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| Vorstand

Prevention of work-related stress

needs shop floor initiatives

and obligatory regulation

XIX Congress on Occupational Safety and Health

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Work-related stress

- World Health Organisation (WHO): „one of the biggest health risks in the 21st century"

- European Agency for Safety and Health at Work: EU-15: costs of stress-related health problems = 15 – 20 billion €

- „Work-related stress can be caused by different factors such as work content, work organisation, work environment, poor communication. If a problem of work-related stress is identified, action must be taken to prevent, eliminate or reduce it."
  Framework agreement on work-related stress 2004

- Esener Survey: 79% of European managers are concerned by work-related stress, but less than a third of the companies have set procedures ready to deal with it.
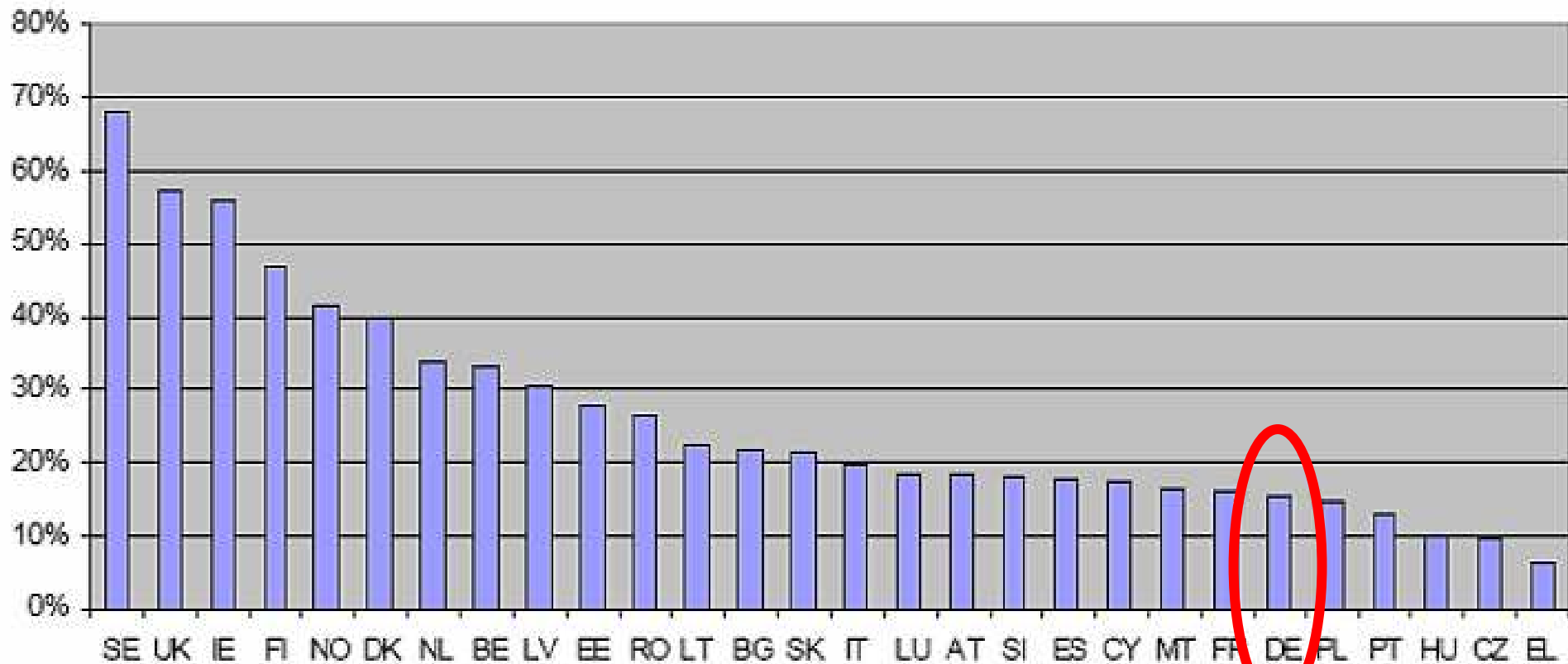
Establishments with procedure to deal with work-related stress (%) EU-OSHA, ESENER

Table 8: Major reasons for addressing health and safety in the establishment (% establishments, EU-27)

Fulfilment of legal obligations	90%
Requests from employees or their representatives	76%
Requirements from clients or concern about the organisation's reputation	67%
Staff retention and absence management	59%
Pressure from the labour inspectorate	57%
Economic or performance-related reasons	52%

Base: all establishments.

Table 12: Major reasons for addressing psychosocial risks in the establishment (% establishments, EU-27)

Fulfilment of legal obligations	63%
Requests from employees or their representatives	36%
Requirements from clients or concern about the organisation's reputation	26%
A decline in productivity or in the quality of outputs	17%
Pressure from the labour inspectorate	15%
High absenteeism rates	11%

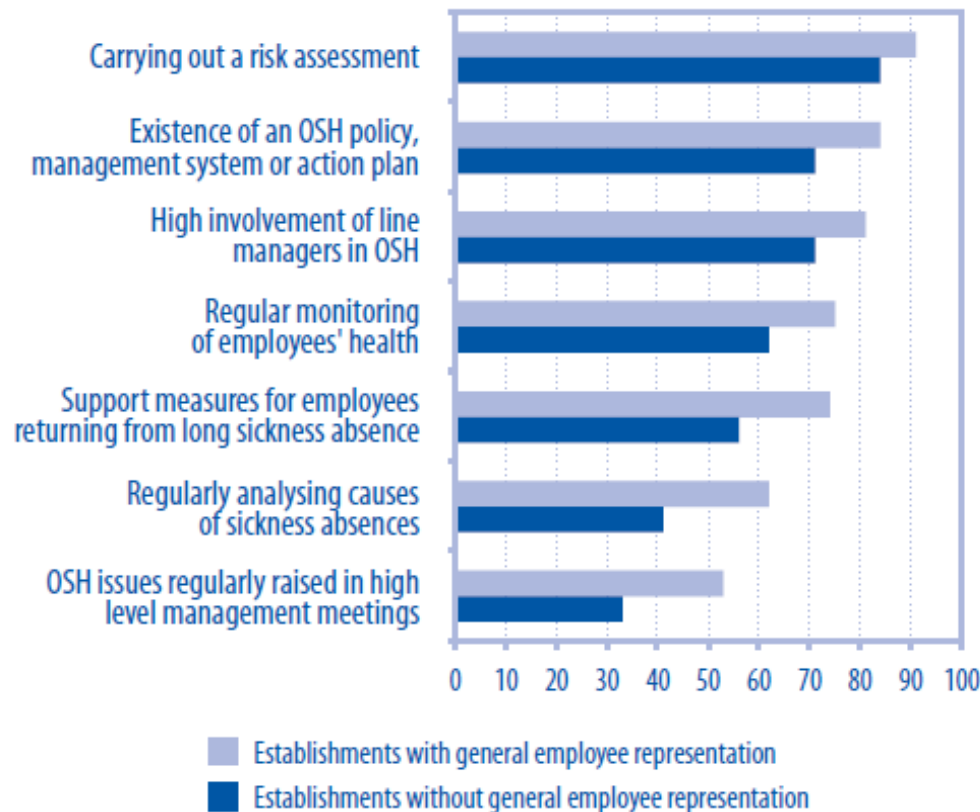Base: establishments with procedures and/or measures in place to deal with psychosocial risks.

ESENER

Figure 51: Health and safety management measures, by existence of a formal employee representation (% establishments, EU-27)

Establishments with general employee representation
Establishments without general employee representation

Base: all establishments (management interviews).

ESENER shows that workplaces with employee participation are much more likely to see successful health and safety measures implemented. This is particularly the case for smaller workplaces where it is an important trigger for effective management of psychosocial risks.
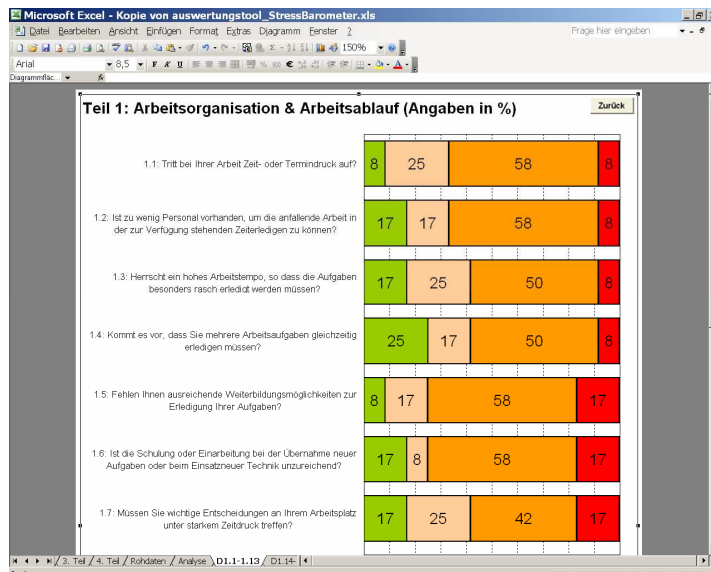
Tool of IG Metall for works councils to intervene

➡️ **The tool is called „stressbarometer" and was developed to support works councils**

➡️ **for assessment of psycho-social risks**

➡️ **includes a screening tool (questionnaire) with an evaluation software**

Traffic-light-system
(red-yellow-green)

Betriebliche Handlungshilfe für Gefährdungsbeurteilungen

stressBarometer

Psychische Belastungen beurteilen – aber wie?

Multi-level-strategy to prevent psychosocial risks

Level of action	Implementing
Company	To enforce best practice examples and to use them for practice transfer
Organisations	To prioritize prevention in all organisations and to build alliances
National strategy	Preventing psychosocial risks as a main goal of national strategy for all actors; to improve the plans of action and to extend cooperation
Science and research	To work on the gaps in research (i.e. combination of hazards) and to evaluate the process of implementation
Legislative authority new	To close the gap in the legislation

ASiG

ArbStättV

ArbMedV

Regelungslücke
Psychische
Belastungen
schließen!

LärmVi

GefStoffV

ArbSchG

ArbZG

BetrSichV

➡ **There is obligatory prevention in Germany for most of the hazards (chemicals, noise, vibration, working time etc.).**

➡ **But there is a gap in legislation concerning psychosocial risks.**

➡ **It is possible to use the European Framework agreement on work-related stress to close national gaps (as done in Denmark, Belgium, Italy etc.).**

➡ **There is further need to act both on European and national level.**