

Depression in the workplace in South Africa

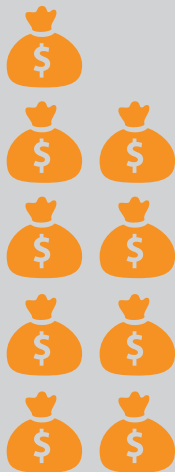
Workplace depression is a major issue across different cultures and economies, with devastating consequences.

Lifetime prevalence of depression in South Africa: **9.7%** or **4.5 million**^{1,2}

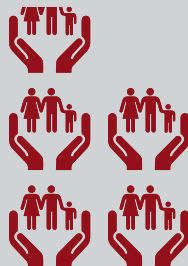
1. Tomlinson M, et al. *S Afr Med J*. 2009;99(5 Pt 2):367–373;

2. Statistica. *Statistics South Africa: Mid-year estimates 2003*. Available at: <http://www.statssa.gov.za/publications/P0302/P03022003.pdf> Last accessed: August 2016

Depression costs South Africa more than US\$17 billion in lost productivity (absence from work, and attending work while unwell)¹



Over **x1.5** higher than the total South African budget for social protection²



US\$17b
Lost Productivity

US\$9.8b
South African Social Protection Budget

1. Evans-Lacko, S. & Knapp, M. *Soc Psychiatry Psychiatr Epidemiol* (2016). doi:10.1007/s00127-016-1278-4;

2. Budget 2015 People's Guide. Available at: www.treasury.gov.za/national%20budget Last accessed: August 2016

Depression-related presenteeism* costs South Africa US\$14.8 billion¹ (*attending work while unwell)

More than the total value of South Africa's tourism industry²



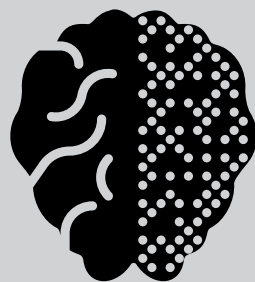
Presenteeism: **US\$14.8b** Value of South African tourist industry **US\$12b**
Absenteeism: **US\$2.2b**

Key:
■ Presenteeism (attending work while unwell)
■ Absenteeism (unscheduled absence from work)
■ Value of South African tourist industry

1. Evans-Lacko, S. & Knapp, M. *Soc Psychiatry Psychiatr Epidemiol* (2016). doi:10.1007/s00127-016-1278-4;

2. South Africa's tourism industry. Available at: www.southafrica.info/business/economy/sectors/tourism-overview.htm#VsjihPI4bIV Last accessed: August 2016

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 depression**¹, causing **significant impairment in work function and productivity**²



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



1. Conradi HJ et al. *Psychological Medicine*. 2011;41:1165–1174;

2. Greer TL et al. *CNS Drugs*. 2010;24(4):267–284

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

Almost 40% of South African 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



South African employees are **likely to keep working** during an episode of depression, impacting their productivity and performance at work



Evans-Lacko, S. & Knapp, M. *Soc Psychiatry Psychiatr Epidemiol* (2016). doi:10.1007/s00127-016-1278-4.

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