

# How Are Employees Celebrating 2021's Holiday Season?

Employers must consider the plans and preferences of their workforces when preparing for the 2021 holiday season – especially because this is the second consecutive year that the pandemic is impacting festivities.

To gain insight into employee expectations – and how they have evolved over the last year – isolved surveyed more than 1,000 full-time employees to learn how they want to celebrate the holidays. **These are the key takeaways:**



## The PTO Polar Express

18% of employees plan on taking more PTO this holiday season.

Although most employees plan to take a similar amount of time off as they have in years' past, just 12% will take less time off – significantly fewer than 2020.



2020

22%

40%

38%

2021

18%

62%

12%

More PTO Same amount of PTO Less PTO

33% of employees are making out-of-state plans.

This is a 3% uptick from those who planned holiday travel last year – before vaccinations were readily available.

## What's on Employees' Wish Lists?

Here is what employees want from their employers this holiday season:

- ✓ 53% want a bonus
- ✓ 21% want an annual merit increase
- ✓ 21% want job security
- ✓ 4% want an in-person party
- ✓ 2% want a virtual party

More employees are in the gift-giving spirit, with 49% planning to purchase a gift for their colleagues (up from 38% in 2020).

They also have gift expectations.



## The Pandemic's Impact on Work Stability

49% of the workforce experienced negative impacts on their jobs this year from the pandemic, including:

88% of employees feel like their job is secure this holiday season.

This is positive sign amid the pandemic, and also a slight increase from the 81 percent who felt like they had job security during the 2020 holidays.

65% of employees experienced changes to their hours.

While 35% experienced reduced hours, 30% worked longer hours.

54% of employees were impacted financially.

Pay reductions impacted 27% of employees, and the same percentage didn't receive an expected pay increase.

32% of employees lost their jobs.

17% were furloughed and 15% were laid off. Conversely, 11% say they were negatively impacted because they couldn't hire as expected.

12% of employees consider going back to an office a negative impact.

This is particularly interesting since many employees initially began working remotely because of the pandemic.



Equip your organization to deliver a better employee experience this holiday season. **Discover how isolved can help.**

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### Methodology:

isolved surveyed more than 1,000 full-time employees, ranging across job titles and levels, in August 2021. Please note that whole-number rounding was used for percentages.