



## International Women’s Day Study – Key Findings

### Methodology

A sample of 536 employed Americans was surveyed using the Amerispeak Omnibus, NORC at the University of Chicago’s probability-based panel. The survey was administered Thursday, February 11 to Monday, February 15, 2021. For the purposes of this survey, we refer to “employed Americans” as those who are either working as a paid employee or have been laid off or furloughed since the start of the COVID-19 pandemic. All data was weighted to reflect the U.S. adult population.

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## What are employed Americans' experiences working with female supervisors?

**Half** of employed Americans currently have a female supervisor, and **nearly half** have had a female supervisor in the past (**46%**). **Only 12 percent** have never had a female supervisor before.

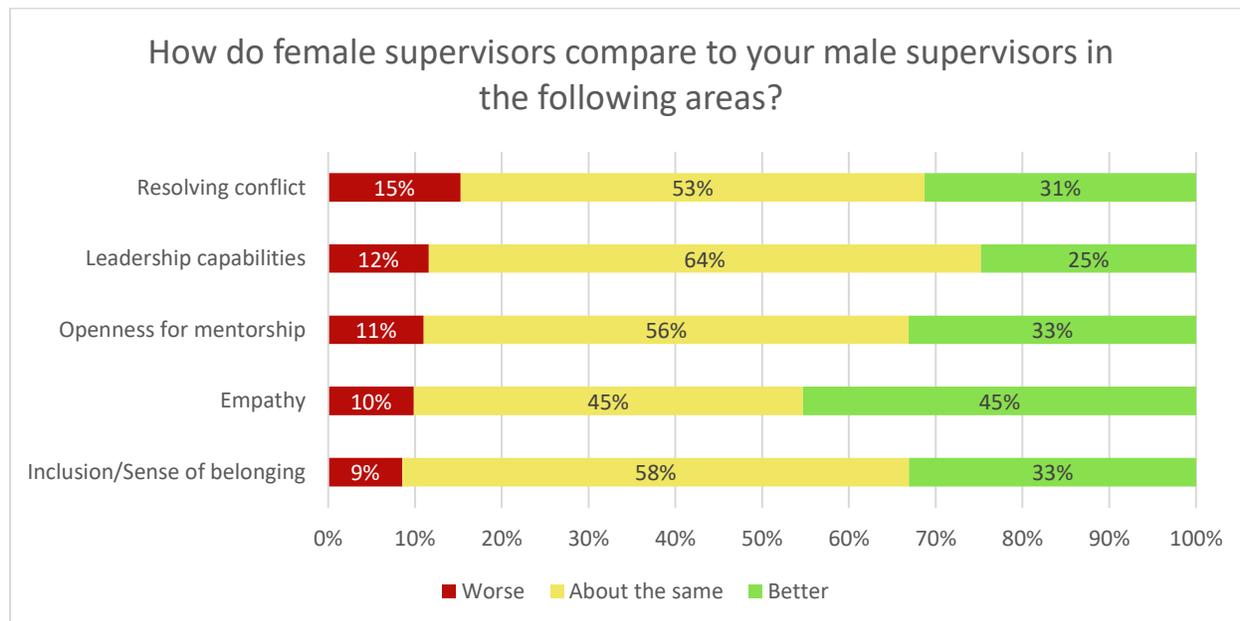
### Meaningful Differences by Gender

- **Nearly 60%** of female employed Americans currently have a female supervisor (**57%**), compared to **43%** of male respondents.
- **18%** of male employed Americans have never had a female supervisor, compared to **7%** of female respondents.

**The majority** of employed Americans who have had both male **and** female supervisors say that they compare about the same when it comes to resolving conflict, leadership capabilities, openness for mentorship, and inclusion/sense of belonging.

However, many employed Americans rank their female supervisors higher than their male supervisors in the same categories and more.

- **1/4** of employed Americans say their female supervisors have better leadership capabilities than their male supervisors.
- **Nearly 1/3** say their female supervisors are better at resolving conflict than their male supervisors (**31%**).
- **1/3** say their female supervisors are better at inclusion and openness for mentorship than their male supervisors.
- **45%** say their female supervisors are better at empathy than their male supervisors.



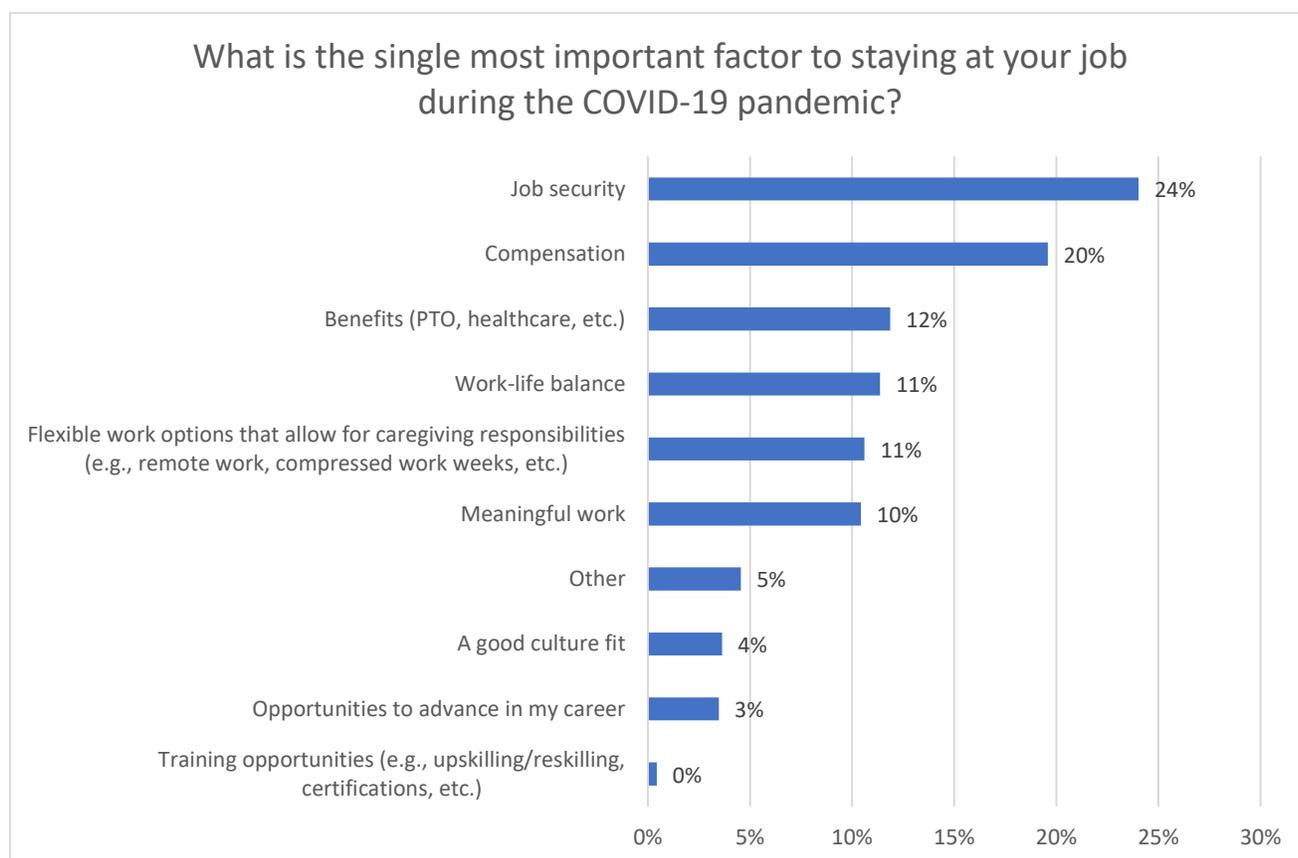
### Meaningful Differences by Gender

- Female employed Americans who have had both female and male supervisors are *much more likely* to say that their female supervisors are better at **openness for mentorship (44%)**,

**leadership capabilities (34%), and resolving conflict (38%)** than male respondents (**23%, 16%, and 25% respectively**).

## What is the single most important factor for employed Americans to stay at their job during COVID-19?

The single most important factor for employed Americans to stay at their job during the pandemic is **job security (24%)**, followed by **compensation (20%)**.

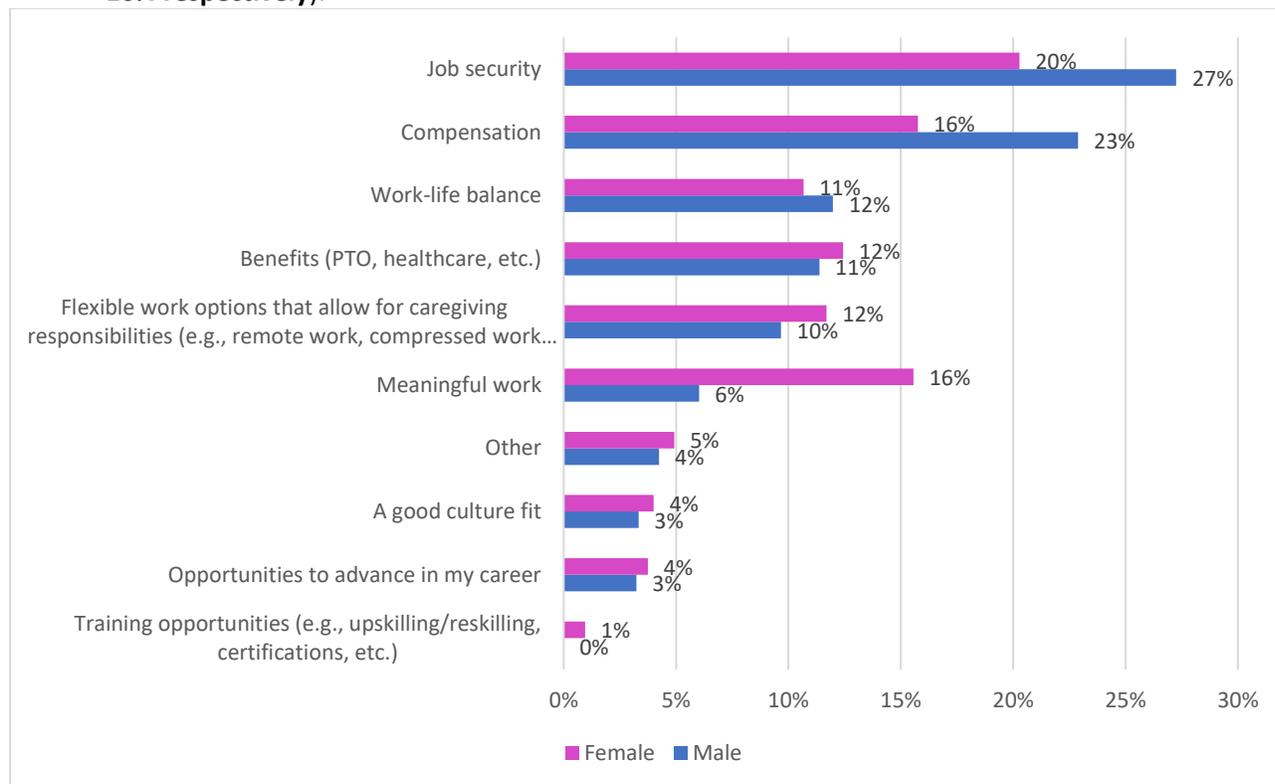


### Meaningful Differences by Gender

While job security is the single most important factor for both male and female employed Americans, there are differences in what some male and female respondents say is the most important consideration to staying at their jobs.

- **16%** of female respondents say that **meaningful work** is the single most important factor, compared to **6%** of male respondents.

- Male respondents are **7% more likely** to say that **job security (27%)** and **compensation (23%)** are the single most important factors to staying at their job than female respondents (**20%** and **16% respectively**).



## How are employed Americans, particularly women, navigating caregiving responsibilities during COVID-19?

**Nearly 60%** of employed Americans are the primary caregiver for a child, family member, or loved one (**57%**).

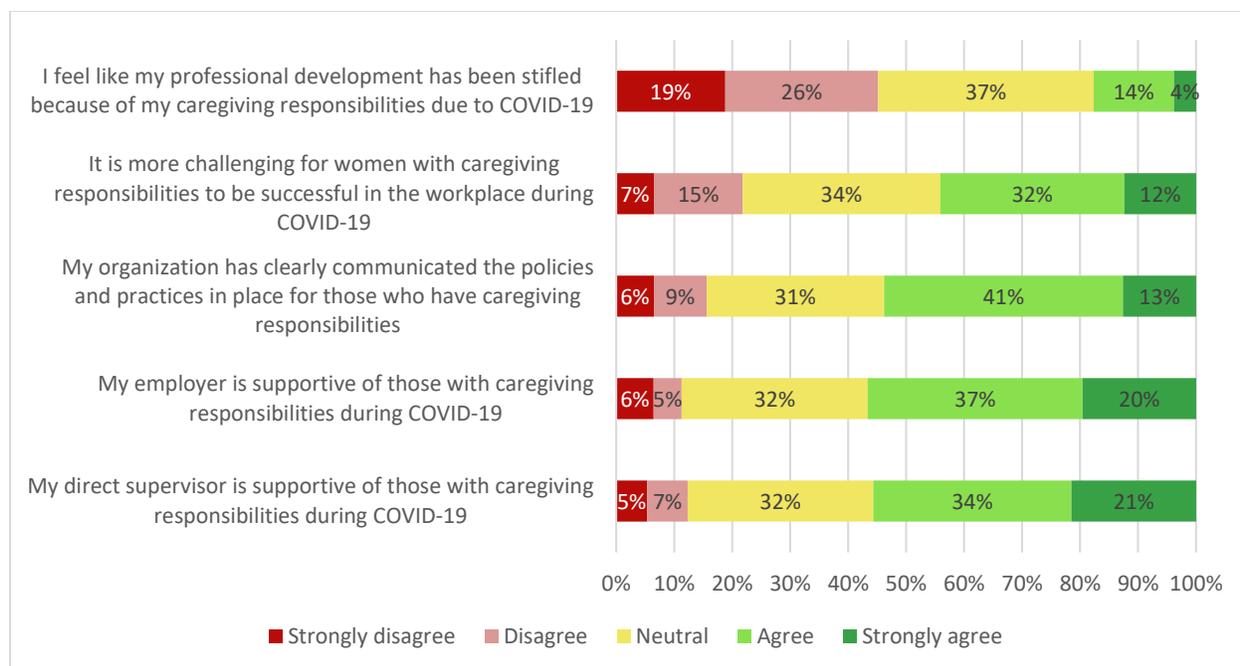
**Over 1 in 5** employed Americans personally knows a woman who has voluntarily left the workforce during COVID-19 due to caregiving responsibilities (22%).

**More than half** of employed Americans agree that both their employer (**57%**) and their direct supervisor (**56%**) are supportive of those with caregiving responsibilities during COVID-19.

- However, **44%** of employed Americans agree that it is more challenging for women with caregiving responsibilities to be successful in the workplace due to COVID-19.

Of employed Americans with caregiving responsibilities:

- 54%** agree that their organization has clearly communicated the policies and practices in place for those who have caregiving responsibilities during COVID-19.
- Nearly 20%** agree that they feel like their professional development has been stifled because of their caregiving responsibilities due to COVID-19 (**18%**), **45%** disagree.



### Meaningful Differences by Gender

- **Nearly 1/3** of female employed Americans personally know a woman who has voluntarily left the workforce during COVID due to caregiving responsibilities (**31%**), compared to **14%** of male respondents.
- Female employed Americans are **16% more likely** to agree that it is more challenging for women with caregiving responsibilities to be successful in the workplace (**53%**) than male respondents (**37%**).

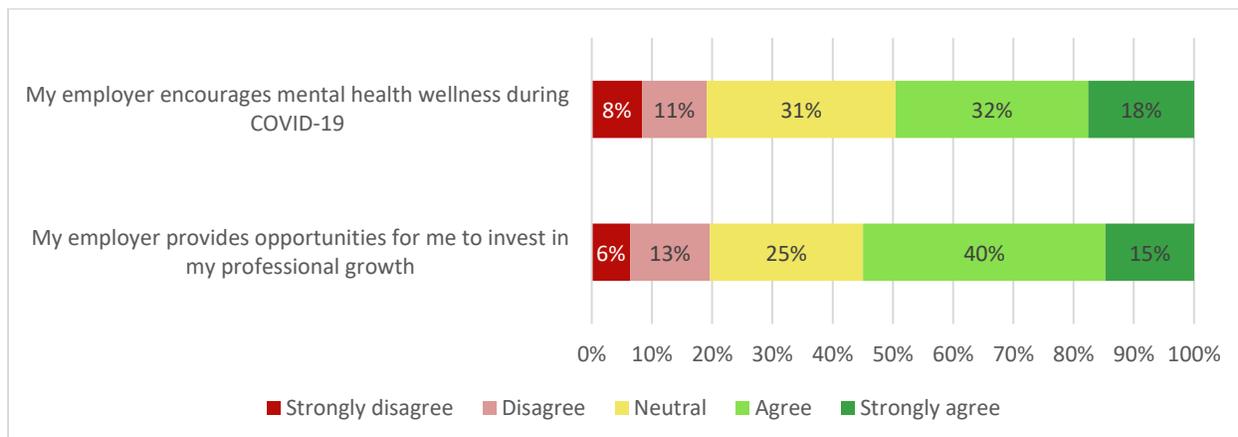
### Meaningful Differences by Gender AND Caregiving

- Female respondents are more likely to say that they feel their professional development has been stifled because of caregiving responsibilities due to COVID (**27%**) than male respondents (**10%**).
- **60%** of male respondents say their organization has clearly communicated the policies and practices in place for those who have caregiving responsibilities, compared to **47%** of female respondents.
- **Over half** of female employed Americans *with caregiving responsibilities* agree that it is more challenging for women with caregiving responsibilities to be successful in the workplace during COVID (**51%**), compared to **28%** of male respondents.

## Do employed Americans feel that their employer supports their mental health and professional development?

**Half** of employed Americans agree that their employer encourages mental health wellness during COVID-19, but **nearly 20%** disagree (**19%**).

**55%** of employed Americans agree that their employer provides opportunities for them to invest in their professional growth, but **20%** disagree.



#### ***Meaningful Differences by Gender***

- **44%** of female employed Americans agree that their employer encourages mental health wellness during COVID, compared to **55%** of male respondents.

#### ***Meaningful Differences by Gender AND Caregiving***

- **39%** of female employed Americans *with caregiving responsibilities* agree that their employer encourages mental health wellness during COVID, compared to **53%** of male respondents.