The European Parliament in numbers...

- 751 Members of Parliament, 2000 Accredited Parliamentary Assistants
- Staff: 7500 Staff (Officials and other servants + > 1000 external staff from service providers)
- up to 3000 visitors per day (Brussels)
- 3 sites...
  - **Brussels**: 16 (+) buildings, +700,000m²
  - **Luxembourg**: 7 buildings, +150,000m²
  - **Strasbourg**: 5 buildings, +230,000m²

→ ... EU Staff Regulations and 3 national Legislations to comply with
Services in charge of health, well-being and safety

- DG PERS (HR)
  - Medical services
  - Social services
  - Well-being at work including ergonomics

- DG SAFE (Security and SAFETY)
  - General Security/Physical protection, risk analysis, access control
  - Safety
    - Prevention, First Aid, Fire prevention
    - Evacuation

- DG INLO (Infrastructure and Logistics)
  - Buildings security/safety
  - Safety in the context of construction and maintenance works

Challenges

- Growing numbers of staff
- Diversity of categories of staff:
  - Permanent officials
  - Temporary agents
  - Contractual staff, with increasing numbers in the field of security and services
- Accredited Parliamentary Assistants
- Work conditions:
  - Psychosocial risks and medical challenges
  - Precarious employment
  - Stress and Burn-out
  - Harassment
Well Being at Work

Policies in place:
- Reintegration Strategy: Assisting return to work after long absences
- Reasonable Accommodation: appropriate work accommodations for staff with special needs
- Sports Centres (Brussels, Strasbourg)
- Social Support

Well Being at Work

Policies and measures in preparation:
- Mentoring scheme for all newcomers in the EP
- Developing the scheme for managing psychosocial risks in the workplace
- A mediation / confidential counsellors scheme to tackle conflict in the workplace at an early stage and help prevent cases of harassment.
Security and Safety

- Security and Safety
- New Security Organisation (mainly internalised staff)
- Increased security requirements / current heightened level of alert
- Preparedness for major incidents / capacity building for the management of major incidents