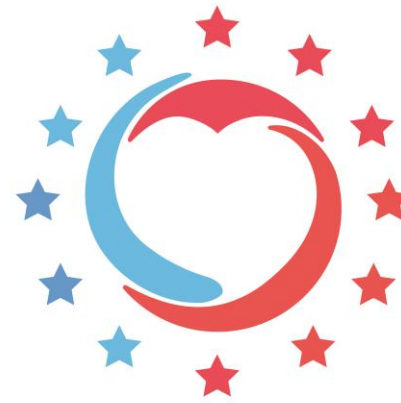




2016 Slovak
Presidency of the
Council of the
European Union



**EUMH
Alliance**
European Alliance
for Mental Health
Employment and Work



BRUNO GABELLIERI
AEIP – SECRETARY GENERAL

**OCCUPATIONAL MENTAL HEALTH: THE GROWING INVOLVEMENT OF ACTORS IN THE
DEVELOPMENT OF PREVENTATIVE AND TREATMENT STRATEGIES FOR EMPLOYEES**

Bratislava
24 October 2016

AEIP | WHO WE ARE

European Association of Paritarian Institutions of Social Protection



AEIP monitors, influences and sometimes opposes the European law making process on the interest of its members and according to its positions

ABOUT AEIP

AEIP is a Brussels based advocacy organisation representing the Social Protection Institutions established and managed by employers and trade unions on a jointly basis within the framework of the collective agreements.

All AEIP members are not-for-profit. They cover a number of social protection benefits:

- Coordinated retirement schemes ("1st pillar Bis")
- Occupational pension funds ("2nd pillar")
- Complementary healthcare insurance
- Long-term Care
- Health & Safety at work
- Paid Holidays (for construction workers)
- Unemployment benefits

AEIP | OUR WORK ON MENTAL HEALTH

European Association of Paritarian Institutions of Social Protection

ABOUT

- > Informal coalition of European organizations
- > AEIP is the current coordinator of the Alliance
- > Main aim: to raise awareness of occupational mental health promotion & to stimulate policy developments at EU level



www.eumhalliance.com

AEIP | OUR WORK ON MENTAL HEALTH

European Association of Paritarian Institutions of Social Protection

Official Campaign Partners of EU OSHA on the Healthy Work Places Manage Stress Campaign 2014-2015

Objectives

- Improve understanding of work-related stress and psychosocial risks
- Promote management of these risks
- Prevent significant negative effects
- Provide support and guidance for workers and employers
- Encourage the use of practical, user-friendly tools



Healthy Workplaces Manage Stress.



AEIP | WHY OCCUPATIONAL MENTAL HEALTH

European Association of Paritarian Institutions of Social Protection

- **25%** of workers state experience work-related stress / **18 %** difficulties with work – life balance
- **80%** of the European managers indicate problem of stress in their companies
- **30%** of organizations in Europe have procedures for dealing with psychosocial risks*

A joint report from the European Foundation for the Improvement of Living and Working Conditions and the European Agency for Safety and Health at Work, 2014

UNIFORM POLICY APPROACH IS CHALLENGING BECAUSE OF:

- Differences in terms of psychological risks distributed by sector, occupation and groups of workers
- Impact both **health outcomes** and **performance-related outcomes**
- Wide discrepancies in terms of available capacity and legislation in MSs

Total costs of work-related mental health conditions in the EU - € 610 billion per year

- the employers due to absenteeism and presenteeism - € 270 billion
- the overall European economy in terms of lost output - € 240 billion
- the healthcare systems due to treatment costs - € 60 billion
- the social welfare systems due to disability benefit payments - € 40 billion

Matrix (2013) Economic analysis of workplace mental health promotion and mental disorder prevention programmes and of their potential contribution to EU health, social and economic policy objectives,

http://ec.europa.eu/health/mental_health/docs/matrix_economic_analysis_mh_promotion_en.pdf

AEIP | MENTAL HEALTH - EU POLICY CONTEXT

European Association of Paritarian Institutions of Social Protection

- European Commission Green Paper “Improving the mental health of the population. Towards a strategy on mental health for the European Union”, 2005
- European Pact for Mental Health and Well-being, 2008
- Joint Action Mental Health and Wellbeing, 2013 – 2015 -> Mental health in All Policies Approach
- JA is supporting the implementation of the WHO’s Global Action Plan -> Global Mental Health targets by 2020

Framework Agreement on Work Related stress, 2004

- Joint action to prevent, eliminate or reduce problems of work-related stress at the work-place level
- The rules of the EU Health and Safety Framework Directive (Directive 89/391/EEC) also apply to stress as a risk factor
- Implementation according to normal procedures in national industrial relations systems – vary from country to country

'The responsibility for determining the appropriate measures rests with the employer', but they 'will be carried out with the participation and collaboration of workers and/or their representatives'.

- **Social partners are to be considered a major player**
- **Social dialogue is a crucial instrument**
- The management of traditional and psychosocial health and safety risks is more effective in workplaces where **workers' representatives have both an active and a recognized role**
- **SMEs in particular need instruments** in place (resources, guidelines..)
- **Available policy instruments to be developed, disseminated and applied at work place level jointly by social partners**

- ✓ **There is no one single way to address psychological risks at national level**
- ✓ **Social partners involvement and the further development of the social dialogue**
- ✓ **Active involvement of the private sector**
- ✓ **Making policy instruments and resources available**

We will further work on the topic and enforce our message by..

- ✓ **Creating strategic partnerships within our members' network of social protection providers in Europe and the US**

AEIP members CTIP (France), BG BAU (Germany) and Groups like HUMANIS , AG2R, Malakoff, MEDERIC (France)

Private operators linked with AEIP as PSYA (France), Previmedical (Italy) and mutual societies through the AEIP/AIM agreement

Transatlantic cooperations with our partners in the US and Canada - NCCMP and MEBCO

- ✓ **Further engage with EU institutions and international institutions**



THANK YOU FOR THE ATTENTION