



# MIND HEALTH REPORT COUNTRY REPORT BELGIUM

*January-February 2024*

GAME CHANGERS



**Ipsos France – Public Affairs**

Contacts

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## 1 MENTAL HEALTH IS WORSENING AND HEALTHCARE COVERAGE IS DECREASING

- The state of mental health continues to give cause for concern
- Yet, many people underestimate their mental health
- That being said, healthcare coverage is lower this year, even if it remains better than average

## 2 MENTAL/PSYCHOLOGICAL DIFFICULTIES ENDURED AT WORKPLACE ARE REACHING ALARMINGLY HIGH LEVELS

- Although the working population feel that work is not the main cause of their mental and psychological difficulties
- ...in reality, most of the working population suffers from multiple mental health problems related to work and consequently signs of disengagement are pronounced.
- Sick leave and burn out are reaching very significant levels, but the sufferers are more likely to visit a health professional compared to the rest of the world.

## 3 GIVEN THE WIDE VARIETY OF SUFFERING SITUATIONS, COMPANIES NEED TO OFFER MORE SUPPORT AND DIVERSE SOLUTIONS THAT COULD MEET EVERYONE'S NEEDS.

- Even if employees think they'll find mental health support around them, they are less optimistic and confident compared to the average ...
- ...on the other hand, when it comes to company, employees are not so positive about the support provided.
- Given the wide variety of suffering situations, solutions must be diverse and meet everyone's needs.

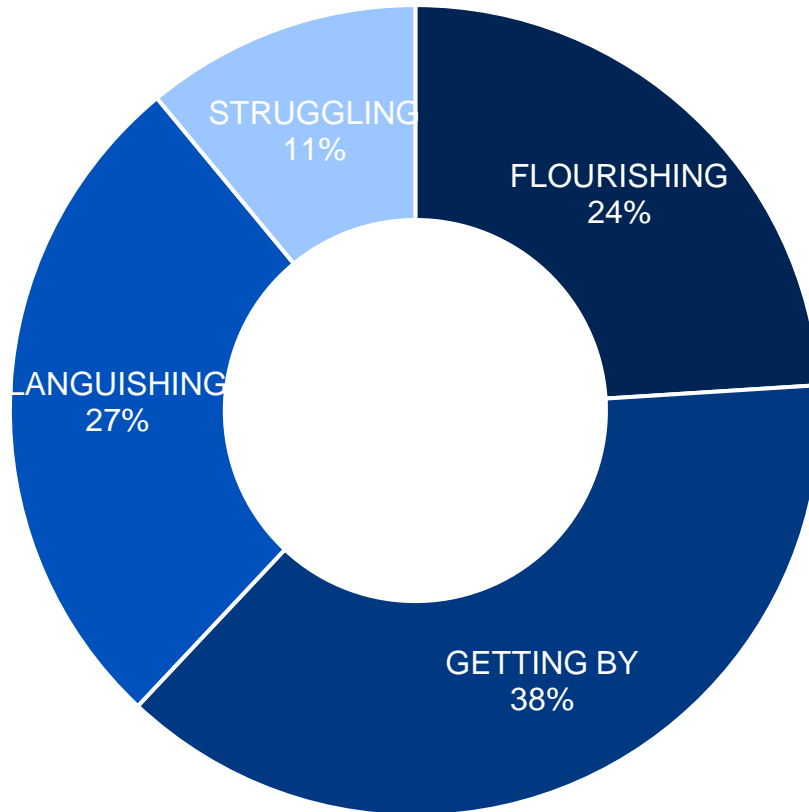
**MENTAL HEALTH IS  
WORSENING, AND  
HEALTHCARE  
COVERAGE IS  
DECREASING**

**1.1**

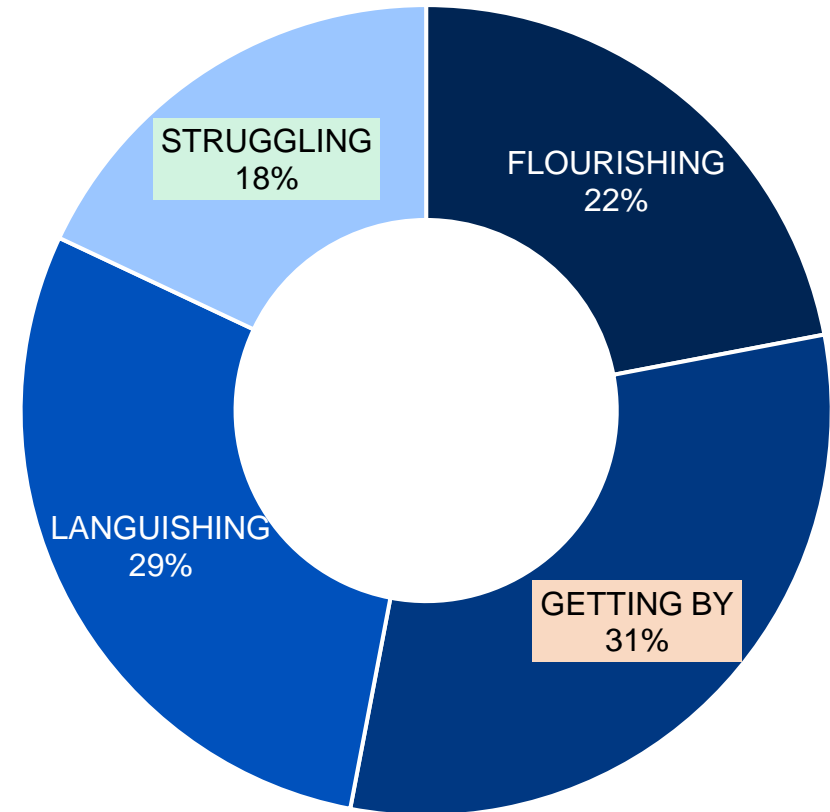
**MENTAL HEALTH CONTINUES TO  
GIVE CAUSE FOR CONCERN**

# MHI IN BELGIUM

2022 MHI



2023 MHI



# THE DASS SCORE CONFIRMS THAT THE GENERAL POPULATION MIND HEALTH IS NOT ALL THAT 'GOOD'.

	ALL		2022 WAVE	
<b>DEPRESSION</b>				
Extremely Severe	4	} 43	3	} 43
Severe	8		7	
Moderate	7		6	
Mild	24		27	
Normal	57		57	
<b>ANXIETY</b>				
Extremely Severe	1	} 22	1	} 15
Severe	2		2	
Moderate	4		3	
Mild	15		9	
Normal	78		85	
<b>STRESS</b>				
Extremely Severe	6	} 58	6	} 66
Severe	13		12	
Moderate	25		30	
Mild	14		18	
Normal	42		34	



**62%** are suspected of suffering from anxiety, stress or depression even mildly

**45%** are suspected of suffering from anxiety, stress or depression moderately, severely or more extremely.

**23%** are suspected of suffering from anxiety, stress or depression severely or more extremely.

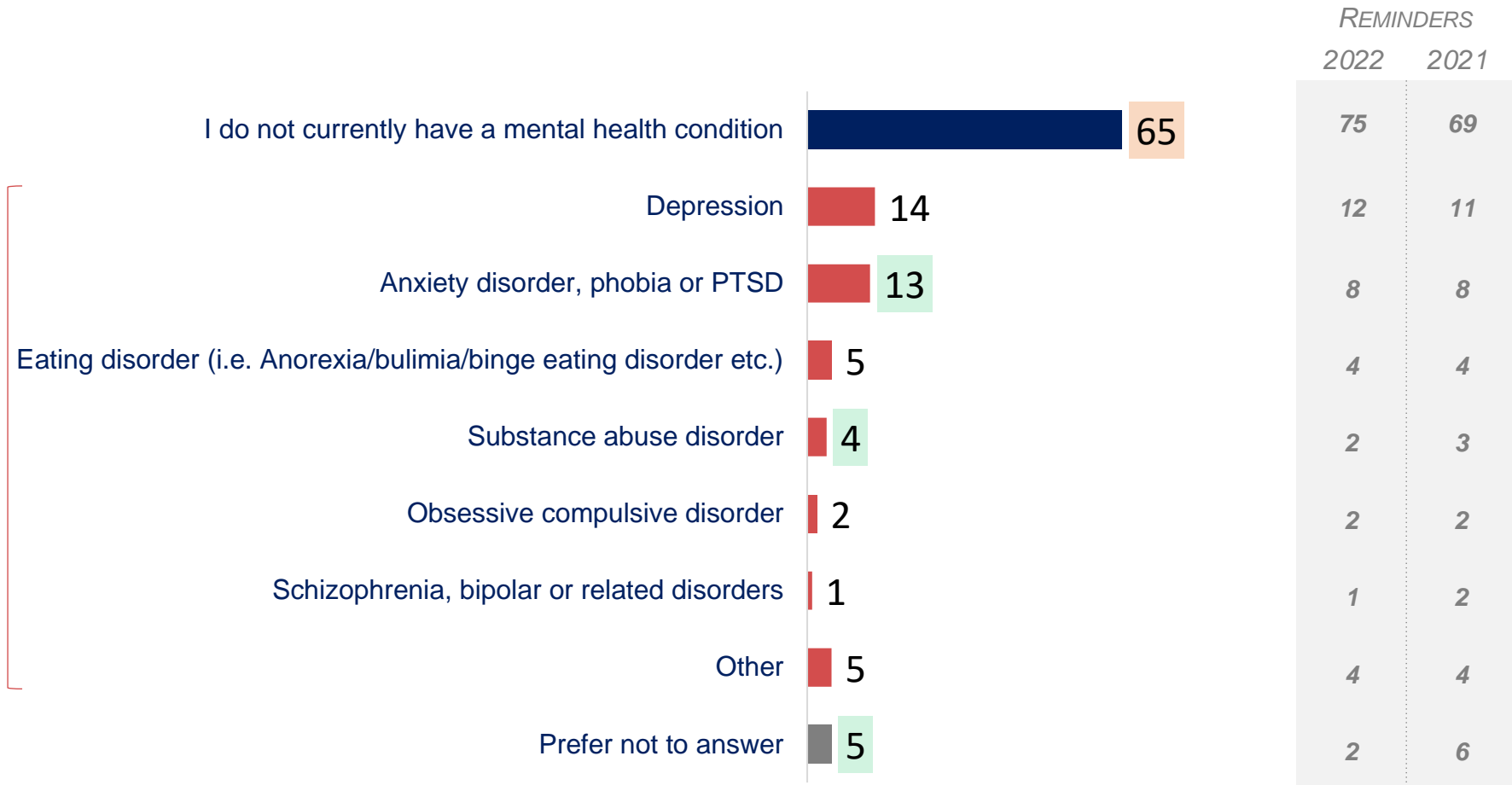
QA15 : Please indicate how much each statement applied to you OVER THE PAST WEEK  
 Base : To all

# AND MORE SPECIFICALLY, THE PICTURE IS MORE ALARMING THIS YEAR SINCE NEARLY A THIRD REPORTS A CURRENT MENTAL HEALTH CONDITION.

**30%**  
**Currently suffer from mental health conditions**

2022 : 23%

2021 : 25%



QA5 : Are you currently experiencing any of the following mental health conditions ?  
 Base : To all

Several possible answers (total may be superior to 100)

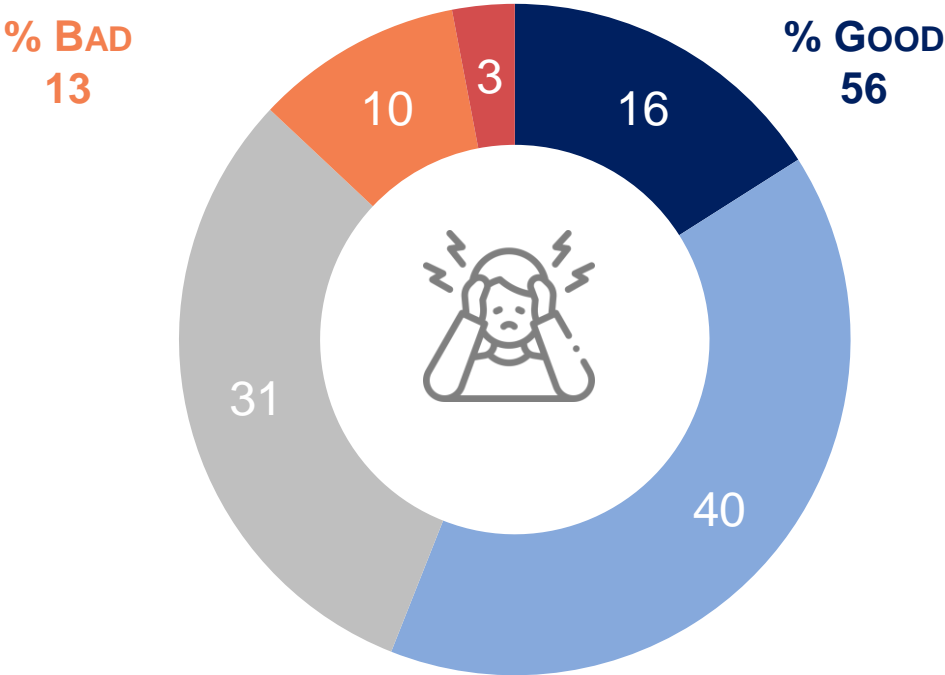
**MENTAL HEALTH IS  
WORSENING, AND  
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COVERAGE IS  
DECREASING**

**1.2**

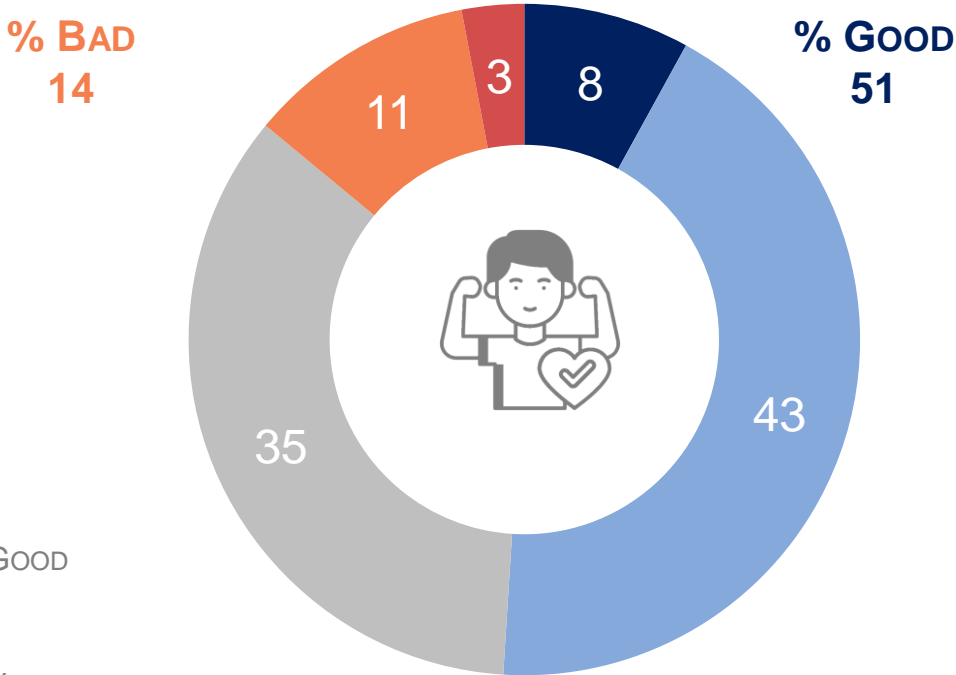
**YET, MANY PEOPLE  
UNDERESTIMATE THEIR MENTAL  
HEALTH**

**ALMOST 3 OUT OF 5 CONSIDER THEIR MENTAL HEALTH TO BE GOOD, A MINORITY CONSIDER IT 'VERY GOOD' AND AN IMPORTANT PART OF THE POPULATION CONSIDER IT IN THE "AVERAGE".**

**YOUR MENTAL HEALTH**



**YOUR PHYSICAL HEALTH**



- VERY GOOD
- GOOD
- AVERAGE
- BAD
- VERY BAD
- PREFER NOT TO ANSWER

**New question** V3Q1: First of all, how do you evaluate...?  
Base : To all




# SELF-EVALUATION OF MENTAL HEALTH AMONG POPULATION AFFECTED WITH DEPRESSION, ANXIETY, STRESS: MANY MISJUDGE THEIR MENTAL HEALTH SITUATION.



## SELF EVALUATION OF MENTAL HEALTH...



Depression, Anxiety, Stress (scoring)			
Suspected of having at least one	Depression	Anxiety	Stress
621	421	220	577



Suspected of having at least one <u>severely or extremely severely</u>
22
47
30

Good

56

39

31

28

38

22

Average

31

39

42

38

40

47

Bad

13

22

27

34

22

30

New question

V3Q1: First of all, how do you evaluate...?  
Base : To all

**MENTAL HEALTH IS  
WORSENING, AND  
HEALTHCARE  
COVERAGE IS  
DECREASING**

**1.3**

**THAT BEING SAID, HEALTHCARE  
COVERAGE IS LOWER THIS YEAR,  
EVEN IF IT REMAINS BETTER  
THAN THE AVERAGE.**

# AMONG INDIVIDUALS SUSPECTED OF HAVING A DEPRESSION, ANXIETY OR STRESS, STILL A SIGNIFICANT PROPORTION HAVE NOT VISITED A HCP THIS YEAR.



	GENERAL POPULATION	DEPRESSION, ANXIETY, STRESS (SCORING)				Suspected of having at least one <u>severely or extremely severely</u>
		Suspected of having at least one	Depression	Anxiety	Stress	
		621	421	220	577	
<b>% HAVE VISITED AT LEAST ONE HEALTHCARE PROFESSIONAL FOR A PSYCHOLOGICAL OR MENTAL HEALTH PROBLEM</b>	<b>67</b>	<b>72</b>	<b>72</b>	<b>78</b>	<b>73</b>	<b>75</b>
<b>% No HCP VISITED FOR A PSYCHOLOGICAL OR MENTAL HEALTH PROBLEM</b>	<b>32</b>	<b>26</b>	<b>25</b>	<b>19</b>	<b>26</b>	<b>22</b>

The total of these 2 answers is not 100%, as some preferred not to answer

New

question

V3Q2: In the last 12 months, have you visited the following healthcare professionals for a psychological or mental health problem?

Base : To all





# BEYOND THIS INCREASING NUMBER OF PEOPLE AFFECTED, ONLY HALF OF THEM MANAGED THEIR CONDITION WITH A PROFESSIONAL HELP, A PROPORTION THAT IS SLIGHTLY DECREASING THIS YEAR.

REMINDERS  
2022 2021

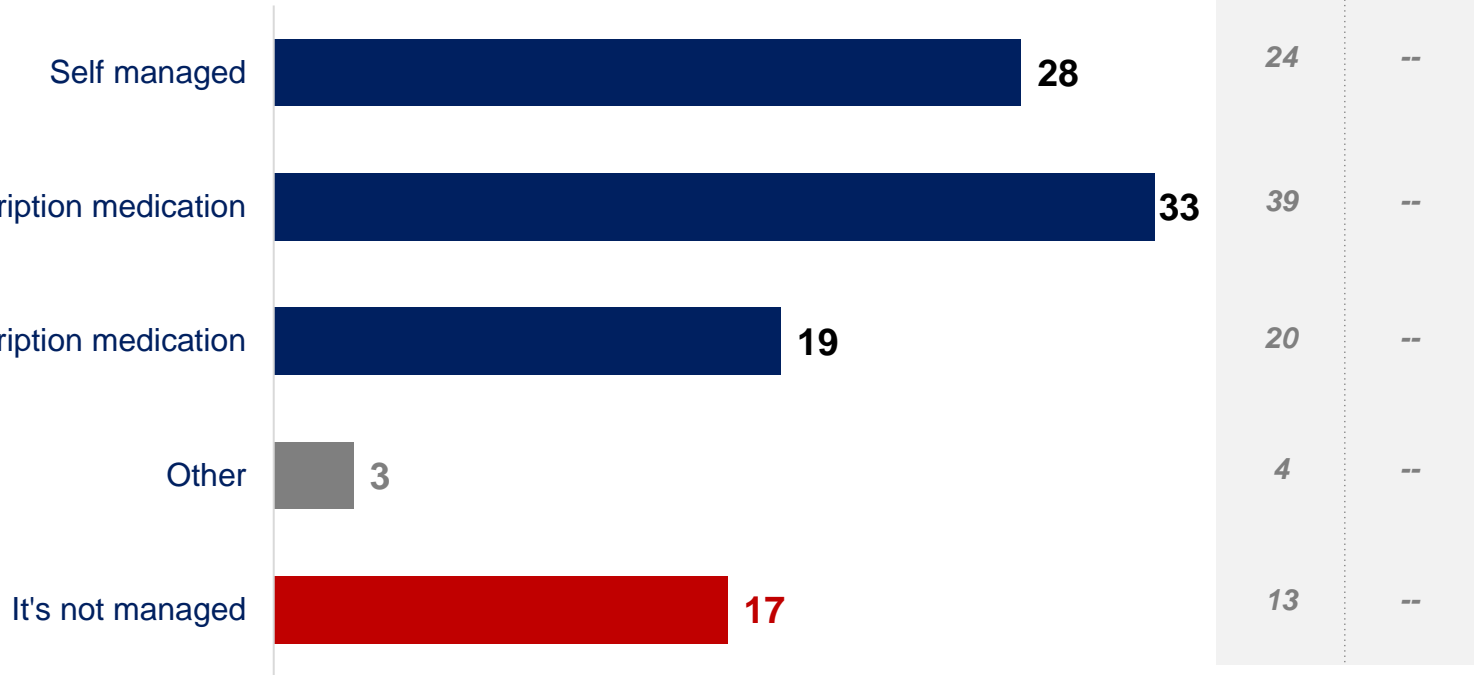
**52 %**  
**PROFESSIONAL HELP**

2022 : 59

2021 : Not asked



Professional help with prescription medication  
Professional help without prescription medication



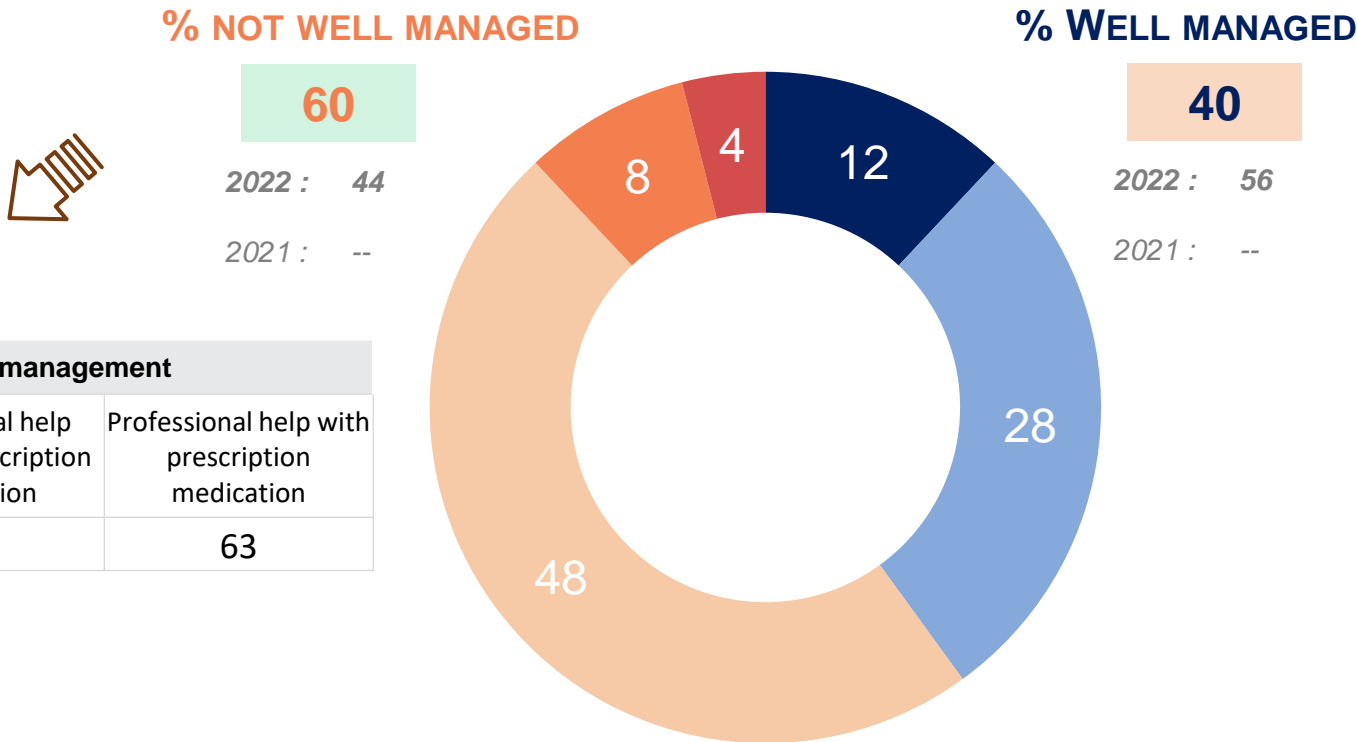
QA7B : How is this condition currently managed?  
Base : Individuals with current mental health conditions, N = 300



**...AND THIS YEAR, THEY ARE MORE LIKELY TO SAY THAT THEIR CONDITIONS ARE NOT WELL MANAGED, THIS IS SPECIALLY THE CASE FOR THOSE WHO SELF-MANAGED THEIR CONDITION.**

■ VERY WELL MANAGED  
 ■ WELL MANAGED  
 ■ COULD BE BETTER  
 ■ POORLY MANAGED  
 ■ VERY POORLY MANAGED

**CURRENT MENTAL HEALTH CONDITIONS**



According to the management		
Self-managed	Professional help without prescription medication	Professional help with prescription medication
68	49	63

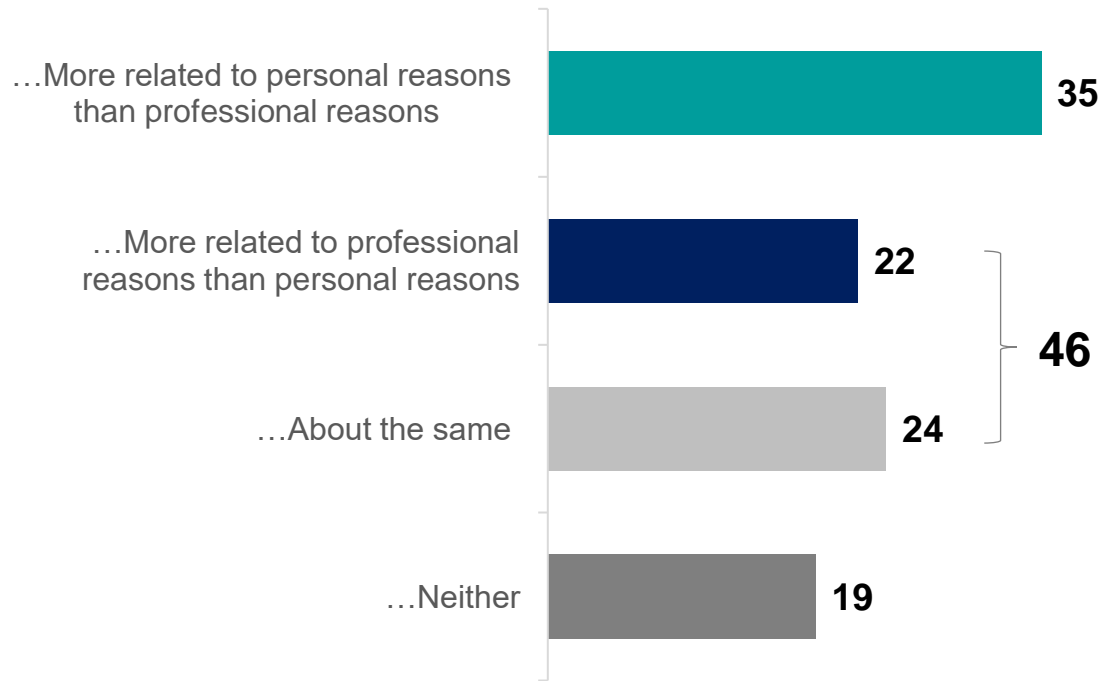
QA8 : How well do you feel this condition is managed?  
 Base : Individuals with current mental health conditions which are managed, N = 251

**MENTAL/  
PSYCHOLOGICAL  
DIFFICULTIES ENDURED  
AT WORKPLACE ARE  
REACHING ALARMINGLY  
HIGH LEVELS**

## 2.1

**ALTHOUGH THE WORKING  
POPULATION FEEL THAT WORK IS  
NOT THE MAIN CAUSE OF THEIR  
MENTAL AND PSYCHOLOGICAL  
DIFFICULTIES**

# THE ORIGINS OF THE MENTAL/PSYCHOLOGICAL DIFFICULTIES ARE DIVERSE. THE PROFESSIONAL SPHERE IS NOT THE ONLY ORIGIN OF THEIR DIFFICULTIES.



## % MORE RELATED TO PROFESSIONAL REASONS THAN PERSONAL REASONS

### SIGNIFICANT PROFILES:

Gender		Age				
Males	Females	18-24	25-34	35-44	45-54	55+
23	20	26	16	25	20	24

Occupation			In charge of management	
High	Intermediate	Elementary	Yes	No
19	20	26	25	20

Size of the company/organization		
Less than 250	250-999	1000+
22	21	19

New

question

V3Q9: When you think about the mental/psychological difficulties you may currently experience, would you say they are...

Base : working population, n = 577

**MENTAL/  
PSYCHOLOGICAL  
DIFFICULTIES ENDURED  
AT WORKPLACE ARE  
REACHING ALARMINGLY  
HIGH LEVELS**

## 2.2

**...IN REALITY, MOST OF THE  
WORKING POPULATION SUFFERS  
FROM MULTIPLE MENTAL HEALTH  
PROBLEMS RELATED TO WORK  
AND CONSEQUENTLY SIGNS OF  
DISENGAGEMENT ARE  
PRONOUNCED**



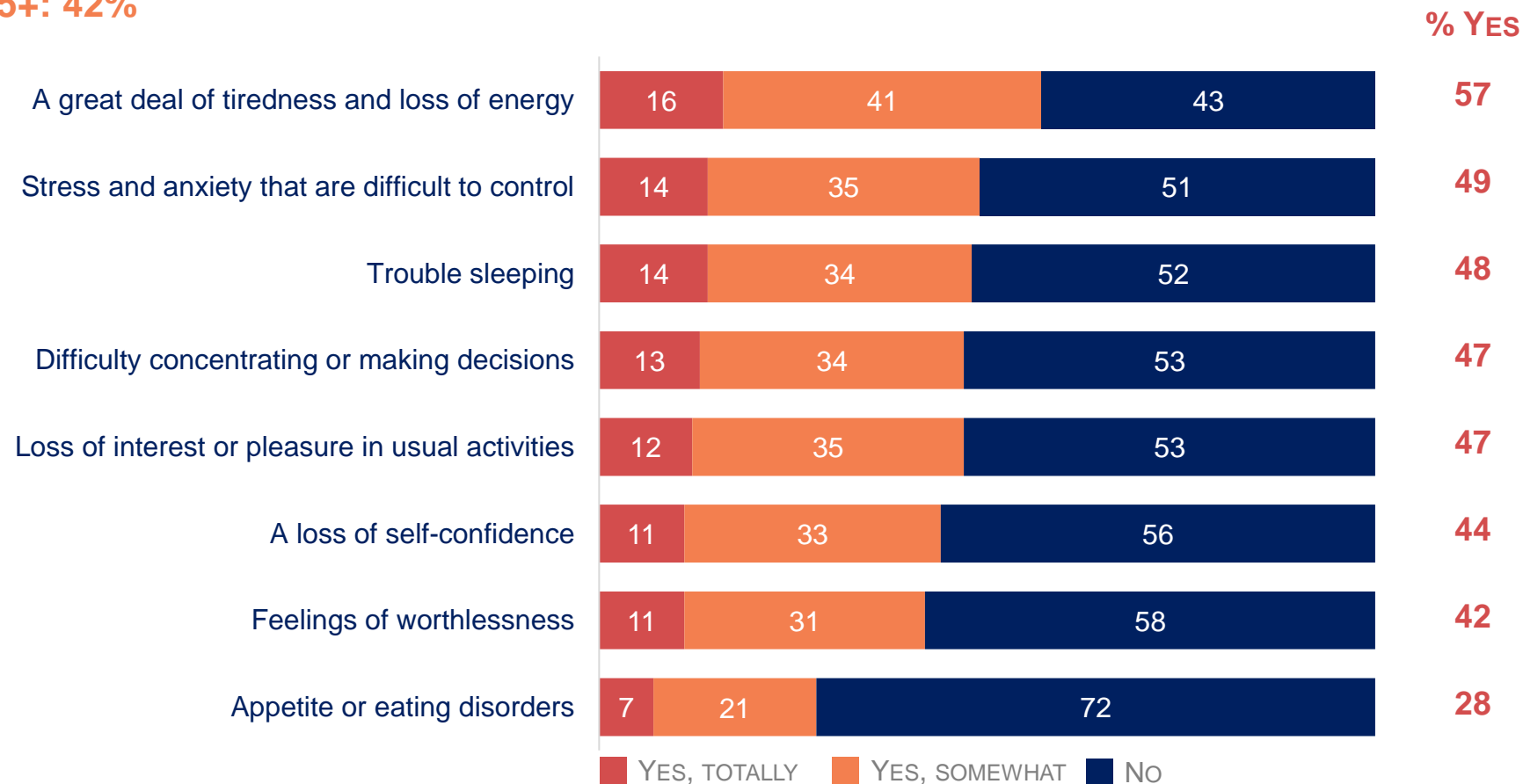
# AS A RESULT OF WORK ENVIRONMENT, 3 OUT OF 4 ARE EXPERIENCING CONSEQUENCES SUCH AS TIREDNESS, TROUBLE SLEEPING, STRESS, LOSS OF INTEREST.

At least one of these consequences for **76%**

1-2 consequences: 19%

3-4: 15%

5+: 42%



New question

V3Q14: Are you currently experiencing any of the following as a result of the environment at work?  
Base : working population, n = 577

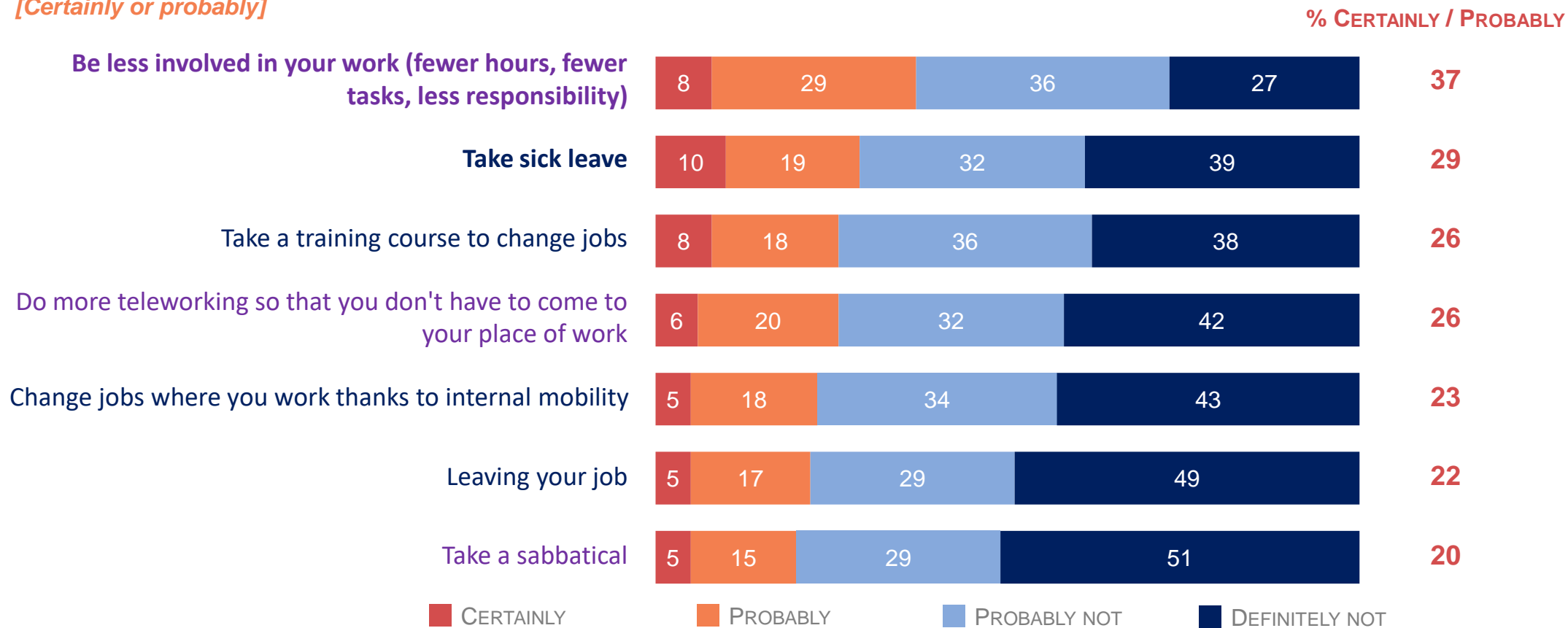
# THAT BEING SAID, SIGNS OF EMPLOYEE DISENGAGEMENT ARE MORE THAN NOTICEABLE. 60% PLANNED ONE OF THESE ACTIONS

At least one action planned for **60%**

At least one dealing with less presence: **54%**

At least one dealing with jobs changes/quit: **41%**

[Certainly or probably]



New question

V3Q15: Do you plan to do any of the following because of the impact of your work on your psychological well-being?  
 Base : working population, n = 577

# CONNECTION BETWEEN MIND HEALTH AND WORK ENGAGEMENT: FEWER PEOPLE CONSIDERED AS FLOURISHING PLAN TO DISENGAGE.



% CERTAINLY / PROBABLY	 ALL	MHI			
		Flourishing <i>102</i>	Getting by <i>182</i>	Languishing <i>198</i>	Struggling <i>95</i>
At least one action planned	60	40	52	70	77
Be less involved in your work (fewer hours, fewer tasks, less responsibility)	37	20	34	42	49
Take sick leave	29	6	23	40	44
Take a training course to change jobs	26	13	25	31	30
Do more teleworking so that you don't have to come to your place of work	26	19	25	31	27
Change jobs where you work thanks to internal mobility	23	11	25	27	24
Leaving your job	22	8	21	27	30
Take a sabbatical	20	12	19	27	20

New question

V3Q15: Do you plan to do any of the following because of the impact of your work on your psychological well-being?  
Base : working population, n = 577

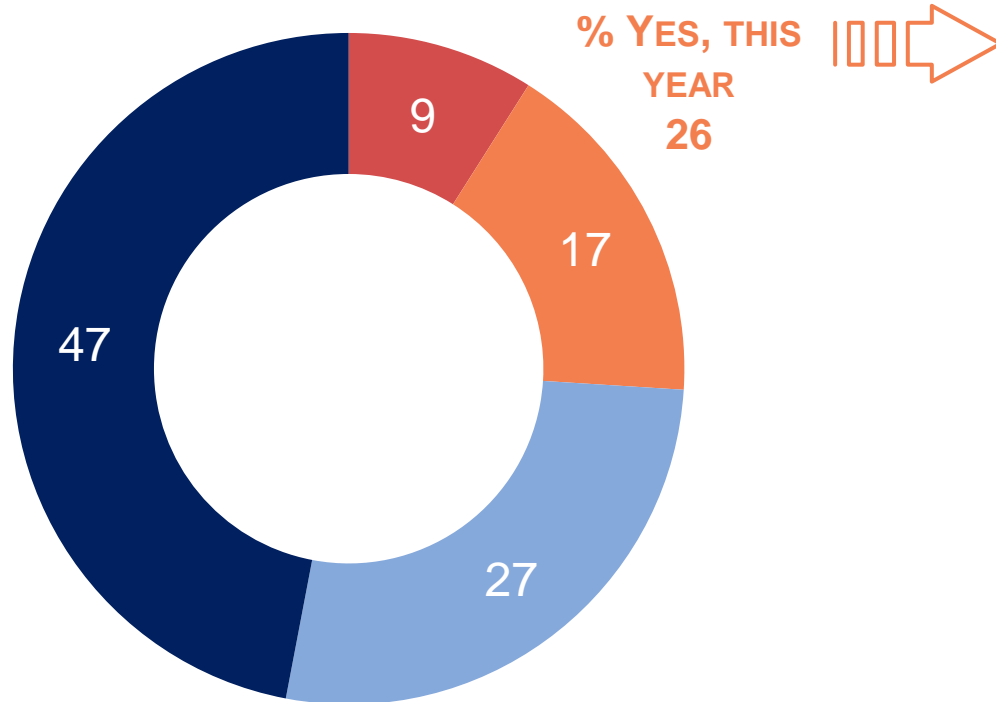
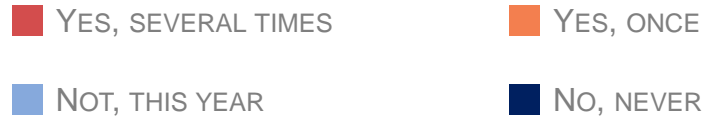


**MENTAL/  
PSYCHOLOGICAL  
DIFFICULTIES ENDURED  
AT WORKPLACE ARE  
REACHING ALARMINGLY  
HIGH LEVELS**

## 2.3

**SICK LEAVE AND BURN OUT ARE REACHING VERY SIGNIFICANT LEVELS, BUT THE SUFFERERS ARE MORE LIKELY TO VISIT A HEALTH PROFESSIONAL COMPARED TO THE REST OF THE WORLD.**

# A QUARTER WAS ON SICK LEAVE FOR MENTAL/PSYCHOLOGICAL HEALTH THIS YEAR.



## SIGNIFICANT PROFILES:

Gender		Age				
Males	Females	18-24	25-34	35-44	45-54	55+
29	24	47	35	26	23	12

Occupation			In charge of management	
High	Intermediate	Elementary	Yes	No
25	26	29	35	21

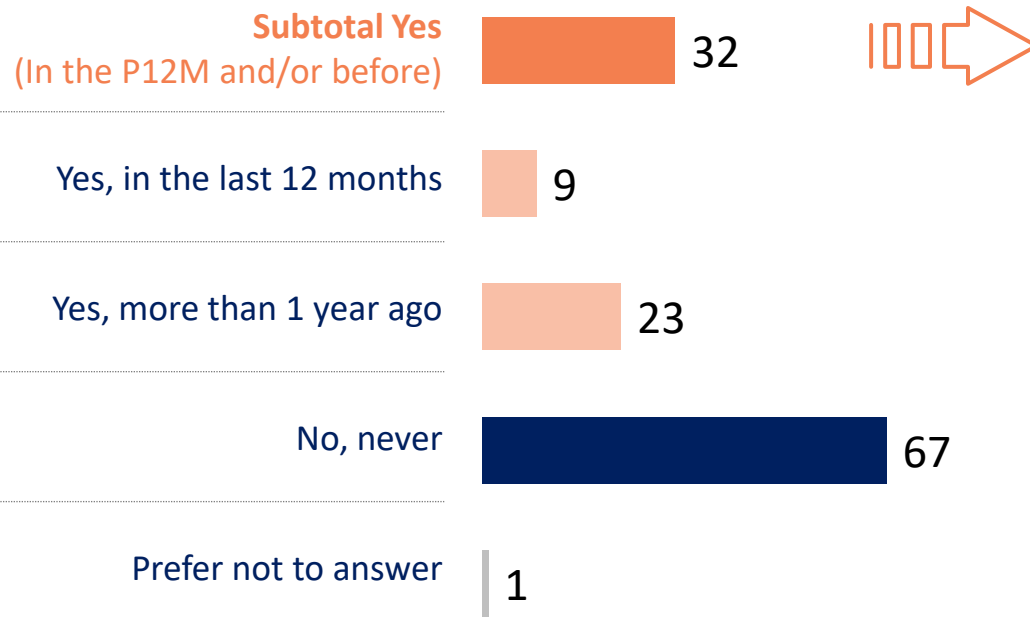
  

Size of the company/organization		
Less than 250	250-999	1000+
29	27	20

New question

V3Q19: Over the last 12 months, have you been on sick leave for problems related to your mental/psychological health ?  
Base : working population, n = 577

# THIS YEAR, AROUND 1 OUT OF 10 SAY THEY EXPERIENCED BURN OUT.

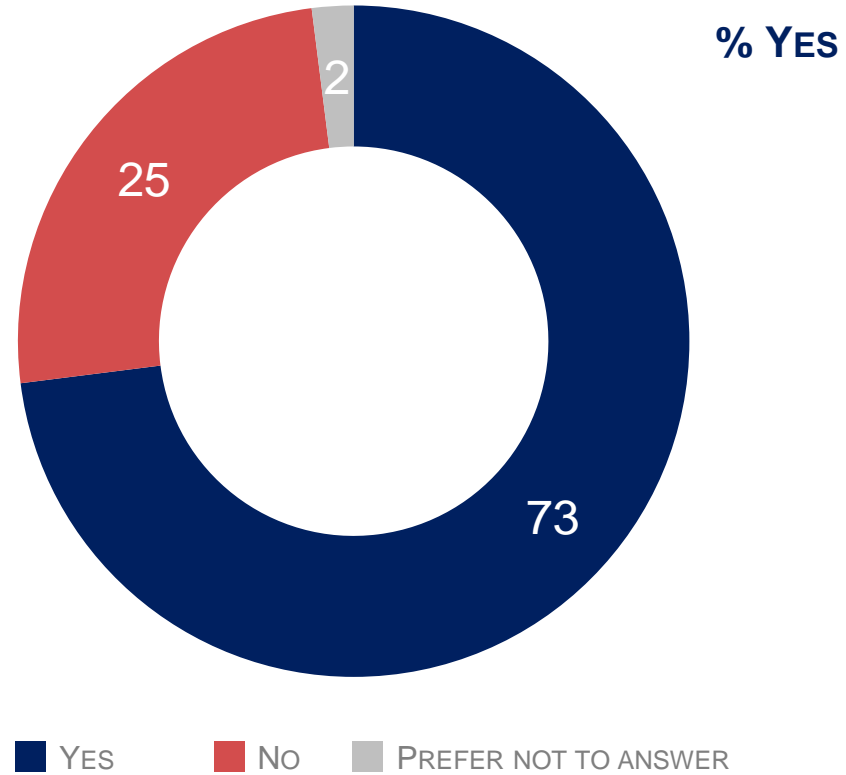


## SIGNIFICANT PROFILES:

Gender		Age				
Males	Females	18-24	25-34	35-44	45-54	55+
34	29	26	34	39	36	15
Occupation			In charge of management			
High	Intermediate	Elementary	Yes	No		
31	34	28	43	25		
Size of the company/organization						
Less than 250	250-999	1000+				
33	32	27				

**New question** V3Q16: Personally, have you experienced a burn-out as a result of your professional activity?  
Base : working population, n = 577

# AND ALMOST ¾ DID VISIT A HCP FOR BURN OUT



New  
question

V3Q17: And did you visit a healthcare professional when you suffered from burn out ?  
Base : working population who suffered from a burn out, n = 182

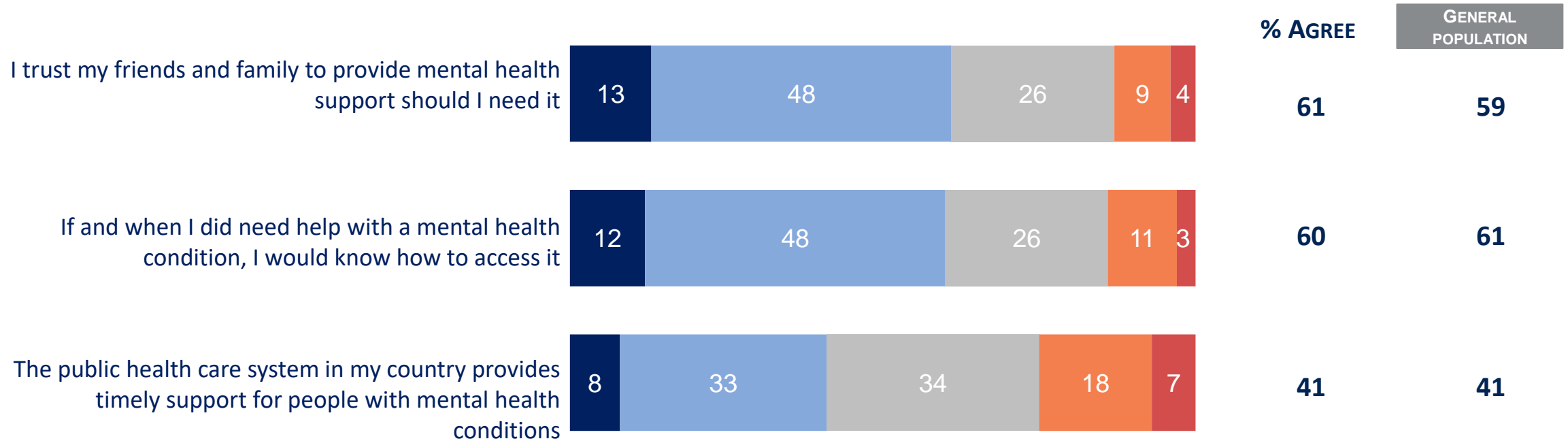
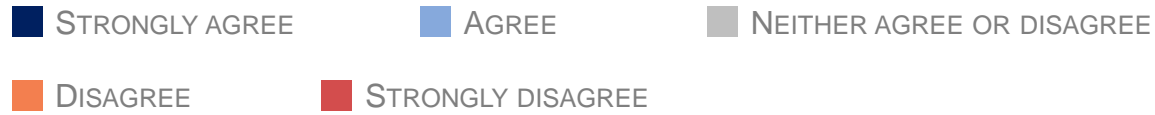
**GIVEN THE WIDE  
VARIETY OF SUFFERING  
SITUATIONS, COMPANIES  
NEED TO OFFER MORE  
SUPPORT AND DIVERSE  
SOLUTIONS THAT COULD  
MEET EVERYONE'S  
NEEDS.**

**3.1**

**EVEN IF EMPLOYEES THINK  
THEY'LL FIND MENTAL HEALTH  
SUPPORT AROUND THEM, THEY  
ARE LESS OPTIMISTIC AND  
CONFIDENT COMPARED TO THE  
AVERAGE ...**



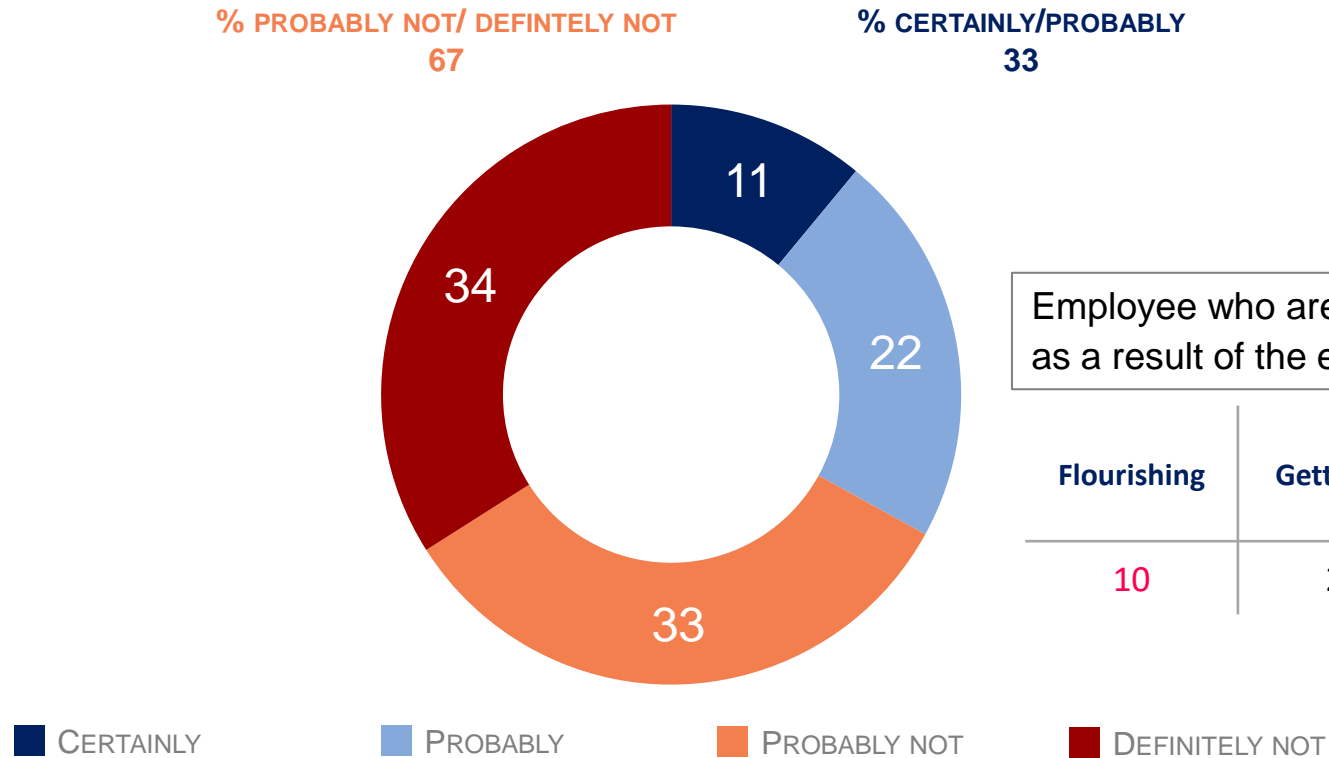
**PEOPLE ARE MORE LIKELY TO TURN TO FAMILY AND FRIENDS TO GET MH SUPPORT. THAT'S TRUE FOR EMPLOYEE AND GENERAL POPULATIONS. LESS THAN HALF OF POPULATION FEEL THAT THE HEALTHCARE SYSTEM PROVIDES SUPPORT FOR PEOPLE WITH MH CONDITIONS.**



QA14 : To what extent do you agree or disagree with the following statements ?  
 Base : working population, n = 577

# ABOUT WORK IMPACT ON PSYCHOLOGICAL WELL-BEING, ONLY A MINORITY WOULD SEEK PROFESSIONAL HELP.

Seek **professional help** (e.g. therapy, counseling with psychological or psychiatric doctors..)



Employee who are experiencing MH symptoms as a result of the environment at work: **41%**

Flourishing	Getting by	Languishing	Struggling
10	26	40	56

New question

V3Q15: Do you plan to do any of the following because of the impact of your work on your psychological well-being?  
Base : working population, n = 577

**GIVEN THE WIDE  
VARIETY OF SUFFERING  
SITUATIONS, COMPANIES  
NEED TO OFFER MORE  
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## 3.2

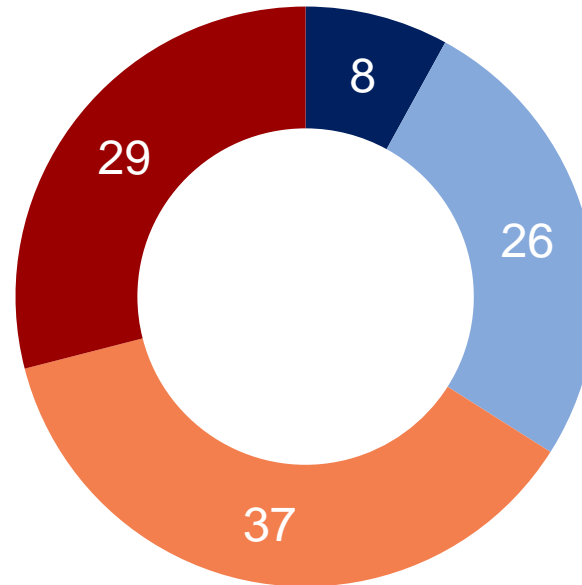
**ON THE OTHER HAND, WHEN IT  
COMES TO COMPANY, EMPLOYEES  
ARE NOT SO POSITIVE ABOUT THE  
SUPPORT PROVIDED.**

# ONLY A MINORITY WOULD MERELY THINK ASKING SUPPORT FROM THEIR MANAGER.

Voice out your work challenges and ask for **support from your manager**

**% PROBABLY NOT/ DEFINITELY NOT**  
66

**% CERTAINLY/PROBABLY**  
34



■ CERTAINLY    ■ PROBABLY    ■ PROBABLY NOT    ■ DEFINITELY NOT

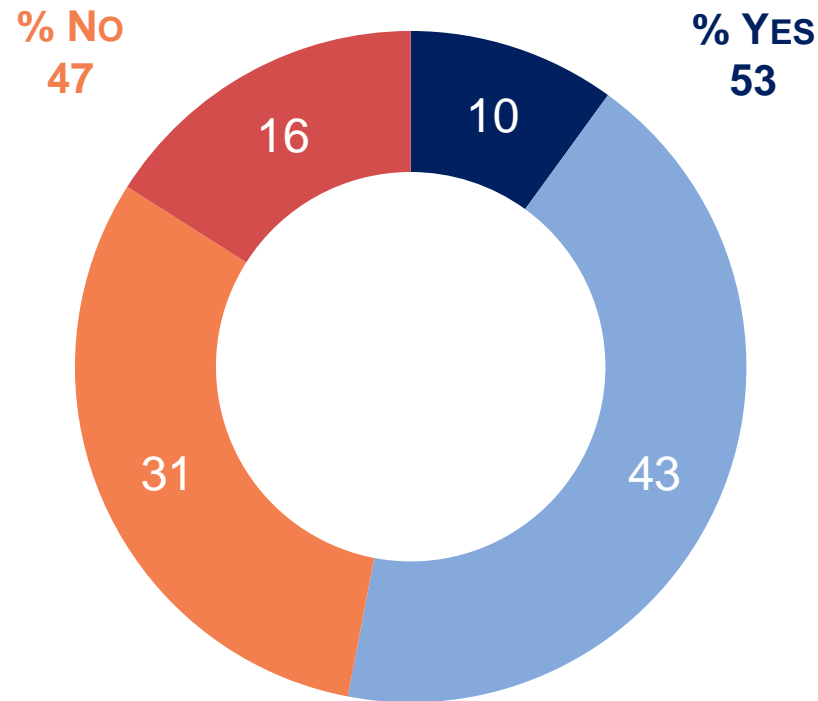
Employee who are experiencing MH symptoms as a result of the environment at work: **38%**

Flourishing	Getting by	Languishing	Struggling
29	27	45	28

New question

V3Q15: Do you plan to do any of the following because of the impact of your work on your psychological well-being?  
Base : working population, n = 577

# AND MORE GENERALLY, NEARLY ½ WOULD SAY THAT THE COMPANY IS NOT CARING FOR THE MH OF EMPLOYEES AND IS NOT TAKING ACTION TO HELP.



■ YES A LOT     
 ■ YES A LITTLE     
 ■ NO, NOT REALLY     
 ■ NOT AT ALL

## SIGNIFICANT PROFILES %YES:

Gender		Age				
Males	Females	18-24	25-34	35-44	45-54	55+
59	48	69	65	50	45	49

Occupation			In charge of management	
High	Intermediate	Elementary	Yes	No
50	52	59	63	48

Size of the company/organization		
Less than 250	250-999	1000+
53	51	57

## Other sub-populations

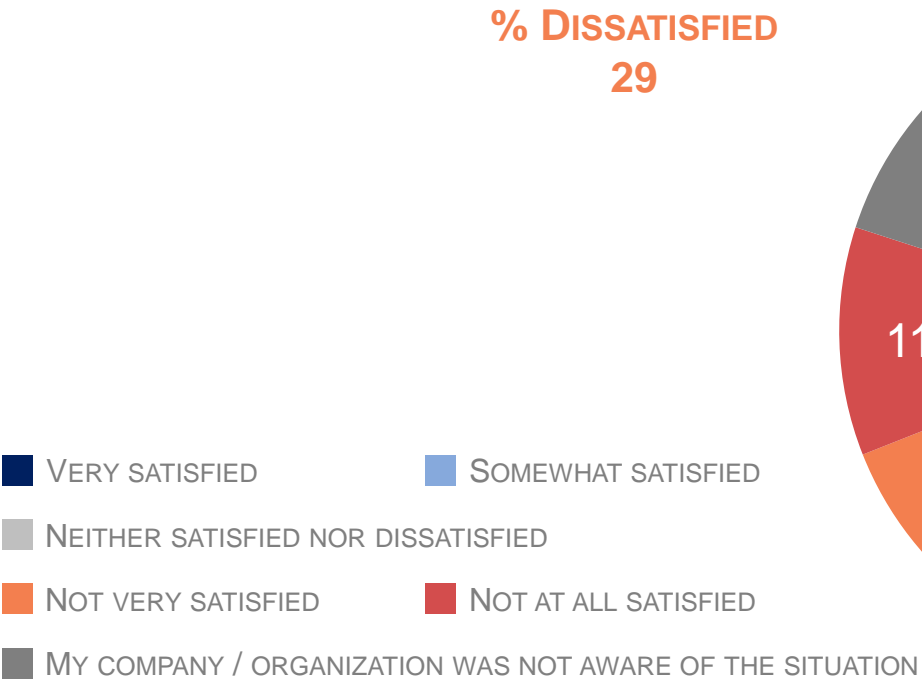
DEPRESSION, ANXIETY, STRESS (SCORING)			
Suspected of having at least one	Depression	Anxiety	Stress
50	51	60	50

Experienced in the P12M		
several personal difficulties	a Burn out	Sick leave due to mental/psychological difficulties
53	61	58

New question

V3Q10: Would you say that your company/ organization care for the mental health of its employees and is taking action to help them?  
Base : working population, n = 577

THEREFORE, THE LEVEL OF SATISFACTION ABOUT COMPANY SUPPORT DURING PERSONAL DIFFICULTIES AND CHALLENGES EXPERIENCED IS QUITE MODERATE. AND FOR 2 OUT OF 10, THEY DID NOT MENTION THEIR PERSONAL ISSUES TO THE COMPANY.



Flourishing	Getting by	Languishing	Struggling
! 49	58	44	24

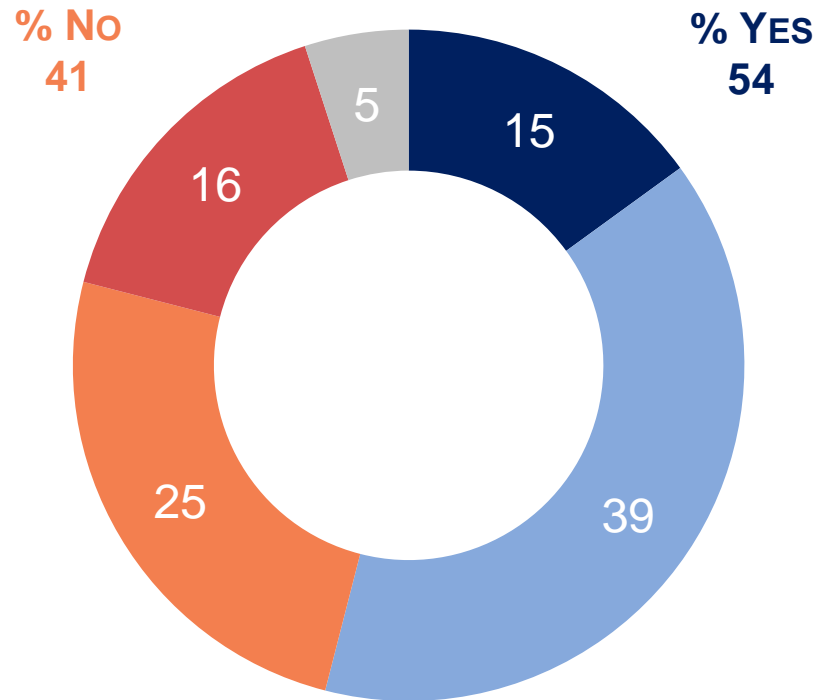
According to the difficulties experienced in the P12M:

Psychological suffering: 41%  
Social isolation: 44%

**New question** V3Q8: As you have experienced some issues during the past 12 months, would you say you were satisfied with your company's help, support or services?  
Base : working population who have experienced personal issues in the P12M, n = 345

# AFTER BURN OUT, ONLY HALF OF POPULATION WERE SATISFIED WITH THE WAY THEIR COMPANY REACTED. A SATISFACTION THAT SHOWS HOW FURTHER COMPANIES STILL HAVE TO GO.

■ YES A LOT      ■ YES A LITTLE      ■ NO, NOT REALLY      ■ NOT AT ALL  
■ I'M CURRENTLY ON SICK LEAVE DUE TO BURN OUT

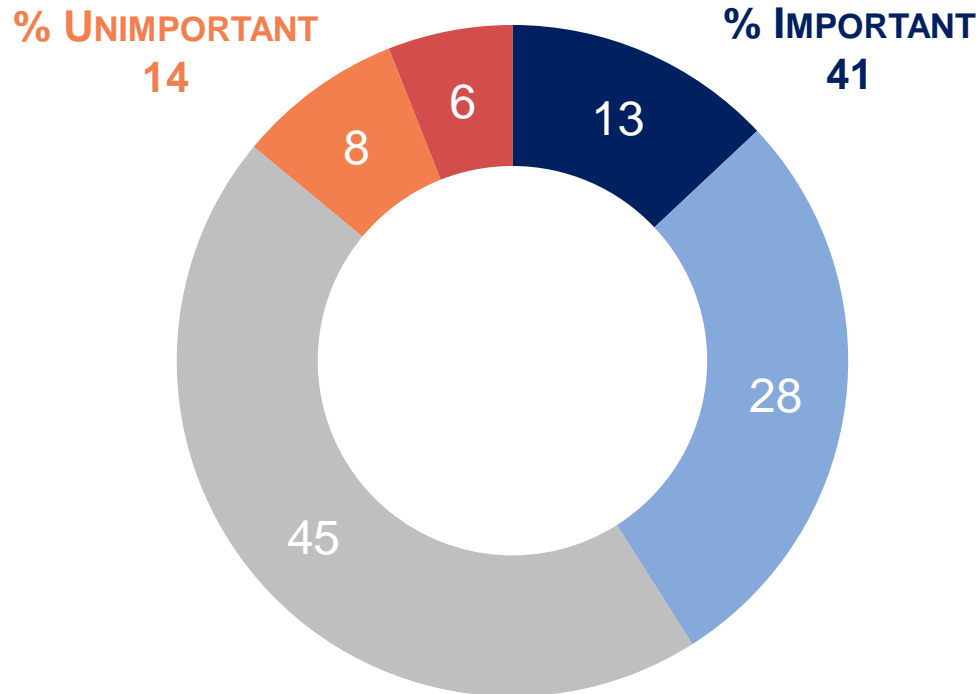


New  
question

V3Q18: And after your burnout, were you satisfied with the way your company/your organization reacted ?  
Base : working population who suffered from a burn out, n = 182

# OBVIOUSLY, VERY FEW ARE SAYING THAT MH BENEFITS AND INITIATIVES ARE NOT IMPORTANT AND WON'T INFLUENCE THEIR DECISIONS TO STAY IN THEIR CURRENT COMPANY. BUT, MANY SAID THAT THIS IS "NEUTRAL"

■ VERY IMPORTANT    ■ SOMEWHAT IMPORTANT  
■ NEUTRAL  
■ SOMEWHAT UNIMPORTANT    ■ VERY UNIMPORTANT



## SIGNIFICANT PROFILES %IMPORTANT :

Gender		Age				
Males	Females	18-24	25-34	35-44	45-54	55+
42	40	48	44	47	41	26

Occupation			In charge of management	
High	Intermediate	Elementary	Yes	No
36	43	41	48	38

Size of the company/organization		
Less than 250	250-999	1000+
41	49	35

DEPRESSION, ANXIETY, STRESS (SCORING)			
Suspected of having at least one	Depression	Anxiety	Stress
	44	45	53

Experienced in the P12M		
several personal difficulties	a Burn out	Sick leave due to mental/psychological difficulties
50	55	61

New question

V3Q20: How important are mental health employee benefits and initiatives in your decision to stay with your current organization?  
 Base : working population, n = 577

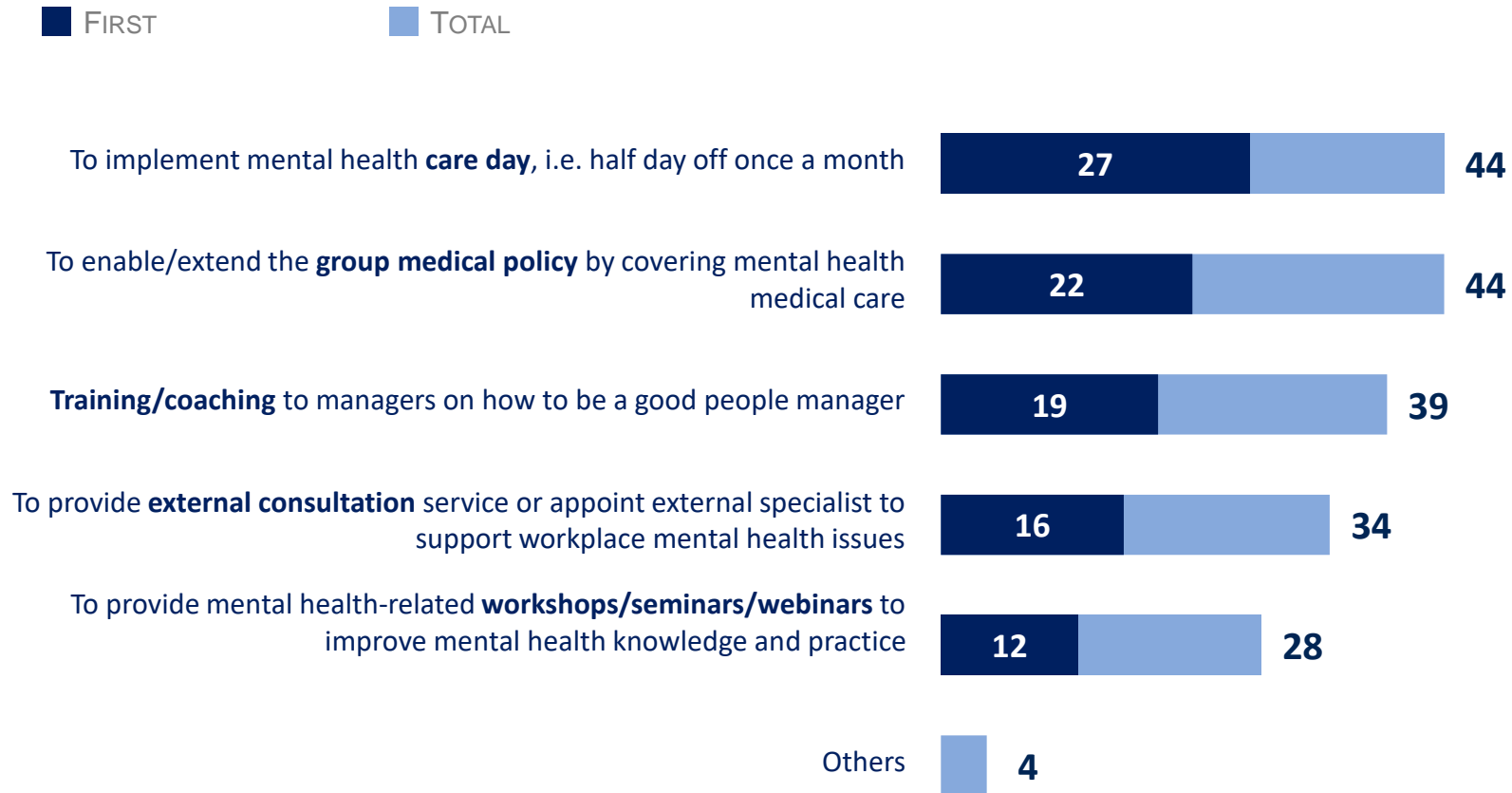


**GIVEN THE WIDE  
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SITUATIONS, COMPANIES  
NEED TO OFFER MORE  
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NEEDS.**

## 3.3

**GIVEN THE WIDE VARIETY OF  
SUFFERING SITUATIONS,  
SOLUTIONS MUST BE DIVERSE  
AND MEET EVERYONE'S NEEDS.**

# EMPLOYEE EXPECTATIONS ARE MULTIPLE AND DIVERSE



New  
question

V3Q21: What would you like your company/the organization to do more to support employees' mental health?  
Base : working population, n = 577

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# GAME CHANGERS

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