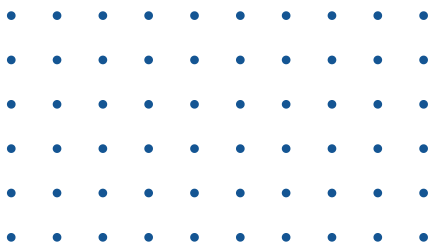


2024

STATE OF THE GLOBAL WORKFORCE REPORT

Prepared by:
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No Worker Left Behind Inc



NO WORKER LEFT BEHIND

Championing the Cause of Every Worker in a Shifting Global Landscape

In a rapidly evolving world of work, it's imperative that every worker, irrespective of their background, skill set, or geographical location, has an opportunity to thrive. No Worker Left Behind (NWLB) is a non-profit dedicated to creating such a world.

OUR VISION

A world where every worker thrives, irrespective of change. Through the right ecosystem, Knowledge Hub, and policy designs, we are paving the way for a future where professionals thrive and stay gainfully employed.

SURVEY HIGHLIGHTS

Remote Work as An Important Benefit:

- Reinforcing last years' results, 59% of respondents agree that transitioning to remote work has enhanced their job satisfaction.
- Implication: The continued support for remote options from workers shows that this is not a trend, but a positive development in work structure that has been beneficial.

Work Life Balance and Progress in Stress Management:

- In this iteration of the survey 42% of respondents report experiencing stress at work, a positive change from the 60% last year. We cannot point to a specific reason for this change based on the information that we have, but this is certainly an exciting sign of progress.
- Implication: Organizations should take note of which strategies are reducing stress in their employees.

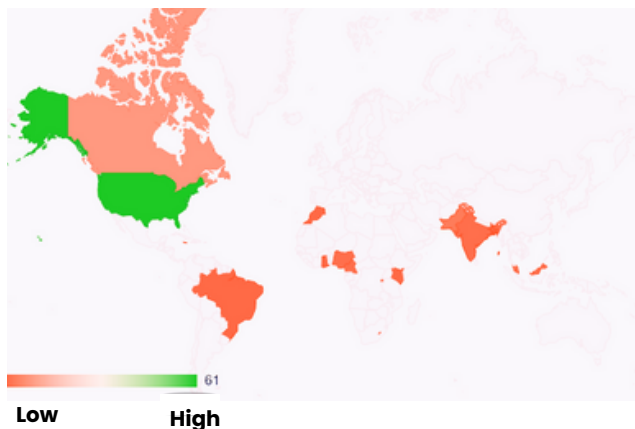
Conflict in Expectations for Diversity and Equality:

- 81% of respondents affirm the necessity of diversity and gender equality in the workplace, but 20% of respondents are observing inequality in the workplace
- Implication: Organizations should examine why workplaces are lacking diversity and workers have feelings of inequality, and implement comprehensive strategies to change this.

Mixed Reactions on the Future of Work:

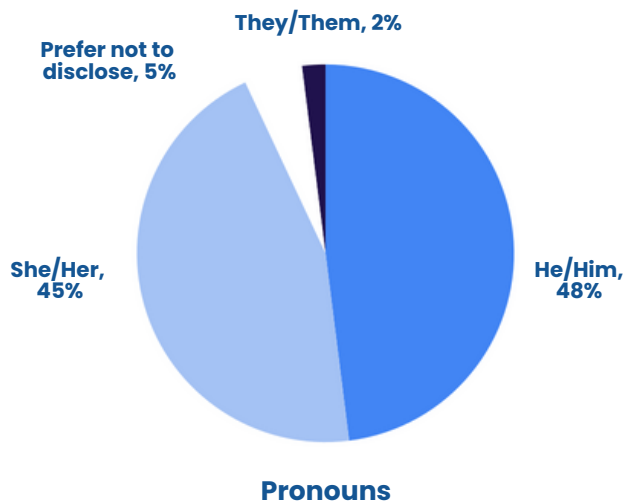
- The rapid progress of technology including AI elicited a good variety of reactions. However, over 60% of respondents hold an optimistic view of these advancements and their influence on future job prospects.
- Implication: We can recognize that new technologies are rapidly reshaping industries. With this in mind, we need to make training and skill development available to workers in order to prepare them for this.

DEMOGRAPHICS



***Scale represents percentage of respondents from each country**

Participants represent a variety of industries, including Business Consulting and Management, Information Technology, Engineering, Manufacturing, and more. The surveys respondents were quite gender balanced- roughly 48% reported as using he/him pronouns, 45% selected she/her, 2% selected they/them, and 5% chose not to disclose their pronouns.

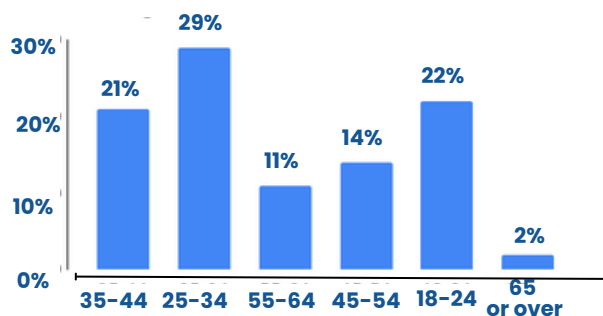


The dataset spans a wide age range, from under 18 to 65 and older, but particularly showcases younger talent, with a notable presence from the age ranges of 18-24 (22%) and 25-34 (29%). The survey draws participation from diverse countries, with a strong presence from the United States (61%).



#1- Information Technology,
#2- Consumer Goods,
#3- Business Consulting,
#4- Engineering and Manufacturing
#5- Retail and Wholesale

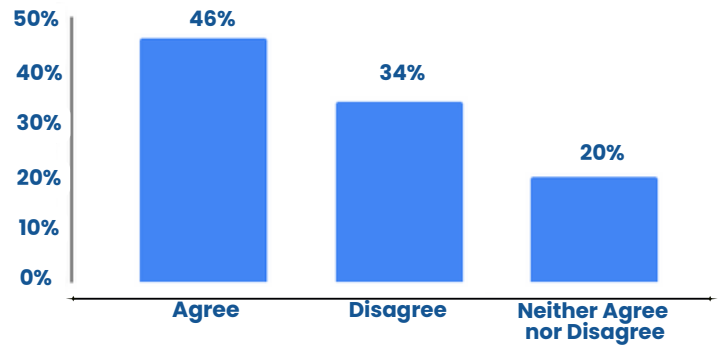
Industry



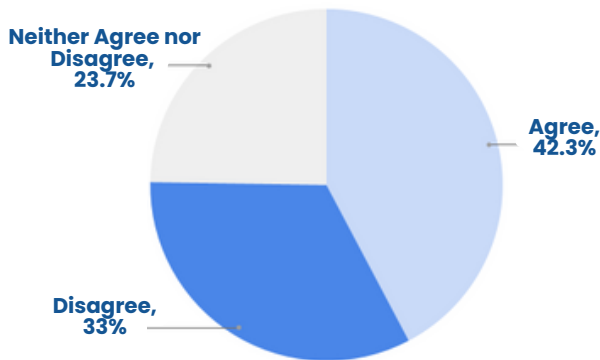
Respondent Percentages in Age Brackets

EMPLOYEE MOTIVATION, ENGAGEMENT AND WELL – BEING

A significant majority reported work-related stress. 46% reported good overall well-being (right), but 34% said the opposite, which means that there is a large segment of workers who are not having their mental health needs met. This is concerning and exposes a need for more support and mental health treatment access.



I have good wellbeing in all aspects of my life, including physical health, mental health and relationships



I feel stress at work

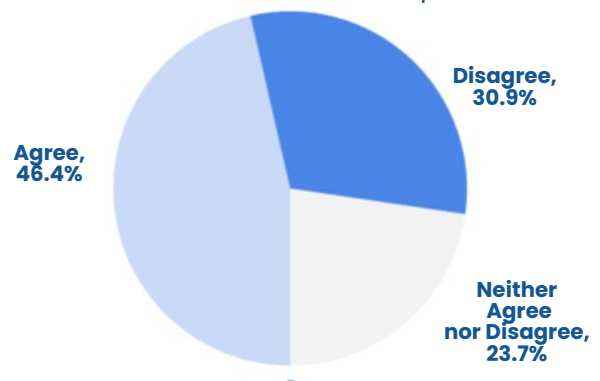
Possible improvements in Work Stress management

Insights Snapshot: In the previous iteration of this survey 60% of respondents reported feeling stress at work, and this number has gone down to 42% for 2024.

Implications for Organizations: This may represent progress in healthy work cultures, however this still leaves room for improvement.

Mixed Results on Mental Health and Well-being

Almost half of the participants reported a good work-life balance, which is a good sign but indicates that steps need to be taken in order to increase this to a majority.



I have a good work life balance

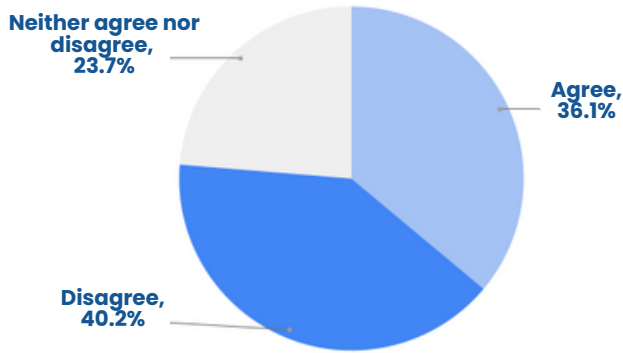
CONCLUSION

We can see very mixed results in this category, with workers reporting stress at work and mediocre levels of engagement. However, it is promising that progress has been made in the area of stress reduction at work and higher levels of overall wellbeing. Organizations need to take this information and turn it into strategy. While these results are promising, it should be the norm that all employees are engaged and satisfied at work.

EMPLOYEE MOTIVATION, ENGAGEMENT AND WELL – BEING

Concerning Responses on Job Security

Insights Snapshot: Only one quarter of respondents report feeling a sense of job security in their current organization (graph at left). This could be for a variety of reasons, but one thing is for sure- organizations need to cultivate an environment where workers feel secure in their positions in order for them to thrive. Possible steps could be providing additional training for motivated employees, or creating more clear pathways to upward mobility in the organization. They can also use mechanisms to make employees feel recognized, such as bonuses or structured raises.

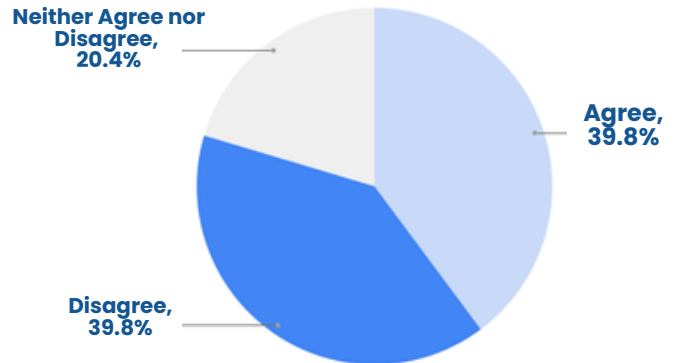


I feel a sense of job security in my current organization

Compensation-Expectations Mismatch: Nearly Half Unfulfilled

Insights Snapshot: A chunky 40% of the workforce find their compensation and benefits package unsatisfying.

Implications for Organizations: With almost half of the team feeling undervalued, it's high time for organizations to realign and redesign their compensation structures to create fairness and motivation.

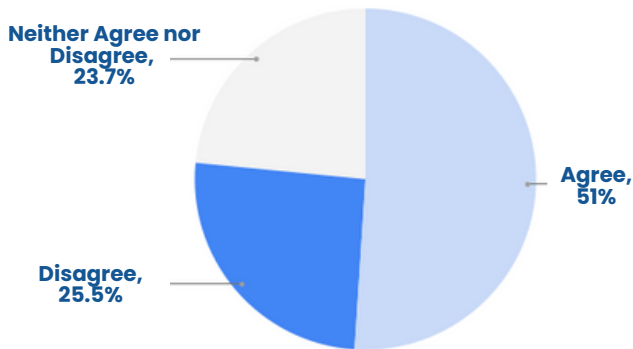


I feel that my compensation and benefits are aligned with my expectations

Lack of feeling of connectedness for Professionals

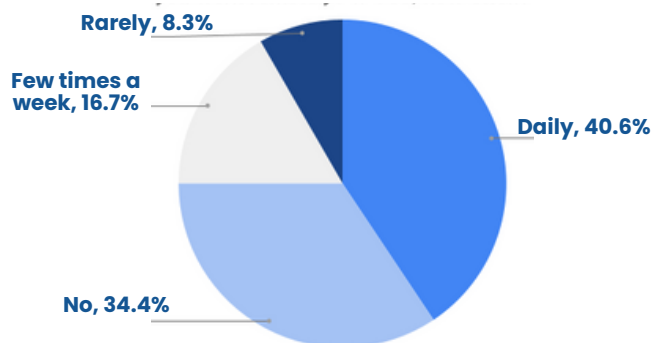
Insights Snapshot: 51% of workers feel engaged, but connection is lacking for many workers. While a slight majority reported feeling engaged in their workers, there is definitely more work needed to allow people to feel more connected to the work that they do.

Implications for Organizations: In a scenario where engagement levels oscillate, it becomes pivotal for organizations to ramp up strategies that amplify and stabilize employee engagement and morale.



Overall, I feel engaged in my work, including being enthusiastic and committed to the company's goals

REMOTE WORK



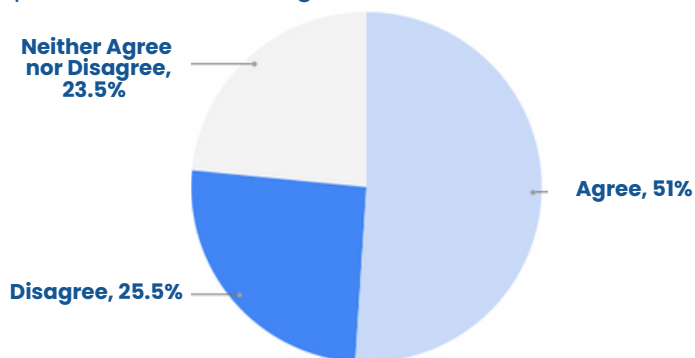
Do you work remotely? If yes, how often?

Boosted Engagement in Remote Work:

Insights: With a majority of workers reporting engagement while working remotely, remote work proves to be a hub of productivity and fulfillment for employees.

Implications for Organizations: High engagement in remote settings indicates it's beneficial for companies to adopt or expand remote work policies.

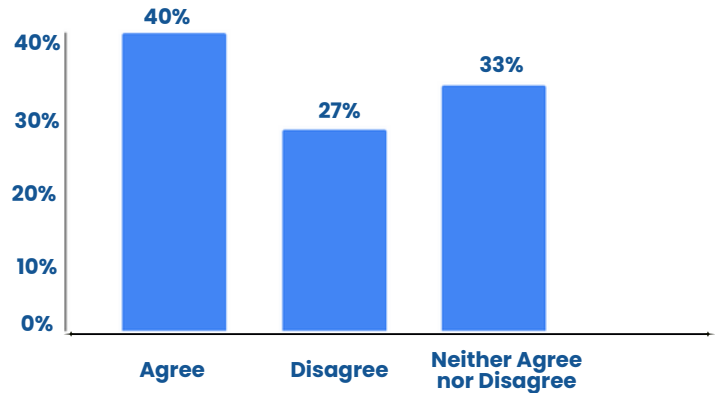
Similarly to last year, survey results demonstrate that remote work is a prevalent and engaging practice within the organizations.



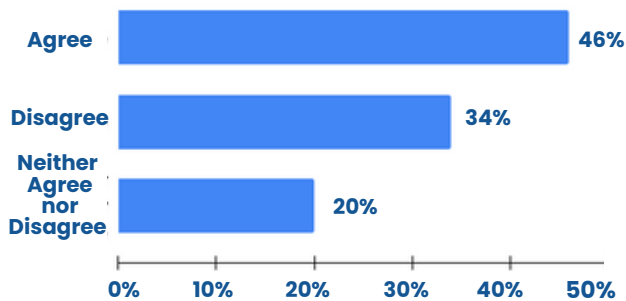
I feel engaged in my work while working remotely

REMOTE WORK

However, it is crucial to note that a significant portion (40%) of employees expressed their intent to seek new opportunities if remote work is not allowed. This underscores the importance of organisations offering remote work flexibility to remain competitive in talent retention and attraction.



I will look for new opportunities if my employer does not allow me to work remotely



Overall, remote work improves my levels of satisfaction

Remote Work Continues to Elevate Job Satisfaction:

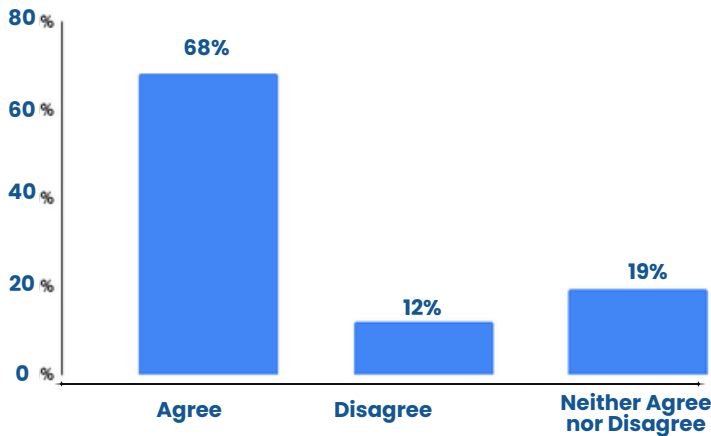
Insights: 46% acknowledge that remote work enhances job satisfaction, about the same as last years results.

Implications for Organizations: Remote work continues to be a benefit for employees. Creating a remote friendly environment will allow employers to strengthen relationships with employees.

CONCLUSION

While in many cases, remote work options were an ad hoc response to an unprecedented global situation, they are clearly here to stay. Workers have adapted to remote work and have seen benefits from the flexibility it offers. Organizations should look to the future of remote work in mind and incorporate it into long term planning and strategizing.

GROWTH AND DEVELOPMENT



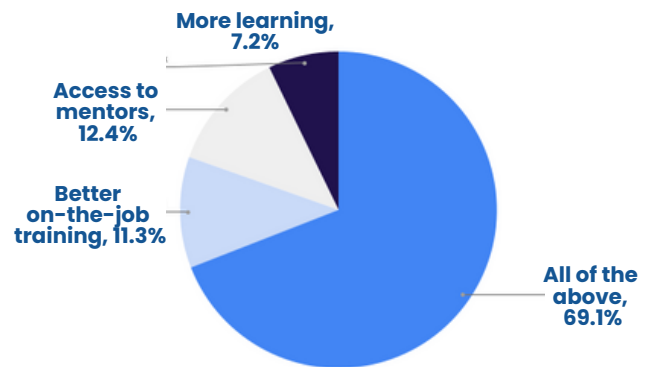
I feel adequately skilled as compared to my job requirements

The majority of employees emphasize a comprehensive way of growing in their work skills. Employee upskilling and development must be complex but adaptable. On-job training, mentorship, and formal learning are clearly crucial for workers.

Self-Assured Workforce: 68% Confident in Their Skills, Similar to Numbers from Last Year

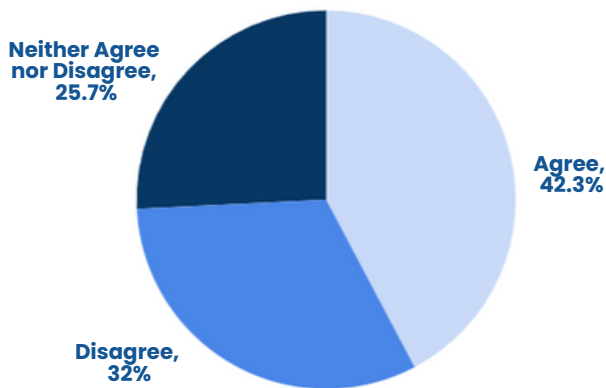
Insights: A majority of respondents reported feeling self assured in their skills, consistent with last years results.

Implications for Organizations: This is positive, but just like last year, there needs to be support mechanism for workers who do not have this confidence.



What do you think impacts your growth the most?

GROWTH AND DEVELOPMENT



I feel supported by my organization to gain skills required for changing work requirements

Skills-Support Disconnect: Employees Seek Enhanced Organizational Backing

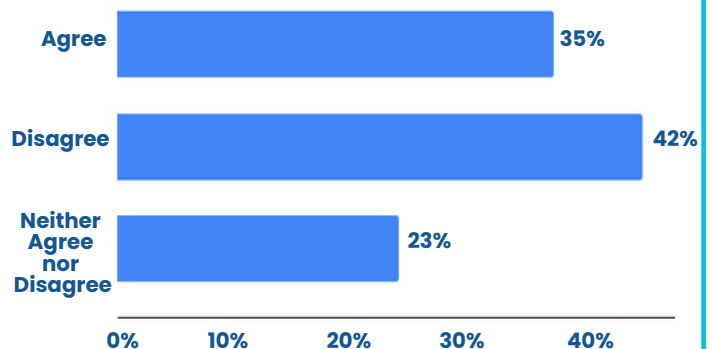
Insights: Those who perceive themselves as under-skilled unanimously cite insufficient organizational support as the culprit, spotlighting an area demanding immediate attention.

Implications for Organizations: The evident disconnect between skill perception and organizational support needs urgent bridging actions, necessitating proactive investment in skill development endeavors by companies.

Support Deficit: 42.3% Feel Backed in Skill Development, only a 6% increase from last year

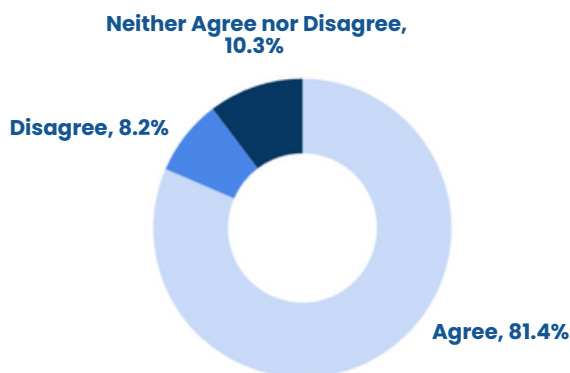
Insights: A scant 42.3% believe their companies provide ample support for skill acquisition, indicating a glaring support deficit that needs addressing. This may be connected to rapidly changing technology in the workforce such as more widespread use of AI.

Implications for Organizations: This support shortfall is a call to action for organizations to amplify their commitment and tangible support towards employee learning and skill acquisition initiatives.



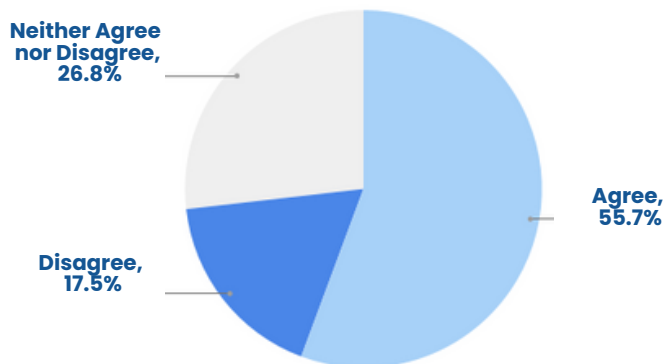
Overall, I have opportunities for growth and advancement in my current organization

A significant majority of employees agree that fostering a diverse and inclusive workplace culture is highly beneficial for the company.



It is beneficial for the company to have a diverse and inclusive workplace culture

DIVERSITY AND GENDER EQUALITY

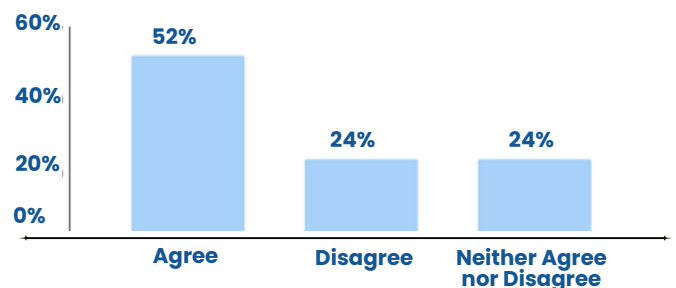


Overall, I am satisfied with the current state of gender and diversity in my workplace

While most employees believe that all colleagues are treated fairly and equitably regardless of their gender or personal characteristics, there are some who either disagree or remain neutral. There is obviously work to be done to combat racism, and discrimination based on gender and sexuality. This result underscores that, as it is concerning to see that more than 20% of respondents are observing inequality in the workplace.

Mixed feelings on diversity in the workplace: Only a slight majority report being satisfied with the state of gender and diversity in the workplace. This is the same percentage as last year, indicating that there have been no significant changes in the time between surveys.

Implications for Organizations: Many workers are observing a workplace that does not reflect the diversity of their world, and companies need to take steps to work towards more diverse and inclusive workplace cultures.

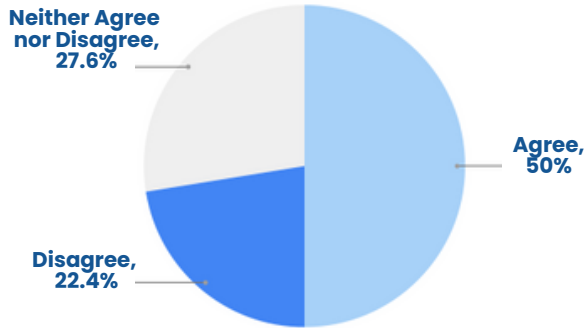


All employees in my organization are treated fairly and equitably regardless of their gender, diversity, or any other personal characteristic

CONCLUSION

In examining the data, it is clear to us that workers are seeing great room for improvement in diversity, equity and inclusion. Organizations need to implement and expand DEI efforts, and make sure these are consistent and adaptable in different contexts. Employees clearly value DEI and investing in these efforts is a way for employers to show that they are listening and care about their workers priorities. Diversity benefits everyone in the workplace and it should be celebrated.

FUTURE OF WORK



I believe, in the next 5-10 years, automation and AI will greatly decrease the number of jobs available

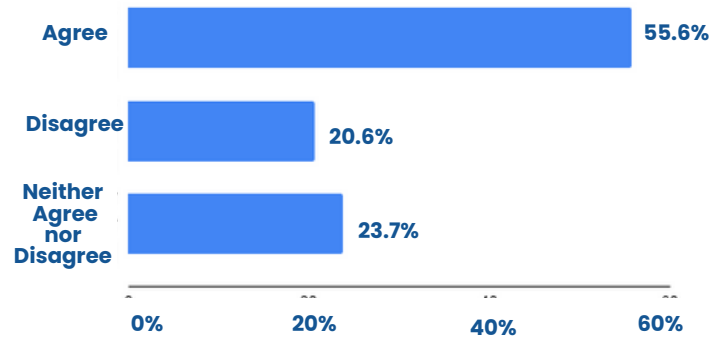
Progress in Preparedness:

The majority of employees feel prepared for the technological changes that will shape the future of work. A significant portion of respondents remain neutral on these statements, suggesting a degree of uncertainty or varying views within the workforce regarding the implications of automation and their readiness for technological advancements.

Insights: Around 20% of respondents report feeling unprepared for technological advancements in the job market, down from 30% last year.

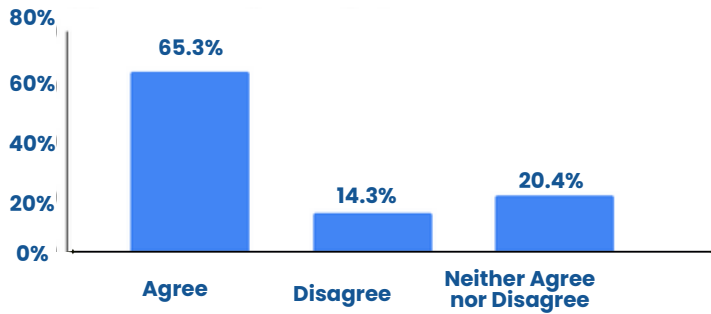
Implications for Organizations: It appears that progress has been made in assuaging workers that their roles are valued even in a changing technological landscape. However, it is clear that many are still facing uncertainty. Organizations need to communicate clearly what role AI will play for them, and invest in equipping their employees for the changing landscape.

Employees hold diverse perspectives on the potential impact of automation and AI on job availability. However, it is notable that half think it will negatively affect employment prospects.



I feel prepared for advancements in technology that will impact the future of work

FUTURE OF WORK



Future of Work Optimism: 65.3% Anticipate Positive Changes, less than last years 69%

Insights: While it is encouraging that a majority anticipate positive changes, this is a slight decrease from last year. There is a prevailing theme of uncertainty among workers in the face of rapid technology advances.

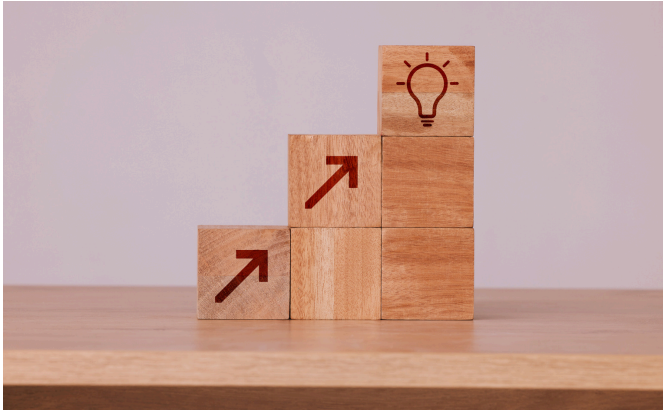
Overall, I am optimistic about the future of work and its impact on my job and career

CONCLUSION

Workers are facing real concern over the future of work relating to AI despite some excitement and confidence. Organizations need to use new technology in order to support their workers and their mission, rather than using it as a replacement for human labor and creativity.

Despite the changing nature of AI, organizations should make clear statements on how they plan to incorporate it while still utilizing and celebrating the work of their employees. Through focused training, open communication, and continuous support, organizations can use AI and support workers. Let the future of work be a canvas of opportunity and not a cause for concern!

CONCLUSION



Conclusion: Navigating the Contemporary Workforce Landscape

Our comprehensive “State of the Workforce” report unveils critical insights into the complex tapestry of today’s employment environment. It puts spotlight on areas such as remote work dynamics, employee growth and development, diversity and gender equality, the advent of automation and AI, and the paramount factors influencing employee well-being, engagement, and satisfaction.

The State of the Workforce Global Survey points to changing ideas of work, and priorities of workers in a global environment. The survey covers a broad range of subjects including DEI, automation, AI, mental health, employee satisfaction, job security, and remote work. We can see gains and losses in this rapidly changing landscape. In some areas, workers are happy with remote work arrangements, and on reporting their own work life balance. On the other hand, workers are feeling very uncertain about new technologies and how they will affect their work prospects, and many are not satisfied with the state of diversity and equitable treatment of all employees in their workforce.

Call to Action: Crafting a Worker-Centric Future

Although more research is of course needed to look into the questions that the survey brings up, there are some key areas that organizations should take action on.

Continue Flexible Work Arrangements: It is clear from the results of this year and last year’s survey that remote work options are important to employees. Organizations should continue to have these options and also expand them when possible, and this should bolster employee engagement and satisfaction.

Support Workers through Technology Changes: The results of this survey once again echo last years, in showing that employees are facing great uncertainty with rapidly changing technology. Many are unsure if they have job security, or the job skills to work in a changing economy. Employers will benefit their own organizations and their employees by investing in additional training.

CONCLUSION

Major efforts are needed in areas of diversity, equity, and inclusion: With only around half of employees agreeing that they observe equity in their workplace, much work is needed in this realm. Organizations need to take stock of their employees feelings on this matter, and prioritize addressing equity issues. This will involve diversifying their hiring, and also addressing existing inequalities in the workplace.

Exploring Approaches to AI advancements: Questions on AI returned varied responses- there is a prevailing theme of uncertainty relating to these technologies. The definition and approach to this situation is hard to define because these technologies are changing every day. However, employers can address some of this uncertainty by providing additional training to prepare their workers for new technology.

Placing Importance on Worker's Mental Health and Wellbeing: When reviewing the results of this survey, we can see that many workers are left dealing with stress at work and facing a sense of job insecurity. It is important for organizations to strategize on how they can create a workplace and culture that is supportive to their employees. This could include investment in mental health programs, offering leave for those who need it, and addressing cultural issues that may be putting unnecessary stress on workers.

Conclusion: Time for Transformation

The State of the Workforce report has called to attention many modern and evolving issues for workers. Job security, workers mental health, adoption of AI and new technologies all need further examination for us to strategize on how to address them. Despite uncertainty, we do know that organizations need to take action on these issues now. Employers must prioritize diversity, mental health, and adapting their workers for advancements in technology. Let's work to create a culture where all employees feel valued and supported, and ready to take on the challenges of the future.

For any information, queries or feedback about this report, feel free to reach out to us at info@noworkerleftbehind.org