

P-635 - DEPRESSION IN THE WORKPLACE: WHAT IS BEING DONE BY EMPLOYERS?

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Depression is the leading cause of disability in Europe and the USA. It is an enormous burden to its sufferers, to an enterprise's productivity, and consequently to national states and supranational institutions. The workplace is considered an appropriate place for preventive care in light of the amount of time people spent there. It is also in the employer's best interest to reduce the cost of absenteeism, reduced productivity, the hiring and training replacement workers, lost profit as a result of poor worker performance, more frequent work related accidents, and reduced productivity of coworkers who are adversely affected by interacting with depressed workers. This paper explores what may be done, and what is currently being done by employers to deal with depression in the workplace. A meta-analytical technique has been utilized to gain an overview from outside the CR. Semi-structured interviews with systematically selected HR departments have been used to gain insight into the situation in CR. This paper suggests a great need for developing preventative programs in the workplace both outside and particularly within the CR. The findings suggest that the necessity for such a programs is expected to continue to grow in the future and that the success of such a programs is key to the prosperity of each enterprise, state, and of course, of those who suffer from the depression. The paper also identifies common obstacles which impede employers from taking appropriate and opportune steps to these ends.