How people with mental health conditions experience the workplace

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Situation

% Flemish people with MHC in 2013 [1]
29%

% Flemish people in 2016: work ≠ workable [2]
49%

Experiencing of the workplace by people with MHC?

→ Actions to sustain in work?

→ Implementations to facilitate return?

Literature

Models of disability
- Individual
- Social

Belgian legislation
- Well-being at work
- Anti-discrimination

Disclosure of impairment
- Factors
- Yes/No
- Stimulation

Job design
- Impact
- Prevention

Findings

- Understanding mental health + MHC from individual perspective to social perspective

- Limited investment in well-being and health

- In reality, interventions to sustain in work almost non-existent

- Only slight majority received reasonable accommodations → Temporarily or misfit

Conclusion

- People with MHC in Flanders still feel excluded at the workplace

- Organisation should invest more in all levels of prevention

Stimulation of inclusion

Minimization of negative impact on mental health

References: