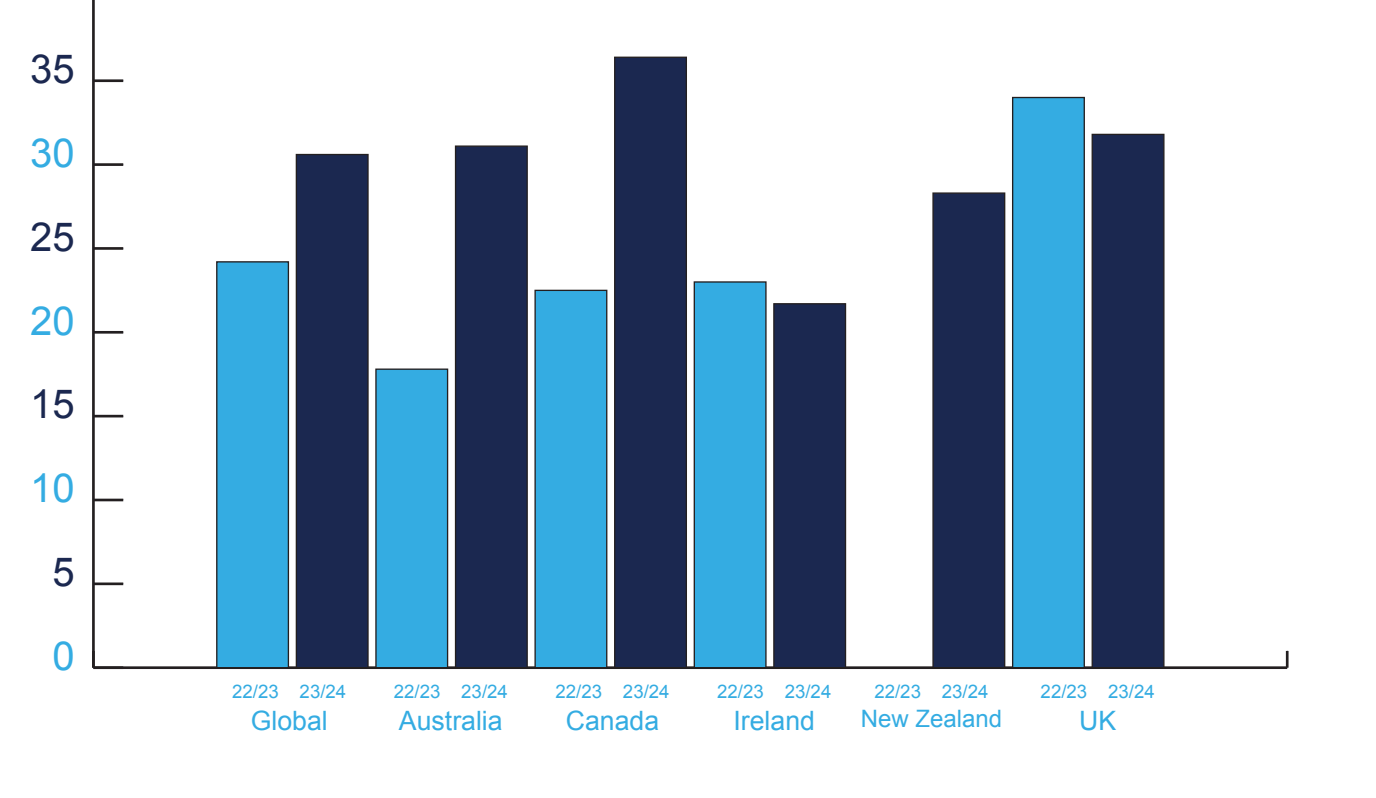


# Global Surge in Mental Health Discussions Among Employees: UK Lags Behind

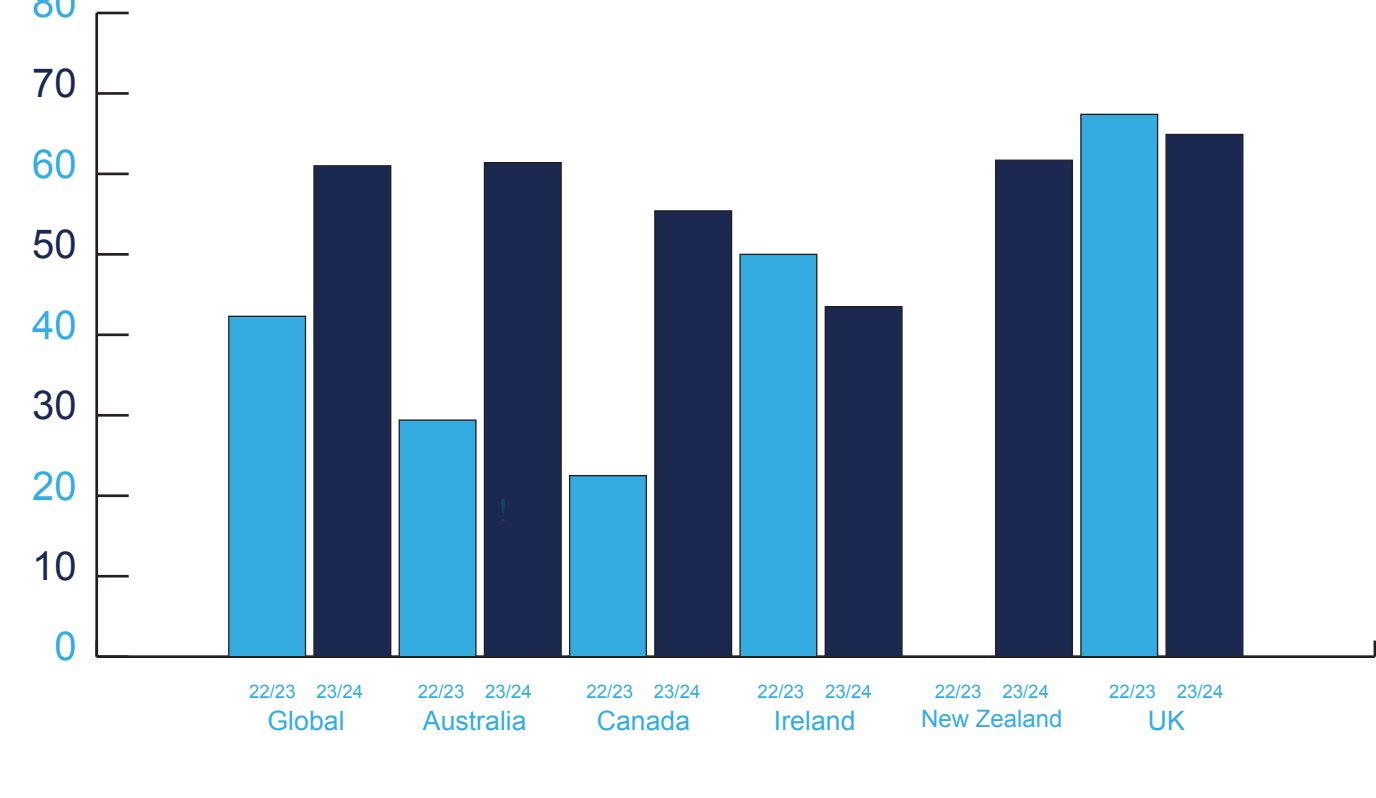
31% Rise in Global Employee Discussions on Mental Health in 2024 Compared to 2023



According to a recent global survey, there's a notable 31% increase in employees discussing mental health issues in 2024 compared to 2023. This surge is driven by rising cost-of-living pressures, increasing work demands, and ongoing global conflicts. As more employees break the silence, companies worldwide are being forced to confront mental health head-on.

## UK Differs from Global Trend

Despite the global increase, the UK stands out with a 4% decrease in employees speaking out about their mental health. This downturn raises serious questions about the level of trust UK employees have in their employers' support systems. Are UK workplaces becoming less conducive to open mental health discussions?

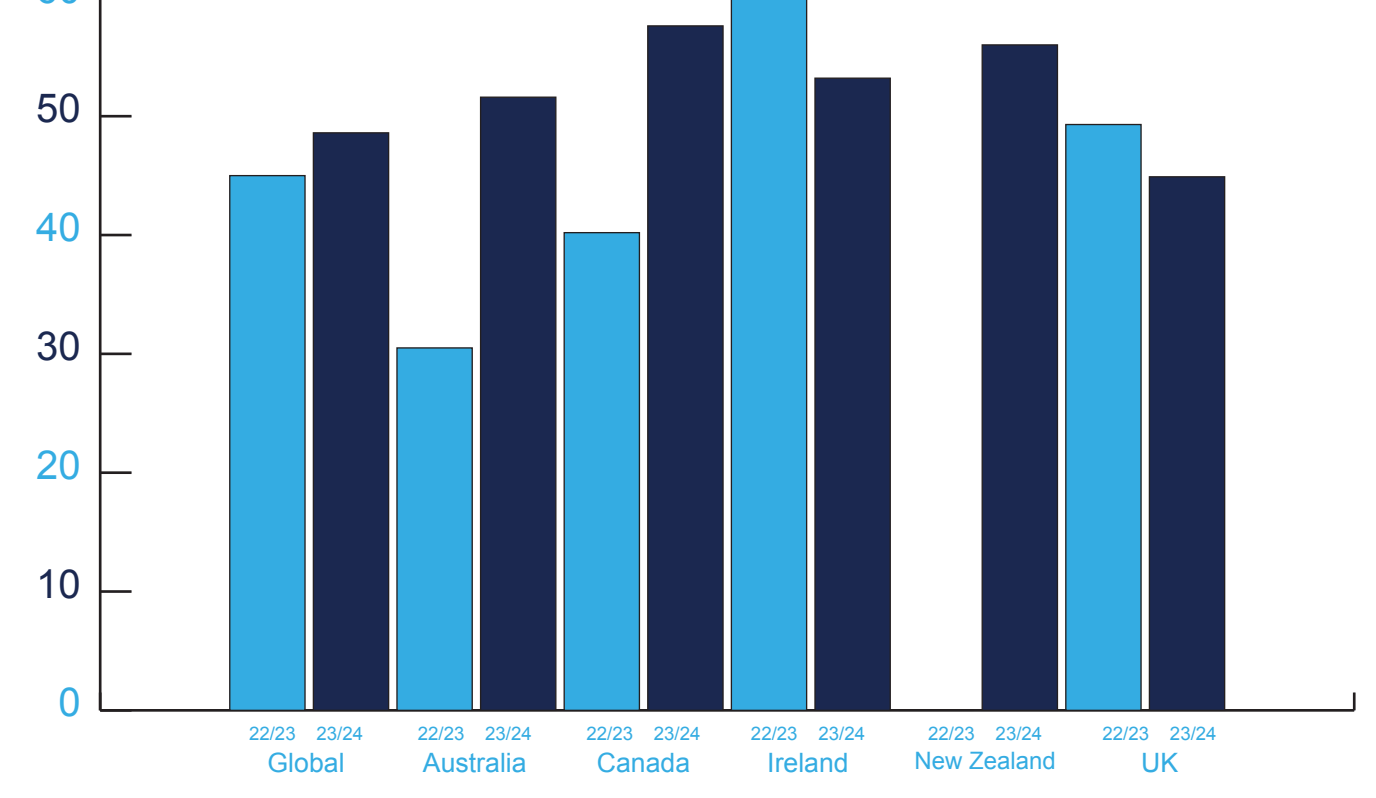


In stark contrast, Australia and Canada reported impressive increases of 52% and 59% respectively. These figures suggest that companies in these countries are perhaps taking more robust steps to address mental health issues, fostering a more supportive environment for their employees.

## Work-Life Balance: UK Employees Falling Behind

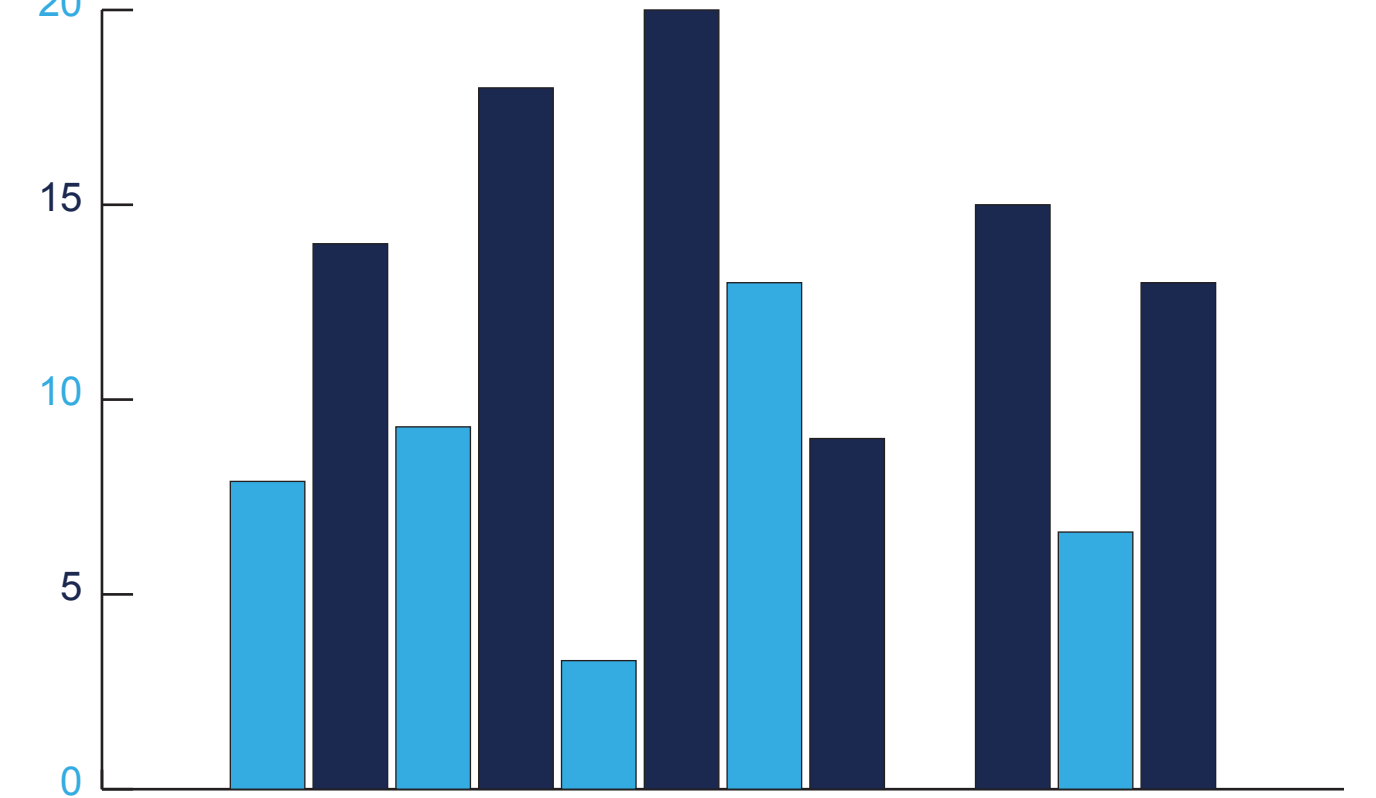
The emphasis on work-life balance among UK employees is waning, with a 10% decrease in prioritization. This decline may be a direct result of escalating work pressures and the cultural expectation to always be "on." The question arises: are UK employers pushing their workforce too hard?

Conversely, employees in Canada and Australia have shown significant increases of 41% and 30% respectively in prioritizing work-life balance. These countries seem to be recognising the importance of balanced work-life dynamics, possibly contributing to better overall employee well-being and productivity.



## Rising Care Responsibilities Among UK Employees

Alarming, there's been a 49% increase in the number of UK employees taking time off to care for family members with mental health issues. This uptick highlights the growing pressures and responsibilities employees face outside of work. Factors like increased living costs and global uncertainties are likely exacerbating these stresses.



**\*\*International Comparison\*\*:** Canada's figures are even more striking, with an 84% increase in employees taking leave for family care. This might be linked to the country's highest interest rates in 23 years, pushing more people to balance work and personal care duties.

## Canada at the Forefront of Workplace Mental Health Initiatives

Canada is setting the bar high with its multi-faceted approach to workplace mental health. From prioritising work-life balance and supporting time off for mental health, to enhancing support measures and encouraging open discussions, Canada leads the way.

This comprehensive stance starkly contrasts with the more hesitant approach seen in the UK. By embracing these initiatives, Canada not only supports its workforce but also sets a global example of effective mental health management in the workplace.

These expanded insights provide a detailed comparison of how different countries are addressing mental health in the workplace, highlighting areas where the UK might need to improve.

## Methodology

From 13-20 May 2024, Peninsula Group asked all global clients to complete a survey answering multiple choice questions related to mental health in the workplace. The results were gathered by individual country, namely Australia, Canada, New Zealand, Republic of Ireland, and the United Kingdom, and then collated to identify global trends as well as those in each individual country.

The 2024 results were then compared to the 2023 results, giving Peninsula Group the ability to track changes year on year. This is the second year that the survey has run, with the same questions being asked each time.

Sources:

1. [Global Mental Health Survey 2024](#)
2. [UK Mental Health Foundation Report 2023](#)
3. [Australian Psychological Society Data 2024](#)
4. [Canadian Mental Health Association Report 2024](#)
5. [Economic Factors and Mental Health: A Global Perspective 2024](#)