

WOMEN IN THE WORKFORCE

Polling Presentation

FEBRUARY 2024

Background



METHODOLOGY

This poll was conducted between February 20 - February 23, 2024 among a sample of 1,113 US employed adults. The interviews were conducted online and the data were weighted to approximate a target sample of US employed adults based on age, gender, race, educational attainment, and region. Results from the full survey have a margin of error of plus or minus 3 percentage points.



OBJECTIVE

- Understand the levels & causes of burnout at work experienced by different subsets of women
- Explore the gaps women perceive in employer-offered support for work-life balance, mental & physical health, and career development

Key Findings

1 in 2 employed women in the U.S. have experienced burnout at work in the past month, and among those who have, two thirds cite stress about money as a cause.

- Gen Z women and women with kids at home are more likely to report experiencing burnout compared to their counterparts.
- An increase in job responsibilities (37%) and mental health challenges (33%) are other commonly cited causes of burnout.

Employee benefits that help maintain work-life balance and support mental & physical health are seen as most important to women, but there is notable gap between the share of women who report their employer currently *offers* these benefits.

- Majorities of women see flexible work hours (86%), paid leave programs (83%), and childcare services (68%) as important employee benefits, while far fewer report that their employer offers these benefits – especially when it comes to childcare (21%).
- More than 4 in 5 employed women believe it is important for employers to offer mental health resources, yet only 2 in 5 report that their employer offers them.

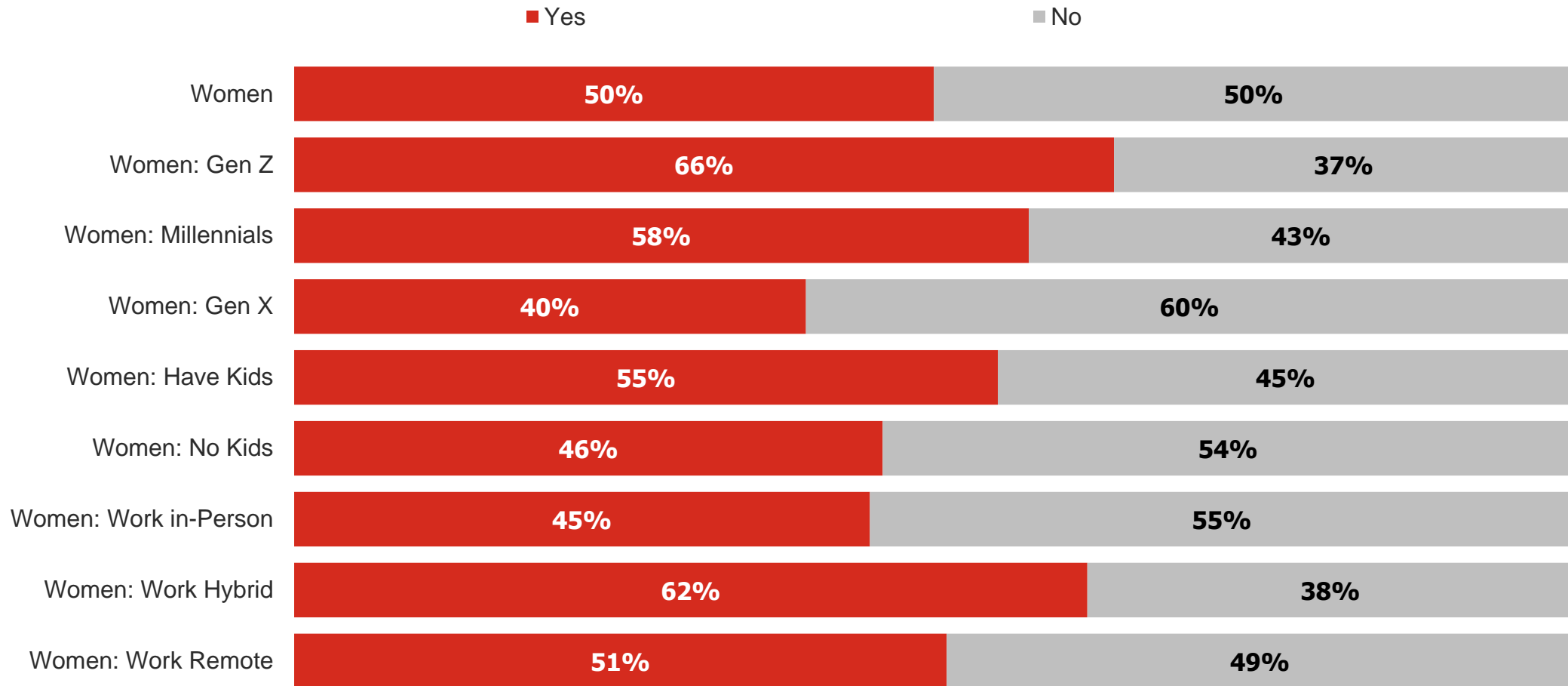
Women are less likely than men to say their employer supports changing career paths, provides multiple paths for advancement, and encourages joining STEM fields.

- Over half (54%) of men agree that their employer encourages employees of all backgrounds to join STEM fields, while just 42% of women feel the same.
- Gen X women are less likely to agree that their employer encourages employees to join STEM fields (40%) compared to younger women.

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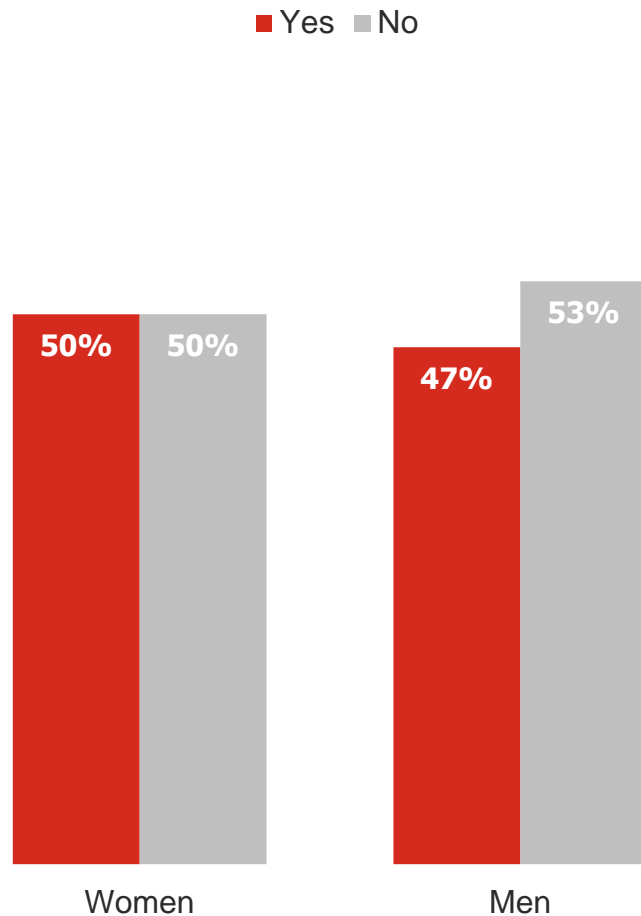
Half of US employed women overall say they have experienced burnout at work during the past month, with Gen Z women (66%) more likely to report feelings of burnout than older women. Women who work in hybrid environments (62%) and women with kids at home (55%) are more likely to have felt burnt out than their counterparts.

In the past month, have you experienced feelings of burnout at work?

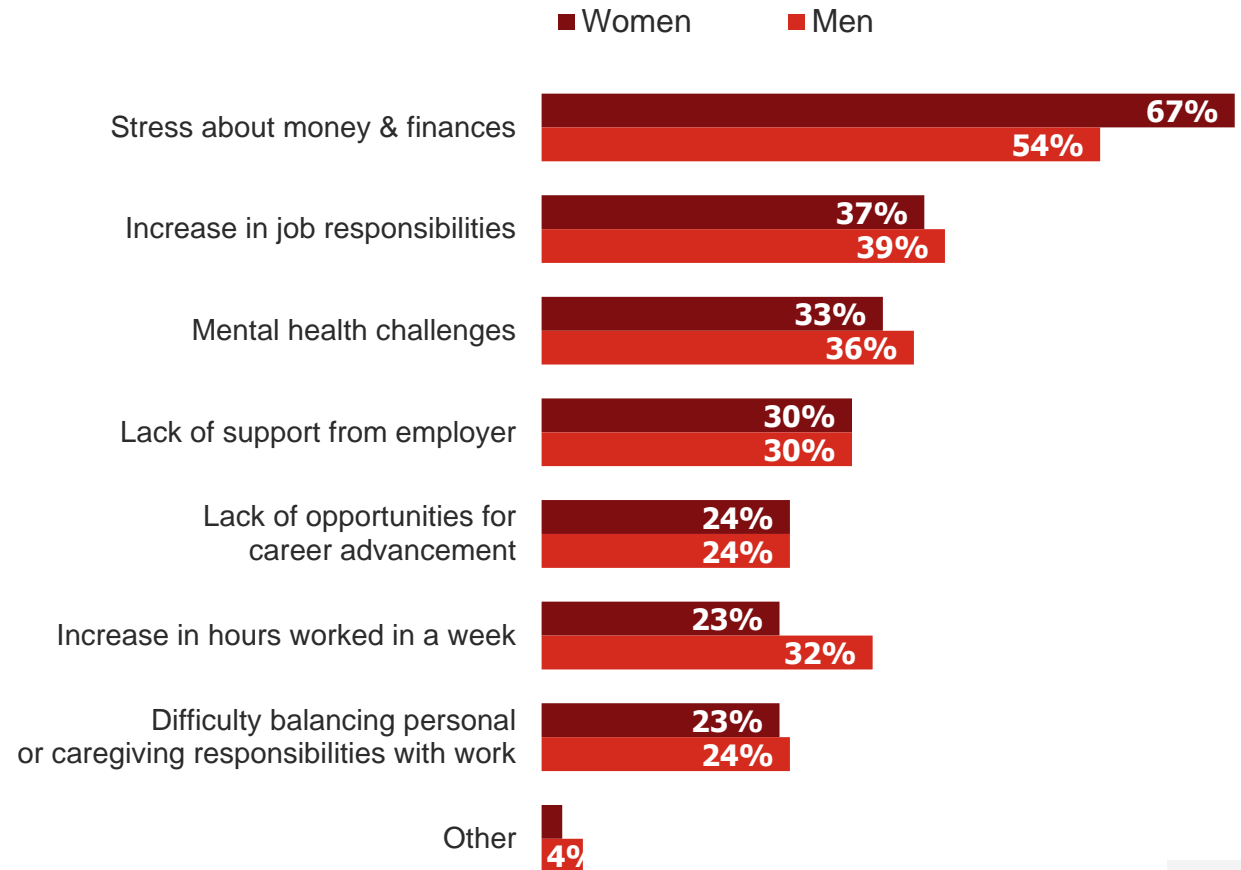


Among those who have experienced burnout at work in the past month, stress about money and finances is the most commonly cited cause, though women (67%) report this at higher levels than men (54%).

In the past month, have you experienced feelings of burnout at work?



Which of the following would you say are causes of your feelings of burnout at work? Please select all that apply.

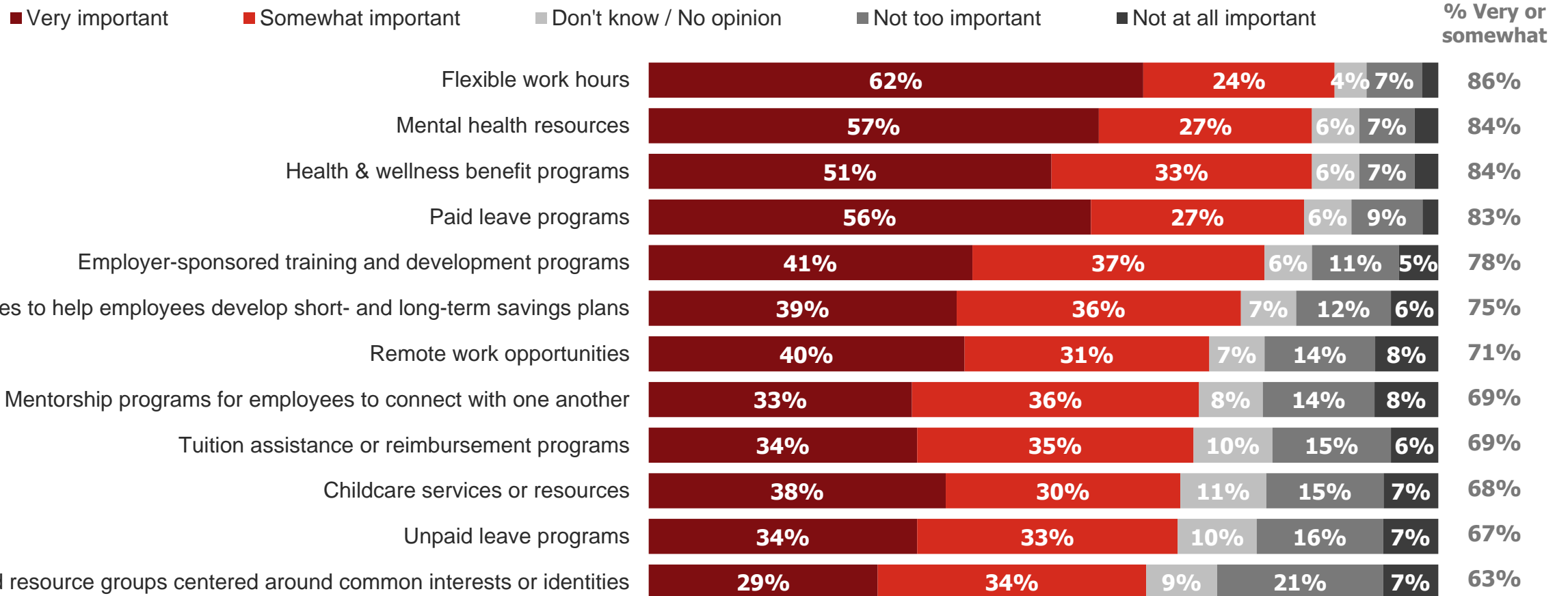


BASE: RESPONDENTS WHO REPORTED FEELING BURNOUT AT WORK IN THE PAST MONTH

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Employed women view resources that support a balance between work and personal obligations such as flexible work hours (86%) and paid leave programs (83%) as most important for employers to offer, along with health and wellness benefits (84%) and mental health resources (84%).

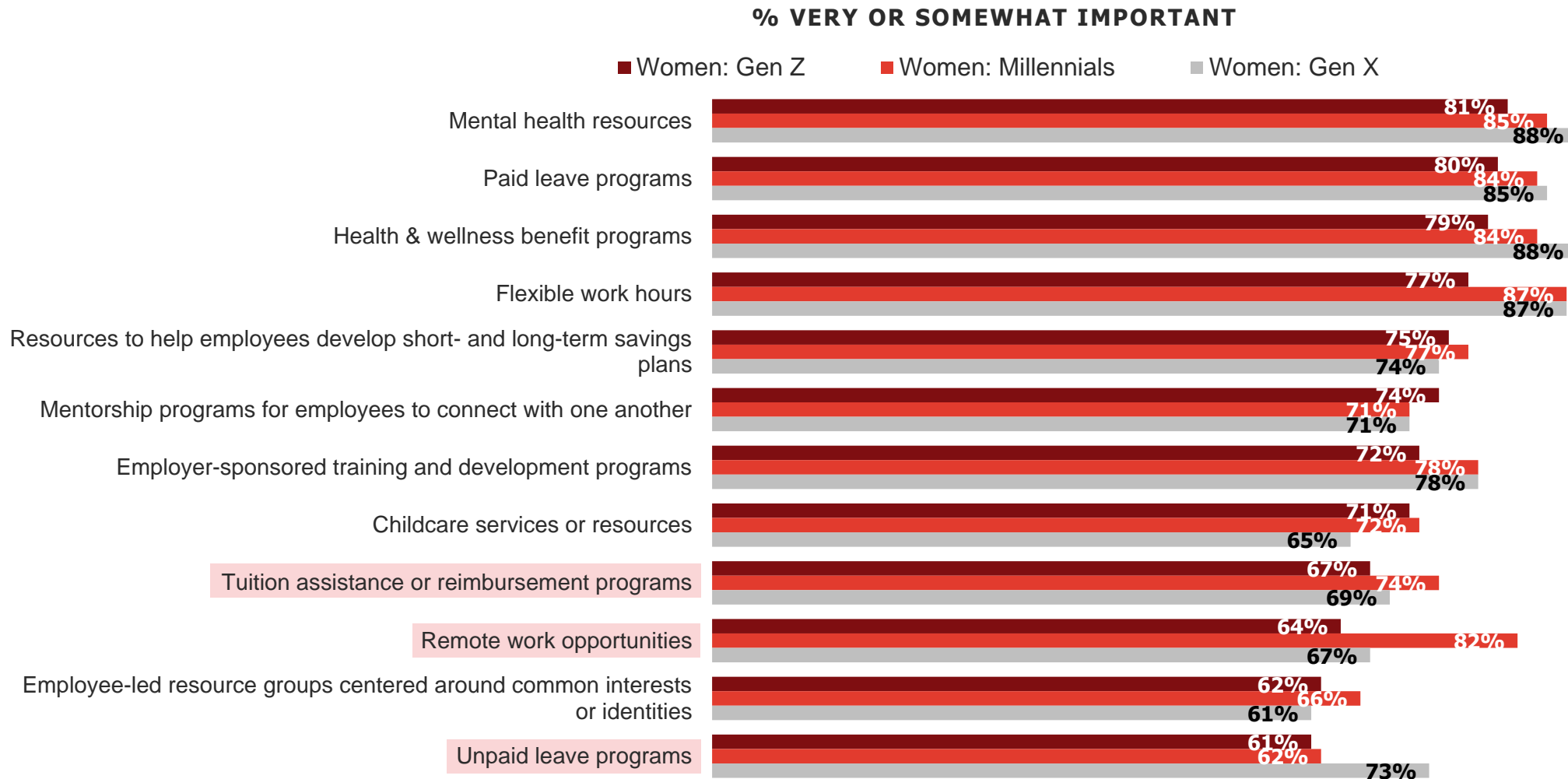
How important do you believe it is for employers to offer the following to support employees?



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Millennial women are more likely than both their Gen Z and Gen X counterparts to believe it is important for employers to offer remote work opportunities (82%) and tuition assistance (74%). Gen X women are more likely to say unpaid leave programs (73%) are an important benefit for employers to provide.

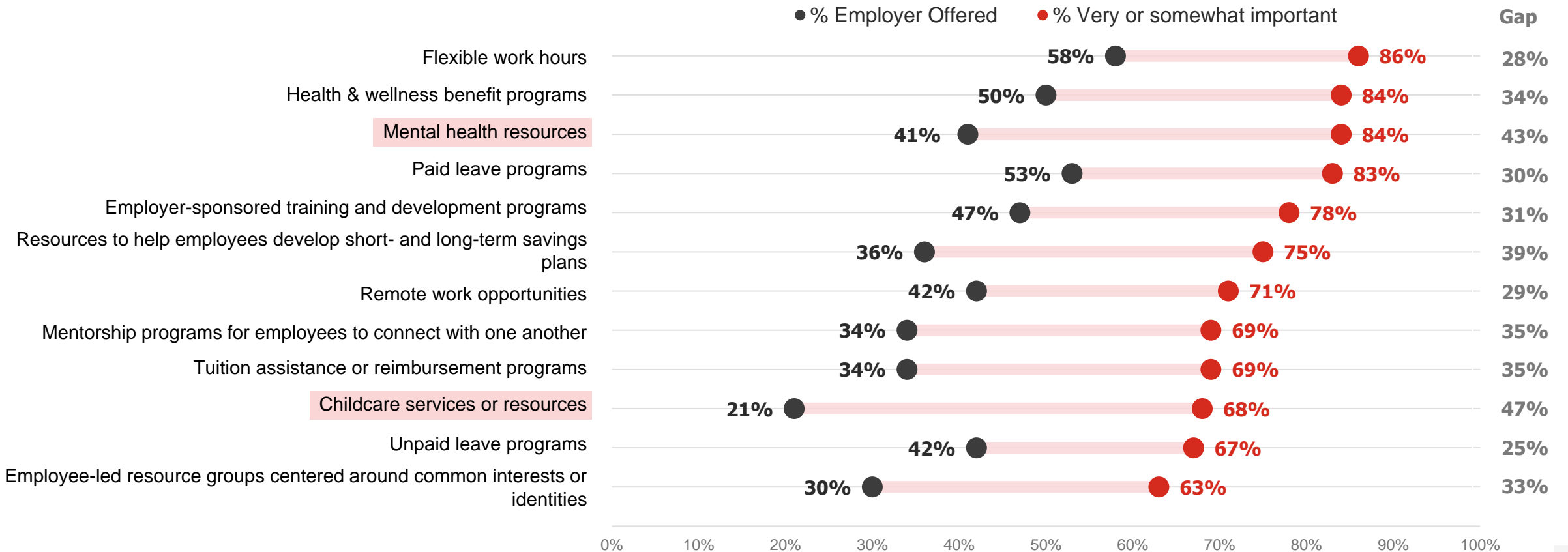
How important do you believe it is for employers to offer the following to support employees?



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The share of women who report that their employer offers these resources lags behind the share who view them as important, with the most notable gaps emerging when it comes to childcare services (47-points) and mental health resources (43-points).

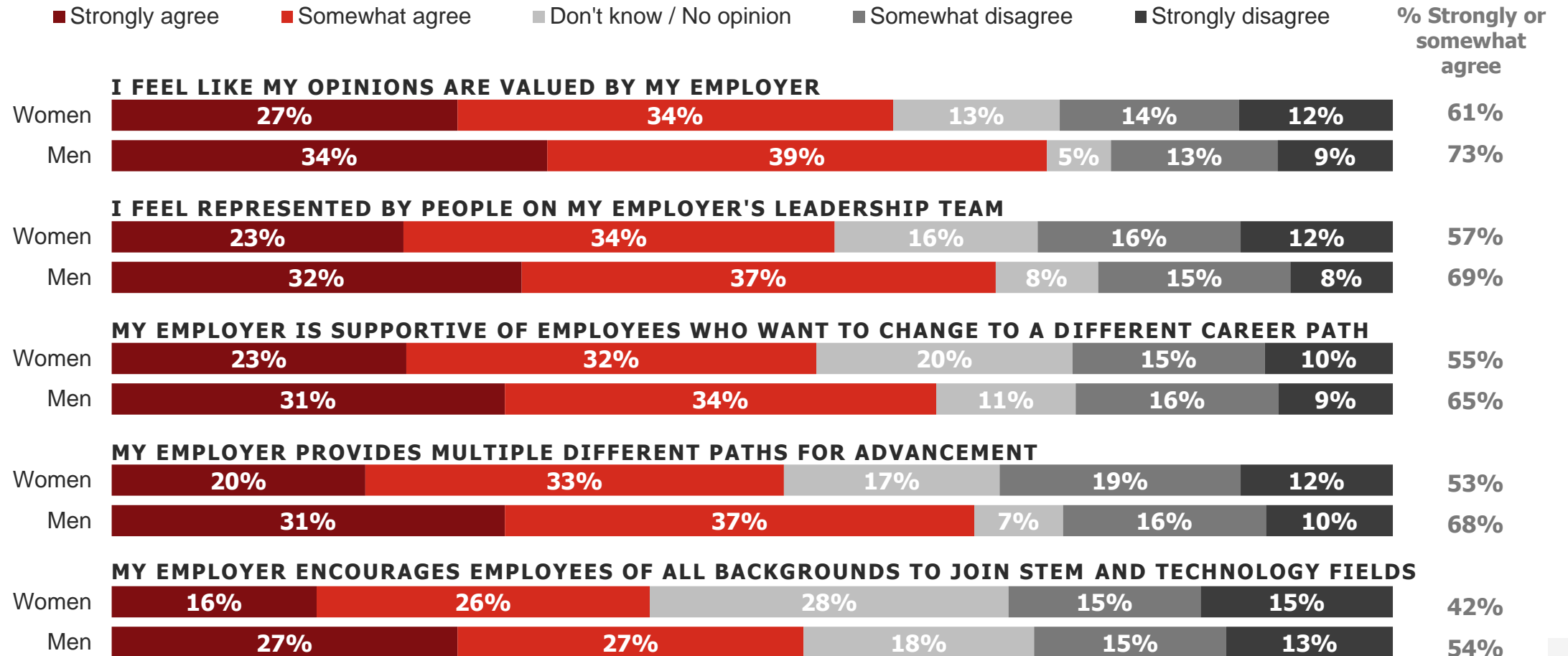
How important do you believe it is for employers to offer the following to support employees? And does your employer offer any of the following to support employees?



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While a majority of employed adults overall report that their employer provides multiple paths for advancement, women (53%) are much less likely to agree with this statement than men (68%). Women are also less likely than men to report feeling like their employer is supportive of employees who want to shift career paths.

Do you agree or disagree with the following statements?



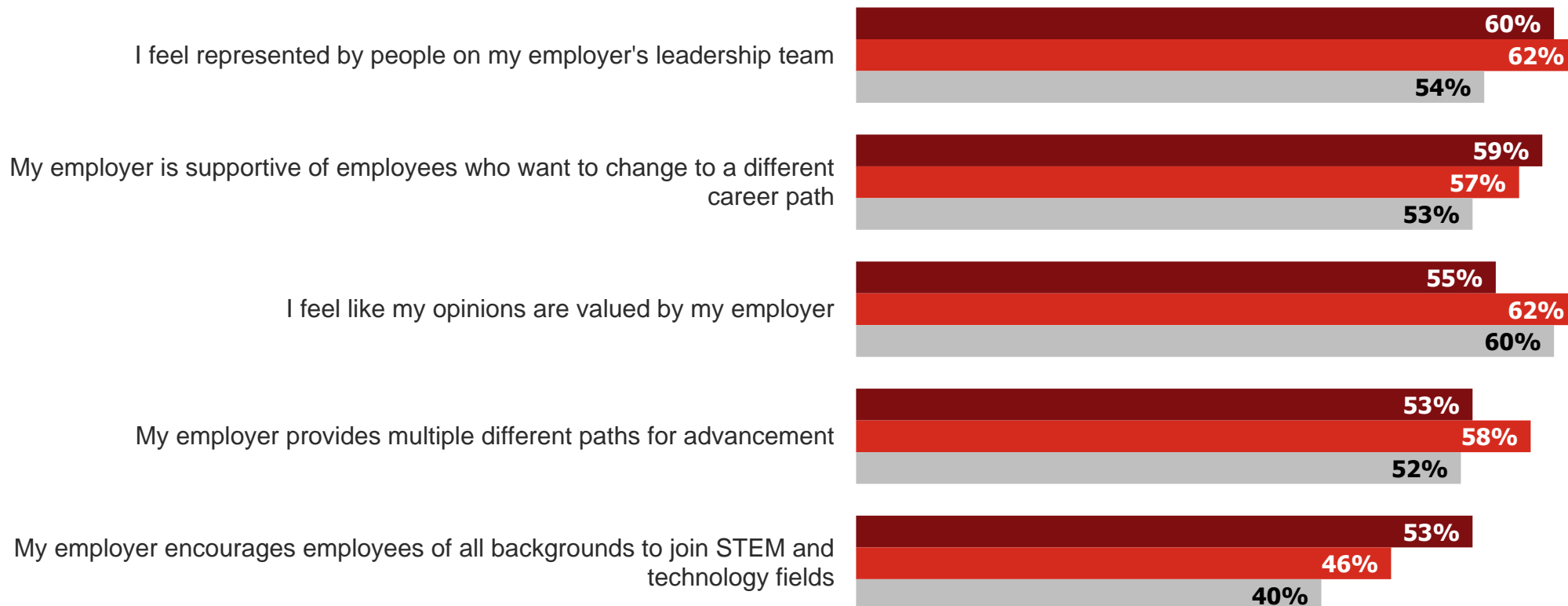
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Gen Z and Millennial women are more likely to say they feel represented by their employer’s leadership team compared to Gen X. Gen Z women are more likely than women of older generations to say their employer encourages employees of all backgrounds to join STEM fields.

Do you agree or disagree with the following statements?

% STRONGLY OR SOMEWHAT AGREE

■ Women: Gen Z ■ Women: Millennials ■ Women: Gen X



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