



Brussels,
HR C.3 PSI/YVH. D(2010)

HEALTH PROMOTION 2010
'PREVENTING STRESS AT WORK'
DESCRIPTION BY HR C.3.

Stress is present everywhere in the life of everyone, whether at work or at home¹. However, now stress is also reported to be the second highest work-related health problem, affecting 22% of workers from EU 27 (in 2005).

Stress at work can affect anyone at any level. It can happen in any sector and in any size of organisation.

Reactions to the same circumstances vary between individuals. Some people can cope better with high demands than others. It is the individual's subjective perception of their situation which is important. It is not possible to determine from the situation alone the amount of stress it may cause.

The good news is that work-related stress can be dealt with in the same logical and systematic way as other health and safety issues. The Occupational Health and Safety Agency recommends dealing with work-related stress² by providing employees, employers and occupational health and safety specialists with adequate information about factors, symptoms and actions to prevent stress.

The Medical Service – Brussels here describes their propositions to help staff deal with their stress, none regarding whether the source origins from work or private life.

1. OBJECTIVES AND DELIVERABLES

The International Labour Organisation defines stress as:

Psychological and/or physical strain or tension generated by physical, emotional, social, economic, or occupational circumstances, events or experiences that are difficult to manage or endure.

¹ All information in this chapter origins from the Occupational Health and Safety Agency, the International Labour Organisation and the World Health Organisation.

² <http://osha.europa.eu/en/topics/stress>

1.1 Objectives

The objectives of the below described activities are to

- raise awareness about what stress is and also what it is not,
- helping staff to identify their own stress, and
- educate staff about making choices to manage their stress.

The key message is to enable and encourage staff to take responsibility for their lifestyle and their own wellbeing. It should be underlined that for stress there is no 'one size fits all' when thinking in solutions.

The service in Brussels will concentrate on activities in collaboration with training resources, internal communication and contact with staff networks.

2. DESCRIPTION

The activities shall take place in 2010 as a joint campaign by the medical services of the Commission.

2.1 Activities of Brussels

According to the present planning, the Medical Service – Brussels shall deliver:

- A Lunchtime Conference in spring 2010 with a specialist in stress prevention.
- A session for HR staff and personnel networks about stress prevention and actions to create and implement.

These initiatives can be extended to both Ispra and Luxembourg by video link.

- A series of articles about stress and stress prevention in internal media throughout 2010.
- Continuation of information sessions for staff and management about stress identification and prevention at work by the Psychosocial Interventions Sector of the service.
- Internal awareness rising training about stress prevention aimed at medical staff for the benefit of their customers.

2.2 Activities of Ispra

- Production of a flyer and distribution to staff members in the framework of the World Day for Safety and Health at Work on 28th of April.
- Fact sheet on stress at work.
- Presentation on stress at work.

- Workshop for Heads of Unit: 1 pilot workshop for JRC Ispra and 1 workshop in extension to other sites, 3 hours each, max. 15 participants.
- Workshop for Action Leaders: Organise 1 pilot workshop for JRC Ispra Action Leaders, 3 hours, max. 15 participants.

Possibility of extension to other sites by videoconference (BXL, LUX, JRC sites).

2.3 Activities of Luxembourg

Luxembourg will work with the training unit to promote trainings for all staff targeting stress. Main audience will be Luxembourg based staff.