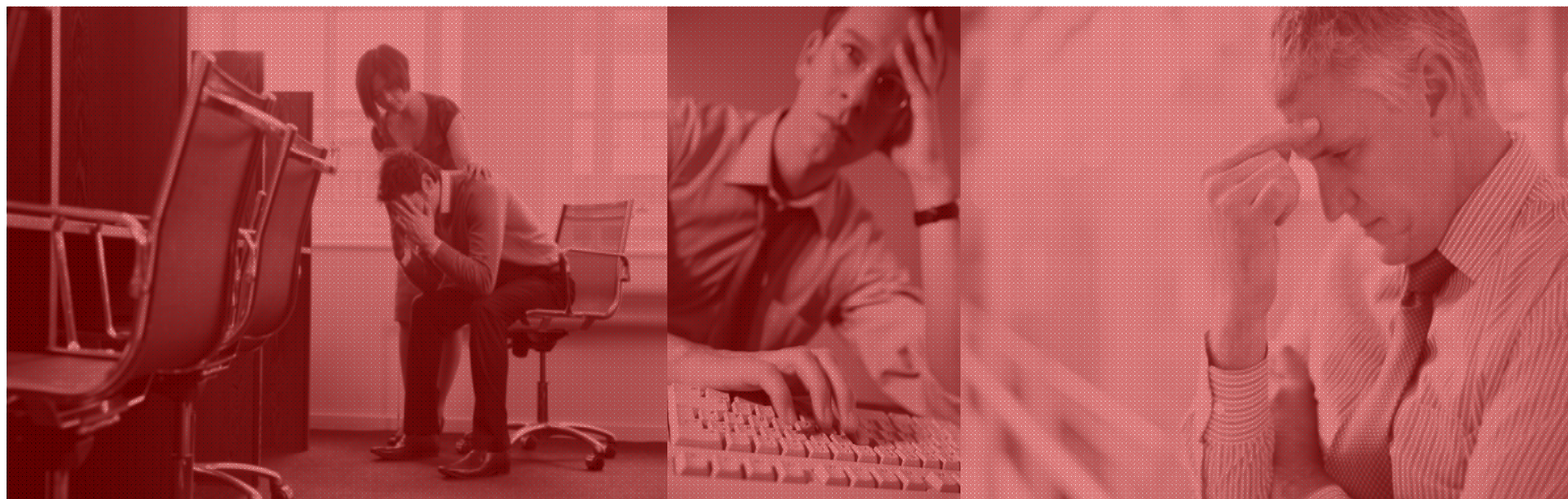




Ipsos Healthcare
The Healthcare Research Specialists

IDEA: Impact of Depression at Work in Europe Audit

Final report



October 2012

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7 countries covered:



Technical Note:

The research was conducted using Ipsos MORI's online panel, between Thursday 30th of August and 19th September 2012.

Questions were asked online of 7,065 adults aged 16-64 who are workers and managers, or have worked and managed within the last 12 months, across Europe.

Results are weighted to ensure the sample was representative of this profile.

Full data tables are available upon request.





Where percentages do not add up to 100, this may be due to computer rounding, multiple responses, or the exclusion of don't know categories. All figures are percentages based on the total sample (1000) unless otherwise stated.

Sample definition:

- Workers: working full time/ working part time/ previously employed in the last 12 months
- Managers: workers who do/ did personally manage or recruit 1 or more employees
- Size of the company: Small = 1-50 employees / Medium = 51-250 employees/ Large = more than 250 employees

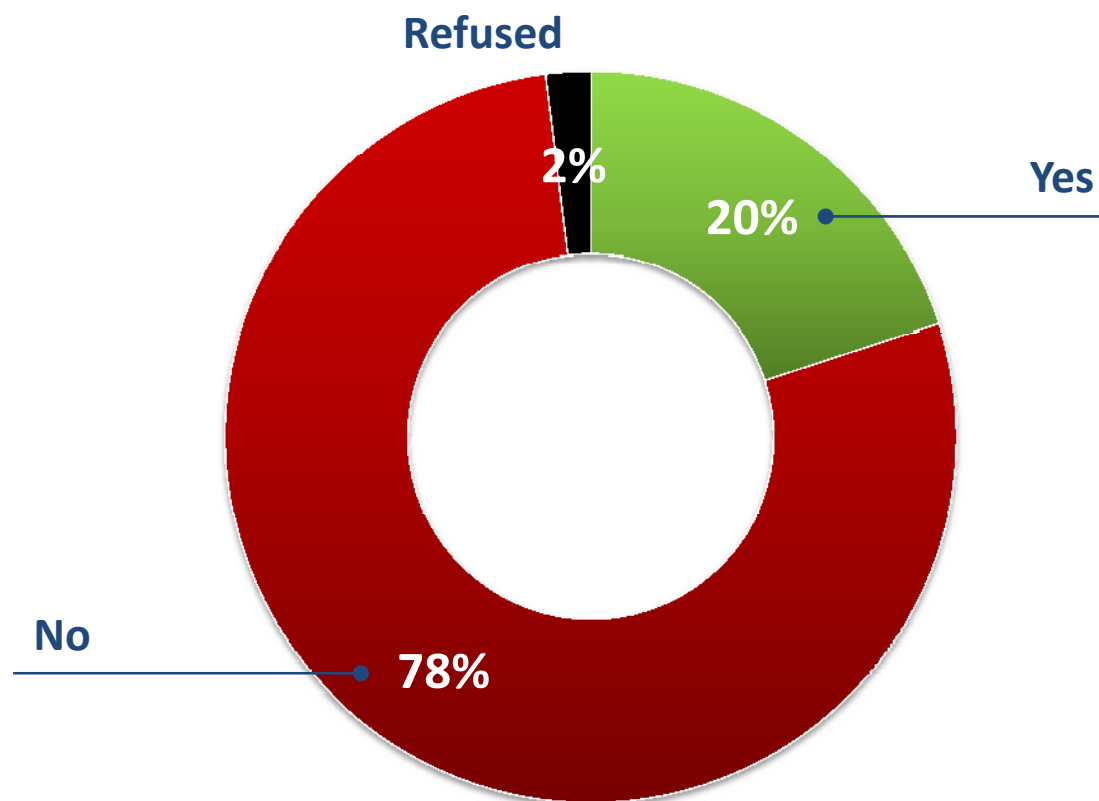
Significant differences:

All significant differences shown in this report are calculated with a 95% confidence interval. They are shown on each chart using one of the following keys:

- Countries: Flags next to a country –     mean its figure is significantly different from these countries (France/ Italy/ Spain/ Turkey). Alternatively, (abcd) is used to indicate a significant difference
- Any differences between sub-groups (managers, size of the company, etc.): > **Managers** = significantly superior to Managers

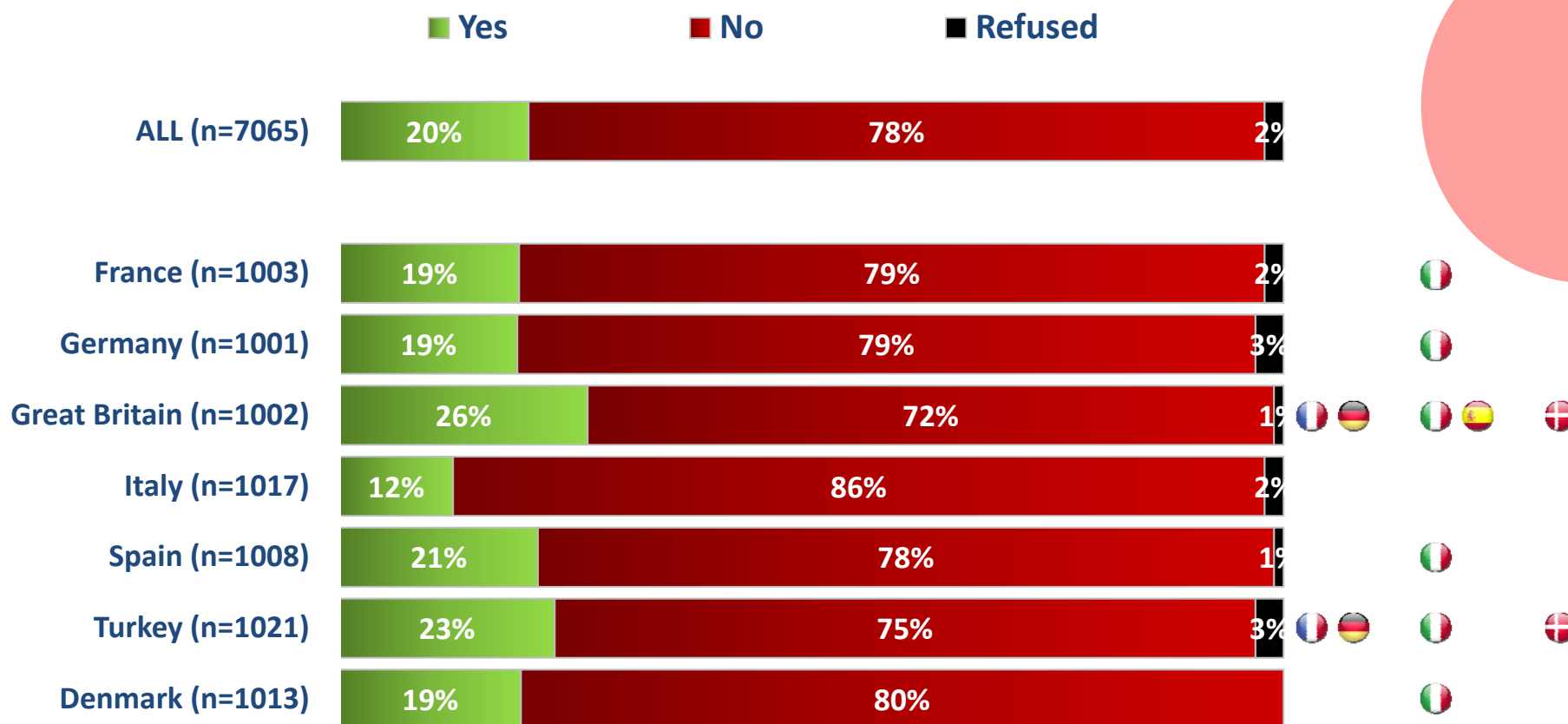
Depression diagnosis

Have you ever personally been diagnosed as having depression by a doctor/medical professional?



Depression diagnosis By country

Have you ever personally been diagnosed as having depression by a doctor/medical professional?

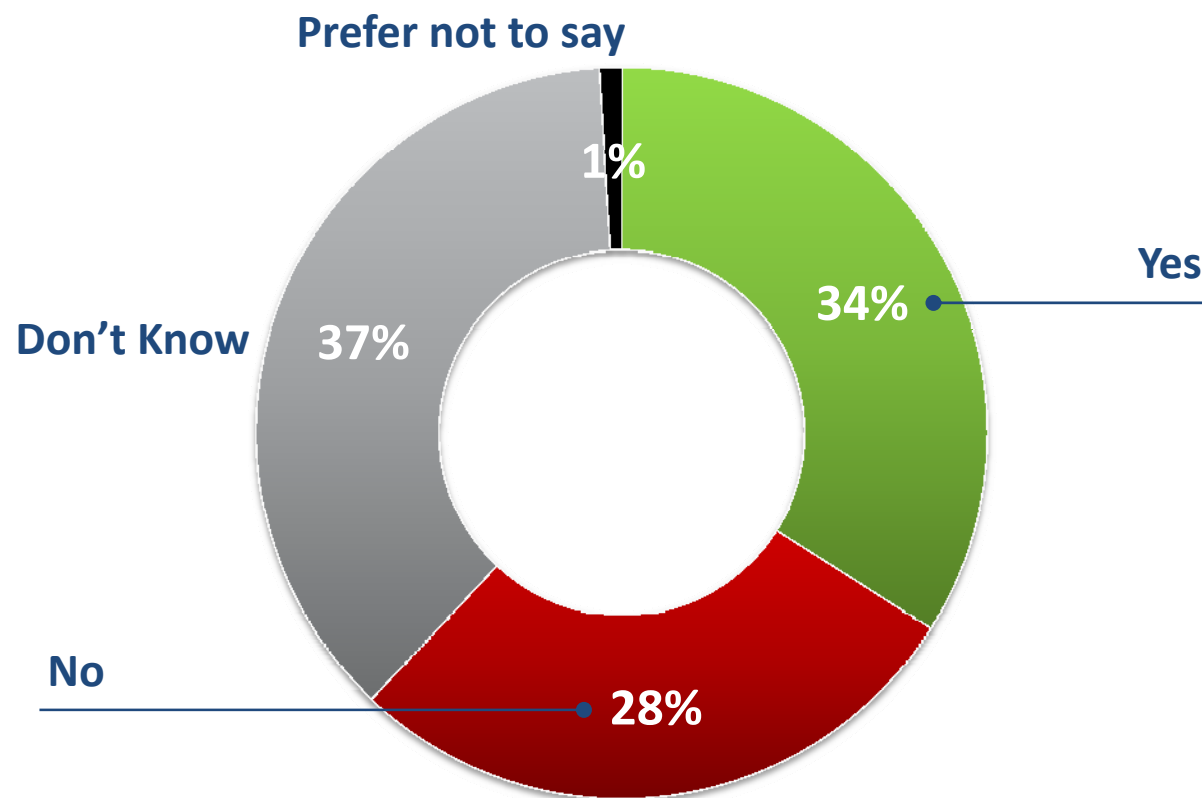


 = significant difference on "Yes" with a 95% confidence interval

Base: 7065 Adults aged 16-64
September 2012 – Source: Ipsos MORI

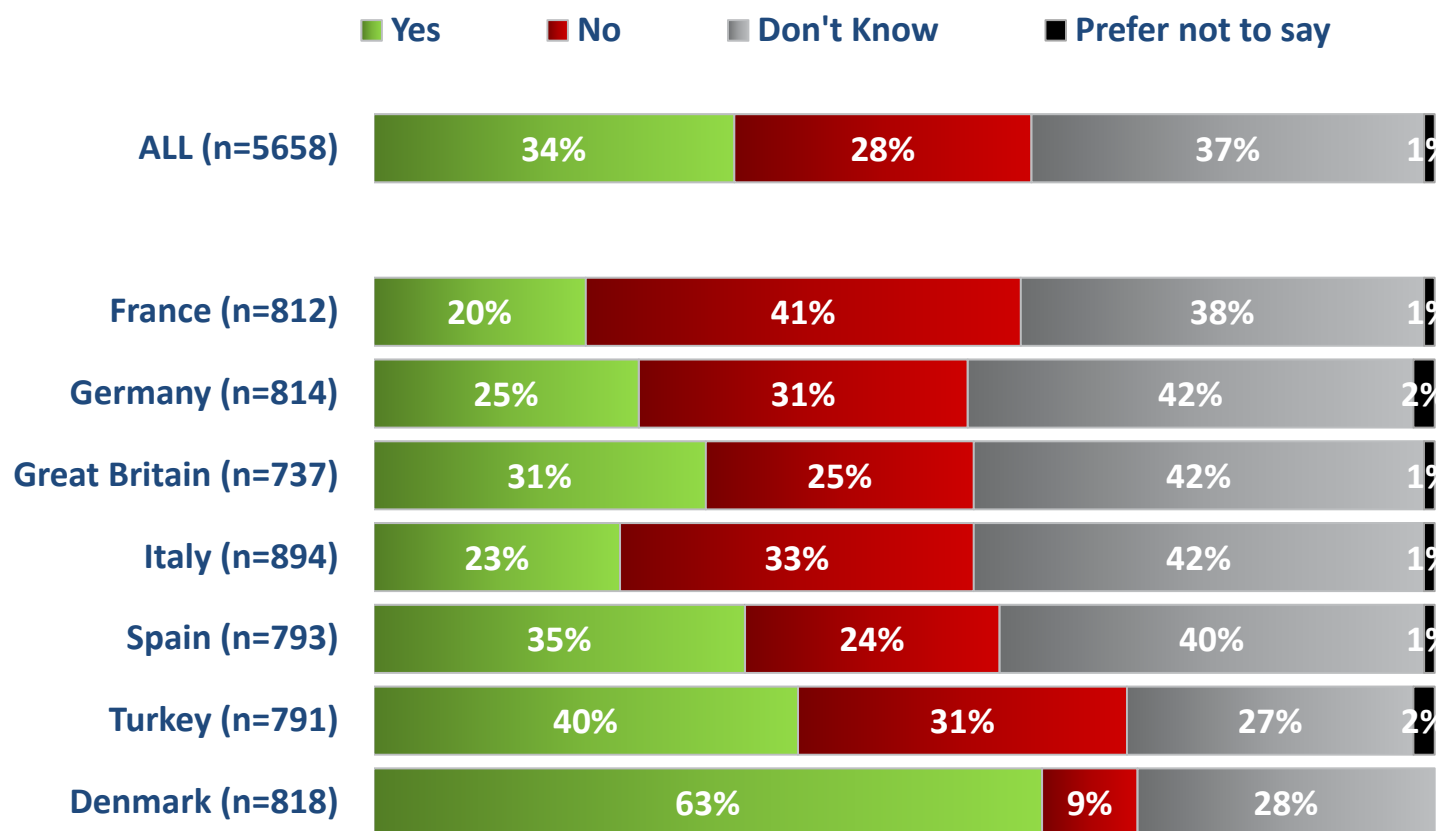
Informing employer of depression diagnosis

If you were diagnosed with depression, would you tell your employer?



Informing employer of depression diagnosis By country

If you were diagnosed with depression, would you tell your employer?



 = significant difference on "No" with a 95% confidence interval

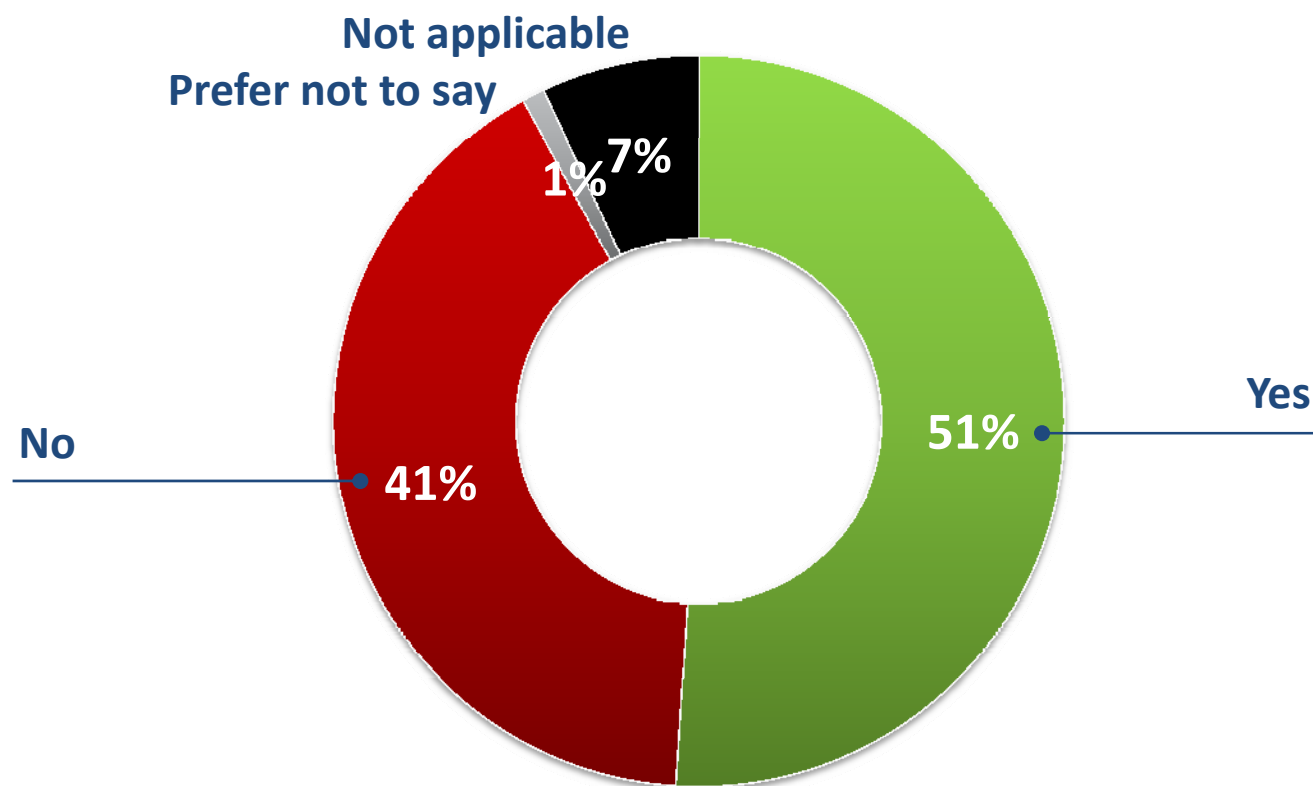
Base: 5658 Adults aged 16-64 who have not been diagnosed with depression
September 2012 – Source: Ipsos MORI

Source: Ipsos MORI

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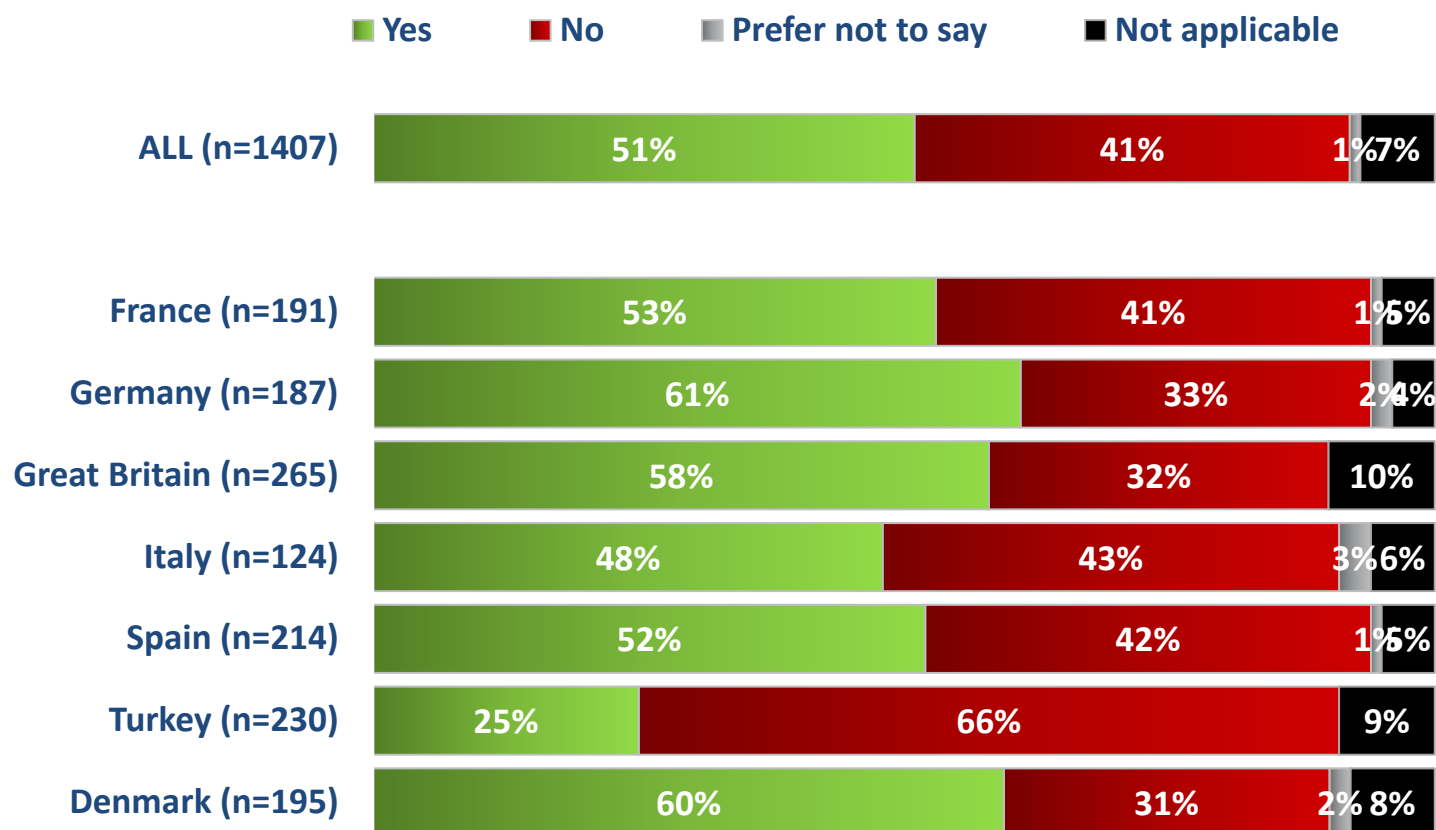
Time taken off work because of the depression

Have you personally ever taken time off work because of your depression?



Time taken off work because of the depression By country

Have you personally ever taken time off work because of your depression?



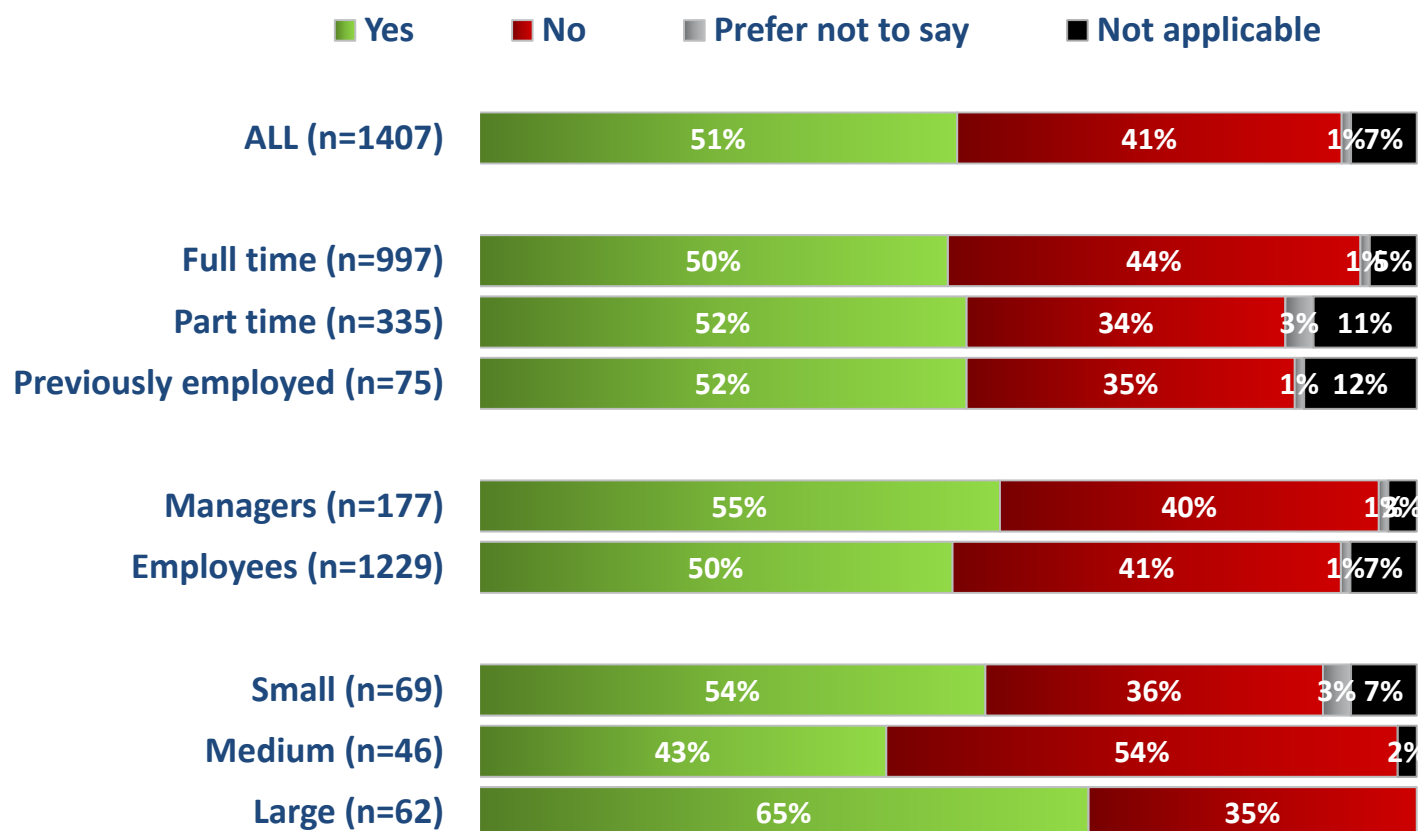
 = significant difference on "Yes" with a 95% confidence interval

Base: 1407 Adults aged 16-64 who have been diagnosed with depression
September 2012 – Source: Ipsos MORI

Time taken off work because of the depression

Working and manager status and by company size

Have you personally ever taken time off work because of your depression?

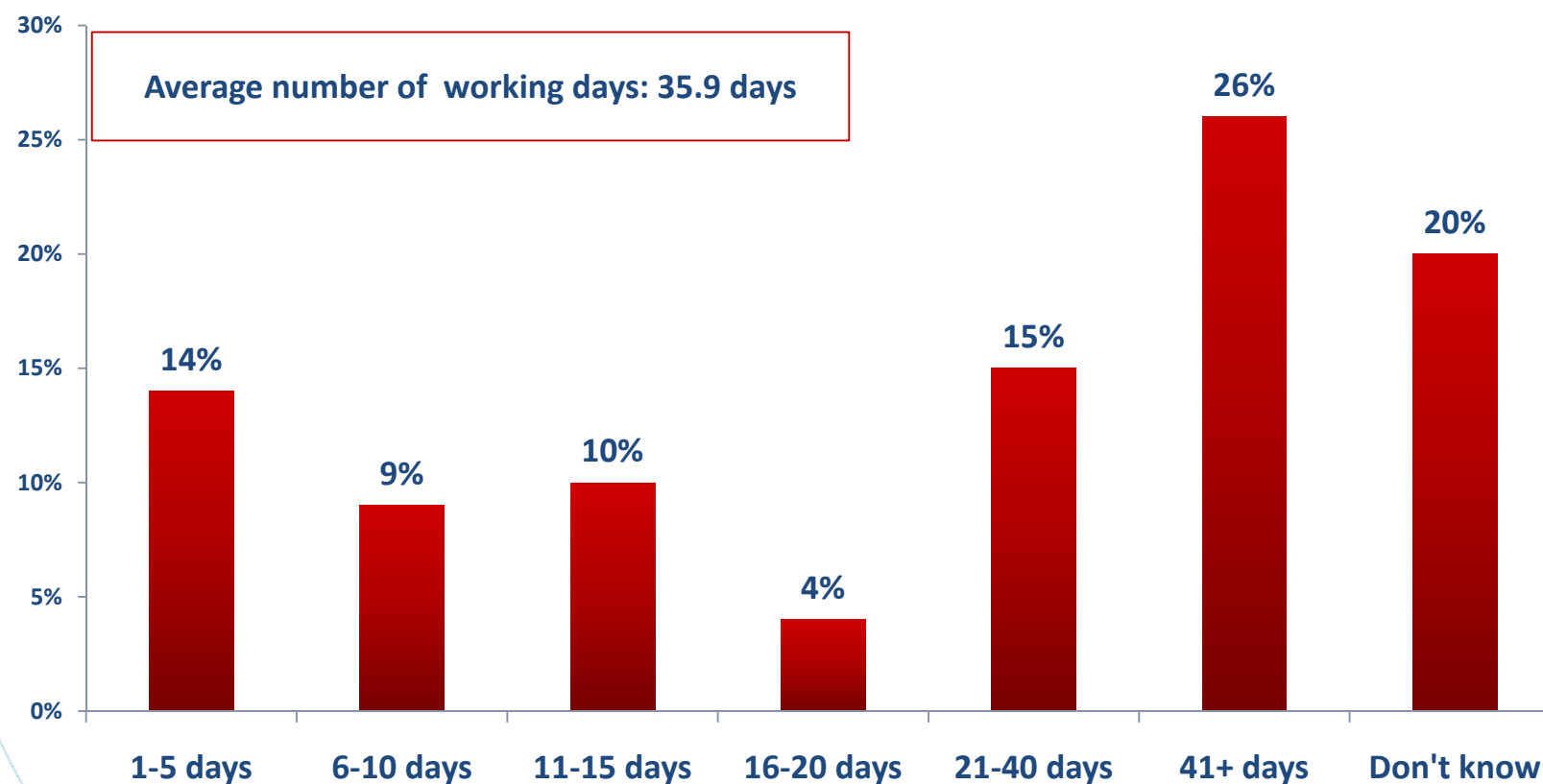


Full, Managers, Small, etc... = significant difference on "Yes" with a 95% confidence interval

Base: 1407 Adults aged 16-64 who have been diagnosed with depression
September 2012 – Source: Ipsos MORI

Working days lost due to depression

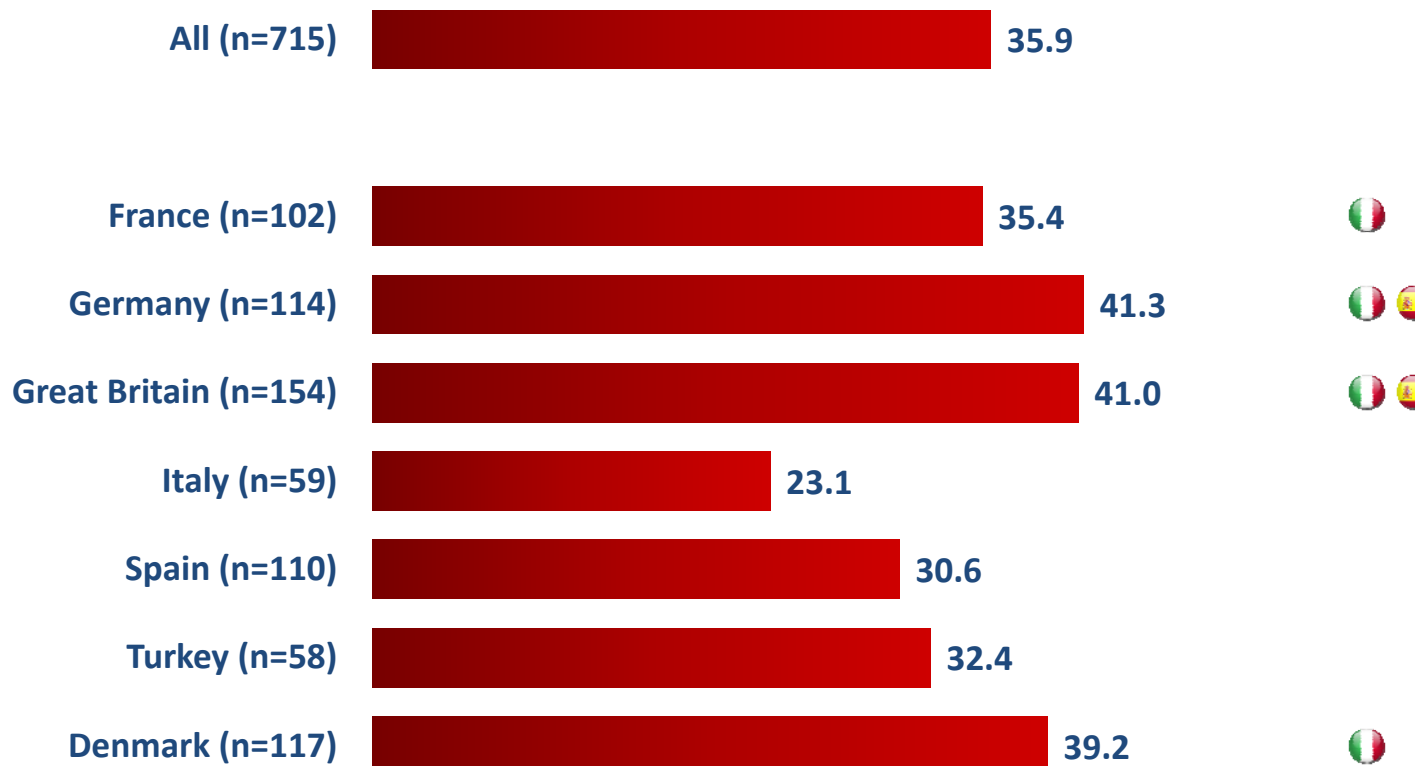
The last time you experienced depression, how many working days did you have to take off work because of your depression? Please write in the total number of days below



Working days lost due to depression: by country

The last time you experienced depression, how many working days did you have to take off work because of your depression? Please write in the total number of days below

Average number of working days

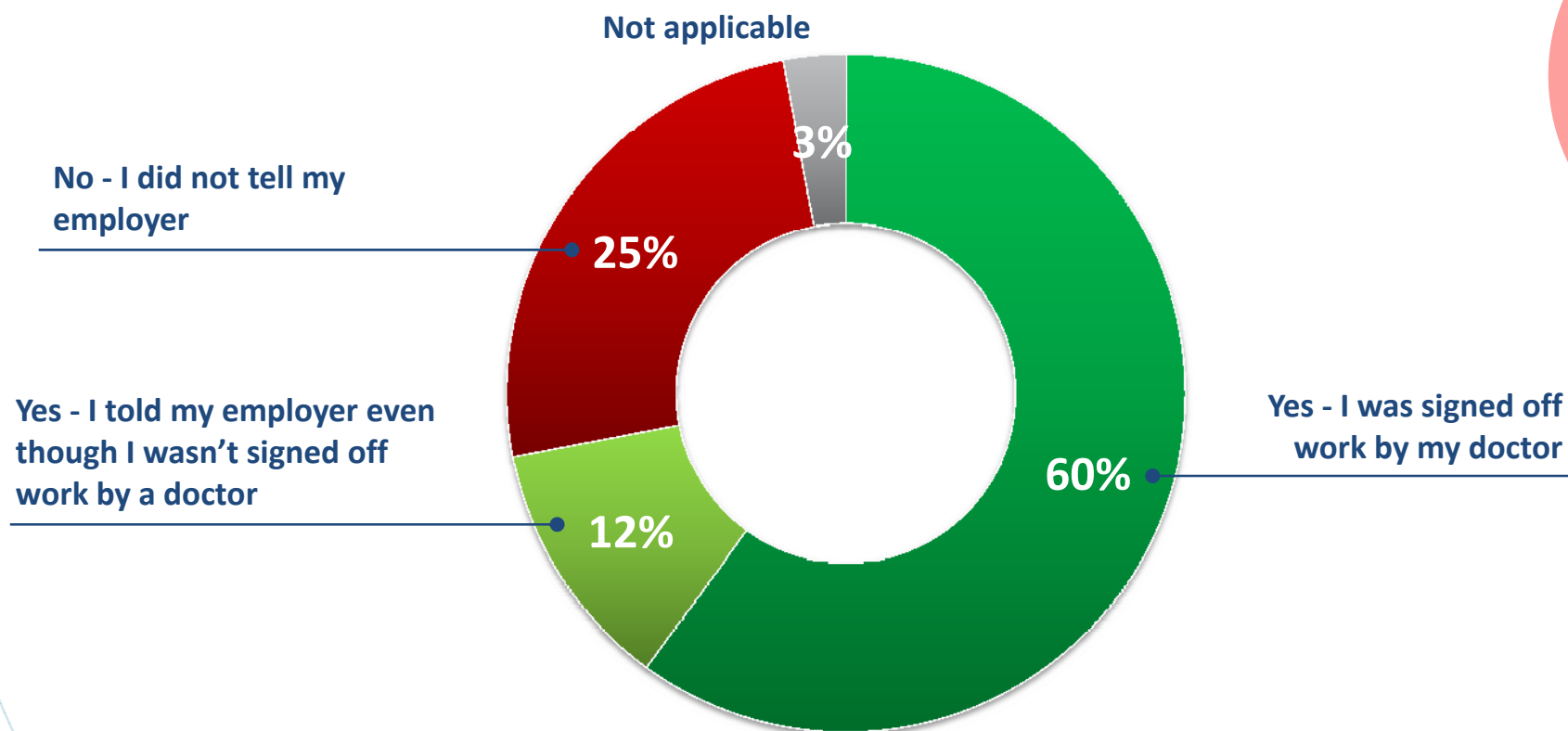


 = significant difference on "Average number of days" with a 95% confidence interval

Base: 722 Adults aged 16-64 who take time off work because of depression
September 2012 – Source: Ipsos MORI

Informing employer about their depression when took time off work due to depression

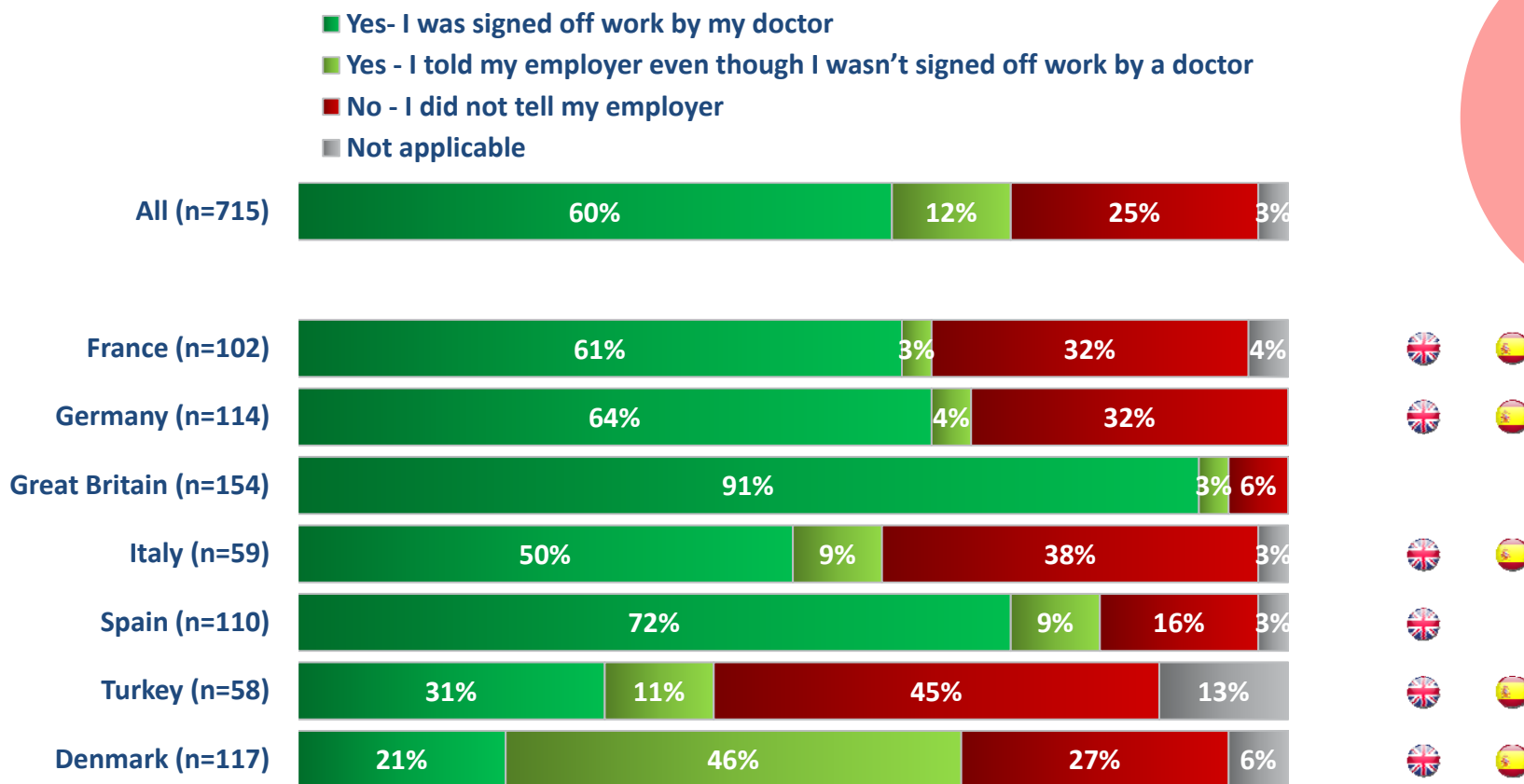
Still thinking about the last time you were off work due to depression, did you tell your employer that the reason you needed to take time off work was because of your depression?



Informing employer about their depression when took time off work due to depression

By country

Still thinking about the last time you were off work due to depression, did you tell your employer that the reason you needed to take time off work was because of your depression?

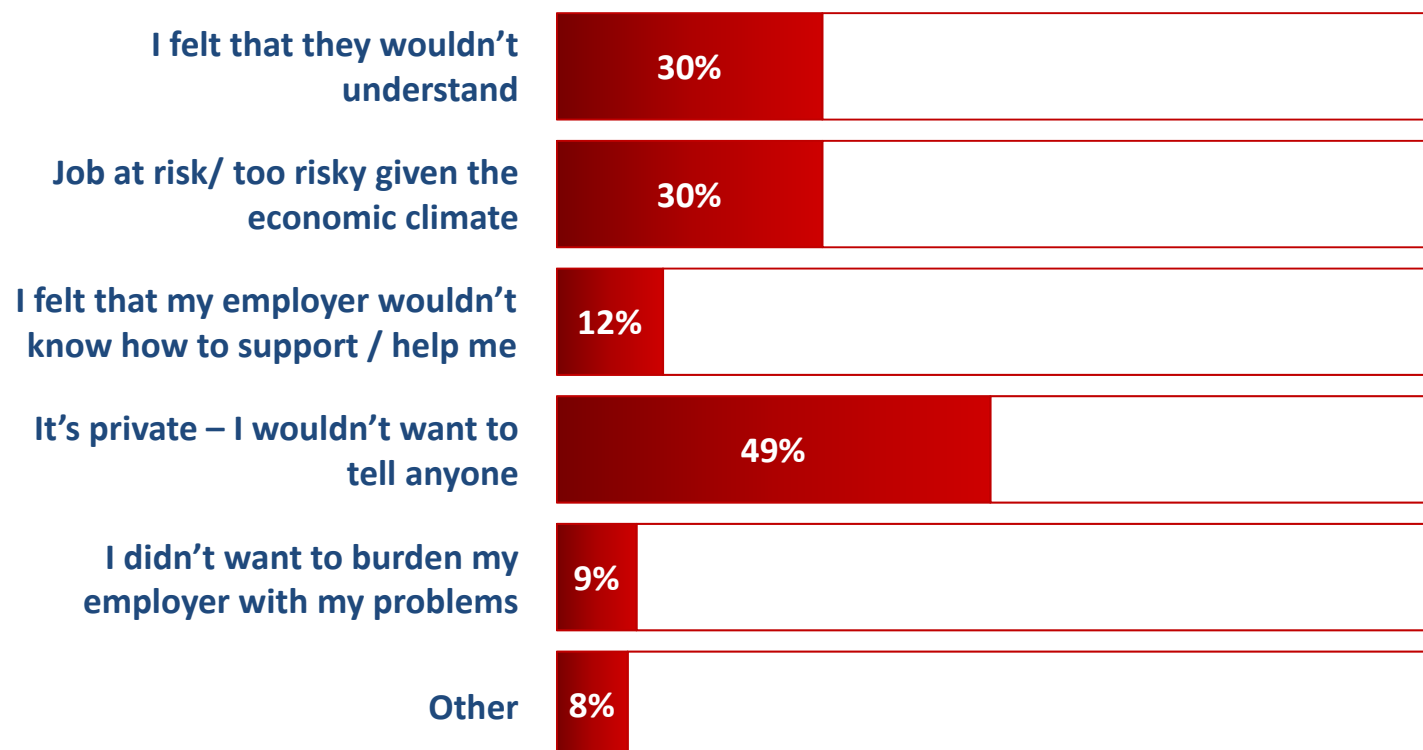


🇫🇷 🇩🇪 🇬🇧 🇮🇹 🇪🇸 🇹🇷 🇩🇰 = significant difference on "No – I did not tell my employer" with a 95% confidence interval

Base: 715 Adults aged 16-64 who take time off work because of depression
 September 2012 – Source: Ipsos MORI

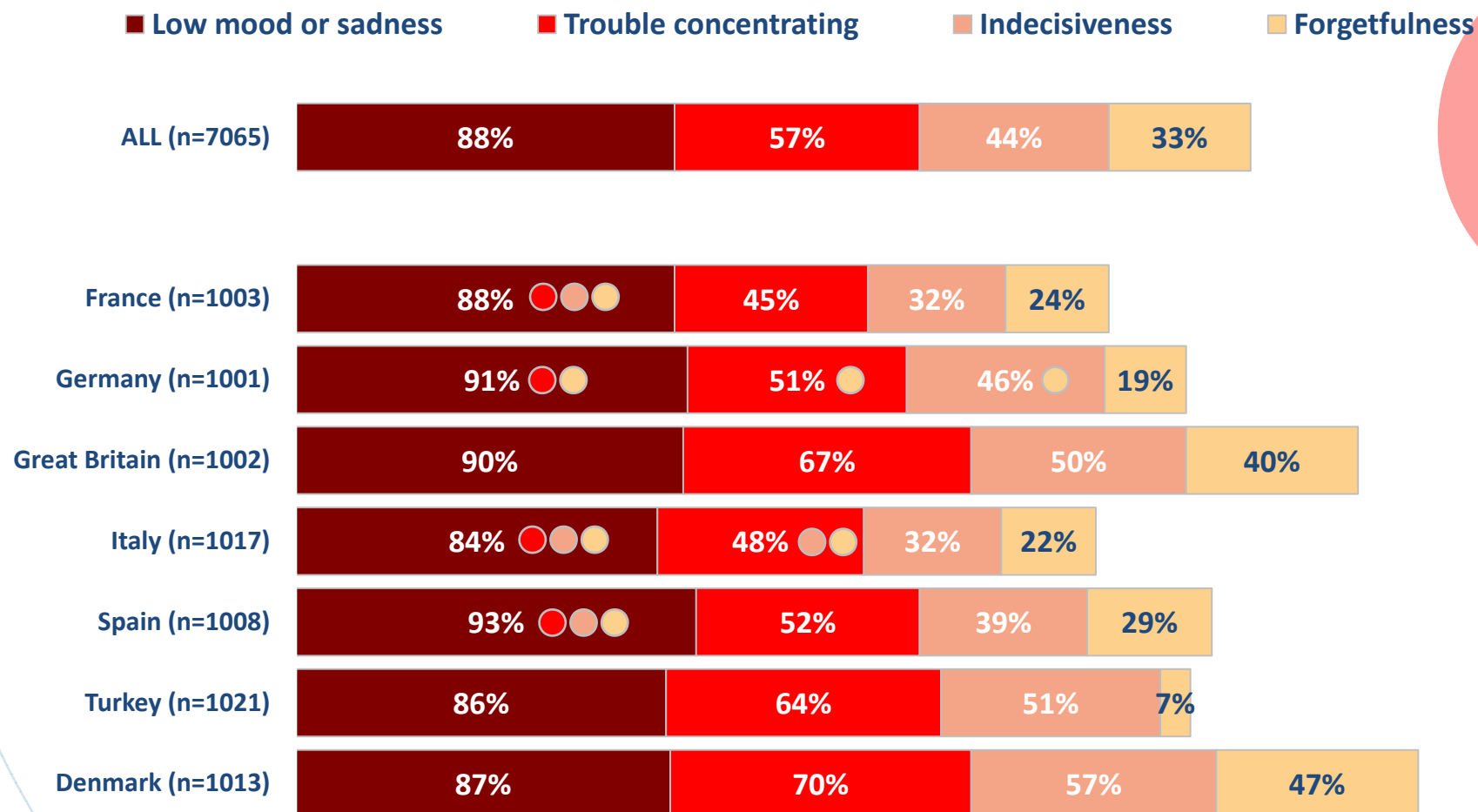
Reasons of knowing employee's depression

Why didn't you tell your employer about your depression?



Attributes/ symptoms associated with depression

Which, if any, of the following attributes/symptoms do you associate with depression in general?



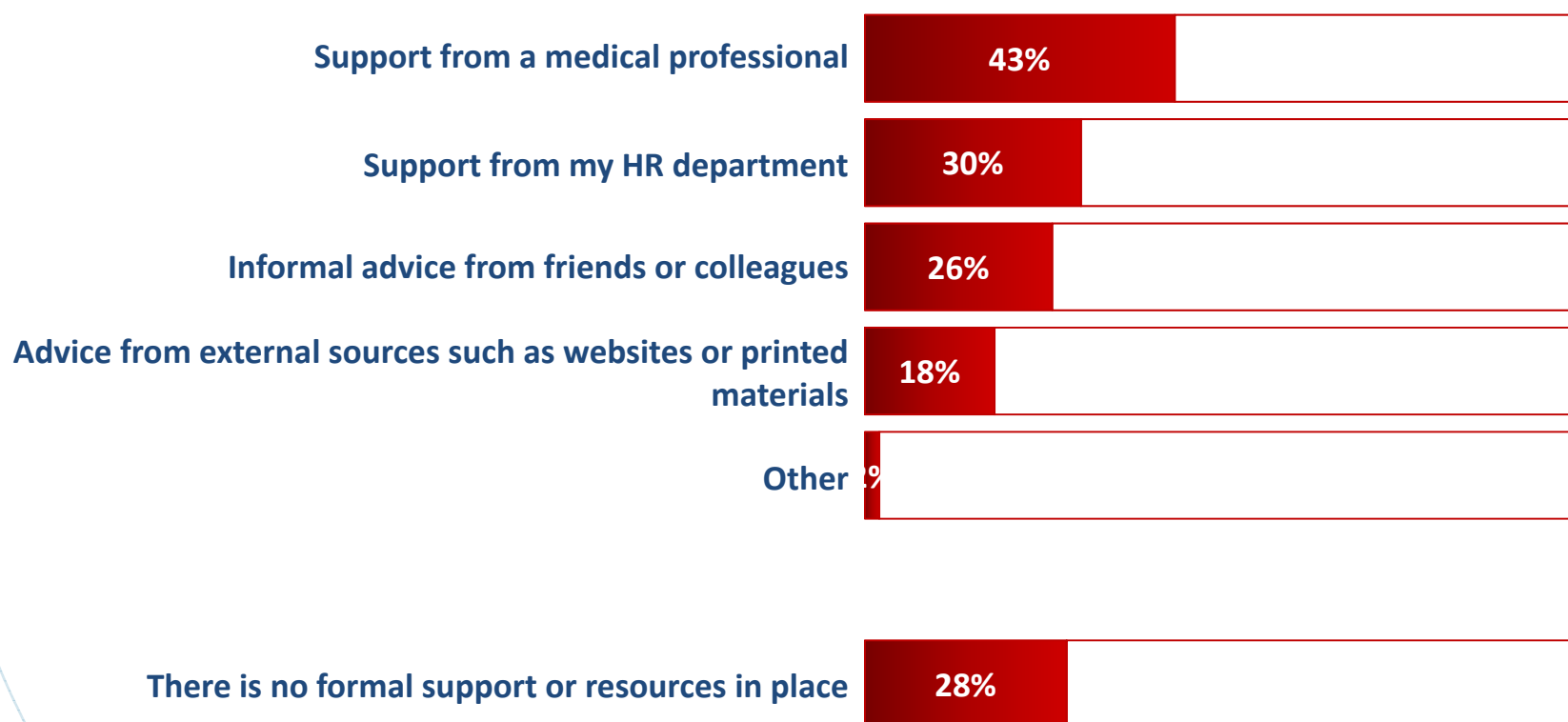
●●● = significant superior per row to "colour-coded item" with a 95% confidence interval

Base: 7065 Adults aged 16-64

September 2012 – Source: Ipsos MORI

Support for managers dealing with employees diagnosed with depression

What support, if any, do you have as a manager in dealing with employees who have depression?



Type of support for managers dealing with employees diagnosed with depression

By country

What support, if any, do you have as a manager in dealing with employees who have depression?

	All	France (a)	Germany (b)	GB (c)	Italy (d)	Spain (e)	Turkey (f)	Denmark (g)
Support from a medical professional	43%	38% (b)	25%	33%	45% (b)	33%	79% (abcdeg)	40% (b)
Support from my HR department	30%	22%	21%	55% (abdefg)	24%	23%	27%	40% (abde)
Informal advice from friends or colleagues	26%	16%	19%	28% (a)	26%	20%	33% (a)	37% (abe)
Advice from external sources	18%	6%	22% (ad)	34% (abdefg)	12%	18% (a)	13%	20% (a)
There is no formal support or resources in place	28%	38% (cfg)	44% (cdfg)	21% (f)	27% (f)	39% (cfg)	10%	19%

(abc) indicates significant difference at 95% CI

Base: 792 Adults aged 16-64 who are managers
September 2012 – Source: Ipsos MORI



= Highest proportion



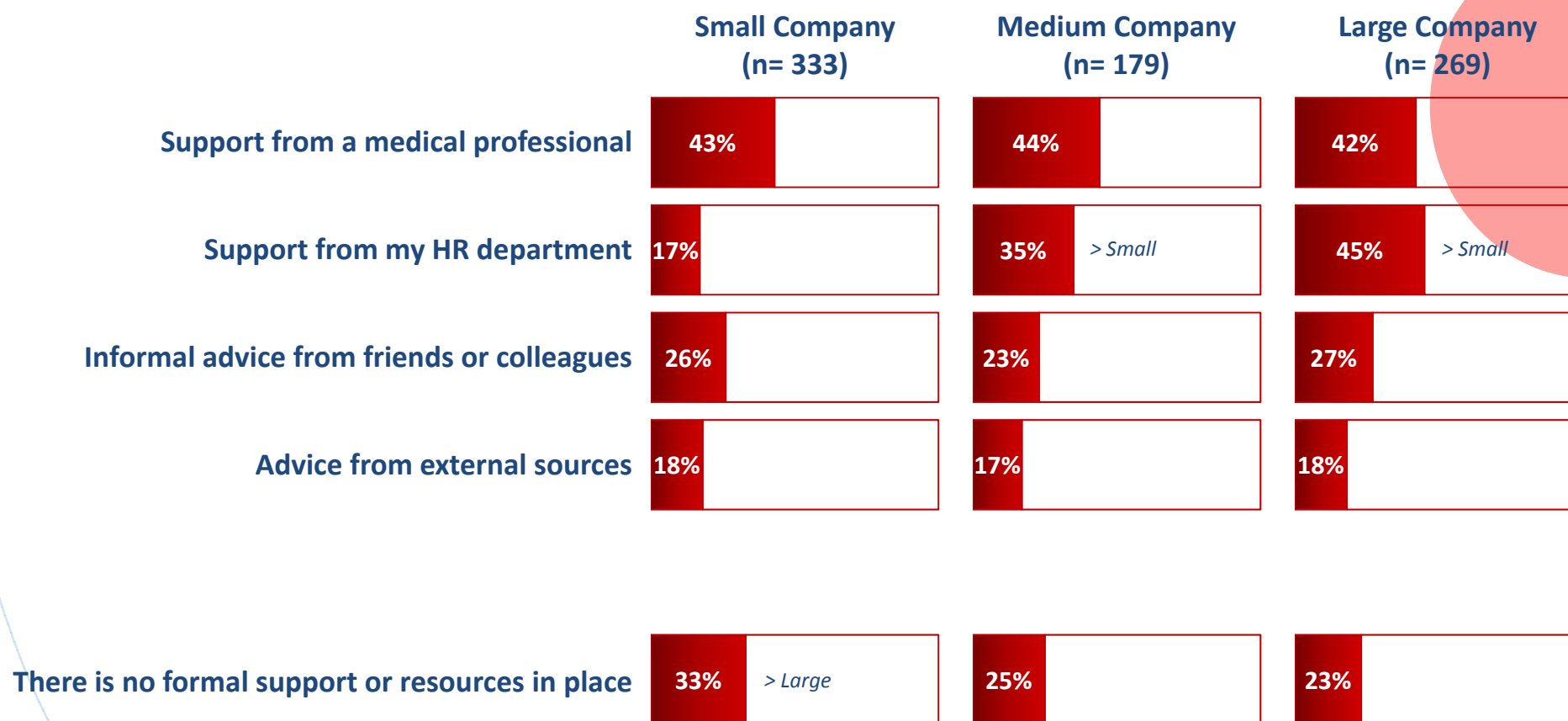
= Lowest proportion

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Type of support for managers dealing with employees diagnosed with depression

By company size

What support, if any, do you have as a manager in dealing with employees who have depression?



Small, Medium, etc... = significant difference with a 95% confidence interval

Base: 792 Adults aged 16-64 who are managers
September 2012 – Source: Ipsos MORI

Type of support useful for employees dealing with depression

Which, if any, of the following do you think would be useful to support employees with depression in your place of work?



Type of support useful for employees dealing with depression

By country

Which, if any, of the following do you think would be useful to support employees with depression in your place of work?

	All	France (a)	Germany (b)	GB (c)	Italy (d)	Spain (e)	Turkey (f)	Denmark (g)
Educational leaflets or brochures	21%	20% (deg)	34% (acdefg)	29% (adefg)	16%	13%	20% (deg)	14%
Training for HR teams	32%	34% (defg)	36% (defg)	42% (abdefg)	30%	28%	27%	26%
Training for all employees	37%	34%	36% (d)	36% (d)	31%	34%	55% (abcdeg)	33%
Specific line manager training	31%	23% (f)	50% (acdefg)	42% (adefg)	25% (f)	24% (f)	16%	35% (adef)
Counsellors or counselling services	50%	39%	47% (a)	62% (abdefg)	45% (a)	46% (a)	56% (abde)	57% (abde)
Better Government legislation/policies to protect <u>employees</u>	43%	42% (g)	39% (g)	42% (g)	43% (g)	46% (bg)	57% (abcdeg)	31%
Better Government legislation/policies to protect <u>employers</u>	11%	7%	10% (a)	17% (abdeg)	9%	13% (abdg)	15% (abdg)	8%
None of these	9%	13% (cdef)	10% (f)	8% (f)	9% (f)	9% (f)	5%	12% (cdef)

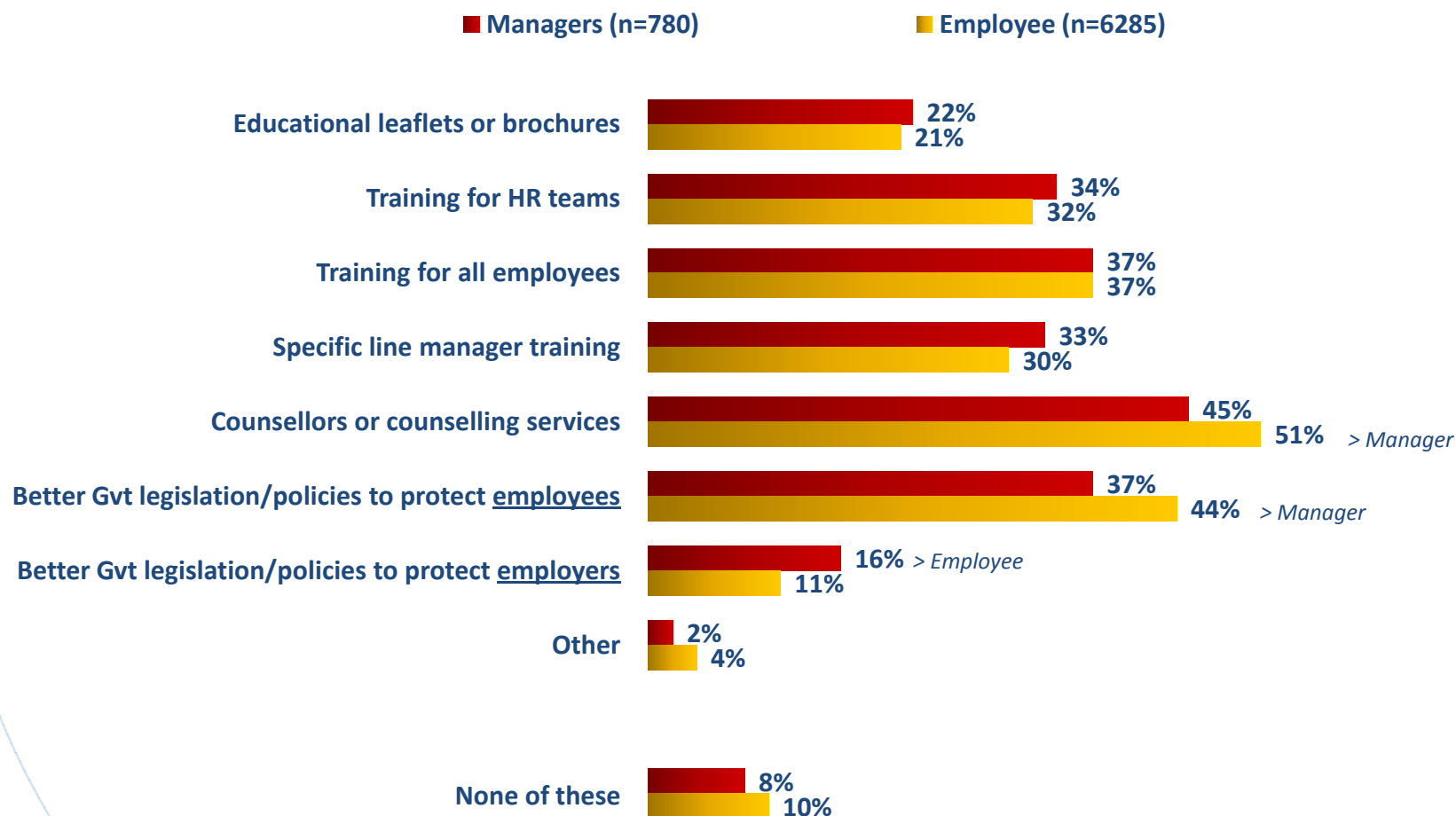
(abc) indicates significant difference at 95% CI

Base: 7065 Adults aged 16-64
September 2012 – Source: Ipsos MORI

■ = Highest proportion ■ = Lowest proportion

Type of support useful for employees dealing with depression By manager status

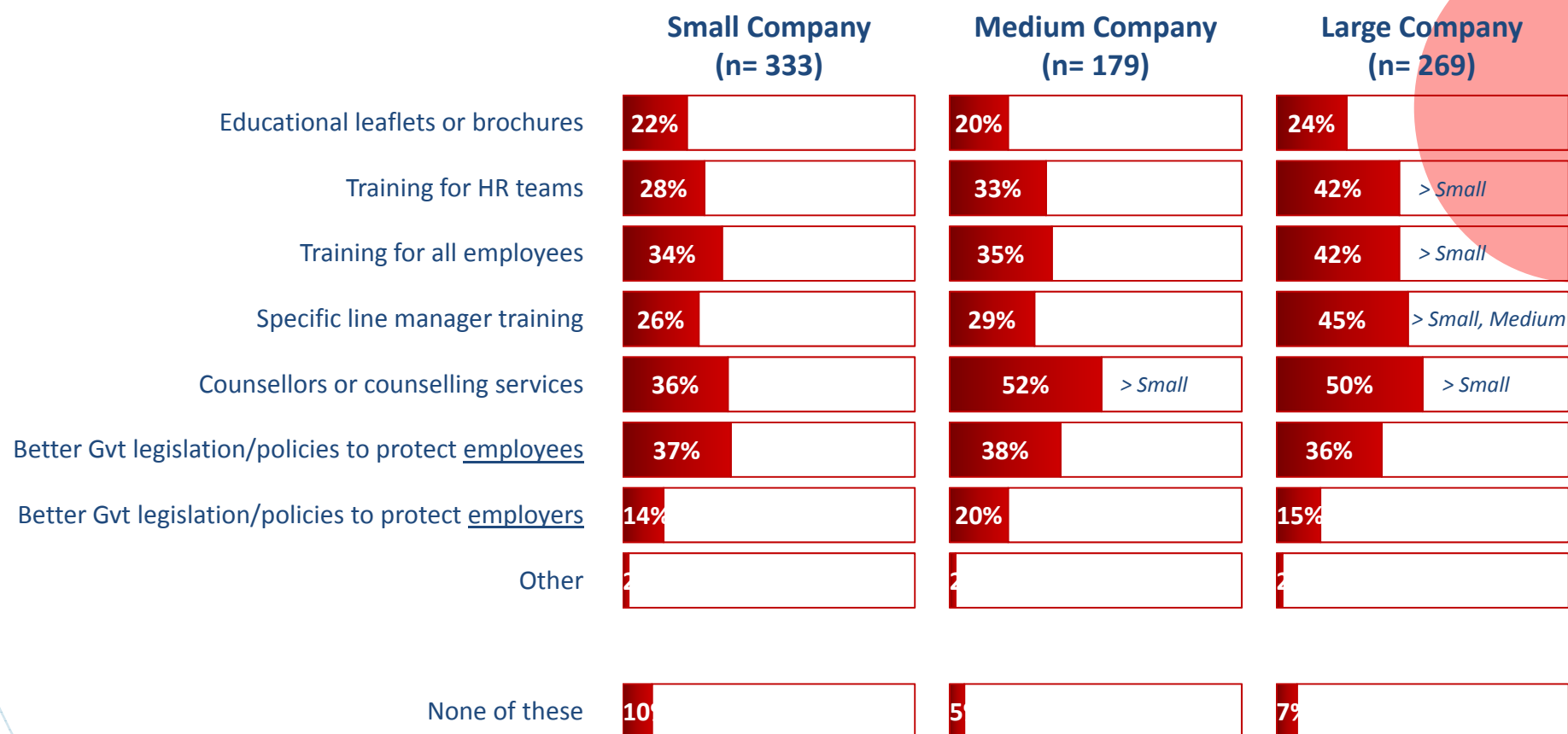
Which, if any, of the following do you think would be useful to support employees with depression in your place of work?



Manager, Employee = significant difference with a 95% confidence interval

Type of support useful for employees dealing with depression By company size

Which, if any, of the following do you think would be useful to support employees with depression in your place of work?



Small, Medium, etc... = significant difference with a 95% confidence interval

Base: 792 Adults aged 16-64 who are managers
September 2012 – Source: Ipsos MORI