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MINISTERIO
DE TRABAJO
E INMIGRACIÓN



**PRESIDENCIA ESPAÑOLA DE
LA UNIÓN EUROPEA**

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**“Conferencia europea
de contribución a la evaluación
a medio término de
la estrategia comunitaria
de salud y seguridad en el trabajo
2007-2012”**

Barcelona, jueves 3 y viernes 4 de junio de 2010

MR. OSCAR VARGAS

**“European conference
for the mid-term review
of the community strategy
2007-2012
on health and safety
at work”**

Barcelona, Thursday 3rd and Friday 4th June 2010

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Quality of work in the European workplace: conditions for a preventive culture

Oscar Vargas Llave

European Foundation for the Improvement of Living and Working Conditions

Barcelona, 3 June 2010

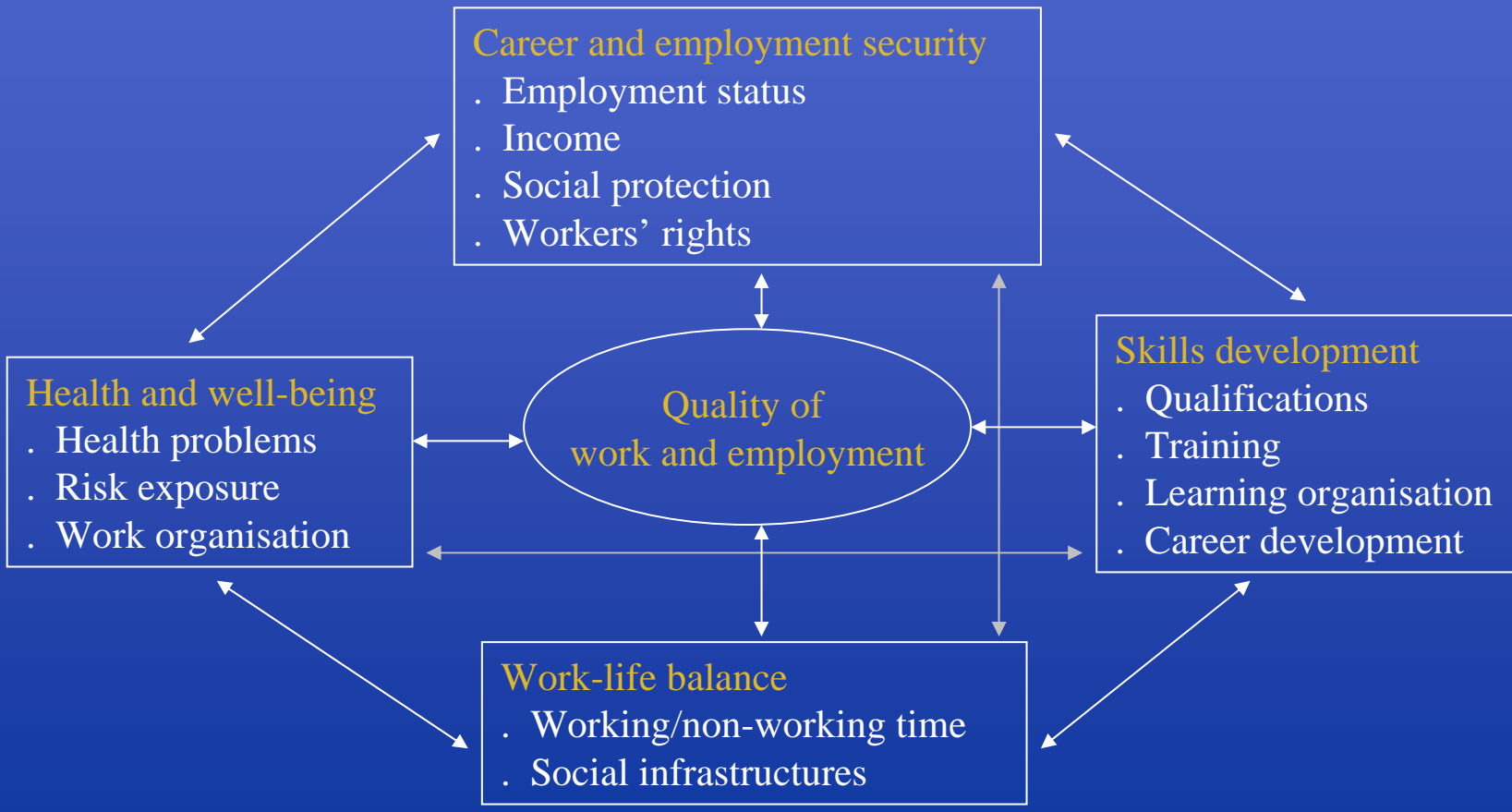


European Foundation for the Improvement of Living and Working Conditions (Eurofound)

- EU agency
- Generate policy-relevant research and findings which contribute to improving the quality of work and life in Europe, through:
 - ▶ Comparative research and analysis of developments affecting living and working conditions
 - ▶ Monitoring of trends in the working environment

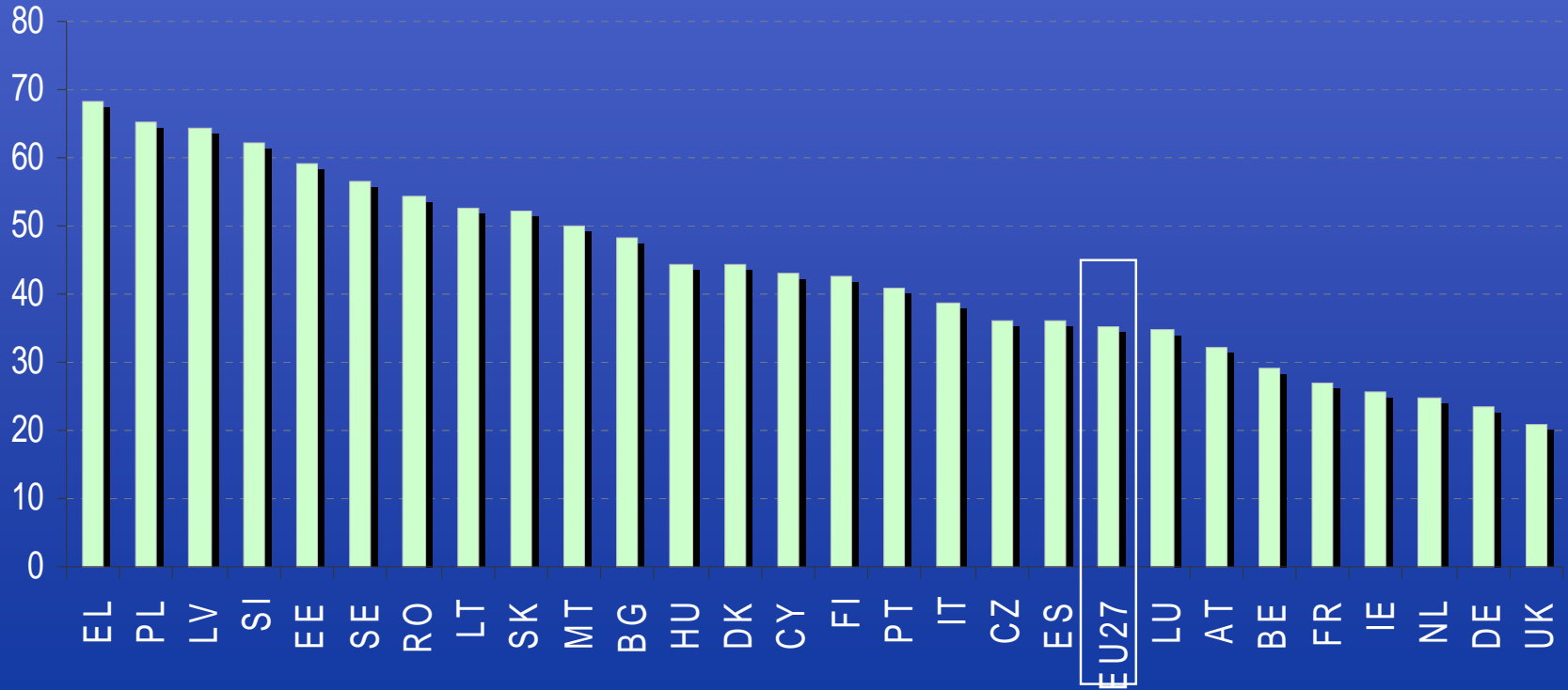


Quality of work and employment: a multidimensional concept





Overview: perceived impact of work on health, by country (%)



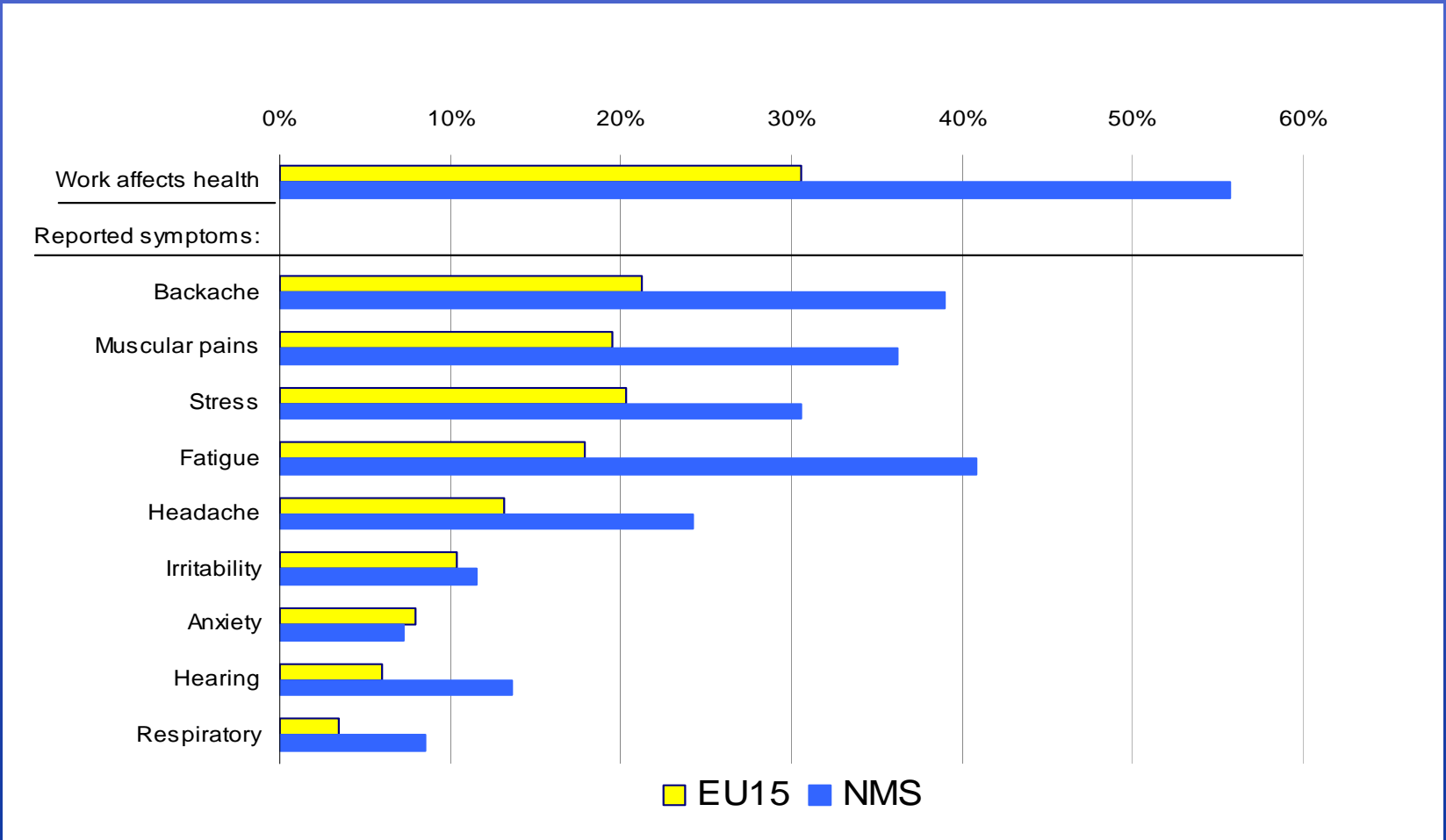


Overview: General trends of health at work and risks

- Exposure to physical risks has remained stable at best
- Increasing incidence of psychological health problems



“New risks and mental health”: reported symptoms





“New risks and mental health”: stress and MSDs

MSDs, stress, fatigue are the most reported health problems linked to organisational working conditions / risks (intensification, lack of autonomy and support, etc.)



Not only individual preventive measures but it is advisable to have a work organisation approach



Training and Information: groups of workers and countries

- 15% of workers are poorly informed about risks linked to their work
 - ▶ Particularly, workers in smaller companies, temporary employment or without a contract
- Workers in the NMS declare themselves to be better informed regarding workplace risks than their EU15 counterparts



Training and information: H&S training policy developments (information and consultation H&S in SME)

- Setting standards for content and duration of initial training (Governments, social partners or bipartite organisations) (ES)
- Continuous training related to the particular conditions of enterprises, thus making the whole training on working environment more flexible and timely (DK)
- Introduction of the Well-being concept (FI)



Improvement in WC and preventive culture requires....

- investment in the general quality of work and employment
- Health problems tend to be less prevalent in establishments with
 - ▶ more innovative forms of work organisation
 - ▶ higher investments in skill development
 - ▶ higher levels of job security



Improvement in WC and preventive culture requires.....

- Social dialogue, a tool for the improvement of working conditions:
 - ▶ H&S training implementation
 - ▶ Tackling working conditions related to health problems
- In-depth research through company cases studies in 6 countries



Conclusions

- Important proportion of workers not informed on health and safety
- Focus on SME (measures)
- New Member States
- Link between quality of work and better health
- Role of social dialogue



Gracias
Gràcies
Thank you

More info: www.eurofound.europa.eu
Email: ova@eurofound.europa.eu