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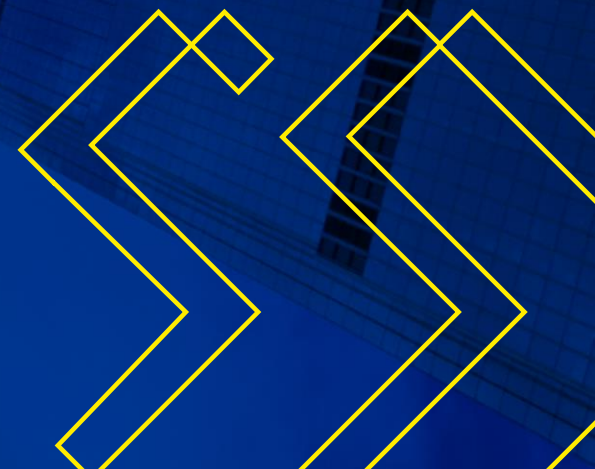


Association of European Businesses

Wellbeing at workplace in 2022



May, 2021



General information about the survey



Dates: 16-24,
May 2022



Form:
online survey



Respondents:
member companies
of AEB

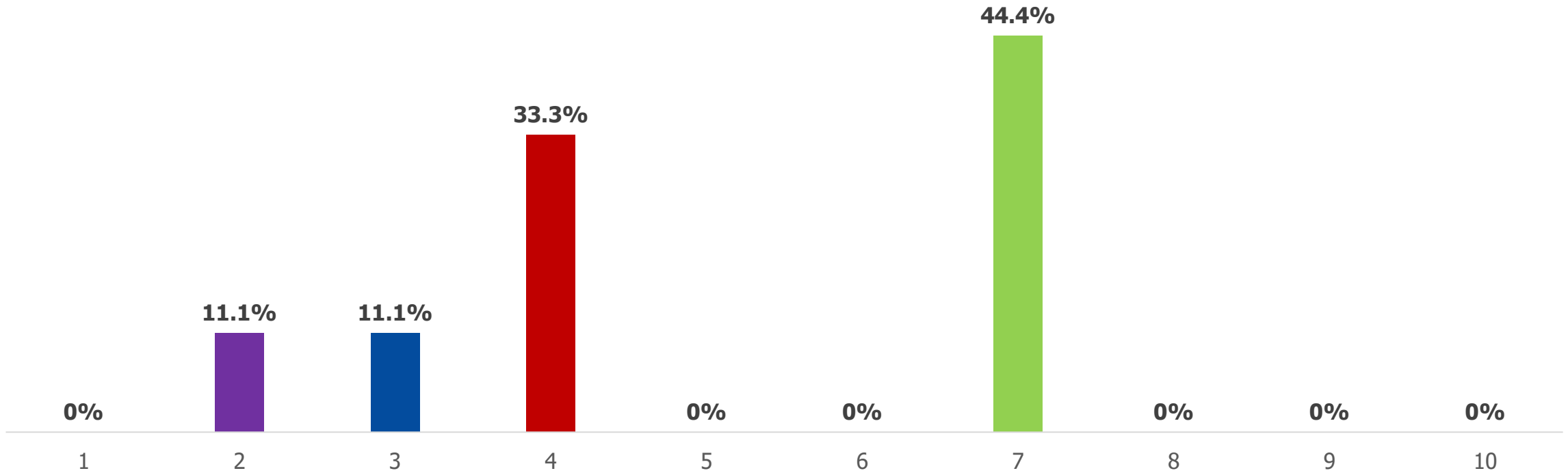


**Number of
respondents:**
9 companies



Results

On a scale from 1 to 10, (1 = very negative, 10 = very positive)
how would you rate the overall atmosphere among your employees in the past 2 months?





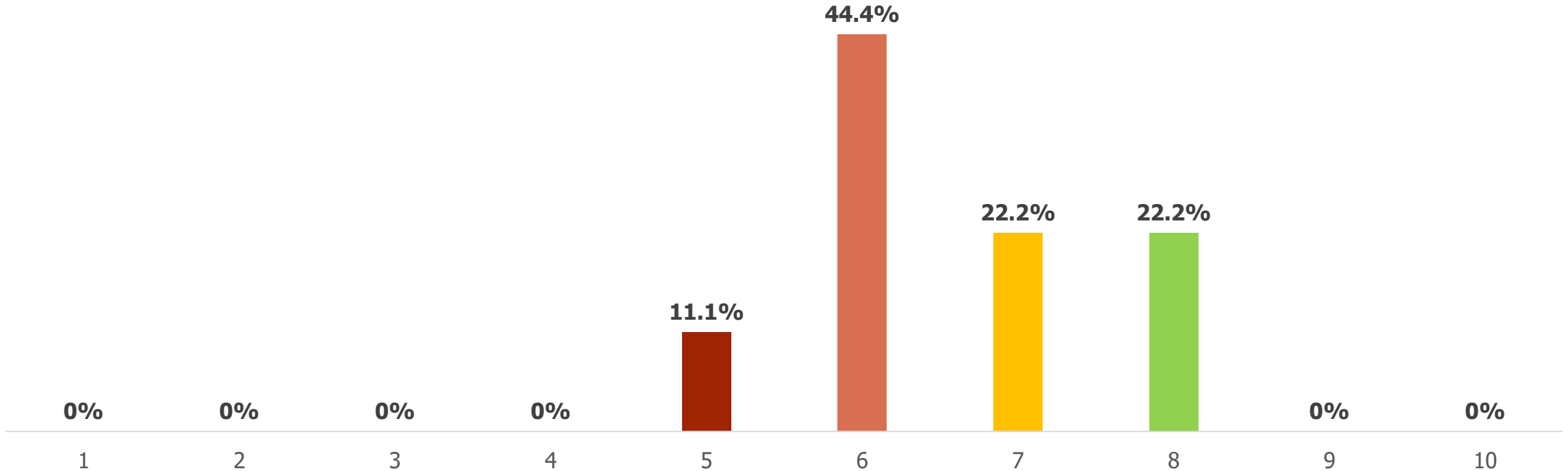
Some interpretation elements

- Influencing factors are multiple depending on the industry and the employer
- Withdrawal from the Russian market
- Levels of insecurity amongst employees (see data from psychological support at the end)
- Some companies taking more decisive actions



Results

On a scale from 1 to 10, (1 = very negative, 10 = very positive)
how would you rate the overall mental and emotional health of your employees?



Results

What do you think are the **major mental and emotional issues** your employees are struggling with right now?

- **Uncertainty** regarding their future employment, and their future in general
- Uncertainty
- **lack of stability**, nobody knows what's happened in the future, all are **afraid to be fired**
- Stress!
- Returning to the offices, **changing business model**, cross-country teams communication
- Uncertainty due to the current geopolitical situation
- **Depression**, uncertainty about the future, **low motivation**, low level of involvement, how to overcome feelings of insecurity and find the **strength to move on**.
- Employees are worried about the **general political and economic situation** in the country and the risk of losing their jobs
- **Ambiguity**, unsafety

Comments from the few responding companies. A broader and more detailed survey might bring more actionable elements for discussion!



Results

As a leader in your organization, what are the major issues you have to face in relation to your employees' mental and emotional health?

- Keeping spirits up, providing reassurance
- Burnout, high stress, uncertainty and lack of productivity
- Communication, how support employees if no decision at all
- Uncertainty and no ability to provide confident long term positive answers on questions towards the perspectives of the business
- Adapting to the new business structure and communication channels, remaining high level of engagement and efficiency, thinking out of a box.
- Lack of motivation
- All mentioned in the previous question and there is a certain situation that employees stopped concentrating on the working process due to different reason (some process has been temporary terminated) and they are not fully loaded with the work that is why there is more time for gossiping and find out more issues for worrying.
- Emotional condition and stress level
- Instability in the emotional state



Results

What mental health and psycho-emotional safe-guarding tools do you provide your employees with?

- **Coaching sessions** + **webinars** + **psychologist sessions** and/or webinars
- Psychological support (eg sessions and consultations) via the **private medical insurance**, webinars on mental and psychological wellbeing, check ups, etc.
- **External providers support**, internal sites and communication from the LT, safety week and emotional safety month townhalls
- Assistance
- **Constant information** about the news from the company's management, healthy breakfasts, communication with those who are very depressed and want to talk, we recommend walking more outdoors, fitness exercises, communicating with animals, reading books, healthy breakfast etc.
- **We have a well run employee assistance program** and we also host a large number of mental health related webinars.
- **Lectures** how to cope with the stress, a **lot of communication** to clarify what is possible, **planning** together the future, **individual talks**, involvement in **team activities**, assistance tools and **consultancy**



Primary EAP presenting issues

01.03.2022 – 01.05.2022

Mental Health and Psychological issues: 56%
 Occupational and Work-related issues: 15%
 Legal and Financial issues: 12%
 Family and Relational issues: 12%
 Other EAP covered issues: 5%

Distribution of client requests from primarily foreign owned companies in Russia in the last 2 month

