Encuesta europea de organizaciones sobre riesgos nuevos y emergentes

Las encuestas sobre condiciones de trabajo y salud

3 marzo 2010

http://osha.europa.eu

Eusebio Rial González
Jefe del Observatorio Europeo de Riesgos

Resumen

http://osha.europa.eu

- La Agencia Europea para la Seguridad y la Salud en el Trabajo
- ESENER (European Survey of Enterprises on New and Emerging risks)
  - Algunos datos preliminares
  - Siguientes pasos

European Agency for Safety and Health at Work

Agencia Europea para la Seguridad y la Salud en el Trabajo

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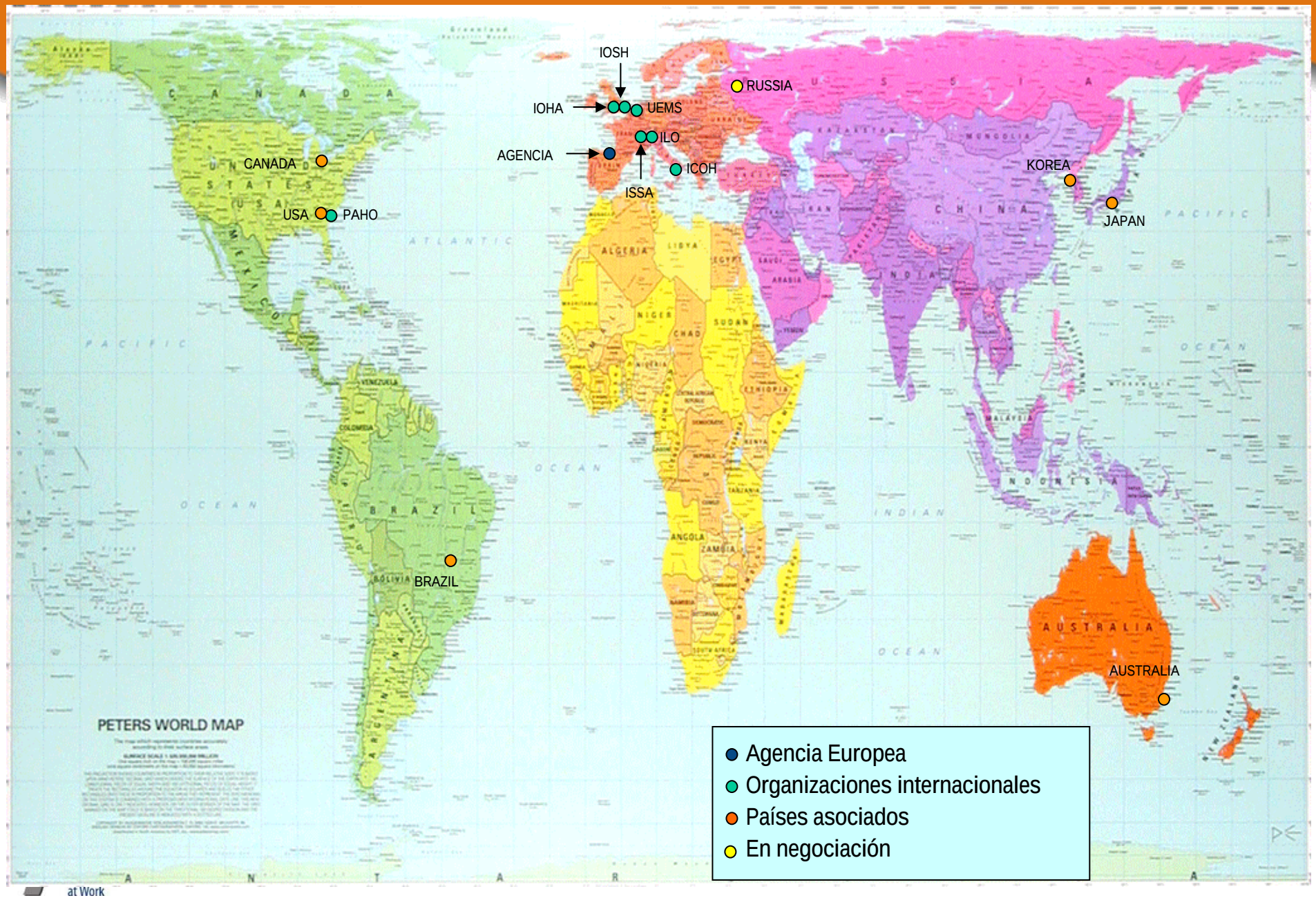
European Agency
for Safety and Health
at Work

Centros de Referencia de la Agencia Europea

INSTITUTO NACIONAL DE SEGURIDAD E HIGIENE EN EL TRABAJO

- UE
- Países candidatos y candidatos potenciales
- AELC

Red Global de la Agencia Europea



Objetivo de la Agencia

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- "Con el fin de promover **mejoras** en el medio laboral, (...), la Agencia proporcionará (...), **información técnica, científica y económica** para su **utilización** en el área de salud y seguridad"

- Consejo de dirección **tripartito** y con representación de los **27** Estados miembros

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ESENER: encuesta europea de organizaciones sobre riesgos nuevos y emergentes

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- ¿Cómo se gestiona la prevención de riesgos en los lugares de trabajo de la UE? (2009: especialmente los psicosociales)
- Ayudar a los responsables de decidir políticas, actividades de seguimiento, inspección, campañas informativas… (especialmente los agentes sociales)
- Generar una iniciativa de alto perfil: sensibilización
- Contribuir a una genuina cultura de la prevención de riesgos

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ESENER: el punto de vista de **la dirección**

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- ¿Cómo gestiona la prevención? ¿y los riesgos psicosociales?
- ¿Se realizan evaluaciones de riesgos? ¿Cuándo? ¿Quién la lleva a cabo? (int/ext) ¿Cuál es el grado de implicación de la dirección?
- ¿Se hace un seguimiento de la evaluación?
- ¿Con qué ayudas o apoyos cuentan?
- ¿Qué recursos o información necesitan?
- ¿Incentivos / barreras para que actúen?
- ¿Cómo se involucra a los trabajadores y a sus representantes?

ESENER: el punto de vista de **los trabajadores**

http://osha.europa.eu

- Algunas preguntas “espejo”:
  - ¿cómo se gestiona la prevención en la empresa? ¿Y los riesgos psicosociales? ¿Se implica la dirección?
  - ¿Ha habido una evaluación de riesgos? ¿Participan los trabajadores y sus representantes? ¿En qué fases?
- Representantes: ¿Qué formación reciben? ¿Tienen tiempo y medios para la prevención? ¿Los mantiene informados la dirección?
- ¿Qué información o recursos necesitan?

ESENER: encuesta europea de organizaciones sobre riesgos nuevos y emergentes

http://osha.europa.eu

- EU-27+ (Turquía, Croacia; Suiza, Noruega)
- Sectores público y privado
- Todos los sectores excepto A, T, U
- Organizaciones ≥10 empleados
- Entrevistas a la dirección **y** a los representantes de los trabajadores
- 500, 1.000 ó 1.500 entrevistas por país: total 36.000 entrevistas
- 2,3€ millones

Lanzamiento oficial: Junio 2010

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El universo UE-27

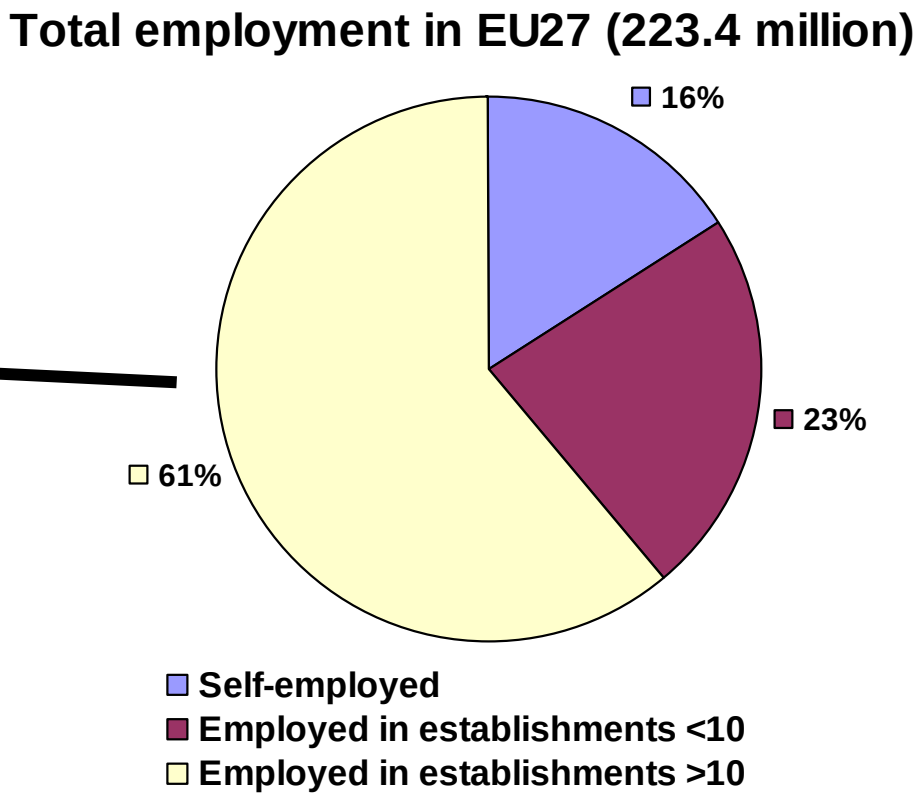
http://osha.europa.eu

ESENER cubre todos los lugares de trabajo
con ≥10 empleados

En todos los sectores, excepto A, T, U

Lugares de trabajo
con ≥10 empleados

3 millones de organizaciones
136 millones de empleados



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41 versiones según país / idioma

europa.eu

Sampling and questionnaire language versions

	Geographical name	Sample size	Interview languages
EU – 27 MEMBER STATES	Austria	1000	German
	Belgium	1000	Flemish, French
	Bulgaria	500	Bulgarian
	Cyprus	500	Greek
	Czech Republic	1000	Czech
	Denmark	1000	Danish
	Estonia	500	Estonian, Russian
	Finland	1000	Finnish, Swedish
	France	1500	French
	Germany	1500	German
	Greece	1000	Greek
	Hungary	1000	Hungarian
	Ireland	500	English
	Italy	1500	Italian
	Latvia	500	Latvian, Russian
	Lithuania	500	Lithuanian
	Luxembourg	500	Luxembourgish, French, German, English
	Malta	300	Maltese, English
	Netherlands	1000	Dutch
	Poland	1500	Polish
	Portugal	1000	Portuguese
	Romania	500	Romanian
	Slovakia	500	Slovak
	Slovenia	500	Slovene
	Spain	1500	Spanish
	Sweden	1000	Swedish
	United Kingdom	1500	English
CANDIDATE COUNTRIES	Croatia	500	Croatian
	Turkey	1500	Turkish
EFTA	Norway	950	Norwegian
	Switzerland	1000	French, German, Italian

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ESENER

Algunos datos preliminares…

Sectores – NACE Rev. 1.1.

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INDUSTRIA	C Industrias extractivas D Industria manufacturera E Producción y distribución de energía eléctrica, gas y agua F Construcción
SERVICIOS (PRIVADOS)	G Comercio; reparación de vehículos de motor, motocicletas y ciclomotores y artículos personales y de uso doméstico H Hostelería I Transporte, almacenamiento y comunicaciones J Intermediación financiera K Actividades inmobiliarias y de alquiler; servicios empresariales O Otras actividades sociales y de servicios prestados a la comunidad; servicios personales
SERVICIOS (PÚBLICOS)	L Administración pública, defensa y seguridad social obligatoria M Educación N Actividades sanitarias y veterinarias, servicio social

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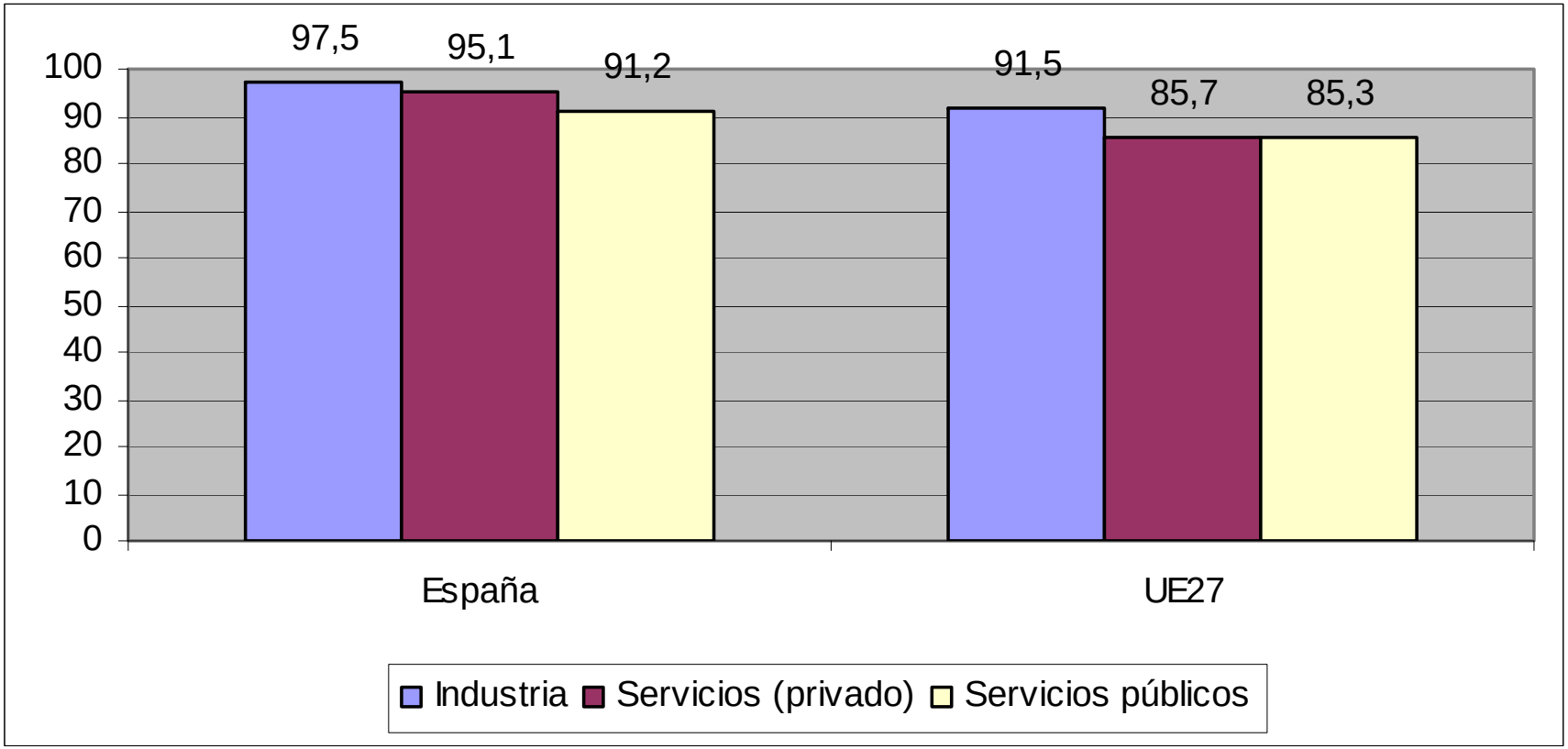
MM161 ¿En su centro de trabajo, se comprueban regularmente los riesgos de seguridad y salud como parte de un plan de evaluación de riesgos u otro similar?

% de establecimientos, España y UE-27



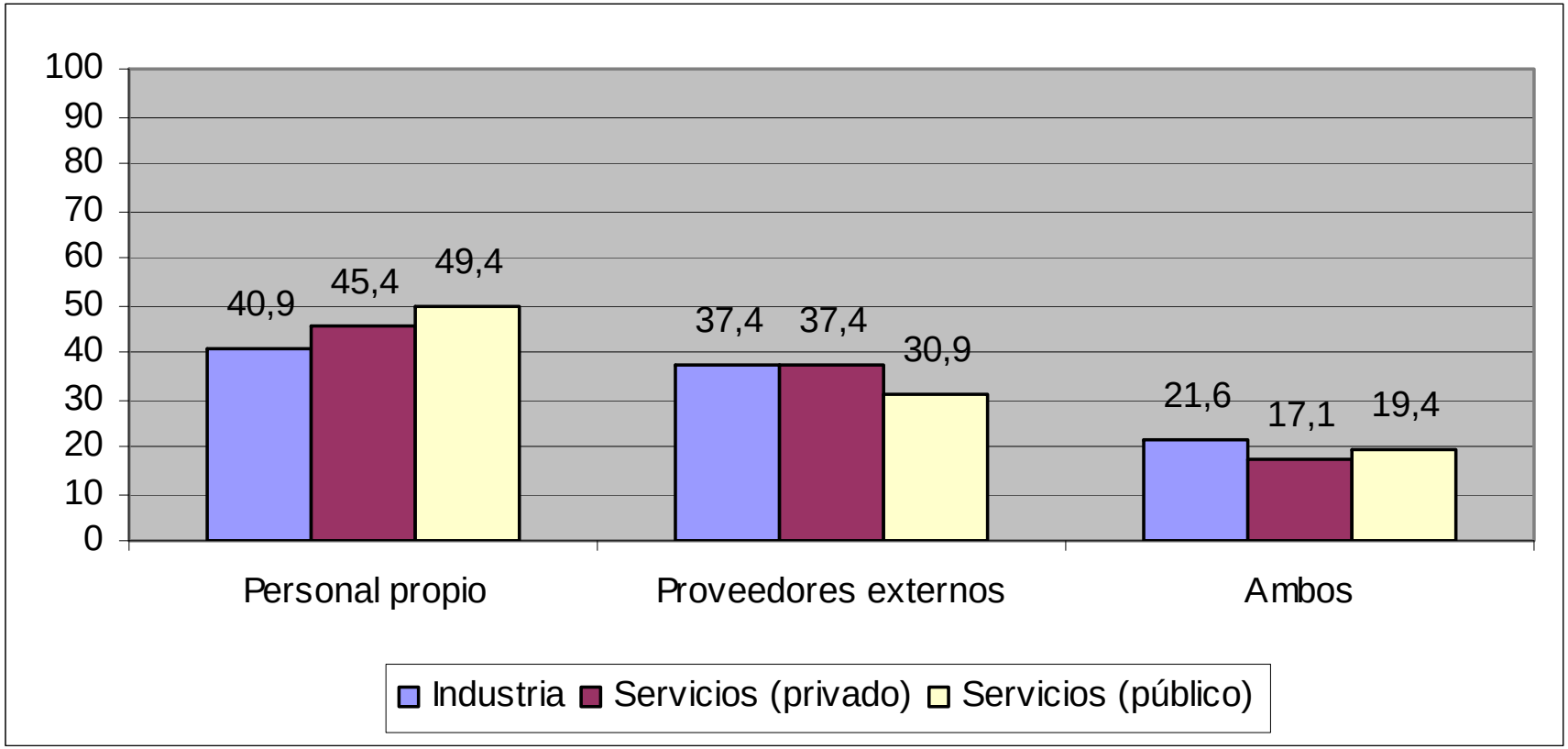
Evaluación de riesgos: advertencias…

- Desde la adopción de la Directiva Marco 89/361, la evaluación de riesgos se ha convertido en un concepto más familiar para la organización de la prevención.
- Los resultados de ESENER son prometedores, **pero** N.B.: se preguntó "¿se comprueban regularmente los riesgos de seguridad y salud como parte de un plan de evaluación de riesgos u otro similar?" para incluir las medidas de detección *informales* que pueden suceder especialmente en micro y pequeñas empresas.
- A pesar de formular la pregunta de forma tan amplia, algunas empresas todavía no evalúan nada: hasta el **16%** del grupo más pequeño de la encuesta (10-19 trabajadores).
- N.B.: esta pregunta **no** da indicaciones sobre la *calidad* de la evaluación o cómo es de *exhaustiva*. Hay que verla en el contexto de todas las demás preguntas de ESENER

MM162 ¿Las evaluaciones de riesgos o los controles de los puestos de trabajo, las realizan su propio personal o suelen contratar proveedores de servicios externos?

http://osha.europa.eu

% de establecimientos, UE-27



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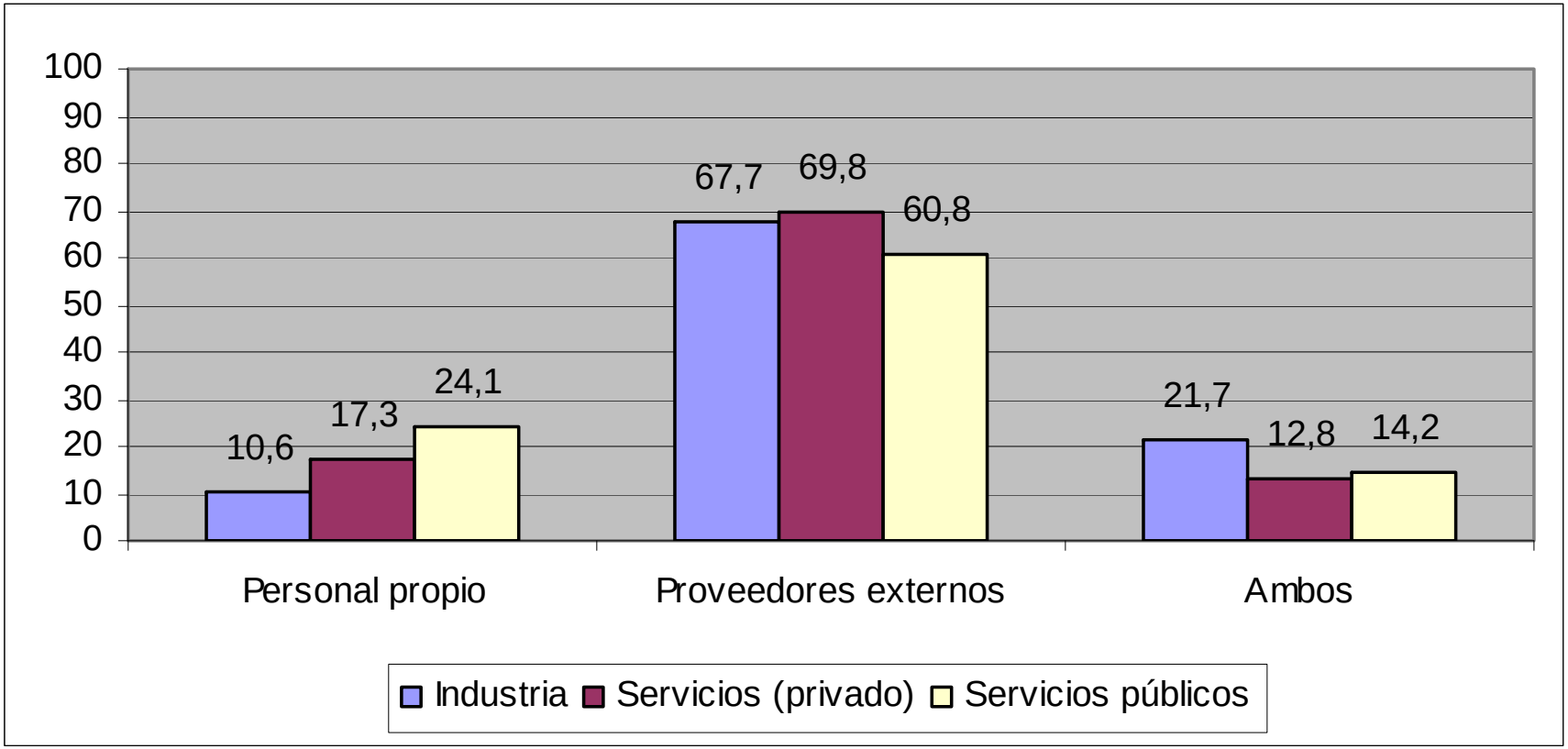
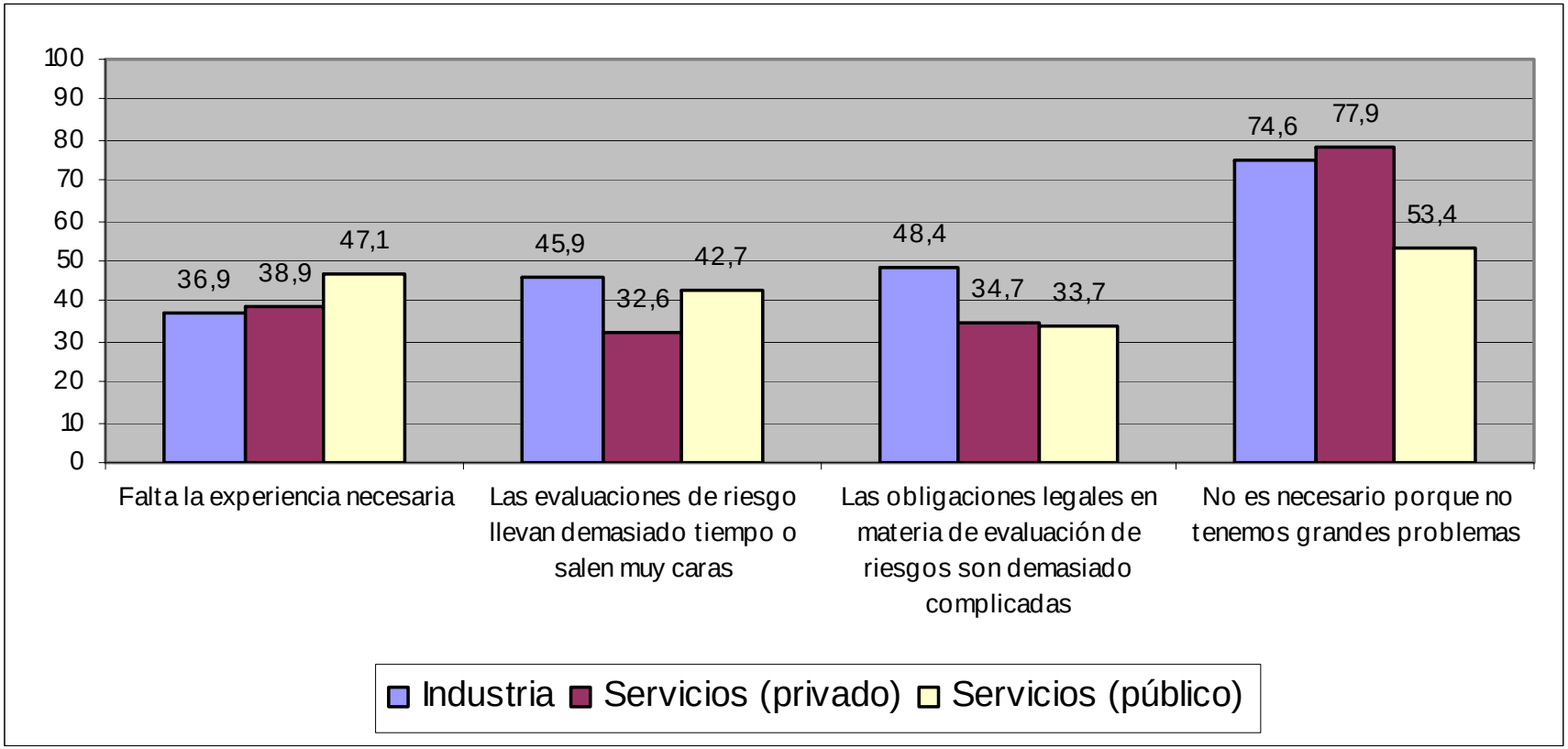
MM162 ¿Las evaluaciones de riesgos o los controles de los puestos de trabajo, las realizan su propio personal o suelen contratar proveedores de servicios externos?

% de establecimientos, España



MM169 ¿Hay alguna razón particular por la que dichos controles **no se realicen** con regularidad? Por favor, dígame cuáles de las siguientes afirmaciones se pueden aplicar a su establecimiento (si hay alguna):

% de establecimientos, UE-27



MM200 Para cada uno de los siguientes temas, por favor, dígame si es una gran preocupación, cierta preocupación o ninguna preocupación en su establecimiento.

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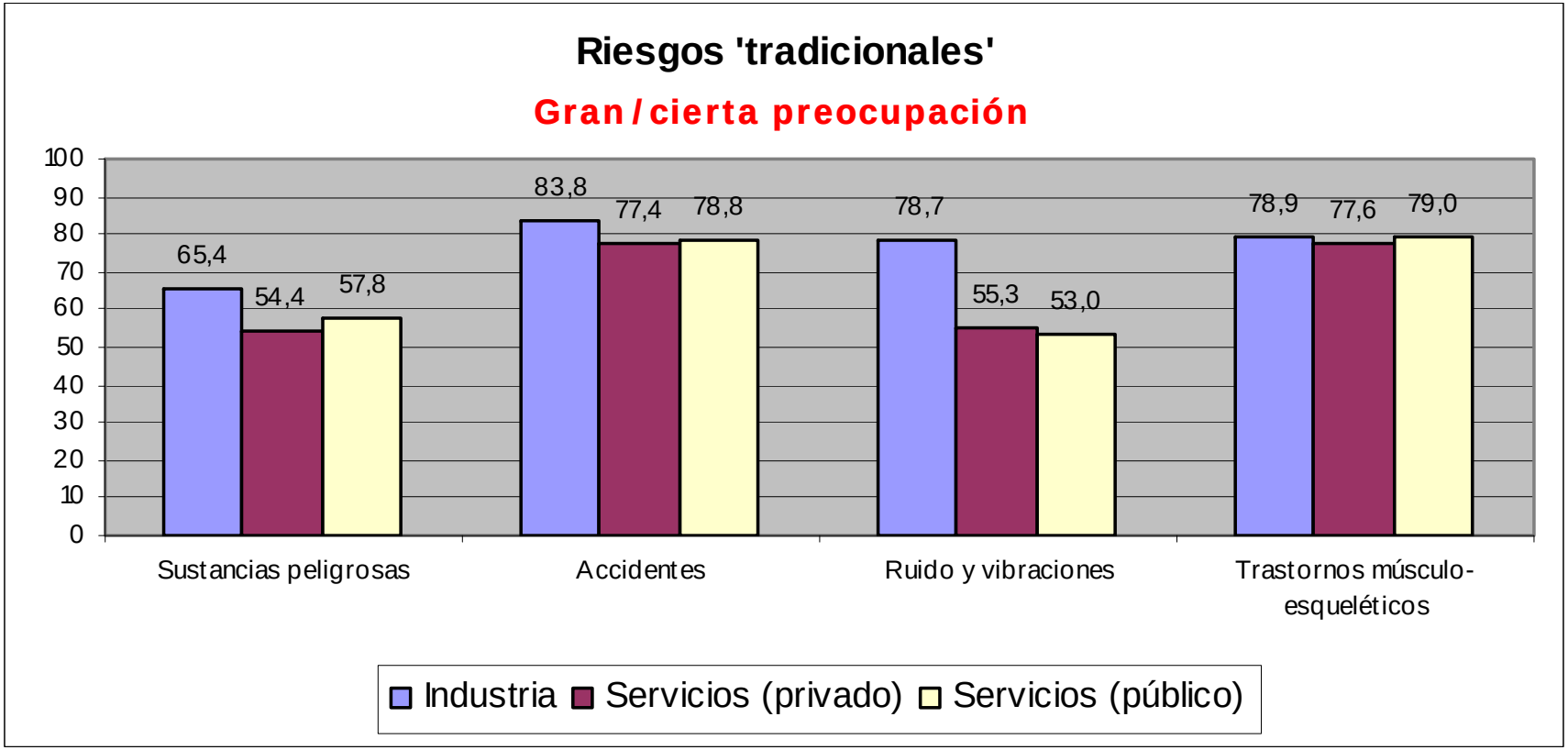
% de establecimientos, UE-27



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MM200 Para cada uno de los siguientes temas, por favor, dígame si es una gran preocupación, cierta preocupación o ninguna preocupación en su establecimiento.

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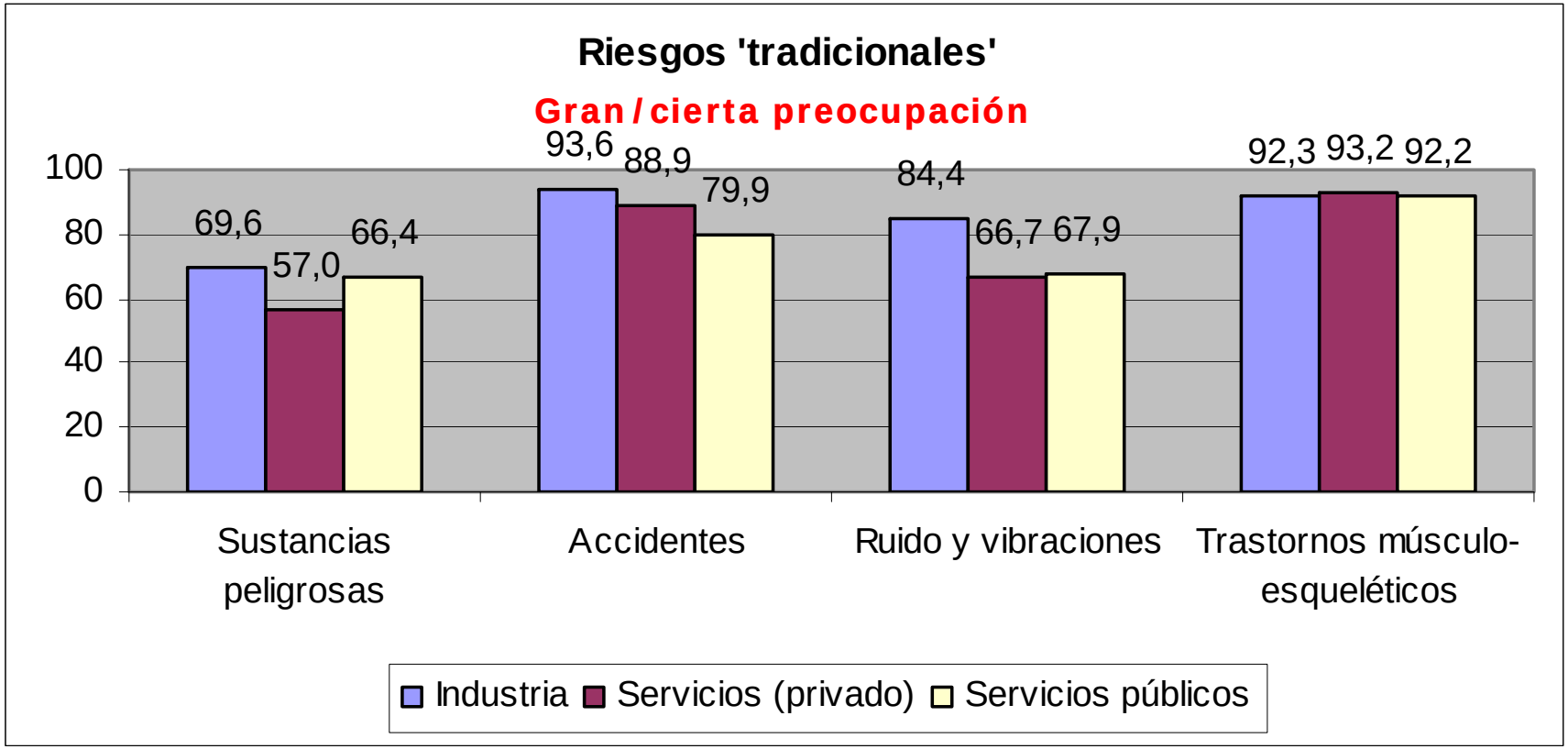
% de establecimientos, España



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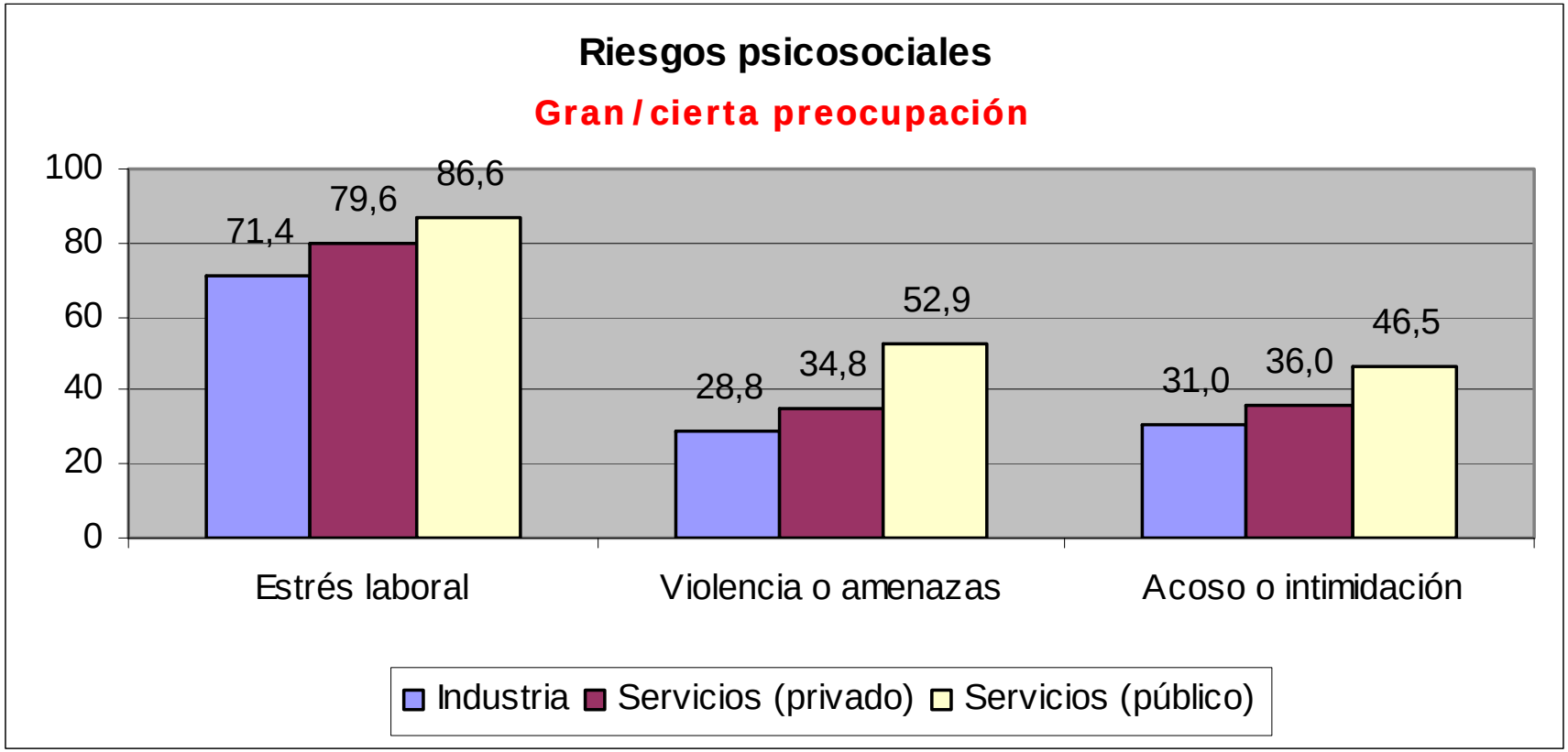
% de establecimientos, UE-27



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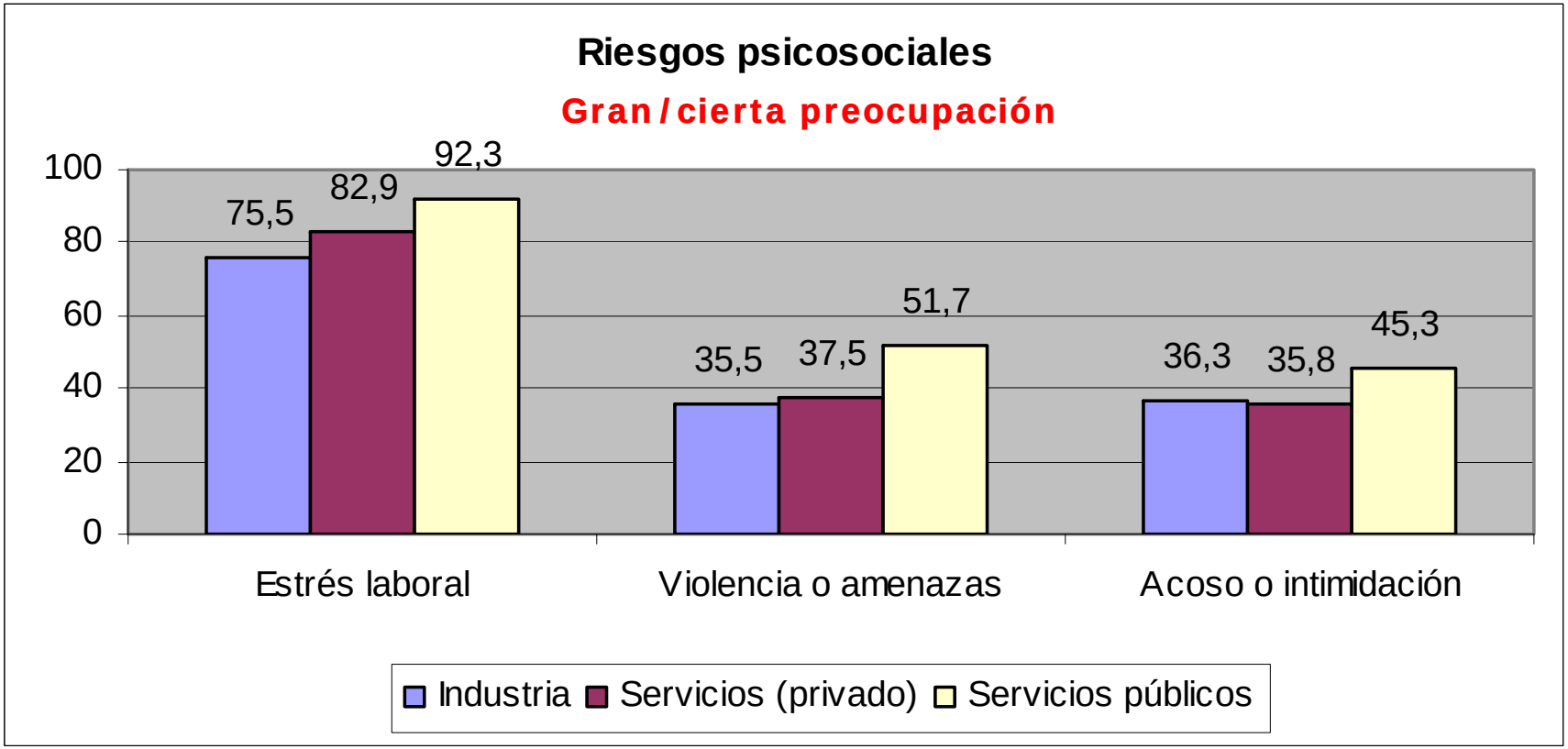
% de establecimientos, España



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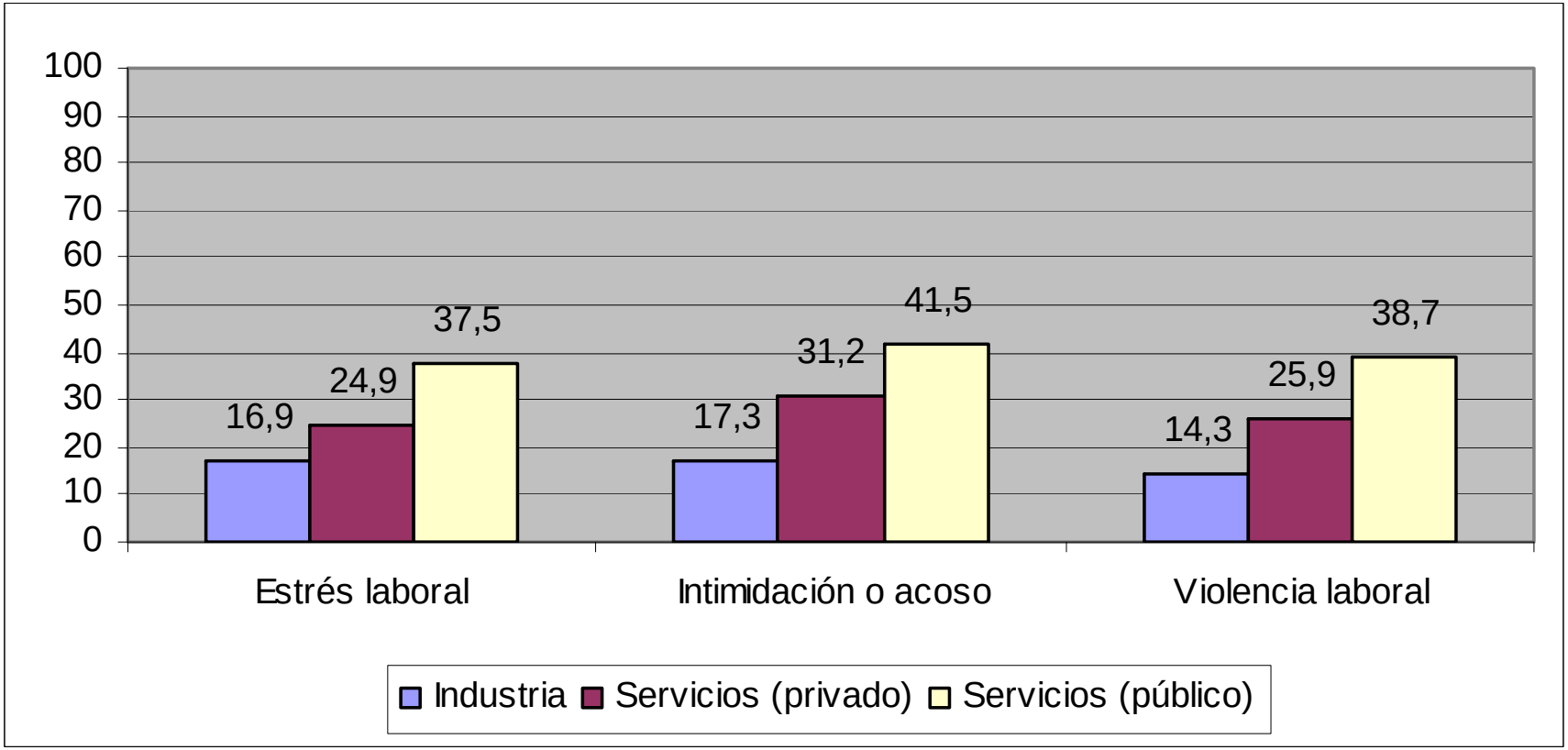
MM250, 251, 252 ¿En su establecimiento hay algún procedimiento para tratar….

http://osha.europa.eu

% de establecimientos, UE-27

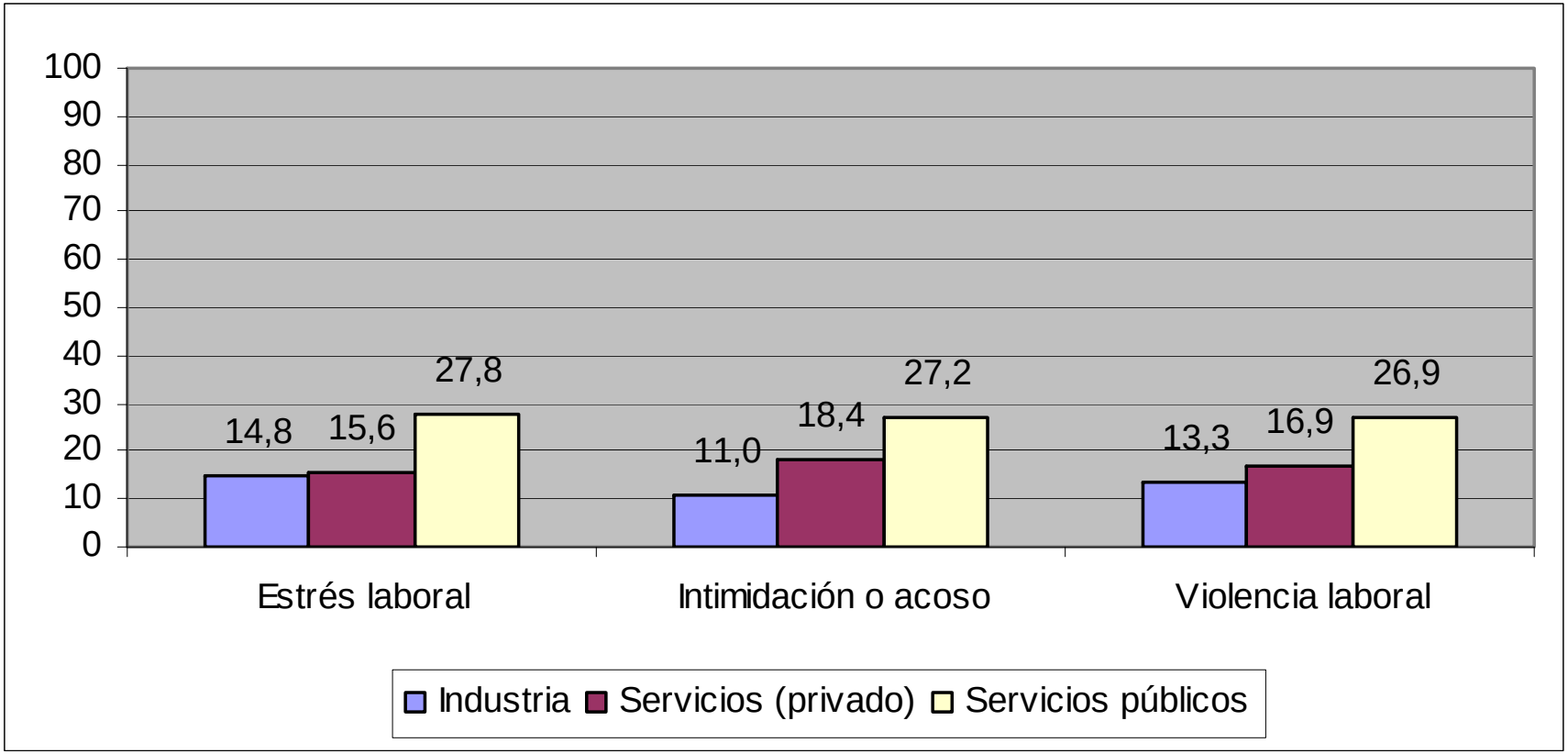


European Agency for Safety and Health at Work

MM250, 251, 252 ¿En su establecimiento hay algún procedimiento para tratar….

http://osha.europa.eu

% de establecimientos, España



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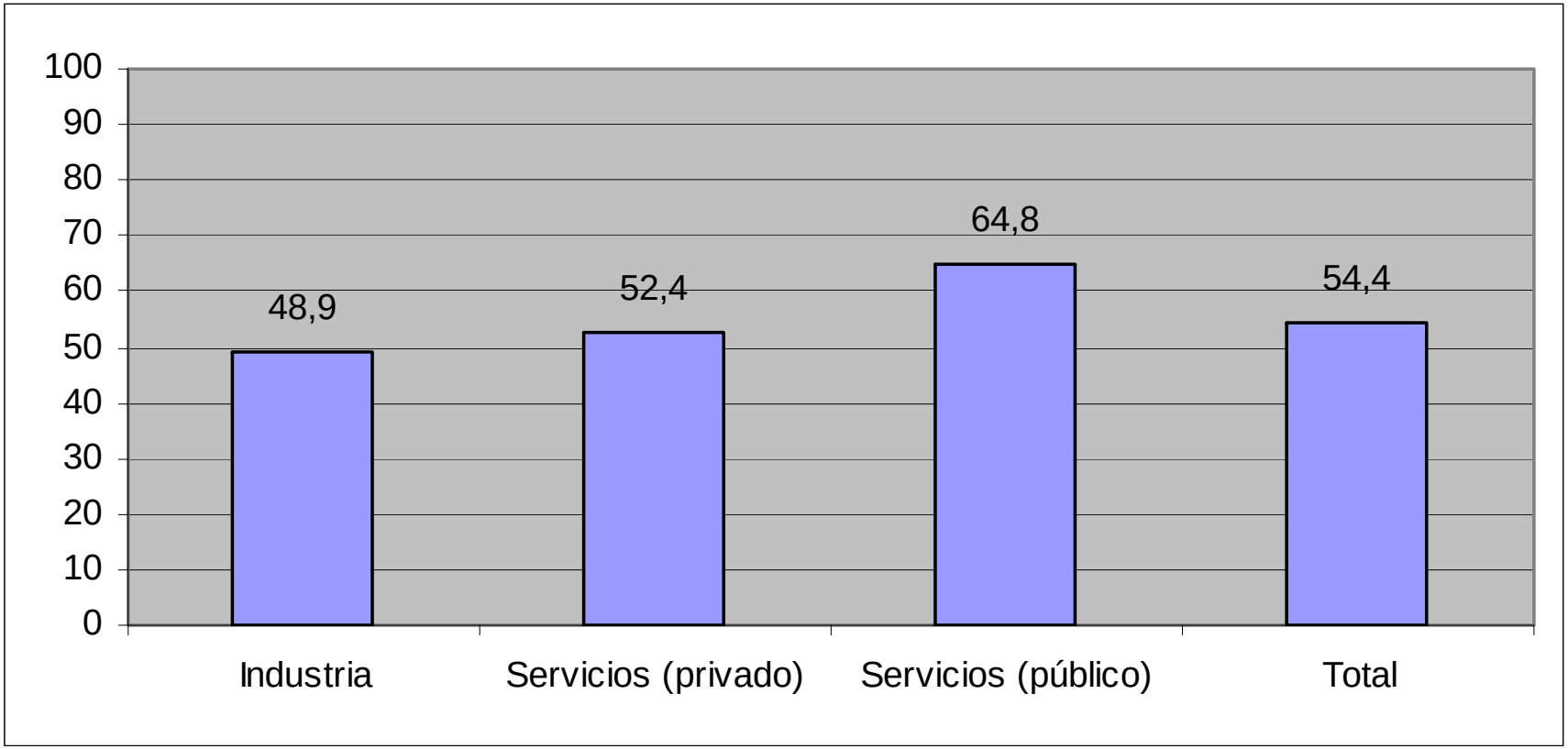
MM266 Cuál es el papel de los trabajadores: ¿han sido consultados sobre las medidas para abordar los riesgos psicosociales?

% de establecimientos, UE-27



Los siguientes pasos

http://osha.europa.eu

- “Briefing” en el Parlamento Europeo
  - 24 Marzo 2010
- Lanzamiento oficial UE: Junio 2010 con la Presidencia española
  - Informe; resúmenes en 22 idiomas
- Herramienta online para visualizar y describir los datos
  - 22 idiomas
- Presentación de resultados en Estados miembros
  - con nuestros Centros de referencia (e.g., INSHT)

European Agency for Safety and Health at Work

Los siguientes pasos: 2010-2011

http://osha.europa.eu

- Análisis secundarios ya encargados por la Agencia
  - Factores asociados con la gestión efectiva de la SST
  - Factores asociados con la participación efectiva de los trabajadores
  - Factores asociados con la gestión efectiva de los riesgos psicosociales
  - Gestión de los riesgos psicosociales: motivadores, barreras, necesidades y medidas tomadas
- Datos disponibles vía UK Data Archive (investigadores)
- Estimular debate sobre los resultados: qué significan, qué debemos hacer

European Agency for Safety and Health at Work

General health and safety management in the establishment (3)

Health and safety risks in the establishment (17)

Management of psychosocial risks in the establishment (12)

Barriers for psychosocial risk management and existing support (3)

Formal employee representation in OSH issues (5)

Manage portlets

ESENER survey results 2009

by Patrick Gerken — last modified 26.11.2009 10:02

View selected results from ESENER 2009 using the categories in the column on the left and the drop-down list of questions (numbers in brackets indicate the number of questions under that category). Results for each question are shown using a map with all participating countries (move your mouse over the countries to see the values) and also as a bar-chart. By clicking on the links below the chart, you can choose to see the results broken down by size of establishment or by sector type and you can also download the figures as an Excel file.

This tool presents results from those questions that were asked to all of the health and safety managers that were interviewed. Many other questions were asked to some of the respondents only (i.e. 'filtered questions', which depend on answers to preceding questions), so that a straightforward comparison of results by country is not possible. Similarly, the fact that more interviews with health and safety representatives could be carried out in some countries than others means that the results cannot be presented using this tool. You can see all of the questions that were asked as part of ESENER by downloading the English master or any of the 41 national versions of the questionnaires.

[http://osha.europa.eu/en/riskobservatory/enterprise-survey/documents]

Manage portlets

General health and safety management in the establishment (34)
Health and safety risks in the establishment (17)
Management of psychosocial risks in the establishment (12)
Barriers for psychosocial risk management and existing support (3)
Formal employee representation in OSH issues (5)
Manage portlets

MM1501 What health and safety services do you use, be it in-house or contracted externally? An occupational health doctor
MM1502 What health and safety services do you use, be it in-house or contracted externally? A safety expert
MM1503 What health and safety services do you use, be it in-house or contracted externally? A psychologist
MM1504 What health and safety services do you use, be it in-house or contracted externally? An ergonomics expert, dealing with the set up of the workstation
MM1505 What health and safety services do you use, be it in-house or contracted externally? A general health and safety consultancy
MM152 Does your establishment routinely analyse the causes of sickness absence?
MM153 Do you take measures to support employees? return to work following a long-term sickness absence?
MM154 Is the health of employees monitored through regular medical examinations?
MM155 Is there a documented policy, established management system or action plan on health and safety in your establishment?
MM158 Are health and safety issues raised in high level management meetings regularly, occasionally or practically never?
MM159 Overall, how would you rate the degree of involvement of the line managers and supervisors in the management of health and safety? Is it very high, quite high, quite low or very low?
MM161 Are workplaces in your establishment regularly checked for safety and health as part of a risk assessment or similar measure?
MM170 Has the {labour inspectorate}* visited this workplace in the last 3 years in order to check health and safety conditions?
MM1711 In your establishment, how important are the following reasons for addressing health and safety? For each one, please tell me whether it is a major reason, a minor reason or not a reason at all. Fulfillment of legal obligation
MM1712 In your establishment, how important are the following reasons for addressing health and safety? For each one, please tell me whether it is a major reason, a minor reason or not a reason at all. Requests from employees or their representatives
MM1713 In your establishment, how important are the following reasons for addressing health and safety? For each one, please tell me whether it is a major reason, a minor reason or not a reason at all. Staff retention and absence management
MM1714 In your establishment, how important are the following reasons for addressing health and safety? For each one, please tell me whether it is a major reason, a minor reason or not a reason at all. Economic or performance-related reasons
MM1715 In your establishment, how important are the following reasons for addressing health and safety? For each one, please tell me whether it is a major reason, a minor reason or not a reason at all. Requirements from clients or concern about the organisation?s reputation
MM1716 In your establishment, how important are the following reasons for addressing health and safety? For each one, please tell me whether it is a major reason, a minor reason or not a reason at all. Pressure from the {labour inspectorate}*
MM1721 In your establishment, what are the main difficulties in dealing with health and safety? Please tell me for each of the following whether it is a major difficulty, a minor difficulty, or not a difficulty at all. A lack of resources such as time, staff or money
MM1722 In your establishment, what are the main difficulties in dealing with health and safety? Please tell me for each of the following whether it is a major difficulty, a minor difficulty, or not a difficulty at all. A lack of awareness
MM1723 In your establishment, what are the main difficulties in dealing with health and safety? Please tell me for each of the following whether it is a major difficulty, a minor difficulty, or not a difficulty at all. A lack of expertise
MM1724 In your establishment, what are the main difficulties in dealing with health and safety? Please tell me for each of the following whether it is a major difficulty, a minor difficulty, or not a difficulty at all. A lack of technical support or guidance
MM1725 In your establishment, what are the main difficulties in dealing with health and safety? Please tell me for each of the following whether it is a major difficulty, a minor difficulty, or not a difficulty at all. The culture within the establishment
MM1726 In your establishment, what are the main difficulties in dealing with health and safety? Please tell me for each of the following whether it is a major difficulty, a minor difficulty, or not a difficulty at all. The sensitivity of the issue
MM1731 Have you used health and safety information from any of the following bodies or institutions? Official institutes for health and safety at work
MM1732 Have you used health and safety information from any of the following bodies or institutions? The European Agency for safety and health at work
MM1733 Have you used health and safety information from any of the following bodies or institutions? In-house health and safety services
MM1734 Have you used health and safety information from any of the following bodies or institutions? The {labour inspectorate}*
MM1735 Have you used health and safety information from any of the following bodies or institutions? Employers? organisations
MM1736 Have you used health and safety information from any of the following bodies or institutions? Trade unions
MM1737 Have you used health and safety information from any of the following bodies or institutions? Contracted health and safety experts
MM1738 Have you used health and safety information from any of the following bodies or institutions? Insurance providers
MM175 Are you aware of the European Week for safety and health at work?

ber of questions under that
a bar-chart. By clicking on the links
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ndents only (i.e. 'filtered questions', which
epresentatives could be carried out in some
r or any of the 41 national versions of the

ESENER survey results 2009 — OSHA — European Agency for Safety and Health at Work - Mozilla Firefox

http://test.osha.europa.eu/sub/esener/en/front-page/121?group_by=size_5

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Manage portlets

Anticipating change European Risk Observatory

English

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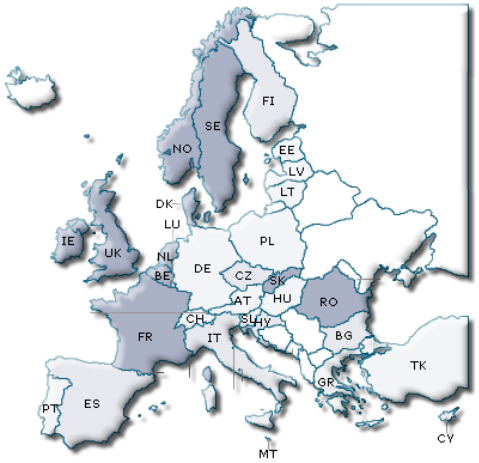
Manage portlets

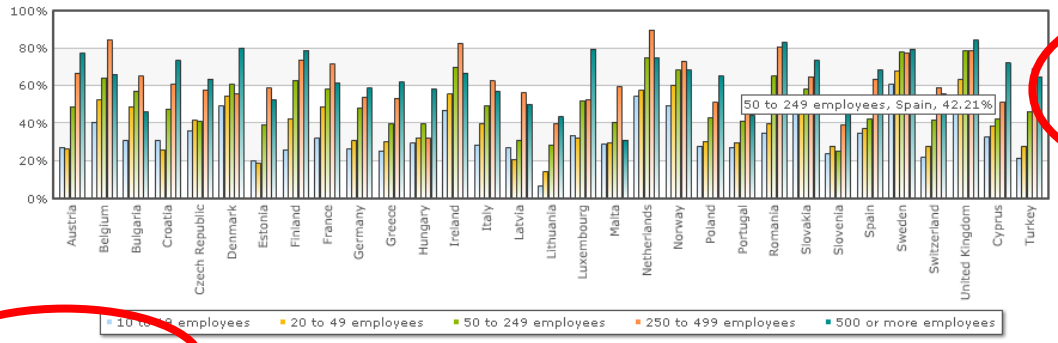
Go Back

Are health and safety issues raised in high level management meetings regularly, occasionally or practically never?



Regularly
31.70 %
40.81 %
100 %

Block



Ungrouped
Company Size
Sector Type

Download as Excel

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Gracias por su atención

Agencia Europea para la Seguridad y la Salud en el Trabajo

http://osha.europa.eu

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