

## YouGov Survey Results

Sample size: 1,004

Fieldwork: 14th - 20th January 2021

Total

For the following questions, if you have more than one employer please think about the employer you spend MOST time working for. As a result of the COVID-19 pandemic which, if any, of the following factors have become MORE important to you when considering whether to remain at your current employer or move roles? (Please select all that apply. If nothing in particular has become more important to you as a result of the COVID-19 pandemic, please select the 'Not applicable' option)

Unweighted base	1004
<b>Base: All UK Employees</b>	<b>1004</b>
Salary	32%
Benefits (e.g. private medical insurance, wellbeing initiatives etc.)	16%
Bonuses (e.g. sign-on bonus, guaranteed bonus etc.)	8%
No probationary period	2%
Business/ financial security of the business (e.g. healthy profits etc.)	21%
Reputation of new employer (e.g. how it treats staff etc.)	21%
Flexible working (e.g. place of work, working hours etc.)	40%
Job security (e.g. permanent contract, annual salary etc.)	51%
Values/ purpose of new employer (e.g. corporate social responsibility, Bcorp etc.)	15%
Decreased work-load	7%
Interesting/ engaging work	23%
Other	2%
Don't know	1%
Not applicable – nothing in particular has become more important to me as a result of the COVID-19 pandemic	26%

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Overall, how well or poorly, if at all, do you feel your employer has handled the difficult workplace issues that it has had to face arising as a result of the COVID-19 pandemic (e.g. remote working, communication, furlough, redundancies, pay cuts etc.)? (If no workplace issues have arisen in your organisation as a result of the COVID-19 pandemic, please select the 'Not applicable' option)

Unweighted base	1004
<b>Base: All UK Employees</b>	1004
Extremely well	31%
Fairly well	42%
Neither well nor poorly	10%
Fairly poorly	8%
Extremely poorly	4%
Don't know	1%
Not applicable - no workplace issues have arisen in my organisation as a result of the COVID-19 pandemic	3%
<b>Net: Well</b>	<b>73%</b>
<b>Net: Poorly</b>	<b>12%</b>

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For the following question, please remember your answers are always confidential, and will never be analysed individually. If no redundancies have been made at your organisation since the COVID-19 pandemic began, please select the 'Not applicable' option. Thinking about redundancies made at your organisation since the COVID-19 pandemic...Do you believe any redundancies were made because the employee(s) fell into any of the following categories (i.e. you believed it was a factor in the organisation's decision to make them redundant)? (Please select all that apply)

Unweighted base	1004
<b>Base: All UK Employees</b>	1004
Having lack of childcare arrangements	1%
Having a disability	0%
Being on long-term sick leave	2%
Being in an ethnic minority	0%
The employee raised concerns with employer about wrongdoing	1%
Being pregnant / on maternity leave	1%
Having less than two years' service	6%
Employee(s) being aged under 25	1%
Employee(s) being aged over 55	3%
None of these	21%
Don't know	8%
Not applicable – no redundancies have been made at my organisation	61%
Prefer not to say	1%

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Unweighted base	404
<b>Base: All UK Employees whose organisation made redundancies since the start of the pandemic</b>	<b>394</b>
Having lack of childcare arrangements	1%
Having a disability	1%
Being on long-term sick leave	5%
Being in an ethnic minority	1%
The employee raised concerns with employer about wrongdoing	3%
Being pregnant / on maternity leave	2%
Having less than two years' service	14%
Employee(s) being aged under 25	2%
Employee(s) being aged over 55	7%
None of these	53%
Don't know	21%
Prefer not to say	2%

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For the following question, we'd like you consider any impact the COVID-19 pandemic has had on remuneration in your workplace (e.g. pay cuts, no or reduced bonuses etc.). Thinking about those you consider to be leaders in your organisation, which ONE, if any, of the following statements BEST applies to your organisation?

	Unweighted base	1004
	<b>Base: All UK Employees</b>	1004
The leaders in my organisation have been transparent about their pay and awards and have also taken reduced remuneration packages, and I believe they have done the right thing in relation to their pay		14%
The leaders in my organisation have been transparent about their pay and awards and have also taken reduced remuneration packages, but I do not believe they have done enough in relation to their pay		4%
The leaders in my organisation have been transparent about their pay and awards and have not taken reduced remuneration packages, which I do not have an issue with		5%
The leaders in my organisation have been transparent about their pay and awards and have not taken reduced remuneration packages, which I do not believe was the right thing to do in relation to their pay		2%
The leaders in my organisation have not been transparent about what has happened in relation to their pay and awards, which I do not have an issue with		21%
The leaders in my organisation have not been transparent about what has happened in relation to their pay and awards, and I believe they should have been		17%
None of these		17%
Don't know		19%

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Has the way in which your employer dealt with workforce matters during the COVID-19 pandemic impacted on your loyalty to your employer?

Unweighted base	1004
<b>Base: All UK Employees</b>	1004
It has had no impact on my loyalty to my employer	52%
My loyalty to my employer has increased as a result of the way my organisation's leaders have led through the pandemic	23%
My loyalty to my employer has decreased as a result of the way my organisation's leaders have led through the pandemic	20%
Don't know	5%

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For the following question, if there is nothing that your employer could have implemented or improved (or implement or improve in the future) please select the 'Not applicable' option. Which, if any, of the following do you think your employer could have implemented/ improved or implement/ improve in the future in how it has handled workplace matters as a result of the COVID-19 pandemic? (Please select all that apply)

	Unweighted base
	1004
<b>Base: All UK Employees</b>	1004
Communication and engagement with employees	25%
Alignment of executive pay awards with what is happening with the pay for the rest of the workforce to take into account the downturn in business (e.g. pay cuts, no or reduced bonus awards, no awards of stock etc.)	13%
Considered alternatives to redundancies (e.g. pay cuts, part-time working, furlough etc.)	9%
Leaders having the right skills to lead through the pandemic	11%
Waiver of post-termination restrictive covenants for employees being made redundant (e.g. non-compete clause, non-solicitation of clients etc.)	2%
Been/ be more compassionate	18%
Longer time for consultation	4%
More wellbeing initiatives	15%
More flexibility in working arrangements	17%
Other	3%
Don't know	7%
Not applicable – there is nothing that my employer could have implemented or improved (or implement or improve in the future)	44%

Cell Contents (Column Percentages)