

# Inspection of the psychosocial working environment

**Danish Working Environment Authority  
(WEA)**

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## Who are we?

**Our vision** is to promote a safe, healthy and developing working environment that reduce sickness absence and exclusion from labor market



Inspection

Regulation and  
development of  
working  
environment  
initiatives

Communication

## Danish Working Environment Act

*At all stages the work must be planned, organised and carried out in a responsible way to ensure that its impact on the psychosocial working environment is safe and healthy.*

# How the WEA prioritises companies for inspection

Automatic selection via risk model

Random samples

Check of  
previous  
improvement  
notices

Reported  
occupational  
diseases  
(anonymous)

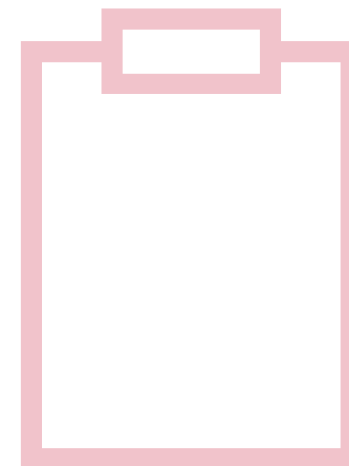
Occupational  
accidents

Complaints  
(anonymous)

# Political agreement on a future-proofed working environment

## Efforts to strengthen the psychosocial working environment, eg.:

- Initiate a multi-pronged effort aimed at preventing work-related stress.
- Communication targeted towards specific groups
- Prioritise the competence development of the inspectors.
- Optimise the selection of companies for inspection



# Political agreement on a strengthened effort against social dumping

## Social dumping in the restaurant industry

- A strengthened inspection of the working environment of foreign employees in the country's restaurants, bars and cafes
- A communication campaign to prevent discrimination of Danish and foreign employees.



# Political focus and multi-stranded effort against sexual harassment

- Campaign activities with a focus on stopping sexual harassment, among other things by promoting WEA's hotline on offensive behaviour.
- Guidance by inspectors in industries with high incidence
- Tripartite agreement



The advertisement is divided into two main sections. The top section features a woman with short grey hair and glasses wearing a headset, smiling. To her right, the text 'Ring anonymt' is written in white, with the phone number '70 22 12 80' in yellow below it. A yellow and blue diagonal striped bar separates this from the bottom section. The bottom section has a dark blue background with the text 'Seksuel chikane skal stoppes - lad os hjælpe dig' in white. Below this, there is a smaller inset image of a woman with long brown hair wearing a blue and white checkered shirt, holding up her right hand in a 'stop' gesture. Below this inset image, the text 'Offensive behaviour must stop' is written in white, with 'Offensive' underlined.

**Ring anonymt**  
**70 22 12 80**

Seksuel chikane skal stoppes - lad os hjælpe dig

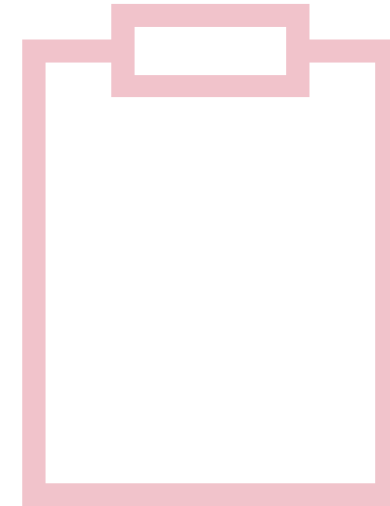
Offensive behaviour must stop

# Executive order on psychosocial working environment

The executive order aims to:

- clarify the existing regulations on preventing risks in the psychosocial working environment to ease communication of the requirements to employers
- make it clear to employers that the WEA will react to poor psychosocial risk management and outcomes.

Read more: [Executive order on psychosocial working environment - Workplacedenmark.dk](https://www.arbejdsmiljodanmark.dk/Executive-order-on-psychosocial-working-environment)





# Executive order on psychosocial working environment

## Impacts in the psychosocial working environment

1. High workload and time pressure
2. Unclear and conflicting demands at work
3. High emotional demands when working with people
4. Offensive behavior, including bullying and sexual harassment
5. **Work-related violence**
  - Including both work-related violence during work and work-related violence outside working hours



***"Høje følelsesmæssige krav kan føre til stress – og dét har du som arbejdsgiver pligt til at forebygge"***

—  
Anne-Mette, Tilsynschef

# How are inspections conducted?

- Introductory meeting.
- Tour, observation and conversation in selected areas with employees.
- Possibly group discussions with employees or interviews with individuals.
- Conversation with employer.
- Closing meeting.

## Data sources:

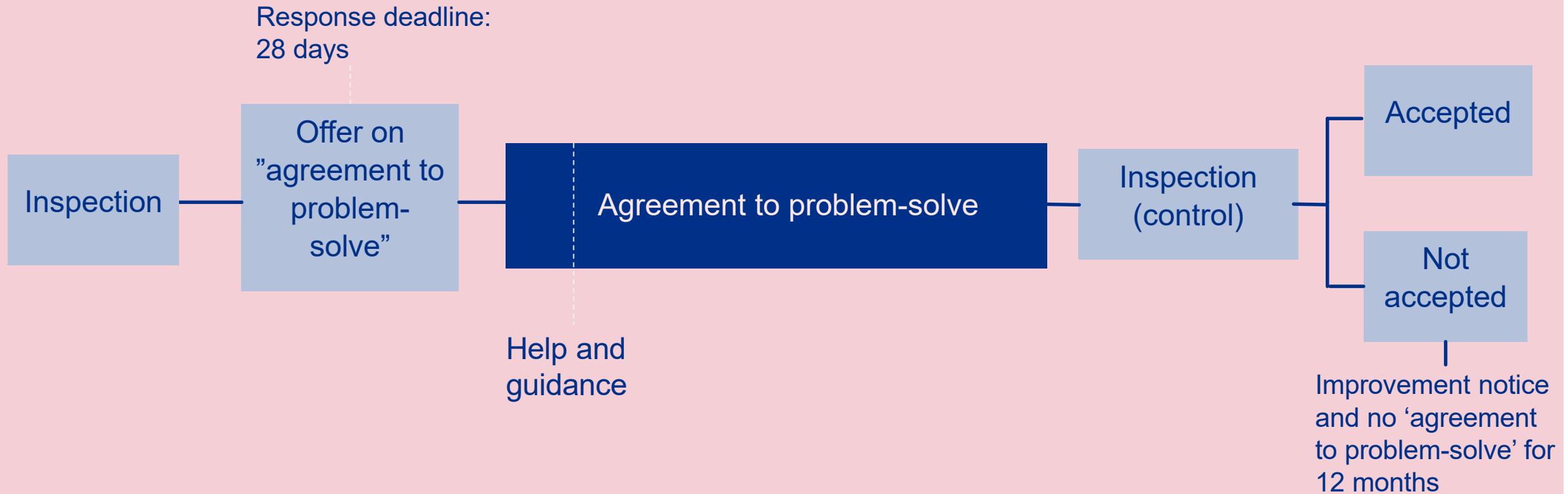
Conversations with employer and employees, observations and written materials.



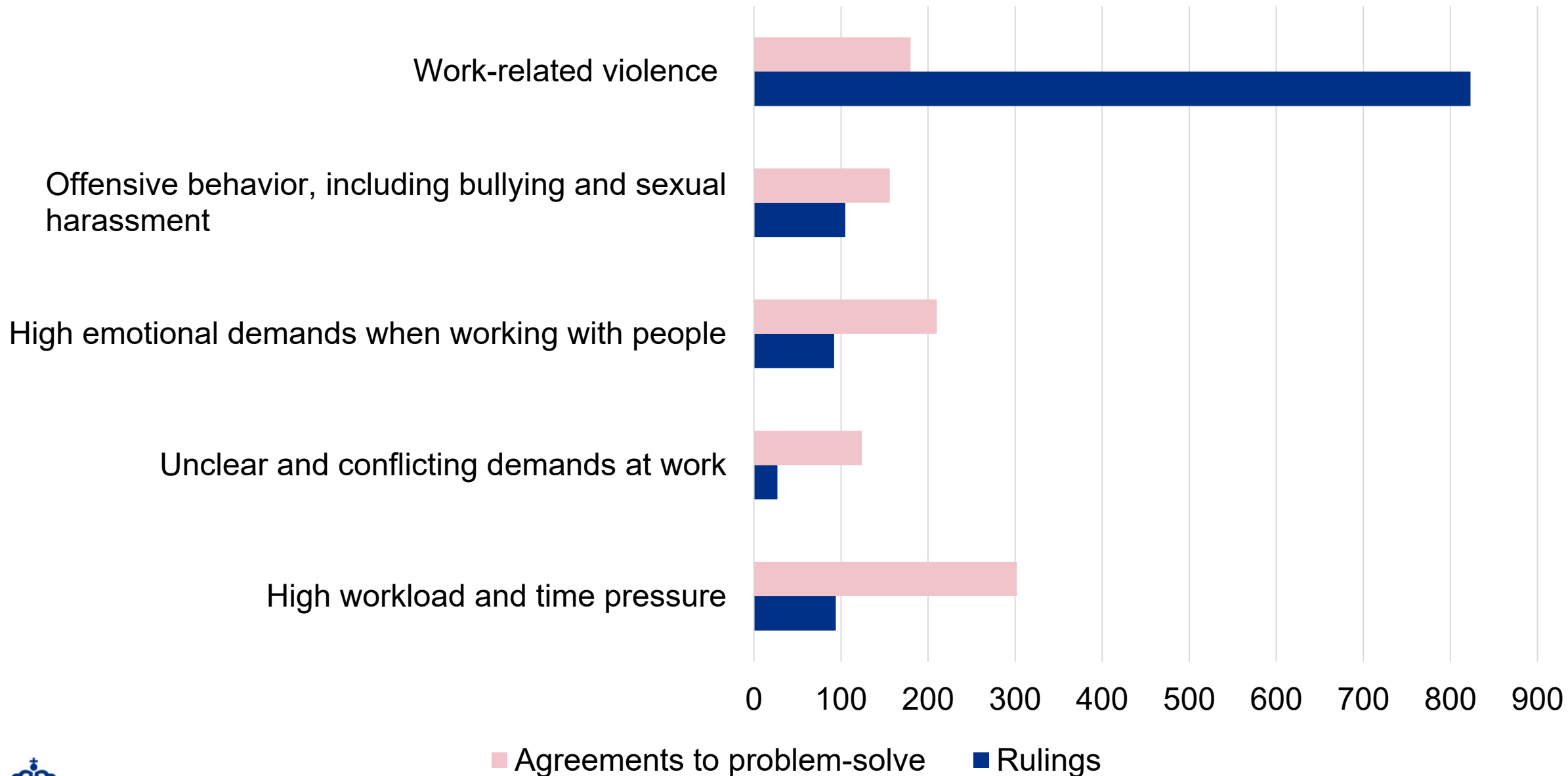
# Actions taken as a result of inspections

- Immediate improvement notice
- Improvement notice
- Agreement to problem-solve

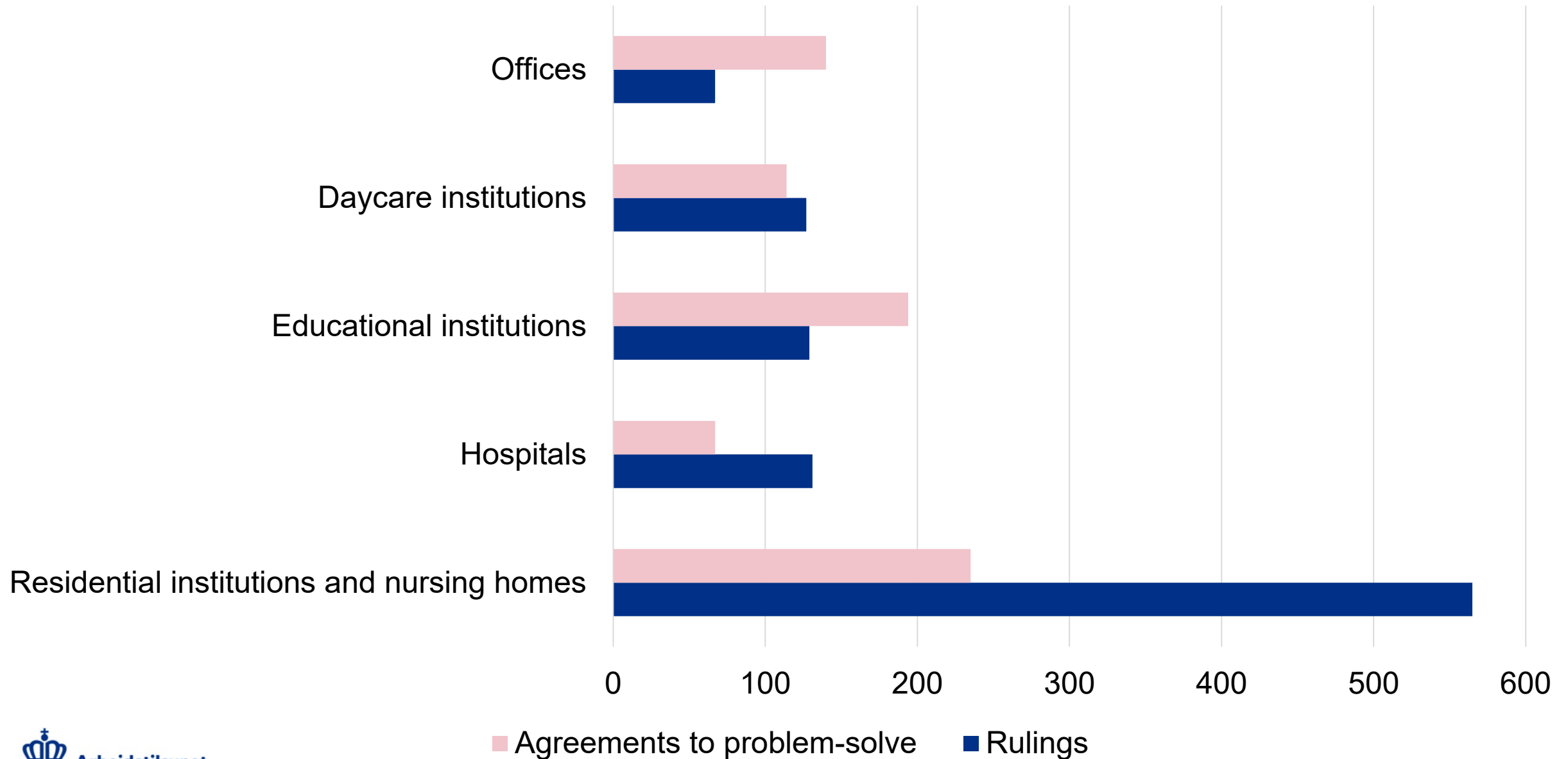
# 'Agreement to problem-solve'



# Actions taken as a result of inspections (2022-2023)



# Actions taken as a result of inspections (2022-2023)



# External challenges with inspections

- Coordinated inspections at nursing homes
- Contact with young employees in shops
- Social dumping in the restaurant industry

# Research to address challenges

- **Exposure to 4 combinations of impacts in the psychosocial working environment:**
  - ‘High emotional demands’ AND ‘High workload and time pressure’
  - ‘High emotional demands’ AND ‘work-related violence’
  - ‘High workload and time pressure’ AND ‘work-related violence’
  - ‘High workload and time pressure’ AND ‘Unclear requirements and conflicting requirements’

## **RESULTS:**

*Exposure to one or several of the combinations of impacts increases the risk of long-term sick leave and depressive symptoms (compared to exposure to only one or none of the considered impacts)*



# WEA's translate of research into the field of inspection

- **2022-2024:**
  - WEA-projects on combinations of impacts in the psychosocial environment in the education sector
- **Results:**
  - Positive experiences, especially regarding the inspectors' dialogue with the companies about combinations
- **Next step:**
  - Spread of focus on the risks associated with combinations of impacts to several industries

**Read more at: [www.at.dk/en](http://www.at.dk/en)**

*Let's work for a good working life - it pays off*

# Thank you

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# Questions and reflections

