

YouGov Survey Results

Sample Size: 523

Fieldwork: 14th - 18th January 2021

Total

Overall, how well or poorly, if at all, do you feel you/ your organisation have handled workplace issues 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)

Base: All HR Decision Makers	523
Extremely well	28%
Fairly well	50%
Neither well nor poorly	11%
Fairly poorly	5%
Extremely poorly	2%
Don't know	-
Not applicable - no workplace issues have arisen in my organisation as a result of the COVID-19	4%
Net: Well	78%
Net: Poorly	7%

YouGov Survey Results

Sample Size: 523

Fieldwork: 14th - 18th January 2021

Total

For the following question, please remember your answers are always confidential, and will never be analysed individually. We have provided you with a "Prefer not to say" option if you would rather not share your experiences. If no redundancies have been made at your organisation since the COVID-19 pandemic began, please select the 'Not applicable' option. Thinking about any redundancies made at your organisation since the COVID-19 pandemic... Please confirm (to the best of your knowledge) if any of the employees made redundant fell into any of the following categories? (Please select all that apply)

Base: All HR Decision Makers	523
Having lack of childcare arrangements	3%
Having a disability	2%
Being on long-term sick leave	5%
Being in an ethnic minority	5%
The employee raised concerns with you/ your organisation about wrongdoing	7%
Being pregnant / on maternity leave	4%
Having less than two years' service	17%
Employee(s) being aged under 25	9%
Employee(s) being aged over 55	11%
None of these	12%
Don't know	3%
Not applicable – no redundancies have been made at my organisation	52%
Prefer not to say	3%

For the following question, please remember your answers are always confidential, and will never be analysed individually. We have provided you with a "Prefer not to say" option if you would rather not share your experiences. If no redundancies have been made at your organisation since the COVID-19 pandemic began, please select the 'Not applicable' option. Thinking about any redundancies made at your organisation since the COVID-19 pandemic... Please confirm (to the best of your knowledge) if any of the employees made redundant fell into any of the following categories? (Please select all that apply)

Base: All HR Decision Makers whose organisation made redundancies since the start of the pandemic	250
Having lack of childcare arrangements	6%
Having a disability	5%
Being on long-term sick leave	11%
Being in an ethnic minority	11%
The employee raised concerns with you/ your organisation about wrongdoing	14%
Being pregnant / on maternity leave	9%
Having less than two years' service	35%
Employee(s) being aged under 25	20%
Employee(s) being aged over 55	22%
None of these	24%
Don't know	6%
Prefer not to say	6%

YouGov Survey Results

Sample Size: 523

Fieldwork: 14th - 18th January 2021

Total

For the following question, if you/ your organisation have not implemented any changes in response to workplace issues that you have faced as a result of the COVID-19 pandemic, please select the 'Not applicable' option. Which, if any, of the following have you/ your organisation done or implemented in response to workplace issues that you have faced as a result of the COVID-19 pandemic? (Please select all that apply)*

Base: All HR Decision Makers	523
Ensured appropriate communication and engagement with employees (e.g. through surveys, town-hall meetings, virtual social events etc.)	38%
Aligned 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.)	22%
Implemented alternatives to redundancies (e.g. pay cuts, part-time working, furlough etc.)	29%
Ensured leaders have the right skills to lead through the pandemic (e.g. through training, coaching etc.)	18%
Offered/agreed to waive post-termination restrictive covenants for employees being made redundant (e.g. non-compete clause, non-solicitation of clients etc.)	7%
Been compassionate	48%
Allowed sufficient time for meaningful consultation around redundancies, pay cuts or other changes	17%
Offered more wellbeing initiatives	25%
Offered more flexibility in working arrangements	55%
Other	3%
Don't know	3%
Not applicable – we have not implemented any changes in response to workplace issues that we have faced as a result of COVID-19 pandemic	17%

Cell Contents (Column Percentages)