

Workforce Demographics & Mental Health Overview

This page shows a demographic and mental health overview of remote, hybrid and on-site workers across regions and roles.

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Recommendations

Work Mode

Hybrid

Onsite

Remote

Gender

Female

Male

Non-binary

Prefer not to...

Years of Experience

All

Region

All

Industry

All

The State of Remote Work: Wellbeing, Job Satisfaction, Productivity & Workforce Dynamics

Key Performance Indicators

% Satisfied with Remote Work

34.1%

% with Mental Health Condition

78.6%

% Reporting Productivity Increase

35.6%

% with High Stress Level

33.5%

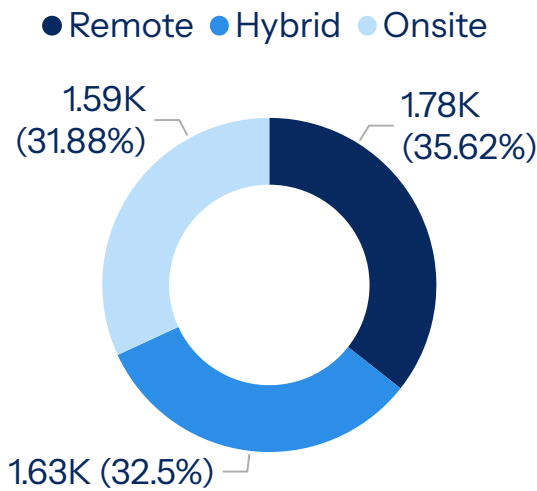
Employee Distribution by Job Role

Designer	HR	Software Engineer
	716	
	Data Scientist	
938	696	635
Project Manager	Marketing	Sales
	683	
868	464	

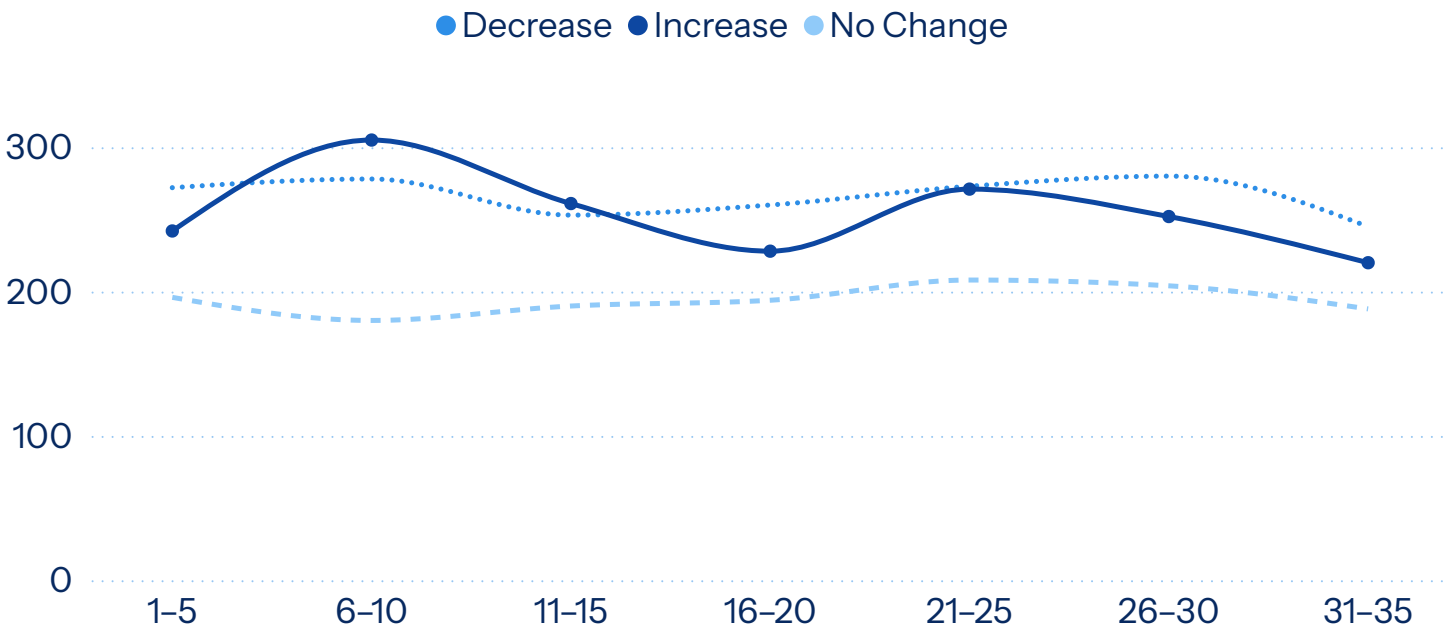
Mental Health Condition by Job Role

Job Role	Anxiety	Burnout	Depression	None	Total
Data Scientist	169	225	167	135	696
Designer	245	296	290	107	938
HR	184	194	185	153	716
Marketing	170	158	143	212	683
Project Manager	239	215	216	198	868
Sales	131	104	126	103	464
Software Engineer	153	153	168	161	635
Total	1291	1345	1295	1069	5000

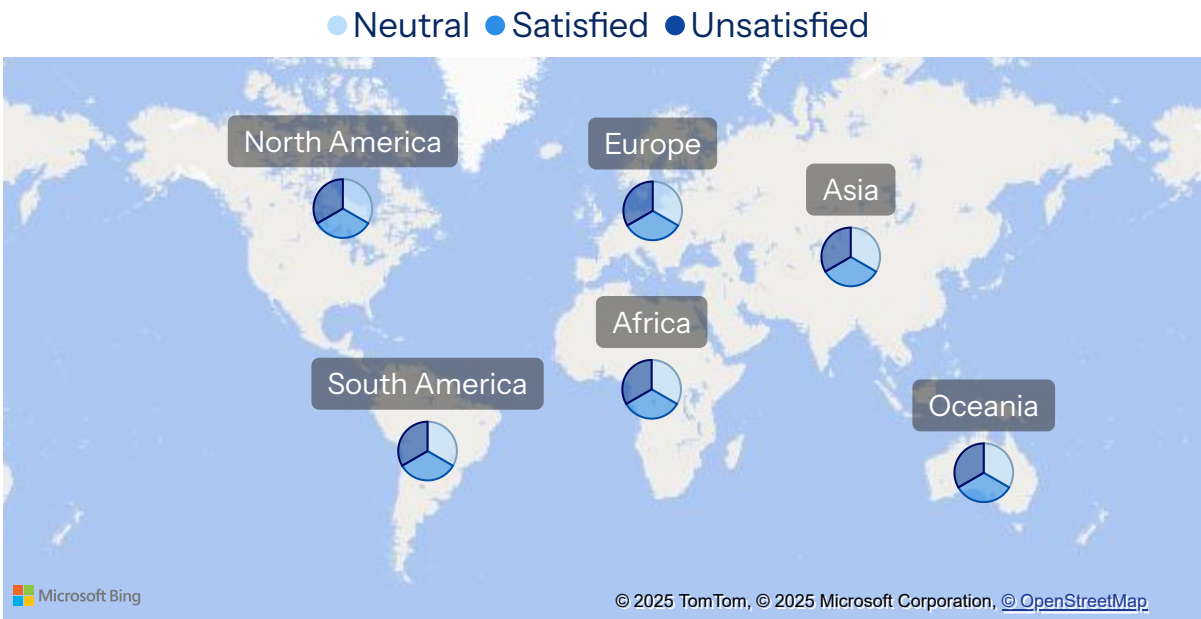
Work Mode Distribution



Productivity Change vs. Years of Experience



Remote Work Satisfaction by Region



Productivity, Support & Work Mode Impact

This page explores how work modes, company support, and wellbeing factors interact to shape employee productivity and mental health.

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Work Mode

HybridOnsiteRemote

Mental Health Condition

AnxietyBurnout

DepressionNone

Years of Experience

All

Physical Activity

All

Job Role

All

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Sleep Quality by Work Mode

AverageGoodPoor

Remote	600	558	696
Hybrid	591	555	516
Onsite	590	512	382

Sleep Quality vs. Productivity Change

DecreaseIncreaseNo Change

Poor	42.94%	33.33%	23.72%
Average	34.40%	37.84%	27.76%
Good	33.33%	35.88%	30.78%

Virtual Meetings vs. Stress Level

0-45-1011-15

High	618	423	525
Low	661	601	628
Medium	394	634	516

Productivity Change vs. Years of Experience

AnxietyBurnoutDepressionNone

Work-Life Balance Ratings Distribution

100%

5	1.32K
3	1.05K
2	1.03K
4	0.85K
1	0.76K

57.2%

Average Social Isolation Ratings

3.14

Average Work-Life Balance Ratings

3.19

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Recommendations

Final Observations

Widespread Mental Health Conditions:

Over 75% of employees reported experiencing at least one mental health condition, with African regions having notably limited access to mental health support.

Productivity Decline Linked to Sleep Quality:

About one-third of employees reported reduced productivity, which strongly correlates with poor or inconsistent sleep patterns.

Virtual Meeting Overload:

Employees participating in more than eight virtual meetings weekly experienced significantly higher stress levels.

High-Stress Sectors:

Employees in the Retail, Finance, and Healthcare sectors reported the highest levels of work-related stress, likely due to demanding job roles with limited remote flexibility.

Burnout in Cognitive-Intensive Roles:

Designers, Managers, and Data Scientists were among those reporting the highest levels of burnout, driven by workload pressure and tight turnaround times.

Time Zone Misalignment and Stress:

Remote workers operating across multiple time zones frequently experienced work-life imbalance and communication challenges, contributing to stress.

Stress from Long Commutes:

On-site employees with long commute times reported higher levels of fatigue and stress, in contrast to those living closer to their workplaces.

Final Recommendations

Expand Mental Health Coverage:

Include regular mental health check-ins and support services as part of employee health insurance benefits, with special focus on regions with low access.

Support Sleep Health:

Offer paid time off for employees presenting medical evidence of sleep disturbances, and introduce wellness initiatives focused on improving sleep quality.

Regulate Virtual Meetings:

Instruct team leads and managers to limit the frequency and duration of virtual meetings, ensuring they are purposeful and do not exceed necessary thresholds.

Targeted Support for High-Stress Industries:

Tailor stress-reduction initiatives such as mental health workshops and flexible work options for employees in high-pressure sectors like Retail and Finance.

Prevent Burnout in Knowledge Roles:

Establish wellness facilities or quiet zones within the workplace to support cognitive-intensive roles and reduce daily burnout.

Align Schedules Across Time Zones:

Implement flexible deadlines and asynchronous work policies that respect time zone differences to ease pressure on global teams.

Commute-Friendly Policies:

Provide commuting support—such as transport stipends or flexible start times—to help reduce stress caused by long and exhausting commutes.