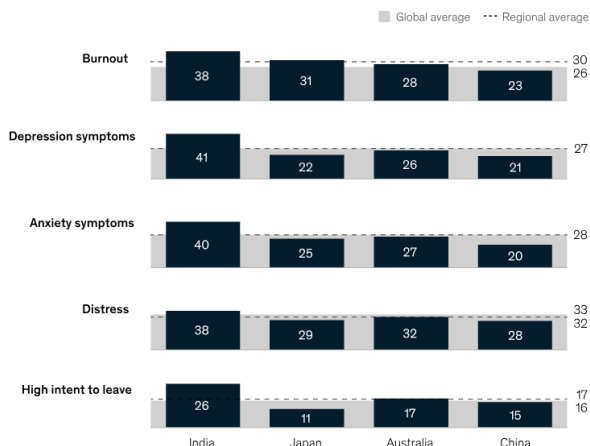


Statistics about burnout in the work place, preferably UK, then Nordics and Asia

1. Uk A. The true cost of running on empty: work-related stress costing UK economy £28bn a year [Internet]. AXA UK home page. AXA; 2023 [cited April 2024]. Available from: <https://www.axa.co.uk/newsroom/media-releases/2023/the-true-cost-of-running-on-empty-work-related-stress-costing-uk-economy-28bn-a-year/> → **[UK]**, Stress, burnout, and poor mental health cost £28 billion annually, with 23.3 million lost working days. 21% of adults in emotional distress, 25% lack positive wellbeing, risking burnout. Half of the population not in positive mental wellbeing, impacting economy.
2. Sleep and mental health [Internet]. Mental Health UK. 2020 [cited April 2024]. Available from: <https://mentalhealth-uk.org/help-and-information/sleep/> → **[UK]**, 18% of people lack sufficient sleep, 25% affected by money worries, 26% by Covid-19. 66% of adolescents report poor sleep negatively impacts their mental health. 37% of adults feel work reduces sleep control.
3. Mental health UK's Burnout Report [Internet]. Mental Health UK. 2021 [cited April 2024]. Available from: <https://mentalhealth-uk.org/burnout/> → **[UK]**, 90% of adults experienced high stress, 24% say they are unable to manage the burnout and 20% need to get some time off work due to stress-related illnesses
4. Savage M. Burnout is rising in the land of work-life balance. BBC [Internet]. 2019 Jul 26 [cited April 2024]; Available from: <https://www.bbc.com/worklife/article/20190719-why-is-burnout-rising-in-the-land-of-work-life-balance> → **[Nordic Countries: Sweden]**, Sweden recognizes burnout as medical condition since 2003, reducing stigma. 144% increase in exhaustion cases in people between 25 and 29 y/o, since 2013, predominantly women.
5. Carmichael A, Coe EH, Dewhurst M. Employee mental health and burnout in Asia: A time to act [Internet]. McKinsey.com. McKinsey & Company; 2022 [cited April 2024]. Available from: <https://www.mckinsey.com/featured-insights/future-of-asia/employee-mental-health-and-burnout-in-asia-a-time-to-act> → **[Asia]**, **India:** high burnout rates with toxic workplace behaviour being dominant (90%). **Japan:** Lower distress, depression, and anxiety rates but higher burnout. **Australia:** 25% of respondents report burnout symptoms. **China:** 3-8% lower rates of burnout, distress, and depression and anxiety compared to global averages.

Work-related outcome variables: burnout, depression, and anxiety challenge Asian workers.

% respondents citing outcome



Source: McKinsey analysis

McKinsey
& Company

The top two factors perceived as contributing to work-related outcomes differ across Asia.

% of explained variance

	Burnout	Depression symptoms	Anxiety symptoms	Distress
India	94 Toxic workplace behavior 2 Organization accountability	95 Toxic workplace behavior 1 Other factors	91 Toxic workplace behavior 2 Other factors	91 Toxic workplace behavior 4 Organization accountability
Japan	42 Toxic workplace behavior 23 Sustainable work	36 Sustainable work 27 Toxic workplace behavior	38 Toxic workplace behavior 25 Inclusivity & belonging	38 Toxic workplace behavior 33 Sustainable work
Australia	46 Toxic workplace behavior 20 Inclusivity & belonging	43 Toxic workplace behavior 22 Inclusivity & belonging	33 Toxic workplace behavior 23 Inclusivity & belonging	53 Toxic workplace behavior 14 Inclusivity & belonging
China	71 Toxic workplace behavior 13 Inclusivity & belonging	52 Toxic workplace behavior 22 Inclusivity & belonging	55 Toxic workplace behavior 14 Sustainable work	71 Toxic workplace behavior 15 Inclusivity & belonging
Global	70 Toxic workplace behavior 11 Inclusivity & belonging	64 Toxic workplace behavior 12 Inclusivity & belonging	62 Toxic workplace behavior 13 Inclusivity & belonging	69 Toxic workplace behavior 11 Sustainable work

Source: McKinsey analysis

McKinsey
& Company

6. Segal E. New surveys show burnout is an international crisis [Internet]. Forbes. 2022 [cited April 2024]. Available from: <https://www.forbes.com/sites/edwardsegal/2022/10/15/surveys-show-burnout-is-an-international-crisis/?sh=58db38797cf7> → **[Global]**, **Ireland:** 3 in 10 Irish employees surveyed reported that they felt burnt out “very often” or “always”. **USA:** 48% of small business owners said they had experienced burnout in the past month. Asia: 1 in 3 employees experiences burnout symptoms, particularly female and frontline workers.
7. Hybrid work is just work. Are we doing it wrong? [Internet]. Microsoft.com. [cited April 2024]. Available from: https://www.microsoft.com/en-us/worklab/work-trend-index/hybrid-work-is-just-work/?wt.mc_id=AID_M365Worklab_Corp_HQ_Charter → **[Global]**, 50% of employees and 53% of managers said they were burned out at work.