Promoting Mental Health and Well-being in Workplace Settings: Disseminating Good Practices and Providing Support

Focus on Civil Society

German Alliance for Mental Health

„Mental health at the workplace“
German Alliance for Mental Health

- German Alliance for Mental Health
- Project: Research on destigmatizing interventions
- Project: Workshop „Mental health at the workplace“
German Alliance for Mental Health

- National network on promoting mental health and destigmatizing mentally ill people
- Approx. 70 member organisations including experts from psychiatry, health promotion, user and family associations and self-help groups
- Patronage: German Federal Minister for Health
- Founded by the German Association for Psychiatry and Psychotherapy (DGPPN) and the German anti-stigma society Open the Doors
- In co-operation with the German Federal Ministry of Health and the Psychiatry Working Group of the Highest State Health Authorities (AOLG)
German Alliance for Mental Health

- Activities focusing on mental well-being at the workplace
  - Conference „Mental Health and well-being at the workplace – protection and inclusion in challenging times“
    - Joint conference by the World Health Organization and the German Alliance for Mental Health; co-organized by the European Commission and supported by the German Federal Ministry of Health
    - Publication on conference outcome: [http://www.euro.who.int](http://www.euro.who.int)
  - Symposium „Work and Mental Health“ together with DGAUM at DGPPN Congress 2010
German Alliance for Mental Health

- Activities focusing on mental well-being at the workplace, contd.
  - Symposium „Mentally ill people at the workplace“
    - In co-operation with the German Medical Association
    - Training for general practitioners, occupational physician, company medical officers etc.
    - Next symposium planned for fall 2011
      Theme: (Re-)integration of employees with mental health problems
  - Annual organization of „Berlin Week on Mental Health“
    - Approx. 150 events in Berlin every year
    - 2009: Focus on mental health at the workplace
    - 2011: Cooperation with BMG and BMBF on „Research for our (Mental) Health“ at World Mental Health Day 10.10.11
Gaebel, W. / Ahrens, W. / Schlamann, P.: “Concept and implementation of interventions to destigmatize mental illness: Results from research and recommendations for practice”, 2010

Content:

1. Recommendations for destigmatizing interventions
2. Interventions to reduce mental illness stigma worldwide
3. Interventions to reduce mental illness stigma in Germany
4. Content and target groups of interventions

Funded by the German Federal Ministry of Health
Project:
Research on destigmatizing interventions

1. Recommendations for Anti-Stigma-Interventions: state of research

Method: analysis of international publications

→ Interventions on different levels

Societal
- information campaigns
- legislative changes
- etc.
→ conception and implementation should involve people with mental illness

Interpersonal
- emphasizing a common identity
- providing contact to people with mental illness
- etc.

Individual
- changing attitudes
- targeting moral development
- improve knowledge about the stigmatized group
- etc.
→ most effective: education in form of teaching units, especially using different elements (e.g. computer-based or interactive elements)
2. Interventions to reduce mental illness stigma worldwide

Method: systematic literature review (years: 1963 to 2009)

Systematic search process in electronic databases: PubMed, EMBASE, MEDLINE, PsycINFO

Of 14,000 screened records, 82 publications about 63 antistigma-interventions were identified and analyzed.

Number of published interventions per year

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2. Interventions to reduce mental illness stigma worldwide

- Pupils/adolescents: 40
- Public professionals/Media: 33
- Students: 27
- Service user: 22
- Relatives: 18
- Police: 17
- Employer: 13
- Government: 9
- High risk group: 7
- Others: 5
- Others: 3
- Others: 5
2. Interventions to reduce mental illness stigma worldwide

Target group: employers/workplace

- 7 interventions included employers/workplace as target group
- UK (2), Germany (1), USA (1), Australia (1), Italy (1), Poland (1)
- 6 out of the 7 interventions were national campaigns
- All interventions included several target groups
- No evaluation focussing exclusively on workplace interventions
3. Interventions to reduce mental illness stigma in Germany

Method: National survey
Online questionnaire distributed by anti-stigma network (newsletter, forwarded by member organisations etc.)

- Response: 126 anti-stigma projects
- Projects on mental health at the workplace or target group „employers/management; employment centres“: 5 projects
4. Content and target groups for interventions

Method: analysis of publications, interviews with members of self-help organizations & focus groups with people with mental illness

Areas of experienced stigmatization

- Results of scientific studies:
  - Interpersonal relations
  - Workplace
  - Public image

- Results of focus groups:
  - Psychiatric and medical care
  - Workplace
  - Families and friends
  - Government agencies
4. Content and target groups for interventions

Relevant areas for future anti-stigma activities

- Results of interviews with members of self-help organizations:
  - Psychiatric care
  - Workplace
  - Society in general, particularly communities
  - Health care system and social framework (health insurances, social welfare office and federal employment office)
  - Police and judiciary (e.g. family court)

- Results of focus groups:
  - Psychiatric care
  - Workplace
  - Government agencies (mainly federal employment offices)
  - Families
Based on these research results a workplace intervention was developed

→ Workshop „Mental health at the workplace“

Concept and implementation of the workshop:

→ In co-operation with the National Association of Families with Mentally Ill People (BApK)
  
  o Based on the project „Mentally ill at work. What now?“ (granted with the anti-stigma award of DGPPN and Open the Doors in 2006)
  
  o Years of experience in company in-house-workshops on mental health

→ Involvement of people with mental illness
  
  o Experts „by experience“ involved in developing the workshop
  
  o Experts „by experience“ participating in the workshop
Project: Workshop “Mental health at the workplace”

**Target group:** executive staff at the workplace

**Objectives:**
- Destigmatization
- Prevention of mental illness
- (Re-)Integration

**Contents:**
- Facts about mental illness
- Conversation techniques for the workplace
- Occupational rehabilitation
- Prevention of mental stress and workplace health promotion
Project:
Workshop “Mental health at the workplace”

Material

• Information brochure „Mentally ill at the workplace. What now?“
  → Revised and extended version

• Documentary film: showing three cases of mentally ill employees (from crisis to recovery and re-integration at the workplace)

• Intranet fact sheets

• Emergency card

Pilot implementation of the workshop:

• At the Berlin State Authority of Health, Environment and Consumer Protection (1st/ 2nd March)
Evaluation

- Study design: pre-test, post-test, 6 months follow-up; control group
- Target groups:
  - Workshop participants
  - Employees (with / without mental illness)
- Quantitative and qualitative methods
- Evaluation of:
  - Effort-Reward Imbalance
  - Burnout-Risk
  - Knowledge about mental illness
  - Social distance
  - Implementation of
    - Workplace health promotion strategies
    - Occupational rehabilitation strategies
- First results to be expected end of 2011
Facilitators and barriers to implementation

+ Public awareness of mental health and work-related burn-out has increased

- Awareness of mental health as part of business strategy on health prevention is still very low

- Companies are very sensitive about data protection on this subject (problem for evaluation)
Thank you for your attention
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