



Psychosocial risks in the workplace in Europe – evidence from ESENER-2

Ljubljana, 27 October 2017

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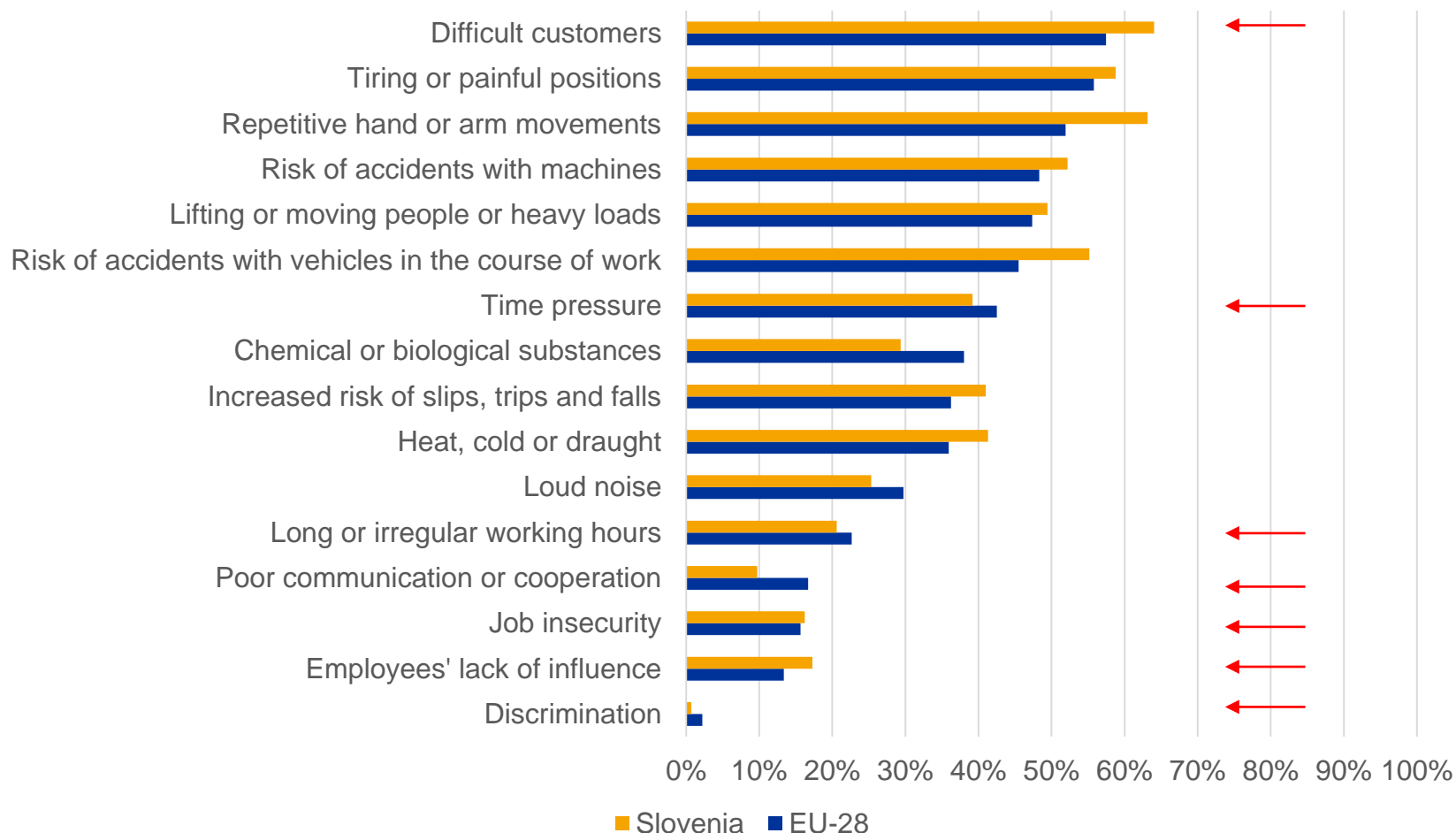


ESENER

Content

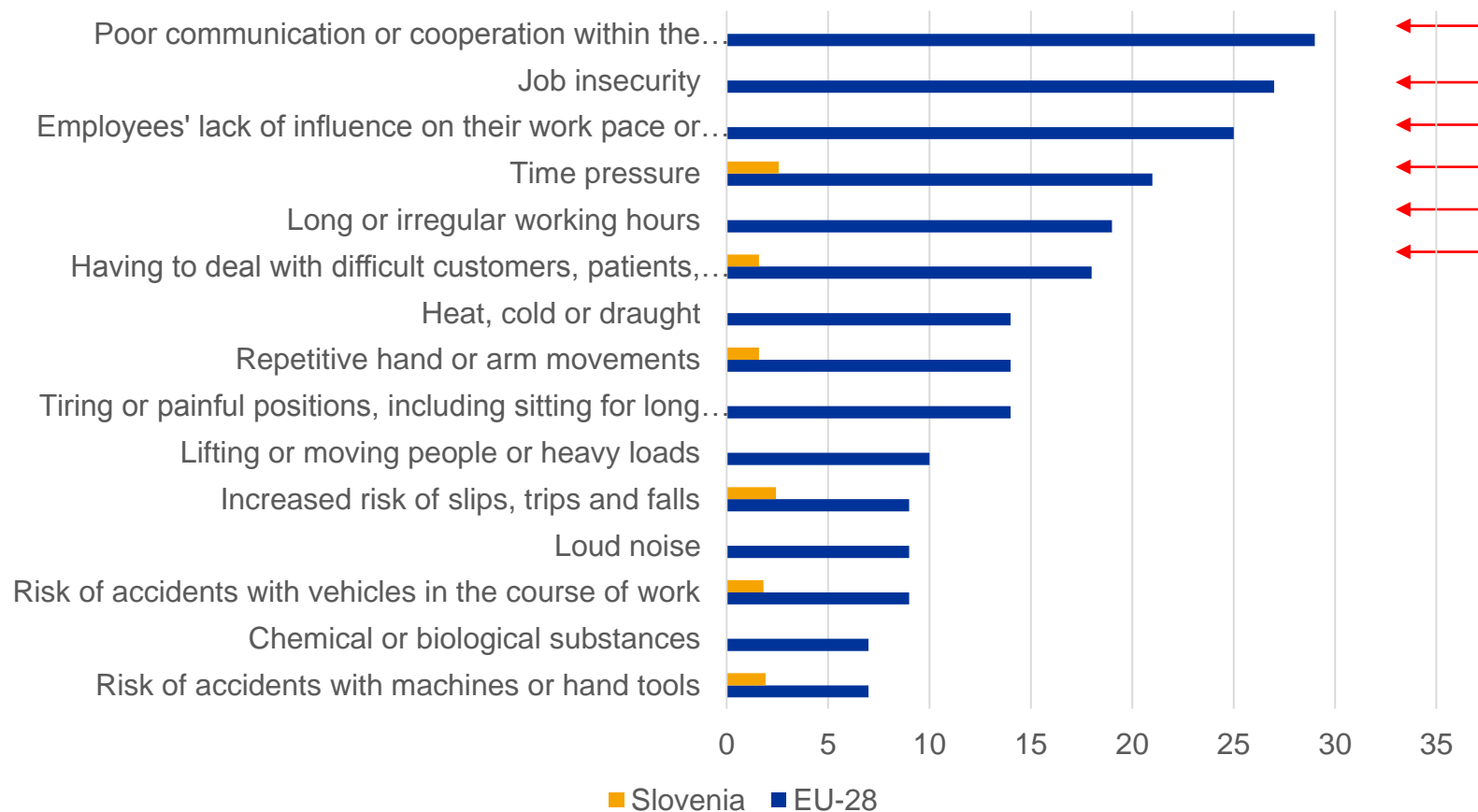
1. ESENER-2 findings on psychosocial risks
2. In-depth analyses

1. ESENER-2 – Risk factors present in the establishment (% establishments, Slovenia and EU-28)



Base: all establishments in the EU-28 and Slovenia.

1. ESENER-2 – Missing information or lacking adequate tools to deal with risk factors present in the establishment (% establishments, Slovenia and EU-28)



Base: all establishments reporting the presence of the specific risk factor, in the EU-28 and Slovenia.

1. ESENER-2 – Psychosocial risk factors present in the establishment, by activity sector (% establishments, EU-28)

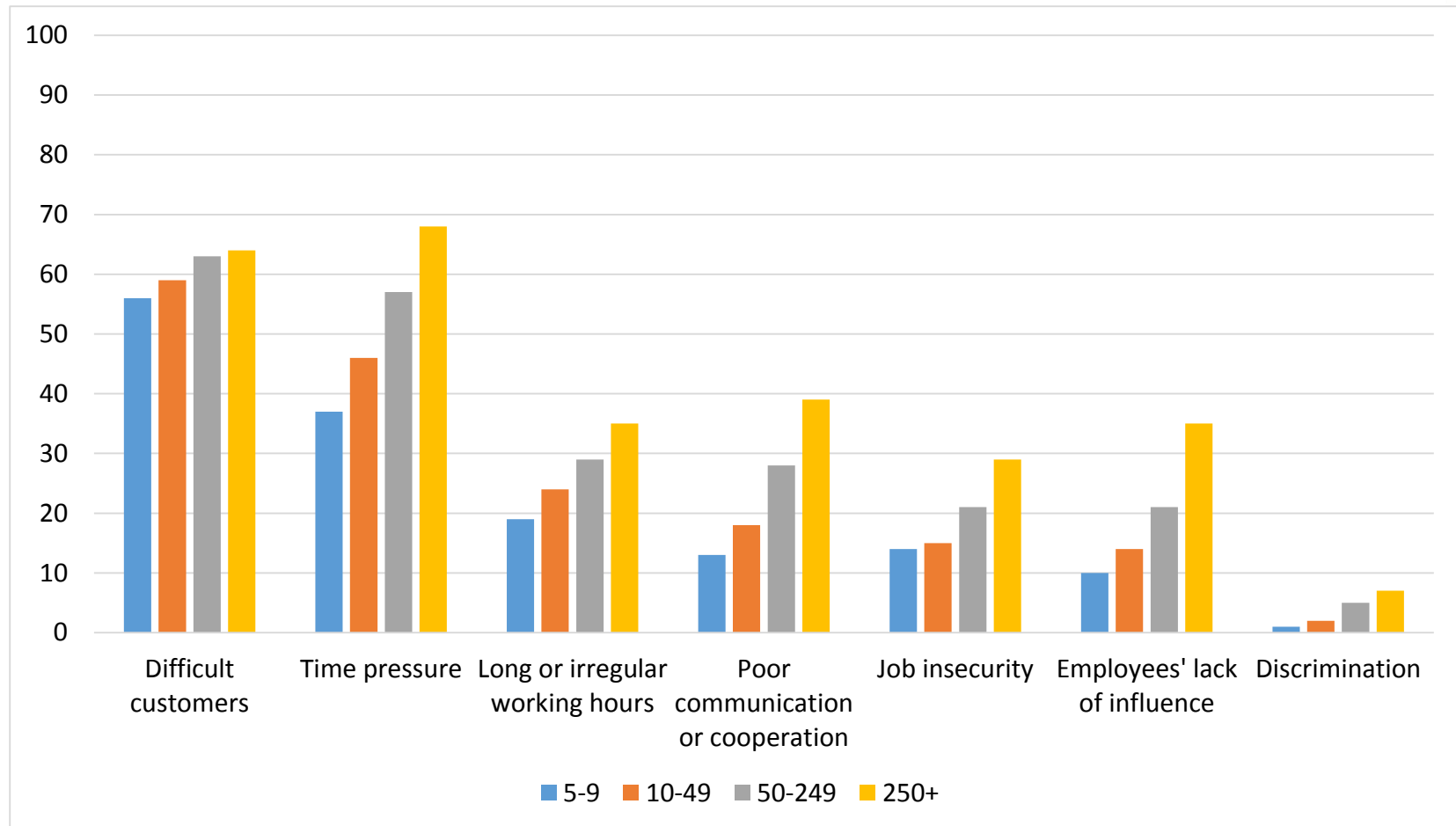
Risk factor (% establishments across all sectors)	Most frequently reported sector (% establishments in the sector)
Having to deal with difficult customers, patients, pupils, etc. (58)	Human health and social work activities (79) Education (71) Public administration and defence; compulsory social security (68)
Time pressure (43)	Professional, scientific and technical activities (53) Human health and social work activities (50) Information and communication (50)
Long or irregular working hours (23)	Arts, entertainment and recreation (41) Accommodation and food service activities (39) Agriculture, forestry and fishing (35)
Poor communication or cooperation within the organisation (17)	Public administration and defence; compulsory social security (27) Human health and social work activities (22) Electricity, gas, steam and air conditioning supply (20)

1. ESENER-2 – Psychosocial risk factors present in the establishment, by activity sector (% establishments, EU-28)

Risk factor (% establishments across all sectors)	Most frequently reported sector (% establishments in the sector)
Job insecurity (15)	Education (20) Administrative and support service activities (19) Public administration and defence; compulsory social security (19)
Employees' lack of influence on their work pace or work processes (13)	Mining and quarrying (21) Public administration and defence; compulsory social security (18) Administrative and support service activities (17)
Discrimination, for example due to gender, age or ethnicity (2)	Human health and social work activities (5) Administrative and support service activities (5) Arts, entertainment and recreation (5)

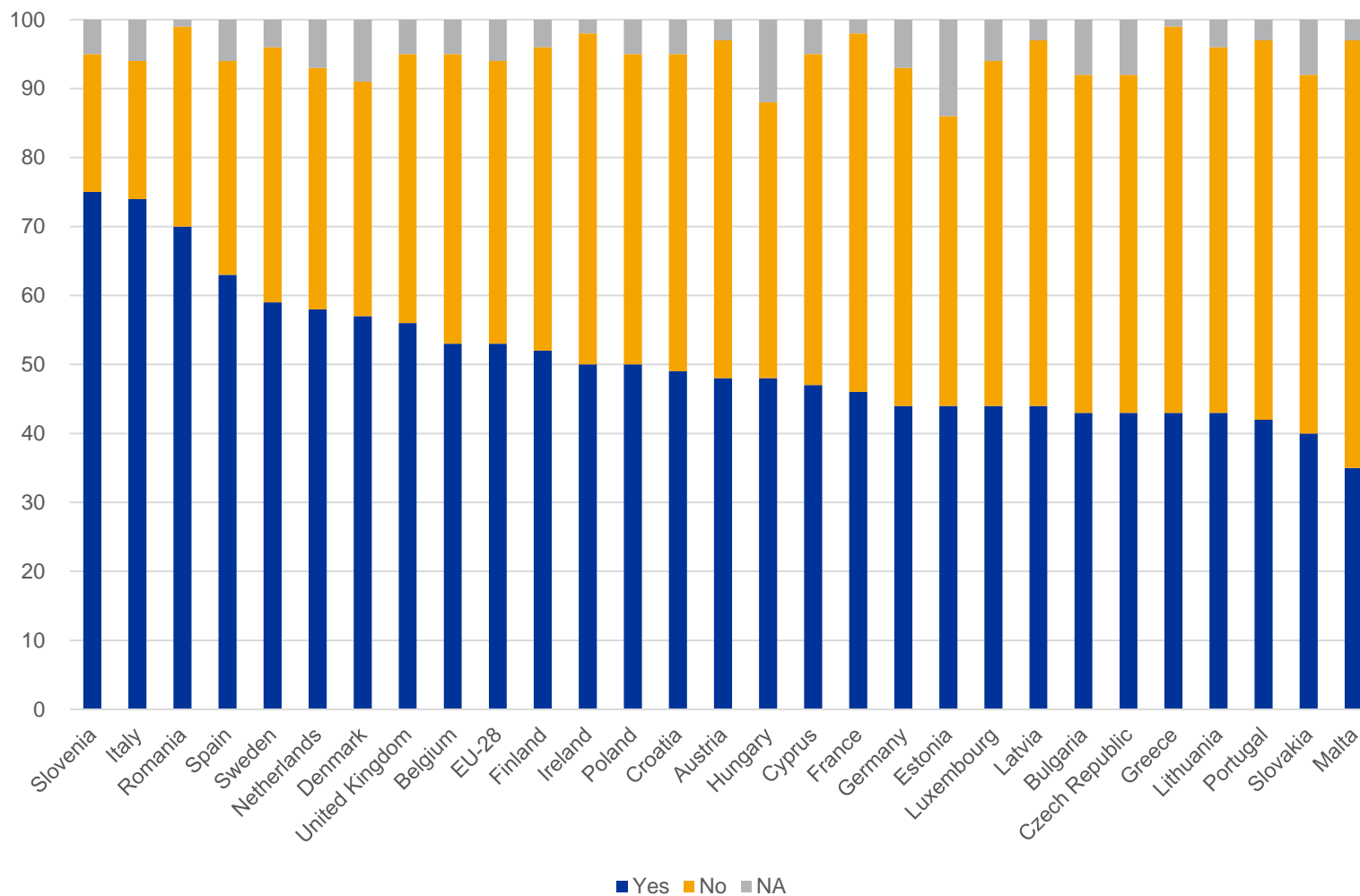
Base: all establishments in the EU-28.

1. ESENER-2 – Psychosocial risk factors present in the establishment, by size (% establishments, EU-28)



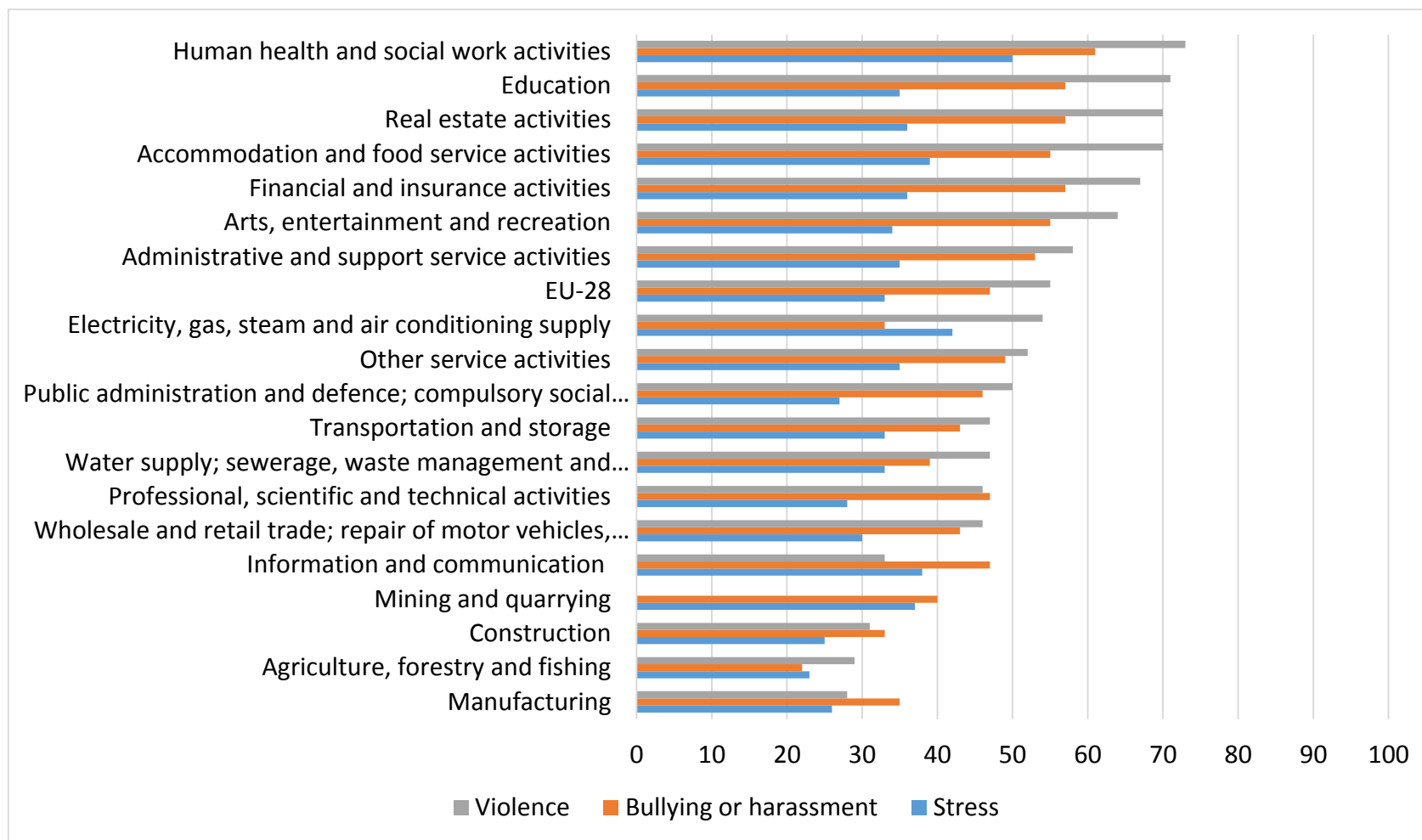
Base: all establishments in the EU-28.

1. ESENER-2 – Sufficient information on how to include psychosocial risks in risk assessment, by country (% establishments, EU-28)



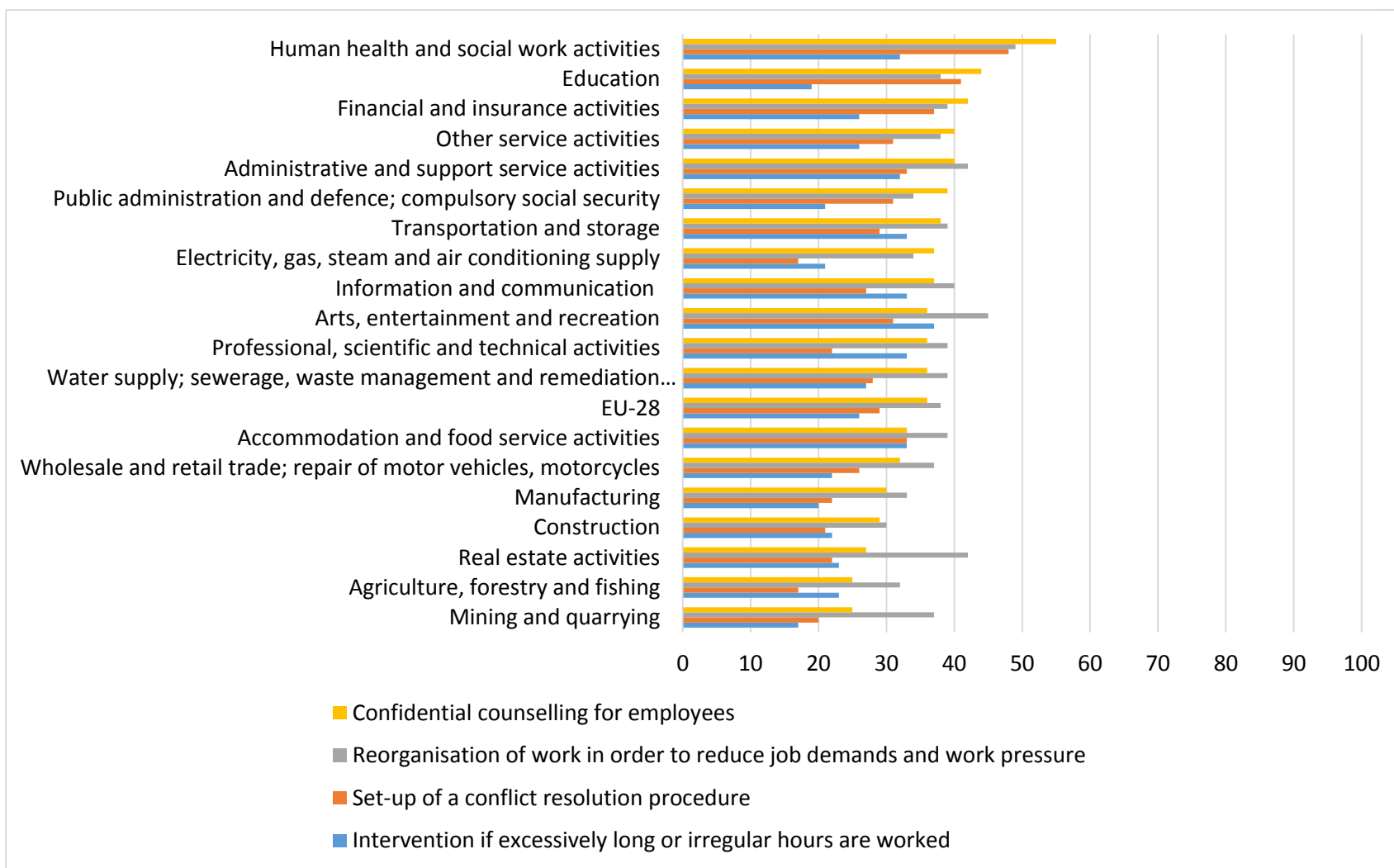
Base: all establishments in the EU-28.

1. ESENER-2 – Action plan to prevent stress and procedures for bullying/harassment and threats, abuse or assaults by the third parties, by sector (% establishments, EU-28)



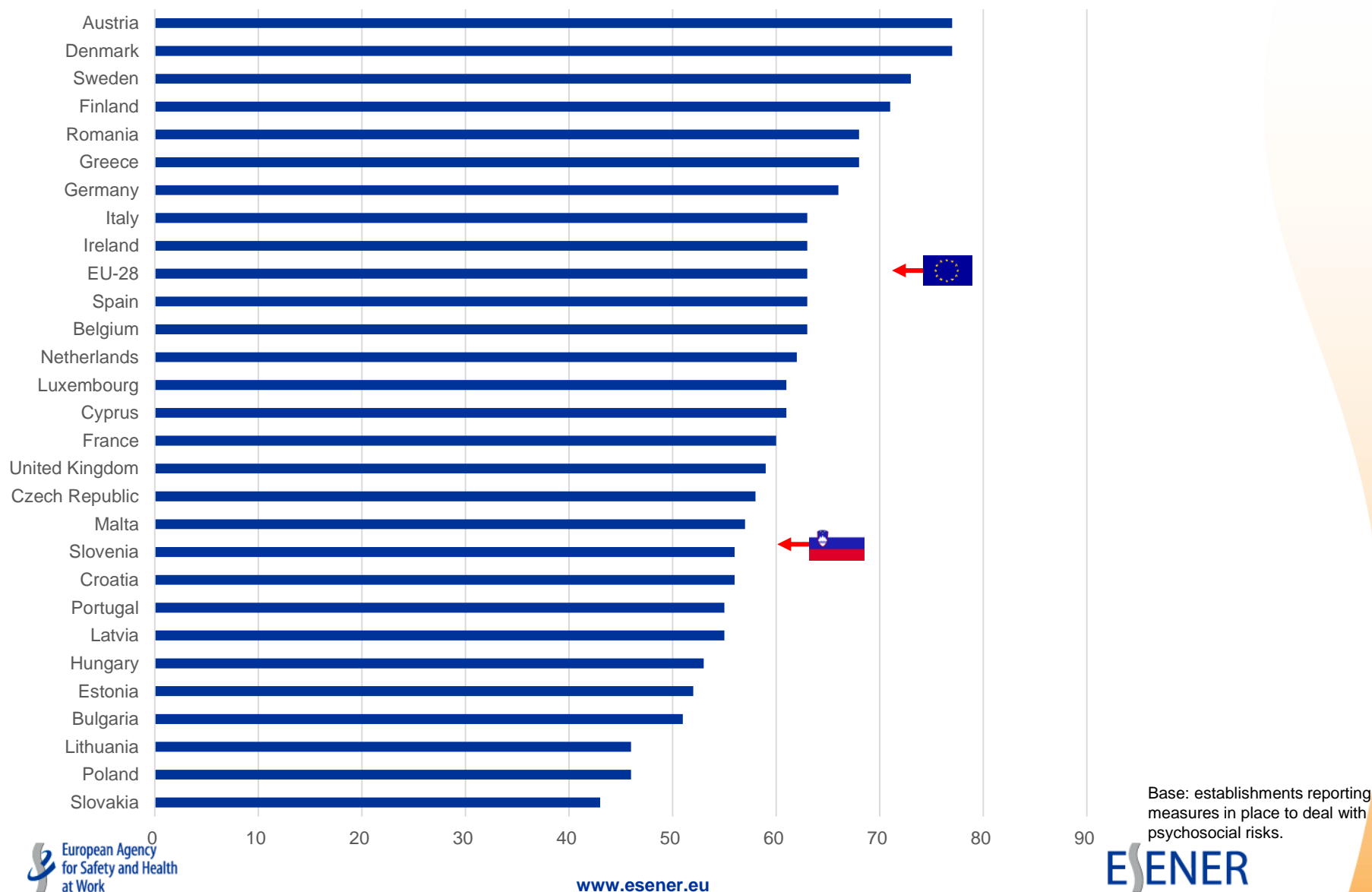
Base: all establishments with more than 19 employees (EU-28).

1. ESENER-2 – Measures in place to prevent psychosocial risks, by activity sector (% establishments, EU-28)

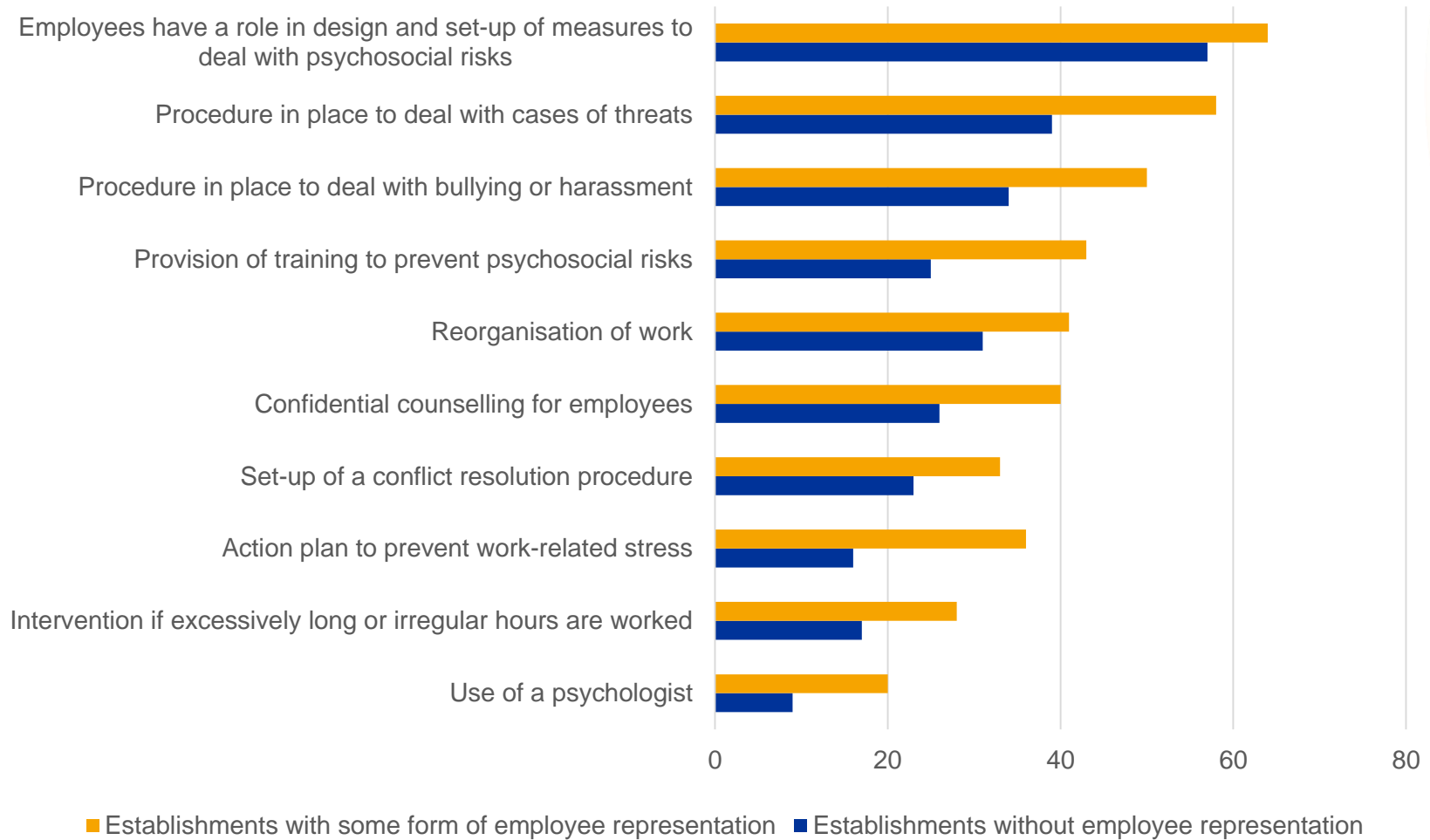


Base: all establishments in the EU-28.

1. ESENER-2 – Worker involvement in measures to address psychosocial risks, by country (% establishments)



1. ESENER-2 – Psychosocial risk management measures by existence of formal employee representation (% establishments, EU-28).



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

2. ESENER-2 – Secondary analyses

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

2. 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**.

2. ESENER-2 – Joint analysis of ESENER-2, the 2013 LFS ad-hoc module and the 6th EWCS

Impact of drivers on psychosocial risk management

Drivers	Increased variance due to driver (R ²)
Management commitment	0.02 ←
Formal employee representation	0.06 ←
Employee involvement in OSH management	0.02 ←
OSH Communication/OSH issues discussed	0.00
Meeting employee expectations	0.02
Fulfilling legal obligations	0.03
Increasing productivity	0.00
Organisation's reputation	0.01
Employees involved in design and set-up of psychosocial risk measures	0.12 ←

2. ESENER-2 – OSH Management

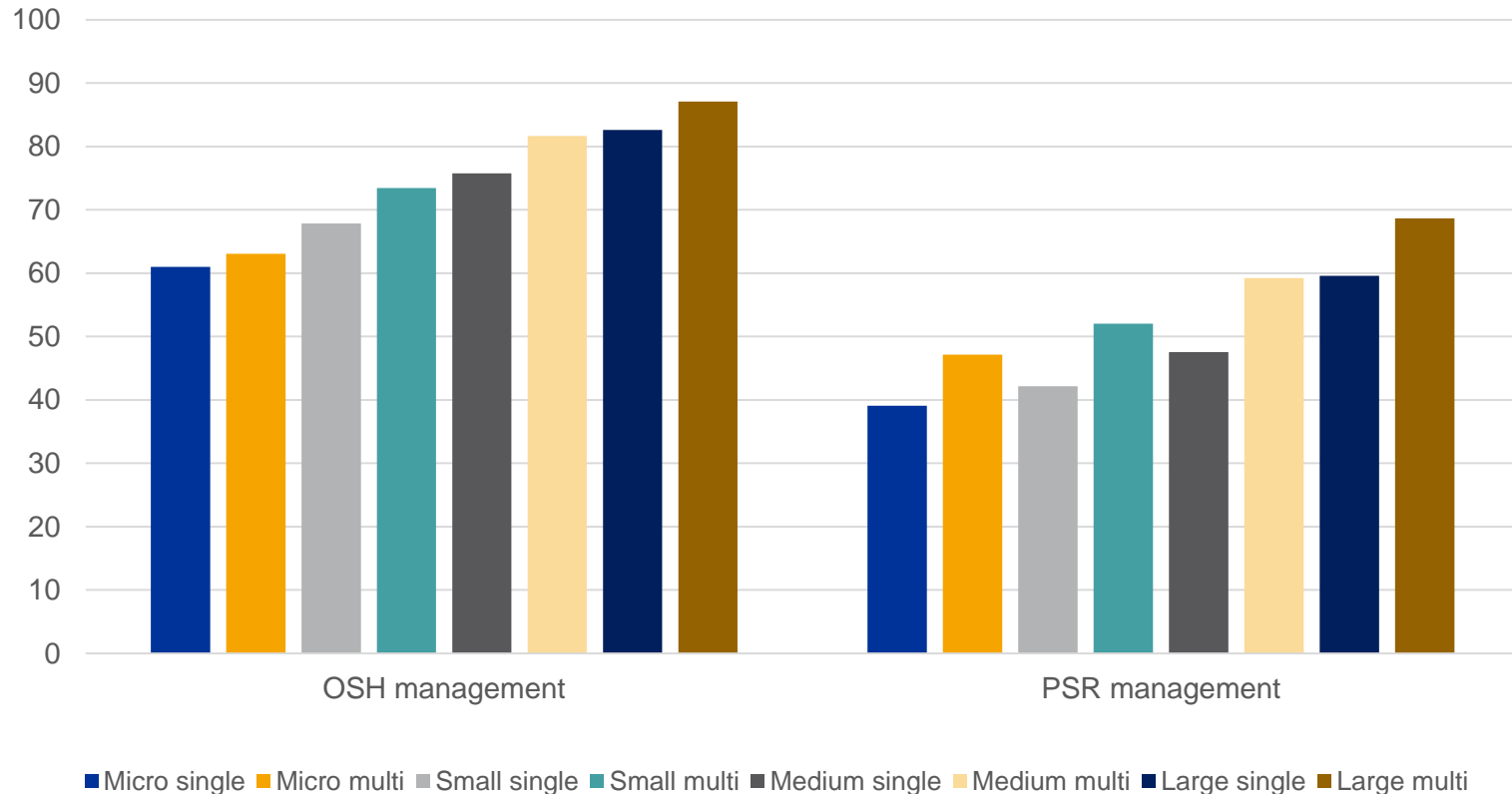
Composite score on psychosocial risk management

ESENER-2 questionnaire item		Most/least frequent
Q252_5	Routine risk assessment of supervisor-employee relationships	
Q252_6	Routine risk assessment of organizational aspects such as work schedules, breaks or shifts	+++
Q300	Action plan to prevent work-related stress	---
Q301	Procedure to deal with possible cases of bullying or harassment	
Q302	Procedure to deal with possible cases of threats, abuse or assaults by clients, patients, pupils or other external persons	
Q303	Use of 1 or more measure to prevent psychosocial risks	+
Q305	Involvement of employees in the design and set-up of measures	++
Q356_3	Training for employees on how to prevent psychosocial risks	--

2. ESENER-2 – OSH Management

Composite score on OSH and psychosocial risk management

OSH and PSR management score by size and multi/single (EU28 + Iceland and Norway)

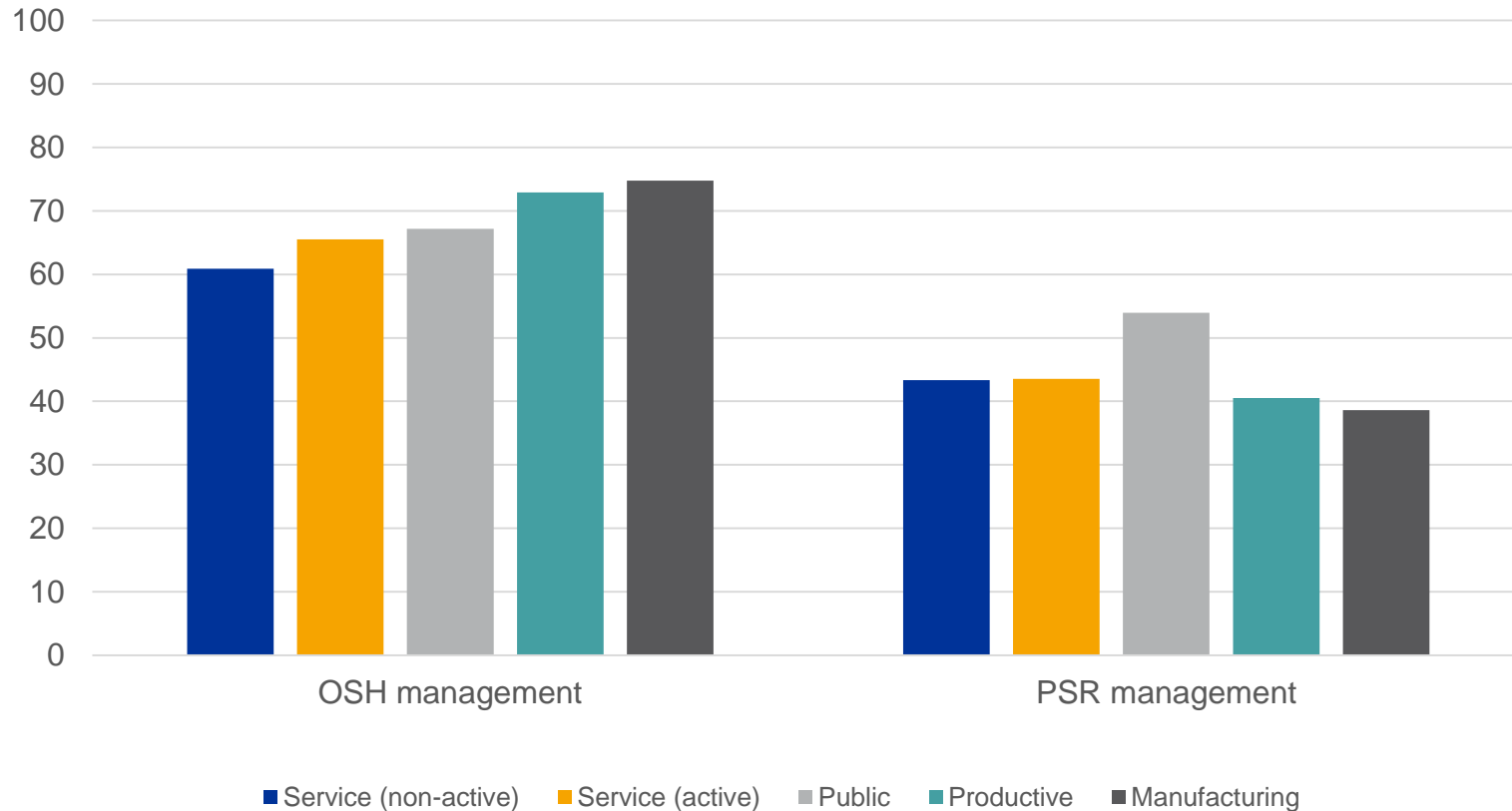


Base: all establishments EU28+Iceland and Norway –size thresholds and filters apply for some items

2. ESENER-2 – OSH Management

Composite score on OSH and psychosocial risk management

OSH and PSR management score by sector grouping (EU28 + Iceland and Norway)



Base: all establishments EU28+Iceland and Norway –size thresholds and filters apply for some items .

Service (non-active): IT, Finance, Real estate and other technical scientific or personal service activities

Service (active): Trade, transport, food/accommodation and recreation activities

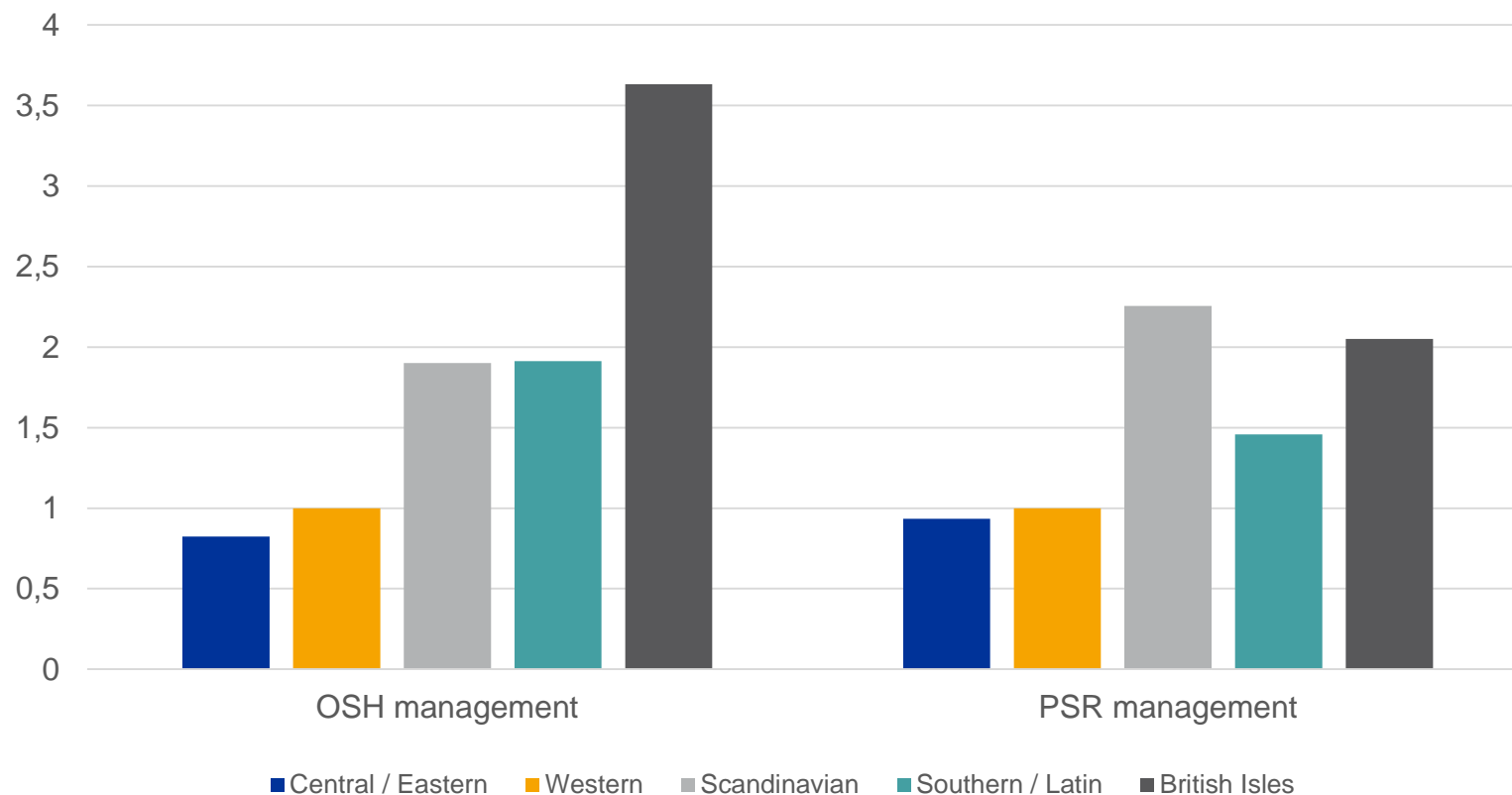
Public: Public administration, Education, human health and social work activities.

Productive: Agriculture, forestry and fishing, Construction, waste management, water and electricity supply

2. ESENER-2 – OSH Management

Composite score on OSH and psychosocial risk management

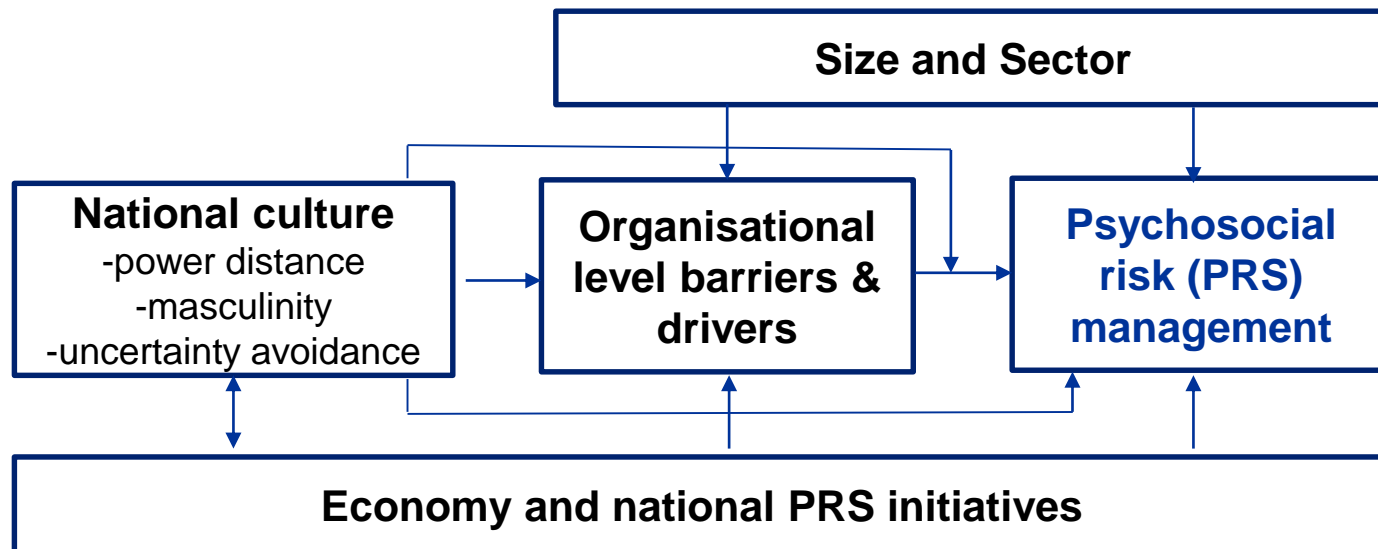
Odd ratios of country groups for high levels of OSH and PSR management (EU28 + Iceland and Norway)



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

2. ESENER-2: Psychosocial risk management

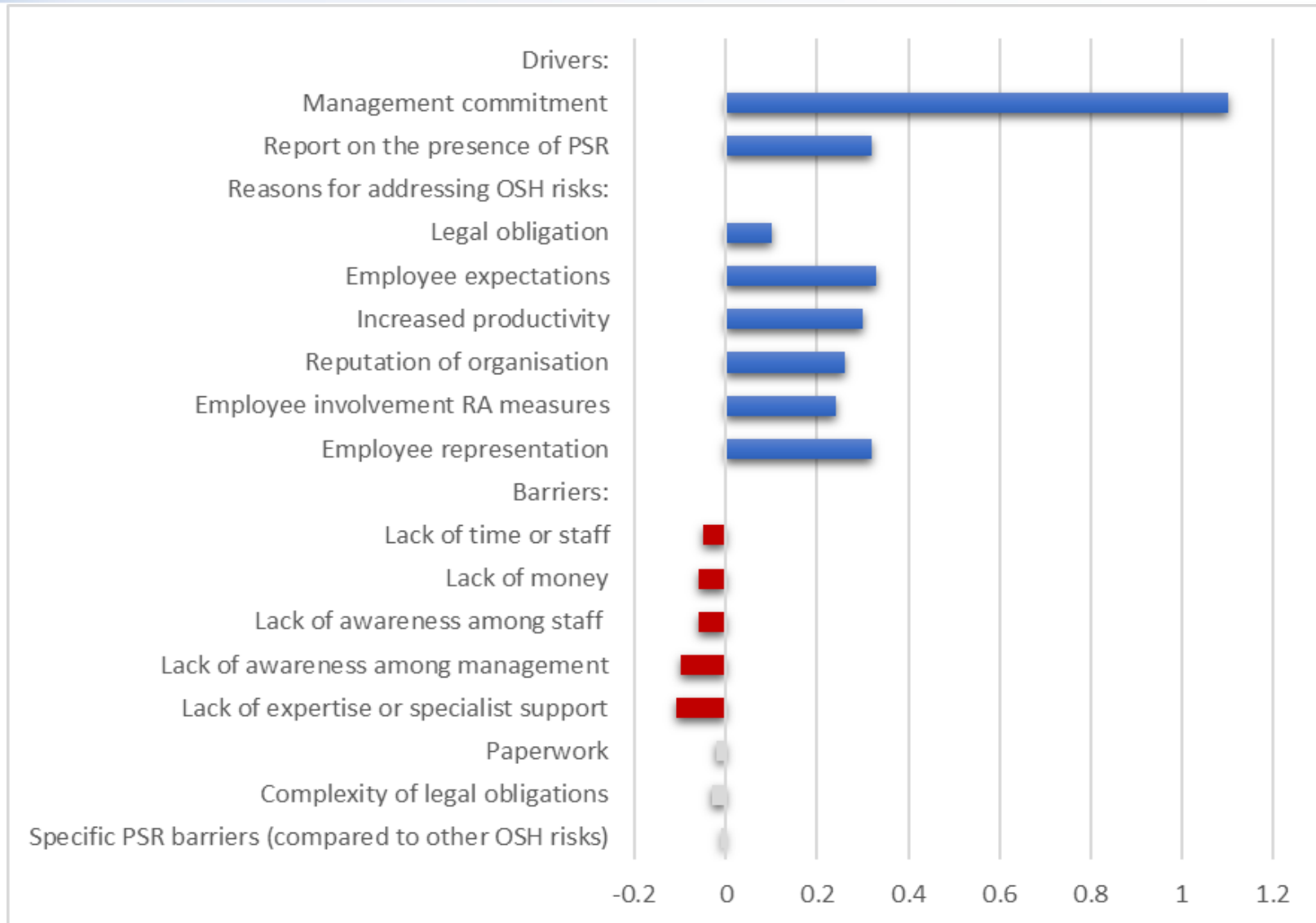
- **Theoretical framework**



- **Research methods: statistical analysis and expert focus group**

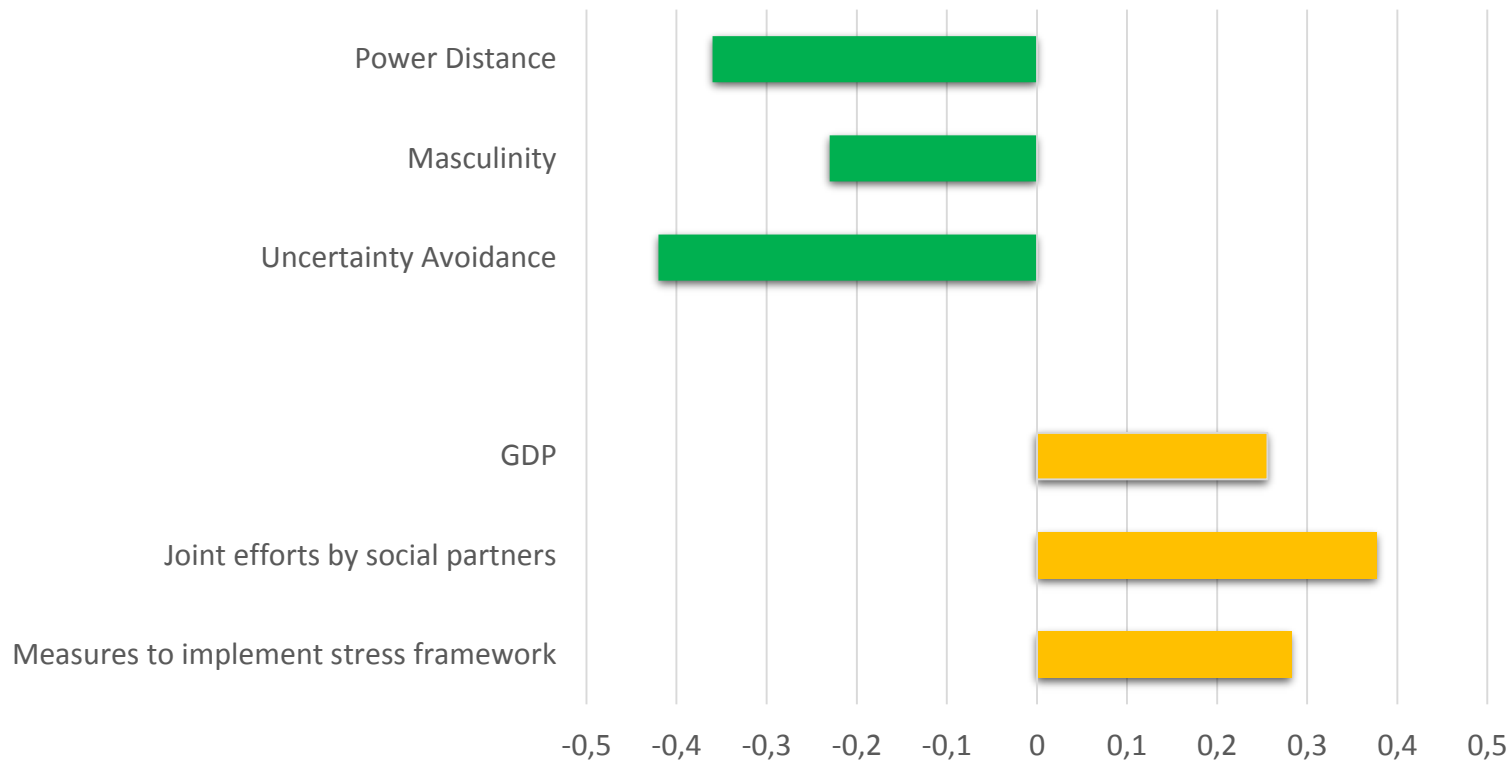
Contractor: TNO, the Netherlands.

2. ESENER-2: psychosocial risk management



2. ESENER-2: psychosocial risk management

Associations between national context variables and psychosocial risk management (standardized scores).



ESENER-2: psychosocial risk management (2016-17)

(secondary analysis)

- ✓ **When adjusted for the GDP and national initiatives on psychosocial risks (PSR), none of the culture characteristics remains significantly associated with PSR management**

	Model 1*		Model 2**		Model 3***		Model 4****	
	estimate	p value	estimate	p value	estimate	p value	estimate	p value
Power Distance	-0.36	0.01	-0.25	0.09	-0.25	0.06	-0.20	0.17
Masculinity	-0.23	0.06	-0.22	0.03	-0.19	0.08	-0.18	0.10
Uncertainty Avoidance	-0.42	0.00	-0.31	0.03	-0.32	0.02	-0.27	0.06

*Sector, size, country and respondent type; **GDP per capita; ***National initiatives; ****GDP and national initiatives

- ✓ **Most organisational drivers and barriers are not or only weakly related to cultural dimensions and national characteristics**

Conclusions

- **Importance of psychosocial risk (PRS) management widely recognised by policy makers, social partners and workplaces**
- **A high variation in PRS management by country, sector and company size**
- **The role of worker participation in PRS management is poorly defined and dependent on specific circumstances**
- **Organisational drivers and barriers are crucial, but national socio-economic context is also important**

HVALA!

www.esener.eu

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