

# MENTAL HEALTH IN WORKPLACE

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## Objectives:

- Introduction
- Why We Need to Prioritize Mental Health in the Workplace
  - Key Aspects of Mental Health in the Workplace
    - Psychosocial risks to mental health at work
    - Gender-Specific Stressors in the Workplace
  - Effects of Workplace Stressors on Mental Health
    - Overcoming Workplace Stressors
- Monitoring and Evaluating Mental Health Initiatives
  - Take Home Message

# Introduction

- Mental health in the workplace refers to the overall well-being of employees in relation to their psychological, emotional and social state at work
- It involves how individuals perceive their work environment, handle stress, interact with colleagues, and cope with the demands of their job

# Work can protect mental health

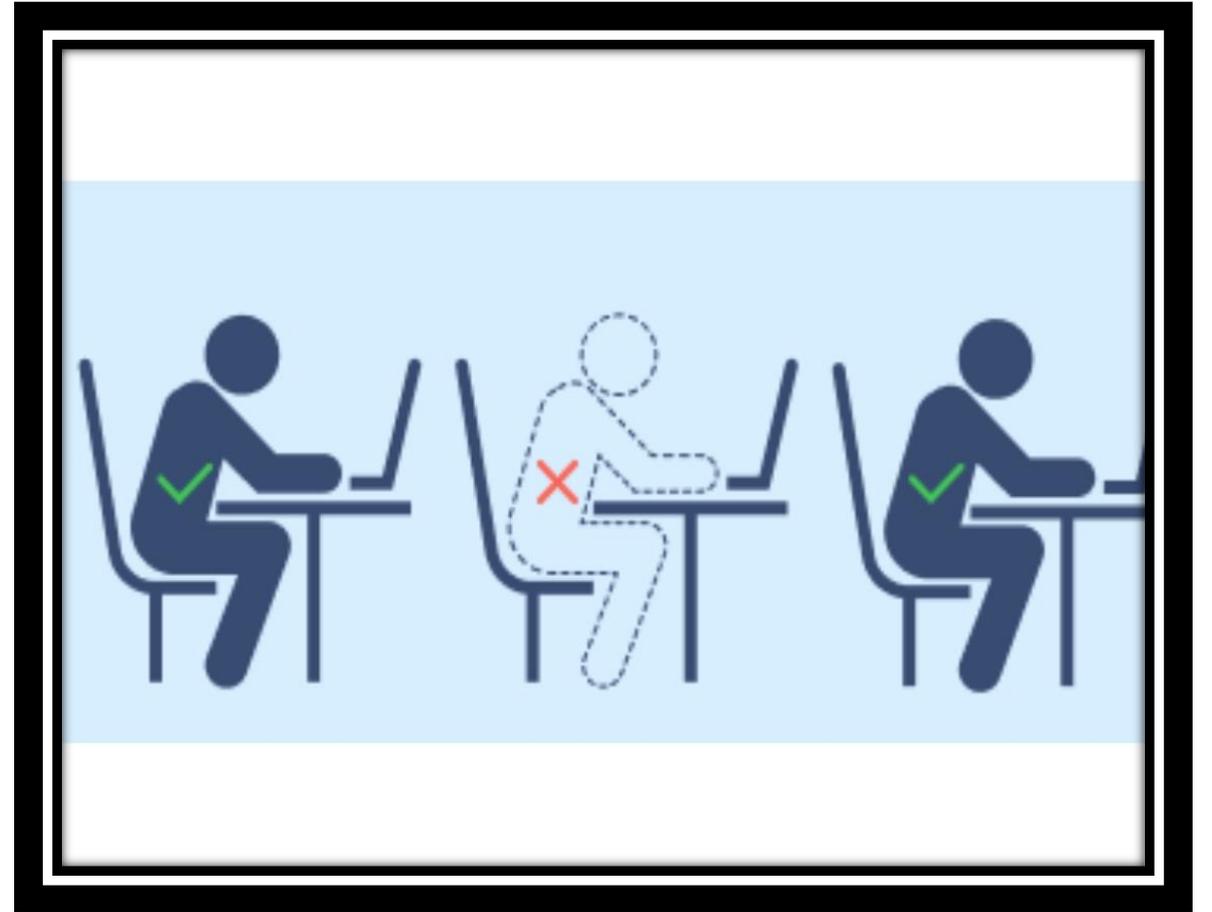
- Almost 60% of the world population is in work
- Decent work supports good mental health by providing:
  - ✓ A livelihood
  - ✓ A sense of confidence, purpose and achievement
  - ✓ An opportunity for positive relationships and inclusion in a community
  - ✓ A platform for structured routines

# **Why We Need to Prioritize Mental Health in the Workplace?**

# **Employee well-being and morale**



Reducing absenteeism and presenteeism



**Improve productivity and performance**





**Cost saving**

Corporate  
reputation and  
brand image



**BRAND IMAGE**



## Why we Need to prioritize mental health in workplace (Contd.)

- Employee engagement and retention
- Impact on physical health
- Legal compliance and risk management
- Legal and ethical responsibilities
- Community and social responsibility

## Key Aspects of Mental Health in the Workplace:

- **Psychological well-being:** This includes aspects such as emotional resilience, coping mechanisms, and the ability to manage stress effectively
- **Emotional stability:** Emotional health refers to how individuals manage their emotions and express themselves in the workplace
- **Social connections:** The quality of relationships and social interactions at work significantly impacts mental health
- **Work-life balance:** Achieving a healthy balance between work responsibilities and personal life is crucial for mental health

## **Key Aspects of Mental Health in the Workplace(Contd.):**

- **Job satisfaction:** Job satisfaction is influenced by factors such as meaningful tasks, recognition for achievements, opportunities for growth, and a supportive organizational culture
- **Stress management:** Effective stress management strategies, such as clear communication, workload management, and access to resources for coping, are essential for maintaining mental well-being

# Psychosocial risks to mental health at work:

## Work content/task design:

- Lack of variety
- Short work cycles
- Fragmented or meaningless work, under-use of skills
- High uncertainty
- Continuous exposure to people through work

## Workload and work pace:

- Work overload or under-load
- Machine pacing
- High levels of time pressure, continual subjection to deadlines

# Psychosocial risks to mental health at work(contd.):

## Work schedule:

- Shift-working
- Night shifts
- Inflexible work schedules
- Unpredictable hours
- Long or unsociable hours

## Control over work:

- Low participation in decision-making
- Lack of control over workload, pacing

# **Psychosocial risks to mental health at work(contd.):**

## **Career development:**

- Career stagnation and uncertainty
- Under-promotion or over-promotion
- Poor pay
- Job insecurity
- Low social value of work

## **Role in organization:**

- Role ambiguity
- Role conflict
- Responsibility for other people

## **Psychosocial risks to mental health at work(contd.):**

### **Environment and equipment:**

- Inadequate equipment availability, suitability or maintenance
- Poor environmental conditions :  
    such as lack of space, poor lighting, excessive noise

# **Psychosocial risks to mental health at work(contd.):**

## **Organizational culture and function:**

- Poor communication
- Low levels of support for problem-solving and personal development
- lack of definition of, or agreement on, organizational objectives
- Organizational change
- High competition for scarce resources
- Over-complex bureaucracies

# **Psychosocial risks to mental health at work(contd.):**

## **Interpersonal relationships at work:**

- Social or physical isolation
- Poor relationships with superior
- Interpersonal conflict
- Harmful work behaviors
- Lack of (perceived, actual) social support
- Bullying, harassment, mobbing
- Microaggressions

# **Psychosocial risks to mental health at work(contd.):**

## **Home-work interface:**

- Conflicting demands of work and home, including for persons with caregiving responsibilities
- Low support at home
- Dual career problems
- Living at the same site where the work is done
- Living away from family during work assignments

# Gender-Specific Stressors in the Workplace:

## Women:

- Gender discrimination
- Caregiving responsibilities
- Sexual harassment
- Lower salaries

## Men:

- Pressure to conform to traditional roles
- Emotional Suppression
- Work-related stressors
- Workplace Violence
- Career Advancement

# Effects of Workplace Stressors on Mental Health:

- Anxiety
- Adjustment Disorder
- Acute Stress Disorder
- Post traumatic Stress Disorder
- Burnout and exhaustion
- Decreased job satisfaction and motivation
- Depression

## Action for mental health at work:

- Prevent work-related mental health conditions by preventing the risks to mental health at work
- Protect and promote mental health at work
- Support workers with mental health conditions to participate and thrive in work
- Create an enabling environment for change

## **Prevent work-related mental health conditions:**

- Preventing mental health conditions at work is about managing psychosocial risks in the workplace
- WHO recommends employers do this by implementing organizational interventions
- Organizational interventions are those that assess, and then mitigate, modify or remove workplace risks to mental health
- Organizational interventions include, for example, providing flexible working arrangements, or implementing frameworks to deal with violence and harassment at work

# **Protect and promote mental health at work:**

To protect mental health, WHO recommends:

- **Manager training for mental health**
- **Training for workers**
- **Interventions for individuals**

# **Support people with mental health conditions to participate in and thrive at work:**

WHO recommends three interventions to support people with mental health conditions:

- **Reasonable accommodation**
- **Return-to-work program**
- **Supported employment initiative**

## **Create an enabling environment for change:**

- **Leadership** and commitment to mental health at work
- **Investment** of sufficient funds and resources
- **Rights** to participate in work
- **Integration** of mental health at work across sectors
- **Participation** of workers in decision-making
- **Evidence** on psychosocial risks and effectiveness of interventions
- **Compliance** with laws, regulations and recommendations

# Gender-Specific Strategies for Addressing Stress

- Flexible parental leave policies
- Training on unconscious bias and inclusivity
- Mental health programs tailored to specific needs

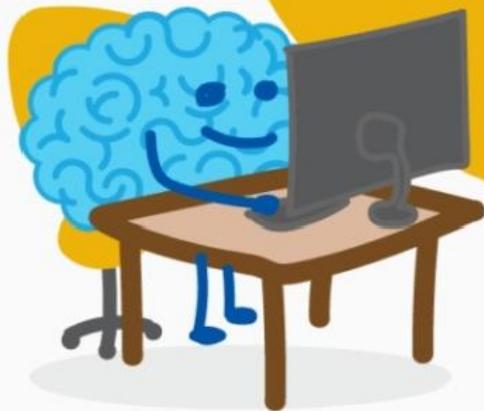
# Monitoring and Evaluating Mental Health Initiatives:

- Metrics for success (e.g., reduction in absenteeism, employee feedback)
- Continuous improvement and adaptation of strategies

## Take Home Message

- "Prioritizing mental health in the workplace benefits everyone: employees, employers, and the bottom line."

**Mental Health  
in the  
Workplace  
*Matters***



**THANK YOU ALL**