

WELL@SME

MENTAL WELLBEING IN SMEs

The “**WELL@SME: Mental Wellbeing in SMEs**” project responds to the specific needs of employees and managers/owners of SMEs by designing and making available tailor-made resources, tools and strategies to prevent and contrast work-related stress and negative mental health impact of working conditions. The project aims to create and develop a flexible learning offers aiming to promote positive mental health in the workplace adapted to the specific learning needs of owners and employees of SMEs. The project integrates an array of different digital learning tools, thus supporting the strengthening / acquisition of digital skills among learners.

The expected tangible result of the project is a set of complementary resources to support SMEs owners, line managers and employees to prevent and tackle mental health issues in the workplace through information, education and implementation of practice.

The project has a built-in integrated approach which is based on: protective measures, reduction of risk factors, mental health literacy (MHL).



The tools correspond to the following Project Results:

1

Database of best practices of health and wellbeing interventions in the workplace:

a publicly available and multi-lingual data base that provides a searchable repository of practices, policies and lessons learned in relation to effective promotion of mental health in the workplace applied in the context of SMEs. Users will be able to filter by action areas, implementation activities, sectors and themes, language, and by regions and countries. The aim of this tool is to provide users (primarily: Human Resources Managers, SMEs associations, mental health practitioners, policy and decision makers) practical examples complemented with suitable tools that can be transferred in their context.

2

WELL@SME web-based programme:

self-directed e-learning course targeting employees and managers of SMEs and aimed to support the acquisition of skills which will improve their mental well-being in the workplace. This is an accessible tool for any interested company / employees to start a process to create a more positive and healthier environment, thus supporting an improvement in job satisfaction, retention and productivity.

3

WELL@SME podcasts for SMEs owners:

a podcast series where experts and/or SMEs owners from the different countries involved in the project will be interviewed to discuss and provide suggestions to SMEs owners about how to recognize signs of poor mental health and what they could do to respond or to prevent them.

4

Methodology for the creation of a network of companies concerned with mental-health of their employees:

the result is a methodological framework on how to engage stakeholders from different levels around the issue of mental health in the workplace in SMEs involving companies, associations of SMEs, mental health and social practitioners, organizations working in the field of health and safety at work, educators, NGOs etc.



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The organization **Danish Committee for Health Education (DCHE)** from Denmark (coordinator), in cooperation with:

- **ANZIANI E NON SOLO SOCIETA COOPERATIVA SOCIALE** (Italy)
- **K.S.D.E.O. EDRA** (Greece)
- **European Health Futures Forum** (Ireland)
- **Rightchallenge - Associação** (Portugal)
- **Institute of Occupational safety and environmental health, Riga Stradins university** (Latva)
- **EUROPEAN NETWORK OF ACTIVE LIVING FOR MENTAL HEALTH** (Belgium)
- **MIELI Suomen Mielenterveys ry** (Finland)

