

Project acronym: IncreMe-n-tal | Project No. 101143366



MENTAL HEALTH IN THE WORKPLACE

Key Results of the IncreMe(n)tal Project and Training Evaluation Findings

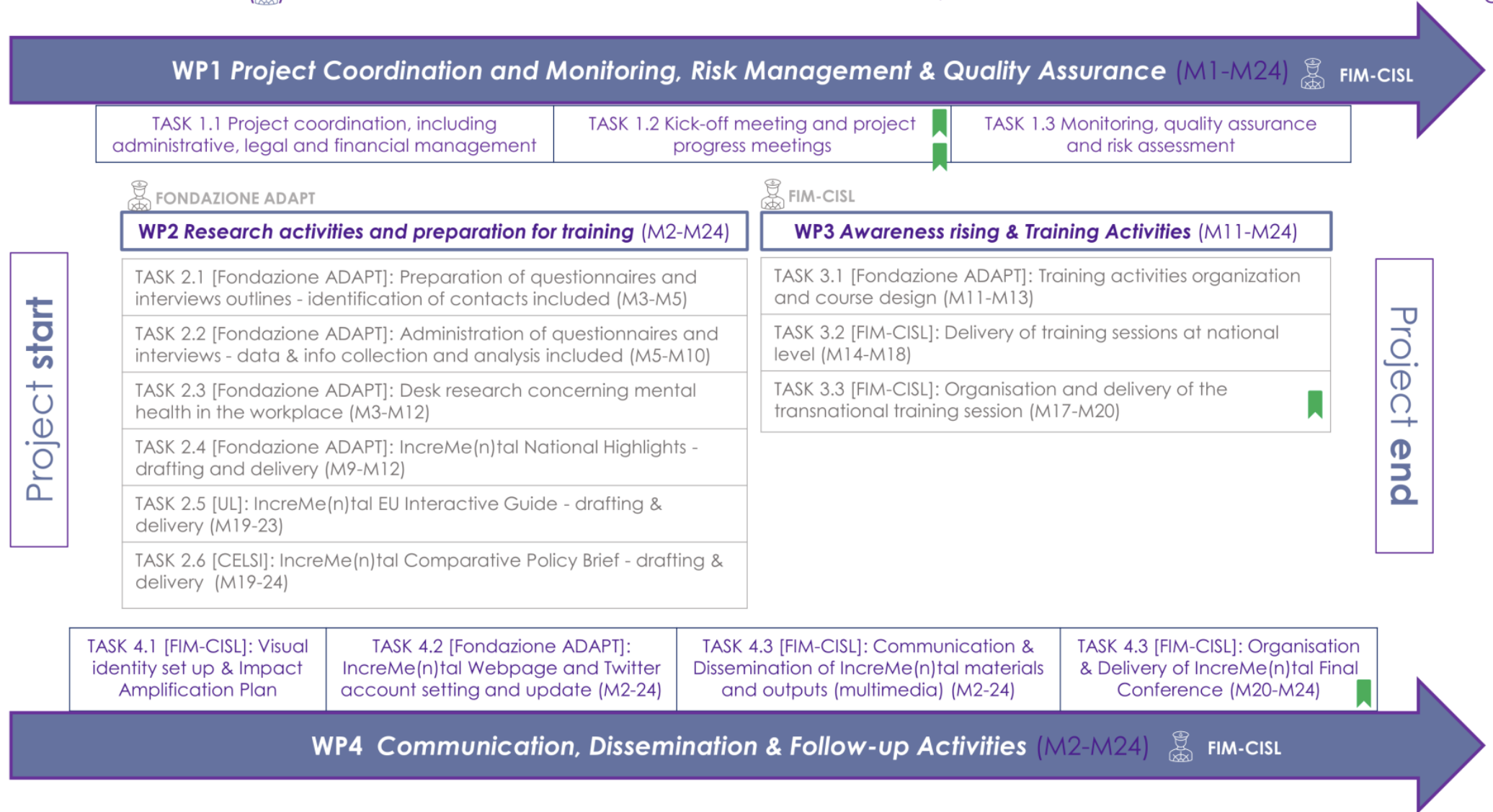
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To achieve all specific objectives of «**IncreMe(n)tal - Increasing Metalworkers' representatives' Awareness and Skills on Mental Health Protection & Promotion in the Workplace**», the project has been structured in 4 **Work Packages (WPs)**, as shown in the PERT chart below. A **Leader**  was identified for each WP & Task. In the chart below, the **Milestones** are marked with the following icon 



Increme(n)tal: where did we start and where did we land

Exploring the **concept of mental health at work:**

- psychosocial risks;
- heterogeneous phenomena (stress, harassment, depression, suicides, addictions).

Two main approaches coexist:

- **Individualising approach** → focus on symptoms and coping strategies;
- **Organisational approach** → focus on working conditions and structural causes

→ *Individualising view of work-related suffering, detaching it from macro-social and organisational dynamics*



Psychosocial Risks: (Individual) Suffering at Work

- To what extent can this be considered a **genuinely new scientific concept**, rather than a re-labelling of pre-existing issues?
- What **implicit paradigms** does it convey? (e.g. separation between psychological/social; prevention/repair)

A critique of **linear causality** between **work and health**: work is not only a source of harm, but also a **space for personal development and psychological regulation**.



Work and Mental Health: a selection of Insights from Fieldwork

“People often deal with personal and professional issues at the same time, without a clear separation. This makes it harder to tell if a mental health concern arises from work or personal life, as the two spheres are now deeply intertwined.” (R12-IT)

“Mental health issues are frequently framed as individual matters instead of collective challenges.” (R13-IT)

→ **An excessive focus on the individual makes it more difficult to design effective organisational-level interventions.**



Key Training Goals & Approach

Shifting the focus: from mental health as an individual issue to a collective, organisational perspective.

The approach: framing personal experiences as systemic organisational issues, rather than as mere individual vulnerabilities.



The role of trade unionists and workers' reps. post-training: from learning to action

Identifying and framing mental health problems as results of structural workplace dynamics.

A needed shift: from measuring risk factors to building collective resources

- promote **empowerment**, not only protection;
- involve **workers** in analysing real work situations;
- move beyond the health/disease dichotomy.

→ **Health as a dynamic and collective process**



Training structure & objectives/1

National training sessions

7 countries (Belgium, Ireland, Italy, Slovenia, Slovakia, Spain, Turkey)

3 national sessions per country (*)

(*) (Belgium = 4)

Treinees: workers' representatives and trade unionists

Thematic/modular structure:

- Theoretical and regulatory framework for the prevention of psychosocial risks and the management of mental health-related pathologies;
- Relationship between digitalisation, technological change, and mental health at work;
- Work environment, workplace inequalities, discrimination, and implications for workers' mental health.

Objectives: stimulating exchanges and discussions among participants and providing trainees with **practical knowledge/tools** to deal with mental health issues in the workplace in their daily activities



Training structure & objectives/2

Transnational training session

1 hybrid meeting (Ankara, Turkey + ZOOM)

Transnational audience

Institutional panelists

Objectives: expanding the project's outreach **beyond the target countries**; providing the audience with in-depth and qualified information concerning **mental health at work**.



National training sessions: feedback & results

Country	Trainees
Belgium	82
Ireland	34
Italy	85
Slovenia	60
Slovakia	39
Spain	54
Turkey	58
Total	412





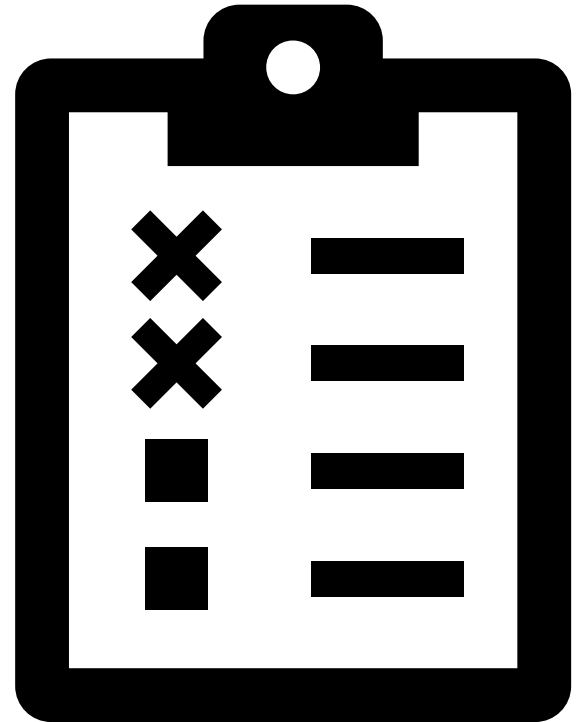
Some pictures!





Evaluation questionnaires were distributed after each national session and filled out by the participants.

The feedback was analysed after each session in order to **further improve the delivery of subsequent training activities.**

The research teams elaborated the results in a **Training evaluation Report.**



 **Knowledge Boost:** Training led to a major increase in awareness of psychosocial risks. Before, most rated their knowledge as “sufficient” or lower - after, “good” or “excellent.”

 **Highly appreciated trainers:** teaching faculties were praised for their expertise and clear, practical explanations, making complex topics easy to understand and relevant to metalworking.


 **Interdisciplinary Teams:** Experts from various fields ensured scientifically robust and practical training.

 **Interactive Methods:** Group work, case studies, simulations, and peer discussions encouraged active participation and practical learning.



 **In-Person Format:** Face-to-face sessions created a safe, supportive environment, vital for discussing sensitive issues like mental health and workplace violence.

 **Relevant Content:** Training directly applied to union and representative roles, helping participants raise awareness, clarify rights, and gain tools for negotiation.

 **Room for Improvement:** Participants asked for more group work time, better balance of theory and real-life examples, clearer session objectives, and wider training - especially for managers and executives.


 **High Demand:** Calls for more frequent and longer training programs show strong interest and perceived value.




Transnational training sessions: feedback & results




Format	Number of participants
In person (Ankara)	28
Online	26
Total	54


 **Focus Areas:** Mental health at work, policy, institutional and practical perspectives, aligned with the IncreMe-n-tal project objectives.

 **Expert Contributions:** Featuring speakers from **EU-OSHA, Eurofound, industriALL Europe, Mental Health Europe**, and research partners like **Fondazione ADAPT** and **Hacettepe University**.

 **Quality Assurance:** Project Quality Assessment Officer shared insights on content coherence and alignment with project goals.



 **Expanded Perspectives:** Unlike national sessions (primarily delivered by research teams), this session incorporated a **wider range of professional expertise**, including EU institutions and European organisations active in occupational safety, mental health, and social dialogue, thus enhancing relevance and transferability.

 **Diverse Participants:** Trade union representatives, researchers, occupational health and safety professionals, and members from universities, EU-level groups, public authorities, and specialized mental health organisations.

 **Interactive Learning:** Guided discussion sessions enabled participants to exchange professional experiences, best practices, and insights, fostering mutual learning.

 **Positive Feedback:** Despite the challenges of the hybrid format, technical and logistical arrangements were praised. Organisers ensured smooth interaction between in-person and remote attendees.





Project Consortium

Coordinator	FIM-CISL (IT)
Beneficiaries	Fondazione ADAPT (IT), Dublin City University (IE) Central European Labour Studies Institute (SK) Univerza v Ljubljani (SI) Universidade de Santiago de Compostela (ES) HIVA - KU Leuven (BE) Hacettepe University (TR) Vormingscentrum Recht en Plicht (BE) Services Industrial Professional and Technical Union (IE), Sindikat kovinske in elektroindustrije Slovenije (Trade Union of Metal and Electro Industry of Slovenia) (SI) La Federación de Industria, Construcción y Agro de la Unión General de Trabajadoras y Trabajadores (ES) Türk Metal Sendikası (TR)
Affiliated Entities	ADAPT Associazione (IT)
Associate Partners	IndustriAll Europe OZ KOVO (SK)