



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

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Content

1. European Agency for Safety and Health at Work
– EU-OSHA
2. ESENER
3. ESENER-2 findings on worker participation
4. In-depth analysis on worker participation in the
management of OSH
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.



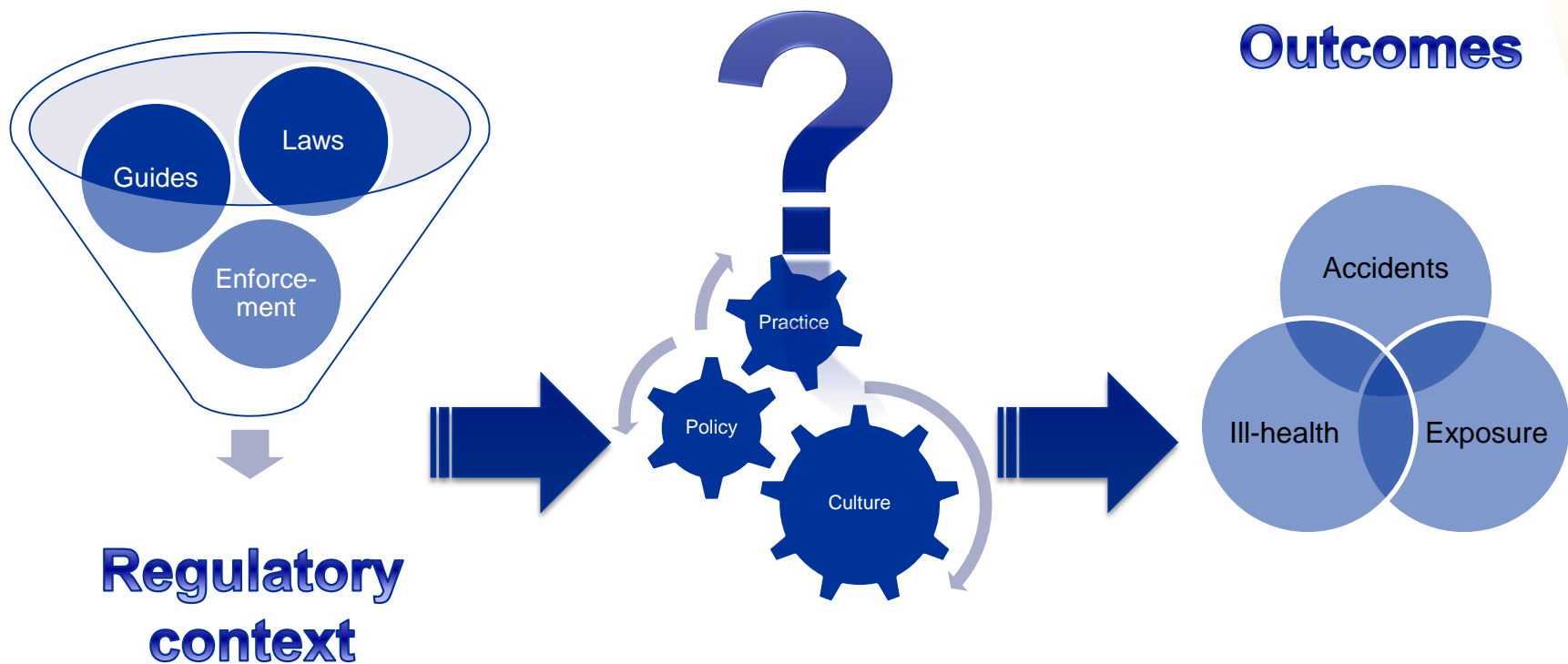
2. ESENER

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)

2. ESENER

What can an enterprise survey tell us?



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

Greater geographical coverage	ESENER-1 (2009)	ESENER-2 (2014)
Countries	Total of 31: EU-28 + Turkey, Norway, Switzerland	Total of 36: ESENER-1 + Albania, Iceland, FYROM, Montenegro and Serbia
Establishments surveyed	30,000	49,320
National versions of questionnaire Adapted for language and national OSH terminology	41	47
Increased proportion of workplaces covered	ESENER-1	ESENER-2
Smallest business size	10 workers	5 workers
Sector	All, including public, <u>except</u> agriculture and fishing	All, including public and agriculture and fishing

2. ESENER-2 achieved sample size

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

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)

Country	Reference sample size	Final sample size –after boost
Slovenia	750	1,050
Spain	2,250	3,150
United Kingdom	2,250	4,250

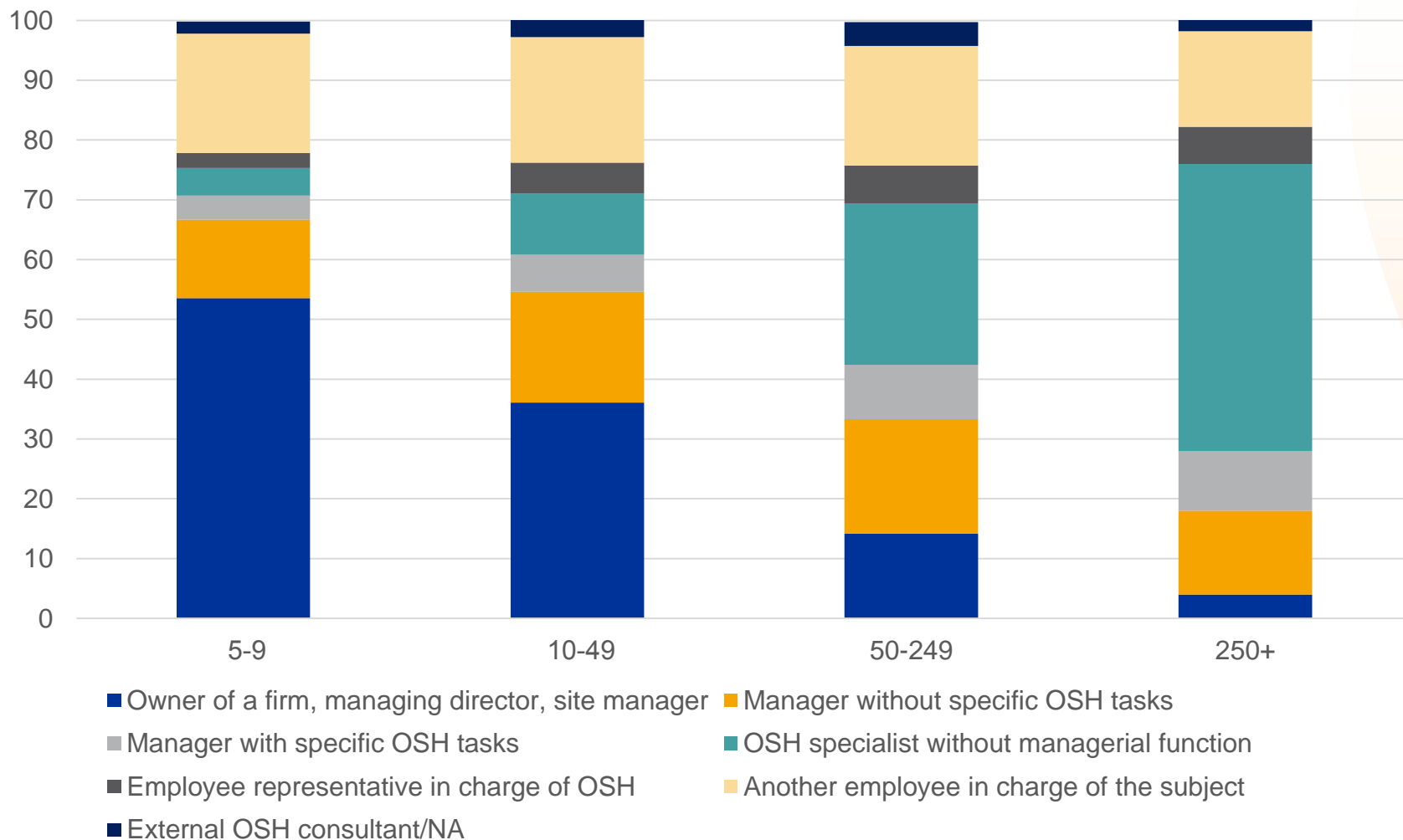
Both waves of the ESENER survey in Switzerland have been funded, entirely, by the Swiss national authorities.

Who did we interview?

‘Person who knows best how health and safety is managed at the workplace’

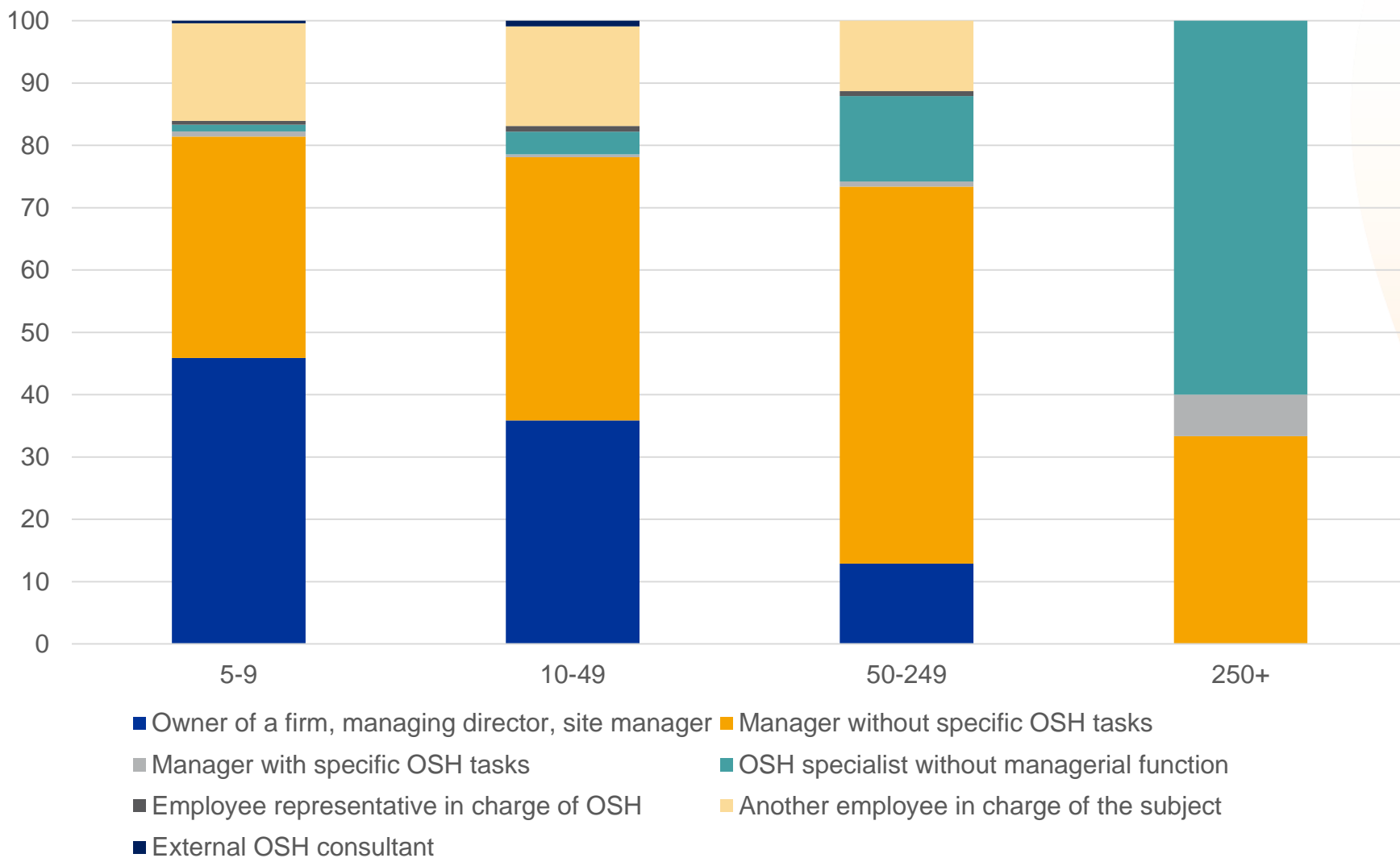
2. ESENER-2 Respondent EU28 (in %)

'Person who knows most about safety and health at the workplace'



2. ESENER-2 Respondent Slovenia (in %)

'Person who knows most about safety and health at the workplace'



2. ESENER-2 available resources

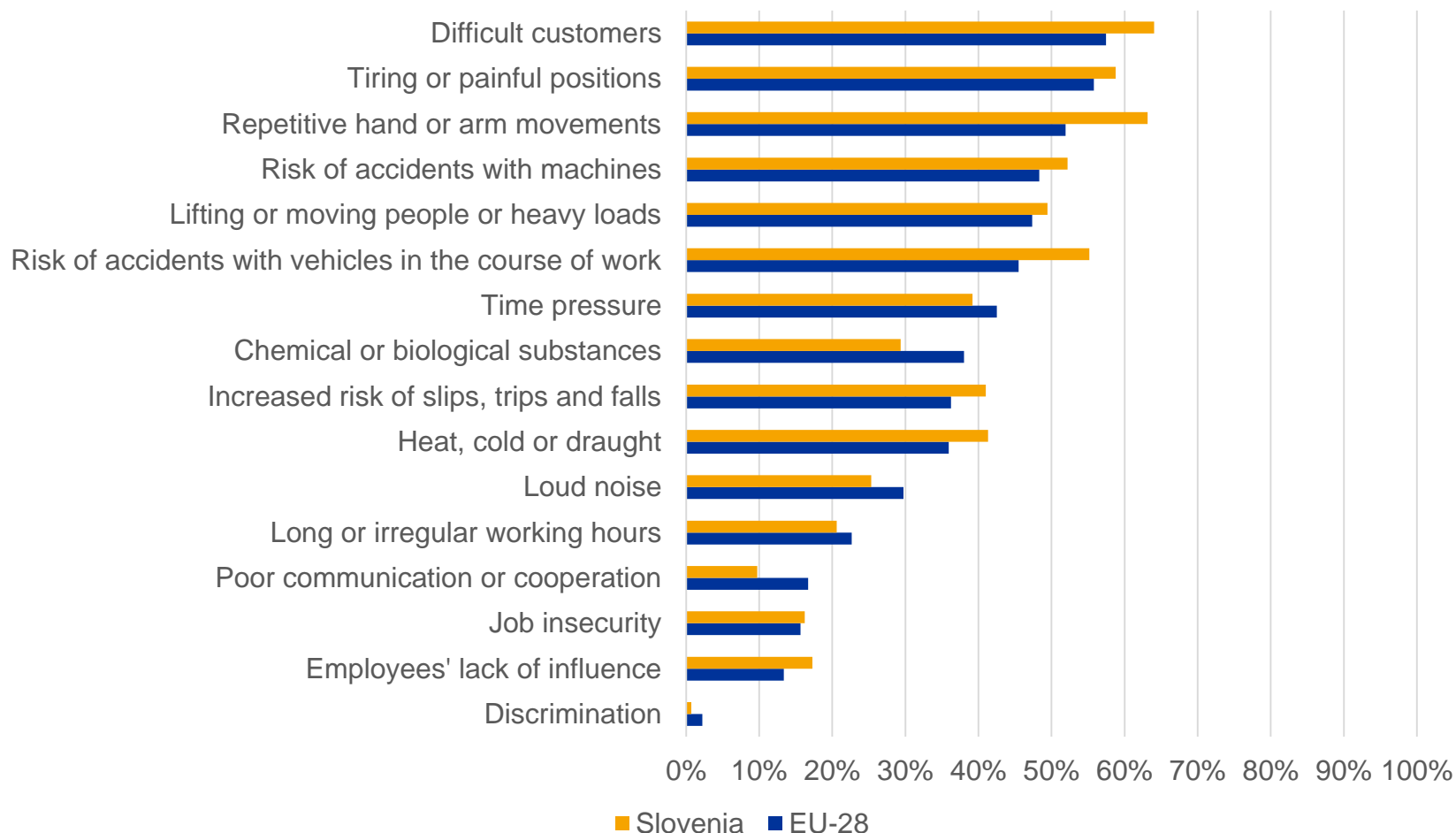
www.esener.eu

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

NEW Secondary analyses:

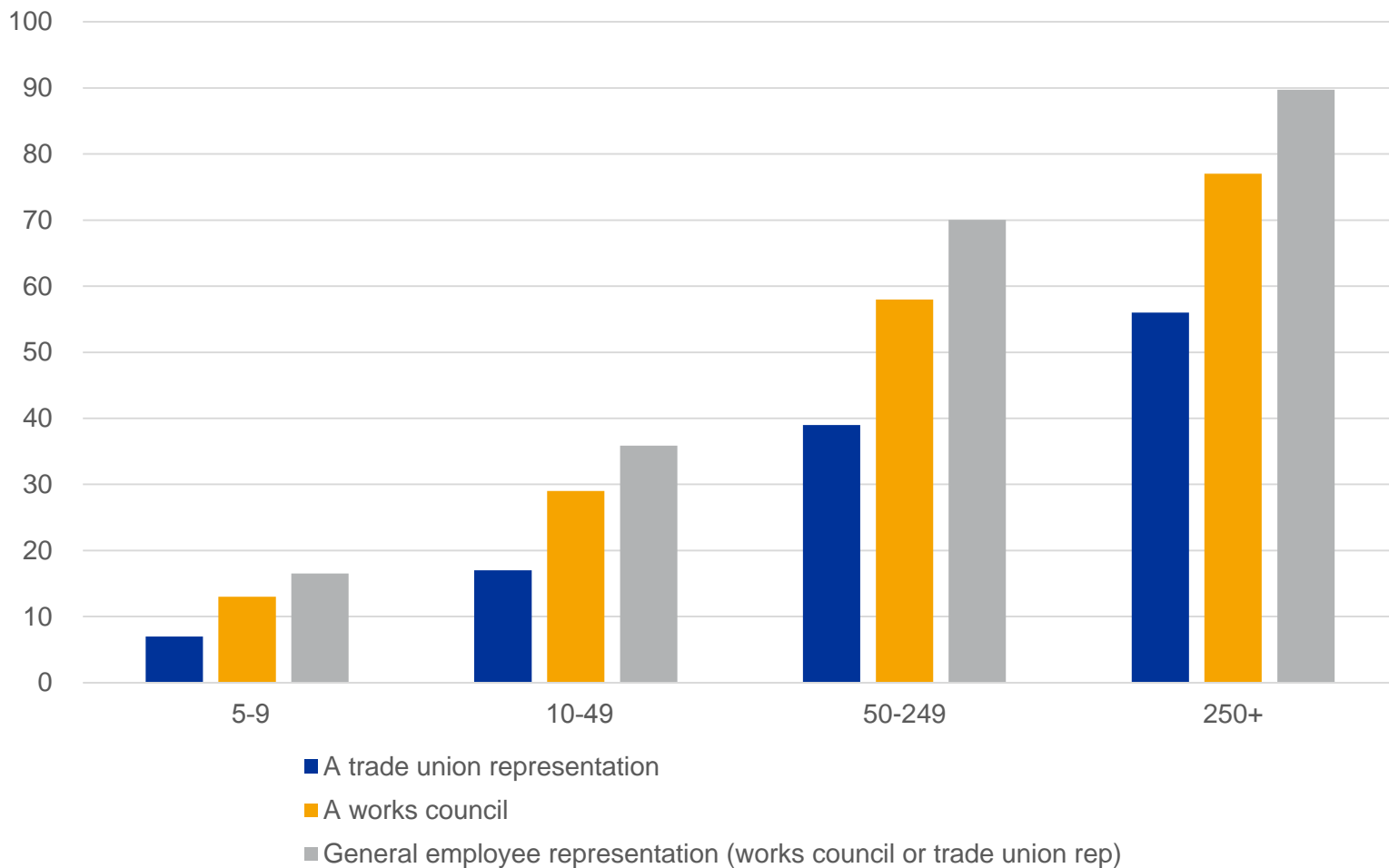
- **Worker participation**
 - Overview + seven country reports (*EN*)
 - Summary report (*EN, ES, FR, NL, EE, EL, SE*)
- **Joint analysis of ESENER-2, the 6th EWCS and the 2013 LFS ad-hoc module**
 - Overview and summary reports (*EN*)

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

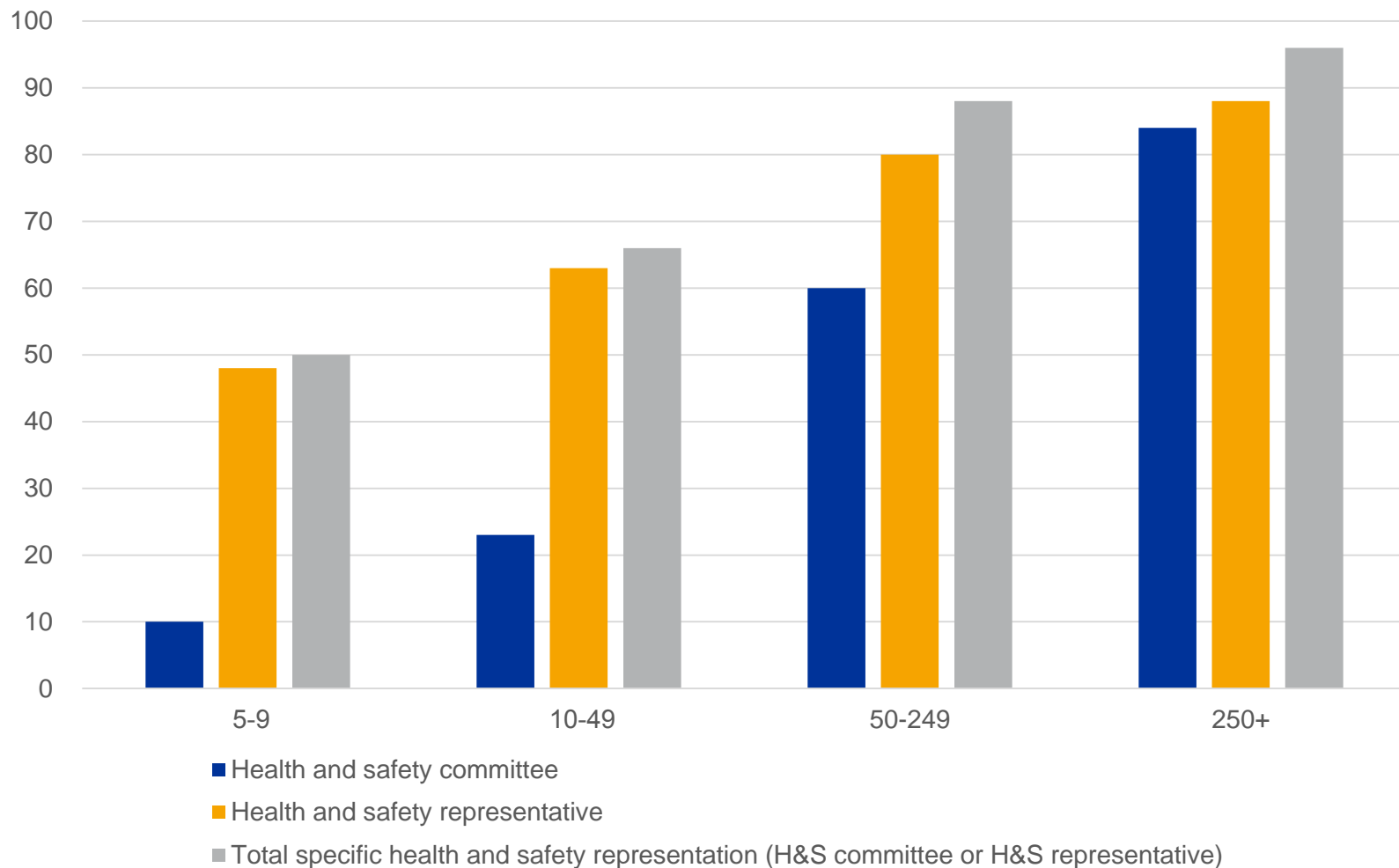


Base: all establishments in the EU-28 and Slovenia.

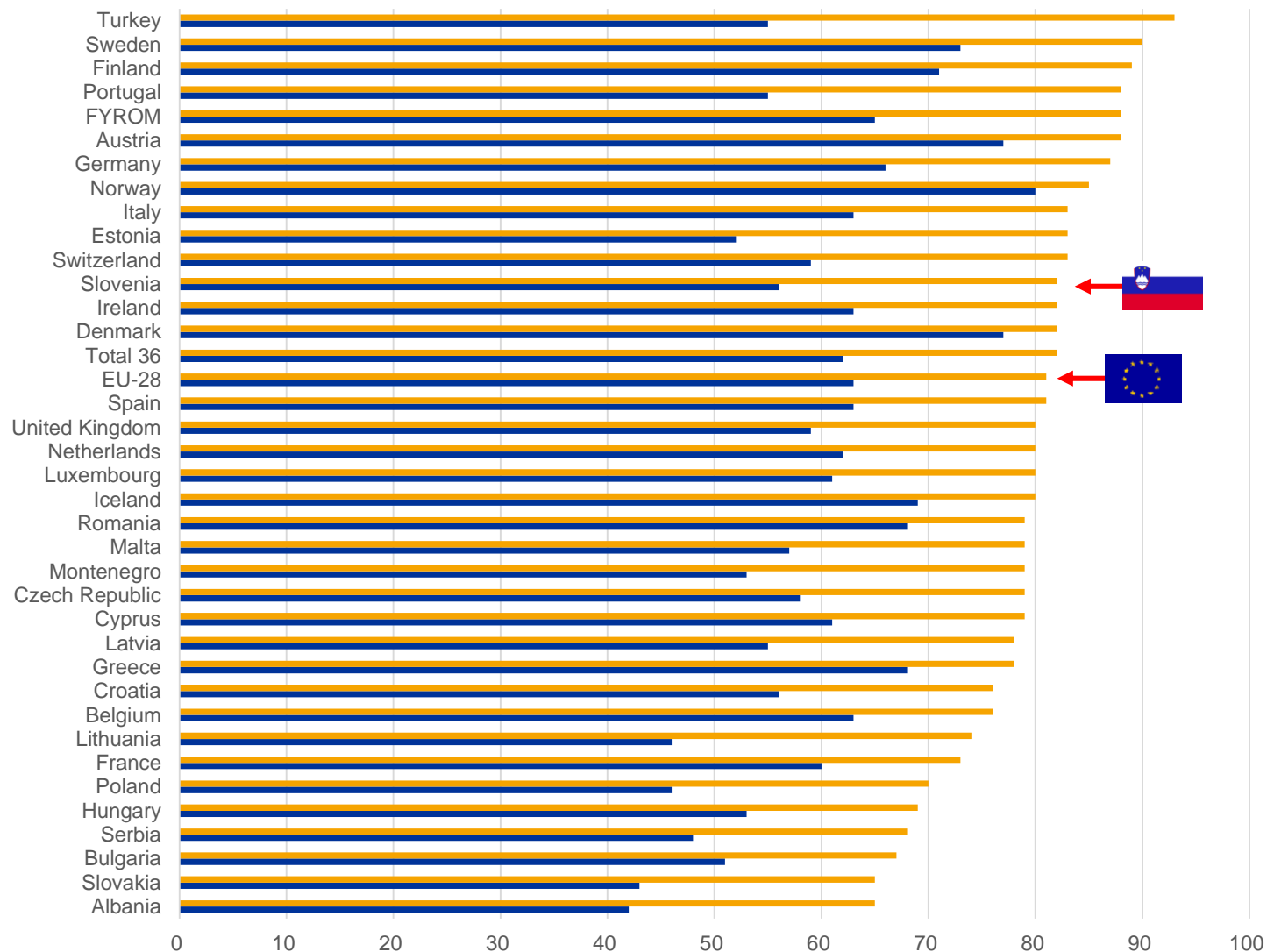
3. ESENER-2 - Establishments with general worker representation in place, by size (% establishments, EU-28).



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



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



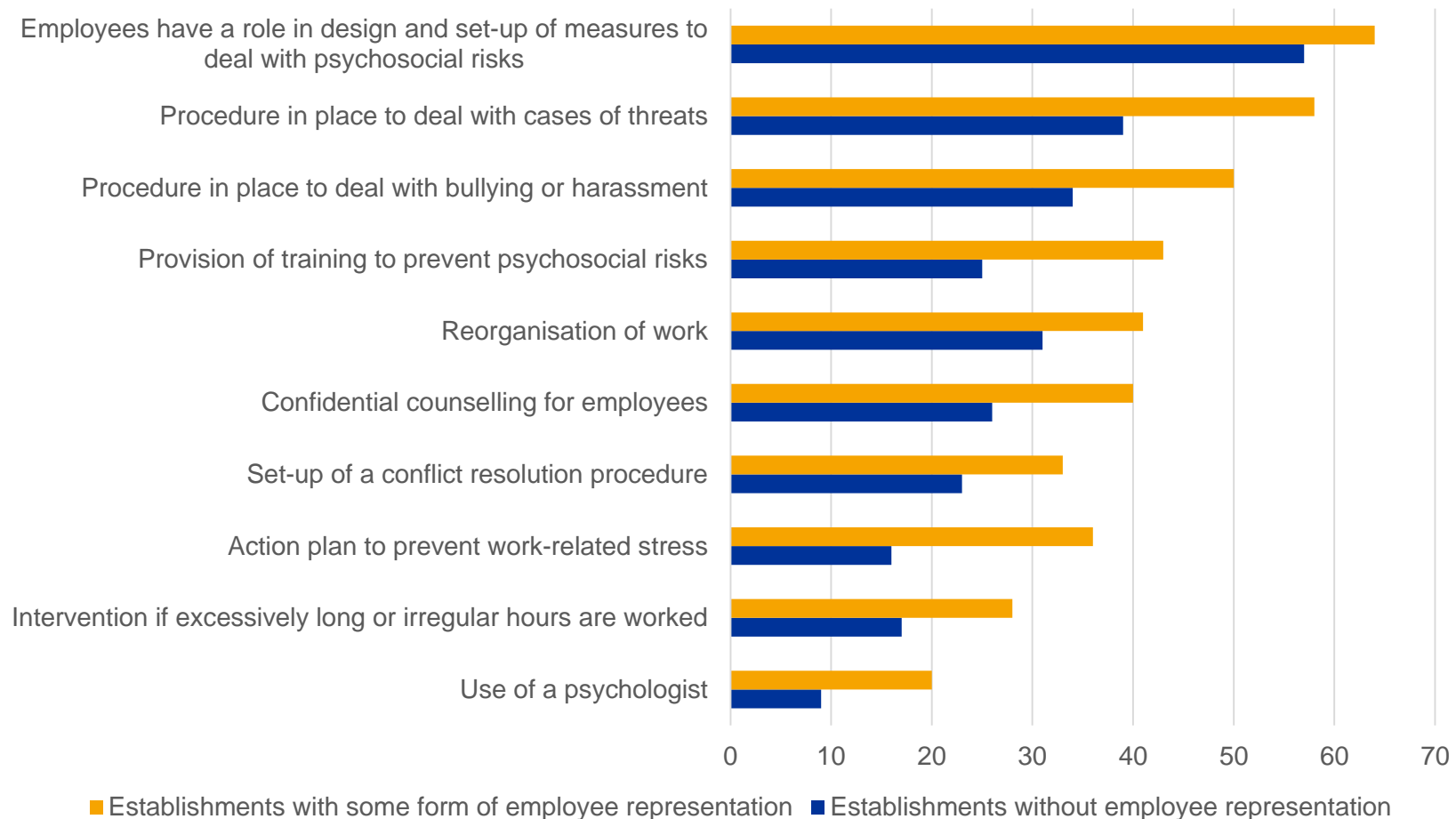
Base: establishments carrying out risk assessments / reporting measures in place to deal with psychosocial risks.

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



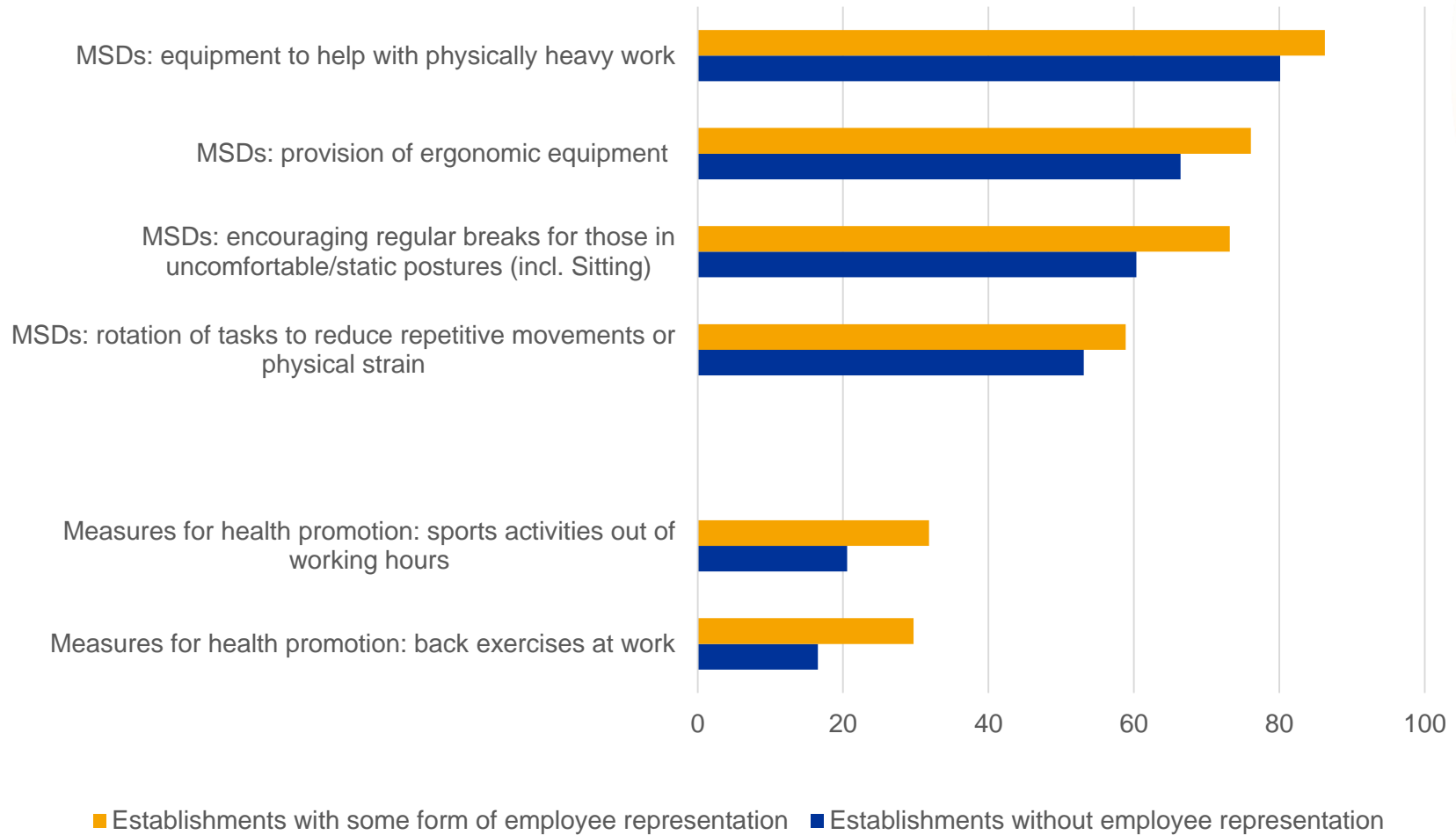
Base: all establishments –size thresholds apply for some items.

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



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

3. ESENER-2 – MSD management/health promotion measures by existence of formal employee representation (% establishments in the EU-28).



Base: all establishments – filters apply to some items.

4. 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

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

Drivers	Increased variance due to driver (R ²)
Management commitment	0.13 ←
Formal employee representation	0.12 ←
Employee involvement in OSH management	0.08 ←
OSH Communication/OSH issues discussed	0.02
Meeting employee expectations	0.02
Fulfilling legal obligations	0.01
Increasing productivity	0
Organisation's reputation	0

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>