



# PRESENCE OF MIND


Turbulent times inspire investments in employee mental health.

**The world has radically changed** since the COVID-19 pandemic began. A 2021 survey in *The Lancet* concluded that the pandemic contributed to an additional 53 million cases of major depressive disorder and 76 million cases of anxiety disorder worldwide—increases of 28% and 26%, respectively. This extends to the workplace: A 2021 Society for Human Resource Management survey found that more than 40% of employees report feeling burned out at work.

This comes with both human and financial costs. The World Health Organization (WHO) estimates that depression and anxiety disorders cost the global economy US\$1 trillion annually in lost productivity.

One upside to all of the uncertainty caused by the pandemic is that it has exposed the need for mental health awareness, education and resources in the workplace.

Research shows that expanding mental health benefits is not only the right thing to do—it's also smart business. According to the Center for Workplace Mental Health, effective treatment for employees with mental illnesses equals lower medical costs, increased productivity, reduced absenteeism and decreased disability costs. According to the WHO, every dollar invested in treatment for common mental health disorders returns \$4 in productivity.

**Bottom line:** It pays to invest in mental wellness.  —Annie Ferguson



## MENTAL HEALTH AWARENESS

As crises like the COVID-19 pandemic have exacerbated employees' struggles with mental illness, some companies have responded by offering more access to behavioral and mental health resources.

**1 in 5** **12 BILLION** **53%**  
**WORKING DAYS**

**THE NUMBER OF ADULTS** experiencing a diagnosable mental illness in any given year. More than half of them will go untreated.

were **lost each year to depression and anxiety disorders** worldwide, even before the pandemic.

**OF EMPLOYERS** are providing emotional and mental health programs for employees in the wake of the pandemic.

**ONE** **ADDITIONAL WEEK**  
**OF PAID VACATION**

Extra PTO has been offered by companies such as **LinkedIn, Bumble** and **Hootsuite** to improve employees' mental health.

**25%** **25** **NO-COST** **80% PLUS**  
**SESSIONS**

**INCREASE IN PREVALENCE** of depression and anxiety disorders worldwide since beginning of the COVID-19 pandemic.

The number of sessions with a **mental health counselor** offered annually to every EY employee.

**PERCENTAGE OF EMPLOYEES** treated for mental illness who report improved levels of work efficacy and satisfaction.

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