

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 /di'preʃ(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



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

1. Evans-Lacko S, Knapp M (2014) Importance of Social and Cultural Factors for Attitudes, Disclosure and Time off Work for Depression: Findings from a Seven Country European Study on Depression in the Workplace. PLoS ONE 9(3): e91053. <https://doi.org/10.1371/journal.pone.0091053>

2 World Health Organization. Depression. Available at <http://www.who.int/mediacentre/factsheets/fs369/en/> Last accessed April 2018

3. World Health Organization. Depression and Other Common Mental Disorders. Available at http://www.who.int/mental_health/management/depression/prevalence_global_health_estimates/en/ Last accessed April 2018

4. Gustavsson A, Svensson M, Jacobi F, Allgulander C, Alonso J, et al. (2011) Cost of disorders of the brain in Europe 2010. Eur Neuropsychopharmacol 21: 718–779.