



**Worker involvement in occupational health and safety – evidence from ESENER on MSDs**

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ESENER

Safety and health at work is everyone's concern. It's good for you. It's good for business.

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4. Joint analysis of ESENER-2, the 6th EWCS and the 2013 LFS ad-hoc module
5. ESENER-3 Outlook



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**1. EU-OSHA - Who we are**

The European Union body responsible for the collection, analysis and dissemination of relevant information to serve the needs of those involved in safety and health at work.

- One of the 40 EU agencies
- Governed by European law
- Mostly financed from the general EU budget
- Independent in the execution of its mission/tasks
- A tripartite network organisation, closely linked to EU actors and national networks through the national focal points



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**1. EU-OSHA - What we do**

- ✓ Campaigning — raising awareness
- ✓ Prevention — developing practical tools
- ✓ Partnership — with governments, and employers' and workers' organisations
- ✓ Research — identifying new and emerging risks

**What we don't do:**

- X Make legislation
- X Formulate strategies
- X Inspect workplaces
- X Enforce the law



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**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)

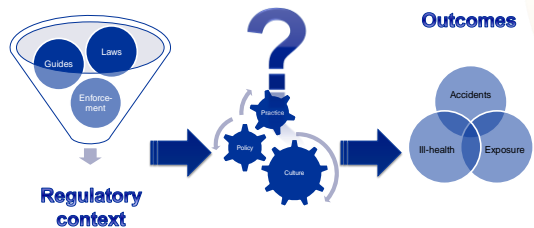


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**2. ESENER**

**What can an enterprise survey tell us?**



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## 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<br><small>Adapted for language and national OSH terminology</small> | 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 <u>and</u> 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>            |
|                |                         | <b>Total</b>          | <b>49,320</b>           |

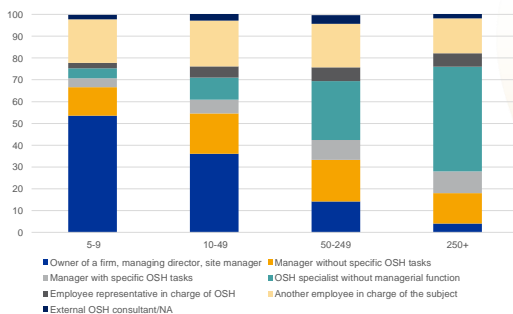
## 2. ESENER-2

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'*



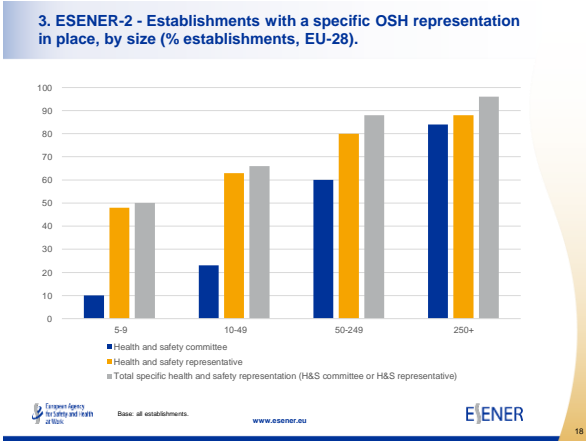
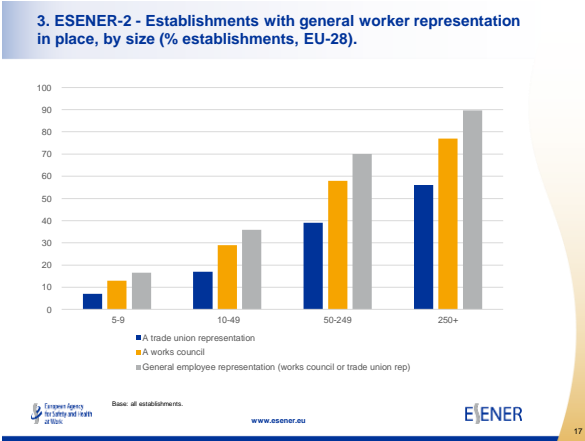
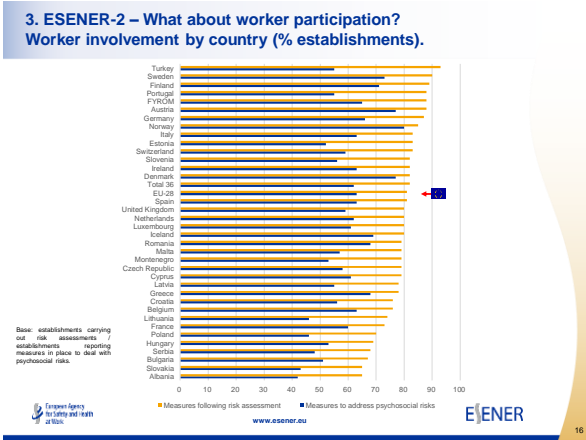
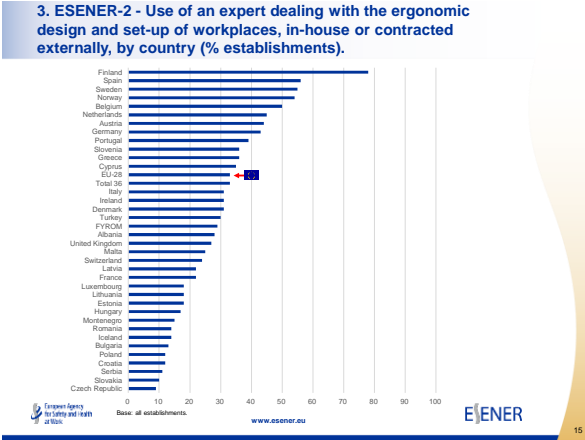
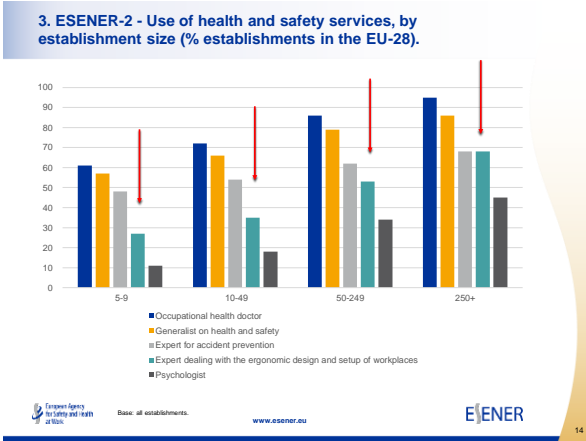
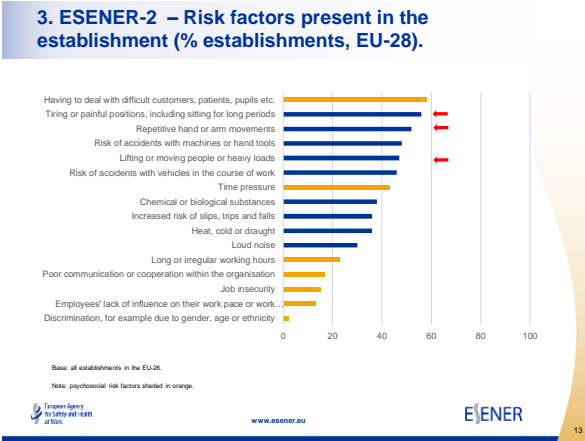
## 2. ESENER-2 available resources

[www.esener.eu](http://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)

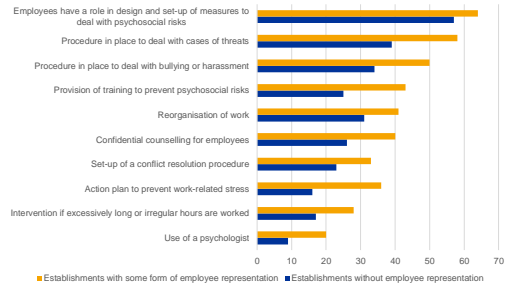


### 3. ESENER-2 – OSH management measures by existence of formal employee representation (% establishments in the EU-28).



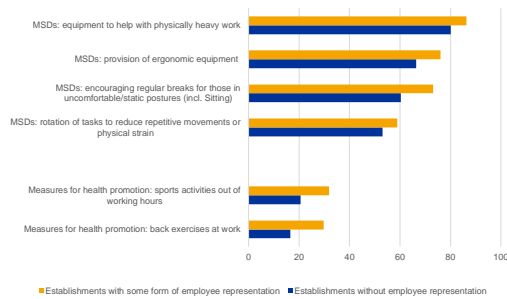
Base: all establishments – size thresholds apply for some items.

### 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   |
|---|---------------|
| Worker participation in the management of OSH                           | 30 March 2017 |
| Joint analysis of ESENER-2, the 2013 LFS ad-hoc module and the 6th EWCS | 25 May 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 – 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 across 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
- TNO
- Published 25 May 2017:
  - Overview report
  - Summary report

#### 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 <sup>2</sup> ) |
|--|--|
| 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

THANK YOU!

[www.esener.eu](http://www.esener.eu)  
<http://oshwiki.eu/wiki/Category:Statistics>