



ILO programme on safety and health at work and the environment



The ILO SOLVE Strategy:
Integrating health promotion into
OSH Policies to deal with
emerging psychosocial risks and
mental health at work



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Dr. V.FORASTIERI

Outline of presentation



- ILO framework for action
- Psychosocial risks (PR) and workplace stress
- PR impact in the workplace
- ILO work in the field of workplace stress
- Management of psychosocial risks in the workplace
- ILO's key priorities and initiatives on mental health at work



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FRAMEWORK STANDARDS ON OSH AND ILO ACTION



SafeWork

Global OSH strategy

Framework Conventions on OSH:

- OSH policy (No. 155)
- Occupational Health Services (No.161)
- Promotional Framework for OSH (No.187)



GOAL

PROMOTING WORKERS
HEALTH & WELL-BEING:

*Addressing workers' well-being,
occupational health care and
quality of working life*



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Psychosocial risks and work-related stress



Work-related stress is determined by:

- work organization,
 - work design, and
 - labour relations.
- It emerges when the **knowledge and abilities** to cope of an individual worker or of a group **are not matched with the expectations** of the **organizational culture** of an enterprise.



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The impact of psychosocial risks in the workplace



- Dramatic changes in the world of work:
 - Technological development,
 - New forms of work organization and organizational restructuring,
 - New forms of employment,
 - Changes in the workforce,
 - Demographic and political changes,
 - Poor work-life balance.
- Crisis and recession (2008):
 - precarious employment,
 - unemployment,
 - lower income,
 - Job insecurity & fewer job opportunities



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Impact on workers' mental health



- Perceived job insecurity
- Anxiety and depression
- Work-related stress
- Job dissatisfaction
- Psychosocial strain
- Burnout
- Violence at work
- Alcohol and drug abuse
- Reduced psychosocial well-being
- Suicidal behaviour
- Higher risk of mental health disorders



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Impact in the workplace



- Poor morale,
- Increased absenteeism, presenteeism, turnover,
- Reduced productivity,
- Reduced profits or services,
- Higher costs,
- Reduced competitiveness.

ILO work in the field of workplace stress: Emphasis on prevention



- ILO Encyclopaedia on OSH (1971);
- ILO Convention on Workers with Family Responsibilities No. 156 and Recommendation No. 165 (1981);
- OSH series: human stress, work and job satisfaction (1983);
- Conditions of work digest preventing stress at work (1992);
- OSH series: Psychosocial factors (2000);
- Manuals on work-related stress (since 2000):
 - air traffic controllers,
 - assembly line workers,
 - bus drivers,
 - offshore oil and gas workers,
 - nursing,
 - stress and violence.



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ILO work in the field of workplace stress: Emphasis on prevention

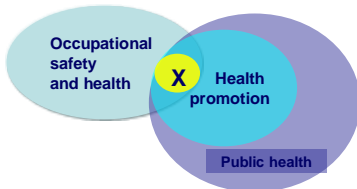


Since 2002
ILO incorporates mental health and well-being into health promotion measures at the workplace

Train of trainers programme



Integration of health promotion into an Occupational Safety and Health Policy and action



Recent initiatives on mental health at work



- International list of occupational diseases } *stress, mental and behavioural disorders* updated 2010
- Stress prevention at work Ergonomic Check-points (Manual) 2012



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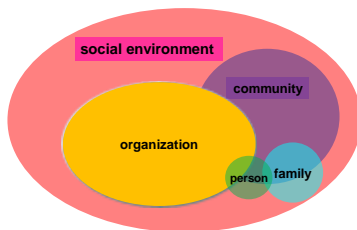
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ILO approach to psychosocial risks



The ecological model

The gender dimension



WORKPLACE OSH MANAGEMENT



- LEGISLATIVE FRAMEWORK
- NATIONAL POLICY
- WORKPLACE POLICY



SOLVE STRATEGY



Managing psychosocial risks in the workplace



- Implementing **collective risk assessment and management measures** as it will be done with other workplace hazards and risk;
- adopting **collective and individual preventive and control measures**;
- increasing the coping ability of workers by **increasing their control over their tasks**;
- improving **organizational communication**;



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Managing psychosocial risks in the workplace:



- allowing **workers' participation in decision making**;
- building up **social support systems** for workers within the workplace;
- taking into account the **interaction between working and living conditions**;
- enhancing the value placed on **safety and health** within the organization.



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Key priorities in ILO's technical cooperation



- Promote the recognition of psychosocial hazards and risks at work as the origin of work-related stress and mental ill-health in **policies and legislation**;
- Update national **lists of occupational diseases** to incorporate the recognition of work-related stress and other mental health impairments;
- Incorporate the management of psychosocial hazards and risks in **OSH preventive and health promotion programmes**;
- Assess the **impact of the economic crisis and unemployment** on the mental health of workers;
- Improve research and intervention capacity in **developing countries**.



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Recent key initiatives on mental health at work



- SOLVE TOT Programme
ILO International Training Centre
2011



- Study on workplace stress in developing countries 2012-2014



SafeWork

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