



Psychosocial risk management in European workplaces – evidence from the latest wave of ESENER (2019)

Emotional Harassment and Conflicts at Work – Bad for Workers, Bad for Businesses
Riga, 20 November 2019

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1. EU-OSHA - Who we are

www.osha.europa.eu

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 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
- ~~Legislation & inspection.~~ **NO**



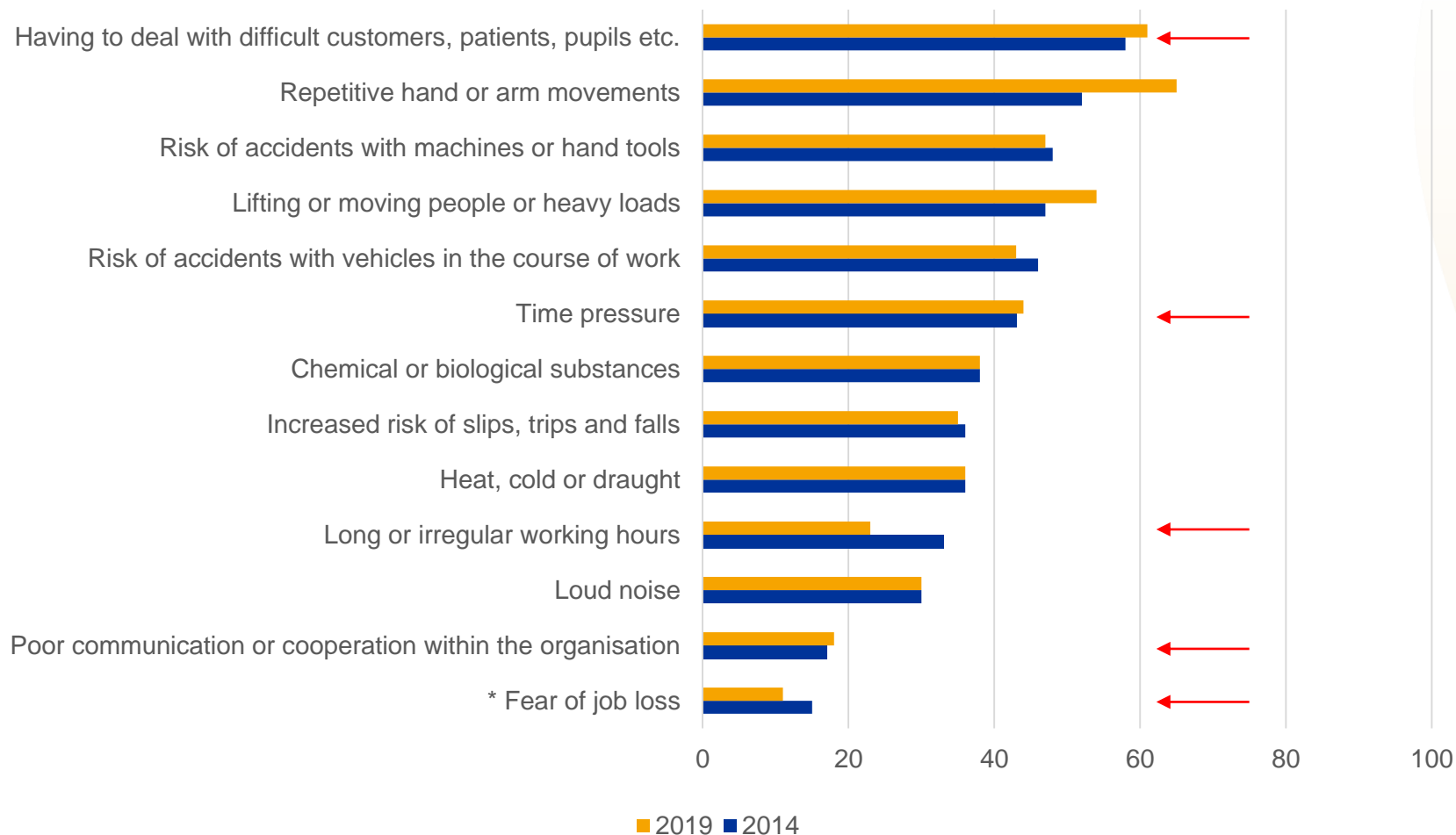
2. Third European Survey of Enterprises on New and Emerging Risks (ESENER-3)

- **Fieldwork:** April – August 2019.
- **Mode:** computer-assisted telephone interview (CATI).
- **Countries:** 33.
- **Establishments** surveyed: 45,420.
- **Business size:** from 5 employees 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.
- **Compare with ESENER-2 (2014)!**

2. ESENER-3 (2019) –sample size

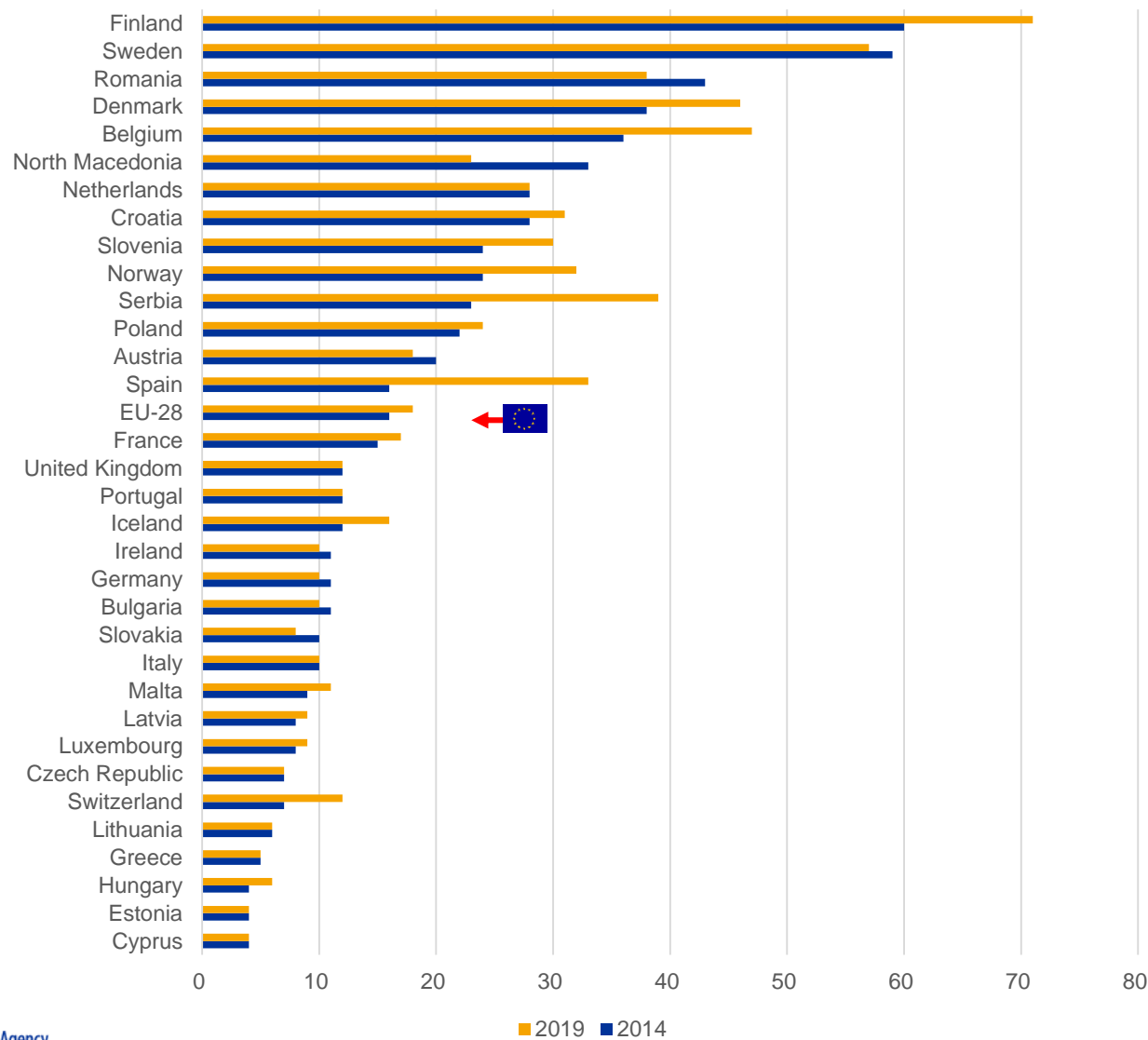
Country	Interviews for ESENER-3	Country	Interviews for ESENER-3
Austria	1,503	Lithuania	754
Belgium	1,506	Luxembourg	773
Bulgaria	755	North Macedonia	752
Croatia	740	Malta	453
Cyprus	757	Netherlands	1,521
Czech Republic	1,552	<i>Norway</i>	1,501 + 450
Denmark	1,513	Poland	2,250
Estonia	758	Portugal	1,493
Finland	1,505	Romania	1,500
France	2,251	Serbia	751
Germany	2,264	Slovakia	756
Greece	1,501	<i>Slovenia</i>	767 + 300
Hungary	1,504	Spain	2,266
Iceland	753	Sweden	1,512
<i>Ireland</i>	750 + 1250	<i>Switzerland</i>	1,502
Italy	2,251	United Kingdom	2,251
Latvia	756	Total	45,420

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

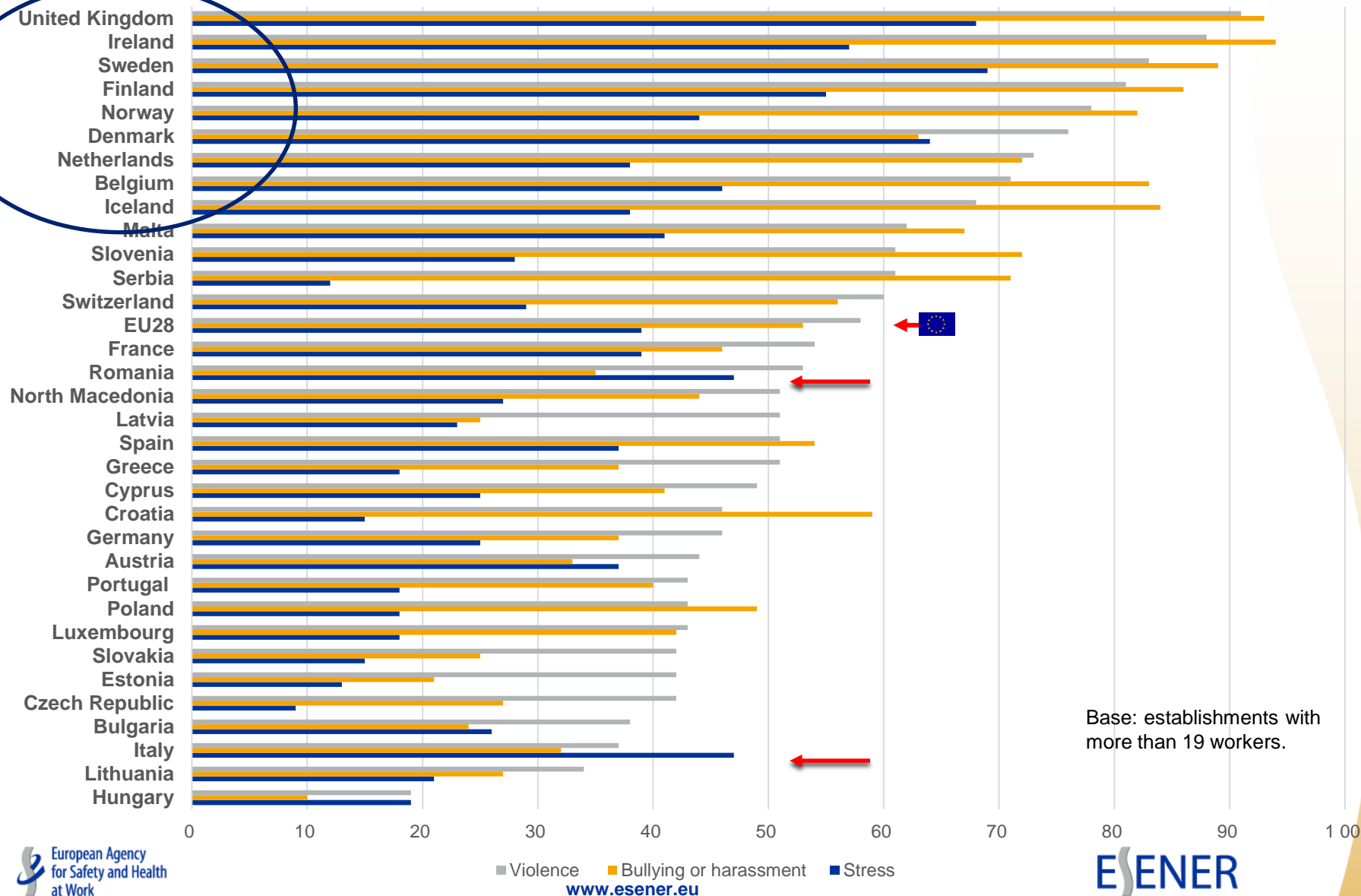


Base: all establishments in the EU-28.

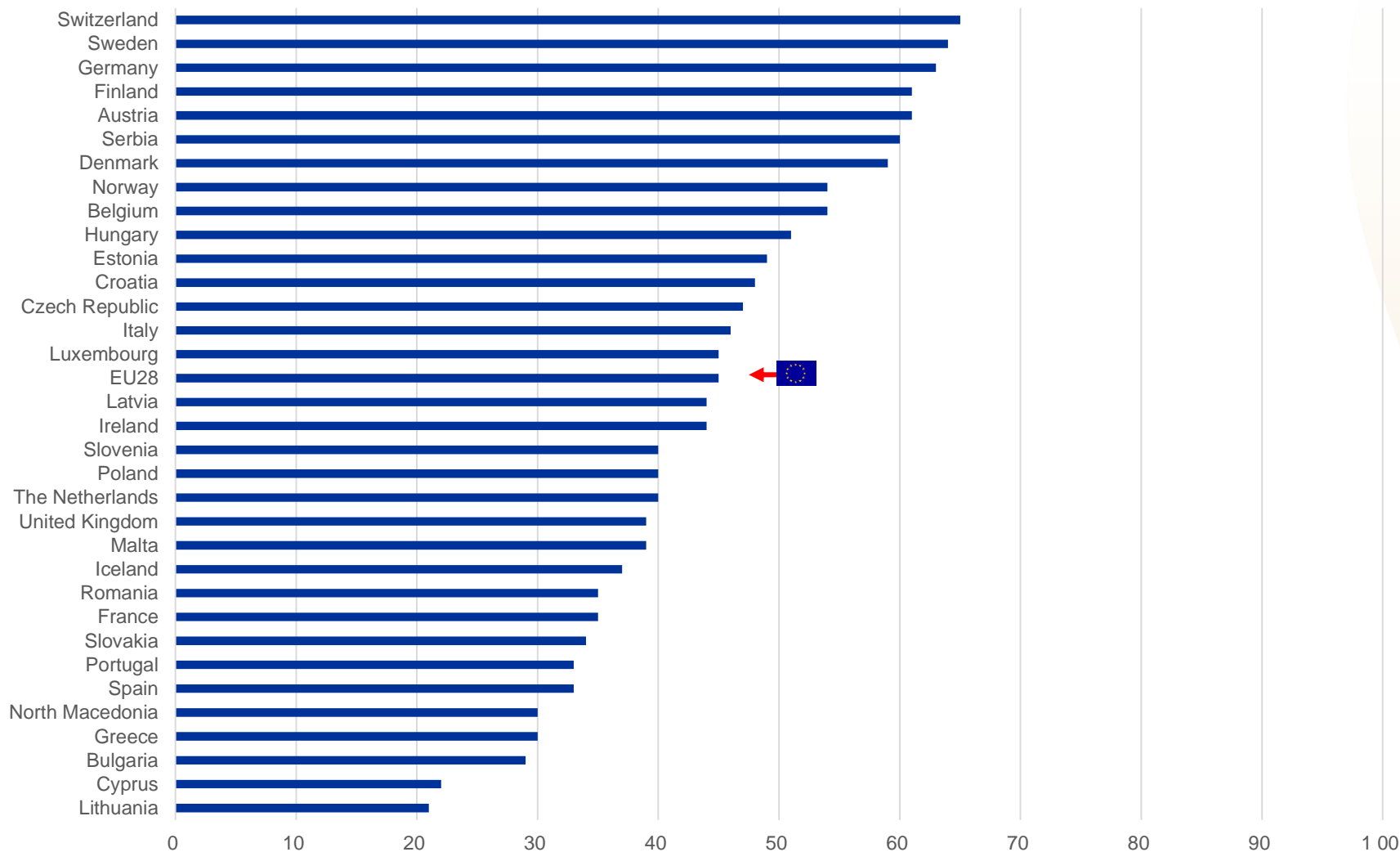
2. ESENER-3: Use of a psychologist, in-house or contracted externally, by country (% establishments)



2. ESENER-3: Procedures to deal with psychosocial risks, 2019 (% establishments)

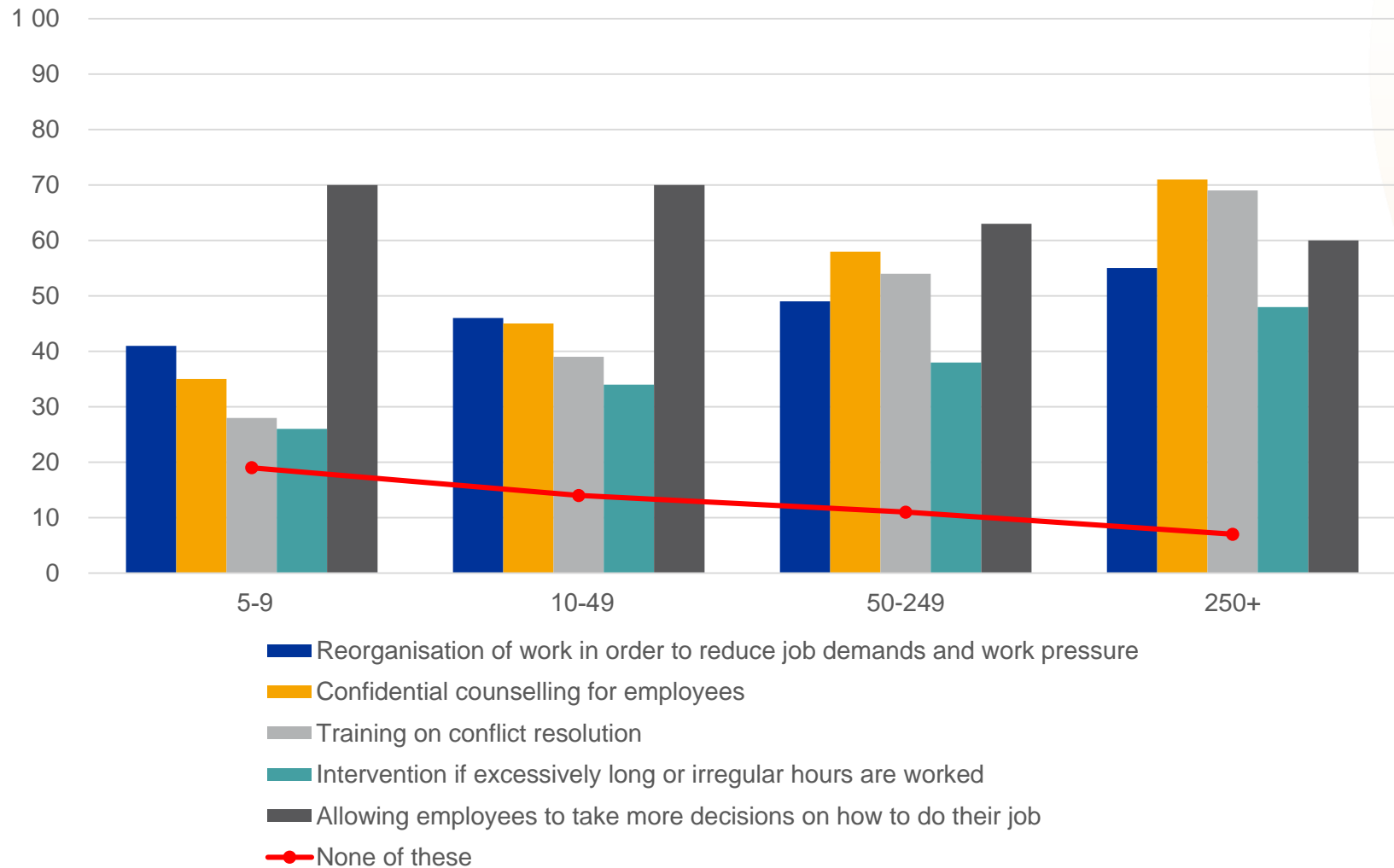


2. ESENER-3: Employee involvement in identifying causes of work-related stress, by country 2019 (% establishments)

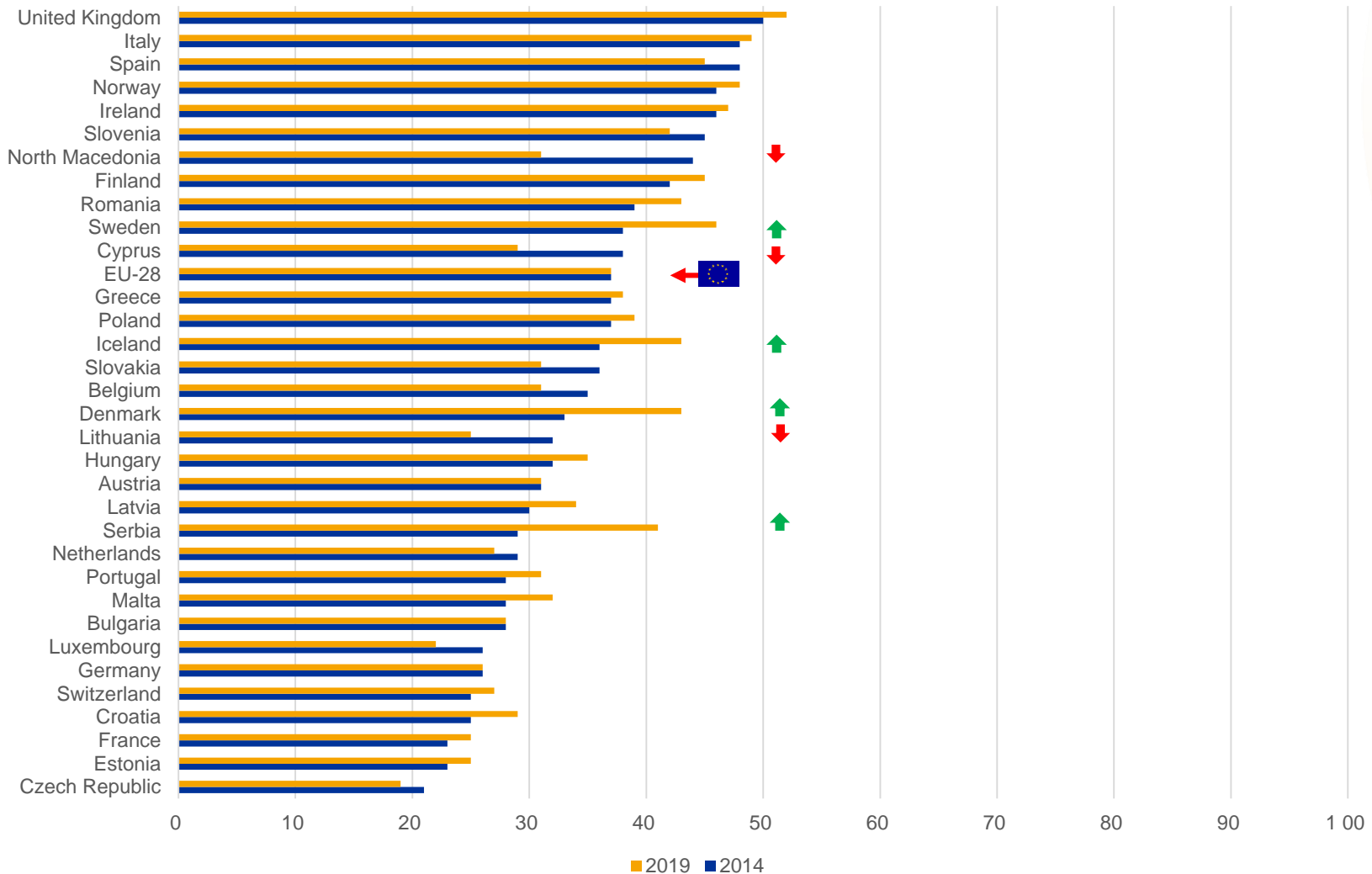


Base: establishments with less than 20 workers.

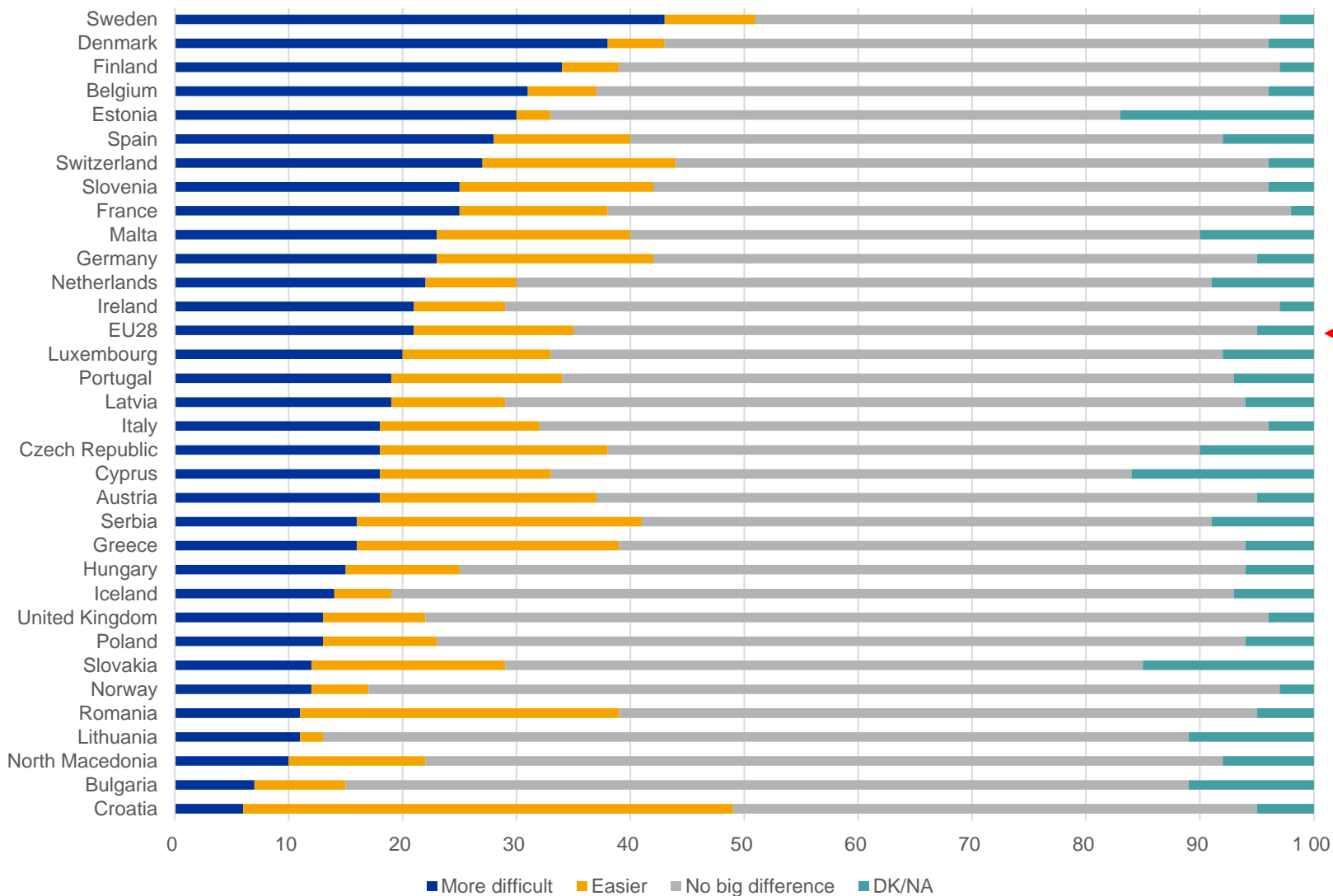
2. ESENER-3: Measures to deal with psychosocial risks, by establishment size, 2019 (% establishments, EU-28)



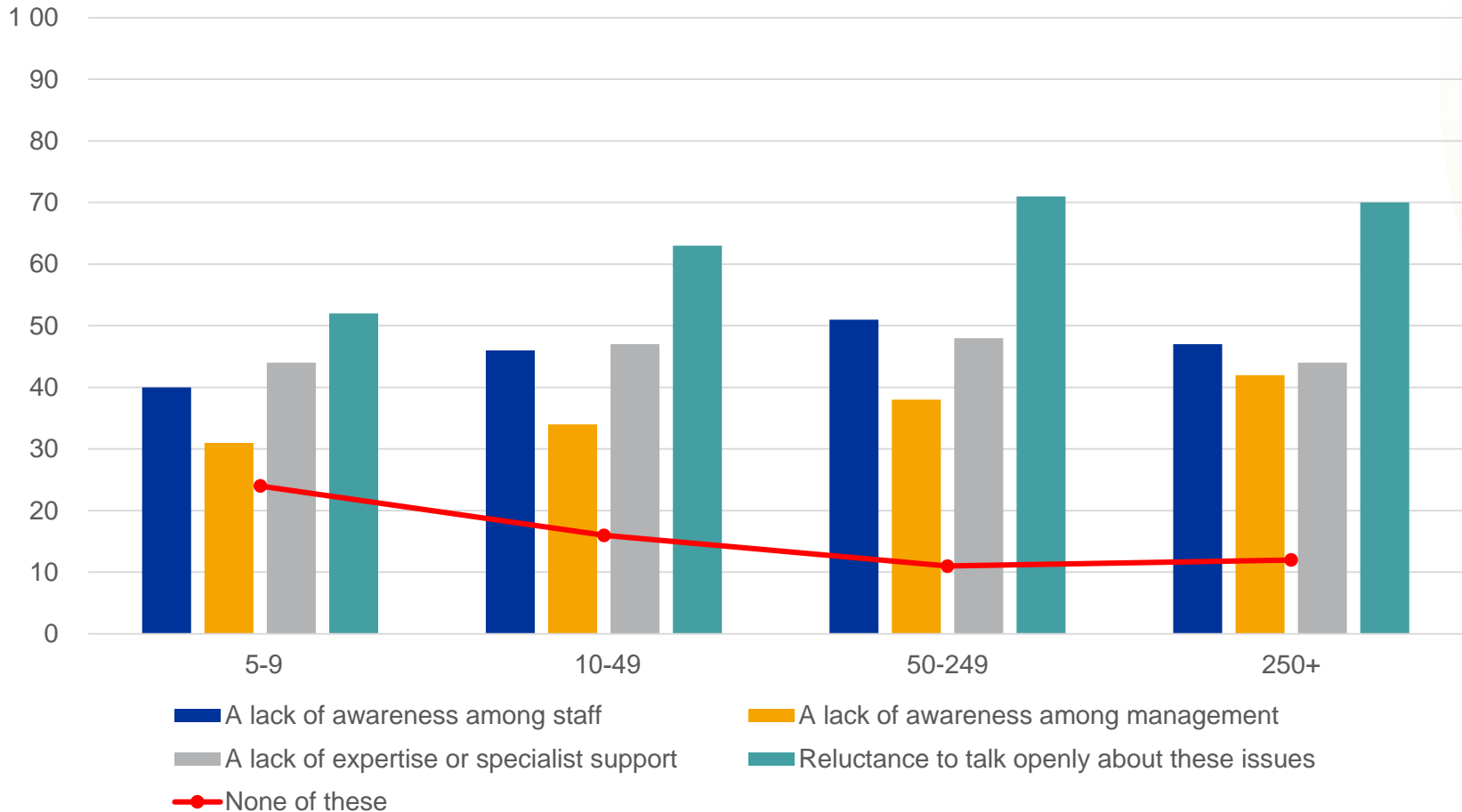
2. ESENER-3: Providing employees with training on psychosocial risks (% establishments)



2. ESENER-3: Are psychosocial risks easier or more difficult to address than other risks? By country, 2019 (% establishments)

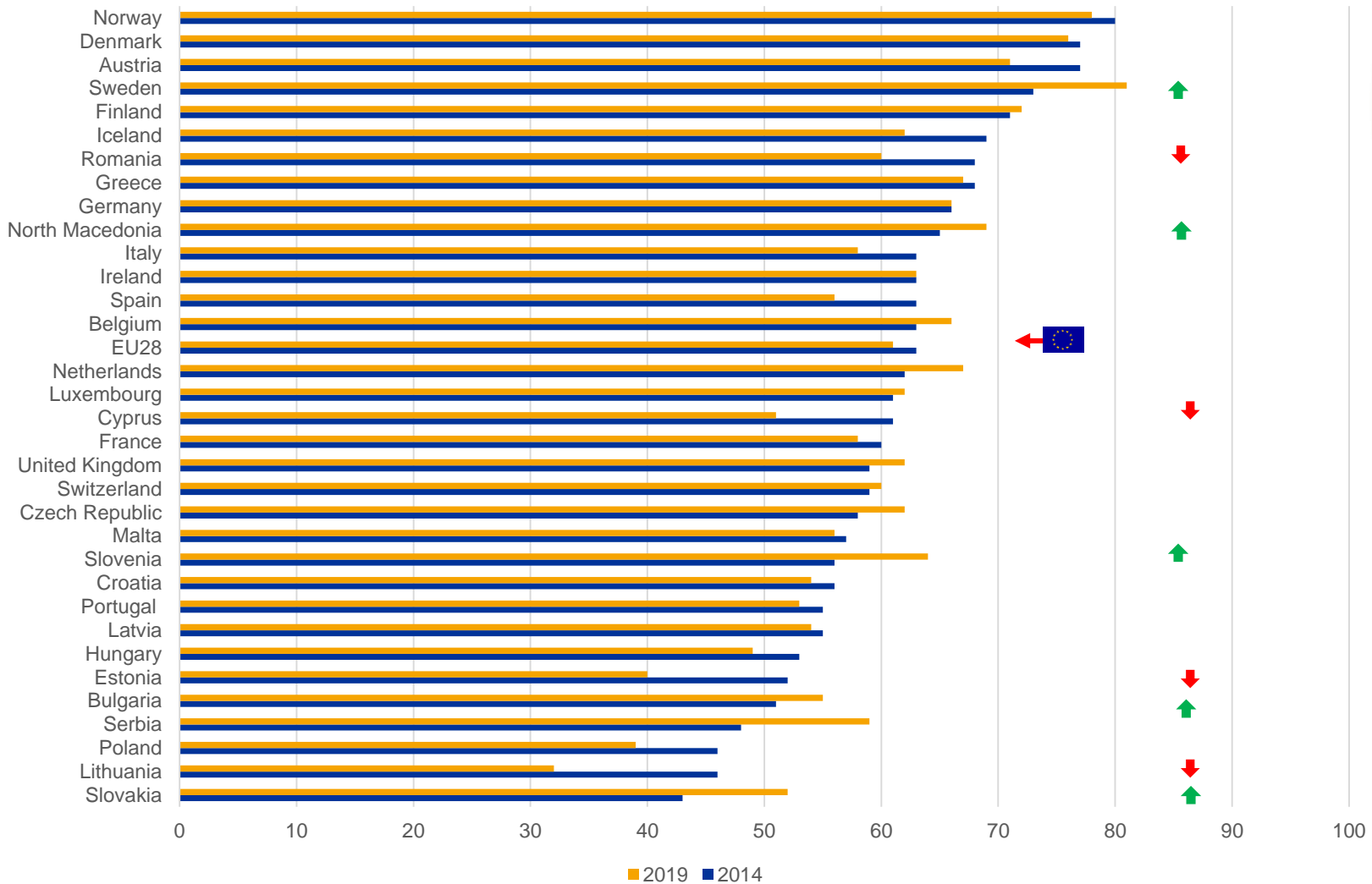


2. ESENER-3: Difficulties in addressing psychosocial risks, by establishment size, 2019 (% establishments)



Base: establishments in all 33 countries that report at least one psychosocial risk factor to be present in their establishments and that consider them to be more difficult to address than others.

2. ESENER-3: Employee involvement in measures to address psychosocial risks, by country (% establishments)



3. ESENER-2 follow-up studies (1)

Worker participation in the management of OSH (2015-2016)

Key findings

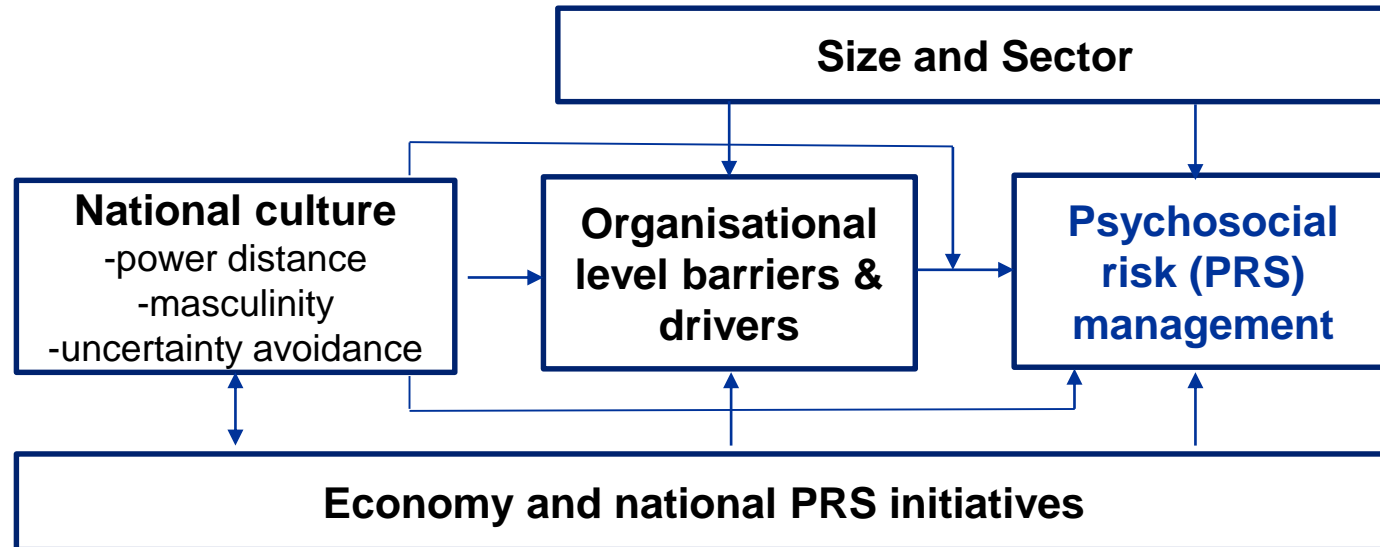
- Confirmed positive impact of worker representation (including direct consultation) on OSH
- Psychosocial risks:
 - Often regarded as **separate** from OSH risks.
 - Addressed with **different** management strategies and by different parts of the organization.
 - **Traditional** worker 'safety representatives' had little chance of representing workers on those matters.
 - **Significant** problem but what role to play for worker representatives?

<https://osha.europa.eu/en/tools-and-publications/publications/worker-participation-management-occupational-safety-health/view>

3. ESENER-2 follow-up studies (2)

Psychosocial risk management (2016-17)

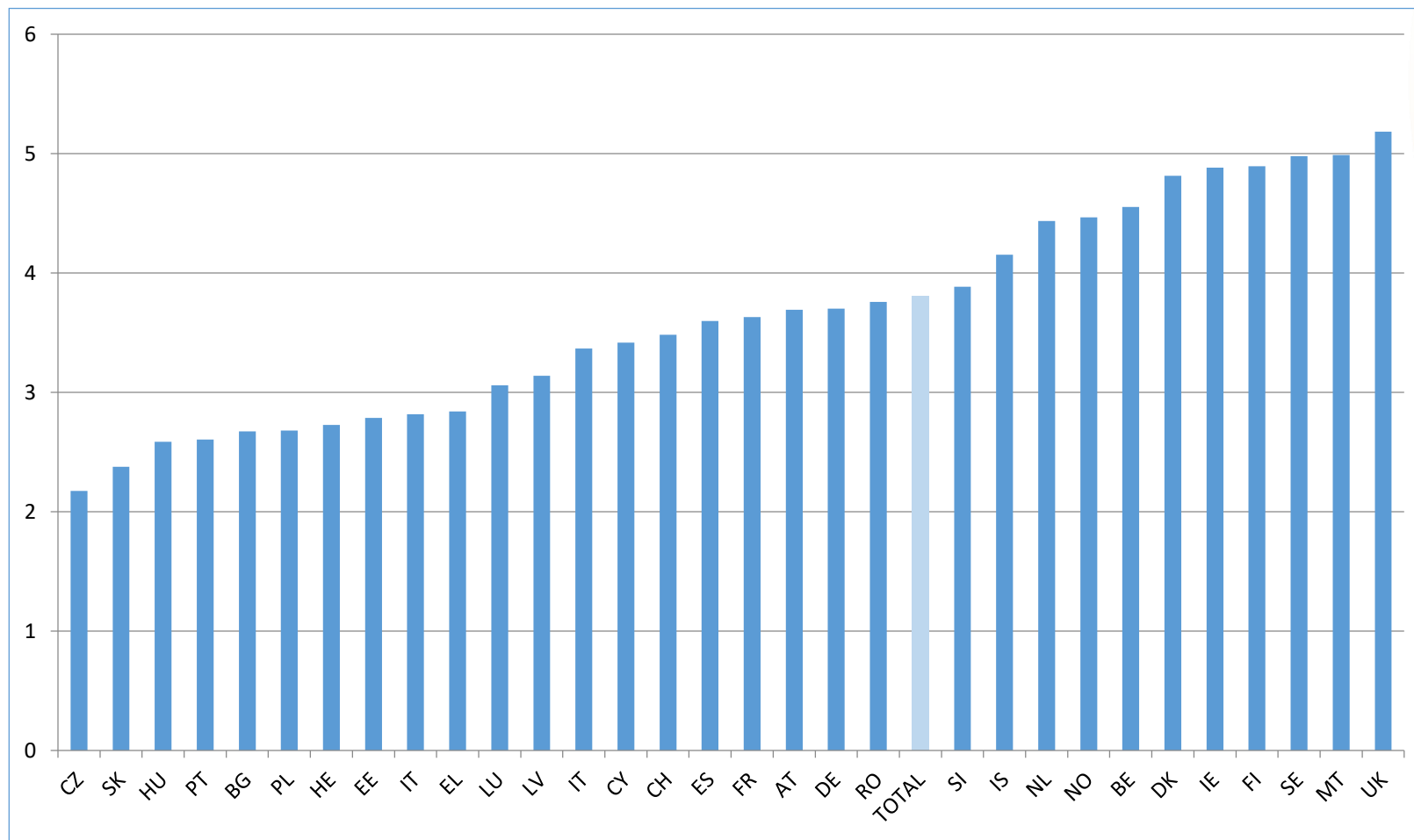
- Theoretical framework



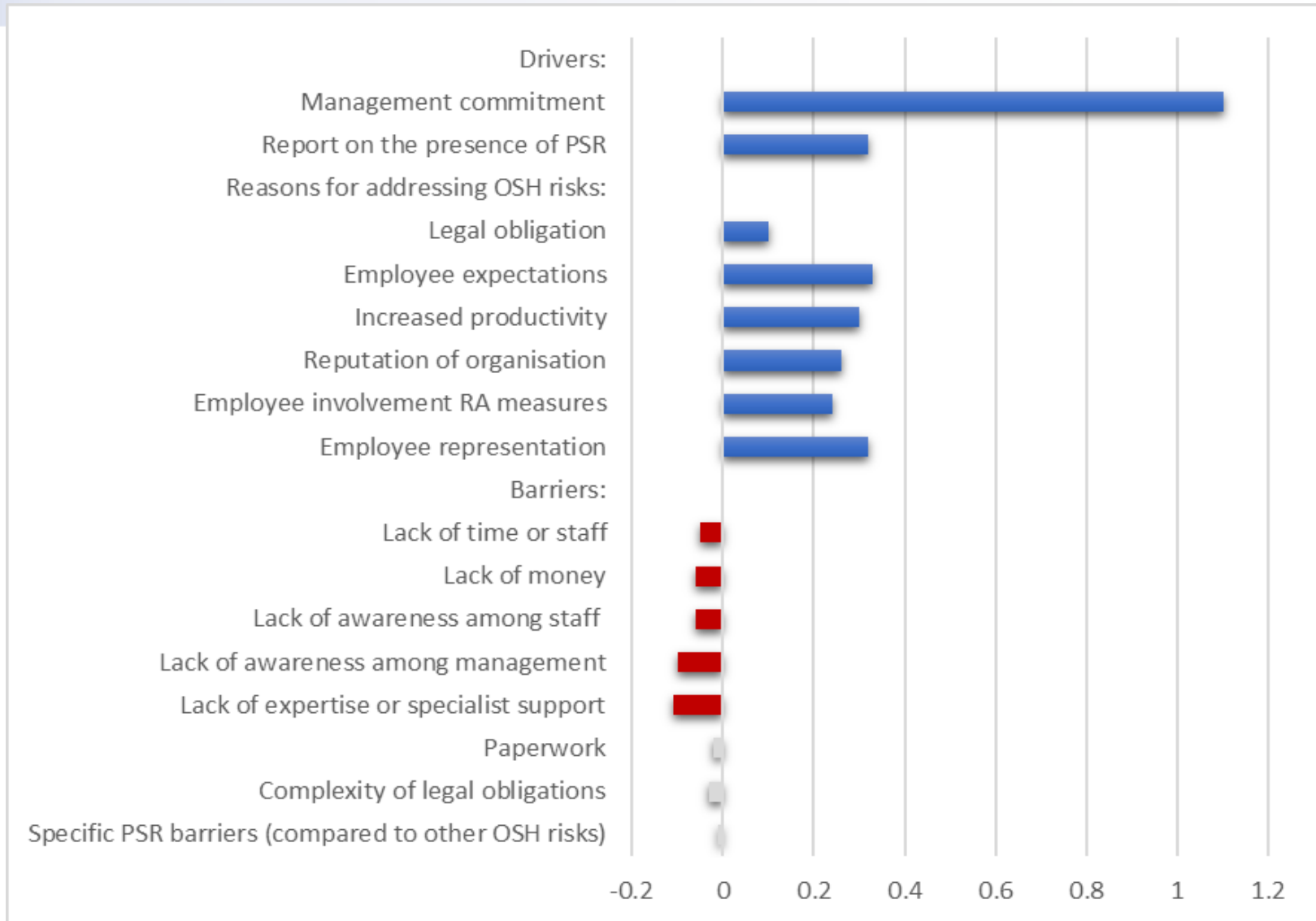
- Research methods: statistical analysis and expert focus group

Authors: Swenneke G. van den Heuvel, PhD, Maartje C. Bakhuys Roozeboom, MSc, Iris Eekhout, PhD, Irene L.D. Houtman, PhD. TNO, Leiden, the Netherlands

3. ESENER-2 Psychosocial risk management (2016-17) Composite score by country



3. ESENER-2: Psychosocial risk management (2016-17) (secondary analysis)



3. ESENER-2 follow-up studies

Conclusions

Psychosocial risk management:

- **Importance** widely recognised by policy makers, social partners and workplaces.
- **High variation** by country, sector and company size.
- Role of **worker participation** - poorly defined and dependent on specific circumstances.
- Most important organisational driver - **management commitment**.
- **National** socio-economic context is important, ...
 - ,...,but it does not matter in enterprises with five to nine employees.
- **Attitudes and behaviours** at the workplace level, especially in small enterprises often not supportive.

4. ESENER Resources

www.esener.eu

■ Publications

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

■ Methodology https://oshwiki.eu/wiki/ESENER-2_Methodology

- Background information, including a technical report.
- Master and national questionnaires

■ Data

- [‘Mapping tool’](#) showing results by country, size and sector
- Access to full micro-data for non-commercial use
 - UKDA
 - GESIS



ESENER-2 survey Dashboard

Izaberi pitanje

- Ključni zaključci +
- Upravljanje bezbednošću i zdravljem na radu +
- Pratnja ocena rizika i njihova savladavanje +
- Pokretajući i sprejke +
- Učešće zaposlenih +

UPITNIK →

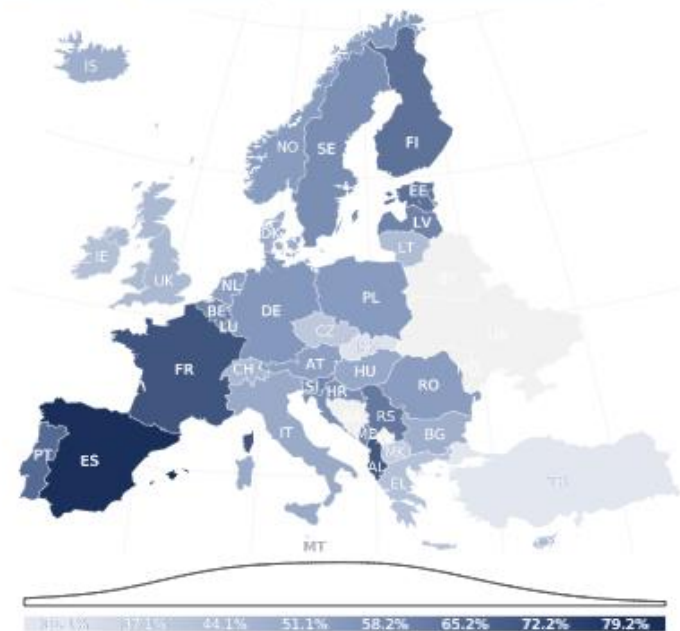
ESENER-2

This item is available in other national versions

Ključni zaključci / Faktori rizika koji su prisutni u ustanovi: Zamarajući ili bolni položaji tela
Zamarajući ili bolni položaji tela, uključujući sedenje u dužem periodu

- Evropska mapa
- Evropski grafički
- Grafički po državama
- Poređenja po državama

Prema: Sektor aktivnosti > Svi > Odgovor: Da



U zavisnosti od vrste delatnosti postoje različiti tipovi rizika i opasnosti. Molim vas da mi kažete za svaki od sledećih faktora rizika da li postoji u vašoj ustanovi ili ne, bez obzira da li je trenutno pod kontrolom i bez obzira na broj zaposlenih koji su mu izloženi. Zamarajući ili bolni položaji tela, uključujući sedenje u dužem periodu

- (1) Da
- (2) Ne
- (9) Nema odgovora

Vidjeti prikaz evropske mape prikazuje vrednosti odgovora po državama na mapi.

Izvezi vidljivi prikaz

- URL strane
- Slika (PNG)
- HTML koji se može umetnuti
- Navođenje strane
- Pisak (XLS)
- SVG (vaska rezolucija)
- EPS (vaska rezolucija)
- PDF (vaska rezolucija)

5. ESENER – Outlook

- **Established monitoring tool:**
 - Survey to be repeated in five year cycles: 2009-2014-2019 and beyond?
- **EU level**
 - European Commission – expectations
- **National level**
 - ESENER-1:
 - Impact into policy making – Slovenia, Cyprus.
 - National debates on prevention systems
 - ESENER-2:
 - National sample boosts: Slovenia, Spain, the United Kingdom.
 - ESENER-3:
 - National sample boosts: Ireland, Norway and Slovenia.
 - Switzerland: all three waves.
- **Feeds into other EU-OSHA activities**

5. ESENER – Outlook (2)

2019

- First findings report
- Launch of procurement for secondary analyses - Psychosocial risk management
 - Qualitative study, face-to-face interviews in MSEs.
 - ESENER-3 respondents in 5-6 countries.
 - Results by Q1 2022.

2020

- Overview report and data visualisation
- ESENER launch event –
 - EU Presidencies
 - European Parliament
- FOP - National events

2021-2023

Paldies!

EU-OSHA: www.osha.europa.eu

ESENER: www.esener.eu

https://oshwiki.eu/wiki/ESENER-2_Methodology

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