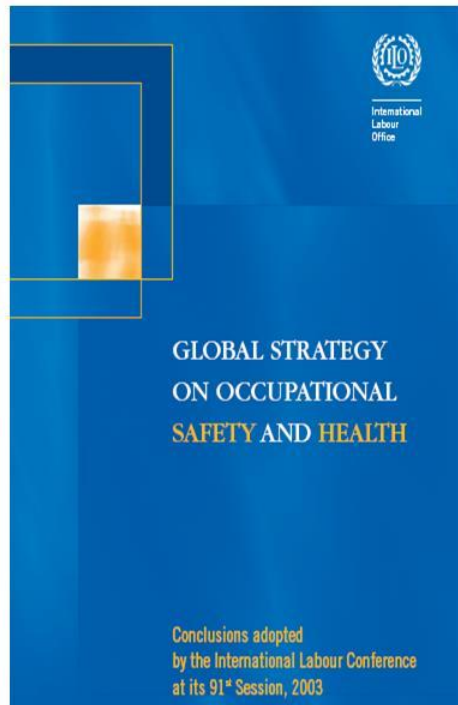
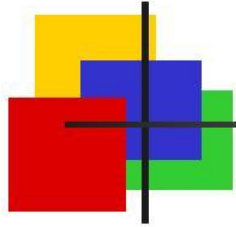


ILO action on psychosocial risks and mental health at work



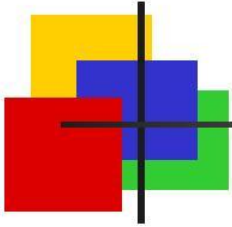
Occupational Health: Should aim at the promotion and maintenance of the highest degree of physical, mental and social well-being of workers in all occupations.

Health Promotion: Addressing workers' occupational health care, well-being, and quality of working life of all workers in all occupations.

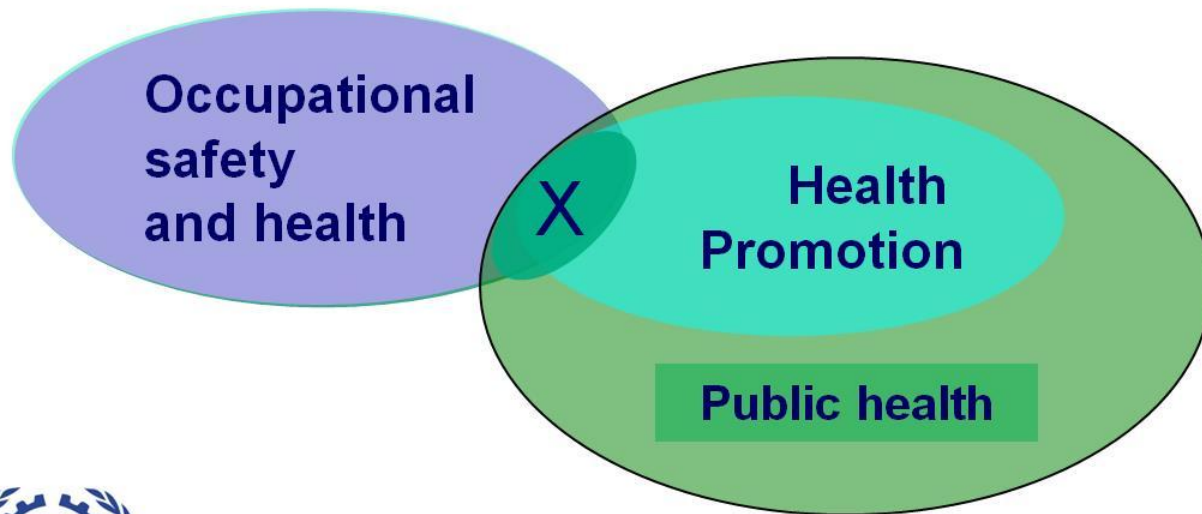


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ILO work in the field of psychosocial risks: Emphasis on prevention



ILO incorporates the protection of mental health and well-being into workplace health promotion measures



WORK-RELATED STRESS



It is determined by *psychosocial hazards* found in:

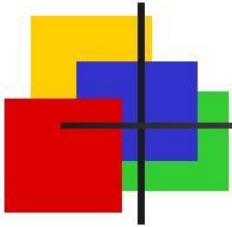
- work organization,
- work design, and
- labour relations.



- It emerges when the **knowledge and abilities to cope** of an individual worker or of a group are not matched with the **demands of the job and expectations of the organizational culture** of an enterprise/organization.
- Becomes a risk to health and safety when work exceeding the worker's capacity, resources and ability to cope is **prolonged**.



ILO initiatives on the prevention of psychosocial risks and the promotion of mental health at work



Manual Stress prevention at work checkpoints (2012)



International List of Occupational Diseases

stress, mental and behavioural disorders
updated 2010



Train of trainers programme



Integration of health promotion into an Occupational Safety and Health Policy and action 2011



ILO study: Global trends on work-related stress 2015

ILO's approach to managing psychosocial risks in the workplace: Emphasis on prevention

- Implementing collective risk assessment and management measures as it is done with other workplace hazards;
- Adopting collective and individual preventive and control measures;
- Increasing the coping ability of workers by reducing job demands, increasing their control over tasks and recognizing achievements and providing job security;
- Improving organizational communication and protecting from offensive behaviour;
- Supporting workers' participation in decision making;
- Building up social support systems for workers within the workplace;
- Pursuing a work-life balance taking into account working time arrangements and the interaction between working and living conditions;
- Enhancing the value placed on safety and health within the organization.



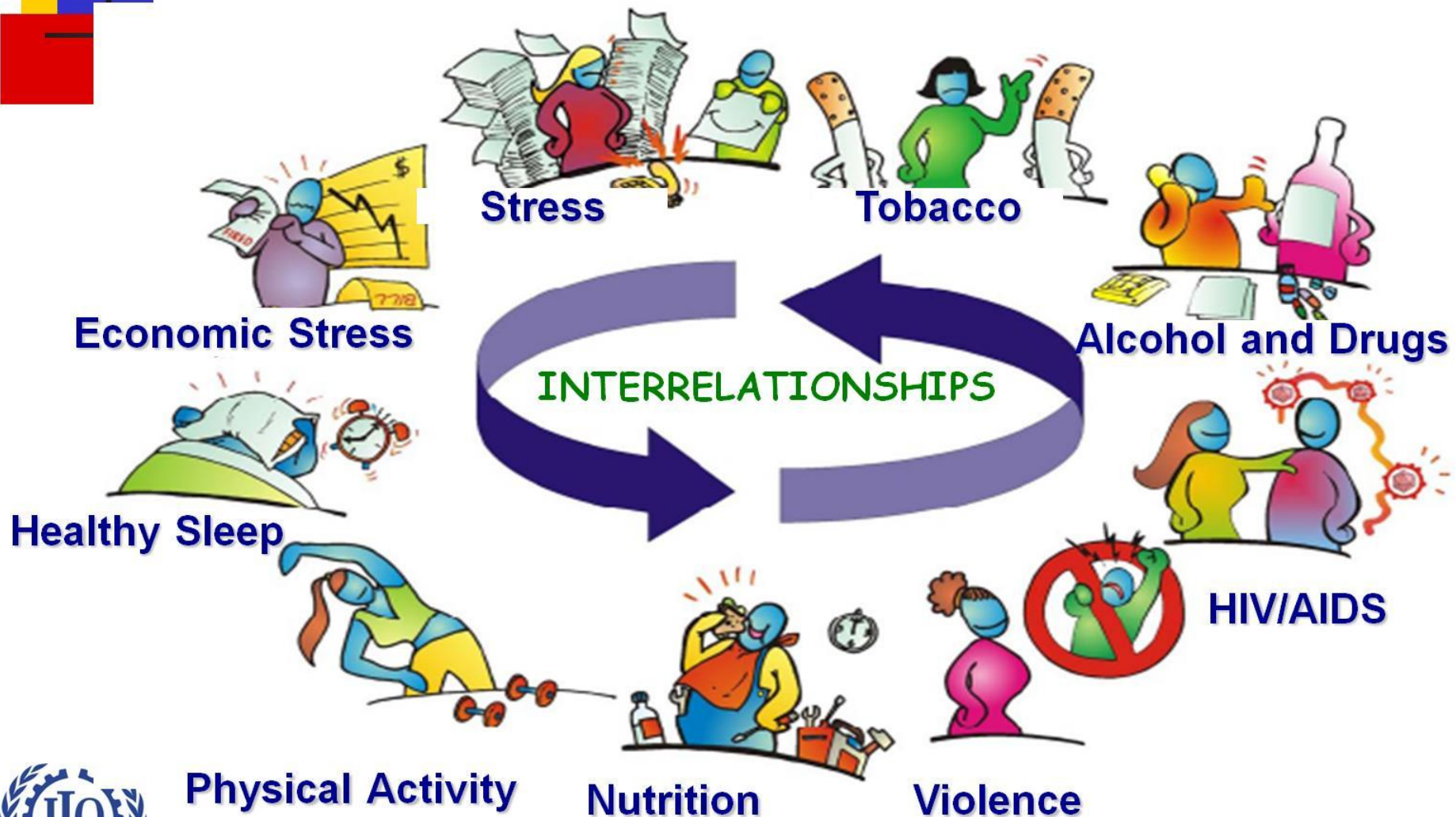
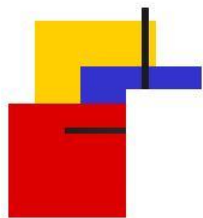
The SOLVE Approach to health Promotion

Focus on the promotion of health and well-being at work addressing the following areas and their interactions.

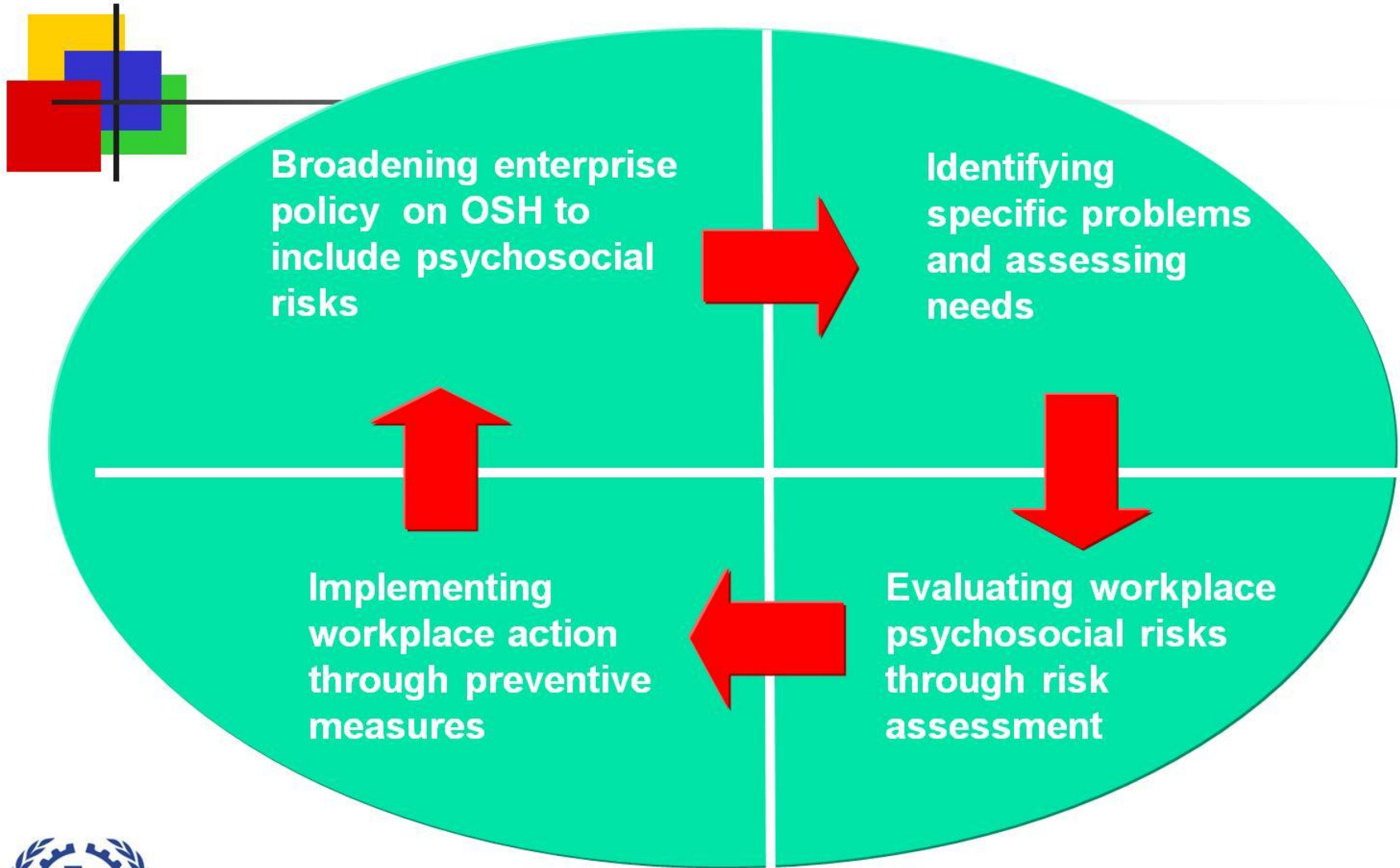
- *Psycho-social risks/mental health:*
 - stress
 - psychological and physical violence
 - economic stressors
- *Potential addictions:*
 - tobacco consumption
 - alcohol and drug consumption and abuse
- *Lifestyle habits:*
 - nutrition
 - exercise and physical activity
 - healthy sleep
 - HIV and AIDS



SOLVE WORKPLACE STRATEGY



The SOLVE method for workplace action





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DECENT WORK

A better world starts here.



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