PRIMA-EF: The European framework for psychosocial risk management

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Presentation Outline

- PRIMA-EF
- Key issues of importance
- Way forward
Recognised gaps in research (knowledge), policy & practice

- Lack of awareness across the enlarged EU – often associated with lack of expertise, research and appropriate infrastructure

- Responsibility for understanding and managing the interface between work, employing and mental health varies across countries

- Lack of agreement on appropriate strategies and their implementation

- Lack of comprehensive framework to promote harmonisation and clarity across the EU
PRIMA-EF

• Developing a European Psychosocial Risk Management Framework
• FP6 - 2 year project
• 6 partners, 5 CCs: IWHO (lead), BAuA, ISPESL, TNO, CIOP, FIOH
• 2 international organisations (WHO, ILO)
• 6 liaison organisations: 3 international (US NIOSH, University of South Australia, Singapore Ministry of Manpower) – 3 EU (Institute for Social Policies - Bulgaria, HSE - UK, Cyprus International Institute - Harvard-Cyprus Initiative for the Environment & Public Health)
• 9 advisory organisations: DG-Employment, DG-SANCO, EASHW, Eurofound, ICOH-WOPS, ETUC, ETUI, ETUI-REHS, BUSINESSEUROPE, UEAPME, CEEP, UNIZO

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PRIMA-EF Outputs 1

• Definition of European Psychosocial Risk Management Framework

• Development of social dialogue and corporate social responsibility indicators

• Survey involving stakeholders on a tripartite basis

• Review and analysis of available methodologies to evaluate the prevalence and impact of psychosocial risks at work and work-related stress > indicator models

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PRIMA-EF Outputs 2

• Comprehensive review and analysis of case studies of evidence-based, best practice interventions in different occupational sectors, worker groups, enterprise sizes and European countries

• Inventory of different approaches > Special reference to approaches that promote best practice in occupational health and safety and the management of psychosocial risks through corporate social responsibility and social dialogue principles and to gender-friendly approaches
• PRIMA-EF guidance sheets, book and brochure

• Available in: English, French, Italian, Dutch, German, Polish, Finnish, Traditional Chinese, Japanese (coming soon: Spanish, Portuguese)

• www.prima-ef.org
PRIMA-EF Outputs

The European Framework for Psychosocial Risk Management: PRIMA-EF

Edited by Stavroula Leka and Tom Cox
Added Value

• Clarity of best practice principles, standards and actions

• Indicator models for monitoring

• Integrative framework that can be used for the EU overall and across member states

• Can be used as part awareness campaign linking policy to practice
PRIMA-EF Framework, Policy Level

The macro level risk management policy process

POLICIES AFFECTING THE CHANGING WORLD OF WORK
(economic, public health, labour market, trade policies, etc.)

Risk & Health Monitoring
Translation/Policy Plans
Intervention Programmes

Societal Learning
Policy Evaluation

Outcomes

Innovation
Economic Performance
Quality of Work
Public & Occupational Health
Labour Market Impacts

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Key issues of importance 1

• Policy evaluation and its accompanying infrastructure across the EU

• Policy level interventions:
  – lack of recognition as key area underpinning primary, secondary and tertiary prevention
  – Process and outcome evaluation
  – Longitudinal research
  – Multidisciplinary approach

• Facilitation of social dialogue and involvement of key stakeholders:
  – European social model

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Key issues of importance 2

• Promotion of comprehensive approach to psychosocial risk management – linked to best business practices and to broader community and societal levels

• Awareness, education, development of expertise (also of inspectors)

• Occupational health services availability and coverage: provision of suitable training and tools
Key issues of importance 3

• Monitoring – micro and macro levels >
  Different levels of indicators needed
  Lack of evaluation at both levels and
  especially at macro level
  Monitoring tools – not only risk assessment
  but risk management

• Standards development
  CSR link: stakeholder communication,
  internal and external reporting, values and
  systems

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Way forward

• Developing PRIMA framework in other countries: WHO Network of CCs in OH > work with developing countries underway > adaptation of framework in the future

• Training materials > PRIMA-eT

• Publicly available specification 1010 (PAS1010): British Standards Institution (January 2011)
Healthy workplaces: a model for action
For employers, workers, policy-makers and practitioners
Thank you!

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