



MENTAL HEALTH AND WORK

Some lessons from the OECD review

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MHE Event

The role of employment in the lives of people with mental health problems

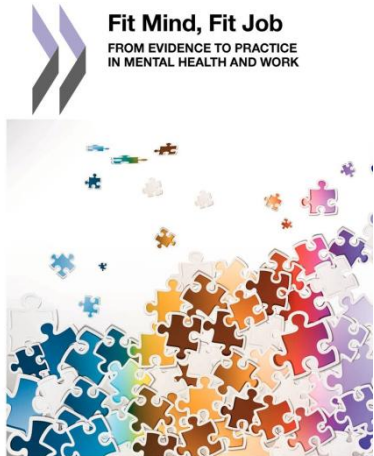
Brussels, 10 December 2015



OECD's Mental Health and Work review, 2011-2015



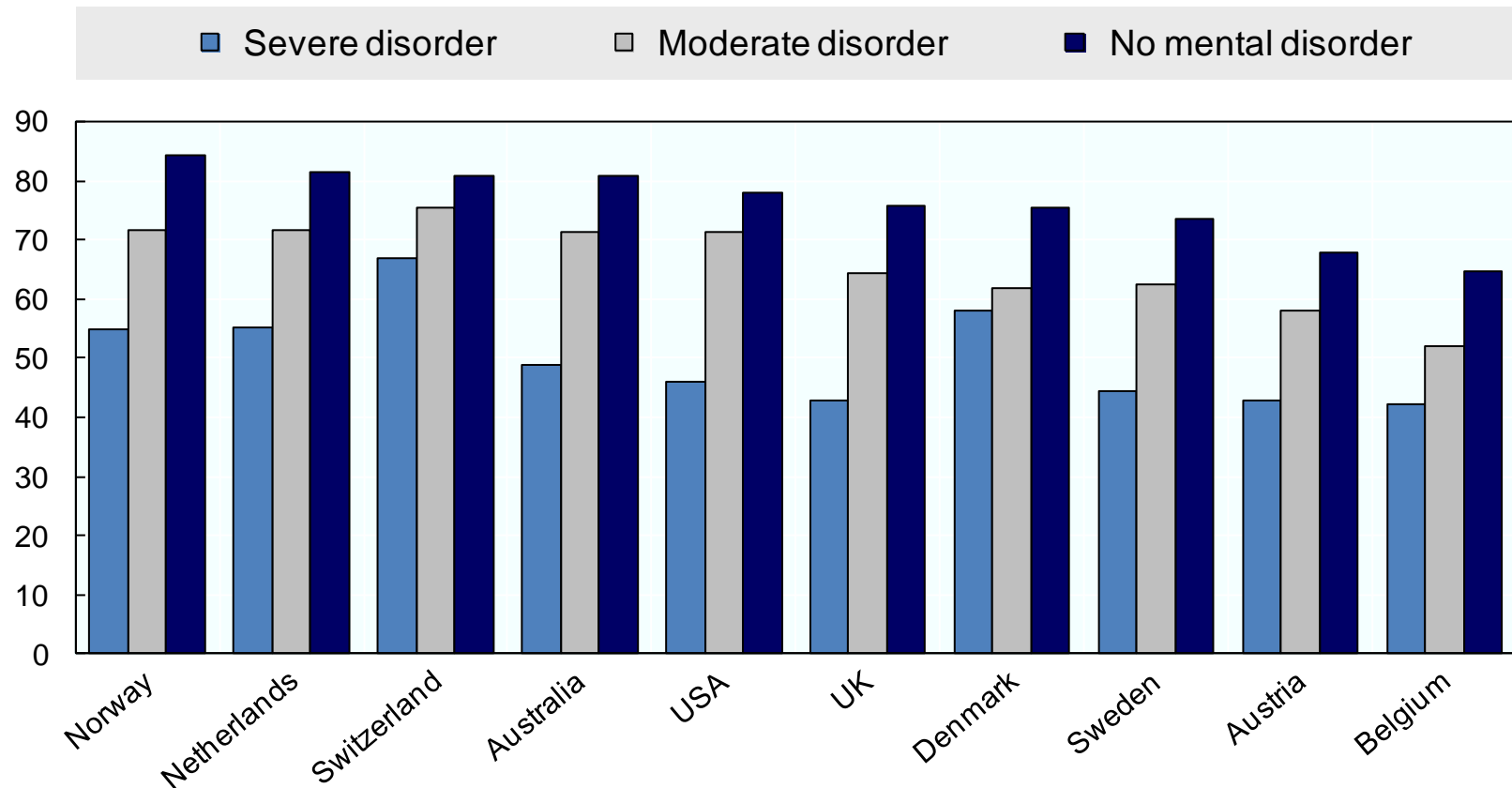
- ***SICK ON THE JOB? MYTHS AND REALITIES ABOUT MENTAL HEALTH AND WORK (2011)***
- ***Mental Health and Work: Series of nine^(a) country reports (2011-2015)***
- ***High-Level Policy Forum on “Bridging Employment and Health Policies” (March 2015)***
- ***FIT MIND, FIT JOB FROM EVIDENCE TO PRACTICE IN MENTAL HEALTH AND WORK (2015)***
- ***Recommendation of the OECD Council on Mental Health, Skills and Work policies (2016)***





Most people with a mental disorder are in work but the employment gap is significant

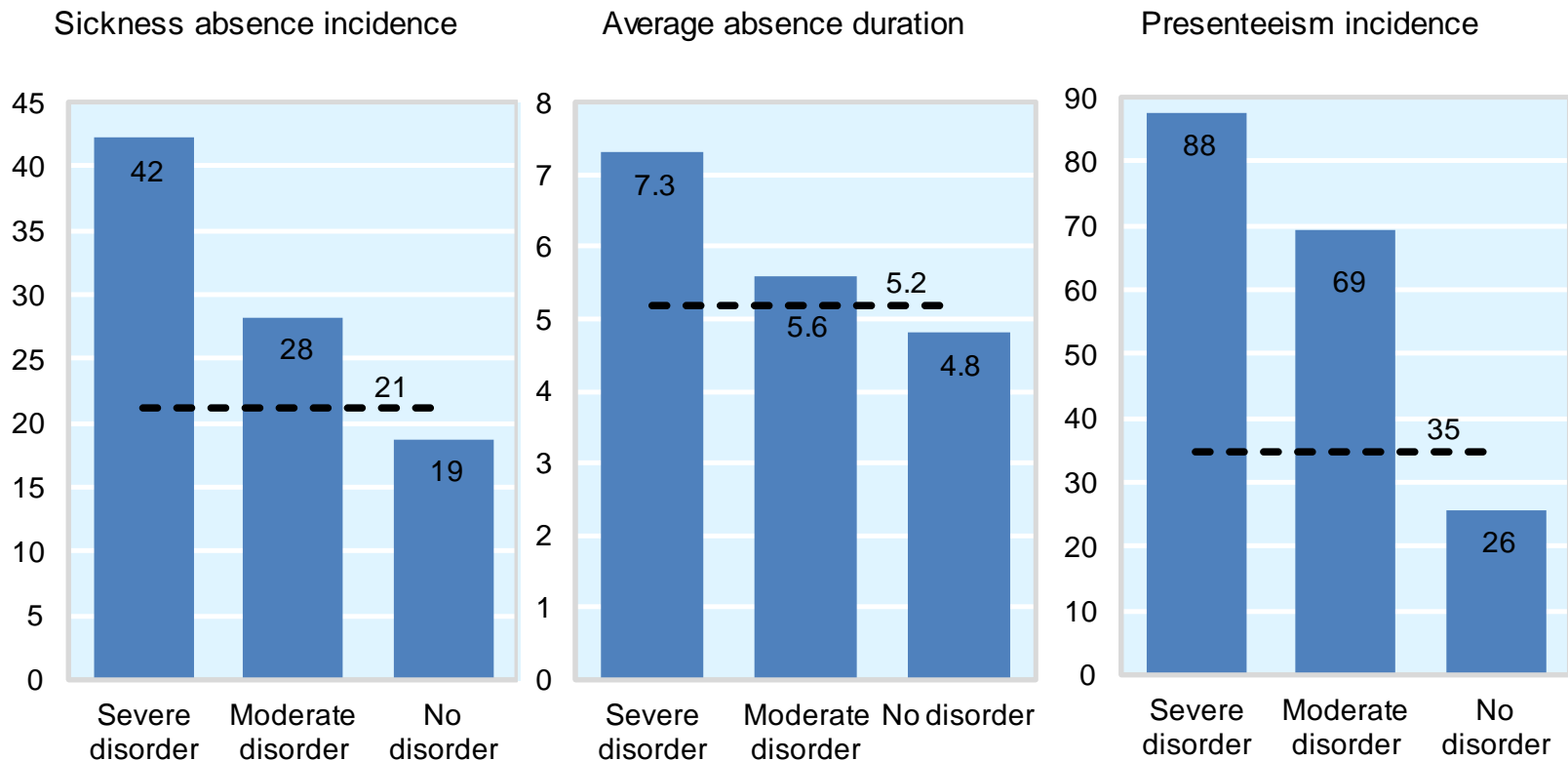
Employment rate (in %) in selected OECD countries, latest available year





In addition, productivity losses at work are large for workers with a mental disorder

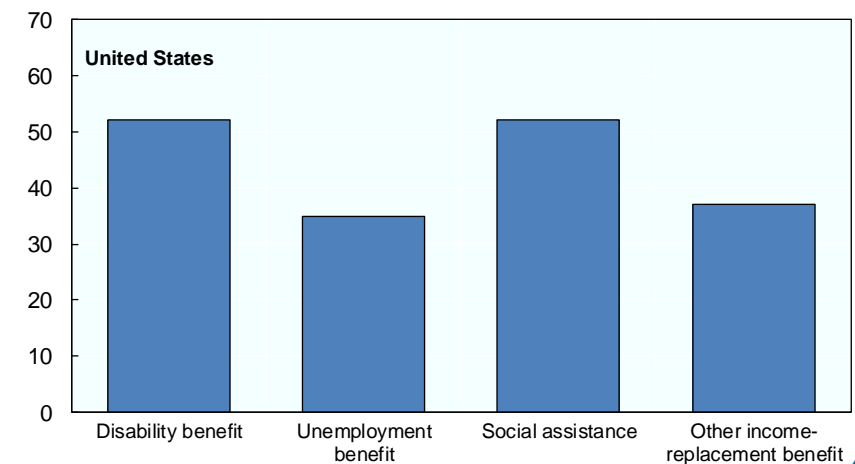
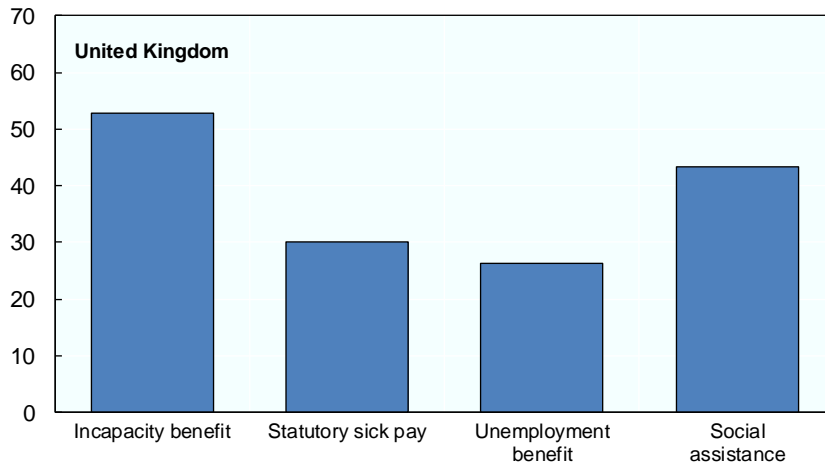
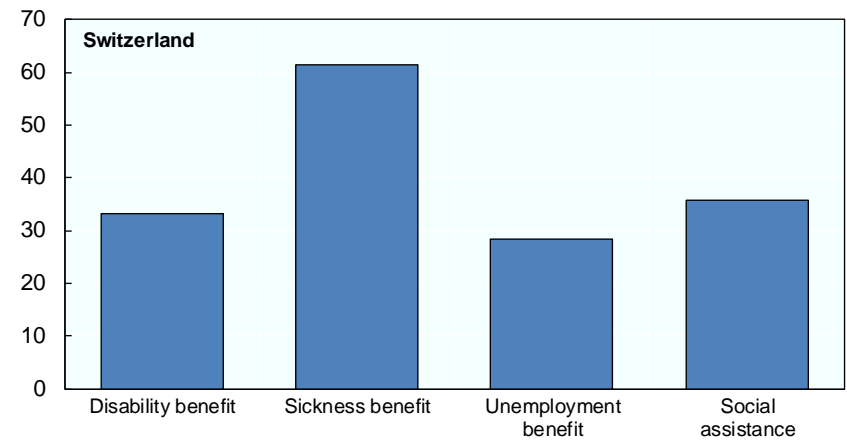
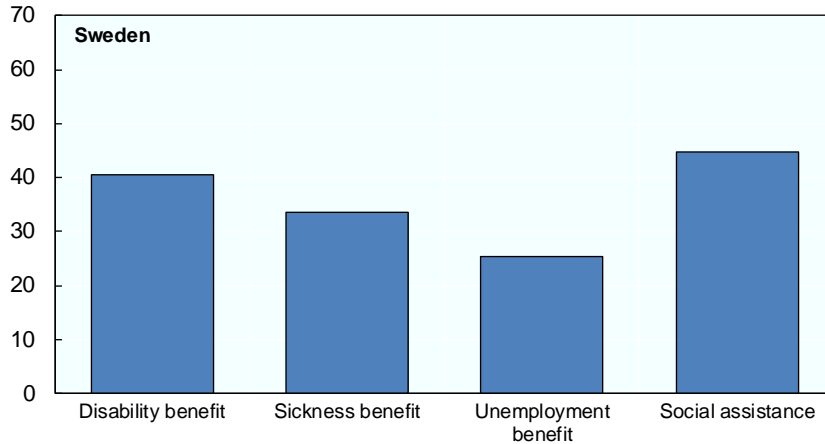
Measures of productivity loss: Sickness absence incidence and duration and proportion of workers accomplishing less than they would like because of a health problem, 2010





And, mental illness is both a key driver and a key problem of unemployment and inactivity

Share of beneficiaries with a mental disorder, by type of benefit, around 2010





The role of employment in the lives of people with mental health problems

- Most people with MHPs are in work
- Work contributes to mental wellbeing
- Work can improve/fasten treatment outcomes
- Symptom recovery not needed for return to work
- Both mental health and work support are needed



THREE KEY LESSONS FROM THE OECD REVIEW



1) When? The right moment for intervention

Earlier intervention to prevent long-term costs

- Policy in all fields is too reactive
- Action only after people end up at support services
- Prevention, early identification and early action is needed
- Schools & workplaces are ideal settings
- Once out of work, time is critical



2) How? The right way to deliver services

Better integrated health & employment services

- Mental health system has no focus on role of work
- Employment systems wait until jobseeker is cured
- Health and employment needs to be tackled together
- Share information and collaboration
- Integrated services within sectors



3) Who? The key actors needed to take action

Better competence and support for key actors

- Involve first-line actors: Teachers – employers – employment counsellors – general practitioners
- Lack of attention, stigma, feeling incompetent
- Tools to identify problems and knowledge on what to do
- Knowing how to access professional support
- Opening up a new culture to discuss MHPs



Towards a Recommendation of the OECD Council

Four policy principles

- Helping young people through mental health awareness and education policies
- Developing an employment-oriented mental health care system
- Better workplace policies with employer support mechanisms and incentives
- Making benefits and employment services fit for claimants with mental health problems