

Amendment 2

Margarita de la Pisa Carrión, Séverine Werbrouck, Marie Dauchy, Mélanie Disdier
on behalf of the PFE Group

Report**A10-0225/2026****Estelle Ceulemans**

Psychosocial risks, stress and mental health at work
(2026/2023(INL))

Motion for a resolution**Recital AJ***Motion for a resolution*

AJ. whereas work-related psychosocial risks ***are the responsibility of the employer and must be addressed primarily through collective and organisational prevention measures;***

Amendment

AJ. whereas ***employers are responsible for preventing*** work-related psychosocial risks ***arising from working conditions within their control; whereas effective prevention also requires responsible conduct by all actors in the workplace, in accordance with their respective responsibilities;***

Or. en

Amendment 3

Margarita de la Pisa Carrión, Séverine Werbrouck, Marie Dauchy, Mélanie Disdier
on behalf of the P/E Group

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Motion for a resolution**Paragraph 4***Motion for a resolution*

4. ***Calls on Member States to ensure that where a worker establishes facts indicating exposure to work-related psychosocial risk factors including bullying, harassment, violence or burnout, and an injury or damage to health consistent with such exposure, there should be a presumption that the injury or damage is work-related; stresses that, in such a case, the burden would be on the employer to demonstrate that the injury or damage was not caused by the working conditions; further calls on Member States to introduce, where appropriate, mechanisms for the alleviation of the burden of proof, subject to legal certainty and the prevention of abusive and manifestly ill-founded claims;***

Amendment

4. ***Recalls that mental health is complex and multifactorial and may be influenced by occupational, personal, social and health-related factors; stresses that establishing a causal link between working conditions and damage to health should be based on an objective and individual assessment of each case; considers that the recognition of occupational origin and the applicable burden of proof should remain governed by national law and practice;***

Or. en

Amendment 4

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Motion for a resolution**Paragraph 12***Motion for a resolution*

12. Recalls the need *to move towards a zero-tolerance approach to violence and harassment at work and encourages Member States to ratify relevant international instruments*, in particular the *Violence and Harassment Convention, 2019 (No. 190) of the International Labour Organization*; *underlines the importance of clear, confidential, independent and accessible procedures to address cases of harassment, violence and discrimination at work, including cases involving abuse by colleagues, supervisors or management, ensuring protection against adverse treatment and respect for victims' rights*;

Amendment

12. Recalls the need *for a zero tolerance approach towards physical and verbal violence at work; stresses in particular the exposure of healthcare professionals, teachers, emergency service workers, law-enforcement officers and other workers in direct contact with the public to violence and aggression by third parties; calls on Member States to ensure effective prevention, reporting and protection mechanisms adapted to national and sectoral circumstances*;

Or. en

Amendment 5

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Motion for a resolution**Paragraph 13***Motion for a resolution**Amendment*

13. ***Calls on the Commission and Member States to strengthen labour inspectorates through a proposal for a Council Recommendation on EU-wide minimum standards, including through enhanced cooperation and exchange of best practices and taking into account the realities of SMEs in the field of work-related psychosocial risks, including specialised training, harmonised assessment and monitoring tools, and adequate resources to support effective prevention and enforcement, and thereby strengthening national inspectorates based on those standards; reiterates its call on the Commission to substantially strengthen the European Labour Authority's (ELA) mandate²¹ ; considers that a strengthened ELA mandate would improve the enforcement of EU labour law and occupational health and safety, and enhance the collection and dissemination of best practices of national labour inspectorates, and should also allow for the issuing of recommendations based on these learnings;***

13. ***Recognises the essential role of national labour inspectorates and encourages voluntary cooperation and the exchange of best practices between national authorities; stresses that their organisation, powers and resources should remain a responsibility of the Member States; recalls that such cooperation should neither lead to the harmonisation of national labour inspection systems nor to the transfer of additional supervisory or enforcement powers to the European Labour Authority;***

²¹ ***European Parliament resolution of 18 January 2024 on the revision of the European Labour Authority mandate (2023/2866(RSP)).***

Or. en

Amendment 6

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Motion for a resolution**Paragraph 17***Motion for a resolution**Amendment*

17. Stresses the ***need for minimum standards in the recognition, prevention and compensation of*** work-related psychosocial risks, ***in order to avoid legal fragmentation and ensure equal protection of workers; calls on the Commission to propose a clear and legally binding definition of work-related psychosocial risks and psychosocial risk factors, covering risks arising from work organisation, design and management practices comprising those related to digital surveillance and algorithmic management at the workplace, the social and relational context at work and working conditions, heat and extreme weather, affecting both physical and mental health, with particular impact on emergency responders and including issues such as work-related stress, mobbing burnout, harassment, violence and discrimination; underlines that such standards must be workable and easily implementable for companies of all sizes, with tailored and dedicated support for SMEs (e.g. simplified digital risk assessment tools, sectorial guidance, targeted financial or advisory assistance);*** stresses that ***such tailored support can help SMEs embed effective and sustainable psychosocial risk prevention in their daily operations while remaining fully aligned with the Union's ambition to promote safe, healthy and productive***

17. Stresses the ***importance of preventing*** work-related psychosocial risks, ***including those associated with the use of*** digital and algorithmic management tools; ***considers that Member States and social partners are best placed to determine appropriate measures in accordance with national circumstances;*** stresses that ***action at European level should respect the principles of subsidiarity and proportionality and avoid disproportionate burdens, in particular on SMEs and micro-enterprises;***

*workplaces; calls furthermore for
algorithmic management systems and
technologies to be better integrated into
health and safety systems at workplaces,
with the involvement of worker
representatives;*

Or. en

Amendment 7

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Motion for a resolution**Paragraph 18***Motion for a resolution*

18. *Requests the Commission to carry out an impact assessment including an assessment of existing legislation complemented by a competitiveness and SME test and to submit, on the basis of Article 153(2), point (b), and Article 153(1), point (a), of the TFEU and the result of the aforementioned steps, a legislative proposal on work-related psychosocial risks, stress and mental health at work which would address the remaining gaps in existing legislation and avoid creation of overlapping legal instruments, with view to an equivalent, high level of protection for all workers in the Union following the recommendations set out in the Annex hereto;*

Amendment

18. *Considers that priority should be given to the effective implementation and enforcement of the existing Union occupational safety and health framework; considers that additional Union legislation should only be envisaged where clear regulatory gaps cannot be effectively addressed by Member States, in full respect of the principles of subsidiarity and proportionality and without imposing disproportionate administrative or financial burdens, in particular on SMEs and micro-enterprises;*

Or. en