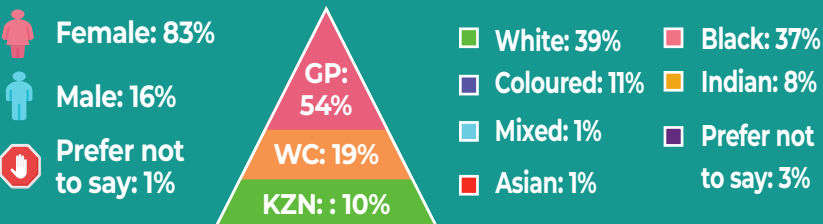


SADAG'S 'WORKING LIFE' SURVEY

1 August - 24 September 2024 (n=963)

GENDER: PROVINCES: RACE:



WORK SECTORS:



WORKPLACE MENTAL HEALTH:

- 52% of employees surveyed have been diagnosed with a Mental Health Condition

TOP 5 DIAGNOSED CONDITIONS:



KESSLER 10-ITEM PSYCHOLOGICAL DISTRESS SCALE

| | | |
|----|---|-----|
| 10 | I felt tired for no good reason | 44% |
| 09 | I felt everything was an effort | 34% |
| 08 | I felt depressed | 29% |
| 07 | I felt a little nervous | 29% |
| 06 | I felt a little restless (fidgety) | 26% |
| 05 | I felt hopeless | 22% |
| 04 | I felt worthless | 20% |
| 03 | I felt so sad that nothing could cheer me up | 15% |
| 02 | I felt so restless that I could not sit still | 14% |
| 01 | I felt so nervous that nothing could calm me down | 12% |

MAIN CHALLENGES:

| | |
|-----|---|
| 44% | Too little remuneration/pay |
| 32% | Tight deadlines/ time pressure |
| 30% | Working long hours |
| 26% | Conflict with colleagues |
| 25% | Constant organisational change |
| 25% | Insufficient leave/ time off |
| 25% | Too many meetings |
| 19% | Insufficient medical benefits |
| 18% | Physically uncomfortable workplace |
| 17% | Many of my co-workers have resigned |
| 15% | Emotional outbursts from clients |
| 13% | Not being allowed to work independently |

MENTAL HEALTH SUPPORT IN THE WORKPLACE:

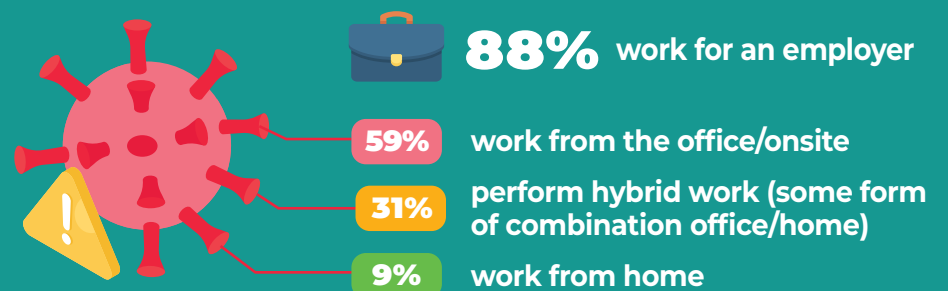
- 47% have workplace EAPs
- 38% talk about mental health in their workplaces
- 28% have made use of EAPs
- 20% have been allowed to take a mental health day
- 12% have often taken leave due to mental illness

WORKING LIFE AND COVID-19:

- 62% were NOT diagnosed with a new Mental Health Condition since the start of Covid in 2020
- 8% stated that Covid-19 worsened their existing Mental Health Conditions

"Mine [mental health] improved during lockdown. Work is the main stressor."
- Education and Training Sector worker (with a history of Depression)

The post-Covid workplace consists of three broad categories of work:



EMPLOYEE PERCEPTIONS ABOUT WORK:

- 75% think about work when they are not at work
- 61% wish they could afford to quit their jobs
- 57% can easily talk to their boss
- 50% of employees surveyed reported feeling unhappy when starting work on a Monday Morning
- 48% feel that they can trust their boss with sensitive personal information
- 38% are afraid of losing their job

CREATING PSYCHOLOGICALLY SAFER WORKPLACES:

"Acknowledge toxic dynamics & elements when they occur, deal with them (incl. listen to feedback and incorporate it)." -NGO/NPO Sector employee

"No support, the company will blame it on the employee as there is 'nothing' wrong in the workplaceI did not utilize any mental health programme. There weren't any time to do so. Only work constantly."
- Education and Training Sector worker

"Nothing [is done to support mental health in my workplace]. Quite the opposite, we now have to pay for EAP. It was previously not this way. I have [made use of EAP] in the past because the service was available and accessible and very helpful. Now...it is not as it is a paid for service."
- Health Care Sector employee

To Learn About Our Corporate Wellness Services www.sadag.org or Interested and have a question? Email: admin@anxiety.org.za

