Depression in the workplace in Japan

Workplace depression is a major issue across different cultures and economies, with devastating consequences.

Lifetime prevalence of depression in Japan: 6.8% or 8 million¹²


Depression costs Japan more than US$14 billion in lost productivity (absence from work, and attending work while unwell)¹

Almost x2 higher than the total Japanese budget for energy²

US$14b Lost Productivity

US$8b Japanese Energy Budget


The cognitive symptoms of depression, for instance difficulties in concentrating, making decisions and remembering, are present up to 94% of the time during an episode of depression¹, causing significant impairment in work function and productivity²


Cognitive symptoms are a crucial factor affecting workplace performance in people with depression

McIntyre RS et al. Compr Psychiatry. 2015; 56:279–82

47% of Japanese employees are highly educated

Highly educated employees with depression are likely to...

• Work in a highly demanding job and therefore be severely impacted by the cognitive symptoms of depression
• Manage others so the impact of their depression has wider consequences


Depression-related presenteeism* costs Japan US$8.3 billion¹

(*attending work while unwell)

x2 higher than Nissan's 2015 operating profit, one of Japan's leading companies²

Absenteism: US$5.8b
Presenteeism: US$8.3b

2015 Nissan profit
US$3.9b


Of the countries surveyed, Japanese employees are the most likely to take 21+ days off work during an episode of depression


Don't know = 25.1%
8 days = 23.1%
3-5 days = 9%
6-10 days = 10%
11-15 days = 2.9%
16-20 days = 4.1%
21+ days = 21.8%
Don't know = 25.1%