



# MIND HEALTH REPORT COUNTRY REPORT SWITZERLAND

*January-February 2024*

GAME CHANGERS



**Ipsos France – Public Affairs**

Contacts

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## MIND HEALTH IN SWITZERLAND IS BETTER THAN THE AVERAGE, BUT MEDICAL MONITORING COULD BE OPTIMIZED

- Mental health is not worsening, there are even some improvements in Switzerland
- Nonetheless many people misjudge their mental health...
- ...and healthcare coverage and monitoring could be optimized

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## MENTAL/PSYCHOLOGICAL DIFFICULTIES ENDURED AT WORKPLACE ARE REACHING HIGH LEVELS

- Although the working population feel that work is not the unique cause of their mental and psychological difficulties
- ...in reality, most of the working population suffers from multiple mental health problems related to work and consequently signs of disengagement are pronounced.
- Beyond disengagement, absenteeism tends to be less of a problem in Switzerland

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## GIVEN THE WIDE VARIETY OF SUFFERING SITUATIONS, MORE SUPPORT FROM THE COMPANY IS AWAITED BY THE WORKING POPULATION

- Most of Swiss employees consider they'll find mental health support around them
- ...on the other hand, when it comes to company, employees are not so positive about the support provided.
- Given the wide variety of suffering situations, solutions must be diverse and meet everyone's needs.

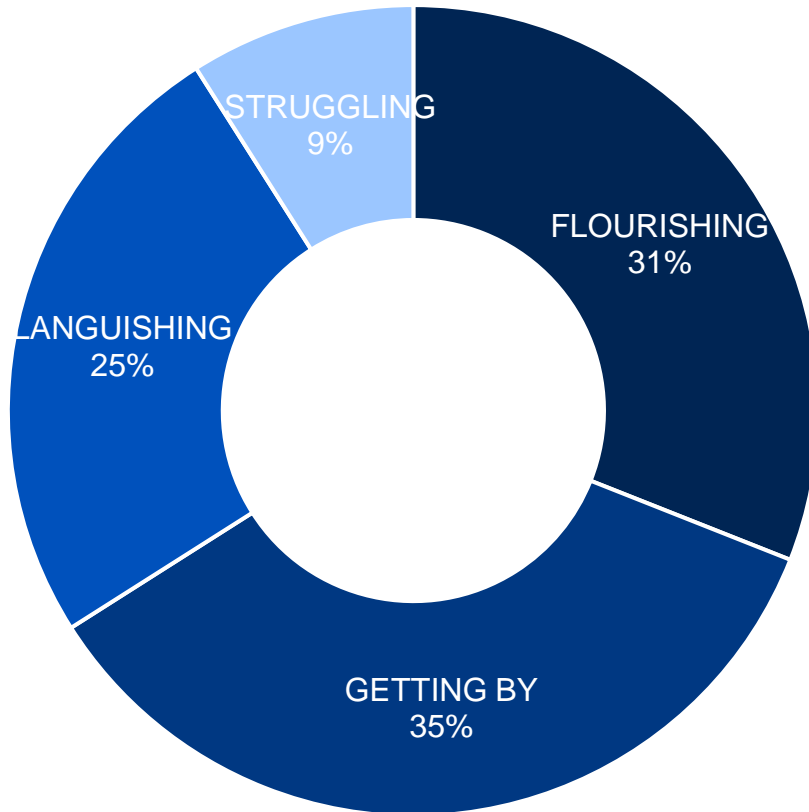
**MIND HEALTH IN  
SWITZERLAND IS  
BETTER THAN THE  
AVERAGE, BUT  
MEDICAL  
MONITORING COULD  
BE OPTIMIZED**

**1.1**

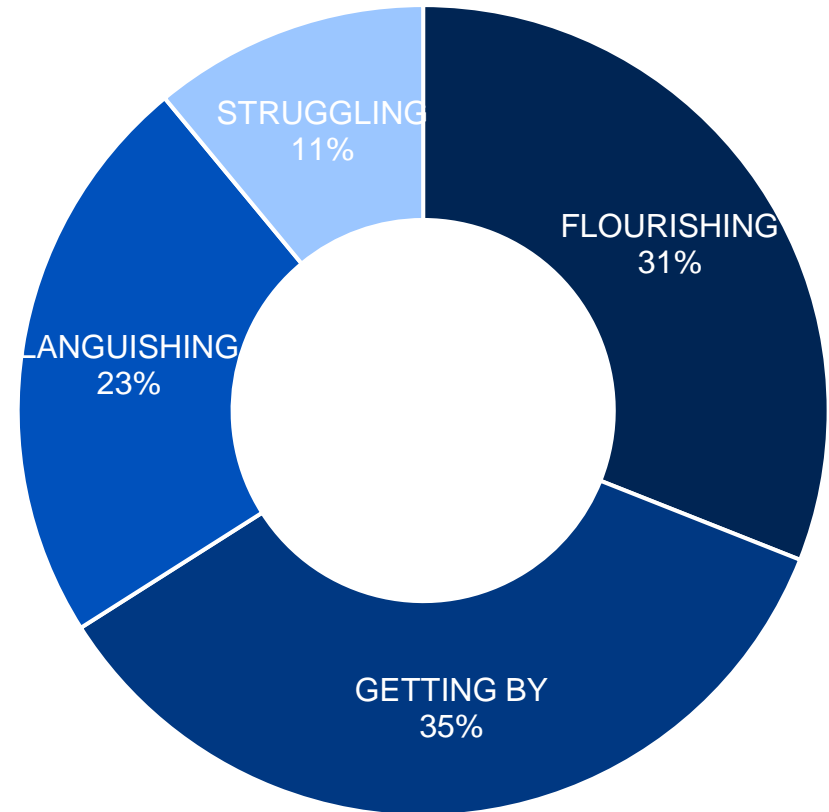
**MENTAL HEALTH IS NOT  
WORSENING, SWITZERLAND MIND  
HEALTH IS BETTER COMPARED TO  
THE AVERAGE**

# MHI IN SWITZERLAND

2022 MHI

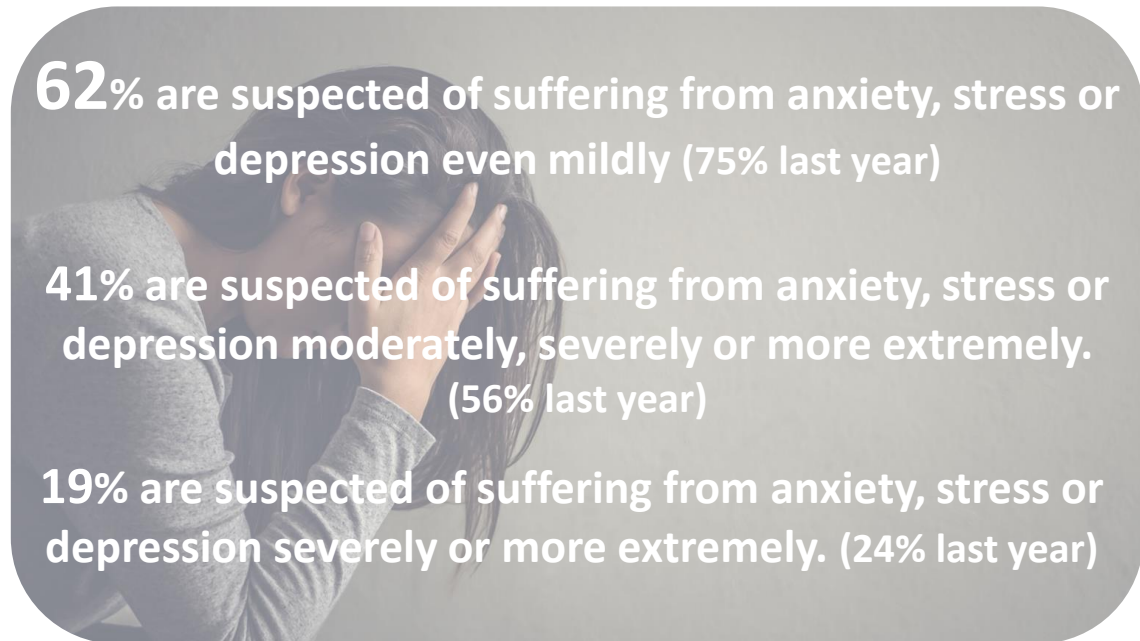


2023 MHI



# THE DASS SCORE CONFIRMS THAT THE GENERAL POPULATION MIND HEALTH IS NOT ALL THAT 'GOOD' BUT THERE ARE IMPROVEMENTS.

	ALL	2022 WAVE
<b>DEPRESSION</b>		
Extremely Severe	3	2
Severe	6	8
Moderate	5	6
Mild	21	27
Normal	65	57
		<b>35</b>
		<b>43</b>
<b>ANXIETY</b>		
Extremely Severe	1	2
Severe	1	2
Moderate	4	2
Mild	8	10
Normal	86	84
		<b>14</b>
		<b>16</b>
<b>STRESS</b>		
Extremely Severe	5	6
Severe	11	14
Moderate	24	34
Mild	18	18
Normal	42	28
		<b>58</b>
		<b>72</b>



**62%** are suspected of suffering from anxiety, stress or depression even mildly (75% last year)

**41%** are suspected of suffering from anxiety, stress or depression moderately, severely or more extremely. (56% last year)

**19%** are suspected of suffering from anxiety, stress or depression severely or more extremely. (24% last year)

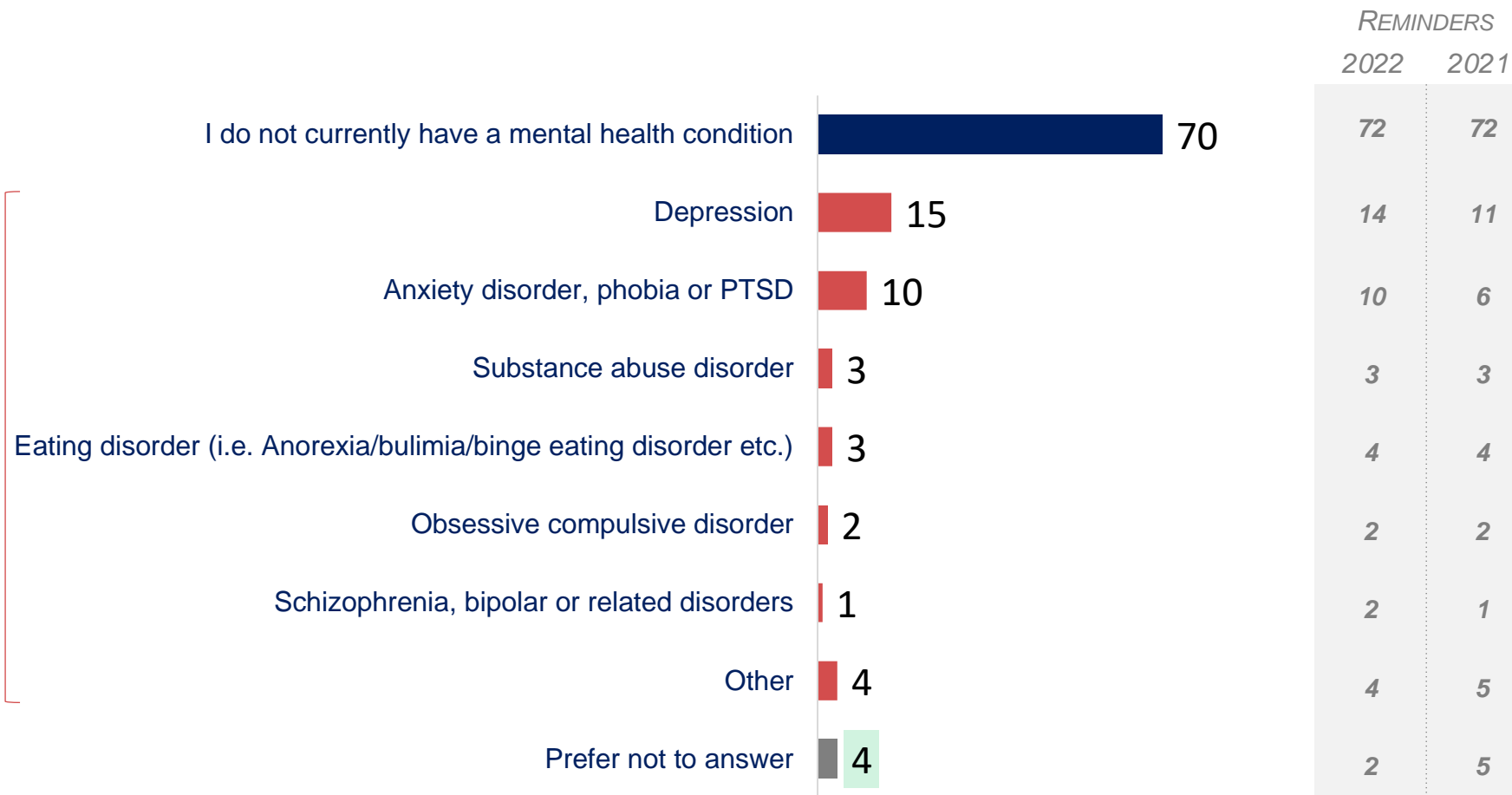
QA15 : Please indicate how much each statement applied to you OVER THE PAST WEEK  
 Base : To all

# AND MORE SPECIFICALLY, MORE THAN A QUARTER REPORTS A CURRENT MENTAL HEALTH CONDITION.

**26%**  
**Currently suffer from mental health conditions**

2022 : 26%

2021 : 23%



QA5 : Are you currently experiencing any of the following mental health conditions ?  
 Base : To all

Several possible answers (total may be superior to 100)

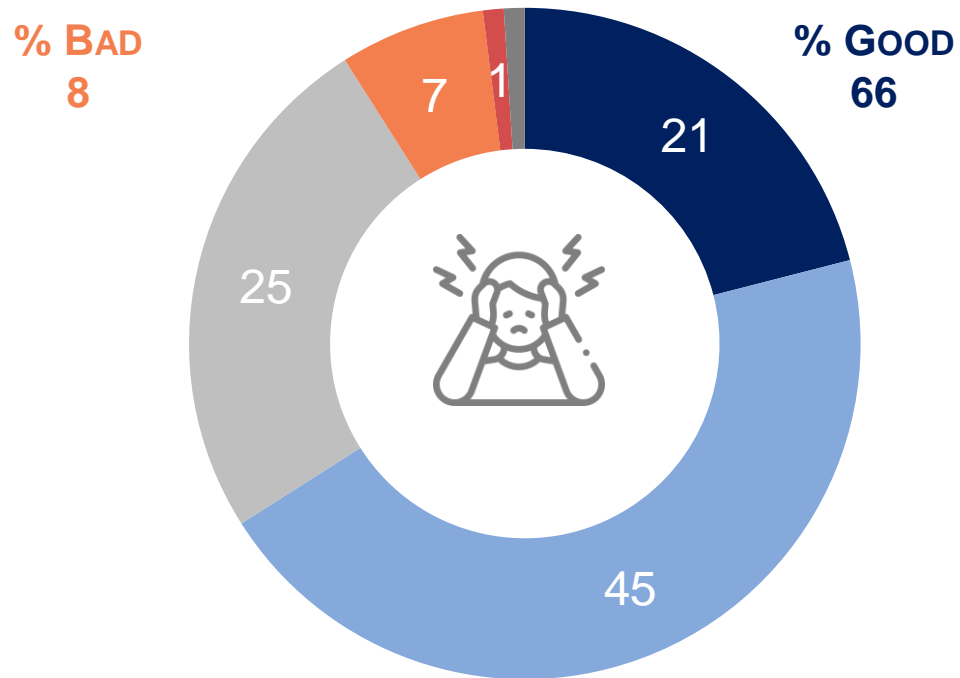
**MIND HEALTH IN  
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BETTER THAN THE  
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MEDICAL  
MONITORING COULD  
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**1.2**

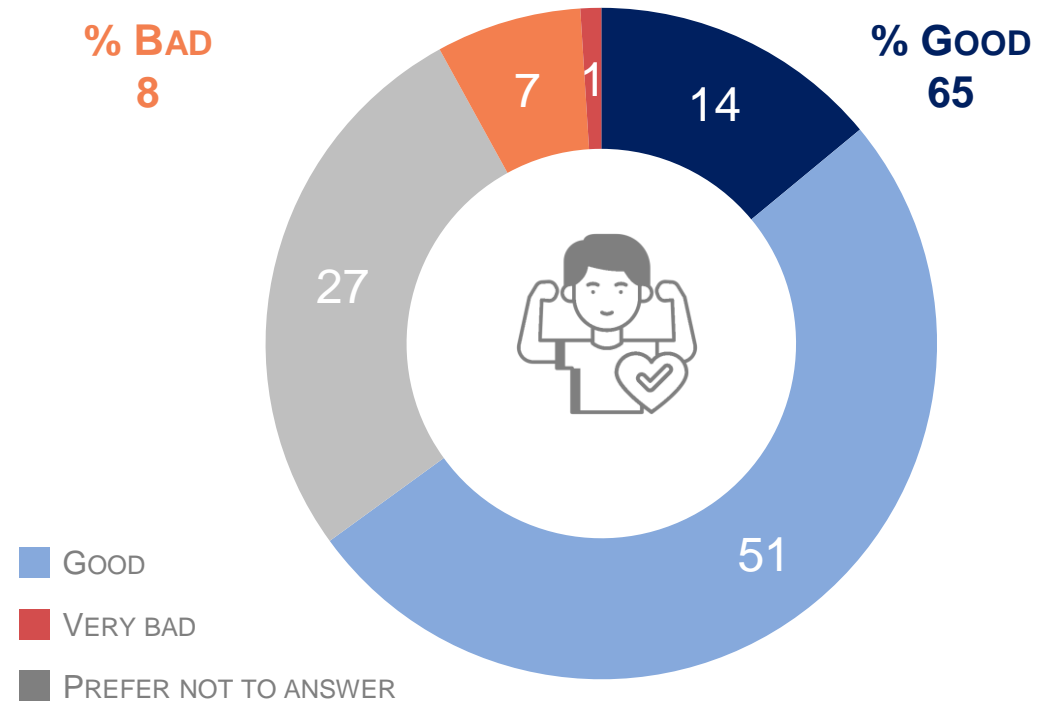
**YET, MANY PEOPLE MISJUDGE  
THEIR MENTAL HEALTH  
ESPECIALLY THE SUFFERERS**

2/3 CONSIDER THEIR MENTAL HEALTH TO BE GOOD, A MINORITY CONSIDER IT 'VERY GOOD' AND A QUARTER CONSIDER IT IN THE "AVERAGE".

YOUR MENTAL HEALTH



YOUR PHYSICAL HEALTH



- VERY GOOD
- GOOD
- AVERAGE
- VERY BAD
- BAD
- PREFER NOT TO ANSWER

New question

V3Q1: First of all, how do you evaluate...?  
Base : To all



# SELF-EVALUATION OF MENTAL HEALTH AMONG POPULATION AFFECTED WITH DEPRESSION, ANXIETY, STRESS: MANY UNDERESTIMATE THEIR MENTAL HEALTH.



## SELF EVALUATION OF MENTAL HEALTH...



		Depression, Anxiety, Stress (scoring)			
		Suspected of having at least one	Depression	Anxiety	Stress
		610	339	133	574
Good	66	53	36	28	53
Average	25	34	43	40	33
Bad	8	12	19	29	13



Suspected of having at least one <u>severely or extremely severely</u>
24
49
24

New question

V3Q1: First of all, how do you evaluate...?  
Base : To all



**MIND HEALTH IN  
SWITZERLAND IS  
BETTER THAN THE  
AVERAGE, BUT  
MEDICAL  
MONITORING COULD  
BE OPTIMIZED**

**1.3**

**AND HEALTHCARE COVERAGE AND  
MONITORING COULD BE  
OPTIMIZED**

# AMONG INDIVIDUALS SUSPECTED OF HAVING A DEPRESSION, ANXIETY OR STRESS, STILL A SIGNIFICANT PROPORTION HAVE NOT VISITED A HCP THIS YEAR.



		DEPRESSION, ANXIETY, STRESS (SCORING)				 Suspected of having at least one <u>severely or extremely severely</u>
		 GENERAL POPULATION Suspected of having at least one	Depression	Anxiety	Stress	
		610	339	133	574	
<b>% HAVE VISITED AT LEAST ONE HEALTHCARE PROFESSIONAL FOR A PSYCHOLOGICAL OR MENTAL HEALTH PROBLEM</b>	<b>54</b>	59	64	68	59	65
<b>% No HCP VISITED FOR A PSYCHOLOGICAL OR MENTAL HEALTH PROBLEM</b>	<b>44</b>	39	34	27	39	32

The total of these 2 answers is not 100%, as some preferred not to answer

New

question

V3Q2: In the last 12 months, have you visited the following healthcare professionals for a psychological or mental health problem?

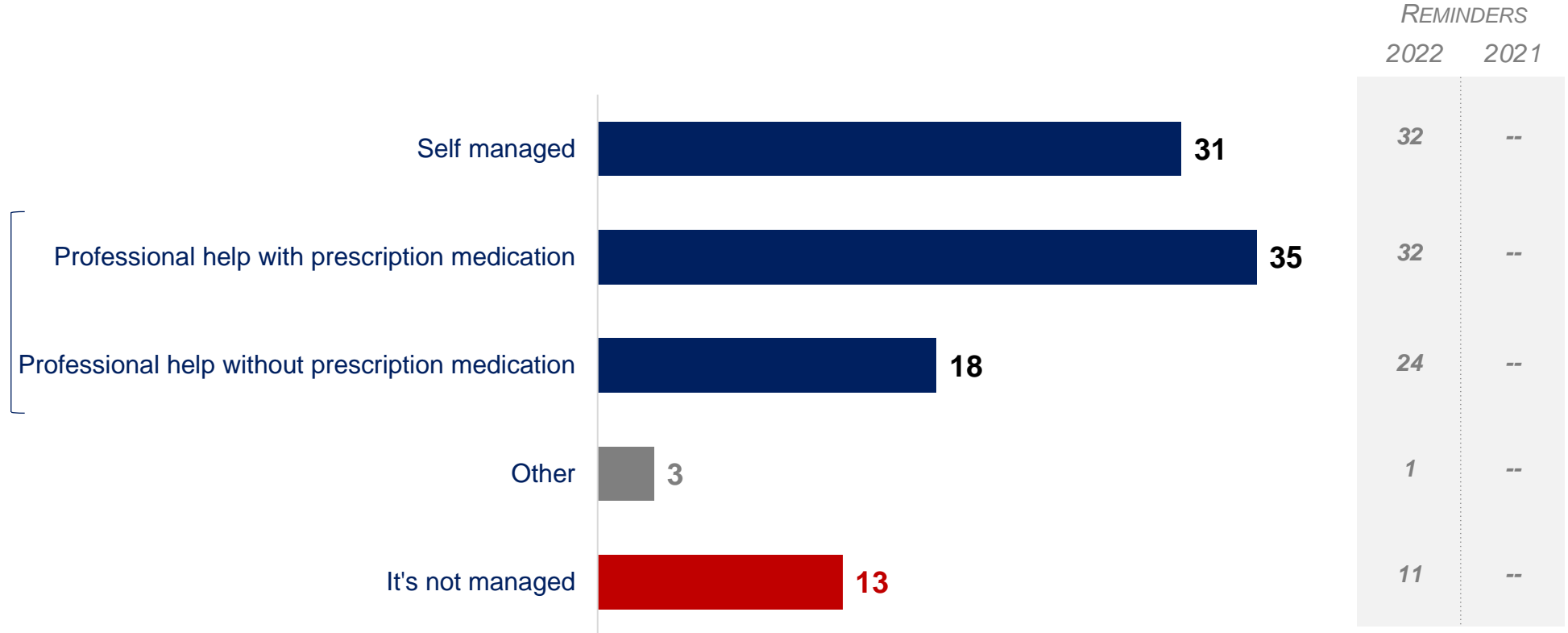
Base : To all



**THE WAY OF MANAGING ONE’S MENTAL CONDITION IS VERY STEADY IN SWITZERLAND: NEARLY A THIRD SELF MANAGES AND AROUND A HALF MANAGE WITH PROFESSIONAL HELP.**

**53 %**  
**PROFESSIONAL HELP**

2022 : 56  
2021 : Not asked

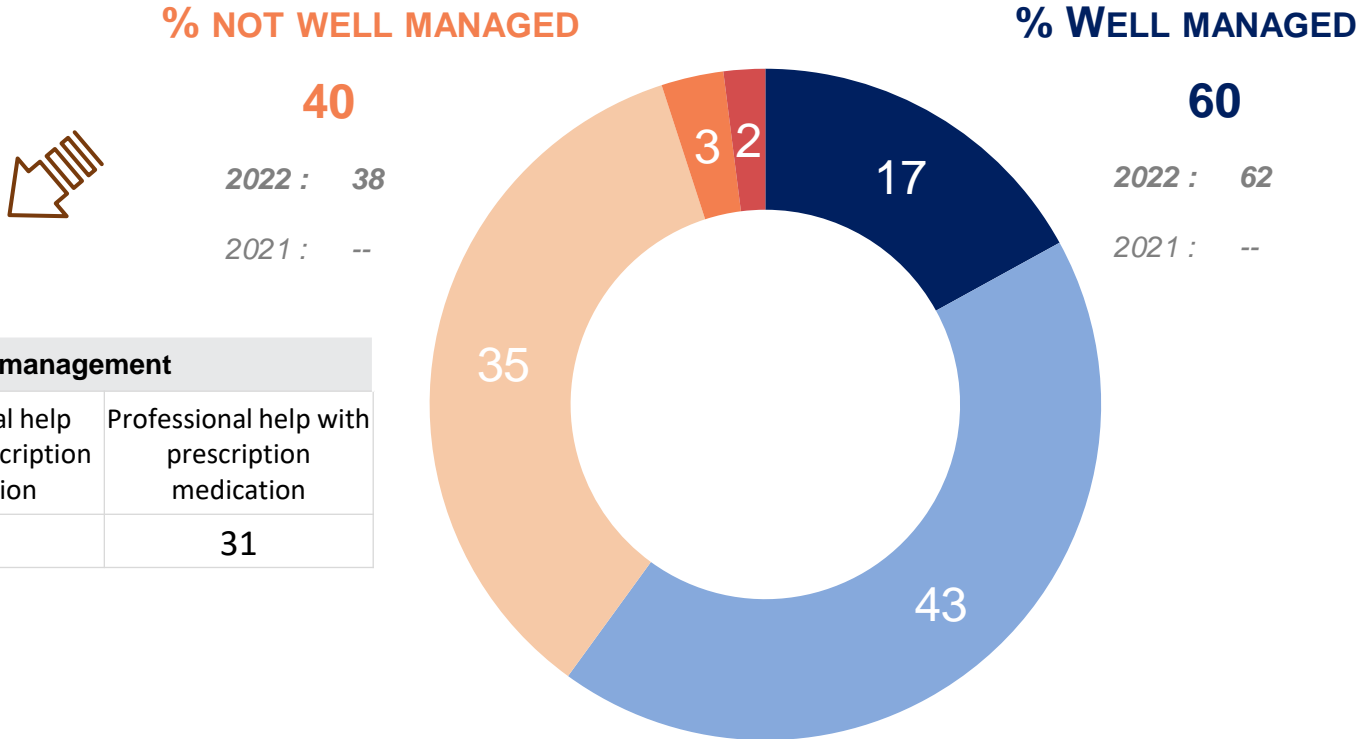


QA7B : How is this condition currently managed?  
Base : Individuals with current mental health conditions, N = 257

**...AND A MAJORITY SAY THAT THEIR CONDITIONS ARE WELL MANAGED. BUT, STILL THERE IS A ROOM FOR IMPROVEMENT FOR THE 40% WHO CONSIDER NOT WELL MANAGED.**

■ VERY WELL MANAGED  
 ■ WELL MANAGED  
 ■ COULD BE BETTER  
 ■ POORLY MANAGED  
 ■ VERY POORLY MANAGED

**CURRENT MENTAL HEALTH CONDITIONS**



According to the management		
Self-managed	Professional help without prescription medication	Professional help with prescription medication
53	29	31

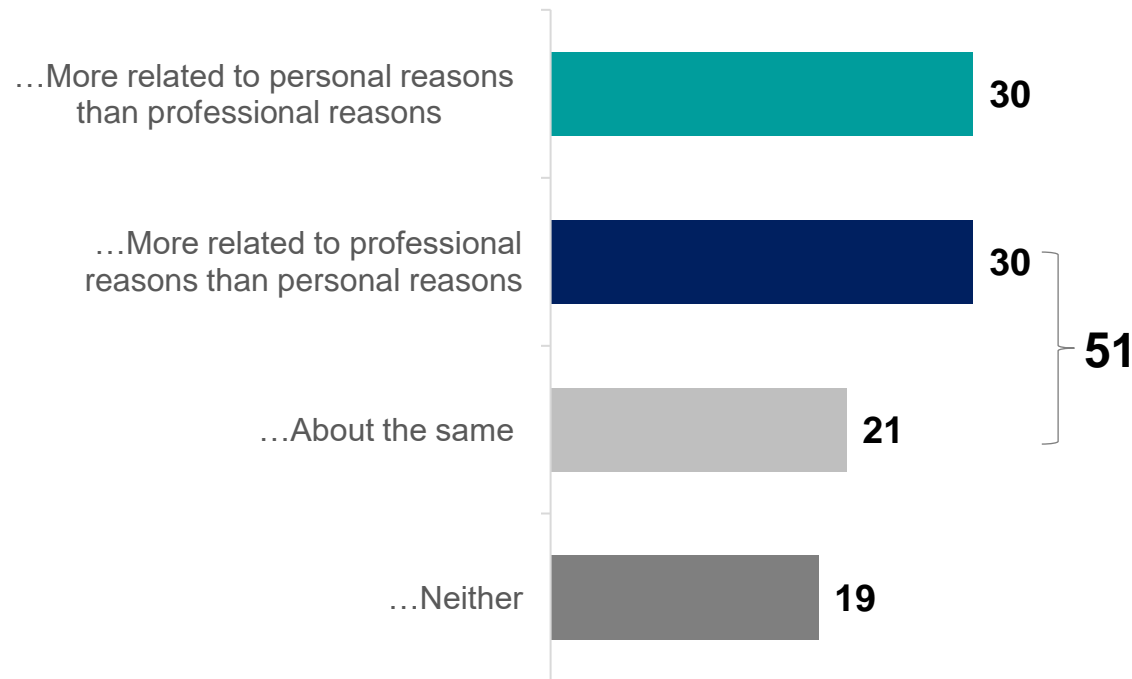
QA8 : How well do you feel this condition is managed?  
 Base : Individuals with current mental health conditions which are managed, N = 223

**MENTAL/  
PSYCHOLOGICAL  
DIFFICULTIES ENDURED  
AT WORKPLACE ARE  
REACHING HIGH LEVELS**

# 2.1

**THE SWISS WORKING  
POPULATION FEEL THAT THE  
PROFESSIONAL SPHERE IS  
CAUSING MENTAL AND  
PSYCHOLOGICAL DIFFICULTIES**

# THE ORIGINS OF THE MENTAL/PSYCHOLOGICAL DIFFICULTIES ARE DIVERSE. THE PROFESSIONAL SPHERE IS NOT THE ONLY ORIGIN OF THEIR DIFFICULTIES.



## % MORE RELATED TO PROFESSIONAL REASONS THAN PERSONAL REASONS

### SIGNIFICANT PROFILES:

Gender		Age				
Males	Females	18-24	25-34	35-44	45-54	55+
30	29	40	32	27	27	28

Occupation			In charge of management	
High	Intermediate	Elementary	Yes	No
35	28	26	33	27

Size of the company/organization		
Less than 250	250-999	1000+
27	36	29

New

question

V3Q9: When you think about the mental/psychological difficulties you may currently experience, would you say they are...

Base : working population, n = 709

**MENTAL/  
PSYCHOLOGICAL  
DIFFICULTIES ENDURED  
AT WORKPLACE ARE  
REACHING HIGH LEVELS**

## 2.2

**INDEED, MOST OF THE WORKING POPULATION SUFFERS FROM MULTIPLE MENTAL HEALTH PROBLEMS RELATED TO WORK AND CONSEQUENTLY SIGNS OF DISENGAGEMENT ARE PRONOUNCED – EVEN IF THESE LEVELS ARE LOWER THAN IN THE REST OF THE WORLD**



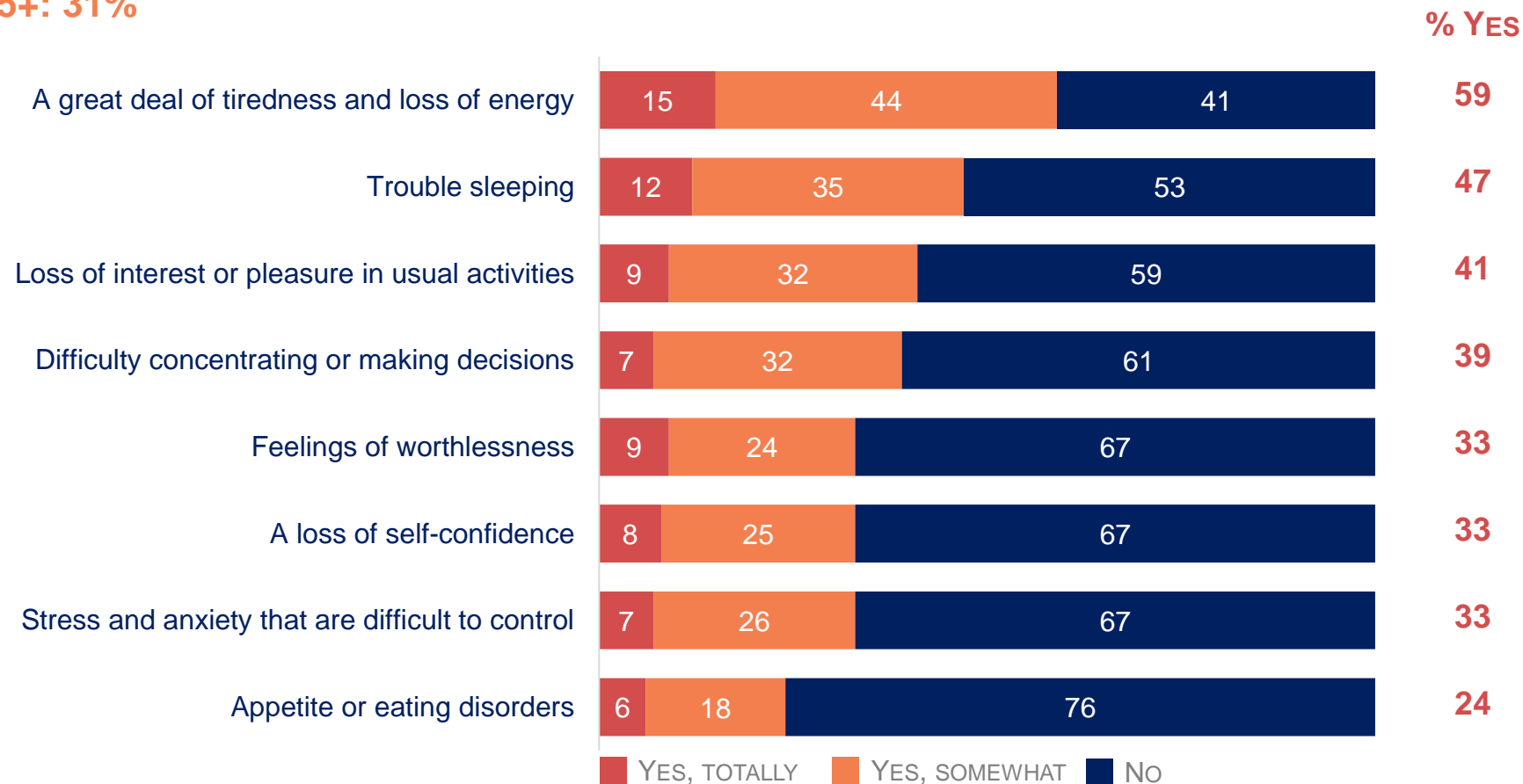
# AS A RESULT OF WORK ENVIRONMENT, ¾ ARE EXPERIENCING CONSEQUENCES SUCH AS TIREDNESS, TROUBLE SLEEPING, STRESS, LOSS OF INTEREST.

At least one of these consequences for **77%**

1-2 consequences: 26%

3-4: 20%

5+: 31%



3,1 consequences on average (vs 3,6 consequences in the global results)

New question

V3Q14: Are you currently experiencing any of the following as a result of the environment at work?  
Base : working population, n = 709

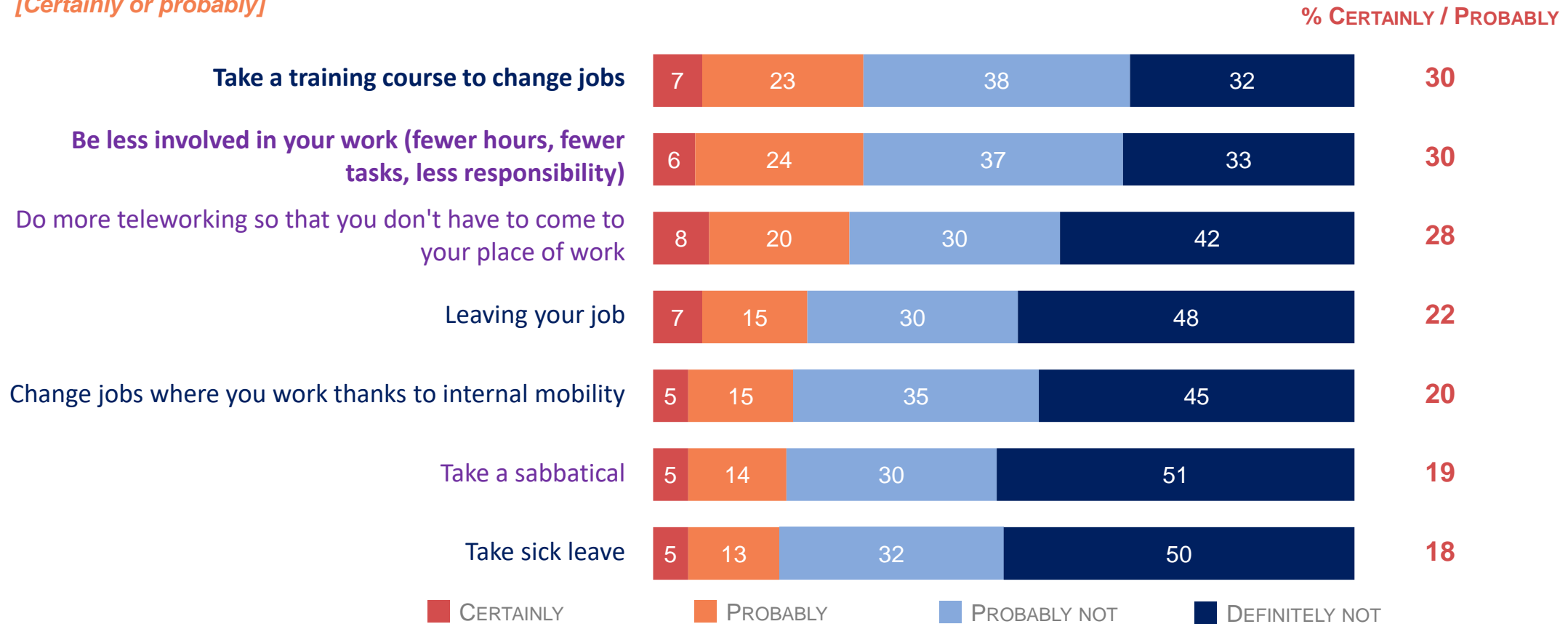
# THAT BEING SAID, SIGNS OF EMPLOYEE DISENGAGEMENT ARE MORE THAN NOTICEABLE. 62% PLANNED ONE OF THESE ACTIONS.

At least one action planned for **62%**

At least one dealing with less presence: **52%**

At least one dealing with jobs changes/quit: **43%**

[Certainly or probably]



New question

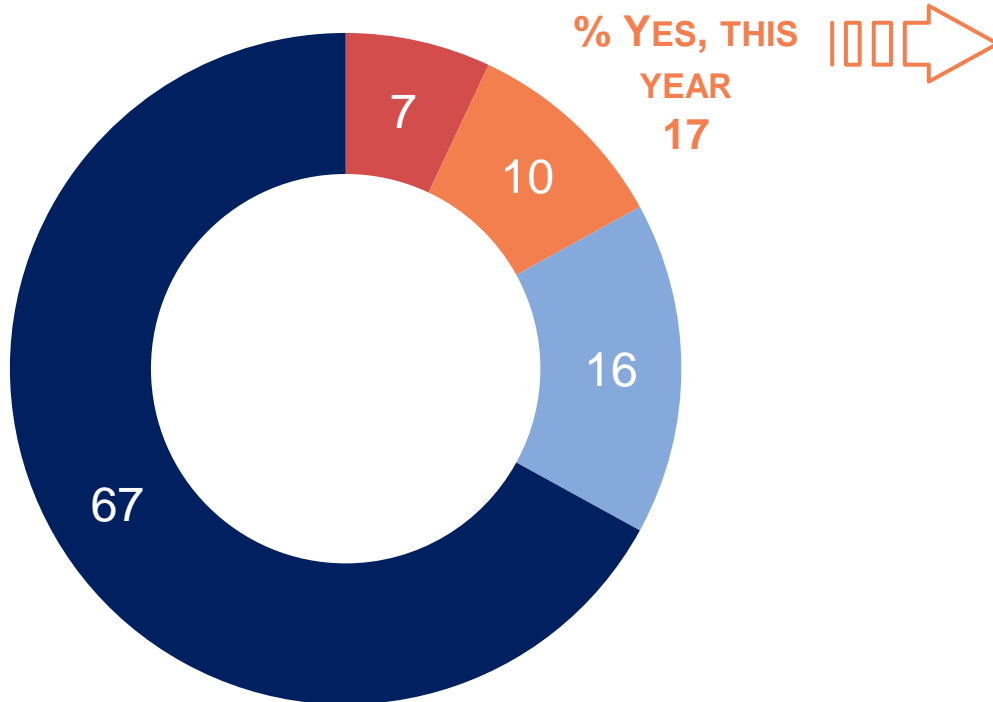
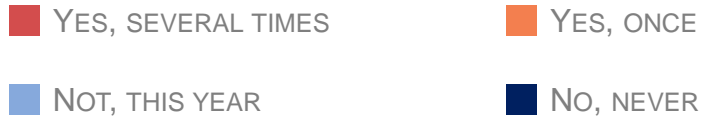
V3Q15: Do you plan to do any of the following because of the impact of your work on your psychological well-being?  
 Base : working population, n = 709

**MENTAL/  
PSYCHOLOGICAL  
DIFFICULTIES ENDURED  
AT WORKPLACE ARE  
REACHING HIGH LEVELS**

**2.3**

**BEYOND DISENGAGEMENT,  
ABSENTEEISM TENDS TO BE LESS  
OF A PROBLEM IN SWITZERLAND**

# 17% WERE ON SICK LEAVE FOR MENTAL/PSYCHOLOGICAL HEALTH THIS YEAR.



## SIGNIFICANT PROFILES:

Gender		Age				
Males	Females	18-24	25-34	35-44	45-54	55+
17	17	30	24	15	10	13

Occupation			In charge of management	
High	Intermediate	Elementary	Yes	No
17	16	19	19	15

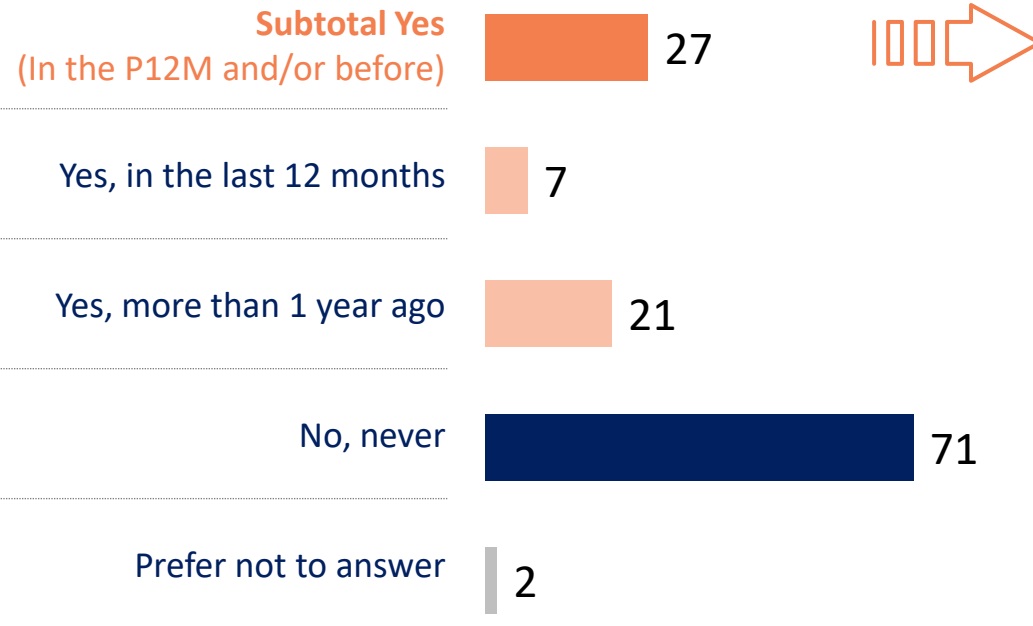
  

Size of the company/organization		
Less than 250	250-999	1000+
17	18	15

New question

V3Q19: Over the last 12 months, have you been on sick leave for problems related to your mental/psychological health ?  
Base : working population, n = 709

# THIS YEAR, 7% CONSIDER THEY EXPERIENCED BURN OUT.

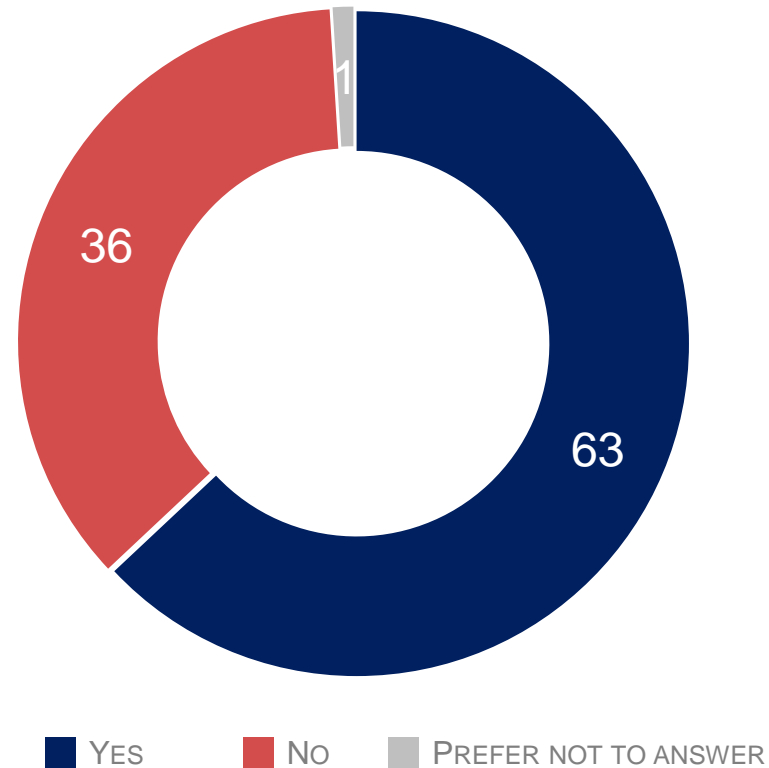


## SIGNIFICANT PROFILES:

Gender		Age				
Males	Females	18-24	25-34	35-44	45-54	55+
26	28	34	27	29	21	28
Occupation			In charge of management			
High	Intermediate	Elementary	Yes	No		
30	26	25	30	24		
Size of the company/organization						
Less than 250	250-999	1000+				
28	30	21				

**New question** V3Q16: Personally, have you experienced a burn-out as a result of your professional activity?  
Base : working population, n = 709

# A MAJORITY OF THE SUFFERERS VISITED A HEALTH PROFESSIONAL DURING THEIR BURN OUT



**New**  
question

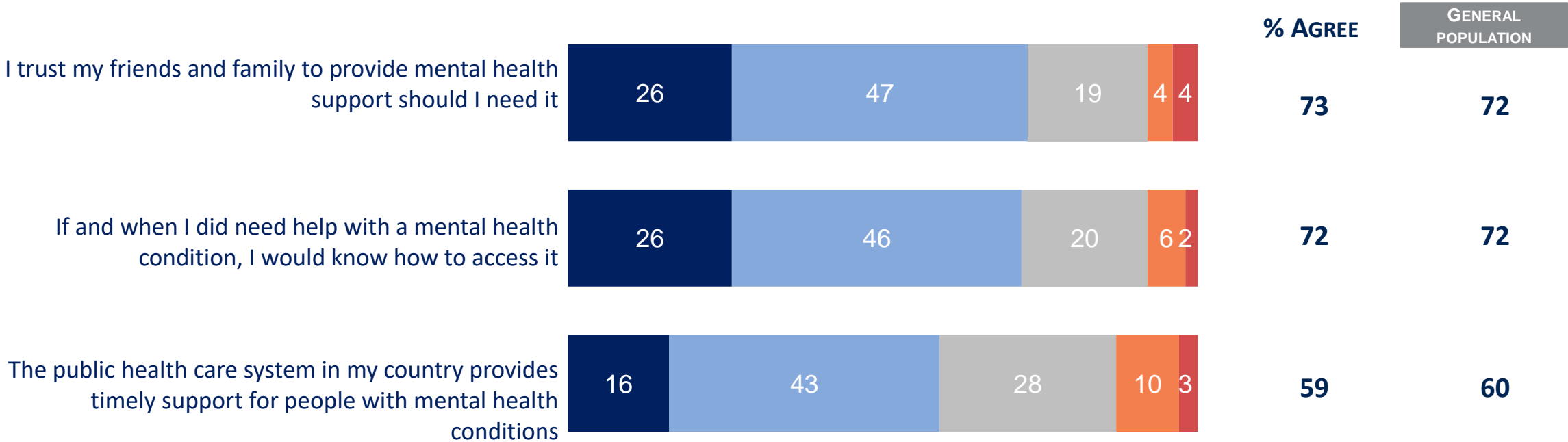
V3Q17: And did you visit a healthcare professional when you suffered from burn out ?  
Base : working population who suffered from a burn out, n = 188

**GIVEN THE WIDE  
VARIETY OF SUFFERING  
SITUATIONS, MORE  
SUPPORT FROM THE  
COMPANY IS AWAITED BY  
THE WORKING  
POPULATION**

**3.1**

**MOST OF SWISS EMPLOYEES  
CONSIDER THEY'LL FIND MENTAL  
HEALTH SUPPORT AROUND THEM**

**PEOPLE ARE MORE LIKELY TO TURN TO FAMILY AND FRIENDS TO GET MH SUPPORT. THAT'S TRUE FOR EMPLOYEE AND GENERAL POPULATIONS. LESS FEEL THAT THE HEALTHCARE SYSTEM PROVIDES SUPPORT FOR PEOPLE WITH MH CONDITIONS.**

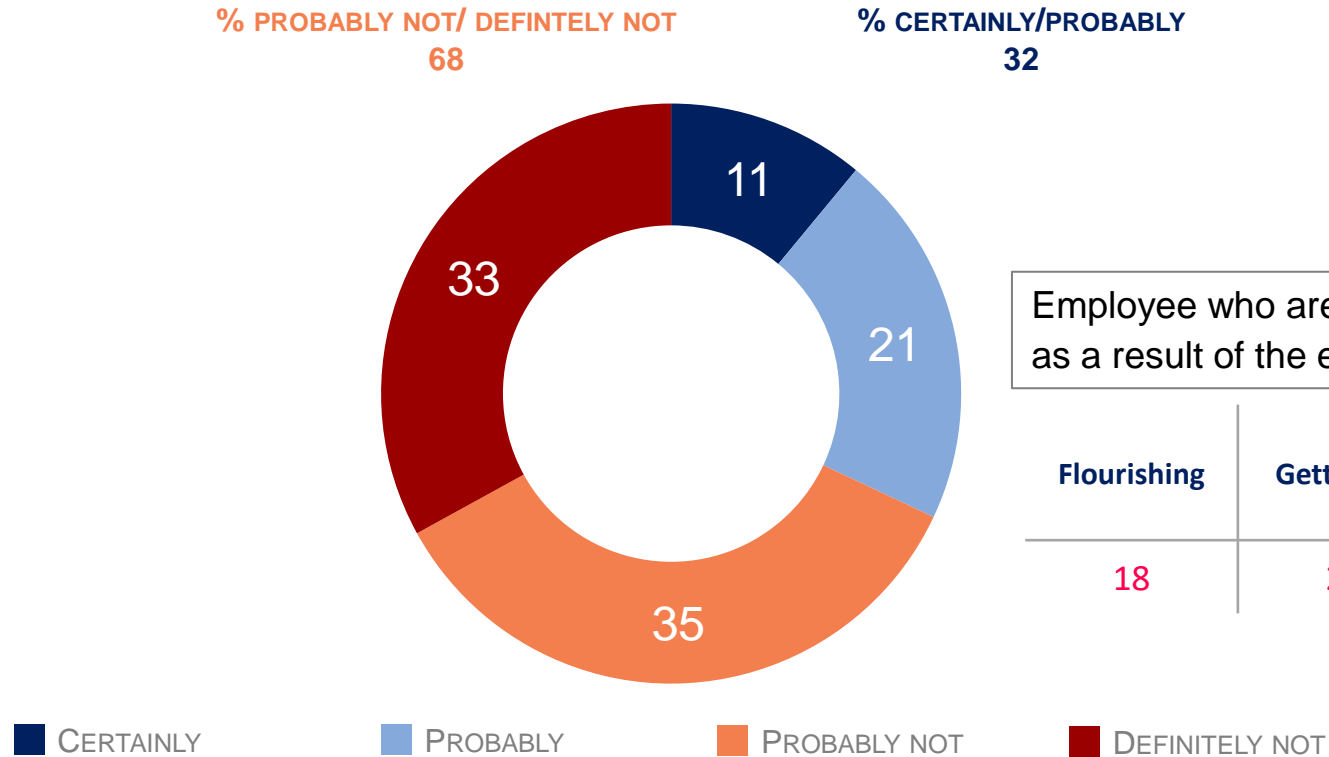


QA14 : To what extent do you agree or disagree with the following statements ?  
 Base : working population, n = 709



# BECAUSE OF WORK IMPACT ON PSYCHOLOGICAL WELL-BEING, A MINORITY WOULD EVEN SEEK PROFESSIONAL HELP.

Seek **professional help** (e.g. therapy, counseling with psychological or psychiatric doctors..)



Employee who are experiencing MH symptoms as a result of the environment at work: **37%**

Flourishing	Getting by	Languishing	Struggling
18	25	44	59

New question

V3Q15: Do you plan to do any of the following because of the impact of your work on your psychological well-being?  
Base : working population, n = 709

**GIVEN THE WIDE  
VARIETY OF SUFFERING  
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SUPPORT FROM THE  
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**3.2**

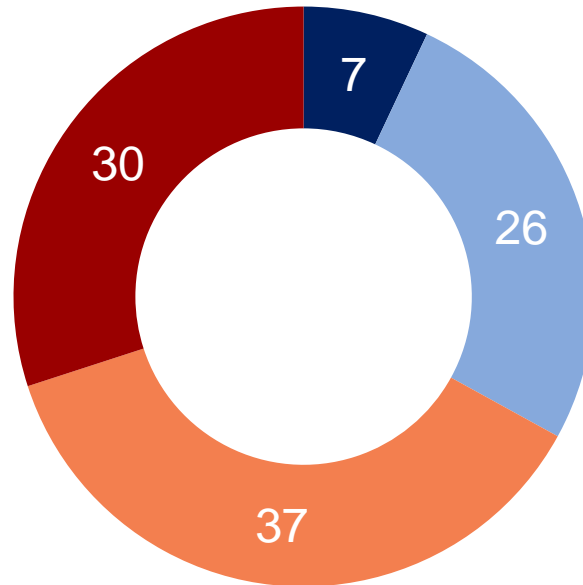
**ON THE OTHER HAND, WHEN IT  
COMES TO COMPANY, EMPLOYEES  
ARE NOT SO POSITIVE ABOUT THE  
SUPPORT PROVIDED.**

# BECAUSE OF WORK IMPACT ON PSYCHOLOGICAL WELL-BEING, A MINORITY WOULD MERELY THINK ASKING SUPPORT FROM THEIR MANAGER.

Voice out your work challenges and ask for **support from your manager**

% PROBABLY NOT/ DEFINITELY NOT  
67

% CERTAINLY/PROBABLY  
33



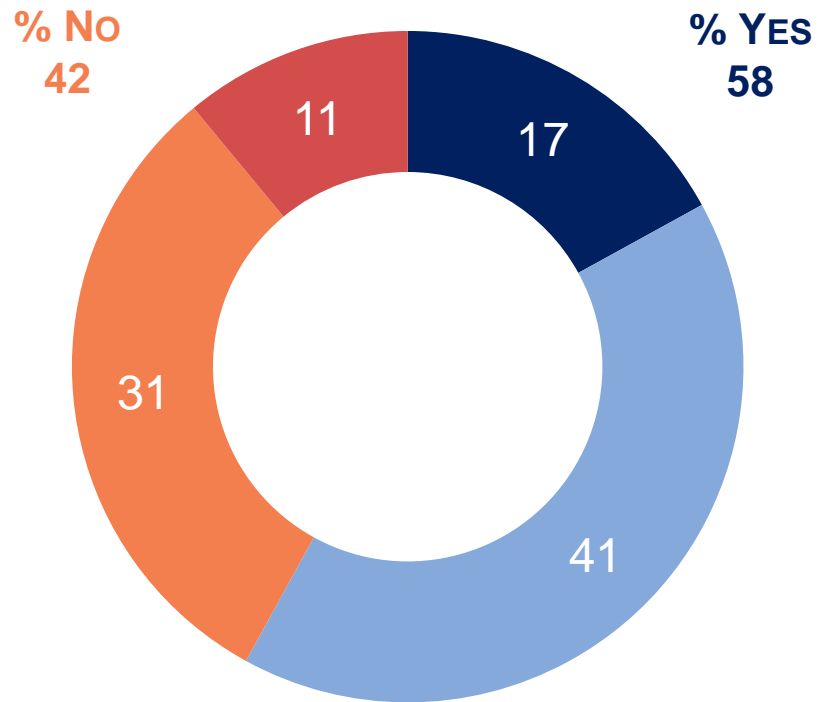
■ CERTAINLY    ■ PROBABLY    ■ PROBABLY NOT    ■ DEFINITELY NOT

Employee who are experiencing MH symptoms as a result of the environment at work: **36%**

Flourishing	Getting by	Languishing	Struggling
29	34	38	24

**New question** V3Q15: Do you plan to do any of the following because of the impact of your work on your psychological well-being?  
Base : working population, n = 709

# AND MORE GENERALLY, 2 OUT OF 5 WOULD SAY THAT THE COMPANY IS NOT CARING FOR THE MH OF EMPLOYEES AND IS NOT TAKING ACTION TO HELP.



■ YES A LOT    
 ■ YES A LITTLE    
 ■ NO, NOT REALLY    
 ■ NOT AT ALL

## SIGNIFICANT PROFILES %YES:

Gender		Age				
Males	Females	18-24	25-34	35-44	45-54	55+
56	59	76	58	62	53	50

Occupation			In charge of management	
High	Intermediate	Elementary	Yes	No
59	55	62	58	56

Size of the company/organization		
Less than 250	250-999	1000+
55	62	61

### Other sub-populations

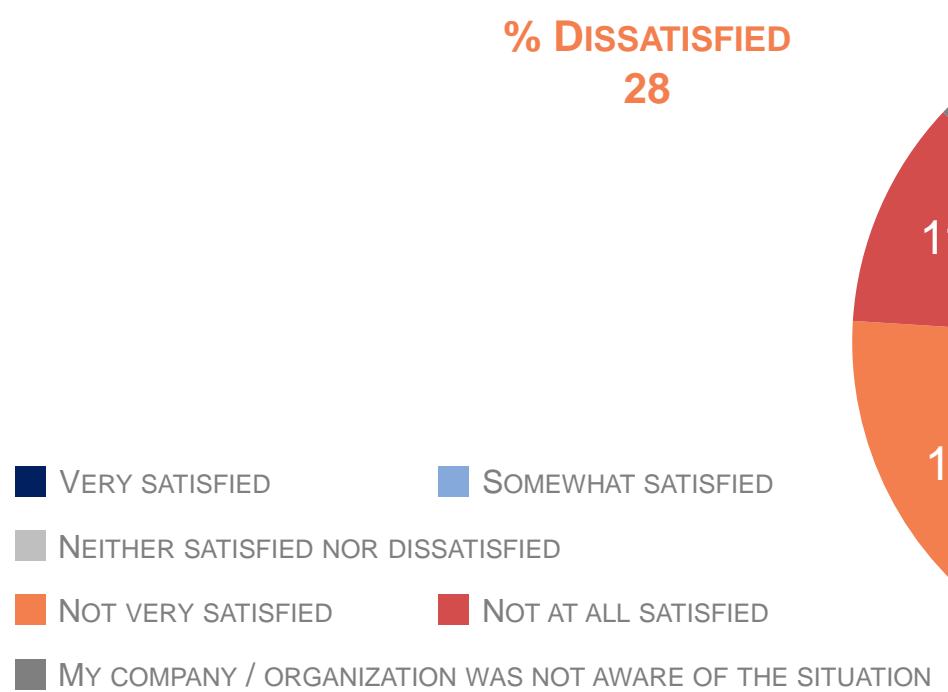
DEPRESSION, ANXIETY, STRESS (SCORING)			
Suspected of having at least one	Depression	Anxiety	Stress
55	51	59	55

Experienced in the P12M		
several personal difficulties	a Burn out	Sick leave due to mental/psychological difficulties
56	51	65

New question

V3Q10: Would you say that your company/ organization care for the mental health of its employees and is taking action to help them?  
Base : working population, n = 709

# THEREFORE, THE LEVEL OF SATISFACTION ABOUT COMPANY SUPPORT DURING PERSONAL DIFFICULTIES AND CHALLENGES EXPERIENCED IS QUITE MODERATE.



Flourishing	Getting by	Languishing	Struggling
71	57	49	35

According to the difficulties experienced in the P12M:

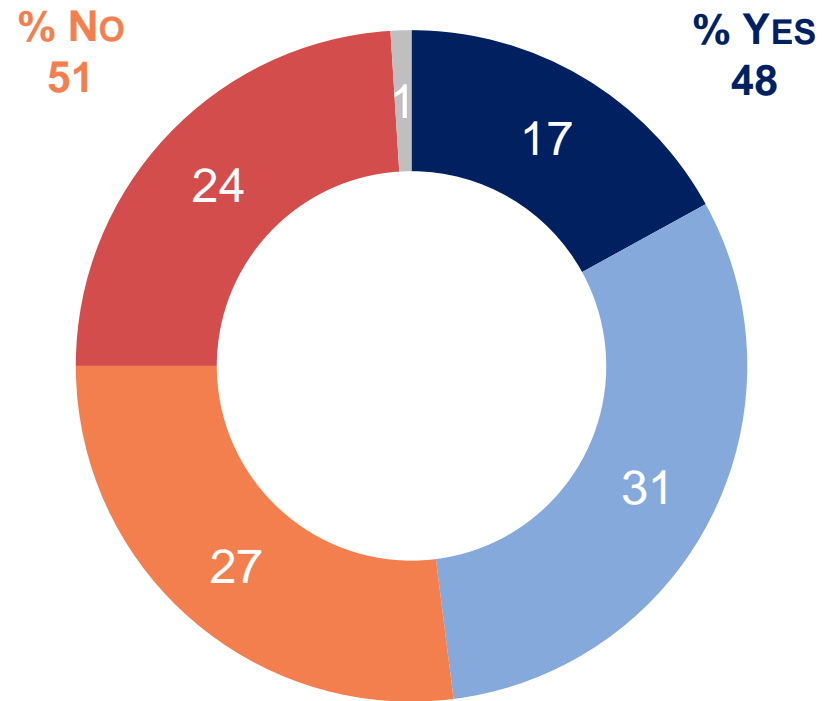
**Psychological suffering: 46%**  
**Social isolation: 45%**

New question

V3Q8: As you have experienced some issues during the past 12 months, would you say you were satisfied with your company's help, support or services?  
Base : working population who have experienced personal issues in the P12M, n = 425

# AFTER BURN OUT, ONLY HALF OF POPULATION WERE SATISFIED WITH THE WAY THEIR COMPANY REACTED. A SATISFACTION THAT SHOWS HOW FURTHER COMPANIES STILL HAVE TO GO.

■ YES A LOT    ■ YES A LITTLE    ■ NO, NOT REALLY    ■ NOT AT ALL    ■ I'M CURRENTLY ON SICK LEAVE DUE TO BURN OUT

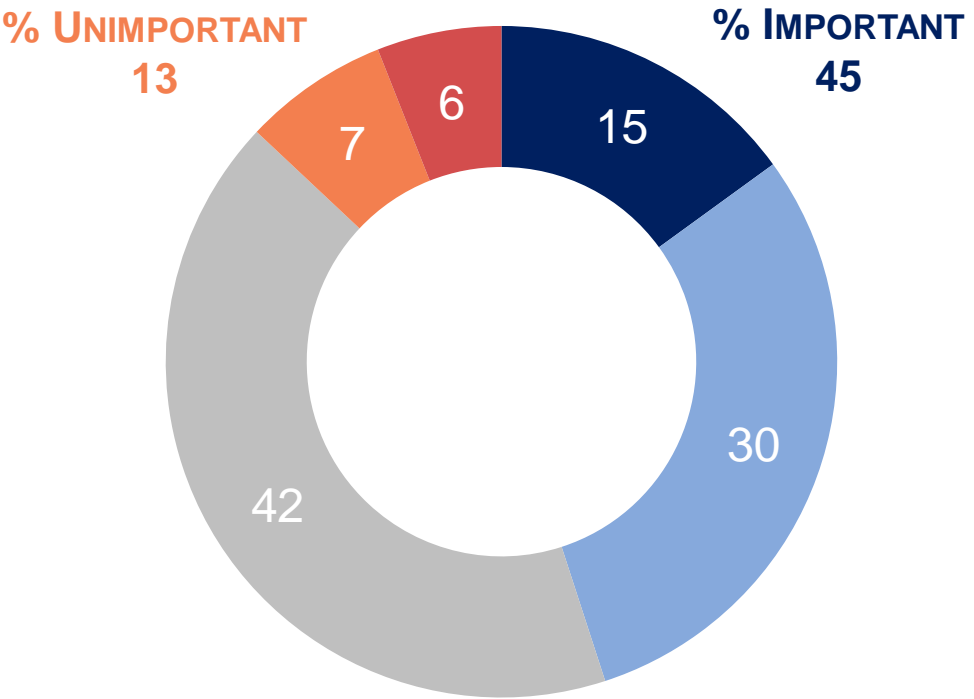


New question

V3Q18: And after your burnout, were you satisfied with the way your company/your organization reacted ?  
Base : working population who suffered from a burn out, n = 188

**OBVIOUSLY, VERY FEW ARE SAYING THAT MH BENEFITS AND INITIATIVES ARE NOT IMPORTANT AND WON'T INFLUENCE THEIR DECISIONS TO STAY IN THEIR CURRENT COMPANY. BUT, 2 OUT 5 SAY THAT THIS IS "NEUTRAL"**

■ VERY IMPORTANT    ■ SOMEWHAT IMPORTANT  
■ NEUTRAL  
■ SOMEWHAT UNIMPORTANT    ■ VERY UNIMPORTANT



**SIGNIFICANT PROFILES %IMPORTANT :**

Gender		Age				
Males	Females	18-24	25-34	35-44	45-54	55+
41	49	52	51	45	41	39

Occupation			In charge of management	
High	Intermediate	Elementary	Yes	No
47	46	39	48	43

Size of the company/organization		
Less than 250	250-999	1000+
41	56	47

DEPRESSION, ANXIETY, STRESS (SCORING)			
Suspected of having at least one	Depression	Anxiety	Stress
	46	49	53

Experienced in the P12M		
several personal difficulties	a Burn out	Sick leave due to mental/psychological difficulties
50	64	66

**New question**

V3Q20: How important are mental health employee benefits and initiatives in your decision to stay with your current organization?  
 Base : working population, n = 709

**GIVEN THE WIDE  
VARIETY OF SUFFERING  
SITUATIONS, MORE  
SUPPORT FROM THE  
COMPANY IS AWAITED BY  
THE WORKING  
POPULATION**

**3.3**

**COMPANY SOLUTIONS MUST BE  
DIVERSE AND MEET EVERYONE'S  
NEEDS.**



# EMPLOYEE EXPECTATIONS ARE MULTIPLE AND DIVERSE.




**New question** V3Q21: What would you like your company/the organization to do more to support employees' mental health?  
Base : working population, n = 709

# EMPLOYEE EXPECTATIONS FOR MENTAL HEALTH SUPPORT FROM COMPANY



% TOTAL (FIRST + SECOND)

	 <b>ALL</b>	MHI			
		Flourishing <i>193</i>	Getting by <i>268</i>	Languishing <i>173</i>	Struggling <i>75</i>
Training/coaching to managers on how to be a good people manager	47	53	48	41	44
To implement mental health <b>care day</b> , i.e. half day off once a month	39	36	36	44	44
To provide <b>external consultation</b> service or appoint external specialist to support workplace mental health issues	39	40	37	39	45
To provide mental health-related <b>workshops/seminars/webinars</b> to improve mental health knowledge and practice	32	31	36	32	17
To enable/extend the <b>group medical policy</b> by covering mental health medical care	25	13	29	30	28
Others	7	9	5	5	9

**New question** V3Q21: What would you like your company/the organization to do more to support employees' mental health?  
 Base : working population, n = 709

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# GAME CHANGERS

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