Managing stress and psychosocial risks at work
EU-OSHA Healthy Workplaces Campaign 2014-15

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Safety and health at work is everyone’s concern. It’s good for you. It’s good for business.
Healthy Workplaces Manage Stress - key objectives

- Raising awareness about the **growing problem** with stress and psychosocial risks

- Focus on the **positive effects** of successful psychosocial risk management, including the **business case**

- Increasing the enterprises’ **practical knowledge** related to **recognising and preventing** psychosocial risks at work

- **Providing and promoting** the use of simple, practical **tools and guidance** for managing psychosocial risks and stress in the workplace
Key partners and dates

- Campaign organised in more than 30 countries
- Supported by a network of partners
  - National focal points
  - Social partners
  - Official campaign partners
  - Media partners
  - Enterprise Europe Network
  - EU institutions, organisations and associations

- Campaign launch: 7th April 2014
- European Weeks: October 2014/2015
- European Good Practice Awards Ceremony: April 2015
- Healthy Workplaces Summit: November 2015
The scale of the problem

Eurobarometer (2014)

- Exposure to stress considered to be the main workplace health and safety risk (indicated by 53% of European workers)
- 27% of workers suffered from stress, depression or anxiety caused by or worsened by work (during last 12 months)

EU-OSHA opinion poll (2013)

- around 4 in 10 workers think that stress is not handled well in their workplace.
Causes of work-related stress (EU-OSHA opinion poll, 2013)

(% of workers responses)

- Job reorganisation or job insecurity: 72%
- Hours worked or workload: 66%
- Being subject to unacceptable behaviours such as bullying or harassment: 59%
- Lack of support to fulfil your role from colleagues or superiors: 57%
- Lack of clarity on roles and responsibilities: 52%
- Limited opportunity to manage own work patterns: 46%
Managing psychosocial risks - support is needed

- Legal obligation (Framework Directive 89/391/EEC)

- EU Social Partners Agreements
  - Framework Agreement on Violence and Harassment at Work (2007)

- ESENER survey (2009): 79% of European managers concerned about stress at work
  - less than 30% establishments have procedures in place to deal with stress, workplace violence and harassment
  - 42% managers consider it more difficult to manage psychosocial risks than more ‘traditional’ OSH risks
ESENER survey: main obstacles to deal with psychosocial risks (as reported by managers)

- Lack of resources such as time, staff or money
- Lack of awareness
- Lack of expertise
- Culture within the establishment
- Sensitivity of the issue
- Lack of technical support or guidance

Health and safety

Psychosocial risks
Psychosocial risks and stress at work

Psychosocial risks arise from:
- poor work design, organisation and management
- unfavourable social context of work

Work-related stress
- is an organisational issue
- occurs when demands at work are beyond the worker’s capacity to cope with them
Psychosocial risks, stress and health

**Psychosocial risks**
time pressure, excessive demands, poor work organisation, job insecurity, role ambiguity, harassment, violence, lack of influence, lack of support, poorly managed organisational change, conflicting demands at work and home, etc.

**Work-related Stress**
work demands are beyond capacity to cope with them organisational issue

**Non work-related factors**
major life events, serious illness, bereavement, etc.

**Negative outcomes**

**Emotional**
irritability, anxiety, low mood, sleeping problems

**Cognitive**
difficulty in concentrating, learning new things, making decisions, negative thinking

**Behavioural**
making errors, becoming withdrawn or aggressive, substance abuse

**Physical and mental ill-health**
depression, burnout, musculoskeletal and cardiovascular diseases
Work-related stress - negative outcome for organisations

- Poor overall business performance
- Increased absenteeism
  - stress is one of the main causes of lost working days in Europe
  - stress-related sick leaves usually last much longer than sick leaves caused by other issues.
- Presenteeism
- Increased accident and injury rates
- High turnover

The negative effects for societies:
- Health care costs
- Early retirement
Managing psychosocial risks

- Despite its sensitive nature, stress and psychosocial risks at work can be **successfully reduced and dealt with** in the same logical and systematic way as other OSH issues.

- **Holistic approach** the most effective:
  - improving the work environment
  - promoting health
  - back to work programmes

- **Leadership and worker participation** is crucial

- **Benefits:**
  - improved worker wellbeing
  - better organizational performance
Campaign resources

- Multilingual Campaign Website (www.healthy-workplaces.eu)
  - Campaign guide and leaflets
  - Infographics and video
  - Events and news
  - NAPO film
Practical tools (national and international)

- E-guide for managing stress and psychosocial risks
Reports – facts and figures

- ‘Calculating the costs of stress and psychosocial risks at work’

- Facts and figures: ESENER survey

- ‘Psychosocial risks in Europe: prevalence and strategies for prevention’
European Good Practice Awards

- Recognition of outstanding and innovative good practice solutions towards managing stress and psychosocial risks at work

- Open to organisations and enterprises
  - EU Member States
  - European Economic Area
  - Western Balkans and Turkey
  - Official Campaign Partners

- Entries coordinated by focal points and EU-OSHA in two stages:
  - Selection procedure at national level
  - European level evaluation

- Good Practice Award Ceremony
  - Spring 2015
Thank You!