

Survey on Working from Home During the COVID-19 Pandemic and Transitioning Back to the Office: Aggregate Results

September 8, 2022

Preface

The COVID-19 pandemic has had a large impact on workers and workplaces with many of the changes possibly continuing post-pandemic. In March 2020, non-essential workers were required to work from home. Those who did not have access to a home office were forced to create temporary workstations within their home, such as their dining room table and kitchen counter. Over two years have passed, and many office workers may still be working at these “temporary” computer workstations. The Ontario Health and Safety system expressed interest in studying the current state of teleworking to help guide the future of computer-based work in the office, remote settings and hybrid working arrangements for both employers and employees.

To understand the current state of teleworkers, the Survey on Working from Home During the COVID-19 Pandemic and Transitioning Back to the Office was designed to capture worker and workplace experiences, challenges and opportunities created with mandatory remote work. A holistic approach was taken in development of the survey, which addressed the design of remote work, psychosocial factors, mental health, organizational factors, discomfort, injury, as well as workers’ experiences and feelings. This multi-faceted approach was used to gain insight into relationships and identify considerations for post-pandemic working arrangements.

The survey was released in March 2022 and closed in May 2022. A total of 1,002 participants completed the survey and a summary of the aggregate results are presented to reveal demographics of respondents and current trends.

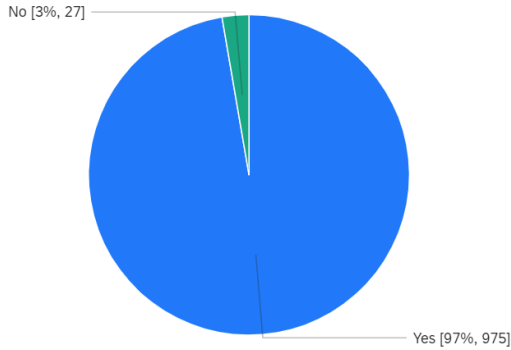
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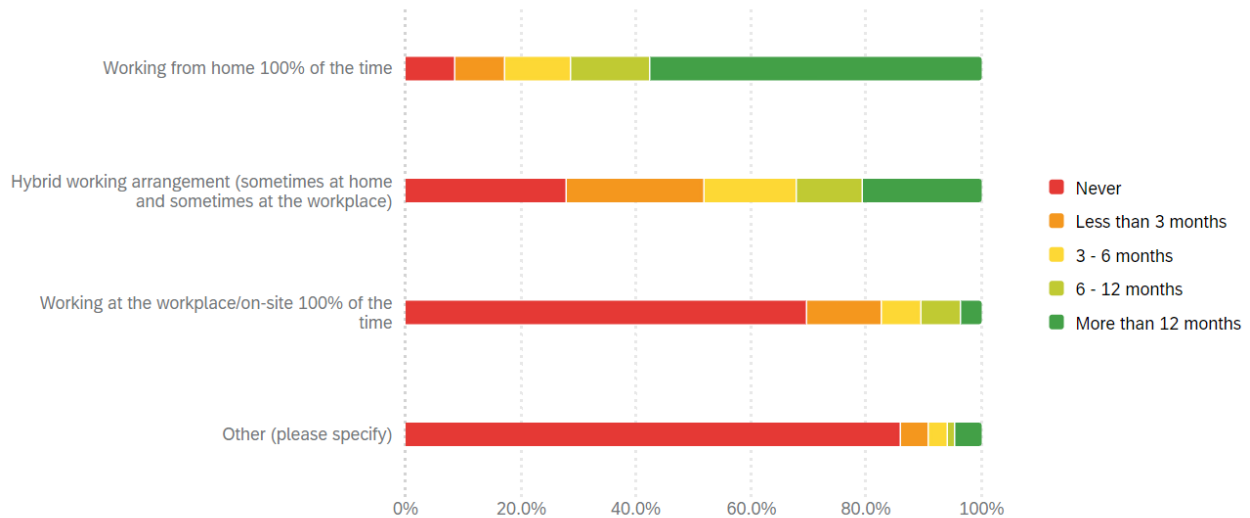
A. Working Arrangement

Was there a change in working arrangements due to the pandemic?



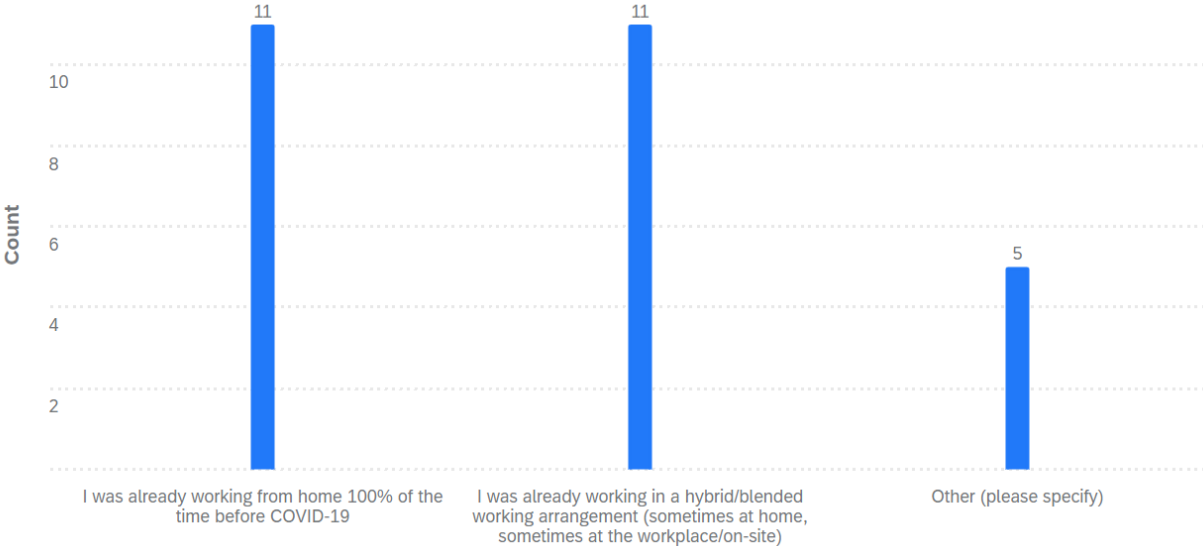
Answer	%	Count
Yes	97%	975
No	3%	27
Total	100%	1002

Time spent in each working arrangement during the pandemic, for respondents who indicated a change due to the pandemic



Question	Never		Less than 3 months		3 - 6 months		6 - 12 months		More than 12 months		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Working from home 100% of the time	8%	81	8%	82	12%	111	14%	134	58%	557	965
Hybrid working arrangement (sometimes at home, sometimes at the workplace)	28%	265	24%	230	16%	154	11%	110	21%	201	960
Working at the workplace/on-site 100% of the time	70%	659	13%	121	7%	66	7%	66	4%	36	948
Other (please specify)	86%	542	5%	30	3%	22	1%	8	5%	30	632

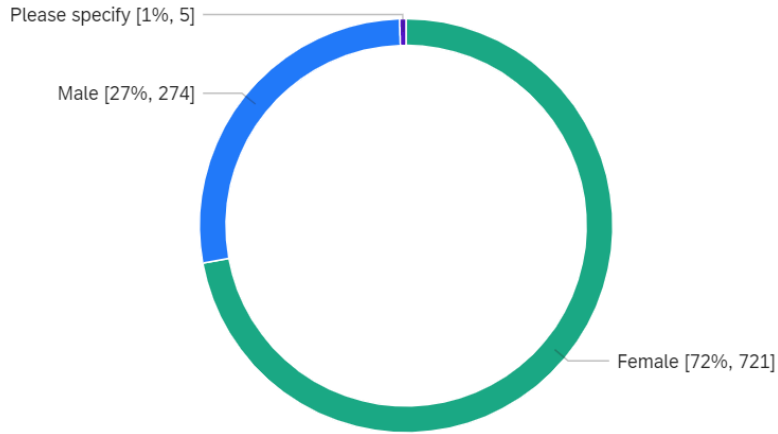
Reasoning for not experiencing a change in working arrangement during the pandemic



Answer	%	Count
I was already working from home 100% of the time before COVID-19	41%	11
I was already working in a hybrid/blended working arrangement (sometimes at home, sometimes at the workplace/on-site)	41%	11
Other (please specify)	19%	5
Total	100%	27

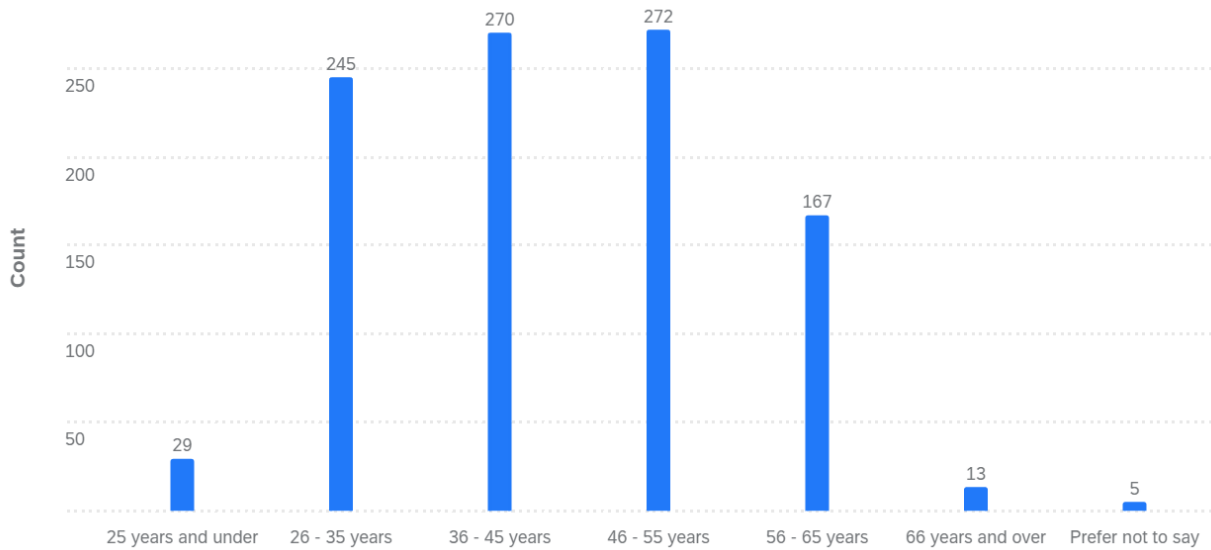
B. Demographics

Gender (refers to current gender which may be different from sex assigned at birth and may be different from what is indicated on legal documents)



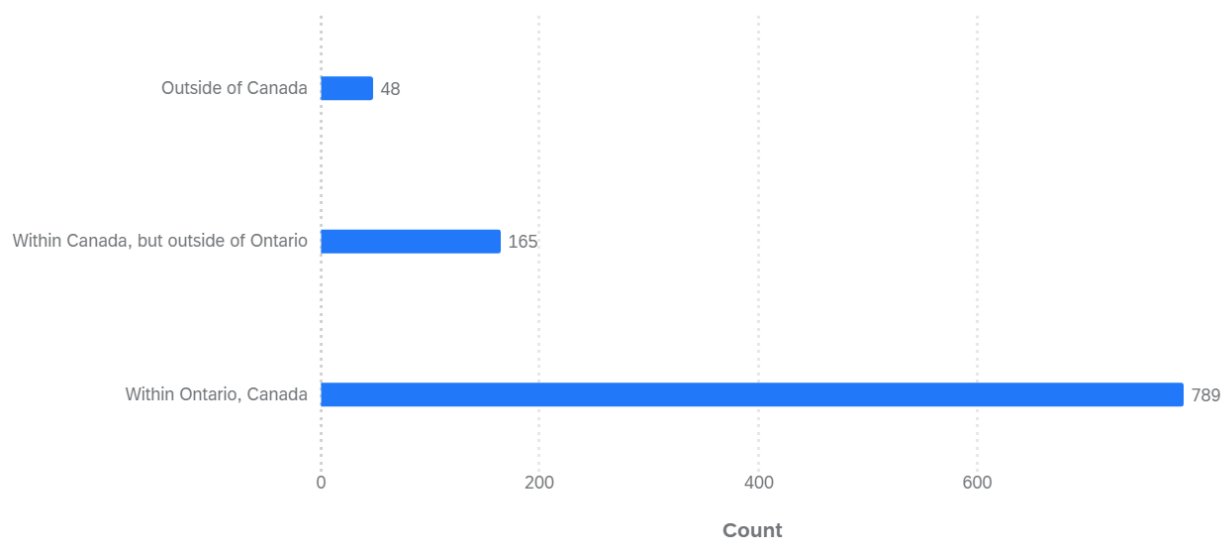
Answer	%	Count
Male	27%	274
Female	72%	721
Please specify	1%	5
Total	100%	1000

Age distribution



Answer	%	Count
25 years and under	3%	29
26 - 35 years	24%	245
36 - 45 years	27%	270
46 - 55 years	27%	272
56 - 65 years	17%	167
66 years and over	1%	13
Prefer not to say	0%	5
Total	100%	1001

Location of residence

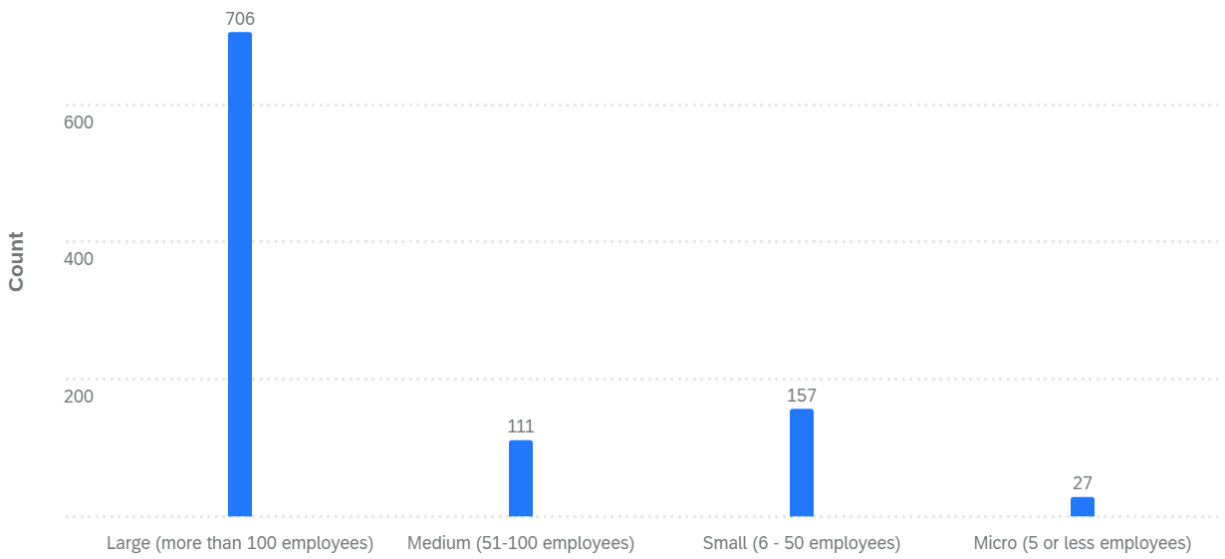


Answer	%	Count
Within Ontario, Canada	79%	789
Within Canada, but outside of Ontario	16%	165
Outside of Canada	5%	48
Total	100%	1002

Main industry of work

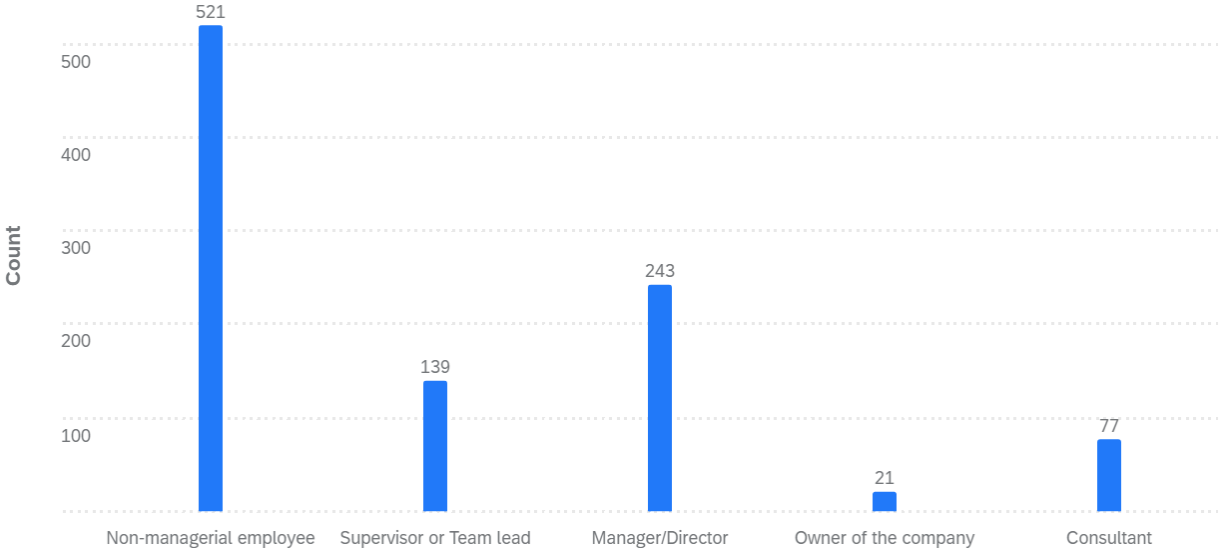
Industry	%	Count
Accommodation and Food Services	1%	7
Agriculture, Forestry, Fishing (e.g., horticulture, nursery etc.)	0%	4
Arts, Recreation Services	2%	18
Construction	1%	10
Education and Training (e.g., teacher, college, and university professor)	23%	228
Electricity, Gas, Water and Waste Services	4%	39
Financial and Insurance Services	5%	47
Healthcare & Social Assistance	17%	168
Information, Media & Telecommunications	4%	41
Manufacturing	2%	23
Mining	0%	3
Other Services (e.g., hairdressing, beauty, tattooing, car mechanic etc.)	0%	1
Professional, Scientific, and Technical Services (e.g., research, engineer, legal, graduate student teaching/research assistant)	10%	97
Public Administration and Safety (e.g., police, ambulance, public servant etc.)	15%	150
Rental, Hiring & Real Estate Services	0%	4
Retail Trade	0%	3
Transport, Postal & Warehousing	1%	10
Wholesale Trade	0%	3
Other (please specify)	14%	139
Prefer not to say	1%	7
Total	100%	1002

Approximate size of company



Answer	%	Count
Micro (5 or less employees)	3%	27
Small (6 - 50 employees)	16%	157
Medium (51-100 employees)	11%	111
Large (more than 100 employees)	71%	706
Total	100%	1001

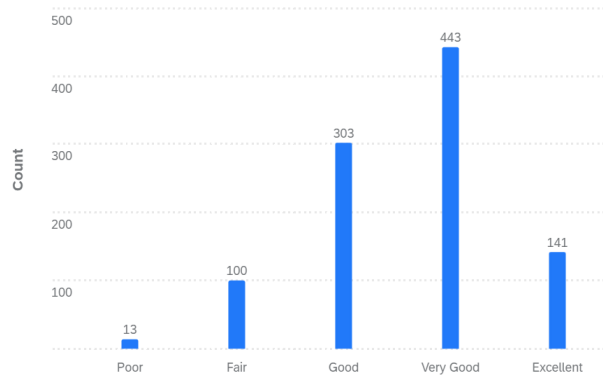
Description of main role



Answer	%	Count
Non-managerial employee	52%	521
Supervisor or Team lead	14%	139
Manager/Director	24%	243
Owner of the company	2%	21
Consultant	8%	77
Total	100%	1001

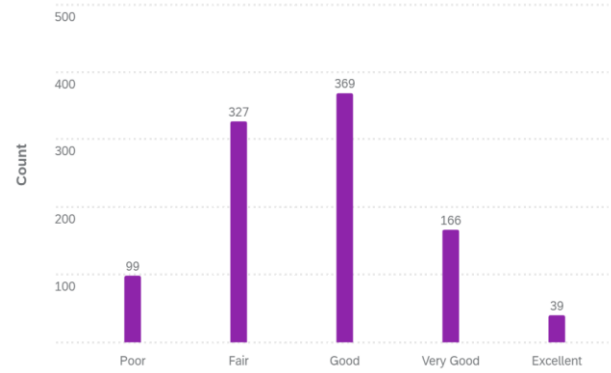
C. Self-Reported Health

Mental health (on average) before the COVID-19 pandemic.



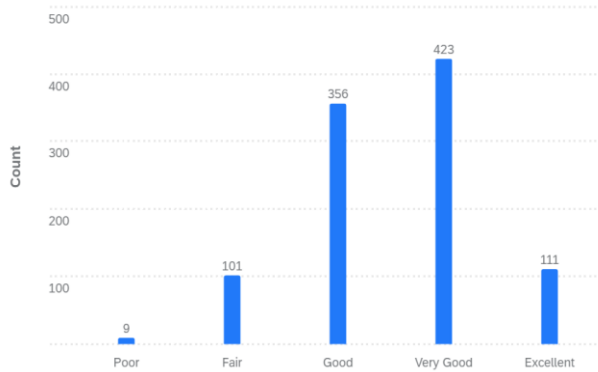
Answer	%	Count
Poor	1%	13
Fair	10%	100
Good	30%	303
Very Good	44%	443
Excellent	14%	141
Total	100%	1000

Mental health (on average) during the COVID-19 pandemic.



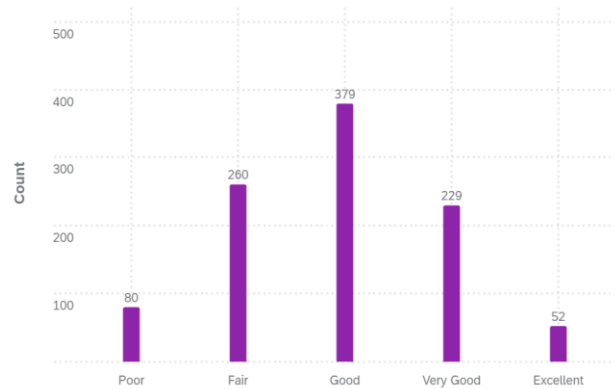
Answer	%	Count
Poor	10%	99
Fair	33%	327
Good	37%	369
Very Good	17%	166
Excellent	4%	39
Total	100%	1000

Physical health (on average) before the COVID-19 pandemic.



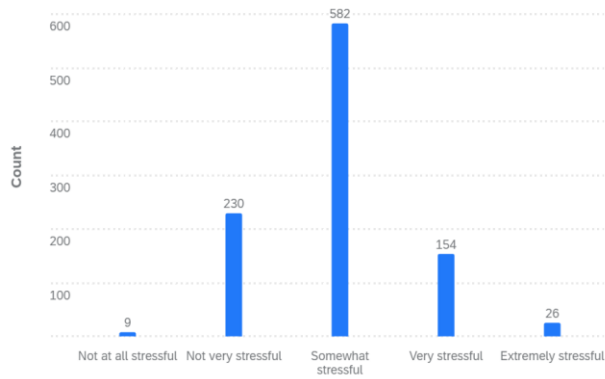
Answer	%	Count
Poor	1%	9
Fair	10%	101
Good	36%	356
Very Good	42%	423
Excellent	11%	111
Total	100%	1000

Physical health (on average) during the COVID-19 pandemic.



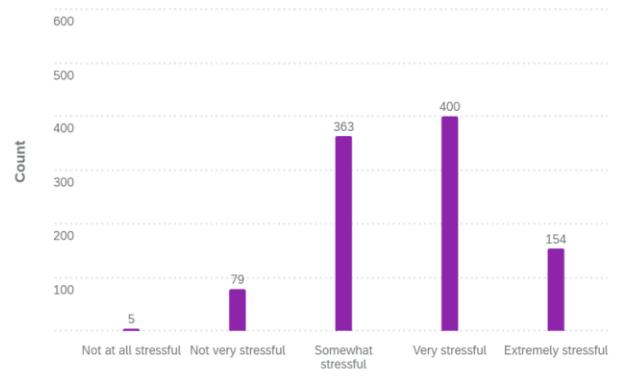
Answer	%	Count
Poor	8%	80
Fair	26%	260
Good	38%	379
Very Good	23%	229
Excellent	5%	52
Total	100%	1000

Stress levels (on average) before the COVID-19 pandemic.



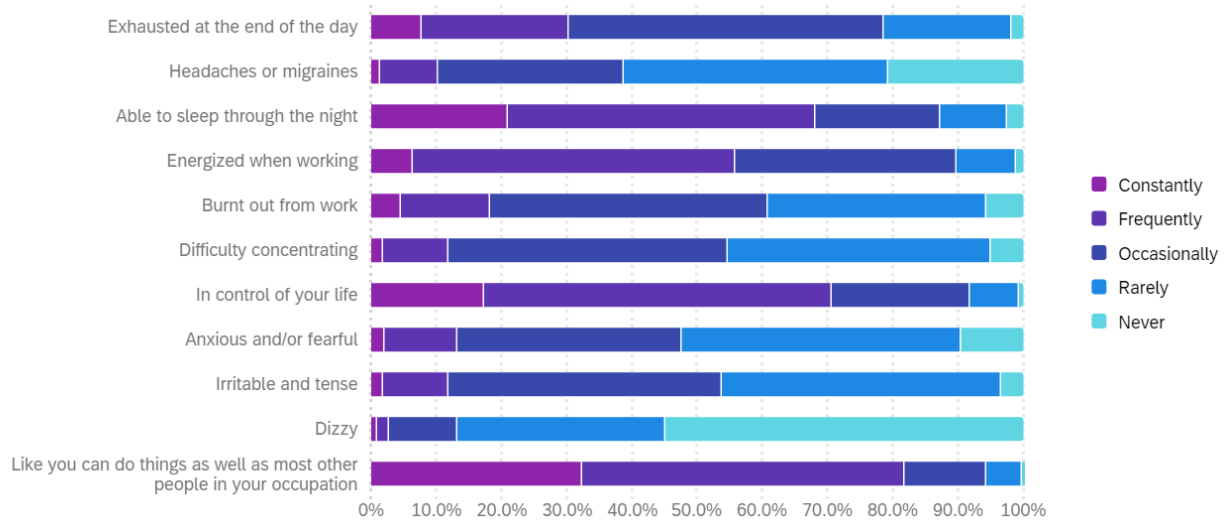
Answer	%	Count
Not at all stressful	1%	9
Not very stressful	23%	230
Somewhat stressful	58%	582
Very stressful	15%	154
Extremely stressful	3%	26
Total	100%	1001

Stress levels (on average) during the COVID-19 pandemic.



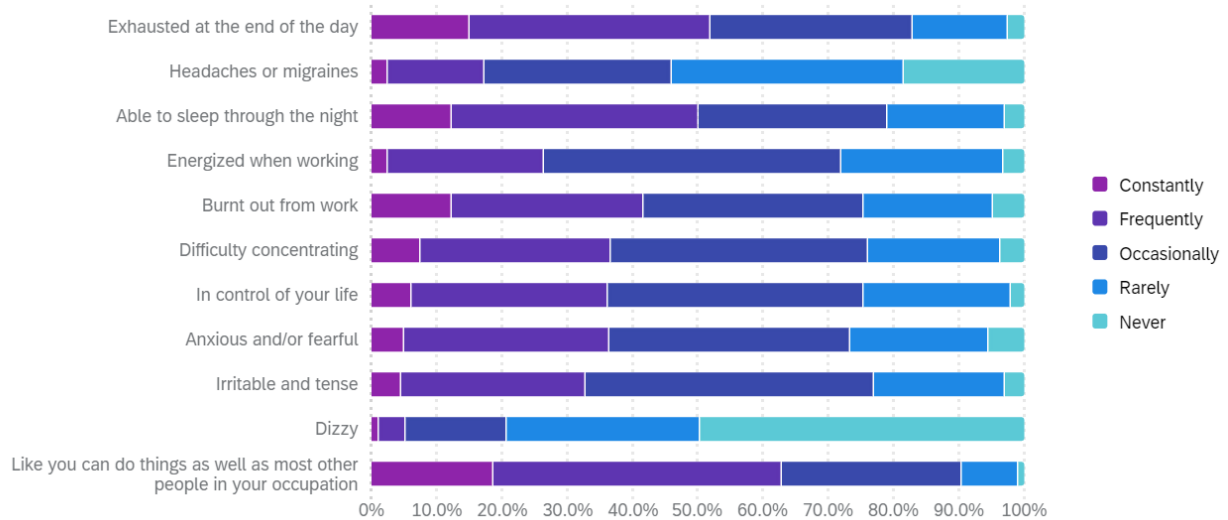
Answer	%	Count
Not at all stressful	0%	5
Not very stressful	8%	79
Somewhat stressful	36%	363
Very stressful	40%	400
Extremely stressful	15%	154
Total	100%	1001

Feelings prior to the COVID-19 pandemic



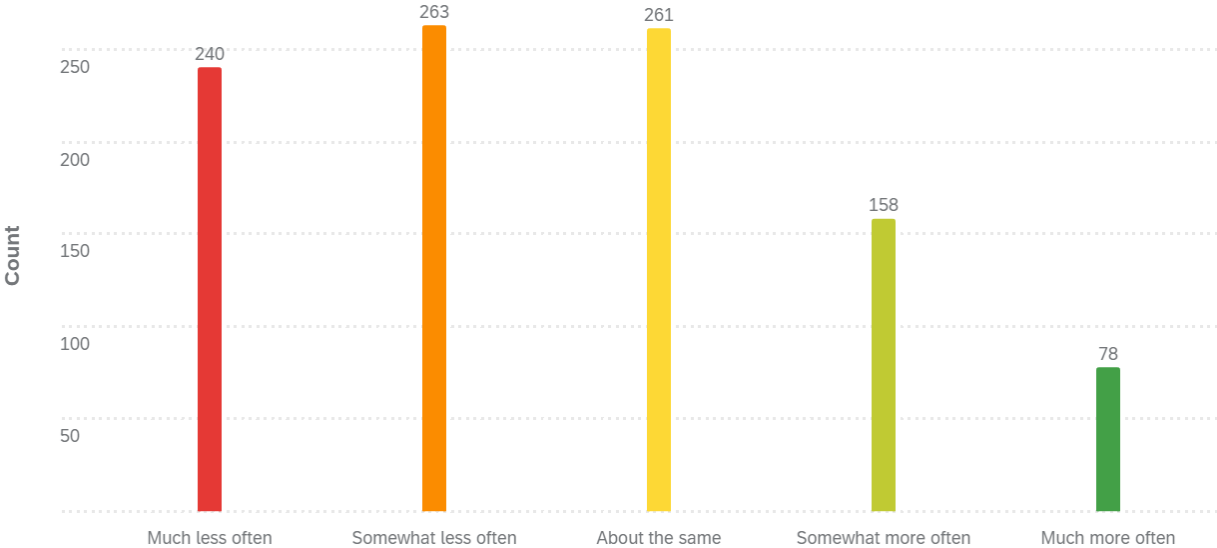
Question	Never		Rarely		Occasionally		Frequently		Constantly		Total
	%	n	%	n	%	n	%	n	%	n	
Exhausted at the end of the day	2%	21	20%	196	48%	482	23%	225	8%	76	1000
Headaches or migraines	21%	209	41%	406	28%	284	9%	89	1%	12	1000
Able to sleep through the night	3%	28	10%	101	19%	191	47%	472	21%	208	1000
Energized when working	1%	13	9%	91	34%	341	49%	494	6%	61	1000
Burnt out from work	6%	58	34%	337	43%	425	14%	136	4%	44	1000
Difficulty concentrating	5%	52	40%	403	43%	428	10%	101	2%	16	1000
In control of your life	1%	9	7%	74	21%	212	53%	534	17%	171	1000
Anxious and/or fearful	10%	98	43%	428	34%	344	11%	112	2%	18	1000
Irritable and tense	4%	37	43%	427	42%	420	10%	100	2%	15	999
Dizzy	55%	552	32%	317	11%	107	2%	18	1%	6	1000
Like you can do things as well as most other people in your occupation/position	1%	5	6%	55	12%	123	50%	496	32%	320	999

Feelings during the COVID-19 pandemic



Question	Never		Rarely		Occasionally		Frequently		Constantly		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Exhausted at the end of the day	3%	26	15%	146	31%	310	37%	369	15%	149	1000
Headaches or migraines	19%	187	36%	355	29%	286	15%	150	2%	22	1000
Able to sleep through the night	3%	32	18%	180	29%	289	38%	379	12%	120	1000
Energized when working	4%	35	25%	248	45%	454	24%	240	2%	23	1000
Burnt out from work	5%	49	20%	200	34%	336	29%	294	12%	121	1000
Difficulty concentrating	4%	39	20%	202	39%	394	29%	293	7%	72	1000
In control of your life	2%	23	23%	226	39%	392	30%	300	6%	59	1000
Anxious and/or fearful	6%	57	21%	211	37%	370	32%	315	5%	47	1000
Irritable and tense	3%	32	20%	201	44%	442	28%	281	4%	44	1000
Dizzy	50%	499	30%	295	16%	157	4%	39	1%	10	1000
Like you can do things as well as most other people in your occupation/position	1%	12	9%	86	27%	274	44%	443	18%	184	999

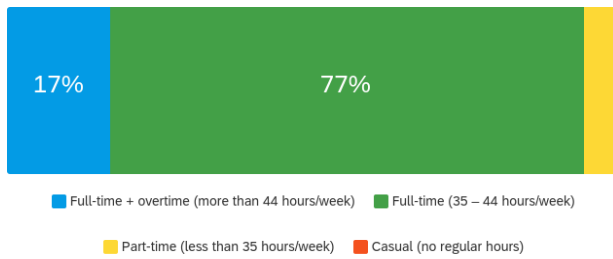
Engagement in physical activity, including exercise, during the pandemic compared to the period before the COVID-19 pandemic



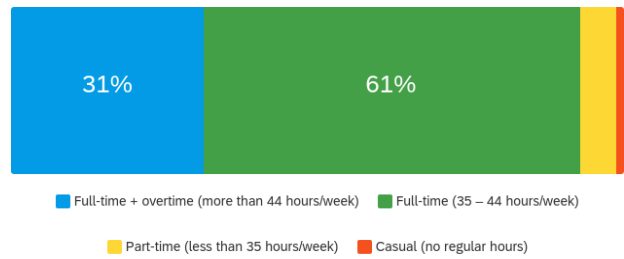
Answer	%	Count
Much less often	24%	240
Somewhat less often	26%	263
About the same	26%	261
Somewhat more often	16%	158
Much more often	8%	78
Total	100%	1000

D. Design of Work

Average hours of work before the pandemic



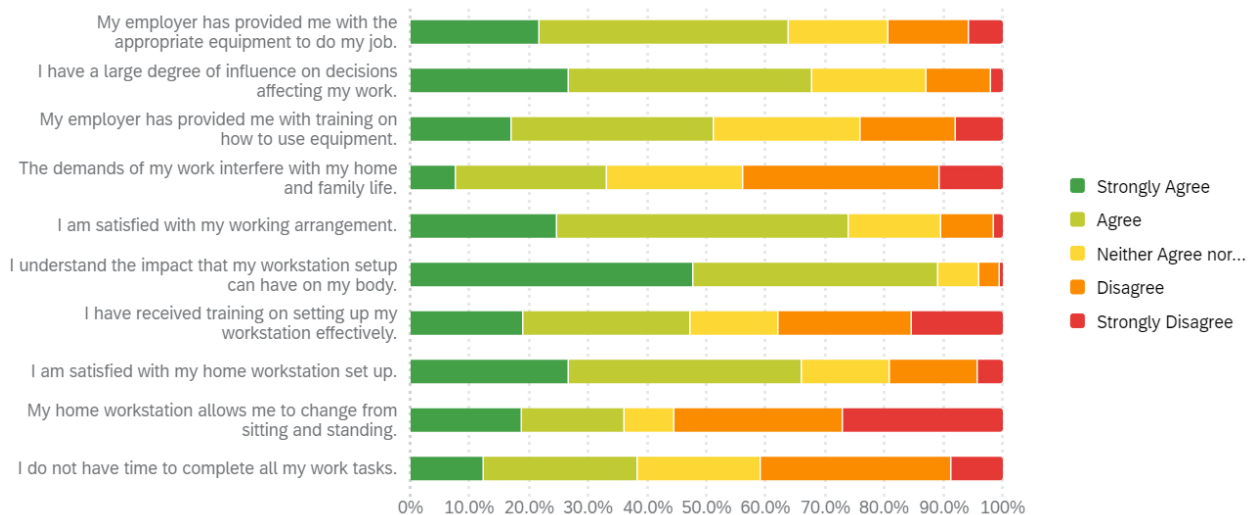
Average hours of work during the pandemic



Answer	%	Count
Full-time + overtime (more than 44 hours/week)	17%	167
Full-time (35 - 44 hours/week)	77%	774
Part-time (less than 35 hours/week)	5%	47
Casual (no regular hours)	1%	12
Total	100%	1000

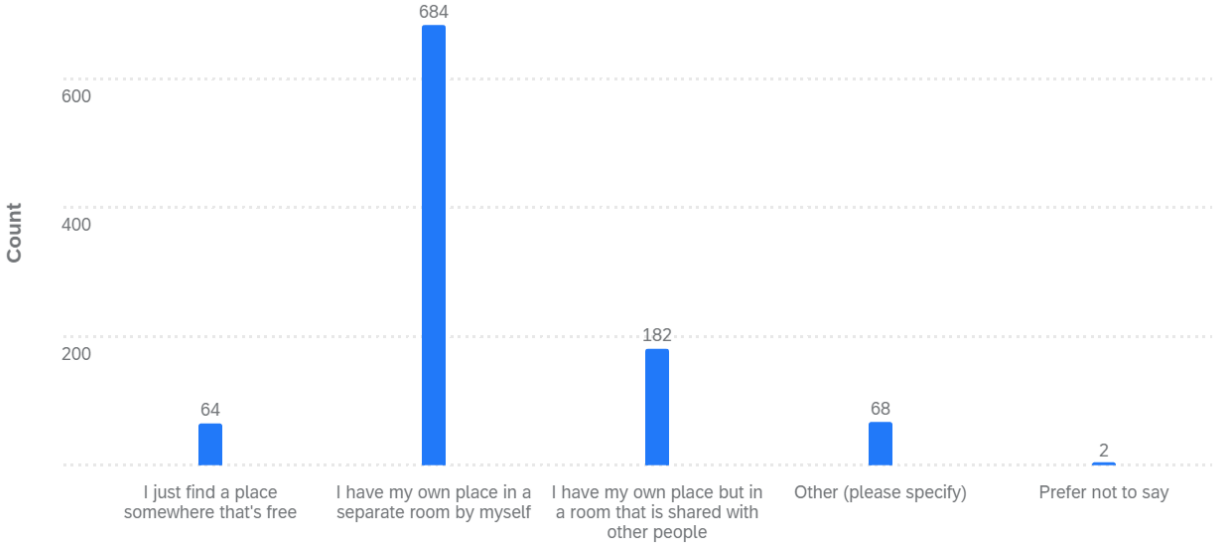
Answer	%	Count
Full-time + overtime (more than 44 hours/week)	31%	314
Full-time (35 - 44 hours/week)	61%	613
Part-time (less than 35 hours/week)	6%	59
Casual (no regular hours)	1%	14
Total	100%	1000

Description of work from home arrangement during the pandemic



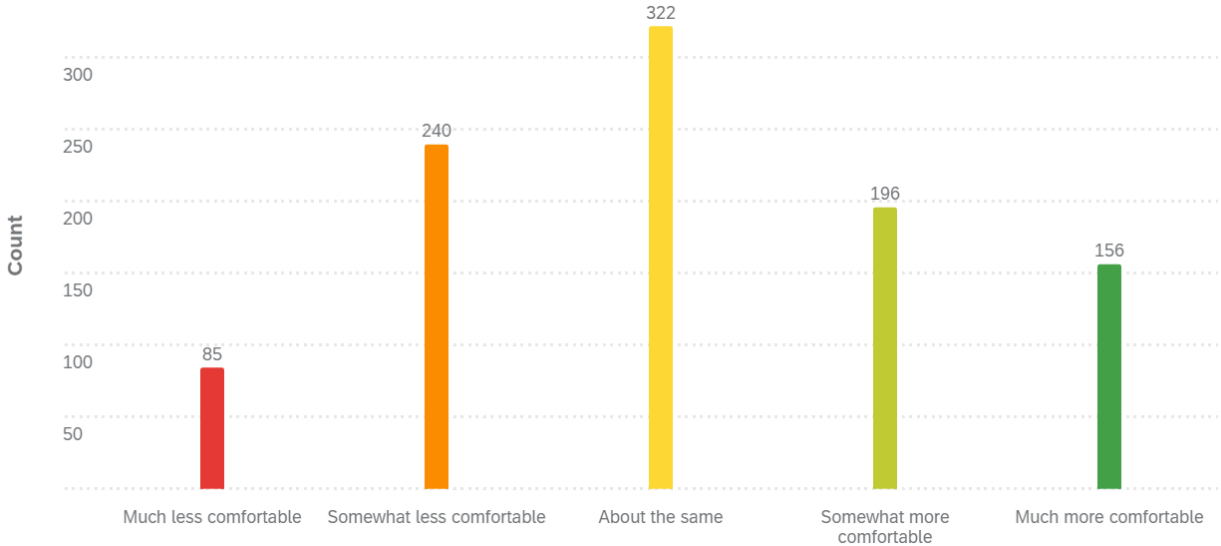
Question	Strongly Disagree		Disagree		Neither Agree nor Disagree		Agree		Strongly Agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
My employer has provided me with the appropriate equipment to do my job.	6%	58	14%	137	17%	168	42%	422	22%	215	1000
My employer has provided me with training on how to use the equipment to do my job.	8%	82	16%	161	25%	247	34%	342	17%	167	999
The demands of my work interfere with my home and family life.	11%	108	33%	332	23%	230	26%	255	8%	75	1000
I am satisfied with my working arrangement.	2%	17	9%	89	16%	157	49%	492	25%	245	1000
I understand the impact that my workstation setup can have on my body (i.e. back, neck, shoulders, wrists, etc.)	1%	7	3%	34	7%	70	41%	413	48%	476	1000
I have received training on setting up my workstation (effectively/ergonomically/to prevent body discomfort)	16%	155	23%	227	15%	148	28%	282	19%	188	1000
I am satisfied with my home workstation set up.	4%	44	15%	149	15%	148	40%	395	26%	264	1000
My home workstation allows me to change from sitting and standing to do my work.	27%	273	28%	284	8%	83	17%	173	19%	186	999
I do not have time to complete all my work tasks.	9%	89	32%	323	21%	206	26%	261	12%	121	1000
I have a large degree of influence on decisions affecting my work (such as scheduling, organizing etc.)	2%	23	11%	109	19%	191	41%	411	27%	266	1000

Usual workspace when working at home



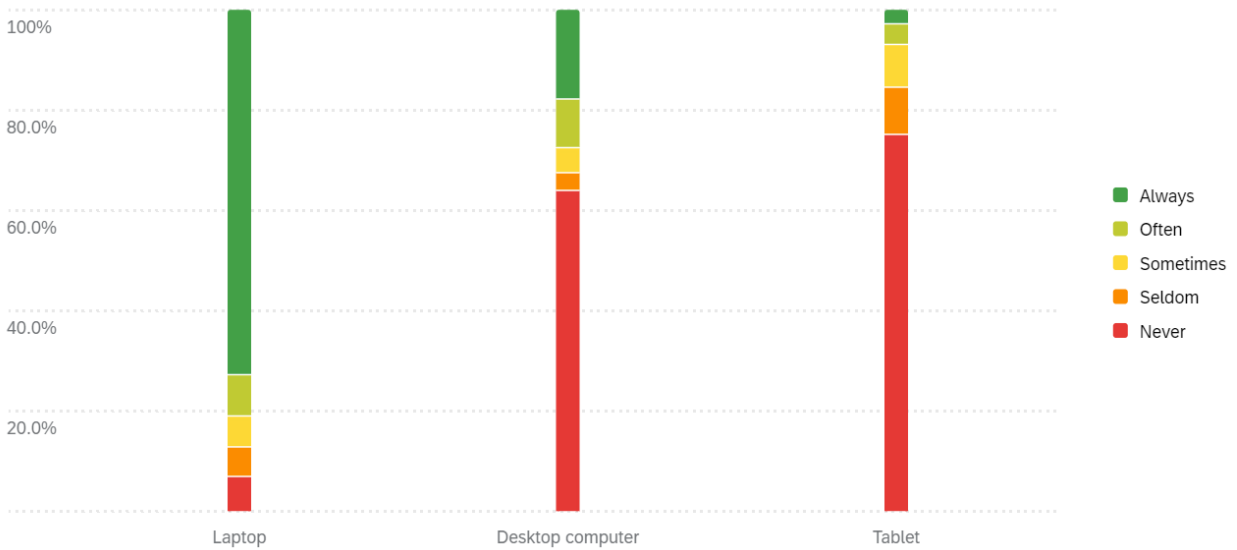
Answer	%	Count
I just find a place somewhere that's free	6%	64
I have my own place in a separate room by myself	68%	684
I have my own place but in a room that is shared with other people	18%	182
Other (please specify)	7%	68
Prefer not to say	0%	2
Total	100%	1000

Comfort rating of home workstation (where you usually work at home) compared to the usual workstation before the COVID- 19 pandemic



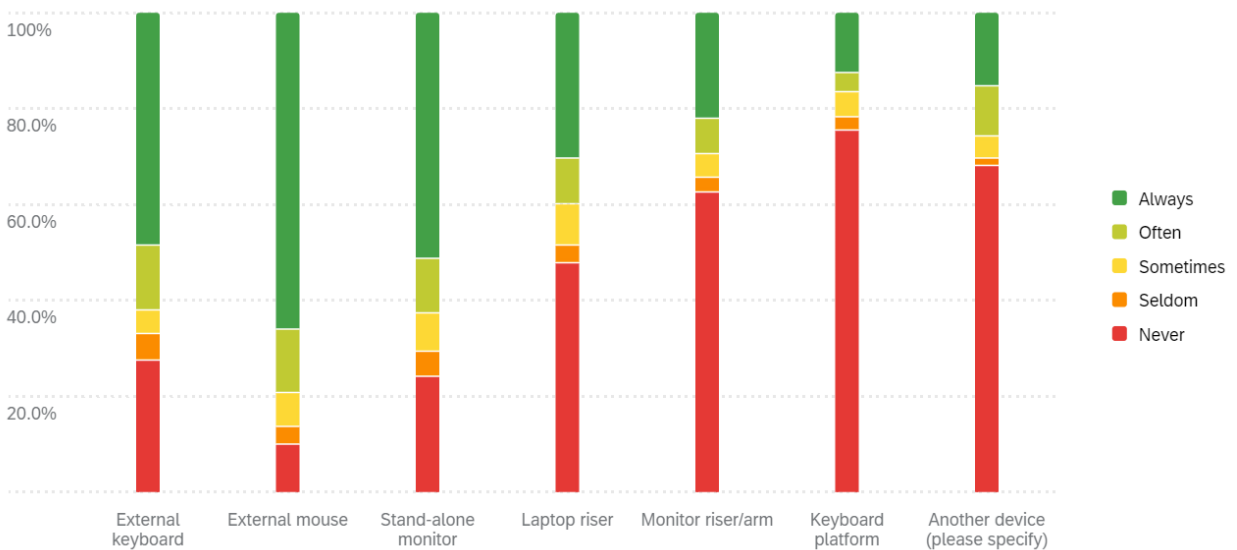
Answer	%	Count
Much less comfortable	9%	85
Somewhat less comfortable	24%	240
About the same	32%	322
Somewhat more comfortable	20%	196
Much more comfortable	16%	156
Total	100%	999

Frequency of using different computing devices when working from home



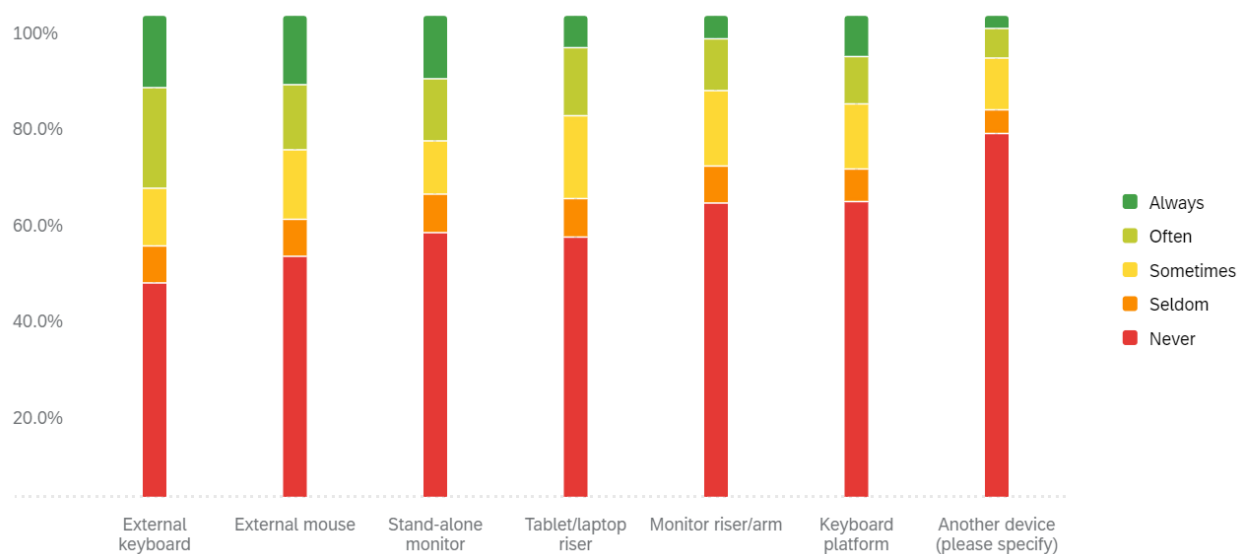
Question	Never		Seldom		Sometimes		Often		Always		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Laptop	7%	67	6%	60	6%	59	9%	85	73%	729	1000
Tablet	75%	748	9%	93	9%	87	4%	42	3%	28	998
Desktop computer	64%	637	4%	37	5%	50	10%	97	18%	178	999

Frequency of using external devices when working from home on a laptop



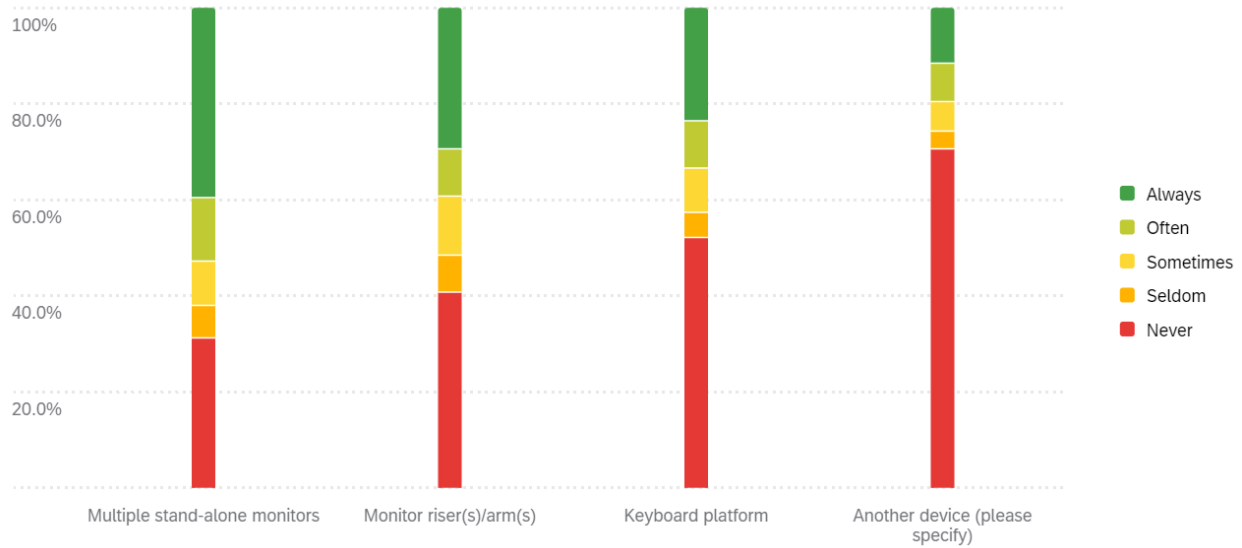
Question	Never		Seldom		Sometimes		Often		Always		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
External keyboard	28%	257	5%	51	5%	45	14%	127	48%	452	932
External mouse	10%	94	4%	33	7%	67	13%	122	66%	617	933
Stand-alone monitor	24%	224	5%	48	8%	77	11%	105	51%	478	932
Laptop riser	48%	445	4%	36	8%	79	10%	89	30%	284	933
Monitor riser/arm	63%	582	3%	28	5%	45	7%	67	22%	207	929
Keyboard platform	75%	701	3%	27	5%	49	4%	38	12%	116	931
Another device (please specify)	68%	434	2%	10	5%	30	10%	65	16%	99	638

Frequency of using external devices when working from home on a tablet



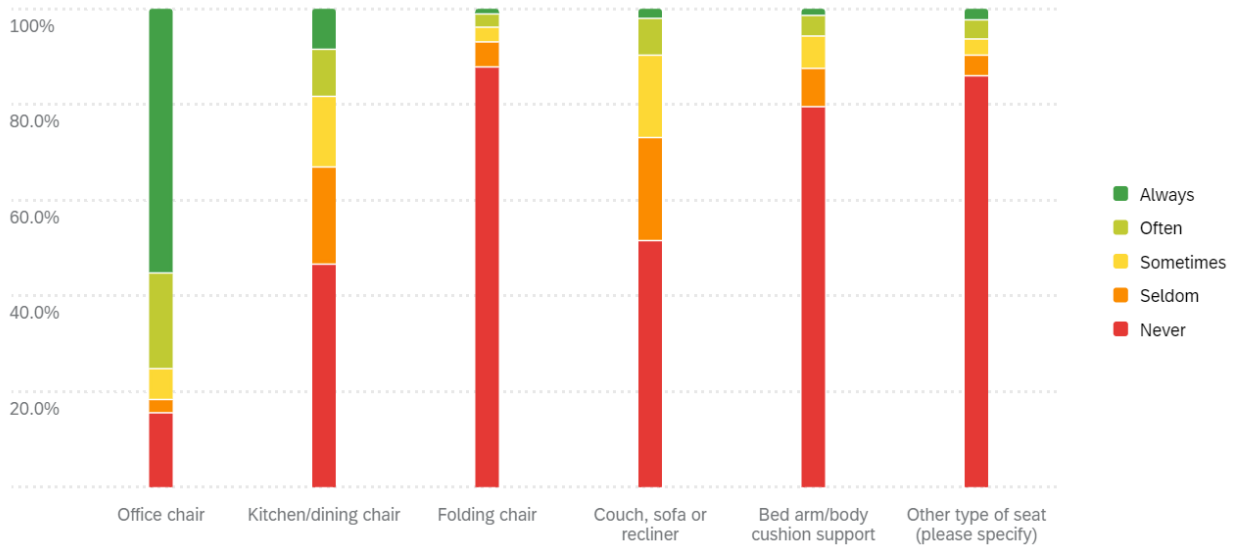
Question	Never		Seldom		Sometimes		Often		Always		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
External keyboard	44%	111	8%	19	12%	30	21%	52	15%	38	250
External mouse	50%	125	8%	19	14%	36	14%	34	14%	36	250
Stand-alone monitor	55%	137	8%	20	11%	28	13%	32	13%	33	250
Tablet/laptop riser	54%	135	8%	20	17%	43	14%	35	7%	17	250
Monitor riser/arm	61%	152	8%	19	16%	39	11%	27	5%	12	249
Keyboard platform	61%	152	7%	17	13%	33	10%	25	8%	21	248
Another device (please specify)	76%	142	5%	9	11%	20	6%	12	3%	5	188

Frequency of using external devices when working from home on a desktop computer



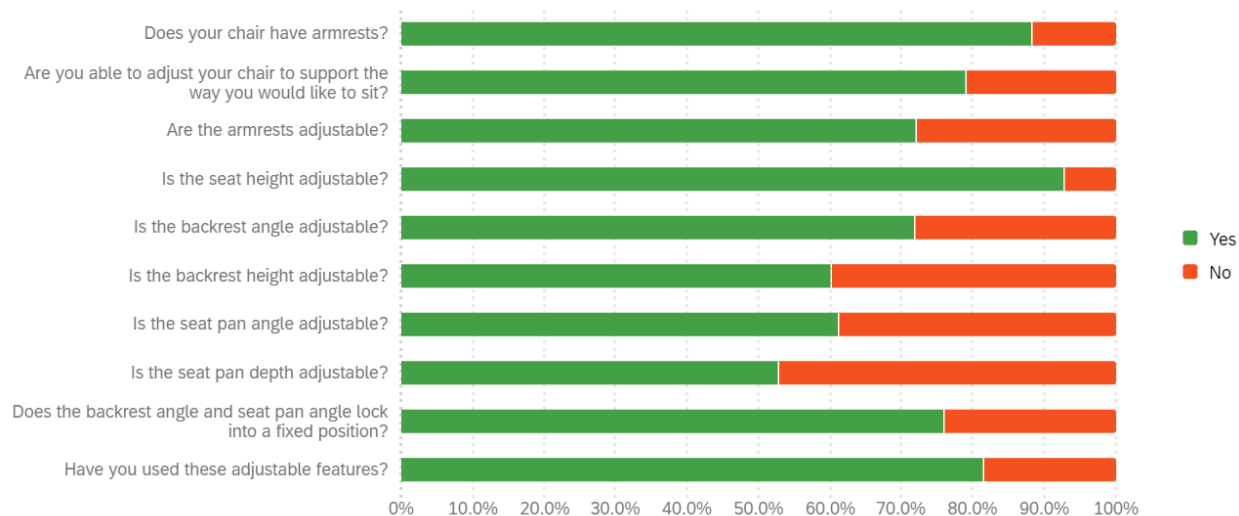
Question	Never		Seldom		Sometimes		Often		Always		Total
Multiple stand-alone monitors	31%	113	7%	24	9%	34	13%	47	40%	144	362
Monitor riser(s)/arm(s)	41%	147	8%	28	12%	44	10%	35	30%	107	361
Keyboard platform	52%	188	5%	19	9%	33	10%	36	24%	85	361
Another device (please specify)	70%	185	4%	10	6%	16	8%	21	12%	31	263

Use of different types of seating when working from home during the pandemic



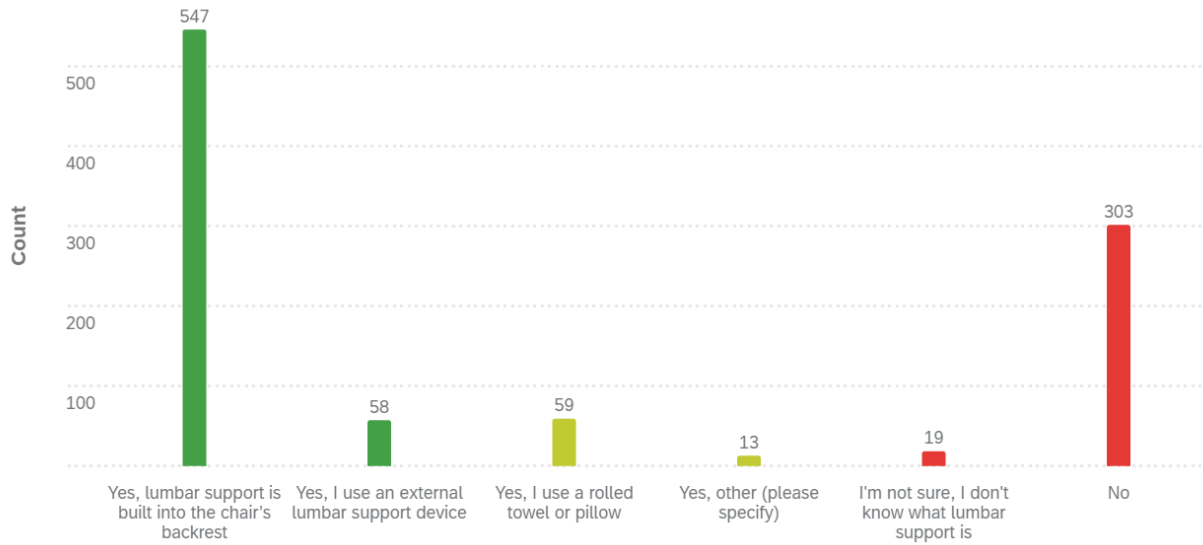
Question	Never		Seldom		Sometimes		Often		Always		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Office chair	15%	154	3%	28	7%	65	20%	199	55%	550	996
Kitchen/dining chair	46%	462	20%	203	15%	148	10%	95	9%	87	995
Folding chair	88%	869	5%	52	3%	32	3%	26	1%	13	992
Couch, sofa or recliner	51%	512	22%	214	17%	171	8%	76	2%	22	995
Bed arm/body cushion support	79%	791	8%	78	7%	67	4%	43	2%	16	995
Other type of seat (please specify)	86%	608	4%	31	3%	24	4%	28	2%	17	708

Office chair features when working from home



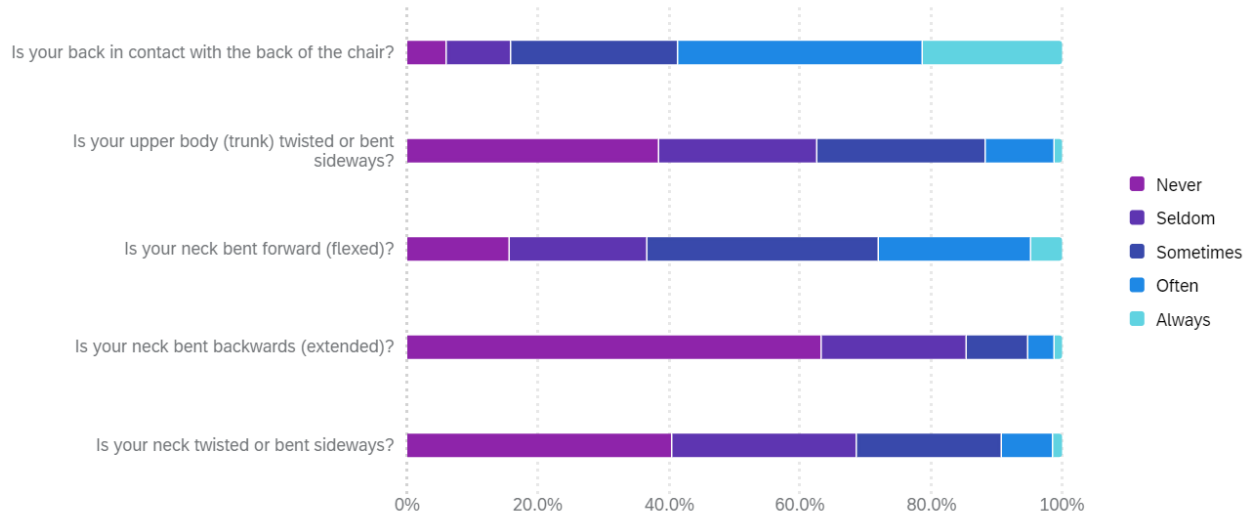
Question	Yes		No		Total
	%	Count	%	Count	
Does your chair have armrests?	88%	745	12%	100	845
Are the armrests adjustable?	72%	607	28%	236	843
Is the seat height adjustable?	93%	783	7%	61	844
Is the backrest angle adjustable?	72%	607	28%	238	845
Is the backrest height adjustable?	60%	507	40%	336	843
Is the seat pan angle adjustable?	61%	515	39%	328	843
Is the seat pan depth adjustable?	53%	444	47%	399	843
Does the backrest angle and seat pan angle lock into a fixed position?	76%	639	24%	203	842
Have you used these adjustable features?	81%	686	19%	156	842
Are you able to adjust your chair to support the way you would like to sit?	79%	666	21%	178	844

Use of lumbar support when sitting in the chair most often used when working from home



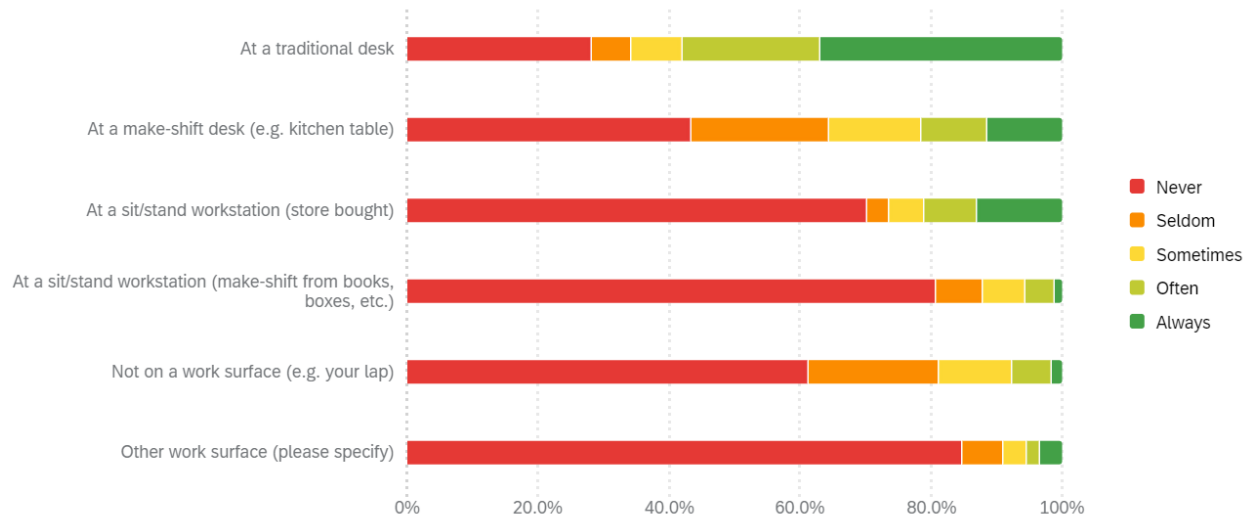
Answer	%	Count
No	30%	303
Yes, lumbar support is built into the chair's backrest	55%	547
Yes, I use an external lumbar support device	6%	58
Yes, I use a rolled towel or pillow	6%	59
Yes, other (please specify)	1%	13
I'm not sure, I don't know what lumbar support is	2%	19
Total	100%	999

Posture when sitting in the chair most often used when working from home



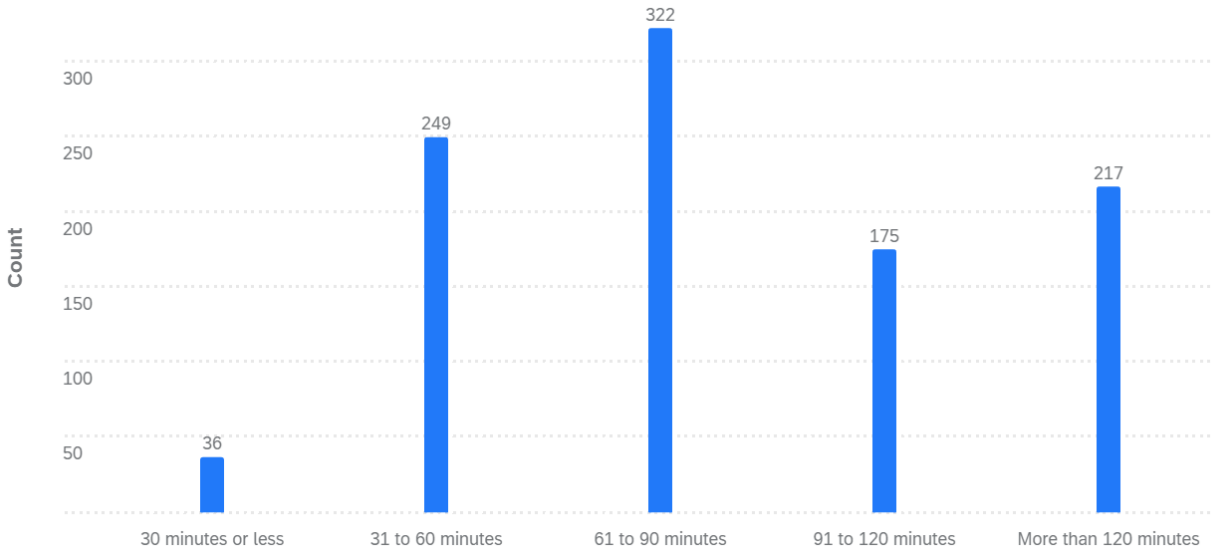
Question	Never		Seldom		Sometimes		Often		Always		Total
	%	n	%	n	%	n	%	n	%	n	
Is your back in contact with the back of the chair?	6%	57	10%	99	26%	256	37%	372	22%	215	999
Is your upper body (trunk) twisted or bent sideways?	38%	381	24%	243	26%	256	11%	105	1%	14	999
Is your neck bent forward (flexed)?	16%	155	21%	209	35%	352	23%	233	5%	50	999
Is your neck bent backwards (extended)?	63%	629	22%	223	9%	92	4%	42	1%	13	999
Is your neck twisted or bent sideways?	40%	403	28%	281	22%	220	8%	80	2%	15	999

Use of workstations when working from home



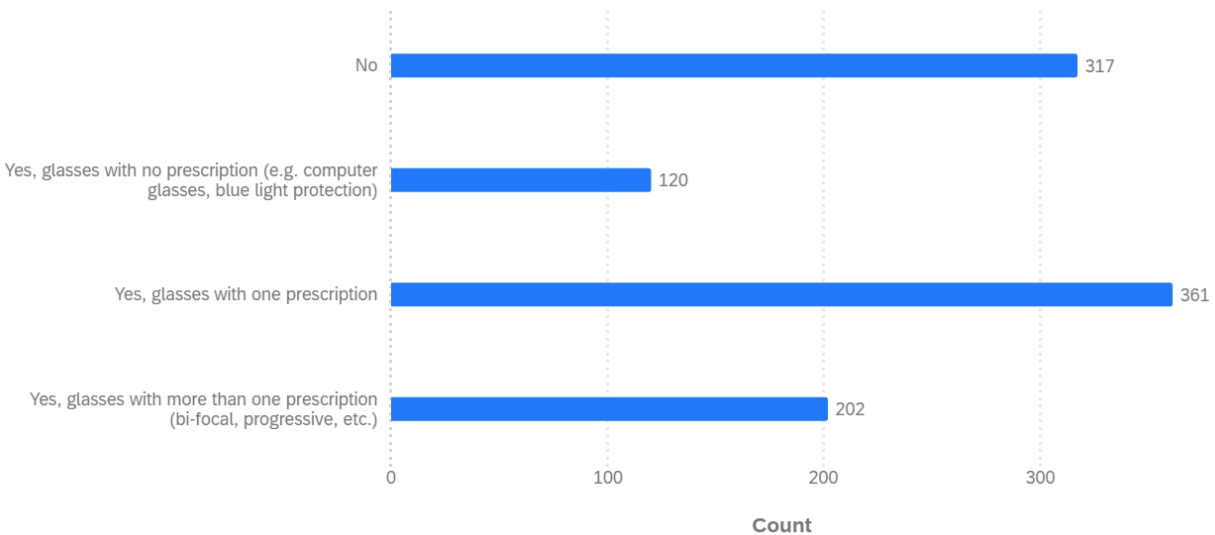
Question	Never		Seldom		Sometimes		Often		Always		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
At a traditional desk	28%	278	6%	61	8%	77	21%	211	37%	370	997
At a make-shift desk (e.g. kitchen table)	43%	427	21%	208	14%	139	10%	100	12%	116	990
At a sit/stand workstation (store bought)	70%	694	3%	33	5%	53	8%	80	13%	131	991
At a sit/stand workstation (make-shift from books, boxes, etc.)	81%	797	7%	71	6%	63	5%	46	1%	13	990
Not on a work surface (e.g. your lap)	61%	604	20%	198	11%	110	6%	60	2%	18	990
Other work surface (please specify)	85%	600	6%	44	4%	25	2%	15	4%	25	709

Average duration of work without taking a break when working from home



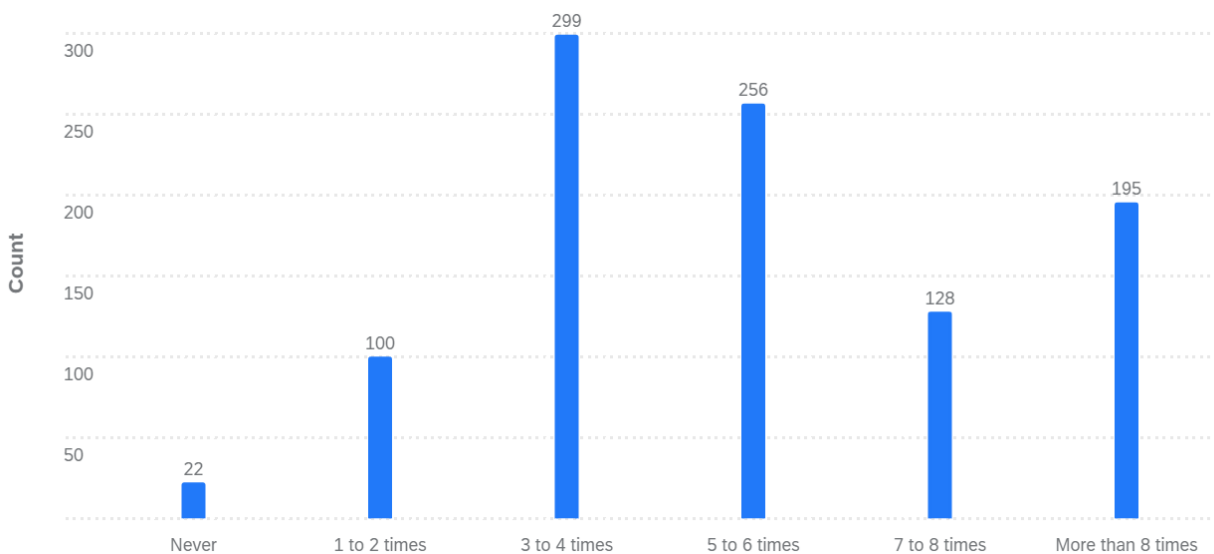
Answer	%	Count
30 minutes or less	4%	36
31 to 60 minutes	25%	249
61 to 90 minutes	32%	322
91 to 120 minutes	18%	175
More than 120 minutes	22%	217
Total	100%	999

Use of different types of glasses while working on the computer



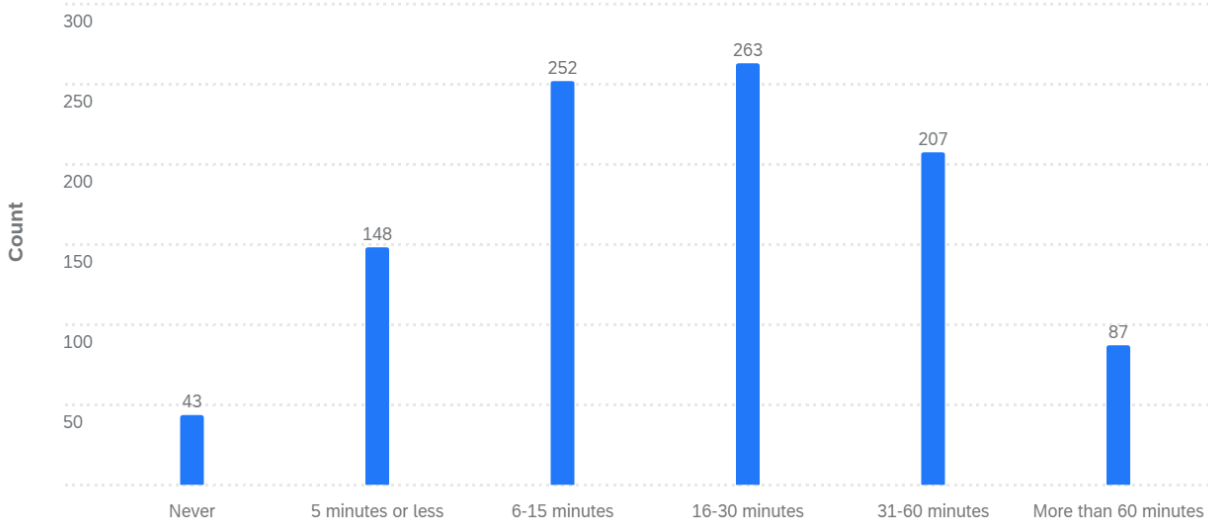
Answer	%	Count
No	32%	317
Yes, glasses with no prescription (e.g. computer glasses, blue light protection)	12%	120
Yes, glasses with one prescription	36%	361
Yes, glasses with more than one prescription (bi-focal, progressive, etc.)	20%	202
Total	100%	1000

Average frequency of posture changes (e.g., change from the seated posture to standing, walking, etc.) during the workday when working from home



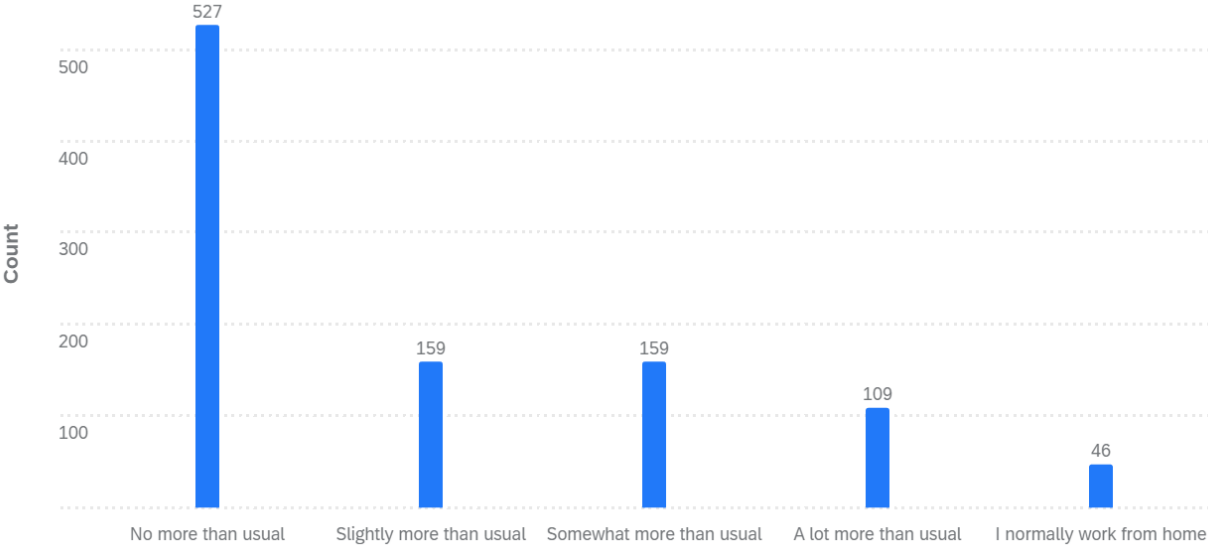
Answer	%	Count
Never	2%	22
1 to 2 times	10%	100
3 to 4 times	30%	299
5 to 6 times	26%	256
7 to 8 times	13%	128
More than 8 times	20%	195
Total	100%	1000

Average time spent taking active breaks to move during the workday (e.g., stretching, walking, etc.) when working from home



Answer	%	Count
Never	4%	43
5 minutes or less	15%	148
6-15 minutes	25%	252
16-30 minutes	26%	263
31-60 minutes	21%	207
More than 60 minutes	9%	87
Total	100%	1000

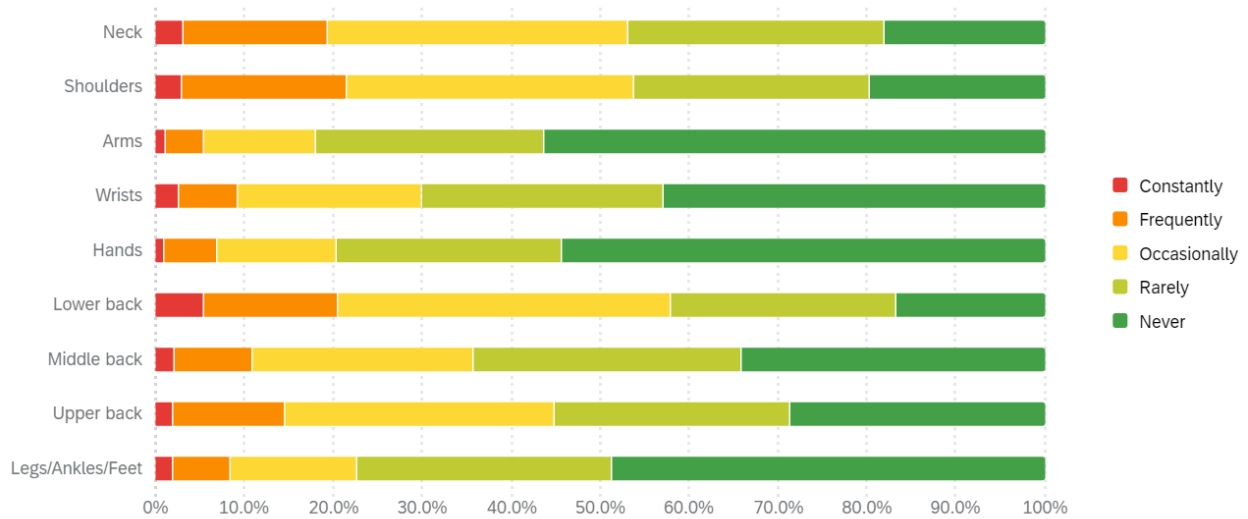
Tiredness when working from home relative to working in usual office prior to the pandemic



Answer	%	Count
No more than usual	53%	527
Slightly more than usual	16%	159
Somewhat more than usual	16%	159
A lot more than usual	11%	109
I normally work from home	5%	46
Total	100%	1000

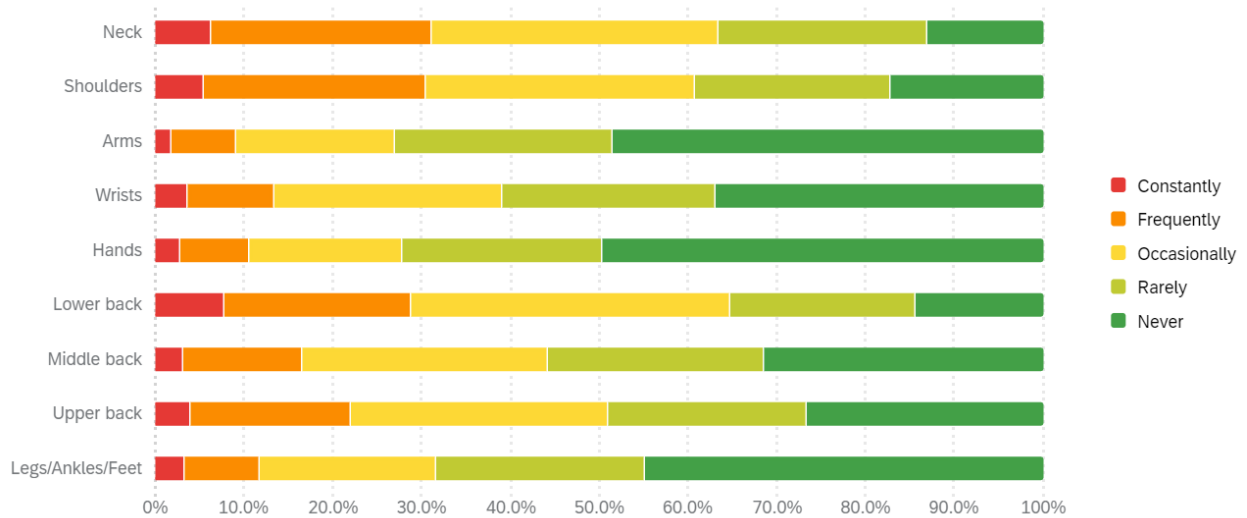
E. Discomfort and Injury at Work

Frequency of pain experienced in different body regions before the pandemic



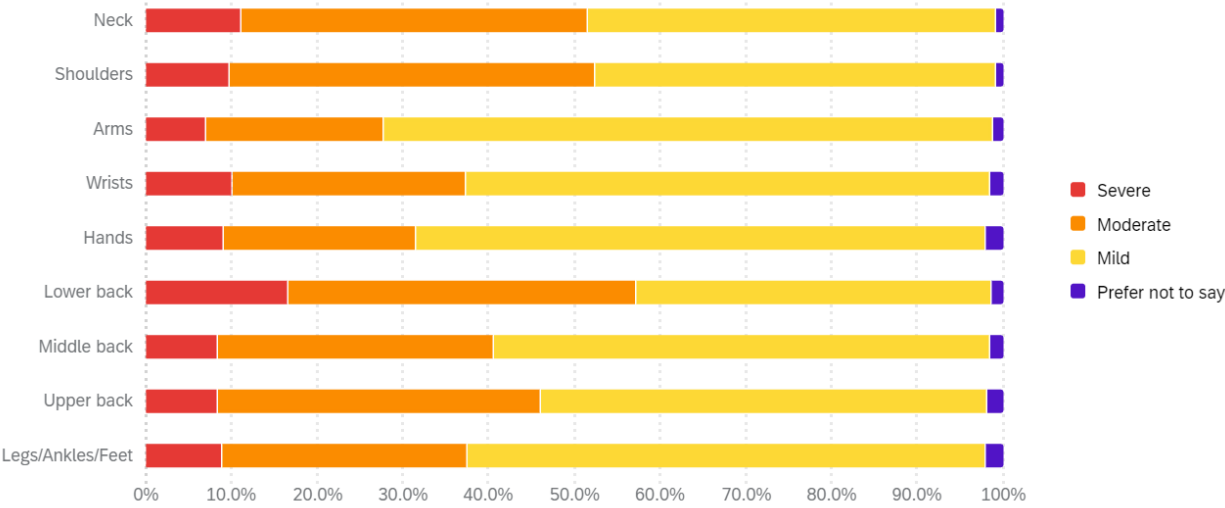
Question	Never		Rarely		Occasionally		Frequently		Constantly		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Neck	18%	181	29%	287	34%	336	16%	163	3%	29	996
Shoulders	20%	197	27%	264	32%	322	19%	185	3%	28	996
Arms	56%	561	26%	255	13%	126	4%	42	1%	10	994
Wrists	43%	428	27%	269	21%	206	7%	67	2%	24	994
Hands	54%	540	25%	253	13%	133	6%	58	1%	9	993
Lower back	17%	168	25%	252	37%	371	15%	151	5%	52	994
Middle back	34%	341	30%	299	25%	246	9%	87	2%	20	993
Upper back	29%	286	26%	263	30%	302	13%	125	2%	18	994
Legs/Ankles/Feet	49%	485	29%	284	14%	141	7%	65	2%	18	993

Frequency of pain experienced in different body regions during the pandemic



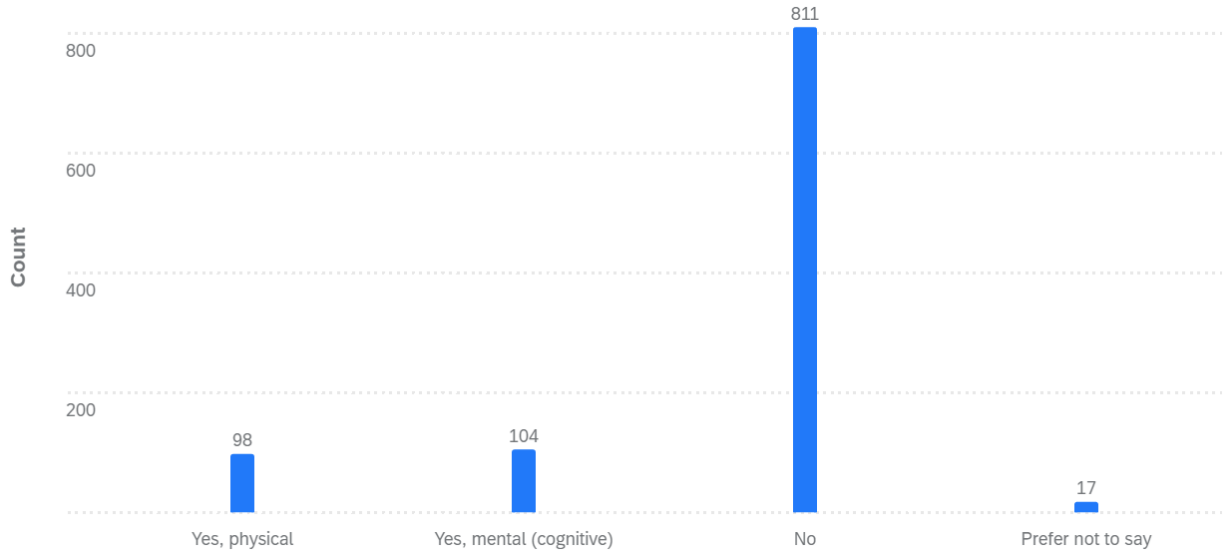
Question	Never		Rarely		Occasionally		Frequently		Constantly		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
Neck	13%	131	24%	234	32%	320	25%	246	6%	61	992
Shoulders	17%	172	22%	218	30%	302	25%	248	5%	52	992
Arms	49%	483	24%	242	18%	178	7%	72	2%	16	991
Wrists	37%	368	24%	238	26%	254	10%	96	4%	35	991
Hands	50%	493	23%	224	17%	171	8%	76	3%	27	991
Lower back	15%	145	21%	207	36%	356	21%	209	8%	75	992
Middle back	32%	312	24%	242	28%	273	13%	132	3%	30	989
Upper back	27%	265	22%	222	29%	288	18%	178	4%	38	991
Legs/Ankles/Feet	45%	446	24%	233	20%	197	8%	83	3%	31	990

Severity of pain in each body region during the pandemic



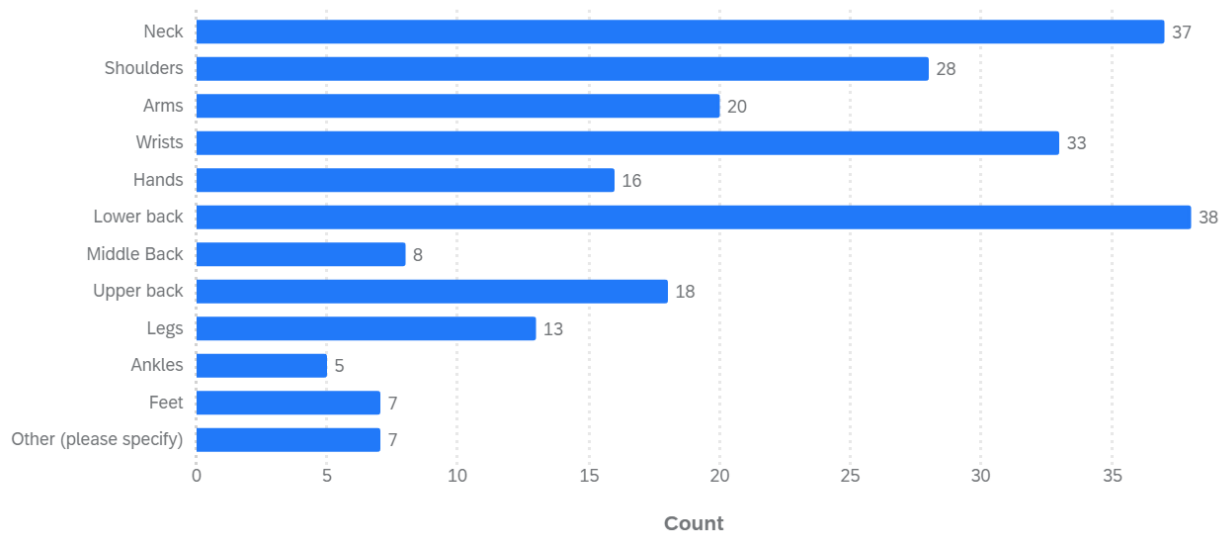
Question	Mild		Moderate		Severe		Prefer not to say		Total
	%	Count	%	Count	%	Count	%	Count	
Neck	48%	405	40%	343	11%	93	1%	8	849
Shoulders	47%	377	43%	344	10%	78	1%	8	807
Arms	71%	339	21%	98	7%	33	1%	6	476
Wrists	61%	365	27%	163	10%	59	2%	10	597
Hands	67%	308	22%	104	9%	41	2%	10	463
Lower back	41%	346	41%	339	17%	138	1%	12	835
Middle back	58%	376	32%	210	8%	53	2%	11	650
Upper back	52%	368	38%	266	8%	58	2%	14	706
Legs/Ankles/Feet	61%	312	29%	147	9%	45	2%	11	515

Work-related injuries/disorders during the pandemic



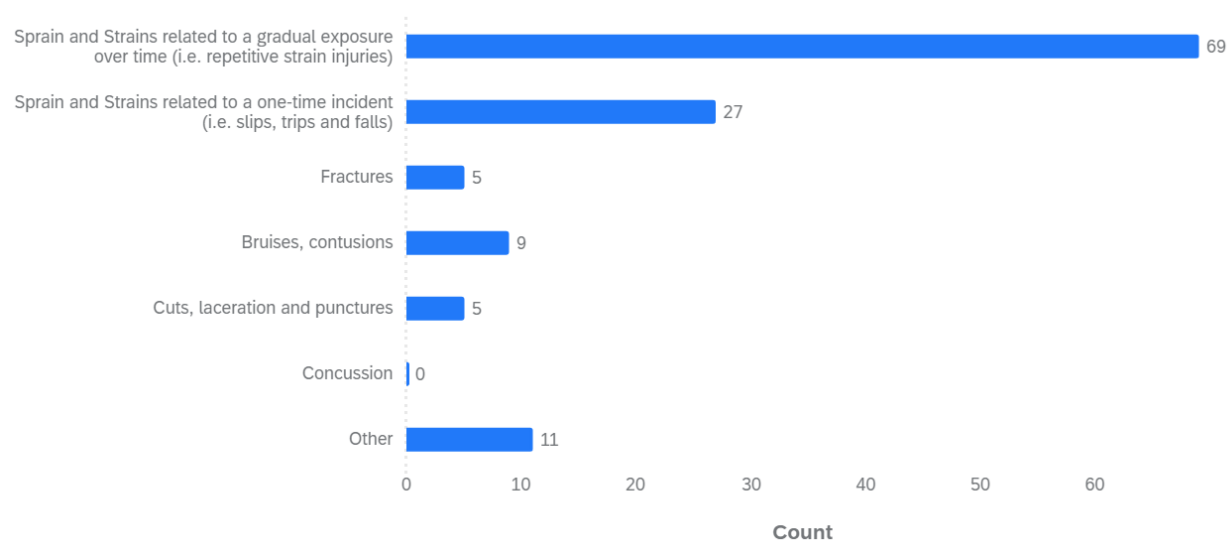
Answer	%	Count
Yes, physical	10%	98
Yes, mental (cognitive)	10%	104
No	79%	811
Prefer not to say	2%	17
Total	100%	1030

Body region(s) injured for physical injuries



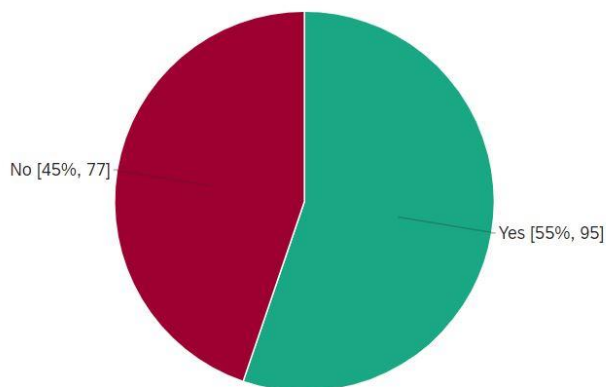
Answer	%	Count
Neck	16%	37
Shoulders	12%	28
Arms	9%	20
Wrists	14%	33
Hands	7%	16
Lower back	17%	38
Middle Back	3%	8
Upper back	8%	18
Legs	6%	13
Ankles	2%	5
Feet	3%	7
Other (please specify)	3%	7
Total	100%	230

Types of physical injuries



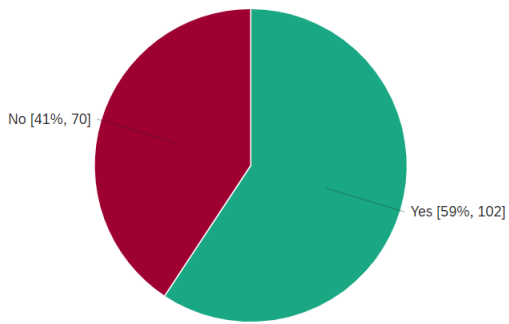
Answer	%	Count
Sprain and Strains related to a gradual exposure over time (i.e. repetitive strain injuries)	55%	69
Sprain and Strains related to a one-time incident (i.e. slips, trips and falls)	21%	27
Fractures	4%	5
Bruises, contusions	7%	9
Cuts, laceration and punctures	4%	5
Concussion	0%	0
Other	9%	11
Total	100%	126

Were any workdays missed because of the injury?



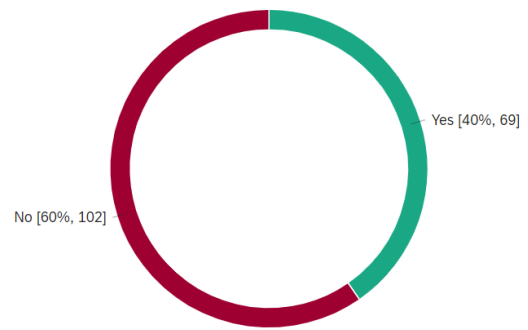
Answer	%	Count
Yes	55%	95
No	45%	77
Total	100%	172

Was the injury reported to the employer?



Answer	%	Count
Yes	59%	102
No	41%	70
Total	100%	172

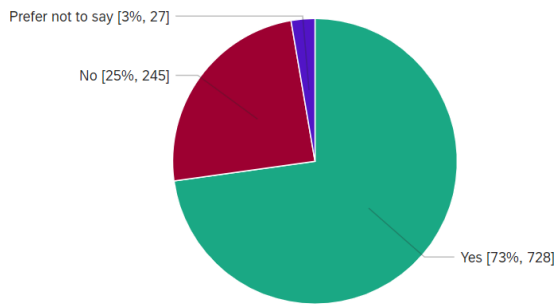
Was a related claim submitted or filed?



Answer	%	Count
Yes	40%	69
No	60%	102
Total	100%	171

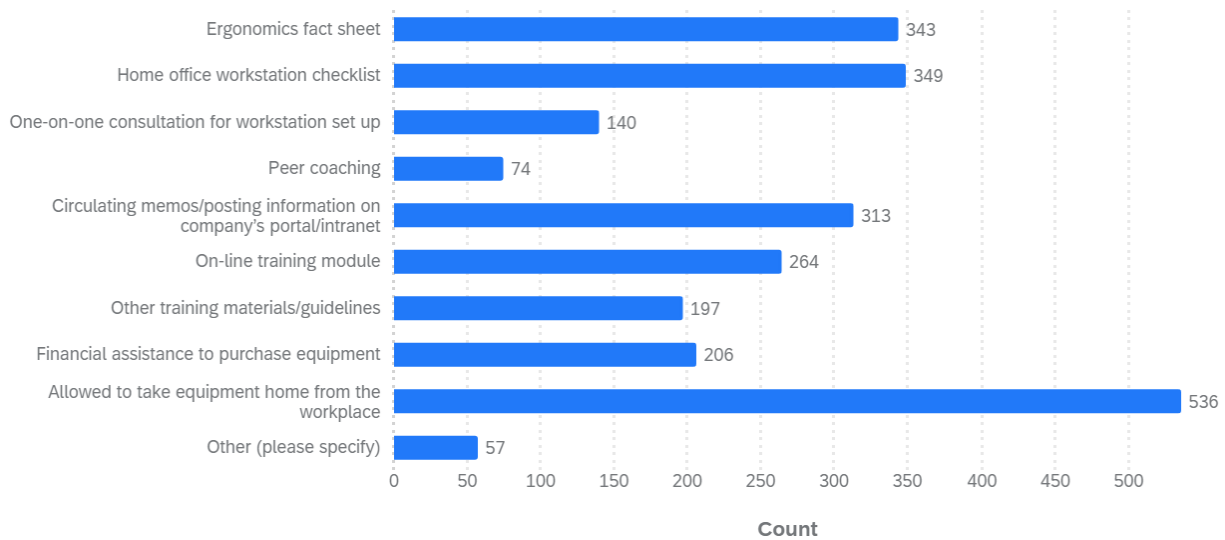
F. Organizational Support

Did the employer provide any support (i.e., training, equipment, resources, etc.) when working from home during the pandemic?



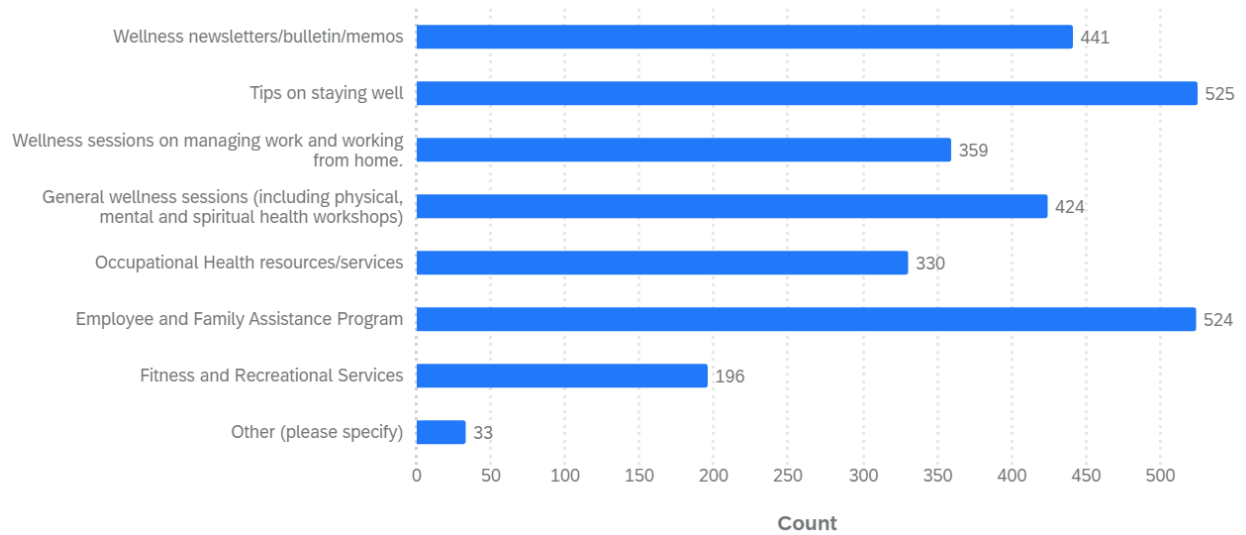
Answer	%	Count
Yes	73%	728
No	24%	245
Prefer not to say	3%	27
Total	100%	1000

Types of support provided by employers



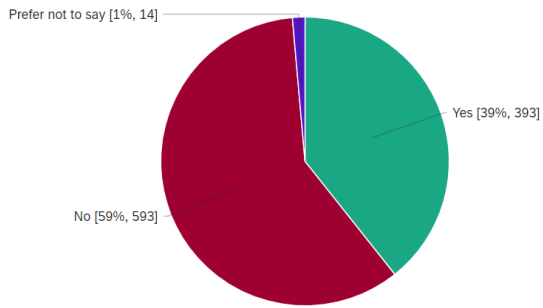
Answer	%	Count
Ergonomics fact sheet	14%	343
Home office workstation checklist	14%	349
One-on-one consultation for workstation set up	6%	140
Peer coaching	3%	74
Circulating memos/posting information on company's portal/intranet	13%	313
On-line training module	11%	264
Other training materials/guidelines	8%	197
Financial assistance to purchase equipment	8%	206
Allowed to take equipment home from the workplace	22%	536
Other (please specify)	2%	57
Total	100%	2479

Wellness resources provided by employers during the pandemic



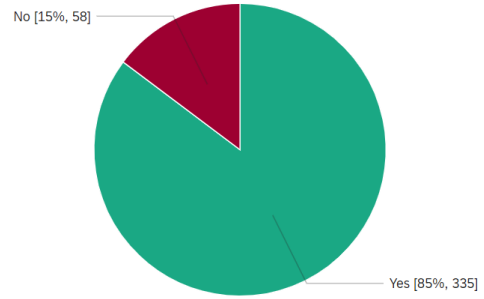
Answer	%	Count
Wellness newsletters/bulletin/memos	16%	441
Tips on staying well	19%	525
Wellness sessions on managing work and working from home.	13%	359
General wellness sessions (including physical, mental and spiritual health workshops)	15%	424
Occupational Health resources/services	12%	330
Employee and Family Assistance Program	19%	524
Fitness and Recreational Services	7%	196
Other (please specify)	1%	33
Total	100%	2832

Did you request any support (i.e., training, equipment, resources, etc.) from your employer when working from home during the pandemic?



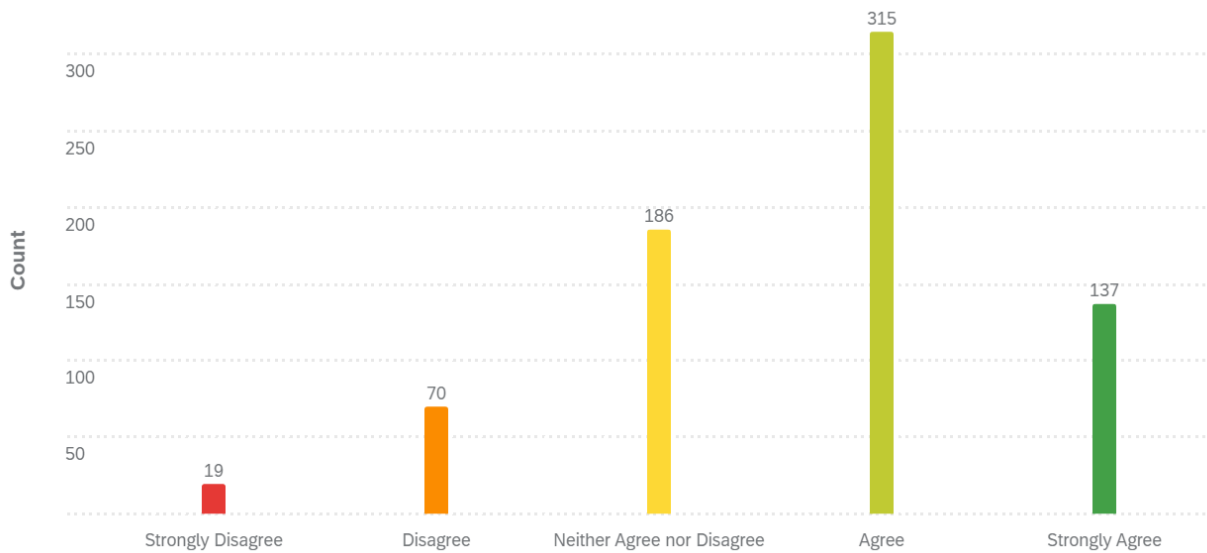
Answer	%	Count
Yes	39%	393
No	59%	593
Prefer not to say	1%	14
Total	100%	1000

Was your request for support fulfilled?



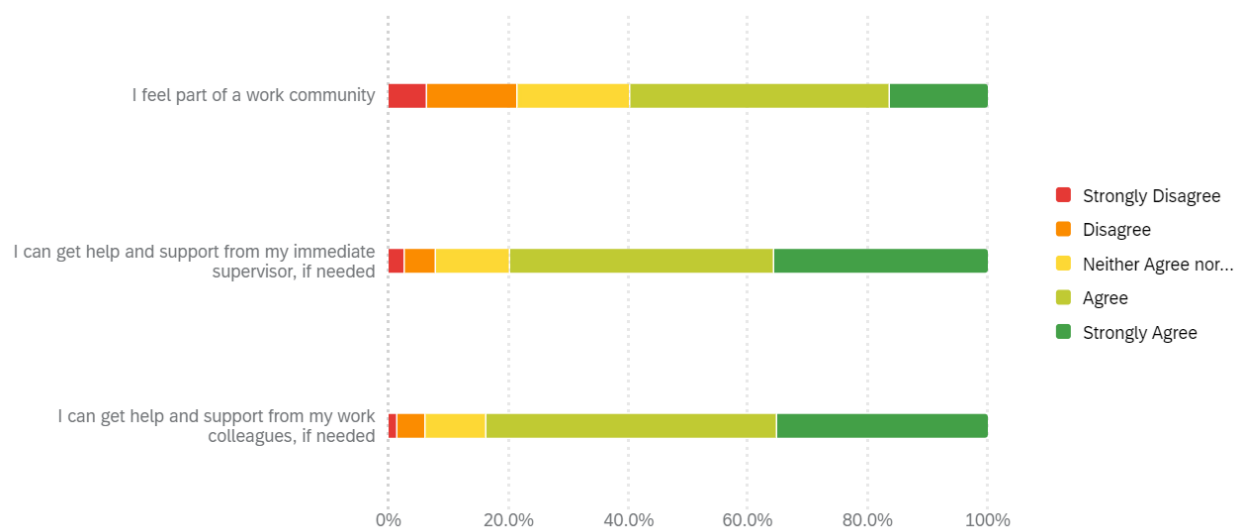
Answer	%	Count
Yes	85%	335
No	15%	58
Total	100%	393

Training received about working safely from home during the pandemic was adequate



Answer	%	Count
Strongly Disagree	3%	19
Disagree	10%	70
Neither Agree nor Disagree	26%	186
Agree	43%	315
Strongly Agree	19%	137
Total	100%	727

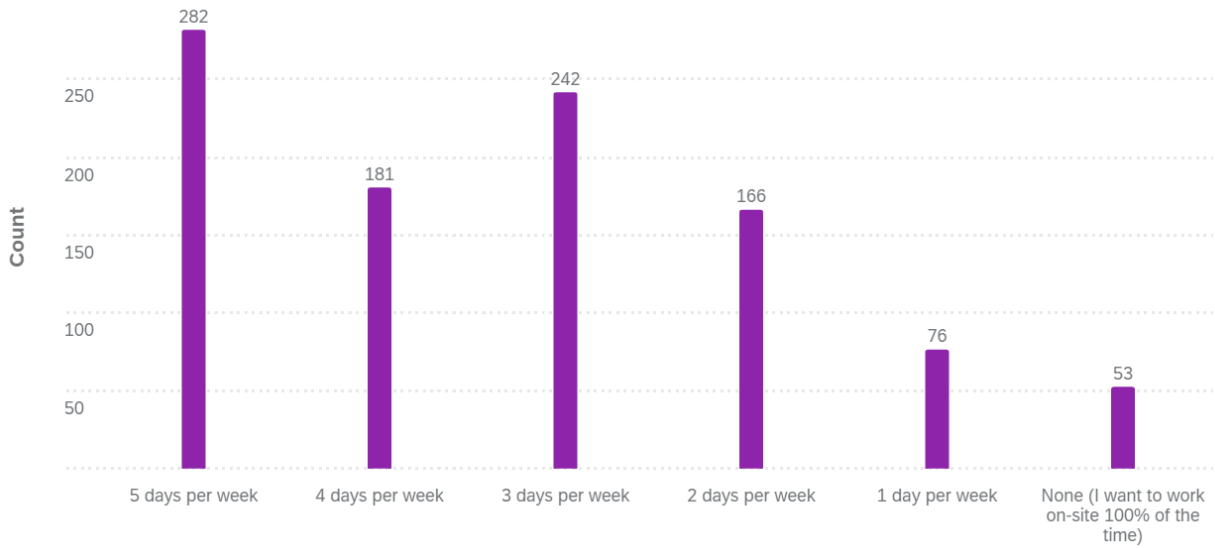
Experience of working at home during the pandemic



Question	Strongly Disagree		Disagree		Neither Agree nor Disagree		Agree		Strongly Agree		Total
	%	Count	%	Count	%	Count	%	Count	%	Count	
I feel part of a work community	6%	61	15%	152	19%	188	43%	434	17%	165	1000
I can get help and support from my immediate supervisor, if needed	3%	25	5%	51	12%	124	44%	442	36%	358	1000
I can get help and support from my work colleagues, if needed	1%	12	5%	48	10%	101	49%	485	35%	354	1000

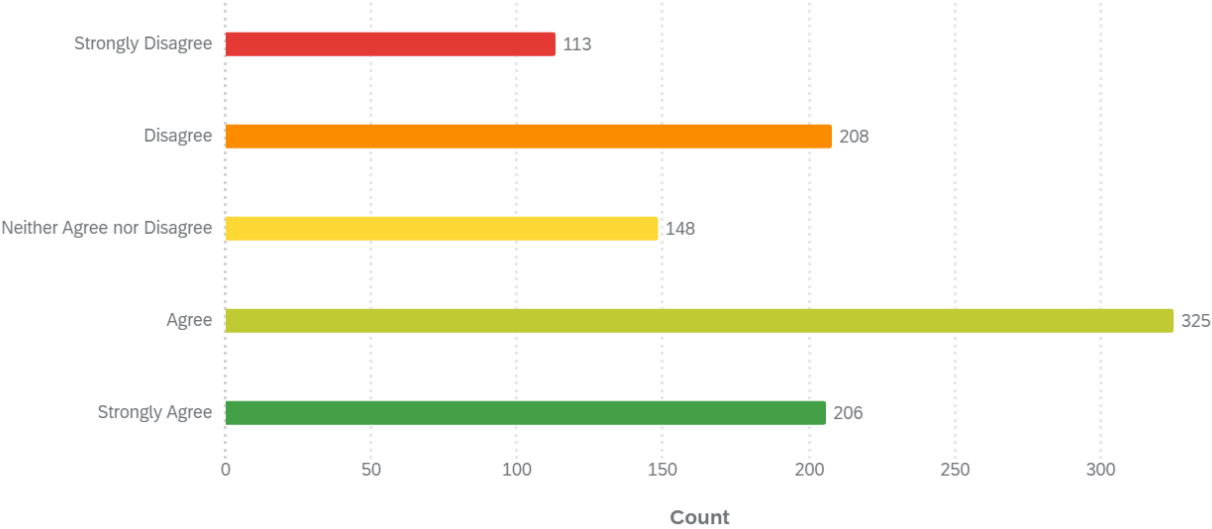
G. Future Working Arrangements

Preferred frequency working from home, post-pandemic



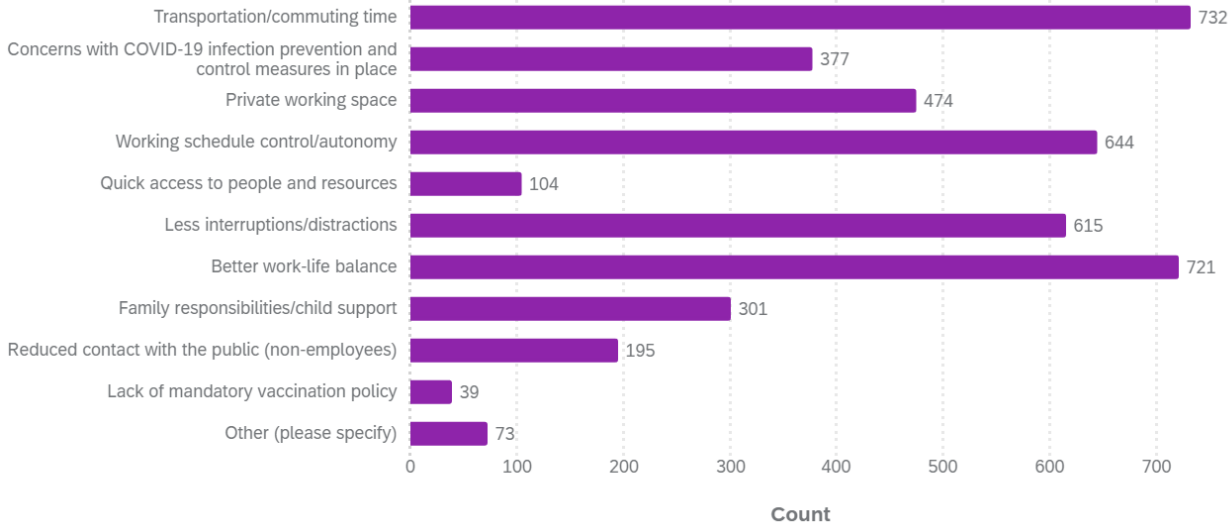
Answer	%	Count
5 days per week	28%	282
4 days per week	18%	181
3 days per week	24%	242
2 days per week	17%	166
1 day per week	8%	76
None (I want to work on-site 100% of the time)	5%	53
Total	100%	1000

The preferred frequency of working from home is likely to be supported by the employer



Answer	%	Count
Strongly Disagree	11%	113
Disagree	21%	208
Neither Agree nor Disagree	15%	148
Agree	33%	325
Strongly Agree	21%	206
Total	100%	1000

Reasons influencing the desire to continue to working from home, post-pandemic



Answer	%	Count
Transportation/commuting time	17%	732
Concerns with COVID-19 infection prevention and control measures in place	9%	377
Private working space	11%	474
Working schedule control/autonomy	15%	644
Quick access to people and resources	2%	104
Less interruptions/distractions	14%	615
Better work-life balance	17%	721
Family responsibilities/child support	7%	301
Reduced contact with the public (non-employees)	5%	195
Lack of mandatory vaccination policy	1%	39
Other (please specify)	2%	73
Total	100%	4275