

Mental Health, Stress & Workplace Safety at TikTok Dublin: Worker- Led Survey Findings (2026)

**“Little Trust, No Safety : What workers report
about conditions inside TikTok Dublin”**

Based on survey of 95 current TikTok Dublin workers



Executive Summary & Key Findings



Over 80% of respondents report being very or somewhat stressed and anxious.

A significant majority report symptoms consistent with clinical anxiety, burnout, and depression.

- Nearly all respondents say they do not feel adequately supported at work.
- Open responses indicate recurring themes of fear, micromanagement, job insecurity, panic attacks, and sleep disruption.

Multiple employees explicitly report being on anxiety or antidepressant medication, citing workplace stress as the cause.

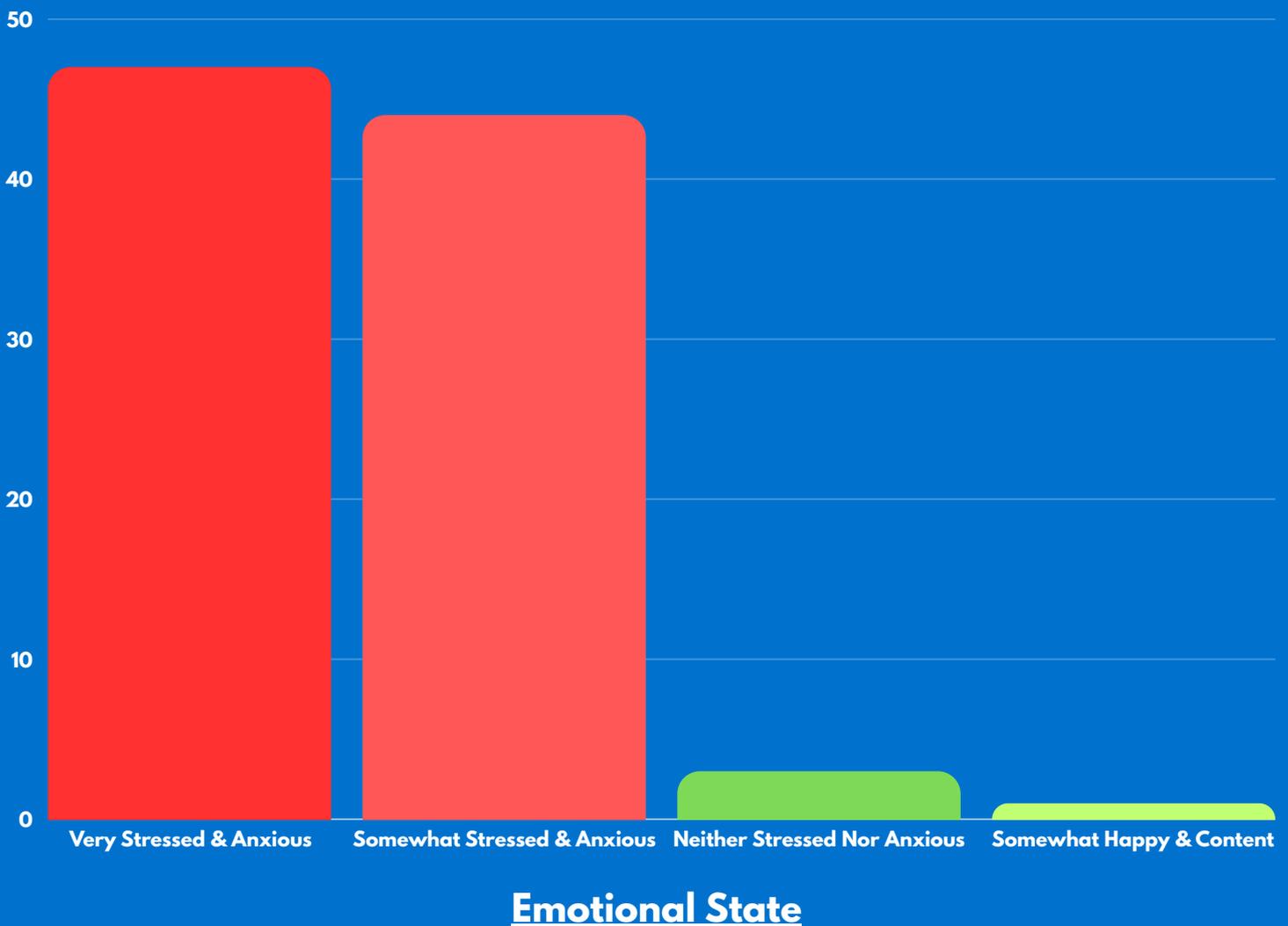
The survey reveals an urgent and pervasive mental-health crisis within TikTok's Dublin workforce. An overwhelming majority of employees report being very or somewhat stressed and anxious, with widespread symptoms including sleep disruption, panic, hopelessness, and an inability to cope. Nearly all respondents say they do not feel adequately supported at work, and many explicitly link their anxiety, depression, or need for medication to workplace conditions. Recurrent themes—fear of layoffs, chronic understaffing, micromanagement, loss of flexibility, and an unsafe return-to-office policy—indicate a systemic issue rather than isolated cases. This pattern of harm demands urgent policy attention, as it raises serious questions about workplace safety standards, and the psychological impact of high-pressure Trust & Safety environments on employees.

Methodology

- Anonymous internal survey
- 95 responses
- Conducted Jan–Feb 2026
- Open-text + structured questions
- Survey open to members & non-members



HOW WORK MAKES EMPLOYEES FEEL

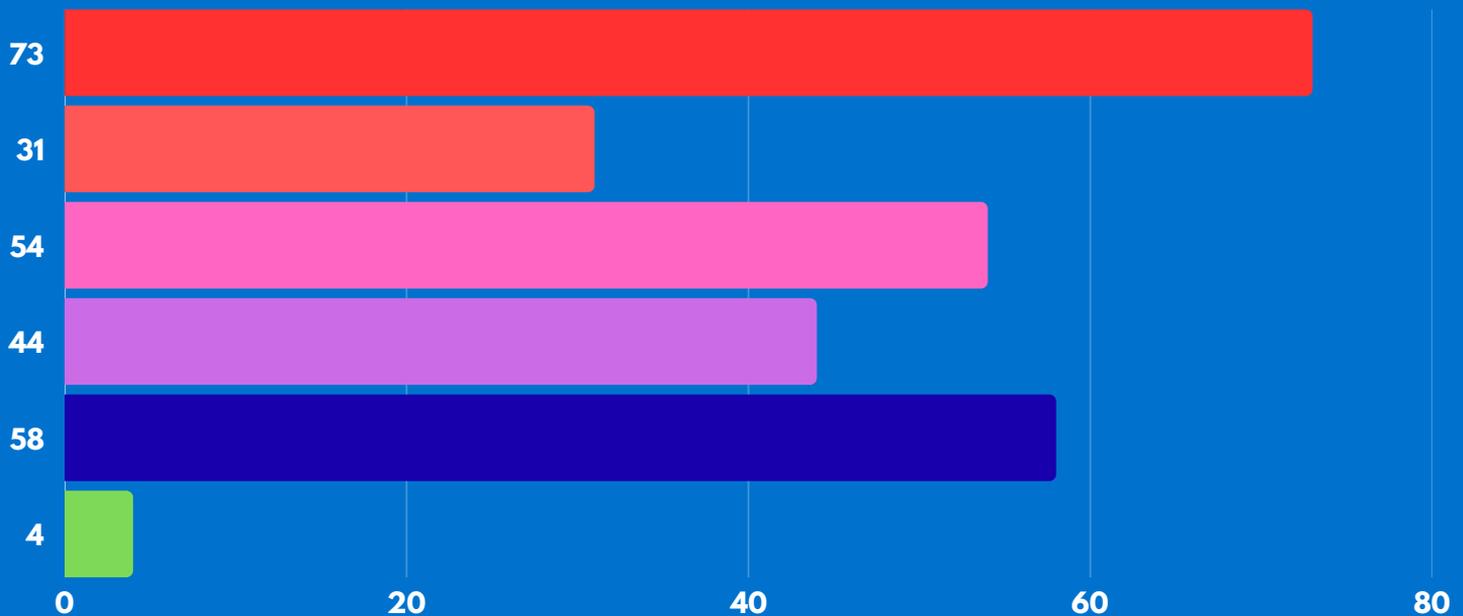


SYMPTOMS & MENTAL HEALTH IMPACT



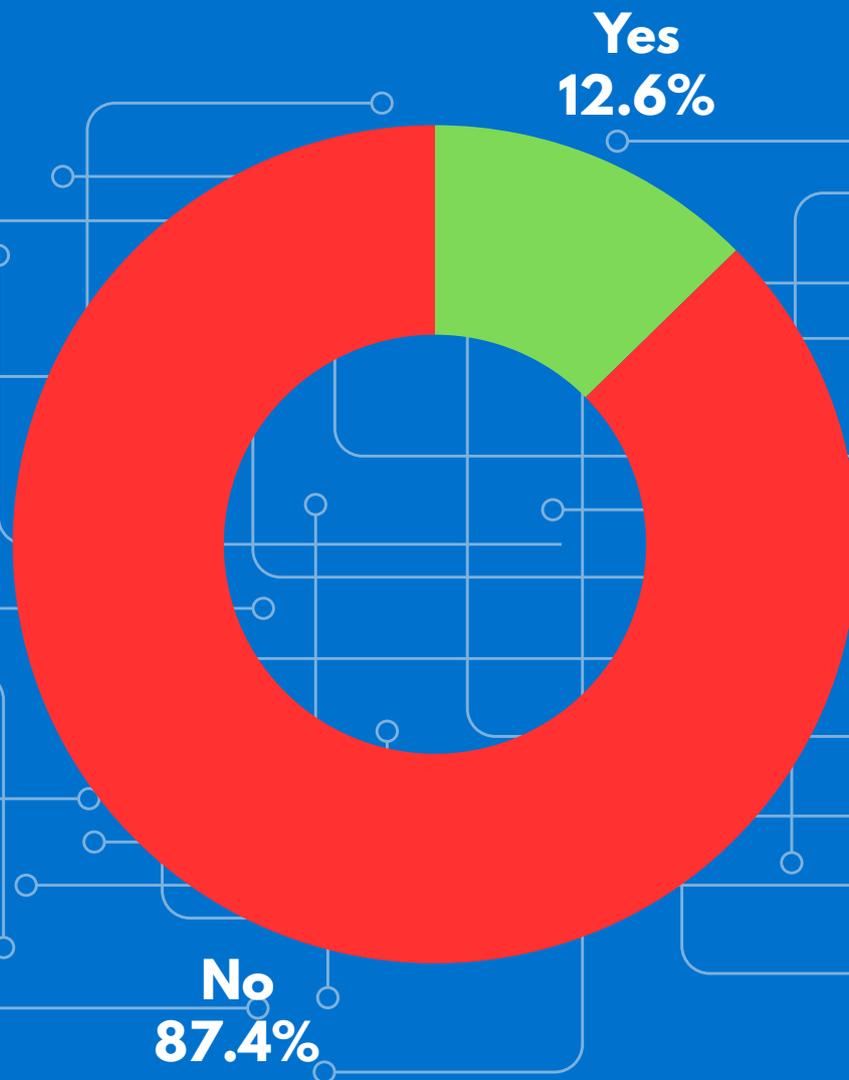
“Over the last working week...”

- I have felt tense, anxious or nervous
- I have felt unable to cope when things go wrong
- I have had difficulty getting to sleep or staying asleep
- I have felt despairing or hopeless
- I have felt unhappy
- None of the above



These are symptoms typically associated with burnout, chronic workplace stress, and anxiety disorders.

DO EMPLOYEES FEEL SUPPORTED?



The vast majority of workers surveyed do not feel they have adequate supports in the workplace when it comes to stress and mental health

QUALITATIVE THEMES



Burnout & overwhelm

Sleep disturbance

Anxiety requiring medication

**“Hostile environment”,
“broken system”,
“constant fear”**



**Fear of layoffs, PIPs,
unpredictability**

**High workload /
understaffing**

Micromanagement

RTO5 harming wellbeing

TikTok Worker Voices



“Work now feels like Russian roulette — a fundamentally broken system where harm feels inevitable rather than exceptional.”

“I’ve been taking antidepressant medication for months... It’s only anxiety and depression due to work.”

“I feel constantly on edge, threatened with PIPs for missing targets even slightly, while the workload keeps increasing.”

“The environment breeds fear, hyper-vigilance, and exhaustion. It is actively damaging my wellbeing.”

“I cannot relax, I cannot sleep, and I’m having eating issues... The hostility and uncertainty follow me home every day.”

“The constant layoffs and reorgs have destroyed morale. People no longer want to keep their jobs — they want to be laid off.”

“RT05 has been terrible. I’m more tired, sick more often, and have less motivation than ever before.”

“There is no proper wellbeing support. We’re understaffed, overwhelmed, and told to ‘take breaks’ we don’t have time for.”

TikTok Worker Voices



“I wake up, commute, work, come home exhausted, sleep, repeat. No time for anything. It feels pointless.”

“I had to start anxiety medication shortly after joining because there was no real support at all.”

“Every day feels chaotic. I fear losing my job, I can’t sleep, and I’ve stopped feeling anything at all.”

“I always feel drained. There is no flexibility, constant pressure, and I’m anxious about layoffs every single day.”

“The number of tasks is not manageable within 8 hours. I’m constantly stressed that I’ve made mistakes under pressure.”

“I’ve stopped being able to log off properly. Even outside work I get tagged, buzzed, or called. There is no boundary anymore.”

“I cannot focus, I cannot sleep, I am always anxious. The uncertainty about what will happen next is unbearable.”

“We’re understaffed, yet expectations keep growing. It feels like the company wants to push people out.”

Implications & Areas of Concern - For Workers and Society

At a time when we are facing rising concerns about toxic algorithms, dangerous content, addictive platform design, and AI-related labour market displacement; this worker led survey of Dublin based TikTok employees raises urgent questions about workplace safety, labour conditions, and employer responsibility.

If the workers who maintain the safety of major platforms face a systematic culture of overwork, lack of support, the wellbeing and safety of users and communities are put at risk

To ensure safer working conditions TikTok workers, and those in the wider sector, need:

- Rights and recognition for their trade union - collective bargaining between workers and employers leads to safer workplaces
- Rights and entitlements to remote working arrangements, suitable to their roles
- Job security; an end to “Performance Improvement Plan” firings and cyclical redundancies.

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