

# **ILO PROJECT TO DESIGN AN INTERNATIONAL LABOUR INSPECTION TOOL TO DEAL WITH PSYCHOSOCIAL RISKS AT WORK**

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# Main features of the project

- An ILO initiative (LABADMIN) in 2013
- Setting – up a working group with Labour Inspectors from seven European countries (due to budgetary reasons)
- A meeting in Turin (ILO Training Centre) has taken place in May 2014
- There is a group of international experts on psychosocial risks for consultation
- It is foreseen that works will be finished at the end of 2014
- Afterward, ILO will decide about the final result

# Experts collaborating in the project

## LABOUR INSPECTORS TEAM

Annik A. Austad (NO)  
Patricia Murray (IRL)  
Lars Christian Lidsmoes (DK)  
Niklas Vasseux (FR)  
Manuel Carusi (IT)  
Sandrine Schatteman (BE)  
Manuel Velázquez (ES)

## ILO EXPERTS

M<sup>a</sup> Luz Vega  
Joaquim Nunes  
Valentina Forastieri  
Felix Martín Daza  
Bente Sorensen

## INTERNATIONAL COLLABORATORS

Katherine Lippel (CA)  
Michael Quinlan (AUS)  
Jordi Escartín (ES)  
José María Peiró (ES)  
Loïc Lerouge (FR)  
Clotilde Nogareda (ES)

# Main targets of the project

- International concern about psychosocial risks is appreciated at different level since 1984 in ILO-WHO and European Union
  - SLIC Campaign on Psychosocial Risks in 2012
  - Current EU-OSHA Campaign on Healthy workplaces
- Stakeholders practice in this issue varies considerably from one country to another
- Our purpose is designing guidelines for all types of inspection activities that should be thereafter adapted to every national context
- Taking into account that the key role of the Labour Inspectors is ensuring compliance with the law

# STRUCTURE

- First – Concepts and definitions
- Second – The role of Labour Inspectors in the enforcement of legislation on psychosocial risks
- Third – Proactive inspection actions
- Fourth – Reactive inspection actions
- Fifth – Inspection policies and strategies

# A legal concept of psychosocial risks, suitable for law enforcement

- The best legal reference is the Belgium law (Act 18 February 2014)
- The probability that one or more employees suffer from mental damage, which can be accompanied by physical damage, as a consequence of being exposed to aspects from the working organisation, the job content, working conditions, job context and the interpersonal relations at work on which the employer has an impact and which contains a danger from an objective point of view
- Key points are: employer's liability and exposure to psychosocial risks in the job context

# Factors, immediate consequences and final effects



# Second part: ROLE OF LABOUR INSPECTORS

- ENFORCEMENT OF LEGISLATION
  - First group – Stress within OSH legislation
  - Second group – Violence and working time within OSH and/or Industrial Relations legislation
  - Third group – Psychosocial Risks relating to the implementation of Industrial Relations Law
- OUTSIDE THE ENFORCEMENT
  - Personal health conditions
  - Private life context
  - Mobility to work



# Third part:

## Proactive inspection actions

- **CONTROLLING EMPLOYERS' RISKS MANAGEMENT THROUGH INSPECTION**
  - Preparation of the process
  - Identification and assessment
  - Adopting preventive measures
  - Plan and execution
  - Review
- **MONITORING OF RELEVANT PSYCHOSOCIAL HAZARDS BY INSPECTORS**
  - Practical solutions for reducing risk factors and increasing resources on the most relevant hazards: job demands, relationships, violence, etc., following up several international and national guidance

## Fourth part: Reactive inspection actions

- Employers' duty of care
- Inspecting employers' procedures on bullying and sexual harassment
- Procedures on traumatic events and return to work
- Investigation of complaints by Labour Inspectors

## Fifth part: Inspection policies and strategies

- Design a National Policy on Psychosocial Risks
- Design an Inspection Strategy
- Inspection campaigns
- Support and resources of the Inspectorates