



# COVID-19 Mental Health Survey

Association of European Businesses

## 2. General information about the survey

**Dates:**  
22 Sep -05 Oct 2021



**Form:**  
online survey



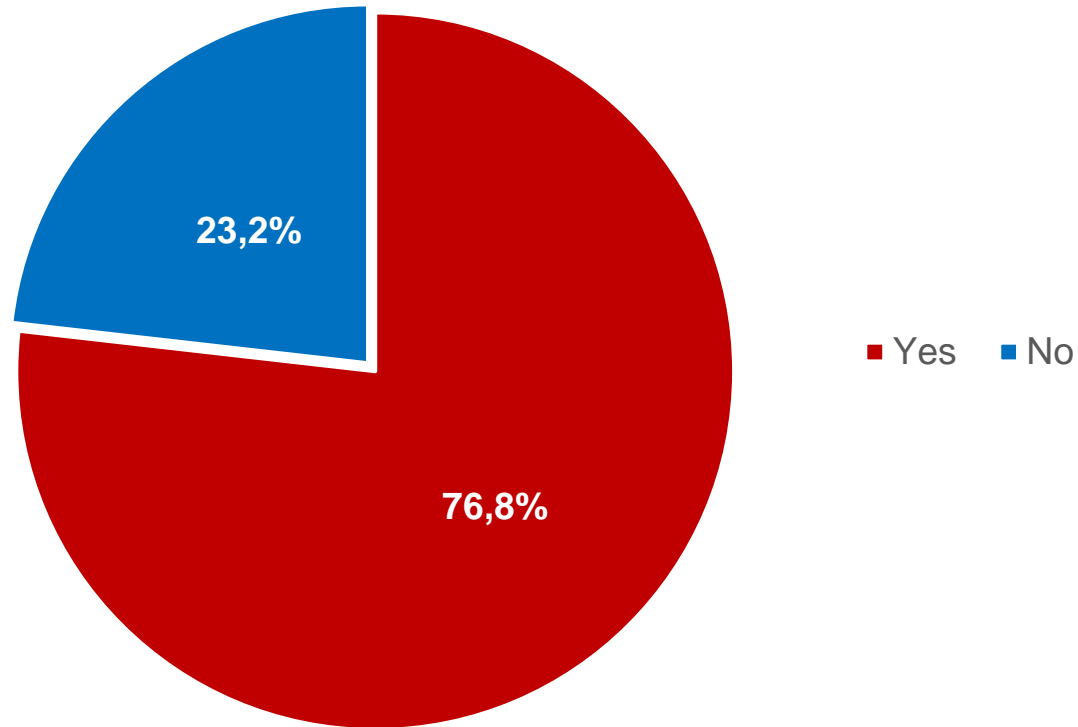
**Respondents:**  
member companies  
of AEB



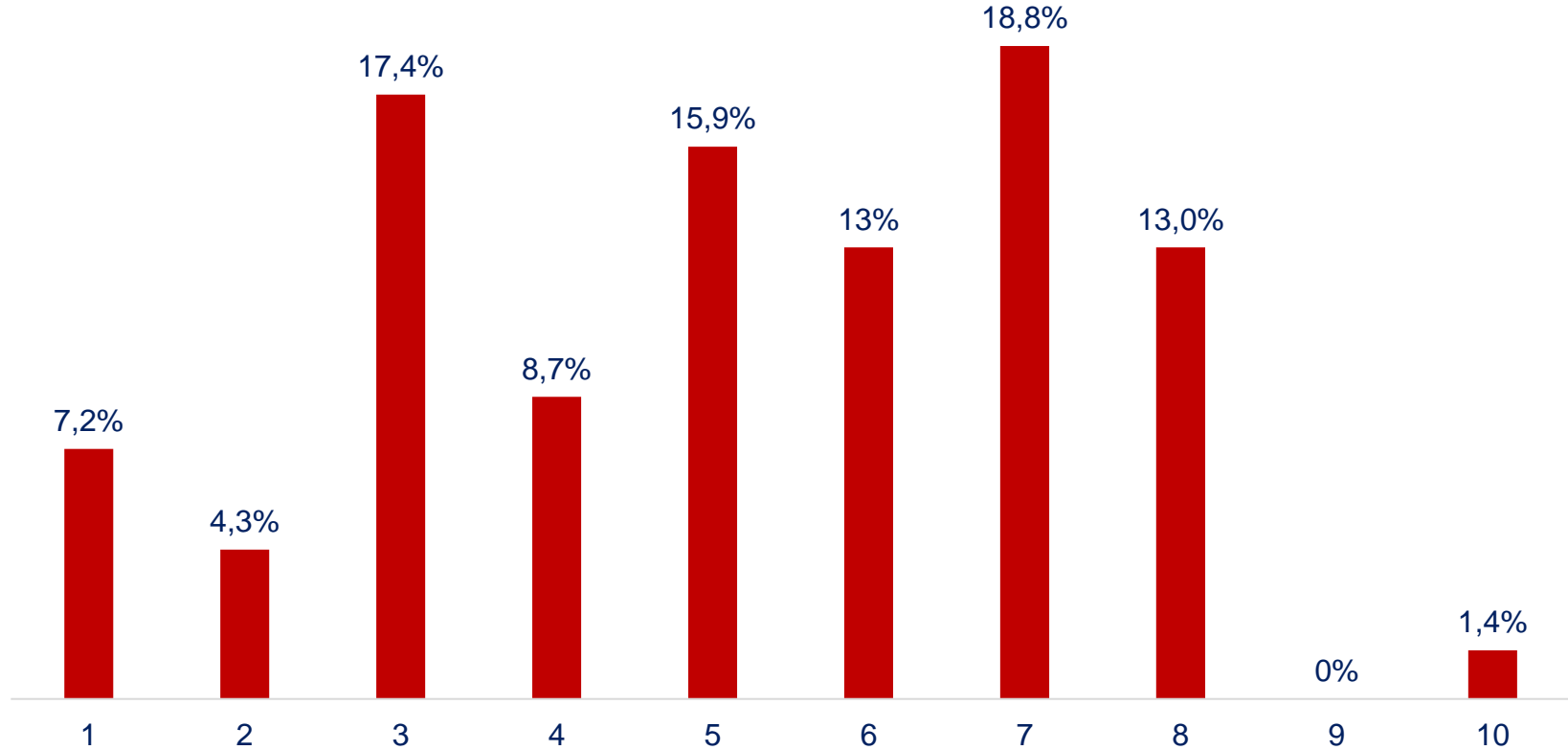
**Number of  
respondents:**  
69 companies



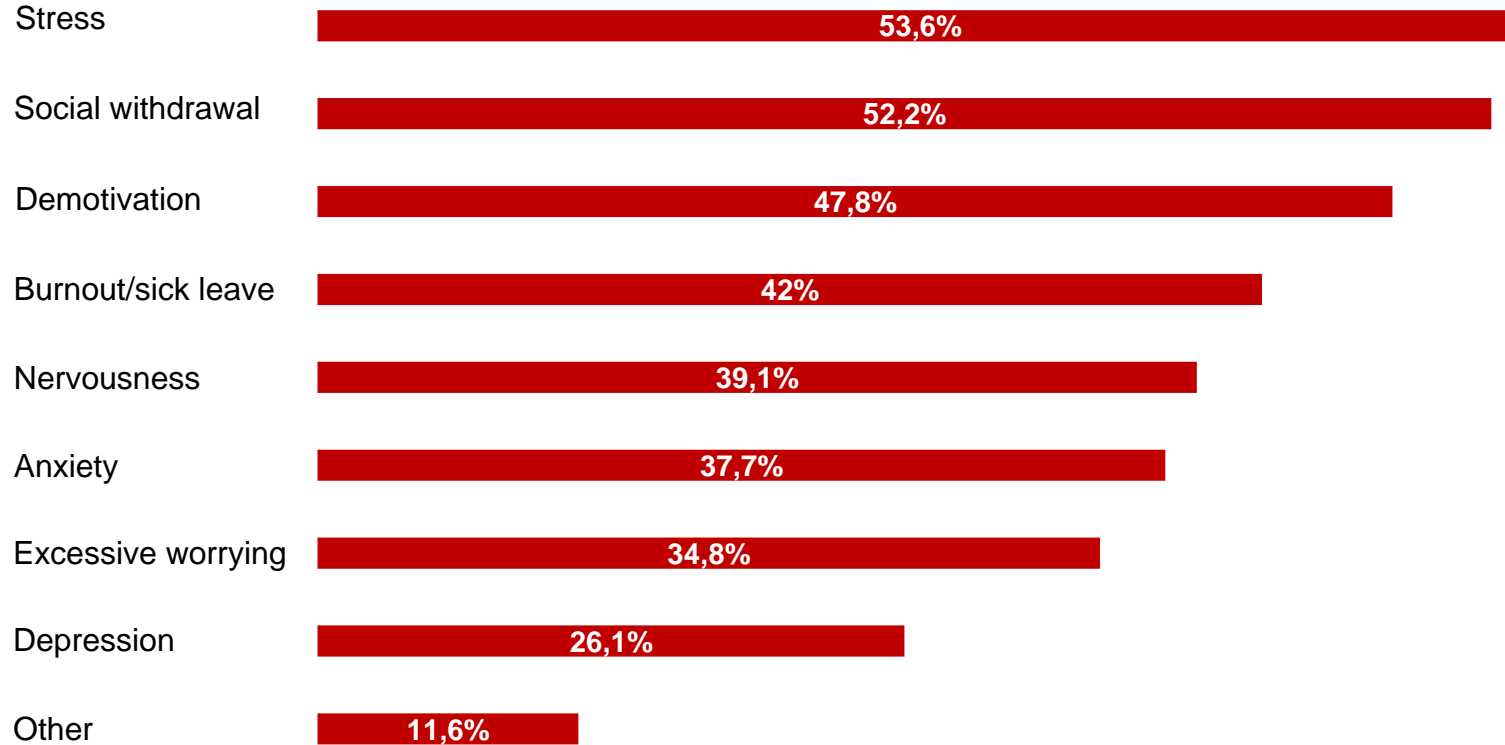
### 3. Do you think that COVID-19 has had a negative impact on the mental health of your employees?



#### 4. On a scale from 1 to 10 how big of an impact do you think COVID-19 has had on the mental health of your employees?

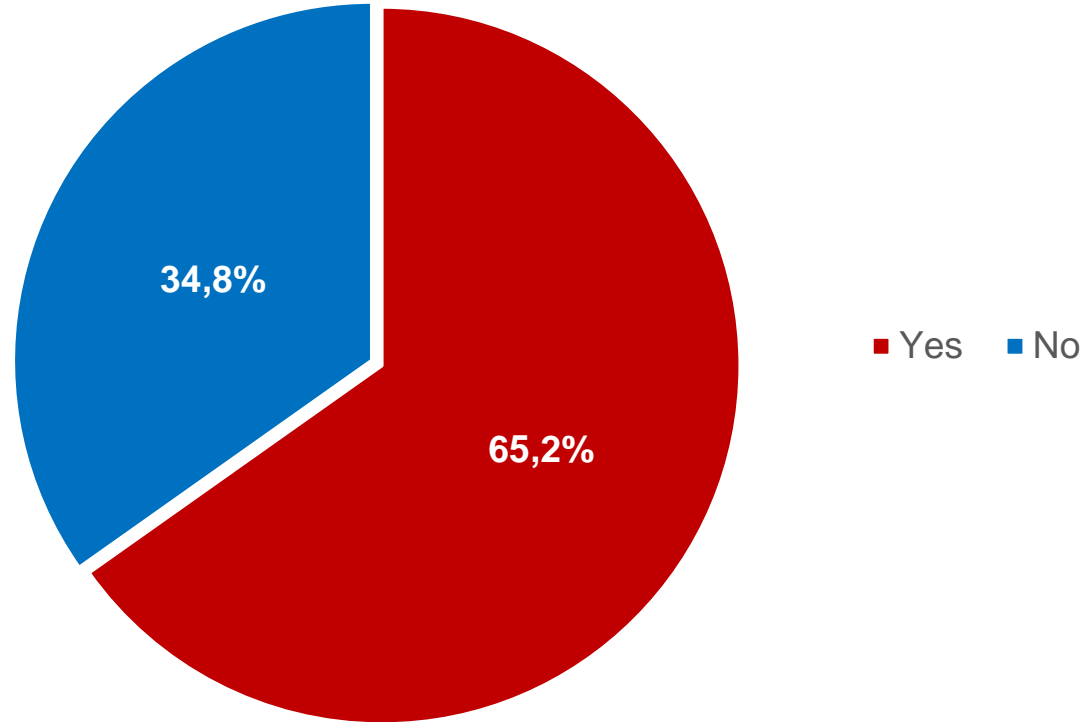


## 5. What effects on the mental health of employees have you noticed?

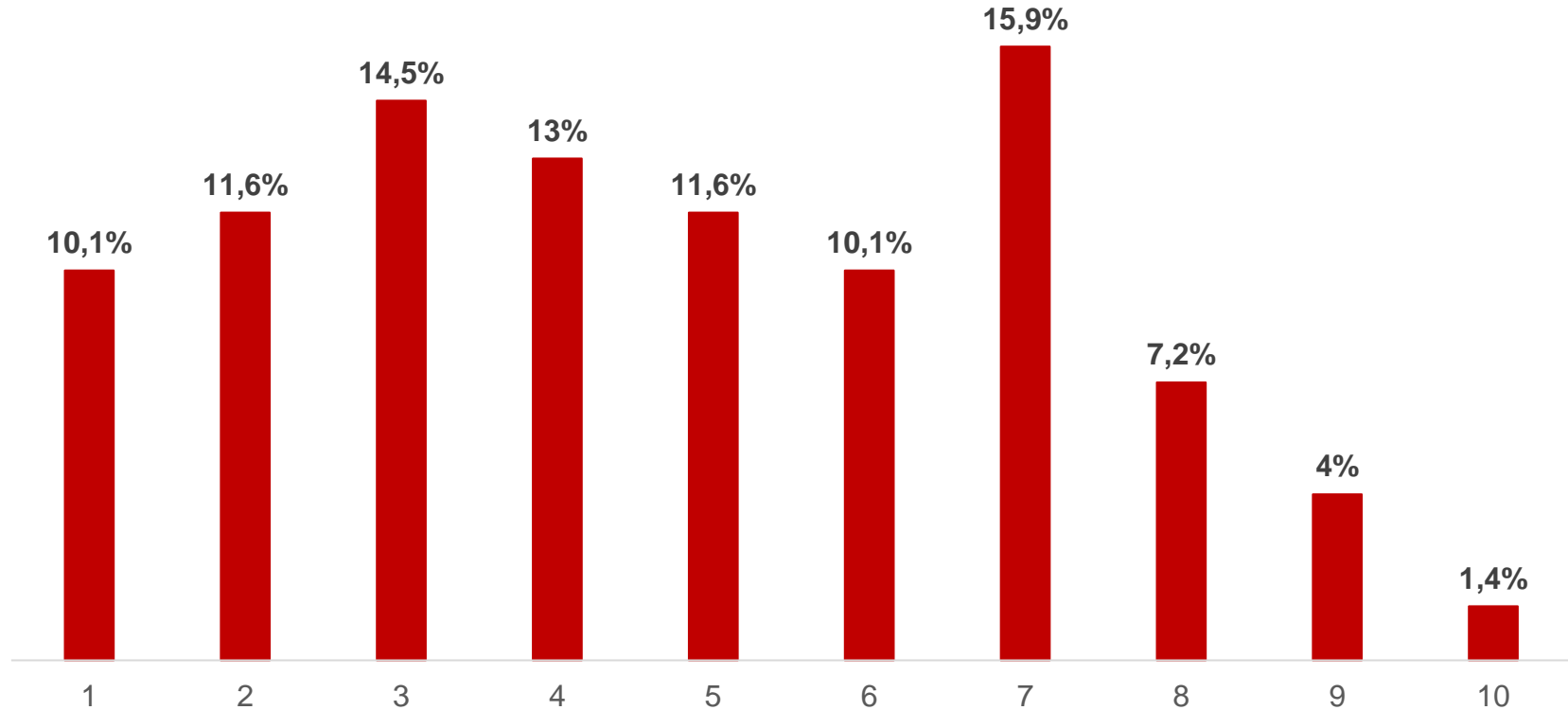


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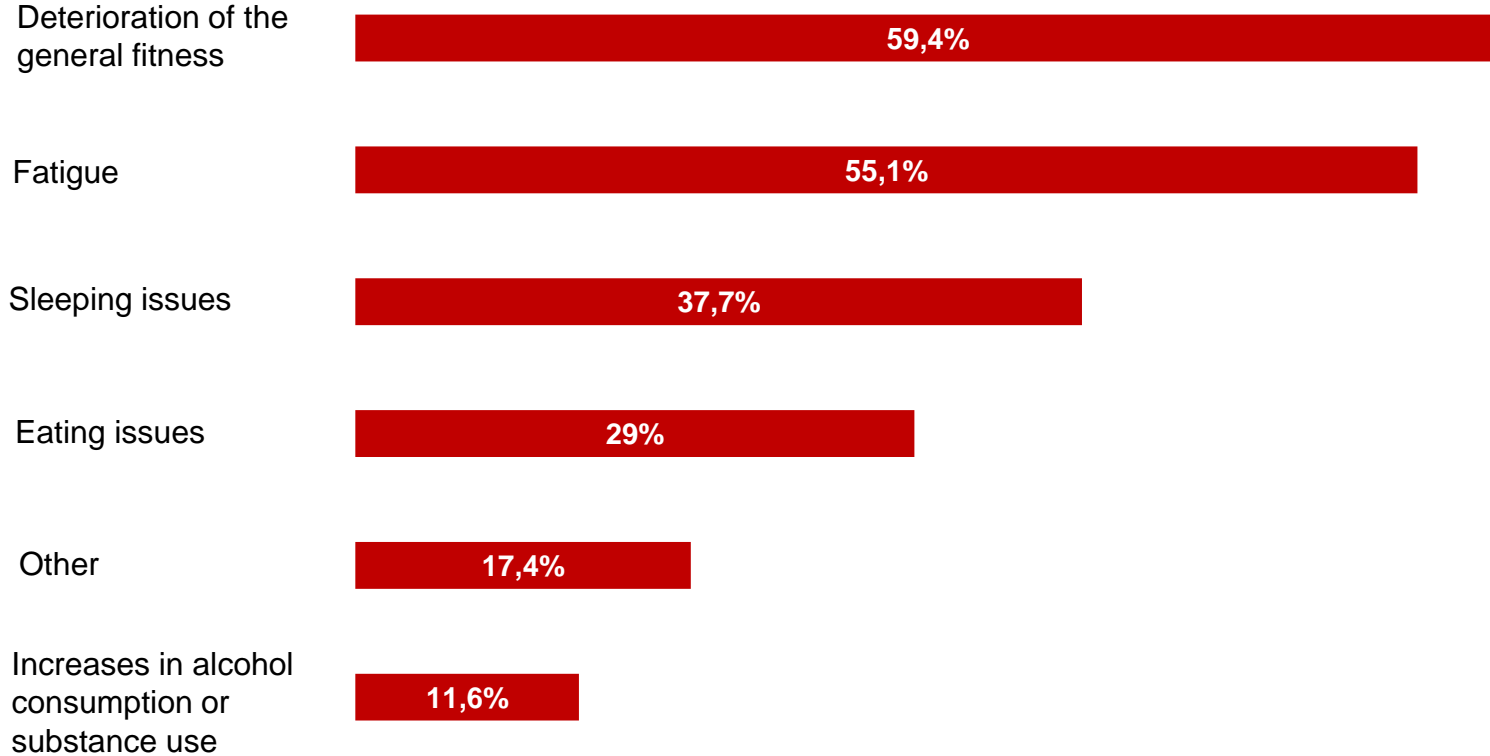
## 6. Do you think that COVID-19 has had a negative impact on the general wellbeing of your employees?



## 7. On a scale from 1 to 10 how big of an impact do you think COVID-19 has had on the wellbeing of your employees?



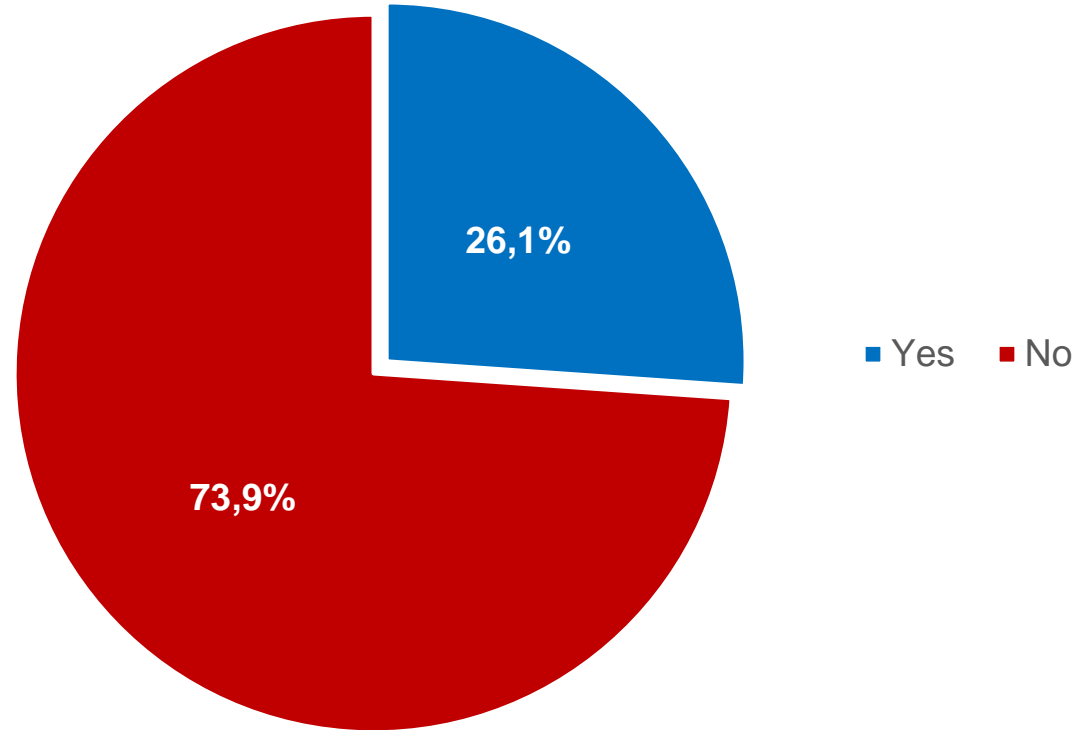
## 8. What effects on the general wellbeing of employees have you noticed?



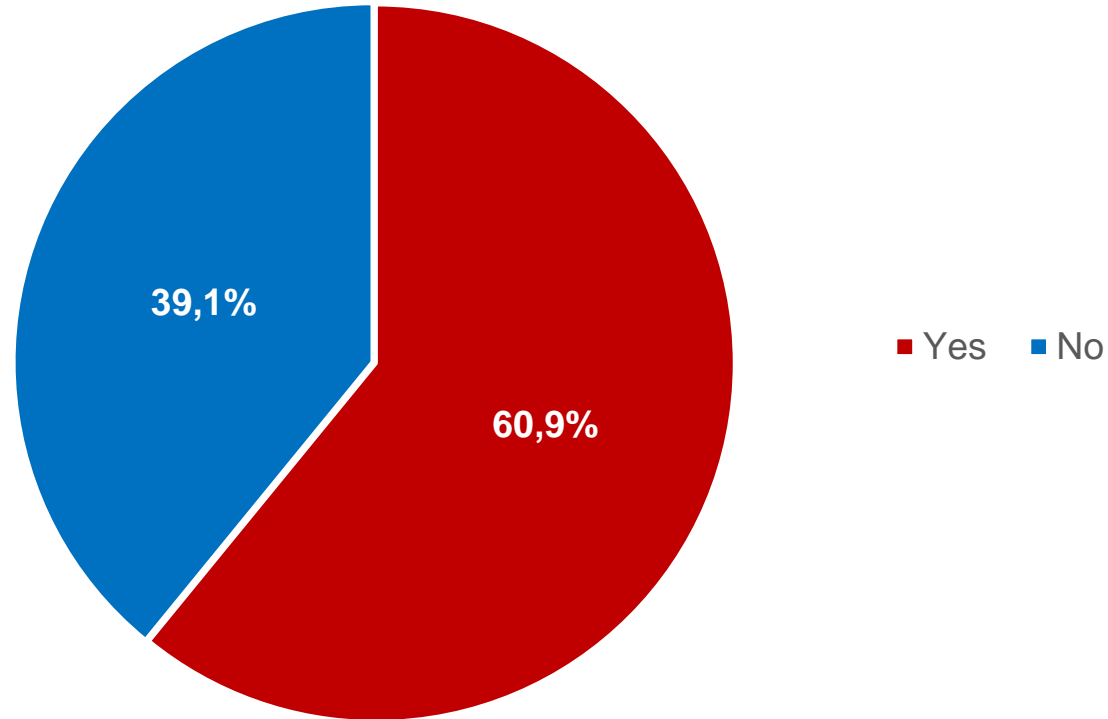
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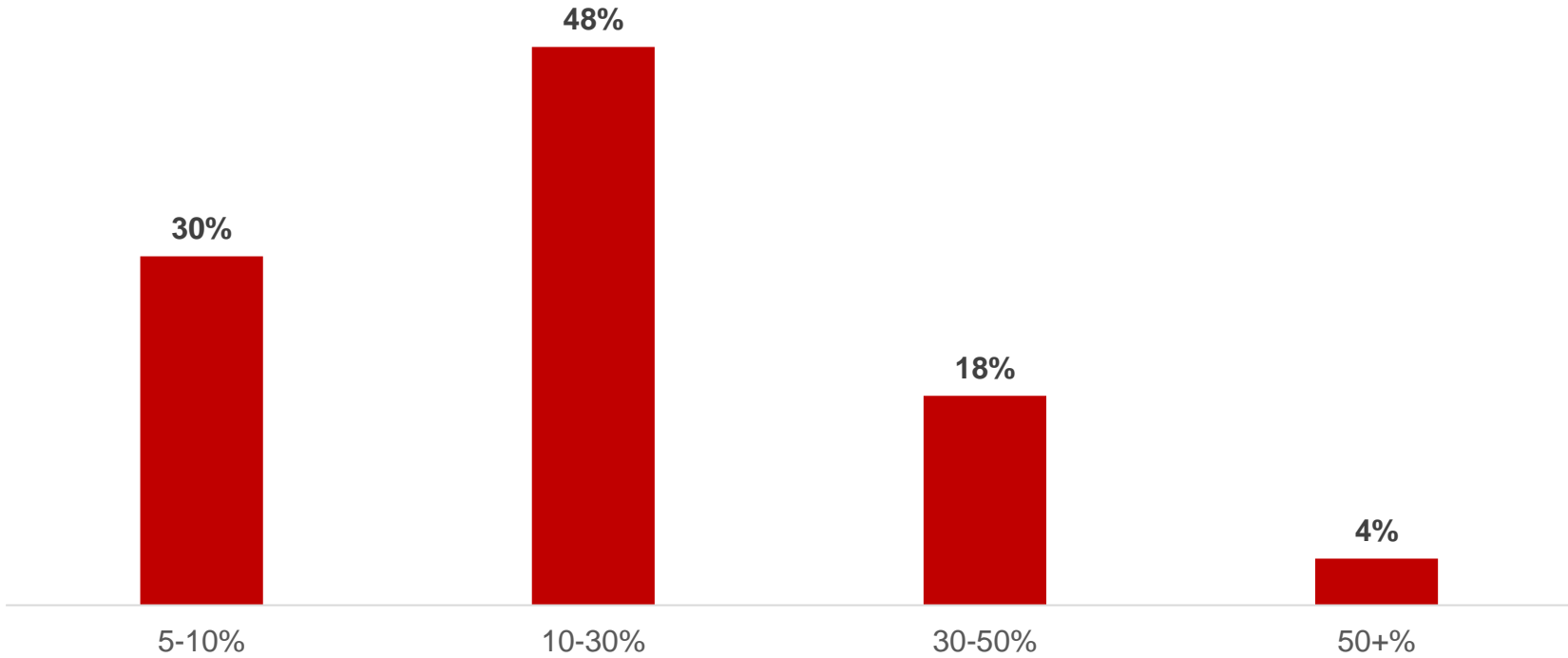
## 9. Have you noticed an increase in the number of hours of absence, sick-leaves, or personal days off, across the company?



## 10. Have you noticed an increase in the number of employees complaining about stress, burnout, or work-overload?



## 11. Could you make an estimate of this increase by %?



## 12. Most prevalent cause

Work overload

55,6%

Burnout / sick leave

20,4%

Stress reaction

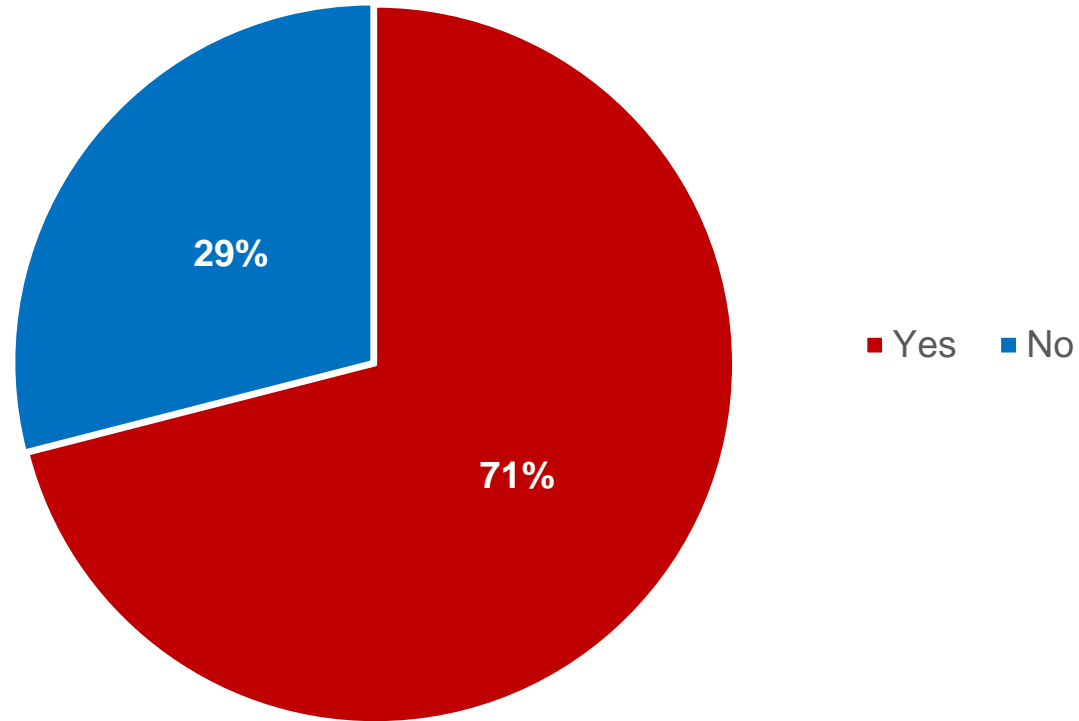
16,7%

Other

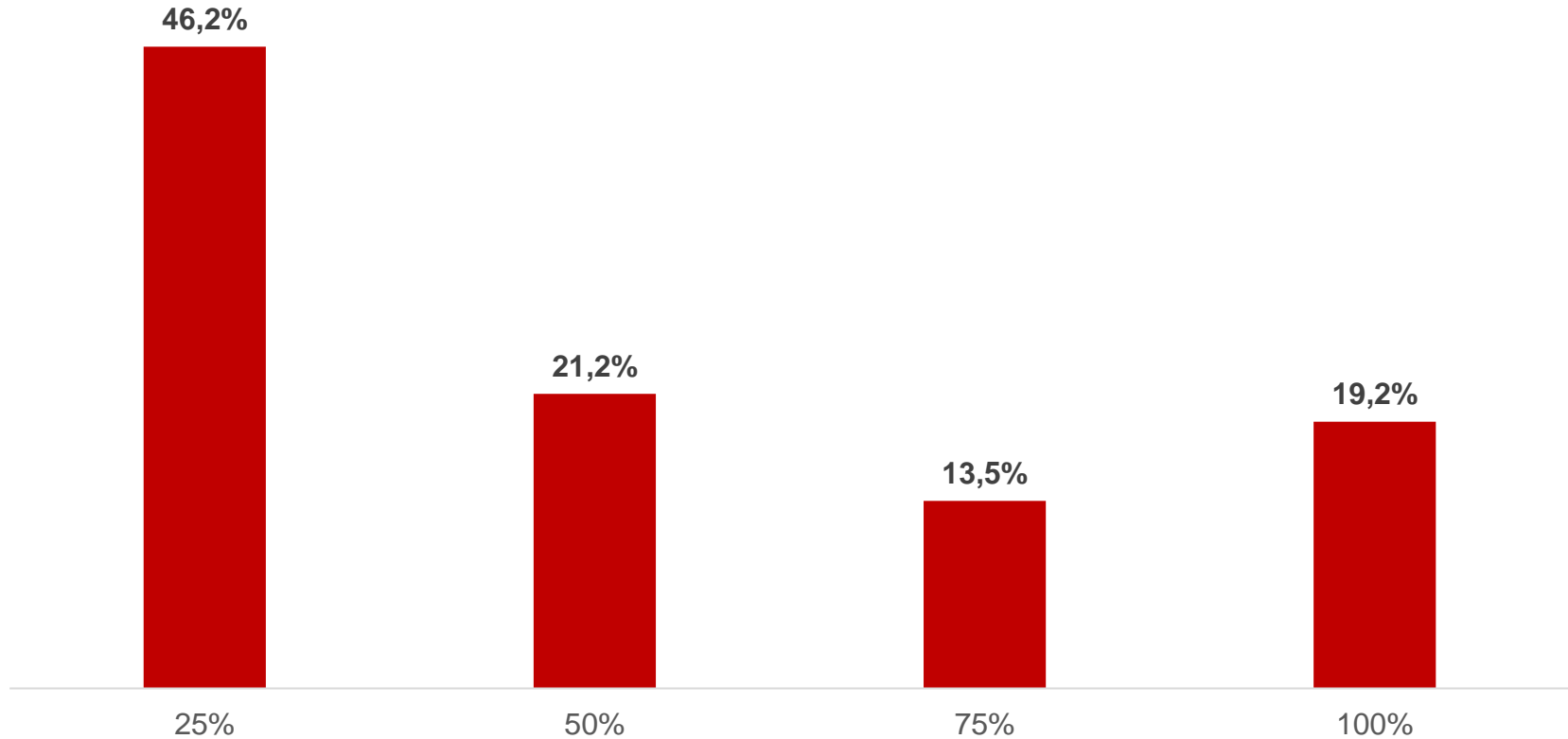
7,4%

comments

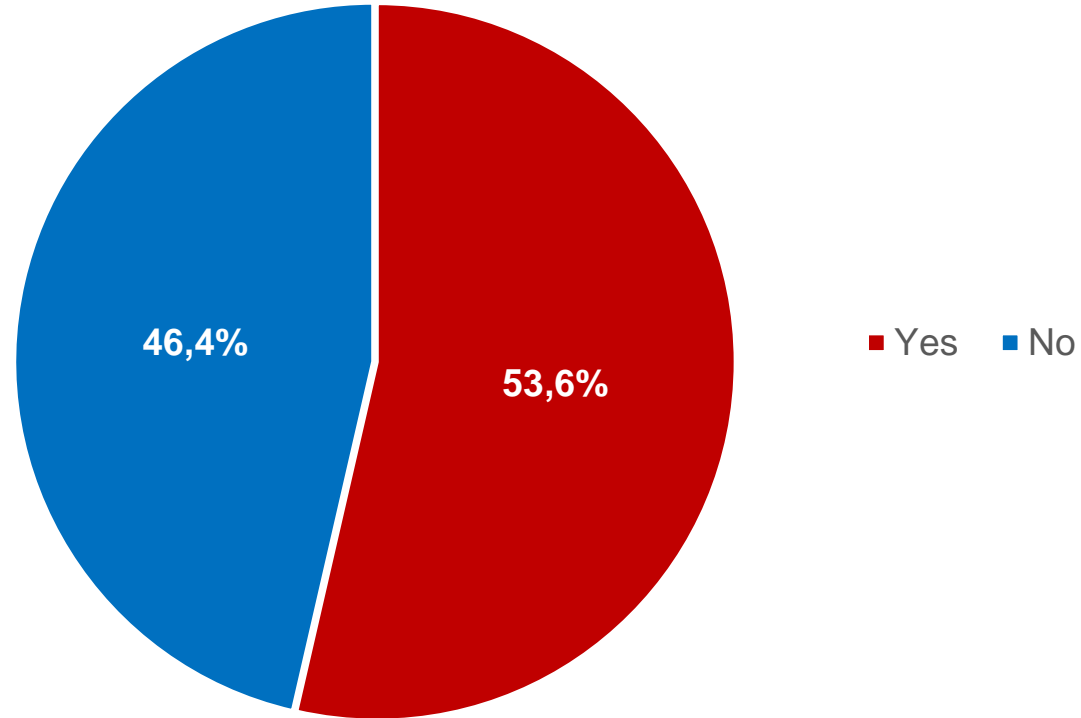
### 13. Has your company already returned to the office (part or fulltime)?



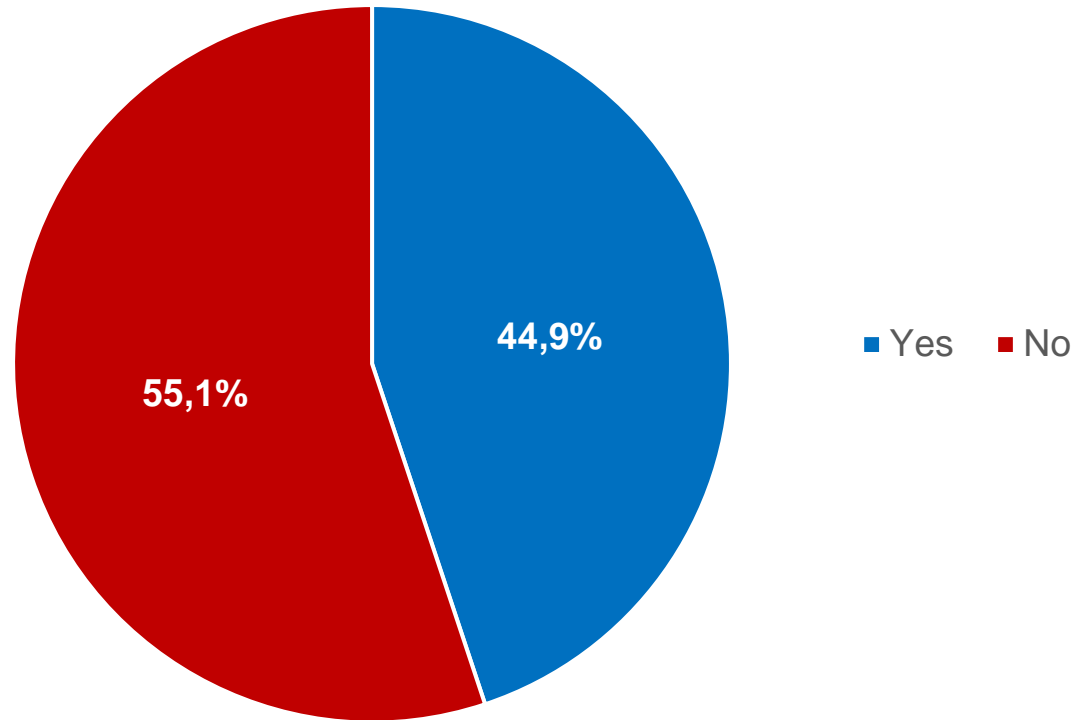
14. If the previous answer was “yes”, how many in % of your regular workforce have returned to work on a fulltime base?



15. If the previous answer was “no”, is your company planning a return-to-the-office (part or fulltime) soon?

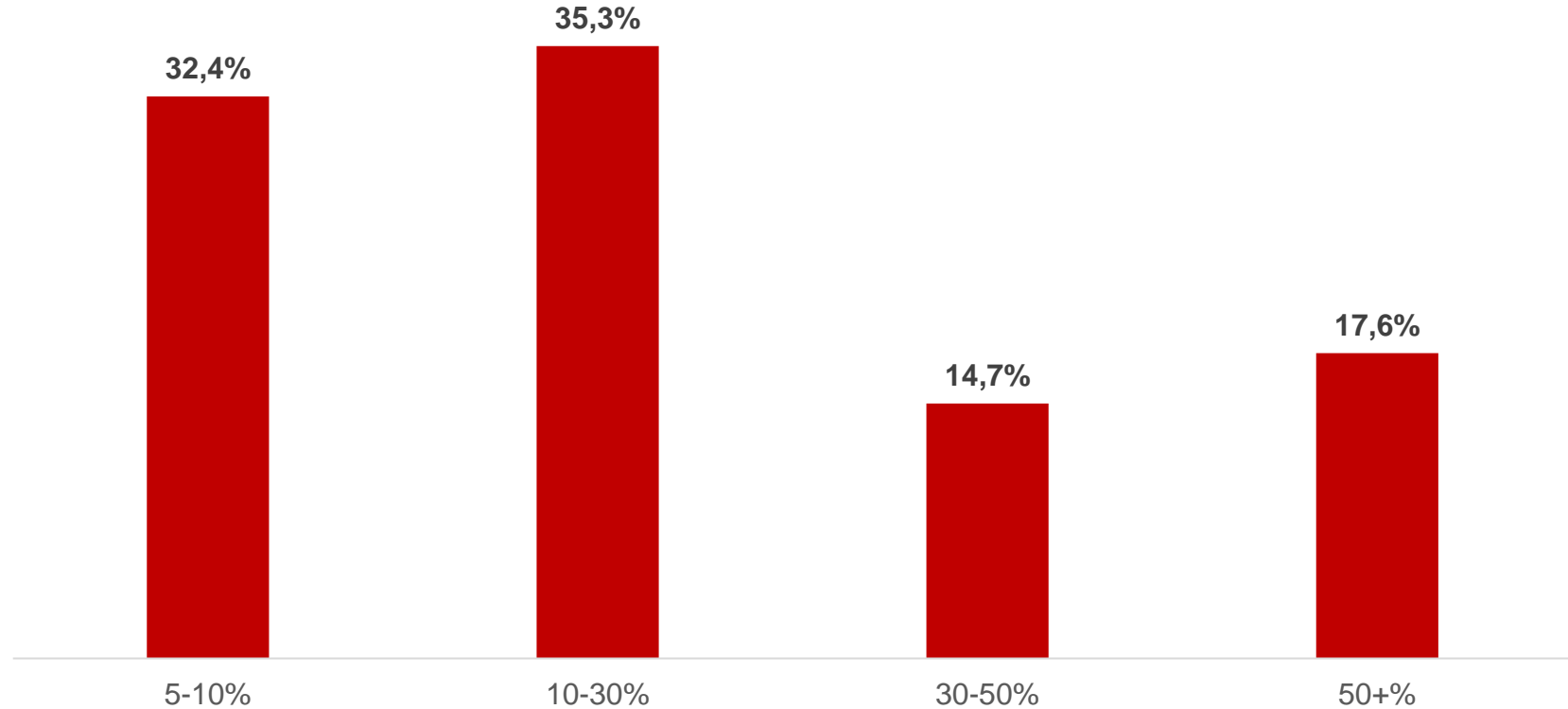


16. Have you noticed negative reactions to this decision, coming from your employees (anxiety, worry, fear of returning to work in the office, etc.)?

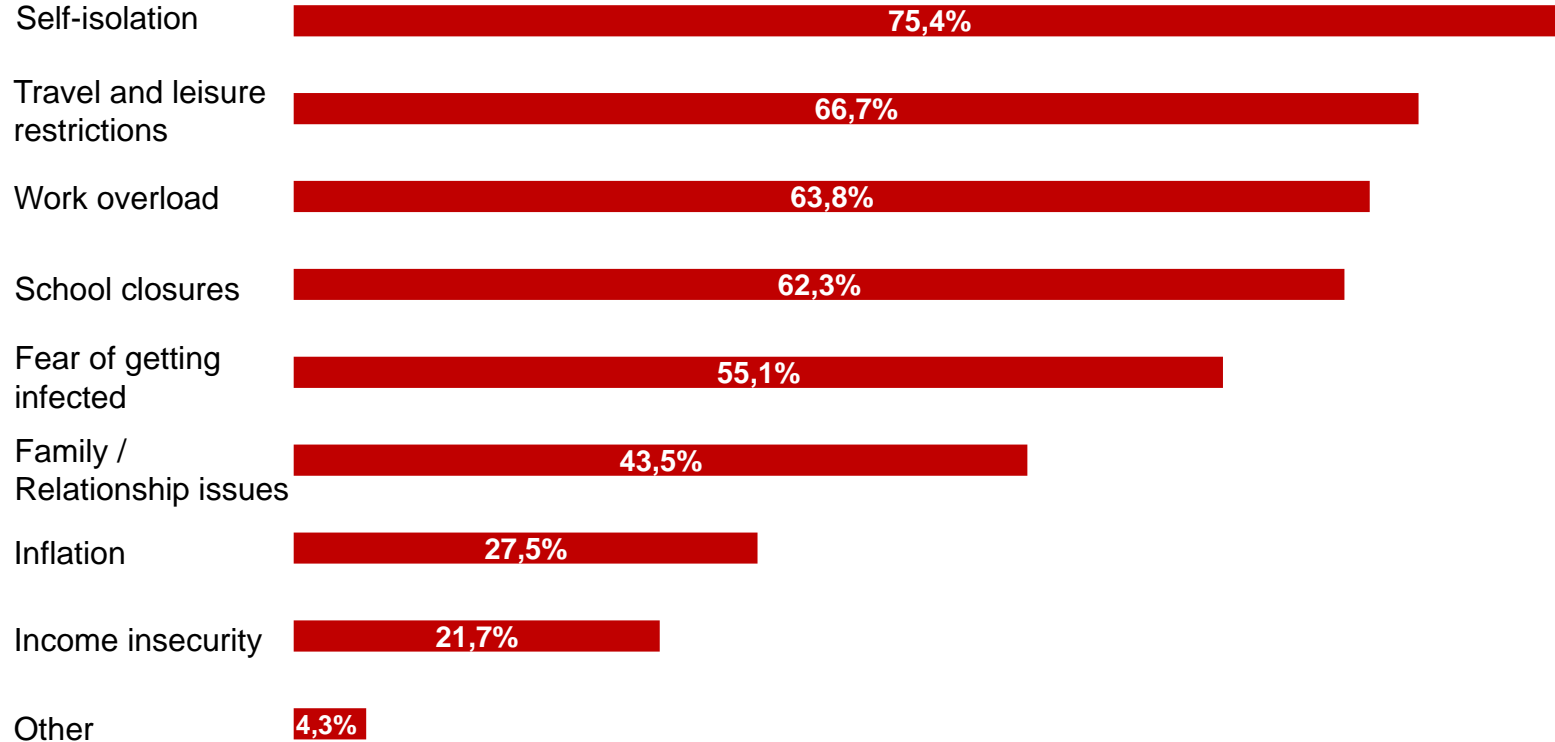




17. If the previous answer was “yes”, could you make an estimate of a percentage of your workforce that might be struggling with the decision to return to office-work:



## 18. What would you say was the biggest challenge your employees had to face in relation to COVID-19 and adjusting to life during the pandemic?



comments

## 19. What effects on the mental health of employees have you noticed?

- Decreases engagement with the company
- Degradation in work/life balance
- Higher workload due to more online meeting
- Restrictions for regular travel for expat employees made them disconnected from their families
- 14-days quarantine requirements makes adaptation of a new staff extremely challenging and requires a huge support from the employer. New staff member needs a local sim-card even to order the food, he/she needs to know where to order food delivery, grocery-delivery, pharmacies cannot deliver medicines unless it is to disabled people, etc. And that continues despite tourists and even unvaccinated Russian citizens are not bound to the isolation beyond waiting for the test results. While expatriate specialists are tested and in many cases even vaccinated.
- Increased distancing from company and colleagues, less of the social-emotional "glue",
- pleasure and motivation that is derived from human proximity and physical contact.

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## 20. What effects on the general wellbeing of employees have you noticed?

- Problems with eyesight
- Lack of work-life balance
- Where are the positive effects? Better work-life balance, actually more time to spend on sports/fitness, less stress..
- Higher workload - work never stops when you work out of home
- COVID itself & its complications
- Health and mental issues

### Have you noticed an increase in the number of employees complaining about stress, burnout, or work-overload?

- COVID related
- Employees are under big stress due to they are worry for the future, worry about families and lack of trust to officially delivered information via mass media

### What would you say was the biggest challenge your employees had to face in relation to COVID-19 and adjusting to life during the pandemic?

- Working from home not always easy due to the lack of space
- No real office at home (being afraid to show the home situation in which they work)

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