



CALL FOR EXPERT

27 August 2026

Specifications for a Call for an Expert on prevention of psychosocial risks. The work will be contracted in the framework of InGoodShape, a project that aims to prevent Musculoskeletal disorders (MSDs) and psychosocial risks (PSR) in social services. The project is co-funded by the European Commission, DG EMPL, project number 101197579.

Date of publication:

27/08/2026

Deadline for application:

27/09/2026

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The InGoodShape project consortium is launching a call for an expert to draft guidelines on specific measures to prevent psychosocial risks in social services.

Social services are understood as services for older persons, persons with disabilities, children and other excluded or disadvantaged persons (NACE codes 87 and 88).

Background

Workers in social services are frequently exposed to psychosocial risks arising from how work is designed, organised and managed, and from the social environment in which work is performed.

These risks can affect workers' mental health as well as sickness absence, turnover, recruitment, retention, team functioning and the quality and continuity of services.



Key risk factors in social services include high workload and time pressure, limited flexibility and demanding working-time arrangements, lone and home-based work, violence and harassment, emotional and ethical demands, low autonomy or support, and administrative or digital pressures.

The need to address psychosocial risks is emphasised by EU-OSHA, which has published [recent resources on work-related psychosocial risks](#) and mental health in the health and social care sector.

The project consortium has also produced a desk research synthesis identifying key psychosocial risk factors and practical prevention measures specifically for social services (available on request).

What is expected from the expert

The expert will deliver a set of practical guidelines targeting small and medium size social services organisations across Europe. This should consist of easy and ready-to-use, proportionate and low-cost measures, adapted to the context of social services organisations and working conditions, to prevent psychosocial risks identified through risk assessment.

This will be prepared by the expert in cooperation with a project steering group, consisting of EU/national social partners and social services providers. Based on the project desk research, the expert should focus in particular on the following areas:

1. High workload, time pressure, staffing gaps and organisation of working time
2. Lone work and home-based care
3. Violence, harassment and adverse social behaviour
4. Emotional and ethical demands
5. Autonomy, participation, social support and recognition
6. Digitalisation, administrative burden and training/support for prevention

The work will be carried out from late September to early December 2026. The exact timeline will be agreed with the selected expert, considering the project schedule and validation by the steering group. The deliverable must be ready at the very latest by 30 November 2026.



Who can apply

This call is open to individuals or teams from research centres, institutions or experts in the field of psychosocial risk prevention and mental health at work.

In their application, in addition to the CV and previous works description, the expert will shortly describe the methodology and timeline they intend to implement.

The selection criteria include:

- Qualifications on the topic of psychosocial risks and mental health at work;
- Concrete experience in psychosocial risk prevention;
- Ability to base her/his work on research and at the same time deliver concrete/ground level materials;
- Experience in drafting concrete guidelines/recommendations at EU and / or sectoral level, in English;
- Knowledge of the sector (ideally social services but also health services).

The selection will be done by the project partners. Selected applicants are expected to take on the assignment as soon as possible after the signature of the contract.

Price

The flat price for the assignment is max. EUR 15,000, VAT and all taxes included.

Payment

Payment will be made by UNIPSO, based in Belgium, the project coordinator, on receipt of the finalised guidelines, validated by the steering group.