

Supporting Employees' Family Life addresses Gender and Generational Equity

Do your employees' diverse family responsibilities already form part of your inclusion plans? They should do!

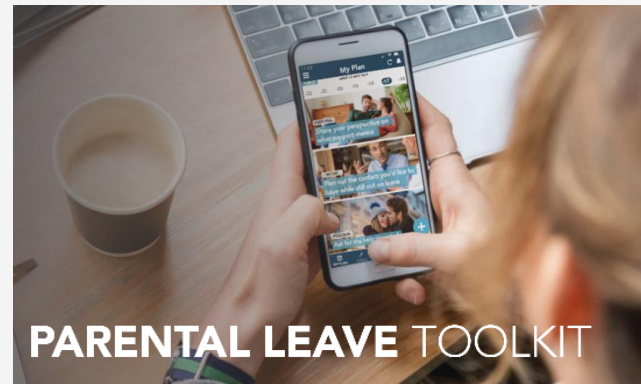
Global Insights D&I Conference 22nd March 2022

Support Family Life to address Gender & Generational Equity

- Trends from 1,000 working parents
- What do different generations expect from their employers?
- Which strategies win in the competition for talent?



Bright Horizons Work+Family Solutions



Modern Families Index 2022

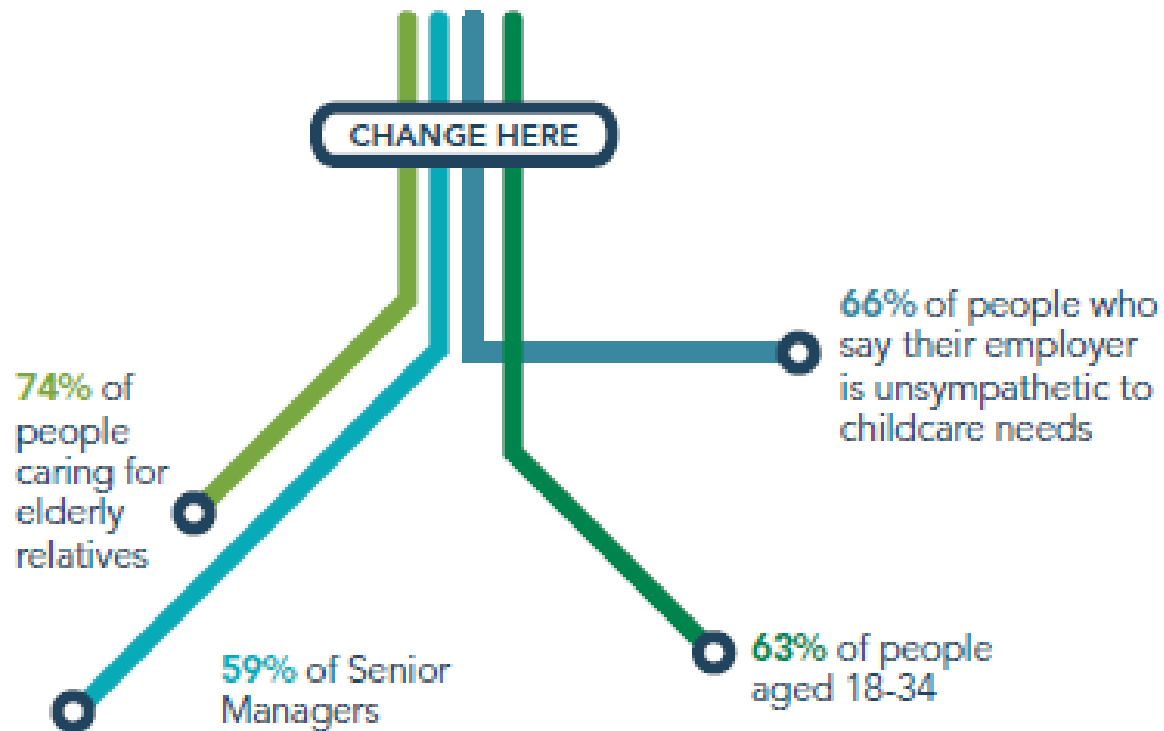
3 Key Findings

Flight Risk

**Next Level
Flex**

**Family
First**

Flight Risk: nearly 40% looking for a new role



63% of 18-34 year olds

74% of people with eldercare responsibilities

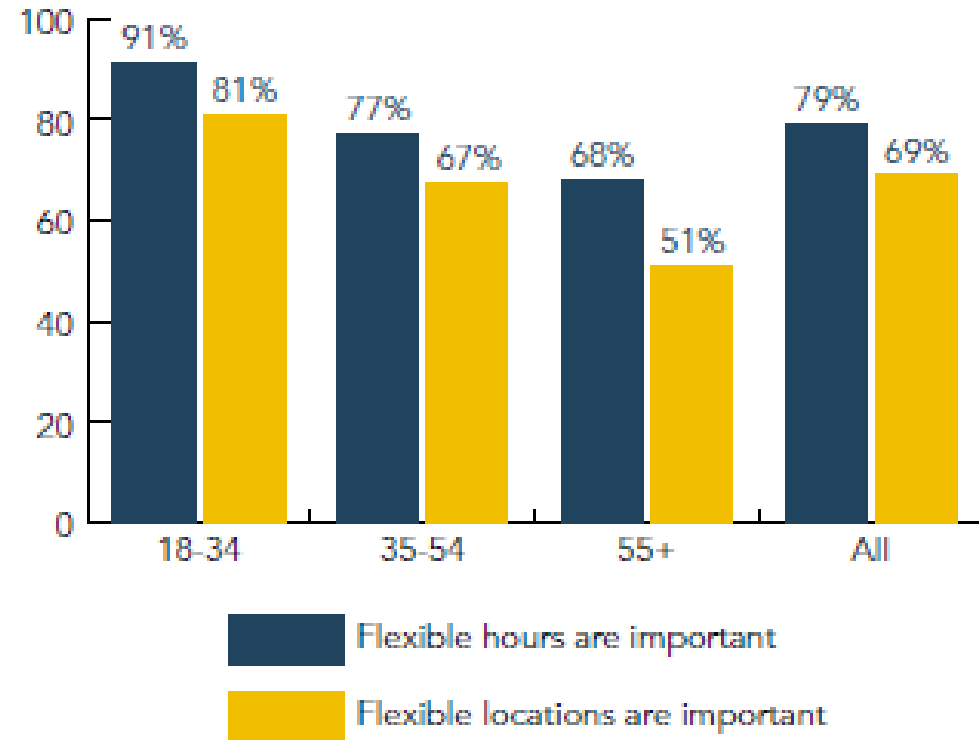
46% men; 30% women

48% of parents with children aged 7-10

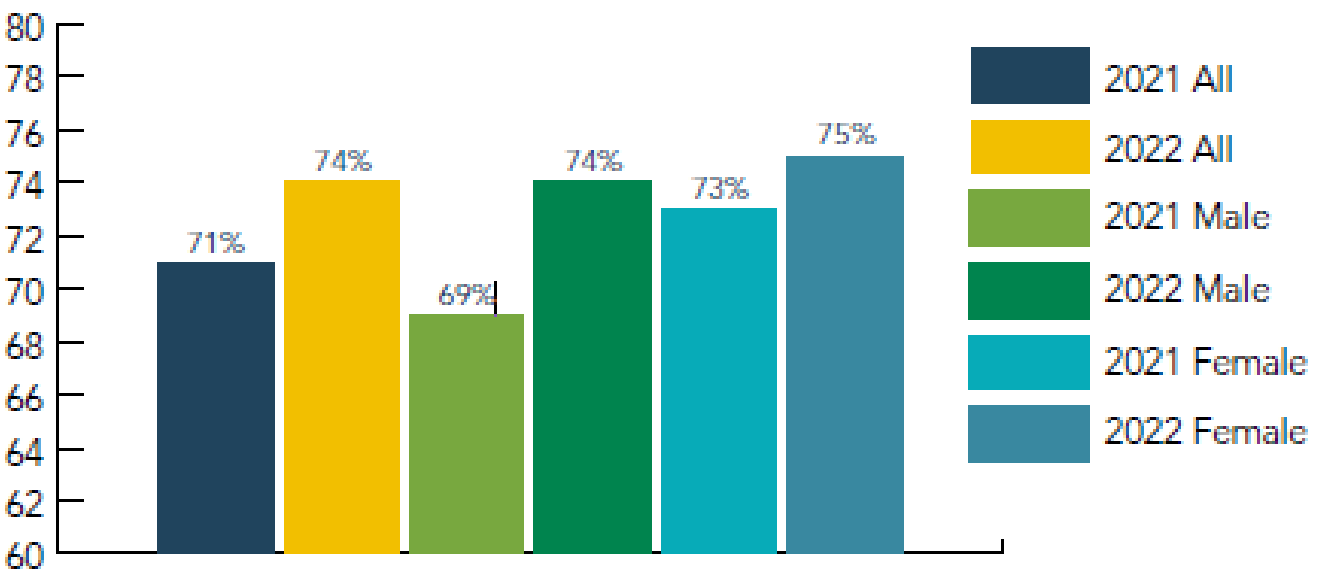
58% of those who are working less flexibly than a year ago

79% look for flexible hours, 69% for flexible location, in a new employer

- Flexible hours above flexible locations
- Vital for younger generations: 91% of 18-34 year olds
- 82% women; 72% men
- 83% of single parents
- 92% of those with eldercare commitments



Three-quarters consider care solutions before a new job



7% increase in childcare concern for men 2022 vs 2021

Eldercare concerns are similar: 78% men, 67% women

Eldercare concerns over 93% of 18-34 year-olds


Parents' Concerns about Their Children

Educational catch-up	Social skills	Physical health	Mental health
55%	52%	46%	54%





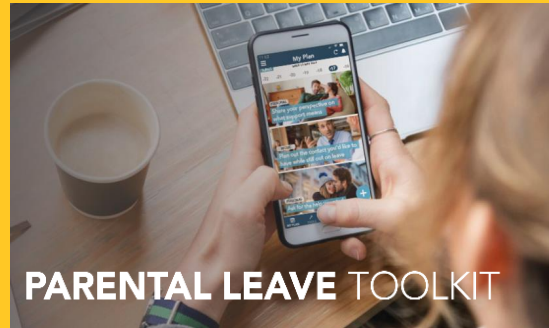
What will you
do differently?



**Available
from our
booth**

Modern Families Index 2022
Spotlight Report

THANK YOU!



Supporting Employees' Family Life addresses Gender and Generational Equity

www.solutions.brighthorizons.co.uk