

**Table 1.** *Themes Emerging from Humanitarian Aid Workers' Quotations.*

Themes	
Communication	<ul style="list-style-type: none"><li>• Cultural differences and perceptions.</li><li>• Different languages lead to misunderstandings.</li><li>• Disagreements and conflicts arise from different points of view.</li><li>• Effects of teleworking on interpersonal relationships.</li><li>• The lack of personal contact promotes social inequalities.</li><li>• Cases of racism and the loss of human ties.</li><li>• Challenges arising from the spread of misinformation.</li></ul>
Accessibility	<ul style="list-style-type: none"><li>• Inability to provide effective support due to teleworking.</li><li>• Complications in accessibility of services due to pandemic-related measures.</li></ul>
Financing and resources	<ul style="list-style-type: none"><li>• Limited services and insufficient financial support.</li><li>• Lack of essential materials, infrastructure, and resources.</li><li>• Shortages of agencies, donations, staff, and contractual agreements.</li></ul>
Education and training	<ul style="list-style-type: none"><li>• Insufficient knowledge and training opportunities.</li><li>• Lack of clear job descriptions and supervision.</li></ul>
Mental health and well-being	<ul style="list-style-type: none"><li>• Emotional exhaustion, emotional strain, and fatigue.</li><li>• High pressure and stressful situations leading to burnout.</li><li>• Lack of adequate psychological support.</li><li>• Feelings of insecurity and uncertainty about the future.</li><li>• Diminished sense of creativity.</li><li>• Feelings of alienation and lack of respect in the workplace.</li><li>• Perceived selfishness among colleagues.</li><li>• The emotional impact of confinement and fear.</li></ul>