

Policy Not Politics



Returning to Work in 2022
National Foundation for Women Legislators 2021 Annual Conference
Jason Gabhart, Director of State Affairs
November 8, 2021

June/July 2021 COVID-19 Impact Pulse Survey

- American workers with **childcare responsibilities** are more likely to say they've experienced a career setback because of the COVID-19 pandemic (29%) than those without childcare responsibilities (23%)
- **Workers of color** (31%) are more likely to say they have experienced a career setback because of the COVID-19 pandemic than white workers (21%)
- Workers with a **high school degree or less** (32%) and those with an **associate's degree or vocational training** (26%) are more likely to say they have experienced a career setback because of the COVID-19 pandemic than those with a **bachelor's degree** (21%) and those with a **graduate degree** (21%)

June/July 2021 COVID-19 Impact Pulse Survey

- 1 in 5 (20%) American workers with **childcare responsibilities** say they were sometimes given less desirable work assignments than other employees (that they did not request) during the pandemic because of their **caregiving responsibilities**
- 71% of American workers with **childcare responsibilities** agree that their organization provided adequate accommodations or work options (e.g., flexible work hours, remote work, paid leave) for working parents and caregivers during the pandemic
- Over 1 in 5 (22%) American workers with **childcare responsibilities** say they were penalized or would have been penalized for asking for an accommodation for their caregiving responsibilities during the pandemic

COVID-19 Refresher Study (September 2021)

- 60% of US workers with **school-age children** spend time worrying about the health and safety of their children during work hours, 24% disagree
- Nearly 50% of US workers with **school-age children** (49%) say that they spend time worrying about **childcare** during work hours, 35% disagree
- Nearly a third of US workers with **school-age children** (32%) worry that if schools return to **remote learning**, they will have to quit their job, 50% disagree
- Nearly 40% of US workers with **school-age children** (38%) worry that if schools return to **remote learning** they will not be able to meet their job requirements, 47% disagree

Harnessing the Resignation Tsunami (July 2021)

The Divide Between U.S. Executives and Workers

- 26% of **business executives** surveyed believe their employees are leaving because they are uncomfortable in the workplace due to COVID-19, while only 5% of **employees** cited it as a factor
- Similarly, 26% of executives believe their employees left to **relocate to a lower cost-of-living area**, but only 6% of employees gave this reason for a new job search
- The most common reasons workers are searching for jobs are **better pay** (53%) and **better work/life balance** (42%)

Harnessing the **Resignation Tsunami** (July 2021)

The **Domino Effect** of Employee Resignation

- 55% of U.S. workers say they've had **direct colleagues voluntarily leave** their organization within the past six months. Since their colleagues left:
- 55% have wondered if their **pay** is enough
- 53% have wondered if there are **better job opportunities** out there
- 52% have had to take on **more work and responsibilities**
- 42% have thought about **leaving their job** more often than they did when their direct colleagues worked for the organization

Harnessing the Resignation Tsunami (July 2021)

How Are Organizations Responding?

- Almost one-third (32%) of those whose organizations have seen higher or much higher turnover in the past six months said their organizations have implemented **new or additional employee referral bonuses**
- 28% have implemented new or additional **merit increases**, and 27% said they have implemented new or additional **spot bonuses** (beyond annual or holiday bonuses) to reduce turnover
- Nearly 3 in 5 (58%) indicate their organization is offering **higher starting salaries** than they did last year
- Almost 1 in 5 (18%) say they are making **more counteroffers** to employees who resign or say they have another offer