



Ex-post evaluation of the Second European Survey of Enterprises on new and emerging Risks

European Risk Observatory
Report

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List of abbreviations

ACSH	Advisory Committee on Safety and Health at Work
CATI	computer-assisted telephone interviewing
CAWI	computer-assisted web interviewing
ECS	European Company Survey
EFTA	European Free Trade Association
EODS	European Occupational Diseases Statistics
ESAW	European Statistics on Accidents at Work
ESENER	European Survey of Enterprises on New and Emerging Risks
ETUI	European Trade Union Institute
EU	European Union
EU-OSHA	European Agency for Safety and Health at Work
EWCS	European Working Conditions Survey
HSE	Health and Safety Executive
IPA	Instrument for Pre-accession Assistance
LFS	Labour Force Survey
MSD	musculoskeletal disorder
OiRA	Online interactive Risk Assessment
OSH	occupational safety and health
OKAG	OSH Knowledge Advisory Group
SME	small and medium-sized enterprise
TNO	Netherlands Organisation for Applied Scientific Research
UKDA	United Kingdom Data Archive

1 Introduction

1.1 Report objectives and goals

This evaluation report is an *ex post* final evaluation of the project ‘Second European Survey of Enterprises on New and Emerging Risks (ESENER-2)’ (Open Tender Procedure No. EU-OSHA-PRU/2012/P-03). It also includes an evaluation of two completed ESENER-2 follow-up studies, namely:

- ‘Worker participation in the management of OSH — qualitative evidence from ESENER-2’ (Open Tender Procedure No. EUOSHA-PRU/2014/C/15);
- ‘Joint analysis of ESENER-2, the Health and safety risks at the workplace: a joint analysis of three major surveys, available at: <https://osha.europa.eu/en/tools-and-publications/publications/health-and-safety-risks-workplace-joint-analysis-three-major/view> 2013 ad hoc module on accidents at work and other work-related health problems and the 6th European Working Conditions Survey’ (Open Tender Procedure No. EUOSHA-PRU-2015-P-03).

The evaluation report covers the following elements:

- the appropriateness of the research design;
- how successfully the research design was translated into procurement;
- the implementation of the activity;
- the extent to which success was achieved in getting visibility for the project;
- indications of impact and potential for sustainability.

To address the elements listed above, the following nine criteria have been considered:

1. relevance;
2. coherence;
3. effectiveness;
4. efficiency;
5. complementarity;
6. added value for the European Union (EU);
7. impact;
8. sustainability;
9. utility.

In this way, this evaluation exercise fulfils the obligation to evaluate the European Agency for Safety and Health at Work’s (EU-OSHA’s) largest projects to demonstrate that resources have been used appropriately. It is expected that the results of this evaluation will feed into the research design and implementation of ESENER-3, as well as its communication strategy.

1.2 The research methodology

The method used to conduct this evaluation report was based on a combination of analysis of existing available information on the project (desk research) and the collection of information from interviews with and ad hoc questionnaires completed by stakeholders. It is important to stress that the data gathered are primarily qualitative, although some quantitative data were also gathered (particularly in relation to visits to the ESENER-2 website).

1.2.1 Analysis of existing available information

The evaluation team reviewed all the available documentation related to the project. The main documents analysed are presented in Table 1.1.

Table 1.1 List of analysed documents

Project	Main documents
Second European Survey of Enterprises on New and Emerging Risks (ESENER-2)	<ul style="list-style-type: none"> ▪ Tender documents: Open Tender Procedure No. EU-OSHA-PRU/2012/P-03 (OJ No. S235 of 06/12/2012, Tender No. 385732 ▪ EU-OSHA, <i>Second European Survey of Enterprises on New and Emerging Risks (ESENER-2) — Overview report: managing safety and health at work</i>, European Risk Observatory. Luxembourg: Publications Office of the European Union, 2016 ▪ EU-OSHA, <i>Second European Survey of New and Emerging Risks (ESENER-2): First findings</i>. Luxembourg: Publications Office of the European Union, 2015 ▪ EU-OSHA, <i>Summary — Second European Survey of Enterprises on New and Emerging Risks (ESENER 2)</i>. Luxembourg: Publications Office of the European Union, 2015 ▪ TNS Deutschland GmbH (TNS Infratest Sozialforschung), <i>Second European Survey of Enterprises on New and Emerging Risks (ESENER-2)</i>, Report No. 7: Technical Report, Final version for the European Agency for Safety and Health at Work. Munich: TNS Deutschland GmbH, 2015 ▪ TNS Deutschland GmbH (TNS Infratest Sozialforschung), <i>Second European Survey of Enterprises on New and Emerging Risks (ESENER-2)</i>, Report No. 8: Quality Report, Final version for the European Agency for Safety and Health at Work. Munich: TNS Deutschland GmbH, 2015 ▪ ESENER-2 Final Master Questionnaire, Master Version for the Main Survey, June 2014, plus different language versions of the questionnaire¹ ▪ ESENER-2 Methodology. Available at: http://oshwiki.eu/wiki/ESENER-2_Methodology
Worker participation in the management of OSH — qualitative evidence from ESENER-2	<ul style="list-style-type: none"> ▪ Tender documents: Open Tender Procedure No. EUOSHA-PRU/2014/C/15 (OJ No. S209 of 20/10/2014, Tender No. 369426 ▪ EU-OSHA, <i>Worker participation in the management of occupational safety and health: qualitative evidence from ESENER-2</i>, European Risk Observatory: Overview report. Luxembourg: Publications Office of the European Union, 2017 ▪ EU-OSHA, <i>Worker participation in the management of occupational safety and health: qualitative evidence from ESENER 2</i>, European Risk Observatory: Summary. Luxembourg: Publications Office of the European Union, 2017 ▪ EU-OSHA, <i>Worker participation in the management of occupational safety and health — qualitative evidence from ESENER-2: Country report — Belgium</i>. Luxembourg: Publications Office of the European Union, 2017 ▪ EU-OSHA, <i>Worker participation in the management of occupational safety and health — qualitative evidence from ESENER-2: Country</i>

¹ Available at: https://oshwiki.eu/wiki/ESENER-2_Methodology#Sample_sizes_and_questionnaire_language_versions

Project	Main documents
<p>Joint analysis of ESENER-2, the LFS 2013 ad hoc module on accidents at work and other work-related health problems and the 6th European Working Conditions Survey</p>	<p><i>report — Estonia</i>. Luxembourg: Publications Office of the European Union, 2017</p> <ul style="list-style-type: none"> ▪ EU-OSHA, <i>Worker participation in the management of occupational safety and health — qualitative evidence from ESENER-2: Country report — Greece</i>. Luxembourg: Publications Office of the European Union, 2017 ▪ EU-OSHA, <i>Worker participation in the management of occupational safety and health — qualitative evidence from ESENER-2: Country report — Spain</i>. Luxembourg: Publications Office of the European Union, 2017 ▪ EU-OSHA, <i>Worker participation in the management of occupational safety and health — qualitative evidence from ESENER-2: Country report — Sweden</i>. Luxembourg: Publications Office of the European Union, 2017 ▪ EU-OSHA, <i>Worker participation in the management of occupational safety and health — qualitative evidence from ESENER-2: Country report — the Netherlands</i>. Luxembourg: Publications Office of the European Union, 2017 ▪ EU-OSHA, <i>Worker participation in the management of occupational safety and health — qualitative evidence from ESENER-2: Country report — United Kingdom</i>. Luxembourg: Publications Office of the European Union, 2017 <ul style="list-style-type: none"> ▪ Tender documents: Open Tender Procedure No. EUOSHA-PRU/2015/P/03 (OJ No. S66 of 03/04/2015, Tender No. 114723 ▪ EU-OSHA, <i>Health and safety risks at the workplace: a joint analysis of three major surveys — Report</i>, European Risk Observatory. Luxembourg: Publications Office of the European Union, 2017 ▪ EU-OSHA, <i>Health and safety risks at the workplace: a joint analysis of three major surveys — Executive summary</i>, European Risk Observatory. Luxembourg: Publications Office of the European Union, 2017 ▪ European Working Conditions Survey (EWCS) ▪ European Company Survey (ECS) ▪ Eurostat's EU LFS, 2013 ad hoc module 'Accidents at work and other work-related health problems'
<p>Other relevant documents</p>	<ul style="list-style-type: none"> ▪ EU Occupational Safety and Health (OSH) Strategic Framework 2014-2020² ▪ OSH Framework Directive: Directive 89/391/EEC of 12 June 1989 on the introduction of measures to encourage improvements in the safety and health of workers at work ▪ Communication from the Commission: 'Safer and Healthier Work for All — Modernisation of the EU Occupational Safety and Health Legislation and Policy' (COM(2017)12 final) ▪ 'Ex-post evaluation of the European Union occupational safety and health Directives (REFIT evaluation)' (SWD(2017)10 final)

² <http://ec.europa.eu/social/main.jsp?catId=151>

Project	Main documents
	<ul style="list-style-type: none"> ▪ EU-OSHA, <i>Contexts and arrangements for occupational safety and health in micro and small enterprises in the EU — SESAME project</i>. Luxembourg: Publications Office of the European Union, 2016 ▪ EU-OSHA Multi-annual Strategic Programme 2014-2020 ▪ Panteia, Stakeholders' Survey EU-OSHA 2016 ▪ Panteia, Mid-term evaluation of EU-OSHA's Multi-annual Strategic Programme 2014-2020 (MSP)

1.2.2 Qualitative interviews and focus groups with relevant stakeholders

To complement the analysis of existing information, a number of face-to-face and telephone interviews, focus group sessions and online surveys were held between May and September 2017 with members of different stakeholder groups relevant to the project. These stakeholder group members, including their names, the methodology used to interview them and the dates of the interviews are presented in Table 1.2.

Table 1.2 Details of interviews with members of stakeholder groups

Stakeholder group	Members providing information	Form	Place	Dates
EU-OSHA staff (EU-OSHA)	<ul style="list-style-type: none"> ▪ William Cockburn, Head of Prevention and Research Unit ▪ Xabier Irastorza, Activity Coordinator ESENER, Prevention and Research Unit ▪ Malgorzata Milczarek, Project Manager, Prevention and Research Unit (responsible for ESENER-2 follow-up on psychosocial risks) ▪ Marine Cavet, Project Manager, Prevention and Research Unit (provides back up for ESENER, responsible for data visualisation) ▪ Marta Urrutia, Corporate Promotions Manager, Communication and Promotion Unit ▪ Tim Tregenza, Network Manager, Network Secretariat (responsible for liaising with FPs, among other things) 	Face-to-face interviews	EU-OSHA premises, Bilbao	25 May and 2 June 2017
Members of Parliament (MEPs)	<ul style="list-style-type: none"> ▪ Ole Christensen, MEP, Group of the Progressive Alliance of Socialists and Democrats, Commission of Employment and Social Affairs 	Email exchanges		28 June 2017

Stakeholder group	Members providing information	Form	Place	Dates
European Commission (EC)	<ul style="list-style-type: none"> ▪ Francisco Jesús Alvarez, Head of Unit, Health, Safety and Hygiene at Work Unit (Unit B3), Directorate-General of Employment, Social Affairs and Inclusion (DG Employment) ▪ Jadwiga Tudek, Unit B3, DG Employment 	Group interview	European Commission, Luxembourg	14 June 2017
Contracting organisations (COs)	<ul style="list-style-type: none"> ▪ Arnold Riedmann, Kantar TNS ▪ David Walters, Cardiff University ▪ Irene Houtman, Netherlands Organisation for Applied Scientific Research (TNO) 	Telephone interviews plus email exchanges		May-July 2017
Members of EU-OSHA Governing Board/Bureau/OSH Knowledge Advisory Group (OKAG) (MGB)	<ul style="list-style-type: none"> ▪ Zdravko Muratti, Ministry of Labour and Pension System (Croatia) ▪ Gordana Palajsa, Governing Board Member (Croatia) ▪ Anastassios Yiannaki, Director, Department of Labour Inspection (Cyprus) ▪ Jaroslav Hlavin, Governing Board Member (Czech Republic) ▪ Nora Sejdová, Confederation of Industry of the Czech Republic (Czech Republic) ▪ Aija Maasikas, International Secretary, Trade Union Confederation (Estonia) ▪ Patrick Lévy, Governing Board Member, employers' interest group (France) ▪ Eckhard Metze, Governing Board Member (Germany) ▪ Ziedonis Antapsons, OSH expert (Latvia) ▪ John Schneider, alternate member (Luxembourg) ▪ Danuta Koradecka, Central Institute for Labour Protection (Poland) ▪ Marcelino Pena Costa, Vice-President, CCP (Portugal) 	Online ad hoc questionnaire		May-July 2017

Stakeholder group	Members providing information	Form	Place	Dates
	<ul style="list-style-type: none"> ▪ Igor Antauer, Governing Board Member (Slovenia) ▪ Marina Gordon, Governing Board Member, employers' representative (Spain) ▪ Rik van Steenberg, Governing Board Member, workers' representative (the Netherlands) 			
Selected members from the Governing Board/Bureau/OKAG (SMGB)	<ul style="list-style-type: none"> ▪ Charlotte Skjoldager, Governing Board Member (Denmark) ▪ Yogindra Samant, Governing Board Member (Norway) 	Online ad hoc questionnaire		July 2017
EU-OSHA focal points (FPs)	<ul style="list-style-type: none"> ▪ Martina Häckel-Bucher, Federal Ministry of Labour, Social Affairs and Consumer Protection (Austria) ▪ Kristel Plangi, Labour Inspectorate of Estonia (Estonia) ▪ Nathalie Henke, Federal Institute for Occupational Safety and Health (Germany) ▪ Inghildur Einarsdóttir, Vinnueftirlitið (Iceland) ▪ Gro Synnøve Rygh Færevåg, Norwegian Labour Inspection Authority (Norway) ▪ Georgiana Ioana Nicolescu, INCDPM (Romania) ▪ Vladka Komel, Ministry of Labour, Family, Social Affairs and Equal Opportunities (Slovenia) ▪ Jos de Lange, TNO (the Netherlands) ▪ Mats Ryderheim, Arbetsmiljöverket (Sweden) ▪ Teresa Farnan, Health and Safety Executive (United Kingdom) 	Focus group, and online questionnaires for all FP members not able to participate in the focus group	EU-OSHA premises, Bilbao	10 May 2017
Selected technicians national institutes (STNI)	<ul style="list-style-type: none"> ▪ Javier Pinilla, INSSBT (Spain) 	Telephone interview		16 June 2017
Eurostat	<ul style="list-style-type: none"> ▪ Matthias Fritz, Eurostat (Luxembourg) 	Email		June 2017

Stakeholder group	Members providing information	Form	Place	Dates
Eurofound	<ul style="list-style-type: none"> ▪ Agnes Parent-Thirion, Eurofound (Ireland) 	Telephone interview		6 June 2017
Researchers who downloaded the ESENER-2 dataset from the UKDA (Res)	<ul style="list-style-type: none"> ▪ Bjarke Refslund, Section of Sustainable Production, AAU/CPH (Denmark) ▪ George Boustras, Dean, Ioannis Gregoriou School of Business Administration (Cyprus) 	Email		June-July 2017
Participants of the European Parliament meeting (PEPM)	<ul style="list-style-type: none"> ▪ Alain Piette, Federal Public Service Employment, Labour and Social Dialogue (Belgium) ▪ Viktor Kempa, European Trade Union Institute (ETUI) (Belgium/Czech Republic) 	Online ad hoc questionnaire		June-July 2017

The questionnaires used to conduct the different interviews/focus group sessions are presented in Annex 2.

2 Background information on the project ‘Second European Survey of Enterprises on New and Emerging Risks (ESENER-2)’ and follow-up studies

2.1 The European Agency for Safety and Health at Work and its priority areas

EU-OSHA is an agency of the EU. Its role is to contribute to the improvement of working life in the EU by developing, analysing and disseminating information on occupational safety and health (OSH). In its role as a reference point for OSH information, EU-OSHA commissions, collects, analyses and publishes research and statistics on OSH risks. As a tripartite organisation, the Agency works closely with governments, and employers’ and workers’ representatives in order to share good practices and reach workers and workplaces across Europe.

EU-OSHA’s vision is to be a recognised as a leader in promoting safe and healthy workplaces in Europe based on tripartism, participation and the development of an OSH risk prevention culture, to ensure a smart, sustainable, productive and inclusive economy.

EU-OSHA has six priority areas in its 2014-2020 Multi-annual Strategic Programme³:

- Priority Area 1: Anticipating change and new and emerging risks to occupational safety and health
- Priority Area 2: Facts and figures
- Priority Area 3: Tools for OSH management
- Priority Area 4: Raising awareness
- Priority Area 5: Networking knowledge
- Priority Area 6: Networking and communication

Priority Area 2, ‘Facts and figures’, deals with the provision of useful information to policy-makers and researchers, and relates directly to one of the three key elements in EU-OSHA’s mission statement (advancing knowledge); it also relates to the vision statement in terms of creating an OSH risk prevention culture. The specific benefit of this priority area is the provision, to policy-makers and researchers, and also workplace intermediaries, of sound and reliable information, which they need to decide on actions. Specifically, Priority Area 2 stresses that these goals will be achieved using different tools, including the continuation of ESENER.

2.2 The project ‘Second European Survey of Enterprises on New and Emerging Risks (ESENER-2)’

2.2.1 Objectives and goals of ESENER-2

- **ESENER**

ESENER is an extensive survey with the aim of providing nationally comparable information on how workplaces across Europe manage safety and health risks in practice, with a particular focus on psychosocial risks (including work-related stress, violence and harassment)⁴.

The specific objective for ESENER is to provide a uniquely rich source of data for policy-makers and researchers on how European establishments manage OSH, on what their needs and weaknesses are, on what motivates and hinders them, and on how they involve their employees. It provides policy-makers and researchers with internationally comparable information and thereby contributes to the design, implementation and monitoring of effective OSH policies. This is achieved not only through the presentation of the findings in a series of reports, but also through follow-up studies, independent research and campaigns that draw on the data collected.

³ See <https://osha.europa.eu/en/tools-and-publications/publications/corporate/eu-osha-multi-annual-strategic-programme-2014-2020/view>

⁴ See <https://osha.europa.eu/en/surveys-and-statistics-osh/esener>

ESENER also contributes to the evaluation of both EU and national OSH strategies, by providing an additional indicator for monitoring the state of OSH. In addition, ESENER encourages further independent research and contributes to knowledge development by making available to researchers the comprehensive data that it captures.

ESENER has operated so far on a 5-year cycle, with the first survey being conducted in 2009 and the second in 2014. The main goal of this report is to provide an evaluation of this second ESENER.

▪ ESENER-2

ESENER-2 was carried out in 2014 among 49,320 establishments with five or more employees from 36 countries (the 28 EU Member States (EU-28) plus Albania, the former Yugoslav Republic of Macedonia, Iceland, Montenegro, Norway, Serbia, Switzerland and Turkey). In this regard, ESENER-2 asked those 'who know best' about safety and health in establishments about the way safety and health risks are managed in their workplaces, with a particular focus on psychosocial risks, i.e. work-related stress, violence and harassment.

ESENER-2 aimed to identify important success factors and highlight the principal obstacles to effective prevention. The survey investigates what enterprises do in practice to manage safety and health; what their main reasons are for taking action; and what support they need. As well as looking at the management of OSH in general, the approach taken by enterprises to the management of psychosocial risks was also examined. The level of involvement of workers is a further aspect of the management of safety and health at work that was covered by ESENER-2. Data were collected through computer-assisted telephone interviewing (CATI), but a small number of interviews were conducted online through computer-assisted web interviewing (CAWI).

Specifically, ESENER-2 explores in detail four areas of OSH:

1. **OSH management:** this section examines, among other issues, what establishments do to monitor safety and health in the workplace, what the main risk factors are, what resources are used and whether or not workplace risk assessments are carried out.
2. **Psychosocial risks and their management:** this section explores the understanding, prioritisation, assessment and management of psychosocial risks, including issues such as work-related stress, violence and harassment. Such risks, which are linked to the way work is designed, organised and managed, as well as to the economic and social context of work, result in an increased level of stress and can lead to the serious deterioration of mental and physical health.
3. **Drivers and barriers for OSH and psychosocial risk management:** this section focuses on the factors that can encourage enterprises to actively manage safety and health in general and those that discourage or impede such action, in relation to both OSH in general and psychosocial risks in particular
4. **Employee participation:** this section examines the extent of employee participation and how it is implemented in practice through the views of the respondents.

Substantial methodological changes were introduced in ESENER-2, in comparison with ESENER-1, including the development of an entirely new questionnaire for ESENER-2, the person interviewed with or the size of the surveyed establishments (these changes are explained in detail in section 3.4.1. of this evaluation report). Therefore, direct comparisons with the ESENER-1 results were not possible. In addition, ESENER-2 was designed under the presumption that ESENER will become a long-term monitoring tool.

The analysis of the resulting data gave rise to several reports (published in 2015 and 2016), as well as several secondary follow-up analyses, covering several key areas:

- The first follow-up study was on worker participation in the management of OSH (published in 2017).
- The second follow-up study was a joint analysis of ESENER-2, the LFS 2013 ad hoc module on accidents at work and other work-related health problems, and the Sixth European Working Conditions Survey (published in 2017).

- An overview report and summary report on psychosocial risk management are in preparation (to be published in 2018).
- An overview report and summary report on OSH management are in preparation (to be published in 2018).
- An overview report on a technical assessment of the expansion of the survey universe is in preparation (to be published in 2018).

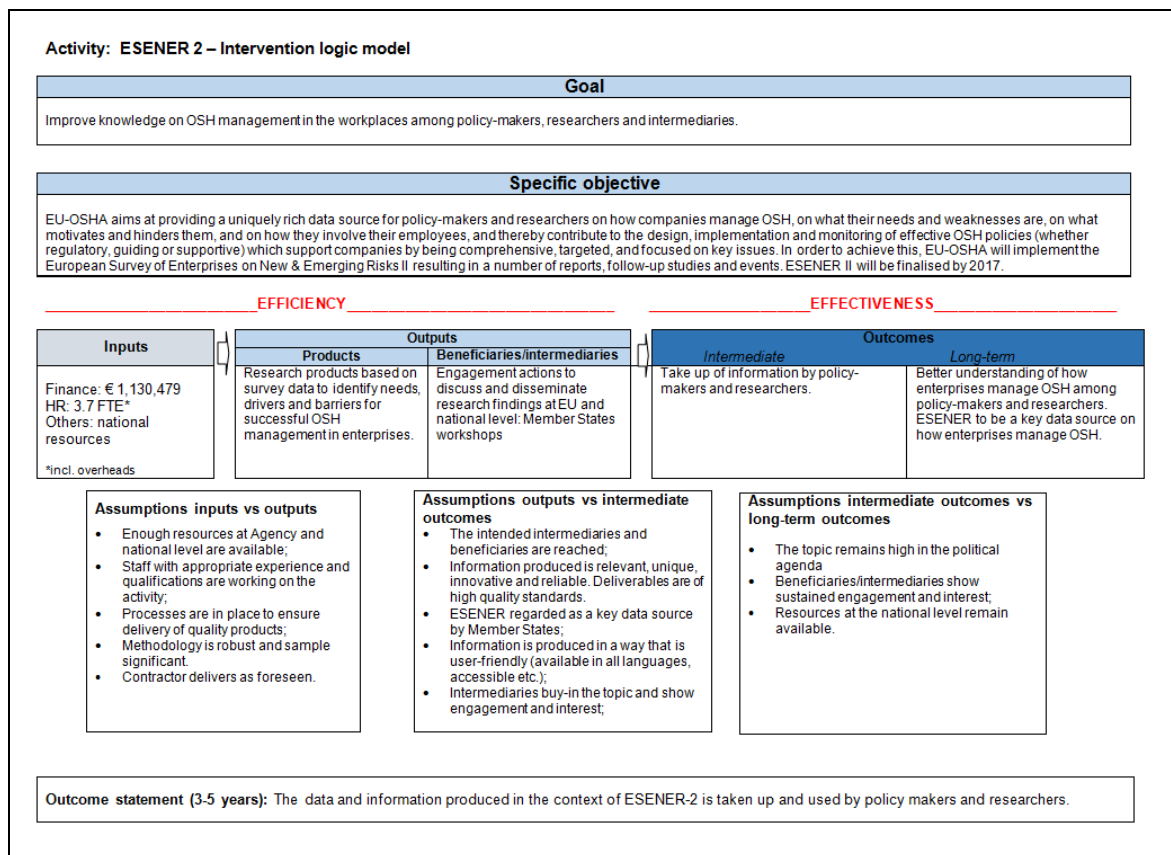
The first two of these secondary analyses are presented in sections 2.3 and 2.4.

The contractor awarded to conduct these analyses was TNS Infratest Sozialforschung in Munich, an operative unit of TNS Deutschland GmbH (now called Kantar TNS). This company was also awarded the ESENER-1 contract. The contractor’s total final bid was EUR 3,343,610.

2.2.2 The logic model of the project

The intervention logic model for the project, as elaborated by EU-OSHA, is shown below.

Figure 2.1: ESENER-2 Intervention logic model



Source: EU-OSHA.

2.2.3 Published reports

Within the framework of ESENER-2, the following reports have been produced and published⁵:

- EU-OSHA, *Second European Survey of Enterprises on New and Emerging Risks (ESENER-2) — Overview report: managing safety and health at work*, European Risk Observatory. Luxembourg: Publications Office of the European Union, 2016 (in English).
- EU-OSHA, *Second European Survey of New and Emerging Risks (ESENER-2): First findings*. Luxembourg: Publications Office of the European Union, 2015 (in English).
- EU-OSHA, *Summary — Second European Survey of Enterprises on New and Emerging Risks (ESENER 2)*. Luxembourg: Publications Office of the European Union, 2015 (in English plus 24 other national languages).
- TNS Deutschland GmbH (TNS Infratest Sozialforschung), *Second European Survey of Enterprises on New and Emerging Risks (ESENER-2)*, Report No. 7: Technical Report, Final Version for the European Agency for Safety and Health at Work. Munich, 2015 (in English).
- TNS Deutschland GmbH (TNS Infratest Sozialforschung), *Second European Survey of Enterprises on New and Emerging Risks (ESENER-2)*, Report No. 8: Quality Report, Final version for the European Agency for Safety and Health at Work. Munich, 2015 (in English).

2.3 Follow-up study 1: ‘Worker participation in the management of OSH — qualitative evidence from ESENER-2’

2.3.1 Main goals and objectives of the project

The main goal of the project ‘Worker participation in the management of occupational safety and health: qualitative evidence from ESENER-2’ was the development of a qualitative study on the organisation of worker representation in relation to OSH, based on in-depth follow-up interviews with respondents to the ESENER-2 survey.

In this sense, the project aimed to complement the ESENER-2 findings through face-to-face interviews with at least 20 establishments in six or more selected countries, sectors and establishment size classes (143 establishments were contacted and, finally, interviews were conducted in seven EU Member States). These face-to-face interviews with a subset of ESENER-2 respondents were intended to:

- complement the ESENER-2 results by producing secondary information that helps explore the ways in which worker participation is organised, the reasons and motivations behind it, and the role of safety and health representatives, among others;
- provide information about how worker participation is shaped by the context in which establishments operate (e.g. national, economic, job related);
- help define typologies of establishments according to the way worker participation in OSH is organised at the workplace level.

The project was awarded in January 2015 to the Cardiff Work Environment Research Centre at Cardiff University in the United Kingdom for a total value of EUR 487,063. In addition to an overview report, national country reports were elaborated by partner institutions for Belgium, Estonia, Greece, Spain, Sweden, the Netherlands and the United Kingdom. The partner institutions included HIVA Research Institute for Work and Society at KU Leuven in Belgium, Tallinn University of Technology in Estonia, the Hellenic Institute for Occupational Health and Safety in Greece, the University of Valencia in Spain, the University of Amsterdam in the Netherlands and IVL, the Swedish Environmental Research Institute. In addition, an advisory board was established comprising internationally renowned experts from both within and outside the EU.

⁵ These documents can be found at <https://osha.europa.eu/en/surveys-and-statistics-osh/esener>

2.3.2 Published reports

Within the framework of this follow-up study, the following reports have been produced and published⁶:

- EU-OSHA, *Worker participation in the management of occupational safety and health: qualitative evidence from ESENER-2*, European Risk Observatory: Overview report. Luxembourg: Publications Office of the European Union, 2017 (in English).
- EU-OSHA, *Worker participation in the management of occupational safety and health: qualitative evidence from ESENER 2*, European Risk Observatory: Summary. Luxembourg: Publications Office of the European Union, 2017 (in English plus the six national languages of the countries involved).
- EU-OSHA, *Worker participation in the management of occupational safety and health — qualitative evidence from ESENER-2: Country report — Belgium*. Luxembourg: Publications Office of the European Union, 2017 (in English).
- EU-OSHA, *Worker participation in the management of occupational safety and health — qualitative evidence from ESENER-2: Country report — Estonia*. Luxembourg: Publications Office of the European Union, 2017 (in English).
- EU-OSHA, *Worker participation in the management of occupational safety and health — qualitative evidence from ESENER-2: Country report — Greece*. Luxembourg: Publications Office of the European Union, 2017 (in English).
- EU-OSHA, *Worker participation in the management of occupational safety and health — qualitative evidence from ESENER-2: Country report — Spain*. Luxembourg: Publications Office of the European Union, 2017 (in English).
- EU-OSHA, *Worker participation in the management of occupational safety and health — qualitative evidence from ESENER-2: Country report — Sweden*. Luxembourg: Publications Office of the European Union, 2017 (in English).
- EU-OSHA, *Worker participation in the management of occupational safety and health — qualitative evidence from ESENER-2: Country report — the Netherlands*. Luxembourg: Publications Office of the European Union, 2017 (in English).
- EU-OSHA, *Worker participation in the management of occupational safety and health — qualitative evidence from ESENER-2: Country report — United Kingdom*. Luxembourg: Publications Office of the European Union, 2017 (in English).

2.4 Follow-up study 2: ‘Joint analysis of ESENER-2, the Labour Force Survey (LFS) 2013 ad hoc module on accidents at work and other work-related health problems and the 6th European Working Conditions Survey’

2.4.1 Main goals and objectives of the project

The aim of this study was to provide answers to relevant questions concerning OSH risk management, including ‘When OSH risks are managed at the enterprise level, do employees perceive that their exposure to OSH risks is reduced or just lower?’ and ‘What about their work related health outcomes?’. The specific research questions addressed by this study include:

- Is exposure to OSH risks, both in general and more specifically in relation to environmental risks, risks of musculoskeletal disorders (MSDs) and psychosocial risks, as reported by employees, related to risk awareness and risk management in enterprises?
- Are work-related health outcomes and well-being, as reported by employees, related to risk awareness and risk management in enterprises?

⁶ These documents can be found at <https://osha.europa.eu/en/tools-and-publications/publications/country-report-spain-worker-participation-management/view>

- How well is risk management explained by exposure to work-related risks, both general and specific, and by work-related health outcomes, as reported by employees?
- Do success factors, such as management commitment and employee participation, or barriers, such as lack of resources or expertise, explain the relationship between risk management at the enterprise level and risk perception by employees? If so, what impact do these factors have?
- Can a typology of enterprises be defined according to either the background of the enterprise (e.g. country, sector and size) or the main features of an enterprise's OSH risk management, including the drivers and barriers?

These research questions were addressed by a combined analysis of ESENER-2, the LFS 2013 ad hoc module on accidents at work and other work-related health problems, and the Sixth European Working Conditions Survey. One of the challenges of this study was to identify whether or not these three European surveys, collected in different ways from different sources, could be combined in a statistically sound way to provide answers to relevant questions in the area of OSH risk management that could not be answered by analysing the datasets in isolation.

The project was awarded in September 2015 to the Netherlands Organisation for Applied Scientific Research (TNO) by a total final value of EUR 122,246. TNO was assisted by an advisory board comprising several European experts.

2.4.2 Published reports

Within the framework of this follow-up study, the following reports have been produced and published⁷:

- EU-OSHA, *Health and safety risks at the workplace: a joint analysis of three major surveys — Report*, European Risk Observatory. Luxembourg: Publications Office of the European Union, 2017 (in English).
- EU-OSHA, *Health and safety risks at the workplace: a joint analysis of three major surveys — Executive summary*, European Risk Observatory. Luxembourg: Publications Office of the European Union, 2017 (in English).

⁷ These documents can be found at <https://osha.europa.eu/en/tools-and-publications/publications/country-report-spain-worker-participation-management/view>

3 Evaluation results

3.1 Introduction

This chapter presents answers to the evaluation questions defined by EU-OSHA. The results are presented around nine main groups of evaluation criteria: relevance, coherence, effectiveness, efficiency, complementarity, EU added value, impact, sustainability and, finally, utility (see Table 3.1). The evidence for these findings is based on the use of different data sources, which are plotted within an evaluation grid (see Annex 1).

Table 3.1 Main evaluation criteria and associated questions per criteria

Evaluation criteria	Associated questions
Relevance	<ul style="list-style-type: none"> ▪ Question: To what extent does ESENER-2 provide information that is useful to policy-makers and fills an information gap?
Coherence	<ul style="list-style-type: none"> ▪ Question: To what extent has ESENER-2 contributed to the achievement of the strategic objective of Priority Area 2 and the mission/vision of the Agency as well as wider EU policy objectives?
Effectiveness	<ul style="list-style-type: none"> ▪ Question 1: To what extent was the overall survey research design effective? Among other aspects, the survey mode, the respective sample sizes and the target respondent? ▪ Question 2: Was the research effectively translated into technical specifications? ▪ Question 3: Did the questionnaire ask the most appropriate questions? ▪ Question 4: To what extent have the secondary analyses made good use of the data? ▪ Question 5: Has ESENER-2 achieved its objectives as regards the information collected?
Efficiency	<ul style="list-style-type: none"> ▪ Question 1: To what extent was the research design efficient? ▪ Question 2: To what extent was the research design efficiently implemented within the contract? ▪ Question 3: To what extent did ESENER-2 run as planned?
Complementarity	<ul style="list-style-type: none"> ▪ Question 1: What learning points could inform other activities, especially under the same priority area, 'Facts and figures'? To what extent have learning points been implemented across other EU-OSHA activities? ▪ Question 2: To what extent are the outputs useful for other activities? ▪ Question 3: To what extent is ESENER-2 complementary to other major EU surveys related to OSH, such as the European Working Conditions Survey, the EU Labour Force Survey and the European Company Survey?
EU added value	<ul style="list-style-type: none"> ▪ Question 1: To what extent did ESENER-2 produce benefits/impacts that would not have resulted from Member State action only? ▪ Question 2: Are there differences between countries? Could national surveys be replaced by ESENER?

Evaluation criteria	Associated questions
Impact	<ul style="list-style-type: none"> ▪ Question 1: How successful has EU-OSHA been in achieving visibility for ESENER-2? What outcomes have already been realised? ▪ Question 2: To what extent has ESENER-2 stimulated Member State/stakeholder activity? ▪ Question 3: To what extent have there been positive effects at national level for those Member States that increased their national sample sizes? To what extent has the sample size increase supported or complemented their ongoing activities? To what extent did it stimulate new awareness or activity?
Sustainability	<ul style="list-style-type: none"> ▪ Question 1: To what extent are focal points and stakeholders using/planning to use the outputs? ▪ Question 2: To what extent is the online dashboard (visualisation tool) seen as an effective way of making the results more accessible? ▪ Question 3: How long lasting will the impact of ESENER be?
Utility	<ul style="list-style-type: none"> ▪ Question: To what extent do the outputs of the project support the (policy and practice) needs of focal points and stakeholders (OSH intermediaries, policy-makers, researchers, practitioners, social partners)?

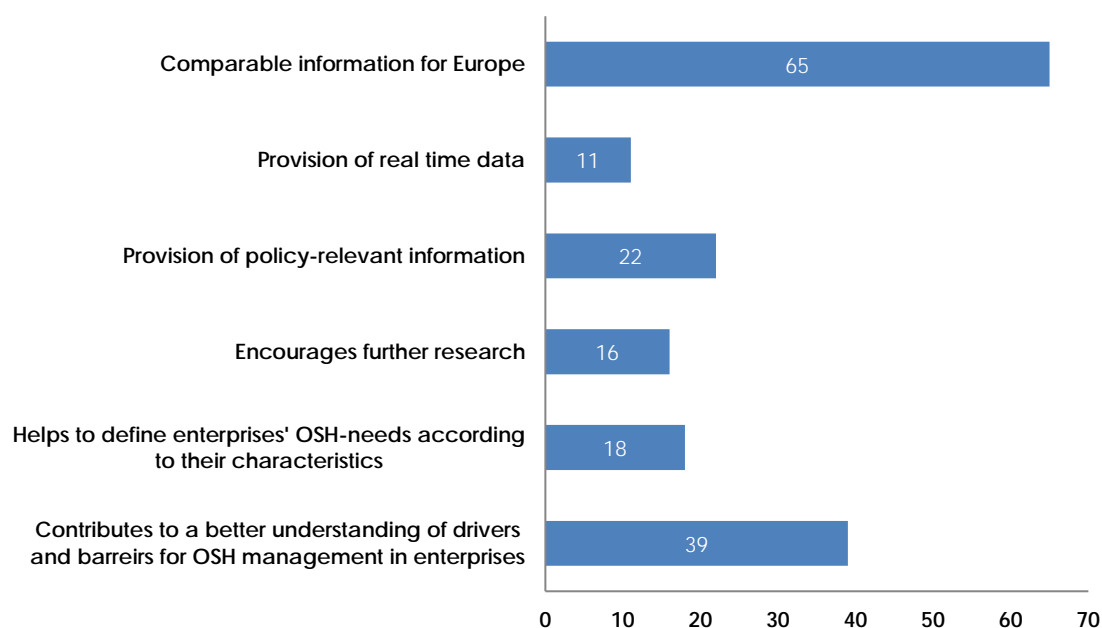
3.2 Relevance considerations

The purpose of the relevance criterion is to assess to what extent the objectives of ESENER-2 are consistent with the beneficiaries' requirements and needs. This relevance criterion tries to give an answer to questions such as (i) 'Are we doing the right thing?' and (ii) 'How important is the relevance or significance of ESENER-2 regarding beneficiaries' requirements and priorities/needs?' In order to assess this, the evaluation looks into the research question discussed in the following section.

3.2.1 Question : *To what extent does ESENER-2 provide information that is useful to policy-makers and fills an information gap?*

There is strong evidence that ESENER-2 provides information that it is useful to policy-makers, at both EU and national levels. Thus, and according to the results obtained from the Stakeholders' Survey EU-OSHA 2016, up to 93 % and 73 % of the consulted government/public bodies suggest that ESENER is a valuable or very valuable source of information for developing OSH policies at European and national levels, respectively (see Figure 3.1). In particular, the most-valued feature of ESENER, for this group, is that it delivers comparable information for Europe (65 % of respondents), followed by its contribution to a better understanding of the drivers and barriers for OSH management in enterprises (39 % of respondents).

Figure 3.1 Most valuable contributions of ESENER to OSH for government/public bodies (%)



Only respondents who are familiar with ESENER were included. Respondents could select a maximum of two possibilities

Source: Panteia, Stakeholders' survey EU-OSHA 2016, EU-28 plus Liechtenstein, Norway and Iceland

The Stakeholders' Survey EU-OSHA 2016 also shows that ESENER the main use of ESENER by government/public bodies is to disseminate results to other parties (including beneficiaries) (44 % of respondents), for research purposes (26 % of respondents), for policy-making purposes at the national level (23 % of respondents), and for policy-making or implementing measures at the enterprise level (21 % of respondents). By contrast, approximately 28 % of the consulted government/public bodies that are familiar with ESENER have never used the available information actively.

These positive results were confirmed by the different policy-maker stakeholders interviewed within the framework of this evaluation: ESENER-2 provides information that is very useful to policy-makers at the EU level as well as at the national level.

ESENER-2 is regarded by this group as the only available European source of cross-nationally comparable/reliable information on OSH, including on compliance with OSH legislation and its effectiveness. With this in mind, ESENER-2 data have been particularly useful for the evaluation of the 24 EU OSH directives based on Article 17(a) of the OSH Framework Directive (89/391/EEC)⁸.

Frequent references to ESENER-2 results are made in the European Commission's new Communication 'Safer and Healthier Work for All — Modernisation of the EU Occupational Safety and Health Legislation and Policy' (COM(2017)12 final)⁹ and in the *ex post* evaluation of the European Union occupational safety and health directives (REFIT evaluation) (SWD(2017)10 final¹⁰)¹¹. Specifically, the following ESENER-2 information has been particularly useful, namely:

⁸ Through the Framework Directive (89/391/EEC) and its individual directives, EU legislation provides a framework to allow workers to enjoy high levels of health and safety in the workplace. Implementation of these provisions differs from one country to another, and their practical application varies by sector, category of workers and size of enterprise. The increasing importance of 'emerging' risks, such as stress, violence and harassment, poses a challenge for the development of effective prevention measures.

⁹ See <http://ec.europa.eu/transparency/regdoc/?fuseaction=list&coteld=1&year=2017&number=12&version=ALL&language=en>

¹⁰ See <http://ec.europa.eu/social/main.jsp?catId=89&langId=en&newsId=2709&moreDocuments=yes&tableName=news>

¹¹ ESENER-1 was also cited in the EU OSH Strategic Framework 2014-2020 (see <http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52014DC0332>).

- data on exposure to different risk factors (including risks of MSDs and psychosocial risks)
- data that could serve as a proxy to determine the level of compliance with OSH legislation, such as the percentage of establishments regularly conducting risk assessments; the percentage of establishments documenting risk assessments, reasons for not carrying out risk assessments regularly and their use of safety and health services; data on specific OSH representation in establishments; data on OSH training; and data on sources of safety and health information and having or not having sufficient information about the different OSH risks — for all these questions, the breakdown by enterprise size (resulting from the Better Regulation Guideline requirements including REFIT) and by sector (in relation to the different sectoral directives) was deemed to be of particular importance;
- data on the enforcement aspects, such as the percentage of enterprises visited by the labour inspectorate in the last 3 years;
- data on barriers to OSH management (in particular broken down by enterprise size); information about the types of risks considered in the risk assessments; information about the types of workers considered in the risk assessments (including the consideration of employees working from home);
- data on major reasons for addressing safety and health;
- data about health promotion in the workplace.

ESENER-2 data are also relevant for policy initiatives that might follow the adoption of the European Commission's Communication 'Safer and Healthier Work for All — Modernisation of the EU Occupational Safety and Health Legislation and Policy' (COM(2017)12 final). Interviewees particularly value the fact that small enterprises (those with five or more employees) are now also included in the ESENER sample. The interviewees suggested that it would be very useful if, in future ESENER rounds, additional improvements were to be included, such as the inclusion of even smaller establishments (e.g. those with 3 or more employees) or more detailed information on NACE (statistical classification of economic activities in the European Community) levels.

From a national perspective, interviewed policy-makers also stressed that ESENER-2 provides information that is useful to their organisations and to policy-makers. In this sense, and in accordance with the results obtained from the Stakeholders' Survey EU-OSHA 2016, these national policy-makers stressed, as particularly important, the availability of cross-nationally comparable OSH information, which adds a European-wide perspective to the information obtained from already existing national OSH surveys (i.e. in Germany, Norway, the Netherlands and Sweden). In other cases, where available national information is very limited (i.e. Romania), the ESENER-2 results have been particularly relevant for national policy-makers in drafting national OSH strategies.

Notwithstanding this, there is also a significant percentage of government/public bodies that are ambivalent to the provision of new information via ESENER-2. For instance, and according to the results of the Stakeholders' survey EU-OSHA 2016, only about one third (33 %) of the government/public bodies stakeholder group indicated that ESENER provides them with information they did not yet have on OSH management in enterprises, and another third (31%) of this group noted that the ESENER data identify trends in OSH management that they had already noticed. This perspective is confirmed by several of the national policy-makers interviewed, who stressed that the ESENER-2 results have not been extensively used in their own research and risk assessments on a strategic level or in the planning of their inspection activities, as they rely on nationally conducted studies.

3.3 Coherence considerations

The purpose of the 'Coherence' criterion is to assess to what extent the objectives of ESENER-2 are pertinent and properly instrumented in relation to the needs and priorities of the European Commission (i.e. the EU OSH Strategic Framework 2014-2020) and EU-OSHA (i.e. the EU-OSHA Multi-annual Strategic Programme 2014-2020). In order to assess this, the evaluation looks into the research question described in the following section.

3.3.1 Question: To what extent has ESENER-2 contributed to the achievement of the strategic objective of Priority Area 2 and the mission/vision of the Agency as well as wider EU policy objectives?

The mission of EU-OSHA is to 'develop, gather and provide reliable and relevant information, analysis and tools to advance knowledge, raise awareness and exchange occupational safety and health (OSH) information and good practice which will serve the needs of those involved in OSH', whereas the EU-OSHA vision is 'to be a recognised leader promoting healthy and safe workplaces in Europe based on tripartism, participation and the development of an OSH risk prevention culture, to ensure a smart, sustainable, productive and inclusive economy'.

The EU-OSHA Multi-annual Strategic Programme 2014-2020 identifies six priority areas of activity. Specifically, Priority Area 2, 'Facts and figures', deals with the provision of useful information to policy-makers and researchers, and relates directly to one of the three key elements in EU-OSHA's mission statement (advancing knowledge); it also relates to the vision statement in terms of creating an OSH risk prevention culture. The specific benefit of this priority area is the provision, to policy-makers and researchers, and also workplace intermediaries, of sound and reliable information, which they need to decide on actions.

The ESENER-2 project as a whole (including the secondary analyses) has contributed, to a large extent, to the mission and vision of EU-OSHA and, especially, to the achievement of its strategic objective for Priority Area 2, Facts and figures. In this sense, the mid-term evaluation of the EU-OSHA Multi-annual Strategic Programme 2014-2020 stresses that ESENER can be used as an example of how EU-OSHA can achieve its intended objective for this priority area, in the sense that it is the only existing European survey capable of providing rich and fully comparable European data on how enterprises manage OSH, on what their needs and weaknesses are, on what motivates and hinders them, and on how they involve their workers. According to this mid-term evaluation, the work carried out under ESENER assists both EU and national policy-makers in the field and it is the basis for action at the political level, contributing, therefore, to the design, implementation and monitoring of effective OSH policies.

In particular, ESENER contributes significantly to wider EU policy objectives in the OSH field. The European Commission's 2017 Communication 'Safer and Healthier Work for All — Modernisation of the EU Occupational Safety and Health Legislation and Policy' (COM(2017)12 final)¹² outlines the key actions to be taken by the EU as regards OSH in Europe. Among other elements, this Communication stresses the importance of high-quality, comparable and timely data collection to feed into evidence-based policy-making for ensuring better and broader protection, compliance and enforcement at the workplace level. The ESENER-2 project can be regarded as an example of an EU-OSHA activity that contributes to achieving this aim (see mid-term evaluation of the EU-OSHA Multi-annual Strategic programme 2014-2020). More specifically, parts of this Communication are based on the findings of the ESENER-2.

In addition, ESENER-2 results have largely contributed to the improvement of EU OSH statistics as a response to one of the major strategic objectives of the EU (OSH) Strategic Framework 2014-2020, and related to the improvement of statistical data collection in order to have better evidence and develop monitoring tools¹³. In addition, the European Commission has used some ESENER data for the evaluation of 24 EU OSH directives based on Article 17(a) of Directive 89/391/EEC¹⁴ (see previous section on the relevance criterion). Recently, EU-OSHA has been actively collaborating with the European Commission in the design and development of the so-called 'EU OSH Information System', where ESENER-2 is expected play a vital role in the provision of key information.

This very positive view in terms of ESENER's coherence is also held by some of the different stakeholders interviewed, including representatives of the European Parliament, the European Commission and Eurofound. All of these stakeholders value the contribution of ESENER-2 both to the achievement of the Agency's mission/vision and the strategic objective of Priority Area 2, and to wider

¹² Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions, Safer and Healthier Work for All — Modernisation of the EU Occupational Safety and Health Legislation and Policy (see <http://ec.europa.eu/transparency/regdoc/?fuseaction=list&coteld=1&year=2017&number=12&version=ALL&language=en>).

¹³ See <http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52014DC0332>

¹⁴ The results of the latest evaluation for the period 2007-12 are summed up in COM(2017)12 final and SWD(2017)10.

EU policy objectives. Similar positive views were also expressed by the interviewed focal point and Governing Board members.

3.4 Effectiveness considerations

The ‘Effectiveness’ criterion relates to the degree to which the general objectives of the project have been effectively achieved in reality, in both qualitative and quantitative terms (in terms of budget execution, number and type of activities developed, participation of stakeholders, etc.). In addition, the effectiveness criterion takes into account some additional elements, such as the main difficulties identified within the project that had to be overcome to reach the desired objectives/goals and the solutions (and the appropriateness of the solutions) used to deal with these difficulties. In order to assess this, the evaluation looks into research questions described in the following section.

3.4.1 Question 1: To what extent was the overall survey research design effective? Among other aspects, the survey mode, the respective sample sizes and the target respondent?

The overall research design was organised around the following main elements, as stated in the tender specifications of the open call for tenders:

- the coverage of a minimum of 30 countries (EU-28, Norway and Iceland) and up to 35 (possibly Macedonia, Montenegro, Serbia, Turkey and Switzerland); in the end, 36 countries were effectively covered, the 35 already mentioned plus Albania;
- the coverage of establishments employing five or more workers from both private and public organisations across all sectors of economic activity, including those in the sector ‘Agriculture, Forestry and Fishing’ but excluding private households (NACE T) and extraterritorial organisations (NACE U);
- the definition of a new, single target respondent implying only one interview per establishment rather than seeking two (as was the case in ESENER-1); in this sense, the tender specifications suggested that, in each establishment surveyed, the single person who knows most about safety and health in the workplace should be interviewed (not necessarily someone from management);
- data should be collected through CATI;
- reference minimum sample sizes were requested from the tenderers; EU-OSHA also suggested the possibility of an increase in the net sample size in some or all of the countries/territories in which the survey was to be carried out.

It is important to stress that ESENER-2 was designed in the expectation of becoming a long-term monitoring tool, capable of showing trends across different periods. In this sense, several radical changes in the overall survey research design were introduced in ESENER-2 compared with ESENER-1 (see Table 3.2) so that (fundamental) changes could be avoided in future editions. This idea was shared with and approved by EU-OSHA’s Advisory Group and governing bodies.

Table 3.2 Main differences between ESENER-2 and ESENER-1

In terms of methodology, the two waves of ESENER have many features in common, but they also have a number of important differences that need to be taken into account for any comparisons between ESENER-1 (2009) and ESENER-2 (2014). The main differences are related to the definition of (i) respondents and (ii) the universe:

- For ESENER-1, two types of interviews were conducted when possible: one with the management (the highest ranking person in charge of coordinating health and safety in the establishment) and one with an employee representative in charge of health and

safety. For ESENER-2, there was only one type of interview, conducted with ‘the person most knowledgeable about health and safety in the establishment’.

- While ESENER-1 covered establishments with 10 or more employees only, ESENER-2 covers establishments with five or more employees. Because of the high proportion of the size class of five to nine employees within the overall ESENER-2 universe, its inclusion had a considerable impact on the overall results (particularly from the establishment-proportional perspective).
- ESENER-1 was conducted among a representative sample of 36,000 interviews carried out in 31 countries (the then EU-27 plus Croatia, Norway, Switzerland and Turkey). ESENER-2 was carried out among 49,320 establishments with five or more employees from 36 countries (the EU-28 plus Albania, the former Yugoslav Republic of Macedonia, Iceland, Montenegro, Norway, Serbia, Switzerland and Turkey).
- Whereas ESENER-1 was confined to the NACE Rev. 2 sectors B to S, ESENER-2 covers sectors A to S, that is, it also includes establishments of sector A ‘Agriculture, Forestry and Fishing’. As NACE A is a very small sector within the defined universe of establishments employing more than five people, its impact on the overall results is very limited, but it is still important for some countries.
- Although most of the topics covered by ESENER-2 were included in ESENER-1, the questionnaire for ESENER-2 differs in almost all questions from ESENER-1. There are no ‘trend’ questions allowing for a direct comparison of the results of both survey waves, so strict comparisons between ESENER-2 and ESENER-1 results are not possible.

Source: *Second European Survey of Enterprises on New and Emerging Risks (ESENER-2) — Overview report: managing safety and health at work* (EU-OSHA, 2016)

Bearing this in mind, the overall survey research design of ESENER-2 can be evaluated as effective, particularly in relation to the survey mode, the sample sizes, the target respondent and the survey universe. These elements are analysed next.

As far as the **survey mode** is concerned, the contractor offered in its tender the option to use CAWI in addition to CATI. This was appreciated by EU-OSHA and was used for a small number of interviews. CAWI was offered to respondents only as a very last resort, that is, only to those who refused to take part in the telephone interview but were still willing to fill in an online version of the questionnaire. This CAWI option was offered in all countries; in the end, completed CAWI interviews came from 35 countries (i.e. from all countries except for Albania). All in all, a total of 1,289 online interviews were finally accepted, and this option was particularly well used in the Czech Republic, the Netherlands and Switzerland (130, 124 and 101 interviews, respectively).

This combination of CATI and CAWI interviewing systems can be considered particularly effective in achieving a relatively high response rate from enterprises within a limited time and with limited financial resources. There are two main reasons for this. First, other surveying methods (i.e. face-to-face interviews) are associated with a higher cost. Second, there is an increasing resistance from enterprises and establishments (particularly in some EU countries) to participate in surveys. Considering all these elements, it is clear that these CATI and, especially, CAWI systems facilitated the participation of companies. However, the CAWI system is associated with a certain ‘loss of control’ by the interviewer, which is why this system was used as only a very last resort.

In relation to the **sample sizes**, samples for ESENER-2 were drawn according to a disproportional sample design, which was later redressed by weighting, where important efforts were made to build up samples that provided the necessary quality while ensuring cross-national comparability. Specifically, these samples were drawn by a multi-stratified random sampling procedure, using a sampling matrix with sector and size differentiation to divide the establishment universe into various cells. For each cell of this matrix, targets were set as regards the number of interviews to be achieved. For sampling by size, a deliberately disproportional sample design was chosen, in order to bring sufficient numbers of interviews into the largest class sizes. In terms of sectors, the targets were set proportionally to the real structure of the establishment universe, with the sole exceptions of the United Kingdom and Slovenia, where selected sectors were deliberately overrepresented in the national boost samples.

National sample sizes for ESENER-2 ranged from 450 interviews in the smallest countries to 750 or 1,500 interviews in medium-sized countries and 2,250 interviews in the largest economies. The total number of effectively surveyed establishments was 49,320, where the national samples ranged from about 450 in Malta to 4,250 in the United Kingdom (Table 3.3). National reference samples were boosted (funded by the national authorities) in Spain, Slovenia and the United Kingdom, allowing for more in-depth analyses at the country level by establishment size and activity sector. The final sample surveyed surpassed the initial sample size targets set by EU-OSHA in the tender specifications of the open call for tender.

Table 3.3 Initial and net effective sample size of ESENER-2, by country

	Minimum sample size	Sample effectively surveyed		Minimum sample size	Sample effectively surveyed
Albania	750	750	Latvia	750	753
Austria	1,500	1,503	Lithuania	750	774
Belgium	1,500	1,504	Luxembourg	750	752
Bulgaria	750	750	Malta	450	452
Croatia	750	751	Montenegro	450	452
Cyprus	750	751	Netherlands	1,500	1,519
Czech Republic	1,500	1,508	Norway	1,500	1,513
Denmark	1,500	1,508	Poland	2,250	2,257
Estonia	750	750	Portugal	1,500	1,513
Finland	1,500	1,511	Romania	750	756
France	2,250	2,256	Serbia	750	752
Former Yugoslav Republic of Macedonia	750	750	Slovakia	750	750
Germany	2,250	2,261	Slovenia	750	1,051
Greece	1,500	1,503	Spain	2,250	3,162
Hungary	1,500	1,514	Sweden	1,500	1,521
Iceland	750	757	Switzerland	1,500	1,511
Ireland	750	750	Turkey	2,250	2,251
Italy	2,250	2,254	United Kingdom	2,250	4,250

	Minimum sample size	Sample effectively surveyed	Minimum sample size	Sample effectively surveyed
Total			45,900	49,320

Source: own elaboration

Due to the lack of use of a harmonised European sampling frame by all or most of the countries involved in the survey, the best available address register was selected in each country. The selection was made by the local fieldwork partners, based on previous experiences. It is possible that existing differences in the quality of these registers may affect the comparability of some of the results. Moreover, official statistical figures on the size of the establishment universe of establishments with five or more employees were available for only some countries, whereas for many others (particularly some of the Member States that joined the EU after 2004) the figures on the universe had to be estimated

All in all, the overall survey research design can be regarded as highly effective in terms of the sample sizes, thus reflecting the very important efforts that had been made to generate samples that provided the necessary quality and ensured cross-national comparability. However, a close analysis of the national samples shows that, in some countries (i.e. Romania), it may be valuable to increase the sample size (from 750 to 1,500 establishments, in line with other relatively similar EU Member States).

Concerning the **survey universe**, the inclusion of establishments covering NACE sectors A to S was evaluated as well as that of establishments with five or more employees. In this sense, ESENER-2 covered sectors A to S, that is, it also included establishments of sectors such as NACE A (Agriculture, Forestry and Fishing), NACE O (Public Administration), NACE P (Education) and NACE Q (Health and Social Work). The analysis of the *Technical assessment of the expansion of the Second European Survey on New and Emerging Risks (ESENER-2)*¹⁵ shows that the contractor was well acquainted with the difficulties linked to these sectors, and several remedying actions were introduced to solve these difficulties. The inclusion of the NACE A sector is particularly relevant and effective, given the traditionally relatively high level of accidents and other safety and health that characterise this sector as well as its quantitative importance in some specific European countries.

In relation to the second element, the inclusion of establishments with five or more employees in ESENER-2 (in comparison with establishments with 10 or more employees in ESENER-1) has increased the relevance of the ESENER survey because of the quantitative importance of this group to the EU economy (e.g. in the southern EU Member States). In this sense, it is very important to have data on this specific group, especially in relation to those OSH elements that are relevant for them. The results obtained from ESENER-2 for this group seem to be relevant and credible, particularly in relation to size/country comparisons and trends. An open question relates to the establishment size limit of the sample, in the sense that the inclusion of establishments with fewer employees has been requested by some relevant stakeholders. For instance, during the interview with the European Commission representatives, they expressed their interest in including even smaller establishments (e.g. those with three or more employees). According to the evaluation team, the inclusion of these smaller establishments would perhaps be excessive and possibly not cost effective in relation to the results obtained.

The other significant change corresponds to the **target respondent**. This is one of the most important differences between the research designs of ESENER-1 and ESENER-2. For ESENER-1, two respondents were targeted per establishment (the highest ranking person in charge of coordinating OSH at the establishment and an employee representative in charge of OSH). For ESENER-2, it was decided that, in each establishment surveyed, only one person would be interviewed, namely the single person most knowledgeable about health and safety arrangements in the workplace, that is, 'the person who knows best about OSH in the establishment'.

However, the experience of ESENER-2 has shown that it was not always easy to access the most appropriate person within an establishment, although the information in the questionnaire and in the

¹⁵ https://osha.europa.eu/sites/default/files/publications/documents/ESENER2_Technical_assessment_0.pdf

survey manual did help to reach the right persons. In addition, experience also shows that different types of people from enterprises responded¹⁶ to the ESENER-2 questionnaire among the different countries and size classes. For instance, in small establishments, most often the owners, managing directors or site managers completed the questionnaire personally, while, in large establishments, most often a person specialised in health and safety tasks without any direct managerial function was interviewed.

Generally speaking, this change in target respondent in the research design resulted in an improvement in the response rate, while keeping costs at a reasonable level. First, a straightforward question about the person who has ‘the best knowledge about all OSH issues’ is, in general, likely to be understood, irrespective of sector or country specificities or a lack of specialised OSH personnel within the establishment. The rather low non-response rate for individual items, measured for ESENER-2, is an indicator that the identification of an appropriate respondent was largely successful. At the same time, this new definition of target respondent has reduced response rate variations among countries and establishment sizes, compared with ESENER-1.

Second, the change in the target respondent has facilitated a higher participation of micro enterprises, usually characterised by less frequent formal OSH employee representation and a blurred distinction between manager and worker representatives (for OSH issues). Third, this change in target respondent has facilitated the investment of more resources into enlarging the sample, rather than finding two suitable respondents within each establishment. Finally, the different results obtained among countries and enterprise size classes on ‘the person who knows best about OSH in the establishment’ are also interesting in themselves.

By contrast, the lack of two responses from different individuals from the same establishment might result in less rigorous/more optimistic responses by the respondent (especially among management representatives), as there is no possibility that a second respondent could contradict the first. In addition, there is a risk that the questions may have been answered by the person most easily reached rather than the one ‘who knows best’. Finally, this change may have introduced differences in the responses according to the different types of respondents, particularly in relation to risk awareness or risk management issues, an element that can be further analysed by looking at the respondent’s function.

Therefore, the final decision to move from two respondents per establishment to only one should be understood as a ‘compromise’ between survey quality and feasibility, fully accepted by EU-OSHA’s Advisory Group and governing bodies. In any case, the secondary analysis of worker participation in the management of OSH is an important means of identifying these possible differences of opinion between, for instance, management and employee representatives.

As already suggested, one of the most important limitations of ESENER-2 (which applies equally to ESENER-1 and other similar voluntary company surveys) is probably its self-selection bias. There is a natural bias to have a preponderant participation of ‘good’ establishments that regard themselves as active in OSH and compliant with the OSH legal requirements. This element is better reflected in the ESENER-2 cooperation rate (22 %), which varies with establishment size (from 17 % among the smallest enterprises to 33 % among the largest) and by country (from 11 % in Poland to 51 % in Malta) (Table 3.4). These variations reflect, to a large degree, national differences in the willingness to cooperate in business surveys and, in particular, surveys on OSH.

Table 3.4 Cooperation and response rates in ESENER-2, by country

Country	Cooperation rate	Response rate	Country	Cooperation rate	Response rate
Albania	38 %	25 %	Latvia	31 %	23 %
Austria	22 %	18 %	Lithuania	30 %	26 %
Belgium	35 %	23 %	Luxembourg	28 %	22 %

¹⁶ This question was controlled by a follow-up question on the actual role of the respondent in the organisation.

Country	Cooperation rate	Response rate	Country	Cooperation rate	Response rate
Bulgaria	30 %	18 %	Malta	51 %	36 %
Croatia	26 %	22 %	Montenegro	15 %	6 %
Cyprus	21 %	10 %	Netherlands	22 %	17 %
Czech Republic	16 %	10 %	Norway	23 %	15 %
Denmark	37 %	27 %	Poland	11 %	7 %
Estonia	37 %	30 %	Portugal	38 %	32 %
Finland	32 %	28 %	Romania	18 %	10 %
France	26 %	20 %	Serbia	29 %	22 %
Former Yugoslav Republic of Macedonia	42 %	24 %	Slovakia	22 %	12 %
Germany	13 %	10 %	Slovenia	28 %	26 %
Greece	32 %	24 %	Spain	21 %	12 %
Hungary	12 %	8 %	Sweden	27 %	21 %
Iceland	35 %	26 %	Switzerland	21 %	15 %
Ireland	18 %	15 %	Turkey	14 %	4 %
Italy	24 %	16 %	United Kingdom	24 %	19 %
Total	22 %	14 %			

Cooperation rate is defined as the proportion of completed interviews resulting from all eligible addresses used for the survey. Response rate is the proportion of completed interviews from all addresses used for the survey, including those with incorrect telephone numbers or those that turned out to be ineligible, such as private households or establishments employing fewer than five people.

Source: *Second European Survey of Enterprises on New and Emerging Risks (ESENER-2) — Overview report: managing safety and health at work* (EU-OSHA, 2016)

This bias can be regarded as inevitable in this type of voluntary survey, unless some extremely costly activities are conducted (i.e. in-house checking of responses, involving more respondents with different profiles, etc.). Notwithstanding this, the ESENER-2 results show consistency in relation to comparisons between groups (i.e. lower implementation of OSH management practices by smaller firms/some specific sectors or groups of countries, etc.). It can also be assumed that these bias-related errors may affect all surveyed countries similarly. In addition, performing secondary analyses (see, for instance, the results obtained from the secondary analysis on worker participation in the management of OSH)

can help to better qualify these bias effects. Finally, it is also of interest to analyse the viewpoints of the ‘front runners’, particularly in relation to their motivations, drivers and barriers.

All in all, it is important to stress the need to increase existing cooperation rates in future editions of ESENER, particularly in relation to some specific countries (those with cooperation rates below 20 % in ESENER-2). In addition, the potential value of elaborating a specific ‘non-response assessment’, in order to evaluate the origin of these bias effects, has been suggested. Making ESENER a long-term monitoring tool, capable of identifying trends across different periods, is also likely to reduce these ‘bias’ effects.

Finally, the 5-year cycle under which ESENER operates is regarded as appropriate. However, looking towards further ESENER editions, it might be relevant to consider the possibility of increasing the ESENER time span, for instance from 5 to 7 years. This time extension may also allow a better synchronisation of ESENER with the Eurostat LFS ad hoc modules on accidents at work and work-related health problems. In this sense, the future comparison between the ESENER-3 and the ESENER-2 results may provide further information on the convenience and suitability of this time extension, especially taking into account the identified trends and changes in results.

To conclude, the overall survey research design can be regarded as effective, particularly in relation to the survey mode, the sample sizes and the target respondent, and despite existing limitations (particularly in terms of biased results). This design takes into account the 15 principles proposed by the European Statistics Code of Practice¹⁷. Moreover, EU-OSHA’s intention to make ESENER a long-term monitoring tool based on the ESENER-2 specificities, together with the existing budget limitations, compromises the possibility of introducing substantial changes into the research design for ESENER-3. These changes might be of a very incremental nature. Finally, it might be interesting to consider the value and feasibility of expanding the time span of ESENER for future editions.

3.4.2 Question 2: Was the research effectively translated into technical specifications?

Tender procedures were published in December 2012, within Open Tender Procedure No. EUOSHA/PRU/2012/P-03 (OJ No. S235 of 06/12/2012, Tender No. 385732). The tender technical specifications identified two main work packages, A and B, and three tasks for each work package (Table 3.5).

Table 3.5 Work packages and associated tasks included in the open tender procedure

Work package	Task	Summary of activities to be conducted by the contractor
Work package A	Task 1: Questionnaire development, including pre-testing	<ul style="list-style-type: none"> ▪ Carry out an expert review of the draft questionnaire and revise it to produce a master version ▪ Conduct a pre-test of the final draft questionnaire based on cognitive interviews with respondents in a sample of establishments representative of size and sector ▪ Produce detailed reports and a technical report
	Task 2: Development of national questionnaires	<ul style="list-style-type: none"> ▪ Carry out two independent translations of the questionnaire from English into each national survey language ▪ Review the translations, including consultation of EU-OSHA national experts and harmonisation of different country versions of same-language questionnaires

¹⁷ European Statistics Code of Practice for the National and Community Statistical Authorities (see <http://ec.europa.eu/eurostat/web/products-manuals-and-guidelines/-/KS-32-11-955>).

Work package	Task	Summary of activities to be conducted by the contractor
		<ul style="list-style-type: none"> Carry out a pilot test of all national versions of the questionnaire, including a full interviewer debrief
	Task 3: Design and implementation of sampling	<ul style="list-style-type: none"> Define a sampling strategy covering all countries Construct a gross sample
Work package B	Task 4: Fieldwork preparation	<ul style="list-style-type: none"> Define strategy for fieldwork preparation and execution, including a single template for recording of information on contacts and non-contacts Run one or more seminars to train and motivate interviewers
	Task 5: Fieldwork execution	<ul style="list-style-type: none"> Establish fieldwork teams and carry out fieldwork Ensure proper monitoring, control and reporting of fieldwork process
	Task 6: Data processing and delivery	<ul style="list-style-type: none"> Code the data Edit the data and validate them Construct and apply three types of weighting Analyse the effects of weighting on estimates Deliver micro data, including all raw data and tabulations Compile and deliver contact details of respondents that agreed to a follow-up study

Source: own elaboration based on Open Tender Procedure No. EUOSHA/PRU/2012/P-03

Meanwhile, the tender procedures envisaged a number of reports to be produced during the project (see Table 3.6).

Table 3.6 Reports to be produced, according to the open tender procedure, and foreseen timetable

Suggested reports	Details	Foreseen timetable
Inception report	<p>Inception report recording the issues discussed at the meeting and detailing:</p> <ul style="list-style-type: none"> agreed work plan and timetable finalised quality control plan finalised pre-test plan finalised plan for translation and field testing agreed strategy for determining and accessing the target respondent agreed sampling strategy, including sampling plans 	<p>Within 2 weeks of the kick-off meeting</p>

Suggested reports	Details	Foreseen timetable
First interim report and associated deliverables	<p>Report describing progress of the work measured against the detailed schedule agreed at kick-off and providing information on:</p> <ul style="list-style-type: none"> ▪ revision of the master version of the questionnaire, including outcome of the expert review ▪ progress as regards the pre-test based on cognitive interviews ▪ as part of the report, the contractor will deliver a draft master version of the questionnaire and draft instructions to interviewers 	Approximately 4 months after signature of the contract
Second interim report and associated deliverables	<p>Report describing progress of the work measured against the detailed schedule and providing information on:</p> <ul style="list-style-type: none"> ▪ progress in the development of national versions of the questionnaire ▪ progress in setting up the field testing ▪ final instructions to interviewers <p>A technical report describing the pre-test (as specified under Task 1) should also be delivered</p>	Eight months after signature of the contract
Third interim report and associated deliverables	<p>Report describing progress of the work measured against the detailed schedule and providing information on:</p> <ul style="list-style-type: none"> ▪ fieldwork preparations, including final fieldwork teams (as specified under Task 5) ▪ seminar(s) for relevant managers and supervisors from fieldwork centres ▪ training of interviewers <p>The contractor should also deliver final fieldwork material, including national versions of questionnaires, as well as a translation report and a field testing report (as specified under Task 2)</p>	Twelve months after signature of the contract
Final reports and deliverables	<p>Following deliverables, as specified under Task 6:</p> <ul style="list-style-type: none"> ▪ a file with all raw data ▪ a file with interview data merged with the management respondent data from the first edition of ESENER ▪ a document with tabulations of the data ▪ a file with contact details for respondents that agreed to a follow-up study at any time until expiry of the framework contract 	Seventeen months after contract signature
Other reports	<ul style="list-style-type: none"> ▪ Sampling report, as specified under Task 3 ▪ Final coding report, as specified under Task 6 ▪ Weighting report, as specified under Task 6 	

Suggested reports	Details	Foreseen timetable
	<ul style="list-style-type: none"> ▪ Data editing and cleaning report, as specified under Task 6 ▪ Quality control report, as specified in section 2.6, of the technical specifications 	

Source: own elaboration based on Open Tender Procedure No. EU-OSHA/PRU/2012/P-03

Generally speaking, it could be argued that the project tender specifications were very clear and concise. These tender specifications were also very detailed, in the sense that the main parameters of the whole contract, the data collection method and the surveying process were clearly fixed by EU-OSHA in the tender specifications. According to some of the interviewed EU-OSHA staff, EU-OSHA learned a lot from the experience of the ESENER-1, as well as from the experience of Eurofound in the design, development and implementation of the so-called European Company Survey (ECS)¹⁸.

All the foreseen activities within the tender specifications are regarded as necessary for fulfilling the general and specific objectives of the project, including the translatability assessment, the screening process and the extensive pre-testing. In this regard, EU-OSHA paid special attention to several elements, particularly in terms of the quality of the questionnaire translations as well as the quality of the interviewers. For instance, and in relation to translation issues, the tender specifications requested that two independent translations of the questionnaire be carried out, from English into each national survey language, and these translations were externally reviewed in consultation with EU-OSHA national experts (focal point members). Meanwhile, and as far as the quality of the interviewers is concerned, the tender specifications identified a number of requirements, including that interviewers must have a certain minimum number of years of experience in conducting CATI surveys and specifically business-to-business surveys, supervisors must have a certain minimum number of years of experience in conducting and in supervising CATI surveys and specifically business-to-business surveys, and, finally, the maximum number of interviewers working on ESENER-2 for each fieldwork centre was defined.

The tender specifications did not include the obligation for contractors to draft the final overview reports (the ESENER-2 overview report, first findings report and summary report) presenting the main results from the whole analysis. This task was deliberately kept in-house by EU-OSHA, given the experience of this specific task gained during the ESENER-1 project. The final drafting of the ESENER-2 overview report was conducted by two staff of the EU-OSHA Prevention and Research Unit.

The project tender specifications did not provide any tentative distribution of resources per work package. This element gave tendering organisations more flexibility in terms of their bidding offers, as well as facilitating a much more thorough decision-making process for EU-OSHA.

The project tender specifications envisaged a relatively long timeline (16 months) for setting the whole survey up, as ESENER-2 was basically re-shaped from ESENER-1. Finally, the tender specifications were not too 'formalistic', in the sense that they did not ask for an extremely large number of formal documents and amount of information, which would have resulted in an excessive workload for bidders.

3.4.3 Question 3: Did the questionnaire ask the most appropriate questions?

The ESENER-2 questionnaire was structured around nine main sections that are presented in Table 3.7.

Table 3.7 ESENER-2 questionnaire structure

¹⁸ EU-OSHA and Eurofound actively collaborate with each other in the exchange of experiences and lessons learned in the design, development and implementation of their company-based surveys (ESENER and ECS, respectively).

Section	Title of section	Main contents
Section A	Contact phase	Introduction of the survey, identification of the right target person within the establishment, provision of motivation letters and scheduling of interviews. Screening of enterprise addresses on the existence of further local units (only for the 22 countries with no establishment-level address register); for Hungary, Montenegro and Turkey, the sector of activity was also screened
Section B	Introductory questions — part of background information	Background data on the establishment and on the respondent (function within the establishment)
Section C	Day-to-day health and safety management. Part I: available expertise and general policy	Mapping of the existence of expert support and general measures taken for health promotion
Section D	(Traditional and new) health and safety risks present in the establishment	Mapping of different types of health risks present in relation to the type of work performed
Section E	Day-to-day OSH management. Part II: risk assessments	Inquiry about the performance of risk assessments and the reasons for not performing them
Section F	New risks: psychosocial risks and musculoskeletal disorders	Perception of different forms of psychosocial risks and measures taken to prevent these risks
Section G	Employee participation in OSH issues	Discussions on health and safety discussed between employee representatives and the management, areas of controversy, training on issues related to health and safety
Section H	Sources of support	Sources of support on issues related to health and safety related
Section I	Final background questions	Absenteeism rates, current situation of the establishment, impact of economic situation on health and safety issues

Source: ESENER-2 questionnaire

The starting point for the ESENER-2 questionnaire was the so-called 'Management (MM) questionnaire' used in ESENER-1. Based on this, a new questionnaire draft was developed through close collaboration between key EU-OSHA staff of the Prevention and Research Unit (the Head of Unit and the ESENER

coordinator), TNS Infratest Sozialforschung GmbH and a group of health and safety researchers¹⁹, some with experience in the development of the ESENER-1 questionnaire. In addition to this small group, other relevant stakeholders were consulted in relation to the initial questionnaire draft, including other EU-OSHA staff from the Prevention and Research Unit, the European Commission's DG Employment and EU-OSHA's OSH Knowledge Advisory Group (OKAG), who provided some ideas for new questions. It is important to stress that much of the work was performed by the main contractor, TNS Infratest Sozialforschung GmbH, who used its extensive experience from ESENER-1 to design and fine-tune the questionnaire

In essence, almost all questions of the ESENER-1 questionnaire were modified (although to a minor extent in some cases), so the questions of ESENER-1 and ESENER-2 cannot be directly compared.

Basically, the questionnaire was largely inspired by Council Directive 89/391/EEC of 12 June 1989 on the introduction of measures to encourage improvements in the safety and health of workers at work²⁰, namely an element that is coherent with the goals and objectives of the EU-OSHA. Thus, the questionnaire includes questions on the day-to-day health and safety management within enterprises (including available expertise and general policy, as well as risk assessments), the existing traditional and new health and safety risks present in the establishments (with special attention paid to psychosocial risks and MSDs), issues related to employee participation in OSH issues and, finally, existing sources of support.

In addition to this, the concrete questions included in this questionnaire were developed with several main elements in mind:

- First, limitations in terms of time and the number of questions had to be considered, such that it would be feasible for the questionnaire to be responded to by the maximum number of respondents while, at the same time, limiting the burden on respondents.
- Second, the already chosen survey mode, based on a questionnaire administered by CATI and aimed at the person most knowledgeable about OSH within the establishment, had to be kept in mind. This, and the element described in the point above, had an influence on the suitability of some questions, in the sense that all questions required an immediate answer (so questions that required respondents to think, reflect or consult information were not appropriate for this survey mode).
- Third, the fact that the questions had to be relevant for all types of establishments, irrespectively of size or sector considerations, had to be taken into account.
- Fourth, national differences in relation to existing OSH legal specificities and various socio-economic backgrounds, coupled with national differences in interpretation of some specific questions (e.g. issues related to 'participation at work' and 'paperwork'), were important considerations.
- Fifth, the intention to have the main bulk of ESENER-2 questions repeated in subsequent ESENER editions, to facilitate the identification of trends and changes over time, was factored into the design of ESENER-2.
- Finally, the request within the tender specifications of the open call for tenders to include questions related to MSDs, 'outcome measures' (e.g. accident rate or absenteeism), workplace organisation of OSH management and establishments' approach to worker involvement, also had to be considered..

In this sense, the evaluation team believes that the questionnaire includes the most appropriate questions, in accordance with the mandate of EU-OSHA, the main information needs of EU-OSHA's stakeholders and the main existing European legislation in the OSH domain. According to information provided by the main contractor, the mean duration of interviews was 24.22 minutes, with some important differences among countries (maximum of 31 minutes in Malta, minimum of 19 minutes in Ireland). These country variations are partly due to language effects and partly due to filtering effects (in countries where health and safety measures such as risk assessments are less widespread,

¹⁹ This group of experts was formed by Carsten Brück, Kooperationsstelle IFE GmbH Hamburg (KOOP), Germany; Irene Houtman, TNO, the Netherlands; and Ivars Vanadzins, IOSEH Institute at the Stradins University of Riga, Latvia.

²⁰ See <http://eur-lex.europa.eu/legal-content/EN/ALL/?uri=CELEX%3A31989L0391>

interviews tended to be shorter). In any case, this mean time is probably a bit long, as, based on the experience of the evaluation team, at least in several EU countries including Spain and the Netherlands, the quality of the responses usually decreases after 15-20 minutes of interview.

Notwithstanding this, it is important to leave some room for new incremental improvements within the questionnaire for subsequent ESENER versions. It is suggested that an exhaustive analysis of the obtained results be performed, in order to identify which questions that could be excluded, either because they are subject to national interpretations leading to non-comparable results or because they do not show important national differences.

In addition, there is some scope to include new questions that might be regarded as particularly relevant. For instance, and in the context of ESENER-2, there were several questions that, mainly for methodological reasons related to the selected CATI/CAWI surveying mode, were not included. They included questions related to the outcomes/results of OSH management activities (number of accidents and work-related cases, number of fatalities, absenteeism indicators, occupational diseases, etc.)²¹, the extent and quality of the external prevention services if used (this question was of particular interest to the European Commission) and, finally, some very specific questions related to the ageing workforce (to be used for EU-OSHA's 2016-17 campaign: Healthy Workplaces for All Ages). These questions (at least some of them) might be considered for ESENER-3.

No country- and/or sector-specific questions were introduced in the ESENER-2 questionnaire. In this sense, and from a national perspective, it is important to stress that those Member States that increased their national sample sizes (Slovenia, Spain and the United Kingdom) did suggest introducing some specific questions that could reflect specific, nationally relevant issues (e.g. detailed information on the externalisation of OSH preventive activities by companies in Spain). EU-OSHA decided not to include such questions in order to ensure the full comparability of results among the different countries surveyed. However, it would perhaps be sensible, for future ESENER editions, to introduce some type of ad hoc module with two or three specific questions that might address country- and/or sector-specific information needs (e.g. to analyse the specific way in which the Framework Directive has been translated in each country). At the same time, the presence of these national/sector ad hoc modules may increase the attractiveness of the ESENER results among organisations in specific sectors, as well as encourage more countries to increase their national sample sizes (like Slovenia, Spain and the United Kingdom have done).

It might also be very interesting to add one question aimed at finding out more about existing worker representation on OSH within establishments²², particularly on how employees in charge of OSH within establishments are chosen (on their own initiative, on their own initiative under a trade union's umbrella, pressure from colleagues, pressure from management, etc.). Indeed, one of the most important results of one of the ESENER-2 secondary follow-up studies²³ relates to the enormous variety in both the quality and styles of worker representation on OSH practised across countries, sectors and establishment sizes, as well as the likely effects of these variations on their responses.

Finally, the European Commission representatives interviewed suggested the possibility of introducing some new, specific questions to satisfy their information needs, for instance in relation to the development of OSH policies announced in COM(2017)12 final or the new data requirements imposed on Commission services by the 'Better Regulation Guidelines'²⁴.

In any case, it is strongly suggested that ESENER-3 should try to reproduce, as much as possible, the same questionnaire used for ESENER-2, as is the intention of EU-OSHA. The availability of information on trends and differences/similarities across years may also allow a more accurate assessment of the quality and appropriateness of the different questions.

²¹ This element was particularly stressed by Eurostat's respondent, who suggested that it might be of interest in ESENER 3 to ask about the relationship between the presence of a risk factor within an enterprise and the number of people affected by this risk factor.

²² In case they are pointed out as the 'person who knows best about OSH in the establishment'.

²³ See next section (Question 4) for more information on this.

²⁴ The Better Regulation Guidelines set out the principles that the European Commission follows when preparing new initiatives and proposals and when managing and evaluating existing legislation (see https://ec.europa.eu/info/better-regulation-guidelines-and-toolbox_en).

3.4.4 Question 4: To what extent have the secondary analyses made a good use of the data?

As part of the activities of ESENER, a number of secondary follow-up analyses have been undertaken. These secondary follow-up studies were intended to analyse and understand in further detail some of the ESENER results, focusing on specific topics and considering them in the context of other, non-quantitative sources of information (literature reviews, qualitative interviews with relevant stakeholders, etc.).

Specifically within the framework of ESENER-2, a number of secondary follow-up analyses have been developed so far. These are:

- 'Worker participation in the management of OSH — qualitative evidence from ESENER-2';
- 'Joint analysis of ESENER-2, the LFS 2013 ad hoc module on accidents at work and other work-related health problems and the 6th European Working Conditions Survey'.

The reports from both of these secondary analysis studies were published in 2017. These secondary analyses were reviewed as part of this evaluation exercise²⁵, as described individually below.

▪ Worker participation in the management of OSH — qualitative evidence from ESENER-2

This qualitative study focuses on the representation of workers' interests in health and safety as experienced by the representatives themselves, by their fellow workers and by their employers and managers. It is based on in-depth interviews with participants in 143 different establishments of various sizes, consisting of equal proportions of small (between 10 and 49 employees), medium-sized (between 50 and 249 employees) and large (250 or more employees) establishments. These establishments are situated in seven EU Member States, that is, Belgium, Estonia, Greece, the Netherlands, Spain, Sweden and the United Kingdom, representing a range of different regulatory and industrial relations contexts.

ESENER-2 data were analysed to investigate two different aspects of worker participation in the management of OSH²⁶:

- On the one hand, the second work package involved a secondary analysis of the ESENER-2 data that aimed to explore associations between worker representation (and worker involvement and participation) and good practice in the management of OSH, both in general and specifically in relation to the new risks that were the focus of ESENER-2 — that is, psychosocial and ergonomic risks.
- On the other hand, the third work package was a fieldwork study on the arrangements for the representation and consultation of workers on health and safety in a range of establishments in each of the seven countries that were the focus of the study. As this project was a follow-up to ESENER-2, the majority of the interviewees were selected from the population of respondents who had participated in ESENER-2 and who had agreed to be contacted for follow-up investigations.

The evaluation team believes that this secondary follow-up analysis made very good use of the ESENER-2 data, although it was not as detailed as the analysis undertaken for ESENER-1, because changes in the survey methodology — related to the difference in target respondent — did not allow this. Examples of ESENER-2 data used include the percentage of enterprises reporting the presence of general and specialist health and safety arrangements for worker representation by country, enterprise size and sector; the percentage of enterprises reporting worker involvement in the design and implementation of measures taken following risk assessment and measures taken to address psychosocial risks; the percentage of enterprises reporting no worker participation arrangements for

²⁵ Three additional secondary follow-up studies within the ESENER-2 framework are expected to be published in 2018, namely (i) on psychosocial risk management — an overview report and summary report; (ii) on OSH management — an overview report and summary report; and (iii) a technical assessment of the expansion of the survey universe — an overview report.

²⁶ The analysis was also supported by a first work package, based on a review of the existing literature in English and in the national languages, as well as additional interviews with key informants in relevant organisations in the seven countries that were the focus of the study.

ESENER-2 in EU-28 respondent enterprises with 10 or more employees; and, finally, two composite variables: (i) mean OSH management scores among enterprises by worker representation arrangement types in combination with management commitment to health and safety; and (ii) mean psychosocial and ergonomic risk management scores among enterprises by worker representation arrangement types in combination with management commitment to health and safety.

The majority of establishment interviewees were selected from the population of respondents who had participated in ESENER-2. Thus, from the 143 establishments surveyed, only eight of the interviews were completed through the contacts of the research partners (two establishments each in Belgium and Estonia, and four in the United Kingdom), whereas the remaining interviewees were from establishments that had participated in ESENER-2.

The evaluation team also believes that this study (the overview report plus the seven associated national reports) has produced very interesting results that have helped to enrich the quantitative analysis of ESENER-2 in a number of ways:

- First, one of the most important results relates to the enormous variety in both the quality and styles of worker representation in OSH practised across countries, sectors and establishment sizes. This heterogeneity hugely enriches the quantitative findings of ESENER-2; however, it also makes generalisations concerning key findings on workplace practices, their outcomes and their determinants rather difficult.
- The findings also demonstrate the existence of arrangements for worker representation in a substantial proportion of European workplaces and the existence of a large number of worker representatives who contribute to the operation of these arrangements, which are associated with best practices in relation to OSH management more generally.
- This follow-up study has also shown that a substantial proportion of workers in the EU are not represented on OSH in their workplaces, despite the statutory entitlements to such representation that exist in all Member States.
- The findings show not only a reduction in representative arrangements but also a parallel increase in other methods of consultation, especially those in which employers claim to adopt some form of direct method of consultation with workers on OSH matters.
- Finally, the study has uncovered robust evidence for the presence of autonomous worker-centred approaches to OSH among representatives and their representative institutions, and a positive relationship between these and the arrangements that employers make to manage OSH, when a number of conditions are fulfilled. These conditions include the presence of a strong legislative steer, together with employer/management commitment to participative approaches to OSH as well as a supportive worker union organisation inside and outside the establishment (resulting in well-trained and well-informed worker representatives).

Notwithstanding this, the results obtained by this study are subject to two main criticisms:

- First, the resulting reports (both the overview report plus the national reports and the summary report) are very academic in the sense that it is very difficult to identify clear, short and operative messages from these reports that can be disseminated to relevant stakeholders.
 - Second, and sharing the views of the reports' authors, the results of the study are very likely to reflect the 'best case scenario', which may result in bias effects²⁷.
- **Joint analysis of ESENER-2, the LFS 2013 ad hoc module on accidents at work and other work-related health problems and the 6th European Working Conditions Survey**

This report resulting from this secondary analysis study presents the key findings of a joint analysis of ESENER-2, Eurostat's LFS 2013 ad hoc module on accidents at work and other work-related health problems, and Eurofound's Sixth European Working Conditions Survey (EWCS). The aim of this study

²⁷ Two main reasons are mentioned for this. On the one hand, the participants in this report were very likely to represent the 'best end of the spectrum'. On the other hand, the positions and perspectives of the persons who were contact points for ESENER-2 within the participating companies, who acted as gatekeepers to the interviewed representatives and workers, may have affected the results.

was to 'explore' the possibility of producing a comprehensive overview of the state of OSH in Europe by bringing together, on the one hand, the perspectives of establishments on risk management and risk awareness (via ESENER-2) and, on the other hand, those of workers on exposure to risks and OSH outcomes (via the LFS ad hoc module plus the EWCS). The intention was to provide answers to questions in the area of OSH risk management that cannot not be answered by analysing the individual datasets in isolation²⁸, with a view to generating relevant knowledge for policy-makers, employer and employee representatives, and OSH professionals.

The evaluation team believes that, generally speaking, the ESENER-2 data were extensively and appropriately used in this joint analysis, as ESENER-2 was the only source of relevant information at the establishment level on different topics (risk awareness, risk management and the presence of drivers of and barriers to risk management). By contrast, the other two sources provided information from the employee-level perspective, dealing with exposure to risks and health outcomes as reported by employees.

The evaluation team also believes that this project has shown both the limits as well as the possibilities of such a joint analysis and the use of different statistical sources. For instance, this joint analysis has shown the complexity of such joint exercises (analyses were restricted at the higher cluster levels (country and sector²⁹), as there is no option to link data at the individual worker or enterprise level) and the impossibility of establishing any causal direction in the relationships obtained between all variables.

On the positive side, the possibility to combine different datasets helps to produce relevant, interpretable results that can provide more information than would be possible through separate analyses of these datasets³⁰. Second, these joint analyses can be a cost-effective way to obtain results from several sources that could otherwise only be obtained through costly and time-consuming field work. Third, this joint study has shown a strong collaboration between EU-OSHA and Eurofound and the different but complementary approaches used by both EU agencies in relation to OSH issues. Finally, it has also demonstrated that it would be useful to better harmonise the different datasets on OSH, including the levels at which the data can be combined.

▪ Overall evaluation of ESENER-2 secondary analysis studies

Generally speaking, most of the different stakeholders interviewed within the framework of this evaluation (e.g. representatives of the European Commission, EU-OSHA Governing Board members and focal point representatives, and Eurofound representatives) confirmed that the two evaluated ESENER-2 follow-up studies provide useful information and support the (policy and/or research) needs of the different organisations interviewed.

To conclude, these secondary follow-up studies should be regarded as relevant outputs that provide very useful in-depth information for both the better interpretation of the ESENER-2 results on two specific topics and the identification of possible future policy actions. The two evaluated follow-up studies have made good use of the ESENER-2 data. In some cases (i.e. the secondary follow-up study on worker participation in the management of OSH), the resulting reports (both the overview report plus the national reports and the summary report) could be considered too academic, with limited clear, short and operative messages for relevant stakeholders.

²⁸ See the specific research questions addressed by this study in section 2.4.1 of this evaluation report.

²⁹ The initial idea was to conduct the analysis at three analysis levels (country, sector and establishment size). However, the inclusion of the EWCS in the joint analysis and its lack of detailed company size information in the size category of 10-249 employees impeded this possibility.

³⁰ An interesting result in this sense refers to the benefits from employee involvement in psychosocial risk management particularly, more than the presence of formal psychosocial risk management within the company.

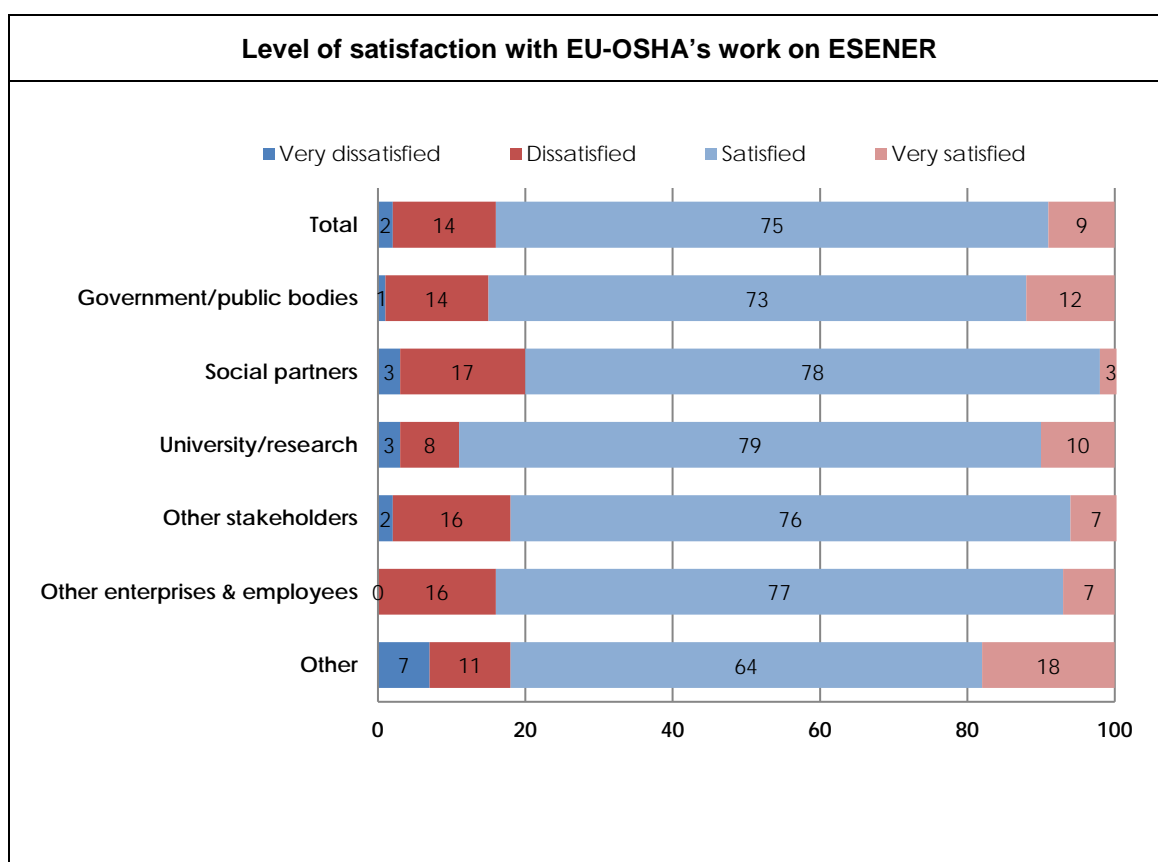
3.4.5 Question 5: Has ESENER-2 achieved its objectives as regards the information collected?

According to the information available on the ESENER web page³¹, the main aim of this survey is to provide nationally comparable information on how workplaces across Europe manage health and safety, so that this information can help with policy-making and assist workplaces in dealing with risks more effectively.

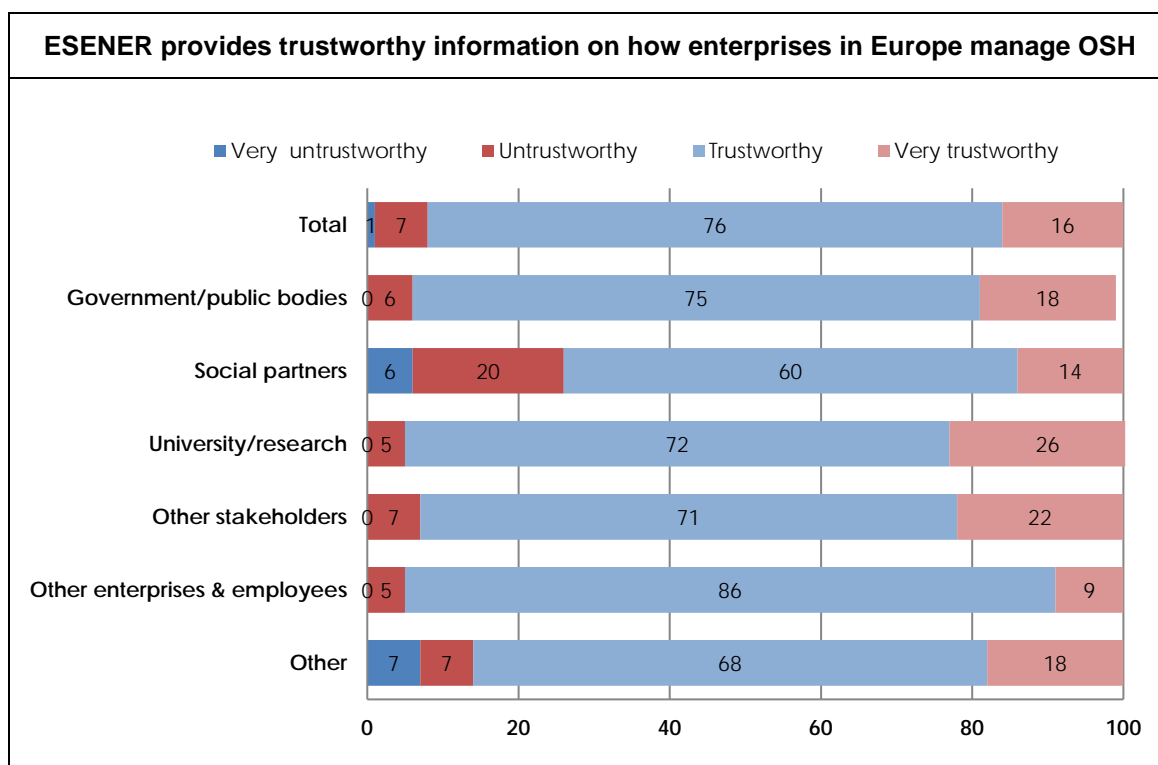
Generally speaking, it is possible to argue that this objective, in terms of the information collected, has been achieved. Specifically, ESENER-2 (as well as ESENER-1) is the main (and only) monitoring instruments at the European level that provides statistically sound information on how European establishments manage health and safety risks in their workplaces, with a particular focus on psychosocial risks (including work-related stress, violence and harassment). ESENER-2 identifies important success factors and highlights the principal obstacles to effective prevention. It also shows what enterprises do in practice to manage health and safety, what their reasons are for taking action and what support they make use of. The involvement of workers is a further aspect of the management of safety and health at work that is covered by ESENER-2.

This positive view is also confirmed by the respondents to the Stakeholders' survey EU-OSHA 2016 (see Figure 3.2). Over 86 % of respondents are satisfied or very satisfied with ESENER, and 92 % of respondents are of the opinion that ESENER provides reliable information. These positive views are shared by different stakeholder groups, but they are particularly positive among government/public bodies and university/research organisations. By contrast, a relatively large proportion of the group 'social partners' are not satisfied and do not consider the information trustworthy (20 % and 26%, respectively).

Figure 3.2 Perception of stakeholders on the satisfaction and reliability of ESENER, breakdown by stakeholder groups (%)



³¹ Information about ESENER, including publications and technical documentation, can be found at <http://esener.eu>



Only respondents who are familiar with ESENER-2.

Source: Panteia, Stakeholders' survey EU-OSHA 2016, total EU-28 plus Liechtenstein, Norway and Iceland.

Notwithstanding these positive results, it is worth stressing that there are limits to the unrestricted use of the ESENER-2 information. Some ESENER-2 results (particularly at national level) can be misleading, particularly when these data are presented in isolation without further qualifications. A good example of this is given by the responses to the percentage of establishments that carry out regular workplace risk assessments. According to the ESENER-2 results, the values range from 94 % of establishments in Italy and Slovenia, to 37 % in Luxembourg.

These individual national results should be interpreted using a more holistic approach and taking into account other considerations such as the possible bias in the responses³², the existing differences in legal obligations at national level or other complementary ESENER questions that may better qualify these results. In addition, ESENER-2 is capable of providing the 'big picture' of the OSH domain from the workplace perspective, but it cannot provide insights into some of the specific elements that are relevant in only some specific sectors or countries (i.e. subcontracting activities and OSH practices in the construction sector or externalisation of OSH preventive activities by companies in some Member States). The secondary follow-up studies can be used as a tool to complement/better qualify these ESENER-2 results.

3.5 Efficiency considerations

The 'Efficiency' criterion is a measure of the relationship between outputs (i.e. the main outcomes and outputs resulting from the project) and inputs (i.e. the resources needed). In other words, efficiency is assessed by comparing the results obtained with the resources mobilised. Therefore, the objective of this criterion is to determine whether or not the resources of the project under consideration have been used in an economically adequate way in relation to the achieved outcomes/results. In order to assess this, the evaluation looks into the research questions described in the following sections.

³² This was discussed in section 3.4.1 of this evaluation report.

3.5.1 Question 1: To what extent was the research design efficient?

Generally speaking, the design of the whole project was done in a very efficient way, despite some difficulties. In this sense, this research design largely benefited from the ESENER-1 experience within EU-OSHA, as well as from the lessons learned from Eurofound in relation to its ECS³³. In addition, the research design benefited from the feedback from different stakeholders, including external users of the ESENER-1 data, information needs of different departments within EU-OSHA, wishes of the European Commission for the inclusion of additional aspects in ESENER-2 and several discussions with other relevant EU-OSHA stakeholders.

The internal EU-OSHA project team responsible for the research design was confronted with a lack of sufficient staff resources, partly due to two staff members being off work (one on paternity leave and another on sick leave). As a result, the project design was primarily conducted by the Head of the EU-OSHA Prevention and Research Unit, who had to combine this activity with his other ongoing duties and activities.

Despite the limited time and human resources available, EU-OSHA was able to successfully elaborate a tender procedure on time, namely in December 2012 (Open Tender Procedure No. EUOSHA/PRU/2012/P-03, OJ No. S235 of 06/12/2012, Tender No. 385732)³⁴. The deadline for receipt of tenders was 26 February 2013.

Concerning the adequacy of the foreseen monetary resources of the project, it is worth underlining that the tender specifications purposely did not include any maximum budget, although an economic offer was requested. In any case, the total final value of the contract offered by the winning company was EUR 3,343,610 (excluding VAT), in line with EU-OSHA's initial expectations. Part of this budget was received from the so-called Instrument for Pre-accession Assistance (IPA) funds, intended to cover the costs derived from the candidate countries and potential candidates (Albania, former Yugoslav Republic of Macedonia, Montenegro, Serbia and Turkey). In addition, Switzerland contributed to the costs of its national survey, whereas EU-OSHA covered the costs of the survey in Iceland and Norway.

3.5.2 Question 2: To what extent was the research design efficiently implemented within the contract?

The research design was efficiently implemented within the contract. EU-OSHA received a total of three offers for the open call for tenders, that is, from the main European surveying companies that could reliably undertake the foreseen activities at that time. All three offers were of high quality and of relatively similar price levels, which reflects the good quality of the tender specifications.

The best value for money offer was accepted in accordance with the weighting criteria included in the call for tenders (the price criterion had a 40 % weight in the total score, where the remaining 60 % was given to the quality of the offer) (Table 3.8). The economic operator awarded the contract was TNS Infratest Sozialforschung, Munich, an operative unit of the TNS Deutschland GmbH (now called Kantar TNS)³⁵. This German company also won the tender for ESENER-1. It pointed out within its tender a number of possible problems and suggested solutions (e.g. it suggested, as an improvement, the possibility of carrying out CAWI for those respondents refusing CATI interviews as a measure to minimise non-response). These improvements were highly appreciated by EU-OSHA.

Table 3.8 Award criteria for Open Tender Procedure No. EUOSHA/PRU/2012/P-03

Award criteria	Weighting
Questionnaire development, including pre-testing	10 points
Development of national questionnaires	10 points

³³ See the discussion in section 3.4.2 of this evaluation report.

³⁴ See <http://ted.europa.eu/udl?uri=TED:NOTICE:385732-2012:TEXT:EN:HTML>

³⁵ See <http://www.tnsglobal.com/>

Award criteria	Weighting
Design and implementation of sampling	10 points
Fieldwork preparation	10 points
Fieldwork execution	10 points
Data processing and delivery	3 points
Efficiency and quality of project management	5 points
Coherence and general presentation of the offer	2 points
Price	40 points
Total	100 points

Source: Open Tender Procedure No. EUOSHA/PRU/2012/P-03, OJ No. S235 of 06/12/2012, Tender No. 385732

The formal date of the contract award decision was 6 May 2013, 5 months after the call for tenders was officially launched and in accordance with the initial dates envisaged for the whole project (see section 3.5.3). The contract was not divided into lots.

Under the contract, a framework agreement was established between EU-OSHA and the contractor, by which EU-OSHA requested specific ad hoc services from the contractor, up to the total final value offered by the contractor (EUR 3,343,610). This gave EU-OSHA added flexibility for spending such a large budget within the expected duration of the project (2 years), although it also resulted in a larger administrative effort on the part of EU-OSHA. In this sense, three specific contracts were signed between EU-OSHA and the contractor. This is likely to be repeated in the context of the ESENER-3 project.

3.5.3 Question 3: To what extent did ESENER-2 run as planned?

Project implementation was particularly smooth and ran according to the initial plans, in terms of 'tasks to be conducted and output produced', 'deadlines', 'team' and, finally, 'budget' considerations.

In this sense, the tender specifications of Open Tender Procedure No. EUOSHA/PRU/2012/P-03 suggested some key dates for the whole project, namely:

- contract signature: April 2013;
- inception report : May 2013;
- first Interim report: August 2013;
- second Interim report: December 2013;
- third interim report: April 2014;
- final report and deliverables: September 2014.

These initially proposed dates were subsequently re-defined during project planning and agreed between EU-OSHA and the main contractor at the project's kick-off meeting on 14 June 2013. Dates were fixed for the key survey steps, and, later, these dates were further broken down to allow finer time planning considering each working step more in detail. Generally speaking, project planning was carried out correctly, in the sense that all the foreseen working activities were fulfilled in due time (some steps experienced some minor delays whereas other steps were finalised earlier than scheduled). The most important target date (the delivery of the finalised, integrated and weighted dataset) was submitted to EU-OSHA on 28 November 2014, with no delays (see Table 3.9).

Table 3.9 Timetable for key project steps (planned and actual)

Key working steps	Planned start	Planned finalisation	Actual finalisation	Comments
2013				
Inception meeting	14.6	14.6	14.6	The inception meeting marks the start of the project work
Development of a first draft questionnaire version	24.6	1.7	2.7	Contrary to the original planning, a first draft questionnaire was not yet provided by EU-OSHA, but was drafted after the project start in cooperation between EU-OSHA and TNS Infratest
Finalisation of the cognitive test instruments	5.9	9.9	10.9	The finalisation of the cognitive test instruments (questionnaire including cognitive questions; translation of the questionnaire into Latvian, German and Dutch; development of test guidelines and reporting templates)
Fieldwork for cognitive pre-test	16.9	4.10	11.10	Fieldwork for the cognitive pre-test took 1 week longer than scheduled, but this slight delay was compensated by a quicker finalisation of the pre-test analysis and reporting which were already started during fieldwork for the cognitive pre-test.
Revision of questionnaire and finalisation of master version for translatability check	21.10	8.11	23.10	The revision needs after the cognitive pre-test were less than anticipated so that the process of the further questionnaire revision could be done quicker than anticipated.
Translatability assessment	11.11	22.11	7.11	The translatability assessment could be started earlier than planned and was carried out in a shorter time period.
Revision of the questionnaire in light of the findings from the translatability assessment	25.11	6.12	18.11	Started and terminated earlier than originally planned
2014				
Preparation of translation tools and training of translators and verifiers	9.12	10.1	13.1	Slightly later finalisation of the last of the series of training sessions (one per language group plus reserve session); some translators (trained in an earlier

Key working steps	Planned start	Planned finalisation	Actual finalisation	Comments
				session) had also started translating in the meantime.
Finalisation of translation and verification; verified national versions sent to EU-OSHA for checks by domain experts	2.1	17.2	14.2	The translations took slightly longer than planned so that the time buffer from the earlier finalisation of previous step was needed
Finalisation of translation process, including integration of feedback from domain experts and final proofreading	14.2	21.3	28.3	Due to some delays in the collection of feedback from the domain experts (late comers) and the need for clarifications in part of the feedback, this step took about one week longer than anticipated.
Programming and testing of the international master script and all national script versions	2.1	25.4	29.4	Programming of the master script started in parallel with the translation process; after finalisation of the translations, the CATI master script was over-written with national language versions. Process largely as scheduled.
Preparation (training, set-up of script and monitoring instruments, etc.) and fieldwork for the pilot survey	28.4	16.5	16.5	2,5 days delay in the start of the pilot fieldwork because the adaptation of the script to the Triple C CATI environment (server system, sample management system, address take-up for 2nd interviews in screening countries) took a few days longer than anticipated. Fieldwork shortened by 2-3 days in order to keep up time schedule. Targeted number of pilot interviews reached nevertheless.
Final changes to the survey instrument and to the accompanying material	9.6	27.6	27.6	Discussion and implementation of changes following the pre-test, both in master questionnaire and in national versions; process as scheduled
Fieldwork for main survey	14.7	17.10	20.10	The period originally foreseen for fieldwork was from 28/07/2014 to 03/10/2014. Due to the large sample boosts for ES and the UK, a prolongation of this period by 4 weeks was agreed (2 weeks before the regular start of FW in the other countries plus two weeks after regular fieldwork end); in addition, for some countries with total

Key working steps	Planned start	Planned finalisation	Actual finalisation	Comments
				summer holiday closures in the fieldwork period it was agreed to also grant this longer period respectively part of it. In the end, the prolongation after the scheduled regular end of the fieldwork period had to be granted to a number of additional countries since otherwise the targets in particular cells would not have been met. Almost all countries could however finalise fieldwork by the data foreseen for the boost countries (17/10/2015). The only exception is TR which took one working day longer for finalisation (20/10/2015)
Data extraction, editing and coding; weighting of the dataset; elaboration of cross tabulations	20.10	27.11	27.11	Process largely as scheduled; but some delays in the finalisation of the weighting matrices lead to delays in the preparation of the further reporting
Delivery of weighted and integrated dataset, first set of cross-tabulations and a first draft of the technical report	28.11	28.11	28.11	Delivery of the dataset at the agreed date
Amendments to the technical report and delivery of a final report version	1.12.	19.12	19.12	Delivery as scheduled
2015				
Elaboration and delivery of further technical reports and documentation on the survey	1.12	30.1	1.2	Delivery of final reports and documentation for January agreed in November/December

Source: Report No. 8: Quality Report ESENER-236.

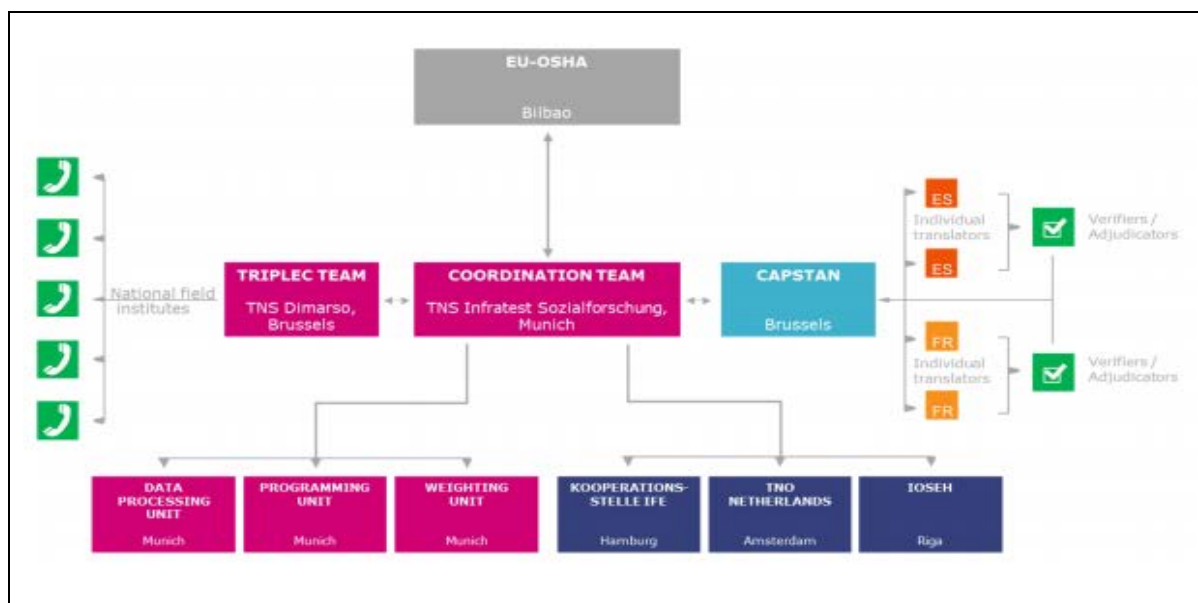
With regard to 'team' considerations, there were no significant incidences within the EU-OSHA team, in the sense that the project was mainly coordinated and managed by the two initially appointed staff from EU-OSHA's Prevention and Research Unit. On the contractor's side, the overall coordination of the survey was carried out by TNS Infratest Sozialforschung in Munich. This company, holding the

³⁶ https://oshwiki.eu/wiki/File:Esener2_Quality_Report.pdf

overall responsibility for the project, cooperated with a number of other institutes during several steps of the preparation and fieldwork phase (see Figure 3.3), as follows:

- Experts from health and safety research institutions from three countries supported EU-OSHA and TNS Infratest Sozialforschung in the preparation of the questionnaire and in the cognitive pre-testing.
- For the elaboration of national questionnaire versions, TNS Infratest Sozialforschung cooperated with cApStAn Linguistic Quality Control in Brussels, an institute specialised in the translation and verification of national questionnaire versions for large-scale social survey projects.
- The fieldwork was coordinated by the TNS TripleC team located in Brussels. Data management and the international fieldwork monitoring were completely centralised, while interviewing was undertaken and supervised by local teams from partner institutes located in the respective countries.
- Sampling was carried out centrally by the central statistical unit of TNS in London, in close collaboration with the team at TNS Infratest in Munich.
- Finally, fieldwork was carried out locally, in cooperation with a number of national fieldwork institutes. Twenty-seven of them were part of the TNS network, whereas two further institutes were affiliated to TNS. With most of the remaining seven institutes, there were long-established collaborations.

Figure 3.3 Institutes involved in ESENER-2 and sharing of work between them



Source: Report No. 7: technical Report ESENER-2

The collaboration between EU-OSHA and the main contractor was excellent, and praised by both sides. In this sense, EU-OSHA particularly values the excellent, rigorous and reliable work carried out by the contractor, based on its previous experience in large European-wide company surveys, particularly in the OSH prevention domain. EU-OSHA also values the contractor's technical expertise, which helped to fine-tune and upgrade the survey methodology (including the sampling and identification of companies, and the formulation of specific questions), as well as the training activities for all telephone interviewers, which had a positive effect on the quality and comparability of the results. Finally, EU-OSHA also particularly values the work undertaken by cApStAn in terms of the translation of the master questionnaire into the different national languages,

From the perspective of the main contractor, TNS Infratest Sozialforschung is also very satisfied both with the collaboration with EU-OSHA staff and with its own work in relation to this project. In this sense, the contractor stated that it put a lot of effort into producing a good-quality final dataset, particularly:

- a sophisticated translation process;
- a thorough selection of sampling frames;
- centralised sample checks and releases, and central controls of the data collection process, which ensured a high degree of quality and comparability of the data across countries;
- a very intense, two-step pre-testing phase with face-to-face cognitive pre-testing in three countries and later CATI standardised pre-testing in all countries;
- a thorough weighting process carried out by a weighting team with much experience in the weighting of business-to-business data;
- very open and extensive technical reporting on the survey.

The contractor believes that there were not any major problems or flaws in relation to the whole project, and that important internal lessons were learned from the project. Nevertheless, the contractor identified some specific difficulties during the survey implementation process that were solved using some specific solutions (see Table 3.10).

Table 3.10 Main difficulties with the survey implementation process, and the solutions applied

Difficulties	Solutions adopted
Unavailability of establishment-level sampling frames in more than half of the countries	Application of the screening process (Q050 to Q090 in the questionnaire); the application of the screening process to countries for which establishment-level sampling frames are unavailable is however always a challenge in practice, as respondents in an establishment’s headquarters are often not willing to allow an employee in one of their subsidiaries to be interviewed and, in the subsidiaries, respondents do not always feel entitled to answer or capable of answering the survey
Unavailability of statistical information related to establishments for about half of the countries	Elaboration of best estimates, as described in the technical report
Problems with obtaining reliable data on the universe for NACE A, due, among other factors, to the large numbers of migrant workers and seasonal workers in this sector	Collection of data from different sources on this, open discussion of the situation with the client, agreement with the client on the steps/solutions to take
Identification of the most appropriate target person in an establishment	Design of appropriate entry questions and introduction of a control question on the function of the respondent (Q100)

Source: Contractors’ own response.

Finally, in relation to ‘budget’ considerations, there were no specific problems.

3.6 Complementarity considerations

The 'Complementarity' evaluation criterion aims to assess the complementary nature of the activities conducted in the framework of the project in relation to other projects carried out by other relevant institutions and stakeholders (European Parliament, European Commission, EU-OSHA, other EU agencies, national OSH agencies, other EU surveys related to OSH, etc.). In order to assess this, the evaluation looks into the following research questions:

3.6.1 Question 1: What learning points could inform other activities, especially under the same priority area, 'Facts and figures'? To what extent have learning points been implemented across other EU-OSHA activities?

ESENER-2 is a key initiative of EU-OSHA. Thus, in addition to enhancing the visibility of EU-OSHA as a key and unique provider of information on safety and health at work at the European level, ESENER results are widely used within EU-OSHA as one of the main sources of information for other activities.

First, EU-OSHA uses ESENER results to focus its Healthy Workplaces Campaigns effectively. The 2008-09, 2012-13 and 2014-15 Healthy Workplaces Campaigns benefited from the up-to-date information provided by ESENER-1. In addition, the 2016-17 campaign 'Healthy Workplaces for All Ages' (and particularly the 'Safer and healthier work at any age data visualisation tool'³⁷) has benefited from up-to-date information from ESENER-2, including information on:

- the proportion of establishments with a procedure to support employees that are returning to work after long-term sickness absence;
- the proportion of establishments that have preventive measures regarding MSDs;
- the proportion of establishments in which OSH is discussed regularly at the top level;
- risk factors present in establishments (tiring positions, heavy loads, repetitive movements, time pressure and difficult customers);
- the proportion of establishments that do not regularly carry out workplace risk assessments;
- the proportion of establishments that analyse sickness absences routinely;
- the proportion of establishments that have at least one measure in place for health promotion;
- the proportion of establishments in which safety and health are discussed regularly between workers and management.

Mainly as a result of methodological reasons related to the selected CATI/CAWI surveying mode, some questions related to the ageing workforce (which could have been used for the 2016-17 Healthy Workplaces for All Ages campaign) were not included.

Second, ESENER-2 results have been extensively used to enrich the results of other EU-OSHA projects and activities (presentations, conferences, Online interactive Risk Assessment (OiRA), etc.). A good example of this is given by the EU-OSHA project 'Occupational safety and health (OSH) in micro and small enterprises (MSEs)' (EU-OSHA-PRU/2014/P-02)³⁸, which has extensively benefited from the expanded coverage of ESENER-2 to include establishments that employ at least five people. For instance, the report³⁹ presenting the main findings from the first phase of this project includes an elaborated secondary analysis of the main available ESENER-2 results by enterprise size, including OSH management and risk assessment practices as well as national differences in workplace practices on OSH management in MSEs (among other elements). These results are unique in Europe, as there is no other dataset that can provide such comprehensive and fully comparable information at EU level.

³⁷ See <https://healthy-workplaces.eu/en/safer-and-healthier-work-any-age-data-visualisation-tool>

³⁸ See <https://osha.europa.eu/es/about-eu-osha/procurement/eu-osha-pru-2014-p-02-occupational-safety-and-health-osh-in-micro-and-small-enterprises>

³⁹ EU-OSHA, *Contexts and arrangements for occupational safety and health in micro and small enterprises in the EU — SESAME project*, Luxembourg: Publications Office of the European Union, 2016 (see https://osha.europa.eu/sites/default/files/publications/documents/Dos%20627%20-%20SMEs_0.pdf).

Along the same line of reasoning, ESENER-2 results are being for EU-OSHA's OiRA tools⁴⁰, particularly in relation to the provision of facts and figures on different topics (risk assessment, MSEs, etc.).

Third, ESENER-2 results are extensively used by EU-OSHA's Communication and Promotion Unit to support its activities, particularly in relation to the dissemination of the ESENER-2 results to interested stakeholders⁴¹.

Looking ahead, based on the ESENER-1 experience, the ESENER-2 results are likely to contribute to the planning of future EU-OSHA activities, largely via the identification of interesting and suitable topics both for EU-OSHA's future research activities as well as for its forthcoming campaigns (including support for these campaigns' contents). For instance, in addition to the already agreed future campaign topics, dangerous substances for the 2018-19 campaign and MSDs for the 2020-21 campaign, a future campaign on micro enterprises has been proposed, using for this purpose the information collected from the abovementioned EU-OSHA project on OSH in MSEs.

3.6.2 Question 2: To what extent are the outputs useful for other activities?

Most of the stakeholders interviewed suggested that the activities conducted in the framework of the ESENER-2 project complement very much other projects/policies/activities carried out by them. This view is shared particularly among the interviewees of the European Parliament, the European Commission and Eurofound, as well as the EU-OSHA Governing Board and national focal point members.

A good example of this complementarity is given by considering EU-OSHA's work in relation to Eurofound, in the sense that the ESENER-2 results are extensively used to complement the information obtained from the EWCS and therefore provide a better assessment of job quality and establishments' OSH actions/determinants. Thus, some of the information provided by ESENER-2 on the processes put in place by companies to inform workers of risks, the drivers of these mechanisms or the difficulty of dealing with issues such as MSDs and psychosocial risks is 'mirrored' with information derived from the EWCS, particularly in terms of the proportion of workers who report being (well) informed on health and safety, those who report that their health and safety is at risk, and information on factors likely to be associated with MSDs and psychosocial risks.

This positive perception is supported by the results obtained from the Stakeholders' survey EU-OSHA 2016. According to this survey, stakeholders are generally positive about the usefulness of ESENER, particularly in relation to research and the dissemination of results to other parties (see Table 3.11).

Table 3.11 Usefulness of ESENER for different purposes, by stakeholder group

Usefulness for	Not at all useful	Not very useful	Somewhat useful	Very useful	Total
Research purposes	0 %	3 %	62 %	35 %	100 %
Policy-making, national level	0 %	10 %	63 %	27 %	100 %
Policy-making or implementing measures at enterprise level	0 %	8 %	69 %	23 %	100 %

⁴⁰ See <https://oiraproject.eu/en>

⁴¹ See more information on this in section 3.8.1 of this evaluation report, where EU-OSHA's communication and promotion activities for ESENER-2 are evaluated.

Usefulness for	Not at all useful	Not very useful	Somewhat useful	Very useful	Total
Dissemination of results to other parties	0 %	6 %	64 %	30 %	100 %

Only respondents who are familiar with ESENER.

Source: Panteia, Stakeholders' survey EU-OSHA 2016, total EU-28 plus Liechtenstein, Norway and Iceland. The number of respondents is too low to assess the use for policy-making at European level.

For research purposes, ESENER can be rated as quite useful, with 62 % of respondents considering it 'somewhat useful' and 35 % 'very useful'. The usefulness of ESENER for policy-making at national level is more contested, with 10 % of respondents considering the information 'not very useful'. However, the remaining 90 % think the information is useful. The majority of stakeholders using ESENER for policy-making or implementing measures at enterprise level are of the opinion that ESENER is useful (92 %). Finally, approximately 64 % think ESENER is 'somewhat useful' for the dissemination of results to other parties and a further 30 % think it is 'very useful'.

3.6.3 Question 3: To what extent is ESENER-2 complementary to other major EU surveys related to OSH, such as the European Working Conditions Survey, EU Labour Force Survey and the European Company Survey?

Several national sources aim to monitor OSH issues within the corresponding national boundaries. Although valuable in themselves, there is significant variation between Member States in the extent and quality of these national sources, which limits the possibility of making accurate and sound comparisons between countries.

In addition to existing national surveys, there are three main EU-wide monitoring tools that collect information on OSH issues, namely EU-OSHA's ESENER, Eurofound's EWCS and Eurostat's EU LFS ad hoc modules on accidents at work and other work-related health problems. The two last tools are described briefly below (ESENER has already been described in the previous sections of this evaluation report):

- The EWCS⁴² is conducted every 5 years by the European Foundation for the Improvement of Living and Working Conditions (Eurofound) (the latest edition corresponds to 2015, being the sixth edition). This survey involves face-to-face interviews with workers (employees and self-employed) and addresses the 'quality of work' issue from a comprehensive perspective. Themes analysed include employment status, working time duration and organisation, work organisation, learning and training, physical and psychosocial work-related risk factors, health and safety, work-life balance, worker participation, earnings and financial security. The 2015 survey covers 35 European countries (EU-28 plus Norway, Switzerland, Albania, former Yugoslav Republic of Macedonia, Montenegro, Serbia and Turkey).
- Eurostat's LFS is a quarterly EU household survey that provides comparable data on employment and unemployment in the EU-28 Member States. Each year, this LFS includes a set of specific questions (ad hoc modules) on different topics⁴³. Specific ad hoc modules on accidents at work and work-related health problems were developed in 1999 ('Accidents at work and occupational diseases'), 2007 ('Work-related accidents, health problems and hazardous exposure') and 2013 ('Accidents at work and other work-related health problems')⁴⁴.

⁴² See <https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys>

⁴³ See http://ec.europa.eu/eurostat/statistics-explained/index.php/EU_labour_force_survey_-_ad_hoc_modules

⁴⁴ The next edition is planned for 2020.

In addition to these surveys, additional European Statistics based on national registers are collected by Eurostat. Examples include European Statistics on Accidents at Work (ESAW)⁴⁵ and European Occupational Diseases Statistics (EODS)⁴⁶. Finally, Eurofound also carries out the ECS⁴⁷. This survey, aimed at European establishments in 32 countries (EU-28 plus former Yugoslav Republic of Macedonia, Iceland, Montenegro and Turkey) and directed at both employee and management representatives, has been carried out three times, most recently in 2013. The main focus of the ECS has changed over time, the last survey being on work organisation, workplace innovation, practices in terms of human resources, employee participation and social dialogue, although some minor OSH perspectives were included in the analysis. The next wave of the ECS will be carried out in collaboration with Eurofound and Cedefop, with a particular focus on skills.

Generally speaking, the evaluation team believes that the three main European surveys (ESENER, EWCS and the LFS ad hoc modules) complement each other, as these three surveys provide information from different perspectives and on different topics. ESENER is the only European monitoring system that provides comprehensive OSH-specific information from the perspective of workplaces, particularly in relation to OSH management in terms of growing/increasingly important safety and health risks such as MSDs and work-related stress, violence or harassment. Meanwhile, the EWCS deals with OSH (among other 'quality of work' elements) from the perspective of workers (employees and self-employed). Finally, Eurostat's LFS ad hoc modules provide specific information on different OSH outcomes⁴⁸, always from the perspective of individuals and not from companies'/workplaces' perspectives.

In relation to the ECS, this company survey deals with OSH issues in only a very peripheral way (presence of major decisions taken by management in the area of OSH, impact of these decisions on working conditions, degree of influence of employee representatives in these decisions). Therefore, this survey has very limited complementarity with the other three European surveys, at least from the OSH perspective.

This positive view on the complementarity of the three European surveys (ESENER, EWCS and the LFS ad hoc modules) is also shared by other interviewed stakeholders, including the European Parliament representative, the European Commission representatives and the Eurofound representative. For instance, the European Commission representatives suggested that these three surveys are complementary and are crucial for defining OSH policies at national and EU levels.

The Eurofound representative interviewed believed that the information provided by ESENER-2 clearly complements the information generated by the EWCS. In particular, the Eurofound representative suggested that the information from ESENER on the role and influence that employee representation in the workplace can have on OSH outcomes, as well as relevant information on the processes put in place by companies to inform workers of risks, the drivers of these mechanisms and the difficulty experienced by workplaces in dealing with issues such as MSDs and psychosocial risks⁴⁹, complements the EWCS. Finally, the Eurostat representative argued that information about OSH risk management activities in enterprises is important for policy-making purposes, and that this element is dealt with by ESENER but not by the LFS ad hoc modules. Moreover, the Eurostat representative also argued that some variables of ESENER-2 and the LFS ad hoc module data are comparable to some

⁴⁵ The ESAW database contains harmonised data from the relevant national authority or insurance system (administrative data sources) from 1994 onwards. The original national data sources are employers' declarations of accidents at work to (i) relevant insurance companies, (ii) national social security systems or (iii) labour inspectorates or similar national authorities (see <http://ec.europa.eu/eurostat/documents/3859598/5926181/KS-RA-12-102-EN.PDF>).

⁴⁶ The EODS database was closed in 2009, mainly because of data comparability issues between Member States (recognition criteria of occupational diseases differ between countries). There is an ongoing pilot exercise in Eurostat in cooperation with Member States and DG Employment that aims to revise and simplify the data collection in a way that may overcome the comparability problems.

⁴⁷ See <https://www.eurofound.europa.eu/surveys/european-company-surveys>

⁴⁸ Examples of variables reported include accidents at work in the last 12 months, types of accident at work, period off work because of the accident, work-related health problems and types of work-related health problem, health problems limiting daily activities, job causing health problem, period off work because of health problem, exposure to physical health and mental well-being risk factors.

⁴⁹ According to the Eurofound representative interviewed, this information is mirrored to some extent by Eurofound's EWCS information on the proportion of workers who report being (well) informed on health and safety and those who feel that their health and safety is at risk.

degree, particularly at the higher level (such as the country, sector or EU level). This could provide additional evidence for the reliability of the data.

In addition, both EU-OSHA staff and the Eurofound representative interviewed stressed the important collaboration between both agencies, and that this is reflected by the participation of the different agencies' representatives in several consultative bodies for the design of the different survey tools. This collaboration between EU agencies increases the complementarity of the information obtained by the different sources.

3.7 EU added value considerations

The focus of this evaluation criterion relates to the European dimension of the project and the results derived. In other words, the purpose of the 'EU Added Value' criterion is to analyse any (positive) effects of the ESENER-2 at European level that could not have been obtained from surveys at national level. In order to assess this, the evaluation looks into the research questions discussed in the following sections.

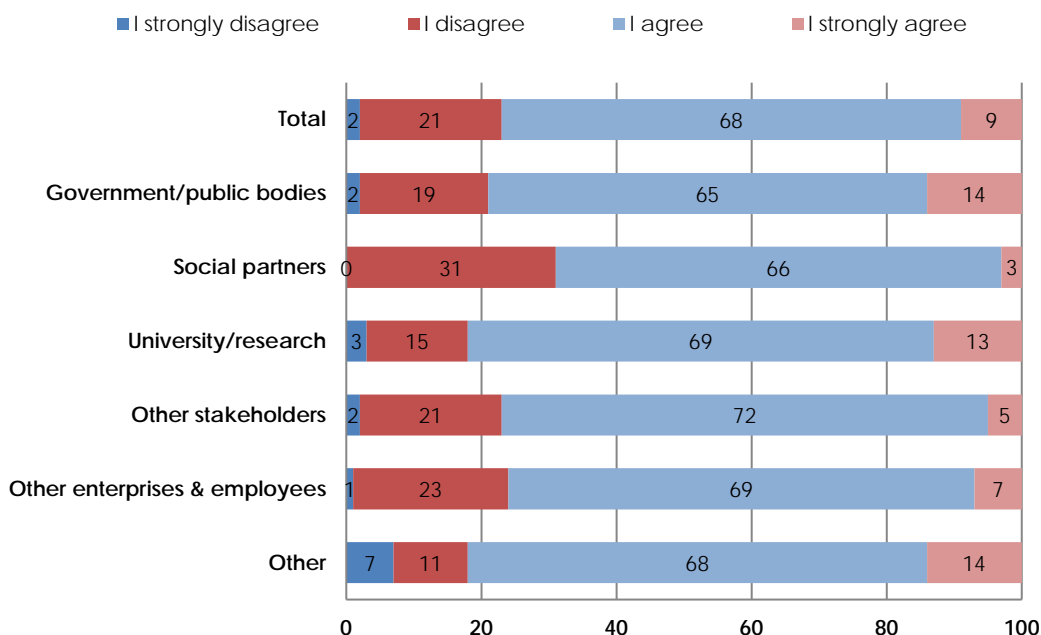
3.7.1 Question 1: To what extent did ESENER-2 produce benefits/impacts that would not have resulted from Member State action only?

Generally speaking, ESENER-2 has resulted in benefits and produced results on an EU level that could not have been obtained from only a national perspective. Thus, in line with ESENER-1, ESENER-2 provides a comprehensive view of what is taking place within establishments in Europe as a whole and in 36 individual countries, including all EU Member States plus two European Free Trade Association (EFTA) countries (Norway and Switzerland) and six candidate countries (Albania, former Yugoslav Republic of Macedonia, Iceland, Montenegro, Serbia and Turkey) in terms of general safety and health risks in the workplace and how these risks are managed; existing OSH risks (including stress, bullying and harassment); drivers of and barriers to OSH management; and, finally, worker participation in safety and health practices.

Several European countries carry out some form of specific national survey(s) dealing with OSH management, although these national surveys vary so much from one another (in terms of scope, size, sectors covered, covered topics, etc.) that it impedes the comparability and use of the results from a pan-European perspective. In this respect, ESENER-2 results both give the possibility of having a comprehensive EU overview on the analysed topics and facilitate the exchange, sharing and comparability of information among different European countries. It is difficult to think of any other agent (national consultants, Member States authorities, social partners, etc.) that would have any incentive to conduct or exploit such a comprehensive European survey if EU-OSHA had not done so.

This positive view is shared by other sources. For instance, 77 % of all respondents to the Stakeholders' survey EU-OSHA 2016 suggest that ESENER provides them with information that is not provided by any other organisations or institutes, with government/public authorities and university/research organisations accounting for the highest percentages (Figure 3.4).

Figure 3.4 Uniqueness of ESENER: ESENER provides information that is not provided by other organisations or institutes, by stakeholder groups (%).



Only respondents who are familiar with ESENER.

Source: Panteia, Stakeholders' survey EU-OSHA 2016, total EU-28 plus Liechtenstein, Norway and Iceland.

The mid-term evaluation of the EU-OSHA Multi-annual Strategic Programme 2014-2020 suggests that ESENER is a very important tool from both EU and national perspectives, as it allows comparisons between Member States; EU-OSHA is the only organisation that provides accurate information on OSH at the EU level.

Several stakeholders (European Parliament, European Commission, Eurofound, EU-OSHA focal points and Governing Board) interviewed for this evaluation also share this positive perspective. Despite the existence of different national surveys on the enterprises' management of OSH, the results of these national surveys are not comparable because of differences in samples, questionnaires, etc. In this sense, without the existence of ESENER, it be impossible to collect comparable data from all EU Member States and other non-EU countries.

Several focal point members (from Austria, Germany, Romania, the Netherlands and the United Kingdom) suggested that ESENER-2 offers a unique and up-to-date European company perspective on OSH, facilitating, at the same time, the 'comparability' of the results among different countries (subject to the existence of different national OSH systems/structures that limit the full comparability among countries). This comparative capability could not be achieved by individual countries, as this would be beyond the capacity of national statistics authorities. Indeed, some national focal point members (from Norway, the Netherlands and Sweden) argued that this European-level comparability complements their national survey results and facilitates a broader discussion among countries.

3.7.2 Question 2: Are there differences between countries? Could national surveys be replaced by ESENER?

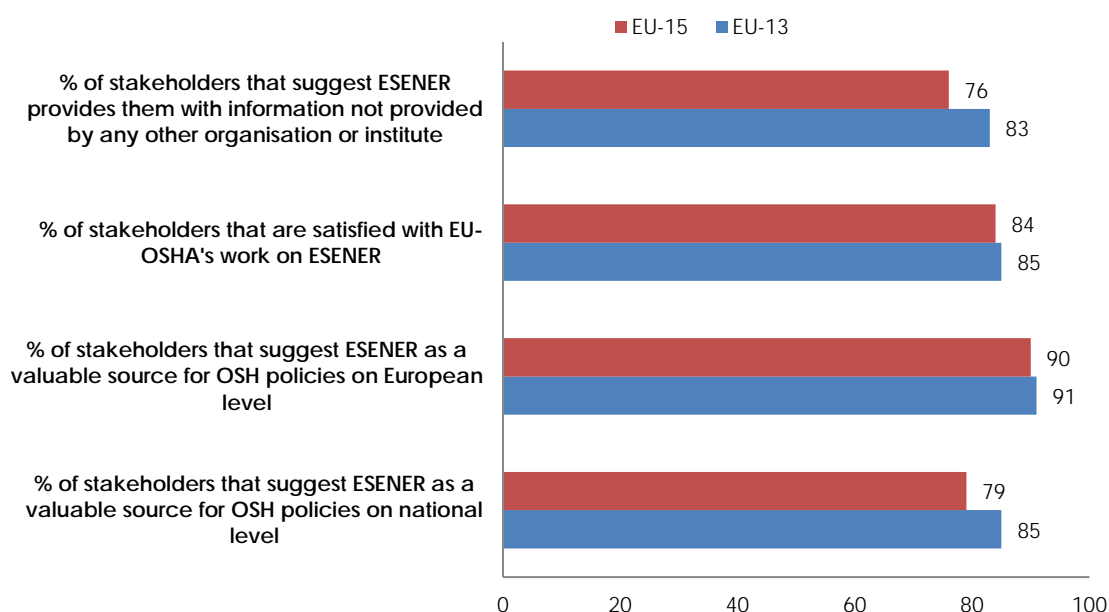
The information collected from the interviews and focus group discussions suggest that the added value generated by ESENER-2 is higher among those European countries and EU Member States that have a relatively limited amount of reliable national statistical sources on OSH issues, especially from the

perspective of companies (particularly some of the new Member States and pre-accession countries, as well as some Member States particularly affected by recent public expense cuts). In these countries, ESENER is a very relevant information source, sometimes the only one, and provides a very important impetus for OSH work. For instance, the focal points from two new Member States suggest that their countries have very limited resources for OSH research, so ESENER is their main source of OSH-related data, providing, at the same time, information on several aspects of OSH that have not been studied/investigated by any national entity. For Member States suffering from significant public funding cuts, ESENER-2 has been used to fill an important evidence gap in a cost-effective way, often substituting national statistical sources (e.g. in Spain and the United Kingdom) (see section 3.8.3 of this evaluation report for more information on this).

By contrast, in other European countries, the added value of ESENER-2 is more limited, explained by the greater availability of national OSH data sources (e.g. Germany, the Netherlands, Norway and Sweden). In these countries, ESENER-2 is used mainly as a source of European comparable data, whereas the national OSH policy-making processes are assisted more by their own national data sources and studies, often tailored to respond to specific information needs.

These different levels of added value generated by the project in different countries is confirmed by other sources. For instance, according to the Stakeholders' survey EU-OSHA 2016, stakeholders from the newest Member States (EU-13) are more likely to perceive the ESENER-derived information as a unique information source than the other Member States (EU-15): 83 % of EU-13 stakeholders suggested that ESENER provides them with information that is not provided by other organisations or institutes, whereas among EU-15 stakeholders this percentage is only 74 % (see Figure 3.5). Furthermore, 85 % of EU-13 stakeholders argued that ESENER is a valuable source on information for OSH policy-making on a national level, whereas this percentage is lower among EU-15 stakeholders (79 %). However, perceptions in terms of satisfaction and the value of ESENER as an information source for European OSH policy-making are relatively similar for both groups.

Figure 3.5 Uniqueness, satisfaction and value of ESENER-2, by EU-15/EU-13 stakeholders (%)



Only respondents who are familiar with ESENER.

Source: Panteia, Stakeholders' survey EU-OSHA 2016, total EU-28 plus Liechtenstein, Norway and Iceland.

With regard to the question about the extent to which national surveys could be replaced by ESENER, the limited available information on this suggests that those countries that have their own national

information sources (Norway, the Netherlands, etc.) are very reluctant to replace these sources with a pan-European survey like ESENER, unless this European survey is able to be adapted to national specificities (legislation, national practices, etc.), for instance via the introduction of some specific national questions. A good example of this is given by Spain, where some specific nationally relevant questions on OSH preventive actions were included in an ad hoc module on company management practices of the Annual Labour Survey 2016, elaborated by the Spanish Ministry of Employment in order to compensate the lack of specific national questions in ESENER-2 (see section 3.8.3. in this evaluation report).

3.8 Impact considerations

The purpose of the 'Impact' criterion is to identify all the significant results obtained from the ESENER-2 project, positive or negative, expected or unforeseen, for its main beneficiaries and other relevant stakeholders. In other words, the main goal is to identify and assess all significant effects of the project on its direct and indirect beneficiaries, both at EU and at national level. To assess this, the evaluation looks into the research questions discussed in the following sections.

3.8.1 Question 1: How successful has EU-OSHA been in achieving visibility for ESENER-2? What outcomes have already been realised?

EU-OSHA has carried out a number of activities to disseminate ESENER-2 results, including a dedicated web page on the EU-OSHA website⁵⁰ (where all the products and reports related to the project can be found, including the already published secondary analyses based on ESENER-2), the publication and distribution of several press releases and highlights, the participation of EU-OSHA staff in different conferences and dissemination events (usually after invitation by organisers) and an interactive 'survey dashboard'⁵¹ that allows interested parties to visualise and share ESENER data⁵². Finally, the datasets for both waves of ESENER are accessible free of charge for interested researchers via the United Kingdom Data Archive (UKDA) of the University of Essex⁵³, and it is expected to also soon be available from GESIS⁵⁴.

Some preliminary results related to these dissemination activities are described below:

- During the period 30 March 2016 to 31 May 2017 the ESENER-2 website received more than 8,000 visits (see results in Figure 3.6 Visits to ESENER-2 website (from 30 March 2016 to 31 May 2017)), including visits to the interactive survey dashboard. Meanwhile, traffic driven to the ESENER corporate website from EU-OSHA social media channels (Twitter, Facebook and LinkedIn) in the period 1 May 2016 to 6 June 2017 amounted to 1,585 visits, well below the visits resulting from traffic driven from the OSHwiki website (4,965 visits), but above visits resulting from links from other websites, such as the e-guide (359), and other sources such as the Healthy Workplaces Campaign tools and resources (830), Napo (86 to the corporate website, 47 to the Healthy Workplaces Campaign website and 206 to the Napo website) and OiRA (69 to the corporate and 417 to the dedicated website)⁵⁵.

⁵⁰ See <https://osha.europa.eu/en/surveys-and-statistics-osh/esener>

⁵¹ This interactive survey dashboard is evaluated in section 3.9.2 of this evaluation report.

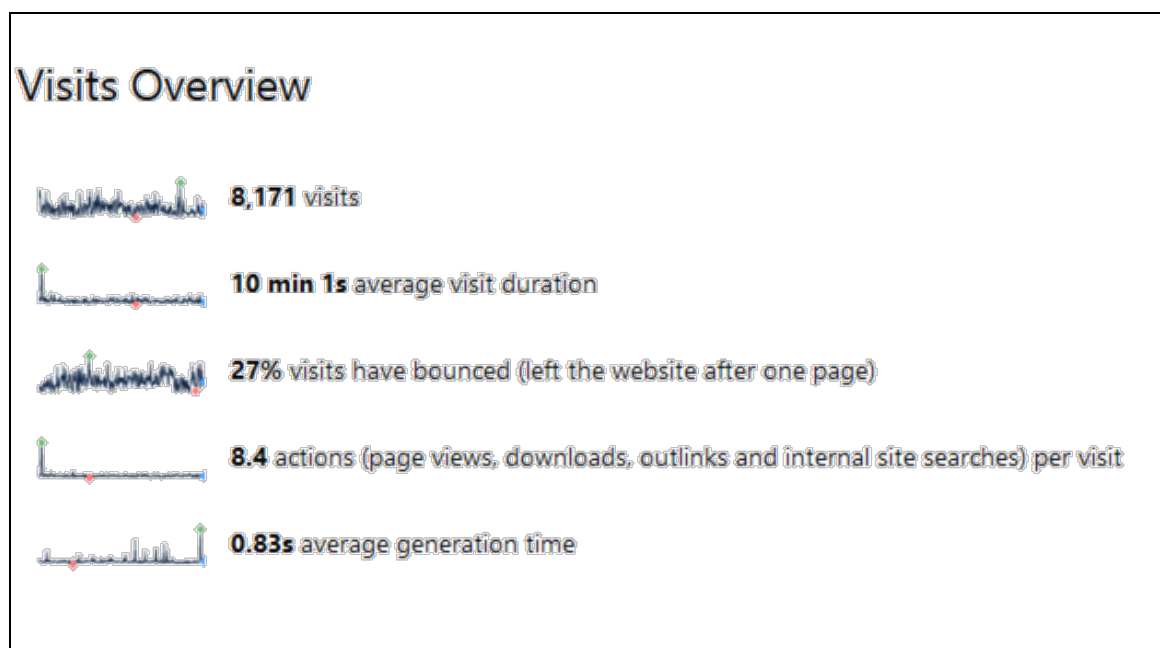
⁵² The evaluation of this survey dashboard is discussed in detail in section 3.9.2 of this evaluation report.

⁵³ See <https://discover.ukdataservice.ac.uk/catalogue/?sn=7808&type=Data%20catalogue>

⁵⁴ See <https://www.gesis.org/en/home/>

⁵⁵ These numbers show the visits from social media posts with tagged links in order to identify users' interests in specific topics/projects.

Figure 3.6 Visits to ESENER-2 website (from 30 March 2016 to 31 May 2017)



Source: Own elaboration based on input provided by EU-OSHA.

- Two main press releases were published and distributed in relation to ESENER-2, the first in March 2016 and related to the overview report⁵⁶ and the second in March 2017 and related to the secondary analysis on worker representation⁵⁷. In addition, in relation to the joint analysis follow-up study, a so-called highlight was published on the EU-OSHA website on 25 May 2016⁵⁸. All these elements have been translated into all EU languages.
- EU-OSHA personnel have actively participated in a large number of conferences and dissemination events, most within the EU but also, in some cases, outside the EU, specifically intended to disseminate the ESENER-2 results (see Table 3.13 for a description of activities carried out in the period April 2015 to May 2017)⁵⁹. Specifically, the FOP (focal points) events are launched by these FOP members and supported by the EU-OSHA Awareness Raising and Promotion Package.

Table 3.12 EU-OSHA participation in conferences and events to disseminate ESENER-2 results (April 2015-May 2017)

Year	Activities
2015	<ul style="list-style-type: none"> Latvian Presidency Conference in Riga on 27 April — launch of the main findings. Advisory Committee on Safety and Health at Work (ACSH) Plenary Meeting, Luxembourg, 21 May. European Parliament on 23 June — official launch of the survey results. Two papers accepted at the European Survey Research Association (ESRA) Conference in Reykjavik on 13-17 July.

⁵⁶ European survey finds that three quarters of European establishments report the presence of at least one psychosocial risk (see <https://osha.europa.eu/en/about-eu-osha/press-room/european-survey-finds-three-quarters-european-establishments-report>).

⁵⁷ New study reveals challenges for effective worker representation in occupational safety and health management (see <https://osha.europa.eu/en/about-eu-osha/press-room/new-study-reveals-challenges-effective-worker-representation>).

⁵⁸ Drawing together the findings of major workplace surveys (see <https://osha.europa.eu/en/highlights/drawing-together-findings-major-workplace-surveys>).

⁵⁹ ESENER-2 results have also been indirectly presented at many more events. They are not mentioned here.

Year	Activities
	<ul style="list-style-type: none"> ▪ Understanding Small Enterprises (USE) Conference in Groningen (October), where EU-OSHA held three ESENER workshops to discuss (i) the main findings, (ii) the methodology used in MSEs and (iii) potential topics for future research arising from the findings. ▪ National focal point events throughout the year to present national findings, in the Netherlands, Poland, Slovenia, Denmark, Estonia, Spain, Iceland and Norway.
2016	<ul style="list-style-type: none"> ▪ Canadian Centre for Occupational Health and Safety (CCOHS), Forum on the Changing World of Work, Vancouver, 29 February to 1 March — presentation of ESENER-2 methodology and findings. ▪ FOHNEU (Federation of Occupational Health Nurses within the European Union) Congress, Rotterdam, 19 March — presentation of ESENER-2 findings. ▪ One paper accepted at 8th International Conference on Occupational Safety and Health, Istanbul, 8-11 May — presentation of ESENER-2 Turkish findings. ▪ One paper accepted at the Fifth International Conference on Establishment Surveys, Geneva, June. ▪ Congress of the National Society of the Occupational Medicine and Industrial Hygiene, Rome, 22-23 September. ▪ CESI Symposium, 'Health and Prevention at work in the public sector in Europe: the new challenges', Madrid, 14 October. ▪ ACSH Plenary Meeting, Luxembourg, 30 November. ▪ National focal point events throughout the year to present national findings, in Austria, Romania, Hungary and Greece.
2017	<ul style="list-style-type: none"> ▪ Seminar Health and Safety, Paris, 3 February. ▪ Symposium organised by Landesinstitut für Arbeitsgestaltung des Landes Nordrhein-Westfalen, Germany, Dusseldorf, 29 March — presentation of ESENER-2 findings. ▪ National focal point events throughout the year to present national findings, in the Czech Republic, Finland, Croatia (three events), Malta and Poland. ▪ An ESENER-2 campaign event was held in the second half of 2017, supported by the largest worker organisation in Romania, i.e. CNS 'Cartel Alfa', and the Romanian Senate. ▪ Confirmed (by May) <ul style="list-style-type: none"> ▪ Work, Stress, and Health 2017 Conference — presentation of ESENER-2 findings, Minneapolis, 7-10 June. ▪ Workers and creativity: How to improve working conditions by participative methods? ESENER findings on worker participation and MSDs, Brussels, 27 June. ▪ Two papers accepted at European Survey Research Association (ESRA) Conference, Lisbon, 17-21 July.

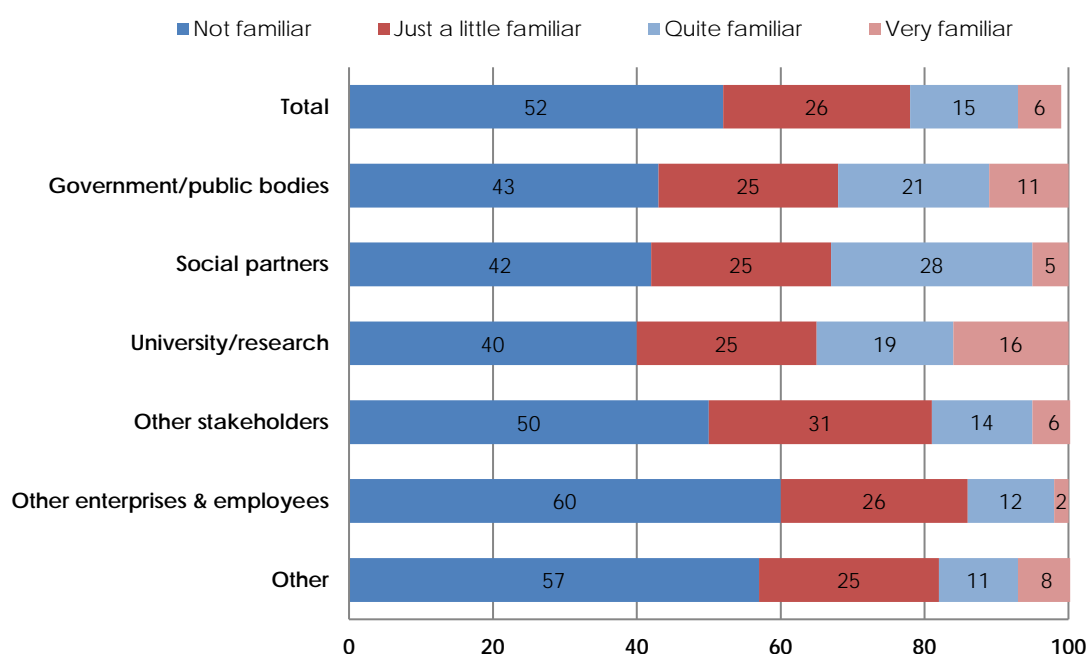
Source: Own elaboration based on input provided by EU-OSHA.

From a qualitative perspective, most of the stakeholders interviewed/consulted positively or very positively evaluated the extent to which the ESENER-2 results/outputs had been effectively communicated and disseminated to their organisations. For instance, several EU-OSHA focal point and

Governing Board members consulted, as well as several EU-OSHA staff members, suggested that the presentations given by EU-OSHA staff at national healthy workplace conferences generated awareness of and interest in the ESENER-2 results among the participants (national OSH experts, private companies including small and medium-sized enterprises (SMEs), employers' and workers' representative organisations, policy-makers and OSH authorities). Focal point members also positively evaluated the support provided by EU-OSHA for the organisation of these national events via the Awareness-raising and Promotion Package. The European Commission was also very positive about these dissemination efforts, and the representative from Eurostat interviewed stressed that the ESENER-2 web page on the EU-OSHA website had been well done, and is informative and useful.

Despite these positive perspectives, the results of the Stakeholders' Survey EU-OSHA 2016 show that, overall, 53 % of the survey respondents are not familiar with ESENER at all, whereas 26 % are just a little familiar with it; of the governmental/public bodies and social partners surveyed, 43 % and 42 % respectively, are not familiar with ESENER (see Figure 3.6). These results suggest that there is still some room for improvement in terms of effectively communicating and disseminating the ESENER-2 results to interested parties, particularly among the general public beyond key stakeholders.

Figure 3.7 Knowledge of ESENER: familiarity with ESENER, by stakeholder group



Source: Panteia, Stakeholders' survey EU-OSHA 2016, total EU-28 plus Liechtenstein, Norway and Iceland.

Several EU-OSHA staff members interviewed stressed that EU-OSHA's ESENER-2 dissemination activities suffered from certain deficiencies, reflective of the lack of a comprehensive communication strategy within EU-OSHA in relation to ESENER-2 (EU-OSHA's communication and promotion activities are primarily focused on its Healthy Workplaces Campaigns). Related to this, up to now no attention has been paid to differentiate the different possible target audiences of interest (European and national policy-makers, representative business and worker organisations, OSH experts and research organisations, labour inspectorates, etc.), adapting and changing the messages and dissemination formats to their different characteristics and needs.

All these problems are coupled with the very limited availability of EU-OSHA's human resources, needed to communicate in-depth ESENER-2 results among relevant fora, as staff have to combine such dissemination activities with other job tasks (research, management, etc.).

Some EU-OSHA staff members also stressed the importance of devoting more resources to disseminating ESENER-2 results to specific relevant EU-OSHA stakeholders (International Labour

Organization (ILO); DG Enterprise; DG Health and Food Safety; Consumers, Health, Agriculture and Food Executive Agency; European sector representative organisations; etc.), in order to facilitate the mainstreaming of OSH into other policy areas. Finally, some of the EU-OSHA staff members interviewed suggested that the diffusion of ESENER results should be further increased by using all available external networks of the different EU-OSHA units.

Last but not least, it is matter of debate as to whether or not the full name of the survey (European Survey of Enterprises on New and Emerging Risks) is still valuable for communication purposes (rather than just the acronym (ESENER), which is a trademark in itself and should be kept in the future). On the one hand, ESENER provides not only information on OSH risks in the workplace but, equally importantly, also key information on how establishments manage their OSH risks and the role that different players (particularly employees) play in this. On the other hand, the words 'new' and 'emerging' are a bit misleading, having in mind that some of these new and emerging OSH risks (stress, violence at work and harassment) are no longer new or emerging, but, unfortunately, well established in many European countries and companies.

3.8.2 Question 2: To what extent has ESENER-2 stimulated Member State/stakeholder activity?

A large proportion of the stakeholders interviewed for this evaluation exercise suggested that the activities conducted in the framework of the ESENER-2 project have complemented/supported to a large or a very large extent activities carried out by their institution. This view is shared, among others, by interviewed representatives from the European Parliament, the European Commission and Eurofound, and the participants interviewed at the European Parliament meeting. However, the EU-OSHA focal point and Governing Board members interviewed expressed, on average, a more neutral perspective on this, although important differences among the respondents can be noted.

Specifically, at national level, examples of activities stimulated include the organisation of workshops and events, the development of several key national documents and the initiation of different scientific studies and research projects based on the ESENER-2 results. National authorities have organised a number of workshops and events to disseminate and discuss the ESENER-2 results with relevant national stakeholders. Some examples include the following:

- In Austria, a seminar was held in April 2016 in Vienna, with 39 attendees and five speakers (four national speakers). The seminar served as a platform to present, discuss and analyse the results of ESENER-2. In addition, comparative Austrian data were presented and discussed in relation to the ESENER-2 results. The participants discussed in small working groups possibilities for improving risk assessment in Austria and how to make such improvements.
- In Germany, a cooperation workshop (combining the results of ESENER 2 and the results of the national GDA (joint German OSH strategy) survey) was held in August 2016 under the framework of the GDA in Hamburg.
- In Hungary, an event was held in May 2015 on the assessment of ESENER-2, with 21 attendees from different backgrounds (private companies, SME representative organisations, OSH organisations, employers' organisations, employees' organisations) and five national speakers. Results were presented and considered in the national context.
- In Norway, an event was held in October 2015 to present the ESENER-2 results, at which discussions were held with different national researchers and policy-makers. Subsequently, the data were used in a press release regarding work-related stress, which resulted in multiple news articles.
- In Romania, a national event was held in November 2016 by the national authorities, with 20 attendees. Among other elements, some of the most important ESENER-2 results were presented, followed by a debate in the second half of the event with a corresponding question and answer session among participants on the ESENER-2 results and their implications for Romania.
- In Sweden, a seminar was held in February 2017 by the national authorities with the purpose of comparing the results from ESENER-2 with results from two 2015 Swedish surveys. Some

50 representatives from social partners and national authorities participated. In addition, two OSH experts from two pan-European companies participated in the seminar; these experts informed participants about their experiences with the steering of OSH in different countries in Europe.

In addition to these dissemination activities, ESENER-2 has significantly stimulated national OSH debates as well as the production of several key national documents including national OSH strategies (see, for instance, the cases of Slovenia and Spain, extensively discussed in section 3.8.3. of this evaluation report). In the case of Iceland, the ESENER-2 results are helping to define the priorities of the national OSH authorities. For Romania, the ESENER-2 results have been used by the National Research & Development Institute on Occupational Safety for different purposes, including for drawing up its research and development strategy, identifying OSH needs at the national and EU levels and the formulation of different proposals to the national competent authorities on the adoption of the best working plan and the commissioning of adequate studies and projects, etc. Finally, in the United Kingdom, consideration is being given to how the survey data can be used, alongside other evidence, to help target the Health and Safety Executive's (HSE's) inspection resources to the poorest-performing workplaces.

Other events and activities have been (partially) stimulated by ESENER-2. For instance, the European Trade Union Institute (ETUI) held, in June 2017, a conference on workers' contribution to safer workplaces⁶⁰. The conference was organised jointly by the ETUI, the Federation of European Ergonomics Societies (FEES), the Belgian Ergonomics Society (BES) and the Centre for Registration of European Ergonomists (CREE). The evidence from ESENER on MSDs was presented by EU-OSHA staff, as well as the findings of the ESENER-2 follow-up study on worker participation, by the main researcher in charge of that project.

Finally, ESENER has stimulated the initiation of a large number of national and pan-European studies on OSH, by different research organisations and institutes, that use and analyse the ESENER-2 results (see Table 3.14). A good example of this is described in the ETUI's report *Benchmarking working Europe 2017*, in which different ESENER-2 data have been used⁶¹.

Table 3.13 Examples of national and pan-European studies using ESENER-2 results

- Bel Martínez, D, 'Protocolo de Prevención e Intervención frente al Acoso Laboral', Escola Politècnica Superior d'Edificació de Barcelona, 2017 (see http://upcommons.upc.edu/bitstream/handle/2117/101076/Mem%c3%b2ria_BelDavid.pdf?sequence=1&isAllowed=y)
- Berset M, Deufel A, Dorsewagen C and Krause A, 'Partizipative Auseinandersetzung mit psychosozialen Risiken im Unternehmen: Analyse, Workshops und ein Train-the-Trainer-Konzept als Beitrag zur gesundheitsförderlichen Organisationsentwicklung', in: *Betriebliches Gesundheitsmanagement* (pages 91-110), 2016
- Borges E and Ferreiro T, 'BULLYING NO TRABALHO: ADAPTAÇÃO DO NEGATIVE ACTS QUESTIONNAIRE-REVISED (NAQ9R) EM ENFERMEIROS', Revista Portuguesa de Enfermagem de Saúde Mental, Porto, 2015 (see <http://www.scielo.mec.pt/pdf/rpesm/n13/n13a04.pdf>)
- Brocal F, Gonzalez C and Sebastián MA, 'Análisis de las competencias transversales en materia de riesgos laborales nuevos y emergentes en los estudios universitarios oficiales de máster', in: *24 Congreso de Innovación Educativa en las Enseñanzas Técnicas*. UNED, Escuela Técnica Superior de Ingenieros Industriales, Alicante, 2016

⁶⁰ See <https://www.etui.org/Events/Conference-on-workers-contribution-to-safer-workplaces>

⁶¹ See <http://www.etui.org/Publications2/Books/Benchmarking-Working-Europe-2017>

- (see https://www.researchgate.net/profile/Francisco_Brocal/publication/308700126_Analisis_de_las_competencias_transversales_en_materia_de_riesgos_laborales_nuevos_y_emergentes_en_los_estudios_universitarios_oficiales_de_master/links/57ec09e108aebb1961ff9979.pdf)
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Source: Own elaboration.

3.8.3 Question 3: To what extent have there been positive effects at national level for those Member States that increased their national sample sizes? To what extent has the sample size increase supported or complemented their ongoing activities? To what extent did it stimulate new awareness or activity?

For ESENER-2, EU-OSHA offered, in January 2013, the possibility to the national authorities of increasing national sample sizes. Three EU Member States accepted this invitation, namely Spain, Slovenia and the United Kingdom, allowing for more in-depth analyses at the country level by establishment size and activity sector. Slovenia increased its national sample size from the original 750 to 1,050, while Spain and the United Kingdom increased their sample sizes from the original 2,250 establishments each to 3,150 and 4,250, respectively. The numbers of establishments surveyed in practice were equal to or even larger than the sample sizes indicated (1,051 in Slovenia, 3,162 in Spain and 4,250 in the United Kingdom).

These increases in sample sizes were funded by the national authorities in all cases, according to the price conditions established within the agreement between EU-OSHA and the contracting organisation (TNS Infratest Sozialforschung GmbH). The contractor was also responsible for all the fieldwork. In this sense, the contractual relationship was between the Slovenian, Spanish and UK national authorities (specifically EU-OSHA's national focal points) and the contracting organisation. These national authorities were the (additional) data owners, although an agreement was signed in all three cases with EU-OSHA with regard to sharing these data.

The main national outputs produced within the framework of these increased sample sizes include the following:

- In Slovenia, two national reports were to be published in October 2017 based on the ESENER-2 extended data, namely the 'Second National Report on Psychosocial Risks at Workplace in Slovenia', as well as the report 'Workers' participation in the OSH management in Slovenia'. Both reports, commissioned by the Slovenian Ministry of Labour, Family, Social Affairs and Equal Opportunities, are based on the results of ESENER-2 plus Eurofound's Sixth EWCS⁶². Additional analysis of the ESENER-2 dataset will be commissioned in 2018, in particular a general report on the quality of workplaces in Slovenia.
- In Spain, the report *Encuesta Nacional de Gestión de Riesgos Laborales en las Empresas. ESENER-2 — España* was published in 2015⁶³. This report is entirely based on ESENER-2 results, and provides some interesting comparisons with other European countries.
- In the United Kingdom, the HSE published the report *Management of Health and Safety in the Workplace: UK results from European Survey of Enterprises on New and Emerging Risks, 2014 (ESENER-2)*⁶⁴.

These increases in sample sizes have resulted in a number of positive effects, both for EU-OSHA and ESENER-2 itself and, specifically, at national level for these three EU Member States. First, in the case of EU-OSHA, this national interest has reinforced the perception among other European and national

⁶² Eurofound increased the sample sizes for the Sixth EWCS in Slovenia and Spain at the request of their governments and at their own cost.

⁶³ See <http://www.insht.es/portal/site/Insht/menuitem.1f1a3bc79ab34c578c2e8884060961ca/?vgnextoid=b9fe7518b1a80510VgnVCM1000008130110aRCRD&vgnnextchannel=25d44a7f8a651110VgnVCM100000dc0ca8c0RCRD>

⁶⁴ See <http://www.hse.gov.uk/statistics/oshman.htm>

stakeholders that ESENER is a source of reliable and meaningful data that, at the same time, are comparable with data from other European countries⁶⁵.

Meanwhile, specifically at the national level, increasing the national sample sizes has allowed the participating countries to fill an important evidence gap in a very cost-effective way. For instance, the Slovenian interviewee suggested that Slovenia, as a small country, has relatively limited resources for OSH research, so Slovenia is pleased to be able to use and benefit from European agencies' activities (including, of course, those of EU-OSHA), rather than generating their own national tools.

In the case of Spain, the significant public funding cuts resulting from the economic crisis jeopardised the continuity of the so-called 'National Survey on Safety and Health enterprises management (ENGE 2009)'⁶⁶. In this context, the Spanish authorities used the opportunity given by EU-OSHA to use the ESENER-2 results as an alternative information source⁶⁷, resulting in substantial cost savings (estimated at over EUR 100,000) and the optimisation of use of existing human resources (which could focus on only analysis rather than on survey management). In the UK case, the report *Management of Health and Safety in the Workplace: UK results from European Survey of Enterprises on New and Emerging Risks, 2014 (ESENER-2)* has allowed relevant OSH-related workplace information not covered by other UK data sources to be obtained⁶⁸. Interestingly, both the Spanish and the UK representatives interviewed stressed the important added benefit of providing comparable European results, an element that would not be possible with national surveys alone.

The data obtained have been used as important inputs to enrich the national debates and the drafting of several key documents. Thus, in the case of Slovenia, the Ministry of Labour, Family, Social Affairs and Equal Opportunities has used the findings of ESENER-2 as one of the major sources of information in the course of preparation of the draft national OSH strategy. In the case of Spain, ESENER-2 results have been extensively used for different purposes, including to help define the Spanish Strategy on Safety and Health at Work⁶⁹ (2015-2020), the evaluation of the compliance of the Spanish policy objectives in the field and, finally, establish targets and specific campaigns (see Table 3.15).

Table 3.14 Benefits of expanding the ESENER-2 sample in Spain

Benefits	Explanation
Defining policy objectives (Spanish Strategy on Safety and Health at Work 2015-2020)	<ul style="list-style-type: none"> ▪ Inform and raise awareness among enterprises, particularly micro enterprises and SMEs, about risk prevention and the availability of official tools that can help deal with legal requirements ▪ Develop specific labour inspection actions aimed at promoting, facilitating and ensuring compliance with legal requirements ▪ Foster awareness raising on risk prevention across society, with an increased involvement of the media

⁶⁵ Indeed, EU-OSHA is very interested in increasing the number of countries that may increase their national sample sizes. For this purpose, in January 2017, EU-OSHA held a seminar with relevant national stakeholders on ESENER-3, where representatives from Slovenia, Spain and the United Kingdom were invited to present their views on this sample-boosting exercise.

⁶⁶ Encuesta Nacional de Gestión de la Seguridad y Salud de las Empresas 2009 (see http://www.insht.es/Observatorio/Contenidos/InformesPropios/Desarrollados/Ficheros/Informe_%20ENGE%202009.pdf).

⁶⁷ The 'Encuesta Nacional de Gestión de la Seguridad y Salud de las Empresas' (ENGE) has not been replicated, but has rather been substituted by the 'Encuesta Nacional de Gestión de Riesgos Laborales en las Empresas, ESENER-2 España-2015'

⁶⁸ There is only one data source from the perspective of companies, so-called RIDDOR (Reporting of Injuries, Diseases and Dangerous Occurrences Regulations), under which fatal and defined non-fatal injuries to workers and members of the public are reported by employers.

⁶⁹ See <http://www.insht.es/portal/site/Insht/menuitem.1f1a3bc79ab34c578c2e8884060961ca/?vgnextoid=a366300cfa2cc410vgnVC M1000008130110aRCRD&vgnnextchannel=25d44a7f8a651110vgnVCM100000dc0ca8c0RCRD>

Benefits	Explanation
Evaluate compliance (of policy objectives) via the provision of data and monitoring the evolution of selected indicators	<ul style="list-style-type: none"> ▪ National Working Conditions Observatory: identifying trends and emerging problems, and an evaluation of the effectiveness of actions taken, both by public administration as well as enterprises, allowing for comparison with sector averages ▪ Indicators: % of enterprises carrying out risk assessments; % of enterprises that have a prevention plan; % of enterprises providing OSH training to their workers; % of enterprises that inform workers about OSH risks and the preventive measures in place; % of enterprises that carry out an investigation of accidents at work
Establish targets and specific campaigns based on reliable data, such as a campaign to help develop a preventive culture in micro enterprises and SMEs	<ul style="list-style-type: none"> ▪ Actions: (i) drafting basic guidelines for the integration of risk prevention in SMEs; (ii) foster active worker involvement, through initiatives acknowledging and rewarding participation by workers and their representatives; (iii) facilitate specific agreements aimed at sector-level collective bargaining among SMEs

Source: information provided in an ad hoc presentation by Javier Pinilla (INSSBT), 26 January, 2017, Bilbao.

Finally, despite these positive results, national experts interviewed complained about the absence of (national) questionnaire specificity, in the sense that no specific national questions were allowed in ESENER-2, resulting in the limited utility of the results in relation to some specific national concerns⁷⁰. This element is regarded as one of the main elements that could be solved in future ESENER editions.

3.9 Sustainability considerations

Sustainability is a measure of whether or not the benefits of the project are likely to continue once the project is finished. In other words, the purpose of the sustainability criterion is to assess whether or not the results and impacts of the project will be durable over time once the project is complete. In order to assess this, the evaluation looks into the research questions discussed in the following sections.

3.9.1 Question 1: To what extent are focal points and stakeholders using/planning to use the outputs?

The largest proportion of the stakeholders interviewed within this evaluation exercise suggested that they are using/planning to use the outputs obtained from ESENER-2 to a large or very large extent. This is the case of the representatives interviewed from the European Parliament and the European Commission and Eurofound, and the participants interviewed at the European Parliament meeting. Meanwhile, the EU-OSHA focal point and Governing Board members interviewed had a relatively neutral opinion on this use, although important differences can be noted among respondents (particularly positive responses were given from representatives from Iceland, Romania, Slovenia, the United Kingdom and Sweden, with poorer responses from Austria, the Netherlands, Germany and Norway).

Thus, in addition to being an important input for the evaluation and policy actions of different EU actions (evaluation of the 24 EU OSH directives based on Article 17(a) of OSH Framework Directive

⁷⁰ In the case of Spain, this element was partially solved with the inclusion of some specific nationally relevant questions on OSH preventive actions in an ad hoc module on company management practices of the Annual Labour Survey 2016 ('Encuesta Anual Laboral') undertaken by the Spanish Ministry of Employment.

89/391/EEC and the European Commission’s new Communication (COM(2017)12)⁷¹, the European Commission uses, on a regular basis, the ESENER-2 outputs (including those stemming from the online dashboard) for briefings, reports and different projects undertaken by DG Employment.

ESENER-2 results are also extensively used by Eurofound to complement the information obtained from the EWCS and therefore provide a better assessment of job quality and establishments’ OSH actions/determinants. Particularly appreciated ESENER-2 outputs include information on the processes put in place by companies to inform workers of risks, the drivers of these mechanisms or the difficulties in dealing with issues such as MSDs and psychosocial risks.

Section 3.8.2 of this evaluation report shows that ESENER-2 results are used extensively by national authorities to stimulate national OSH debates, as well as in relation to the production of several key national documents, including national OSH strategies. Examples of this have been found in Iceland, Slovenia, Spain, Romania and the United Kingdom. In addition, ESENER-2 results have prompted the organisation of different events at which, in addition to different dissemination activities, interesting discussions have been held on different OSH topics. Finally, it is interesting to note the use of the ESENER-2 results by universities and research institutes for different research purposes (see also section 3.8.2 of this evaluation report).

By contrast, in some countries, ESENER-2 results have not been used so much by national authorities. A good example of this is given by Norway, where ESENER-2 findings are regarded more as a reference material than as a ‘policy/research’ resource to be used in the Norwegian national authorities’ own research and risk assessments on a strategic level or in the planning of their inspections. The availability of national tailor-made studies and information sources may explain this, although Norwegian authorities value the comparability of the data among countries and see the potential for ESENER to supplement their national surveillance systems for occupational health.

The Stakeholders’ survey EU-OSHA 2016 also confirms that ESENER results are actively used by the stakeholders surveyed. Thus, according to the available results obtained from those who are familiar with EU-OSHA’s activities, two thirds use this information for different purposes, whereas one third of such respondents do not use it. The most common use of ESENER is to disseminate results to other parties, including beneficiaries, where 32 % of stakeholders use ESENER for this purpose. An additional 25 % use ESENER for research purposes, 21 % do so for policy-making and implementing measures at the enterprise level, and, finally, 11 % use ESENER data for policy-making purposes at the national level. ESENER is not used much for policy-making at the European level (4 %). By stakeholder group, the available information shows that the overall purposes of use do not vary much among stakeholders, but the ranking of use types does vary (see Table 3.16).

Table 3.15 Three main purposes for using ESENER in recent years, by selected stakeholder groups

Government/public bodies	Social partners	University/research institutes
1. To disseminate results to other parties, including beneficiaries (44 %)	1. For policy-making or implementing measures at the enterprise level (35 %)	1. For research purposes (48 %)
2. For research purposes (26 %)	2. To disseminate results to other parties, including beneficiaries (34 %)	2. To disseminate results to other parties, including beneficiaries (44 %)
3. For policy-making purposes on national level (23 %)	3. For policy-making purposes at the national level (23 %)	3. For policy-making purposes at the national level (15 %)

Only respondents who are familiar with ESENER.

Source: Panteia, Stakeholders’ survey EU-OSHA 2016, total EU-28 plus Liechtenstein, Norway and Iceland.

⁷¹ See a more extended discussion in section 3.2.1 of this evaluation report.

3.9.2 Question 2: To what extent is the online dashboard (visualisation tool) seen as an effective way of making the results more accessible?

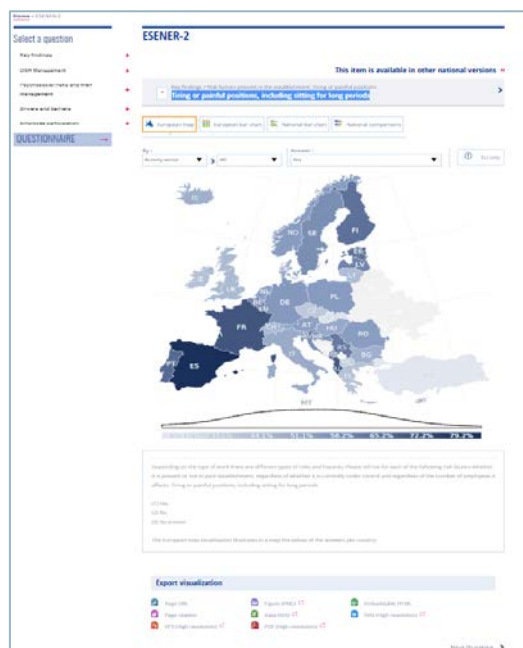
The online dashboard⁷² facilitates access to national information related to a large set of questions, distributed around five main areas (key findings; OSH management; psychosocial risks and their management; drivers and barriers; and employee participation) and presented around two main variables (activity sector and establishment size). In addition, the online dashboard allows comparisons between all the different countries surveyed. The model for this EU-OSHA online dashboard is based on Eurofound's ECS model.

This online dashboard can be regarded as a very effective visualisation tool that makes the results more accessible to the general public, including individuals with no statistical expertise. Thus, this user-friendly and reliable instrument facilitates access for external individuals and organisations to the ESENER-2 data in an interactive and easy way. In addition to this, the attractiveness of the online dashboard is enhanced by several elements, such as the possibility of using different national languages, the possibility to present the results in different ways (maps, bar charts) and the use of different colours to present the results.

This positive view is shared by all the different stakeholders interviewed (European Parliament, European Commission, Eurofound, Eurostat, national focal points and the EU-OSHA Governing Board), who stressed the good quality, usefulness and suitability of the online dashboard as an effective way of making the ESENER-2 results more accessible and better communicating the results to relevant stakeholders. EU-OSHA itself regards this online dashboard as a very important tool for the dissemination of the ESENER-2 results. Indeed, EU-OSHA regularly promotes it via its social media channels (Twitter, Facebook and LinkedIn). For instance, the representatives interviewed from the European Commission said that they actively use the outputs from the online dashboard to extract relevant data for briefings, reports and other projects. They also acknowledged that the ESENER team is always willing to assist with any special data extraction needed for policy-making purposes.

Having said this, some of the online dashboard's communication elements could be improved:

- The layout of the online dashboard is relatively poor in that the initial page does not have any welcome message or initial introduction that described the purpose of the tool is. On the contrary, the main title of this page is 'Tiring or painful positions, including sitting for long periods', which might be misleading for a first-time, inexperienced user.



⁷² See <https://osha.europa.eu/en/surveys-and-statistics-osh/esener/2014#>

- There are no direct links to different specific results, in the sense that the link to the online dashboard is always the same (<https://osha.europa.eu/en/surveys-and-statistics-osh/esener/2014>), irrespective of the different results obtained. This element makes the diffusion of concrete results among interested parties difficult.

3.9.3 Question 3: How long lasting will the impact of ESENER be?

ESENER-2 is likely to have long-lasting impacts. In fact, in contrast with ESENER-1, ESENER-2 was designed with the expectation of becoming a long-term monitoring tool, capable of showing trends over different periods (see section 3.4.1 of this evaluation report for a discussion on this). It is likely therefore that ESENER-2 will be extensively used in subsequent editions of ESENER as a reference to which results from different years can be compared, in order to identify trends and developments over time as well as to determine whether or not different objectives have been achieved.

This positive view is shared by several of the stakeholders interviewed within this evaluation exercise, including European Commission representatives, Eurofound representatives, EU-OSHA focal point members and Governing Board members. All these stakeholders suggested that the positive results and impacts derived from the ESENER-2 project are likely or very likely to last for the medium/long term once the project is finished. For example, the Slovenian government is interested in commissioning additional analyses of the ESENER-2 dataset in 2018, in particular a general report on the quality of workplaces in Slovenia. Also in Romania, further actions on ESENER 2 were planned within the Healthy Workplaces for all Ages Campaign.

3.10 Utility considerations

The purpose of the utility criterion is to identify and measure whether or not the outputs of the project support the different needs of the beneficiaries and other stakeholders. In other words, this evaluation criterion assesses the usefulness of the results obtained from the project for the different beneficiaries and stakeholders. In order to assess this, the evaluation looks into the research question discussed in the following section.

3.10.1 Question: To what extent do the outputs of the project support the (policy and practice) needs of focal points and stakeholders (OSH intermediaries, policy-makers, researchers, practitioners, social partners)?

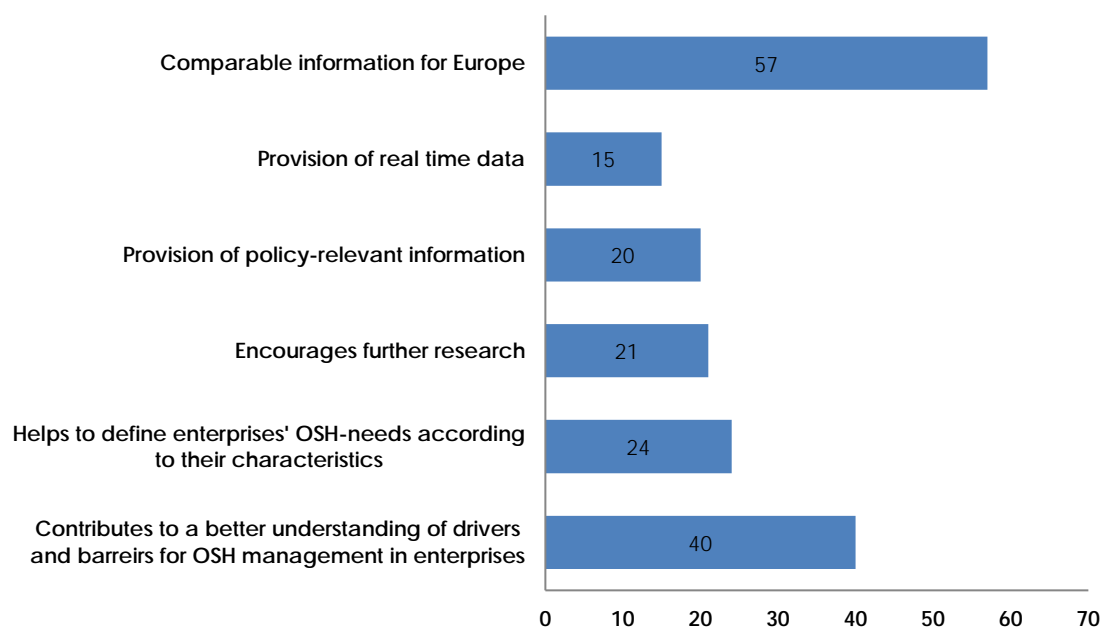
ESENER-2 outputs (including those of the two follow-up studies also being evaluated in this report⁷³) support the (policy and/or research) needs of focal points and stakeholders (OSH intermediaries, policy-makers, researchers, practitioners, social partners). This view is shared by nearly all the stakeholders interviewed within this evaluation exercise, including representatives of the European Parliament, the European Commission, Eurofound, EU-OSHA's focal points and Governing Board members, and the participants interviewed at the European Parliament meeting. Some elements quoted by these stakeholders as being beneficial include the availability of relevant, up-to-date information on different OSH topics (traditional and new safety and health risks present in establishments, the presence of risks assessments, employee participation in OSH issues, etc.) that can be compared both between different countries and with other existing national sources (in those countries for which such information is available).

These results reflect the results of the Stakeholders' survey EU-OSHA 2016, which show which elements are most valued, in relation to their contribution to OSH, by the stakeholders surveyed (see Figure 3.7). The most common reason, cited by the stakeholders surveyed, for valuing ESENER was that it delivers comparable information for Europe (57 %), followed by its contribution to a better

⁷³ 'Worker participation in the management of OSH — qualitative evidence from ESENER-2' and 'Joint analysis of ESENER-2, the Labour Force Survey 2013 ad hoc modules on accidents at work and other work-related health problems and the 6th European Working Conditions Survey'.

understanding of the drivers of and barriers to OSH management in enterprises (40 %). Other less-valued elements of ESENER include its ability to define enterprises' OSH needs according to their characteristics (24 % of respondents), its encouragement of further research (21 %) and the provision of policy-relevant information (20 % of respondents).

Figure 3.8 Most-valued contributions of ESENER to OSH



Only respondents who are familiar with ESENER. Respondents could select a maximum of two possibilities.

Source: Panteia, Stakeholders' survey EU-OSHA 2016, total EU-28 plus Liechtenstein, Norway and Iceland.

The available information shows that the perception of which are the most valuable contributions of ESENER to OSH varies considerably between stakeholders. The stakeholder group 'governments/public bodies' finds the delivery of comparable information for Europe the most valuable (65 % of respondents), whereas the stakeholder group 'social partners' values most the contribution of ESENER to a better understanding of the drivers of and barriers to OSH management in enterprises (57 % of respondents). Finally, the group 'university/research institute' consider that the most valuable contribution of ESENER is that it encourages further research (43 %)

4 Conclusions and overall recommendations

4.1 Main conclusions of the evaluation

4.1.1 Introduction

- This report contains the results of the *ex post*/final evaluation of the EU-OSHA project 'Second European Survey of Enterprises on New and Emerging Risks (ESENER-2)' (Open Tender Procedure No. EU-OSHA-PRU/2012/P-03). It also includes an evaluation of two completed ESENER-2 follow-up studies, namely (i) 'Worker participation in the management of OSH — qualitative evidence from ESENER-2' (Open Tender Procedure No. EUOSHA-PRU/2014/C/15) and (ii) 'Joint analysis of ESENER-2, the Labour Force Survey (LFS) 2013 ad hoc module on accidents at work and other work-related health problems and the 6th European Working Conditions Survey' (Open Tender Procedure No. EUOSHA-PRU-2015-P-03). The project has been evaluated according to nine criteria, namely 'relevance', 'coherence', 'effectiveness', 'efficiency', 'complementarity', 'EU added value', 'impact', 'sustainability' and 'utility'.
- ESENER is an extensive survey with the aim of providing nationally comparable information on how workplaces across Europe manage safety and health risks in practice, with a particular focus on psychosocial risks (including work-related stress, violence and harassment). The specific objective for ESENER is to provide a uniquely rich source of data for policy-makers and researchers on how companies manage OSH, on what their needs and weaknesses are, on what motivates and hinders them, and on how they involve their employees.
- ESENER operates on a 5-year cycle: the first edition was produced in 2009 and the second in 2014. The entire ESENER-2 project ran from June 2013 to January 2015, and the surveying fieldwork was carried out in 2014 among 49,320 establishments with five or more employees from 36 European countries (all EU Member States plus two EFTA countries (Norway and Switzerland) and six candidate countries (Albania, the former Yugoslav Republic of Macedonia, Iceland, Montenegro, Serbia and Turkey).
- The contract for ESENER-2 was awarded to TNS Infratest Sozialforschung, Munich, an operative unit of TNS Deutschland GmbH. This German company also won the call for tenders for ESENER-1. The total final value offered by the contractor to carry out the project was EUR 3,343,610. Substantial methodological changes⁷⁴ were introduced in ESENER-2, in comparison with ESENER-1, including the development of an entirely new questionnaire. In addition, ESENER-2 was designed under the presumption that ESENER will become a long-term monitoring tool. The analysis of the resulting data gave rise to several reports (published in 2015 and 2016) as well as several secondary follow-up analyses, covering several key areas. Two of these ESENER-2 follow-up studies are also part of this evaluation exercise.
- The main goal of the first follow-up study ('Worker participation in the management of OSH — qualitative evidence from ESENER-2') was the development of a qualitative study on the organisation of worker representation around OSH, based on in-depth follow-up interviews with respondents to the ESENER-2 survey. In this sense, the project aimed to complement the ESENER-2 findings with face-to-face interviews (143 establishments were contacted and, finally, interviews were conducted in seven EU Member States, namely Belgium, Estonia, Greece, Spain, Sweden, the Netherlands and the United Kingdom). These face-to-face interviews with a subset of ESENER-2 respondents were intended to gain a better understanding of the survey results and to build up a more complete picture of the way in which worker participation on OSH is organised at the workplace level. The contract for this follow-up study was awarded in January 2015 to the Cardiff Work Environment Research Centre, Cardiff University, United Kingdom, for a total value of EUR 487,063. Within the framework of this follow-up study, several reports were produced and published in 2017.

⁷⁴ These changes are explained in detail in section 3.4.1. of this evaluation report.

- The aim of the second follow-up study ('Joint analysis of ESENER-2, the Labour Force Survey (LFS) 2013 ad hoc module on accidents at work and other work-related health problems and the 6th European Working Conditions Survey') was to provide answers to a list of relevant questions concerning OSH risk management. These research questions were addressed in the report by a combined analysis of ESENER- 2, the LFS 2013 ad hoc module on accidents at work and other work-related health problems and the Sixth EWCS). The challenge of this study was to determine whether or not data from these three European surveys, collected in different ways from different sources, could be combined in a statistically sound way to provide answers to relevant questions in the area of OSH risk management that could not be answered by analysing these datasets in isolation. The contract for this project was awarded in September 2015 to TNO, the Netherlands, for a total value of EUR 87,598.

The main conclusions of this evaluation are presented in the following sections.

4.1.2 Conclusions related to the relevance criterion

- ESENER-2 provides information that it is useful to policy-makers, both at EU level and at national level. ESENER is particularly valued by policy-makers because it delivers comparable information for Europe as a whole and at country level, it contributes to a better understanding of the drivers of and barriers to OSH management in enterprises and provides policy-relevant information. The most common use of ESENER data is by government/public bodies to disseminate results to other parties, for research purposes and for policy-making purposes at the national level. However, one out of four government/public bodies that are familiar with ESENER have never used the available information actively.
- ESENER-2 is particularly valued as the only available source of European cross-nationally comparable/reliable information on OSH, including on the compliance with OSH legislation and its effectiveness. With this in mind, ESENER-2 data have been particularly useful for different key EU activities, including several evaluation activities and the development of policy initiatives in the OSH field. National policy-makers also value the availability of cross-nationally comparable OSH information, which adds a European-wide perspective to the information obtained from existing national OSH surveys. In cases where available national information is very limited, the ESENER-2 results have been particularly relevant for national policy-makers in the context of drafting national OSH strategies.

4.1.3 Conclusions related to the coherence criterion

- The ESENER-2 project as a whole (including the so-called secondary analyses) has contributed, to a large extent, to the mission/vision of EU-OSHA and, especially, to the achievement of its strategic objective for Priority Area 2, 'Facts and figures', in the sense that it is the only existing European survey capable of providing rich and fully comparable European data on how enterprises manage OSH, on what their needs and weaknesses are, on what motivates and hinders them, and on how they involve their workers. The work carried out under ESENER assists both EU and national policy-makers in the field and it is the basis for action at the political level, contributing therefore to the design, implementation and monitoring of effective OSH policies.
- ESENER-2 also significantly contributes to achieving the wider EU policy objectives in the OSH field, including the provision of high-quality, comparable and timely data to feed into evidence-based policy-making to ensure better and broader protection, compliance and enforcement at the workplace level. In addition, ESENER data have been used for different EU policy goals, including different EU evaluation activities and the development of several EU policy initiatives in the OSH field.

4.1.4 Conclusions related to the effectiveness criterion

- The changes in the overall survey research design introduced in ESENER-2 can be regarded as effective, particularly in relation to the survey mode, the sample sizes and the target respondent. As regards the survey mode, the combination of CATI and CAWI systems can be considered particularly effective in achieving a relatively high response rate from enterprises within limited time and financial resources. With regard to sample sizes, the overall survey research design was also highly effective for building samples that provide the necessary quality and ensure cross-national comparability, although a certain degree of underrepresentation has been identified in relation to some specific countries (i.e. Romania).
- The main changes introduced in the target respondent (the inclusion of establishments covering NACE sectors A to S and of establishments with five or more employees) have increased the relevance of the ESENER survey as a result of the quantitative and qualitative importance of these two collectives. In addition, the introduction of interviewing only one respondent per establishment (instead of two), namely 'the person who knows best about OSH in the establishment', is considered reasonable, practical and effective, and was intended to find a balance between the feasibility of the survey and the quality of the responses.
- EU-OSHA's intention to make ESENER a long-term monitoring tool based on the ESENER-2 specificities, together with the existing budget limitations, compromises the possibility of introducing substantial changes to the research design in ESENER-3. Thus, any changes might be of only a very incremental nature.
- The project's tender specifications were very clear, concise and detailed, in the sense that they clearly defined the main parameters of the whole contract, the data collection method and the surveying process. Moreover, all the foreseen activities within the tender specifications can be regarded as necessary for fulfilling the general and specific objectives of the project, including the assessment of translations, the screening process and extensive pre-testing. The fact that the project's tender specifications did not provide any tentative distribution of resources per work package gave tendering organisations more flexibility for their bidding offers, and allowed a much more thorough decision-making process on the part of EU-OSHA. Finally, the tender specifications were not too 'formalistic', in the sense that they did not ask for an extremely large number of formal documents and amount of information, which would have resulted in an excessive workload for bidders.
- The evaluation team believes that the ESENER-2 questionnaire included the most appropriate questions with regard to the mandate of the EU-OSHA, the main information needs of EU-OSHA's stakeholders and the main existing European legislation in the OSH domain. The evaluation team also believes that participation of different stakeholders in the drafting of the questionnaire (i.e. key EU-OSHA staff, the contractor, a group of experts) as well as in subsequent consultation rounds (other EU-OSHA staff, European Commission representatives, EU-OSHA's OKAG members) can be regarded as very good practice, which should be replicated in future ESENER editions.
- The two secondary follow-up studies that are part of this evaluation ('Worker participation in the management of OSH — qualitative evidence from ESENER-2' and 'Joint analysis of ESENER-2, the LFS 2013 ad hoc module on accidents at work and other work-related health problems and the 6th European Working Conditions Survey') can be regarded as relevant exercises that provide very useful in-depth information for both a better interpretation of the ESENER-2 results as well as the identification of possible policy actions. The two follow-up studies made good use of the ESENER-2 data. However, in the case of the secondary follow-up study ('Worker participation in the management of OSH'), the reports obtained (both the overview report plus the national reports and the own summary report) can be considered too academic, with few clear, short and operative messages for relevant stakeholders.
- ESENER-2 has achieved its objectives in terms of the information collected, in the sense that it provides nationally comparable data on how workplaces across Europe manage safety and health. This information is useful for policy-making and assists workplaces to deal with risks

more effectively. The largest proportion of stakeholders is satisfied or very satisfied with the ESENER results, and are of the opinion that the survey provides reliable information. Nevertheless, the results should be interpreted using a more holistic approach and taking into account other considerations such as the possible bias in the responses, the existing differences in legal obligations at national level and other complementary ESENER questions that may better qualify these results.

4.1.5 Conclusions related to the efficiency criterion

- The design of both the whole project and the procurement documents was undertaken very efficiently and in due time. This research design largely benefited from several elements, including the ESENER-1 experience within EU-OSHA, the lessons learned from Eurofound in relation to its ECS, and the feedback from different external and internal EU-OSHA stakeholders. The tender specifications purposely did not include any maximum budget for conducting the requested tasks. The total final value of the contract offered by the winning company was EUR 3,343,610 (excluding VAT), in line with EU-OSHA's initial expectations. Part of this budget was from so-called IPA funds and part was from a Swiss national contribution. The survey costs in Iceland and Norway were covered by EU-OSHA.
- The research design was efficiently implemented within the contract. EU-OSHA received a total of three offers in response to the open call for tenders, and the best value for money offer was accepted. The operator awarded the contract was TNS Infratest Sozialforschung, Munich, who also won the call for tenders for ESENER-1. The formal date of the contract award decision was the 6 May 2013, in line with the initial dates envisaged for the whole project. Under the contract, a framework agreement was established between EU-OSHA and the contractor, by which EU-OSHA requested specific ad hoc services from the contractor, up to the total final value offered by the contractor. This solution is regarded as positive as it gave EU-OSHA added flexibility for spending such a large budget within the expected duration of the project, without substantial administrative efforts.
- The project implementation was particularly smooth and ran according to the initial plans, in terms of 'tasks to be conducted and output produced', 'deadlines', 'team' and 'budget' considerations. All foreseen working activities were fulfilled in due time, so the project was finalised according to the dates agreed between EU-OSHA and the main contractor at the project's kick-off meeting on 14 June 2013. The collaboration between EU-OSHA and the main contractor was excellent, and well praised by both sides. There were no major problems or flaws in relation to the whole project implementation, and any difficulties identified were solved by the contractor. There were no specific problems in relation to the 'budget' domain.

4.1.6 Conclusions related to the complementarity criterion

- ESENER-2 is a key initiative of EU-OSHA. Thus, in addition to enhancing the visibility of EU-OSHA as a key and unique provider of information on safety and health at work at the European level, ESENER results are widely used within EU-OSHA as the main source of information for other activities. First, EU-OSHA uses the ESENER results to focus its Healthy Workplaces Campaigns more effectively. Second, ESENER-2 results are extensively used to enrich the outcomes of other EU-OSHA projects and activities (presentations, conferences, OiRA, etc.). Third, ESENER-2 results are extensively used by EU-OSHA's Communication and Promotion Unit to support its activities, particularly in relation to the dissemination of ESENER-2 results to interested stakeholders. Looking ahead, the ESENER-2 results are likely to contribute to the planning of future EU-OSHA activities.
- Most of the stakeholders interviewed suggested that the activities conducted under the framework of the ESENER-2 project very much complement their own projects/policies/activities. This view was shared particularly by the European Parliament, the

European Commission and Eurofound, as well as the EU-OSHA Governing Board and national focal points. In addition, stakeholders were positive about the usefulness of ESENER, particularly in relation to research purposes and the dissemination of results to other parties for policy-making purposes.

- The three main European surveys dealing with OSH (ESENER, EWCS and the LFS ad hoc modules) very much complement each other, as these three surveys provide information from different perspectives (the workplace, worker and individual perspectives) as well as on different topics (OSH management issues, quality of work, OSH outcomes). The strong collaboration among the EU agencies reinforces the complementarity of these different information sources.

4.1.7 Conclusions related to the EU added value criterion

- ESENER-2 has resulted in benefits and produced results on an EU level that could not have been obtained from only national perspectives. In this respect, ESENER-2 results provide the possibility of having a comprehensive EU overview of what is taking place within European establishments on different OSH-related topics (general safety and health risks in the workplace and how these risks are managed; psychosocial risks (such as stress, bullying and harassment); drivers of and barriers to OSH management; and, finally, worker participation in safety and health practices). In addition, ESENER-2 results facilitate the exchange, sharing and comparability of information among 36 European countries.
- Existing national surveys on enterprises' management of OSH provide results that are not comparable (because of the different methodologies applied). In this sense, without the existence of ESENER, it would have been impossible to collect comparable data from all EU Member States and other non-EU countries. This European-level comparability complements the national surveys' results and facilitates a broader discussion among countries. It is difficult to think of any other agent (national researchers, Member State authorities, social partners, etc.) that would have any incentive or the capacity to conduct and exploit such a comprehensive European survey if EU-OSHA had not done so.
- The added value generated by ESENER-2 is perceived to be higher among those European countries and EU Member States that have relatively limited reliable national statistical sources on OSH issues, especially from the perspective of companies (particularly some of the new Member States and pre-accession countries, as well as some Member States particularly affected by recent public expense cuts). On the other hand, European countries that have their own national information sources (Norway, the Netherlands, etc.) would be very reluctant to replace them with a pan-European survey like ESENER unless this European survey is able to be adapted to national specificities (legislation, national practices, etc.), for instance via the introduction of some specific nationally relevant questions.

4.1.8 Conclusions related to the impact criterion

- Most of the stakeholders interviewed/consulted value positively or very positively EU-OSHA's activities in relation to the dissemination of ESENER-2 results, particularly in terms of the ESENER-2 web page on the EU-OSHA website, the online dashboard and the participation of EU-OSHA staff in different dissemination events. Nevertheless, results from the Stakeholders' Survey EU-OSHA 2016 show that approximately half of the survey respondents are not familiar with ESENER at all, which shows that there is still room to improve the communication and dissemination of the ESENER-2 results to interested parties.
- There is no comprehensive communication strategy within EU-OSHA in relation to ESENER-2 that differentiates possible target audiences of interest and adapts messages, communication channels and dissemination formats to their particular characteristics and needs. All these

problems are coupled with significant financial and human resources limitations within EU-OSHA, which hinder the development of these communication activities.

- The activities conducted within the framework of the ESENER-2 project have complemented/supported to a large or very large extent other activities carried out by different institutions (the European Parliament, the European Commission, Eurofound, different national authorities and stakeholders). Specifically, at the national level, examples of these activities, stimulated by ESENER, include the organisation of workshops and events, the generation of national OSH debates and the formulation of several key national documents (including the national OSH strategies in some countries), and, finally, the production of different scientific studies and research based on the ESENER-2 results.
- There have been several positive effects both for EU-OSHA and for those Member States that increased their national sample sizes (i.e. Slovenia, Spain and the United Kingdom). In the case of EU-OSHA/ESENER itself, this national interest has reinforced the perception among other European and national stakeholders of ESENER as a source of reliable, meaningful and comparable data. At national level, increasing the national sample sizes has allowed the participating countries to fill an important evidence gap in a very cost-effective way. The data obtained have also been used to enrich national OSH debates and in the drafting of several key national documents. Notwithstanding these positive results, the absence of specific national questions in ESENER-2 has resulted in the limited utility of the results in terms of addressing some specific national concerns.

4.1.9 Conclusions related to the sustainability criterion

- The largest proportion of the stakeholders interviewed within this evaluation exercise suggested that they are using/plan to use the outputs obtained from ESENER-2 to a large or very large extent. In this sense, ESENER is used for different purposes, including the dissemination of results to other parties, research purposes and different policy-making purposes (at EU or national level). Relevant examples of use were mentioned by the European Commission (daily use for different projects, briefings, evaluations and policy activities), Eurofound (to complement/better assess results from the EWCS), different national authorities (stimulation of national OSH debates and strategies, organisation of events), and universities and research institutes (research studies). Nevertheless, there are some countries (particularly those with their own tailor-made information sources) for which the ESENER-2 results have not been used so much by the national authorities.
- The online dashboard can be regarded as a very effective visualisation tool that makes the results more accessible to the general public, including individuals with no statistical expertise. The attractiveness of the online dashboard is enhanced by several elements, such as the possibility of using different national languages, the possibility of presenting the results in different ways (maps, bar charts) and the use of different colours to present the results. This view is largely shared by the different stakeholders interviewed. Notwithstanding this, this online dashboard has some deficiencies that should be resolved in future editions, particularly in relation to the layout of the tool and the lack of direct links to different specific results.
- ESENER-2 is likely to have long-lasting impacts, bearing in mind that ESENER-2 has been designed with the expectation of becoming a long-term monitoring tool, capable of showing trends across different periods. This implies that the ESENER-2 will be used extensively in subsequent editions of ESENER as a reference to which results from different years can be compared, in order to identify trends and developments over time as well as to determine whether or not different objectives have been achieved.

4.1.10 Conclusions related to the utility criterion

- The ESENER-2 outputs (including the two follow-up studies also evaluated in this report) support the (policy and/or research) needs of focal points and stakeholders (OSH intermediaries, policy-makers, researchers, practitioners, social partners). Elements particularly valued include the delivery of comparable information for Europe as well as a better understanding of the drivers of and barriers to OSH management in enterprises (40 %) and the provision of policy-relevant information

4.2 Recommendations resulting from the evaluation

Bearing in mind the previous conclusions, the evaluation team suggests the recommendations described in the following sections.

4.2.1 Keep the main parts of the overall ESENER-2 research design in ESENER-3

- First, following the assumption under which ESENER-2 was designed, that is, to make ESENER a long-term monitoring tool, it is strongly recommended that ESENER-3 keeps the main elements of the overall survey research design, particularly in relation to the survey mode, the target respondent and the questionnaire. This continuity may help to detect trends and differences/similarities over time for the most relevant variables. In addition, it will neutralise possible bias effects as well as facilitate a more sensible assessment of the quality and appropriateness of the different questions.

4.2.2 Introduce some incremental improvements from ESENER-2 to ESENER-3

- ESENER is still a 'young survey' whose quality and reliability can be further improved. In this sense, it is important to leave some room for new incremental improvements within the questionnaire for subsequent ESENER versions, always subject to the possibilities given by the surveying methods and realistic time limits for interviewing companies.
- Consider the possibility of introducing ad hoc modules with a limited number of questions in ESENER-3 that might respond to specific information needs. These new questions could cover different elements related to a particular topic (e.g. for possible secondary follow-up studies or in relation to Healthy Workplaces Campaign subjects), emerging issues derived from the latest needs of the European Commission (e.g. additional data important for the development of OSH policies announced in COM(2017)12), some concrete sector specificities (in case of possible sectorial secondary follow-up studies) and, finally, some specific nationally relevant questions that, incidentally, might be used encourage countries to increase their national sample sizes.
- In relation to the previous point, contemplate, especially, the inclusion of new questions related to some elements that were left out of ESENER-2 but that could be regarded as particularly relevant, in terms of outcomes/results of OSH management activities (number of accidents and work-related cases, number of fatalities, absenteeism indicators, occupational diseases, etc.) or the extent and quality of external prevention services. However, it is important to make these additions compatible with the existing methodological constraints (e.g. the selected CATI/CAWI surveying methods and a maximum interviewing time of 20-25 minutes in order to keep the burden on enterprises to a minimum).
- It could be very interesting to add a question that better qualifies the quality and styles of worker representation on OSH. For instance, it might be relevant to know how employees in charge of OSH within establishments are chosen (by their own initiative, under a trade union's umbrella, pressure from colleagues, pressure from the management, etc.). Indeed, these different

situations might have important effects on the responses, and, therefore, it would be very interesting to know more about this.

- It would be relevant to increase, in ESENER-3, the sample sizes in countries that seem to be particularly underrepresented (e.g. Romania, moving from a sample of 750 to 1,500 establishments, more in line with its current economic and establishment population size).
- Once the ESENER-3 results are available, carry out an exhaustive analysis of the results obtained and compare them with the ESENER-2 results. This exercise will help to identify those questions that could be left out, either because they are particularly subject to national interpretations leading to unexpected results or because they do not show important national differences.

4.2.3 Carefully analyse the effects of the selected methodologies on the results of ESENER-2

- Produce a 'Non-response assessment' that might better characterise the reasons behind the existing cooperation and response rates of establishments, as well as the effects of these rates in terms of biased results.
- Analyse carefully the results obtained from the different secondary follow-up studies, trying to extract useful lessons in terms of not only research outcomes but also new ideas that might enrich and better refine the methodology used for future ESENER editions.
- Despite requests from relevant stakeholders, the extension of the target group to even smaller establishments (e.g. those with three or more employees) should be discarded. According to the evaluation team, the inclusion of these smaller establishments is perhaps excessive and not cost effective in relation to the results obtained.

4.2.4 Enrich the statistical analysis of the ESENER results

- Consider the possibility of further enriching the statistical analysis of the ESENER-results, including the use of sophisticated methods (factor and cluster analyses, composite scores combining different variables, etc.) that may provide further information on the relationships between the variables or generate general indexes that might be compared between different key variables. Indeed, this approach is currently being used in some of the follow-up ESENER-2 studies that will be published in 2018. So far, the main analysis implemented in the ESENER-2 overview report can be regarded as relatively straightforward as a frequency analysis crossed with some key variables (establishment size, country and sector).

4.2.5 Increase the number of countries that increase their national sample sizes

- Encourage more countries to increase their national sample sizes, following the successful experiences of Slovenia, Spain and the United Kingdom and the positive results obtained for each country and for the ESENER survey. For this purpose, EU-OSHA should intensify its marketing activities among enlarged groups of relevant stakeholders from EU Member States with different sensitivities, including not only focal point members but also Governing Board members, as well as particularly active national OSH researchers. Notwithstanding this, this has to be done well in advance in order to better identify the possible consequences of these enlarged samples for the general management of the survey, particularly in terms of survey deadlines and the impacts on the results.

4.2.6 Continue to undertake secondary follow-up studies and consider possible ideas for future studies

- Continue, in ESENER-3, to undertake different secondary follow-up studies that might complement and/or help to better understand the results obtained from the general ESENER survey, planning sufficient human and financial resources for this purpose.
- An idea for a future study is to carry out specific sector-oriented secondary analyses, particularly in relation to those sectors characterised by relatively poor OSH management practices or by a higher presence of traditional/new OSH risks (e.g. the ‘usual suspects’ such as the primary (agriculture, forestry and fishing), construction, transport, retail, education sectors, etc.). For this purpose, it is strongly suggested that some specific ‘ESENER marketing’ activities are carried out in ad hoc fora in which relevant European-level sector social dialogue committees participate. These ‘ESENER marketing activities’ may foster the visibility of the survey among key stakeholders as well as their interest in having sector-specific information. In order to better enrich these sector studies, two elements might be suggested: either increase the corresponding sector sample sizes or include some specific sector-related questions in the ESENER questionnaire.
- In relation to the previous point, the possibility of replicating, in ESENER-3, a follow-up study that allows the views and perceptions of different respondents (managers, worker representatives, etc.) within the same establishment to be considered in the analysis is strongly recommended. This study would be particularly helpful in finding out whether or not the views and perceptions of the different respondents coincide or diverge on different OSH issues (the performance of risk assessments, the approaches taken to prevent/reduce psychosocial risks at work, etc.). It would also help to provide further information on possible bias effects derived from a tendency to give ‘politically correct answers’ to some questions and may enrich the understanding of the characteristics of the employee representatives (how they are elected, by whom, etc.).
- Another possibility is to undertake a feasibility study with a qualitative approach, intended to examine the differences in rules, practices and cultures that exist between the European countries in terms of OSH issues. The results of this study could then be used for both the design and the interpretation of the results of the main study.
- It might be worth considering the possibility of introducing, in ESENER-3, a panel of respondents that participated in ESENER-2, at least on a ‘pilot’ basis and for a limited number of countries. This ‘panel approach’ might allow a more in-depth analysis of the exact evolution of companies and the reasons/barriers behind these changes to be carried out.

4.2.7 Ensure the participation of non-EU Member States in ESENER-3

- Ensure the participation of non-EU Member States in ESENER-3, particularly in relation to the candidate and potential candidate countries (Albania, the former Yugoslav Republic of Macedonia, Montenegro, Serbia and Turkey), pending confirmation of the availability of IPA funds. The inclusion of these countries in ESENER-1 and, particularly, ESENER-2 has enhanced the relevance of and interest in the survey, in terms of the comparison of results between countries.

4.2.8 Communication and visualisation activities

- EU-OSHA should develop a comprehensive communication strategy in relation to ESENER, using for this purpose its successful experience with the different Healthy Workplaces Campaigns. The existing Awareness-raising and Promotion Package for sustaining the dissemination activities should be used as a starting point, but EU-OSHA should move forward,

differentiating different possible target audiences of interest⁷⁵ and adapting and changing the messages, the communication channels (conferences, workshops, short events, etc.) and the dissemination formats ('thick' reports, highly visual brochures, press releases, etc.) to their different characteristics and needs. Finally, it is also suggested that these communication activities are integrated as part of the daily activities of EU-OSHA staff and not as an 'extra', and specific human and financial resources should be devoted to this comprehensive communication strategy. Finally, current efforts to bring ESENER results and topics into the different Healthy Workplaces Campaigns should continue.

- It is strongly recommended that a visualisation tool is developed for ESENER-3 that can be easily accessed by different stakeholders and interested parties, including those with limited statistical knowledge, and in all national languages. This visualisation tool could benefit from the experiences gained from the existing online 'visualisation dashboard' for ESENER-1 and -2, plus the experience gained in developing the visualisation tool⁷⁶ for the 'Safer and healthier work at any age' project. Some elements that should be further improved include the layout of the dashboard and links to specific cross-tabulations and results.
- Finally, the ESENER acronym should be kept, but it would be interesting to reflect on the value of keeping the full name of the survey (European Survey of Enterprises on New and Emerging Risks) in future ESENER editions, given the deficiencies in this title in terms of providing an accurate picture of the survey's contents.

4.2.9 Final recommendations

- Continue engaging actively with different relevant stakeholders both in the drafting of the questionnaire as well as in subsequent consultation rounds, in order to make ESENER an instrument that may respond (at least to the best of its ability) to the needs and expectations of the majority of key stakeholders in Europe.
- Consider, in future editions, the possibility of increasing the time span of ESENER from 5 to more than 5 years (e.g. 7 or 8 years), bearing in mind the financial and human resources needed to accomplish this and the future financial cuts expected for EU agencies as a result of different events (e.g. Brexit, results from the current evaluation process of several EU agencies including EU-OSHA). This time extension may allow a better synchronisation of ESENER with Eurostat's LFS ad hoc modules on accidents at work and work-related health problems. In this sense, any comparisons between the ESENER-3 and the ESENER-2 results may provide further information on the convenience and suitability of this time extension, especially taking into account the trends identified and changes in results.
- Engage in consultations with national statistical authorities to explore the possibility of making ESENER mandatory for organisations and establishments (not voluntary as is currently the case). However, such a mandatory of the survey should be introduced in all participating countries in order to ensure the full comparability of the results.

⁷⁵ Examples of target groups include different European and national policy-makers, representative business and worker organisations, OSH experts and research organisations, labour inspectorates, media and, finally, individual enterprises.

⁷⁶ See <https://visualisation.osha.europa.eu/ageing-and-osh#!/>

5 Annexes

5.1 Annex 1: evaluation grid

This annex describes how the research questions proposed in the request for services are linked to a list of associated indicators, and the intended way of providing information in relation to these indicators. This was carried out using a double approach, that is, a combination of analysing existing information/report sources and analysing the results of the qualitative interviews carried out with an extensive list of different stakeholders (see section 3.1 of this report for more information on these sources of information).

a) Relevance

Research Questions	Indicators	Methodologies and sources			
		Desk research	Sources	Interviews	Sources
To what extent does ESENER-2 provide information that is useful to policy-makers and fills an information gap?	Provision of useful information to organisations interviewed by ESENER-2 and the follow-up studies				X EUOSHA/MEP/EC/CO/MG B/SMGB/FP/STNI/Eurostat /Eurofound/Res/PEPM
	Provision of useful information to policy-makers by the ESENER-2 and the follow-up studies	X	<ul style="list-style-type: none"> ▪ Published ESENER-2 reports ▪ ESENER-2 follow-up studies ▪ EU-OSHA Stakeholders Survey 2016 		X EUOSHA/MEP/EC/CO/MG B/SMGB/FP/STNI/Eurostat /Eurofound/Res/PEPM

b) Coherence

Research Questions	Indicators	Methodologies and sources			
		Desk research	Sources	Interviews	Sources
To what extent has ESENER-2 contributed to the achievement of the strategic objective of Priority Area 2	Contribution of project results to the achievement of the strategic objectives and mission of EU-OSHA	X	<ul style="list-style-type: none"> ▪ Published ESENER-2 reports ▪ ESENER-2 follow-up study ▪ EU-OSHA Multi-annual Strategic Programme 2014-2020 	X	EUOSHA/MEP/EC/CO/M GB/SMGB/FP/Eurofound/PEPM

Research Questions	Indicators	Methodologies and sources			
		Desk research	Sources	Interviews	Sources
and the mission/vision of the Agency as well as wider EU policy objectives?			<ul style="list-style-type: none"> ▪ Mid-term evaluation of the EU-OSHA Multi-annual Strategic Programme 2014-2020 ▪ EU-OSHA Stakeholders Survey 2016 		
	Contribution of project results to the achievement of EU policy objectives in the OSH domain	X	<ul style="list-style-type: none"> ▪ Published ESENER-2 reports ▪ ESENER-2 follow-up study ▪ EU OSH Strategic Framework 2014-2020 ▪ EU-OSHA Stakeholders Survey 2016 	X	EUOSHA/MEP/EC/CO/M GB/SMGB/FP/Eurofound/PEPM

c) Effectiveness

Research Questions	Indicators	Methodologies and sources			
		Desk research	Sources	Interviews	Sources
To what extent was the overall survey research design effective? Among other aspects, the survey mode, the respective sample sizes and the target respondent?	Effectiveness of research design	X	<ul style="list-style-type: none"> ▪ Published ESENER-2 reports ▪ Technical documentation of ESENER-2 in OSHwiki 	X	EUOSHA/CO/STNI/Eurostat/Eurofound/Res
Was the research effectively translated into technical specifications?	Effectiveness of the research design for achieving the project's general and specific objectives	X	<ul style="list-style-type: none"> ▪ Tender specifications of ESENER-2 ▪ Published ESENER-2 reports 	X	EUOSHA/CO/
	Effectiveness of translation of research design into technical specifications	X	<ul style="list-style-type: none"> ▪ Tender specifications of ESENER-2 ▪ Published ESENER-2 reports 	X	EUOSHA/CO
Did the questionnaire ask the most appropriate questions?	Relevance and appropriateness of the questionnaire/questions included	X	<ul style="list-style-type: none"> ▪ Published ESENER-2 reports ▪ Technical documentation 	X	EUOSHA/CO/STNI/Eurostat/Eurofound/Res

Research Questions	Indicators	Methodologies and sources			
		Desk research	Sources	Interviews	Sources
To what extent have the secondary analyses made good use of the data?	Good use of ESENER-2 data in secondary analyses	X	<ul style="list-style-type: none"> ▪ ESENER-2 follow-up study 	X	EUOSHA/CO/MGB/SMG B/FP
Has ESENER-2 achieved its objectives as regards the information collected?	Achievement of ESENER-2 objectives with the information collected	X	<ul style="list-style-type: none"> ▪ Published ESENER-2 reports ▪ EU-OSHA Multi-annual Strategic Programme 2014-2020 	X	EUOSHA/CO/MGB/SMG B/FP

d) Efficiency

Research Questions	Indicators	Methodologies and sources			
		Desk research	Sources	Interviews	Sources
To what extent was the research design efficient?	Adequacy of available budget	X	<ul style="list-style-type: none"> ▪ Published ESENER-2 reports ▪ Technical documentation 	X	EUOSHA/CO
	Adequacy of foreseen activities to fulfil the objectives of the project	X	<ul style="list-style-type: none"> ▪ Published ESENER-2 reports ▪ Technical documentation 	X	EUOSHA/CO
To what extent was the research design efficiently implemented within the contract?	Assessment of design and implementation of the research project into the procurement procedures	X	<ul style="list-style-type: none"> ▪ Tender specifications of ESENER-2 reports ▪ Published ESENER-2 reports 	X	EUOSHA/CO
	Assessment of offers received (availability of sufficient offers; quality of received offers; quality of winning offer)	X	<ul style="list-style-type: none"> ▪ Tender specifications of ESENER-2 reports ▪ Published ESENER-2 reports 	X	EUOSHA
To what extent did ESENER-2 run as planned?	Efficiency of the running of the project in relation to planned activities			X	EUOSHA/CO
	Assessment of relationship between contracting organisations and EU-OSHA during project implementation			X	EUOSHA/CO

e) Complementarity

Research Questions	Indicators	Methodologies and sources			
		Desk research	Sources	Interviews	Sources
What learning points could inform other activities, especially under the same priority area, 'Facts and figures'?	Learning points for other activities, examples	X	<ul style="list-style-type: none"> ▪ Published ESENER-2 reports ▪ EU-OSHA Multi-annual Strategic Programme 2014-2020 ▪ EU-OSHA Stakeholders Survey 2016 	X	EUOSHA/MEP/EC/CO/MGB/SMGB/FP/STNI/Eurostat/Eurofound/Res/PEPM
To what extent have learning points been implemented across other EU-OSHA activities?	Learning points implemented across other projects/policies/activities carried out by EU-OSHA, examples	X	<ul style="list-style-type: none"> ▪ Information and reports on EUOSHA website ▪ EU-OSHA annual activity reports ▪ EU-OSHA Stakeholders Survey 2016 	X	EUOSHA/MEP/EC/CO/MGB/SMGB/FP/STNI/Eurostat/Eurofound/Res/PEPM
To what extent are the outputs useful for other activities?	Complementarity of project activities with projects/policies/activities carried out by other institutions			X	EUOSHA/MEP/EC/CO/MGB/SMGB/FP/STNI/Eurostat/Eurofound/Res/PEPM

Research Questions	Indicators	Methodologies and sources			
		Desk research	Sources	Interviews	Sources
To what extent is ESENER-2 complementary to other major EU surveys related to OSH, such as the European Working Conditions Survey, the EU Labour Force Survey and the European Company Survey?	Complementarity with other major EU surveys related to OSH such as the European Working Conditions Survey, the EU Labour Force Survey and the European Company Survey	X	<ul style="list-style-type: none"> ▪ Questionnaires and reports from other surveys ▪ EU-OSHA Stakeholders Survey 2016 	X	EUOSHA/MEP/EC/CO/MGB/SMGB/FP/STNI/Eurostat/Eurofound/Res/PEP M

f) EU Added Value

Research Questions	Indicators	Methodologies and sources			
		Desk research	Sources	Interviews	Sources
To what extent did ESENER-2 produce benefits/impacts that would not have resulted from Member State action only?	Assessment of existence of results not possible from only Member State	X	<ul style="list-style-type: none"> ▪ Published ESENER-2 reports ▪ EU-OSHA Stakeholders Survey 2016 	X	EUOSHA/MEP/EC/CO/MGB/SMGB/FP/STNI/Eurostat/Eurofound/Res/PEPM
Are there differences between countries? Could national surveys be replaced by ESENER?	Differences in perceived EU added value per country			X	EUOSHA/MEP/EC/CO/MGB/SMGB/FP/STNI/Eurostat/Eurofound/Res/PEPM

g) Impact

Research Questions	Indicators	Methodologies and sources			
		Desk research	Sources	Interviews	Sources
How successful has EU-OSHA been in achieving visibility for ESENER-2?	Effective/impactful communication/dissemination of results/outputs/lessons of the project to the different institutions	X	<ul style="list-style-type: none"> ▪ Survey dashboard ▪ Information about web page hits and document downloads ▪ EU-OSHA Stakeholders Survey 2016 	X	EUOSHA/MEP/EC/CO/MGB/SMGB/FP/STNI/Eurostat/Eurofound/Res/PEPM
	Number of downloads of project results from the EU-OSHA web page	X	<ul style="list-style-type: none"> ▪ Information about web page hits and document downloads 		
	Number of researchers downloading the ESENER-2 dataset from the UKDA	X	<ul style="list-style-type: none"> ▪ Information about web page hits and document downloads 		
What outcomes have already been realised?	Examples of outcomes seen as a result of the project	X	<ul style="list-style-type: none"> ▪ Survey dashboard ▪ Information about web page hits and document downloads 	X	EUOSHA/MEP/EC/CO/MGB/SMGB/FP/STNI/Eurostat/Eurofound/Res/PEPM

Research Questions	Indicators	Methodologies and sources			
		Desk research	Sources	Interviews	Sources
To what extent has ESENER-2 already stimulated Member State/stakeholder activity	Stimulation of Member State/stakeholder activities as a result of ESENER-2			X	EUOSHA/MEP/EC/CO/MGB/SMGB/FP/STNI/Eurostat/Eurofound/Res/PEPM
To what extent have there been positive effects at national level for those Member States that increased their national sample sizes? To what extent has the sample size increase supported or complemented their ongoing activities? To what extent did it stimulate new awareness or activity?	Specific impacts for those Member States that increased their national sample sizes, support/complementarity with ongoing activities, stimulation of new activities			X	EUOSHA/STNI

h) Sustainability

Research Questions	Indicators	Methodologies and sources			
		Desk research	Sources	Interviews	Sources
To what extent are focal points and stakeholders using/planning to use the outputs?	Assessment of current use/future use of outputs/lessons learned derived from the project by different organisations			X	EUOSHA/MEP/EC/CO/MGB/SMGB/FP/STNI/Eurostat/Eurofound/Res/PEPM
To what extent is the online dashboard (visualisation tool) seen as an effective way of making the results more accessible?	Assessment of the online dashboard as an effective way of making the results more accessible	X	<ul style="list-style-type: none"> ▪ Survey dashboard ▪ Information about web page hits and document downloads 	X	EUOSHA/MEP/EC/CO/MGB/SMGB/FP/STNI/Eurostat/Eurofound/Res/PEPM
How long lasting will the impact of ESENER be?	Sustainability of results and impacts derived from the project results in the medium/long term			X	EUOSHA/MEP/EC/CO/MGB/SMGB/FP/STNI/Eurostat/Eurofound/Res/PEPM

i) Utility

Research Questions	Indicators	Methodologies and sources			
		Desk research	Sources	Interviews	Sources
To what extent do the outputs of the project support the (policy and practice) needs of focal points and stakeholders (OSH intermediaries, policymakers, researchers, practitioners, social partners)?	Availability of relevant/useful outputs/lessons obtained by different organisations from project results and follow-up studies, examples	X	<ul style="list-style-type: none"> ▪ Published ESENER-2 reports ▪ Survey dashboard ▪ ESENER-2 follow-up study ▪ EU-OSHA Stakeholders Survey 2016 	X	EUOSHA/MEP/EC/CO/MGB/SMGB/FP/STNI/Eurostat/Eurofound/Res/PEP M
	Fulfilment of expectations of institutions with the results of the project			X	EUOSHA/MEP/EC/CO/MGB/SMGB/FP/STNI/Eurostat/Eurofound/Res/PEP M

5.2 Annex 2: questionnaires

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Questionnaire 1: EU-OSHA STAFF MEMBERS (EUOSHA)

1. Name of the respondent:
 2.

(1= Not at all; 2= Not much; 3= Much; 4= Very Much; DK/NA= Do not Know/No Answer)

Questions	1	2	3	4	DK/NA
Relevance					
1. To what extent do ESENER-2 results provide information that is useful to your organisation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. To what extent do ESENER-2 results provide information that is useful to policy-makers (EU/national level)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. To what extent do the ESENER-2 follow-up studies ('Worker participation in the management of OSH-qualitative evidence from ESENER-2' and 'Joint Analysis of ESENER-2, the Labour Force Survey 2013 ad hoc modules on accidents at work and other work-related health problems and the 6th European Working Conditions Survey') provide useful information for your organisation/policy-makers in general?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please give examples of information on your previous answers

Coherence

- | | | | | | |
|----------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 4. To what extent has ESENER-2 results and follow-up studies contributed to the achievement of the strategic objectives and mission of the EU-OSHA | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. To what extent has ESENER-2 results and follow-up studies contributed to the wider EU policy objectives in the field of OSH? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Please give more detailed information on your previous answers

Effectiveness

- | | | | | | |
|--------------------------------------------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 6. To what extent was the overall survey research design for the ESENER-2 effective? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
|--------------------------------------------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|

Questions

1 2 3 4 DK/NA

Please give more detailed information on your previous answer, particularly in relation to the survey mode, the respective sample sizes and the target respondent

- 7. To what extent was the research design effective/appropriate for achieving the ESENER-2 project's general and specific objectives? 1 2 3 4 DK/NA
- 8. To what extent was the research design effectively translated into technical specifications? 1 2 3 4 DK/NA
- 9. To what extent did the questionnaire ask the most appropriate/relevant questions 1 2 3 4 DK/NA
- 10. To what extent ESENER-2 follow-up studies made a good use of the ESENER-2 data? 1 2 3 4 DK/NA
- 11. To what extent has ESENER-2 achieved its general and specific objectives as regards the information collected? 1 2 3 4 DK/NA

Please give more detailed information on your previous answers

Efficiency

- 12. To what extent was the budget established in the call of tenders for ESENER-2 adequate for the activities requested? 1 2 3 4 DK/NA
- 13. To what extent were all the foreseen activities within the ESENER-2 project necessary to fulfil the objectives of the project? 1 2 3 4 DK/NA
- 14. To what extent was the ESENER-2 project efficiently designed and integrated into the procurement procedures? 1 2 3 4 DK/NA
- 15. To what extent did you receive sufficient offers for the tender to make a sound election on the final contractor? 1 2 3 4 DK/NA
- 16. To what extent would you qualify as good the quality of the received offers? 1 2 3 4 DK/NA
- 17. To what extent would you qualify as good the quality of the winning offer? 1 2 3 4 DK/NA

Questions	1	2	3	4	DK/ NA
18. To what extent did ESENER-2 run as planned?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19. To what extent did the relationship between EU-OSHA and the contractors run smoothly during the ESENER-2 project implementation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please give more detailed information on your previous answers, particularly in relation to main difficulties identified in the implementation of ESENER-2

Complementarity

- | | | | | | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 20. To what extent did the activities conducted in the framework of the ESENER-2 project complement/support other projects/policies/activities carried out by your institution? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 21. To what extent did the activities conducted in the framework of the ESENER-2 project complement/support other projects carried out by other relevant institutions and stakeholders? (European Commission, other EU Agencies, national stakeholders, etc.) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 22. To what extent does the ESENER-2 survey complement other major EU surveys related to OSH, such as the European Working Conditions Survey, the EU Labour Force Survey or the European Company Survey? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Please give more detailed information on your previous answers, particularly in relation to examples of complementarity/lessons learned used for other activities

EU Added Value

- | | | | | | |
|--------------------------------------------------------------------------------------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 23. To what extent has ESENER-2 produced benefits/positive impacts that would not have resulted from Member State action only? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
|--------------------------------------------------------------------------------------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|

Please give more detailed information on your previous answer

Questions	1	2	3	4	DK/ NA

Impact

- 24. To what extent have the results/outputs/lessons learned from ESENER-2 been effectively communicated/transferred/disseminated to other institutions, both at EU and national level? 1 2 3 4 DK/NA
- 25. To what extent has ESENER-2 stimulated other activities within your organisation? 1 2 3 4 DK/NA
- 26. To what extent has ESENER-2 stimulated other activities at EU/country level? 1 2 3 4 DK/NA
- 27. To what extent have there been positive effects for those Member States that increased the national sample sizes? 1 2 3 4 DK/NA
- 28. To what extent has the sample boost supported or complemented the ongoing activities of those Member States that increased the national sample sizes? 1 2 3 4 DK/NA
- 29. To what extent have new awareness or activities taken place in these concrete Member States that increased the national sample sizes? 1 2 3 4 DK/NA

Please give more detailed information on your previous answers, particularly in relation to examples of communication of results and stimulation of activities

Sustainability

- 30. To what extent is your organisation using/planning to use the outputs obtained from ESENER-2? 1 2 3 4 DK/NA
- 31. To what extent is the online dashboard (visualisation tool) an effective way to make the ESENER-2 results more accessible? 1 2 3 4 DK/NA
- 32. To what extent are the positive results and impacts derived from the ESENER-2 project likely to last in the medium/long term once the project is finished? 1 2 3 4 DK/NA

Questions	1	2	3	4	DK/ NA
-----------	---	---	---	---	-----------

Please give more detailed information on your previous answers

Utility

- | | | | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 33. To what extent do the ESENER-2 outputs support the (policy and/or research) needs of other stakeholders? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 34. To what extent do the ESENER-2 follow-up studies ('Worker participation in the management of OSH-qualitative evidence from ESENER-2' and 'Joint Analysis of ESENER-2, the Labour Force Survey 2013 ad hoc modules on accidents at work and other work-related health problems and the 6th European Working Conditions Survey') support the (policy and/or research) needs of your organisation? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 35. To what extent have the expectations of your institution been fulfilled with the outcomes and results obtained by the ESENER-2 project? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Please give more detailed information on your previous answers

Please include he any other element that you would like to add, particularly in relation to ideas/suggestions for improvement to be incorporated in the new ESENER-3

THANKS VERY MUCH FOR YOUR PARTICIPATION AND TIME

Questionnaire 2: MEMBER OF PARLIAMENT (MEP)

1. Name of the respondent: Insert name
2. Position of the respondent: Insert position

(1= Not at all; 2= Not much; 3= Much; 4= Very Much; **DK/NA**= Do not Know/No Answer)

Questions	1	2	3	4	DK/ NA
Relevance					
1. To what extent do ESENER-2 results provide information that is useful to your organisation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1. To what extent do ESENER-2 results provide information that is useful to policy-makers in general (EU/national level)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. To what extent do the ESENER-2 follow-up studies ('Worker participation in the management of OSH-qualitative evidence from ESENER-2' and 'Joint Analysis of ESENER-2, the Labour Force Survey 2013 ad hoc modules on accidents at work and other work-related health problems and the 6th European Working Conditions Survey') provide useful information for your organisation/policy-makers in general?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please give examples of information that is useful to your organisation/policy-makers

Coherence

- | | | | | | |
|------------------------------------------------------------------------------------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 3. To what extent has ESENER-2 results contributed to the achievement of the strategic objectives and mission of the EU-OSHA | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. To what extent has ESENER-2 results contributed to the wider EU policy objectives in the field of OSH? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Please give more detailed information on your two previous answers

Complementarity

- | | | | | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 5. To what extent did the activities conducted in the framework of the ESENER-2 project complement/support other projects/policies/activities carried out by your institution? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|

Questions	1	2	3	4	DK/ NA
6. To what extent did the activities conducted in the framework of the ESENER-2 project complement/support other projects carried out by other relevant institutions and stakeholders? (European Commission, other EU Agencies, national stakeholders, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. To what extent does the ESENER-2 survey complement other major EU surveys related to OSH, such as the European Working Conditions Survey, the EU Labour Force Survey or the European Company Survey?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please give more detailed information on your previous answers, particularly in relation to examples of complementarity/lessons learned used for other activities

EU Added Value

8. To what extent has ESENER-2 produced benefits/positive impacts that would not have resulted from Member State action only?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
-------------------------------------------------------------------------------------------------------------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------

Please give more detailed information on your previous answer

Impact

- 9. To what extent have the results/outputs/lessons learned from ESENER-2 been effectively communicated/transferred/disseminated to your organisation?
- 10. To what extent has ESENER-2 stimulated other activities within your organisation?

Please give more detailed information on your previous answers, particularly in relation to examples of communication of results and stimulation of activities

Sustainability

- 11. To what extent is your organisation using/planning to use the outputs obtained from ESENER-2?
- 12. To what extent is the online dashboard (visualisation tool) an effective way to make the ESENER-2 results more accessible?
- 13. To what extent are the positive results and impacts derived from the ESENER-2 project likely to last in the medium/long term once the project is finished?

Please give more detailed information on your previous answers

Utility

- 14. To what extent do the ESENER-2 outputs support the (policy and/or research) needs of your organisation?
- 15. To what extent do the ESENER-2 follow-up studies ('Worker participation in the management of OSH-qualitative evidence from ESENER-2' and 'Joint Analysis of ESENER-2, the Labour Force Survey 2013 ad hoc modules on accidents at work and other work-related health problems and the 6th European Working Conditions Survey') support the (policy and/or research) needs of your organisation?
- 16. To what extent have the expectations of your institution been fulfilled with the outcomes and results obtained by the ESENER-2 project?

Please give more detailed information on your previous answers

Please include he any other element that you would like to add, particularly in relation to ideas/suggestions for improvement to be incorporated in the new ESENER-3

THANKS VERY MUCH FOR YOUR PARTICIPATION AND TIME

Questionnaire 3: EUROPEAN COMMISSION (EC)

1. Name of the respondent:
2. Position of the respondent:

(1= Not at all; 2= Not much; 3= Much; 4= Very Much; DK/NA= Do not Know/No Answer)

Questions	1	2	3	4	DK/ NA
Relevance					
1. To what extent do ESENER-2 results provide information that is useful to your organisation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. To what extent do ESENER-2 results provide information that is useful to policy-makers in general (EU/national level)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. To what extent do the ESENER-2 follow-up studies ('Worker participation in the management of OSH-qualitative evidence from ESENER-2' and 'Joint Analysis of ESENER-2, the Labour Force Survey 2013 ad hoc modules on accidents at work and other work-related health problems and the 6th European Working Conditions Survey') provide useful information for your organisation/policy-makers in general?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please give examples of information that is useful to your organisation/policy-makers

Coherence

- | | | | | | |
|------------------------------------------------------------------------------------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 5. To what extent has ESENER-2 results contributed to the achievement of the strategic objectives and mission of the EU-OSHA | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 6. To what extent has ESENER-2 results contributed to the wider EU policy objectives in the field of OSH? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Please give more detailed information on your two previous answers

Complementarity

- | | | | | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 7. To what extent did the activities conducted in the framework of the ESENER-2 project complement/support other projects/policies/activities carried out by your institution? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|

Questions

	1	2	3	4	DK/ NA
8. To what extent did the activities conducted in the framework of the ESENER-2 project complement/support other projects carried out by other relevant institutions and stakeholders? (Other EU Agencies, national stakeholders, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. To what extent does the ESENER-2 survey complement other major EU surveys related to OSH, such as the European Working Conditions Survey, the EU Labour Force Survey or the European Company Survey?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please give more detailed information on your previous answers, particularly in relation to examples of complementarity/lessons learned used for other activities

EU Added Value

10. To what extent has ESENER-2 produced benefits/positive impacts that would not have resulted from Member State action only?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--------------------------------------------------------------------------------------------------------------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------

Please give more detailed information on your previous answer

Impact

- 11. To what extent have the results/outputs/lessons learned from ESENER-2 been effectively communicated/transferred/disseminated to your organisation?
- 12. To what extent has ESENER-2 stimulated other activities within your organisation?

Please give more detailed information on your previous answers

Sustainability

- 13. To what extent is your organisation using/planning to use the outputs obtained from ESENER-2?
- 14. To what extent is the online dashboard (visualisation tool) an effective way to make the ESENER-2 results more accessible?
- 15. To what extent are the positive results and impacts derived from the ESENER-2 project likely to last in the medium/long term once the project is finished?

Please give more detailed information on your previous answers

Utility

- 16. To what extent do the ESENER-2 outputs support the (policy and/or research) needs of your organisation?
- 17. To what extent do the ESENER-2 follow-up studies ('Worker participation in the management of OSH-qualitative evidence from ESENER-2' and 'Joint Analysis of ESENER-2, the Labour Force Survey 2013 ad hoc modules on accidents at work and other work-related health problems and the 6th European Working Conditions Survey') support the (policy and/or research) needs of your organisation?
- 18. To what extent have the expectations of your institution been fulfilled with the outcomes and results obtained by the ESENER-2 project?

Please give more detailed information on your previous answers

Please include he any other element that you would like to add, particularly in relation to ideas/suggestions for improvement to be incorporated in the new ESENER-3

THANKS VERY MUCH FOR YOUR PARTICIPATION AND TIME

Questionnaire 4.a: CONTRACTING ORGANISATIONS (CO) (TNS)

1. Name of the respondent:

2. Position of the respondent:

3. Country of the respondent:

(1= Not at all; 2= Not much; 3= Much; 4= Very Much; DK/NA= Do not Know/No Answer)

Questions	1	2	3	4	DK/NA
Effectiveness					
1. To what extent was the overall survey research design effective/appropriate for achieving the project's general and specific objectives?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. To what extent was the survey organisation effective/appropriate for achieving the project's general and specific objectives?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. To what extent was the survey instrument effective/appropriate for achieving the project's general and specific objectives?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. To what extent was the selection and training of interviewers and supervisors effective/appropriate for achieving the project's general and specific objectives?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. To what extent was the sampling process effective/appropriate for achieving the project's general and specific objectives?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. To what extent was the fieldwork effective/appropriate for achieving the project's general and specific objectives?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. To what extent was the online interviewing (CATI) system effective/appropriate for achieving the project's general and specific objectives?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. To what extent was the weighting process effective/appropriate for achieving the project's general and specific objectives?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. To what extent was the obtained data appropriate/of good quality for achieving the project's general and specific objectives?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please give more detailed information on your previous answer

12. To what extent did the questionnaire ask the most appropriate/relevant questions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. To what extent has ESENER-2 achieved its general and specific objectives as regards the information collected?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Questions

1 2 3 4 DK/NA

Please give more detailed information on your previous answers

Efficiency

- 14. To what extent was the budget established in the call of tenders adequate for the activities requested? 1 2 3 4 DK/NA
- 15. To what extent were all the foreseen activities within the Tender specifications necessary to fulfil the general and specific objectives of the project? 1 2 3 4 DK/NA
- 16. To what extent were all the foreseen activities within your project proposal necessary to fulfil the objectives of the project? 1 2 3 4 DK/NA
- 17. To what extent did the project run as planned? 1 2 3 4 DK/NA
- 18. To what extent did the relationship between you and EU-OSHA run smoothly during the project implementation? 1 2 3 4 DK/NA
- 19. To what extent did the relationship between you and your subcontractors run smoothly during the project implementation? 1 2 3 4 DK/NA

Please give more detailed information on your previous answers, particularly in relation to main difficulties identified in the implementation of ESENER-2 and solutions adopted

Utility

- 20. To what extent do the project outputs support the (policy and/or research) needs of policy-makers? 1 2 3 4 DK/NA

Please give more detailed information on your previous answers

Please include he any other element that you would like to add, particularly in relation to ideas/suggestions for improvement to be incorporated in the new ESENER-3

THANKS VERY MUCH FOR YOUR PARTICIPATION AND TIME

Questionnaire 4.b: CONTRACTING ORGANISATIONS (CO) (Cardiff University) + TNO

1. Name of the respondent:
2. Position of the respondent:
3. Country of the respondent:

(1= Not at all; 2= Not much; 3= Much; 4= Very Much; DK/NA= Do not Know/No Answer)

Questions	1	2	3	4	DK/ NA
Effectiveness					
1. To what extent was your proposed research design effective/appropriate for achieving the project's general and specific objectives?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. To what extent has your project made a good use of the ESENER-2 data?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. To what extent has the project achieved its general and specific objectives as regards the obtained results?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please give more detailed information on your previous answers

Efficiency

6. To what extent was the budget established in the call of tenders adequate for the activities requested?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. To what extent were all the foreseen activities within the Tender specifications necessary to achieve the general and specific objectives of your project?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. To what extent were all the foreseen activities within your project proposal necessary to fulfil the objectives of the project?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. To what extent did the project run as planned?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. To what extent did the relationship between you and EU-OSHA run smoothly during the project implementation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. To what extent did the relationship between you and your subcontractors run smoothly during the project implementation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Questions

1 2 3 4 DK/
NA

Please give more detailed information on your previous answers, particularly in relation to main difficulties identified in the implementation of the project and solutions adopted

Utility

12. To what extent do the project outputs support the (policy and/or research) needs of policy-makers?

Please give more detailed information on your previous answer

Please include he any other element that you would like to add, particularly in relation to ideas/suggestions for improvement to be incorporated in the new ESENER-3

THANKS VERY MUCH FOR YOUR PARTICIPATION AND TIME

Questionnaire 5: (SELECTED) MEMBERS WITHIN GOVERNING BOARD/BUREAU/OKAG ((S)MGB)

1. Name of the respondent:
2. Position of the respondent:
3. Country of the respondent:

(1= Not at all; 2= Not much; 3= Much; 4= Very Much; DK/NA= Do not Know/No Answer)

Questions	1	2	3	4	DK/ NA
Relevance					
1. To what extent do ESENER-2 results provide information that is useful to your organisation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. To what extent do ESENER-2 results provide information that is useful to policy-makers in general (EU/national level)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. To what extent do the ESENER-2 follow-up studies ('Worker participation in the management of OSH-qualitative evidence from ESENER-2' and 'Joint Analysis of ESENER-2, the Labour Force Survey 2013 ad hoc modules on accidents at work and other work-related health problems and the 6th European Working Conditions Survey') provide useful information for your organisation/policy-makers in general?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please give examples of information that is useful to your organisation/policy-makers

Coherence

- | | | | | | |
|------------------------------------------------------------------------------------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 6. To what extent has ESENER-2 results contributed to the achievement of the strategic objectives and mission of the EU-OSHA | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 7. To what extent has ESENER-2 results contributed to the wider EU policy objectives in the field of OSH? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Please give more detailed information on your two previous answers

Effectiveness

- | | | | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 8. To what extent has the secondary analysis ('Worker participation in the management of OSH — qualitative evidence from ESENER-2' and 'Joint | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|

Questions

1 2 3 4 DK/NA

Analysis of ESENER-2, the Labour Force Survey 2013 ad hoc modules on accidents at work and other work-related health problems and the 6th European Working Conditions Survey') made a good use of the ESENER-2 data?

9. To what extent has ESENER-2 achieved its general and specific objectives as regards the information collected?

Please give more detailed information on your previous answers

Complementarity

10. To what extent did the activities conducted in the framework of the ESENER-2 project complement/support other projects/policies/activities carried out by your institution?

11. To what extent did the activities conducted in the framework of the ESENER-2 project complement/support other projects carried out by other relevant institutions and stakeholders? (European Commission, other EU Agencies, national stakeholders, etc.)

12. To what extent does the ESENER-2 survey complement other major EU surveys related to OSH, such as the European Working Conditions Survey, the EU Labour Force Survey or the European Company Survey?

Please give more detailed information on your previous answers, particularly in relation to examples of complementarity/lessons learned used for other activities

EU Added Value

13. To what extent has ESENER-2 produced benefits/positive impacts that would not have resulted from Member State action only?

Please give more detailed information on your previous answer

Questions	1	2	3	4	DK/ NA
Impact					
14. To what extent have the results/outputs/lessons learned from ESENER-2 been effectively communicated/transferred/disseminated to your organisation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. To what extent has ESENER-2 stimulated other activities within your organisation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. To what extent has ESENER-2 stimulated other activities within your country?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please give more detailed information on your previous answers, particularly in relation to examples of communication of results and stimulation of activities

Sustainability

17. To what extent is your organisation using/planning to use the outputs obtained from ESENER-2?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18. To what extent is the online dashboard (visualisation tool) an effective way to make the ESENER-2 results more accessible?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19. To what extent are the positive results and impacts derived from the ESENER-2 project likely to last in the medium/long term once the project is finished?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please give more detailed information on your previous answers

Utility

20. To what extent do the ESENER-2 outputs support the (policy and/or research) needs of your organisation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21. To what extent do the ESENER-2 follow-up studies ('Worker participation in the management of OSH-qualitative evidence from ESENER-2' and 'Joint Analysis of ESENER-2, the Labour Force Survey 2013 ad hoc modules on accidents at work and other work-related health problems and the 6th European Working Conditions Survey') support the (policy and/or research) needs of your organisation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Questions

	1	2	3	4	DK/ NA
22. To what extent have the expectations of your institution been fulfilled with the outcomes and results obtained by the ESENER-2 project?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please give more detailed information on your previous answers

Please include he any other element that you would like to add, particularly in relation to ideas/suggestions for improvement to be incorporated in the new ESENER-3

THANKS VERY MUCH FOR YOUR PARTICIPATION AND TIME

Questionnaire 6: EU-OSHA FOCAL POINTS (FP)

1. Name of the respondent:
2. Position of the respondent:
3. Country of the respondent:

(1= Not at all; 2= Not much; 3= Much; 4= Very Much; DK/NA= Do not Know/No Answer)

Questions	1	2	3	4	DK/ NA
Relevance					
1. To what extent do ESENER-2 results provide information that is useful to your organisation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. To what extent do ESENER-2 results provide information that is useful to policy-makers in general (EU/national level)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. To what extent do the ESENER-2 follow-up studies ('Worker participation in the management of OSH-qualitative evidence from ESENER-2' and 'Joint Analysis of ESENER-2, the Labour Force Survey 2013 ad hoc modules on accidents at work and other work-related health problems and the 6th European Working Conditions Survey') provide useful information for your organisation/policy-makers in general?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please give examples of information that is useful to your organisation/policy-makers

Coherence

- | | | | | | |
|------------------------------------------------------------------------------------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 4. To what extent has ESENER-2 results contributed to the achievement of the strategic objectives and mission of the EU-OSHA | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. To what extent has ESENER-2 results contributed to the wider EU policy objectives in the field of OSH? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Please give more detailed information on your two previous answers

Effectiveness

Questions

	1	2	3	4	DK/ NA
6. To what extent has the secondary analysis ('Worker participation in the management of OSH — qualitative evidence from ESENER-2' made a good use of the ESENER-2 data?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. To what extent has ESENER-2 achieved its general and specific objectives as regards the information collected?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please give more detailed information on your previous answers

Complementarity

8. To what extent did the activities conducted in the framework of the ESENER-2 project complement/support other projects/policies/activities carried out by your institution?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. To what extent did the activities conducted in the framework of the ESENER-2 project complement/support other projects carried out by other relevant institutions and stakeholders? (European Commission, other EU Agencies, national stakeholders, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. To what extent does the ESENER-2 survey complement other major EU surveys related to OSH, such as the European Working Conditions Survey, the EU Labour Force Survey or the European Company Survey?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please give more detailed information on your previous answers, particularly in relation to examples of complementarity/lessons learned used for other activities

EU Added Value

11. To what extent has ESENER-2 produced benefits/positive impacts that would not have resulted from Member State action only?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Questions

1 2 3 4 DK/NA

Please give more detailed information on your previous answer

Impact

- 12. To what extent have the results/outputs/lessons learned from ESENER-2 been effectively communicated/transferred/disseminated to your organisation?
- 13. To what extent has ESENER-2 stimulated other activities within your organisation?
- 14. To what extent has ESENER-2 stimulated other activities within your country?

Please give more detailed information on your previous answers, particularly in relation to examples of communication of results and stimulation of activities

Sustainability

- 15. To what extent is your organisation using/planning to use the outputs obtained from ESENER-2?
- 16. To what extent is the online dashboard (visualisation tool) an effective way to make the ESENER-2 results more accessible?
- 17. To what extent are the positive results and impacts derived from the ESENER-2 project likely to last in the medium/long term once the project is finished?

Please give more detailed information on your previous answers

Utility

- 18. To what extent do the ESENER-2 outputs support the (policy and/or research) needs of your organisation?
- 19. To what extent do the ESENER-2 follow-up studies (Worker participation in the management of OSH-qualitative evidence from

Questions

ESENER-2' and 'Joint Analysis of ESENER-2, the Labour Force Survey 2013 ad hoc modules on accidents at work and other work-related health problems and the 6th European Working Conditions Survey') support the (policy and/or research) needs of your organisation?

**1 2 3 4 DK/
NA**

20. To what extent have the expectations of your institution been fulfilled with the outcomes and results obtained by the ESENER-2 project?

Please give more detailed information on your previous answers

Please include he any other element that you would like to add, particularly in relation to ideas/suggestions for improvement to be incorporated in the new ESENER-3

THANKS VERY MUCH FOR YOUR PARTICIPATION AND TIME

Questionnaire 7: **SELECTED TECHNICIANS WITHIN NATIONAL INSTITUTES (STNI)**

1. Name of the respondent:
2. Position of the respondent:
3. Country of the respondent:

(1= Not at all; 2= Not much; 3= Much; 4= Very Much; **DK/NA**= Do not Know/No Answer)

Questions

	1	2	3	4	DK/ NA
Relevance					
1. To what extent do ESENER-2 results provide information that is useful to policy-makers in general (EU/national level)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please give examples of information that is useful to your organisation/policy-makers

Effectiveness

- | | | | | | |
|------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 2. To what extent was the overall survey research design effective/appropriate for achieving the project's general and specific objectives? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. To what extent was the survey organisation effective/appropriate for achieving the project's general and specific objectives? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. To what extent was the sampling process effective/appropriate for achieving the project's general and specific objectives? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. To what extent was the fieldwork effective/appropriate for achieving the project's general and specific objectives? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 6. To what extent was the online interviewing (CATI) system effective/appropriate for achieving the project's general and specific objectives? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 7. To what extent was the weighting process effective/appropriate for achieving the project's general and specific objectives? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 8. To what extent was the obtained data appropriate/of good quality for achieving the project's general and specific objectives? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 9. To what extent did the questionnaire ask the most appropriate/relevant questions | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Questions

	1	2	3	4	DK/ NA
10. To what extent has ESENER-2 achieved its general and specific objectives as regards the information collected?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please give more detailed information on your previous answers

Complementarity

11. To what extent did the activities conducted in the framework of the ESENER-2 project complement/support other projects/policies/activities carried out by your institution/country?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Please give more detailed information on your previous answers, particularly in relation to examples of complementarity/lessons learned used for other activities

Impact

12. To what extent has ESENER-2 stimulated other activities within your organisation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. To what extent has ESENER-2 stimulated other activities within your country?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. To what extent have there been positive effects for your Member State derived from increasing the national sample size?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. To what extent has the sample boost supported or complemented other activities within your country?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please give more detailed information on your previous answers, particularly in relation to examples of communication of results and stimulation of activities

Questions

1 2 3 4 DK/
NA

Sustainability

16. To what extent is your organisation using/planning to use the outputs obtained from ESENER-2?

Please give more detailed information on your previous answers

Utility

17. To what extent do the ESENER-2 outputs support the (policy and/or research) needs of policy-makers?

Please give more detailed information on your previous answers

Please include here any other element that you would like to add, particularly in relation to ideas/suggestions for improvement to be incorporated in the new ESENER-3

THANKS VERY MUCH FOR YOUR PARTICIPATION AND TIME

Questionnaire 8: EUROSTAT (EUROSTAT)

1. Name of the respondent:
2. Position of the respondent:

(1= Not at all; 2= Not much; 3= Much; 4= Very Much; DK/NA= Do not Know/No Answer)

Questions	1	2	3	4	DK/ NA
Relevance					
1. To what extent do ESENER-2 results provide information that is useful to your organisation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. To what extent do ESENER-2 results provide information that is useful to policy-makers in general (EU/national level)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. To what extent do the ESENER-2 follow-up studies ('Worker participation in the management of OSH-qualitative evidence from ESENER-2' and 'Joint Analysis of ESENER-2, the Labour Force Survey 2013 ad hoc modules on accidents at work and other work-related health problems and the 6th European Working Conditions Survey') provide useful information for your organisation/policy-makers in general?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please give examples of information that is useful to your organisation/policy-makers

Effectiveness

4. To what extent was the overall survey research design effective, particularly in relation to the survey mode, the respective sample sizes and the target respondent?
5. To what extent did the questionnaire ask the most appropriate/relevant questions

Please give more detailed information on your previous answers

Complementarity

Questions	1	2	3	4	DK/ NA
6. To what extent did the activities conducted in the framework of the ESENER-2 project complement/support other projects/policies/activities carried out by your institution?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. To what extent did the activities conducted in the framework of the ESENER-2 project complement/support other projects carried out by other relevant institutions and stakeholders? (European Commission, other EU Agencies, national stakeholders, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. To what extent does the ESENER-2 survey complement other major EU surveys related to OSH, such as the European Working Conditions Survey, the EU Labour Force Survey or the European Company Survey?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please give more detailed information on your previous answers, particularly in relation to examples of complementarity/lessons learned used for other activities

EU Added Value

9. To what extent has ESENER-2 produced benefits/positive impacts that would not have resulted from Member State action only?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Please give more detailed information on your previous answer

Impact

10. To what extent have the results/outputs/lessons learned from ESENER-2 been effectively communicated/transferred/disseminated to your organisation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. To what extent has ESENER-2 stimulated other activities within your organisation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Questions

1 2 3 4 DK/NA

Please give more detailed information on your previous answers, particularly in relation to examples of communication of results and stimulation of activities

Sustainability

- 12. To what extent is your organisation using/planning to use the outputs obtained from ESENER-2?
- 13. To what extent is the online dashboard (visualisation tool) an effective way to make the ESENER-2 results more accessible?
- 14. To what extent are the positive results and impacts derived from the ESENER-2 project likely to last in the medium/long term once the project is finished?

Please give more detailed information on your previous answers

Utility

- 15. To what extent do the ESENER-2 outputs support the (policy and/or research) needs of your organisation?
- 16. To what extent do the ESENER-2 follow-up studies ('Worker participation in the management of OSH-qualitative evidence from ESENER-2' and 'Joint Analysis of ESENER-2, the Labour Force Survey 2013 ad hoc modules on accidents at work and other work-related health problems and the 6th European Working Conditions Survey') support the (policy and/or research) needs of your organisation?
- 17. To what extent have the expectations of your institution been fulfilled with the outcomes and results obtained by the ESENER-2 project?

Please give more detailed information on your previous answers

Please include he any other element that you would like to add, particularly in relation to ideas/suggestions for improvement to be incorporated in the new ESENER-3

Questions

**1 2 3 4 DK/
NA**

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THANKS VERY MUCH FOR YOUR PARTICIPATION AND TIME

Questionnaire 9: EUROFOUND (EUROFOUND)

1. Name of the respondent:
2. Position of the respondent:

(1= Not at all; 2= Not much; 3= Much; 4= Very Much; DK/NA= Do not Know/No Answer)

Questions	1	2	3	4	DK/ NA
Relevance					
1. To what extent do ESENER-2 results provide information that is useful to your organisation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. To what extent do ESENER-2 results provide information that is useful to policy-makers in general (EU/national level)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. To what extent do the ESENER-2 follow-up studies ('Worker participation in the management of OSH-qualitative evidence from ESENER-2' and 'Joint Analysis of ESENER-2, the Labour Force Survey 2013 ad hoc modules on accidents at work and other work-related health problems and the 6th European Working Conditions Survey') provide useful information for your organisation/policy-makers in general?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please give examples of information that is useful to your organisation/policy-makers

Coherence

- | | | | | | |
|------------------------------------------------------------------------------------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 4. To what extent has ESENER-2 results contributed to the achievement of the strategic objectives and mission of the EU-OSHA | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. To what extent has ESENER-2 results contributed to the wider EU policy objectives in the field of OSH? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Please give more detailed information on your two previous answers

Effectiveness

- | | | | | | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 6. To what extent was the overall survey research design effective, particularly in relation to the survey mode, the respective sample sizes and the target respondent? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|

Questions

- | | 1 | 2 | 3 | 4 | DK/
NA |
|-------------------------------------------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 7. To what extent did the questionnaire ask the most appropriate/relevant questions | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Please give more detailed information on your previous answers

Complementarity

- | | | | | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|
| 8. To what extent did the activities conducted in the framework of the ESENER-2 project complement/support other projects/policies/activities carried out by your institution? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 9. To what extent did the activities conducted in the framework of the ESENER-2 project complement/support other projects carried out by other relevant institutions and stakeholders? (European Commission, other EU Agencies, national stakeholders, etc.) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 10. To what extent does the ESENER-2 survey complement other major EU surveys related to OSH, such as the European Working Conditions Survey, the EU Labour Force Survey or the European Company Survey? | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Please give more detailed information on your previous answers, particularly in relation to examples of complementarity/lessons learned used for other activities

EU Added Value

- | | | | | | |
|--------------------------------------------------------------------------------------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 11. To what extent has ESENER-2 produced benefits/positive impacts that would not have resulted from Member State action only? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
|--------------------------------------------------------------------------------------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|

Please give more detailed information on your previous answer

Questions

1 2 3 4 DK/NA

Impact

12. To what extent have the results/outputs/lessons learned from ESENER-2 been effectively communicated/transferred/disseminated to your organisation?
13. To what extent has ESENER-2 stimulated other activities within your organisation?

Please give more detailed information on your previous answers, particularly in relation to examples of communication of results and stimulation of activities

Sustainability

14. To what extent is your organisation using/planning to use the outputs obtained from ESENER-2?
15. To what extent is the online dashboard (visualisation tool) an effective way to make the ESENER-2 results more accessible?
16. To what extent are the positive results and impacts derived from the ESENER-2 project likely to last in the medium/long term once the project is finished?

Please give more detailed information on your previous answers

Utility

17. To what extent do the ESENER-2 outputs support the (policy and/or research) needs of your organisation?
18. To what extent do the ESENER-2 follow-up studies ('Worker participation in the management of OSH-qualitative evidence from ESENER-2' and 'Joint Analysis of ESENER-2, the Labour Force Survey 2013 ad hoc modules on accidents at work and other work-related health problems and the 6th European Working Conditions Survey') support the (policy and/or research) needs of your organisation?

Questions

	1	2	3	4	DK/ NA
19. To what extent have the expectations of your institution been fulfilled with the outcomes and results obtained by the ESENER-2 project?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please give more detailed information on your previous answers

Please include he any other element that you would like to add, particularly in relation to ideas/suggestions for improvement to be incorporated in the new ESENER-3

THANKS VERY MUCH FOR YOUR PARTICIPATION AND TIME

Questionnaire 10: RESEARCHERS WHO HAVE DOWNLOADED THE ESENER-2 DATASET FROM THE UKDA (RES)

1. Name of the respondent:
2. Position of the respondent:
3. Country of the respondent:

(1= Not at all; 2= Not much; 3= Much; 4= Very Much; DK/NA= Do not Know/No Answer)

Questions	1	2	3	4	DK/ NA
Relevance					
1. To what extent do ESENER-2 provide information that is useful to your organisation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please give examples of information that is useful to your organisation/policy-makers

Complementarity

2. To what extent did the activities conducted in the framework of the ESENER-2 project complement/support projects/policies/activities carried out by your institution?
3. To what extent does the ESENER-2 survey complement other major EU surveys related to OSH, such as the European Working Conditions Survey, the EU Labour Force Survey or the European Company Survey?

Please give more detailed information on your previous answers, particularly in relation to examples of complementarity/lessons learned used for other activities

Impact

4. To what extent has ESENER-2 stimulated activities within your organisation?
5. To what extent has ESENER-2 stimulated activities within your country?

Questions

1 2 3 4 DK/NA

Please give more detailed information on your previous answers, particularly in relation to examples of stimulation of activities

Sustainability

6. To what extent is your organisation using/planning to use the information obtained from ESENER-2?

Please give more detailed information on your previous answers, particularly in relation to use of ESENER-2 data

Utility

7. To what extent do the ESENER-2 outputs support the (policy and/or research) needs of your organisation?
8. To what extent have the expectations of your institution been fulfilled with the outcomes and results obtained by the ESENER-2 project?

Please give more detailed information on your previous answers

Please include he any other element that you would like to add, particularly in relation to ideas/suggestions for improvement to be incorporated in the new ESENER-3

THANKS VERY MUCH FOR YOUR PARTICIPATION AND TIME

Questionnaire 11: PARTICIPANTS IN THE EUROPEAN PARLIAMENT MEETING (PEMP)

1. Name of the respondent:
2. Position of the respondent:
3. Country of the respondent:

(1= Not at all; 2= Not much; 3= Much; 4= Very Much; DK/NA= Do not Know/No Answer)

Questions	1	2	3	4	DK/ NA
Relevance					
9. To what extent do ESENER-2 results provide information that is useful to your organisation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. To what extent do ESENER-2 results provide information that is useful to policy-makers in general (EU/national level)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. To what extent do the ESENER-2 follow-up studies ('Worker participation in the management of OSH-qualitative evidence from ESENER-2' and 'Joint Analysis of ESENER-2, the Labour Force Survey 2013 ad hoc modules on accidents at work and other work-related health problems and the 6th European Working Conditions Survey') provide useful information for your organisation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please give examples of information that is useful to your organisation/policy-makers

Coherence

- | | | | | | |
|-------------------------------------------------------------------------------------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 12. To what extent has ESENER-2 results contributed to the achievement of the strategic objectives and mission of the EU-OSHA | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 13. To what extent has ESENER-2 results contributed to the wider EU policy objectives in the field of OSH? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Please give more detailed information on your two previous answers

Complementarity

Questions	1	2	3	4	DK/ NA
14. To what extent did the activities conducted in the framework of the ESENER-2 project complement/support other projects/policies/activities carried out by your institution?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. To what extent did the activities conducted in the framework of the ESENER-2 project complement/support other projects carried out by other relevant institutions and stakeholders? (European Commission, other EU Agencies, national stakeholders, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. To what extent does the ESENER-2 survey complement other major EU surveys related to OSH, such as the European Working Conditions Survey, the EU Labour Force Survey or the European Company Survey?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please give more detailed information on your previous answers, particularly in relation to examples of complementarity/lessons learned used for other activities

EU Added Value

17. To what extent has ESENER-2 produced benefits/positive impacts that would not have resulted from Member State action only?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Please give more detailed information on your previous answer

Impact

18. To what extent have the results/outputs/lessons learned from ESENER-2 been effectively communicated/transferred/disseminated to your organisation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19. To what extent has ESENER-2 stimulated other activities within your organisation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20. To what extent has ESENER-2 stimulated other activities within your country?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Questions

1 2 3 4 DK/NA

Please give more detailed information on your previous answers, particularly in relation to examples of communication of results and stimulation of activities

Sustainability

- 21. To what extent is your organisation using/planning to use the outputs obtained from ESENER-2?
- 22. To what extent is the online dashboard (visualisation tool) an effective way to make the ESENER-2 results more accessible?
- 23. To what extent are the positive results and impacts derived from the ESENER-2 project likely to last in the medium/long term once the project is finished?

Please give more detailed information on your previous answers

Utility

- 24. To what extent do the ESENER-2 outputs support the (policy and/or research) needs of your organisation?
- 25. To what extent do the ESENER-2 follow-up studies ('Worker participation in the management of OSH-qualitative evidence from ESENER-2' and 'Joint Analysis of ESENER-2, the Labour Force Survey 2013 ad hoc modules on accidents at work and other work-related health problems and the 6th European Working Conditions Survey') support the (policy and/or research) needs of your organisation?
- 26. To what extent have the expectations of your institution been fulfilled with the outcomes and results obtained by the ESENER-2 project?

Please give more detailed information on your previous answers

Please include he any other element that you would like to add, particularly in relation to ideas/suggestions for improvement to be incorporated in the new ESENER-3

Questions

**1 2 3 4 DK/
NA**

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THANKS VERY MUCH FOR YOUR PARTICIPATION AND TIME

The European Agency for Safety and Health at Work (EU-OSHA) contributes to making Europe a safer, healthier and more productive place to work. The Agency researches, develops, and distributes reliable, balanced, and impartial safety and health information and organises pan-European awareness raising campaigns. Set up by the European Union in 1996 and based in Bilbao, Spain, the Agency brings together representatives from the European Commission, Member State governments, employers' and workers' organisations, as well as leading experts in each of the EU Member States and beyond.

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