



**PSYCHOSOCIAL  
RISKS RELATED  
TO THE WORK  
SCHEDULE**

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## Psychosocial Risks Related to the Work Schedule

The work schedule is the determination of the hours of the day when the work is done and the weekdays worked. Most people have standard work schedules between 8 am and 6 pm on weekdays. However, there may also be work schedules that include non-standard hours in the evenings, nights, and weekends. Those who work non-standard working hours constitute an important part of the workforce and society. Non-standard working hours can have adverse effects on the health and well-being of employees due to fatigue and problems that may prevent the establishment of a work-life balance.

The negative effect of night work on health is related to the human biological clock adjusted to daytime activity. Working at night can feel more tiring than working during the day. Body functions become less active at night due to hormonal secretions. Additionally, daytime sleep is less restorative, as body functions adjust to optimal activity during the day. Most people will not experience serious adverse effects after one night's work, but as the number of consecutive night shifts increases, problems such as fatigue and less exposure to daylight arise. If these psychosocial risks are not prevented, results such as decreased productivity, mistakes, work accidents, emotional exhaustion, and intense work stress will occur.

Working long hours or working all night long can also have negative effects on sleep time, smoking, lack of exercise, obesity, and eating habits, leading to digestive and nutritional problems.

Legislation and regulations usually limit the number of consecutive night shifts in work schedules. Knauth and Hornberger reviewed research on working time and recommended a maximum of three consecutive night shifts in work schedules.

Including weekends in the work schedule means working on Saturdays and Sundays. Generally, working on the weekend during the day has the same effect on health as working on a weekday. What is different is that weekend work has social implications related to family life and other social activities.

In the ISO 45003:2021 standards guide prepared by ISO to manage psychosocial risks in the workplace, psychosocial risks related to the work schedule and duration are specified as follows:

- lack of job variety
- shift work
- inflexible work schedules
- unpredictable hours
- long or unsocial hours
- fragmented or meaningless work
- pressure to get the job done quickly

The International Labor Organization's (ILO) Working Conditions and Employment Program (TRAVAIL) has identified five important dimensions of work schedule and duration within the framework of decent work. Accordingly, the study programs should be as follows:

- Working time regulations promote health and safety
- "Family friendly"
- Promoting gender equality
- Increasing the productivity and competitiveness of enterprises
- And facilitating the employee's influence and control over his/her work schedule.

## CONCLUSION

Businesses should carry out their business planning by considering the risks arising from their work programs. A comprehensive and systematic risk assessment helps employers determine what action to take. Healthy and safe work programs can be created for businesses by evaluating production conditions and employee expectations together.

N\_HumaN Consultancy provides services to businesses within the scope of the 5-stage IYRS model for the identification, assessment, and management of psychosocial risks related to work programs.

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