

# Psychosocial risks

**In the Extractive Sector**

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# What is a psychosocial risk in the workplace?

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WORK-RELATED  
STRESS



WORKPLACE VIOLENCE



HARASSMENT

# What are the causes of Psychosocial risks?

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Excessive workloads

Working in confined spaces

Working in noisy environment

Conflicting demands

Lack of role clarity

Lack of involvement in making decisions that affect the worker

Ineffective communication

# What should you do as a worker?



You have a responsibility to look after your own health and to present yourself as fit for work



You also have a duty to be aware of possible risks to the health and safety of yourself and others in the workplace and to raise any concerns you may have with your employer

# Stress may come from ...

Work demands

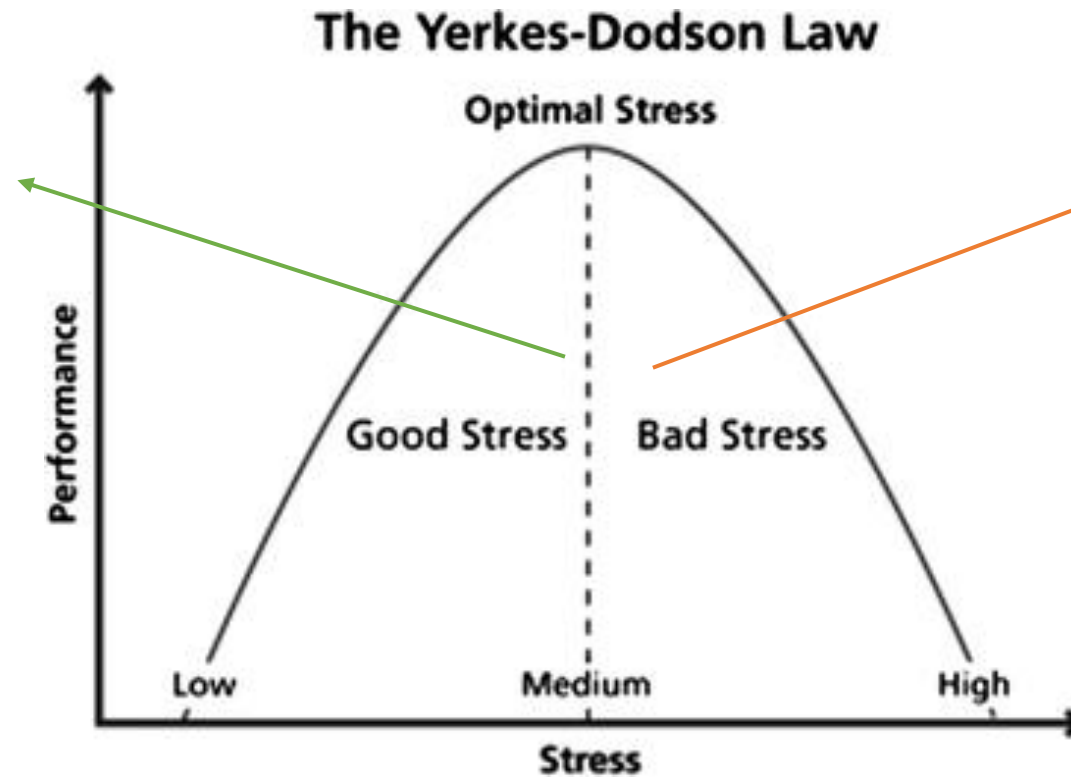
or

Problems at home



# Stress can be

Increases  
Performance  
& Productivity



- Decreases your concentration
- Affects decision-making
- Results accidents at work





## Sometimes you can't avoid stress!

On the hunt: The bear chases the two rangers around the park, [Daily mail.co.uk](http://Daily.mail.co.uk), 30 January 2010

- Stress is our natural reaction to danger!
- Stress triggers our instinct for self-protection when a hazard approaches!

# Be aware of Symptoms of stress!

- Headaches
- Muscle tension
- Palpitations
- Fatigue
- Twitching
- High blood pressure



# You may experience



Mood swings



Irritability



Sadness



Nervousness



Anxiety or  
excessive worrying

# How can you react ?

Manage your stress!

## How can you behave at a bad situation?

- **Remove yourself** from the situation
- **Change** the situation
- **Accept** the situation

Example of bad situation:  
You argue with your co-worker

*What can you do?*



# What can you do with an argument with a co-worker?

- Work at a different task or site
- Calm down and discuss it later
- If things get out of hand, talk to your supervisor



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**Report it**  
for everyone's sake



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What can you do  
if you witness a  
violent conflict in  
your workplace?



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EU-OSHA explains the myth:  
*“Drinking alcohol helps me relax, so  
how does it make stress worse?”*

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- Initially alcohol may help you feel relaxed
- After drinking you can feel anxious or depressed, leading to you drinking more alcohol to make you feel better again
- This can lead to you an increased need for alcohol resulting in **dependency** or **addiction**



# Say NO to drinking and drugs!

## Alcohol

- Slows down your reaction time!
- Distorts your vision!
- Gives you false courage!
- A cold shower or cup of coffee won't sober you up.
- Don't party the night before you work at a mine!
- Fatigue combined with a hangover makes you an unsafe worker!
- Do not use alcohol to deal with stress, depression or loneliness.
- Don't feel ashamed to ask for help if you think you may have a drinking problem.
- Don't be influenced by friends – say no to “one for the road”

## Drugs

- Block messages to your brain
- Affect perception, vision, coordination
- Reduce ability to perform tasks that require concentration and coordination
- Reduce short-term memory
- Decrease testosterone and affect fertility
- Create dependency and addiction
- Enhance cancer risk



# What should an equal policy company do?

- prevent discrimination
- provide reasonable accommodation for people with disabilities
- accommodate diversity
- promote equality



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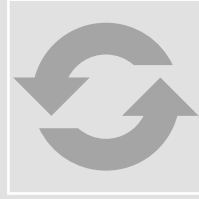


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# What can you do to reduce workplace stress?



Involve in making changes



Cooperate with your employer



Work together with your employer and co-workers to find solutions for your work



# Disclaimer

This presentation intends to inform and does not replace the training you should receive for your workplace. Always consult your health and safety manager for any questions arise for occupational health and safety issues

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