Depression in the workplace in France

Data from a survey of more than 7,000 employees and managers from seven European countries, including France, on attitudes, disclosure and time off work for depression.1

Depression /dɪˈpreʃ(ə)n/

Depression is a common mental disorder, characterized by sadness, loss of interest or pleasure, feelings of guilt and low self-worth, disturbed sleep and appetite, a lack of energy and trouble concentrating. It can be long lasting or recurrent, substantially impacting a person at work, school and in their everyday life.2

Prevalence of depression in France3

2,949,572 cases of depression were reported in 2015, which is 4.8% of the population

Depression is associated with high costs to employers and employees

Depression accounts for 7.6% of the overall disease burden in France3

Mood disorders, including depression, have associated costs totalling over €13,000 million per year in France4

Factors associated with greater perceived discomfort regarding depression in the workplace

Individual
eg, gender, education

Social
eg, social acceptance of people with mental illness

Workplace
eg, benefit systems, flexible working hours

How do workplaces in France support employees with depression?1

45% of employees with depression were offered help by their manager

42% were encouraged to talk to a healthcare professional

10% were offered flexible working

However, 5% of managers avoided talking about it


