Presentation of the European project on psychosocial risks at work

Mr Nacer-Eddine Djider, DGAFP, EUPAE-France
and
Ms Nadja Salson, EPSU, TUNED Secretariat

EU Social Dialogue

The EU Social Dialogue includes discussions, consultations, negotiations and common actions between social partners.

It has two main forms: cross-sectoral and sectoral

Legal basis:
- TFEU: Articles 152, 154 and 155;
- Decision 98/500/CE of the European Commission

43 sectoral Committees in different sectors of the economy - fishing, energy, hospitals, local and regional government etc
Social dialogue committee for central government administrations created in 2010

**EMPLOYEES**

28 members

- European Public Service Union (EPSU) charged with TUNED secretariat
- NEA committee
- European Confederation of Independent Trade Unions (CESI)

**EMPLOYERS**

17 members

- 11 titulaires
- Belgium, Spain, France, Greece, Italy, Lithuania, Luxembourg, Romania, Czech Republic, United-Kingdom, Slovakia
- 6 observers
- Austria, Hungry, Germany, Malta, Portugal, Latvia

**Purpose and objectives of the committee:**
- **Improving** administrations’ functioning
- **Promoting** the social dialogue
- **Assuming** its consultative role in developing European policy

**Some achievements:**
- Answers to EC consultation, joint opinions; recommendations (ex: towards closing the gender pay gap - 2014);
- framework agreement for quality of public services in administrations - 2012;
- European project on quality services for persons in a vulnerable situation

**Agreement - General framework for informing and consulting** civil servants and employees of CGA (2015) pending transposition in a directive
European project on Psycho-social risks

- The Social Dialogue Committee included in its work programme for 2014-2015 psychosocial risks in a context of organisational changes.
- Adoption of a statement in response to an EC consultation on the revision of the EU strategy on OSH, 2013

Project: “Well-being and occupational safety & health (OSH) in central government administrations: tackling psychosocial risks at work.”

- Request for grant to the European Commission in the frame of the Strategic Framework on Health and Safety at Work 2014-2020
  Obtained grant: 317,000€
- Project coordinators for the committee to the Commission:
  - For TUNED: EPSU
  - For EUPAE: DGAFP (France)
- Duration of the project: 18 months (from November 2015 to May 2017)

- **Aim:** tackling and preventing better psychosocial risks (stress, burn-out, etc.) in the central government administration sector in Europe.
- **Context:** reorganisation, intensification of work, population ageing.

- **The project studies particularly:**
  - the use and effectiveness of **procedures to evaluate risks**
  - the **chain of responsibility** of the different stakeholders (management, health & safety committee, trade union delegates, labour inspectors, occupational doctors, etc.) involved in the workplace.

- **Particular focus on two emerging challenges:**
  - new technologies
  - third-party violence against civil servants and employees at the workplace.
Expected outcomes:

- **a study** which includes outcomes, comparing legislations and useful practices in central administrations in Europe to tackle psychosocial risks.
  Expert: Labour Research Department (LRD), Lionel Fulton

- **two thematic seminars**:
  - Use of new technologies (Vilnius, 22-23 September 2016)
  - Third-party violence at the workplace (Madrid, 24-25 November 2016).

- **a step-by-step guide and a video** to promote widely the recommendations (to employees, Trade Union representatives, middle and line managers of central administrations, etc.).

- **Final conference**: report and diffusion of the outcomes (Berlin, March 2017)