

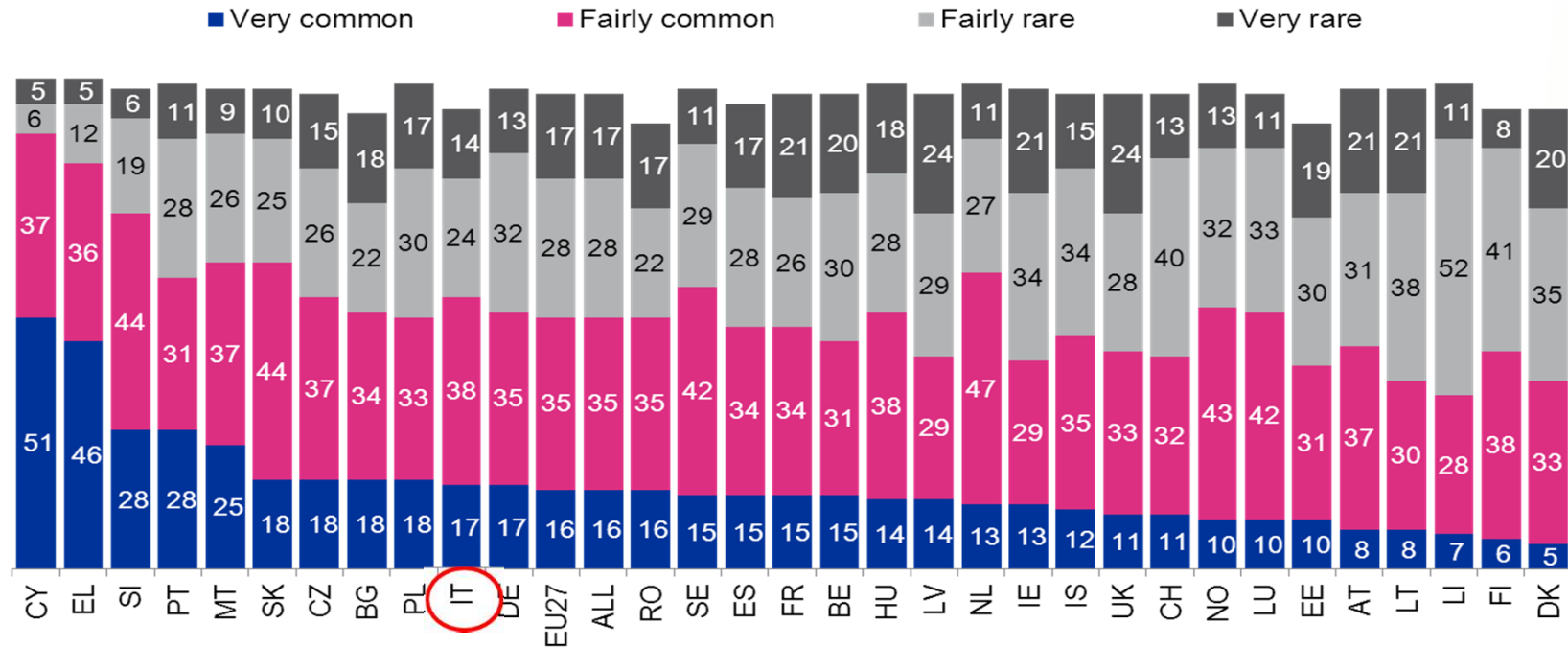
Managing psychosocial risks at work in the EU

‘La gestione del rischio stress lavoro-correlato: esperienze, monitoraggio e prospettive di sviluppo’, 14 July 2016, Rome

Dr Malgorzata Milczarek, European Agency for Safety and Health at Work



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



- **Eurobarometer (2014):** 27% respondents suffered from stress, depression or anxiety caused by or worsened by work (last 12 months).

EU Policy background

The EU Framework Directive (89/391)

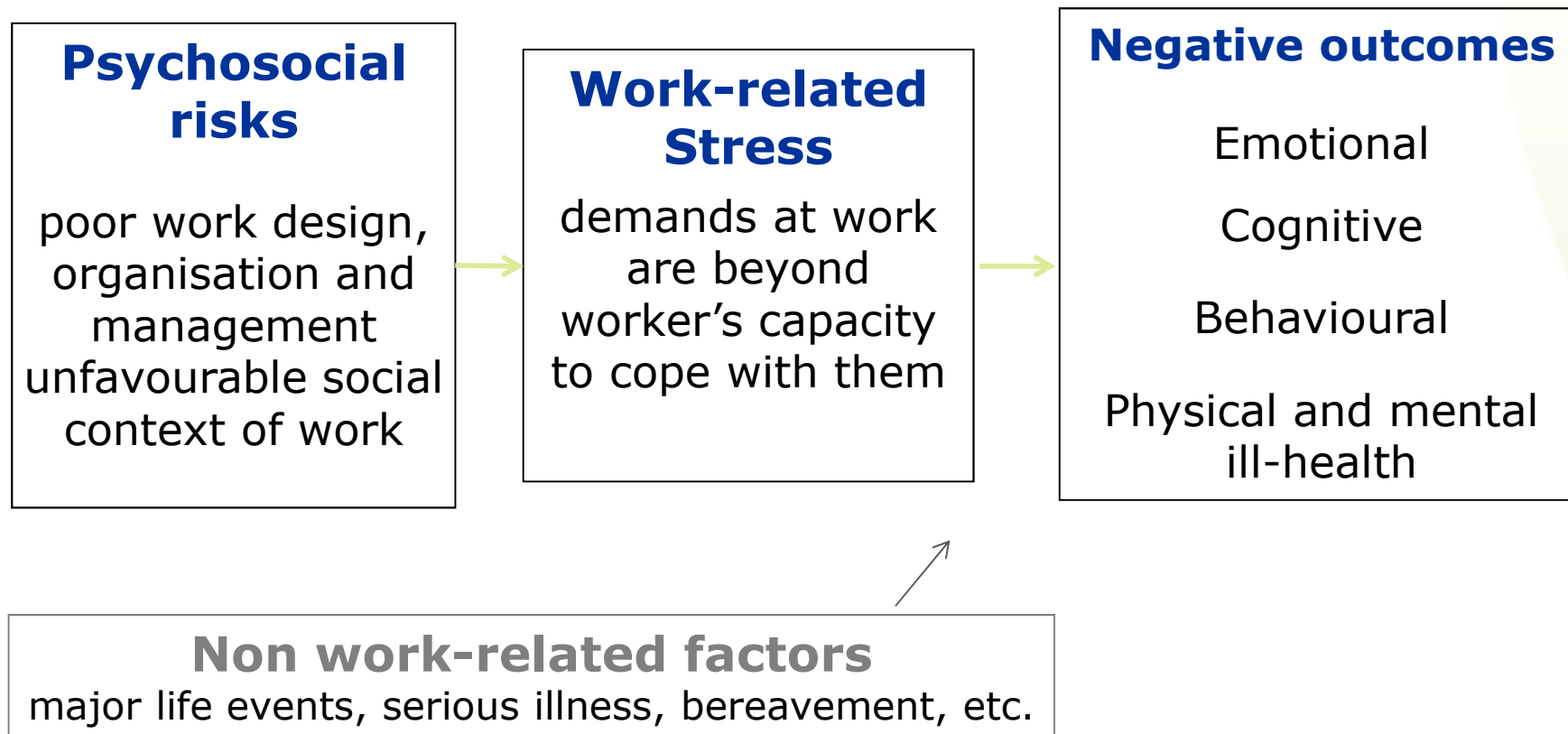
- Legal obligation to protect workers by avoiding, evaluating and combatting risks to their safety and health
- This includes psychosocial risks in the workplace which can cause or contribute to stress or mental health problems

EU Social Partners Agreements

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

➤ Different national approaches

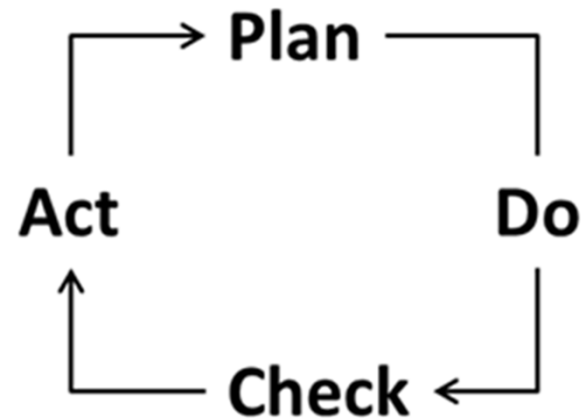
Psychosocial risks, stress and health



Psychosocial risk management

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

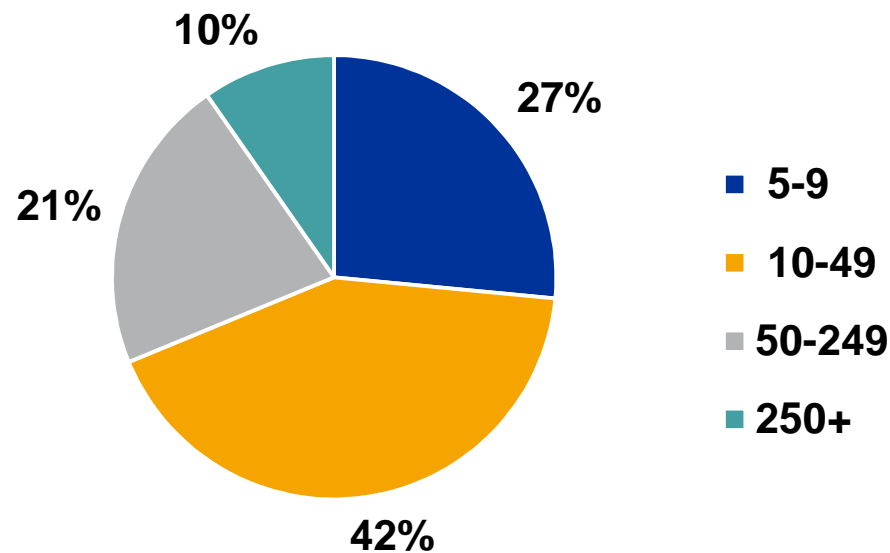
- 1) Raising awareness
- 2) Assessing risks
- 3) Developing an action plan
- 4) Monitoring and evaluation



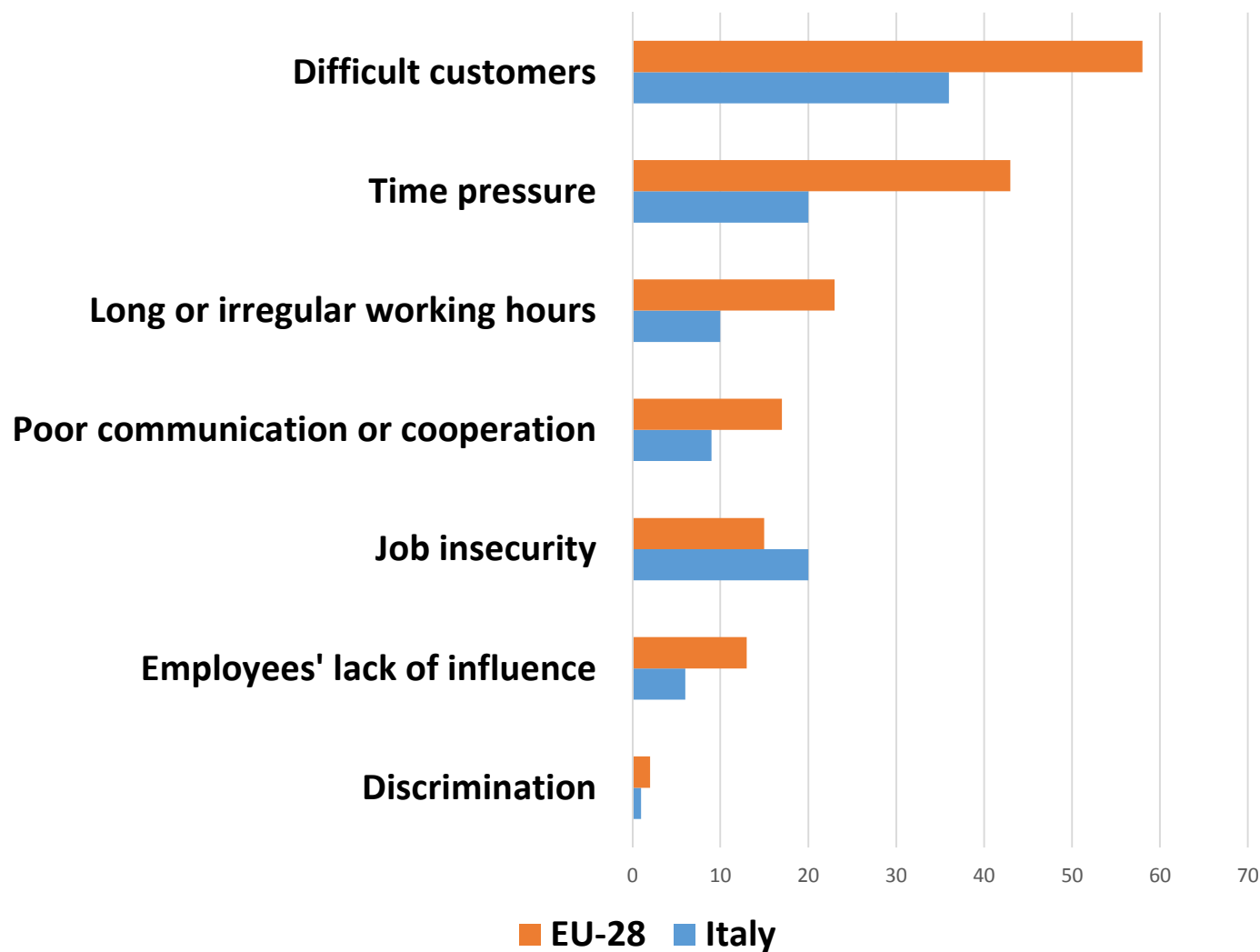
- **Leadership and worker participation is crucial**

Second European Survey of Enterprises on New and Emerging Risks (ESENER-2)

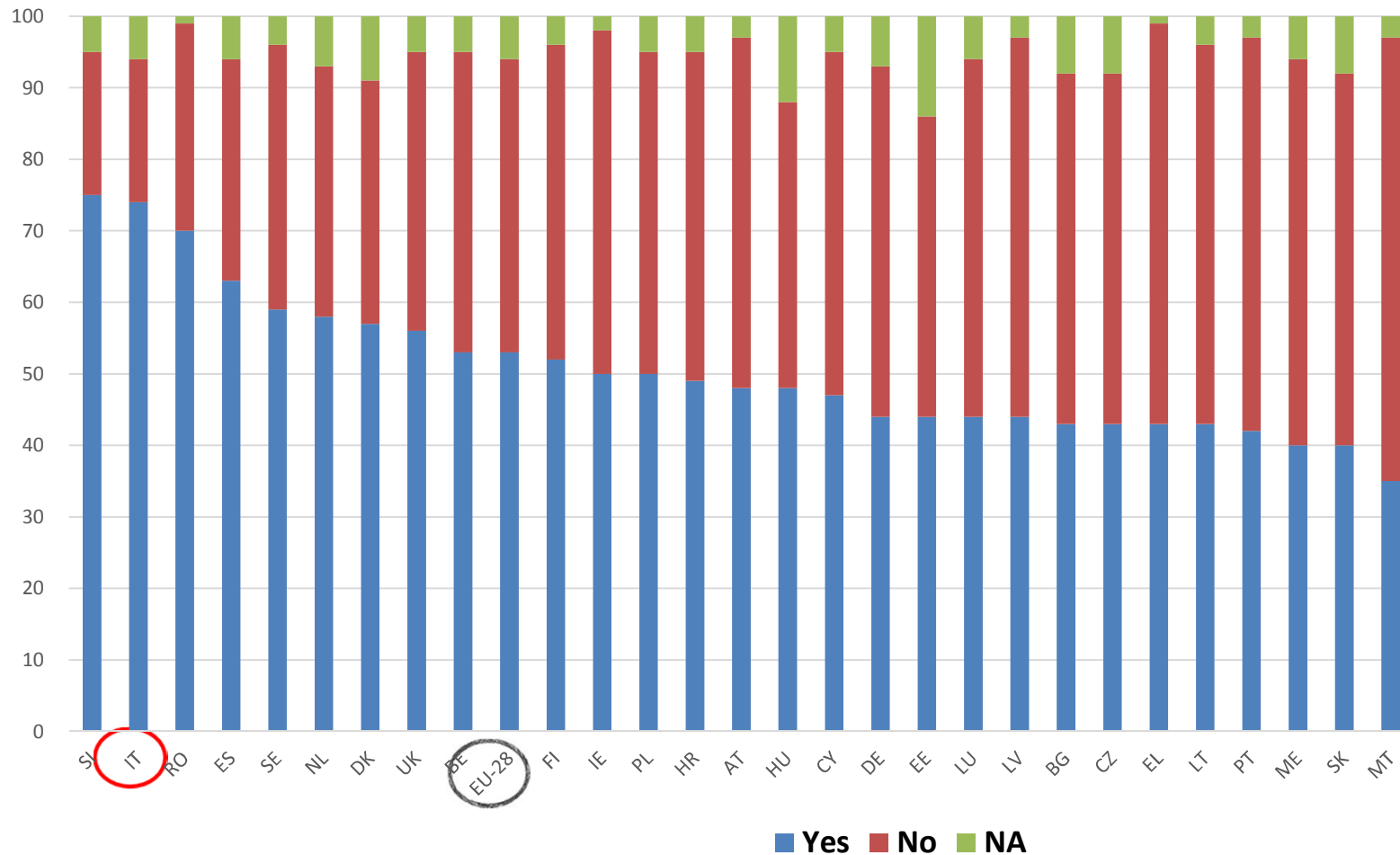
- **Fieldwork: 2014**
- **36 countries, 49.000 establishments interviewed (2.254 in Italy)**
- **Smallest business size: 5 workers**
- **Sector: all private and public**



ESENER-2: Risk factors present in the establishment (% establishments)

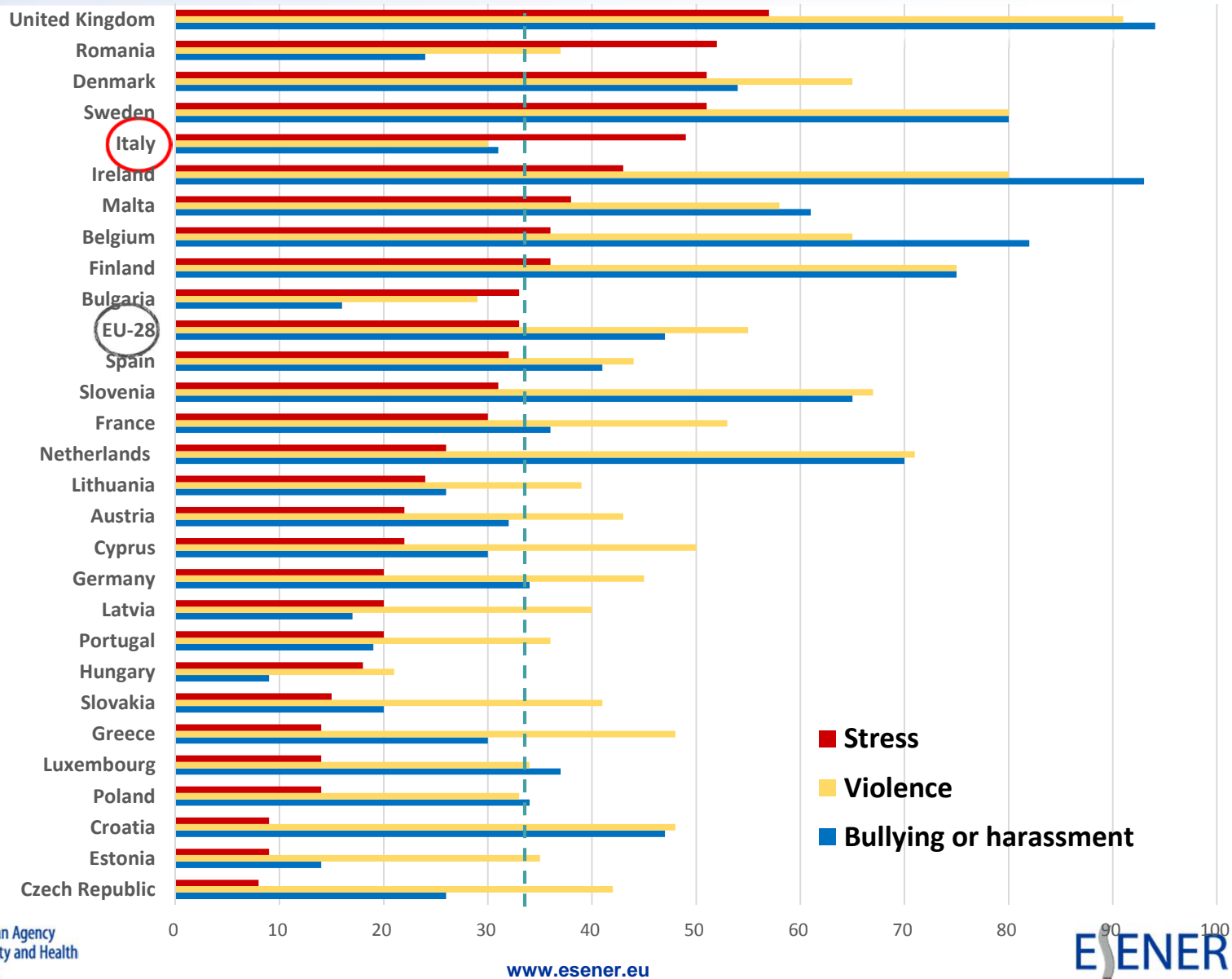


ESENER-2: Having enough information on how to include psychosocial risks in risk assessment (% establishments)

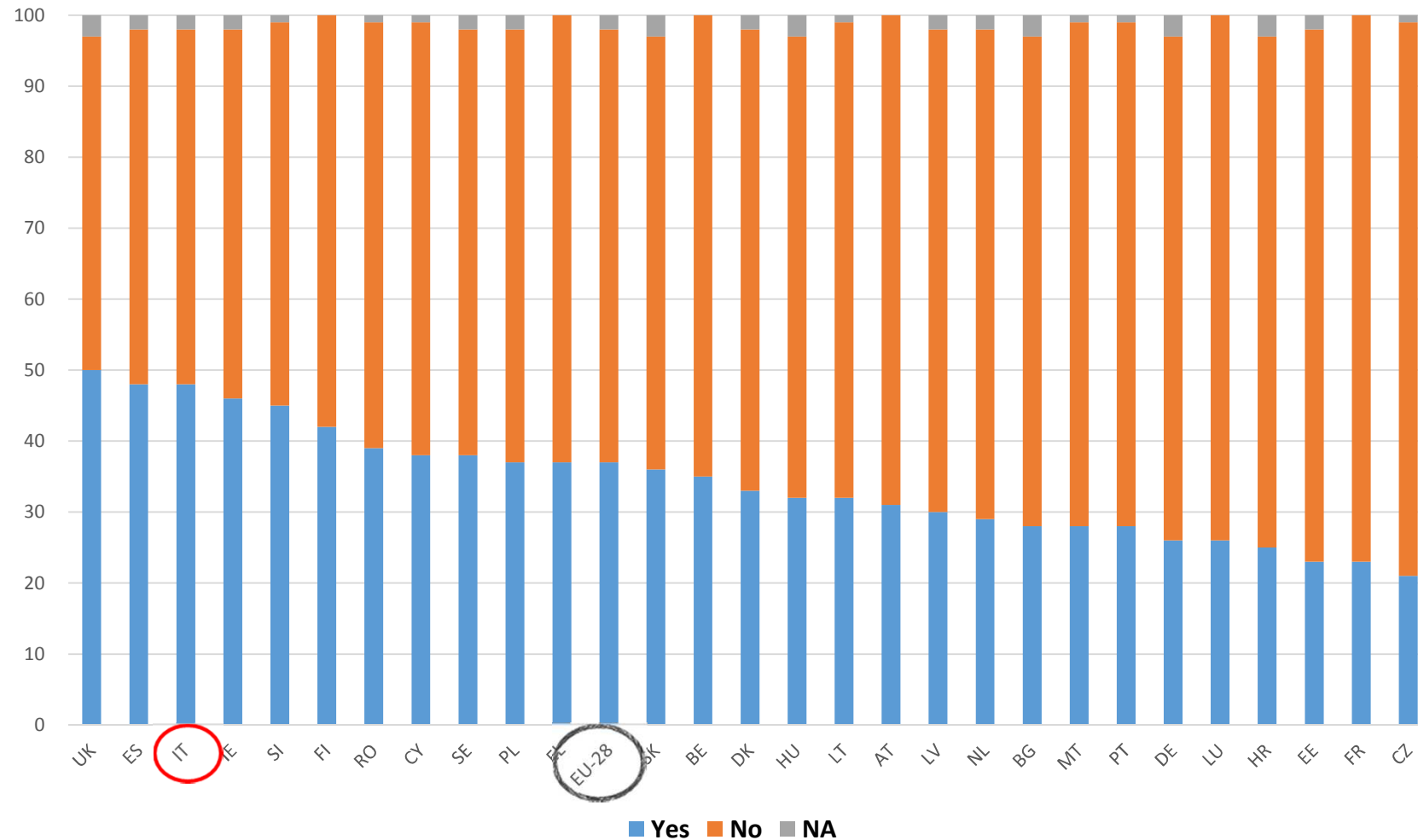


EU-28: Yes 53%, Italy 74%

ESENER-2: Procedures to deal with psychosocial risks

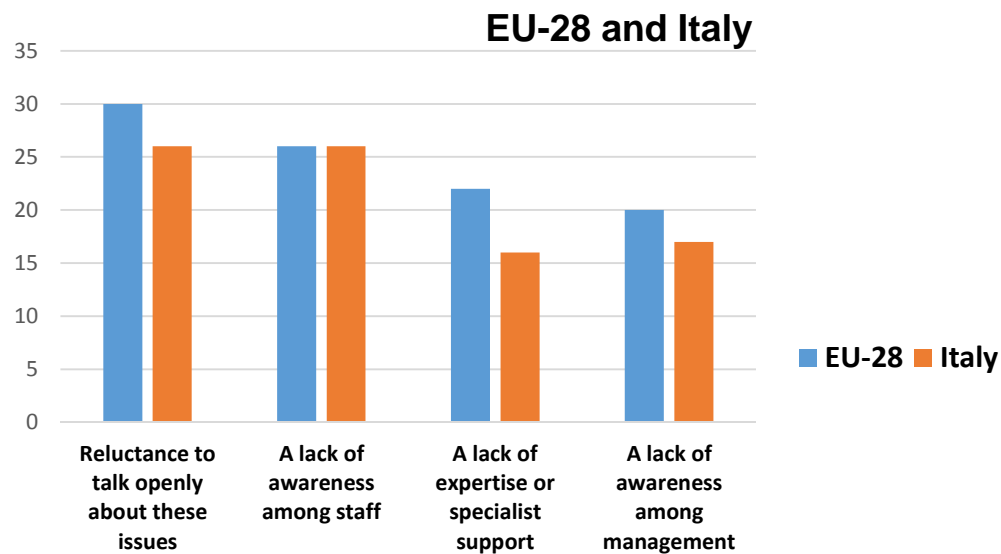
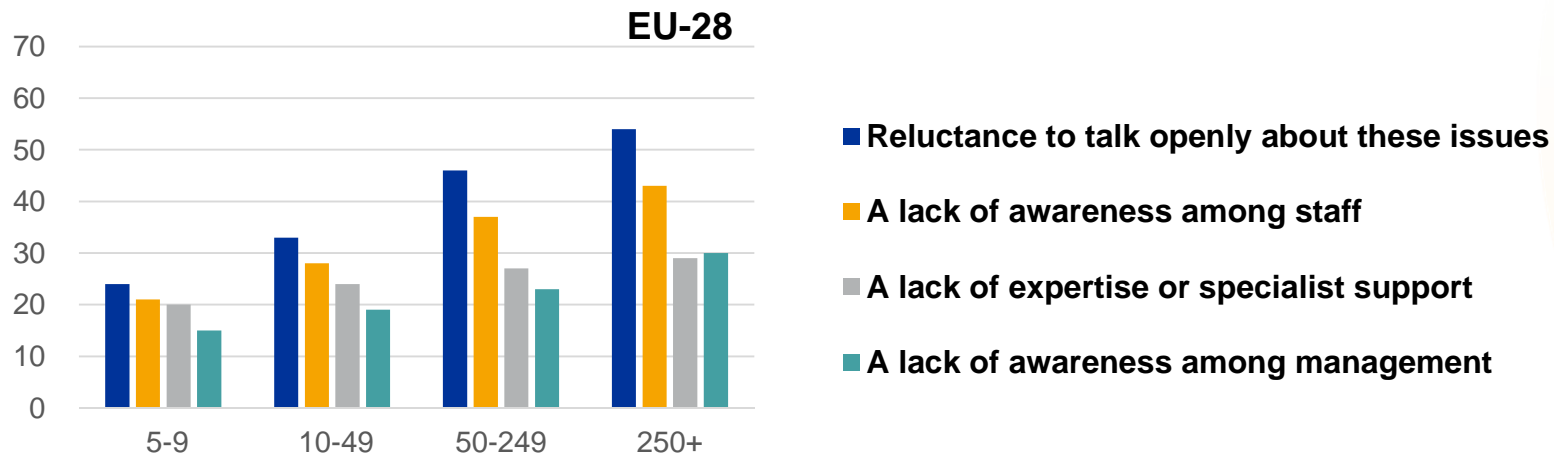


ESENER-2: Providing employees with training on psychosocial risks (% establishments)



YES: EU-28 36%; Italy 48%

ESENER-2: Difficulties in addressing psychosocial risks (% establishments)



Healthy Workplaces Campaigns

www.healthy-workplaces.eu

(available in 25 languages)

2014-15: Healthy Workplaces Manage Stress

- Raising awareness about the problem and increasing practical knowledge to manage psychosocial risks at work



2016-17: Healthy Workplaces for all Ages

- Promoting sustainable work and healthy ageing from the beginning of working life



Thank You!



EU-OSHA: www.osha.europa.eu

ESENER: www.esener.eu

Healthy Workplaces Campaigns: www.healthy-workplaces.eu