



**Implementation of the  
Framework Agreement on Work-Related Stress  
ETUC project**

**Final Conference  
Prague, 21-22 September 2006**

**TRANSLATION AND AWARENESS RAISING  
And  
DISSEMINATION**

| <b>Countries</b>            | <b>Translation</b>   |  |  |  |
|-----------------------------|--|--|--|--|
|                             | <b>Yes/no</b>  | <b>Jointly<br/>Yes /No</b>                   | <b>Others</b>                          | <b>Difficulties</b>  |
| <b>Austria*<sup>1</sup></b> | Yes  | Yes  | -                                      | -  |
| <b>Belgium</b>              | Already existing   | -  | -                                      | -  |
| <b>Bulgaria</b>             | Yes  | No   | CITUB only                             | -  |
| <b>Cyprus</b>               | Yes<br>In Greek+EN   | No   | SEK only                               | -  |
| <b>Czech Rep.</b>           | Yes  | CMKOS+SPCR                                   | -                                      | -  |
| <b>Estonia</b>              | No<br>Need of ETUC<br>support for EE +<br>Russian<br>translation |  |  | Social partners<br>lack of interest<br>+ no resources<br>in TU |
| <b>Finland*</b>             | Yes  | With support of<br>ETUC/Unice/<br>Ceep/Uapme | -                                      | -  |
| <b>France</b>               | Yes  | No   | ETUC non<br>official French<br>version | -  |
| <b>Germany</b>              | Yes  | DGB+BDA                                      |  | Translation a<br>minima  |
| <b>Italy</b>                | In process   | agreement to discuss<br>joint translation    | Trade union<br>initiative<br>CGIL+CISL | -  |
| <b>Iceland*</b>             | Yes  | SA Conf. Of<br>employers + ASI               | -                                      | -  |
| <b>Latvia*</b>              | Yes  | LDDK (at employers<br>initiative) +LBAS      | -                                      | -  |
| <b>Lithuania</b>            | No<br>Need of ETUC in<br>Lithuanian                              | -  | -                                      | -  |
| <b>Malta</b>                | No English used  | -  | -                                      | -  |
| <b>Netherlands*</b>         | Yes  | ?  | -                                      | -  |
| <b>Norway</b>               | ?  |  |  |  |
| <b>Poland</b>               | Yes  | Joint translation in<br>process              | NSZZ initiative                        | -  |
| <b>Portugal</b>             | Yes  | UGT+CCP+CPT                                  | Based on TU<br>initiative              | -  |

<sup>1</sup> Based on ETUC implementation table of June 2006.

|                 |     |  |        |   |
|-----------------|-----|--|--------|---|
| <b>Romania</b>  | Yes | CNSLR<br>FRATIA+bns+Cartel<br>Alfa         | -      | -   |
| <b>Slovakia</b> | Yes | No   | KOZ SR | -   |
| <b>Slovenia</b> | Yes | No   | ZSSS   | Request of official translation by employers organisation + notion of stressors not related to work |
| <b>Spain</b>    | Yes | CCOO+UGT+<br>CEOE+CEPYME                   | -      | -   |
| <b>Sweden</b>   | Yes | LOS+w+SACO+TCO+<br>Svenskt<br>Narinsky+SKL | -      | Not with public sector employers  |

## DISSEMINATION

| Countries         | Dissemination   |  |  |   |
|-------------------|---|--|--|---|
|                   | Level   | Methods  | Actions  | Feedback  |
| <b>Austria*</b>   | Interprofessional   |  | Joint guidelines to be adopted also with Austrian Chamber of Agriculture     | -   |
| <b>Belgium</b>    | CTT 72 since 1999<br>Public sector should start negotiation | TU reviews +<br>Brochure/guide                     | Brochure/guide jointly elaborated  | Some interprofessional +sectoral actions but not a priority / difficulties to negotiate concrete measures |
| <b>Bulgaria</b>   | Sectors   | Conference and research done in public sectors     |  | Lack of cooperation of employers-   |
| <b>Cyprus</b>     | Local   | TU press, website, conference, brochure            | Launch invitation to SP to negotiate<br>Information of National Labour Dept. | -   |
| <b>Czech Rep.</b> | National+sectoral   | TU training program+brochure for trainers+trainees |  | -   |

|                   |   |   |  |   |
|-------------------|---|---|--|---|
| <b>Denmark*</b>   | Negotiation in Private sector.<br>National collective agreement in public sector and local and regional governments sectors.<br>Start negotiations in local and regional municipalities | Several initiatives to raise TU + workers awareness, magazines, conferences,                          | Guide for cooperation committees   | -   |
| <b>Estonia</b>    | Regional+sectors (medicine, education, services) +local   | TU training programs +TU press+ website, General press,   | TU training programs. No joint actions with SP and public authorities                                      | Awareness raising amongst TU  |
| <b>Finland*</b>   | No specific information sent  |   |  |   |
| <b>France</b>     | Sectoral  | TU press, conference  | -  | Request for TU action but local TUs lack of training / need to better disseminate the agreement |
| <b>Germany</b>    | National  | TU press and network  | Separate and joint actions like translation, conference, cooperation with public authorities               | No real impact at the public authorities level= not taken into consideration for public action/ |
| <b>Iceland*</b>   | Negotiations foreseen for end June 06   | -   | -  | -   |
| <b>Ireland*</b>   | Joint meetings but no joint agreements yet at national level  | -   | -  | -   |
| <b>Italy</b>      | Trade union initiative at various levels  | TU press, website, conference and information campaign  | Conference conjointe   |   |
| <b>Latvia*</b>    | Joint agreement April, 12 2006 LDDK+LBAS  | Agreement on disseminating info to respective affiliates, info campaigns at local and regional levels | Promotion for further negotiation at local and regional level, information of different public authorities | -   |
| <b>Luxemburg*</b> | National  | Discussion between SP and national economic and social committee + public authorities                 |  |   |
| <b>Lithuania</b>  | Regional  | TU meetings   | No action due to lack of information   | No action due to lack of information  |

|                     |   |   |  |   |
|---------------------|---|---|--|---|
| <b>Malta</b>        |   | TU press, website, conferences and media in general         | Joint letter of commitment with SP + work with HS authority                                | Lack of information expressed by audience   |
| <b>Netherlands*</b> | National  | Adaptation of an earlier joint declaration on work pressure |  |   |
| <b>Norway</b>       | Confederation information strategy  | -   | Cooperation with Norwegian Labour Inspection Authority                                     | Website under construction  |
| <b>Poland</b>       |   | TU website,   | Joint actions within EU program to support SD in new MS                                    | Estimated negotiation start: 2007   |
| <b>Portugal</b>     | National, sectoral and local levels. Foreseen action in public sector   | CGTP-IN website, TU meetings and public debate              | Training, projects at sectoral level (railways, bank), TU actions on HS for workers' reps. |   |
| <b>Romania</b>      | National  | TU website, conference                                      | No joint actions with SP and public authorities  | -   |
| <b>Slovakia</b>     | National  | TU website, conference                                      | Difficulties to set up social dialogue   | Legal implementation, not special feedback  |
| <b>Slovenia</b>     | Discussed at tripartite national Economic and social Council  | TU press, website, conference, information campaigns        | TU training programs   | Discussed at tripartite national Economic and social Council+working group on implementation/ not a priority  |
| <b>Spain</b>        | Diffusion at national, sectoral and local levels. Integrated in the Intersectoral Agreement for collective bargaining of 2005 | TU press, website, conference,                              | Joint press conference, guidelines, brochure, training activities                          | Growing concern amongst TU and broader audience<br>Employers lack of interest in prevention + not related to work place+ focus on individual aspect |

|               |   |                                |  |  |
|---------------|---|--------------------------------|--|--|
| <b>Sweden</b> | National and sectors (private, municipal and county), not in the public sector. | TU press, website, conference, | TU Training program / guide in building, industry, transport and retail, Hotel and restaurant. No joint action with public authorities | Growing concern in public sector/action foreseen in 2007 |
| <b>UK*</b>    | 2004 UK'Health and Safety Executive launched initiative towards CBI             |                                | Joint guidelines CBI, CEEP, UK FBP, TUC + launch of implementation measures in July 05   |  |