2021 Global pandemic survey

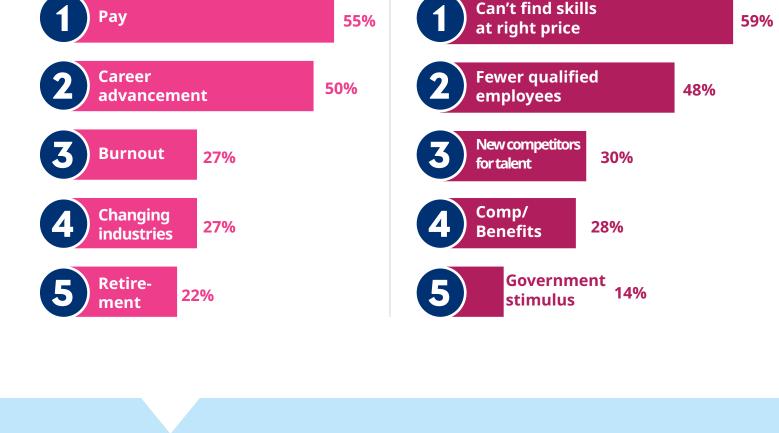
# a focus on the labour market

the world of work. Mercer's latest Global pandemic survey on labour market challenges and returning to the worksites examines 103 Canadian employers perspectives on attraction and retention, and the actions they are taking to compete for talent.

As we adapt to the changing workplace, employee expectations are reshaping

### retention challenges - according to employers? **Attraction challenges** Voluntary turnover

What's driving the attraction and



#### mid-career professionals and managers **Employers experiencing Employers experiencing** higher levels of attrition for moderate to significant difficulty recruiting this segment

pressure - especially with their

**Employers are feeling the** 

Mid-Career Senior Mgmt/ **Executives** Prof/Mgr

Entry level professionals

Hourly factory

Hourly office

workers

workers

Hourly front-line

Strategic actions

Investing in DE&I

Nothing

To address retention

Enhancing workplace flexibility

Wellbeing and mental health

being taken

workers

Mid-Career Senior Mgmt/ **Executives** Prof/Mgr

Entry level professionals

Hourly front-line workers

Hourly office workers

Hourly factory

workers

68% 60%

50%

46%

Enhancements to

**Total Rewards Packages** 

51%



Paying higher than

market rate

How are employers responding?



## no coincidence, more companies capitalizing on it. 73% are expanding **Transitioning** flexible working

- 34% Keeping flexible/hybrid schedule for the future - Employees decide
- **38%** Phase in period before full onsite return

back, what's the

situation?

Phase in period before full onsite return (employees on site 3-4 days a week)

21%

- **7**% Everyone is expected back onsite as soon
- (employees on site 1-2 days a week)

Not expanding flexible working

Copyright 2021 Mercer (Canada) Limited. All rights reserved.

Expanding flexible working

to address talent acquisition and

**73%** 

retention

**27%** 

to address talent

acquisition and

retention

### as possible

Seize the opportunity

A business of Marsh McLennan

COVID-19 has changed the way we work forever. It showed employees that another workplace is possible – and economic conditions as the pandemic subsides have given them the power to demand it.

Contact us today to get started on building your workforce for the future.