



EUROPEAN ACADEMY OF OCCUPATIONAL HEALTH PSYCHOLOGY

Geneva Partnership Commitment

A Global Network for Evidence-Based Policy and Practice on Psychosocial Risks and Mental Health at Work

On World Day for Mental Health 10 October 2025, the European Academy of Occupational Health Psychology (EAOHP), the Asia-Pacific Academy for Psychosocial Factors at Work (APA-PFAW), the Society for Occupational Health Psychology (SOHP), and the Scientific Committee of the International Commission on Occupational Health on Work Organization and Psychosocial Factors (ICOH-WOPS) (members of the International Coordinating Group for Occupational Health Psychology), commit to advancing **evidence-based policy and practice on psychosocial risks and mental health at work** through the establishment of a **global network**.

The Challenge

Profound transformations in the world of work — including new forms of employment, changes in work organization, use of new technology, climate change, global conflicts, and shifting workforce demographics — are reshaping working conditions. These developments have heightened exposure to **work-related psychosocial risks**, which, if not addressed and effectively managed, threaten the **mental and physical health, safety, and well-being** of workers, organizations, and communities. Work-related psychosocial risks and mental health at work are identified as the **number one priority in the future of work**.

The Global Gap

While various countries across the world have introduced regulation and policies on psychosocial risks and mental health at work, globally, there are **significant disparities in terms of a clear focus on prevention, terminology used, coverage, enforcement, capacity building for key stakeholders, and availability of evidence-based tools that support the translation of knowledge into policy and practice, and identification of priorities for action**. We urge international organizations, including the ILO, to prioritize this important area and address **existing and emerging inequalities** related to psychosocial risks and mental health at work among workers, organizations, sectors, regions and countries. Addressing these disparities is essential to ensure that all workers, with a focus on **vulnerable groups**, benefit from **safe and healthy working environments**.

Our Commitment

Recalling the inclusion of “a **safe and healthy working environment**” in the ILO’s **framework of fundamental principles and rights at work**, and building on the **Global Accord for Worker Mental Health: Tokyo Declaration**, we commit to establish a **global network** that will support international organizations, governments, policymakers, inspectorates, social partners, occupational safety and health services, practitioners, and other stakeholders, to develop and implement evidence-based regulation, policies and practices on psychosocial risks and mental health at work. This will be achieved through:

1. **Policy-focused initiatives** in partnership with international organizations, governments and social partners.
2. **Dedicated sessions** on policy and good practice in occupational health psychology and occupational safety and health, and related discipline conferences.
3. **Joint research and publications** to inform and encourage global action.
4. **A Global Dashboard** on Psychosocial Risks and Mental Health at Work.
5. **Practical tools and training** to strengthen psychosocial risk management capacity.

The Way Forward

The **Geneva Partnership Commitment** strengthens our collective resolve to generate and disseminate knowledge, share good practices, and empower stakeholders to implement effective solutions. Together, we will ensure that **psychosocial risks and mental health at work** remain **central priorities in the future of work**.

Stavroula Leka

President, EAOHP

Akinori Nakata

President, APA-PFAW

Liu-Qin Yang

President, SOHP

Michael Ertel

Chair, ICOH-WOPS