



EUROPEAN COMMISSION
Employment, Social Affairs and Inclusion DG

Working Conditions and Social Dialogue
Health and Safety at Work, EU-OSHA

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Mandate

ACSH Working Party "Mental health and psychosocial risks at work"

Adopted on 03/02/2025

The Advisory Committee on Safety and Health at Work (ACSH) has set up a Working Party "Mental health and psychosocial risks at work".

Mandate

The remit of this Working Party is,

taking into account:

- the Principle 10 of the European Pillar of Social Rights ⁽¹⁾, which emphasises among others that workers have the right to a high level of protection of their health and safety at work.
- the EU strategic framework on health and safety at work 2021-2027 - Occupational safety and health in a changing world of work ⁽²⁾ (EU OSH strategic framework) which refers among others to the need to focus on psychosocial risks to anticipate and manage change in the new world of work brought about by the green, digital and demographic transition.
- the conclusions of the occupational safety and health stocktaking Summit ⁽³⁾, that identified psychosocial risks and mental health at work as one of the ongoing growing OSH issues that need intensified further consideration.
- the peer review organised by the Commission on Member States' legislative and enforcement approaches to address psychosocial risks at work ⁽⁴⁾.
- the Communication from the Commission on a comprehensive approach to mental health ⁽⁵⁾ in which the Commission committed to following up on the conclusions of the OSH Summit to improve mental health at work in full respect of the tripartism principle.
- the Political Guidelines for the next European Commission 2024-2029 ⁽⁶⁾, in which

⁽¹⁾ [COM\(2017\) 250 final](#)

⁽²⁾ [COM\(2021\) 323](#)

⁽³⁾ [Occupational safety and health \(OSH\) stocktaking summit conclusions - Employment, Social Affairs & Inclusion - European Commission \(europa.eu\)](#)

⁽⁴⁾ [Publications catalogue - Employment, Social Affairs & Inclusion - European Commission](#)

⁽⁵⁾ [COM\(2023\) 298 final](#)

⁽⁶⁾ [President von der Leyen's Political Guidelines for the next European Commission 2024-2029](#)

President von der Leyen committed to stepping up work on preventive health, in particular for mental health, including at work, in building on the successful model of Europe's Beating Cancer Plan.

- President von der Leyen's Mission Letter to Executive Vice-President for Social Rights and Skills, Quality Jobs and Preparedness, Roxana Mînzatu ⁽⁷⁾, requesting work on improving Europe's approach to occupational health and safety, ensuring healthier workplaces and mental health at work.
 - EU-OSHA's work and future activities regarding mental health at work, in particular the forthcoming EU-OSHA Healthy Workplaces campaign on mental health at work with a focus on new and overlooked occupational sectors, including agriculture and construction, and groups including low skilled, migrant or young workers (2026-2028).
 - The Framework agreement on harassment and violence at work ⁽⁸⁾.
 - The Framework agreement on work-related stress ⁽⁹⁾.
 - The ongoing work in the Working Party 'Strategy' on mainstreaming activities.
- 1) to clearly define mental health and psychosocial risks, including their scope, related to factors within and due to work;
 - 2) to take stock of the existing robust data regarding the magnitude of problems related to mental health and psychosocial risks at work, including vulnerable groups of workers or sectors and emerging risks arising from new forms of work as well as other forms of employment/occupational groups associated with the precarious working conditions. This stocktaking exercise should take into account clear evidence of the negative impact of psychosocial risks on the safety and health of workers;
 - 3) to gather information on EU and national various approaches related to mental health and psychosocial risks at work, such as legislative initiatives, strategies and programs ⁽¹⁰⁾, social partners initiatives and good practices, as well as available tools to manage problems related to mental health and psychosocial risks at work, including a focus on their effectiveness taking into account existing data;
 - 4) to consider all possible measures to further address mental health and psychosocial risks at work at national and EU level.

Justification:

Already before the pandemic, mental health problems affected about 84 million people ⁽¹¹⁾ in the EU. Half of EU workers consider stress to be common in their workplace,

⁽⁷⁾ [President von der Leyen's mission letter to Executive Vice-President for Social Rights and Skills, Quality Jobs and Preparedness Mînzatu](#)

⁽⁸⁾ [Framework agreement on harassment and violence at work | Safety and health at work EU-OSHA \(europa.eu\)](#)

⁽⁹⁾ [Framework agreement on work-related stress | Safety and health at work EU-OSHA \(europa.eu\)](#)

⁽¹⁰⁾ Including other policy areas e.g. public health initiatives linked to mental health at work at the EU level

⁽¹¹⁾ [2018_healthatglance_rep_en_0.pdf \(europa.eu\)](#)

and stress contributes to around half of all lost working days. Nearly 80% of managers are concerned about work-related stress ⁽¹²⁾.

The OSH Summit conclusions state that an effective implementation of the EU OSH strategic framework during the coming years needs intense work and to rely on a number of key principles. Among these principles, the tripartism would be ensured by the Advisory Committee for Safety and Health at Work at EU level.

In her Political Guidelines, President von der Leyen committed to stepping up our work on preventive health, in particular for mental health, including at work. This commitment to address mental health at work was reconfirmed in President's Mission Letter to Executive Vice-President for Social Rights and Skills, Quality Jobs and Preparedness, Roxana Mînzatu, requiring work on improving Europe's approach to occupational health and safety, ensuring healthier workplaces and mental health at work.

The ACSH assists the Commission in the preparation, implementation and evaluation of activities in the fields of safety and health at work, and in particular to give an opinion on plans for Community initiatives which affect safety and health at work ⁽¹³⁾.

Representatives from EU-OSHA should be invited to participate as experts in the Working Party in the light of relevant support from the Agency which it could give in the context of this mandate.

Representatives from relevant other Directorates General, where appropriate, may be invited to participate as experts in the Working Party in the light of possible interaction with other Union policy areas.

Indicative deadline for the fulfilment of the mandate:

Indicative deadline for the fulfilment of the mandate: June 2026

⁽¹²⁾ Eurofound and EU-OSHA (2014), [Psychosocial risks in Europe: Prevalence and strategies for prevention](#), Publications Office of the European Union, Luxembourg.

⁽¹³⁾ [Council Decision 2003/C 218/01 of 22 July 2003 setting up an Advisory Committee on Safety and Health at Work](#), Article 2.