SURVEY RESULTS
Supporting Working Parents
About i4cp

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About this report

This report provides preliminary results from our recent study. More complete results, including charts, market performance breakdown and other analysis, are made available exclusively to i4cp corporate members.

In this survey, multiple questions used the well-accepted 1-5 Likert-type scale, with a 1 rating generally designated as "not at all" and a 5 rating as "a very high extent." Mean scores are the average of those ratings.

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1. Regarding employees working from home with school-aged children: has your organization formulated plans to provide them with support this coming fall? .......................................................... 2

2. Please indicate which actions your organization has implemented or is currently considering implementing to provide support to employees with school-aged children at home this fall: ........................................................................................................ 3

3. Research shows that the COVID-19 pandemic has had disproportionate negative impact on women. Have you observed any of the following in your organization since the pandemic began? (select all that apply) ......................................................................................................................... 4

4. Is your organization proactively taking steps to address disproportionate negative impact of COVID-19 on female employees? ......................................................................................................................... 5
Survey Responses

1. Regarding employees working from home with school-aged children: has your organization formulated plans to provide them with support this coming fall?

- Yes: 25.5%
- No: 20.4%
- Not yet, but we are in the process of doing so: 50.6%
- Don't know: 3.6%

n = 275
2. Please indicate which actions your organization has implemented or is currently considering implementing to provide support to employees with school-aged children at home this fall:

- Further flexing work arrangements (i.e., ability to adjust days, hours, swap shifts, etc.): 57.1% has implemented, 40.3% currently considering implementing
- Offer caregiver resources on our intranet: 35.6% has implemented, 31.9% currently considering implementing
- Offer pandemic-related emergency child-care leave: 25.1% has implemented, 32.5% currently considering implementing
- Provide discounts to regional and national child-care programs for employees: 17.8% has implemented, 23.6% currently considering implementing
- Offer part-time workers full benefits, which includes paid time off: 17.8% has implemented, 16.8% currently considering implementing
- Adjust performance expectations for employees with school-aged children at home: 15.2% has implemented, 23.0% currently considering implementing
- Offer free back-up child care for work days when employees’ primary child care is unavailable: 14.1% has implemented, 19.9% currently considering implementing
- Offer concierge services that partner with employees to find child care that’s the right fit for each worker: 14.1% has implemented, 27.2% currently considering implementing
- Looking at ways to retain working parents with specific programs/offering: 10.0% has implemented, 39.3% currently considering implementing
- Offer childcare stipends to employees: 6.8% has implemented, 17.8% currently considering implementing
- Provide on-site daycare: 6.8% has implemented, 6.8% currently considering implementing

n = 191
3. Research shows that the COVID-19 pandemic has had disproportionate negative impact on women. Have you observed any of the following in your organization since the pandemic began? (select all that apply)

- More women than men have expressed concern about their ability to continue with their employment due to the need to homeschool children in the fall: 40.5%
- More women than men have requested flex-work or work from home options: 40.5%
- More women than men have asked for support resources to assist with childcare needs: 34.3%
- More women than men have taken leaves of absence: 23.1%
- More women than men have expressed concern about their career advancement: 13.6%
- More women than men have expressed concern about personal financial strain: 12.0%
- More women than men have declined to take on new projects due to bandwidth concerns: 9.9%
- More women than men have voluntarily separated from the organization: 7.0%
- Other (please specify): 7.0%
- None of these: 28.1%

n = 242
4. Is your organization proactively taking steps to address disproportionate negative impact of COVID-19 on female employees?

- Yes: 32.2%
- No: 42.2%
- Don't know: 25.6%

n = 242
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