

Workplace COVID-19 Policies

Fielded July 2021

Every month, IBM Watson Health® conducts a health poll that surveys approximately 3,000 Americans to gauge attitudes and opinions on a wide range of healthcare issues.

This health poll is powered by the IBM Watson Health PULSE® Healthcare Survey, an independently funded, multi-modal (cell phone, internet) survey that collects information from approximately 60,000 U.S. households annually.

The results depicted in this report represent responses from 3,025 survey participants interviewed from July 1–14, 2021, with a margin of error of +/- 1.8%.

Executive summary

This health poll asked Americans about their opinions about workplace COVID-19 policies.

Of all respondents who indicated they were employed either part-time or full-time (57%):

40%

said they Never work from home or a remote setting, 30% said they Sometimes do and 27% said they Always do.

39%

said they Definitely feel safe to go back to the workplace, based on policies and procedures their employer has in place to address COVID-19. The highest rate (48%) is for respondents with \$100K+ income and is statistically significant. 10% said Probably Not or Definitely Not when asked if they feel safe to go back to the workplace.

62%

said they Approve or Strongly Approve of workplace policies that require employees to be vaccinated against COVID-19 to lessen workplace restrictions. 21% said they Disapprove or Strongly Disapprove, and 16% said they are Neutral.

32%

said they have Definitely noticed symptoms that might indicate depression among children in the household due to social distancing, compared with 24% who said the same in June¹. 27% said they have Maybe noticed symptoms, while 21% said Definitely Not.

60%

said they Approve or Strongly Approve of workplace policies that ask employees to disclose their COVID-19 vaccination status to lessen workplace restrictions. 21% said they Disapprove or Strongly Disapprove and 19% said they are Neutral.

Source:

1. Results from PULSE Health Poll conducted in June 2021. Read more here: <https://www.ibm.com/watson-health/learn/pulse-health-polls>

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Note: Bolded figures are statistically significant.

Note: Questions 2, 3, 4 and 5 were only asked if respondent answered “Yes” to Question 1. Care should be taken when interpreting all questions due to small sample sizes.

Question 1: Are you currently employed either part-time or full-time?

Age group (in years)	Yes	No
<35	71.40%	27.20%
35 - 64	66.20%	33.20%
65+	19.00%	81.00%
Total	57.10%	42.20%

Education level

HS or Less	47.80%	50.90%
Some College/Associate	49.10%	50.50%
College+	66.90%	32.60%
Total	57.10%	42.20%

Generation

Silent Generation	9.10%	90.90%
Baby Boomers	24.10%	75.70%
Generation X	68.60%	30.80%
Millennials	72.30%	26.50%
Total	57.10%	42.20%

Annual income

<\$25k	36.80%	61.30%
\$25k - \$49.9k	52.70%	46.30%
\$50k - \$99.9k	63.10%	36.80%
\$100k+	77.00%	23.00%
Total	57.10%	42.20%

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Question 2: What is your current work setting?

Age group (in years)	Always working from home or remote	Sometimes working from home or remote and sometimes going to my place of work	Never working from home or remote	Another arrangement
<35	28.30%	32.00%	36.90%	2.30%
35 - 64	26.20%	30.60%	40.70%	2.20%
65+	28.20%	20.20%	49.40%	2.20%
Total	27.10%	30.30%	40.00%	2.20%

Education level

HS or Less	23.00%	16.30%	56.70%	3.40%
Some College/Associate	24.80%	22.10%	49.00%	3.60%
College+	29.70%	39.10%	29.80%	1.20%
Total	27.10%	30.30%	40.00%	2.20%

Generation

Silent Generation	26.60%	23.60%	49.70%	0.00%
Baby Boomers	25.60%	23.50%	48.30%	2.60%
Generation X	24.90%	31.00%	41.70%	2.10%
Millennials	29.60%	31.30%	36.40%	2.30%
Total	27.10%	30.30%	40.00%	2.20%

Annual income

<\$25k	28.70%	20.20%	49.00%	1.60%
\$25k - \$49.9k	22.60%	22.10%	50.30%	4.60%
\$50k - \$99.9k	25.10%	33.50%	39.20%	2.00%
\$100k+	32.90%	38.70%	27.50%	0.60%
Total	27.10%	30.30%	40.00%	2.20%

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Question 3: Most U.S. employers believe immunization of the workforce against COVID-19 is necessary to lessen current pandemic restrictions. Some employers are now requiring employees to be vaccinated to lessen workplace restrictions such as working from home or social distancing at work. How do you feel about such a requirement?

Age group (in years)	Strongly approve	Approve	Neutral	Disapprove	Strongly disapprove
<35	32.20%	28.80%	17.70%	8.80%	11.90%
35 - 64	36.80%	25.40%	14.90%	7.10%	15.10%
65+	35.90%	33.30%	13.70%	9.00%	7.50%
Total	35.10%	27.20%	15.80%	7.90%	13.40%

Education level

HS or Less	25.60%	24.50%	19.10%	8.40%	21.30%
Some College/Associate	27.10%	22.00%	20.40%	10.60%	18.50%
College+	42.20%	30.50%	12.60%	6.40%	8.20%
Total	35.10%	27.20%	15.80%	7.90%	13.40%

Generation

Silent Generation	17.70%	32.00%	0.00%	50.30%	0.00%
Baby Boomers	34.20%	31.10%	14.20%	6.40%	13.50%
Generation X	38.50%	25.50%	14.10%	7.30%	13.60%
Millennials	32.20%	27.90%	17.90%	8.30%	13.20%
Total	35.10%	27.20%	15.80%	7.90%	13.40%

Annual income

<\$25k	30.40%	31.00%	20.20%	6.70%	9.80%
\$25k - \$49.9k	27.30%	28.20%	16.30%	11.00%	16.90%
\$50k - \$99.9k	34.00%	25.50%	16.90%	8.70%	14.20%
\$100k+	45.90%	27.40%	12.10%	4.50%	9.80%
Total	35.10%	27.20%	15.80%	7.90%	13.40%

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Question 4: In an effort to lessen current COVID-19 pandemic restrictions some employers may ask employees to disclose their vaccination status either to their employer or other employees in order to lessen workplace restrictions such as working from home or requiring masks at work. How do you feel about such a policy?

Age group (in years)	Strongly approve	Approve	Neutral	Disapprove	Strongly disapprove
<35	28.60%	29.00%	22.00%	8.50%	11.30%
35 - 64	33.60%	26.10%	16.80%	7.70%	15.00%
65+	33.30%	35.70%	19.00%	3.80%	7.50%
Total	31.80%	27.90%	18.80%	7.70%	13.10%

Education level

HS or Less	23.40%	23.60%	25.40%	7.80%	18.30%
Some College/Associate	24.60%	21.70%	22.50%	11.30%	18.80%
College+	38.10%	32.20%	14.80%	6.00%	8.60%
Total	31.80%	27.90%	18.80%	7.70%	13.10%

Generation

Silent Generation	0.00%	17.70%	82.30%	0.00%	0.00%
Baby Boomers	32.60%	33.30%	14.60%	5.10%	13.80%
Generation X	35.30%	26.70%	15.60%	8.00%	13.40%
Millennials	28.60%	27.70%	22.40%	8.00%	12.70%
Total	31.80%	27.90%	18.80%	7.70%	13.10%

Annual income

<\$25k	26.80%	28.30%	26.50%	9.30%	8.20%
\$25k - \$49.9k	25.20%	24.20%	25.30%	7.20%	17.70%
\$50k - \$99.9k	30.80%	29.00%	15.80%	9.90%	13.30%
\$100k+	41.30%	30.40%	13.10%	5.50%	9.40%
Total	31.80%	27.90%	18.80%	7.70%	13.10%

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Question 5: Based on the policies and procedures your employer has in place to address the COVID-19 pandemic, do you currently feel it is safe to go to your place of work in-person and with other employees present?

Age group (in years)	Definitely	Probably	Neutral	Probably not
<35	31.60%	31.90%	17.80%	7.10%
35 - 64	43.10%	28.40%	13.10%	7.00%
65+	47.20%	27.60%	11.30%	5.90%
Total	39.30%	29.60%	14.60%	7.00%

Education level

HS or Less	35.00%	22.80%	20.70%	3.80%
Some College/Associate	38.80%	26.10%	16.40%	8.60%
College+	41.00%	33.70%	11.60%	7.40%
Total	39.30%	29.60%	14.60%	7.00%

Generation

Silent Generation	44.30%	17.70%	38.00%	0.00%
Baby Boomers	46.60%	31.60%	7.60%	5.70%
Generation X	44.60%	27.80%	12.80%	6.70%
Millennials	32.50%	30.80%	17.80%	7.60%
Total	39.30%	29.60%	14.60%	7.00%

Annual income

<\$25k	27.90%	29.00%	21.80%	8.60%
\$25k - \$49.9k	35.90%	27.00%	17.00%	7.80%
\$50k - \$99.9k	37.90%	32.20%	14.20%	6.60%
\$100k+	47.80%	29.60%	10.60%	6.20%
Total	39.30%	29.60%	14.60%	7.00%

Note: Question 5 results continued on Page 8.

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Question 5: Based on the policies and procedures your employer has in place to address the COVID-19 pandemic, do you currently feel it is safe to go to your place of work in-person and with other employees present?

Age group (in years)	Definitely not	Entirely remote	Does not have policies/procedures
<35	3.60%	2.20%	4.90%
35 - 64	2.70%	1.70%	2.90%
65+	0.00%	0.70%	7.30%
Total	2.80%	1.80%	3.90%

Education level

HS or Less	3.90%	4.80%	6.30%
Some College/Associate	2.70%	2.20%	4.10%
College+	2.40%	0.60%	3.00%
Total	2.80%	1.80%	3.90%

Generation

Silent Generation	0.00%	0.00%	0.00%
Baby Boomers	1.60%	0.50%	6.50%
Generation X	2.00%	2.00%	2.90%
Millennials	3.80%	2.10%	4.30%
Total	2.80%	1.80%	3.90%

Annual income

<\$25k	3.50%	3.10%	3.80%
\$25k - \$49.9k	3.50%	2.80%	5.00%
\$50k - \$99.9k	2.30%	2.20%	3.80%
\$100k+	2.30%	0.20%	3.10%
Total	2.80%	1.80%	3.90%

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Question 6: In the last 12 months, have you noticed any symptoms (e.g., feeling sad, tired with lack of energy, appetite changes, sleep issues, problems at school) that might be indicative of depression among any of the children in the household due to social distancing measures related to the COVID-19 pandemic?

Age group (in years)	Definitely	Maybe	Don't think so	Definitely not
<35	31.50%	27.90%	17.50%	22.60%
35 - 64	32.90%	26.30%	21.40%	18.80%
65+	15.50%	23.40%	18.10%	34.30%
Total	31.80%	26.80%	19.90%	20.70%

Education level

HS or Less	27.90%	23.30%	19.50%	26.90%
Some College/Associate	29.30%	20.90%	25.40%	24.20%
College+	34.40%	30.60%	17.60%	16.90%
Total	31.80%	26.80%	19.90%	20.70%

Generation

Silent Generation	0.00%	0.00%	0.00%	0.00%
Baby Boomers	16.80%	19.30%	20.70%	35.50%
Generation X	32.20%	27.60%	22.20%	17.30%
Millennials	32.90%	26.80%	17.80%	22.20%
Total	31.80%	26.80%	19.90%	20.70%

Annual income

<\$25k	35.30%	23.30%	24.90%	14.60%
\$25k - \$49.9k	28.00%	22.70%	18.90%	28.60%
\$50k - \$99.9k	26.90%	29.40%	20.70%	22.80%
\$100k+	38.20%	29.60%	16.30%	15.90%
Total	31.80%	26.80%	19.90%	20.70%

Learn More

Explore other PULSE Health Polls here:
<https://www.ibm.com/watson-health/learn/pulse-health-polls>

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