



ESENER 2024 – Main findings for Slovenia

14 May 2025

Vse pravice pridržane. Gradiva ni dovoljeno razmnoževati ali razpošiljati v kakršnikoli obliki brez predhodnega pisnega dovoljenja avtorice. Prav tako gradiva ni dovoljeno predelati.

Xabier Irastorza

Senior Research Project Manager, Prevention and Research Unit

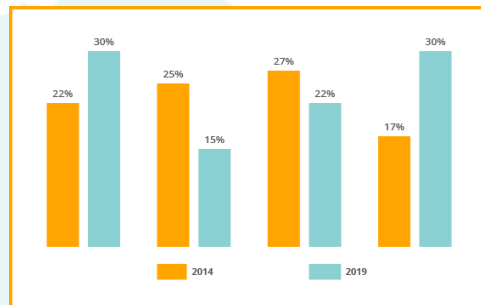


ESENER

The European Survey of Enterprises on New and Emerging Risks (ESENER) www.esener.eu

How are European workplaces managing OSH?

- **Waves:** 2009-2014-2019-2024.
- **Mode:** computer-assisted telephone interview (CATI) / online.
- **Countries:** at least EU27 + Iceland and Norway + Switzerland.
- **Establishments** surveyed: over 40,000.
- **Business size:** from 5 workers on.
- **Activity sector:** all public and private, including agriculture.
- **Respondent:** person 'who knows best' about safety and health in their establishment
- **Topics:** OSH management, psychosocial risks, worker representation, drivers and barriers to OSH
- **Comparability** between ESENER 2014, 2019 and 2024!



Main changes in 2014

- National sample sizes +50%
- Microenterprises - at least 5 workers
- Agriculture and fishing

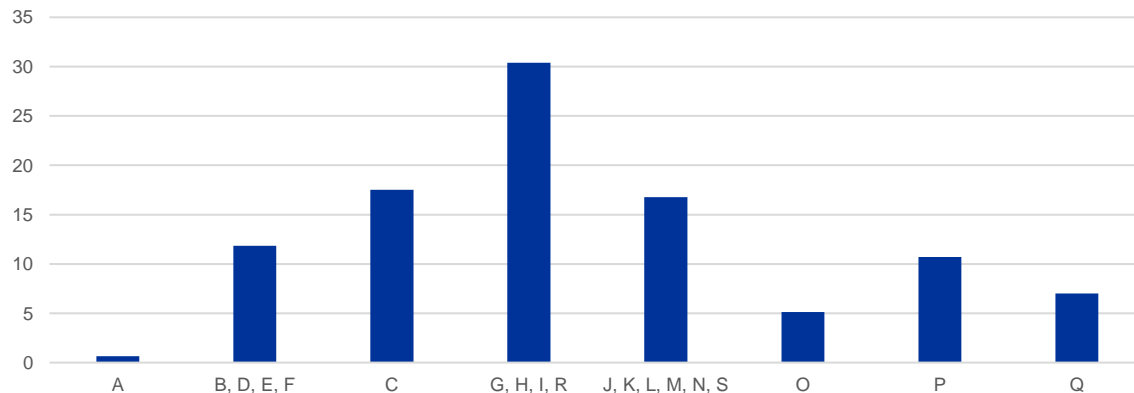
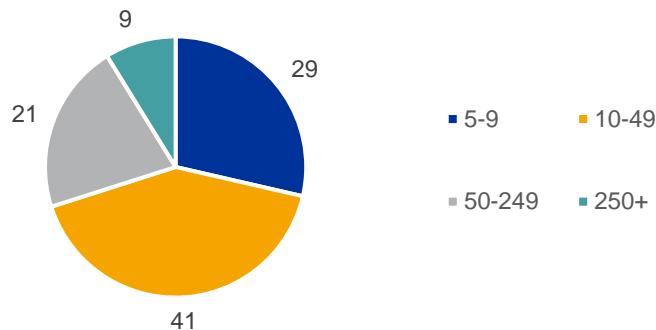
ESENER 2024 – achieved sample sizes

Country	Interviews for ESENER 2024
<i>Austria</i>	1,529 + 300
Belgium	1,504
Bulgaria	765
Croatia	775
Cyprus	753
Czech Republic	1,527
Denmark	1,506
Estonia	769
Finland	1,510
France	2,272
<i>Germany</i>	2,259 + 900
Greece	1,502
Hungary	1,510
Iceland	809
Ireland	761

Country	Interviews for ESENER 2024
<i>Italy</i>	2,256
Latvia	758
Lithuania	762
Luxembourg	759
Malta	456
Netherlands	1,505
Norway	1,521
Poland	2,286
Portugal	1,548
Romania	1,538
Slovakia	787
Slovenia	756 + 300
Spain	2,259
Sweden	1,536
<i>Switzerland</i>	1,507
Total	41,458

ESENER 2024 Technical information

Final sample distribution by establishment **size** and **sector group**, **Slovenia** (%).



NACE Rev. 2 sections:

A: Agriculture, forestry and fishing.

B, D, E, F: Construction, waste management, water and electricity supply.

C: Manufacturing.

G, H, I, R: Trade, transport, food/accommodation and recreation activities.

J, K, L, M, N, S: IT, Finance, Real estate and other technical scientific or personal service activities.

O: Public administration.

P: Education

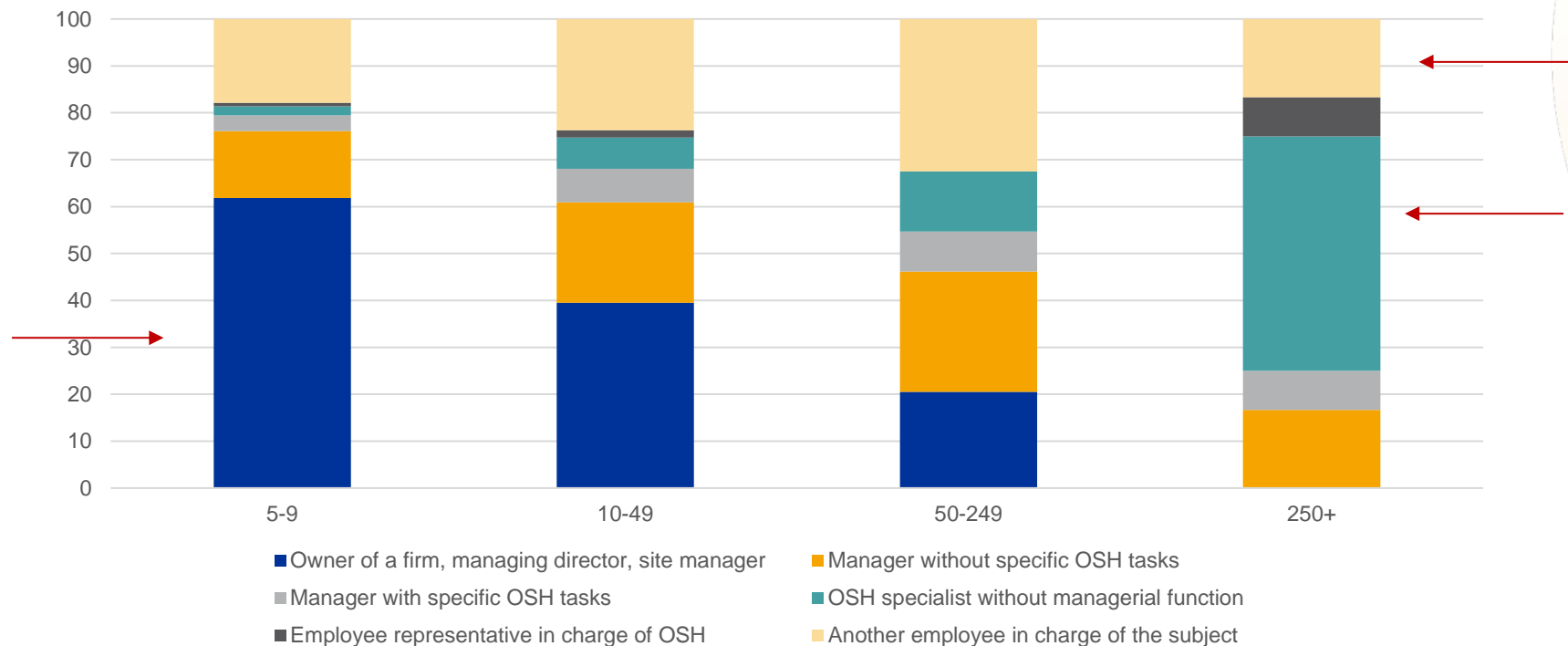
Q: Human health and social work activities.

ESENER 2024 Technical information

- Fieldwork: 22 May– 27 September 2024
- Ipsos Adria.
- CATI: Phone interviews, Slovene, native speakers (13).
 - **CAWI**: 48 interviews, **4.5%** of total (6.6% average for 30 countries).
- Address register:
 - Bisnode d.o.o. (Dun & Bradstreet d.o.o.)
- Interview duration (average): 22.5 minutes (22.9)
- Cooperation rate (AAPOR3):
 - 31% (33% in 2019) - average 30 countries: 27%

ESENER 2024 respondent in Slovenia, by size (% establishments)

Who knows best about health and safety at the workplace?



Base: all establishments in Slovenia.

Changing world of work

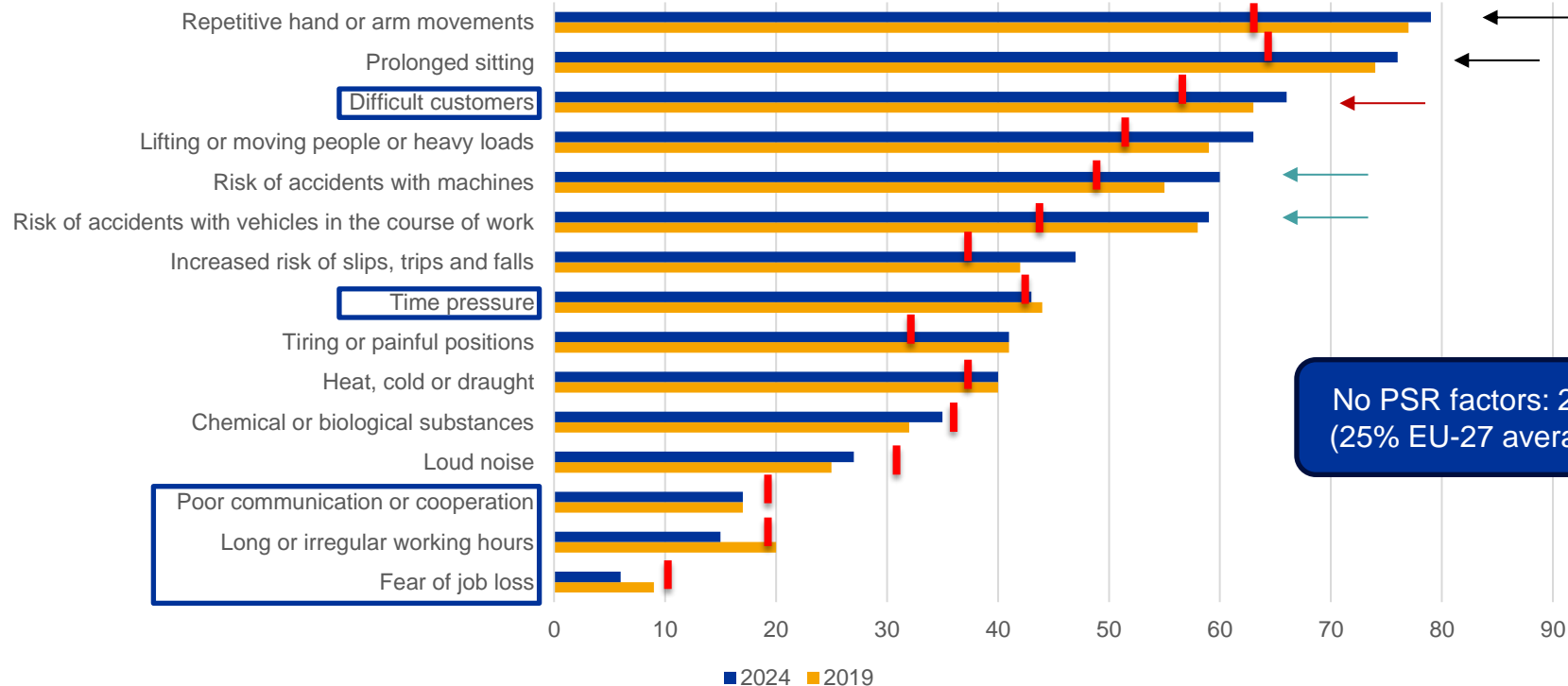
% establishments, Slovenia and EU-27, 2024

ESENER 2024 question (new items in bold)	Slovenia	EU-27
Employees working from home on a regular basis	11	23
Employees consulted on working from home practices (*)	94	77
Risk assessments cover home workplaces (**)	66	48
Use of digital technologies covered in risk assessments (***)	65	57
Training on routine use of digital technologies (****)	49	44
Having employees that have difficulties understanding the language spoken at the premises	11	10
Training provided in other languages (*****)	45	27

Base: asked to all establishments in the EU-27 except: (*) having employees working from home
 (**) carrying out risk assessments and having employees working from home
 (***) carrying out risk assessments
 (****) reporting use of digital technologies
 (*****) having employees with difficulties understanding language spoken at premises

Main risk factors present at the workplace, % establishments, Slovenia, 2019-2024

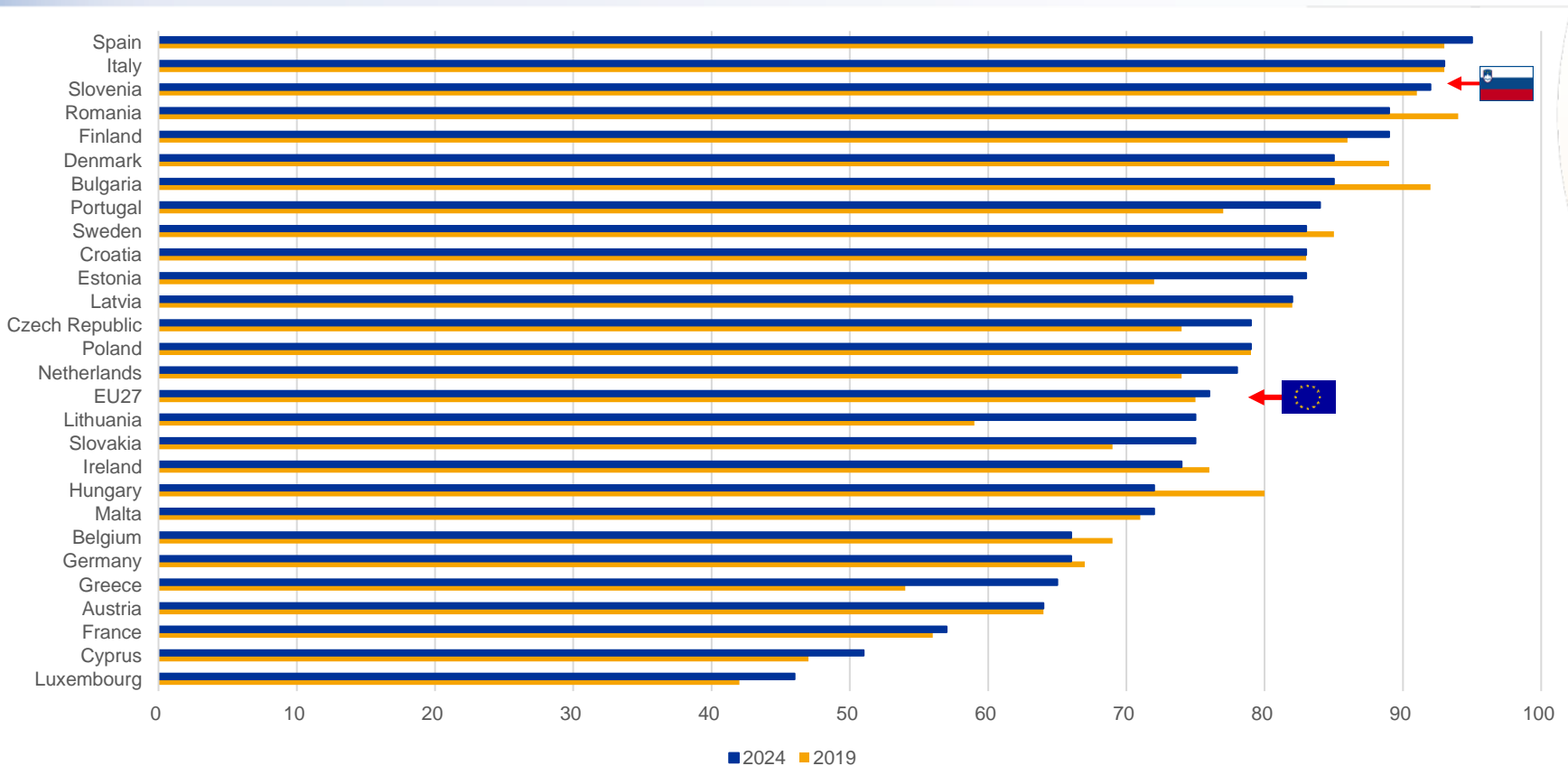
EU-27 average: █



No PSR factors: 23%
(25% EU-27 average)

Base: all establishments.

Workplace risk assessments, % establishments, by country, 2019-2024

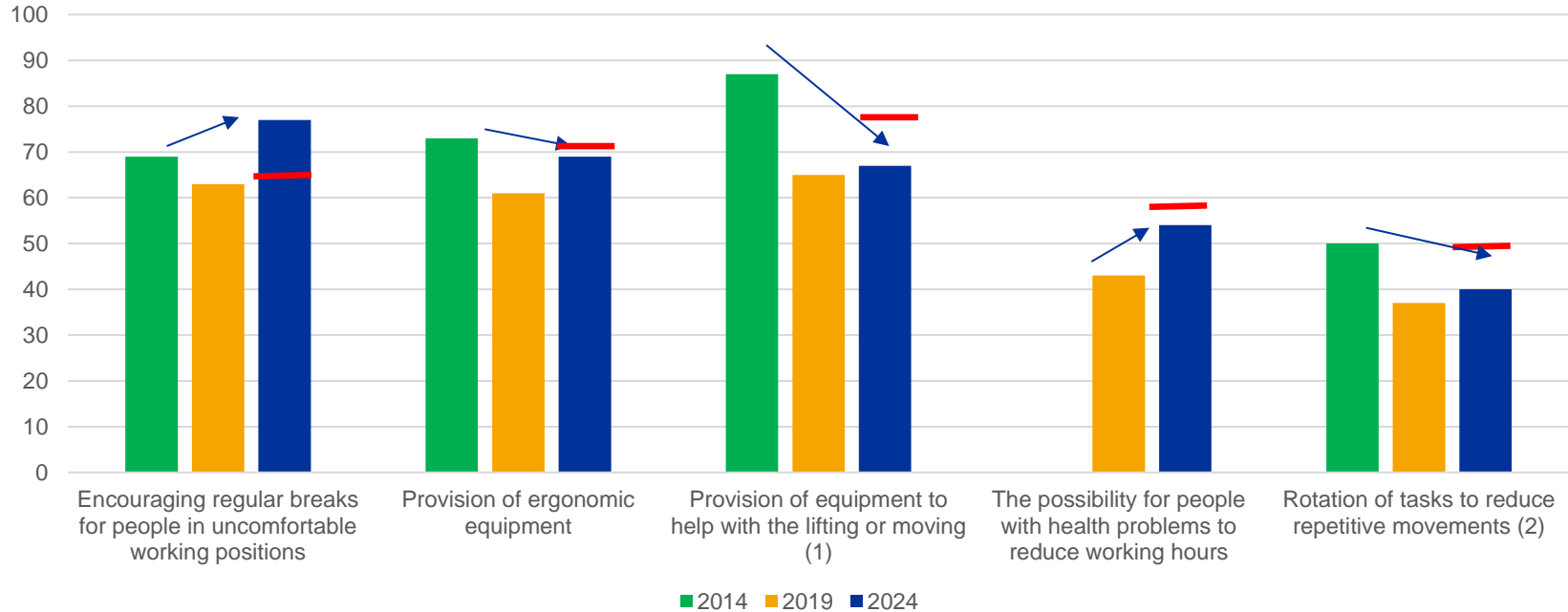


Workplace risk assessments

% establishments, Slovenia and the EU-27, 2024

	Slovenia	EU-27	
Conducted by internal staff	7	39	↓
Workers involved in follow-up measures	84	79	↑
Aspects covered in risk assessments:			
• <i>Dangerous chemical or biological substances (1)</i>	79	87	↓
• <i>Safety of machines, equipment and installations</i>	86	83	
• <i>Work postures, physical working demands and repetitive movements</i>	69	74	
• <i>Organisational aspects such as work schedules, breaks or work shifts</i>	65	67	
• <i>Exposure to noise, vibrations, heat or cold</i>	68	62	
• <i>Supervisor-employee relationships</i>	47	58	↓
• <i>Use of digital technologies</i>	65	57	↑

Work design measures, % establishments, Slovenia and EU-27, 2014-2019-2024



Base: all establishments.

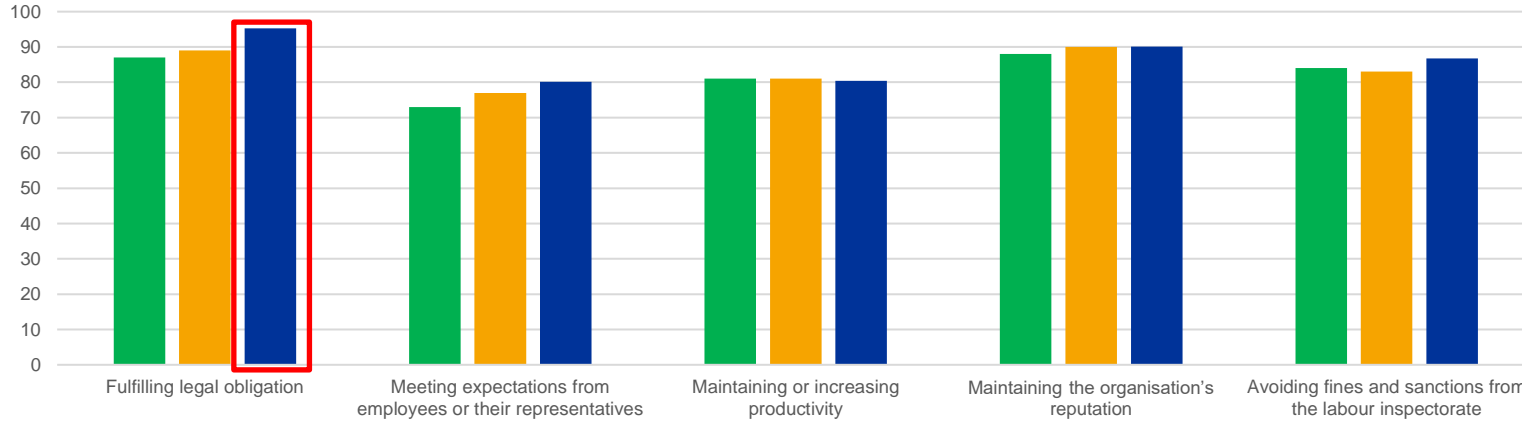
(1) Only in establishments reporting presence of lifting or moving people or heavy loads.

(2) Only in establishments reporting repetitive hand or arm movements.

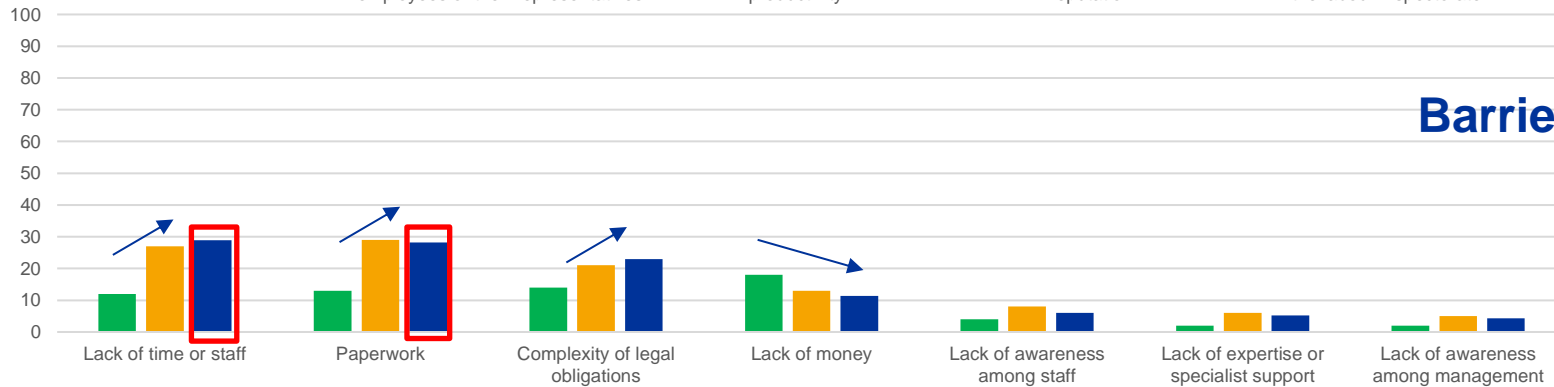
<https://esener.eu>

Main drivers and barriers to manage OSH, % establishments, Slovenia

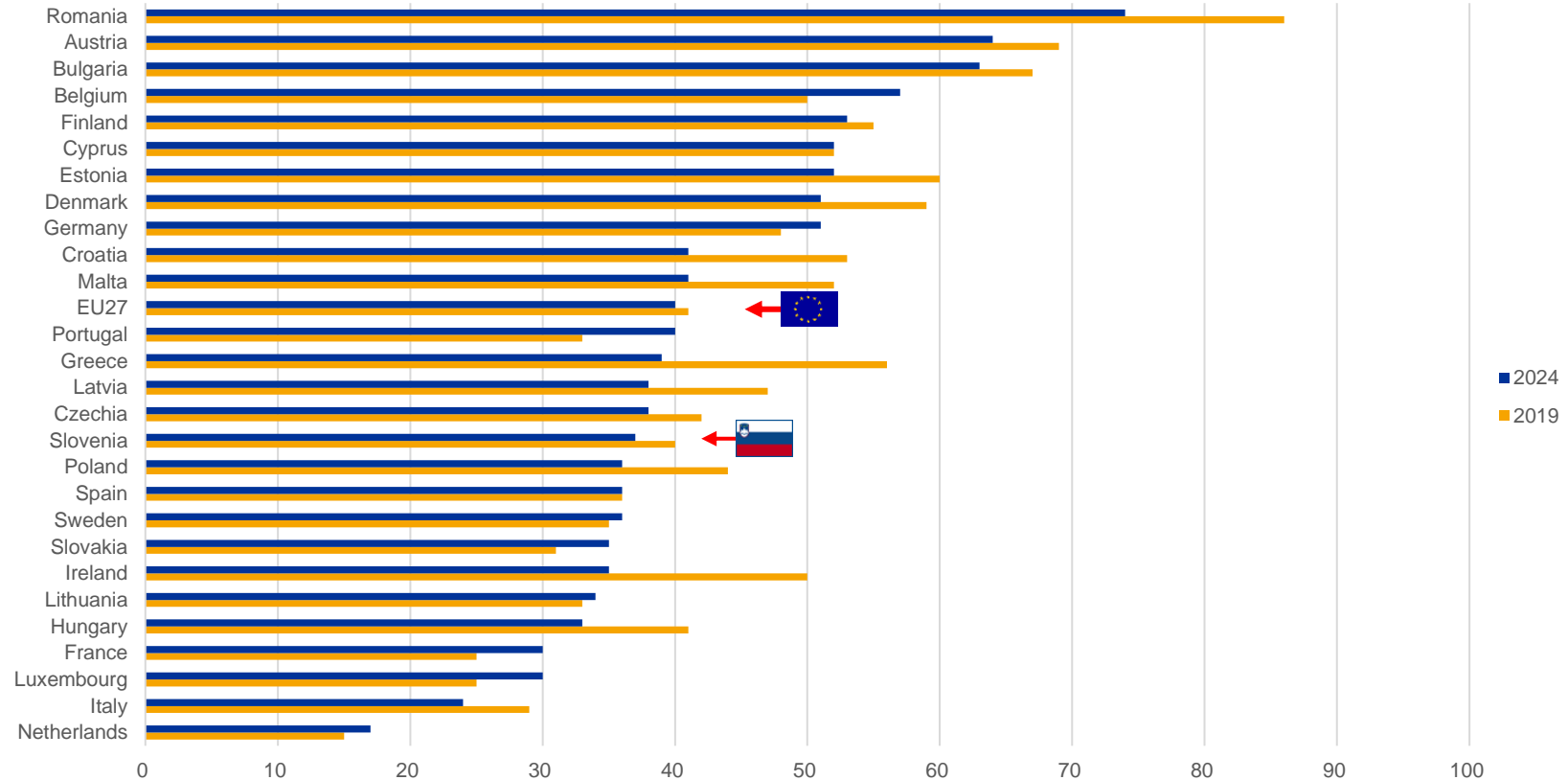
Drivers



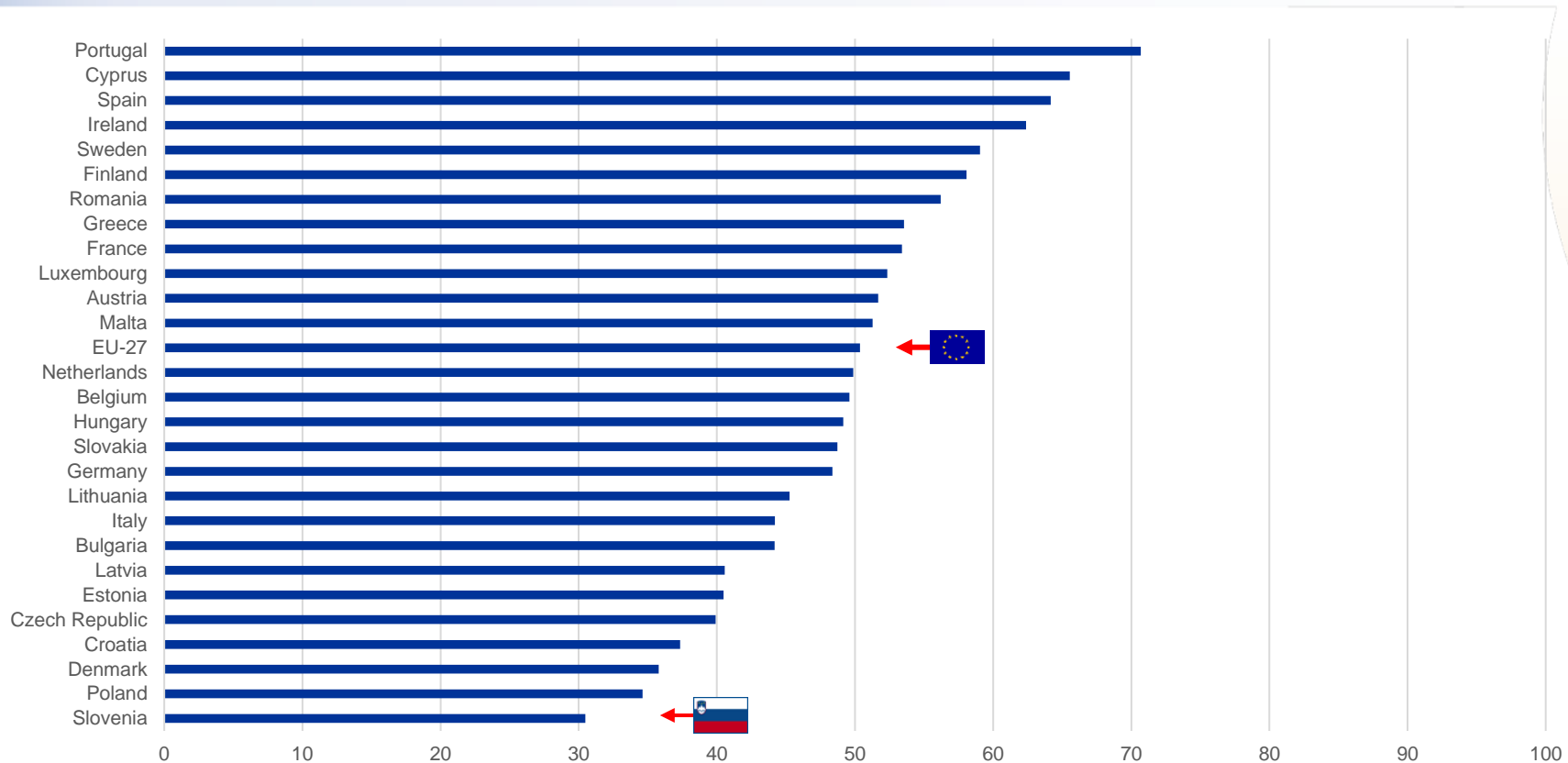
Barriers



Visit by Labour Inspectorate in three years prior to survey, % establishments, by country, 2019-2024

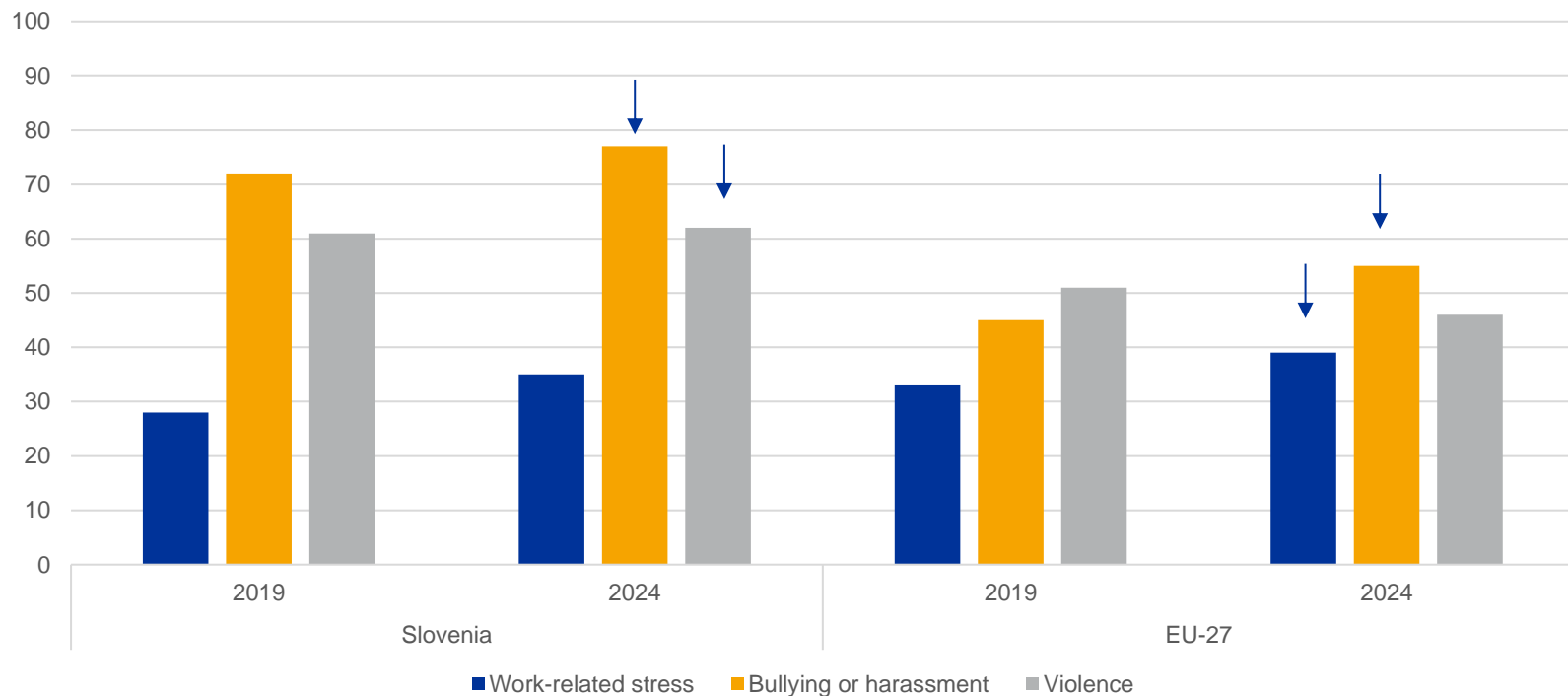


Requirements from clients/suppliers to meet OSH standards, % establishments, by country, 2024

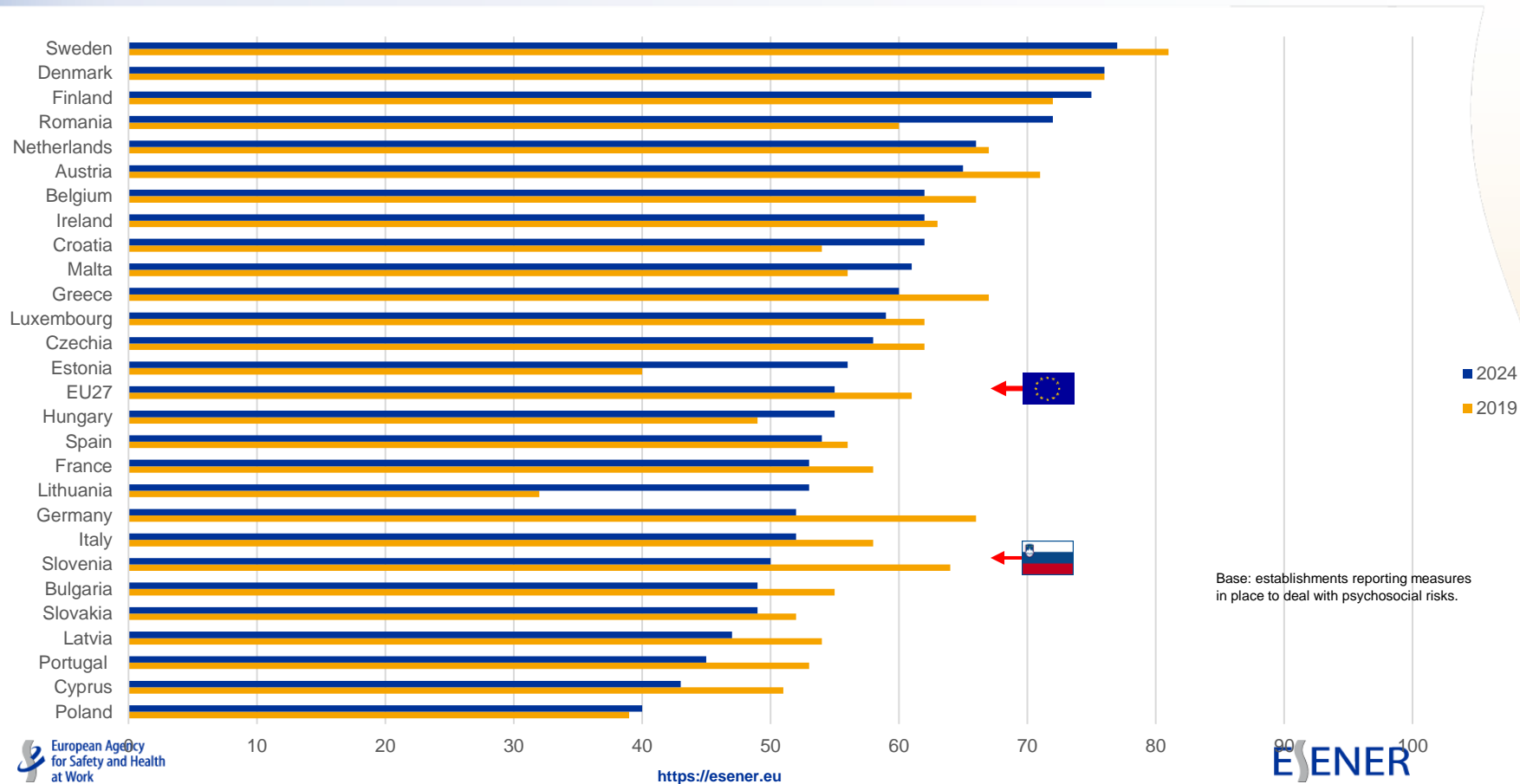


Procedures to deal with psychosocial risks

% establishments, Slovenia and EU-27, 2019-2024

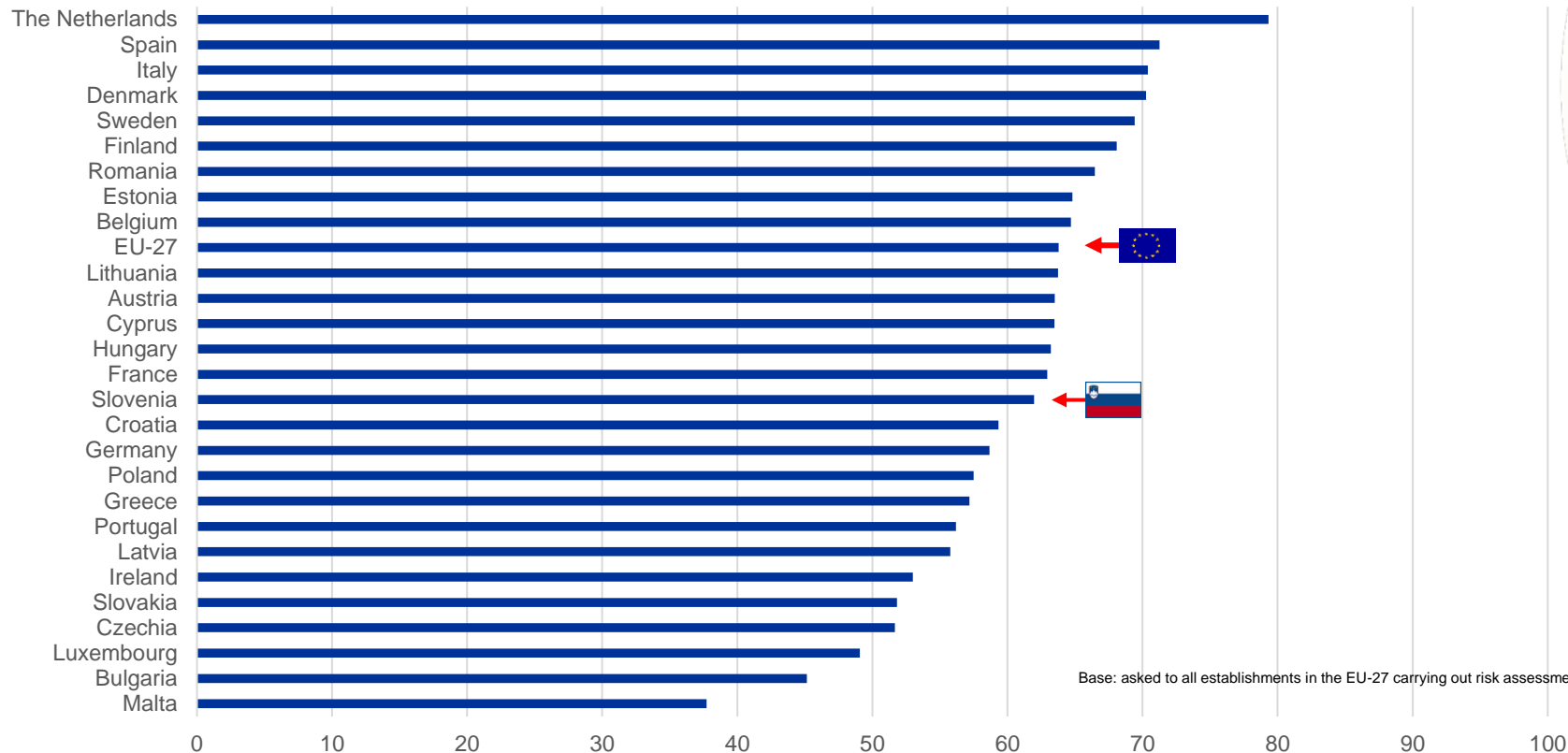


Employee involvement in measures to address psychosocial risks, % establishments, by country, 2019-2024



Sufficient information to include psychosocial risks in risk assessments

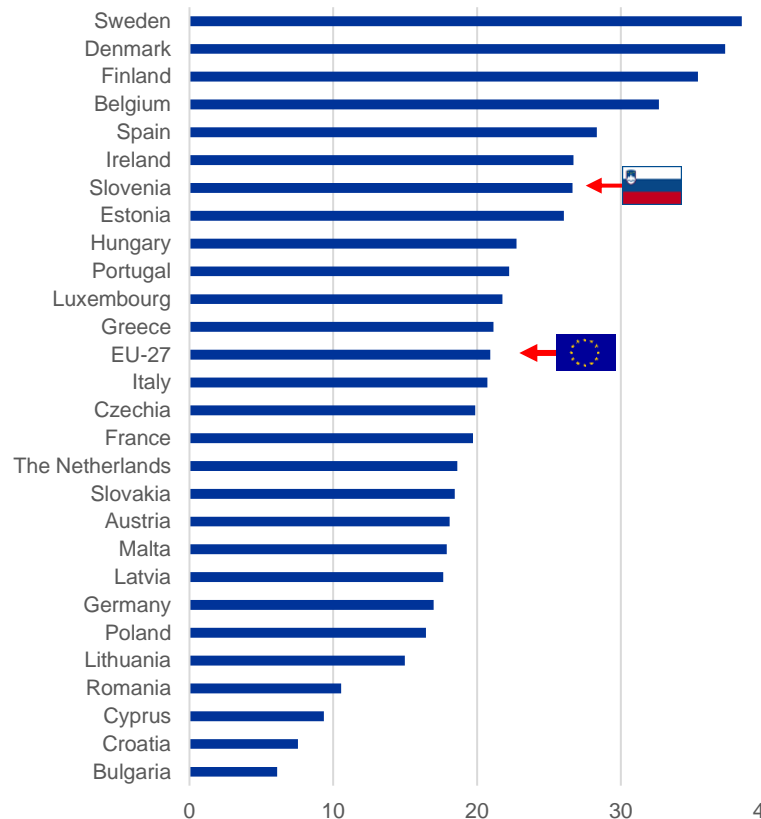
% establishments, by country, 2024



Base: asked to all establishments in the EU-27 carrying out risk assessments.

Psychosocial risks more difficult to manage than other OSH risks

% establishments, by country, 2024



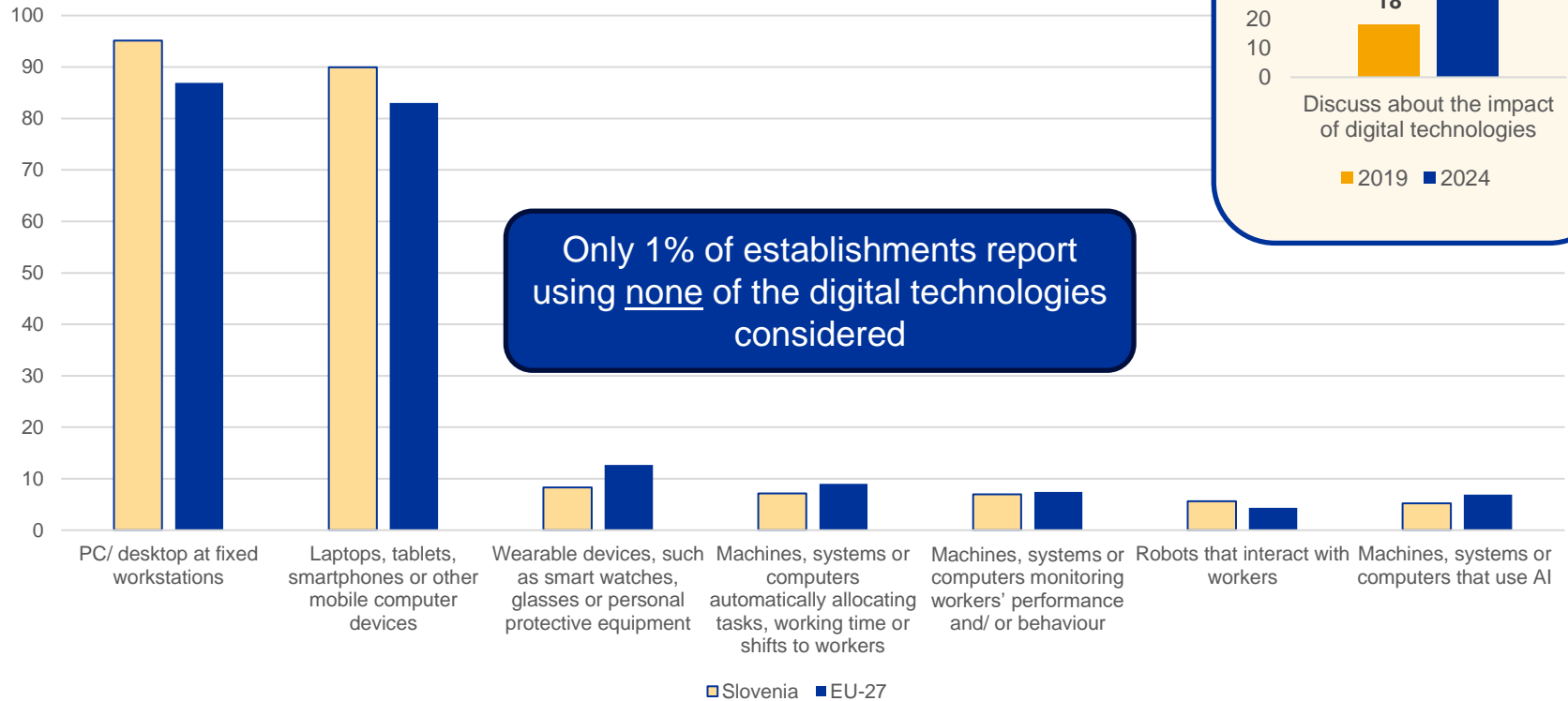
Main difficulties Slovenia (EU-27):

- Reluctance to talk openly about the issue: 64% (59%)
- Lack of awareness among staff: 49% (43%)
- Lack of expertise or specialist support: 42% (44%)
- Lack of awareness among management: 32% (32%)

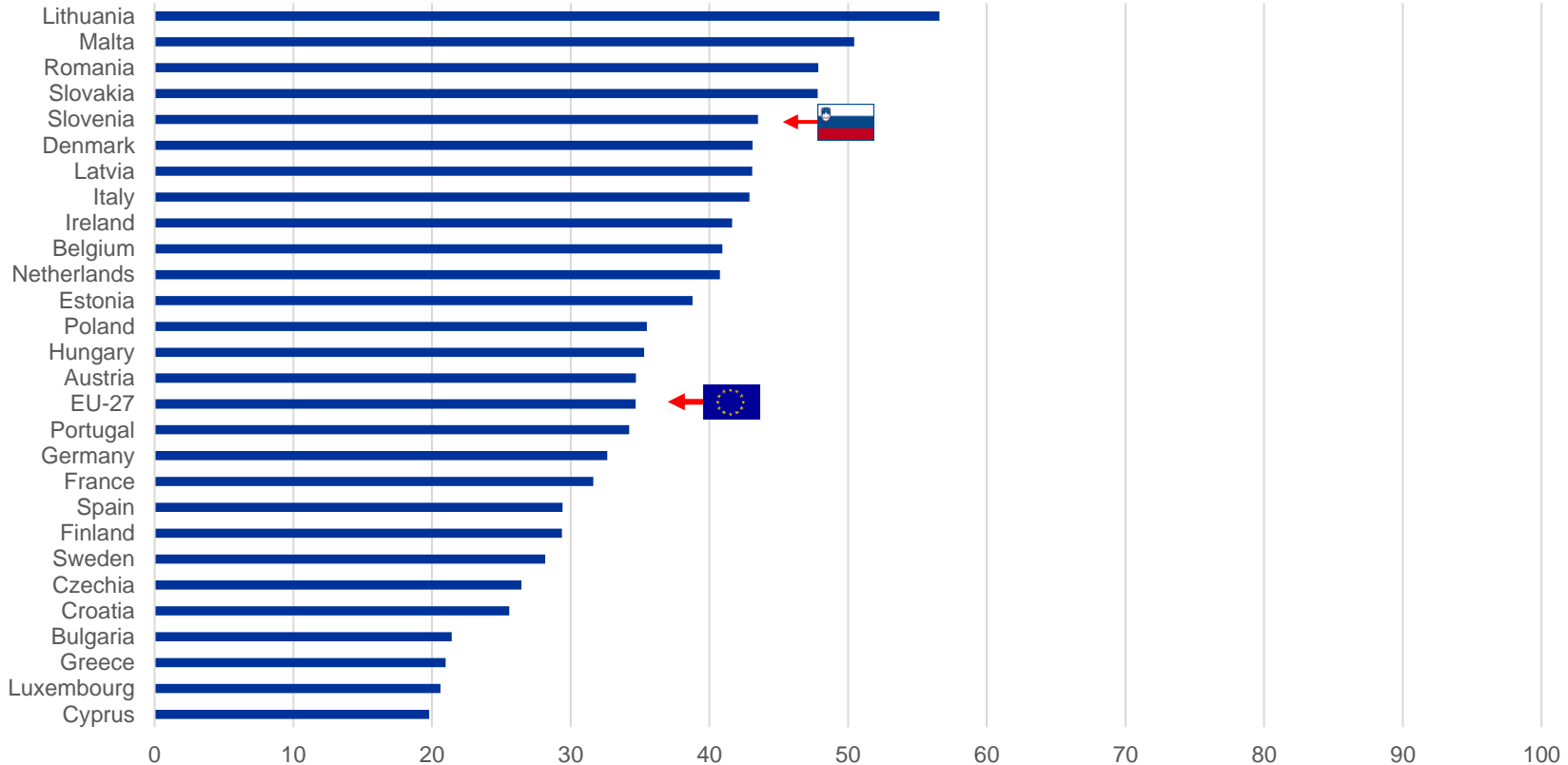
Base: asked to all establishments in the EU-27 reporting that PSR are more difficult to manage than other OSH risks

Base: asked to all establishments in the EU-27 reporting the presence of at least one psychosocial risk factor

Use of digital technologies, % establishments, Slovenia and EU-27, 2024

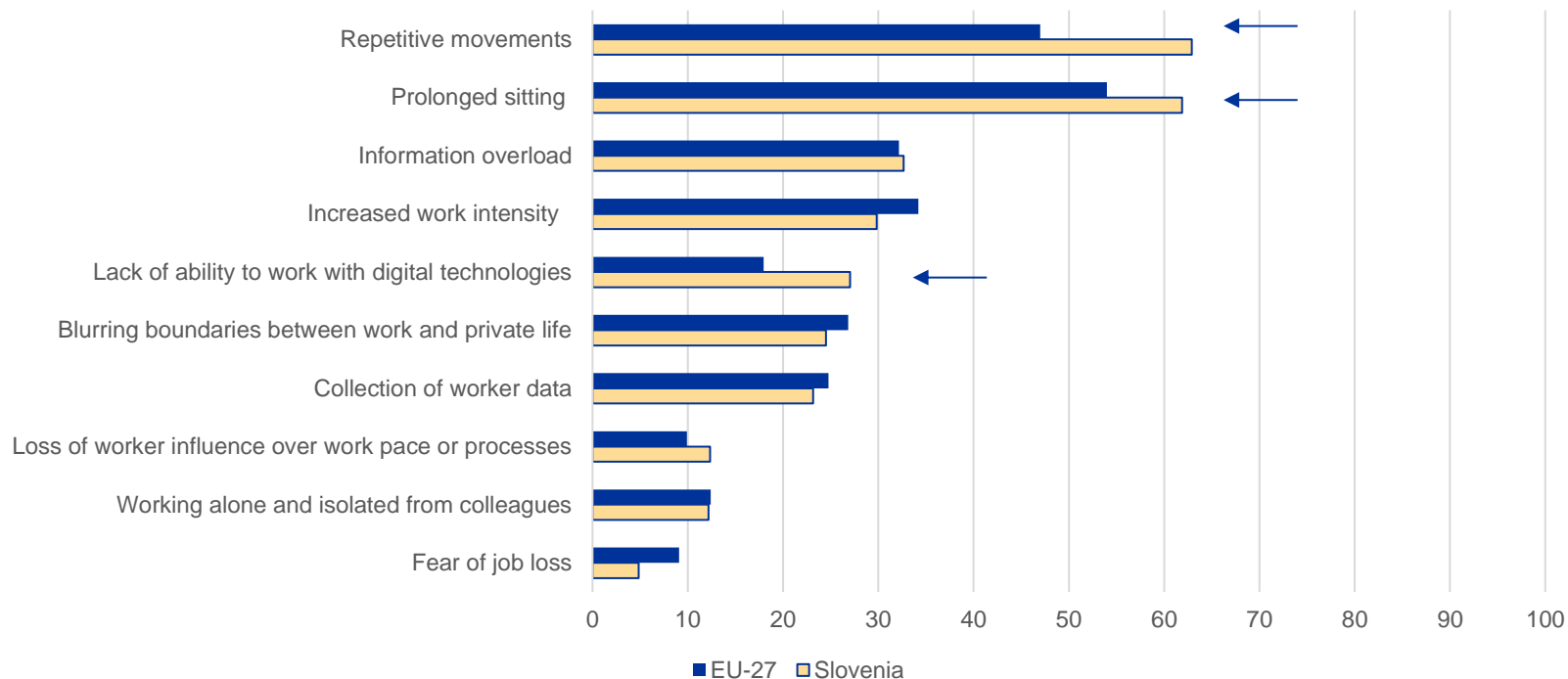


Impact of digital technologies on OSH, % establishments, by country, 2024



Risk factors linked to the use of digital technologies

% establishments, Slovenia and EU-27, 2024



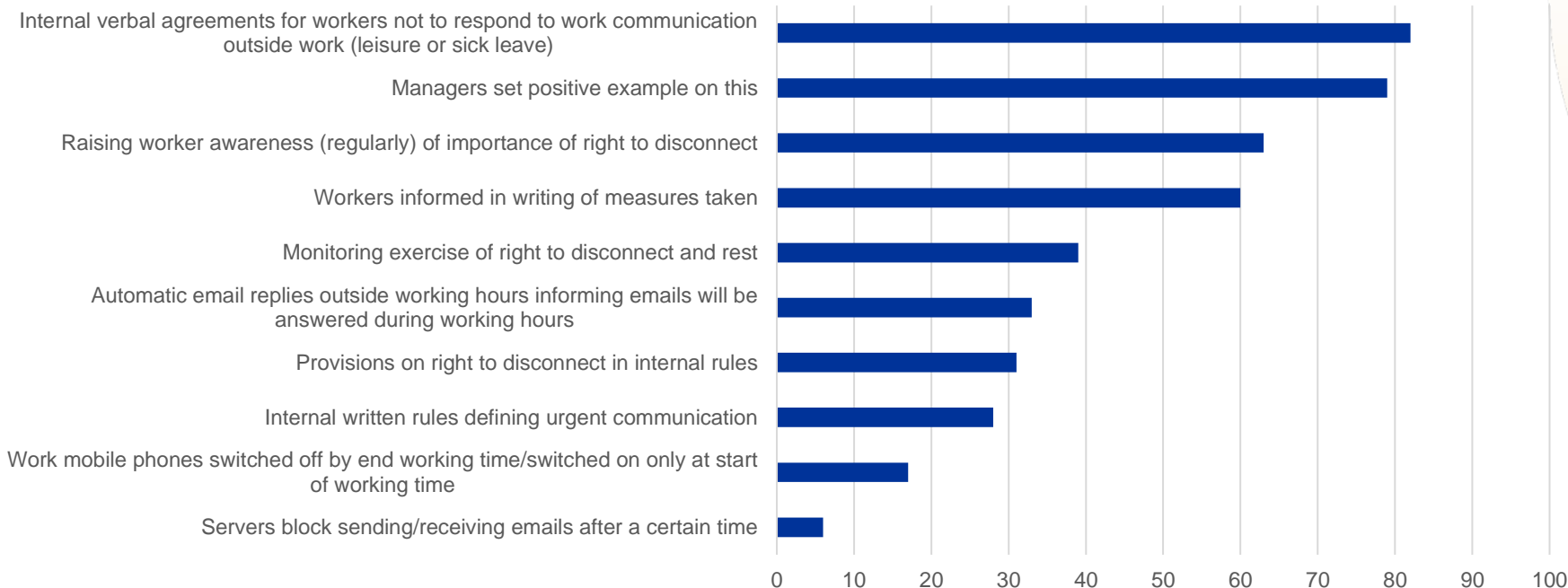
Base: establishments reporting the use of at least one digital technology.

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Right to disconnect

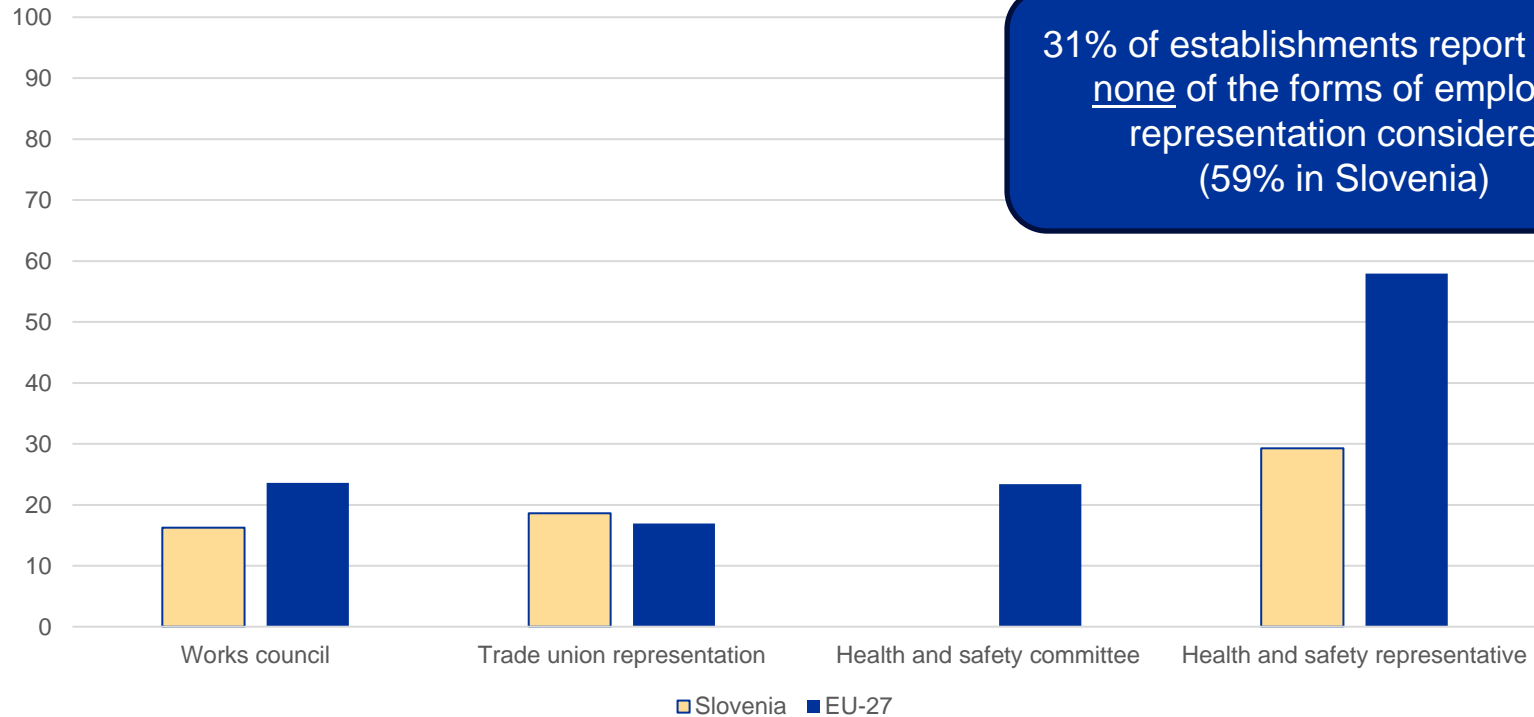
% establishments, Slovenia, 2024

57% of establishments in Slovenia



Base: establishments reporting the use of measures to implement the right to disconnect.

Form of employee representation, % establishments, Slovenia and EU-27, 2024



Appointment of health and safety representatives in Europe

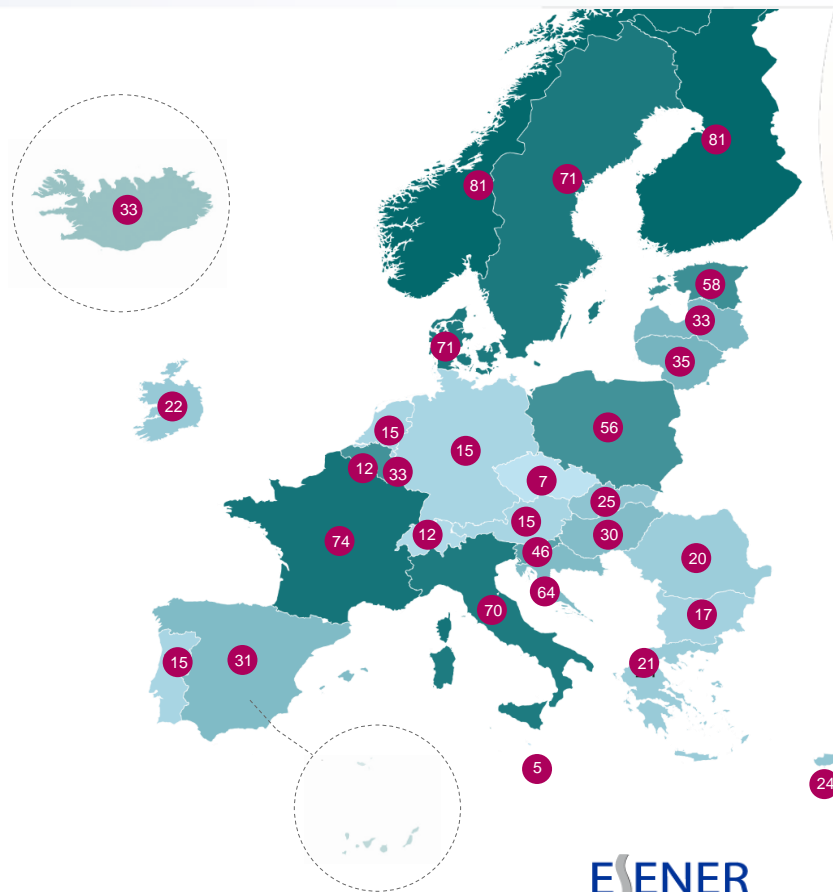
% establishments, by country, 2024

Varied practices in selecting health and safety representatives:

- Selected by employers
- Elected by fellow employees (shown in map)

Slovenia: 46%
EU-27 average: 38%

Base: asked to all establishments reporting the presence of a health and safety representative



ESENER 2024 Update and next steps

www.esener.eu

First findings report (7 February)

Follow-up studies (2025-2026):

- **Mental health and digitalisation**
 - Qualitative follow-up with selection of ESENER respondents
 - Ideally face-to-face
 - Managers and workers
- **Overview report**
- **Data Visualisation**

Dissemination 2025:

- **Support Polish and Danish EU Presidencies.**
- **National events**
- **Scientific conferences**



Publications

- Descriptive overview reports (*English*)
- Summary of main findings (*25 languages*)
- In-depth secondary analysis reports (*English*)

Methodology

- Background information, including technical reports.
- Master and national questionnaires

 https://oshwiki.eu/wiki/ESENER_2019_Methodology

Data

 **'Mapping tool'** showing results by country, size and sector

- Access to full micro-data for non-commercial use
 - ✓ UKDA
 - ✓ GESIS



ESENER Data Visualisation Tool



Available in all EU official languages plus:

- Icelandic
- Macedonian
- Norwegian
- Russian
- Serbian

Conclusions

- **Increasing use of digital technologies**
- **Hybrid work, remote work, teleworking**
 - Worker consultation
 - Risk assessment
 - Training
- **Link to health and safety at work – increased awareness**
- **Risk factors**
- **Follow-up studies**
 - Mental health

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