

# HOW UNIONS CAN WORK WITH EMPLOYERS TO PROTECT THE MENTAL HEALTH OF WORKERS



## COLLECTIVE BARGAINING

Through collective bargaining with employers, unions can ensure that companies are developing adequate resources for the mental health of their staff and fostering a healthy workplace.

#### ADDRESS DISCRIMINATION

Discrimination based on mental health is as unacceptable as any other form of discrimination.



# DEVELOP SAFE SPACES

Workplaces with safe spaces to talk about mental health issues will be healthier and more productive if workers are comfortable.

#### **NEGOTIATE PROPER FRAMEWORKS**

Without proper frameworks and policies for remote working, workers suffer - proper implementation of workers' right to disconnect will lead to less problems related to stress and anxiety.

# REDUCE THE STIGMA

Unions can help reduce the stigma around mental health by creating open spaces and campaigns to talk about stress management and self-care to help workers feel more comfortable about voicing their concerns and needs.

### PRIORITISE WELLNESS

Remind workers that building good, healthy habits can improve both physical and mental health.



#### MAKE RESOURCES AVAILABLE

Workers suffering from stress, burnout or other mental health issues should have readily available resources and tools to get them the help and support they need.

#### PRIORITIZE CONFIDENTIALITY

A trade union rep can provide confidential support and signposting to advice, without the formality of speaking to a HR officer or manager.

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## PROVIDE TRAINING

Unions can provide training on how to deal with anxiety, stress and other disorders, especially at the time of Covid-19 when an increasing number of workers are feeling the pressure of working in a pandemic.

#### RAISE AWARENESS

Unions can raise awareness and point workers to local mental health support service.



