HEALTHY WORKPLACES MANAGE STRESS 2014-2015

Causes of work-related stress

- **EXCESSIVE WORKLOAD** and/or not enough time to complete tasks
- and lack of clarity over roles
- **MISMATCH BETWEEN THE DEMANDS** of the job and competence required
- **LACK OF INVOLVEMENT** in making decisions

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Stress is our mind and body's reaction to a situation that is overwhelming

It can lead to burn-out, anxiety, depression and symptoms like high blood pressure, sleeplessness, stomach problems and back pain.

> workers attribute[•] stress to

HOW IS STRESS Managers in Europe?

79% have concerns

less than **30%** have procedures

40%-50% (larger workplaces) have measures in place

20%-30% (smaller workplaces)

have measures in place

1 Pan-European opinion poll on occupational safety and health', EU-OSHA 2013 2 European Survey of Enterprises on New and Emerging Risks (ESENER), EU-OSHA 2010

-**59%**

being subject to unacceptable behaviours such as bullying or harassment

66% excessive workload

-72% job reorganisation or job insecurity

50%

stress is

SAY THAT

not well handled

in their workplace

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Safety and health at work is everyone's concern. It's good for you. It's good for business.