



Regulation of psychosocial working environment Relevant legal provisions from the Danish Working Environment Act

In Denmark legal provisions require that employers manage (prevent or control) psychosocial risks in the workplace. The relevant provisions are listed in:

1. Executive Order No. 559 of 17. June 2004 on the Performance of Work (www.at.dk) :

Planning and organisation of work

§ 4. All aspects related to work shall be planned and organised so as to ensure safe and healthy working conditions. Planning and organisation of work shall take into account the principles of prevention stated in Annex 1. It shall be ensured that no designs, plans, detailed solutions or working methods which may be dangerous to or otherwise impair health or **safety** in connection with the performance of work are prescribed or assumed to be used. Moreover, it shall be ensured that the overall impact on the working environment does not in the short or the longer term impair the health and safety of the employees.

Performance of work

§ 7. –(1) All aspects related to work shall be performed so as to ensure health and safety, both in the light of an individual assessment and in the light of an overall assessment of the physical, ergonomic and psychosocial conditions of the working environment which in the short or the longer term may affect the physical or mental health of the employees.

§ 7. –(2) In the case of work having a physically or mentally harmful or stressful effect in the short or the longer term, the Danish Working Environment Authority (DWEA) may demand that special occupational health and safety measures be carried out. Such measures may be special welfare measures and any other occupational health and safety measures necessary for the prevention of diseases, wearing-down, accidents, etc.

§ 9. In connection with the performance of work, efforts shall be made to ensure

1. that monotonous work involving a risk of physical or mental impairment to health in the short or the longer term is avoided or alleviated;
2. that the work pace does not involve any risk of physical or mental impairment to health in the short or the longer term; and
3. that work in isolation which may involve a risk of physical or mental impairment to health is avoided or alleviated;

§ 9a. In connection with the performance of work, it shall be ensured that the work does not involve a risk of physical or mental impairment to health as a result of bullying, including sexual harassment.

§ 11.-(1) If the employee is the only person engaged in a working process and this may involve specific danger to the person concerned, the work shall be organised so as to prevent such danger. If the danger cannot be prevented, the employee shall not be permitted to work alone.

2. Executive Order No. 96 of 13 February 2001 issued by the Danish Ministry of Labour on the Conditions at Permanent Places of Work:

§ 6. The place of work shall be designed and fitted out so as to ensure safe and healthy working conditions from both an individual and a general assessment of the working environment conditions that may have a short-term or long-term impact on the employees' physical or mental health.