# *Mental Health in the Workplace in Countries with Emerging Markets*

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# *Mental health – the stepchild of medicine*

| ***mental disorders were*** | ***mental health services were*** |
| --- | --- |
| mystified<br>stigmatized | centralized<br>institutionalized<br>professionalized<br>de-personalized |

# *Mental Health on the International Agenda (I)*

- The World Mental Health Report (Desjarlais, R., Eisenberg, L., Good, B. *et al*, 1995)
- In USA, in 2000, the Surgeon General published a report on Mental Health
- Report on Neurological, Psychiatric, and Developmental Disorders: Meeting the Challenges in the Developing World (Institute of Medicine, 2001)

# *Mental Health on the International Agenda (II)*

- The World Health Day 2001 was devoted to Mental Health
- The World Health Report 2001 was on Mental Health
- In 2001, there was a special session of the World Health Assembly on Mental Health

# *Mental Health on the International Agenda (III)*

- The decision of the World Bank to establish the post of a Mental Health Adviser (1999)
- The decision of the World Bank to consider the funding of MH interventions within it's lending program

# *Mental health on the agenda of enterprises*

- Occupational medicine
- Mental health and productivity
- Employee assistance programmes (EAPs)

# *Employee Assistance Programmes (EAPs)*

- A professional assessment, referral and short-term counselling service offered to employees with alcohol, drug and emotional problems that may be affecting their jobs. These employees may self-refer or be referred, especially by supervisors (D. A. Masi)

# *Mental health and the workplace in developing countries*

- Lack of programmes
- The problem of “exporting” Employee Assistance Programmes to other cultures
- Mental health as a human right issue

# *MNH in the workplace – the stakeholders*

- Why the focus on multinational corporations?
- Benefits for multinational corporations
- A World Bank perspective
- Benefits for countries with emerging markets
- A public health point of view

# *MNH - perspectives of multinational corporations*

- Globalization → motivated, flexible, creative, innovative → mental health
- Mental health issues include, but transgress problems and disorders
- Impact of programmes reaches beyond the boundaries of a factory

# *Illustrative examples*

- AstraZeneca
- Motorola
- Volkswagen
- Swiss Reinsurance

# *Examples for collaborative work*

- A need for designated personnel?
- The use of existing national resources
- Problems reaching beyond employment
- Cost-effectiveness of MNH programmes
- Sharing of formation

# *A World Bank perspective*

- Economic development and poverty reduction
- Productivity at workplace and beyond
- Multinational corporations as trend setters

# *MNH workplace programmes in countries with emerging markets*

- Benefits for countries with emerging markets
- Benefits and risks: a public health point of view
- The involvement of other stakeholders

# *Topics for collaborative research*

- The meaning of underlying concepts in different cultures
- Sharing of data bases
- Conduct of social impact studies
- Adaptation of EAPs to different socio-cultural conditions
- Quality control and accreditation

# *The conference on MNH in the workplace in countries with emerging markets*

- Review workplace programmes of multi-national corporations and organizations, with a focus on mental health in the workplace;
- Assess – in countries with emerging economies – mental health issues in the workplace, as they affect the individual worker, the families, the community, and the effectiveness of the company;
- Discuss how approaches in industrialized countries to mental health policy and practice in the workplace can be adapted to meet the needs of countries with emerging economies and different socio-cultural contexts;
- Decide on an action programme (tailored to countries with emerging economies) for use by companies and organizations in their efforts to improve their policy and practices in regard to mental health, and hence to further increase their contribution to social and economic capital;
- Agree on a strategy and a timeline for designing and launching an international project on mental health in the workplace in countries with emerging economies;
- Review options for project management, including resource generation, and taking appropriate decisions.