

PSYCHOSOCIAL RISK COMPLIANCE



Inventory and **Synopsis** **of Requirements**

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*NOTE: The above list of countries, though extensive, is not exhaustive. It represents a current view of countries with relevant regulations.

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SUMMARY

In recent years, there has been a growing recognition of mental health issues within legislative practices globally, prompting countries to enhance their regulatory frameworks to protect the mental and physical wellbeing of workers. This document aims to provide a comprehensive overview of the legislation related to psychosocial risk and mental health protections across various countries. It is designed for global organisations operating in multiple countries, highlighting the evolving regulatory environment and emphasising the significance of adherence to these laws.



By being well-informed about this legislation, organisations can take the initiative to manage their workplace psychosocial risks effectively, thereby fostering safer, healthier and more inclusive environments for their employees.

Countries like the United States, the United Kingdom and Switzerland have introduced legislation that mandates reasonable accommodations for disabilities and safeguards workers against discrimination and harassment. The UAE and Saudi Arabia have established severe penalties for workplace discrimination and harassment to foster a respectful and supportive work environment. In regions such as Singapore and South Africa, employers are required to evaluate and address psychosocial risks, including harassment and violence, within their broader health and safety mandates. Moreover, Spain and Switzerland enforce rigorous anti-discrimination and harassment laws to maintain a safe and inclusive workplace, ensuring the protection of workers' dignity and personal integrity.

By being well-informed about this legislation, organisations can take the initiative to manage their workplace psychosocial risks effectively, thereby fostering safer, healthier and more inclusive environments for their employees. Workplace Options is dedicated to aiding our clients through comprehensive consulting services designed to align with their unique needs.

At Workplace Options, our role is to provide accurate information regarding the complex landscape of psychosocial risk. Our Consulting Group assists organisations to optimise their organisational performance with solutions that include wellbeing strategy development, psychosocial risk assessments, the formulation and implementation of effective policies, training to identify and mitigate psychosocial risks, and support resources for employees confronting mental health issues. For more information on the WPO Consulting Group, contact our team at consulting.workplaceoptions.com/contact.

ARGENTINA

Accommodations for disabilities not applicable

Protection from discrimination	Workplace safety and health	Mental health protections	Right to disconnect laws	Mandatory psychometrics
Argentina has an antidiscrimination law (Antidiscrimination Law No. 23,592) and uses ILO Conventions (Equal Compensation Convention (C100)) and Discrimination (Employment and Occupation) Convention (C111)).	National Employment Law (No. 20,744), Section 75 requires employers to provide a safe workplace. Law No. 24,557 covers the prevention of workplace risks. MOU has worked with the ILO since 28 April 2005 to promote the implementation of ILO guidelines (ILO-OSH 2001).	National Employment Law (No. 20,744), Section 75 protects the psychophysical integrity and dignity of workers. Case law has established liability for companies that become aware of a hostile work environment and do not take corrective measures.	Legislation implemented in April 2021 allows employees to disconnect from work outside of regular hours https://www.iuslaboris.com/en-gb/insights/the-right-to-disconnect-which-countries-have-legislated	Argentina mandates psychosocial risk assessments as per Resolution No. 886/2015. The official tool is the Psychosocial Factors Questionnaire, developed by the Ministry of Labour https://www.argentina.gob.ar/normativa/nacional/resoluci%C3%B3n-886-2015-246272/texto

LEGISLATION, REGULATIONS AND DIRECTIVES

The duty to provide a safe workplace may extend to protecting workers from undue stress and psychosocial harm.

- National Employment Law (No. 20,744), Section 75 requires employers to provide a safe workplace.
The employer is obliged to adopt the measures that, depending on the type of work, experience and technique, are necessary to protect the psychophysical integrity and dignity of their workers.
- Case law has established that companies may be held liable if they are aware of the existence of a hostile work environment and do not take measures to correct it.
- Law No. 24,557 covers the prevention of workplace risks.
- Discrimination is legislated against under Antidiscrimination Law 46 (No. 23,592).
- MOU has worked with the ILO since 28 April 2005 to promote the implementation of ILO guidelines (ILO-OSH 2001) and ILO Conventions, such as Equal Compensation Convention (C100) and Discrimination (Employment and Occupation) Convention (C111).

COMMENTS

- The employer is obliged to observe the legal rules on hygiene and safety at work, and to enforce the breaks and limitations on the duration of the work set forth in the legal system.
- Employers must formulate policies and processes to facilitate prompt cessation of sexual harassment at work (National Employment Law (No. 20,744), Section 75).
- It is mandatory for public agencies, state companies and public enterprises that carry out public services to hire a minimum of 4% disabled people over the total of their personnel and 1% transgender persons over the total of their personnel (Law No. 22,341, Section 8 (amended by Law No. 25,689)).
- Failure to comply with Article 75 of the National Employment Law falls under Article 113 of the Civil Code.
- Article 5 of Law No. 24,557 highlights that noncompliance can result in a fine of up to 30,000 Pesos.

AUSTRALIA

Accommodations for disabilities not applicable

Protection from discrimination	Workplace safety and health	Mental health protections	Right to disconnect laws	Mandatory psychometrics
Laws that protect against discrimination include the Racial Discrimination Act 1975, the Sex Discrimination Act 1984, the Disability Discrimination Act 1992 and the Age Discrimination Act 2004.	Work Health and Safety Act 2011 No. 10 (§ 19) includes Workplace Health and Safety (WHS) laws. The Model Work Health and Safety (WHS) Act, updated in 2022 and enacted in 2023, includes protection from psychosocial hazards. The Model Code of Practice for managing psychosocial hazards at work is Safe Work Australia.	The primary duty of care covers psychosocial risks. The Model Work Health and Safety (WHS) Act, with accompanying regulations and codes, includes protection from psychosocial hazards.	Recent labour reforms include provisions for the right to disconnect. The Fair Work Legislation Amendment (Closing Loopholes No. 2) Bill 2023 was passed into law and came into effect on 26 August, 2024 for most employers and on 26 August, 2025 for small businesses (https://globalnews.lockton.com/australia-introduces-the-right-to-disconnect-after-working-hours/).	There is no specific national mandatory tool, but many organisations use COPSOQ (Copenhagen Psychosocial Questionnaire) or the People at Work tool endorsed by Safe Work Australia.

LEGISLATION, REGULATIONS AND DIRECTIVES

- There are no specific provisions addressing psychosocial risks and occupational violence in the workplace. However, the employer's primary duty of care covers psychosocial risks.
- There are no specific provisions addressing occupational violence in the workplace. However, the employer's primary duty of care covers it.
- Work Health and Safety Act 2011 No 10. (§ 19)
- Workplace Health and Safety (WHS) laws include
 - The Model Work Health and Safety (WHS) Act, with accompanying regulations and codes, was updated in 2022 and enacted in 2023 to include protection from psychosocial hazards, defined as aspects of work that can harm workers' mental health. Each state interprets and applies these laws themselves. If the Model Work Health and Safety Act is adopted without change by a state or territory, employers are required to protect from psychosocial risks, or, if that is not reasonably practicable, to minimise them so far as is reasonably practicable.
 - The Model Code of Practice for managing psychosocial hazards at work is Safe Work Australia.
- Australia has laws that protect against discrimination.

COMMENTS

- Employers are required to identify psychosocial hazards, assess the risks and control those risks.
- Employers are required to review control measures.
- Employers are required to keep records of incidents, risk management processes and outcomes.
- Employers are required to investigate all health and safety risks.
- Criminal retribution includes a breach investigation followed by fines for individuals and/or the organisation. The legislation amends the WHS Act to include
 - Significant increases to penalties for Category 1 offences:
 - \$15 million for a body corporate or the Commonwealth (previously \$3 million)
 - \$3 million for a person conducting a business or undertaking or an officer (previously \$600,00)
 - \$1.5 million for any other person (previously \$300,000)
 - An increase to all other penalties in the WHS Act and WHS Regulations. For example, Category 2 and Category 3 penalties are now \$2,090,000 and \$700,000 respectively (previously \$1.5 million and \$500,000)
 - New criminal responsibility provisions for bodies corporate and the Commonwealth

AUSTRIA

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws	Mandatory psychometrics
The Equal Treatment Act (B-GBG) provides protection against discrimination on the basis of ethnicity, religion or belief, disability, age, gender, sexual orientation or gender identity.	Occupational Safety and Health Act (ASchG) The Working Hours Act (AZG) The Work Rest Act (ARG) The Act on Adjustment of Labour Law (AVRAG)	The Equal Treatment Act (B-GBG) includes provisions related to the protection against discrimination based on disability.	The Equal Treatment Act (B-GBG) provides protection against sexual or gender-based harassment, which includes mental health protections. An amendment to the Austrian Safety and Health at Work Act (ASchG) requires employers to conduct psychosocial risk assessments and implement process improvements to address the risks identified. Worker protection from harassment and bullying is a duty of care responsibility in the labour contract under the obligation to protect the employee from physical and psychological risk.	The right to disconnect is not explicitly legislated in Austria; however, work-life balance considerations exist.	Austria does not have a specific mandatory tool, but organisations frequently use the COPSOQ.

LEGISLATION, REGULATIONS AND DIRECTIVES

- Labour regulations are included in (among others) the General Civil Code (ABGB), the Labour Constitution Act (ArbVG), the Act on Adjustment of Labour Law (AVRAG), the Occupational Safety and Health Act (ASchG), the Equal Treatment Act (B-GBG), the Working Hours Act (AZG), the Vacation Act (UrlG), the Work Rest Act (ARG) and the amendments to these laws.
- Worker protection from harassment and bullying falls under the Equal Treatment Act, which provides protection against sexual or gender-based harassment. Other forms of harassment, as well as bullying (referred to as 'mobbing' in Austria), may fall under the employer's duty of care responsibility in the labour contract as part of the obligation to protect the employee from physical and psychological risk.
- Worker protections related to stress include an amendment to the Austrian Safety and Health at Work Act which went into effect in 2013. The amendment requires employers to conduct psychosocial risk assessments and implement process improvements to address them, when found. Labour inspectors are trained in psychosocial risk assessments and can advise employers on how to conduct them and track the effectiveness of risk-reduction measures.
- Diversity and inclusion measures mean that discrimination on the basis of ethnicity, religion or belief, disability, age, gender, sexual orientation or gender identity is prohibited under the Equal Treatment Act.

THE BAHAMAS

Right to disconnect laws not applicable | Mandatory psychometrics not applicable

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections
The Bahamas has laws that prohibit discrimination in employment based on several factors, including race, skin colour, national origin, creed, sex, marital status, political opinion, age, HIV status and disability. The law also states that Women and men have the same economic legal status and rights Wages should be equal for all workers with equal conditions of work, vocational qualifications and productivity Women have the same rights as men The law does not prohibit discrimination based on language, sexual orientation, gender identity, religion or social status.	Provisions in relation to occupational safety and health can be mainly found in two regulations in The Bahamas: The Health and Safety at Work Act, 2002 (No. 2 of 2002) and the Employment Act, 2001 (No. 27 of 2001). The Bahamas has several workplace health and safety provisions, including Safe working conditions: Employers must ensure working conditions are safe, with adequate ventilation and lighting, safe access and egress, and cleanliness to prevent hazards. Welfare facilities: Employers must provide appropriate welfare facilities, such as toilets, washing facilities and rest areas. Health and Safety Law at Work Act: The Bahamas adopted this act in 2002 and has been working to enforce it. No one may intentionally or recklessly interfere with or misuse anything provided for health and safety reasons. Employers cannot charge employees for any safety-related measures. Employers should have a zero-tolerance policy towards workplace violence and harassment, with clear procedures for reporting incidents and addressing complaints. Safety Leadership – Employers are encouraged to demonstrate a strong commitment to safety from management levels, leading by example. Health and Safety Committees - The establishment of these committees with worker participation is encouraged to promote collaboration on safety matters. Continuous Improvement – Employers should not just aim for compliance, but constantly aim to raise the standards of health and safety in the workplace.	Employers in The Bahamas are expected to help create an inclusive environment for people with disabilities. The Bahamas has several laws and organisations that promote accommodations for people with disabilities in the workplace, including The Persons with Disabilities (Equal Opportunities) Act, 2014 - This act protects the rights of people with disabilities and requires that they are treated equally in the workplace. It also requires that buildings, roads and other social amenities be accessible to people with disabilities. One of the key provisions of the legislation is to cause persons with disabilities to be treated equally and fairly when applying for or engaging in any type of employment. The National Commission for Persons with Disabilities works to advance accessibility, promote the rights of people with disabilities and encourage their employment.	In 2022, The Bahamas passed the Mental Health Bill, which aims to improve the lives of people with mental illness. The bill was introduced by the Minister of Health and Wellness, to replace the Mental Health Act of 1969. The bill was intended to be in line with the United Nations Convention on the Rights of Persons with Disabilities.

MAIN SOURCES USED:

<https://www.rivermate.com/guides/bahamas/health-and-safety>

<https://disabilitiescommissionbahamas.org/employers.html#:~:text=The%20Bahamas%20Persons%20with%20Disabilities,to%20national%20and%20economic%20development>

BELGIUM

Protection from discrimination not applicable | Accommodations for disabilities not applicable

Workplace safety and health	Mental health protections	Right to disconnect laws	Mandatory psychometrics
Burnout was added to the official list of work-related diseases in 2019. Employers are legally required to address workplace harassment, including violence, aggression, bullying and sexual harassment.	Worker protections related to stress mean that employees have the right to be protected against all psychosocial risks that can lead to burnout or nervous breakdown, including stress, since a new legal framework was passed in 2014. Employers' obligations include assessing psychosocial risk on a collective basis and responding to requests for psychosocial intervention by employees. Employees who report stress are protected from reprisals by the employer. A law that went into effect in February 2022 allows civil servants to disengage from work communication outside of work hours without fear of reprisals.	The law of April 2023 (the Economic Growth and Social Cohesion Act) requires employers with 20+ employees to implement policies on the right to disconnect (https://www.iustlaboris.com/en-gb/insights/the-right-to-disconnect-which-countries-have-legislated).	The law on wellbeing at work requires psychosocial risk assessments. The COPSOQ is often used, though no specific tool is mandated.

LEGISLATION, REGULATIONS AND DIRECTIVES

- Workers' right to protection from harassment and bullying means employers are legally required to address workplace harassment, which includes violence, aggression, bullying and sexual harassment. This includes both explicit and implicit behaviour.
- Worker protections related to stress mean employees in Belgium have the right to be protected against all psychosocial risks that can lead to burnout or nervous breakdown, including stress, since a new legal framework was passed in 2014. Employers' obligations include assessing psychosocial risk on a collective basis and responding to requests for psychosocial intervention by employees. Employees who report stress are protected from reprisals by the employer.
- A law that went into effect in February 2022 allows civil servants to disengage from work communication outside of work hours without fear of reprisals.
- Burnout was added to official list of work-related diseases in 2019.

BRAZIL

Accommodations for disabilities not applicable

Protection from discrimination	Workplace safety and health	Mental health protections	Right to disconnect laws	Mandatory psychometrics
Discrimination based on gender, age, race, civil status, disability, gender identity or sexual orientation is prohibited. Case law has established definitions of moral and sexual harassment and tied both to discrimination, which is not allowed.	The Consolidation of Labour Laws (Consolidação das Leis do Trabalho, CLT) Regulatory Standard No. 17 (NR-17) (ergonomics), which regulates safety and occupational health aspects in the workplace, aims to adapt working conditions to the psychophysiological characteristics of workers. Article 6, paragraph 2 of Law No. 605/194 outlines the process for handling burnout, including reporting requirements and the continuation of deposits into the Severance Guarantee Fund (FGTS) during the employee's leave.	Article 6, paragraph 2 of Law No. 605/194, which covers the process for handling burnout, includes medical certification, reporting requirements and protections for employees diagnosed with burnout. Upon returning to work, an employee diagnosed with burnout is guaranteed 12 months of employment. Employees diagnosed with burnout may file a labour lawsuit for compensation for damages caused by burnout, for which the employer may be held liable.	There is no specific law, but some Brazilian states have implemented specific regulations or guidelines related to remote work and work-life balance, which may indirectly address the right to disconnect.	The NR-17 (regulatory framework) standard requires an assessment of psychosocial risks. The ISTAS21 is often used, but no specific tool is mandatory.

LEGISLATION, REGULATIONS AND DIRECTIVES

- The Consolidation of Labour Laws (Consolidação das Leis do Trabalho, CLT), adopted in 1943, governs labour relations in Brazil, along with the Brazilian Federal Constitution and decrees and regulations enacted by the Ministry of Labour and Social Security.
- No specific provisions in the law deals with workplace harassment, but case law has established definitions of moral and sexual harassment and tied both to discrimination, which is not allowed.
- There are no national protections related to stress or psychosocial risk at work.
- According to Article 6, paragraph 2 of Law No. 605/194, if a company's occupational health physician determines an employee is not suffering from burnout, they must issue a medical certificate, which takes precedence over a private physician's certificate. Thus, the company would not need to accept a burnout diagnosis from a private physician.
If the occupational health physician confirms burnout, the company must report it to Brazil's Ministry of Social Security by the next working day using a work accident report (CAT). In such cases, the company must continue making deposits into the Severance Guarantee Fund (FGTS) during the employee's leave.

Reporting occupational illnesses affects the company's social security contributions, increasing them based on the number of reported illnesses.

Upon returning to work, the employee is guaranteed 12 months of employment. Additionally, the employee may file a labour lawsuit for compensation for damages caused by burnout, for which the employer could be held liable.

- Regulatory Standard No. 17 (NR-17) (ergonomics), originally established by the Ministry of Labour and Employment in 1978, regulates safety and occupational health aspects in the workplace. It aims to adapt working conditions to the psychophysiological characteristics of workers.
- Discrimination based on gender, age, race, civil status, disability, gender identity or sexual orientation is prohibited.

COMMENTS

- 30 per cent of Brazilian workers suffer from burnout. This makes Brazil the country in the world with the second most cases of burnout, with Japan being the first (<https://www.ibanet.org/burnout-legal-impact-employment-relationships-brazil>).

BRUNEI DARRUSALAM

Accommodations for disabilities not applicable | Right to disconnect laws not applicable | Mandatory psychometrics not applicable

Protection from discrimination	Workplace safety and health	Mental health protections
Mental health care has been a neglected area in Brunei for many decades. The stigma attached to mental disorders is both pervasive and strong. Brunei Darussalam's 2014 Mental Health Order is a law that aims to protect people with mental disorders. The order includes several provisions that can help protect mental health in the workplace: Shared responsibilities - The order emphasises the importance of carer involvement and the shared responsibilities of stakeholders. Consent and voluntary treatment - The order explicitly states the duty to obtain consent and offer voluntary treatment. Involuntary treatment - The order clearly defines the criteria for involuntary treatment and shifts the responsibility for making decisions regarding detention from the magistrate's court to the examining medical practitioner and the Board of Visitors. Accommodating individual differences - Employers should be sensitive to how an employee's individual capabilities can be accommodated.	The main legislation governing workplace health and safety in Brunei is the Workplace Safety and Health Order, 2009 and the Workplace Safety and Health (General Provisions) Regulations 2014. These laws establish obligations for employers, employees and others in the workplace, including • Risk assessments • Safe work practices • Provision of Personal Protective Equipment (PPE) • Accident and incident reporting • First aid facilities • Fire safety • Noise control There does not seem to be any emphasis on mental health and wellbeing. The Safety, Health and Environment National Authority (SHENA) is responsible for ensuring Brunei is a safe place to work and live.	Mental health care has been a neglected area in Brunei for many decades. The stigma attached to mental disorders is both pervasive and strong. Brunei Darussalam's 2014 Mental Health Order is a law that aims to protect people with mental disorders. The order includes several provisions that can help protect mental health in the workplace: Shared responsibilities - The order emphasises the importance of carer involvement and the shared responsibilities of stakeholders. Consent and voluntary treatment - The order explicitly states the duty to obtain consent and offer voluntary treatment. Involuntary treatment - The order clearly defines the criteria for involuntary treatment and shifts the responsibility for making decisions regarding detention from the magistrate's court to the examining medical practitioner and the Board of Visitors. Accommodating individual differences - Employers should be sensitive to how an employee's individual capabilities can be accommodated.

MAIN SOURCES USED:

<https://pmc.ncbi.nlm.nih.gov/articles/PMC5619620/>

<https://www.rivermate.com/guides/brunei-darussalam/health-and-safety>

BULGARIA

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws	Mandatory psychometrics
Under Bulgarian Law, it is illegal to discriminate against an employee based on sex, age, disability, race, religion, ethnic origin, nationality, sexual orientation, skin colour, political or religious beliefs, trade union membership or family and financial situation. Bulgaria's Protection against Discrimination Act (PDA) protects employees from discrimination in the workplace in several ways: Prohibited discrimination - The PDA prohibits discrimination based on a number of protected characteristics, including age, disability, race, religion, ethnic origin, nationality, sexual orientation, skin colour, political or religious beliefs, trade union membership and family and financial situation. Disciplinary action - The PDA sets out disciplinary steps for harassment and violations of the act. Employer obligations - Employers must • Display the PDA and related provisions in a visible place • Provide information to employees who make a discrimination claim • Take effective measures to prevent discrimination The Commission for Protection against Discrimination - The Commission supervises employers and monitors compliance with the PDA.	Employers have the obligation to provide all employees with appropriate instruction on health and safety at work in accordance with the specific nature of the occupation and the workplace. 'Healthy and safe working conditions' are defined as conditions which prevent work accidents and occupational diseases and that fulfil the prerequisites for full physical, psychological and social wellbeing of workers. There is a specific ordinance on requirements for the development and implementation of physiological regimes of work and rest during working hours. Work-related psychosocial factors are controlled throughout the application of preventative programmes, specific to the type of labour, intended to reduce mental pressure and stress at work. Where work is highly stressful, monotonous, involves a forced work rhythm or posture, requires the fulfilment of a set daily quota or takes place in shifts, a physiological regime of work and rest shall be introduced to help preserve the health and work capacity of workers. The terms, procedures and requirements for developing the rest-work physiological regime shall be set out under an ordinance by the Minister of Health and the Minister of Labour and Social Policy. Risk assessments - Employers must conduct risk assessments and determine measures to	In Bulgaria, reasonable accommodations for people with disabilities in the workplace include Establishing disability - A Territorial Expert Medical Committee (TELK) determines the percentage of a person's disability and whether they can work. Creating suitable working conditions - If a person can work, they must do so in conditions that are suitable for them and don't harm their health. Providing reasonable accommodations - This includes any changes to a job or work environment that enable a person with a disability to apply for, perform and advance in their job. Examples of reasonable accommodations include modifying equipment or devices, such as adjusting a desk height for a wheelchair user.	Bulgaria has never had a separate law on mental health. Issues such as mandatory treatment, guardianship and legal capacity were regulated in the People's Health Act, which was in force until 2005, when it was replaced by a new Health Act. Bulgaria's Health Act, which came into effect in 2005, regulates mental health in the workplace through: Assessment - A mental disorder assessment cannot be based on family or professional conflicts, or past mental health history. Treatment - The Act defines the services and facilities for treating mental disorders, as well as the forms and methods of treatment. Emergency care - The Act describes emergency psychiatric care and the terms for temporary treatment in emergencies. Registry - The Ministry of Health maintains a register of people with mental disorders. This register is used to assess fitness to handle hazardous materials or carry a weapon. Bulgaria also has a National Programme for Mental Health, which was finalised in 2019. The programme includes	Bulgaria has a right to disconnect law that allows employees to not respond to employer-initiated communications outside of working hours. Scope: All employees are covered by the law, not just remote workers. Exceptions: Employees can agree to exceptions in their employment or collective bargaining agreement. Rest periods: Employees are not required to respond during daily and weekly rest periods, unless their employment contract permits it. The right to disconnect law in Bulgaria is ahead of the European Union's legal framework, which is still considering whether to make it community law.	Bulgaria requires people with disabilities to undergo psychometric testing, but no specific tool is mandatory.

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws	Mandatory psychometrics
	ensure a safe and healthy workplace. Training - Employers must provide workers with clear information and training on health and safety. This training can be initial, periodic, daily or extraordinary. Medical examinations - Employers must arrange health surveillance and medical examinations for workers. Accident reporting - Employers must report work-related accidents and illnesses. Worker consultation - Employers must establish mechanisms for workers to consult and participate in health and safety matters. Coordination - If multiple employers share a workplace, they must coordinate their efforts to protect employees. Personal protection - Employers must ensure that employees working in hazardous conditions wear personal protection equipment and clothing. Night shift workers - Employers must provide food, refreshments and working conditions that alleviate the negative effects of night work for employees working night shifts. Special protection - Employers must estimate the specific threats and dangers for employees who need special protection, including those with disabilities.		• Allocating five million euros to improve mental health services • Strengthening primary health care professionals to prevent and treat mental health issues		

MAIN SOURCES USED:

<https://www.wolftheiss.com/insights/employment-brief-bulgaria-to-implement-the-right-to-disconnect-and-other-changes-for-remote-workers/>
https://webapps.ilo.org/dyn/legosh/en/?p=14100:1100:0::NO:1100:P1100_ISO_CODE3,P1100_SUBCODE_CODE,P1100_YEAR:BGR,,2016:NO
<https://boundlesshq.com/guides/bulgaria/employee-rights/#~:text=Protection%20from%20discrimination,or%20family%20and%20financial%20situation>
https://www.researchgate.net/publication/320839238_Mental_health_legislation_in_Bulgaria_-_a_brief_overview

CANADA

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws	Mandatory psychometrics
Human rights laws include protection against harassment for protected groups, including sexual harassment. Laws barring discrimination are made and enforced by both the federal and provincial governments, and protect against discrimination based on race, creed, sex, disability, age, sexual orientation, marital status, family status, gender identity and expression. Federally regulated employers may not discriminate against women, aboriginal peoples, persons with disabilities and members of visible minorities.	Canada Labour Code [R.S.C., 1985, c. L-2] (§ 125(1)(z.16)) Canada Occupational Health and Safety Regulations (SOR/86-304) (§ 20) National Standard of Canada for Psychological Health and Safety in the Workplace (January 2013) The Canadian Centre for Occupational Health and Safety (CCOHS) includes workplace violence and bullying in its health and safety programmes.	Laws barring discrimination against persons with disabilities are made and enforced by both the federal and provincial governments.	The National Standard of Canada for Psychological Health and Safety in the Workplace (January 2013) includes considerations for mental health protections. Provincial and federal labour rules require employers to prevent or correct work conditions that can cause undue stress, such as unlawful harassment, discrimination or an unsafe work environment. Employers are required to assess the risk of and develop programmes to address harassment and bullying in some provinces under health and safety rules.	Ontario is the leading province in Canada, with specific legislation related to disconnecting from work. The Working for Workers Act, which received Royal Assent in November 2021, introduced the requirement for employers with 25 or more employees to have a written disconnecting from work policy. The right to disconnect is also recognised in Quebec (its labour laws and regulations strongly emphasise work-life balance, including provisions for rest periods, overtime limits and general protections for workers), with potential for broader adoption.	Canada has no national mandatory tool. However, tools like the Guarding Minds at Work survey and COPSOQ are commonly used. Organisations can refer to guidelines and standards provided by provincial health and safety authorities and organisations like the Canadian Centre for Occupational Health and Safety (CCOHS).

LEGISLATION, REGULATIONS AND DIRECTIVES

- Regulations for Workplace Violence include
 - The Canada Labour Code [R.S.C., 1985, c. L-2]. (§ 125(1) (z.16))
 - Canada Occupational Health and Safety Regulations (SOR/86-304). (§ 20)
- National Standard of Canada for Psychological Health and Safety in the Workplace, January 2013
- The Canadian Centre for Occupational Health and Safety (CCOHS) considers workplace violence and bullying in its health and safety programmes; however, it does not include stress or other psychosocial risks prevention into the action required under OHS legislation in Canadian jurisdictions.
- Employment laws in Canada are made and enforced by both the federal and provincial governments. Provincial law governs most aspects of employment in most industries, while federal law governs employment in industries such as airlines, shipping and banking. Provincial rules set minimum standards for wages, leave and notice of termination. There is 'at will' employment in Canada. Employees must be given notice of termination, if not for cause, or comparable pay.
- Human rights laws include protection against harassment for protected groups. Sexual harassment, for example, is considered a discriminatory human rights violation. Personal harassment and bullying, with no connection to a protected group, is prohibited in some provinces under health and safety rules. In these jurisdictions, employers are required to assess the risk of and develop programmes to address harassment and bullying.
- Provincial and federal labour rules limit work hours and require overtime pay. Employers also have a responsibility to prevent or correct certain work conditions that can cause undue stress, such as unlawful harassment, discrimination or an unsafe work environment.
- Laws barring discrimination are made and enforced by both the federal and provincial governments. Federally regulated employers may not discriminate against women, aboriginal peoples, persons with disabilities or members of visible minorities. Provincial laws vary, but most bar discrimination on the basis of race, creed, sex, disability, age, sexual orientation, marital status and family status. Some also bar discrimination based on gender identity and expression.

THE CAYMAN ISLANDS

Mandatory psychometrics not applicable

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws
The Gender Equality Law 2011 protects against discrimination in employment and related areas based on sex, marital status, pregnancy and other gender-related characteristics. With limited exceptions, any act that directly or indirectly results in discrimination will be regarded as such, whether the person responsible intended to discriminate or not. Under the Law, an employer is also liable for any act committed by an individual employee, whether or not it occurred with the employer's knowledge or approval. The Bill of Rights, Freedoms and Responsibilities protects against discrimination by the government based on sex, race, colour, language, religion, political opinion, national origin, age, disability, property, birth or other status.	Workplace health and safety in the Cayman Islands is a set of regulations and procedures that aims to prevent injuries and accidents in the workplace. Inspections - Workplace inspections cover a wide range of health and safety aspects, including housekeeping, lighting, ventilation, sanitation and walkways. Training - Health and safety training is sometimes a legal obligation for employers. Training can help ensure compliance with legal standards, reduce the risk of accidents and boost employability. Employer's liability - If an employee is injured at work, they may be entitled to claim damages for physical or psychological injury, loss of earnings and other expenses. Leadership - Strong leadership from managers, workers, suppliers, contractors and customers can help improve health and safety. Risk management - Getting workers involved in risk assessments can increase their ownership of health and safety.	The Cayman Islands government has a disability policy that aims to ensure people with disabilities have equal access to employment opportunities. However, there is currently no legislation in place to protect people with disabilities from discrimination in the workplace.	The Cayman Islands have a mental health policy that aims to create a healthier and more productive workforce. Mental health legislation - The last revision to mental health legislation was in 2013, and it covered topics such as • Access to mental health care • Rights of mental health service consumers, family members and other caregivers • Competency, capacity and guardianship issues • Voluntary and involuntary treatment • Accreditation of professionals and facilities The Mental Health Commission was established to promote mental health and wellbeing. Mental health screenings - The government provides free and confidential mental health screenings for nurses and other healthcare workers. Mental Health Court - The Mental Health Court team includes probation officers who work with defendants on an individual basis. Disaster/emergency preparedness plan - The Cayman Islands have a disaster and emergency preparedness plan for mental health, which was last revised in May 2014.	The Cayman Islands have a right to disconnect law. The right to disconnect is a legal right that allows employees to disengage from work-related activities outside of working hours. This includes not having to respond to work calls or emails.

MAIN SOURCES USED:

<https://www.gov.ky/gau/gender-equality/legislation#:~:text=Overview,marital%20status%20or%20pregnant%20state>

<https://www.humanrightscommission.ky/hrc-statement-on-world-mental-health-day-2017#:~:text=This%20Tuesday%2C%2010%20October%20is,World%20Mental%20Health%20Day%202017>

<https://www.gov.ky/publication-detail/cayman-islands-disability-policy-2014-2033#:~:text=The%20vision%20of%20the%20Cayman,5%20Goals%20and%20supporting%20strategies>

<https://www.rivermate.com/guides/cayman-islands/health-and-safety>

CHILE

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws	Mandatory psychometrics
The Chilean Labour Code bars discrimination based on race or ethnicity, nationality, socioeconomic status, language, political ideology or opinion, religion or beliefs, union membership or participation in union organisations, sexual orientation, gender identity, marital status, age, affiliation, personal appearance, illness or disability.	Código del Trabajo (última actualización 20.09.2014) (Art. 2) Employers are required to have internal regulations prohibiting sexual harassment and providing a mechanism to report sexual harassment and other forms of aggression or harassment. The employer must report harassment complaints to the Labour Inspectorate, which investigates and may make recommendations for corrective action. Law No. 20005 of 8 March 2008 criminalises and sanctions sexual harassment. The Chilean Labour Statute includes rules relating to severance, a maximum work week (45 hours in the private sector, gradually being reduced to 40 hours) and other labour standards.	Public and private employers with more than 100 employees must hire and retain people with disabilities to make up at least one per cent of their workforce.	No specific measures are in place to protect workers from harmful stress, but work hours are capped to avoid the risk of work overload. Employers have a responsibility to prevent or correct work conditions that can cause undue stress, such as unlawful discrimination or an unsafe work environment. Remote workers have a right to disconnect from work.	There is no specific legislation, but the right to disconnect may be included in employment contracts or company policies. Whilst Chile does not have a standalone law specifically addressing the right to disconnect, the country has made significant progress in protecting workers' rights through a combination of labour laws, regulations and collective bargaining agreements. Employers must refrain from contacting teleworking employees for at least 12 consecutive hours in any 24-hour period. Contact is also prohibited on rest days and during leave periods (https://www.mercer.com/insights/law-and-policy/chile-provides-requirements-for-teleworking-agreements/).	The SUSESO ISTAS21 is the official tool, mandated by Resolution No. 336/2015.

LEGISLATION, REGULATIONS AND DIRECTIVES

- Regulations around workplace violence include
 - Código del Trabajo (última actualización 20.09.2014) (Art. 2)
 - Law No. 20005 of 8 March 2008, which criminalises and sanctions sexual harassment
- The Chilean Labour Statute, which includes the Labour Code and several special social security laws, defines national labour standards. These include a minimum wage, the right to 15 days of annual leave a year, profit sharing, a maximum work week (45 hours in the private sector, gradually being reduced to 40 hours) and rules relating to severance.
- Employers are required to have internal regulations that prohibit sexual harassment and that provide a mechanism to report sexual harassment and other forms of aggression or harassment that threaten or humiliate affected employees or harm their opportunities at work. When a complaint

is made, the employer must report it to the Labour Inspectorate, which will investigate within 30 days and may make recommendations for corrective action to the employer.

- No specific measures are in place to protect workers from harmful stress. However, work hours are capped to avoid the risk of work overload, and employers have a responsibility to prevent or correct certain work conditions that can cause undue stress, such as unlawful discrimination or an unsafe work environment. Remote workers have a right to disconnect from work.
- The Chilean Labour Code bars discrimination, distinctions or exclusions based on race or ethnicity, nationality, socioeconomic status, language, political ideology or opinion, religion or beliefs, union membership or participation in union organisations, sexual orientation, gender identity, marital status, age, affiliation, personal appearance, illness or disability.
- Public and private employers with more than 100 employees must hire and retain people with disabilities to make up at least one per cent of their workforce.

CHINA

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws	Mandatory psychometrics
Employers with more than 30 employees are required to employ a percentage of workers with disabilities, as set by local authorities. If the threshold is not met, employers must contribute to the Disabled Person Employment Security Fund. The mental health law of 2013, Article 4, protects the legal rights and interests of persons with mental disorders in education, employment, medical services and welfare.	The Labour Law of the People's Republic of China includes provisions related to working hours, rest periods, and occupational health and safety. Law of the People's Republic of China on Work Safety (Presidential Order No. 70 of 2002), Articles 4-5 Law of the People's Republic of China on Prevention and Control of Occupational Diseases (Order of the President No. 60), Article 15(5), mandates that equipment and facilities must meet requirements for protecting the physical and mental health of employees. Protection from harassment: Sexual harassment is prohibited, and victims can complain to their employer or an appropriate authority. Employers are required to take preventive measures, handle complaints, investigate incidents and discipline offenders. Special Rules on the Labour Protection of Female Employees (Order of the State Council No. 619), Article 11, mandate that employers must take measures to prevent sexual harassment of female workers in the workplace.	Employers with more than 30 employees must employ a percentage of workers with disabilities, as determined by local authorities, or contribute to the Disabled Person Employment Security Fund. The Mental Health Law of 2013, Article 4, ensures the protection of the rights and interests of persons with mental disorders.	Equipment and facilities must meet the requirements for protecting the mental health of employees, as per the Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 15(5). The Mental Health Law of 2013, Article 4, safeguards the human dignity, personal safety and property safety of persons with mental disorders.	China does not currently have a specific law mandating a right to disconnect. However, the concept is gaining traction and attention. The topic of 'right to offline rest' has been introduced in political discussions and legal cases (https://hrmasia.com/employees-to-have-the-right-of-offline-rest-added-in-chinas-labour-laws/).	There are no specific mandatory tools.

LEGISLATION, REGULATIONS AND DIRECTIVES

- The Labour Law of the People's Republic of China outlines the rights and obligations of both employers and employees. Whilst it does not explicitly mention work-related stress, it includes provisions related to working hours, rest periods and occupational health and safety, which can impact employee wellbeing and potentially mitigate stress. Law of the People's Republic of China on Work Safety (Presidential Order No.70 of 2002) (Arts. 4-5)
- Sexual harassment is not allowed. Victims - both women and men - are entitled to complain to their employer or an appropriate authority. Employers are obligated to take preventive measures, handle complaints, investigate incidents and discipline offenders.
The employer shall take measures to prevent the sexual harassment for female workers at the workplace per the special Rules on the Labour Protection of Female Employees (Order of the State Council (No. 619)) (Art. 11)
- There are no national protections related to stress at work.
- Employers with more than 30 employees are required to employ a percentage of workers with disabilities, the number set by local authorities. If the required threshold is not met, the employer must contribute to the Disabled Person Employment Security Fund.
- Equipment, tools, appliances and other facilities must meet the requirements for protecting the physical and mental health of employees per the Law of the People's Republic of China on Prevention and Control of Occupational Diseases (Order of the President No.60) (Art. 15(5))
- The Mental Health Law of 2013, Article 4 states that 'the human dignity, personal safety and safety of the possessions of persons with mental disorders shall not be violated. The legal rights and interests of persons with mental disorders to education, employment, medical services, and government and non-government welfare are protected by law.'

COMMENTS

- Employers must take measures to protect the physical and mental health of employees and to prevent the sexual harassment of female workers in the workplace.
- Employers must enhance their safety management practices, establish a robust safety responsibility system and enhance necessary conditions to ensure workplace safety.
 - China has a complex system of labour regulations administered by multiple government agencies at the national, provincial and local levels.
 - Enforcement of labour laws is typically carried out by local labour bureaus, which conduct inspections and investigations into labour violations.
 - Chinese authorities have implemented measures to strengthen enforcement, such as establishing hotlines for reporting violations (such as the 12333 National Hotline) and increasing penalties for non-compliance.
 - Despite efforts to improve enforcement, challenges remain, including inadequate resources, disparities in enforcement across regions and difficulties in regulating informal employment sectors.

COLOMBIA

Accommodations for disabilities not applicable

Protection from discrimination	Workplace safety and health	Mental health protections	Right to disconnect laws	Mandatory psychometrics
Employers may not discriminate based on sex, race, national origin, language, religion, ideology, sexual orientation or gender identity. Employees found responsible for discriminatory behaviour, including harassment, may be terminated for cause without severance pay. Employees who complain of harassment, or who volunteer information as witnesses, cannot be dismissed without cause for six months.	The Labour Code Employers are required to create a special body to analyse complaints of harassment, with both employer and employee representatives, under the provisions of the 2006 legislation. The termination of the labour contract can be declared by either the employer or employee upon occupational violence as per Decretos 2663 y 3743 de 1950, adoptados por la Ley 141 de 1961 (§ 62(2)). Workers are entitled to a minimum wage and cannot be made to work more than 48 hours per week.	There is a special resolution on psychosocial risks at the workplace (Resolución núm. 002646 del 17 de julio de 2008) which establishes responsibilities for the identification, evaluation, prevention, intervention and monitoring of psychosocial risks. No specific measures are in place to protect workers from harmful stress, but work hours are capped to avoid the risk of work overload. Employers have a responsibility to prevent or correct work conditions that can cause undue stress, such as unlawful discrimination or an unsafe work environment.	Colombia introduced right to disconnect legislation in Law 2191 of 2022. This law formally established the right of all workers to disconnect from work outside of regular working hours (https://industrialrelationsnews.ioe-emp.org/industrial-relations-and-labour-law-february-2022/news/article/colombia-a-new-act-on-the-right-to-disconnect?tx_news_pi1%5BoverwriteDemand%5D%5Bcategories%5D=55&cHash=6dfc124fac0b2291bba48ef82f313e27). As part of a Constitutional Court Ruling in 2023, Colombia's Constitutional Court declared the right to disconnect as a fundamental human right, solidifying its importance.	The Battery of Instruments for the Evaluation of Psychosocial Risk Factors is mandatory as per Resolution 2646/2008.

LEGISLATION, REGULATIONS AND DIRECTIVES

- Employment law in Colombia is governed by the Labour Code, ILO conventions and other regulations. Workers are entitled to a minimum wage and cannot be made to work more than 48 hours per week. Employers may terminate workers without cause, with mandated severance pay based on length of service, except where such termination is a form of discrimination.
- Under provisions of the 2006 legislation, employers are required to create a special body, with both employer and employee representatives, to analyse complaints of harassment. Employees found to be responsible for discriminatory behaviour, which can include harassment, may be terminated for cause without severance pay. Employees who complain of harassment, or who volunteer information as witnesses, cannot be dismissed without cause for six months.
- There is a special resolution on psychosocial risks at the workplace: Resolución núm. 002646 del 17 de julio de 2008 por la cual se establecen disposiciones y se definen responsabilidades para la identificación, evaluación, prevención, intervención y monitoreo permanente.
- The termination of the labour contract can be declared by either employer or employee upon occupational violence as per the Decretos 2663 y 3743 de 1950, adoptados por la Ley 141 de 1961 como legislación permanente, por la cual se dicta el Código Sustantivo del Trabajo. (§ 62(2))
- No specific measures are in place to protect workers from harmful stress. Work hours are capped to avoid the risk of work overload, and employers have a responsibility to prevent or correct certain work conditions that can cause undue stress, such as unlawful discrimination or an unsafe work environment.
- Employers may not discriminate on the basis of sex, race, national origin, language, religion, ideology, sexual orientation or gender identity.

COSTA RICA

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws	Mandatory psychometrics
Employers may not discriminate on the basis of age, ethnicity, sexual orientation, spiritual belief, race, marital status, political opinion, ancestry, culture, affiliation, disability or economic situation. Sexual harassment and other forms of harassment that are considered discrimination are not allowed, and employers must take measures to prevent their occurrence. A measure passed by the Legislative Assembly in 2022 will significantly broaden the prohibited forms of harassment if enacted into law.	Employment law in Costa Rica is governed by the Constitution, the Labour Code and specific statutes and regulations. Workers are entitled to a minimum wage, which varies by job type, and cannot be made to work more than 48 hours per week (or 36 hours for night shifts). Employers must pay a Christmas bonus to salaried employees, usually equal to a month of pay.	Employers may not discriminate on the basis of disability.	No specific measures are in place to protect workers from harmful stress, but work hours are capped to avoid the risk of work overload. Employers have a responsibility to prevent or correct work conditions that can cause undue stress, such as unlawful discrimination or an unsafe work environment.	Law 9738: This law, which regulates telework, was amended in 2022 to explicitly include the right to disconnect.	There is no specific mandatory tool.

LEGISLATION, REGULATIONS AND DIRECTIVES

- There is no legislation on psychosocial harm or workplace violence.
- Employment law in Costa Rica is governed by the Constitution, the Labour Code and specific statutes and regulations. Workers are entitled to a minimum wage, which varies by job type, and cannot be made to work more than 48 hours per week (or 36 hours for night shifts). Employers may terminate workers without cause, with mandated notice and severance pay based on length of service, except where such termination is a form of discrimination. Employers are required to pay a Christmas bonus to salaried employees, usually equal to a month of pay.
- Sexual harassment and other forms of harassment that are considered discrimination are not allowed, and employers must take measures to prevent their occurrence. A measure passed by the Legislative Assembly in 2022 will significantly broaden the prohibited forms of harassment if enacted into law.
- No specific measures are in place to protect workers from harmful stress. Work hours are capped to avoid the risk of work overload, and employers have a responsibility to prevent or correct certain work conditions that can cause undue stress, such as unlawful discrimination or an unsafe work environment.
- Employers may not discriminate based on age, ethnicity, sexual orientation, spiritual belief, race, marital status, political opinion, ancestry, culture, affiliation, disability or economic situation.

CZECH REPUBLIC

Mandatory psychometrics not applicable

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws
The Czech Republic has anti-discrimination laws that prohibit discrimination in many areas, including employment, education, health care and social security. The Labour Code prohibits any and all types of discrimination in employment relationships, including direct discrimination, indirect discrimination, harassment, sexual harassment, persecution and incitement to discriminate. The Anti-Discrimination Act - This act was adopted in 2009 and protects people from discrimination based on many factors, including race, ethnicity, nationality, age, disability, sexual orientation and religion. It applies to a wide range of areas, including employment, education, health care and social security. The Labour Code - This code prohibits discrimination in employment relationships, especially based on gender, sexual orientation, race, ethnicity, nationality and citizenship. The Labour Code also emphasises the need for equal treatment of all employees in connection to their working conditions, remuneration for work and the provision of other financial benefits, training and opportunities for promotion or other development in their job. There are no mandatory steps required by applicable laws. The employer has a general obligation not to discriminate against employees and to treat all employees equally, with the exception of legitimate reasons for unequal treatment, provided the requirements applied are proportionate to this reason. The employer is free to decide how to meet these requirements. The employer can adopt specific policies or just train and educate their employees.	The Czech Republic has a comprehensive framework of laws and regulations to ensure the health and safety of its workers. The Labour Code of 2006 - This code outlines the employer's responsibilities for creating a safe and healthy work environment, including risk assessments and providing personal protective equipment. The Labour Inspection Act of 2005 - This act establishes the State Labour Inspection Office, which enforces compliance with occupational safety and labour condition standards. Act No. 309/2006 Col. - This act provides detailed regulations on occupational health and safety that align with European directives. Act No. 258/2000 Col. - This act addresses the protection of health at work. Act No. 373/2011 Col. - This act establishes requirements for providing preventive health care to employees. The core principles of OSH are outlined in Part Five of the Labour Code (Act No. 262/2006 Col.), which emphasises the employer's responsibility to ensure a safe work environment and mandates ongoing risk assessments. Employers have an obligation to Create a safe and healthy work environment Ensure employees perform occupational medical examinations Provide first aid to employees Train employees on legal and other regulations Issue personal protective equipment Take measures to prevent risks Report accidents at work Employers are also required to pay premiums for overtime, night work, work on weekend and work in health-damaging environments.	Employers' responsibilities: Employers with more than 20 employees must: Adapt the workplace to the needs of disabled employees Provide job training Fill at least 4.5% of positions with people with disabilities Fill an additional 0.5% of positions with severely disabled people The General Law on Equal Treatment and Protection against Discrimination prohibits discrimination based on disability According to the 2021 Human Rights Report, 'the country does not have a unified law governing access for disabled persons. Instead, specific pieces of legislation in each area (education, transport, health and construction) contain accessibility provisions linked to technical or EU-approved standards.'	The Employment Act prohibits discrimination in employment based on health conditions, including indirect discrimination. Mental Health Centres (MHCs) provide community services for severe mental illnesses, including crisis interventions, day care and outpatient care. The National Mental Health Action Plan 2020–2030 aims to improve the mental health of the Czech population. Measure 2.2.4 means employers must provide care and support for mental health at work. All employers have a duty to include preventive measures and appropriate interventions aimed at the early detection of mental illnesses in their OSH agenda. Furthermore, they are obliged to carry out an impact evaluation of interventions and preventive measures for all employees every two years.	The European Union (EU) defines the right to disconnect as 'a worker's right to be able to disengage from work and refrain from engaging in work-related electronic communications, such as emails or other messages, during non-work hours.' However, there is no specific legislation in the Czech Republic.

LEGISLATION, REGULATIONS AND DIRECTIVES

- Discrimination in the workplace is covered by two main laws: the Act No. 198/2009 Coll., Anti-Discrimination Act and the Act No. 262/2006 Coll., of the Labour Code.
- Public Defender of Rights - This institution was established in 2001 and is a universal Czech Equality Body. It provides legal advice and assistance to victims of discrimination and raises awareness of rights.
- The Czech Republic ratified the UN Convention on the Rights of Persons with Disabilities [in 2009](#).
- [The National Plan for the Promotion of Equal Opportunities for Persons with Disabilities 2021-2025](#) states that 'the basic purpose of the National Plan is to ensure equal rights and equal opportunities for persons with disabilities through the availability of a dignified and independent life for this group and to create an environment that is minimally restrictive/barrier ridden.'

MAIN SOURCES USED:

<https://mzd.gov.cz/wp-content/uploads/2020/01/National-Mental-Health-Action-Plan-2020-2030.pdf>



DENMARK

Mandatory psychometrics not applicable

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws
Denmark's Act on the Prohibition of Differences of Treatment in the Labour Market prohibits discrimination and harassment in the workplace. This includes discrimination based on race, religion, sexual orientation, age, disability and more. Employees can file a free complaint with the Board of Equal Treatment if they experience discrimination. Employees are protected by this prohibition against discrimination at all stages of employment, including in recruitment, during employment and upon dismissal.	The Danish Working Environment Act aims to prevent accidents and illnesses in the workplace. Employer responsibilities are to ensure that the workplace is safe, to provide work instructions and to provide personal protective equipment. Employee responsibilities are to follow instructions and use the required personal protective equipment. Health and Safety Organisations (AMO) - When a company has five or more temporary employees working for more than 14 days, they must establish an AMO. The AMO's role is to help ensure a good working environment and prevent health and safety problems. Health and safety risk assessments - All companies with employees must prepare a written health and safety risk assessment. This assessment should involve employees and identify areas for improvement. Complaints - Employees can file a complaint with the Danish Working Environment Authority if they are exposed to or witness offensive behaviour in the workplace, such as bullying or sexual harassment. Working hours - The average weekly working hours, including overtime, should not exceed 48 hours. Employees should also receive at least one 24-hour period off per week. Denmark has expanded workplace health and safety regulations to prevent psychosocial risks. The Danish Working Environment Authority (DWEA) can require special occupational health and safety measures if a job is mentally or physically harmful or stressful.	On 1 July 2018, a general ban of discrimination on the grounds of disability outside the labour market came into force. The ban, however, does not include an obligation to provide reasonable accommodations, nor an obligation to comply with existing accessibility standards. Hence, there is currently no legal protection in Denmark against disability discrimination in the workplace, including the denial of reasonable accommodations or lack of accessibility. However, there are some organisations that may be able to help, including Disabled People's Organisations Denmark (DPOD): This umbrella organisation represents people with all types of disabilities, including brain damage, arthritis, developmental disabilities and mental illnesses.	Mental Health Act - Denmark passed its first Mental Health Act in 1938, and the 1989 Act protects citizens' legal rights in psychiatric hospitals. Danish policy makers see the need for stronger action to prevent people from dropping out of the labour market due to mental illness and to help those with a mental disorder to find sustainable jobs. Denmark has an accessible health system that reimburses psychological therapies. Policy in Denmark has moved significantly in two ways to address more effectively mental health issues in the workplace: first, in terms of prevention of psychosocial risks at work, through a gradual extension of existing workplace health and safety regulations; secondly, by a steady development of the sickness monitoring process and more involvement of employers in this process.	There are no separate legal provisions which give employees the right to disconnect in Denmark. However, there is a maximum number of hours that an employee can be required to work, as well as mandatory rest periods an employee must take during the working day and during the week.

MAIN SOURCES USED:

<https://bm.dk/media/18904/rules-and-rights-when-working-in-denmark.pdf>

<https://disabilityin.org/country/denmark/#:~:text=Legislation&text=On%201%20July%202018%2C%20a,accommodation%20or%20lack%20of%20accessibility.>

https://www.oecd.org/content/dam/oecd/en/publications/reports/2013/02/mental-health-and-work-denmark_g1g249bf/9789264188631-en.pdf

<https://workplacedenmark.dk/health-and-safety/health-and-safety-organisation>

EGYPT

Right to disconnect laws not applicable | Mandatory psychometrics not applicable

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections
The Egyptian Constitution guarantees the protection of individual's personal rights under the third chapter, Rights, Liberties and Public Duty. The state is obliged to ensure safety, security and equal opportunities for all citizens without discrimination (Article 9). Article 53 – states that all citizens are equal before the Law. They are equal in rights, freedoms and general duties, without discrimination based on religion, belief, sex, origin, race, colour, language, disability, social class, political or geographic affiliation or any other reason.	The Labour Code (Law 12/2003) devotes a specific section (Book V) to occupational safety and health and assurance of the adequacy of the working environment. Health and safety cover physical and psychological health. The establishment and its branches shall carry out a medical examination of workers' abilities and ascertain the workers' fitness from the point of view of their physical, mental and psychological abilities in order to ensure their fitness to meet work demands.	The Rights of Persons with Disabilities Act, 2016 broadens the definition of disability to include mental illnesses and requires employers to provide reasonable accommodations for employees with mental disabilities.	The 2009 Mental Health Act (Law 71) protects the rights of people with mental health disabilities, including the right to choose therapy, the right to appeal treatment plans and the right to refuse treatment. It also established the National Council for Mental Health, an independent body that monitors involuntary admissions and provides a second opinion. The Rights of Persons with Disabilities Act, 2016 - This act broadens the definition of disability to include mental illnesses and requires employers to provide reasonable accommodations for employees with mental disabilities. Confidentiality - Employers and co-workers have a duty of confidentiality regarding an employee's mental health. Disclosing an employee's mental health information to others is a breach of privacy. Termination - Employers should be cautious before terminating employees due to mental health concerns.

MAIN SOURCES USED:

https://webapps.ilo.org/dyn/legosh/en/f?p=14100:1100:0::NO:1100:P1100_ISO_CODE3,P1100_SUBCODE_CODE,P1100_YEAR:EGY.,2013:NO
<https://aps.aucegypt.edu/en/articles/748/mental-health-legislation-in-egypt-and-patients-rights>

ETHIOPIA

Right to disconnect laws not applicable

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Mandatory psychometrics
Ethiopia's employment law prohibits discrimination in the workplace based on nationality, race, colour, sex, religion, political opinion, national extraction, social origin, HIV/AIDS status and disability. Other prohibited acts in Ethiopian employment law include - Restricting workers' rights - Unlawful termination - Coercion regarding trade union membership - Compelling hazardous work - Sexual harassment or assault - Physical abuse If an employee is discriminated against, they are entitled to compensation, reinstatement and up to six months of salary if they choose to leave their job.	Occupational health and safety (OHS) is an important aspect of labour rights in Ethiopia. The Ethiopian Constitution and Labour Proclamation No. 1156/2019 outlines the OHS requirements for employers and workers. Employers must provide safe workplaces, machinery and personal protective equipment (PPE). They must also offer medical examinations, OHS training and accident reporting. Workers have the right to refuse unsafe work, participate in OHS decision-making and access OHS information. Mental health does not seem to be an area of focus in these guidelines.	Ethiopia's Proclamation No. 568/2008 requires employers to provide reasonable accommodation for people with disabilities in the workplace. This means employers must Provide appropriate working conditions - Employers must provide appropriate working and training conditions for people with disabilities. Take reasonable accommodation measures - Employers must take all reasonable accommodation measures to enable people with disabilities to perform their jobs. Assign an assistant - Employers must assign an assistant to enable people with disabilities to perform their work or follow training. The purpose of accommodation is to ensure that people with disabilities are not discriminated against and can perform the essential functions of their jobs. However, some say that Ethiopia has not fully implemented the right to accommodation for people with disabilities. For example, some say that there is a lack of awareness among employers about this right, and a lack of funds to install the necessary technological equipment.	There is widespread stigma and discrimination in Ethiopia, which has contributed to under-utilisation of available mental health services in the country. There is a National Mental Health Policy, but this does not place any emphasis on mental health protections in the workplace.	Psychometrics are not mandatory, but are used in Ethiopia in a variety of ways, including Assessment tests - Individuals take an assessment test with 182 questions that map to a numerical value on the STEN graph. The numerical value indicates the likelihood of the individual exhibiting certain behaviours. Creating a picture of borrowers - Psychometrics can help financial institutions create a better picture of borrowers and predict credit risk. Measuring mental disorders - The Comprehensive Psychopathological Rating Scale (CPRS) is used to identify and measure the presence and change of mental disorder symptoms. Treating depression - The Federal Ministry of Health's (FMOH) National Mental Health Strategy prioritises depression as a mental disorder in Ethiopia. PHC clinicians use the mhGAP guide to treat depression.

MAIN SOURCES USED:

<https://www.tandfonline.com/doi/full/10.1080/10401334.2024.2428191?src=#d1e180>
<https://ephi.gov.et/the-ethiopian-multi-sectoral-national-action-plan-for-health-security-naphs-development-workshop-is-being-held-in-the-town-of-bishoftu-between-march-25-and-30-2024/#:~:text=NAPHS%20captures%20national%20priorities%20for,and%20subsequently%20lessen%20their%20social>
https://extranet.who.int/countryplanningcycles/sites/default/files/planning_cycle_repository/ethiopia/ethiop-2.pdf
<https://www.rivermate.com/guides/ethiopia/health-and-safety>

Right to disconnect laws not applicable | Mandatory psychometrics not applicable

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections
Fiji's Constitution protects citizens from discrimination and provides other rights, including - Freedom from discrimination: The Constitution's Bill of Rights protects citizens from discrimination based on a number of factors, including race, gender, sexual orientation, disability, age and more. - Equal pay: The law requires employers to pay men and women equally for the same work. - Freedom of movement, assembly, expression and religious belief: The Constitution protects these freedoms. - Legal recourse: Citizens can pursue alleged breaches of the Bill of Rights in the High Court. The Human Rights and Anti-Discrimination Commission (FHRADC) is responsible for promoting human rights in Fiji. The FHRADC's work includes - Educating the public about their rights and freedoms - Investigating alleged human rights violations - Making recommendations to the government on laws and policies	Workplace health and safety in Fiji is governed by the Health and Safety at Work Act 1996 (HASAWA 1996) and the Health and Safety at Work (Administration) Regulations 1997. The HASAWA is the primary legislation for health and safety in Fiji. It outlines the responsibilities of employers, workers and other stakeholders in maintaining safe and healthy workplaces. The Health and Safety at Work (General Workplace Conditions) Regulations of 2003 supplement the HSW Act, providing detailed requirements for matters such as workplace design, ventilation, lighting, first aid and personal protective equipment. These acts establish the minimum requirements for recording and reporting occupational accidents, diseases and dangerous occurrences. Key Elements of HASAWA 1996 Employers are required to - Provide and maintain safe work environments, machinery and systems. - Ensure safe use, handling, transport and storage of substances - Provide information, instruction, training and supervision to employees - Develop OHS risk management plans and procedures - Report and investigate workplace incidents Employees are expected to - Take reasonable care for their own health and safety - Cooperate with their employer's OHS efforts - Use personal protective equipment (PPE) as instructed - Report workplace hazards and unsafe conditions In addition to legislation, Fiji adopts various standards and best practices to guide OHS implementation. These include the National OSH Policy, which outlines the government's commitment and strategies for improving workplace safety and health. The Fiji National Occupational Safety and Health Service (FNOSHS) provides resources, training and support for OHS management in workplaces. There are also industry-specific codes of practice that provide tailored guidance on managing risks in different sectors.	Constitution of Fiji - Section 42 of the 2013 Constitution states that people with disabilities have the right to reasonable access to buildings, infrastructure and working arrangements. Fiji Human Rights Commission Act - Section 17 of this 1999 Act prohibits discrimination against people with disabilities in employment. National Policy on Persons Living with Disabilities - This 2008 policy was developed through consultation with stakeholders and aims to create an inclusive society for people with disabilities. Fiji National Council for Disabled Persons Act - This 1994 Act is the main legal instrument for people with disabilities, including employment promotion.	Mental Health Decree 2010 - This decree provides a framework for mental health care and management in Fiji, including the rights of patients, community-based care and treatment in the least restrictive environment. Confidentiality - Employers and co-workers have a duty of confidentiality regarding an employee's mental health. Disclosing an employee's mental health information to others is a breach of privacy. Mental health professionals - Companies that hire mental health professionals for employee wellbeing must ensure that the professionals maintain confidentiality. Mental health at work - The Ministry of Health and the Ministry of Human Resources have a memorandum of understanding to promote mental health at work. KOSPEN-WOW This programme aims to raise awareness about mental health issues in the workplace.

MAIN SOURCES USED:

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https://www.un.org/development/desa/disabilities/wp-content/uploads/sites/15/2019/10/Fiji_A-National-Policy-for-Persons-Living-With-Disabilities-2008-2018.pdf
<https://www.rivermate.com/guides/fiji/health-and-safety>

FINLAND

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws	Mandatory psychometrics
The Finnish Non-Discrimination Act (1325/2014) prohibits discrimination based on various factors, including disability, gender, age and ethnic origin. It is important to note that this legislation does not directly align with the Occupational Safety and Health Act, but exists within a broader legal framework in Finland.	The Occupational Safety and Health Act (738/2002) includes provisions on improving the working environment and conditions, ensuring employee safety and health. - Employers must assess hazards related to physical and mental health. - Specific provisions must be made based on workload factors, lone working, night work and work pauses. - As part of their duty to ensure health and safety, employers are required to monitor safety conditions and take preventive measures. Psychosocial hazards: - There is an emphasis on eliminating risks impacting both physical and mental health. - Employers must monitor workplace health and safety impacts and design safe working conditions. - In dealing with occupational violence, Employers must arrange work environments in high-risk jobs to prevent violence and provide emergency assistance (Section 27). Anti-harassment and anti-bullying policies: - Employers are responsible for taking remedial action if harassment is detected. - Nationwide surveys by Statistics Finland and the Finnish Institute of Occupational Health measure workplace climate, identifying problem areas like stress and bullying.	The Occupational Health Care Act indirectly supports accommodations for disabilities by promoting the maintenance and improvement of work ability through workplace adaptations, especially for employees with health challenges. Whilst it does not directly mandate accommodations, Finland's disability legislation includes the Act on the Integration of Persons with Disabilities (380/1987), which requires employers to make reasonable accommodations for employees with disabilities.	The Occupational Safety and Health Act Enforces obligations to prevent workplace bullying and violence, supporting employees' mental health by mitigating exposure to harassment The Occupational Health Care Act Means employers must provide occupational health care at their own expense, covering health risk assessments, guidance on healthy working conditions and support for employees' mental and physical health. Common anti-bullying measures include written policies, training and monitoring by HR managers to address and prevent workplace bullying	Finland does not have a specific 'right to disconnect' law. However, the Working Hours Act (605/1996) regulates working hours and rest periods, including limits on overtime and rest time, which indirectly relates to the right to disconnect from work.	No mention is made of mandatory psychometric testing in the Finnish workplace in health and safety laws. Psychometric testing is not a standard legal requirement in Finland, though it may be used in specific recruitment or development contexts by employers.

LEGISLATION, REGULATIONS AND DIRECTIVES

- The psychosocial risk legislation in Finland focuses on creating a safe and healthy work environment, addressing the mental and physical wellbeing of employees.
- Finland's Occupational Safety and Health Act (738/2002) mandates that employers must ensure the health and safety of their employees, emphasising preventive measures to eliminate hazards. This legislation includes explicit guidelines for managing psychosocial risks such as workload, harassment, occupational violence, and lone and night work, with a strong focus on promoting both mental and physical health.
- Key provisions include
 - Employer Responsibilities: Employers must monitor and maintain safe working conditions, considering both physical and mental health. They are required to assess risks, adapt work conditions to reduce stress and take remedial action if hazards, like harassment or violence, are detected.
 - Psychosocial Risks and Occupational Violence: The legislation highlights managing psychosocial risks by requiring employers to prevent and mitigate factors like high workload, harassment and workplace violence. Jobs that pose a risk of violence must have safety protocols, emergency assistance and preventive measures in place.
 - Anti-Harassment Policies: Finnish law includes provisions specifically aimed at preventing workplace bullying and harassment. Employers are required to implement anti-bullying policies and take corrective action when incidents occur. Finland has also emphasised anti-bullying initiatives at the national level, and many organisations have established procedures and training to counteract workplace harassment.
 - The Occupational Health Care Act: Employers must provide occupational health care to prevent work-related health issues, including mental stress, by providing regular health assessments, support services and guidance on maintaining a healthy work environment.
 - Systematic Monitoring and Research: Finland has a strong tradition of monitoring work-life quality and psychosocial risks through national surveys, such as those conducted by the Finnish Institute of Occupational Health. These surveys help identify trends, guide policy and foster improvements in workplace conditions, contributing to a well-regulated work environment.

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<https://osha.europa.eu/sites/default/files/esener-drivers-barriers.pdf>

https://empower-project.eu/wp-content/uploads/2021/12/EMPOWER_D7.1-Report-mental-health.pdf

<http://www.prima-ef.org/fioh.html>

FRANCE

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws	Mandatory psychometrics
Article L1132-1 of the Labour Code (https://www.legifrance.gouv.fr/codes/article_lc/LEGIARTI000045391841)	Employers have the obligation 'to ensure the safety and health of workers in every aspect related to the work' (Court of Cassation, 2002, based on EU-ILO Art. 5, par. 1 Directive 89/391/EEC European Economic Community). Article L 4121-1 of the Labour Code states that employers shall take necessary measures to ensure the safety and protect the physical and mental health of workers. Article L4644-1 of the Labour Code states that employers must appoint one or more employees competent to handle the activities of protection and prevention of occupational risks within the company (OHS referent). The agreements on stress (July 2008), harassment and violence at work (March 2010), and quality of life at work (June 2013) acknowledge the multifactorial nature of psychosocial risks. The agreement of 6 June 2018, concerning the prevention and management of psychosocial risks, proposed a charter to establish a climate of wellbeing at work for voluntary organisations. The right to disconnect (Article L2242-17 of the Labour Code), was updated in 2021 and made effective in 2022. Article L461-1 Code of Social Security states that mental health issues can be recognised as occupational diseases.	Article L461-1 Code of Social Security states that mental health issues can be recognised as occupational diseases.	Article L 4121-1 of the Labour Code means employers shall take necessary measures to protect the mental health of workers, including occupational risk prevention, awareness and training actions, and the implementation of appropriate organisation and resources. The agreements on stress (July 2008), harassment and violence at work (March 2010), and quality of life at work (June 2013) recognise both individual and organisational factors of psychosocial risks. The agreement of June 6, 2018, concerning the prevention and management of psychosocial risks, includes guidelines to establish a climate of wellbeing at work.	Article L2242-17 of the Labour Code is a provision, introduced as part of the 2016 Labour Law (Loi Travail), mandating that employers must negotiate with employees to define the limits between work and personal life. It essentially requires companies to establish clear boundaries for when employees can disconnect from work-related communications. The legislation requires companies with 50+ employees to implement policies.	No mandatory tool is specified. Whilst there is no single mandated psychometric tool, the law emphasises the importance of conducting thorough assessments. COPSOQ is often used.

LEGISLATION, REGULATIONS AND DIRECTIVES

- The law provides protective measures against psychosocial risks and stipulates provisions against harassment. Employers have the obligation 'to ensure the safety and health of workers in every aspect related to the work' (Court of Cassation, 2002, based on EU-ILO Art. 5, par. 1 Directive 89/391/EEC European Economic community).
- Under Article L461-1 Code of Social Security, mental health issues can be recognised as occupational diseases.
- Article L 4121-1 of the Labour Code means employers must take necessary measures to ensure and protect the safety and physical and mental health of workers. These measures include
 - Actions aimed at occupational risk prevention
 - Awareness and training actions
 - The implementation of an appropriate organisation and resources. Employers must ensure that these measures are adapted to consider changes in circumstances and improvements in existing conditions.
- The agreements reached unanimously by social partners on stress (July 2008), harassment and violence at work (March 2010), and quality of life at work (June 2013) allow for relying on relatively consensual definitions, which recognise the multifactorial nature of psychosocial risks and allow for the existence of individual as well as organisational factors.
- The right to disconnect (Article L2242-17 of the Labour Code) was updated in 2021 and made effective in 2022.
- Article L4644-1 of the Labour Code mandates that the employer must appoint 'one or more employees competent to handle the activities of protection and prevention of occupational risks within the company.' This is commonly referred to as the occupational health and safety referent (OHS referent).
- The agreement of 6 June 2018, concerning the prevention and management of psychosocial risks, proposed a charter, comprising six guidelines to be implemented to establish a climate of wellbeing at work for voluntary organisations.

COMMENTS

- The current provisions of the Labour Code do not include concrete measures to ensure the effectiveness of the right to disconnect; however, the Employer has the obligation to assess the risks to which employees are exposed within the company, including hyperconnectivity.
- Employers are required to establish policies enabling the enforcement of all preventive measures outlined in Articles L. 4121-1 and L. 4121-2 of the Labour Code to prevent psychosocial hazards.
- Employers are also required to establish policies and processes that prevent and facilitate the prompt identification and cessation of harassment instances when they arise.
- Employers are also required to conduct awareness programmes and trainings on safe working environments.
- The employer must document and update in a single document, a 'document unique d'évaluation des risques', the results of the risk assessment for the health and safety of workers, as required by Article L. 4121-3.
- The employer must nominate at least one Occupational Health and Safety Referent.
- There is no specific penalty if employers fail to follow the law on the right to disconnect.
- Under Labour Code R4741-1, the failure to document or update the results of risk assessments, as outlined in articles R. 4121-1 and R. 4121-2, is punishable by a fine specified for fifth-class offences. Repeat offences are penalised according to articles 132-11 and 132-15 of the penal code (1,500 to 3,000 euros for repeat offences).
- Under Labour Code L4745-1, failure to comply with the provisions of Article L. 4644-1 is punishable by imprisonment for four months and a fine of 3,750 euros in case of a repeat offence within three years.
- In France, legal compliance is governed by comprehensive labour laws and regulations aimed at protecting workers' rights and ensuring fair employment practices.
- The enforcement of labour laws is overseen by government agencies such as the Ministry of Labour, which monitors compliance and investigates violations.
- Inspections conducted by labour inspectors play a crucial role in enforcing compliance, with penalties imposed on non-compliant employers.
- France also emphasises the importance of collective agreements negotiated between employers and trade unions, which further contribute to legal compliance in the workplace.

GERMANY

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws	Mandatory psychometrics
The General Equal Treatment Act provides protection against discrimination on the grounds of race, ethnic origin, sex, religion or belief, disability, age or sexual orientation, and includes protection against harassment and sexual harassment.	The German Civil Code (Bürgerliches Gesetzbuch) The Part-time and Fixed-term Work Act (Teilzeit- und Befristungsgesetz) The Employee Leasing Act (Arbeitnehmerüberlassungsgesetz) The Maternity Protection Act (Mutterschutzgesetz) The Hours of Work Act (Arbeitszeitgesetz) The Works Constitution Act (Betriebsverfassungsgesetz) The Act Against Unfair Dismissal (Kündigungsschutzgesetz) Employers have been required to assess psychosocial risk since 2013. The Joint Declaration on Mental Health in the Workplace (2013) by the Federal Ministry of Labour and Social Affairs, the Confederation of German Employers' Associations and the German Trade Union Confederation raised awareness of workplace stress. Regulations and work contracts limit the number of hours that can be worked.	The General Equal Treatment Act includes protection against discrimination based on disability.	Employers' duty of care responsibilities include protecting employees from physical and psychological risk, and addressing bullying/mobbing. Employers have been required to assess psychosocial risk since 2013. The Joint Declaration on Mental Health in the Workplace (2013) raised awareness of the negative effects of workplace stress. Regulations and work contracts limit work hours to manage workplace stress.	Guidelines exist, but there is no specific legislation. However, Germany does have robust laws regulating working hours, overtime and rest periods, indirectly contributing to a healthier work-life balance. (Arbeitszeitgesetz (ArbZG) - Working Hours Act) (https://www.iuslaboris.com/en-gb/insights/the-right-to-disconnect-which-countries-have-legislated)	No specific tool is mandated, but the COPSOQ is widely used.

LEGISLATION, REGULATIONS AND DIRECTIVES

- Employment laws in Germany are not consolidated into a single labour code. Labour regulations are included in (among others) the German Civil Code (Bürgerliches Gesetzbuch), the Part-time and Fixed-term Work Act (Teilzeit- und Befristungsgesetz), the Employee Leasing Act (Arbeitnehmerüberlassungsgesetz), the Maternity Protection Act (Mutterschutzgesetz), the Hours of Work Act (Arbeitszeitgesetz), the Works Constitution Act (Betriebsverfassungsgesetz) and the Act Against Unfair Dismissal (Kündigungsschutzgesetz).
- Worker rights in Germany are strong, with limits on hours of work, salary protection during absence due to illness, restraints on termination without cause and job protection for up to three years of maternity leave.
- The General Equal Treatment Act provides protection against discrimination on the grounds of race, ethnic origin, sex, religion or belief, disability, age or

sexual orientation. This includes protection against harassment, especially sexual harassment, which is defined as unwanted conduct that creates an intimidating, hostile, degrading, humiliating or offensive environment.

- Bullying, also referred to as mobbing in Germany, may fall under the employer's duty of care responsibility in the labour contract as part of the obligation to protect the employee from physical and psychological risk.
- Employers in Germany have been required to assess psychosocial risk since 2013, but many have not complied. Also in 2013, the Federal Ministry of Labour and Social Affairs, the Confederation of German Employers' Associations and the German Trade Union Confederation collaborated in issuing a Joint Declaration on Mental Health in the Workplace, which helped to raise awareness of the negative effects of workplace stress. Regulations and work contracts place limits on the number of hours that can be worked.

GREECE

Mandatory psychometrics not applicable

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws
Greece has legislation that protects people from discrimination in employment and other areas. Law 4443/2016 - This law prohibits discrimination in the workplace and employment on the basis of race, colour, religion, disability, age, gender identity and more. It applies to both the public and private sectors, and covers access to employment, working conditions and other areas. The law also includes an ombudsman to monitor and promote equal treatment. Greek Constitution - Article 5 of the Constitution protects people from discrimination based on nationality, race, creed or political allegiance. The EU Charter of Fundamental Rights - Article 21 of the EU Charter of Fundamental Rights is about non-discrimination.	In Greece, the main labour regulations are provided by the Civil Code in Article 662. In accordance with this Article, the employer is obliged to regulate issues relevant to work and its location, as well as issues relevant to accommodation, facilities and machinery or tools, in such ways as to protect the life and health of the employee. The Health and Safety at Work Act 1974 applies to all employers, the self-employed, most government offices and, in some circumstances, the public. The act makes the employer responsible for the protection of their employees and members of the public affected by the work. Law 3850/2010 is the applicable law for the Health and Safety of the Employee in the Workplace in Greece. The National General Collective Agreement of 2008-2009, Article 7, for the first time mentions stress in the workplace as a condition that is accompanied by physical, psychological or social dissatisfaction or dysfunction which is created in employees who feel incapable of bridging the gap between reality and the requirements of the work or the expectations that the employer has of them. NGCA also provides a framework agreement concerning stress in the workplace.	The Greek constitution states that people with disabilities have the right to participate in the social, economic and political life of the country. The government also has a national digital strategy that includes specialised training programmes for people with disabilities. Physical environment - Employers are required to make the workplace accessible, such as by installing ramps, lifts and wide corridors. They also need to provide accessible parking and toilets. Assistive technology - Employers should provide assistive technology, such as braille terminals, screen readers, sign language apps and assistive listening devices. Flexible working - Employees with disabilities can choose a flexible working schedule. Special accommodations - Employees with disabilities can receive special accommodations when weather conditions prevent them from coming to work, arriving on time or staying until the end of their shift. Cost assistance - The government will fund up to 90% of the cost of necessary workplace adjustments, up to a maximum of €2,500 per adjustment.	Greece is working to improve mental health in the workplace through the National Action Plan for Mental Health 2021-2030. This plan includes policies and interventions to promote and protect mental health, especially for vulnerable groups.	Greece has a right to disconnect law that was established in 2022. The right to disconnect gives remote workers the right to not work or communicate with work during non-working hours or holidays. This includes not answering emails, phone calls or other forms of communication. Protections - The law prohibits discrimination against employees who exercise their right to disconnect. Application - The right to disconnect applies to all private sector employers with at least 20 employees. Employers can implement the right to disconnect through a collective bargaining agreement (CBA) or their work rules. The law also • Defines types of teleworking • Reinforces employees' entitlements • Requires employers to monitor employee performance in a privacy-friendly manner • Acknowledges teleworkers' health and safety

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https://webapps.ilo.org/dyn/legosh/en/f?p=14100:1100:0::NO::P1100_ISO_CODE3,P1100_SUBCODE_CODE,P1100_YEAR:GRC,,2015

<https://www.bureauveritas.gr/your-needs/workplace-risk-management-health-safety#:~:text=The%20Health%20and%20Safety%20at,public%20affected%20by%20the%20work>

<https://osha.europa.eu/en/about-eu-osha/national-focal-points/greece>

GUAM

Right to disconnect laws not applicable | Mandatory psychometrics not applicable

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections
Guam protects individuals from discrimination in employment, programmes and activities through a variety of laws and programmes, including Employment law - The territorial government of Guam protects individuals from discrimination in employment based on race, colour, national origin, ancestry, religion, sex, age, physical handicap, medical condition, marital status and sexual orientation. The Guam Employment Non-discrimination Act (GENDA) of 2015 prohibits discrimination based on sexual orientation and gender identity or expression. Disability - The law forbids discrimination when it comes to any aspect of employment, including hiring, firing, pay, job assignments, promotions, layoffs, training, fringe benefits and any other term or condition of employment. The Guam Legal Services Corporation's Protection and Advocacy for Assistive Technology (PAAT) programme assists individuals with disabilities in accessing technology devices and services. Other protections include • Employment practices should treat all individuals equally. • Employment decisions should be made without regard to protected classifications, unless a bona fide occupational qualification (BFOQ) exists. A BFOQ is a selective factor that is required for a job. The law also protects people from discrimination based on their relationship with a person with a disability (even if they do not themselves have a disability). For example, it is illegal to discriminate against an employee because their husband has a disability.	Employees have the right to a safe and healthful workplace, to receive proper training on hazard identification and safety procedures, to report any safety concerns without fear of retaliation, to participate in workplace inspections with DOSH or OSHA representatives and to file a confidential complaint with DOSH or OSHA if they believe safety standards are being violated.	The law requires the employer to provide reasonable accommodations to an employee or job applicant with a disability, unless doing so would cause significant difficulty or expense for the employer ('undue hardship'). A reasonable accommodation is any change in the work environment (or in the way things are usually done) to help a person with a disability apply for a job, perform the duties of a job or enjoy the benefits and privileges of employment. Reasonable accommodations might include making the workplace accessible for wheelchair users or providing a reader or interpreter for someone who is blind or deaf. The law places strict limits on employers when it comes to asking job applicants to answer medical questions, take a medical exam or identify a disability. After a job is offered to an applicant, the law allows an employer to condition the job offer on the applicant answering certain medical questions or successfully passing a medical exam, but only if all new employees in the same type of job are required to answer the questions or take the exam. Once a person is hired and has started work, an employer generally can only ask medical questions or require a medical exam if the employer needs medical documentation to support an employee's request for an accommodation, or if the employer believes that an employee is not able to perform a job successfully or safely because of a medical condition.	Guam's laws do not require employers or health plans to offer mental health benefits. However, if a health plan does offer mental health benefits, it cannot have different annual or lifetime caps than other benefits under the plan.

MAIN SOURCES USED:

<https://dol.guam.gov/wp-content/uploads/Disability-Discrimination.pdf>

<https://www.rivermate.com/guides/guam/health-and-safety>

GUATEMALA

Right to disconnect laws not applicable | Mandatory psychometrics not applicable

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections
Guatemala has no comprehensive civil legislation protecting people from discrimination on the grounds of sexual orientation or gender identity, and no legal gender recognition procedure for transgender people. Guatemala does not have hate crime legislation that covers sexual orientation or gender identity.	Employer obligations - Employers must provide a safe and healthy work environment for their employees. This includes eliminating or minimising hazards and implementing preventative measures. Workers' rights - Workers have the right to refuse dangerous work, to receive health and safety training and to report hazards or violations without fear of reprisals. Regulations - The Occupational Health and Safety Regulations, or Governmental Agreement 229-2014, regulates the general rules to be observed at work. The Committee regulations Ministerial Agreement 486-2023 regulates the constitution, organisation and operation of bipartite occupational health and safety committees. The Accident Reporting - Ministerial Agreement 191-2011 establishes the obligation of employers to keep a record of occupational accidents and occupational diseases and report them monthly. Accident protection - Agreement 1002 Board of Directors IGSS establishes the benefits in service or in cash to members for accidents. Reforms - Government Agreement No. 57-2022 contains reforms to the Occupational Health and Safety Regulations, including changes in risk prevention obligations for employers and the establishment of levels of health care in the workplace. Even though mental health is not explicitly mentioned in the provision establishing the objective of the OSH Regulations, the importance of mental health is recognised in another article of the Regulations.	Guatemala has taken no action to ensure the right to legal capacity of people with disabilities in domestic legislation. This subjects them to violations of the rights to personal integrity, economic opportunity, sexual and reproductive choice and access to justice. A disability certification process initiated in 2023 aims to better recognise, identify and support individuals with disabilities and their families. Legislation - Guatemala has weak laws for people with disabilities, and they are often not recognised as having basic human rights. However, the government has shown a commitment to improving the rights of people with disabilities. A bill is being considered to replace the 1996 Law on the Care for People with Disabilities, which would bring the country's legislation into compliance with the CRPD. Enforcement - Even when laws are in place, they are often not enforced effectively. Social programmes - Disability rights are rarely considered in national social programmes or in donor support to human rights defenders.	Mental health is undeniably stigmatised in Guatemalan culture. Many associate mental health disorders with danger or 'craziness', and mental health difficulties are considered lesser than physical health conditions. The Labour Code in Guatemala states that employers are required to take precautions to protect the health, life and morality of their workers. The code also regulates hygiene and safety in the workplace.

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HONG KONG

Mandatory psychometrics not applicable

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws
Hong Kong's anti-discrimination Ordinances - the Sex Discrimination Ordinance (SDO), the Disability Discrimination Ordinance (DDO), the Family Status Discrimination Ordinance (FSDO) and the Race Discrimination Ordinance (RDO) - prohibit discrimination against a person on the grounds of sex, marital status, pregnancy, disability, family status and race. It is unlawful under the SDO to discriminate against a person on the grounds of sex, marital status, pregnancy or breastfeeding in prescribed areas of activity, including • employment • education • the provision of goods, services and/or facilities • disposal and/or management of premises • eligibility to vote for and to be elected or appointed to advisory bodies • participation in clubs • activities of the Government The Sex Discrimination Ordinance also protects a person from sexual harassment and victimisation in prescribed areas of activity, including employment, education, the provision of goods, services and/or facilities, disposal and/or management of premises and membership of clubs. The provisions relating to breastfeeding discrimination and harassment on the grounds of breastfeeding came into	In Hong Kong, the cornerstone of the OSH framework is the Occupational Safety and Health Ordinance (Cap. 509), which sets out broad obligations for employers and employees to maintain safe working conditions. The Occupational Safety and Health Regulation (Cap. 509A) provides specific safety and health requirements for workplaces, including accident prevention, fire precautions, environmental control, first aid and manual handling. The Factories and Industrial Undertakings Ordinance (Cap. 59) governs safety and health in industrial workplaces. Employers must take all reasonably practicable steps to ensure the safety, health and welfare of employees. This includes providing safety plans and equipment, safe systems of work, information, instruction, training and supervision, and a suitable working environment. Employers are also required to consult with employees on matters of occupational safety and health. In the event of a workplace accident resulting in death or serious bodily injury, such as loss of a limb or extended hospitalisation, the employer or person in charge of the workplace must • Immediately notify the Labour Department, usually by telephone • Submit a written report within seven days detailing the	The Disability Discrimination Ordinance (DDO) in Hong Kong prohibits discrimination against people with disabilities in the workplace. Reasonable accommodation is a key part of the DDO and refers to any adjustments that can be made to a job, work environment or employment practice to ensure equal employment opportunities. It outlaws direct and indirect discrimination, harassment and vilification on the grounds of disability.	Hong Kong still lacks a holistic and comprehensive legal framework to address mental health issues in a work context. The Disability Discrimination Ordinance (DDO) protects employees with mental illnesses, including those who are currently ill, previously ill or who may become ill. The DDO protects employees from discrimination in employment, education and other areas. Reasonable adjustments - Employers must make reasonable adjustments if an employee's mental health problem is a disability and it is reasonable to do so. Duty to provide a safe workplace - Employers are responsible for providing a safe and healthy workplace and may be liable if they do not address signs of stress or emotional vulnerability. Common law duty - Employers have a duty to take reasonable care and may be liable for negligence if they fail to fulfil this. Rehabilitation programmes - The government offers programmes to help mentally ill employees recover and return to work, including the Voluntary Rehabilitation Programme and the Pilot Rehabilitation Programme.	Hong Kong does not have any specific legislation regarding the right to disconnect. Hong Kong's labour laws do not limit the number of hours adults can work, nor do they regulate overtime compensation. The only exception is for minors, who are subject to restrictions on the number of hours and days they can work per week.

operation on 19 June 2021. As a result, the SDO also provides protection from harassment on the grounds of breastfeeding.	accident, the victim, the employer and/or the occupier Even if an accident does not result in immediate injury, specific 'dangerous occurrences' must be reported. These include • The collapse or failure of building structures, cranes or lifting appliances • Explosions or fires causing structural damage • Electrical short circuits or failures likely to cause injuries			
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COMMENTS

- Hong Kong's mental health has been a concern in recent years. In 2022, Hong Kong ranked 83rd out of 137 countries in the United Nations World Happiness Report. The Hong Kong Mental Health Index Survey has also shown that the average mental health score for Hong Kong residents has been below passing grade for five years in a row.
- There is no specific mental health policy in Hong Kong. Instead, mental health services are subsumed within the overall health service of the territory, which is directed at the Hong Kong government level by the Food and Health Bureau. There does not seem to be any specific legislation to protect mental health in the workplace.

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HUNGARY

Right to disconnect laws not applicable | Mandatory psychometrics not applicable

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections
Fundamental Law of Hungary - Article XV guarantees fundamental rights without discrimination based on race, colour, sex, disability, language, religion, political or other opinion, national or social origin, property, birth or any other status. Equal Treatment Act - This act protects against discrimination based on a non-exhaustive list of characteristics, including sex, race, nationality, ethnicity, native language, disability, health status, religion, family status, sexual orientation, gender identity, age, financial situation and more. The Labour Code prescribes the requirement of equal treatment, particularly for remuneration. The equal treatment rules of the Labour Code must be applied to all phases of the employment relationship, including the establishment, the duration and for a period following the end of the relationship. Criminal Code - This code outlaws openly offensive behaviour and criminalises membership in anti-Semitic groups, violence against Jewish and Holocaust denial. Hate crime legislation - This legislation punishes people who display anti-social conduct or assault or coerce others based on their membership in a group, including national, ethnic, racial or religious groups. Hungary also has an independent equality body, the Equal Treatment Authority (EBH), which deals with complaints related to protected characteristics.	Act 93 of 1993 on Occupational Safety and Health is the main source of health and safety law in Hungary. The Fundamental Law of Hungary (2011) is a law that governs health and safety in Hungary. It mentions that besides the right to physical and mental health 'every employee has the right to working conditions that respect their health, safety and dignity'. The Labour Code (Act I of 2012) is a law that governs health and safety in Hungary. These laws align with EU framework directives and guarantee a right to healthy and safe working conditions for all employees. Employers in Hungary have significant responsibilities under health and safety laws. They are required to identify and evaluate workplace hazards and to implement appropriate preventive and protective measures. Employers are also obligated to educate employees on identified workplace hazards, safe work practices and emergency procedures. They must consult with employees or their representatives in matters concerning workplace health and safety, and provide access to occupational health specialists and health surveillance services tailored to identified workplace risks. Additionally, employers are required to maintain detailed documentation of work-related accidents, injuries and illnesses, and to notify authorities of serious incidents. Employers are required to perform comprehensive risk assessments to identify all potential hazards in the workplace. All risk assessments, control measures implemented and related safety instructions for employees must be meticulously documented. Hungarian law also recognises psychosocial risks like work stress, violence and harassment, and requires employers to take suitable preventive measures. Employers are required to provide employees with access to occupational health services that match the risks of their work activities. Occupational health specialists conduct health surveillance, workplace hazard assessments, advise on risk management, promote worker wellbeing and provide first-aid training.	The government has prioritised creating employment opportunities for people with disabilities. The Fundamental Law of Hungary prohibits discrimination against people with disabilities.	Hungary has a number of protections for mental health in the workplace. Employer responsibilities - employers are required to ensure that working conditions are safe and healthy for employees, including their mental health. This includes providing health and safety training, assessing risks and providing occupational health services. Occupational health services - These services are primarily preventive and monitor the health of employees, including their mental health. They also adapt work to the abilities of employees and propose methods to keep workloads and work environments safe. Psychosocial risk factors - The Act XCIII of 1993 on occupational safety requires employers to deal with psychosocial risk factors.

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ICELAND

Right to disconnect laws not applicable | Mandatory psychometrics not applicable

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections
Constitutional equality - Article 65 of the Icelandic Constitution states that everyone is equal before the law and has basic human rights, regardless of their status. Anti-discrimination laws prohibit discrimination in the workplace on the basis of race, ethnicity, age, religion, beliefs, disability, sexual orientation, gender identity, intersex status or gender expression. The Act on Equal Treatment on the Labour Market no. 86/2018 explicitly prohibits all discrimination in the labour market, whether direct or indirect, based on race or ethnic origin. This is important to promote active participation by most people in the labour market. Participation is considered one of the most important ways to prevent social isolation and poverty. Equal Pay Certification - Iceland's Equal Pay Certification (Jafnlaunavottun) came into effect in 2017. Special legislation for gender equality - Iceland has had special legislation since 1976 to ensure equality between women and men. Gender Equality Complaints Committee - Individuals, companies, institutions and nongovernmental organisations can refer cases to this committee, which rules on appointments and salary-related matters.	The Icelandic Act on Working Environment, Health and Safety in Workplaces No. 46/1980 is intended to ensure a safe and healthy working environment which in general is in accordance with the social and technical developments in society, and to ensure conditions within the workplace that solve safety and health problems in accordance with acts and regulations, guidelines from employers and employees and instructions from the Administration of Occupational Safety and Health. This Act covers all activities where one or more persons are employed, whether they are owners of the enterprise or employees. Employers are obliged to ensure the safety and prevention of hazards in the workplace is appropriate and satisfactory. Mental wellbeing is also an aspect of health that needs to be protected by the employer through appropriate preventive and precautionary measures.	Employment Directive - The European Union's Employment Directive prohibits discrimination based on disability and requires employers to make adjustments to ensure that disabled people can participate in the workforce. Supported employment - The Directorate of Labour's 'Atvinna með stuðningi' (AMS) programme offers support for job hunting, training and keeping a job in the general labour market. Sheltered employment - For people who need more extensive assistance, sheltered employment, job training and activity programmes are available. Advice and information - The Organisation of the Disabled in Iceland, along with other interest groups, associations and local authorities, provides advice and information about education and employment. By law, disabled people in Iceland have the right to general services and assistance, equal rights, living standards comparable to other members of society, education with appropriate support, and guidance and assistance in finding suitable employment.	Iceland's health legislation aims to ensure that all people in the country have access to the best possible services to protect their mental, physical and social health. It has traditionally used less coercion within its mental health system than other northern European countries. Iceland's mental health budget is about 2% higher than the global average. The Directorate of Health works to promote mental health and wellbeing through education, counselling and research. The Directorate also advises the government on mental health. The Icelandic Act on Working Environment, Health and Safety in Workplaces ensures that workplaces are safe and healthy, and that employers are responsible for the safety and prevention of hazards. Health-Promoting Workplaces is a joint project between employers, employees and society to promote the health and wellbeing of employees. NGOs like Hugarafll provide free therapy-based mental health services to Icelanders. Hugarafll was founded by volunteers who have experienced mental health struggles and aims to improve the mental health care system. Geðhjálp is an association that works to improve rights and services for people with mental disorders and disabilities. Geðhjálp also campaigns to reduce prejudice against people with mental disorders.

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<https://reykjavik.is/en/human-rights-policy/disability#:~:text=The%20Employment%20Directive%20of%20the%20career%20advancement%2C%20or%20vocational%20training>

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INDIA

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws	Mandatory psychometrics
The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act). The Rights of Persons with Disabilities Act, 2016 mandates equal opportunities, protection of rights and full participation for persons with disabilities. Employers are obliged to minimise instances of sexual harassment in the workplace.	The Occupational Safety, Health and Working Conditions Code, 2019. The Factories Act, 1948 (No. 63 of 1948) Employees' State Insurance Act, 1948 (No. 34 of 1948) The Industrial Disputes Act, 1947 (No. 14 of 1947) Employers must provide measures to alleviate stress owing to economic pressure through social security schemes and insurance policies. Employees' State Insurance (Amendment) Act, 2010 (No. 18 of 2010) Unorganised Workers' Social Security Act, 2008 (No. 33 of 2008)	The Rights of Persons with Disabilities Act, 2016 mandates equal opportunities, protection of rights and full participation for persons with disabilities.	Employers must provide measures to alleviate stress owing to economic pressure through social security schemes and insurance policies. Employers are obliged to minimise instances of sexual harassment in the workplace. 2023 introduced the 'right to vent' about management. Article 19(1)(a) of the Constitution of India guarantees freedom of speech and expression, subject to reasonable restrictions.	There is no specific legislation; however, the concept is gaining traction and attention, with discussions and proposals emerging.	India does not mandate specific psychometrics.

LEGISLATION, REGULATIONS AND DIRECTIVES

- In India, psychosocial risks caused by economic pressure are recognised by certain statutes, and employers are obliged to minimise instances of sexual harassment in the workplace.
- The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (POSH act)
- Article 19(1)(a) of the Constitution of India guarantees freedom of speech and expression, subject to reasonable restrictions.
- 2023 introduced the 'right to vent' about management.
- The Occupational Safety, Health and Working Conditions code, 2019
- Employers must provide measures that alleviate stress owing to economic pressure through social security schemes and insurance policies.
- Employees' State Insurance (Amendment) Act, 2010 (No. 18 of 2010)
- Unorganised Workers' Social Security Act, 2008 (No. 33 of 2008)
- The Factories Act 1948 (No. 63 of 1948)
- Employees' State Insurance Act, 1948 (No. 34 of 1948)
- The Rights of Persons with Disabilities Act, 2016 mandates equal opportunities, protection of rights and full participation for persons with disabilities.
- Employers are obliged to resolve trade disputes, industrial disputes and minimise instances of sexual harassment in the workplace.
- The Industrial Disputes Act, 1947 (No. 14 of 1947)
- The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 (No. 14 of 2013)

COMMENTS

- Employers must formulate policies against sexual harassment in the workplace.
- Employers must establish Internal Complaints Committees (ICCs) at workplaces with more than 10 employees to handle complaints of sexual harassment.
- Employers must also conduct awareness programmes and provide a safe working environment.
- ICCs must prepare and submit an annual report to the employer and the district officer once a year. The report must include the number of cases filed and their outcome.
- Employers must provide a safe workplace.
- Failure to Comply with the POSH act is punishable by a fine of up to INR 300,000, and any officer of the company who is in default is liable to an individual penalty of up to INR 50,000.
- Civil courts are barred from hearing disputes related to the Occupational Safety, Health and Working Conditions Code. This means that employers who wish to contest orders from the inspector or administrative authorities must directly file a writ petition in the relevant High Court.
- In India, labour laws are extensive and cover various aspects of employment, including wages, working conditions and occupational safety.
- Enforcement of labour laws is primarily the responsibility of state labour departments, with oversight from the Ministry of Labour and Employment at the national level.
- While labour inspections are conducted to assess compliance, enforcement can be challenging due to the large informal sector and limited resources.
- India has introduced online portals and mobile applications to enhance compliance monitoring and provide accessible channels for reporting violations.

IRELAND

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws	Mandatory psychometrics
Employees have the right to be treated equally, regardless of gender, civil status, family status, sexual orientation, age, disability, race, religious belief or membership in the Traveller community. The Employment Equality Acts, 1998-2015 outlaw discrimination in a wide range of employment and employment-related areas. These acts also cover the prevention of harassment and bullying in the workplace.	Safety, Health and Welfare at Work Act, 2005 (No. 10 of 2005) Safety, Health and Welfare at Work (General Application) Regulations, 2007 (S.I. No. 299/2007) Employers are required to ensure the safety, health and welfare of their employees by identifying hazards, assessing the risks to health and safety from violence at work and implementing appropriate safeguards. Employers are responsible for ensuring that employees have a safe workplace, which includes protection from violence at work, harassment and bullying.	Employees have the right to be treated equally regardless of disability, as per the Employment Equality Acts, 1998–2015, which outlaw discrimination in employment and employment-related areas.	Employers have a responsibility to manage known psychosocial hazards. Employers are expected to carry out a risk assessment to identify psychosocial hazards, implement control measures for identified hazards, ensure that managers and supervisors know how to deal with psychosocial hazards, respond fairly and consistently to complaints and provide protective support to employees. The Work-Life Balance and Miscellaneous Provisions Act, 2023 contributes to mental health protections by supporting work-life balance. The rights and entitlements of employees cover working hours, safety at work, equal treatment in the workplace, employment rights and types of leave, including annual leave, holiday leave and statutory leave, all contributing to mental health protection.	A Code of Practice was introduced in 2021, but this is not legally binding (https://www.iuslaboris.com/en-gb/insights/the-right-to-disconnect-which-countries-have-legislated).	Ireland has no mandatory tool, but HSA's Work PositiveCI and COPSOQ are commonly used.

LEGISLATION, REGULATIONS AND DIRECTIVES

- Under the Safety Health and Welfare at Work Act, 2005 and the Safety Health and Welfare (General Application) Regulations, 2007, employers are required to ensure the safety, health and welfare of their employees by
 - Identifying hazards
 - Assessing the risks to health and safety from violence at work
 - Implementing appropriate safeguards
 - Safety, Health and Welfare at Work Act, 2005 (No. 10 of 2005).
 - Safety, Health and Welfare at Work (General Application) Regulations, 2007 (S.I. No. 299/2007)
- Work-Life Balance and Miscellaneous Provisions Act, 2023
- The rights and entitlements of employees are governed by common law, the Constitution and statutes such as the Terms of Employment (Information) Acts and the Employment (Miscellaneous Provisions) Act, 2018. These protections cover working hours, safety at work, equal treatment in the workplace, employment rights and types of leave, which includes annual leave, holiday leave and statutory leave.
- Employers are responsible for ensuring that employees have a safe workplace, which includes protection from violence at work, harassment and bullying. The Employment Equality Acts, 1998-2015 cover the prevention of harassment and bullying in the workplace.
- Employers have a responsibility to manage known psychosocial hazards. They are expected to carry out a risk assessment to identify psychosocial hazards, implement control measures for identified hazards, ensure that managers and supervisors know how to deal with psychosocial hazards, respond fairly and consistently to complaints and provide protective support to employees.
- Employees have the right to be treated equally, regardless of gender, civil status, family status, sexual orientation, age, disability, race, religious belief or membership in the Traveller community. The Employment Equality Acts, 1998-2015 outlaw discrimination in a wide range of employment and employment-related areas.

INDONESIA

Right to disconnect laws not applicable | Mandatory psychometrics not applicable

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections
Law No. 40/2008 on the Elimination of Racial and Ethnic Discrimination criminalises acts of discrimination based on race and ethnicity, including hate speech, murder, assault and rape. Law No. 13 of 2003 on Labour prohibits discrimination in employment based on race, colour, sex, religion and political affiliation. It also protects workers with disabilities from discrimination in hiring, wages and reasonable accommodations. Law No. 39/1999 on Human Rights recognises women's rights as human rights and guarantees women's representation in government, education and the workplace. ILO Convention No. 100 on Equal Remuneration for Equal Work, 1951, implemented through Law No. 80 of 1957, requires equal pay for men and women doing the same work. ILO Convention No. 111 on Discrimination in Respect of Employment and Occupation, 1958, implemented through Law No. 21 of 1999, protects against discrimination in employment and occupation.	In 2018, Indonesia finally recognised mental disorders as an occupational hazard by issuing a new ministerial regulation that requires employers to ensure that their workers have a good work-life balance, among other things. The Law on Work Safety was established in 1970. It requires employers to provide safe work environments and protect workers. The law also requires employers to report to the government. The Manpower Act of 2003 emphasises the employer's responsibility for implementing health and safety management systems. Government Regulation of the Republic of Indonesia No. 50 of 2012 concerns the implementation of occupational safety and health management systems. Some of the general requirements for occupational safety in Indonesia include • Preventing accidents and fires • Providing personal protective equipment • Controlling the spread of temperature, humidity, dust, smoke and other hazards • Preventing illness due to physical or psychological work • Maintaining good temperature and humidity • Maintaining adequate air refreshment • Maintaining hygiene, health and orderliness Indonesia launched the second National Occupational Safety and Health (OSH) Programme for the 2024-2029 period. This marks Indonesia's commitment to build a resilient OSH culture in pursuit of its national development goal to achieve Decent Work for all, and many other targets under the Sustainable Development Goals, 2030.	The UN treaty for the Rights of People with Disabilities was ratified in 2011 in Indonesia. Law No. 39/1999 on Human Rights. Article 41(2) states that 'each person with a disability has the right to facilitation and special treatment.' Under the Act of the Republic of Indonesia Number 4, of 1997, Concerning Disabled People, every disabled person has the right to obtain • Education in all units, programmes, types and levels of education • Employment and a standard of living befitting human beings according to their disabilities, education and abilities • Equal treatment to participate in national development and to enjoy its output • Accessibility for their life independence • Rehabilitation, social assistance and social welfare standard maintenance • Equal rights to encourage talents, abilities and social life, especially for children with disabilities living in their family environment and community Article 14 establishes a quota of 1% for the employment of persons with disabilities in the public and private sector. Article 5 states that 'every disabled person has equal rights and opportunities in all aspects of life.' Article 6 lists various rights accorded to persons with disabilities, such as education, employment, equal treatment, accessibility and rehabilitation.	The Mental Health Act of 2014 protects people with mental illness and prohibits the deprivation of their rights. A ministerial regulation requires employers to implement stress management and ensure a good work-life balance for their employees. This regulation applies to both blue-collar and white-collar workers. The Human Rights Act of 1999 links the right to health for people with mental illness to Indonesia's human rights obligations. The Indonesia Free Pasung Programme was launched in 2010. This programme aims to eliminate the use of community SR for people with serious mental illness. The Law on Social Security Agency is related to mental health protections for employees. The Law on Health of 2009 is related to mental health protections for employees.

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<https://disabilityin.org/country/indonesia/#:~:text=Legislation,their%20family%20environment%20and%20community>
<https://www.ilo.org/resource/news/indonesia-launches-its-five-year-national-occupational-safety-and-health>

ISRAEL

Right to disconnect laws not applicable | Mandatory psychometrics not applicable

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections
Anti-discrimination laws - Israel's laws prohibit discrimination by the government and non-government entities based on race, religion, political beliefs and other factors. This includes equality in housing, health care, education and employment. Ratification of international treaties - Israel has ratified the International Covenant on Economic, Social and Cultural Rights and the International Convention on the Elimination of All Forms of Racial Discrimination. Freedom of expression - Israel's law prohibits hate speech and content that incites violence or discrimination. Affirmative action - The government is required to take an active role in hiring women and minorities through affirmative action programmes. However, some say that discrimination persists in Israel, particularly against Ethiopian Jews. Others say that Palestinian citizens face discrimination and restrictions on their speech and right to protest.	The Work Safety Ordinance (New Version), 1970 (WSO) is a cornerstone piece of legislation that outlines general employer obligations to ensure worker safety and wellbeing. It covers a broad range of workplace hazards, including chemical substances, fire safety, electrical hazards, work at height and noise exposure. Employers must implement a Safety Management Programme (SMP) for workplaces with 50 or more employees. This programme should include risk assessments, hazard control measures and emergency procedures. Employers must also provide safety training for employees and regularly inspect equipment and machinery. The Occupational Safety and Health Administration enforces laws and regulations, investigates work accidents and occupational diseases, and certifies and licences professional bodies in the safety and health field. Sanctions can be issued if occupational health risk factors are identified. These sanctions can include safety orders, legal sanctions and criminal sanctions. However, there are some challenges to workplace safety and health in Israel, including - Limited resources - The Occupational Health Administration has limited resources and capabilities, which can make it difficult to enforce occupational health regulations. - Lack of awareness - Supervisors and instructors may not be familiar with occupational health legal requirements. - Lack of access - Palestinian workers may not be aware of their rights, and may not be able to afford to take days off for medical tests.	The Equal Rights for Persons with Disabilities Law requires employers to - Create conditions for people with disabilities to be employed and advance in the workplace - Reexamine workplace structures, procedures, norms and practices - Meet a quota for employing people with disabilities According to this Law, discrimination includes the failure of an employer to make the necessary accommodations for the special requirements of the disabled person, which would enable them to perform the employment. The Work-Related Disability Law provides cash benefits to people who are injured on the job or contract a work-related disease. The General Disability Law provides a guaranteed minimum income to disabled people who are not covered by other programmes. Equal Rights for People with Disabilities (State Participation in Financing Adjustments) Regulations allow employers to receive a refund from the government for expenses incurred in adjusting the workplace for disabled employees. The NII's Rehabilitation Department works with manpower agencies to place people with disabilities in jobs and provide follow-up support at work. Lending equipment - The NII's Rehabilitation Department lends equipment to employers to adapt the work environment for disabled employees. Other efforts to promote accessibility for people with disabilities in Israel include - Becoming a party to the Marrakesh Treaty in 2016 - Amending the Legal Capacity and Guardianship Law to recognise the importance of active participation, independence and autonomy for people with disabilities - Adopting the Social Services for Persons with Disabilities Law in 2022	Israel is working to develop a national mental health plan, but there is currently no national plan in place. The plan will include objectives such as - Promoting mental health in the population - Integrating mental health care into the general health system - Ensuring equal access to services - Providing high-quality, cost-effective care - Promoting psychosocial rehabilitation - Strengthening community-based care - Ensuring the availability of emergency and crisis services

MAIN SOURCES USED:

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ITALY

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws	Mandatory psychometrics
Discrimination on any grounds is prohibited under the Italian Constitution. By statute, this includes discrimination based on age, gender, sexual orientation, race, religion, language, disability, political opinions, union-related activity, personal beliefs or nationality. Harassment that might be considered discrimination or unfair treatment based on a protected class is prohibited under Italian anti-discrimination law.	Under the Legislative Decree No. 81 of 9 April 2008, consolidated September 2015, employers must assess all psychosocial hazards, including both psychosocial risk and occupational violence. There are explicit provisions of PSH and WV in OSH law. There are provisions regulating work stress as well as occupational violence, and stress is a factor to be considered in the risk assessment. Italy has adopted the 2004 European Framework Agreement on work-related stress, requiring employers to assess all risks to worker health and safety, including work-related stress.	Discrimination based on disability is prohibited under Italian anti-discrimination law and the Italian Constitution.	Under the Legislative Decree No. 81 of 9 April, 2008, employers must assess psychosocial hazards and occupational violence, taking work stress into account in risk assessments. The Italian Workers Compensation Authority (INAIL) offers employers guidance and measurement tools for identifying and addressing work-related stress. Harassment, bullying (also known as mobbing) and other forms of harassment fall under the employer's duty of care responsibility in the labour contract to protect employees from physical and psychological harm. Worker's' rights are grounded in the Italian Constitution, the Workers' Statute (Law no. 300 of 20 May, 1970) and more recent legislation, including the Jobs Act (Legislative Decree of 4 March, 2015, no. 23), which provides various employment protections contributing to mental health stability, such as remedies for termination without cause.	Under the Legislative Decree no. 81/2017, agreements must detail remote work provisions, including disconnection. The Law of October 2022 gives the right to disconnect to all employees in companies with 20 or more workers, and requires employers to implement this right through collective bargaining agreements or work rules (https://globalnews.lockton.com/new-remote-working-legislation-around-the-world/).	Italian law mandates that employers must assess and manage psychosocial risk, but there is no single mandated psychometric tool. The INAIL (National Institute for Insurance Against Accidents at Work) questionnaire is commonly used.

LEGISLATION, REGULATIONS AND DIRECTIVES

- All psychosocial hazards, including both psychosocial risk and occupational violence, must be assessed by employers.
- Explicit provisions of PSH and WV in OSH law mean
 - There are provisions regulating work stress as well as occupational violence. Stress is a factor to be considered in the risk assessment.
 - Legislative Decree No. 81 of 9 April 2008 was consolidated in September 2015.
- Worker's rights are grounded in the Italian Constitution, the Workers' Statute (Law no. 300 of 20 May, 1970) and more recent legislation, including the Jobs Act (Legislative Decree of 4 March, 2015, no. 23). Termination without cause is not allowed, and for employees hired before 2015 with open-term contracts, the remedy is reinstatement. Compensation is allowed as a remedy for employees hired since 2015. Limits are placed on employers' use of fixed-term contracts, meaning that open-term contracts and long employment are the norm.
- Harassment that might be considered discrimination or unfair treatment based on a protected class is prohibited under Italian anti-discrimination law. Other forms of harassment, as well as bullying (often referred to as mobbing in Italy), may fall under the employer's duty of care responsibility in the labour contract as part of the obligation to protect the employee from physical and psychological harm.
- Italy has adopted the 2004 European Framework Agreement on work-related stress, which requires employers to assess all risks to worker health and safety, including work-related stress. To encourage compliance, the Italian Workers Compensation Authority (INAIL), has offered employers guidance and measurement tools for identifying and addressing work-related stress. Over time, Italian employers have gained awareness of psychosocial risks in the workplace and become active in addressing them.
- Discrimination on any grounds is prohibited under the Italian Constitution. By statute, this includes discrimination based on age, gender, sexual orientation, race, religion, language, disability, political opinions, union-related activity, personal beliefs or nationality.

JAPAN

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws	Mandatory psychometrics
Various laws prohibit discrimination based on gender, nationality, creed, social status, disability, union activity, full-time, permanent or non-regular status, and the use of parental leave. The Equal Opportunity Act requires employers to implement measures to prevent sexual harassment and respond appropriately to complaints of sexual harassment.	The Stress Check Programme mandates that workplaces with 50 or more employees must conduct annual stress assessments. The Act Promoting Measures to Prevent Death and Injury from Overwork (Act No. 100 of 2014) addresses the prevention of death and injury from overwork. Work Style Reform Legislation of 2018 sets limits on overtime to prevent 'karoshi' (death from overwork), with specific limits on monthly and yearly overtime hours. Employment laws, including the Labour Standards Act, the Industrial Safety and Health Act and the Work Style Reform Act, define workers' rights and address working hours, safety and health.	Various laws prohibit discrimination based on disability, ensuring equal treatment of workers with disabilities.	The Stress Check Programme requires annual stress assessment surveys for employees in workplaces with 50 or more workers, and mandates follow-up by health care professionals for high-stress individuals. The Equal Opportunity Act includes provisions to address power harassment, including behaviour that can cause mental stress. The Work Style Reform Act curbs excessive overtime work and encourages the use of allotted vacation time to reduce stress. The Act Promoting Measures to Prevent Death and Injury from Overwork addresses mental disorders caused by intense psychological burdens at work.	There is no specific law. Japan has a traditional work culture, emphasising dedication and loyalty, which often leads to long working hours. However, cultural norms are shifting, progressively discouraging excessive after-hours work.	Japan uses the Mandatory Stress Check Programme. Unlike many other countries, which focus on overall workplace conditions, Japan mandates the Stress Check Programme for companies with 50 or more employees. Additionally, the Brief Job Stress Questionnaire (BJSQ) is required under the Industrial Safety and Health Law.

LEGISLATION, REGULATIONS AND DIRECTIVES

- As part of the Stress Check Mandate, the Japanese government launched a new occupational health policy called the Stress Check Programme. This programme mandates that all workplaces with 50 or more employees must conduct the Stress Check Programme for workers at least once a year.
- Employment law in Japan is based on the Constitution and a number of enacted laws, including the Labour Standards Act, the Industrial Safety and Health Act, the Equal Opportunity Act, the Work Style Reform Act and others. Workers' rights are also defined by government regulations, collective bargaining agreements, employment contracts and a company's work rules. The Work Style Reform Act was enacted to curb excessive overtime work, encourage workers to use allotted vacation time and address disparities between the pay of permanent employees and contract workers.
- The Equal Opportunity Act requires employers to implement measures to prevent sexual harassment and respond promptly and appropriately when complaints of sexual harassment are made. More recent rules, which became effective in 2020, require employers to take similar steps to prevent and address power harassment, which is defined as damaging behaviour in a workplace relationship between someone in a superior position and another person. This is not limited to abuse of a supervisor or manager's power, and can include bullying behaviour among colleagues or by employees towards a supervisor or manager. (<https://www.japaneselawtranslation.go.jp/en/laws/view/4190/en>).
- In 2016, the Japanese government launched a workplace health policy called the Stress Check Programme. Under its provisions, employers with 50 or more workers at any location are required to administer an annual stress assessment survey to employees and pay for review of the responses by a qualified health care

professional. If a particular employee's responses to the survey indicate high levels of stress, the health care professional is to contact the employee and recommend a mental health evaluation. Whilst the programme does not require it, the results may encourage employers to improve work conditions to reduce stress.

- Various laws prohibit discrimination in the treatment of workers based on gender, nationality, creed, social status, disability, union activity, full-time, permanent or non-regular status, and the use of parental leave (https://natlex.ilo.org/dyn/natlex2/r/natlex/fe/results?p2_country_filter=JPN).
- Under the Act Promoting Measures to Prevent Death and Injury from Overwork (Act No. 100 of 2014). Article 2, 'death and injury from overwork' means death due to cerebrovascular disease or heart disease that is brought on by an overload of work, death by suicide due to a mental disorder that is brought on by an intense psychological burden at work or cerebrovascular disease, heart disease and mental disorders brought on by work-related causes.
- Work Style Reform Legislation was introduced in 2018 to address 'karoshi', or death from overwork. The overtime limits became effective for large employers - generally those with more than 50 employees - in April 2019 and for small employers the following April. This law, with some exceptions, established a basic limit on overtime, or work beyond eight hours a day and 40 hours a week, to 45 hours of overtime a month and 360 hours of overtime per year. In special circumstances, employers may extend work beyond these limits on a temporary basis. Employees may not exceed the basic overtime limit by more than six months per year (<https://www.shrm.org/topics-tools/news/japan-progress-trimming-work-hours-since-overtime-law-took-effect>).

COMMENTS

- In 2023, Japan reported 17.6 suicides per 100,000 inhabitants. The country's suicide rate showed a steady downwards trend over the previous decade, but began to rise again in 2020. The unexpected upward trend is likely to be connected to the COVID-19 pandemic. Despite noticeably decreasing suicide numbers over the past decade, Japan still has one of the highest suicide rates among high-income OECD countries (<https://www.statista.com/topics/5259/suicide-in-japan/>).
- Japan's rigorous work culture, where long working hours, intense pressure and limited work-life balance prevail, lead to the concept of 'Karoshi'. 'Karoshi', a term originating from Japan, refers to death resulting from overwork and excessive occupational stress. This phenomenon gained marked attention due to its implications for both public health and workplace policies.

KOREA

Mandatory psychometrics not applicable

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws
The National Human Rights Commission of Korea Act established a national human rights institution that allows people to file complaints about discrimination. The commission can recommend remedies, system improvements, disciplinary action and more. The Anti-Discrimination against and Remedies for Persons with Disabilities Act prohibits discrimination against people with disabilities, including ground-based harassment and denial of reasonable accommodations. The Act on Prohibition of Age Discrimination in Employment and Employment Promotion for Older People (AEPA) prohibits age-based discrimination in employment. There have been some significant developments in South Korea's anti-discrimination laws: • Employers have new statutory obligations to address workplace bullying and are subject to fines for noncompliance. • Employees have the right to petition the Labour Relations Commission for relief in gender-discrimination and sexual harassment cases, and to demand damages. • A February 2023 court ruling ordered the government's National Health Insurance Service to provide spousal coverage to same-sex couples, potentially opening the door to other discrimination claims based on sexual orientation.	The Occupational Safety and Health Act Enforcement Decree of the Occupational Safety and Health Act Ordinance of the Occupational Safety and Health Standards Accident Compensation Insurance Act The OSH Act sets out standards and principles on occupational safety and health-related matters, focusing on the prevention of occupational accidents and diseases. The Industrial Accident Compensation Insurance Act concentrates on compensation and welfare after the occupational injury has happened. Health and safety cover physical and psychological health. An employer must take measures to prevent occupational diseases caused by job stress, particularly when employees are required to complete tasks associated with physical fatigue and mental stress, such as shift operation, driving vehicles or handling precision apparatus. Occupational diseases include 'any other disease that is proven to result from occupational duty'. An employer shall observe the standards for the prevention of industrial accidents as prescribed by this Act and any order issued under this Act. The employer must provide workers with information on safety and health in the workplace, prevent workers' health problems caused by physical fatigue, mental stress, etc., protect the lives of workers, maintain and promote the safety and health of workers by creating a proper work environment through the improvement of working conditions and comply with the industrial accident and disease prevention policy of the State.	The Anti-Discrimination against and Remedies for Persons with Disabilities Act prohibits discrimination against people with disabilities, including ground-based harassment and denial of reasonable accommodations. Employers are required to provide reasonable accommodations for people with disabilities in the workplace, including • Employment quotas: Employers in the government and public sector must employ at least 3.4% people with disabilities, while private enterprises must employ at least 3.1%. • Facilities: Employers must install or remodel facilities and devices, and provide auxiliary equipment like screen readers and magnifying readers. • Working hours: Employers must modify working hours to accommodate rehabilitation, treatment and function tests. • Training: Employers must provide training opportunities and legitimate conveniences in training. • Instruction materials: Employers must modify instruction manuals or reference materials. • Evaluation procedures: Employers must improve examination or evaluation procedures. • Support staff: Employers must place support staff, including readers and Korean sign language interpreters. The Korea Employment Agency for Persons with Disabilities (KEAD) provides programmes and support services to help employers meet their employment quotas.	South Korean law prohibits workplace discrimination based on mental health conditions, but a 2011 report found that discrimination persists due to the lack of enforcement of such legislation.	South Korea passed legislation in October 2022 to strengthen the right to disconnect for employees in the private sector. The law requires employers with at least 20 employees to implement the right to disconnect for all employees. The right to disconnect gives employees the ability to opt out of work-related communication outside of work hours, unless this is unreasonable. By the end of 2022, almost half of companies in South Korea had already implemented the right to disconnect.

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws
	Under the Ordinance of the Occupational Safety and Health Standards (Art. 669), an employer, where a worker is engaged in work that causes a high level of physical fatigue and psychological stress (such as working for a long time, shift work - including night duty - vehicle operation [limited to full-time jobs] and precision machine control work), has a duty to take measures to prevent health problems. Under the Act on Equal Employment and Support for Work-Family Reconciliation (Act No. 3989). (Art. 12 ~ 14-2), employers, superiors and workers are prohibited from engaging in sexual harassment at work. Preventive measures shall be taken by the employers and workers, including conducting and receiving sexual harassment prevention education. In addition, 'if a person closely related to the duties, such as a client, etc., causes a worker to feel sexually humiliated or offended by sexual words, actions, etc., during the performance of duties, and such a worker requests resolution of the grievances thereby, the employer shall make efforts to take all possible measures, such as the change of the place of work, relocation, etc.' Under the Labour Standards Act (Law No. 5309) (Art. 65), an employer shall not employ women in pregnancy or women for whom one year has not passed after childbirth and those under the age of 18 in any work detrimental to morality or health, or any dangerous work. An employer shall not employ women of 18 years or over who are not pregnant women and nursing mothers in any work harmful and dangerous to the function of pregnancy or delivery from among those detrimental or dangerous to health. An employer shall not have pregnant women and nursing mothers and those under 18 years old working from 10:00 pm to 6:00 am and on holidays. No employer shall employ a woman (...) with less than one year after childbirth (...) for hazardous			

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws
	and dangerous work in terms of morality or health. An employer shall not have any women for whom one year has not passed after childbirth complete overtime work exceeding two hours per day, six hours per week or 150 hours per year. An employer shall grant 30-minute or longer paid nursing time twice a day to those female workers who have infants under the age of one, upon request.			

LEGISLATION, REGULATIONS AND DIRECTIVES

Under the amended Labour Standards Act (LSA), workplace harassment is defined as an act incurring physical or mental suffering or a worsening of the work environment by employers or workers using their status or power to behave beyond the scope of working norms. Typical examples of prohibited workplace harassment include: (i) assaulting or physically threatening a victim employee; (ii) repeatedly and/or continuously making an offensive statement(s); (iii) damaging an employee's reputation by humiliating the employee or spreading rumours regarding personal matters; (iv) ordering an employee to perform personal chores unrelated to the employee's work; (v) excluding an employee with respect to important work-related information without any justifiable grounds; and (vi) assigning little or no work to an employee for a considerable period of time without any justifiable grounds.

COMMENTS

- Korea is one of only two countries in the OECD that lacks a comprehensive anti-discrimination law.
- Although no comprehensive anti-discrimination law has yet passed, employers in Korea must take into account significant and recent statutory amendments and court decisions that have built upon existing anti-discrimination legislation such as the Equal Employment Act, the Disability Discrimination Protection Act and the Fixed-Term Act.
- The following penalties for non-compliance of an employer's obligations to prevent workplace bullying have been introduced:
 - There is an administrative penalty of up to KRW 5 million for any employer that (i) fails to promptly and objectively investigate a report of workplace

harassment; (ii) if harassment is found to have occurred, fails to take any necessary protective measures for the victim, or appropriate disciplinary or other action against the offender.

- Employers that retaliate against employees for reporting workplace harassment (e.g., termination, denial of promotion or unjustified negative evaluations) are subject to criminal liability.
- Any employee who is found to have engaged in unlawful workplace harassment will be held personally liable to the victim employee in a civil lawsuit, and the company will be vicariously liable.
- Since May 19, 2022, for the first time, employees have had the right to petition the Labour Relations Commission for relief in gender-discrimination and sexual harassment cases, and to demand damages.
- The state provides mental health checkups for Koreans aged between 20 and 70 every ten years.
- Korea has recorded the highest suicide rate among member nations of the Organisation for Economic Cooperation and Development for almost 20 years, with 25.2 deaths per 100,000 people in 2022. This is more than double the OECD average of 10.6 deaths per 100,000 people, according to the organisation's data released in September 2022. Aiming to bring suicide rate back to OECD average levels, Koreans aged 20-34 are to receive mental health checkups every two years.
- The Health Ministry is initiating training on suicide prevention for 16 million people. The anti-suicide toolkit will include how to ask for help when struggling with suicidal thoughts and how to notice the warning signs.

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MALAYSIA

Accommodations for disabilities not applicable

Protection from discrimination	Workplace safety and health	Mental health protections	Right to disconnect laws	Mandatory psychometrics
The Malaysian Constitution forbids discrimination based on gender, religion or race. However, the Ministry of Human Resources has determined that anti-discrimination protections do not apply to job seekers. Workplace discrimination on the basis of disability, marital status, sexual orientation or gender identity is not illegal. Employers are responsible for ensuring a safe and healthy workplace, which implicitly includes preventing discrimination.	The Occupational Safety and Health Act 1994 (No. 514) (S 66(1)(2)(k)) requires employers to ensure the safety, health and welfare at work of all employees. The Minister may make regulations related to various hazards, including psychological hazards. Employment law, based on the Employment Act 1955 and the Industrial Relations Act 1967, is supplemented by additional legislation, including the Employment (Amendment) Act 2022, which sets limits on working hours and mandates overtime pay for eligible employees. Employers are encouraged to adopt policies and procedures to prevent sexual harassment, supported by the Anti-Sexual Harassment Act 2022, which establishes an official tribunal for complaints.	Whilst no specific laws or regulations address workplace stress, the Occupational Safety and Health Act 1994 requires employers to ensure the safety, health and welfare at work, which may encompass mental health considerations. The Anti-Sexual Harassment Act 2022 provides a framework for addressing workplace harassment, contributing indirectly to mental health protections.	There is no specific legislation.	Malaysia does not have a specific mandatory tool.

LEGISLATION, REGULATIONS AND DIRECTIVES

- There are explicit regulations on both PSH and WV.
- The Occupational Safety and Health Act 1994 (No. 514). (S 66(1)(2)(k)) states that
 - (1) 'The Minister may make regulations for or with respect to the safety, health and welfare of persons at work in order to achieve the objects of this Act.(2) In particular and without prejudice to the generality of subsection (1), such regulations may— (...)
 - (k) prescribe the standards in relation to the use of, including standards of exposure to, any physical, biological, chemical or psychological hazard; (...)'
- Employment law in Malaysia is based on the Employment Act 1955 and the Industrial Relations Act 1967, and is supplemented by additional legislation, including the Employment (Amendment) Act 2022. Termination without just cause or excuse is prohibited. Employees cannot be required to work more than eight hours per day or 45 hours per week. Employees earning up to 4,000 Malaysian ringgits per month are entitled to overtime pay for work beyond their normal work hours.
- Employers are encouraged to adopt policies and procedures to prevent sexual harassment, and to provide recourse for victims. The Anti-Sexual Harassment Act 2022, which took effect in 2023, establishes the right of redress for victims, with an official tribunal to hear complaints. Workplace bullying is not prohibited by any specific law in Malaysia, but the Constitution forbids discrimination based on gender, religion or race, and employers are responsible for ensuring a safe and healthy workplace.
- No specific laws or regulations address workplace stress, but the Occupational Safety and Health Act 1994 requires employers 'to ensure, so far as is practicable, the safety, health and welfare at work of all employees.' The Act focuses on physical safety and health, and has not been interpreted to cover an employee's mental health and issues such as burnout and psychosocial risk.
- Discrimination based on gender, religion or race is forbidden under the Malaysian Constitution, but the Ministry of Human Resources has determined that anti-discrimination protections do not apply to job seekers. Workplace discrimination based on disability, marital status, sexual orientation or gender identity is not illegal.

LUXEMBOURG

Mandatory psychometrics not applicable

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws
Luxembourg has signed and ratified the European Convention on Human Rights, Article 14 of which prohibits discrimination on any grounds, such as sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status. Luxembourg has several laws and conventions that protect people from discrimination. The law of 28 November 2006 prohibits discrimination based on race, ethnicity, religion, disability, age or sexual orientation in public spaces, schools and workplaces. The law also protects against sexual harassment in the workplace. This law amended the Labour Code and introduced a new section on equal treatment in employment and occupation.	The law of 17 June 1994 on occupational safety and health is designed to protect workers by organising the provision of medical supervision and by the prevention of occupational accidents and illnesses. This law establishes the responsibilities of employers and general principles for protecting workers' health and safety. It also requires all companies to have an occupational health service. The Labour Code was introduced in 2006 and includes several requirements: - Employers must provide occupational health and safety training for employees when they are hired or transferred, and when new technology or equipment is introduced. - Employers must provide employees and their representatives with information about health and safety risks. - Employers must ensure that employees have the right equipment, are trained and are in sufficient numbers to control risks. Occupational medicine services have a preventive role. They act as advisors to the employer on hygiene, ergonomics, health education and functional readaptation. An occupational health physician is also called upon to monitor the various physical (temperature, humidity, air speed and noise) and chemical (air quality) factors in the working environment in order to identify and combat potential risks to the health of workers. The occupational medicine physician reaches their conclusions in total professional independence. Under no circumstances may they verify whether absences on grounds of illness are justified. They may, however, see an	Luxembourg offers several types of support and incentives to help employers accommodate employees with disabilities in the workplace, including Employment quotas - Private and public sector employers with more than 25 employees must hire a percentage of people with disabilities, ranging from 2% to 5% of their full-time workforce. Financial support - The state may cover up to 100% of the gross salary for disabled workers, as well as the costs of adapting the workplace, training and transportation. Tax relief - Employers receive tax relief when they reclassify an employee as disabled or hire someone who is classified as disabled. Reduced social security contributions – An employer who hires more people with disabilities than the legal requirement receives reduced social security contributions. Wage subsidies - If hiring a disabled person would cause the employer to lose earnings, the state may pay an 'employee contribution'. Employees with disabilities can also apply for reasonable accommodations from the minister responsible for disability policy. Luxembourg also offers disability allowances for people with severe disabilities and children. To qualify for the allowance for people with severe disabilities, an applicant must - Be at least 18 years old - Have a physical, mental, sensory or psychological impairment that reduces their work capacity by at least 30% before they turn 65	Employers are responsible for providing employees with normal working conditions and preventing psychological harassment. Luxembourg's mental health legislation incorporates many of the principles laid out by the WHO, including emphasis on community care, using the least restrictive options, placing emphasis on assent and consent, and safeguards under which patients can challenge court decisions.	The Luxembourg Labour Code was amended to introduce a mechanism relating to the right for employees to disconnect outside working hours in July 2023.

	employee who is absent from work with a view to preparing their subsequent return to work. Some other aspects of workplace health and safety in Luxembourg include • Medical examinations - Employees must undergo medical examinations when they are recruited, when they are under 21, when they work in a risky environment and when they work at night. • Occupational health physicians - These physicians advise employers on ergonomics, hygiene, health education and functional readaptation. They also monitor the physical and chemical factors in the workplace to identify potential risks. • Human Biomonitoring (HBM) - This is a tool that involves taking biological samples from employees to determine the concentration of substances that may be harmful to their health. There does not seem to be any mention in the literature about OHS focusing on mental health in the workplace.			
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MEXICO

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws	Mandatory psychometrics
Discrimination based on race, nationality, age, gender, sexual orientation, sexual preferences, disability, religion, political belief or social status is prohibited. Harassment that might be considered discrimination based on a protected class is prohibited. Repeated sexual harassment in any context may be considered a criminal offence. Other forms of harassment and bullying fall under the employer's duty of care responsibility to protect the employee from physical and psychological harm.	The Federal Constitution and Federal Labour Law establishes fundamental labour rights, including the prohibition of termination without cause, reinstatement or compensation for wrongful termination and restrictions on fixed-term contracts. Standard workweek and overtime regulations allow a 48-hour workweek as standard, though a 40-hour workweek is adopted in some professions. No more than nine hours of overtime is allowed per week, with no more than three hours per day. Workers are entitled to profit sharing. Official Mexican Standard 035 (NOM-035), effective 2020, requires employers to identify, analyse and address psychosocial risk factors in the workplace. A new regulation, effective in 2024, gives remote workers the right to disconnect from work outside standard work hours.	Discrimination based on disability is prohibited, ensuring protection and equal treatment for workers with disabilities.	Official Mexican Standard 035 (NOM-035) requires employers to address psychosocial risk factors, including violence, excessive workload, lack of clarity around work responsibilities and inadequate training, all of which can affect workers' mental health. Employers have a responsibility to minimise psychosocial risk in the workplace as part of their duty of care to protect employees from physical and psychological harm.	The right to disconnect in Mexico is included in the Federal Labour Law (Ley Federal del Trabajo). Specifically, the law was amended in 2021 to include provisions for remote workers, granting them the right to disconnect outside of regular working hours. The right to disconnect is only recognised in the context of teleworking (NOM-037) (https://iuslaboris.com/insights/the-right-to-disconnect-which-countries-have-legislated/).	The NOM-035-STPS-2018 regulation mandates the use of questionnaires for assessing psychosocial risks. Full implementation of NOM-035 took effect in October 2020. NOM-035-STPS-2018 does not mandate a specific, standardised questionnaire. Instead, it provides a framework for identifying, analysing and preventing psychosocial risks. The regulation outlines the types of information that should be gathered through questionnaires or other assessment methods. This includes psychosocial risk factors, such as workload, work organisation, job control, interpersonal relationships, violence, changes and uncertainty, work-family balance, etc. Information may also be gathered about the organisational environment, including recognition of performance, job stability, sense of belonging, etc.

LEGISLATION, REGULATIONS AND DIRECTIVES

- Mexico has explicit regulations on both PSH and WV.
- LEGOSH 2013
- Employment law in Mexico is based on the Federal Constitution, which includes specific provisions for labour rights, and the Federal Labour Law. Both the Constitution, which was adopted in 1917, and the Federal Labour Law, which was enacted in 1931, have been amended over time. Termination without cause is not allowed, and the remedy is either reinstatement or compensation. Employment contracts are open-term unless specific reasons require fixed-term contracts, in which case restrictions on employers apply. A 48-hour workweek is the standard, though a 40-hour workweek has been adopted in some professions and may become the national standard. No more than nine hours of overtime are allowed in a week, and no more than three on any given day. Workers are entitled to profit sharing.
- Harassment that might be considered discrimination based on a protected class is prohibited. Repeated sexual harassment in any context may be considered a criminal offence. Other forms of harassment and bullying may fall under the employer's duty of care responsibility in the labour contract as part of the obligation to protect the employee from physical and psychological harm. They may also need to be addressed as part of an employer's responsibility to minimise psychosocial risk in the workplace.
- Official Mexican Standard 035 (NOM-035), which went into effect in 2020, requires employers to identify, analyse and address psychosocial risk factors in the workplace. These include factors such as violence, excessive workload, lack of clarity around work responsibilities and inadequate training, any of which can lead to unhealthy levels of work-related stress and anxiety and negatively affect workers' mental health. A new regulation, which went into effect at the start of 2024, also gives remote workers the right to disconnect from work outside of standard work hours.
- Discrimination based on race, nationality, age, gender, sexual orientation, sexual preferences, disability, religion, political belief or social status is prohibited.

MOROCCO

Mandatory psychometrics not applicable

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws
The Moroccan constitution prohibits discrimination based on sex, physical or moral attacks and cruel, inhuman or degrading treatment. The constitution also enshrines the principle of equality, dignity and freedom. Disability legislation prohibits discrimination against persons with disabilities in employment, education and access to health care. Morocco ratified the UN Convention on the Rights of Persons with Disabilities in 2019. Morocco has also ratified nine main international conventions for the protection of human rights and subscribes to the Universal Declaration of Human Rights. However, some say that laws with a direct impact on women's rights are not harmonised with Morocco's international commitments. Amnesty International also says that Morocco's criminalisation of abortion has a devastating impact on the rights of women and girls.	The main legislative documents on occupational safety and health include the Labour Code and Decision 93.08 of 12 May 2008. The Competent National Authority for Safety and Health at Work states that employers should provide conditions for hygiene at the workplace, and guarantee safety and conditions for work, especially in relation to potential hazards like fire, lighting, ventilation, noise and water. The employer must conduct a medical examination of employees prior to the initiation of work, and thereafter on a regular basis.	Morocco has legislation that prohibits discrimination against people with disabilities in the workplace, and employers are required to make reasonable accommodations. Physical workspace - Employers should adjust the physical workspace to accommodate the employee's disability. This could include installing an extra lamp, moving the workstation closer to a window or implementing a computer-assisted telephone system. Working hours - Employers should consider the employee's disability when setting working hours and flexibility. Performance targets - Employers should consider the employee's disability when setting performance targets and assessing their performance. Training - Employers should provide appropriate training, rehabilitation and development programmes to help employees with disabilities reach their full potential. Discrimination - Employers are prohibited from discriminating against employees based on disability, and discriminatory behaviour can result in a fine. Morocco's Ministry of Family, Solidarity, Equality and Social Development has also implemented quotas to increase the number of people with disabilities in vocational training.	Morocco has several protections for mental health, including • The Human Rights Review Body – This body oversees mental health facilities, reviews involuntary admissions and discharges, and can sanction facilities that violate patients' rights. • The National Strategic Plan - Launched in 2018, this plan aims to improve psychiatric services, standardise care and protect the rights of people with mental health disorders. • Draft legislation - This was adopted in 2015 to protect the rights of people with mental health disorders.	Morocco is currently discussing and applying the right to disconnect.

COMMENTS

Some challenges to mental health in Morocco include

- Stigma around mental health

- Limited access to mental health medications
- Lack of access to cultural centres for people with mental health disorders
- Lack of intermediate structures for mental health support

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NETHERLANDS

Accommodations for disabilities not applicable

Protection from discrimination	Workplace safety and health	Mental health protections	Right to disconnect laws	Mandatory psychometrics
The employer is obliged to address discrimination as part of their general working conditions policy, which includes measures aimed at preventing or limiting sexual intimidation, aggression and violence, discrimination and pressure at work.	Under the Working Conditions Act (Art. 3), employers must create a general working conditions policy to prevent or limit employment-related psychosocial pressure, including sexual intimidation, aggression, violence, discrimination and pressure at work. The Working Conditions Decree (Art. 2.15 and 5) means employers must assess the risks related to the psychosocial workload in connection with the risk assessment and evaluation required under the Working Conditions Act. Measures must be determined and implemented in the action plan based on this risk assessment to prevent or restrict psychosocial workload. Employers are obliged to provide information and instructions to employees about the risks of psychosocial workload and the measures aimed at preventing or restricting it.	Employers are obliged to address psychosocial pressure in the workplace, including work-related stress caused by sexual intimidation, aggression, discrimination and violence. If employees are or may be exposed to a psychosocial workload, the risks must be assessed and measures taken to prevent or restrict this workload, considering the latest technological and scientific insights. Employers must provide information and instructions to employees about the risks of psychosocial workload and the measures aimed at preventing or restricting it.	The Netherlands has no specific right to disconnect legislation.	The Netherlands does not mandate a specific tool; however, the law emphasises the importance of conducting thorough assessments (Working Conditions Act (Arbowet). COPSOQ and the VBBA (Dutch Questionnaire on the Experience and Evaluation of Work) are commonly used.

LEGISLATION, REGULATIONS AND DIRECTIVES

- The employer is obliged to address psychosocial pressures at work and implement a working conditions policy, which is aimed at preventing sexual intimidation, aggression, discrimination and violence.
- If employees are or may be exposed to a psychosocial workload, the risks must be assessed in connection with the risk assessment and evaluation the employer is obliged to make under the Working Conditions Act. With due observance of the latest technological and scientific insights, measures are to be determined and implemented in the plan of action based on this risk assessment in order to prevent the psychosocial workload or – if this is not possible – to limit it.
- Where there is a danger of being exposed to psychosocial workload, information and instructions should be given to employees who carry out such work about the risks of psychosocial workload as well as about the measures aimed at preventing or restricting this load.
 - Working Conditions Act (Art. 3)
 - Working Conditions Decree. (Art. 2.15 and 5)
- The employer is obliged to create a general working conditions policy that is aimed at preventing, or if this is not possible limiting, employment-related psychosocial pressure. This includes sexual intimidation, aggression and violence, discrimination, aggravation and pressures at work in the employment situation that cause stress.

NEW ZEALAND

Mandatory psychometrics not applicable

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws
The Human Rights Act 1993 makes it illegal to discriminate against people based on certain grounds, including • Age • Colour, race or ethnicity • Disability • Employment status • Family status • Marital status • Political opinion • Religious or ethical belief • Sexual orientation • Sex, including pregnancy and childbirth The Human Rights Act applies to both private individuals and the government, but only in certain contexts, such as employment, the provision of goods and services, accommodation, education and access to public places. Protection from discrimination applies to all aspects of employment, including • recruitment and selection • your pay and conditions • training and promotion • ending your employment The law applies to both full-time and part-time work, even if you're • working on contract • a volunteer worker • looking for work through a recruitment agency As well as employers, the law also applies to how you're treated by professional or trade associations, qualifying bodies and vocational training bodies.	Workplace safety and health is regulated by the Health and Safety and Employment Act 1992. The New Zealand Injury Prevention Strategy, and the Workplace Health and Safety Strategy and National Health and Safety Advisory Council do not have a statutory basis. Every employer shall ensure that every employee has been given, and is provided with ready access to, information in a form and manner that the employee is reasonably likely to understand about what to do if an emergency arises, all identified hazards to which the employee may be exposed or may create whilst working and information about where all necessary safety clothing, devices, equipment and materials are kept. An employer must ensure that all health and safety representatives have ready access to sufficient information about health and safety systems and issues to enable the representative to perform their functions effectively. There is no specific provision for ergonomics, but a 'hazard' is defined as 'a situation where a person's behaviour may be an actual or potential cause or source of harm to the person or another person, that results from physical or mental fatigue... another temporary condition that affects a person's behaviour.' Consequently, the hazard	New Zealand's Human Rights Act 1993 requires employers to provide reasonable accommodations for employees with disabilities. This includes Hiring Practices - Employers cannot discriminate against people with disabilities during hiring, employing or dismissal. Accommodations - Employers must make reasonable changes to help employees with disabilities perform their jobs. These changes can include • Flexible hours • Written and verbal instructions • Demonstrating how to perform a task • Providing a mentor, coach or workplace assessor • Using a sign language or video remote interpreter for interviews and performance appraisals • Information must be provided in a format that is accessible to the employee, such as large print, Braille or audio. • Universal design - Encouraging universal design in the development of buildings, products and environments can help ensure that disabled people are accommodated.	The Health and Safety Employment Amendment Act (2002) redefined hazards and harm, ensuring the management of risk of mental harm through physical and mental fatigue were identified as an employer's responsibilities. The Mental Health Act emphasises how important it is to respect patients' cultural values and beliefs during their assessment and treatment.	New Zealand has no explicit right to disconnect legislation, but there are some laws and practices that can help protect employees from being overconnected to work: The Health and Safety at Work Act requires employers to consider and minimise the health and safety risks of employees being connected to work outside of their normal hours. The Employment Relations Act requires employers to pay employees if they need to be available outside of their contracted hours. The Minimum Wage Act limits working time to 40 hours a week, unless otherwise agreed. Employment law ensures employees can set clear boundaries and are not required to be available outside of their contracted hours, unless their employment agreement states otherwise. While a legal 'right to disconnect' might offer some benefits, the existing laws already provide protections that, if properly enforced, achieve similar outcomes.

The New Zealand Bill of Rights Act 1990 protects the civil and political rights of all New Zealanders.	identification, assessment and control provisions in the Act apply to work where ergonomic issues arise. General duty provisions in principle address psychosocial risks, but there are no provisions explicitly addressing psychosocial risks.			
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https://www.oecd-ilibrary.org/social-issues-migration-health/mental-health-and-work-new-zealand/mental-health-care-and-the-integration-of-employment-support-in-new-zealand_9789264307315-8-en

https://webapps.ilo.org/dyn/legosh/en/f?p=14100:1100:0::NO:1100:P1100_ISO_CODE3,P1100_SUBCODE_CODE,P1100_YEAR:NZL,,2013:NO



NORWAY

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws	Mandatory psychometrics
The Working Environment Act (No. 62 of 2005) mandates that the work environment shall be arranged to preserve the employees' integrity and dignity, also ensuring that employees are not subjected to harassment or other improper conduct.	Under The Working Environment Act (No. 62 of 2005) (Ch. 4 Art. 3 (4)), employees shall, as far as possible, be protected against violence, threats and undesirable strain as a result of contact with other persons. Under The Working Environment Act (No. 62 of 2005) (Ch. 4 Art. 3 (1-3)), the work environment shall be arranged to preserve the employees' integrity and dignity. Efforts shall be made to arrange the work in a manner that enables contact and communication with other employees of the undertaking. Employees shall not be subjected to harassment or other improper conduct.	Occupational law in Norway requires employers to 'foster inclusive working conditions and equality and facilitate adaptations to the employee's capabilities and circumstances of life', implicitly supporting accommodations for disabilities.	The Working Environment Act (No. 62 of 2005) ensures that efforts are made to arrange the work environment to preserve employees' integrity and dignity, protecting them against harassment, threats and undesirable strain. The law mandates that the work environment shall be arranged to preserve employees' integrity and dignity, aiming to protect employees from harassment or other improper conduct. Explicit provisions of PSH (Psychosocial Hazards) and WV (Workplace Violence) are included in the OSH (Occupational Safety and Health) law, focusing on protecting employees from violence, threats and undesirable strain.	Norway has no specific right to disconnect legislation.	Norwegian law mandates that employers must assess and manage psychosocial risk (Working Environment Act (Arbeidsmiljøloven)), but there is no specific mandatory tool.

LEGISLATION, REGULATIONS AND DIRECTIVES

- Occupational law means employers must 'foster inclusive working conditions and equality and facilitate adaptations to the employee's capabilities and circumstances of life'. Moreover, employers must preserve their employees' integrity and dignity against harassment or other improper conduct (threats, undesirable strain and occupational violence).
- There is explicit provision of PSH and WV in OSH law.
- Employees shall, as far as possible, be protected against violence, threats and undesirable strain as a result of contact with other persons.
 - Act (No. 62 of 2005) respecting working environment, working hours and employment protection, etc. (Working Environment Act) (Ch. 4 Art. 3 (4))
- The work environment shall be arranged to preserve the employees' integrity and dignity. Efforts shall be made to arrange the work to enable contact and communication with other employees of the undertaking. Employees shall not be subjected to harassment or other improper conduct.
 - Act (No. 62 of 2005) respecting working environment, working hours and employment protection, etc. (Working Environment Act) (Ch. 4 Art. 3 (1-3))

PANAMA

Right to disconnect laws not applicable | Mandatory psychometrics not applicable

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections
Panama has laws to protect people from discrimination in several areas, including • Civil rights - Panama's law prohibits discrimination based on race, sex, religion, political opinion, citizenship, disability, social status and HIV status. However, it does not prohibit discrimination based on sexual orientation or gender identity. • Workplace - Panama's anti-discrimination law aims to prevent and penalise discriminatory acts in the workplace, including sexual harassment, bullying, racism and sexism. • Education - Panama's law requires that people with disabilities have access to education without discrimination. • Health services - Panama's law requires that people with disabilities have access to health services, including rehabilitation and therapy, without discrimination. • Public transportation - Panama's law requires that people with disabilities have access to public transportation without discrimination. • Public buildings - Panama's law requires that people with disabilities have access to public and private buildings without discrimination. • Sports and cultural events - Panama's law requires that people with disabilities have access to sports and cultural events without discrimination. Panama has also ratified the International Covenant on Civil and Political Rights (CCPR).	General Regulations on OSH were adopted in 2009. Health and safety cover physical and psychological health. The law establishes that the Social Security Fund is responsible for the enforcement of general regulations on the prevention of occupational hazards and safety and health at work, in coordination with the Ministry of Labour, the Ministry of Health and the Ministry of Commerce. Notwithstanding the above, the Ministry of Labour is responsible for the administration of labour and safety and health issues. The law requires employers to implement the necessary measures to effectively protect the lives and health of workers, ensuring their safety and health, adopting methods to prevent, reduce and eliminate occupational hazards in the workplace.	Act No. 42 of 1999 ensures equal opportunities for people with disabilities, including the ability to attain their full potential and integrate into society. Law 15 protects employees with disabilities, including those in the private sector and government. The National Secretariat for Disabilities (SENADIS) approves the design of urban and architectural projects to ensure they comply with accessibility standards.	Panama's Mental Health Law, which went into effect on 4 February, 2023, does not directly address mental health protections in the workplace. However, the law does include some provisions that may help with mental health in the workplace, such as • Insurance discrimination - Insurance companies cannot discriminate against people with mental health conditions when offering life or health insurance. • Private health care - Private health centres cannot refuse to provide medical or psychological assistance to people experiencing a mental health crisis. • Education - Educational institutions, governmental organisations and public entities must create programmes to promote mental wellbeing, prevent mental deterioration and raise awareness of mental health issues.

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<https://pancanal.com/en/agreements/occupational-safety-and-health-requisites/>

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PAPUA NEW GUINEA

Right to disconnect laws not applicable | Mandatory psychometrics not applicable

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections
Bill of rights - The PNG Constitution's Division 3 outlines a bill of rights that includes the right to freedom, freedom of expression and freedom from inhuman treatment. Discriminatory Practices Act - This act makes it an offence to use threatening, abusive or offensive language or behaviour in public that is likely to stir up hatred or contempt against someone based on their race, colour, or ethnic, tribal or national origin. The penalty for a summary conviction is a fine of up to K400, up to six months in prison, or both. Ombudsman Commission - This government body investigates alleged discriminatory practices by any person or body. However, some say that most of the population in PNG is unable to access the rights they have in law or the services they need to fulfil their rights. This is due to several factors, including • Weak infrastructure • Weak social service delivery mechanisms • Low government and civil society capacity • Poor access to government services • Low literacy rates • Widespread corruption	The primary laws that govern workplace health and safety are The Industrial Safety, Health and Welfare Act 1961 (ISHWA) – This act provides the framework for regulating workplace safety, health and welfare. The Industrial Safety, Health and Welfare Regulations 1965 – these regulations outline specific safety standards and procedures across various industries. The Workers' Compensation Act 1978 – This act provides benefits and compensation to workers who are injured or contract illnesses on the job. Some of the requirements for employers include • Consulting with employees on safety arrangements • Consulting with employees on proposed protective measures • Designating employees with safety responsibilities • Carrying out a risk assessment that includes transport hazards • Taking steps to eliminate or reduce any risks found in the risk assessment • Ensuring vehicles are designed, provided and maintained in a safe condition • Ensuring safe means of access and egress to and from vehicles • Planning, organising, performing, maintaining and revising systems of work • Providing information, instruction, training and supervision for all employees who operate work-related vehicles There does not seem to be any focus on mental health as a part of health and safety regulations.	People with disabilities are often unable to participate in community life or work because of lack of accessibility, stigma and other barriers. Children with disabilities in PNG face abuse, discrimination and a wide range of barriers to education. Access to mental health services and other support services are limited, and many people with psychosocial disabilities and their families consider traditional healers to be their only option. Although PNG has developed a national disability policy, the government has yet to pass comprehensive disability legislation. The National Policy on Disability (NPD) 2015-2025 is the national strategic plan for the disability sector. The policy vision is 'Remove Barriers, Make Rights Real'. However, many people in PNG view persons with disabilities as needing to overcome obstacles on their own. The NPD is a call to action for all Papua New Guineans to work collaboratively in removing barriers that prevent persons with disabilities from enjoying equal rights and access to services.	Papua New Guinea's original mental health legislation was the Public Health (Mental Disorders) Regulation, which is a subsidiary chapter of the Public Health Act. However, the legislation was reviewed to make it more relevant to the country's mental health needs. It was replaced with the National Mental Health Act of 2015. Factors that contribute to mental health issues in Papua New Guinea include poverty, social inequality, cultural stigma and limited access to mental health services. There are still challenges to mental health in the country, including • Limited access to mental health services • Frontline service providers who lack the necessary training • Limited government spending on mental health There does not seem to be any specific emphasis on protections in the workplace.

MAIN SOURCES USED:

<https://www.ombudsman.gov.pg/legislation/discriminatory-practices-act/#:~:text=INDEPENDENT%20STATE%20OF%20PAPUA%20NEW,practices%2C%20and%20for%20other%20purposes.>
<https://www.hrw.org/world-report/2024/country-chapters/papua-new-guinea#1aadcc>
https://iris.who.int/bitstream/handle/10665/85310/9789241505697_eng.pdf?sequence=1
 (LOW RESOLUTION) PNG Disability Policy 2015 Final MASTER.pdf
<https://www.parliament.gov.pg/uploads/acts/15A-43.pdf>
<https://www.rivermate.com/guides/papua-new-guinea/health-and-safety>

PERU

Workplace safety and health not applicable | Accommodations for disabilities not applicable | Mental health protections not applicable

Protection from discrimination	Right to disconnect laws	Mandatory psychometrics
Ley núm. 27942 de prevención y sanción del hostigamiento sexual - This law and its regulations specifically address the prevention and sanction of sexual harassment in the workplace.	Peru has implemented protections for the right to disconnect, particularly for remote workers. The right to disconnect is enshrined in Peru's Telework Law (https://insightplus.bakermckenzie.com/bm/employment-compensation/peru-new-teleworking-law-published).	Peru has no specific mandatory tool, but tools like ISTAS21 are often used.

LEGISLATION, REGULATIONS AND DIRECTIVES

- Workplace sexual misconduct is regulated. There is a specific law and regulations on the prevention of sexual harassment.
- Ley núm. 27942 de prevención y sanción del hostigamiento sexual
- However, there is no legal provision against work-related stress.



PHILIPPINES

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws	Mandatory psychometrics
Employment law in the Philippines provides protection against discrimination on the grounds of gender, age, disability, race, creed, certain diseases and indigenous backgrounds. Sexual harassment is specifically prohibited. Work-related discrimination based on gender, age, marital status, pregnancy, disability, mental health, ethnicity, union membership and certain diseases is illegal. A 2019 executive order established a Diversity and Inclusion Programme (DIP) to eliminate barriers to equal opportunity and promote diversity and inclusion in government agencies.	Occupational Safety and Health Standards 1989 (S 1961.02(1a), S 1965.06, page 277 and following) states that employers must establish and maintain a safe and healthful working environment that facilitates optimal physical and mental health for workers. There are guidelines for the implementation of drug-free workplace policies and programmes for the private sector. Employment law includes provisions on overtime pay for work beyond eight hours in a day or on rest days. Under DOLE Department Order No. 208, Series of 2020, employers are required to formulate a mental health workplace policy and programme as part of their occupational safety and health policies.	Work-related discrimination on the basis of disability and mental health is illegal, providing protection and equal treatment for workers with disabilities and mental health conditions.	The law states that the workplace must be supportive and enhance of the psychological health of workers, requiring employers to maintain a working environment that supports mental health. Under DOLE Department Order No. 208, Series of 2020, employers must formulate a mental health workplace policy and programme, which includes identifying and managing work-related stress and stressors, interpersonal issues, changes in work organisation, workload review and addressing burnout.	The Philippines has no specific right to disconnect legislation. However, the Philippines is currently in the process of establishing a formal right to disconnect. House Bill 9735 seeks to amend the Labour Code to grant employees the right to disconnect from work-related communications outside of regular working hours. The DOLE has already stated that employees have the right to disconnect from work after hours without facing discipline.	The Philippines has no specific mandatory tool.

LEGISLATION, REGULATIONS AND DIRECTIVES

- The law states that the workplace must be supportive and enhance the psychological health of workers. The employer shall establish and maintain a safe and healthful working environment which facilitates optimal physical and mental health for workers.
 - Occupational Safety and Health Standards 1989 (S 1961.02(1a), S 1965.06, page. 277 and following)
- There are guidelines for the implementation of drug-free workplace policies and programmes for the private sector; however, there is no provision about work-related violence.
- Employment law in the Philippines is based on the Constitution and the Labour Code of the Philippines, and is supplemented by additional legislation and court decisions. Termination without just or authorised cause is prohibited. Employees are entitled to overtime pay if they work more than eight hours in a day or if they work on a rest day.
- Workplace bullying is not prohibited by any specific law in the Philippines, but legislation provides protection against discrimination on the grounds of

gender, age, disability, race, creed, certain diseases and indigenous backgrounds. Sexual harassment is specifically prohibited.

- Bullying behaviour may be considered grounds for termination under an employer's policy or code of conduct.
- Under **DOLE** Department Order No. 208, Series of 2020, employers are required to formulate a mental health workplace policy and programme. This must be jointly prepared by management and worker representatives and made part of the employer's occupational safety and health policies and programmes. The order recommends that the actions taken as part of this policy and programme formulation include identification and management of work-related stress and stressors, including interpersonal issues, changes in the work organisation, review of workload and addressing burnout.
- Work-related discrimination on the basis of gender, age, marital status, pregnancy, disability, mental health, ethnicity, union membership and certain diseases is illegal. A 2019 executive order established a **Diversity and Inclusion Programme (DIP)**, with the goals of eliminating barriers to equal opportunity and promoting diversity and inclusion in government agencies.

POLAND

Accommodations for disabilities not applicable

Protection from discrimination	Workplace safety and health	Mental health protections	Right to disconnect laws	Mandatory psychometrics
The Polish Constitution contains a general prohibition against discrimination. Article 32 of the Constitution states that 'All persons shall be equal before the law. All persons shall have the right to equal treatment by public authorities. No one shall be discriminated against in political, social or economic life for any reason whatsoever.'	Labour Code Section Ten - Occupational health and safety, Article 207, Chapter I, states that the employer is responsible for occupational health and safety. The Act of 26 June 1974 - the Labour Code 20141104 establishes general provisions for workplace safety and health. The Act of 26 July, 2013 to amend the Labour Code (Text No. 1028) includes provisions for dealing with mobbing and the employer's responsibility in such cases, including compensation liability and payment of indemnity for the employee's health problems resulting from mobbing.	The Polish Act of 25 June 1999 on monetary benefits from social insurance in case of sickness and maternity recognises burnout as an occupational phenomenon, but not as a medical condition under ICD-11. Therefore, a physician should not issue a certificate of inability to work based on professional burnout. Mobbing, according to Polish law, constitutes unwanted behaviour aimed at violating someone's dignity or creating a hostile atmosphere. The employer is responsible for addressing mobbing and providing compensation liability and indemnity for health problems caused by mobbing. The effects of mobbing, such as extreme stress, can be considered an external cause for an occupational accident.	Poland has no specific right to disconnect legislation.	Polish labour law mandates that employers must assess and manage psychosocial risks. Whilst there is no single, officially mandated psychometric tool, the law emphasises the importance of conducting thorough assessments. COPSOQ is commonly used.

LEGISLATION, REGULATIONS AND DIRECTIVES

- Labour Code Section 10- Occupational health and safety article 207, Chapter I, states the basic obligations of the employer. This makes the employer responsible for occupational health and safety.
- The Polish Act of 25 June 1999 on monetary benefits from social insurance in case of sickness and maternity only recognises ICD-11 definitions. As such, burnout is not considered a medication condition (ICD 11 'Problems associated with employment and unemployment'), but an occupational phenomenon. As such, a physician should not issue a certificate of inability to work which indicates professional burnout as its basis.
- The Polish Constitution contains a general prohibition against discrimination. Article 32 of the Constitution states that 'All persons shall be equal before the law. All persons shall have the right to equal treatment by public authorities. No one shall be discriminated against in political, social or economic life for any reason whatsoever'.
- Act of 26 June 1974 - the Labour Code 20141104
- Mobbing, according to the Polish law, constitutes an unwanted behaviour aimed at or which has the effect of violating someone's dignity, or creating an intimidating, hostile, demeaning or humiliating atmosphere towards an employee (harassment). The employer's responsibility in cases of mobbing in view of Poland's Labour Code comes down to above all compensation liability for termination of employment by the victim of mobbing and payment of indemnity for the employee's health problems. As a result of mobbing, the victim of mobbing may also suffer from para-occupational diseases. In some cases, the effects of mobbing, like the effects of extreme stress (excessive physical effort) caused by mental abuse in the work environment, may become an external cause for an occupational accident.
 - Act of 26 July 2013 to amend the Labour Code (Text No. 1028). (art. 94 (3) § 1-3)

PORTUGAL

Accommodations for disabilities not applicable

Protection from discrimination	Workplace safety and health	Mental health protections	Right to disconnect laws	Mandatory psychometrics
The Labour Code contains specific provisions protecting workers from harassment, including discrimination. Under Portuguese law, harassment means unwanted behaviour, including discrimination, with the purpose or effect of disrupting or embarrassing the person, affecting the person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment. It is considered a very serious offence and gives the right to pecuniary and non-pecuniary compensation for damages, in accordance with the general law.	Psychosocial risks, including violence, discrimination and sexual harassment, are covered under the general duties of employers. General duties under health and safety law apply to risks from violence as they do to other risks at work. The law obliges every employer to ensure that exposure to psychosocial risk factors is not a risk to the safety and health of workers. Employers have been obliged to refrain from contacting employees outside regular work hours since January 2022.	Employers have general duties to ensure that exposure to psychosocial risk factors, including stress, violence and harassment, are not a risk to the safety and health of workers. Harassment, including sexual harassment, is defined broadly to include any behaviour that disrupts or embarrasses the person, affecting their dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment.	Since 2021, employers have been obliged to ensure that employees have the right to disconnect and to respect their private time. The right to disconnect is included in the Portuguese Labour Code, which applies to all employees, including those working remotely (https://global-workplace-law-and-policy.kluwerlawonline.com/2022/03/09/the-right-to-disconnect-or-as-portugal-calls-it-the-duty-of-absence-of-contact/).	Portuguese labour law mandates that employers must assess and manage psychosocial risks. Portugal has no mandatory tool, but COPSOQ is widely used.

LEGISLATION, REGULATIONS AND DIRECTIVES

- Psychosocial risks, including violence, discrimination and sexual harassment, are covered under the general duties of the employer. General duties under health and safety law apply to risks from violence as they do to other risks at work.
- The law only states the obligation of every employer to ensure, in the workplace, that exposure to psychosocial risk factors is not a risk to the safety and health of workers.
- The Labour Code contains a specific provision on protecting workers from harassment in employment.
- Under Portuguese Law, harassment means unwanted behaviour, including discrimination, with the purpose or effect of disrupting or embarrassing the person, affecting the person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment. Sexual harassment includes any unwelcome verbal or physical conduct of a sexual nature, with the purpose or effect of disrupting or embarrassing the person, that affects the person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment. It is considered a very serious offence and gives the right to pecuniary and non-pecuniary compensation for damages, in accordance with the general law.
- Employers have been obliged to refrain from contacting employees outside regular work hours since January 2022.

QATAR

Right to disconnect laws not applicable | Mandatory psychometrics not applicable

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections
Equality Act - Article 35 of the Constitution states that all persons are equal before the Law and there shall be no discrimination whatsoever on grounds of gender, race, language or religion. Equality includes all rights and duties as per article 34 of the Constitution, which reads 'The Citizens of Qatar shall be equal in public rights and duties.' The Constitution guarantees the protection of the family, notably the elderly, under article 21. Anti-discrimination laws - Qatar's legislation prohibits discrimination or unfair treatment based on disability, race, gender, religion and nationality. The QFC Employment Regulations 2019 provide more specific protection against workplace discrimination.	The basis for health and safety regulations in Qatar is the Labour Law (Law No. 14 of 2004). Qatar's workplace safety and health provisions include • Employer responsibilities - Employers must ensure safe working conditions, protect workers from hazards and provide personal protective equipment. They must also provide first aid boxes, access to on-site nurses and physicians and periodic medical examinations. Employers are responsible for medical expenses for work-related injuries. • Workers' rights - Employees have the right to feel secure at work and should not risk their wellbeing to finish a task. Employees must follow employer instructions about using safety equipment and uniforms. • Worker participation - Workers should participate in the identification and control of risks. This includes participating in OSH walkthroughs, workplace inspections and accident reporting. Workers should also be involved in selecting premises, tools, machines and work schedules. • Emergency response - Employers should have an emergency response procedure so that key employees know what to do in the event of an incident. Psychological health is not specifically addressed by OSH legislation. However, the law requires the employer to conduct pre-employment medical examinations to ensure that the worker is psychologically fit for the type of work they are required to complete.	Qatar has laws and policies to accommodate people with disabilities in the workplace, including • Employment rights - People with disabilities are entitled to keep their jobs, even if their disability worsens, provided they can still perform their work. In the event of sickness, employers should preserve their job and help them return to work when it is appropriate. • Anti-discrimination laws - Qatar's legislation prohibits discrimination or unfair treatment based on disability, along with race, gender, religion and nationality. The QFC Employment Regulations 2019 provide more specific protection against workplace discrimination. • Accommodation for special needs - The competent authorities are responsible for providing accommodations for people with special needs that meet their personal requirements. • Monthly benefits - People with disabilities are entitled to a monthly pension. • Medical and social care - Qatar has a national health strategy that provides free health insurance for people with disabilities. It also has a Medical Committee of Disability that addresses the health, social and family concerns of people with disabilities.	Qatar has implemented policies to support mental health in the workplace, including • Mental Health Law - In 2016, Qatar passed its first Mental Health Law (MHL) to protect the rights of people with mental illness, organise care and designate treatment methods. The MHL was influenced by the World Health Organisation's recommendations and the mental health legislation of the UK and Australia. • Workplace policies - Qatar has policies to promote employee wellbeing and reduce the stigma around mental illness. • National mental health helpline - During the COVID-19 pandemic, Qatar developed a national mental health helpline that provided psychiatric, nursing and psychological care. • Telepsychiatry - Qatar introduced telepsychiatry services to address the need for mental health care during the pandemic. • Training - Qatar has developed training programmes for nurses and other professionals to improve their capacity in mental health recovery. Qatar's Labour Law states that employers should take precautionary measures to protect employees from any sickness or injury that may result from their work. However, it is not clear if employees will be compensated for sickness caused by the workplace.

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https://webapps.ilo.org/dyn/legosh/en/?p=14100:1100:0::NO:1100:P1100_ISO_CODE3,P1100_SUBCODE_CODE,P1100_YEAR:QAT,,2015:NO

ROMANIA

Mandatory psychometrics not applicable

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws
Constitutional right - Article 16 of the Romanian Constitution guarantees equality before the law and public authorities. The Labour Code regulates equality of treatment for all employers and employees, including direct and indirect discrimination. The Government Ordinance (GO) no. 137/2000 regulates discrimination, harassment and victimisation in more detail. It contains detailed provisions on discrimination, harassment and victimisation, and sets down the sanctions applicable in case these legal provisions are breached. The GO extends the definition of discrimination to include • Instruction to discriminate • Indirect discrimination • Harassment • Victimisation The National Council for Combating Discrimination (NCCD) is the competent national authority that enforces non-discrimination in accordance with national and international legislation. The Criminal Code punishes public incitement to hatred or discrimination against a category of persons with imprisonment or a criminal fine. Special laws criminalise the spread of antisemitic or anti-Roma ideas and symbols, as well as ideas and symbols related to fascist, racist and xenophobic ideologies.	The Safety and Health at Work Law (Law No. 319) means employers in Romania have significant responsibilities under health and safety law. They are required to regularly identify potential hazards, evaluate risks and implement preventive measures. They must also provide workers with clear information about workplace risks, safety instructions and necessary training. Employers must prioritise the elimination of hazards and work towards substitution with less hazardous alternatives. The List of Occupational Diseases mentions mental and behavioural disorders as post-traumatic syndrome. The list of occupational diseases includes psychological effort as cause for high pressure and ischemic heart. The Ordinance on protection of maternity at the workplace states that pregnant and lactating workers must not be employed in workplaces that involve mental stress. Employers are responsible for providing workers with appropriate training on workplace risks and safety procedures. This includes induction training and regular refresher courses. Safety information, instructions and warnings must be delivered in a clear and understandable manner, considering the language needs of workers. The OSH committee shall check the effectiveness of OSH measures at workplace. The employer shall present an annual report to the OSH committee, analysing the effectiveness of the OSH measures taken. The Labour Inspectorate is responsible for monitoring and enforcing health and safety laws. They can conduct inspections, issue improvement notices and impose fines or sanctions. In cases of serious breaches or accidents, criminal liability may apply under the Romanian Criminal Code.	Employees with a disability have workplace legal protections under Law No. 145. Romania has several workplace accommodations for people with disabilities, including • Reasonable adjustments - Employers are required to make reasonable adjustments to the workplace, work schedules and tasks to accommodate employees with disabilities. This can include modifying the work programme, purchasing assistive equipment and other similar measures. Employers who do not make reasonable adjustments can be fined between RON 10,000 and RON 25,000. • Employment quotas - Employers with 50 or more employees are subject to a quota for employing disabled people. Employers who do not meet the quota can be fined and may have to pay money to the state. Romania has a National Strategy for the Rights of Persons with Disabilities, which covers the period 2022-2027.	Medical leave - Employees who become mentally ill are entitled to the same medical leave and compensation as employees who sustain a physical injury. The employer pays for the first five days, and the health insurance fund pays for up to 183 further days. Workplace accommodations - Employers are required to make reasonable accommodations for employees with disabilities, such as adapting the workplace, work schedule or tasks. Employers who do not comply can be fined. The list of occupational diseases includes mental and behavioural disorders, such as post-traumatic stress. The list also includes psychological effort as a cause of high pressure and ischemic heart disease. The Ordinance on Protection of Maternity at the Workplace means pregnant and lactating workers cannot be employed in workplaces that involve mental stress.	Romania does not currently have a law that specifically addresses the right to disconnect.

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RUSSIAN FEDERATION

Right to disconnect laws not applicable | Mandatory psychometrics not applicable

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections
The Russian Federation's constitution guarantees equality before the law and prohibits discrimination on the basis of several factors, including sex, race, nationality, language and religion. However, some say that Russian law and policy in practice does not provide adequate protection from discrimination. Russia does not have any comprehensive anti-discrimination law. However, there is some protection for LGBTQ+ people in the Constitution and in certain pieces of national legislation. Protected grounds - Article 19 of the Russian Constitution states that all people are guaranteed equality regardless of their sex, race, nationality, language, origin, property, employment status, residence, attitude to religion, convictions or membership of public associations. The protected grounds do not expressly include sexual orientation or gender identity. However, the European Court of Human Rights (ECtHR) has confirmed that sexual orientation and gender identity are protected grounds of discrimination under the term 'other status'. Article 3 of the Russian Labour Code prohibits discrimination in labour relations and contains an open-ended list of protected grounds. The Criminal Code of the Russian Federation makes discrimination by persons acting in their official capacity a crime, including on the grounds of 'social group'. Discrimination against lesbian, gay, bisexual or transgender persons – including by the government and its agents – is widespread and severe in Russia.	The Russian Federation has several laws and regulations that protect the rights of workers and employers, including the right to fair working conditions and occupational safety and health. The Constitution - Article 7 states that the labour and health of people shall be protected. Article 37 states that people have the right to labour conditions that meet safety and hygiene requirements. The Labour Code of 2001 establishes state guarantees of labour rights and freedoms and aims to create favourable working conditions. Chapters 33–36 of the Labour Code are dedicated to occupational safety and health. Russian OSH legislation explicitly covers only physical health. The provisions of the Labour Code do not define the notion of health. Safe working conditions are defined as working conditions which exclude the influence of harmful and/or dangerous industrial factors on employees or, if such factors are present, conditions in which the level of their influence on employees does not exceed statutory norms.	The Russian Federation's legal system includes the Federal Law 'On Protection of Persons with Disabilities' and the ratification of the UN Convention on the Rights of Persons with Disabilities in 2012. The law includes provisions for • Integration: - Russia has a set of measures to help people with disabilities develop new abilities to engage in social, professional, educational and daily activities. • Accessible infrastructure - Russia provides accessible housing, public transport and information, including scholarly books in braille and audio recordings. • Employment protections - Discrimination based on disability is illegal in all sectors. • Employment services - The Russian government approved an action plan to increase employment rates for people with disabilities from 2017-2020.	The Law on Psychiatric Care, adopted in 1992, provides for patients' rights and covers topics such as the rights of people with mental disorders, the voluntariness of seeking care and the maintenance of medical confidentiality. However, some say that social care services and guarantees for mental health care have not been fully implemented. Employers can only ask medical questions about mental health in certain situations, such as when an employee asks for a reasonable accommodation or when there is evidence that the employee may be a safety risk. Some regions in Russia have also implemented initiatives to help people with mental illness return to work. These initiatives include • Establishing psychosocial rehabilitation systems • Setting up hostels and other protected housing • Developing interaction with social services • Setting up assertive treatment departments • Providing 'hospital at home' • Providing employment • Providing psychoeducation • Providing psychosocial work with families

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SAUDI ARABIA

Accommodations for disabilities not applicable

Protection from discrimination	Workplace safety and health	Mental health protections	Right to disconnect laws	Mandatory psychometrics
The Labour Law bars employment discrimination based on gender, disability, age, race or any other factor. Employment law favours the employment of Saudi citizens, with specific provisions for hiring foreign employees only if no suitable local candidates are available.	Under Labour Law (Royal Decree No. M/51) (Part V, Chapter 2, Article 61, Paragraph 1), the employer shall treat their workers with due respect and refrain from any action or utterances that may infringe upon their dignity and religion. Labour regulations place limits on hours of work and require employers to attend to worker health and safety, focusing on physical health rather than mental health. There are no specific laws or regulations in place to address workplace stress. Protection from Sexual Harassment - Workplace sexual misconduct is regulated. The Anti-Harassment Act, 2018 applies to sexual harassment, requiring employers to have anti-harassment policies, provide clear guidance to employees on how to make harassment complaints and have processes for responding to complaints. Penalties for offenders, when harassment is confirmed by a court, can include fines or imprisonment.	There are no specific provisions barring workplace harassment other than sexual harassment, or regulations to prevent bullying or mobbing. No specific laws or regulations address workplace stress, though general health and safety provisions apply. Employers are required to attend to worker health and safety, but the regulations focus on physical rather than mental health.	Saudi Arabia has no specific legislation on the right to disconnect.	Saudi Arabia has no specific mandatory tool.

LEGISLATION, REGULATIONS AND DIRECTIVES

- Workplace sexual misconduct is regulated.
- However, there is no legal provision against work-related stress.
- 'The employer shall treat their workers with due respect and refrain from any action or utterances that may infringe upon their dignity and religion.' Labour Law (Royal Decree No. M/51) (Part V, Chapter 2, Article 61, Paragraph 1).
- Employment law in Saudi Arabia is based on the Labour Law, the Social Insurance Law and provisions of Sharia (Islamic) law. The regulations favour the employment of Saudi citizens. For example, only Saudi citizens can enter unlimited-term employment contracts. Foreign employees can be hired only if no suitable local candidates are available, and can only enter fixed-term employment contracts, which are tied to their visas. Foreign workers must have a work arrangement in place to enter and remain in the country. New rules introduced in 2021 granted foreign workers the right to transfer between employers or leave the country after the expiration of an employment contract without requiring the employer's consent.
- The Anti-Harassment Act, 2018, which applies to sexual harassment, requires employers to have anti-harassment policies, provide clear guidance to employees on how to make harassment complaints and have processes for responding to complaints. Penalties for offenders, when harassment is confirmed by a court, can include fines or imprisonment.
- There are no specific provisions barring workplace harassment other than sexual harassment, or regulations to prevent bullying or mobbing.
- There are no specific laws or regulations in place to address workplace stress, but labour regulations do place limits on hours of work. Provisions also require employers to attend to worker health and safety, but these focus on physical rather than mental health.
- The Labour Law bars employment discrimination based on gender, disability, age or any other factor, including race.

SERBIA

Right to disconnect laws not applicable | Mandatory psychometrics not applicable

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections
The Anti-Discrimination Law, passed in 2009, prohibits discrimination based on race, gender, sexual orientation, religion and other characteristics. The Labour Law of 2005 prohibits discrimination in employment based on any personal characteristic or basis. It also provides a framework for arbitration between employers and employees, with heavier monetary fines for employment discrimination than other anti-discrimination laws. The 2006 Constitution of Serbia prohibits direct and indirect discrimination, and mandates equal opportunity policies. It also states that everyone has the right to equal legal protection. Article 387 of the Serbian Criminal Code provides a framework for prosecuting those who threaten people or organisations for their commitment to equality. The European Convention on Human Rights - Serbia is a party to this convention, which prohibits discrimination under the law. However, some say that there are gaps and weaknesses in Serbia's legal framework. For example, some say that the government has been slow to implement and apply the Anti-Discrimination Law. Others say that the definitions used in the 2021 amendments are problematic. The overall purpose of the Disabilities Anti-Discrimination Law is to reinstate and promote fundamental anti-discriminatory principles, such as the prohibition of discrimination against persons with disabilities, their inclusion in all spheres of society, and equal opportunities and rights.	Recently, a new Law on Safety and Health at Work came into effect in Serbia, impacting all employers. This law ensures the implementation of the latest EU standards in terms of safety and health at work (EU Directive 89/391/EEC) as well as harmonisation within current HR regulations in Serbia. Key points are • The objective responsibility of the employer for compliance with safety and health requirements • New definitions, such as 'work from home' and 'remote work', 'workplace', 'work environment', and 'objective unavoidable and immediate danger' • The register of injuries at work and register of licences, which must be maintained in e-form • Medical exams for employees working at night before they take on night work, and on a regular basis for the duration of said night work • The employer's obligation to provide employees with personal protective equipment in good condition and to conduct training sessions to ensure its proper use • The employer's obligation to issue a work permit when an employee is performing certain high-risk jobs (e.g. working at height, underground, and in confined spaces) • The employer's obligation to refer the employee, at their request, to regular medical checks that correspond to the risks at the workplace - these costs are borne by the employer • The appointment of occupational safety and health consultants, 'whose number will depend on the business activity and the number of employees • Higher misdemeanour fines, including fines for employees	Serbia has several legal protections and measures in place to accommodate people with disabilities in the workplace, including Constitutional protections - The Constitution prohibits discrimination based on physical or mental disability and guarantees special social protection for people with disabilities. The Constitution allows for affirmative action measures to achieve equality for people with disabilities, such as quota systems in employment. Employers are required to provide reasonable accommodations for people with disabilities, such as adapting workstations or implementing different working methods. Enterprises have been established to offer professional rehabilitation, education and training to people with disabilities. Other measures include • The ratification of the UN Convention on the Rights of Persons with Disabilities • The establishment of a Council for Monitoring the Implementation of the Recommendations of the UN Mechanisms for Human Rights • The establishment of a Platform of Organisations for Cooperation with UN Human Rights Mechanisms Some examples of reasonable accommodations include part-time work, job sharing, flexible hours and working from home.	Mental health legislation - Serbia's mental health legislation is only partially regulated and does not address issues like informed consent and involuntary treatment. Employer health benefits - Employers are not required to provide health benefits, but many offer health insurance, paid sick leave and access to mental health resources. Mental health care reform - Serbia began reforming its mental health care system in 2002 and now has a programme in place to improve the system and human rights for people with mental disorders. Other protections - Serbia's Constitution prohibits discrimination based on mental or physical disabilities and guarantees special social protection for people with disabilities. The Health Care Law protects the human rights of all patients, and most health care institutions have ethical committees.

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SINGAPORE

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws	Mandatory psychometrics
The Fair Consideration Framework (FCF) outlines that employers should not discriminate based on age, gender, nationality or race. Employers are expected to adhere to the Tripartite Guidelines on Fair Employment Practices (TGFEF).	The Workplace Safety and Health (WSH) Act covers both physical and psychosocial health of persons at work in Singapore, according to the WSH guidelines on health care. Workplace Safety and Health Guidelines - Health Care 2008 provide guidelines for health care settings. According to the Employment Act (Ch. 91) (Art. 15), an employee may terminate their contract of service without notice if threatened by immediate danger to their person through violence or disease not covered by their contract. The Protection from Harassment Act 2014 (Act 17 of 2014) stipulates that no person shall use threatening, abusive or insulting words or behaviour, or make any threatening, abusive or insulting communication that causes harassment, alarm or distress. The Ministry of Manpower (MOM) strongly encourages employers to develop a harassment-prevention policy and implement reporting and response procedures for workplace harassment. Employees can contact the Tripartite Alliance for Fair and Progressive Employment Practices (TAFEP) for guidance on workplace harassment concerns or to report discrimination or harassment issues.	Singapore has no specific legislation or directives related to accommodations for disabilities beyond general employment laws and non-discrimination policies.	Although there is no legal provision specifically addressing psychosocial hazards at the workplace, the WSH Act and guidelines cover aspects of psychosocial health. The Protection from Harassment Act 2014 (Act 17 of 2014) protects individuals from harassment within and outside of the workplace, which can help mitigate stress and psychological harm. Despite high levels of worker stress, indicated by the 2019 Cigna 360 Well-Being Survey, there is limited legislation directly addressing workplace stress. However, TGFEF promotes fair employment practices that may help alleviate stress, such as flexible working hours, leave options and rest days.	No specific legislation exists in Singapore. Work-life balance is encouraged through individual company policies.	Singapore has no specific mandatory tool. However, iWorkHealth is a tool that can be used to identify workplace psychosocial risk factors – this tool was developed locally.

LEGISLATION, REGULATIONS AND DIRECTIVES

- The WSH Act covers both the physical and psychosocial health of persons at work in Singapore according to the WSH guidelines on health care. However, there is no legal provision which specifically addresses psychosocial hazards at workplace.
 - Workplace Safety and Health Guidelines - Health Care 2008
- An employee may terminate their contract of service with their employer without notice if they or their dependant is immediately threatened by risk of violence or disease such as the employee did not by their contract of service undertake to run.
The Protection from Harassment Act 2014 stipulates that no person shall by any means: (a) use any threatening, abusive or insulting words or behaviour; or (b) make any threatening, abusive or insulting communication, which is heard, seen or otherwise perceived by any person likely to be caused harassment, alarm or distress.
 - Employment Act (Ch. 91). (Art. 15)
 - Protection from Harassment Act 2014 (Act 17 of 2014)
- The Employment Act and the Central Provident Fund (CPF) Act are the country's main labour laws that define the basic terms and working conditions for all types of employees. The Ministry of Manpower (MOM)'s Workright website provides information to help employees and employers understand their rights and obligations.
- The Protection from Harassment Act protects individuals from harassment within and outside of the workplace. The MOM strongly encourages employers to develop a harassment prevention policy and implement reporting and response procedures for workplace harassment. Employees can contact the TAFEP for guidance on workplace harassment concerns or to report discrimination or workplace harassment issues.
- According to the 2019 Cigna 360 Well-Being Survey (2020), Singapore's workers are amongst the most stressed in the world. Despite high levels of worker stress, the government has done little to address the issue through legislation or regulation. However, the Tripartite Guidelines on Fair Employment Practices (TGFE) help to address stress in the workplace by ensuring fair employment practices, such as flexible working hours, leave options and rest days.
- The Fair Consideration Framework (FCF) provides an outline for employers to consider in promoting fairness in job opportunities. The FCF states that employers should not discriminate based on age, gender, nationality or race. Employers are expected to adhere to the Tripartite Guidelines on Fair Employment Practices.

COMMENTS

In Singapore, while there is no specific legislation addressing mental health support in the workplace, initiatives such as the Tripartite Guidelines on Fair Employment Practices (TGFE) and the Fair Consideration Framework (FCF) help address stress in the workplace by promoting fair employment practices. These guidelines encourage employers to provide flexible working hours, leave options and rest days, indirectly supporting mental health and work-life balance. Additionally, the Protection from Harassment Act protects individuals from workplace harassment, contributing to a psychologically safe work environment.

SLOVAKIA

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws	Mandatory psychometrics
The Constitution of the Slovak Republic guarantees the principle of equality before the law and non-discrimination on all grounds. The Labour Code requires employers to treat employees equally in terms of access to employment, working conditions and remuneration. It also protects employees from arbitrary dismissal. The Anti-Discrimination Act protects employees from discrimination and provides the right to equal treatment. It also allows employees to claim their rights in court. The National Labour Inspectorate is the supervisory body that enforces the Labour Code. Employees who believe they are being discriminated against can file a claim with a regional office of the National Labour Inspectorate.	Slovakia's workplace health and safety provisions are governed by the Act on Safety and Health at Work (Act. No. 124/2006 Coll.). This act is supplemented by government regulations and technical standards that outline specific requirements for various industries, hazards and workplaces. The Constitutional Act guarantees employees the right to fair and satisfactory working conditions, including the right to occupational health and safety protection. The Labour Code has a dedicated section that outlines the basics of the occupational safety and health system. Prevention - The act emphasises prevention, starting with safe design and a hierarchy of prevention measures. Decrees - There are several decrees that establish details for ensuring safety and health protection in specific areas, such as working with pressure, lifting and construction works. The European Agency for Safety and Health at Work (EU-OSHA) also organises free seminars in Slovakia on occupational accidents and safe working conditions.	In Slovakia, employers are required to take steps to accommodate people with disabilities in the workplace. The Anti-Discrimination Act - Employers must take steps to ensure that people with disabilities can access jobs, perform activities and participate in vocational training. Employment quotas - Employers with at least 20 employees must employ citizens with disabilities if the employment office has a register of job seekers with disabilities. Reasonable accommodations - Employers must adjust to ensure that people with disabilities can enjoy their human rights and fundamental freedoms. However, reasonable accommodations cannot be an undue burden for the employer. Benefits for people with severe disabilities in Slovakia include One-off allowances for purchasing aids, lifting devices or passenger vehicles Repeated allowances for transport, special diets, hygiene, clothing and care	Mental health is covered by the general health care system and legislation, which reflects international human rights standards. The Antidiscrimination Act of 2004 prohibits discrimination based on health status. The National Programme for Mental Health (NPMH) - Passed in August 2024, this programme aims to develop psychosocial community centres and support tiered care. The Recovery and Resilience Plan aims to create accessible psychosocial care, with an emphasis on education, community-based approaches and modern diagnostic and therapeutic procedures. The League for Mental Health of the Slovak Republic - This organisation regularly promotes mental health through campaigns and collections. Some challenges to mental health care in Slovakia include staff shortages, poor conditions in psychiatric facilities and uneven access to services.	Slovakia's right to disconnect law gives remote employees the right to not use work equipment during their designated rest periods, including annual leave, public holidays, lunch breaks and daily and weekly rest periods. The law, since 2021, also states that employers cannot discipline employees who choose to exercise their right to disconnect. The law also includes other provisions for remote workers: • Employees are responsible for scheduling their working hours. • Employees must immediately inform their employer of any technical problems. • Employers must reimburse certain expenses incurred by remote workers. • Employers must ensure remote workers can access training opportunities.	Not applicable; however, psychologists use psychological questionnaires and interviews to assess personality traits in drivers. The psychologist interprets the results of the tests, along with the driver's medical history, to determine whether the driver is fit to drive.

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SOUTH AFRICA

Accommodations for disabilities not applicable

Protection from discrimination	Workplace safety and health	Mental health protections	Right to disconnect laws	Mandatory psychometrics
Section 10 of the Constitution of the Republic of South Africa, 1996 provides every person with the right to dignity, imposing a constitutional obligation on employers to respect and protect the dignity of their employees.	The Occupational Health and Safety Act, 1993 (No. 85 of 1993) (§ 8) states that every employer shall provide and maintain, as far as is reasonably practicable, a working environment that is safe and without risk to the health of employees. This general duty includes the provision of a safe and healthy working environment, covering both physical and psychosocial health hazards. Physical assault on the employer, a fellow employee, client or customer is regarded as serious misconduct, and employees may be disciplined and dismissed for occupational violence. The Labour Relations Act, 1995 (No. 66 of 1995) (Schedule 8, § 3(4)) addresses serious misconduct and disciplinary actions. Protection from Harassment and Violence - Employers have a duty to maintain a working environment free from occupational violence and harassment. Occupational violence can result in criminal charges against the perpetrator. The Labour Relations Act 1995 states that physical assault and other forms of occupational violence are serious misconduct, and can lead to disciplinary action, including dismissal.	While there are explicit provisions for maintaining a safe and healthy working environment, including psychosocial health, there are no specific laws addressing work-related stress. The general duty of the employer under the Occupational Health and Safety Act, 1993 includes the obligation to manage psychosocial health hazards in the workplace.	South Africa has no specific legislation on the right to disconnect. However, existing labour laws, such as the Basic Conditions of Employment Act (BCEA), provide some protections for workers, including maximum working hours and overtime regulations.	While there is no specific, standalone law mandating psychosocial risk assessments, the Occupational Health and Safety Act of 1993 provides a broad framework for workplace health and safety, which includes psychosocial factors. South Africa has no specific mandatory tool.

LEGISLATION, REGULATIONS AND DIRECTIVES

- There are explicit provisions of PSH and WV in OSH law.
- 'Every employer shall provide and maintain, as far as is reasonably practicable, a working environment that is safe and without risk to the health of his employees.'
 - The Occupational Health and Safety Act, 1993 (No. 85 of 1993) (§ 8)
 - Managing psychosocial risk is covered under the general duty of the employer to provide a safe and healthy working environment.
- Physical assault on the employer, a fellow employee, client or customer is regarded as serious misconduct. An employee may be disciplined for occupational violence and subsequently dismissed. In addition, Section 10 of the Constitution of the Republic of South Africa, 1996 provides every person the right to dignity. As a result, employers in South Africa have a constitutional obligation to respect and protect the dignity of their employees.
 - It should also be noted that occupational violence can also result in criminal charges laid against the perpetrator. Labour Relations Act, 1995 [No. 66 of 1995]. (Schedule 8, § 3(4))

SPAIN

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws	Mandatory psychometrics
Real Decreto Legislativo 5/2000, de 4 de agosto - This legislation outlines various forms of discrimination considered as very serious infringements. These include decisions made by companies involving unfavourable discrimination on grounds such as age, disability, sex, origin (including racial or ethnic), marital status, religion or belief, political beliefs, sexual orientation and union membership. Harassment on the grounds of racial or ethnic origin, religion or belief, disability, age, sexual orientation and gender is also considered a very serious infringement.	Whilst there is no specific data available on psychosocial risks, Spanish law requires employers to respect the privacy and dignity of workers, which implicitly covers the need to manage workplace safety and health. Protection from Harassment - Sexual harassment and harassment on various grounds (racial or ethnic origin, religion or belief, disability, age, sexual orientation and gender) are considered very serious infringements (Real Decreto Legislativo 5/2000, de 4 de agosto, Arts. 8.11- 8.13 bis). The use of a superior position to regularly perpetrate hostile or humiliating acts against another person involving harassment is punishable by imprisonment (Ley Orgánica 10/1995, de 23 de noviembre, del Código Penal, Art. 173.1).	Decisions involving unfavourable discrimination against workers based on disability are considered very serious infringements under Spanish law (Real Decreto Legislativo 5/2000, de 4 de agosto).	Although there are no specific provisions on psychosocial risks, forms of harassment and discrimination that affect mental health are considered very serious infringements. The use of a superior position to regularly produce hostile or humiliating acts involving harassment is punishable by imprisonment for six months to two years (Ley Orgánica 10/1995, de 23 de noviembre, del Código Penal, Art. 173.1).	The right to disconnect is included in the Law on the Protection of Personal Data and Guarantee of Digital Rights, which came into effect in December 2018.	The ISTAS21 is the mandatory tool under Spanish legislation for psychosocial risk assessment.

LEGISLATION, REGULATIONS AND DIRECTIVES

- There is no data available on psychosocial risks; nevertheless, discrimination and harassment are considered by Spanish law as very serious infringements.
- Other behaviours that are considered by law as very serious infringements are
 - Employers' actions that do not respect the privacy and dignity of workers
 - Decisions made by the company involving unfavourable discrimination on grounds of age or disability, or positive or negative with respect to remuneration, working hours, training, promotion and other conditions of work, for reasons of sex, origin, including racial or ethnicity, marital status, religion or belief, political beliefs, sexual orientation and union membership, among others
 - Sexual harassment
 - Harassment on grounds of racial or ethnic origin, religion or belief, disability, age, sexual orientation and gender (Real Decreto Legislativo 5/2000, de 4 de agosto, por el que se aprueba el texto refundido de la Ley sobre Infracciones y Sanciones en el Orden Social, Arts. 8.11- 8.13 bis)
- The person, who within the scope of any employment relationship takes advantage of their superior position to regularly produce any hostile or humiliating acts against another person involving harassment, will be imposed a prison sentence of six months to two years. (Ley Orgánica 10/1995, de 23 de noviembre, del Código Penal, Art. 173.1)
- Real Decreto Legislativo 5/2000, de 4 de Agosto, por el que se aprueba el texto refundido de la ley sobre Infracciones y Sanciones en el Orden Social (Arts. 8.11- 8.13 bis)
- Ley Orgánica 10/1995, de 23 de noviembre, del Código Penal (Art. 173.1)

SWEDEN

Mandatory psychometrics not applicable

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws
The Discrimination Act (2008:567) protects against discrimination based on several grounds, including sex, transgender identity, ethnicity, religion, disability, sexual orientation and age. It applies to many areas of society, including education, employment and housing. The law also requires workplaces to take active measures to prevent discrimination and promote equality. The Equality Ombudsman is a government agency that investigates complaints of discrimination and harassment and assesses how employers and other institutions work to prevent discrimination. The Swedish constitution prohibits unfavourable treatment of people based on ethnic origin, colour or other similar characteristics. It also charges public institutions with promoting equality in society and combating discrimination. Hate crimes are prohibited in Sweden, and perpetrators who act with hatred or prejudice face harsher sentences.	Swedish health and safety legislation emphasises employer responsibility, risk assessment and prevention, employee participation and cooperation. Employers hold the primary responsibility for creating a safe and healthy workplace. Proactive risk identification and mitigation are core principles. The Work Environment Act (WEA 1977:1160) - The purpose of this Act is to prevent illnesses and accidents in the course of employment and to otherwise achieve a sound work environment. It defines the state of the work environment, the responsibilities of employers and the powers of the Work Environment Authority. It addresses hazards like noise, chemicals, machinery and ergonomics. It also covers factors like stress, workload and organisational structure. It outlines processes for supporting employees returning to work after injury or illness. - Employers are primarily responsible for creating and maintaining a safe and healthy workplace. - Employees have the right to be involved in shaping their work environment and raising concerns. - Proactive identification and mitigation of risks are core principles. - Cooperation between employers and employees is essential to creating a safe workplace. Psychosocial Work Environment Standards - Sweden recognises the importance of a positive psychosocial work environment for worker wellbeing. Standards address workload and workplace, bullying and harassment, and violence and threats. Employers are obligated to manage workload and work organisation to prevent burnout and excessive stress. The Work Environment Act explicitly prohibits any form of victimisation or harassment in the workplace. Employers must have systems to prevent and address violence. This includes threats from both internal and external sources.	Sweden's policy is to 'achieve equitable living conditions and full participation in a diverse society for people with disabilities.' Employers who hire people whose work capacity is limited are sometimes entitled to wage subsidies. The 2009 Discrimination Act was introduced in Sweden to strengthen the disability policy and the legal protection of disabled individuals, and to help victims of discrimination obtain redress and financial compensation.	The Swedish Health and Medical Care Act ensures that regions and municipalities provide primary care for mental health needs. The Swedish Disability Act 1994 provides support and services for people with psychiatric disorders, including counselling, personal assistance and housing with special services. According to the Working Environment Act (executed by the Swedish Working Environment Authority¹ – WEA), every company is required to monitor the health and safety of their workers as 'a natural part of their daily work' and to conduct a systematic assessment of the working environment (known as Systematiskt arbetsmiljöarbete – SAM). This duty extends to ensuring workers' mental as well as physical health and safety. Preventive action regarding work-related stress is carried out in accordance with SAM. Among other guidelines, SAM stipulates the identification and assessment of psychosocial risks. To help employers fulfil these obligations, the WEA offers an extensive range of tools and checklists. Examples include, monitoring workload, shift work, job content, job pace and conflicts between colleagues. Most interventions on work-related stress fall solely under the general framework provided by the Working Environment Act, which is not sufficient to subdue all risk factors. Provisions and services are also lacking to retain workers who are struggling at work. More attention needs to be given to small companies that lack competence and resources in dealing with mental health problems at the workplace.	Sweden does not have a statutory right to disconnect for employees. However, it is not common for employers in Sweden to contact employees outside of work hours.

	Systematic Work Environment Management (AFS 2001:1) - Employers must systematically examine work environment risks, document risk assessments and action plans and assign responsibilities. Employers must regularly assess risks and implement control measures. They must maintain records for inspection and monitoring. They must also clearly define roles for work environment management. The Work Environment Authority is a regulatory authority responsible for ensuring that companies and organisations follow the WEA and other work environment laws. The Work Environment Authority issues provisions, conducts inspections and produces statistics on work environment and work-related accidents and illnesses. It can also impose penalties. The Swedish Agency for Work Environment Expertise (SAWEE) - This agency serves as the national work environment knowledge centre. SAWEE gathers and disseminates knowledge about safety and health at work, and monitors and analyses developments in the field. The Swedish government's work environment policy aims to prevent accidents and ill health, and to create a work environment that supports development for both men and women. The government's Work Environment Strategy for Modern Working Life (2016-2020) focuses on three areas: zero tolerance of fatal accidents, a sustainable working life and a psychosocial work environment.			
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COMMENTS

- According to a recent European survey on managing safety and health at work, Sweden topped the charts when it came to dealing with psychosocial risks (ESENER, 2010). For instance, Sweden had one of the highest prevalence of establishments with 'procedures' in place to deal with work-related stress, bullying and harassment.
- According to a recent European report, stigma and lack of knowledge about mental health problems are the biggest barriers to managing mental health issues at workplaces. In Sweden, around 60% of employers reported 'the sensitivity of psychosocial risks' as the most difficult factor, followed by lack of awareness (53%) and lack of training and expertise (51%) (ESENER, 2010). Current support available for managers and supervisors on how to handle mental health problems at the workplace is limited.

MAIN SOURCES USED:

<https://www.rivernate.com/guides/sweden/health-and-safety>

https://www.oecd.org/content/dam/oecd/en/publications/reports/2013/03/mental-health-and-work-sweden_g1g24a96/9789264188730-en.pdf

https://webapps.ilo.org/dyn/legosh/en/?p=14100:1100:0::NO:1100:P1100_ISO_CODE3,P1100_SUBCODE_CODE,P1100_YEAR:SWE,,2014:NO

SWITZERLAND

Accommodations for disabilities not applicable

Protection from discrimination	Workplace safety and health	Mental health protections	Right to disconnect laws	Mandatory psychometrics
Discrimination at the workplace based on sex, marital status, family situation or pregnancy, and sexual harassment are forbidden by law (Loi sur l'égalité). The Labour Law obliges employers to protect employees from all forms of discrimination, including those based on race, religion or gender, and includes protections against sexual harassment and violence (Loi sur le travail, § 6(1)).	The employer has a legal obligation to take all necessary measures to protect the health of workers and their personal integrity (Loi sur le travail, § 6(1)). This includes protecting workers from occupational violence, discrimination and sexual harassment, but does not extend to other psychosocial hazards. Protection from Harassment - The Labour Law mandates the protection of personal integrity, which includes protection from discrimination, sexual harassment and violence. Employers are required to provide information regarding occupational violence, discrimination and sexual harassment, and to take measures to prevent these issues.	Mobbing, defined as heavy psychological violence, is recognised as a threat to health and personal integrity, requiring employer intervention. Employers must adopt clear stances against attacks on personal integrity and provide information and support to victims (Loi sur le travail, § 6(1)).	There is no specific legislation in Switzerland. However, general labour laws protect working hours and rest periods.	Switzerland has no specific mandatory tool, but COPSOQ is commonly used.

LEGISLATION, REGULATIONS AND DIRECTIVES

- The law mandates the provision of information on occupational violence, including discrimination and sexual harassment, but not on other PSH.
- The employer has a legal obligation to take all measures that experience has demonstrated to be necessary to protect the health of workers. The employer must take all necessary measures to protect the personal integrity of workers. (Loi sur travail, § 6(1))
- Discrimination at the workplace on the basis of sex, whether direct or indirect, including on the basis of marital status, family situation or, in the case of female employees, of pregnancy, and through sexual harassment is forbidden by law. (Loi sur l'égalité)
- The Labour Law obliges the employer to take the necessary measures to protect the personal integrity of their employees. Attacks on personal integrity include all forms of discrimination, whether based on race, religion or gender, such as sexual harassment, as well as the perpetration or threat of violence. Mobbing is a form of heavy psychological violence and may cause health problems. Attacks on personal integrity also affect the climate of the company and its productivity. Managers can do much to protect the personal integrity, using relatively simple means of prevention. The main element is the adoption of a clear stance against these attacks and the provision of information victims can turn to for support in the event of an incident or conflict. For more information, please see <http://www.seco.admin.ch/themen/00385/02747/02752/index.html?lang=fr>
 - Loi fédérale du 13 mars 1964 sur le travail dans l'industrie, l'artisanat et le commerce. (Loi sur le travail) (§ 6(1))
 - Loi fédérale du 24 mars 1995 sur l'égalité entre femmes et hommes (Loi sur l'égalité, LEg)

TAIWAN

Mandatory psychometrics not applicable

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws
Taiwan has multiple laws and regulations that protect against discrimination. The Constitution - Article 7 protects members of racial or ethnic minorities from violence and discrimination. The Employment Service Act prohibits employers from discriminating against job applicants or employees based on a number of factors, including race, class, language, religion, marital status, age, gender and disability. The Immigration Act - Article 62, Paragraph 1 allows people residing in Taiwan to petition authorities if they are discriminated against based on nationality, ethnicity, skin colour, class or birthplace. The People with Disabilities Rights Protection Act requires authorities to plan, implement and supervise measures to ensure universal access to information, technology and appliances for people with disabilities.	The Occupational Safety and Health Act (OSHA) is the primary law governing health and safety in Taiwan. Under the Occupational Safety and Health Act, employers must properly plan and implement necessary safety and health measures for • The prevention of musculoskeletal disorders induced by repetitive tasks • The prevention of diseases caused by abnormal workloads such as shift work, night work and long working hours • The prevention of physical or mental harm due to the unlawful actions of others whilst performing duties • Evacuation, emergency aid, rest and other measures that protect the health and safety of workers Local laws mandate that companies must establish an occupational health and safety committee to oversee matters related to workplace health and safety. The employer must properly regulate and take necessary safety and health measures for repetitive tasks and shift work, and also prevent employees from suffering physical or mental unlawful harm caused by others' actions (e.g., sexual harassment and workplace bullying). Employers must not assign women to dangerous or harmful tasks. Employers must provide safety and health training to their workers. Employers are required by law to investigate, analyse and record occupational accidents, and to notify the labour inspection agency of serious occupational accidents. The competent authorities regularly conduct labour inspections. If an employer fails to meet these obligations, they will be penalised according to regulations such as the Occupational Safety and Health Act and encouraged to make improvements.	Taiwan has several workplace accommodations for people with disabilities. Reasonable accommodations - the National Human Rights Commission (NHRC) of Taiwan released guidelines for reasonable accommodations in the workplace. These guidelines aim to help government bodies and other sectors of society understand how to implement reasonable accommodations. Employment quotas - The People with Disabilities Rights Protection Act (PWDRPA) requires employers with 67 or more employees to hire at least 1% of employees with disabilities. Employers who do not meet the quota must pay a subsidy to the Disabled Employment Fund. Employment services - The government provides employment services for people with disabilities, including • Sheltered employment services • Occupational training Job redesign can include • Improving the accessibility of the workplace • Improving work equipment or machinery • Providing auxiliary aids • Improving working conditions • Adjusting working methods	In Taiwan, the MHA with 52 articles was enacted in 1990, aiming at preventing and treating mental illnesses, safeguarding patient rights, promoting patient welfare, enhancing national mental health and maintaining social harmony and tranquillity. The employer must properly regulate and take necessary safety and health measures for repetitive tasks and shift work, and also prevent the employees from suffering physical or mental unlawful harm caused by others' actions (e.g., sexual harassment and workplace bullying).	Taiwan has a right to disconnect policy in place that allows employees to refuse to respond to work-related communications outside of their working hours. Policy - The Department of Labour announced that employees can disregard work-related communications outside of office hours without facing disciplinary action. Guidelines - The Taipei City Labour Bureau's guidelines require employers to provide training for managers on the right to disconnect. Code - The code gives employees the right to not respond immediately to work-related communications outside of normal working hours. It also states that employees should not be penalised for disconnecting.

COMMENTS

- There are some anti-discrimination laws in Taiwan, but they are targeted at specific groups and limited to specific areas.
- For many years, the Taiwanese government has predominantly employed a medical model to address individuals with mental illnesses. Consequently, society in Taiwan tends to stigmatise mental health issues, leading to significant biases against people facing such challenges.

MAIN SOURCES USED:

<https://www.lexology.com/library/detail.aspx?g=30608de0-4961-4f35-aff9-649188aecc1a#:~:text=This%20right%20allows%20employees%20to,apps%20during%20off%2Dwork%20hours>

<https://law.moj.gov.tw/>

<https://www.wda.gov.tw/en/cp.aspx?n=239>



THAILAND

Mandatory psychometrics not applicable

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws
The Constitution of Thailand B.E. 2550 (2007) guarantees equality for all people and prohibits discrimination on 12 grounds, including sex, race, language, age and birth origin. The Labour Protection Act requires employers to treat all employees equally, regardless of gender, in areas like salary, overtime and holiday benefits. Thai Labour Standards Corporate Social Responsibility prohibits employment discrimination based on nationality, race, religion, language, sexual orientation, health status and other personal characteristics. The Gender Equality Act B.E. 2558 (2015) defines 'unfair gender discrimination' and prohibits government agencies and private organisations from establishing policies that practice it. It provides protective measures for those subject to unfair gender discrimination, and prevents the incursion of unfair gender discrimination, in compliance with international human rights principles.	The Occupational Safety, Health and Environment Act B.E. 2554 (2011) clarifies the responsibilities and duties of employer and employee, as well as those of governments. Employers should provide a safe working environment for employees. 'Occupational Safety, Health and Environment' means actions or working conditions which are safe from any cause resulting in danger to life, physique, mentality or health arising out of or related to work. Hence, safety and health covers both physical and psychological health. Safety officers, committees and departments - Employers are required to provide safety officers, a safety committee and a safety department to manage safety in the workplace. The requirement for safety officers was further updated in 2022 based on type of organisation, number of employees and the training that the safety officers should go through. Collaboration - Employers in the same building are required to work together to develop a fire prevention and control plan for the building. Worker's compensation - Thailand has a mandatory social security programme that provides worker's compensation benefits in the event of workplace injuries, illnesses or death. Working hours - The maximum number of working hours should not exceed eight hours a day or 48 hours a week for non-hazardous jobs. For work deemed hazardous, the maximum working hours are seven hours per day and 42 hours per week.	The Government of Thailand has adopted and implemented a number of laws, Cabinet resolutions, regulations and policies pertaining to people with disabilities, including their right to productive and decent work and to basic services, workers' compensation, social security and entrepreneurship development. All citizens, regardless of age, who are registered as a person with disabilities, are entitled to receive a transfer of THB500, or USD14, per month. The Persons with Disabilities Empowerment Act (B.E. 2550 PDEA (2007)) requires employers to make reasonable accommodations for employees with disabilities. These accommodations can include modifying workstations, providing assistive technologies and altering work practices. It also includes • Prohibiting discrimination in hiring, promotions and other employment practices • Mandating that companies with 100 or more employees ensure at least 1% of their workforce comprises people with disabilities	Under Thai law, employers have a legal duty to arrange and maintain safe and hygienic working conditions and environments for their employees, and to support the work operations of their employees in order to protect their health, safety and welfare.	Thailand's Labour Protection Act includes a right to disconnect for remote employees, which was approved by the Thai Parliament in December 2022. Section 23/1 clearly entitles an employee who works from home, or who works remotely, the right to disconnect. Unless the employee gives written consent in advance, the employee has the right to refuse all communications with the employer or superior after the end of normal working hours, or upon completion of the work assigned. Exceptions - Employees cannot refuse to communicate if they have explicitly waived this right in writing.

MAIN SOURCES USED:

<https://www.noandt.com/en/publications/publication20220822-1/#::~:~:text=Background,Act%20of%201998%20since%202006>
<https://www.cxcglobal.com/global-hiring-guide/thailand/employee-protection-in-thailand/>
<https://kpmg.com/th/en/home/insights/2023/04/legal-news-update-issue-24.html>
https://webapps.ilo.org/dyn/legosh/en/f?p=14100:1100:0::NO:1100:P1100_ISO_CODE3,P1100_SUBCODE_CODE,P1100_YEAR:THA,,2014:NO

TURKIYE

Mandatory psychometrics not applicable

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws
The issue of discrimination in the workplace is specifically regulated under Article 5 of the Turkish Labour Law No. 4857 ('Labour Law') titled 'The principle of equal treatment' and Article 6 of the THREIL titled 'Employment and Self-Employment'. The Turkish Labour Law prohibits discrimination in employment based on language, race, colour, gender, disability, political opinion, philosophical belief, religion or sect. Employees who experience discrimination can • Terminate their employment agreement • Claim compensation for discrimination • Claim rights they have been deprived of According to Article 5 of the Labour Law, any act of discrimination based on language, race, colour, gender, disability, political opinion, philosophical belief, religion, sect or similar reason is prohibited within the scope of an employment relationship. Sexual orientation is not one of the issues explicitly addressed under the laws. However, the expression 'similar reasons' stated in Article 5 of the Labour Law should also include discrimination based on sexual orientation.	Turkey's Occupational Safety and Health (OSH) system is managed by the Ministry of Labour and Social Security, in collaboration with other ministries and stakeholders. Turkey has adopted an OSH Act and other related regulations to improve OSH conditions for workers. The OSH Act focuses on prevention and risk assessment. Reporting - Employers must report work accidents and occupational diseases to the SSI within three working days. The SSI publishes statistical yearbooks that include data on work accidents and occupational diseases. Training - The ÇASGEM provides training for OHS professionals and organises seminars on OSH and related topics. Conventions - Turkey has ratified several conventions related to OSH, including the Safety and Health in Construction Convention, 1988 and the Safety and Health in Mining Convention, 1995. OSH Act (No. 6331 of 20 June 2012) - Providing occupational safety and health services is the responsibility of the employer. The employer, in accordance with legal requirements, can provide the services either by establishing an occupational safety and health unit in the workplace, or through Joint Safety and Health Units (JSHU). Law of Obligations (No. 6098; 2011) - Employers have the responsibility to protect workers' health by providing for a safe working environment. In case of any harm caused to health of workers as a result of work, employers should compensate the workers' losses. No specific mention is made of OSH covering psychosocial risks to employees' mental health and wellbeing.	People with disabilities are protected by the Constitution and the Turkish Disability Act. Turkey's disability policy is based on a human rights approach, with the goal of ensuring that people with disabilities lead dignified lives as equal citizens. The General Directorate of Services for Persons with Disabilities and the Elderly (EYHGM) addresses the employment aspects of supporting persons with disabilities by following an open employment policy, which includes supported employment, vocational training and rehabilitation, reasonable accommodations, workplace modifications, raising disability awareness in employees and employers, ensuring access to information, affirmative action and occupational health and safety practices.	No mental health law has been effectively implemented in Turkey.	Although the right to disconnect is not yet directly regulated within Turkish legislation, it is deeply associated with Article 50 of the Constitution, which regulates the right to rest, and Article 24 of the Turkish Civil Code, which regulates personal rights.

MAIN SOURCES USED:

<https://pubmed.ncbi.nlm.nih.gov/36463669/>
<https://www.who.int/about/accountability/results/who-results-report-2020-mtr/country-story/2020/supporting-turkish-mental-health-policy-and-service-delivery>
<https://www.aile.gov.tr/media/42409/disability-policy-in-turkey.pdf>
[https://www.ilo.org/projects-and-partnerships/projects/improving-occupational-health-and-safety-turkey-through-compliance-0#:~:text=161%20in%202005%20and%20has,176\)%20on%2023%20March%202015](https://www.ilo.org/projects-and-partnerships/projects/improving-occupational-health-and-safety-turkey-through-compliance-0#:~:text=161%20in%202005%20and%20has,176)%20on%2023%20March%202015)
https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@europe/@ro-geneva/@ilo-ankara/documents/publication/wcms_498829.pdf
<https://cms.law/en/int/expert-guides/cms-expert-guide-on-discrimination-in-the-workplace/turkey#:~:text=Whereas%20the%20issue%20of%20discrimination,scope%20of%20the%20relevant%20provisions.>

UKRAINE

Mandatory psychometrics not applicable

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws
Article 24 of the Constitution of Ukraine guarantees citizens the right not to be discriminated against based on 'race, colour of skin, political, religious and other beliefs, sex, ethnic and social origin, property status, place of residence, linguistic or other characteristics'.	Ukraine has several laws and regulations that protect workers from occupational hazards, including • The Act on Labour Protection • The Act on Pesticides and Agrochemicals • The Act on Protection of Human Beings from the Effects of Ionising Radiation • The Act on Fire Safety • The Act on Measures to Prevent and Reduce the Use of Tobacco Products Employees must undergo an introductory briefing, training and knowledge testing when they are hired. They must also receive repeat briefings, usually every six months, or quarterly for high-risk work. Compliance - Adherence to HSE regulations is mandatory to avoid legal issues. The EU-ILO project 'towards safe, healthy and declared work in Ukraine' aims to improve compliance with international and European standards on occupational safety and health. The project's goals include • Bringing the legal framework on OSH closer to international labour standards • Establishing systems and procedures for labour inspection services Psychosocial risks do not seem to be specifically addressed by the laws governing the OSH framework in Ukraine.	Under articles 2 and 42 of the Act on the Framework for Social Protection of Persons with Disabilities in Ukraine, discrimination based on disability is prohibited. Persons guilty of violating the rights of persons with disabilities are liable under the law to disciplinary or administrative action or criminal prosecution. Based on Article 19 of the Act on the Framework for Social Protection of Persons with Disabilities in Ukraine, 'companies, institutions, organisations and natural persons that hire employees, including businesses and organisations belonging to civil society and organisations for persons with disabilities, are required to establish a quota for the recruitment of persons with disabilities set at four per cent of the average number of regular full-time staff, calculated over a year; in places where between eight and 25 persons work, the quota is one person.' Accessibility requirements - The Act on the Framework for Social Protection of Persons with Disabilities requires the identification and removal of barriers to employment, education and other areas. Article 4 states the following obligations with respect to persons with disabilities: 'to identify and remove obstacles and barriers that inhibit their enjoyment of their rights and the satisfaction of their needs, including in terms of access to facilities, transportation, information and communications and, taking into account their individual capacities, abilities and interests, access to education, employment, culture, physical exercise and sport, health care and social protection; to provide adapted accommodation; and to facilitate their participation in public life.'	Ukraine has several initiatives and policies in place to address mental health in the workplace, including The Mental Health and Psychosocial Support Programme - This programme is part of the WHO's Special Initiative for Mental Health, which aims to strengthen mental health systems across Ukraine. The Mental Health Policy - This policy, approved in 2017, aims to increase awareness of mental health, improve access to care and address discrimination against people with mental health conditions. The Law on Mental Health Care - This law, adopted in 2000, defines the legal and organisational principles for providing psychiatric care in Ukraine. It also sets out the rights and responsibilities of those providing psychiatric care, and the rights of people with mental disorders.	Article 60-2 - Part 9 of the Labour Code guarantees remote workers a period of free time for rest, during which they can refuse to respond to work-related communications. Remote work arrangements - Employees have the right to request remote work arrangements, especially if they are pregnant, have young children or have a disability. Employer obligations - Employers must specify the terms and conditions of remote work in the employment contract, including communication methods and work schedule.

MAIN SOURCES USED:

<https://www.ilawnetwork.com/wp-content/uploads/2022/12/Final-Telework-in-Ukraine.pdf>
<https://disabilityin.org/country/ukraine/>

UNITED ARAB EMIRATES

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws	Mandatory psychometrics
Federal Decree-Law No. 33 of 2021 prohibits discrimination based on race, colour, sex, religion, national origin, social origin or disability. The law also prohibits sexual harassment and any verbal, physical or psychological bullying against employees by employers, supervisors or colleagues. Violations can result in fines ranging from AED 5,000 to AED 1 million for both single and multiple offences. Employers are encouraged to review and update their policies, and to provide training on equality, diversity and dignity in the workplace.	Federal Decree-Law No. 33 of 2021 mandates that employers must ensure a safe and appropriate work environment, adhering to guidelines set by the Ministry of Human Resources and Emiratization (MoHRE) and other authorities. Employers must provide protection against occupational injuries and diseases, display instructional boards with awareness materials, train workers to avoid risks and conduct regular evaluations for compliance with safety standards. Workers must use provided protective equipment and clothing, follow employer instructions on safety and refrain from actions that contradict safety measures. Employers must report work injuries and occupational diseases to the MoHRE within 48 hours using digital systems, approved service centres, the MoHRE's app or other specified channels. Establishments with 50+ workers must maintain a monitoring system for injuries and diseases, including records, preventive tools, training and health examinations. The Mid-day Break Rule - From 15 June to 15 September, work under the sun between 12:30 pm and 3:00 pm is prohibited, and employers must provide shaded rest areas during these hours. Establishments in the construction sector with 100+ workers must appoint a qualified Health and Safety Officer to oversee hazard prevention and safety compliance. Insurance and Medical Check-ups - Health insurance is mandatory for all public and private sector employees in Abu Dhabi, Dubai and Sharjah, with similar provisions in Ajman. Employers must conduct medical check-ups for workers at risk of occupational diseases at least every six months, documenting the results.	Federal Decree-Law No. 33 of 2021 includes provisions against discrimination based on disability, ensuring protection and equal treatment for workers with disabilities.	The law prohibits psychological bullying, which can affect mental health, and mandates that employers must provide a safe and appropriate work environment. Employers are encouraged to provide training on equality, diversity and dignity in the workplace, which can indirectly support mental health by promoting a respectful and inclusive work culture.	The UAE has no specific right to disconnect legislation.	The UAE has no specific mandatory tool, but organisations may use international tools like COPSOQ. International best practices and standards are influencing the approach to workplace wellbeing in the UAE.

LEGISLATION, REGULATIONS AND DIRECTIVES

Discrimination, Bullying and Harassment

- Federal Decree-Law No. 33 of 2021 prohibits discrimination based on race, colour, sex, religion, national origin, social origin or disability.
- The law also prohibits sexual harassment and any verbal, physical or psychological bullying against employees by employers, supervisors or colleagues.
- Violations can result in fines ranging from AED 5,000 to AED 1 million for both single and multiple offences.
- Employers are encouraged to review and update their policies, and to provide training on equality, diversity and dignity in the workplace.

Provisions for Safety and Health of Workers

- Federal Decree Law No. 33 of 2021 mandates that employers must ensure a safe and appropriate work environment, adhering to the guidelines set by the Ministry of Human Resources and Emiratisation (MoHRE) and other authorities.
- Prevention of Injuries and Occupational Hazards
 - Employers must
 - Provide protection against occupational injuries and diseases
 - Display instructional boards with awareness materials
 - Train workers to avoid risks
 - Conduct regular evaluations for compliance with safety standards
 - Workers must
 - Use provided protective equipment and clothing
 - Follow employer instructions on safety
 - Refrain from actions that contradict safety measures
- Reporting Work Injuries and Occupational Diseases
 - Employers must report incidents to the MoHRE within 48 hours using digital systems, approved service centres, the MoHRE's app or other specified channels.

Establishments with 50+ workers must maintain a monitoring system for injuries and diseases, and adhere to the Mid-day Break Rule for Workers Under the Sun

- From 15 June to 15 September, work under the sun between 12:30 pm and 3:00 pm is prohibited. Employers must provide shaded rest areas during these hours.
- Establishments in the construction sector with 100+ workers must appoint a qualified Health and Safety Officer to oversee hazard prevention and safety compliance.
 - This includes maintaining records, preventive tools, training and health examinations.

United Arab Emirates Legislations | Federal Law on Mental Health (uaelegislation.gov.ae)

- The new UAE Federal Mental Health Law (Federal Law No. 10/2023), came into force in May 2024.
- The law highlights the importance of fostering psychosocially safe work environments. It also asks employers to train their managers and leaders in recognising and addressing mental health challenges within their teams. Employers are also advised to update their policies, particularly around performance management, discipline and termination, to comply with the law. The penalties for non-compliance include fines and imprisonment.

Insurance

- Health insurance is mandatory for all public and private sector employees in Abu Dhabi, Dubai and Sharjah, with similar provisions in Ajman.

Medical Check-ups

- Employers must conduct medical check-ups for workers at risk of occupational diseases at least every six months, documenting the results.

COMMENTS

- Occupational stress is not considered as an occupational hazard or disease.

UNITED KINGDOM

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws	Mandatory psychometrics
Under the Equality Act 2010, employers must make reasonable adjustments for workers, contractors, self-employed people hired to personally complete the work and job applicants. This applies when employers know or could reasonably be expected to know someone is disabled; when disabled staff members ask for adjustments or are having difficulty with any part of their job; or if someone's absence or sickness record is linked to their disability.	Under the Health and Safety at Work Act 1974, organisations must take care of the health and safety of their employees, including psychological health and safety, and stress arising from work-related factors. This act puts a 'duty of care' on employers to protect their employees from the risk of stress at work. Per the Management of Health and Safety at Work Regulations 1999, employers are also required to make a 'suitable and sufficient assessment' of the risks to the health and safety of their employees at work. If an organisation does not have a stress risk assessment in place, it may be in breach of these regulations. General duties under health and safety law apply to risks from violence (including verbal abuse) as they do to other risks at work. Employers must consider the risks to workers, decide how significant these risks are, decide what to do to prevent or control the risks and develop a clear management plan to achieve this. The ACAS Code of Practice on disciplinary and grievance procedures provides guidelines for handling disciplinary and grievance issues in the workplace. Protection from harassment: Under the Protection from Harassment Act 1997, harassment at the workplace is prohibited by the law. General duties under health and safety law cover risks from violence, including verbal abuse. Employers must assess and manage these risks as part of their health and safety responsibilities.	The Equality Act 2010 requires employers to make reasonable adjustments for disabled workers to prevent or reduce work-related stress and accommodate their needs.	The Health and Safety at Work Act 1974 requires employers to take care of the psychological health and safety of employees, including managing work-related stress. Employers must identify any risks to their employees' health, including psychosocial risks, and take steps to prevent or reduce work-related stress. To manage psychosocial risks, employers are encouraged to apply the best practice guidelines set out in ISO 45003, the first occupational health and safety management system for mental health at work.	The UK has no specific right to disconnect legislation.	Employers have a legal duty to protect the health, safety and wellbeing of their employees, including from work-related stress. Whilst there is no single mandated psychometric tool, the Health and Safety Executive (HSE) provides guidance on conducting assessments (the HSE Management Standards Indicator Tool is widely recognised and used).

LEGISLATION, REGULATIONS AND DIRECTIVES

- In the United Kingdom, preventing psychosocial risks and violence (including verbal abuse and the risk of reasonably foreseeable violence) is covered under the employer's general duties; however, there is no specific occupational safety and health rule. General duties under health and safety law apply to risks from violence (including verbal abuse) as they do to other risks at work. In addition, employers must consider the risks to workers (including the risk of reasonably foreseeable violence); decide how significant these risks are; decide what to do to prevent or control the risks; and develop a clear management plan to achieve this.
- The Health and Safety at Work Act 1974 states that organisations must take care of the health and safety of their people. This includes psychological health and safety, and stress arising from work-related factors. Harassment in the workplace is prohibited by the law. This Act puts a 'duty of care' on employers to protect their employees from the risk of stress at work.
- If an organisation does not have an organisation stress risk assessment in place, it may be in breach of the Management of Health and Safety and Work Regulations 1999, which requires all employers to make a 'suitable and sufficient assessment' of the risks to the health and safety of their employees at work.
- If an employee is covered under the Equality Act, the employer is required to make reasonable adjustments.
 - The Equality Act 2010, states that employers must make reasonable adjustments for workers, contractors and self-employed people hired to personally complete the work, as well as job applicants – when employers know, or could reasonably be expected to know, that someone is disabled; when disabled staff members ask for adjustments or are having difficulty with any part of their jobs; or if someone's absence record/sickness record is linked to their disability.
 - Protection from Harassment Act, 1997
- ACAS Code of Practice on disciplinary and grievance procedure

COMMENTS

- By law, employers must
 - Identify any risks to their employees' health, for example by carrying out a risk assessment
 - Take steps to prevent or reduce work-related stress
- To manage psychosocial risks, apply the best practice guidelines set out in ISO 45003, the first occupational health and safety management system for mental health at work.

UNITED STATES OF AMERICA

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws	Mandatory psychometrics
The Americans with Disabilities Act (ADA) prohibits employers from discriminating against individuals with disabilities, including mental health disabilities, and requires reasonable accommodations for qualified employees. Section 501 of the Rehabilitation Act of 1973 protects people with disabilities, including mental health disabilities, from discrimination in the workplace. The Age Discrimination in Employment Act (ADEA) prohibits discrimination against employees aged 40 or older. Title VII of the Civil Rights Act prohibits employer discrimination based on an employee's gender, race, ethnicity, national origin or religion. The California Fair Employment and Housing Act (FEHA) prohibits workplace harassment, discrimination and retaliation based on protected characteristics, which might contribute to workplace stress.	The Occupational Safety and Health Act (OSHA) means employers must provide a workplace free from recognised hazards that are likely to cause death or serious physical harm. This includes addressing workplace stressors that could lead to physical or mental harm. California Labour Code § 6400 requires employers to provide a safe and healthy work environment, including addressing known stress-related hazards. OSHA's General Duty Clause requires employers to furnish a workplace free from recognised hazards that cause or are likely to cause death or serious physical harm. Protection from harassment: The Protection from Harassment Act 1997 prohibits harassment in the workplace. Federal and Colorado law prohibits workplace harassment, which includes creating a hostile work environment based on a legally protected class or trait (e.g., race, colour, national origin, sex, sexual orientation, pregnancy, religion, disability or age).	The Americans with Disabilities Act (ADA) requires reasonable accommodations for employees with disabilities, including mental health conditions (e.g., flexible work schedules, breaks and leave). Section 501 of the Rehabilitation Act of 1973 requires reasonable accommodations for federal employees with disabilities. The California Fair Employment and Housing Act (FEHA) requires reasonable accommodations for employees with disabilities.	Under the Mental Health Parity and Addiction Equity Act (MHPAEA), health benefit plans covering mental health or substance use benefits cannot impose more restrictions on those benefits than on medical or surgical benefits. The Family and Medical Leave Act (FMLA) provides up to 12 weeks of job-protected leave for eligible employees, which can include leave for mental health conditions. The Management of Health and Safety at Work Regulations 1999 mean employers must assess and manage risks to the health and safety of employees, including stress. ISO 45003 offers best practice guidelines for managing psychosocial risks and promoting mental health at work. Worker's compensation for stress-related injuries - Texas Bailey v. American General (1955): This ruling denied Texas workers compensation for most stress-related injuries, unless they resulted in physical illness. Texas Carter v. General Motors (1960): This ruling accepted psychological illness as a disabling injury. The Colorado Revised Statutes Section 8-41-302 (2021) provides compensation for job-related mental or emotional stress that causes injury or occupational disease. City of Boulder v. Streeb (1985): This ruling recognised federal and state laws prohibit workplace harassment based on protected characteristics. Ft. Logan Mental Health Center v. Walker (1986): This ruling recognised compensability of job-related mental	No federal law mandates the right to disconnect.	The USA has no specific mandatory tool, but the Job Content Questionnaire (JCQ, developed in the US) is commonly used. While not specific to psychosocial risks, the Occupational Safety and Health Administration (OSHA) provides general guidance on workplace safety and health, which can be applied to psychosocial factors.

			or emotional stress resulting in preexisting mental condition. California Workers' Compensation: Employees experiencing mental or emotional distress due to work-related stress may file a workers' compensation claim. Alcorn v. Arbo Engineering, Inc. (1970): This ruling recognised that severe trauma from a work environment and unjust termination can establish a valid claim for compensation.		
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LEGISLATION, REGULATIONS AND DIRECTIVES

- The American with Disabilities Act (ADA) (<https://www.eeoc.gov/statutes/titles-i-and-v-americans-disabilities-act-1990-ada>) 'prohibits employers from discriminating against individuals who have, had or are perceived to have a disability as to terms, conditions and privileges of employment'.
- Section 501 of the Rehabilitation Act of 1973 (Section 501)
- Both ADA and Section 501 of the Rehabilitation Act of 1973 are federal laws that protect people with disabilities, including mental health disabilities, from discrimination at work. Employment actions taken against an individual who has a mental health condition or substance use disorder may violate these antidiscrimination laws.
 - Under the Americans with Disabilities Act (ADA) and other non-discrimination laws, most employers must provide 'reasonable accommodations' to qualified employees with disabilities, including mental health conditions (such as flexible workplace, scheduling accommodations, leave, breaks and other) <https://www.dol.gov/agencies/odep/program-areas/mental-health/maximizing-productivity-accommodations-for-employees-with-psychiatric-disabilities>
- Age Discrimination in Employment Act (ADEA) prohibits discrimination against employees aged 40 or older.
- Title VII prohibits employer discrimination based on an employee's gender, race, ethnicity, national origin or religion.
- OSHA's 'General Duty Clause' (<https://www.osha.gov/laws-regs/oshact/section5-duties>) requires each employer to 'furnish to each of his employees' employment and a place of employment which are free from recognised hazards that are causing or are likely to cause death or serious physical harm to his employees.'
- Mental Health Parity and Addiction Equity Act (MHPAEA)
- Under MHPAEA, health benefit plans that cover mental health or substance use benefits cannot impose more restrictions on those benefits than what generally applies to comparable medical or surgical benefits.
- Mental Health Conditions and the Family and Medical Leave Act (FMLA)
- Under the FMLA, covered employers must provide up to 12 weeks of job-protected leave to eligible employees.
- Landmark cases include
 - Texas Bailey v. American General 1955: While liberal for its day, this decision, used as a precedent, subsequently denied Texas workers compensation for most stress-related injuries because it based the award on resulting physical rather than psychological illness.
 - Texas Carter v. General Motors 1960. This case expanded the limits by accepting psychological illness as a disabling injury.
- Colorado:
 - Colorado Revised Statutes Section 8-41-302 (2021) - "Injury" (<https://law.justia.com/codes/colorado/2021/title-8/article-41/part-3/section-8-41-302/#:~:text=Compensation%20may%20be%20awarded%20when,results%20in%20disability%20or%20death.>) Compensation may be awarded when job-related mental or emotional stress proximately causes an injury or occupational disease which results in disability or death. 'Accident', 'injury' and 'occupational

disease' shall not be construed to include disability or death caused by or resulting from mental or emotional stress, unless it is shown by competent evidence that such mental or emotional stress is proximately caused solely by hazards to which the worker would not have been equally exposed outside the employment.

- Landmark cases include

- City of Boulder v. Streeb, 706 P.2d 786 (Colo. 1985). Federal and Colorado law prohibits workplace harassment, including a hostile work environment, when the conduct is based on a legally protected class or trait – meaning race, colour, national origin, sex, sexual orientation, pregnancy, religion, disability or age. (<https://www.smurraylaw.com/practice-areas/civil-rights/harassment-hostile-work-environment/>)

The manifestation of a preexisting mental condition resulting from job-related mental or emotional stress is compensable. Ft. Logan Mental Health Center v. Walker, 723 P.2d 740 (Colo. App. 1986).

- California:

- (<https://www.polarislawgroup.com/blog/2023/september/can-you-sue-an-employer-for-workplace-stress-/>)

California labour code allows compensation for injuries caused by 'repetitive mentally or physically traumatic activities extending over a period of time, the combined effect of which causes any disability or need for medical treatment.'

- California Labor Code § 6400 – Employers are required to provide a safe and healthy work environment, including addressing known stress-related hazards.
- California Fair Employment and Housing Act (FEHA) – Prohibits workplace harassment, discrimination and retaliation based on protected characteristics, which can contribute to workplace stress.
- California Workers' Compensation – Employees who experience mental or emotional distress due to work-related stress may be eligible to file a workers' compensation claim.
- Occupational Safety and Health Administration (OSHA) – Employers must comply with OSHA regulations, which include addressing workplace stressors that could lead to physical or mental harm.
- A landmark case in California was
 - Alcorn v. Arbo Engineering, Inc., 468 P. 2d 216 (1970), California. The court ruled that the plaintiff adequately demonstrated that his work environment led to severe trauma and that the field superintendent fired him without just cause or provocation. In effect, it argued that the supervisor's words, style and actions constituted a 'sudden emotional event' sufficient to establish a valid claim for compensation.

URUGUAY

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws	Mandatory psychometrics
The most rights conscious nation in South America, Uruguay has several laws and policies to protect against discrimination, including Anti-discrimination laws - The constitution and laws prohibit discrimination based on race, ethnicity and gender. Gender equality laws include • Law 16,045, which prohibits discrimination in the workplace • Article 321 of the Penal Code, which makes domestic violence a distinct offence • Law 17,823, which gives juveniles the right to be treated equally Quota laws are in place to increase the representation of Afro-Uruguayan people in government and education: • 8% of government jobs must be allocated to Afro-Uruguayan candidates. • 8% of scholarship and student support programmes must be allocated to Afro-Uruguayans. Other efforts include The Ministry of Labour's Tripartite Equal	The national OSH legislation covers all branches of economic activity. The law provides a list of recognised occupational diseases. Employers must take safety and security measures for workers in order to prevent accidents arising from the use of machinery and overall deficiencies in the facilities. The law states a general duty that workers exposed to risk factors (chemical, physical, biological and ergonomic) must undergo a medical check prior to admission to work, and periodic medical checks according to the nature of work activities. Employers must inform and train workers about risks related to tasks carried out in the workplace and their prevention. In workplaces with 100 or more workers, internal Occupational Safety Services shall be established. The Ministry of Labour may require the establishment of Occupational Safety Service in other cases according to the risks of the workplace. Employers do not have a duty to consult workers on	Uruguay has made efforts to accommodate people with disabilities in the workplace, including Employment quotas: The law includes a 4% quota for hiring people with disabilities in the public and private sectors. Government policy: The government has worked to make more places physically accessible. Interpreters: The government provides interpreters for Uruguayan Sign Language (LSU). However, there are still gaps in support systems for people with disabilities in Uruguay, including Personal assistance: The government provides personal assistants to some people with disabilities, but the programme is limited by age and number of hours. Access to assistive devices: Many people who need assistive devices are unable to access them. Lack of support for independent living: The programme for personal assistance does not provide services for everyone who needs them for independent living. Law 18.651 aims to protect people with disabilities by ensuring their access to medical care, education, rehabilitation, social	Uruguay has protections for mental health in the workplace, including The Mental Health Policy - Uruguay's mental health policy was last revised in 1986 and includes human rights protection for users. The policy aims to improve access to mental health services, develop community mental health services and reduce the size of large mental hospitals. Law 18.651 aims to protect people with disabilities by ensuring their access to medical care, education, rehabilitation, social security and benefits. The Law aims to 'establish a comprehensive protection system for people with disabilities, aimed at ensuring their medical care, their education, their physical, mental, social, economic and professional rehabilitation, and their social security coverage, as well as granting them benefits, social security and incentives' (translated). The law outlines inclusion procedures, such as vocational training programmes for people with disabilities.	Uruguay's right to disconnect law gives employees the right to disconnect from work outside of normal work hours. The law includes the following requirements: Employers with 20 or more employees must implement the right to disconnect for all employees. Collective bargaining agreements - Employers can implement the right to disconnect through a collective bargaining agreement (CBA) or their work rules. Minimum disconnection - There must be a minimum of eight continuous hours between one working day and the next.	Psychometric tests are used in Uruguay for gifted education and are mandatory at the beginning of each school year. Psychometric tests can be used for a variety of purposes, including Talent assessment, which can include personality, behaviour, cognitive and aptitude assessments. These tests can help identify high-potential employees, and can be used for skill-gap analysis, succession planning and leadership development. Cognitive assessments can help identify candidates with the thinking skills needed for a particular role. Cognitive assessments can include a variety of question formats, such as numerical, abstract and verbal.

Employment Opportunities Commission, which promotes gender equality in the workplace. However, some challenges remain: The Afro-Uruguayan minority still faces discrimination, poverty and lower levels of education. Women still face discrimination in employment, pay, credit, education, housing and business ownership.	risks associated with their work; however, workers or their representatives have the right, in accordance with national law and practice, to consult and make OSH-related recommendations to the employer. Specific hazards or risks covered include biological, chemical, physical and ergonomic hazards. Psychosocial hazards are included sometimes.	security and benefits. The Law aims to 'establish a comprehensive protection system for people with disabilities, aimed at ensuring their medical care, their education, their physical, mental, social, economic and professional rehabilitation, and their social security coverage, as well as granting them benefits, social security, and incentives' (translated). The law outlines inclusion procedures, such as vocational training programmes for people with disabilities.			
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LEGISLATION, REGULATIONS AND DIRECTIVES

The general OSH regulation is Law No. 5.032, adopted in 1914, which is the primary legal source for the prevention of accidents for all industries. The Decree 680/977 implements the ILO Conventions No. 81 and 129, and the Decree No. 291/007 implements the ILO Convention No. 155, providing the minimum compulsory provisions for management, prevention and protection against risks derived from commercial, industrial, rural or service activities. Additionally, Decree No. 83/996 establishes the National Occupational Safety and Health Council.

MAIN SOURCES USED:

<https://nearshoreamericas.com/uruguay-law-regulate-remote-working/#:~:text=Interestingly%2C%20the%20law%20includes%20the%20right%20to,from%20work%20outside%20of%20normal%20work%20hours>
https://webapps.ilo.org/dyn/legosh/en/?p=14100:1100:0::NO:1100:P1100_ISO_CODE3,P1100_SUBCODE_CODE,P1100_YEAR:URY.,2013:NO
<https://www.hrw.org/report/2024/09/25/i-too-wish-enjoy-summer/gaps-support-systems-people-disabilities-uruguay#:~:text=Provision%20of%20Personal%20Assistance,Uruguay%2C%20including%20Salto%20and%20Tacuaremb%C3%B3>

VIETNAM

Mandatory psychometrics not applicable

Protection from discrimination	Workplace safety and health	Accommodations for disabilities	Mental health protections	Right to disconnect laws
Vietnam's labour code protects employees from discrimination based on race, gender, ethnicity, disability and more. It also requires equal pay for equal work. Every individual is protected by the law in terms of political rights, personal rights and property. Since 2013, the Vietnamese legal system has been continuously developed to ensure the rights and legitimate interests of ethnic minorities. Public service - The 2019 amendment to the law on officials and civil servants prohibits discrimination based on ethnicity and religion in public service. Gender equality - Vietnam has a law on gender equality, and the Constitution of 1992 confirms the value of women's rights. Legal gender recognition - Vietnam's Civil Code allows transgender people who have undergone sex reassignment surgery to change their legal gender marker in official documents. Hate speech - The police force has a taskforce to detect and delete hate speech online. However, some say that Vietnam still has issues with discrimination.	Health and Safety at Work Act Employer responsibilities include ensuring that their workplace is safe and free of health and safety risks. This includes • Maintaining facilities, equipment and work systems • Identifying hazards through risk assessments • Providing personal protective equipment (PPE) • Training employees on workplace hazards • Notifying employees of their health and safety responsibilities Employee responsibilities - Employees are responsible for following safety standards and instructions from their employer. Supervisor responsibilities - Supervisors are responsible for ensuring a safe workplace and taking action to address health and safety risks. This includes • Always being present • Suspending the use of unsafe equipment and preventing dangerous situations	Vietnam has laws and policies that require employers to provide reasonable accommodations for employees with disabilities. Employers must make reasonable adjustments to help employees with disabilities work and participate in training on the same basis as other employees. This can include modifying equipment or devices, restructuring jobs or adjusting work schedules. The 2012 Labour Code includes disability-friendly articles and a chapter of disability-specific articles. The National Law on Disability includes the establishment of the National Coordinating Council on Disability (NCCD) and the enactment of the barrier-free access code. Convention 159 - In 2019, Vietnam ratified the International Labour Organisation's (ILO) Convention 159 on Vocational Rehabilitation and Employment of persons with disabilities. Some examples of accommodations include • Replacing the start-up function of sewing machine feet pedals with hand motions so they can be operated by workers with leg and feet disabilities • Providing readers and interpreters • Making the workplace readily accessible to and usable by people with disabilities.	The 1989 Law on Protection of People's Health protects the rights of the mentally ill, including when a doctor needs consent from a relative before treatment and when involuntary treatment is permitted. The government has approved policies to promote mental health, including the National Strategy on People's Care and Protection and the endorsement of the WHO Mental Health Action Plan. The National Target Programme for Mental Health (NTPMH) under the Ministry of Health does provide for free medical care in most areas of Vietnam, but almost exclusively focuses on clinical schizophrenia, epilepsy and (in a few pilot areas) depression. The Labour Code requires companies to act against harassment and discrimination. Failure to comply can result in legal consequences. Some ways companies can support mental health in the workplace include Leadership - Integrating mental health into policies and demonstrating a commitment to mental health at work Resources - Investing in resources to improve mental health at work, such as establishing dedicated budgets Non-discrimination - Implementing non-discrimination policies at work Participation - Consulting with workers and their representatives about mental health Evidence - Using the latest evidence to guide mental health action	Vietnam does not have a national law that defines the right to disconnect. However, there is recognition of a need to regulate it.

COMMENTS

- Mental health care in Vietnam is still limited to severe conditions, and there is a lack of coordination between schools and local psychiatric services. There is also stigma around seeking mental health services, and psychology is a relatively new field in Vietnam. Based on the context, the four key challenges in Vietnam are
 - the lack of mental health policy and legislation
 - inappropriate service organisation and planning
 - human resource shortages
 - lack of evidence-based interventions

MAIN SOURCES USED:

<https://disabilityin.org/country/vietnam/#::~text=Accessibility%20Requirements,lower%20that%20many%20employers%20believe%E2%80%9D>

<https://www.ohchr.org/en/news/2023/11/dialogue-viet-nam-experts-committee-elimination-racial-discrimination-commend#::~text=Children%20were%20taught%20to%20respect,conducted%20before%20and%20was%20reclaimed>

<https://www.internationalsosfoundation.org/resources/vietnam-duty-of-care-and-occupational-health-and-safety-vn>