Mental Health Issues Are Employer Issues

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› Overview

Mental health is a pressing concern affecting individuals and organizations. Employers play a crucial role in supporting employees' mental well-being.

› Why They Are Important

Mental health issues can have severe economic and productivity ramifications, with a significant percentage of the workforce affected. Employers need to address this issue proactively.

Cost of Mental Illness to the Canadian Economy

Mental illness costs the Canadian economy roughly

$51 billion annually.

(From Pew Research Center Survey)

Notable Highlights

Workplace Impact

About 500,000 Canadians miss work every week due to mental health issues. Mental illness is responsible for 30% of all disability claims and 70% of disability costs.

(From Centre for Addiction and Mental Health)

What Are Employers Doing About it?

Employers are increasingly recognizing the impact of mental health on their employees and business success. Prioritizing employee mental health and well-being has become a top non-financial business priority for many organizations.

40% of respondents felt their employers had not done enough to support their mental health, particularly those with higher stress levels.

(From Deloitte)

› What Can Your Company Do?

Employers can take several steps to improve mental wellness in their organizations:

- **Develop** a leadership culture that acknowledges and addresses mental health as a corporate issue.

- **Foster** open and inclusive conversations with employees, HR departments, leadership and mental health specialists.

- **Implement** tangible initiatives to strengthen the workforce, such as wellness programs, counselling services and flexible work arrangements.

Visit **careersinenergy.ca/employer-support** for more information and additional employer resources!