

2021-2022

Aflac WorkForces Report

Manufacturing sector insights

DID YOU KNOW?

Employers nationally rank offering robust benefits while staying within budget constraints at **59%** as the top challenge their companies face when offering benefits – and this number is even higher in the **manufacturing sector (63%)**.

In addition, just **69% of manufacturing employers** think their employees are very or extremely satisfied with the overall benefits package the company provides, lower when compared to **76%** across all industries.

HEALTH, WELLNESS + THE POWER OF BENEFITS



29% of employees state their personal mental health negatively affected their job performances last year. **All industries: 34%**.



48% of employees say taking paid time off is viewed as positive at their company. **All industries: 50%**.

42% say taking a leave of absence is viewed in a positive light. **All industries: 39%**.



32% of manufacturing sector employees say they couldn't pay \$1,000 or more in out-of-pocket costs. **All industries: 46%**.

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



49% of workers have high anxiety about health care costs beyond what their insurance covers. **All industries: 51%**.

THE STATE OF WORKPLACE BENEFITS



50% 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%**.



51% of those in the manufacturing sector are highly interested in purchasing supplemental insurance to help cover the financial costs related to COVID-19 and other pandemics. **All industries: 45%.**



82% of employers are highly satisfied with their organization's COVID-19 response. **All industries: 84%.**

66% of employees are highly satisfied with their employer's response. **All industries: 67%.**



63% of employers experienced an increase in benefits costs in the past year. **All industries: 60%.**

BENEFITS ENROLLMENT + THE INFORMED BENEFITS CONSUMER



60% of employers in this sector think employees understand costs well. **All industries: 72%.**

60% of employees say they do. **All industries: 59%.**



62% of the workforce say they prefer working with a benefits advisor in person. **All industries: 53%.**

39% prefer a video meeting. **All industries: 31%.**

33% prefer online chat. **All industries: 30%.**



55% of employees say medical bill negotiation is stressful, followed by trying to understand what insurance or benefits they need. **All industries: 58%.**



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

67% of manufacturing sector 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. Aflac includes Aflac and/or Aflac New York and/or Continental American Insurance Company and/or Continental American Life Insurance Company. Aflac WWHQ | 1932 Wynnton Road | Columbus, GA 31999