

THE IMPACT OF LEAVE ON EMPLOYERS AND EMPLOYEES

Prudential and Aflac collaborated to present findings from two individual studies related to Workers Left Behind. The purpose of the studies was to better understand how workers are impacted when left to cover for a coworker on leave and how employers are supporting them.



Employers are offering paid leave to achieve employee satisfaction.

What employers noticed:



Areas to improve...

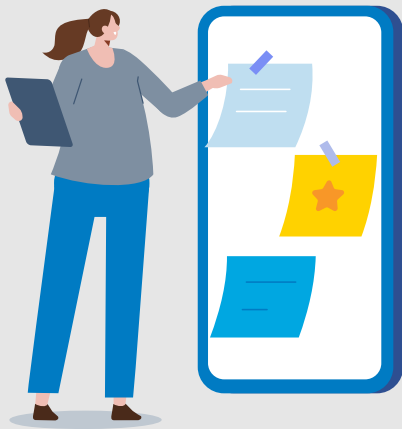


Employers report taking action to mitigate the impact of employee leaves, but workers may not be aware of these efforts.

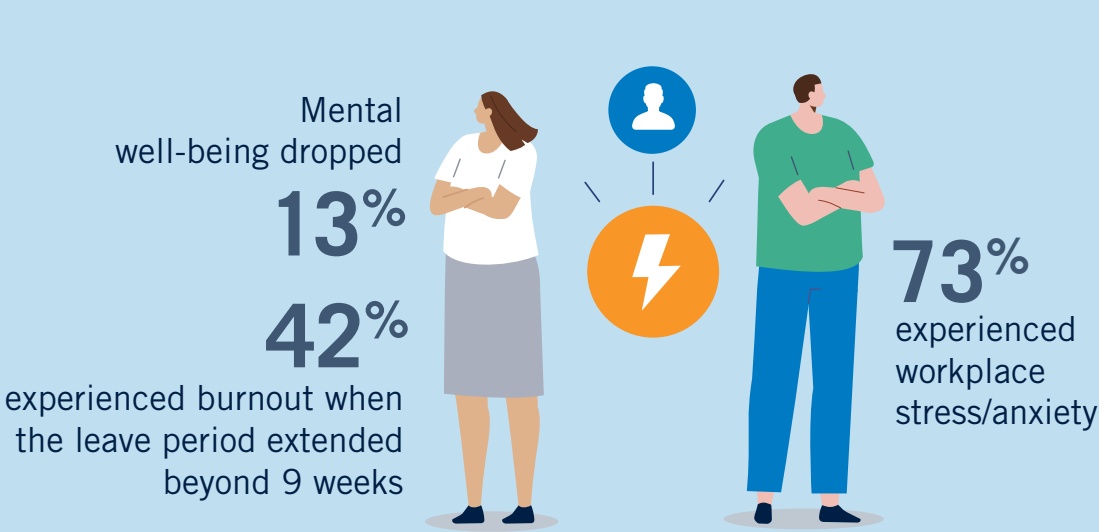


Specific disconnects between what employers say they provide and what employees say they are offered:

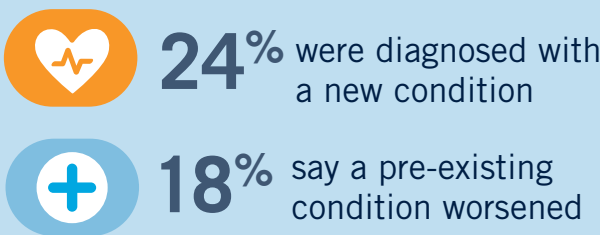
	Employers	Employees	Gap
Additional training	31%	15%	2.1x
Increased remote work	31%	23%	1.3x
Additional compensation	27%	10%	2.7x



Employees report significant changes to their mental and physical health, when covering for a coworker on leave.



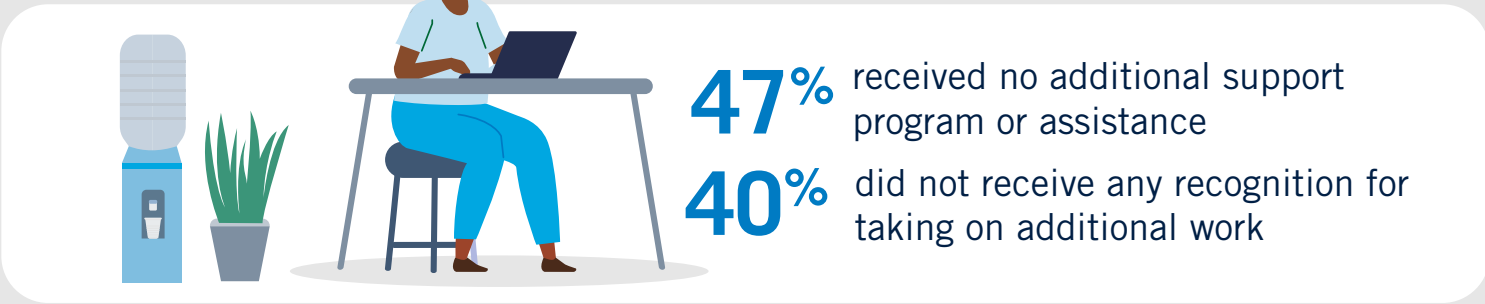
While covering for a peer...



Of those with a worsening pre-existing condition



Employers can do more to support and recognize employees who are covering for a coworker on leave.



The work related to Workers Left Behind examines how employers and employees are impacted by leave programs. Conducted by Kantar Profile Divisions on behalf of Aflac Incorporated, the employee survey took place between January 23, 2024, and February 2, 2024, and captured 1,001 responses from employees across the U.S. in various industries. Conducted by Zeldis Research on behalf of Prudential, the employer research was conducted via online surveys in January/February 2024 and captured 756 responses from benefits decision-makers in organizations with at least 100 employees.

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