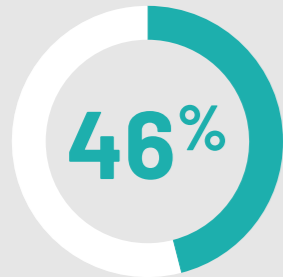


**GLOBAL
TRENDS**

**STRAIN
AT WORK**

Executive Summary

1 The global workforce is experiencing high levels of strain



Key insight

of global employees have felt under constant strain at work in the past six months

- 46% of employees globally have felt under constant strain at work in the past six months.
- Responses vary widely by country, with 39pts separating Egypt, where employees are mostly likely to be under strain (70%), and China, where they are least likely (31%).
- In Australia, 40% report having felt under constant strain at work in the past six months.

2 Leaders, as well as younger employees, are under more pressure than most

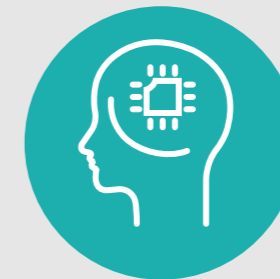


Key insight

of leaders have felt under constant strain at work in the past six months

- 50% of leaders have felt under constant strain in the past six months, vs. 43% of non-leaders.
- Strain decreases as age increases, with under-35s most likely to report feeling under strain (50%).
- In the 50-74 age group, just 39% are under strain – 7pts below the global average.
- In Australia, observed trends diverge from the global picture.

3 Those who feel life is too complex experience greater strain at work



Key insight

'I am concerned about the impact of AI on my job security' shows the highest correlation with strain

- Certain groups report feeling more under strain based on their broader attitudes and experiences, particularly those concerned with how AI might impact their job security.
- Strain is also driven by perceptions of life being overly complex, driving concern about mental wellbeing and feelings of nostalgia.
- This suggests that organisations must take employees' wider context into account when considering strain and wellbeing interventions.

Global levels of strain are high but vary widely by country



What you should know

- 46% of employees globally have felt under constant strain in the past six months, though responses vary widely by country.
- Those in Egypt are most likely to feel under strain (70%), followed by India (63%).
- Employees in China (31%) and Japan (32%) are least likely to be under strain.



60% Not under strain / neutral

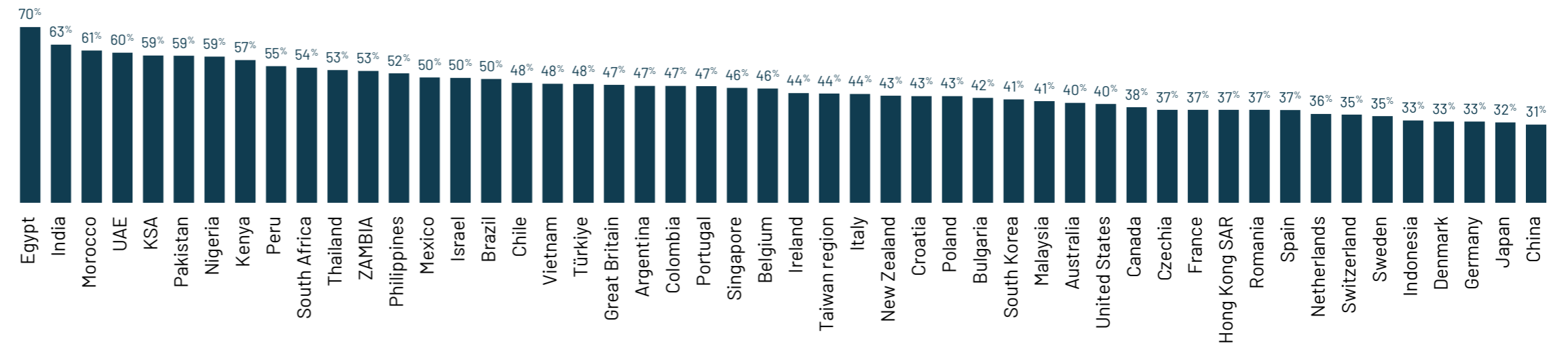
40% Under strain

While fewer people in Australia report constant strain at work over the past six months compared to the global average, 4 in 10 still indicate experiencing such strain.

In the past six months, I have felt under constant strain at work



% under strain - By country



Younger employees and leaders have greater levels of strain at work



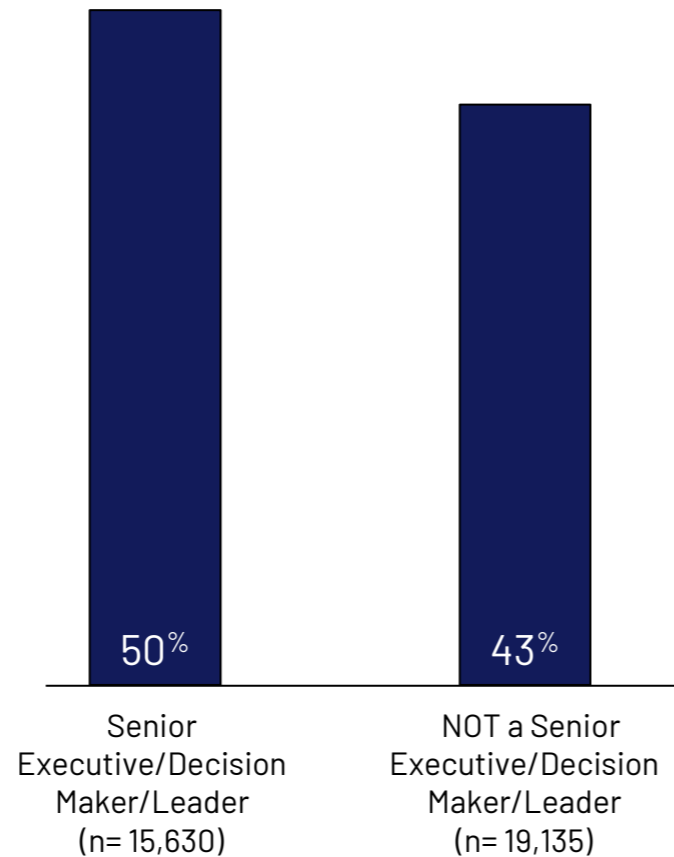
What you should know

- 50% of all leaders have felt under constant strain in the past six months, vs. 43% of non-leaders.
- By age, under-35s are mostly likely to feel under strain at 50%.
- This drops to 46% among 35-to-49-year-olds, and again to 39% in the 50 to 74 age group.

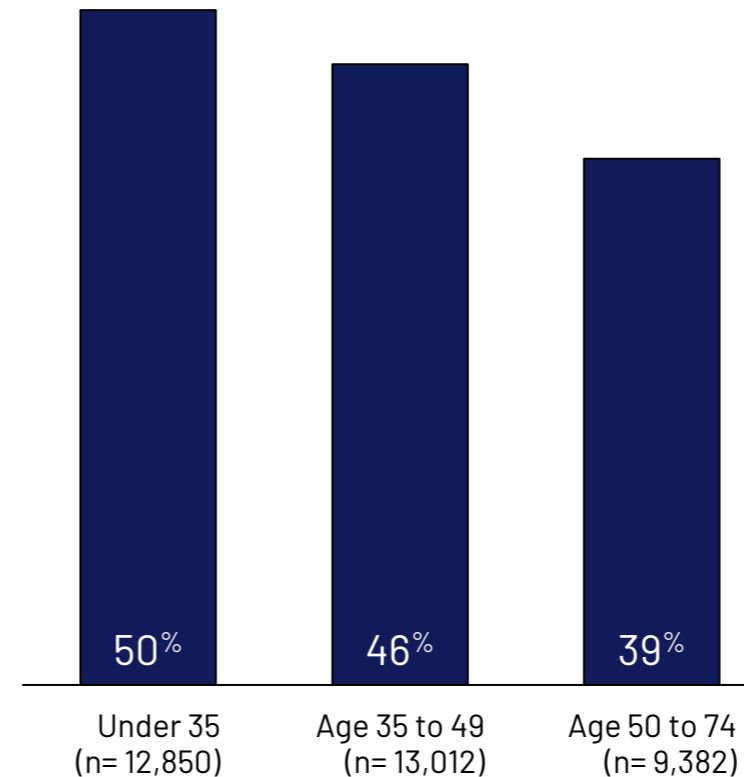
In the past six months, I have felt under constant strain at work

■ % agree

By seniority



By age group



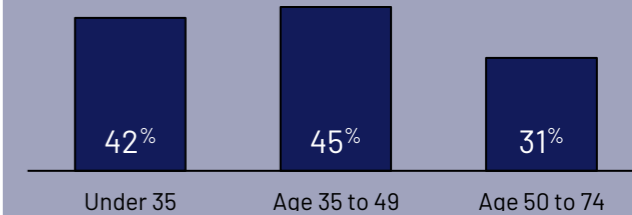
Seniority and age differences among people in Australia



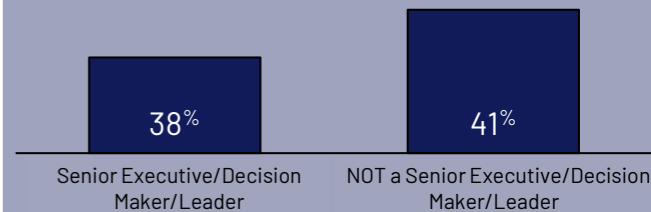
In the past six months, I have felt under constant strain at work

■ % agree

Contrary to global trends, Australian employees aged 35-49 report the highest levels of strain, followed by those under 35.



Furthermore, diverging from global findings, non-executive/decision-maker/leader roles in Australia experience greater strain than their senior executive counterparts.



Within the non-executive group, strain is most prevalent among those under 35 (44%), while among executives, the 35-49 age group reports the highest strain levels (50%).

Strain is impacted by wider perceptions of complexity

Global Trends questions that show the strongest link to employee concerns around AI:

Key: → Thickness of arrow shows strength of link

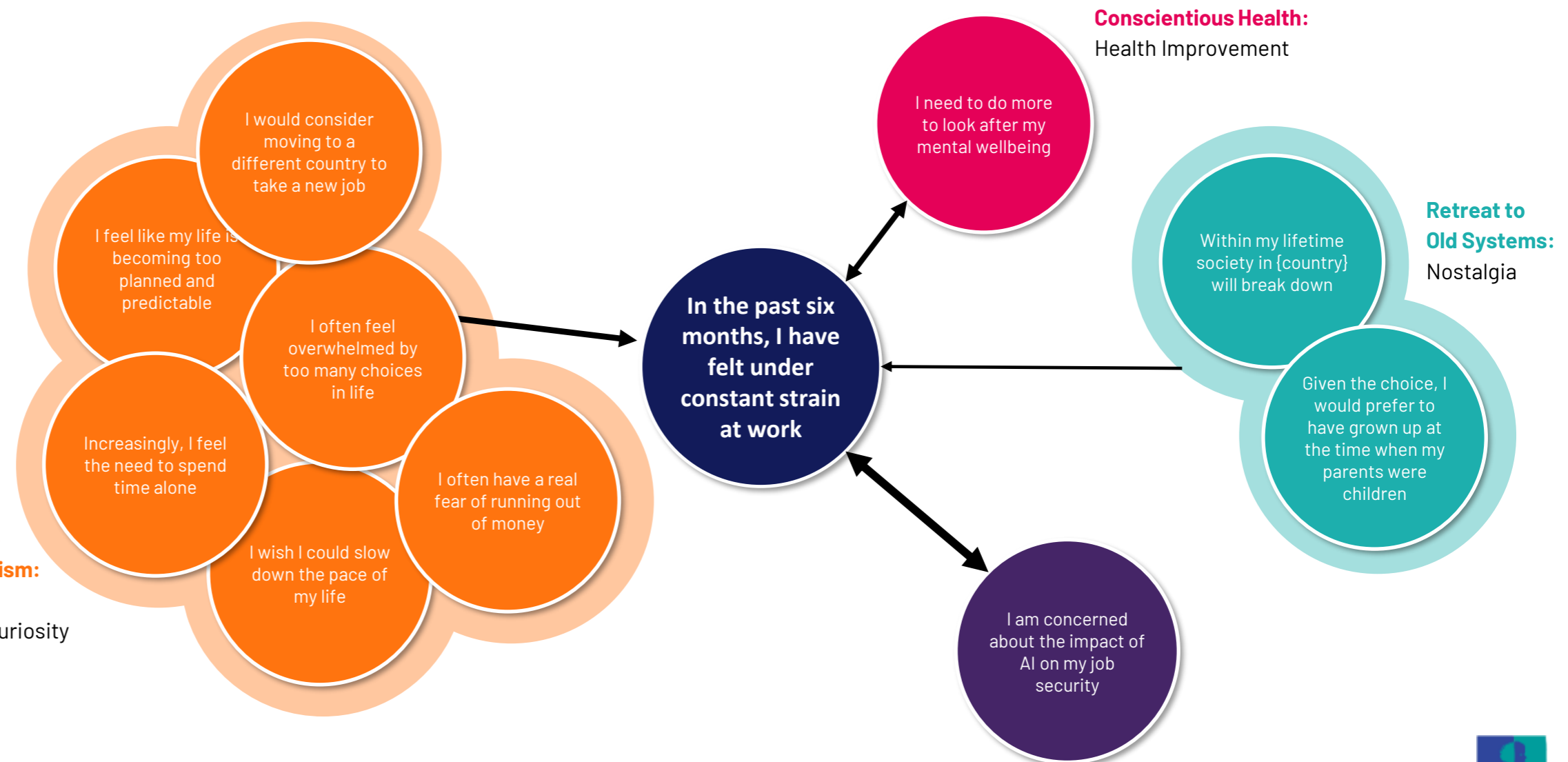


What you should know

- Certain groups feel more under strain based on broader attitudes and experiences, particularly those concerned with how AI might impact their job security.
- Strain is also driven by perceptions of life being overly complex, and is linked to a desire to focus more on mental health and feelings of nostalgia.



Among the key drivers of strain, improving mental wellbeing presents the greatest opportunity in Australia, with a notable 75% of respondents reporting a need to prioritise their mental health. This presents a significant opportunity for employers to enhance mental wellbeing support provisions within their organisations.





Strain at work: implications for employers

Trend

Strain is a feature of many employees' working lives. Experiences outside of work are all creating a background noise which impacts experiences in the workplace, be it concerns about AI, a yearning for simplicity, or nostalgia.

Tension

There are already multiple factors within the workplace that influence employee strain; our global research found that too many demands, insufficient support and low job enjoyment were the main factors driving burnout¹. The Global Trends findings that employees' lives outside of work also influence strain further complicate the picture. However, employers can play a key role in mitigating strain, particularly through positive action from leaders and managers, as illustrated in our [Wellbeing research](#)².

Takeaway

When tackling strain in the workplace, employers need to take into account stressors in the wider world. Being considerate of the context people bring to work, while also taking action on workplace stressors, can help to manage and reduce strain.

¹<https://www.safeworkaustralia.gov.au/safety-topic/managing-health-and-safety/mental-health/psychosocial-hazards/job-demands>

² Ipsos Karian and Box, **Wellbeing that works**, 2024

Survey Methodology in detail

These are the results of a 50-market survey conducted by Ipsos on its Global Advisor online platform and in partnership with other global Ipsos teams around the world. The survey was conducted using Ipsos Online panels in all markets except for India which used its mixed-method "IndiaBus", and Zambia which used a face-to-face methodology. Ipsos interviewed a total of 50,237 adults aged 18-74 in the United States, Canada, Hong Kong SAR, Israel, Malaysia, New Zealand, South Africa, Türkiye and Vietnam; 20-74 in Thailand; 21-74 in Indonesia and Singapore; and 16-74 in all other markets between Thursday, February 15 and Wednesday, April 23, 2024.

The sample consists of c.1,000 individuals in each of Argentina, Australia, Belgium, Bulgaria, Brazil, Canada, Chile, mainland China, Colombia, Czechia, Croatia, Denmark, Egypt, France, Germany, Hong Kong SAR, India, Indonesia, Ireland, Israel, Italy, Japan, Kenya, Malaysia, Mexico, Morocco, Netherlands, New Zealand, Nigeria, Pakistan, Peru, Philippines, Poland, Portugal, Romania, KSA, Singapore, South Africa, South Korea, Spain, Sweden, Switzerland, Taiwan region, Thailand, Türkiye, United Arab Emirates, Great Britain, the

United States, Vietnam and Zambia.

The samples in Argentina, Australia, Belgium, Bulgaria, Canada, Croatia, Denmark, France, Germany, Great Britain, Ireland, Italy, Japan, the Netherlands, New Zealand, Poland, Portugal, South Korea, Spain, Sweden, Switzerland, Taiwan region, the United States and Zambia can be taken as representative of their general adult population under the age of 75.

The samples in Brazil, Chile, mainland China, Colombia, Czechia, Egypt, Hong Kong SAR, India, Indonesia, Israel, Kenya, Malaysia, Mexico, Morocco, Nigeria, Pakistan, Peru, Philippines, Romania, KSA, Singapore, South Africa, Thailand, Türkiye, the UAE, and Vietnam are more urban, more educated, and/or more affluent than the general population. The survey results for these countries should be viewed as reflecting the views of the more "connected" segment of their population.

Apart from Zambia, the data for all countries is weighted so that each market's sample composition best reflects the demographic profile of the adult population according to the most recent census data.

"The Global Market Average" reflects the average result for all the countries and markets where the survey was conducted. It has not been adjusted to the population size of each country or market and is not intended to suggest a total result.

Where results do not sum to 100 or the 'difference' appears to be +/-1 more/less than the actual, this may be due to rounding, multiple responses, or the exclusion of "don't know" or not stated responses.

The precision of Ipsos online polls is calculated using a credibility interval with a poll of 1,000 accurate to +/- 3.5 percentage points. For more information on Ipsos' use of credibility intervals, please visit the Ipsos website.

The publication of these findings abides by local rules and regulations.

For information or assistance about this please contact GlobalTrends@ipsos.com

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THANK YOU

Contact us with any questions
you may have:

GlobalTrends@Ipsos.com

