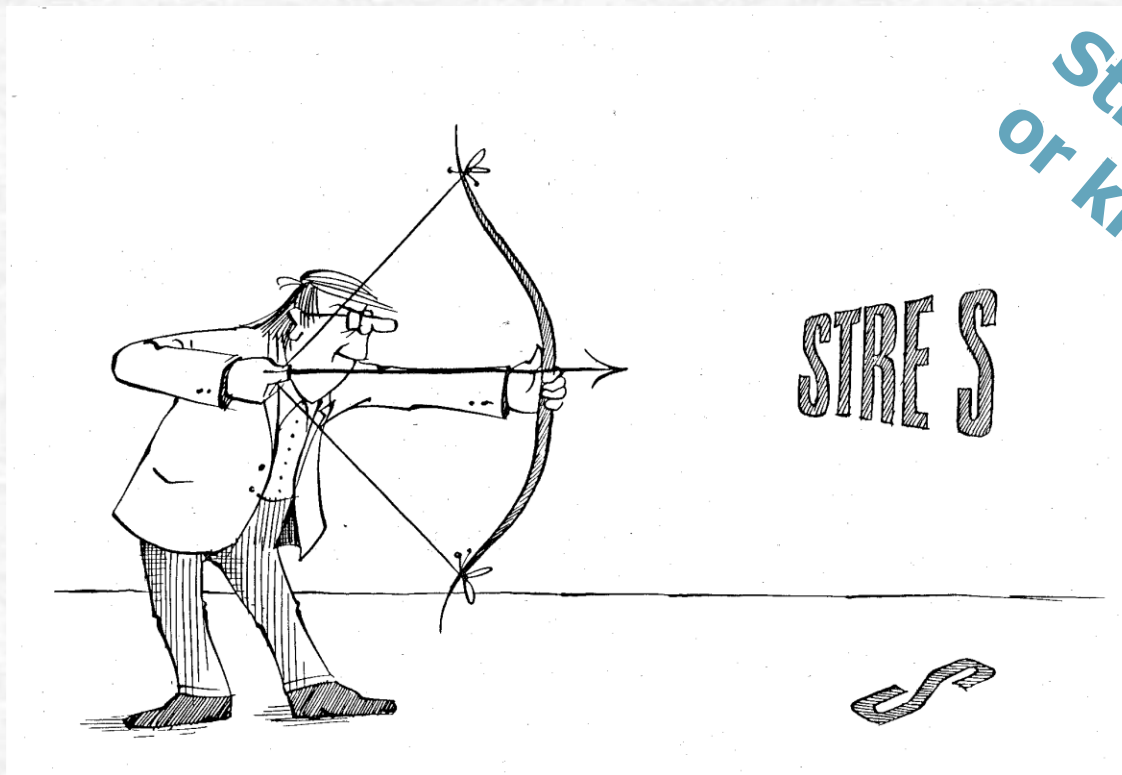


# Psychosocial Hazards



Stress – spice of life  
or kiss of death ?

# Social Partner Activities

## Joint Declaration



European Federation  
of Building  
and Woodworkers



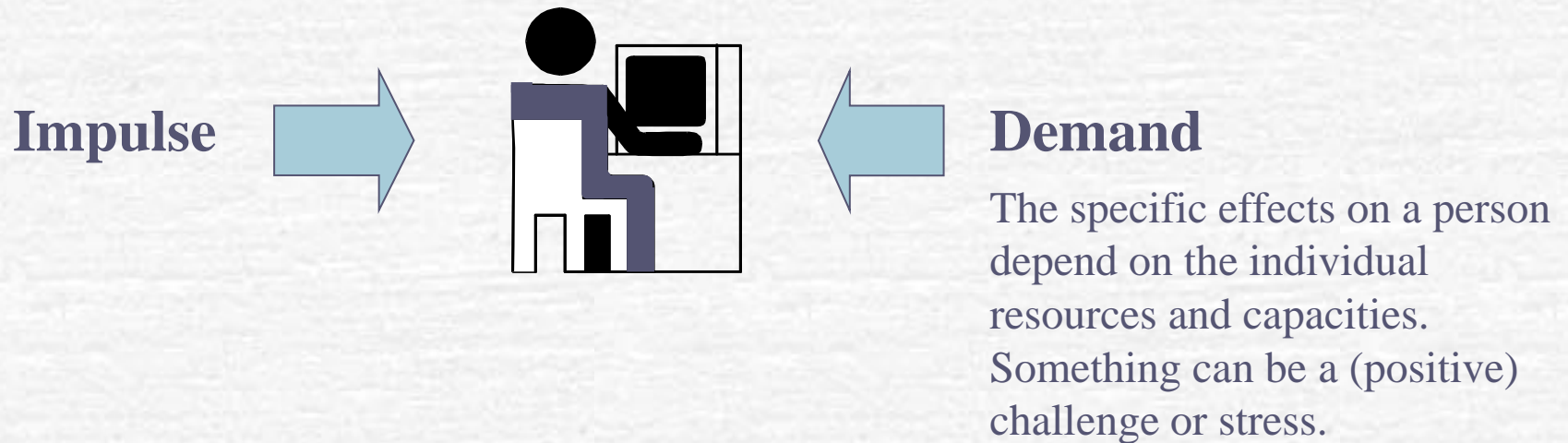
Previous

**Agreement on  
joint Activities  
= Project**

**CLR-Study**

# Psychosocial Hazards

- **The load / demand model**
- Outside impulse = load
- Inside reaction of a person = demand



# Social Partner Activities

## Aims of the Project

- Following EU-Discussion
- Examine existing Concepts of Psychosocial Risks
- Collecting Good Practice Examples
- **Presenting a strategy for Risk assessment/reduction measures in construction**
- **Research on changes in working conditions**



# Social Partner Activities

## Aspects for the Research

- Work organisation
- Working time organisation
- Technological Changes
- Site organisation
- Forms of Employment
- Other Framework Conditions



CLR  
Studies 8

# Focus: the workplace

## Work-organisation

- Workload
- Undercharged
- Lack of qualification
- Short deadlines
- Working time organisation

## Communication

- Unclear communication structures
- Lack of social skills in the hierarchy
- Unclear tasks
- Cooperation with other units/companies

# Focus: the workplace

- The guidance builds on the traditional concept for risk assessment as a kind of continuous improvement process
- It also builds on representation and participation in the whole risk assessment process and the definition of measures to reduce risks.

## 1. THE ORGANISATION OF WORK AND WORKING TIME



## 2. THE ORGANISATION OF OCCUPATIONAL SAFETY



## 3. WORK TASKS



## 4. COOPERATION WITH OTHER TRADES AND COMPANIES



## 5. QUALIFICATION



## 6. COMMUNICATION





## 4. COOPERATION WITH OTHER TRADES AND COMPANIES



### POSSIBLE CRITICAL CHARACTERISTICS

If you need to coordinate multiple companies on one site.

If problems or complaints arise regarding cooperation between different companies/trades.

In case the work of one worker can endanger workers from other companies and in case of lacking communication.

### WORK DESIGN MEASURES

Clarify skills, capabilities and responsibilities for all people working on site.

Work towards an improved, transparent information and communication structure in the project /on the construction site.

Coordinate parallel work performed by different companies with a clear schedule to make dependencies transparent for everyone.

Have regular meetings with the other trades and companies if this is a long-term project /construction site to give feedback and set out a common schedule.

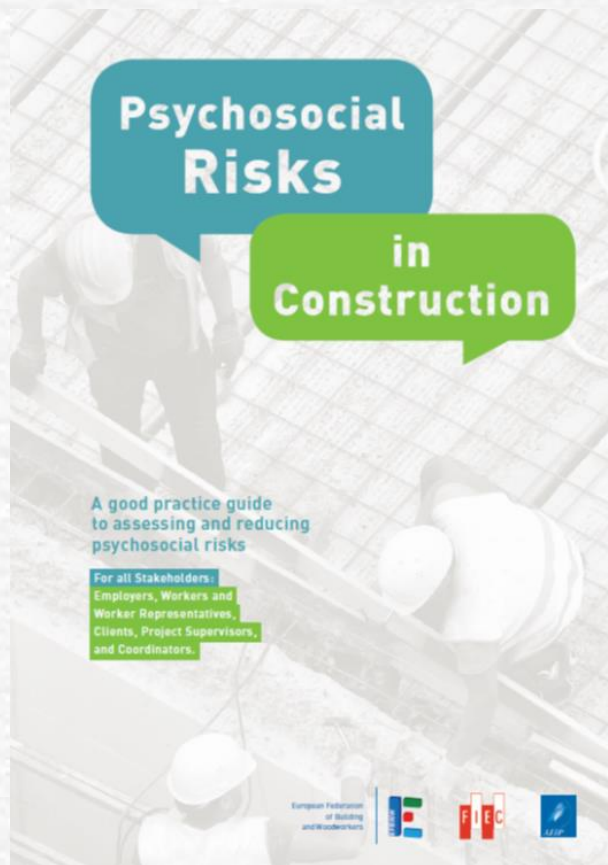
Define common solutions for dangerous work situations for all companies involved in the respective work process (e.g. general safety provisions, the coordinated use of cranes, earthworks, transport).

Take into account the possible presence of foreign workers who may struggle to understand your language.

Provide common areas for everyone.

Appoint worker representatives to support cooperation.





Thank you for  
your attention

Available in seven languages:  
[European Federation of Building and  
Woodworkers \(efbww.eu\)](https://www.efbww.eu)