Template for reports – general overview

Working group (please state which Youth Goal you worked on)	*WG 5 YG #5 Mental Health and well-being and Quality Employment for All*
FACILITATOR	*Pablo*
RAPPORTEUR	*Mara*
INPUT BY FACILITATOR	Workshop no. 1 & Workshop no. 2 - explained how the topic of mental health is important for youth and why we should take it into account when elaborating youth policy; - presented the website where one can find more information on YG #5.
What are the links among Youth Goal 7 and the Youth Goal of your working group?	Process: - brainstorming and writing down the ideas on post sticks; Identified links – Workshop no. 1 - work-life balance; - being aware about mental health problems in general; - being aware of the problem of burn-out; - the importance of prevention of mental health problems; - how mental health problems and social exclusion interlink; - the role of stress management strategies in finding work and keeping up with it; - work environment - avoiding stigmatization of mental health issues and creating an inclusive and friendly work environment; - the relation between work sector and the health sector – YG #7: safeguard of health care for young workers respectively YG #5: focus on prevention measures and ensuring young people are equipped with skills and knowledge related to the topic; - enabling access to educational tools on the topic of mental health; - valuable skills needed for addressing both these issues; proper tools for young people with mental health problems to get (back to) quality employment; - protecting employees' rights. Identified links – Workshop no. 2 - anti-bullying; overcome the stigma and discrimination; accepting mental health related issues on the same level as physical health issues; - inclusive work places and safe and supportive work environment; - fair work shares and hours; -one who suffers from mental issues to be monitored more frequently by a specialist;

	- safeguard the right to work when being affected by mental health issues.

What are the challenges of Youth Goal 7 (quality employment for all) in relation to the other Youth Goal?	Workshop no. 1
	  1. Employees rights
	    - privacy
	    - access to information
	    - professional mental health support
	    - work-life balance
	    - insufficient legislation
	  2. Culture
	    - discrimination at workplace
	    - de-stigmatization
	    - mental health as an issue to be taken seriously
	    - wealthy work environment
	    - workplace bullying
	  3. Implementation
	    - cost saving
	    - mapping of well-being
	    - educational background
	    - support in resisting
	    - the process of finding work
	Workshop no. 2
	- struggles with mental health sometimes are sometimes seen as a weakness and that can impact professional progress
	- improper work-life balance
	- inappropriate working environment can have a negative impact on mental health
	- lack of support available for those who are struggling with mental health issues

What are the opportunities that the implementation of the Youth Goal of the working group can provide to the future of work and Youth Goal 7?	Workshop no. 1 *Skills set:* - dealing/coping with stressful interactions - time management - better career/workplace decisions - effective conflict management - Mentally healthy workers will be more productive and they will deliver a more qualitative work, which translates in more profit (the employer benefits as well). - inclusive, supportive societies at work achieved through de-stigmatization - more motivation/energy/initiatives - less burnouts/dropouts

	Workshop no. 2
	- Raising awareness of the mental health issues can transform (from process to outcome) as following:
	    - cohesion -> endurance
	    - support -> resilience
	    - security and inclusion -> smoother transition
	    - communication -> fulfillment
	- Working in a safer and more comfortable workplace leads to not being excluded; having time and space for reflection
	- Better productivity and creativity
	- Decreased chance for burnout

What measures/ activities have been implemented to address these challenges and opportunities among Youth Goal 7 and the Youth Goal of the working group?	Workshop no. 1
	1. Prevention
	    - peer-learning program
	    - awareness raising
	    - strategies to prevent burn-out
	    - mandatory interviews between employer and employees on continual improvement of the workplace, including the topic of mental health
	2. Education
	    - awareness about mental health being as important as physical health
	    - mental health first aid
	    - youth-friendly information on resources and legislation
	    - awareness on negative influence of social media on mental health
	3. De-stigmatization
	    - online campaign on mental health
	    - validation of mental health problems
	    - Digital Youth Strategy
	4. Legislation/environment
	    - better working conditions (e.g.: natural lights, separate break area)
	    - possibility to apply for sick days due to mental health reasons
	    - flexible working hours
	    - good human resources policies
	    - awareness of mental health during traineeships
	5. Cross-sectorial collaboration
	    - Ministries of Education, Health and respectively NGOs
	    - local-regional-national level
	
	Workshop no. 2
	    - support networks for those who suffer from mental health issues (e.g. welfare offices)

	- practices that improve work-life balance (e.g. mindfulness courses, gym memberships) - group therapy - counseling

What measures/activities could be still implemented?	Workshop no. 1
	   1. Inclusion
	      - inclusive working environment
	      - access to information, education, coaching, raising awareness
	   2. Cross-sectorial approach
	      - collaboration between employers, experts, youth workers, youth, politicians, health sector, educators
	   3. Prevention
	      - improve life skills so that young people can find a suitable working place
	      -career orientation in accordance with one's skills but also one's personality
	   4. Accessible treatment
	      - access to counselling services or therapist free of charge for all workers
	      - counselling offered as part of the job benefit package
	Workshop no. 2
	   1. Raising awareness
	      - fighting the stigma
	      - mental health problem day as a regular sick day
	   2. Healthcare
	      - counselling services available at the workplace
	      - building a support system
	   3. Policy
	      - strict policy on any discrimination on mental issues criteria

QUOTES	● Workshop no. 1: "The mental health problems should be addressed by multiple actors (employees, employers, peers, teachers, students, family members etc.)." ● Workshop no. 2: "We should be aware of the emerging mental health issues that can arise among people whose work is repetitive and can be subject to robotification."
GOOD PRACTICE RECORD	Workshop no. 1 – enabling volunteering opportunities for people who suffer from mental health issues in order to facilitate their access to quality employment Workshop no. 2 – employers who provide diverse activities for their employees, activities that can stimulate them both cognitively (e.g. to be able to go see a play) and practically (e.g. manual work)

THANK YOU VERY MUCH FOR YOUR REPORT!