

# **POSSIBLE KEY ELEMENTS FOR A DIRECTIVE ON PSYCHOSOCIAL RISKS**

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*Quid leges sine moribus?*

*Quid mores sine legibus ?*

*(Horatius)*

1. *Scope of the directive*
2. *Definition of psychosocial risks (PSR)*
3. *Persons involved in PSR-management*
4. *Prevention principles*
5. *Risk factors and prevention measures*
6. *Interaction between the risk factors*

## SCOPE OF THE DIRECTIVE

- ALL SECTORS OF ACTIVITY
  - Private sector
  - Public sector
- EMPLOYER
  - Natural or legal person
  - Employment relationship with worker
  - Responsibility for undertaking/establishment
- WORKER
  - Person employed by employer
  - Including trainees and apprentices
  - **Quid domestic servants?**
  - **Other persons: volunteers, family company etc.....**

# DEFINITION OF PSYCHOSOCIAL RISKS

Probability of psychological or physical harm

That is work related

And is resulting from the exposure to factors related to

- Job characteristics
- Work organisation
- Interpersonal relationships at work
- Employment conditions
- Physical work environment

And concerns one or more workers

# Persons involved in PSR-management

- ❑ Employer= ultimate responsibility
- ❑ Workers = participation and information
- ❑ Expertise
  - = prevention advisors with specific knowledge and experience in the field of PSR ?
  - = other experts in the company ?
  - = article 7 OSH framework directive
- ❑ Worker's representatives = social dialogue



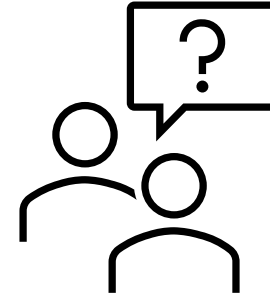
# Prevention principles

- avoiding risks;
- combating the risks at source;
- adapting the work to the individual,
- developing a coherent overall prevention policy
- giving collective protective measures priority over individual protective measures;
- giving appropriate instructions to the workers.
- giving specific training to workers, supervisors and managers related to PSR



## Job characteristics: risk factors

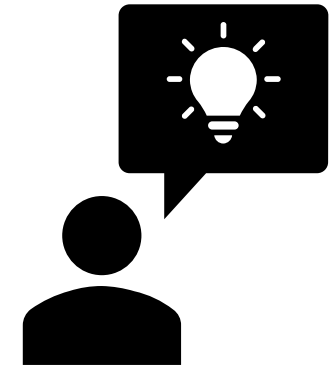
- Meaningful work, purpose of the job
- Repetitive work - variation in work
- Alertness - concentration
- volume of work
- time limit for execution of work
- work pace (determined by machine)
- control over work
- interaction with persons not belonging to the company
- traumatic events





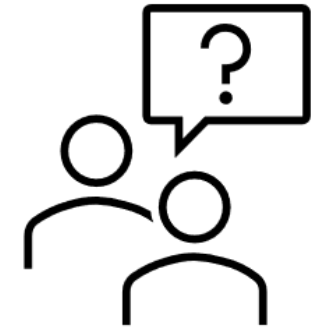
# Job characteristics : prevention measures

- job design
- ensuring that workers maintain the control of their own work
  - ✓ sufficient human resources
  - ✓ adapted pace - deadlines
  - ✓ Support from the management
- in case of large amount of work, strict deadlines, high work pace
  - ✓ provide time for recovery
- the right person in the right place
- information for workers on the nature, meaning of their job
- Procedures, instructions and training:
  - ✓ when dealing with persons outside the company
  - ✓ when facing traumatic events



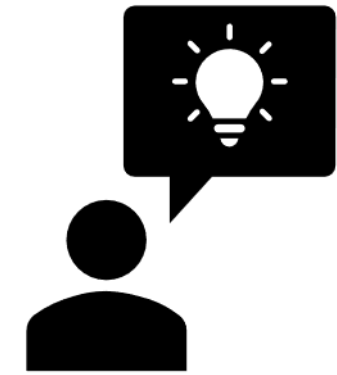
# Work organisation : risk factors

- ❑ roles in the company
  - ambiguous
  - conflicting demands or expectations
- ❑ corporate culture
  - vertical versus horizontal
  - policies and procedures (changes)
  - recognition and reward
  - supervision
- ❑ remote work and isolated work
- ❑ changes in the organisation
  - prolonged or recurring restructuring



# Work organisation : prevention measures

- Jobdesign
- avoiding conflicts between several roles or inside one role
- clarity on the company's policies and procedures
- recognise and reward workers
- involving workers and/or their representatives
  - ✓ in the development and application of procedures
  - ✓ during the process of restructuring
- when work is isolated/remote
  - ✓ providing management support
  - ✓ opportunities for contact with other workers, management



# Interpersonal relationships

## Risk factors



- Interpersonal conflicts
- violence
- harassment
- Sexual harassment

## Prevention measures



- ✓ leadership styles
- ✓ equal balance of power between workers/management
- ✓ social support
- ✓ communication
- ✓ procedures in case of abusive behaviour

# Employment conditions : risk factors

## □ precarious work

- ✓ employment opportunities
- ✓ job security
- ✓ nature, term of contract
- ✓ temporary unemployment
- ✓ low wages
- ✓ application of labour law and social security

## □ career development

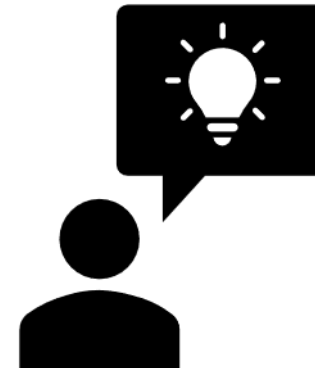
## □ working time

- ✓ long working hours
- ✓ unpredictable working hours
- ✓ flexible working schedules
- ✓ shift work



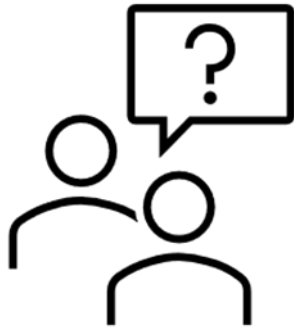
# Employment conditions : prevention measures

- jobdesign
- Provide, as much as possible, for fixed contracts (indefinite duration)
- limit outsourcing and subcontracting
- respect labour law and social security rules
- providing perspectives for workers
- communicating work schedules to workers in good time
- provide for proper recovery time

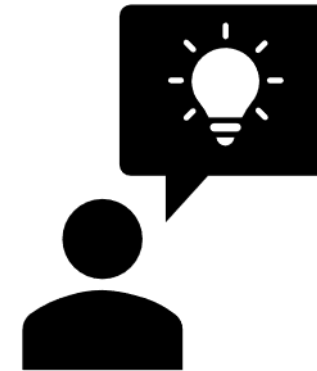


# Physical work environment: risk factors and prevention measures

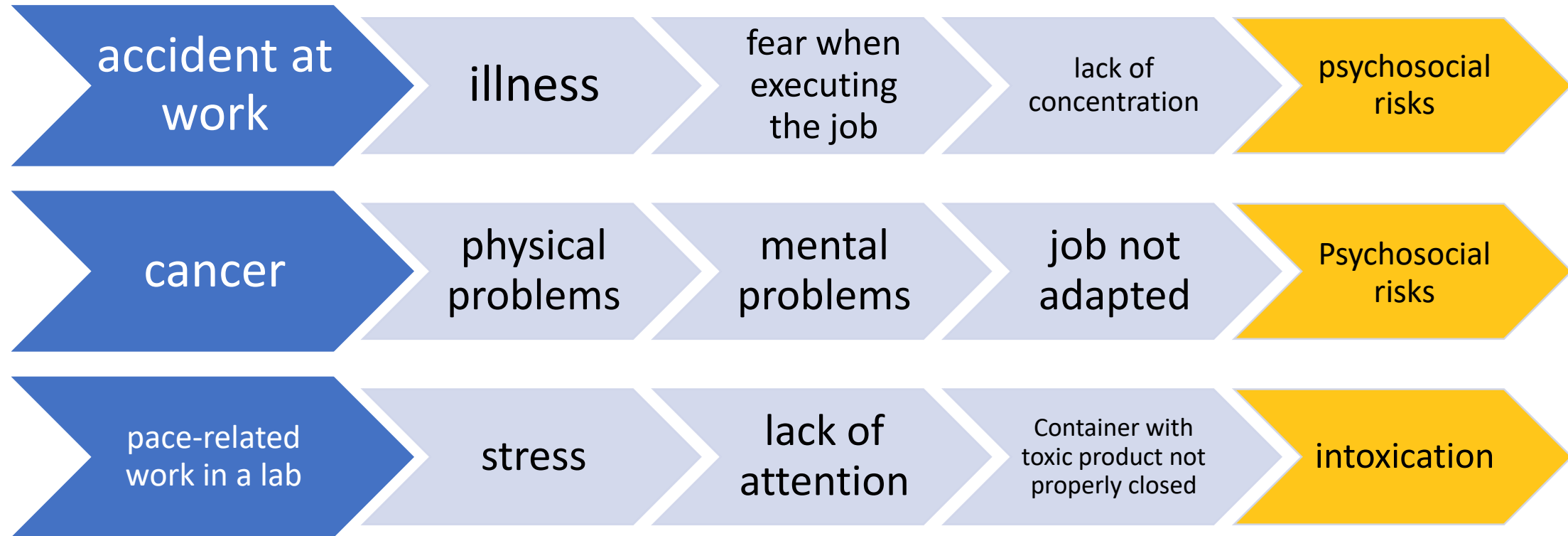
- ❑ workplace
- ❑ work equipment
- ❑ chemical, biological, physical agents



= OSH rules

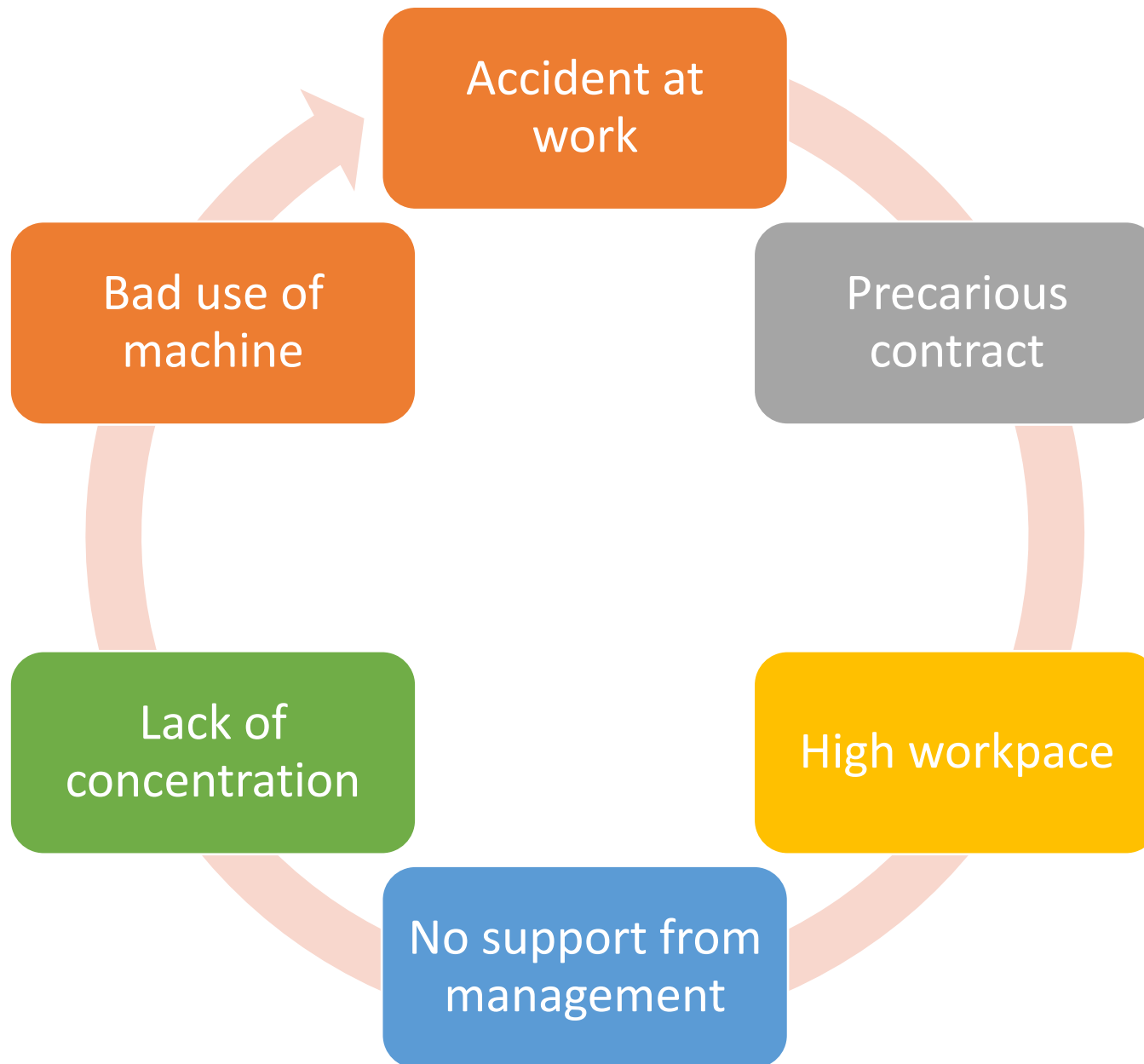


# Interaction between risk factors





# Interaction between risk factors



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