



**JUST Capital/Harris on Demand Survey  
FINAL TOPLINE & METHODOLOGY  
Worker Wages, July 6–8, 2021  
N= 2,057**

**Q1**

Over the last month, have you seen, read, or heard about a “tight” labor market -- that is, a labor market where employers are unable to find workers for open positions?

**(N=2,057)**

- 63% Yes
- 26% No
- 11% Not sure

**Q2**

Some state governors are cutting unemployment benefits to try to push workers back into the labor pool to fill open positions. Do you support or oppose reducing unemployment benefits for this reason?

**(N= 2,057)**

- 56% Support (NET)**
- 36% Strongly support
- 20% Somewhat support
- 19% Neither support nor oppose**
- 24% Oppose (NET)**
- 11% Somewhat oppose
- 13% Strongly oppose

**Q3**

Which of the following should employers consider most when determining a minimum threshold for wages for low-skilled, low-wage workers? (Single response)

**(N= 2,057)**

- 39% A living wage (enough to cover the cost of basic living expenses in a particular geographic area)
- 31% The proposed \$15 federal minimum wage.
- 16% A wage the market determines.
- 14% The minimum wage in the state.



**Q4**

There are many things that employers, especially large companies, can do to attract workers and fill their openings for low-skilled, lower-wage work. Tell us how you think large companies should prioritize the following actions to compete for workers in this tight labor market by ranking the following in order of priority, with 1 being the highest priority and 6 being the lowest priority.

**(N= 2,057)**

	<b>Priority #1</b>	<b>Priority #1 or #2</b>
Offer higher starting wages	35%	55%
Provide comprehensive benefits, including health coverage and paid time off	20%	47%
Offer work schedules that are predictable and give workers flexibility if possible	14%	29%
Offer a one-time sign-on cash bonus	12%	25%
Support people with childcare needs	11%	23%
Institute greater health and safety protections for frontline workers	8%	21%

**Q5**

Thinking about the employee support options in the previous question, in general, do you think companies should offer these to low-wage hourly workers as short-term solutions to pandemic labor challenges, as long-term policy changes, or should companies not offer them at all?

**(N= 2,057)**

	<b>Short-Term Solution</b>	<b>Long-Term Policy</b>	<b>Do not offer</b>
Offer higher starting wages	24%	66%	9%
Provide comprehensive benefits, including health coverage and paid time off	17%	76%	7%
Offer work schedules that are predictable and give workers flexibility if possible	21%	73%	6%
Offer a one-time sign-on cash bonus	57%	30%	13%
Support people with childcare needs	23%	69%	9%
Institute greater health and safety protections for frontline workers	18%	75%	7%



**Q6**

To what extent do you agree or disagree with the following statements?

**(N= 2,057)**

*Working hard will lead to a better life.*

- 65% Agree (NET)**
- 33% Strongly agree
- 32% Somewhat agree
- 19% Neither agree nor disagree**
- 16% Disagree (NET)**
- 9% Somewhat disagree
- 7% Strongly disagree

*Today's children will grow up to be better off financially than their parents.*

- 33% Agree (NET)**
- 11% Strongly agree
- 21% Somewhat agree
- 36% Neither agree nor disagree**
- 32% Disagree (NET)**
- 21% Somewhat disagree
- 11% Strongly disagree

**Q7**

Which of the following, if any, best describes your current employment?

**(N=2,057)**

- 20% I am a minimum wage, hourly worker
- 14% I am a minimum wage, hourly worker doing gig, contract or temp work
- 16% None of these





## Survey Methodology

Survey by JUST Capital. Methodology: Conducted by The Harris Poll, July 6–8, 2021 and based on 2,057 online interviews. Sample: U.S. adults ages 18 and older.

Respondents are selected among those who have agreed to participate in The Harris Poll surveys. The data is weighted to reflect the composition of the adult population. Results are weighted for age within gender, region, race/ethnicity, household income, education, employment, marital status, and size of household where necessary to align them with their actual proportions in the population. Propensity score weighting is also used to adjust for respondents' propensity to be online.

This online survey is not based on a probability sample and therefore, is not representative of America. The results represent only the views of the sample and no estimates of theoretical sampling error can be calculated. For complete survey methodology, including weighting variables and subgroup sample sizes, please contact Jennifer Tonti at [jtonti@justcapital.com](mailto:jtonti@justcapital.com).

