



MEER COLLEGA'S MINDER WERKDRUK

Work related stress - how to prevent, assess and tackle the risk at European scale"

**Work related stress a multi headed monster
A Dutch Trade union approach**

Milano - October 23rd, 2015



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FNV chooses – on proper grounds- for this definition of stress;

Work related stress = Structurally to little time , to little people, to little resources ...

... to do the work properly!



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Explanation of terms

**More colleagues- Less work stress
FNV; Dutch Trade Union council**

Meer koopkracht en echte banen;

**Higher wages and real jobs: central item of all trade union campaigns in the Netherlands for the next and coming years!
Fighting low wages and the increasing number of vulnerable jobs in the Netherlands. (about 30% of the work is done by not regular employed workers).**

More colleagues – less work stress; central item for the work stress campaign



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Trade Union Campaign started in 2014

Preoccupations:

- Work related stress is too often defined to be an individual problem
- Work related stress is at every work place
- Together we can beat this multi headed monster
- Together we are strong, divided we will be eaten



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Principles and focus of the FNV approach:

- *Focus on effects of lean and mean for workers*
- *Activating trade union approach! “We, the workers, are the trade union”*
- *From the beginning , together with and by the 'shop floor'*
- *Achieving improvements through consultation , where possible, through action where and when necessary!*





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The neoliberal vision on work related stress is opposing trade union activism and has to be refuted to be successful in this campaign

In the neoliberal vision, stress is an individual problem to be addressed individually

And therefore the focus has to be on lifestyle and vitality



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Campaign design

First: choose promising companies (together with the TU rank and file in the company)

Second: make a first survey of work related stress (with the quick scan Workstress, a trade union designed tool)

Third: identify work related causes (primary and root causes)

Fourth: choose a trade union approach gaining results



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Campaign design II

Fifth: share and capture results

Sixth: evaluate and learn from approach



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Differences with former work stress campaigns in Holland

Approach is demand driven

Approach is activating to trade union rank and file

Experts and trade union officials are facilitating and supporting



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Mid turn evaluation (june 2015)

7 trade union groups at compagny level are involved

Several obstructions to be solved (management, Works Councils and H&S-departments)

How to keep focus of the involved trade union groups

Make successes recognizable



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Mid turn evaluation (june 2015) bottlenecks and challenges

Keep focus on facts

Knowledge from partners f.e. NEA about work related stress
to be implemented in campaign

Campaign is slower than expected



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Mid turn evaluation (june 2015) Challenges

Translation from research results and preparations to
Union Demands and testable results



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Questions & remarks



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