**RESOLUTION**

**adopted by International conferencing**

**"Burn out - challenge to the 21st century: ways of its correction in the medical, psychological and pedagogical practice”**

 We, the participants of International conferencing "Burn out - challenge to the 21st century: ways of its correction in the medical, psychological and pedagogical practice” gather from 1 to 2 of October, 2015 in Moscow:

* draw on expertise and experience of prevention and prophylaxis of "Burn out" accumulated in the world practice;
* considering the real possibilities of the development of scientific and practical community in Russia, Europe and Asia;
* recognizing the fact that the “Burn out” is one of the most dangerous and typical of all sectors of the economy occupational diseases;
* confirming that “Burn out” in workers occurs as a result of internal accumulation of negative emotions without any proper "unloading" or "liberation" from them;
* aware of negative effects that burnout has on both economic performance, discipline and health of workers;
* noting that workers who suffer from burnout, have to spend additional money on health care;
* arguing that the lack of mechanisms for protecting workers’ rights violates human dignity;
* convinced that the human rights based approach to ensuring the integration and full participation of people who survived of a burnout in society should be incorporated in all relevant policy areas at international, national, regional and local levels;
* emphasizing the need to mainstream "Burn out" issues in all sectors human economic activity through coherent policies and coordinated action;
* proceeding from the principles of importance of establishing partnerships in the international format for the implementation of actions to develop a common understanding conception of "Burn out" and its mechanisms;
* aware by now there is a crying need and form requisite conditions for the replacement of traditional existing level research at a higher burnout, allows us to consider this phenomenon in as read in conjunction with its structural, functional and dynamic aspects;

 **Recommends that the social dialogue parties: the government, employers and trade unions having due regard to their specific national, regional or local structures:**

* integrate as appropriate in their policies, legislation and practice the principles of social responsibility and implement the actions aim at designed at achieving the agreed objectives related to the prevention of "Burn out" of the working persons;
* ensure protection and promotion of human rights and fundamental freedoms, as well as use of them in full;
* supporting the implementation of rehabilitation and reintegration complex programs of people who are endangered to suffer from a “Burn out”;
* facilitated the identification of new problems connected with "Burn out" and finding solutions;
* having regard to necessity of early diagnosis and treatment, of representatives of different professional groups, provide for effective measures for the prevention, detection and diagnosis "Burn out";
* assure to provision of training for relevant professionals who providing services for people who have suffered from "Burn out", and for preventing "Burn out" of different sectors of the economy;
* developed taking into account the initiatives and proposals presented at the conference a new framework for a national policy based on a partnership between stakeholders (government, employers and trade unions), which will set out the strategic objectives and priority issues for the protection of working people from the "Burn out ";
* enhance the analytical, statistical and research work on the study of "Burn out" of the workers;
* support a regular research and sharing of positive experience in burnout prevention.

 **Finally, we thank the training and research Center of Moscow trade union Federation for the excellent organization of the Conference and their generous hospitality.**