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THE IMPORTANCE OF MENTAL HEALTH IN THE WORKPLACE

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Since 2015 the notion of mental health in the workplace has been gradually gaining popularity in the Ukrainian business environment. During the COVID-19 pandemic and war period in Ukraine, the topic about mental health of employees has been taken a significant place in the top discussions of HR managers and directors. HR professionals understand connections between business indicators and mental health, well-being of their employees. In the conditions of competition in the labor market, the objective need for employees to turn to their own health is the fundamental basis of their well-being, competence, resilience and competitiveness.

In 2005, the World Health Organization (WHO) in the European Ministerial Conference on Mental Health “Facing the Challenges, Building Solutions” reported a concern about the need to include work-related mental health care issues into occupational health and safety programs [1].

The WHO estimates that depression and anxiety cost the global economy \$1 trillion per year in lost productivity. Moreover, the WHO also found that for every \$1 spent on treating common mental health concerns, there is a return of \$4 in improved health and productivity [2].

Mental health should be seen as a valued source of human capital or well-being in society. We all need good mental health to flourish, take care of ourselves and interact with others, so it is vital to not only address the needs of people with defined mental disorders (depression, phobias, panic disorder, post-traumatic stress disorder, etc.), but also to protect and promote the mental health of all people and recognise its intrinsic value. There are basic workplace mental health strategies such as:

1) Strengthening of mental stability on a personal level (participating in stress management trainings; developing ability to care for themselves physically, emotionally, and spiritually; improving self-control of their personal thoughts and actions; gaining a set of soft skills in which assist them in dealing with troubling emotions or troubling situations that may arise in work, family and personal life);

2) Creating an employee resource group (ERG) for supporting their workers' mental health needs (Such leading companies as Google, Johnson & Johnson, RetailMeNot, Yahoo, and Zillow Group are responding to employees by forming mental health ERGs. Mind Share Partners research shows the most effective ways of reducing mental health-related stigma include social contact, peer support, education) [3].

3) Reshaping working conditions (for instance, by providing flexible working arrangements, promoting a healthy work-life balance and reducing stigma in the workplace, etc.) [4].

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