MONSTER LABOR LAWS
RESEARCH REPORT NO. 2 · ECONOMIC IMPACT STUDY

THE BUSINESS CASE FOR MONSTER INCLUSION

Productivity, innovation and financial performance in workplaces that made room.



INCLUDES DOUBLOONS.

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EXECUTIVE SUMMARY

MAKING ROOM PAYS FOR ITSELF, THEN KEEPS GOING.

Research showing how monster-inclusive workplaces see better productivity, innovation, and financial performance.

4.2

DOUBLOONS BACK FOR EVERY DOUBLOON SPENT ON ACCOMMODATIONS, OVER THREE YEARS



SPENT RETURNED OVER THREE YEARS

PRODUCTIVITY

96%

of overnight shifts filled at monster-inclusive employers, against 58% elsewhere. Unplanned absence fell to 2.1 days per person, against 4.8.

INNOVATION

64

new ideas filed per 100 staff each year, against 41. Colleagues who have seen several centuries tend to know what has been tried.

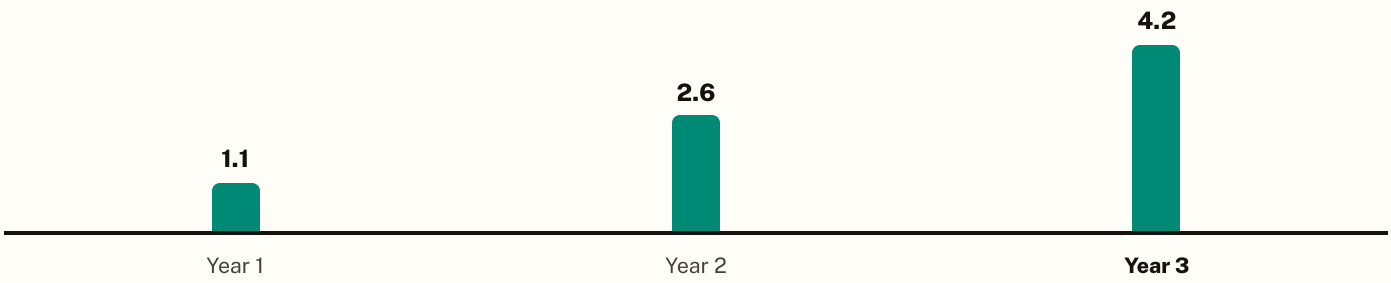
FINANCIAL PERFORMANCE

14.2%

operating margin, against 11.6%. Turnover was 9% a year, against 21%, which is a great deal of recruiting not done.

CUMULATIVE RETURN

Doubloons returned per doubloon spent on accommodations

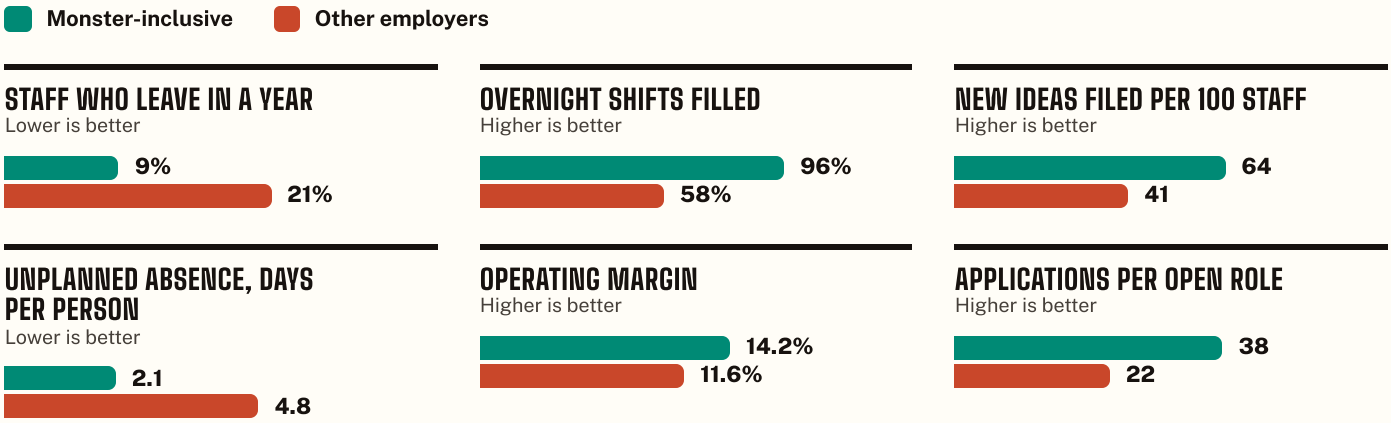


Source: Monster Labor Laws Economic Impact Study, 127 partner employers, fiscal years 2021 to 2023.

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THE SAME WORK, TWO KINDS OF WORKPLACE

We matched each partner employer with one of similar size and sector that had no written accommodation policy for monsters.



WHERE THE GAIN COMES FROM

Most of it is people who stay. A member who has a chair that holds and a schedule that matches the sky does not spend the afternoon looking for another job.

The rest is coverage. Employers with nocturnal staff stopped paying a premium to persuade day workers to remain awake.

WHAT DID NOT CHANGE

Meeting length was unaffected. Reply-all incidents were unaffected. One partner reported that the office kitchen remains contested, with or without garlic.

No employer reported a decline in customer satisfaction. Two reported that customers asked to meet the kraken.

THE FIGURES

MEASURE	MONSTER-INCLUSIVE	OTHER EMPLOYERS
Staff who leave in a year	9%	21%
Overnight shifts filled	96%	58%
New ideas filed per 100 staff	64	41
Unplanned absence, days per person	2.1	4.8
Operating margin	14.2%	11.6%
Applications per open role	38	22

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WHAT AN ACCOMMODATION COSTS

Share of all accommodations made by partner employers. More than half cost nothing.



- **61%** **Cost nothing** — Reading a calendar, going around, sending an invitation
- **12%** **10 to 100 doubloons** — Load-rated chairs, oversized keyboards
- **24%** **Under 10 doubloons** — Long straws, blackout curtains, a misting bottle
- **3%** **Over 100 doubloons** — Mostly doors, mostly for kaiju

WHAT EMPLOYERS SHOULD DO

1. Begin with the 61% that cost nothing. Most can be done this week.
2. Budget for doors and chairs before recruiting, not after.
3. Name monsters in the written policy. "All are welcome" has been tested and found to have a standard doorway.
4. Ask members what works, then write it down so it survives your successor.

WHAT LAWMAKERS SHOULD DO

1. Recognize lunar leave as leave.
2. Count a rattled confirmation as a signature.
3. Require that anyone pulling a boat be paid for it, in money.
4. Fund doorway measurement where the building predates the employee, or the employee predates the building.

TYPICAL ITEMS

ACCOMMODATION	MOSTLY USED BY	DOUBLOONS
A written invitation	Vampires	0
Going around	Ghosts	0
Long straw	Lake serpents	1
Load-rated chair	Ogres and Bigfoots	45
A door the size of the building	Kaiju	Over 100

METHOD AND LIMITATIONS

127 partner employers supplied payroll, staffing and turnover records for fiscal years 2021 to 2023 and were compared with 127 matched employers. Partner employers volunteered, which may favor organizations that already own a tape measure. Returns count reduced recruiting, overtime and absence against the cost of accommodations, in doubloons. Correlation is not causation, although the gargoyle has been correlated with that desk for some time.

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