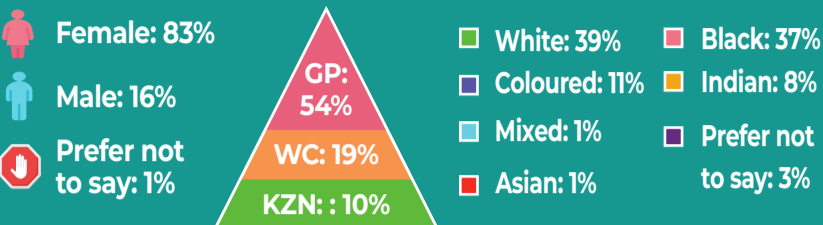


SADAG'S 'WORKING LIFE' SURVEY

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

