MONSTER LABOR LAWS

RESEARCH REPORT NO. 1

ANNUAL MONSTER WORKPLACE SURVEY

2023 Edition. What 1,200+ monsters told us about work.



1,214 MONSTERS ANSWERED.

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FROM THE LEGAL DIRECTOR

THINGS ARE IMPROVING. SLOWLY, THEN AT DOORWAYS.

Our comprehensive survey of 1,200+ monsters across various industries reveals current workplace challenges, successes, and trends.

1,214
MONSTERS SURVEYED

68%
OF THOSE WHO ASKED FOR AN ACCOMMODATION RECEIVED IT

57%
HID A TAIL, GLOW OR EXTRA LIMB AT WORK IN THE PAST YEAR

The share of respondents whose employer has a written policy naming monsters reached 52% this year, up from 18% in 2019. We have waited a long while for a majority, and some of us have waited considerably longer than that.

The barriers that remain are mostly physical and mostly cheap to fix. Where an accommodation is in place, members are far more likely to plan to stay, to feel valued and to recommend the job to a cousin.

HOW WE ASKED

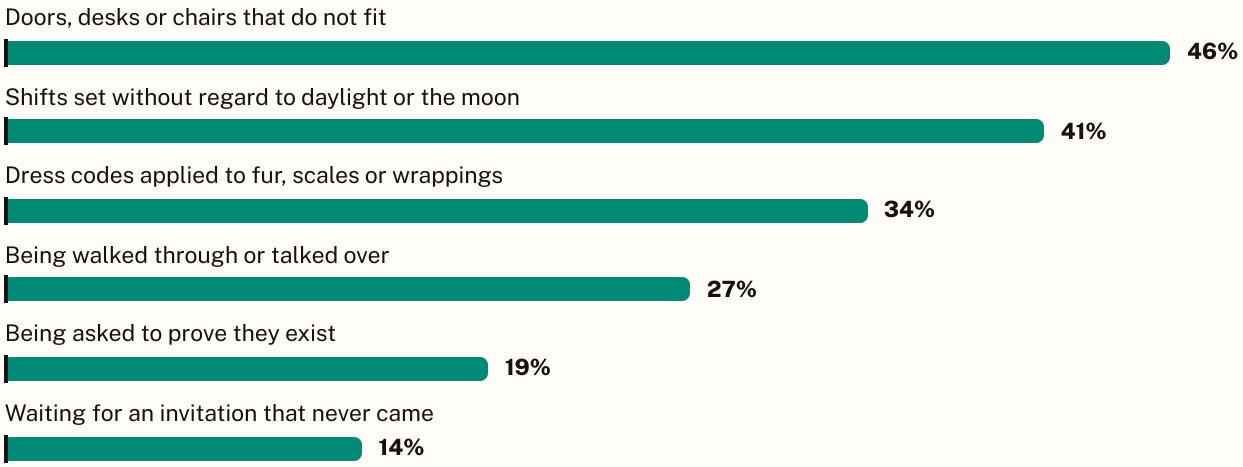
Respondents	1,214 working monsters and monsters seeking work
Fielded	January to March 2023
Methods	In person, online and by carrier bat. Aquatic members answered by sealed bag.
Margin of error	Plus or minus 2.8 points
Anonymity	Names were not collected. Several respondents could not have been photographed in any case.

Signed after sunset, Aurelio V., Legal Director

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WHAT GOT IN THE WAY

Challenges reported in the past year. Respondents could choose more than one.



Source: Annual Monster Workplace Survey, 2023 Edition, n = 1,214.

WHO ANSWERED, AND WHAT THEY RAISED MOST

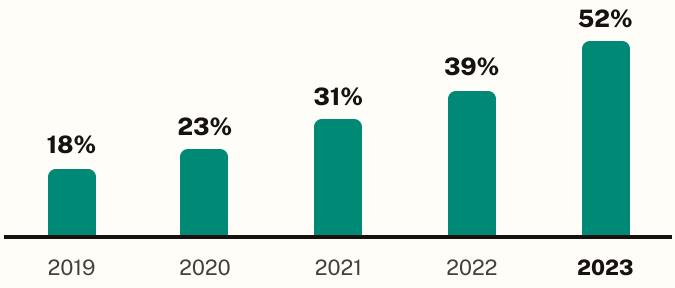
KIND	RESPONDENTS	SHARE	MOST COMMON CONCERN
Werewolves	186	15%	Shifts that ignore the moon
Vampires	158	13%	Shifts that ignore daylight
Ghosts	149	12%	Being walked through
Ogres	121	10%	Furniture rated for someone else
Mummies	104	9%	Dress codes applied to wrappings
Gargoyles	96	8%	Stillness recorded as absence
Anglerfish	88	7%	Being asked to "turn that off"
Kraken	72	6%	Several jobs, one paycheck
Bigfoots	61	5%	Photo badges
Lake serpents	37	3%	Meetings held away from water
Yetis	34	3%	The thermostat
Mothmen	22	2%	Warnings nobody reads
Chupacabras	19	2%	Being blamed first
Jackalopes	17	1%	Being asked whether they are real
Kaiju	9	1%	Doors
Other kinds, and those who preferred not to say	41	3%	Being asked what they are
All respondents	**1,214**	**100%**	

Shares are rounded and may not add to 100.

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POLICIES THAT NAME MONSTERS

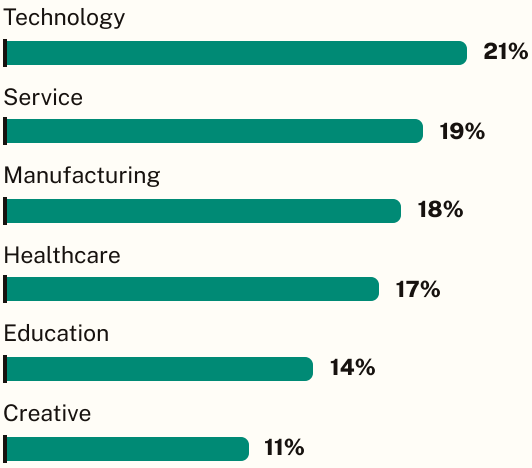
Share of respondents whose employer has a written accommodation policy that mentions them



Source: Annual Monster Workplace Survey, 2023 Edition, n = 1,214.

SECTORS

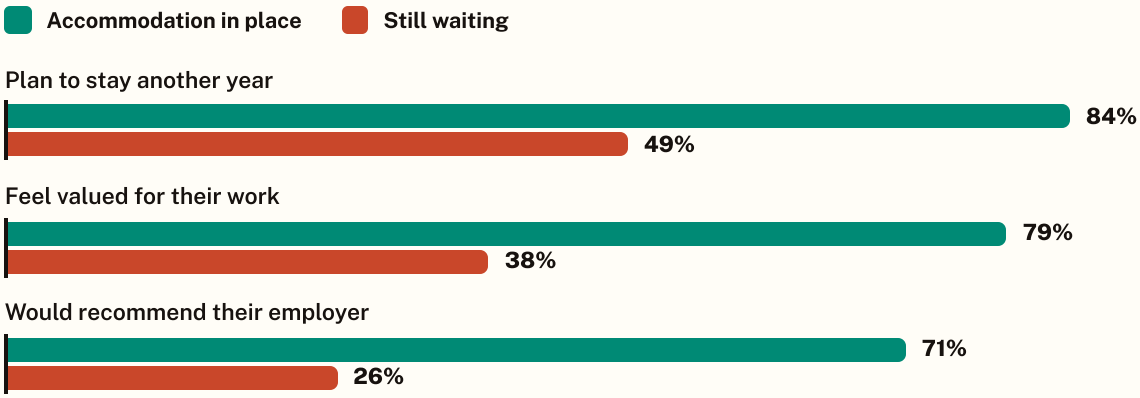
Respondents by the sector they work in



Source: Annual Monster Workplace Survey, 2023 Edition, n = 1,214.

WHAT AN ACCOMMODATION CHANGES

Agreement among members who asked for one



Source: Annual Monster Workplace Survey, 2023 Edition, n = 1,214.

READING THE GAP

Members with an accommodation in place were 35 points more likely to plan to stay another year (84% against 49%). Employers who are concerned about turnover may wish to start with the door.

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WHAT WE RECOMMEND

RECOMMENDATION 1

MEASURE BEFORE YOU HIRE

Doors, desks and chairs led the list of challenges at 46%. A tape measure costs less than any chair we have had to replace.

RECOMMENDATION 2

PUT THE MOON ON THE SHARED CALENDAR

Shifts set without regard to daylight or the moon troubled 41%. Both are published well in advance.

RECOMMENDATION 3

REWRITE ONE PARAGRAPH OF THE DRESS CODE

34% had a dress code applied to fur, scales or wrappings. Say what you mean about clothing and leave the rest of the person out of it.

RECOMMENDATION 4

ANSWER REQUESTS IN WRITING

32% of members who asked for an accommodation had not received it. Silence was the most common reply.

IN MEMBERS' WORDS

"Monster Labor Laws helped me secure reasonable accommodations for my unique physical needs. I finally feel valued for my contributions rather than judged for my appearance."

GORZAK M., SENIOR DEVELOPER, TECHFUTURE INC.

"After facing discrimination in three jobs, Monster Labor Laws' legal team helped me file a successful case that changed company policy. Now I'm in leadership and mentoring other monsters."

LUMINA B., MARKETING DIRECTOR, GLOBAL BRANDS

"Monster Labor Laws' training program for employers transformed our workplace culture. As the first monster in my department, I now feel truly included and respected."

KRALL T., FINANCIAL ANALYST, URBAN BANKING

NEXT EDITION

We will ask again. Members who wish to answer the next survey need do nothing. We will ask again. The next edition will be posted on the break room wall, at several heights, and wait to be invited in.

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