



Mental health at the Workplace and the European Pact on Mental Health

“Emerging psychosocial risks related to OSH”
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Structure

- Workplace and public health
- The value of Well-being
- Towards a European Pact for Mental Health and Well-being

Workplace and public health

■ Traditional view:


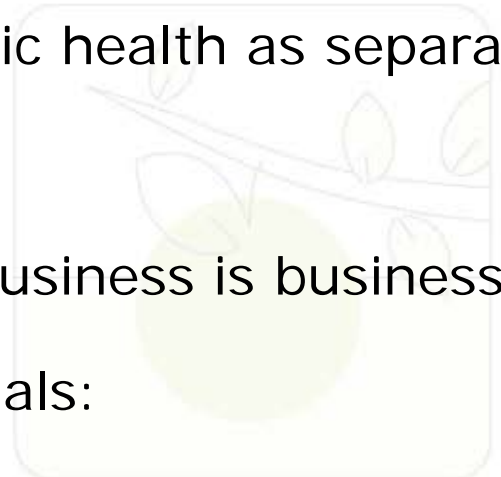


- OSH and public health as separate areas

- Employers:

„The business of business is business“

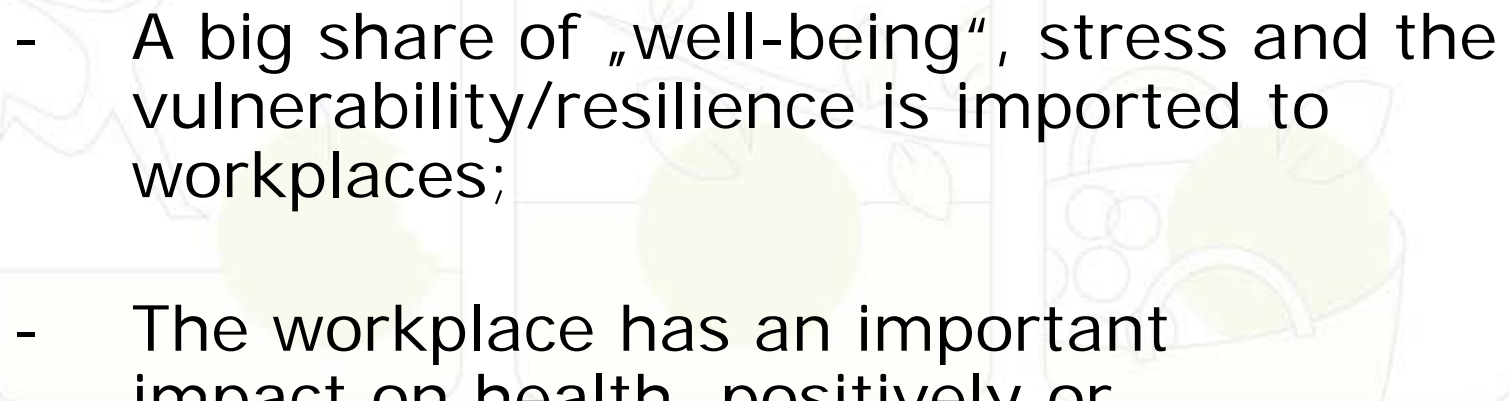
Medical professionals:



„Where is the evidence for the effectiveness of prevention?“

Workplace and public health

■ In real life, they are not separate:

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- A big share of „well-being“, stress and the vulnerability/resilience is imported to workplaces;
 - The workplace has an important impact on health, positively or negatively.

An argument for a holistic view.

Workplace and public health

■ In consequence, there is scope for cooperation:

- Managers and social partners recognise the relevance of health;
CSR Europe laboratory on well-being at the workplace.
- Public health discovers the workplace as a setting for action on health.
Commission White Paper on Health

The value of well-being

■ A change in focus:

- Tackling illness;
- Preventing risks;

Framework Agreements on Prevention of work-related stress and Harassment and Violence at WP

- Promoting protective factors.

Community strategy on health and safety at work

The value of well-being

- Health and well-being are increasingly addressed as a strategic resource:
 - Psychosocial risks as a priority of OSH-strategies at workplaces and at Community-level;
 - Health as an issue oscillating between OSH-, HR and CSR-departments.

The value of well-being

- Mental health problems are no longer related to employees only, but are now also related to management style and work organisation.

The value of well-being

- Some leaders are emerging, such as:

- BTGroup
- EdF/GdF

- At the same time, the health community increases cooperation with employers:
 - Enterprise for Health (EfH)

EU-level sets an important share of the regulatory framework and also enables exchange on prevention and promotion

Setting up a European Pact for Mental Health

- High-level Conference, Brussels, 13 June 2008: „Together for Mental Health and Well-being“
- Commissioners Vassiliou, Spidla, President Barroso, EU-institutions, Ministers, international organisations, stakeholder organisations and leaders
- Objective:
To set up a European Pact for Mental Health and Well-being with high political commitment

Setting up a European Pact for Mental Health

- Session on workplace aspects:
 - Minister Agnes Horváth, (HU);
 - Commissioner Spidla;
 - Minister Frank Vandenbroucke (BE);
 - CSR Europe;
 - Ms André, ETUC

Setting up a European Pact for Mental Health

■ The Pact:

- A Declaration with the commitment to engage into a longer process of cooperation on key mental health issues;
- Support better and broader implementation of the *acquis* – and show possibilities for going further
- Focus on identification of good practices, success factors, tools and instruments.

■ Thematic conferences during 2009/2010.

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■ In the pipeline:

- Consensus Paper „Mental health at the workplace“ (key contribution to HL- conference);
- Project Mental health award and campaign (model of MoveEurope);
- WHO direct funding project „Leadership in mental health“;
- Results from ongoing research and public health projects.

Setting up a European Pact for Mental Health

■ The expectation:

- Highlight that sustainable productivity/ competitiveness and mental health well-being go hand in hand;
- help identifying pathways for action

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