



Healthy Workplaces Manage Stress

EU-OSHA Campaign 2014-15, Podgorica

Tsvetomir Tsanev, EU-OSHA

Project Manager IPA



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



European Agency for Safety and Health at Work

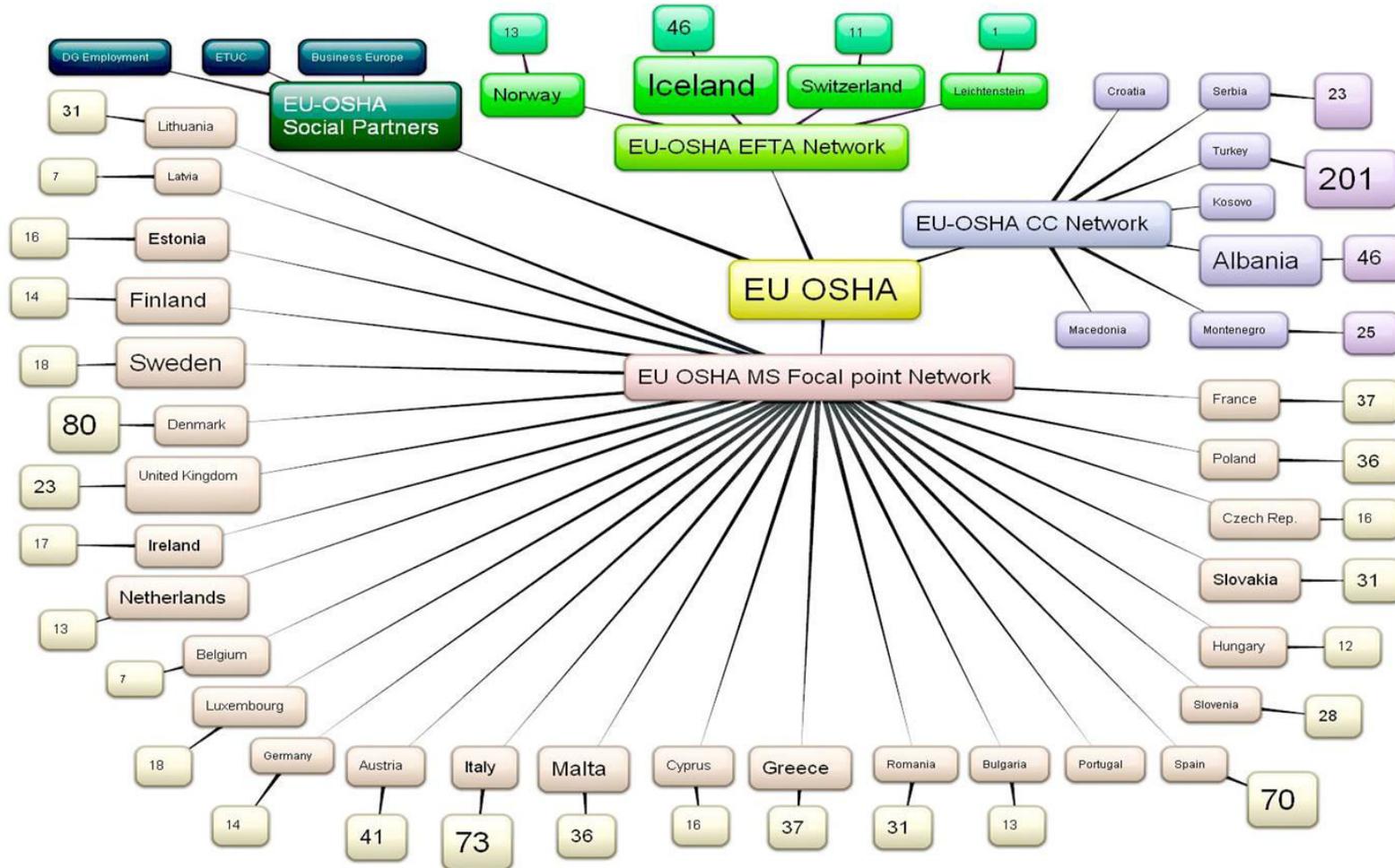
“Making Europe a safer, healthier and more productive place to work”

The Agency is providing information to serve the needs of those involved in safety and health at work

- Data collection – facts & figures
- Analysis - tools for OSH management
- Dissemination – campaigns for raising awareness

EU-OSHA Network

Tripartite, partnership- and network-based structure



EU-OSHA IPA project

Purpose: Facilitation of the future participation in the Agency network and activities.

Beneficiaries: Candidate and Potential Candidate Countries

- Albania
- Kosovo
- FYROM
- Montenegro
- Serbia
- Turkey

Budget: 900 000 euro

Duration: 2011-2014



Project Activities

- Developing Focal Point network in the beneficiary countries and integrating them into the Agency`s network and activities;
- Providing support to participate at meetings, trainings and seminars, organised by the Agency or in the Member States.
- Support of awareness-raising actions on national level related to the European OSH Campaigns, or other Agency projects and initiatives;
- Translation and production of OSH information materials;
- European Survey of Enterprises on New and Emerging Risks - (ESENER)

Campaign 2014 -15



Healthy Workplaces Manage Stress

Managing stress and psychosocial risks at work

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

Stress and psychosocial risks

- Over half of European workers report that stress is common in their workplace.
- EUROSTAT, 1999-2007: 28% of workers reported exposure to psychosocial risks affecting mental well-being
- Around 4 in 10 workers think that stress is not handled well in their workplace.
- ESENER survey (2009): less than 30% establishments have procedures in place to deal with stress, workplace violence and harassment; 42% managers consider it more difficult to manage psychosocial risks than other OSH risks

Better understanding

Psychosocial risks:

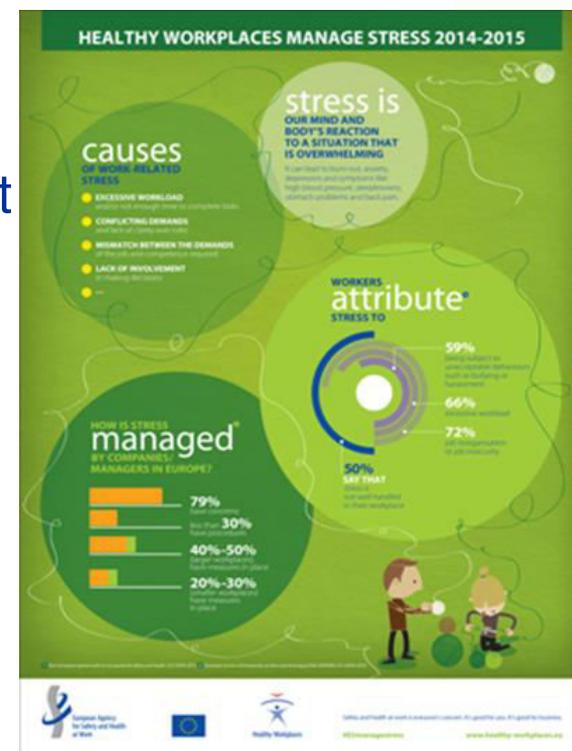
- poor work design, organisation and management
- unfavourable social context of work

Work-related stress

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

Negative outcomes:

emotional, cognitive, behavioral, physical



Managing psychosocial risks

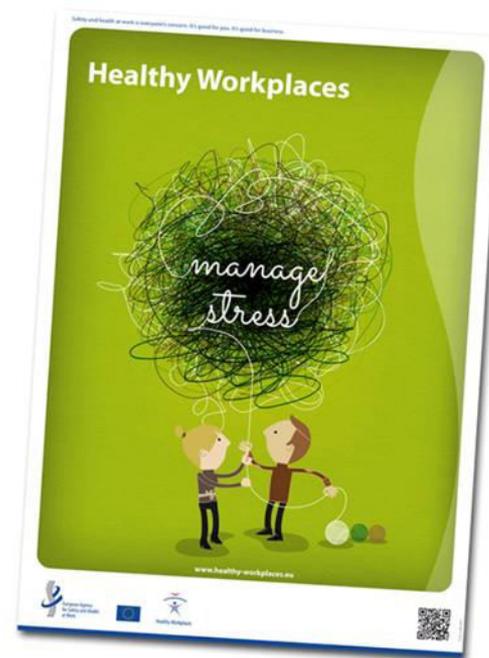
- Despite its sensitive nature, stress and psychosocial risks at work can be successfully reduced and dealt with in the same logical and systematic way as other OSH issues
- Tackling stress in the workplace leads to improved worker wellbeing and better organisational performance
- Leadership and worker participation is crucial to tackle psychosocial risks and work-related stress effectively



Campaign resources

- Campaign guide and leaflets
- Infographics, video, PPT
- Reports
- Figures (ESENER)
- Napo film

www.healthy-workplaces.eu



Campaign resources

- **E-guide to managing stress and psychosocial risks**
 - causes and consequences of psychosocial risks
 - practical examples on how to deal with psychosocial risks in SME
 - addresses concerns and misconceptions
 - provides national resources



Campaign resources

- **Practical tools for risk assessment and management**
 - tools developed by EU partners and international organisations

The screenshot shows a web browser window displaying the 'Practical tools for managing stress and psychosocial risks' page on the Healthy Workplaces website. The page features a navigation menu with categories like 'STRESS AND PSYCHOSOCIAL RISKS', 'TOOLS AND RESOURCES', 'GET INVOLVED', 'CAMPAIGN PARTNERS', 'MEDIA CENTRE', and 'CAMPAIGN MATERIAL'. The main content area is titled 'PRACTICAL TOOLS FOR MANAGING STRESS AND PSYCHOSOCIAL RISKS' and contains the following text:

Work-related **stress and psychosocial risks can be successfully assessed and managed**, just as any other occupational safety and health issue can. A number of user-friendly and effective **practical tools** are available to help you in this task.

Many of these tools are particularly helpful for small enterprises, enabling them to fulfil their legal obligations and improve organisational performance. The tools will guide you through **assessment of psychosocial risks** and show how to **implement actions to eliminate or reduce these risks**, even with limited resources.

To find resources available in your language refer to our [list of national tools](#).

There are also many useful [tools developed by EU partners and international organisations](#).

Below the text is a 'SEE ALSO' section with a list of links:

- > European and international tools for psychosocial risks
- > National tools
- > An e-guide to psychosocial risks

The footer of the page includes the text 'Safety and health at work is everyone's concern. It's good for you. It's good for business.' and the Healthy Workplaces logo. The browser's address bar shows the URL: <https://www.healthy-workplaces.eu/en/tools-and-resources/hapo-film>.

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**



Key partners and dates

- Campaign 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, organisations and associations
- Campaign launch: April 2014
- European Weeks: October 2014/2015
- European Good Practice Awards Ceremony: April 2015
- Healthy Workplaces Summit: November 2015



Thank You!

<https://osha.europa.eu>

<http://www.healthy-workplaces.eu/>

Tsvetomir Tsanev: tsanev@osha.europa.eu

