



Impacts of the Me Too Movement

The Me Too movement has impacted employers and employees alike. Significant numbers of employers are making changes to policies and processes to improve the work environment and better protect themselves and their employees in the wake of Me Too. Employees are speaking up more with issues around inappropriate conduct in the workplace and equal pay. One issue: just over a quarter of employees report that they have faced age discrimination.

Employer Changes in Policies

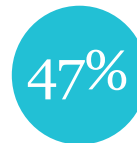
Issues stemming from the “Me Too” movement have caused our company to make policy and/or process changes

Overall



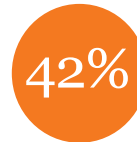
In the past two years, we’ve seen an increase in the number of complaints from employees about equal pay and/or career advancement opportunities

Overall



Since the “Me Too” movement, we’ve seen an increase in the number of HR complaints around sexual harassment and/or inappropriate behavior from bosses or co-workers

Overall



Employee Views on Discrimination in the Workplace

	Millennials	Overall
I have felt discriminated against due to my age	34%	26%
I have felt discriminated against due to my gender	33%	20%
I have been put in a position where my boss or co-workers said sexist and/or sexually inappropriate things to me	30%	17%
I have felt discriminated against due to my race	28%	16%
I have been put in a position where my boss or co-workers made inappropriate advances towards me	29%	14%



Speaking Out at Work

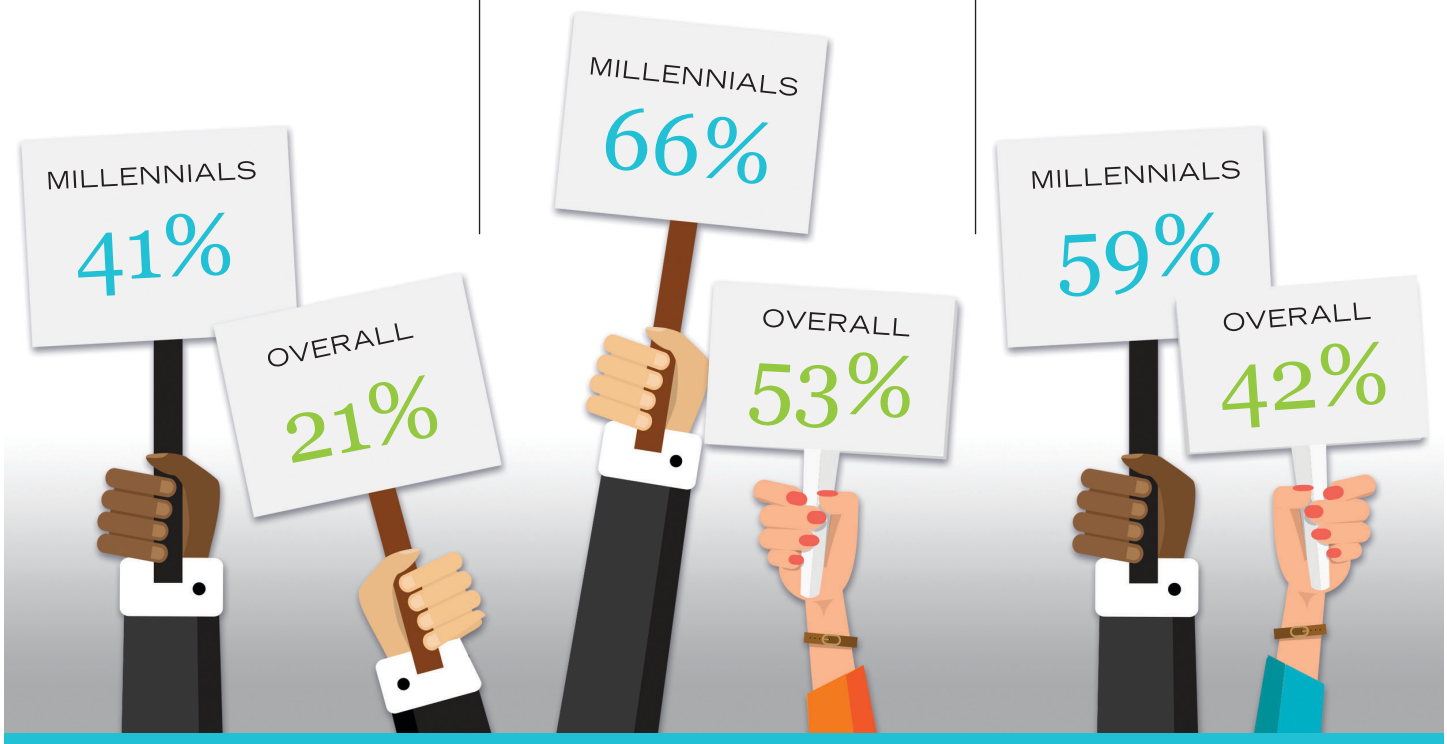
Employees are taking a stand with their employers, especially Millennials. Over half of all employees and 67% of Millennial employees say they would participate in a walkout if their employer did something they deemed unethical or unlawful. In addition, 41% of Millennials say they have participated in a form of protest against their employer.

Employee Views on Advocacy

I have participated in a form of protest against an employer, such as a walkout, speaking out publicly against something my employer did, etc.

I would participate in a walkout if my employer did something I deemed unethical/unlawful

I would risk my job security to speak out against my employer on an issue I am passionate about – even if it meant I could get fired





A Must Do for Employers

While a majority of employers and employees recognize diversity as essential to overall business success and recruiting, both employers and employees point out that companies may be valuing diversity over qualification when hiring new workers.

Views on Diversity at Work

	All Employees	Employers
A diverse and inclusive workplace allows us all to grow and learn more effectively	73%	93%
Hiring employees from diverse backgrounds is essential for my company's continued success	67%	86%
As our customer base becomes more global and diverse, we need to improve diversity and inclusion to remain competitive	62%	76%

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of employers say that their company values diversity over qualification when hiring for open positions
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of employees say that their company values diversity over qualification when hiring for open positions
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of employees say the composition of a company's workforce has great influence on their desire to work there

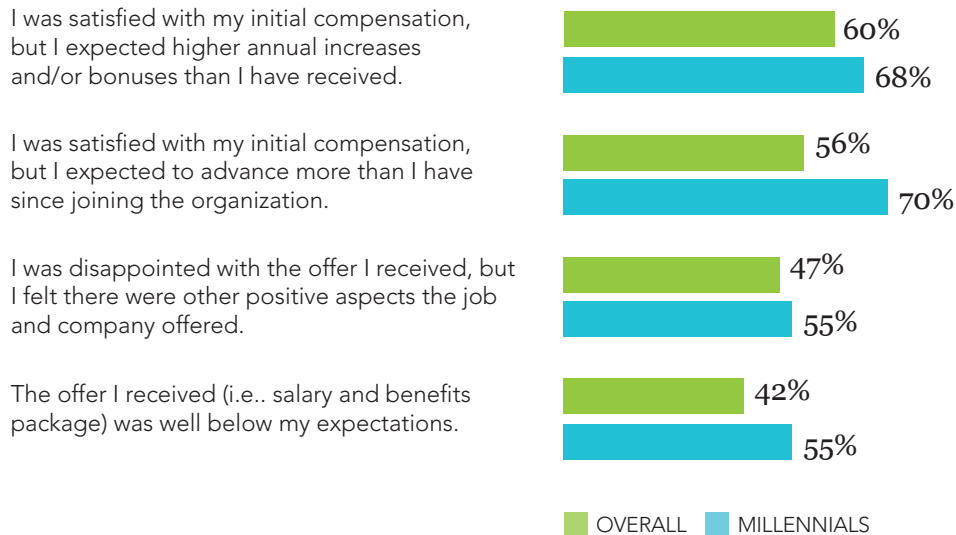




Non-Financial Incentives Not Compensating for Wage Dissatisfaction

Workers' satisfaction with their compensation declined for the second year in a row, as employers grapple with ways beyond pay to retain their workers. In fact, almost three-fourths of employers believe they offer their employees enough non-financial incentives to compensate for lower wages. Only 47% of employees agree that while they were disappointed with the offer they received, they felt there were other positive aspects of the job and company that was offered.

Disconnects Between Initial Offer vs. Reality



42% of employees are not happy with their current salary, up slightly from **40%** in 2018



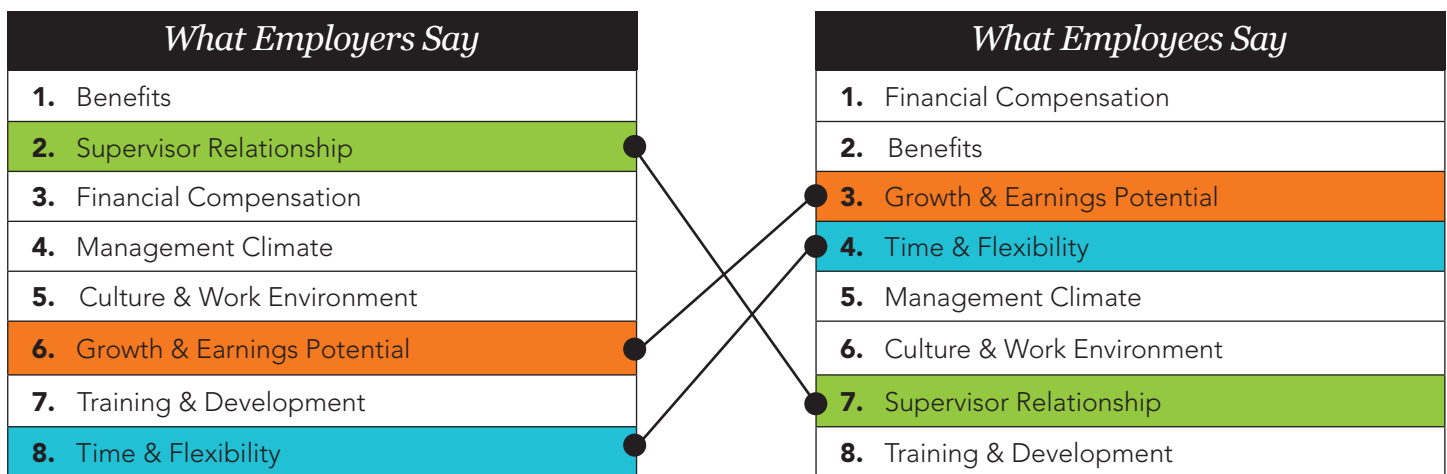
71% of employers believe they offer enough non-financial incentives to work at their company to compensate for lower salaries or hourly wages



What Drives Employees

Employees are most motivated to stay at their job by the people they work with and the caliber of management. Employers need to recognize how important the “human element” is at work. Instead, employers cite training and learning opportunities and perks as what drives most employees to join and stay with an employer and are failing to offer critical things employees want like real-time performance reviews.

Retention Drivers: Employer vs. Employee Views





Work/Life Balance on the Decline

Work/life balance programs are declining, with companies offering their employees less flextime, telecommuting, sabbaticals and community service PTO. When it comes to working from home, there are significant disconnects between what employers say they offer and what employees think they are allowed to do.

Employees Say Work/Life Balance Programs Declining



Employee and Employer Interpretations on Work from Home Policies

	Employees	Employers
Company offers remote working opportunities	37%	58%
I/employees can work from home full time	26%	45%
I/employees can work from home whenever I want to	23%	18%