



Ipsos Public Affairs



Great-West Life Centre for Mental Health in the Workplace

Depression in the Workplace

OCTOBER 2017

© 2017 Ipsos. All rights reserved. Contains Ipsos' Confidential and Proprietary information and may not be disclosed or reproduced without the prior written consent of Ipsos.

GAME CHANGERS



Contents

03

Background

04

Methodology

05

Key Findings

09

Who is Suffering from Mental Illness and Depression?

17

Experience in the Workplace

25

Support in the Workplace

30

Attitudes Towards Depression in the Workplace

35

Demographics

Background

- Since its inception in 2007, the Great-West Life Centre for Mental Health in the Workplace has been working to identify and help employers address mental health issues affecting the workplace. As part of its efforts in this area, the Centre has a number of key programs, including:
 - Guarding Minds @ Work™ : An innovative, web-based program which employers can use to assess and address psychosocial risk levels in their workplace. Development of Guarding Minds @ Work was commissioned by the Great-West Life Centre for Mental Health in the Workplace, and funded by the Great-West Life Assurance Company.
 - Managing Mental Health Matters (MMHM): A “first of its kind” program focused on helping managers, supervisors and other leaders learn how to effectively recognize and manage mental health-related issues in the workplace.
- Ipsos Public Affairs was commissioned by the Great-West Life Centre for Mental Health in the Workplace to conduct a national public opinion research survey related to workplace mental health. This represents the fourth such survey Ipsos has conducted on behalf of the Centre, following earlier waves in 2007, 2009 and 2012.
- Similar to the 2009 and 2012 surveys, this fourth iteration measures employees against 13 evidence-based psychosocial factors (PFs), assesses managers/supervisors in terms of managing emotions across a number of key areas and domains, and gauges the level of support and views held with respect to depression in the workplace.

Methodology

- The methodology for this research involved an online survey among employed Canadians.
- A total of n=5,010 surveys were completed from September 19th to September 27th, 2016.
 - This includes a total of n=2,963 surveys among employees and n=2,047 among managers/supervisors.
- The sample for this study was drawn from the Ipsos i-Say panel, targeting employed Canadians. Quota sampling and weighting were employed in order to balance demographics and ensure that the sample's composition reflects that of the actual employed Canadian population according to Census data.
- Statistical margins of error are not applicable to online polls, however an unweighted probability sample of this size, with a 100% response rate, would have an estimated margin of error of ± 1.6 percentage points, 19 times out of 20, had the entire population of employed adults in Canada been polled. For the population of managers/supervisors, the credibility interval is +/- 2.5 percentage points; for the population of employees, the credibility interval is +/- 2.1 points.
- A note on reading this report: In this survey some questions were asked among managers/supervisors, some among employees (i.e. non-managers/supervisors), and some among all respondents. Throughout this report, “managers/supervisors” refers to questions asked among managers/supervisors, “employees” refers to questions asked among non-managers/supervisors, and “managers/employees” refers to questions asked among all respondents.



KEY FINDINGS: DEPRESSION IN THE WORKPLACE

KEY FINDINGS

Key Takeaways

- 1** The proportion of working Canadians who believe they are suffering from a mental illness (any) has doubled from 7% in 2009 to 15% now, led by millennials (21%) more than gen Xers (14%) and boomers (9%). Managers are also slightly more likely (16%) than employees (14%) to say they have a mental illness.
- 2** Nearly two in ten (17%) have at some point been diagnosed with clinical depression. Among those who haven't been diagnosed, 10% believe they suffer, while 17% say they believe they have in the past. In total, four in ten (40%) workers have had an experience with depression, led by millennials (50%) and managers (44%).
- 3** More working Canadians are feeling nervous/anxious/on edge (12%, up +3 pts) or unable to control their worrying (13%, +3 pts) on most of their working days. Those that do are finding it more difficult to cope with, as 12% say it's very or extremely difficult to cope (+4 pts). Managers are more likely to be experiencing these feelings, and are more likely to find it difficult to cope. At organizations implementing the national standard, employees are missing less time due to depression, stress and anxiety.
- 4** In trying to improve the mental health of workers, managers may have neglected themselves as they're more likely than workers to report being treated unfairly (18% vs. 9%), bullied or harassed (12% vs. 8%), or experiencing discrimination (12% vs. 6%).
- 5** In the last decade, twice as many managers say they've received training to help them identify and deal with employees who exhibit signs of depression – 40% have received training, up 22 pts since 2007. However, this leaves the majority (60%) of managers who have not yet received training, suggesting there are significant improvements yet to be made.
- 6** Managers and coworkers are viewed as more supportive of employees suffering from depression than they used to be. In fact, they place ahead of more formal support systems, such as human resources and unions.

KEY FINDINGS

Depression in the Workplace

- More than one in ten (15%) Canadian workers believe they are suffering from a mental illness; nearly twice as many as in 2009 (7%). A further 13% think they *may* be suffering from one (+3 points).
- When it comes to depression, specifically, 17% have been diagnosed as clinically depressed. Among those who have never been clinically diagnosed, 10% believe they suffer from depression, while 17% say they used to. In total, four in ten (40%) have been diagnosed with depression, believe they currently suffer (even without diagnosis), or have in the past, led by women (45%) and millennials (50%).
- Regarding the current state of depression, one in ten (10%) are currently under a physician's care for a mental illness; one in ten (12%) are currently taking a prescription for a mental illness; six per cent (6%) are currently undergoing counselling or therapy for a mental illness; and 5% have been hospitalized for a mental illness at some point.
- Among those with depression (clinically or self-diagnosed), only two in ten (22%) have missed a week or more from work over the past year due to depression, stress or anxiety while the vast majority (78%) have missed under a week. The average amount of time missed is 12.5 days (but drops to 7.4 among those who have implemented the standard). This includes: one in ten (9%) who missed 1 week to under 2 weeks; 5% who missed 2 - < 4 weeks; 8% who missed 4 weeks or more
- Likely driven higher because of the increased incidence/awareness of mental health issues and also immigration, more workers report:
 - Being treated unfairly because they have a mental illness: 13% (+2 pts)
 - Being bullied or harassed, either verbally, physically or sexually: 10% (+3 pts)
 - Experiencing discrimination because of their cultural/ethnic background, disability, sexual orientation, gender or age: 9% (+3 pts)
- More Canadians say that in the last two weeks, on a majority of their working days they've felt little interest or pleasure in doing things (12%, +2 pts); felt down, depressed or hopeless (11%, +2 pts); nervous/anxious/on edge (12%, +3 pts); or not been able to stop or control worrying (13% +3 pts). Among those who experience these feelings, more say they're finding it difficult to cope.

KEY FINDINGS

Depression in the Workplace

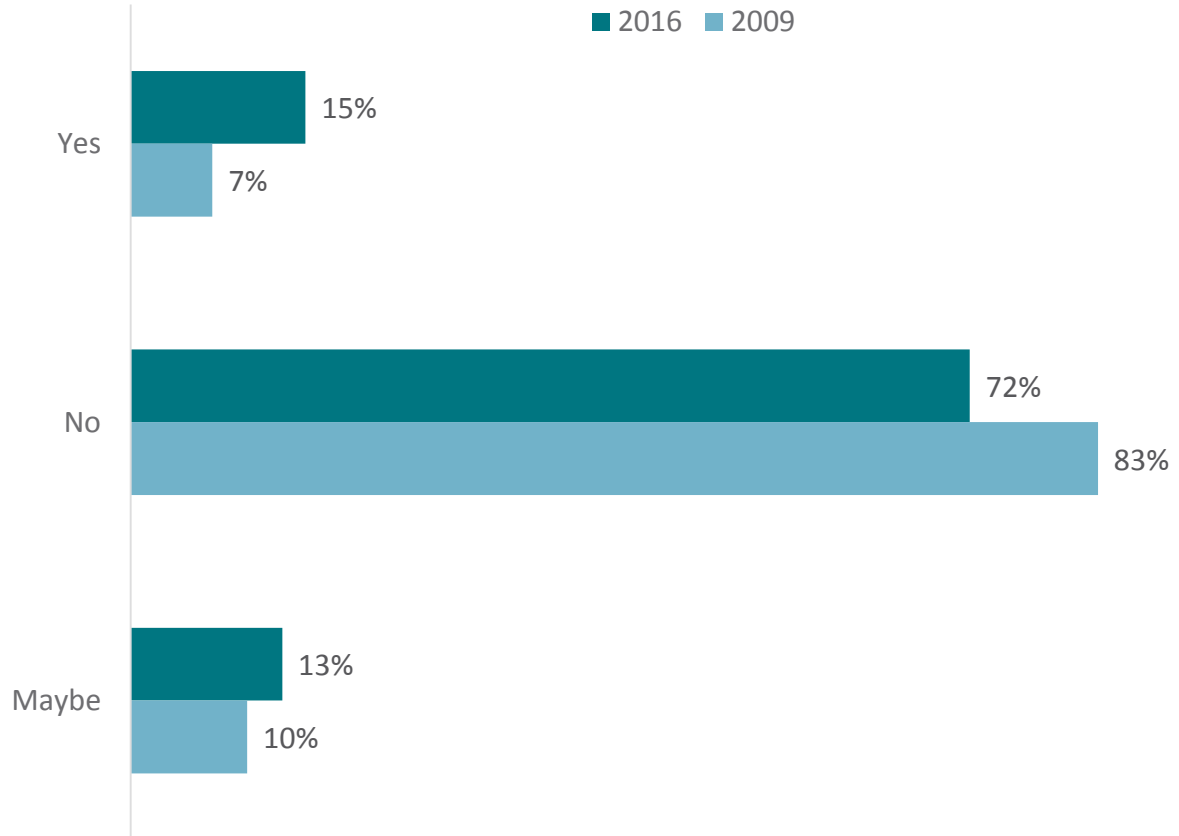
- Fewer working Canadians with depression describe their boss or their coworkers as being unsupportive of their condition, suggesting gains have been made. Bosses are viewed as more supportive than unions and HR staff, but less so than colleagues and friends/family.
- Four in ten (40%) managers say they've received training to help them identify and deal with employees who exhibit signs of depression – up 22 points since 2007. This rises to 78% among those who say their organization has implemented the National Standard of Canada for Psychological Health and Safety in the Workplace. Those who have received training are more likely to:
 - Say they consider it part of their job to intervene with an employee who is showing sign of depression (94% of those who have received training vs. 77% of those who haven't).
 - Say they have a strong grasp of the policies at their company regarding mental health (88% vs. 50%).
 - Know what to do in order to help someone who is suffering from depression (92% vs. 45%).
 - Have personally intervened with an employee who was showing signs of depression (71% vs. 36%).
- More training (56%) continues to be the number-one suggestion that managers offer concerning what could have made the experience of dealing with an employee who suffers from depression better or easier, followed by more support from upper management (46%). Four in ten (40%) seek better guidelines.
- More working Canadians now agree (64%, +7 pts) that at their workplace people can acknowledge that they have depression and still get ahead in their careers. More also agree (57%, +6 pts) that they know what to do to help a coworker who is suffering from depression. Managers with training on depression are most likely to agree.



WHO IS SUFFERING FROM MENTAL ILLNESS AND DEPRESSION?

BELIEF THAT ONE IS SUFFERING FROM A MENTAL ILLNESS

- More than one in ten (15%) Canadians believe they are suffering from a mental illness, twice as many as felt the same in 2009. A further 13% believe that they *may* be suffering from one; also directionally up from the 2009 wave of tracking.



Q3_1. Do you believe that you are suffering from a mental illness?
Base: All Respondents 2016 (n=5010); 2009 (n=6804)

BELIEF THAT ONE IS SUFFERING FROM A MENTAL ILLNESS

- The belief that one is suffering from a mental illness has increased across all demographic subgroups. Younger workers aged 18-34 are significantly more likely now (21%) than in 2009 to feel this way (+13 points). Self-diagnosis is noticeably higher among those born in Canada vs. those not.

% Yes												
	Total	Gender		Age			Manager Status		Born in Canada		Implementing the Standard	
	Total	Male	Female	18-34	35-54	55+	Manager	Employee	Yes	No	Yes	No
		A	B	C	D	E	L	M	N	O	R	S
2016	5010	2216	2794	1352	2457	1201	2047	2963	4811	199	290	101
	15%	11%	18% _A	21% _{DE}	14% _E	9%	16% _M	14%	15% _O	7%	24%	23%
2009	6804	3269	3535	1734	3711	1359	2604	4200	-	-	-	-
	7%	6%	8% _A	8% _E	7% _E	5%	7%	7%	-	-	-	-

Q3_1. Do you believe that you are suffering from a mental illness?
 Base: All Respondents 2016 (n=5010); 2009 (n=6804)

BELIEF THAT ONE IS SUFFERING FROM A MENTAL ILLNESS

- While a proportion of respondents in every industry thinks they are currently suffering from a mental illness, this belief is somewhat more pronounced among those working in the arts, entertainment and recreation industries (24%).

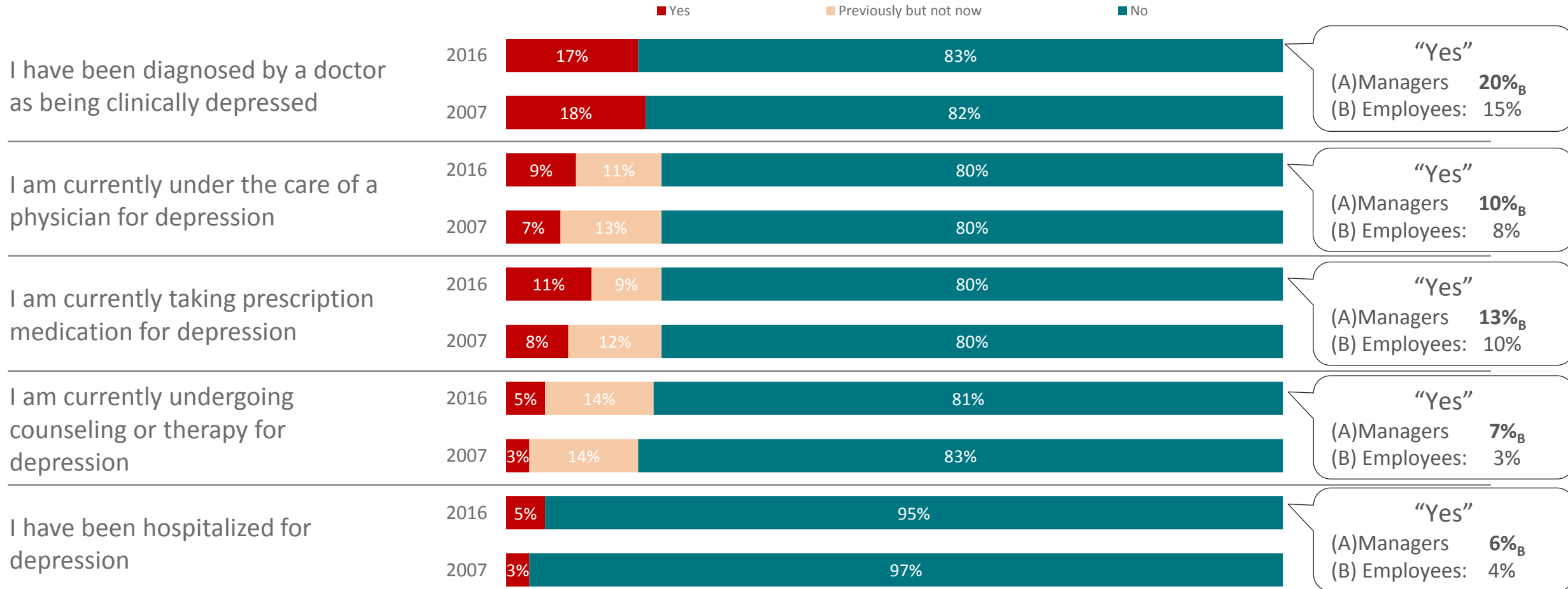
% Yes

Total	Industry Sector																			
Total	Agri., forestry, fishing and hunting	Mining and oil & gas extr.	Utilities	Construction	Manuf.	Wholesale trade	Retail trade	Transport & warehousing	Info and cultural industries	Finance and insurance	Real estate and rental and leasing	Prof., scientific and tech. services	Mgmt. of companies & enterprises	Admin & support, waste mgmt & remediation services	Educ. Services	Health care & social assistance	Arts, ent. & recreation	Accomm. & food services	Other services (except public admin)	Public admin
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T
5010	49	51	35	187	413	128	557	263	223	240	56	425	33	313	522	611	111	148	283	362
15%	12%	21% DEHL	15%	9%	10%	13%	17% DEHL	10%	14%	14%	16%	11%	9%	17% DEHL	17% DEHLT	17% DEHLT	24% DEFHIJLT	19% DEHLT	18% DEHLT	12%

Q3_1. Do you believe that you are suffering from a mental illness?
Base: All Respondents 2016 (n=5010)

INCIDENCE AND EXPERIENCE WITH DEPRESSION

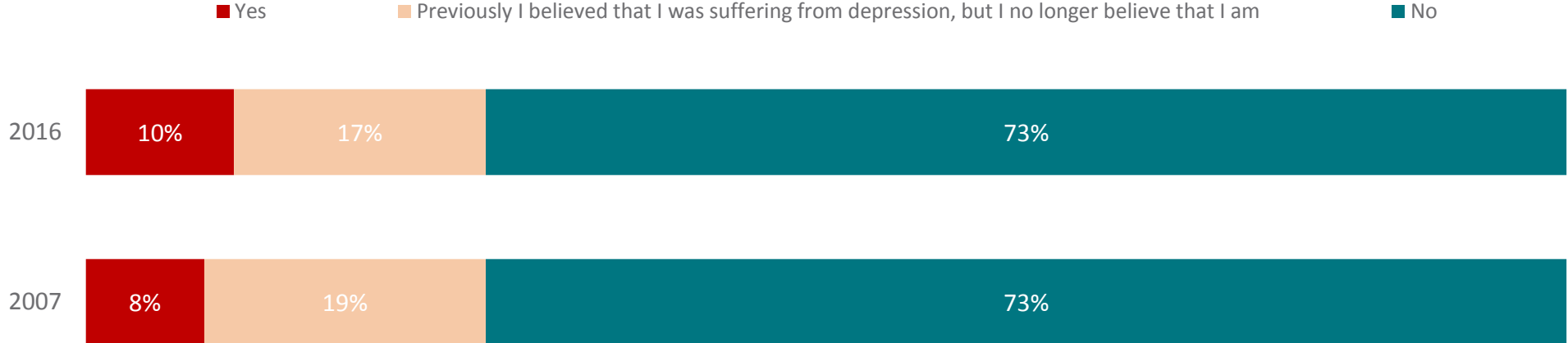
- Despite the fact that more believe they suffer from a mental illness, there has not been a noticeable increase the proportion who have been diagnosed with depression. Managers appear to be more likely to say yes to all of the items below.



Q7_3. Please select a response for each of the following statements:
 Base: All Respondents 2016 (n=5010); 2007 n=3843

SELF-DIAGNOSIS OF DEPRESSION AMONG THOSE WHO HAVE NOT BEEN DIAGNOSED

- One in ten respondents who have never been diagnosed with depression believe they currently suffer from the disease, while nearly two in ten believe they previously suffered from it. Numbers are very similar to those seen in 2007. Younger people are more likely to believe they suffer from depression, even though they've never been diagnosed.



% Yes									
Total	Gender		Age			Manager Status		Born in Canada	
Total	Male	Female	18-34	35-54	55+	Manager	Employee	Yes	No
	A	B	C	D	E	L	M	N	O
4119	1916	2203	1063	2029	1027	1628	2491	3937	182
10%	9%	11% _A	13% _{DE}	10% _E	7%	10%	10%	10%	10%

Q7_4. Do you believe that you suffer from depression even though you have never been clinically diagnosed with it?
 Base: Never been diagnosed as clinically depressed 2016 (n=4119); 2007 (n=3153)

***Prior to 2016, question asked to Employees only.**

NET INCIDENCE OF DEPRESSION (CLINICAL + SELF DIAGNOSIS + PAST EXPERIENCE WITH DEPRESSION)

- When those with a clinical diagnosis are combined with those who believe themselves to be suffering from depression (or previously suffered), four in ten (40%) working Canadians are affected. Women are more likely to be depressed than men, as are Millennials compared to older Canadians. Managers are significantly more likely than employees to be dealing with depression, whether diagnosed or suspected, currently or in the past.

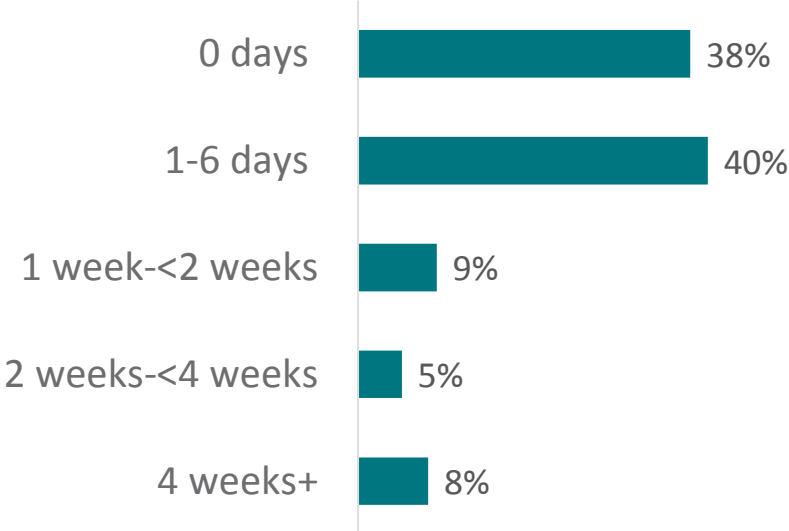
	Total	Gender		Age			Manager Status		Born in Canada	
	Total	Male	Female	18-34	35-54	55+	Manager	Employee	Yes	No
		A	B	C	D	E	L	M	N	O
	5010	2216	2794	1352	2457	1201	2047	2963	4811	199
Depressed (NET)	40%	35%	45%_A	50%_{DE}	39%_E	29%	44%_M	37%	40%	33%
Not Depressed (NET)	60%	65%_B	55%	50%	61%_C	71%_{CD}	56%	63%_L	60%	67%

Q7_3. Please select a response for each of the following statements:
Base: All Respondents 2016 (n=5010); 2007 n=3843

Q7_4. Do you believe that you suffer from depression even though you have never been clinically diagnosed with it?
Base: Never been diagnosed as clinically depressed 2016 (n=4119); 2007 (n=3153)

AMOUNT OF WORK MISSED BECAUSE OF DEPRESSION, STRESS OR ANXIETY

- Eight in ten Canadians with depression (clinically or self-diagnosed) missed less than a week from work over the past year because of their symptoms. Two in ten missed more than a week, including 8% who missed 4 or more weeks of work. The average amount of time missed is 12.5 days (but drops to 7.4 among those who have implemented the Standard).



	Average Number of Days									
	Total	Gender		Age			Manager Status		Implementing the Standard	
	Total	Male	Female	18-34	35-54	55+	Manager	Employee	Yes	No
		A	B	C	D	E	F	G	H	I
	2025	761	1264	680	987	358	909	1116	138	65
Avg. incl. 0	12.5	12.1	12.9	10.9	14.1	10.2	12.3	12.7	7.4	21.4_H
Avg. excl. 0	20.2	20.5	20	15.7	23.1_c	20.7	17.9	22.6	9.6	25.3_H

Q7_6. [SUMMARY - By Days] Thinking back over the past year, how many days, weeks or months did you miss from work because of depression, stress, or anxiety?

Base: Those with Depression (past or present – excl. those who believe they currently suffer but don't have a diagnosis) (n=1748)

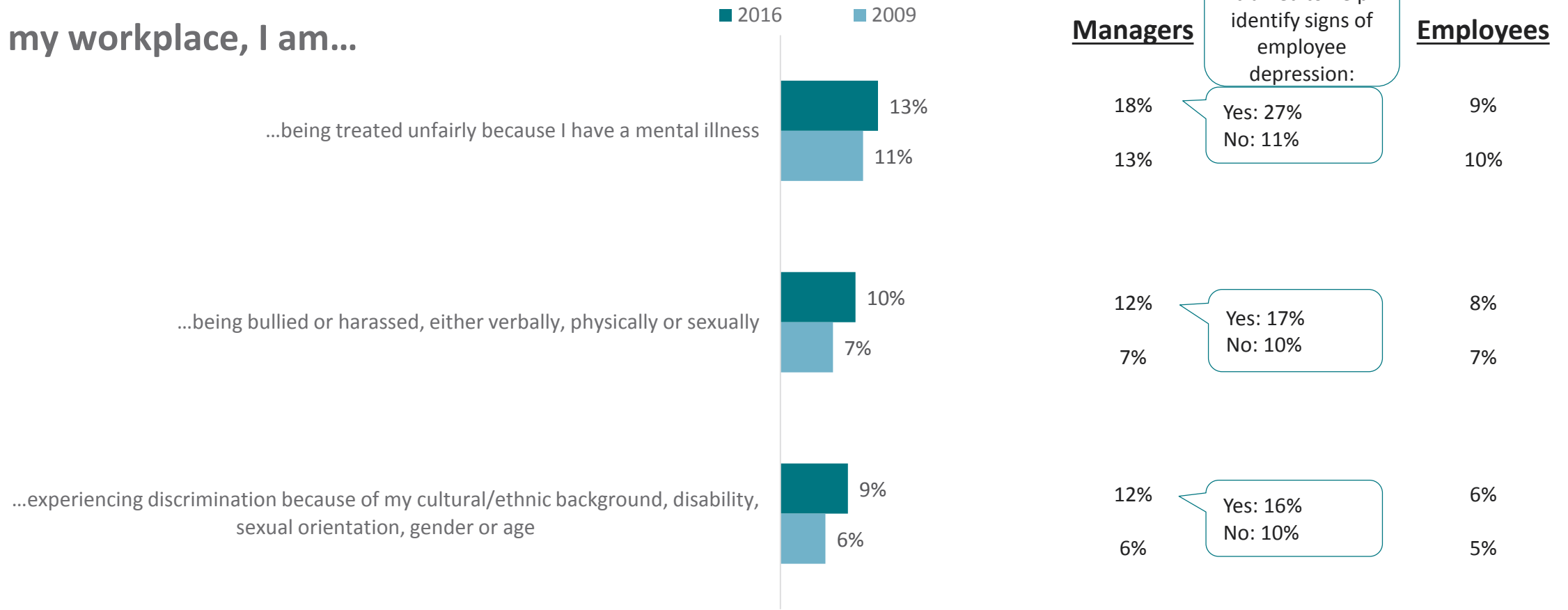


EXPERIENCE IN THE WORKPLACE

PERCEPTION OF WORKPLACE TREATMENT

- Since 2009, there has been a slight increase in the proportion of Canadians who feel they are being treated unfairly due to mental illness, including being bullied or harassed, or experiencing discrimination (although this is largely a function of also having asked the question to managers this year, as well as the doubling of Canadians who say they have a mental illness). Managers are significantly more likely than non-managerial employees to report experiencing all these situations at work, and more managers are experiencing them compared to 2009. Those trained on how to deal with signs of employee depression are most likely to report unfair treatment at work.

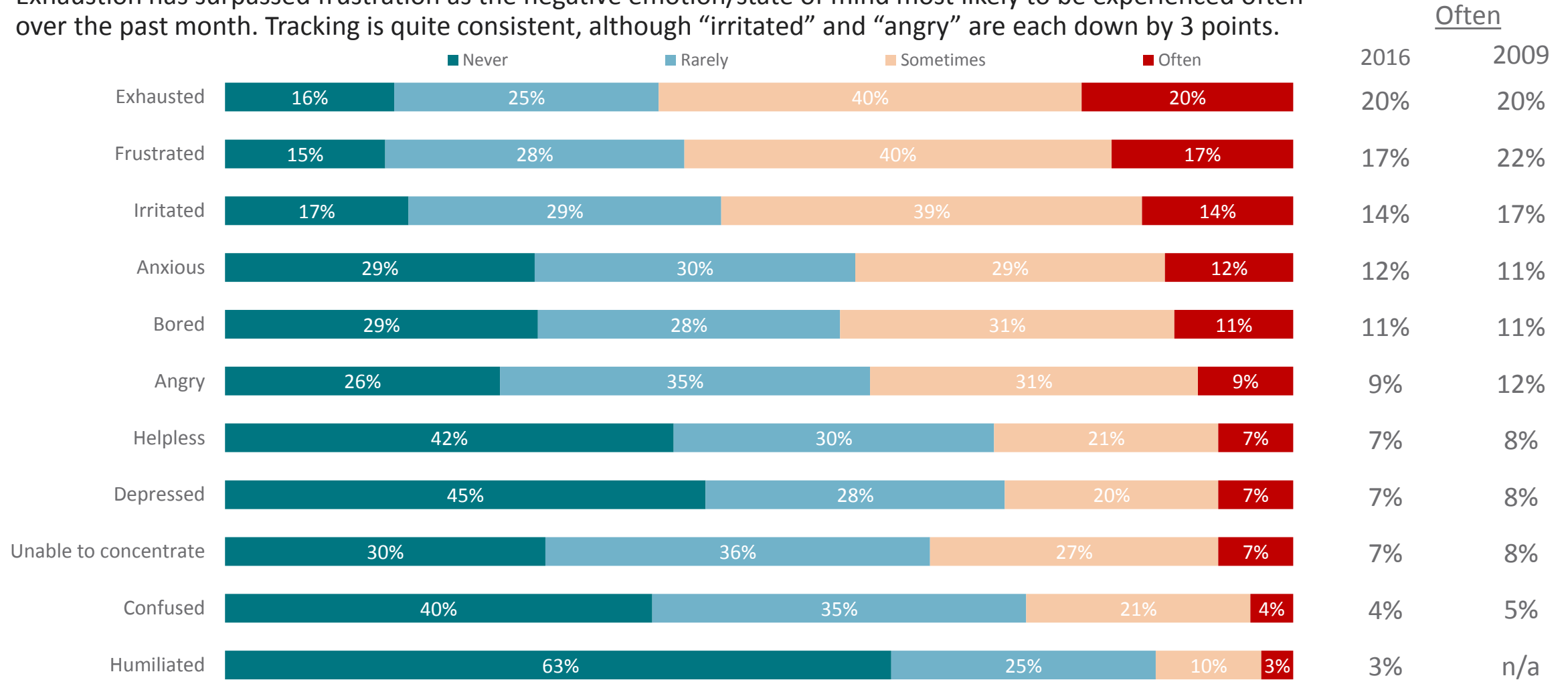
In my workplace, I am...



Q3_2. For each of the following statements, please indicate, yes or no, whether it applies to you. In my workplace, I am...
 Base: Statement 1 based on those who believe they are suffering from a mental illness; 2016 (n=1383), 2009 (n=1148);
 Statements 2 and 3 based on all respondents: 2016 (n=5010), 2009 (n=6804)

FREQUENCY OF FEELING NEGATIVE EMOTIONS/STATES OF MIND AS A RESULT OF WORK IN THE PAST MONTH

- Exhaustion has surpassed frustration as the negative emotion/state of mind most likely to be experienced often over the past month. Tracking is quite consistent, although “irritated” and “angry” are each down by 3 points.



Q4_1. In the past month, how often as a result of work have you felt:

Base: All Respondents (2016) n=5010; (2009) n=6804

© 2016 Ipsos

SYMPTOMS OF DEPRESSION IN THE PAST 2 WEEKS

- As seen in previous years, about one in ten respondents report having had either little pleasure in doing things or feeling down/depressed/hopeless over the past two weeks. These results are directionally higher than those seen in 2009.

Nearly every day/
More than half the days

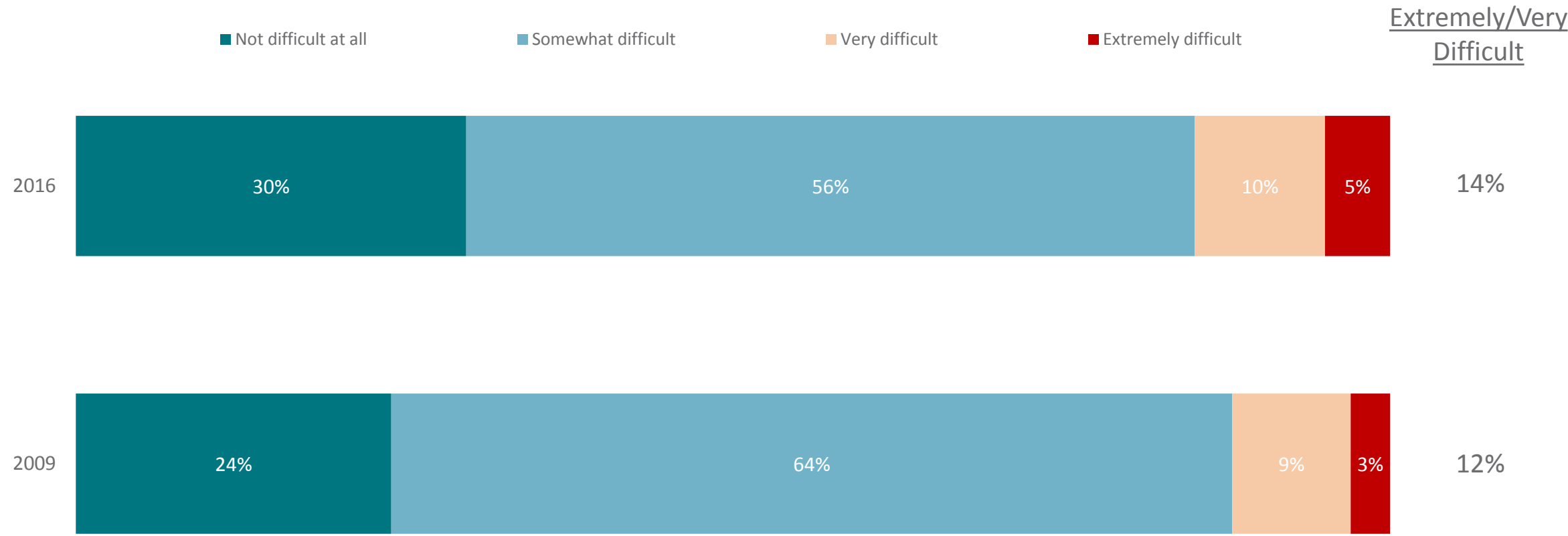
■ Not at all ■ Several days ■ More than half the days ■ Nearly every day



Q5_1. Over the last 2 weeks , how often have you been bothered by any of the following problems:
Base: All Respondents 2016 (n=5010); 2009 (n=6804)

LEVEL OF DIFFICULTY OF PROBLEMS IN TERMS OF DOING WORK, TAKING CARE OF THINGS AT HOME, AND GETTING ALONG WITH OTHER PEOPLE

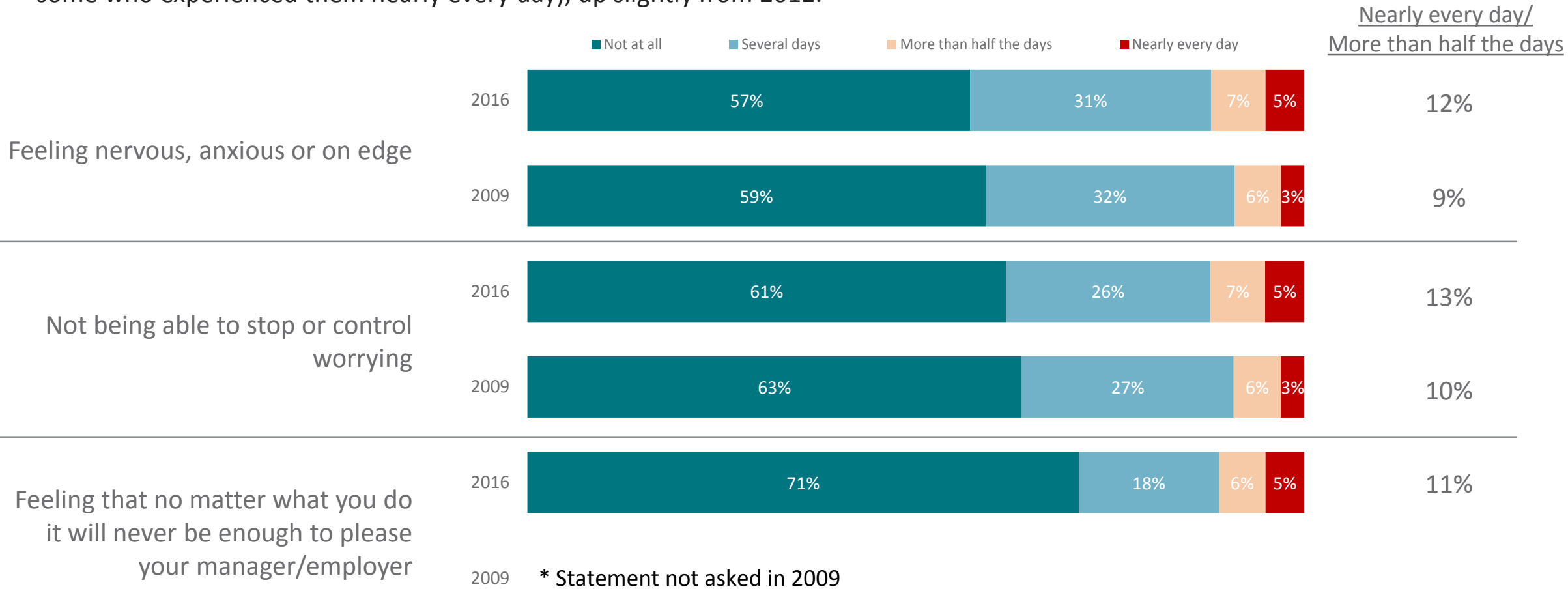
More than one in ten (14%) of those who have experienced symptoms of depression say it's made things difficult for them to do their work, take care of things at home or get along with others. This marks a slight increase from 2009.



Q5_2. How difficult have these problems made it for you to do your work, take care of things at home, or get along with other people?
 Base: Those who have been bothered by problems at work 2016 (n=2324); 2009 (n=2351)

EXPERIENCED FEELINGS OF NERVOUSNESS/ANXIETY, UNCONTROLLABLE WORRY, OR NEVER MEASURING UP

- More than one in ten respondents report having these feelings on the majority of their workdays (including some who experienced them nearly every day), up slightly from 2012.



Q6_1. Over the last 2 weeks , how often have you been bothered by the following problems:
 Base: All Respondents 2016 (n=5010); 2009 (n=6804)

EXPERIENCED FEELINGS OF NERVOUSNESS/ANXIETY, UNCONTROLLABLE WORRY, OR NEVER MEASURING UP

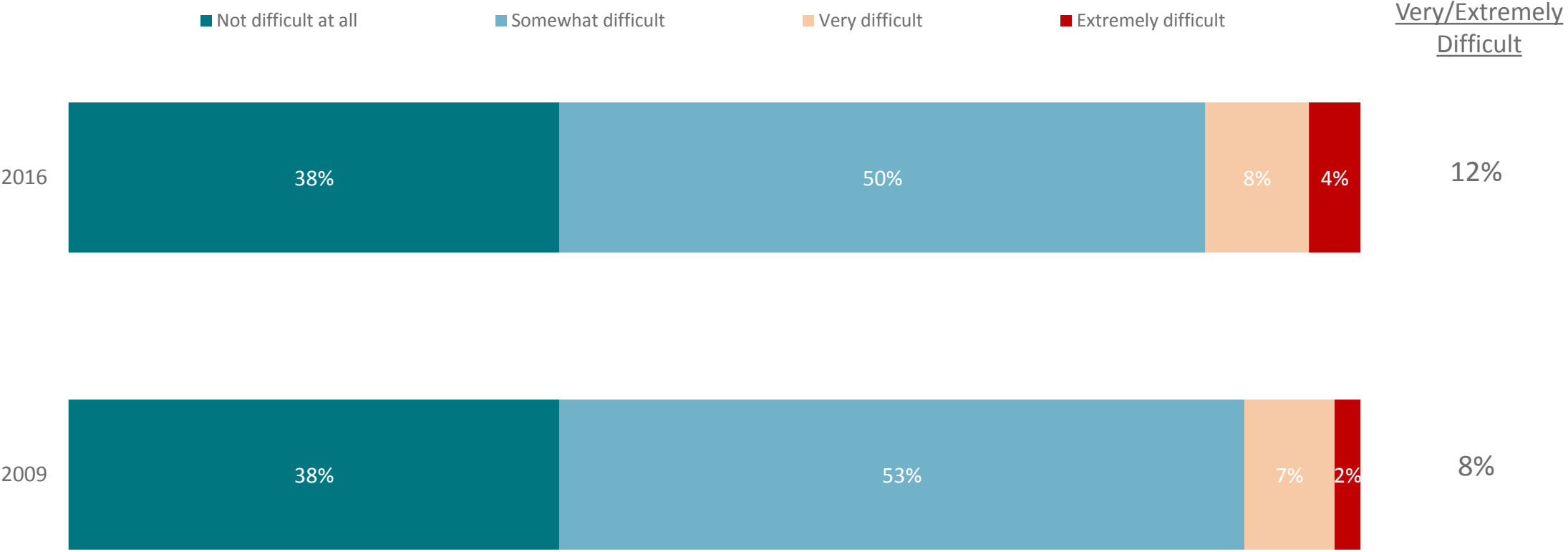
- Feelings of nervousness, worry and not measuring up are noticeably more present among respondents whose organizations aren't implementing the Standard compared to those who are.

% Nearly every day/More than half the days					
	Total	Born in Canada		Implementing the Standard	
	Total	Yes	No	Yes	No
		A	B	E	F
<i>Base: All Respondents</i>	5010	4811	199	290	101
Feeling nervous, anxious or on edge	12%	12%	11%	14%	30%_E
Not being able to stop or control worrying	13%	13%	11%	17%	27%_E
Feeling that no matter what you do it will never be enough to please your manager/employer	11%	11%	9%	13%	27%_E

Q6_1. Over the last 2 weeks , how often have you been bothered by the following problems:
Base: All Respondents 2016 (n=5010)

LEVEL OF DIFFICULTY OF PROBLEMS IN TERMS OF DOING WORK, TAKING CARE OF THINGS AT HOME, AND GETTING ALONG WITH OTHER PEOPLE

- More than one in ten (12%) respondents who have experienced symptoms such as nervousness, worry or not being able to please report that they've found it difficult to cope (very or extremely) with work, home life and getting along with others. This is up from 8% in 2009.



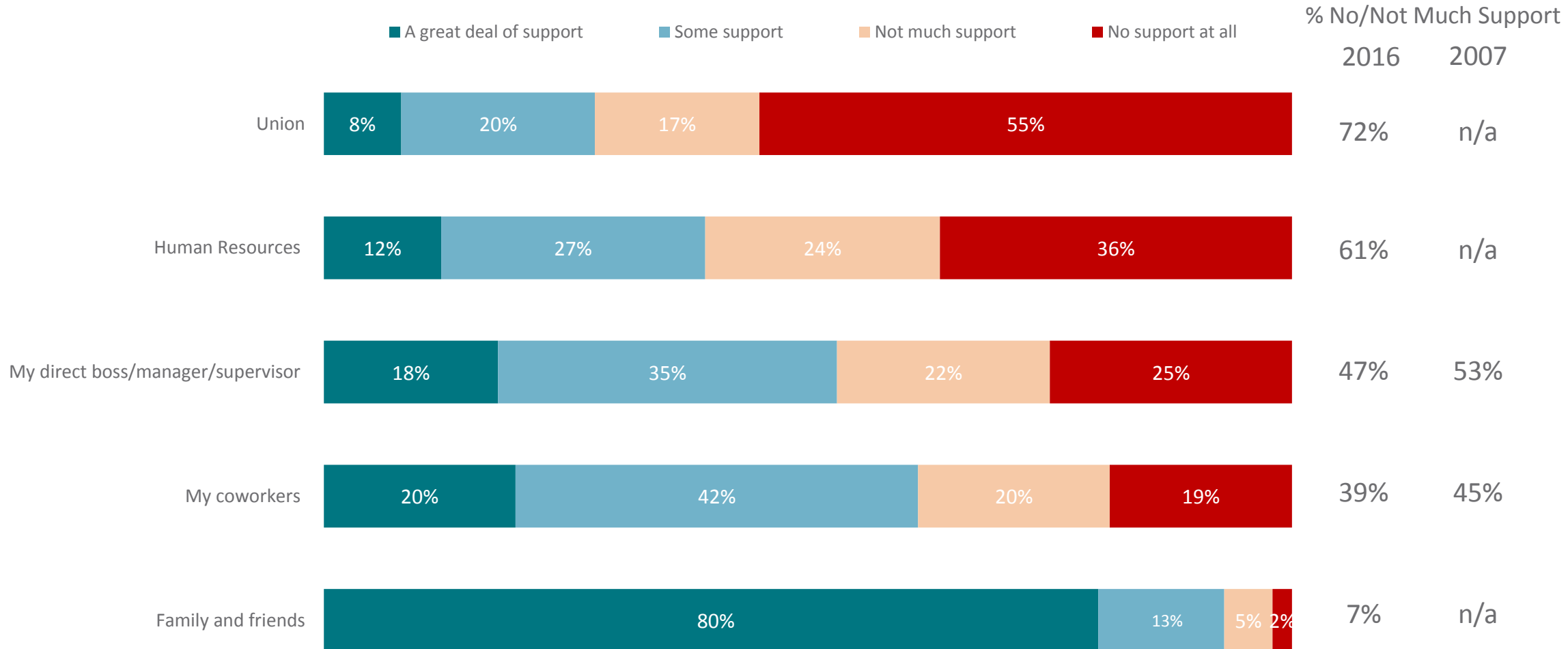
Q6_2. How difficult have these problems made it for you to do your work, take care of things at home, or get along with other people?
 Base: Those who have been bothered by problems at work 2016 (n=2691); 2009 (n=3313)



SUPPORT IN THE WORKPLACE

AMOUNT OF SUPPORT RECEIVED IN TERMS OF COPING

- Fewer depressed employees say their boss/manager/supervisor is not supportive (47%, down 6 points), while fewer also say coworkers are not supportive (39%, down 6 points). Only 39% say HR is supportive, placing bosses and coworkers ahead of HR.

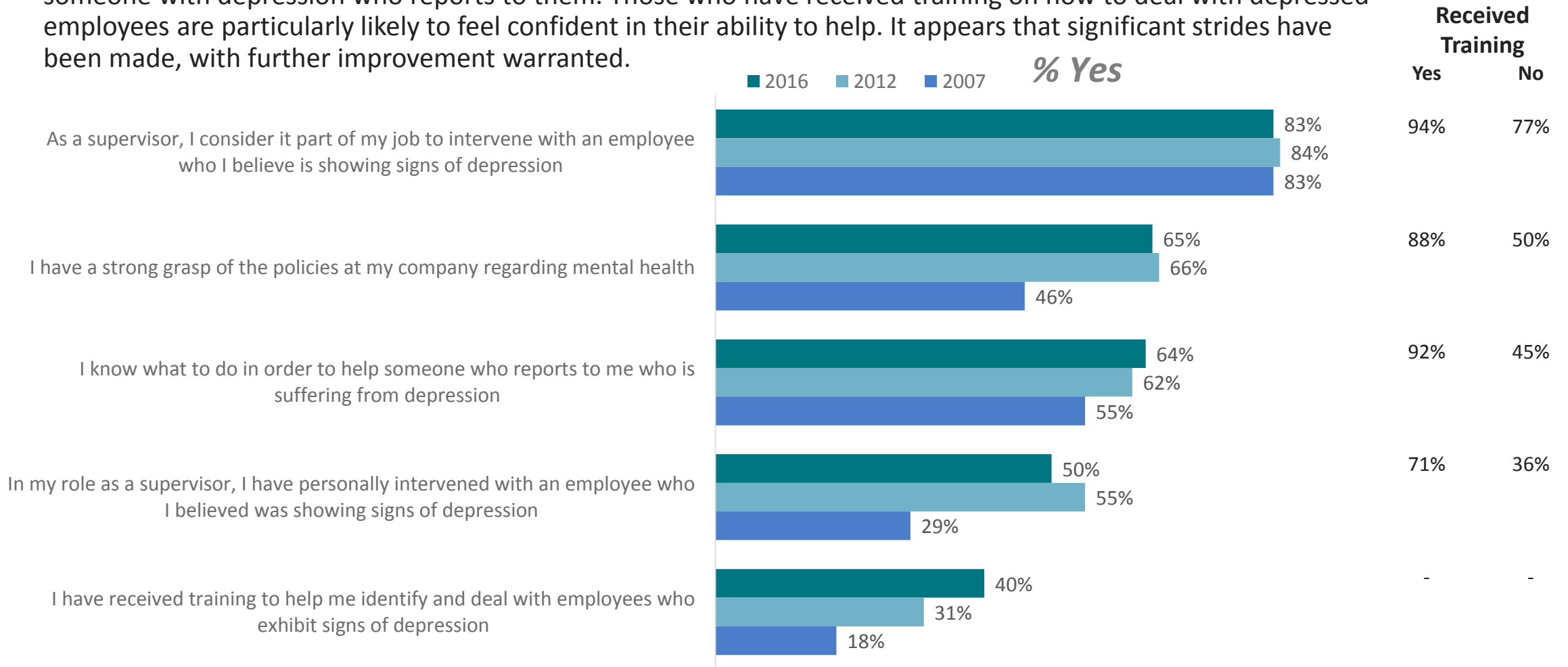


Q7_5. In terms of coping with your depression at work, how much support would you say that you receive from each of the following?

Base: Those with Depression (past or present) 2016 (n=2025); 2007 (n=1535)

MANAGER/SUPERVISOR VIEWS, EXPERIENCE, AND TRAINING REGARDING EMPLOYEE MENTAL HEALTH ISSUES

- Since 2007, there has been a steady upward trend in managerial training on employees with depression. Perhaps because of this, there has also been an increase in managers who say they know what to do in order to help someone with depression who reports to them. Those who have received training on how to deal with depressed employees are particularly likely to feel confident in their ability to help. It appears that significant strides have been made, with further improvement warranted.



QM2. Please select either “Yes” or “No” for each of the following:
 Base: Managers only (2016) n=2,002; (2012) n=2,317; (2007) n=1,248

MANAGER/SUPERVISOR VIEWS, EXPERIENCE, AND TRAINING REGARDING EMPLOYEE MENTAL HEALTH ISSUES

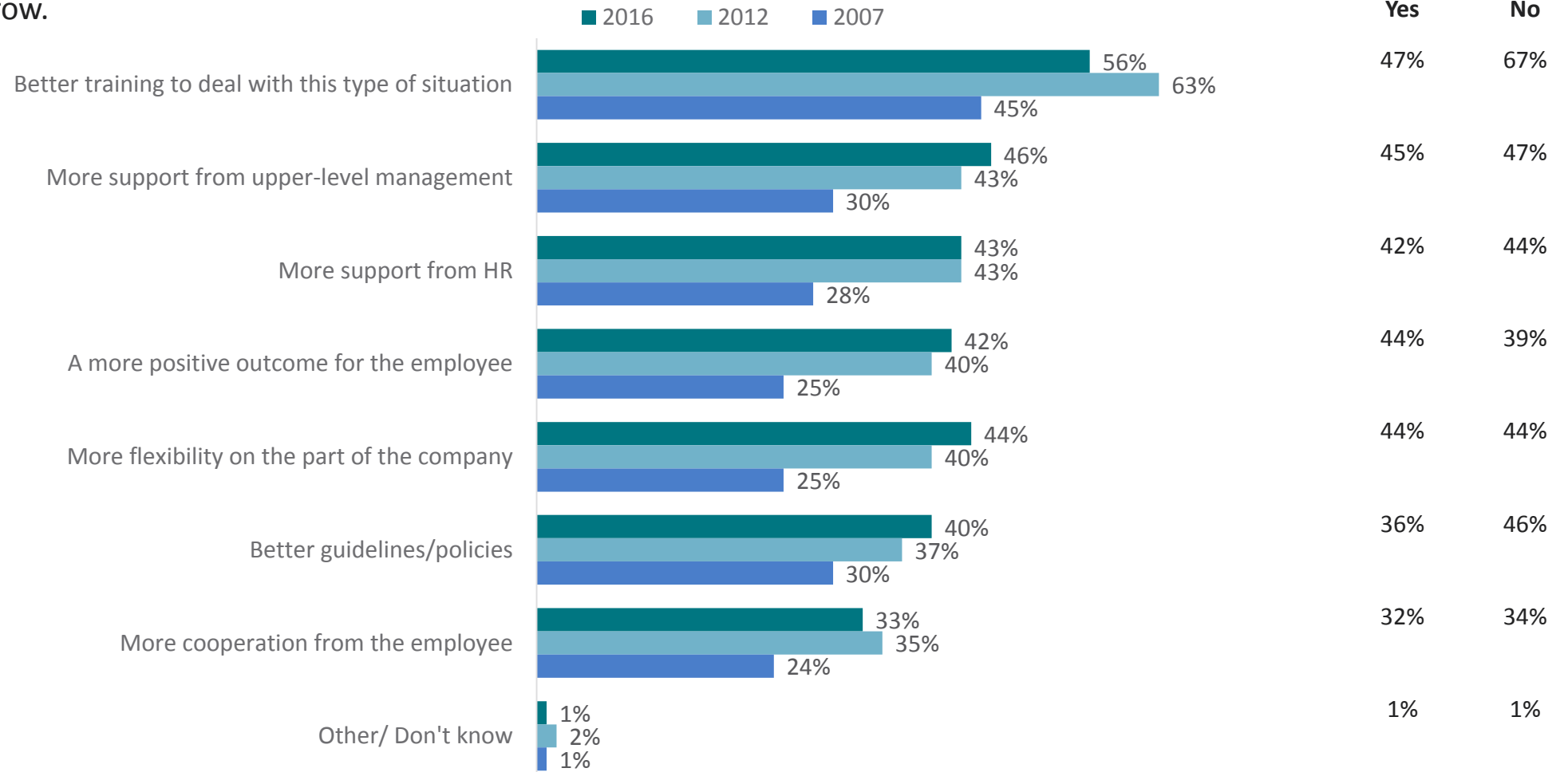
- Managers implementing the Standard at work tend to feel they have a better grasp of their workplace mental health policies, since they are also more likely to have received training to help identify and deal with employees showing signs of depression. As a result, they are more likely to say they know what to do in order to help an employee that is suffering from depression.

% Yes			
	Total	Implementing the Standard	
	Total	Yes	No
		C	D
<i>Base: Managers Only</i>	2002	290	101
As a supervisor, I consider it part of my job to intervene with an employee who I believe is showing signs of depression	83%	92%	91%
I have a strong grasp of the policies at my company regarding mental health	65%	88%_D	72%
I know what to do in order to help someone who reports to me who is suffering from depression	64%	90%_D	73%
In my role as supervisor, I have personally intervened with an employee who I believed was showing signs of depression	50%	69%	67%
I have received training to help me identify and deal with employees who exhibit signs of depression	40%	78%_D	58%

QM2. Please select either “Yes” or “No” for each of the following:
 Base: Managers only (2016) n=2,002

SUGGESTIONS FOR MAKING DEALING WITH EMPLOYEES SUFFERING FROM MENTAL HEALTH ISSUES BETTER OR EASIER

- While better training remains what a majority of managers are most likely to say could have made the situation easier, fewer said this than in 2012 – possibly due to more managers having received such training in the interim. Demand for more support from upper-level management, corporate flexibility and better guidelines continues to grow.



QM3. What could have made the experience of dealing with an employee who suffers from depression better or easier?

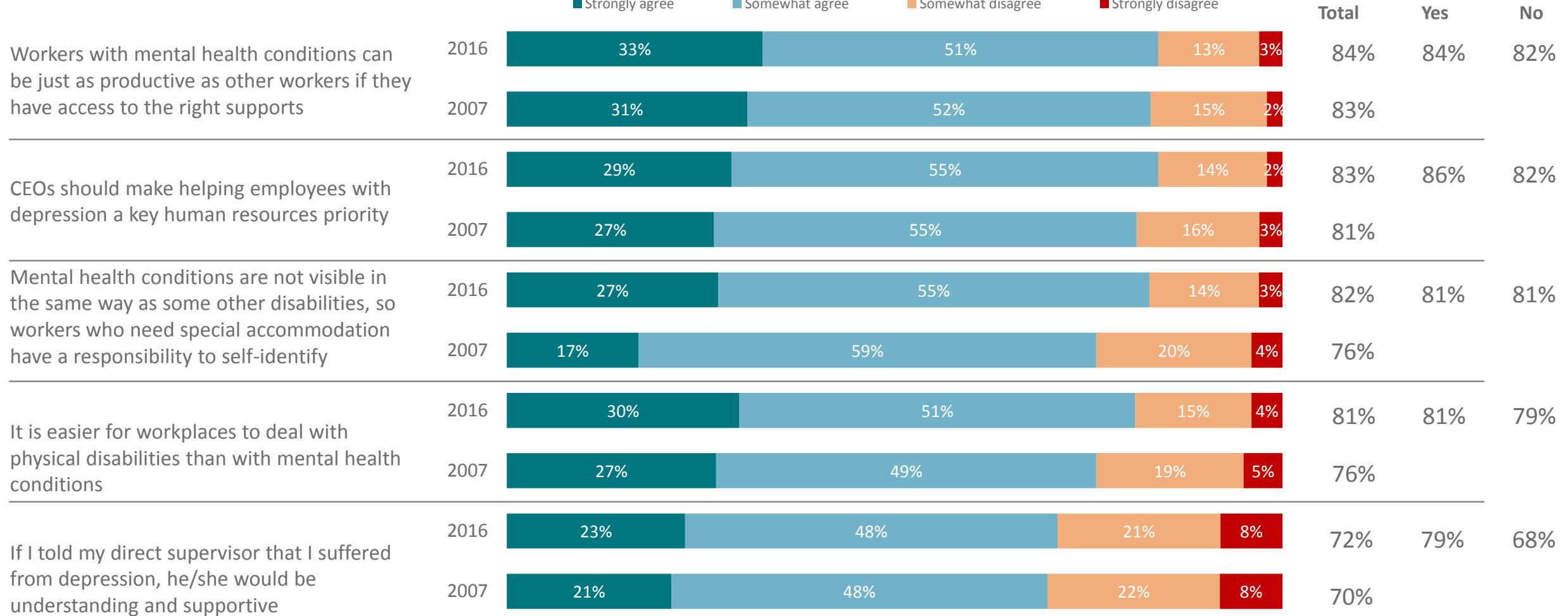
Base: Managers who personally intervened with an employee showing signs of depression (2016) n=1001; (2012) n=2,317; (2007) n=1,334



ATTITUDES TOWARDS DEPRESSION IN THE WORKPLACE

VIEWS TOWARDS DEPRESSION

- Some views have strengthened since 2007, including the opinion that mental health conditions are not visible (+6 pts) and that it is easier for workplaces to deal with physical disabilities than mental health conditions (+5 pts). Managers with training on depression are more likely to say their own boss would be supportive if they suffered.



Q7_7. To what extent do you agree or disagree with each of the following statements?

Base: All Respondents 2016 (n=5010); 2007 (n=3843)

VIEWS TOWARDS DEPRESSION

- Those implementing the Standard at work are much likelier than those who aren't to say their direct supervisor would be supportive if they told them they were suffering from depression.

% Agree (Strongly/Somewhat)					
	Total	Born in Canada		Implementing the Standard	
	Total	Yes	No	Yes	No
		A	B	E	F
<i>Base: All Respondents</i>	5010	4811	199	290	101
Workers with mental health conditions can be just as productive as other workers if they have access to the right supports	84%	84%_B	76%	90%_F	79%
CEOs should make helping employees with depression a key human resources priority	83%	83%	83%	90%	84%
Mental health conditions are not visible in the same way as some other disabilities, so workers who need special accommodation have a responsibility to self-identify	82%	83%_B	77%	86%	79%
It is easier for workplaces to deal with physical disabilities than with mental health conditions	81%	81%	79%	79%	81%
If I told my direct supervisor that I suffered from depression, he/she would be understanding and supportive	72%	72%	70%	87%_F	66%

Q7_7. To what extent do you agree or disagree with each of the following statements?

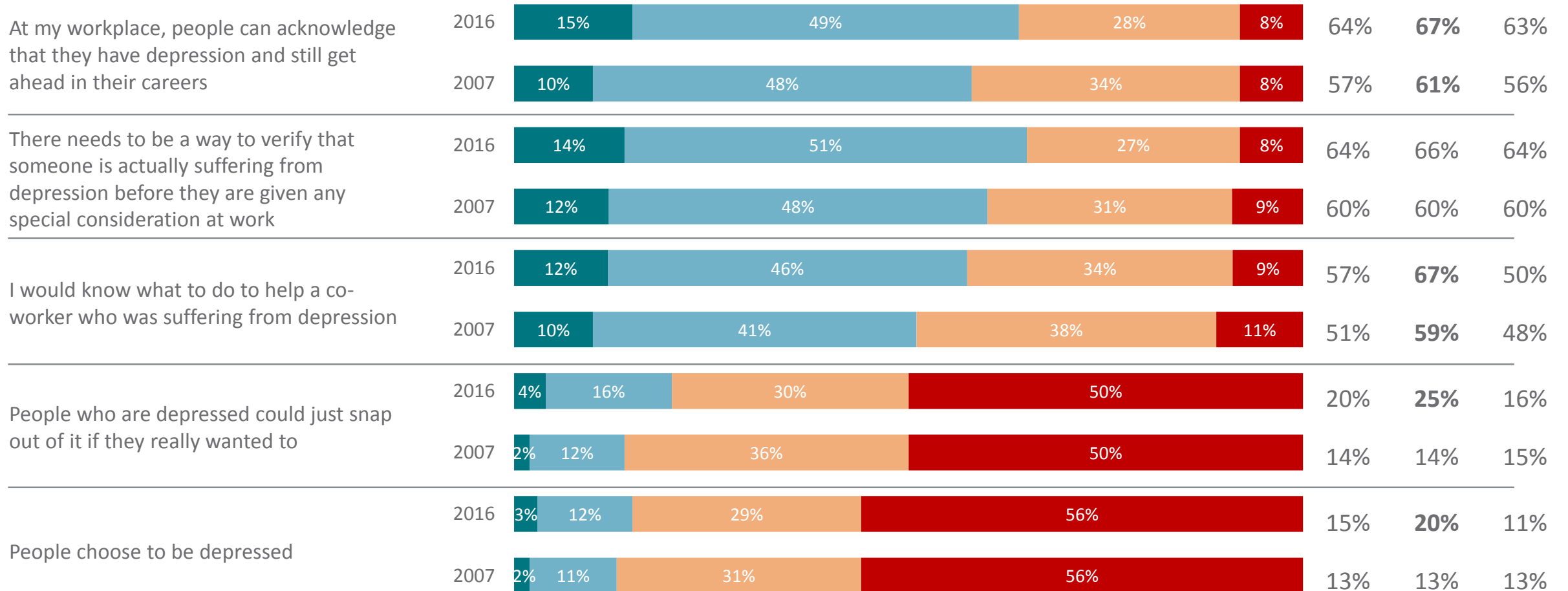
Base: All Respondents 2016 (n=5010)

VIEWS TOWARDS DEPRESSION

- Compared to 2007, more respondents say people at work can acknowledge their depression at work and still get ahead in their careers (64%, +7 pts), while more (57%, +6) also know “what to do” to help. Managers are more likely than non-managerial employees to feel people with depression can get ahead and that they’d know what to do to help a co-worker, but are also more likely to have hardline attitudes about depression being a choice.

■ Strongly agree
 ■ Somewhat agree
 ■ Somewhat disagree
 ■ Strongly disagree

% Agree
Total Managers Employees



Q7_7. To what extent do you agree or disagree with each of the following statements?

Base: All Respondents 2016 (n=5010); 2007 (n=3843)

VIEWS TOWARDS DEPRESSION

- Those not implementing the Standard tend to have more hardline views about people being able to snap out of depression and seeing depression as a choice. Managers who have been trained on how to deal with depressed employees are more likely to agree with all statements.

% Agree (Strongly/Somewhat)							
	Total	Born in Canada		Implementing the Standard		Managers Received Training	
	Total	Yes	No	Yes	No	Yes	No
		A	B	E	F	G	H
<i>Base: All Respondents</i>	5010	4811	199	290	101	800	1203
At my workplace, people can acknowledge that they have depression and still get ahead in their careers	64%	64%	62%	83%	65%	74%	62%
There needs to be a way to verify that someone is actually suffering from depression before they are given any special consideration at work	64%	64%	70%	67%	74%	68%	64%
I would know what to do to help a co-worker who was suffering from depression	57%	57%	59%	83%	83%	84%	57%
People who are depressed could just snap out of it if they really wanted to	20%	19%	39%	33%	46%	33%	20%
People choose to be depressed	15%	14%	30%	32%	45%	29%	14%

Q7_7. To what extent do you agree or disagree with each of the following statements?

Base: All Respondents 2016 (n=5010)



DEMOGRAPHICS

Region	
Alberta	10%
British Columbia	13%
SK/MB (Net)	7%
Atlantic (Net)	7%
Ontario	38%
Quebec	25%

Community Size	
Greater than 500,000	44%
150,000 – 500,000	22%
10,000 – 149,999	23%
Less than 10,000	11%

Place of Birth	
Yes, born in Canada	84%
No, not born in Canada	16%

Citizenship	
A Canadian citizen	96%
A landed immigrant/permanent resident	4%

Education	
HS or Less (Net)	16%
Post Secondary (Net)	37%
University +(Net)	47%

Income	
<30K (Net)	9%
\$30K-<\$60K (Net)	27%
\$60K-\$100K (Net)	31%
\$100K+ (Net)	25%
Prefer not to answer (Net)	8%

Marital Status	
Single, never married	28%
Living with partner	16%
Married	45%
Widowed	1%
Divorced or separated	9%

Household Number	
1 to 2 (Net)	58%
3 to 4 (Net)	36%
5 + (Net)	6%

Children Under 18	
1 to 2 (Net)	28%
3 to 4 (Net)	3%
5 + (Net)	-

Gender	
Male	52%
Female	48%

Age	
18 to 34 (Net)	25%
35 to 54 (Net)	54%
55 + (Net)	21%

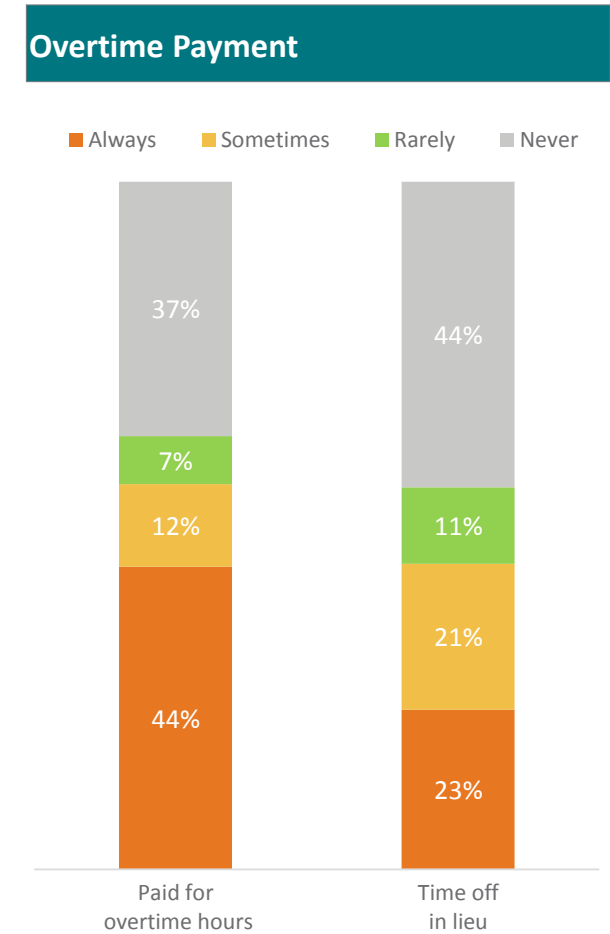
Tenure with employer	
<1 Year	9%
1-<2 Years	8%
2-<3 Years	8%
3-<5 Years	13%
5-<10 Years	23%
10-<20 Years	24%
20+ Years	15%
Mean	9.51

Employment Status	
Permanent	85%
Contract	9%
Seasonal	4%
Shift work	6%
Other	1%

Level within company	
Entry-level	69%
Senior Manager	25%
Director	5%
Vice President or Executive	2%

Overtime is Expected	
Yes	38%
No	62%

Hours Work Hours	
Less than 10 hours	3%
10 to 19	5%
20 to 29	8%
30 to 39	32%
40 to 49	42%
50 to 59	6%
60 to 69	2%
70 to 70	-
80+	1%
Mean	36.86



Industry sector category	
Health Care and Social Assistance	11%
Retail Trade	11%
Educational Services	10%
Professional, Scientific and Technical Services	9%
Manufacturing	9%
Public Administration	7%
Administrative and Support, Waste Management and Remediation Services	6%
Other Services (except Public Administration)	6%
Transportation and Warehousing	6%
Finance and Insurance	5%
Information and Cultural Industries	5%
Construction	4%
Accommodation and Food Services	3%
Wholesale Trade	3%
Arts, Entertainment and Recreation	2%
Real Estate and Rental and Leasing	1%
Mining and Oil and Gas Extraction	1%
Agriculture, Forestry, Fishing and Hunting	1%
Utilities	1%
Management of Companies and Enterprises	1%

# Number of Employees		
	Company wide	Your Branch
1 to 49	17%	36%
50 to 99	5%	10%
100 to 249	6%	12%
250 to 499	4%	5%
500+	26%	10%
Don't know	42%	28%

Public or Private Sector	
Private sector	58%
Federal government	6%
Provincial government	12%
Municipal government	3%
Other public sector	14%
Don't know	7%

Profit Not for Profit	
For-profit	63%
Not-for-profit	27%
Don't know	10%

Member of Union Federation	
Yes	31%
No	67%
Don't know	2%

Contacts



Sean Simpson

Vice President, Ipsos Public Affairs

✉ Sean.Simpson@ipsos.com

☎ +416 324 2002

ABOUT IPSOS

Ipsos ranks third in the global research industry. With a strong presence in 87 countries, Ipsos employs more than 16,000 people and has the ability to conduct research programs in more than 100 countries. Founded in France in 1975, Ipsos is controlled and managed by research professionals. They have built a solid Group around a multi-specialist positioning – Media and advertising research; Marketing research; Client and employee relationship management; Opinion & social research; Mobile, Online, Offline data collection and delivery.

Ipsos is listed on Eurolist – NYSE – Euronext. The company is part of the SBF 120 and the Mid-60 index and is eligible for the Deferred Settlement Service (SRD).

ISIN code FR0000073298, Reuters ISOS.PA, Bloomberg
IPS:FP

www.ipsos.com

GAME CHANGERS

At Ipsos we are passionately curious about people, markets, brands and society. We deliver information and analysis that makes our complex world easier and faster to navigate and inspires our clients to make smarter decisions.

We believe that our work is important. Security, simplicity, speed and substance applies to everything we do.

Through specialisation, we offer our clients a unique depth of knowledge and expertise. Learning from different experiences gives us perspective and inspires us to boldly call things into question, to be creative.

By nurturing a culture of collaboration and curiosity, we attract the highest calibre of people who have the ability and desire to influence and shape the future.

“GAME CHANGERS” – our tagline – summarises our ambition.