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Post COVID-19 Workplace Newsletter

Welcome to the September edition of the Post COVID-19 Workplace newsletter. In this issue we share insights on culture change, lessons learned about the hybrid workplace, and the vaccine.

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Culture Change

1. [‘Great Attrition’ or ‘Great Attraction’? The Choice is Yours](#) (McKinsey Quarterly, Sep 8, 2021)

A record number of employees are quitting or thinking about doing so. Organizations that take the time to learn why—and act thoughtfully—will have an edge in attracting and retaining talent.

2. [How Office Culture Changed in the Pandemic—From Workers Who Went Back Ages Ago](#) (The Wall Street Journal, Sep 7, 2021)

Some employees have been toiling in cubicles for months while private offices sit empty; shifting rules and surprise doughnuts. A year and a half into the pandemic, many workers have yet to return to offices. But plenty others have been coming in since the early days of Covid-19—and they have much to say about what to expect. (Full report requires a WSJ login, [access instructions](#).)

3. [Rethinking Work: Measuring the Pandemic’s Impact on Company Culture](#) (Forbes, Sep 13, 2021)

The pandemic has clearly shifted the way that startup employees work with their companies. What was once viewed with some suspicion – employees who would rather work from home than alongside their colleagues – suddenly became the new normal.

Hybrid Workplace - Lessons Learned

[1. An Impossible Juggling Act: Young Parents During the COVID-19 Pandemic](#) (Institute for Women's Policy Research, Aug 2021)

During the pandemic, young parents—especially young single mothers—experienced a sharp decline in employment and prolonged economic hardship for their families. (For the best reading experience, please open the link using Chrome.)

[2. Brace Yourselves: Hybrid Work is Hard. Here's How Microsoft Teams and Office 365 Can Help](#) (Microsoft, Sep 9, 2021)

The shift to remote work over the last 18 months is one of the most significant changes in work culture since the Industrial Revolution. To understand how this change is impacting our customers and Microsoft employees, we've been conducting regular research and internal surveys. As reported in our recent Work Trend Index, survey data shows that in a year where we sent 160,000 people home to work and remotely onboarded 25,000 new employees, the percentage of Microsoft employees who report feeling included is at an all-time high of 90 percent.

[3. Return to the Office: New Lessons for Managers](#) (Financial Times, Sep 12, 2021)

Leaders in all organisations can learn from those who have been in workplaces throughout the pandemic.

[4. Work in the Covid-19 Era: What the Numbers Say About Vaccine Mandates, Quitting and More](#) (The Wall Street Journal, Sep 13, 2021)

Job frustrations, work-safety worries, delayed office reopenings—this isn't the post-pandemic season we were hoping for. (Full report requires a WSJ login, [access instructions](#).)

[5. Workers Want Hybrid Work Not Daily Commutes. Says New Research](#) (Forbes, Sep 8, 2021)

It's time for HR and Business leaders to rethink the importance of work, the workplace, and the workforce, says new research that concludes leaders should take practical steps to co-create hybrid work that is human-led, tech-enabled, inclusive, and sustainable.

Vaccine

[1. Biden Boosts Vaccine Requirements for Large Employers. Federal Workers to Combat Covid-19](#) (The Wall Street Journal, Sep 10, 2021)

Department of Labor plans to issue an emergency temporary standard implementing the new requirement. All employers with 100 or more employees would have to require that their workers be vaccinated or undergo at least weekly Covid-19 testing under a new plan announced by President Biden to curb the spread of the pandemic. The Labor Department's Occupational Safety and Health Administration in the coming weeks plans to issue an emergency temporary standard implementing the new requirement, which will cover 80 million private-sector workers. (Full report requires a WSJ login, [access instructions](#).)

[2. Does Everyone Need a Covid-19 Booster Shot? Here's What Scientists Say](#) (The Wall Street Journal, Sep 13, 2021)

Booster shots are likely low risk, doctors say. Whether generally healthy people need them is less clear. Some people are trying to get Covid-19 booster shots. Others aren't sure if they need them. Mixed public

health messages aren't making personal-health decisions any clearer. So far, the U.S. has authorized booster shots—an extra dose of the mRNA vaccines made by Pfizer Inc. and its partner BioNTech SE, and by Moderna Inc. —only for people who are immunocompromised, although others have managed to get them. (Full report requires a WSJ login, [access instructions](#).)

[3. Some Vaccines Last a Lifetime. Here's Why Covid-19 Shots Don't](#) (The Wall Street Journal, Sep 10, 2021)

Researchers have calculated a key number—the threshold of protection—for other vaccines. Covid-19's is still a mystery. Why don't Covid-19 vaccinations last longer? Measles shots are good for life, chickenpox immunizations protect for 10 to 20 years, and tetanus jabs last a decade or more. But U.S. officials are weighing whether to authorize Covid-19 boosters for vaccinated adults as soon as six months after the initial inoculation. (Full report requires a WSJ login, [access instructions](#).)

[4. Vaccine Mandates Are Coming to Offices, but the Honor System Now Rules](#) (The Wall Street Journal, Sep 14, 2021)

Shifting guidance on mask wearing and a lack of disclosure over vaccination status rattle some workers going back to offices. Employees across the country have been adapting to a patchwork of rules for Covid-19 vaccination, testing and masking as workplaces reopen more widely. The Biden administration's announcement that it will mandate vaccines for workers or require weekly testing could help standardize protocols in workplaces. For now, many workplaces operate on the honor system—one in which health information is often given voluntarily, and employees have few ways to be sure their co-workers are following the rules. For workers, living with honor-system-based Covid-19 rules has meant confusion in some cases and, among certain vaccinated employees, fresh anxieties. (Full report requires a WSJ login, [access instructions](#).)

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