



Joint Action on Mental Health at the workplace: WP 6

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Key Challenges

- › High/increasing stress levels at work due to a changing world of work (globalization, tertiarization, IT) and changing demographics
- › Costs of mental (ill) health are work-related and large (3-4,5 %GDP); Matrix 2013: €620 billion/year in EU
- › Major impact on employers (44% costs) due to absenteeism & presenteeism
- › Depression is the major mental health diagnosis for disability
- › positive mental health fundamental to business performance and population health
- › know-how is available but not used and or understood (implementation gap)
- › limited dissemination of good practice (SMEs, precarious work)



AIM of the project of WP6: mental health at work

Main aim: A European action plan on mental health at work

Essential ingredients (shared with other WPs):

1. evaluate progress & share experience mental health & well-being (EU & MS level)
2. framework for action to tackle mental health problems (EU & MS level)
3. supporting engagement & commitment of MS and other stakeholders
4. building capacity and increasing sustainability for mental health policies
5. improve cross-sectorial cooperation



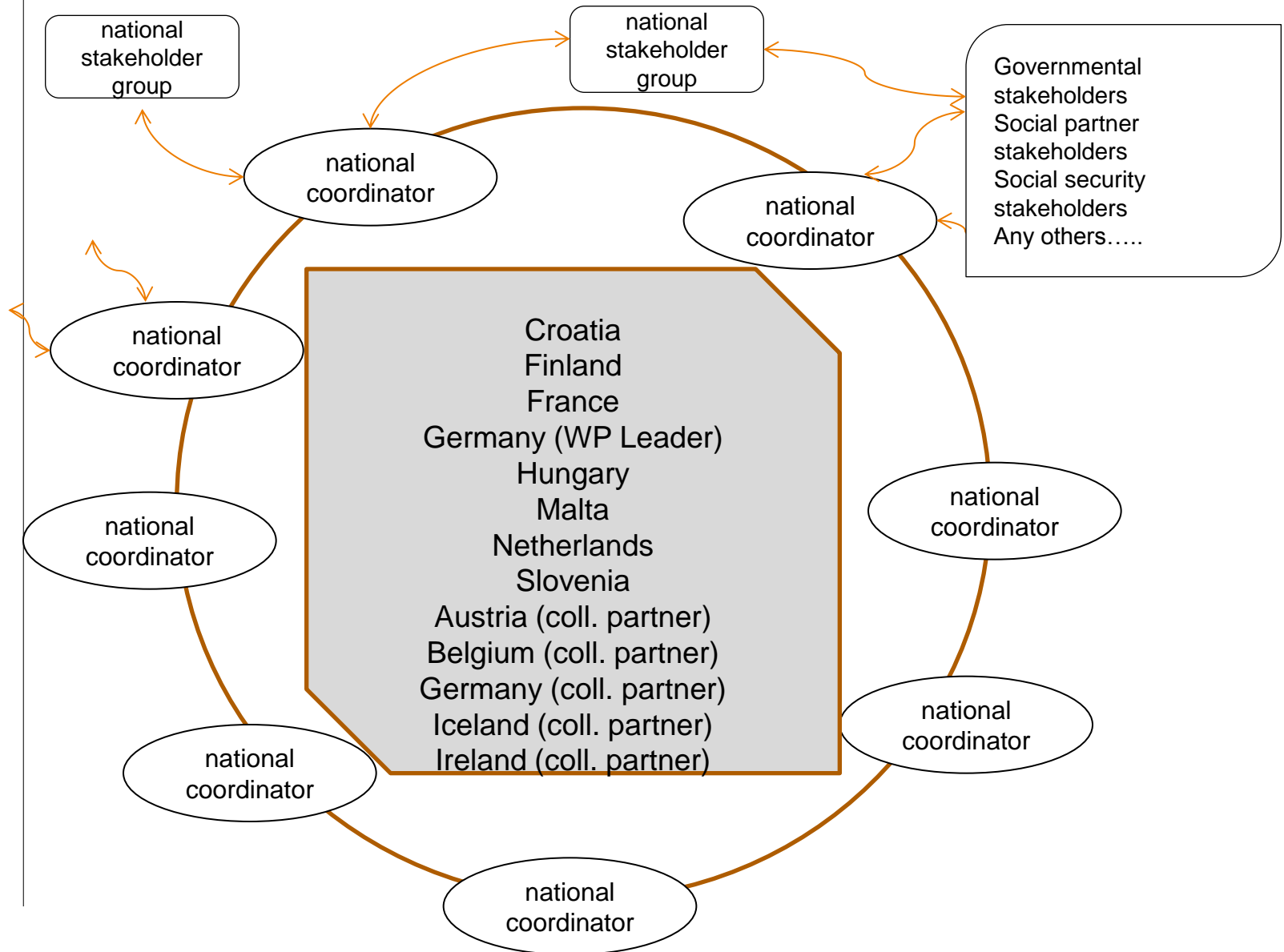
**promoting
positive
mental
health**



**stress
prevention**

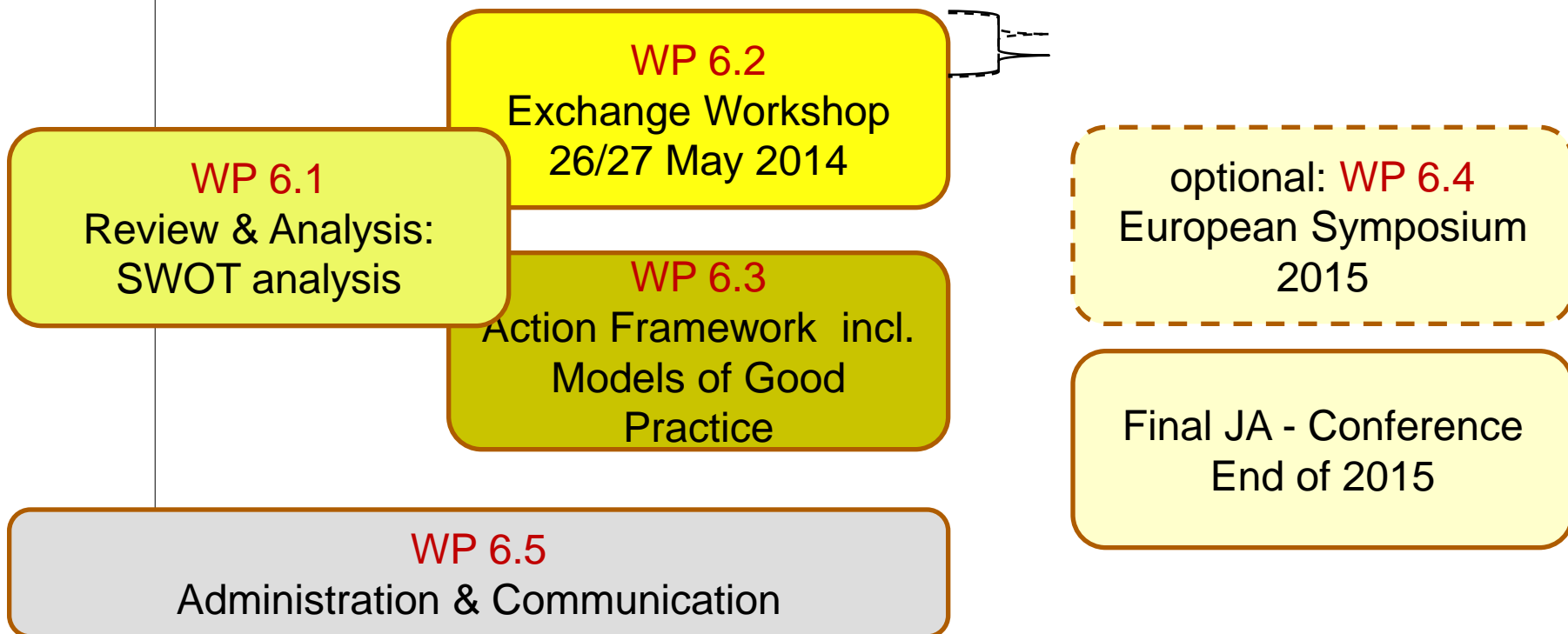
protection and
promotion
of employee
health in
relation to
psychosocial
stress

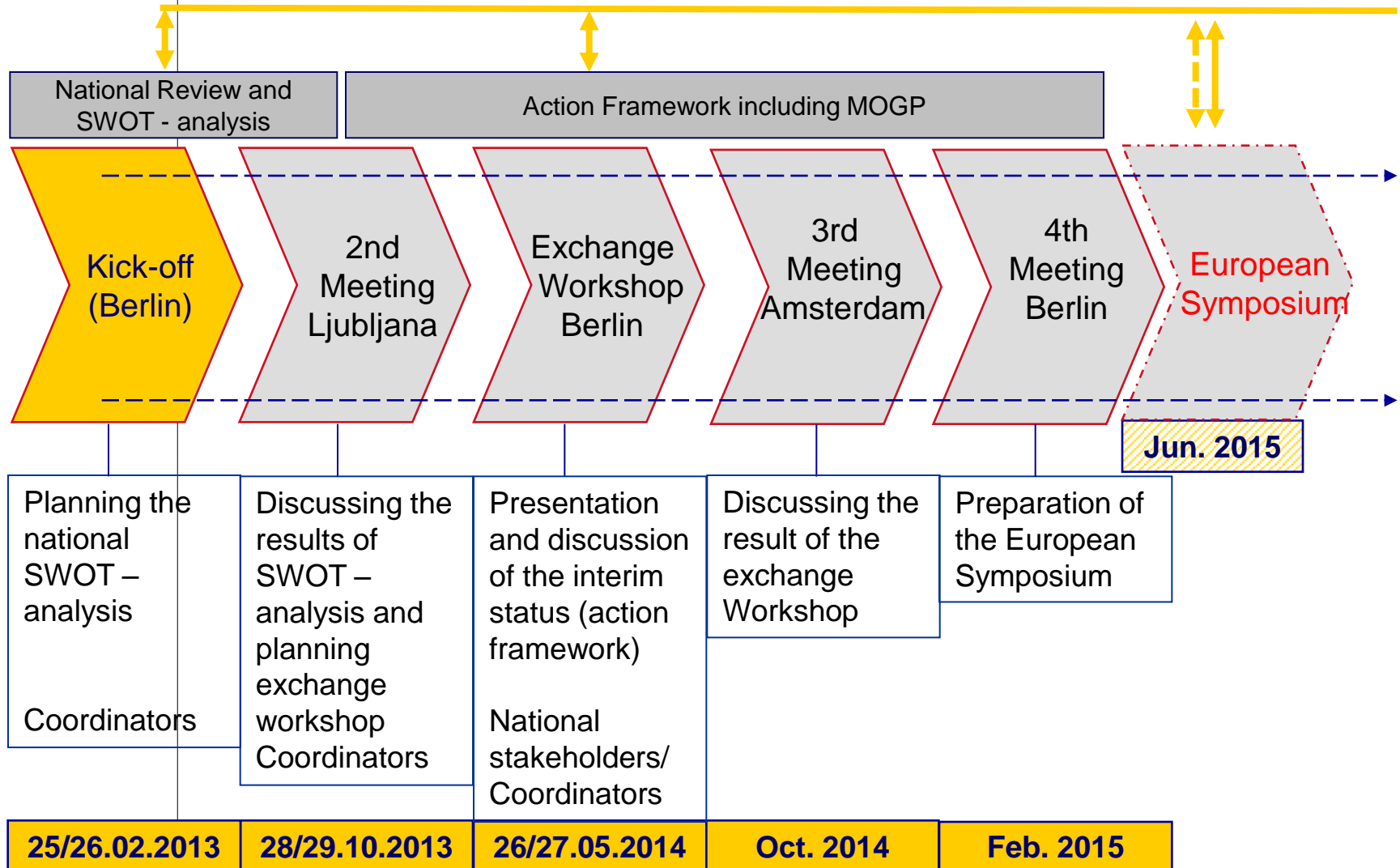
**supporting
affected
employees**





our work plan - overview







A few highlights

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- good practice & awareness in big companies
- high priority in OSH strategy
- Service provider market exists

- supported by health insurance
- WHP tools are well developed & available
- Tax incentives & campaigns

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- SMEs are not reached
- Lifestyle approach dominates
- Only few companies implement legal requirements

- many managers do not accept mental problems
- stigma & taboos widely exist in working life

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- public media coverage
- shortage of qualified workers + demographic change impacts

- changed values of employees and managers promote better WLB

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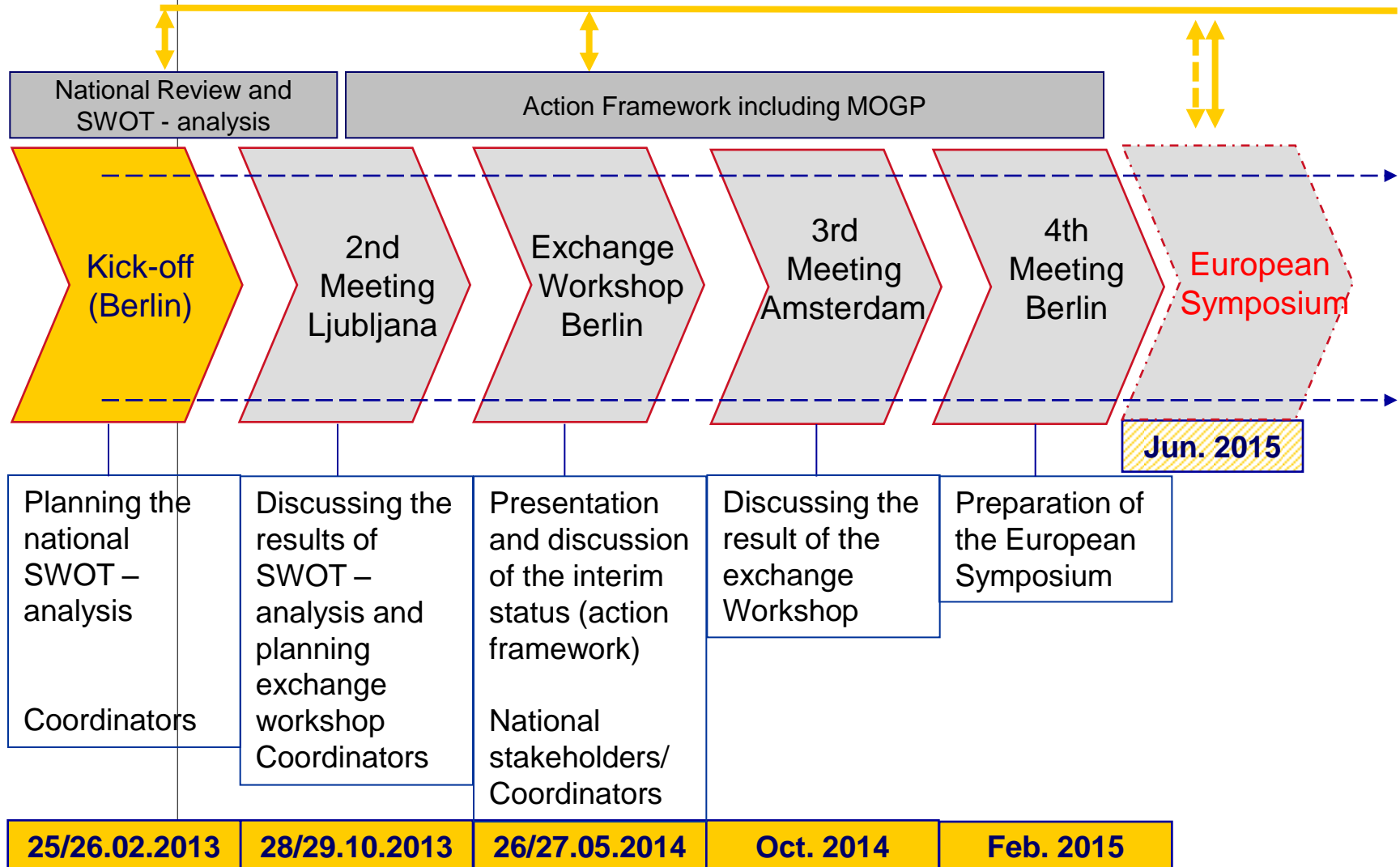
- economic and political crisis
- Increasing social inequalities
- new management concepts (MBO)

- economisation of all life domains
- constant over-demanding working conditions



Framework for determining action

- › Awareness raising, setting the agenda
- › Knowledge development
- › ***Implementation of knowledge + business case***
- › Directing (roles and responsibilities)
- › ***Financing (business case)***
- › Collaboration/infrastructure
- › Legislation & maintenance





Until next time...in the meantime

Success.

