardless of gender) change over the course of their lives, and policies and practices need to support that
- To know how companies build and maintain a nurturing and supportive culture
- For companies to formalize their commitments to achieving diverse leadership representation, through targets, quotes, or other mechanisms
- For company cultures to support and encourage employees to have a fulfilling life outside of work. Respondents to the survey said that 'ways of working' programs and training are a great way to both empower employees and help establish this culture

For women

Flexible working options help you thrive at work and home. Did you know that on the WORK180 platform, you can see an employers' policies around flexible working?

Just select the Endorsed Employer you'd like to learn more about and explore their benefits and policies to see what flexible options they offer.

[View and compare employers](#)



Women told us what more they want to see from employers

The question

We asked participants to briefly describe any areas they would like to see reflected in employer offerings in the future and why.

The results

What are the top areas that women would like to see reflected in employer offerings in the future?

The results from this question presented four main themes:

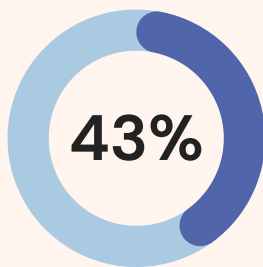
- flexible and remote working
- wider policies beyond parental leave
- child care support
- mentoring and career development

Flexible and remote working topped the list as the area that women would most like to see reflected in employer offerings in the future.

“

“The best companies are the ones giving men equal time off to care for their kids. The mental load always falls on women to take care of the family unit rather than it being a true partnership. Companies have a role to play in driving the social change we all wish to see.”

What do women have to say?



of women would like to see employers offering flexible and remote working

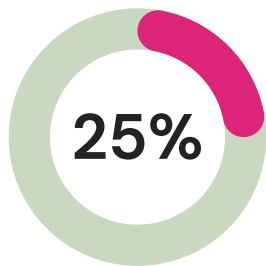
“

“If women are still the primary caregivers and are the dominant non-financial domestic household contributors there’s a mental and physical load outside of work that impacts the work choices we are forced to make and limit our equal footing in the workplace.”

“

“As much as employers make an effort to improve flexibility — and some really do — there can still be a perception by people within the workplace that a woman is doing or will do less than her male counterpart.”

What do women want?



of women would like to see employers offering wider policies beyond parental leave



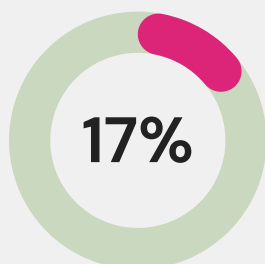
"Leave day options to cover nursery closures, childhood illnesses, etc., or help to find cover. For me, in terms of maternity pay, I would like to have more flexibility and choice around how to use it, i.e., take x months off then come back in incremental time."

- Gender-neutral parental policies that allow both parents equal amounts of leave
- Include stillbirth in parental leave
- Miscarriage leave
- Fertility support, such as egg freezing
- Adoption assistance
- Flexibility around how parents take their parental leave
- Access to breastfeeding/expressing rooms
- Return to work programs
- Dependant leave



"Being supported in your personal life (children) for both men and women. I want to know that my husband will also be supported by his employers in that context. The focus of women being primary caregivers needs to be seen as more outdated to make way for the sharing of children responsibilities."

What do women want?



of women would like to see employers offering child care support

- Larger companies providing on-site child care
- Child care subsidy
- Securing child care places in a nearby center for employees



"Childcare support options. As a parent, this is a huge drain on our salary and is a legitimate reason why some women can't return to the workforce. I see a real incentive for employers to invest in support in this space because it would enable more women and men to return to work!"

What do women have to say?

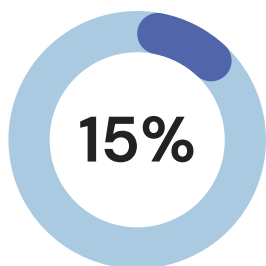
“

“I earn £32k per year as a Data Analyst in London. 50% of my pay goes towards childcare and the rest towards rent. How is that sustainable? I have to rely on benefits to survive. I'm only back in work for my future but it makes no sense and I'm tempted to give up and just claim and at least not be tired and stressed and spend time with my child.”

“

“On-site childcare would be a game-changer. [I would like to have] sick leave bank like the police have because as a working parent with a kid getting daycare bugs, I use up all my paid sick leave and then have to use my holiday leave when I get sick myself. It SUCKS.”

What do women have to say?



of women would like to see employers offer more mentoring and career development opportunities

“

“Women are often overlooked for promotion due to the fact that they have had to place their career on hold if they choose to have a child and as a consequence of having a child choose to work part-time when they do return to the workforce.”

“

“I'm confident that the reason why I've climbed quicker than most of my female colleagues is in part down to my infertility struggles. Had I been able to have children earlier, I would likely not have my Head of Department title right now.”

What other areas did women say they would like to see reflected in employer offerings?

- Domestic violence support
- Caretaking leave
- Training and induction programs for new employees that are flexible and inclusive of those working part-time and flexibly
- Effective training on unconscious bias
- Women in leadership opportunities, including women who work flexibly
- Health benefits, such as insurance, fitness perks, and wellness programs
- Financial planning support
- Mental health days
- More paid time off (PTO), specifically in the USA
- Understanding and time off for personal circumstances relating to women's health, such as menopause



“Generous health leave (“normal course of life” type policies) is important to me so employees don’t have to feel stressed about losing their job and healthcare while already undergoing a health crisis.”

For women

Benefits and policies that support parents and promote shared responsibility are crucial to equity in the workplace. Not only do they enable current parents to thrive personally and professionally, but they help remove archaic gender stereotypes that negatively impact us all.

Just like flexible working, the WORK180 platform lets you see employers' policies around parental support.

[View and compare employers](#)

Top tip: Are you a parent returning to the workplace? Read [Tips for returning to 'work' after kids](#).



Insights

Making a career move:

**What challenges do
women face and what
do they want to know?**

Women tell us the challenges they face when making a career move

The question

We asked the participants what they find most frustrating when applying for a new role.

The results

The results from this question presented four main themes:

- **The application process**
- **Lack of transparency of salary**
- **Lack of transparency around policies, benefits and culture**
- **Lack of flexible working arrangements**

The application process topped the list as what women find most frustrating when applying for a new role.

“

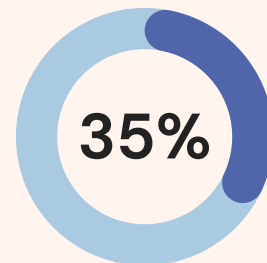
“No salary range is a huge frustration and [the application process] can be extremely time-consuming and emotionally draining.”

What do women have to say about the application process?

“

“Never hearing back – or generic responses. It's insulting when you put effort into job applications and get no response.”

- The process can be tedious and convoluted
- Candidates find it frustrating when they don't receive status updates on their application
- The feeling of being ignored or “ghosted” by organizations after spending time submitting a lengthy application
- The process often feels ‘drawn out’, with candidates saying they have to wait a long time to hear back from recruiters or hiring managers
- Searching and applying for roles takes a lot of time and energy



of women find the application process the most frustrating part of applying for a new role

“

“Not having access to quality information [around] compensation and other benefits on the front end (having to spend time going through calls and interviews to find out it's not even realistic).”

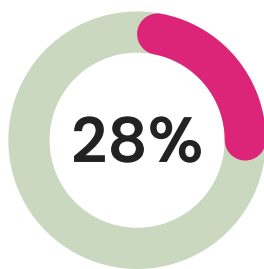
“

“Truthfully, it's the dread that I'll waste my time knowing that I'm already on the backfoot because the hiring managers probably look at my CV and LinkedIn Profile and see someone who may be 'thinking of starting a family soon' (not that this should be an issue, even if I was!)”

“

“The recruitment process is overly complex and puts all of the risk on the employee. With probationary periods lasting six months the recruitment hoops to jump through seem ridiculous.”

What do women have to say?



of women find a lack of transparency around salary the most frustrating part of applying for a new role

“

“No salary advertised. I don't need a lot of money but I do have financial commitments I can't afford to go below.”

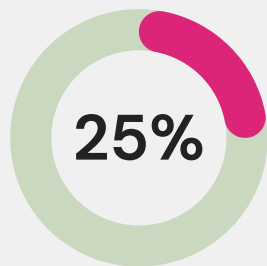
“

“I wish there was transparency around remuneration, especially when applying for roles.”

“

“Salaries not being advertised along with the "what remuneration are you expecting?" question which disadvantages people, typically women, who sell themselves short.”

What do women have to say?



of women find a lack of transparency around benefits, policies, and culture the most frustrating part of applying for a new role

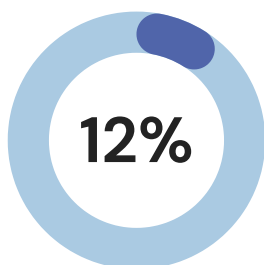
“

“The barrier to gender equity in the workplace that is impacting me right now is the lack of transparency around employer’s maternity leave entitlements when applying for roles, particularly minimum service periods before being eligible for entitlements. We shouldn’t have to choose between family planning and a new job.”

“

“I’d like to see that companies not only have quotas on women in leadership roles but are also addressing the company culture to how women (or anyone who has other things in their lives than work) are included in ‘ways of working’ programs and training.”

What do women have to say?



of women find a lack of flexible working arrangements the most frustrating part of applying for a new role

“

“For me, it is the fact that I am looking to take a step down to create more flexibility and a better work/life balance. This is challenging for many employers to understand and there seems to be a real reluctance to employing people who may appear overqualified for a role, even if they want to take on the role.”

“

“Post COVID I would like to see more remote work opportunities. Not commuting has made a massive difference to work-life balance to the point where now when looking at job ads, this is the first thing I look for. I also would like to see more part-time opportunities than there currently are.”

“

“[I feel like there is] bias against giving those who work part-time or flexibly senior positions as well as support for how to be effective as a part-time or flexible team member.”

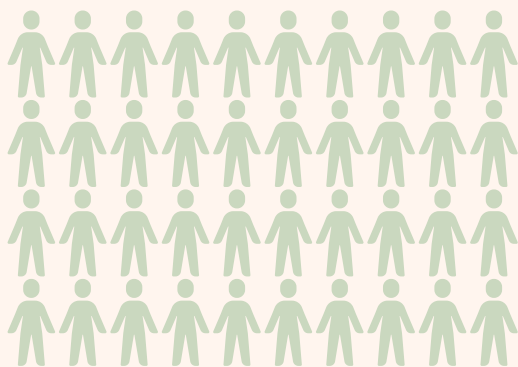
What other areas did women say they find frustrating when applying for a new role?

- Age discrimination – women over 50 being screened out in the application process due to their age
- Lengthy job descriptions that don't include the important information women are seeking until the end
- Employers asking for minimum years of experience in a role, and in a specific industry
- Recruiters using algorithms that assess capabilities through keywords, reducing women to a number
- Companies making 'fake claims' in job adverts and interviews around flexible working
- Recruiters not being able to translate work experience, and employers not offering opportunities to gain experience, resulting in the exclusion of potential candidates
- Employers defaulting to all roles as full-time, which is particularly true for leadership roles
- References to 'fast-paced environments' in job adverts, which candidates translate into needing to be available all the time
- Employers attaching a stigma to candidates looking to take a step back in their careers in order to achieve a better work-life balance
- Candidates trying to find part-time roles that are 'meaningful'

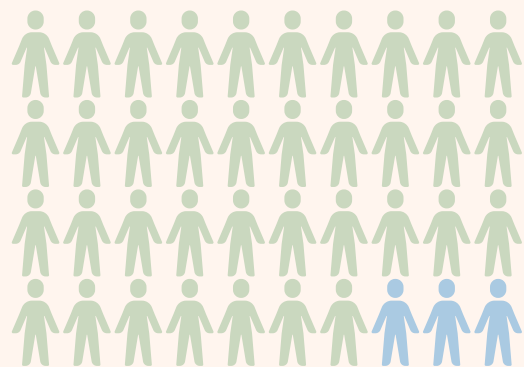
“

“So many job descriptions are targeted toward people already working in these fields. People trying to pivot careers don't always know who or what jobs to apply for to make these pivots happen.”

What would women find most useful in the application process?



100% of women want to see salaries on job advertisements



94% of women want feedback when they've applied to a role

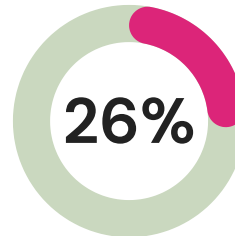
How do women prefer to apply for roles?

The question

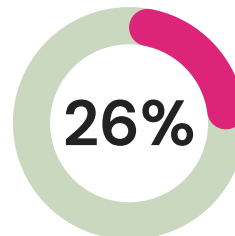
We asked the participants what actions they prefer to take when applying for a role in order to highlight their skills, experience, and value they can offer to an employer. They could select up to three from the following choices:

- Share your LinkedIn profile
- Share your CV/resume
- Write a cover letter
- Speak directly with an employer/recruiter
- Share a portfolio of work
- Record a video introducing yourself
- Answer questions related to the role you are applying for
- Prepare a presentation related to the job description
- Other

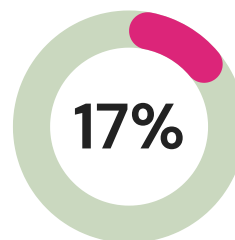
The results



26% of women prefer to share a CV/resume



26% of women prefer to speak directly with the employer or recruiter



17% of women prefer to share their LinkedIn profile

For women

Did you know...

When you apply for a job through WORK180, you can sign up for the Feedback Loop. This simple system makes it easy for you to submit anonymous feedback, which employers can use to ensure they're providing the positive process everyone deserves.

[Search jobs](#)

Please note: In this survey, women have made it clear that displaying salaries on job advertisements is important. We're going to make this a priority to work with our employers on how they can be more transparent around salaries in their recruitment process.

Women tell us what they want to know from potential employers

The question

We asked participants to share the number one question they ask (or would like to ask) when trying to decide whether a workplace will work for them.

What do women need to know?

Company culture and values:

- How do you show your employees they're valued?
- What is your company/team culture like?
- How do you recognize and reward your employees?
- Can I speak to someone in the team during the hiring process?
- How do you say no to a stakeholder?

Professional development:

- What are the opportunities for advancement or professional development, such as mentoring?
- Do you offer additional education and training?

Work-life balance:

- Do you expect employees to work out of hours?
- What does flexible working mean in an average week for you?
- Does your flexible policy allow me to work remotely?
- How do you encourage and monitor for work-life balance?
- How flexible are your flexible policies?
- Do you have roles that complement school schedules?

“

“[I want employers to show me] how they build and maintain a nurturing and supportive culture. (In a real way, not just pizza parties.)”

“

“Not knowing what their maternity leave covers and feeling not okay to ask.”



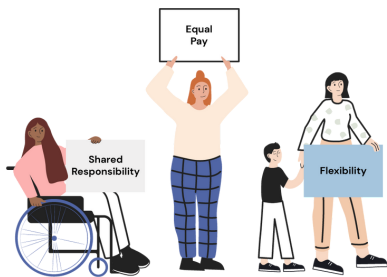
Our global What Women Want 2021 Survey created a safe space for women to share what they want from employers.

That's because, for many people, the stigma attached to topics impacting women's careers still feels like too much of a taboo to discuss openly. This has to end, which is why we're asking employers the 'hard questions' upfront, and making the information easily accessible on the WORK180 platform.

In the 'For Women' section of our site, you can view and compare employers and the benefits they offer, search for job opportunities and find helpful resources and inspiration in our Careers Hub.

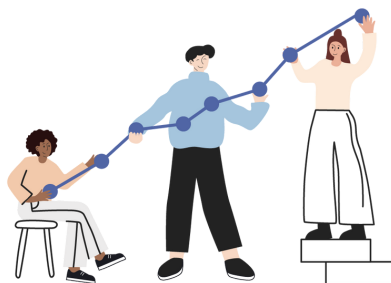
[Visit 'For women'](#)

Building a better working world is everyone's business



Empower women to expect better

100% of women surveyed for the WORK180 What Women Want Report 2021 stated that they consider gender equity a workplace priority.



Enable workplaces to do better

According to [McKinsey & Co](#), companies with more women at the top outperform those with few or no women in their leadership teams.



The world will be better, for everyone

McKinsey & Co also report that unleashing the full potential of all women who wish to work could add **11% (USD 12 trillion)** to our GDP by 2025.

Is your organization a great workplace for women?

It's clear that diversity, equity, and inclusion (DEI) initiatives are too important to get wrong; 100% of women we surveyed agreed a focus on DEI is important to them in the workplace.

The WORK180 Business Case for DEI Toolkit is here to help you get it "right" from the start by gaining that all-important buy-in. You'll find up-to-date reading, the latest resources, and downloadable templates to help you pitch for a strategic partnership that will ensure the changes you make have a real and lasting impact.

Visit the [WORK180 website](#) to [download your free toolkit today](#).

Is your workplace ready to be bold and build trust through transparency?

Transparency is increasingly important for both attracting candidates and retaining employees; and by being transparent from the very start of an employee's journey, your company is proving its commitment to creating an open and honest workplace where everyone can thrive. This is known to:

- help candidates make informed decisions;
- enable an inclusive process and attract a diverse range of potential candidates;
- lead to more engaged employees in the long run.

[WORK180 Endorsed Employers](#) are continuously proving that publicizing your company's benefits and policies for candidates to consider benefits both the candidate and the company; it removes barriers and ultimately results in a higher number of high-quality applications from women.



“



“It’s not really until someone joins the organization that they become aware of how flexible we are, and what family-friendly policies we have. But WORK180 is helping us showcase that information for a diverse audience to see and make an informed decision before they apply for a role with us.”

Neil Harvey
Employer Branding & Talent Acquisition Manager
at LV=General Insurance

To learn more about how WORK180 is helping great employers attract, nurture, and retain women, head to the [WORK180 website](#).

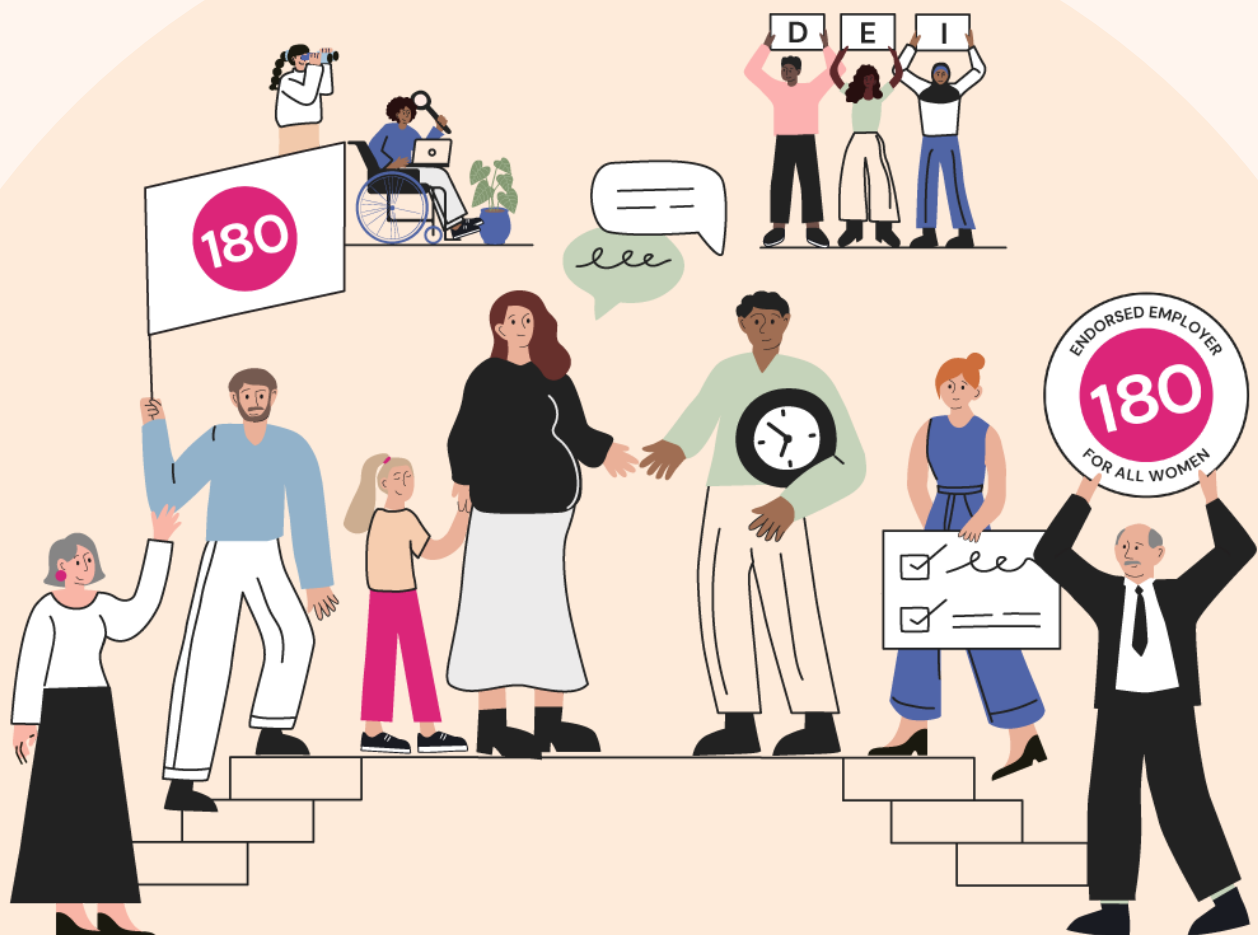
About WORK180

After experiencing a working world that was failing women, Gemma Lloyd and Valeria Ignatieva founded WORK180 in 2015 — a company with a mission to raise organizational standards so that all women can choose workplaces where they can thrive. It does this by endorsing, celebrating, and helping women easily identify the employers that are committed to gender equity, diversity, and inclusion.

For employers, WORK180's endorsement and support helps them to attract, nurture, and retain the diverse workforce that (data continues to prove) their workplaces need. However, in 2021, only 50% of organizations globally that applied for endorsement met WORK180's standards. This is not because employers need to be perfect, but they do need to prove a commitment to progress. This involves displaying and regularly reviewing their benefits, workplace policies, leadership representation, and pay gap data on the WORK180 job board in order to give women the information they need to make career decisions with confidence.

Today, WORK180 is trusted by women around the world. The global endorsement is synonymous with transparent employers that are truly dedicated to diversity, equity, and inclusion. In short, it's enabling workplaces to do better, while empowering women to expect better.

[Find out more](#)



Get in touch

For general queries: hello@work180.com

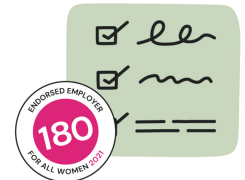


For employers interested in our endorsement, products, and services:

United States: us_sales@work180.com

Australia: au_sales@work180.com

United Kingdom: uk_sales@work180.com



Join our social networks to stay up to date with inspiring stories, resources from our Careers Hub, and updates from our Endorsed Employers:

United States: [LinkedIn](#), [Twitter](#)

Australia: [LinkedIn](#), [Twitter](#)

United Kingdom: [LinkedIn](#), [Twitter](#)

Global: [Facebook](#), [Instagram](#)



Find out more by visiting the [WORK180 website](#)

