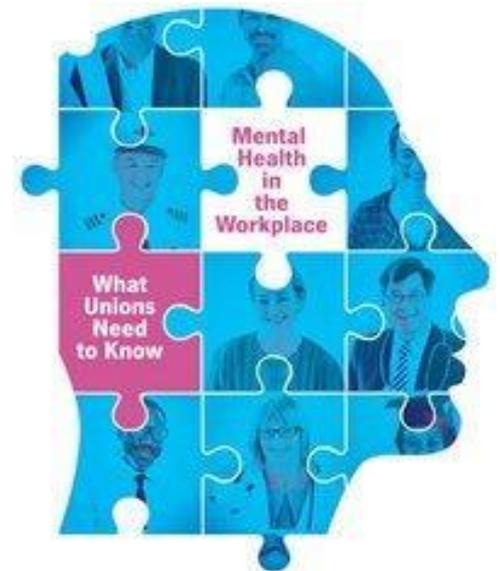
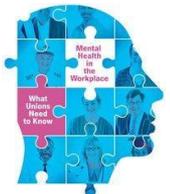


MENTAL HEALTH IN THE WORKPLACE

21ST OCTOBER 2014



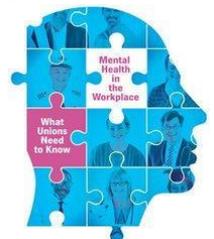
**Tens of thousands of workers face
prejudice and stigma because of mental
health problems**



A PRIORITY FOR CONGRESS AND UNIONS

Research from organisations including OECD, EUOSHA, Eurofound

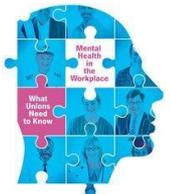
- Around half of workers consider work-related stress (WRS) to be common in their workplace
- WRS is the second most frequently reported work-related health problem in Europe
- 50-60% of all lost working days can be attributed to WRS and psychosocial reasons
- 1 in 6 workers will suffer from mental ill health during their working life
- If untreated, individuals suffering from depression or anxiety can quickly find themselves out of work
- After long periods of sickness absence, individuals find it difficult to return to work.



CAUSES OF WORK-RELATED STRESS (EUOSHA)

- Excessively demanding work and/or not enough time to complete tasks;
- Conflicting demands and lack of clarity over role;
- Mismatch between job demands and an individual's competency;
- A lack of involvement in or of influence over the way a job is done;
- Working alone and/or being subject to violence and aggression from a third party, unwanted sexual attention, threat of or actual physical violence etc;
- Lack of support from management and colleagues;
- Bullying;
- An unjust distribution of work, rewards, promotions or career opportunities;
- Ineffective communications, poorly managed organisational change and job insecurity;
- Difficulties in combining commitments at work and home.

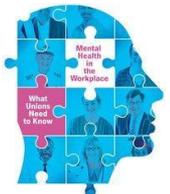
‘Workers experiencing prolonged stress at work may go on to suffer serious mental health and physical health problems’



IRELAND

"The Changing Workplace: A Survey of Employees' Views and Experiences" ESRI/NESDO 2010

- Over half of workers reported a reduction in staff numbers where they work in preceding 2 years.
- One third of workers said that their job security had decreased (4% 2003).
- 21% of employees reported a decline in hourly pay in the previous two years (non-existent in 2003).
- 54% of employees reported that the pressure they worked under had increased in the preceding 2 years (34% in 2003).
- The proportion stating they have to work 'very hard' was up from 51 to 58%, while those saying they did not have enough time to get everything done increased from 38 to 47%
- There was no change in the level of work-family conflict between 2003 and 2009.

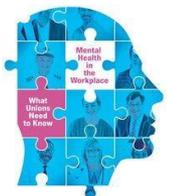


COMPARATIVE ANALYSIS ON WORK-RELATED STRESS - EUROFOUND / EWCO

Ireland *(Tony Dobbins 2010)*

- Increased incidence of work-related stress in Ireland
- Difficulty in getting precise estimates for incidence and extent of workplace stress due to the lack of data
- Monitoring of work-related stress at national level is weak
- Main causes of workplace stress linked to deficiencies in the management and organisation of work, and to too little attention being paid to the interests and rights of workers.

Notes success of HSA's '**Work Positive**' promotion, awareness raising and risk assessment tool to help employers identify the potential causes of stress at work.

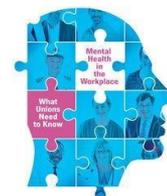


IMPACT OF THE CRISIS ON WORKING CONDITIONS IN EUROPE

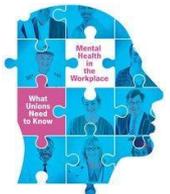
2013 EUROFOUND

Ireland

- Significantly high changes in job insecurity
- A positive correlation between job insecurity and the effect of the crisis.
- An increase of temporary employment due to increasing flexibilisation of employment conditions during crisis.
- Greater work intensity.
- Higher percentage of workers reported being more worried about their work–life balance.
- Also higher incidence of health-related factors such as absenteeism and accidents at work.



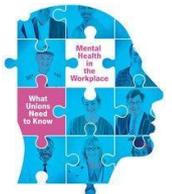
Other research points to the ‘Crisis’ and the increase in work pressure in terms of increasing job insecurity, staff cuts and company reorganisations - factors that have had a significant impact on work pressure in Ireland.



Working conditions and treatment in workplace have a significant bearing on worker stress and well-being

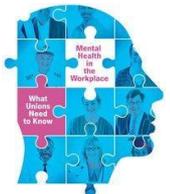
Employers have duties and obligations to assess and manage psychosocial health risks in the workplace and to create supportive workplace

WE need to ensure that this happens



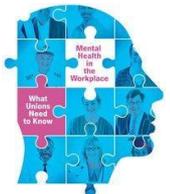
A PRIORITY FOR CONGRESS AND UNIONS...

- Full implementation of strategies for mental health care including funding for and staffing of services.
- Access to and continuing attachment to work has to be a desired outcome in the management of mental health illness.
- Increased workplace rights - ensure EC's Regulatory Fitness and Performance Programme (REFIT) – does not erode rights including H&S.
- Strengthen institutions that protect, secure and advance rights.



WE HAVE TO BE THE CHANGE

- Ensure that employers fully observe their obligations;
- Help create supportive workplaces - negotiate for workplace policies to address WRS/psychosocial issues;
- Appoint and train Safety Representatives and make WRS/ psychosocial risks a priority agenda;
- Represent members with mental health concerns effectively (negotiate working adjustments, recording WRS absences separately);
- Deal with stigma by challenging prejudice and addressing deficits in understanding;
- Develop Disability Champions;
- Make mental health issues and the improvements in workplace rights part of the campaign agenda;
- **Organise**



Worker participation is associated with better quality management of health and safety in general and psychosocial risks in particular.

