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E-004442/2025

Answer given by Executive Vice-President Mînzatu
on behalf of the European Commission
(6.1.2026)

The Framework Directive on Safety and Health at Work 89/391/EEC¹ covers all occupational risks and lays down the main principles of prevention and protection against them. As part of the ongoing review of the Workplace Directive², the Commission is looking at the need to update occupational safety and health protections of workers to modern workplaces, and to further address psychosocial risks.

The Commission's communication on a comprehensive approach to mental health aims to improve mental health, including addressing psychosocial risks at work³. Other flagships include an ongoing collaboration with the World Health Organization⁴ to provide capacity building support to Member States to improve their mental health systems and a multidisciplinary training and exchange programme on mental health aimed at health and other professionals⁵. The Commission also supports the collection and exchange of best practices in the area of mental health, including on psychosocial risks at work⁶.

The European Agency for Safety and Health at Work recently published an overview of work-related psychosocial risks in the health and social care sector⁷ which recommended, e.g. that organisations in this sector should include psychosocial risks in their regular risk assessments. During 2026-2028, the Agency will carry out a Healthy Workplace Campaign on mental health and psychosocial risks at work.

¹ Council Directive 89/391/EEC of 12 June 1989 on the introduction of measures to encourage improvements in the safety and health of workers at work (OJ L 183, 29.6.1989, p. 1) - <https://eur-lex.europa.eu/legal-content/EN/ALL/?uri=celex%3A31989L0391>.

² Council Directive 89/654/EEC of 30 November 1989 concerning the minimum safety and health requirements for the workplace (OJ L 393, 30.12.1989, p. 1) <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:31989L0654>.

³ https://health.ec.europa.eu/system/files/2023-06/com_2023_298_1_act_en.pdf.

⁴ [https://www.who.int/europe/activities/partnering-with-the-european-union-\(eu\)-to-tackle-mental-health-challenges#:~:text=WHO%20is%20partnering%20with%20the%20European%20Commission%20to,to%20take%20a%20comprehensive%20approach%20to%20mental%20health](https://www.who.int/europe/activities/partnering-with-the-european-union-(eu)-to-tackle-mental-health-challenges#:~:text=WHO%20is%20partnering%20with%20the%20European%20Commission%20to,to%20take%20a%20comprehensive%20approach%20to%20mental%20health).

⁵ <https://eu-promens.eu/eu-promens>.

⁶ https://health.ec.europa.eu/events/best-and-promising-practices-mental-health-2024-03-11_en.

⁷ https://osha.europa.eu/sites/default/files/documents/work-related-psychosocial-risks-mental-health-eu-health-social-care-sector_884_EN.pdf.