1. **Collective Bargaining**

   Through collective bargaining with employers, unions can ensure that companies are developing adequate resources for the mental health of their staff and fostering a healthy workplace.

2. **Address Discrimination**

   Discrimination based on mental health is as unacceptable as any other form of discrimination.

3. **Develop Safe Spaces**

   Workplaces with safe spaces to talk about mental health issues will be healthier and more productive if workers are comfortable.

4. **Negotiate Proper Frameworks**

   Without proper frameworks and policies for remote working, workers suffer - proper implementation of workers’ right to disconnect will lead to less problems related to stress and anxiety.

5. **Reduce the Stigma**

   Unions can help reduce the stigma around mental health by creating open spaces and campaigns to talk about stress management and self-care to help workers feel more comfortable about voicing their concerns and needs.

6. **Prioritise Wellness**

   Remind workers that building good, healthy habits can improve both physical and mental health.

7. **Make Resources Available**

   Workers suffering from stress, burnout or other mental health issues should have readily available resources and tools to get them the help and support they need.

8. **Prioritise Confidentiality**

   A trade union rep can provide confidential support and signposting to advice, without the formality of speaking to a HR officer or manager.

9. **Provide Training**

   Unions can provide training on how to deal with anxiety, stress and other disorders, especially at the time of Covid-19 when an increasing number of workers are feeling the pressure of working in a pandemic.

10. **Raise Awareness**

    Unions can raise awareness and point workers to local mental health support service.

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