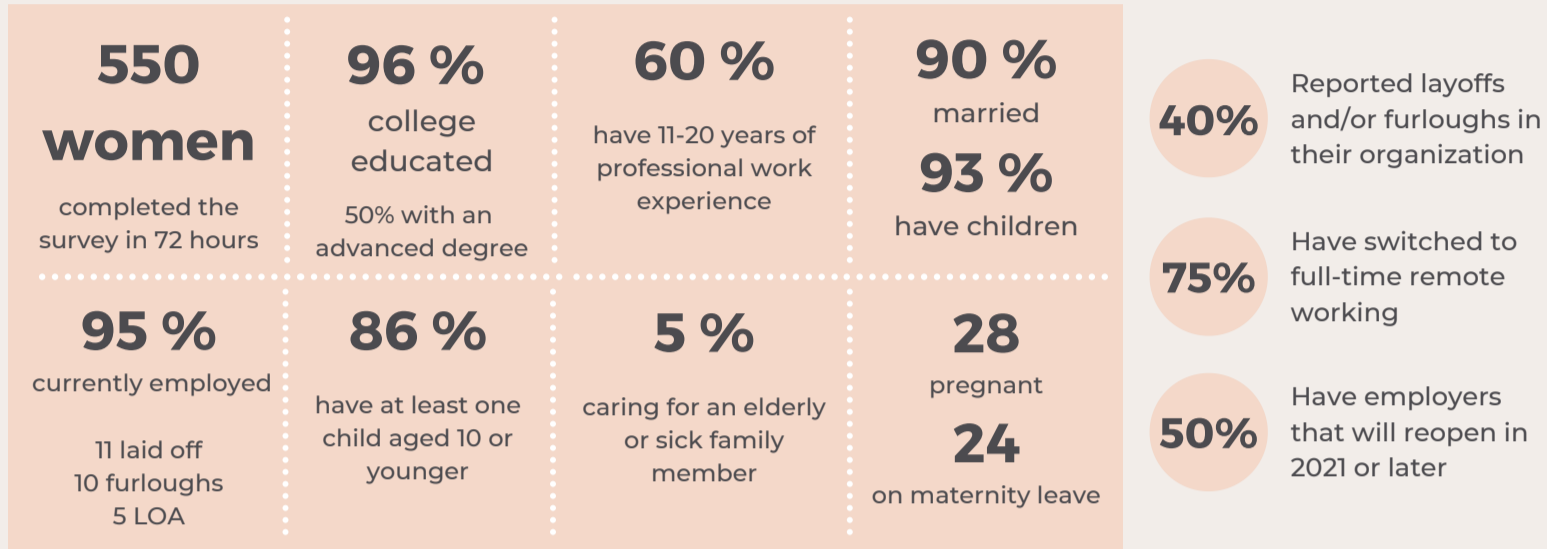


How COVID-19 is Transforming Women, the Workforce, and the Workplace

The first large-scale study on the impact of COVID-19 on working mothers

Key Participant Demographics

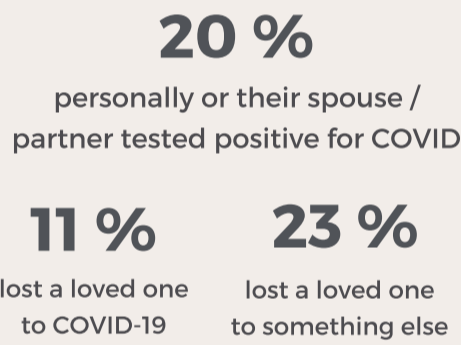


1 COVID-19 is driving uncertainty and unsustainable adjustments for working mothers and the companies that employ them

WELLNESS DIMENSIONS



COVID-19 & LOSS



TOP 10 STRESSORS

1. Childcare / school
2. Lack of "normalcy"
3. Children's wellbeing
4. Performance at work
5. Lack of social interactions
6. Personal health and wellbeing
7. Finances
8. Marriage
9. Family conflicts
10. Home office environment

2 Women are making high-impact and unprecedented decisions now, despite an uncertain future

FRESH START

25 %

are likely or very likely to leave their job by choice in the next 12 months

MANAGER RESPONSE

40 %

feel their manager missed the mark in at least one critical area

CHILDCARE

75 %

have concerns regarding childcare or school for the 2020-2021 school year

3 Employers need to reset and reconfigure people strategies; the "new normal" will soon give way to a reimagined future for women, the workforce and the workplace

WHAT WOMEN ARE SAYING:

45 %

don't have clarity on their role or responsibilities for 2020

65 %

don't know what is necessary to progress to the next level in their career

60 %

no, little, or moderate awareness about new COVID-19 company benefits

65 %

want employer to have better awareness, acknowledgement, training, and benefits