



**Implementation of the  
ETUC<sup>1</sup>/BUSINESSEUROPE-UEAPME/CEEP  
Framework agreement on Work-related Stress<sup>2</sup>  
Yearly Joint Table  
summarising ongoing social partners activities**

**2007<sup>34</sup>**

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<sup>1</sup> Including the Liaison Committee Eurocadres/CEC

<sup>2</sup> Signed on 8 October 2004 by ETUC, UNICE, UEAPME and CEEP

<sup>3</sup> Adopted by the Social Dialogue Committee on 20 June 2007

<sup>4</sup> To be read in conjunction with the 2006 yearly joint table available at : [www.resourceetuc.com](http://www.resourceetuc.com) ; [www.erc-online.eu](http://www.erc-online.eu) or [http://ec.europa.eu/employment\\_social/social\\_dialogue/docs\\_en.htm](http://ec.europa.eu/employment_social/social_dialogue/docs_en.htm)

Country	Implementation results /initiatives
<b>Austria</b>	<p>The interprofessional social partners have adopted joint guidelines on the implementation of the European agreement (May 2006). The Austrian Chambers of Agriculture also signed the guidelines in order to make them applicable in this sector. These guidelines together with the jointly agreed translation of the agreement are attached to an already existing and now updated social partner publication on stress ("Impuls-Broschüre").</p> <p>The objective of the guidelines will be to put the agreement into practice at workplace level. The guidelines and the stress agreement together with the publication on stress are made available on a joint social partner web-feature "work and health". <a href="http://www.arbeitundgesundheit.at/bgf_06.htm">http://www.arbeitundgesundheit.at/bgf_06.htm</a>.</p>
<b>Belgium</b>	<p>Regarding the implementation on the interprofessional level, no changes have occurred compared to the information provided in the 2006 Joint Table.</p> <p>A Royal Decree of 17.05.2007 concerning « <i>la prévention de la charge psychosociale occasionnée par le travail dont la violence, le harcèlement moral ou sexuel au travail</i> », published in the Belgian Official Journal (« <i>Moniteur Belge</i> ») of 06.06.2007, contains the following provision : « <i>Art. 3. Dans le cadre du système dynamique de gestion des risques, l'employeur identifie les situations qui peuvent engendrer une charge psychosociale et il détermine et évalue les risques. Lors de l'exécution de cette analyse des risques l'employeur tient compte notamment des situations où sont présents du <b>stress</b>, des conflits, de la violence ou du harcèlement moral ou sexuel au travail. Cette analyse des risques est réalisée avec la collaboration du conseiller en prévention compétent et tient compte du contenu du travail, des conditions de travail, des conditions de vie au travail et des relations de travail et permet à l'employeur de prendre les mesures de prévention appropriées en vue de prévenir la charge psychosociale.</i> »</p> <p>This Royal Decree was adopted as implementation of the Law of 4/8/1996 « <i>relative au bien-être des travailleurs lors de l'exécution de leur travail</i> » and is identical to the provisions of the national collective agreement on management and prevention of work-related stress (CCT n° 72 of 30 March 1999) concluded by the interprofessional social partners in the National Labour Council. According to its article 1, the Decree is applicable to employers, workers as well as "aux personnes y assimilées".</p>
<b>Czech Republic</b>	<p>The agreement on stress is covered in the Czech legislation through the new Labour Code adopted 21<sup>st</sup> April 2006, law no 262/0226 Coll. This law came into force on 1<sup>st</sup> January 2007. In its Chapter I, article 102 it covers the contents of the</p>

	<p>agreement. According to this article the employer is amongst others obliged to create safe working conditions, to adopt measures for risk prevention, to look for dangerous factors, to find out their causes and to adopt measures for eliminating them.</p> <p>Regardless this fact the social partners (i.e. the Czech-Moravian Confederation of Trade Unions (CMKOS) and Confederation of Industry of the Czech Republic (SPCR)) seek also more attention to be paid to the issue of work related stress in collective agreements. They aim to incorporating it into their recommendation for negotiators to include it into the scope of collective bargaining.</p> <p>The social partners also draw attention to the agreement on stress and the issue itself:</p> <ul style="list-style-type: none"> <li>○ the joint translation of the text is available on the web sites of both social partners;</li> <li>○ ETUC guide on this issue was published in a trade union bulletin and disseminated;</li> <li>○ within a joint project on social dialogue the social partners are planning to produce later this year a practical information brochure concerning the autonomous agreements of European social partners containing also all the joint translations of the agreements - stress included.</li> </ul>
<p><b>Denmark</b></p>	<p><u>The Private Sector</u></p> <ul style="list-style-type: none"> <li>• The social partners in the private sector in Denmark are currently negotiating the implementation of the autonomous agreement on stress.</li> </ul> <p><u>State sector</u></p> <ul style="list-style-type: none"> <li>• In accordance with the Danish model for collective bargaining, the social partners have implemented the framework agreement on work-related stress at the state sector labour marked by collective agreement. Specifically, the framework agreement was implemented in Spring 2005 by a renewed agreement on cooperation and cooperation committees at state sector workplaces, according to which the cooperation committees must consider work-related stress and lay down guidelines for the workplaces' overall measures in relation to work-related stress.</li> <li>• Accordingly discussions of work-related stress and dealing with it at the workplace will be a natural part of the ongoing work in the cooperation committees. In June 2006, the social partners published a substantial guide for the local cooperation committees' work concerning work-related stress. The guide contains specific advice to the committees on</li> </ul>

	<p>their tasks in this field, as well as descriptions on how to identify, handle and prevent work-related stress. In addition, the social partners are preparing a test of a tool ("The Stress Barometer") designed to measure the degree of work-related stress among employees. Intentions are to evaluate the applicability of the tool in government institutions.</p> <p><u>Local/regional sector</u></p> <ul style="list-style-type: none"> <li>• In accordance with the Danish model for collective bargaining, the Associations of Local Government Employees' Organisation (KTO) and Local Government Denmark and Committee of Danish Regions concluded an agreement in 2005 that implemented the framework agreement on work-related stress by collective agreement. Specifically, the framework agreement was implemented by a renewed agreement on cooperation and cooperation committees at local and regional sector workplaces.</li> <li>• Besides from implementing the European Stress Agreement in 2005, the parties agreed that the cooperation committees have to work out guidelines for the workplace' overall measures in relation to identify, handle and prevent stress at work.</li> <li>• In spring 2007 the social partners agreed to carry out additional projects in connection with the European Framework Agreement on Work-related Stress. This is to strengthen the focus on work-related stress even more and in that way help the cooperation committees at the local and regional workplaces to identify, handle and prevent stress at work. Among other things these projects concern scanning the labour market for relevant tools to measure stress, and examining how various forms of management influence the level of stress in the workplaces.</li> </ul>
<p><b>Finland</b></p>	<p>The following Social Partners have joined in the implementation process of the framework agreement on work related stress in Finland: on the employers' side: Confederation of Finnish Industries (EK); Commission for Local Authority Employers (KT); State Employer's Office (VTML); Commission for Church Employers (KiT) and on the trade union side: Central Organisation of Finnish Trade Unions (SAK); Finnish Confederation of Salaried Employees (STTK) and Confederation of Unions for Academic Professionals in Finland (AKAVA)</p> <p><u>Translation of the agreement</u></p> <p>The translation into Finnish has been made jointly with social partners during the spring 2006. Social partners have disseminated the translation via internet pages, where it is available free for use.</p> <p><u>Description of the implementation process</u></p>

	<p>The social partners started negotiations of the implementation of the Work Related Stress Framework Agreement in May 2006. Experiences of the implementation of the telework agreement were used as a basis for the implementation process. In the first stage, researchers and experts in the field of work-related stress were heard in order to find out problems which are specific to the Finnish context.</p> <p>In Finland, there is an existing legislative and contractual framework applicable to the issue of work-related stress. Two main acts concerned with work-related stress are Occupational Safety and Health Act 738/2002 and Occupational Health Care Act 1383/2001. Acts are reformed during the past few years. As the existing legislation covers issues of work-related stress, social partners reached an agreement in which the implementation process is done by negotiating the following recommendation <b><i>“Finnish organisations of employers and trade unions recommendation for prevention, identification and management of work-related stress”</i></b>.</p> <p>The aim of the recommendation is to increase understanding and awareness of employers and workers on work-related stress. The recommendation is going to be completed in June 2007 and it is possibly translated into English. It focuses on work-related stress and it aims to increase the understanding of employers and workers on work-related stress. It also proposed methods for identifying and managing work-related stress.</p> <p><b><u>Dissemination of the recommendation</u></b></p> <p>The recommendation is disseminated by employers’ organizations and trade unions in autumn 2007. Possible ways for dissemination are internet pages, newspapers, journal articles and seminars.</p> <p>There are many organizations that are already providing information and material concerning work-related stress. For example organisations of employers and trade unions, Ministry of Social Affairs and Health, research institutes (for example Finnish Institute of Occupational Health), private sector pension insurers and occupational safety and health inspectorates produce information and material concerning work-related stress free for use.</p>
<p><b>France</b></p>	<p>Joint statement by MEDEF (BUSINESSEUROPE), UPA and CGPME (both UEAPME) and CFTD (ETUC):</p> <p>Implementation of the European agreement on stress is currently under discussion between the cross-sectoral social partners at national level. It could be incorporated in the negotiations under way on hardship at work. In addition, the ministry of employment, social cohesion and housing’s plan for health at work, together with INRS and Eurogip (which are the bilateral bodies in the field of social security), have taken initiatives to prevent and better understand the problem</p>

	of stress at work.
<b>Germany</b>	<p>Joint contribution by DGB (ETUC), BDA (BUSINESSEUROPE) and VKA (CEEP).</p> <p><b><u>Joint initiatives</u></b></p> <p>A lecture “<i>Social dialogue - European agreement on work-related stress</i>” was held on the national congress for “<i>Occupational Safety and Health up to date</i>” as a further step for the promotion of the framework agreement (Karlsruhe 29th September 2006).</p> <p>Joint efforts of the social partners to address the issue in public in the course of the 30th International Congress for Occupational Safety and Health (A+A Düsseldorf 18<sup>th</sup> to 21<sup>st</sup> of September 2007) were successful. A lecture “<i>Three years of experiences with the framework agreement on work-related stress. well tried in practices ?</i>” will be introduced in a course of lectures titled “<i>Mental health on work place</i>” by representatives of the trade unions and the Employers Organisation BDA on 20<sup>th</sup> September 2007.</p> <p>All social insurance organisations for occupational accidents (responsible for private enterprises as well as for the public authorities sector) strengthen their efforts to avoid or minimise work-related stress. In the private sector, the German <i>Berufsgenossenschaften</i> and the <i>Unfallkassen</i> in the public sector are self-administered by their members (companies) and the insured (employees) on the basis of parity. Against this background all activities of the social insurance organisations (each responsible for different branches) can be considered as social partner activities. They have developed a great number of prevention concepts especially designed for the specific needs of their enterprises. They provide a lot of information like brochures or via well-known internet based tools.</p> <p>To increase the awareness of inspectors in their daily consulting work, a common special training guideline was implemented for all <i>Berufsgenossenschaften</i>. Using this guideline, a great number of inspectors were already trained. They were enabled to identify problems of work-related stress and to consult the enterprises to adjust their prevention activities.</p> <p>Initiated by the framework agreement, the approach for a better coordination of these activities was followed-up in order to use the experiences already available. One of the main objectives of this initiative is the optimisation of the tools already used in practise. Therefore, a special working group was established consisting of experts of different social insurance organisations. This group is comparing the well-known tools and is elaborating a selective list of approved instruments.</p> <p>In a further symposium on “<i>target-oriented prevention – clear identification and classification of work-related mental</i></p>

*strain* ” arranged by the Employers Organisation BDA in co-operation with the German Confederation of Managers (*Deutscher Führungskräfteverband (ULA)* - member of the: European Confederation of Managers (CEC)), an overview of the scientific background, the relevance for work-related stress in different areas and common preventions concepts, was given during 6 lectures. One focus of the event was the practical use of well-known instruments and the specific role of executive staff concerning the management of work-relating stress problems. More than 150 responsible prevention experts, who are involved in the consulting of enterprises, attended this event on 21st November 2006.

#### **Special activities of the German Employers**

A suitable instrument together with a guideline for the handling of work-related stress problems (real-world solution) which can be used also in small and medium enterprises was published as a paperback. This paperback was promoted and distributed by a great number of employers associations to many enterprises.

A lot of enterprises were motivated by the framework agreement to implement procedures in the work organisation and/or in the internal communication procedures taking into account the work-related stress.

#### **Special activities of the German Employees**

To recall the main issues and the profound discussions about the content of the social partner agreement on work-related stress with the representations of the DGB in the districts and regions is still a matter of particular importance for the implementation of the agreement.

Caused by the monitoring of the implementation activities, stress related issues were discussed thoroughly in parts of single trade unions.

In this context, it was indicated that the agreement was unknown in several regions of the Police Union. Furthermore, it was noted that up to now no risk evaluation on the basis of the occupational health and safety act was established. A lack of assignment between the agreement on work-related stress with the common instruments, structures and procedures of the occupational health and safety was also noted. Against this background the employees representatives plan to integrate elements of the framework agreement in their enterprises.

The Union for Construction-Agriculture and Environment provide their staffs, which is responsible for the operation of training programs in union academies, with specific advice concerning the agreement.

Initiated by the framework agreement, representatives of the employees organisations picked mental load and work-

	<p>related stress out as a central theme for the advisory council of the Hessian Ministry for social affairs. To implement the agreement in Hessian a special working group was appointed. As a part of this ongoing project an exhibition on work-related mental work-load, conflicts at work place and bullying at work was organized by the DGB together with churches and further organisations.</p> <p>Employees representatives submit mental work-load and work-related stress as a topic in the framework discussion of the planned common German health and safety strategy.</p>
<p><b>Hungary</b></p>	<p>Joint contribution by the Hungarian Employers' organisations (9) and Trade Unions (6):</p> <ul style="list-style-type: none"> <li>• The Hungarian Social Partners are working on the implementation of the agreement.</li> <li>• The Hungarian Social Partners have accepted the Hungarian translation of the agreement.</li> <li>• The implementation of the framework agreement was on the agenda of one of the committees of the National Interest Reconciliation Council, the Committee of Health and Safety, in April.</li> </ul> <p>The subject was prepared and submitted in writing for discussion by the employees' side of the committee with a preliminary agreement proposal prepared by the employers' side.</p> <p>The social partners in the committee fully agree that it would be helpful if the government (also as the employer of the public sector) could be able to join the implementation of the agreement.</p> <p>The representative of the Hungarian government – although stressing that the government has no legal obligation to implement the framework agreements of the European Social Partners – accepted the “invitation” of the social partners to a possible tripartite process, because of the high importance of the subject of work-related stress.</p> <p>In the course of the tripartite discussions, the partners unilaterally declared that the prevention of work-related stress is a highly important subject.</p> <ul style="list-style-type: none"> <li>• The government's side is investigating the legal possibilities of joining the agreement, whether joining is possible on</li> </ul>



	<p>the basis of the Hungarian legal rules, on a voluntary basis, or a new legal rule might be needed.</p> <ul style="list-style-type: none"> <li>• Even if there is no legal possibility as described in the previous point, the social partners and the government believe that it is possible to conclude a tripartite agreement on the subject under discussion, within the framework of the National Interest Reconciliation Council.</li> <li>• It is clear for all social partners that they have a deadline for the decision, so hopefully all the partners can agree with a consensus on the issue.</li> <li>• The next tripartite meeting is planned for the end of August. Before then, the social partners will coordinate their views on the content of a possible agreement.</li> </ul>
<p><b>Iceland</b></p>	<p>The European Framework Agreement on Stress has been implemented in Iceland by means of a collective agreement between the Icelandic Confederation of Labour (ASI) and the Confederation of Icelandic Employers (SA), signed on 7 June 2007.</p> <p>Under the applicable Icelandic law, the agreement sets out minimum rights and obligations for all employees in the relevant occupation within the area covered by the collective agreement of the parties to the agreement.</p> <p>The agreement contains in Articles 1-4 the main content of the Articles 1-4 of the European Framework Agreement.</p> <p>In Article 5, the agreement refers to the Act on Working Environment, Health and Safety in the Workplace (N° 46/1980) and the responsibility of employers of drawing up a written programme of safety and health in the workplace. It also refers to the Regulation on Organisation and Execution of Work on Health and Safety in the Workplace (N° 920/2006) which describes in more details how health and safety measures at the workplace are to be implemented. This includes risk assessment, the duty of employers to make necessary improvements when the outcome of a risk assessment at the workplace indicates that the health and safety of workers is at risk, and follow-up after improvements have been made.</p> <p>In article 5, the parties to the agreement state that they are of the joint opinion that the present Icelandic legislation gives a satisfactory legal foundation for focusing on work-related stress, how it can be prevented and eliminated. And, by using the processes and methods stipulated by the above mentioned Act and regulation the aims of the European Framework Agreement can best be reached.</p>

	Finally, according to Article 6 of the agreement, the parties will establish a Consultation Committee with two representatives from each side to monitor the implementation and execution of the agreement. The agreement is to be construed in accordance with the European Framework Agreement.
<b>Ireland</b>	The Irish Business and Employers Confederation (IBEC) and the Irish Congress of Trade Unions (ICTU) have agreed for the Labour Relations Commission to facilitate the implementation of the European Social Dialogue on Stress.
<b>Latvia</b>	Regarding the implementation on the interprofessional level, no changes have occurred compared to the information provided in the 2006 Joint Table.
<b>Netherlands</b>	<p>Employers and trade union organisations on the national level in the Labour Foundation have recently updated an earlier national declaration on work-related stress, called "Druk werk?!" ("Work pressure?!"), bearing in mind the European framework agreement. Meanwhile the framework agreement has been translated in Dutch and is brought to the attention of employers' organisations and trade unions at sector- and company-level. This has been done in combination with the updated national declaration on work-related stress in which also the European framework has been included. Some sectors and unions reached an agreement on actions to reduce stress at work; these agreements were written down in covenants regarding health and safety at work.</p> <p>As a result of the new Labour Conditions Act which came into force on January 1, 2007 employers and workers at sector- and company-level can make agreements on the equipment and work methods to comply with the law. It can be expected that new agreements on a sectoral level will be established including an approach of work related stress.</p>
<b>Norway</b>	<p><b><u>Implementing by law and regulations</u></b></p> <p>In the opinion of the social partners, the present Norwegian Working Environment Act covers the content in the European agreement, and gives a satisfactory legal foundation for focusing on work-related stress. A number of provisions which make demands on how the working place and the working environment should be organized, have been formulated on the basis of knowledge about what causes stress in the workplace, but The Working Environment Act does not make any particular reference to stress.</p> <p>Examples of relevant provisions:</p> <ul style="list-style-type: none"> <li>• workers and their elected representatives shall be kept informed about the systems employed for planning and carrying out work. They shall be given the training necessary to enable them to learn and understand these systems, and they shall take part in designing them.</li> <li>• "work must be organized and adapted so that due consideration is given to age, proficiency, capacity for work</li> </ul>

and other capabilities of the employer

- the individual employee's opportunities for self determination and professional responsibility shall be taken into consideration when planning and arranging the work
- technology, organization of work, execution of work, working hours and pay systems shall be arranged in such a way that the employees are not exposed to adverse physical and mental strain and that their possibilities of exercising caution and observing safety considerations are not impaired.
- efforts shall be made to arrange the work so as to provide the possibilities for variation and for contact with other employees"

It is also very important that the Working Environment Act now requires the top manager of an enterprise to have health and safety training. This will hopefully lead to recognition of how important it is to work towards reducing the level of stress at the workplace.

The Labour Inspectorate has previously published guidelines on "*Organizing and arranging work and the work-place*" which also deals with work-related stress and has also published a brochure on work-related stress in cooperation with the social partners.

#### **Implementation by collective bargaining – basic agreements and local agreements**

The contractual framework (basic agreements in different sectors) does not make any particular reference to stress, but consist of framework provisions which commits the social partners to cooperate at the enterprise level, and commits the employers to ensure the right of the workers representatives to participation and to information. Lack of openness and lack of participation and information are of course important factors contributing to stress at the workplace.

The Social partners will encourage and motivate the enterprises to agree locally on how to deal with stress.

#### **The Memorandum of understanding on a more inclusive working life**

In 2001 the social partners, the Ministry of Government Administration and Reform (as employer for the state employees) and the Ministry of Labour and Social Inclusion signed an agreement called "Memorandum of understanding on a more inclusive working life". The Memorandum of understanding shall help to bring about:

- a more inclusive working life for the benefit of individual employees, workplaces and society
- reduction of sickness absenteeism and disablement benefit
- development of the individual's resources and capacity for work and use of these in active work.

The current agreement was renewed in 2006.

Local activity to improve working environment, included of course work-related stress, is an important part of this agreement. Dialogue between the social partners, both on national and local level, is fundamental to achieve success.

### **Status and plans**

At the initiative of The Norwegian Confederation of Trade Unions and The Confederation of Norwegian Enterprises, who participated in the European negotiations, a working group was formed which consists of all the national social partners including the employers for state employees. The working group also includes the Federation of Norwegian Professional Associations (Akademikerne). Akademikerne is not a member of any of the organizations signing the European framework agreement. Our motive for inviting them was to involve as many sectors as possible to engage in activities to reduce work-related stress.

The working group has agreed upon a website text which is to be linked to each organizations own website. This text will also include links to the European framework agreement on work-related stress.

The stress agreement is found to be a useful tool for the workplaces to focus on stress, but only to disseminate the agreement will obviously not be enough.

Several surveys show that Norwegian work places have problems with work-related stress. The European framework agreement can first and foremost be used to direct focus on the need for action at the work-place to reduce stress. Our challenge number one is to make sure that the employers and the employees have the necessary knowledge about what causes stress at the workplace, the connection between work and family life, and what can be done to avoid or reduce stress - and that action is taking place. Surveys show that it is much easier for the enterprises to make improvements when the problems are related to the physical working environment. This European framework agreement must be followed up by the already existing training program based on the provisions of the basic agreements. This program consists of 40 hours training on working environment issues. Targets groups are working environment committees and safety representatives.

The Social partners have agreed upon a protocol as a formal basis for the implementation. A smaller working group has been established in order to consider possible need for changes in the web-site text and to consider other forms of activities related to work- related stress.

<p><b>Poland</b></p>	<p>Joint statement by PKPP Lewiatan (BUSINESSEUROPE), ZRP (UEAPME), KPP (CEEP) and NSZZ Solidarnosc (ETUC):</p> <ul style="list-style-type: none"> <li>• In November 2005 information about the cross-sectoral agreement on stress together with the working translation has been published on the NSZZ Solidarność website (<a href="http://www.solidarnosc.org.pl/eksperci/news/2005/dzbnk/25_liis.htm">http://www.solidarnosc.org.pl/eksperci/news/2005/dzbnk/25_liis.htm</a>)</li> <li>• On 6th of April 2006 a working meeting of Polish social partners took place. Among other issues the aim of the meeting was to produce a plan of implementing the agreement on stress at work.</li> <li>• During the meeting the participants discussed the steps to be taken in the framework of the implementation process. It was acknowledged that the first step should be to agree and accept one, uniform version of Polish translation of the agreement. So, a working translation of the agreement, being in possession of NSZZ Solidarnosc, was sent to other social partners for their comments or approval.</li> <li>• As regards the next steps concerning implementation of the stress agreement NSZZ Solidarnosc has prepared the project in the frame of the EC budget line 04.03.03.01 within the programme “Industrial Relations and Social Dialogue,” which was aimed to promote European agreement and to support Polish social partners in its implementation. The partners in the project, among others, are all social partners organizations representative at national level: Trade Unions’ Forum (FZZ), All-Poland Trade Unions Alliance (OPZZ), Polish Confederation of Private Employers “Lewiatan” (PKPP), Confederation of Polish Employers (KPP), and Polish Crafts Association (ZRP). The project was approved by the EC. Activities foreseen in the framework of the project (e.g. joint workshops and a conference on the issue) are the starting point for negotiations. On 14 June 2007 NSZZ Solidarnosc will organize a Conference promoting the framework agreement on stress at work – with participation of all representative Polish social partners organizations. The question how to implement the agreement in Poland will be discussed. In September 2007 NSZZ Solidarnosc is to organize a joint workshop with the aim to prepare negotiations’ background.</li> </ul>
<p><b>Portugal</b></p>	<p>Joint statement by CIP (BUSINESSEUROPE), APOCEEP (CEEP) and UGT-P (ETUC):</p> <p><b><u>At national level</u></b></p> <p>At national level there are not many initiatives to report since last year.</p>

The national Institute responsible for prevention at the workplace (ISHST – Institute for Health and Safety at Work) was extinguished.

The Ministry of Labour and Social Security is now drafting a Law that – as was expected – will foresee the representation of the Social Partners in the advisory committee of a new organism that will be responsible for the prevention and enforcement of health and safety policies at national level.

Besides, it is also expected that the tripartite National Council for Health and Safety at the Workplace will reassume its functions.

UGT, APOCEEP, and CIP think to begin, within this year, a strategic bipartite or tripartite approach regarding the implementation of the European Framework Agreement on Work Related Stress.

#### **At company level**

“CP – Caminhos de Ferro Portugueses, E.P.” (Portuguese Railways), and the bank “Montepio Geral”, both members of APOCEEP, are still developing the projects that begun in 2005 in the field of work related stress.

- The project of “CP – Caminhos de Ferro Portugueses, E.P.” (Portuguese Railways) has three major pillars. Firstly, it deals with the internal communication policy system, in order to explain and anticipate expectable changes in the company. Secondly, it deals with the external violence to what workers from the railway sector can be exposed. Thirdly, gives guidance on how should workers deal with the frequent changes in their working time shifts.
- The bank “Montepio Geral” is currently developing a study on work related stress, with the aim to identify the major sources of stress in the company, in order to formulate measures for prevention and for reduction of stress levels at work.

In 2006 and 2007, besides the previously referred examples, it is also important to stress two new projects:

- The Agreement on Prevention of Psycho-Social risks in EDP Produção. This Agreement was signed between

	<p>EDP (CIP affiliated) and SINDEL (National Trade Union on Industry and Energy – affiliated in UGT). SINDEL has phrased the text of this Agreement, which has been subject to approval by the EDP Health and Safety Commission. It is supposed to be implemented by the whole EDP Group.</p> <p>A number of measures are defined in this Agreement, for example: the risks assessment through a survey directed to workers; the inclusion of stress management in occupational medicine carried out in the company; and a plan for medical and psychological evaluations of workers.</p> <ul style="list-style-type: none"> <li>• The Awareness Raising and Information Campaign on Stress at Work developed by SITRA (Transportations' Workers Trade Union – a member of UGT). The project is named "<i>Eliminate stress before it kills you</i>", and has been mainly directed to drivers of the public transports sector and to long distance drivers. This project was developed between September 2006 and February 2007, having been supported by the ISHST – Institute for Health and Safety at Work.</li> </ul>
<p><b>Romania</b></p>	<p>End September 2006, the Romanian interprofessional social partners negotiated a new Collective Agreement at National Level for the period 2007-2010 and which was officially registered at the Romanian Labour Ministry. This new Collective Agreement contains in Chapter 3 on "Health and Safety at the work place" an article related 37 specifically dealing with tackling stress at work. The article states (non-official translation):</p> <p><i>„In order to prevent and reduce the level of the stress at the work place, the employer is obliged to respect the management standards for work related stress management, as following:</i></p> <p><b>1. Related with the work content:</b></p> <p><i>a. The employer has the obligation to establish for employees labor norms according working time regulated by law and applicable labor agreements;</i></p> <p><i>b. The employees' competences, aptitudes and abilities must correspond to labor place requests;</i></p> <p><i>c. The work place's conditions must be adapted to employees, from ergonomic point of view;</i></p> <p><i>d. The employer has the obligation to inform and consult the employees and to provide them all information in order to clear understand the tasks from the job description;</i></p> <p><b>2. Related with the control on the effected work:</b></p> <p><i>The employer will encourage the employee to use his capacity and initiative at the work place, offering him recompenses, access to vocational training a.s.o., in order to give him interest to fulfill the job tasks in a proper way;</i></p> <p><b>3. Related with the support at work place:</b></p>

	<p><i>By the applicable labor agreements, they will be establish time periods and practical modalities for employees' information, regarding the appeared or about to appear modifications related work conditions;</i></p> <p><b>4. Related with work relations:</b></p> <p><i>The Health and Safety at Work Place Committee and the Paritary Commission will analyze, as they appear, information on bad practices at work places and will dispose the appliance of corrective measurements".</i></p> <p>The text is available in Romanian at- amongst others-: <a href="http://www.cnslr-fratia.ro/default.asp?nod=116&amp;info=47039">http://www.cnslr-fratia.ro/default.asp?nod=116&amp;info=47039</a></p>
<b>Spain</b>	Regarding the implementation on the interprofessional level, no changes have occurred compared to the information provided in the 2006 Joint Table.
<b>Sweden</b>	<ul style="list-style-type: none"> <li>• A joint agreement between the Confederation of Swedish Enterprise and the LO/TCO/SACO was concluded on the 16 June 2005 which contains a strict translation of the EU agreement into Swedish and their joint opinion that EU framework agreement should serve as guidelines when initiatives are taken to identify and prevent or manage problems of work-related stress for example in the form of agreements on work-related stress. This joint opinion leaves a rather free choice on how to implement the agreement (no obligation to sign collective agreements at branch level and it can also be done by plans of action, policy documents, guidelines and education programmes).</li> <li>• A joint agreement between the Swedish CEEP section and the Swedish central union members of ETUC (LO/TCO/SACO) was concluded spring 2006 which contains a strict translation of the EU agreement into Swedish. CEEP member organizations support free choice on how to implement the agreement and it can be accomplished by plans of action, policy documents, guidelines and education programmes.</li> <li>• The social partners in the municipal sector signed a collective agreement in April 2005 about cooperation and work environment (so-called "FAS 05") in which the implementation of the EU agreement is mentioned as an issue for future commitment. The social partners also continue to collaborate in "Sunt liv" (Healthy Life) which began in 2002. The stress agreement is part of the program for Nordic and Swedish work environment conferences organized by the social partners in the municipal sector.</li> <li>• The social partners in the governmental sector are, through e.g. financial aid and experts, supporting the agencies work in improving the work environment and lowering sick-leave. The project is called "Satsa friskt" (i.e. "Go for health").</li> </ul>



	<ul style="list-style-type: none"> <li>Implementation is also carried out at the local level. The Swedish Organisation for Local Enterprises has in the 2007 round of wage negotiations signed a collective bargaining agreement that includes a statement that work related stress shall be an integrated part of the parties common program, Healthier companies (Swedish: <i>Friskare företag</i>)</li> </ul>
<b>United Kindgom</b>	<p>In November 2004, the UK's Health and Safety Executive launched their management standards to help employers tackle the problem of work-related stress. The <i>Management standards for work-related stress</i>, alongside other authoritative advice, are important tools to help employers implement their general obligations to assess and manage physical and mental health risks as required by the Health and Safety at Work etc Act 1974 and The Management of Health and Safety at Work Regulations 1999.</p> <p>The social partners at UK level launched their agreement on interpretation and implementation of the EU social dialogue agreement on work-related stress in July 2005 and acknowledged the importance of the existing HSE management standards in providing support to manage work related stress. The application of the management standards within organizations will greatly assist employers to comply with the social partner agreement on work-related stress.</p> <p>During 2006 and 2007 the HSE together with stakeholders organised 'Healthy Workplace Solutions' workshops at which organisations from the health, education, finance, central government and local government sectors were introduced to the Management Standards for work-related stress. These sectors being those, which report high levels of work related stress. The intention of the workshops being to encourage the application of the management standards within these organizations. There are 3 tiers of support to assist organisations in addressing work-related stress</p> <ol style="list-style-type: none"> <li>1. dedicated Helpline (tel 0845 345 5678) for detailed queries on the Management Standards process.</li> <li>2. series of masterclasses for organisations who attended a workshop</li> <li>3. guidance on the HSE website about selecting external consultants to help with stress management policies.</li> </ol> <p>These have been supported and publicised by the social partners. Enforcing authorities will be reviewing an organisation's implementation of effective stress management policies when they inspect them.</p> <p>It is worth noting that levels of work related stress appear to be falling in the UK with one in six people reporting that their work makes them extremely or very stressed as opposed to one in five a few years ago.</p>
<b>European sectoral social dialogue</b>	<b>Implementation results /initiatives</b>
European	Joint Statement of the European Construction Industry's Social Partners FIEC and EFBWW on the prevention of

Construction sector	occupational stress in the construction sector, 10 January 2006; available at <a href="http://ec.europa.eu/employment_social/dsw/public/displayRecord.do?id=1339">http://ec.europa.eu/employment_social/dsw/public/displayRecord.do?id=1339</a> in EN, the joint press release as well as the joint statement is also available in FR/DE/IT amongst others via <a href="http://www.fiec.org/Content/Default.asp?PageID=22">http://www.fiec.org/Content/Default.asp?PageID=22</a> . An Italian version is also available upon request.
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