

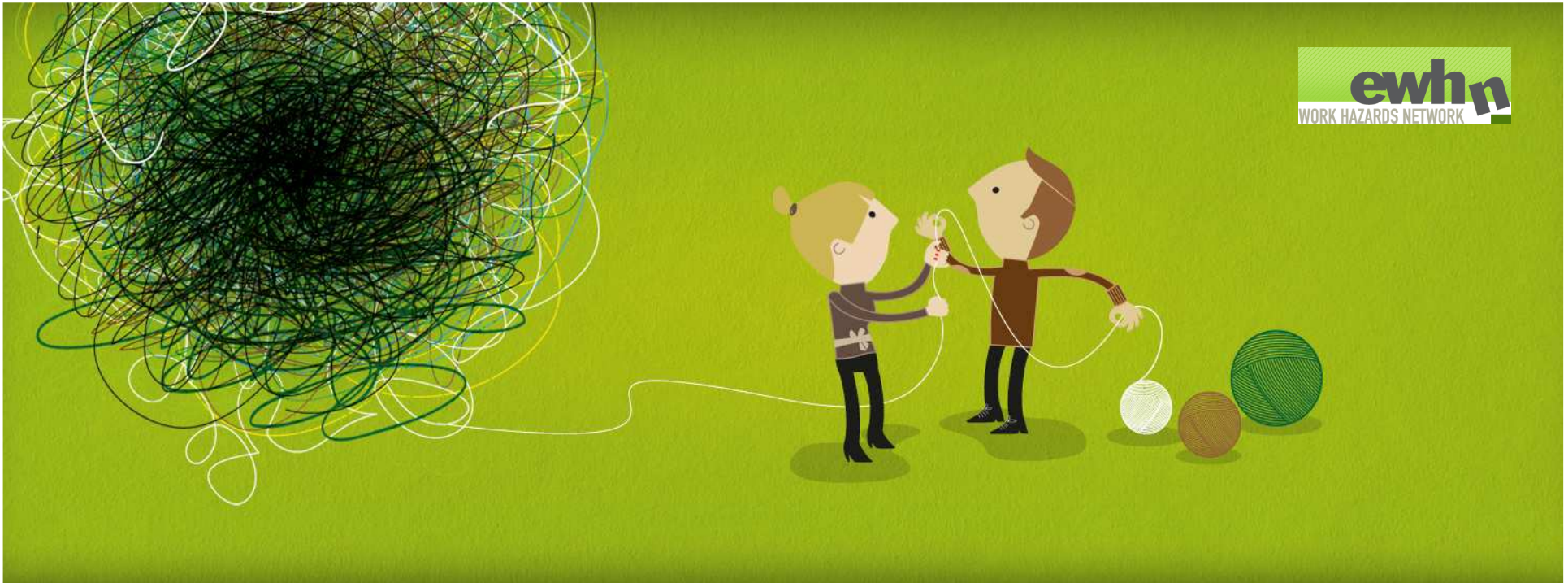


Work Related Stress: How to prevent, assess and tackle the risk at European scale

Language: English (Lingua: Inglese, non è prevista la traduzione simultanea)



Safety and health at work is everyone's concern. It's good for you. It's good for business.



Healthy Workplaces Manage Stress

Managing stress and psychosocial risks at work

Introduction to the campaign

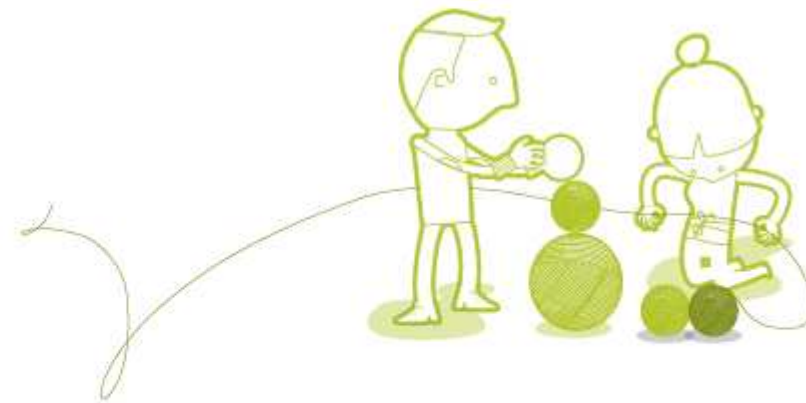


- **Coordinated by the European Agency for Safety and Health at Work (EU-OSHA)**
- **Organised in more than 30 countries**
- **Supported by a network of partners**
 - National focal points
 - Social partners
 - Official campaign partners
 - Media partners
 - Enterprise Europe Network
 - EU institutions



Key objectives

- **Improve understanding of work-related stress and psychosocial risks**
- **Promote management of these risks**
- **Prevent significant negative effects**
- **Provide support and guidance for workers and employers**
- **Encourage the use of practical, user-friendly tools**



The scale of the problem

- **Over half of European workers report that stress is common in their workplace.**
- **Stress is thought to contribute to about half of all lost working days, along with other psychosocial risks.**
- **Around 4 in 10 workers think that stress is not handled well in their workplace.**



Psychosocial risks arise from

- poor work design, organisation and management;
- unfavourable social context of work;
- and may result in negative psychological, physical and social outcomes, including work-related stress.

Work-related stress

- is an organisational issue and not an individual fault;
- occurs when demands at work are beyond the worker's capacity to cope with them.

The psychosocial work environment

A poor psychosocial work environment may be the result of

- excessive or conflicting work demands;
- lack of participation and influence over the way the job is done;
- poor communication and lack of support;
- psychological and sexual harassment and third-party violence;
- poorly managed organisational change and job insecurity.



The negative effects

For the individual

- Difficulty in concentrating and making mistakes
- Burnout and depression
- Problems in personal life
- Drug and alcohol abuse
- Poor physical health

For the organisation

- Poor overall business performance
- Increased absenteeism and presenteeism
- Increased accident and injury rates



Managing psychosocial risks

- Only about 30% of organisations in Europe have procedures in place for dealing with psychosocial risks*.
- Dealing with those risks is often considered as more difficult compared to 'traditional' OSH risks.

But...

- Psychosocial risks can be assessed and managed in the same systematic way as other OSH risks.
- The benefits of managing psychosocial risks and work-related stress clearly outweigh the costs of implementation for organisations of all sizes.

* The European Survey of Enterprises on New and Emerging Risks (ESENER), European Agency for Safety and Health at Work, 2010.

Available at: https://osha.europa.eu/en/publications/reports/esener1_osh_management

Benefits of managing psychosocial risks

- Improved workers' well-being and job satisfaction
- A healthy, motivated and productive workforce
- Improved overall performance and productivity
- Reduced absence and staff turnover rates
- Reduced costs and burden on society as a whole
- Compliance with legal requirements



The role of management



- **Employers are responsible for implementing a plan to prevent/reduce psychosocial risks.**
- **Managers should promote a supportive workplace environment, encouraging workers to raise concerns and suggestions.**
- **Middle managers have a crucial role to play as they interact with workers on a daily basis.**
- **Good leadership and people management skills help create a good psychosocial work environment; these skills can be learned and developed.**
- **Implementing voluntary measures to promote mental well-being can also make an important contribution to a healthy workplace.**

The importance of worker participation



- **While good leadership can help to reduce work-related stress and psychosocial risks, worker participation is also key.**
- **There must be two-way dialogue between employers and the workforce.**
- **Workers and their representatives have the best understanding of problems in their workplace and can help to shape planning and implement solutions.**
- **Consulting workers will help to improve overall morale and ensure that measures put in place are both appropriate and effective.**

How to manage stress and psychosocial risks



- **Even with only limited resources, psychosocial risks can be effectively assessed and managed.**
- **Being proactive and having a plan in place to pre-empt problems is the most effective way to tackle psychosocial risks in the workplace.**
- **A risk assessment is essential to identify hazards and appropriate solutions.**
- **Practical tools and guidance facilitating effective management of psychosocial risks are available.**

Key dates

- **Campaign launch: April 2014**
- **European Weeks for Safety and Health at Work: October 2014 and 2015**
- **European Good Practice Awards Ceremony: April 2015**
- **Healthy Workplaces Summit: November 2015**



Campaign partnership offered

- **For pan-European and international organisations**
- **Campaign partners promote the campaign and give it publicity.**
- **Benefits include**
 - a welcome pack
 - a partner certificate
 - special category for partners in the European Good Practice Awards
 - promotion at EU level and in the media
 - networking opportunities and exchange of good practice with other campaign partners
 - invitation to EU-OSHA events.



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

EWHN and work related stress

- In our biennial EWHN Conferences we discuss about work related stress since Copenhagen Conference (1990)
- Specific work related stress workshops and infomeetings were organized in the following Conferences:
 - 4° Sheffield 1992
 - 5° Riccione 1994
 - 6° Egmond and See, 1997
 - 7° Edinburgh, 1999
 - 8° Vienna, 2001
 - 9° Elsinor, 2003
 - 10° Riga, 2006,
 - 11° Bologna, 2008
 - 12° Leeds, 2010
 - 13° Bologna, 2013



EWHN and work related stress



- Particularly active, on work related stress issue, since is the UK National Work Stress Network (www.workstress.net) which, after Riccione Conference (1994), promoted an European Stress Network inside EWHN.
- The European Work Stress Network, apart from participating in EWHN Conferences, organised camopaigns and seminars throughout Europe. Among them:
 - Many national events and Seminars in UK, Netherlands, Denmark;
 - The 2012 EWHN Copenhagen Seminar on Stress



The Campaign in Italy



- EWHN together with the Italian Network Assoprev, organised in 2014-2015 Four Events on work related stress:
- Macerata, 22 Sept. 2014
- Bari, 19 Dec. 2014
- Desenzano, 28 Feb. 2015
- Milano, 23 Oct. 2015



IN COLLABORAZIONE CON



CORSO

“DONNE: LAVORO, STRESS E SALUTE”

Aggiornamento valido per tutte le figure professionali

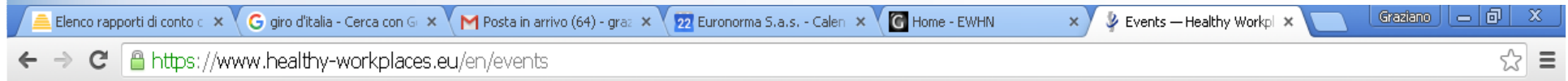
Verrà data precedenza ai Medici Competenti ed Assistenti sanitari

11 Crediti ECM (50 posti)

EVENTO NELL'AMBITO DELLA CAMPAGNA EUROPEA



Closing event: Milano, 23 Ottobre 2015 (1+2)



Email: info@dli.mlsi.gov.cy

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OCTOBER
2015

Preventing and Managing Work-Related Stress: Italian and European Experiences

Oct 23, 2015 from 09:30 AM to 05:30 PM

Milan, Italy

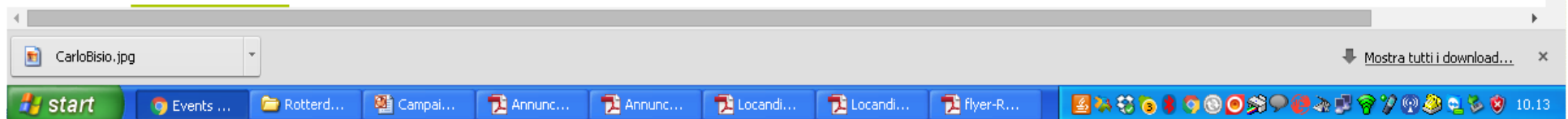
EWHN, together with AiFos (Italian H&S Trainers Association), Associazione Ambiente e Lavoro (Work and Environment Association) and Assoprev (Italian H&S Services Association) organizes an International Seminar on Work-Related Stress Management.

EWHN together with **AiFOS** (Italian H&S Trainers Association), **Associazione Ambiente e Lavoro** (Work and Environment Association) and **Assoprev** (Italian H&S Services Association) organizes an International Seminar on Work-Related Stress Management. The morning session will be dedicated to the Italian situation, presenting and discussing national experiences and practices. The theme of the **morning session** will be "**Organizational wellbeing: experiences and good practices in managing work-related stress in Italy**". Language will be Italian.

The **afternoon session**, in English, will be about "**Work-Related Stress: How to Prevent, Assess and Tackle the Risk at European Level**", presenting and discussing practices, experiences and results at European level, with the participation of European Experts, Professionals, Trade Unionists, and H&S Activists.

<http://www.ewhn.eu/articles/preventing-and-managing-work-related-stress-european-experiences-milan-23-oct-2015/>

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Guidelines we gave on stress risk assessment:



■ *Work related stress risk assessment:*

- It's part of the general work risk assessment evaluation
- Must be carried out in all Public and Private Companies , despite their Sector and size
- Must be promoted by the Employer with the active collaboration of the Occupational Doctor, Safety Responsible involving Safety Reps and all employees from the beginning.
- The goal of is to estimate the risk, not to find diseases.
 - This is an Occupational Doctor's task, during medical surveillance, with the collaboration of other specialists
- Must be undertaken taking into account both objective evidences and workers' subjective perception

The Campaign goes on in Italy.....



Assoprev Tour
2016



The Campaign goes on in Europe....

Rotterdam 27-29 May 2016

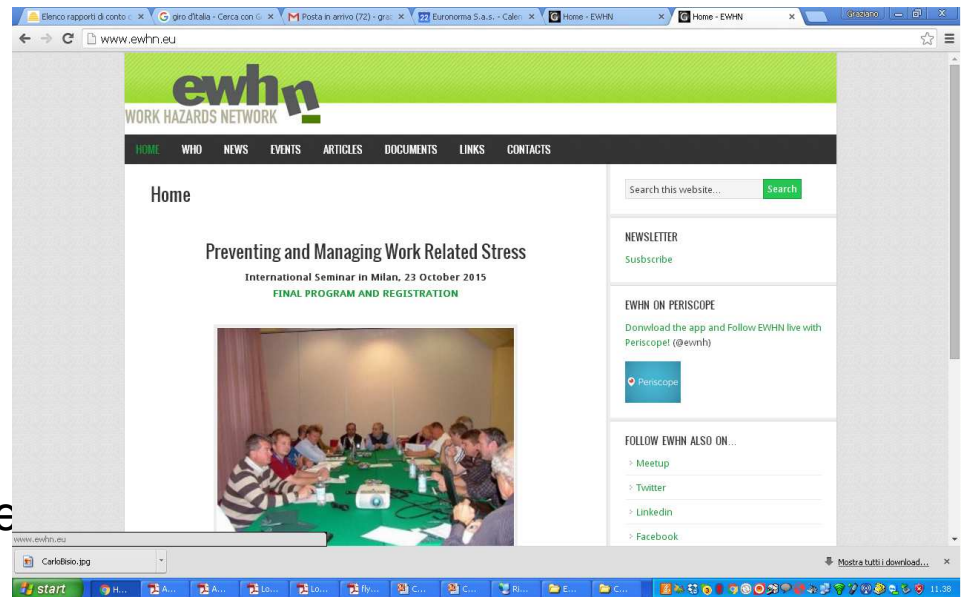


14th European Work Hazards Conference.

“Empowerment of workers and experts in Health and Safety at the shopfloor”

Further information

- www.ewhn.eu
 - EWHN main website
- www.ewhn2016.org
 - Rotterdam 2016 website
- www.workstress.net
 - UK and European Workstress Network
- www.assoprev.it
 - Italian EWHN focal point



See You in Rotterdam!

The screenshot shows a web browser window with the URL www.ewhn2016.org. The browser's address bar and tabs are visible at the top. The website content includes:

- Header: **Rotterdam Conference 27-29 May 2016** (14th EWHN conference) and a search box labeled "Zoeken".
- Main banner: A large image featuring the EWHN logo, the text "Rotterdam 26 - 29 May 2016", and the "European Work Hazards Network" title. The background shows a modern cable-stayed bridge and a statue.
- Navigation menu: A horizontal list of links including "Home", "website 2016 EWHN Rotterdam Conference", "Programm of the 14e EWHN Conference", "Workshops", "Infomeetings", "Workplace visits", "Coördinatiegroep", "links", "National network contacts", and "Application form".
- Taskbar: The Windows taskbar at the bottom shows the Start button, several open application windows, and the system tray with the time 11:37.