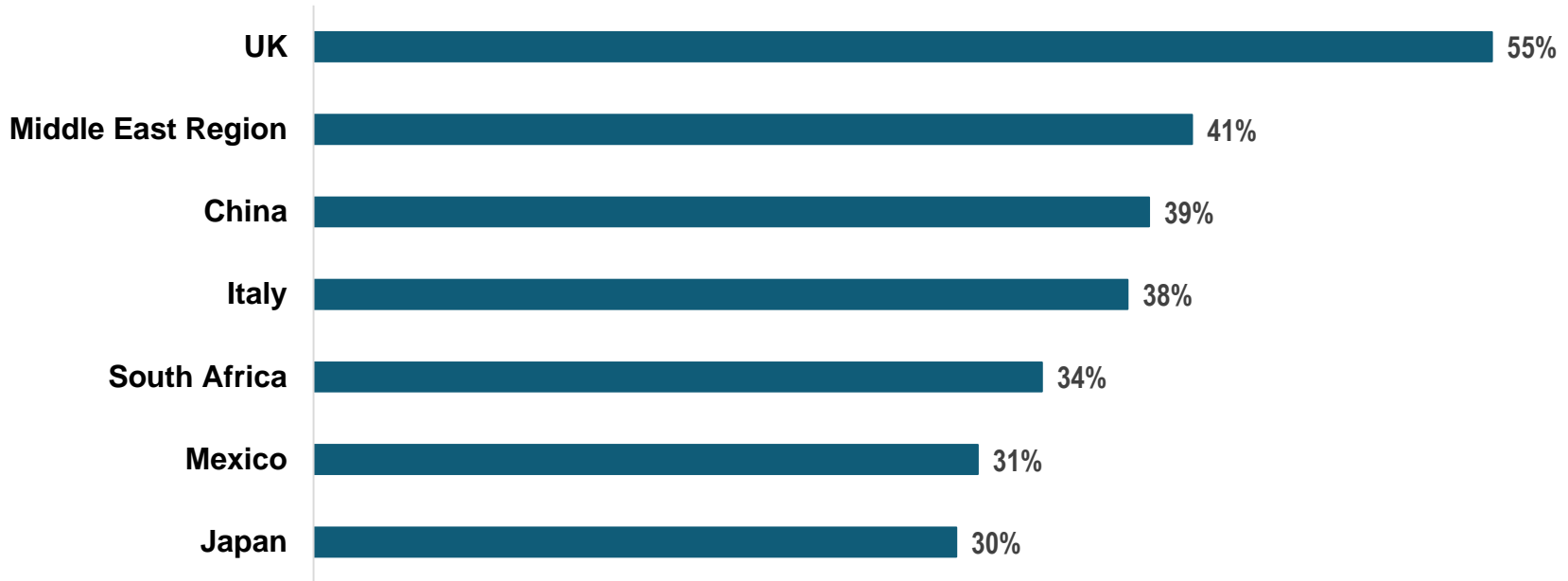




Mental Health Around the World: Employer Programs and Challenges



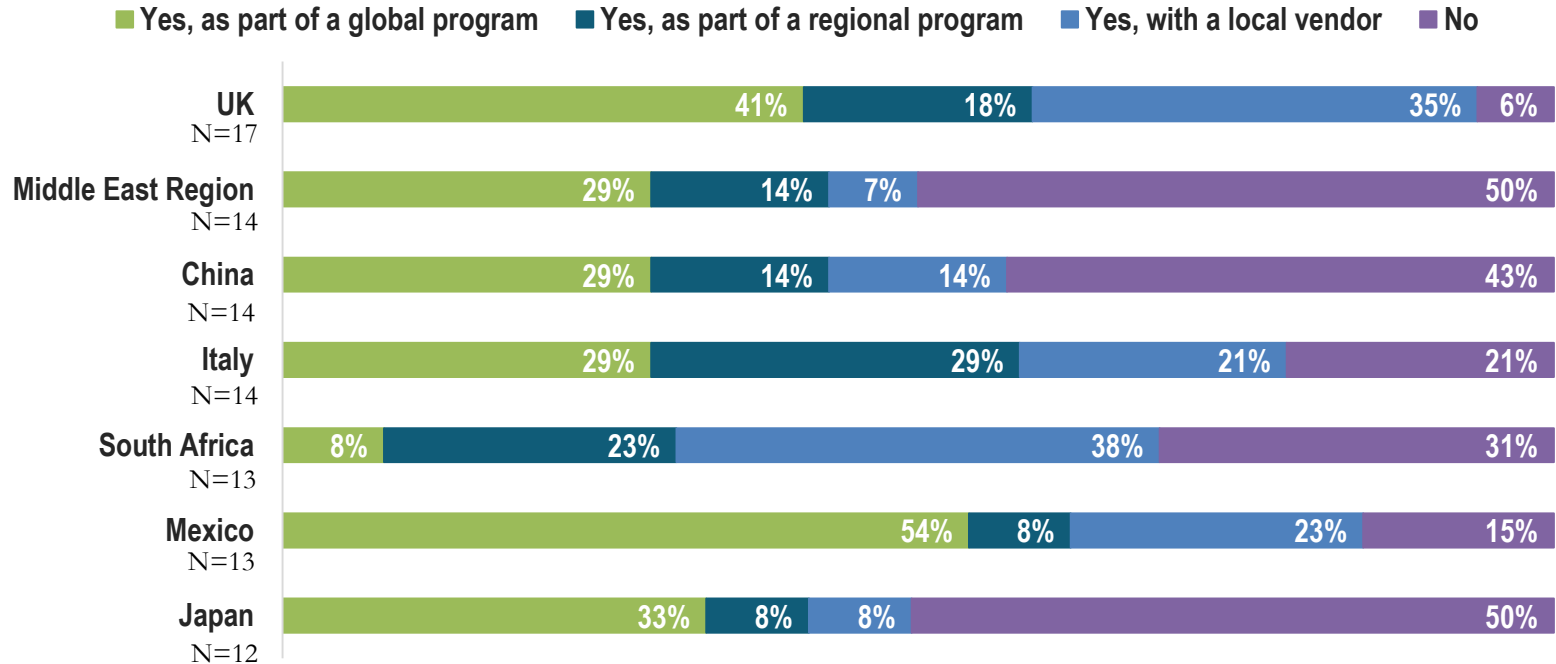
Which of the following countries do you have responsibilities/oversight for?



Note: Specific Middle Eastern regions included: GCC, Dubai, UAE, Saudi Arabia, Israel, Egypt, and Turkey.

Sample Size = 64

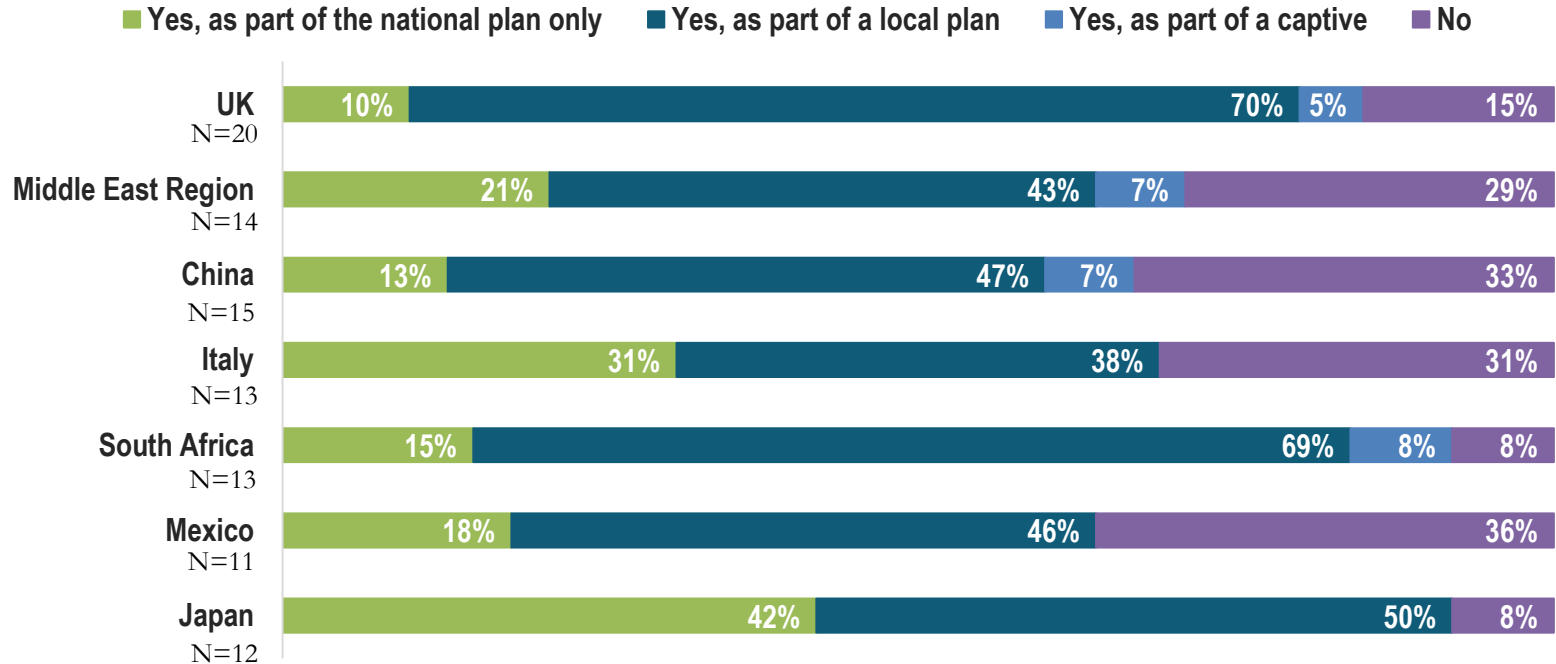
Does your company have an EAP?



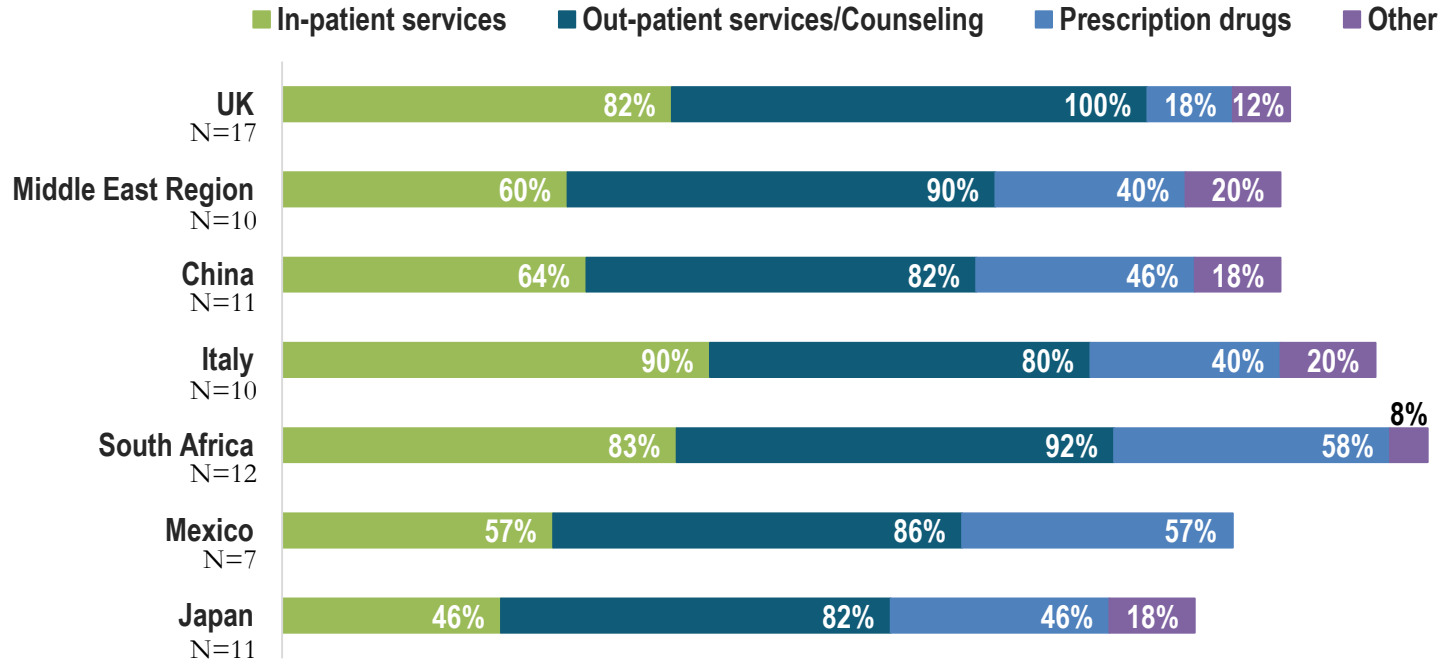
Approximate EAP Utilization Rate

	Minimum	Maximum	Median	Average	
UK	2%	7.6%	3.5%	4.1%	<i>N=16</i>
Middle East Region	0%	15%	2%	4.8%	<i>N=8</i>
China	0.8%	30%	4.7%	6.6%	<i>N=10</i>
Italy	0%	7%	3.9%	3.6%	<i>N=7</i>
South Africa	0%	87.5%	2%	21.3%	<i>N=7</i>
Mexico	0%	15%	4%	5.9%	<i>N=8</i>
Japan	0%	20%	3%	5.6%	<i>N=8</i>

Does your health plan cover mental health services?



If yes, what does the health plan cover?



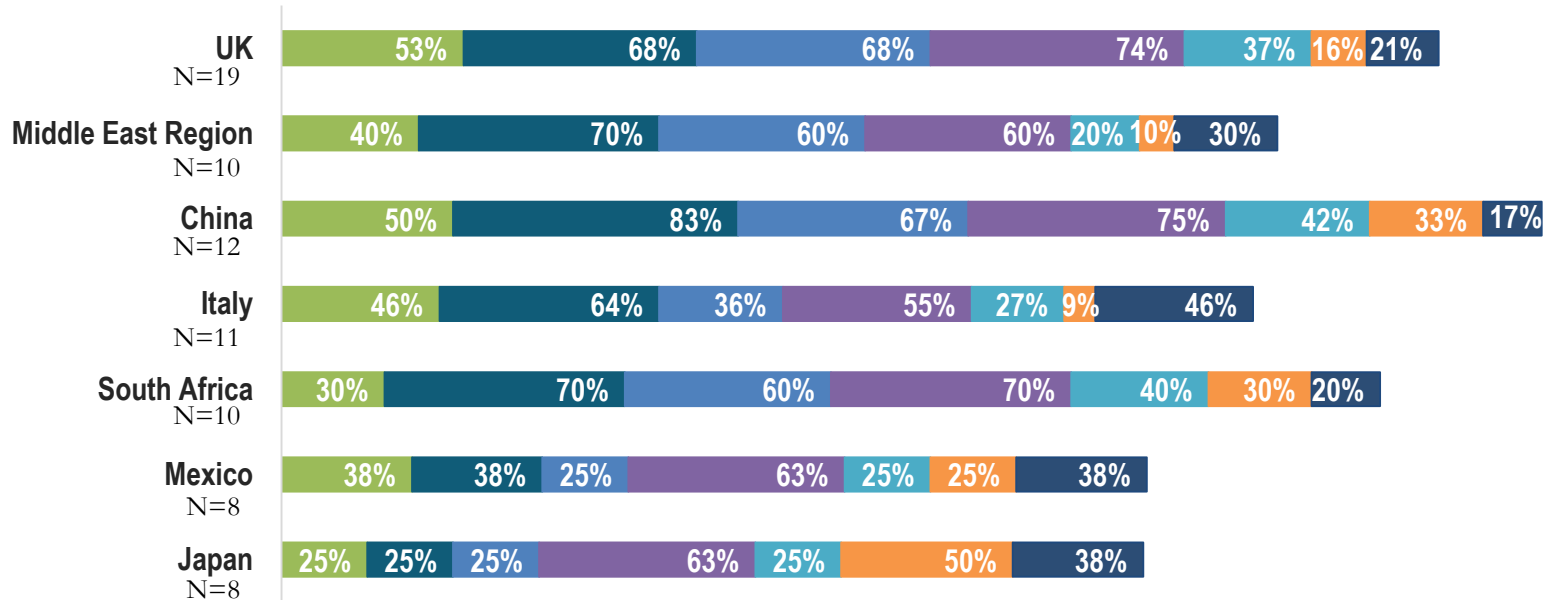
If yes, what does the health plan cover?

“Other” responses:

- In Italy, only executive roles are covered. Only psychiatric services are covered, not psychology services. In our plants, employees must apply to the discretionary assistance plant (only 5% of employees currently are). Prescription drugs are partially covered for executives only and for specific cases, all others receive no reimbursement.
- UK has full holistic support including general counselling and psychological services + psychiatric and addiction. Italy has a plan covering critical incident support.
- Japan, based on national plan. China does not cover mental health in health plan.

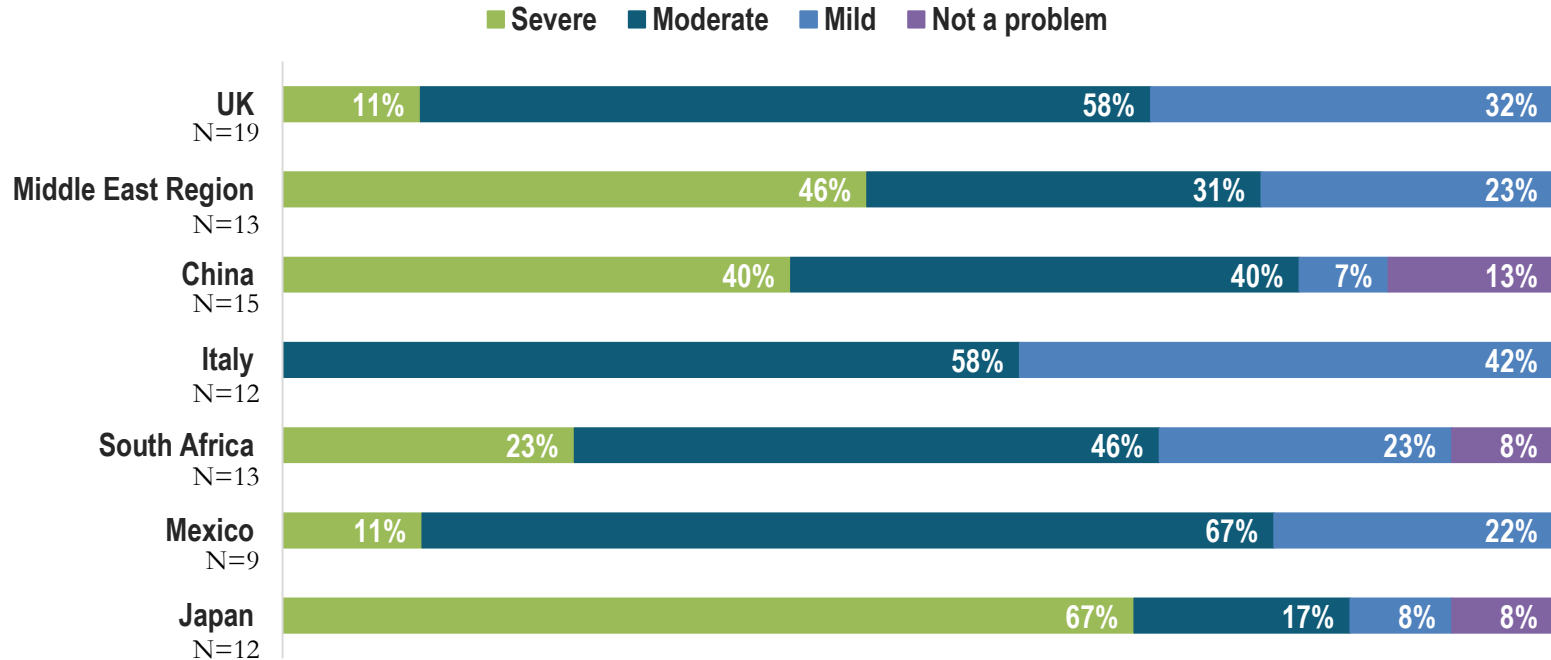
Does your company have a strategy or program to address any of the following mental and behavioral health challenges?

■ Stigma
 ■ Awareness
 ■ Resilience
 ■ Stress
 ■ Sleep
 ■ Mandatory stress or medical checks
 ■ Other



Note: Other responses included: domestic violence, family, food program, addiction, mental health training for managers, upstream energy, resilience strategies, violence against women, aging, and elder care.

How would you describe the mental health stigma in the countries your company has employees?



Have you seen country specific efforts to reduce mental health stigma in Mexico?

- Education to employees, managers trainings, workshops
- We are planning an international effort to reduce stigma
- Yes
- No

Have you seen country specific efforts to reduce mental health stigma in Italy?

- No, but initiatives are under formulation
- We are planning an international effort to reduce stigma
- Unknown, we have <100 people in the country in a large region and so our focus is not currently here
- Yes
- No
- No

Have you seen country specific efforts to reduce mental health stigma in the UK?

- Yes, e.g., “Time to Change” employer pledge
- No, but initiatives are under formulation
- Yes, in recent years there have been a lot of public health awareness campaigns
- We are planning an international effort to reduce stigma
- Yes
- Yes
- Yes
- No

Have you seen country specific efforts to reduce mental health stigma in Japan?

- No, but initiatives are under formulation
- We are planning an international effort to reduce stigma
- We conduct annual mandatory stress checks with employees and provide counseling supports.
- To some extent, yes. They asked employers to implement annual stress check and asked employers to manage more efficiently about employee's working hours and time off. But I think we still see lots of people are struggling with their mental health issues in Japan. The root cause is not only from the work environment but also from personal situation or mixed situation (both work/life).
- Yes
- No

Have you seen country specific efforts to reduce mental health stigma in China?

- No, but initiatives are under formulation
- We are planning an international effort to reduce stigma
- More news and information about the mental health
- Not aware of anything
- Yes
- Yes

Have you seen country specific efforts to reduce mental health stigma in South Africa?

- No, but initiatives are under formulation
- No, the main focus is still on HIV, obesity and NCD's
- Yes

Have you seen country specific efforts to reduce mental health stigma in the Middle East?

- No, but initiatives are under formulation
- We are planning an international effort to reduce stigma
- Yes, in the UAE, this is a government drive
- Yes

Please describe any virtual programs your company offers that addresses mental health or emotional well-being in Mexico:

- Webinars on specific topics, trainings for managers on how to support employees
- Lunch and learns, and promoting EAP
- Mental health stigma webinars, EAP support, mindfulness resources
- Manager and employee online training; stress management program
- None at this time
- To be put in place later this year

Please describe any virtual programs your company offers that addresses mental health or emotional well-being in Italy:

- Italy is at the beginning of their strategy. They are running a program around 'Be kind' including mental health and will benefit from a global initiative for EAP provision year/end.
- Mental health stigma webinars, EAP support, mindfulness resources
- EAP
- Manager and employee online training

Please describe any virtual programs your company offers that addresses mental health or emotional well-being in the UK:

- Programs available through vitality health - stress well-being survey, white wall, resilience workshops
- Online CBT tools via EAP program, and in a few instances via Private Medical
- We are developing a resilience scale delivered virtually
- Promotional material to EAP and other providers, online well-being platform
- There is a diversity workstream looking at mental health with mental health first aid pilots in progress. We are also signed up to Time to Talk.
- Mental health stigma webinars, EAP support, mindfulness resources
- Online well-being support via iLearn and online resources internally + Global program: #HealthyLives Training
- EAP
- Thrive well-being app; manager and employee online training; Headtorch Works; Health Gateway Platform

Please describe any virtual programs your company offers that addresses mental health or emotional well-being in Japan:

- Provide advice/consultation for health related issues from industrial medical doctor once a month
- We ask all people to see designated doctor (Psychiatrist) who are visiting our office on a regular basis in every year
- EAP, EAP health training, and mandatory program
- We provide employees with an e-learning lesson program about mental health
- Mental health stigma webinars, EAP support, mindfulness resources
- Manager and employee online training

Please describe any virtual programs your company offers that addresses mental health or emotional well-being in China:

- The current HRA platform assesses employees' health and promotes well-being. Even though not specifically mental health, there's some brief information about overall health including stress management and mental wellbeing.
- Online stress management courses, WeChat class, Smile day
- EAP and health training
- Mental health stigma webinars, EAP support, mindfulness resources
- Global program: #HealthyLives Training
- Manager and employee online training
- Provider app and link to WeChat

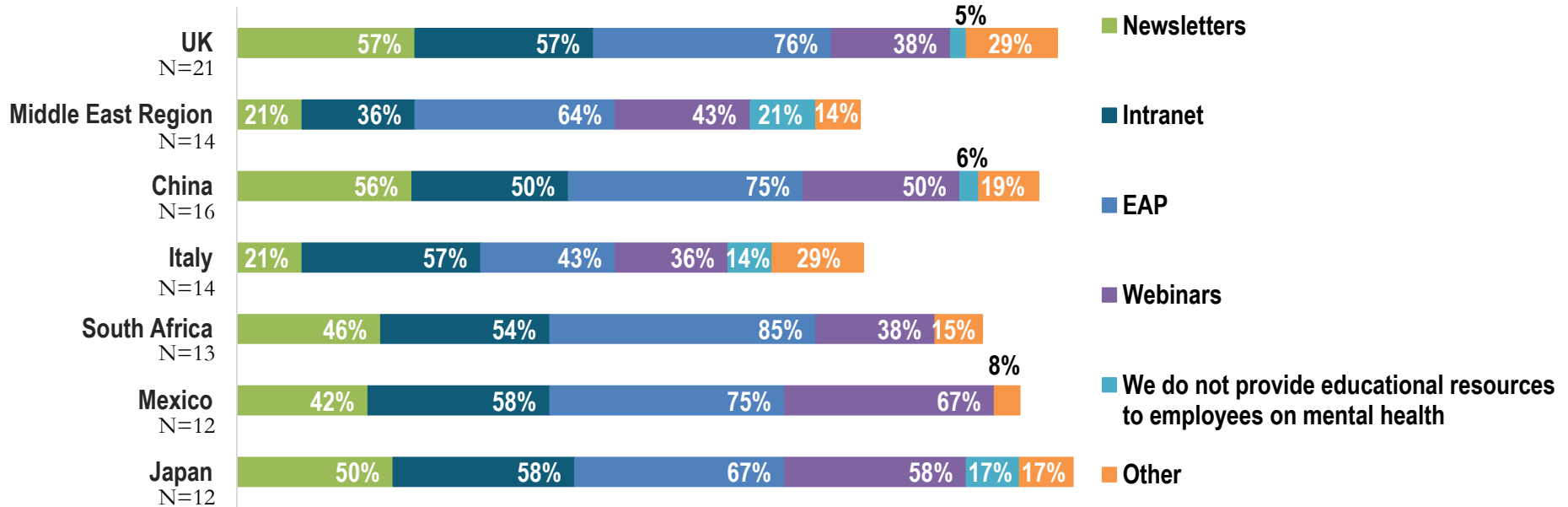
Please describe any virtual programs your company offers that addresses mental health or emotional well-being in South Africa:

- Vitality programs similar to UK
- Mental health stigma webinars, EAP support, mindfulness resources
- Healthy Lives Programme released April 2019
- Global program: #HealthyLives Training

Please describe any virtual programs your company offers that addresses mental health or emotional well-being in the Middle East:

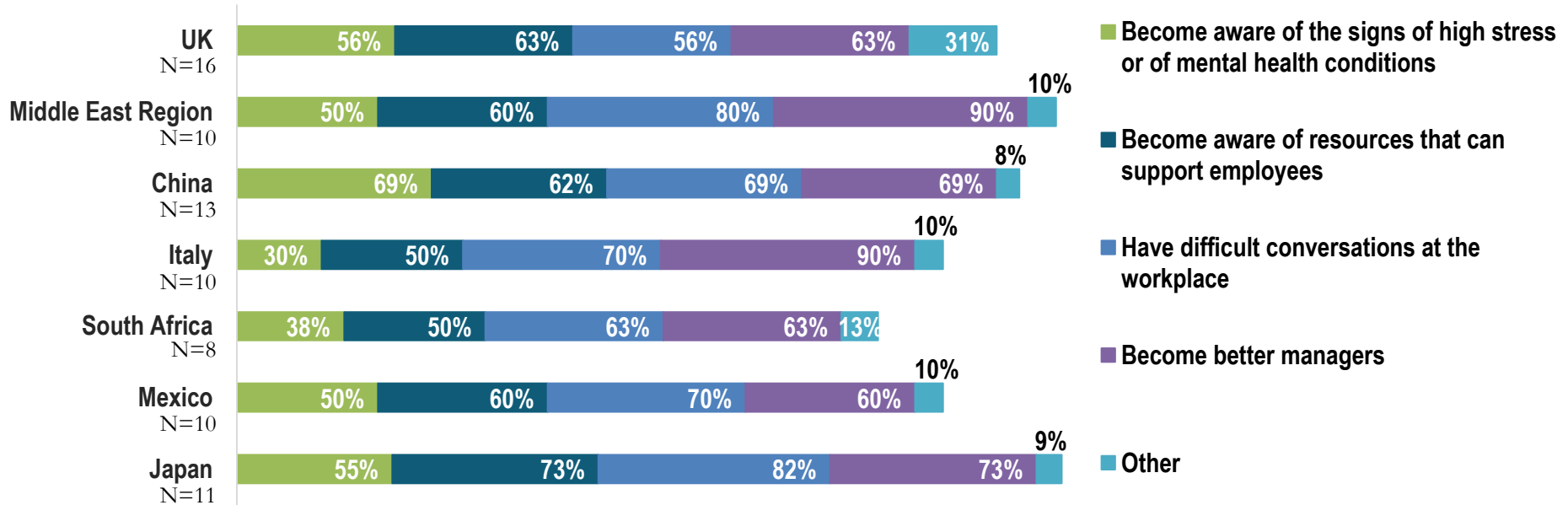
- Online holistic family healthcare program through Tebtom
- Health and well-being webinars
- None at the moment beside a corporate mindfulness framework
- Mental health stigma webinars, EAP support, mindfulness resources
- Global program: #HealthyLives Training. The Global EAP is linked to both local vendors as well as Virtual Programs.
- Manager and employee online training

Through which of the following sources does your company provide educational resources to your employees about mental health?



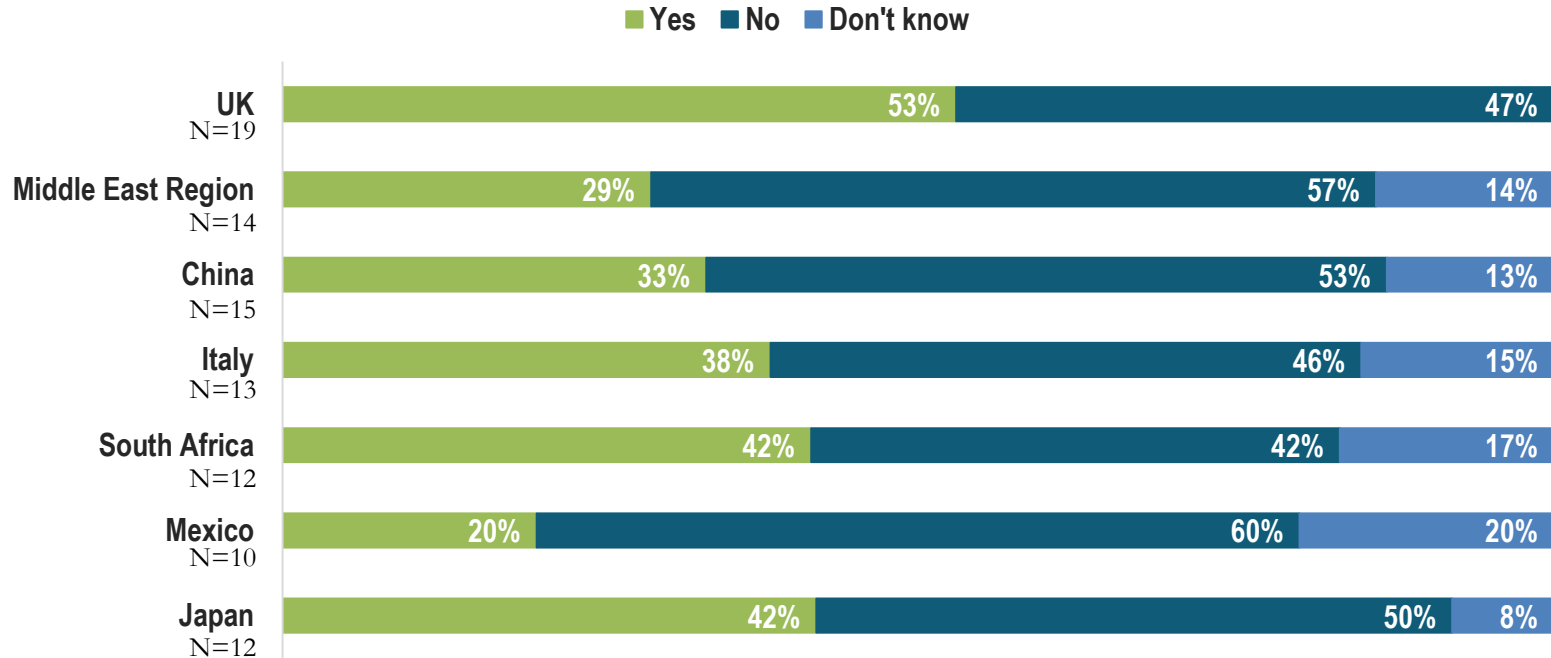
Note: Other responses included: Face to face seminars/workshops, booklets, using workplace social communication tools, TV screen advertising, associate on-boarding, on-site lecture, in-person mental health training for managers., bi-weekly communication to all managers and employees, on site campaigns – “Time to talk” coffee events, World mental health day, we call in experts to give sessions, and, conferences.

Do you offer trainings that help managers do any of the following?

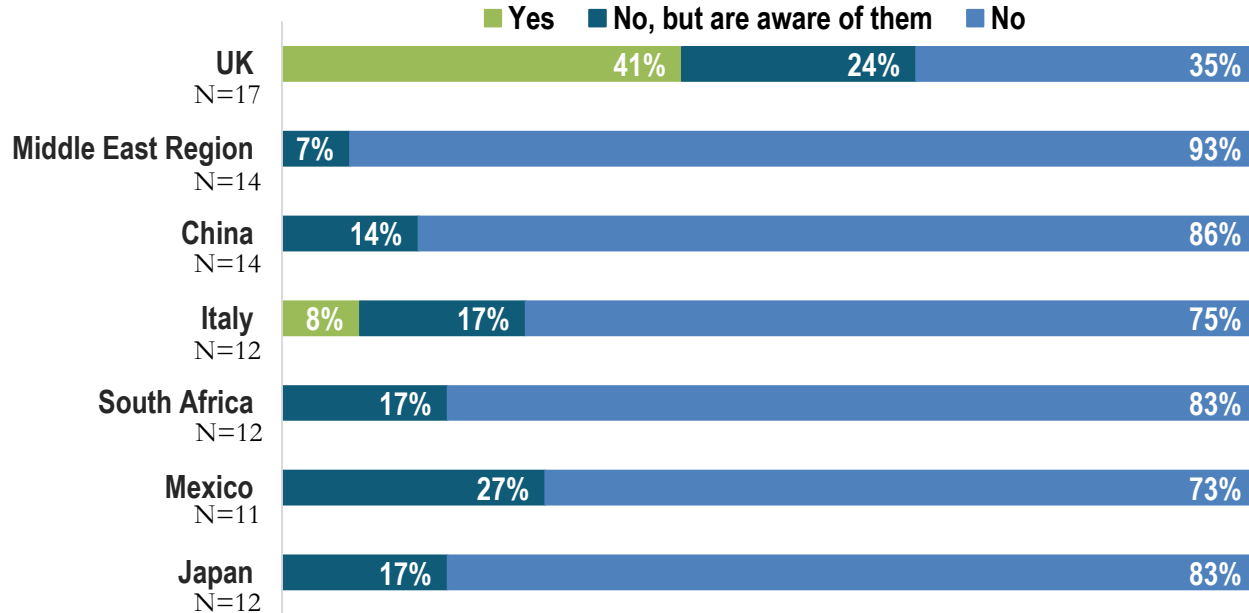


Note: Other responses included: Understand the EAP role.

Do you have champions or volunteers at your site who help promote positive mental health and spread awareness about available resources?

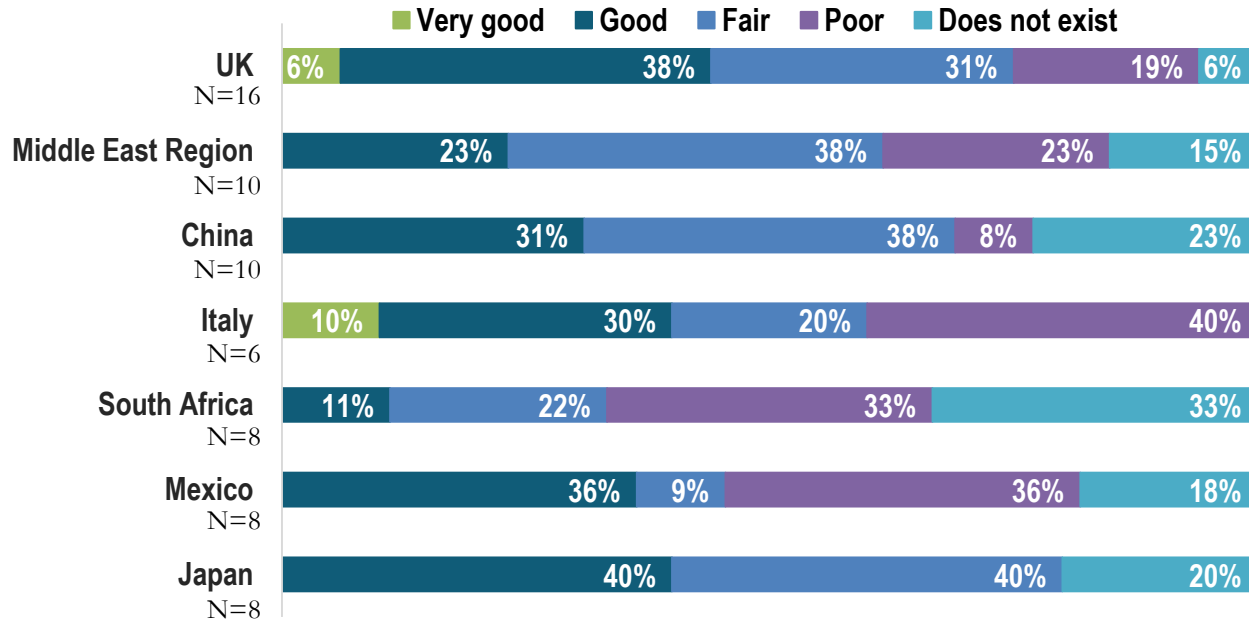


Do you partner with any national mental health campaigns or non-governmental organizations (NGOs)?

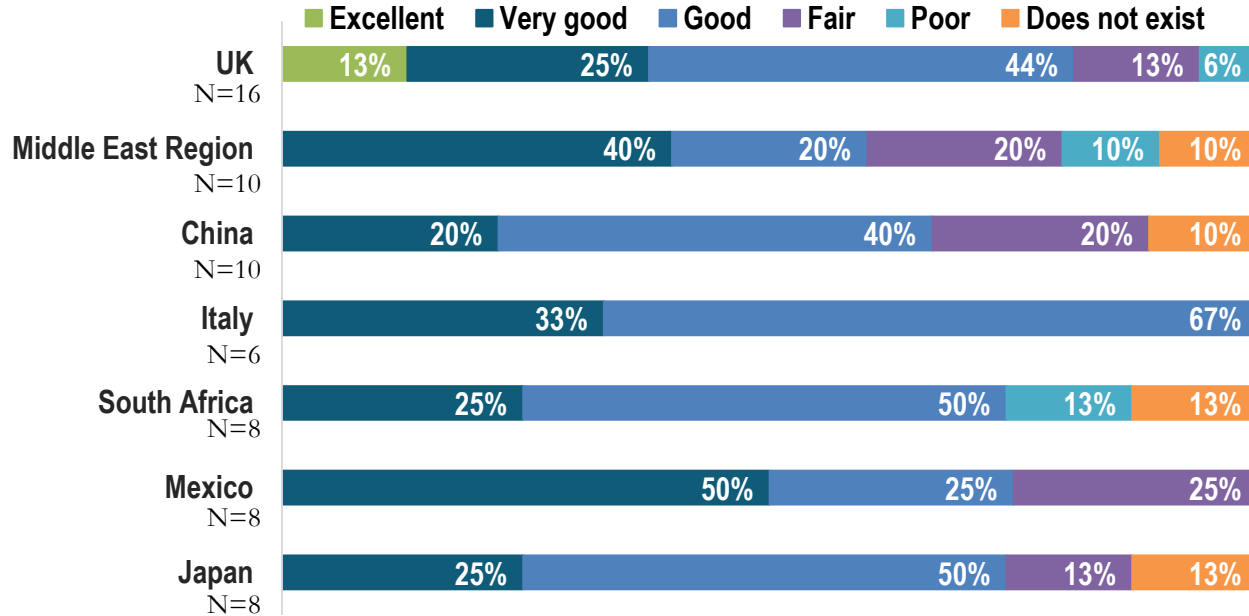


Note: Other responses included: UK - Time to Talk, NHS Talking Therapies - Berkshire service, mental health awareness week and world mental health day, and, Mind Workplace Well-being Index.

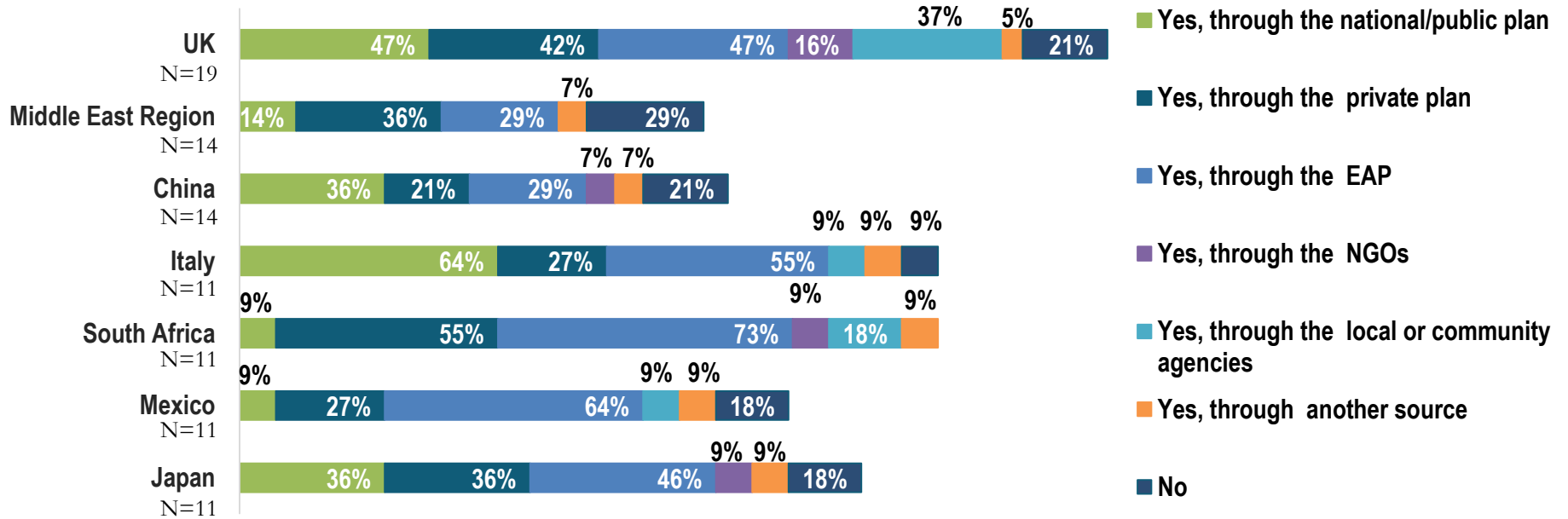
Where applicable, how do you think your employees describe the quality of public mental health services?



Where applicable, how do you think your employees describe the quality of private mental health services?



Are you aware of services available for employees with substance use disorders?



Participating companies who agreed to be listed

- Anglo American
- AT&T
- Barilla Group
- BD
- Fiat Chrysler
- Fidelity Investments
- Gartner
- GlaxoKlineSmith
- HP
- IBM Corporation
- Ingersoll Rand Company
- Intel Corporation
- International SOS
- Jaguar Land Rover
- Kao Corporation
- Lockheed Martin Corp.
- McCormick
- Nestle USA
- Owens Corning
- PepsiCo, Inc.
- Rolls-Royce North America



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