

News from the World of Research

Mental health at the workplace

Mental health at the workplace arises in the last years as a crucial aspect of life and wellbeing. According to WHO, mental health is “a state of wellbeing, in which an individual realises his or her own abilities, can cope with the normal stresses of life, can work productively, and is able to make a contribution to his or her community”. According to OSHA and the EC, there is evidence that in 2023, 46% of Europeans had experienced emotional or psychosocial problems in the past twelve months.



Specifically, workplace conditions such as high job demand, low job control, low workplace social support, effort-reward imbalance, low organizational procedural justice, low organizational relational justice, organizational change, job insecurity, temporary employment status, atypical working hours, bullying, and role stress have been found to influence the mental health of employees ([Harvey et al., 2017](#); [Gray et al., 2019](#)). A recent [Lancet](#) publication provides evidence of an association between exposure to adverse working conditions and the risk of depressive disorders indicating that work environments could be important modifiable determinants of mental health. Consequently, mental health at the workplace has become in the last years the focus of attention for policy makers and practitioners.

From a policy level, a number of actions have taken place with the aim of bringing mental health at the same par as physical health. The [EU Commission](#) is addressing mental health at the workplace through a comprehensive strategy that includes plans for a future initiative on psychosocial risks at work, funding for mental health, and supporting measures for prevention, treatment, and reintegration. This communication establishes a strategic approach, with ongoing work to support the [European Pillar of Social Rights](#) and address challenges like digitalization's impact on mental health. In its [resolution](#) published in December 2023 the European Parliament called on the Commission to propose legislation on the management of psychosocial risks and well-being at work and to draw up a long-term, comprehensive and integrated European mental health strategy.

Looking to the [future](#) changing work conditions that could affect mental health at the workplace include increasing digitalization and telework, migrant labor workforce, climate changes, precarious employment and the gig economy.

Watch out for this space in our next newsletter for effective interventions and tools to address mental health at the workplace

New approaches for Workplace Health Promotion

A recent Canadian study has examined the use of Artificial Intelligence (AI) technology on the practice of OSH. It surveyed 810 OSH professionals about their usage of AI and found that c.25% of organisations used it, while about half did not. The remainder didn't know whether it was used or not. When asked what AI was used for, it was interesting to note that 19% used it for 'promoting health enhancing behaviours' (e.g. mental health monitoring tools). A further 15% used it to help prevent psychological harm (e.g. with AI therapy apps). The survey also found that AI was more likely to be used by larger organisations and by organisations with highly hazardous workplaces. These findings provoke a question – is AI being used to promote WHP in European Workplaces? You can read the full story [here](#)

If you know of any examples, we would be interested to find out more.

Please email us: info@enwhp.net

WHP social inequality and environmental sustainability

A new report highlights the growing importance of integrating workplace health promotion (WHP) with sustainability in response to global challenges like climate change and social inequality. It emphasizes that employee health is shaped not only by personal factors but also by the work environment and ecological conditions.

The study presents a structured implementation concept based on 42 quality criteria across three dimensions—structure, process, and outcome—aligned with ESG standards. These criteria focus on healthy environments, healthy employees, and healthy organizations. Using a multi-method research design, including literature reviews and interviews, the report identifies synergies between health and sustainability.

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It is freely available in German can be downloaded [here](#)



31st International Conference on Health Promotion Hospitals

The European Network for Workplace Health Promotion is proud to be a co-organiser of the 31st International Conference on Health Promotion Hospitals and Health Services organised in Malmo Sweden between the 20th and 22nd of May 2026. The conference is titled 'Creating Sustainable Healthcare Systems to promote Health, Equity and Resilience in Times of Global Crises'.

The 31st International Conference on Health Promoting Hospitals and Health Services (HPH) will bring together professionals, researchers, policymakers, patient and citizen representatives and civil society to discuss how hospitals and health services can actively advance health, equity, and resilience in challenging times. The conference will provide a platform to connect evidence, experience, and innovation, equipping participants with practical insights and strategies to apply in their own fields of action, policy and research.

Last day to register: April 30, 2026

The program is organised around five main topics:

- Advancing Resilient and Sustainable Healthcare Systems: 40 Years of Health Promotion
- Health Equity Across the Life Course
- Anxiety for the Future, Mental Health and Stress Related Disorders: From Concern to Action
- Digital Innovation and Ethical Use of Technology
- The Importance of Partnerships for Sustainable, Equitable and Resilient Healthcare Systems – Challenges and Opportunities

More information is available [here](#)

Membership Offer


Did you know that new members receive a free six-month trial membership? If you would like to learn more, please contact us at membership@enwhp.net


Winter 2025- 2026 Newsletter

The content for the next newsletter has not yet been finalized. We are always on the lookout for articles for our newsletter, so if you have a good practice example or some new WHP research you would like to share please let us know.

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