

## Mental Wellbeing at Workplace

(In collaboration with Unilever) – A FICCI HR Committee Initiative

### BACKGROUND

As per WHO, about 50% of mental health disorders start by the age of 14; 1 billion people live with a mental disorder and it is expected that in the next 10 years, depression will put more burden on nations than any other disease. It was also estimated in 2019 by WHO, that the economic loss due to mental health conditions between 2012 and 2030 will stand at around US\$1.03 trillion.

There has been increased awareness amongst masses, however stigma continues to play a key role in inhibiting reach or access to care. Reporting mental health issues in the workplace is far more unlikely as compared to other health conditions. Organisations today, have the greater responsibility of not only empowering employees by providing access to resources, but going beyond to identify, highlight, and prevent behaviours that could contribute to adverse mental health symptoms amongst the workforces.

FICCI- Unilever Mental Health Championship Program aims to create psychological safety at workplace to equip and enable employees to have conversations with peers and colleagues on issues of Mental Health. It aims to destigmatize the domain of mental wellness and to foster and create an army of volunteers in an organisation to address mental health concern among employees at first hand level.

### OBJECTIVE

The aim of this initiative is to achieve the following goals:

- Increase awareness about mental health challenges and eliminate the stigma associated with them in Indian workplaces.
- Develop a workplace culture that prioritizes psychological safety and encourages employees to seek help when needed.
- Empower mental health champions in the workplace who can provide a supportive environment for employees to discuss their mental health concerns with their colleagues and friends.
- Establish a first line of support within the organization for employees facing mental health issues.

### PROGRAM DESIGN

The program aims to empower volunteers (at any level) in the workplace to provide a safe environment for employees and eliminate the stigma associated with Mental Health. The course will be offered virtually and will include two (2) sessions which are each two (2) hours in duration, or a single session of 4 hours delivered by seasoned Unilever trainers (for a total of 4 hours). The workshop design is as follows:

<p>Introduction and setting context for Mental Health</p> <ul style="list-style-type: none"> <li>• Introduction to the MHC Programme</li> <li>• Role of Mental Health Champion</li> <li>• Overview of Mental Health in workplace</li> <li>• LARAS Model</li> <li>• Common Mental Health Issues               <ul style="list-style-type: none"> <li>○ <b>Depression:</b> what it is, symptoms, risk factors, self-help strategies and sign-posting</li> <li>○ <b>Anxiety:</b> what it is, symptoms, risk factors, self-help strategies and sign-posting</li> <li>○ <b>Stress:</b> what it is, symptoms, risk factors, self-help strategies and sign-posting</li> </ul> </li> </ul>	<p><b>Anuradha Razdan</b>- Executive Director HR, HUL</p> <p><b>Sunita Wazir</b> – Head of Transformation - Global Health &amp; Wellbeing (2 Hours)</p>
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<ul style="list-style-type: none"> <li>• <b>A Quick recap on the LARAS model</b></li> <li>• <b>Associated Factors</b> <ul style="list-style-type: none"> <li>• Guilt</li> <li>• Drugs and Alcohol</li> </ul> </li> <li>• <b>Suicide prevalence, signs, and risk</b></li> <li>• <b>MHC Interpersonal Skill Development</b> <ul style="list-style-type: none"> <li>• What to say and not to say</li> <li>• Empathy</li> <li>• The Conversation Cycle</li> </ul> </li> <li>• <b>Capability Building &amp; support for MHCs</b></li> </ul>	<p><b>Tina Steck</b> – Global Head of Wellbeing, Unilever</p>
<p><b>Closing Remarks</b></p>	<p><b>Tina Steck</b> – Global Head of Wellbeing and Dr. <b>Ashish Mishra</b> – Chief Health &amp; Wellbeing Officer, South Asia</p>

**PROGRAM TAKEAWAYS**

- Identify the initial indications and symptoms of mental health problems.
- Initiate a compassionate dialogue with a co-worker who may be undergoing emotional distress or a mental health issue and offer a non-critical ear to listen.
- Evaluate the possibility of self-harm or suicide.
- Motivate the individual to seek professional assistance or self-care techniques that are appropriate.
- If required, contact the proper emergency services for immediate assistance.

**WHO SHOULD ATTEND?**

You shall join the program if you are:

- Passionate for mental wellbeing in your organisation & have some prior training experience
- Able to adapt and deliver the training in your organization and preferably (not mandatory) have background in mental health, psychology, counselling, health, and wellbeing
- Selected/nominated by your organisation to be part of it and if you want to drive this initiative in your organisation.

**Note – Bulk Nominations in groups are invited from organisation with representation from across functions and sectors.**

**WAY FORWARD & RESOURCES**

The program can train 1000-2000 MHCs across organizations within India in a single session, not limited to HR fraternity. The trained MHCs will then be provided with requisite resources to further cascade the MHC interventions within their organizations. We will provide rhythmic engagement avenues to build capability of trained MHCs and encourage across industry knowledge sharing.