

COVID-19 IMPACT ON WOMEN IN PHARMA

How they adapted to the pandemic and what they expect moving forward

We asked 86 women who work in the healthcare and pharmaceutical industry about their experience with changes brought on by the pandemic.



During COVID, remote work became the norm for most women working in the industry — many found this huge shift difficult.

Number of days worked remotely per week

Before COVID

Office **3.7** Remote **1.3**



During COVID

Office **0.4** Remote **4.6**



Preferred, post COVID

Office **2.4** Remote **2.6**



Level of difficulty adapting to new working location

Reasons for Ease of Transition

- Already had a home office/hybrid culture **41%**
- All set with equipment needed **16%**
- Reduced commuting **14%**

51%
Easy

17%
Neutral

Reasons for Difficulty of Transition

- Children/family management **59%**
- Lack of social interactions **19%**
- Too many meetings **15%**

32%
Difficult

Women hope to **balance their time** in the office going forward. However, they have reservations about returning and are unconvinced about their employer addressing them.

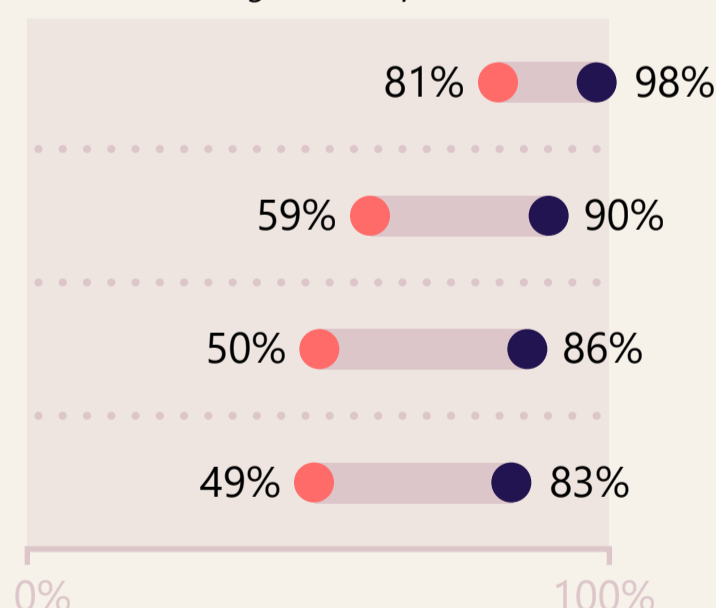
Top concerns with returning to the office

- Reduced quality of life **25%**
- Health risks **25%**
- Being forced to be back in the office full-time **12%**

Changes employees would like when returning to the office

- Provide clear COVID related response and shut-down protocols
- Accelerate automation and new ways of working
- Improve the remote work experience
- Make remote work a permanent option for roles that allow it

● Importance to employees
● Perception of likelihood change will be provided



1 in 4 women intend to change jobs in the coming year—mostly within the **healthcare and pharma industry**.

Why change jobs?

- Seeking career growth **27%**
- Looking for new opportunity **23%**
- My position will be eliminated **14%**

Where new role is expected:

- A different employer within the healthcare and pharma industry **64%**
- Promotion within current organization **27%**
- A different industry/leaving for personal reasons **10%**

Data based on survey of n=86 women in pharma. August 2021.

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