



OSH BAROMETER

Estonia

Country Report

Estonia Country Report Index

This document contains the OSH Barometer Country Report Summary of Estonia

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OSH infrastructure	Enforcement capacity OSH statistics, surveys and research

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



Estonia

OSH authority

Ministry of Social Affairs (Sotsiaalministeerium)

See more in its website and in OSHwiki

In the Estonian occupational safety and health (OSH) system, the Ministry of Social Affairs is the executive authority that regulates the entire field; however, two of its structural units (the Working Life Development Department and the Health Department) are directly involved in OSH-related policy-making.

The Working Life Development Department is responsible for the overall coordination and management of activities in the field of OSH. The Working Life Development Department:

- plans and implements the working environment policy;
- drafts regulations on OSH.

Health Board (Terviseamet)

See more in its website and in OSHwiki

Three Estonian governmental health authorities — the Health Protection Inspectorate, the Health Care Board and the Chemicals Notification Centre — were combined to create the joint Health Board in 2010.

In the field of occupational health, the Health Board's role is to:

- participate in the preparation of occupational health programmes and organise their implementation;
- analyse information concerning occupational diseases and work-related ill health;
- organise refresher courses for occupational health specialists;
- register occupational health service providers.

Labour Inspectorate (Tööinspektsioon)

See more in its website and in OSHwiki

The Labour Inspectorate is a government agency operating under the jurisdiction of the Ministry of Social Affairs. Its main functions are:

- to arrange for state supervision in the working environment with respect to compliance with the requirements of legislation regulating OSH and labour relations and ensure enforcement by the state on the basis of and to the extent prescribed by the law;
- to supervise safe use of personal protective equipment (PPE) in the working environment and ensure the effectiveness of PPE at sites of manufacture and sale;
- to supervise investigations into occupational accidents and diseases and to supervise the implementation of measures for the prevention of occupational accidents and diseases;
- to investigate fatal occupational accidents and diseases, and, if necessary, conduct an analysis of the causes of serious occupational accidents and diseases;
- to collect statistics on accidents at work and conduct a subsequent analysis;
- to supervise the use of genetically modified micro-organisms in closed environments to the extent prescribed by the law;
- to make decisions, as required by the law, on issuing or withholding approval;
- to carry out administrative proceedings and approve administrative acts and rules;
- to carry out extrajudicial proceedings on misdemeanours to the extent prescribed by law;
- to initiate criminal proceedings and carry out urgent investigative actions;
- to address and resolve enquiries from individuals on working environment issues;
- to resolve individual labour disputes pursuant to the procedures prescribed by law.

Compensation and insurance body

Estonian Health Insurance Fund (Eesti haigekassa)

See more in its website and in OSHwiki

The basic principle followed in Estonia is that there is no specific insurance against employment injuries and occupational diseases. These risks are covered by health insurance (short-term benefits) and pension insurance (long-term benefits). Under the employer's civil liability, additional benefits can be provided as compensation. All employees are beneficiaries of the system.

Estonia has no formal system of state insurance for occupational accidents and diseases, even though significant developments and improvements in OSH legislation have taken place in the last few years.

Prevention institute

n/a

See more in OSHwiki

In Estonia, unlike in some European countries, there are no prevention institutes. However, preventive activities are included and implemented in the work of the Ministry of Social Affairs and the Labour Inspectorate, most commonly through awareness-raising campaigns.

Standardisation body

In Estonia, unlike in some European countries, there are no prevention institutes. However, preventive activities are included and implemented in the work of the Ministry of Social Affairs and the Labour Inspectorate, most commonly through awareness-raising campaigns.

See more in its website and in OSHwiki

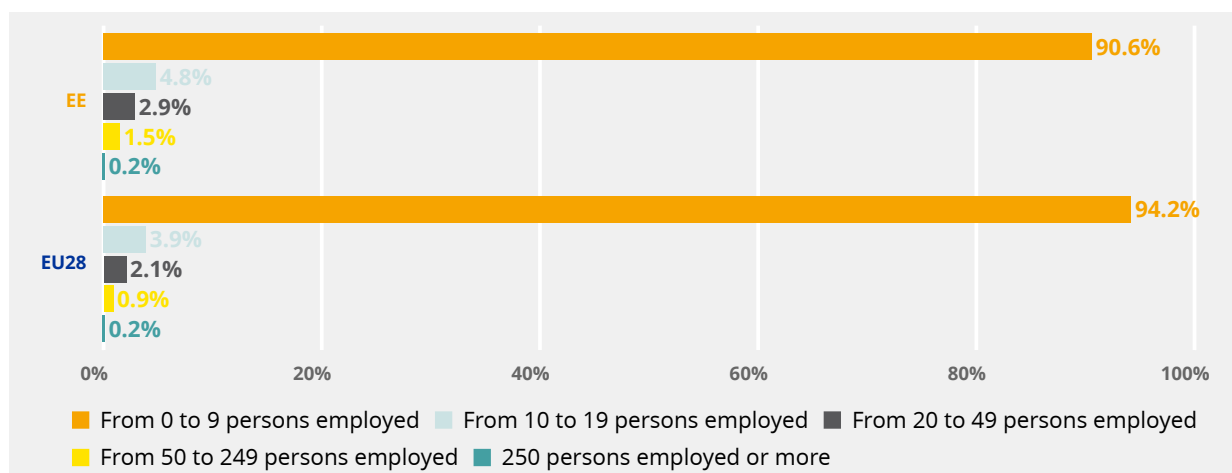
EVS is a non-profit association that was established by three founding members (the Republic of Estonia, the Chamber of Commerce and Industry, and the Confederation of Employers and Industry) in 1999. EVS operates as the Estonian standards organisation, pursuant to the Technical Regulations and Standards Act. EVS has accepted the World Trade Organisation Code of Good Practice for the preparation, adoption and application of standards for the removal of technical barriers to trade.

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.

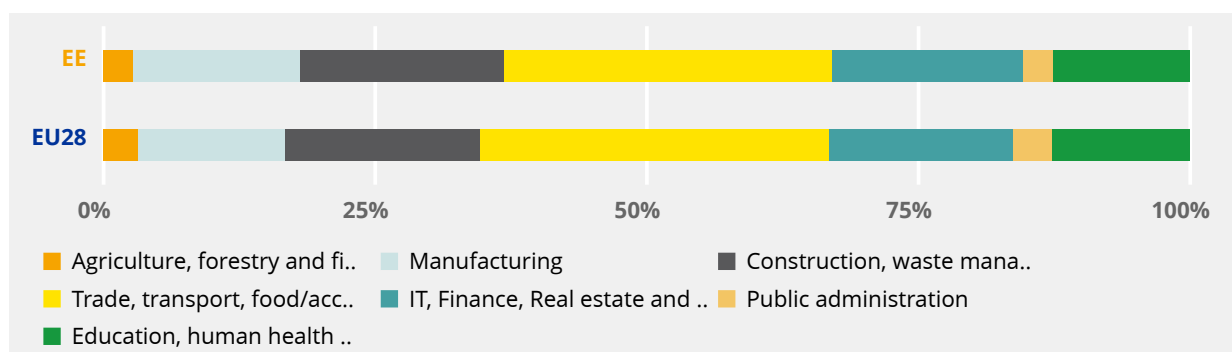
Source: EUROSTAT. For further information refer to Methodology

Company size



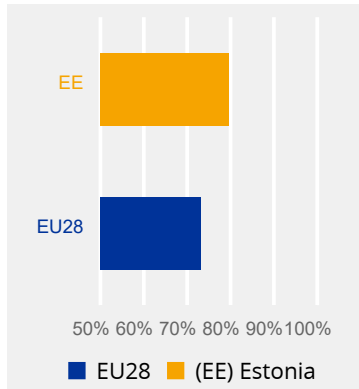
Sector	Country	Value (%)	Country	Value (%)
From 0 to 9 persons employed	EE	90.6	EU28	94.2
From 10 to 19 persons employed	EE	4.8	EU28	3.9
From 20 to 49 persons employed	EE	2.9	EU28	2.1
From 50 to 249 persons employed	EE	1.5	EU28	0.9
250 persons employed or more	EE	0.2	EU28	0.2

Employment per sector



Sector	Country	Value (%)	Country	Value (%)
Agriculture, forestry and fishing	EE	2.7	EU28	3.2
Manufacturing	EE	15.3	EU28	13.5
Construction, waste management, water and electricity supply	EE	18.8	EU28	18
Trade, transport, food/accommodation and recreation activities	EE	30.2	EU28	32.1
IT, Finance, Real estate and other technical scientific or personal service activities	EE	17.6	EU28	16.9
Public administration	EE	2.8	EU28	3.7
Education, human health and social work activities	EE	12.6	EU28	12.7

Employment rate



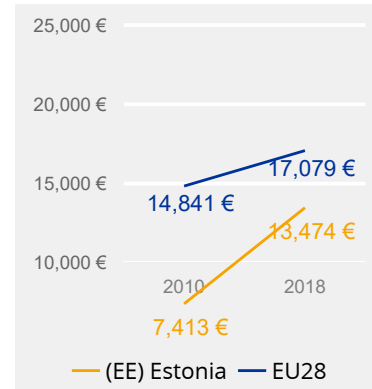
Country	Value (%)
EU28	73.2
(EE) Estonia	79.5

GDP per capita in relation to EU28 average



Country	Value (%)
(EE) Estonia	81.6
EU28	100

Income per capita





Country	Year	Income
(EE) Estonia	2010	5727
(EE) Estonia	2018	10524
EU28	2010	14841
EU28	2018	17383

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

 EU28	Median age of population: 43.3 years	Employment rate (55 - 64): 58.7 %	Employment rate (female): 67.4 %	Employment rate (male): 79 %	Employment rate (total): 73.2 %	Unemployment rate: 6.8 %
 EE	Median age of population: 42.1 years	Employment rate (55 - 64): 68.9 %	Employment rate (female): 75.6 %	Employment rate (male): 83.4 %	Employment rate (total): 79.5 %	Unemployment rate: 5.4 %

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



Estonia

Structure of each National strategy

Basic information

Current strategies:

Original version: **Heaolu arengukava 2016-2023**

English version: **Welfare Development Plan 2016–2023**

Occupational health and safety activities are regulated in the Welfare Development Plan. The Welfare Development Plan focuses on the strategic objectives of labour market (incl. occupational health and safety), social protection, gender equality, and equal treatment policies for 2016–2023.

Original version: **Rahvastiku tervise arengukava 2009–2020**

English version: **National Health Plan 2009-2020**

The Occupational Health and Safety Strategy 2010-2013: the goals and activities of the strategy are integrated into the application plan 2013–2016 of the NHP 2009–2020.

Former strategy: Occupational Health and Safety Strategy for 2010-2013

Background

Welfare Development Plan 2016–2023

Work affects people's health. Decreasing work ability prevents the employee from participating in working life actively and for a long time. A decrease in work ability and physical harm related to employment are caused by the risk factors existing in a work environment and their impact on the employee's health. Work-related health damages cause absence from work, causing expenses for the employee, employer, and society. Lack of awareness about occupational health and safety does not support the protection of the employee's health in the work environment. Employers and employees do not know enough about occupational health and safety, their rights and obligations, requirements resulting from legislation, or workplace risks. Employers sense the lack of information, the inability to find the necessary materials on their own, and the inability to keep themselves constantly up to date with the changes in the acquis.

National Health Plan 2009-2020

A person's health is significantly influenced by working environment. It is possible to improve the conditions thereof with the help of an efficient health protection and work safety system. If such a system is not present, the number of accidents at work and occupational diseases increases, which result in the loss of working time and an increase in incapacity for work. The above has a direct negative influence on all the economy. The number of sick days caused by accidents at work and associated with work is large and causes loss to the economy of the state. Compliance with occupational health and safety requirements is insufficient, and therefore the state supervision requires enhancement.

Characteristics and objectives

Welfare Development Plan 2016–2023

The priority of the Development Plan is to support participation in the workforce and a long-term working life. One of the main objective of the Welfare Development Plan is high employment rate and a high-quality working life.

The related sub-objective is: “Correlation between the demand and supply of the workforce ensures a high level of employment, and high-quality working conditions support long-term participation in working life”.

This sub-objective also covers all the relevant occupational health and safety policy instruments.

The related measure in the implementation plan: “Maintaining employees' work ability, keeping them in the labour market, and bringing people with reduced work ability into the labour market”.

Indicator: The number of sick days related to work accidents per each accident.

National Health Plan 2009-2020

The sub-objective is: “Health risks from the living, working and learning environment are reduced”. The following measure was used in the period 2013-2016 to achieve the objectives: “Development of health-supporting working environment and decrease of health risks based on the working environment”.

Indicators:

1. Number of fatal occupational accidents per 100,000 employees;
2. Number of working days lost due to occupational accidents per 100 employees;
3. Health impact of work: percentage of employed persons who believe that their work deteriorates their health.

Details and activity

Welfare Development Plan 2016-2023

Objectives:

1. High employment rate and a high quality of working life
2. Reducing social inequalities and poverty, gender equality, and greater social inclusion

Four sub-objectives: the relation to OSH can be found in sub-objective 1: Correlation between the demand and supply of the workforce ensures a high level of employment, and high quality of working conditions support long-term participation in working life.

The main policy instruments related to occupational health and safety are:

1. The capacity of working life participants must be increased for the implementation of rules for working environment, including for coping with new working environment risks, and for the prevention of the employee's loss of ability to work;
2. The monitoring of the work environments shall be enhanced to identify and eliminate violations related to the work environment;
3. The legal framework regulating the working environment must be made clearer and compatible with the changing labour market situation and economy;
4. Monitoring, outreach, and counselling activities must be made more efficient;
5. Employers must be supported in improving working environments and conditions and in preventing employees' loss of work ability, including reducing the employer's occupational health and safety management burden;
6. Greater attention shall be paid to shaping the work safety culture for the participants in working life, including compiling a risk analysis, assessment of new risks, and to the safety in using flexible forms of work;
7. The possibility of developing a compensation system for an incapacity for work shall be analysed to motivate preventing work interruptions and to encourage returning to work, including analysing the principles of the occupational health system and for compensating incapacity for work due to the employee's health damage in order to enable early intervention.

National Health Plan 2009-2020

The priorities of the field of occupational health are:

1. Increasing the awareness of various target groups of the health risks from the living, working and learning environment and measures for management thereof.
2. Enhancement of the system of evaluation, management and information of health risks from the living, working and learning environment.
3. Enhancement of supervision in the living, working and learning environment.
4. Improvement of the organisation of occupational health and significant improvement of the quality of occupational health services and ensuring the availability thereof for all employees.

Sub-objective SO3: Health risks from the living, working and learning environment are reduced

Measures M (2009-2012)

1. Modernise the legal system facilitating the maintenance and improvement of the living, working and learning environment.
2. Enhance the system of evaluation, management and information system of health risks from the living environment (including climate changes) and working and learning environment.
3. Enhance the surveillance system of the living, working and learning environment (at different levels), develop strong and coordinated cooperation.
4. Increase the awareness of people of health risks from the living, working and learning environment.
5. Train experts for evaluation of health risks from the living, working and learning environment and enhance the quality of evaluation service of health risks.
6. Organise training sessions for specialists of county and rural municipality governments on environmental health risks and management possibilities thereof.
7. Organise surveys in order to assess the influence of environmental factors in the living, working or learning environment on health and publish the results of the surveys.

8. Develop the cooperation of family physicians with occupational health doctors and health protection specialists to ensure prevention and effective treatment of health disorders and illnesses, considering the connection of negative impacts on health and the living, working or learning environment.
9. Increase the share of people included in immunisation.
10. Ensure state-level preparedness to prevent spreading of communicable diseases, epidemics and pandemics, including updating of the necessary laboratory base.
11. Include occupational health and safety in the curricula of establishments providing general and professional education.
12. Improve the organisation of occupational health, significantly improve the quality of occupational health services and availability of the services for all employees
13. Develop an insurance system for accidents at work and occupational diseases and coordinate the application thereof.
14. Ensure access to the living, working and learning environment and usability thereof by all members of the society
15. Make instruction materials on making the living, working and learning environment safer for health available to relevant target groups.

Measures M (2013-2016)

1. Development of health-supporting living environment and reducing of health risks based on the living environment.
2. Development of healthy learning environment and reducing of health risks based on the studying environment.
3. Development of health-supporting working environment and reducing of health risks based on the working environment.
4. Organisation of surveillance, prevention and control of spreading of communicable diseases.

The measures are shown as activities in the implementation plan 2013-2016:

1. Ensuring of the legal system necessary for the achievement of working environment promoting the maintenance and improvement of health.
2. Significant improvement of the quality of occupational health services and the availability of those services for all employees. Improvement of the organisation of occupational health.
3. Creation and development of information technology solutions in the field of working environment.
4. Development of instruction materials on occupational health and safety.
5. Organisation of an in-service professional training for occupational healthcare professionals and employers.
6. Organisation of thematic campaigns of occupational health and safety, collection and distribution of best practices in the field.
7. Increasing of the quality of evaluating health risks based on the working environment
8. Development of cooperation between healthcare service providers of different professions to ensure prevention and effective treatment of health disorders and illnesses, considering the connection of negative impacts on health and the living, working or learning environment.
9. Increasing of the efficiency of supervision of the working environment by improving the system and increasing effectiveness.
10. Organisation of surveys in order to evaluate the impact of working environment based risk factors on health, and publishing of the results of the surveys.

Actors and stakeholders

The strategies are implemented by the Ministry of Social Affairs and Labour Inspectorate.

Resources and timeframe

Welfare Development Plan budget (occupational health and safety activities) for 2016-2020: 3 596 297 EUR
 National Health Plan (occupational health and safety activities) budget for 2013-2016: 2 170 000 EUR.

Evaluation

Welfare Development Plan is reviewed regularly – to provide an overview of the achievement of the objectives of the Development Plan, a report on its fulfilment is compiled each year. A performance report on the implementation of measures and activities is compiled.

National Health Plan is reviewed regularly:

- Annually, including an overview of the activities in the development plan and current management decisions regarding the financing and implementation of activities;
- Biennially, including (in addition to current management decisions) also updating of the indicators in the development plan, drafting of a fulfilment report and a decision of the government regarding the previous activities and possible new directions. Biennial updating of the indicators is based on the frequency of the population survey taking place with such frequency;
- Every four years a comprehensive evaluation of the National Health Plan and reviewing of objectives is organised.

Ex ante indicators for the years 2012 to 2020

Indicator that is measured in the **Welfare Development Plan**: The number of sick days related to work accidents per each accident.

Indicators that are measured in the **National Health Plan**:

- Number of fatal occupational accidents per 100,000 employees;
- Number of working days lost due to occupational accidents per 100 employees;
- Health impact of work: percentage of employed persons who believe that their work deteriorates their health.

Relation to EU Strategic Framework

Estonian occupational health and safety priorities in the strategies are in accordance with the EU OSH strategy.

Estonia has taken into account the following EU OSH Strategy objectives in designing OSH policy and relevant legislation:

1. Facilitate compliance with OSH legislation, particularly by micro and small enterprises;
2. Better enforcement of OSH legislation;
3. Simplify existing OSH legislation and eliminate unnecessary administrative burden;
4. Take into account the ageing of the workforce (welfare development plan 2016-2023 – sub-objective 1 (Correlation between the demand and supply of the workforce ensures a high level of employment and high-quality working conditions support long term participation in working life), emerging new risks, prevention of work-related and occupational diseases;
5. Collect reliable statistical data on work-related accidents and diseases, occupational exposures, work-related ill-health, and to analyse the costs and benefits in this area.

Response of national strategies to EU challenges

Implementation record

Sub-objective:

- Health risks from the living, working and learning environment are reduced.

Measures:

- Modernise the legal system facilitating the maintenance and improvement of the living, working and learning environment.
- Enhance the system of evaluation, management and information system of health risks from the living environment (including climate changes) and working and learning environment.
- Enhance the surveillance system of the living, working and learning environment (at different levels), develop strong and coordinated cooperation.
- Train experts for evaluation of health risks from the living, working and learning environment and enhance the quality of evaluation service of health risks.
- Organise training sessions for specialists of county and rural municipality governments on environmental health risks and management possibilities thereof.
- Organise surveys in order to assess the influence of environmental factors in the living, working or learning environment on health and publish the results of the surveys.
- Develop the cooperation of family physicians with occupational health doctors and health protection specialists to ensure prevention and effective treatment of health disorders and illnesses, considering the connection of negative impacts on health and the living, working or learning environment.

Prevention of work-related diseases

Sub- Objective:

- Correlation between the demand and supply of the workforce ensures a high level of employment and high-quality working conditions support long-term participation in working life (WDP).

Policy Instrument:

- Achievement and maintenance of a high employment rate ("the capacity of working life participants must be increased for the implementation of rules for employment relationships and the working environment, including for coping with new working environment risks, and for the prevention of the employees loss of ability to work") .

Tackling demographic change

Objective:

- High employment rate and high-quality working life (WDP).

Sub-Objective:

- Correlation between the demand and supply of the workforce ensures a high level of employment and high-quality working conditions support long-term participation in working life. (WDP).

Policy Instrument:

- Achievement and maintenance of a high employment rate.

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



Estonia

29 %

Joint consultative,
employment forum
or similar

60 %

Health and safety
representative

6 %

Trade union
representation

14 %

Health and safety
committee



EU27_2020

24 %

Joint consultative,
employment forum
or similar

57 %

Health and safety
representative

19 %

Trade union
representation

23 %

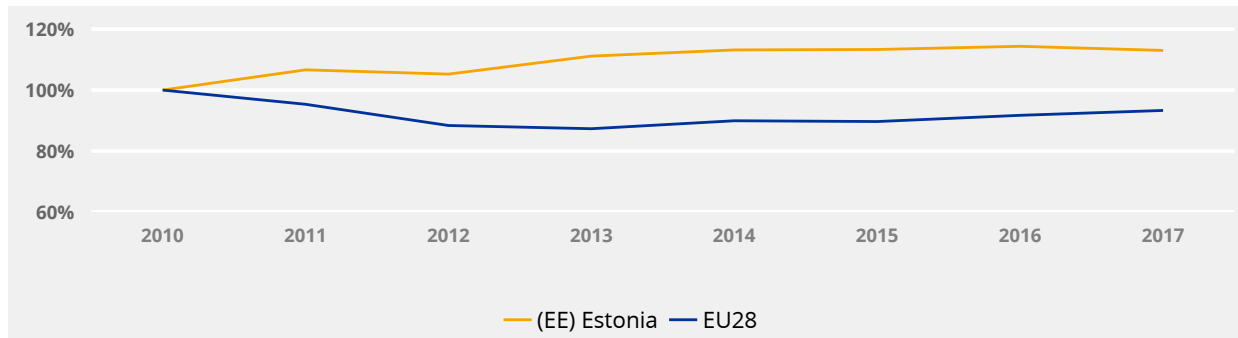
Health and safety
committee

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 For further information refer to Methodology

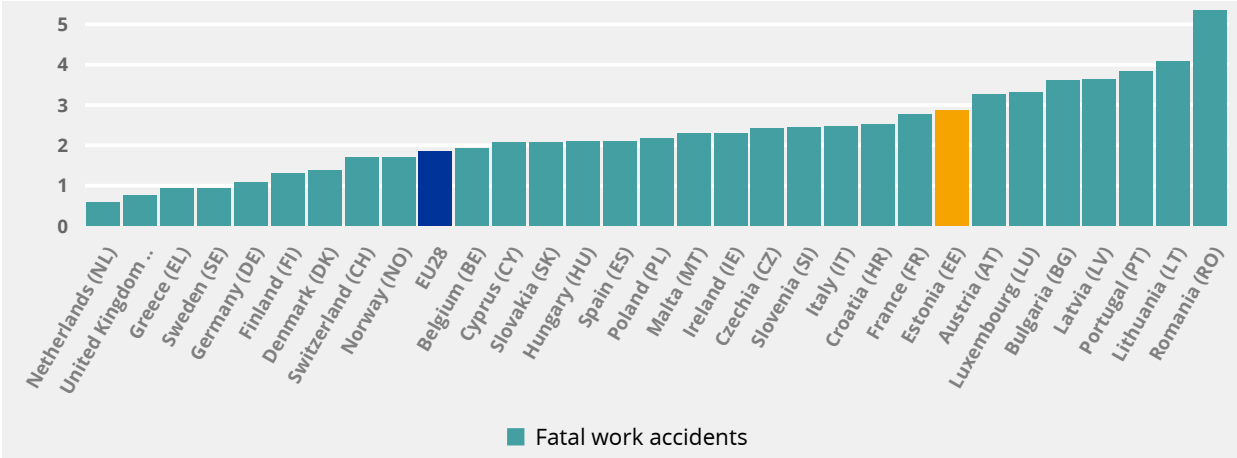
Non-fatal work accidents



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 (%)
(EE) Estonia	2010	100	EU28	2010	100
(EE) Estonia	2011	106.6	EU28	2011	95.3
(EE) Estonia	2012	105.2	EU28	2012	88.4
(EE) Estonia	2013	111.1	EU28	2013	87.3
(EE) Estonia	2014	113.2	EU28	2014	89.9
(EE) Estonia	2015	113.3	EU28	2015	89.7
(EE) Estonia	2016	114.4	EU28	2016	91.7
(EE) Estonia	2017	113	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
Estonia (EE)	2.9

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



EU28

86 %

Satisfaction with
working conditions

8 %

Health problem in
the last 12 months

42 % null

25 %

Health affected by
work

8 %

More than 15 days of
absence

73 %

Likelihood of staying
in current job until 60
years old



Estonia

90 %

Satisfaction with
working conditions

6 %

Health problem in
the last 12 months

44 % null

35 %

Health affected by
work

12 %

More than 15 days of
absence

78 %

Likelihood of staying
in current job until 60
years old

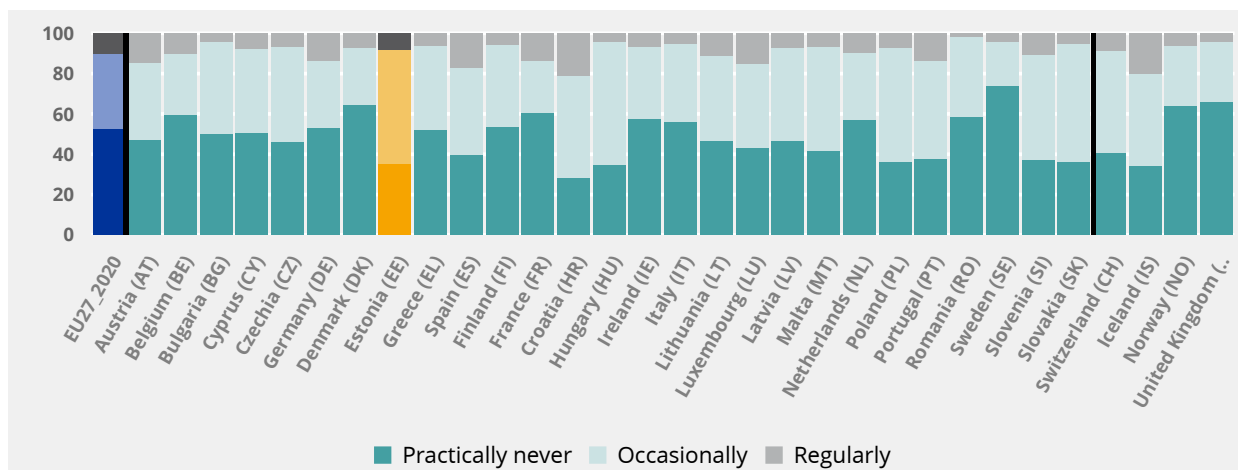
OSH outcomes and working conditions

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

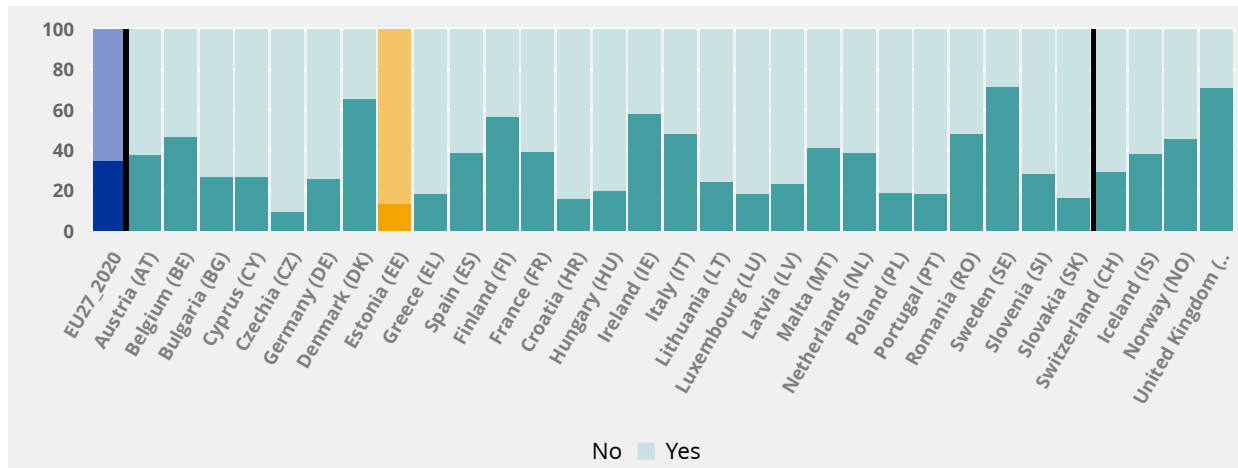
Health and safety discussed



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
Estonia (EE)	8.1	56.4	35.5

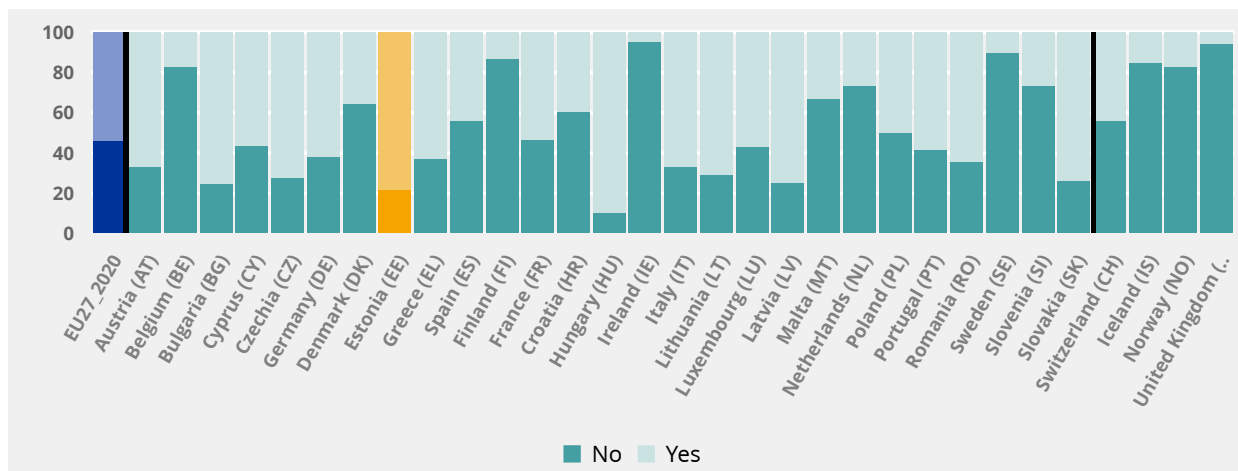
Action plan to prevent stress



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
Estonia (EE)	13.5	86.5

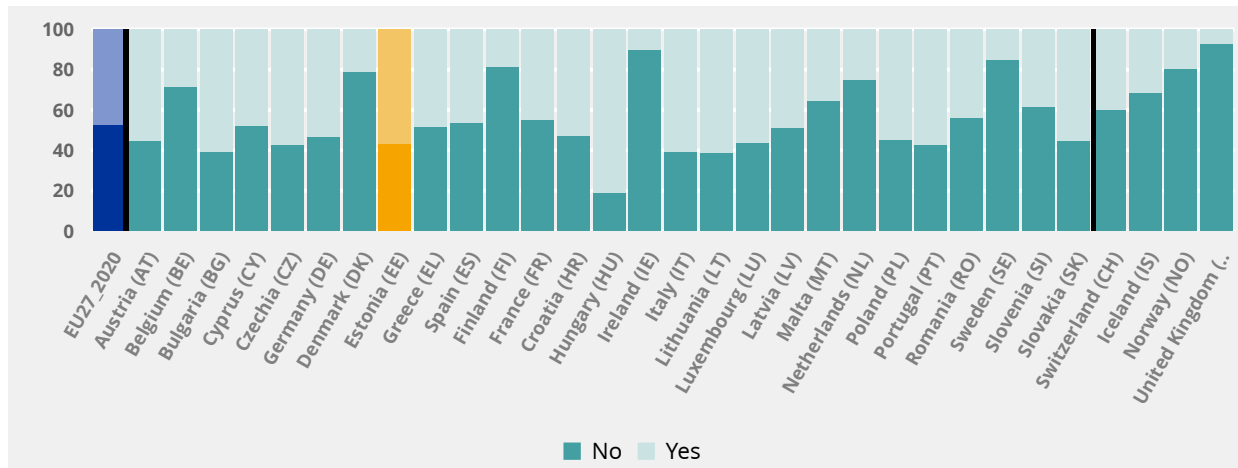
Procedure against bullying



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	46.3	53.7
Estonia (EE)	21.7	78.3

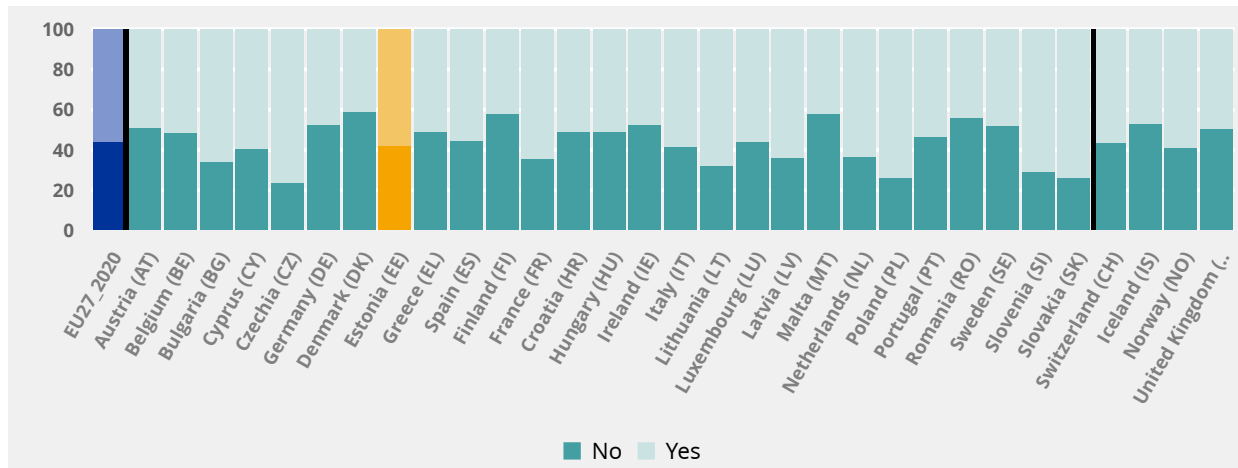
Procedures to deal with threats



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	52.6	47.4
Estonia (EE)	43	57

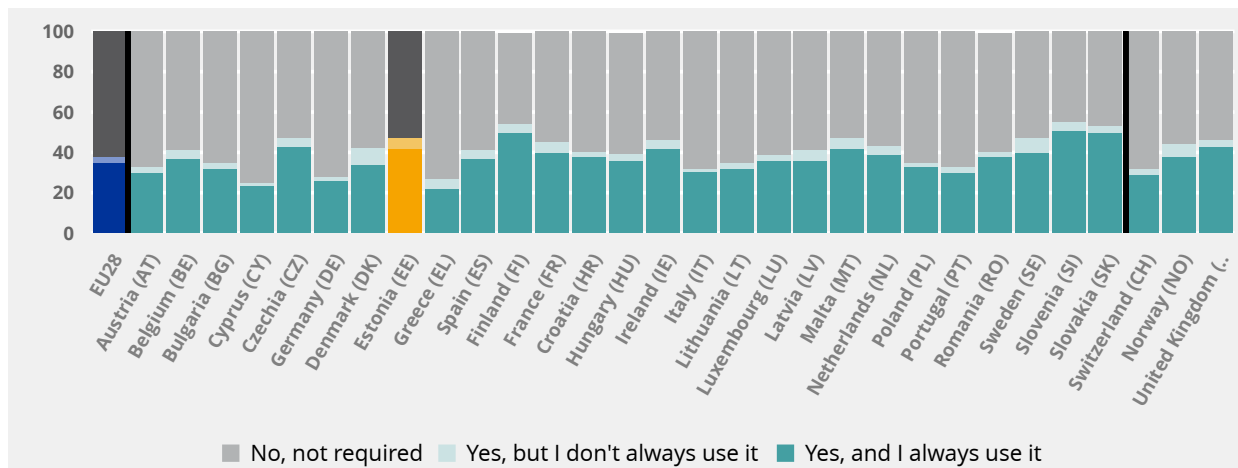
Measures to reduce work pressure



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	44.1	55.9
Estonia (EE)	42.1	57.9

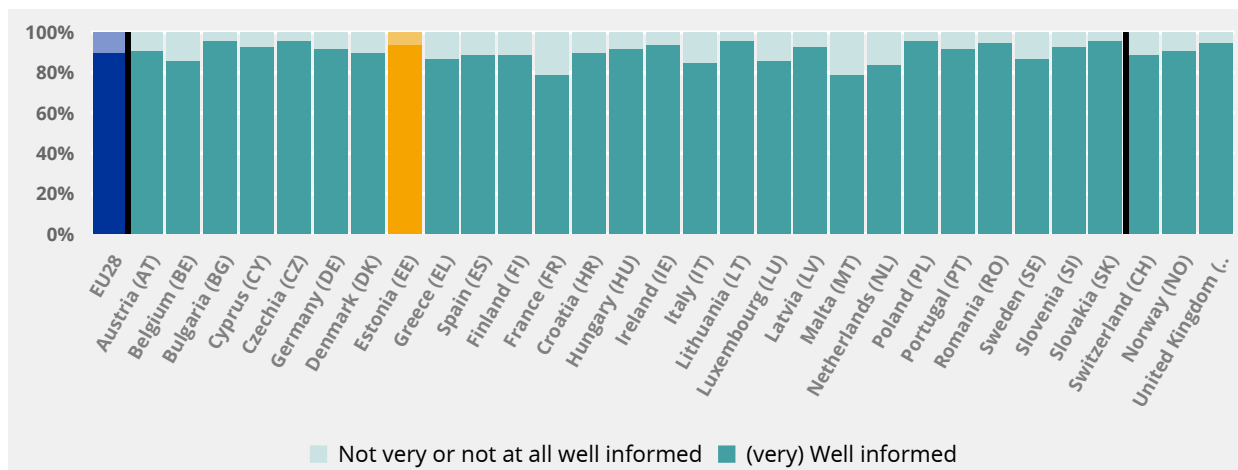
Use of personal protective equipment



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	No, not required (%)	Yes, but not required (%)	Yes and always (%)
EU28	62	3	35
Estonia (EE)	53	5	42

Information about risks



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	Yes (%)	No (%)
EU28	90	10
Estonia (EE)	94	6

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.

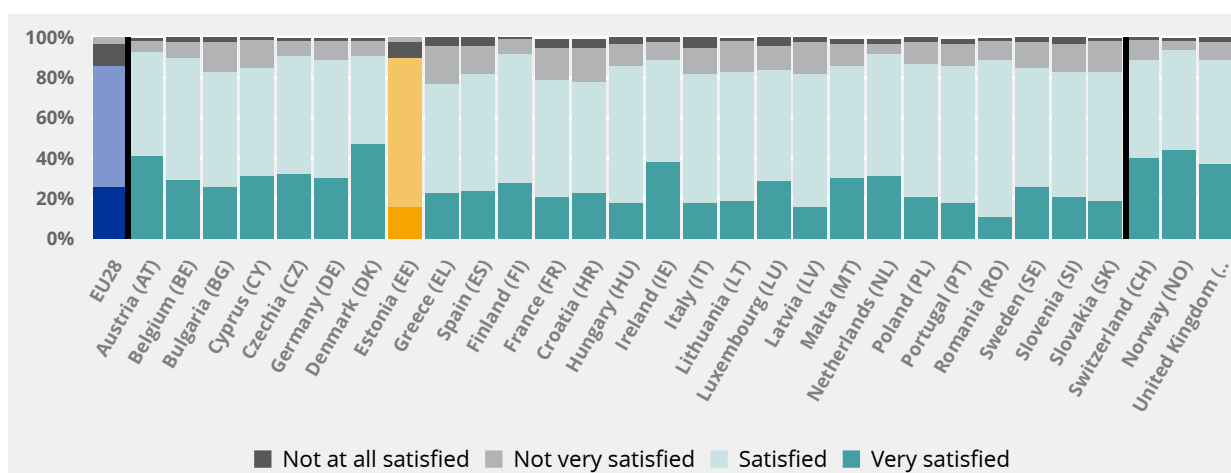
Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

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.

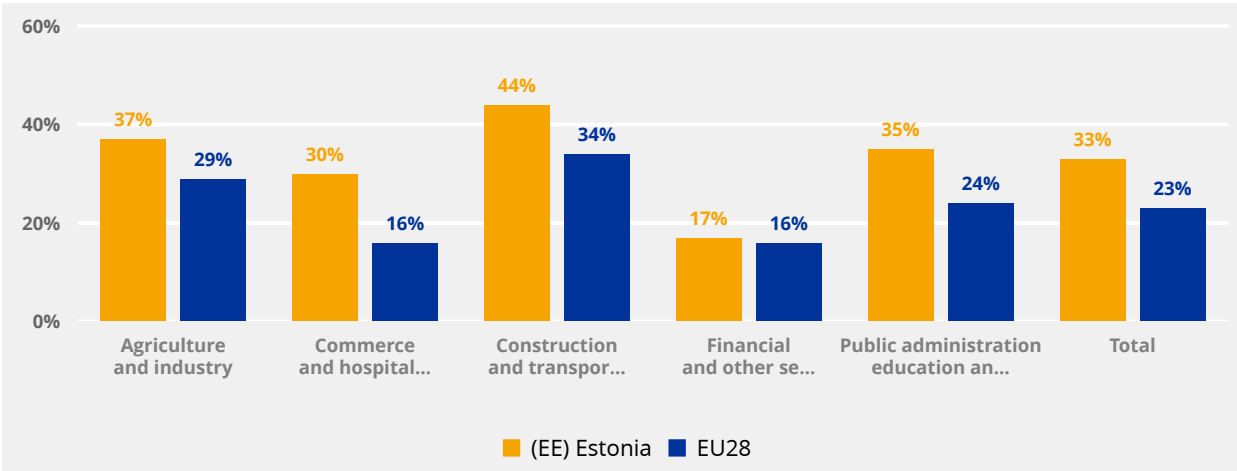
Source: European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

Job satisfaction



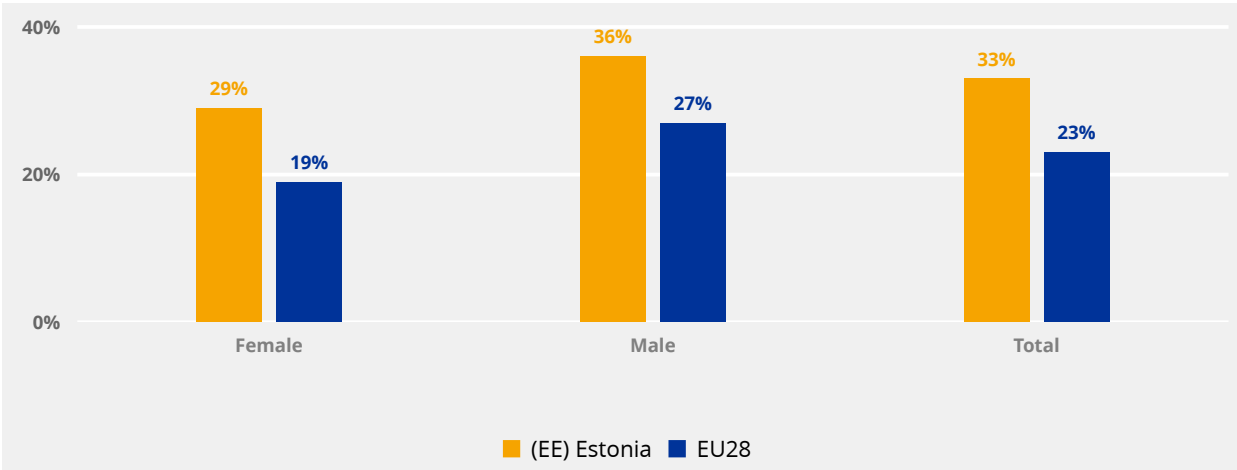
Country	Not at all satisfied (%)	Not very satisfied (%)	Satisfied (%)	Very satisfied (%)
EU28	3	11	26	0
Estonia (EE)	2	8	16	0

Health at risk - Sector



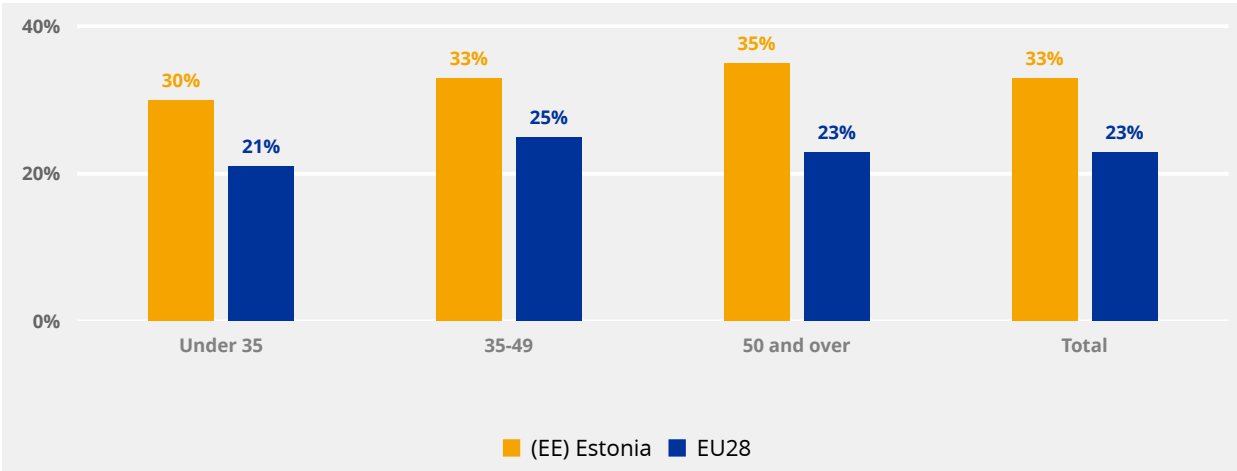
Sector	Country	Value (%)	Country	Value (%)
Agriculture and industry	(EE) Estonia	37	EU28	29
Commerce and hospitality	(EE) Estonia	30	EU28	16
Construction and transport	(EE) Estonia	44	EU28	34
Financial and other services	(EE) Estonia	17	EU28	16
Public administration education and health	(EE) Estonia	35	EU28	24
Total	(EE) Estonia	33	EU28	23

Health at risk - Gender



Gender	Country	Value (%)	Country	Value (%)
Female	(EE) Estonia	29	EU28	19
Male	(EE) Estonia	36	EU28	27
Total	(EE) Estonia	33	EU28	23

Health at risk - Age



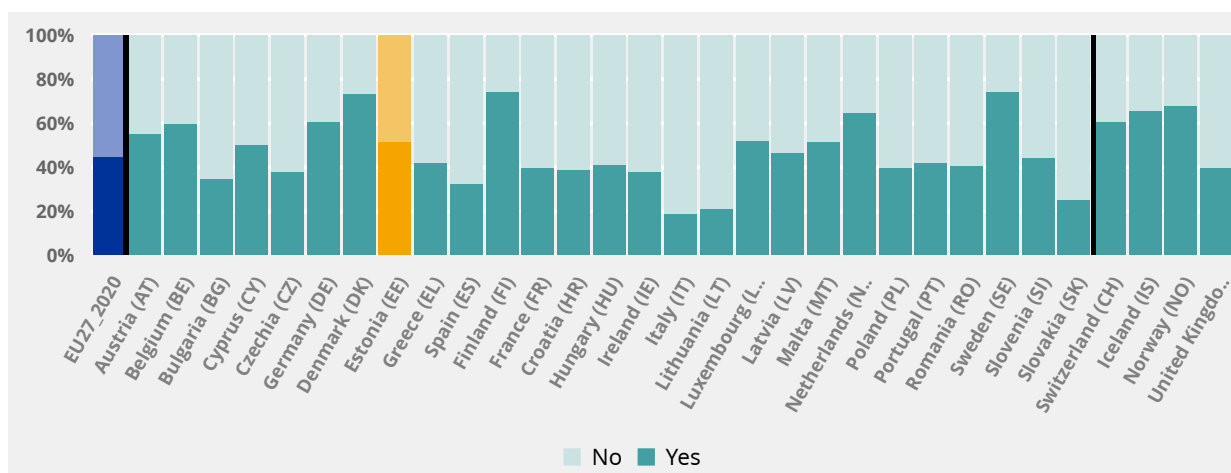
Age	Country	Value (%)	Country	Value (%)
Under 35	(EE) Estonia	30	EU28	21
35-49	(EE) Estonia	33	EU28	25
50 and over	(EE) Estonia	35	EU28	23
Total	(EE) Estonia	33	EU28	23

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

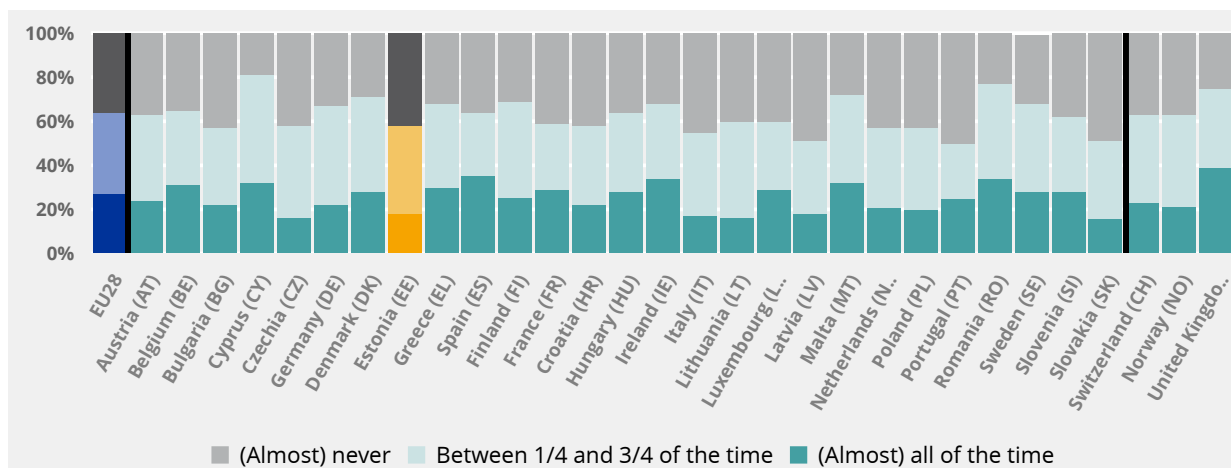
Time pressure - ESENER



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
Estonia (EE)	51.5	48.5

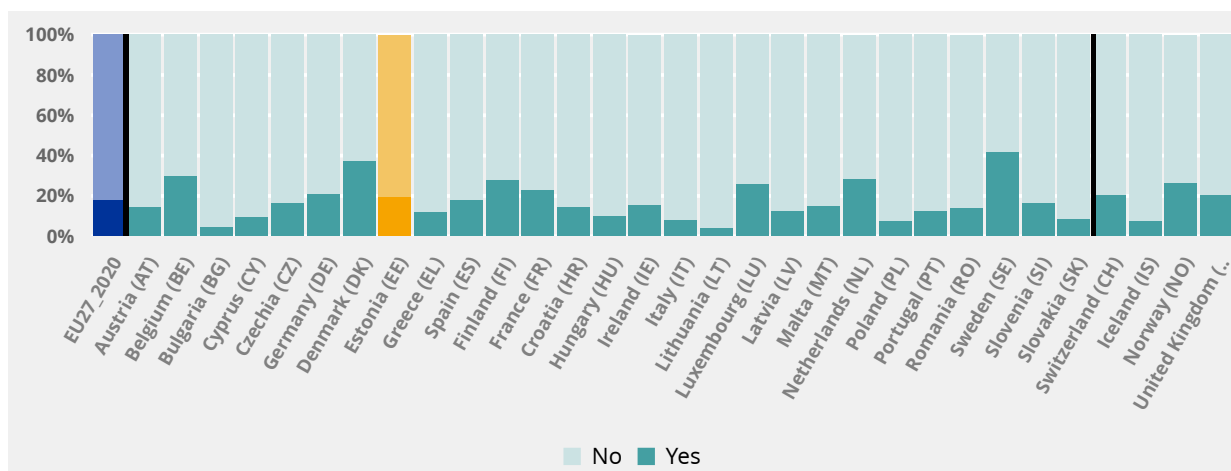
Time pressure - EWCS



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 (%)	¼ and ¾ of the time (%)	All the time (%)
EU28	36	37	27
Estonia (EE)	42	40	18

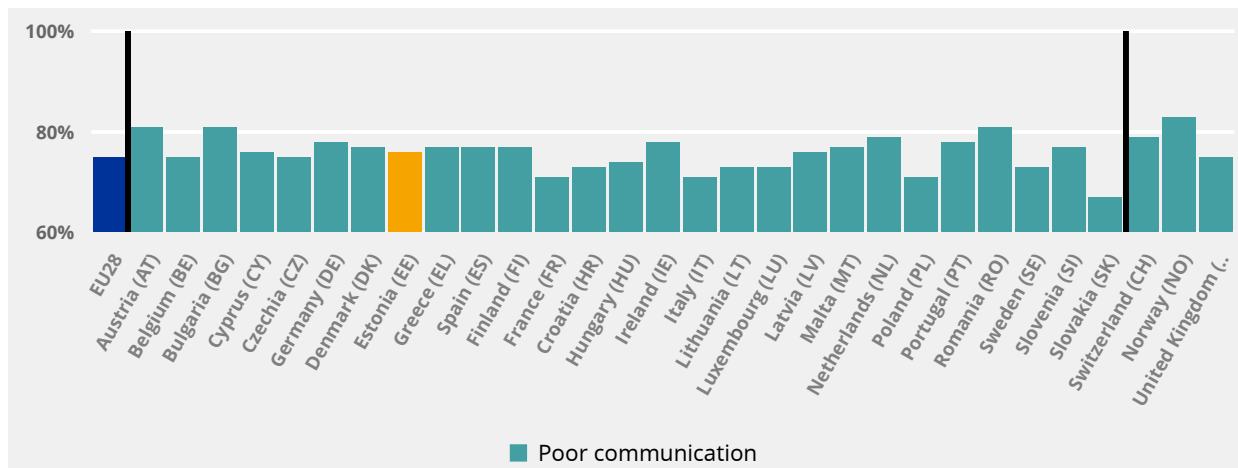
Poor communication - ESENER



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
Estonia (EE)	19.7	80.3

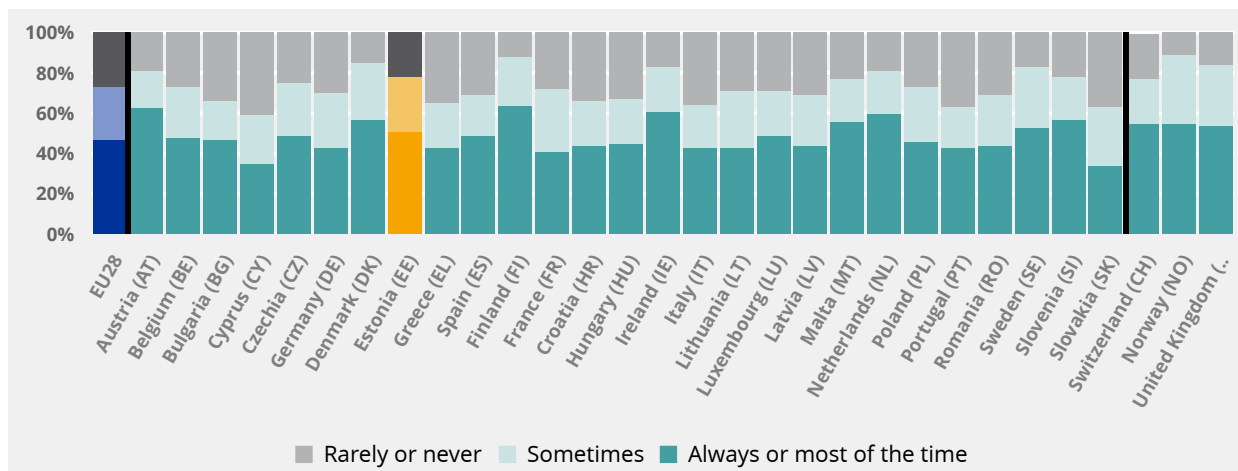
Poor communication - EWCS



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
Estonia (EE)	76

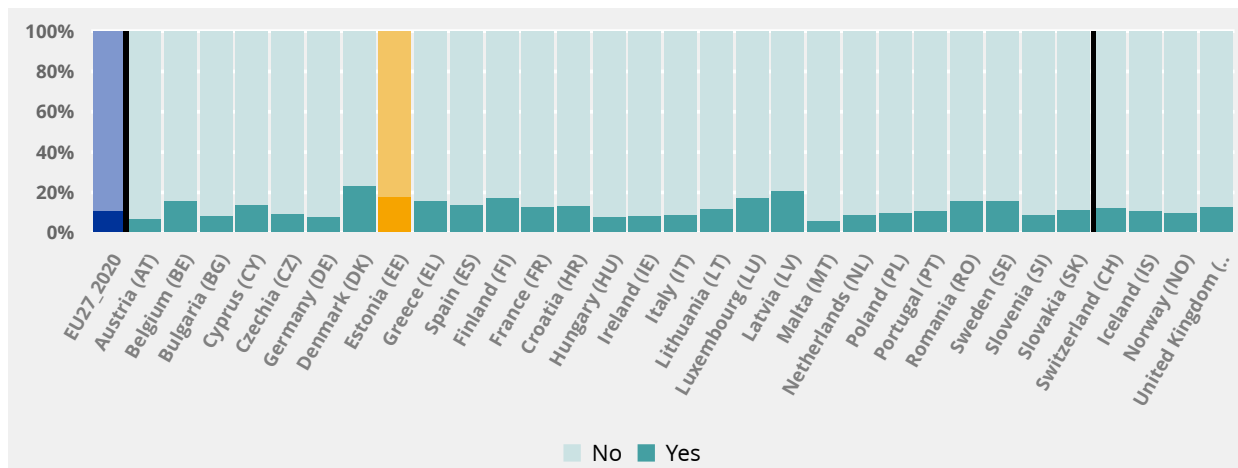
Influence



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
Estonia (EE)	22	27	51

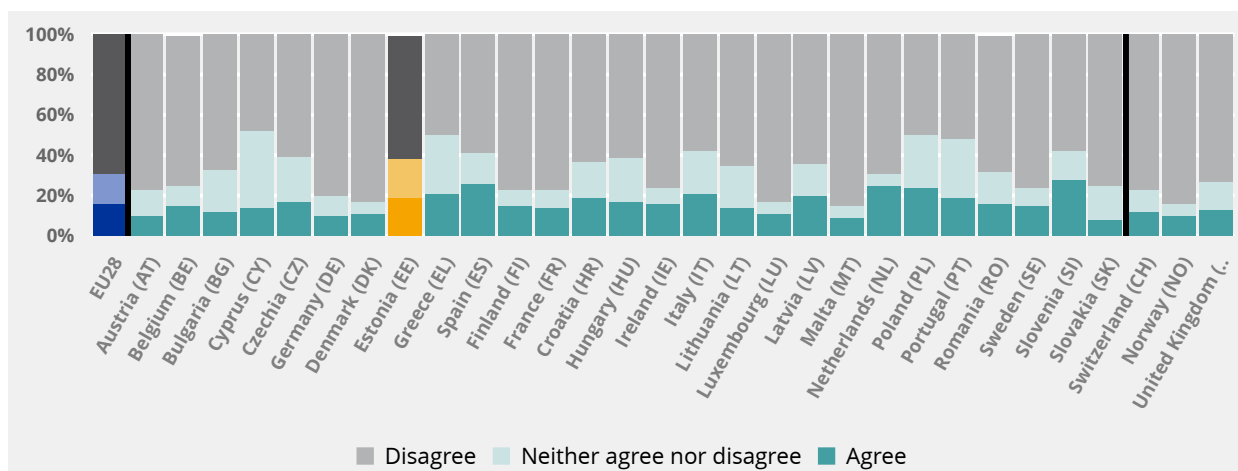
Fear of job loss - ESENER



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
Estonia (EE)	17.7	82.3

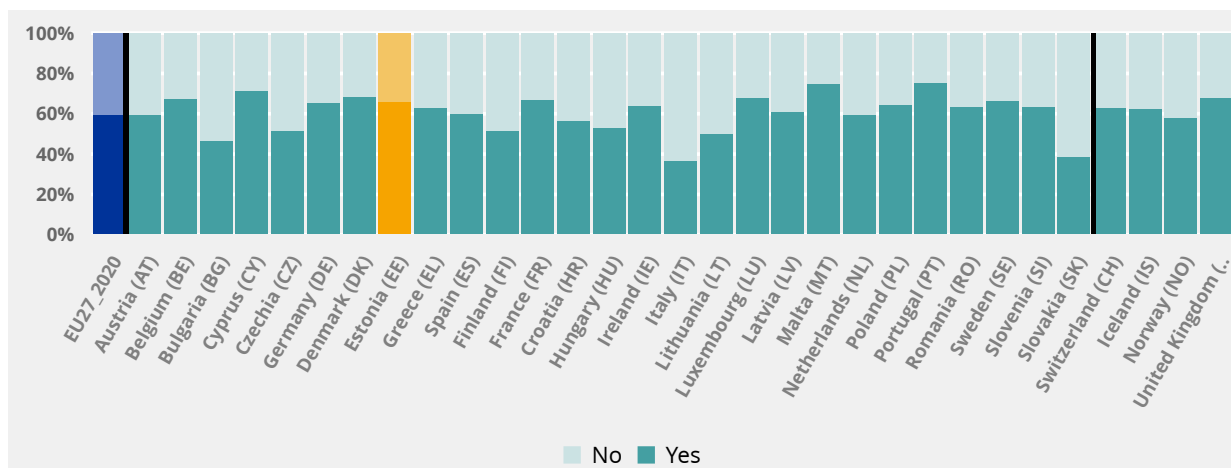
Fear of job loss - EWCS



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
Estonia (EE)	61	19	19

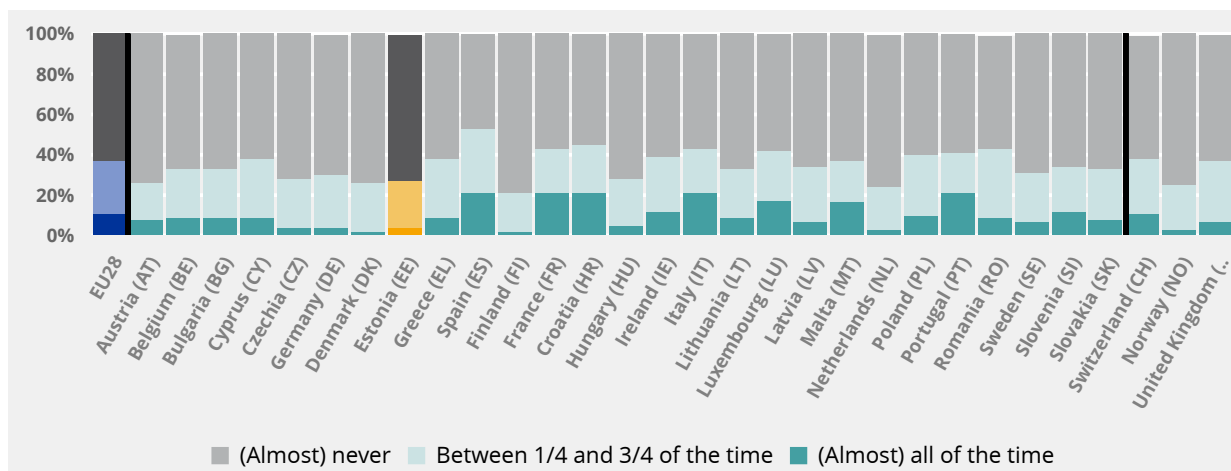
Difficult clients - ESENER



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
Estonia (EE)	65.9	34.1

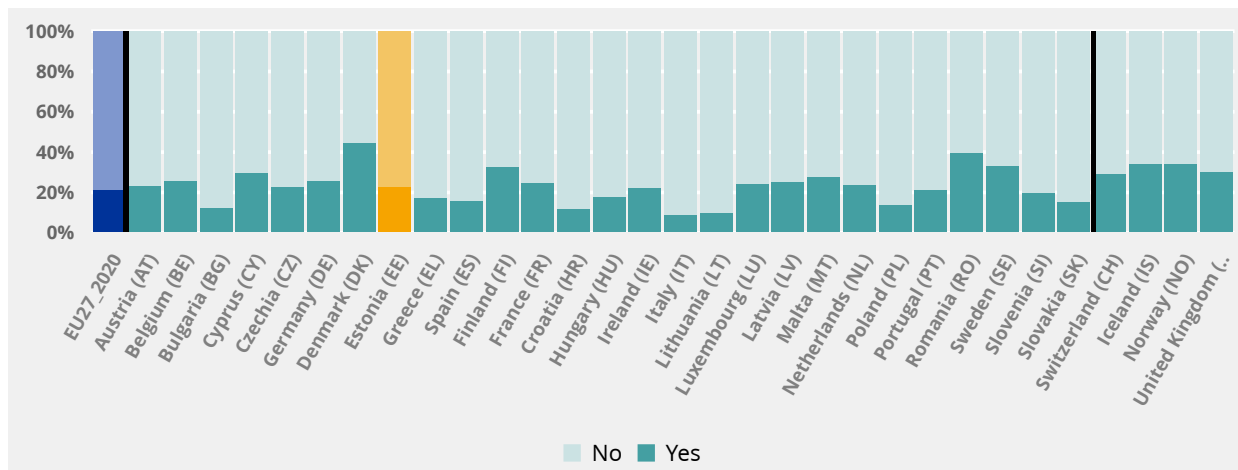
Difficult clients - EWCS



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
Estonia (EE)	72	23	4

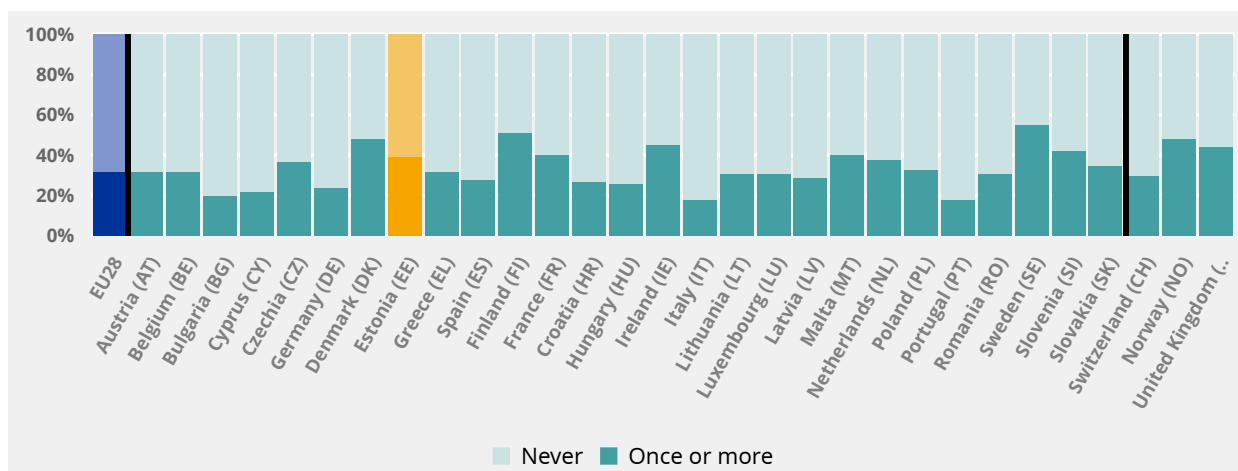
Working hours - ESENER



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
Estonia (EE)	23.1	76.9

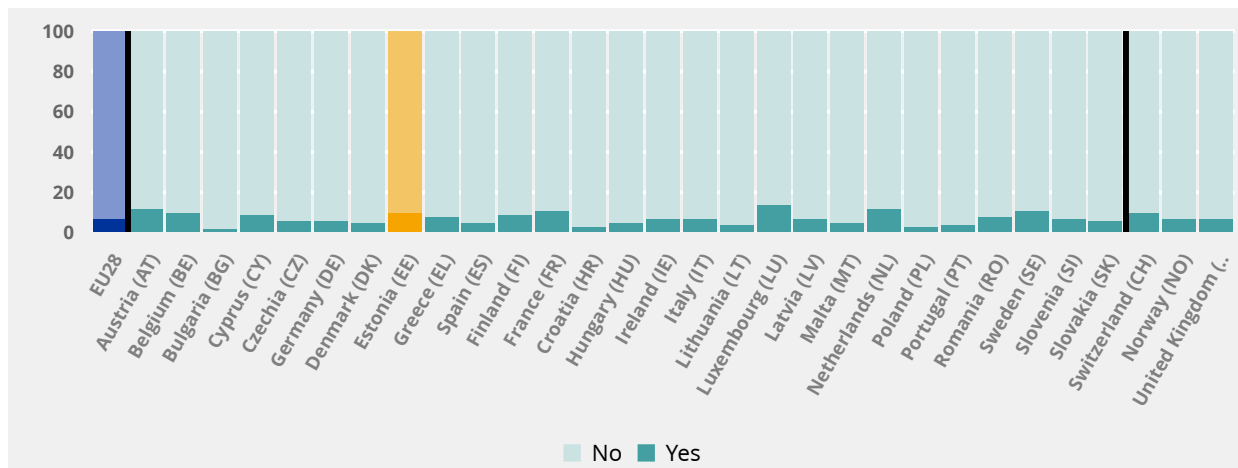
Working hours - EWCS



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
Estonia (EE)	39	61

Discrimination



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?"

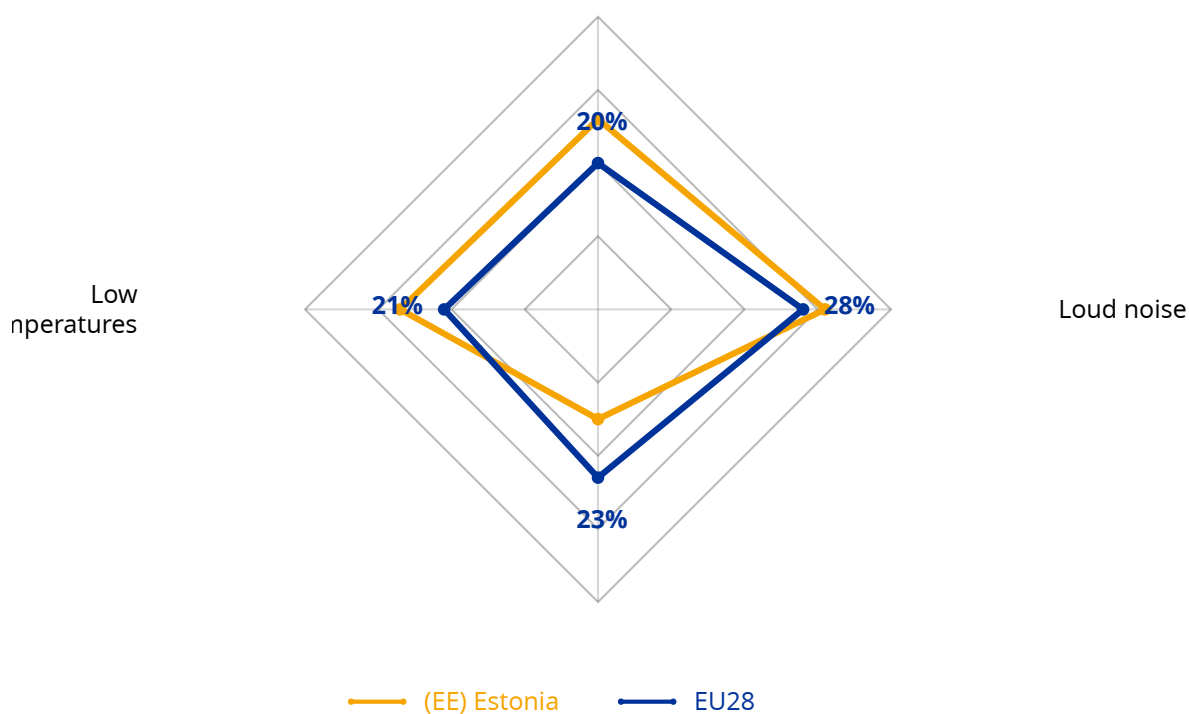
Country	Yes (%)	No (%)
EU28	7	93
Estonia (EE)	10	90

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

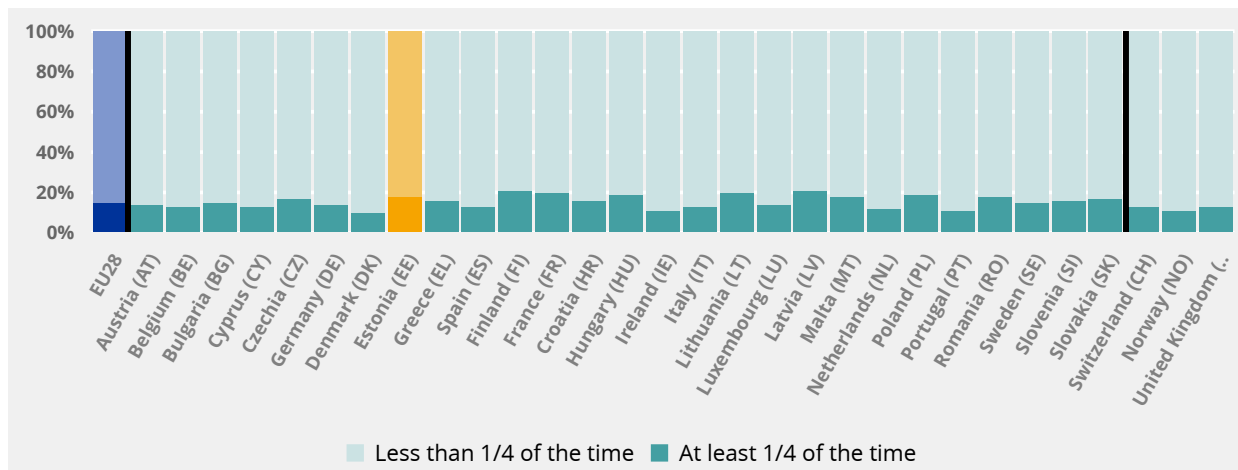
Vibrations, loud noise and temperature



Indicator	Country	Value (%)
Vibrations from tools or machinery	EU28	20
Loud noise	EU28	28
High temperatures	EU28	23
Low temperatures	EU28	21
Vibrations from tools or machinery	(EE) Estonia	26
Loud noise	(EE) Estonia	31
High temperatures	(EE) Estonia	15
Low temperatures	(EE) Estonia	27

Exposure to dangerous substances

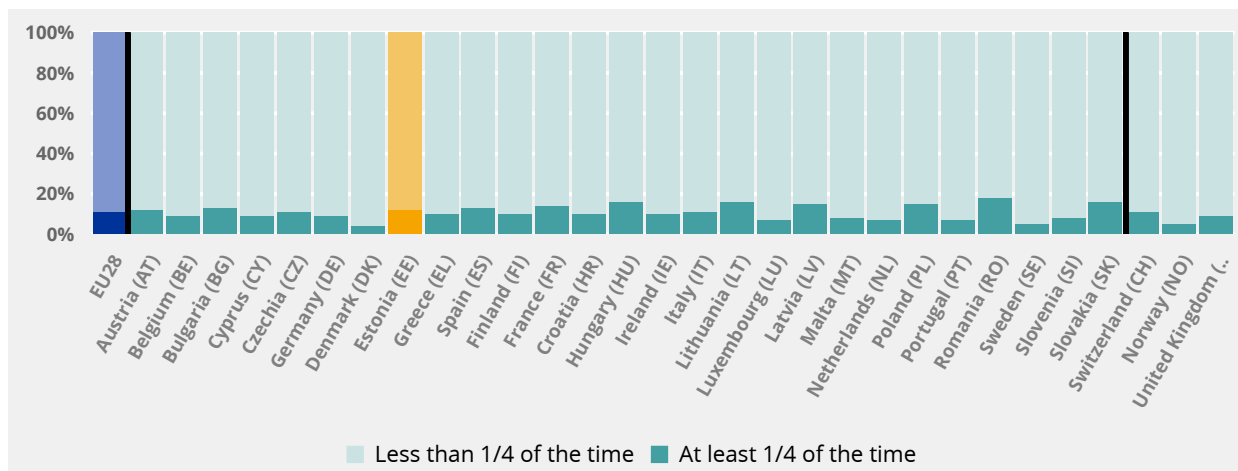
Smoke, powder or dust



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
Estonia (EE)	82	18

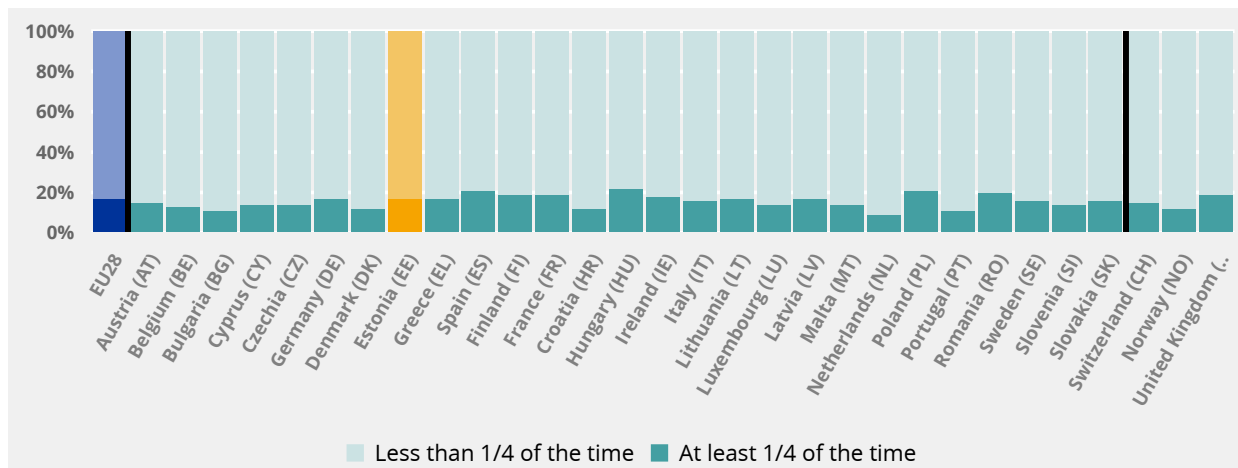
Vapours



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
Estonia (EE)	88	12

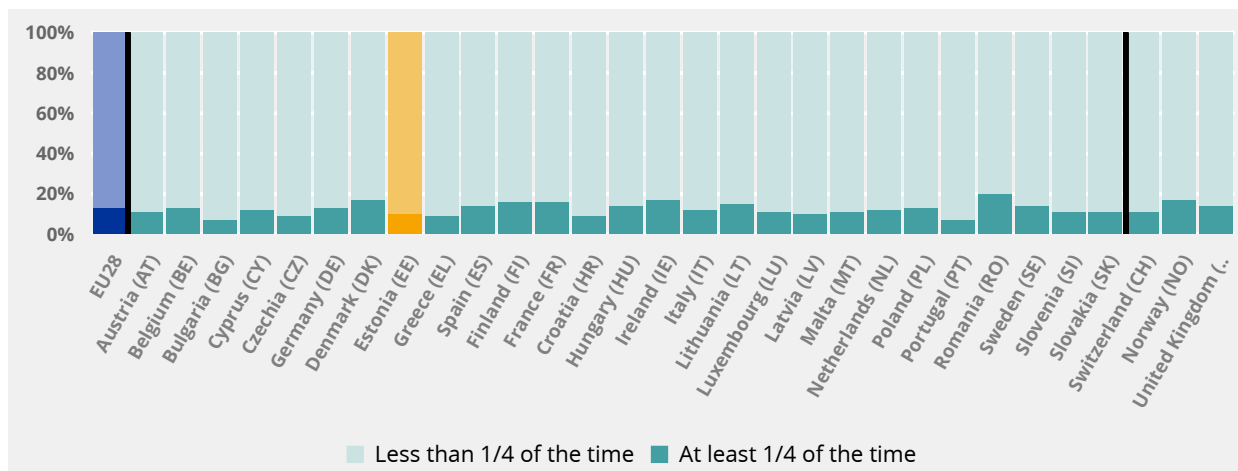
Chemical products



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	Less than 1/4 of the time (%)	At least 1/4 of the time (%)
EU28	83	17
Estonia (EE)	83	17

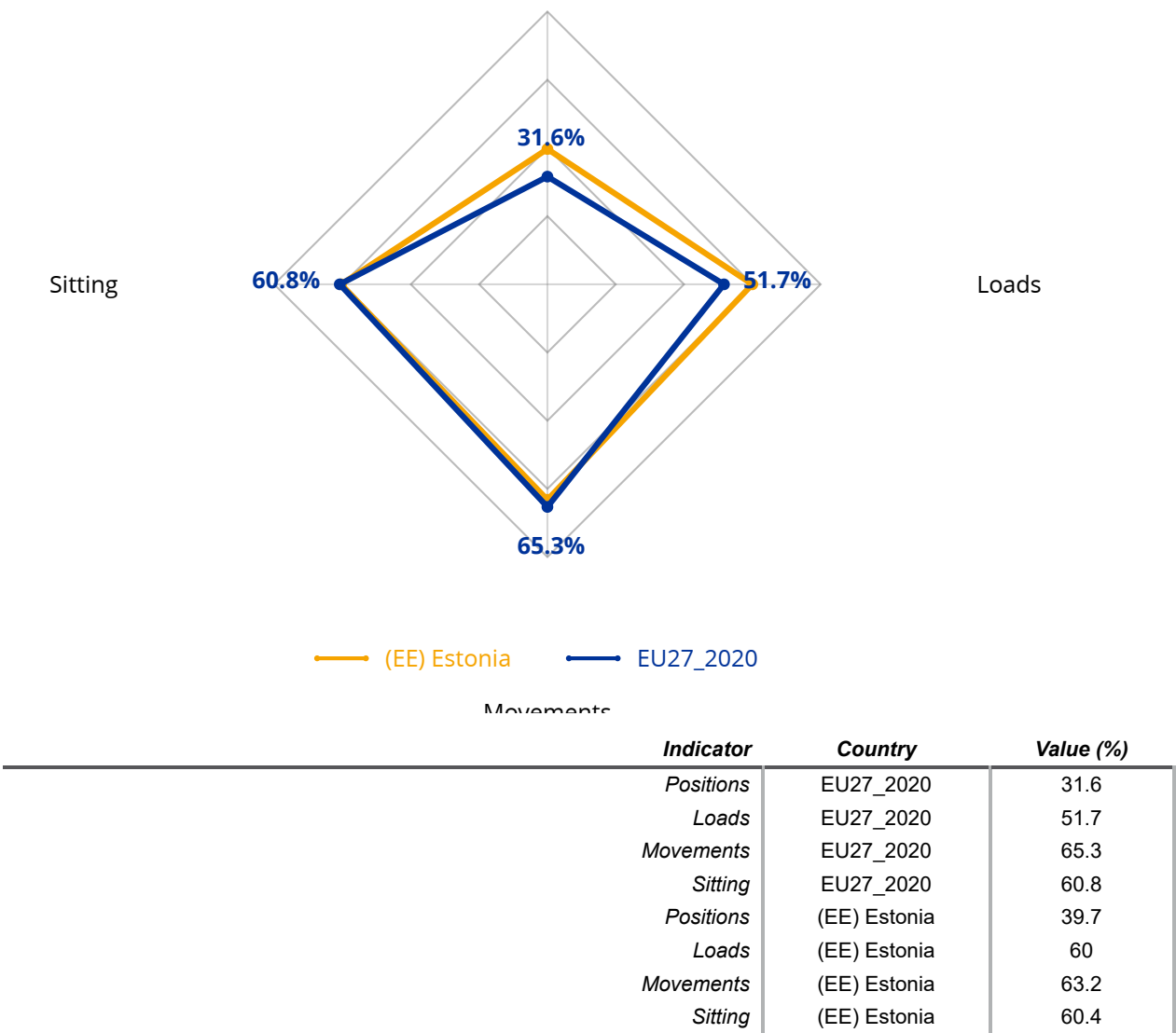
Infectious materials



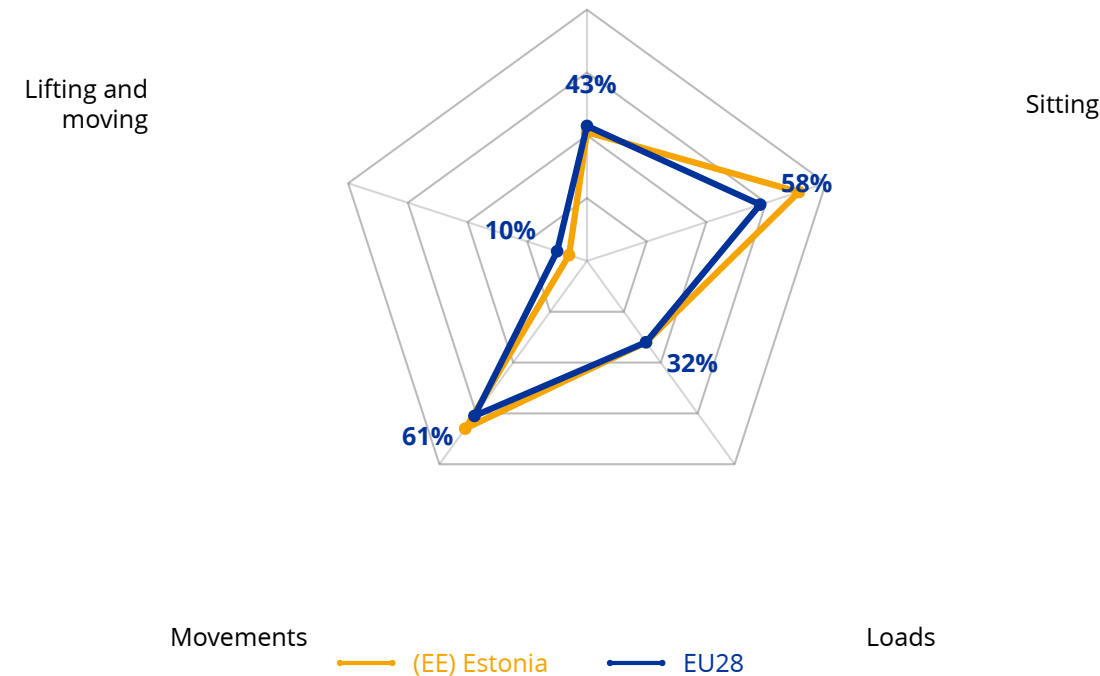
The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Are you exposed to materials which can be infectious?"

Country	Less than 1/4 of the time (%)	At least 1/4 of the time (%)
EU28	87	13
Estonia (EE)	90	10

Ergonomic risks - ESENER



Ergonomic risks - EWCS



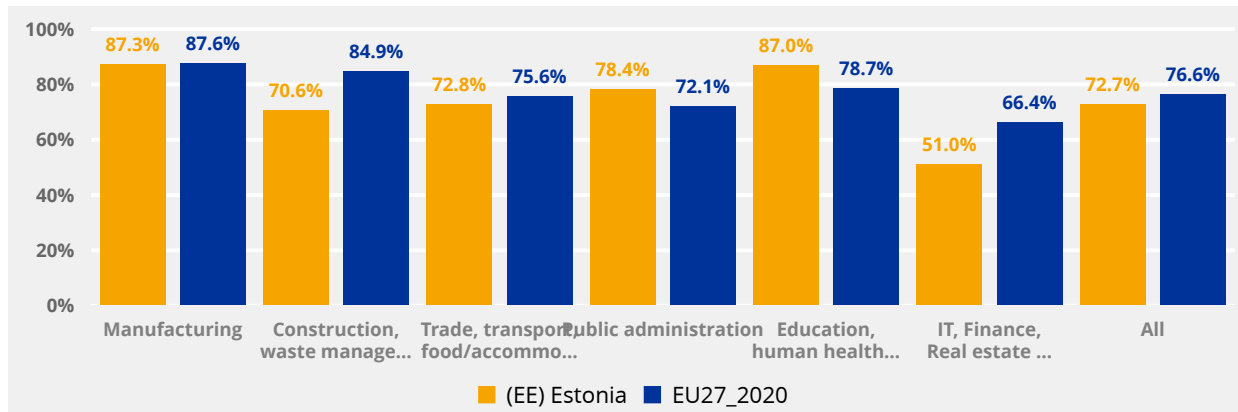
Indicator	Country	Value (%)
Positions	EU28	43
Sitting	EU28	58
Loads	EU28	32
Movements	EU28	61
Lifting and moving	EU28	10
Positions	(EE) Estonia	41
Sitting	(EE) Estonia	71
Loads	(EE) Estonia	32
Movements	(EE) Estonia	66
Lifting and moving	(EE) Estonia	6

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

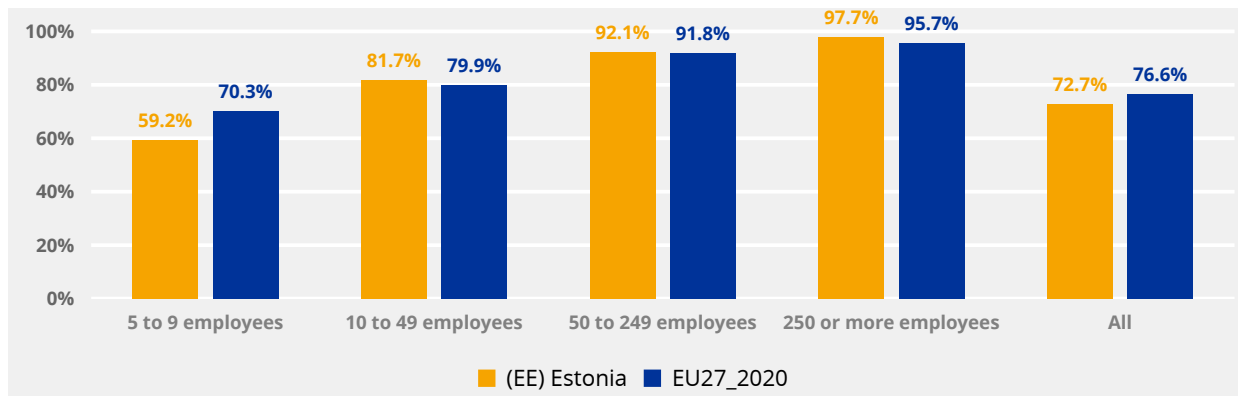
Risk Assessment - Sector



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	(EE) Estonia	87.3	EU27_2020	87.6
Construction, waste management, water and electricity supply	(EE) Estonia	70.6	EU27_2020	84.9
Trade, transport, food/accommodation and recreation activities	(EE) Estonia	72.8	EU27_2020	75.6
Public administration	(EE) Estonia	78.4	EU27_2020	72.1
Education, human health and social work activities	(EE) Estonia	87	EU27_2020	78.7
IT, Finance, Real estate and other technical scientific or personal service activities	(EE) Estonia	51	EU27_2020	66.4
All	(EE) Estonia	72.7	EU27_2020	76.6

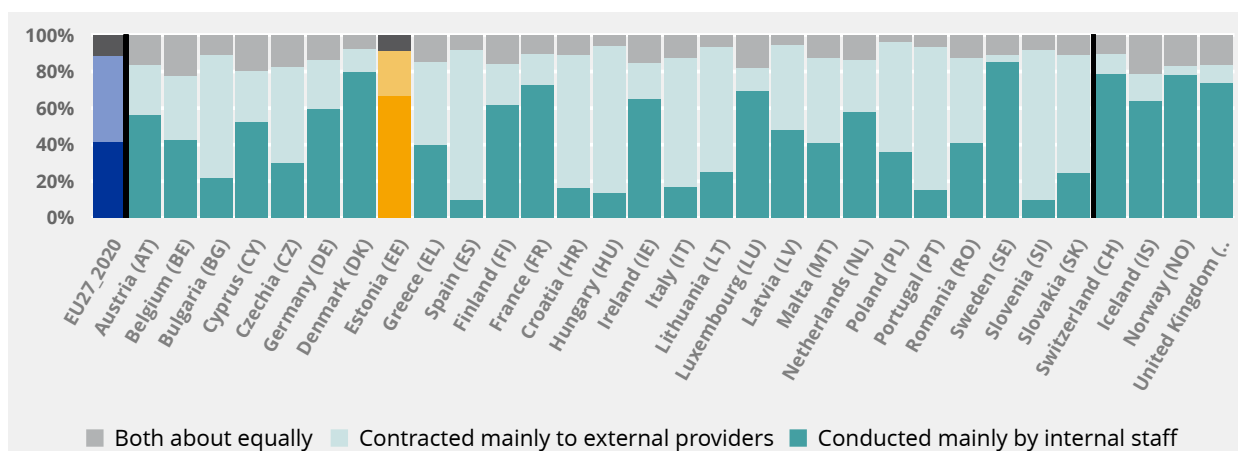
Risk Assessment - Establishment size



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	(EE) Estonia	59.2	EU27_2020	70.3
10 to 49 employees	(EE) Estonia	81.7	EU27_2020	79.9
50 to 249 employees	(EE) Estonia	92.1	EU27_2020	91.8
250 or more employees	(EE) Estonia	97.7	EU27_2020	95.7
All	(EE) Estonia	72.7	EU27_2020	76.6

Internal or external RA



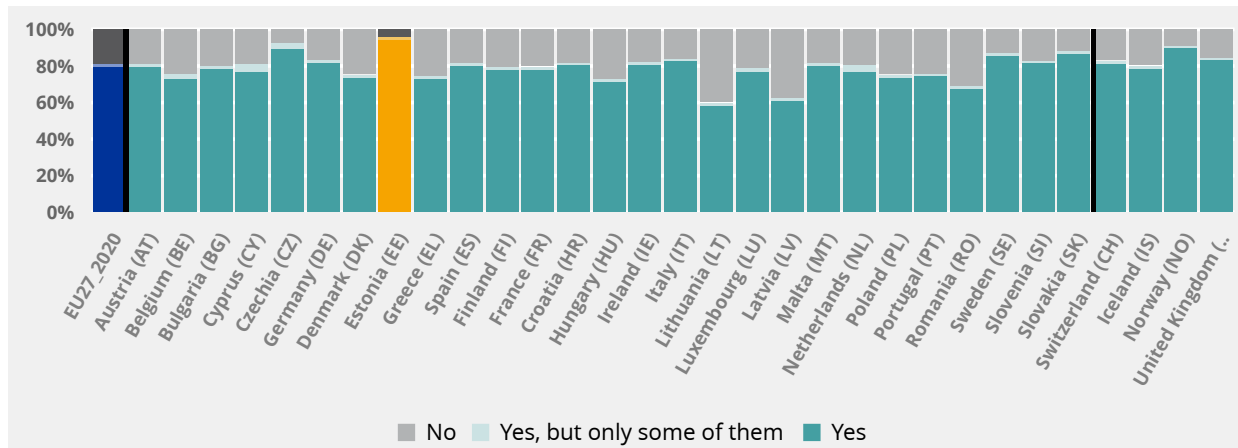
The diagram displays the responses in the ESENER 2019 Survey to the question: “Are workplace risk assessments mainly conducted by internal staff or are they contracted to external service providers?”

Country	Both about equal (%)	External (%)	Internal (%)
EU27_2020	11.2	47.1	41.7
Estonia (EE)	8.7	24.2	67

Evaluated aspects in risk assessments

Responses to Evaluated aspects can be found in ESENER 2014 Survey in the section OSH Management – Aspects evaluated in the workplace risk assessment. For further information please, check the ESENER methodology.

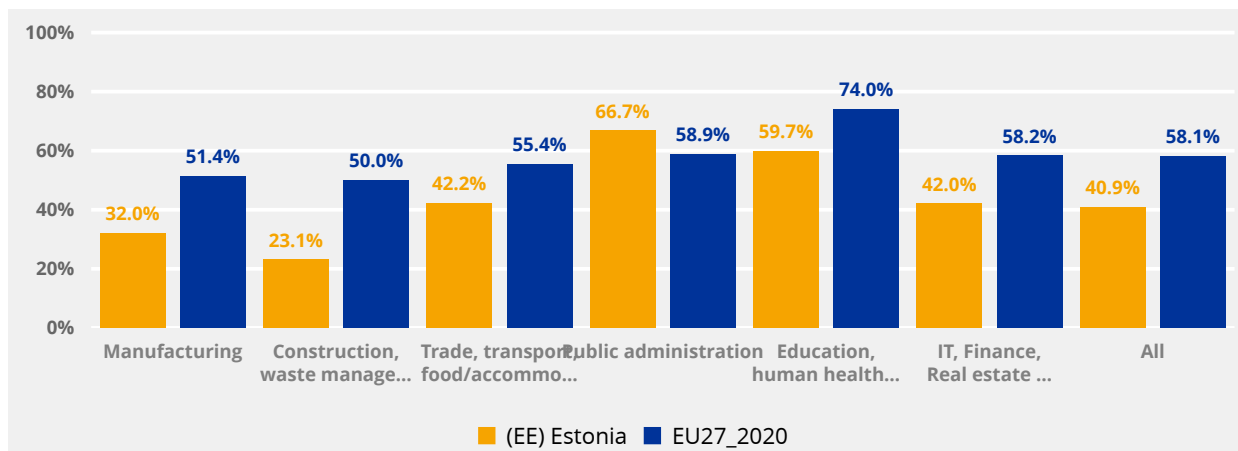
Training in OSH



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
Estonia (EE)	3.9	0.9	95.3

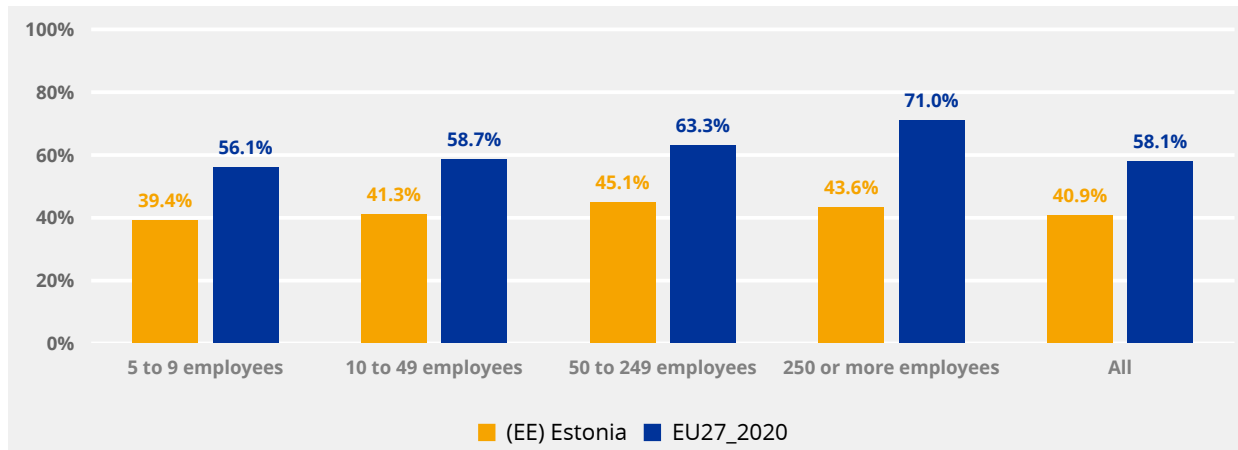
Employees participation in prevention - Sector



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	(EE) Estonia	32	EU27_2020	51.4
Construction, waste management, water and electricity supply	(EE) Estonia	23.1	EU27_2020	50
Trade, transport, food/accommodation and recreation activities	(EE) Estonia	42.2	EU27_2020	55.4
Public administration	(EE) Estonia	66.7	EU27_2020	58.9
Education, human health and social work activities	(EE) Estonia	59.7	EU27_2020	74
IT, Finance, Real estate and other technical scientific or personal service activities	(EE) Estonia	42	EU27_2020	58.2
All	(EE) Estonia	40.9	EU27_2020	58.1

Employees participation in prevention - 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	(EE) Estonia	39.4	EU27_2020	56.1
10 to 49 employees	(EE) Estonia	41.3	EU27_2020	58.7
50 to 249 employees	(EE) Estonia	45.1	EU27_2020	63.3
250 or more employees	(EE) Estonia	43.6	EU27_2020	71
All	(EE) Estonia	40.9	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.

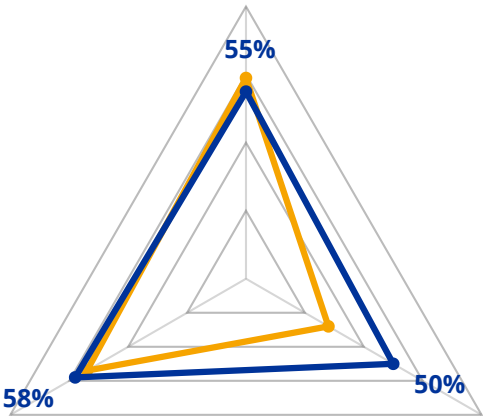
Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

Worker involvement

ESENER

Sector	Country	Value (%)
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EWCS



H&S delegate
or committee

Representation of
employees

(EE) Estonia EU28

Sector	Country	Value (%)
Employee meetings	EU28	55
Representation of employees	EU28	50
H&S delegate or committee	EU28	58
Employee meetings	(EE) Estonia	59
Representation of employees	(EE) Estonia	28
H&S delegate or committee	(EE) Estonia	54

OSH infrastructure **Enforcement capacity**

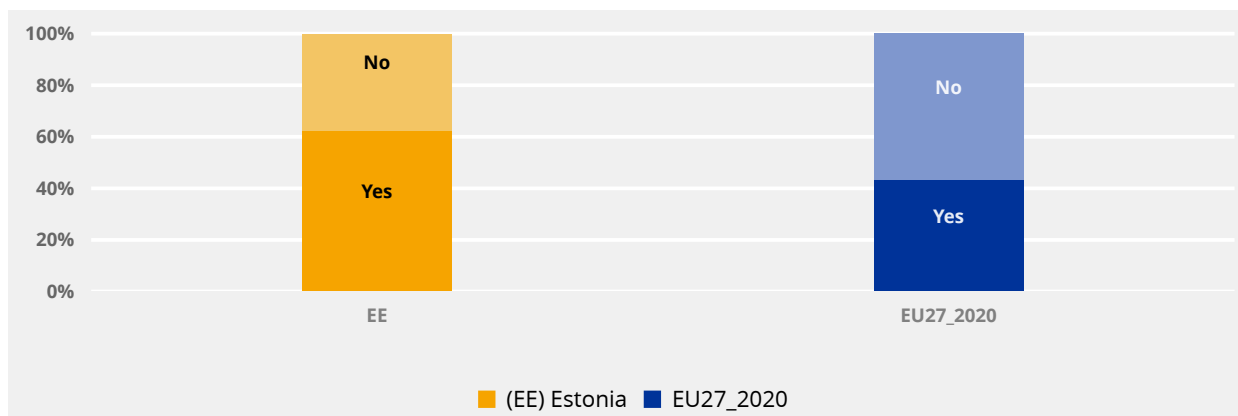
This indicator mainly contains the non-confidential parts of Senior Labour Inspectors Committee reports about enforcement in Member States

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 (%)
(EE) Estonia	62.5	37.5
EU27_2020	43.2	56.8

Authority

[Link to the institute](#)

Short abstract

The HSL — the national institute for occupational safety and health research — was originally set up as HSE's laboratory to minimise risks to people's health and safety at work. Today, while continuing to support the HSE, the HSL now works with a wide range of other public and private sector organisations, often conducting detailed and bespoke research and development work on their behalf. The HSL's primary role is to provide investigative work and services arising from HSE's day-to-day operations, which often require a rapid multidisciplinary response. The HSE maintains a dedicated horizon-scanning team, based at the HSL, to keep the health and safety consequences arising from new trends in science and technology under review. The HSL is also a World Health Organisation (WHO) Collaborating Centre in Occupational Health.

See more in OSHWiki

Scope of the Labor Inspection

Occupational diseases and work-related diseases in 2014, estonia

Inspector powers**Data holder:**

Health Board of Estonia

Functionalities:

- Monitoring of work-related illness - annually

Strategy/Plan

The Work Environment

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



Estonia

OSH statistics

Statistics Estonia

Data holder:

Statistics Estonia

Functionalities:

- Monitoring of work accidents - annually

Eurostat, National Labour Inspectorate

Data holder:

Eurostat- Tables, Graphs and Maps Interface (TGM)

Functionalities:

- Monitoring of work accidents - annually and quarterly

Estonian Statistics

Data holder:

Estonian Statistics

Functionalities:

- Monitoring of occupational diseases - annually

Overview of Occupational Diseases and work-related diseases, 2014

Data holder:

National Labour Inspectorate, Health Board

Functionalities:

- Monitoring of occupational diseases - annually and quarterly

The overview on the work environment in 2014 in Estonia.

Data holder:

National Labour Inspectorate

Functionalities:

- Monitoring of work-related illness - annually

Occupational diseases and work-related diseases in 2014, estonia

Data holder:

Health Board of Estonia

Functionalities:

- Monitoring of work-related illness - annually

Surveys

Working Life Survey

- [Link to the survey](#)
- **Focus of the survey:** gather key data about working relations and conditions in Estonia
- **Time span:** 2009, 2015 and 2021
- **Contact person:** Statistics Estonia

Research Institutes

National Institute for Health Development (NIHD) (Tervise Arengu Instituut)

[Link to the institute](#)

Short abstract

The NIHD was established in 2003 as a governmental organisation under the Ministry of Social Affairs of Estonia. The mission of the NIHD is to improve the health of the Estonian population and enhance quality of life through knowledge-based developments and applied research activities. The main activities of the NIHD are research and the development and implementation of activities in the health and social sectors.

See more in OSHWiki

Tartu University (Tartu Ülikool)

[Link to the institute](#)

Short abstract

Tartu University performs the following functions related to OSH:

- coordinating the occupational health teaching programme in the Faculty of Medicine (specialist training for physicians);
- organising OSH, and monitoring the working environment in the university and connected units (Biomedicum, Clinicum, etc.);
- leading occupational health curriculum development in the Department of Public Health;
- organising and participating in training courses in occupational health for other institutions and specialist groups;
- taking on an advisory role with regard to OH expertise and programme development in the Ministry of Social Affairs.

[See more in OSHWiki](#)

Tallinn University of Technology (Tallinna Tehnikaülikool)

[Link to the institute](#)

Short abstract

Tallinn University of Technology undertakes basic research and other activities to ensure high levels of safety, quality and productivity in the Estonian working environment.

[See more in OSHWiki](#)