

## Investing in Minds: A Financial Framework for Mental Health and Well-Being in the Workplace

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**Abstract :** The "Investing in Minds: A Financial Framework for Mental Health and Well-Being in the Workplace" project aims to address the pressing mental health challenges faced by employees in modern workplaces. Recognizing the significant impact of mental health on productivity, employee engagement, and overall organizational performance, this initiative proposes a structured approach that includes comprehensive needs assessments, evidence-based interventions, and robust evaluation frameworks. Key components, such as employee assistance programs (EAPs) and wellness initiatives, are designed to foster a supportive workplace culture and promote healthy behaviors. By prioritizing mental health, organizations can expect substantial benefits, including reduced healthcare costs, improved employee retention, and enhanced productivity. This project aligns with the goals of the International Labour Organization (ILO) and emphasizes the importance of integrating mental health strategies into organizational policies. Through effective communication and a commitment to continuous improvement, "Investing in Minds" seeks to create a sustainable framework for mental health support, ultimately contributing to a healthier workforce and better business outcomes.

**Keywords :** mental health, workplace well-being, employee assistance programs, evaluation framework

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