

Male dominated companies demand workers back at their desks

As firms around the world are starting to plan their return to offices we're seeing big differences in the approaches that different organisations are taking. Could this be an example of where the lack of diversity in causing regressive decision making?

As Australia is ahead of most of the world in terms of returning to normality, it proved a productive place to examine this. Australian firms are largely out of their (brief) lockdowns and many have already implemented their new flexible working policies.

Additionally, to allow us to measure different company profiles, firms there need to submit their gender balance to the Women's Gender Equality Agency. We analysed this data to identify a trend.

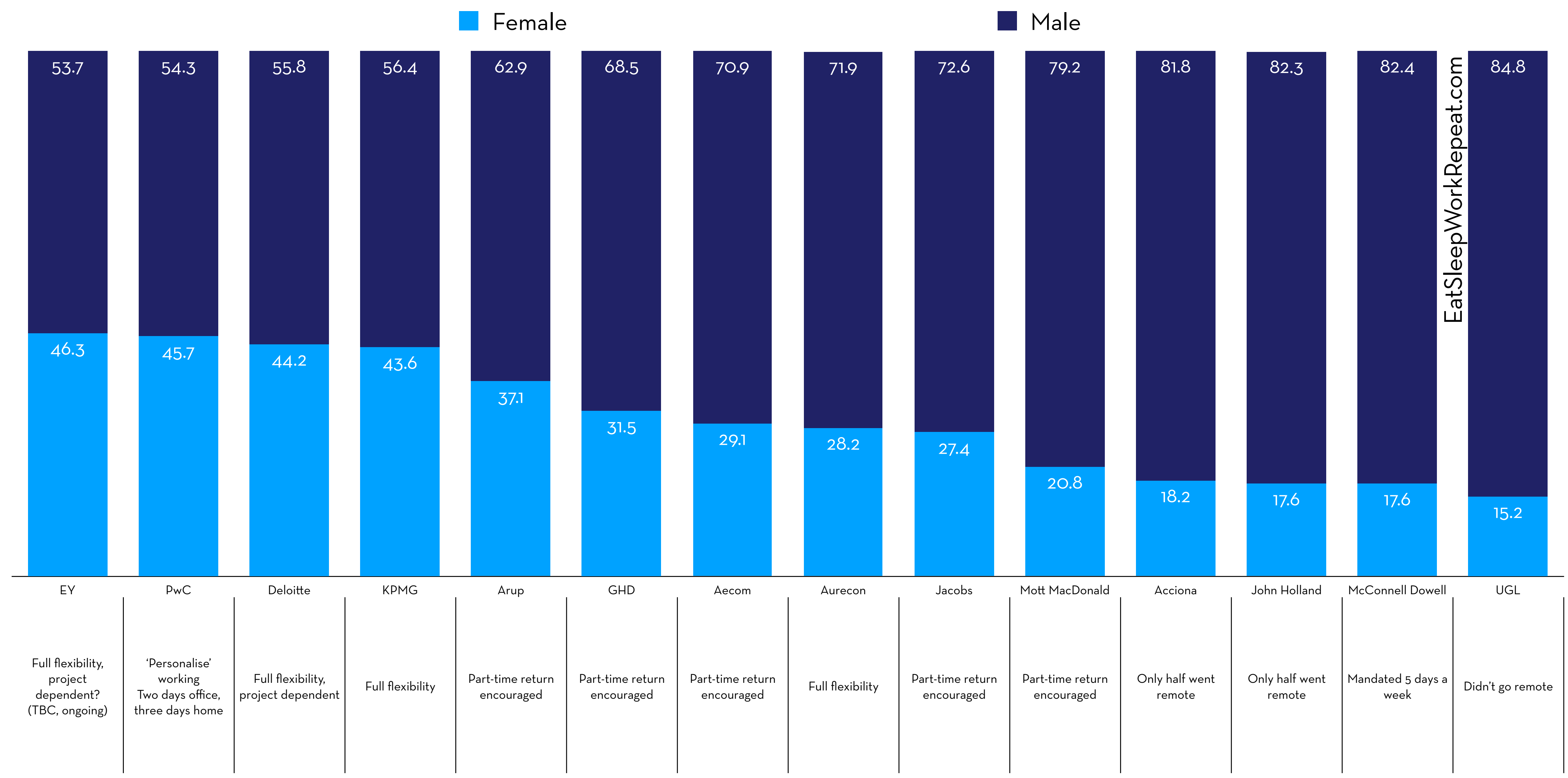
This analysis takes two sectors (consulting & infrastructure/construction) and appraises the **flexible working policies of firms** versus the **gender balance** of the organisations. We've taken this as an average of six different measures in WGEA data.

We found that male-dominated firms are more likely to insist on workers going back to their desks.

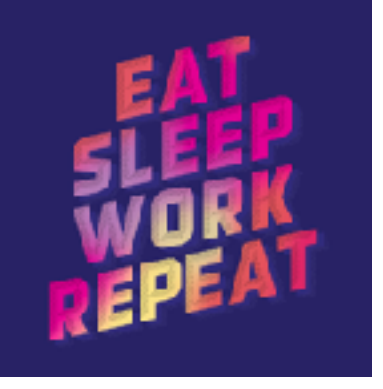
Initial data was generated by an anonymous female researcher who works in the infrastructure industry in Melbourne. The analysis was developed and is published here by Bruce Daisley, host of the Eat Sleep Work Repeat podcast.



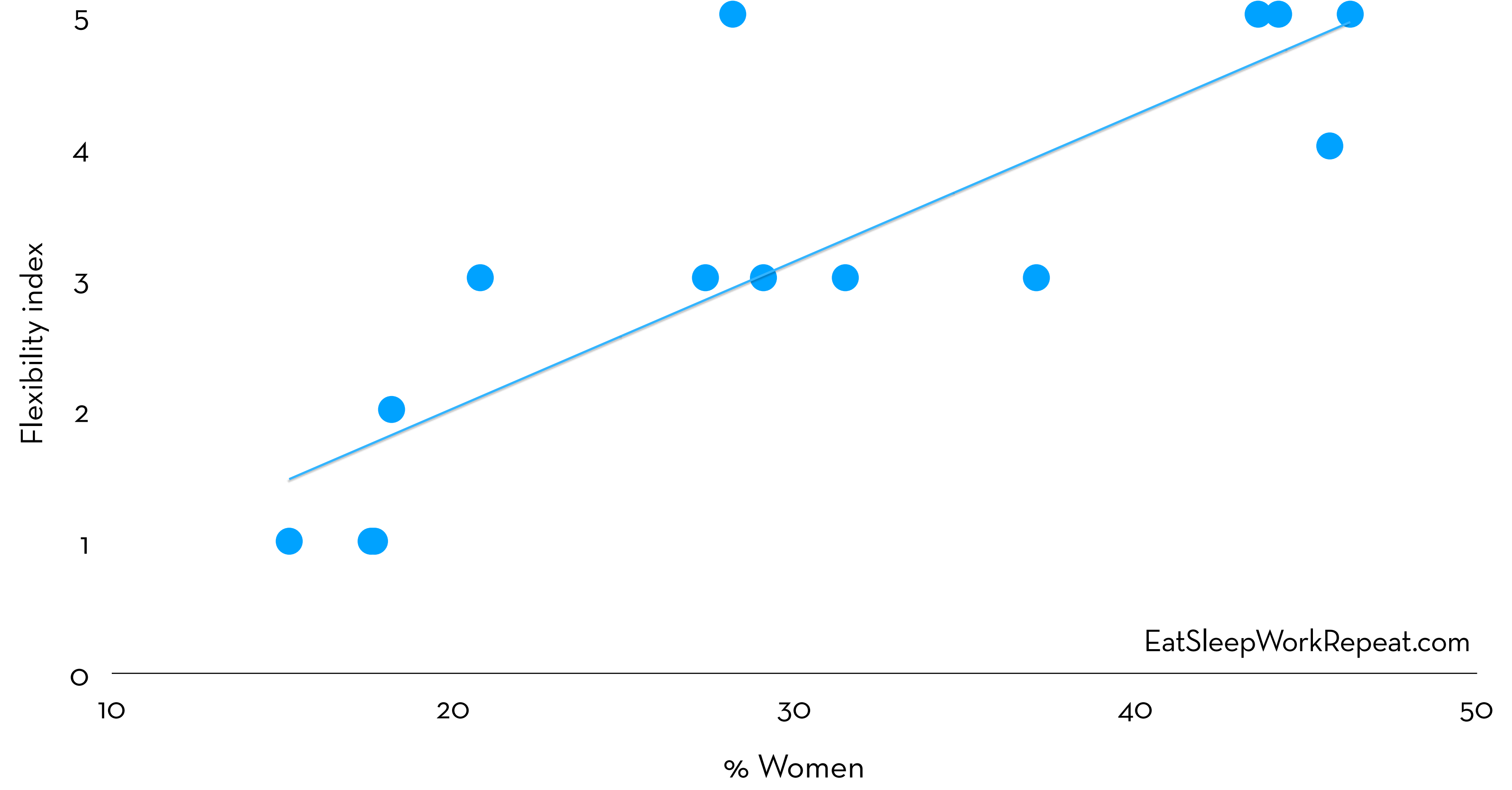
Diverse companies end up with more flexible working policies



Source: Mandatory gender balance submissions to the Women's Gender Equality agency vs companies' remote working policies



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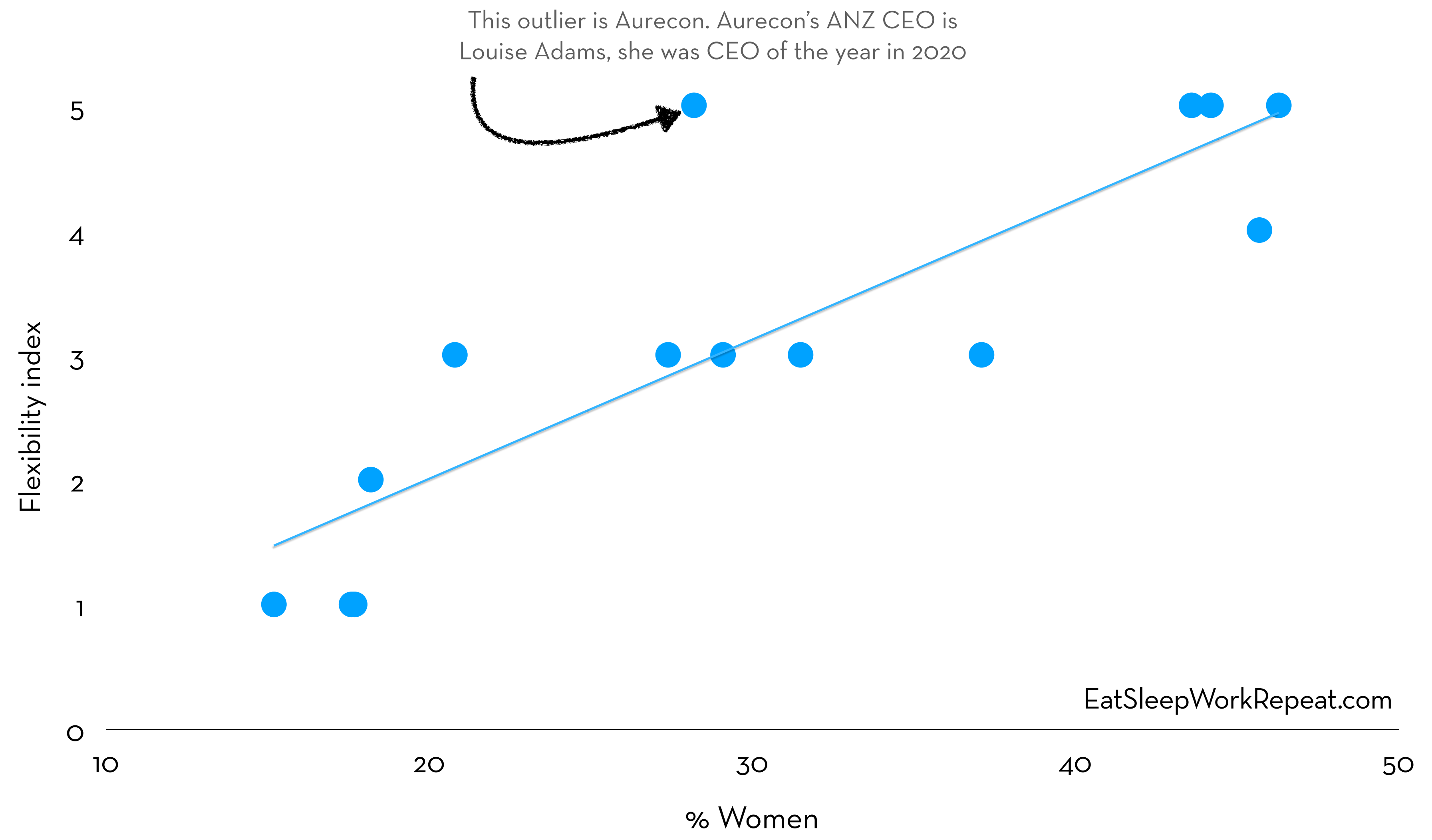
Flexibility index

Measuring companies' remote working policies

Index	Policy
5	Full flexibility
4	'Two three' (Two days in office, three remote)
3	Part-time or 'Three two'
2	Exceptional cases remote / only half of office went remote
1	No remote



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Eat Sleep Work Repeat

Eat Sleep Work Repeat is a podcast and newsletter about making work better, written by former Twitter Vice President, Bruce Daisley

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