



# The Mental Health Index by TELUS Health.

Special report on physical health and wellbeing

Pan-Europe | April 2023



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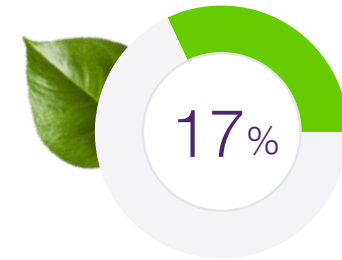
# What you need to know for April 2023.

## 1. More than one-third of workers in Europe have a high mental health risk.

- At 61.4, the mental health of workers in Europe declined modestly from the prior month
- All mental health sub-scores apart from work productivity declined from the prior period
- 37% of workers have a high mental health risk, 44% have a moderate mental health risk, and 18% have a low mental health risk
- Mental health scores improved in Germany and the Netherlands, whereas mental health scores declined in France, Italy, Spain, and Poland
- Labourers have a lower mental health score than service and office workers
- Managers have a higher mental health score than non-managers

## 2. More than one in ten workers report mental health decline or significant mental health challenges.

- The mental health scores of workers reporting a decline in their mental health or significant mental health challenges are 39 or more points below workers reporting good mental health and 24 or more points below the national average
- Women are 40 per cent more likely than men to say their mental health is in decline
- Workers under 40 are more likely than workers over 50 to report they are starting to see/make improvement in their mental health



**exercise to  
improve or maintain**  
their mental health



**hours or more of**  
vigorous exercise per week  
is the point where mental  
health scores increase



**say their mental  
health is in decline**  
or have significant  
health challenges



say their **physical**  
**health is in decline**  
or have significant  
health challenges

### 3. One in ten workers report a decline in their physical health or significant physical health challenges.

- The mental health scores of workers reporting a decline in their physical health or significant physical health challenges are 29 or more points below workers reporting good physical health and 14 or more points below the national average
- 24 per cent of workers cite motivation and/or no energy as the barrier to exercising regularly
- 15 per cent of workers say cost is the biggest barrier to exercising regularly
- 19 per cent do not exercise and the mental health score of this group is nearly four points lower than workers who exercise four or more times per week
- 17 per cent exercise to improve or maintain their mental health

### 4. More than two in five report better sleep would be most helpful in managing their physical health.

- 67 per cent believe physical activity has a positive effect on their mental health
- Most workers indicate that they exercise vigorously less than 1.5 hours a week; however, better mental health scores are seen at 3.5 hours per week or more
- Eight per cent say managing their physical health starts with their mental health; this group has a mental health score four points lower than the national average
- 23 per cent of workers have a physical health issue that interferes with work
- Among workers with a physical health issue that interferes with work, 49 per cent say their employer is unaware, or are unsure whether their employer is aware, of their physical health issue

### 5. One in ten workers are dissatisfied with the level of available healthcare.

- The mental health score of workers dissatisfied with available healthcare is 21 points lower than satisfied workers and more than 15 points lower than the national average
- Women are 50 per cent more likely than men to be dissatisfied with the level of available healthcare
- 41 per cent of those dissatisfied cite long wait times for treatment



# Country spotlights

## France

MHI

61.4

At 61.4, the mental health of the working population in France declined 2.9-points from January 2023.

- 45% are feeling anxious
- 37% say their mental health is negatively impacting work productivity
- 37% are feeling do not have emergency savings to cover basic needs
- 30% are feeling isolated
- 24% are feeling depressed
- 19% are not feeling optimistic about their future
- 72% believe physical activity has a positive effect on their mental health
- 71% believe physical activity and good mental health are linked
- 55% report lack of motivation or time as the biggest barrier to exercising regularly
- 18% do not exercise; **nine per cent** of those who exercise do so for 3.5 hours or more per week
- 23% have a physical health issue that interferes with their work; 50% report their employer is aware of their physical health issue
- 11% say their mental health is in decline or they are experiencing significant mental health challenges
- 11% say their physical health is in decline or they are experiencing significant physical health challenges
- 64% are satisfied with the level of healthcare that is available to them

## Germany

MHI

64.7

At 64.7, the mental health of the working population in Germany improved modestly (+0.4 points) from January 2023.

- 34% are feeling do not have emergency savings to cover basic needs
- 29% are feeling anxious
- 26% say their mental health is negatively impacting work productivity
- 23% are feeling isolated
- 23% are feeling depressed
- 17% are not feeling optimistic about their future
- 61% believe physical activity has a positive effect on their mental health
- 61% believe physical activity and good mental health are linked
- 49% report lack of motivation or time as the biggest barrier to exercising regularly
- 23% do not exercise; **16%** of those who exercise do so for 3.5 hours or more per week
- 20% have a physical health issue that interferes with their work; 48% report their employer is aware of their physical health issue
- 10% say their physical health is in decline or they are experiencing significant physical health challenges
- 9% say their mental health is in decline or they are experiencing significant mental health challenges
- 50% are satisfied with the level of healthcare that is available to them

# Country spotlights (continued)

## Italy

MHI

58.5

At 58.5, the mental health of the working population in Italy declined 0.6 points from January 2023.

- 45% are feeling anxious
- 35% are feeling depressed
- 34% are feeling isolated
- 29% are not feeling optimistic about their future
- 25% say their mental health is negatively impacting work productivity
- 25% are feeling do not have emergency savings to cover basic needs
- 71% believe physical activity and good mental health are linked
- 68% believe physical activity has a positive effect on their mental health
- 53% report lack of motivation or time as the biggest barrier to exercising regularly
- 21% do not exercise; six per cent of those who exercise do so for 3.5 hours or more per week
- 17% have a physical health issue that interferes with their work; 48% report their employer is aware of their physical health issue
- 11% say their mental health is in decline or they are experiencing significant mental health challenges
- 10% say their physical health is in decline or they are experiencing significant physical health challenges
- 51% are satisfied with the level of healthcare that is available to them

## Netherlands

MHI

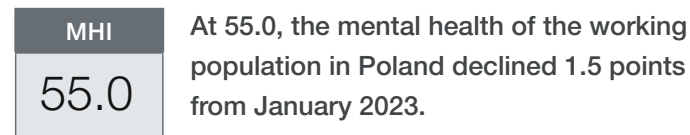
71.1

At 71.1, the mental health of the working population in the Netherlands improved 1.7 points from January 2023 and has the highest mental health score among countries in this report.

- 23% say their mental health is negatively impacting work productivity
- 22% are feeling do not have emergency savings to cover basic needs
- 22% are feeling anxious
- 16% are feeling isolated
- 16% are feeling depressed
- 11% are not feeling optimistic about their future
- 77% believe physical activity and good mental health are linked
- 73% believe physical activity has a positive effect on their mental health
- 51% report lack of motivation or time as the biggest barrier to exercising regularly
- 20% do not exercise; 10% of those who exercise do so for 3.5 hours or more per week
- 13% have a physical health issue that interferes with their work; 65% report their employer is aware of their physical health issue
- 7% say their mental health is in decline or they are experiencing significant mental health challenges
- 7% say their physical health is in decline or they are experiencing significant physical health challenges
- 72% are satisfied with the level of healthcare that is available to them

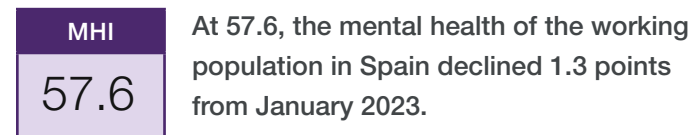
# Country spotlights (continued)

## Poland



- 52% are feeling anxious
  - 44% are feeling do not have emergency savings to cover basic needs
  - 41% are feeling depressed
  - 37% are feeling isolated
  - 34% say their mental health is negatively impacting work productivity
  - 29% are not feeling optimistic about their future18% report poor psychological health
  - 18% report poor psychological health
- 
- 64% believe physical activity and good mental health are linked
  - 60% believe physical activity has a positive effect on their mental health
  - 55% report lack of motivation or time as the biggest barrier to exercising regularly
  - 18% do not exercise; **eight per cent** of those who exercise do so for 3.5 hours or more per week
  - 36% have a physical health issue that interferes with their work; 51% report their employer is aware of their physical health issue
  - 14% say their mental health is in decline or they are experiencing significant mental health challenges
  - 12% say their physical health is in decline or they are experiencing significant physical health challenges
  - 37% are satisfied with the level of healthcare that is available to them

## Spain

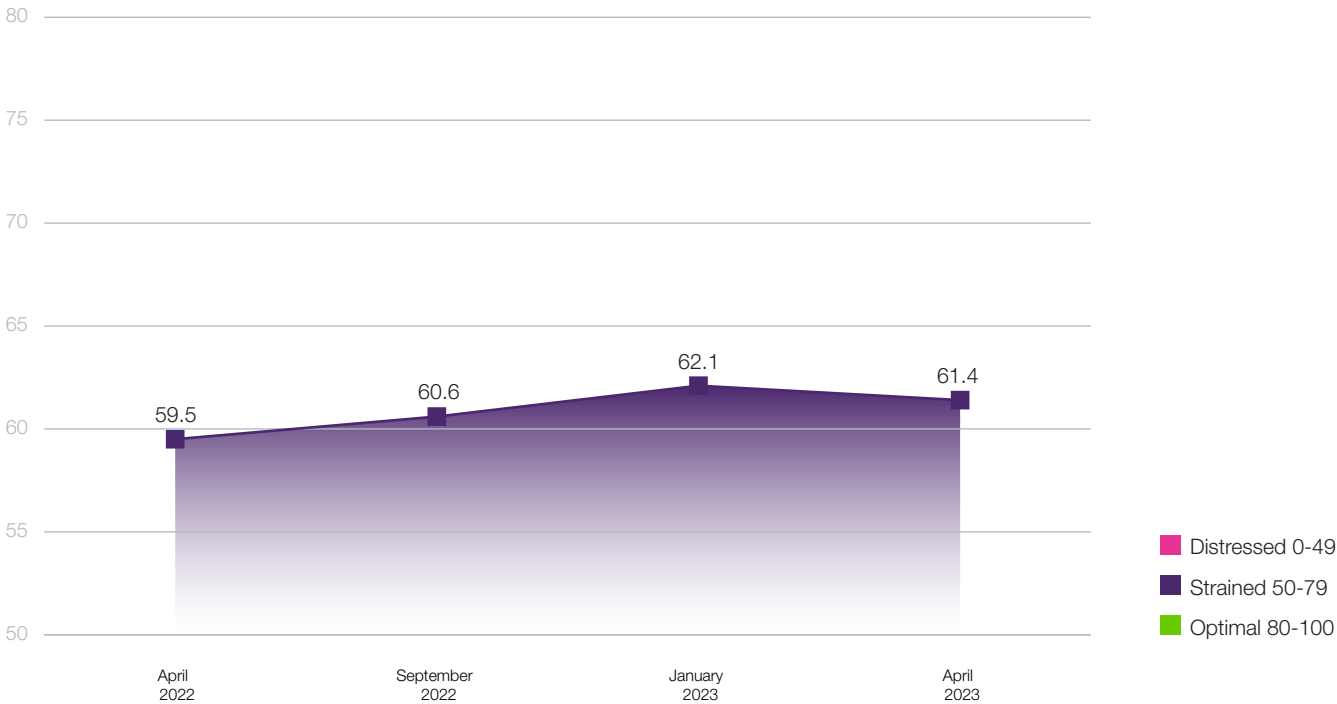


- 51% are feeling anxious
  - 48% are feeling depressed
  - 37% are feeling isolated
  - 30% are feeling do not have emergency savings to cover basic needs
  - 29% say their mental health is negatively impacting work productivity
  - 16% are not feeling optimistic about their future
  - 10% report poor psychological health
- 
- 73% believe physical activity and good mental health are linked
  - 69% believe physical activity has a positive effect on their mental health
  - 51% report lack of motivation or time as the biggest barrier to exercising regularly
  - 13% do not exercise; **seven per cent** of those who exercise do so for 3.5 hours or more per week
  - 26% have a physical health issue that interferes with their work; 48% report their employer is aware of their physical health issue
  - 17% say their mental health is in decline or they are experiencing significant mental health challenges
  - 10% say their physical health is in decline or they are experiencing significant physical health challenges
  - 56% are satisfied with the level of healthcare that is available to them

# The Mental Health Index.

The overall Mental Health Index (MHI) for April 2023 is **61.4**. Following two periods of improvement, the mental health of workers in Europe declined from the prior period.

MHI Current Month April 2023	January 2023
61.4	62.1

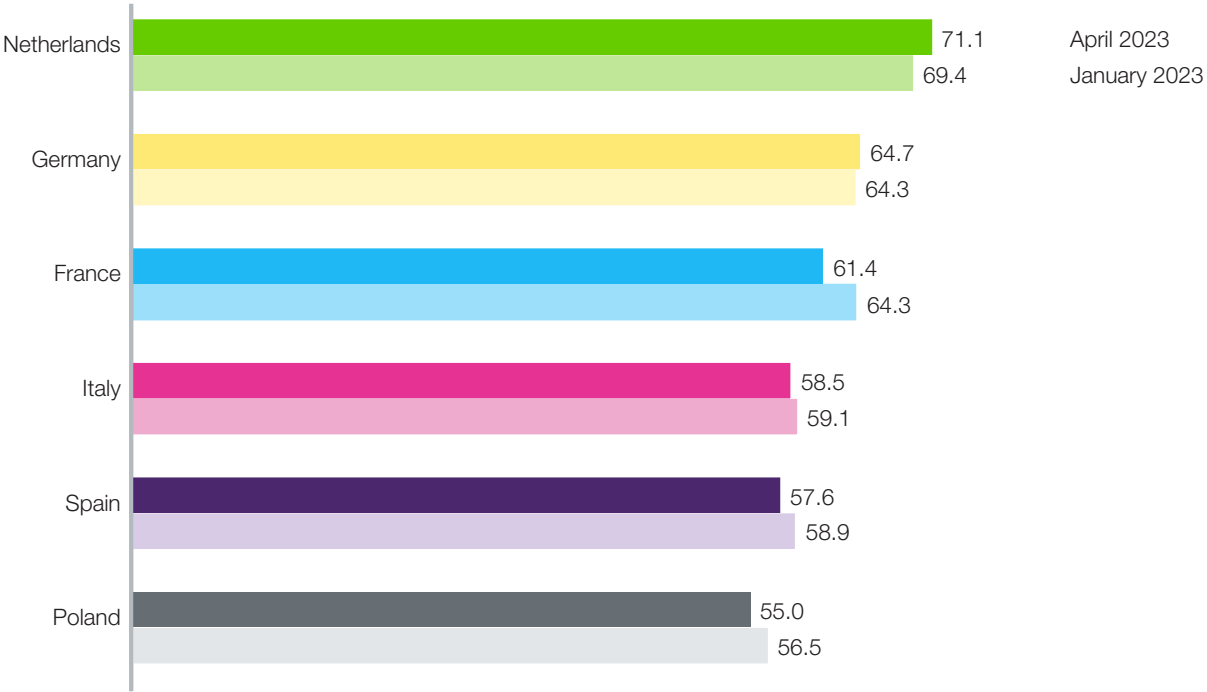




The Mental Health Index by country.

The lowest mental health score is in Poland (55.0), followed by Spain (57.6), Italy (58.5), France (61.4), and Germany (64.7). The Netherlands continues to have the highest mental health score (71.1).

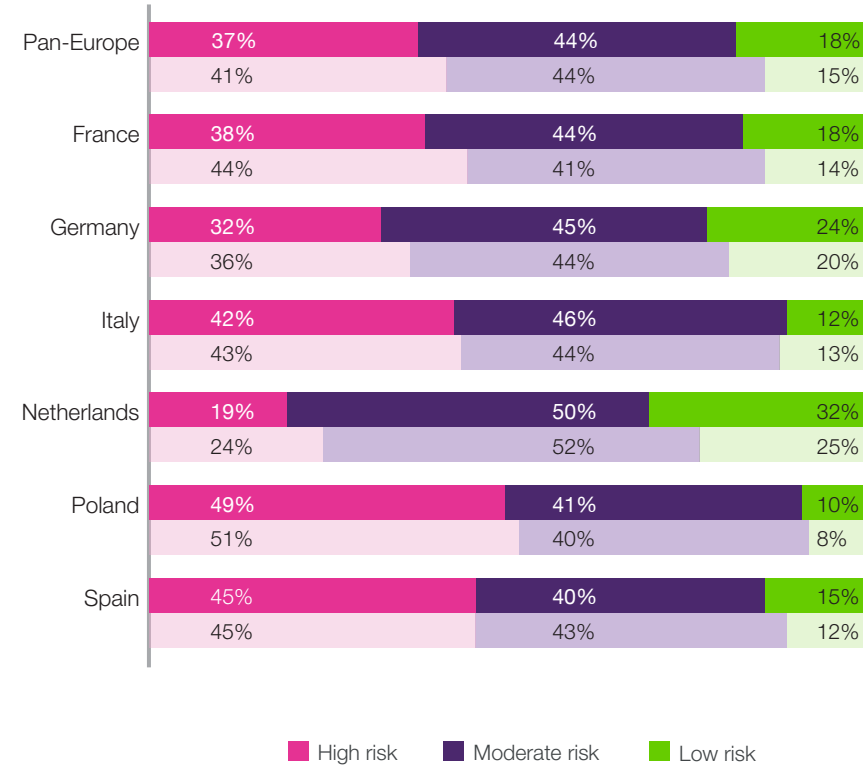
Mental health scores have improved in Germany and the Netherlands while scores declined in France, Italy, Spain, and Poland.



## Mental health risk.

In April 2023, 37 per cent of workers in Europe are high risk, 44 per cent are moderate risk, and 18 per cent are low risk. The greatest proportion of high-risk individuals is found in Poland (49 per cent), followed by Spain (45 per cent), and Italy (42 per cent). The Netherlands has the lowest proportion (19 per cent) of high-risk individuals and the highest proportion (32 per cent) of individuals at low risk.

Approximately 30 per cent of people 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 people in the low-risk group report diagnosed anxiety or depression.



April 2023  
January 2023

**Mental Health Index sub-scores.**

The lowest Mental Health Index sub-score in Pan-Europe is the risk measure of anxiety (51.2), followed by depression (58.2), isolation (60.1), optimism (61.2), work productivity (61.8), and financial risk (66.0). General psychological health (72.8) continues to be the most favourable mental health measure in April 2023.

- Apart from work productivity, all mental health sub-scores have declined from the prior period
- With a 2.1-point increase, the financial risk sub-score has the most significant decrease from January 2023

Mental Health Index Sub-scores	April 2023	January 2023
Anxiety	51.2	51.9
Depression	58.2	58.6
Isolation	60.1	60.2
Optimism	61.2	61.8
Work productivity	61.8	61.8
Financial risk	66.0	68.1
Psychological health	72.8	73.3

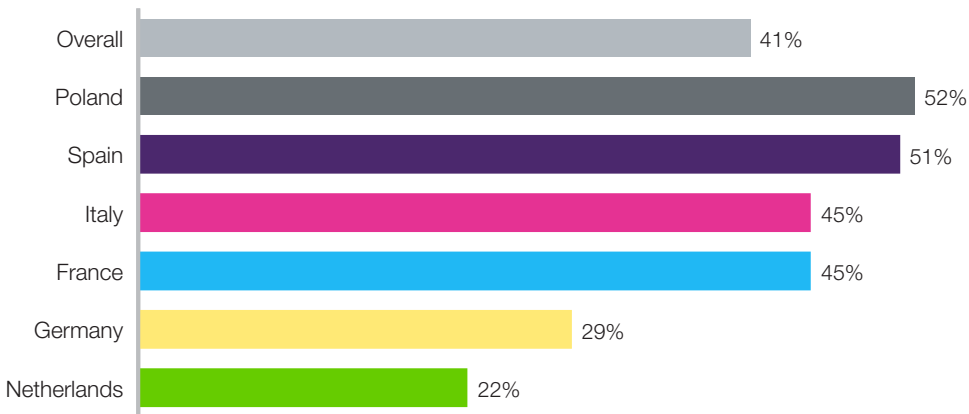


## Anxiety

Survey participants were asked whether they often feel unsettled and nervous.

Overall, 41 per cent often feel unsettled and nervous. More than half of the working population in Poland (52 per cent) feel anxious, 51 per cent in Spain, 45 per cent in Italy, 45 per cent in France, 29 per cent in Germany, and 22 per cent in the Netherlands feel the same.

Percentage of people feeling anxious by country

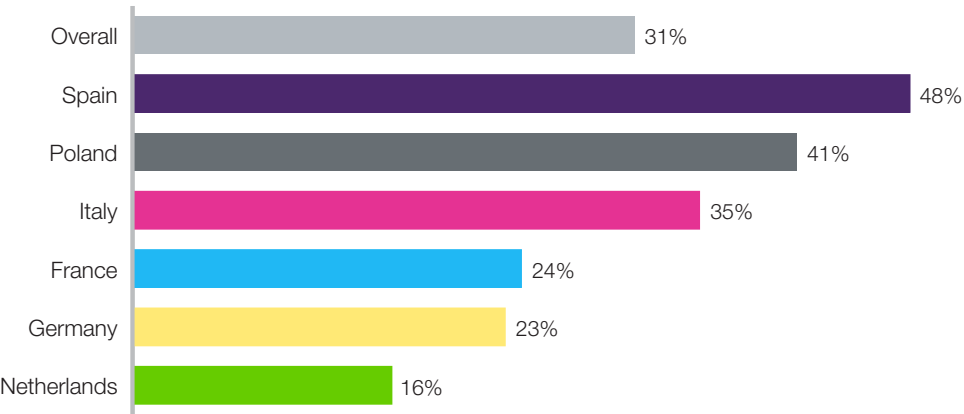


## Depression

Survey participants were asked whether they often feel a sense of helplessness.

Overall, 31 per cent often feel a sense of helplessness. Nearly half of the working population in Spain (48 per cent) feel depressed, 41 per cent in Poland, 35 per cent in Italy, 24 per cent in France, 23 per cent in Germany, and 16 per cent in the Netherlands feel the same.

Percentage of people feeling symptoms of depression by country

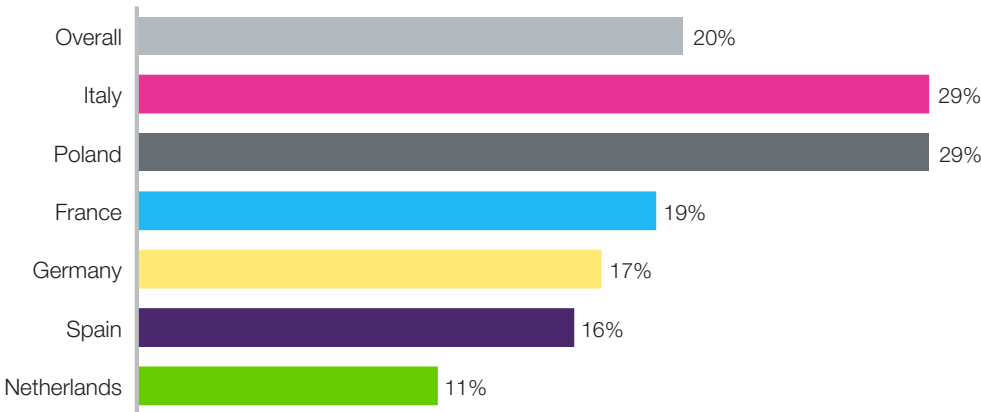


## Optimism

Survey participants were asked whether they feel optimistic about their future.

Overall, 20 per cent do not feel optimistic about their future. Optimism is lowest in Italy and Poland where more than one-quarter (29 per cent) of the working population are not feeling optimistic about their future, followed by France (19 per cent), Germany (17 per cent), Spain (16 per cent), and the Netherlands (11 per cent).

Percentage of people not feeling optimistic about the future by country

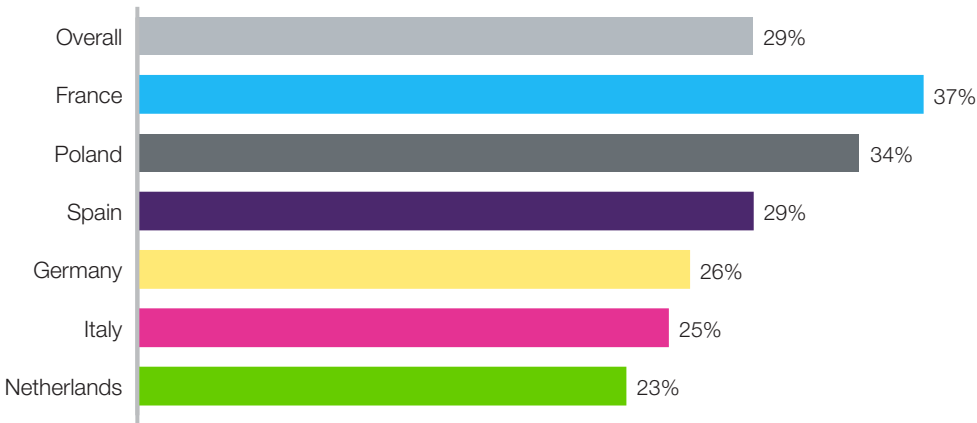


## Work productivity

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

Overall, 29 per cent report that their mental health is negatively impacting their work productivity. The greatest impact of mental health on work productivity is in France where more than one-third (37 per cent) indicate their mental health is negatively impacting work productivity, followed by 34 per cent in Poland, 29 per cent in Spain, 26 per cent in Germany, 25 per cent in Italy, and 23 per cent in the Netherlands.

Percentage of people reporting that their mental health is affecting their productivity at work by country

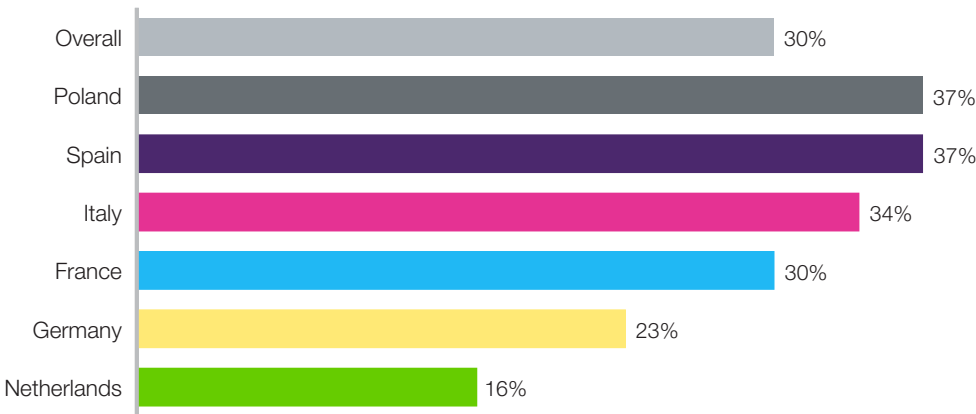


### Isolation

Survey participants were asked whether they often feel alone.

Overall, 30 per cent often feel alone. Isolation is most notable in Poland and Spain, where nearly two in five (37 per cent) often feel alone. In Italy, 34 per cent often feel alone; 30 per cent in France, 23 per cent in Germany, and 16 per cent in the Netherlands feel the same.

Percentage of people feeling isolated by country

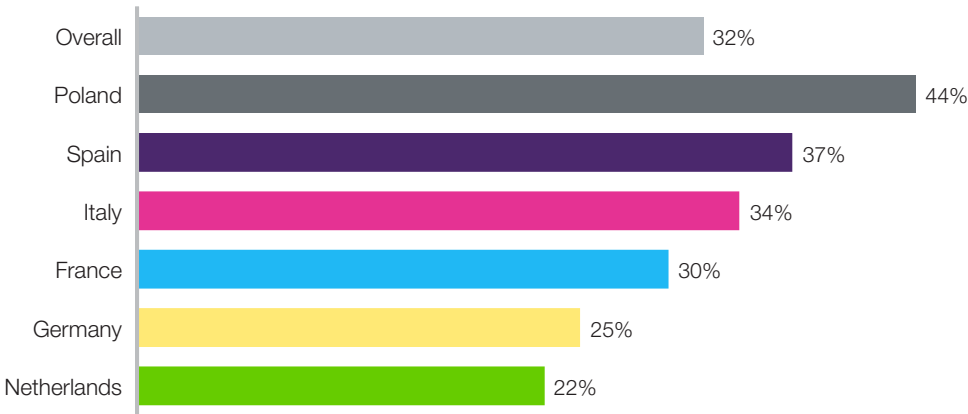


### Financial risk

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

Overall, one-third (32 per cent) do not have emergency savings. More than four in ten (44 per cent) of the working population in Poland do not have emergency savings; 37 per cent in France, 34 per cent in Germany, 30 per cent in Spain, 25 per cent in Italy, and 22 per cent in the Netherlands report the same.

Percentage without emergency savings by country

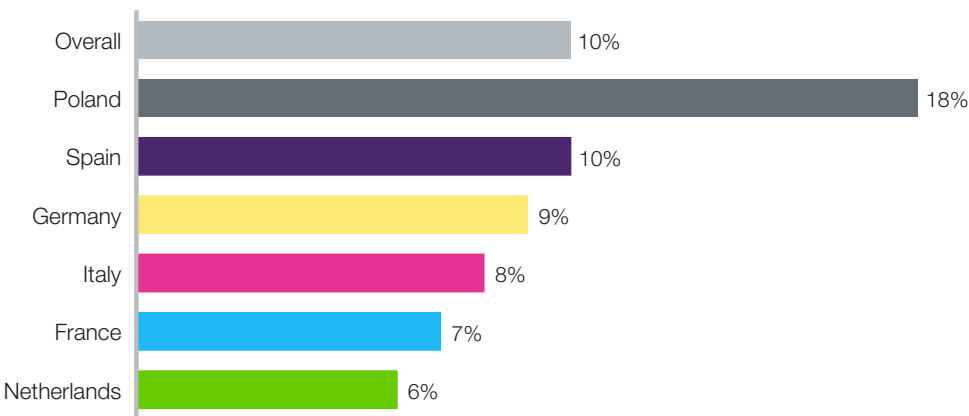


# General psychological health.

Survey participants were asked whether they are in good psychological health.

Overall, 10 per cent report they are not in good psychological health. The incidence of poor psychological health is greatest in Poland (18 per cent), followed by Spain (10 per cent), Germany (nine per cent), Italy (eight per cent), France (seven per cent), and the Netherlands (six per cent).

Percentage of people reporting poor general psychological health by country



## Mental health by gender and age.

- Since the launch of the MHI, women have a significantly lower mental health score than men. In April 2023, the mental health score of women is 58.3 compared to 64.0 for men
- Since April 2022, mental health scores have improved with age
- Differences in mental health scores between individuals with and without children have been reported since the launch of the Index in April 2022. One year later, this pattern continues with a lower score for individuals with at least one child (59.7) than individuals without children (62.8)

## Mental health by employment status.

- Overall, two per cent of respondents are unemployed<sup>1</sup> and six per cent report reduced hours or reduced salary
- Individuals reporting reduced salary compared to the prior month have the lowest mental health score (43.0), followed by individuals working fewer hours (49.8), individuals not currently employed (60.2), and individuals with no change to salary or hours (62.3)
- Managers have a higher mental health score (61.9) than non-managers (60.9)
- Labourers have a lower mental health score (60.6) than service (60.8) and office workers (61.9)
- Self-employed/sole proprietors have the lowest mental health score (57.5)
- Respondents working for companies with 5,001-10,000 employees have the highest mental health score (66.9)

## Emergency savings

- Workers without emergency savings continue to experience a lower score in mental health (40.8) than the overall group (61.4). Workers with emergency savings have a mental health score of 70.0



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



Employment status	Apr. 2023	Jan. 2023
Employed (no change in hours/salary)	62.3	62.5
Employed (fewer hours compared to last month)	49.8	52.2
Employed (reduced salary compared to last month)	43.0	44.6
Not currently employed	60.2	57.8

Age group	Apr. 2023	Jan. 2023
Age 20-29	55.4	57.0
Age 30-39	57.1	57.5
Age 40-49	60.1	61.0
Age 50-59	64.2	65.2
Age 60-69	71.2	70.6

Number of children	Apr. 2023	Jan. 2023
No children in household	62.8	63.9
1 child	59.4	59.4
2 children	60.3	61.0
3 children or more	59.1	59.4

Numbers highlighted in **pink** are the most negative scores in the group.  
Numbers highlighted in **green** are the least negative scores in the group.

Country	Apr. 2023	Jan. 2023
France	61.4	64.3
Germany	64.7	64.3
Italy	58.5	59.1
Netherlands	71.1	69.4
Poland	55.0	56.5
Spain	57.6	58.9

Gender	Apr. 2023	Jan. 2023
Men	64.0	64.2
Women	58.3	59.6

Household Income – Rest of Europe	Apr. 2023	Jan. 2023
Under €10K/annum	54.8	50.7
€10K to <€20K/annum	51.7	52.1
€20k to <€30K	56.1	57.8
€30K to €50K	62.8	63.2
€50K to €70K	65.9	66.7
€70K to €100K	70.4	72.0
€100K and over	74.0	72.9

Household Income – Poland	Apr. 2023	Jan. 2023
Under 15K pln/annum	46.7	50.5
15K pln to <30K pln/annum	46.9	52.1
30k to <60K pln	49.7	49.6
60k to <100K pln	55.8	56.3
100K pln and over	58.9	61.8

Employer size	Apr. 2023	Jan. 2023
Self-employed/sole proprietor	57.5	58.0
2-50 employees	60.4	61.9
51-100 employees	59.9	60.1
101-500 employees	62.0	61.8
501-1,000 employees	62.5	61.4
1,001-5,000 employees	62.7	63.4
5,001-10,000 employees	66.9	66.6
More than 10,000 employees	63.0	66.4

Manager	Apr. 2023	Jan. 2023
Manager	61.9	62.8
Non-manager	60.9	61.5

Work environment	Apr. 2023
Labour	60.6
Office/desk	61.9
Service	60.8

# The Mental Health Index by industry.

Employees working in Activities of Households as Employers; Undifferentiated Goods and Services Producing Activities of Households for Own Use have the lowest mental health score have the lowest mental health score (56.1) in April 2023, followed by individuals working in Accommodation and Food Service Activities (56.5), and Wholesale and Retail Trade (58.2).

Respondents employed in Information and Cultural Industries (67.1), Media and Telecommunications (66.4), and Real Estate Activities (66.2) have the highest mental health scores this month.

Changes from the prior month are shown in the table.



Industry	April 2023	January 2023	Change
Information and Cultural Industries	67.1	64.2	2.9
Public Administration and Defence	63.3	60.7	2.6
Media and Telecommunications	66.4	65.0	1.4
Activities of Households as Employers; Undifferentiated Goods and Services Producing Activities of Households for Own Use	56.1	54.9	1.2
Human Health and Social Work Activities	63.8	62.7	1.1
Agriculture, Forestry and Fishing	60.2	59.6	0.6
Financial and Insurance Activities	63.2	62.6	0.6
Real Estate Activities	66.2	65.7	0.5
Construction	63.4	63.0	0.4
Manufacturing	61.7	61.6	0.1
Technology	61.8	61.8	0.0
Administrative and Support Service Activities	61.1	61.2	-0.1
Education	62.5	63.2	-0.7
Accommodation and Food Service Activities	56.5	57.3	-0.8
Electricity, Gas, Steam and Air Conditioning Supply	61.7	62.7	-1.0
Transportation and Storage	64.3	65.6	-1.3
Arts, Entertainment and Recreation	59.7	61.7	-2.0
Professional, Scientific and Technical Activities	59.8	62.7	-2.9
Other Service Activities	58.3	61.2	-3.0
Wholesale and Retail Trade	58.2	62.9	-4.6

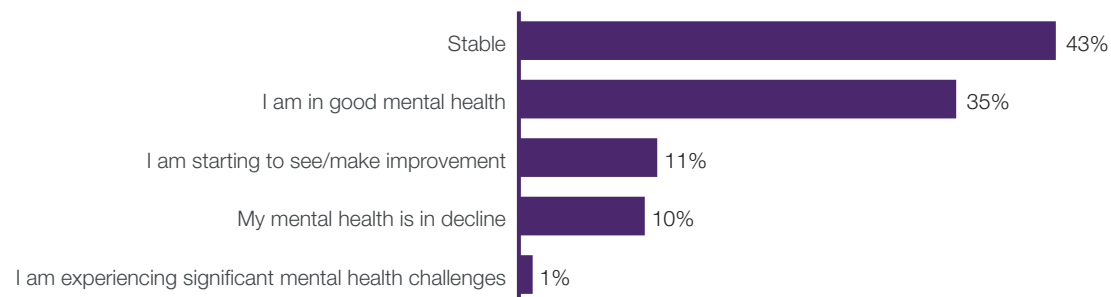
# Spotlight

## Self-reported mental health.

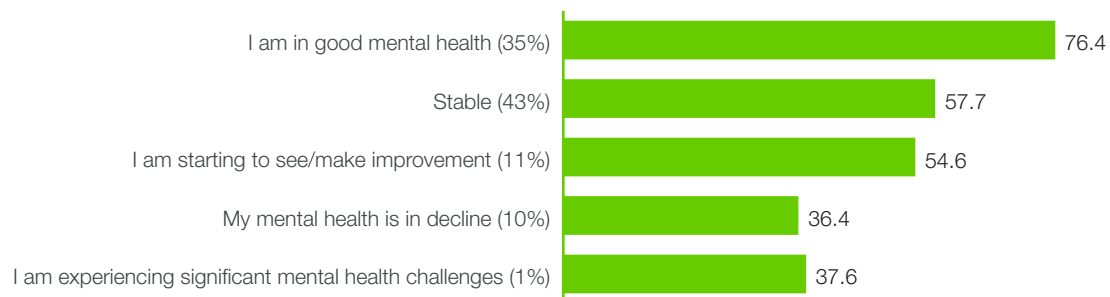
European workers were asked to describe their current mental health.

- More than one in ten (11 per cent) say their mental health is in decline or they are experiencing significant mental health challenges; workers in these categories have mental health scores 39 or more points lower than workers reporting good mental health and 24 or more points lower than the national average (61.4)
- Nearly one in five workers in Spain (17 per cent) say their mental health is in decline or they are experiencing significant mental health challenges, 14 per cent in Poland, 11 per cent in Italy, 11 per cent in France, nine per cent in Germany, and seven per cent in the Netherlands say the same
- Women are 40 per cent more likely than men to report their mental health is in decline
- Workers under 40 are two times more likely than workers over 50 to report they are starting to see/make improvement in their mental health
- More than one-third (35 per cent) self-report good mental health; this group has the highest mental health score (76.4), 15 points higher than the national average (61.4)

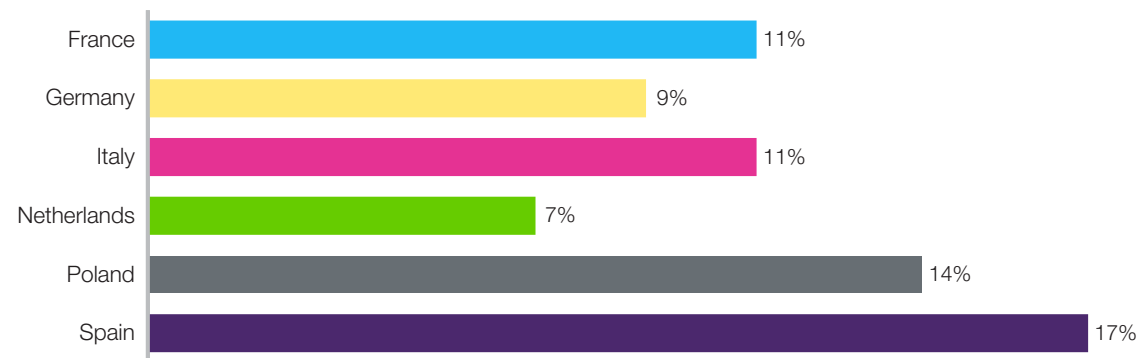
### Current mental health



### MHI score by “Current mental health”



### My current mental health is in decline or I am experiencing significant challenges

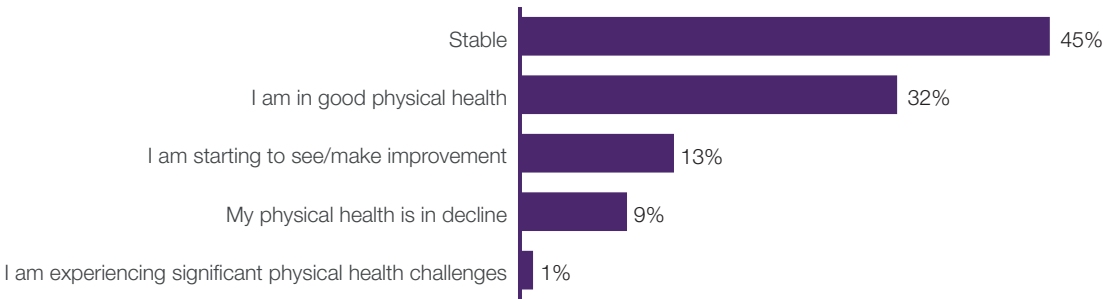


# Self-reported physical health.

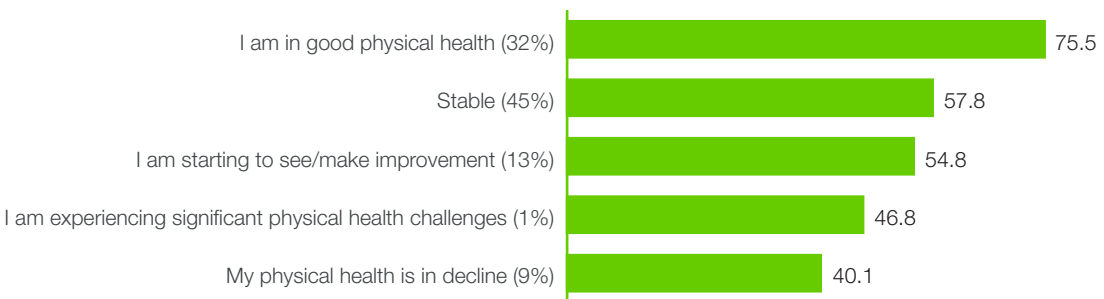
European workers were asked to describe their current physical health

- One in ten (10 per cent) say their physical health is in decline or they are experiencing significant physical health challenges; workers in these categories have mental health scores 29 or more points lower than workers reporting good physical health and 14 or more points lower than the national average (61.4)
- One in eight workers in Poland (12 per cent) say their physical health is in decline or they are experiencing significant physical health challenges, 11 per cent in France, 10 per cent in Italy, 10 per cent in Spain, 10 per cent in Germany, and seven per cent in the Netherlands say the same
- Workers under 40 are twice as likely as than workers over 50 to report they are starting to see/make improvement in their physical health
- Nearly one-third (32 per cent) self-report good physical health; this group has the highest mental health score (75.5), 14 points higher than the national average (61.4)

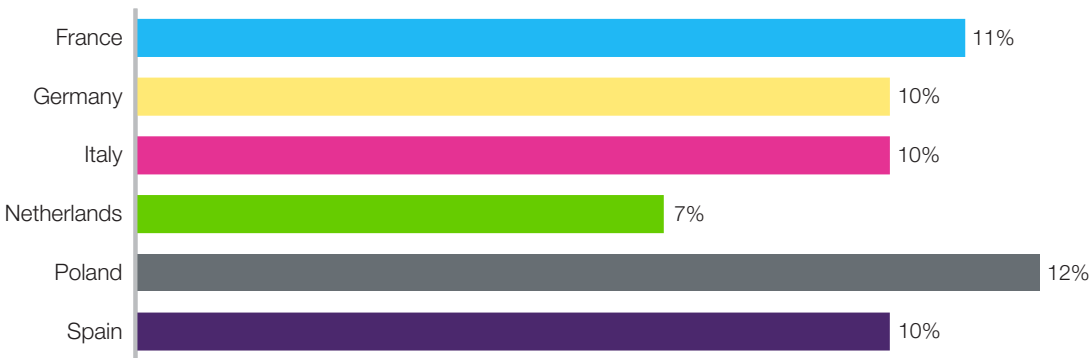
## Current physical health



## MHI score by “Current physical health”



## My current physical health is in decline or I am experiencing significant challenges

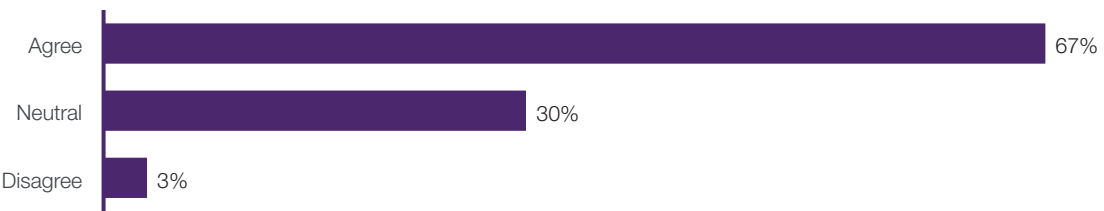


# Physical health effect on mental health.

European workers were asked whether physical activity has a positive effect on their mental health.

- Two-thirds (67 per cent) believe that physical activity has a positive effect on their mental health; this group has the highest mental health score (63.2), 11 points higher than workers who disagree (51.9) and nearly two points above the national average (61.4)
- Nearly three-quarters (73 per cent) of workers in the Netherlands, 72 per cent in France, 69 per cent in Spain, and 68 per cent in Italy believe that physical activity has a positive effect on their mental health, while three in five in Germany (61 per cent) and Poland (60 per cent) feel the same

Physical activity has a positive effect on my mental health



MHI score by “Physical activity has a positive effect on my mental health”



Physical activity has a positive effect on my mental health

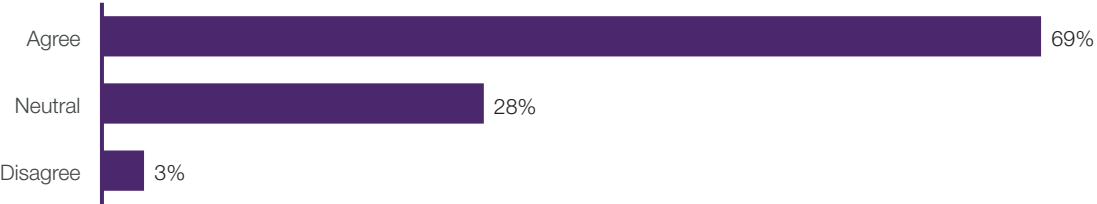


European workers were asked whether physical activity and good mental health are linked.

- Nearly seven in ten (69 per cent) believe that physical activity and good mental health are linked; this group has the highest mental health score (62.7), nearly four points or more higher than workers who are neutral or disagree, and more than one point above the national average (61.4)
- More than seven in ten workers in the Netherlands (77 per cent), Spain (73 per cent), France (71 per cent), and Italy (71 per cent) believe that physical activity and good mental health are linked, while nearly two-thirds in Poland (64 per cent) and Germany (61 per cent) feel the same



**I believe that physical activity and (good) mental health are linked**



**MHI score by “I believe that physical activity and (good) mental health are linked”**




**I believe that physical activity and (good) mental health are linked**

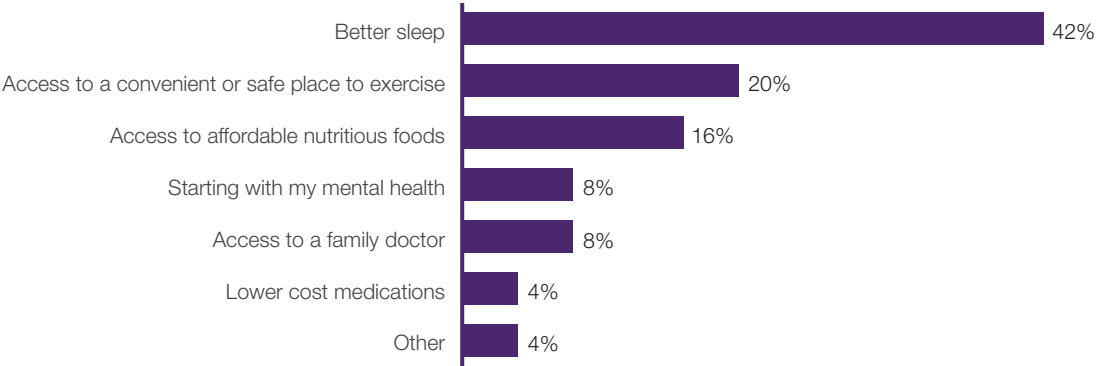


European workers were asked what would be most helpful in managing their physical health

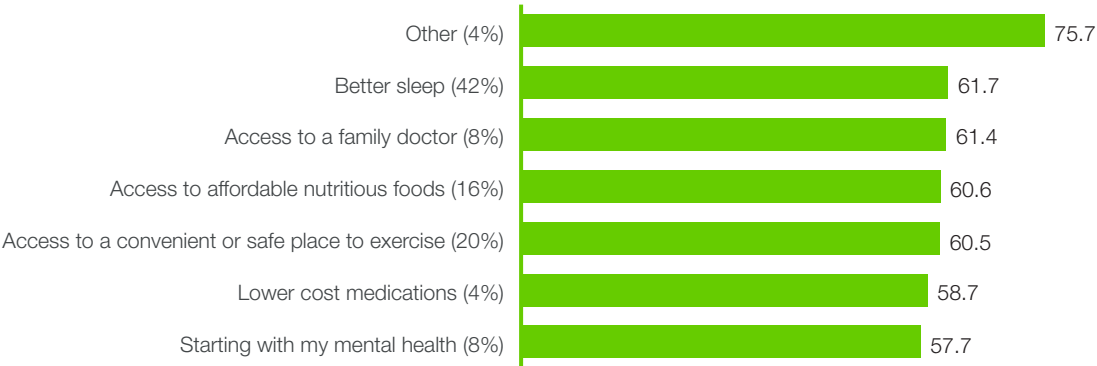
- More than two in five (42 per cent) report better sleep would be most helpful in managing their physical health, 20 per cent report access to a convenient or safe place to exercise, and 16 per cent report access to affordable nutritious foods as most helpful in managing their physical health
- Eight per cent said that starting with their mental health would be most helpful in managing their physical health; the mental health score of this group (57.7) is four points lower than the national average (61.4)
- Workers under 40 are twice as likely as workers over 50 to say that access to affordable nutritious foods would be most helpful in managing their physical health



Most helpful in managing physical health



MHI score by “Most helpful in managing physical health”



# Exercise

European workers were asked how frequently they exercise.

- Nearly one in five (19 per cent) do not exercise. The mental health score of this group (60.9) is nearly four points lower than workers who exercise four or more times per week (64.6) and modestly below the national average (61.4)
- Workers in Germany are most likely to report that they do not participate in exercise (23 per cent), followed by workers in Italy (21 per cent), the Netherlands (20 per cent), Poland (18 per cent), France (18 per cent), and Spain (13 per cent)
- Non-parents are 70 per cent more likely than parents to report not exercising
- Workers over 50 years are twice as likely as workers under 40 to report not exercising
- One in seven (14 per cent) exercise four or more times per week; this group has the highest mental health score (64.6), more than three points higher than the national average (61.4)

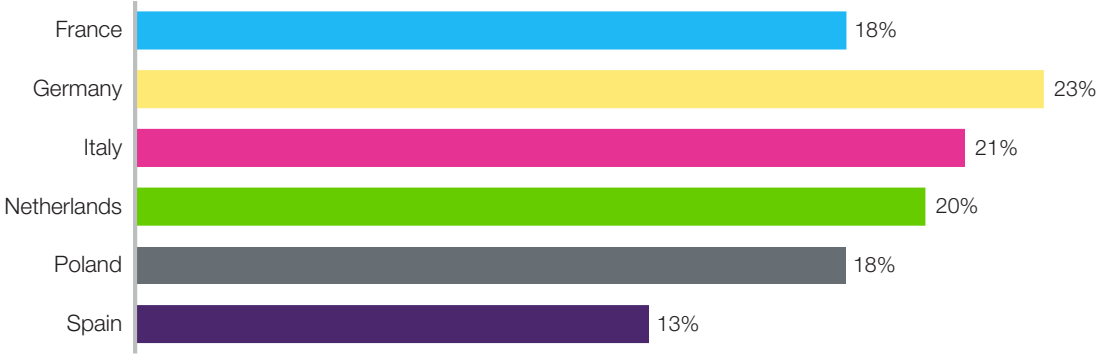
## How frequently do you exercise?



## MHI score by “How frequently do you exercise?”



## I do not participate in exercise



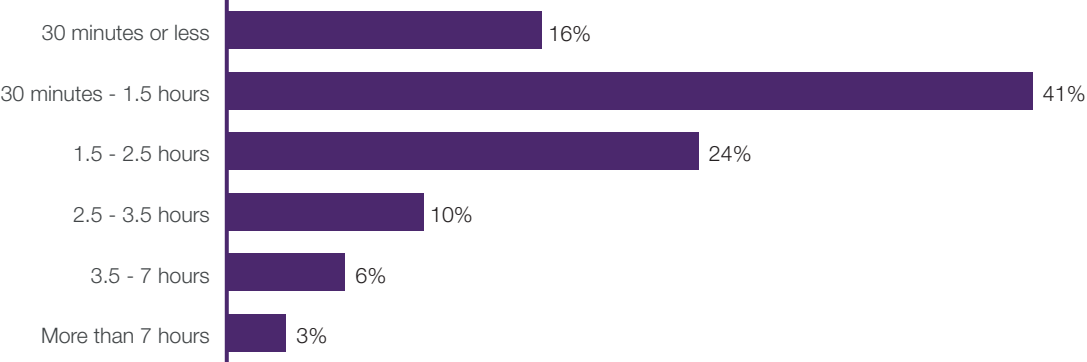


European workers who exercise were asked about their total duration of moderate to vigorous exercise in a typical week.

- The highest mental health score (71.9) is among three per cent of workers reporting more than seven hours of moderate to vigorous exercise per week. The mental health score of this group is nearly 14 points higher than workers who report 30 minutes or less or moderate to vigorous exercise and more than ten points higher than the national average (61.4)



Total duration of moderate to vigorous exercise

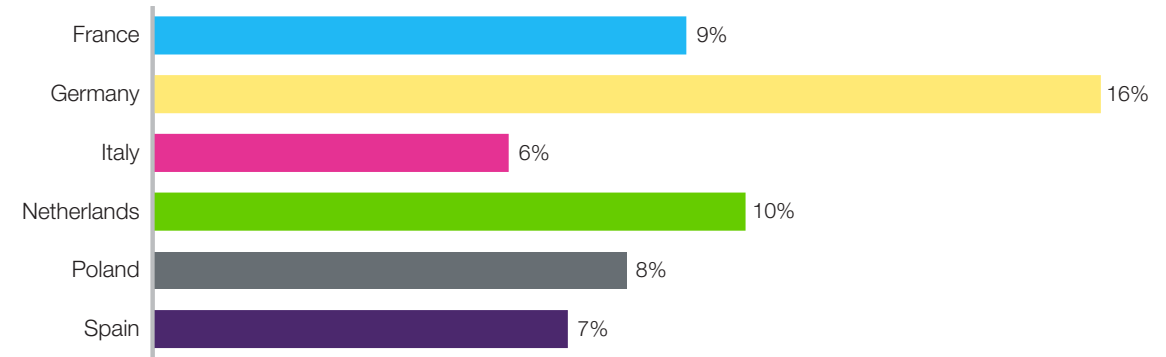


MHI score by “Total duration of moderate to vigorous exercise”



- One in six workers in Germany (16 per cent) report exercising 3.5 hours or more per week, 10 per cent in the Netherlands, nine per cent in France, eight per cent in Poland, seven per cent in Spain, and six per cent in Italy exercise for 3.5 hours or more per week

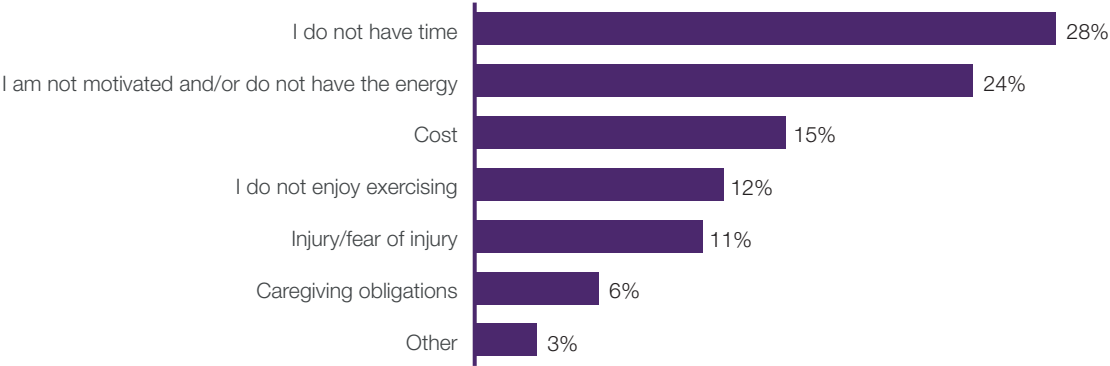
#### My exercise duration is 3.5 hours or more per week



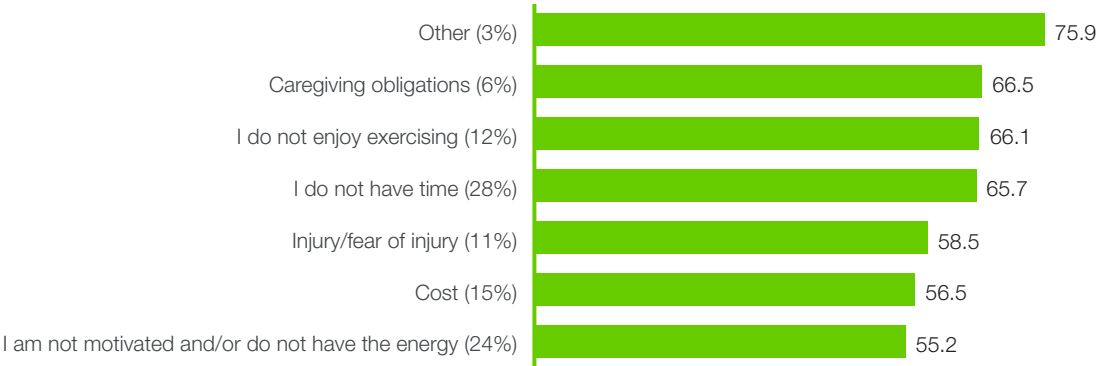
European workers were asked about the biggest barrier to exercising regularly.

- More than one-quarter (28 per cent) say they do not have time to exercise regularly and 24 per cent are not motivated and/or do not have the energy to exercise
- Nearly one in six (15 per cent) say cost is the biggest barrier to exercising regularly; this group has a mental health score (56.5), five points lower than the national average (61.4)
- Parents are 40 per cent more likely than non-parents to say cost is the biggest barrier to exercising regularly
- Labourers are 50 per cent more likely than service workers and 40 per cent more likely than office workers to report injury/fear of injury as the biggest barrier to exercising regularly
- Non-parents are two times more likely than parents to report not enjoying exercising

Biggest barrier to exercising regularly



MHI score by “Biggest barrier to exercising regularly”



- More than half of the workers in Poland (55 per cent) France (55 per cent), Italy (53 per cent), Spain (51 per cent), and the Netherlands (51 per cent) report lack of motivation or time as the biggest barrier to exercising regularly; 49 per cent in Germany report the same

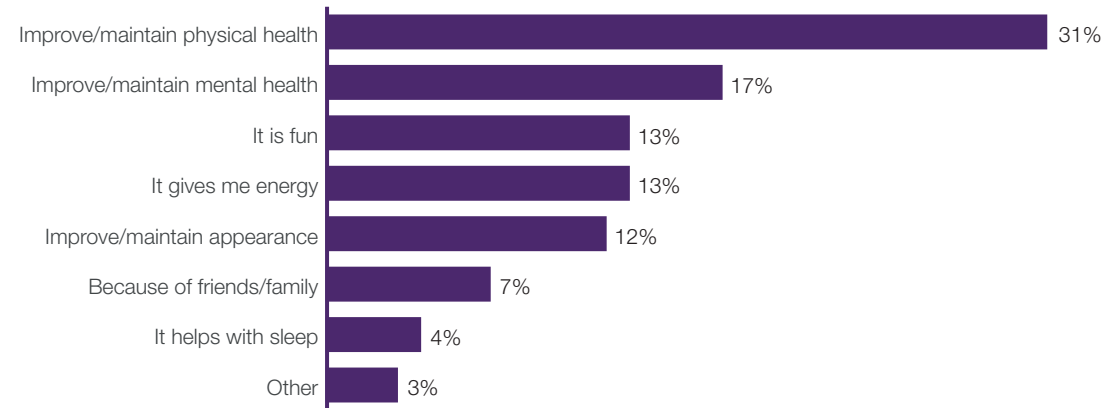
#### Biggest barrier to regular exercise is a lack of motivation or time



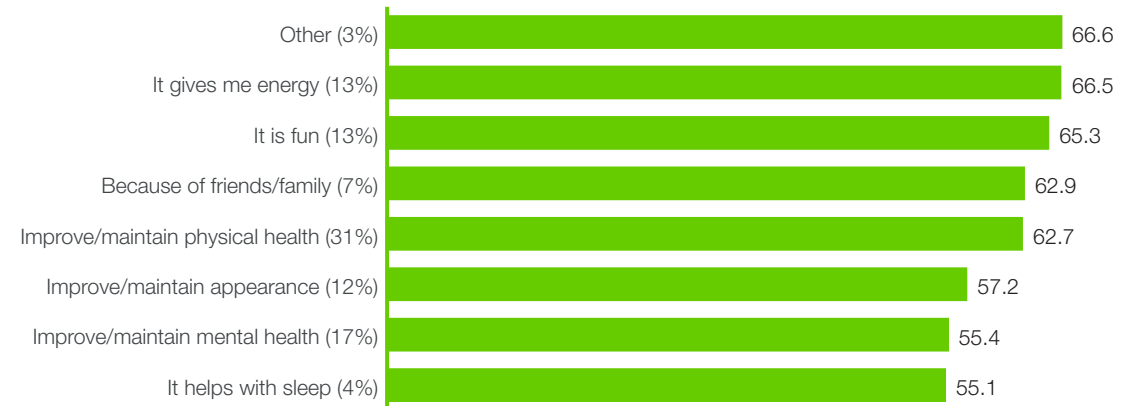
European workers were asked about the primary reason they exercise.

- Nearly one-third (31 per cent) exercise to improve/maintain physical health; this group has a mental health score (62.7) higher than the national average (61.4)
- Roughly one in five (17 per cent) exercise to improve/maintain their mental health; this group has the second lowest mental health score (55.4), six points lower than the national average (61.4)
- Parents are 50 per cent more likely than non-parents to exercise to improve/maintain their mental health
- Twelve per cent exercise to improve/maintain their appearance; the mental health of this group (57.2) is four points lower than the national average (61.4)
- Workers under 40 are 70 per cent more likely than workers over 50 to report exercising to improve/maintain their appearance

### Primary reason for exercising



### MHI score by “Primary reason for exercising”



# Physical health issues that interfere with work.

European workers were asked whether they have a physical health issue that interferes with work.

- Nearly one in four (23 per cent) have a physical health issue that interferes with work; this group has a mental health score (52.4) 11-points lower than workers not reporting a physical health issue that interferes with work (64.0) and nine points lower than the national average (61.4)
- More than one-third workers in Poland (36 per cent) report having a physical health issue that interferes with their work, followed by 26 per cent in Spain, 23 per cent in France, 20 per cent in Germany, 17 per cent in Italy, and 13 per cent workers in the Netherlands
- Labourers are 60 per cent more likely than office workers and 50 per cent more likely than workers in service industries to have a physical health issue that interferes with work
- Parents are 60 per cent more likely than non-parents to have a physical health issue that interferes with their work

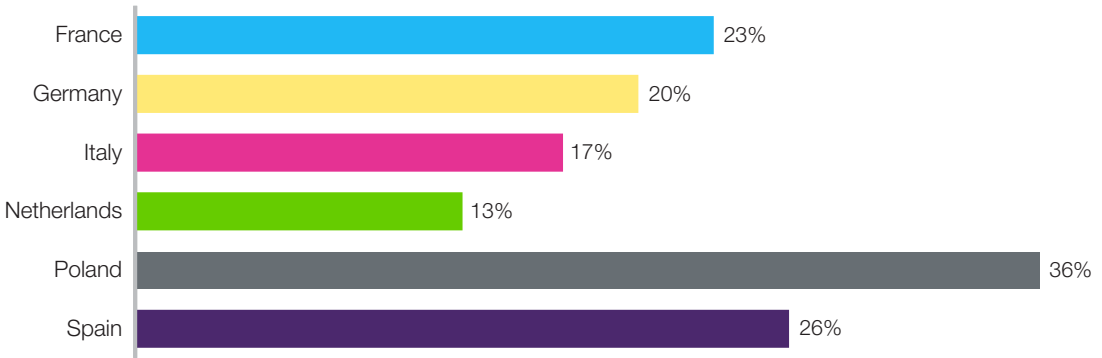
## Do you have a physical health issue that interferes with work?



## MHI score by “Do you have a physical health issue that interferes with work?”



## I have a physical health issue that interferes with my work



European workers reporting a physical health issue that interferes with their work were asked whether their employer is aware of the issue.

- Nearly one in seven (13 per cent) report their employer is unaware of their physical health issue; the mental health score of this group (52.4) is nine points lower than the national average (61.4)
- Nearly two in five (36 per cent) are unsure whether their employer is aware of their physical health issue that impacts work. The mental health score of this group (52.2) is more than nine points lower than the national average (61.4)
- More than half (51 per cent) report their employer is aware of their physical health issue; and the mental health score of this group (52.6), nearly nine points lower than the national average (61.4)
- Nearly two-thirds of workers in the Netherlands (65 per cent) report their employer is aware of their physical health issue; 51 per cent in Poland, 50 per cent in France, and 48 per cent in Germany, Italy, and Spain report the same

Is your employer aware that you have a physical health issue that interferes with work?



MHI score by “Is your employer aware that you have a physical health issue that interferes with work?”



My employer is aware of my physical health issue that interferes with my work



European workers whose employers are aware of their physical health issue that interferes with work were asked whether their employer is helpful in managing work.k.

- Nearly one in ten (nine per cent) report their employer is not helpful in managing work given the challenges with their physical health issue; the mental health score of this group (41.4) is 20 points below the national average (61.4) and 15 points lower than workers whose employers are always helpful
- More than nine in ten (91 per cent) report that their employer is always or sometimes helpful in managing work given the challenges with their physical health issue; despite this support, the mental health score of this group is five or more points lower than the national average (61.4)



**Is your employer helpful managing work given the challenges you have with your physical health issue?**



**MHI score by “Is your employer helpful managing work given the challenges you have with your physical health issue?”**





# Satisfaction with healthcare.

European workers were asked whether they are satisfied with the level of healthcare available.

- Nearly one in ten (nine per cent) are dissatisfied with the level of healthcare available; the mental health of this group is lowest (45.8), 21 points lower than workers who are satisfied (67.1) and more than 15 points lower than the national average (61.4)
- Women are 40 per cent more likely than men to report being dissatisfied with the level of healthcare available
- More than half (55 per cent) are satisfied with the level of healthcare available; this group has the highest mental health score (67.1), six points higher than the national average (61.4)
- Nearly three-quarters of workers in the Netherlands (72 per cent) are satisfied with the level of healthcare that is available to them; 64 per cent in France, 56 per cent in Spain, 51 per cent in Italy, 50 per cent Germany, and 37 per cent in Poland report the same

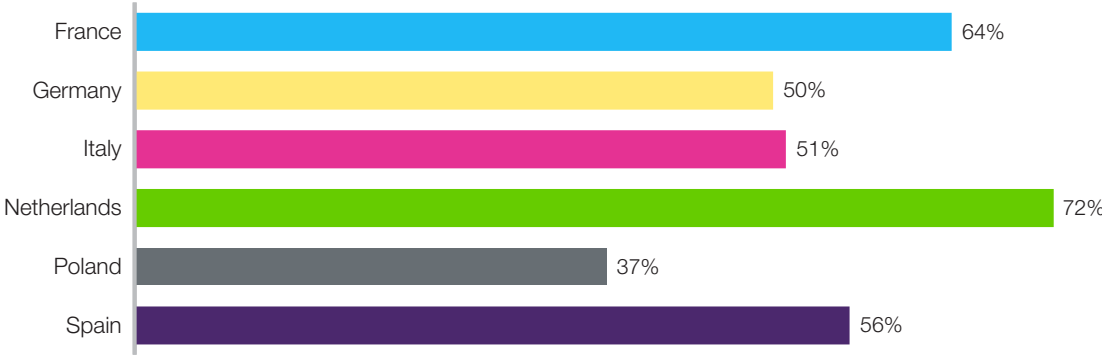
I am satisfied with the level of healthcare that is available to me



MHI score by “I am satisfied with the level of healthcare that is available to me”



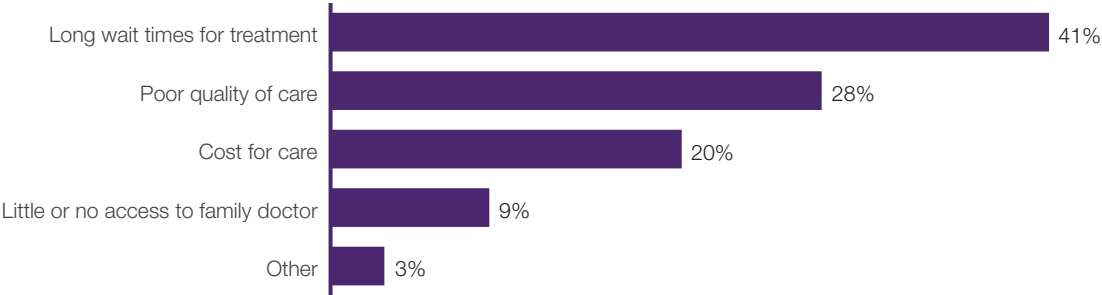
I am satisfied with the level of healthcare that is available to me



European workers dissatisfied with the level of healthcare available were asked for the reason.

- Half (50 per cent) are dissatisfied because of access to care; specifically, 41 per cent are dissatisfied because of long wait times for treatment and nine per cent are dissatisfied because of little or no access to a family doctor
- The mental health scores of workers dissatisfied because of access to care is eight or more points lower than the national average (61.4)
- The mental health score of 28 per cent of workers reporting poor quality of care is 20 points lower than the national average (61.4)
- Labourers are nearly 50 per cent more likely office workers to report poor quality of care as the reason for dissatisfaction
- The mental health score of 20 per cent of workers reporting dissatisfaction over the cost for care (48.2) is more than 17 points lower than the national average (61.4)
- Workers under 40 are 50 per cent more likely than workers over 50 to report little or no access to a family doctor as the reason for dissatisfaction

Reason for dissatisfaction



MHI score by “Reason for dissatisfaction”



# Overview of the Mental Health Index by TELUS Health (formerly LifeWorks).

The mental health and wellbeing of a population is essential to overall health and work productivity. The Mental Health Index provides a measure of the current mental health status of employed adults. The 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 who 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 of each country. Respondents are asked to consider the prior two weeks when answering each question. Data for the current report was collected between April 3 and April 13, 2023.

## 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@lifeworks.com](mailto:MHI@lifeworks.com)





[www.telushealth.com](http://www.telushealth.com)

