

Results There was a linear relationship between productivity loss and level of depression. Linear relationship between productivity loss and level of engagement and not very clear relationship between productivity loss and level of stress.

Discussion In the productivity loss in relation to stress level there was a significant higher cost among those without stress while in the rest of the level there was a clear linear relationship between productivity loss and level of stress. This finding must be fully analysed.

Conclusion Looks like there is a relationship between productivity loss and depression/engagement levels.

1676 **EVALUATION OF POLICY INTERVENTIONS FOR THE MANAGEMENT OF PSYCHOSOCIAL RISKS IN THE WORKPLACE**

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Aim of special session To discuss studies aiming to evaluate the impact of policies on organisational action in the EU, Australia, Italy, and Mexico.

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1676a **POLICY DEVELOPMENTS ON THE MANAGEMENT OF PSYCHOSOCIAL RISKS AND THE PROMOTION OF MENTAL HEALTH IN THE WORKPLACE IN EUROPE**

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Psychosocial risks and their management are among employers' responsibilities as stated in the Framework Directive 89/391/EEC on Safety and Health of Workers at Work as it obliges employers to address and manage all types of risk in a preventive manner and to establish health and safety procedures and systems to do so. In addition to the Framework Directive, a number of policies and guidance of relevance to mental health have been developed and are applicable to the European level. These include both legal instruments (such as EU regulations, decisions, national pieces of legislation ILO conventions), Court of Justice of the EU and European Court of Human Rights rulings as well as non-binding/voluntary policies (or 'soft' policies) which may take the form of recommendations, resolutions, opinions, proposals, conclusions of EU institutions (Commission, Council, Parliament), the Committee of the Regions and the European Economic and Social Committee, as well as social partner agreements and frameworks of actions, and specifications, guidance, etc. initiated by recognised European and international committees, agencies and organisations. This presentation will review the policy

framework on psychosocial risks and mental health in the workplace in the EU and will focus on the latest developments in relation to the implementation of a consensus paper on mental health in the workplace by all EU member states. Priority areas for future action will be identified on the basis of this policy document.

1676b **THE MANAGEMENT OF PSYCHOSOCIAL RISKS 9 YEARS AFTER THE IMPLEMENTATION OF THE EUROPEAN FRAMEWORK AGREEMENT ON WORK-RELATED STRESS IN ITALY: A MONITORING STUDY**

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In 2008, Italy implemented the 2004 European Framework Agreement on work-related stress into the national legal framework on health and safety at work (L.D. 81/08). Then, the Department of Occupational and Environmental Medicine, Epidemiology and Hygiene, currently part of the Italian Workers Compensation Authority (INAIL), offered to companies a methodology for the assessment and management of risks associated with work-related stress as a participative proposal based on an evidence-based approach and validated tools. The INAILs methodology comes from the adaptation of the HSE's Management Standards approach and integrates findings of the most prominent national existing experiences and the legal requirements as well. INAIL offered also a web platform, consisting of an operational web interface where companies can have free access to the online tools and find useful documentation to support companies with a web interface as well as to create a structured repository where assessment data from companies are constantly collected. The INAIL methodology resulted in being the most used methodology by Italian companies and data collected through the web platform were useful in the view of optimising and standardising the tools over time. Recent findings showed the state of art of Italian enterprises in managing psychosocial risks resulting from a project financed by the Ministry of Health, involving INAIL as principal investigators, regional prevention units and two universities. This project aimed to offer a monitoring and intervention plan for the optimisation of the assessment and management of psychosocial risks at work in the view of contributing to the evaluation of the policy interventions' effectiveness. A further study showed the growing level of awareness and the impact of policies on psychosocial risks and work-related stress in Italy using EU-OSHA's European survey of enterprises on new and emerging risks (ESENER) data. Italian companies have shown a radical change in the management of psychosocial risks overtime and Italy has gone from being a country not prioritising these risks enough to one of the most active European countries in this area.

1676c **DEVELOPMENT ON POLICIES ON PSYCHOSOCIAL RISKS AND WELLBEING AT WORK IN MEXICO**

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