



# NAVIGATING COVID-19

## THE WORKPLACE PERSPECTIVE ON VACCINATION



28%

OF EMPLOYED AMERICANS

SAY THEY WON'T GET THE COVID-19 VACCINE

EVEN IF IT COSTS THEM THEIR JOB

## VACCINE-HESITANT AMERICANS HAVE MANY REASONS:

**69%** REPORT CONCERNS ABOUT POSSIBLE SIDE EFFECTS

**58%** PLAN TO WAIT AND SEE IF IT IS SAFE, BUT MAY GET IT LATER

**41%** DON'T TRUST COVID-19 VACCINES IN GENERAL

**40%** THINK THAT OTHER PEOPLE NEED IT MORE THAN THEY DO RIGHT NOW

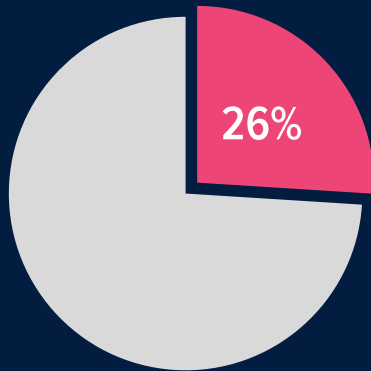
**32%** DON'T KNOW IF THE COVID-19 VACCINE WILL WORK

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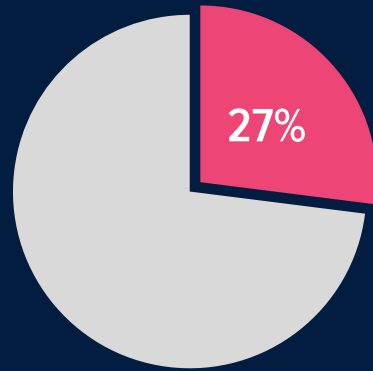
OTHER REASONS FOR VACCINE RETICENCE INCLUDE: CONCERNS ABOUT ALLERGIC REACTIONS (27%), LACK OF TRUST IN THE GOVERNMENT (25%), BELIEFS THAT A COVID-19 VACCINE IS UNNECESSARY (19%), GENERAL DISLIKE OF VACCINES (18%), POTENTIAL COSTS ASSOCIATED WITH THE COVID-19 VACCINE (10%), AND DOCTORS WHO HAVE NOT RECOMMENDED IT (6%)

## SOME EMPLOYED AMERICANS WHO DO NOT PLAN TO GET THE COVID-19 VACCINE MAY BE PERSUADED TO DO SO IF THEIR ORGANIZATION HAD CONSEQUENCES FOR UNVACCINATED WORKERS:

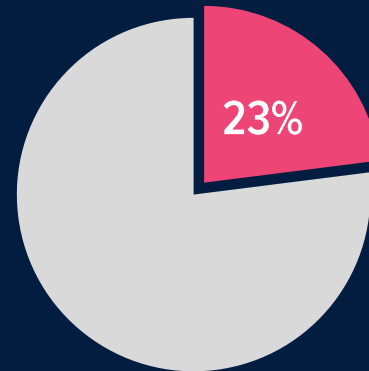
LIMITED PROMOTABILITY



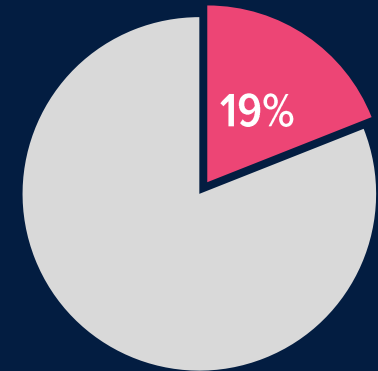
LIMITED ABILITY TO INTERACT WITH CUSTOMERS OR COLLEAGUES IN PERSON



LIMITED ACCESS TO THE PHYSICAL WORK LOCATION



ADDITIONAL SAFETY TESTING

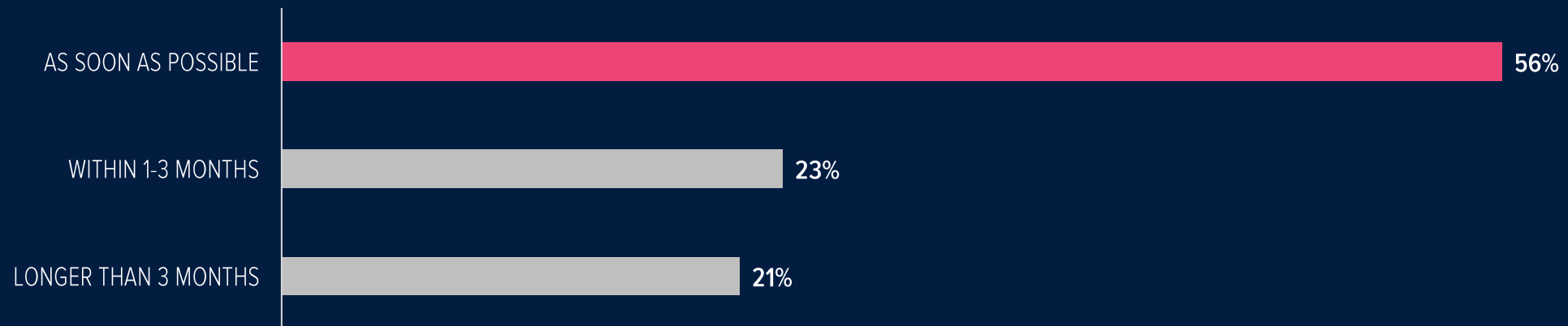


VERY OR SOMEWHAT LIKELY TO GET THE COVID-19 VACCINE IF THIS WAS A POTENTIAL CONSEQUENCE

NOT VERY OR NOT AT ALL LIKELY TO GET THE COVID-19 VACCINE IF THIS WAS A POTENTIAL CONSEQUENCE

## OVER 3 IN 5 EMPLOYED AMERICANS

WILL PROBABLY OR DEFINITELY GET THE VACCINE WHEN IT BECOMES AVAILABLE TO THEM, AND QUICKLY— OF THOSE PLANNING TO BE VACCINATED, OVER HALF WILL DO SO AS SOON AS POSSIBLE



## THOSE EAGER TO GET THE VACCINE SEE **MANY POSITIVES:**

- 63%** BELIEVE THE COVID-19 VACCINE TO BE SAFE
- 56%** WANT TO BE VACCINATED TO PROTECT THE HEALTH OF FAMILY AND FRIENDS
- 47%** WANT TO BE VACCINATED TO PROTECT THE HEALTH OF THEIR COMMUNITY
- 47%** WANT TO BE VACCINATED TO PREVENT THEMSELVES FROM CONTRACTING COVID-19
- 41%** WANT TO BE VACCINATED SO THEY CAN RESUME OR DO MORE SOCIAL ACTIVITIES

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OTHER REASONS AMERICANS WANT TO BE VACCINATED INCLUDE: CONCERNS ABOUT CONTRACTING COVID-19 (38%), PERSONAL EXPERIENCE WITH SEVERE ILLNESS OR DEATH FROM COVID-19 (26%), AND THE ABILITY TO GO BACK TO WORK OR SCHOOL (23%)

**EVEN WITH WIDESPREAD ADOPTION OF VACCINES, ORGANIZATIONS  
MAY STILL STRUGGLE TO RETURN EMPLOYEES TO IN-PERSON WORK:**

**52%** OF EMPLOYED AMERICANS WOULD CHOOSE  
TO WORK FROM HOME PERMANENTLY, IF  
GIVEN THE OPTION

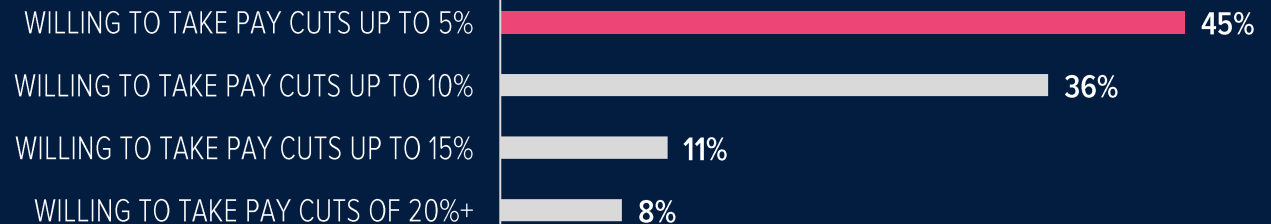


THOSE WHO WANT TO WORK FROM HOME PERMANENTLY ARE EVEN **WILLING TO FOREFEIT COMPENSATION FOR THE CONVENIENCE:**

**35%**

OF EMPLOYED AMERICANS WHO WANT TO WORK FROM HOME PERMANENTLY WOULD TAKE A SALARY REDUCTION TO DO SO

WHILE SMALL SALARY CUTS OF UP TO 5% ARE MOST PALATEABLE TO WORKERS, MANY ARE WILLING TO SACRIFICE UP TO 10%





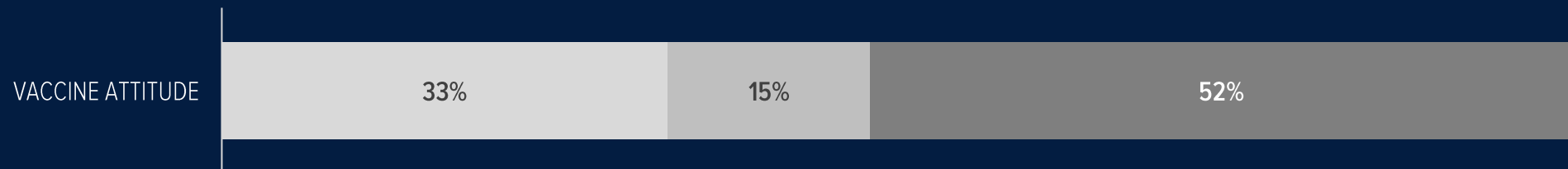


# TWO-THIRDS

OF EMPLOYED AMERICANS WHO WANT TO CONTINUE WORKING FROM HOME PERMANENTLY WOULD DO SO EVEN IF THE U.S. REACHED HERD IMMUNITY

# AMERICANS DISAGREE

WHEN IT COMES TO WHETHER COVID-19 VACCINES SHOULD BE MANDATORY,  
EITHER FROM BUSINESSES OR GOVERNMENT



- COVID -19 VACCINES SHOULD BE MANDATED
- UNSURE WHETHER THE COVID-19 SHOULD BE MANDATORY
- COVID-19 VACCINES SHOULD NOT BE MANDATORY

## OVER HALF OF EMPLOYED AMERICANS AGREE VACCINE ADOPTION WOULD BE **HIGHER...**



IF THE GOVERNMENT OFFERED MONETARY INCENTIVES  
FOR VACCINATION (56%)



IF STIMULUS CHECK DELIVERY WAS LINKED TO PROOF  
OF VACCINATION (53%)



IF TAX INCENTIVES WERE PROVIDED FOR THOSE SEEKING  
VACCINATION (52%)

# OVER HALF OF ORGANIZATIONS

WERE UNSURE WHETHER THEY WOULD REQUIRE VACCINATION BEFORE EMPLOYEES RETURNED TO WORK, BEFORE THE VACCINE WAS PUBLICLY AVAILABLE (55%)



WITH THE VACCINE NOW AVAILABLE, ONLY 35% ARE STILL UNSURE

ENTHUSIASM FOR ORGANIZATIONAL **VACCINE MANDATES** HAS DIMMED OVER TIME

**PREVIOUSLY**  
**40%**

OF ORGANIZATIONS SAID THEY  
*WOULD NOT* REQUIRE THE COVID-19  
VACCINE BEFORE RETURNING TO  
WORK

**NOW**   
**60%**

ORGANIZATIONS SAY THEY *WILL NOT*  
MANDATE VACCINATION AS A  
CONDITION OF RETURNING TO THE  
WORKPLACE

WHILE *MANDATES* HAVE GOTTEN LESS POPULAR, MORE ORGANIZATIONS INTEND TO **RECOMMEND** THEIR WORKERS GET VACCINATED

PREVIOUSLY  
40%

ORGANIZATIONS THAT *WEREN'T*  
*MANDATING* VACCINATION WERE  
PLANNING TO RECOMMEND IT

NOW  
74%



OF ORGANIZATIONS SAY THEY WILL  
RECOMMEND THEIR WORKERS GET  
THE COVID-19 VACCINE

**ONLY  
5%**

**OF ORGANIZATIONS WILL REQUIRE SOME OR ALL  
EMPLOYEES TO RECEIVE THE COVID-19 VACCINE  
BEFORE ALLOWING THEM TO RETURN TO WORK**

**63%**

**OF ORGANIZATIONS WHO ARE  
REQUIRING VACCINATION PLAN TO  
DESIGNATE A FACILITY FOR EMPLOYEES  
TO GET THEIR VACCINE**

**65%**

**OF ORGANIZATIONS WHO ARE  
REQUIRING VACCINATION WILL  
REQUIRE EMPLOYEES TO  
PROVIDE PROOF**



# 21% OF ORGANIZATIONS

ARE UNSURE WHETHER THEY WILL RECOMMEND VACCINATION, AND 5% WILL NOT

## ORGANIZATION SIZE DIFFERENCES

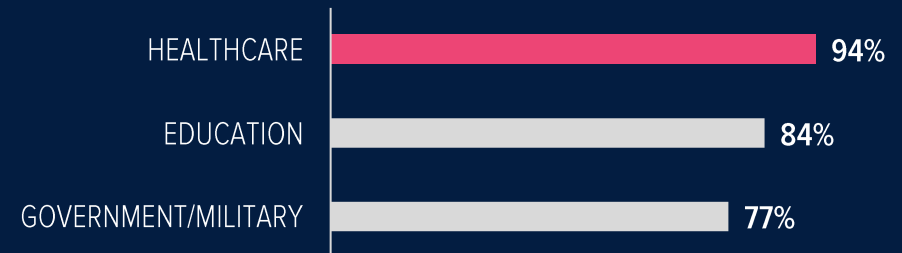
LARGE ORGANIZATIONS (500+ EMPLOYEES) ARE MOST LIKELY TO ENCOURAGE VACCINATION FOR THEIR WORKERS:

**79%**

**OF LARGE ORGS PLAN TO RECOMMEND VACCINES, VERSUS 68% OF SMALL (1-99) AND 76% OF MEDIUM ORGANIZATIONS (100-499)**

## INDUSTRY DIFFERENCES

HIGH-RISK AND GOVERNMENT-RELATED INDUSTRIES ARE MOST LIKELY TO ENCOURAGE VACCINATION:



HEALTHCARE IS ALSO THE INDUSTRY MOST LIKELY TO MANDATE VACCINATION FOR ITS WORKERS



INCENTIVES CAN BE AN EFFECTIVE WAY  
TO CONVINCЕ EMPLOYEES, **HOWEVER**

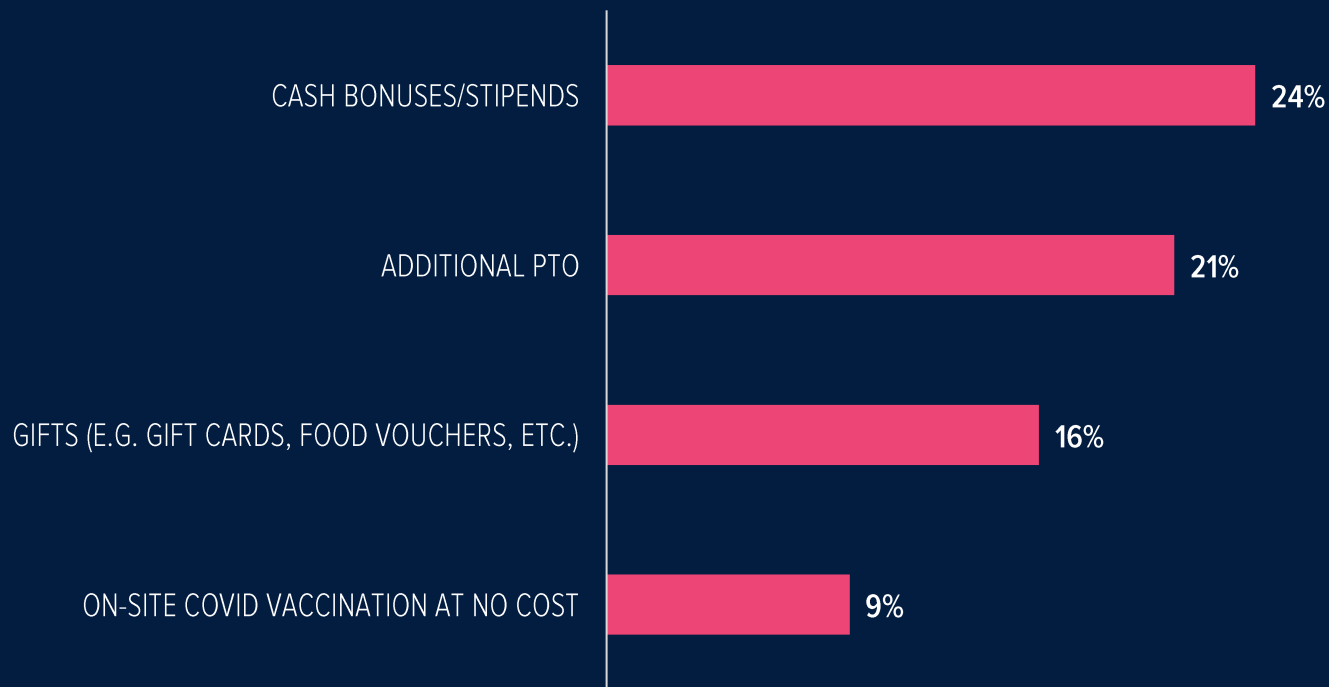
**88%**

OF ORGANIZATIONS ARE **UNSURE OR HAVE NO  
PLANS** TO OFFER ANY INCENTIVES TO  
ENCOURAGE VACCINATION AMONG EMPLOYEES

**OVER 9 IN 10**

EMPLOYED AMERICANS SAY THEIR EMPLOYER IS NOT  
PROVIDING INCENTIVES, OR DON'T KNOW WHETHER THEY  
MIGHT BE (93%)

## NEARLY ONE-QUARTER OF EMPLOYED AMERICANS WHO PROBABLY OR DEFINITELY WON'T GET VACCINATED WOULD CONSIDER DOING SO IF OFFERED CASH BONUSES OR STIPENDS



INCENTIVIZATION ISN'T ENOUGH TO CONVINCE MOST OF THE ALREADY-RETICENT:



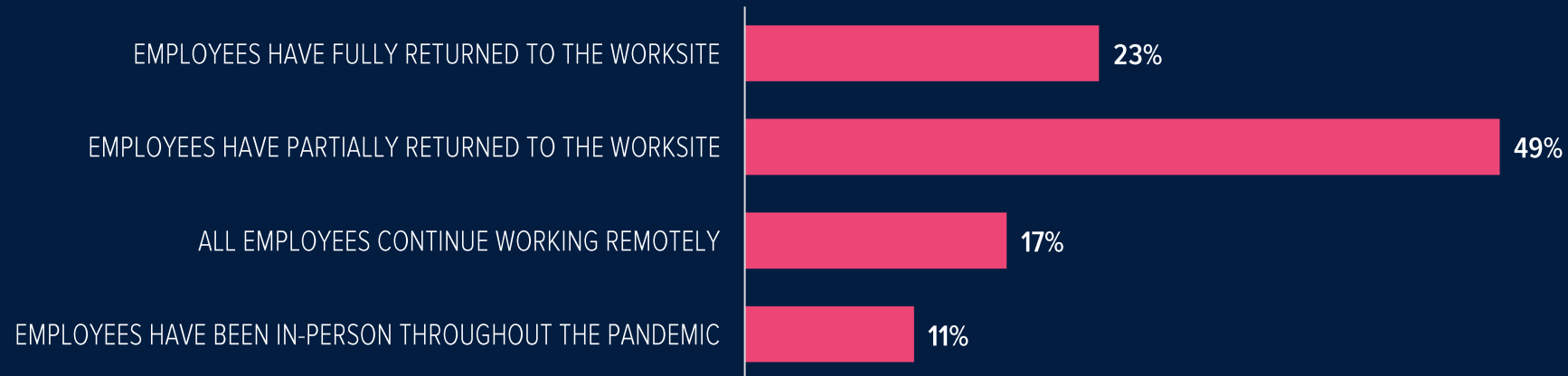
NEARLY 70% OF THOSE WHO DON'T PLAN TO GET THE VACCINE SAID **NO AMOUNT OF INCENTIVE** WOULD CONVINCE THEM

## NEARLY HALF

OF ORGANIZATIONS HAVE  
PARTIALLY RETURNED TO  
THE WORKSITE (49%)

## NEARLY 1 IN 5

REPORT THAT ALL  
EMPLOYEES WILL CONTINUE  
TO WORK REMOTELY (17%)



# 34% OF ORGANIZATIONS

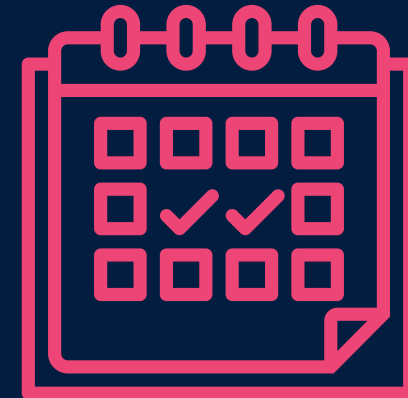
ARE STILL UNSURE WHEN THEY MIGHT BRING THEIR EMPLOYEES BACK  
ONSITE— A FURTHER 18% NEVER PLAN TO RETURN

27%

OF ORGANIZATIONS PLAN TO BRING ALL EMPLOYEES  
BACK TO THE WORKSITE WHEN THE COVID-19 VACCINE  
BECOMES MORE WIDELY AVAILABLE

5%

OF ORGANIZATIONS ALREADY HAVE A SET DATE FOR  
EMPLOYEES TO RETURN TO THE WORKSITE



# MOST EMPLOYED AMERICANS WOULD ENGAGE IN A 100-DAY MASK CHALLENGE IF THEIR EMPLOYER PROVIDED INCENTIVES:



85%

WOULD ENGAGE  
FOR A CASH  
BONUS/STIPEND

83%

WOULD ENGAGE  
FOR ADDITIONAL  
PTO

82%

WOULD ENGAGE IF  
THEIR EMPLOYER  
PROVIDED GIFTS

HR SURVEY 1: The HR survey was fielded electronically to a random sample of active SHRM members from December 14th through December 17, 2020. In total, 955 members responded to the survey. Academics, students, consultants and retired HR professionals were excluded from the survey. Respondents represented organizations of all sizes—from two to more than 25,000 employees—in a wide variety of industries across the United States. HR data is unweighted.

HR SURVEY 2: The HR survey was fielded electronically to a random sample of active SHRM members from January 28th through February 2, 2021. In total, 1515 members responded to the survey. Academics, students, consultants and retired HR professionals were excluded from the survey. Respondents represented organizations of all sizes—from two to more than 25,000 employees—in a wide variety of industries across the United States. HR data is unweighted.

EMPLOYED AMERICANS SURVEY: A sample of 1,000 Americans was surveyed using the Amerispeak Omnibus, NORC at the University of Chicago's probability-based panel designed to be representative of the U.S. household population. The survey was administered Thursday, January 28 to Monday, February 1, 2021. Of the 1,000 Americans surveyed, 540 were either working as a paid employee or laid off or furloughed since the start of the COVID-19 pandemic. For the purposes of this survey, we refer to this group as "employed Americans." All data was weighted to reflect the U.S. adult population.