Implementation of the European social partners’ Framework Agreement on Work-related Stress
First findings

Investing in well-being at work
Addressing psychosocial risks in times of change
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Framework Agreement - Background

• Psychosocial risks in EU Health and Safety Strategy 2000-2007
• Commission consultation (2002): “minimum level of protection against work-related stress”
• European social partners autonomous agreement to be implemented in accordance with “procedures and practices of management and labour and the Member States” (2004) (Art. 155 TFEU)
• Social partners’ (2008) and …
• Commission implementation report (2011)
Framework Agreement - Content

• Objectives:
  – Awareness and understanding
  – Action-oriented framework

• “individuals feeling unable to bridge a gap with the requirements or expectations…”

• Related to working conditions, work content, environment and organisation

• EU Health and Safety Framework Directive applies
Content: Action-oriented framework

• Identifiers
  – Absenteeism, staff turnover, conflicts, complaints

• Stressors
  – Work organisation and process (working time, autonomy, workload, skills and demands match)
  – Working conditions (abusive behaviour, physical …)
  – Communication (expectations, change, …)
  – Subjective [social] (emotional pressure, support)

• Measures
  – Management and communication (see stressors), training, information and consultation
Implementing Instruments

- Collective agreements
  - FR, RO, EL, (BE) // IT, ICE // DK, (NL)

- Guidelines and recommendations
  - FI, ES // LU, NL, NO, SE // IE, AT, UK // CZ, DE

- Legislation
  - LV, IT, HU, SK, PT // CZ

- Primarily complementary activities (tools, campaigns etc.)
  - PT, DE

- Joint declarations
  - CY, PL, SI
## Implementation results (including legislation)

<table>
<thead>
<tr>
<th>Social partner involvement</th>
<th>Substantial and joint</th>
<th>Moderate/unilateral</th>
<th>Limited</th>
<th>None so far</th>
</tr>
</thead>
<tbody>
<tr>
<td>Collective agreement or based on explicit legal framework</td>
<td>NL, FI, SE BE, DK, UK³ ICE, NO</td>
<td>IT, FR</td>
<td>EL, RO</td>
<td></td>
</tr>
<tr>
<td>Non-binding, based on general legal provisions</td>
<td>ES LU, AT</td>
<td>IE CZ, DE²</td>
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<tr>
<td>Mainly legislation</td>
<td>LV¹</td>
<td>HU¹, SK¹ PT¹</td>
<td></td>
<td>LT¹ BG, EE</td>
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<tr>
<td>None/declaration</td>
<td></td>
<td></td>
<td>CY⁴, PL SI</td>
<td>MT</td>
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</tbody>
</table>
Implementation results

Value added
• Triggered or accelerated dialogue in 12 MS
• Guidance and tools in most MS
• Legislation in 7 MS; now explicit reference to psychosocial risks/stress in half of the MS
• National collective agreements in five MS

Shortcomings
• Coverage: MS missing and within MS
• Impact: Substantial effort of follow-up
• Comprehensive action-oriented framework
Potential lessons

• Not in all MS sufficient capacity of autonomous social dialogue
• Important role of public authorities, in particular labour inspectorates
• Lack of awareness in public and workforce
• Dialogue and demystify: “stress is sensitive; feasibility and (cost-) effectiveness of risk assessment and measures”
• Many promising approaches. Potential of cross-border learning
Establishments with procedure to deal with work-related stress (%) EU-OSHA, ESENER
Conclusion

Major step forward

Emerging consensus

Objectives partly achieved

All stakeholders should explore further initiatives to develop and apply adequate responses