Worker participation in the management of occupational safety and health in Europe – evidence from ESENER-2

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2. ESENER
3. ESENER-2 findings on worker participation
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5. ESENER-3 Outlook
1. What is EU-OSHA?

- Established in 1996 in Bilbao, Spain.
- To help improve working conditions in the European Union by providing technical, scientific and economic information to people involved in safety and health at work.
- Tripartite Board bringing together:
  - governments, employers’ and workers’ organisations
  - the European Commission.
- A tripartite network organisation, closely linked to EU actors and national networks through the national Focal Points.
2. ESENER

Why did we need another survey on health and safety at work?

• Surveys on exposures and on occupational safety and health (OSH) outcomes:
  • Eurofound’s European Working Conditions Survey (EWCS, every 5 years since 1990)
  • EUROSTAT’s Labour Force Survey ad-hoc module on accidents at work and other work-related health problems (1999, 2007 and 2013)

• Administrative data sources on OSH outcomes:
  • EUROSTAT’s European Statistics on Accidents at Work (ESAW, yearly since 1994)
  • EUROSTAT’s European Occupational Diseases Schedule (EODS, yearly since 1998)
What can an enterprise survey tell us?

Regulatory context

Outcomes

Accidents
Ill-health
Exposure
2. ESENER: the four survey topics

- Health and safety management.
- Management of psychosocial risks.
- Main drivers and barriers
- Worker involvement.
2. Changes implemented in ESENER-2

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Countries</td>
<td>Total of 31: EU-28 + Turkey, Norway, Switzerland</td>
<td>Total of 36: ESENER-1 + Albania, Iceland, FYROM, Montenegro and Serbia</td>
</tr>
<tr>
<td>Establishments surveyed</td>
<td>30,000</td>
<td>49,320</td>
</tr>
<tr>
<td>National versions of questionnaire</td>
<td>41</td>
<td>47</td>
</tr>
<tr>
<td>Increased proportion of workplaces covered</td>
<td>ESENER-1</td>
<td>ESENER-2</td>
</tr>
<tr>
<td>Smallest business size</td>
<td>10 workers</td>
<td>5 workers</td>
</tr>
<tr>
<td>Sector</td>
<td>All, including public, except agriculture and fishing</td>
<td>All, including public and agriculture and fishing</td>
</tr>
</tbody>
</table>
2. **ESENER-2 achieved sample size**

<table>
<thead>
<tr>
<th>Country</th>
<th>Interviews for ESENER-2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Albania</td>
<td>750</td>
</tr>
<tr>
<td>Austria</td>
<td>1,503</td>
</tr>
<tr>
<td>Belgium</td>
<td>1,504</td>
</tr>
<tr>
<td>Bulgaria</td>
<td>750</td>
</tr>
<tr>
<td>Croatia</td>
<td>751</td>
</tr>
<tr>
<td>Cyprus</td>
<td>751</td>
</tr>
<tr>
<td>Czech Republic</td>
<td>1,508</td>
</tr>
<tr>
<td>Denmark</td>
<td>1,508</td>
</tr>
<tr>
<td>Estonia</td>
<td>750</td>
</tr>
<tr>
<td>Finland</td>
<td>1,511</td>
</tr>
<tr>
<td>France</td>
<td>2,256</td>
</tr>
<tr>
<td>Germany</td>
<td>2,261</td>
</tr>
<tr>
<td>Greece</td>
<td>1,503</td>
</tr>
<tr>
<td>Hungary</td>
<td>1,514</td>
</tr>
<tr>
<td>Iceland</td>
<td>757</td>
</tr>
<tr>
<td>Ireland</td>
<td>750</td>
</tr>
<tr>
<td>Italy</td>
<td>2,254</td>
</tr>
<tr>
<td>Latvia</td>
<td>753</td>
</tr>
<tr>
<td>Lithuania</td>
<td>774</td>
</tr>
<tr>
<td>Luxembourg</td>
<td>752</td>
</tr>
<tr>
<td>FYROM</td>
<td>750</td>
</tr>
<tr>
<td>Malta</td>
<td>452</td>
</tr>
<tr>
<td>Montenegro</td>
<td>452</td>
</tr>
<tr>
<td>Netherlands</td>
<td>1,519</td>
</tr>
<tr>
<td>Norway</td>
<td>1,513</td>
</tr>
<tr>
<td>Poland</td>
<td>2,257</td>
</tr>
<tr>
<td>Portugal</td>
<td>1,513</td>
</tr>
<tr>
<td>Romania</td>
<td>756</td>
</tr>
<tr>
<td>Serbia</td>
<td>752</td>
</tr>
<tr>
<td>Slovakia</td>
<td>750</td>
</tr>
<tr>
<td><strong>Slovenia</strong></td>
<td><strong>1,051</strong></td>
</tr>
<tr>
<td>Spain</td>
<td>3,162</td>
</tr>
<tr>
<td>Sweden</td>
<td>1,521</td>
</tr>
<tr>
<td>Switzerland</td>
<td>1,511</td>
</tr>
<tr>
<td>Turkey</td>
<td>2,251</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>4,250</td>
</tr>
<tr>
<td>Total</td>
<td>49,320</td>
</tr>
</tbody>
</table>
2. ESENER-2 – National sample boosts

- Funded by the national authorities.
- Further statistically significant breakdowns at national level, i.e., sector and establishment size.
- A ‘national’ survey to some extent
- Savings / focus on analysis / synergies (avoid duplication)

<table>
<thead>
<tr>
<th>Country</th>
<th>Reference sample size</th>
<th>Final sample size –after boost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Slovenia</td>
<td>750</td>
<td>1,050</td>
</tr>
<tr>
<td>Spain</td>
<td>2,250</td>
<td>3,150</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>2,250</td>
<td>4,250</td>
</tr>
</tbody>
</table>

*Both waves of the ESENER survey in Switzerland have been funded, entirely, by the Swiss national authorities.*
Who did we interview?

‘Person who knows best how health and safety is managed at the workplace’
2. ESENER-2 Respondent EU28 (in %) ‘Person who knows most about safety and health at the workplace’

- Owner of a firm, managing director, site manager
- Manager without specific OSH tasks
- Manager with specific OSH tasks
- OSH specialist without managerial function
- Employee representative in charge of OSH
- Another employee in charge of the subject
- External OSH consultant/NA
2. ESENER-2 Respondent Slovenia (in %)

‘Person who knows most about safety and health at the workplace’

- Owner of a firm, managing director, site manager
- Manager without specific OSH tasks
- Manager with specific OSH tasks
- OSH specialist without managerial function
- Employee representative in charge of OSH
- Another employee in charge of the subject
- External OSH consultant
2. ESENER-2 available resources
   www.esener.eu

- First findings report (EN)
- Summary report (all languages)
- Overview Report (EN)
- Online visualisation tool (all languages)
- Microdata (UKDA)

NEW Secondary analyses:

- Worker participation
  - Overview + seven country reports (EN)
  - Summary report (EN, ES, FR, NL, EE, EL, SE)

- Joint analysis of ESENER-2, the 6th EWCS and the 2013 LFS ad-hoc module
  - Overview and summary reports (EN)
3. ESENER-2 – Risk factors present in the establishment (% establishments, Slovenia and EU-28)

- Difficult customers
- Tiring or painful positions
- Repetitive hand or arm movements
- Risk of accidents with machines
- Lifting or moving people or heavy loads
- Risk of accidents with vehicles in the course of work
- Time pressure
- Chemical or biological substances
- Increased risk of slips, trips and falls
- Heat, cold or draught
- Loud noise
- Long or irregular working hours
- Poor communication or cooperation
- Job insecurity
- Employees’ lack of influence
- Discrimination

Base: all establishments in the EU-28 and Slovenia.
3. ESENER-2 - Establishments with general worker representation in place, by size (% establishments, EU-28).

Base: all establishments.

www.esener.eu
3. ESENER-2 - Establishments with a specific OSH representation in place, by size (% establishments, EU-28).

Base: all establishments.
3. ESENER-2 – Worker involvement, by country (% establishments)

Base: establishments carrying out risk assessments / reporting measures in place to deal with psychosocial risks.

- Measures following risk assessment
- Measures to address psychosocial risks

www.esener.eu
3. ESENER-2 – OSH management measures by existence of formal employee representation (% establishments in the EU-28).

- Document explaining OSH procedures and responsibilities
- Carrying out a risk assessment
- Training (for respondent) on health and safety
- Training for team leaders and line managers
- Support to return to work after long-term absence
- OSH issues discussed at top level of management, regularly
- Routine analysis of sickness absences

Base: all establishments – size thresholds apply for some items.

Establishments with some form of employee representation
Establishments without employee representation
3. ESENER-2 – Psychosocial risk management measures by existence of formal employee representation (% establishments in the EU-28).

- Employees have a role in design and set-up of measures to deal with psychosocial risks
- Procedure in place to deal with cases of threats
- Procedure in place to deal with bullying or harassment
- Provision of training to prevent psychosocial risks
- Reorganisation of work
- Confidential counselling for employees
- Set-up of a conflict resolution procedure
- Action plan to prevent work-related stress
- Intervention if excessively long or irregular hours are worked
- Use of a psychologist

Base: all establishments – size thresholds and filters apply for some items.

Establishments with some form of employee representation
Establishments without employee representation
3. ESENER-2 – MSD management/health promotion measures by existence of formal employee representation (% establishments in the EU-28).

- MSDs: equipment to help with physically heavy work
- MSDs: provision of ergonomic equipment
- MSDs: encouraging regular breaks for those in uncomfortable/static postures (incl. Sitting)
- MSDs: rotation of tasks to reduce repetitive movements or physical strain
- Measures for health promotion: sports activities out of working hours
- Measures for health promotion: back exercises at work

Establishments with some form of employee representation
Establishments without employee representation

Base: all establishments – filters apply to some items.
4. ESENER-2 – Secondary analyses

<table>
<thead>
<tr>
<th>Topic</th>
<th>Publication</th>
</tr>
</thead>
<tbody>
<tr>
<td>Worker participation in the management of OSH</td>
<td>Q2 2017</td>
</tr>
<tr>
<td>Joint analysis of ESENER-2, the 2013 LFS ad-hoc module and the 6th EWCS</td>
<td>Q2 2017</td>
</tr>
<tr>
<td>OSH management</td>
<td>Q1 2018</td>
</tr>
<tr>
<td>Psychosocial risks management</td>
<td>Q1 2018</td>
</tr>
<tr>
<td>Technical assessment of the expansion of the survey universe</td>
<td>Q2 2018</td>
</tr>
<tr>
<td>Evaluation of the ESENER-2 survey and follow up projects</td>
<td>Q2 2018</td>
</tr>
</tbody>
</table>
4. ESENER-2 – Worker participation in the management of OSH

- Organisation of worker participation in practice.
- Capture voice of worker reps - possibly workers?
  - Move to one interview per establishment in ESENER-2
  - ‘Person who knows most about safety and health at the workplace’
- 143 establishments that were surveyed in ESENER-2.
- A minimum of two face-to-face interviews per establishment:
  - management
  - worker rep
  - workers (if permitted)
4. ESENER-2 – Worker participation in the management of OSH

- Seven countries:
  - Belgium
  - Estonia
  - Greece
  - the Netherlands
  - Spain
  - Sweden
  - United Kingdom

- Contractor: Cardiff University

- Published 4 April 2017:
  - Overview report
  - Summary report (translated)
  - Seven country reports
4. ESENER-2 – Worker participation in the management of OSH

Key findings

- Confirm positive impact of arrangements of worker representation on OSH.
- Worker representation vs. direct consultation on OSH.
- Determinants of practice:
  - Size and sector
  - Safety management systems
  - Union membership/collective bargaining
  - Employment contract
  - What is valued?
  - Economic crises
- Legal provisions vs. workplace practices
4. ESENER-2 – Joint analysis of ESENER-2, the 2013 LFS ad-hoc module and the 6th EWCS

- Lack of OSH stats in Europe – timing with ESENER-2
- Joint analysis for comprehensive overview of state of OSH
- Both perspectives:
  - Workers: exposure and outcomes
  - Establishments: awareness and management
- Common variables accross the surveys:
  - Country
  - Sector
  - Size
4. ESENER-2 – Joint analysis of ESENER-2, the 2013 LFS ad-hoc module and the 6th EWCS

- OSH in general, MSDs and Psychosocial risks
- Associations – no causality

- Contractor: TNO
- Published on 25 May 2017:
  - Overview report
  - Summary report (offered for translation)
4. ESENER-2 – Joint analysis of ESENER-2, the 2013 LFS ad-hoc module and the 6th EWCS

**Key findings**

- **Exposure** to specific risks (by workers)
  - risk management, and
  - particularly, **awareness**.

- **Reporting of health problems** (by workers)
  - marginally with risk management (OSH and MSDs)
  - significantly with **psychosocial risks**.
4. ESENER-2 – Joint analysis of ESENER-2, the 2013 LFS ad-hoc module and the 6th EWCS

**Impact of drivers on MSD risk management**

<table>
<thead>
<tr>
<th>Drivers</th>
<th>Increased variance due to driver ($R^2$)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management commitment</td>
<td>0.13</td>
</tr>
<tr>
<td>Formal employee representation</td>
<td>0.12</td>
</tr>
<tr>
<td>Employee involvement in OSH management</td>
<td>0.08</td>
</tr>
<tr>
<td>OSH Communication/OSH issues discussed</td>
<td>0.02</td>
</tr>
<tr>
<td>Meeting employee expectations</td>
<td>0.02</td>
</tr>
<tr>
<td>Fulfilling legal obligations</td>
<td>0.01</td>
</tr>
<tr>
<td>Increasing productivity</td>
<td>0</td>
</tr>
<tr>
<td>Organisation’s reputation</td>
<td>0</td>
</tr>
</tbody>
</table>

**Psychosocial risks:** involvement in design and set-up of specific measures.
5. Outlook

- **ESENER-3 in 2019**
  - Preparatory work in 2018
  - Lessons learnt from first two waves

- **Same topics - questionnaire**
  - Time series

- **National sample sizes**
  - National surveys

- **Policy makers**

- **Research community**
HVALA!

www.esener.eu

http://oshwiki.eu/wiki/Category:Statistics