



MENTAL ILLNESS @ WORK

What is the impact?

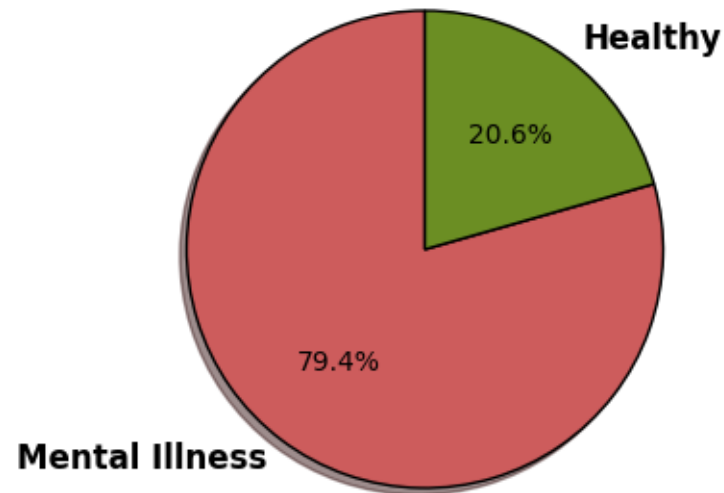
Are Companies Prepared to face it?

Are we as colleagues?

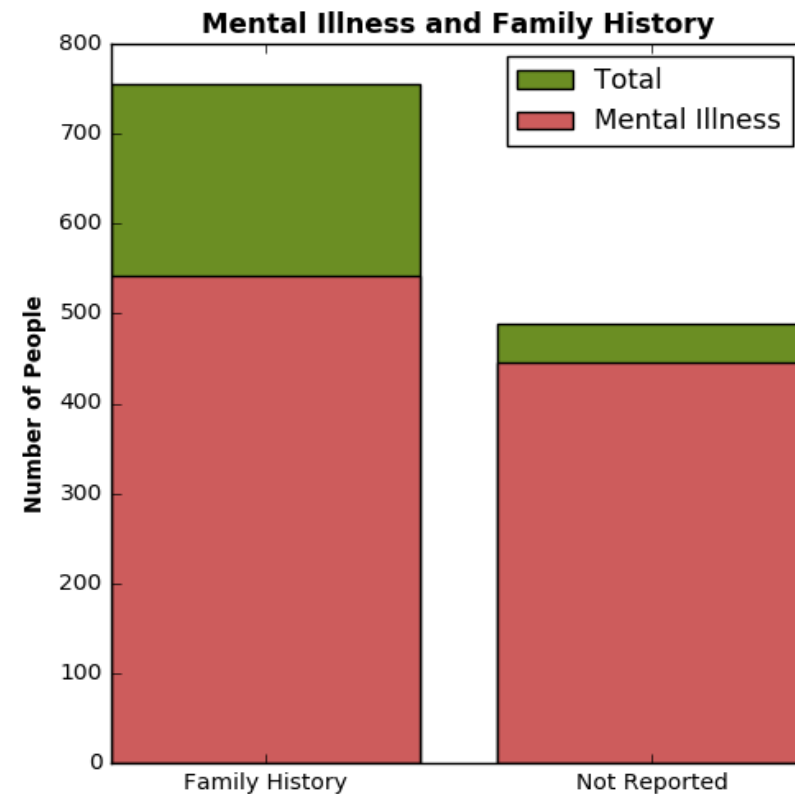
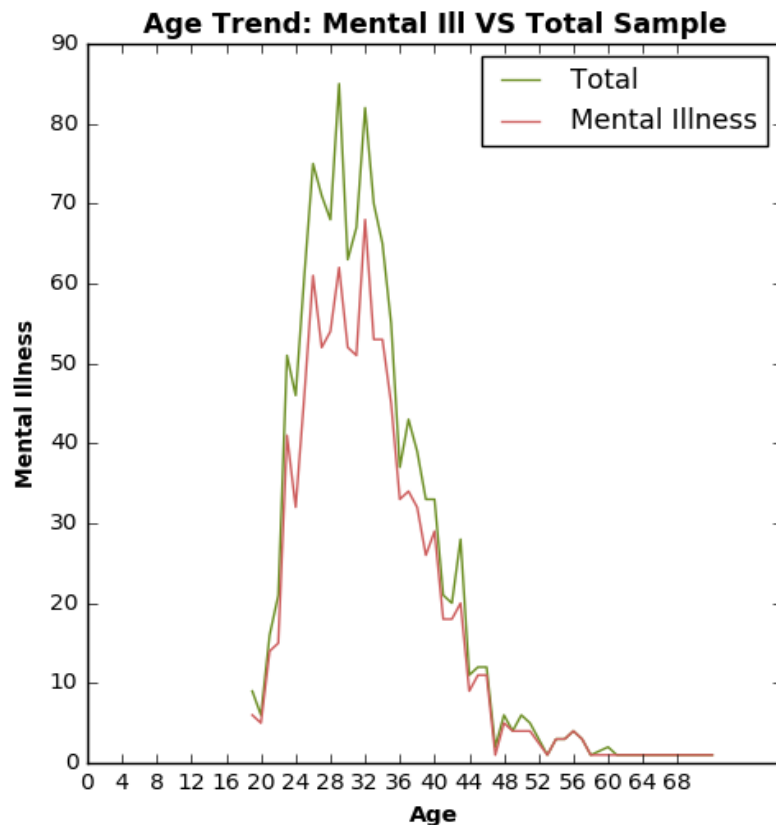
THE SAMPLE

Over almost 1250 employees interviewed from companies all over the world, almost 80% of the respondent reported some degree of mental illness.

Share of Mentally Ill People over total Sample

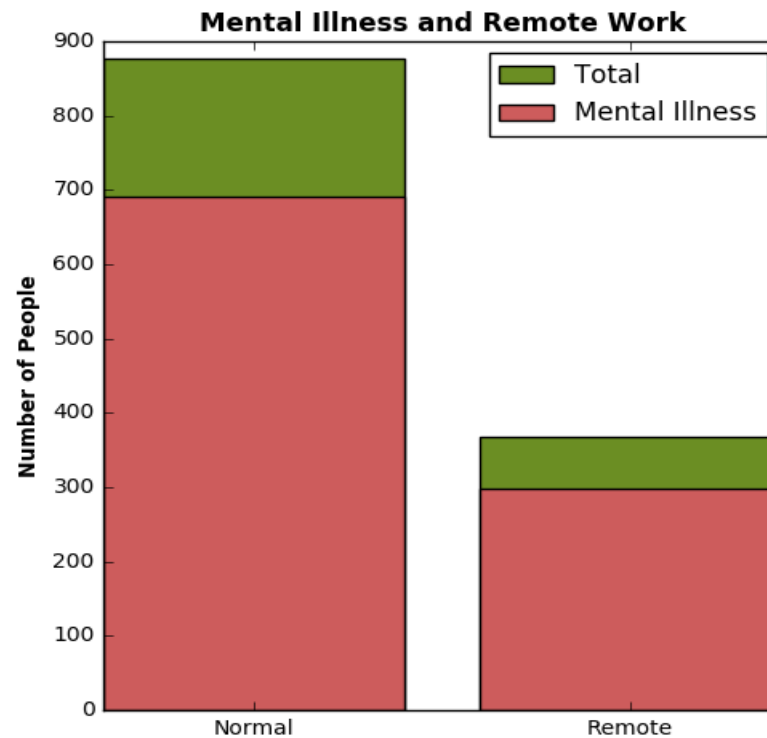
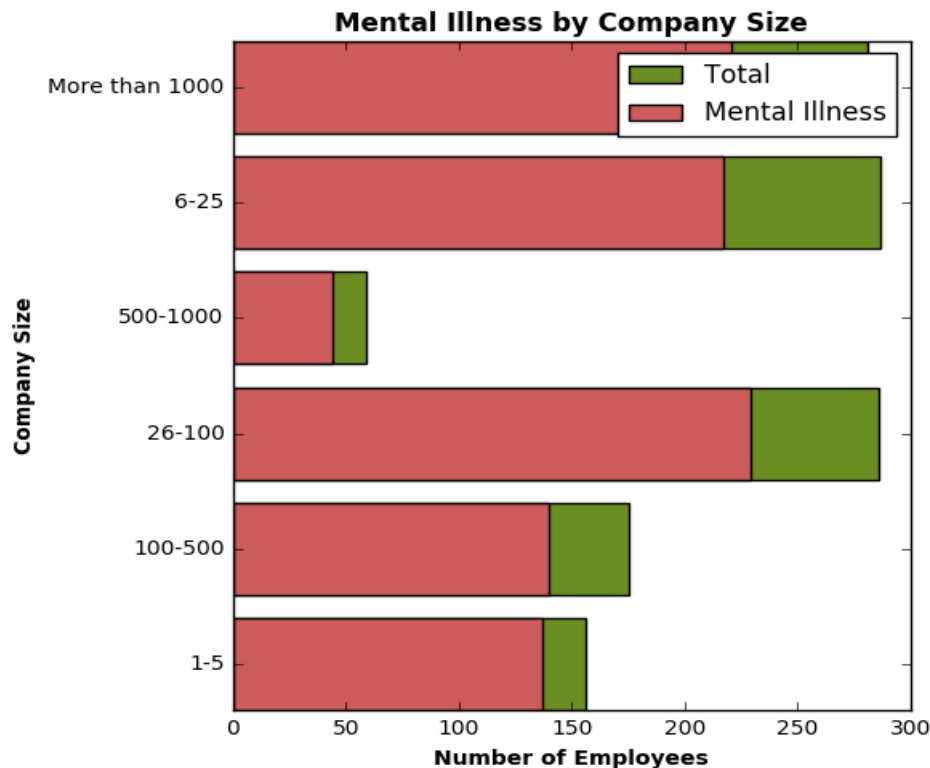


DO AGE and FAMILY HISTORY PLAY A ROLE?



- The average Age for both the Total sample and the portion affected by Mental Illness is 32 years.
- Contrary to what expected, relative share of people reporting Mental Illness is **higher** when no previous cases in the Family are reported: 72% against 91%

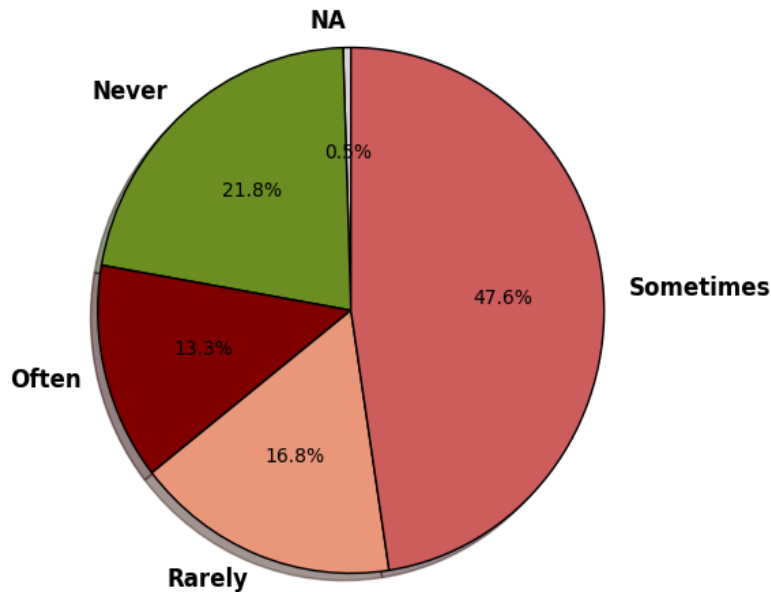
COMPANY SIZE AND REMOTE WORK



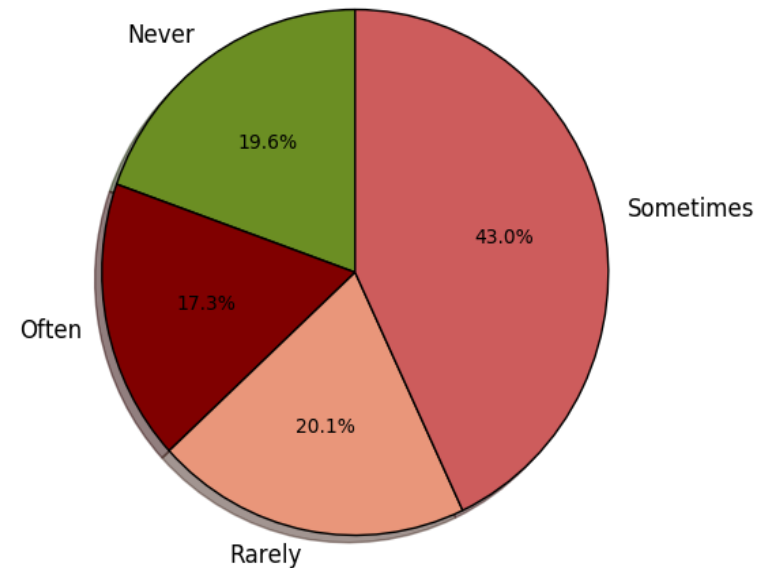
- In relative terms, Mental Illness is more frequent among **small** (26-100 and 100-500 employees) and **very small** companies (1-5 employees): **80%, 80% and 87% respectively**
- The ratio of employees reporting Mental health issues is **almost equal** for Normal and Remote jobs: **78% against 81%**

INTERFERENCE WITH WORK – TECH VS NON-TECH COMPANIES

Perceived Level of Interference with Work
TECH COMPANIES



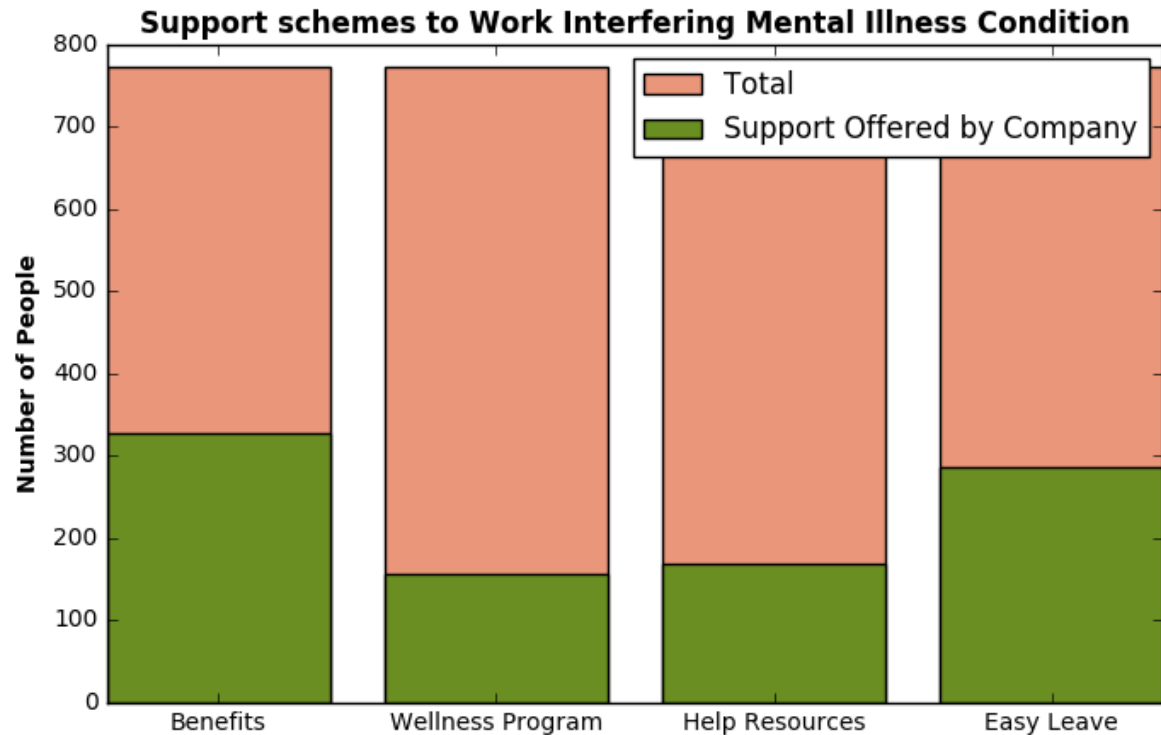
Perceived Level of Interference with Work
NON-TECH COMPANIES



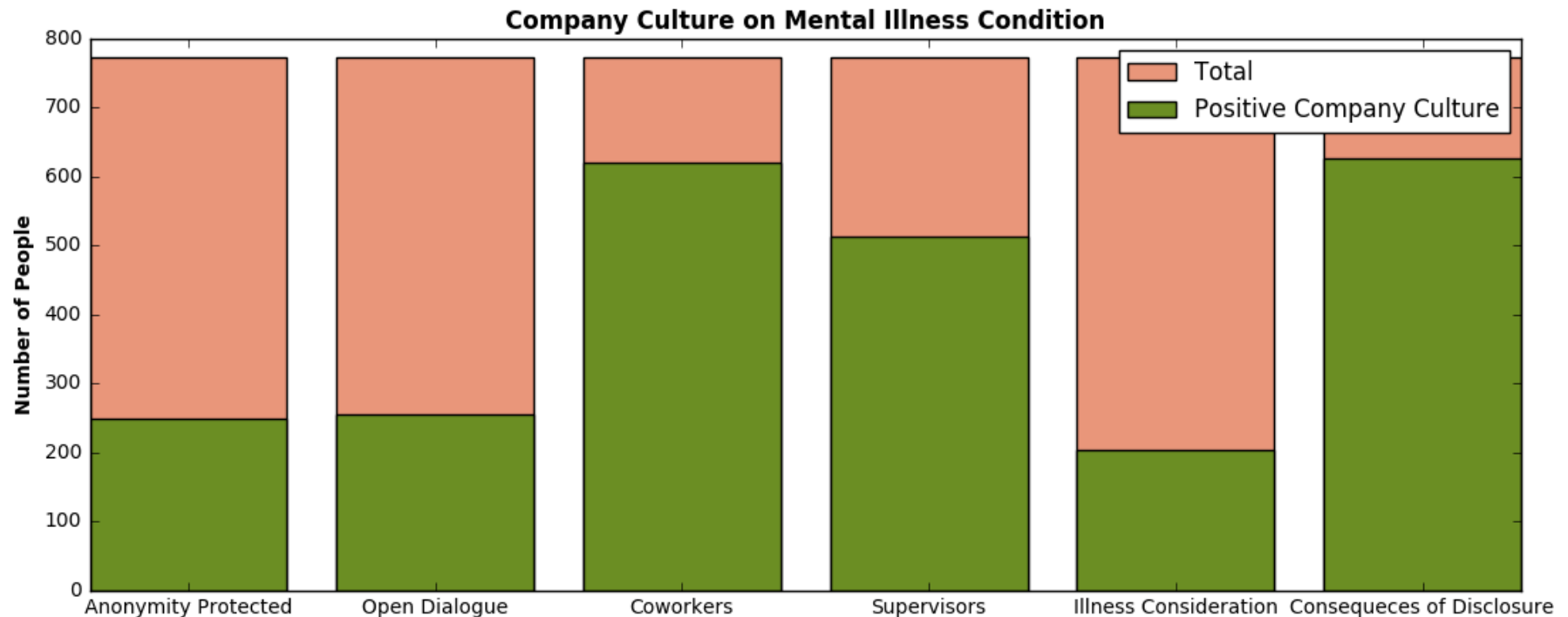
- Tech companies appear to be a **slightly better work place** for employees with Mental Health issues that may interfere with their activity
- When existing, the extent of the level of interference in Tech companies seems **less polarized** towards the extremes (Often VS Rarely)

INTERFERENCE WITH WORK – ACTUAL NEEDS AND SUPPORT PROVIDED

- In general, the level of support for Employees with invalidating Mental Illness condition is **perceived as inadequate**.
- The **most frequent** level of support is represented by **Mental Health Benefits schemes** (42% of cases)
- The **less frequent** is represented by **dedicated Mental Health Wellness programs** (only 20% of cases)
- Leave for Mental Health issues is guaranteed only in **1/3** of the cases.



INTERFERENCE WITH WORK – COMPANY CULTURE AND WORK ENVIRONMENT



- Companies Culture is **not adequately supportive overall** for workers with Mental Health issues: Anonymity when benefiting of support is rarely protected (32%) and Mental Illness condition is often disregarded as serious problem (only 26%)
- However, there in most of the cases no negative consequences for disclosure are perceived and dialogue on the topic with Supervisors and Coworkers especially is perceived as supportive in the majority of the cases