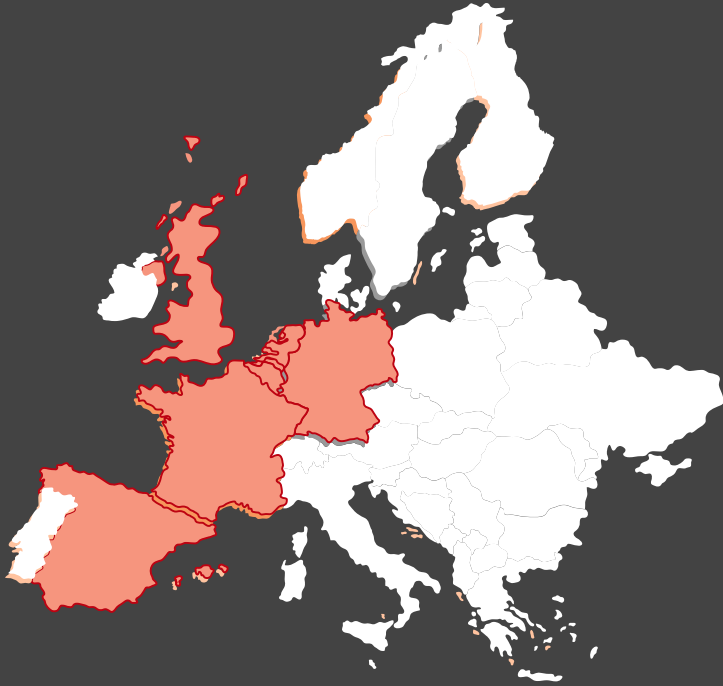


# Work Life in Lockdown: Employee Wellbeing during Covid-19



# DATA COLLECTION AND SAMPLE



- Online survey in six European countries: Belgium, The Netherlands, France, Spain, United Kingdom & Germany
- Focus on knowledge workers only, sample of 3,384 respondents
- Sample representative of the local labour markets in terms of industry
- Analyses in this briefing focus on those who are still at work, sample of 2,595 respondents

# CONTENT

## 1. Grief over loss of face-to-face interactions

- Country level differences
- Role of organization size/age/CEO gender
- Role of employee age/leadership/job autonomy/routine/personality

## 2. Ability to obtain energy from digital interactions

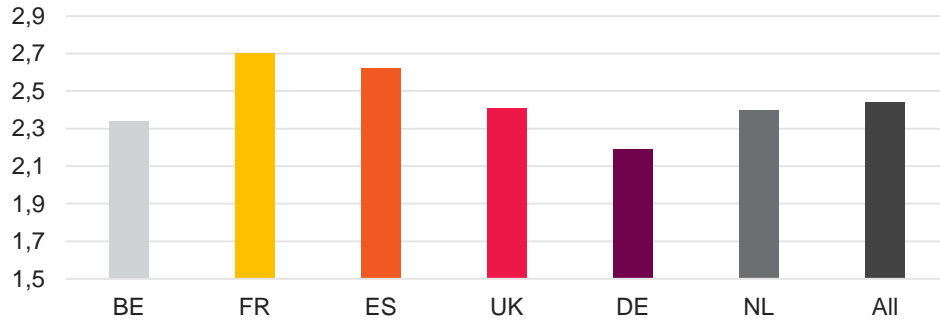
- Country level differences
- Role of employee age/job autonomy/routine/personality

## 3. Working hours

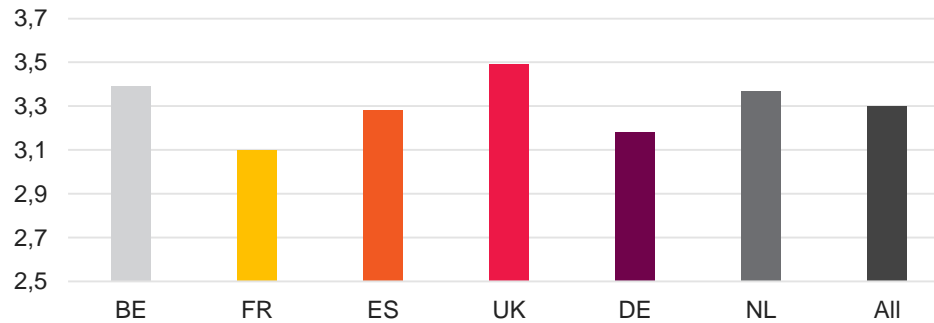
# Grief over loss of face-to-face interactions at work

Scores for positive grieving on average higher than negative grieving, but greater variation in latter!

Negative Grieving  
= feelings of pain, focus on loss



Positive Grieving  
= feelings of hope, focus on opportunity



## Grieving stages

- Denial  
e.g., I am in total disbelief that I must give up face-to-face interactions at work
- Anger  
e.g., I feel a lot of hostility towards the Covid-19 lockdown
- Depression  
e.g., sometimes I feel like crying about being able to interact face-to-face at work
- Exploration  
e.g., I am going to try and keep an open mind about giving up face-to-face interactions at work
- Acceptance  
e.g., I think I can handle losing face-to-face interactions at work

## Negative grieving (denial + anger + depression)

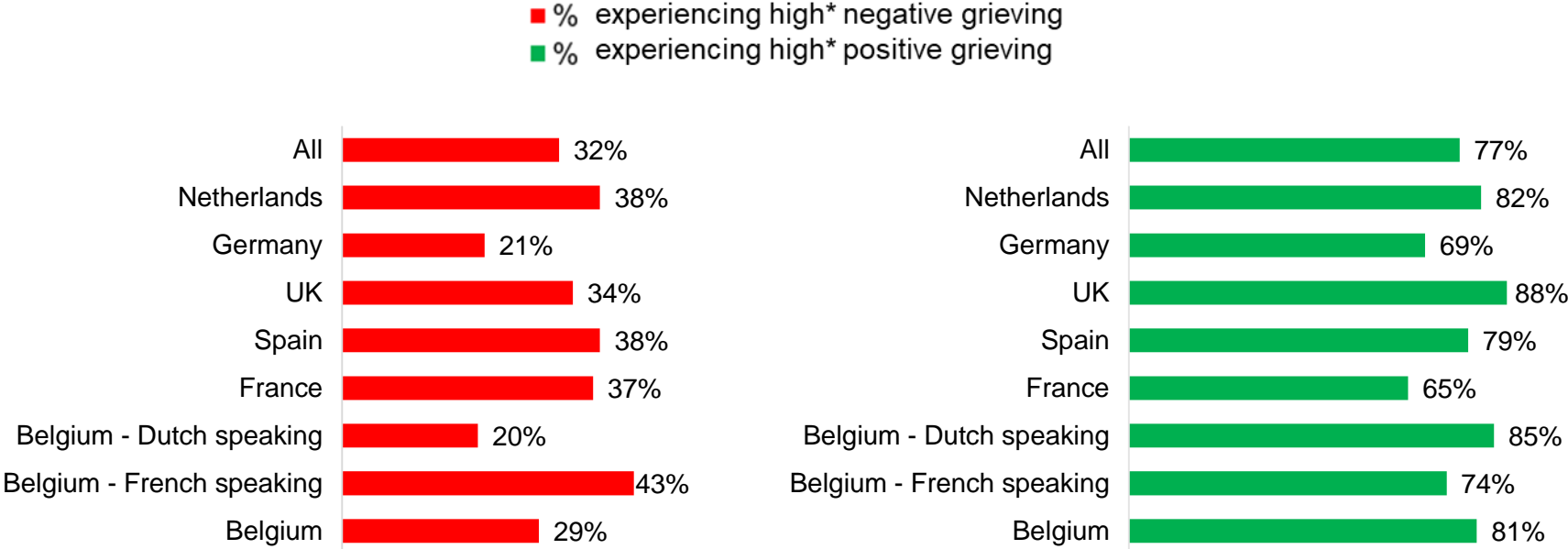
- Overall average = 2.4

## Positive grieving (exploration + acceptance)

- Overall average = 3.3.

# Grief over loss of face-to-face interactions

Germany and Dutch-speaking Belgium has lowest proportion of employees with high negative grieving

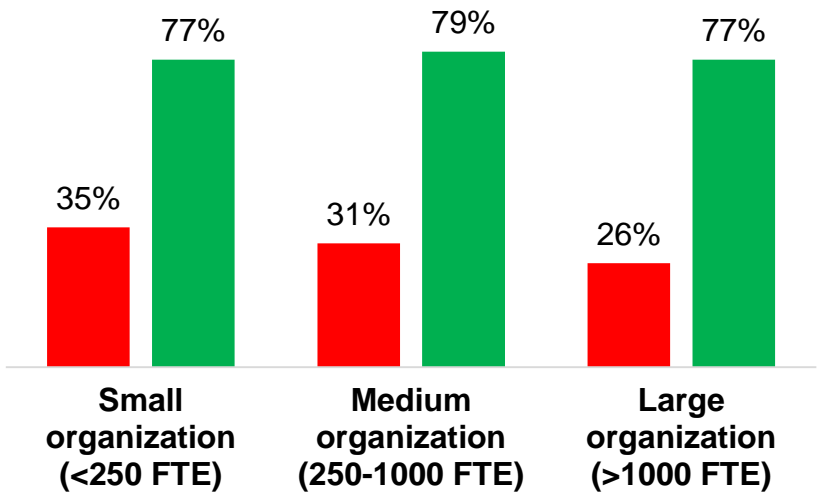


\* score higher than 3 on scale 1-5

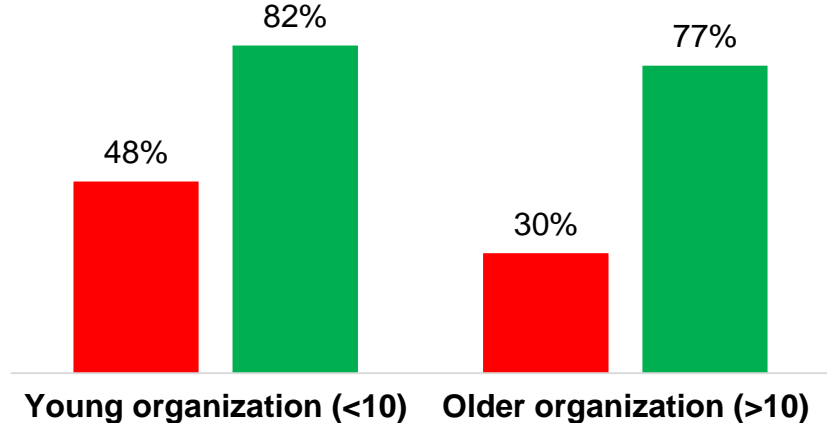
# Grief over loss of face-to-face interactions, role of firm size & age

Negative grieving highest in small and young firms

Grief, by firm size



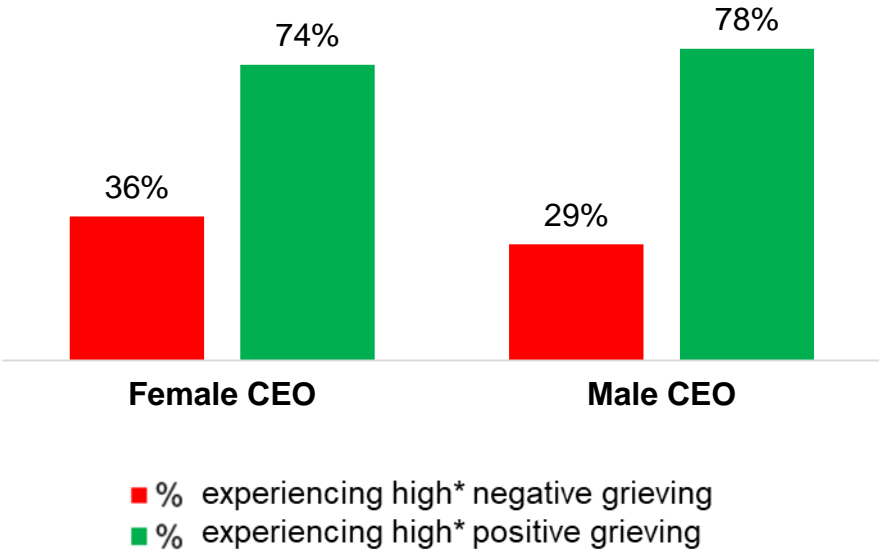
Grief, by firm age



■ % experiencing high\* negative grieving  
■ % experiencing high\* positive grieving

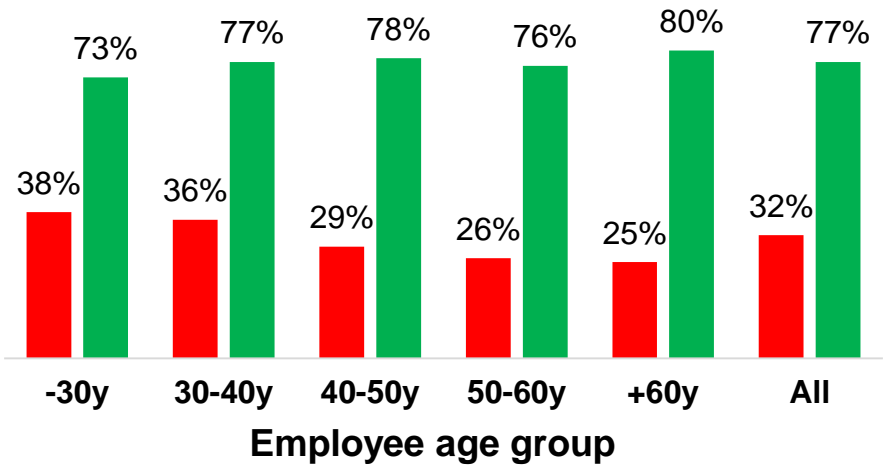
# Grief over loss of face-to-face interactions, role of CEO gender

More negative grieving in firms with female CEO



# Grief over loss of face-to-face interactions, role of employee's age

Older employees experience less negative grief over the loss of work-related face-to-face interactions

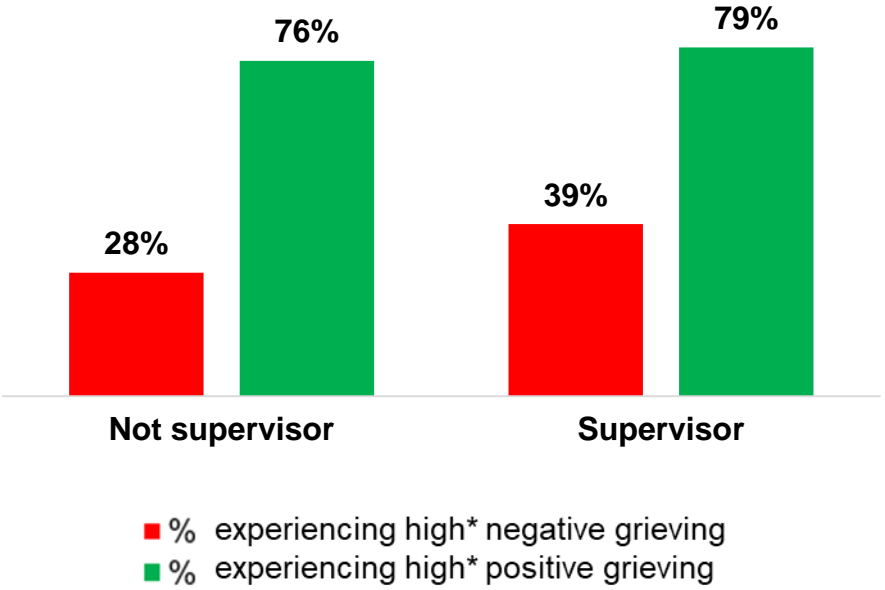


■ % experiencing high\* negative grieving  
■ % experiencing high\* positive grieving



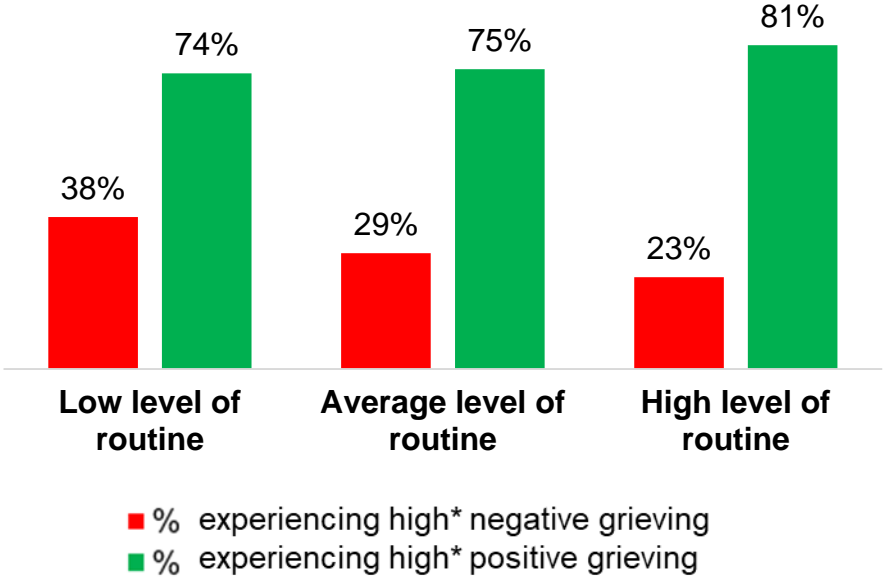
# Grief over loss of face-to-face interaction, supervisors vs no supervisor

Supervisors have higher negative grieving related to loss of face-to-face interactions



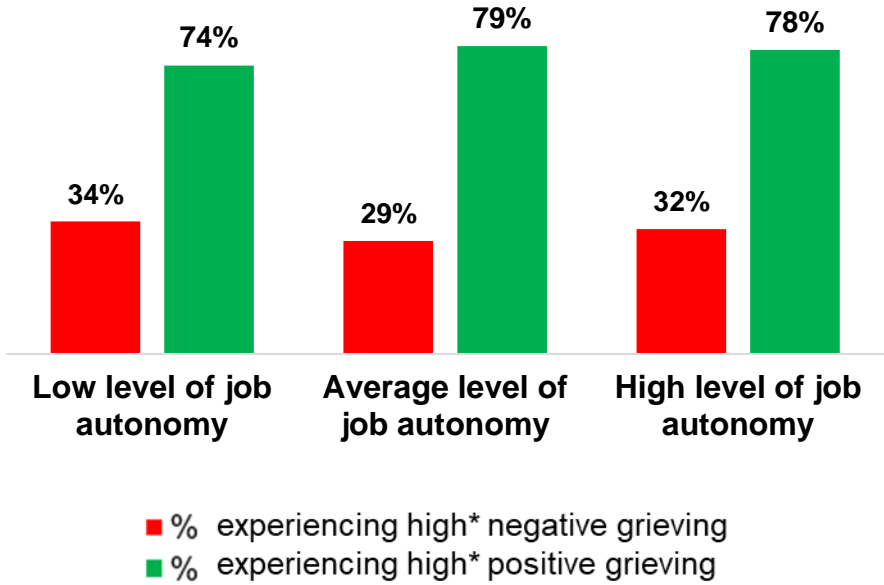
# Grief over loss of face-to-face interaction, role of routine

Finding a routine lowers negative grieving



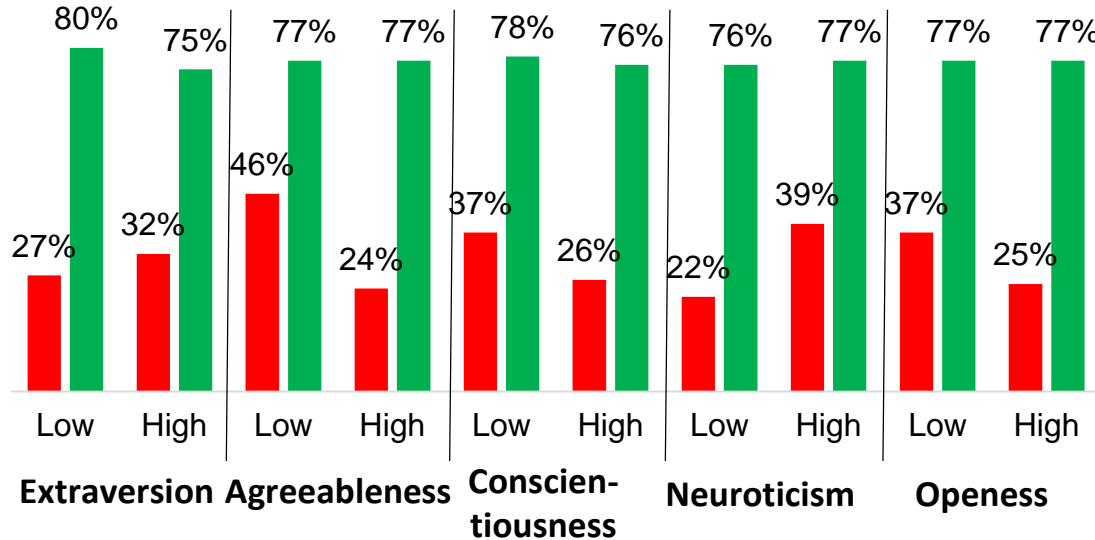
# Grief over loss of face-to-face interaction, job autonomy

No impact of job autonomy



# Grief over loss of face-to-face interaction, personality

Individuals who score low on agreeableness and high on neuroticism experience more negative grieving



■ % experiencing high\* negative grieving  
■ % experiencing high\* positive grieving

## Big-5 personality traits

**Extraversion**, includes getting energy from external means

**Agreeableness**, reflects concern for social harmony and getting along with others

**Conscientiousness**, includes tendency to display self-discipline

**Neuroticism**, sometimes called emotional instability, low tolerance for stress

**Openness** to experience, more aware of feelings, more creative, willing to try new things

# CONTENT

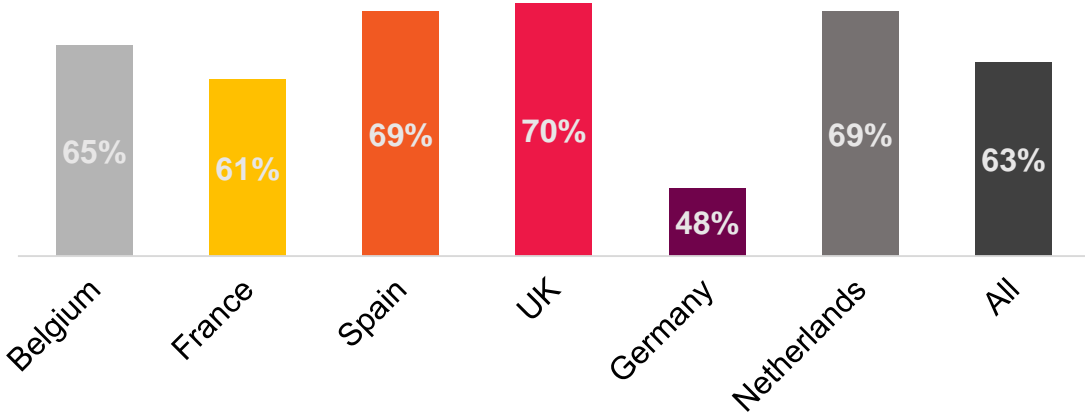
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2. Ability to obtain energy from digital interactions
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3. Working hours

# Energy from digital interactions, country level differences

Germans obtain least energy from digital interactions

% respondents indicating to obtain energy from digital interactions

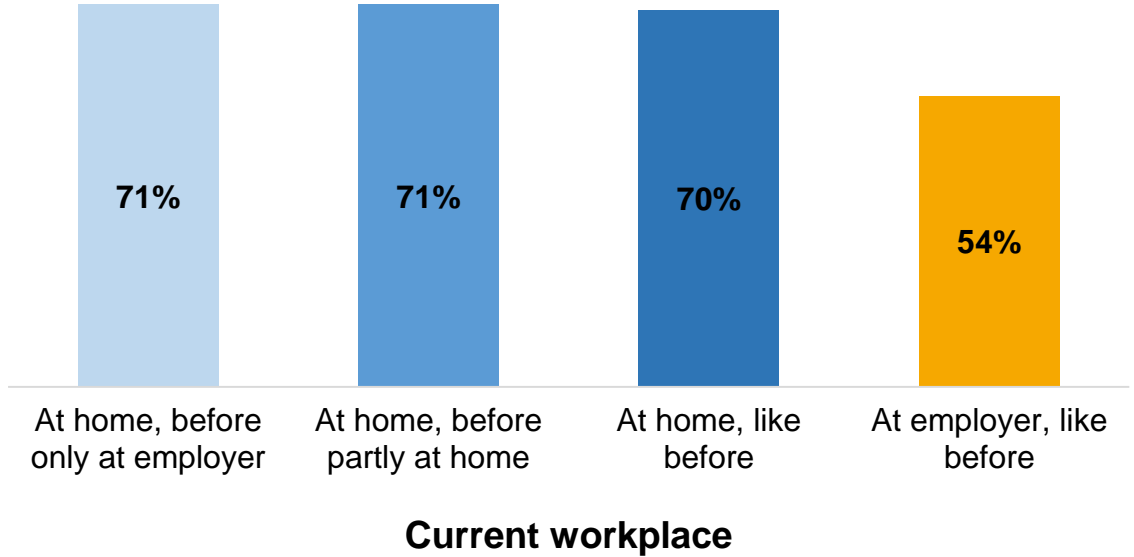
Effect could be due to Germany having lighter lockdown...



# Energy from digital interactions, role of workplace/situation

TEXT

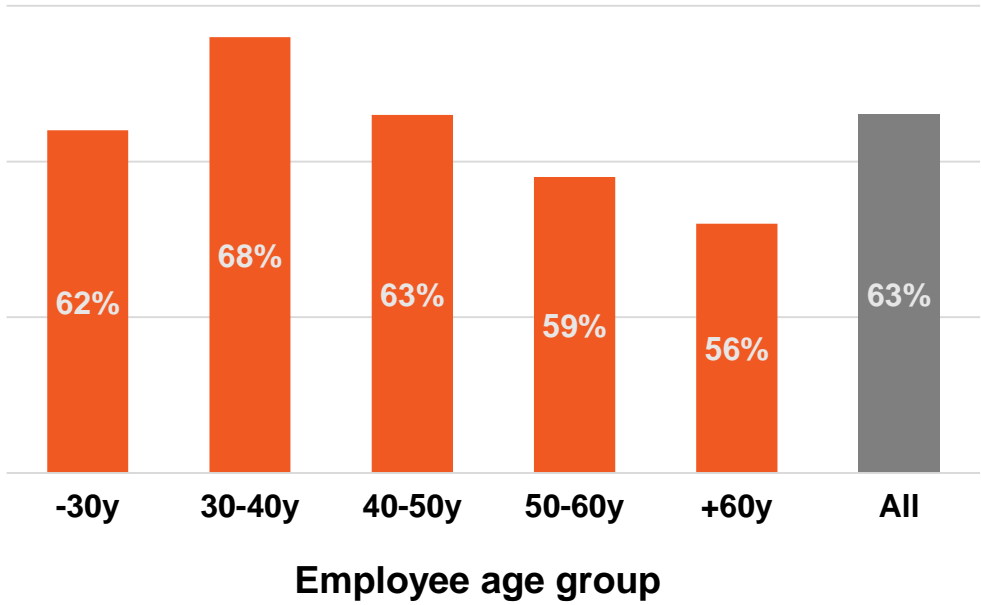
% respondents indicating to obtain energy from digital interactions



# Energy from digital interactions, role of employee's age

Older employees gain less energy from digital interactions

% respondents indicating to obtain energy from digital interactions

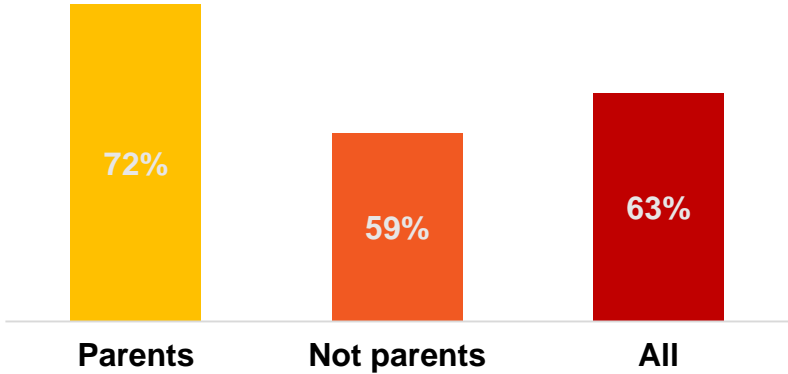




# Energy from digital interactions, role of having children

Parents obtain more energy from digital interactions

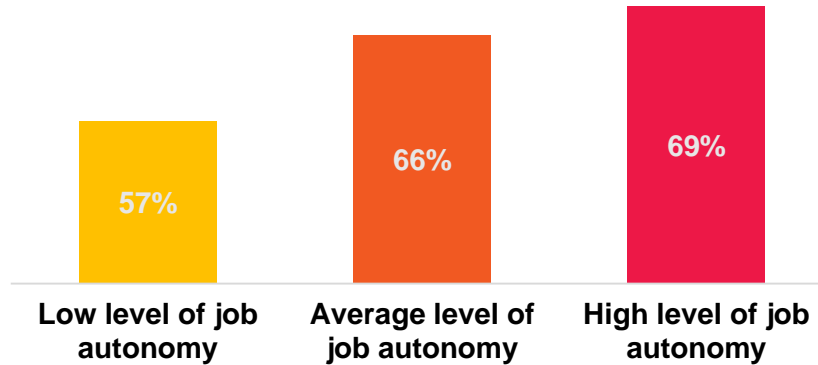
% respondents indicating to obtain energy from digital interactions



# Energy from digital interactions, job autonomy

Employees with high job autonomy are more likely to gain energy from digital interactions

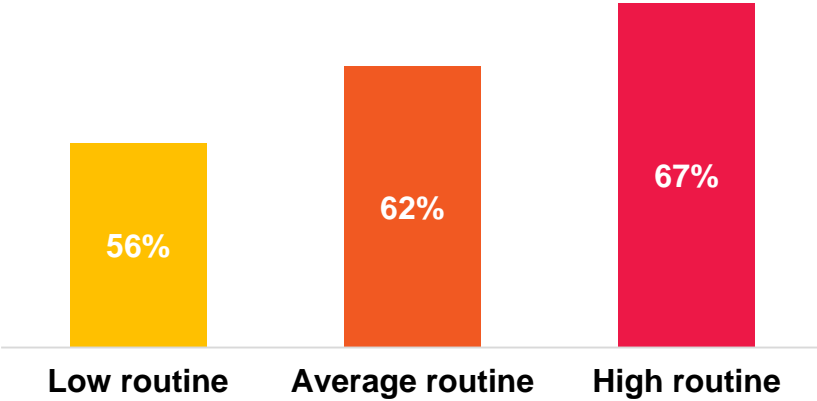
**% respondents indicating to obtain energy from digital interactions**



# Energy from digital interactions, role of finding a routine

Positive relationship between finding a routine and gaining energy from digital interactions

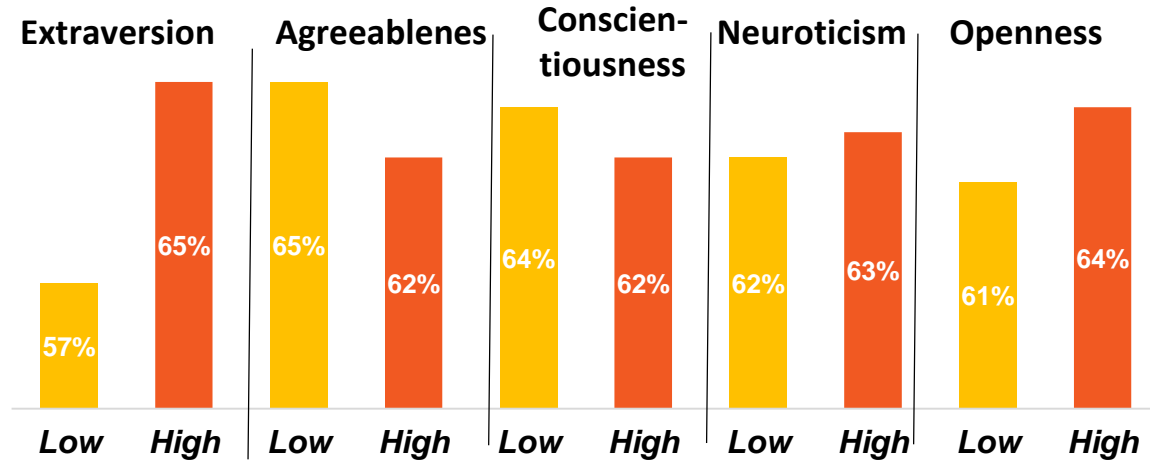
% respondents indicating to obtain energy from digital interactions



# Energy from digital interactions, role of personality

Individuals that score low on extraversion are least likely to obtain energy from digital interactions

% respondents indicating to obtain energy from digital interactions



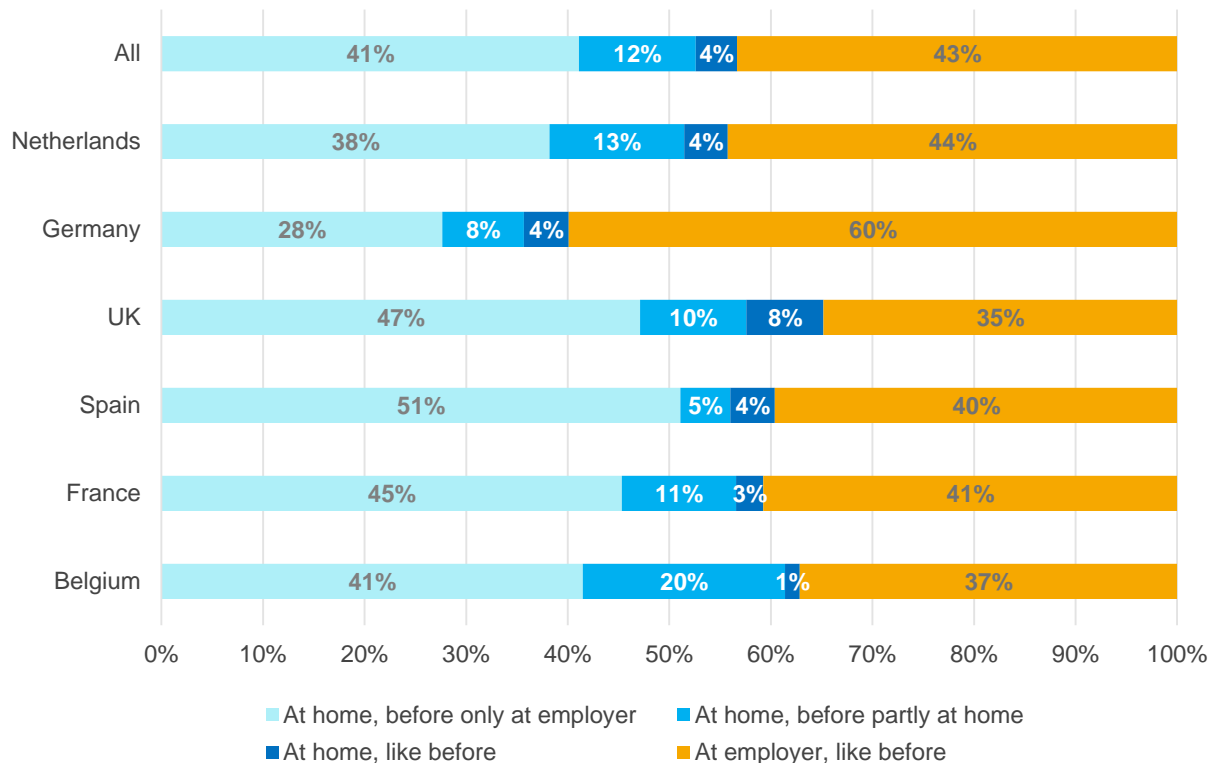
# CONTENT

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3. Working hours

# Remote Working

On average, 2 in 5 employees still work at employer during lockdown

## Working at Home versus at Employer



Note: This graph (and the percentages) only considers those respondents in our sample who are currently still at work. Preferred option!

### Remote Working (all blue)

- Overall average = 57% at home
- Above: UK 65% and Belgium 63%
- Below: Germany 40%

### Change to Remote Working (lightest blue)

- Overall average = 41% now at home, not before
- Above: Spain 51%
- Below: Germany 28%

### Nothing changed (darkest blue + orange)

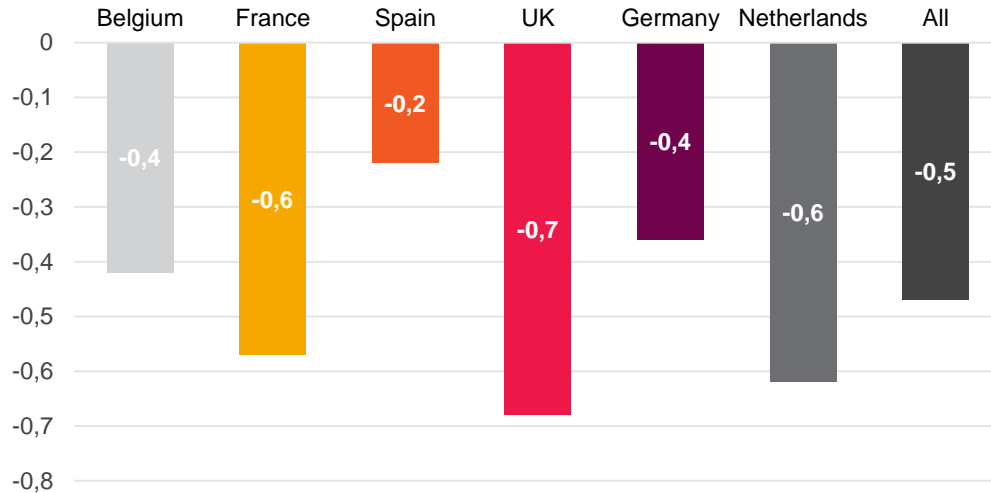
- Overall average = 47%
- Above: Germany 64%
- Below: 39%

# Time Commitment (I)

On average, employees work 0.5 hour less per day than before lockdown

Note: These analyses again only consider those respondents in our sample who are currently still at work.

Change in Hours Worked per Day



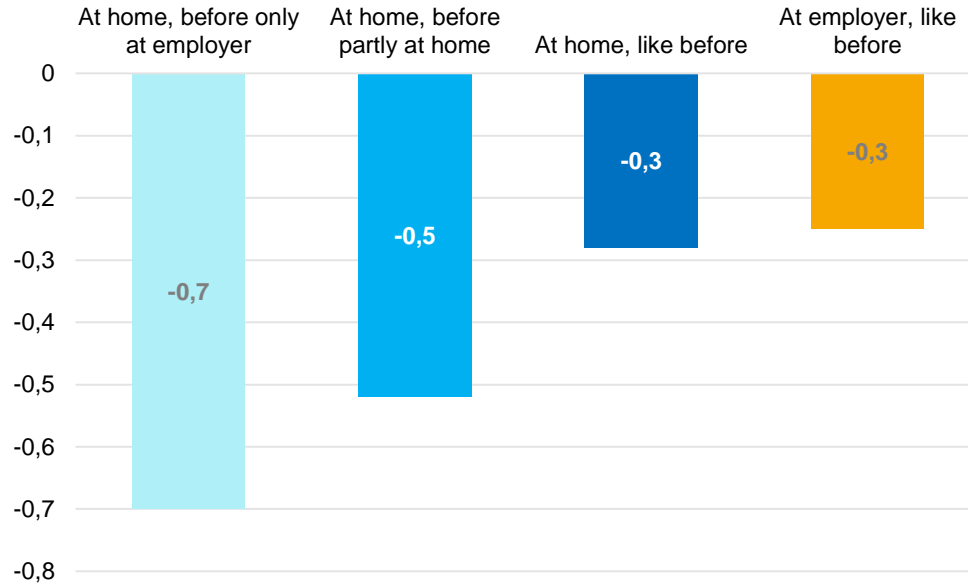
## Amount of reduced work time

- Overall average = -0.5 hr/day
- Above: UK -0.7 hr/day
- Below: Spain -0.4hr/day

# Time Commitment (III)

Remote workers – especially if new(er) to it - higher reduction in work time

## Change in Hours Worked per Day

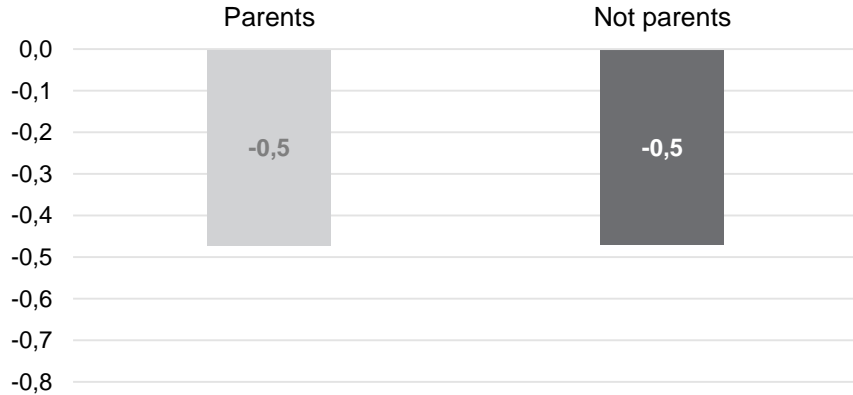




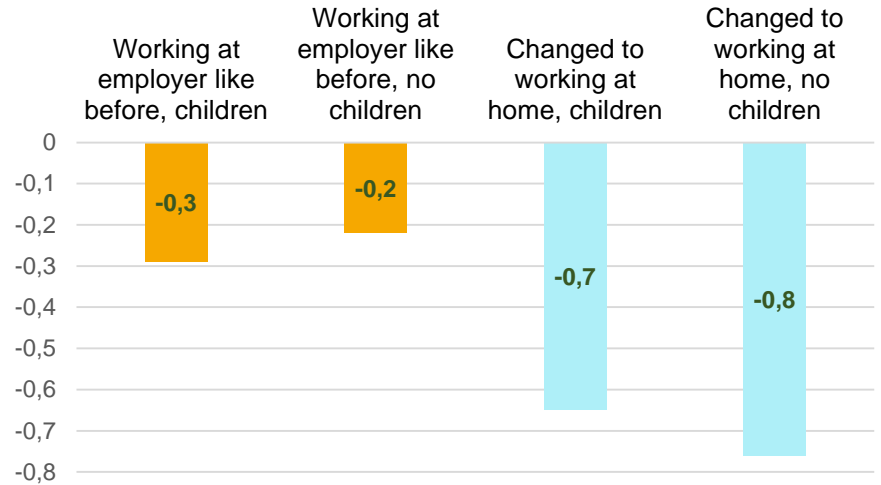
# Time Commitment (IV)

No difference in reduced work time between parents and non-parents

### Change in Hours Worked per Day



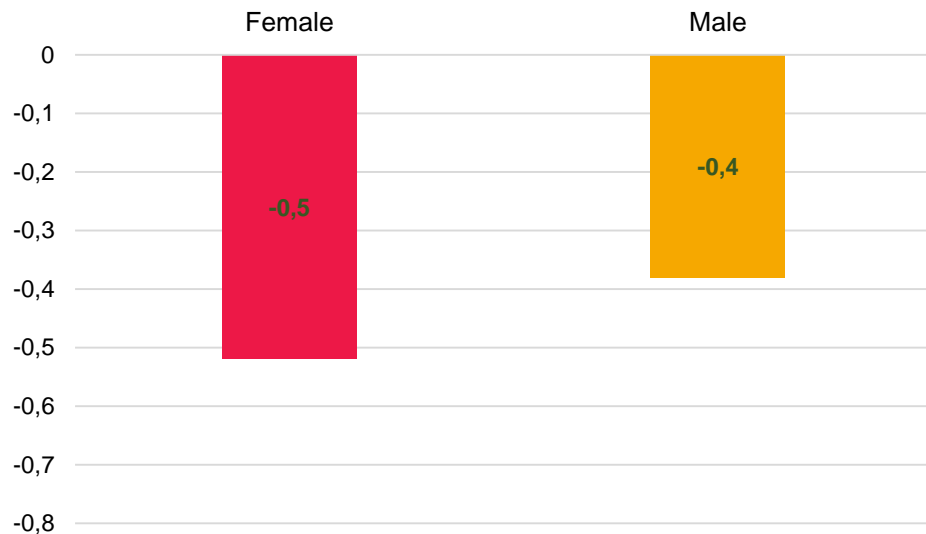
### Change in Hours Worked per Day



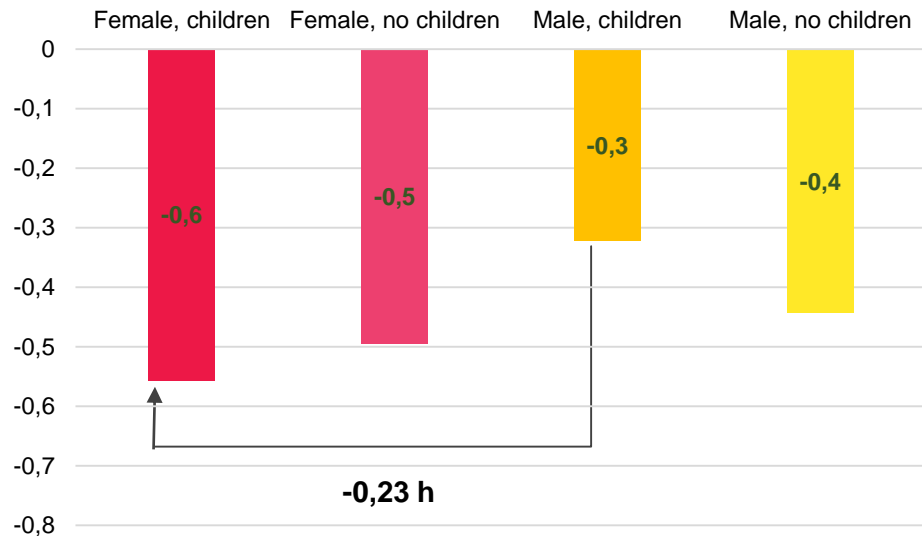
# Time Commitment (V)

No difference in reduced work time between men and women overall, but higher reduction for women with children than men with children

## Change in Hours Worked per Day

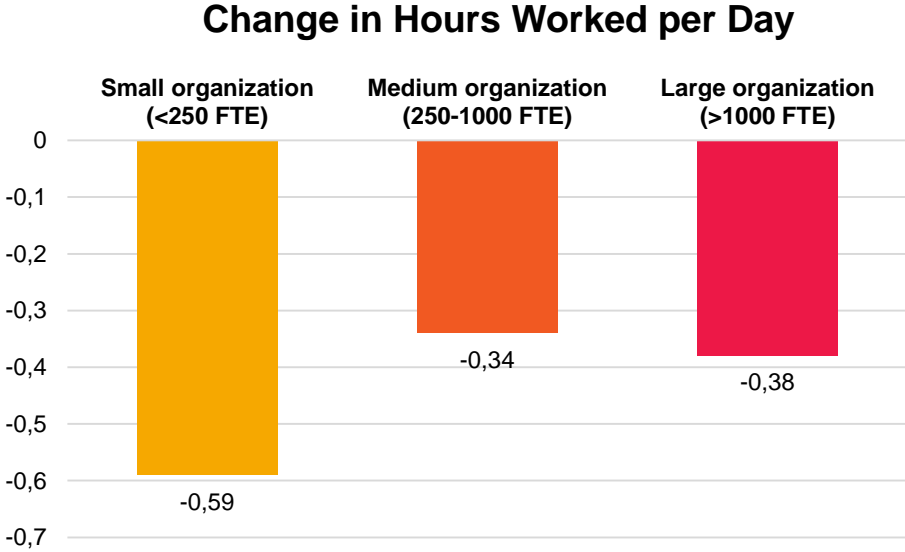


## Change in Hours Worked per Day



# Working hours, role of firm size

Working hours reduced most for employees of small organizations



# Working hours, combined effect of having children & firm size

Text

