US employers flexing for the future

Highlights from our flexible working survey with 793 US employers, July 15th – August 14th, 2020.

In responding to the pandemic, employers have had to be flexible to keep their businesses running in the wake of school closures, unplanned absences, and more. Given the success of flexibility, Mercer found that 83% of employers will continue to provide flexibility at greater scale post-pandemic.

Survey highlights are provided below; visit US results for a complete look.

Beyond remote working — where work is done — what other elements are part of flexible working strategies or policies?

<table>
<thead>
<tr>
<th>Flexibility around:</th>
<th>When (hours and scheduling)</th>
<th>What (activities and tasks)</th>
<th>How (technology considerations)</th>
<th>Who (contract and/or gig workers)</th>
<th>Does the work</th>
<th>None of the above</th>
</tr>
</thead>
<tbody>
<tr>
<td>Flexibility level</td>
<td>72%</td>
<td>49%</td>
<td>24%</td>
<td>16%</td>
<td>17%</td>
<td>7%</td>
</tr>
</tbody>
</table>

Providing flexibility for caregivers

Employers are increasing workplace flexibility to support the needs of working caregivers in the face of school and other social support system closures.

- **62%** allow parents to change their schedules
- **36%** allow parents to perform other work that can be done outside of normal business hours
- **12%** provide new or enhanced childcare benefits
- **25%** allow parents to shift to part-time temporarily
- **12%** allow parents to extend leave of absence with reduced pay

94% of employers say productivity has remained the same or improved since employees began working remotely.