

GOOD MENTAL HEALTH AT WORK

ANALYSE / ADVOCATE / ACT



- Work is good for mental health but it can lead to physical and mental health problems.
- 15% of working-age adults experience a mental disorder
- 12 billion days lost due to depression and anxiety costing the global economy US\$ 1 trillion per year in lost productivity (WHO)
- Discrimination, inequality, harassment, bullying and psychological violence (also known as “mobbing”) at work are commonly reported
- For every US\$ 1 invested in treating common mental disorders generates a return of US\$ 4 in improved health, reduced absenteeism, and productivity (WHO)

"...poor mental health can have a debilitating impact on a person's performance and productivity"

– Dr Tedros Adhanom Ghebreyesus
WHO Director-General



Implement organisational interventions to minimise psychosocial risks



Raise awareness and build individual skills



Support employees with mental illness

According to the newly published WHO guidelines on mental health at work and a number of recent national guidance initiatives and codes of practice the following evidence-based recommendations apply:

- Raising awareness about the importance of mental health and wellbeing
- Implementing organizational interventions that assess and manage psychosocial risk factors
- Training managers for mental health
- Training workers in mental health literacy and awareness
- Carrying out individual interventions to build worker skills in stress management and for workers with emotional distress
- Accommodating for workers living with mental health conditions including return-to-work strategies
- Measuring the impact of mental health and wellbeing programs.



GLOBAL SEMINAR SERIES ON CORPORATE BEST PRACTICES
Global Centre for Healthy Workplaces
in association with Optum



1. Making Mental Health & Well-Being a Global Priority
2. Leading for Better Wellbeing
3. Effectively utilizing mental health benefits
4. Measuring employee mental wellbeing