

EMPLOYEES

WAH (Working At Home)

SURVEY: RESULTS BREAKDOWN

The Centre for Ergonomics and Human Factors at La Trobe University conducted a national survey focused on understanding the impacts that working at home has on Australian workers. The first Employees Working At Home (EWAS) survey was conducted in August 2020 with a key goal to inform Australian organisations in how to support their workers and create optimal working conditions at home. EWAS will be repeated in May 2021.

KEY MESSAGES

70% of respondents were working at home full time

25% of people reported their health as poor/fair

People spend over

75% of the day sitting

Over 70% of respondents reported experiencing some form of pain

55% of respondents would prefer to remain WAH 3 or more days per week

DEMOGRAPHICS

26% 18-35 Years

31% 36-45 Years

26% 46-55 Years

16% 56 Years +



84% Victorian



75% Female



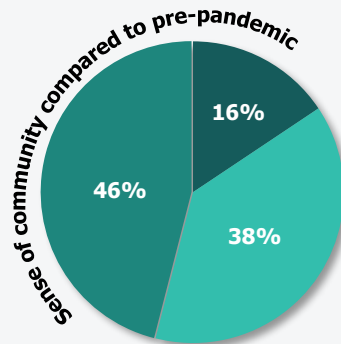
13% live alone



45% had children



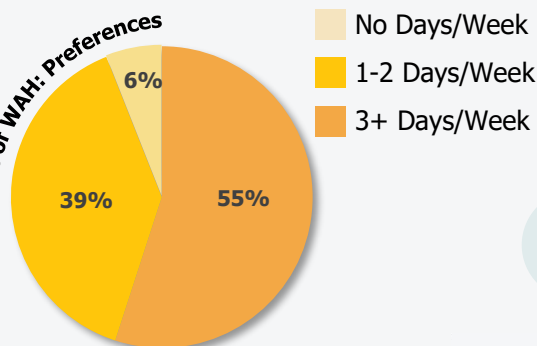
70% Worked 35+hrs



Less than Before
Same as Before
More than Before

Over 30% of people feel that WAH interferes with their homelife

Future of WAH: Preferences



No Days/Week
1-2 Days/Week
3+ Days/Week



Oakman J., Lambert K.A., Kinsman N., Stuckey R., Graham M., Weale V. (2021). Initial Key Findings of the Employees Working At Home Study. Centre for Ergonomics and Human Factors, La Trobe University, Victoria, Australia.

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SURVEY:

Pain and Physical Discomfort

KEY MESSAGES: WAH WORKSPACES

52%

of respondents feel their home workstation is less comfortable than their usual place of work

On average respondents spent

78%

of the work day sitting

15%

of respondents have no dedicated workspace at home

Over 25%

do not use an adjustable chair at their home workstation

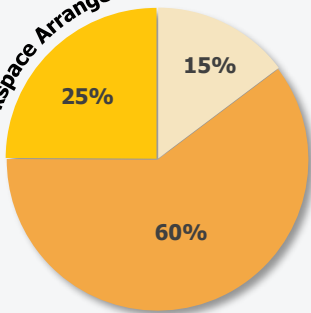
Over 20%

did not rate their home internet connection as 'good quality'

13%

believed the technical hardware at home was not enabling them to work efficiently

WAH Workspace Arrangements



- Any free space
- Room with interruptions
- Private separate room

KEY MESSAGES: PAIN AND DISCOMFORT

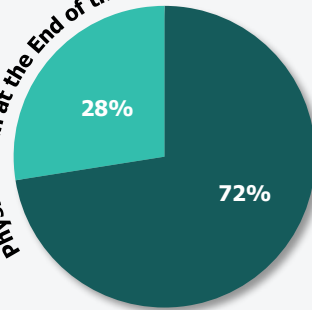
25%

of respondents rate their physical health as fair or poor

20%

of respondents feel physically exhausted at the end of their work day

Physical Pain at the End of the Work Day



- No
- Yes

Respondents experienced the most pain and discomfort in their **back, neck or shoulders**

57%

of people with neck or shoulder pain and discomfort rate it as moderate or severe



Female respondents were more likely to report experiencing pain and discomfort than male respondents.



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WAH (Working At Home)

SURVEY:

Work-Life Conflict

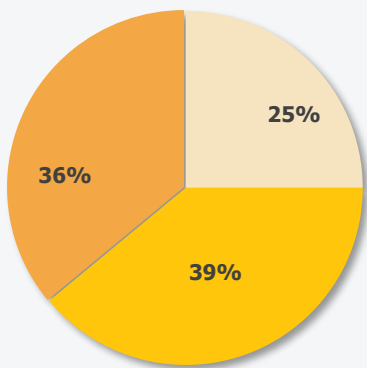
30%

of respondents had children at home during work hours

53%

of respondents feel that work interferes with home life

Work-Life Conflict Relative to Pre-Pandemic



- Less than Before
- Same as Before
- More than Before

35%

of respondents change family plans due to work-related duties

31%

of respondents feel that home life interferes with work activities

Industry Demographics

- 33% Education and Training
- 21% Professional/Scientific/Technical
- 14% Healthcare & Social Assistance
- 10% Public Administration and Safety
- 5% Information/Media/Telecommunication
- 5% Financial and Insurance Services

Satisfaction with household duty division

- Dissatisfied
- Neither
- Satisfied

Household Tasks/Chores:



Childcare:



Males reported that their family was impacting on their work at higher levels than female respondents.



People **with caring responsibilities** were more likely to report higher levels of work-life conflict than people without caring responsibilities.



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WAH (Working At Home)

SURVEY:

Stress and Mental Health

KEY MESSAGES: WORKING DURING COVID-19

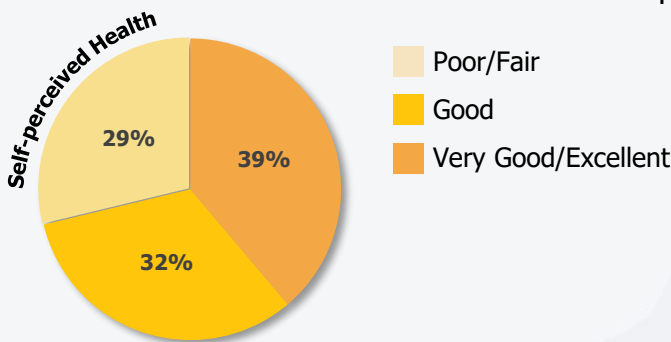
Nearly 50% respondents felt tired or exhausted at the end of the work day

42% of respondents felt emotionally exhausted most of the time

32% of respondents found it difficult to relax



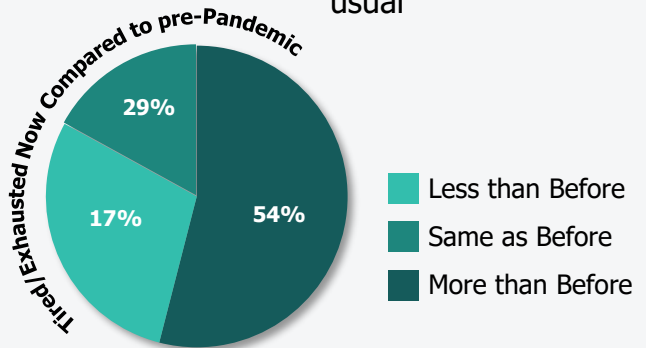
Female respondents reported higher levels of stress than males.



KEY MESSAGES: COMPARISONS BEFORE AND DURING THE PANDEMIC

Over 50% of respondents felt more tired or exhausted WAH during COVID-19 than when working as usual

45% of respondents found trying to work productively more stressful WAH during COVID-19 than when working as usual



People **with caring responsibilities** were more likely to report higher levels of burnout than people without caring responsibilities.



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