香港職場互助聯盟
City Mental Health Alliance HK

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SPOTLIGHT ON MEN'S MENTAL HEALTH

STATE OF MEN'S MENTAL HEALTH IN HONG KONG

STAT 01

1 in 4

Hong Kong men face moderate-to-severe anxiety and depression risks. Men aged 35 to 54 make up 50.8% of this high-risk demographic due to compounding career and family demands.

(MHAHK, 2024)

STAT 02

64%

Males accounted for approximately 64% of suicide deaths recorded in Hong Kong in 2025 despite being only 45% of the population.

(HK Judiciary, 2026; C&SD, 2026)

STAT 03

14 out of 15

14 out of 15 recorded youth suicide deaths were male, revealing a stark gender disparity at early ages. This underscores a critical help-seeking barrier and an urgent need for targeted support.

(CSRP, 2026)

Manifestation and Signs

1. Work, finances, health, and family are common sources of stress.
2. Masking, numbing, or distracting behaviours include smoking, drinking, gambling, substance use, gaming, eating, and exercise.
3. Some men continue to show up to work while experiencing a mental health struggle (presenteeism).
4. Some may engage in risky or impulsive behaviours.
5. Irritability, sudden frustration, or severe workplace burnout may mask other emotions rather than presenting as overt sadness.

Obstacles to Seeking Help

1. Prioritising self-reliance over professional care and avoiding burdening others.
2. Social stigma and feeling alienated by mental health messaging.
3. Relying on AI digital tools for emotional support may delay access to clinical treatment from mental health professionals.
4. Internalised gender norms can frame emotional expression and help-seeking as feminine.
5. Fear that mental ill-health or professional support signals weakness or inadequacy, including fear of judgment or ridicule.
6. Limited mental health literacy about symptoms and treatment options.

TIPS FOR DISCUSSING MEN'S MENTAL HEALTH AND ENCOURAGING HELP-SEEKING

NOTICE BEHAVIOUR CHANGES

Look out for changes in men's behaviour in work or social settings and check in with them sensitively, especially if they have recently experienced a big life change.
The 'ALEC' framework can help guide these supportive conversations: **A**sk how they've been • **Li**sten fully • **E**ncourage helpful action • **C**heck in regularly.

TALK ABOUT IT

Normalise talking about mental health openly to catch early warning signs before they become a crisis. A great place to start is simply encouraging men to notice which daily actions lift their mood and which ones drain their energy.

TAKE AN INDIVIDUAL APPROACH

Foster a safe space for diverse and individual expression, whatever that may look like for that person. Everyone is unique and will respond differently to a particular approach. While some men feel perfectly fine speaking openly about their feelings, others feel much more secure with structured goals and clear next steps.

PRACTISE MINDSET SHIFT

Discuss opportunities for a mindset reframe in a way that aligns with his personal values system. Sometimes the experience and awareness gained from seeking help for a mental health challenge can be seen as an opportunity to learn, grow and develop psychological strength and resilience for the future.

BE A ROLE MODEL

Lead by example and role model behaviours that encourage men to express vulnerability and discuss difficulties. Peer support groups are helpful and offer a safe, low-pressure environment to share lived experiences. When senior male leaders speak up too, it goes a long way toward breaking down stigma across the whole team

ACTIVITIES AS A PLATFORM

Sometimes the easiest way to start a conversation is side-by-side while doing a shared task, rather than a formal sit-down. Doing hands-on activities that build a sense of achievement helps lower initial defenses naturally. Try opening up while grabbing a coffee together, taking a short walk, or playing a low-pressure sport.



MENTAL HEALTH RESOURCES AND TOOLKITS FOR MEN



- **International Men's Day** (Australia)
- **Movember Men's Mental Health** (Canada)
- **Mental Health UK - Men's Mental Health** (UK)
- **Men's Minds Matter: Guides for men about emotions, anxiety, anger, stress, depression, suicide** (UK)
- **MensLine: Resources for men on relationships, parenting, family violence and mental health** (Australia)
- **The Centre for Health Protection, Department of Health of Hong Kong: Men's Lifestyle - Lively Mood** (Hong Kong)

REFERENCE AND FURTHER READING

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24/7 Crisis and Mental Health Support Hotlines	Number
Mental Health Support Hotline (情緒通)	**18111**
The Samaritans (撒瑪利亞會)	**2896 0000**
Suicide Prevention Services	**2382 0000**

Hong Kong Emergency services: 999

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The City Mental Health Alliance Hong Kong (CMHA HK) is a not-for-profit membership organisation and a registered charity in Hong Kong (91/19956). We are an alliance of businesses,working together with mental health experts and partner organisations, to achieve our vision that every workplace will protect, support and create positive mental health for their people.

We provide training, events, resources, research and practical support for companies wishing to create mentally healthy workplaces.

www.cmhahk.org

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