

# Improving Mental Health in the Workplace:

*Towards Better Prevention and Inclusion in Europe*



**Tuesday 25<sup>th</sup> March 2014**  
NH Hotel du Grand Sablon  
Brussels



# Improving Mental Health in the Workplace: Towards Better Prevention and Inclusion in Europe

## Overview

Across a number of EU Member States, absenteeism, unemployment and long-term disability claims due to work-related stress and mental health problems are increasing. In particular, it is estimated that depression will soon be the leading cause of sick leave in Europe. According to the OECD, it is estimated that one in five people of working age are suffering from a mental disorder of mostly mild or moderate nature such as depression or anxiety. As such, good mental health is increasingly important for economic growth and social development in Europe.

Mental disorders in the workplace should not be overlooked as they represent a major productivity loss, and considerable social and economic costs. In the EU25, productivity related costs of mental disorders reach approximately €137bn, and these costs will continue to grow. Providing a healthy and inclusive working environment is therefore encouraged as it can prevent mental health problems in the workplace and beyond.

With the launch of the EU *Joint Action on Mental Health and Well-being* (February 2013), a 3 year initiative funded by the EU Health Programme, the European Union aims to create a framework for action in mental health policy at the European level. The Action brings together 45 associated and collaborating partners representing 27 EU Member States and associated countries.

Building on the work done under the *European Pact for Mental Health and Well-being* and following the 2011 Council Conclusions on the *European Pact for Mental Health and Well-being*, the Joint Action seeks to address the promotion of mental health at the work place; to improve actions against depression and suicide; and to promote the integration of mental health in all policy areas. EU policies would gain from giving more emphasis on the health aspect of occupational safety through the promotion of mental health and well-being.

This international symposium provides a timely opportunity for key stakeholders to discuss current frameworks and initiatives for action to improve mental health in the workplace. Integrated policies can help meet the challenges of the changing labour market and, as such, the symposium will allow delegates to share ideas and best practices from across Europe.

**“The burden resulting from mental disorders is indeed great and often underestimated: in terms of human suffering for patients and their families, quality of life, life opportunities and lost human capital, as well as in terms of economic costs. ...”**

- Tonio Borg, EU Commissioner, May 2013

**“Workers with a mental disorder are absent from work for health reasons more often than other workers (32% versus 19%), and if they are, they are away for longer...”**

- OECD, 2012

## Venue and Accommodation

NH Hotel Grand Sablon,  
Rue Bodenbroek 2/4. B-1000 Brussels  
Belgium



## Why Attend?

- ✓ Gain insights into the current EU framework for mental health in the workplace and discuss its policy implications
- ✓ Consider how to improve mental health and well-being in the workplace, managing stress risks and promoting a work-life balance
- ✓ Assess the social and economic costs of mental disorders in the workplace
- ✓ Raise awareness of mental health and well-being in the workplace and share best practice from the public and the private sector

## Who Should Attend?

- Mental Health Practitioners
- HR Professionals
- Occupational Health Professionals
- Organisational Development Professionals
- Employment Agencies
- National and Local Administrations
- NGOs
- Safety and Health at Work Agencies
- Health and Safety Councils
- Health and Safety Managers
- Training Managers
- Recruitment Professionals
- Psychosocial Research Centres
- Psychiatric Organisations
- Institutes of Psychiatry and Neurology
- Stress Related Organisations
- Ministries of Health
- Mental Health Commissions
- Mental Health Centres
- Equal Opportunities Officers
- Equality, Diversity and Human Rights Practitioners
- Disability Practitioners
- Employee Relations Advisers
- Legal Advisers
- Campaigning Organisations
- Regulatory Bodies
- Trade Union Representatives
- Social Workers and Social Services Officers
- Welfare Rights Organisations
- Academics, Researchers and Analysts

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## Programme

09:15	Registration and Morning Refreshments
10:00	Chair's Welcome and Opening Remarks
10:10	<b>The EU Strategy on Mental Health: Understanding the Current Framework</b> <ul style="list-style-type: none"><li>• Discussing the Joint Action on Mental Health and Well-Being 2013-2016</li><li>• Legislative Initiatives to Promote Mental Health and Well-being in the Workplace and Beyond</li><li>• Protecting European Workers from Poor Working Conditions</li><li>• Lessons Learnt from the European Pact for Mental Health and Well-Being</li><li>• Recommendations and Exchange of Best Practices</li></ul>
10:40	<b>First Round of Discussions</b>
11:10	Morning Coffee Break
11:30	<b>Assessing the Costs of Mental Disorders and Illness at Work</b> <ul style="list-style-type: none"><li>• Understanding the Causes and Consequences of Mental Health Issues in the Workplace</li><li>• Discussing the Impact on Employment and Productivity - Tackling Absenteeism and Underperformance</li><li>• Defining a Vision for Improving Mental Health of the Workforce - Evidence-Based Projects</li><li>• Raising Awareness of Work-Related Stress and Suicide Risks</li></ul>
12:00	<b>Second Round of Discussions</b>
12:30	Networking Lunch
13:30	<b>Preventing Mental Health Problems within Your Organisation</b> <ul style="list-style-type: none"><li>• Screening for "Burnouts", Anxiety and Depression Problems at Work</li><li>• Training Employers to Deal with Mental Health Issues</li><li>• Implementing Risk-Assessment and Prevention Programmes in Workplaces</li><li>• Tackling Bullying and Harassment in the Workplace</li><li>• Innovative Solutions and Projects - Learning from Successful Interventions</li></ul>
14:00	<b>Third Round of Discussions</b>
14:30	Afternoon Coffee Break
14:50	<b>Promoting Health and Well-Being in the Workplace: Unlocking Employees' Potential</b> <ul style="list-style-type: none"><li>• Improving Organisational Settings and Leadership Practices</li><li>• Promoting a Culture of Inclusion through Communication and Fair Practices</li><li>• Providing Measures to Support Employees in Reconciling Work and Family Life</li><li>• Best Practices and Programmes from European Companies</li></ul>
15:20	<b>Fourth Round of Discussions</b>
15:50	Chair's Summary and Closing Comments
16:00	Networking Reception
16:30	Symposium Close

## Event Details

**Date:** Tuesday 25<sup>th</sup> March 2014  
**Time:** 10:00am – 4:30pm  
**Venue:** NH Hotel du Grand Sablon, Brussels



## Key Speakers

- ✓ **Bob Grove**, Senior Policy Adviser, Mental Health Europe (confirmed)
- ✓ **Stecy Yghemonos**, Social Policy and Innovation Manager, EuroHealthNet (confirmed)

## Forthcoming Events

Transforming Long-term Care in Europe: Improving Quality and Ensuring Access  
*28th January 2014*

Green Growth, Green Jobs: Integrating Employment and Environmental Policies Across Europe  
*29th January 2014*

Boosting Employment in the EU: Developing Skills and Reducing Social Exclusion  
*18th February 2014*

Implementing the Common European Asylum System: Towards Better Protection and Fairer Procedures  
*19th February 2014*

## Marketing and Exhibition Opportunities

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For further information please contact:

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