

VISION ZERO 

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Vision Zero and well-being at work: Cognitive, emotional and social demands

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**Which models, standards and theories
do we work with
in the area of
the psychological protection of workers?**

ÖNORM EN ISO 10075-1



Attention & Concentration

Cognitive Demands



Motivation & Emotion

Emotional Demands



Cooperation & Communication

Social Demands

Mental stress & strain according to the standard

Task - Organisational Climate – Working Environment - Work Processes and Organization



Stimulating Effects & Impairing Effects

Consequence of Strain

e.g. Learning & Development - Illness & Addiction



“Characteristics of good Work” by Eberhard Ulich

- Holistic Approach
 - Preparatory, implementing, controlling and organizing activities - Work progress is visible

- Diversity of Requirements
 - Different requirements to be handled with different skills, knowledge... - one-sided strains are avoided

“Characteristics of good Work” by Eberhard Ulich

- Opportunities for social interaction
 - Reciprocal support – difficulties can be mastered together

- Autonomy
 - Possibilities for decision making – strengthening of self-esteem through taking on responsibility

“Characteristics of good Work” by Eberhard Ulich

- Learning and Development Opportunities
 - Use & expand professional qualifications – mental flexibility is improved
- Time Elasticity & Stress-free Controllability
 - Makes it possible to determine one’s own pace of work – reduces stress
- Sense of Purpose
 - Benefit - satisfaction

Positive Effects of Work?

- Activity and competence
- Time structuring
- Cooperation and contact
- Social recognition
- Personal identity



by Semmer & Udris



Thank You!