

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

Occupational
accidents

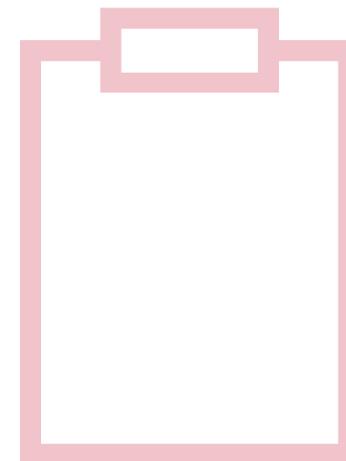
Reported
occupational
diseases
(anonymous)

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



Ring anonymt
70 22 12 80

Seksuel chikane skal stoppes - lad os hjælpe dig



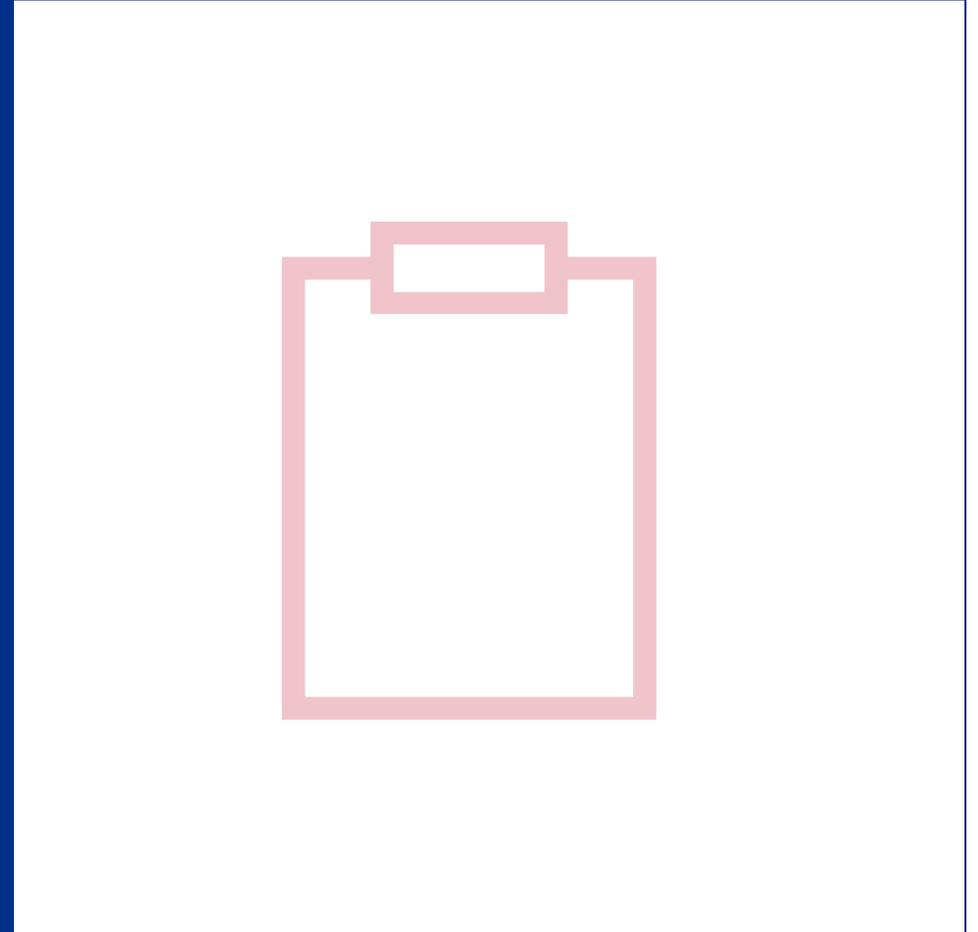
Offensive behaviour must stop

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://workplacedenmark.dk)



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.

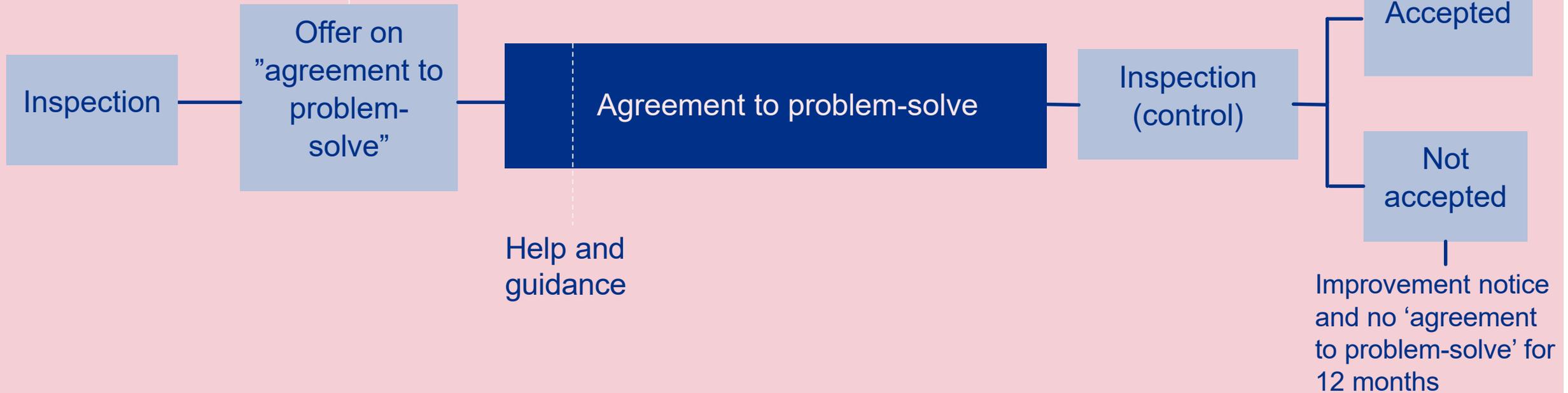


Actions taken as a result of inspections

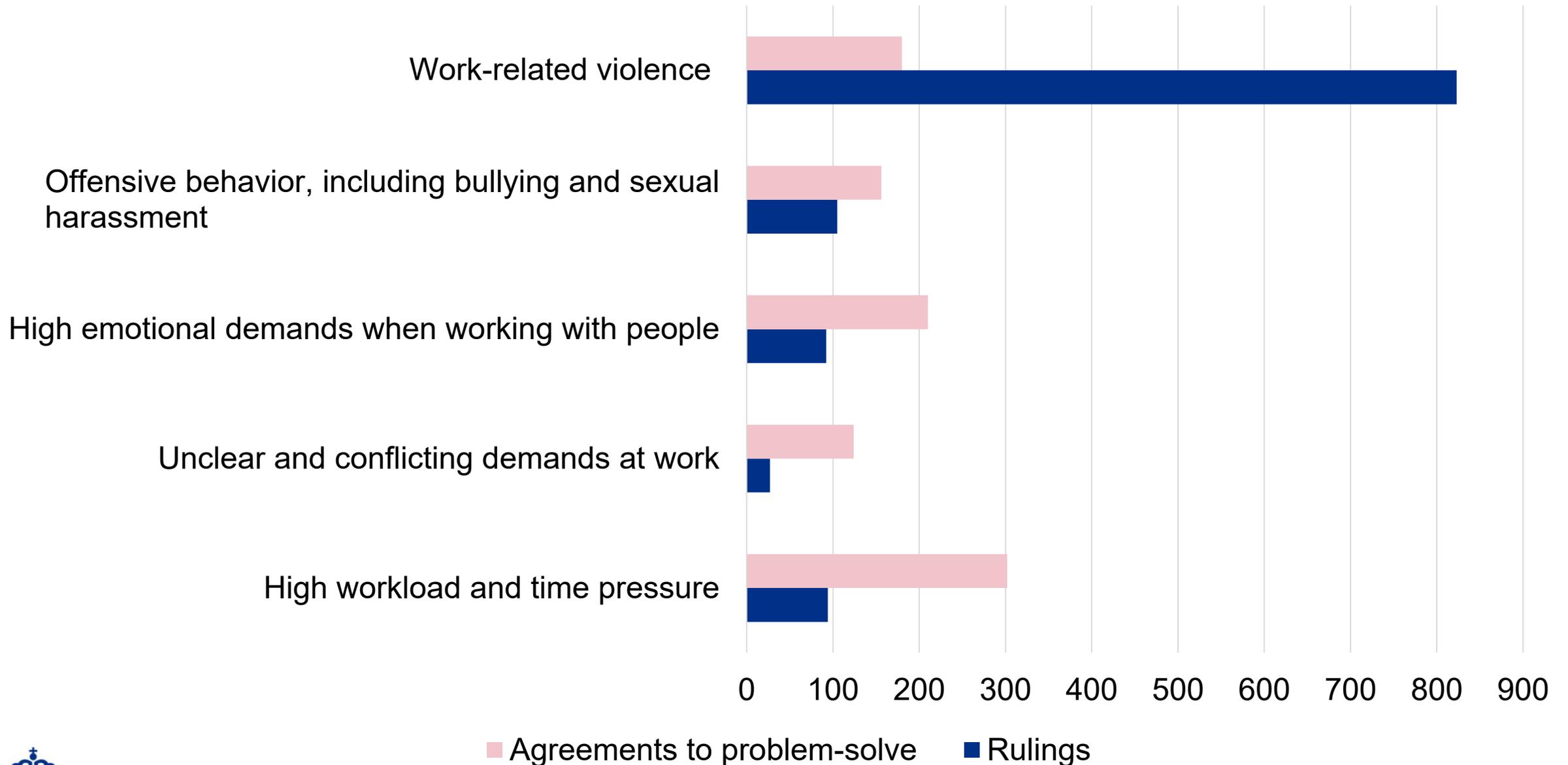
- Immediate improvement notice
- Improvement notice
- Agreement to problem-solve

'Agreement to problem-solve'

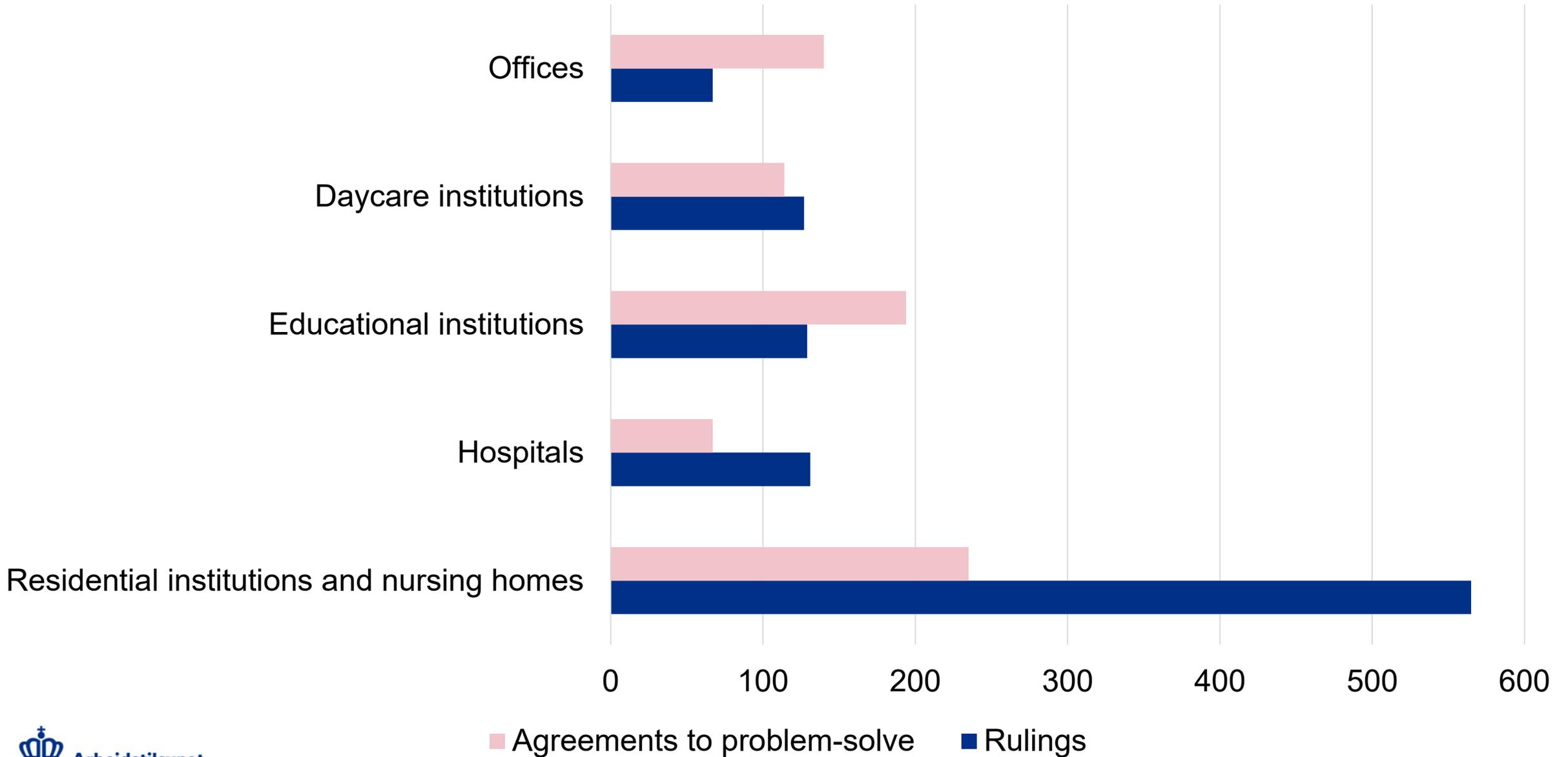
Response deadline:
28 days



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

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

Thank you

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Questions and reflections

