

**Scoreboard on the implementation of the
ETUC¹/UNICE-UEAPME/CEEP Framework agreement on Work-related Stress (8 October 2004)**

Joint Table/ Progress report

Adopted on 28 June 2006

Country	Implementation results /initiatives
Austria	<ul style="list-style-type: none"> • The interprofessional social partners have finished their work on joint guidelines on the implementation of the European agreement, which shall be officially adopted in the very near future. The Austrian Chambers of Agriculture has also decided to sign the guidelines in order to make them applicable in this sector. These guidelines together with the jointly agreed translation of the agreement will be attached to an already existing and now updated social partner publication on stress (“Impuls-Broschüre”). 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 will be made available on a joint social partner web-feature “work and health”.
Belgium	<ul style="list-style-type: none"> • In execution of the 1999-2000 cross-sectoral agreement, on 30 March 1999 the social partners meeting in the National Labour Council concluded a collective labour agreement on management and prevention of work-related stress • This agreement seeks to solve problems of a collective order and not individual problems. It defines stress as a state perceived as negative by a group of workers, which is accompanied by physical, psychic and/or social complaints or dysfunction and which is the consequence of workers not being in a position to fulfil the requirements and expectations arising from their work situation. • It sets out a number of obligations which the employer must meet. For instance, the employer must identify any risks of stress when making a general analysis of the work situation, then evaluate these risks and, lastly, as and when necessary, take appropriate measures to prevent and/or remedy them. In the framework of execution of the stress prevention policy, he must seek the cooperation of the prevention and protection at work services. He must also provide worker representatives with information and consult them on the various stages of the policy he envisages implementing. In addition, he must ensure that workers receive all the necessary information about the nature of their activities, the associated risks and measures designed to prevent or limit these risks. Lastly, he must take account of work-related stress factors in the training that must be provided to workers in application of the well-being policy. For their part, workers must cooperate on policy to prevent stress at work within the bounds of their possibilities.

¹ Including the Liaison Committee Eurocadres/CEC

	<ul style="list-style-type: none"> • In the framework of an evaluation of the collective labour agreement, the Council has issued an opinion in which it asks for identical measures to be prepared for some categories of persons to whom the collective labour agreement does not apply. These are persons employed by authorities as well as some personnel members subsidised by the state (subsidised free education). • In addition, the Council has published an information brochure on application of the collective labour agreement, which describes the content of the agreement and offers companies a number of guidelines to allow them to develop an adequate policy to combat stress. • The social partners believe that the collective labour agreement is in conformity with the European agreement and that no additional measures are needed to implement this agreement.
Bulgaria	<p>The European Agreement on the work related stress is partially touched with the implementation of new OSH policy in the country and with regard to the provisions of the Bulgarian OSH Act. However, a strategy or policies for implementing concrete measures for limitation of the work-related stress are still not approved on a national level. Separate policies and practices for evaluation of stress at work exist on institutional level such as:</p> <ul style="list-style-type: none"> • Bulgarian industrial association has developed questionnaires for collection and analysis of primary information for appraisal of work related stress on a company level, which are applied within the frame of our long-term programme for OSH training of Employers and their representatives in safety committees and safety groups since 2005. On this basis and in accordance with the established levels of stress at work, measures and services for elaboration of company-based programs for stress limitation are offered to individual employers, which have a voluntary character and could be implemented at company level by decision of the company's management body and funded by their own financial resources. • A research about the level of stress in public sectors (education, health and public administration) was conducted by the team of the Confederation of Independent Trade Unions and as a result in 2003 a case study was published on three public sectors in Bulgaria, entitled " Work Stress in the Context of Transition" with the assistance of the ILO – Sub regional office for the CEEC – Budapest. • Separate practices for evaluation and monitoring of work related stress exist also in the practice of the OSH-Services within the framework of their obligations for evaluation of the social – psychological factors at work places. <p>The level of work related stress is high and it as a factor, which is a precondition for diseases in the country. Stress at work is determined by many and various components in a close dependence on the specificity of work places in economic sectors. In some specialized national institutions, such as the National Center for Protection of Public Health, instruments and gained experience exist for observance and evaluation of stress at work.</p> <p>In the context of this brief presentation a conclusion can be made that enough prerequisites are at hand to undertake co-operative actions in future for implementation of the EU stress agreement and for creation of a National framework in the context of a New European Strategy 2002 – 2009 aimed at introducing National Strategy and policies to handle stress and social-psychological factors at the work place.</p>
Czech Republic	<ul style="list-style-type: none"> • The text of the agreement was jointly translated, the translation agreed by both partners and disseminated among membership of their organisations.

	<ul style="list-style-type: none"> • The current legal framework (labour law and connected provisions on health & safety) gives enough space to meet the objectives of the Agreement. • Implementation of the Agreement is a part of the bilateral negotiations between employers and trade unions. The concrete measures tackling prevention and reduction of the potential risk seek to be incorporated in the collective agreements. • The CMKOS is a partner in one of Leonardo projects related to stress at work. Under this project a manual on stress has already been elaborated. In the Czech version the Framework Agreement will be a part of this manual. Later this year a pilot seminar will be held with the aim to improve the manual and then a conference where again due attention will be paid to the Framework Agreement. The CMKOS will share the results of the project with the SP CR.
Denmark	<p><u>The Private Sector</u></p> <ul style="list-style-type: none"> • The social partners in the private sector in Denmark are currently negotiating the implementation of the voluntary agreement on stress. <p><u>State sector</u></p> <ul style="list-style-type: none"> • 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. • 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. The social partners are preparing a guide for the cooperation committees' work concerning work-related stress. <p><u>Local/regional sector</u></p> <ul style="list-style-type: none"> • 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. Besides from implementing the European Stress Agreement in 2005, the parties agreed that the cooperation committees has to work out guidelines for the workplace' overall measures in relation to identify, handle and prevent stress at work.. • 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. • The social partners are also preparing several initiatives in form of inspirations materials and methods to prevent/reduce work related stress. • Specifically the social partners has prepared several stress magazines and held a large joint conference about work-related stress. Work-related stress will also be an issue on a personnel political fair arranged by the social partners. The fair will take

	<p>place in august 2006. It is expected that about 5.000-6.000 employees and employer from the local/regional sector will participate.</p> <ul style="list-style-type: none"> • The social partners have also agreed to start negotiations the 1 October 2007 on further initiatives that can be activated in the regions and municipalities in order to prevent/reduce work related stress. • The local/regional sector makes a total of around 25% of the complete labour marked in Denmark.
Finland	<ul style="list-style-type: none"> • The agreement has been translated into Finnish. • The interprofessional social partners started negotiations on the implementation in February 2006.
Germany	<p><u>Joint initiatives</u></p> <ul style="list-style-type: none"> • On the initiative of the Employers Organisation BDA (Confederation of German employers associations) and the Employees Organisation DGB (Federation of German Trade Union) a translation of the framework agreement on work-related stress was prepared, negotiated and accepted by the social partners. BDA and DGB also made efforts to achieve a translation in consensus with Austria. • On the International Congress for Occupational Safety and Health (A+A Düsseldorf 24th to 27th of October 2005) the framework agreement was introduced at a seminar by representatives of the trade unions and the Employers Organisation BDA. • A lot of prevention concepts to avoid or minimise work-related stress are developed from different German Berufsgenossenschaften (social insurance for occupational accidents) orientated to the special conditions and needs of their branches. The German Berufsgenossenschaften are self-administered by their members (companies) and the insured (employees) on the basis of parity. Against this background all activities of the 26 Berufsgenossenschaften (each responsible for different branches) can be considered as social partner activities. • Initiated by the framework agreement, a common approach for a better coordination of these activities was started in order to use the already available experiences. One of the main objectives of this initiative is the optimisation of the tools already used in practise. <p><u>Special activities of the German Employers</u></p> <ul style="list-style-type: none"> • A brochure "Employers position concerning the relevance of mental work load at work" was prepared by the Employers Organisation BDA. 5000 copies of this brochure have already been distributed. • In a symposium "Mental work load" arranged by the BDA an overview of the scientific background, the relevance for work related stress in different areas and common preventions concepts was given during 8 lectures. More than 100 responsible prevention experts, who are involved in the consulting of enterprises, attended this event on 16th November 2005. • The Employers Organisation BDA provides a standard presentation "Relevance of mental work load" for its member associations and German enterprises for their own training and information events. <p><u>Special activities of the German Employees</u></p> <ul style="list-style-type: none"> • Continual reporting about work-related stress and prevention activities in the magazine "good work" – magazine for health prevention and work organization.

	<ul style="list-style-type: none"> • Publication of basic article in the magazine “labour law in companies” – magazine for members of the works council (9/2005). The article was dealing mainly with the regulations and possible procedures in companies. • Profound discussions about the contents of the framework agreement on work-related stress with the member trade unions of the DGB. The members were called to make the framework agreement public to their representations in the districts, regions and works councils. They were also called to initiate activities. • Comprehensive information of the representations of the DGB in the districts and regions about the framework agreement. DGB offered to support the representations if they accomplish activities. • Comprehensive information of institutions which are close to the trade unions (DGB-education work, technological advisory boards). These institutions were called to offer qualification- and information measures. • Information of the representatives of insured persons in the self-administered boards of the German Berufsgenossenschaften with the objective of compiling guides for the supervisors concerning work-related stress.
Iceland	<ul style="list-style-type: none"> • On the initiative of SA Confederation of Icelandic Employers and ASI – Icelandic confederation of Labour a translation of the framework agreement on work-related stress has been prepared. The negotiations on the implementation of the agreement have started with the aim of concluding a collective agreement before the end of June 2006
Ireland	<ul style="list-style-type: none"> • Employers and trade unions organisations at the national level have held a number of meetings to discuss the European Agreement and the possible format/method of implementation in Ireland. However, no final decision has been reached as yet (although a couple of possibilities were discussed), and this process has been put on hold during the negotiations for the next national agreement.
Italy	<ul style="list-style-type: none"> • The Italian Trade Union members of ETUC and the Employers' Organizations members of UNICE, UEAPME and of CEEP give great importance to the social dialogue method which has brought to the Agreement on work related stress drafted on a voluntary basis and executed at European level on October 8, 2004. • Therefore, CGIL, CISL and UIL, as well as CONFINDUSTRIA, CONFAPI, CONFARTIGIANATO, CNA, CONFESERCENTI and CONFSEVIZI are actively involved in the process of implementation of the subject Agreement at national level. • To this regard, the above mentioned Organizations have already started a discussion on the method through which the Agreement shall be implemented, and are defining a working agenda with the aim of transposing the Agreement at national level in the shortest deadline.
Latvia	<ul style="list-style-type: none"> • On the initiative of LDDK (Latvian Employers Confederation) a translation of the framework agreement on work-related stress has been done. LBAS (Free Trade Union Confederation of Latvia) have agreed on translation. In order to provide consultations with LBAS affiliates translation agreement was disseminated to its member organizations. • Legal advisers from both social partner organizations worked out text of agreement. • In April 12 2006 framework agreement on work-related stress has been signed by presidents of LDDK and LBAS. • This agreement enters into force at the day of the last signature. Agreement is constitute in triplicate. Each Party has a copy and one copy was given to the Secretary of National Tripartite Cooperation Council of Latvia. • Both signatory parties agreed on further steps to implement work-related stress agreement: <ul style="list-style-type: none"> ▪ dissemination of information to the members of employers and employees organizations, society on whole and

	<p>institutions;</p> <ul style="list-style-type: none"> ▪ organization of information campaigns, round table discussions on regional and local level; ▪ to promote elaboration of conditions and aims of agreement into the collective agreements on local and sectoral level; ▪ in order to rise understanding and to promote implementation process of agreement both parties decided to inform Ministry of Welfare of Latvia, State Labour Inspectorate and other institutions about measures will be taken. <ul style="list-style-type: none"> • Trade Union made translation of the interpretation guide of the above agreement. This will be published and disseminated to members, affiliates, regional centres, society.
Luxembourg	<ul style="list-style-type: none"> • The social partners (employers and trade unions) have agreed to discuss the subject “stress” within the national Economic and Social Committee (CES) together with the representatives of the government in order to get the view of all the concerned parties before starting the implementation of the European agreement. This should help the social partners to decide about the right instrument to implement the agreement. Those discussions should find their conclusions at the end of the first semester of 2006.
Malta	<p>The Malta Federation of Industry and the Maltese Workers Representatives have agreed on the following with regard to the EU Framework Agreement on Work-Related Stress:</p> <ul style="list-style-type: none"> • No translation into the Maltese language will be necessary since English is also an official language in Malta. • The two organisations will be signing a declaration of commitment whereby they will be showing their support to the contents and raison d'être of this Agreement. This will be followed by a Press Conference, during which the principles of the Agreement will also be outlined briefly. • Dissemination - both organisations will be creating a link to and uploading a copy of the Framework Agreement on their respective web-sites. • The two organisations are also considering the organisation of an information seminar on the Framework Agreement on Work-Related Stress. This could also be carried out in collaboration with the Occupational Health and Safety Authority.
Netherlands	<ul style="list-style-type: none"> • Employers and trade union organisations on the national level in the Labour Foundation have just decided to update 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 will be brought to the attention of employersorganisations and trade unions at sector- and company-level. This will probably be done in combination with the updated national declaration on work-related stress in which declaration also statements of the European framework can be included.
Norway	<ul style="list-style-type: none"> • Social partners LO (trade unions) and NHO (employers) have agreed on joint translation into Norwegian of the EU agreement. Other social partners, both trade unions' and employers' organisations in private as well as in public sector, are now part of a working group together with NHO and LO, due to concretize by end spring 2006 further national actions to be taken in order to implement the agreement. Such actions will be in the way of e.g. joint information campaigns, guidelines, facts dissemination, or similar. We expect the implementation work to be finished in good time before the 3 years' limit.
Poland	<ul style="list-style-type: none"> • In November 2005 information about the cross-sectoral agreement on stress together with the working translation has been

	<p>published on the NSZZ Solidarność website (http://www.solidarnosc.org.pl/eksperci/news/2005/dzbnk/25_liis.htm).</p> <ul style="list-style-type: none"> • 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. • 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 Solidarność, was sent to other social partners for their comments or approval. It is expected that one, uniform translation will be set no later than the end of May this year. • As regards the next steps concerning implementation of the stress agreement NSZZ Solidarność 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). It seems that such project (containing joint workshops and conference on the issue) will be an appropriate starting point for negotiations. In this respect decision of the European Commission to grant the funding is crucial for further operations. • It is estimated that negotiations will be possible to commence in the beginning of 2007.
Portugal	<p><u>At national level</u></p> <ul style="list-style-type: none"> • At national level there aren’t many initiatives to report. • In fact, due to change in government, the dissolving of the national Institute responsible for prevention at the workplace (IDICT), and its replacement by another institution that still doesn’t have an organic law and a formal organ for representation of the social partners, and some very urgent subjects to be dealt with first, there where not many chances to begin a strategic bipartite or tripartite approach regarding the implementation of the European Framework Agreement on Work Related Stress. • The Trade Unions made, however, a translation of the Agreement into Portuguese. This translation was disseminated via trade union web sites. • Afterwards, CIP discussed the translation with UGT, and an agreement was reached on the final text. • The translation is being used by specialised training institutions (for instance in courses for so-called “Level 5 and 6 engineers”). • Trade Unions envisage to do something in the near future with the public sector authorities in their capacity of employer. • CIP is currently preparing some public actions to disseminate the content of the Framework Agreement. <p><u>At company level</u></p> <ul style="list-style-type: none"> • “CP – Caminhos de Ferro Portugueses, E.P.” (Portuguese Railways), and the bank “Montepio Geral”, both members of APOCEEP, are currently developing some projects 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 are exposed. Thirdly, gives guidance on how should

	<p>workers deal with the constant changes in their working time shifts.</p> <ul style="list-style-type: none"> • 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.
Spain	<ul style="list-style-type: none"> • Spanish trade unions CCOO and UGT and employers' organizations CEOE and CEPYME (the most representative social partners at national and inter-sectorial level) included the European framework agreement on work-related stress in the Intersectorial Agreement for the Collective Bargaining signed in 2005 which was signed with the aim of setting the basis for future negotiations in collective bargaining. • They consider the European agreement as an "specially useful instrument" as it provides guidelines and criteria that can be helpful to "create a greater knowledge and raise public awareness on work-related stress and its prevention, elimination and reduction" • In doing so the Spanish social partners “seek to implement the European Agreement transmitting to employer and workers representatives its content, adapting it to the Spanish reality” so that it serves to favour "the improvement of working conditions and the good running of "companies" "(sic.). • On the other hand, Spanish trade unions and employers' organisations have published guides, leaflets and articles and carried out multiple training activities and awareness acts related to work-related stress during the last five years. Furthermore, work related-stress has increasingly been dealt on the prevention field in Spanish companies, many of which have dealt this issue through agreements between employers' representatives and workers' representatives in companies. • Even so, this change is not always reflected in collective agreements, among many other reasons, because bargaining related to labour risks prevention at company level develops in a participation framework detached from collective agreements.
Sweden	<ul style="list-style-type: none"> • Joint agreement between the Confederation of Swedish Enterprise and the LO/TCO/SACO 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). • 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. • 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 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").
United Kingdom	<ul style="list-style-type: none"> • In November 2004, the UK's Health and Safety Executive launched a new initiative to help employers tackle the problem of

	<p>work-related stress; these management standards are to be considered as a important tool to help employer implement their obligations which they have under health and safety acts from 1974 and 1999. The CBI acknowledged the importance of the standards which were also welcomed by TUC.</p> <ul style="list-style-type: none"> • As for the EU agreement on Telework, the CBI, CEEP UK, the Forum of Private Business (FPB) and TUC, have elaborated, in partnership with the governmental instances Health and Safety Executive (HSE) and the Department of Trade and Industry (DTI), a guide called “Work-related stress: a guide – implementing a European social partner agreement”. This guidance mainly urges the employers to use the HSE management standards on stress which have been around for some time and which the TUC supports. • In July 2005, the CBI, CEEP UK, FPB and TUC launched the social partners' implementation of the agreement, which relies on the legislative and non-legislative measures available in the UK.
--	---

- European Construction sector: Joint Statement of the European Construction Industry’s Social Partners on the prevention of occupational stress in the construction sector, 11 April 2006