

HOW LABOUR INSPECTORS ADDRESS WORKFORCE DIVERSITY AND PSYCHOSOCIAL RISKS ACROSS EUROPE

Introduction

This case study examines the role of labour inspection in promoting awareness and monitoring workforce diversity as part of preventing psychosocial risks (PSRs). It discusses various approaches and tools employed by labour inspectors to integrate a gender and diversity perspective into risk assessment. The case study refers to European guidance for labour inspections and national examples 'in action' from Austria, Denmark, Lithuania, the Netherlands, Slovenia and Spain¹. The case study demonstrates how labour inspectors can play a crucial role in promoting awareness about and ensuring that workforce diversity is addressed in risk prevention, including PSRs.

Labour inspectors also play an important role in detecting and preventing PSRs related to discrimination, violence and harassment, as provided for under the ILO Violence and Harassment Convention, 2019, No 190 (C190)². Article 10(h), Article 12, and Article 13(1) of ILO C190 provide for an explicit role for labour inspectors in detecting and preventing violence and harassment. ILO Recommendation No 2063 recommends that labour inspectors be trained on PSRs and gender-responsive labour inspection, amongst other practical measures to address violence and harassment.

Key takeaways

- Integrating diversity considerations into the labour inspection system requires ongoing awareness raising and guidance. This case study highlights the significant benefits of diversity and PSRs training, guidance and campaigns, particularly the value of targeting sectors where workers face the most significant vulnerabilities.
- The examples demonstrate the value of providing training, practical guidance and tools for labour inspectors, including helping them reflect on and address issues such as unconscious bias and gender norms.
- A particularly effective outcome of these programmes is that they have aimed mainly to integrate gender and diversity within existing OSH topics.
- A continuous process is crucial for sustaining workforce diversity and PSR assessments, particularly in ensuring that diversity informs a universal and inclusive approach for all workers.
- A multipronged approach that includes guidance materials, self-assessment tools, sharing of good practices and time for engagement and discussion is crucial. Having sufficient time and resources for this is important, as many diversity-related PSRs are often invisible, and gender norms and unconscious bias require in-depth exploration.
- The examples also demonstrate the importance of having a budget and a dedicated resource for training, guidance, and follow-up with companies. This includes having sufficient inspectors to ensure coverage in high-risk sectors, as well as the time required for discussing and counselling companies on workforce diversity, PSRs, and risk assessment.
- In all national examples, a critical enabling factor was having legal obligations to address PSRs, which ensured that mental health and diversity came into the mindset of labour inspectors and employers.

¹ A separate case study examines Sweden's approach to gender mainstreaming, providing information about a specific labour inspection initiative. See: EU-OSHA (2026b).

² https://normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C190

³ https://normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:4000085:NO

Description of the interventions

European labour inspectors' guidance

Two labour inspectors' guides, prepared by the Working Group for Emerging Risks (WG EMEX) of the Senior Labour Inspectors' Committee (SLIC), were published in 2021. The first, titled 'Assessing the quality of risk assessments and risk management measures with regard to the prevention of PSRs' (SLIC, 2021a), addressed some general issues on diversity, highlighting specific aspects related to migrant workers. The second guide, 'Principles for labour inspectors with regard to diversity-sensitive risk assessment, particularly as regards age, gender, and other demographic characteristics' (SLIC, 2021b) offers a holistic and comprehensive approach to diversity, focusing on new and emerging risks, with a particular emphasis on age and gender.

The diversity guidance stresses the importance of labour inspectors addressing gender and age differences, particularly in risk assessments. In particular, the gender-sensitive risk assessment includes the following: a positive commitment and taking gender issues seriously; assessing the actual working situation; using evidence-based risk assessment tools to identify risks that maybe invisible or difficult to identify; involving all workers at all stages of the assessment; covering risks prevalent in both male- and female-dominated jobs; and avoiding making assumptions about what the risks are and who is at risk. Good practices in the gender-sensitive risk assessment include:

- workplaces that are more innovative and creative;
- work groups that include both women and men, which can increase productivity;
- reducing the monotony of repetitive jobs by rotating work tasks between women and men, allowing for variation in work tasks;
- designing workstations to be ergonomically adjusted for both women and men;
- consulting with both women and men to determine if they experience stress, harassment, or sexual harassment;
- providing tools and personal protective equipment suitable for both men and women;
- involving male and female workers equally in efforts to improve the work environment.

In relation to age, the guidance for labour inspectors addresses PSRs, an example of which is the question 'Has some form of staff survey regarding PSRs been conducted? If so, are statistics available regarding different age groups?'. In relation to age, good practices include:

- tailoring learning and training approaches proactively to the needs of different age groups across the life course, including promoting learning among older workers to ensure their skills development and employability;
- age-management strategies targeted at all generations, including mixed-age working groups, to foster intergenerational learning;
- MSD prevention for workers of all ages;
- reducing the monotony of repetitive jobs by rotating work tasks among different age groups so that all have variation in their work;
- designing workstations so that they are easily adjusted to suit everybody's needs;
- developing preventive programmes to promote physical, mental, and social health for workers of all ages;
- addressing negative stereotypes, building on positive perceptions of age;
- organising seminars, round tables, and other OSH awareness-raising actions, involving workers from different age groups.

The guidance recommends that *workforce diversity* should be considered at each stage of the psychosocial risk assessment process, including identifying hazards and those at risk, evaluating and prioritising risks, deciding on preventive measures, implementing actions, and monitoring and reviewing the situation. It also advocates for a systematic approach to risk assessment to improve workplace safety and health for all workers, regardless of age or gender. This emphasises the importance of a holistic perspective that considers individual factors, ergonomic and technological aspects in task and workplace design, as well as organisational factors.

The guidance emphasises the labour inspector's role in raising awareness amongst OSH experts and employers about the benefits of integrating gender perspective and age in risk assessment. During an inspection, several questions can be asked to identify and assess risks and shortcomings in the work environment. An appendix provides a list of questions for labour inspectors (see the box below for a summary), and a more detailed checklist addressing gender-based issues is also provided.

Summary version of questions for labour inspectors on diversity-sensitive risk assessment

Initial questions about the workplace:

- How are the workers distributed in terms of age and gender?
- Do women and men do the same jobs? Do their exposures differ?
- Are tools and equipment, including PPE, adapted to workers of different sizes and heights?
- What do statistics indicate regarding work-related sick leave, accidents, and diseases in different age and gender-related groups?

Questions about the risk assessment:

- Does the risk assessment cover different age groups of workers?
- Does it cover young workers and their need for introduction and OSH training?
- Does it cover older workers and their need for individual adaption?
- Does the risk assessment cover 'invisible' risks such as stress, harassment (including sexually oriented harassment), violence, and threats?
- Does the risk assessment cover risks for both women and men?
- Does the risk assessment cover vulnerable groups (e.g. migrant workers, temporary agency workers, and pregnant women)?
- Does the risk assessment cover long-term health risks, such as high noise levels, exposure to dangerous substances, and musculoskeletal disorders?

Source: SLIC (2021b)

National examples in action

Austria: integration of diversity into the role of labour inspectors and OSH and PSR prevention actions

The Labour Inspectorate in Austria has had a longstanding commitment to proactively raising awareness about diversity. The amendment to the Safety and Health at Work Act (BGBL I 118/201), which came into force on 1 January 2013, includes the employer's obligation to prevent PSRs and safeguard workers' mental health. The amendment was critically important to the engagement of labour inspectors and companies on PSRs. Labour inspectors have been trained to identify and control PSRs as part of mandatory risk assessments carried out in companies, which include advice on integrating gender and diversity considerations into the prevention of PSRs. This focus has expanded to include key work-related risks, ranging from flexible and irregular working hours to prolonged use of visual display units, digitalisation, remote work, platform work, and risks associated with third-party violence and harassment stemming from interactions with demanding customers (EU-OSHA, 2025).

To promote awareness of gender and diversity in the workplace, particularly about PSR assessments, the Labour Inspectorate (Federal Ministry of Labour and Economy) funded, developed, and implemented a project between 2016 and 2020 (Arbeitsinspektion, 2019). Named 'People-friendly workplaces through the application of gender and diversity in occupational safety and health' (MEGAP) (2016-2020), the project aimed to embed gender and diversity considerations into OSH policies and practices, to improve working conditions for all workers, regardless of sex, gender, age, religion, language, culture, health restrictions, or disability. Despite advances in knowledge about gender and diversity, OSH initiatives and risk assessments are often influenced by unconscious biases and stereotypes, which can obscure certain risks and hazards. As a result, the project offered practical guidance for successfully adopting a gender and diversity perspective in OSH and introduced new approaches to labour inspection.

During its first phase (2017-2018), approximately 700 companies across Austria, representing various industries, were inspected and advised on diversity issues. Approximately one-third of these companies were small, employing fewer than 25 workers. A total of 249 labour inspectors participated, covering roughly 80% of all inspections nationwide. Forty inspectors were appointed as dedicated contact persons (multipliers) to act as key links between the project team and the wider inspectorate. Over 60 inspectors received specific training on integrating gender and diversity aspects into OSH. In the second phase (2018-2019), MEGAP tools and modules were piloted in over 40 companies to evaluate their usefulness and adaptability. The target groups within the companies were individuals responsible for occupational health and safety, including managers, prevention officers, works councils, safety representatives, experts, and personnel responsible for equality and diversity. These tools and modules were also linked to and used to assist labour inspections.

Several tools were developed during the project and are still in use today.

- *A self-assessment tool* titled 'Underestimated risks in occupational safety and health – key questions for considering gender and diversity,' is designed to help employers evaluate and incorporate gender and diversity considerations into workplace safety, health, and the development of gender-diversity plans, including risk assessments.
- *A repository of good practices* with over 60 examples addresses issues like stress, violence and harassment prevention, LGBTIQ inclusion, multilingual training, and accommodations for older or disabled workers. These best practices are shared and showcased on the MEGAP website to illustrate successful initiatives, such as workplace adaptations for workers with limited mobility, incorporating workers' knowledge into improvements in plant engineering, creating workplaces for women that involve manual handling, and managing violence against healthcare personnel.
- *Training and awareness-raising sessions* for labour inspectors on gender and diversity have fostered an inclusive approach within the inspectorate. Key focus areas include shifting attitudes and awareness on gender issues. Focused reflection and learning activities helped change culture and address unconscious bias, informing safety strategies and promoting inclusive working environments.

The evaluation of MEGAP (Arbeitsinspektion, 2019) showed strong engagement from companies and inspectors, leading to a notable rise in awareness of gender and diversity issues during OSH inspections. A systematic focus on specific target groups allowed inspections to address the diverse needs of workers. By the end of the project, about 80% of inspectors were actively involved and dedicated to tackling these issues. A key outcome was the incorporation of gender and diversity considerations into existing OSH inspection modules, including PSRs and a module on work processes such as monotonous tasks. Inspectors were given flexibility to select modules relevant to each company's needs. During inspections, inspectors targeted specific workforce groups, including men, women, older and younger workers, temporary staff, workers with health issues or disabilities, those with learning difficulties, those with varied language skills, and those with migrant backgrounds. MEGAP also enhanced internal capacity by sharing knowledge with key stakeholders of Austria's National OSH Strategy, including trade unions, employer organisations, and occupational safety committees.

Labour Inspectorate campaigns also frequently target PSRs in female-dominated sectors. For example, during a 2013-2016 mobile nursing campaign with service providers, PSR assessment guidelines were developed for mobile nurses and similar professions. Further prevention initiatives in sectors such as social work and nursing took place in 2022 and 2023, focusing on workplaces where staff experience high levels of violence and harassment, particularly during weekend and night shifts. A recent positive development was a recruitment campaign for additional labour inspectors, aimed at a new approach to recruiting inspectors with expertise in and experience working within specific sectors.

Denmark: guides and training for labour inspectors in different sectors

The Danish Work Environment Authority (WEA) has developed interview guides on PSRs for workplace visits by labour inspectors and has provided training to support labour inspectors in addressing offensive behaviour. Targeted inspections have been carried out in high-risk sectors. In tandem, guidance has been developed for employers in selected sectors.

The Executive Order on Psychosocial Working Environment (No. 1406 of 26 September 2020) sets out specific obligations for employers to prevent PSRs, which must take into account workers' characteristics and protect vulnerable risk groups. The Danish WEA offers guidance for labour

inspectors on psychosocial workplace conditions. It encourages the monitoring of discrimination, harassment, and other factors within the psychosocial work environment. The Danish WEA supervises workplace compliance concerning psychosocial well-being, including issues such as harassment, bullying, unwanted sexual attention, excessive work demands, and discrimination based on gender, ethnicity, age, and other factors. The Danish WEA also assists labour inspectors in preventing offensive behaviour and sexual harassment. Its primary role is to raise awareness and motivate companies to prevent problems through improved knowledge and management of the working environment. Consequently, the emphasis has been on providing advice rather than issuing directives.

In this role, the Danish WEA has developed training, guidance materials, and targeted actions to support inspectors in conducting PSR inspections, including the innovative use of group interviews with workers (EU-OSHA, 2026). For example, in 2021, training was conducted on sexual harassment and other offensive behaviour to provide inspectors with a basic understanding of sexual harassment and other forms of offensive behaviour, including their prevalence, potential consequences, and key recommendations for preventing and managing workplace issues. A 10-point plan, 'A good psychological working environment: ending sexual harassment', was jointly developed by the Danish social partners and the Labour Inspectorate in 2019.

Inspections have targeted high-risk sectors, which include female- and male-dominated sectors where, for example, there are high risks of offensive behaviour and sexual harassment. A selection of 17 industries received guidance as part of the dialogue with companies on how the company could work preventively on the issue. The selected industries were based on the Danish WEA's previous surveys. They included feminised sectors such as shops, daycare centres, home care, hospitals, cleaning services, and bars, as well as some male-dominated sectors, including construction, wholesale, police, emergency services, and prisons. Many sectors have direct contact with the public, customers, and clients.

Thematic PSR interview guides are used by inspectors during interviews with workers. Each thematic PSR interview guide follows a consistent structure, covering the prevalence of the PSR in question, company strategies and actions to mitigate or prevent PSRs, and the consequences of such events. Although inspectors do not need to ask all questions, the guides specify that they must also request other data sources, such as company policies. Interview guides relevant to workforce diversity include physical and/or psychosocial violence, high emotional demands, bullying and harassment, offensive behaviour, psychological first aid, high workload and/or time pressure, and unintelligible and/or contradictory demands.

Case studies of companies compiled by the Danish WEA's evaluation of measures introduced to prevent offensive behaviour highlighted that the guidance provided by labour inspectors had largely positive effects, helping to motivate companies to work on preventing and addressing offensive behaviour and sexual harassment (Østergaard et al., 2023). Overall, the evaluation found that companies with a high level of problem recognition and a systematic approach to health and safety work found it easier to accept the guidance and translate it into relevant actions. However, the evaluation also found that inspectors sometimes feel ill-equipped to provide guidance on such sensitive topics, even in cases where a company has a clear intention to create a good psychosocial working environment. That said, there have been positive effects of the labour inspection's proactive role. For example, 83% of companies said that they have been motivated 'to a great extent' or 'to some extent' to prevent or deal with harassment in their workplace after the inspection visit, and 34% stated that they had 'to some extent' or 'to a great extent' taken concrete actions to manage or prevent offensive behaviour after the inspection (Østergaard et al., 2023).

Lithuania: guidelines integrating gender and diversity in managing stress, violence, and harassment

Actions in this example cover guidelines for workplaces on managing stress, violence, and harassment that cover gender and diversity, including consultations conducted by inspectors with vulnerable workers and accommodations for workers with disabilities. Guidelines drawn up by the State Labour Inspectorate of the Republic of Lithuania (n.d.) provide advice to workers, employers, and occupational safety and health professionals on managing workplace stress, violence, and harassment. This requires employers to evaluate gender-related issues and provide reasonable accommodations for workers with disabilities and pregnant women. In addition, labour inspectors address PSRs, including the channels for reporting and measures to prevent violence, harassment, and discrimination. The guidance refers

to harassment adversely affecting a person's dignity, professional abilities, personal life, physical characteristics, race, gender or sexual orientation. Labour inspections also review compliance with gender equality and anti-discrimination legislation. In some instances, inspectors conduct focus groups and consultations with vulnerable groups of workers, such as women, migrant workers, workers with disabilities and ethnic minority workers, to ensure their rights and safety are protected.

This is a good example of how labour inspection benefits from the coordination of OSH laws with gender equality and non-discrimination laws, providing for gender-sensitive approaches to workplace safety and equality. Specific guidance, including checklists for employers, on violence and harassment offer concrete suggestions for addressing these issues. They include implementing conflict resolution measures in the workplace, training on interpersonal skills, promoting a culture of mutual respect, ensuring that vulnerable workers, such as young workers, are adequately protected, avoiding lone working, developing policies on anti-harassment, and training staff on how to respond to and manage violent situations.

Netherlands: risk assessment tools on diversity, discrimination, and sexual harassment

This example addresses a range of initiatives from the Dutch Work Inspectorate on sexual harassment and diversity at work, including risk assessment tools for employers covering discrimination, bullying, and sexual harassment. PSRs, including violence and harassment, are addressed within the Dutch labour inspection system, which includes guidelines on various topics. Under the Working Conditions Act, employers are required to identify and mitigate PSRs, such as discrimination, violence, and harassment, in the Risk Inventory and Evaluation (RI&E) and an accompanying Plan of Action.

The Dutch Work Inspectorate has established a multi-annual psychosocial occupational burden thematic programme, which addresses inappropriate behaviour, workload, aggression, and violence at work. It specifically addresses the risk of psychosocial occupational burden in the RI&E, as well as the action plan and the information, instruction, and supervision provided by the employer. The Dutch Work Inspectorate is currently developing a new guide for employers, aiming to support them in creating an inventory of risk factors for addressing inappropriate behaviour and in developing measures to prevent and combat the issue. In 2022, the Dutch Work Inspectorate collaborated with stakeholders to conduct a study addressing the underlying causes of problems in the sheltered employment sector. Plans are also in place to research policies aimed at preventing inappropriate conduct in the security, media, and sports sectors. Additional guidance has been drawn up on dealing with unacceptable behaviour at work, including sexual harassment and online bullying (SER, 2020).

As part of the Social and Economic Council's (SER) initiative on Diversity at Work, a 'Stress assessment tool on work pressure and undesirable behaviour' was developed for the Dutch Labour Inspectorate to help employers in implementing the RI&E process. The tool can be customised to disaggregate data by gender, age, contract type, ethnic background, and other relevant factors. Employers are encouraged to do so to identify patterns and target interventions (e.g. if women report lower decision-making autonomy or higher emotional demands, or if discrimination is prevented and addressed).

Slovenia: training and resources for inspectors on diversity, including the rights of foreign workers.

In Slovenia, labour inspections cover employers' responsibilities to adopt measures to prevent, eliminate, and manage cases of violence, bullying, harassment, and other forms of PSRs, including workplace discrimination. In 2023, all Slovenian labour inspectors participated in training on gender equality and diversity. The workshops entitled 'Psychosocial risks to occupational safety and health' aimed to empower inspectors to manage the stress they experience at work; strengthen their knowledge of the origin, dynamics and consequences of issues such as stress, burnout, workplace violence, bullying, harassment and sexual harassment; to raise employers' awareness of PSRs; and to give guidance on how monitor PSRs. Managing psychosocial risk factors and promoting employee health have been among the most challenging issues for employers (IRSD, 2021). Inspectors note that the prohibition of discrimination and the protection of dignity in the workplace is an area of workers' rights protection that is very difficult to prove during an inspection. Inspectors also note that it is challenging to collect evidence of workplace harassment and bullying while maintaining anonymity (IRSD, 2024).

Despite these challenges, training and guidance have helped to ensure that inspectors understand the needs and specificities of a diverse workforce. A wide range of specific diversity issues have been identified by inspectors, including violations related to discrimination, such as gender and disability

discrimination for job applicants, as well as working-time arrangements for older workers, pregnant workers, and parents caring for a child under three years old. Such violations include being expected to work overtime or irregular hours without written consent, or where part-time workers covered by pension, disability or health insurance rules are ordered to work hours above the limit. Some employers interpret arrangements for parents to apply only to mothers and not to fathers.

In recent years, increased recruitment of foreign workers has highlighted vulnerabilities due to cultural diversity, language skills, communication difficulties, and distance from their country of origin. The Labour Inspectorate (IRSD, 2024) recommends establishing information points where foreigners can access information on their rights in a language they understand, report violations, and receive guidance on integration. The labour inspectorate has established a priority for labour inspections in 2025 to pay specific attention to the rights of foreign workers, especially workers from outside the European Union (EU), who are a vulnerable group due to cultural and linguistic differences, distance from their home countries, and limited knowledge of the Slovenian legal system and their rights.⁴

Spain: guidance for inspectors on diversity and gender in the inspection process and tools for PSR inspection

Guidance has been developed for the Labour and Social Security Inspectorate, incorporating a diversity and gender perspective into the labour inspection process. A comprehensive framework for PSRs has been established for all inspections carried out by the Labour and Social Security Inspectorate (Technical Criteria 104/2021), providing a framework for inspectors to assess and address these risks, thereby ensuring compliance with occupational health and safety regulations. This offers practical tools for inspectors to determine how employers manage risks, including interpersonal relations, stress, harassment, and burnout, while ensuring the implementation of preventive measures.

Specific guidance for labour inspectors is provided by the Labour and Social Security Inspectorate on preventing harassment and violence at work (Technical Guide 69/2009). This addresses diversity and protection from harassment and discrimination on the grounds of racial or ethnic origin, religion or belief, disability, age or sexual orientation, and from sexual harassment and harassment based on sex. Employers must include these issues in their psychosocial risk prevention plans, along with protocols for preventing violence and harassment, as well as effective complaint procedures. A further guide for inspectors (Technical Criteria 87/2011) addresses inspectorate actions about the occupational risk of physical assaults, verbal threats, intimidation, and psychological harm resulting from assault and robbery (external/TPVH). Emphasis is placed on preventive measures, including security, worker response training, and emergency procedures, to minimise harm. The emotional and psychological consequences of external violence are treated similarly to harassment in terms of prevention and employer obligations.

Success factors

- The most successful initiatives are those that have a systematic approach to incorporating diversity considerations into labour inspection guidance and training, highlighting the importance of diversity and its connection with other factors, such as work organisation, in risk prevention processes.
- A multi-faceted approach, which provides guidance for inspectors and resources for employers, including training, awareness-raising, development of sector-specific tools, sharing best practices, and collaboration, has effectively contributed to increasing awareness and enhancing the practical understanding of how gender and diversity impact workplace safety and health.
- In some cases, inspections have targeted high-risk sectors, and related tailored guidance, tools, and actions have ensured that the specificities of different sectors, especially those that are female-dominated and/or customer-facing, are taken into account.
- Integrating gender and diversity issues into existing inspection topics, rather than treating them as separate concerns, helps embed gender and diversity perspectives into routine inspection practices.

⁴ For further information, see the separate case study on Slovenia's integration of gender and diversity in risk assessment (EU-OSHA, 2026a). Available at: <https://osha.europa.eu/en/publications/slovenia-integrating-diversity-psychosocial-risk-prevention-and-management>

- The initiatives at the national level demonstrate that labour inspectors can play a crucial role in raising awareness about diversity and support, utilising tools and methods to integrate diversity into psychosocial risk assessments in collaboration with OSH experts, employers, and trade unions.

Challenges

- Time and resources to work on diversity are key challenges for labour inspectors, who are often under time and resource pressures. Inspectors need sufficient time, awareness, and knowledge to investigate diversity-related PSRs, including how to handle cases and issue orders for the immediate resolution of discrimination, work-life conflict, violence, bullying, harassment, and other issues reported to them during the inspection process.
- Diversity and PSRs are often seen as 'soft' areas that can be difficult to measure in practice, compared to the more technical measurement of physical hazards in the workplace.
- A significant challenge in all of the national examples was the initial general lack of knowledge and experience on gender and diversity among labour inspectors, particularly since many inspectors came from technical backgrounds. Many of the examples show the importance of a sustained approach.
- Many diversity-related PSRs are invisible in the workplace, particularly because vulnerable groups of workers do not reveal these issues during worker interviews because of stigma, victim-blaming and fear of recrimination. Gender- and diversity-sensitive forms of consultation and creating safe spaces, particularly on issues related to discrimination, harassment, and sexual harassment, are needed to ensure that workers feel safe to disclose sensitive personal issues. In some companies, the inspection visit is viewed as confirmation that they are already doing well in preventing PSRs. Some companies unintentionally interpret an inspection visit without an inspection order as a seal of approval, suggesting that their current practices regarding the psychosocial working environment are functioning well.

Transferability

Although legal frameworks and labour inspection processes vary across the EU, integrating a diversity perspective into risk assessment and labour inspection is a highly transferable practice which can contribute to a working environment that promotes diversity and inclusivity for all workers.

The EU SILC guidelines represent an agreed EU-wide approach for this, and national examples demonstrate the proactive role labour inspectors can play.

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