



Organizer:



# INTERNATIONAL CONFERENCE «MENTAL HEALTH IN THE WORKING PLACE»

In cooperation with:



---

# INTRODUCTION

---

For the modern man and society in general, mental health, working efficiency and quality of life are inseparable concepts, defining the overall health and usefulness of both the individual and social life. Professional activity is the most important sphere of human life and professional identity almost universally serves as the foundation of personal identity, thereby determining the entire hierarchy of needs and spiritual meanings of each individual and the whole society. In this regard, the professional status of the individual, the level of professional competence and performance heavily influenced both the objective evaluation of the social significance of each of us and our self-esteem.

Currently, high working efficiency is a prerequisite for success in any field of activity, and the requirements for it are constantly increasing. Parallel to this, requirements for various external and internal factors and conditions of conserving and enhancing efficiency are differentiated. And the more the society is developed, and, accordingly, the higher the level of its production's development, the more attention is paid to such a factor as mental health, although many believe that its importance for a successful career is still underestimated.

In some developed countries, depression and other mental disorders, including disorders associated with taking psychoactive substances and drugs are the main cause of incapacitation and absenteeism. Psychiatric diseases lead to a greater number of absences from work, compared with chronic somatic diseases such as diabetes, asthma, arthritis and others. In the US, mental disorders and substance abuse are the second leading cause of temporary disability and the third leading cause of permanent disability of the working population. In the countries of the Northern Dimension Partnership, mental disorders have become one of the main reasons for issuing sick leaves and early retirement. In Germany, mental diseases have become a major cause of incapacitation in industries - more than 30% of cases. Almost every third early retirement is in one way or another associated with a mental disorder. In connection

with the ongoing economic recession, the burden of mental illnesses creates new challenges for employers and employees in virtually all countries of the European region.

In addition, everyday stress caused by both mental disorders and excess of intensive work (presenteeism, workaholism) contains a high risk of psychosomatic diseases, particularly cardiovascular diseases, diabetes and even cancer. The World Health Assembly resolution “Global Plan of Action on Worker’ Health 2008-2017” recommended to take measures for the promotion of healthy lifestyle and prevention of noncommunicable diseases in the workplace, in particular, promotion of healthy eating and physical activity among employees, to approve the decision to quit smoking, to pay attention to the harm and dangers of alcohol consumption, to support mental health in the workplace and to care for the health of the family.

The WHO/Europe Plan of Action on the implementation of the European Strategy for the Prevention and Control of Noncommunicable Diseases (2011-2016) acknowledges that the advancement of health in the workplace is not only directed at the prevention of diseases, but also at the optimization of the worker’s well-being, from which both the worker and the employer benefit. Improving working conditions, introducing mechanisms that allow people to design their own working environment and improve their work leads to healthier and safer, and therefore more productive workplaces. Traditions of promoting a healthy lifestyle and on-the-job safety already exist in Canada, Finland, Germany, Iceland, Norway and Sweden.

The following stand out among the traditional topical issues directly related to the issue of mental health in the workplace:

- stress at work;
- professional burnout;
- relationship between work, family and personal life;
- physical and psychological violence and oppression at work (mobbing, bullying, harassment);

- reliability and security of professional activity;
- employment issues (including new forms of employment);
- conservation and maintenance of physical and mental health of the working person.

Today in addition to them, in the opinion of many European experts, the questions of the mental health of migrant workers and immigrants have become acute. Internationalization and increased global competition, changes in the configuration of labor and the continuous development of information and communication technologies in general further actualize the stated problem.

In addition to all this, the results of studies under the auspices of the European Agency for Safety and Health at Work show that changes in the professional activity and work over the last few decades have led not only to an increase in the quantity, but also to changes in the content of the social and psychological risk factors. According to experts, the new social and psychological risk factors include:

- new forms of employment contracts and instability at work;
- increase in the average age of working people;
- intensification of labor;
- great emotional burden at work;
- violation of the balance between work and personal life.

It should be noted that recent studies on mental health in the workplace have been increasingly manifesting a growing interest in the study of positive aspects of occupational health.

The following issues are under development:

- leadership and occupational health ("authentic leadership");
- emotions and occupational health ("emotional revolution," "emotional intelligence");
- different organizational intervention programs.

The following areas for future research are named the most important and promising ones:

- problems caused by the aging of labor;
- changes in technology (development of the Internet and telecommunications) and the study of the professional health features of people employed in the field of virtual work;
- developing the concept of corporate social responsibility in the context of addressing security and ensuring occupational health of employees;
- moral and ethical aspects of occupational health, the role of organizational support of equity in health in the workplace;
- security of professional activity in terms of organizational culture;
- the study of presenteeism, which is defined as attendance during an illness and its impact on the effectiveness of activity;
- studying the positive effects of the interaction and relationship between work and personal life, when experience or participation in one role enhance the quality and performance in the other;
- psycho-physiological recovery after work, studying the role of leisure activities in the preservation of occupational health;
- the study of humor as an organizational resource to maintain occupational health at the micro-, meso- and macro-levels;
- problems of occupational health cross-cultural psychology.

It is these areas that are likely to determine the logic of the development of occupational health psychology in the next 5-10 years.

---

## GOALS & OBJECTIVES

---

Development of practical recommendations for the restoration and preservation of human mental health in the working place and identification of new areas in the comprehensive study of the problem.

### Main objectives of the Conference:

- Unification of the international expert community represented by professionals in the field of health, science, social protection, education, arts and culture, sports and physical culture, economics and law, information and printing, as well as prominent figures of the public and business communities to develop a consolidated position on the issue of human mental health in the workplace.
- Identification of the most important predictors of human mental health in the workplace and revealing new approaches to organizing activities for its preservation and improvement based on the biopsychosocial approach.
- Presentation of scientific and practical achievements in the field of mental health protection in the workplace.

---

## SCIENTIFIC AREAS

---

### **1. Mental health in the workplace and quality of life**

Mental health, professional employment and quality of life. Mental health, modern working conditions and organizational culture of professional activity. Mental health and improvement of productivity. Professional leadership and mental health. Mental health of people employed in the field of virtual work. Age, professional activity and mental health. Mental health, work and personal life. Occupational stress and professional emotional burnout: causes and manifestations. Mental health of people of extreme professions. Presenteeism, its conditional factors and possible consequences. Violence and psychological oppression at work (mobbing, bullying, harassment). The relationship of physical and mental health in professional activity. Moral and ethical aspects of professional and mental health.

## **2. Prevention of mental disorders arising in the field of professional activity**

Modern principles of preventive mental health care in the workplace. Biological and psychosocial risk factors of mental health disorders in the course of professional activities. Monitoring of mental health in the workplace. Integrative approach in the organization of preventive interventions for mental health care in the workplace. Psychophysiological recovery after work, role of leisure-time activities. Mental health of workers and their families. Corporate social responsibility in providing occupational and mental health of employees. State regulation in the field of mental health in the workplace. Medical prevention of mental health disorders in the course of professional activities. Prevention of addictions and mental health security in the workplace. Physical culture and sports in mental health security system in the workplace. Informing the public on the protection of occupational and mental health. Mental health of the younger generation as a guarantee of quality occupational health.

## **3. Professional activities of persons with mental disorders**

Labor law and protecting the rights of people with mental disorders. Discrimination against people with mental disorders in the area of professional activity. Stigmatization and self-stigmatization of people with mental disorders in the area of professional activity. Employability, occupational therapy and professional rehabilitation of people with mental disorders. Variety of options for the employment of people with mental disorders. Employment of people with mental disorders, inclusive employment. Medical and psychiatric institutions in the employment of people with mental disorders. Public-and-private partnership in the employment of people with mental disorders. Non-profit organizations in the employment of people with mental disorders.