



# **OSH BAROMETER**

## **Belgium**

### Country Report

## Belgium Country Report Index

This document contains the OSH Barometer Country Report Summary of Belgium

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## Introduction General information

The **development and provision of the OSH BAROMETER — Status of Occupational Safety and Health in Europe** is a long-term activity of the European Commission's Directorate-General for Employment, Social Affairs and Inclusion (**DG Employment, Social Affairs and Inclusion**) and the European Agency for Safety and Health at Work (**EU-OSHA**). It aims to provide up-to-date online information for all interested parties and stakeholders about the status of OSH in the European Union.

The overall objective of this activity is to design and develop a reliable and stable information system on OSH in Europe, based on data from the relevant national and European data providers. From 2016 to 2018, two contractors of DG Employment, Social Affairs and Inclusion (Kooperationsstelle Hamburg IFE and Eurogip) developed the structure of the system, collected data for a selected number of indicators and assessed their reliability.

EU-OSHA will contribute to the establishment and maintenance of the **OSH BAROMETER** by designing and running the data visualisation tool, ensuring data quality in cooperation with key data providers and stakeholders, and feeding in the quantitative and qualitative data in close collaboration with EU institutions and Member State Contact Points. As part of its activity '**EU OSH INFO System**', EU-OSHA will publish an analytical report, based on the collected data, every 3 years.

The **OSH BAROMETER** uses the following data sources:

- Eurostat: data on economy, sectors, population, and employment
- Eurostat: Labour Force Survey (LFS), particularly the ad hoc module from 2013: 'Accidents at work and other work-related health problems'
- Eurostat: European Union Survey on Income and Living Conditions (EU-SILC)
- Eurofound: European Working Conditions Survey (EWCS)
- EU-OSHA: European Survey of Enterprises' New and Emerging Risks (ESENER) 2014
- European Commission, DG Employment, Social Affairs and Inclusion: several reports and studies
- Senior Labour Inspectors Committee (SLIC): non-confidential country evaluations
- National contact points in Member States: national data and descriptions
- EU-OSHA focal points/EU-OSHA: descriptions of the national OSH Systems in OSHwiki
- comprehensive reports from national or European sources

This methodology contains a compilation of all references and data sources that were used to provide texts, diagrams and tables, and in some cases additional explanations.

In most cases we provide the following data:

- the indicator and diagram/table/description title
- a short description of the data evaluation and visualisation approach
- exact source with name and link
- the period of reference (year/period) and the last update
- the coverage of Member States and other countries
- filter options or selection criteria of the source
- the measuring unit
- any calculation that EU-OSHA performed based on the original data
- visualisation basics
- other useful explanations and additional comments

## Generic information OSH authorities

This indicator is an overview of OSH authorities and relevant OSH institutions in the different Member States and at EU level.

For further information refer to Methodology



### Belgium

#### OSH authority

##### **Federal Public Service Employment, Labour and Social Dialogue**

See more in its website and in OSHwiki

Occupational safety and health (OSH) is a matter within the competence of the Federal Public Service Employment, Labour and Social Dialogue. The main executive agencies are the Directorate-General for the Humanisation of Work (DG Humanisation du travail — DGHT) and the Directorate-General for the Control of Well-Being at Work (DG Contrôle du bien-être au travail). The Federal Public Service is the responsible administrative body, led by the Federal Minister for Work

##### **Directorate-General for Control of Well-Being at Work (inspection services)**

See more in its website and in OSHwiki

The Directorate-General for the Control of Well-Being at Work is organised into three main divisions: (1) a division for regional control, with eight regional directorates; (2) a division for chemical risk control, with three directorates — one for the prevention of major accidents, one for control policies and one for industrial toxicology; and (3) a division for knowledge management. It covers all topics as defined by the law for well-being at work.

The task of the inspection services is to help reduce accidents and health problems in businesses and public services, based on the regulations. They ensure that the rules are adhered to and have an advisory, preventive and repressive role. Another of its tasks is indicating all the loopholes in the legislation and helping the authorities to close these.

### **Directorate-General for the Humanisation of Work**

See more in its website and in OSHwiki

The Directorate-General for the Humanisation of Work is organised into three divisions: (1) a division for the preparation of legislation; (2) a division for the promotion of well-being at work; and (3) a division for social consultation.

The division for the preparation of legislation draws up the accepted norms regarding well-being on the shop floor and interprets and evaluates these accepted norms. It also deals with the preparation of these accepted norms at European and international levels and the incorporation of the European and international norms into Belgian law.

The division for promoting well-being at work arranges promotion activities and information regarding well-being at work at an international level and a Belgian level. It develops action programmes on the distribution and use of 'good practices' and networks to exchange information on well-being at work.

With a view to reaching small businesses more effectively, provincial committees promote work in each province. These committees are tripartite committees that consist of representatives of employers, employees and the administration, of which the governors of the provinces are presidents. They carry out regional information campaigns controlled by the Directorate-General for the Humanisation of Work.

The division for social consultation on well-being at work organises social consultation, among other things, on the level of accepted norms regarding well-being at work. It also manages the procedures for recognition and approval of the external stakeholders involved in well-being at work.

## **Compensation and insurance body**

### **Belgian Social Insurance for Occupational Risks**

See more in its website and in OSHwiki

Industrial accident insurance is in the hands of private insurers. This system is an important aspect of social security, given that it is compulsory for each employer. Accident insurance is compulsory for employers in the private sectors, trainees and people in apprenticeships. The self-employed are exempt from the compulsory system. There are special regulations that exist for the public sector.

Most insurance institutions have set up a prevention service; its task is to stimulate the prevention of industrial accidents in affiliated businesses. The activities of these prevention services are threefold: providing assistance in the working out and application of a prevention policy in the affiliated businesses; studying and analysing industrial accidents; studying and assessing risks; and taking action in the areas of information, training and promotion aimed at employees and employers.

Assuralia is the professional association of insurance companies and represents the Belgian and foreign insurance companies operating in the Belgian market.

### **Federal Agency for Occupational Risks (Fedris)**

See more in its website and in OSHwiki

The remuneration of occupational illnesses is in the hands of Fedris, the former Occupational Illness Fund (Fonds des Maladies Professionnelles). This is a state-controlled institution, managed by a management committee on which the social partners are represented. Fedris forms a part of social security, which means that employers are obliged to spend a certain percentage of the total amount of wages on financing Fedris. Fedris is under the guardianship of the Federal Public Service Social Security.

Since January 2017, the former Occupational Illness Fund and the former Accidents at Work Fund were merged to create a new institution called Fedris.

The insurance premiums are related to the compensation paid to the victims of industrial accidents that have taken place in recent years and are therefore also related to the frequency of accidents in the company.

## **Prevention institute**

### **Constructiv**

See more in its website and in OSHwiki

Constructiv is a private service organisation for the construction industry. It is jointly managed by employers and construction workers. It provides information, advice and assistance on the prevention of occupational accidents and illnesses for employers and employees in this sector

### **Prevent**

See more in its website and in OSHwiki

Prevent is a multidisciplinary and private institute that promotes the quality of working conditions. The institute is active in research, and supports, advises and informs companies and institutions, insurance companies, external prevention services, professional associations, social partners, authorities and other stakeholders in society.

### **Provinciaal Veiligheidsinstituut Antwerpen (PVI)**

See more in its website and in OSHwiki

PVI is a public institution funded by the Province of Antwerp. The institute provides information and guidance concerning prevention, protection and well-being at work and in the private sphere.

### **Prevention and Interim (PI)**

See more in its website and in OSHwiki

For the sector of temporary employment agencies, a central prevention service, PI (Service Central de Prévention pour le Secteur du Travail Intérimaire, Prévention et Interim), was created in 1998 by a national collective agreement. It is jointly managed by the employers' organisation Federgon and the unions representing employees in the sector of temporary employment agencies. The goal of this non-profit OHS service is to reduce the number of working accidents in the sector by increasing the number of prevention campaigns and health and safety investigations carried out in the sector.

## Standardisation body

### **NBN (Bureau de Normalisation)**

See more in its website and in OSHwiki

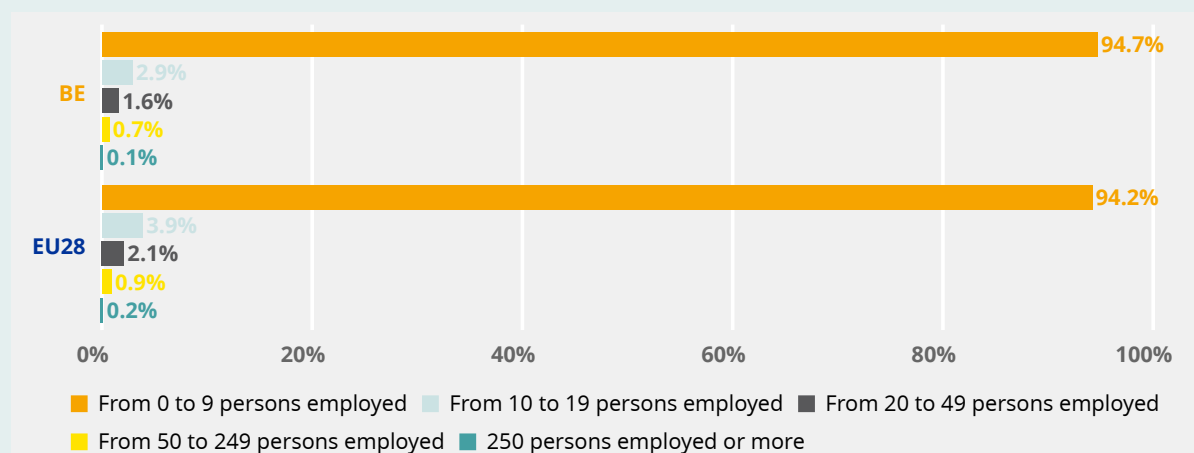
The NBN is the Belgian organisation responsible for the development and publication of standards in Belgium. It is a semi-governmental institution with juridical responsibility. The NBN represents Belgium at European level as a member of the European Committee for Standardisation (CEN) and at a global level as a member of the International Organisation for Standardisation (ISO).

## Generic information Economic and sector profile

The indicator 'Economic and sector profile' displays relevant data on the economy and sectoral structure of the EU and its Member States, e.g. percentages of company size, employment per sector and information on gross domestic product. Note: Not all data is available for every country.

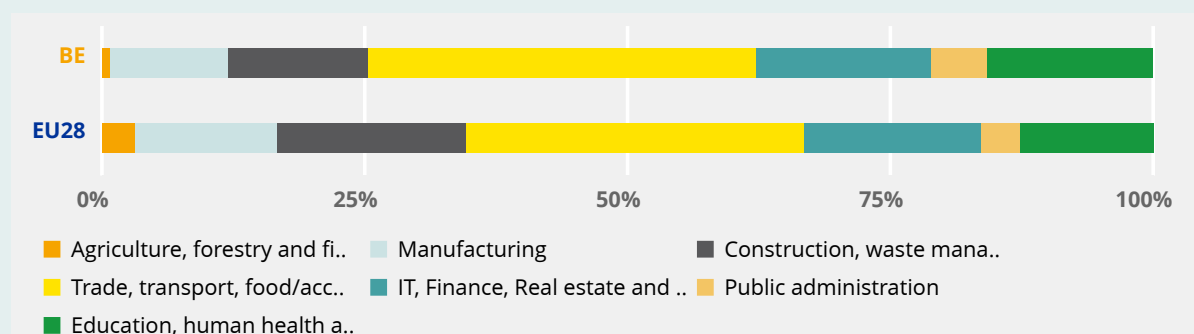
Source: EUROSTAT. For further information refer to Methodology

### Company size



Sector	Country	Value (%)	Country	Value (%)
From 0 to 9 persons employed	BE	94.7	EU28	94.2
From 10 to 19 persons employed	BE	2.9	EU28	3.9
From 20 to 49 persons employed	BE	1.6	EU28	2.1
From 50 to 249 persons employed	BE	0.7	EU28	0.9
250 persons employed or more	BE	0.1	EU28	0.2

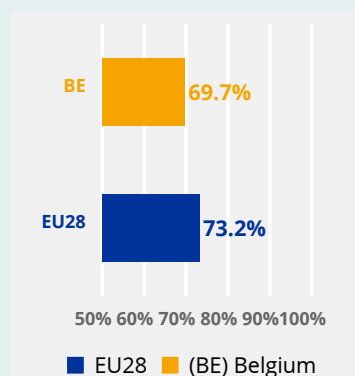
### Employment per sector



Sector	Country	Value (%)	Country	Value (%)
Agriculture, forestry and fishing	BE	0.8	EU28	3.2
Manufacturing	BE	11.3	EU28	13.5
Construction, waste management, water and electricity supply	BE	13.3	EU28	18
Trade, transport, food/accommodation and recreation activities	BE	36.8	EU28	32.1
IT, Finance, Real estate and other technical scientific or personal service activities	BE	16.7	EU28	16.9
Public administration	BE	5.3	EU28	3.7
Education, human health and social work activities	BE	15.8	EU28	12.7

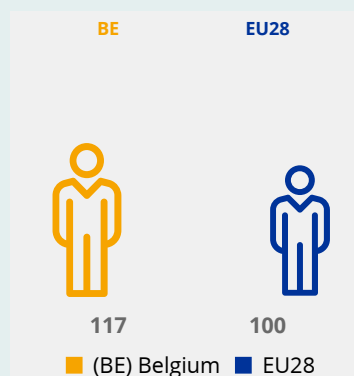


## Employment rate



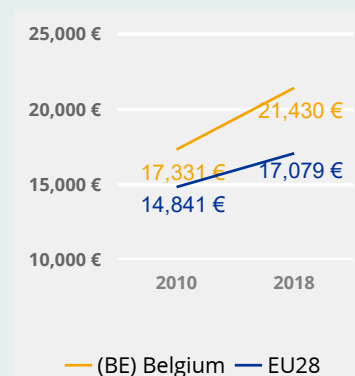
Country	Value (%)
EU28	73.2
(BE) Belgium	69.7

## GDP per capita in relation to EU28 average



Country	Value (%)
(BE) Belgium	117
EU28	100

## Income per capita



Country	Year	Income
(BE) Belgium	2010	17331
(BE) Belgium	2018	21430
EU28	2010	14841
EU28	2018	17079

## Generic information Workforce profile

This indicator includes a few key data on ageing workers and the workforce: median age, employment rate of different age groups, total and sex.

Source: EUROSTAT. For further information refer to Methodology

	Median age of population:	Employment rate (55 - 64):	Employment rate (female):	Employment rate (male):	Employment rate (total):	Unemployment rate:
<b>EU28</b>	<b>43.3 years</b>	<b>58.7 %</b>	<b>67.4 %</b>	<b>79 %</b>	<b>73.2 %</b>	<b>6.8 %</b>
<b>BE</b>	<b>41.7 years</b>	<b>50.3 %</b>	<b>65.5 %</b>	<b>73.9 %</b>	<b>69.7 %</b>	<b>6 %</b>

## Steering of OSH National strategies

National strategies are well known as a policy instrument to enhance the effectiveness of an OSH system through the collaborative and smart use of resources. They include approaches such as priority setting, prior action defining and action plans. You will find here a short harmonised description of current national strategies based on the full mapping report of EU-OSHA on national strategies (December 2017) plus later updates as received from Member States.

For further information refer to Methodology



### Belgium

#### Structure of each National strategy

##### Basic information

French document: **La stratégie nationale belge Bien-être au travail 2016-2020**

**proposée par le Ministre de l'Emploi : Objectifs stratégiques et opérationnels**

English document: **The Belgian National strategy for Wellbeing at Work 2016-2020**

Former strategies: **National strategy for Well-Being at Work 2008-2012**

##### Background

Main reasons for the strategy:

Quote:

- The right to work is a human right. This right means that every worker is entitled to a healthy and safe working environment. The promotion of wellbeing at work in all its aspects is primordial for protecting workers, for preserving their health and for ensuring they are motivated when doing their job.
- The promotion of the wellbeing of workers offers added value to every individual company. Unhealthy and unsafe working conditions reduce productivity, which ultimately results in dismissals, closures and bankruptcies. Poor working conditions are also a form of unfair competition between businesses. And so, a lack of wellbeing at work is also a social-economic injustice.
- Insufficient attention to wellbeing at work inevitably causes an increase in occupational health problems, which in turn has an impact on the expenditure of social security and social protection systems and so on the community as a whole. On the other hand, the promotion of wellbeing at work contributes to improving public health and the availability of workers in companies. As a result, the productivity and the competitiveness of companies is improved. This also has favourable consequences for the prosperity of our society as a whole.
- A global approach to workers' wellbeing does not end at the entrance to the plant: a healthy employee works better but vice versa healthy and safe working conditions will also improve overall health. As a result, several levels of authority are involved in the implementation of this global plan: the federal Minister for Employment, as well as the federal Minister of Social Affairs and Public Health, the Communities and the Regions. Consultation on various levels will thus be necessary, depending on the proposed actions.

##### Characteristics and objectives

The main objectives are incorporated in this strategy, starting from four strategic axes and thirteen operational objectives. The four strategic objectives are:

1. Safe and healthy
2. Strengthening participation in the labour market
3. Strengthening prevention
4. Strengthening the prevention culture

## Details and activity

### Axis description

1. Safe and healthy work
  - Continuous prevention of occupational accidents
  - Continuous prevention of health problems caused by work
  - Preventing or minimising new and emerging risks
2. Strengthening participation in the labour market
  - Sustainable work for all workers
  - The re-integration of disabled workers
  - Preventing or minimising new and emerging risks
3. Strengthening prevention
  - Stressing the employer's responsibility for prevention policy, especially in SMEs
  - Integration of wellbeing at work in the company's management
  - Optimising the functioning of prevention services
  - Optimisation of social dialogue
  - Optimising the functioning of the labour inspection services
  - Access to the available data on exposure
  - Qualitative regulations
4. Strengthening the prevention culture
  - The integration of wellbeing at work in all government domains

### Actions taken in 2016 and priorities and actions for 2017

The High Council for Prevention and Protection at Work is asked to develop a specific action programme, in cooperation with the Directorates General for the Supervision of Wellbeing at Work and the Humanisation of Work.

#### Actions

1. Monitoring of the new tariff scheme for the services of external services for prevention and protection at work
2. Examining the tasks of prevention counsellors.  
*This action contributes to achieving operational objective no. 8 – Optimising the functioning of the prevention services.*
3. The re-integration of disabled workers.  
*This action contributes to achieving operational objective no. 5 – Re-integration of disabled workers.*
4. Exposure to chemical agents:  
Supplementing the Royal Decree on carcinogens and mutagens with reproductive toxicants.  
Refining the existing legal framework for the protection of workers against asbestos  
Monitoring the evolutions in relation to the establishment of binding thresholds values on the European and national level and paying attention to nanotechnology.  
*This action contributes to achieving operational objectives no. 2 - The continuous prevention of health problems caused by work, and no. 3. - Preventing or minimising new and emerging risks.*
5. Psychosocial risks (PSRs) and musculoskeletal disorders (MSDs)  
MSD:  
Dissemination of the available tools  
Raising the awareness of all the stakeholders.  
PSR:  
Raising awareness and making available tools to employers, employees and prevention services.  
Mapping the psychosocial risks in the age group of 25 to 45 years in a study and looking for possible solutions  
*This action contributes to achieving operational objectives no. 2 - The continuous prevention of health problems caused by work, and no. 4. - Sustainable work for everyone*
6. Developing and promoting tools for SMEs  
Developing further OiRA tools (Online interactive risk assessment tool)  
Developing more specific solutions and implementing actions for existing tools (SOBANE, Déparis)

*This action contributes to achieving operational objective no. 6. - Emphasising the employer's responsibility for the prevention policy, especially in SMEs.*

7. The integration of wellbeing at work in education and training programmes

Management programmes should pay more attention to wellbeing at work.

Better embedding wellbeing at work in education

Examining how the Royal Decree of 3 May 1999 about the protection of young people can be adapted to take better account of the reality of young people who receive part of their training on the workforce.

*This action contributes to achieving operational objective no. 4. - Sustainable work for all workers, and no. 7 - The integration of wellbeing at work in management.*

8. Data mining

The project about the optimum collection of data and access to these data will be continued.

*This action contributes to achieving operational objective no. 11 - Better access to the available exposure data*

9. Optimising the inspection for the surveillance of wellbeing at work

Strengthening the capacity of inspection services by increasing the number of employees.

Using the available resources more efficiently by conducting targeted sectoral and local inspection campaigns and contribution of European initiatives.

*This action contributes to achieving operational objective no. 10 - Optimising the functioning of the labour inspection services.*

10. Qualitative regulations

Making legislation clearer, more transparent, more efficient and more effective without reducing the level of protection for workers: Revising the legislation on control physicians

*This action contributes to achieving operational objective no. 12. - Qualitative Regulations.*

### Actors and stakeholders

The Federal Minister for Employment, as well as the federal Minister of Social Affairs and Public Health, the Communities and the Regions authority are involved in the implementation of the strategy.

The strategy is based on thorough consultation with the main stakeholders, especially the social partners, professional associations and other stakeholders in the platform of the High Council for Prevention and Protection at Work (Hoge Raad voor Preventie en Bescherming op het Werk). other stakeholders in the platform of the High Council for Prevention and Protection at Work (Hoge Raad voor Preventie en Bescherming op het Werk).

### Resources and timeframe

Budget: No information detected

Staff

Years 2016-2020

### Evaluation

Evaluation

The evaluation is not carried out at regular intervals.

The former strategy was evaluated, the reports and special evaluations are available here.

Ex ante indicators for the years 2012 to 2020

Indicators are described in the evaluation report for each axis.

### Relation to EU Strategic Framework

There are relations to all aspects of the European Strategic Framework. The main objectives of the community strategy are incorporated in this strategy, starting from four strategic axes and fifteen operational objectives.

## Response of national strategies to EU challenges

### Implementation record

#### Axis:

- Safe and healthy work.

#### Operational Objectives:

- Continuous prevention of occupational accidents.
- Continuous prevention of health problems caused by work.
- Preventing or minimising new and emerging risks.

#### Activity:

- Developing and promoting tools for SMEs.

### Prevention of work-related diseases

#### Axis:

- Safe and healthy work.

#### Operational Objective:

- Preventing or minimising new and emerging risks.

#### Activity:

- Exposure to chemical agents.

### Tackling demographic change

#### Axis:

- Strengthening participation in the labour market.

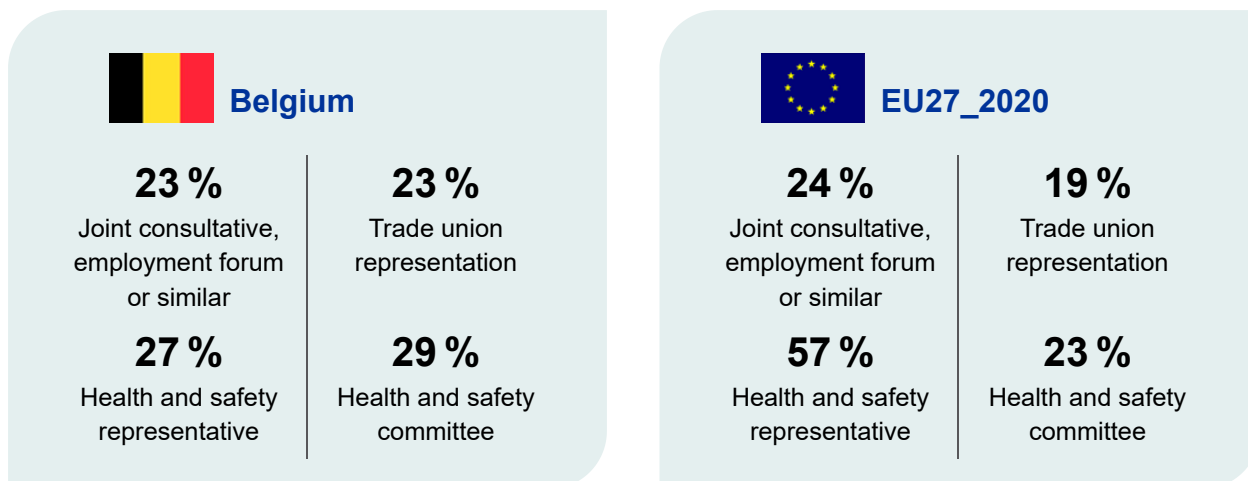
#### Operational Objectives:

- Sustainable work for all workers.
- The re-integration of disabled workers.

## Steering of OSH Social dialogue

This indicator consists of text-based descriptions of the social dialogue plus quantitative data, e.g. responses to ESENER 2019 questions. Note: When no data is available for the indicator displayed, '-' will appear.

For further information refer to Methodology

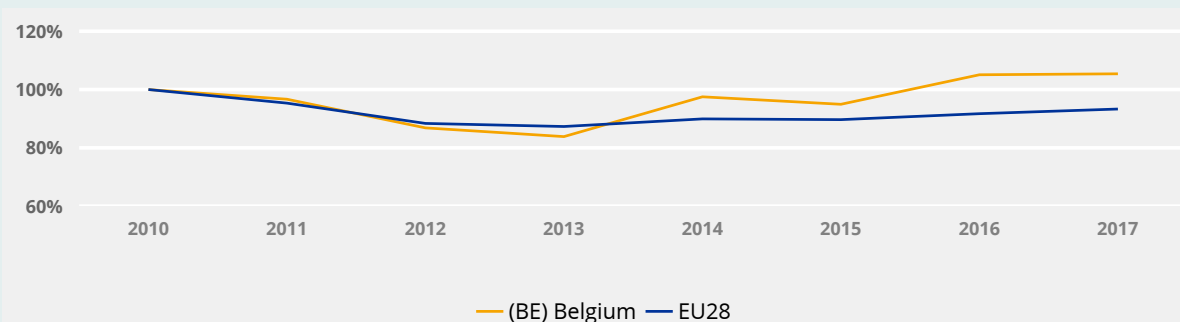


## OSH outcomes and working conditions **Work accidents**

This indicator consists of two data sets: trends in non-fatal work accidents from 2010, and fatal work accidents (Eurostat data).

For further information refer to Methodology

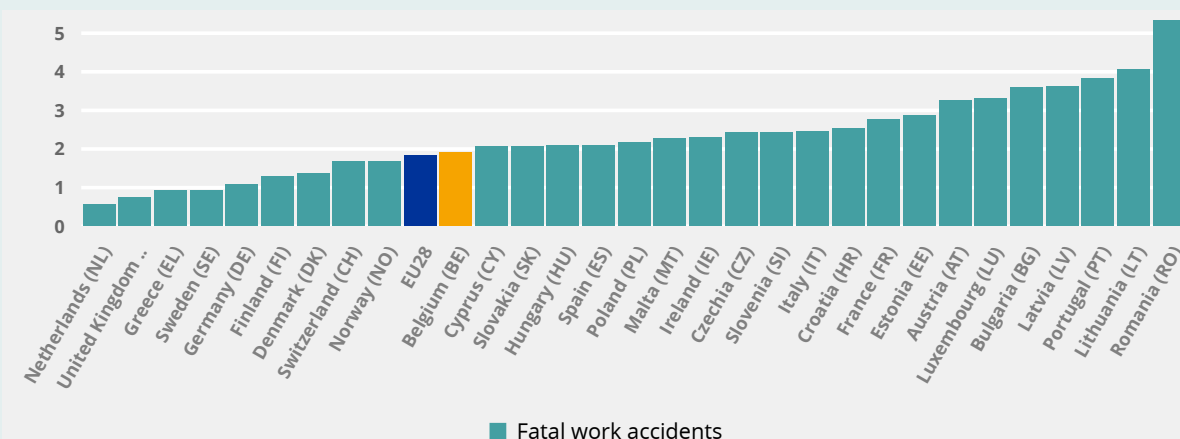
### Non-fatal work accidents



The diagram shows the development of non-fatal work accidents between 2010 until the latest available year. The year 2010 has been set as baseline (2010 = 100). The country lines and the EU line (dark blue) show the trend as percentage of the value of this base year.

Country	Year	Value (%)	Country	Year	Value (%)
(BE) Belgium	2010	100	EU28	2010	100
(BE) Belgium	2011	96.7	EU28	2011	95.3
(BE) Belgium	2012	86.9	EU28	2012	88.4
(BE) Belgium	2013	83.9	EU28	2013	87.3
(BE) Belgium	2014	97.5	EU28	2014	89.9
(BE) Belgium	2015	94.9	EU28	2015	89.7
(BE) Belgium	2016	105.1	EU28	2016	91.7
(BE) Belgium	2017	105.4	EU28	2017	93.3

### Fatal work accidents



This diagram shows the number of fatal accidents for every Member State per 100,000 employees. The EU average was 1,85 accidents per 100,000 employees in the period 2010-2017. The source of the data is the incidence rate as published by Eurostat.

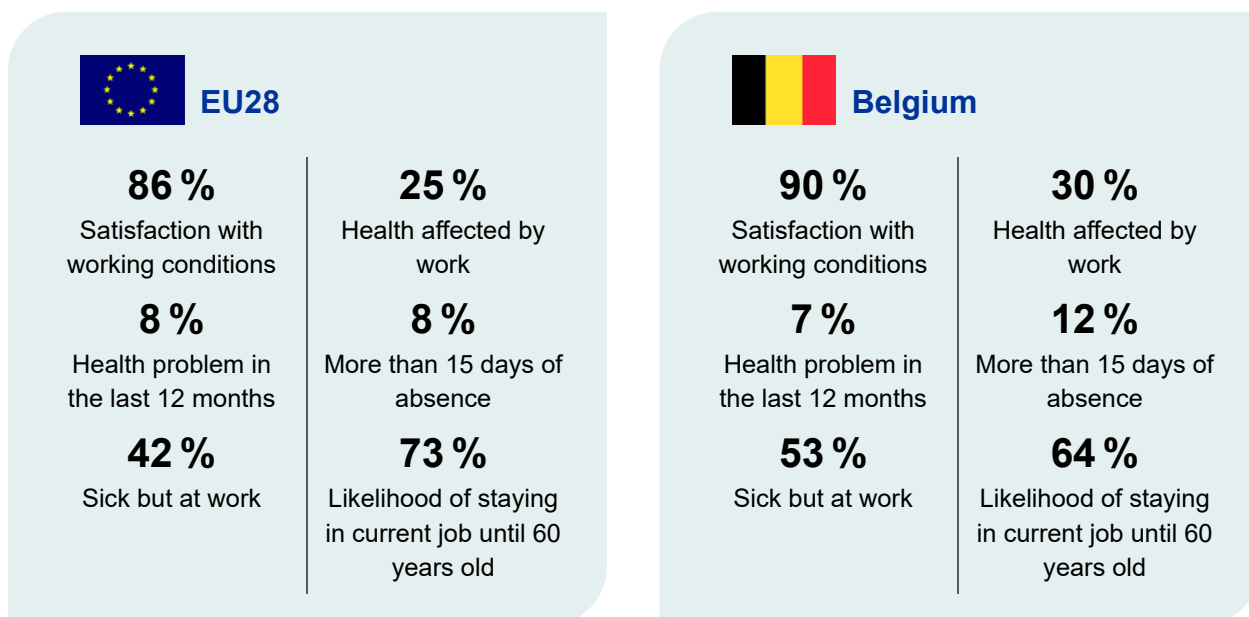
Country	Value (accidents)
EU28	1.9
Belgium (BE)	1.9

## OSH outcomes and working conditions

### Health perception of the workers

This indicator contains six data sets based on responses in the European Working Conditions Survey (EWCS) 2015 from Eurofound and the Labour Force Survey 2013 from Eurostat. Every 8 years this survey has an ad hoc module on OSH-related questions. All data are from the latest OSH ad hoc module. Note: When no data is available for the indicator displayed, '-' will appear.

For further information refer to Methodology





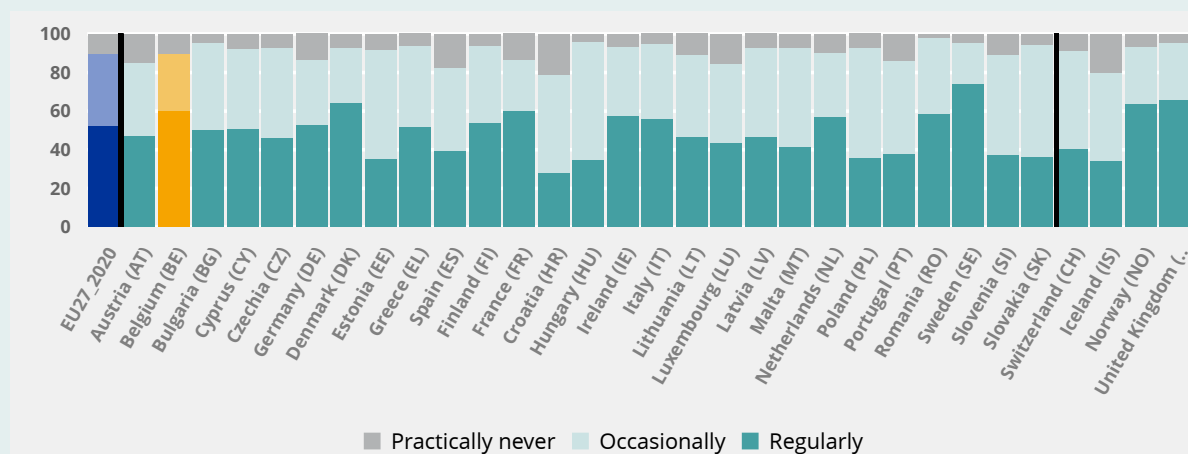
## OSH outcomes and working conditions

### OSH culture and health awareness

This indicator provides data on typical aspects of OSH culture and health awareness such as sickness absence analysis, existence of prevention plans, or the implementation of measures for better safety and health. Note: Percentages might not total 100% because of rounding.

Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

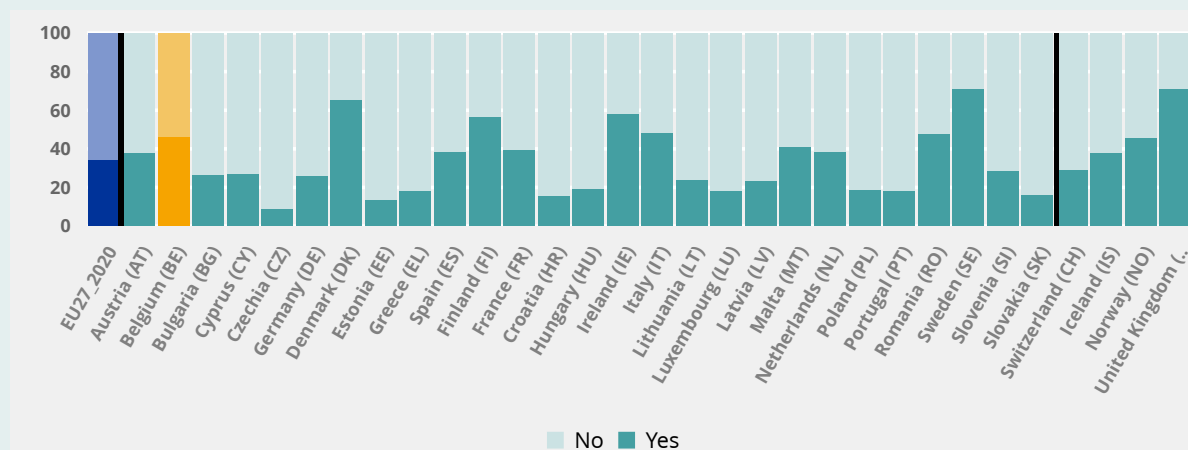
#### Health and safety discussed



The diagram presents the responses in the ESENER 2019 Survey to the question: “How often is health and safety discussed between employee representatives and the management? Do such discussions take place regularly, only when particular health and safety issues arise or not at all?”

Country	Practically never (%)	Occasionally (%)	Regularly (%)
EU27_2020	10	37.5	52.4
Belgium (BE)	10.2	29.9	59.9

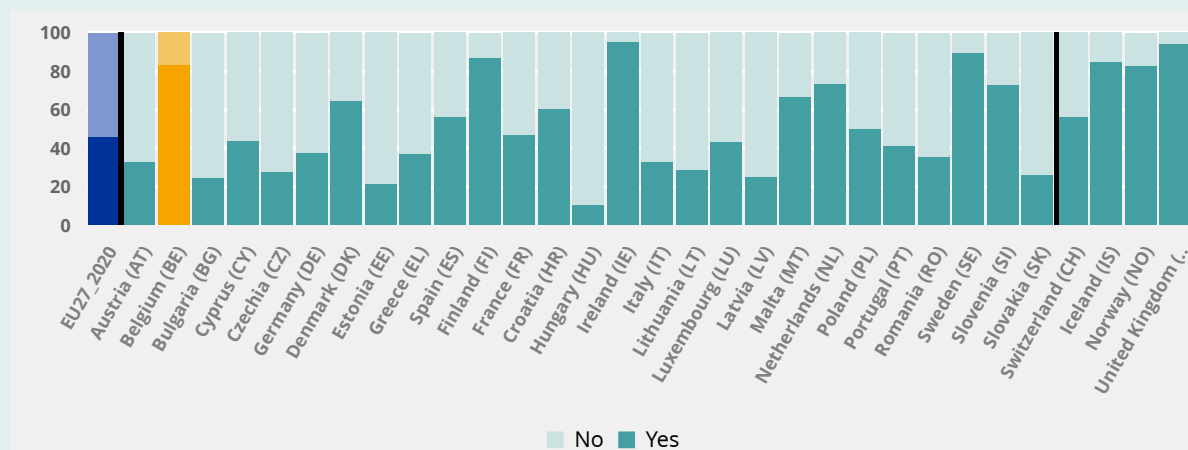
#### Action plan to prevent stress



The diagram presents the responses in the ESENER 2019 Survey to the question: “Does your establishment have an action plan to prevent work-related stress?”

Country	Yes (%)	No (%)
EU27_2020	34.6	65.4
Belgium (BE)	46.6	53.4

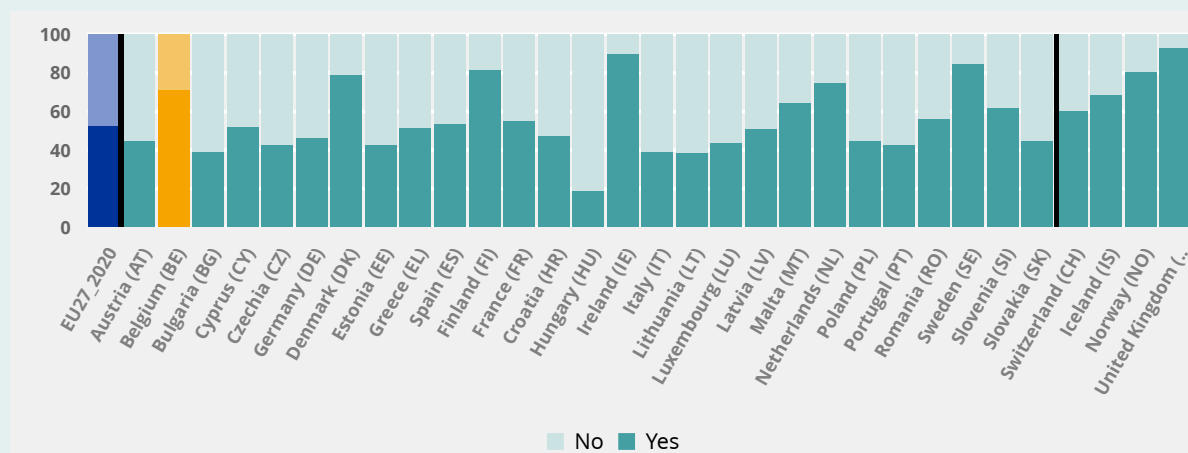
## Procedure against bullying



The diagram presents the responses in the ESENER 2019 Survey to the question: "Is there a procedure in place to deal with possible cases of bullying or harassment?"

Country	Yes (%)	No (%)
EU27_2020	46.3	53.7
Belgium (BE)	83.1	16.9

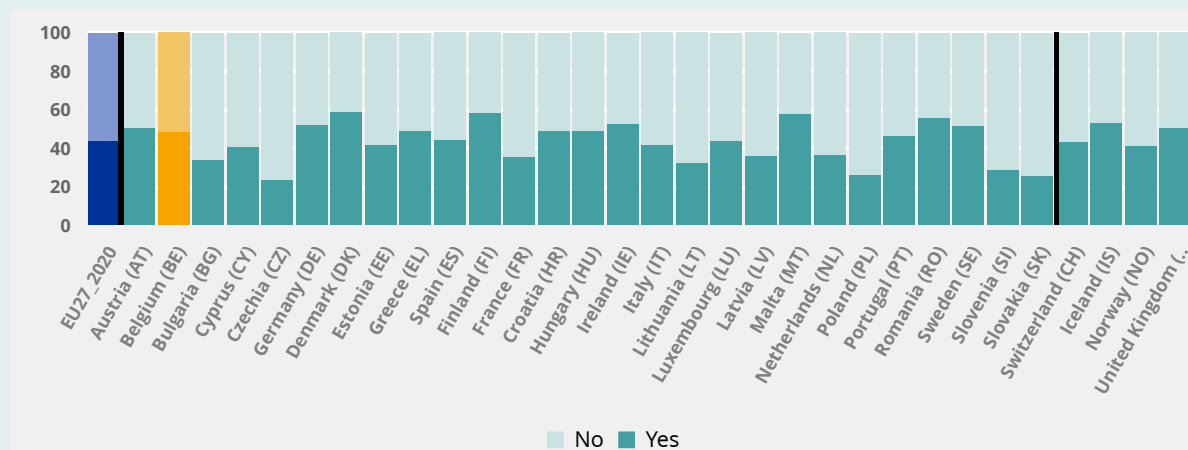
## Procedures to deal with threats



The diagram presents the responses in the ESENER 2019 Survey to the question: "Is there a procedure to deal with possible cases of threats, abuse or assaults by clients, patients pupils or members in public?"

Country	Yes (%)	No (%)
EU27_2020	52.6	47.4
Belgium (BE)	71.2	28.8

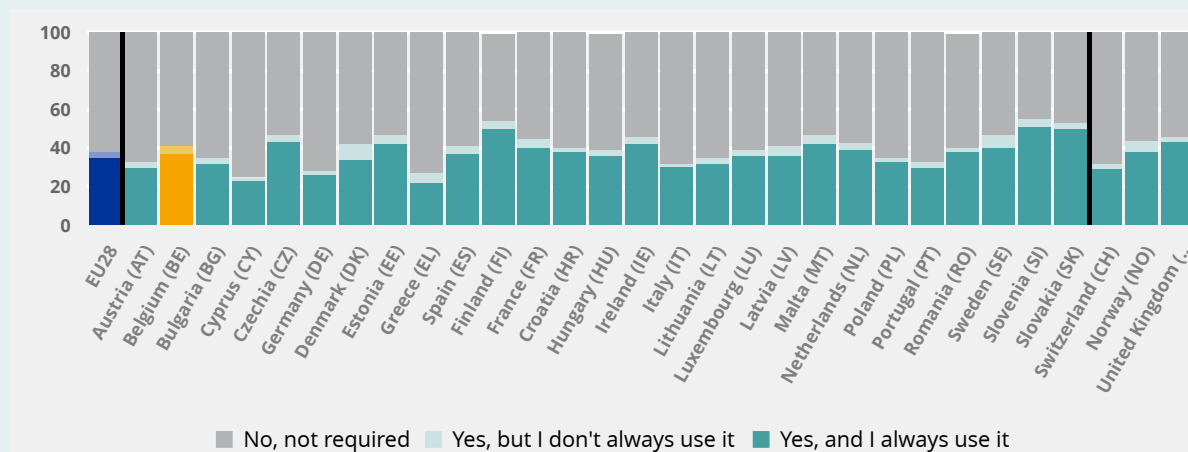
## Measures to reduce work pressure



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "In the last 3 years, has your establishment used any of the following measures to prevent psychosocial risks?" The diagram shows the response to the following answer option: "Reorganisation of work in order to reduce job demands and work pressure"

Country	Yes (%)	No (%)
EU27_2020	44.1	55.9
Belgium (BE)	48.5	51.5

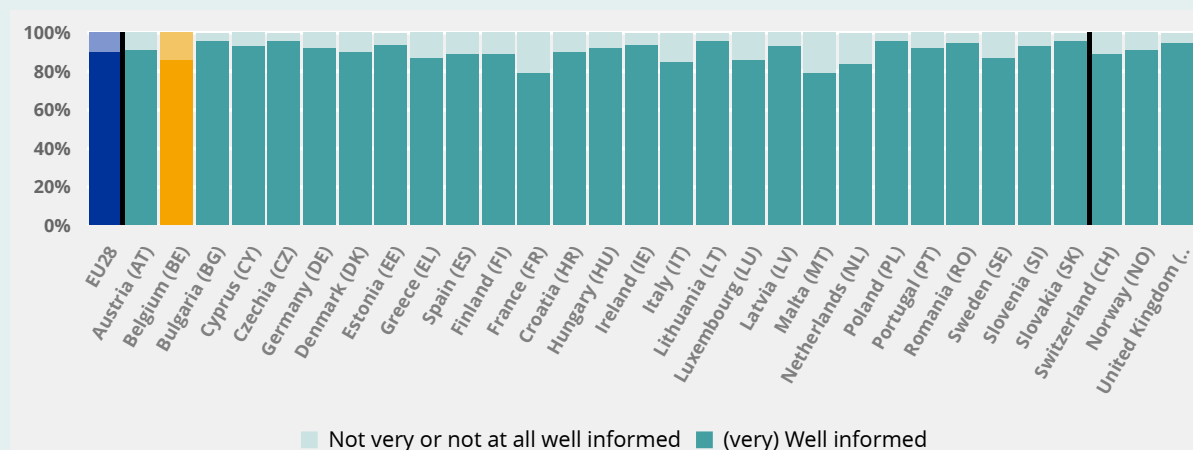
## Use of personal protective equipment



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question : "Does your job ever require that you wear personal protective equipment and do you use it?"

Country	No, not required (%)	Yes, but not required (%)	Yes and always (%)
EU28	62	3	35
Belgium (BE)	59	4	37

## Information about risks



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "How well informed are you about health and safety risks related to your job?"

Country	Yes (%)	No (%)
EU28	90	10
Belgium (BE)	86	14

## OSH outcomes and working conditions

### Working conditions

This indicator provides data on typical aspects of OSH culture and health awareness such as sickness absence analysis, existence of prevention plans, or the implementation of measures for better safety and health. Note: Percentages might not total 100% because of rounding.

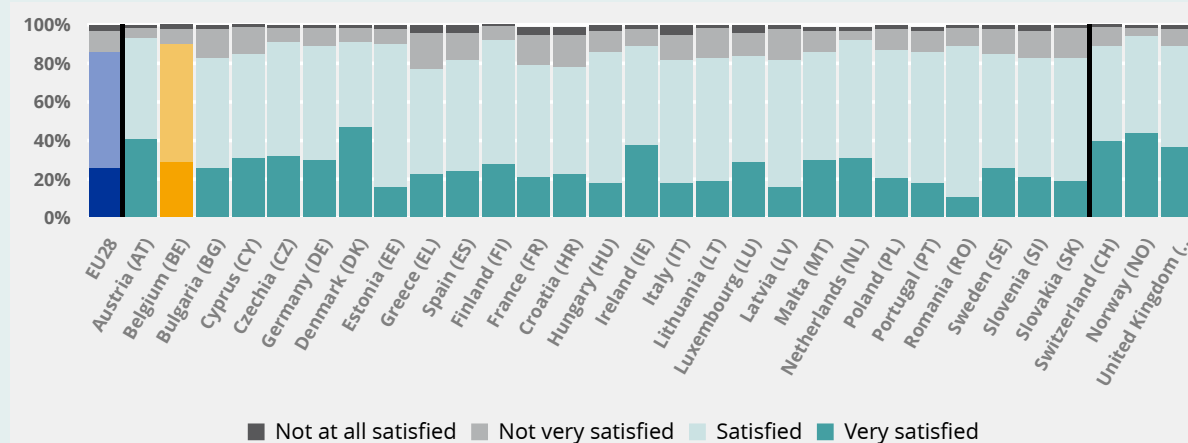
Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

#### Overall opinion

This topic displays data on the workers' overall general assessment of risks and their overall satisfaction with working conditions. Note: Percentages might not total 100% because of rounding.

Source: European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

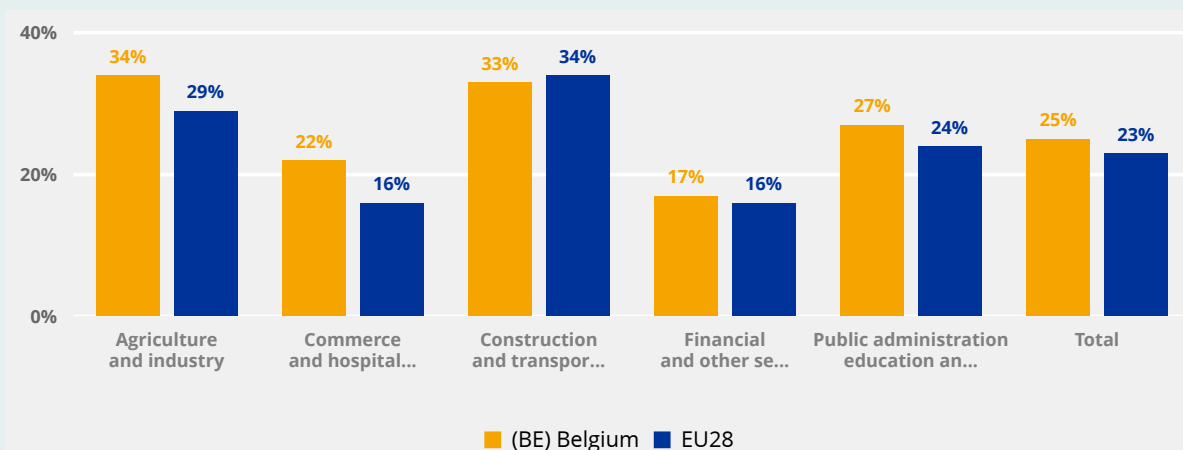
#### How satisfied are you with working conditions in your main paid job?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "How satisfied are you with working conditions in your main paid job?"

Country	Not at all satisfied (%)	Not very satisfied (%)	Satisfied (%)	Very satisfied (%)
EU28	3	11	60	26
Belgium (BE)	3	8	61	29

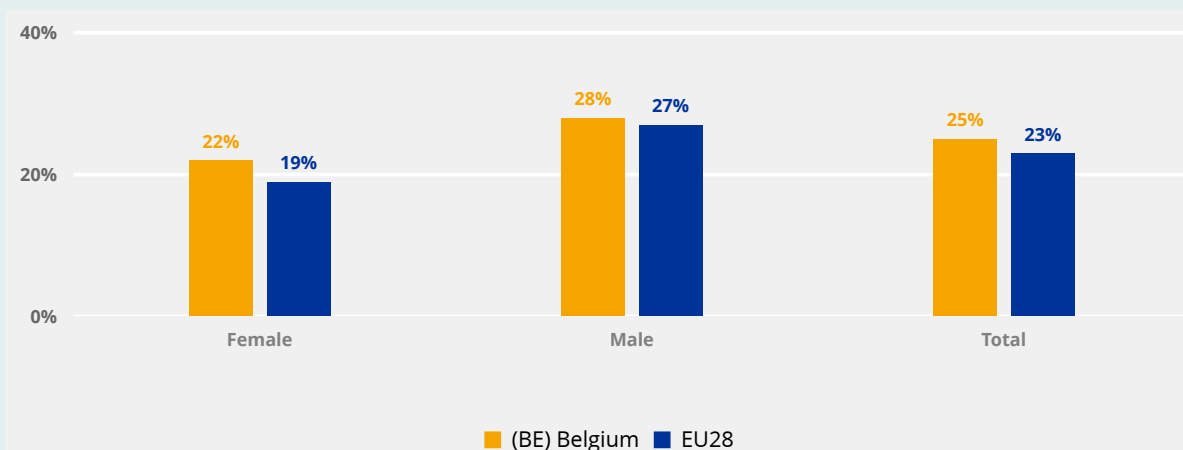
## Do you think your health or safety is at risk because of your work? - Sector



The diagram presents the 'yes' responses in the European Working Conditions Survey 2015 (EWCS) - by Member State and sector - to the question : "Do you think your health or safety is at risk because of your work?"

Sector	Country	Value (%)	Country	Value (%)
Agriculture and industry	(BE) Belgium	34	EU28	29
Commerce and hospitality	(BE) Belgium	22	EU28	16
Construction and transport	(BE) Belgium	33	EU28	34
Financial and other services	(BE) Belgium	17	EU28	16
Public administration education and health	(BE) Belgium	27	EU28	24
Total	(BE) Belgium	25	EU28	23

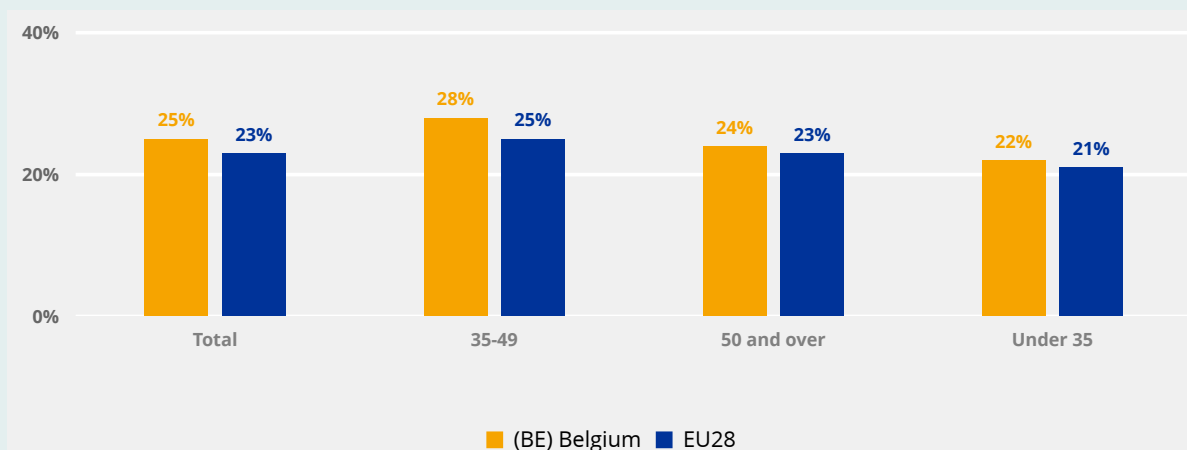
## Do you think your health or safety is at risk because of your work? - Gender



The diagram presents the 'yes' responses in the European Working Conditions Survey 2015 (EWCS) - by Member State and gender- to the question: "Do you think your health or safety is at risk because of your work?"

Gender	Country	Value (%)	Country	Value (%)
Female	(BE) Belgium	22	EU28	19
Male	(BE) Belgium	28	EU28	27
Total	(BE) Belgium	25	EU28	23

## Do you think your health or safety is at risk because of your work? - Age



The diagram presents the 'yes' responses in the European Working Conditions Survey 2015 (EWCS) - by Member State and age - to the question : "Do you think your health or safety is at risk because of your work?"

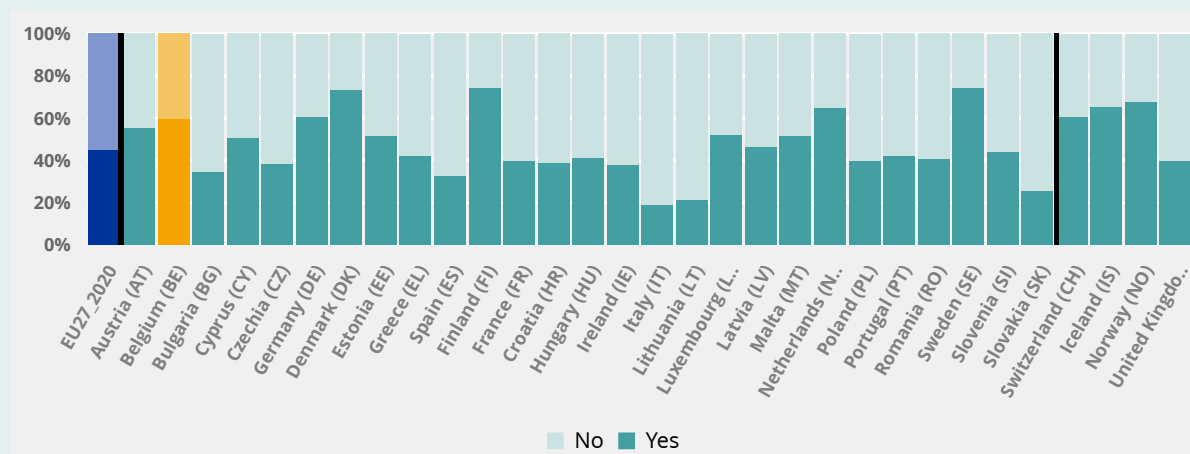
Age	Country	Value (%)	Country	Value (%)
Total	(BE) Belgium	25	EU28	23
35-49	(BE) Belgium	28	EU28	25
50 and over	(BE) Belgium	24	EU28	23
Under 35	(BE) Belgium	22	EU28	21

## Mental risk

This topic displays data from surveys on certain important aspects of mental risks such as time pressure, poor communication or cooperation, employees' lack of influence, job insecurity, difficult customers or clients, long or irregular working hours and discrimination. Note: Percentages might not total 100% because of rounding.

Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

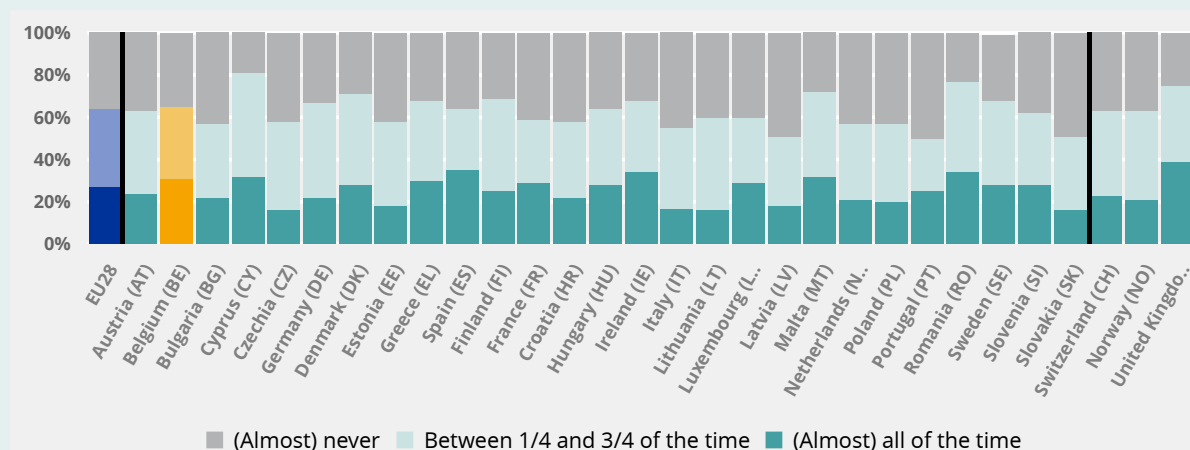
### Please tell me for each of the following risks whether or not it is present in the establishment? Time pressure - ESENER



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Time pressure".

Country	Yes (%)	No (%)
EU27_2020	45.1	54.9
Belgium (BE)	59.6	40.4

### Does your job involve working to tight deadlines? - EWCS

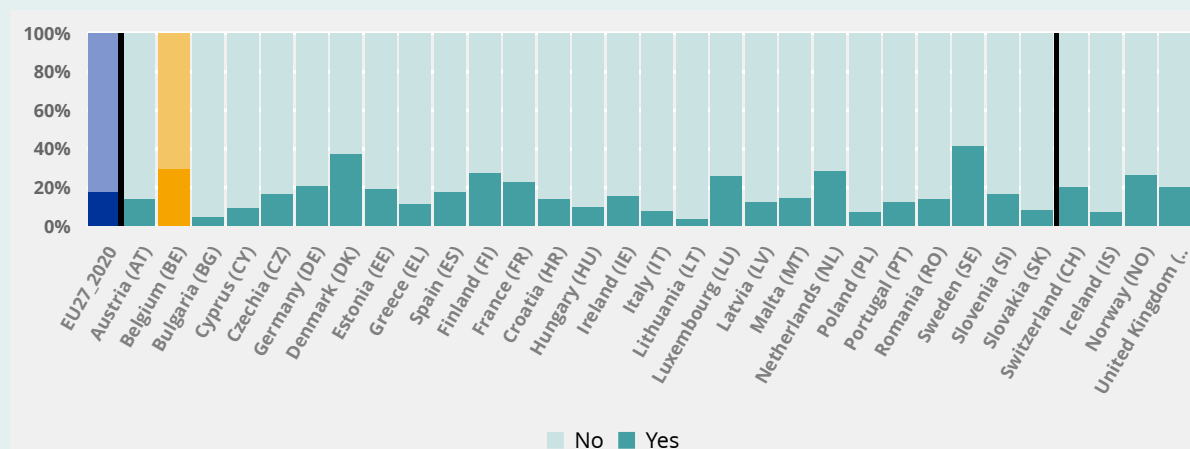


The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Does your job involve working to tight deadlines?"

Country	Never (%)	1/4 and 3/4 of the time (%)	All the time (%)
EU28	36	37	27
Belgium (BE)	35	34	31



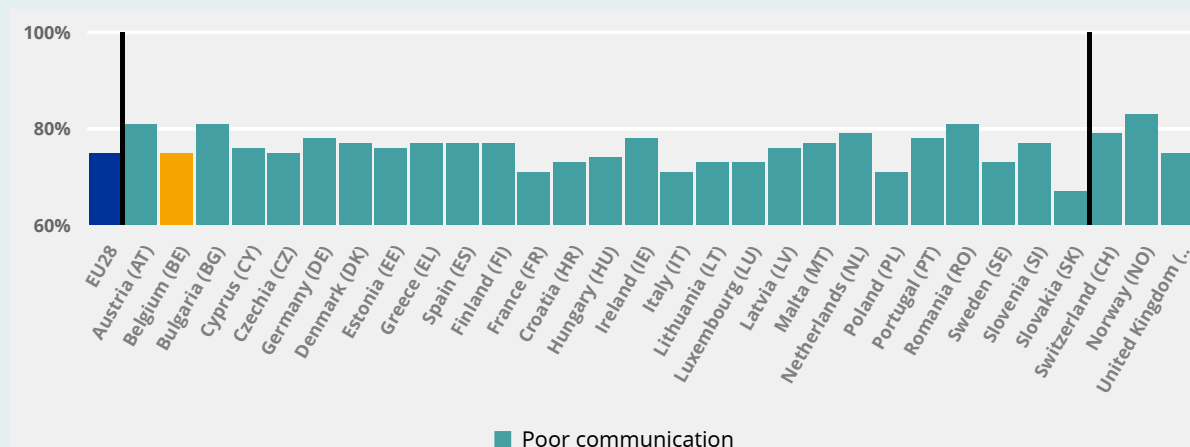
## Please tell me for each of the following risks whether or not it is present in the establishment? Poor communication - ESENER



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Poor communication or cooperation."

Country	Yes (%)	No (%)
EU27_2020	17.9	82.1
Belgium (BE)	29.9	70.1

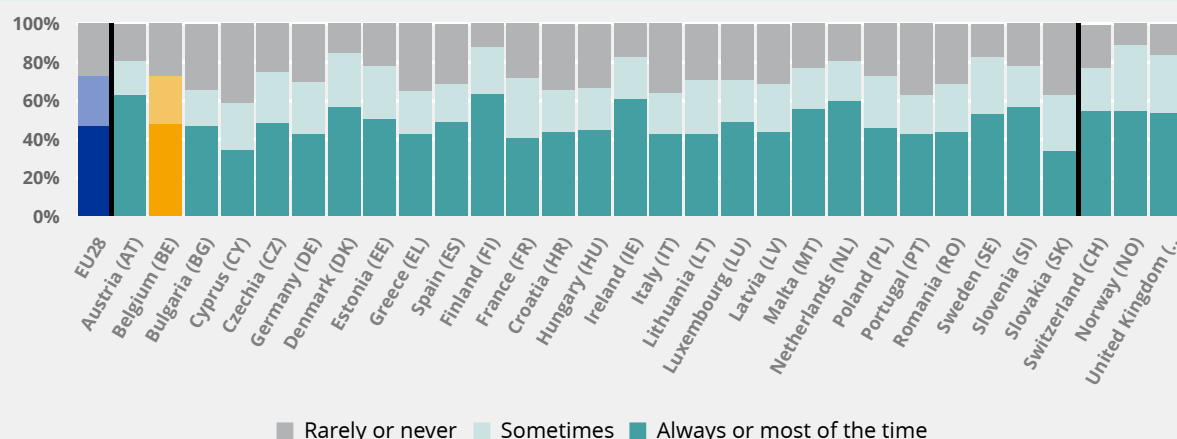
## Level of fairness, cooperation and trust - EWCS



The diagram presents a composite indicator "Level of fairness, cooperation and trust" based on responses to a number of questions in the European Working Conditions Survey 2015 (EWCS).

Country	Value (%)
EU28	75
Belgium (BE)	75

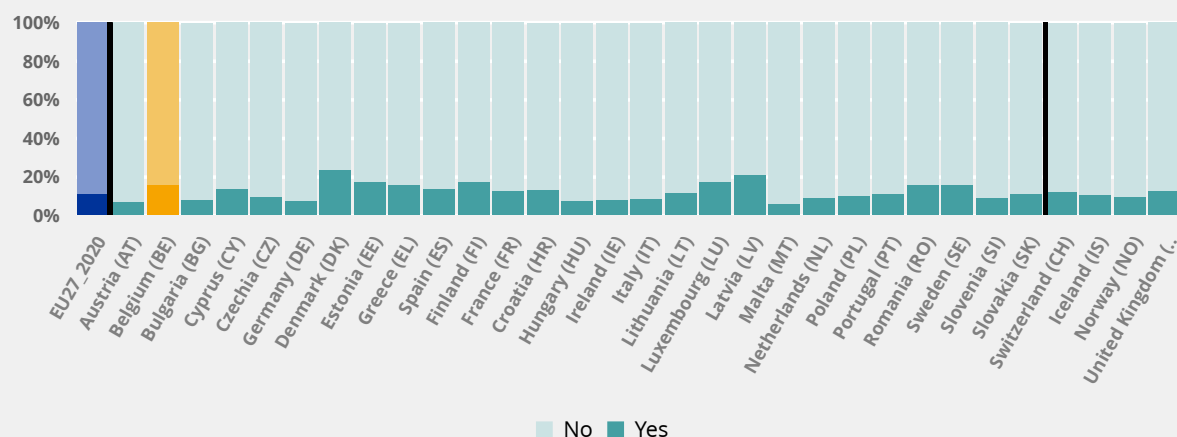
## Can you influence decisions that are important for your work?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Can you influence decisions that are important for your work?"

Country	Rarely or never (%)	Sometimes (%)	Always or most of the time (%)
EU28	27	26	47
Belgium (BE)	27	25	48

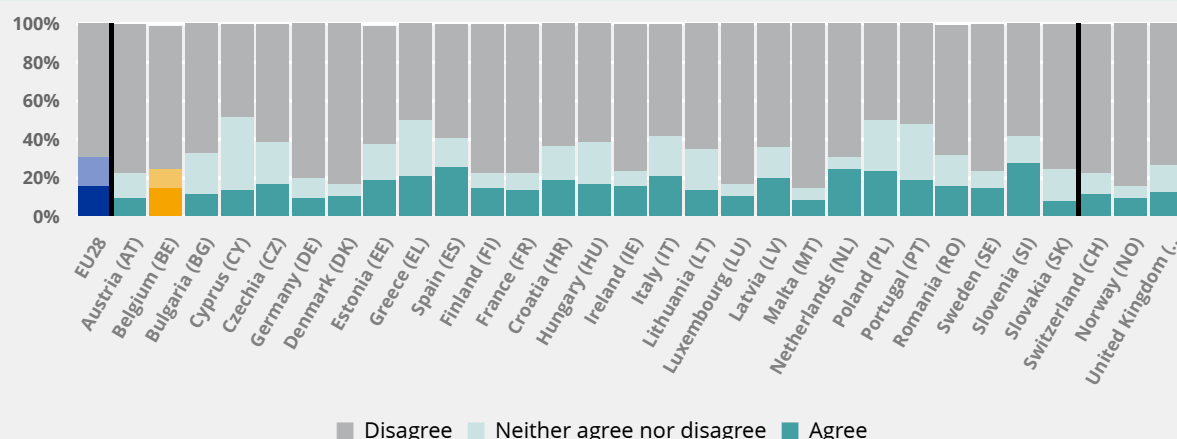
## Please tell me for each of the following risks whether or not it is present in the establishment? Fear of job loss - ESENER



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Fear of job loss."

Country	Yes (%)	No (%)
EU27_2020	11.1	88.9
Belgium (BE)	16	84

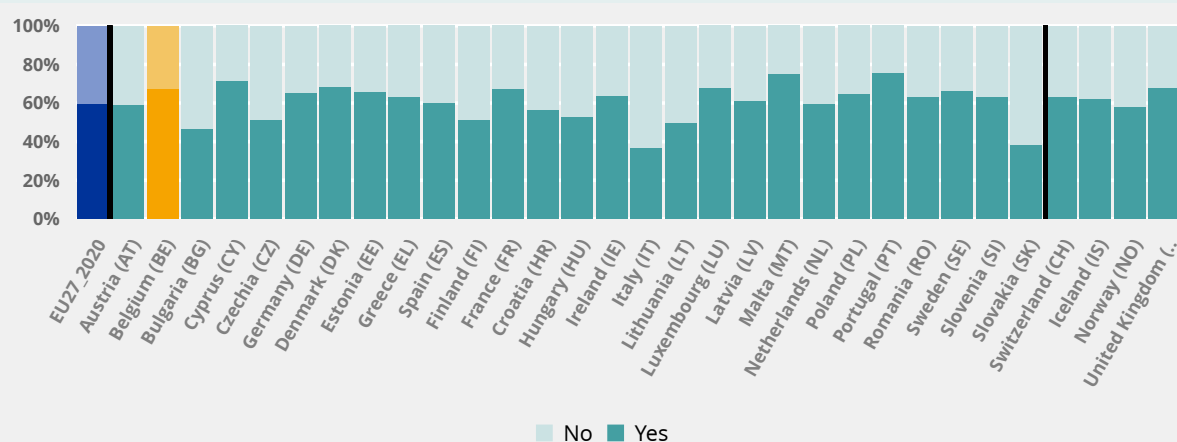
## I might lose my job in the next 6 months - EWCS



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "I might lose my job in the next 6 months"

Country	Disagree (%)	Neither agree or disagree (%)	Agree (%)
EU28	69	15	16
Belgium (BE)	74	10	15

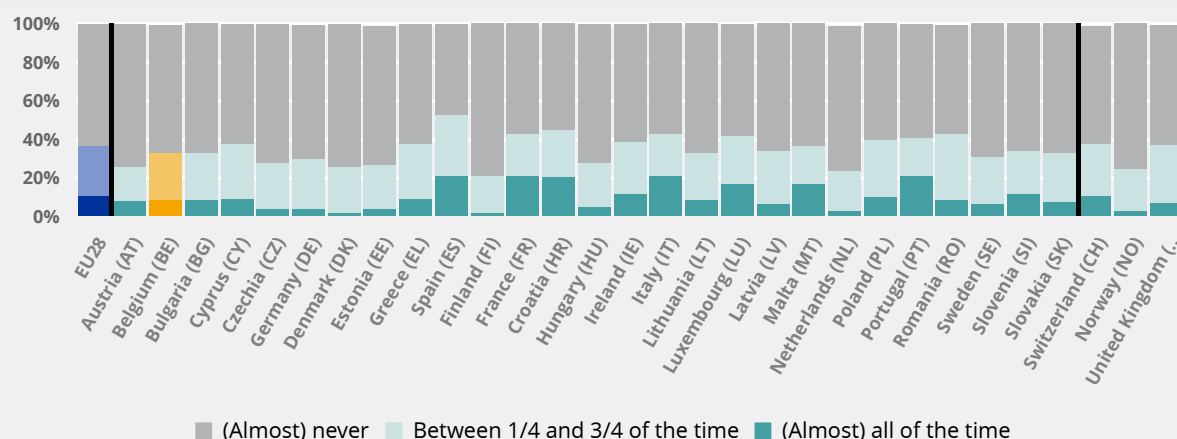
## Please tell me for each of the following risks whether or not it is present in the establishment? Difficult clients - ESENER



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Having to deal with difficult customers, patients, pupils etc".

Country	Yes (%)	No (%)
EU27_2020	59.7	40.3
Belgium (BE)	67.5	32.5

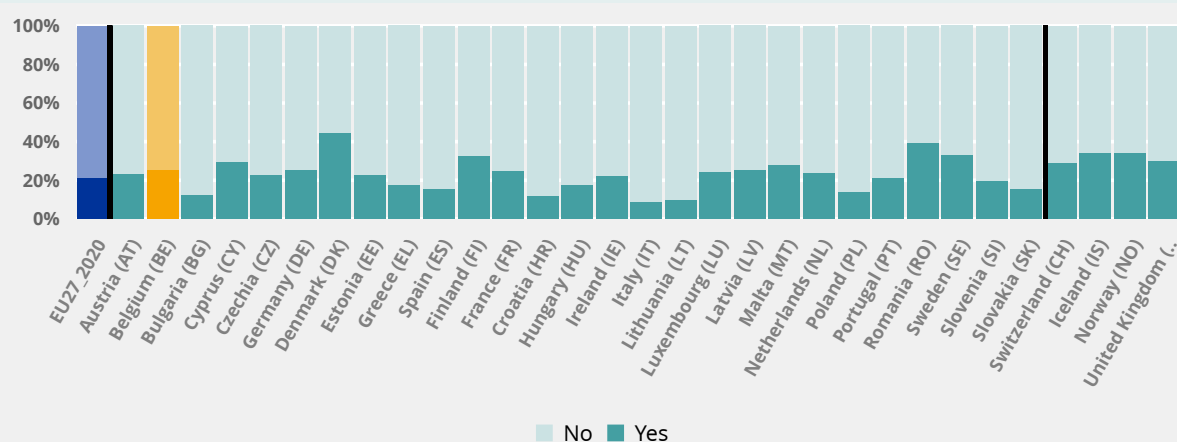
## Does your work involve handling angry clients? - EWCS



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Does your work involve handling angry clients?"

Country	Never (%)	1/4 and 3/4 of the time (%)	All the time (%)
EU28	63	26	11
Belgium (BE)	66	24	9

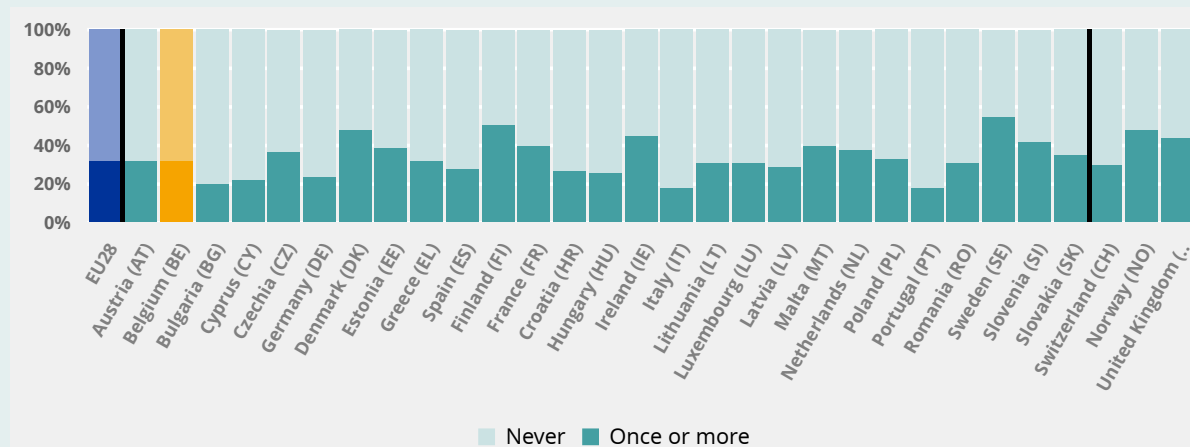
## Please tell me for each of the following risks whether or not it is present in the establishment? Working hours - ESENER



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Long or irregular working hours."

Country	Yes (%)	No (%)
EU27_2020	21.5	78.5
Belgium (BE)	25.6	74.4

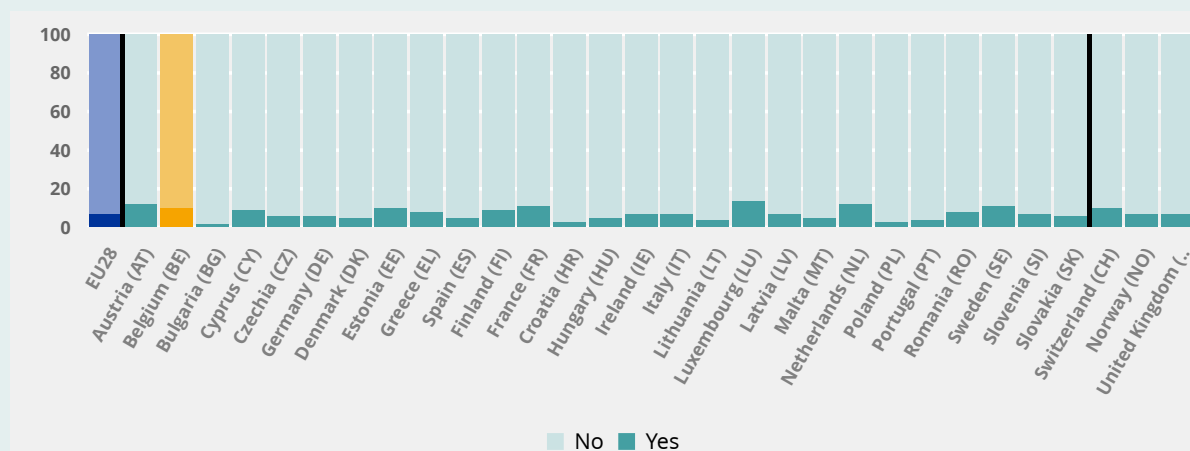
## How many times a month do you work more than 10 hours a day? - EWCS



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "How many times a month do you work more than 10 hours a day?"

Country	Yes (%)	No (%)
EU28	32	68
Belgium (BE)	32	68

## Have you been subjected to discrimination at work in the last 12 months?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Have you been subjected to discrimination at work in the last 12 months?"

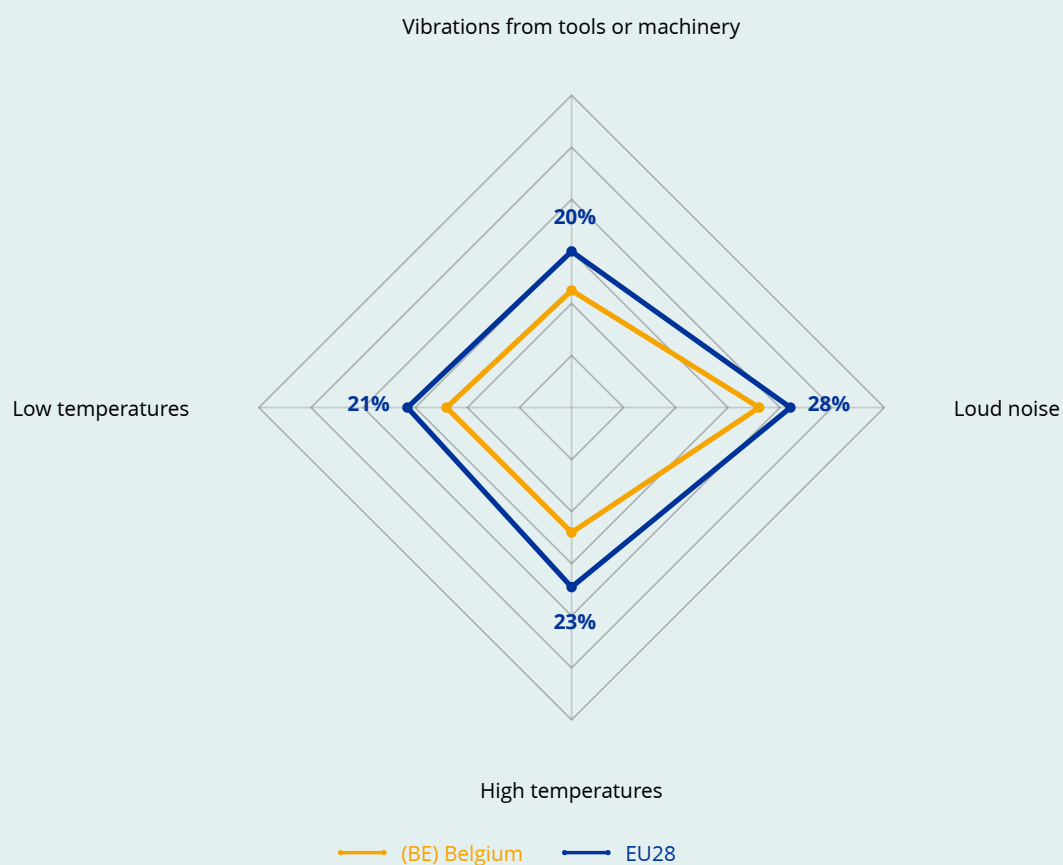
Country	Yes (%)	No (%)
EU28	7	93
Belgium (BE)	10	90

## Physical risk

This topic displays data on exposure to chemical and biological substances, exposure to noise, vibrations and high or low temperatures, and working tasks involving carrying, lifting or work in tiring or painful positions.

Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

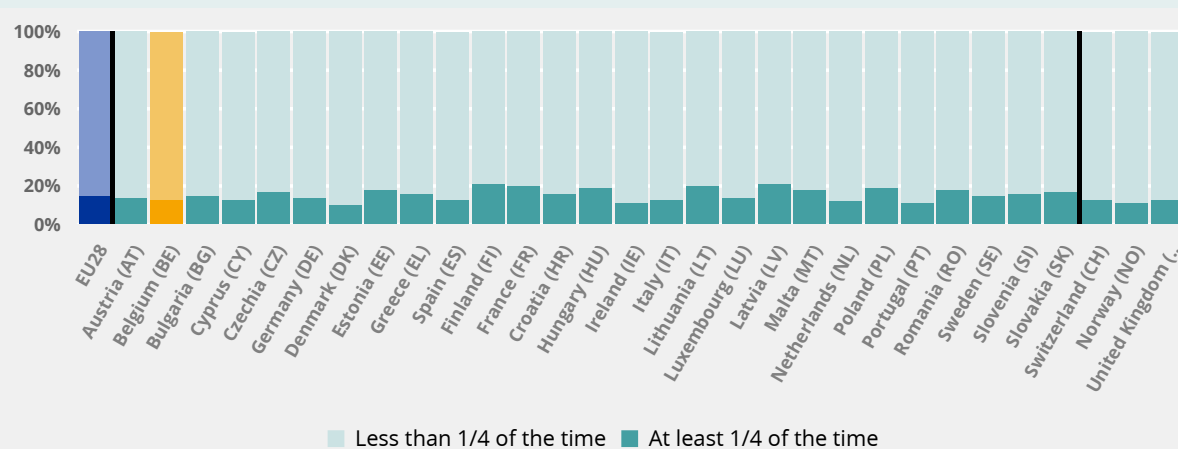
### Vibrations, loud noise and temperature



Indicator	Country	Value (%)
Vibrations from tools or machinery	(BE) Belgium	15
Loud noise	(BE) Belgium	24
High temperatures	(BE) Belgium	16
Low temperatures	(BE) Belgium	16
Vibrations from tools or machinery	EU28	20
Loud noise	EU28	28
High temperatures	EU28	23
Low temperatures	EU28	21

## Exposure to dangerous substances

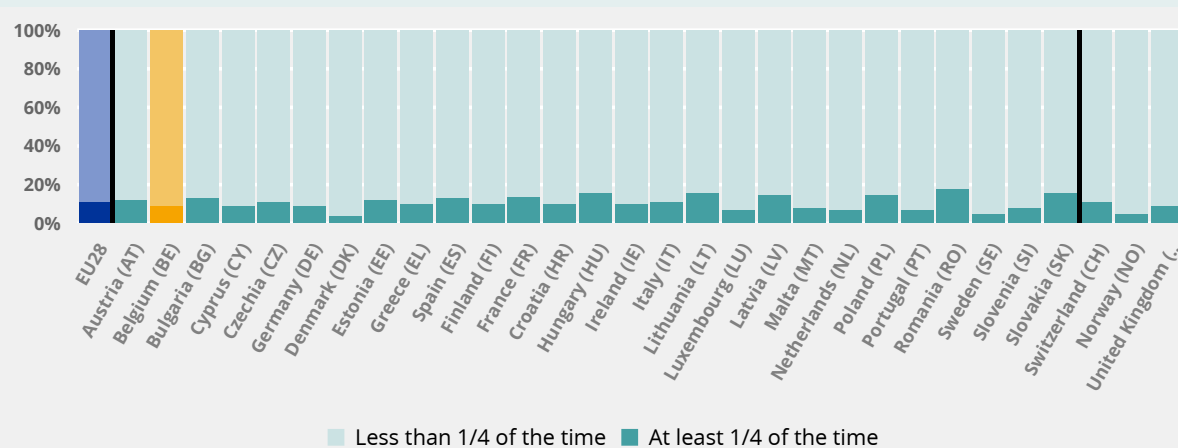
### Are you exposed to breathing in smoke, fumes, powder or dust?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Are you exposed to breathing in smoke, fumes, powder or dust?"

Country	Less than 1/4 of the time (%)	At least 1/4 of the time (%)
EU28	85	15
Belgium (BE)	87	13

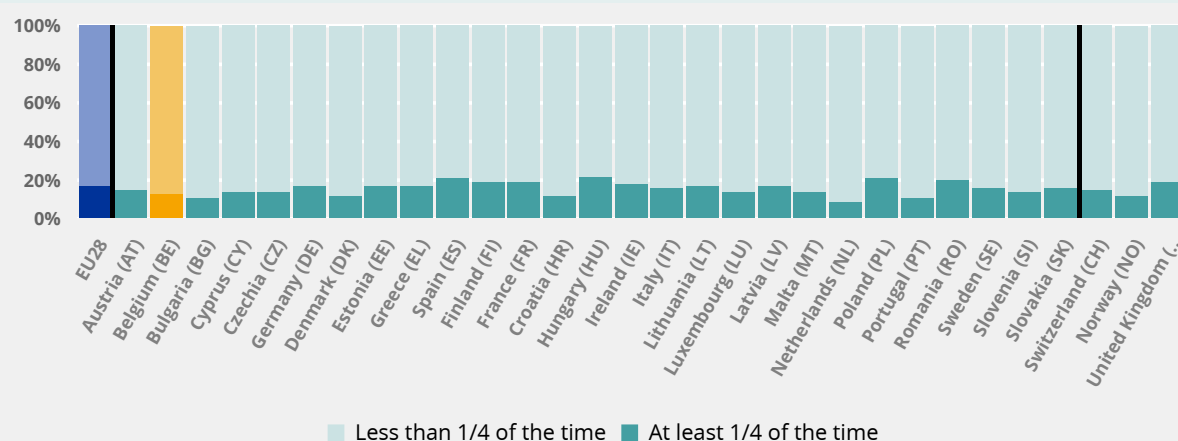
### Are you exposed to breathing in vapours?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Are you exposed to breathing in vapours?"

Country	Less than 1/4 of the time (%)	At least 1/4 of the time (%)
EU28	89	11
Belgium (BE)	91	9

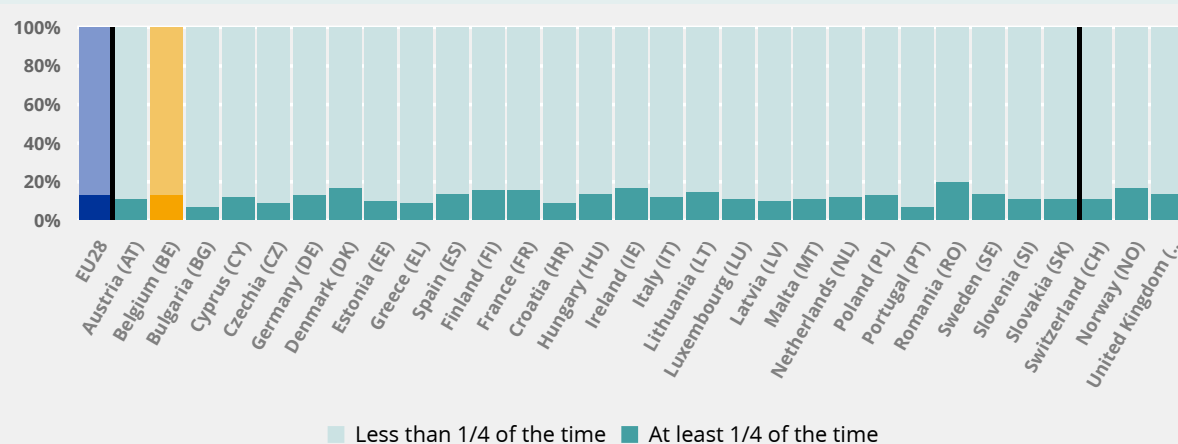
## Are you exposed to chemical products or substances?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Are you exposed to chemical products or substances?"

Country	Lees than ¼ of the time (%)	At leas ¼ of the time (%)
EU28	83	17
Belgium (BE)	87	13

## Are you exposed to materials which can be infectious?

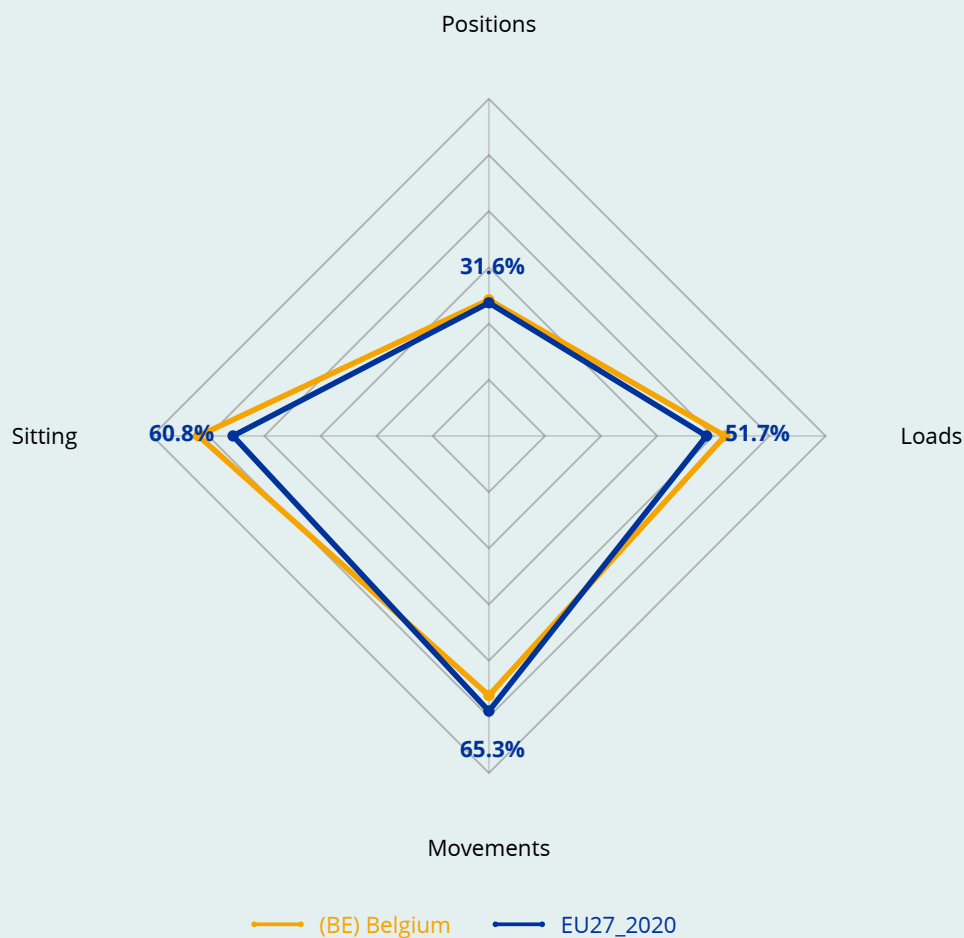


The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Are you exposed to materials which can be infectious?"

Country	Lees than ¼ of the time (%)	At leas ¼ of the time (%)
EU28	87	13
Belgium (BE)	87	13

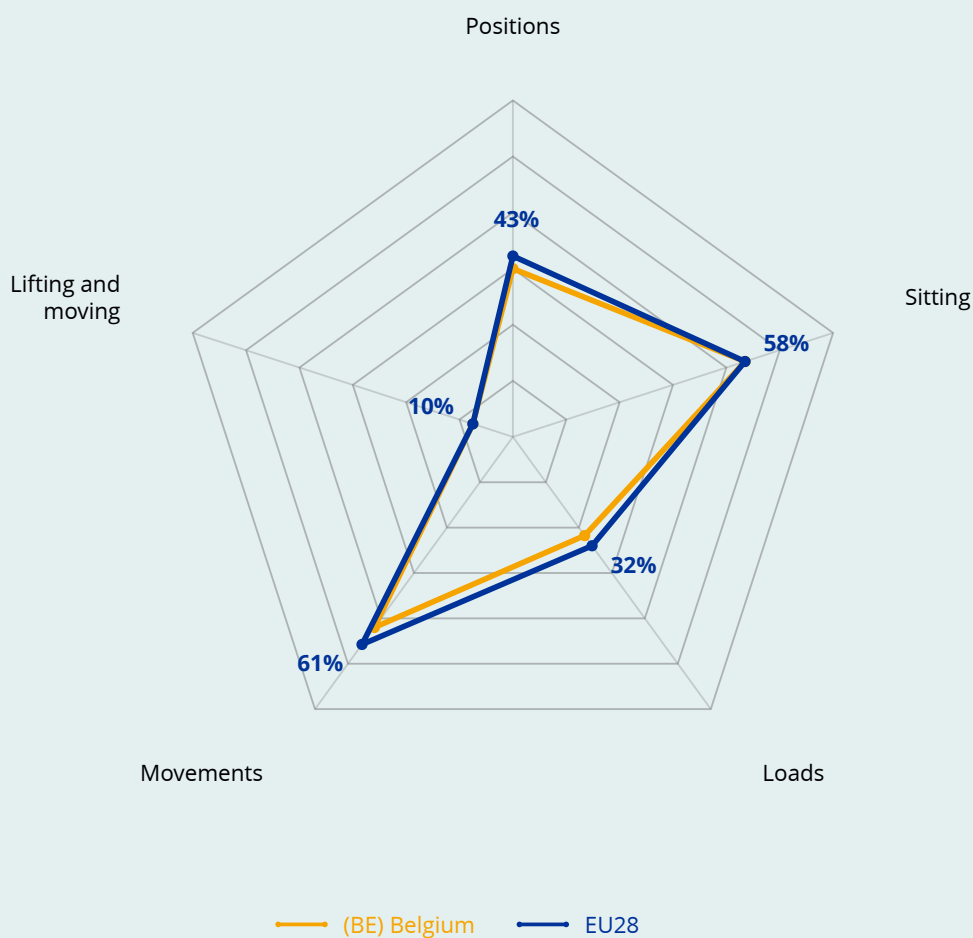


## Ergonomic risks - ESENER



Indicator	Country	Value (%)
Positions	(BE) Belgium	32.3
Loads	(BE) Belgium	56.1
Movements	(BE) Belgium	61.6
Sitting	(BE) Belgium	69
Positions	EU27_2020	31.6
Loads	EU27_2020	51.7
Movements	EU27_2020	65.3
Sitting	EU27_2020	60.8

## Ergonomic risks - EWCS



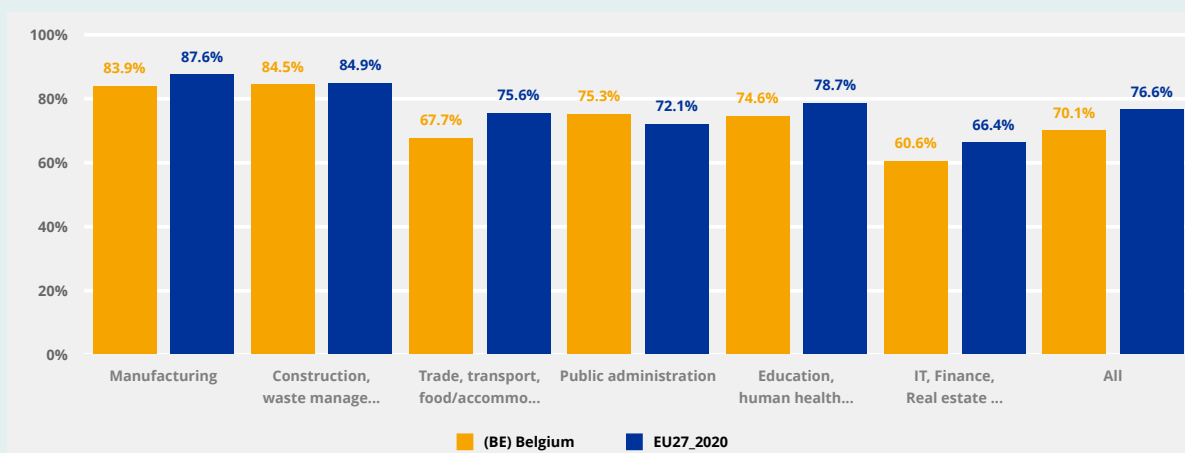
Indicator	Country	Value (%)
Positions	(BE) Belgium	40
Sitting	(BE) Belgium	58
Loads	(BE) Belgium	29
Movements	(BE) Belgium	56
Lifting and moving	(BE) Belgium	10
Positions	EU28	43
Sitting	EU28	58
Loads	EU28	32
Movements	EU28	61
Lifting and moving	EU28	10

## OSH outcomes and working conditions **Prevention in companies**

This indicator visualises data on how OSH is implemented on company/enterprise level, mainly focusing on risk assessment, related questions and OSH training for workers.

Source: ESENER 2019 Survey. For further information refer to Methodology

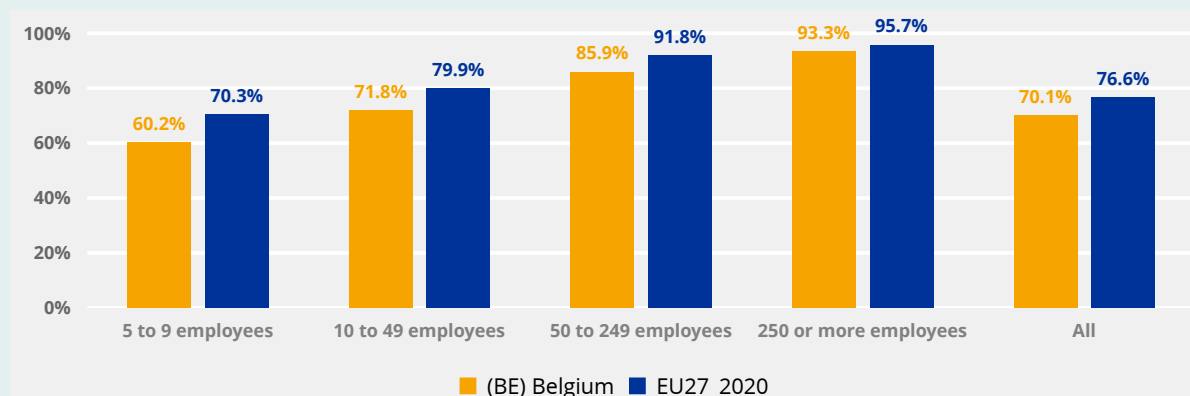
### Does your establishment regularly carry out workplace risk assessments? - Sector



The diagram displays 'yes' the responses in the ESENER 2019 Survey - by Member State and sector - to the question : "Does your establishment regularly carry out workplace risk assessments?"

Sector	Country	Value (%)	Country	Value (%)
Manufacturing	(BE) Belgium	83.9	EU27_2020	87.6
Construction, waste management, water and electricity supply	(BE) Belgium	84.5	EU27_2020	84.9
Trade, transport, food/accommodation and recreation activities	(BE) Belgium	67.7	EU27_2020	75.6
Public administration	(BE) Belgium	75.3	EU27_2020	72.1
Education, human health and social work activities	(BE) Belgium	74.6	EU27_2020	78.7
IT, Finance, Real estate and other technical scientific or personal service activities	(BE) Belgium	60.6	EU27_2020	66.4
All	(BE) Belgium	70.1	EU27_2020	76.6

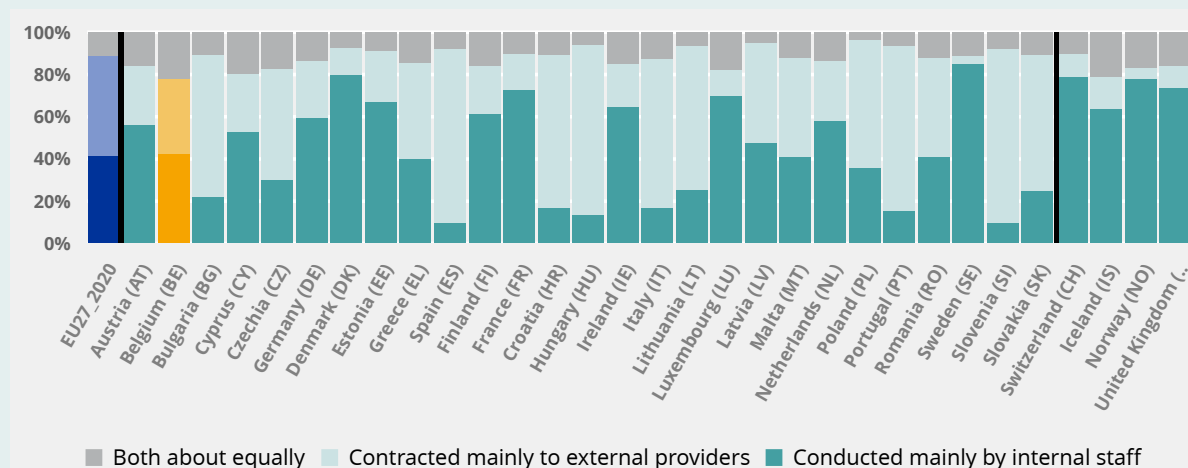
## Does your establishment regularly carry out workplace risk assessments? - Establishment size



The diagram presents the 'yes' responses in the ESENER 2019 Survey - by Member State and company size - to the question : "Does your establishment regularly carry out workplace risk assessments?"

Sector	Country	Value (%)	Country	Value (%)
5 to 9 employees	(BE) Belgium	60.2	EU27_2020	70.3
10 to 49 employees	(BE) Belgium	71.8	EU27_2020	79.9
50 to 249 employees	(BE) Belgium	85.9	EU27_2020	91.8
250 or more employees	(BE) Belgium	93.3	EU27_2020	95.7
All	(BE) Belgium	70.1	EU27_2020	76.6

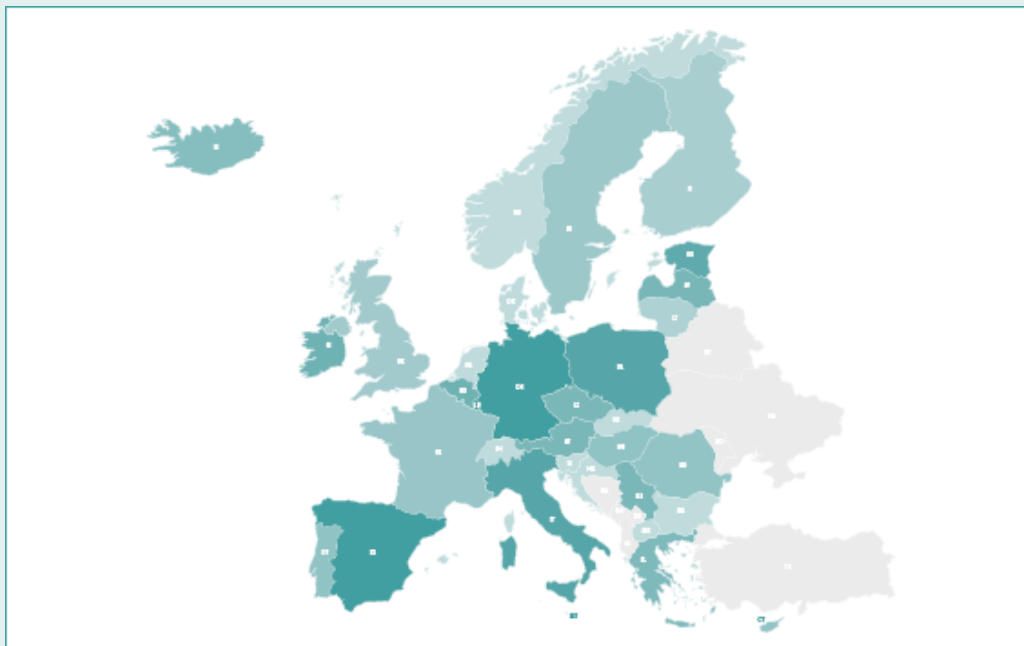
## Are workplace risk assessments mainly conducted by internal staff or are they contracted to external service providers?



The diagram displays the responses in the ESENER 2019 Survey to the question: "Are workplace risk assessments mainly conducted by internal staff or are they contracted to external service providers?"

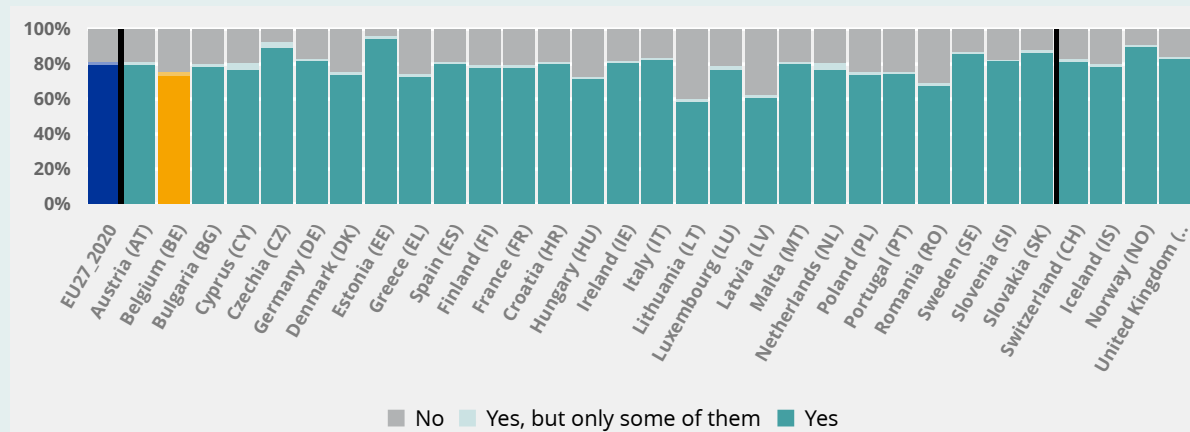
Country	Both about equal (%)	External (%)	Internal (%)
EU27_2020	11.2	47.1	41.7
Belgium (BE)	22	35.3	42.7

## Evaluated aspects in risk assessments



Responses to Evaluated aspects can be found in ESENER 2019 Survey in the section OSH Management – Aspects evaluated in the workplace risk assessment. For further information please, check the ESENER methodology.

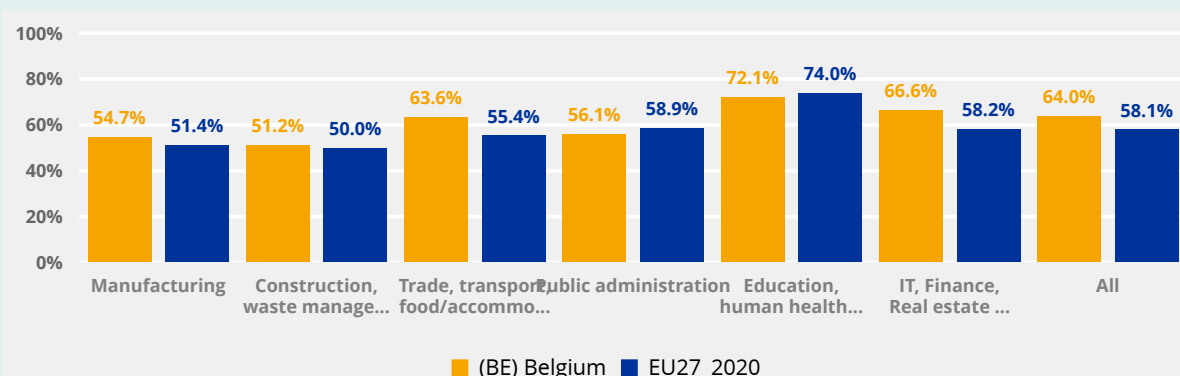
## Are the health and safety representatives provided with any training during work time?



The diagram displays the responses in the ESENER 2019 Survey to the question: “Are the health and safety representatives provided with any training during work time?”. additional information about this indicator can be obtained in ESENER 2019 Survey in the section OSH Management – Lack of information or adequate tools to deal with the risk effectively

Country	No (%)	Yes, but only some of them (%)	Yes (%)
EU27_2020	18.7	1	80.3
Belgium (BE)	24.5	2.2	73.3

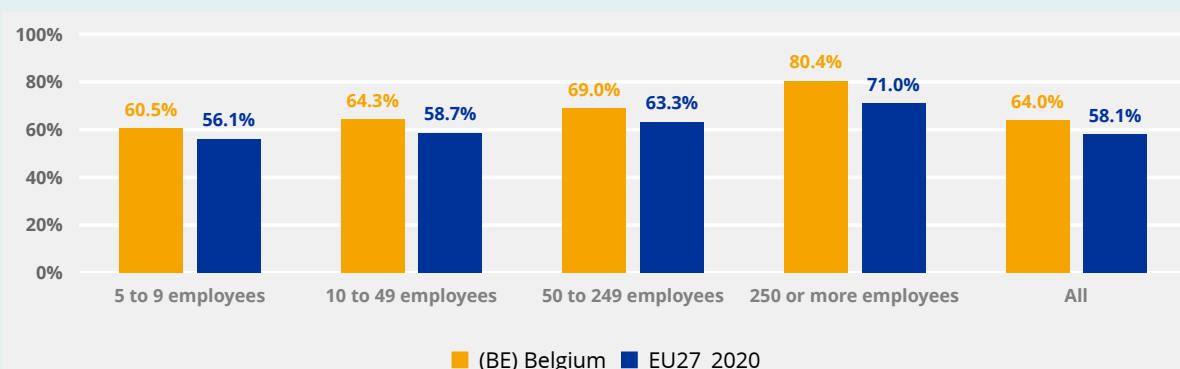
## Did the employees have a role in the design and set-up of measures to address psychosocial risks? - Sector



The diagram displays the 'yes' responses in the ESENER 2019 Survey - by Member State and sector - to the question : "Did the employees have a role in the design and set-up of measures to address psychosocial risks?"

Sector	Country	Value (%)	Country	Value (%)
Manufacturing	(BE) Belgium	54.7	EU27_2020	51.4
Construction, waste management, water and electricity supply	(BE) Belgium	51.2	EU27_2020	50
Trade, transport, food/accommodation and recreation activities	(BE) Belgium	63.6	EU27_2020	55.4
Public administration	(BE) Belgium	56.1	EU27_2020	58.9
Education, human health and social work activities	(BE) Belgium	72.1	EU27_2020	74
IT, Finance, Real estate and other technical scientific or personal service activities	(BE) Belgium	66.6	EU27_2020	58.2
All	(BE) Belgium	64	EU27_2020	58.1

## Did the employees have a role in the design and set-up of measures to address psychosocial risks? - Establishment size



The diagram displays the 'yes' responses in the ESENER 2019 Survey - by Member State and company size - to the question : "Did the employees have a role in the design and set-up of measures to address psychosocial risks?"

Sector	Country	Value (%)	Country	Value (%)
5 to 9 employees	(BE) Belgium	60.5	EU27_2020	56.1
10 to 49 employees	(BE) Belgium	64.3	EU27_2020	58.7
50 to 249 employees	(BE) Belgium	69	EU27_2020	63.3
250 or more employees	(BE) Belgium	80.4	EU27_2020	71
All	(BE) Belgium	64	EU27_2020	58.1

## OSH outcomes and working conditions

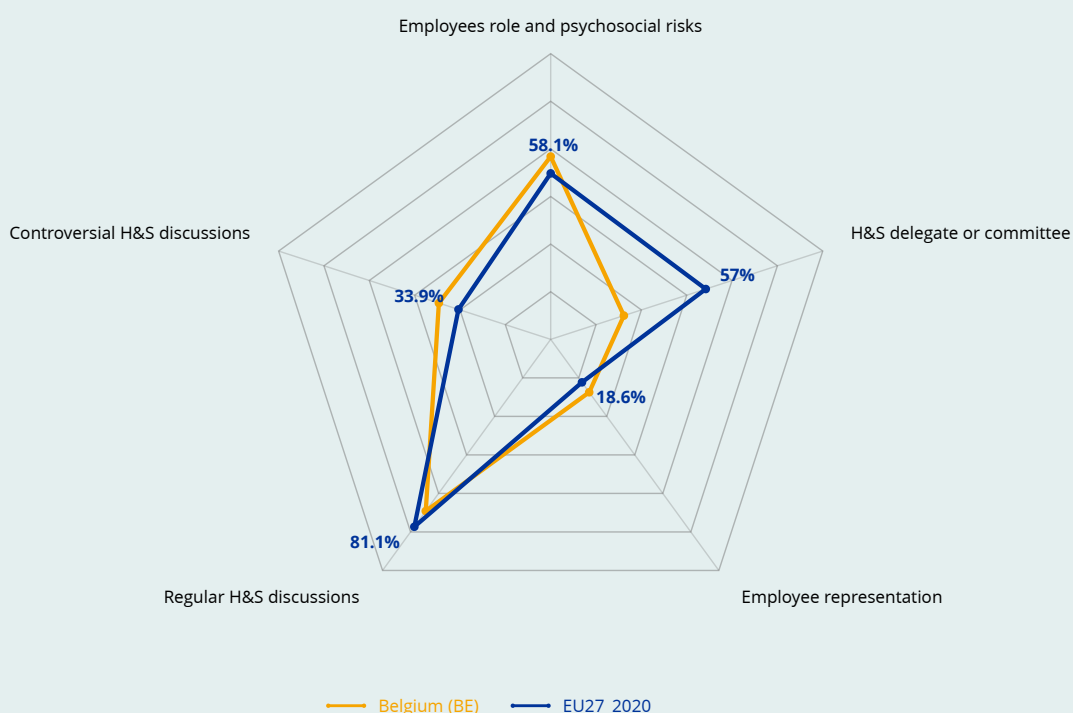
### Worker involvement

This section displays mainly quantitative data that show how workers are represented at company level and how they are involved in the prevention policy of the companies.

Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

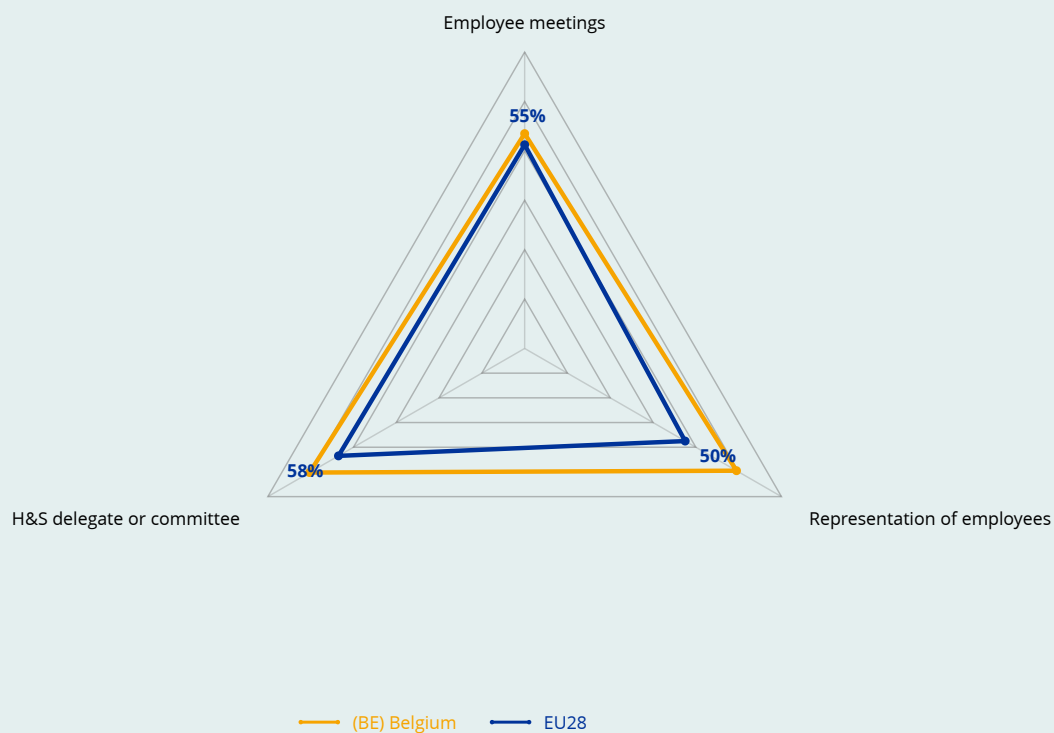
#### Worker involvement

##### ESENER



Sector	Country	Value (%)
Employees role and psychosocial risks	Belgium (BE)	64
H&S delegate or committee	Belgium (BE)	26.9
Employee representation	Belgium (BE)	22.9
Regular H&S discussions	Belgium (BE)	74.3
Controversial H&S discussions	Belgium (BE)	41.1
Employees role and psychosocial risks	EU27_2020	58.1
H&S delegate or committee	EU27_2020	57
Employee representation	EU27_2020	18.6
Regular H&S discussions	EU27_2020	81.1
Controversial H&S discussions	EU27_2020	33.9

## EWCS



Sector	Country	Value (%)
Employee meetings	(BE) Belgium	58
Representation of employees	(BE) Belgium	66
H&S delegate or committee	(BE) Belgium	67
Employee meetings	EU28	55
Representation of employees	EU28	50
H&S delegate or committee	EU28	58



## OSH infrastructure Enforcement capacity

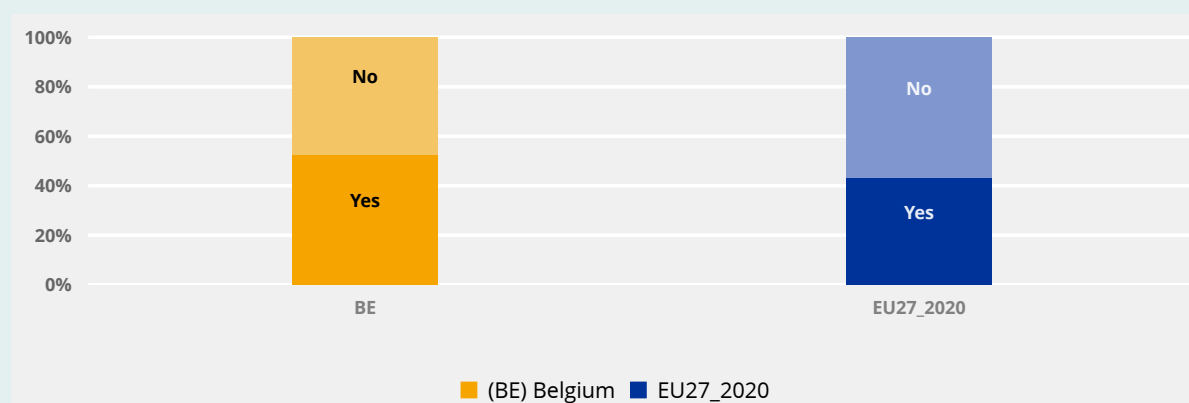
This indicator mainly contains the non-confidential parts of Senior Labour Inspectors Committee reports about enforcement in Member States

Sources: ESENER 2019 Survey and Senior Labour Inspectors' Committee.

For further information refer to Methodology

### % of establishments inspected

Have you been visited by the labour inspectorate in the last 3 years?



Country	Yes (%)	No (%)
(BE) Belgium	52.4	47.6
EU27_2020	43.2	56.8

### Authority

No information available

### Scope of the Labor Inspection

No information available

### Inspector powers

No information available

### Strategy/Plan

No information available

## OSH infrastructure OSH statistics, surveys and research

Here you will find a comprehensive overview of availability of OSH statistics and surveys on working conditions and research capacities in the different Member States and the EU.

For further information refer to Methodology



### Belgium

#### OSH statistics

EU Labour Force survey: AD HOC module: Accidents at work (2013) / AD HOC module: Work-related diseases (2013)

**Data holder:**

EUROSTAT

**Functionalities:**

- Monitoring work accidents - AD HOC MODULE (2007 and 2013)
- Monitoring work related illness - AD HOC MODULE (2007 and 2013)

Belgium Health Interview Survey

**Data holder:**

Scientific Institute of Public Health, Operational Direction Public Health and Surveillance

**Functionalities:**

- Monitoring work accidents - (1997-2001-2004-2008-2013)

Statistical annual report of work accidents 2004 - private sector- Fonds voor arbeidsongevallen (Fund for work accidents)

**Data holder:**

Fonds voor arbeidsongevallen (Fund for work accidents)

**Functionalities:**

- Monitoring work accidents - Year reports 2004 until 2014

Verklarende factoren met betrekking tot de stijging van het aantal invaliden: Werknemersregeling en regeling der zelfstandigen - 2004-2013

**Data holder:**

RIZIV

**Functionalities:**

- Monitoring work related illness - (2004-2013)

Ziekteverzuim in de periode van primaire arbeidsongeschiktheid - Analyse en verklarende factoren

**Data holder:**

RIZIV

**Functionalities:**

- Monitoring work related illness - (2009-2012)

Statistical Annual report Fund for occupational diseases (2014)

**Data holder:**

Fund for occupational diseases

**Functionalities:**

- Monitoring of occupational diseases - (2010-2014)

## Surveys

Belgian sample size of the EWCS (Eurofound)

- **Time span:** 2010 and 2015
- **Contact person:** Belgium Ministry of Labour

## Research Institutes

Directorate DIRECTION-DIOVA (Direction de la recherche sur l'amélioration des conditions de travail)

[Link to the institute](#)

**Short abstract**

Belgium does not run a national OSH research institute. Research in the field of health and safety at work is mainly carried out by research groups at universities. The Belgian Directorate-General for the Humanisation of Work runs a directorate, DIRECTION-DIOVA, that is responsible for the coordination and promotion of research on the improvement of working conditions.

[See more in OSHWiki](#)