

Group 7



Promoting Mental Health and Well Being @ work: Find the best coping strategies at work

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Working people deserve an inherent right to the highest attainable standard of mental health at work, regardless of their type of employment. Stress and anxiety have been shown to have a detrimental effect on the quality of care and safety of workforce. Their bodies and minds are under a tremendous deal of stress/pressure due to long working hours and high work intensity. At the same time, uncertainty and distress associated with this new normal can pose an additional challenge to their work outcomes and psychological well-being as workers. In effect, employees face psychological stresses such as frustration, depression, helplessness, anxiety, fear, and physical exhaustion.

Why is this issue important?

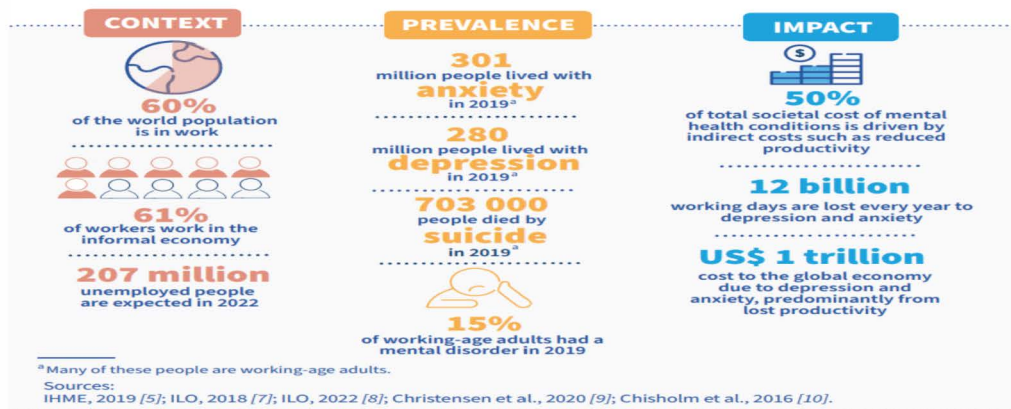
This policy brief aims to support the people in the workplace to fulfil their respective roles in taking action to overcome stress and anxiety leading to an improved mental health at work.



SUMMARY

In general, the workplace is a factor that can enhance or undermine a person’s mental health, regardless of whether they have a mental condition or not. Stress is not always bad. A little bit of stress can help you stay awake during a presentation or alert to prevent accidents or costly mistakes. But in today’s hectic world, the workplace too often seems like an emotional roller coaster. Long hours, tight deadlines, and ever-increasing demands can leave anyone feeling worried, drained, and overwhelmed. And when stress exceeds one’s ability to cope, it stops being helpful and starts causing damage to the mind and body—as well as to the job satisfaction. Below are the figures of mental health at work

Mental health at work in numbers



EXPERIENCE AND EVIDENCE SUPPORT: In the government, workplaces and communities around the world, mental health is too often misunderstood, under-resourced and deprioritized compared with physical health. People with mental health conditions are routinely stigmatized, discriminated against and excluded.

MILLENNIAL and Gen Z workers in the Philippines reported higher levels of stress or anxiety compared with a year earlier ... citing worries about finances, mental health, and family problems, according to a survey conducted by Deloitte Global..” [Business World, July 2022]

NEWS ARTICLE: The Filipino workforce is feeling stressed, worried and anxious. “What is furthermore alarming is that there is an average of eight percent (8%) among the employee population in every company who are suicidal and are thinking of self-harm,” According to the employees-respondents, their mental health problems manifest in lack of focus and concentration, less pleasure in doing things they normally enjoy, unusually low self-confidence, sleeping problems, and feeling down and sad.

The report also revealed that the mental health issues are behind the rise in absenteeism, loss of productivity and employee resignation. – *Marvin Joseph Ang, Yahoo-Philippines*

THE NEED FOR ACTION

Relevant and applicable study on Mental Health and Wellbeing of the work force will strengthen initiatives that are critical to assisting these workers during an unprecedented health crisis. Examining the psychosocial issues that the workers face during the day to day operations will aid in increasing their resilience in response to the crisis, as well as preparedness for and recovery from the crisis.



-  **Prevent** work-related mental health conditions through psychosocial risk management which includes using organizational interventions to reshape working conditions, cultures and relationships.
-  **Protect and promote** mental health at work, especially through training and interventions that improve mental health literacy, strengthen skills to recognize and act on mental health conditions at work, and empower workers to seek support.
-  **Support** workers with mental health conditions to participate fully and equitably in work through reasonable accommodations, return-to-work programmes and supported employment initiatives.
-  Create an enabling environment with cross-cutting actions to improve mental health at work through leadership, investment, rights, integration, participation, evidence and compliance.

OPINION PIECE

Effective policies and action to improve mental health at work are critical to uphold the human right to good health, including mental health, and to advance progress towards the Sustainable Development Goals (SDGs), especially SDG 3 on health and SDG 8 on decent work for all.

As part of the solution, policies may include Workplace health promotion programs that have proven to be successful, especially when they combine mental and physical health interventions.

Recommendation 1: Prevent work related mental health conditions

This means working with employers' and workers' organizations to develop new, or review and revise existing, employment and OSH laws, policies and guidance to include provisions on mental health in parity with those on physical health

Recommendation 2: Protect and promote mental health at work

It is important to have a specific policy or plan for protecting and promoting mental health at work, which should be integrated into the OSH management system

Recommendation 3: Support people with mental health conditions at work

People living with mental health conditions have a right to work. Both governments and employers should uphold that right through person-centred, recovery-oriented strategies that support people living with mental health conditions to gain, sustain and thrive in work.

Recommendation 4: Create an enabling environment for change

Underpinning all strategies for improving mental health at work – prevent, protect and promote, and support – lie seven cross-cutting factors that are critical for progress, namely: leadership, investment, rights, integration, participation, evidence and compliance

CONSIDERATIONS FOR POLICY AND PROGRAMS

RESEARCH: More research is needed to determine the effectiveness of mental health promotional programs at work, particularly mental health local programs in the Philippine context.

LABOR SYSTEM: Integrated mental health policy and service delivery is needed to tackle mental health problems, with a particular focus on reviewing and improving links and communication between employer sector (private and government).

COMMUNITY: There needs to be a broadening of responsibility beyond the mental health sector to make it everybody's business to promote mental health and to help prevent mental illness.

REFERENCES/MORE INFORMATION

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CHOOSE TO THRIVE NOT JUST SURVIVE

MENTAL HEALTH PROGRAM IN THE PUBLIC SECTOR



over **50%** of Filipino employees felt mental health degradation amid pandemic, as stated by MindNation.



- ### RA NO. 11036 MENTAL HEALTH ACT
- raise awareness on mental health issues
 - correct the stigma and discrimination associated with mental health conditions
 - identify and provide support for individuals at risk
 - facilitate access of individuals with mental health conditions to treatment and psychological support.



- ### WORKPLACE AS A SAFE SPACE
- Integrate mental health at work into relevant policies.
 - Provide rights such as aligning employment laws and regulations with international human rights instruments and implementing non-discrimination policies at work.
 - Support workers with mental health conditions to participate and thrive in work.
 - Provide flexible working arrangements.
 - Establish an environment for growth and change.



MENTAL HEALTH MATTERS.

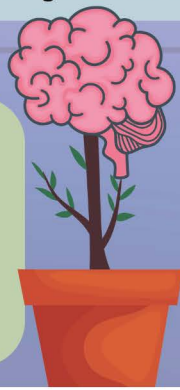
Have a healthy work-life balance. Take regular breaks throughout the day. Build resiliency.

Practice relaxation techniques. Try meditation, deep breathing, or even yoga.

Self-care is essential. Get enough sleep, eat nutritious diet, and exercise regularly.

Find meaning and purpose in your work. Maximize opportunities and focus service improvement.

Connect and collaborate. Develop mutually supportive relationships with your coworkers.



WE CARE ABOUT YOUR HEALTH