



Reduce harmful work stressors.  
Improve job quality and health.

# Healthy Work **Strategies**

## **Danish Executive Order and Danish Working Environment Authority Guidelines On Reducing Sources of Stress at Work**

The Danish Executive Order on Psychosocial Working Environment sets detailed rules to ensure a safe and healthy psychosocial working environment. It mandates that work be planned, organized, and performed responsibly, considering factors like workload, time pressure, unclear demands, emotional demands, offensive behavior, and work-related violence. Employers must provide training, supervision, and preventive measures to protect employees' mental health. Violations can result in fines or imprisonment. The order aligns with EU directives on workplace safety.

[Danish Executive Order on Psychosocial Working Environment \(no. 1406, 26 September 2020\)](#)

### **Excerpts:**

#### **Chapter 2 - General provisions**

**Section 5.** At all stages, the work must be planned, organised and carried out in a responsible way to ensure that its impact on the psychosocial working environment is safe and healthy, individually and collectively, in both short and long term.

**Section 6.** Preventive measures are taken with due consideration of the general prevention principles, cf. Appendix 1.

**Section 7.** In this Executive Order, the impact on the psychosocial working environment is defined as the psychosocial effects of the work that takes place in relation to the following:

- The way the work is planned and organised.
- Organisational conditions of importance to the work carried out by the employees.
- The content of the work, including the requirements of the work.
- The way the work is performed.
- The social relations in the workplace.

The Danish Working Environment Authority (WEA) also provides comprehensive guidelines to manage work-related stress and ensure a healthy psychosocial working environment, including regular risk assessments. Here are the [key points](#) from their guidelines:

1. **Employer Responsibilities:** Employers are responsible for creating a safe and healthy working environment, which includes addressing psychosocial risks. They must conduct regular risk assessments and implement measures to reduce work-related stress
2. **Identifying Stress Factors:** The guidelines highlight various factors that can contribute to work-related stress, such as high workload, time pressure, unclear job expectations, and poor communication. Employers need to identify these factors through workplace assessments and feedback from employees.
3. **Preventive Measures:** To mitigate stress, employers should ensure that workloads are manageable, clarify job roles, and foster a supportive work environment. Providing training on stress management and ensuring that employees have access to necessary resources and support systems are also crucial steps.
4. **Support for Affected Employees:** Employers should offer support to employees experiencing stress, which may include counseling services, opportunities for flexible working arrangements, and measures to improve work-life balance.
5. **Legal Framework:** The guidelines are part of the Danish Working Environment Act, which mandates that employers take necessary actions to protect the mental health of their employees. Failure to comply with these guidelines can result in inspections and penalties from the WEA.

Overall, the Danish WEA emphasizes a proactive approach to managing work-related stress, ensuring that employers create a supportive environment that promotes the well-being of their employees. For more detailed information, you can visit their [official website](#) (Arbejdstilsynet) (Workplace Denmark).

#### Heavy Workload and Time Pressure

<https://at.dk/en/regulations/guidelines/heavy-workload-time-pressure-4-1-1/>

#### Emotional Demands

<https://at.dk/en/regulations/guidelines/high-emotional-demands-4-2-1/>

#### Unclear or Conflicting Demands

<https://at.dk/en/regulations/guidelines/unclear-conflicting-demands-4-11-1/>