European Survey of Enterprises on New and Emerging Risks

Investing in well-being at work: Addressing psychosocial risks in times of change

Brussels, 22 November 2010

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New challenges are giving rise to ‘emerging risks’ - as highlighted in the Community strategies

- Changes in employment
  - Shift towards outsourcing and increased specialisation, resulting in greater employment in SMEs
  - Financial crisis & restructuration

- Tertiarisation
  - Service sector growth leading to ‘new’ health and safety risks, particularly psychosocial and musculoskeletal

- Demographic change: specific risks and needs
  - Ageing working population, increased (im)migration, increasing participation of women;

- Technological development
  - New tools and new ways of working, resulting especially from information and communication technology (ICT)
ESENER: a new tool for EU-OSHA that complements the existing sources of information on OSH in Europe

- **Workers’ surveys**
  - EU Labour Force Survey (Eurostat)
  - European Working Conditions Survey (Eurofound)

- **Registers**
  - European Statistics on Accidents at Work (Eurostat)
  - European Occupational Diseases Statistics (Eurostat)

✔ We have a fairly good picture of some outcomes (injuries and concerns), less comprehensive for others (occupational diseases)

❌ We have little information linking policies to outcomes (why are some effective and others not)
What do we want to achieve with ESENER?

- Contribute to OSH strategies at national and EU level
  - As a potential source of indicators and a ‘snapshot’ against which to measure progress

- Improve effectiveness of policy implementation
  - By identifying factors that encourage preventative measures and those that discourage or impede them

- Provide better support & information for enterprises
  - By defining enterprises’ needs according to their characteristics – size, sector, location, age, etc.
  - Improved targeting of measures such as support, guidance, information, campaigns, etc.
ESENER specifications

- Computer-assisted telephone interviews (“CATI”)
  - Native language interviewers based in each country

- 2 questionnaires
  - Most senior manager in charge of OSH (~25 min) + employee representative dealing with OSH (~15 min)

- 31 countries: 36,000 interviews
  - EU-27 + Croatia, Turkey, Norway and Switzerland

- 41 national versions of each questionnaire
  - Adapted for language and national OSH terminology

- “Enterprises” = both public and private sectors

- “Establishment level” = branch, rather than HQ
The universe EU-27

ESENER covers all establishments with 10+ workers
Across all sectors, including public, except agriculture and fishing

Establishments with 10+ employees
3 million enterprises
136 million employees

Total employment in EU27 (223.4 million)

- 61% Employed in establishments <10
- 16% Employed in establishments 10+
- 23% Self-employed
Overview

- What is the level of concern about psychosocial risks?
- How are psychosocial risks being managed?
- Drivers and barriers for psychosocial management
- What is the level of worker participation?
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Concern regarding work-related stress

% establishments

[Bar chart showing the percentage of establishments with major concern, some concern, no concern, and DK/NA for different countries in the EU-27.]

- Major concern
- Some concern
- No concern
- DK/NA

Countries represented: PT, NO, TR, PL, RO, BG, DE, AT, FR, CY, SI, LU, EL, TOTAL EU27, ES, EU27, CH, LV, HR, DK, BE, IE, SK, MT, UK, CZ, HU, EE, NL, SE, FI, LT, IT.
Concern regarding violence or threat of violence

% establishments

- Major concern
- Some concern
- No concern
- DK/NA
Concern regarding bullying or harassment

% establishments

Major concern         Some concern         No concern         DK/ NA

EU-27

TR  PT  RO  NO  BG  PL  FR  CZ  LV  ES  IE  CH  DE  BE  EU/27  CY  HR  UK  LU  AT  EL  DK  SK  MT  LT  NL  IT  EE  HU  FI  SE  SI
Concern about various psychosocial risk factors

% establishments, EU27
Overview

- What is the level of concern about psychosocial risks?

- **How are psychosocial risks being managed?**

- Drivers and barriers for psychosocial management

- What is the level of worker participation?
Concern regarding work-related stress *vs.* existence of procedures to deal with it

% establishments

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Eurostat
Overview

- What is the level of concern about psychosocial risks?

- How are psychosocial risks being managed?

- **Drivers and barriers for psychosocial management**

- What is the level of worker participation?
Which of the following reasons prompted your establishment to deal with psychosocial risks?

% establishments, EU27

Note: establishments that report having procedures and measures to deal with psychosocial risks

- Fulfillment of legal obligation: 62
- Requests from employees or their representatives: 38
- Requirements from clients or concern about organisation’s reputation: 27
- A decline in productivity or in the quality of outputs: 19
- Pressure from the labour inspectorate: 16
- High absenteeism rates: 13
Main **difficulties** in dealing with health and safety and with psychosocial risks

% establishments, EU-27
Overview

- What is the level of concern about psychosocial risks?
- How are psychosocial risks being managed?
- Drivers and barriers for psychosocial management
- What is the level of worker participation?
Employees informed about **whom to address** in case of work-related psychosocial problems
Consultation of employees regarding **measures** to deal with psychosocial risks

% establishments, EU27

**Note**: establishments that report having procedures and measures to deal with psychosocial risks
- Have employees been consulted regarding **measures** to deal with psychosocial risks?
- Are employees encouraged to participate actively in the **implementation and evaluation** of the measures?

% establishments, EU27

**Note:** establishments that report having procedures and measures to deal with psychosocial risks
Workplaces regularly checked for safety and health as part of a risk assessment: total & with employee representation

% establishments, EU27

![Bar chart showing the percentage of establishments checked for safety and health in the EU27, categorized by establishment size. The chart includes data for establishments with and without health and safety (H&S) representatives.](chart.png)
Conclusions

- Implementation of legislation (risk assessment, including psychosocial risks) is far from uniform

- Legislation is necessary (main driver regardless of size)... but not sufficient

- Levels of concern are often high, but they don’t always lead to action. **Why?**
Why the gap between concern and action?

- Sensitivity of the issue
- Lack of awareness
  - Main reason for not taking action is “we don’t have any major problems”, especially in the smaller enterprises
- Lack of expertise, support, guidance

Therefore, it’s important to create and disseminate:

- Awareness-raising information to emphasise that:
  - it is possible to prevent psychosocial risks
  - ‘good health & safety is good business’
  - worker participation makes a positive difference

- Practical tools and guidance
Follow-up studies

- EU-OSHA ‘secondary analyses’ reports (for publication 1st quarter 2011)
  - OSH management success factors
  - Worker involvement
  - Management of psychosocial risks
  - Actions, drivers and obstacles for psychosocial risks

- ‘Independent’ research
  - National authority initiatives
  - Social partners
  - Academic researchers
ESENER information resources

- Printed publications
  - Descriptive overview report in English
  - Summary of main findings available in 25 languages

- Data repository at www.data-archive.ac.uk
  - Access to full micro-data for non-commercial use

- Online at www.esener.eu
  - Printed publications for free download
  - ‘Mapping tool’ showing results by country, size and sector
  - Background information, including a technical report
Rezultati raziskave ESENER iz leta 2009

Naslov

Kakšne storitve na področju varnosti in zdravja pri delu uporabljate, bodisi da jih zagotavljate z lastnimi kapitali ali podlagi pogodbe z zunanjim izvajalcem? Izvedenec za varnost pri delu

Nesporazumno

Veličnost podjetja

Sektor

Prenos podatkov v Excelov oblik

Diagram: Procentna razporeditev varnostnih storitev po sektorih in veličini podjetja.
Safety and health at work: then and now
“Adapting to change”: prevention has to adapt, too!
Thank you for your attention

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