Learning lessons from previous policy developments. How ISO 45003 aligns with other regulatory frameworks?

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ISO 45003 – The changing landscape for managing psychosocial risks
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- Context – The psychosocial work environment

- Interventions to manage psychosocial risks

- Policy interventions for psychosocial risk management

- Role of standards

- Benefits of 45003 for organizations

- The psychosocial work environment concerns psychological and social dimensions of the work environment relevant to aspects of work organization, design and management, and interpersonal relationships

- Increased focus is the result of accumulating evidence on negative outcomes of poor management of the psychosocial work environment in terms of potential harm to employee health, safety and well-being, and poor organizational performance with associated negative societal impacts

- For many years focus has been on work-related stress, depression and mental ill-health as key outcome – or wrongly, even synonymous to the psychosocial risk concept

- Confusion among policy makers, practitioners, social partners, even researchers!

- The positive evidence – upside of managing psychosocial risks has been overlooked
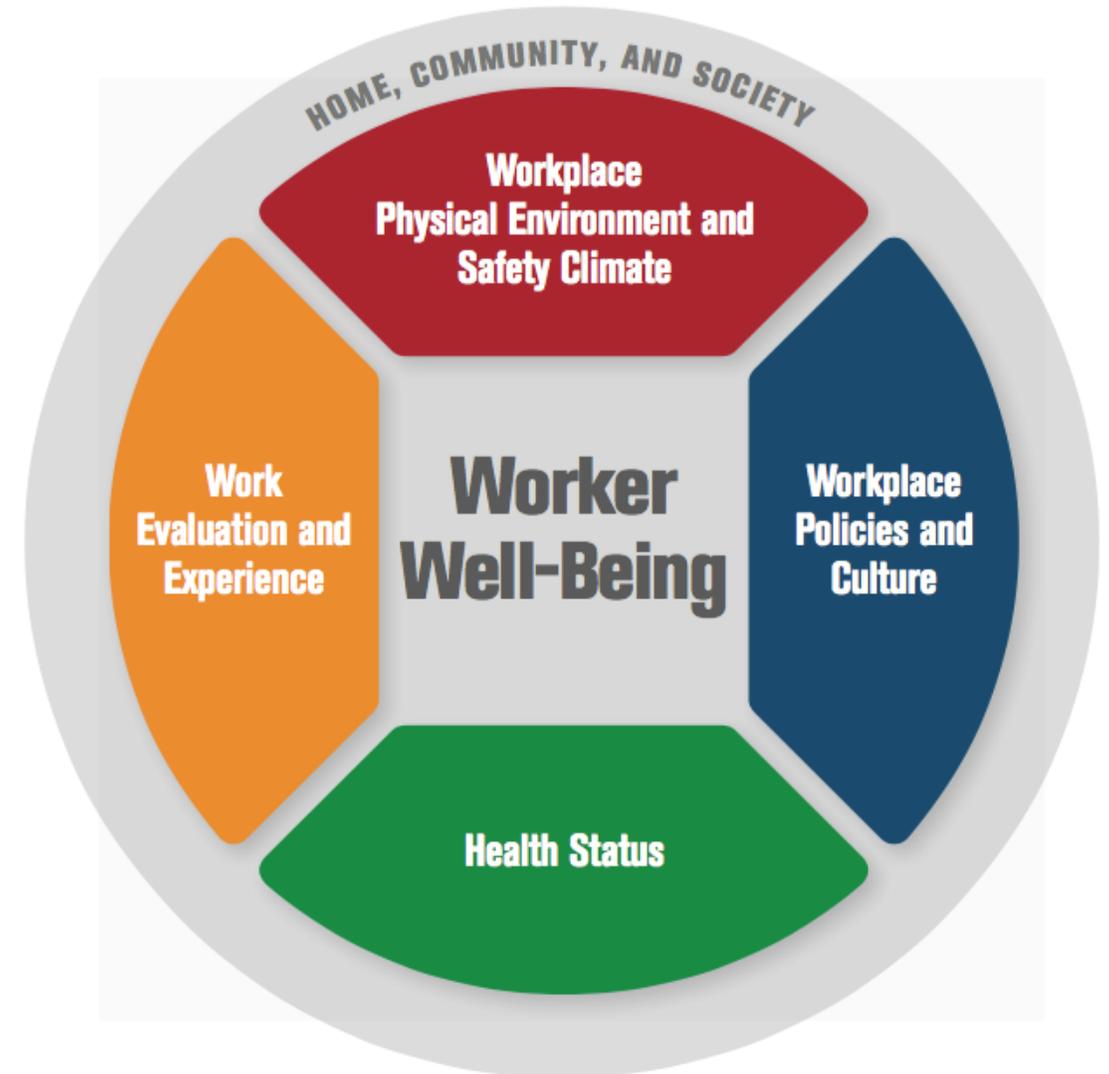
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- Provides guidance with respect to managing psychosocial risk within an occupational health and safety (OH&S) management system to enable organizations to **prevent work-related injury and ill health of their workers and other interested parties, and to** <u>**promote well-being and engagement**</u>. It is applicable to organizations of all sizes and in all sectors for the development, implementation, maintenance and continual improvement of safe and healthy workplaces.

- Psychosocial Risk: combination of the likelihood of occurrence of work-related hazard(s) of a psychosocial nature and the severity of injury and ill-health that can be directly associated with these hazards. Hazards of a psychosocial nature can include aspects of work tasks, work organization, management, work environment and organizational conditions that have the potential for psychological and physical harm.

Worker well-being is an *integrative* concept that characterizes quality of life with respect to an individual's health and *work-related* **environmental, organizational**, and **psychosocial** factors.

It is the experience of **positive** *perceptions* and the presence of *constructive* **conditions** at *work* and in *other areas of life* that enables workers to thrive and achieve their full potential.
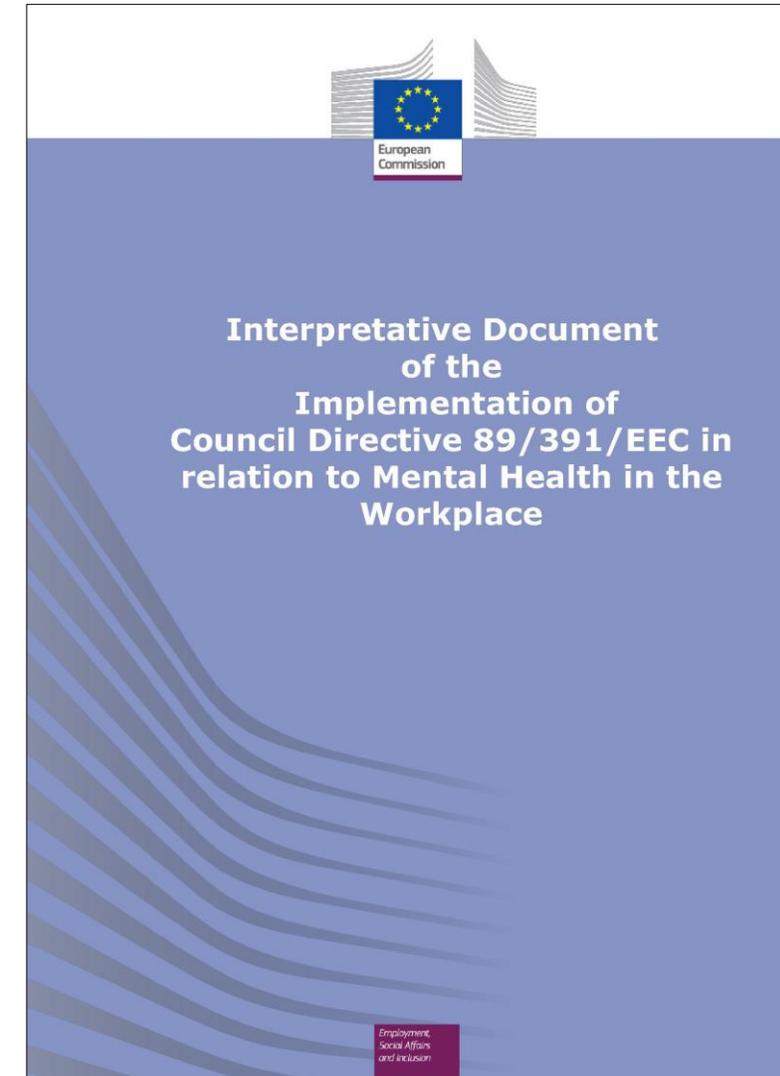
Chari, R., Chang, C. C., Sauter, S. L., Sayers, E. L. P., Cerully, J. L., Schulte, P., ... & Uscher-Pines, L. (2018). Expanding the paradigm of occupational safety and health: a new framework for worker well-being. *Journal of Occupational and Environmental Medicine, 60*(7), 589-593.

Interventions to manage psychosocial risks

	Primary	Secondary	Tertiary
Legislative/ policy	Health and safety laws, employment law, legislation to prohibit bullying, harassment, discrimination.	Worker compensation	Social security disability programmes
Employer/ organisation	Anti-bullying Policies Codes of Conduct Development of organizational culture Management training Organizational survey	Handling procedures Return to work programmes	Corporate agreements and programmes of after-care Company provided long-term disability
Job/ Task	Job/task redesign Risk analysis	Staff surveys Training Conflict resolution; Mediation	Group recovery programmes
Individual/job interface	Training (e.g. assertiveness training), Health promotion programmes	Social support, Counselling	Therapy, Employee assistance programmes

- Several approaches implemented to make employers engage in psychosocial risk management: regulatory approaches, and voluntary approaches in the form of standards, guidance, and specific tools and methods

- Legally binding ('hard law') instruments

  - ILO Conventions on workers health
  - EU Directives (e.g. Directive 89/391/EEC the European Framework Directive on Safety and Health at Work)
  - National legislation

- Voluntary ('soft law') instruments

  - Guidance ILO(1986, 2012) WHO (2003, 2007, 2008)
  - Standards (ISO 45003, CAN/CSA Z1003, PAS1010)
  - European Social Dialogue Agreements (e.g. Work-related stress 2004, Harassment and Violence at Work 2007)
  - Sustainability initiatives (e.g. Sustainable development goals (SDGs), European Commission Green Paper on CSR 2001)
  - National policy initiatives, (e.g. Health Covenants in Netherlands, HSE Management Standards for Work-Related Stress in UK)
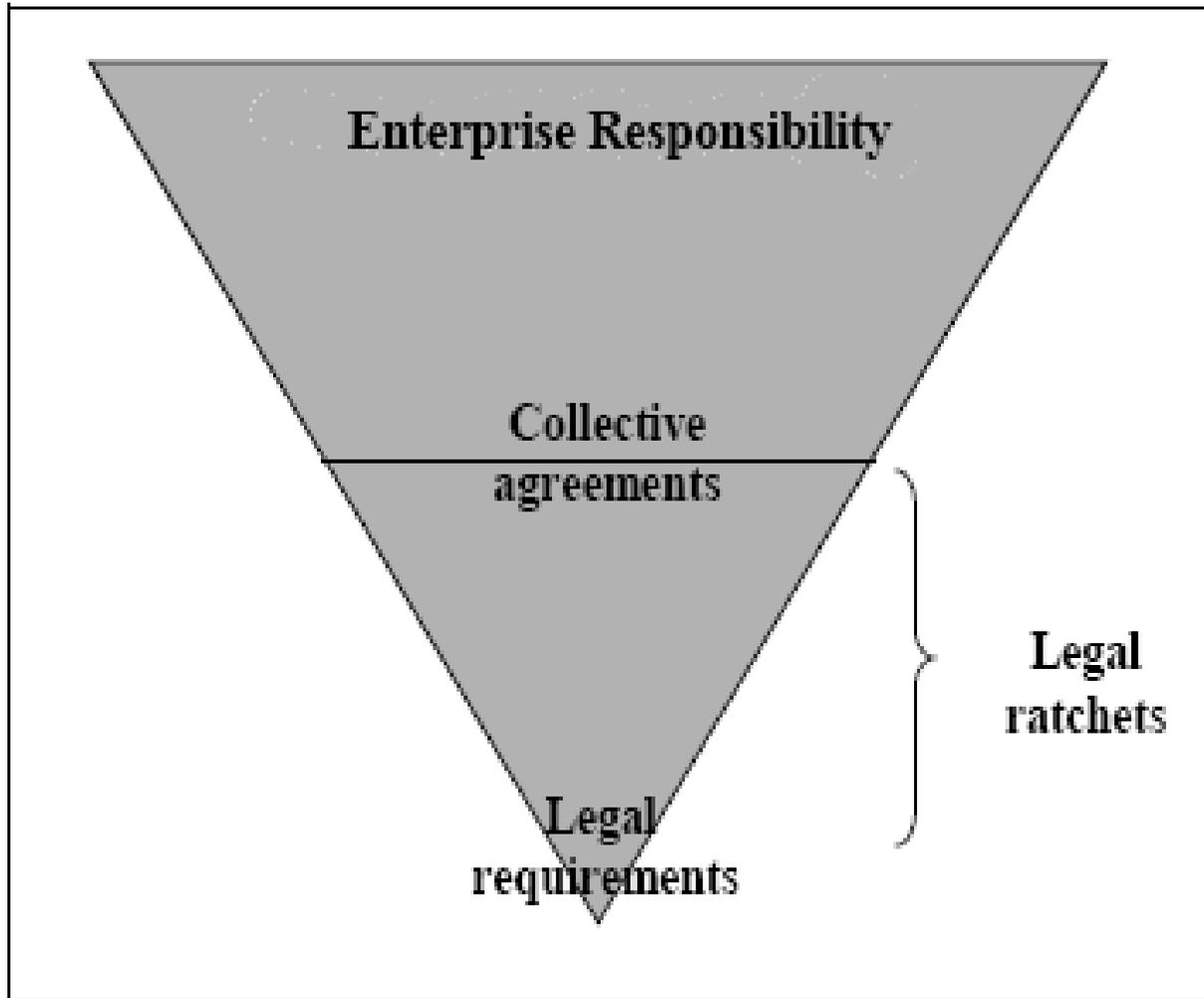
Interpretative Document of the Implementation of Council Directive 89/391/EEC in relation to Mental Health in the Workplace

https://osha.europa.eu/en/legislation/guidelines/interpretative-document-implementation-council-directive-89391eec-relation

Hard Law Instruments (Total 34)	Mental health in the workplace referred to in the objectives/ scope of the policy	Coverage of exposure factors in relation to mental health in the workplace	Coverage of mental health problems/ disorders at work and related outcomes	Coverage of risk assessment aspects in relation to mental health in the workplace	Coverage of preventive actions in relation to mental health in the workplace	Overall (max. 25)
1. Directive 89/391/EEC the European Framework Directive on Safety and Health at Work	2	3	0	4	4	13
2. Directive 2010/32/EU implementing the Framework Agreement on prevention from sharp injuries in the hospital and healthcare sector concluded by HOSPEEM and EPSU	0	5	1	5	2	13
3. Directive 2003/88/EC concerning certain aspects of the organisation of working time (consolidates and repeals Directive 93/104/EC)	1	3	2	3	3	12
4. Directive 90/270/EEC on the minimum safety and health requirements for work with display screen equipment (fifth individual Directive within the meaning of Article 16 (1) of Directive 89/391/EEC)	3	3	0	3	2	11
5. Directive 92/85/EC on pregnant workers, women who have recently given birth or are breast-feeding	3	3	0	3	1	10
6. Directive 94/33/EC on the protection of young people at work	3	2	0	2	1	8
7. C155 Occupational Safety and Health Convention (ILO), 1981	3	2	0	1	1	7
8. Directive 2000/78/EC establishing a general framework for equal treatment in employment and occupation	0	2	0	2	3	7
9. C 183 Maternity Protection Convention (ILO), 2000	0	2	0	2	3	7
10.Directive 2006/54/EC on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation	0	2	0	2	3	7

C190 Violence and Harassment Convention (ILO), 2019

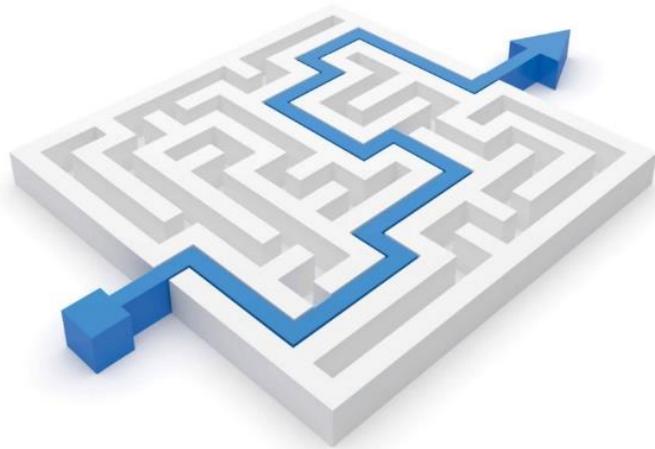| Soft Law Initiatives (Total 58)	Mental health in the workplace referred to in the objectives and scope of the policy	Coverage of exposure factors in relation to mental health in the workplace	Coverage of mental health problems at work and related outcomes	Coverage of risk assessment aspects in relation to mental health in the workplace	Coverage of preventive actions in relation to mental health in the workplace	Overall (max. 25)
1. Guidance: EC, 1999 Guidance on work-related stress – Spice of life or kiss of death?	4	5	5	5	5	24
2. Guidance: EU-OSHA, 2002 How to Tackle Psychosocial Issues and Reduce Work-Related Stress	4	5	5	5	5	24
3. Guidance: WHO, 2008 PRIMA-EF: Guidance on the European Framework for Psychosocial Risk Management: A Resource for Employers and Worker Representatives	4	5	5	5	5	24
4. Guidance: ILO, 1986 Psychosocial factors at work: Recognition and control	4	5	5	5	5	24
5. Guidance: ILO, 2012 SOLVE approach	4	5	5	5	5	24
6. Guidance: WHO, 2003 Work Organization and Stress	4	5	5	4	5	23
7. WHO Healthy Workplaces Framework, 2010 Healthy workplaces: a model for action: for employers, workers, policymakers and practitioners	4	5	4	4	5	22
8. WHO Mental health declaration for Europe, 2005 and Mental Health Action Plan for Europe	5	4	4	4	4	21
9. Guidance: ILO, 2012 Stress Prevention at Work Checkpoints - Practical improvements for stress prevention in the workplace	4	5	4	4	4	21
10. EU High-level Conference, Brussels, 2010 - Investing into wellbeing at work: Managing psychosocial risks in times of change	4	5	3	4	4	20

Leka, S., Jain, A., Iavicoli, S., and Di Tecco, C. (2015). An evaluation of the policy context on psychosocial risks and mental health in the workplace in the European Union: Achievements, challenges and the future. Biomed Research International: https://www.hindawi.com/journals/bmri/2015/213089/

Enterprise Responsibility

Collective agreements

Legal ratchets

Legal requirements

As challenges in enforcing legislative requirements increase, due to issues of resources, creative compliance, lobbying for changes, blatant disregard for legislation, and less success in developing countries, responsible business practices, and **use of voluntary standards** are expected to continue to play a more important role for achieving higher standards of practice.

Adapted from Nordestgaard and Kirton-Darling, 2004

Launch of two standards at national level

- British Standards Institution in 2011: first national guidance standard on the management of psychosocial risks in the workplace (BSI, 2011)

- National standard on psychological health and safety in the workplace in Canada in 2013 (BNQ, CSA Group and MHCC, 2013): the first standard that is auditable in this area

Both are input texts for ISO 45003

- While national standards and toolkits have been developed in recent years, ISO 45003 will be the first international standard dealing with psychological health and safety in the workplace, providing guidelines to manage psychosocial risk.

- The credibility of a global standard will encourage more organizations to address this important issue enabling them to meet legal obligations and promote organizational sustainability.

- ISO 45003 will provide guidance to organizations on:
  - How to identify the conditions, circumstances and workplace demands that have the potential to impair the psychological health and wellbeing of employees;
  - How to identify primary risk factors and assess them to determine what changes are required to improve the working environment; and
  - How to identify and control work-related hazards and manage psychosocial risk within an occupational health and safety (OH&S) management system.

Thank You!!!

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