

**Question for written answer E-003635/2025
to the Commission**
Rule 144
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Subject: Recognition of burnout as an occupational disease

The definition of burnout has not been harmonised in the EU. Meanwhile, the rise in the number of cases is alarming – the World Health Organisation is even talking about a burnout epidemic.

Burnout has many consequences, for people and for the economy: one in every three French people feels that they have already experienced work-induced burnout in the last five years. It costs employers an average of EUR 14 840 per employee per year according to a study by l'Indice de Bien-Être au Travail (IBET© – Well-Being at Work Index) 2024.

The EU has a duty to take care of workers' health. Steps must be taken urgently to prevent its onset, protect affected workers and support their recovery.

1. With a view to providing a harmonised definition of burnout, does the Commission plan to revise Directive 89/391/EEC on the introduction of measures to encourage improvements in the safety and health of workers at work? If not, will it include burnout as an occupational disease in Recommendation 2003/670/EC?
2. What initiatives are being taken to combat burnout, including prevention through detection tools and support solutions?

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