EU-OSHA’s view on preventing psychosocial risks and MSDs at work

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ESENER-2: Risk factors present in the establishment (EU-OSHA, 2014)

- Having to deal with difficult customers, patients, pupils
- Tiring or painful positions, including sitting for long periods
- Lifting or moving people or heavy loads
- Repetitive hand or arm movements
- Time pressure
- Long or irregular working hours
- Poor communication or cooperation
- Job insecurity
- Employees' lack of influence
- Discrimination

Human health and social work activities vs. EU-28

Base: all establishments in the EU-28.
ESENER-2: Difficulties in addressing psychosocial risks (EU-OSHA, 2014)

Base: establishments in the EU-28 that report at least one psychosocial risk factor to be present in their establishments.
Stress and psychosocial risks

✓ Reports

✓ OSH Wiki articles

✓ E-guide for managing stress and psychosocial risks (OSH Wiki)
THIRD-PARTY VIOLENCE IN THE WORKPLACE

WHAT IS IT?

1. insults and threats
2. physical aggression

Violence at the workplace covers:

... that:

is disrespectful • causes injury • is hurtful

Third-party violence is committed by non-colleague contacts (customers, pupils, patients, etc.)

57.4% of employees reportargon harder to deal with difficult customers, pupils and pupils

4% of employees report argorn harder to deal with difficult customers, pupils and pupils

SEXUAL HARASSMENT AT WORK

SEXUAL HARASSMENT IS:

Where any form of unwanted verbal, non-verbal or physical conduct of a sexual nature occurs with the purpose or effect of violating the dignity of a person, in particular intimidating, hostile, degrading, humiliating or offensive environment

HOW TO RECOGNISE SEXUAL HARASSMENT

It can happen to anyone and it’s happening everywhere

PHYSICAL

Verbal

ETM

SILENCE

Many women and men don’t talk about sexual harassment

Only 4% talked to an employer about sexual harassment in the workplace
MSDs

✓ Reports

✓ OSH Wiki articles
  (e.g. ‘Work-related musculoskeletal disorders among hospital workers’)

✓ NAPO
MSDs

✓ MSDs – OSH overview (2018-2020)

✓ Followed by a Healthy Workplaces Campaign (2021-2022)

- Support policy developments at EU and national level
- Support improved prevention actions
- Support the sustainable reintegration of workers with MSDs
- Identify research priorities and improve understanding of underlying causes of MSDs
Thank You!

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