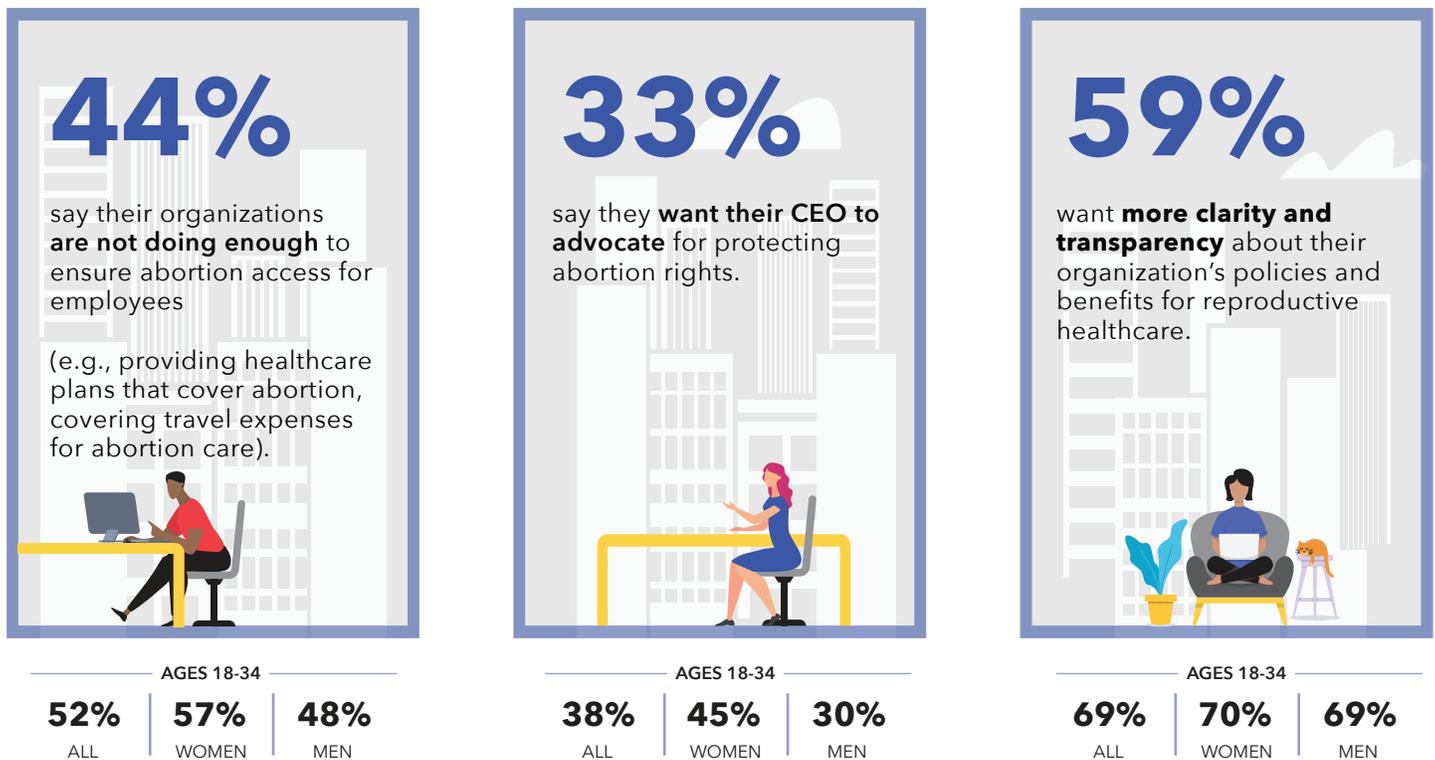


# ABORTION ACCESS & THE WORKPLACE

## What US Employees Expect From Their Organizations

In the wake of the US Supreme Court overturn of *Roe v. Wade*, Catalyst commissioned The Harris Poll to ask employees what they want from their organizations related to abortion access. Here's what we found:

Employees want more from their organizations.



Employees were nearly

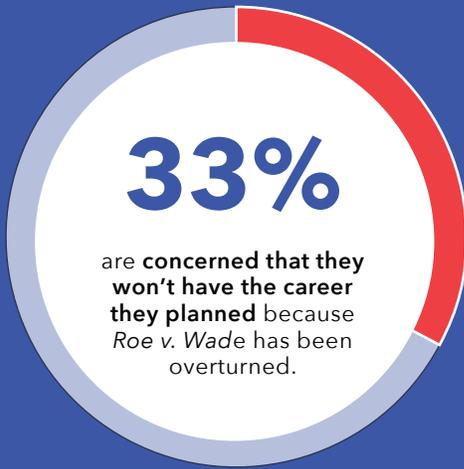
**2X**  
as likely

(83% vs. 45%) to say that their organization genuinely cares about addressing employee needs if their organization took action in response to *Roe v. Wade* being overturned\* compared to those employees whose organizations did not.

\*By making an internal or external statement, expanding or highlighting reproductive healthcare access benefits, and/or facilitating workplace conversations about the overturn



## Employees are worried about their careers.



AGES 18-34

<b>46%</b>	<b>47%</b>	<b>44%</b>
ALL	WOMEN	MEN



AGES 18-34

<b>39%</b>	<b>34%</b>	<b>44%</b>
ALL	WOMEN	MEN

## Employees want abortion access benefits.

**43%**

say that if provided by their employer, they **would likely use** abortion access benefits if they (or their partner) needed to end a pregnancy.

AGES 18-34

<b>52%</b>	<b>57%</b>	<b>47%</b>
ALL	WOMEN	MEN

**34%**

say they **would not be able to afford** to travel for an abortion if they (or their partner) needed one without financial assistance from their organization.

AGES 18-34

<b>41%</b>	<b>42%</b>	<b>39%</b>
ALL	WOMEN	MEN

**37%**

say they **would not be able to get time off work to travel** for an abortion if they (or their partner) needed one without assistance from their organization (e.g., written policies, benefits, manager support).

AGES 18-34

<b>47%</b>	<b>48%</b>	<b>45%</b>
ALL	WOMEN	MEN

**The bottom line:** Organizational leaders can't afford to ignore sensitive issues at work. Employees expect their organizations to take meaningful action in response to *Roe v. Wade* being overturned—and when they do, employees believe that their organization genuinely cares about addressing their needs. Younger employees especially are concerned about their career pathways, want their organizations to take action, and would make use of abortion access benefits if needed and offered by their organization.



**Survey Methodology:** This survey was conducted online within the United States by The Harris Poll on behalf of Catalyst from September 6-8, 2022, among 1,227 employed US adults 18 and older. The sampling precision of Harris online polls is measured by using a Bayesian credible interval. For this study, the sample data is accurate to within +/- 2.8 percentage points using a 95% confidence level. Women ages 18-34 are significantly more likely than men ages 18-34 to want their CEO to advocate for protecting abortion rights; all other gender differences are not statistically significant.