



Removing barriers to mainstream employment

***A trade union perspective and
approach***



STUC areas of work

- Employability support
- Disabled Workers Committee
- Promoting positive mental health at work project
- Occupational H+S Strategy
- STUC Equality Committees
- Network of trade union reps



Barriers to inclusion

- Attitudes to mental health
- Negative thinking on disability
- View on legislation and adjustments from some employers
- Conceptions of mental health
- Understanding mental illness



The mental health continuum in Scotland

>70% poor or languishing mental well-being

>15% positive or flourishing mental well-being

>12% poor/languishing mental health with a mental health illness/condition

>3% positive or flourishing mental well-being with a mental health illness/condition



Trade union rep support

- Intervention at early level
- Progressive use of legislation
- Improving well-being through initiatives
- Negotiation and participation
- Being a trusted ear and companion
- Working with employers



- **Trade union reps survey - findings**
- Reps have a role in early intervention
- Reps would like more support/training
- Reps can reach people in work
- Focus needs to be on Health as well as safety from trade unions, STUC, TUC
- Reps see the link between MH, physical health and working conditions



For more information on the STUC joint project “Promoting positive mental health at work” and trade union approaches on workplace health contact:

- Terry Anderson, STUC on 07791 704 682
- Thank you