

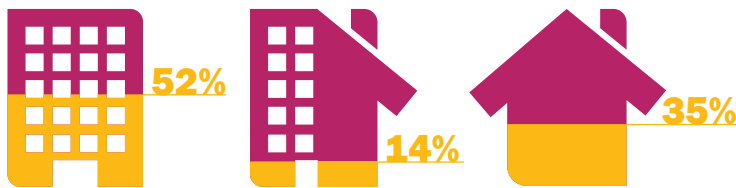
IMPACT COVID-19 ON EMPLOYEES

KEY FIGURES - END OF 2020

WHO WORKS WHERE?

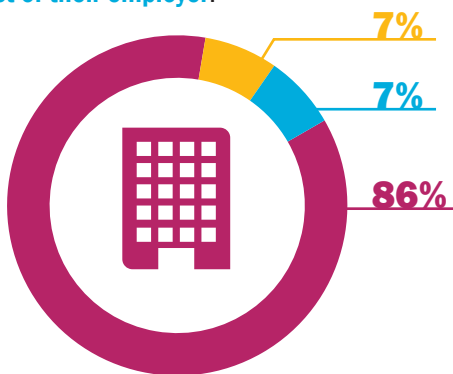
From location or from home

At the end of 2020, 52% of employees worked exclusively from location, 14% both from home and from location and 35% exclusively from home.



Reasons for working from location

More than 86% of employees who (partly) work from location **have no choice but to work from location**, 7% **prefer to work from location** and 7% **do so at the request of their employer**.



Working

At the end of 2020, 52% of employees worked exclusively from location, 14% both from home and from location and 35% exclusively from home.

Additional information Who works where

	From location	Both	From home
Industry	57%	15%	28%
Construction	57%	19%	24%
Commerce	64%	11%	25%
Transport	72%	9%	19%
Catering	77%	11%	11%
ICT	9%	11%	80%
Financial	10%	7%	83%
Business	34%	13%	53%
Public administration	19%	15%	66%
Education	54%	19%	27%
Healthcare	73%	14%	13%
Recreation	40%	16%	44%

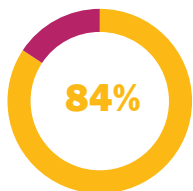
Post CO

More than 86% of employees who (partly) work from location have no choice but to work from location, 7% prefer to work from location and 7% do so at the request of their employer.

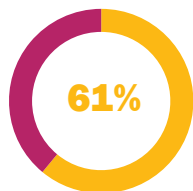
MEASURES TAKEN

Most common measures

The most common COVID-19 measures mentioned are:



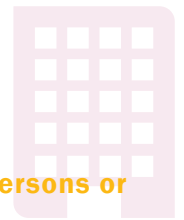
General COVID-19 measures



Make working from home possible

Additional information Most common measures

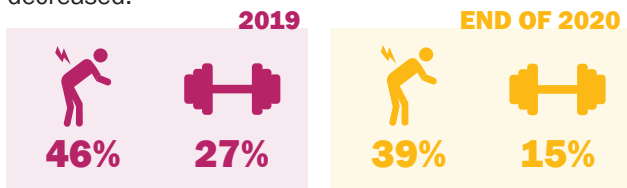
	From location	Both	From home
General COVID-19 measures in the workplace (washing hands, keeping distance)	90%	90%	75%
Make working from home possible	32%	92%	96%
(Part-time) layoff	3%	5%	5%
Maximum number of people present in the building at the same time	35%	67%	62%
Adjust working hours	15%	17%	11%
Mandatory leave days	7%	10%	10%
Withdrawing leave or vacation	4%	3%	2%
Separating groups of employees	24%	31%	24%



WORKING FROM LOCATION

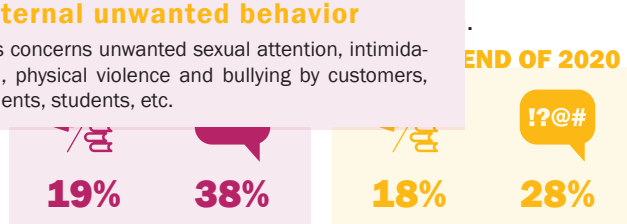
Physical load

The **physical load** on employees working from location has decreased slightly. Among other things, the proportion of employees who have to **exert force at work** has decreased.



Psychosocial load

The **workload** (the combination of high job demands and high **external unwanted behavior**) has increased.



Protective equipment

Nearly 8 in 10 employees (77%) who work from location indicated that their employer often or always provided **personal protective equipment**. In the summer of 2020 this applied to 61%.



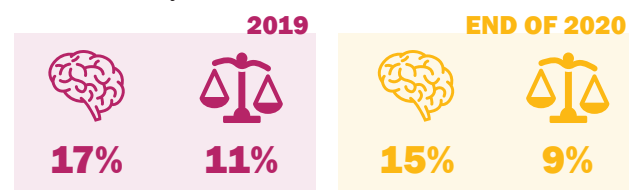
Contact with COVID-19 infected persons or materials

Nearly 18% of employees who work from location indicate that contact with COVID-19 infectious persons or materials is a risk. This is particularly the case in healthcare, public administration and transport.



Health and work-life balance

More than 8 in 10 employees who work from location consider their own health to be (very) good. Both **burn-out complaints** and **work-life imbalance** remained fairly stable.



Additional information

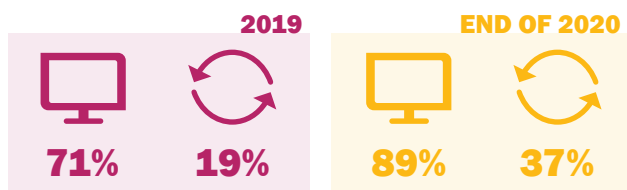
External unwanted behavior

This concerns unwanted sexual attention, intimidation, physical violence and bullying by customers, patients, students, etc.

WORKING FROM HOME

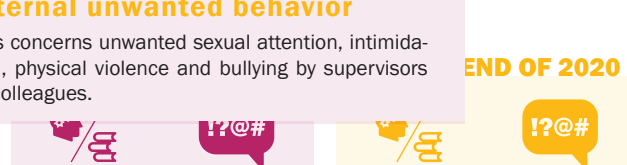
Physical load

More than 89% of homeworkers worked **behind a screen** at least 6 hours a day, an increase compared to 2019. There was also a clear increase in **making repetitive movements**.



Psychosocial load

The **workload** (the combination of high job demands and high **internal unwanted behavior**) has increased. A favorable **work-life balance** remained fairly stable.



Home office

At the end of 2020, 39% of homeworkers had a good workplace (desk, chair, separate screen and mouse). Nevertheless, 45% **need additional resources** in order to properly set up their home office.



Health and work-life balance

More than 8 in 10 homeworkers consider their own health to be (very) good. The proportion of homeworkers with **complaints regarding their arms, neck or shoulders (KANS)** decreased. The **work-life imbalance** of homeworkers remained fairly stable.



Additional information

Internal unwanted behavior

This concerns unwanted sexual attention, intimidation, physical violence and bullying by supervisors or colleagues.



Additional information

Used data

The figures in this factsheet are based on the second follow-up measurement of the NWCS-COVID-19 study. This is a questionnaire survey among 9,829 participants who also completed the Netherlands Working Conditions Survey (NWCS) in 2019. The fieldwork for the second follow-up measurement was conducted in November 2020. The data has been weighted by gender, age, education and sector, making it as representative as possible for the Dutch employee. The data is linked to the original NWCS data in order to make a comparison with 2019. The mentioned figures refer to employees from 2019 who were working at the end of 2020.

