



BUDGET HEADING 04.03.01.08
Industrial relations and social dialogue
CALL FOR PROPOSALS
Support for social dialogue
VP/2015/001



REST@W Project

REducing STress at Work

A European Strategic Alliance to manage with work-related stress issues

Principles and strategies to develop an effective management scheme with the cooperation of employers, workers and safety representatives in
European SMEs system

DG Employment, Social Affairs & Inclusion
(<http://ec.europa.eu/social/home.jsp?langId=en>)

Applicant

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Deadline: 15th June 2015

Abstract

1) Short summary of the action

Work-related stress is considered a serious concern for employers, workers and safety representatives across all employment sectors in EU. The existence of the **Framework Directive 89/391/EEC** and the **Framework Agreement** signed by *EU Social Partners* in 2004 with the obligation to implement in each MS, have clearly created the basis to step up efforts towards the establishment of (more) appropriate rules to identify, prevent and manage with problems of work-related stress. As the Commission “Report on the implementation of the EU social partners’ Framework Agreement on Work-related Stress” (2011) states, the “Agreement has contributed to improving cooperation between workers and employers in efforts seeking to identify, prevent and manage stress”. Starting from the statement, the partnership has identified the need for specific joint actions to explore the role of EMPLOYERS, WORKERS and the SAFETY REPRESENTATIVES (**Strategic Alliance**) in managing and preventing work-related stress risks in national SMEs system, where we can observe a lack of literature on the application of OSH rules (see: *ESNER report;EU-OHSA,2012*).A network of National Social Partners, Research Centres and stakeholders will be committed to realize a **comparative Handbook** structured in THREE sections, with the general objective to increase the awareness and understanding of Strategic Alliance members through:

- 1) An extensive and comparative overview on the measures, rules and policy implemented in each participating Country after the EU Agreement and Directive.
- 2) Identifying and describing the necessary management skills and capacities for Sector Skills Alliance members to put in place effective and efficient work-related stress risk prevention strategies.
- 3) Providing successful initiatives and recommendations to improve the current national policy on work-related stress issues.

Besides, Consortium will provide a final **technical Toolkit** on the basic rules to prevent and assess the work-related stress risks.

2) Objectives

REST@W Project considers two levels of objectives to achieve among different EU Countries:

- **General objectives**

- Increasing the awareness and understanding across EU of the current implementation of the European Framework Agreement on Work-related Stress signed by European Social Partners in 2004.
- Improving the implementation of existing health and safety rules, in particular by enhancing the capacity of employers, workers and safety representatives (Strategic Alliance), working in SMEs system, to put in place effective and efficient risk prevention strategies in work related stress issues.
- Strengthening the capacity to develop sustainable practices to manage the work-related stress issues in SMEs through the Strategic Alliance involvement.
- Providing practical support to Strategic Alliance members, within SMEs system of participating Countries, to help them to better deal with work-related stress rules.

- **Specific objectives**

- Mapping and analysing the different approaches and strategies for the improvement of work-related stress conditions in SMEs system, with the effective participation of the members of the Strategic Alliance.
- Designing new skills and competencies across Strategic Alliance members to implement and develop an effective work-related management system at various levels in the SMEs system.
- Exploring the possible integration of the emerging and successful work-related stress competencies framework into existing within SMEs system across the participating Countries.
- Promoting the Projects activities through international seminars and events with the effective involvement of targets groups and relevant stakeholders.

3) Work Plan

The basic work plan and methodology will consist of the following 3 phases. Most phases will have an associated Work Package (WP). The main phases are:

A) WP – Management – Quality and Evaluation

The management of the project is structured in a general coordination carried out by the applicant UIL (Italy) and facilitated by the **International Steering Committee (ISC)** composed of the members of each participating Organisation. The activities are referred to project management, coordination, monitoring and evaluation of activities at different level (National and EU). UIL will always strive not only for completion of set project objectives, but also for optimising the allocation and integration of the inputs necessary to meet these objectives across the entire Project lifetime.

✓ Main deliverables:

- Project Management Handbook - PMH
- Internal Communication Plan
- Final Report

The quality and evaluation approach includes measures to be adopted for an internal evaluation of the project activities, results, etc. ITAL (Italy) will be the lead-partner of these activities and WP. The focal point of quality evaluation and control within the project will be the deliverables. At the early stage of the Project (kick-off meeting), the consortium will define the standards and quality indicators (OMI - Objective Measurable Indicators). ITAL will be assisted by the rest of the partners involved in ensuring that all relevant to the project are organised and evaluated at a high level of effectiveness and quality.

✓ Main deliverables

- Quality Evaluation Plan (QEP)
- Evaluation Tool
- Final Evaluation Report

B) WP - Implementation (Research-Analysis)

This WP aims to achieve the objectives providing an extensive investigation (quantitative and qualitative approach) to define the contents for the final comparative Handbook and Toolkit. UIL (Italy) will coordinate the research activities with the support of the **Scientific Committee (SC)** composed of Fondazione Brodolini (Italy), DIESIS (Belgium) and ITAL (Italy) members with the contribute from all partners across the participating Countries. The activities will be structured in FOUR phases.

- 1st Phase: SC will define and provide a guidance-research framework, describing methodology, milestones, target groups and defining the instruments to use (questionnaires) during the activities.
 - 2nd Phase: SC, coordinated by UIL, will provide an extensive and comparative overview on the implementation of the EU Agreement and Directive in each participating Country (secondary analysis).
 - 3rd Phase: Partners at national level will deliver questionnaires across Strategic Alliance members in the SMEs system (200 questionnaires approx. in the following Countries: FR; ES; PL; RO; IT; EL) and organise a national focus group involving Strategic Alliance members and key stakeholders.
 - 4th Phase: After the research activities, Partners at national level will collect the results. SC, coordinated by UIL, will synthetize and analyse the data of the different experiences extracting relevant subjects for the Handbook. DIESIS will capitalise the final appropriate results to elaborate the practical contents of the Toolkit.
- ✓ Main deliverables:
- Final Comparative Handbook structured in three different sections (translated in English and all partners' languages).
 - Toolkit with the basic rules to prevent, mitigate and manage the work-related stress risks also explained with graphs; figures and images (translated in English and all partners' languages).

C) WP – Dissemination and Exploitation

The dissemination activities will aim to provide an effective impact of the results and to raise awareness across EU about work-related stress risk through the Handbook and Toolkit. DIESIS will coordinate the activities with the support of the partnership. REST@W Project will adopt the following main dissemination activities and strategy:

- 1) Three international seminars
 - I. to present, discuss and promote the I° Section of the Handbook.
 - II. to present, discuss and promote the II° Section of the Handbook.
 - III. to present, discuss and promote the II° Section of the Handbook.

2) A Final International Conference

- BRUXELLES –to present, discuss and promote the final comparative Handbook and Toolkit (translated in English and in all partners’ languages) and the general results of the Project.

3) The involvement in the Healthy Workplaces Manage Stress’ Campaign 2014–15” activities

✓ Main deliverable:

- Dissemination and Promotion Plan

UIL will coordinate the exploitation strategy, facilitating two levels of activities a) at national level through the partners ‘networks and (b) at EU level by the consortium as a whole through the follow up of the adequate results achieved.

✓ Main deliverable:

- Exploitation Plan

4) Duration

- Start: December 2015
- End: May 2017
- Months: 18

• **Contact**

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