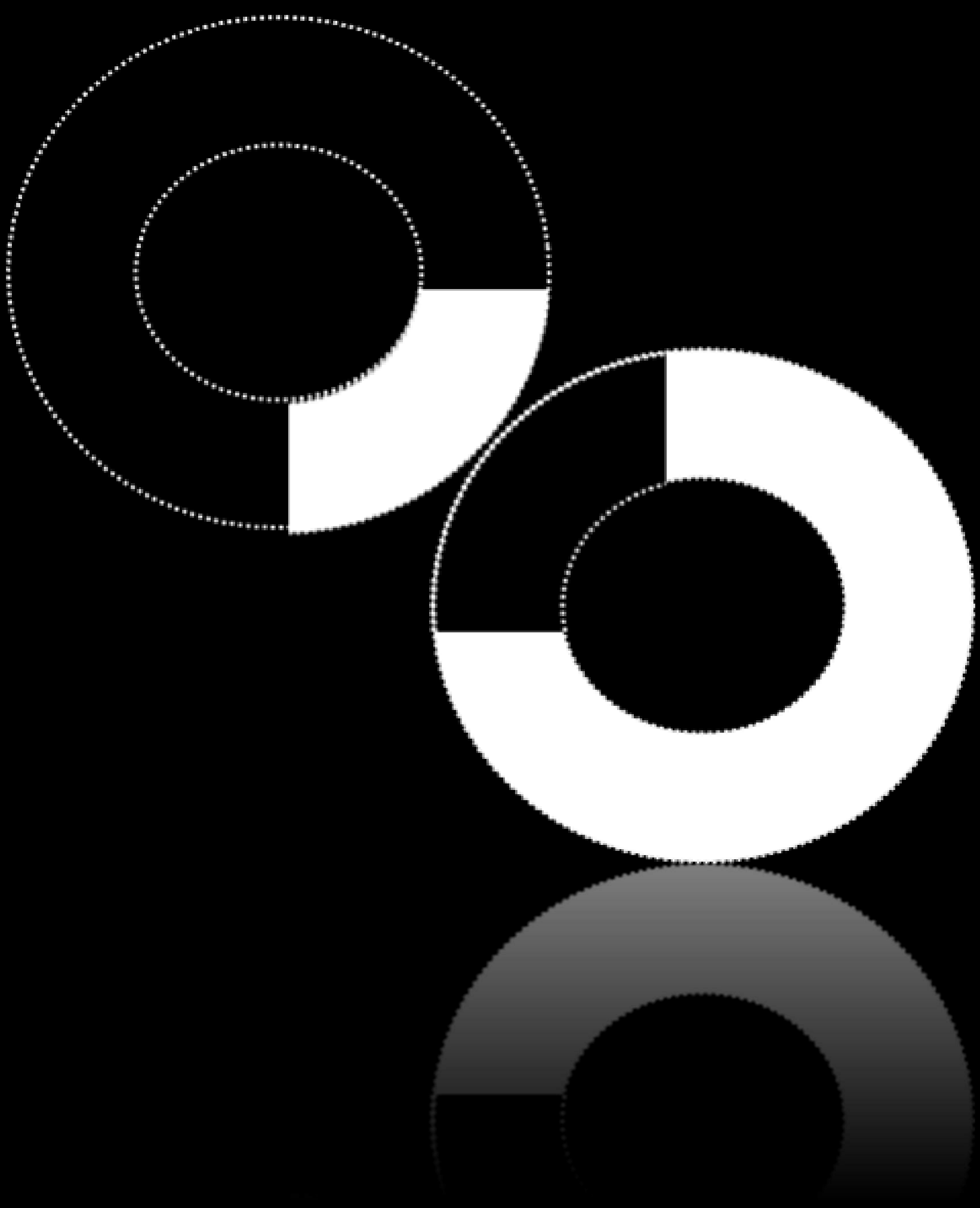


# THE RESEARCH

The Miss. The Zero-One. The Moon



#Trends in workplace suicide in india vs rest of the world

# #Trends in workplace suicide in india vs rest of the world

Workplace suicide is now a major problem that affects the lives of many people across the country every year. While the number of people dying by suicide in the workplace has decreased in recent years, there are still those who take their own lives or are found dead in their work areas. There is no question that it is difficult for families to grieve the loss of a loved one, but there are plenty of other alternatives available for those who have difficulties coping with workplace stress. If your loved one is exhibiting suicidal behavior, you must try to determine what might be behind their actions and whether or not they truly want to die. Workplace suicide prevention is much easier when professionals can evaluate the mental health of the people who work in the area. According to the Journal of the American Medical Association, the number of deaths from suicide among construction workers has been steadily increasing in recent years. Among these workers, those aged 18-to-40 are most at risk. Many of the causes of these deaths are still unclear, but most agree that the mentally unstable are the ones who take their lives on the job. In addition, there are signs that suicide among construction workers may also be connected to the type of jobs they are working in.

## The Miss

There is a lack of evidence linking workplace suicides to on-the-job stress. However, it is thought that those experiencing excessive stress are at a much higher risk for suicide attempts. Those who suffer from a traumatic experience such as the death of a loved one or someone close to them may also be susceptible to workplace suicide attempts. Often those who suffer from post-traumatic stress disorder also exhibit signs of workplace violence and mental health issues. Suicides are most common among males, but the problem is becoming more common among females as well. Experts believe that those who are suffering from mental health issues are at a greater risk for workplace fatalities. Those suffering from depression, anxiety and stress may be more susceptible to suicide attempts. Other signs of workplace violence include those who frequently express feelings of anger, possess a tendency to be argumentative, are involved in conflicts, and show signs of physical abuse, among others. Those who have been in jail are also at higher risk for workplace fatalities. Most workplace fatalities are caused by suffocating or crushing the victim while they are attempting suicide by hanging or jumping from high buildings. Another major cause of workplace death is suicide marketing efforts by disgruntled employees to recruit others to commit suicide in a place of work. These efforts can be quite disgusting to the workplace, as most employees will find it hard to believe that people are actually dying because they feel better about their careers. Most employers are legally bound to investigate any suspected cases of workplace suicide marketing and if proof of such allegations is found, the employer must halt all advertising that links such acts to suicide. Such ads are considered to be highly offensive to employees and must be immediately stopped. If you are concerned that an employee may be displaying signs of suicidal behavior, you should inform your company's human resources department or consult with a qualified professional counsellor. While there are some employers who are willing to help employees deal with issues like this, many employers are uncomfortable with acknowledging that there could be a link between workplace violence and suicidal thoughts and actions. Instead, they prefer to close up the workplace until the issues can be resolved. As such, it can be very difficult for victims of suicide attempts to seek help from other companies that claim to be committed to helping workplace violence victims.

## The Zero-One

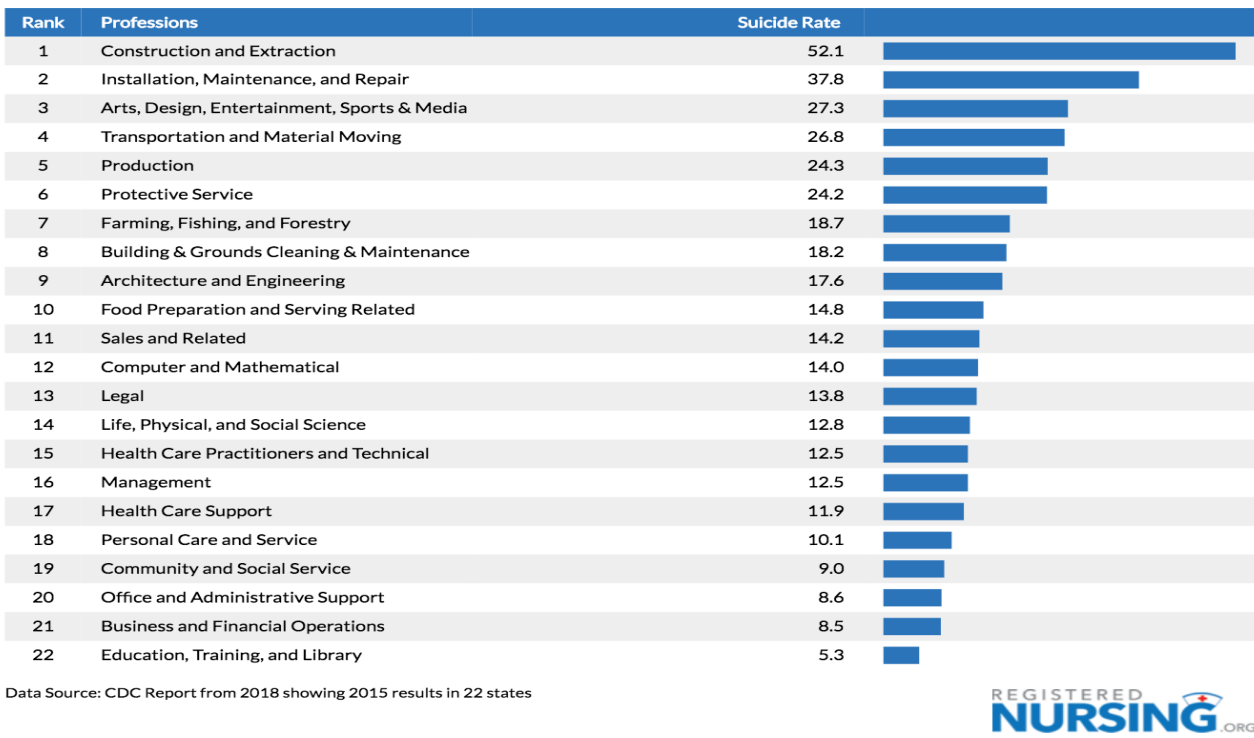
This horrific fact was found in a study by the Bureau of Labor Statistics on occupational fatalities: more workers are killing themselves than ever before in the workplace. For2018, the number of such suicides was304, a rise of 11 percent from the year before and the highest number since the office started monitoring the data 26 years ago. Construction firms face by far the largest number of suicides and rates among males when looking at suicides in general, whether in the workplace or not, with a rate 2.5 times that of the overall national average for suicides among adult males. According to a 2018 study by the Centers for Disease Control and Prevention, the second and third highest male occupation categories are the arts, architecture, entertainment, sports, and media; and installation, maintenance, and repair. Arts, architecture, culture, sports and media; protective service; and health-care support are the top three highest-risk occupations for women.

Researchers attribute the high construction rates in part to persistent physical threat and injury exposure; the widespread use of painkillers, narcotics and alcohol; the intermittent nature of employment; and the fact that most employees are middle-aged men with less education, among the groups at highest risk. Some unexpected and powerful responses have resulted from the increasing numbers. The building industry convened a task force in 2016 to find out how to tackle the problem.

Three states would have the third, fourth and fifth highest rates of female suicide in the world if Indian states were nations, recent data shows. Across the planet, men commit suicide at a higher rate, but India has not been able to reduce the suicide rate among men, data shows.

In the context of an insecurity, help, coping, and problem-solving model, the relationship of suicide to negative life events, tension, object loss, and negative interaction needs to be understood. In a stress-vulnerability model, Rich and Bonner found that stressful life experiences and stress accounted for 30 per cent of the suicidal ideation variance. Being sociocentric, Indian culture places emphasis on interpersonal relationships. Therefore, it is unsurprising that marital conflict is the most common cause of suicide among women, whereas the most common cause among men is interpersonal conflict.

The Professions with the Highest (and Lowest) Suicide Rates  
2015 rate of suicide per 100,000 according to CDC



In 2017, when almost 38,000 working-age individuals died from suicide, our country saw an unprecedented 40 percent rise in suicide deaths. In the United States, the Centers for Disease Control and Prevention (CDC) monitors and reports on suicide rates. This rise has prompted the CDC to examine suicide deaths by industry and profession in order to better understand how prevention can be tackled. The statistics came from 32 states and accounted for 15,779 suicide deaths recorded in 2016. Using the Standard Occupational Classification scheme of the US Department of Labor, occupation groups were established. The data showed that suicide deaths were substantially higher for males (27.4 per 100,000) than for females (7.7 per 100,000). It also found that in these five major industry categories, suicide deaths were the highest:

- 1.Mining, Quarrying, and Oil and Gas Extraction
- 2.Construction
- 3.Other Services, like automotive repair
- 4.Agriculture, Forestry, Fishing, and Hunting
- 5.Transportation and Warehousing

Suicide rates were also significantly higher in these six occupational groups with data again showing suicide rates higher for men than for women in all six groups:

- 1.Construction and Extraction
- 2.Installation, Maintenance and Repair
- 3.Arts, Design, Entertainment, Sports, and Media
- 4.Farming, Fishing, and Forestry
- 5.Transportation and Material Moving
- 6.Building and Grounds Cleaning and Maintenance



To better understand work-related risk factors for suicide, updated research is needed. However, previous research cited by the CDC indicates that the risk of suicide is related to the following variables:

- Low-skilled work
- Lower education
- Lower socioeconomic status
- Work-related access to lethal means
- Job stress associated with poor supervisory and colleague support, low job control, and job insecurity.

The Moon



A calm listening ear, a caring colleague and knowing that they are not alone is sometimes all a person needs. Other times, individuals need a relationship with mental health or crisis services. Whatever our industry or profession, we can all make a difference in reversing the rising suicide rates in our country. People spend a large amount of time at work, making it a vital place to Identify a person who may be experiencing distress, TALK by checking in and letting the individual know that you care, and ACT by linking the individual to resources and supports. Beyond the workplace, other community-based strategies cited by the CDC include the following:

- Strengthening economic supports
- Strengthening access and delivery of care
- Teaching coping and problem-solving skills
- Responsibly reporting suicide by avoiding details that may contribute to contagion.

When family members, customers, suppliers, and those surrounding the work team attempt suicide or die by suicide, workers are affected. Many people are uncertain how to react to a colleague who had a family death due to suicide because of the stigma associated with suicide. Suicide deaths also lead to a decline in productivity, apart from the enormous human cost, Morale and organizational morale when left unaddressed or badly treated by representatives of the workplace. In addition, suicidal behavior and untreated mental illness may also contribute to increasing costs of healthcare. If an employee's suicide death impacts the workplace, the remaining colleagues are always left with a combination of sorrow, trauma, and remorse that may last for a long time. How to interfere at the place of employment.

Ask about how she or he is doing.  
Without judging, listen.

- Mention changes that you have observed in the actions of the individual and say you are worried about his or her psychological well-being.
- Suggest that he or she meet with someone in the Department of Human Resources, the Employee Assistance Program (EAP), or another mental health professional. Offer to help schedule an appointment and go with the person.
- Keep in touch with the person and pay attention to how he or she is doing.
- Workers should be advised to speak with their EAP or human resources department or call the crisis line when signs are ambiguous or when employees are uncertain how to respond.

Workplace suicide, although not seen as a very major issue earlier, has now taken the notice of the public eye, and major steps are being implemented to reduce the workplace suicide, both in India and the rest of the world.

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