

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.



1 in 3

companies anticipate having half or more of their workforce remote post COVID

vs.



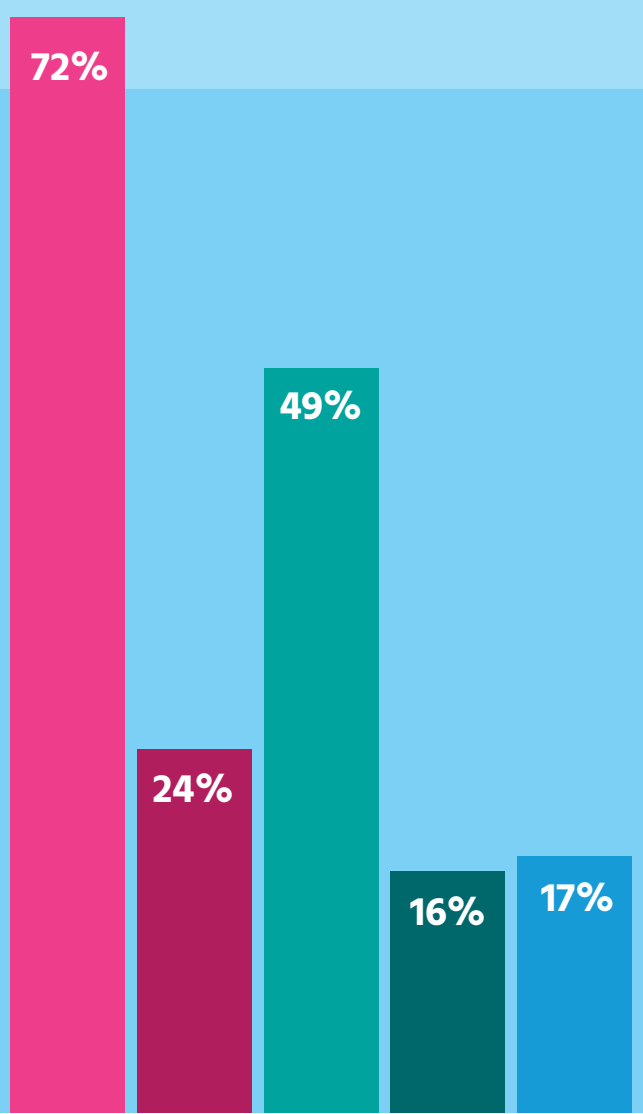
1 in 30

had that level of remote working pre-COVID

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

Flexibility around:

- **When** (hours and scheduling) work is done
- **What** (activities and tasks) work is done
- **How** (technology considerations) work is done
- **Who** (contract and/or gig workers) does the work
- None of the above



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%

create **weekend/evening/overnight shifts** to provide more flexibility

25%

allow parents to shift to **part-time temporarily**

12%

allow parents to **extend leaves of absence with reduced pay**

9%

provide new or enhanced **childcare benefits**



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