Joint Action on Mental Health at the workplace: WP 6

Irene Houtman, on behalf of Gregor Breucker (BKK), colleagues and the WP6-network
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

protection and promotion of employee health in relation to psychosocial stress

supporting affected employees

stress prevention

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Joint Action on Mental Health
Governmental stakeholders
Social partner stakeholders
Social security stakeholders
Any others…..

Croatia
Finland
France
Germany (WP Leader)
Hungary
Malta
Netherlands
Slovenia
Austria (coll. partner)
Belgium (coll. partner)
Germany (coll. partner)
Iceland (coll. partner)
Ireland (coll. partner)

national stakeholder group
national coordinator
national coordinator
national coordinator
national coordinator
national coordinator
national coordinator
national coordinator
national coordinator
national coordinator
national coordinator
national coordinator

our work plan - overview

WP 6.1
Review & Analysis: SWOT analysis

WP 6.2
Exchange Workshop 26/27 May 2014

WP 6.3
Action Framework incl. Models of Good Practice

WP 6.4
optional: European Symposium 2015

WP 6.5
Administration & Communication

Final JA - Conference End of 2015
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Joint Action on Mental Health

Kick-off (Berlin) 28/29.10.2013

Planning the national SWOT – analysis Coordinators 25/26.02.2013

2nd Meeting Ljubljana 28/29.10.2013

Discussing the results of SWOT – analysis and planning exchange workshop Coordinators

Exchange Workshop Berlin 26/27.05.2014

Presentation and discussion of the interim status (action framework) National stakeholders/ Coordinators

3rd Meeting Amsterdam Oct. 2014

Discussing the result of the exchange Workshop

4th Meeting Berlin Feb. 2015

Preparation of the European Symposium

European Symposium Jun. 2015
A few highlights

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

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

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

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

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

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

- changed values of employees and managers promote better WLB

- 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
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Kick-off (Berlin)

National Review and SWOT - analysis

Planning the national SWOT – analysis

Coordinators

2nd Meeting Ljubljana

Discussing the results of SWOT – analysis and planning exchange workshop

Coordinators

Exchange Workshop Berlin

Presentation and discussion of the interim status (action framework)

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European Symposium

Jun. 2015

Until next time…in the meantime

Success.