



# **OSH BAROMETER**

## **Portugal**

### Country Report

# Portugal Country Report Index

This document contains the OSH Barometer Country Report Summary of Portugal

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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



**Portugal**

### OSH authority

#### **Division of Environmental and Occupational Health (Divisão de Saúde Ambiental e Ocupacional) from Directorate-General of Health (Direção Geral de Saúde)**

See more in its website and in OSHwiki

The Division of Environmental and Occupational Health is responsible for proposing strategies and specific programmes for evaluation, coordination and collaboration activities in the management of risk to human health in several areas, notably water, built spaces, waste, chemical and biological substances, genetically modified organisms, and ionising and non-ionising radiation; for monitoring technical advice and licensing facilities, equipment, and chemical and biological substances in accordance with the law; for proposing strategies, coordinating activities and implementing programmes within the field of occupational health; for proposing strategies and coordinating programmes and activities to ensure the prevention of accidents.

#### **Regional Directorate of Labour in the Autonomous Region of Madeira (Direção Regional do Trabalho da Região Autónoma da Madeira)**

See more in its website and in OSHwiki

The Regional Directorate of Labour in the Autonomous Region of Madeira is tasked with contributing to the improvement of working conditions and the agreement on labour relations within the autonomous region of Madeira. The regional directorate has expertise in the area of labour, specifically in the areas of labour legislation, collective bargaining, professional organisations, assessment of working conditions, safety and health at work, labour statistics, and, more recently, the voluntary resolution of work conflicts.

#### **Regional Inspectorate of Employment from the Regional Government of Açores (Inspeção Regional do Trabalho do Governo Regional dos Açores)**

See more in its website and in OSHwiki

The Regional Inspectorate of Employment from the Regional Government of Açores is tasked with developing advisory methods and action, and carrying out inspections in companies and other organisations, with the fundamental aim of improving working conditions.

#### **Directorate-General for Employment and Labour Relations (DGERT — Direcção-Geral do Emprego e das Relações de Trabalho)**

See more in its website and in OSHwiki

DGERT is responsible for helping to develop policies on employment and vocational training and on labour relations, including working conditions and health, safety and welfare at work. It is also responsible for monitoring and encouraging collective bargaining and the prevention of trade disputes, and for promoting the accreditation of training bodies.

## **Working Conditions Authority (ACT — Autoridade para as Condições de Trabalho)**

See more in its website and in OSHwiki

ACT is responsible for promoting improved working conditions, by ensuring compliance with labour regulations and working conditions in the private sector and compliance with working conditions in the public sector, and for promoting occupational risk prevention policies. The central services of ACT are located in Lisbon, and the decentralised services are spread across all the districts of Portugal.

The central services of ACT consist of three service directorates and 10 divisions:

- Directorate of Support to Supervision;
- Directorate for the Promotion of Safety and Health at Work;
- Services Directorate for Management Support.

## **Compensation and insurance body**

### **Protection Against Occupational Hazards Department (DPRP — Departamento de Protecção contra os Riscos Profissionais)**

See more in its website and in OSHwiki

The DPRP is the service of the Institute of Social Security (Instituto de Segurança Social) that is nationally responsible for managing the treatment and recovery from illness or a disability arising from occupational hazards. According to Portaria No 135/2012 of 8 May 2012, the objectives of the DPRP at company level are as follows:

- to evaluate and determine the disability of the injured person, the functional disturbance or the disease arising from occupational hazards;
- to ensure the provision of medical care to treat the disease or disability resulting from occupational hazards;
- to pay compensation for a temporary disability and permanent disability pensions;
- to promote the clinical recovery and professional reclassification of beneficiaries with an occupational disease;
- to promote the placement of rehabilitated workers in occupations compatible with their physical condition and their ability to work.

## **Standardisation body**

### **Portuguese Quality Institute (IPQ — Instituto Português da Qualidade)**

See more in its website and in OSHwiki

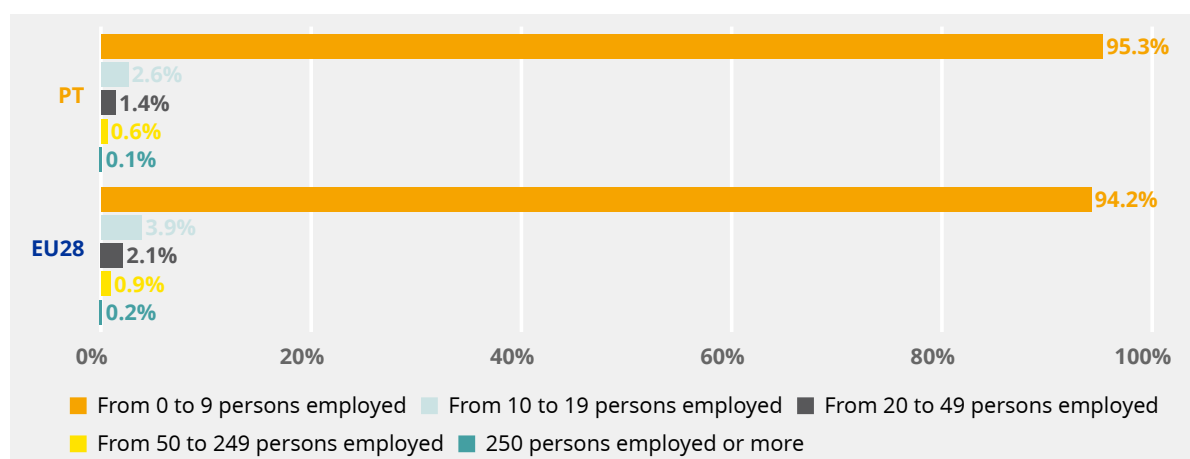
The IPQ is the national organisation that manages and promotes the development of the Portuguese System for Quality (SQP — Sistema Português para a Qualidade), with its three sub-systems — standardisation, metrology and qualification. As a result, the IPQ is Portugal's representative body in the quality field at international level and closely cooperates with its European counterparts. Within the framework of the SPQ, the IPQ assumes the role of national standardisation body, thus ensuring coordination with European and international standardisation bodies, and supervises the activity of the Central Laboratory of Metrology.

## 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.

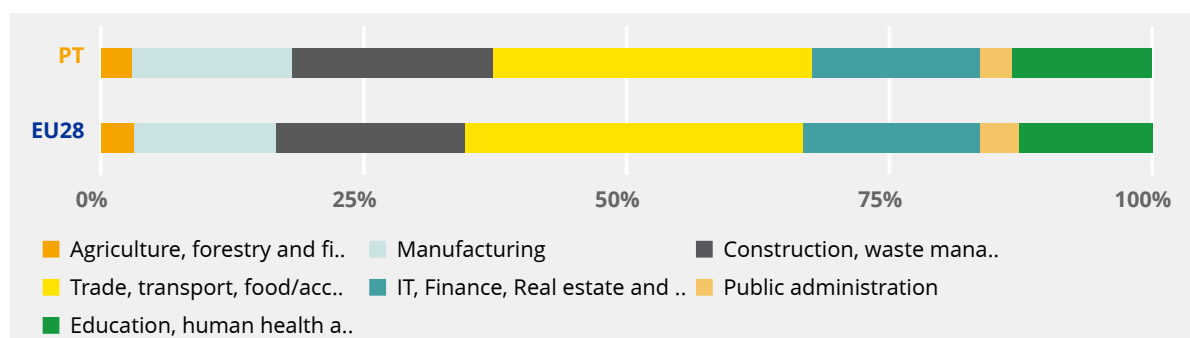
Source: EUROSTAT. For further information refer to Methodology

### Company size



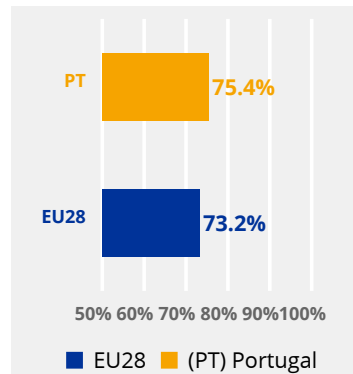
Sector	Country	Value (%)	Country	Value (%)
From 0 to 9 persons employed	PT	95.3	EU28	94.2
From 10 to 19 persons employed	PT	2.6	EU28	3.9
From 20 to 49 persons employed	PT	1.4	EU28	2.1
From 50 to 249 persons employed	PT	0.6	EU28	0.9
250 persons employed or more	PT	0.1	EU28	0.2

### Employment per sector



Sector	Country	Value (%)	Country	Value (%)
Agriculture, forestry and fishing	PT	3	EU28	3.2
Manufacturing	PT	15.1	EU28	13.5
Construction, waste management, water and electricity supply	PT	19.2	EU28	18
Trade, transport, food/accommodation and recreation activities	PT	30.4	EU28	32.1
IT, Finance, Real estate and other technical scientific or personal service activities	PT	16	EU28	16.9
Public administration	PT	3.1	EU28	3.7
Education, human health and social work activities	PT	13.3	EU28	12.7

## Employment rate



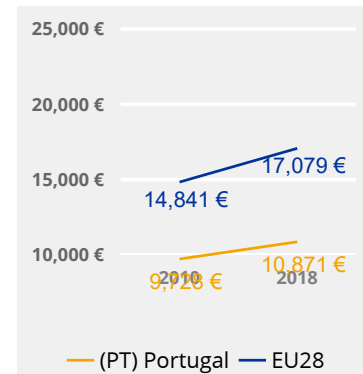
Country	Value (%)
EU28	73.2
(PT) Portugal	75.4

## GDP per capita in relation to EU28 average



Country	Value (%)
(PT) Portugal	76.7
EU28	100

## Income per capita





Country	Year	Income
(PT) Portugal	2010	9728
(PT) Portugal	2018	10871
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>
	Median age of population:	Employment rate (55 - 64):	Employment rate (female):	Employment rate (male):	Employment rate (total):	Unemployment rate:
<b>PT</b>	<b>45.2 years</b>	<b>59.2 %</b>	<b>72.1 %</b>	<b>78.9 %</b>	<b>75.4 %</b>	<b>7 %</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



### Portugal

## Structure of each National strategy

### Basic information

Portuguese document: **Estratégia Nacional para a Segurança e Saúde no Trabalho 2015 -2020 — «Por um trabalho seguro, saudável e produtivo»**

English document: **National strategy for Health and Safety at Work 2015-2020 – “For a safe, healthy and productive work”**

### Background

Defining the perceived problem:

Short description in the introduction of the strategy and in the rationale for the specific objectives

### Characteristics and objectives

Objective 1: **To develop and implement public policies of health and safety at work**

Objective 2: **To improve the prevention of occupational diseases and work accidents**

Objective 3: **To support companies in the implementation of health and safety at work, particularly micro, small and medium-sized enterprises**

Objective 4: **To promote information, training, participation and cooperation at the workplace**

Objective 5: **To promote compliance with health and safety at work legislation**

Objective 6: **To strengthen international cooperation on health and safety**

### Details and activity

#### Details of the activity plan

Every measure is accompanied by Indicators, Targets and Entities to be involved. (in this short description, we only present the indicators and targets).

#### **Objective 1: To develop and implement public policies of health and safety at work**

Measure 1 - To promote the inclusion of health and safety at work as a learning subject, in all levels of education, including permanent awareness campaigns throughout schooling.

Indicators: Creation of a health and safety at work benchmark

Targets: 1 Health and safety at work benchmark.

Measure 2 - To promote the training of the educative community, including teaching and non-teaching staff on health and safety at work, ensuring, whenever possible, that training courses in this field are accredited for professional development purposes

Indicators: Number of people trained; number of training sessions; number of training tools produced with informative content and teaching materials produced to help teachers to raise awareness among students.

Targets: 7,500/year; 250/year; 15/year

Measure 3 - To develop preventive actions aimed at specific targets, namely the following categories of workers: young; over 55 years old; women; civil servants; fixed-term contracted; temporary; part-time;



teleworkers; self-employed; migrants; disabled; with chronic medical conditions

Indicators: Number of specific actions developed; number of entities/services; number of recipients.

Targets: 50/year; 6; 1500/year

Measure 4 - To complete the national survey of work conditions

Indicators: Publication of the results

Targets: Report.

Measure 5 - To assess and promote the health and safety at work system in the public administration

Indicators: Report with data on the public administration; number of good practices disclosed; number of awareness activities carried out

Targets: 1 annual report; 2/year; 10/year

Measure 6 - To invest in partnerships with the media and in the communication of messages on social network about health and safety at work

Indicators: Number of partnerships; number of health and safety at work messages posted on social networks; number of campaigns

Targets: 10/year; 200/year; 6/year

Measure 7 - To promote partnerships between public and private institutions and research entities in the context of health and safety at work, as well as develop and disseminate research projects in areas identified as priorities within health and safety at work aimed at workplaces

Indicators: Number of projects developed; number of partnerships

Targets: 4/year; 10/year

Measure 8 - Publication of regulations and safety at work standards for construction sites

Indicators: Number of regulations or standards published

Targets: 1 law

Measure 9 - Publication of the rules for carrying out duties related to safety coordination in construction

Indicators: Number of regulations or standards published

Targets: 1 law

## **Objective 2: To improve the prevention of occupational diseases and work accidents**

Measure 10 - To institutionalise social dialogue with the creation of sector-based forums for construction, manufacturing, agriculture and transport to analyse accident rates, identify specific needs and adopt specific measures aimed at these sectors

Indicators: Number of forums created

Targets: 4 forums with 2 annual meetings

Measure 11 - To develop a prevention and awareness campaign for industrial accidents at work and occupational diseases and their redress, including information on technical support for rehabilitation and professional reintegration

Indicators: Number of awareness measures; number of recipients

Targets: 40/year; 1,000/year

Entities to be involved: MSES; ACT; IEPF, I.P.; Social partners; Institutional partners

Strategic Objective: 2; 3

Measure 12 - To promote the setting-up of joint committees for major construction and public works projects

Indicators: Number of committees

Targets: 3 during the period ENSST 2015-2020

Measure 13 - To develop preventive activities for specific hazards such as chemical, psychosocial, nano-technologies, biological and musculoskeletal disorders

Indicators: Number of specific actions developed

Targets: 40/year

Measure 14 - To create a common and integrated information system for work accidents and occupational diseases, in order to ensure reliable information processing, including those involving public employees and private sector employees

Indicators: Creation of a common and integrated information system

Targets: 1 in 2020

Measure 15 - To promote the production and analysis of statistics related to occupational diseases

Indicators: Number of statistical indicators made available; number of periodical assessments or actions

carried out

Targets: 5/year

Measure 16 - To assess the impact of the organisation model of health and safety services at work on the improvement in health and safety conditions at work

Indicators: Number of assessment reports produced

Targets: 2 reports (2017 and 2020)

**Objective 3: To support companies in the implementation of health and safety at work, particularly micro, small and medium-sized enterprises**

Measure 17 - To disseminate information on the forms of organisation of health and safety at work services best suited to their size/activity/risk

Indicators: Number of companies covered

Targets: 5,000/year

Measure 18 – To streamline the intervention of the Authority for Working Conditions prevention experts in the workplaces, in coordination with health and safety at work services and other prevention agents

Indicators: Number of visits made; number of measures implemented

Targets: 150/year; 450/year

Measure 19 - To identify and promote information sharing and good practices in health and safety at work

Indicators: Information or good practices made available on the ACT website

Targets: 50

Measure 20 - Production and dissemination of simple documents adapted to each sector, as well as law enforcement tools for health and safety at work

Indicators: Number of tools disseminated

Targets: 6/year

**Objective 4: To promote information, training, participation and cooperation at the workplace**

Measure 21 - To organise training/awareness/information activities for employers and workers on health and safety at work

Indicators: Number of activities organised; number of targets

Targets: 20/year; 500/year

Measure 22 - To provide online self-assessment tools

Indicators: Number of tools provided

Targets: 5 during the period ENSST 2015-2020

Measure 23 - To promote the integration and adaptation of training offer on health and safety at work aimed at specific sectors of activity in the National Qualifications Catalogue, as well as the development of health and safety at work training courses

Indicators: Number of training courses with health and safety at work content; number of training activities developed

Targets: 20 during the period ENSST 2015-2020; 100 during the period ENSST 2015-2020

**Objective 5: To promote compliance with health and safety at work legislation**

Measure 24 - To assemble and provide support kits for new employers on their main labour and health and safety at work obligations

Indicators: Number of kits provided

Targets: 5/year

Entities to be involved: MESS; ACT; Social partners; ISS, I.P.; IEPF, I.P.; AMA, I.P.

Strategic Objective: 1

Measure 25 - To follow up and monitor the activity of external services, in both safety at work and health at work

Indicators: Number of entities audited; number of non-conformities corrected

Targets: Total universe

Entities to be involved: MESS, ACT; MS; DGS

Strategic Objective: 2; 3

Measure 26 - To follow up and monitor the activity of certified health and safety at work training providers

Indicators: Number of entities audited; number of non-conformities corrected

Targets: Total universe

Measure 27 - Assessment of the resources and activities developed in terms of internal and common health

and safety at work services

Indicators: Number of entities followed up

Targets: 500 Companies during the period ENSST 2015-2020

Measure 28 - To promote compliance with health and safety at work requirements by all parties in the hiring chain

Indicators: Number of monitoring tools made available

Targets: 3/year

Measure 29 - To ensure the improvement in working conditions through the continuous adaptation of human, logistics and technical resources, from the Authority for Working Conditions.

Indicators: Interventions of ACT in health and safety at work; number of active prevention experts/workers; indicative ratio of active inspectors/workers of 10,000 or less; number of workers with specific health and safety at work training

Targets: 50% or more; 100

**Objective 6: To strengthen international cooperation on health and safety at work**

Measure 30 - To carry out cooperation activities on health and safety at work

Indicators: Number of activities organised

Targets: 2/year

Measure 31 - To promote exchanges activities between Portuguese and other countries experts

Indicators: Number of exchanges

Targets: 5/year

**Actors and stakeholders**

**ACT** – Autoridade para as Condições do Trabalho (Authority for Working Conditions)

**AMA, I.P.** – Agência para a Modernização Administrativa, I.P. (Agency for the Administrative Modernisation)

**ANQEP, I.P.** – Agência Nacional para a Qualificação e o Ensino Profissional, I.P. (National Agency for Qualification and Vocational Education and Training)

**ANSR** – Autoridade Nacional de Segurança Rodoviária (National Road Safety Authority)

**ASF** – Autoridade de Supervisão de Seguros e Fundos de Pensões (Insurance and Pension Funds Supervisory Authority)

**DGAEP** – Direção-Geral da Administração e do Emprego Público (Directorate-General of Administration and Public Employment)

**DGS** – Direção-Geral da Saúde (Directorate-General of Health)

**GEE/GEP** – Gabinete de Estratégia e Estudos/Gabinete de Estratégia e Planeamento (Office for Strategy and Studies/Office for Strategy and Planning)

**GEE/GEP** – Gabinete de Estratégia e Estudos/Gabinete de Estratégia e Planeamento (Office for Strategy and Studies/Office for Strategy and Planning)

**IEFP, I.P.** – Instituto do Emprego e da Formação Profissional, I.P. (Institute of Employment and Vocational Training)

**INE, I.P.** – Instituto Nacional de Estatística, I.P. (National Institute of Statistics)

**INSA, I.P.** – Instituto Nacional de Saúde Dr. Ricardo Jorge, I.P.  
(National Institute of Health Dr. Ricardo Jorge)

**ISS, I.P.** – Instituto da Segurança Social, I.P. (Social Security Institute)

**ME** – Ministry of Economic Affairs

**MEC** – Ministry of Education and Science

**MF** – Ministry of Finance

**MNE** – Ministry of Foreign Affairs

**MS** – Ministry of Health

**MSESS** – Ministry of Solidarity, Employment and Social Security

**Resources and timeframe**

The National strategy for Health and Safety at Work 2015-2020 foresees a schedule of implementation of each measure and the contributing entities to be involved in that implementation.

### **Evaluation**

ENSST 2015 – 2020 will be monitored on three occasions, namely:

- Initial assessment – before the end of 2016;
- Interim assessment – before the end of 2018;
- Final assessment – after 31 May 2022.

Ex ante indicators for the years 2012 to 2020

Promote the quality of working life and the competitiveness of companies;

Reduce the number of work accidents by 30% and its incidence rate by 30%;

Reduce the hazard factors associated with occupational diseases.

(for details see under 'Measures')

### **Relation to EU Strategic Framework**

The objectives are closely related to all aspects of Challenge 1, 2 and 3 of the EU-strategy.

Challenge 3 (Tackling demographic change): the National strategy for Health and Safety at Work 2015-2020 deals with this issue in the 3rd measure of the strategy (objective 1) by foreseeing Preventive Actions tackling with different targets including older people.

Measure 6 is related to the key objective 7 of the EU-OSH Strategic Framework by foreseeing to strengthen international cooperation on health and safety at work.

Measure 14 and 15 of the strategy are related to key objective 6 of the EU-strategy (Improve statistical data collection and develop the information base) by foreseeing the creation of a common and integrated information system for work accidents and occupational diseases and to promote the production and analysis of statistics related to occupational diseases.

## **Response of national strategies to EU challenges**

### **Implementation record**

#### **Objective:**

- To develop and implement public policies of health and safety at work.

#### **Other objectives:**

- To support companies in the implementation of health and safety at work, particularly micro, small and medium-sized enterprises.
- To promote information, training, participation and cooperation at the workplace.

### **Prevention of work-related diseases**

#### **Objective:**

- To improve the prevention of occupational diseases and work accidents.

#### **Measures:**

- To develop preventive activities for specific hazards such as chemical, psychosocial, nano-technologies, biological and musculoskeletal disorders.
- To create a common and integrated information system for work accidents and occupational diseases, in order to ensure reliable information processing, including those involving public employees and private sector employees.
- To promote the production and analysis of statistics related to occupational diseases.

**Measures:**

- To develop a prevention and awareness campaign for industrial accidents at work and occupational diseases and their redress, including information on technical support for rehabilitation and professional reintegration.
- To develop preventive activities for specific hazards such as chemical, psychosocial, nano-technologies, biological and musculoskeletal disorders (includes actions regarding older 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



**Portugal**

**4 %**

Joint consultative,  
employment forum  
or similar

**24 %**

Health and safety  
representative

**7 %**

Trade union  
representation

**13 %**

Health and safety  
committee



**EU27\_2020**

**24 %**

Joint consultative,  
employment forum  
or similar

**57 %**

Health and safety  
representative

**19 %**

Trade union  
representation

**23 %**

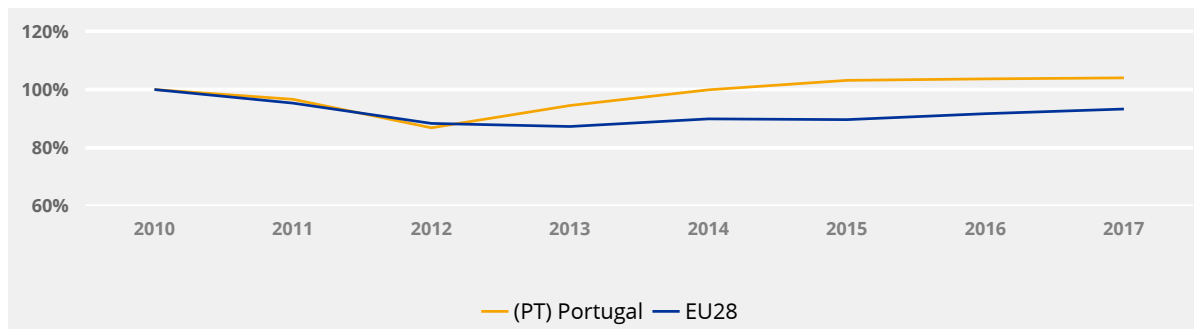
Health and safety  
committee

## 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 Methodology

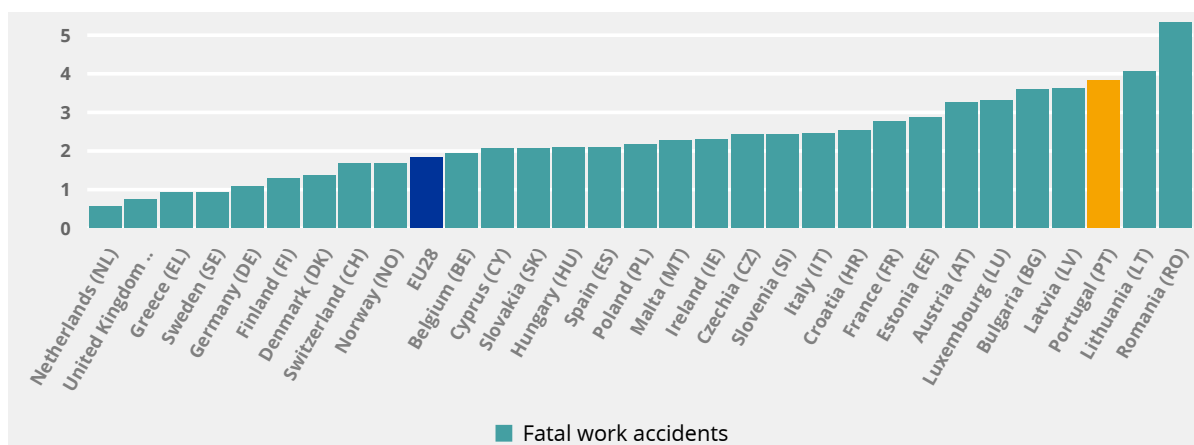
### Non-fatal work accidents



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 (%)
(PT) Portugal	2010	100	EU28	2010	100
(PT) Portugal	2011	96.7	EU28	2011	95.3
(PT) Portugal	2012	86.9	EU28	2012	88.4
(PT) Portugal	2013	94.5	EU28	2013	87.3
(PT) Portugal	2014	99.9	EU28	2014	89.9
(PT) Portugal	2015	103.2	EU28	2015	89.7
(PT) Portugal	2016	103.7	EU28	2016	91.7
(PT) Portugal	2017	104	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
Portugal (PT)	3.8

## 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 %**

Sick but at work

**25 %**

Health affected by  
work

**8 %**

More than 15 days of  
absence

**73 %**

Likelihood of staying  
in current job until 60  
years old



**Portugal**

**86 %**

Satisfaction with  
working conditions

**6 %**

Health problem in  
the last 12 months

**21 %**

Sick but at work

**15 %**

Health affected by  
work

**6 %**

More than 15 days of  
absence

**84 %**

Likelihood of staying  
in current job until 60  
years old



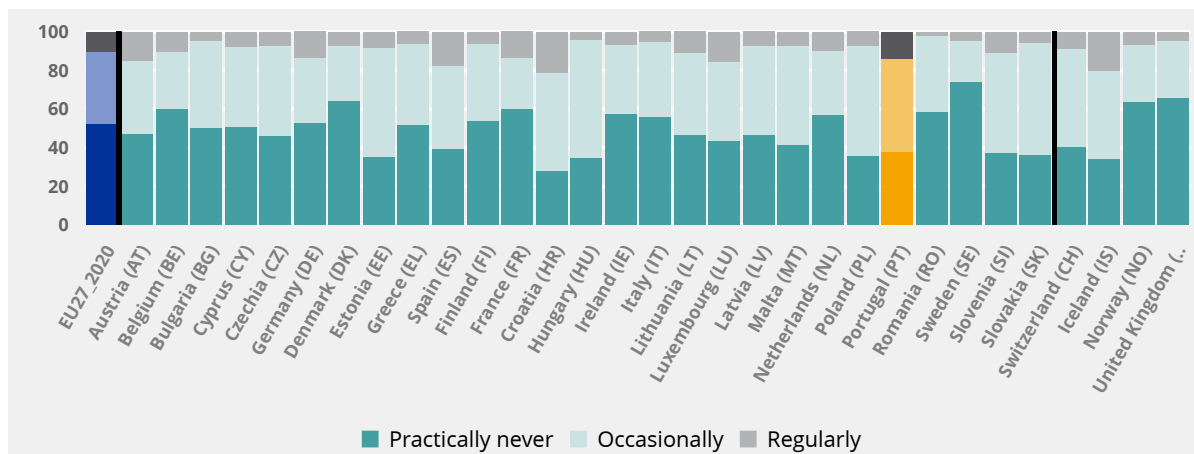
## OSH outcomes and working conditions

### 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

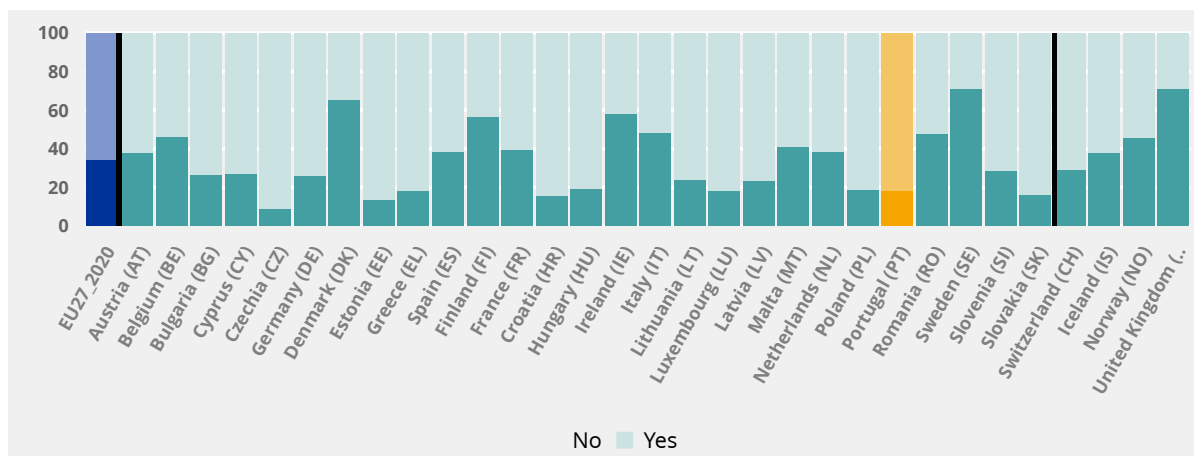
#### Health and safety discussed



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
Portugal (PT)	13.9	48.4	37.7

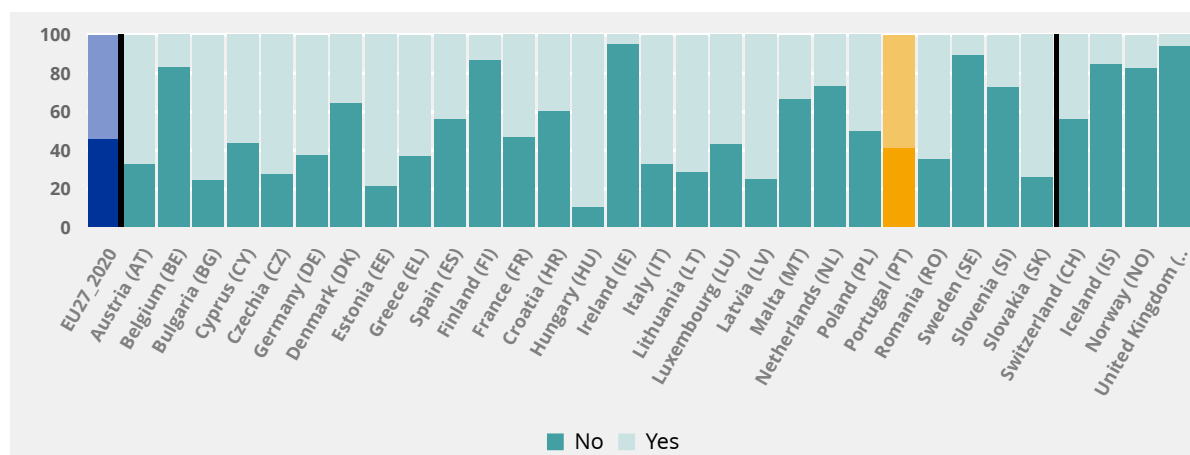
#### Action plan to prevent stress



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
Portugal (PT)	18.2	81.8

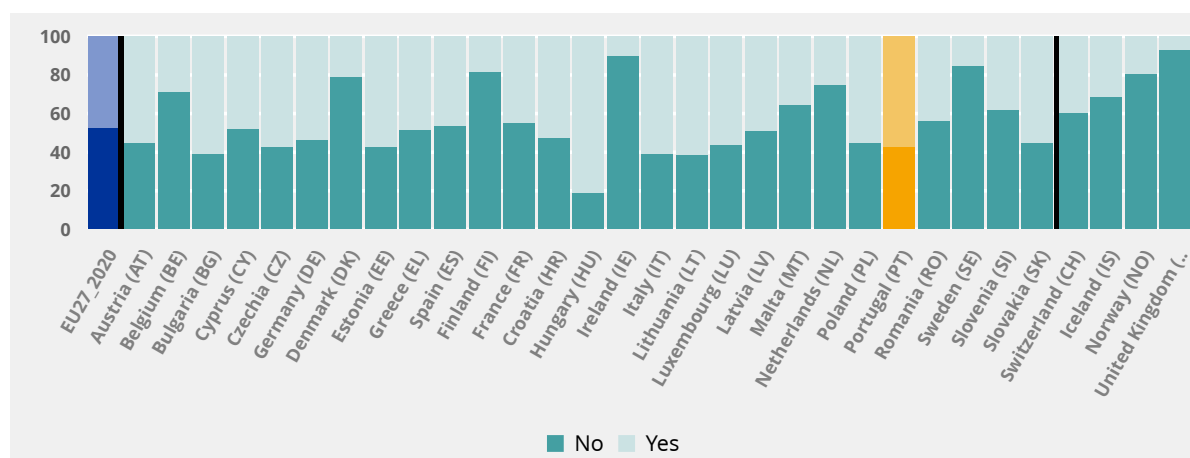
## Procedure against bullying



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
Portugal (PT)	41.5	58.5

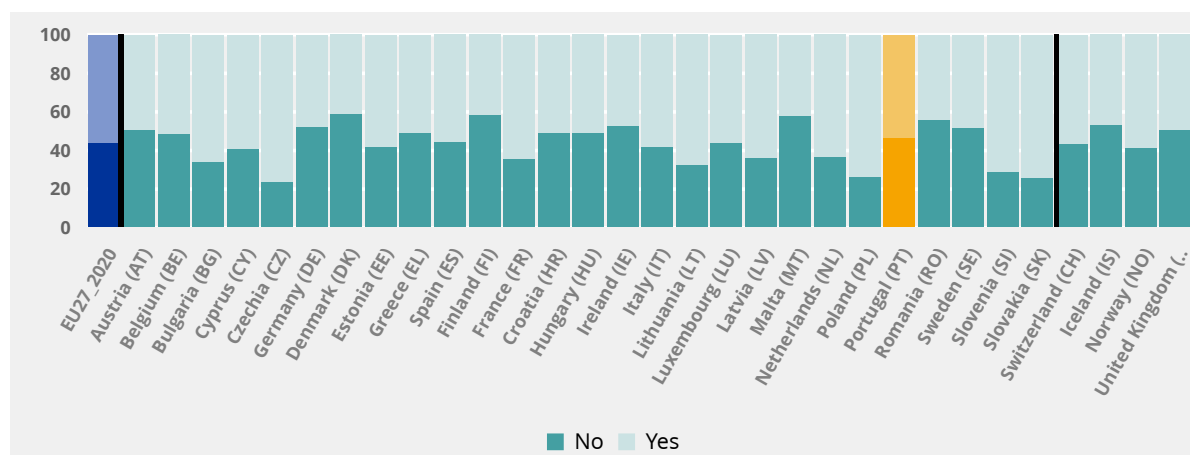
## Procedures to deal with threats



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
Portugal (PT)	42.8	57.2

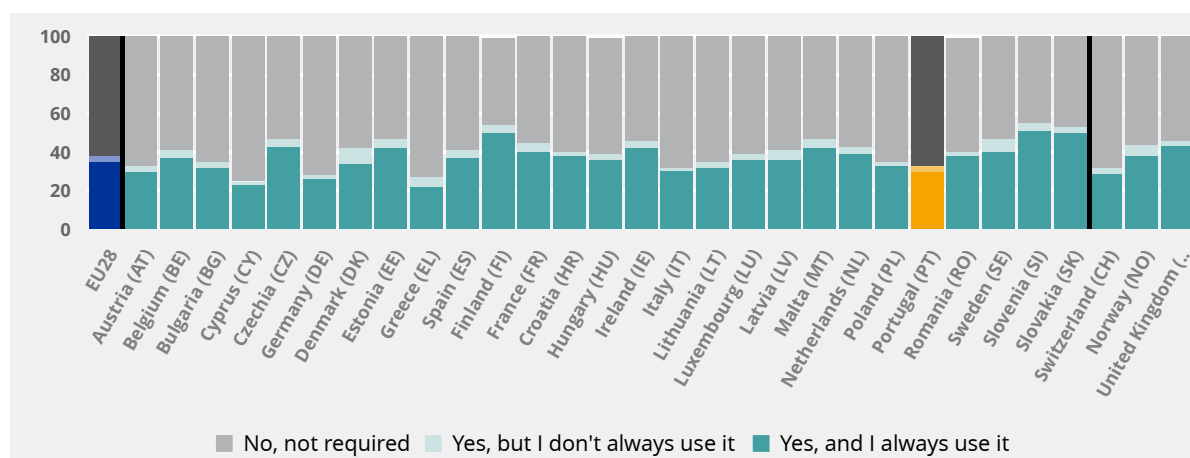
## Measures to reduce work pressure



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
Portugal (PT)	46.7	53.3

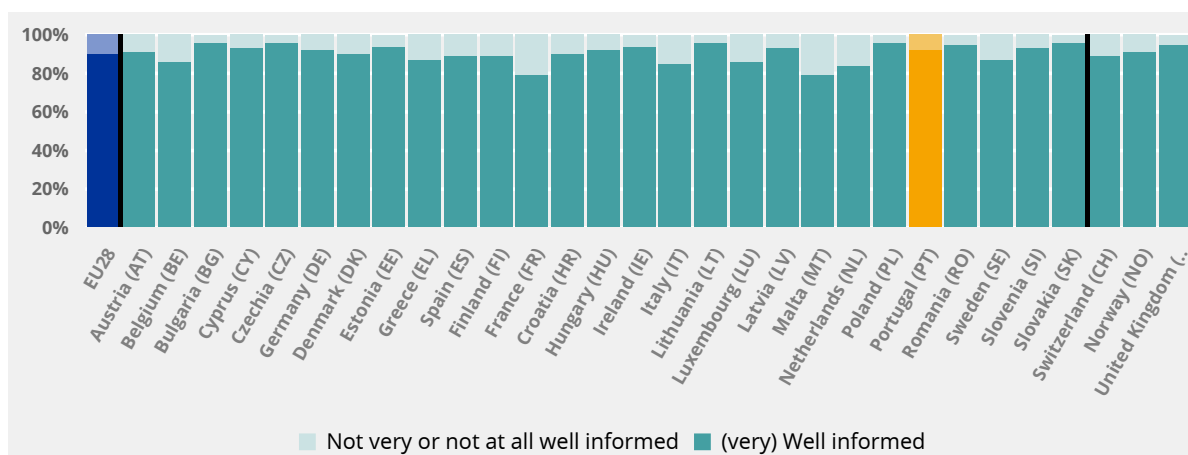
## Use of personal protective equipment



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
Portugal (PT)	68	3	30

## 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
Portugal (PT)	92	8

## 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.

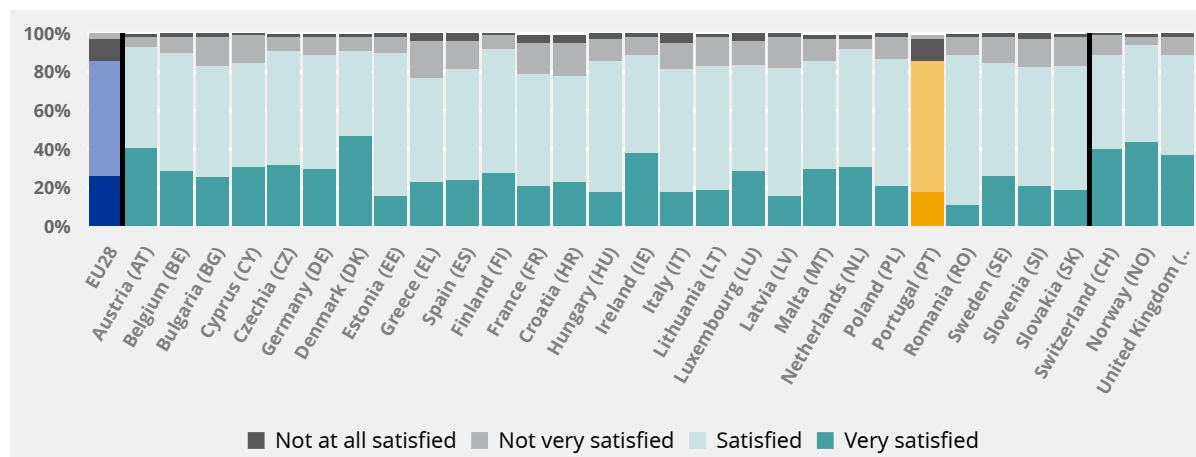
Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

### 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

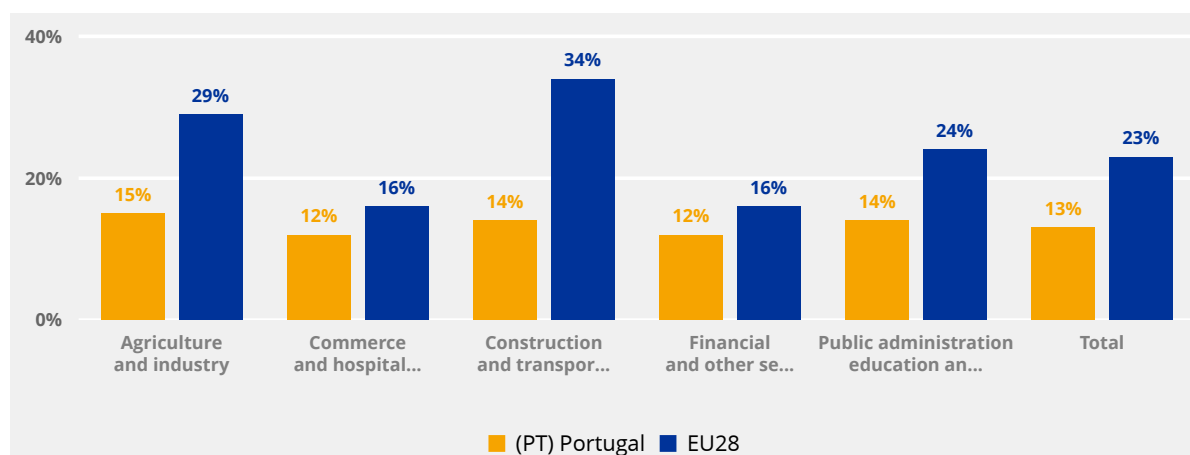
#### How satisfied are you with working conditions in your main paid job?



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
Portugal (PT)	2	11	68	18

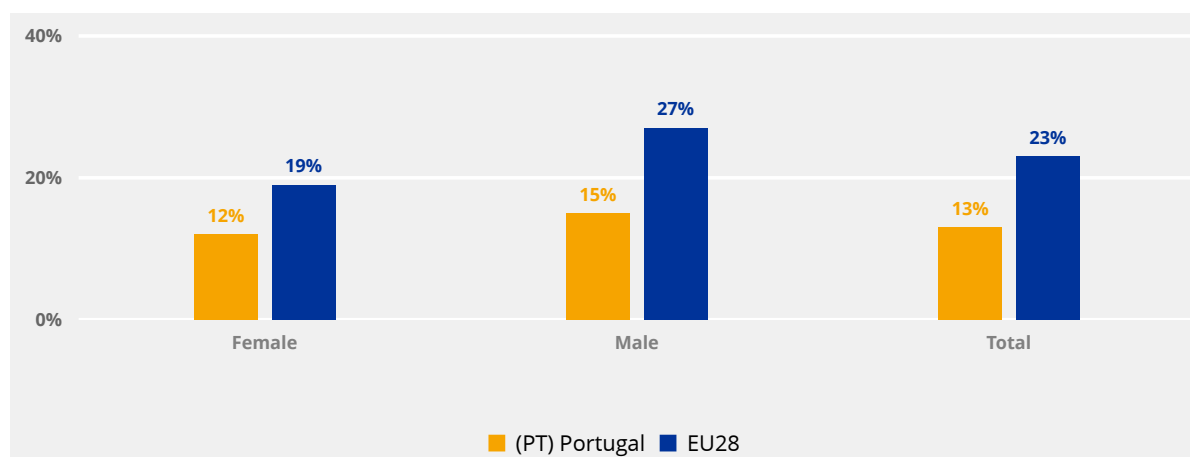
## Do you think your health or safety is at risk because of your work?



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	(PT) Portugal	15	EU28	29
Commerce and hospitality	(PT) Portugal	12	EU28	16
Construction and transport	(PT) Portugal	14	EU28	34
Financial and other services	(PT) Portugal	12	EU28	16
Public administration education and health	(PT) Portugal	14	EU28	24
Total	(PT) Portugal	13	EU28	23

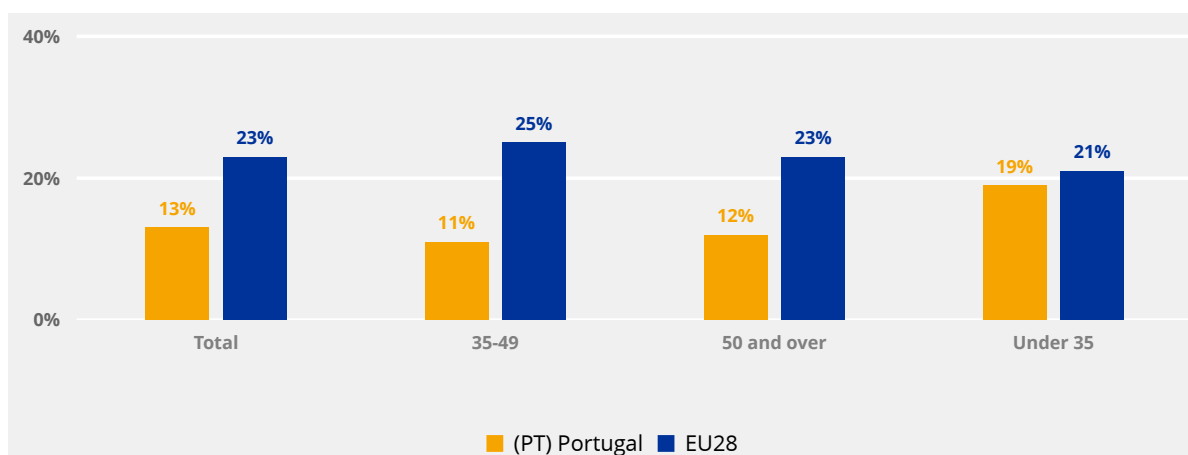
## Do you think your health or safety is at risk because of your work?



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	(PT) Portugal	12	EU28	19
Male	(PT) Portugal	15	EU28	27
Total	(PT) Portugal	13	EU28	23

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



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?”

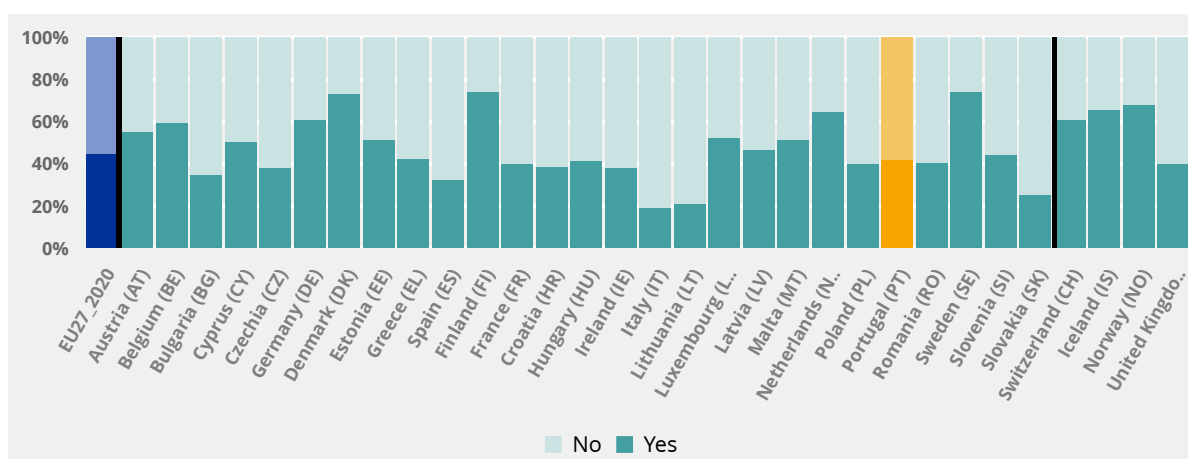
Age	Country	Value (%)	Country	Value (%)
Total	(PT) Portugal	13	EU28	23
35-49	(PT) Portugal	11	EU28	25
50 and over	(PT) Portugal	12	EU28	23
Under 35	(PT) Portugal	19	EU28	21

## 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

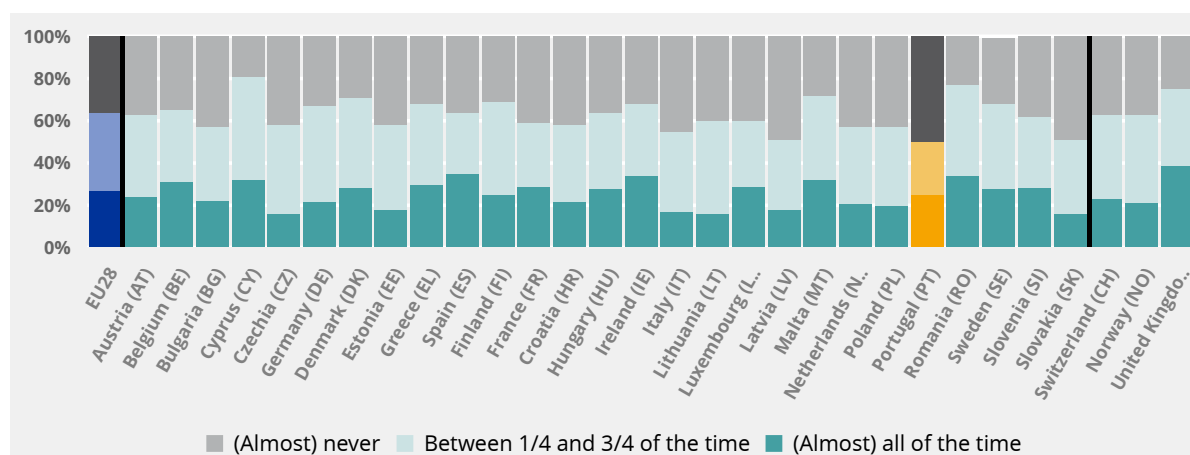


The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Time pressure".

Country	Yes (%)	No (%)
EU27_2020	45.1	54.9
Portugal (PT)	42	58



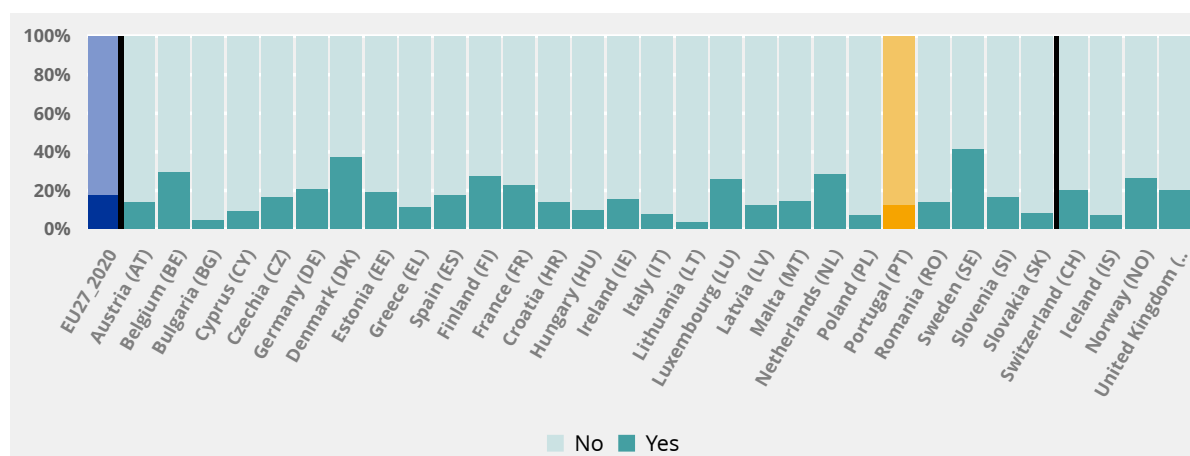
## Does your job involve working to tight deadlines?



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
Portugal (PT)	50	25	25

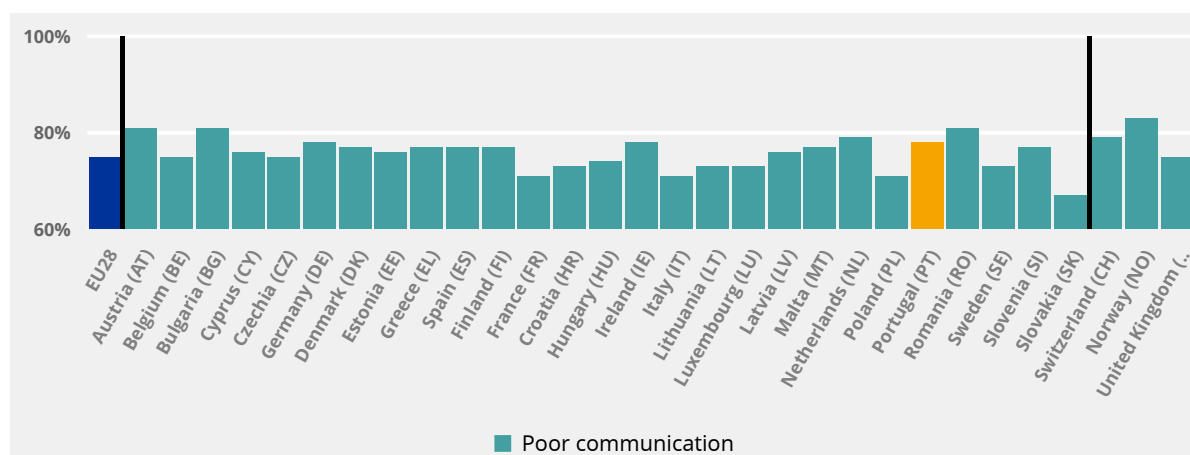
## Please tell me for each of the following risks whether or not it is present in the establishment? Poor communication



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
Portugal (PT)	12.6	87.4

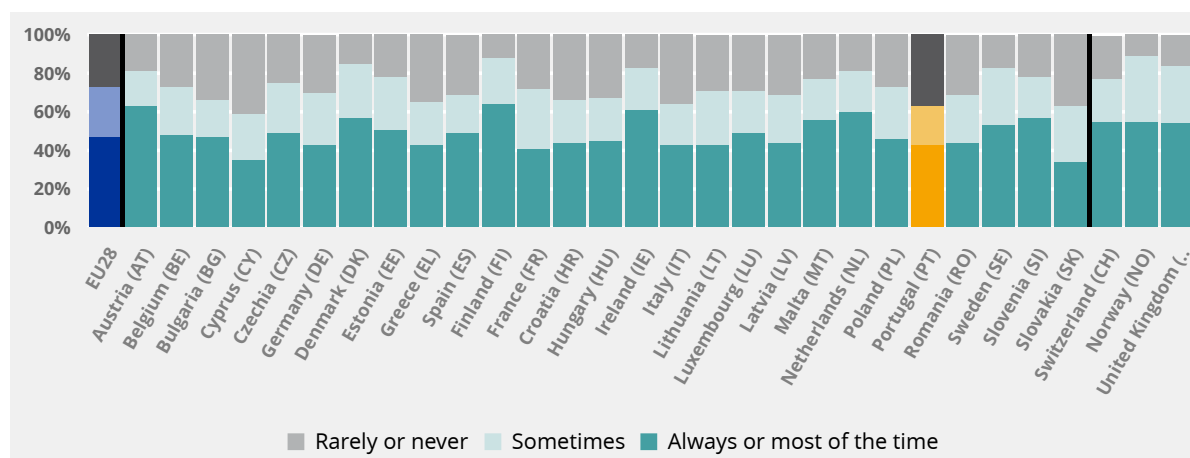
## Level of fairness, cooperation and trust



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
Portugal (PT)	78

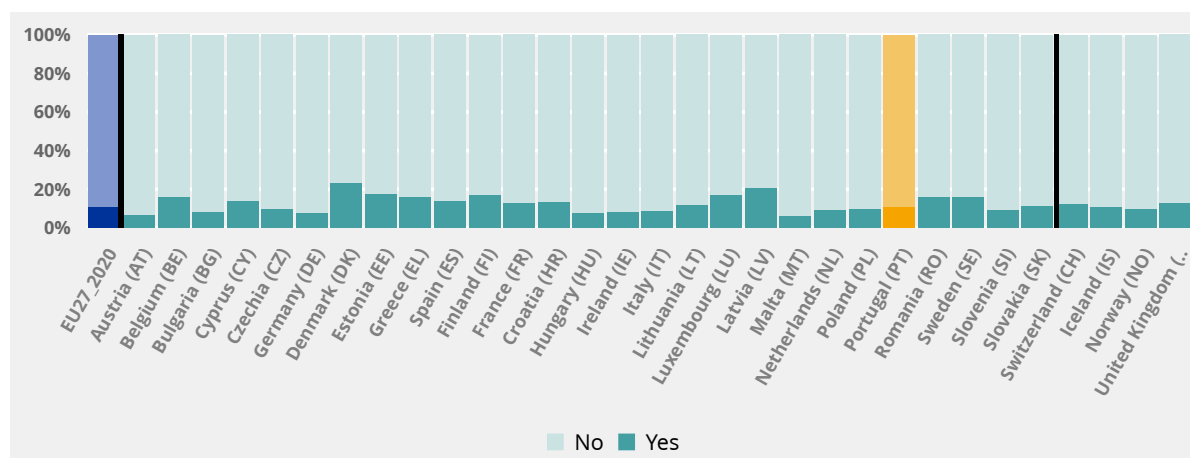
## Can you influence decisions that are important for your work?



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
Portugal (PT)	37	20	43

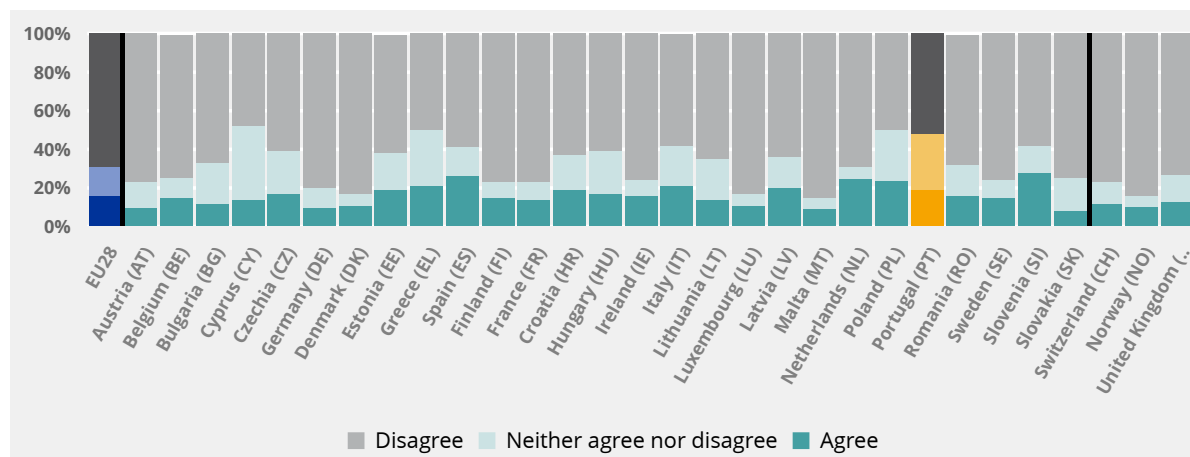
## Please tell me for each of the following risks whether or not it is present in the establishment? Fear of job loss



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
Portugal (PT)	11.1	88.9

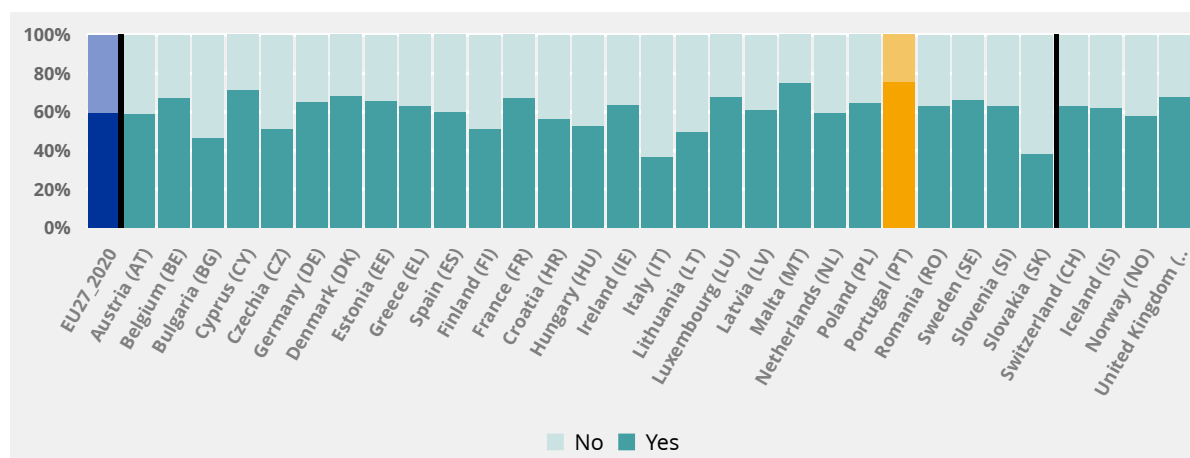
## I might lose my job in the next 6 months



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
Portugal (PT)	52	29	19

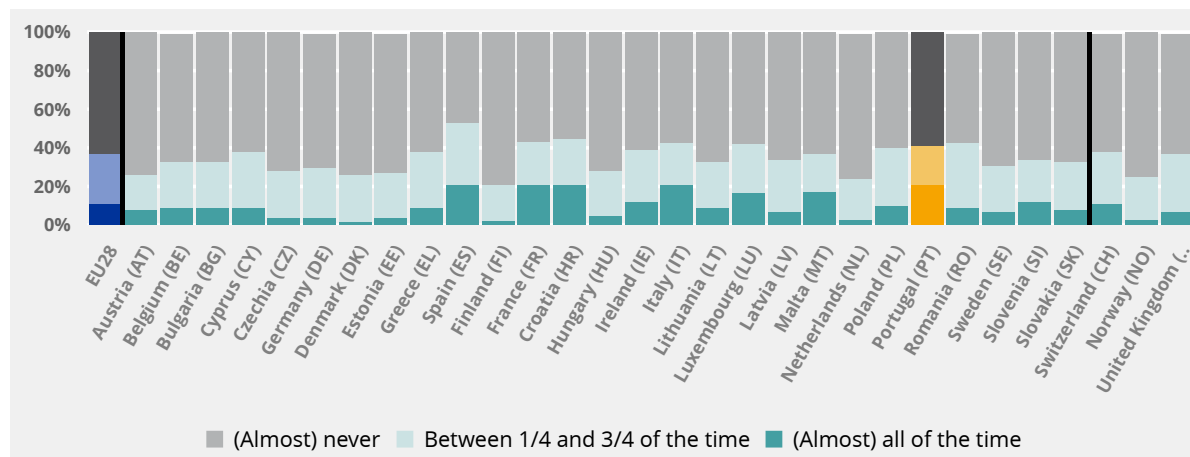
## Please tell me for each of the following risks whether or not it is present in the establishment? Difficult clients



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
Portugal (PT)	75.6	24.4

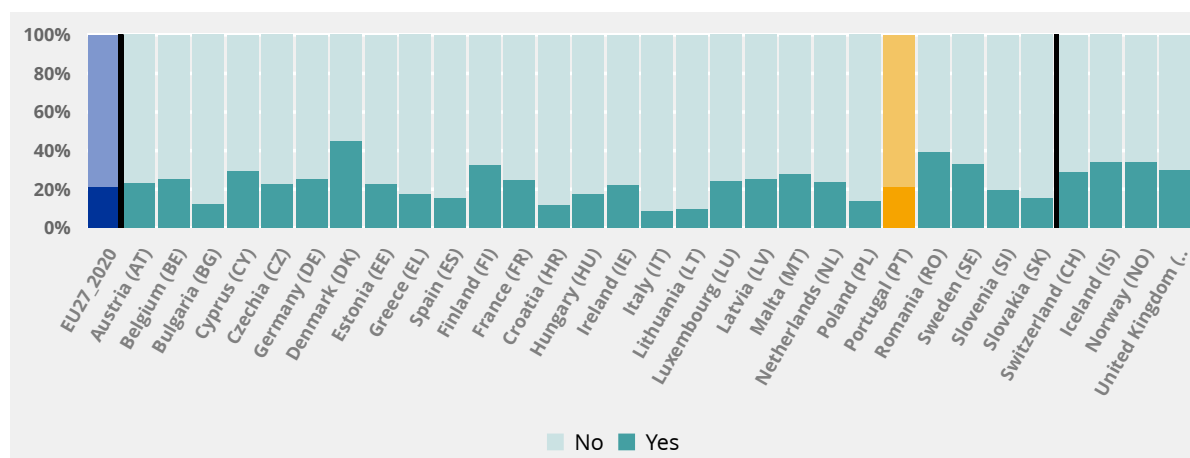
## Does your work involve handling angry clients?



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
Portugal (PT)	59	20	21

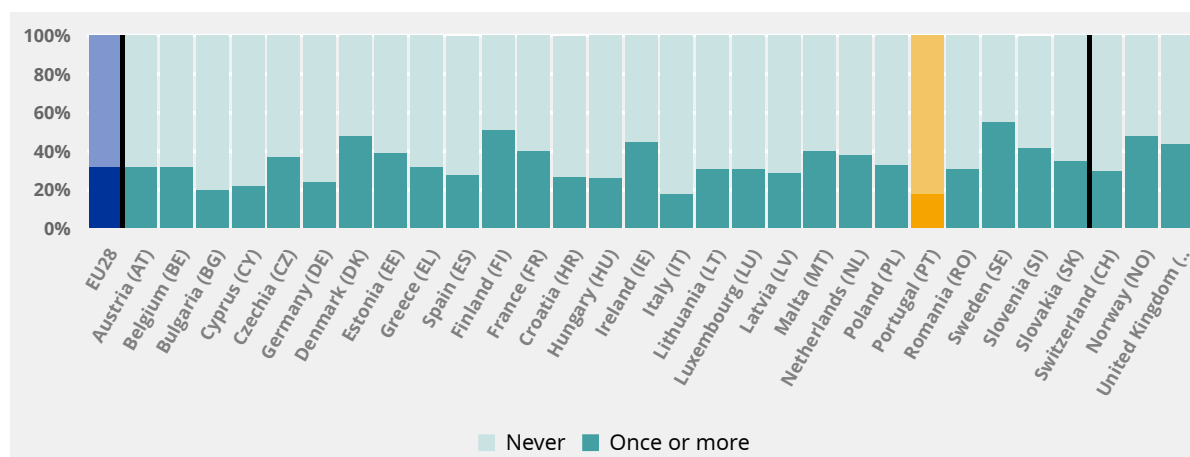
## Please tell me for each of the following risks whether or not it is present in the establishment? Working hours



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
Portugal (PT)	21.5	78.5

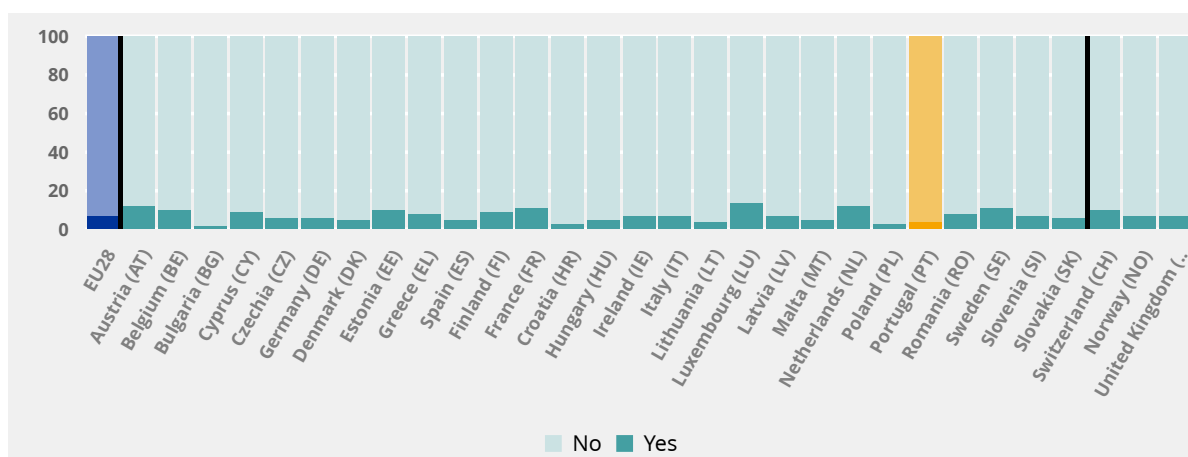
## How many times a month do you work more than 10 hours a day?



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
Portugal (PT)	18	82

## 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?"

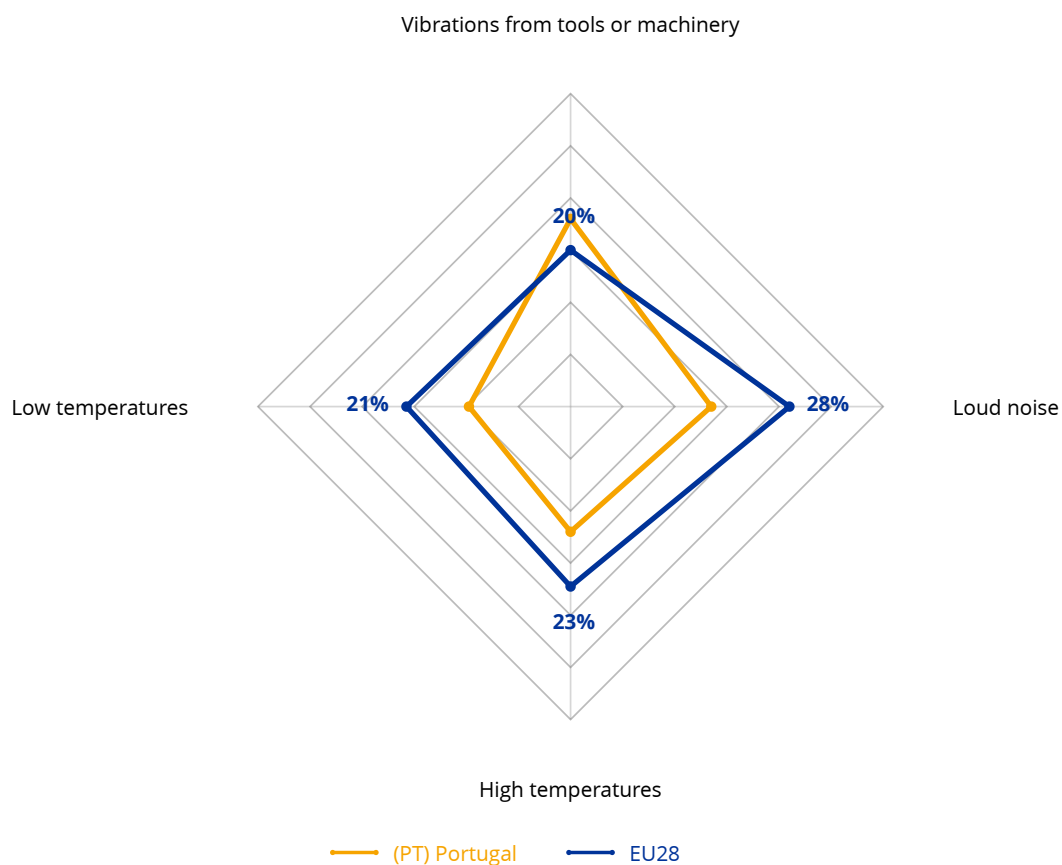
Country	Yes (%)	No (%)
EU28	7	93
Portugal (PT)	4	96

## 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

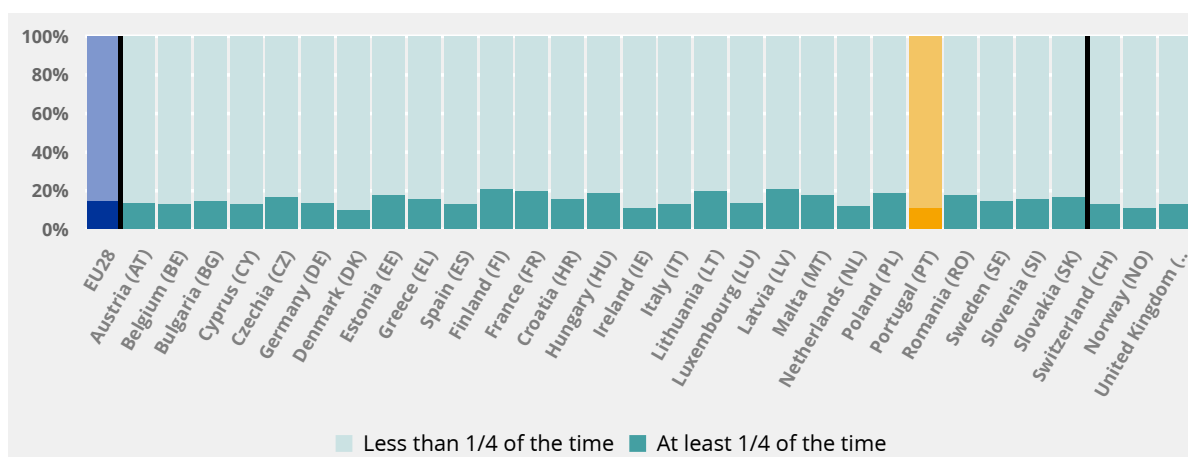
### Vibrations, loud noise and temperature



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	(PT) Portugal	24
Loud noise	(PT) Portugal	18
High temperatures	(PT) Portugal	16
Low temperatures	(PT) Portugal	13

### Exposure to dangerous substances

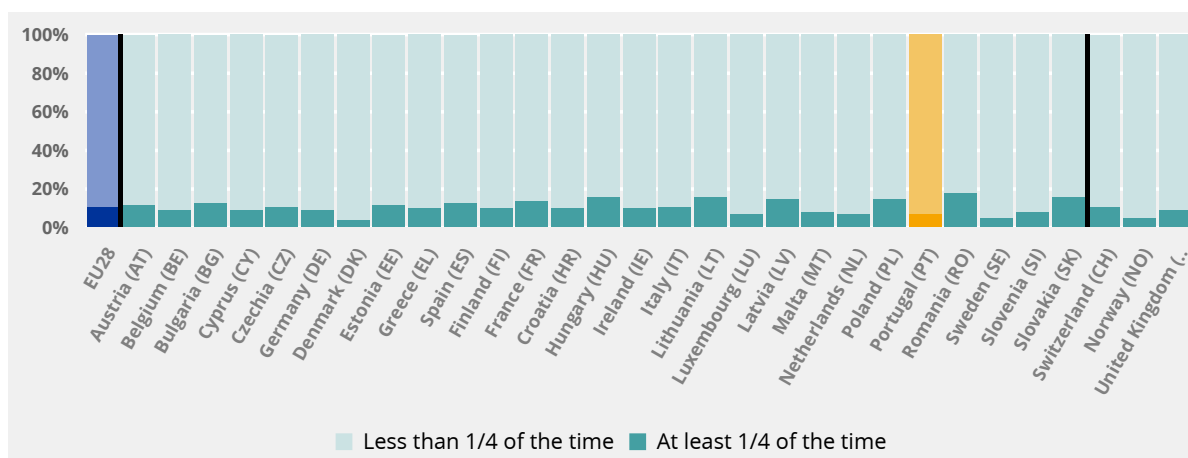
## Are you exposed to breathing in smoke, fumes, powder or dust?



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	Lees than ¼ of the time (%)	At least ¼ of the time (%)
EU28	85	15
Portugal (PT)	89	11

## Are you exposed to breathing in vapours?

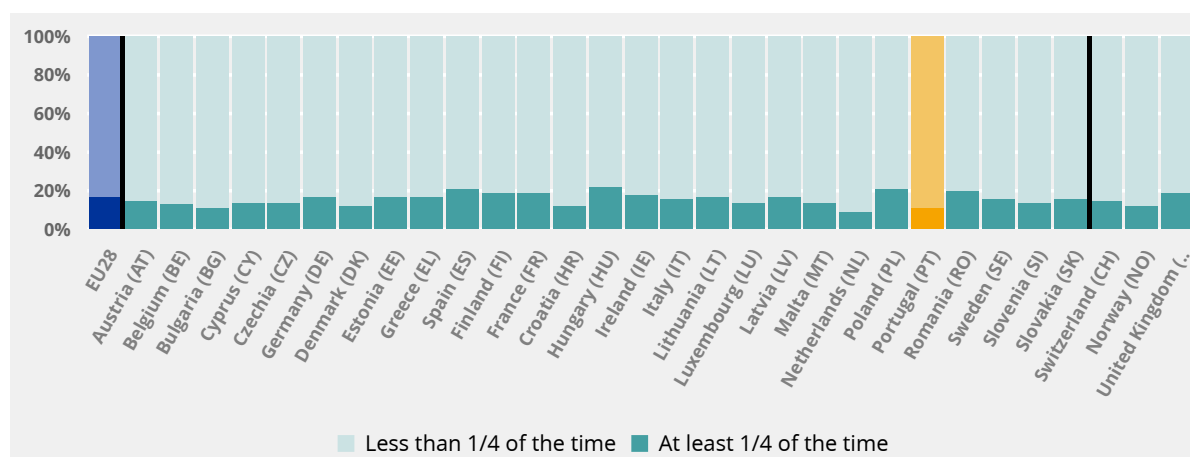


The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: “Are you exposed to breathing in vapours?”

Country	Lees than ¼ of the time (%)	At least ¼ of the time (%)
EU28	89	11
Portugal (PT)	93	7



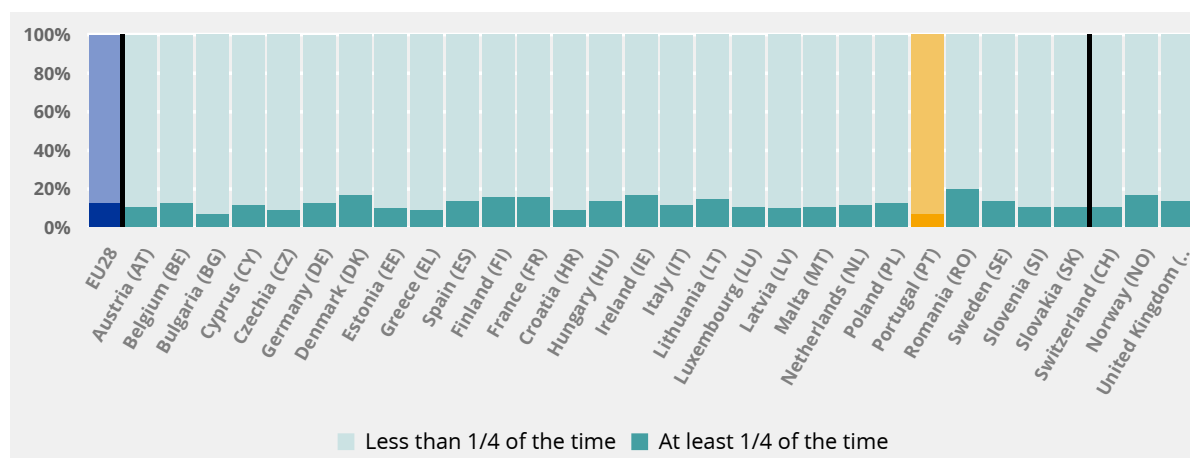
## Are you exposed to chemical products or substances?



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	Less than ¼ of the time (%)	At least ¼ of the time (%)
EU28	83	17
Portugal (PT)	89	11

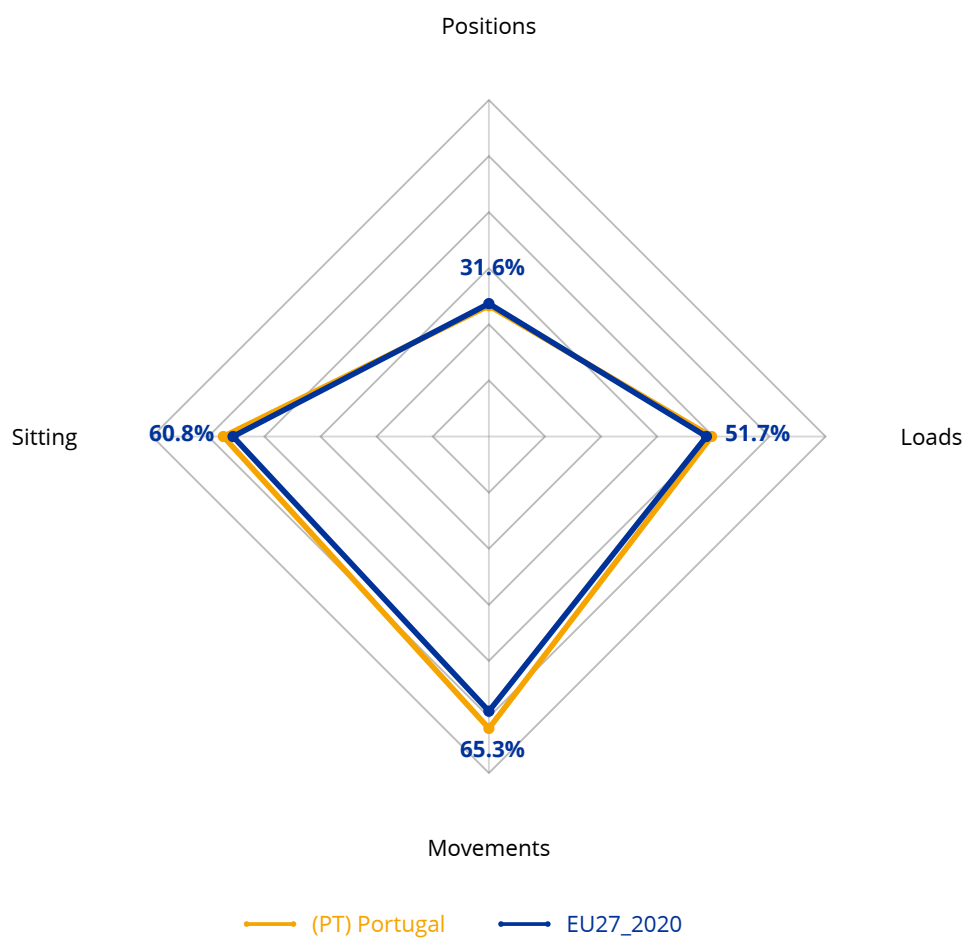
## Are you exposed to materials which can be infectious?



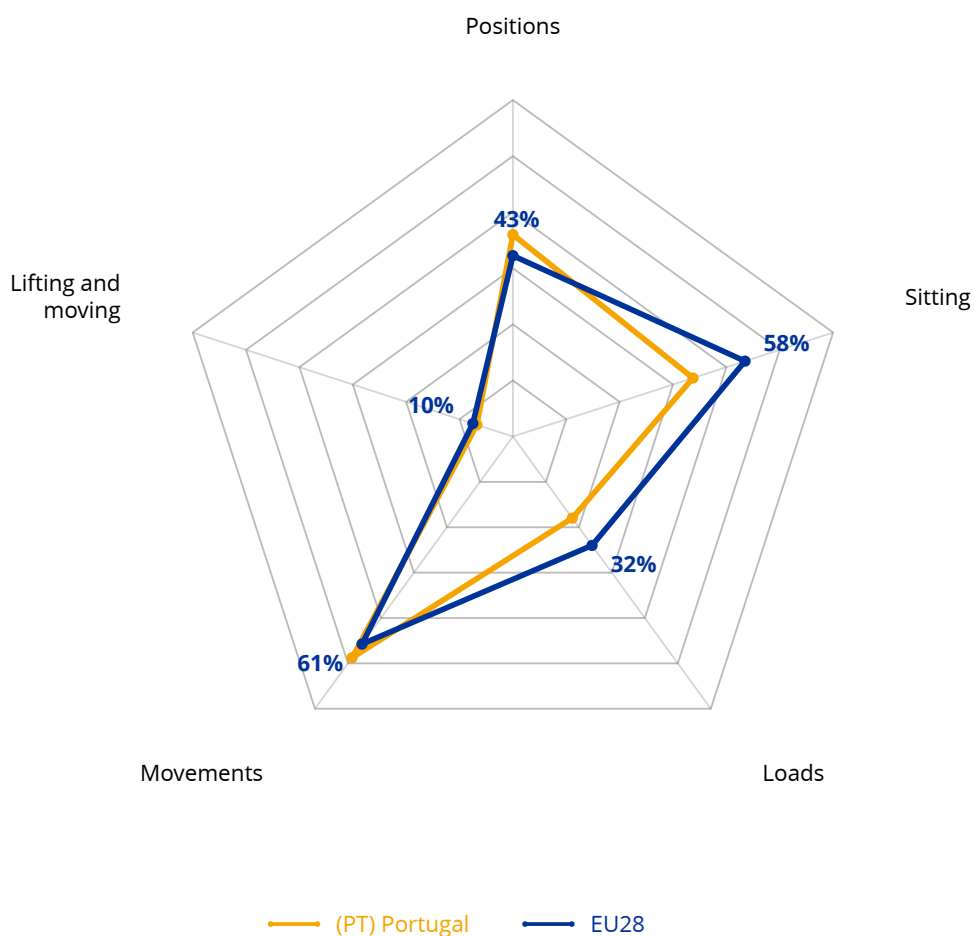
The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: “Are you exposed to materials which can be infectious?”

Country	Less than ¼ of the time (%)	At least ¼ of the time (%)
EU28	87	13
Portugal (PT)	93	7

## Ergonomic risks - ESENER



Indicator	Country	Value (%)
Positions	EU27_2020	31.6
Loads	EU27_2020	51.7
Movements	EU27_2020	65.3
Sitting	EU27_2020	60.8
Positions	(PT) Portugal	31.1
Loads	(PT) Portugal	52.9
Movements	(PT) Portugal	69.4
Sitting	(PT) Portugal	63.1



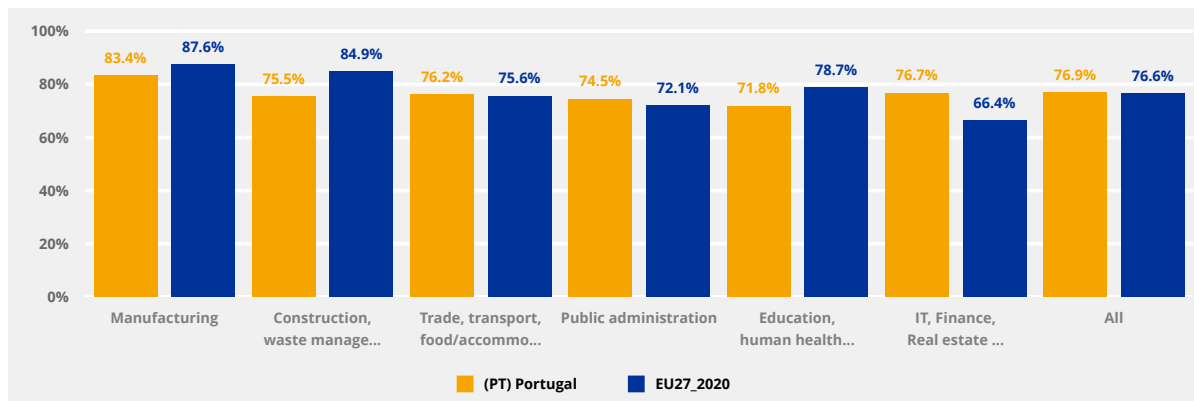
Indicator	Country	Value (%)
Positions	EU28	43
Sitting	EU28	58
Loads	EU28	32
Movements	EU28	61
Lifting and moving	EU28	10
Positions	(PT) Portugal	48
Sitting	(PT) Portugal	45
Loads	(PT) Portugal	24
Movements	(PT) Portugal	65
Lifting and moving	(PT) Portugal	9

## 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

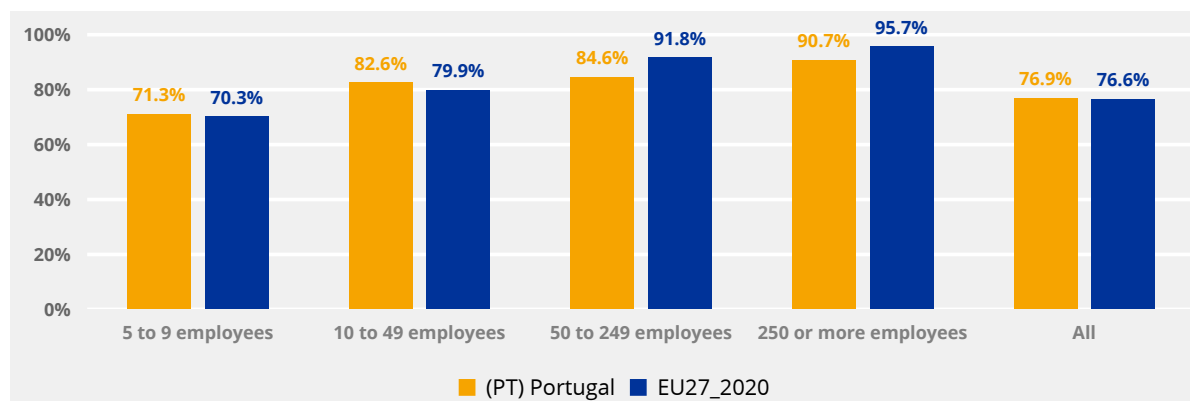
### Does your establishment regularly carry out workplace risk assessments?



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	(PT) Portugal	83.4	EU27_2020	87.6
Construction, waste management, water and electricity supply	(PT) Portugal	75.5	EU27_2020	84.9
Trade, transport, food/accommodation and recreation activities	(PT) Portugal	76.2	EU27_2020	75.6
Public administration	(PT) Portugal	74.5	EU27_2020	72.1
Education, human health and social work activities	(PT) Portugal	71.8	EU27_2020	78.7
IT, Finance, Real estate and other technical scientific or personal service activities	(PT) Portugal	76.7	EU27_2020	66.4
All	(PT) Portugal	76.9	EU27_2020	76.6

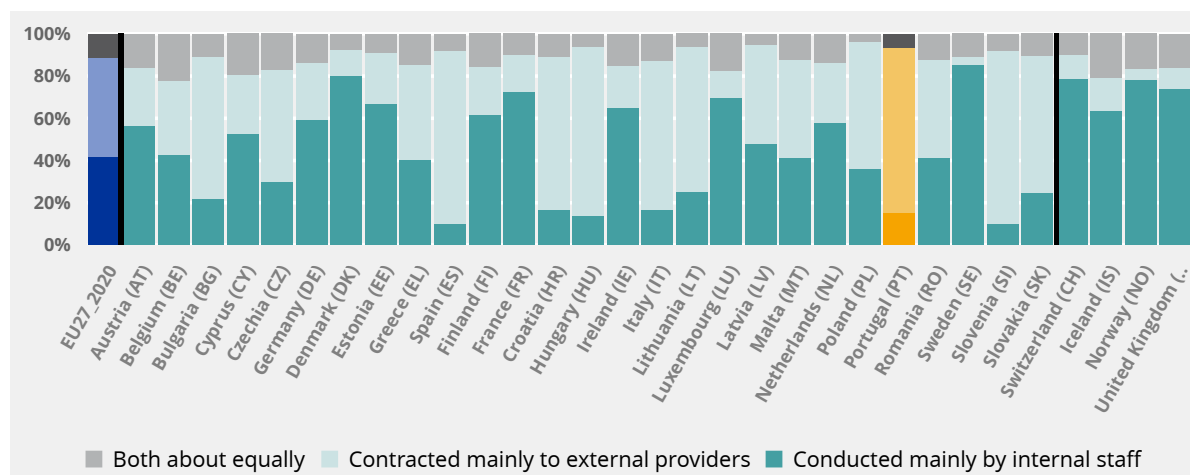
## Does your establishment regularly carry out workplace risk assessments?



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	(PT) Portugal	71.3	EU27_2020	70.3
10 to 49 employees	(PT) Portugal	82.6	EU27_2020	79.9
50 to 249 employees	(PT) Portugal	84.6	EU27_2020	91.8
250 or more employees	(PT) Portugal	90.7	EU27_2020	95.7
All	(PT) Portugal	76.9	EU27_2020	76.6

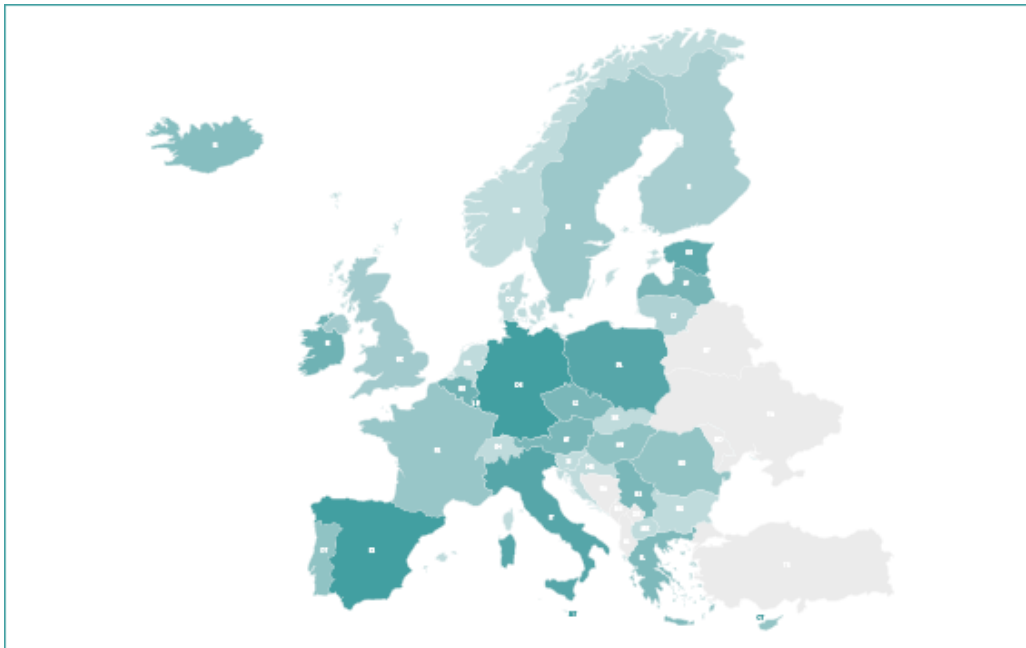
## Are workplace risk assessments mainly conducted by internal staff or are they contracted to external service providers?



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?”

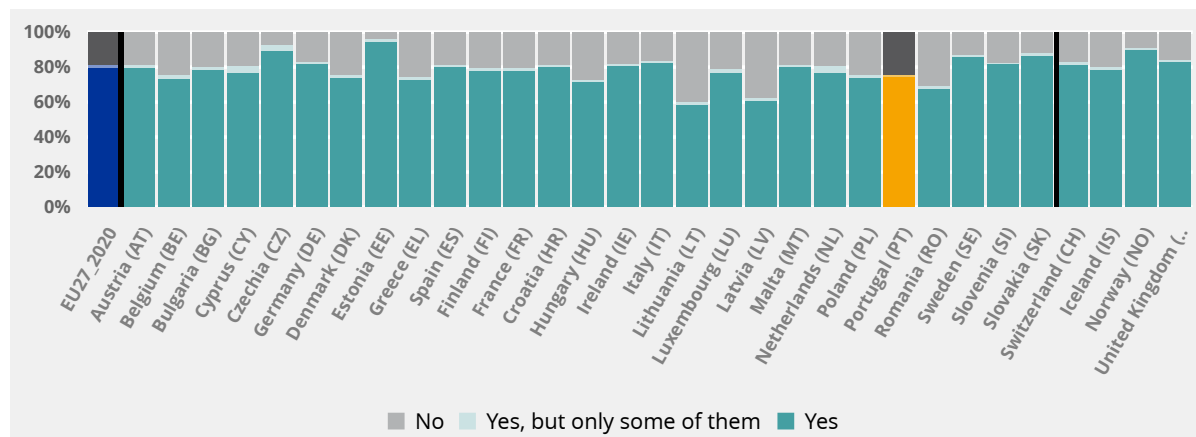
Country	Both about equal (%)	External (%)	Internal (%)
EU27_2020	11.2	47.1	41.7
Portugal (PT)	6.4	78.3	15.4

## 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.

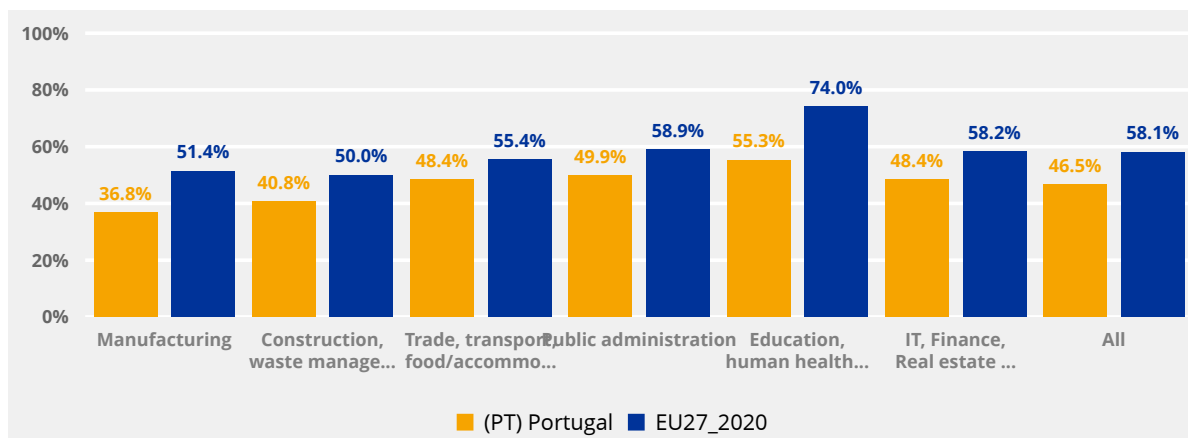
## Are the health and safety representatives provided with any training during work time?



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
Portugal (PT)	24.4	0.5	75.1

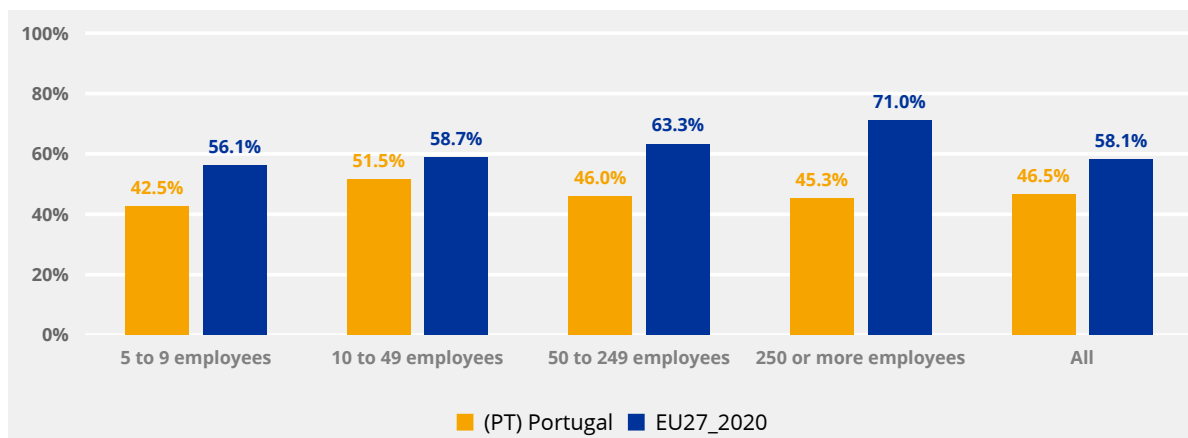
## Did the employees have a role in the design and set-up of measures to address psychosocial risks?



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	(PT) Portugal	36.8	EU27_2020	51.4
Construction, waste management, water and electricity supply	(PT) Portugal	40.8	EU27_2020	50
Trade, transport, food/accommodation and recreation activities	(PT) Portugal	48.4	EU27_2020	55.4
Public administration	(PT) Portugal	49.9	EU27_2020	58.9
Education, human health and social work activities	(PT) Portugal	55.3	EU27_2020	74
IT, Finance, Real estate and other technical scientific or personal service activities	(PT) Portugal	48.4	EU27_2020	58.2
All	(PT) Portugal	46.5	EU27_2020	58.1

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



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	(PT) Portugal	42.5	EU27_2020	56.1
10 to 49 employees	(PT) Portugal	51.5	EU27_2020	58.7
50 to 249 employees	(PT) Portugal	46	EU27_2020	63.3
250 or more employees	(PT) Portugal	45.3	EU27_2020	71
All	(PT) Portugal	46.5	EU27_2020	58.1



## OSH outcomes and working conditions

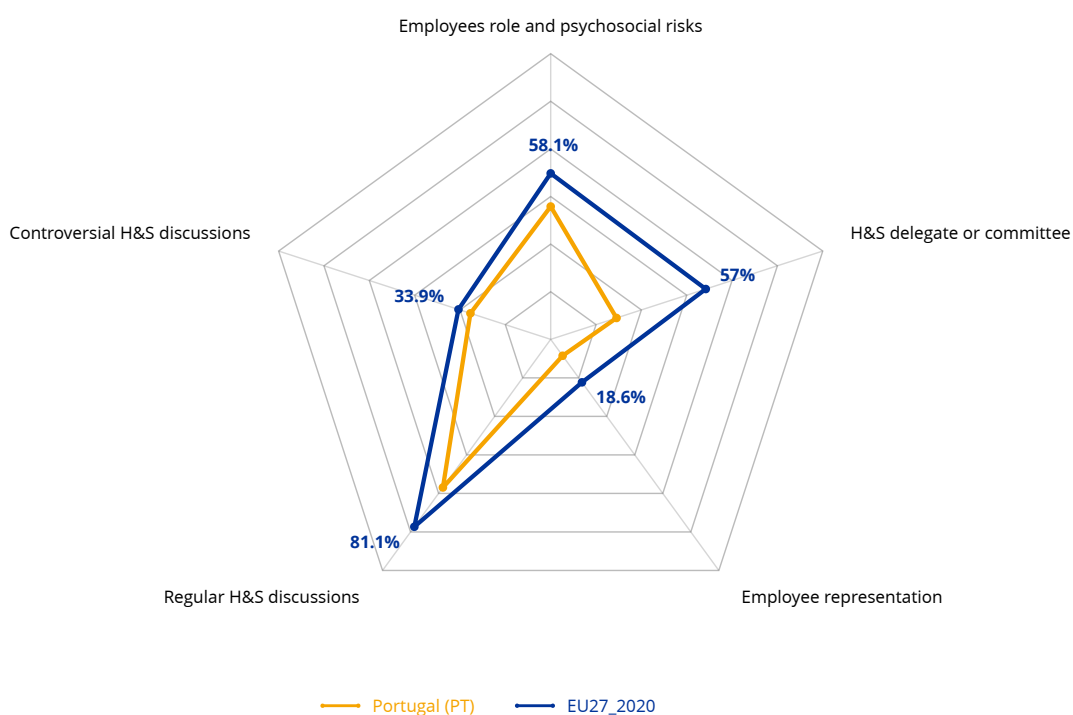
### Worker involvement

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

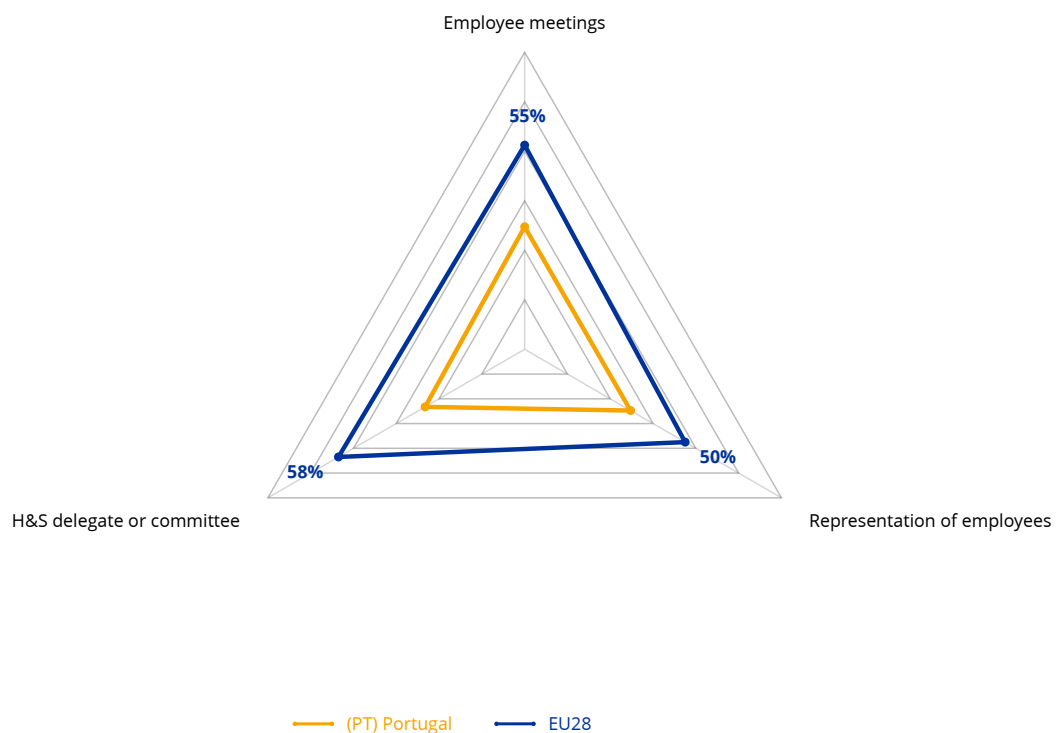
### Worker involvement

#### ESENER



Sector	Country	Value (%)
Employees role and psychosocial risks	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
Employees role and psychosocial risks	Portugal (PT)	46.5
H&S delegate or committee	Portugal (PT)	24.2
Employee representation	Portugal (PT)	7.1
Regular H&S discussions	Portugal (PT)	64.1
Controversial H&S discussions	Portugal (PT)	29.5

## EWCS



Sector	Country	Value (%)
Employee meetings	(PT) Portugal	33
Representation of employees	(PT) Portugal	33
H&S delegate or committee	(PT) Portugal	31
Employee meetings	EU28	55
Representation of employees	EU28	50
H&S delegate or committee	EU28	58

## OSH infrastructure **Enforcement capacity**

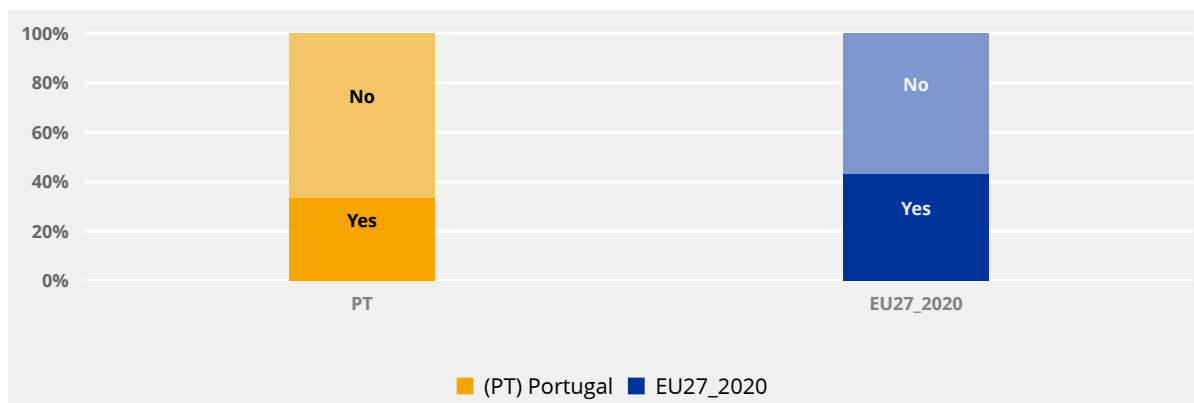
This indicator mainly contains the non-confidential parts of Senior Labour Inspectors Committee reports about enforcement in Member States

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 (%)
(PT) Portugal	33.5	66.5
EU27_2020	43.2	56.8

### **Authority**

Autoridade para as Condições do Trabalho (ACT)

See more in OSH Authorities in the Labour Inspection

### **Scope of the Labor Inspection**

In the scope of ACT (Portuguese labour inspectorate) are included:

- Inquiry of labour accidents
- Inquiry of professional diseases
- Construction
- Footwear industry
- Fisheries
- Asbestos
- Biological agents
- Chemicals
- Carcinogenic
- ATEX (explosive atmospheres)
- GMOs (genetically modified organisms)

Since 2014 the inspection competence of ACT related to OSH has been limited for employers in private sector. The competence for inspection of OSH for employers in the public sector, since 2014, was assigned to several public auditing entities: the Sectoral General Inspection services of each ministry and,

cumulatively, the Financial General Inspection. Now, since May 2017, ACT has regained this competence, but is waiting for its regulation to be able to exercise it.

## Inspector powers

No information

## Strategy/Plan

The Strategic Plan of ACT for 2017-2020 has three main goals:

- To promote the reduction of occupational accidents and diseases
- To promote the reduction of undeclared work and related phenomena

To promote the development and organizational well-being in ACT.

In order to follow these main goals, two methodologies are adopted: inspection activity and national tripartite campaigns, carried out with social and institutional partners. These campaigns comprises, mainly:

- Training (with social partners);
- Information (with social partners);
- Inspection (by ACT and other inspection bodies, when appropriate, such as social security, taxes, foreign services, national maritime authority and police).

In line with the principles to be followed in drawing up plan and report activities of Portuguese services and public administration bodies, ACT also had an Activity Plan for 2016 which is part of the strategic goals, programs and guidelines identified in the ACT Strategy 2017-2020, reflecting ACT's vision to face the challenges in a frame of financial constraints resulting from the current economic and social context, without losing sight of the need for continuing the efforts to modernize and simplify the procedures, reducing bureaucracy and rationalizing the resource use.

## 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



### Portugal

#### OSH statistics

Acidentes de Trabalho - Coleção Estatísticas

**Data holder:**

GEP - Gabinete de Estratégia e Planeamento do Ministério do Trabalho, Solidariedade e Segurança Social.

**Functionalities:**

- Monitoring of work accidents - (Data available from 2000 (inc.) to 2013 (inc.))

Ministério da Saúde; Administração Central do Sistema de Saúde, I.P. (ACSS, I.P.)

**Data holder:**

Ministério da Saúde; Administração Central do Sistema de Saúde, I.P. (ACSS, I.P.)

**Functionalities:**

- Monitoring of work accidents - (Data available for 2007, 2011-2013; 2012-2014)

Segurança e Saúde - Coleção Estatísticas

**Data holder:**

GEP - Gabinete de Estratégia e Planeamento do Ministério do Trabalho, Solidariedade e Segurança Social.

**Functionalities:**

- Monitoring of work accidents - (Data available from 2010 (inc.) to 2013 (inc.))

Sistema de Informação da Segurança SocialGestão de Riscos Profissionais (SISSGESRISP)

**Data holder:**

DPRP - Departamento de Proteção contra os Riscos Profissionais, Instituto da Segurança Social, I.P.

**Functionalities:**

- Monitoring of occupational diseases - annually (2013-2015)

Estatísticas do Emprego – 2º trimestre de 2014; Acidentes de Trabalho e Problemas de Saúde Relacionados com o Trabalho (ATPS 2013) – Módulo ad hoc do Inquérito ao Emprego de 2013 (ESS agreement for the 2013 LFS ad-hoc module on accidents at work and other work-related health problems)

**Data holder:**

INE - Instituto Nacional de Estatística

**Functionalities:**

- Monitoring of work-related illness

## Research Institutes

n/a

**Short abstract**

Portugal does not run a national occupational safety and health (OSH) research institute.

Research in the field of safety and health at work is mainly carried out by research groups at universities and technology centres, which often have projects in collaboration with universities. There is a national network that encompasses the eight existing technology centres, promoting cooperation among them.

See more in OSHWiki