



Burnout from the labour protection perspective. Risks factors and prevention

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Outline the programme for the day



My purpose today is:

- to pursue the question about burnout from the labour protection perspective
- to tell you about how interpret a notion of burnout;
- to present a risks factors;
- to indicate, whether polish labour law to prevent this phenomenon in enough way.
- to present conclusions which will be useful to assess how should legislator counteract burnout.



The notion of burnout

In today's sense of the word, the notion of burnout first appeared **in the US in 1974**, when it was used by New York psychiatrist **Herbert J. Freudenberger** to describe *psychosomatic ailments, loss of energy, motivation and commitment*, observed among volunteers with whom he encountered in own work.

The notion of burnout



The concept of occupational burnout was then popularized thanks to research conducted by **Ch. Maslach**, who together with **S. Jackson** in the early 80s of the last century, developed the concept of a three-phase model of burnout.

Currently, to determine the triad of burnout symptoms Ch. Maslach uses more general terms such as ***exhaustion***, ***cynicism*** and ***lack of efficacy***.

Risks factors: workaholism



The literature indicates that **there is a lack of data that would allow an unequivocal assessment of the connections between workaholism and occupational burnout**, in particular those that would determine whether occupational burnout is the effect of workaholism.

Available cross-sectional studies indicate, however, that **equating workaholism with excessive and compulsive work is positively and quite strongly associated with occupational burnout.**



Risks factors: occupational stress

Therefore, among the factors that shape negative experiences in connection with work, leading to occupational burnout, one can distinguish, among others among others:

- time pressure, improper work pace or work arrhythmia (excess or lack of work to do), work monotony, frequent changes in the way the work is performed, shift work,
- insufficient use of skills, inefficient flow of information within the organization,
- lack of justice, job insecurity,
- lack of career prospects or too fast promotion,
- emotional exhaustion caused by relationships with other people,
- high responsibility for the effects of one's own work, problems with delegating responsibility,
- conflict of roles, fatigue and frustration caused by devoting oneself to something, or a way of life that did not live up to the individual's expectations disappointment and loss of illusions.



Risks factors: technological advance

The uncontrolled development of technology weakens interpersonal relationships, makes reflection is pushed into the background and changes the way traditional institutions function, leading to the need for constant confrontation of a human with an avalanche of data, which results in **informational stress** resulting from the limited possibility of their processing by the human mind.



Occupational burnout - prevention under Polish labour law

The provisions of the labour law in the current wording do not directly address the issue of occupational burnout.

Therefore, pointing to the sources of the employer's obligation to prevent burnout, it seems reasonable to first look for them in Chapter X of the Labour Code, entitled: Occupational health and safety.

Also, some obligations of the employer and employee contained in section IV of the Code of Civil Procedure may constitute the basis for taking actions to prevent the risk of psychosocial risks in the work environment. The provisions on the right to rest is also important in this respect.

Conclusions



Considering the conditions in which work is currently provided, and especially its progressive dehumanization, it is necessary to consider changing certain provisions that specify the employer's obligations related to the protection of the health and life of employees.

It should be taken into account that it is psychosocial factors that can pose the greatest threat to the proper development of man not only in the professional sphere, but also family and personal, leading to the emergence of threats to his health and life.



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