

WHY ADDRESS MENTAL HEALTH AT WORK?

FACTS

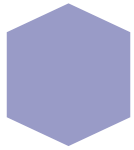
- Work can **protect or worsen** mental health
- **1 in 6 working-age adults estimated to have a mental disorder**
- **1 trillion USD costs**; Global taboo

PRECEDENCE

- **WHO** comprehensive mental health action plan (2013–2030)
- **WHO** global strategy on health, environment and climate change (2020)
- **ILO** Convention on Occupational Safety and Health, 1981 (No.155) and Recommendation (No.164)+

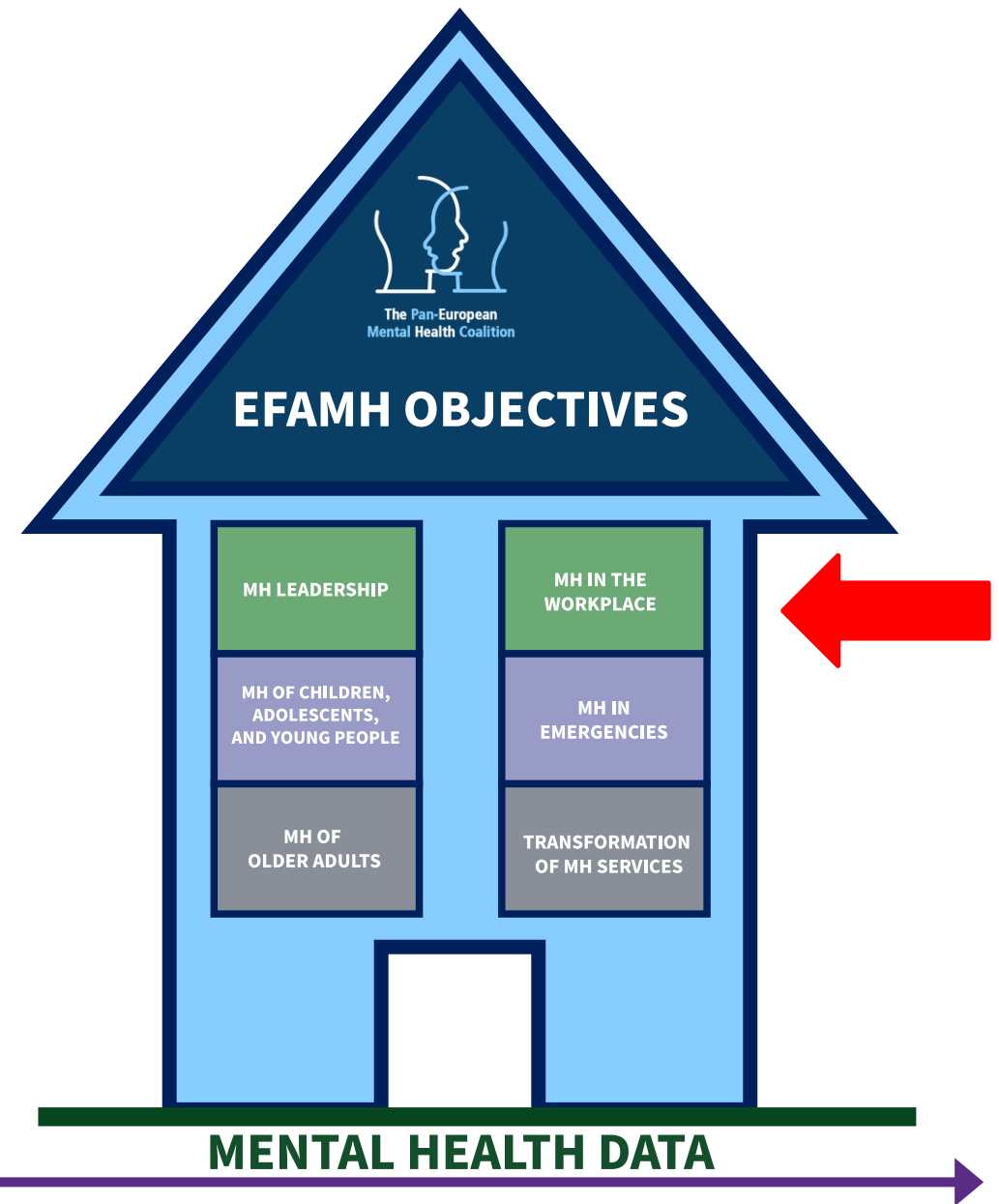
CONTEXT

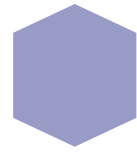
- **Lack of regulation** for interventions related to mental health at work
- **‘Worsening’** working environments for many



The Pan-European Mental Health Coalition





- Consists of 3 tiers of membership: members, supporters, and observers
- aims to operationalize the objectives of the European Framework for Action on Mental Health 2021-2025
- harnesses the collective wisdom and expertise of members and supporters and serves as a platform for peer learning and exchange



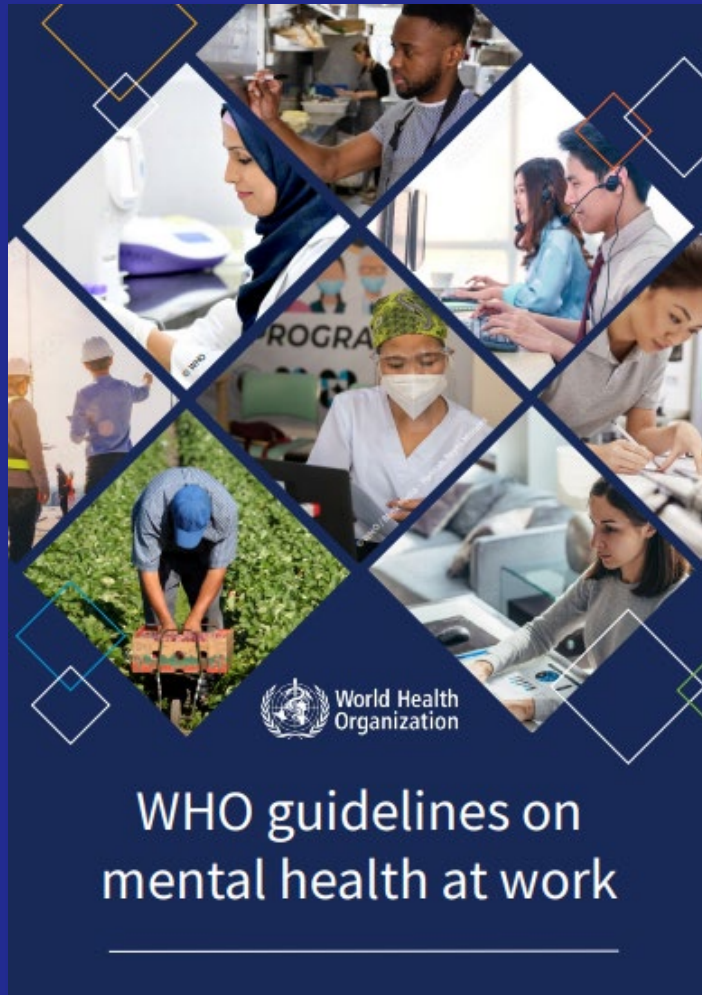


Coalition Working Packages

<p>WP1: Mental Health Leadership Tackling stigma & discrimination and preparing leaders for change in mental health systems</p>	<p>WP4: Mental Health in the Workplace Developing mentally healthy and safe workplaces</p>
<p>WP2: Mental Health of Children, Adolescents and Young People Supporting young people via quality MH care and promotion + prevention interventions</p>	<p>WP5: Mental Health in Emergencies Integrating protection of mental health into emergency preparedness, response and recovery</p>
<p>WP3: Mental Health of Older Adults Promoting healthy ageing + dementia prevention</p>	<p>WP6: Mental Health Service Transformation Ensuring that everyone has access to good quality mental health services that protect human rights</p>

	Challenges	Goals	Actions
<p>WP3: Older Adults</p>  <p>WP4: MH in the Workplace</p>	 <ul style="list-style-type: none"> • Ageism + stigma • Data presents complex picture, limiting implementation • Invest in age-friendly environments • Social isolation + loneliness • Long-term care not in care continuum 	 <ul style="list-style-type: none"> • Align w/ UN Decade of Healthy Ageing to establish life course approach to healthy ageing • Establish greater accountability of age-friendly environments • Create health + social care workforce fit for purpose 	 <ul style="list-style-type: none"> • Develop competency framework • Advocate for benefits of life course approach • Implement Global Dementia Action Plan
	<ul style="list-style-type: none"> • Lack of data on risks/interventions • Legislation lacking/not enforced • Underutilized employee assistance programs • Well-being industry w/out regulation 	<ul style="list-style-type: none"> • Develop mentally healthy workplaces • Raise awareness + advocate for MH in workplace • Build health workforce capacity for prevention + promotion 	<ul style="list-style-type: none"> • Review policies, increase stakeholder engagement • Develop quality standards + indicators • Develop training to complement existing tools

WHO Guidelines



WHO ILO Policy Brief

The cover features the logos of the World Health Organization and the International Labour Organization at the top left. A large yellow arrow points from the right towards the center. The text "MENTAL HEALTH AT WORK" is in large blue letters, and "POLICY BRIEF" is in yellow below it. The "KEY MESSAGES" section is on the left, with four icons and corresponding text.

World Health Organization **International Labour Organization**

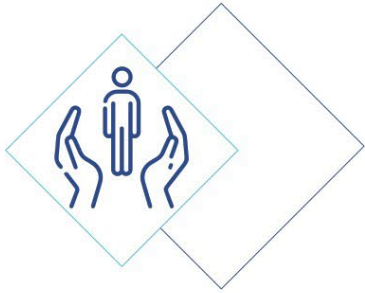
MENTAL HEALTH AT WORK

POLICY BRIEF

KEY MESSAGES

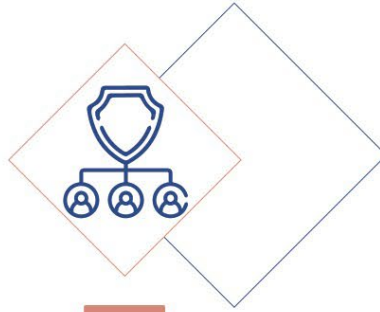
- Prevent** work-related mental health conditions through psychosocial risk management, which includes using organizational interventions to reshape working conditions, cultures, and relationships.
- Protect and promote** mental health at work, especially through training and interventions that improve mental health literacy, and strengthen skills to recognize and act on mental health conditions at work, empowering workers to identify mental health issues at work and to seek support and care early.
- Support** workers with mental health conditions to fully and equitably participate in work through reasonable accommodations, return-to-work programmes and supported employment initiatives.
- Create** an enabling environment to improve mental health at work by securing commitment and investment, tackling stigma, coordinating action, ensuring inclusion and strengthening evidence and compliance.

3 STRATEGIES



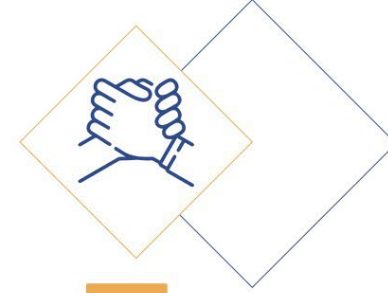
01 PREVENT

Reshape work environments to minimize psychosocial risks and **prevent** workers experiencing mental health conditions



02 PROTECT & PROMOTE

Strengthen awareness, skills and opportunities for recognizing and acting early on mental health issues to **protect and promote** the mental health of all workers



03 SUPPORT

Support workers with mental health conditions to access, continue working and thrive at work

7 CROSS-CUTTING ACTIONS



Integration

Integrating action to prevent, protect and promote, and support mental health at work across sectors

Strengthening commitment to mental health at work



Leadership



Participation

Engaging workers and people with lived experience in decision-making about mental health at work at all levels

Securing sufficient funds and resources to protect, promote and support mental health at work



Investment



Evidence

Strengthening the evidence base on the prevalence and impact of work-related risks and effectiveness of interventions

Upholding people's rights to fully and effectively participate in work.



Rights



Compliance

Strengthening uptake of and compliance with laws, regulations and recommendations