

75%

of **SOCIAL WORKERS** reported having had trouble with burnout during their careers ¹



FACTORS ⁵

- 1 **WORK OVERLOAD**
- 2 **ROLE CONFLICTS**
- 3 **NO RECOGNITION**
- 4 **VALUE CONFLICTS**
alienation, managerialism, neoliberalism
- 5 **INSUFFICIENT RESOURCES**
- 6 **LACK OF CONTROL**
- 7 **CRITICISM**
- 8 **AGGRESSION**
violent behavior
- 9 **TEAM CONFLICT**
- 10 **PHYSICAL WORK ENVIRONMENT**
- 11 **NO WORK-LIFE BALANCE**



WORKPLACE BURNOUT

has been a global phenomenon across various sectors, but the statistics amongst Social Worker profession seem to be quite alarming



Stress and Burnout
are significant factors in the development of both physical and psychological illness ³

62%

of **CHILD PROTECTION SERVICE WORKERS**

experience high levels of emotional exhaustion ²



WHAT TO DO

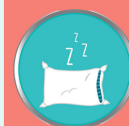
Organisational ⁵

- Workload management & workforce planning
- Education, induction & ongoing training
- Supervision, mentoring & team support
- Include workers in change processes & count their opinions at work
- Fair & transparent reward system
- Coping with the impact of emotional labour through shared & open communication

WHAT TO DO

Personal ⁵

- Maintain a healthy lifestyle
- Supportive personal & social relationships
- Positive goal-oriented approach to work
- Develop positive coping skills



WHAT WE NEED: ⁶

Awareness

on the importance of organisational changes to overcome burnout in social workers

public and political awareness of how inadequate social and healthcare policies influence the child welfare system



Policies that provide:

Universal health care
Subsidised early childhood education & care
Improved minimum wage
Adequate social support
A welfare system that has the capacity to truly support children and families
An effective welfare system that would not hold social workers at risk of experiencing severe workplace burnout

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**CHILD PROTECTION HUB
FOR SOUTH EAST EUROPE**