Signing the National Charter for Mental Health in the Workplace

and Taking the pledge to ensure a mentally healthy workplace

#Don't_miss_the_opportunity

Learn more why this is crucial for you and your organisation

True or False

We all have mental health, just as we all have physical health

TRUE

✓

- Mental health is a state of well being where every individual realizes his or her own potential. Mental health includes emotional, psychological and social well being.

- Our mental health affects how we think, feel and act. It also helps determining how we handle stress, establish and maintain relationships with others, work productively and make choices.

True or False

Our personal and professional life can impact mental health and can lead to a mental disorder

TRUE

✓

- Mental health, like physical health, can fluctuate on a spectrum from good to poor. We encounter protective factors and risk factors in not only our personal but also our professional life that impact mental health and can lead to a mental disorder.

True or False

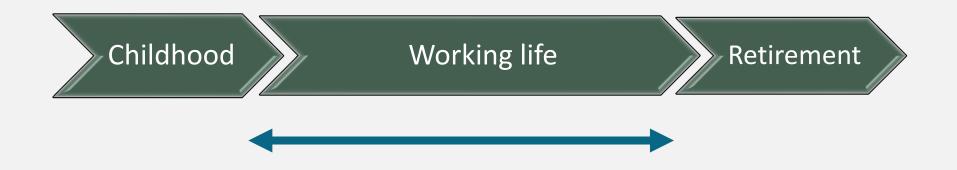Everyone is at risk of developing mental disorder at some point in their lives

TRUE

✓

- One in four persons will go through a mental disorder at any point in their lives.

- We are all vulnerable to mental ill-health irrespective of age, gender, personality or background.

- **Mental health concerns us all!**

Why is maintaining mentally healthy workplaces important?

Why is it something the organization cannot afford to ignore

People spend most of their lifetime at work

| Childhood | Working life | Retirement |

✓ Addressing mental health in the workplace can have a large-scale impact on the wellbeing of the whole society

✓ Working individuals spend most of their life span at work, they grow and develop in their workplaces

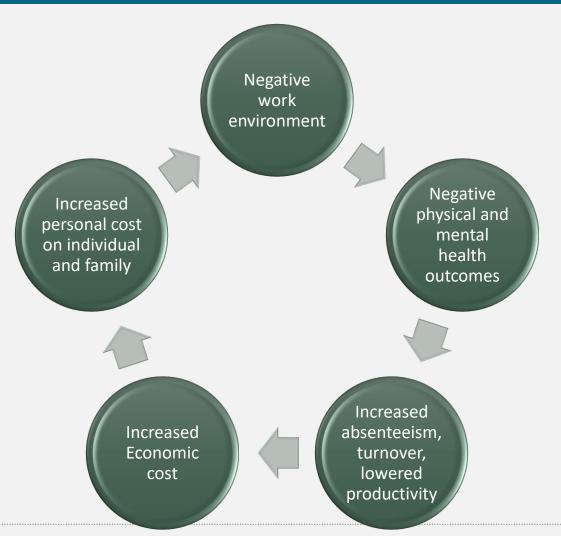✓ Children, seniors and the unemployed depend on the workforce for a living

There is a bi-directional positive link between a healthy workplace and mental health

Working individuals need to be sufficiently healthy (physically AND mentally) to perform their tasks

A mentally unhealthy work environment can increase the risk of developing common mental disorders, especially depression and anxiety

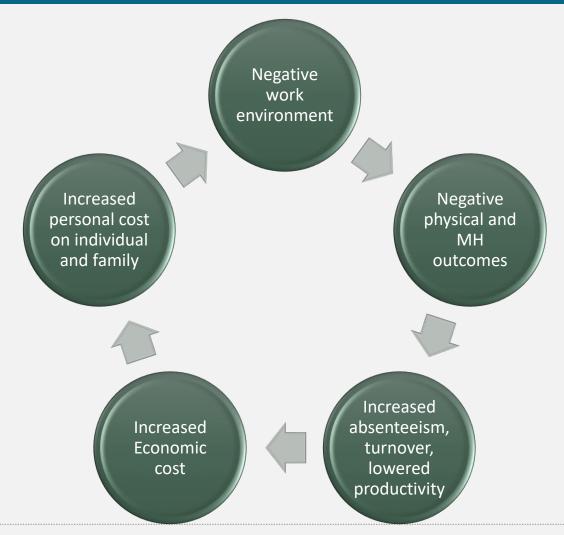# There is a huge economic cost linked to failure to address mental health in the workplace.

- ✓ A mentally unhealthy work environment - that is, one that is loaded with stress and poor managerial and organizational practices which affect the mental health of staff - can increase the risk of mental disorders, especially depression, anxiety disorders, or substance use disorders.

- ✓ In Lebanon, mental ill-health is equally responsible for days being unable to work as physical ill-health; which amounted to around 64 days in previous estimates (Karam et al, under review).

There is a huge economic cost linked to failure to address mental health in the workplace.

- Mental disorders in the workplace are recognized as a **global public health concern** given their wide range of **economic and personal costs** on individuals and organizations (WHO, 2017)

- **US$ 1 trillion loss in productivity** is the estimated yearly global cost of anxiety and depression alone (WHO, 2017).

- In Lebanon, available estimates point to a loss in productivity amounting to 5% of the workforce output (Karam et al, under review).
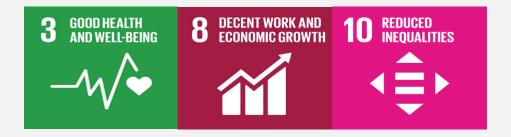
Negative work environment

Negative physical and MH outcomes

Increased absenteeism, turnover, lowered productivity

Increased Economic cost

Increased personal cost on individual and family

So, maintaining a mentally healthy workplace is not only the ethical thing to do, but also **the smart thing to do financially**

- ✓ A systematic review suggests that the Return on Investment of interventions to improve mental health at the workplace ranges from 0.4:1 to 9:1 in the available literature (Deloitte, 2017).
- ✓ This range shows that even the slightest actions can be cost-effective while more extensive interventions yield the highest value.
- ✓ Implementing multiple targeted actions is likely to lead to further increases in ROI (PwC, 2014).

Mental health in the workplace is a global development priority

✓ Directly contributes to at least 3 of the **Sustainable Development Goals (SDGs):**

✓ Directly contributes to all SDGs due to its link to productivity

> **"This is not just a public health issue; it's a development issue. We need to act now because the lost productivity is something the global economy simply cannot afford"**
>
> *Jim Yong Kim, President of the World Bank 2016*

The National Charter for Mental Health in the Workplace

WHAT IS IT?

OBJECTIVE

To support employers in ensuring mentally healthy workplaces for them, their teams and their business to thrive.

The National Charter for Mental Health in the Workplace

✓ Set of key principles and actions that employers should strive to implement if they want to take the right and smart step of committing to protect, promote and support mental health in their workplace.

✓ Designed in line with best practice, the latest research and international recommendations

✓ Developed by the Lebanese Ministry of Public Health and the World Health Organization through a participatory process with many stakeholders that included:
  ✓ A situation analysis with formative interviews with employers and employees,
  ✓ Review of the draft-Charter by experts and by employers and employees, including HR managers from the public, private and NGO sectors in Lebanon.

✓ Contains practical general guidance that can be useful across-the-board and easily adaptable for different workplaces with different shapes, sizes, working practices and environments.

The National Charter for Mental Health in the Workplace

Through signing the charter, commitment is made to the below goals:

I. Protect mental health by reducing work-related risk factors and increasing protective factors

II. Promote mental health by developing positive aspects of work and worker strengths/capacities through proactive programs and positive leadership

III. Provide pathways to appropriate support for employees going through a mental disorder and promote recovery and return to work, regardless of cause

The National Charter for Mental Health in the Workplace

Protecting mental health by reducing work-related risk factors and increasing protective factors

1. Ensuring fairness and equality of opportunity in staff management
2. Setting policies and procedures to maintain a physically and mentally healthy workplace, free of harassment and bullying, and challenging any gender or health-based discrimination in the workplace
3. Recruiting based on organizational needs and competence, ensuring effective communication to all employees of clear roles and responsibilities, and recognizing and rewarding them appropriately
4. Involving employees in decision-making, fostering a sense of ownership and participation
5. Ensuring employees have a sense of control and flexibility related to demands and time, an acceptable workload, and promoting a healthy work-life balance
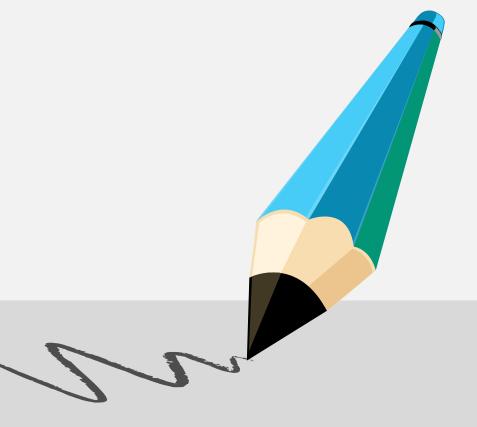6. Developing mindful, fair, supportive and empowering managers that would act as champions of the above

Promoting mental health by developing positive aspects of work and employee strengths and capacities

7. Using positive approaches in leadership and ensuring employees' representation in the strategic decisions
8. Providing empowerment and training opportunities to support professional development
9. Raising awareness about mental health and wellbeing and building capacity on self-care
10. Equipping human resources managers and line managers to create opportunities for conversations about mental health

The National Charter for Mental Health in the Workplace

Providing support for employees going through a mental disorder and promoting recovery and return to work

11. Supporting access of employees to mental health services and resources
12. Ensuring a supportive environment for employees with a mental disorder so they can fully engage and work in a stigma-free culture

Why Pledge?

THE NATIONAL CHARTER
FOR MENTAL HEALTH IN THE WORKPLACE

We, the undersigned employers and managers, commit to work with the Ministry of Public health and all relevant stakeholders to ensure that the work environment is protective and supportive of mental health and promoting of wellbeing through:

Protecting mental health by reducing work-related risk factors and increasing protective factors

1. Ensuring fairness and equality of opportunity in staff management
2. Setting policies and procedures to maintain a physically and mentally healthy workplace, free of harassment and bullying, and challenging any gender or health-based discrimination in the workplace
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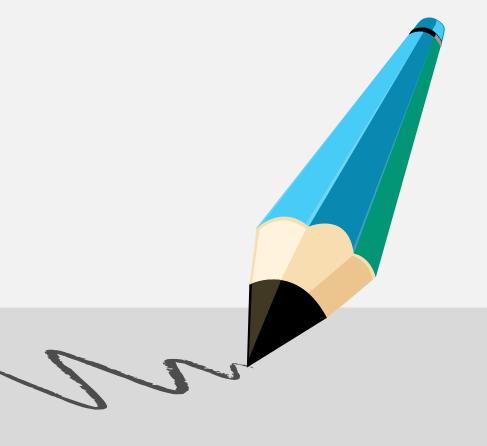
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11. Supporting access of employees to mental health services and resources
12. Ensuring a supportive environment for employees with a mental disorder so they can fully engage and work in a stigma-free culture

Signatories:

For more info about the initiative -> www.mhworkplace.moph.gov.lb - tel: +961 1 611 672 - mentalhealth@moph.gov.lb

Why Pledge?

▶ **Employers have a key responsibility because persons spend most of their lifetime at work and work impacts mental health**

A mentally unhealthy working environment can increase the risk of developing common mental disorders, especially depression, anxiety or substance use disorders.

"A healthy workplace is one where employees and managers work together to protect and promote their health, safety and wellbeing and the sustainability of the business."

World Health Organisation

Why Pledge?

► **The charter addresses the risk factors for mental health in the workplace, which are well known based on evidence**

These determinants range from high work demands, inflexible schedules, poor communication, poor health policies, low participation in decision making, poor social interactions and lack of appreciation.
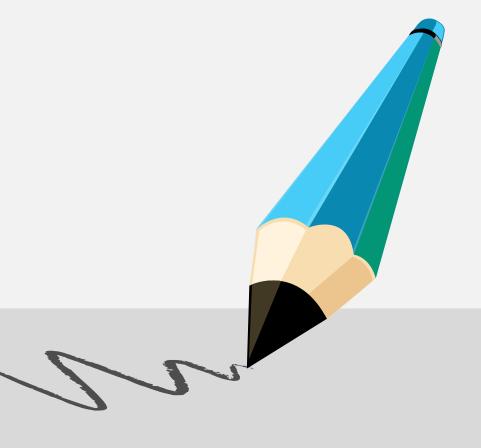
Why Pledge?

▶ **To prevent huge economic cost linked to mentally unhealthy workplaces.**

- Cut Absenteeism and Presenteeism

- Prevent turnover

- Boost commitment, motivation and productivity

Why Pledge?

► **Practical and cost-effective ways to promote mental health in the workplace are available.**

Mental health promoting actions don't have to be costly; small changes in practices can have a high return on investment.

Many of the actions relate simply to good management practices, and can be useful for the organization on a wider scope.
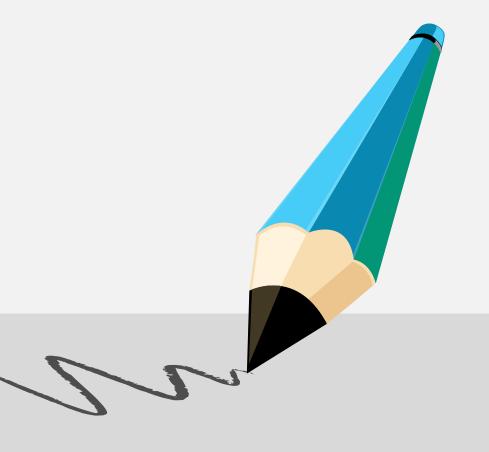
Why Pledge?

▶ **Signing the charter reflects on your image as an employer.**

Organisations that look after their employees are the ones that are more attractive to the right people.

Employees favour a workplace that cares for their wellbeing and demonstrates support for wellbeing through a healthy work/life balance and strong diversity policies

World Federation for Mental Health, 2017: Mental Health in the Workplace

Why Pledge?

► **You are also taking a step contributing to national development**

The workplace is identified as a key platform of action as part of the mental health reform in Lebanon.

It is not only a health issue, it is a development issue that is becoming a global priority.

So…
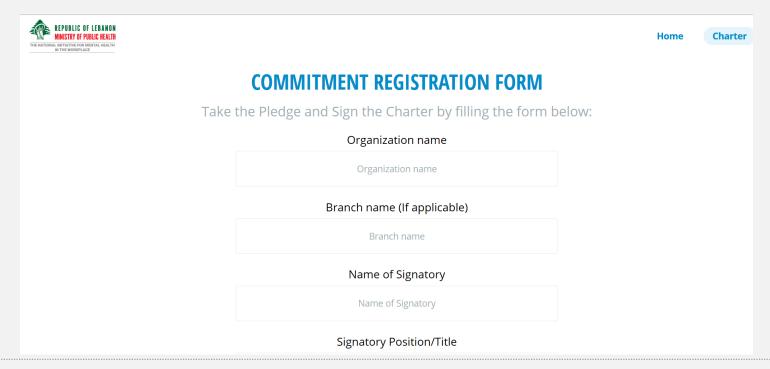# #Don't_miss_the_opportunity

Take action now

SIGN THE CHARTER AND TAKE THE PLEDGE

How can an organization take the pledge?

SIGN THE CHARTER

How can an organization take the pledge?

✓ The Charter must be signed by the employer him or herself or someone with authority to act on behalf of the employer

✓ By filling out the commitment form on the national website for the initiative: **mhworkplace.moph.gov.lb**

What will the organization get?

AFTER SIGNING THE CHARTER
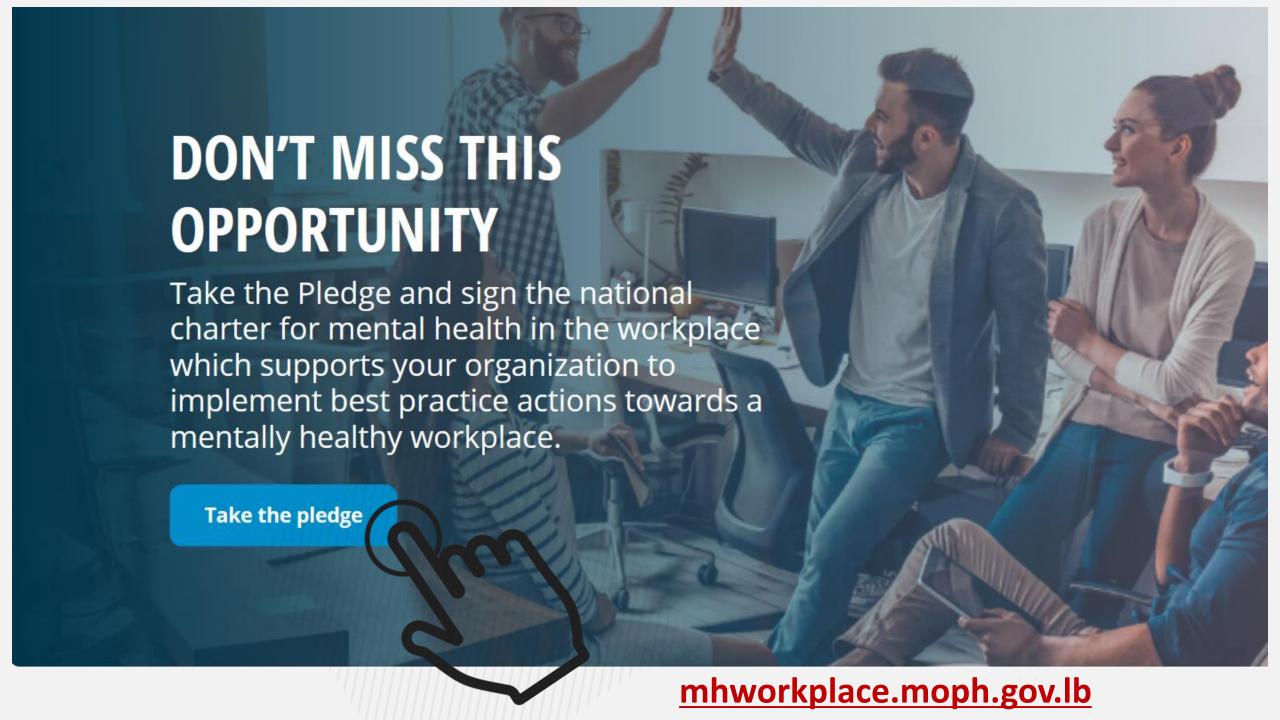
What will the organization get?

Once you've signed the Pledge, you'll have access to a package of support which includes:

✓ **A booklet** with general guidance and tips on how to implement the commitments.

✓ Invitation to **nominate a mental health champion** (Human Resources manager or similar profile) from the organization **that will receive trainings from the Ministry of Public Health on**:

1. **A Training for champions** that will build their knowledge and literacy about mental health and policies related to mental health in the workplace and equip them to communicate about mental health, identify workplace stressors, advocate for necessary changes to address them and support colleagues going through mental ill-health.

2. **A Training of Trainers on Self-Care** that will build their capacity to provide trainings on self-care to employees in your organization
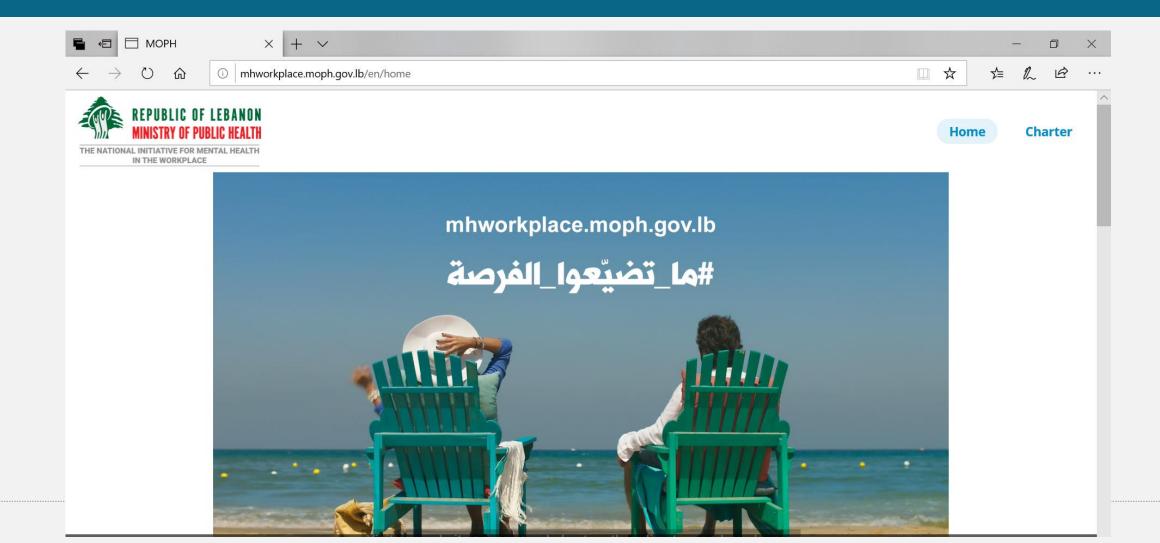
What will the organization get?

Once you've signed the Pledge, you'll have access to a package of support which includes:

✓ **Large posters** of the charter to display in your organization's workspace.

✓ Inclusion in the **mailing list of the national initiative** for mental health in the workplace to receive updates and best practices exchanges and to be invited to activities that may be carried as part of the initiative.

✓ **Listing on the website of the National Initiative for Mental Health in the Workplace** as part of the organisations that have taken this important first step towards mentally healthy workplaces.

DON'T MISS THIS OPPORTUNITY

Take the Pledge and sign the national charter for mental health in the workplace which supports your organization to implement best practice actions towards a mentally healthy workplace.

Take the pledge

mhworkplace.moph.gov.lb

Visit the national website now: mhworkplace.moph.gov.lb

For more information…

**Contact the National Mental Health Programme
at the Ministry of Public Health**

Email: **mentalhealth@moph.gov.lb**

Telephone: **+961 1 611 672**