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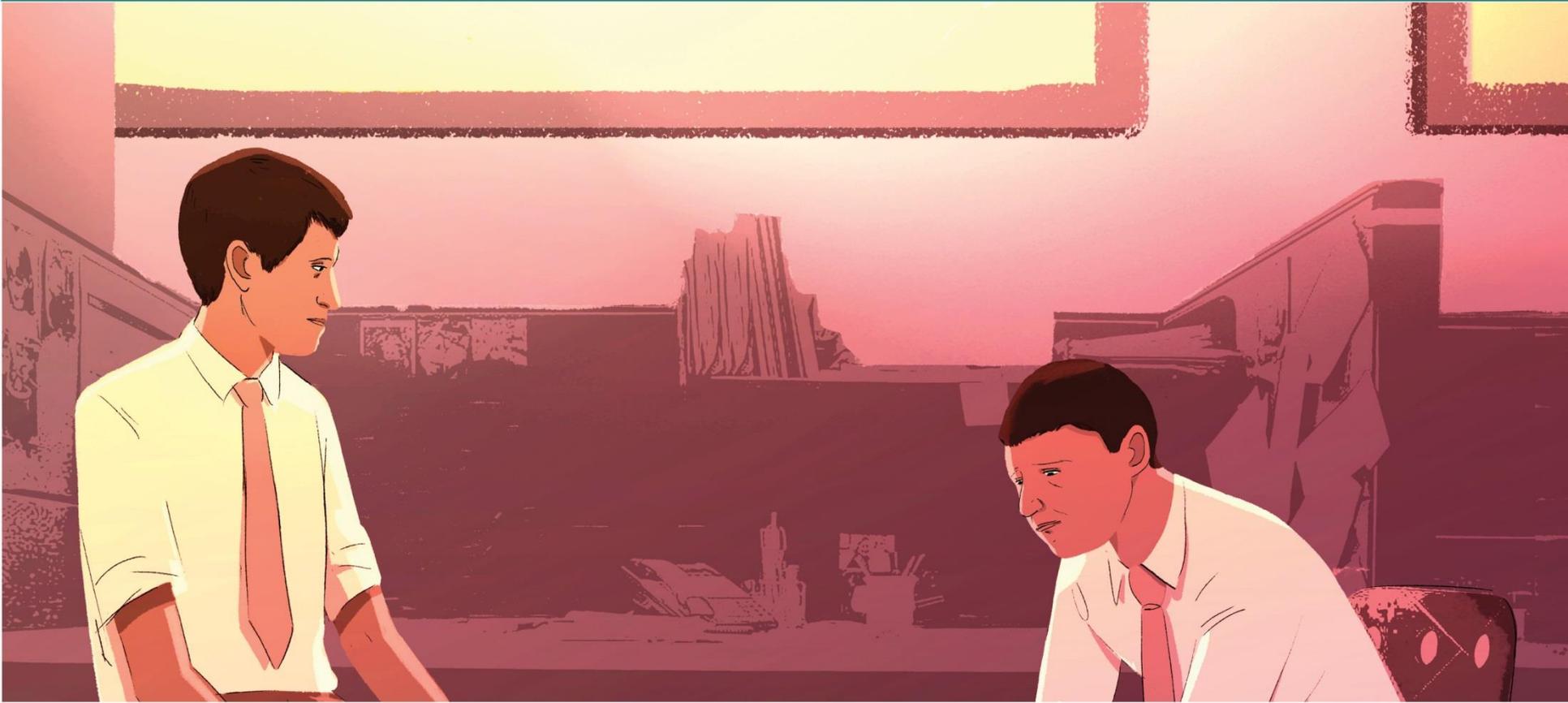
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# World Mental Health Day

## 10 October 2017

### Mental Health in the Workplace



# World Mental Health Day

- The World Health Organization (WHO), in collaboration with the World Federation for Mental Health, celebrates World Mental Health Day on 10 October each year.
- Its objectives are to raise awareness of mental health issues around the world and mobilize efforts in support of mental health.
- This year the theme is “Mental Health in the Workplace.”



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# Mental Health in the Workplace

- Globalization has contributed to work-related stress and its associated disorders.
- One in five people at the workplace experience a mental health condition.
- Stigma and lack of awareness of mental health at the workplace persist as barriers to equality.
- Frequently, people with mental illness conceal their illness for fear of discrimination when looking for or keeping a job.



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# Implications of Mental Health at the Workplace:

- Mental health problems have a direct impact on workplaces through increases in the following:
  - ❖ Absenteeism (missed work days)
  - ❖ Presenteeism (reduced productivity at work)
  - ❖ Disability claims
  - ❖ Injuries / illnesses
  - ❖ Grievances / complaints
  - ❖ Turnover
  - ❖ Legal implications
- Annual global costs of mental problems are estimated at 2.5 trillion U.S. dollars and are expected to rise to 6 trillion U.S. dollars by 2030.
- Depression at the workplace is a leading cause of lost work productivity, sick leave and premature retirement.



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# Depression

- Globally, more than 300 million people of all ages suffer from depression.
- Depression is the leading cause of disability worldwide, and is a major contributor to the overall global burden of disease.
- At its worst, depression can lead to suicide.
- There are effective treatments for depression, including medication and psychotherapy.



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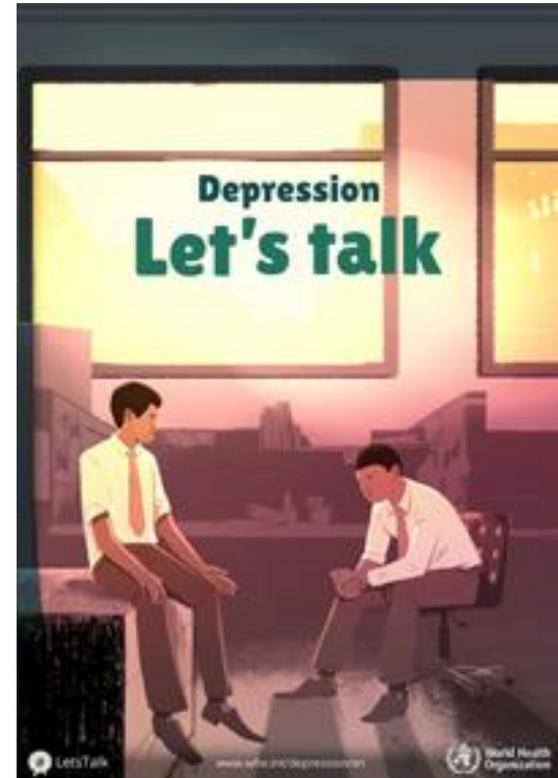
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# “Depression. Let’s Talk” Campaign

- Depression was the theme of World Health Day’s 2017 year-long campaign.
- The overall goal of the campaign, beginning on 10 October 2016, World Mental Health Day, was that more people with depression, in all countries, seek *and get* help.
- At the core of the campaign is the importance of talking about depression as a vital component of recovery.



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# Depression in the Workplace

- Research has found that treatment of depression results in a 40-60% reduction in absenteeism and/or presenteeism.
- Just \$1 of investment in treatment for depression and anxiety leads to a return of \$4 in better health and ability to work.
- By proactively addressing depression in the workplace, employers will reduce costs and, even more importantly, support a healthier employee base.
- It is important for employers and coworkers to be able to recognize the signs of depression in employees and coworkers in order to offer help.



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# Recognizing Depression in the Workplace

What Depression Feels Like	How it Looks to Co-Workers
Deep feelings of sadness	Withdrawal from team, isolates oneself
Loss of interest in work or social activities	Indifference
Difficulty concentrating, slowed thoughts	Putting things off, missed deadlines, accidents
Forgetfulness and trouble remembering	Seems "scattered" or absent-minded
Trouble making decisions	Procrastination, indecisiveness, slowed productivity
Trouble sleeping or sleeping too much	Late to work, afternoon fatigue, accidents
Feelings of worthlessness or inappropriate	Unsure of abilities, lack of confidence
Energy loss or increased fatigue	Low motivation, detached
Irritability, anger, or tearfulness	Inappropriate reactions, strained relationships
Weight or appetite changes	Change in appearance



# Creating a Mental Health-Friendly Workplace

- A healthy, rewarding environment is important for positive mental health.
- A mental health-friendly workplace:
  - ✓ Values diversity
  - ✓ Includes health care that incorporates mental illnesses
  - ✓ Has programs and practices that promote and support health and wellness
  - ✓ Provides training for supervisors in mental health workplace issues
  - ✓ Safeguards employee confidentiality
  - ✓ Supports employees who seek treatment or require hospitalization or disability leave



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# What Employers Can Do

Employers can be agents of change in the workplace. Here are some tips:

- Be aware of mental health issues
- Modify workplace risk factors for stress
- Develop an organizational climate that promotes wellbeing and creativity
- Facilitate access to healthcare for employees who may need it
- Be understanding and flexible to the needs of employees, understanding their personal situations
- Combat stigma and encourage open discussion in the workplace on mental health



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# What Employees Can Do

Employees can avoid burnout and improve their mental wellness in the workplace. Here are some tips:

- Practice resilience and self-care
- Seek help when you need it
- Maintain and enhance your social networks
- Engage in regular exercise and leisure activities
- Talk to your employer about your mental health needs
- Know your rights



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# What Coworkers Can Do

Here are some tips on what you can do to help someone you work with who may be struggling:

- Make it clear that you want to help, listen without judgement, and offer support.
- Encourage them to seek professional help when they are ready.
- If you think the person is in immediate danger, do not leave him or her alone. Seek professional help from the emergency services, a crisis line, or a health-care professional.
- Stay in touch to check how the person is doing.



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# PAHO/WHO Technical Resources

- WHO, Mental health policies and programmes in the workplace:  
[http://www.who.int/mental\\_health/policy/services/essentialpackage1v13/en/](http://www.who.int/mental_health/policy/services/essentialpackage1v13/en/)
- WHO, mhGAP Intervention Guide Version 2.0:  
[http://www.who.int/mental\\_health/mhgap/mhGAP\\_intervention\\_guide\\_02/en/](http://www.who.int/mental_health/mhgap/mhGAP_intervention_guide_02/en/)
- WHO, Raising Awareness of Stress at Work in Developing Countries:  
[http://www.who.int/occupational\\_health/publications/raisingawarenessofstress.pdf?ua=1](http://www.who.int/occupational_health/publications/raisingawarenessofstress.pdf?ua=1)
- WHO, Problem management plus (PM+):  
<http://apps.who.int/iris/handle/10665/206417>
- WHO, Depression and Other Common Mental Disorders:  
[http://www.who.int/mental\\_health/management/depression/prevalence\\_global\\_health\\_estimates/en/](http://www.who.int/mental_health/management/depression/prevalence_global_health_estimates/en/)



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- World Federation for Mental Health, Mental Health in the Workplace report:  
<https://www.wfmh.global/wmhd-2017/>
- WHO, Depression Factsheet:  
<http://www.who.int/mediacentre/factsheets/fs369/en/>
- PAHO, World Health Day 2017: Depression - Let's Talk:  
[http://www.paho.org/hq/index.php?option=com\\_content&view=article&id=13016%3Aworld-health-day-2017-depression-lets-talk-&catid=1171%3Anmh-bulletin-news-day&Itemid=42050&lang=en](http://www.paho.org/hq/index.php?option=com_content&view=article&id=13016%3Aworld-health-day-2017-depression-lets-talk-&catid=1171%3Anmh-bulletin-news-day&Itemid=42050&lang=en)



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