

PSYCHOLOGICAL RISKS



*Federation of Industrial
Workers' Unions*



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PSYCHOLOGICAL RISKS- EMERGING RISKS (1)

Following all surveys and research conducted, the main emerging risks for health and safety reported are the psychological ones.

PSYCHOLOGICAL RISKS- EMERGING RISKS (2)

- Work-related stress
- Fatigue
- Bullying
- Harassment

WORK-RELATED STRESS

Work-related stress is the reaction people may have when experiencing intense pressure at work over a period of time.

Based on the definition by I-WHO

FATIGUE

Fatigue is an acute or chronic fatigue situation, affecting workers' performance as well as their health and safety. Specifically, it may affect their physical and mental capacity and increase the risk of accidents in the workplace. It may also contribute to the increase of conflicts in the workplace and absenteeism. Fatigue, though accumulation of lack of sleep, can lead to erroneous estimates, which may cause injuries or death, affecting not only the worker, but health and safety of all employees.

Based on the definition by the Labour Inspectorate Dept of Cyprus

BULLYING

Bullying in the workplace is a repeated unreasonable behavior towards an employee or group of employees, which puts their health and safety at risk and is likely to victimize them, humiliate them, undermine them or threaten them. Bullying usually comes from a source in the workplace and can occur between employees, employer towards employee or employees, a group of workers towards an individual or group of individuals or even from customers, visitors towards employees.

Based on the definition by the Labour Inspectorate Dept of Cyprus

HARASSMENT

Harassment is the act of systematic and/or continued unwanted and annoying actions of one party or a group, including threats and demands. The purposes may vary, including racial prejudice, personal malice, an attempt to force someone to quit a job or grant sexual favors, apply illegal pressure to collect a bill, or merely gain sadistic pleasure from making someone fearful or anxious.

Based on the definition by Gerald and Kathleen Hill

STRESS SYMPTOMS

- Circulatory and gastrointestinal diseases
- Other physical problems
- Psychosomatic and psychosocial problems
- Low productivity

IMPACT ON THE INDIVIDUAL

- Irritation
- Loss of concentration
- Poor memory
- Difficulty to make decisions
- Fatigue
- Difficulty to sleep

IMPACT ON THE JOB

- Increased absenteeism
- Decreased commitment to work
- Increased staff turnover
- Low performance and productivity
- Increase of frequency of accidents
- Increase of defective products
- Increase of customer complaints
- Increased legal claims by stressed workers

CAUSES OF WORK-RELATED STRESS (1)

- Job content
- Workload and workplace
- Working hours
- Participation and control

CAUSES OF WORK-RELATED STRESS (2)

- Career development, status, pay
- Role in the company/organization
- Interpersonal relationships
- Organisational culture
- Home-work relation

STRESS RISK ASSESSMENT

- Is there a stress problem?
- Could it affect workers' / employees' health?
- How can this problem be solved?
- How can it be monitored?

STRESS RISK ASSESSMENT/METHODS

- Interviews
- Best/worst aspects of job
- Sickness absence
- Staff turnover
- Performance levels
- Accidents
- Mistakes

RISK MANAGEMENT

