



Tackling psychosocial risks

a German perspective

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Main topics in the latest debates

- digitalisation (work 4.0)
- adequate prevention measures with lasting impact
- societal developments

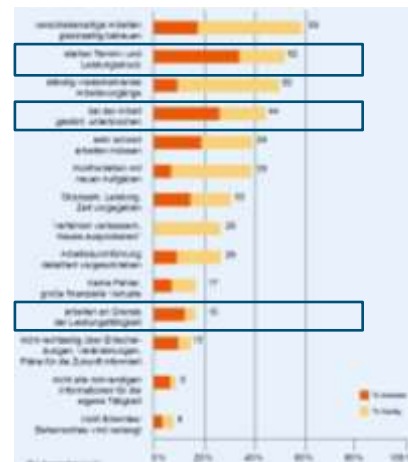
The picture in Germany

TOP 3 psychosocial risk factors:

- tough deadlines & high quality demands
- disruptive interruptions
- working at (personal) performance limit

behind:

- lack of information
- limited discretion
- working at high speed



BAuA, 2012; n=17,562 German employees

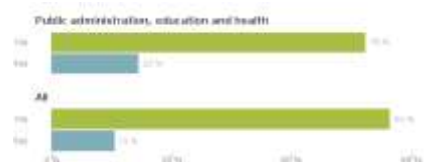
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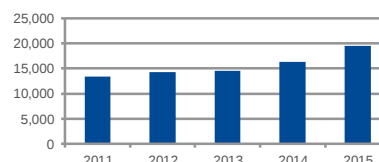
The picture in Germany II

- substantial level of reported „adverse social behaviour“
- serious number of reportable accidents



EWCS 2015; „adverse social behaviour“; country: Germany

Reportable accidents following adverse social behaviour



DGUV 2016

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The picture in Germany III

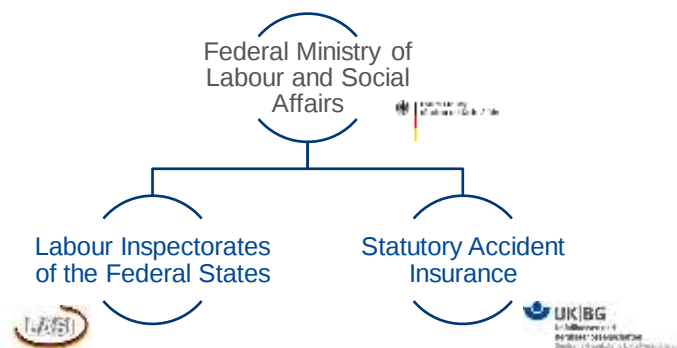
- **fulfilling legal obligations**
→ highest motivational factor for establishments in Germany to address health and safety issues



ESENER 2; „reasons for addressing health and safety“; Germany

structural framework

- **dualism** in counselling of enterprises and labour inspection (legal basis: Arbeitsschutzgesetz [“OSH act”])



strategic framework: joint OSH-strategy

- implemented in 2007
- aim:
 - fostering cooperation in and coordination of OSH activities in Germany
 - formulating guidelines as joint basis and reference for all stakeholders' OSH activities
 - conduct periodic joint working programmes



joint OSH-strategy: 2nd period 2013-2018

- working programmes:
 - OSH-management
 - musculoskeletal disorders
 - work-related psychosocial risks with focus on:
 - risk assessment (process)
 - working-time
 - traumatic events

joint OSH-strategy: 2nd period 2013-2018

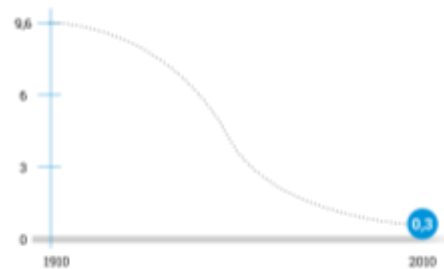
- work-related psychosocial risks program:
 - awareness raising
 - giving information and finding good practice examples
 - training of labour inspectors
 - inspection of 12,000 establishments
 - continuous exchange of experiences
- | |
|--|
| <ul style="list-style-type: none"> • PR • joint position of social partners |
| <ul style="list-style-type: none"> • brochures • events • web-page |
| <ul style="list-style-type: none"> • development of curriculum and training material for labour inspectors • formulating training-guidelines for OSH professionals at company level |
| <ul style="list-style-type: none"> • over the whole period • 2nd visit in 10-15% of establishments |
| <ul style="list-style-type: none"> • one-day seminars across Germany • latest information about the working-programme • informal „peer-to-peer“ talk • sharing experiences and knowledge |

structural framework – new development

- since 2016: Präventionsgesetz (“prevention act”)
- implements “joint prevention strategy”
 - similar structure to “joint OSH-strategy”
 - more cooperation partners
 - obligation to integrate OSH goals as formulated in OSH-strategy

overall trend

- high level of technical and organisational OSH procedures with major impacts on accident- and pension-rates
- stagnation in the last years on low level
(figure: development of pension rate per 1,000 workers)



future perspective

VISION ZERO.

- basic idea:
 - no fatal or serious accidents
 - OSH as core principle in all decisions to be made



future perspective: our way

- the statutory accident insurance bodies in Germany support building a

Culture of Prevention

- conceptualised as prevention campaign
 - covering the next 10 years
 - addressing 6 main fields of action
 - starts with an internal process
 - launch: October 2017 (fair A+A in Düsseldorf)

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Thank you very much for your interest!

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