



TELUS Mental Health Index.

Special report on Physical Health.

Pan-Europe | September 2024

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What you need to know for September 2024.



Following two periods of stability, the mental health of workers declines modestly; nearly two in five workers are considered high-risk for a mental health condition.

- At 61.6, the mental health of workers has declined 0.4 points from April
- 38 per cent of workers have a high mental health risk, 42 per cent have a moderate mental health risk, and 20 per cent have a low mental health risk
- The greatest proportion of workers with a high mental health risk are in Spain (48 per cent), followed by Poland (45 per cent), and Italy (43 per cent); the Netherlands has the lowest proportion (24 per cent) of workers with high mental health risk
- All mental health sub-scores, apart from general psychological health and optimism, have declined or are unchanged from the previous period
- Anxiety and depression continue to be the lowest mental health sub-scores since the launch of the MHI
- The mental health score has improved in Italy, whereas mental health scores have declined in France, Germany, Spain, Poland, and the Netherlands
- The mental health score of managers continues to be higher than the score of non-managers
- Labourers have a lower mental health score than service industry and office workers
- Nearly one-third (30 per cent) of workers have a mental health score of 50 or lower. The productivity loss of this group is at least twice the number of lost workdays as 20 per cent of workers with a mental health score of 80 or higher

More than half of workers adhere to a healthy diet, with younger workers (under 40) and those without emergency savings more likely to report unhealthy eating. The mental health score of workers reporting unhealthy eating is nearly 17 points lower than workers reporting healthy eating.

- 54 per cent of workers report following a healthy diet
- Seven per cent of workers report following an unhealthy diet; the mental health score of this group is nearly 17 points lower than workers reporting a healthy diet and 12 points lower than the national average
- Workers without emergency savings are 60 per cent more likely than workers with emergency savings to report an unhealthy diet
- Workers under 40 are 50 per cent more likely than workers over 50 to report an unhealthy

Workers with diagnosed mental health conditions experience the most significant productivity losses. Mental health conditions are disproportionately reported among younger workers (under 40), women, and workers without emergency savings.

- 16 per cent of workers report an anxiety diagnosis, 12 per cent report a depression diagnosis
- 11 per cent report a diagnosed sleep disorder
- Workers diagnosed with depression lose 82.5 working days of productivity per year and have a mental health score, 28 points lower than workers with no diagnosed health conditions and 20 points lower than the national average
- Workers diagnosed with a mental health condition other than anxiety or depression lose 80.8 working days per year and have the lowest mental health score, more than 28 points lower than workers with no diagnosed health conditions and more than 20 points lower than the national average
- Workers diagnosed with anxiety lose 75.5 working days of productivity per year and have a mental health score, 26 points lower than workers with no diagnosed health conditions and 18 points lower than the national average
- Workers under 40 are more than twice as likely as workers over 50 to report being diagnosed with anxiety and 60 per cent more likely to being diagnosed with depression
- Workers without emergency savings are more than three times as likely to report being diagnosed with depression and nearly three times as likely to report being diagnosed with anxiety
- Women are 40 per cent more likely than men to report being diagnosed with anxiety

In this report, **productivity loss** refers to workdays lost per year because of physical health issues and/or emotional or mental health challenges. Some productivity fluctuation is inevitable as employees naturally experience varying levels of efficiency throughout their workday.



Workers reporting low interest

in improving their health and wellbeing lose nearly one more week of productivity annually than workers reporting high interest in improving their health and wellbeing. Physical fitness and sleep quality are top priorities for self-improvement.

- 64 per cent report high interest in improving their health and wellbeing
- Workers reporting high interest in improving their health and wellbeing have a productivity loss of 58.1 working days per year compared to 60.9 working days per year among workers reporting low interest in improving their health and wellbeing
- 50 per cent of workers want to improve their physical fitness
- 49 per cent want to improve their sleep quality
- 39 per cent want to improve their stress level
- 29 per cent want to improve their diet and nutrition
- 15 per cent want to improve pain management

Improving physical fitness, maintaining or losing weight, and reducing the risk of disease are the primary motivators for participating in physical activity.

- 26 per cent report improving physical fitness/stamina is their biggest motivator for participating in physical activity outside of work
- 23 per cent report that maintaining a healthy weight or losing weight is their biggest motivator
- 16 per cent report reducing the risk of disease/longevity is their biggest motivator
- 15 per cent report stress reduction is their biggest motivator
- Workers without emergency savings are 50 per cent more likely than workers with emergency savings to report stress reduction as the biggest motivator for participating in physical activity

Workers dissatisfied with their physical health have a mental health score 24 points lower than satisfied workers and lose an additional 26 working days in productivity annually compared to satisfied workers.

- 61 per cent of workers are satisfied with their physical health
- 13 per cent of workers are dissatisfied with their physical health; the mental health score of this group is nearly 24 points lower than workers who are satisfied with their physical health and 17 points lower than the national average
- Workers who are satisfied with their physical health have a productivity loss of 51.9 working days per year compared to 77.8 working days per year among workers who are dissatisfied with their physical health
- 52 per cent of workers sometimes engage in physical activity
- 37 per cent of workers often engage in physical activity
- 11 per cent of workers never engage in physical activity; this group loses nearly three additional working days of productivity annually and has a mental health score nearly 10 points lower than workers who often engage in physical activity



Mental health scores are **strongly correlated** with productivity. Workers with lower mental health scores experience greater productivity loss, while those with higher scores experience less productivity loss.



Workers rating poor employer support for their physical wellbeing have a mental health score 14 points lower than workers reporting excellent support and lose an additional 18 working days in productivity annually.

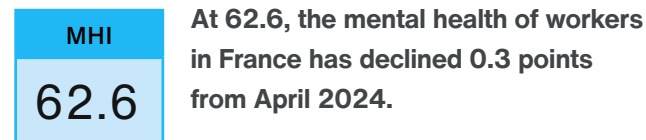
- 22 per cent rate employer support for physical wellbeing as very good/excellent; the mental health score of this group is at least nine points higher than workers rating employer support as poor and at least four points higher than the national average
- 19 per cent rate employer support for mental wellbeing as very good/excellent; the mental health score of this group is at least 11 points higher than workers rating employer support as poor and at least five points higher than the national average
- Productivity losses increase as the employer's rating for support declines:
 - workers rating employer support for physical wellbeing as excellent lose 45.3 working days per year in productivity compared to 63.1 working days per year in productivity loss among workers rating employer support as poor
 - workers rating employer support for mental wellbeing as excellent lose 43.8 working days per year in productivity compared to 63.7 working days per year in productivity loss among workers rating employer support as poor

More than one in six workers report a negative experience with the healthcare system, with workers without emergency savings bearing a disproportionately higher rate of negative encounters compared to workers with emergency savings.

- 51 per cent report a positive experience with the healthcare system
- 17 per cent report a negative experience with the healthcare system; the mental health score of this group is more than 16 points lower than workers reporting a positive experience and more than 10 points lower than the national average
- Workers without emergency savings are 60 per cent more likely than workers with emergency savings to report a negative experience with the healthcare system

Country spotlights

France



- **35% of workers have a high mental health risk**
- 38% are feeling anxious
- 32% say their mental health is negatively impacting work productivity
- 31% do not have emergency savings to cover basic needs
- 28% are feeling isolated
- 24% are feeling depressed
- 16% are not feeling optimistic about their future

29% report feeling mentally unwell at work more often

17% report being diagnosed with anxiety

69% are satisfied with their current physical health

67% have high interest in improving their health and wellbeing

59% adhere to a healthy diet

45% want to improve their physical fitness

42% often engage in physical activity

42% rate their energy level as high on a typical day

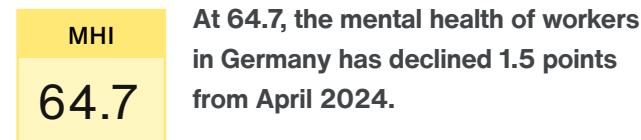
34% spend six or more hours per day sitting or being inactive

21% rate employer support for physical wellbeing as very good/excellent

18% rate employer support for mental wellbeing as very good/excellent

10% report a negative experience with the healthcare system

Germany



- **32% of workers have a high mental health risk**
- 34% do not have emergency savings to cover basic needs
- 32% say their mental health is negatively impacting work productivity
- 31% are feeling anxious
- 26% are feeling isolated
- 23% are feeling depressed
- 14% are not feeling optimistic about their future

25% report feeling mentally unwell at work more often

10% report being diagnosed with anxiety

61% are satisfied with their current physical health

61% have high interest in improving their health and wellbeing

54% want to improve their physical fitness

51% adhere to a healthy diet

38% often engage in physical activity

37% spend six or more hours per day sitting or being inactive

36% rate their energy level as high on a typical day

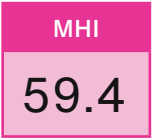
25% rate employer support for physical wellbeing as very good/excellent

20% rate employer support for mental wellbeing as very good/excellent

16% report a negative experience with the healthcare system

Country spotlights (continued)

Italy



At 59.4, the mental health of workers in Italy has improved 1.6 points from April 2024.

- 43% of workers have a high mental health risk
- 40% are feeling anxious
- 36% are feeling depressed
- 34% are feeling isolated
- 30% do not have emergency savings to cover basic needs
- 29% say their mental health is negatively impacting work productivity
- 21% are not feeling optimistic about their future

45% report feeling mentally unwell at work more often
22% report being diagnosed with anxiety

68% have high interest in improving their health and wellbeing
59% are satisfied with their current physical health
58% adhere to a healthy diet
48% want to improve their physical fitness
33% often engage in physical activity
31% rate their energy level as high on a typical day
30% spend six or more hours per day sitting or being inactive

21% rate employer support for physical wellbeing as very good/excellent
19% rate employer support for mental wellbeing as very good/excellent

17% report a negative experience with the healthcare system

Netherlands



At 68.6, the mental health of workers in the Netherlands has declined 0.3 points from April 2024, yet remains the most favourable mental health score compared to other countries in this report.

- 24% of workers have a high mental health risk
- 27% say their mental health is negatively impacting work productivity
- 26% are feeling anxious
- 25% do not have emergency savings to cover basic needs
- 22% are feeling isolated
- 18% are feeling depressed
- 10% are not feeling optimistic about their future

32% report feeling mentally unwell at work more often
8% report being diagnosed with anxiety

66% are satisfied with their current physical health
62% have high interest in improving their health and wellbeing
55% adhere to a healthy diet
44% often engage in physical activity
43% rate their energy level as high on a typical day
41% want to improve their physical fitness
38% spend six or more hours per day sitting or being inactive

20% rate employer support for physical wellbeing as very good/excellent
20% rate employer support for mental wellbeing as very good/excellent

13% report a negative experience with the healthcare system

Country spotlights (continued)

Poland



At 57.3, the mental health of workers in Poland remains nearly unchanged from April 2024.

- **45% of workers have a high mental health risk**
- 49% are feeling anxious
- 39% do not have emergency savings to cover basic needs
- 37% are feeling depressed
- 37% say their mental health is negatively impacting work productivity
- 36% are feeling isolated
- 20% are not feeling optimistic about their future

43% report feeling mentally unwell at work more often
15% report being diagnosed with anxiety

57% have high interest in improving their health and wellbeing
55% want to improve their physical fitness
51% are satisfied with their current physical health
45% adhere to a healthy diet
32% spend six or more hours per day sitting or being inactive
30% rate their energy level as high on a typical day
28% often engage in physical activity

20% rate employer support for physical wellbeing as very good/excellent
18% rate employer support for mental wellbeing as very good/excellent
30% report a negative experience with the healthcare system

Spain



At 57.0, the mental health of workers in Spain has declined nearly two points from April 2024 and is the lowest mental health score compared to other countries in this report.

- **48% of workers have a high mental health risk**
- 52% are feeling anxious
- 44% are feeling depressed
- 37% are feeling isolated
- 34% say their mental health is negatively impacting work productivity
- 32% do not have emergency savings to cover basic needs
- 16% are not feeling optimistic about their future

41% report feeling mentally unwell at work more often
24% report being diagnosed with anxiety

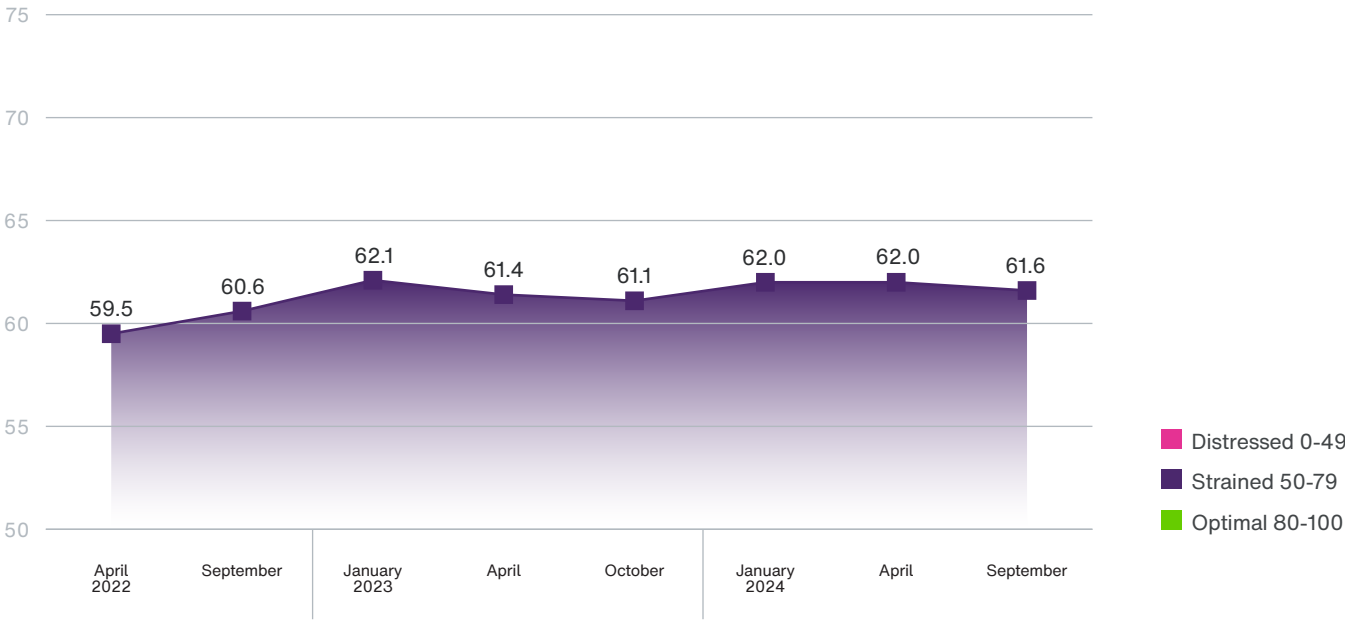
71% have high interest in improving their health and wellbeing
62% are satisfied with their current physical health
55% want to improve their physical fitness
54% adhere to a healthy diet
37% often engage in physical activity
35% rate their energy level as high on a typical day
35% spend six or more hours per day sitting or being inactive

24% rate employer support for physical wellbeing as very good/excellent
20% rate employer support for mental wellbeing as very good/excellent
17% report a negative experience with the healthcare system

The Mental Health Index.

The overall Mental Health Index (MHI) for September 2024 is 61.6.
Following two periods of stability, the mental health of workers declined modestly in September.

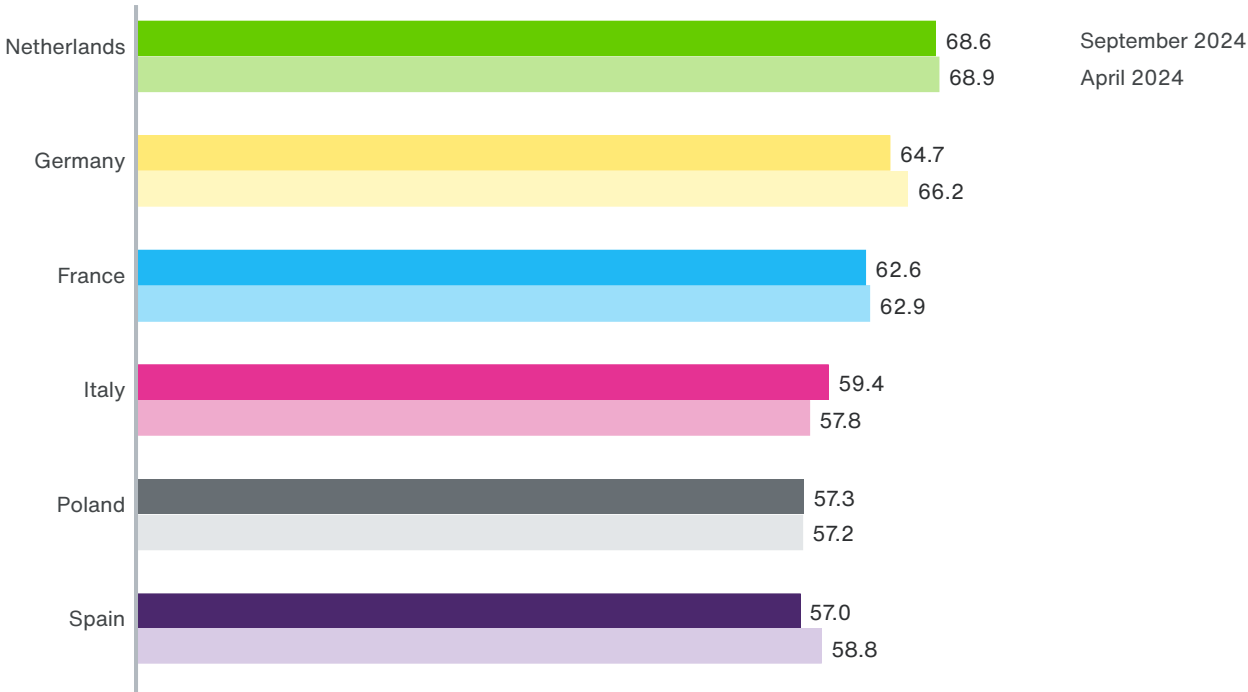
MHI Current Month September 2024	April 2024
61.6	62.0



The Mental Health Index by country.

The lowest mental health score is in Spain (57.0), followed by Poland (57.3), Italy (59.4), France (62.6), and Germany (64.7). The Netherlands continues to have the highest mental health score (68.6) despite a 0.3-point decline from April 2024.

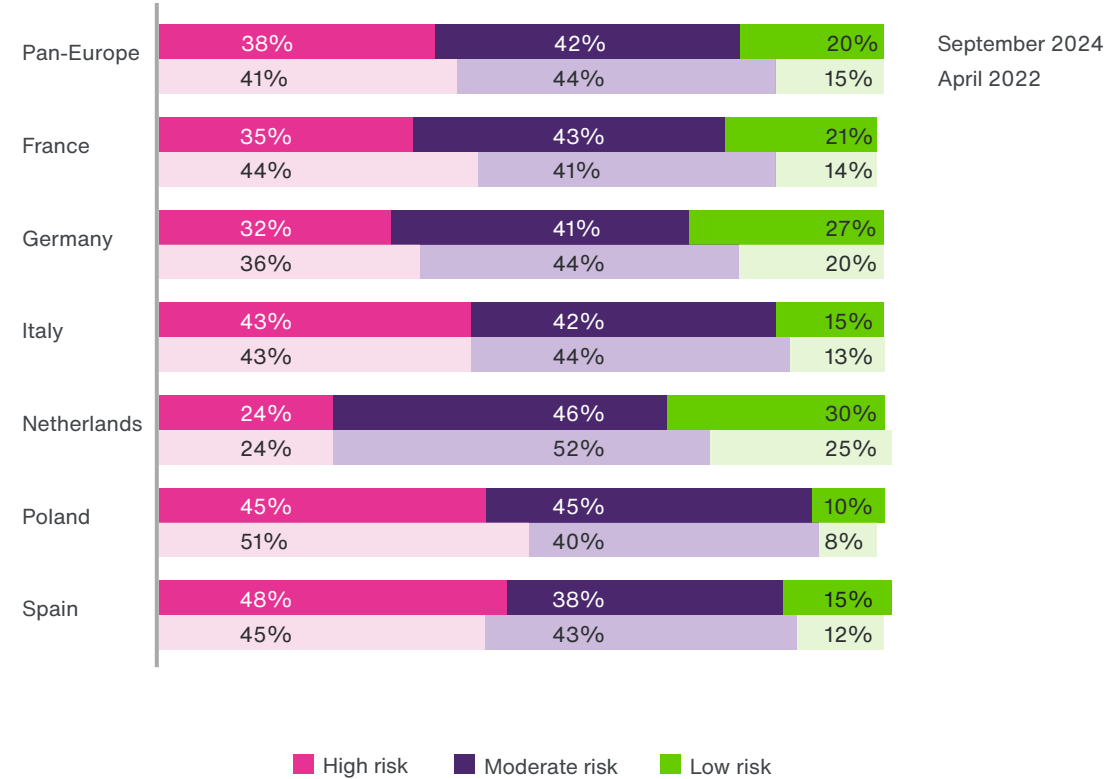
The mental health score has improved in Italy, whereas mental health scores have declined in France, Germany, Spain, Poland, and the Netherlands.



Mental health risk.

In September 2024, 38 per cent of workers have a high mental health risk, 42 per cent have a moderate mental health risk, and 20 per cent have a low mental health risk. The greatest proportion of workers with a high mental health risk is in Spain (48 per cent), followed by Poland (45 per cent), and Italy (43 per cent). The Netherlands has the lowest proportion (24 per cent) of workers with a high mental health risk.

Approximately 30 per cent of workers in the high-risk group report diagnosed anxiety or depression, seven per cent report diagnosed anxiety or depression in the moderate-risk group, and one per cent of workers in the low-risk group report diagnosed anxiety or depression.



Mental Health Index sub-scores.

The lowest Mental Health Index sub-score is the risk measure of anxiety (51.4). Depression (58.3), isolation (59.0), work productivity (60.1), optimism (64.2), and financial risk (65.6) follow. General psychological health (72.1) continues to be the most favourable mental health measure in September 2024.

- Anxiety and depression have been the lowest mental health sub-scores since the launch of the MHI in April 2022
- Apart from general psychological health and optimism, all mental health sub-scores have declined or are unchanged from the previous period
- The financial risk sub-score has had the most significant decline, down 2.3 points decline from April 2024

Mental Health Index Sub-scores	September 2024	April 2024
Anxiety	51.4	51.8
Depression	58.3	58.3
Isolation	59.0	60.1
Work productivity	60.1	62.0
Optimism	64.2	63.3
Financial risk	65.6	67.9
Psychological health	72.1	72.0

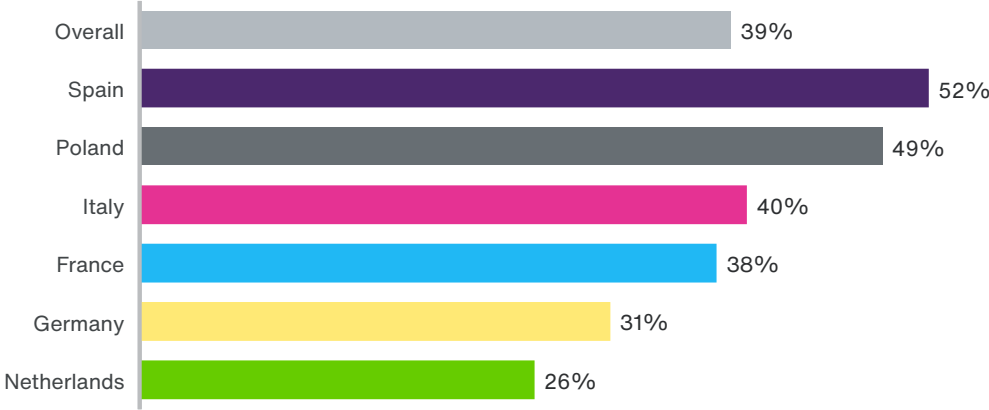


Anxiety

Workers were asked whether they often feel unsettled and nervous.

Overall, nearly two in five (39 per cent) often feel unsettled and nervous. More than half of workers in Spain (52 per cent) feel anxious, 49 per cent in Poland, 40 per cent in Italy, 38 per cent in France, 31 per cent in Germany, and 26 per cent in the Netherlands feel anxious.

Percentage of workers feeling anxious by country

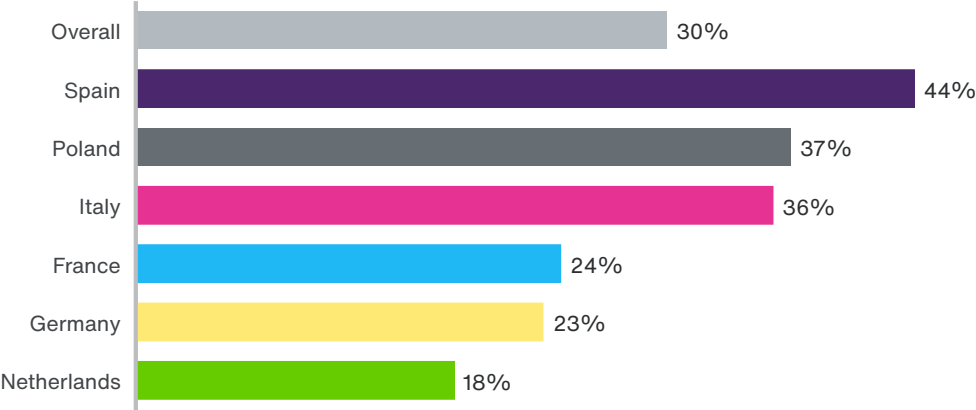


Depression

Workers were asked whether they often feel a sense of helplessness.

Overall, nearly one-third (30 per cent) often feel a sense of helplessness. Nearly half of workers in Spain (44 per cent) feel depressed, 37 per cent in Poland, 36 per cent in Italy, 24 per cent in France, 23 per cent in Germany, and 18 per cent in the Netherlands feel depressed.

Percentage of workers feeling symptoms of depression by country



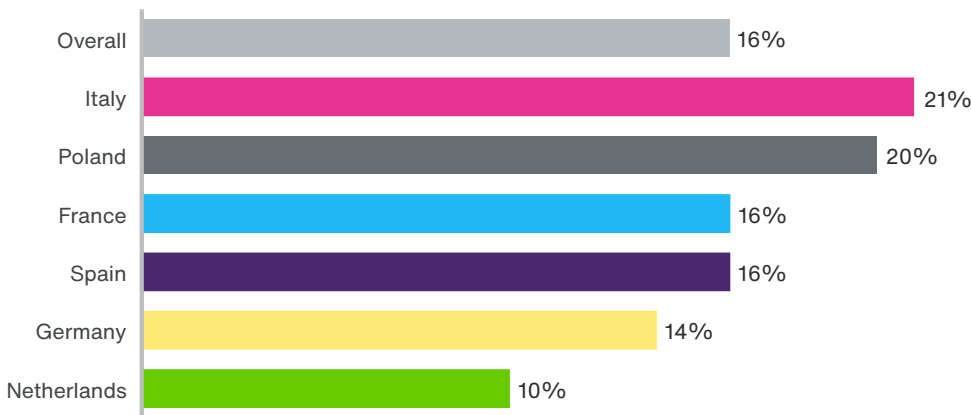
Optimism

Workers were asked whether they feel optimistic about their future.

Overall, one in six (16 per cent) do not feel optimistic about their future.

More than one in five (21 per cent) in Italy, 20 per cent in Poland, 16 per cent in France, 16 per cent in Spain, 14 per cent in Germany, and 10 per cent in the Netherlands are not feeling optimistic about their future.

Percentage of workers not feeling optimistic about their future by country

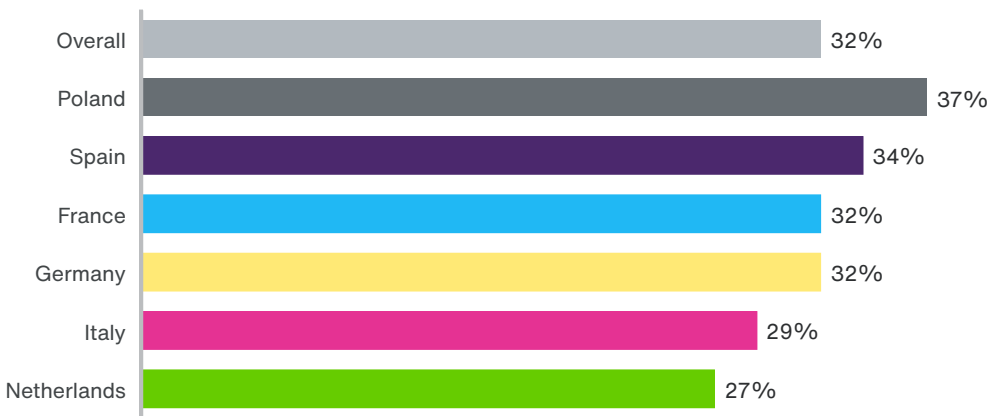


Work productivity

Workers were asked whether their current mental health is negatively impacting their work productivity.

Overall, nearly one-third (32 per cent) report that their mental health is negatively impacting their work productivity. The greatest impact of mental health on work productivity is in Poland where more than one-third (37 per cent) indicate their mental health is having a negative effect on their work productivity; 34 per cent in Spain, 32 per cent in France, 32 per cent in Germany, 29 per cent in Italy, and 27 per cent in the Netherlands report the same.

Percentage of workers reporting that their mental health is impacting their productivity by country

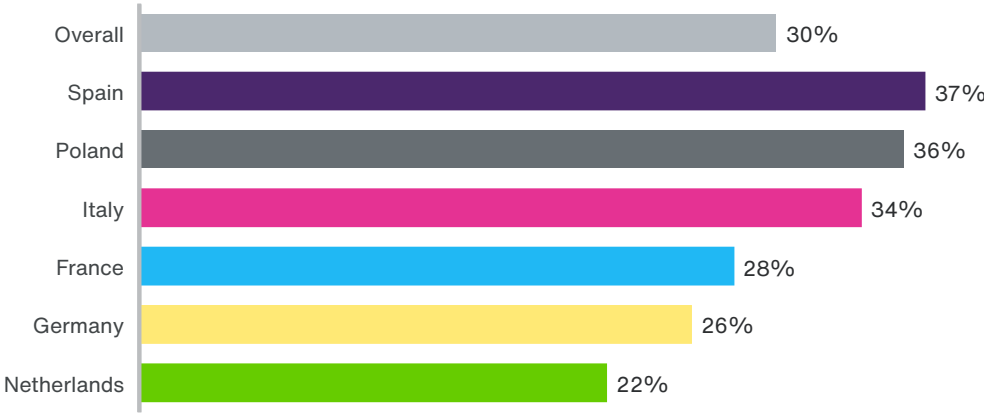


Isolation

Workers were asked whether they often feel alone.

Overall, nearly one-third (30 per cent) often feel alone. Isolation is most notable in Spain, where nearly two in five (37 per cent) often feel alone. In Poland, 36 per cent often feel alone; 34 per cent in Italy, 28 per cent in France, 26 per cent in Germany, and 22 per cent in the Netherlands often feel alone.

Percentage of workers feeling isolated by country

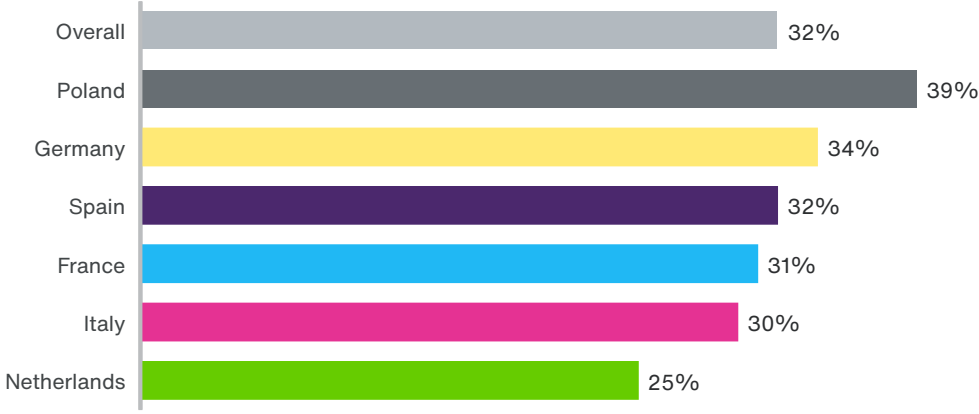


Financial risk

Workers were asked about their level of emergency savings to cover essential expenses.

Overall, nearly one-third (32 per cent) do not have emergency savings. Nearly two in five (39 per cent) of workers in Poland do not have emergency savings; 34 per cent in Germany, 32 per cent in Spain, 31 per cent in France, 30 per cent in Italy, and 25 per cent in the Netherlands do not have emergency savings.

Percentage of workers without emergency savings by country



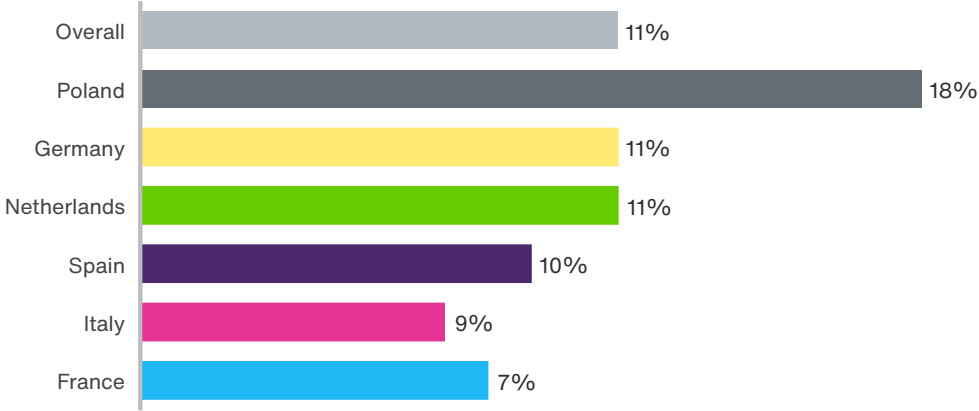
General psychological health.

Workers were asked whether they are in good psychological health.

Overall, 11 per cent report poor psychological health. The incidence of poor psychological health is greatest in Poland (18 per cent), followed by Germany (11 per cent), Spain (11 per cent), the Netherlands (10 per cent), France (nine per cent), and Italy (seven per cent).



Percentage of workers reporting poor psychological health by country



Mental health by gender and age.

- Since the launch of the MHI, women have had a significantly lower mental health score than men. In September 2024, the mental health score of women is 58.8 compared to 64.2 for men
- Since April 2022, mental health scores have improved with age
- Differences in mental health scores between workers with and without minor children have been reported since the launch of the MHI in April 2022. More than two years later, this pattern continues with a lower score for workers with at least one child (60.0) than workers without children (63.1)

Mental health by employment status.

- Overall, two per cent of respondents are unemployed¹ and six percent report reduced hours or reduced salary
- Workers reporting fewer hours than the previous month have the lowest mental health score (50.1), followed by workers reporting reduced salary than the last month (54.1), respondents not currently employed (60.2), and workers with no change to salary or hours (62.2)
- Managers have a higher mental health score (62.1) than non-managers (61.3)
- Labourers have a lower mental health score (59.1) than service industry (61.6) and office workers (62.5)
- Respondents working for companies with more than 10,000 employees have the highest mental health score (65.6)
- Self-employed/sole proprietors have the lowest mental health score (59.2)



Emergency savings

- Workers without emergency savings continue to experience a lower mental health score (42.2) than the overall group (61.6). Workers with emergency savings have an average mental health score of 70.1

¹ MHI respondents who have been employed in the past six months are included in the poll.

Employment status	Sept. 2024	April 2024
Employed (no change in hours/salary)	62.2	62.6
Employed (fewer hours compared to last month)	50.1	51.2
Employed (reduced salary compared to last month)	54.1	45.2
Not currently employed	60.2	65.2
Age group	Sept. 2024	April 2024
Age 20-29	54.5	52.3
Age 30-39	58.0	56.8
Age 40-49	59.7	60.7
Age 50-59	65.1	65.3
Age 60-69	70.4	71.6
Number of children	Sept. 2024	April 2024
No children in household	63.1	63.7
1 child	58.9	59.7
2 children	61.6	61.0
3 children or more	60.4	58.3

Country	Sept. 2024	April 2024
France	62.6	62.9
Germany	64.7	66.2
Italy	59.4	57.8
Netherlands	68.6	68.9
Poland	57.3	57.2
Spain	57.0	58.8
Gender	Sept. 2024	April 2024
Men	64.2	64.3
Women	58.8	59.3
Household Income/annum Europe excluding Poland	Sept. 2024	April 2024
<€10K	52.7	54.7
€10K to <€20K	50.7	52.5
€20k to <€30K	56.4	58.0
€30K to €50K	62.5	61.1
€50K to €70K	65.4	66.5
€70K to €100K	68.5	69.7
€100K and over	73.9	73.2

Household Income – Poland	Sept. 2024	April 2024
<15K pln	52.5	55.0
15K pln to <30K pln	56.3	49.6
30k to <60K pln	53.1	48.6
60k to <100K pln	56.3	57.7
100K pln and over	60.5	61.7
Employer size	Sept. 2024	April 2024
Self-employed/sole proprietor	59.2	59.1
2-50 employees	60.7	60.5
51-100 employees	59.2	59.7
101-500 employees	62.1	62.8
501-1,000 employees	62.7	62.7
1,001-5,000 employees	62.3	63.8
5,001-10,000 employees	63.7	66.6
More than 10,000 employees	65.6	64.6
Manager	Sept. 2024	April 2024
Manager	62.1	62.6
Non-manager	61.3	61.5
Work environment	Sept. 2024	April 2024
Labour	59.1	61.5
Office/desk	62.5	62.5
Service	61.6	61.0

Numbers highlighted in pink are the lowest/worst scores in the group.
Numbers highlighted in green are the highest/best scores in the group.

The Mental Health Index by industry.

Workers in Accommodation and Food Service Activities have the lowest mental health score (54.3), followed by workers in Activities of Households as Employers; Undifferentiated Goods and Services Producing Activities of Households for Own Use (56.4), and workers in Electricity, Gas, Steam and Air Conditioning Supply (59.1).

Workers in Financial and Insurance Activities (65.5), Transportation and Storage (64.0), and Education (63.9) have the highest mental health scores this month.



Industry	September 2024	April 2024	Change
Administrative and Support Service Activities	63.5	58.8	4.7
Financial and Insurance Activities	65.5	62.9	2.6
Wholesale and Retail Trade	60.7	58.4	2.2
Activities of Households as Employers; Undifferentiated Goods and Services Producing Activities of Households for Own Use	56.4	54.2	2.2
Arts, Entertainment and Recreation	59.5	59.0	0.5
Other Service Activities	59.6	59.2	0.4
Education	63.9	63.6	0.3
Electricity, Gas, Steam and Air Conditioning Supply	59.1	59.5	-0.4
Manufacturing	63.2	63.8	-0.6
Human Health and Social Work Activities	62.3	62.9	-0.6
Public Administration and Defence	62.8	63.7	-0.9
Transportation and Storage	64.0	65.2	-1.2
Professional, Scientific and Technical Activities	60.3	62.2	-1.9
Construction	59.2	62.0	-2.8
Agriculture, Forestry and Fishing	59.6	62.7	-3.0
Real Estate Activities	59.4	62.5	-3.1
Accommodation and Food Service Activities	54.3	57.7	-3.4

Spotlight

The relationship between MHI scores and productivity.

Productivity losses are calculated using an assessment of four key metrics:

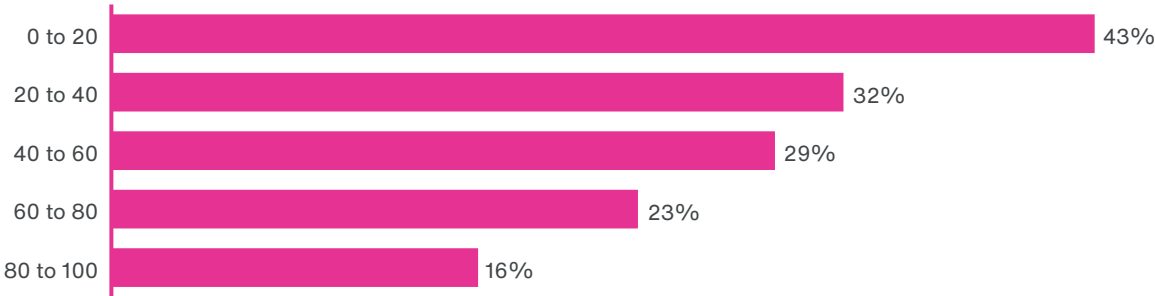
- 1. Work effort when feeling well
- 2. Absenteeism when feeling unwell
- 3. Instances of working when feeling unwell (commonly referred to as Presenteeism)
- 4. Work effort when feeling unwell

Productivity loss is reported as the number of workdays lost per year, based on a standard 240-day work year.

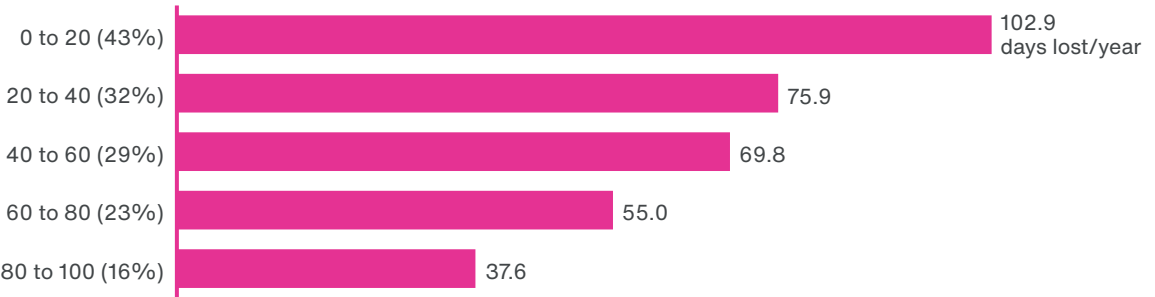
- Mental health scores are strongly correlated with productivity. Workers with lower mental health scores experience greater productivity loss, while those with higher scores experience less productivity loss
- Nearly one-third (30 per cent) of workers have a mental health score of 50 or lower. The productivity loss of this group is at twice the number of lost workdays as 20 per cent of workers with a mental health score of 80 or higher



Productivity loss by MHI score



Productivity loss in working days per year by MHI score



The impact of health conditions on MHI scores and productivity.

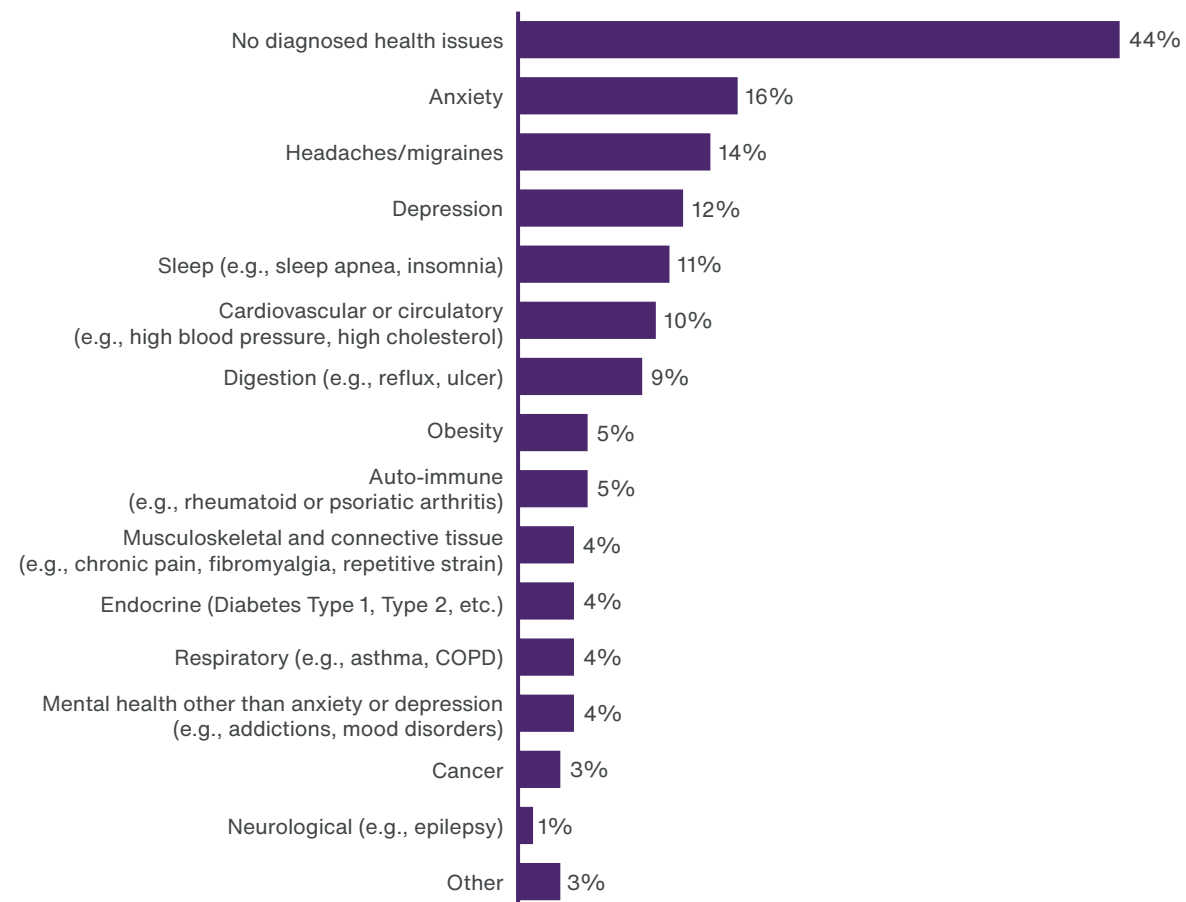
Workers with diagnosed mental health conditions experience the most significant productivity losses.

Mental health conditions are disproportionately reported among younger workers (under 40), women, and workers without emergency savings.

- One in six (16 per cent) workers report an anxiety diagnosis, 14 per cent report a headache/migraine diagnosis, 12 per cent report a depression diagnosis, and 11 per cent report a diagnosed sleep disorder
- Workers without emergency savings are more than three times as likely to report being diagnosed with depression and nearly three times as likely to report being diagnosed with anxiety



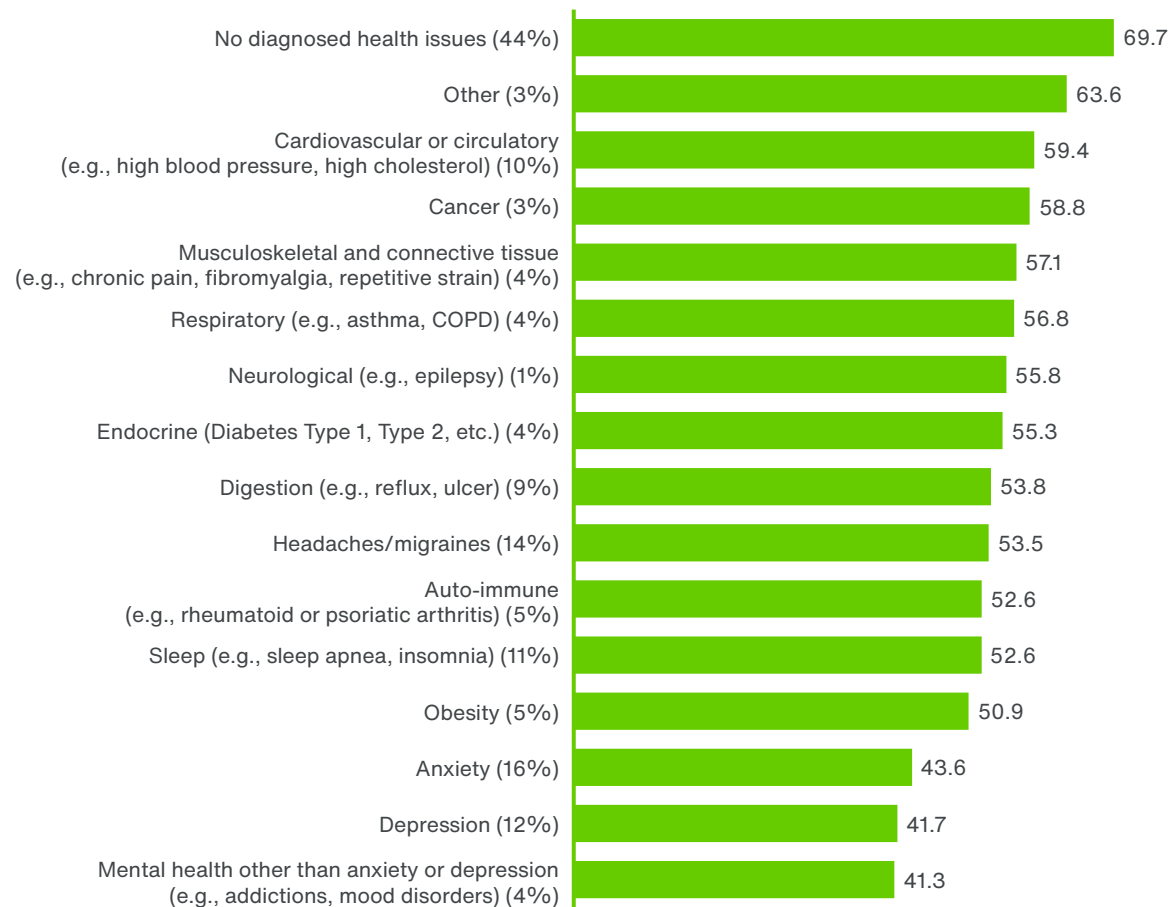
Diagnosed health conditions



- Nearly half (44 per cent) did not report any diagnoses; this group has the highest mental health score (69.7), more than eight points higher than the national average (61.6)
- Workers under 40 are more than twice as likely as workers over 50 to report being diagnosed with anxiety and 60 per cent more likely to report being diagnosed with depression
- Women are 40 per cent more likely than men to report being diagnosed with anxiety

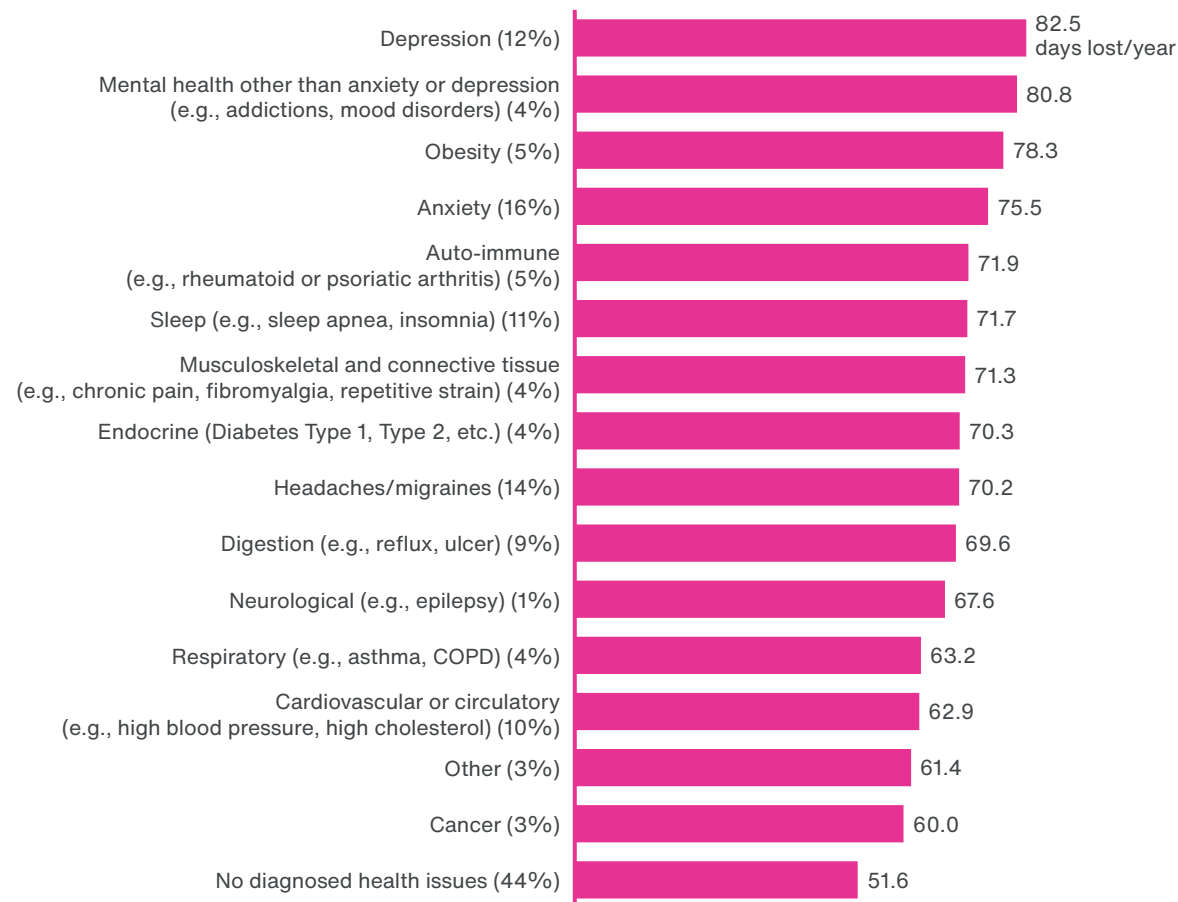


MHI score by “Diagnosed health conditions”



- Workers diagnosed with a mental health condition other than anxiety or depression lose 80.8 working days per year and have the lowest mental health score (41.3), more than 28 points lower than workers with no diagnosed health conditions (69.7) and more than 20 points lower than the national average (61.6)
- Workers diagnosed with depression lose 82.5 working days of productivity per year and have a mental health score (41.7) 28 points lower than workers with no diagnosed health conditions (69.7) and 20 points lower than the national average (61.6)
- Workers diagnosed with anxiety lose 75.5 working days of productivity per year and have a mental health score (43.6) 26 points lower than workers with no diagnosed health conditions (69.7) and 18 points lower than the national average (61.6)

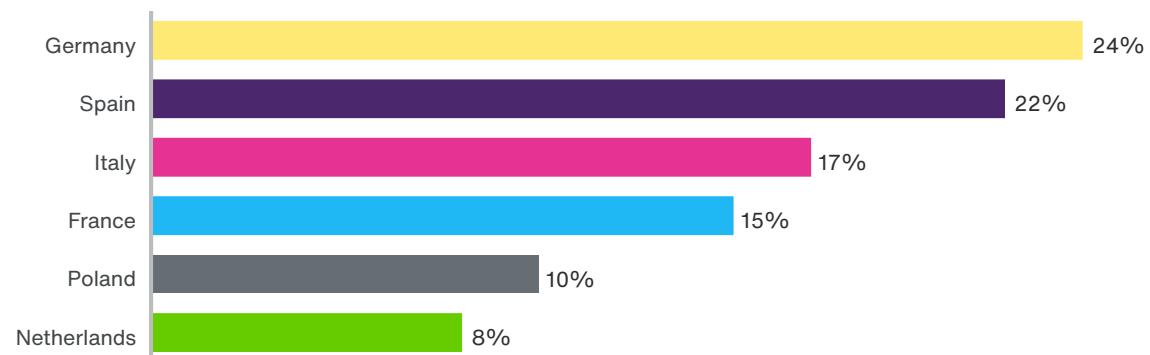
Productivity loss (in working days/year) by “Diagnosed health conditions”



- Nearly one-quarter (24 per cent) of workers in Spain, 22 per cent of workers in Italy, 17 per cent of workers in France, 15 per cent of workers in Poland, 10 per cent of workers in Germany, and eight per cent of workers in the Netherlands report being diagnosed with anxiety



Workers diagnosed with anxiety



Dietary habits

Younger workers (under 40) are more likely to report unhealthy eating. The mental health of workers reporting unhealthy eating is nearly 17 points lower than workers reporting healthy eating.

- More than half (54 per cent) of workers report a very healthy or somewhat healthy diet; this group has the highest mental health score (66.2), nearly five points higher than the national average (61.6)
- Nearly three in five (59 per cent) workers in France, 58 per cent of workers in Italy, 55 per cent of workers in the Netherlands, 54 per cent of workers in Spain, 51 per cent of workers in Germany, and 45 per cent of workers in Poland adhere to a healthy diet The lowest mental health score (49.6) is among seven per cent of workers reporting an unhealthy diet, nearly 17 points lower than workers reporting a healthy diet (66.2) and 12 points lower than the national average (61.6)
- Workers without emergency savings are 60 per cent more likely than workers with emergency savings to report an unhealthy diet
- Workers under 40 are 50 per cent more likely than workers over 50 to report an unhealthy diet

How would you describe your overall diet?



MHI score by “How would you describe your overall diet?”



Workers adhering to a healthy diet



Older workers (over 50) are 40 per cent more likely to maintain a balanced diet than younger workers (under 40).

- More than one-third (37 per cent) of workers generally follow a balanced diet with no specific exclusions; this group has the highest mental health score (65.7) four points higher than the national average (61.6)
- Workers over 50 are 40 per cent more likely than workers under 40 to follow a balanced diet
- Twenty-five per cent report specific dietary preferences/restrictions; this group has the lowest mental health score (56.6), more than nine points lower than workers following a balanced diet with no specific exclusions (65.7) and five points lower than the national average (61.6)



Do you follow any specific dietary preferences or restrictions?



MHI score by “Do you follow any specific dietary preferences or restrictions?”



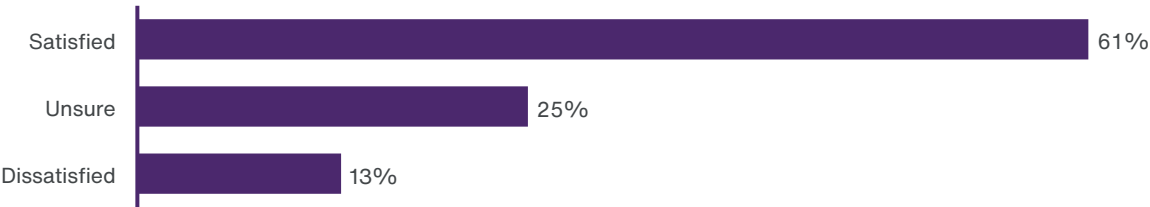
Physical wellbeing

Workers dissatisfied with their physical health have a mental health score 24 points lower than satisfied workers and lose an additional 26 working days in productivity annually compared to satisfied workers.

- More than three in five (61 per cent) workers are satisfied with their physical health; this group has the highest mental health score (68.5), seven points higher than the national average (61.6)
- Nearly one in seven (13 per cent) are dissatisfied with their physical health; this group has the lowest mental health score (44.7), nearly 24 points lower than workers who are satisfied with their physical health (68.5) and 17 points lower than the national average (61.6)
- Workers without emergency savings are twice as likely as workers with emergency savings to be dissatisfied with their physical health
- Women are 60 per cent more likely than men to be dissatisfied with their physical health



How satisfied are you with your current physical health?



MHI score by “How satisfied are you with your current physical health?”



- Workers who are satisfied with their physical health have a productivity loss of 51.9 working days per year compared to 77.8 working days per year among workers who are dissatisfied with their physical health
- Nearly seven in ten (69 per cent) workers in France, 66 per cent of workers in the Netherlands, 62 per cent of workers in Spain, 61 per cent of workers in Germany, 59 per cent of workers in Italy, and 51 per cent of workers in Poland are satisfied with their physical health



Productivity loss (in working days/year) by “How satisfied are you with your current physical health?”



Workers satisfied with their physical health



Workers who never engage in physical activity have a mental health score nearly 10 points lower than workers who often engage and lose nearly three additional working days in productivity annually.

- More than half (52 per cent) of workers sometimes engage in physical activity; the mental health score of this group (57.6) is four points lower than the national average (61.6)
- More than one-third (37 per cent) often engage in physical activity; this group has the highest mental health score (68.1), more than six points higher than the national average (61.6)
- More than one in ten (11 per cent) workers do not engage in physical activity; this group has a mental health score (58.5) nearly 10 points lower than workers who often engage (68.1) and three points lower than the national average (61.6)

Do you engage in physical activity?



MHI score by “Do you engage in physical activity?”



- Workers who often engage in physical activity have a productivity loss of 53.8 working days per year compared to at least 57.1 working days per year among workers who engage sometimes or not at all
- More than two in five (44 per cent) workers in the Netherlands, 42 per cent of workers in France, 38 per cent of workers in Germany, 37 per cent of workers in Spain, 33 per cent of workers in Italy, and 28 per cent of workers in Poland often engage in physical activity



Productivity loss (in working days/year) by “Do you engage in physical activity?”



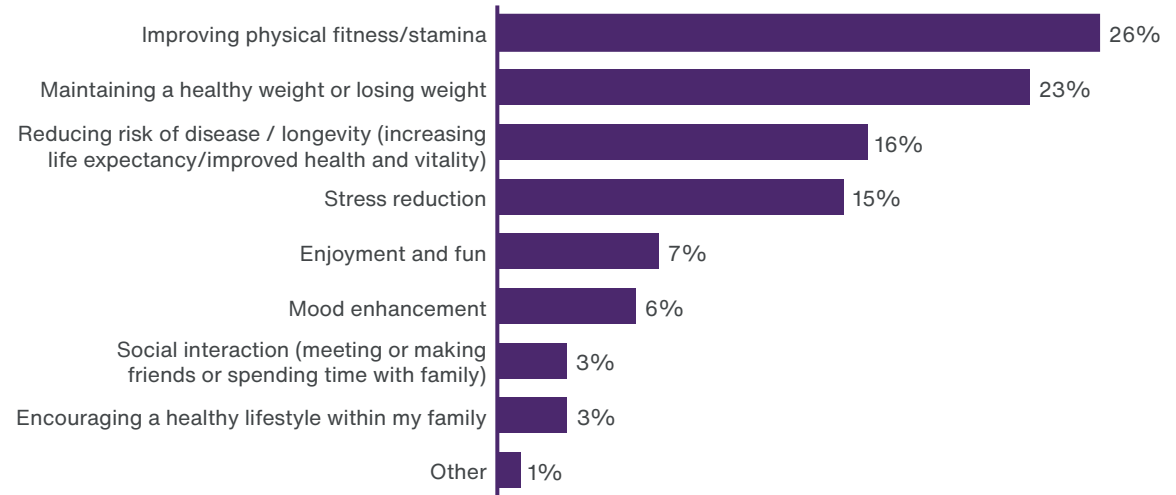
Workers often engaging in physical activity



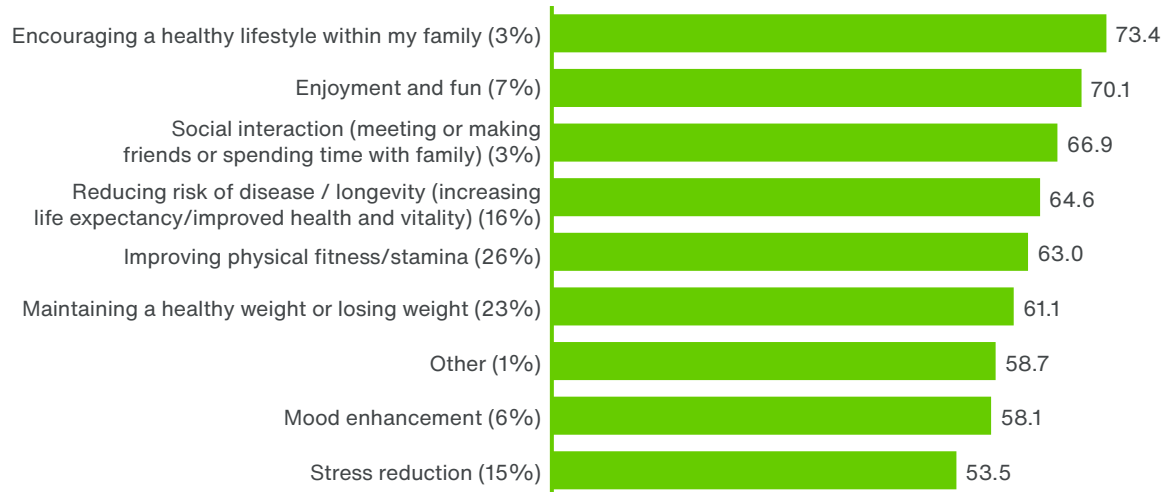
Improving physical fitness, maintaining or losing weight, and reducing the risk of disease are the primary motivators for participating in physical activity.

- More than one-quarter (26 per cent) of workers report improving physical fitness/stamina is their biggest motivator for participating in physical activity outside of work, 23 per cent report that maintaining a healthy weight or losing weight is their biggest motivator, 16 per cent report reducing the risk of disease/longevity, 15 per cent report stress reduction, and seven per cent report enjoyment and fun as their biggest motivator
- The lowest mental health score (53.5) is among 15 per cent of workers reporting stress reduction as their biggest motivator for participating in physical activity, eight points lower than the national average (61.6)
- Workers without emergency savings are 50 per cent more likely than workers with emergency savings to report stress reduction as the biggest motivator for participating in physical activity

What is your biggest motivator for participating in physical activity outside of work?



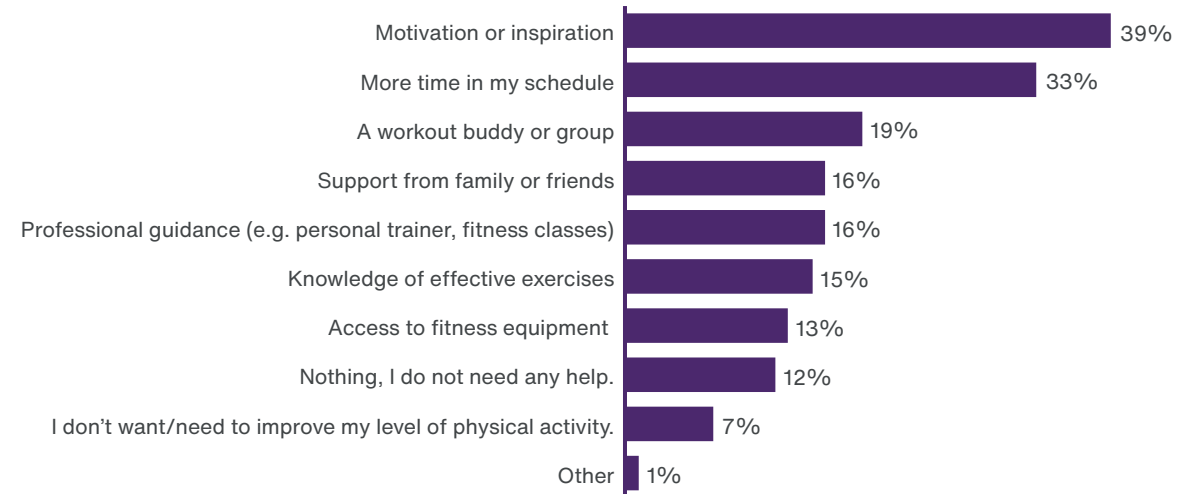
MHI score by “What is your biggest motivator for participating in physical activity outside of work?”



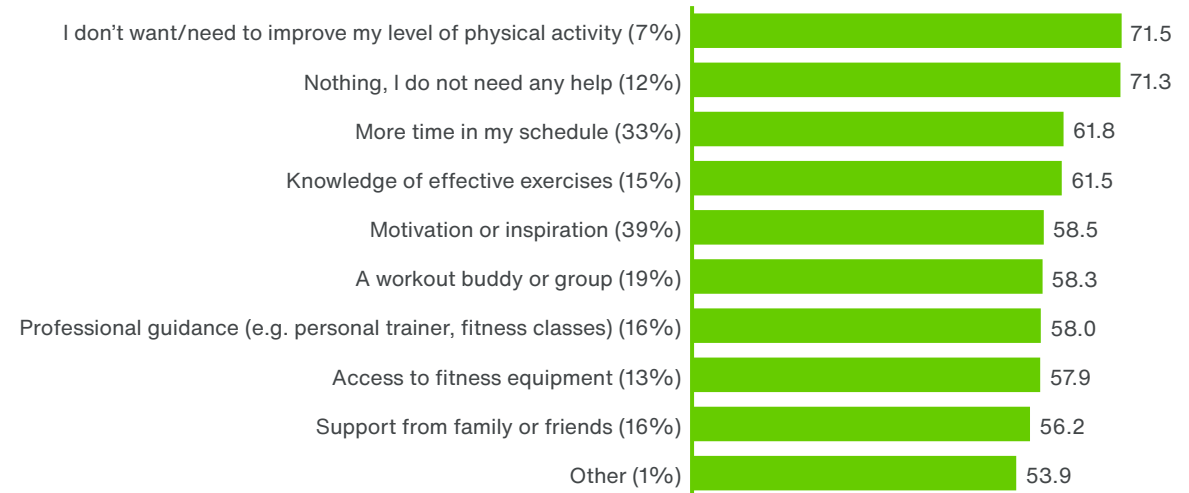
Motivation/inspiration and more time are the leading factors workers believe would help to improve their physical activity.

- Nearly two in five (39 per cent) workers say that motivation or inspiration would help improve their physical activity, 33 per cent say that more time in their schedule would help, 19 per cent say a workout buddy or group would help, 16 per cent say that support from family and friends would help, 16 per cent say that professional guidance would help, and 15 per cent say that knowledge of effective exercises would help improve their physical activity
- Workers under 40 are 80 per cent more likely than workers over 50 to say that support from family or friends would help improve their physical activity
- Parents are 40 per cent more likely than non-parents to say that support from family or friends would help improve their physical activity
- More than one in ten (12 per cent) do not need help improving their physical activity; this group has a highest mental health score (71.3) nearly 10 points higher than the national average (61.6)
- Workers over 50 and non-parents are two and a half times more likely than their counterparts to report not needing help improving their physical activity

What would help you improve your level of physical activity?



MHI score by “What would help you improve your level of physical activity?”

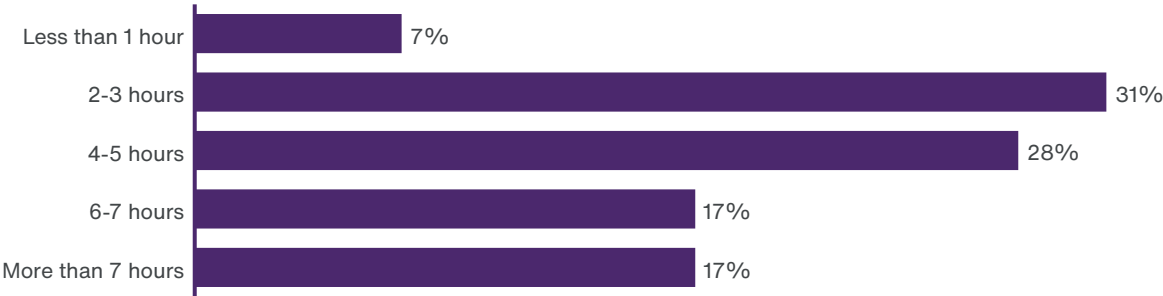


More than one-third of workers spend six or more hours sitting or inactive.

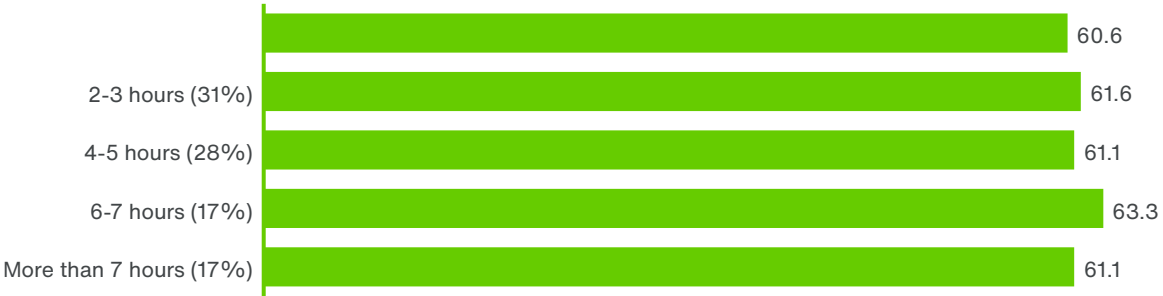
- The lowest mental health score is among 34 per cent of workers who spend six or more hours per day sitting or being inactive; this score is one point lower than workers who spend five or fewer hours per day sitting or being inactive and modestly lower than the national average (61.6)
- Nearly two in five (38 per cent) workers in the Netherlands, 37 per cent of workers in Germany, 35 per cent of workers in Spain, 34 per cent of workers in France, 32 per cent of workers in Poland, and 30 per cent of workers in Italy spend six or more hours per day sitting or being inactive



On average, how many hours per day do you spend sitting or being inactive?



MHI score by “On average, how many hours per day do you spend sitting or being inactive?”



Workers spending six or more hours per day sitting or being inactive



Workers reporting low energy lose an additional 35 days in productivity annually compared to workers reporting high energy.

- More than one-third (36 per cent) of workers rate their energy level as high on a typical day; this group has the highest mental health score (71.6), 10 points higher than the national average (61.6)
- The lowest mental health score (42.6) is among 11 per cent of workers who rate their energy level as low, 29 points lower than workers who rate their energy level as high (71.6) and 19 points lower than the national average (61.6)
- Women are 80 per cent more likely than men to report low energy levels on a typical day



How would you rate your energy level on a typical day?



MHI score by “How would you rate your energy level on a typical day?”



- Workers reporting high energy have a productivity loss of 46.4 working days per year compared to a productivity loss of 81.2 working days per year among workers reporting low energy
- More than two in five (43 per cent) workers in the Netherlands, 42 per cent of workers in France, 36 per cent of workers in Germany, 35 per cent of workers in Spain, 31 per cent of workers in Italy, and 30 per cent of workers in Poland rate their energy level as high on a typical day



Productivity loss by “How would you rate your energy level on a typical day?”



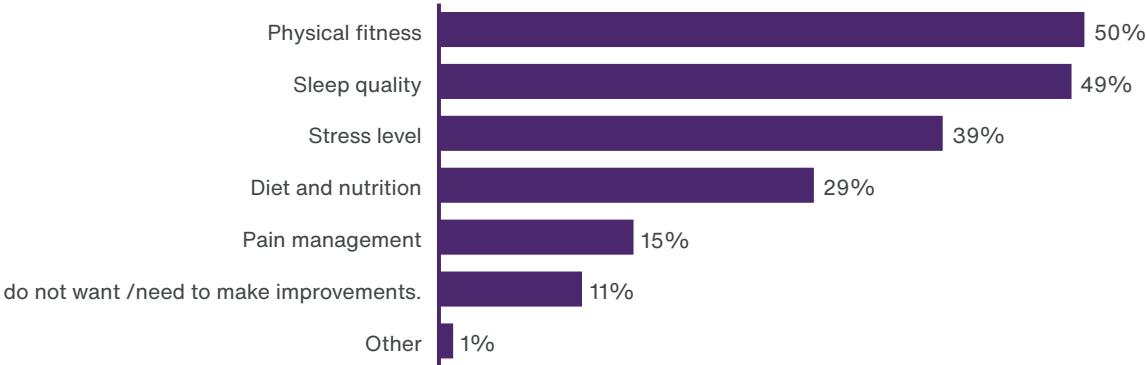
Workers rating their energy level as “high” on a typical day



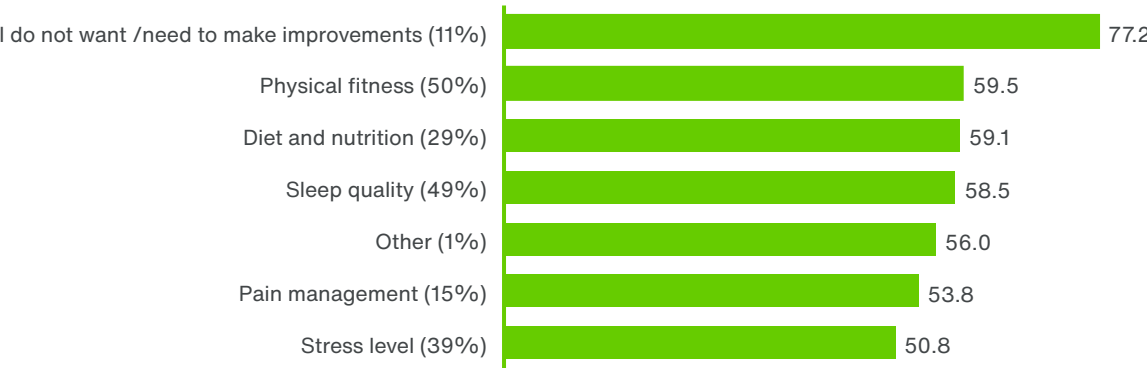
Physical fitness and sleep quality are top priorities for self-improvement. Younger workers (under 40) and workers without financial security are more likely to want to manage stress better.

- Half (50 per cent) of workers want to improve their physical fitness, 49 per cent want to improve their sleep quality, 39 per cent want to improve their stress level, 29 per cent want to improve their diet and nutrition, and 15 per cent want to improve pain management
- The lowest mental health score (50.8) is among 39 per cent of workers who want to improve their stress level, more than 26 points lower than workers who report not wanting to or needing to make improvements (77.2), and nearly 11 points lower than the national average (61.6)
- Workers without emergency savings are nearly twice as likely as workers with emergency savings to report wanting to improve their stress level
- Workers under 40 are 70 per cent more likely than workers over 50 to report wanting to improve their stress level
- Workers over 50 are nearly three times as likely as workers under 40 to report not wanting to or needing to make improvements

Which of the following do you want to improve?



MHI score by “Which of the following do you want to improve?”



- More than half (55 per cent) of workers in Poland, 55 per cent of workers in Spain, 54 per cent of workers in Germany, 48 per cent of workers in Italy, 45 per cent of workers in France, and 41 per cent of workers in the Netherlands want to improve their physical fitness



Workers wanting to improve their physical fitness



Pinpointing the drivers of feeling unwell.

Nearly three-quarters (74 per cent) of workers report feeling unwell at work at least some of the time with 36 per cent feeling mentally unwell more often and 35 per cent feeling physically unwell more often.

- More than one-third (36 per cent) of workers report feeling mentally unwell more often; this group has the lowest mental health score (50.1), more than 11 points lower than the national average (61.6) and more than nine points lower than workers who report feeling physically unwell more often (59.5)
- Nearly half (45 per cent) of workers in Italy, 43 per cent of workers in Poland, 41 per cent of workers in Spain, 32 per cent of workers in the Netherlands, 29 per cent of workers in France, and 25 per cent of workers in Germany report feeling mentally unwell more often
- Workers without emergency savings are 60 per cent more likely than workers with emergency savings to feel mentally unwell more often
- Workers under 40 are 50 per cent more likely than workers over 50 to feel mentally unwell more often
- More than one-third (35 per cent) report feeling physically unwell more often and more than one-quarter (29 per cent) report feeling mentally and physically unwell in nearly equal proportions

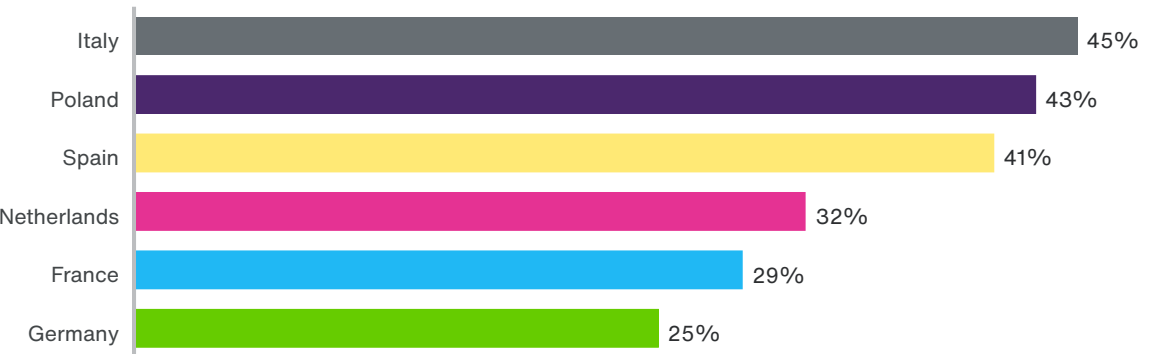
Are you more often mentally or physically unwell?



MHI score by “Are you more often mentally or physically unwell?”



Workers reporting feeling mentally unwell at work more often

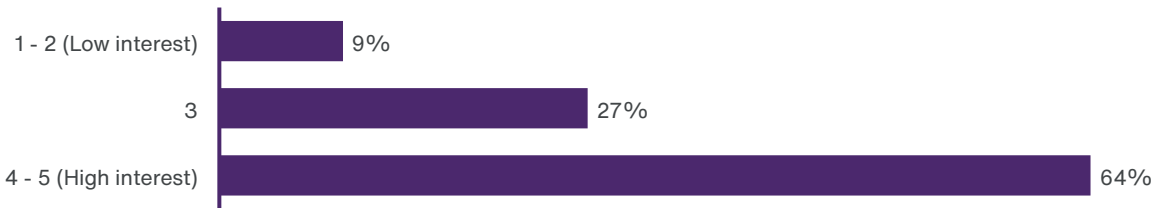


Improving health and wellbeing.

Workers reporting low interest in improving their health and wellbeing lose nearly one more week of productivity annually (3 working days) than workers reporting high interest in improving their health and wellbeing.

- Nearly two-thirds (64 per cent) of workers report high interest (rating of 4 or 5) in improving their health and wellbeing; this group has the highest mental health score (63.7), more than two points higher than the national average (61.6)
- Nine per cent report low interest (rating of 1 or 2) in improving their health and wellbeing; this group has the lowest mental health score (57.0), nearly seven points lower than workers reporting high interest (rating of 4 or 5) (63.7) and nearly five points lower than the national average (61.6)
- Workers without emergency savings are 60 per cent more likely than workers with emergency savings to report low interest in improving their health and wellbeing

How would you rate your overall interest in improving your health and wellbeing?



MHI score by “How would you rate your overall interest in improving your health and wellbeing?”



- Workers reporting high interest in improving their health and wellbeing have a productivity loss of 58.1 working days per year compared to 60.9 working days per year among workers reporting low interest in improving their health and wellbeing
- More than seven in ten (71 per cent) workers in Spain, 68 per cent of workers in Italy, 67 per cent of workers in France, 62 per cent of workers in the Netherlands, 61 per cent of workers in Germany, and 57 per cent of workers in Poland report high interest (rating of 4 or 5) in improving their health and wellbeing

Productivity loss (in working days/year) by “How would you rate your overall interest in improving your health and wellbeing?”



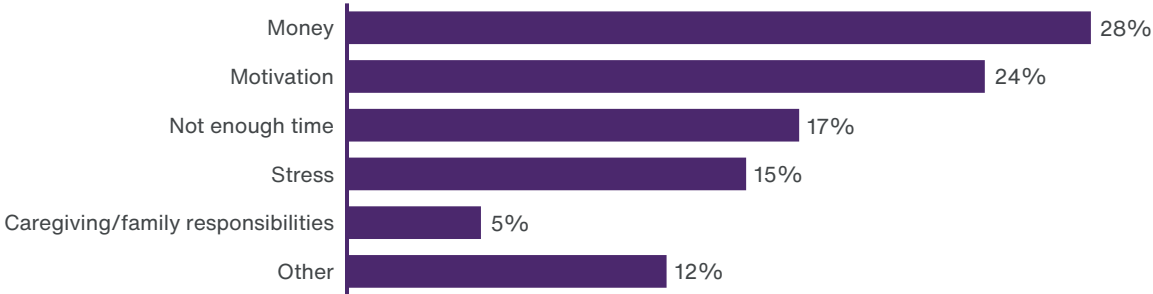
Workers reporting high interest in improving their health and wellbeing



Parents, women, and workers without emergency savings report stress as the primary obstacle to improving their health and wellbeing.

- More than one-quarter (28 per cent) of workers say money is the primary reason for low interest in improving their health and wellbeing, 24 per cent say lack of motivation is the reason, 17 per cent say they do not have enough time, and 15 per cent say stress is the reason for low interest to improve their health and wellbeing
- The lowest mental health score (46.0) is among 28 per cent of workers who say money is the primary reason for low interest in improving their health and wellbeing; the mental health score of this group is more than 15 points lower than the national average (61.6)
- Workers under 40 are 75 per cent more likely than workers over 50 to report not having enough time to improve their health and wellbeing
- Workers without emergency savings are nearly twice as likely as workers with emergency savings to say stress is the primary reason for low interest in improving their health and wellbeing
- Parents are 75 per cent more likely than non-parents to say stress is the primary reason for low interest in improving their health and wellbeing
- Women are 60 per cent more likely than men to say stress is the primary reason for low interest in improving their health and wellbeing

Why is your interest in improving your health and wellbeing low?



MHI score by “Why is your interest in improving your health and wellbeing low?”

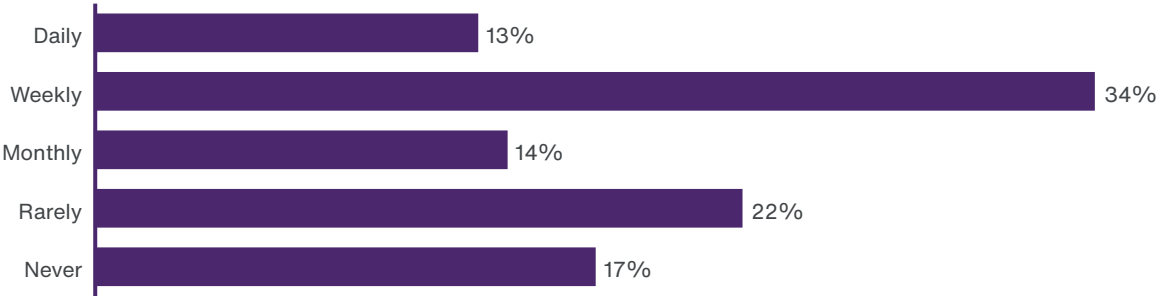


Workers who engage in daily activities/practices promoting mental wellbeing have higher mental health scores compared to those who only participate weekly or less often.

- Nearly one in seven (13 per cent) workers participate in daily activities/practices that promote mental wellbeing; this group has the highest mental health score (66.2), nearly five points higher than the national average (61.6)
- The lowest mental health score (57.6) is among 14 per cent of workers who participate in monthly activities/practices that promote mental wellbeing, nearly nine points lower than workers who participate daily and four points lower than the national average (61.6)



How often do you participate in activities or practices that promote mental wellbeing?

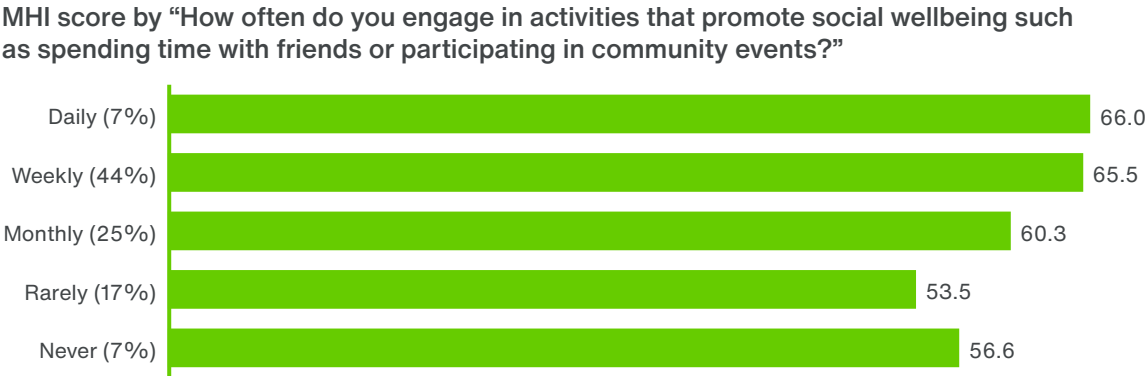
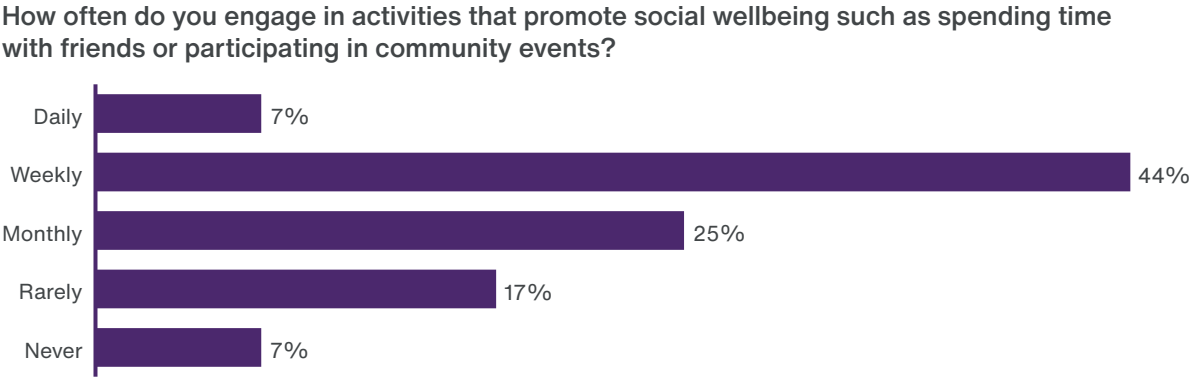


MHI score by “How often do you participate in activities or practices that promote mental wellbeing?”



Fewer than one in ten workers engage in daily activities that promote social wellbeing, with non-managers more than twice as likely to report never participating in social activities.

- Fewer than one in ten (seven per cent) workers participate in daily activities that promote social wellbeing, yet this group has the highest mental health score (66.0), more than four points higher than the national average (61.6)
- The lowest mental health score (53.5) is among 17 per cent of workers who rarely participate in activities that promote social wellbeing, more than 12 points lower than workers who participate daily (66.0) and eight points lower than the national average (61.6)
- Non-managers are more than twice as likely as managers to report never participating in activities/practices that promote social wellbeing



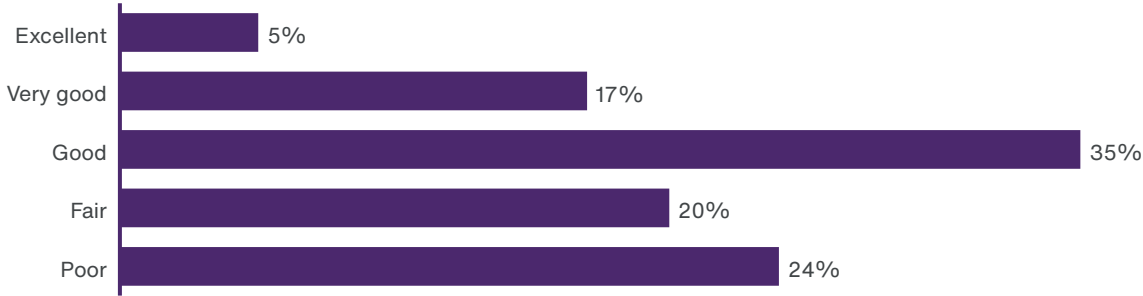
Employer support for wellbeing.

Workers rating poor employer support for their physical wellbeing have a mental health score 14 points lower than workers reporting excellent support and lose an additional 18 working days in productivity annually.

- More than one in five (22 per cent) workers rate employer support for physical wellbeing as very good/excellent; this group has the highest mental health scores (65.5 and 70.5 respectively), at least four points higher than the national average (61.6)
- The lowest mental health score (56.0) is among 24 per cent of workers rating employer support for physical wellbeing as poor, at least nine points lower than workers rating support as very good/excellent and nearly six points lower than the national average (61.6)



How would you rate the support provided by your employer for your physical wellbeing?

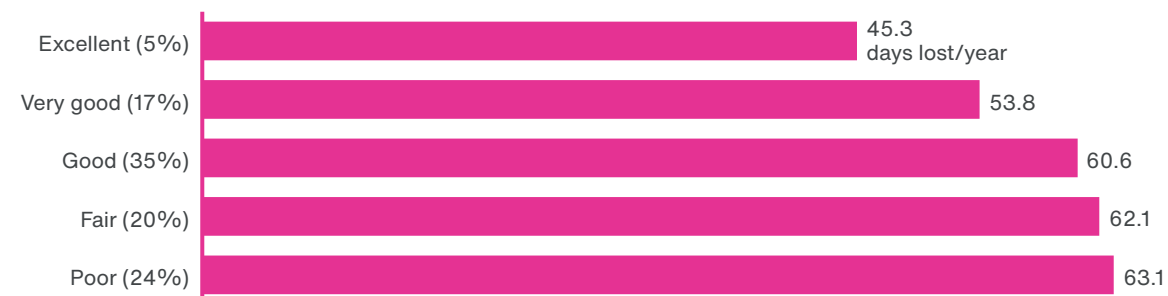


MHI score by “How would you rate the support provided by your employer for your physical wellbeing?”



- Productivity losses increase as the employer's rating for support declines; workers rating employer support for physical wellbeing as excellent lose 45.3 working days per year in productivity compared to 63.1 working days per year in productivity loss among workers rating employer support as poor
- One-quarter (25 per cent) of workers in Germany, 24 per cent of workers in Spain, 21 per cent of workers in France, 21 per cent of workers in Italy, 20 per cent of workers in the Netherlands, and 20 per cent of workers in Poland rate employer support for physical wellbeing as very good/excellent

Productivity loss (in working days/year) by “How would you rate the support provided by your employer for your physical wellbeing?”



Workers rating employer support for physical wellbeing as very good/excellent

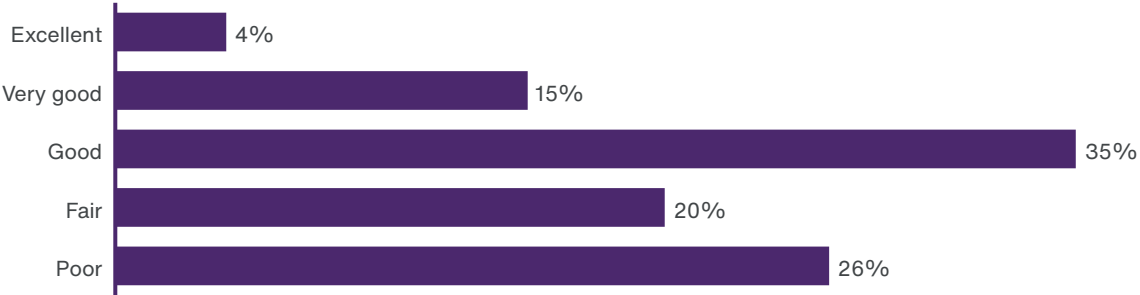


Workers rating poor employer support for their mental wellbeing have a mental health score 17 points lower than workers reporting excellent support and lose an additional 20 working days in productivity annually.

- Nearly one in five (19 per cent) workers rate employer support for mental wellbeing as very good/excellent; this group has the highest mental health scores (66.4 and 72.4 respectively), at least five points higher than the national average (61.6)
- The lowest mental health score (55.4) is among 26 per cent of workers rating employer support as poor, at least 11 points lower than workers rating support as very good/excellent and more than six points lower than the national average (61.6)



How would you rate the support provided by your employer for your mental wellbeing?

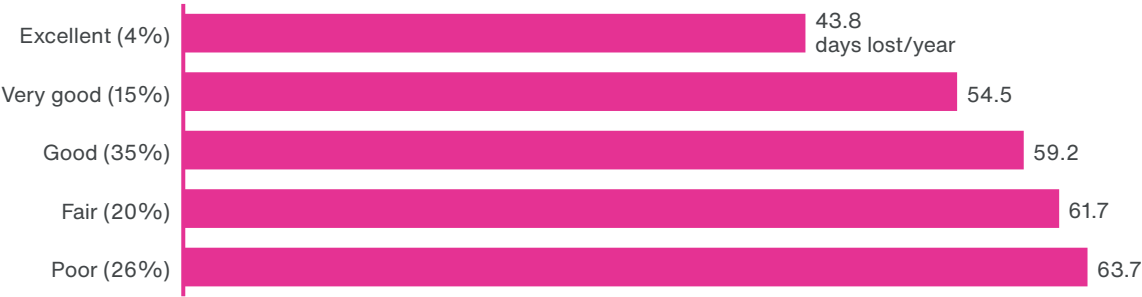


MHI score by “How would you rate the support provided by your employer for your mental wellbeing?”



- Productivity losses increase as the employer’s rating for support declines; workers rating employer support for mental wellbeing as excellent lose 43.8 working days per year in productivity compared to 63.7 working days per year in productivity loss among workers rating employer support as poor
- One in five (20 per cent) workers in Germany, 20 per cent of workers in Spain, 20 per cent of workers in the Netherlands, 19 per cent of workers in Italy, 18 per cent of workers in France, and 18 per cent of workers in Poland rate employer support for mental wellbeing as very good/excellent

Productivity loss (in working days/year) by “How would you rate the support provided by your employer for your mental wellbeing?”



Workers rating employer support for mental wellbeing as very good/excellent

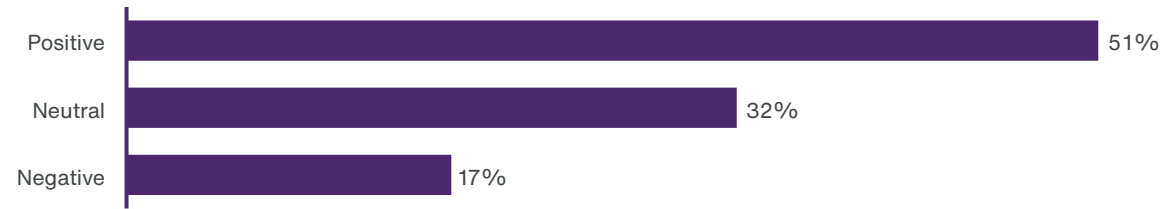


Experience with healthcare.

More one in six (17 per cent) workers report a negative experience with the healthcare system, with workers without emergency savings bearing a disproportionately higher rate of negative encounters compared to workers with emergency savings.

- Just over half (51 per cent) of workers report a positive experience with the healthcare system; this group has the highest mental health score (67.7), six points higher than the national average (61.6)
- More than one in six (17 per cent) report a negative experience with the healthcare system; this group has the lowest mental health score (51.3), more than 16 points lower than workers reporting a positive experience (67.7) and more than 10 points lower than the national average (61.6)
- Three in ten (30 per cent) workers in Poland, 17 per cent of workers in Spain, 17 per cent of workers in Italy, 16 per cent of workers in Germany, 13 per cent of workers in the Netherlands, and 10 per cent of workers in France report a negative experience with the healthcare system
- Workers without emergency savings are 60 per cent more likely than workers with emergency savings to report a negative experience with the healthcare system

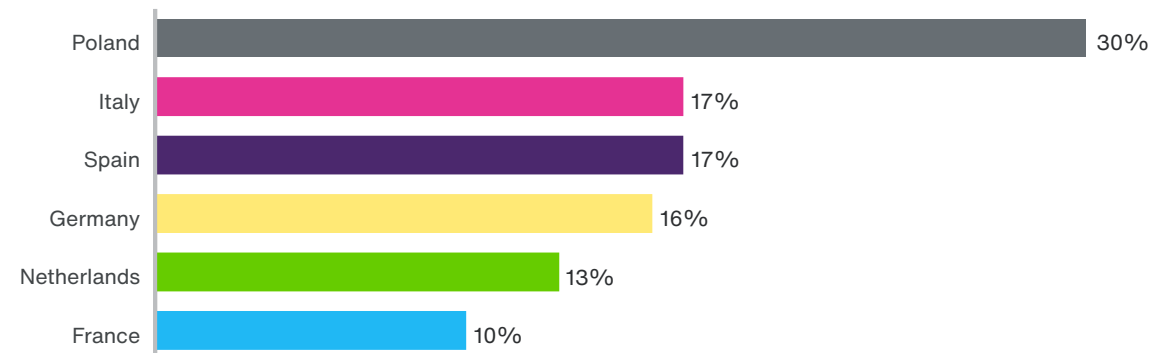
In general, how would you rate your experience with the healthcare system?



MHI score by “In general, how would you rate your experience with the healthcare system?”



Workers reporting a negative experience with the healthcare system



Overview of the TELUS Mental Health Index.

The mental health and wellbeing of a population are essential to overall health and work productivity. The Mental Health Index provides a measure of the current mental health status of employed adults. Increases and decreases in the MHI are intended to predict cost and productivity risks and inform the need for investment in mental health support by business and government.

The Mental Health Index report has two parts:

1. The overall Mental Health Index (MHI).
2. A spotlight section that reflects the specific impact of current issues in the community.

Methodology

Data for this report is collected through an online survey of 500 people in each of France, Germany, Italy, Netherlands, Poland, and Spain and are currently employed or who were employed within the prior six months. Participants are selected to be representative of the age, gender, industry, and geographic distribution in their respective countries. Respondents are asked to consider the prior two weeks when answering each question. Data for the current report was collected between September 16 and September 30, 2024.

Calculations

To create the Mental Health Index, a response scoring system is applied to turn individual responses into point values. Higher point values are associated with better mental health and less mental health risk. The sum of scores is divided by the total number of possible points to generate a score out of 100. The raw score is the mathematical mean of the individual scores. Distribution of scores is defined according to the following scale:

Distressed 0 - 49 **Strained** 50-79 **Optimal** 80 - 100

Additional data and analyses.

Demographic breakdowns of sub-scores and specific cross-correlational and custom analyses are available upon request. Benchmarking against the national results or any sub-group is available upon request.

Contact MHI@telushealth.com





www.telushealth.com

