



NAVIGATING COVID-19

THE WORKPLACE PERSPECTIVE ON VACCINATION



28%

OF EMPLOYED AMERICANS

SAY THEY WON'T GET THE COVID-19 VACCINE

EVEN IF IT COSTS THEM THEIR JOB

VACCINE-HESITANT AMERICANS HAVE MANY REASONS:

69% REPORT CONCERNS ABOUT POSSIBLE SIDE EFFECTS

58% PLAN TO WAIT AND SEE IF IT IS SAFE, BUT MAY GET IT LATER

41% DON'T TRUST COVID-19 VACCINES IN GENERAL

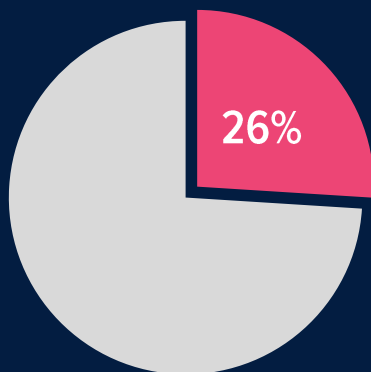
40% THINK THAT OTHER PEOPLE NEED IT MORE THAN THEY DO RIGHT NOW

32% DON'T KNOW IF THE COVID-19 VACCINE WILL WORK

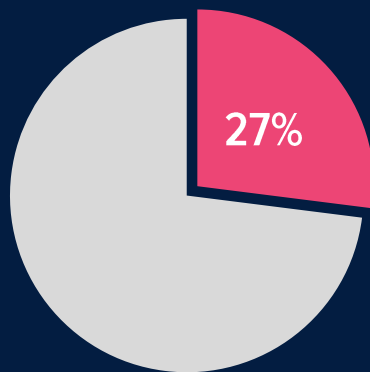
OTHER REASONS FOR VACCINE RETICENCE INCLUDE: CONCERNS ABOUT ALLERGIC REACTIONS (27%), LACK OF TRUST IN THE GOVERNMENT (25%), BELIEFS THAT A COVID-19 VACCINE IS UNNECESSARY (19%), GENERAL DISLIKE OF VACCINES (18%), POTENTIAL COSTS ASSOCIATED WITH THE COVID-19 VACCINE (10%), AND DOCTORS WHO HAVE NOT RECOMMENDED IT (6%)

SOME EMPLOYED AMERICANS WHO DO NOT PLAN TO GET THE COVID-19 VACCINE MAY BE PERSUADED TO DO SO IF THEIR ORGANIZATION HAD CONSEQUENCES FOR UNVACCINATED WORKERS:

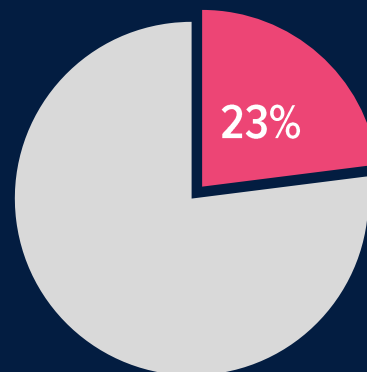
LIMITED
PROMOTABILITY



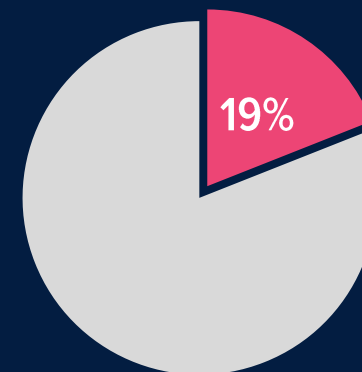
LIMITED ABILITY TO
INTERACT WITH
CUSTOMERS OR
COLLEAGUES IN PERSON



LIMITED ACCESS TO
THE PHYSICAL WORK
LOCATION



ADDITIONAL SAFETY
TESTING

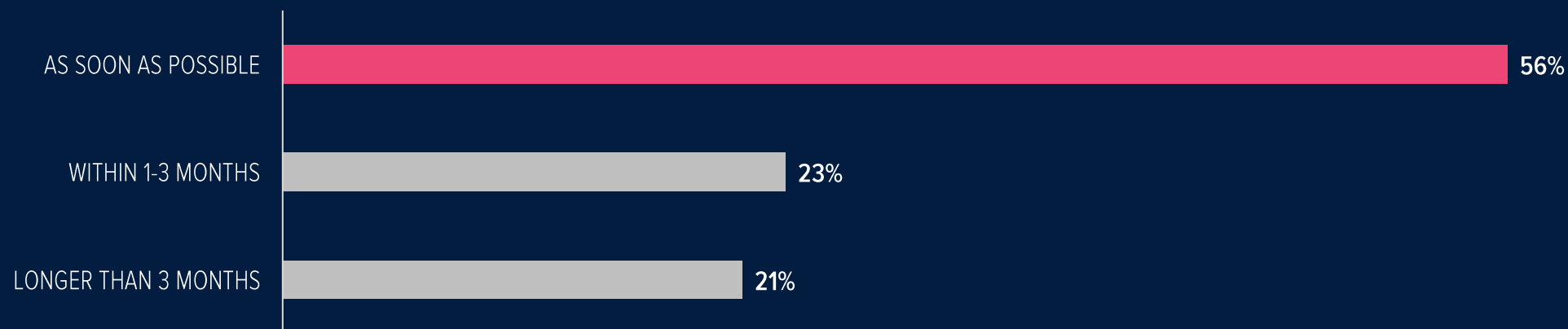


VERY OR SOMEWHAT LIKELY TO GET THE COVID-19
VACCINE IF THIS WAS A POTENTIAL CONSEQUENCE

NOT VERY OR NOT AT ALL LIKELY TO GET THE COVID-19
VACCINE IF THIS WAS A POTENTIAL CONSEQUENCE

OVER 3 IN 5 EMPLOYED AMERICANS

WILL PROBABLY OR DEFINITELY GET THE VACCINE WHEN IT BECOMES AVAILABLE TO THEM, AND QUICKLY— OF THOSE PLANNING TO BE VACCINATED, OVER HALF WILL DO SO AS SOON AS POSSIBLE



THOSE EAGER TO GET THE VACCINE SEE **MANY POSITIVES:**

- 63%** BELIEVE THE COVID-19 VACCINE TO BE SAFE
- 56%** WANT TO BE VACCINATED TO PROTECT THE HEALTH OF FAMILY AND FRIENDS
- 47%** WANT TO BE VACCINATED TO PROTECT THE HEALTH OF THEIR COMMUNITY
- 47%** WANT TO BE VACCINATED TO PREVENT THEMSELVES FROM CONTRACTING COVID-19
- 41%** WANT TO BE VACCINATED SO THEY CAN RESUME OR DO MORE SOCIAL ACTIVITIES

OTHER REASONS AMERICANS WANT TO BE VACCINATED INCLUDE: CONCERNS ABOUT CONTRACTING COVID-19 (38%), PERSONAL EXPERIENCE WITH SEVERE ILLNESS OR DEATH FROM COVID-19 (26%), AND THE ABILITY TO GO BACK TO WORK OR SCHOOL (23%)

**EVEN WITH WIDESPREAD ADOPTION OF VACCINES, ORGANIZATIONS
MAY STILL STRUGGLE TO RETURN EMPLOYEES TO IN-PERSON WORK:**

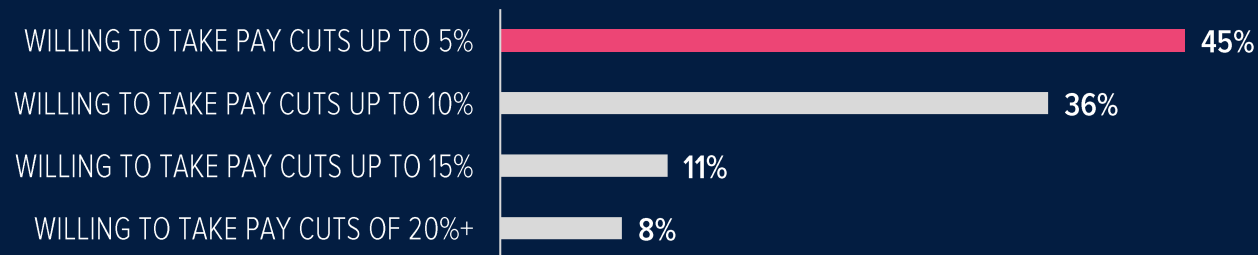
52% OF EMPLOYED AMERICANS WOULD CHOOSE
TO WORK FROM HOME PERMANENTLY, IF
GIVEN THE OPTION



THOSE WHO WANT TO WORK FROM HOME PERMANENTLY
ARE EVEN **WILLING TO FOREFEIT COMPENSATION FOR THE
CONVENIENCE:**

35% OF EMPLOYED AMERICANS WHO WANT TO WORK FROM
HOME PERMANENTLY WOULD TAKE A SALARY
REDUCTION TO DO SO

WHILE SMALL SALARY CUTS OF
UP TO 5% ARE MOST PALATABLE
TO WORKERS, MANY ARE
WILLING TO SACRIFICE UP TO 10%



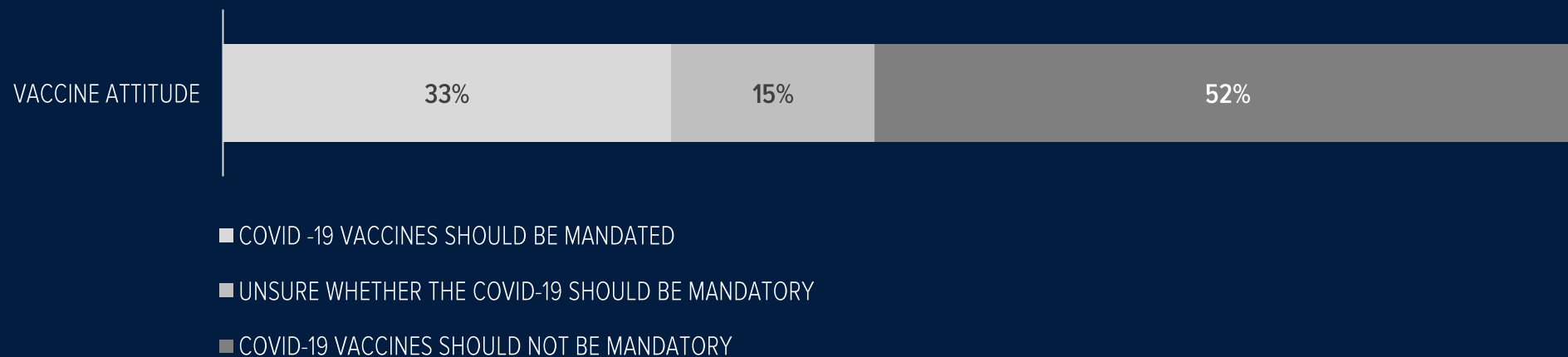


TWO-THIRDS

OF EMPLOYED AMERICANS WHO WANT
TO CONTINUE WORKING FROM HOME
PERMANENTLY WOULD DO SO EVEN IF
THE U.S. REACHED HERD IMMUNITY

AMERICANS DISAGREE

WHEN IT COMES TO WHETHER COVID-19 VACCINES SHOULD BE MANDATORY,
EITHER FROM BUSINESSES OR GOVERNMENT



OVER HALF OF EMPLOYED AMERICANS AGREE VACCINE ADOPTION WOULD BE **HIGHER...**



IF THE GOVERNMENT OFFERED MONETARY INCENTIVES
FOR VACCINATION (56%)



IF STIMULUS CHECK DELIVERY WAS LINKED TO PROOF
OF VACCINATION (53%)



IF TAX INCENTIVES WERE PROVIDED FOR THOSE SEEKING
VACCINATION (52%)

OVER HALF OF ORGANIZATIONS

WERE UNSURE WHETHER THEY WOULD REQUIRE VACCINATION BEFORE EMPLOYEES RETURNED TO WORK, BEFORE THE VACCINE WAS PUBLICLY AVAILABLE (55%)



WITH THE VACCINE NOW
AVAILABLE, ONLY 35% ARE
STILL UNSURE

ENTHUSIASM FOR ORGANIZATIONAL **VACCINE MANDATES** HAS DIMMED OVER TIME

PREVIOUSLY
40%

OF ORGANIZATIONS SAID THEY
WOULD NOT REQUIRE THE COVID-19
VACCINE BEFORE RETURNING TO
WORK

NOW 
60%

ORGANIZATIONS SAY THEY *WILL NOT*
MANDATE VACCINATION AS A
CONDITION OF RETURNING TO THE
WORKPLACE

WHILE *MANDATES* HAVE GOTTEN LESS POPULAR, MORE ORGANIZATIONS INTEND TO **RECOMMEND** THEIR WORKERS GET VACCINATED

PREVIOUSLY
40%

ORGANIZATIONS THAT *WEREN'T*
MANDATING VACCINATION WERE
PLANNING TO RECOMMEND IT

NOW
74%



OF ORGANIZATIONS SAY THEY WILL
RECOMMEND THEIR WORKERS GET
THE COVID-19 VACCINE

**ONLY
5%**

OF ORGANIZATIONS WILL REQUIRE SOME OR ALL
EMPLOYEES TO RECEIVE THE COVID-19 VACCINE
BEFORE ALLOWING THEM TO RETURN TO WORK

63%

OF ORGANIZATIONS WHO ARE
REQUIRING VACCINATION PLAN TO
DESIGNATE A FACILITY FOR EMPLOYEES
TO GET THEIR VACCINE

65%

OF ORGANIZATIONS WHO ARE
REQUIRING VACCINATION WILL
REQUIRE EMPLOYEES TO
PROVIDE PROOF



21% OF ORGANIZATIONS

ARE UNSURE WHETHER THEY WILL RECOMMEND VACCINATION, AND 5% WILL NOT

ORGANIZATION SIZE DIFFERENCES

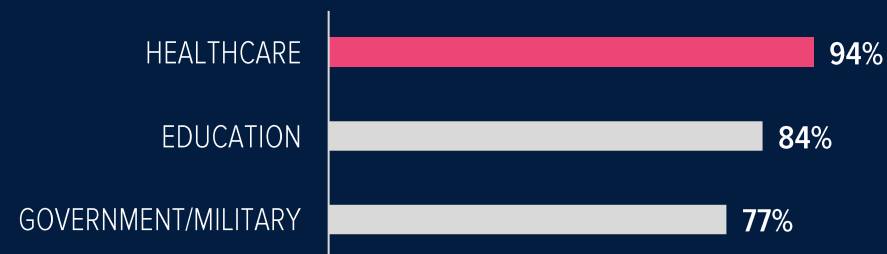
LARGE ORGANIZATIONS (500+ EMPLOYEES) ARE MOST LIKELY TO ENCOURAGE VACCINATION FOR THEIR WORKERS:

79%

OF LARGE ORGS PLAN TO RECOMMEND
VACCINES, VERSUS 68% OF SMALL (1-99) AND
76% OF MEDIUM ORGANIZATIONS (100-499)

INDUSTRY DIFFERENCES

HIGH-RISK AND GOVERNMENT-RELATED INDUSTRIES ARE MOST LIKELY TO ENCOURAGE VACCINATION:



HEALTHCARE IS ALSO THE INDUSTRY MOST LIKELY TO MANDATE VACCINATION FOR ITS WORKERS

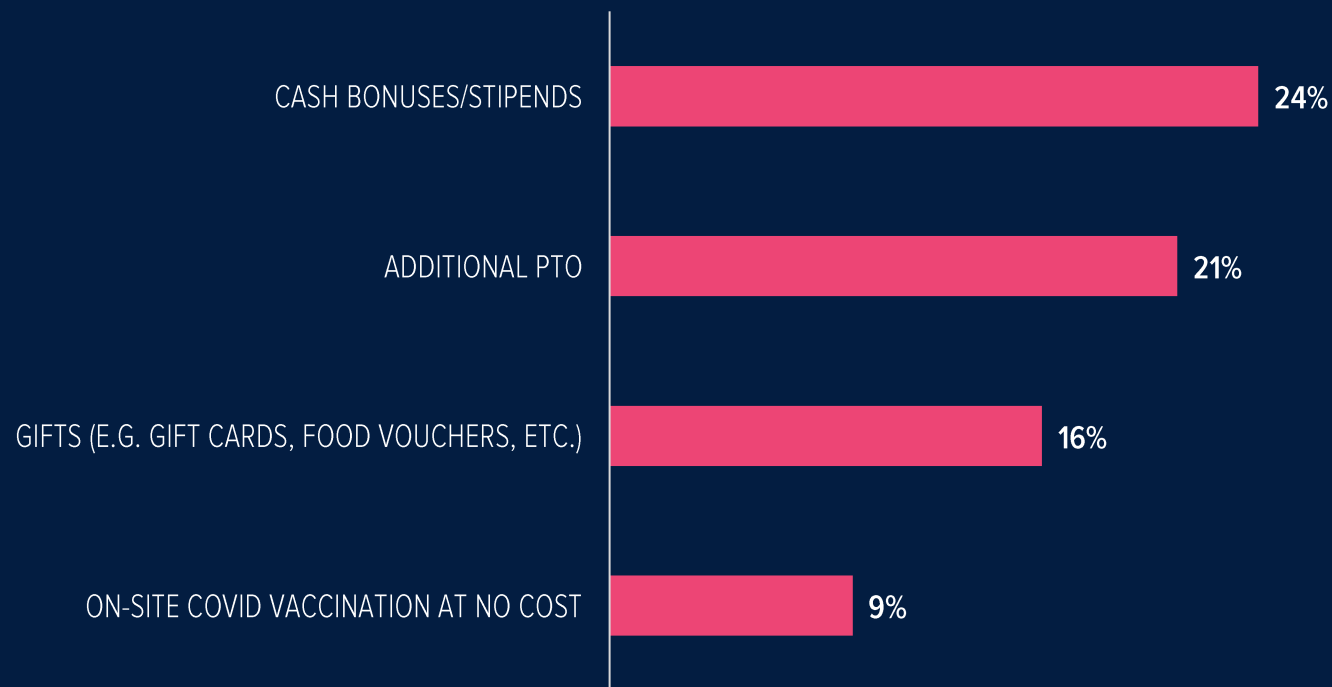
INCENTIVES CAN BE AN EFFECTIVE WAY
TO CONVINCE EMPLOYEES, **HOWEVER**

88% OF ORGANIZATIONS ARE **UNSURE OR HAVE NO
PLANS** TO OFFER ANY INCENTIVES TO
ENCOURAGE VACCINATION AMONG EMPLOYEES

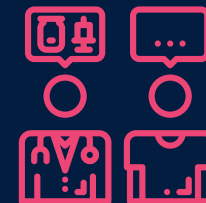
OVER 9 IN 10

EMPLOYED AMERICANS SAY THEIR EMPLOYER IS NOT
PROVIDING INCENTIVES, OR DON'T KNOW WHETHER THEY
MIGHT BE (93%)

NEARLY ONE-QUARTER OF EMPLOYED AMERICANS WHO PROBABLY OR DEFINITELY WON'T GET VACCINATED WOULD CONSIDER DOING SO IF OFFERED CASH BONUSES OR STIPENDS



INCENTIVIZATION ISN'T ENOUGH TO CONVINCE MOST OF THE ALREADY-RETICENT:



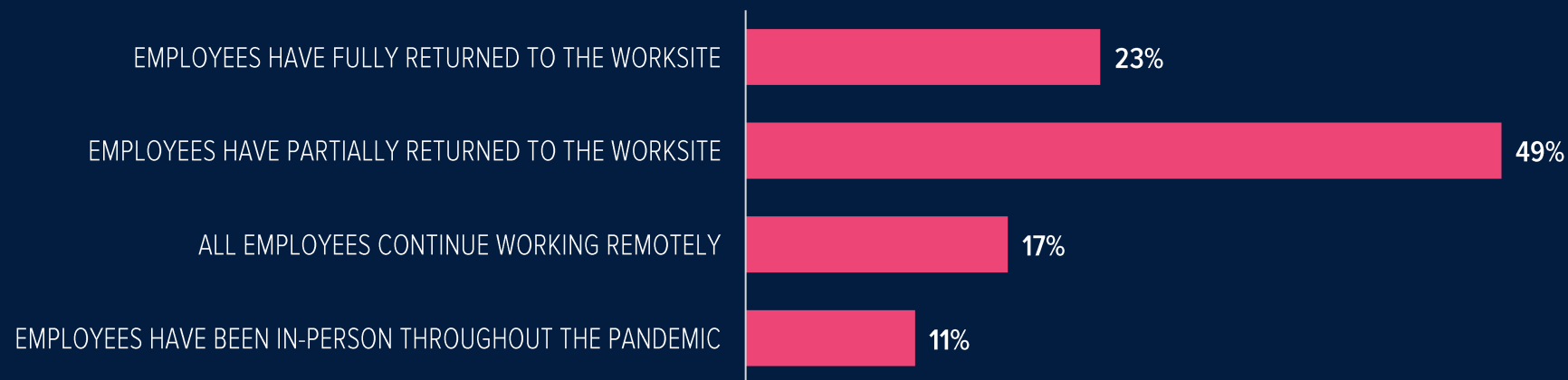
NEARLY 70% OF THOSE WHO DON'T PLAN TO GET THE VACCINE SAID **NO AMOUNT OF INCENTIVE** WOULD CONVINCE THEM

NEARLY HALF

OF ORGANIZATIONS HAVE
PARTIALLY RETURNED TO
THE WORKSITE (49%)

NEARLY 1 IN 5

REPORT THAT ALL
EMPLOYEES WILL CONTINUE
TO WORK REMOTELY (17%)



34% OF ORGANIZATIONS

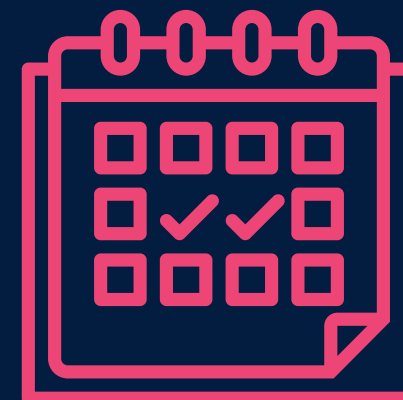
ARE STILL UNSURE WHEN THEY MIGHT BRING THEIR EMPLOYEES BACK
ONSITE— A FURTHER 18% NEVER PLAN TO RETURN

27%

OF ORGANIZATIONS PLAN TO BRING ALL EMPLOYEES
BACK TO THE WORKSITE WHEN THE COVID-19 VACCINE
BECOMES MORE WIDELY AVAILABLE

5%

OF ORGANIZATIONS ALREADY HAVE A SET DATE FOR
EMPLOYEES TO RETURN TO THE WORKSITE



MOST EMPLOYED AMERICANS WOULD ENGAGE IN A 100-DAY MASK CHALLENGE IF THEIR EMPLOYER PROVIDED INCENTIVES:



85%

WOULD ENGAGE
FOR A CASH
BONUS/STIPEND

83%

WOULD ENGAGE
FOR ADDITIONAL
PTO

82%

WOULD ENGAGE IF
THEIR EMPLOYER
PROVIDED GIFTS

HR SURVEY 1: The HR survey was fielded electronically to a random sample of active SHRM members from December 14th through December 17, 2020. In total, 955 members responded to the survey. Academics, students, consultants and retired HR professionals were excluded from the survey. Respondents represented organizations of all sizes—from two to more than 25,000 employees—in a wide variety of industries across the United States. HR data is unweighted.

HR SURVEY 2: The HR survey was fielded electronically to a random sample of active SHRM members from January 28th through February 2, 2021. In total, 1515 members responded to the survey. Academics, students, consultants and retired HR professionals were excluded from the survey. Respondents represented organizations of all sizes—from two to more than 25,000 employees—in a wide variety of industries across the United States. HR data is unweighted.

EMPLOYED AMERICANS SURVEY: A sample of 1,000 Americans was surveyed using the Amerispeak Omnibus, NORC at the University of Chicago's probability-based panel designed to be representative of the U.S. household population. The survey was administered Thursday, January 28 to Monday, February 1, 2021. Of the 1,000 Americans surveyed, 540 were either working as a paid employee or laid off or furloughed since the start of the COVID-19 pandemic. For the purposes of this survey, we refer to this group as "employed Americans." All data was weighted to reflect the U.S. adult population.