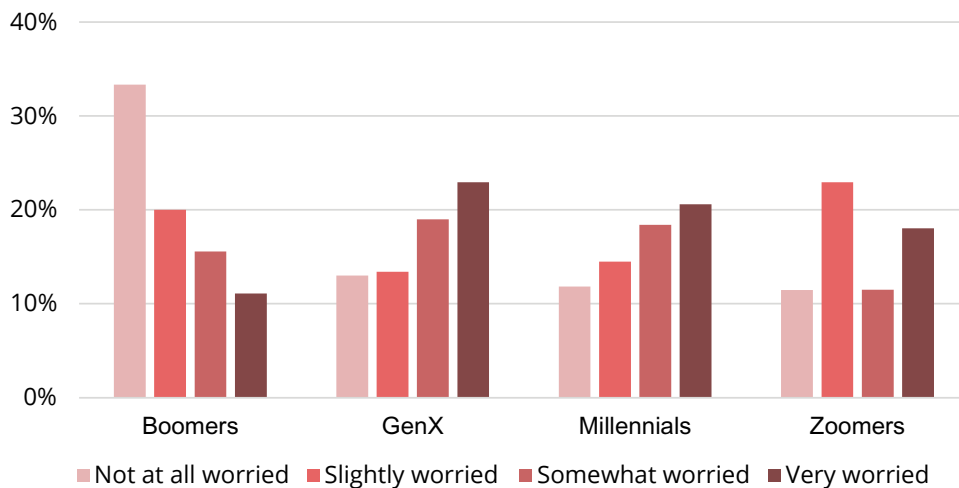


# COVID-19: Employment Changes and Employer Response

COVID-19 has had a major impact on the employment situation of many Americans. In March 2020, over 10 million Americans filed for unemployment insurance.<sup>1</sup> To better understand the employment impacts of COVID-19 on Americans who are still working, The MIT AgeLab surveyed people of different generations, from Zoomers to Boomers. Only individuals working full or part-time were included in this analysis.

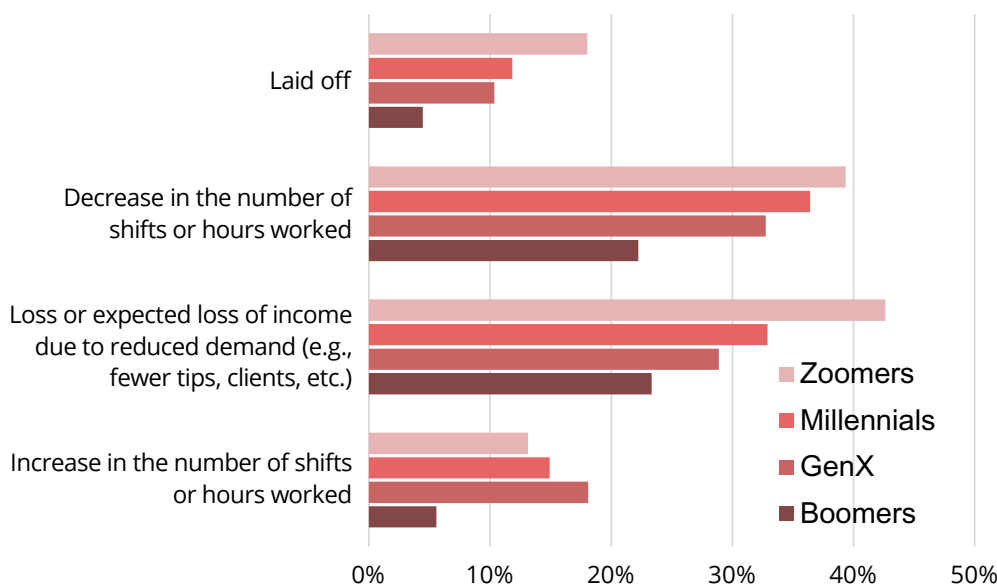
<sup>1</sup>Reinickle & Kiersz, April, 5, 2020. World Economic Forum. <https://www.weforum.org/agenda/2020/04/coronavirus-covid19-united-states-economics-employment-business>

## To what extent are you worried about the impact of COVID-19 on your employment situation?



Boomers were the generation least worried about their employment situation in response to COVID-19. Younger generations reported higher levels of worry, with GenX-ers and Millennials reporting slightly more worry than Zoomers.

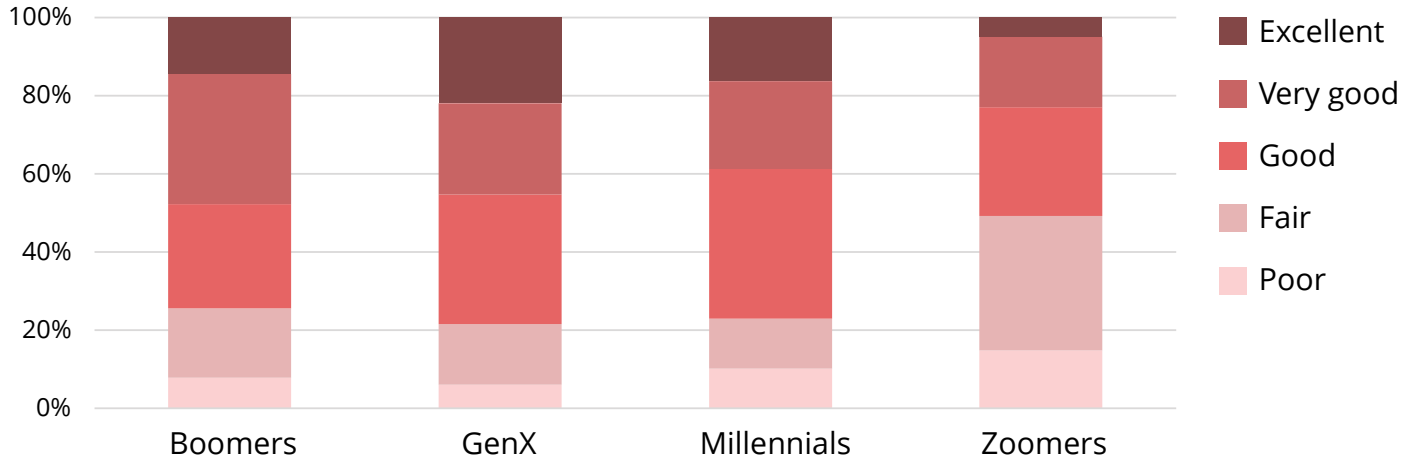
## Which of the following have happened to you as a result of COVID-19?



Boomers were less likely than other generations to report employment impacts resulting from COVID-19.

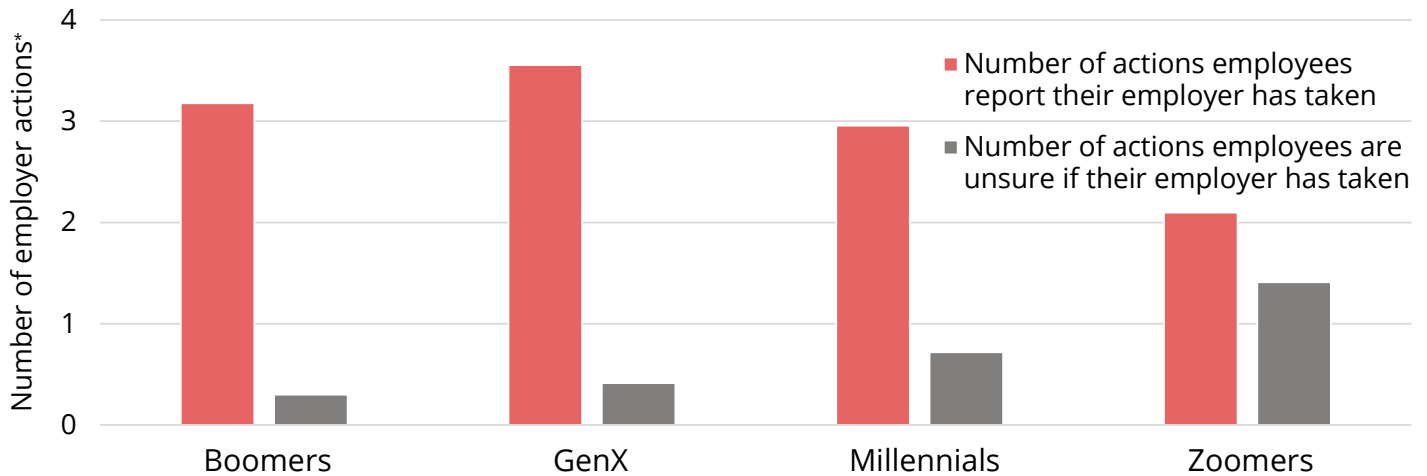
Zoomers were most likely to report having their work affected, especially through expected loss of income.

## How would you rate the response of your employer to COVID-19?



Zoomers ranked their employer's response to COVID-19 more critically than older generations, describing it as 'poor' or 'fair' while older generations gave their employers higher ratings. Results of this survey suggest that Zoomers' employment situations appear to be the most negatively impacted by COVID-19, potentially leading to a poorer perception of their employer's response.

## Number of actions employers have taken in response to COVID-19



GenX employees reported their employers had taken the most actions in response to COVID-19. Zoomers said their employers had taken far fewer precautions, but they were also most likely to say they weren't aware of what specific actions their employer had taken in response to COVID-19.

\*Employer actions included remote work policies, reduced physical contact, hygiene precautions, travel restrictions, and reduced business hours.

These results represent a snapshot of perceptions in the time window in which data were collected: March 17-19. Sample collected from Qualtrics Panels. Number of cases for analysis: 611. Ages in 2020: Baby Boomers, 56-74; GenX, 40-55; Millennials, 24-39; and Zoomers, 18-23. All respondents were working either full or part-time at the time of the survey. The MIT AgeLab continues to monitor how different generations' attitudes and perceptions shift over time.

What is known about COVID-19 changes daily. For more information about preventing the spread of COVID-19 and keeping yourself and your family safe, visit the Centers for Disease Control at [www.cdc.gov](http://www.cdc.gov).

[agelab.mit.edu](http://agelab.mit.edu)

The MIT AgeLab is not an affiliate or subsidiary of Hartford Funds. Hartford Funds Distributors, LLC, Member FINRA. MAI237 04/20 217319 / 217320 V