

The Swedish provisions for Organisational and Social Working Environment



Change of perspective - From psychosocial to organisational

- Psychosocial – focus on the employees individual problem
- Organisational and social – focus on inadequate organisational conditions – collective conditions
- **Organisational environment:** Terms and conditions for the work that include:
 1. management and governance
 2. communication
 3. participation, latitude to act
 4. assignment of tasks
 5. requirements, resources, and responsibilities

The social partners and the working process with the provisions

- Forum for dialogue
- Stress – a difficult question to be solved
- The process
 - Employer – challenged the right to manage and organise the work
 - Employee – high risk of provisions without effects... "Lame duck"
- Lessons learned: involve the social partners at an early stage to make the outcome more fruitful
- The process - continues with the social partners working together to provide tools and courses on prevention (Suntarbetsliv, Prevent)

Key aspects in the provision

- **Systematic work environment management:** A provision that requires the employer to regularly investigate and assess what risks may arise at work. And to take corrective measures to manage the risks.
- **Objectives:** Employer shall set objectives for the organisational and social work environment that aim to promote health and increase the organisation's ability to counteract ill health.
- **Co-operation and participation:** The efficiency of work environment management depends on co-operation but the employer always retains his responsibility for the work environment.
- **Knowledge:** Employers must ensure that managers and supervisors have adequate knowledge and recourses to apply these in practice.

Provisions for Organisational and Social Working Environment

3 areas

- Workload
- Working hours
- Victimization



Workload

The employer shall see to it that the tasks and authority assigned to the employees do not give rise to unhealthy workloads.

This means that the resources shall be adapted to the demands of the job.

- **Demands of the job:** Those aspects of the job that require repeated effort. Demands may include quantity of work, degree of difficulty, time limit, physical and social conditions. Demands may be cognitive, emotional or physical in nature.
- **Resources for the job:** Aspects of the job that help to achieve the objectives of the job, or manage the demands of the job
- **Unhealthy workload:** When job requirements exceed resources on more than a temporary basis. This imbalance becomes unhealthy if it is prolonged and if opportunities for recovery are inadequate.



Working hours

The employer shall take any steps necessary to avoid scheduling working hours that may lead to ill health among employees.

- The employer should consider the effects of the work schedule on employee health during the planning stage.
- The employer should particularly ensure that employees have the opportunity to rest and recover.
- The employer should also keep in mind that scheduling of working hours affects the risk of accidents.



Victimisation

Victimisation: Actions in an abusive manner at one or more employees that may lead to ill health or to exclusion from the workplace community.

- The employer shall make it clear that victimization will not be tolerated at work. The employer shall take measures to eliminate conditions in the work environment that could give rise to victimisation.
- The employer shall see to it that procedures to handle victimisation are in place. The procedures should indicate:
 1. who receives information that victimisation is occurring;
 2. what happens with the information, what the recipient is to do
 3. How and where victims can quickly receive help.
- The employer shall make the procedures known to all employees.



Success factors in introducing the new regulations

- **Demystify the area.** Make sure that these issues are treated in the same way as other work environment risks. They are solvable.
- **Public opinion and awareness** of the problems is an essential factor in finding effective solutions.
- A broad and comprehensive **information initiative is necessary.** Tools and other support should be readily available to employers to prevent risks.
- **The social partners** can do much to support and disseminate information to workplaces and develop tools for the concrete work.
- **Support for individual workplaces** may be needed for the concrete improvement work (e.g. through the occupational health service). Micro and small enterprises are particularly in need of support.

From theory to practice

Swedish model – social dialog on all levels	Social partners joint assets	Identified success factors for social dialogue
<p>National level: Central parties</p> <p>Corporate / Municipality or Region level: Company/management level – Local union representatives</p> <p>Work place: Employer- employee & safety representatives</p>	<p>Suntarbetsliv (public sector) & Prevent (private sector) Owned by the social dialogue partners. Create tools and materials to improve the work environment.</p> <p>AFA Insurance: A party owned insurance company. Preventive measures and research grants for improving health in working life.</p>	<ul style="list-style-type: none">• Mutual knowledge of working environment• Trust and respect for each other's different roles• Communication, transparency in the work process and feedback

Exampels of the social dialogue partners initiatives and tools

“suntarbetsliv

TILLSAMMANS GÖR VI JOBBET BÄTTRE



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ARBETSMILJÖ I SAMVERKAN
SVENSKT NÄRINGS LIV, LO & PTK

afa
FÖRSÄKRING



Partsgemensam film on

The Swedish provisions for
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