

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

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**'A sound mind in a sound body. Taking care of those who take care of us',
Vilnius, 23-24 May 2018**



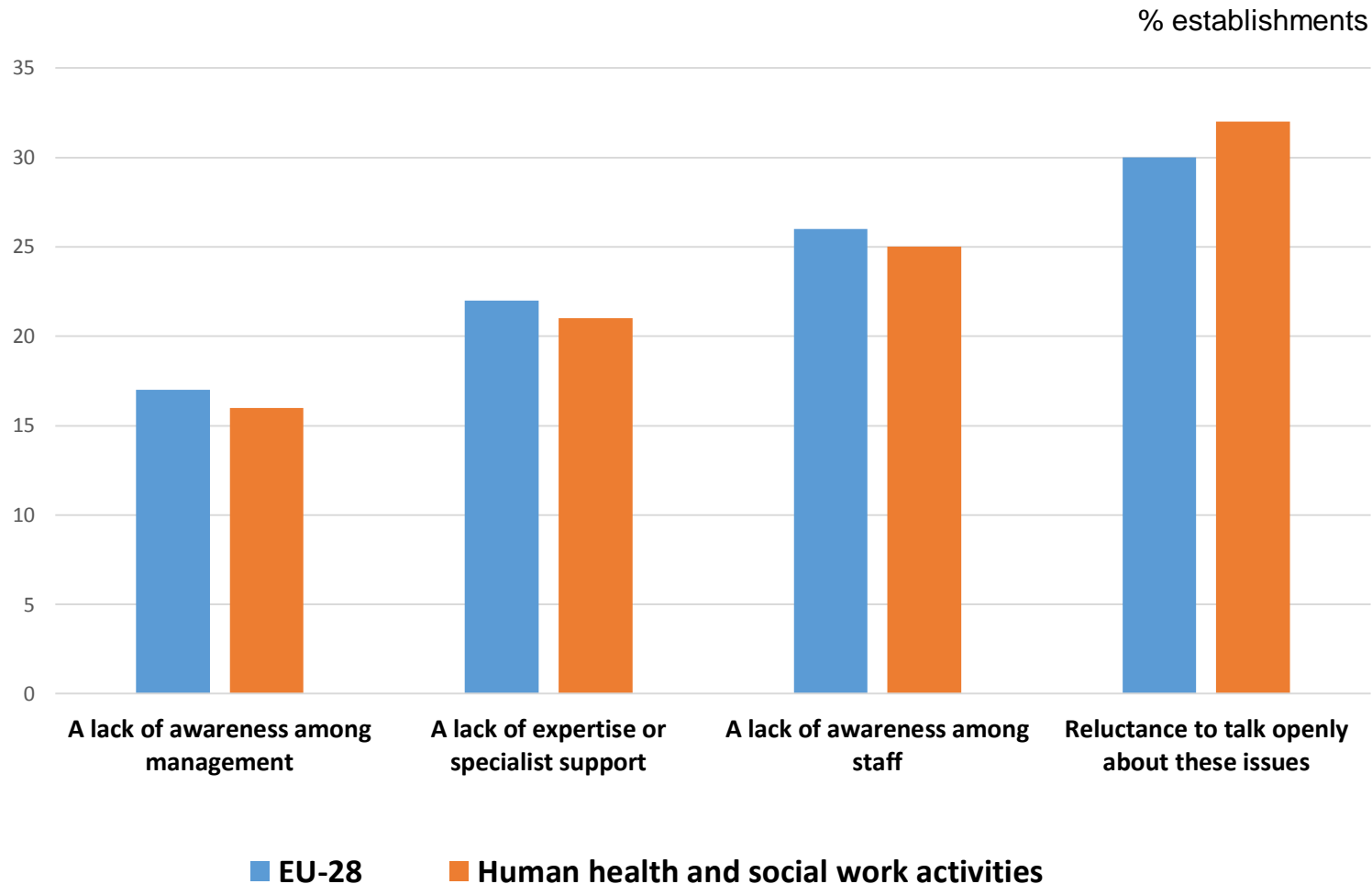
ESENER-2: Risk factors present in the establishment

(EU-OSHA, 2014)



ESENER-2: Difficulties in addressing psychosocial risks

(EU-OSHA, 2014)

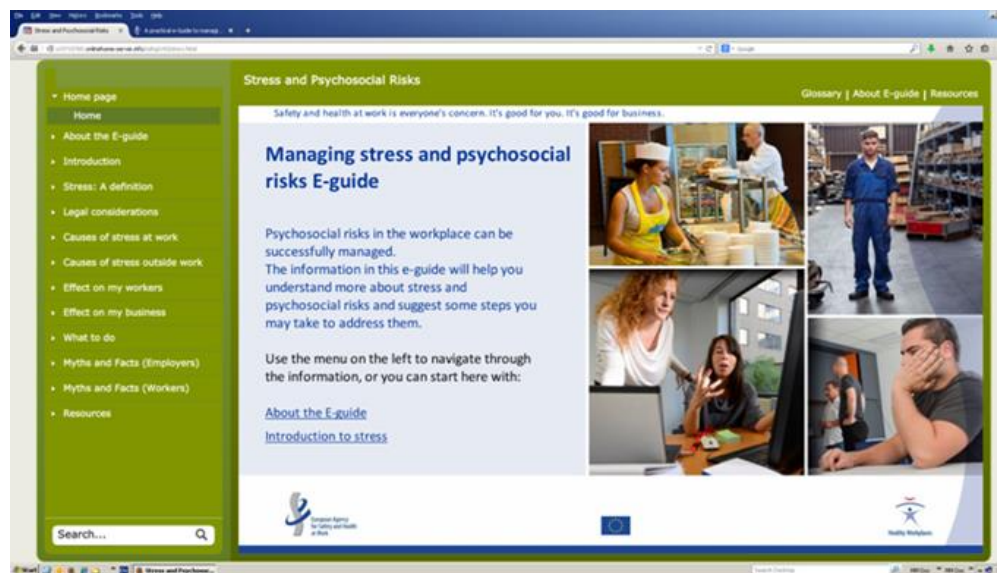


Base: establishments in the EU-28 that report at least one psychosocial risk factor to be present in their establishments.

Stress and psychosocial risks

<https://osha.europa.eu/en/themes/psychosocial-risks-and-stress>

- ✓ Reports
- ✓ OSH Wiki articles
- ✓ E-guide for managing stress and psychosocial risks (OSH Wiki)



THIRD-PARTY VIOLENCE IN THE WORKPLACE

WHAT IS IT?

1 Violence at the workplace covers: **insults and threats**

2 **physical aggression**

... that:

is disrespectful • causes injury • is hurtful

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

57.4% of workers in European enterprises have to deal with difficult customers, patients and pupils

4% of the working population report having been victims of actual physical violence

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 when creating an **intimidating, hostile, degrading, humiliating or offensive environment** *

HOW TO RECOGNISE SEXUAL HARASSMENT

It can be identified from the following behaviours:

- PHYSICAL** touching, hugging, forcing, staring
- VERBAL** sexually suggestive comments or jokes
- CYBER** offensive sexually explicit e-mails, SMS messages, offensive inappropriate comments on social networking sites

In 2007, 1% of workers in the EU (a total of 2.5 million workers) reported sexual harassment.

13% of employees in the hotel/restaurant sector in the EU experienced or witnessed sexual harassment.

SILENCE

Many victims (men and women) **do not talk about their experiences of sexual harassment**

Only 4% talked to an employer or manager after experiencing sexual harassment in the workplace.



MSDs

<https://osha.europa.eu/en/themes/musculoskeletal-disorders>

- ✓ **Reports**

- ✓ **OSH Wiki articles**

(e.g. 'Work-related musculoskeletal disorders among hospital workers')

- ✓ **NAPO**



- ✓ **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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