

IMPACT COVID-19 ON EMPLOYEES

KEY FIGURES - SUMMER 2020

EFFECT OF THE COVID-19 PANDEMIC

No longer working

Three months after the start of the COVID-19 pandemic, 12% of employees are out of work for a variety of reasons.



This has led to a drop in income for more than 1 in 3 people.



1 in 5 has problems making ends meet.



Of the participants who no longer work, 8 in 10 indicate that their own health is (very) good. This is a slight increase compared to 2019, when 73% of this group indicated that they are in (very) good health.

WORKING DURING THE COVID-19 PANDEMIC

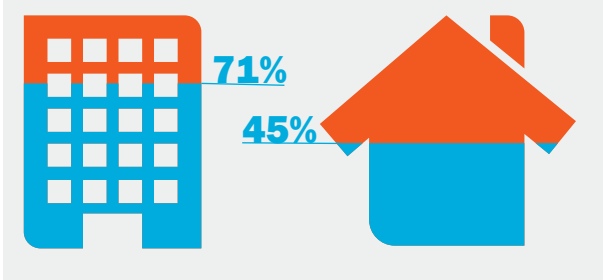
Measures

More than 6 in 10 employees indicate that their working conditions have changed as a result of the COVID-19 measures.

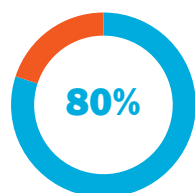


Working location

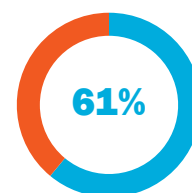
By mid-2020, 71% of employees (partly) worked from location and 45% (partly) worked from home.



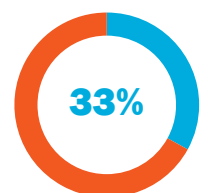
The most common COVID-19 measures mentioned by employees are:



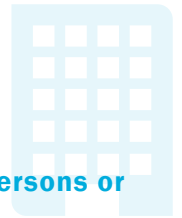
General COVID-19 measures



Make working from home possible



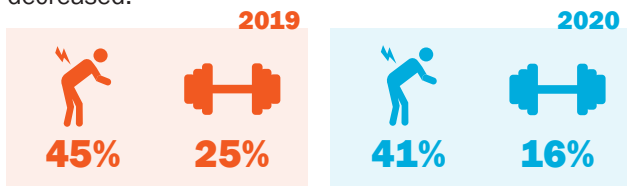
Separating groups of employees



WORKING FROM LOCATION

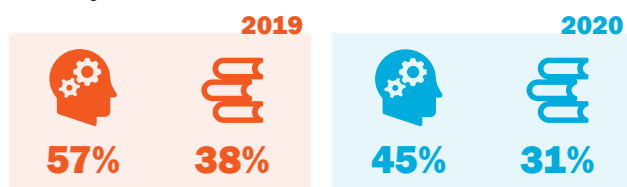
Physical load

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 low autonomy) of employees who work from location did not change much. **Autonomy** clearly decreased, but so did the **job demands**.



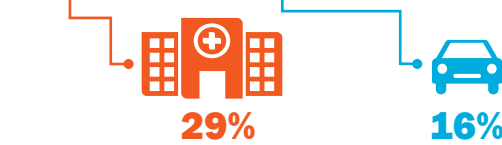
Protective equipment

More than 6 in 10 employees (61%) who work from location indicated that the employer often or always provided **personal protective equipment**.



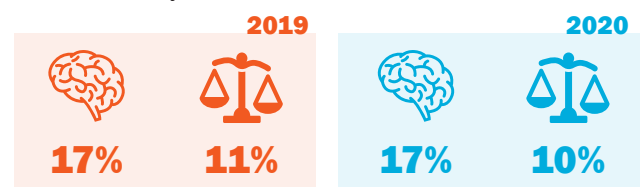
Contact with COVID-19 infected persons or materials

Nearly 13% 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 and transport.



Health and work-life balance

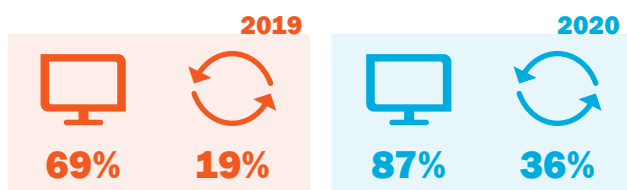
More than 8 in 10 employees who work from location consider their own health to be (very) good. Both **burn-out complaints** and **work-life imbalance** remained fairly stable.



WORKING FROM HOME

Physical load

More than 87% 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**.



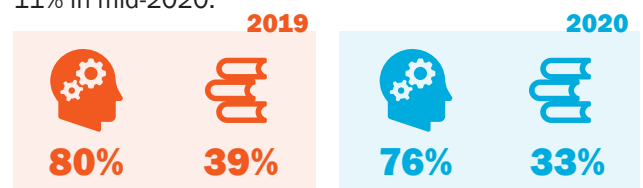
Home office

Most homeworkers have a good desk (67%), a separate screen (63%) or a separate mouse (86%). Slightly less than half of homeworkers have a good office chair. Overall, 33% of homeworkers have all of these appliances. Still, 2 out of 5 homeworkers (40%) **need additional resources** in order to properly set up their home office.



Psychosocial load

Both the **autonomy** and **job demands** of homeworkers have decreased slightly. As a result, the workload (the combination of high job demands and low autonomy) has not changed much: from 10% at the end of 2019 to 11% in mid-2020.



Health and work-life balance

More than 8 in 10 homeworkers consider their own health to be (very) good, slightly more than before the COVID-19 pandemic. The proportion of homeworkers with **RSI complaints** decreased. The **work-life imbalance** of homeworkers remained fairly stable.

