IMPACT COVID-19 ON EMPLOYEES

KEY FIGURES - SUMMER 2020

EFFECT OF THE COVID-19 PANDEMIC

No longer working

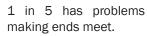
Three months after the start of the COVID-19 pandemic, 12% of employees are out of work for a variety of reasons.



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



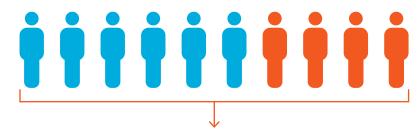
Of the participants who no longer work, 8 in 10 indicate that their own health is (very) good. This is a slight increase compared to 2019, when 73% of this group indicated that they are in (very) good health.



WORKING DURING THE COVID-19 PANDEMIC •

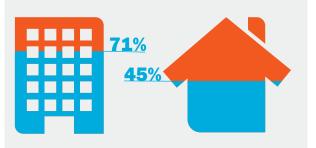
Measures

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

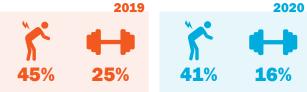


The figures in this factsheet are based on the NWCS-COVID-19 study. This is a questionnaire survey among 10,616 participants who also completed the Netherlands Working Conditions Survey (NWCS) in 2019. The fieldwork for the NWCS-COVID-19 was conducted between the end of June and the end of July 2020, three months after the start of the measures and before the resurgence of COVID-19 in August 2020. The data has been weighted by gender, age, education and sector to make 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 in mid-2020. People who no longer had a job or who indicated that they either could not or were not allowed to carry out their work were not included.

WORKING FROM LOCATION

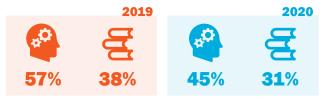
Physical load

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**.



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.



Protective equipment

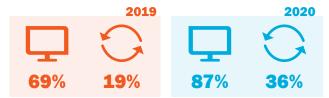
More than 6 in 10 employees (61%) who work from location indicated that the employer often or always provided **personal protective equipment**.



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**.



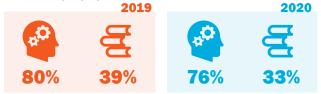
Home office

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.

