

# Managing psychosocial risks at work in the EU

**Summer School Workshop on Psychosocial Risks  
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# EU Policy background

## The EU Framework Directive (89/391)

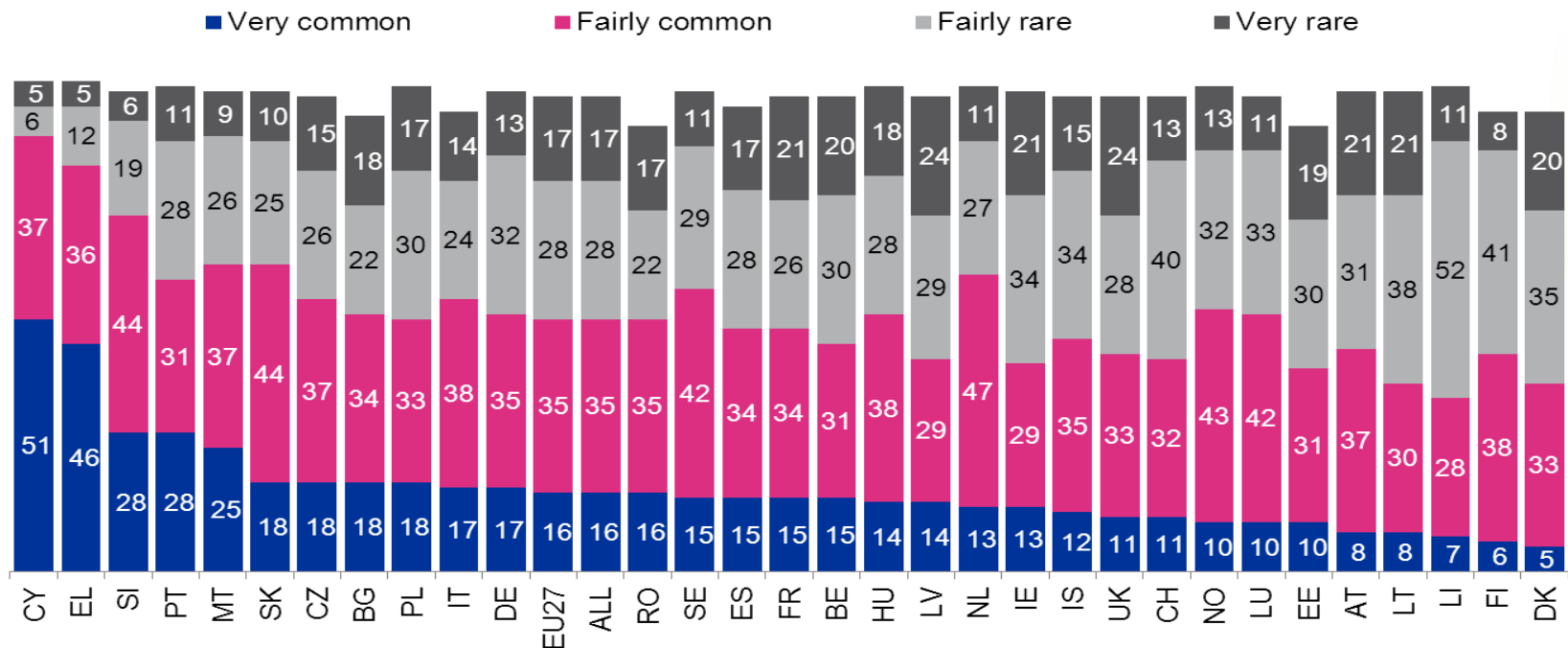
- Creates a legal obligation on employers to protect their workers by avoiding, evaluating and combatting risks to their safety and health
- This includes psychosocial risks in the workplace which can cause or contribute to stress or mental health problems

## EU Social Partners Agreements

- Framework Agreement on Work-Related Stress (2004)
- Framework Agreement on Violence and Harassment at Work (2007)

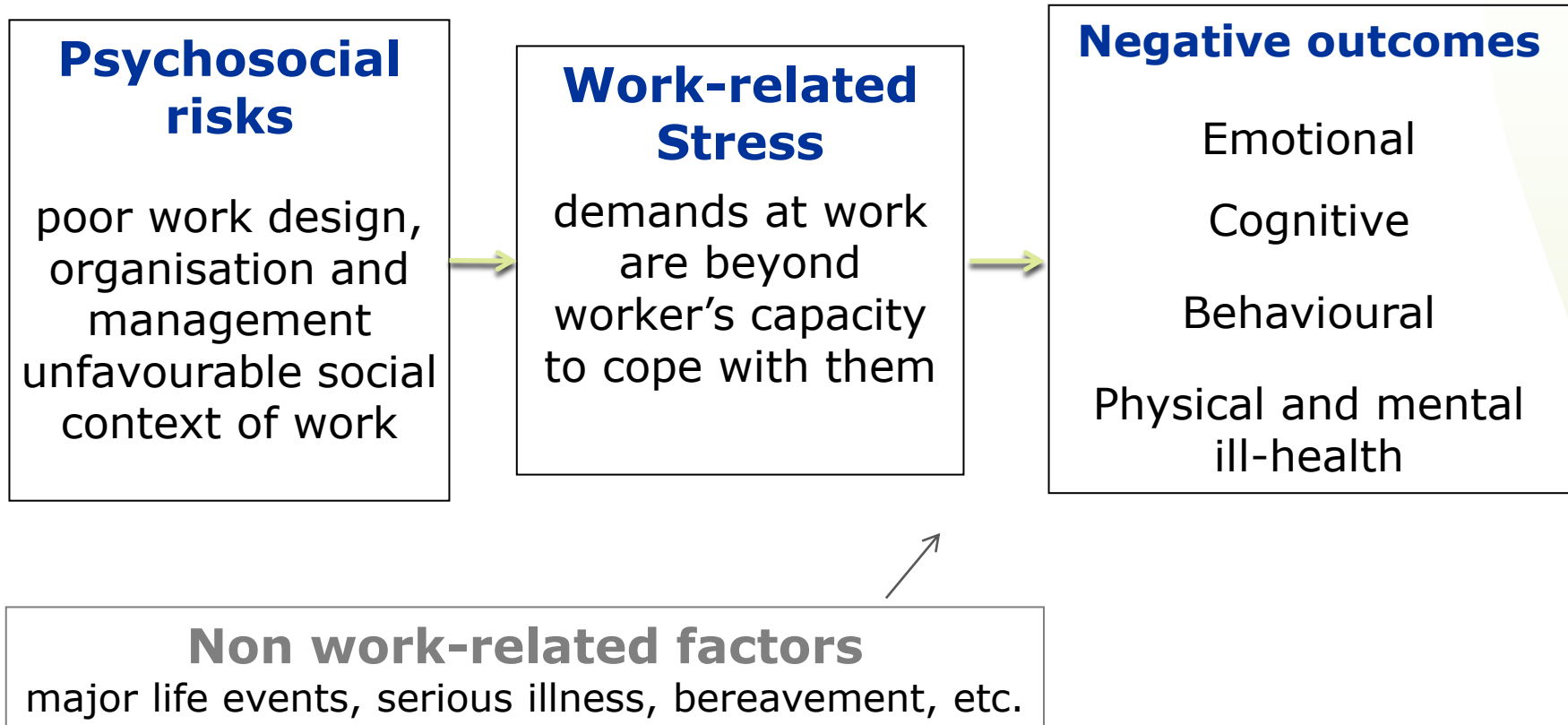
## ➤ Different national approaches

# How common are cases of work-related stress in your workplace? (%) (EU-OSHA, 2013)



- Main causes:** job reorganization and job insecurity, long hours and workload, harassment and violence, lack of support.
- Eurobarometer (EC, 2014):** 27% respondents suffered from stress, depression or anxiety caused by or worsened by work (last 12 months).

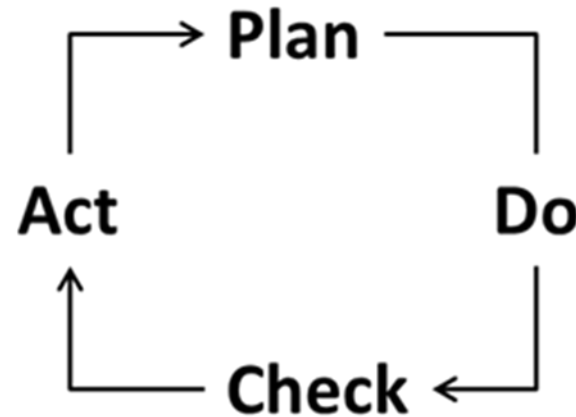
# Psychosocial risks, stress and health



# Managing psychosocial risks: how to start

- **Managing stress and psychosocial risks involves the same basic principles and processes as for other workplace hazards**

- 1) Raising awareness
- 2) Assessing risks
- 3) Developing an action plan
- 4) Monitoring and evaluation



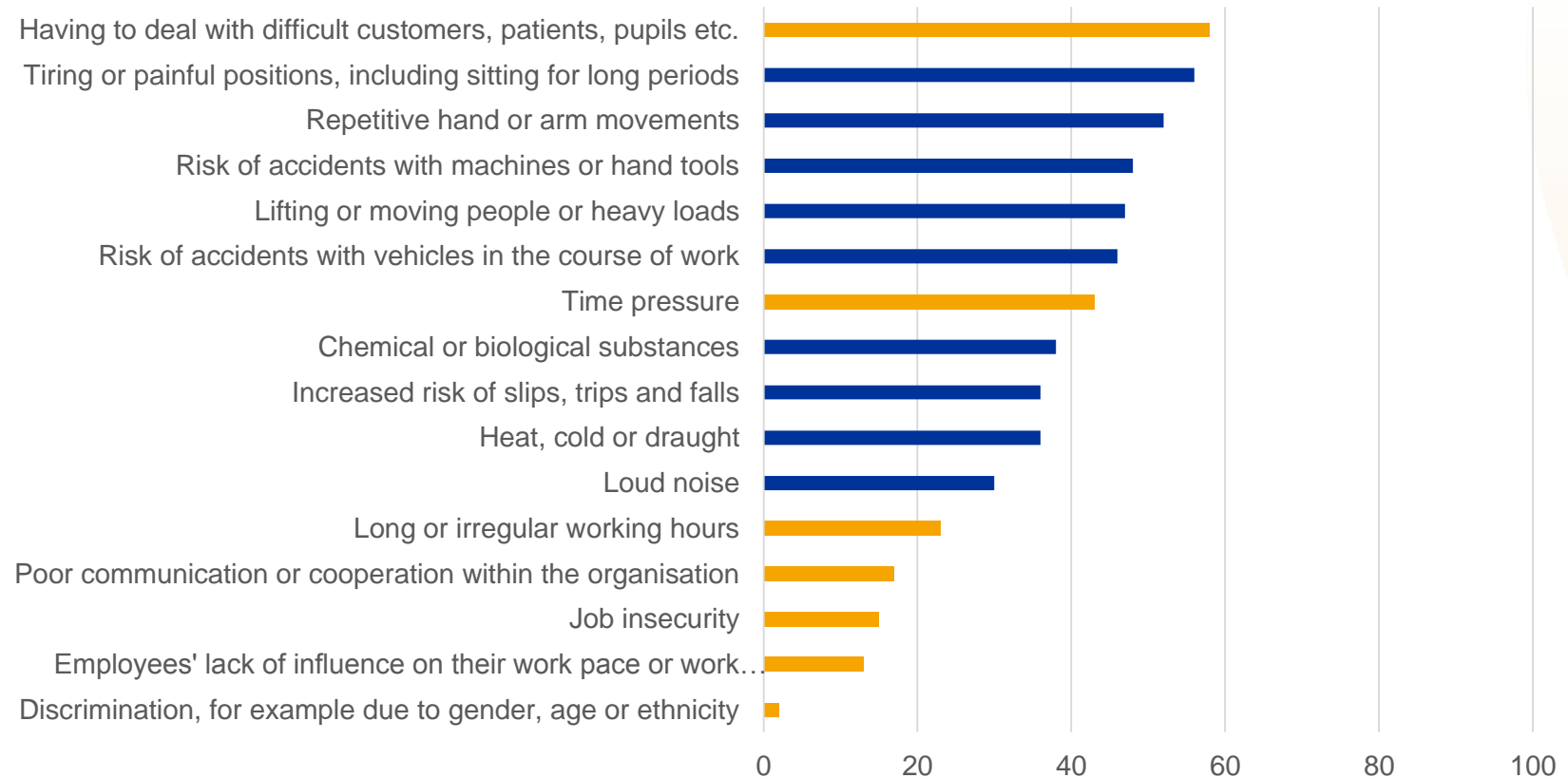
- **Leadership and worker participation is crucial**
- **Holistic approach the most effective**

# European Survey of Enterprises on New and Emerging Risks (ESENER)

Geographical coverage	ESENER-1	ESENER-2
Countries	Total of 31: EU-28 + Turkey, Norway, Switzerland	Total of 36: ESENER-1 + Albania, Iceland, Macedonia, Montenegro and Serbia
Establishments surveyed	30,000	49,000
National versions of questionnaire -Adapted for language and national OSH terminology	41	47
Proportion of workplaces covered	ESENER-1	ESENER-2
Smallest business size	10 workers	5 workers
Sector	All, including public, <u>except</u> agriculture and fishing	All, including public <u>and</u> agriculture and fishing

# ESENER-2 – Risk factors present in the establishment

(% establishments, EU-28)

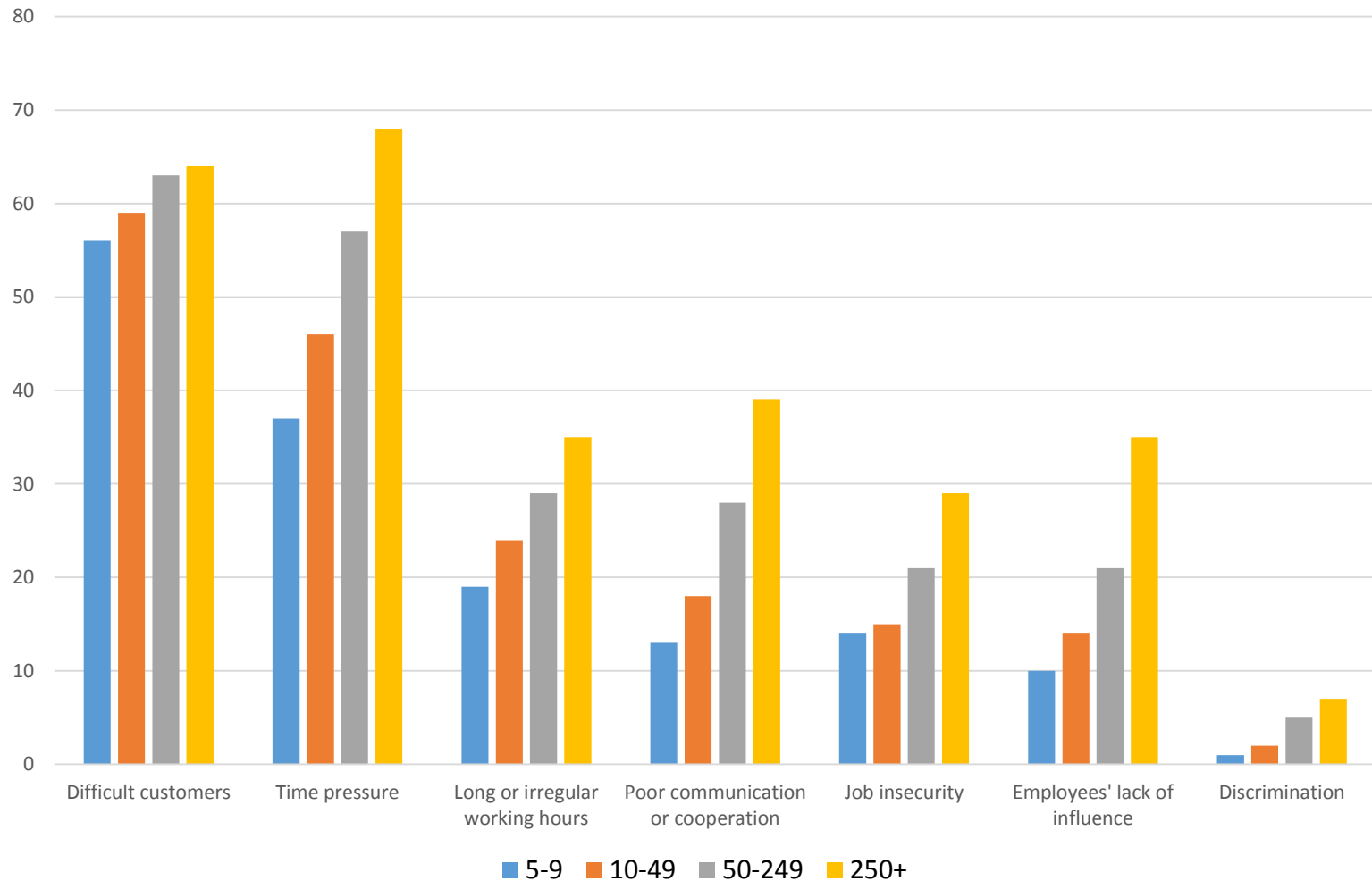


Base: all establishments in the EU-28.

Note: psychosocial risk factors shaded in orange.

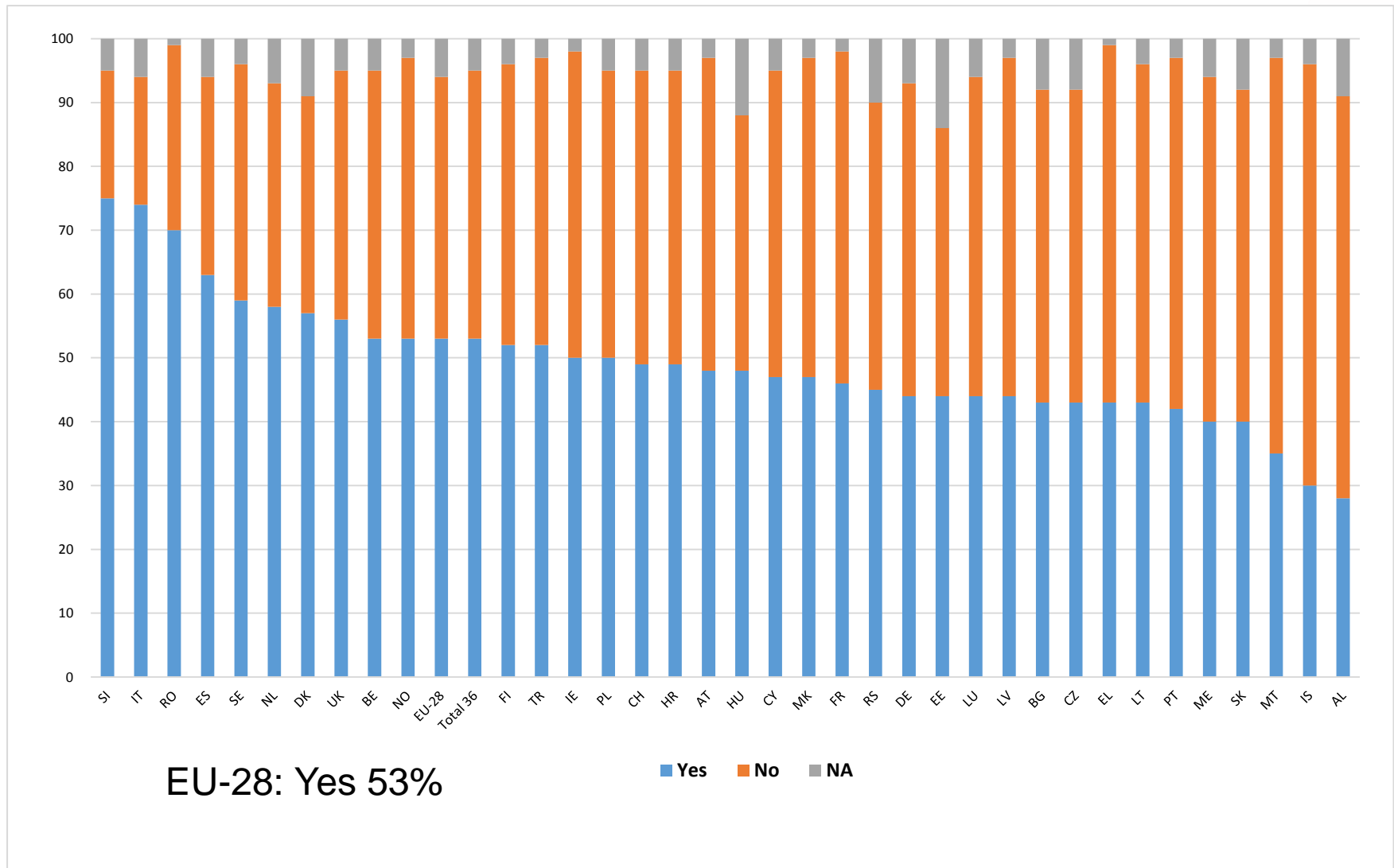
<https://osha.europa.eu/en/surveys-and-statistics-osh/esener/2014>

# ESENER-2 - Psychosocial risk factors by establishment size (% establishments, EU-28)

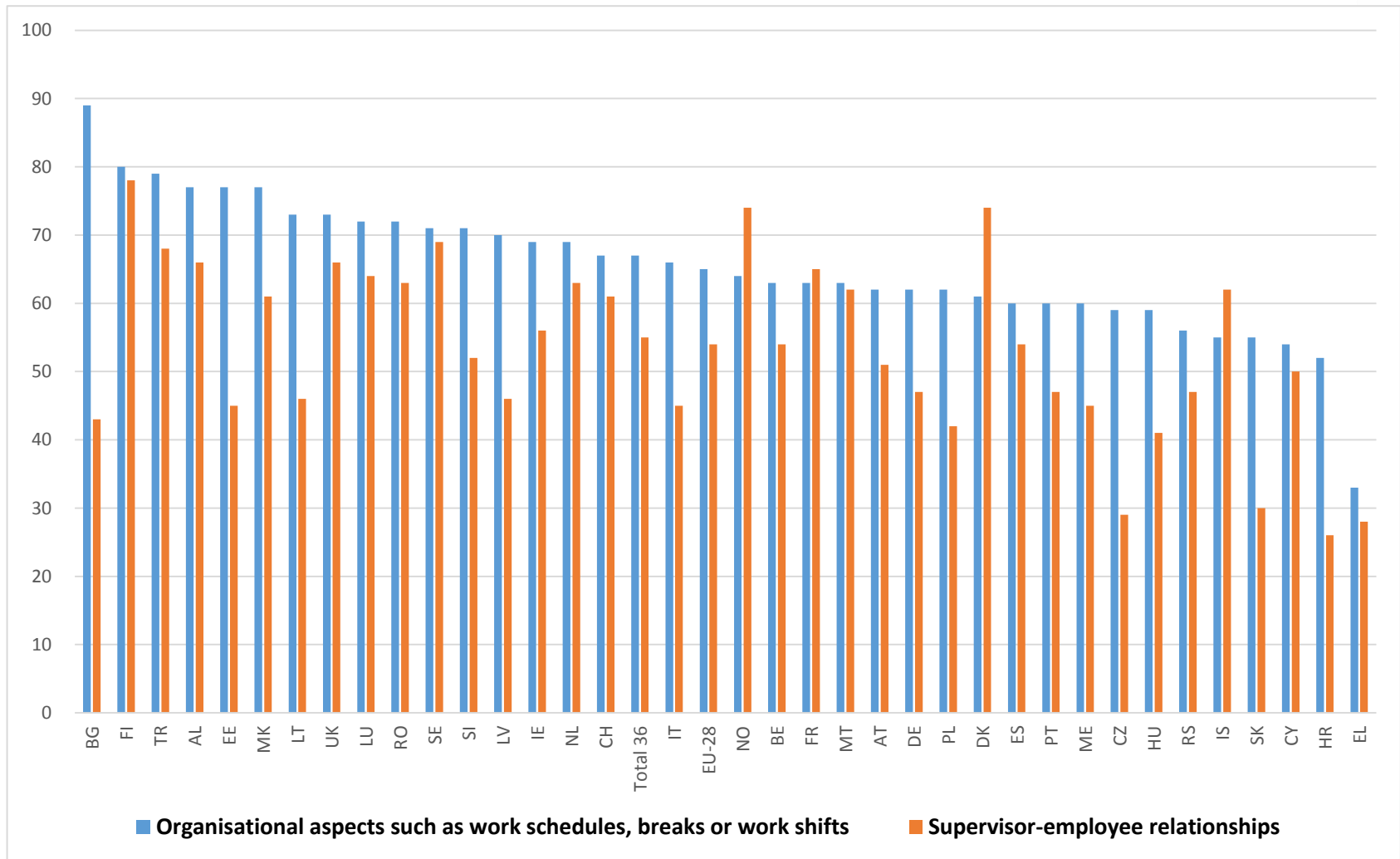




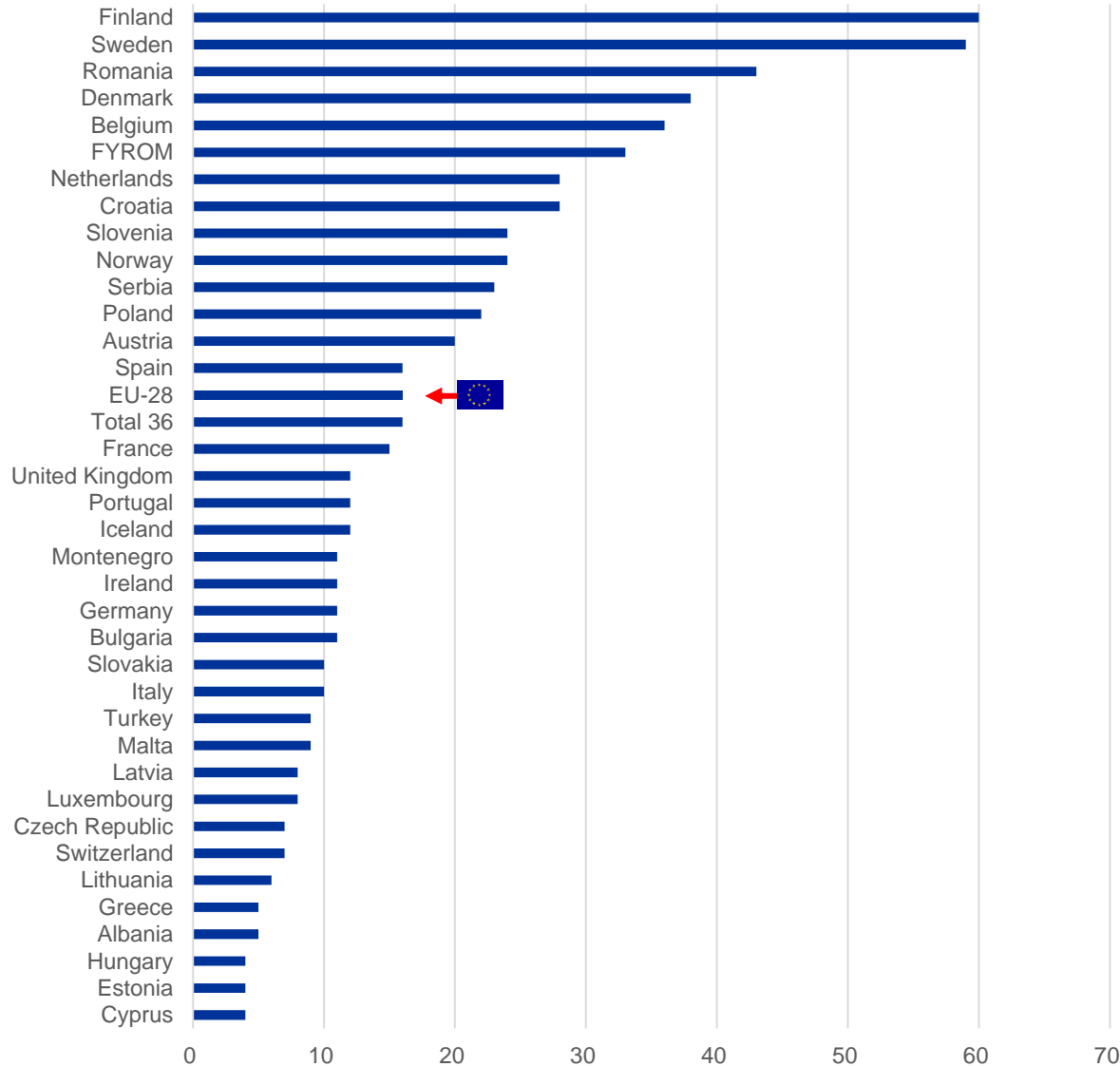
# ESENER-2 – Having enough information on how to include psychosocial risks in risk assessment (% establishments)



# ESENER-2 – Are ‘organisational aspects such as work schedules, breaks or work shifts’ and ‘supervisor-employee relationships’ routinely evaluated in the risk assessments? (% establishments)

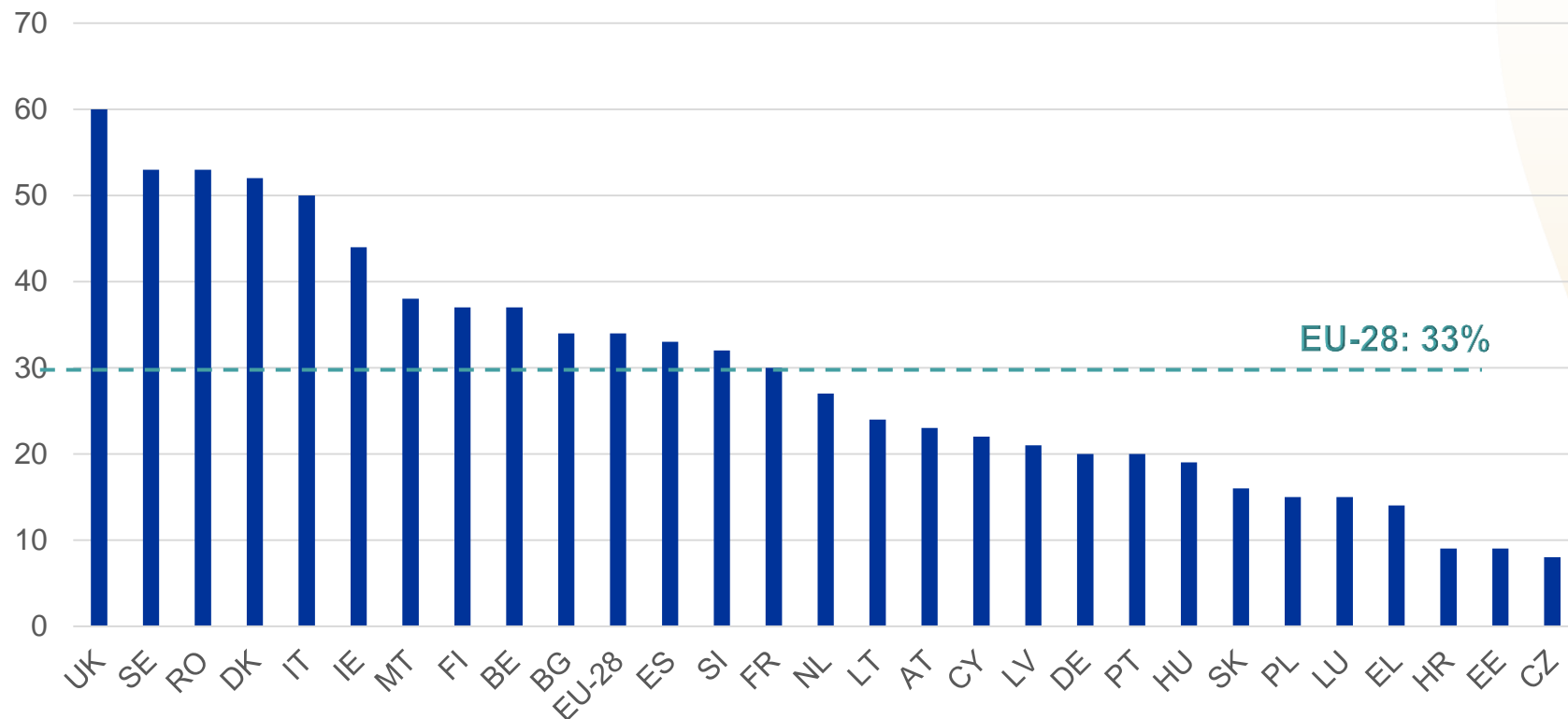


### 3. ESENER-2 - Use of a psychologist, in-house or contracted externally, by country (% establishments).



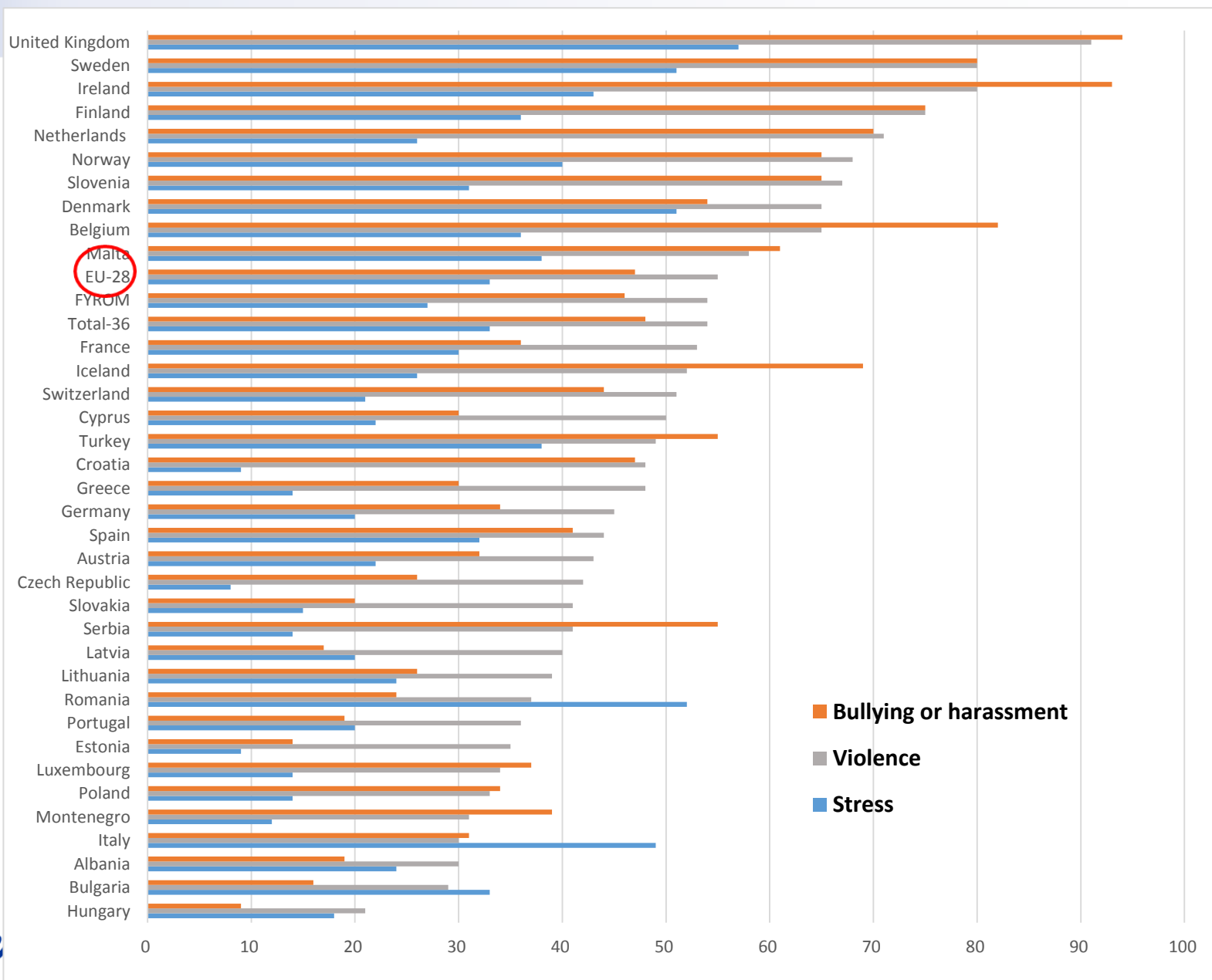
# ESENER-2: Action plan to prevent work-related stress

(% establishments)

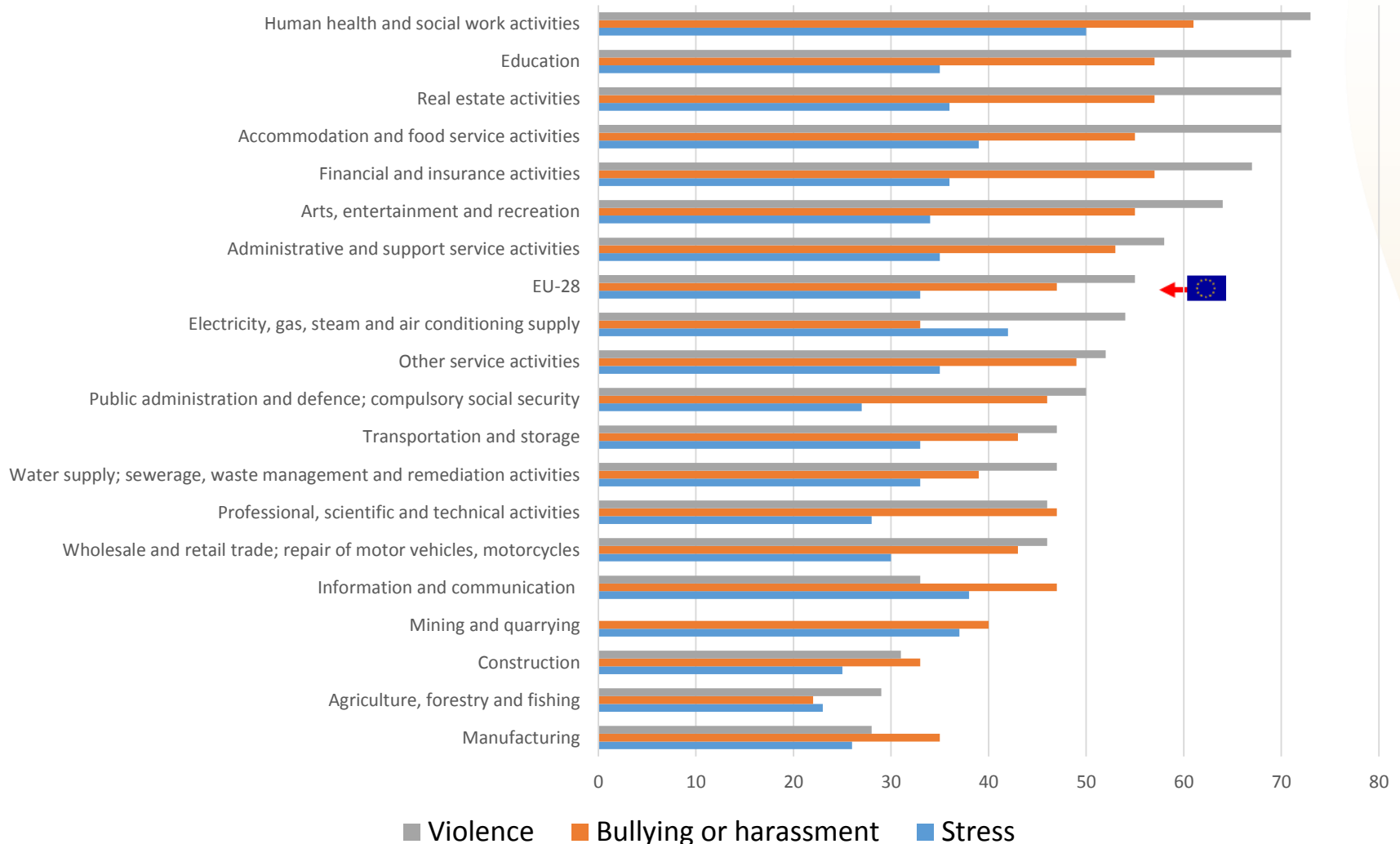


Base: establishments in the EU-28 with 20 or more workers.

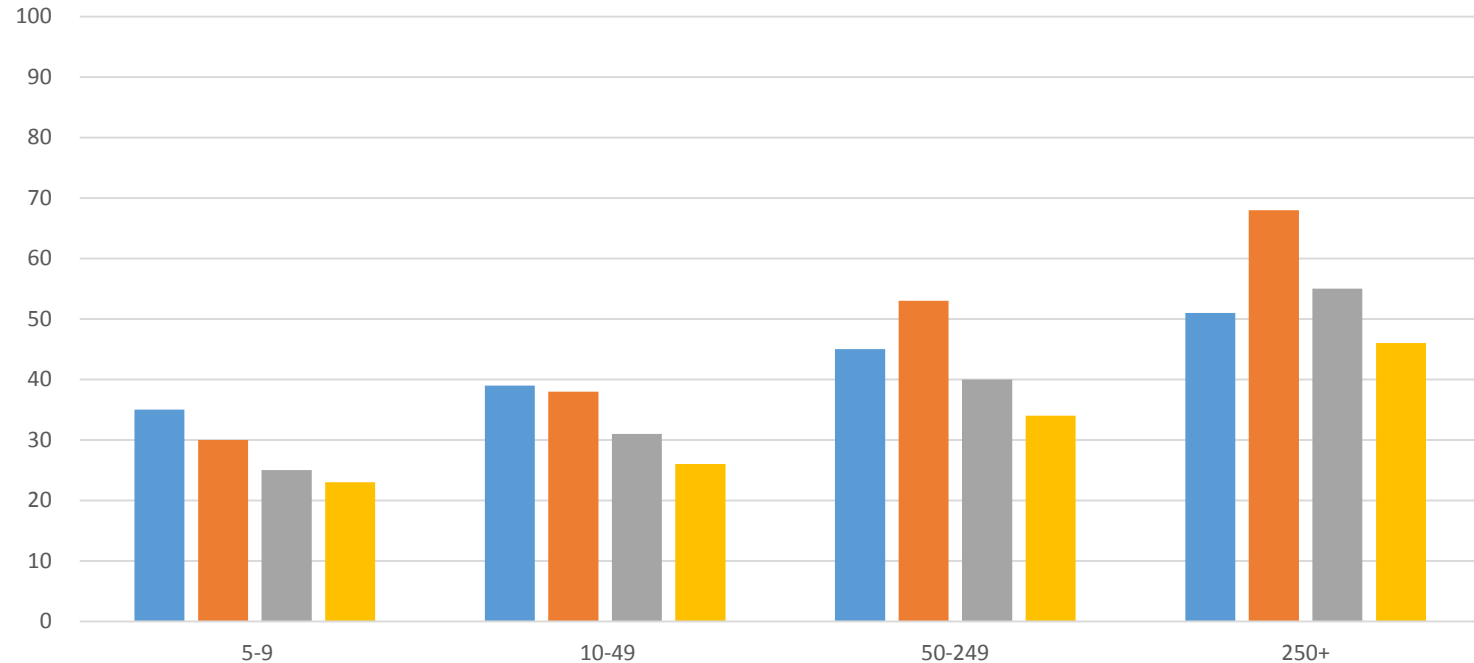
# ESENER-2: Procedures to deal with psychosocial risks



# ESENER-2 - Action plan to prevent work-related stress and procedures in place to deal with bullying or harassment and cases of threats, abuse or assaults (% establishments, EU-28)

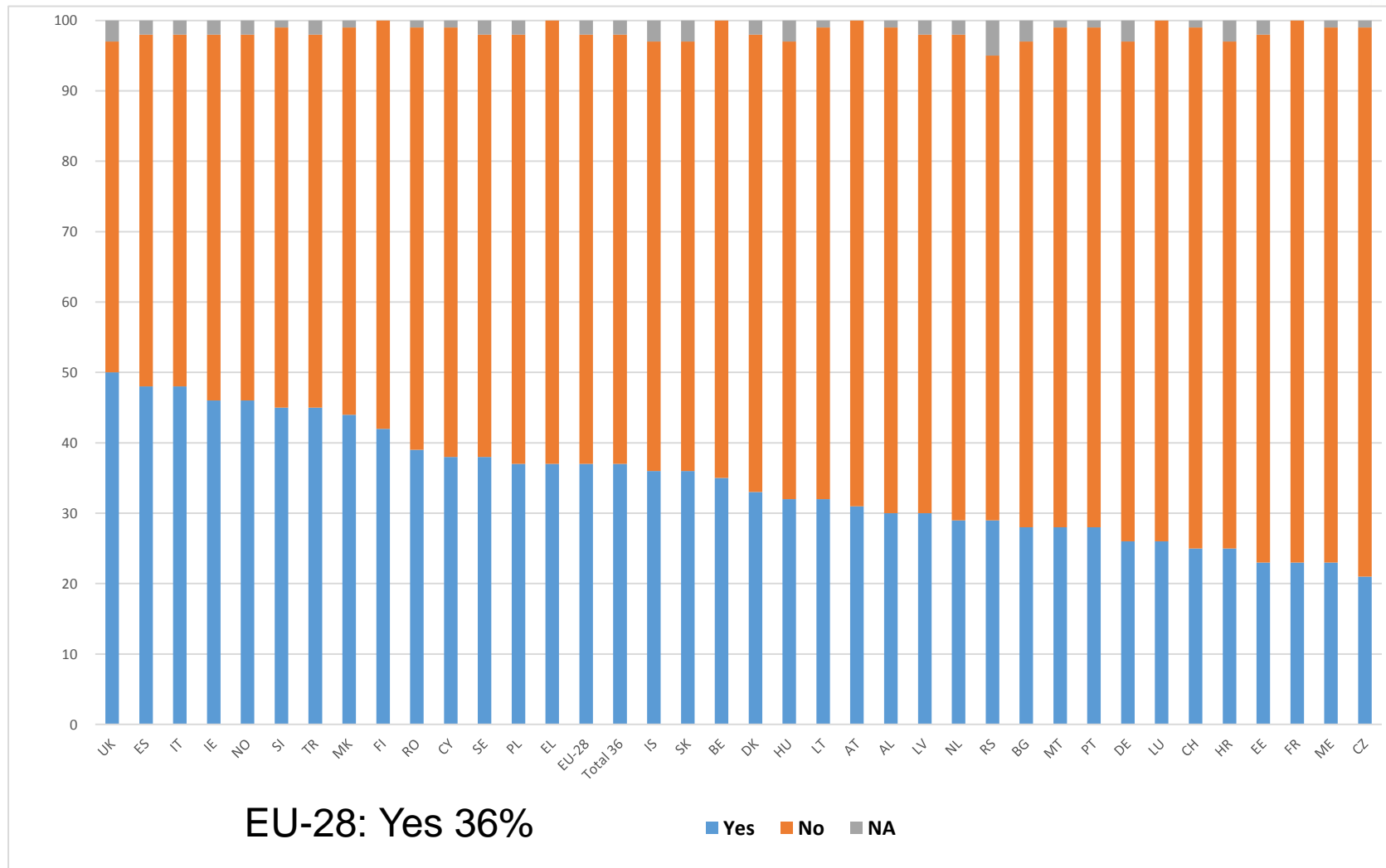


# ESENER-2 - Measures taken to prevent psychosocial risks during last 3 years (% establishments, EU-28)



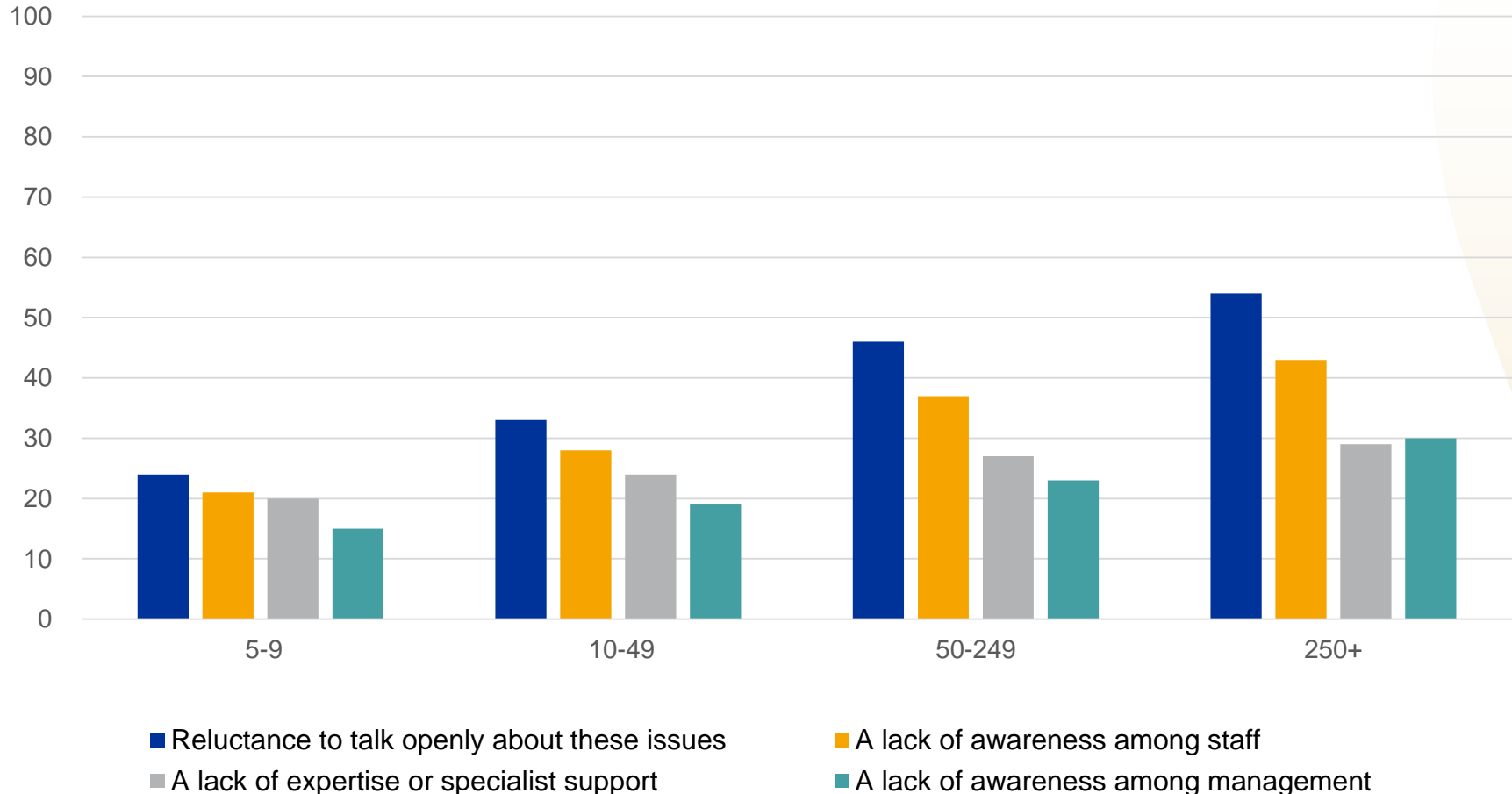
- Reorganisation of work in order to reduce job demands and work pressure
- Confidential counselling for employees
- Set-up of a conflict resolution procedure
- Intervention if excessively long or irregular hours are worked

# ESENER-2: Providing employees with training on psychosocial risks (% establishments)





# ESENER-2 - Difficulties in addressing psychosocial risks, by establishment size (% establishments, EU-28)



Base: establishments in the EU-28 that report at least one psychosocial risk factor to be present in their establishments.

# Healthy Workplaces Campaign 2014-15

[www.healthy-workplaces.eu](http://www.healthy-workplaces.eu)

(available in 25 languages)

- Campaign guide and leaflets
- Infographics, video, PPT
- Reports
- Figures (ESENER)
- E-guide for managing psychosocial risks and stress
- Napo film



# Thank You!



**EU-OSHA: [www.osha.europa.eu](http://www.osha.europa.eu)**

**Healthy Workplaces Manage Stress: [www.healthy-workplaces.eu](http://www.healthy-workplaces.eu)**

**ESENER: [www.esener.eu](http://www.esener.eu)**