



The European Pact for Mental Health and Well-being

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*SANCO.C.4 – Health Determinants
European Commission*

Brussels, October 7th, 2009

Analysis

- “In future UK workers are more likely to be employed in the public sector, business and the service sector. There will be more jobs for managers, senior officials and professional occupations at the expense of skilled trades, administration and clerical roles. Workers currently employed in the kinds of sectors of employment and jobs that are likely to take an increasing share of the workforce in future report that their work has less of an impact on their physical health than other kinds of work and more of an impact on their psychological health. So it is likely that work in future will have more of an impact on mental, rather than physical health.”

The Pact

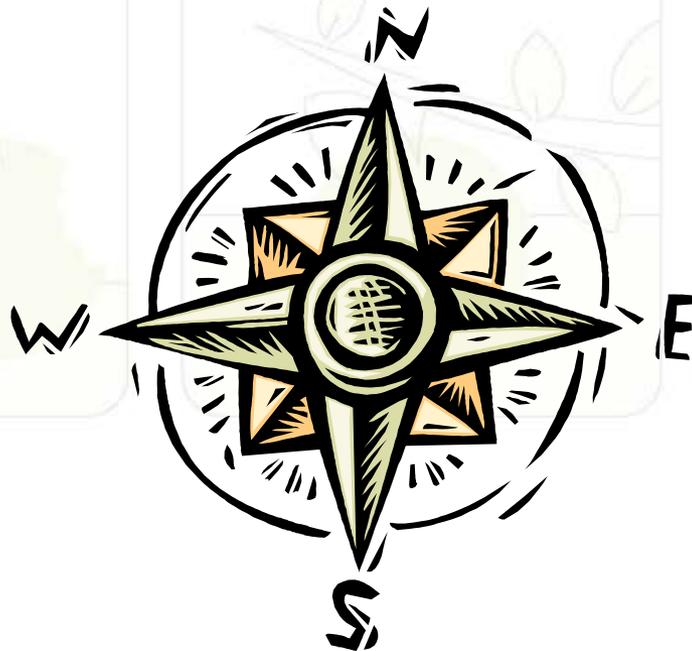
- **Launched at high level conference “Together for Mental Health and Well-being” of 12/13 June 2008;**
- **A framework for exchange and cooperation on mental health challenges and opportunities;**
- **To deliver:**
 - **Activity overviews;**
 - **Identification of good practices;**
 - **Recommendations;**
 - **Implementation commitments.**
- **Supported by web-based European Mental Health Compass**

European Mental Health Compass

Key Messages and actions



Overview
Reports on
Actions



Good Practices

Commitments

Five themes and conferences

- Mental Health of Children and Young People
Stockholm, SE-Presidency, 28-29.09.2009
- Prevention of Depression and Suicide
Budapest, SE-Presidency, 10-11.12.2009
- Mental Health of Older People
Madrid / Toledo, ES-Presidency, 21-22.09.2009
- Combating Stigma and Social Exclusion
Lisbon, EY against poverty and social exclusion, autumn 2010
- Mental Health in Workplace Settings
Berlin, 7-8.11.2009

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- **“In fact, if a hypothetical illness were “invented” with the intent to adversely affect work performance, many of its characteristics would match those of depression...Whether the key requirement for success in a job is interpersonal skills, cognitive capabilities, manual dexterity, or sheer physical strength, the symptoms of major depression have the potential to negatively affect job performance. In the workplace, few other diseases are so indiscriminate in the types of harm they can impose.”**

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Berlin conference Mental Health in Workplace Settings, 7-8 November 2010

- Organised by German Ministry of Labour and Social Affairs and DG SANCO in cooperation partners;
- 200-230 participants representing policy, social partners, practitioners, researchers, civil society;
- Issues to be addressed could include:
 - Mental health in the context of a changing work environment;
 - The role of mental health at the workplace for public health;
 - The roles of relevant actors;
 - Solutions for SMEs.



Berlin conference Mental Health in Workplace Settings, 7-8 November 2010

- Key messages could include:
 - Mental health – challenge and resource for sustainable workplace performance and in an increasingly service and knowledge oriented economy;
 - Health as an investment field;
 - The workplace as a social arena and the importance of participative mental health-friendly workplace culture, of the training of managers, of the relations between the staff and of strategies and structures to address mental health;
 - The workplace as a co-determinant of public health and a key setting for health promotion and disorder prevention;
 - The need to meet the needs of SMEs.
- The setup of the conference, its themes and messages are still to be developed.

Berlin conference Mental Health in Workplace Settings, 7-8 November 2010

■ Key outcomes could include:

■ Recommendations for action

- The characteristics of a mental health friendly workplace
- Recommendations to policies to encourage mental health friendly workplaces

■ Commitments for implementation

- Pilot actions by networks

■ Good practices

- Success stories
- Inventories of tools

■ Activity reports

- Description of policies and activities