

BRATISLAVA CONGRESS – 30 May - 2 June 2019

RESOLUTION CONCERNING HARASSMENT AND PSYCHO-SOCIAL RISKS AT THE WORKPLACE

(presented by US-Parlement européen)

- Recalling the “Resolution concerning harassment and psycho-social risks (including burn-out) at the workplace” adopted at the Congress of Dubrovnik in May 2015;
- Recalling that Article two of the European Social Charter states that “All workers have the right to just conditions at work.”;
- Noting that harassment and psycho-social risks is an issue in various organisations, in particular in a time of staff reduction and increasing precarious employment;
- *“Ensuring a safe and healthy work environment for over 217 million workers in the EU is a strategic goal for the European Commission, working closely with Member States, social partners, and the other EU institutions and bodies.”* (Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions on an EU Strategic Framework on Health and Safety at Work 2014-2020 <http://eur-lex.europa.eu/legal-content/EN/TXT/?uri=COM:2014:332:FIN>);
- *In recent decades, the world of work has gone through some major changes due to globalisation, tertiarisation and technological changes. Potential indirect effects of globalisation may be intensification of work, job insecurity and reduced autonomy. Tertiarisation, i.e. the increase of work in the service sector, resulted in more ‘emotional labour’ (1), which is associated with higher risk of violence and harassment. Technological changes may lead to ‘techno-stress’, which means an individual’s anxiety about the ability to use technology effectively or frustration if technology fails. In summary, these changes have increased the exposure of employees to psychosocial risks.* (Second European Survey of Enterprises on New and Emerging Risks (ESENER-2) the European Agency for safety and health at work)
- Psychosocial risks and work-related stress are among the most challenging – and growing – occupational safety and health concerns. Over half of EU workers report that stress is common in their workplace (22) and 4 in 10 think that it is not handled well (Programming Document 2019-2021, the European Agency for safety and health at work);
- Noting that the European Civil Service Tribunal and the General Court have condemned the European Parliament in 2 case of professional harassment involving parliamentary assistants (f.i. cases F-129/12 and F-26/14), to large compensation payments. More recent cases received a lot less.
- Noting that an improved coordination and solidarity between member organisation and sections could usefully reinforce its actions towards union members
- Given that prevention is much better than lengthy and costly legal battles and high compensation payments,

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Congress hereby undertakes to:

- reiterate its undertakings made in Resolution of 2015, notably on zero tolerance concerning harassment, on combating psycho-social risks at the workplace, as well as its appeal to administrations on the necessity of increasing the number of trained and experienced actors, notably "confidential counsellors" and mediators ;
- approve the list of rules, which is a part of this resolution, on how to deal with bullying and harassment complaints, in conformity with the request made by the Dubrovnik Congress ;
- Use all means at its disposal to promote the implementation of this set of rules ;
- mandate the Federal Committee to transmit these rules to the member organisations so that they can use these rules to negotiate with their administrations, with a view to putting in place legally binding internal rules, in order to ensure fair treatment of all complaints ;

Congress hereby:

- endorses the work done by USF working group on harassment and psychosocial risks and mandates the Federal Committee to renew its mandate, with the corresponding budget, in view of pursuing its work and of supporting the activities of and advising the Federal Committee and its member organisations on matters related to harassment and psycho-social risks;
- mandates the Federal Committee to renew the mandate of its working group on harassment and on psycho-social risks, with the corresponding budget, in view of pursuing its work and of supporting the activities of the Federal Committee related to harassment and psycho-social risks.

Union Syndicale will defend with utmost determination all staff working in international organisations, European institutions, delegations, agencies and assimilated bodies confronted with harassment and bullying at the workplace. To that effect, US will make use of all means at its disposal, such psychological support to the victims, supporting cases in court, legal assistance and any use of publicity necessary in order to protect staff concerned against moral and sexual harassment and psycho-social risks (such as burn-out).

Particular attention will be given to:

- a) staff members working in smaller entities, such as agencies, delegations and assimilated bodies
- b) staff on short- and fixed-term contracts, and
- c) other vulnerable staff members