

**Question for oral answer O-000041/2023
to the Commission**

Rule 136

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on behalf of the Committee on Employment and Social Affairs

Subject: Mental health at work

The world of work is changing rapidly. The pandemic has accelerated new realities in the world of work. New forms of work brought by digitalisation, including artificial intelligence (AI), have affected workers' occupational safety and health, including their mental health.

Given the above:

1. Based on the communication on a comprehensive approach to mental health¹, what legislative actions will the Commission undertake to reduce harmful psychosocial risk factors at work? Will the Commission commit to creating a legislative framework specifically aimed at preventing and addressing psychosocial risks in order to safeguard the mental health of all workers in the workplace? If the social partners do not reach an agreement, will the Commission commit to proposing legislation to establish minimum requirements for teleworking and ensure the right to disconnect for workers?
2. Will the Commission propose a legislative initiative on AI in the workplace to ensure the appropriate protection of workers' rights and well-being? Is the Commission planning an initiative to ban the surveillance of workers?
3. Workers in precarious or non-standard forms of employment, in particular the gig economy, may be particularly exposed to psychosocial risks. How will the Commission promote a collective approach that includes trade unions and robust collective bargaining agreements in order to prevent mental disorders at work?
4. Will the Commission, in consultation with the social partners, update its 2022 recommendation on the European schedule of occupational diseases² to include mental health issues such as depression, burn-out, anxiety and stress? Will the Commission transform this recommendation into a directive that specifies a basic list of occupational diseases and sets out minimum requirements for their recognition and compensation criteria?
5. Will the Commission consider the revision of the Council Directive 89/391/ECC³, taking into account new developments on the labour market, characterised by increased psychosocial risks, fragmented workplaces and work organisation changes?

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¹ Commission communication of 7 June 2023 on a comprehensive approach to mental health (COM(2023)0298).

² Commission Recommendation (EU) 2022/2337 of 28 November 2022 concerning the European schedule of occupational diseases, OJ L 309, 30.11.2022, p. 12.

³ 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.