

2021-2022

# Aflac WorkForces Report

## Government sector insights

### DID YOU KNOW?

**Nearly all (97%) of employers** in the government sector who offer at least one benefit agree that the benefits their company offers enables them to reduce employee turnover – much higher than the **82%** across all industries.

In addition, while **2 in 5 employees (40%)** nationally rank paid sick time for a COVID-19 diagnosis an important protection at physical worksites, **essentially half (49%) of government sector employees** say the same – illustrating a potential opportunity for employers to enhance employee satisfaction within this sector by offering this type of benefit.

### HEALTH, WELLNESS + THE POWER OF BENEFITS



**33% of employees** state their personal mental health negatively affected their job performances last year. **All industries: 34%.**



**38% of employees** say taking paid time off is viewed as positive at their company. **All industries: 50%.**

**23%** say taking a leave of absence is viewed in a positive light. **All industries: 39%.**



**43% of government employees** say they couldn't pay \$1,000 or more in out-of-pocket costs. **All industries: 46%.**

**92% of employers** believe their employees can financially meet their health care obligations. **All industries: 81%.**



**36% of workers** have high anxiety about health care costs beyond what their insurance covers. **All industries: 51%.**

### THE STATE OF WORKPLACE BENEFITS



**20% of employees** purchased at least one new benefit as a result of the pandemic, with life, critical illness and mental health resources topping the list. **All industries: 44%.**



**17% of employees** are highly interested in purchasing supplemental insurance to help cover the financial costs related to COVID-19 and other pandemics.

**All industries: 45%.**



**83% of employers** are highly satisfied with their organization's COVID-19 response.

**All industries: 84%.**

**67% of government employees** are highly satisfied with their employer's response.

**All industries: 67%.**



**72% of employers** experienced an increase in benefits costs in the past year.

**All industries: 60%.**

## BENEFITS ENROLLMENT + THE INFORMED BENEFITS CONSUMER



**73% of employers in the government sector** think employees understand costs well.

**All industries: 72%.**

**51% of employees** say they do. **All industries: 59%.**



**42% of the workforce** say they prefer working with a benefits advisor in person.

**All industries: 53%.**

**16%** prefer a video meeting.

**All industries: 31%.**

**25%** prefer online chat.

**All industries: 30%.**



**53% of employees** say medical bill negotiation is stressful, followed by trying to understand what insurance or benefits they need. **All industries: 58%.**



**81% of employers** say their benefits providers demonstrated care for their workforces during the pandemic. **All industries: 84%.**

**44% of employees** agree their benefits company cares for them. **All industries: 65%.**



The 2021-2022 Aflac WorkForces Report is the 11th annual Aflac study examining benefits trends and attitudes. Conducted by Kantar on behalf of Aflac, the employer survey was conducted online June 28-July 14, 2021, and the employee survey was conducted online June 28-July 16, 2021. The surveys captured responses from 1,200 employers and 2,000 employees across the United States in various industries. For more information visit [aflac.com/awr](https://aflac.com/awr).

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