

Press Release



DEKRA Work Safety Report 2025 explores changes in the working world

Sick – but Still Working from Home

- ▶ Mobile working has advantages and disadvantages for employees
- ▶ Statutory labor regulations are often ignored
- ▶ Digital technologies and AI are the future challenge

Working from home remains popular with most employees. However, there are problems separating the private and professional spheres. This is one finding of the DEKRA Work Safety Report 2025, for which DEKRA and forsa questioned 1,500 employees across Germany. Of this number, just under 40 percent work from home at least some of the time. And that is where gray zones are developing. For example, two-thirds of respondents say that they “often” or “now and again” work from home, even if they are ill or on sick leave.

According to a survey conducted by DEKRA/forsa, nine out of ten (89 percent) of the employees questioned, who work from home at least some of the time, appreciate that mobile working (or working from home) spares them the commute to the office. A large majority enjoy being able to dress casually (73 percent) and organize their working time flexibly (68 percent). More than half (56 percent) can concentrate better when they work in their own four walls.

However, the survey also reveals the stresses and strains of working from home. These include disturbances caused by individual living situations and due to family, neighbors, or outside noise (21 percent). Just as many employees complain of muscle tension, back problems, and headaches caused by an unsuitable and non-ergonomic workplace. Exactly one in five employees (20 percent) say they put in longer hours or work at atypical times – in the evening or at weekends – when working from home.

DEKRA's work safety experts warn that employers are equally responsible for the health and safety of their employees working from home. For example, an occupational safety briefing must also be provided for home offices, drawing attention to possible hazards.

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Artificial intelligence: Upside and downside

One change in the working world that DEKRA's experts are also monitoring carefully stems from digital technologies and artificial intelligence (AI). According to the DEKRA/forsa study, most employees in Germany are taking a laid-back approach to this topic. More than half of respondents (58 percent) say that AI does not yet play a concrete role in their working lives. Only 13 percent express concern that AI could make their jobs redundant. Nevertheless, just under 29 percent actually consider digital technologies to be a great help in their work.

DEKRA's experts warn of the possible psychological impact on employees from the use of artificial intelligence (AI) in the working world. The fear of constant surveillance and the lack of control over the work process could result in psychological issues in the future. DEKRA's experts therefore advise companies to take a measured approach when introducing AI, transparently involving their employees in the process, identifying any stress points, and actively fostering mental health.

Work safety regulations often ignored

In this respect, a hazard assessment of the psychological stress plays an important role and has been required by law for many years. However, in the DEKRA/forsa survey, just 28 percent of respondents say that their employer conducts a psychological hazard assessment. A further 55 percent say that there is no such assessment, with 17 percent giving no answer to this question.

The DEKRA report shows that other statutory occupational health and safety requirements are often disregarded as well. For example, 25 percent of respondents say that they receive no regular instruction on safety at work and fire protection. Only one in two (51 percent) say that their company's safety rules are observed at all times by all employees.

"Occupational health and safety is something that impacts us all, and it is an ongoing process," explains Dr. Sebastian Sigle, Managing Director of DEKRA Automobil GmbH and Head of Industry, Construction & Real Estate. "Our experience with our customers has shown time and again that regular investment in employee health and safety pays off. It greatly reduces the potential negative impacts on employees' health, thus helping to sustainably improve company performance."

DEKRA Work Safety Report 2025 (in German language) available online and for download at: www.dekra.de/asr2025

About the DEKRA Work Safety Report 2025

- Safety at work, health, and solutions are the big issues covered by the DEKRA Work Safety Report 2025. The questions asked: What is the occupational health and safety situation in workplaces? What are the everyday challenges faced? What is safe and healthy working practice?
- In cooperation with forsa, DEKRA surveyed 1,503 employees in October and November 2024 via forsa.omninet, a representative online panel. The findings show that occupational health and safety still harbors a lot of potential. New challenges like hybrid working, digitalization, and AI require new approaches and concepts.
- Also according to the survey, like earlier surveys, many employees say that their employer does not always comply with statutory requirements such as providing instruction on safety at work and fire protection or enforcing safety rules.



About DEKRA

For 100 years, DEKRA has been a trusted name in safety. Founded in 1925 with the original goal of improving road safety through vehicle inspections, DEKRA has grown to become the world's largest independent, non-listed expert organization in the field of testing, inspection, and certification. Today, as a global partner, the company supports its customers with comprehensive services and solutions to drive safety and sustainability forward—fully aligned with DEKRA's anniversary motto, "Securing the Future." In 2024, DEKRA is expected to generate revenue of 4.3 billion euros. Around 48,000 employees are providing qualified and independent expert services in approximately 60 countries across five continents. DEKRA holds a Platinum rating from EcoVadis, placing it among the top 1% of the world's most sustainable companies.