



Positive workplace environments

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Work is (usually) good for you

Employment is key for social inclusion and an important determinant of health, providing a link between the individual and society, self-esteem, identity, personal fulfilment.

BUT...

- Some physical and psychosocial aspects of work can pose a health risk
- Poor working conditions damage health and contribute to health inequalities
- Estimated 200 000 work-related deaths a year in EU-28
 - Of which only about 3 000 are injuries

Ensuring a positive work environment

– health and safety dimensions



Get the basics right

- Inclusive, life course, people-centred



Show leadership

- By example, by engagement



Ensure active worker participation

- Talk, listen, empower

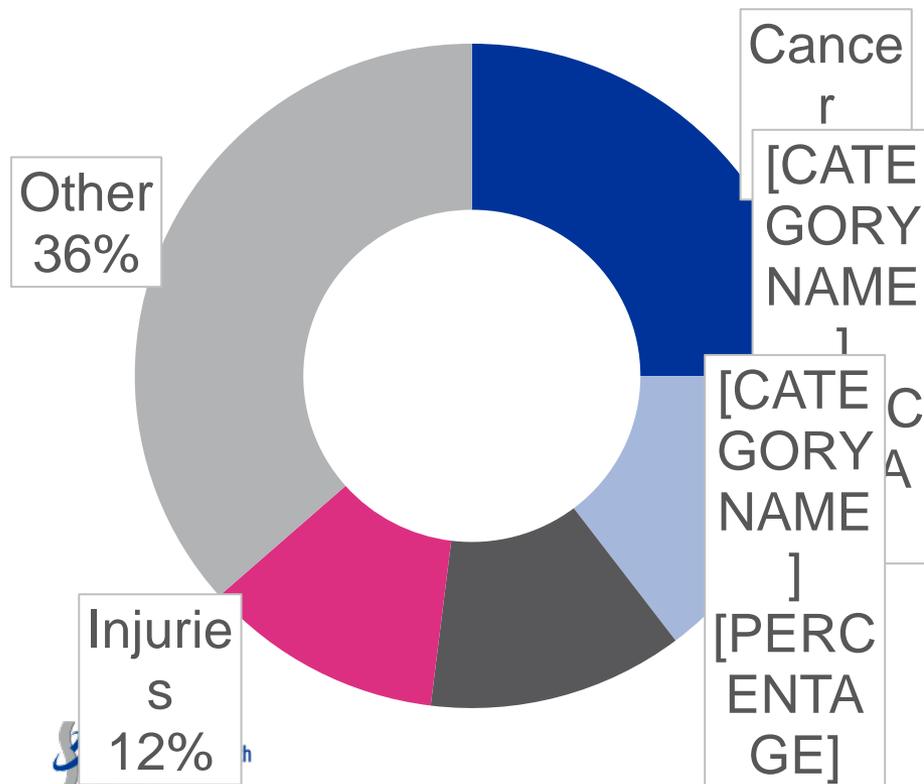


Take a holistic approach to work and health

- Physical and mental in a diverse workforce

Getting the basics right - Inclusive, people-centred prevention through the life-course

Causes of work-related mortality and morbidity in DALYs per 100 000 employees (%) in EU-28



Reported risk factors (EU-28)

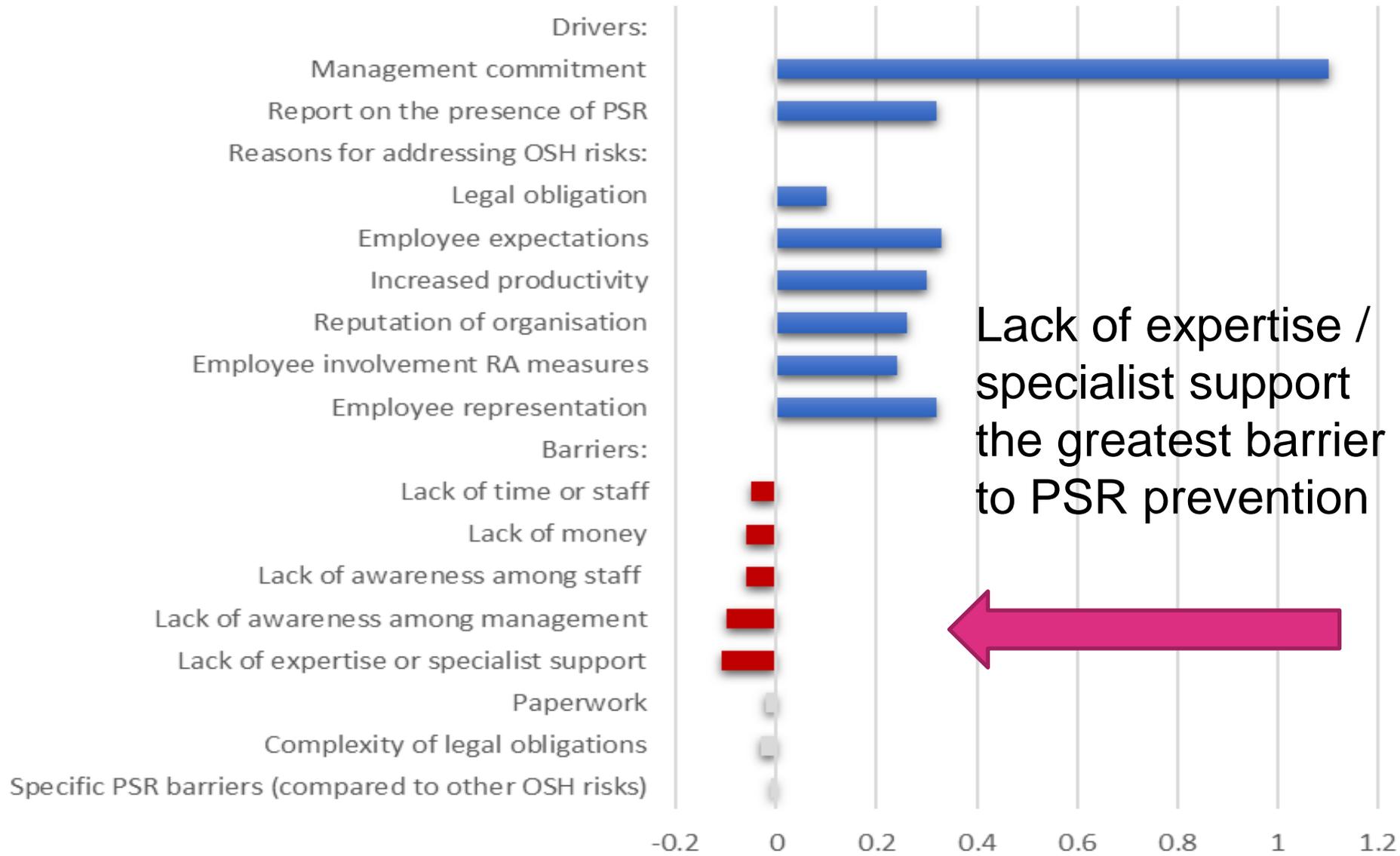
- **Difficult clients (68%)**
- **Tiring and painful positions (76%)**
- Repetitive hand arm movements
- Machinery accidents
- Lifting (live) loads
- Vehicle accidents
- Time pressure
- Dangerous substances
- Slips, trips, and falls
- Thermal environment

At risk worker groups

– personal and occupational risk factors

	Migrant workers	Young workers	Older workers	Female workers
Personal risk factors	Young Lack of language skills Lack of OSH awareness	Lack of experience Less risk awareness	Decreasing muscle strength Chronic health problems Obsolete skills	Muscle strength and endurance Reproductive functions, hormone profile
Occupational risk factors	Non-standard employment High risk sectors Discrimination Exploitation	Non-standard employment Temporary work High risk sectors	Same physical workload Discrimination Lack of training	Labour market segregation Discrimination Total workload

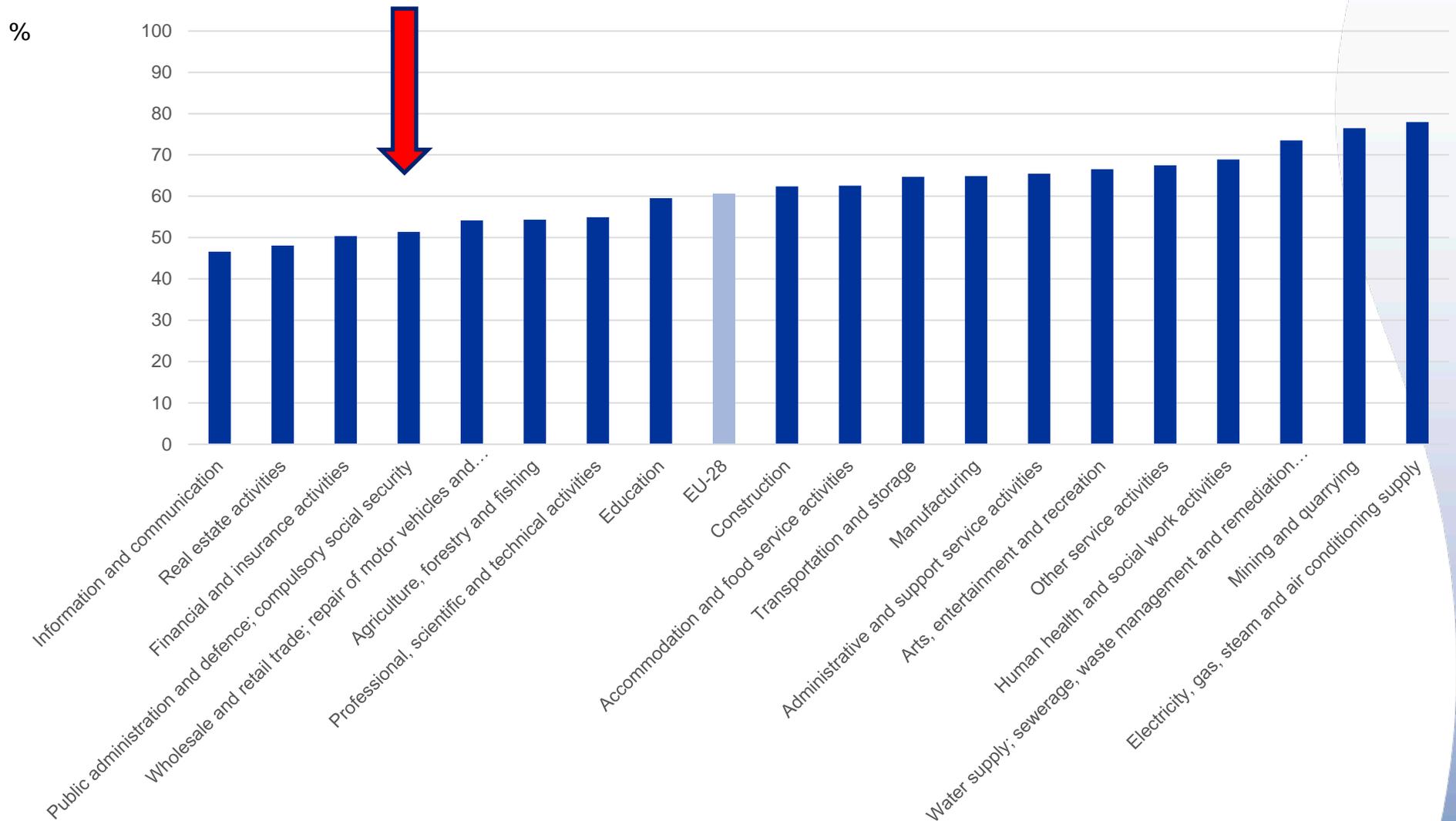
ESENER-2: Psychosocial risk management drivers and barriers (all sectors)



Showing leadership in occupational safety and health

- Leaders promote a positive health and safety culture
 - Embedding occupational safety and health in everyday work
- Leaders lead by example
 - To ignore something is to condone it
- Leaders ensure the commitment of senior managers
 - Discussing at management meetings and visible support for prevention
- Leaders encourage continual, open communication
 - Ensuring a culture of openness to hear of problems and solutions
- Leaders ensure sufficient resources and are ready to learn
 - Time, money, competent people, training

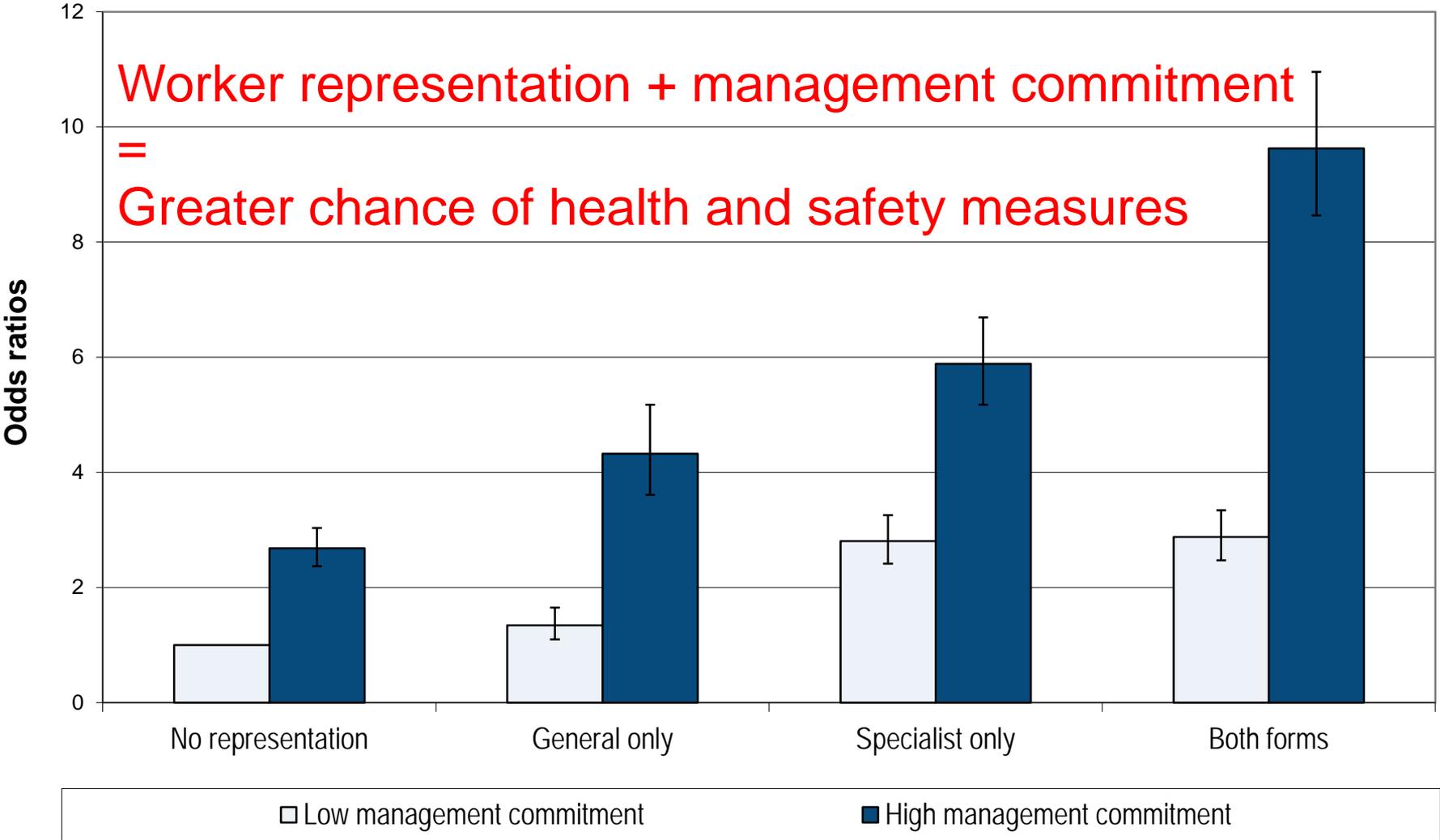
ESENER-2: Health and safety discussed at the top level of management



Active worker participation in occupational safety and health

- A two-way process of communication to improve working conditions and build a prevention culture
 - Talk, listen, discuss, make decisions in a culture of respect
- Workers involved in planning, implementation and review
 - The format of worker participation will depend upon the sector and country
- Worker representatives who are trained and have the time to perform their role are of greatest benefit
 - This requires management commitment
- There cannot be effective prevention of psychosocial risks without worker engagement

ESENER: Effect of worker representation and management commitment



Take a holistic approach to health

- Holistic approach needed by workers, employers, & society
 - To improve the health and wellbeing of people at work
- Individual targeted activities alone do not make a holistic approach
 - Work organisation has to change too
- Visible commitment of employers and managers is needed
 - Avoid “do as I say not as I do”
- Active worker involvement is vital
 - Greater participation when representatives & peers engaged
- Any intervention has to ensure maximum accessibility
 - Time, place, cost considered for all workers

Wellbeing at work (WAW): Creating a positive work environment

Key themes for wellbeing

- Job satisfaction
- Decent working conditions
- Health at work
- Quality of work

Elements of wellbeing at work

- Workplace health promotion
- Family-friendly policies
- Occupational health services engagement

Dimensions of quality of work:

Work skills, social environment, physical environment, work intensity, job prospects, working time quality, (pay)

All information free to download at
<http://osha.europa.eu>

