

Mental health issues in the Canadian workplace

Approximately one in five employees (21.4% of the working population) suffers from a mental illness that potentially affects his or her productivity at work. (1)

- Adults in their early and prime working years are among the hardest hit by mental health problems and illnesses. (1)
- A conservative estimate of the impact of mental health problems and illnesses on lost productivity due to absenteeism, presenteeism (when a worker is physically present but not unproductive) and turnover was \$6.3 billion in 2011. This figure is expected to rise to \$16 billion in 2041. Over the next 30 years, the cumulative impact of these costs is estimated at \$198 billion in current dollars.(1)
- Mental health problems and illnesses account for approximately 30% of short- and long-term disability claims. Mental health problems and illnesses are rated one of the top three drivers of both short- and long-term disability claims by more than 80% of Canadian employers.(2, 3)
- In any given year, one in five Canadians – whether working or not – experiences a mental health problem or illness, with a cost to the economy in excess of \$50 billion. This represents 2.8% of 2011 GDP.(4)

Information

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 - (2) Sarinen, S., Matzanke, D., and Smeall, D. (2011). The business case: Collaborating to help employees maintain their mental well-being. *Healthcare Papers*, 11, 78–84.
 - (3) Towers Watson (2012). Pathway to health and productivity. 2011/2012 Staying@Work survey report. North America.
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