



# OSH BAROMETER

## Hungary

### Country Report

## Hungary Country Report Index

This document contains the OSH Barometer Country Report Summary of Hungary

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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



### OSH authority

#### Ministry of National Economy (Nemzetgazdasági Minisztérium)

See more in its website and in OSHwiki

This ministry is responsible for employment policy and professionally controlling the field of occupational health. It is also the authority for occupational safety and health (OSH) inspection activities of the district offices of the government departments that act as OSH authorities. The Department of Occupational Safety and Health (Munkavédelmi Főosztály) is within the State Secretariat for Vocational Training and the Labour Market (Munkaerőpiacért és Képzésért Felelős Államtitkárság). The department performs legislative, coordination and functional activities. Its most important tasks are authoritative and professional control tasks, state control tasks and supervision tasks related to occupational safety, data collection and statistical analysis. Furthermore, it informs and counsels the public on issues concerning OSH. The department performs certain authoritative activities as occupational safety expert and operates the information technology (IT) system of the OSH authority. In addition to this, the department participates in national and international committees and operates the Hungarian focal point of the European Agency for Safety and Health at Work (EU-OSHA).

#### National Public Health Institute (OKI — Országos Közegészségügyi Intézet)

See more in its website and in OSHwiki

OKI is the background institution of the ministry responsible for health (EMMI). It was founded by merging other institutes (National Centre for Epidemiology, National Public Health Centre, Office of the Chief Medical Officer), delegating tasks to the ministry and reducing personnel. Its Occupational Health Directorate (Munkahigiénés és Foglalkozás-egészségügyi Igazgatóság) is the successor of the National Institute of Occupational Health (Országos Munkahigiénés és Foglalkozás-egészségügyi Intézet). As the organisational part of OKI —the body that has been granted national occupational health powers— the directorate is tasked with professionally controlling the field of occupational health (occupational medicine and work hygiene). Its most important tasks in professional control, expertise, training, further education and information provision, and international professional fields are (i) developing standard protocols, (ii) providing background support and expertise, (iii) implementing activities specified in legislation, (iv) carrying out assessment and analysis, (v) providing (further) education, (vi) publishing professional journals, and (vii) encouraging international cooperation. In addition to this, the directorate performs laboratory measurements and special medical examinations.

### **Occupational safety and health units of the Metropolitan and County Government Offices (Fővárosi és Megyei Kormányhivatalok munkavédelmi egységei)**

See more in its website and in OSHwiki

The organisation of the Metropolitan and County Government agencies belongs to the Prime Minister's Office. District offices in county seats perform OSH inspections. There are occupational safety and occupational health experts available to control compliance with legal requirements (inspection, sanctions), counselling and the investigation of work accidents and occupational diseases. The units can ask for support from other departments within the office (e.g. public health).

Other supervisory entities also perform occupational safety tasks, such as the Hungarian Office for Mining and Geology (Magyar Bányászati és Földtani Hivatal). In the case of certain distinct areas (armed forces, law enforcement and disaster management bodies, etc.), the given sector issues safety and health regulations pursuant to special authorisation in the law. Furthermore, these bodies supervise the enforcement of the OSH regulations that fall within their competence. Recently, there has been an approximation towards civilian legislation.

## **Compensation and insurance body**

n/a

See more in OSHwiki

Current Hungarian regulations do not separate the accident insurance system, although the issue of its introduction is repeatedly being raised in national strategies. The employer pays social contribution tax after its employees, which also partly covers healthcare costs. The value of the contribution, which is set out in legislation, is the same for every employer and employee and does not take into account the dangerous nature of the job. As a result, the employer is not directly interested in reducing risks inherent in the work environment.

Following the dissolution of the National Office for Rehabilitation and Social Affairs (Nemzeti Rehabilitációs és Szociális Hivatal), tasks such as the establishment of a disability pension, an accident disability pension, an accident-related allowance, a rehabilitation allowance, health damage annuity for miners, and the establishment of the degree of lasting health damage and the portion that has arisen from a worker's occupation are administered in various places. Generally, cases are handled in district offices, but some are handled by the Rehabilitation Department of the Government Office of Budapest (Budapest Főváros Kormányhivatala Rehabilitációs Főosztálya) and the Social Affairs and Child Protection Government Office (Szociális és Gyermekvédelmi Főigazgatóság) at the national level.

## **Prevention institute**

n/a

See more in OSHwiki

There are a number of market-based, well-equipped occupational health and occupational safety service providers across the country that are aimed at satisfying the requirements for prevention services.

## Standardisation body

### **Hungarian Standards Institution (MSZT — Magyar Szabványügyi Testület)**

See more in its website and in OSHwiki

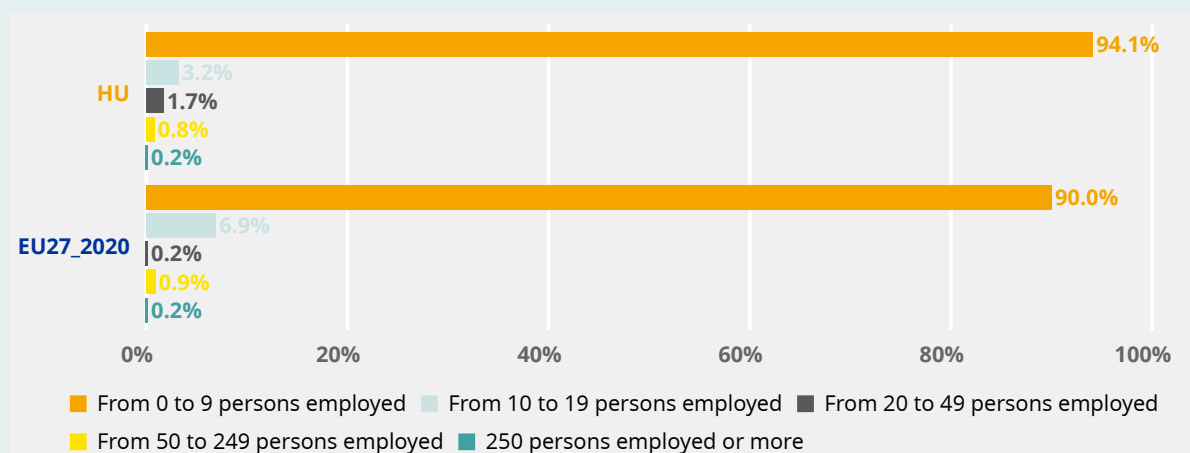
The MSZT is an independent, non-profit public body. Its main activities and services include standardisation, certification, adult education, issue of standards, distribution of standards and information supply.

## 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.

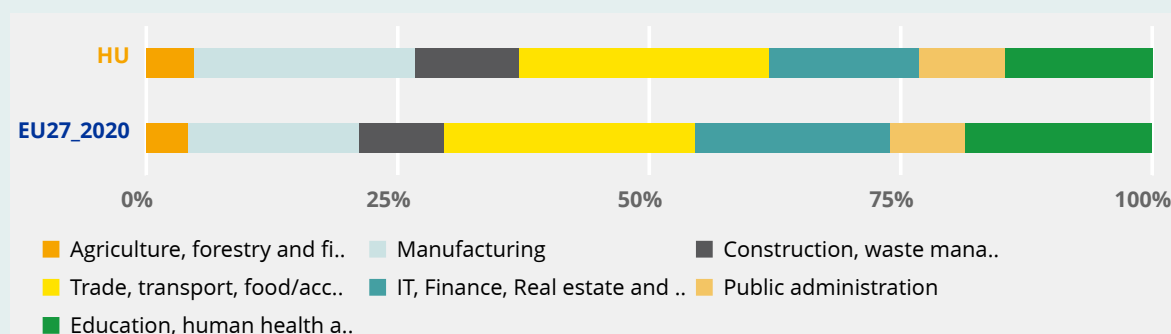
Source: EUROSTAT. For further information refer to Methodology

### Company size



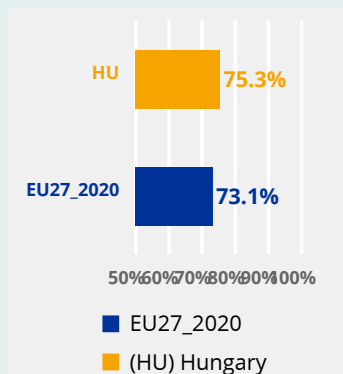
| Sector                          | Country | Value (%) | Country   | Value (%) |
|---------------------------------|---------|-----------|-----------|-----------|
| From 0 to 9 persons employed    | HU      | 94.1      | EU27_2020 | 90        |
| From 10 to 19 persons employed  | HU      | 3.2       | EU27_2020 | 6.9       |
| From 20 to 49 persons employed  | HU      | 1.7       | EU27_2020 | 0.2       |
| From 50 to 249 persons employed | HU      | 0.8       | EU27_2020 | 0.9       |
| 250 persons employed or more    | HU      | 0.2       | EU27_2020 | 0.2       |

### Employment per sector



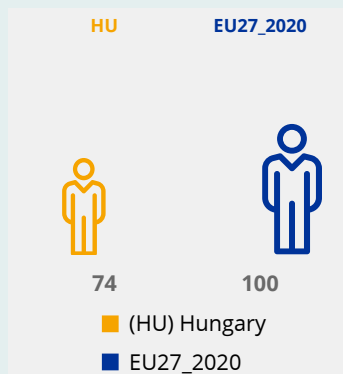
| Sector   | Country | Value (%) | Country   | Value (%) |
|--|---------|-----------|-----------|-----------|
| Agriculture, forestry and fishing  | HU      | 4.8       | EU27_2020 | 4.1       |
| Manufacturing  | HU      | 22        | EU27_2020 | 17.1      |
| Construction, waste management, water and electricity supply                           | HU      | 10.3      | EU27_2020 | 8.5       |
| Trade, transport, food/accommodation and recreation activities                         | HU      | 24.9      | EU27_2020 | 24.9      |
| IT, Finance, Real estate and other technical scientific or personal service activities | HU      | 14.9      | EU27_2020 | 19.4      |
| Public administration  | HU      | 8.5       | EU27_2020 | 7.5       |
| Education, human health and social work activities                                     | HU      | 14.7      | EU27_2020 | 18.6      |

## Employment rate



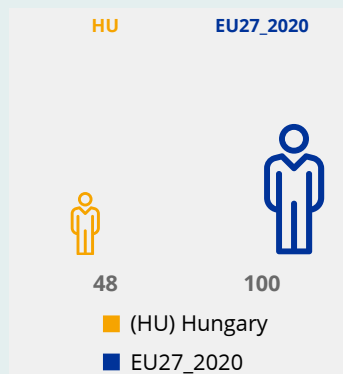
| Country      | Value (%) |
|--------------|-----------|
| EU27_2020    | 73.1      |
| (HU) Hungary | 75.3      |

## GDP per capita in relation to EU27\_2020 average (PPS)



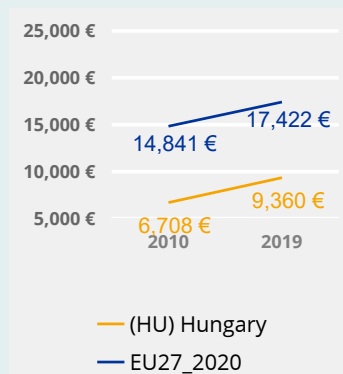
| Country      | Value (%) |
|--------------|-----------|
| (HU) Hungary | 74.2      |
| EU27_2020    | 100       |

## GDP per capita in relation to EU27\_2020 average (Euro)



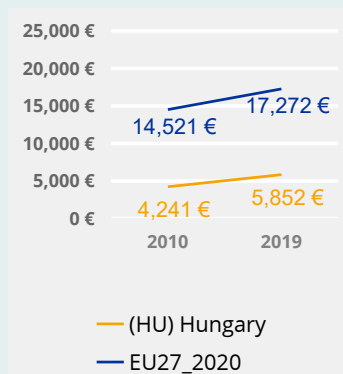
| Country      | Value (%) |
|--------------|-----------|
| (HU) Hungary | 48        |
| EU27_2020    | 100       |

## Income per capita (PPS)



| Country      | Year | Income |
|--------------|------|--------|
| (HU) Hungary | 2010 | 6708   |
| (HU) Hungary | 2019 | 9360   |
| EU27_2020    | 2010 | 14841  |
| EU27_2020    | 2019 | 17422  |

## Income per capita (Euro)





| Country      | Year | Income |
|--------------|------|--------|
| (HU) Hungary | 2010 | 4241   |
| (HU) Hungary | 2019 | 5852   |
| EU27_2020    | 2010 | 14521  |
| EU27_2020    | 2019 | 17272  |



## 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

|   |   |  |   |   |  |                                       |
|---|---|--|---|---|--|---------------------------------------|
| <br><b>EU27_2020</b> | Median age<br>of population:<br><b>43.7 years</b> | Employment<br>rate (55 - 64):<br><b>59.1 %</b> | Employment<br>rate (female):<br><b>67.3 %</b> | Employment<br>rate (male):<br><b>79 %</b>   | Employment<br>rate (total):<br><b>73.1 %</b> | Unemployment<br>rate:<br><b>6.7 %</b> |
| <br><b>HU</b>        | Median age<br>of population:<br><b>43 years</b>   | Employment<br>rate (55 - 64):<br><b>56.7 %</b> | Employment<br>rate (female):<br><b>67.6 %</b> | Employment<br>rate (male):<br><b>83.1 %</b> | Employment<br>rate (total):<br><b>75.3 %</b> | Unemployment<br>rate:<br><b>3.4 %</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



### Structure of each National strategy

#### Basic information

Hungarian version: **Munkavédelem nemzeti politikája 2016-2022**

English version: **National Occupational Safety and Health Policy 2016-2022**

Former strategies: **OGY határozat a munkavédelem országos programjáról**

#### Background

Defining the perceived problem:

The growth in the economy and production, and the impact of increased burdens on workers, has led to an increase in the number of accidents at the workplace, including fatal accidents at work and occupational diseases. Most accidents at work occur in the processing industry, transportation, warehousing and retail sectors. Activities involving elevated psychological stress represent an increasing proportion of accidents at work, and absence from work due to psychosocial factors is also occurring more frequently.

Main reasons for accidents are:

- Lack or inoperability of safety equipment used to prevent mechanical hazards
- Lack of or failure to wear personal protective equipment
- Deficiency in occupational safety and health knowledge

#### Characteristics and objectives

Main objectives (goals, priorities, visions)

The main objectives are:

1. To reduce risks that represent a threat to safety and health of employees. Prevention is seen as the only option for avoiding accidents at work and occupational diseases.
2. And to ensure that occupational safety and health development contributes to greater productivity, competitiveness and carrying capacity of society, as well as to the preservation of a high-quality workforce. The improvement of working conditions is highlighted.

Quote: "The prevention of accidents at work and occupational diseases is important for the entire national economy as adequate conditions in the workplace are not expected to carry negative consequences or additional costs. It is a natural and fundamental common social and individual interest to ensure that employees are able to work under safe and healthy conditions".

## Details and activity

### Priorities

#### Activities and implementation measures

In order to increase the level of safety at work, to reduce the number of accidents, to prevent the occurrence of occupational diseases, and to preserve and increase Hungary's competitiveness, the following tasks are defined in the OSH policy:

1. Developing the competitiveness of enterprises
2. Maintaining the working capacity of employees
3. Occupational safety and health training and education
4. Information, communication
5. Occupational safety and health research and development

Ministry for National Economy Department of Occupational Safety and Health coordinates the implementation of the OSH policy. The tasks are scheduled in the department's internal work plan.

- **Developing the competitiveness of enterprises**

1. Supporting introduction of free online tools to be used to carry out occupational safety and health tasks
2. Encouraging the development of an effective occupational safety and health management system
3. Communication of good practices and promotion of adoption
4. Developing a concept for accident insurance within the scope of social security

- **Maintaining the working capacity of employees**

1. Reducing absence from work as a result of psychosocial risks
2. Reducing absence from work as a result of psychosocial risks
3. Encouraging research to determine work-related musculoskeletal disorders and work-related cancer, and promoting research results
4. Encouraging and supporting the elaboration of new methods of ergonomics

- **Occupational safety and health training and education**

1. Elaborating a mandatory further training system for occupational safety and health professionals
2. Expanding knowledge on safety and health and chemical safety at work in education
3. Reducing occupational risks affecting employees of vulnerable groups and employees working in atypical types of employment

- **Information, communication**

1. Preparing information and publications promoting safe and healthy employment
2. Regular distribution of timely and professional information targeted at micro, small and medium-sized enterprises, with the involvement of the public information system of occupational safety and health
3. Supporting the publication of research results relating to occupational safety and health

- **Occupational safety and health research and development**

1. Statistical data collection and development of the information base
2. Encouraging research on the impacts of climate change on employees
3. Coping with the increasing average age of employees and analysis of the impact of newly emerging risks
4. Establishing a database of occupational safety and health service providers
5. Establishing a database of occupational health service providers
6. Improving the professional and operational conditions of the integrated occupational safety and health authority

7. Developing cooperation among organisations interested in maintaining safe and healthy working conditions and lawful employment
8. Introduction and development of a risk-based inspection strategy
9. Complex evaluation of all 24 directives comprising Hungarian legislation on occupational safety and health and simplification of existing laws and regulation.

### Actors and stakeholders

Main actor is the Labour Committee, it consists of the interest representation organs of employees and employers, as well as the representatives of the Government. Their work can be supported by temporary and permanent experts.

Representatives of the side of employers and side of employees have to be members of the Hungarian Economic and Social Council (a consultative, proposal-making and advisory body independent from Parliament and the Government, with members representing the Hungarian civil society). Members of the side of employers are interest groups (e.g. National Association of Entrepreneurs and Employers, Hungarian Association of Craftmen's Corporations, Agrarian Employers' Federation, Confederation of Hungarian Employers and Industrialists), members of the side of employees are trade union federations (e.g. Democratic Confederation of Free Trade Unions, National Federation of Workers' Councils, Confederation of Unions of Professionals, The Forum for the Cooperation of Trade Unions). The side of the Government consists of representatives of supervisory ministries of certain sectors, and national level authorities (e.g. labour inspectorate, mining authority, national health insurance fund).

### Resources and timeframe

The Ministry for National Economy is responsible for the performance of public tasks related to OSH, therefore resources are provided by the Government. However, most of the tasks arising from the OSH policy 2016-2022 are also covered by tenders.

### Evaluation

As National Occupational Safety and Health Policy sets out OSH priorities for the period of 2016-2022, evaluation of the strategy does not exist yet.

Ex ante indicators for the years 2012 to 2020: Ex ante indicators are not available.

### Relation to EU Strategic Framework

There is a direct reference to the EU-OSH Strategic Framework made. Due to the broad approach, there are relations to all aspects of the European Strategic Framework.

## Response of national strategies to EU challenges

### Implementation record

#### Task:

- Developing the competitiveness of enterprises.

#### Other tasks:

- Supporting introduction of free online tools to be used to carry out occupational safety and health tasks.
- Encouraging the development of an effective occupational safety and health management system.

### Prevention of work-related diseases

#### Tasks:

- Maintaining the working capacity of employees.
- Occupational safety and health research and development.

#### Other tasks:

- Reducing absence from work as a result of psychosocial risks.
- Reducing absence from work as a result of psychosocial risks.
- Encouraging research to determine work-related musculoskeletal disorders and work-related cancer, and promoting research results.
- Coping with the increasing average age of employees and analysis of the impact of newly emerging risks.

### Tackling demographic change

#### Tasks:

- Occupational safety and health training and education.
- Occupational safety and health research and development.

#### Tasks:

- Reducing occupational risks affecting employees of vulnerable groups and employees working in atypical types of employment.
- Coping with the increasing average age of employees and analysis of the impact of newly emerging risks.

## 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



**Hungary**

**12 %**

Joint consultative,  
employment forum  
or similar

**7 %**

Trade union  
representation

**48 %**

Health and safety  
representative

**7 %**

Health and safety  
committee



**EU27\_2020**

**24 %**

Joint consultative,  
employment forum  
or similar

**19 %**

Trade union  
representation

**57 %**

Health and safety  
representative

**23 %**

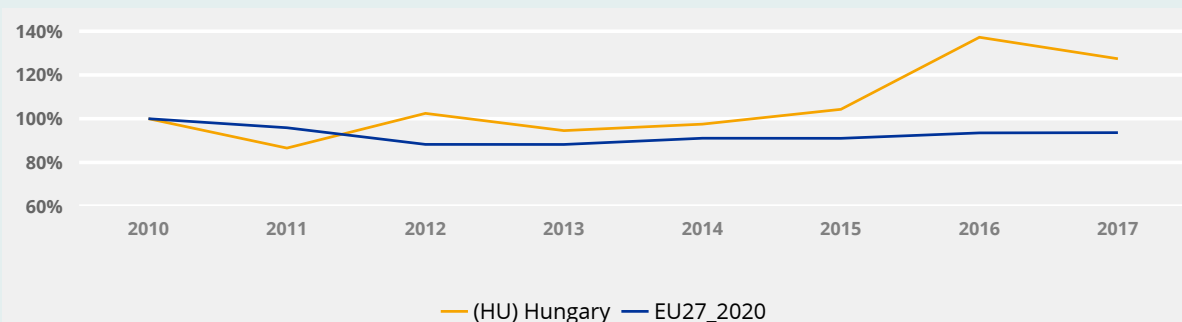
Health and safety  
committee

## 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

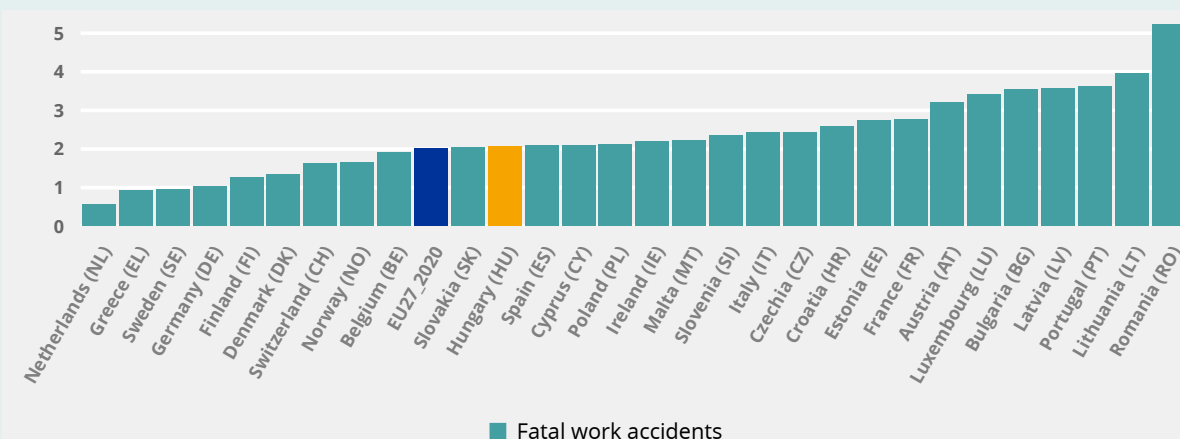
### Non-fatal work accidents



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 (%) |
|--------------|------|-----------|-----------|------|-----------|
| (HU) Hungary | 2010 | 100       | EU27_2020 | 2010 | 100       |
| (HU) Hungary | 2011 | 86.6      | EU27_2020 | 2011 | 95.9      |
| (HU) Hungary | 2012 | 102.4     | EU27_2020 | 2012 | 88.2      |
| (HU) Hungary | 2013 | 94.5      | EU27_2020 | 2013 | 88.2      |
| (HU) Hungary | 2014 | 97.5      | EU27_2020 | 2014 | 91.1      |
| (HU) Hungary | 2015 | 104.3     | EU27_2020 | 2015 | 91        |
| (HU) Hungary | 2016 | 137.2     | EU27_2020 | 2016 | 93.5      |
| (HU) Hungary | 2017 | 127.4     | EU27_2020 | 2017 | 93.6      |

### 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.

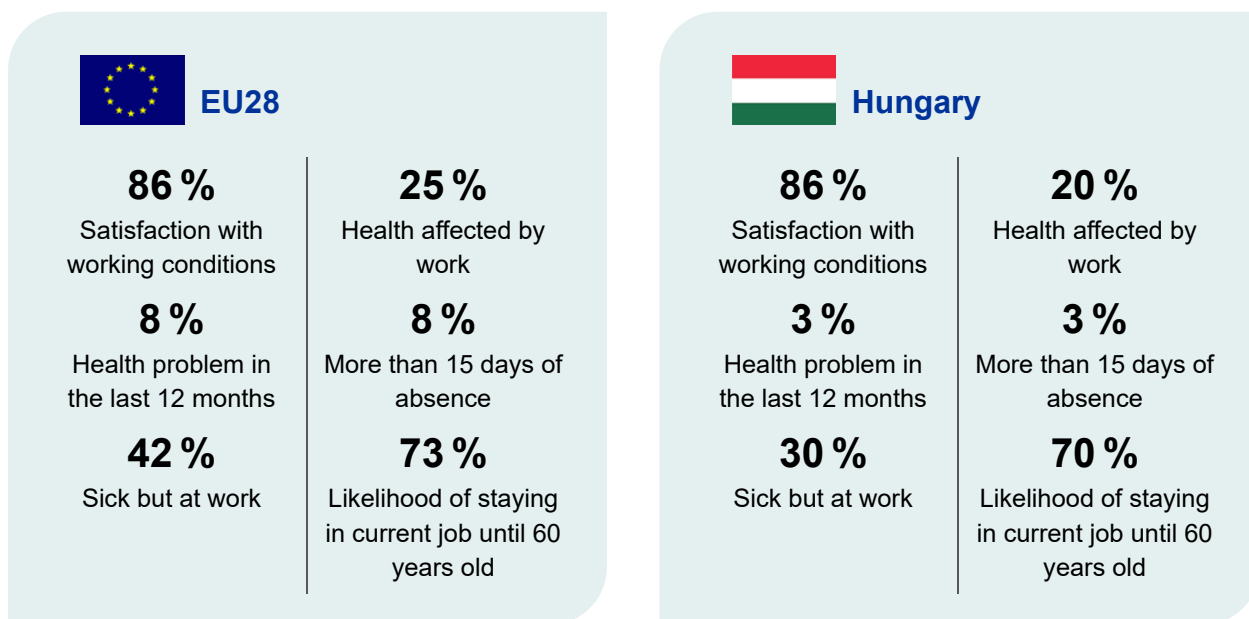
| Country      | Value (accidents) |
|--------------|-------------------|
| EU27_2020    | 2                 |
| Hungary (HU) | 2.1               |

## OSH outcomes and working conditions

### Health perception of the workers

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

For further information refer to Methodology



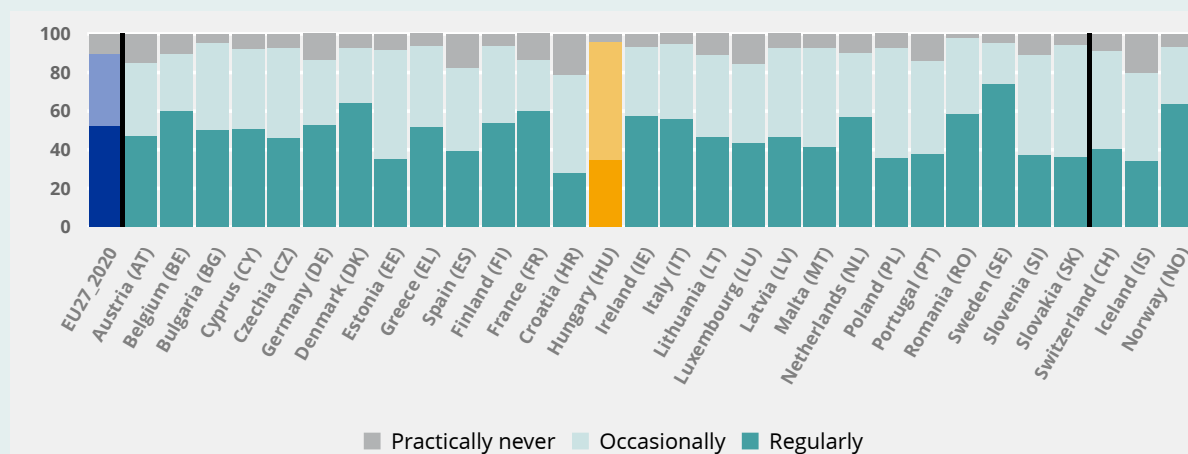
## OSH outcomes and working conditions

### OSH culture and health awareness

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

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

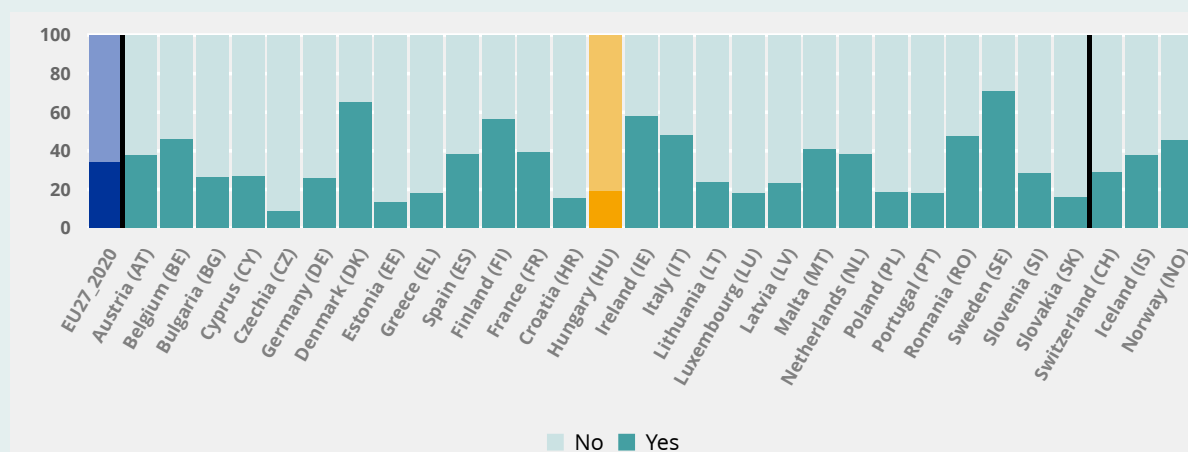
#### Health and safety discussed



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

| Country      | Practically never (%) | Occasionally (%) | Regularly (%) |
|--------------|-----------------------|------------------|---------------|
| EU27_2020    | 10                    | 37.5             | 52.4          |
| Hungary (HU) | 4                     | 61.3             | 34.7          |

#### Action plan to prevent stress

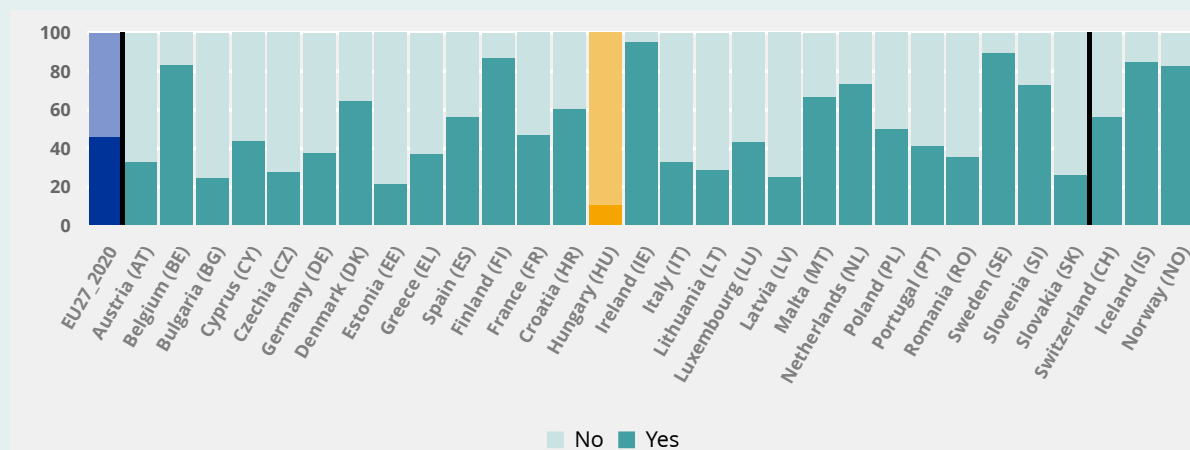


The diagram presents the responses in the ESENER 2019 Survey to the question: “Does your establishment have an action plan to prevent work-related stress?”

| Country      | Yes (%) | No (%) |
|--------------|---------|--------|
| EU27_2020    | 34.6    | 65.4   |
| Hungary (HU) | 19.7    | 80.3   |



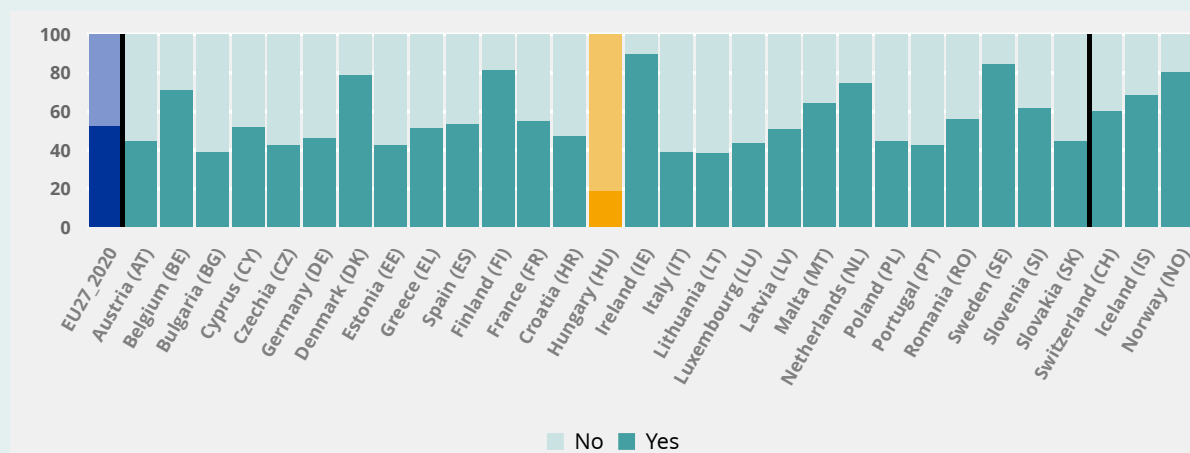
## Procedure against bullying



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

| Country      | Yes (%) | No (%) |
|--------------|---------|--------|
| EU27_2020    | 46.3    | 53.7   |
| Hungary (HU) | 10.7    | 89.3   |

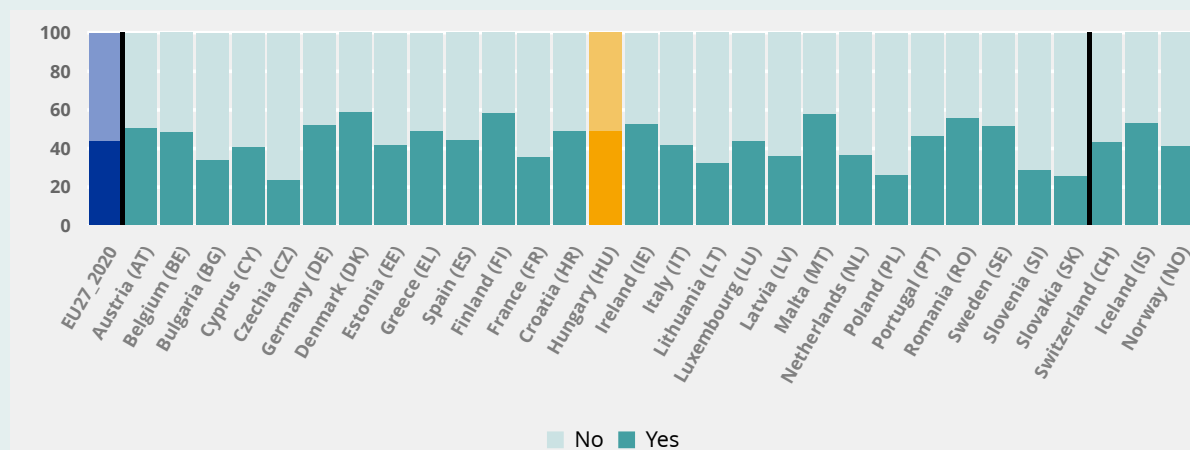
## Procedures to deal with threats



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

| Country      | Yes (%) | No (%) |
|--------------|---------|--------|
| EU27_2020    | 52.6    | 47.4   |
| Hungary (HU) | 18.9    | 81.1   |

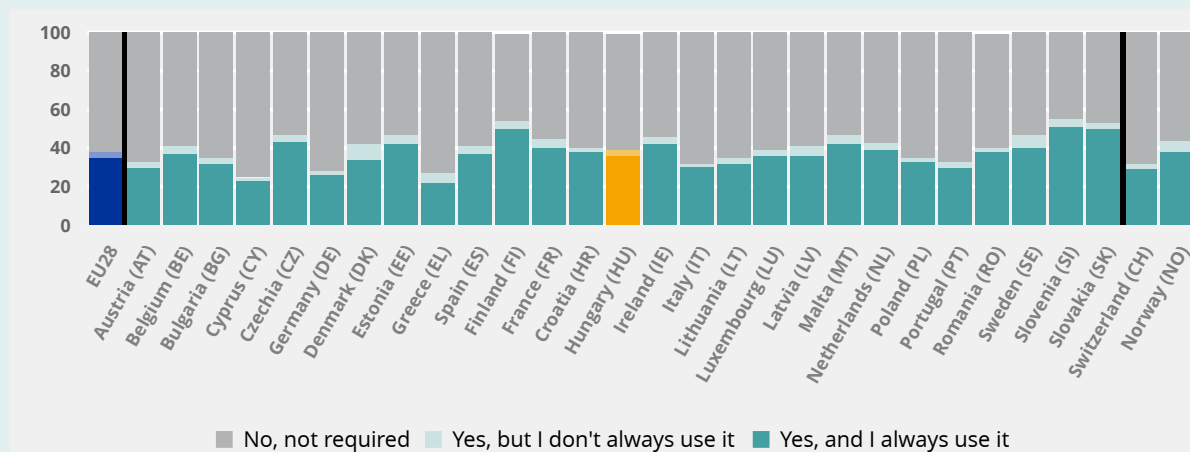
## Measures to reduce work pressure



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

| Country      | Yes (%) | No (%) |
|--------------|---------|--------|
| EU27_2020    | 44.1    | 55.9   |
| Hungary (HU) | 49.1    | 50.9   |

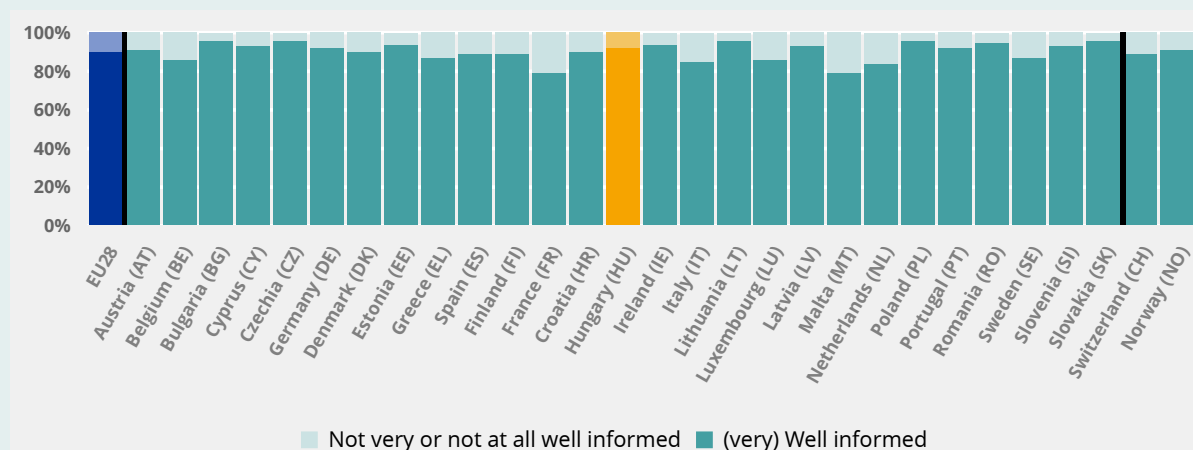
## Use of personal protective equipment



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

| Country      | No, not required (%) | Yes, but not required (%) | Yes and always (%) |
|--------------|----------------------|---------------------------|--------------------|
| EU28         | 62                   | 3                         | 35                 |
| Hungary (HU) | 60                   | 3                         | 36                 |

## Information about risks



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

| Country      | Yes (%) | No (%) |
|--------------|---------|--------|
| EU28         | 90      | 10     |
| Hungary (HU) | 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.

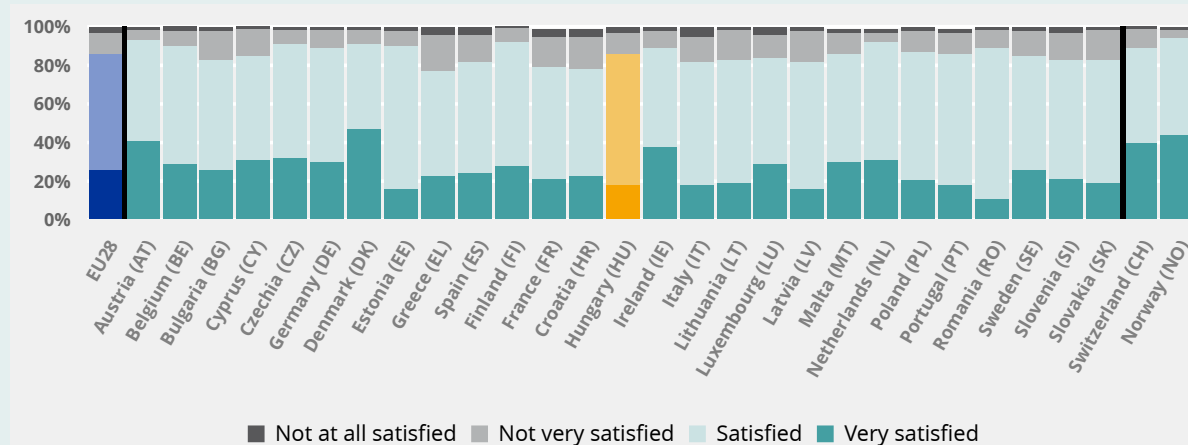
Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

#### 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

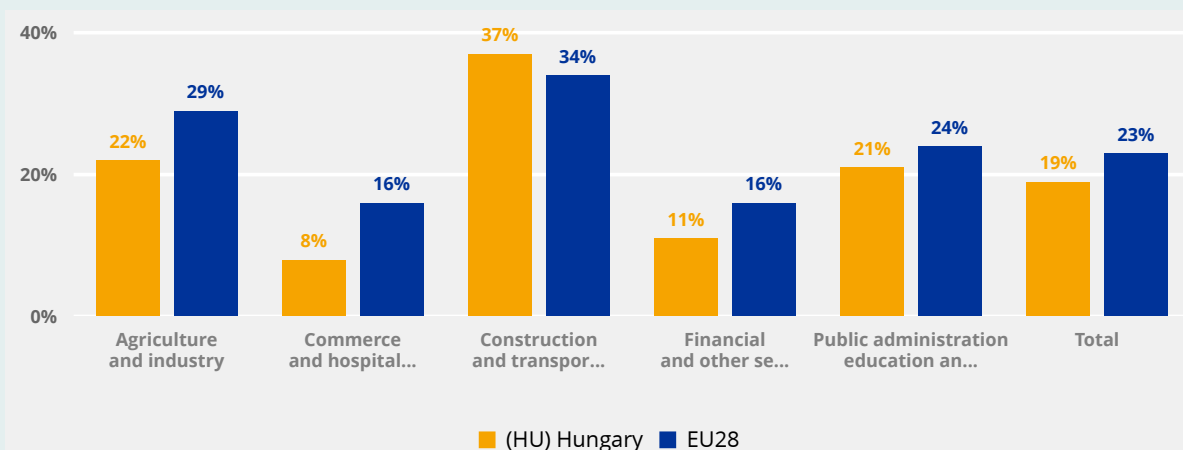
#### How satisfied are you with working conditions in your main paid job?



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                 |
| Hungary (HU) | 3                        | 11                     | 68            | 18                 |

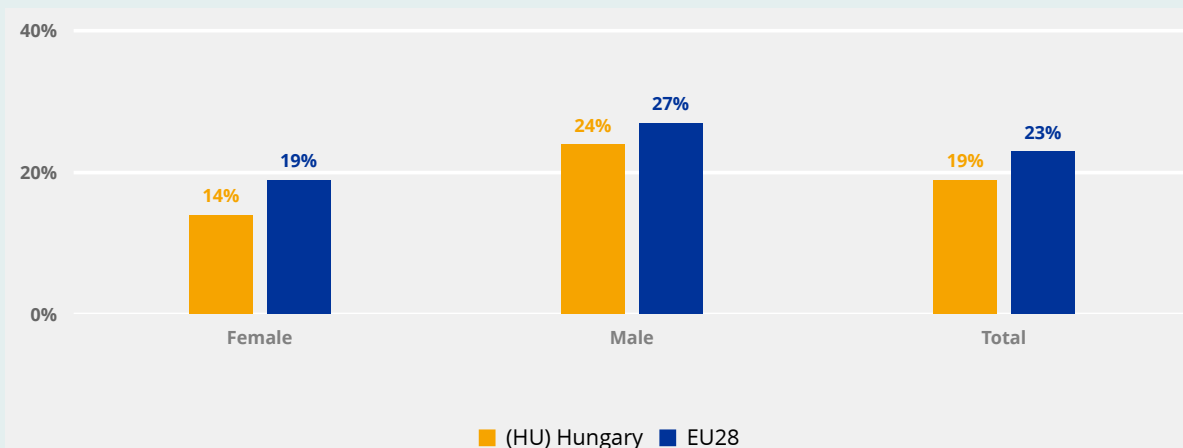
## Do you think your health or safety is at risk because of your work? - Sector



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

| Sector                                     | Country      | Value (%) | Country | Value (%) |
|--|--------------|-----------|---------|-----------|
| Agriculture and industry                   | (HU) Hungary | 22        | EU28    | 29        |
| Commerce and hospitality                   | (HU) Hungary | 8         | EU28    | 16        |
| Construction and transport                 | (HU) Hungary | 37        | EU28    | 34        |
| Financial and other services               | (HU) Hungary | 11        | EU28    | 16        |
| Public administration education and health | (HU) Hungary | 21        | EU28    | 24        |
| Total                                      | (HU) Hungary | 19        | EU28    | 23        |

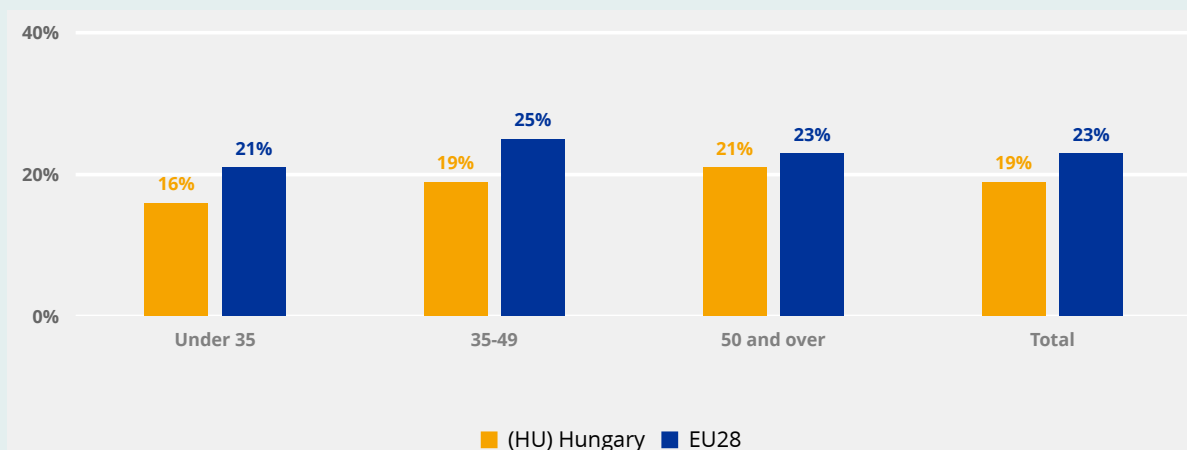
## Do you think your health or safety is at risk because of your work? - Gender



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

| Gender | Country      | Value (%) | Country | Value (%) |
|--------|--------------|-----------|---------|-----------|
| Female | (HU) Hungary | 14        | EU28    | 19        |
| Male   | (HU) Hungary | 24        | EU28    | 27        |
| Total  | (HU) Hungary | 19        | EU28    | 23        |

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



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

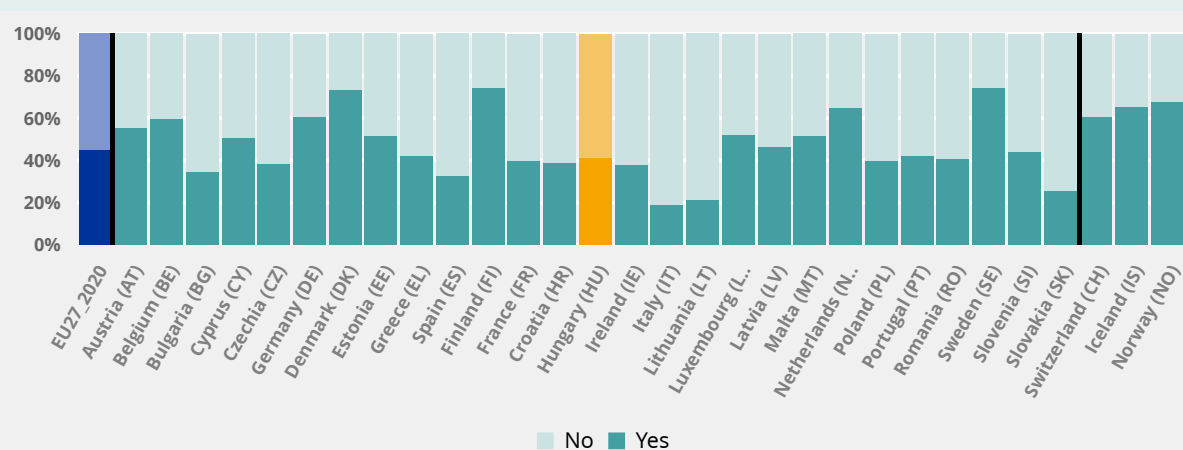
| Age         | Country      | Value (%) | Country | Value (%) |
|-------------|--------------|-----------|---------|-----------|
| Under 35    | (HU) Hungary | 16        | EU28    | 21        |
| 35-49       | (HU) Hungary | 19        | EU28    | 25        |
| 50 and over | (HU) Hungary | 21        | EU28    | 23        |
| Total       | (HU) Hungary | 19        | 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

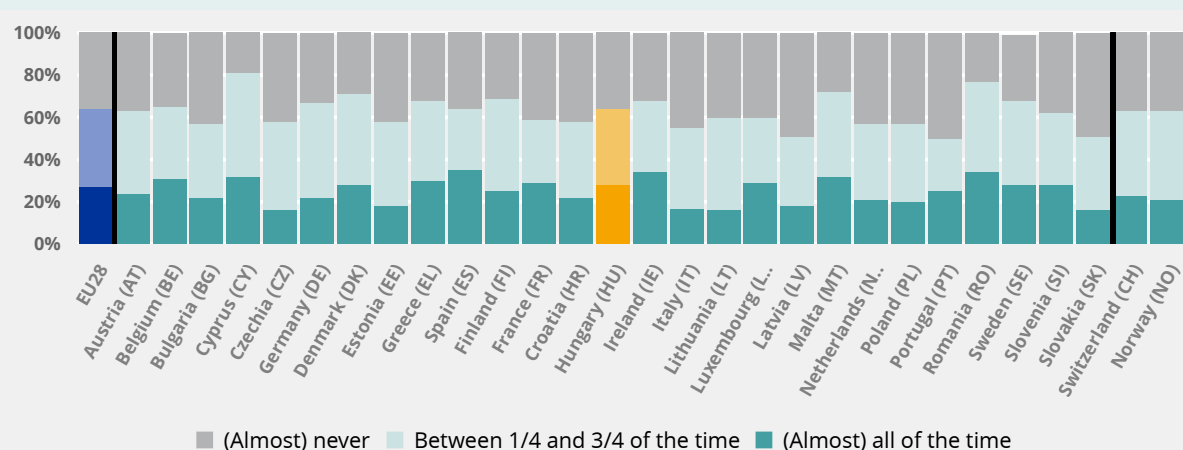
### Please tell me for each of the following risks whether or not it is present in the establishment? Time pressure - ESENER



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

| Country      | Yes (%) | No (%) |
|--------------|---------|--------|
| EU27_2020    | 45.1    | 54.9   |
| Hungary (HU) | 41.4    | 58.6   |

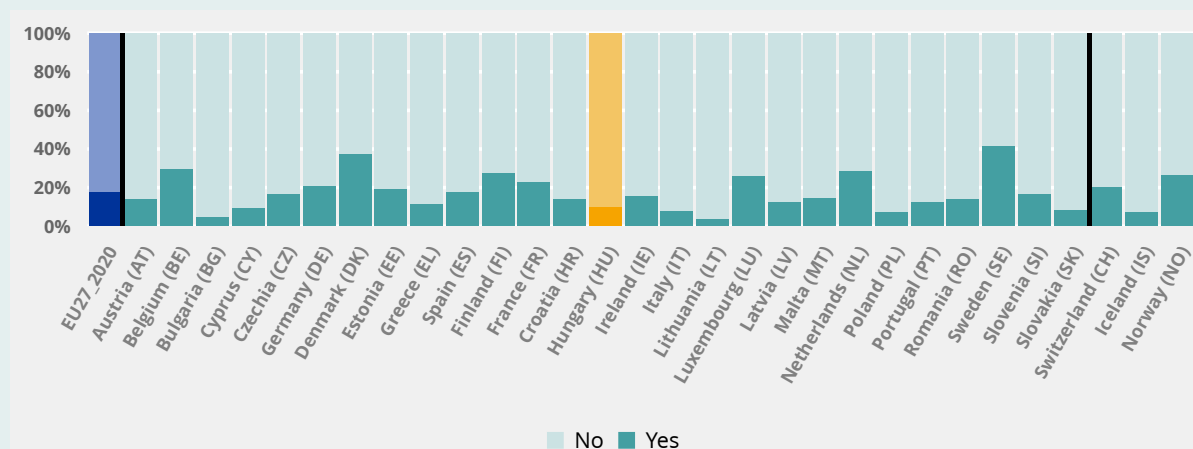
### Does your job involve working to tight deadlines? - EWCS



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

| Country      | Never (%) | 1/4 and 3/4 of the time (%) | All the time (%) |
|--------------|-----------|-----------------------------|------------------|
| EU28         | 36        | 37                          | 27               |
| Hungary (HU) | 36        | 36                          | 28               |

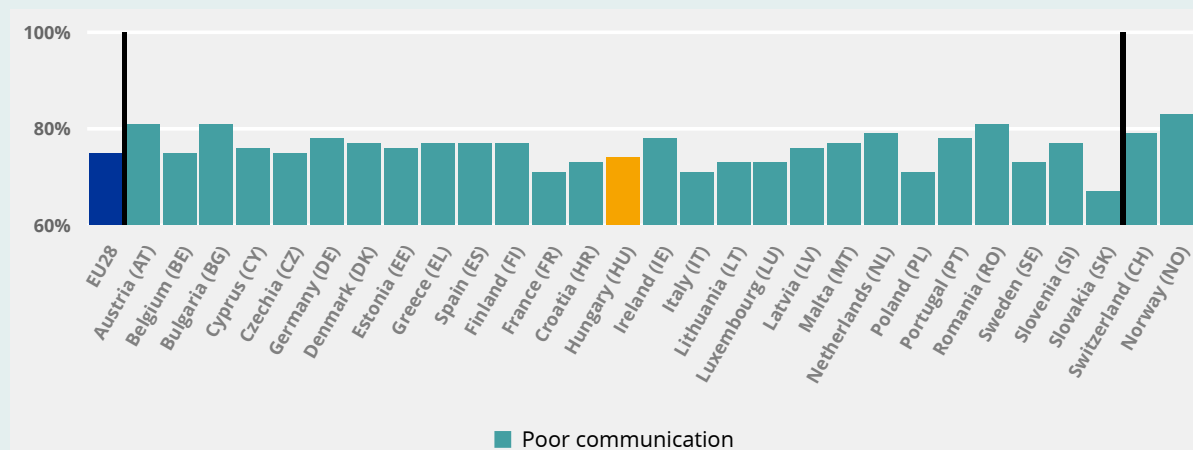
## Please tell me for each of the following risks whether or not it is present in the establishment? Poor communication - ESENER



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

| Country      | Yes (%) | No (%) |
|--------------|---------|--------|
| EU27_2020    | 17.9    | 82.1   |
| Hungary (HU) | 90      | 10     |

## Level of fairness, cooperation and trust - EWCS

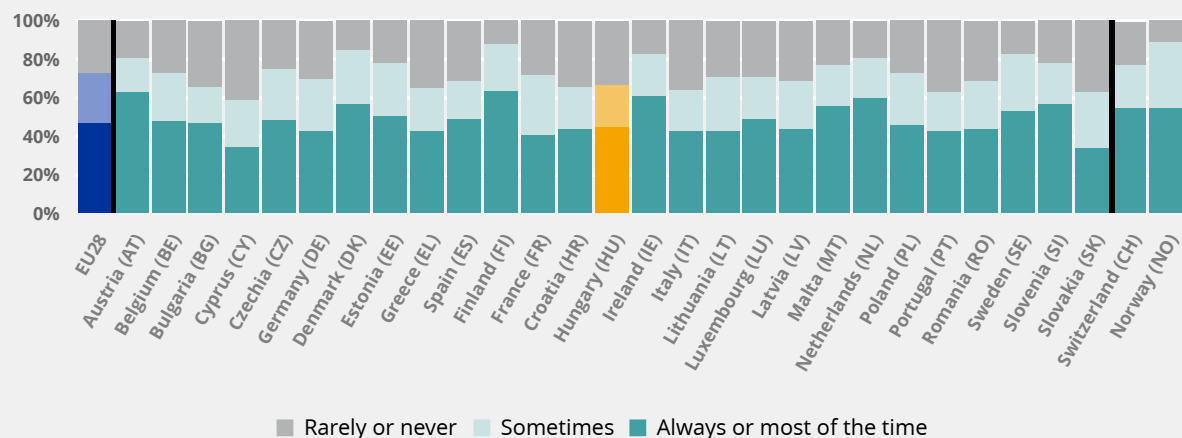


The diagram presents a composite indicator "Level of fairness, cooperation and trust" based on responses to a number of questions in the European Working Conditions Survey 2015 (EWCS).

| Country      | Value (%) |
|--------------|-----------|
| EU28         | 75        |
| Hungary (HU) | 74        |



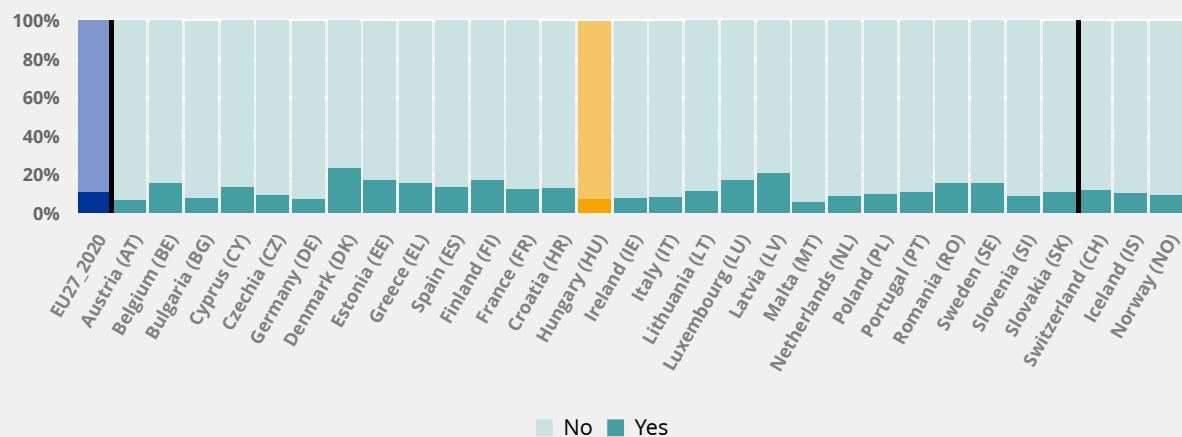
## Can you influence decisions that are important for your work?



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                             |
| Hungary (HU) | 33                  | 22            | 45                             |

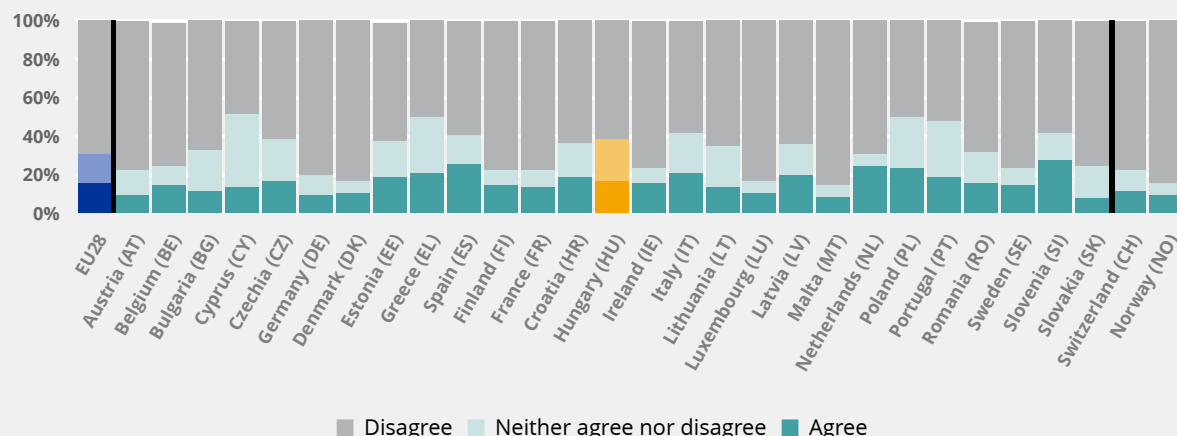
## Please tell me for each of the following risks whether or not it is present in the establishment? Fear of job loss - ESENER



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

| Country      | Yes (%) | No (%) |
|--------------|---------|--------|
| EU27_2020    | 11.1    | 88.9   |
| Hungary (HU) | 7.9     | 92.1   |

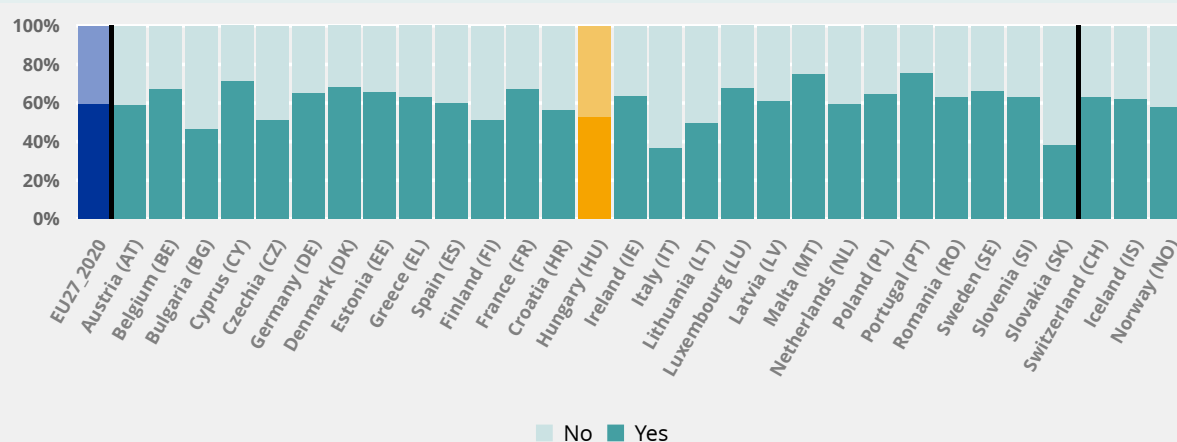
## I might lose my job in the next 6 months - EWCS



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

| Country      | Disagree (%) | Neither agree or disagree (%) | Agree (%) |
|--------------|--------------|-------------------------------|-----------|
| EU28         | 69           | 15                            | 16        |
| Hungary (HU) | 62           | 22                            | 17        |

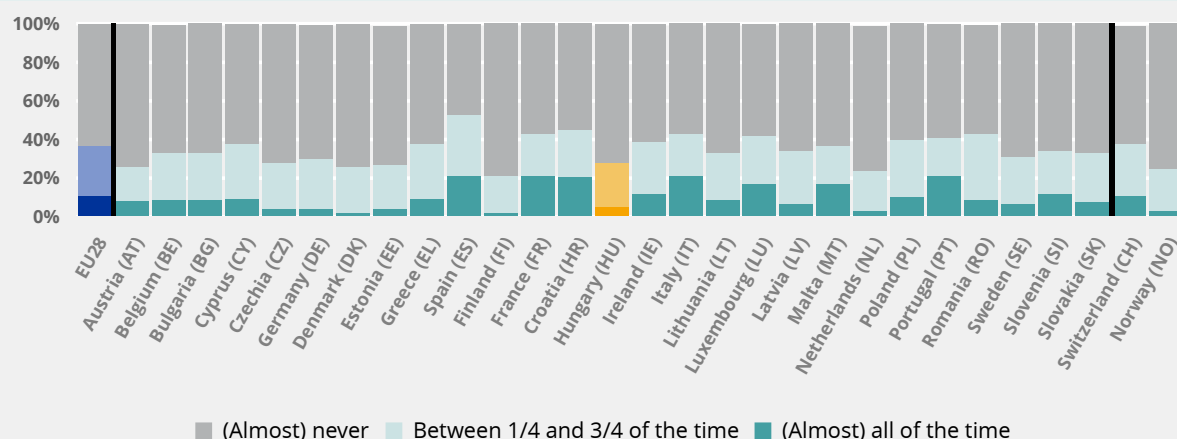
## Please tell me for each of the following risks whether or not it is present in the establishment? Difficult clients - ESENER



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

| Country      | Yes (%) | No (%) |
|--------------|---------|--------|
| EU27_2020    | 59.7    | 40.3   |
| Hungary (HU) | 53.1    | 46.9   |

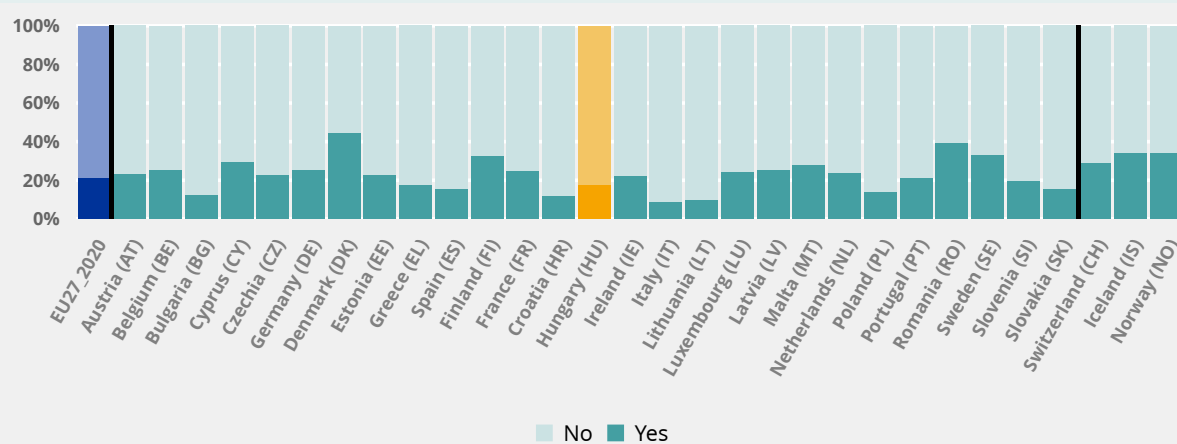
## Does your work involve handling angry clients? - EWCS



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

| Country      | Never (%) | 1/4 and 3/4 of the time (%) | All the time (%) |
|--------------|-----------|-----------------------------|------------------|
| EU28         | 63        | 26                          | 11               |
| Hungary (HU) | 72        | 23                          | 5                |

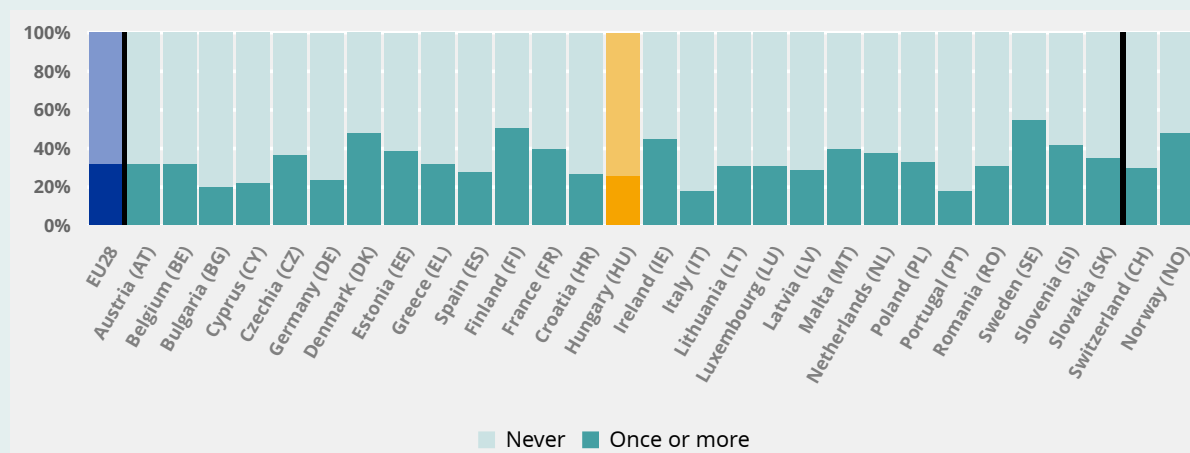
## Please tell me for each of the following risks whether or not it is present in the establishment? Working hours - ESENER



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

| Country      | Yes (%) | No (%) |
|--------------|---------|--------|
| EU27_2020    | 21.5    | 78.5   |
| Hungary (HU) | 17.7    | 82.3   |

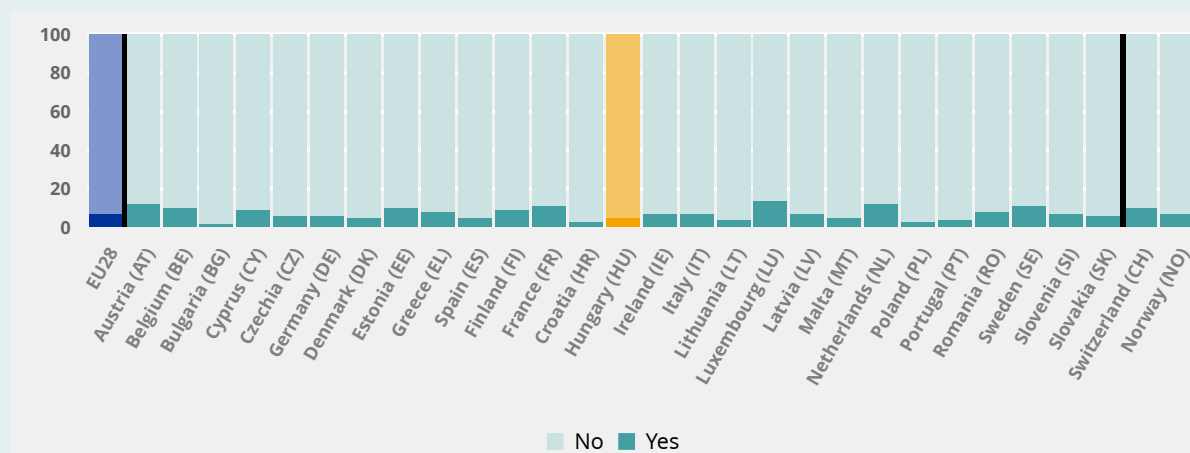
## How many times a month do you work more than 10 hours a day? - EWCS



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

| Country      | Yes (%) | No (%) |
|--------------|---------|--------|
| EU28         | 32      | 68     |
| Hungary (HU) | 74      | 26     |

## 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?”

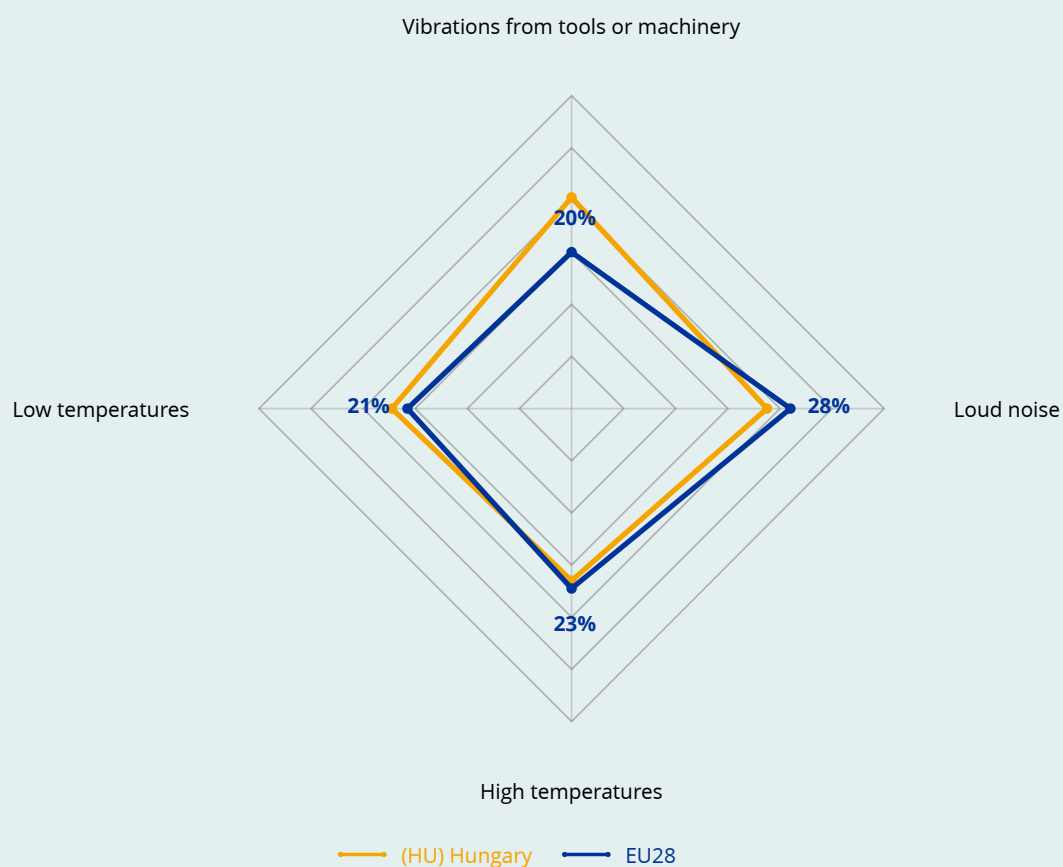
| Country      | Yes (%) | No (%) |
|--------------|---------|--------|
| EU28         | 7       | 93     |
| Hungary (HU) | 5       | 95     |

## 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

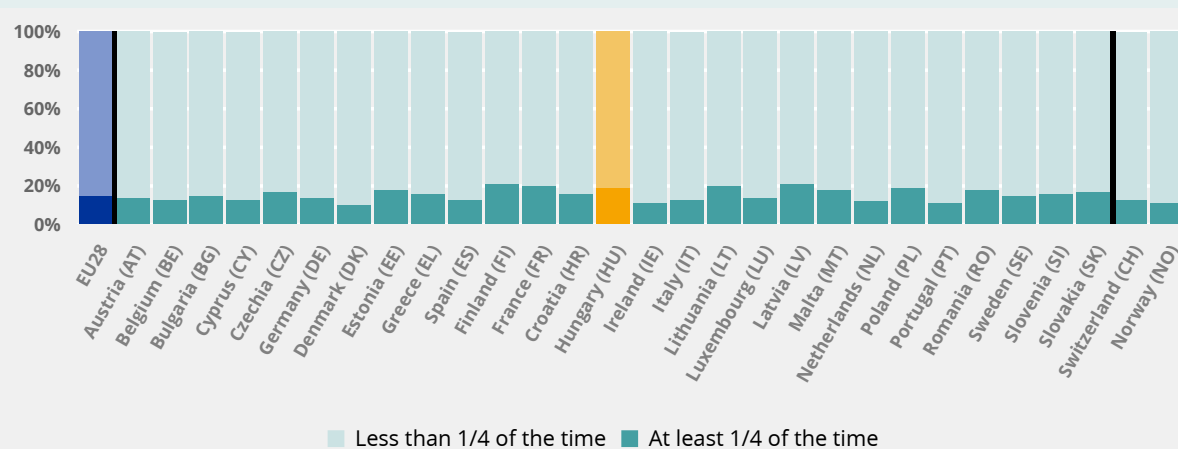
### Vibrations, loud noise and temperature



| 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 | (HU) Hungary | 27        |
| Loud noise                         | (HU) Hungary | 25        |
| High temperatures                  | (HU) Hungary | 22        |
| Low temperatures                   | (HU) Hungary | 23        |

## Exposure to dangerous substances

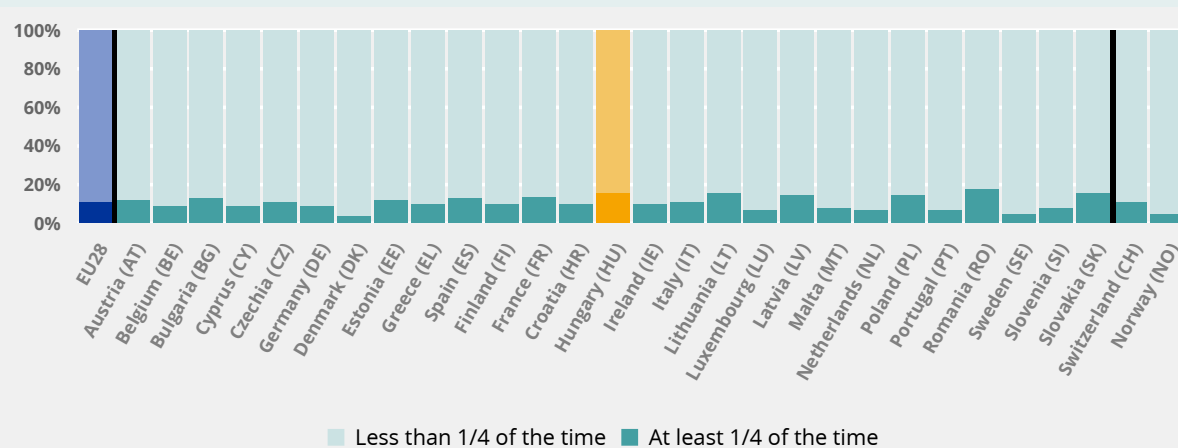
### Are you exposed to breathing in smoke, fumes, powder or dust?



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

| Country      | Less than ¼ of the time (%) | At least ¼ of the time (%) |
|--------------|-----------------------------|----------------------------|
| EU28         | 85                          | 15                         |
| Hungary (HU) | 81                          | 19                         |

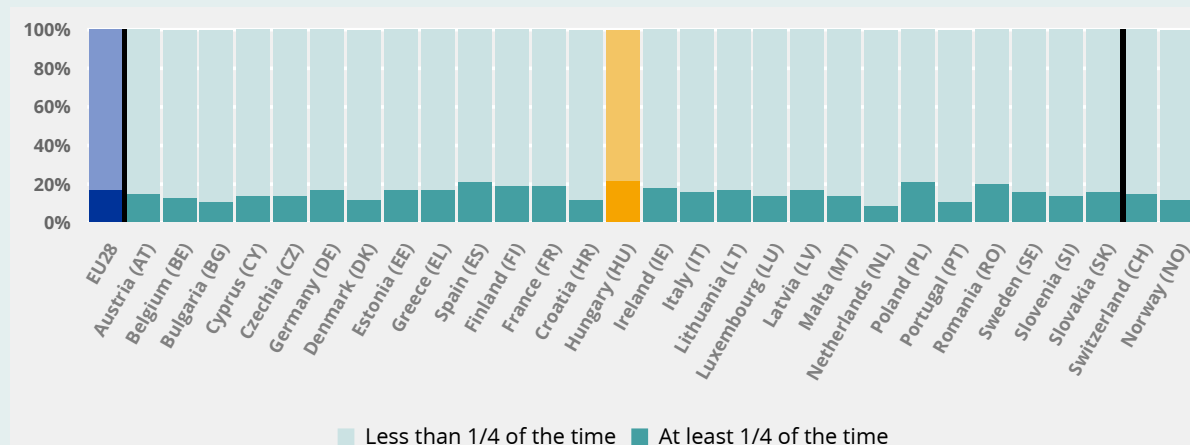
### Are you exposed to breathing in vapours?



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

| Country      | Less than ¼ of the time (%) | At least ¼ of the time (%) |
|--------------|-----------------------------|----------------------------|
| EU28         | 89                          | 11                         |
| Hungary (HU) | 84                          | 16                         |

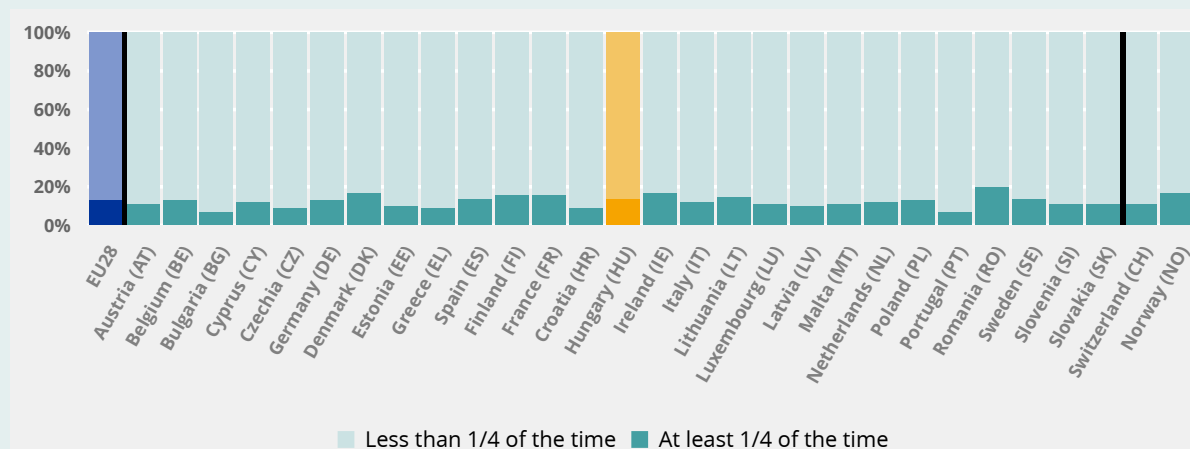
## Are you exposed to chemical products or substances?



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 1/4 of the time (%) | At least 1/4 of the time (%) |
|--------------|-------------------------------|------------------------------|
| EU28         | 83                            | 17                           |
| Hungary (HU) | 78                            | 22                           |

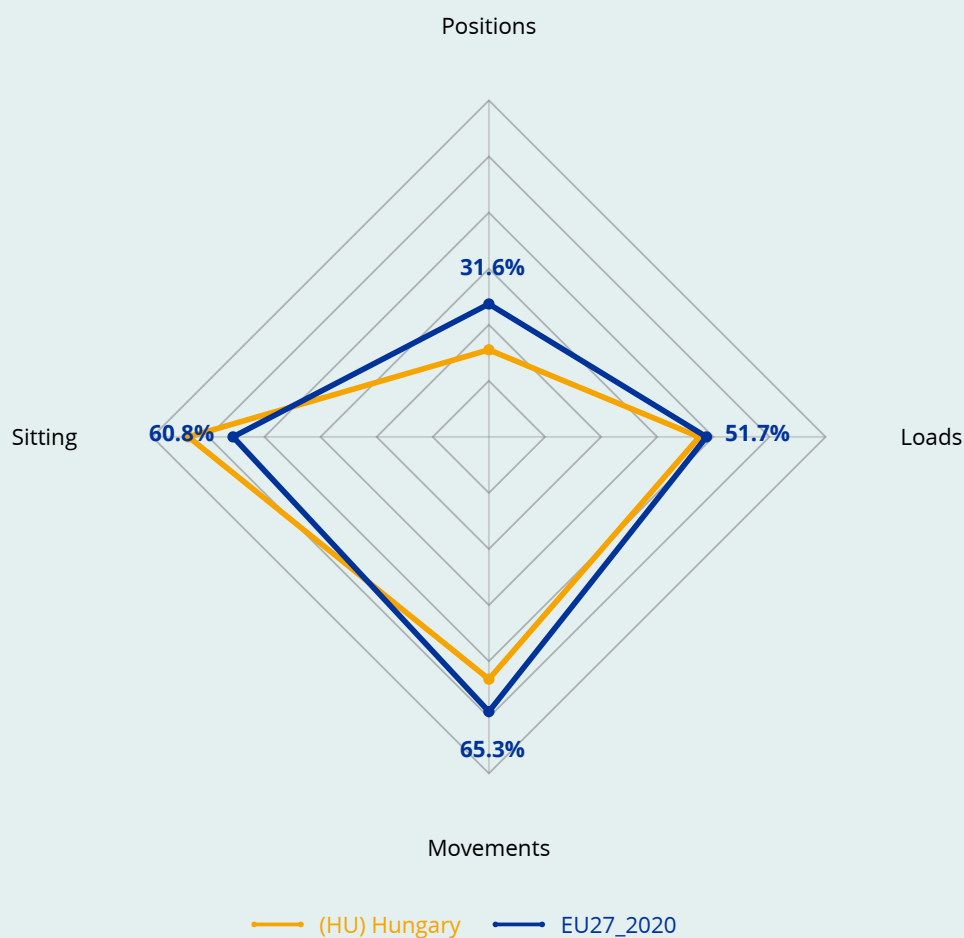
## Are you exposed to materials which can be infectious?



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 1/4 of the time (%) | At least 1/4 of the time (%) |
|--------------|-------------------------------|------------------------------|
| EU28         | 87                            | 13                           |
| Hungary (HU) | 86                            | 14                           |

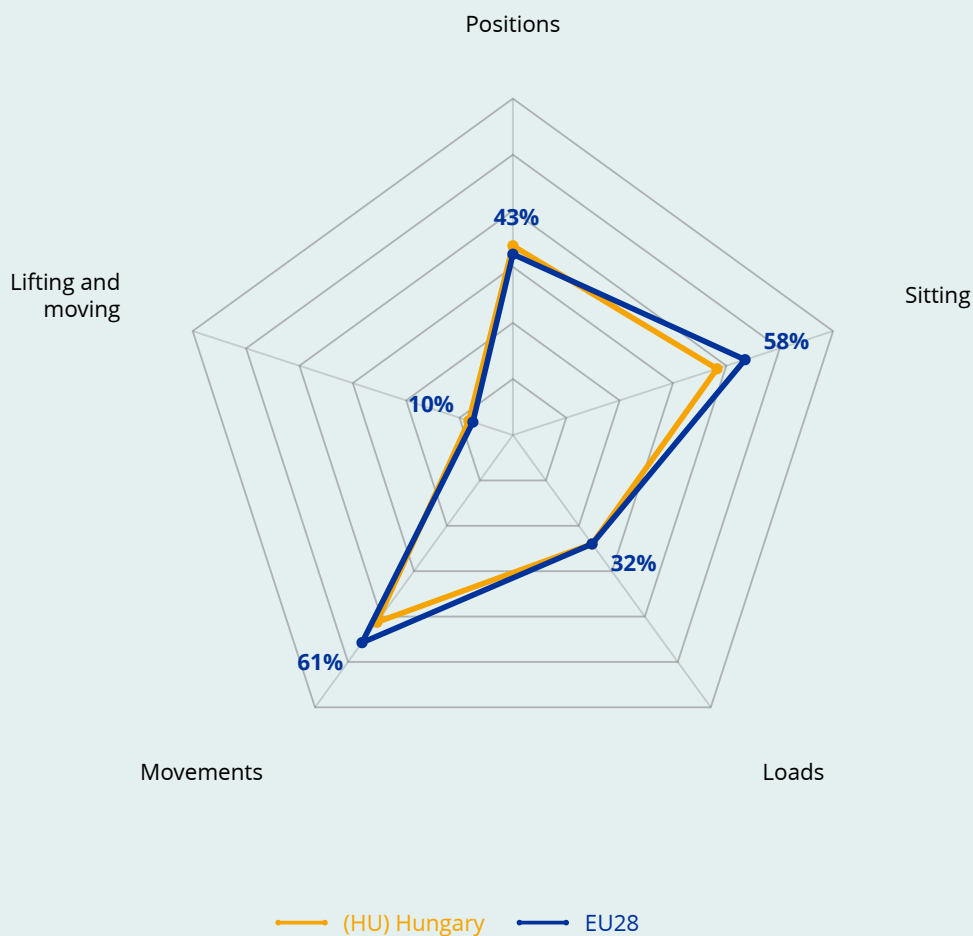
## Ergonomic risks - ESENER



| Indicator | Country      | Value (%) |
|-----------|--------------|-----------|
| Positions | EU27_2020    | 31.6      |
| Loads     | EU27_2020    | 51.7      |
| Movements | EU27_2020    | 65.3      |
| Sitting   | EU27_2020    | 60.8      |
| Positions | (HU) Hungary | 20.7      |
| Loads     | (HU) Hungary | 50        |
| Movements | (HU) Hungary | 57.6      |
| Sitting   | (HU) Hungary | 71.4      |



## Ergonomic risks - EWCS



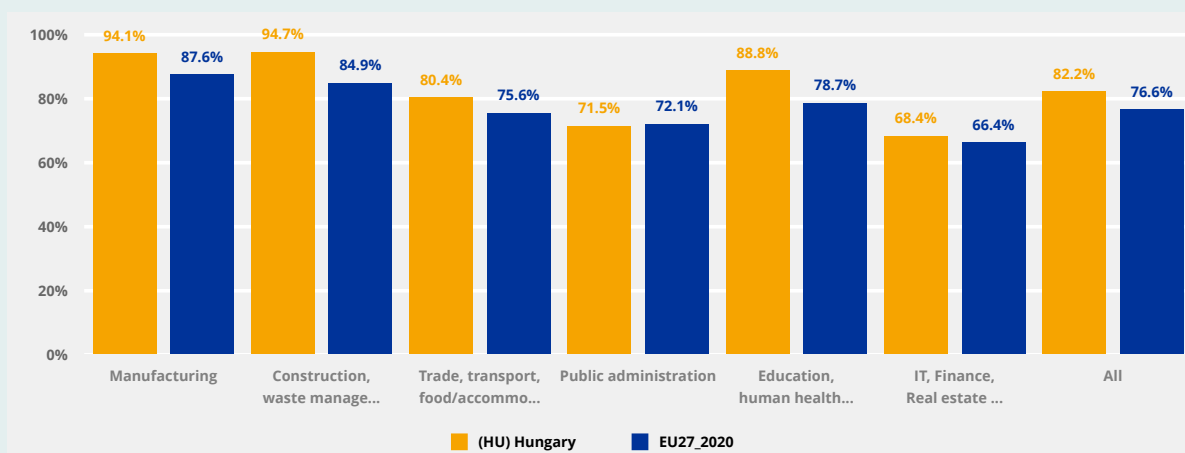
| Indicator          | Country      | Value (%) |
|--------------------|--------------|-----------|
| Positions          | EU28         | 43        |
| Sitting            | EU28         | 58        |
| Loads              | EU28         | 32        |
| Movements          | EU28         | 61        |
| Lifting and moving | EU28         | 10        |
| Positions          | (HU) Hungary | 45        |
| Sitting            | (HU) Hungary | 51        |
| Loads              | (HU) Hungary | 32        |
| Movements          | (HU) Hungary | 55        |
| Lifting and moving | (HU) Hungary | 11        |

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

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

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

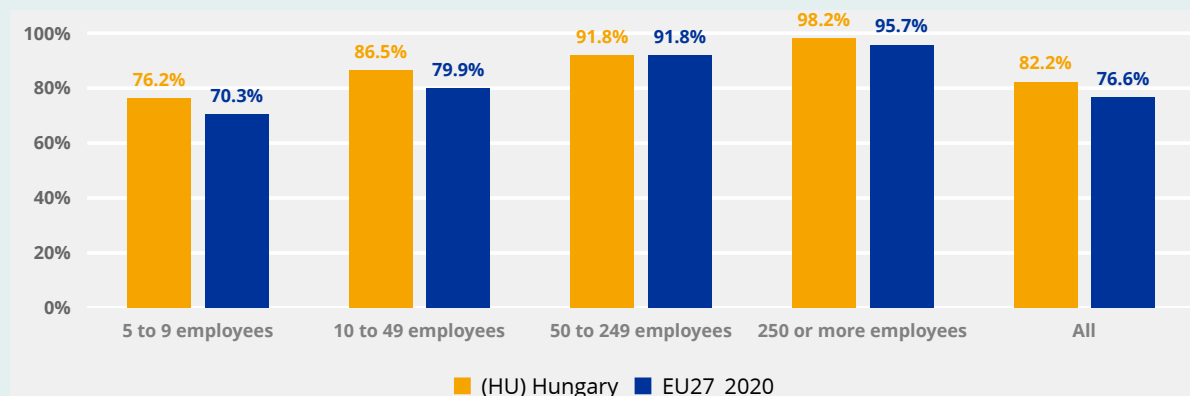
### Does your establishment regularly carry out workplace risk assessments? - Sector



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

| Sector   | Country      | Value (%) | Country   | Value (%) |
|--|--------------|-----------|-----------|-----------|
| Manufacturing  | (HU) Hungary | 94.1      | EU27_2020 | 87.6      |
| Construction, waste management, water and electricity supply                           | (HU) Hungary | 94.7      | EU27_2020 | 84.9      |
| Trade, transport, food/accommodation and recreation activities                         | (HU) Hungary | 80.4      | EU27_2020 | 75.6      |
| Public administration  | (HU) Hungary | 71.5      | EU27_2020 | 72.1      |
| Education, human health and social work activities                                     | (HU) Hungary | 88.8      | EU27_2020 | 78.7      |
| IT, Finance, Real estate and other technical scientific or personal service activities | (HU) Hungary | 68.4      | EU27_2020 | 66.4      |
| All  | (HU) Hungary | 82.2      | EU27_2020 | 76.6      |

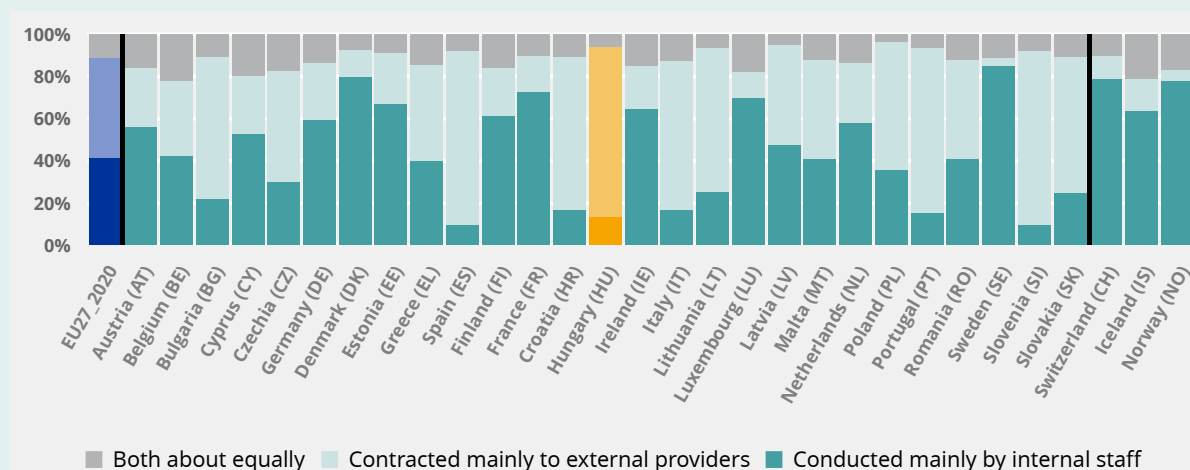
## Does your establishment regularly carry out workplace risk assessments? - Establishment size



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

| Sector                | Country      | Value (%) | Country   | Value (%) |
|-----------------------|--------------|-----------|-----------|-----------|
| 5 to 9 employees      | (HU) Hungary | 76.2      | EU27_2020 | 70.3      |
| 10 to 49 employees    | (HU) Hungary | 86.5      | EU27_2020 | 79.9      |
| 50 to 249 employees   | (HU) Hungary | 91.8      | EU27_2020 | 91.8      |
| 250 or more employees | (HU) Hungary | 98.2      | EU27_2020 | 95.7      |
| All                   | (HU) Hungary | 82.2      | EU27_2020 | 76.6      |

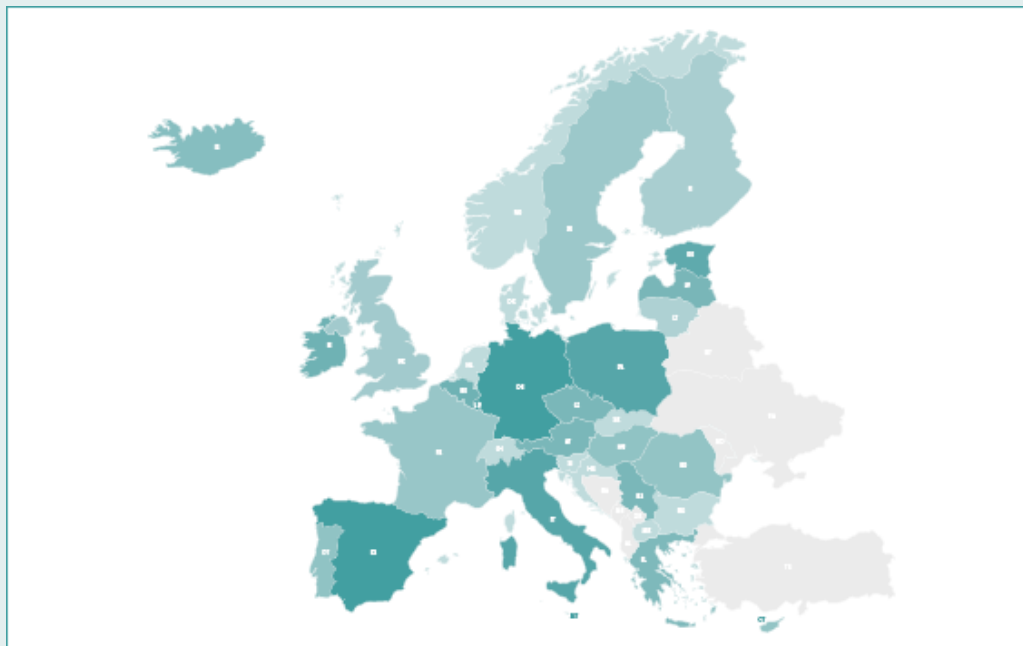
## Are workplace risk assessments mainly conducted by internal staff or are they contracted to external service providers?



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?"

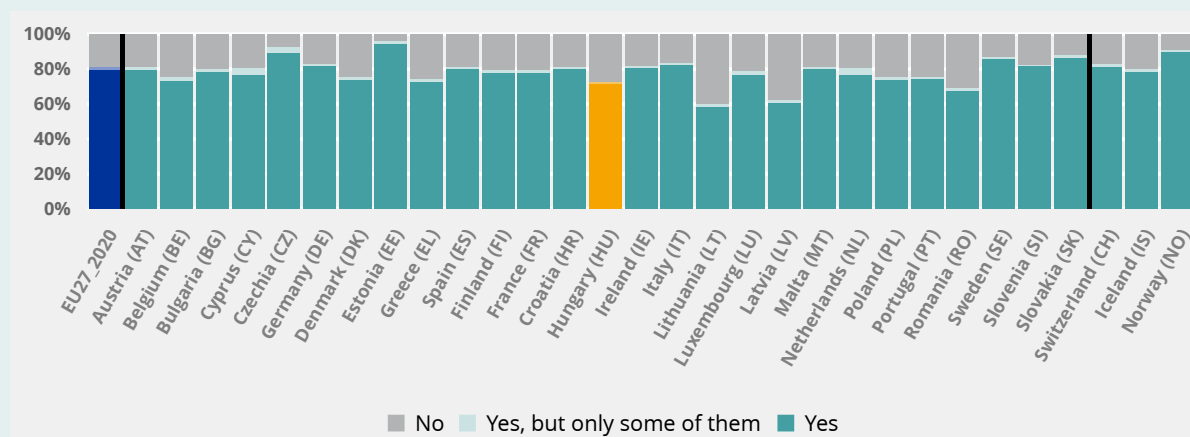
| Country      | Both about equal (%) | External (%) | Internal (%) |
|--------------|----------------------|--------------|--------------|
| EU27_2020    | 11.2                 | 47.1         | 41.7         |
| Hungary (HU) | 6                    | 80.4         | 13.7         |

## Evaluated aspects in risk assessments



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

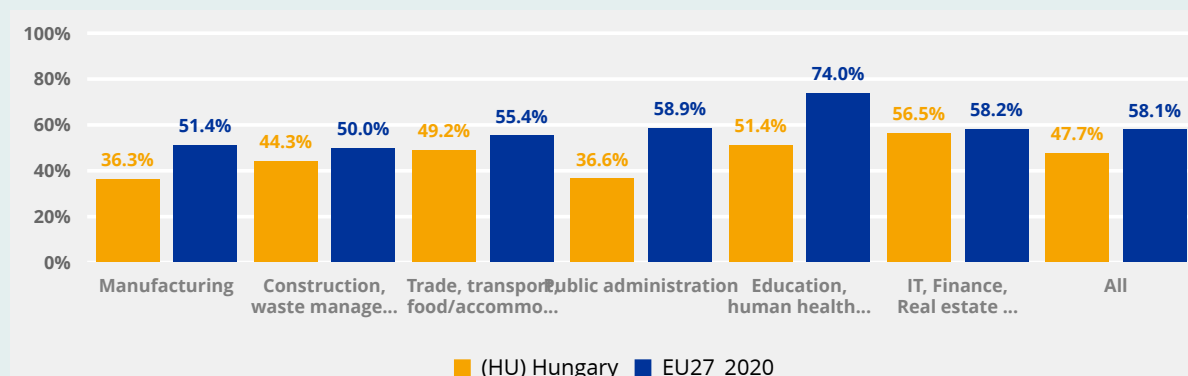
## Are the health and safety representatives provided with any training during work time?



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

| Country      | No (%) | Yes, but only some of them (%) | Yes (%) |
|--------------|--------|--------------------------------|---------|
| EU27_2020    | 18.7   | 1                              | 80.3    |
| Hungary (HU) | 27.1   | 0.7                            | 72.2    |

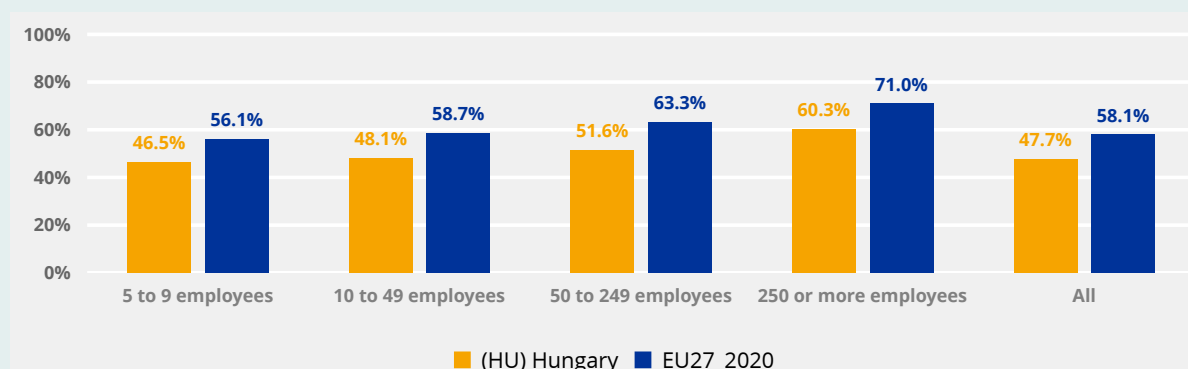
## Did the employees have a role in the design and set-up of measures to address psychosocial risks? - Sector



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

| Sector   | Country      | Value (%) | Country   | Value (%) |
|--|--------------|-----------|-----------|-----------|
| Manufacturing  | (HU) Hungary | 36.3      | EU27_2020 | 51.4      |
| Construction, waste management, water and electricity supply                           | (HU) Hungary | 44.3      | EU27_2020 | 50        |
| Trade, transport, food/accommodation and recreation activities                         | (HU) Hungary | 49.2      | EU27_2020 | 55.4      |
| Public administration  | (HU) Hungary | 36.6      | EU27_2020 | 58.9      |
| Education, human health and social work activities                                     | (HU) Hungary | 51.4      | EU27_2020 | 74        |
| IT, Finance, Real estate and other technical scientific or personal service activities | (HU) Hungary | 56.5      | EU27_2020 | 58.2      |
| All  | (HU) Hungary | 47.7      | EU27_2020 | 58.1      |

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



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

| Sector                | Country      | Value (%) | Country   | Value (%) |
|-----------------------|--------------|-----------|-----------|-----------|
| 5 to 9 employees      | (HU) Hungary | 46.5      | EU27_2020 | 56.1      |
| 10 to 49 employees    | (HU) Hungary | 48.1      | EU27_2020 | 58.7      |
| 50 to 249 employees   | (HU) Hungary | 51.6      | EU27_2020 | 63.3      |
| 250 or more employees | (HU) Hungary | 60.3      | EU27_2020 | 71        |
| All                   | (HU) Hungary | 47.7      | EU27_2020 | 58.1      |

## OSH outcomes and working conditions

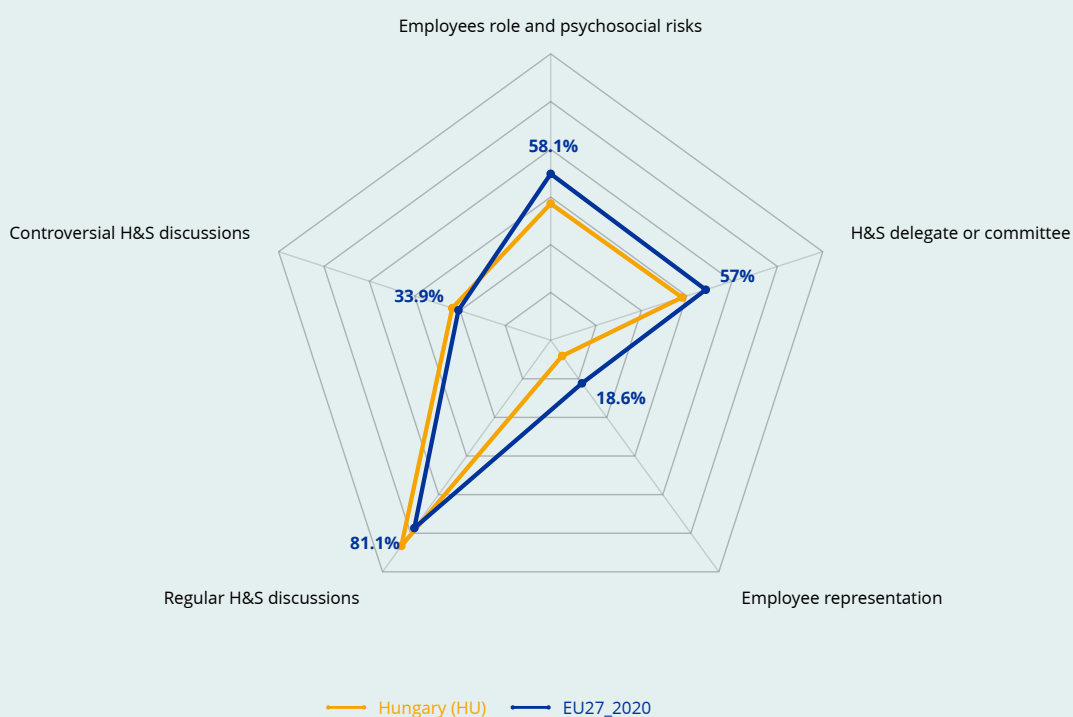
### Worker involvement

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

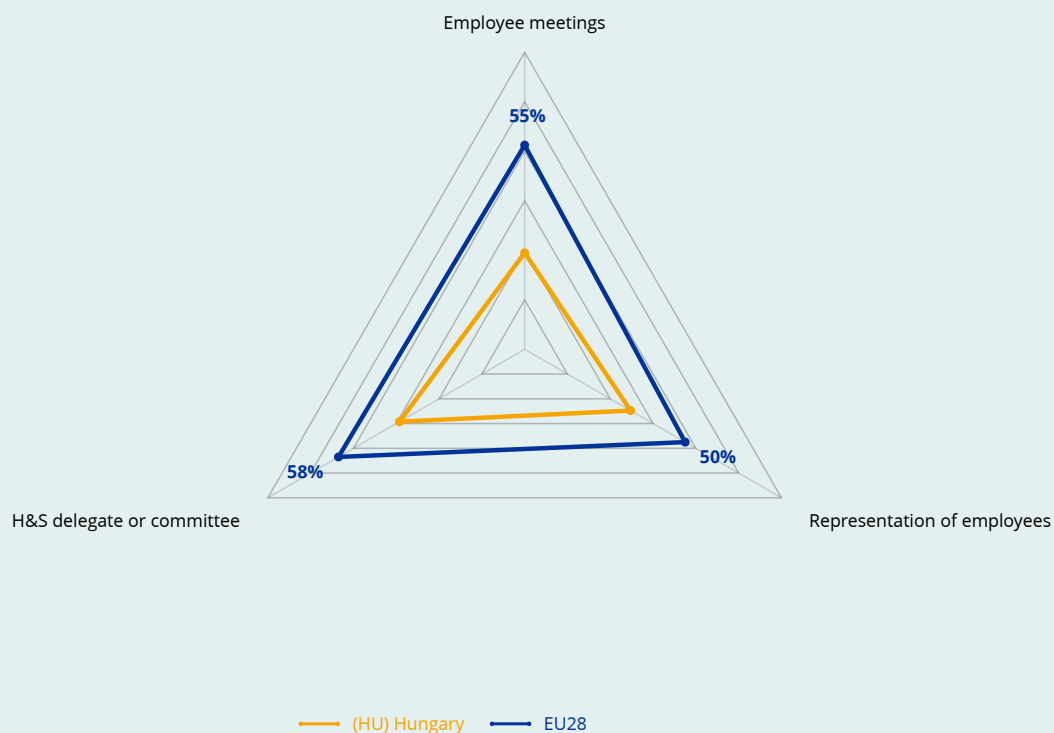
### Worker involvement

#### 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 | Hungary (HU) | 47.7      |
| H&S delegate or committee             | Hungary (HU) | 48.3      |
| Employee representation               | Hungary (HU) | 6.8       |
| Regular H&S discussions               | Hungary (HU) | 88.8      |
| Controversial H&S discussions         | Hungary (HU) | 36.2      |

## EWCS



| Sector                      | Country      | Value (%) |
|-----------------------------|--------------|-----------|
| Employee meetings           | EU28         | 55        |
| Representation of employees | EU28         | 50        |
| H&S delegate or committee   | EU28         | 58        |
| Employee meetings           | (HU) Hungary | 26        |
| Representation of employees | (HU) Hungary | 33        |
| H&S delegate or committee   | (HU) Hungary | 39        |

## OSH infrastructure Enforcement capacity

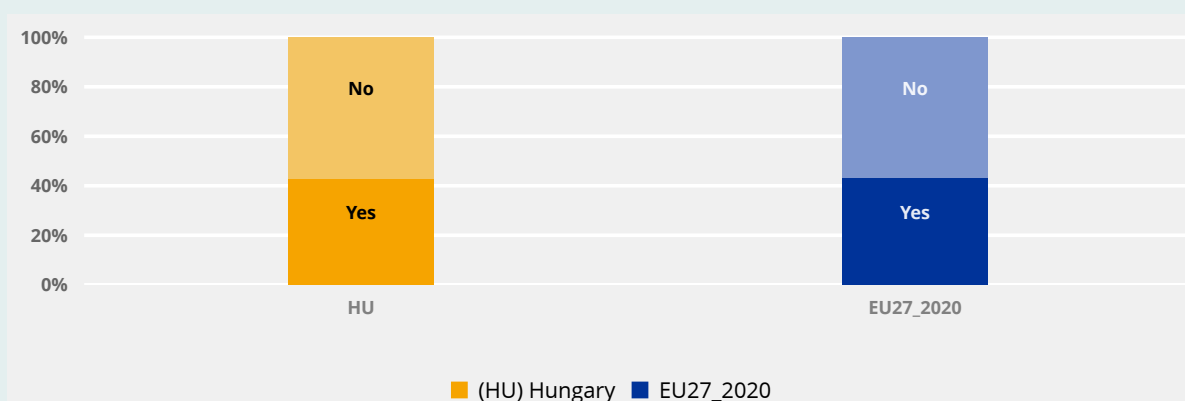
This indicator mainly contains the non-confidential parts of Senior Labour Inspectors Committee reports about enforcement in Member States

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 (%) |
|--------------|---------|--------|
| (HU) Hungary | 42.7    | 57.3   |
| EU27_2020    | 43.2    | 56.8   |

### Authority

Ministry for National Economy Department of Labour Inspection (OSH)

See more in OSH Authorities in the Labour Inspection section or in the website

### Scope of the Labor Inspection

The scope of LSA covers, with certain exceptions, all forms of organized employment, irrespective of the organizational and ownership form involved.

Capital/county-level government offices (labour inspectorates) carry out the promotion and supervision of the enforcement of LSA and other OSH regulations. Their area of jurisdiction are the capital/the country.

Other supervisory organs also perform occupational safety tasks such as the Hungarian Office for Mining and Geology. In case of certain distinct areas (armed forces, law enforcement and disaster management bodies, etc.) the given sector issues safety and health regulations pursuant to special authorization in the law. Furthermore, these bodies supervise the enforcement of the OSH regulations falling within their competence.

In Hungary, the administrative competence of the OSH authority does not cover the supervision of duties in relation to radiological hygiene, radiological protection related to the use of atomic energy, and monitoring of compliance with the provisions relating to non-ionizing radiation and electromagnetic fields. The Hungarian public health authority (National Public Health and Medical Service) has the administrative competence in the abovementioned areas of radiological hygiene (including electromagnetic fields).



## Inspector powers

The supervisory activities of the occupational safety and health administration shall include:

- the monitoring of compliance with the duties and obligations of employers and employees in connection with occupational safety and health, including the activities of the occupational safety and health administration concerning the implementation of occupational safety duties;
- enforcement of the requirements related to the establishment of workplaces, operation of work equipment, technological processes and materials applied, and to personal protective equipment;
- investigation, reporting and registration of occupational accidents, occupational diseases, and cases of extreme exposure, as well as measures taken with a view to prevention.

The occupational safety and health administration shall be entitled to apply the measures and sanctions defined in LSA and in specific other legislation in the interest of eliminating the deficiencies revealed in the course of its investigation.

The inspector is empowered, e.g.:

- to order employers by means of resolution, with regard to workplaces, to provide information in writing concerning their compliance with specific occupational safety requirements;
- to hold inspections at any workplaces, without a special permit;
- to investigate occupational accidents, with the exception of those related to public road transportation, and cases of harmful exposure without prejudice to the employers' responsibility;
- to instruct employers to satisfy the requirements of occupational safety and health;
- to order employers to eliminate any deficiencies uncovered, within the prescribed deadline;
- to prohibit employees from working under conditions which are in serious violation of the regulations pertaining to occupational safety and health;
- to order the suspension of hazardous activities, and/or the operation and use of operating divisions, sections of operating divisions and work equipment, and the use of any dangerous substances and mixtures in the event of any imminent danger directly threatening the health and physical integrity of employees, or in connection with employment in an environment where workers are exposed to the effects of factors in excess of the prescribed limit or with risks related to exposure to carcinogens, mutagens or teratogenic substances at work, until such hazard is eliminated, and also in connection with the use of inadequate protective equipment;
- to declare an accident as an occupational accident, and to order an investigation regarding the reporting or investigation of an occupational accident, if the reporting or investigation was neglected, or was not performed in accordance with the relevant legislation, or if the employer unlawfully fails to treat an accident as an occupational accident;
- to suspend the operation and use of work equipment and personal protective equipment
- to order the inspection of occupational hygiene.

## Strategy/Plan

The occupational safety and health authority shall conduct its control operations in accordance with the control directive enacted by its director. The directive shall be published in the official journal of the ministry directed by the minister in charge of employment and labour, before the 45th day preceding the control period.

The inspection directive shall specify:

- the special control and supervisory objectives for the year;
- the major tasks to be carried out, and their performance indicators;
- the major activities, trades and sectors to be inspected.

## 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



### Hungary

#### OSH statistics

Munkabaleseti statisztika (Statistics on accidents at work)

**Data holder:**

Nemzetgazdasági Minisztérium (Ministry for National Economy)

**Functionalities:**

- Monitoring of work accidents - annually (1993-2015)

Foglalkozási betegségek nyilvántartása (Register of occupational diseases)

**Data holder:**

Országos Tisztifőorvosi Hivatal - Munkahigiénés és Foglalkozás-egészségügyi Főosztály (Occupational Health Department in the Office of the Chief Medical Officer)

**Functionalities:**

- Monitoring of occupational diseases - annually (2000-2014)

#### Research Institutes

n/a

**Short abstract**

There is no national OSH research institute in Hungary. The Occupational Health Directorate of OKI performs research related to work hygiene, epidemiology, applied occupational physiology — ergonomics — and work psychology. Certain universities deal with research related to occupational safety.

See more in OSHWiki