Promuovere la salute mentale nelle città tramite i luoghi di lavoro: il progetto H-work

H-WORK

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H-WORK RG

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H-Work Project

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European Agency for Safety and Health at Work

Safety and health at work is everyone's concern. It's good for you. It's good for business.

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Flash Eurobarometer

OSH Pulse

Occupational safety & health in post-pandemic workplaces

EU27 (25 683 interviews) | 25.04 – 19.05.2022 | Methodology

Stress and mental health at work

workers experiencing health problems caused or made worse by work

Workplace initiatives to address stress at work

% of workers replying that this initiative is available at their workplace

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WHO guidelines on mental health at work

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Mental health promotion

GAINING EMPLOYMENT: can be delivered to workers with (severe) mental health conditions (Q12)

RETURN-TO-WORK: can be delivered to workers who are on absence associated with mental health conditions (Q11)

INDICATED: can be delivered to workers with emotional distress

Organizational (Q3); Individual (Q10)

SELECTIVE: can be delivered to at-risk workers (indicated or universal)

Organizational (Q2); Manager training (Q5); Worker training (Q7); Individual (Q9)

UNIVERSAL: can be delivered to all the workforce

Organizational (Q1); Manager training (Q4); Worker training (Q6); Individual (Q8)

Supporting workers with emotional distress or mental health conditions

Prevention of mental health conditions

Mental health as a continuum

Work transformations: Shift towards Hybrid and Remote work

Figure 8: Share of employees working from home by country, 2019–2021, EU27 (%)

(Eurofound, 2022)

Work transformations: The rise of Coworking spaces

158% increase in coworking spaces since 2020.

March 2022, **Europe approximately 4.200 flexible workspaces.**

(Statista 2020,Coworking Statistics 2023)

«Reimagining the urban office»

Distribute workers throughout the city or region into smaller workspaces challenging the traditional centralized office.

(Bacevice et al., 2023)

Job transformations: commuting to work

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Longer commuting time
> lower wellbeing
(Zhu et al., 2017)

Decreased job satisfaction
(Amponsah-Tawiah et al., 2016)

Boundary management practices
and “role transition”
(Jachimowicz et al., 2021)

Active commuting > Better mood and higher work performance
(Fyhri et al., 2023)

AI impact on organizational wellbeing

World Economic Forum 2022

H-work project

14 partners, 9 European countries

Different partner types:

- *7 Universities*
- *2 spin-offs offering digital solutions on mental health at work*
- *2 European Associations/Networks*
- *1 Public Health Service*
- *1 OHS organisation*
- *1 Communication Partner*

Jan 2020- Sept 2023

EC contribution: 3.987.000 Euro, R&I

Specific Objectives

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IMPLEMENT interventions (5 public organisations and 5 SMEs) in five countries of the EU.

DEVELOP Toolkits for Assessment (HAT), multi-level Interventions (HIT), and Evaluation (HET).

VALIDATE and ensure their sustainability through an Innovation Platform.

Project Concept

Multilevel Interventions

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HelloBetter Stress Management

Positive Stress Management

Healthy Emotionality

Strengths-based Team Coaching

Appreciative Survey Feedback

Individual coaching

Sociomapping

Career Crafting

Positive leadership development

Mental Health Awareness Training for leaders

Data collection design

Comprehensive overview

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H-WORK Innovation Platform

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Benchmarking tools

Tool for inter-organisational comparison

Decision Support system

Tool to inform organisational decision-making

Economic calculator

To calculate retrospective and prospective costs of interventions

Policy briefs

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RG in

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Policy Briefs

Mental health in the workplace: Recommendations for psychologists

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Workplace mental health promotion for SMEs

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Prevention of workplace mental health issues: Recommendations/training

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Promotion of organizational wellbeing in the public sector

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Recommendations for healthy and productive workplaces for HR or HSE managers

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Recommendations for digital-based interventions at work for employees wellbeing and teamwork

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Impact

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H-WORK Toolkits

H-WORK Innovation Platform

Policy Briefs and Recommendations

- Improved mental health and reduced sickness absence
- Positive impact on productivity and economic results of workplaces
- Improved policies on mental health in the workplace
- Reduction of stigma in the organisations
- New organisational models for occupational health and safety

Disseminations activities

Nielsen, K., De Angelis, M., Innstrand, S. T., & Mazzetti, G. (2022). Quantitative process measures in interventions to improve employees' mental health: A systematic literature review and the IPEF framework. *Work & Stress*, 1-26. **[GOLD]**

Giusino, D., De Angelis, M., Mazzetti, G., Christensen, M., Innstrand, S. T., Faiulo, I. R., & Chiesa, R. (2022). "We all held our own": Job demands and resources at individual, leader, group, and organizational levels during Covid-19 outbreak in health care. A multi-source qualitative study. *Workplace health & safety*, *70*(1), 6-16. **[GOLD]**

De Angelis, M., Mazzetti, G., & Guglielmi, D. (2021). Job insecurity and job performance: A serial mediated relationship and the buffering effect of organizational justice. Frontiers in psychology, 3781. **[GOLD]**

De Angelis, M., Giusino, D., Nielsen, K., Aboagye, E., Christensen, M., Innstrand, S. T., Mazzett, G., van den Heuvel, M., Sijbom, R. B. L., Pelzer, V., Chiesa, R. & Pietrantoni, L. (2020). H-work project: Multilevel interventions to promote mental health in smes and public workplaces. International Journal of Environmental Research and Public Health, 17(21), 8035. **[GOLD]**

Grazie per l'attenzione!

Project website
www.h-work.eu

Innovation Platform (in beta-testing)
www.mentalhealth-atwork.eu

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