



# EU action on health and safety at work

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## EU occupational safety and health (OSH) strategic policy framework

- A comprehensive body of EU legislation covering the most significant occupational risks and providing common definitions, structures and rules
- A series of multiannual action programmes between 1978 and 2002, followed by European strategies (covering 2002-06 and 2007-12)
- EU Strategic Framework on Health and Safety at Work 2014-2020

# Framework Directive 89/391/EEC (1)

- Employer has to ensure the safety and health of workers in every aspect related to the work ...
  - accidents
  - psychosocial risks
- Take the measures necessary for the safety and health protection of workers
  - prevention of risks
  - information
  - training
- Consult workers on all questions relating to OSH

# Framework Directive 89/391/EEC (2)

- Asses the risks to safety and health at work
- Avoid risks
- Evaluate risks which cannot be avoided
- Combat the risk at source
- Adapt the work to the individual (working methods)
- Develop overall prevention policy (organisation of work, social relationships)
- Give collective protective measures priority over individual protective measures

# Framework Directive 89/391/EEC (3)

## Workers' obligations:

- Take care as far as possible of his own safety and health and that of other persons affected by his acts or omissions at work in accordance with his training and the instructions given by his employer
- Cooperate - to enable the employer to ensure that the working environment and working conditions are safe and pose no risk to safety and health within their field of activity

# Guidance on risk assessment at work

Examples of work situations and activities requiring risk assessment:

- Interaction of workplace and human factors
  - Dependence on norms of behaviour
- Psychological factors
  - Severity of work (intensity, monotony)
  - Role ambiguity/conflict
  - Contribution to decision-making affecting work and tasks
  - High demand, low control of work

# Online interactive Risk Assessment tool

- OiRA is a European online platform to create free and easy-to-use sectoral risk assessment tools for small and micro-companies; managed by European Agency for Safety and Health at Work (EU-OSHA)
- Help to adapt and translate existing OiRA tools into other languages/national contexts (Focal Points)

# EU Strategy on Health and Safety at Work 2007-2012

## Challenges:

- Certain illnesses become more common, e.g. associated with psychological stress
- Changing nature of occupational hazards, new risk factors (e.g., violence at work, and addictions)

## Actions:

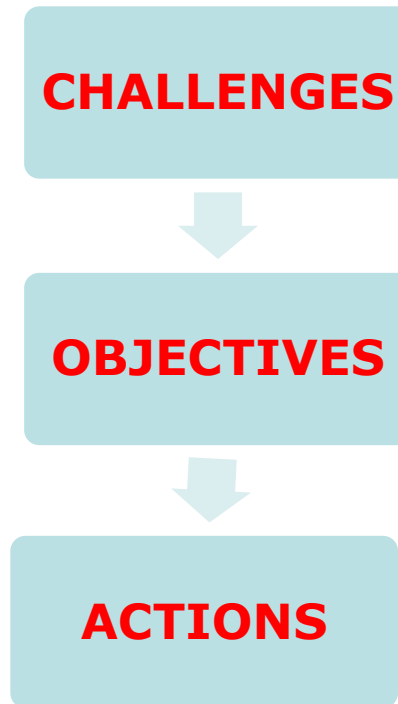
- Encourage changes in the behaviour of workers and encourage their employers to adopt health-focused approaches
- Promotion of mental health at the workplace



# EU OSH Strategic Framework 2014-2020 (1)

- aims at ensuring that the EU continues to play a leading role in the promotion of high standards for working conditions both within the European Union and internationally
- in line with the Europe 2020 Strategy, it contributes to improving job quality and job satisfaction, while improving the competitiveness and productivity of European companies

## EU OSH Strategic Framework 2014-2020 (2)



# EU OSH Strategic Framework 2014-2020 (3)

## Challenges:

- Implementation of OSH legislation
- Prevention of **work-related diseases**
- Demographic change

## Key objectives:

- Consolidation of national strategies
- Compliance with OSH rules, MSEs
- Enforcement by Member States
- Simplification
- Ageing, **new risks**, occupational diseases
- Data collection
- International cooperation

## EU instruments:

- Legislation
- EU funds
- Social dialogue
- Communication and information
- Synergies with other policies

## EU OSH Strategic Framework 2014-2020 (4)

Challenge: Improving the prevention of work-related diseases by tackling existing, new and emerging risks

- Stress & impact on mental health (changes in work organisation)

Objective: Address the ageing of the workforce, emerging new risks, prevention of work-related and occupational diseases

- identify and disseminate good practice on preventing mental health problems at work

## **EU OSH Strategic Framework 2014-2020 (5) Instruments**

European Social Fund 2014-20 to promote sustainable, quality employment:

- Promote a healthy environment and mental wellbeing at work
- Return to work of people with mental health disorder
- Promote healthy lifestyles and tackle health determinants of occupational / environmental causes
- Awareness raising / training activities for labour inspectors to improve their capacity
- Implementation of OiRA and other IT tools by SMEs

# EU OSH Strategic Framework 2014-2020 (6)

## Instruments

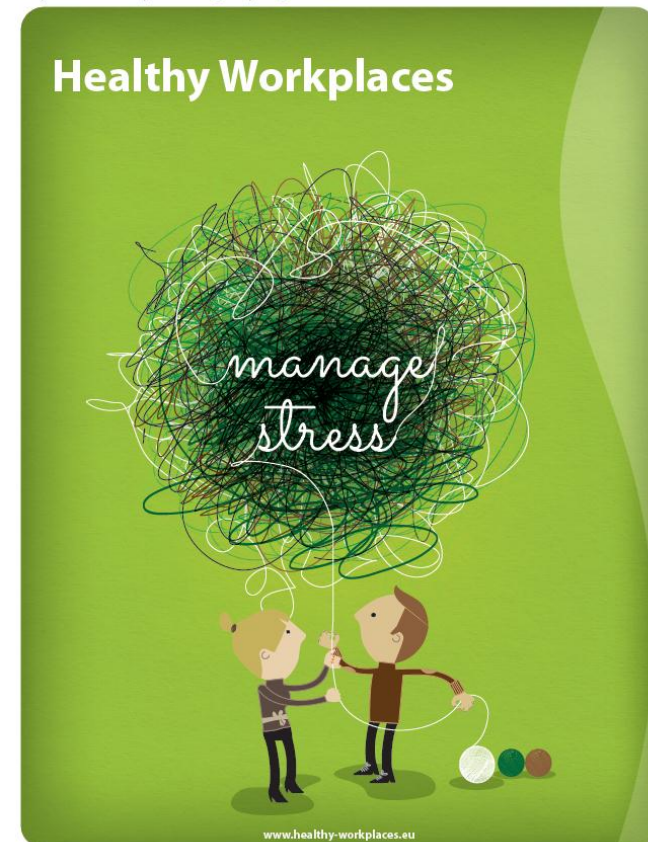
### Synergies with other policy areas:

- Education: better reflect OSH issues in school curricula (especially in vocational training) as well as to better promote mental health and wellbeing
- Public health: better coordination and synergies through, e.g., Joint Action on Mental Health and Wellbeing

# Healthy Workplaces Campaign 2014-2015

- Raise awareness of the growing problem of work-related stress and psychosocial risks
- Provide and promote the use of simple, practical tools and guidance for managing psychosocial risks and stress in the workplace
- Highlight the positive effects of managing psychosocial risks and stress in the workplace, including the business case

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



## Good practice example 'Top on Job', Germany

- The programme addresses young workers before addiction problems occur
- Alcohol and drug abuse and other addictions not openly discussed
- Peer education
- Apprentices complete a training in order to become a tutor for other young workers
- Collaborate with local addiction aid institutions



# **EU actions relevant to psychosocial risks at work (1)**

## **Framework agreement on work-related stress (2004)**

- raise awareness, identify, prevent or manage this problem
- most Member States have taken action

## **Framework agreement on violence and harassment at work (2007)**

- condemn harassment and violence
- provide an action-oriented framework
- all Member States have taken action

## **Senior Labour Inspectors Committee (SLIC):**

- campaign on psychosocial risks in 2011-2012
- inspection campaign toolkit in 22 languages

## **EU actions relevant to psychosocial risks at work (2)**

### **A European Pact for Mental Health and Wellbeing (2008):**

- promoting mental health at the workplace – priority

### **Joint Action on Mental Health and Wellbeing (2013-2015):**

- promoting mental health at the workplace

### **EU-wide study on mental health in the workplace (2013-2014):**

- assess EU legal framework and efficiency of its implementation
- develop a range of scenarios helping to consider policy options
- prepare a guidance document for employers and workers

# Thank you!

More information available on:

EU OSH Strategic Framework 2014-2020

<http://ec.europa.eu/social/main.jsp?catId=151&langId=en>

Health and Safety at Work (EC)

<http://ec.europa.eu/social/main.jsp?catId=148&langId=en>

Healthy Workplaces Campaign 2014-2015

<https://www.healthy-workplaces.eu/en>