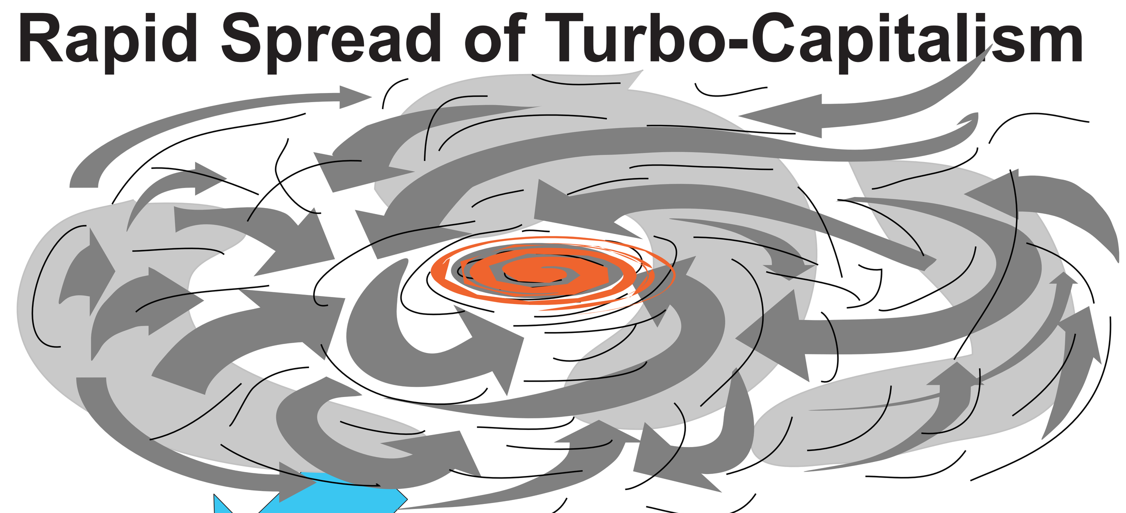
What story is emerging about global mental distress?

Increasing Globalization

Rapid Spread of Turbo-Capitalism



War and Ethnic Violence

...are significantly changing...

...some of the organizational practices of companies

- Re-engineering
- Benchmarking
- Increasing use of contingent workers
- Downsizing
- Out sourcing

...which in turn are changing...

...the work conditions of many people...

young Americans today with at least 2 years of college can expect to **change jobs** at least **11 times** before retirement (Reports Dr. Richard Sennett, a sociologist at New York University. John Schwartz, Always on the Job, Employees Pay With Health, *NY Times*, September 5, 2004)

1 in every 4 workers in the United States is "in some **nontraditional employment** relationship," including part-time work and self-employment, (According to recent RAND Corporation study. John Schwartz, Always on the Job, Employees Pay With Health, *NY Times*, September 5, 2004)

4 out of 10 Americans now work mostly at **nonstandard time,** or hours which include evenings, nights, rotating shifts and weekends to meet the demands of global customers in every time

U.S. workers put in more than **1,800 hours** on the job a year, **350 hours** *more* than the Germans and slightly more than the Japanese (John Schwartz, Always on the Job, Employees Pay With Health, *NY Times*, September 5, 2004)

Next job -- Lower Pay

...and this in turn disturbs...

...customary patterns of community life...

- Closing Local Businesses
- More Transfers
- Unemployment

...which are causing...

...greater stress at work...

Wages of **7 out of 10 Americans** has been **stagnant or declining** since the 1970s

over **30%** of workers say they are "always" or "often" **under stress at work** and 25% of those surveyed in 2002 said there were often not enough co-workers to get the job done (John Schwartz, Always on the Job, Employees Pay With Health, *NY Times*, September 5, 2004)

60% U.S. workers said they do not expect any respite from **increased working hours** (John Schwartz, Always on the Job, Employees Pay With Health, *NY Times*, September 5, 2004)

62% of U.S. workers said that their **job activities and responsibilities** had *increased* over the past 6 months and that they had not used all of their allotted vacation time in the past year (John Schwartz, Always on the Job, Employees Pay With Health, *NY Times*, September 5, 2004)

53% of American workers say work leaves them **"overtired and overwhelmed"** (John Schwartz, Always on the Job, Employees Pay With Health, *NY Times*, September 5, 2004)

62% of American workers say they are experiencing an **increased workload** over the last 6 months (John Schwartz, Always on the Job, Employees Pay With Health, *NY Times*, September 5, 2004)

mental illness is the **most limiting** health condition, in terms of being **unable to work** (Database, 1990).

...and this disturbs... (that is "stresses")

...and this disturbs... (that is "stresses")

...the emotional nourishing of children in families...

- Longer Commutes
- Working Two Jobs
- Two Income Families
- Divorce
- Suburban Time Crunch
- Unsupervised Kids
- Latchkey Kids

9% of teens in the U.S. do *not* attend school and do *not* work (Population Reference Bureau, tabulations of data from the US Census Bureau. Table 1: National Changes in Child Well-Being, 1990-2000)

...which are causing...

...large costs to employers

over **$300 billion** in health care costs is spent annually on **workplace stress, missed work** and the **stress -reduction industry** (According to estimates by the American Institute of Stress in New York. John Schwartz, Always on the Job, Employees Pay With Health, *NY Times*, September 5, 2004)

13 million working days are lost in the UK annually to stress-related illnesses (John Schwartz, Always on the Job, Employees Pay With Health, *NY Times*, September 5, 2004)

untreated stress reported by workers incur health care costs that are **46%** higher, or an average of **$600** more per person, than other employees (John Schwartz, Always on the Job, Employees Pay With Health, *NY Times*, September 5, 2004)

a three-year study of a large corporation demonstrated that **60%** of **employee absences** were **due to untreated psychological problems** (The Costs of Failing to Provide Appropriate Mental Health Care. Government Relations, APA Practice Directorate)

in 1990, **untreated major depression** among **workers** alone cost an estimated **$23 billion** in lost work days in the USA

80% to 90% of all **industrial accidents** are likely related to untreated **personal problems** and employees' inability to handle **stress** (Jansen, 1986)

Wars and conflicts...

today, **1 in 5** of the world's **nations** is at **war**

currently, there are **40??** major **ethnic conflicts** and **wars** WHO I.........

...are causing not only...

...huge numbers of deaths...

nearly **191 million Died** directly or indirectly as a result of *conflict* in the 20th century, over **1/2** were **civilians** WHO Investing in Mental Health (2003)

over **300,000** people **died** as a direct result of *violent conflicts* in 2000 WHO Investing in Mental Health (2003)

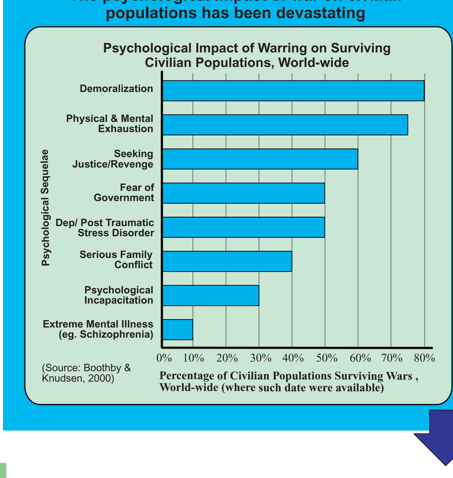
more than **800** people **die every day** as a direct result of *conflict,* **or** more than **30** *each hour* WHO Investing in Mental Health (2003)

currently, there are 100 million???? refugees as a result of wars and ethnic conflicts. WHO I.........

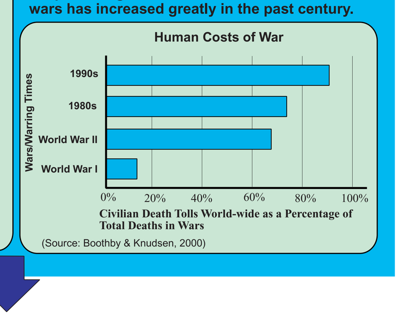
... but also create...

...significant psychological trauma...

The psychological Impact of war on civilian populations has been devastating



The percentage of civilian deaths to all deaths in wars has increased greatly in the past century.



...that leads to...

...longer-lasting post traumatic stress syndrome...

approximately **5.2 million** American adults ages 18-54, or about **3.6%** of people in this age group in a given year, have **Post Traumatic Stress Disorder** (Source: National Institute of Mental Health (NIMH) website: www.nimh.nih.gov)

about **30%** of Vietnam veterans experienced **Post Traumatic Stress Disorder** at some point after the war (Source: National Institute of Mental Health (NIMH) website: www.nimh.nih.gov)

if this percentage holds for other armies, an estimated 100 million???? could be suffering from PTSS

What is the prevalence of mental health problems worldwide?

1 in 4 families has at least 1 member with a **mental disorder** WHO Investing in Mental Health (2003)

4 of the 6 leading causes of **years lived with disability** are due to neuropsychiatric **disorders** (depression, alcohol-use disorders, schizophrenia and bipolar disorder) WHO Investing in Mental Health (2003)

450 million people worldwide suffer from a **mental or behavioral disorder** WHO Investing in Mental Health (2003)

1 million people commit **suicide** worldwide each year WHO Investing in Mental Health (2003)

major depressive disorder is the **leading cause of disability** in the U.S and established market economies worldwide (Source: National Institute of Mental Health (NIMH) website: www.nimh.nih.gov)

Data. Fifteen percent of all diseases of any kind are psycho neurological. Source: Report of the Surgeon General of the U.S. 1999

...and this shows up as...

...untreated mental health needs result in increased health costs for the nation...

mental illness is the third most limiting health condition, in terms of being able to perform major daily activities, and is **preceded only by cancer and stroke, claims the Mental Health Policy Resource Center** (Database, 1990)

major depressive disorder affects approximately **9.9 million** American adults, or **5%** of the U.S population age 18 and older in a given year (Source: National Institute of Mental Health (NIMH) website: www.nimh.nih.gov)

50% to 70% of **visits** to **primary care physicians** are a result of medical conditions that are related to **psychological factors** (VandenBos, Gary R. & DeLeon, Patrick H. (1988). The use of psychotherapy to improve physical health. *Psychotherapy*, 25, 335-343)

people who **do not receive** mental health services make **twice as many unnecessary** medical visits (Lechnyr, R. (1992). Cost savings and effectiveness of mental health services. *Journal of the Oregon Psychological Association*, 38, 8-12. Borus, J.F. & Olendzki, M.C. (1985). The offset effect of mental health treatment on ambulatory medical care utilization and charges. *Archives of General Psychiatry*, 42, 573-580.)

...and this shows up as...

...and physical Illnesses...

employees in **"high strain" jobs** that did not receive psychological intervention had significantly *increased* **blood pressure** during work and at home compared with employees in less stressful jobs From a study of 195 New York men followed for 3 years, by Dr. Peter L. Schnall of the Center for Occupational and Environmental Health at the University of California at Irvine. "Working Long Hours? Take a Massage Break, Courtesy of Your Boss" 9/7/04, *NY Times*, by Benedict Carey

workers in organizations that were **in transition** had **higher-than-average** levels of **cholesterol,** high blood pressure and other (John Schwartz, Always on the Job, Employees Pay With Health, *NY Times*, September 5, 2004)

...but our response to widespread stress and mental illness is minimal...

44-70% of individuals with mental disorders **do not receive treatment** in **developed nations,** WHO Investing in Mental Health (2003)

...and considerable savings for employers from readily available

physical health care costs of employees who *do not have* **mental health services** are **200% to 250% higher** than those **receiving** mental health services (Cummings, N.A., Dorken, H., Pallak, M.S. et al. (1990). The impact of psychological intervention on health care utilization and costs. Biodyne Institute, April 1990)

coverage of mental health services would *save* **US taxpayers $8.7 billion** in indirect costs associated with untreated mental illnesses, says a NIMH study (Goodwin, F.K., & Moskowitz, J. (1993). Health care reform for Americans with severe mental illness: Report of National Advisory Mental Health Council)

...that also provide savings & benefits from psychological treatment to specific companies...

Kaiser Permanente

people who **received psychotherapy** showed a **48.6% decrease** in the number of physicians seen for office visits, a **47.1% decrease** in physician office visits, a **45.3% decrease** in emergency room visits, and a **31.2% decrease** in telephone contacts (Lechnyr, R. (1993). The cost savings of mental health services. *EAP Digest*, 22, 23. 7)

people who **received** psychotherapy showed a **77.9% decrease** in the average length of hospital stay and a **66.7% decrease** in frequency of hospitalizations (Lechnyr, R. (1993). The cost savings of mental health services. *EAP Digest*, 22, 23. 7)

people who **received psychotherapy** showed a **48.6% decrease** in the number of prescriptions written (Lechnyr, R. (1993). The cost savings of mental health services. *EAP Digest*, 22, 23. 7)

Kennecott Copper Corporation

employees gained mental health counseling and medical costs dropped nearly **64.2%** total and the company *saved* **$5.78** for every **$1** spent on mental health care (Lechnyr, R. (1993). The cost savings of mental health services. *EAP Digest*, 22, 23. 7)

mental health counseling was provided for employees and its hospital medical and surgical costs *decreased* **48.9%** (Lechnyr, R. (1993). The cost savings of mental health services. *EAP Digest*, 22, 23. 7)

...and our medical, psychological, and social communities are responding to the widespread stress and mental illness with...

the **stress management industry** is an **$11.7 billion** a-year-and-growing industry, largely supported by corporate spending to help reduce stress in the workplace According to estimates by Market data Enterprises, a market analyst in Tampa, Fla. "Working Long Hours? Take a Massage Break, Courtesy of Your Boss" 9/7/04, NY Times, by

...using prevention approaches that reduce stress...

about **20%** of employers have some kind of dedicated **stress-reduction program** in the workplace "Working Long Hours? Take a Massage Break, Courtesy of Your Boss" 9/7/04, *NY Times*, by Benedict Carey

courses teaching meditation, acceptance and 'letting go' provide **mild relief** report participants after having taken occupational stress reduction classes According to a 2001 analysis by Dutch researchers of 48 studies of occupational stress reduction programs. "Working Long Hours? Take a Massage Break, Courtesy of Your Boss" 9/7/04, *NY Times*, by Benedict Carey

cognitive therapy has proven to significantly ***reduce* work complaints,** sometimes in as few as 6 sessions of training According to 18 studies of more than 850 people working in a wide variety of jobs, from hospital cleaners to telecom workers. "Working Long Hours? Take a Massage Break, Courtesy of Your Boss" 9/7/04, *NY Times*, by Benedict Carey

...often viewed through the lens of...

...these social problems...

- Alcoholism
- Drug Abuse
- Abuse of women
- Abuse of Children
- Overweight Epidemic — it is estimated that between **2% - 5%** of Americans experience **binge-eating disorders** in a 6-month period (Source: National Institute of Mental Health (NIMH) website: www.nimh.nih.gov)
- Contemplation of Suicide
- Lack of Exercise
- Over-consumption
- Overuse of Credit Cards

..that show up economically in these...

...costs of untreated substance abuse...

43% of CEOs surveyed notes that untreated **alcohol misuse and abuse** cost their firms **1-10% of payroll in lost productivity** (William M. Mercer Meidinger Hansen Inc., 1988)

untreated drug abuse costs **General Motors Corp. $520 million to $1.5 billion** in absenteeism and repair of defective work (*The Psychiatric Times*, March, 1991)

employees who abuse substances are **4-6 times more likely** to have an **on-the-job accident** (Bronson, 1991)

...but could cost less by ...

...savings provided by psychological treatment...

every $1 spent on drug and alcohol treatment ***saves* society $11.54** in health care and criminal justice costs and lost productivity for business (University of California study, Coalition '91)

...and this workplace-caused stress is happening in many countries...

United Kingdom

about 30% of the costs of **mental illness** falls on **everyone** in the form of higher taxes or reduced provision of other public services

about 70% of the costs of **mental illness** fall on the people who experience it and their families

£77 billion was the economic and social costs of mental illness in England for 2002/03, more than the total amount spent on the NHS in that year and also more than the aggregate costs of crime (The Sainsbury Centre for Mental Health (2003), Policy Paper 3: The Economic and Social Costs of Mental Illness. London: The Sainsbury Centre for Mental Health)

60 million work days are **lost** each year in employee sick leave in the UK and the *number one cause* was **stress, anxiety and depression** (CBI, Health care Brief, December 2001)

£3.9 billion was the cost of sick leave attributable to **mental health problems** in England in 2002/03 (The Sainsbury Centre for Mental Health (2003), Policy Paper 3: The Economic and Social Costs of Mental Illness. London: The Sainsbury Centre for Mental Health)

£9.4 billion is the estimated **loss** for England of the non **employment** among **people** with **mental health problems,** and is equivalent to about **400,000 person-years** of **lost employment** (Figures for Great Britain are given in Department for Work and Pensions (2003), Incapacity Benefit and Severe Disablement Allowance Quarterly Summary Statistics November 2003, and for Northern Ireland in Department for Social Development (2003), Incapacity Benefit and Severe Disablement Allowance Summary Statistics May 2003)

£8.0 billion is the estimated **loss** for England of **unpaid work** attributable to **mental health problems** in 2002/03 (Figures for Great Britain are given in Department for Work and Pensions (2003), Incapacity Benefit and Severe Disablement Allowance Quarterly Summary Statistics November 2003, and for Northern Ireland in Department for Social Development (2003), Incapacity Benefit and Severe Disablement Allowance Summary Statistics May 2003)

Japan

in Japan, **reduced productivity** as a result of **alcohol use** was estimated **28%** of the total national medical expenditure (Nakamura, K., Tanaka, A., & Takano, T. (1993). The social cost of alcohol abuse in Japan. *Journal of the Studies of Alcohol*, 5, 618-25.)

in Japan, the total cost of **alcohol abuse** was estimated at **34%** of the total national medical (Nakamura, K., Tanaka, A., & Takano, T. (1993). The social cost of alcohol abuse in Japan. *Journal of the Studies of Alcohol*, 5, 618-25.)

in Japan, **alcohol** attributable costs of **medical care** were estimated to be **7%** of the total national **medical expenditure** (Nakamura, K., Tanaka, A., & Takano, T. (1993). The social cost of alcohol abuse in Japan. *Journal of the Studies of Alcohol*, 5, 618-25.)

Sweden

workers in companies in Sweden that underwent large-scale expansions were **7%** more likely to take **sick leave** of 90 days and **9%** more likely to be **hospitalized** (John Schwartz, Always on the Job, Employees Pay With Health, *NY Times*, September 5, 2004)

Low Income or Developing Countries

90% of people with mental disorders **do not receive treatment** In **developing nations,**

32% of countries do ***not*** have a specific **governmental budget for mental health care** according to an ATLAS study WHO Investing in Mental Health (2003)

DRAFT 2
SKETCH

Explanatory Note
This draft knowledge map was prepared by Robert E Horn of Stanford University as an initial contribution to a joint project of the International Futures Forum and the World Economic Forum on the mental health challenges facing corporations and the world and the need for greater psychological literacy in addressing them.
The map is an initial draft, still incomplete, and part of the ongoing IFF/WEF project. Comments are welcomed to editorial@internationalfuturesforum.com

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Model Calibrator	Low — High	Comments
Generality		Applies to US & Western countries
Reality		Little detailed description of individuals
Precision		Mixed

For more on model calibrators: www.stanford.edu/~rhorn

Status: The summaries on this map are unreviewed, first drafts. Therefore, please do not reproduce or quote.

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