OSH management in the Education sector—what are European workplaces telling us?

26 April 2023
Agenda

- **10:00 – 10:10 Welcome and introduction**
  - Xabier Irastorza and Malgorzata Milczarek (EU-OSHA)

- **10:10 – 10:30 European Survey of Enterprises on New and Emerging Risks (ESENER)**
  - Xabier Irastorza (EU-OSHA)

- **10:30 – 11:00 Education sector**
  - Ioannis Anyfantis and Xabier Irastorza (EU-OSHA)

- **11:00 – 11:15 View from the European Commission**
  - Francisco Jesús Alvarez, DG EMPL C.2 Health and Safety at Work

**Break**

- **11:30 – 12:10 View from the European Sectoral Social Partners**
  - Marie-Céline Falisse (EFEE, European Federation of Education Employers)
  - Martina di Rodolfo (ETUCE-CSEE, European Trade Union Committee for Education)

- **12:10 – 12:25 EU-OSHA’s OiRA (Online Interactive Risk Assessment)**
  - Julia Flintrop/Michaela Seifert (EU-OSHA)

- **12:30 Closing remarks**
  - Xabier Irastorza and Ioannis Anyfantis (EU-OSHA)
The European Survey of Enterprises on New and Emerging Risks - ESENER

The third European Survey of Enterprises on New and Emerging Risks (ESENER) has been carried out in 2019. Fieldwork covering over 4,000 establishments across all business size classes and activity sectors in 33 European countries.

ESENER 2019
The Third European Survey of Enterprises on New and Emerging Risks aimed to raise awareness about the way health and safety risks are managed at their workplace, with a particular focus on psychosocial risks, or work-related stress, violence and harassment.

ESENER 2014
The fieldwork for the second wave of ESENER was carried out in the summer-autumn of 2014. The survey provides an invaluable snapshot of how workplace risks, and especially new and emerging risks, are being managed across Europe.

ESENER 2009
The first ESENER, carried out in 2009, involved nearly 26,000 interviews with managers and CH&OD representatives. 47 EU Member States were covered, as were Croatia, Turkey, Norway and Iceland and in 31 countries in all. The interviews were carried out in private and public sector organisations with 25 or more employees.
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
What can an enterprise survey tell us?

Outcomes

Accidents

Ill-health

Exposure

Regulatory context

Guides

Laws

Enforcement

Policy

Practice

Culture

ESENER – a bit of history

www.esener.eu

<table>
<thead>
<tr>
<th>ESENER 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Mode:</strong> telephone (CATI)/ Online option</td>
</tr>
<tr>
<td><strong>Establishments surveyed:</strong> 45,420</td>
</tr>
<tr>
<td><strong>Activity sector:</strong> all, including public</td>
</tr>
<tr>
<td><strong>Topics:</strong> OSH management, psychosocial risks, worker participation, drivers and barriers to OSH</td>
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</tbody>
</table>

**Comparability** ESENER 2014 and 2019!

<table>
<thead>
<tr>
<th>Publication date</th>
<th>Project</th>
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</thead>
<tbody>
<tr>
<td>20 Feb 2022</td>
<td>Human health and social work activities</td>
</tr>
<tr>
<td>04 Apr 2022</td>
<td>Psychosocial risk management in micro and small enterprises</td>
</tr>
<tr>
<td>26 Jul 2022</td>
<td>ESENER Overview report: (1) legislation and (2) worker representation</td>
</tr>
<tr>
<td>10 Oct 2022</td>
<td>Education</td>
</tr>
<tr>
<td>31 Mar 2023</td>
<td>Accommodation and food service activities (31 Mar)</td>
</tr>
<tr>
<td>Late 2023</td>
<td>Transportation and storage</td>
</tr>
</tbody>
</table>

All covering impact of COVID-19
<table>
<thead>
<tr>
<th>Country</th>
<th>Interviews for ESENER 2019</th>
<th>Country</th>
<th>Interviews for ESENER 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Austria</td>
<td>1,503</td>
<td>Lithuania</td>
<td>754</td>
</tr>
<tr>
<td>Belgium</td>
<td>1,506</td>
<td>Luxembourg</td>
<td>773</td>
</tr>
<tr>
<td>Bulgaria</td>
<td>755</td>
<td>North Macedonnia</td>
<td>752</td>
</tr>
<tr>
<td>Croatia</td>
<td>740</td>
<td>Malta</td>
<td>453</td>
</tr>
<tr>
<td>Cyprus</td>
<td>757</td>
<td>Netherlands</td>
<td>1,521</td>
</tr>
<tr>
<td>Czech Republic</td>
<td>1,552</td>
<td><strong>Norway</strong></td>
<td>1,501 + 450</td>
</tr>
<tr>
<td>Denmark</td>
<td>1,513</td>
<td>Poland</td>
<td>2,250</td>
</tr>
<tr>
<td>Estonia</td>
<td>758</td>
<td>Portugal</td>
<td>1,493</td>
</tr>
<tr>
<td>Finland</td>
<td>1,505</td>
<td>Romania</td>
<td>1,500</td>
</tr>
<tr>
<td>France</td>
<td>2,251</td>
<td>Serbia</td>
<td>751</td>
</tr>
<tr>
<td>Germany</td>
<td>2,264</td>
<td>Slovakia</td>
<td>756</td>
</tr>
<tr>
<td>Greece</td>
<td>1,501</td>
<td><strong>Slovenia</strong></td>
<td>767 + 300</td>
</tr>
<tr>
<td>Hungary</td>
<td>1,504</td>
<td>Spain</td>
<td>2,266</td>
</tr>
<tr>
<td>Iceland</td>
<td>753</td>
<td>Sweden</td>
<td>1,512</td>
</tr>
<tr>
<td><strong>Ireland</strong></td>
<td>750 + 1250</td>
<td><strong>Switzerland</strong></td>
<td>1,502</td>
</tr>
<tr>
<td>Italy</td>
<td>2,251</td>
<td>United Kingdom</td>
<td>2,251</td>
</tr>
<tr>
<td>Latvia</td>
<td>756</td>
<td><strong>Total</strong></td>
<td>45,420</td>
</tr>
</tbody>
</table>

**Total interviews for ESENER 2019:** 45,420
ESENER 2019 Respondent EU27 (in %)
‘Person who knows most about safety and health at the workplace’

- Owner of a firm, managing director, site manager
- Manager without specific OSH tasks
- Manager with specific OSH tasks
- OSH specialist without managerial function
- Employee representative in charge of OSH
- Another employee in charge of the subject
- External OSH consultant
- No answer
What are the main risk factors affecting workers’ safety and health in Europe?
Risk factors present in the establishment, 2014-2019 (% establishments, EU27)

- Poor communication or cooperation within the organization
- Long or irregular working hours
- Loud noise
- Tiring or painful positions
- Increased risk of slips, trips and falls
- Chemical or biological substances
- Heat, cold or draught
- Risk of accidents with machines or hand tools
- Time pressure
- Risk of accidents with vehicles in the course of work
- Having to deal with difficult customers, patients, pupils...
- Lifting or moving people or heavy loads
- Prolonged sitting
- Repetitive hand or arm movements
- Time pressure
- Having to deal with difficult customers, patients, pupils...

Base: all establishments in the EU27.

www.esener.eu
No risk factors present in the establishment, by size 2019 (% establishments, EU27)

Base: all establishments in the EU27.
Digitalisation and impact on OSH, 2019 (%establishments, EU27)

Base: all establishments in the EU27.

Use
Potential impacts

Personal computers at fixed workplaces
Laptops, tablets, smartphones or other mobile computer devices
Machines, systems or computer determining the content or pace of work
Machines, systems or computer monitoring workers’ performance
Wearable devices, such as smart watches, data glasses or other (embedded) sensors
Robots that interact with workers
### Digitalisation and impact on OSH, 2019 (% establishments, EU27)

<table>
<thead>
<tr>
<th>Impact on health and safety</th>
<th>% establishments (EU27)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Need for continuous training to keep skills updated</td>
<td>77%</td>
</tr>
<tr>
<td>Prolonged sitting</td>
<td>65%</td>
</tr>
<tr>
<td>More flexibility for employees in terms of place of work and working time</td>
<td>63%</td>
</tr>
<tr>
<td>Increased work intensity or time pressure</td>
<td>58%</td>
</tr>
<tr>
<td>Repetitive movements</td>
<td>58%</td>
</tr>
<tr>
<td>Information overload</td>
<td>52%</td>
</tr>
<tr>
<td>Blurring boundaries between work and private life</td>
<td>47%</td>
</tr>
<tr>
<td>Fear of job loss</td>
<td>21%</td>
</tr>
</tbody>
</table>

Base: all establishments in the EU27 reporting (1) the use a digital technologies and (2) discussing their impact on the health and safety of their workers, ESENER-3 (2019).
Complexity of legal obligations as a major difficulty in addressing health and safety, by country, 2014-2019 (% establishments).
Forms of employee representation, 2014-2019 (% establishments, EU27)

Base: all establishments in the EU27 – national size thresholds apply.
Appointment of health and safety representatives, by country, 2019 (% establishments)

- Elected by the employees
- Selected by the employer
- Partly elected by employees, partly selected by employer
- No answer

Base: all establishments.

www.esener.eu
### 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

### Data
- ‘Mapping tool’ showing results by country, size and sector
- Access to full micro-data for non-commercial use
  - UKDS
  - GESIS
Available in all EU official languages plus:

- Icelandic
- Macedonian
- Norwegian
- Russian
- Serbian
Next wave: planned for 2024
  • Preparatory work 2022-2023
  • ESENER 2019 ex-post evaluation

Same methodological approach - comparability
  • Target respondent
  • Questionnaire
  • Survey mode – CATI (CAWI)

COVID-19

Co-operation
THANK YOU!

Q&A

www.esener.eu