



The Impact of COVID-19 on Mental Health in the Workplace.

OUR SURVEY FINDINGS



Introduction.

As we pass the one-year anniversary of the World Health Organisation (WHO) declaring the global pandemic, we can confidently say that our world has undergone a transformation. While many countries are still grappling with outbreaks and lockdowns, others are continuing to rebuild their local economies and return to a more normal way of life.

The Covid-19 crisis will be one of the most unique events of our time. No matter where in the world you are located, you will have been impacted in some way or another. Even if your country is beginning to return to 'normal', the global population has been through a disorienting, distressing and almost incomprehensible year.

During the pandemic, the threat to our physical health was all-so consuming, it was difficult to unpack what was happening to us mentally. Now that progress towards the end of the pandemic is moving quickly, we need to examine the current status of mental health around the world.

But why look at mental health at work specifically?

Humans spend about one third of their lives at work, that's over 90,000 hours. Any changes in mental health will spill into our working lives. As well as affecting the individual, poor mental wellbeing can result in a knock-on effect, impacting company productivity, morale and engagement.

Additionally, while we see many parts of life returning to 'normal' this year, there are some areas where post-pandemic

'normal' is drastically different to pre-pandemic – one being **employment**.

Although last year was tough, it also opened the door to an opportunity that could benefit our mental health long-term. If 2020 taught us one thing, it's that remote working is the way forward and ***the benefits of this working style are obvious.***

Remote work can mean employees spend less time commuting and more time with family, friends or working on personal interests. It can empower parents returning from parental leave, and help caring duties be shared equally between partners, allowing more time for growing families to connect. It can help carers and people with a disability stay employed, and redistribute wealth away from metropolitan areas and back into regional and rural centres.

That being said, remote work has its drawbacks. Employers need to give their employees the tools (and trust) to maintain mental health by avoiding burnout, minimising distractions and accommodating those that prefer to work in the office. But when you weigh up the opportunities against the challenges, it's hard to see why anyone would want to go back to the way we were before.

So, as the world starts to imagine what post-pandemic life could look like, we wanted to find out firsthand how employees and employers were feeling mentally throughout one of the most significant global occurrences of the decade.

Our survey

The key aim of this research is to report on post-pandemic workplace trends around mental health in the new global economy. Although a tumultuous year, Covid-19 taught businesses all around the world how to adapt, and while we're still grappling with the impact of 2020 – many lessons were learnt. And of these lessons, many of the strategies and concepts that were introduced are now here to stay.

But, with our world looking very different and many people still coming to terms with the pandemic, how do employers support their employees?

We surveyed over 5,715 respondents during the first quarter of 2021 to see the impact Covid-19 has had on employee and employer mental health.

To gain a holistic view of workplace mental health, we surveyed **employees** and **employers** from Australia, New Zealand, the United Kingdom, Malaysia and Singapore.

Of these respondents, we surveyed 3036 **employees** across Australia (1,004), New Zealand (502), The UK (502), Malaysia (499) and Singapore (529).

The remaining respondents totaled 2679 **employers** across Australia (672), New Zealand (508), The UK (510), Malaysia (504) and Singapore (485).

We want to dive deeper to get a better understanding of how each country has responded to Covid-19, and explore the impact the pandemic has had on employee and employer mental health.

We've broken down the key findings country by country to help give you a better overview of the current state of mental health in the workplace.

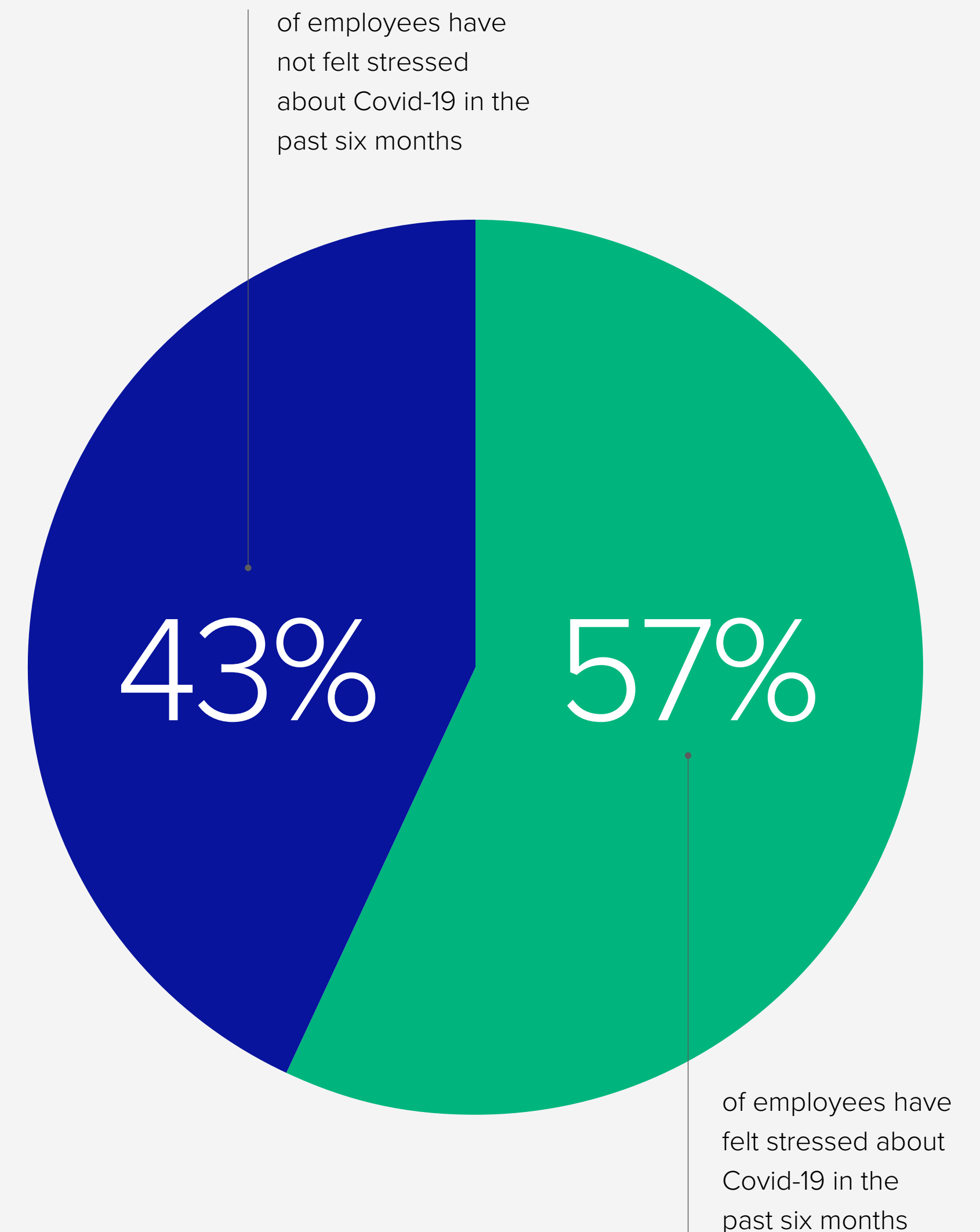
Australia

The impact of the pandemic on stress levels is high for Australian employees.

With so many industries hit hard from the pandemic, it's no surprise that 57% of employees have been stressed in the past six months. Similarly, employers have been feeling increased levels of stress, too – with 56% of employers experiencing similar feelings. Between the financial pressures, continued outbreaks and the uncertainty of snap lockdowns, increased stress levels are prevalent.

WE'RE FAILING OUR YOUNG PEOPLE

Only 40% of employees over the age of 55 reported that they were stressed, compared to 72% of employees under the age of 35 who reported increased levels of stress. This difference may suggest our young people are experiencing work instability, with their income uncertain and the dream of having a long, stable career out of reach.

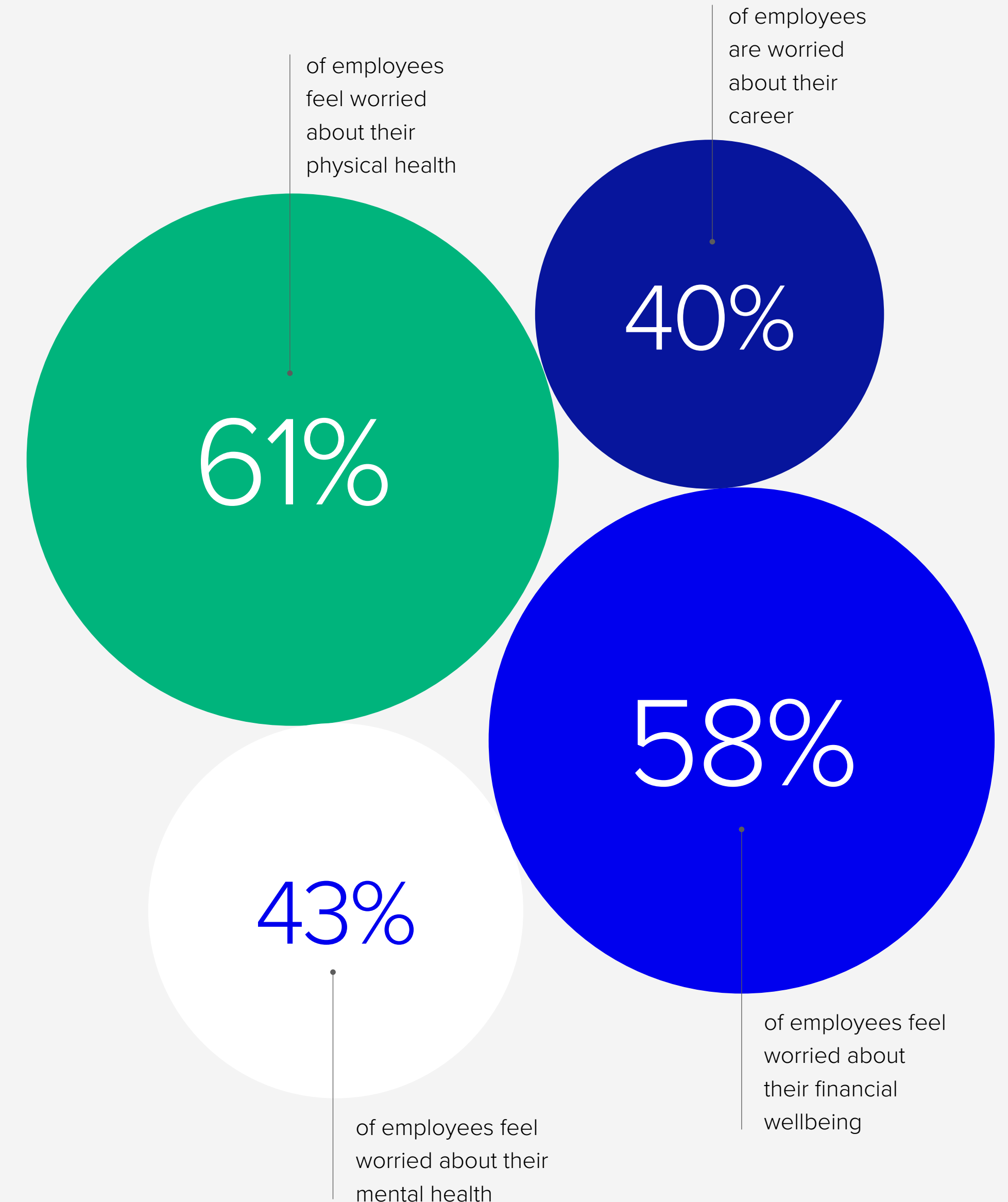


Employees are worried about their physical, financial and mental health.

When we see that employees' stress levels are high, it's no surprise that they're feeling worried about their physical, financial and mental health. Continued lockdowns and restrictions placed on gym and training facilities could be the reason behind the increased worry around physical health, whilst job uncertainty and the end of JobKeeper could be the driving factors behind the increased worry surrounding financial wellbeing.

Not only this, 43% of employees feel worried about their mental health as result of the pandemic, stemming from impacts on different parts of their life – mood and wellbeing, activities and routine, work life, financial commitments, relationships, study and home life.

And our findings reveal that young Australians are feeling the mental impact the most, with 49% of those under the age of 25 worried about their mental health.

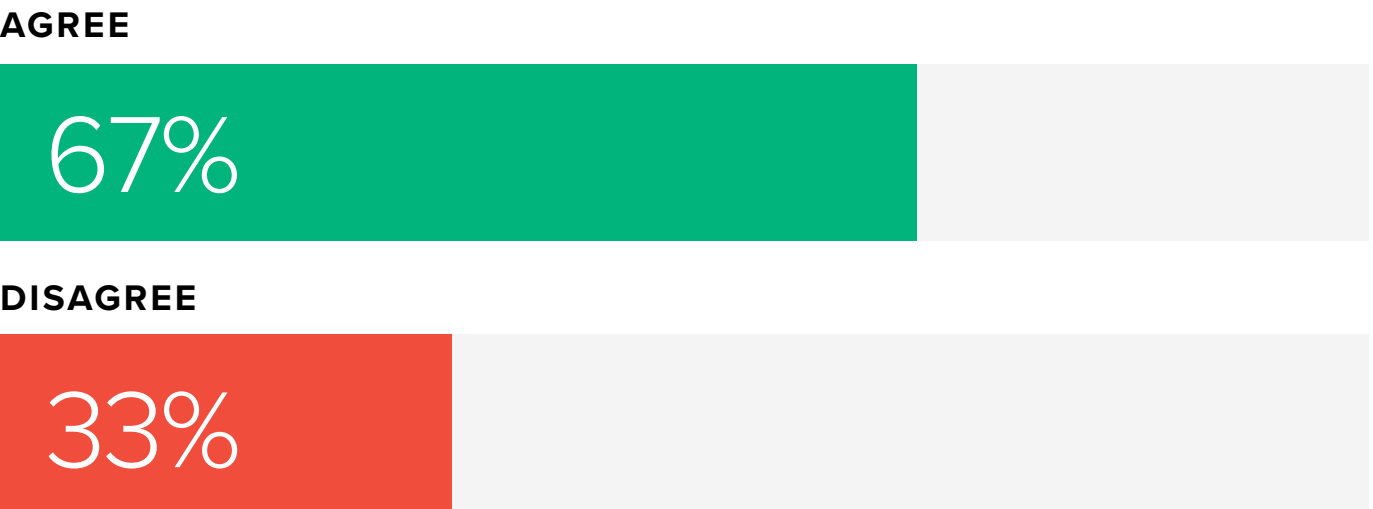


Australian employers believe they are supportive of their employees' mental health

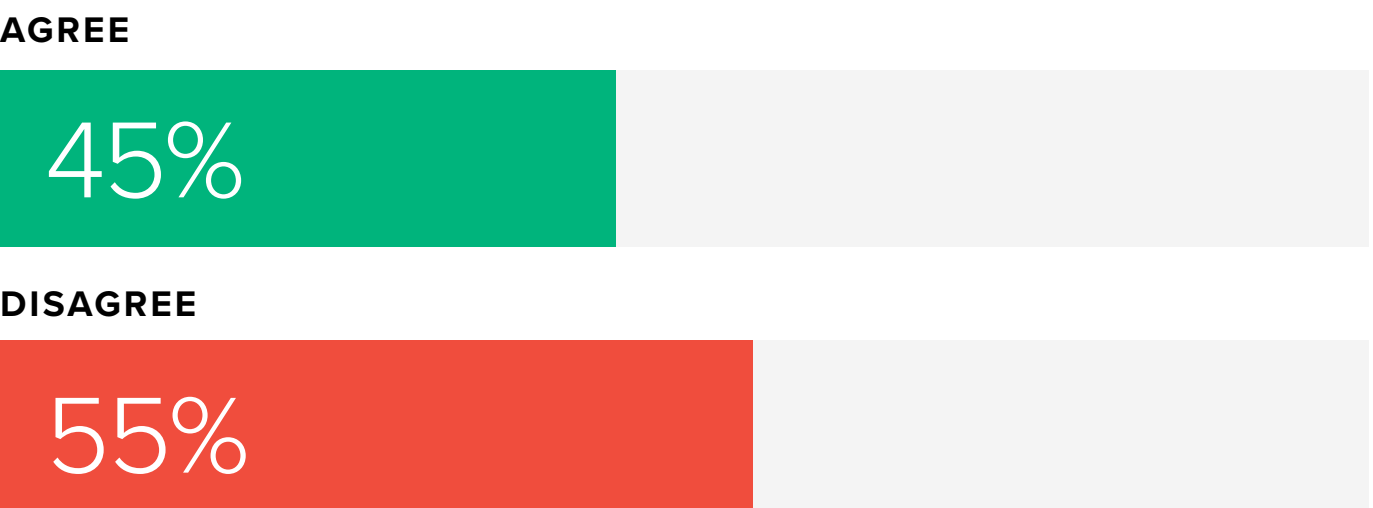
Overall, Australian employers believe they are supportive of their employees' mental wellbeing, however only half (50%) of employers have the right tools and processes in place to measure wellness in the workplace.

Employers are also aware that mental health stigma in the workplace is a worry, therefore it's never been more important for employers to provide the right tools and processes to help employees manage their mental health.

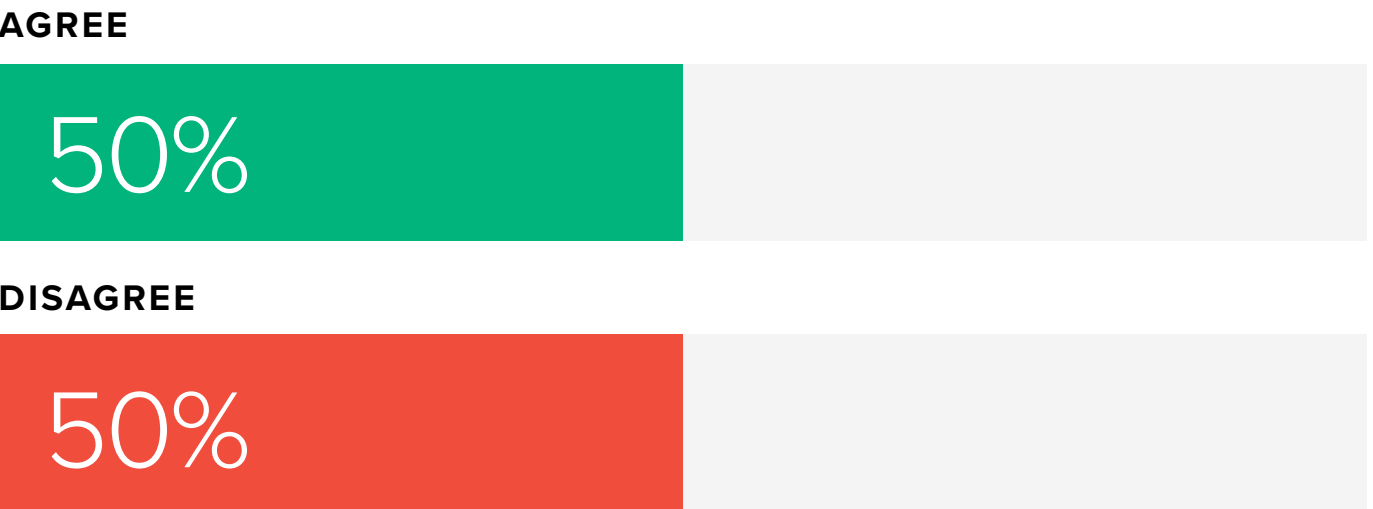
Employers believe they are supportive of employees mental health



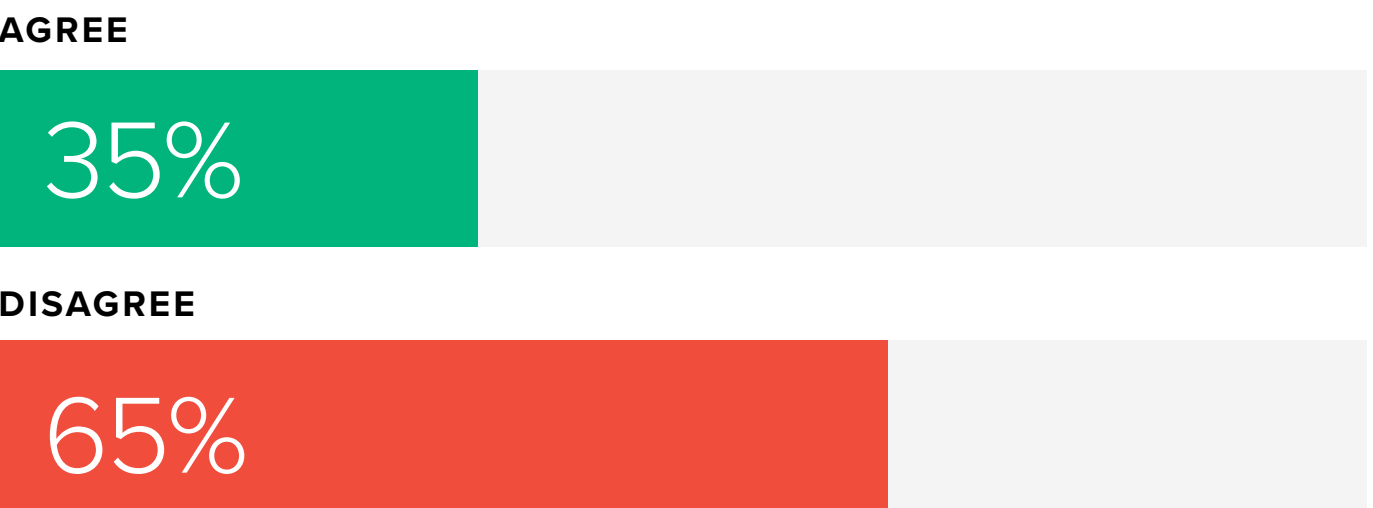
Employers believe mental health stigma in the workplace is a worry



Employers believe they have tools or processes to measure wellness in the workplace



Employers believe workplaces should not bear the burden of employees' mental health problems





Did you know that Employment Hero offers an Employee Assistance Program? Each employee will have access to a minimum of three free sessions per year. Additional options include up to 6 sessions per employee, coverage for family members, manager support hotline, critical incident response team and immediate crisis counselling. Users will have a dedicated account contact to help them book their sessions.

WOMEN MORE LIKELY TO SUPPORT MENTAL HEALTH INITIATIVES AT WORK

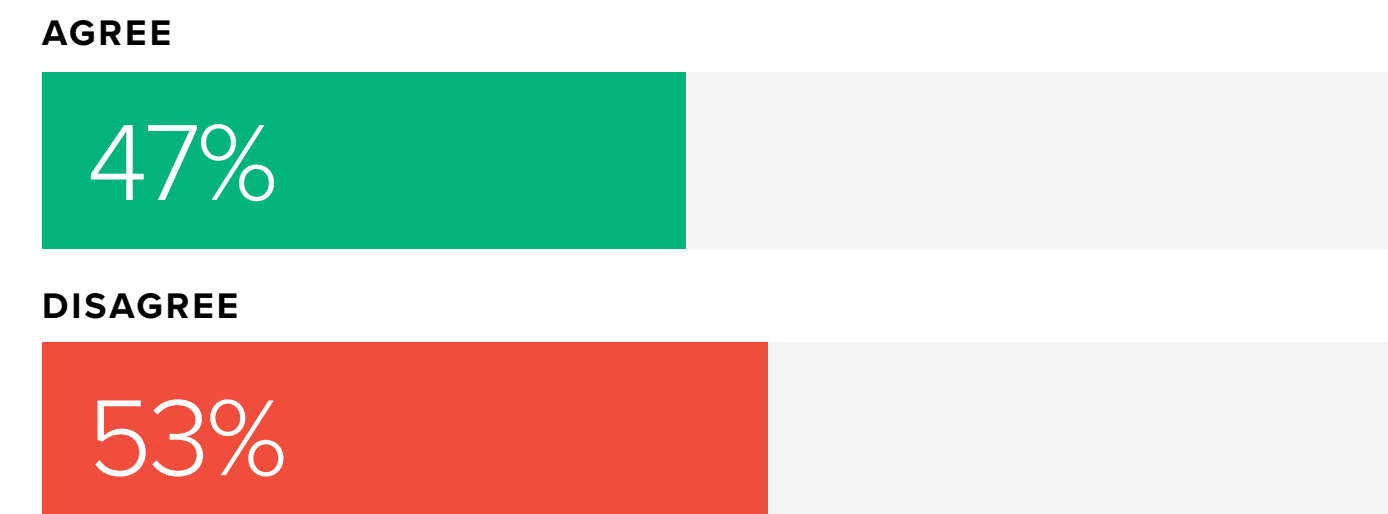
However, 35% of employers believe that they should not be responsible for employee mental health and shouldn't bear the burden associated with it. When we look more closely, we can see there's a stark difference between genders. 28% of female employers believe employers should not bear the burden, whilst 43% of males believe workplaces shouldn't be responsible for mental health.

LOOKING TO MANAGE AND MEASURE WELLNESS IN THE WORKPLACE?

Implementing an Employee Assistance Program (EAP) can help your team through difficult times. An EAP is a free confidential counselling service employers can provide to employees to support their mental wellbeing. While all EAP sessions remain confidential, you will be able to see how many employees are using the EAP program, giving you an indication of employee mental wellbeing in your workplace.

Australian employees believe there's room for improvement

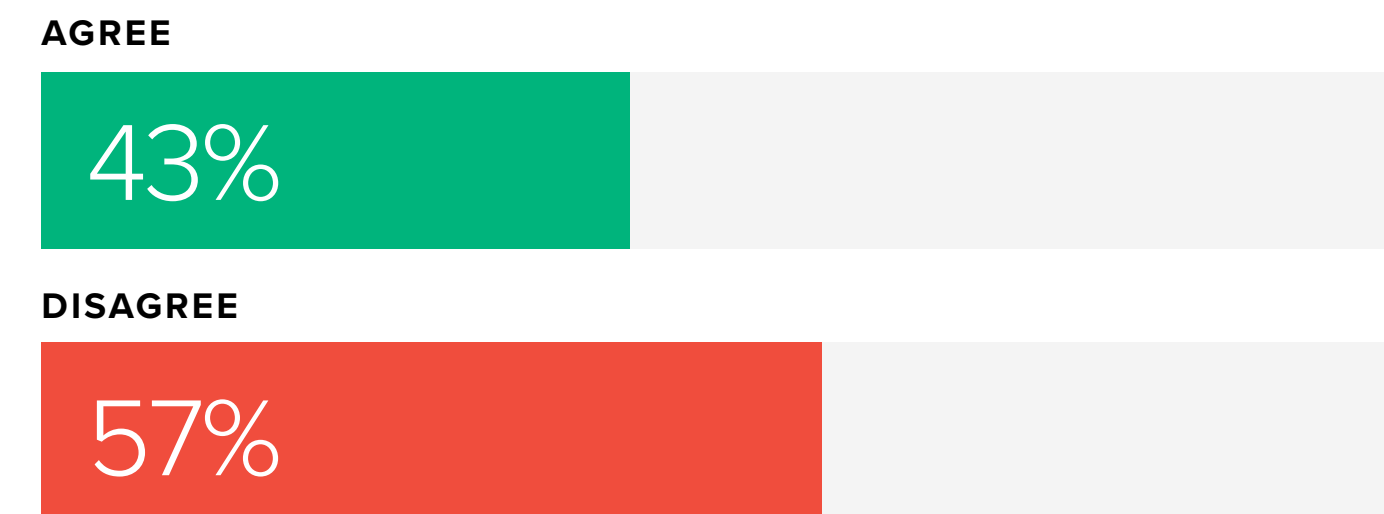
Employees believe their organisation is supportive of mental health



Employees are worried about mental health stigma in the workplace



Employees believe their organisation has the tools and processes in place to measure wellness in the workplace



Employees believe workplaces should not bear the burden of employees' mental health problems



When it comes to employer vs. employee perceptions of mental health in the workplace, it doesn't add up. Employers believe they are more supportive of their employees' than their employees believe.

Initiatives such as [R U OK? Day](#) can help break the stigma associated with mental health in the workplace, as well as general education surrounding mental health.

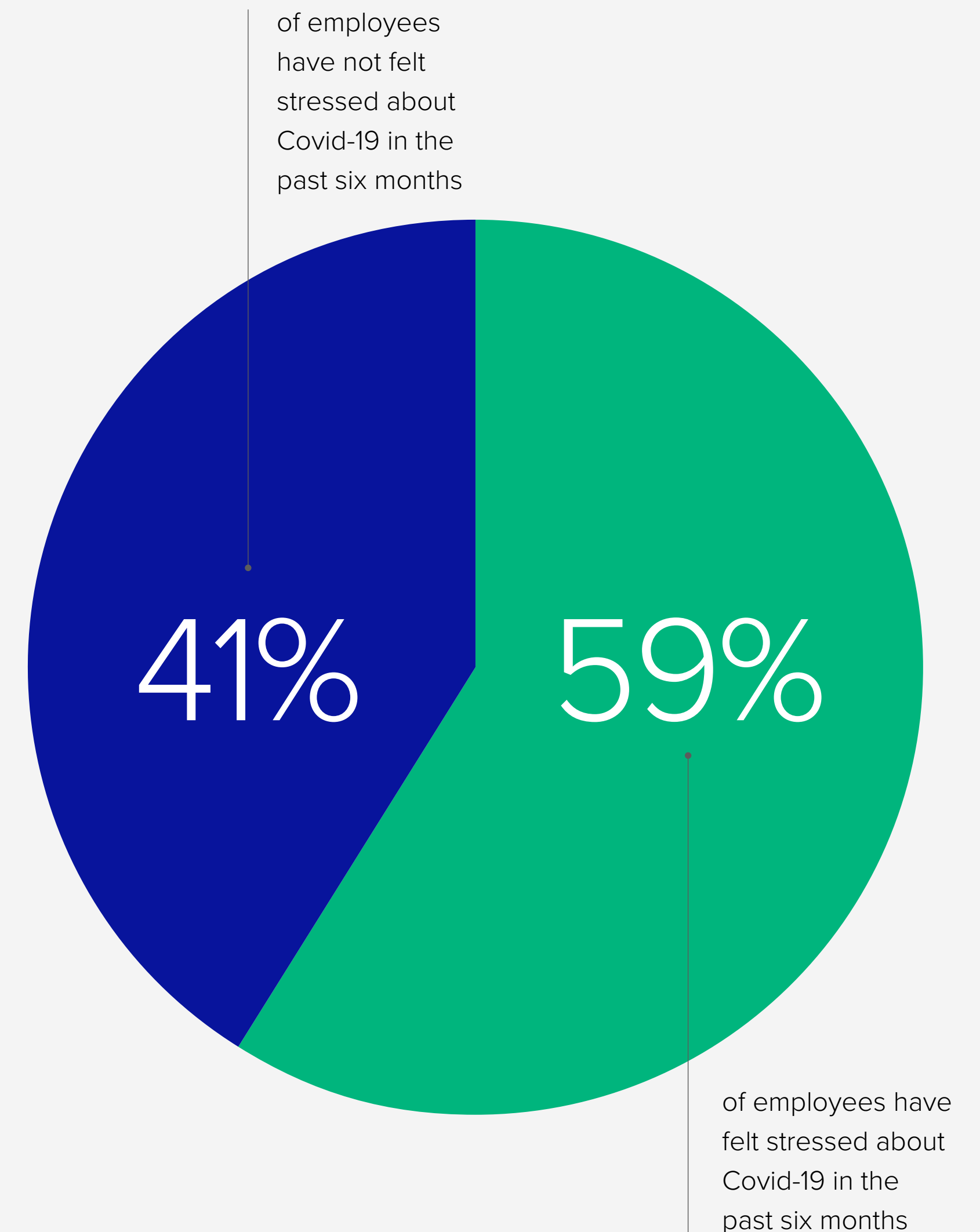
**Disagree includes undecided responses*

New Zealand

The impact of the pandemic on stress levels is high for employees in NZ.

With so many industries hit hard from the pandemic, it's no surprise that 59% of employees have been stressed in the past six months. Similarly, employers have been feeling increased levels of stress, too – with 56% of employers experiencing similar feelings. Between the financial pressures of running a business, continued outbreaks and the uncertainty of snap lockdowns, increased stress levels are more prevalent than ever in NZ.

Younger Kiwi's under the age of 25 have the highest levels of stress (73%), while 48% of those aged over 45 have experienced increased levels of stress due to Covid-19.

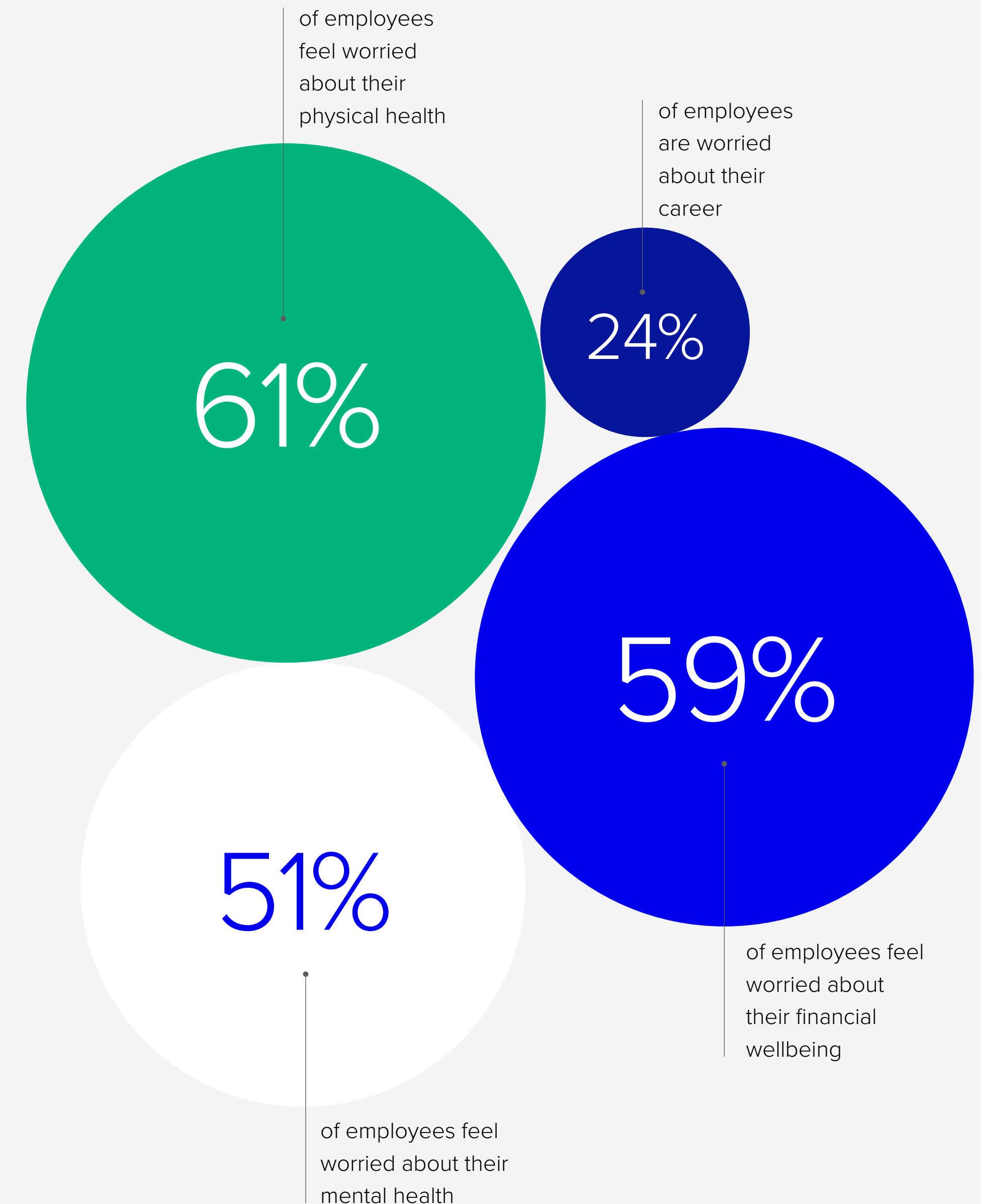


Employees are worried about their physical, financial and mental health.

HOLISTIC WELLBEING IS IMPORTANT

Improving physical, financial and mental health is front of mind for Kiwis. After one year of snap lockdowns, outbreaks and other Covid-related stressors, employees are putting prioritising their health high on the list.

As New Zealand's economy continues to improve, only 24% of employees are worried about their career – a possible indication that confidence is being rebuilt nation-wide.



What do employers in New Zealand believe when it comes to supporting their employees' mental health?

Overall, the majority of employers in NZ believe they are supportive of their employees mental health, and have adequate tools and processes in place to measure employee wellness. However, after a tumultuous year, a worrying 50% of employers in New Zealand stated that workplaces should not bear the burden of managing employee mental health.

Employers believe they are supportive of employees mental health

AGREE

69%

DISAGREE

31%

Employers believe mental health stigma in the workplace is a worry

AGREE

53%

DISAGREE

47%

Employers believe they have tools or processes to measure wellness in the workplace

AGREE

60%

DISAGREE

40%

Employers don't know how to support their employees mental health

AGREE

44%

DISAGREE

56%

Employers believe workplaces should not bear the burden of employees' mental health problems

AGREE

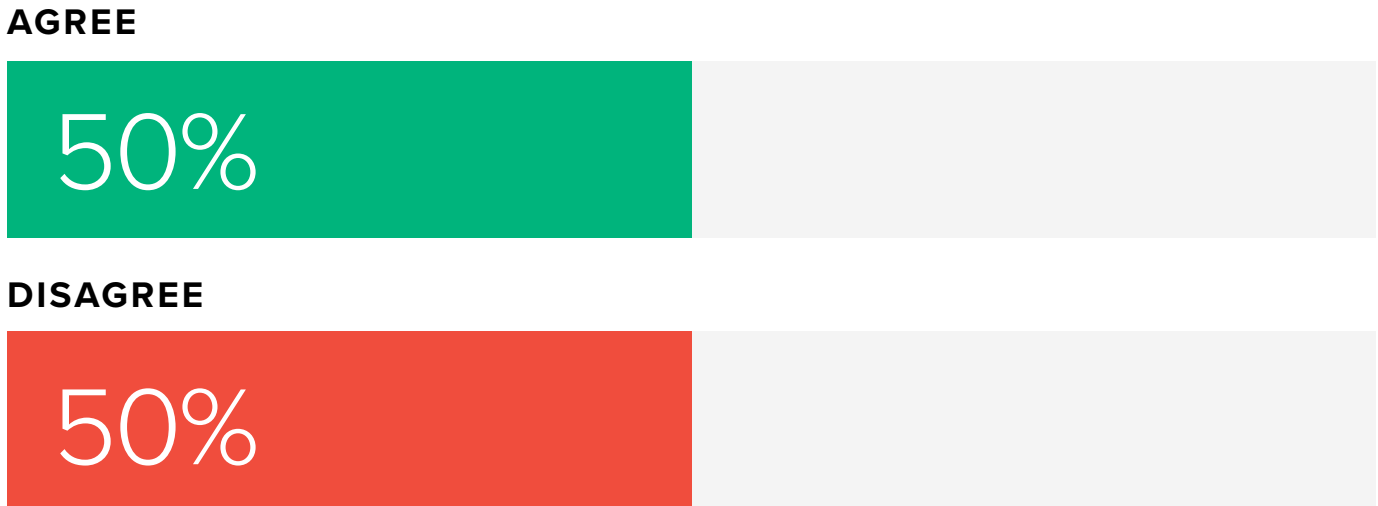
50%

DISAGREE

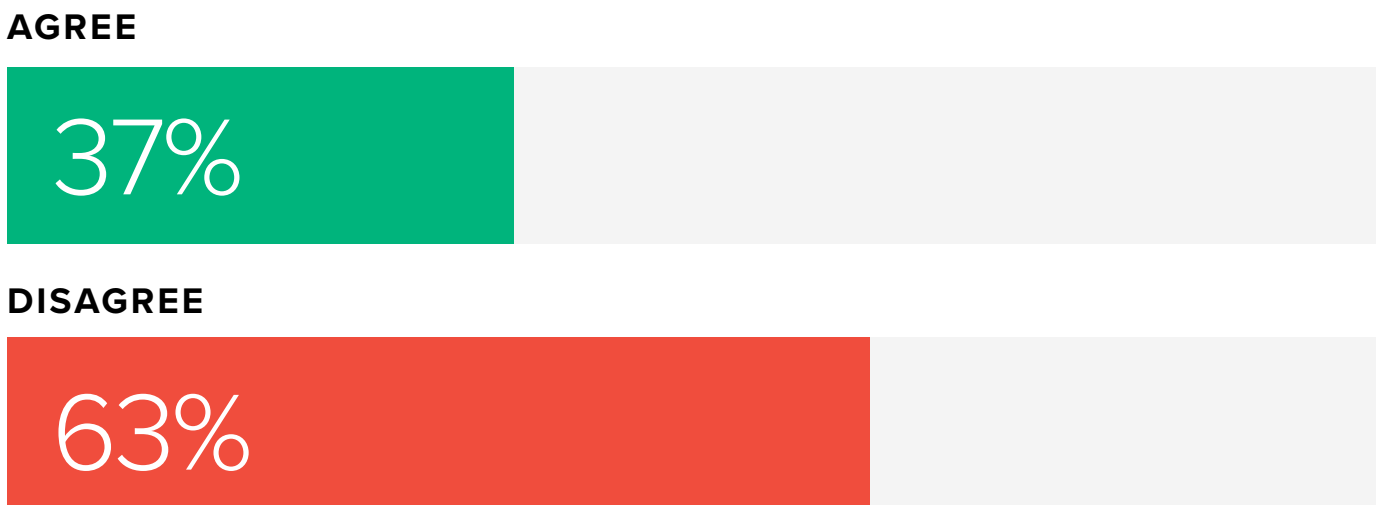
50%

What do employees in New Zealand believe when it comes to workplace mental health?

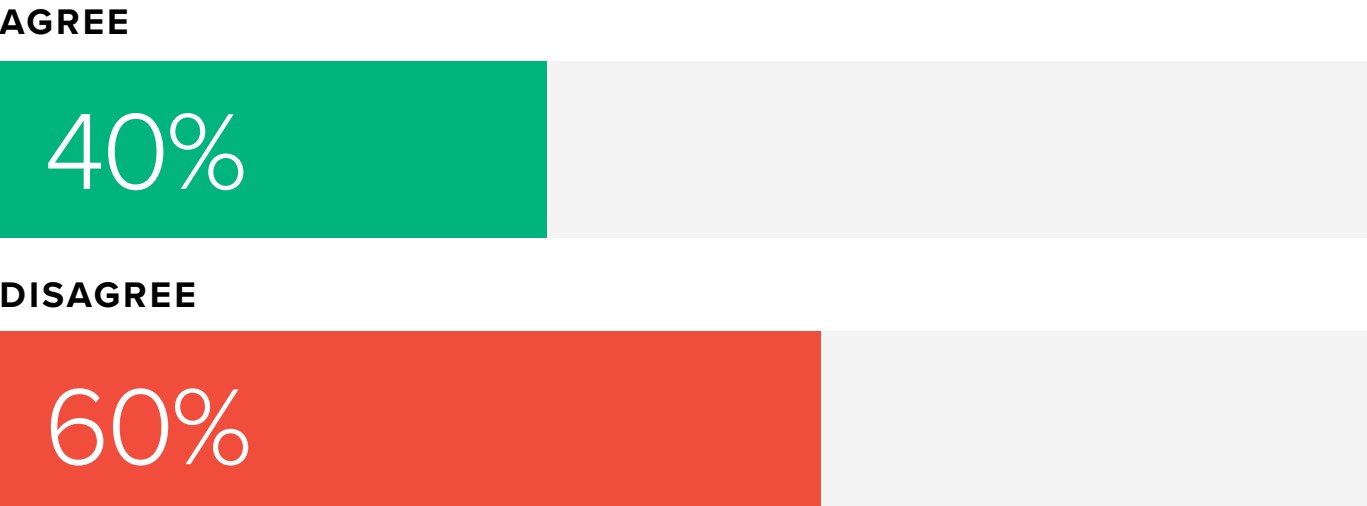
Employees believe their organisation is supportive of mental health



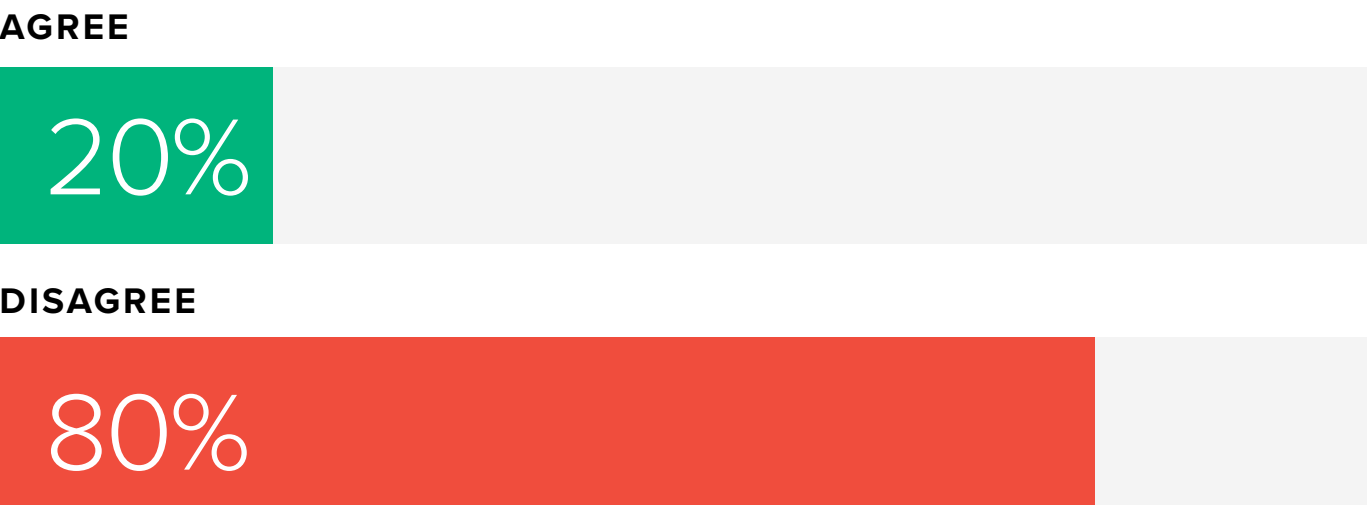
Employees are worried about mental health stigma in the workplace



Employees believe their organisation has the tools and processes in place to measure wellness in the workplace



Employees believe workplaces should not bear the burden of employees' mental health problems



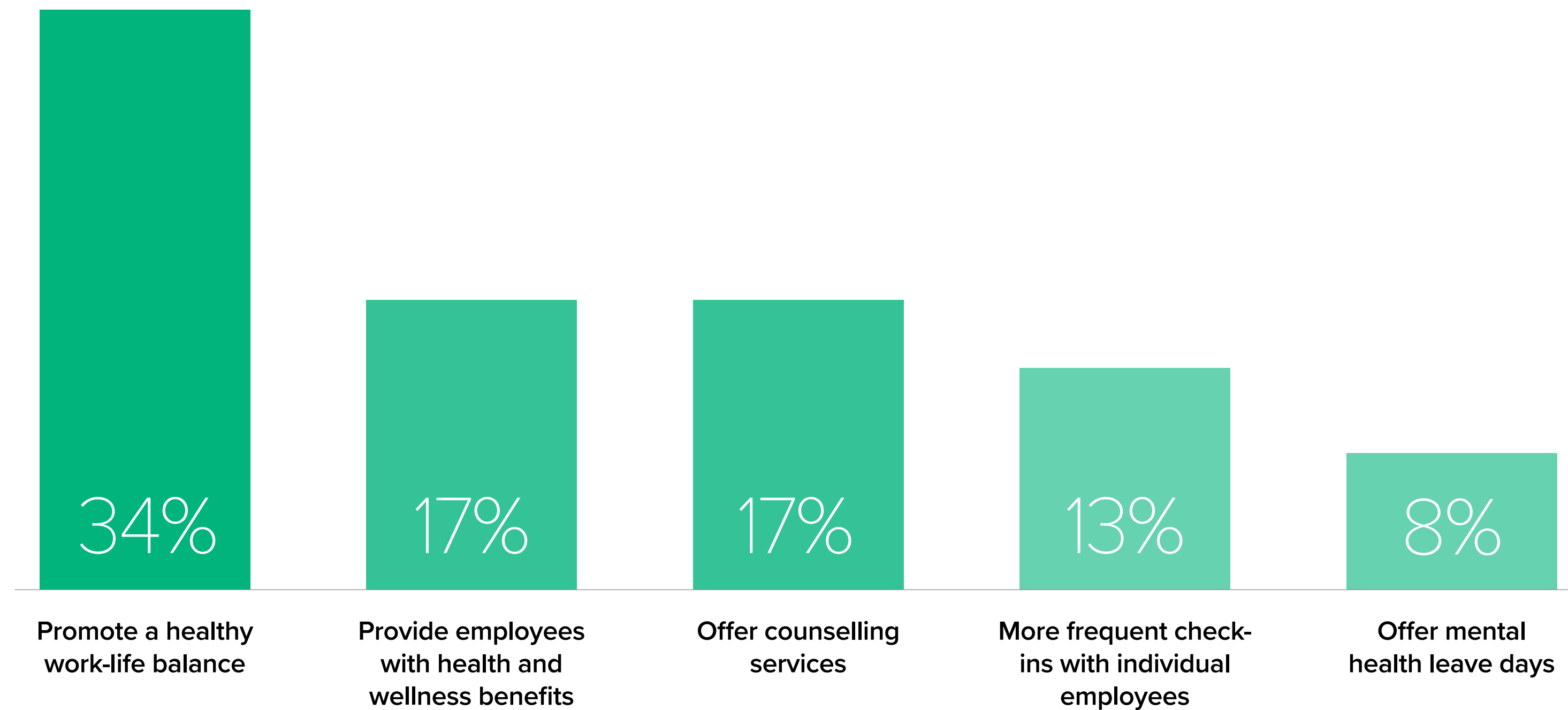
OPTIMISTIC MENTAL HEALTH ATTITUDES

In New Zealand, employers are more optimistic about mental health in the workplace (69% of employers believe they support employee mental health), compared to 50% of employees who believed their employer is supportive of mental health.

There's also a disconnect between employers believing they shouldn't bear the burden of mental health issues (50%), compared to only employees (20%). This indicates a misalignment between employer and employee expectations, and a sign the employers need to be doing more to manage the expectations of their team.

**Disagree includes undecided responses*

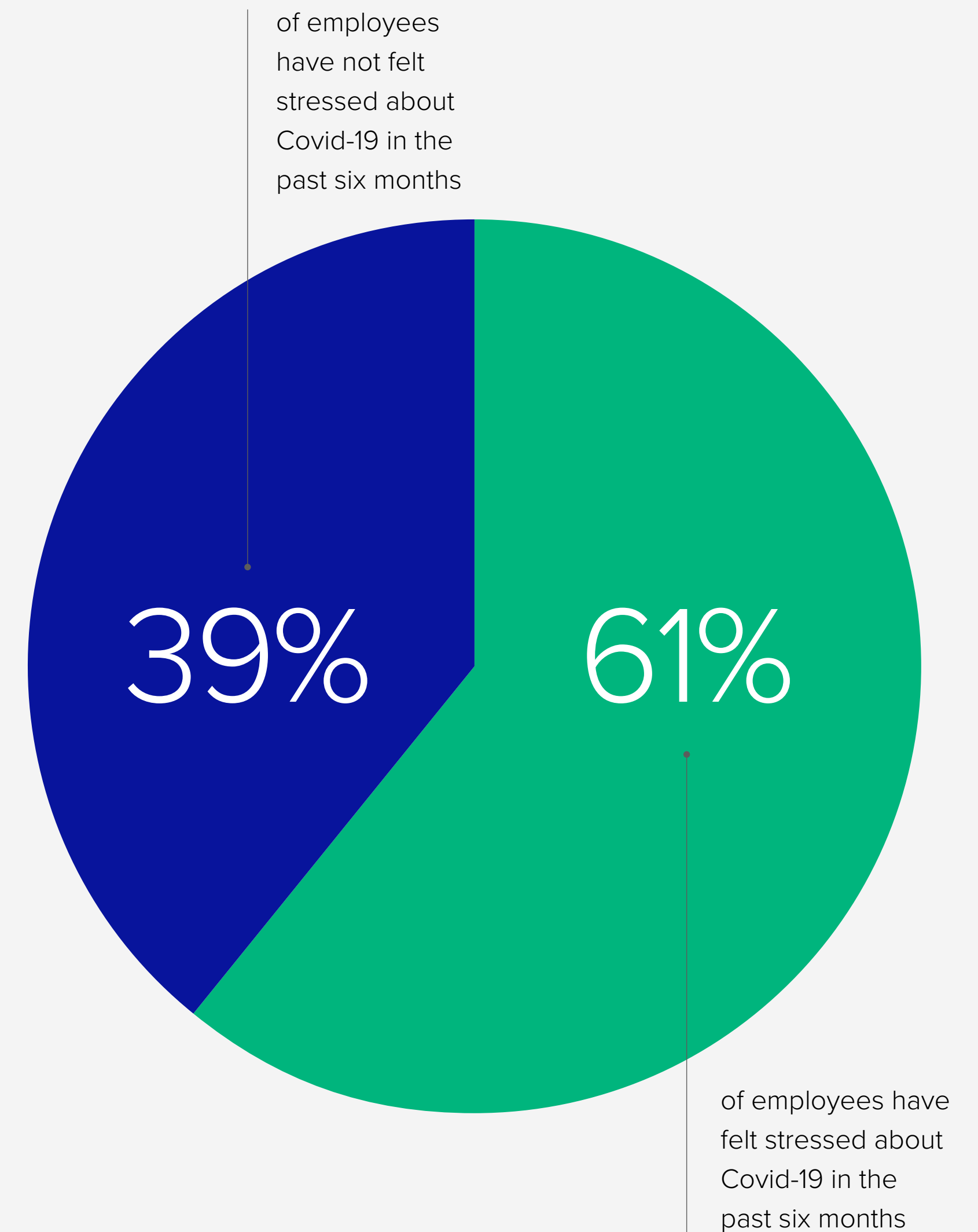
What do employees want when it comes to mental health initiatives in the workplace?



Malaysia

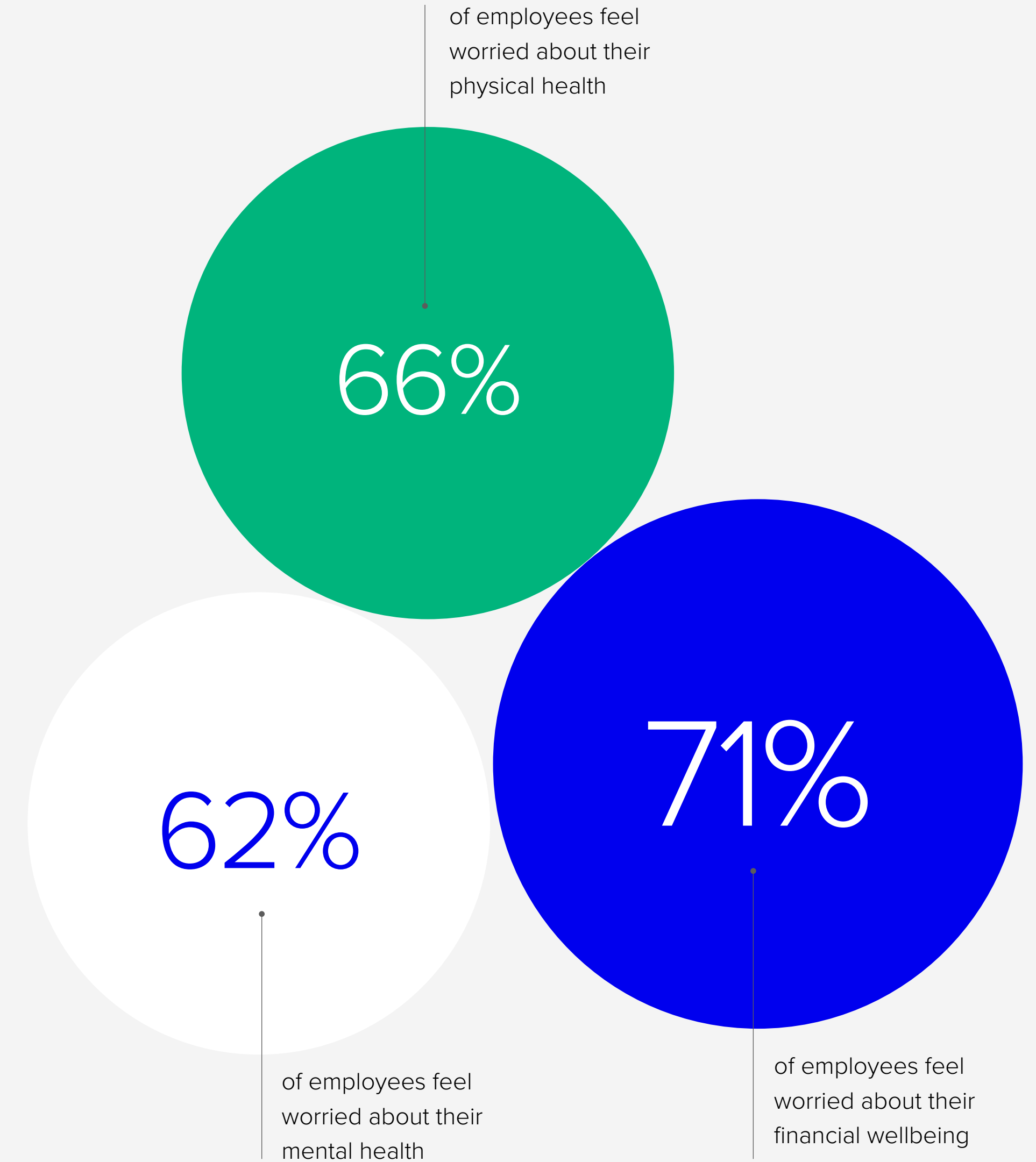
The impact of the pandemic on stress levels is high for Malaysian employees

With so many industries hit hard from the pandemic, it's no surprise that 61% of Malaysian employees have been stressed in the past six months. Similarly, employers have been feeling increased levels of stress, too – with 56% of employers experiencing similar feelings. Between the financial pressures of running a business, continued outbreaks and the uncertainty of lockdowns, increased stress levels are more prevalent than ever in Malaysia right now.



Employees are worried about their physical, financial and mental health.

Malaysian employees are most worried about financial wellness. With the pandemic placing extreme amounts of stress and pressure on the country, it's no surprise this is the number one concern. Malaysians are also worried about their mental and physical health.



What do employers in Malaysia believe when it comes to supporting their employees' mental health?

59% of employers also stated they had tools and processes in place to measure wellness in the workplace, however stigma around mental health remains a high worry for employers at 64%. This could indicate that employers may not know how to adequately address mental health in the workplace or aren't sure what initiatives to introduce to their workforce to reduce the stigma.

Employers believe they are supportive of employees mental health

AGREE

74%

DISAGREE

26%

Employers believe mental health stigma in the workplace is a worry

AGREE

64%

DISAGREE

36%

Employers believe they have tools or processes to measure wellness in the workplace

AGREE

59%

DISAGREE

41%

Employers don't know how to support their employees mental health

AGREE

34%

DISAGREE

66%

Employers believe workplaces should not bear the burden of employees' mental health problems

AGREE

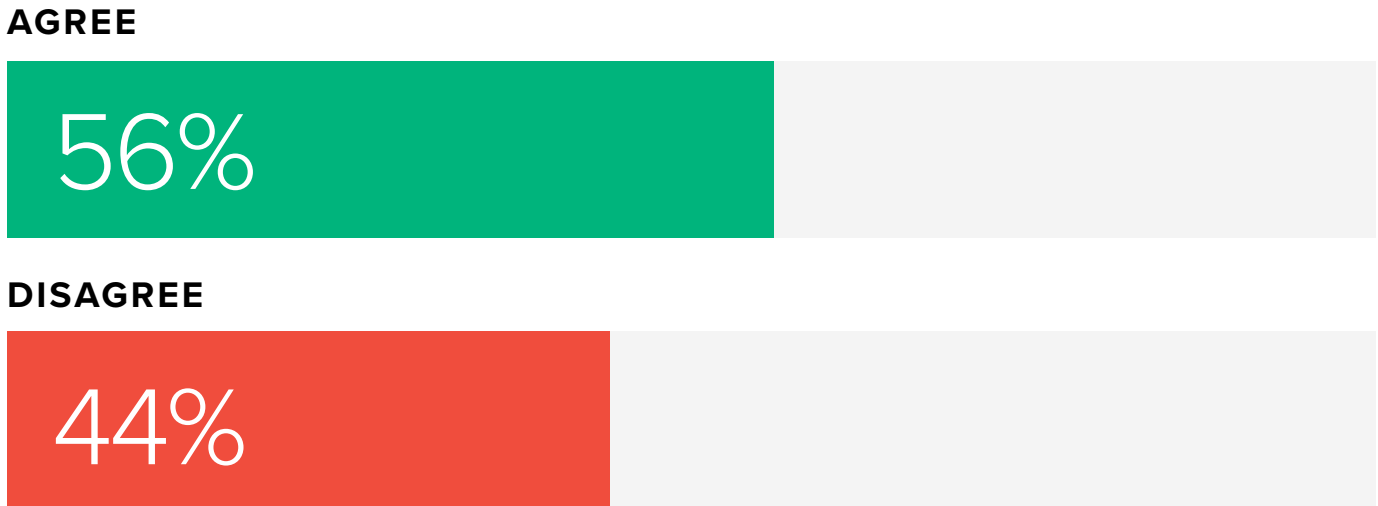
49%

DISAGREE

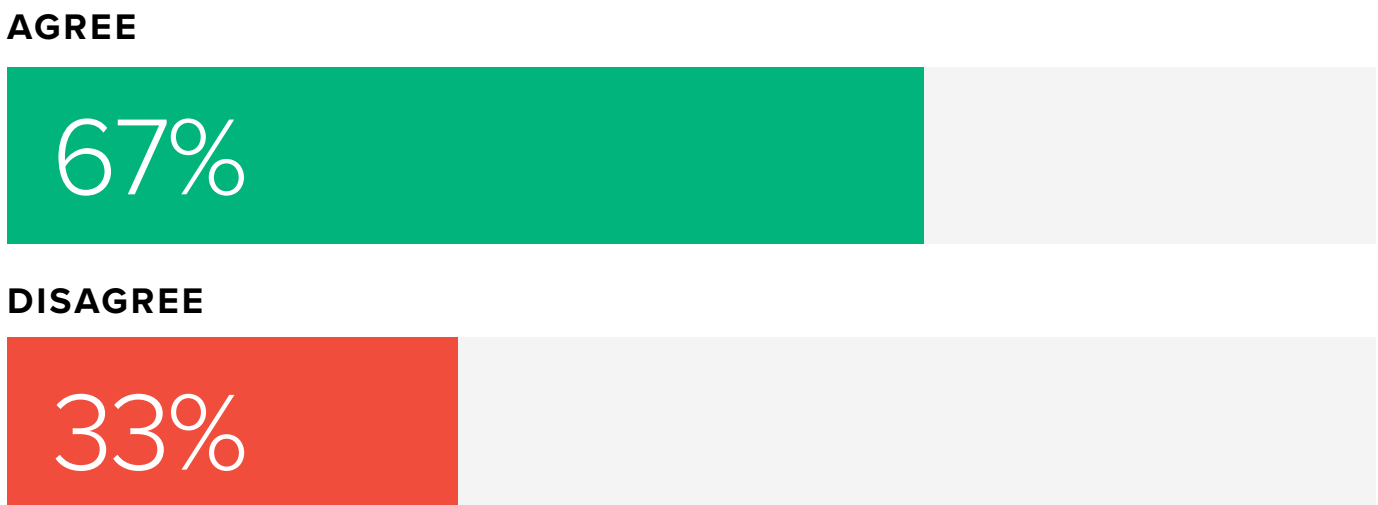
51%

What do Malaysian employees believe when it comes to workplace mental health?

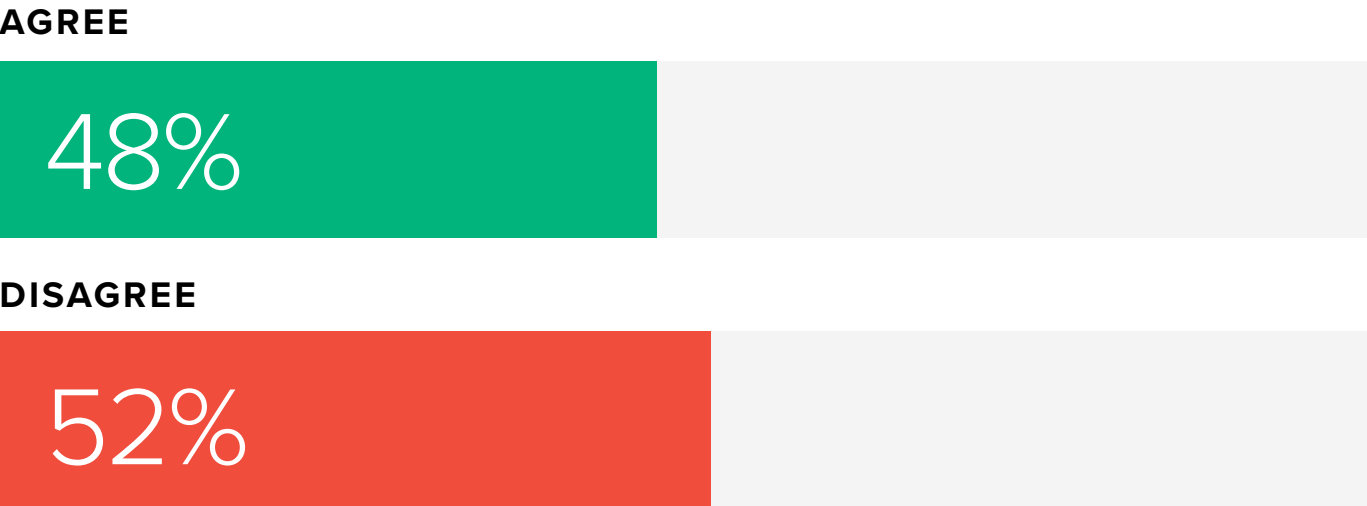
Employees believe their organisation is supportive of mental health



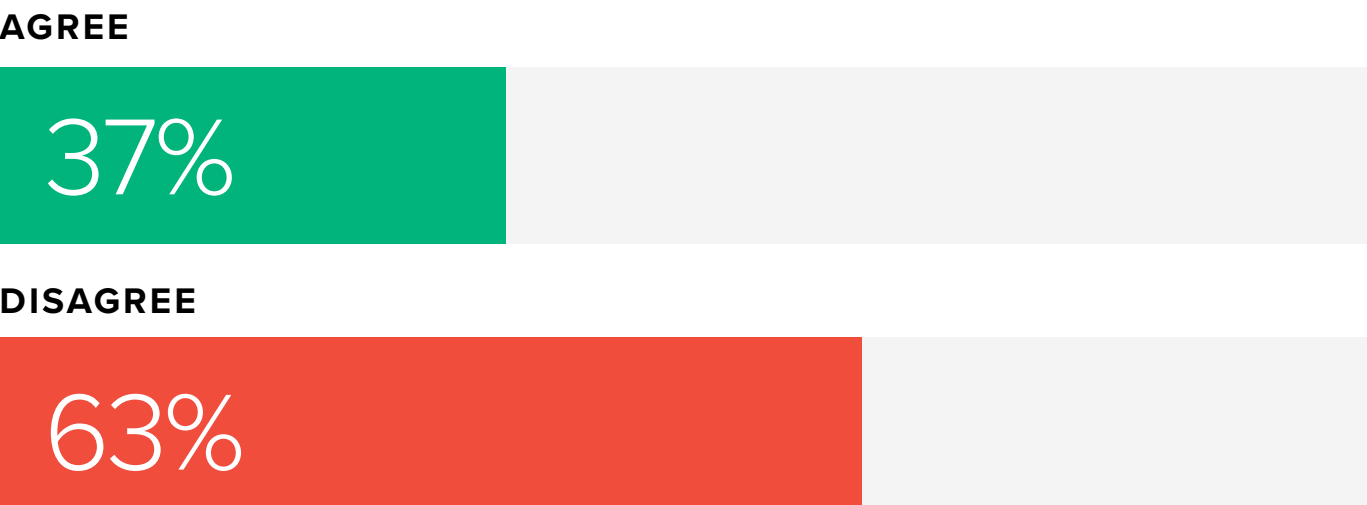
Employees are worried about mental health stigma in the workplace



Employees believe their organisation has the tools and processes in place to measure wellness in the workplace



Employees believe workplaces should not bear the burden of employees' mental health problems

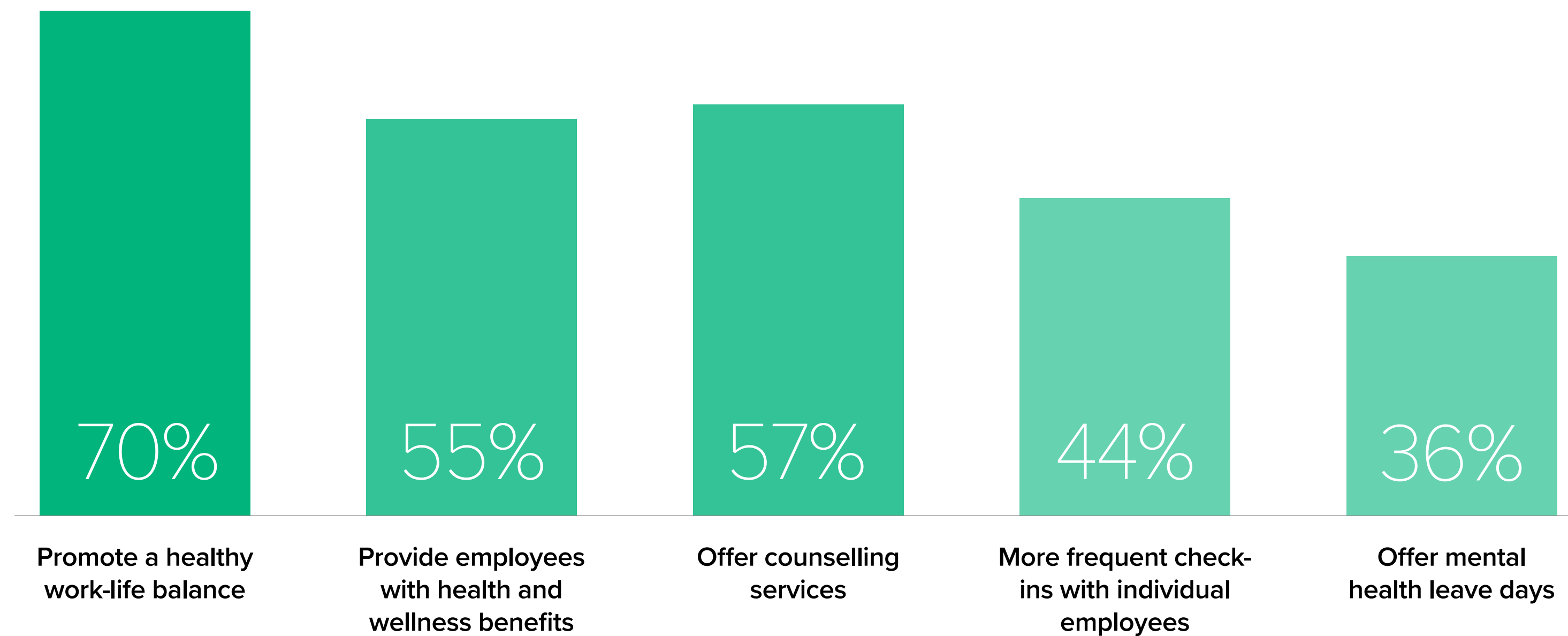


MALAYSIAN EMPLOYEES ARE CONCERNED ABOUT MENTAL HEALTH STIGMA AT WORK

Similar to employers, employees were also concerned about the stigma surrounding mental health in the workplace (67%). This is due to employees fearing repercussions (34%) and feeling uncomfortable talking about mental health in the workplace (47%). However, misalignment occurred between perceptions around the level of mental health support employers are providing to their team, and the tools available to measure wellness in the workplace.

**Disagree includes undecided responses*

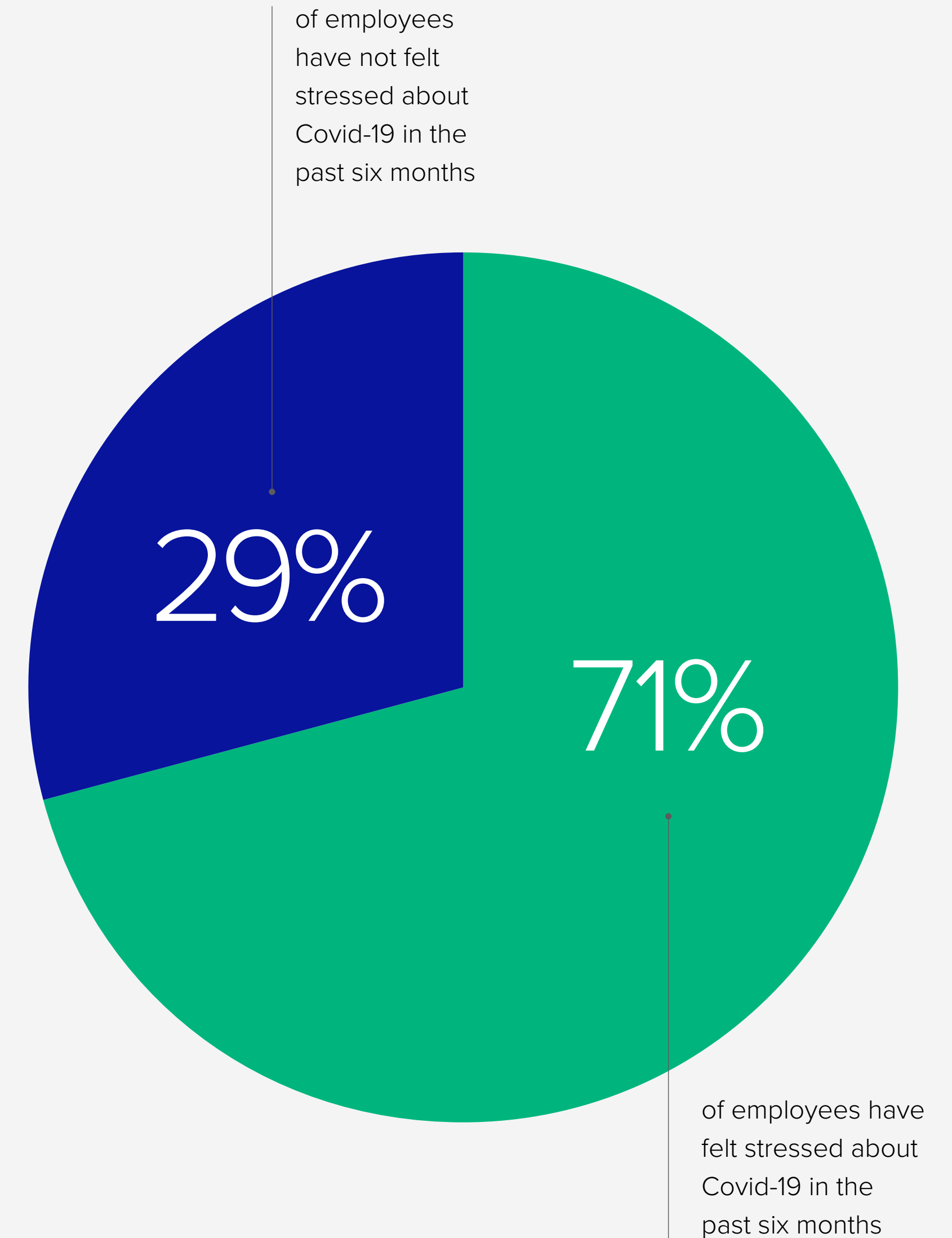
What do employees want when it comes to mental health initiatives in the workplace?



Singapore

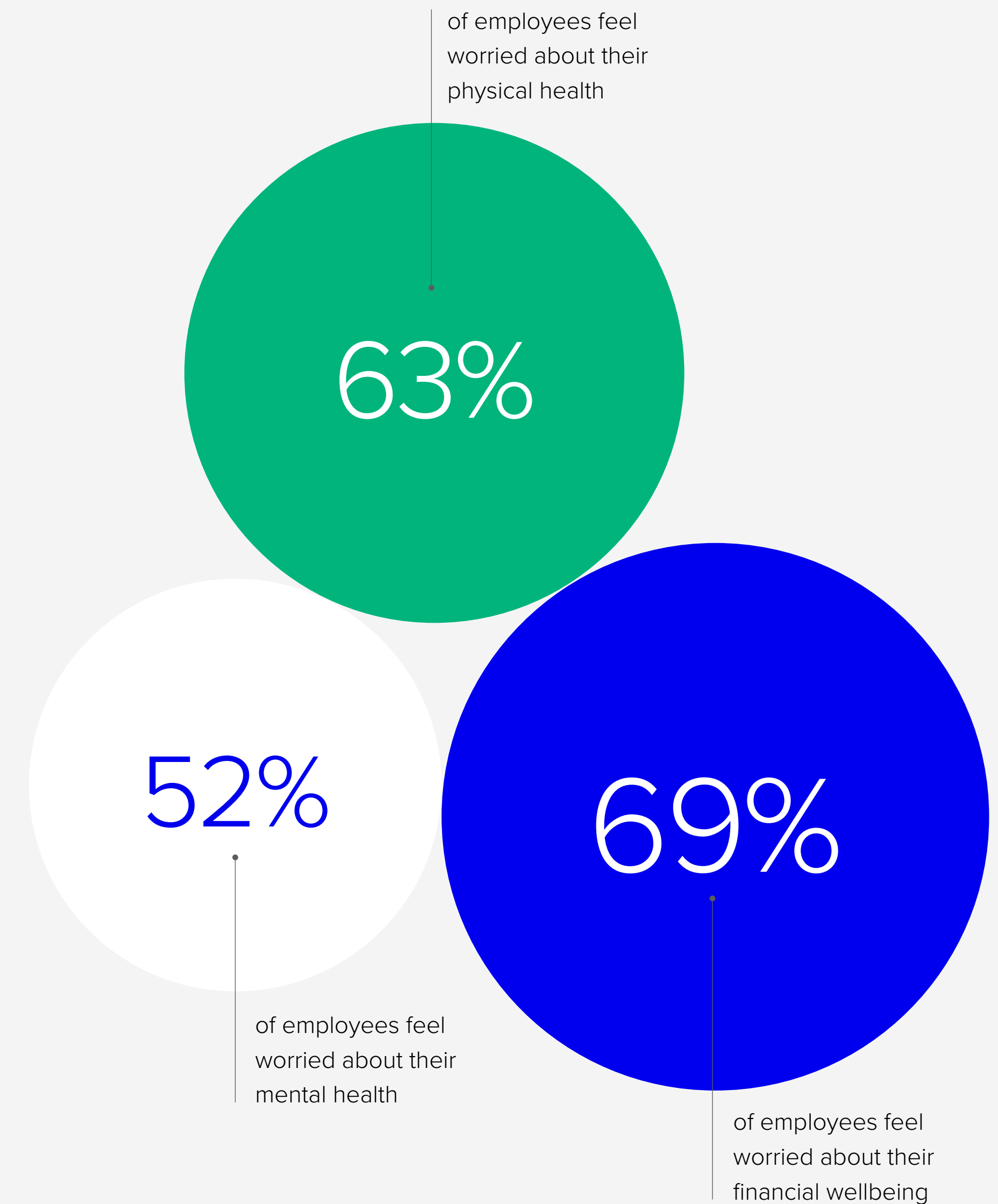
The impact of the pandemic on stress levels is high for employees in Singapore.

The pandemic has led to a huge 71% of employees in Singapore feeling stressed in the past six months. Similarly, employers have been feeling increased levels of stress, too – with 61% of employers experiencing similar feelings. Between the financial pressures of running a business, continued outbreaks, and the uncertainty of lockdowns, increased stress levels are more prevalent than ever in Singapore right now.



Employees are worried about their physical, financial and mental health.

Similar to Malaysia, employees in Singapore are most worried about their financial health and being in control of their money. However, physical health and mental health were closely followed, proving that overall wellness for Singaporean employees is a concern.



What do employers in Singapore believe when it comes to supporting their employees' mental health?

68% of employers believe they are supportive of their employees' mental health, however 66% worry about the stigma surrounding mental health in the workplace.

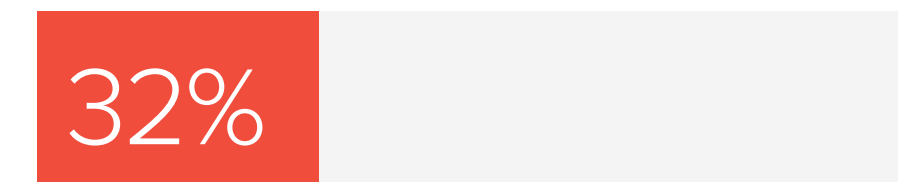
Almost half of employers feel uncomfortable discussing mental health in the workplace and aren't sure how to support their teams' mental health. To help reduce stigma around mental health in the workplace and make people feel more comfortable, workplaces can introduce initiatives such as an EAP service, specialised training that outlines strategies to help manage employee mental health or encouraging people to take time off work when they feel burnt out.

Employers believe they are supportive of employees' mental health

AGREE



DISAGREE

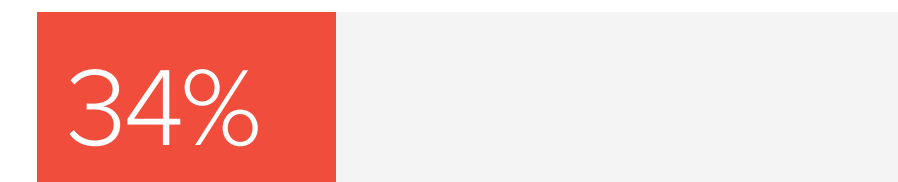


Employers believe mental health stigma in the workplace is a worry

AGREE



DISAGREE

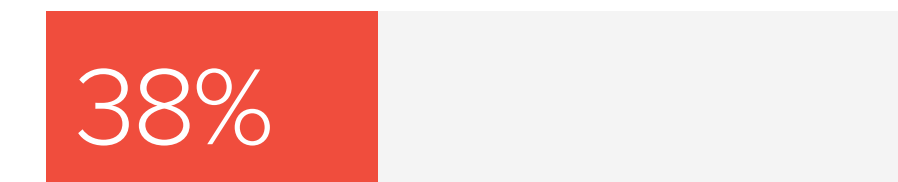


Employers believe they have tools or processes to measure wellness in the workplace

AGREE

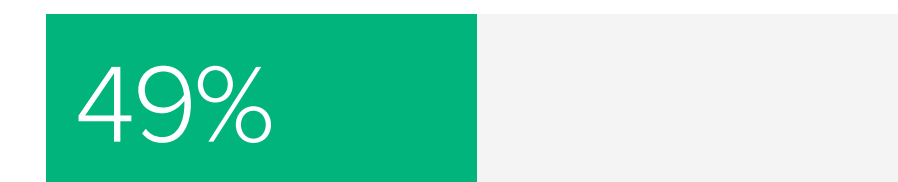


DISAGREE



Employers don't know how to support their employees' mental health

AGREE



DISAGREE



Employers believe workplaces should not bear the burden of employees' mental health problems

AGREE

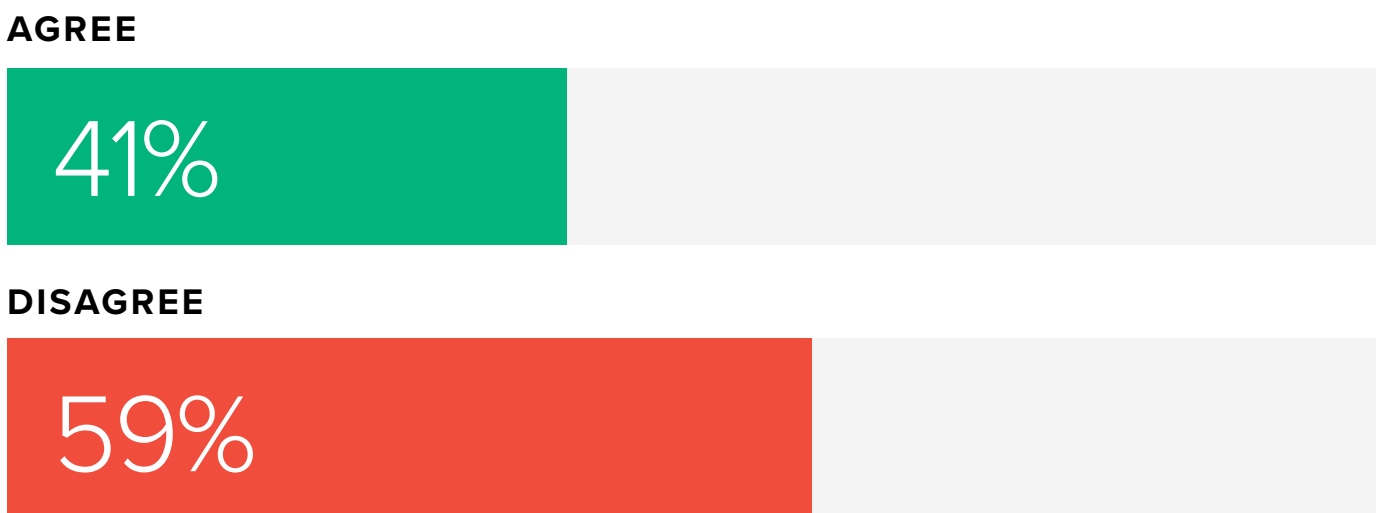


DISAGREE

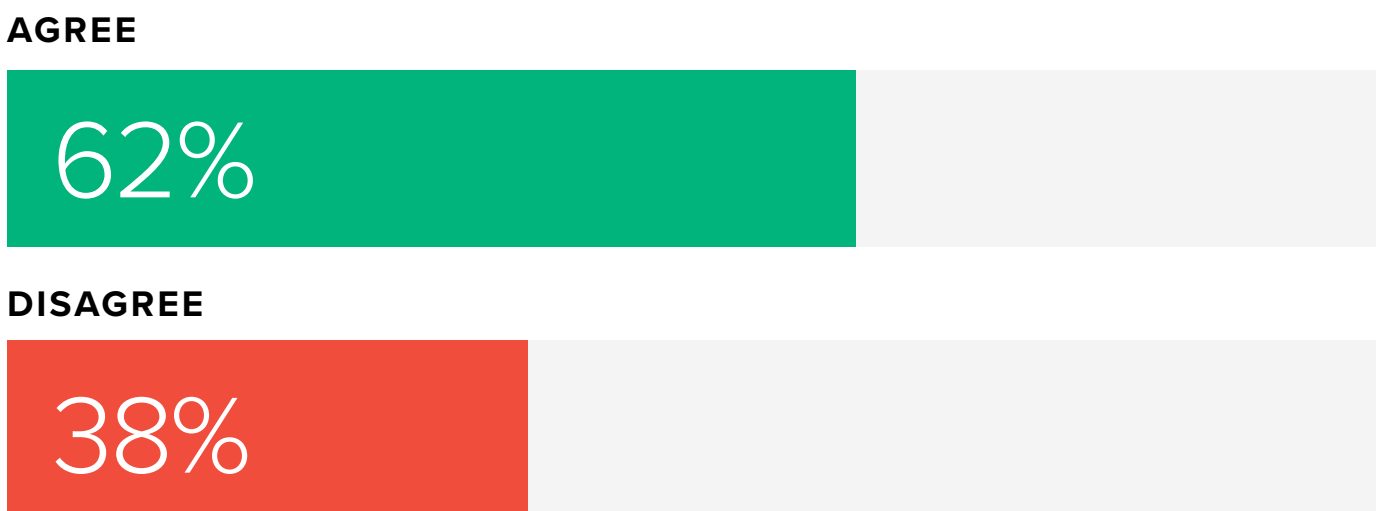


What do Singaporean employees believe when it comes to workplace mental health?

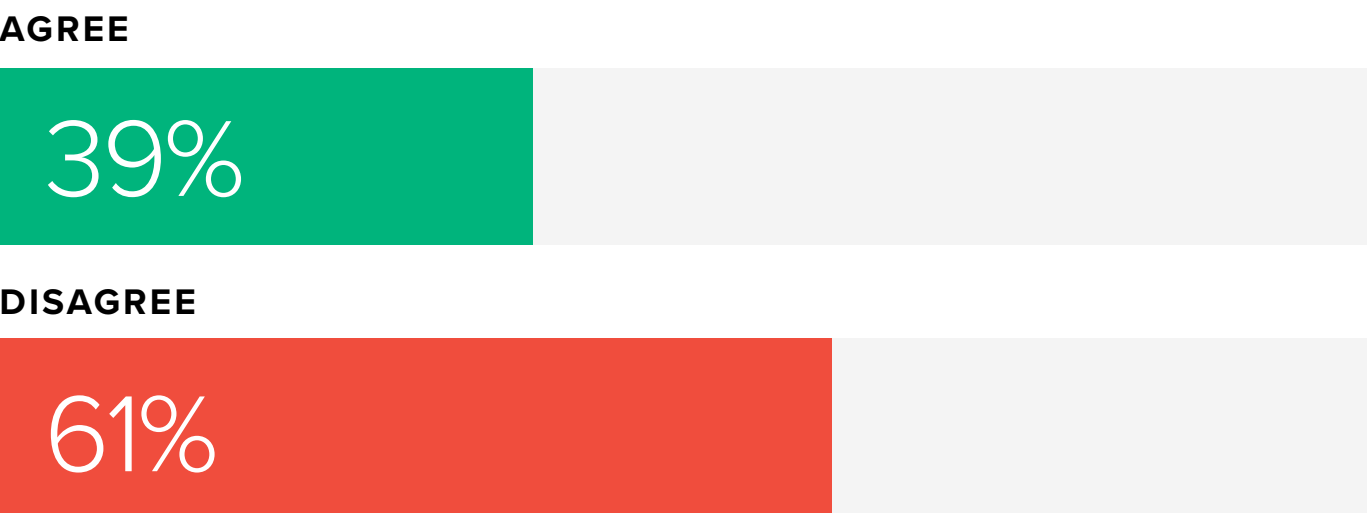
Employees believe their organisation is supportive of mental health



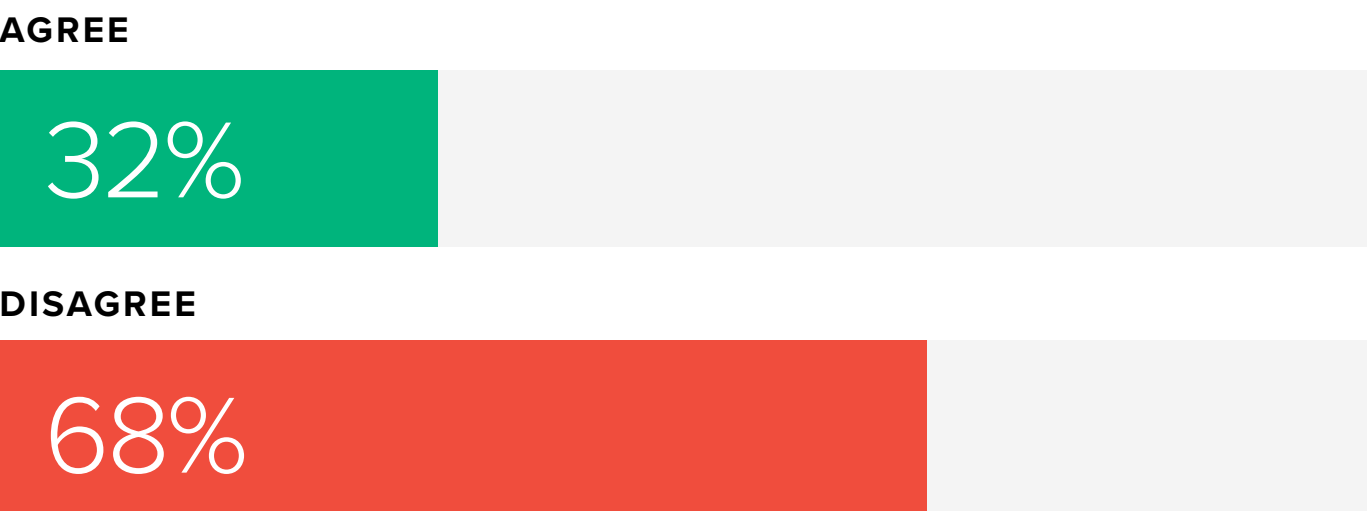
Employees are worried about mental health stigma in the workplace



Employees believe their organisation has the tools and processes in place to measure wellness in the workplace



Employees believe workplaces should not bear the burden of employees' mental health problems



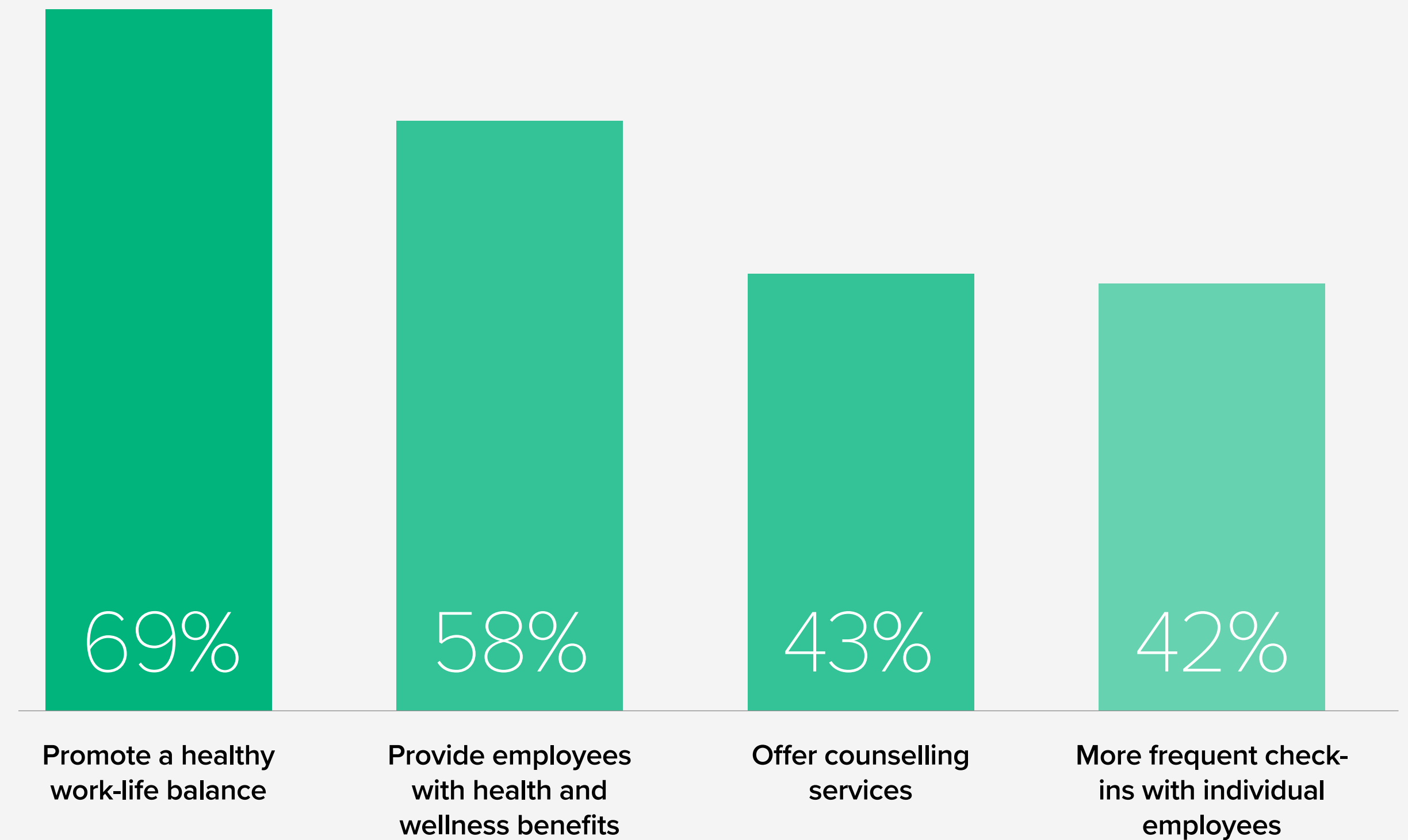
SINGAPOREAN WORKERS ARE WORRIED ABOUT REPORTING MENTAL HEALTH ISSUES

Comparatively, only 41% of employees believe that their employers are supportive of mental health in the workplace. Employees in Singapore also were 28% more likely to avoid reporting mental health issues for the fear of repercussions. This shows that employers need to be doing more to show their support and introduce initiatives to help employees feel psychologically safe in the workplace.

**Disagree includes undecided responses*

Singapore employees want greater work-life balance

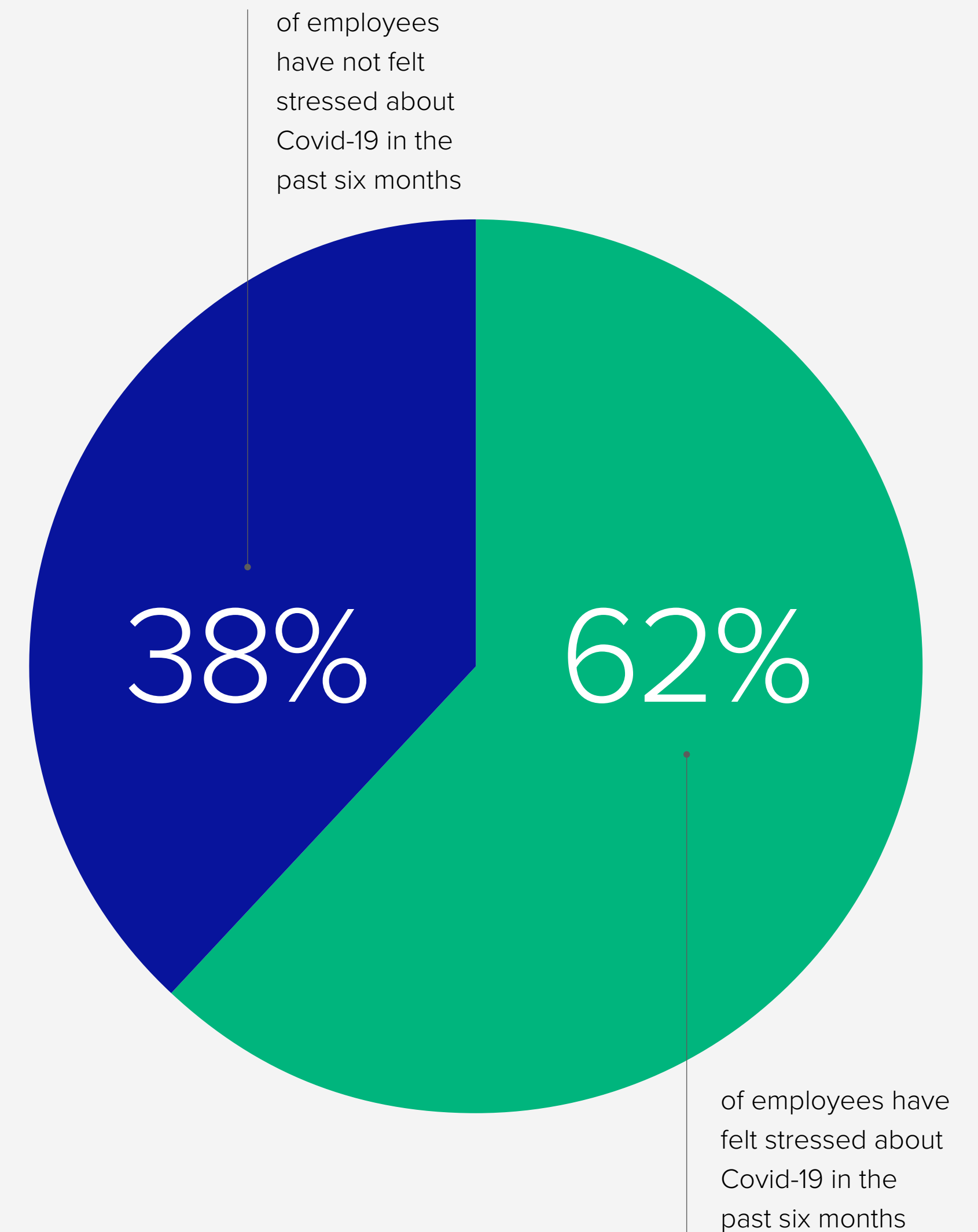
When we asked Singapore employees, we found that the majority (69%) of employees want better work-life balance. This greater work-life balance could stem from flexible working hours, options for remote-working and work-life integration.



The United Kingdom

The impact of the pandemic on employee stress levels is high

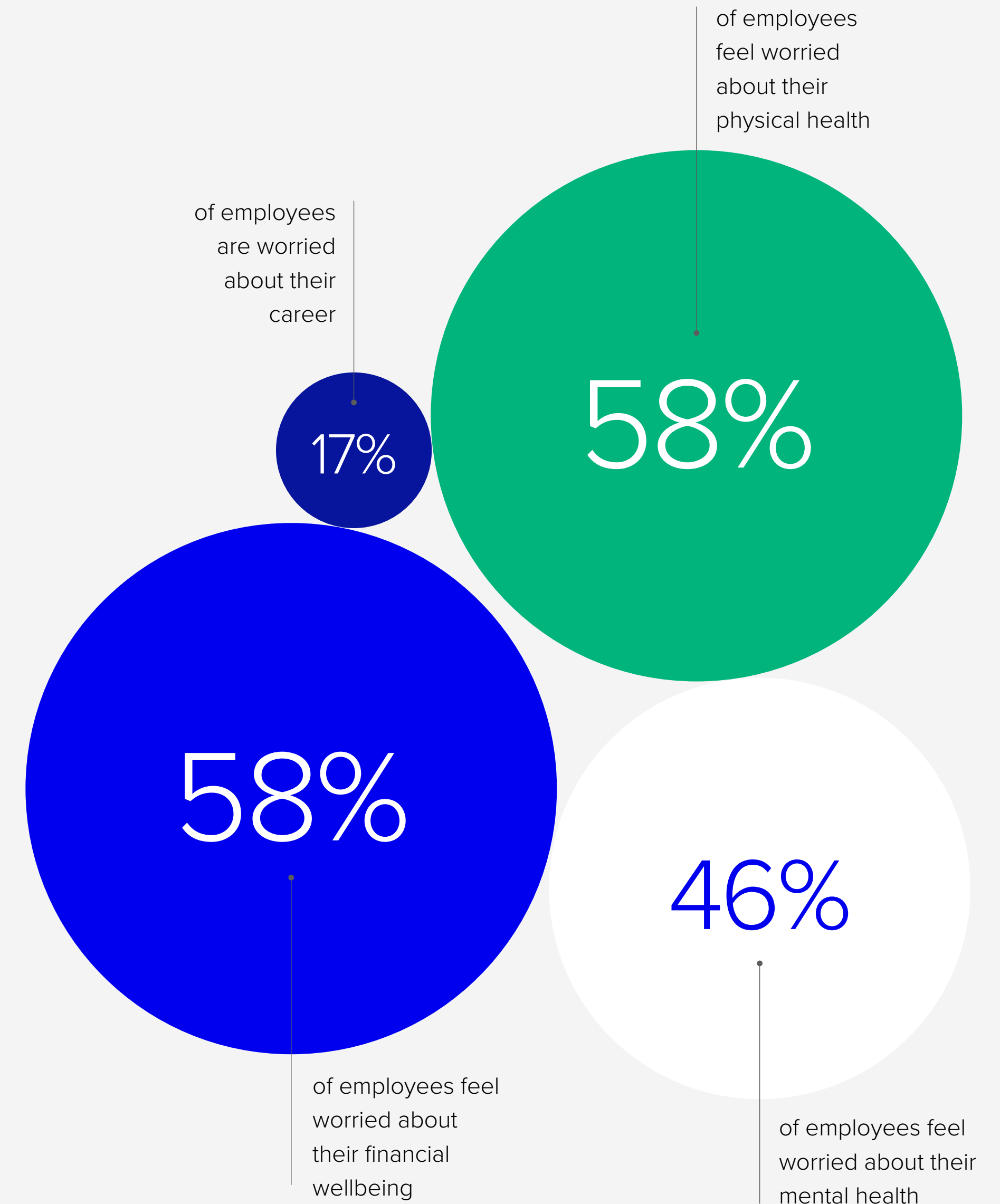
The impact of Covid-19 on the UK has been catastrophic. No one could have prepared for what happened, and continued lockdowns have heightened employee stress levels (with 62% feeling stressed in the last six months). However, with government grants, vaccinations and the UK slowly reopening – confidence is slowly being regained.



Employees are worried about their physical, financial and mental health.

In the UK, employees are most worried about their mental (58%) and physical (58%) health. This isn't any surprise due to the ongoing restrictions and lockdowns that have been in place for almost one year. However, only 17% are worried about their career and the satisfaction they're getting from their job, and 46% of UK employees are worried about their finances.

If we dive deeper, we found that younger employees under the age of 35 experienced greater concern for their mental health, with 66% feeling worried in the past six months – compared to 50% of those aged over 35 who were worried about their mental health. This may be a sign that younger people are more worried about their future.

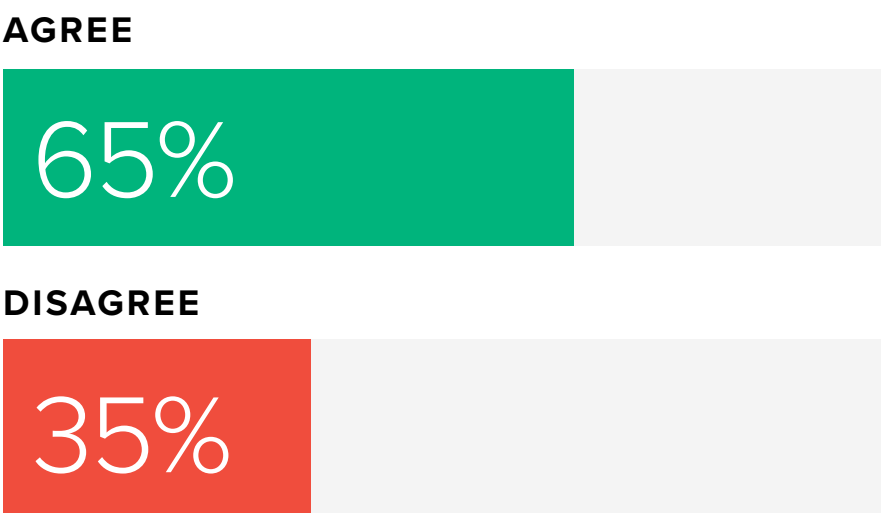


What do employers in the United Kingdom believe when it comes to supporting their employees' mental health?

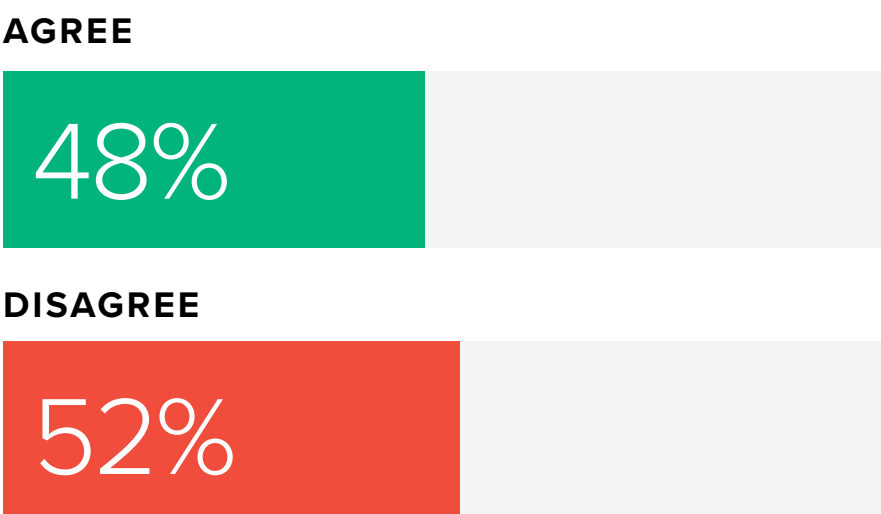
EMPLOYERS WANT TO HELP BUT DON'T HAVE THE RIGHT PROCESSES IN PLACE

In the UK, 65% employers believe they are supportive of their employees mental health, and 49% believe they have the proper tools and processes in place to help manage and measure wellness in the workplace. However, with so much uncertainty as a result of Covid-19, 48% of employers stated that they have no budget for mental health support services. You don't need a large budget to make an impact on employee mental health – try one of the low cost options below, open up the conversation and allow employees the flexibility to take time if they need it.

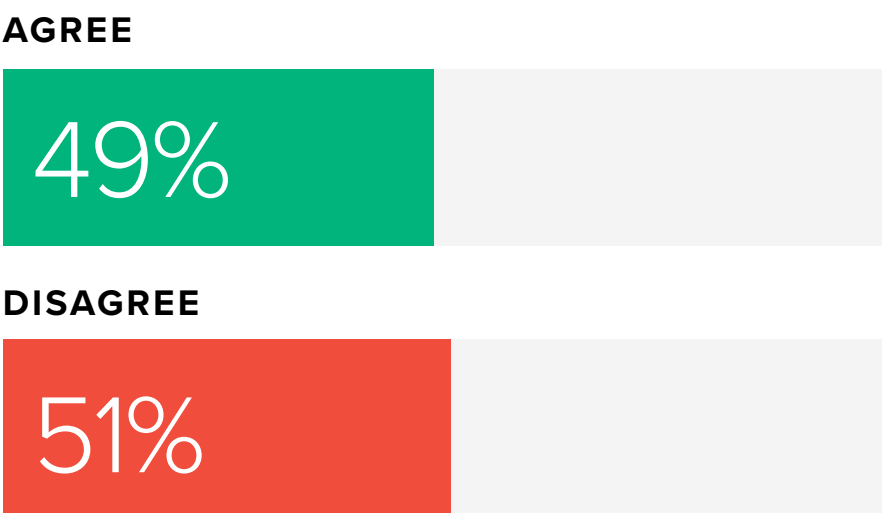
Employers believe they are supportive of employees mental health



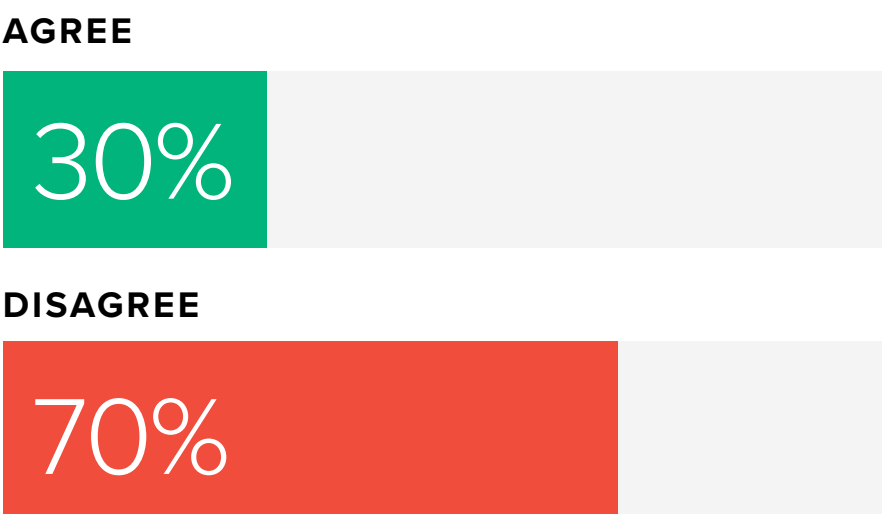
Employers believe mental health stigma in the workplace is a worry



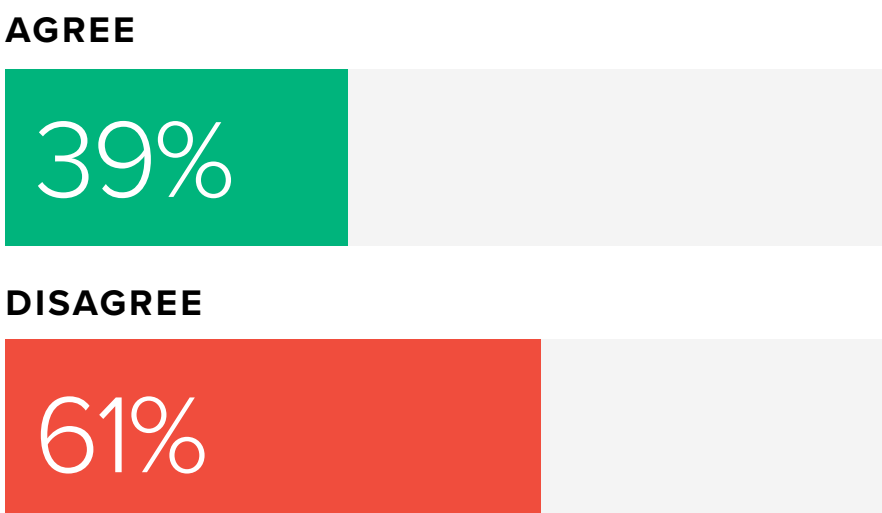
Employers believe they have tools or processes to measure wellness in the workplace



Employers don't know how to support their employees mental health

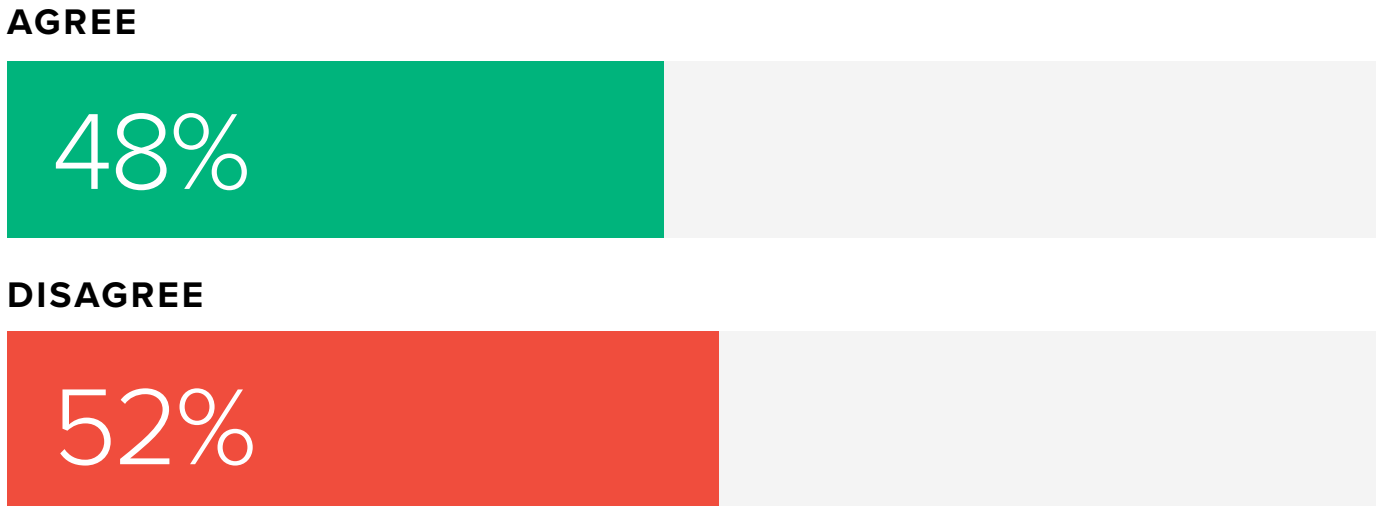


Employers believe workplaces should not bear the burden of employees' mental health problems

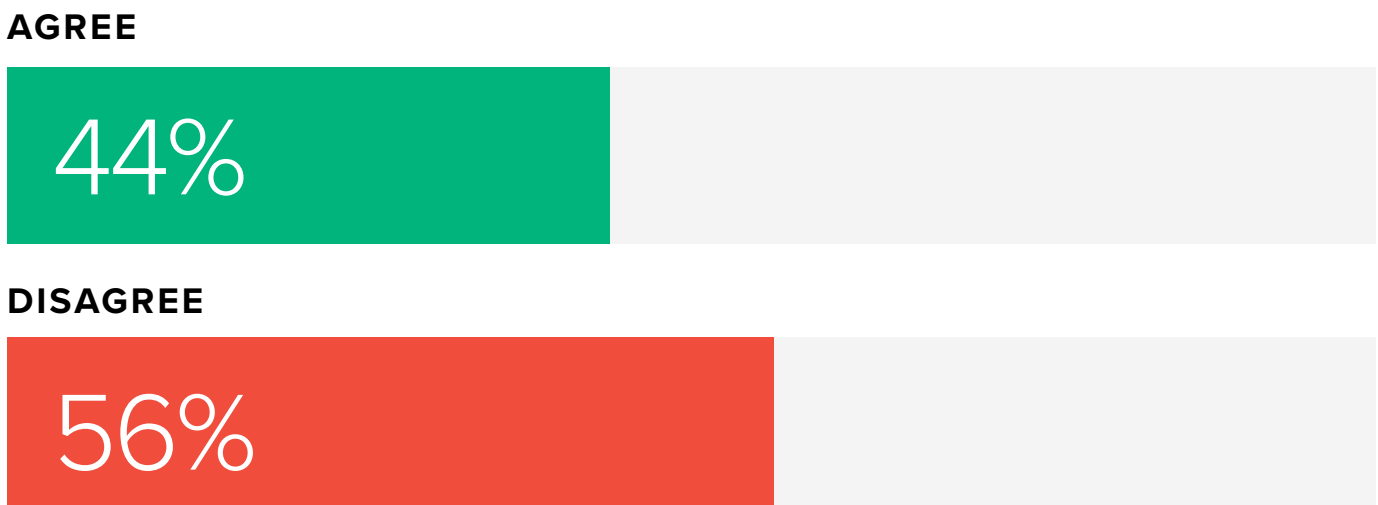


What do employees in the UK believe when it comes to workplace mental health?

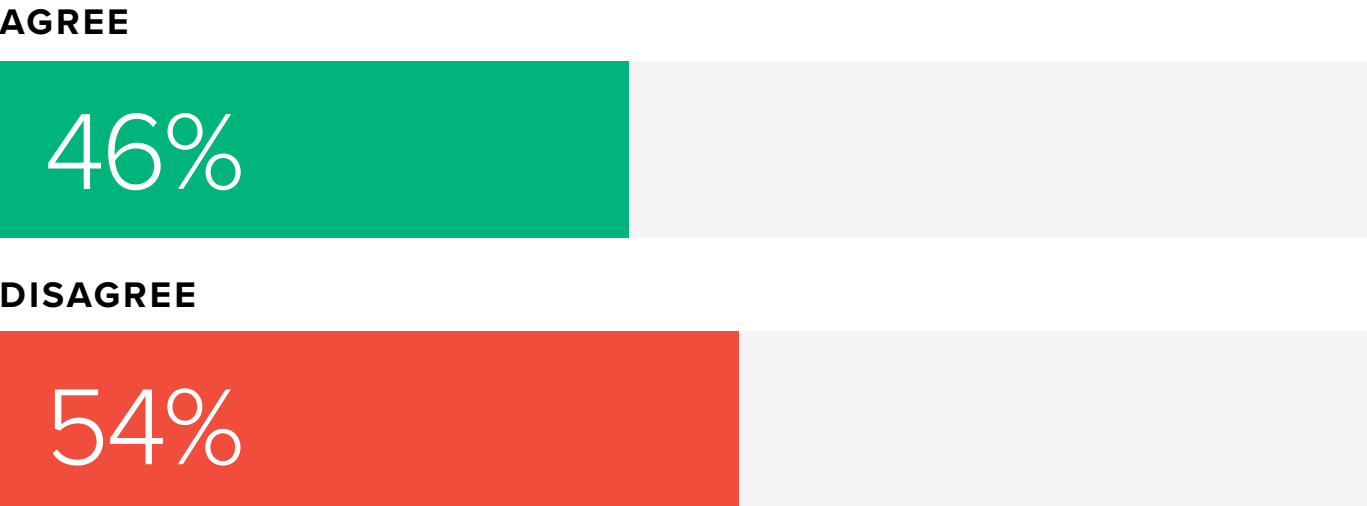
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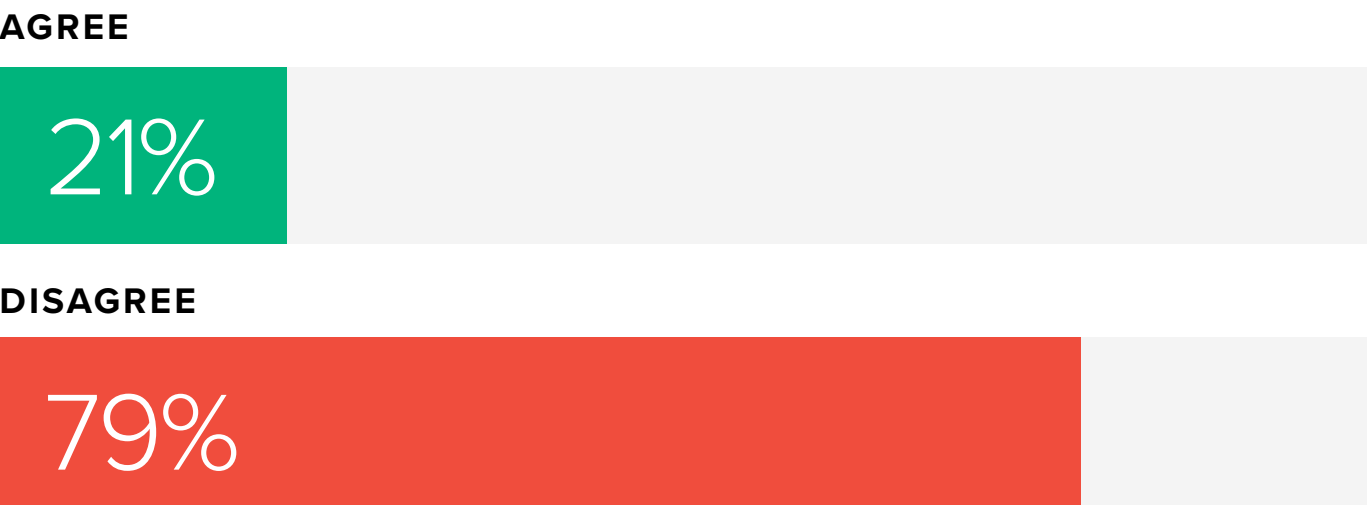
Employees are worried about mental health stigma in the workplace



Employees believe their organisation has the tools and processes in place to measure wellness in the workplace



Employees believe workplaces should not bear the burden of employees' mental health problems



EMPLOYERS MAY BE OUT OF TOUCH

When we asked UK employees if they thought their employers were supportive of mental health in the workplace, only 48% of respondents agreed – showing a large discrepancy between views between employers and employees.

**Disagree includes undecided responses*

Our summary.

Employees in all countries believe that discussing mental health remotely is hard.

The majority of employees in New Zealand, the UK, Singapore and Malaysia agreed that it's much harder to discuss mental health issues remotely, compared to face-to-face.

Additionally, employees in medium sized businesses (31-200 employees) were also more likely to agree with this statement (68%), compared to micro businesses (2-9 employees) who were less likely to agree with this.

64%

of employees find mental
health discussions in a
remote environment hard



One thing is obvious across all countries – budgets for mental health are limited, but employers want to improve how they support their employees.

51%

of employers stated that
mental health is a focus for
their organisation in 2021

Across all countries, both employers and employees agreed that budgets were limited when it came to supporting employee mental health in the workplace.

However, this statistics is promising – with many organisations putting mental health high on the agenda for 2021. This will see employers opting for low cost ways to improve mental health in the workplace.

If you're like many of the businesses who are finding it difficult to support employee mental health with limited budgets – we want to help. We've rounded up ten free and low-cost ways to support your employees as we pull through the other side of the Covid-19 pandemic.

IMPLEMENT AN EMPLOYEE ASSISTANCE PROGRAM (EAP)

An employee assistance program (EAP) is an external program that employers can provide to employees to support their mental health and wellbeing. It provides your employees and their immediate family members with access to professional counselling and support services when they need it most.

When you provide counselling support services such as an EAP to your team, you'll be more likely to reap with benefits of reduced absenteeism,

increased employee engagement and an improvement in employee loyalty, not to mention the feel-good factor when it comes to providing support to your team when they need it most.

INTRODUCE 1:1S

One-on-ones, or 1:1s, are a scheduled weekly or fortnightly catch up that an employee has with their direct manager. This is time dedicated for the employee to talk through how their past week or fortnight has gone, as well as commit to things for the future.



Not sure how to get started with 1:1s? Employment Hero can help. Our all in one HR system can help guide conversations with your direct reports so you can support their work and wellbeing in the best possible way.

Although there's still structure to 1:1s, it's an informal way to catch up on the week that was. These meetings empower accountability and trust, and are a great way to discuss goals, engagement, career development and roadblocks.

Although it's common to discuss work goals in a 1:1 session, they're also a time dedicated to catch up on things. Whether it's work-related or not, you decide how to steer the conversation and support your team.

1:1s should be a safe space to talk through anything. Whether this is providing support to your direct report who's struggling, or that they're finding it hard to prioritise, it's a time to be honest and open. You can help your direct report organise their week and you gain a deeper understanding of their situation. Remember, honesty is the best policy.

ENCOURAGE FLEXIBLE WORKING

We all know that flexible working is the future. Empowering your team with the opportunity to choose where and when they work best can do wonders for boosting mental wellbeing. It's no surprise that employees are rating flexible working as an important factor when looking for a new role.

There's more to life than the 9-5 grind. Spending time with your family, friends and prioritising activities you enjoy can give you a great sense of fulfilment, and it's important that employers recognise this. Remember, small changes like these are free yet have a huge impact on your team and their mental health.

84% of people enjoy working from home and 92% would continue to work from home regularly if given the opportunity.

[Employment Hero Remote Working Report](#)

OFFER YOGA OR MEDITATION SESSIONS

Yogi or not, you can't deny the benefits that come from yoga and meditation. These activities can help us to unwind and switch off from the world. With so many different events causing worry for both employers and employees alike, offering a yoga or meditation session can do wonders for your teams' mental health.

Don't have the budget? Ask your team if there are any keen yogi's and see if they'd like to lead a weekly yoga class or meditation session. YouTube also offers a plethora of online yoga videos you can stream together.

Working remotely? These sessions can be done via Zoom so that everyone can join in and reap the benefits of yoga or meditation

PROVIDE AN EDUCATIONAL WORKSHOP ON MENTAL HEALTH FOR YOUR TEAM

It's one thing to say you support mental wellbeing in the workplace, but it's another thing to show it. When it comes to supporting your team, offering a session or workshop on managing mental health, stress and burnout in the workplace can show that you really value your employees' wellbeing.

In these events, you could ask an external professional to lead the session, or perhaps you have someone in-house who is qualified to run it. You can cover areas such as signs to look out for, how to manage your mental health and how to improve your overall wellbeing.

EMPOWER A CULTURE OF TRANSPARENCY AND VULNERABILITY

While society is doing many things to reduce the stigma associated with mental health, it's important you actively work to bring these actions into the workplace. You should encourage your team to be transparent and vulnerable at work.

It's a case of leading by example and from here, you can create a psychologically safe workplace – something that will do wonders for your culture.

By creating a culture that supports honesty, your team will feel empowered to be open about how they're feeling and you'll be able to support them in areas where they may need some guidance.

PROVIDE HELPFUL RESOURCES AND APPS DESIGNED TO SUPPORT MENTAL HEALTH TO EMPLOYEES

If you're unable to provide your employees' with an Employee Assistance Program due to budget restrictions, why not send them suggestions for apps they can download?

Popular apps like Calm and HeadSpace are a great way to unwind at the end of the day and can really help switch off from work. They're helpful, easy for beginners and there are so many on the app store to choose from.

Research has shown that for every dollar you spend creating a mentally healthy workplace can, on average, result in a positive return on investment (ROI) of 2.3.

PriceWaterhouseCoopers

ENSURE A HEALTH WORK/LIFE BALANCE FOR YOUR TEAM

We should never underestimate the importance of having a healthy work/life balance. When work begins to eat into personal life, your team may begin to experience the symptoms of burnout. It's important to catch the signs of burnout early on otherwise your team could experience poor mental health.

OUR TIP

Looking to get started with employee happiness scores? Employment Hero can help. Our Employee Happiness feature allows employees to rate their happiness out of 10 and provide a comment on why they gave this rating. This data is anonymous, however, employers can leave comments asking for more feedback on why a score was given.

If you're not sure how to create a culture that fosters healthy work/life balance, we suggest going back to basics and asking yourself these questions:

- Is my team working overtime every day?
- Are my employees feeling stressed?
- Are my employees less engaged?
- Has there been an increase in employee absenteeism?

If you answered yes to any of these questions, it's time to find out why. We suggest using employee surveys or a Happiness Survey tool to find out why. From here, you should identify if you need to hire more resources to help with the workload. It's your responsibility here to ensure that your team is feeling mentally well or you could see top talent walk straight out of the door!



Employee happiness in the workplace is low.

Across Australia, New Zealand, The UK, Singapore and Malaysia, we found that employee happiness is low. This may be due to stress caused by Covid-19, continuing uncertainty around ongoing restrictions, or feeling that employers are not supportive of overall wellbeing. While employee happiness is low across all five countries, we can see that employee happiness is the lowest amongst those located in the United Kingdom and Singapore.

To rate employee happiness, we used the eNPS model.

WHAT IS THE EMPLOYEE NET PROMOTER SCORE (ENPS)?

Inspired by Bain & Company, the Employee Net Promoter Score (eNPS) is a metric used to measure employee engagement.

How is eNPS calculated?

Employees are asked to rate their happiness in the workplace on a scale of 0-10.

Responses are grouped into three different categories:

- Employees who scored their happiness with a 9-10 are identified as Promoters
- Employees who scored their happiness with a 7 - 8 are identified as Passives
- Employees who scored their happiness with a 0 - 6 are identified as Detractors

Australia

In Australia, **40% of employees** have been **identified as Detractors**, meaning they are unhappy in the workplace and would not recommend it as a place to work.

New Zealand

In New Zealand, **41% of employees** have been **identified as Detractors**, meaning they are unhappy in the workplace and would not recommend it as a place to work.

United Kingdom

In the United Kingdom, **48% of employees** have been **identified as Detractors**, meaning they are unhappy in the workplace and would not recommend it as a place to work.

Singapore

In Singapore, **48% of employees** have been **identified as Detractors**, meaning they are unhappy in the workplace and would not recommend it as a place to work.

Malaysia

In Malaysia, **42% of employees** have been **identified as Detractors**, meaning they are unhappy in the workplace and would not recommend it as a place to work.

People management from anywhere.

Employment Hero's complete HR and Payroll software can help you manage your team easily from anywhere. Keep your employees feeling engaged, motivated and connected with our range of people management features including:

- Paperless onboarding
- Self-service employee details
- 1:1s
- Feedback
- OKRs (Objectives and Key Results)
- Timesheets
- Employee happiness surveys
- Learning management system
- Reward and recognition
- Insightful data and reporting

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