



**Well-being at work**  
**Human relations and resources Department**

**ULB PhD Day**  
**10 February 2025**

# WELL-BEING AT WORK

The regulation on **health and safety** in Belgium is the **Act of 4 August 1996** on the well-being of employees during the performance of their work.

Measures relating to the following are used to strive for well-being:

- ▶ **Work safety**
- ▶ **Protecting workers' health** at work
- ▶ **Psychosocial aspects** of work
- ▶ **Ergonomics**
- ▶ **Work hygiene**
- ▶ **Embellishing** the workplaces
- ▶ **The enterprise's measures** regarding the natural **environment**



# MISSIONS

- Support staff members on topics relating to well-being at work
- Support management lines on topics relating to well-being at work
- Lead institutional projects related to well-being at work
- Promote equality, diversity, and inclusion within the institution (careers, studies, research, teaching, etc.)
- Coordinate the development and implementation of action plans following risk assessments



# RESOURCE SERVICES

- **The Joint Service for Prevention and Protection at Work:**
  - The Psychosocial Aspects Service
  - The Internal Service for Prevention and Protection at Work
  - The Occupational Medicine Service through the CESI
- “Trusted persons” as defined by law
- The Gender and Diversity Contact Person
- The Staff Support Platform (CESI Assistance)
- The Staff Social Service
- ULB Santé
- Union Representatives
- Aimer à l’ULB; Service de santé mentale (SSM-ULB); Centre de consultations universitaire et pluridisciplinaire (CCUP), etc.