



OSH BAROMETER

United Kingdom

Country Report

United Kingdom Country Report Index

This document contains the OSH Barometer Country Report Summary of United Kingdom

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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



United Kingdom

OSH authority

Health and Safety Executive (HSE)

See more in its website and in OSHwiki

Under the Health and Safety at Work (HSW) Act, the HSE has been set up to support the government's strategic aims and current targets for health and safety at work. Its main aim is to secure the health, safety and welfare of people at work and protect others from risks to their health and safety brought about by work activity. Its mission is to prevent those at work and those affected by work activities from death, injury and ill health.

According to the Act, the main statutory duties of the HSE are to propose and set the necessary standards for health and safety performance; secure compliance with those standards; carry out research and publish the results; provide an information and advisory service; and provide a Minister of the Crown on request with information and expert advice.

To perform these duties, the HSE seeks to influence people and organisations — duty holders and stakeholders — in embracing high standards of health and safety; to promote the benefits of employers and workers working together to manage health and safety sensibly and investigate incidents; to enquire into citizens' complaints and enforce the law.

The HSE is the primary delivery agent for the UK government's Department for Work and Pension's strategic objective of improving health and safety outcomes. The Secretary of State for Work and Pensions has the principal responsibility for the HSE. Certain areas of risk or harm directly or indirectly related to work activity are covered by legislation other than the HSW Act and are not dealt with by the HSE. These include disability discrimination, consumer and food safety, fire safety, marine, railway, and aviation safety, and most aspects of environmental protection.

Local authorities enforce health and safety laws mainly in the distribution, retail, office, leisure and catering sectors. The HSE liaises closely with local authorities on enforcement matters through the HSE/Local Authorities Enforcement Liaison Committee (HELA). Partnership teams (comprising the HSE and local authority staff) and an enforcement liaison officer network in HSE regional offices across the United Kingdom also provide advice and support. HELA provides a strategic oversight of the partnership, aiming to maximise its effectiveness in improving health and safety outcomes — including enforcement priorities for local authorities. A local government panel, comprising local authority councillors, was also established in 2006 and regularly meets the HSE Board for a strategic dialogue on local, central and devolved government issues that impact on health and safety regulatory functions. It also reviews the effectiveness and performance of the partnership between the two enforcing authorities.

Compensation and insurance body

Financial Conduct Authority (FCA)

See more in its website and in OSHwiki

All insurers are authorised by the FCA. Under the provisions of the Employers' Liability (Compulsory Insurance) Act 1969, most employers are required to insure against liability for injury to or disease experienced by employees arising out from their employment. The Act ensures that employers have at least a minimum level of insurance cover to cover the cost of compensation for employee injuries or illness, whether they are caused on or off site (with certain exclusions).

Under the law, employers are required to use an authorised insurer. Authorised insurers are individuals or companies working under the terms of the Financial Services and Markets Act 2000. The FSA maintains a register of authorised insurers. Employers must be insured for at least GBP 5 million. However, the amount of insurance cover depends on risks and liabilities specific to the business/organisation. In practice, most insurers offer cover of at least GBP 10 million. When a policy is taken out or renewed, the insurer provides a certificate of employers' liability insurance. This must clearly state the minimum level of cover provided and the companies covered by the policy. The employer must display a copy of the certificate of insurance where their employees can easily read it.

The HSE enforces the law on employers' liability insurance, and HSE inspectors can check that an employer has employers' liability insurance with an approved insurer for at least GBP 5 million. The inspectors may also ask to see the certificate of insurance and other insurance details. If an employer does not have suitable insurance, they can be fined up to GBP 2,500 for any day that they are without insurance. If the certificate of insurance is not displayed or made available to HSE inspectors if requested, the employer can be fined up to GBP 1,000.

Prevention institute

Chartered Institute of Environmental Health (CIEH)

See more in its website and in OSHwiki

The CIEH is a registered charity and the professional voice for environmental health. Its history can be traced back to the 1840s. The CIEH sets standards, and accredits courses and qualifications for the education of members and other environmental health practitioners. It provides over 50 certification training programmes that include food safety, health and safety, and environmental awareness through a network of over 10,000 registered trainers and 6,000 registered training centres across the United Kingdom. It also provides information, evidence and policy advice to local and national governments and environmental and public health practitioners in the public and private sectors. As an awarding body, the CIEH provides qualifications, events and support materials on topics relevant to health, well-being and safety to develop workplace skills and best practice.

British Safety Industry Federation (BSIF)

See more in its website and in OSHwiki

BSIF, set up in 1994, is the United Kingdom's leading trade body within the safety industry. BSIF has over 160 members, including manufacturers, distributors, test houses, certification bodies, safety professionals and service providers. Their aim is to provide support and guidance on a wide range of occupational safety issues. It aims to help both influence legislation and provide industries in general with a source of authoritative information on a range of workplace safety issues while representing the needs of its members. BSIF is the lead association for the Personal Protective Equipment Directive and is recognised as a competent authority by the HSE. BSIF has active links with many government departments and over 130 representative trade bodies.

International Institute of Risk and Safety Management (IIRSM)

See more in its website and in OSHwiki

The IIRSM, established in 1975, is a professional membership body that provides recognition, information, support and enhancement for health and safety professionals and specialist members related to the health and safety field. It was created to advance professional standards in accident prevention and occupational health throughout the world. Over the last three decades, the IIRSM has grown from a collective group of UK health and safety professionals to a thriving international institute covering over 70 countries. Its main objective is to advance public education in accident prevention and occupational health in industry. To achieve this, the institute promotes research into accident prevention and occupational health and publishes the results, encourages individuals to adopt health and safety best practice and help prevent accidents, advises anyone entering the health and safety field to undertake training and obtain professional qualifications, and exchanges information with equivalent bodies throughout the world.

Royal Society for the Prevention of Accidents (RoSPA)

See more in its website and in OSHwiki

With a history dating back to 1916, RoSPA's mission is to save lives and reduce injuries. RoSPA is committed to preventing accidents while seeking to strike the right balance between prescription and individual choice. It promotes safety and the prevention of accidents at work, during leisure, on the road, in the home and through safety education. Their activities include campaigning, collecting data, carrying out research, developing policies, informing and educating, auditing and providing expert consultancy.

British Safety Council (BSC)

See more in its website and in OSHwiki

Founded in 1957, the BSC is now one of the largest independent occupational health, safety and environmental organisations in the world. As a registered charity, the BSC has a proud tradition of campaigning on health, safety and environmental issues. The BSC works with businesses to improve their health, safety and environmental management. Its activities involve campaigning and influencing, and it is a champion of young worker safety. The BSC vision is that no one should be killed, injured or made ill by their work.

Institute of Occupational Safety and Health (IOSH)

See more in its website and in OSHwiki

Founded in 1945, IOSH — a registered charity — is the largest health and safety membership organisation in the world, with more than 40,000 individual members internationally. IOSH is committed to creating 'a world of work which is safe, healthy and sustainable' and aims to maintain high standards throughout the OSH profession. IOSH works with a range of organisations (national and international) to raise awareness and standards, by developing training for schools and businesses, and running campaigns that are relevant to millions of people who work. IOSH is one of the world's leaders in health and safety training.

Standardisation body

National Examination Board in Occupational Safety and Health (NEBOSH)

See more in its website and in OSHwiki

NEBOSH was formed in 1979 as an independent examining board and awarding (certification) body with charitable status. It offers a comprehensive range of globally recognised, vocationally related qualifications designed to meet the health, safety, environmental and risk management needs of all places of work in both the private and the public sectors. Courses leading to NEBOSH qualifications attract around 35,000 candidates annually and are offered by over 500 course providers, with exams taken in over 100 countries around the world. These qualifications are recognised by the relevant professional membership bodies, such as IOSH and the IRRSM. NEBOSH examinations and assessments are set by its professionally qualified staff who are assisted by external examiners, most of whom are chartered safety and health practitioners operating within industry, the public sector or in enforcement.

British Standards Institution (BSI)

See more in its website and in OSHwiki

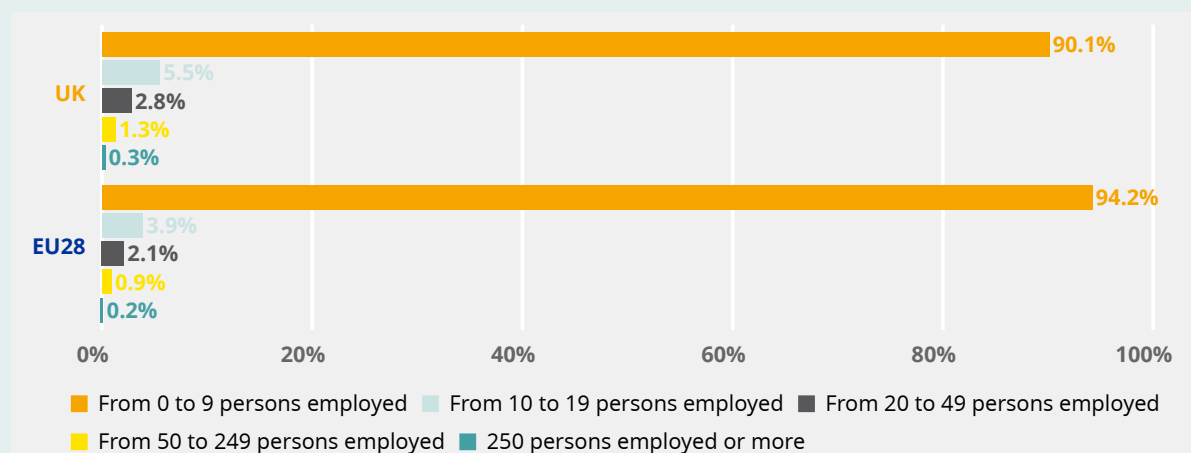
The BSI is a national organisation responsible for the development and publication of standards in the United Kingdom. The BSI is a semi-governmental institution with juridical responsibility. Since its foundation in 1901 as the world's first standardisation body, the BSI has grown into a leading independent business services organisation on a global scale providing standard-based solutions in more than 140 countries. The BSI develops private, national and international standards, certifies management systems and products, provides assessment, certification, and testing of products and services, and provides training and information on standards and international trade. The BSI developed the first standard used for developing occupational health and safety management systems, BS 8800, which went on to become the OHSAS 18000 standard series— the most widely used OSH standard series globally. The BSI also developed the first guidance standard on psychosocial risk management in the workplace — PAS1010.

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.

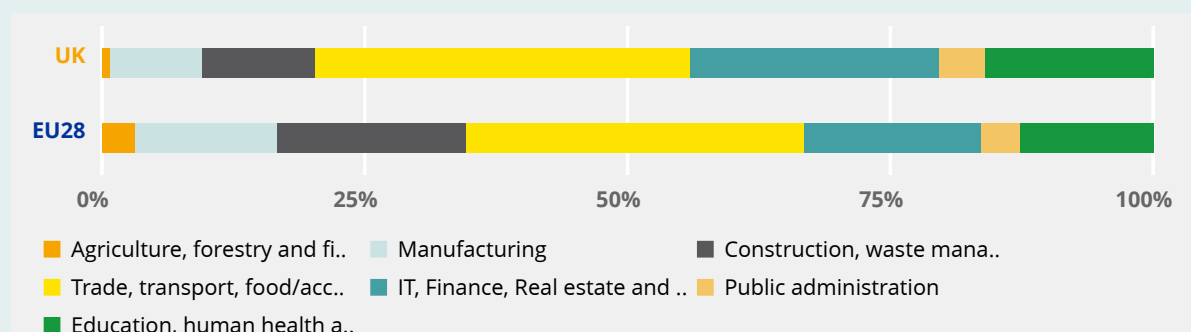
Source: EUROSTAT. For further information refer to Methodology

Company size



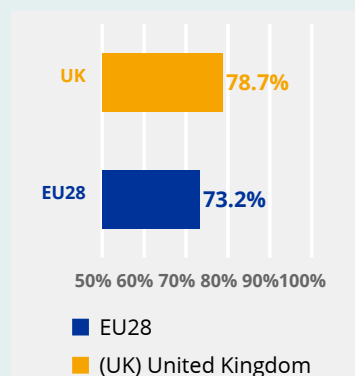
Sector	Country	Value (%)	Country	Value (%)
From 0 to 9 persons employed	UK	90.1	EU28	94.2
From 10 to 19 persons employed	UK	5.5	EU28	3.9
From 20 to 49 persons employed	UK	2.8	EU28	2.1
From 50 to 249 persons employed	UK	1.3	EU28	0.9
250 persons employed or more	UK	0.3	EU28	0.2

Employment per sector



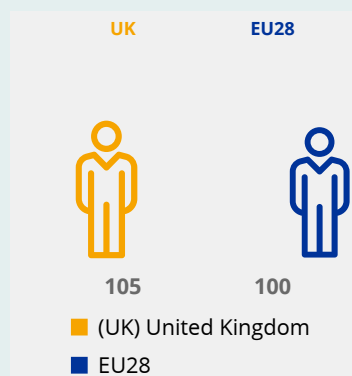
Sector	Country	Value (%)	Country	Value (%)
Agriculture, forestry and fishing	UK	0.8	EU28	3.2
Manufacturing	UK	8.7	EU28	13.5
Construction, waste management, water and electricity supply	UK	10.8	EU28	18
Trade, transport, food/accommodation and recreation activities	UK	35.6	EU28	32.1
IT, Finance, Real estate and other technical scientific or personal service activities	UK	23.7	EU28	16.9
Public administration	UK	4.4	EU28	3.7
Education, human health and social work activities	UK	16	EU28	12.7

Employment rate



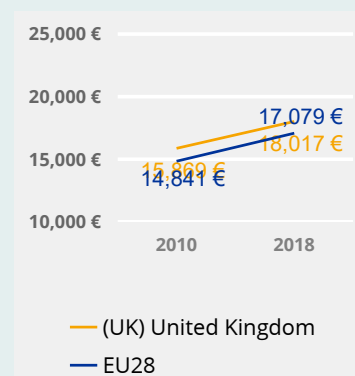
Country	Value (%)
EU28	73.2
(UK) United Kingdom	78.7

GDP per capita in relation to EU28 average



Country	Value (%)
(UK) United Kingdom	105.2
EU28	100

Income per capita



Country	Year	Income
(UK) United Kingdom	2010	15869
(UK) United Kingdom	2018	18017
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:
EU28	43.3 years	58.7 %	67.4 %	79 %	73.2 %	6.8 %
UK	40.2 years	65.3 %	73.8 %	83.7 %	78.7 %	4 %

Steering of OSH National strategies

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

For further information refer to Methodology



United Kingdom

Structure of each National strategy

Basic information

Strategy document: **Helping Great Britain work well**

Former strategies: **A strategy for workplace health and safety in Great Britain to 2010 and beyond**

All documents and more information see on the HSE-website

Background

Defining the perceived problem:

The problems are summarised in six key points:

- There needs to be broader ownership of health and safety.
- It is important to highlight and tackle the costs of work-related ill health.
- Wider recognition is needed of the business benefits that come with proportionate approaches to risk.
- Too many SMEs are still unaware that straightforward advice and simple guidance is available that can help them manage their health and safety responsibilities.
- We all need to horizon scan and 'design-in' effective risk management of new or emerging technologies and business models.
- There are benefits for Great Britain and British industries by promoting our health and safety approach around the world.

Characteristics and objectives

Promote better enforcement of legislation on safety and health at work and consolidation in the autonomous regions, especially in small and medium enterprises.

Encourage continuous improvement of working conditions of all workers with special attention to the prevention of occupational diseases and work-related diseases.

Details and activity

Strategic theme 1: Acting together: Promoting broader ownership of health and safety in Great Britain

Quote:

"Health and safety should not be a responsibility assigned to a particular individual or part of an organisation, but an integral part of everyone's role. There needs to be much broader ownership of the issues. This means engaging everyone who shares the responsibility for helping Great Britain work well, because they have a vital role in managing risk and preventing damage to individuals, businesses and the economy.

Across each nation, region or sector, we need collective ownership that best reflects local circumstances.

The regulators will retain their key roles, providing targeted advice and guidance for key audience groups and taking enforcement action when and where necessary. Encouraging others to take ownership of health and safety will be critical in making this theme successful. This means everyone collaborating to reach those who may have been less engaged”.

Strategic theme 2: Tackling ill health: Highlighting and tackling the costs of work-related ill health

Quote:

“Work-related ill health is a problem for every section of society, with conditions ranging from cancer and other long-latency diseases, to stress and musculo-skeletal disorders. Greater awareness of the harm, costs and preventability of work-related ill health should drive collective action to improve health outcomes.

This will require long-term and coordinated action across all sectors, bringing in additional partners such as the NHS and others to support the substantial behaviour change and awareness programmes that will be required. A key element of this theme will be in earlier prevention, which is more cost-effective than trying to intervene when a person is suffering from more serious ill health. This will involve a greater focus on health issues at work, while continuing to ensure that maintaining standards around safety remains a priority”.

Strategic theme 3: Managing risk well: Simplifying risk management and helping business to grow

Quote:

“Successful organisations understand that sensible and proportionate risk management is integral to delivering their business. This approach supports growth, enables innovation and protects an organisation’s most vital asset, its people. Positive outcomes can include reduced sickness absence, lower costs and a good reputation. Promoting this compelling business case should help even more businesses to make the most of the many benefits a good health and safety culture can bring. Sharing examples of practice, supported by targeted, relevant advice and information will allow the system to set a common understanding of what proportionate health and safety looks like. Health and safety professionals have an important role to play. Helping businesses of all sizes get it right in an efficient and effective way will build trust and improve standards”.

Strategic theme 4: Supporting small employers: Giving SMEs simple advice so they know what they have to do

Quote:

Reaching micro and small businesses can be difficult, but not impossible. Working together, much has already been done to help small businesses, but there are opportunities to work smarter. Already many large businesses and intermediaries have developed efficient supply chains and productive relationships by working with and supporting small businesses. Many organisations also provide free help and support to SMEs outside their supply chains through cross-sector initiatives.

For SMEs, managing workplace risks shouldn’t be complicated or costly. Making support available which is quick and easy for small businesses to understand, so that they can fulfil their obligations, remains a challenge for all sectors. It will also be important to identify who the key influencers are for SMEs, working with them to raise awareness levels about the peer and expert support that is out there”.

Strategic theme 5: Keeping pace with change: Anticipating and tackling new health and safety challenges

Quote:

“Great Britain leads the world in anticipating and tackling the new health and safety challenges that come with social, economic and technological change.

This ability to horizon scan, when combined with the deep knowledge and unrivalled expertise of the system, means that anticipating new health and safety challenges is an area where Great Britain can play a leading role, for example through HSE’s world-leading research capabilities. They are already being put to use helping Great Britain, as well as countries around the world, to improve health and safety, as well as better business outcomes.

To remain a world leader in risk management, Great Britain needs to develop high-quality capability, anticipating the workplace challenges of tomorrow and using the flexibility of our goal-setting approach to solve them in ways that enable innovation and the use of new technologies.

Tackling the problems of tomorrow today is a responsible investment that protects workers, enables new and different approaches and provides the new knowledge, skills and expertise Great Britain can share internationally.”

Strategic theme 6: Sharing our success: Promoting the benefits of Great Britain’s world-class health

and safety system

Quote:

“Everyone can take pride in Great Britain’s world-class reputation for health and safety and promote its success at home and abroad. Creating a world-class system is a goal we can all unite around and benefit from as a source of inspiration and achievement, and can also be pleased to support.

This strategy has largely concerned itself with improving standards in Great Britain. But we should also look to share best practice and the latest thinking and innovation around the world. This can help influence health and safety systems overseas and make it easier for British businesses to expand into new markets and territories. The work can also bring commercial opportunities for selling British health and safety ‘products’ or consultancy.

Actors and stakeholders

The strategy was mainly developed by the HSE in collaboration Minister for Disabled People (covering HSE).

Ministry of Employment and Social Security and the National OSH Institute. The detailed action plan practically includes the involvement of all institutions that are active in the field of OSH.

Resources and timeframe

No information identified.

Evaluation

No indicators identified.

Relation to EU Strategic Framework

Strategic themes 3 and 4 relate well to Challenges 1 of the EU Strategic Framework, strategic theme 5 to Challenge 2.

Response of national strategies to EU challenges

Implementation record

Strategic theme:

- Supporting small employers by giving SMEs simple advice so they know what they have to do.

Activity:

- Managing risks well by simplifying risk management and helping business to grow.

Prevention of work-related diseases

Strategic theme:

- Keeping pace with change: Anticipating and tackling new health and safety challenges.

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



United Kingdom

36 %

Joint consultative,
employment forum
or similar

19 %

Trade union
representation

74 %

Health and safety
representative

38 %

Health and safety
committee



EU27_2020

24 %

Joint consultative,
employment forum
or similar

19 %

Trade union
representation

57 %

Health and safety
representative

23 %

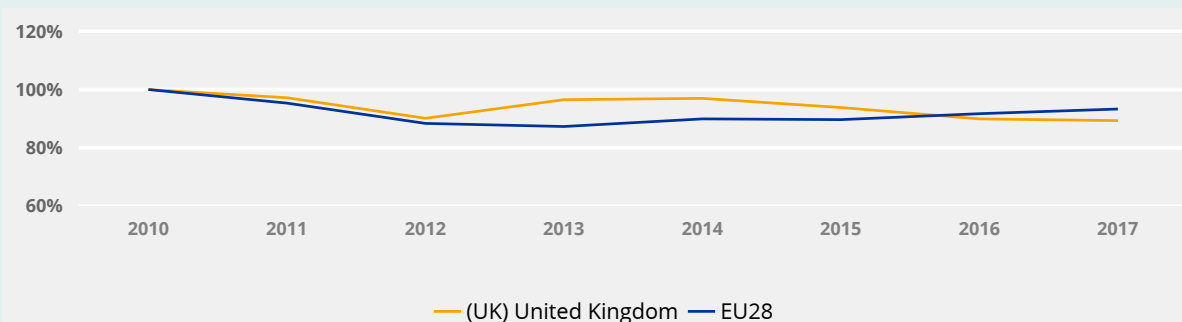
Health and safety
committee

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

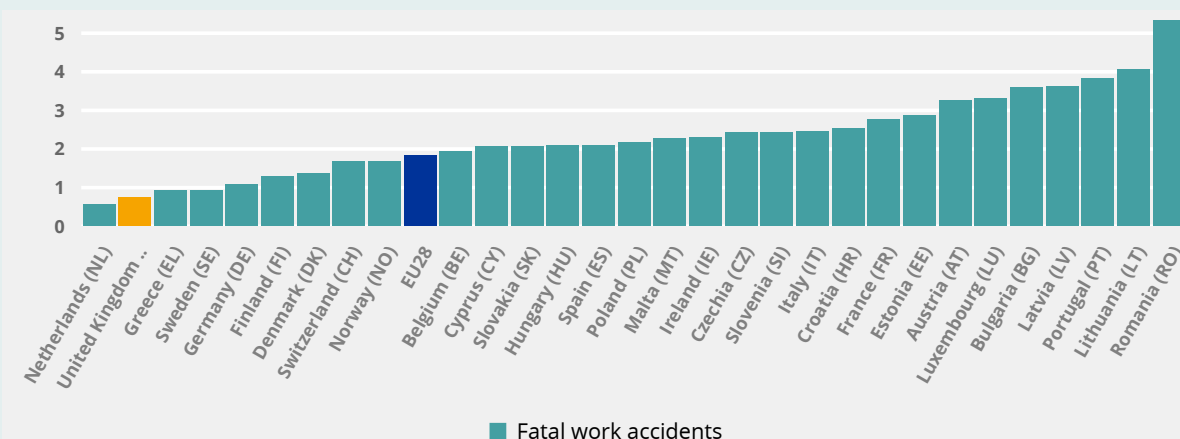
Non-fatal work accidents



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 (%)
(UK) United Kingdom	2010	100	EU28	2010	100
(UK) United Kingdom	2011	97.2	EU28	2011	95.3
(UK) United Kingdom	2012	90.1	EU28	2012	88.4
(UK) United Kingdom	2013	96.5	EU28	2013	87.3
(UK) United Kingdom	2014	97	EU28	2014	89.9
(UK) United Kingdom	2015	93.8	EU28	2015	89.7
(UK) United Kingdom	2016	89.9	EU28	2016	91.7
(UK) United Kingdom	2017	89.3	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)
United Kingdom (UK)	0.8
EU28	1.9

OSH outcomes and working conditions

Health perception of the workers

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

For further information refer to Methodology



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



United Kingdom

89 %

Satisfaction with
working conditions

4 %

Health problem in
the last 12 months

59 %

Sick but at work

21 %

Health affected by
work

7 %

More than 15 days of
absence

76 %

Likelihood of staying
in current job until 60
years old

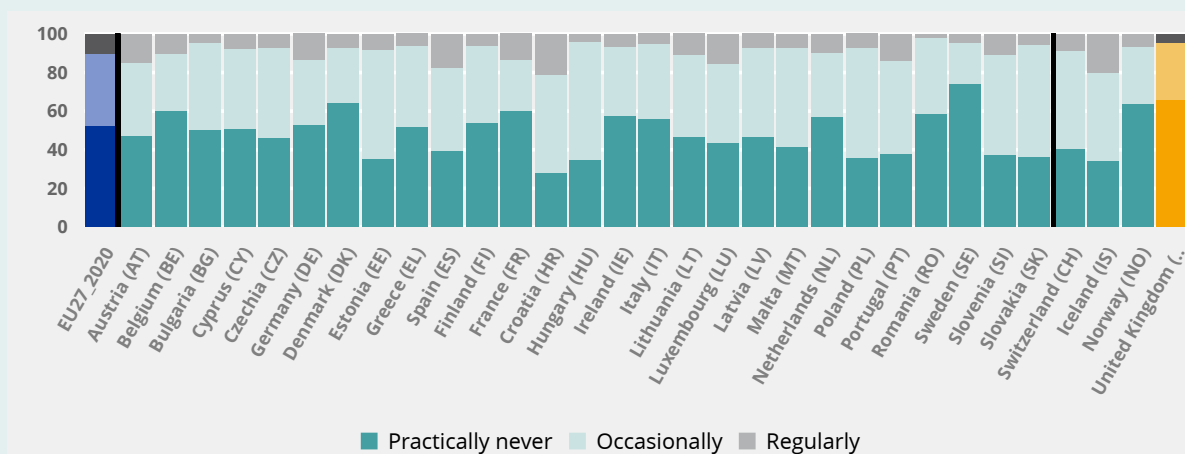
OSH outcomes and working conditions

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

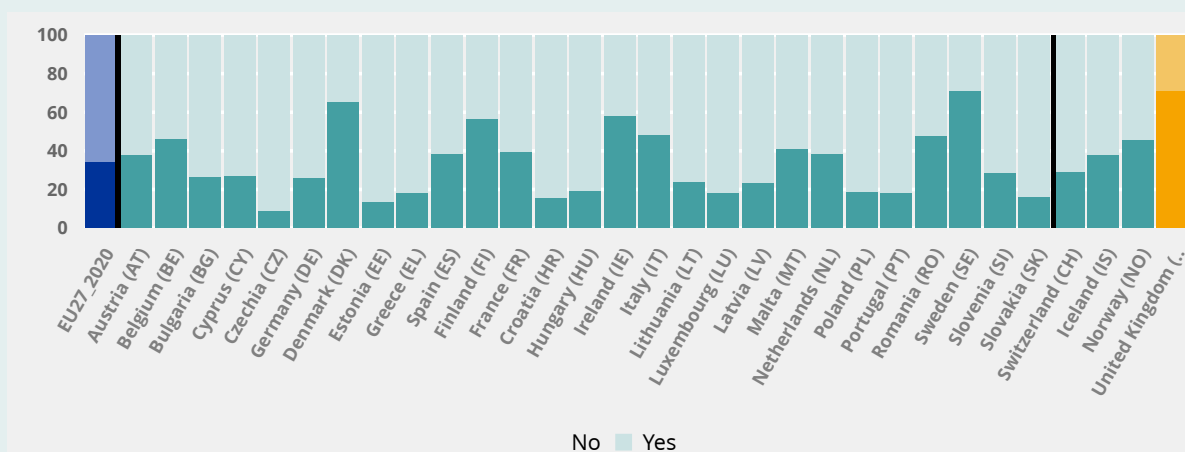
Health and safety discussed



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
United Kingdom (UK)	4.3	29.7	66

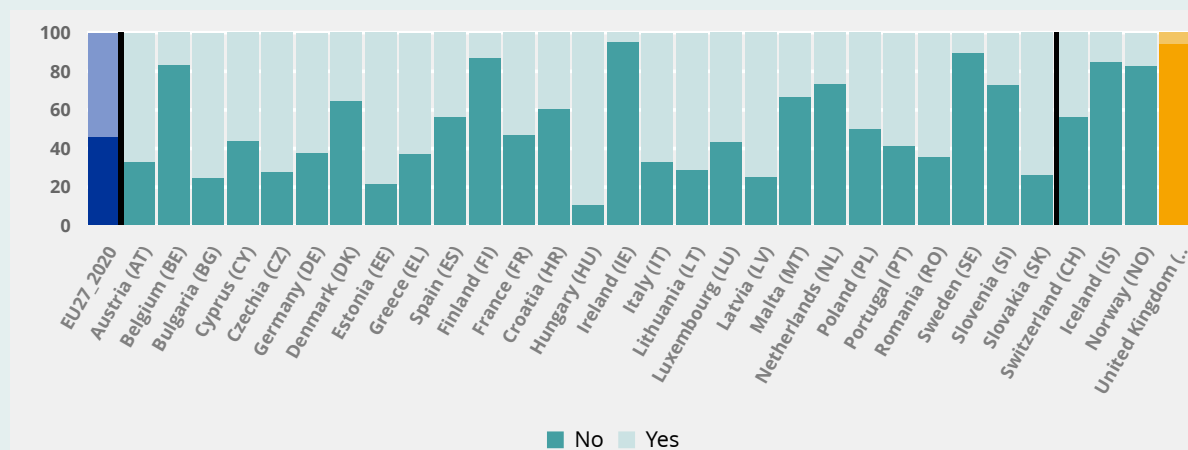
Action plan to prevent stress



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
United Kingdom (UK)	71.2	28.8

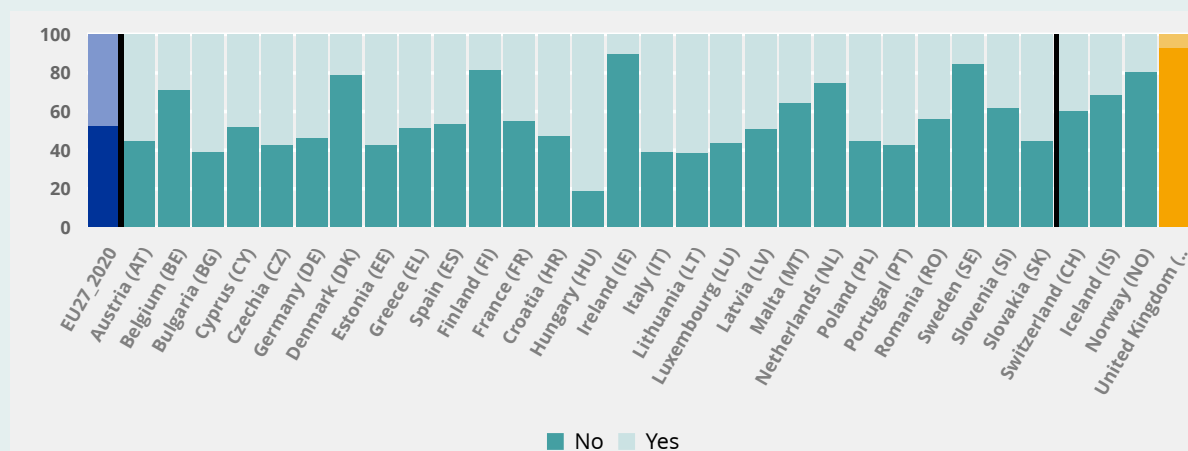
Procedure against bullying



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
United Kingdom (UK)	94.3	5.7

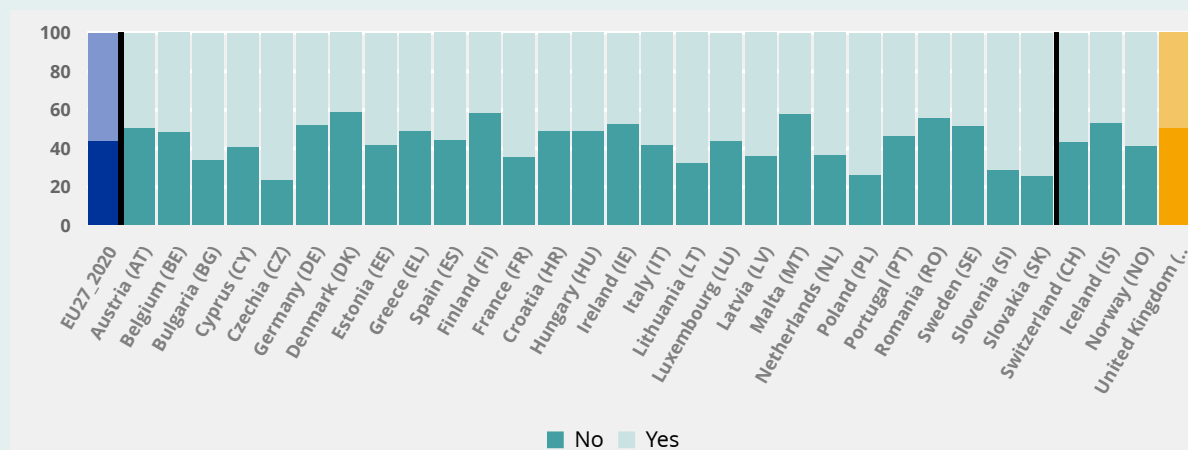
Procedures to deal with threats



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
United Kingdom (UK)	93	7

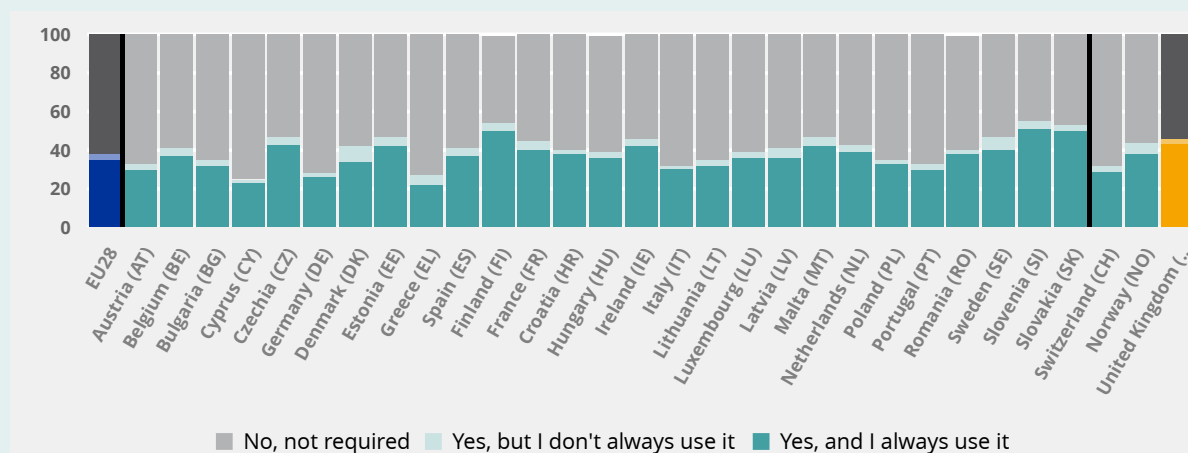
Measures to reduce work pressure



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
United Kingdom (UK)	50.6	49.4

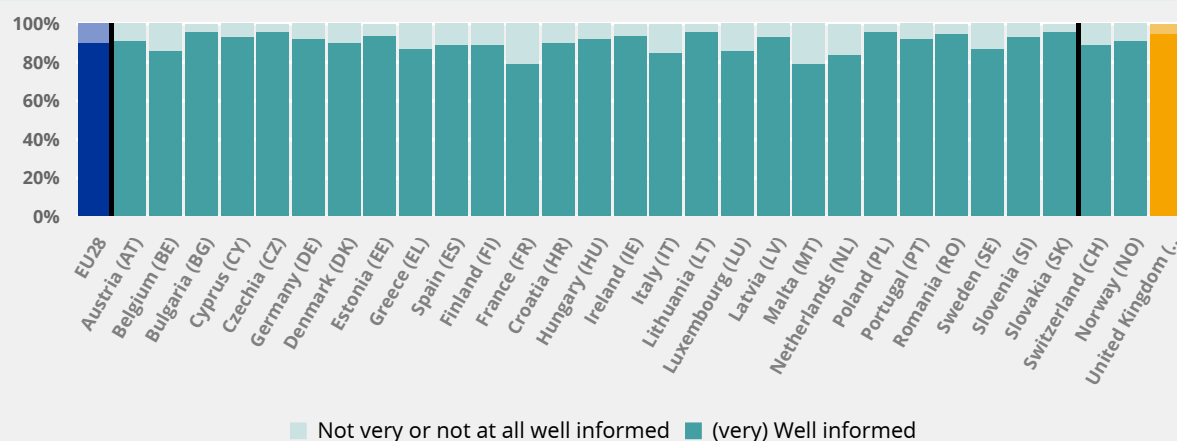
Use of personal protective equipment



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
United Kingdom (UK)	54	3	43

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
United Kingdom (UK)	95	5

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.

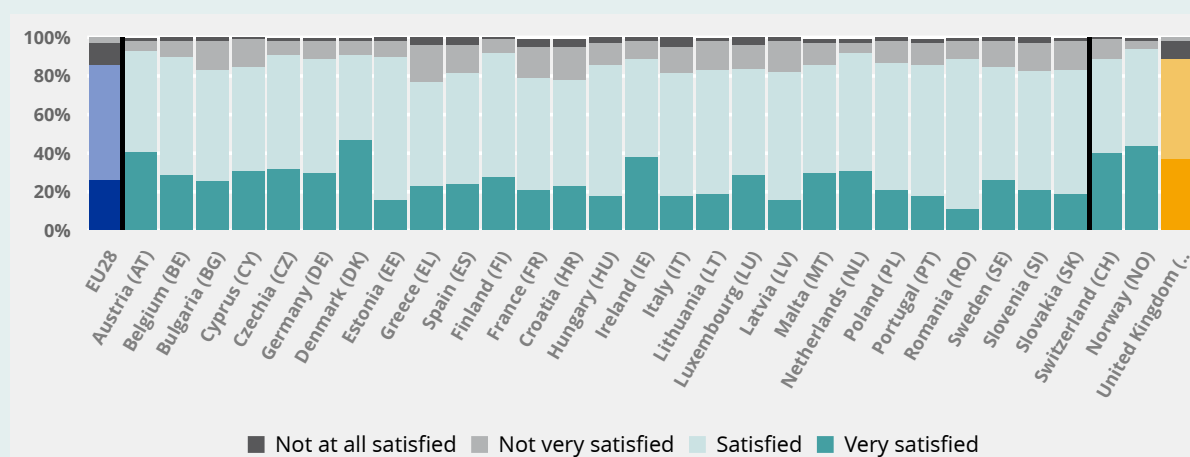
Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

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

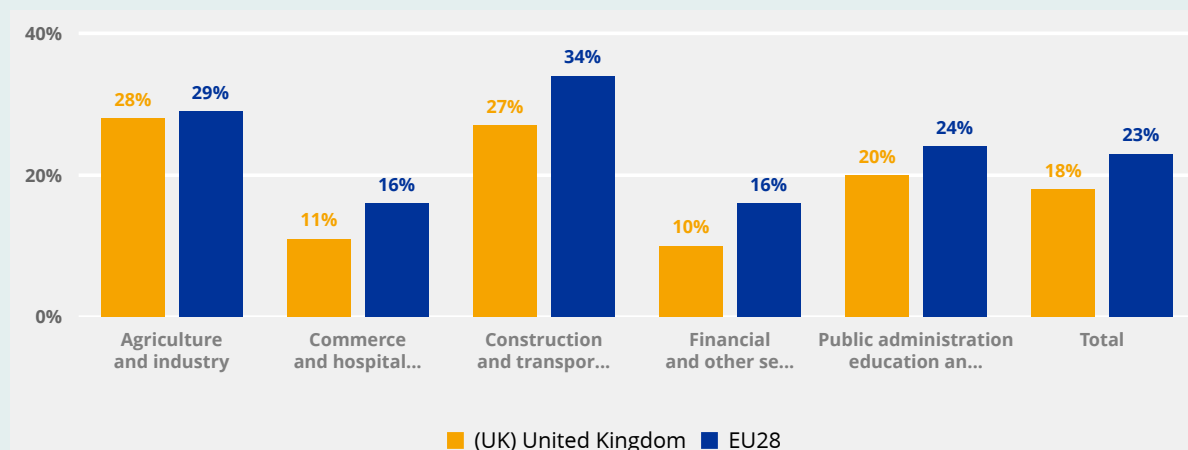
How satisfied are you with working conditions in your main paid job?



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
United Kingdom (UK)	2	9	52	37

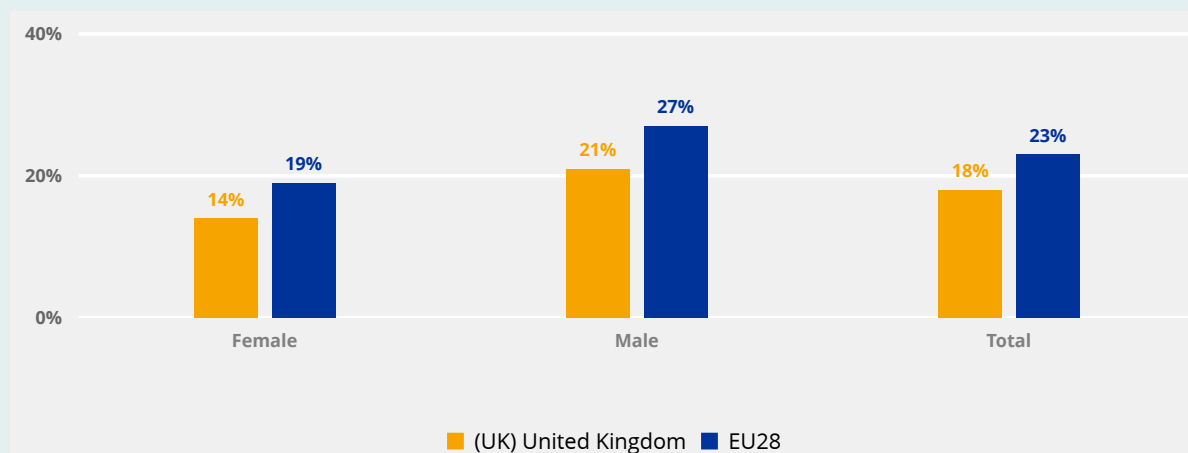
Do you think your health or safety is at risk because of your work?



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	(UK) United Kingdom	28	EU28	29
Commerce and hospitality	(UK) United Kingdom	11	EU28	16
Construction and transport	(UK) United Kingdom	27	EU28	34
Financial and other services	(UK) United Kingdom	10	EU28	16
Public administration education and health	(UK) United Kingdom	20	EU28	24
Total	(UK) United Kingdom	18	EU28	23

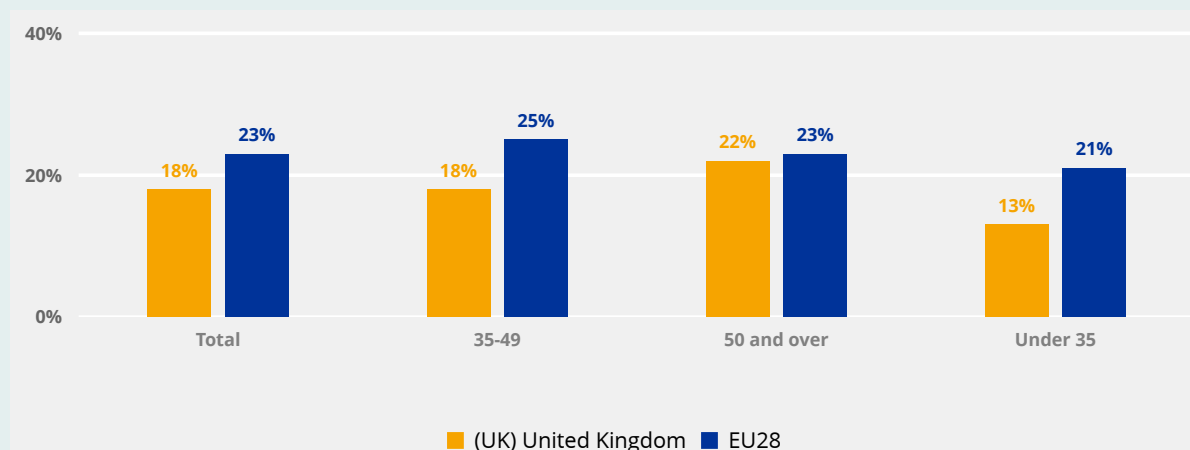
Do you think your health or safety is at risk because of your work?



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	(UK) United Kingdom	14	EU28	19
Male	(UK) United Kingdom	21	EU28	27
Total	(UK) United Kingdom	18	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?"

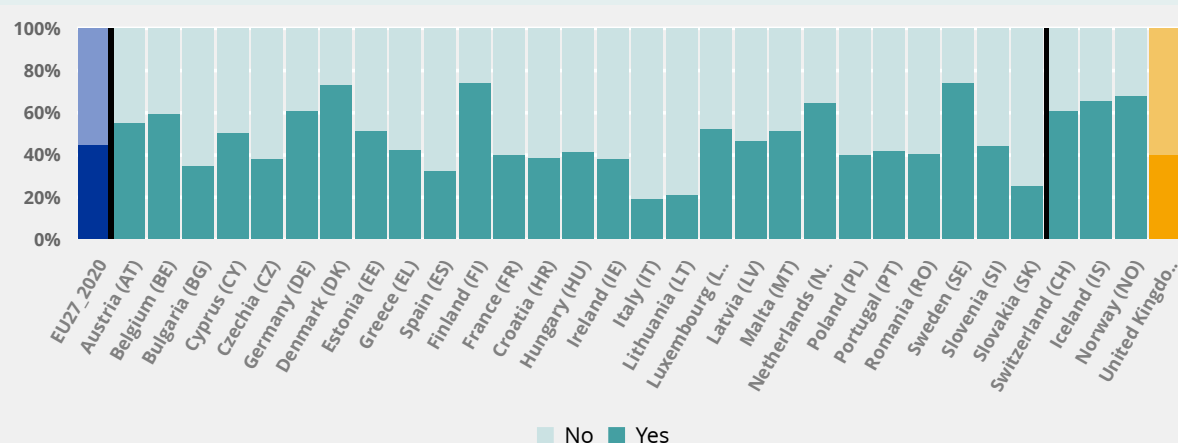
Age	Country	Value (%)	Country	Value (%)
Total	(UK) United Kingdom	18	EU28	23
35-49	(UK) United Kingdom	18	EU28	25
50 and over	(UK) United Kingdom	22	EU28	23
Under 35	(UK) United Kingdom	13	EU28	21

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

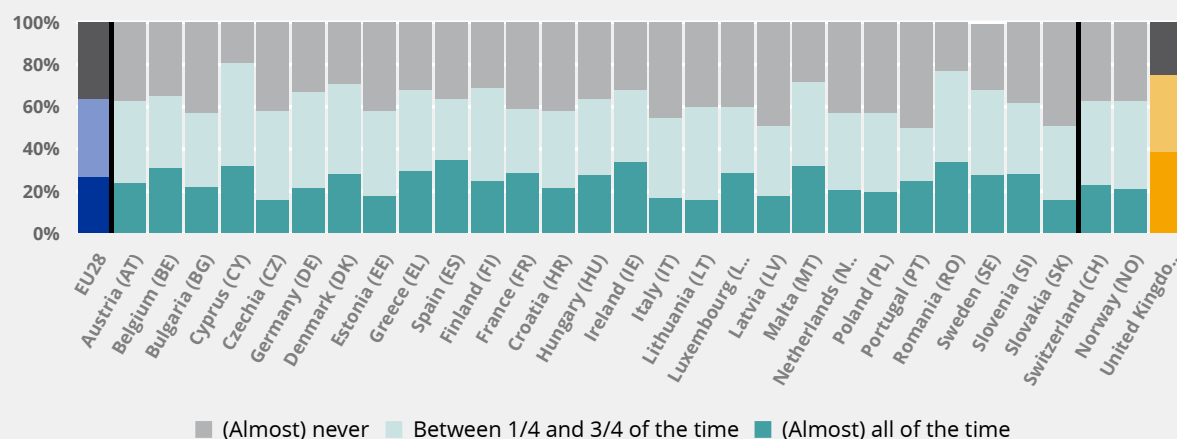
Please tell me for each of the following risks whether or not it is present in the establishment? Time pressure



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
United Kingdom (UK)	40.1	59.9

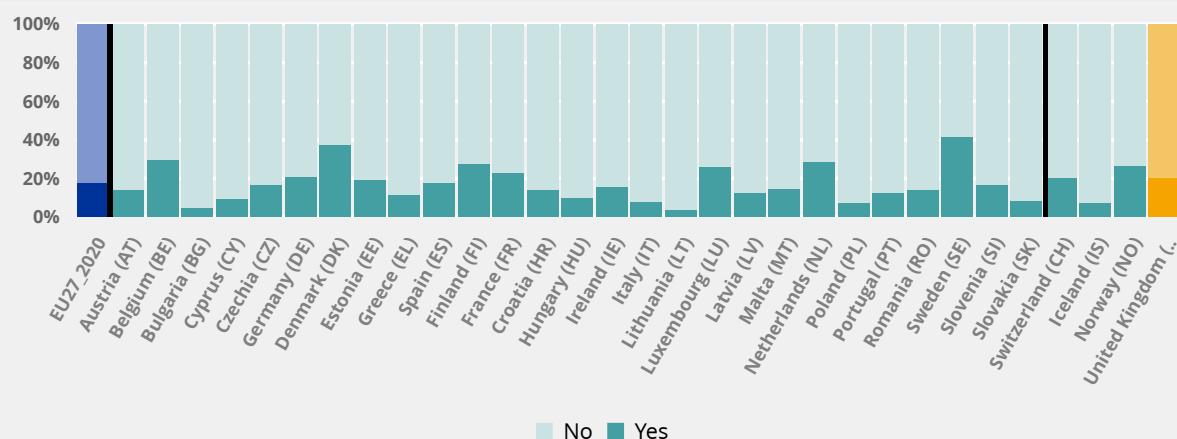
Does your job involve working to tight deadlines?



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
United Kingdom (UK)	25	36	39

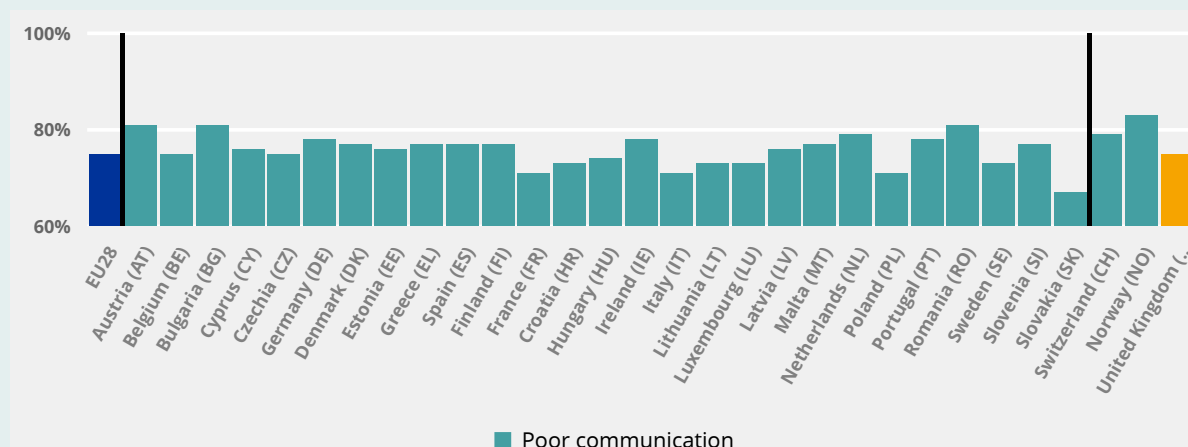
Please tell me for each of the following risks whether or not it is present in the establishment? Poor communication



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
United Kingdom (UK)	20.3	79.7

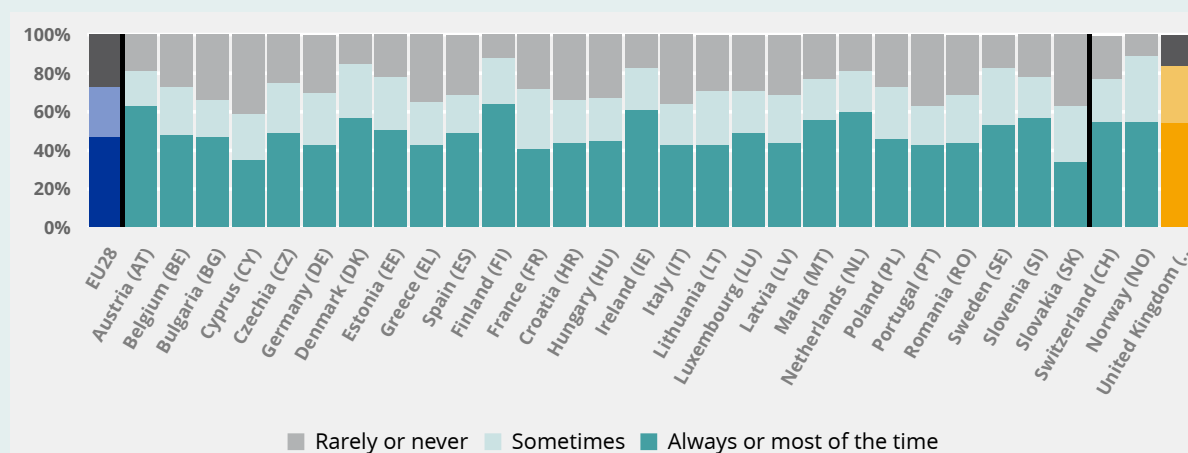
Level of fairness, cooperation and trust



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
United Kingdom (UK)	75

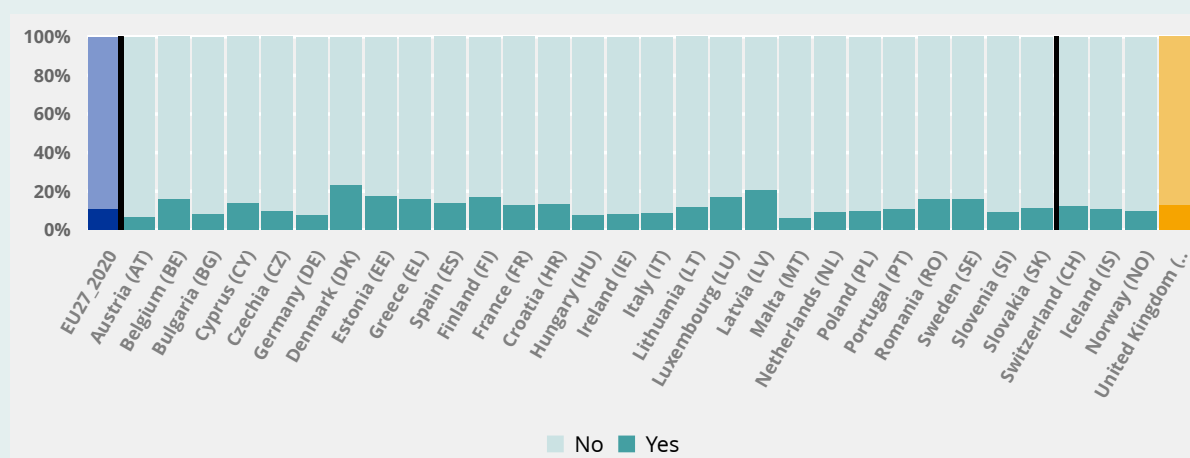
Can you influence decisions that are important for your work?



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

Country	Rarely or never (%)	Sometimes (%)	Always or most of the time (%)
EU28	27	26	47
United Kingdom (UK)	16	30	54

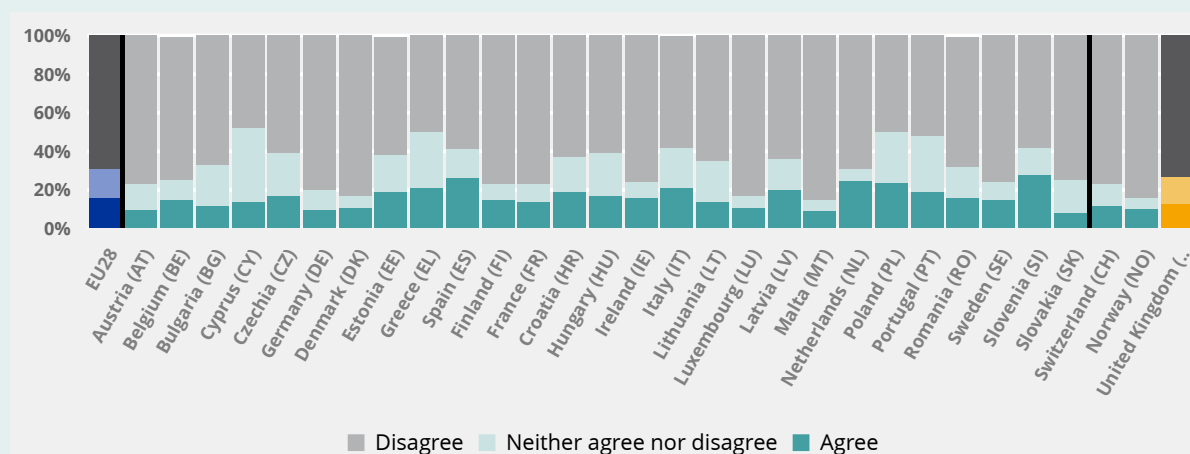
Please tell me for each of the following risks whether or not it is present in the establishment? Fear of job loss



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
United Kingdom (UK)	12.9	87.1

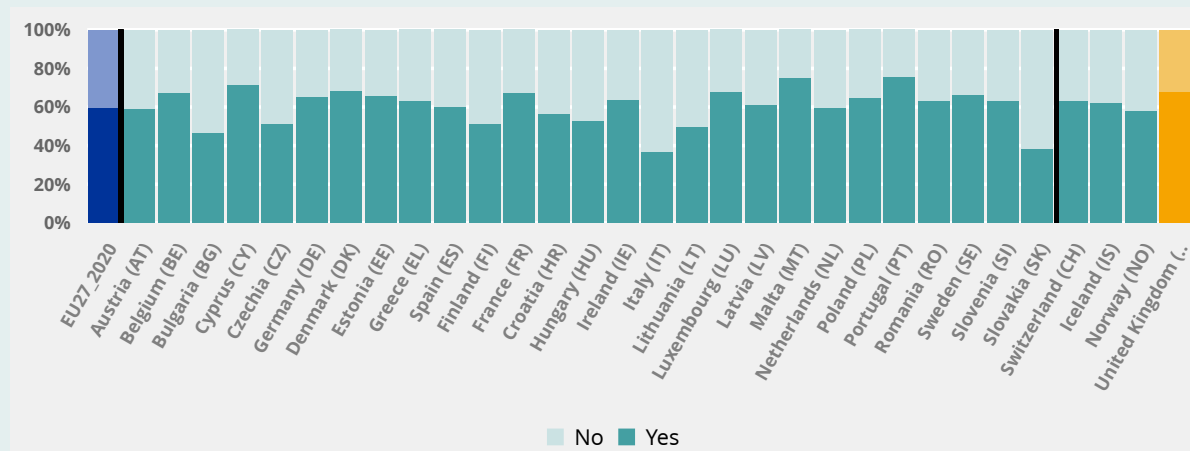
I might lose my job in the next 6 months



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
United Kingdom (UK)	74	14	13

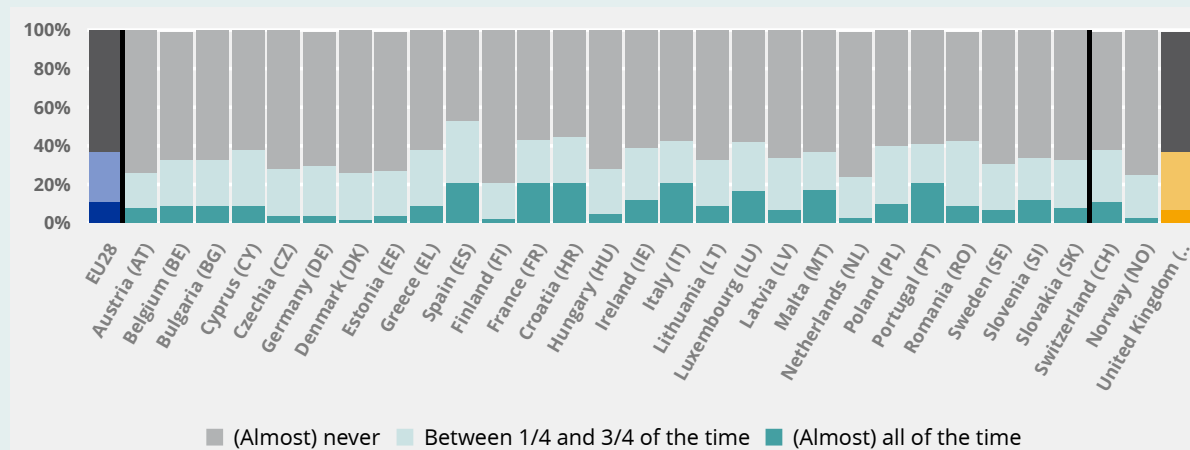
Please tell me for each of the following risks whether or not it is present in the establishment? Difficult clients



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
United Kingdom (UK)	68	32

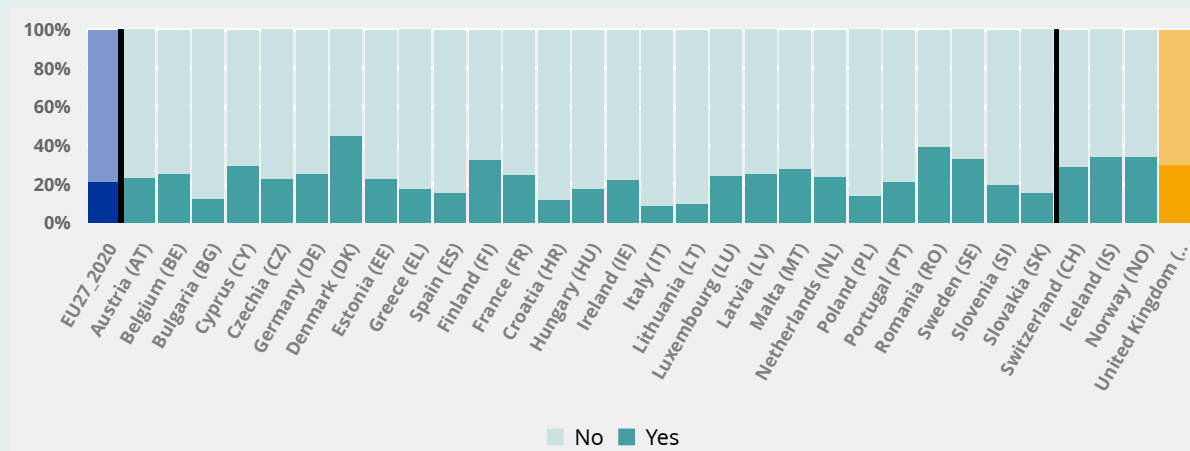
Does your work involve handling angry clients?



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
United Kingdom (UK)	62	30	7

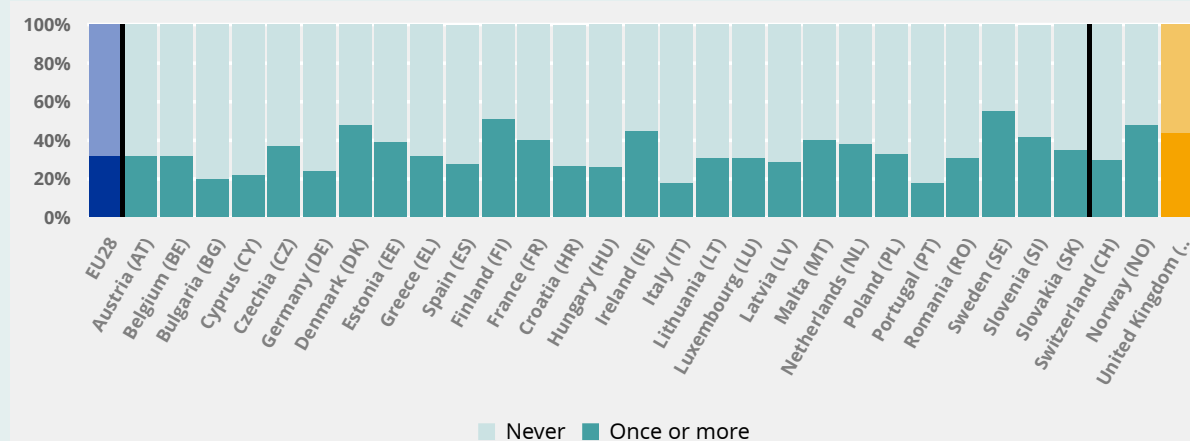
Please tell me for each of the following risks whether or not it is present in the establishment? Working hours



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
United Kingdom (UK)	30.3	69.7

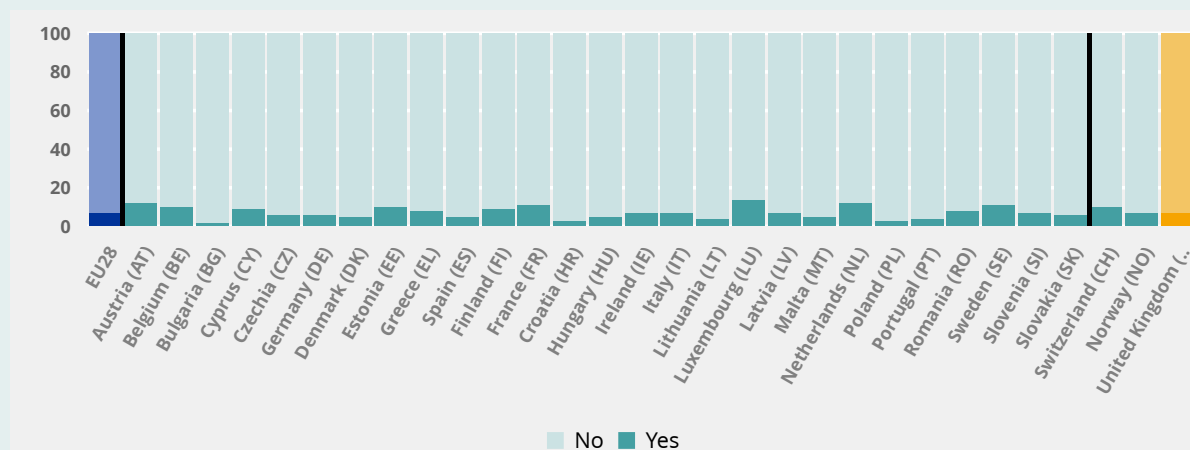
How many times a month do you work more than 10 hours a day?



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
United Kingdom (UK)	44	56

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?”

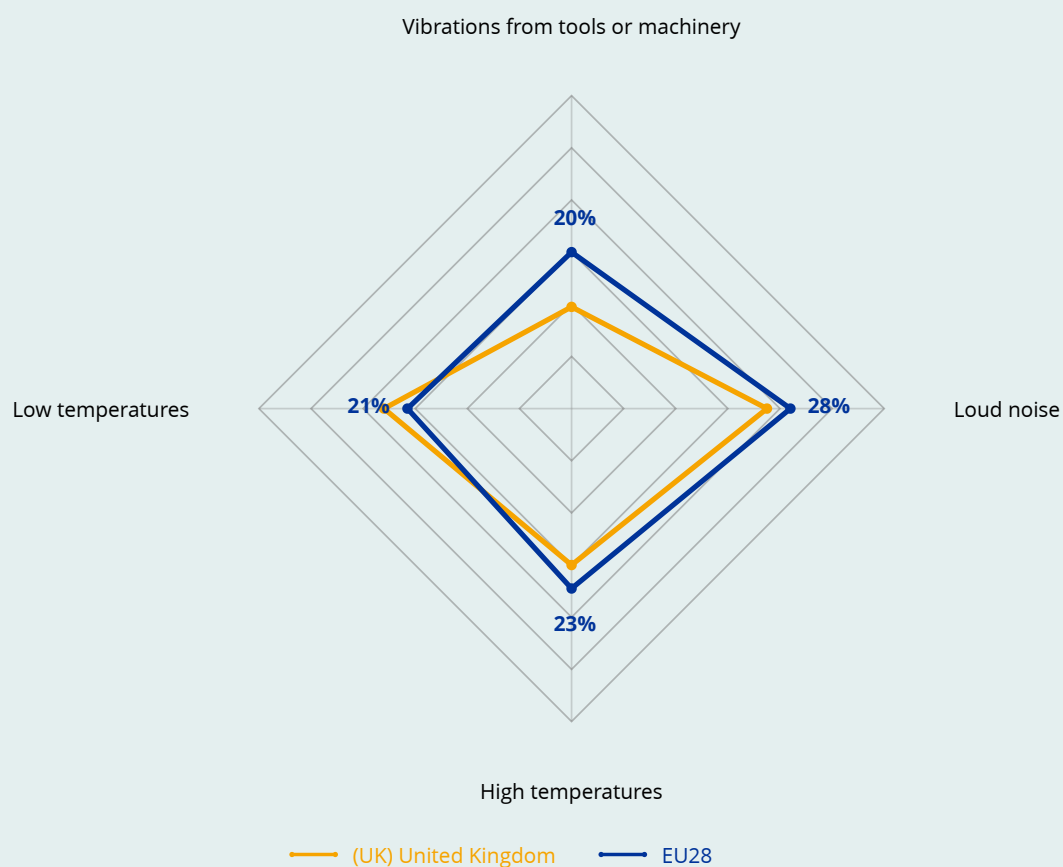
Country	Yes (%)	No (%)
EU28	7	93
United Kingdom (UK)	7	93

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.

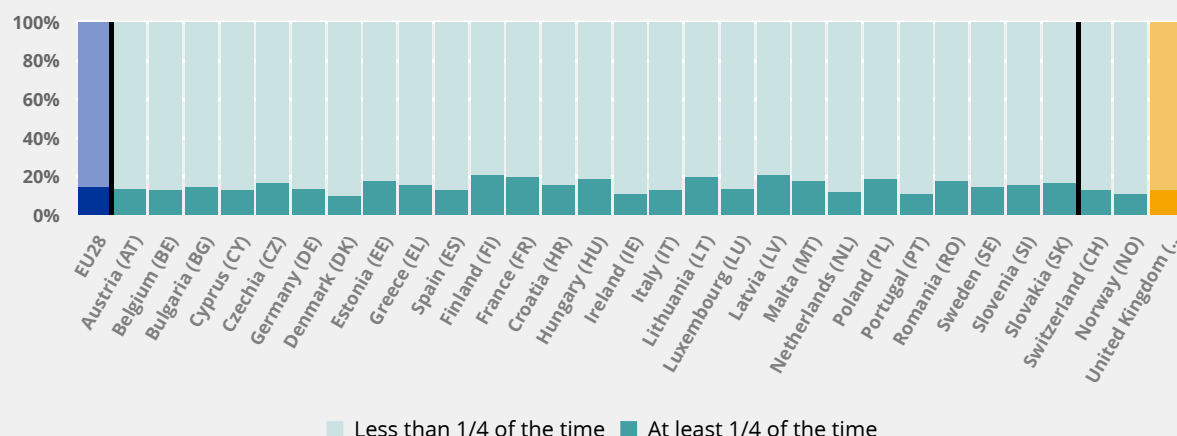
Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

Vibrations, loud noise and temperature



Exposure to dangerous substances

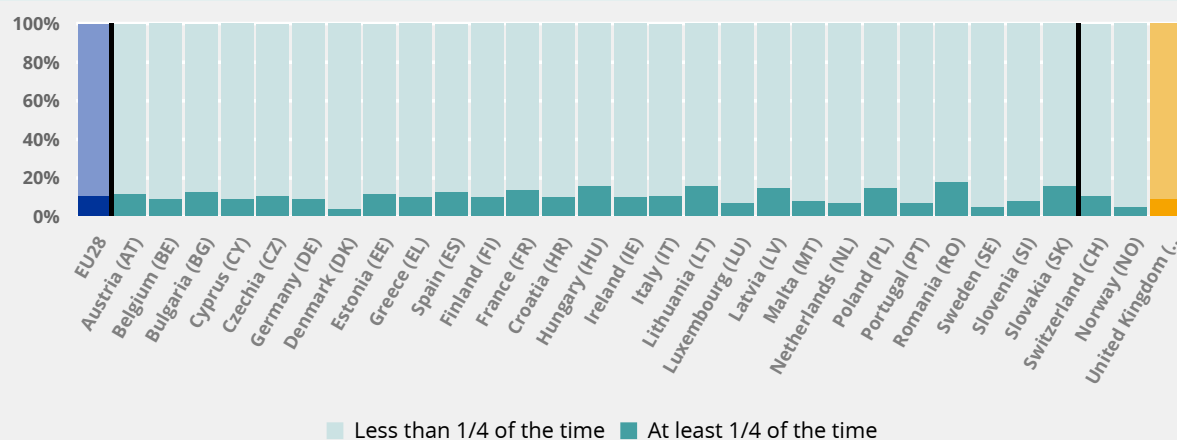
Are you exposed to breathing in smoke, fumes, powder or dust?



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

Country	Less than 1/4 of the time (%)	At least 1/4 of the time (%)
EU28	85	15
United Kingdom (UK)	87	13

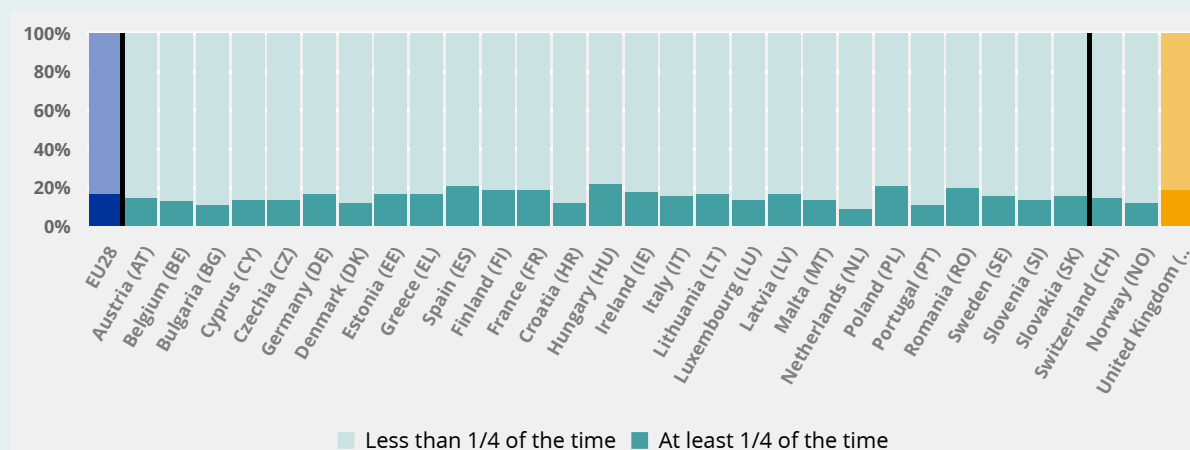
Are you exposed to breathing in vapours?



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

Country	Less than 1/4 of the time (%)	At least 1/4 of the time (%)
EU28	89	11
United Kingdom (UK)	91	9

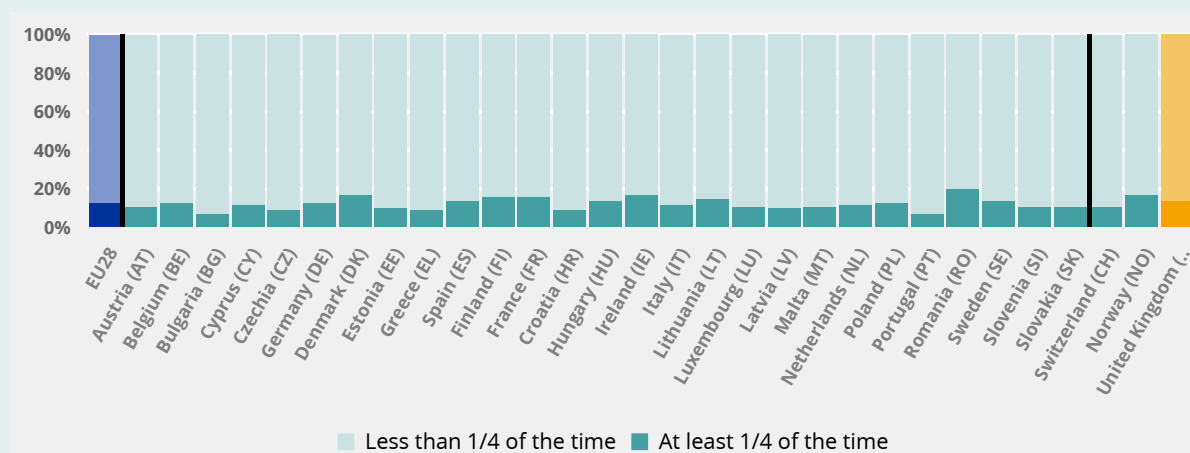
Are you exposed to chemical products or substances?



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

Country	Less than 1/4 of the time (%)	At least 1/4 of the time (%)
EU28	83	17
United Kingdom (UK)	81	19

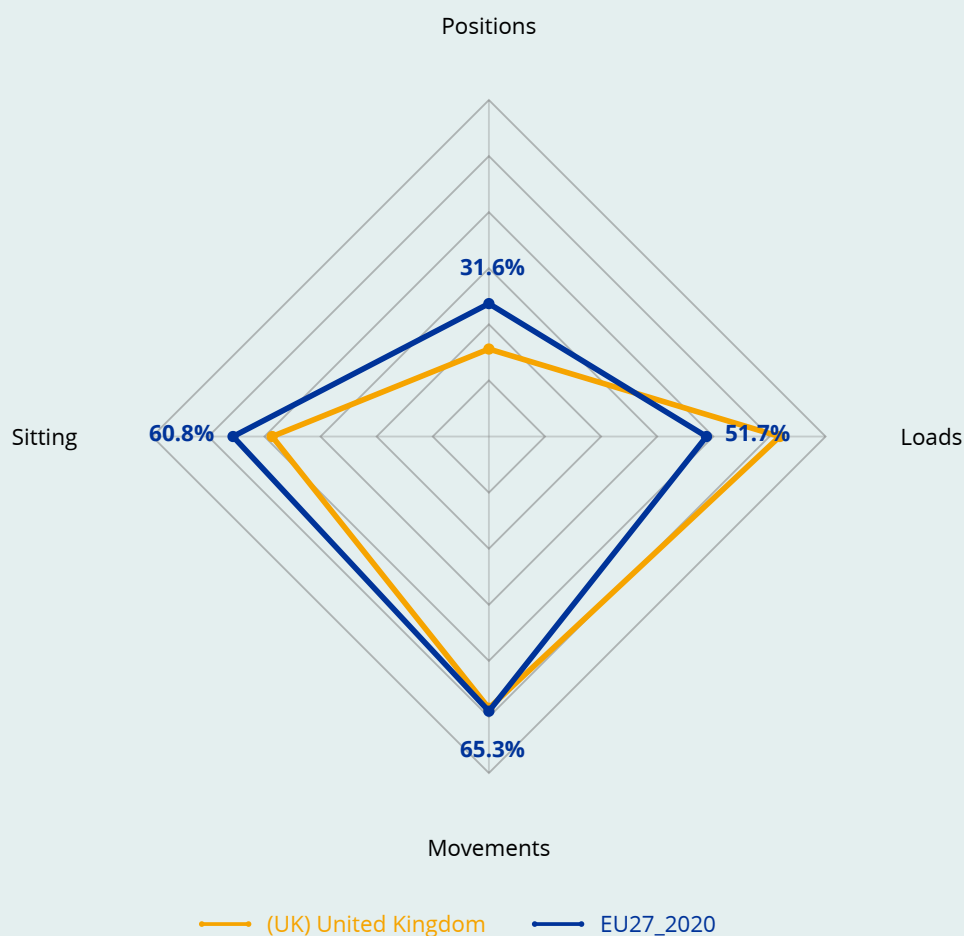
Are you exposed to materials which can be infectious?



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?"

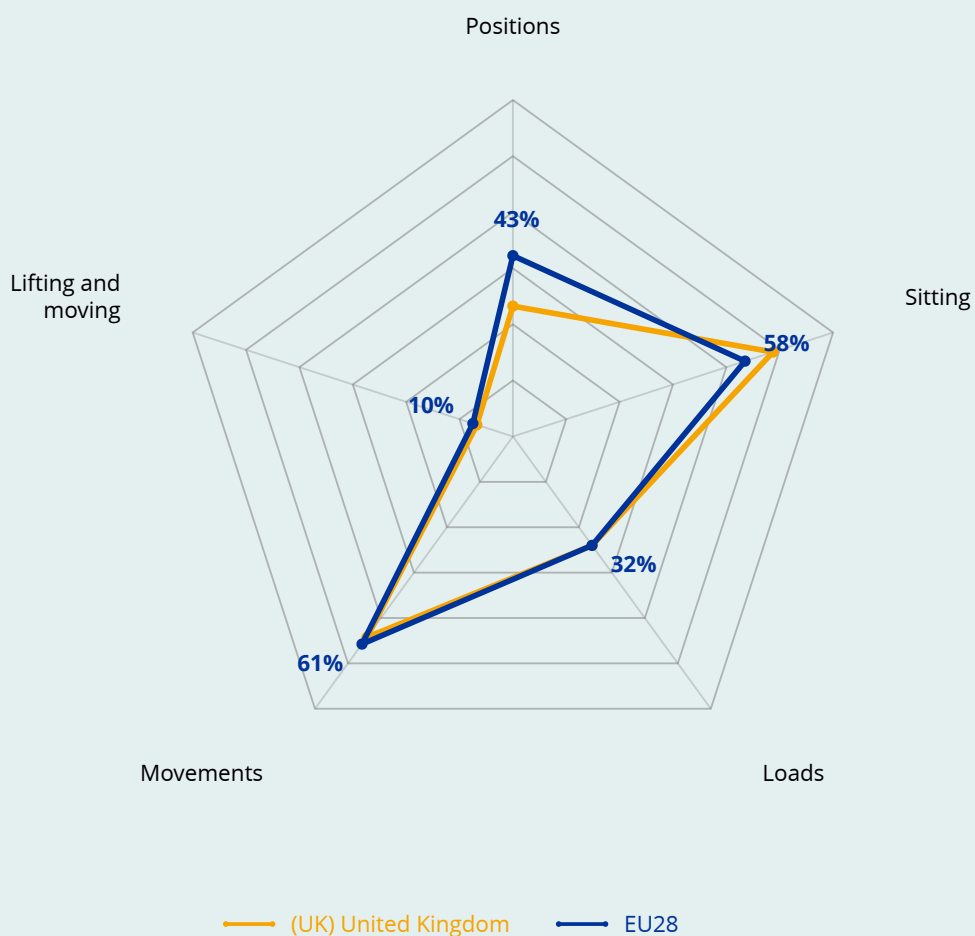
Country	Less than 1/4 of the time (%)	At least 1/4 of the time (%)
EU28	87	13
United Kingdom (UK)	86	14

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	(UK) United Kingdom	20.8
Loads	(UK) United Kingdom	69.1
Movements	(UK) United Kingdom	64.6
Sitting	(UK) United Kingdom	51.5

EWCS



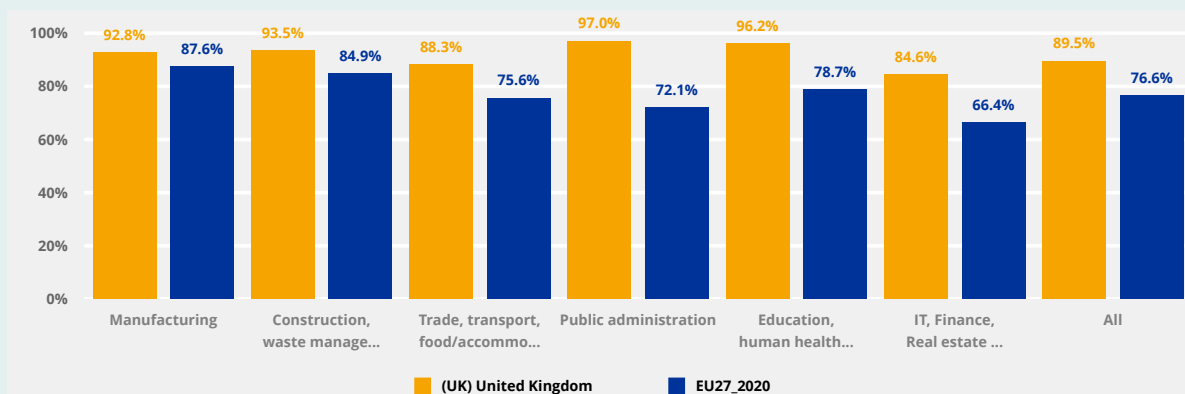
Indicator	Country	Value (%)
Positions	EU28	43
Sitting	EU28	58
Loads	EU28	32
Movements	EU28	61
Lifting and moving	EU28	10
Positions	(UK) United Kingdom	31
Sitting	(UK) United Kingdom	65
Loads	(UK) United Kingdom	32
Movements	(UK) United Kingdom	59
Lifting and moving	(UK) United Kingdom	9

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

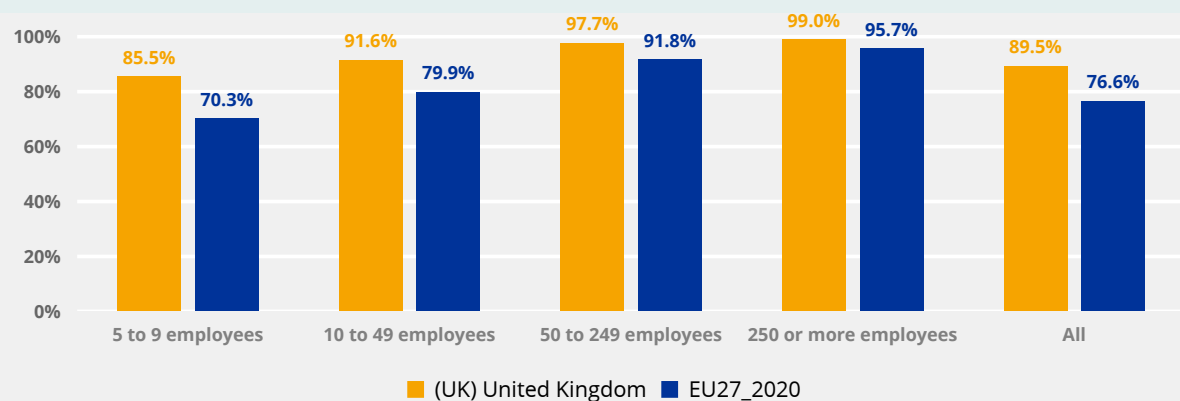
Does your establishment regularly carry out workplace risk assessments?



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	(UK) United Kingdom	92.8	EU27_2020	87.6
Construction, waste management, water and electricity supply	(UK) United Kingdom	93.5	EU27_2020	84.9
Trade, transport, food/accommodation and recreation activities	(UK) United Kingdom	88.3	EU27_2020	75.6
Public administration	(UK) United Kingdom	97	EU27_2020	72.1
Education, human health and social work activities	(UK) United Kingdom	96.2	EU27_2020	78.7
IT, Finance, Real estate and other technical scientific or personal service activities	(UK) United Kingdom	84.6	EU27_2020	66.4
All	(UK) United Kingdom	89.5	EU27_2020	76.6

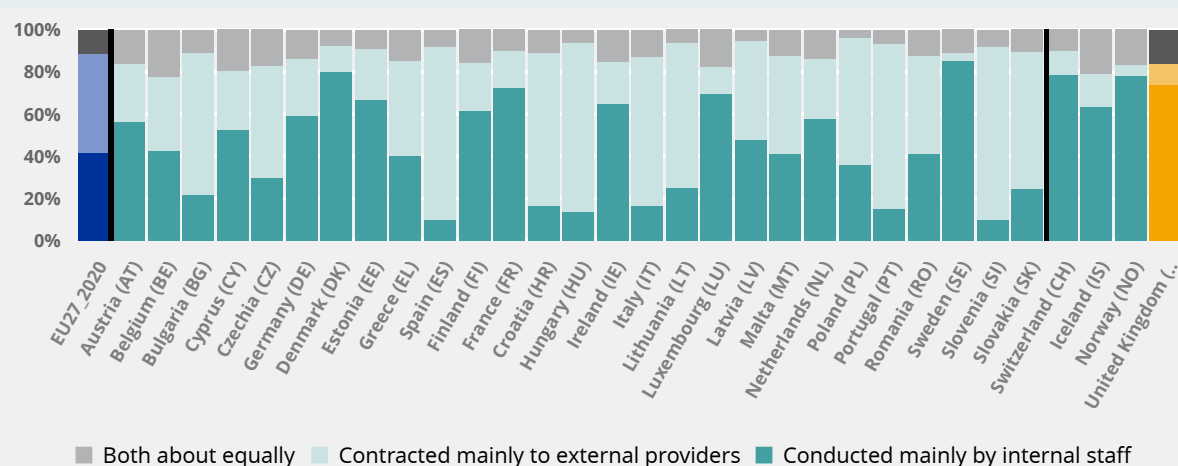
Does your establishment regularly carry out workplace risk assessments?



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	(UK) United Kingdom	85.5	EU27_2020	70.3
10 to 49 employees	(UK) United Kingdom	91.6	EU27_2020	79.9
50 to 249 employees	(UK) United Kingdom	97.7	EU27_2020	91.8
250 or more employees	(UK) United Kingdom	99	EU27_2020	95.7
All	(UK) United Kingdom	89.5	EU27_2020	76.6

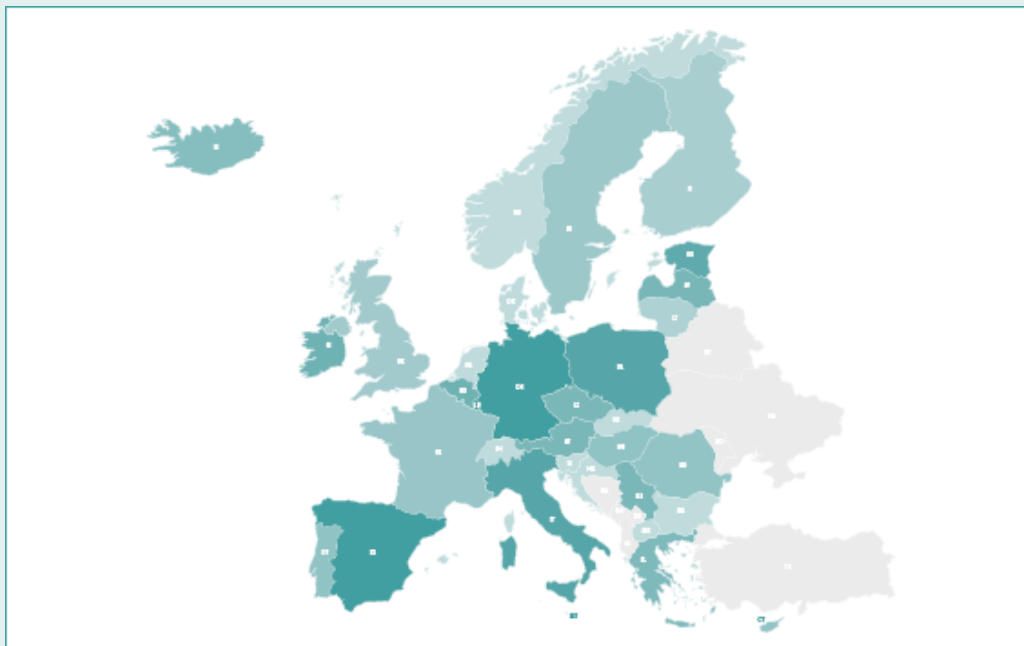
Are workplace risk assessments mainly conducted by internal staff or are they contracted to external service providers?



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?"

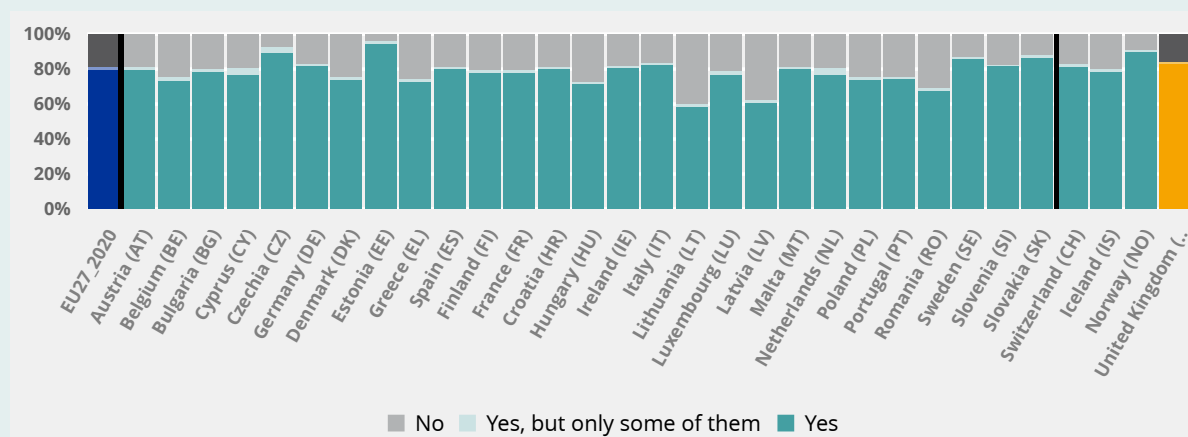
Country	Both about equal (%)	External (%)	Internal (%)
EU27_2020	11.2	47.1	41.7
United Kingdom (UK)	16	10.1	73.9

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.

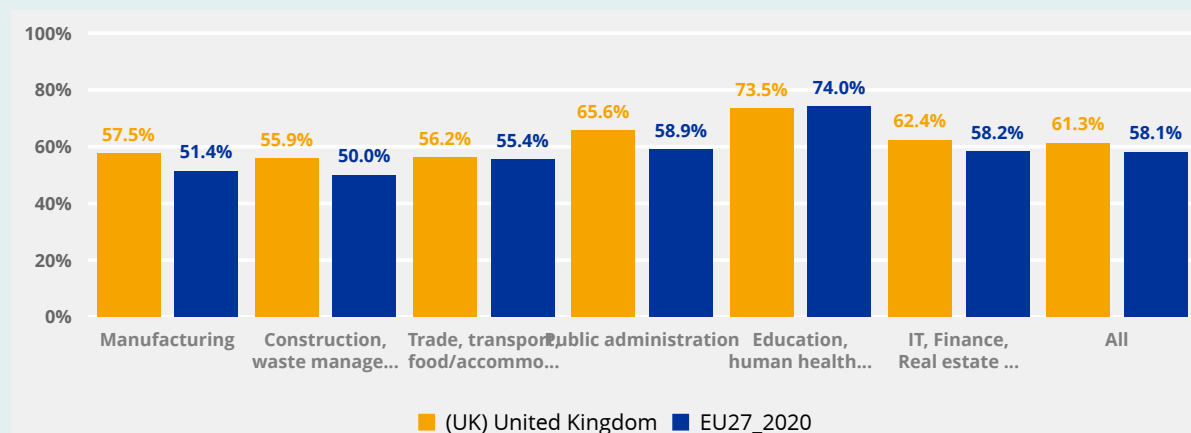
Are the health and safety representatives provided with any training during work time?



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
United Kingdom (UK)	15.7	0.3	83.9

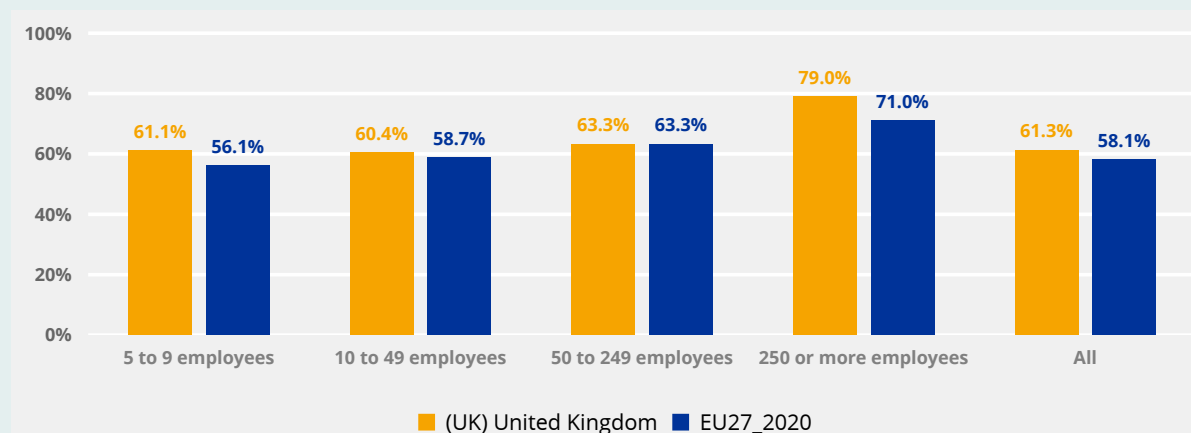
Did the employees have a role in the design and set-up of measures to address psychosocial risks?



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	(UK) United Kingdom	57.5	EU27_2020	51.4
Construction, waste management, water and electricity supply	(UK) United Kingdom	55.9	EU27_2020	50
Trade, transport, food/accommodation and recreation activities	(UK) United Kingdom	56.2	EU27_2020	55.4
Public administration	(UK) United Kingdom	65.6	EU27_2020	58.9
Education, human health and social work activities	(UK) United Kingdom	73.5	EU27_2020	74
IT, Finance, Real estate and other technical scientific or personal service activities	(UK) United Kingdom	62.4	EU27_2020	58.2
All	(UK) United Kingdom	61.3	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	(UK) United Kingdom	61.1	EU27_2020	56.1
10 to 49 employees	(UK) United Kingdom	60.4	EU27_2020	58.7
50 to 249 employees	(UK) United Kingdom	63.3	EU27_2020	63.3
250 or more employees	(UK) United Kingdom	79	EU27_2020	71
All	(UK) United Kingdom	61.3	EU27_2020	58.1

OSH outcomes and working conditions

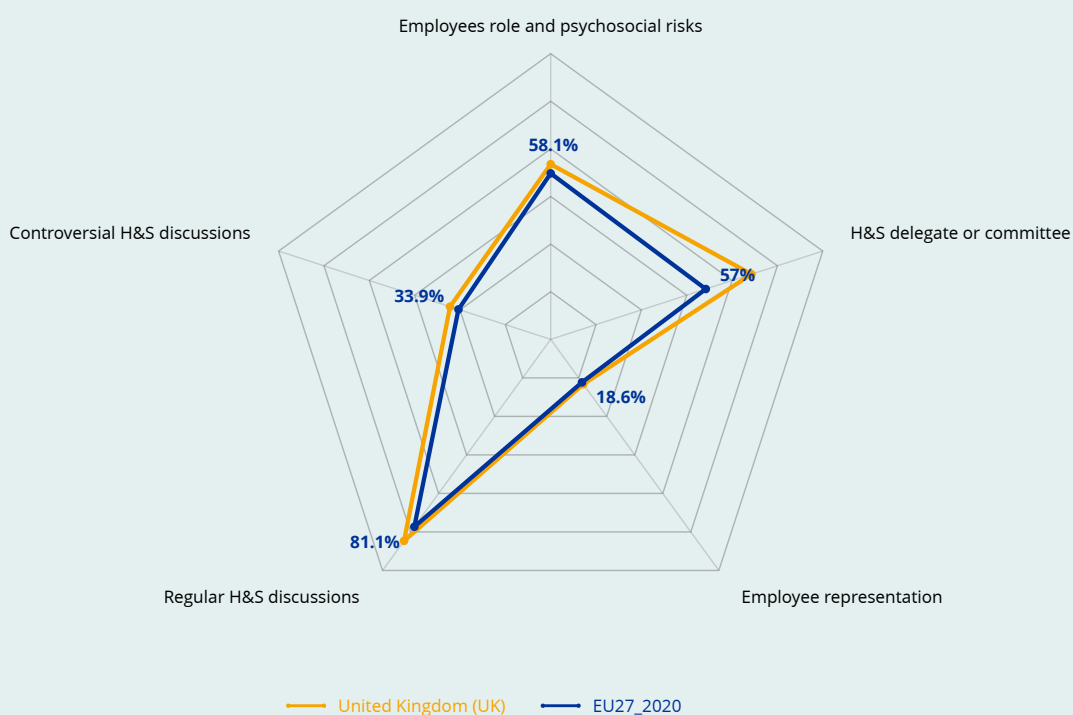
Worker involvement

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

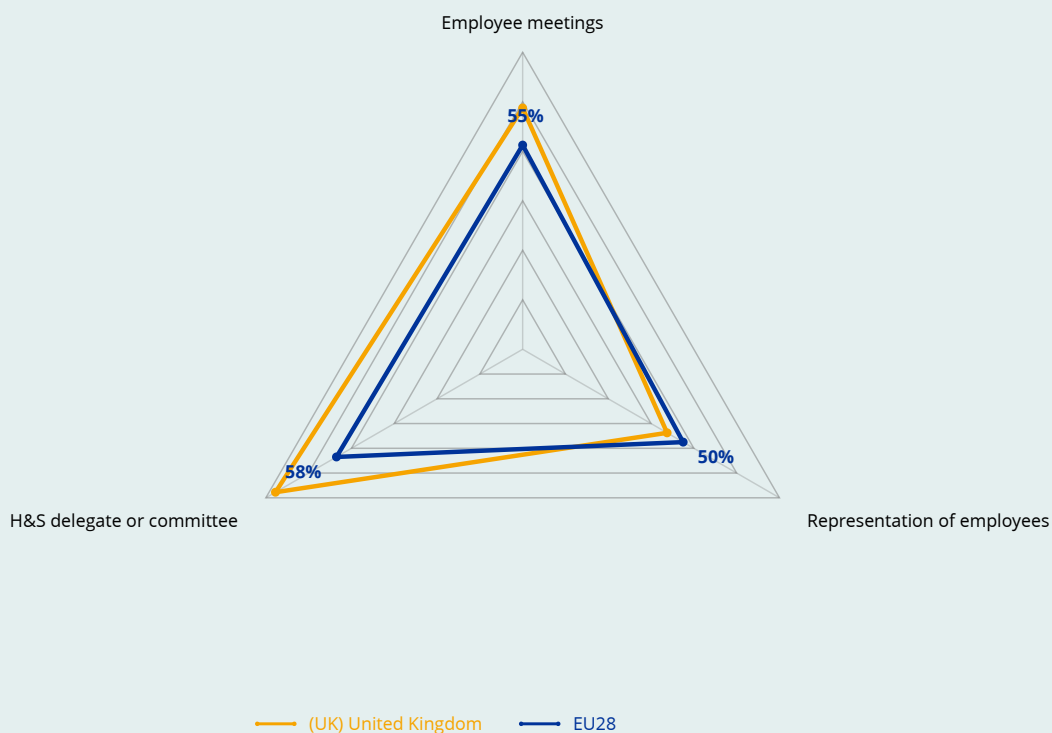
Worker involvement

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	United Kingdom (UK)	61.3
H&S delegate or committee	United Kingdom (UK)	73.8
Employee representation	United Kingdom (UK)	19.4
Regular H&S discussions	United Kingdom (UK)	87.2
Controversial H&S discussions	United Kingdom (UK)	37

EWCS



Sector	Country	Value (%)
Employee meetings	EU28	55
Representation of employees	EU28	50
H&S delegate or committee	EU28	58
Employee meetings	(UK) United Kingdom	65
Representation of employees	(UK) United Kingdom	45
H&S delegate or committee	(UK) United Kingdom	77

OSH infrastructure **Enforcement capacity**

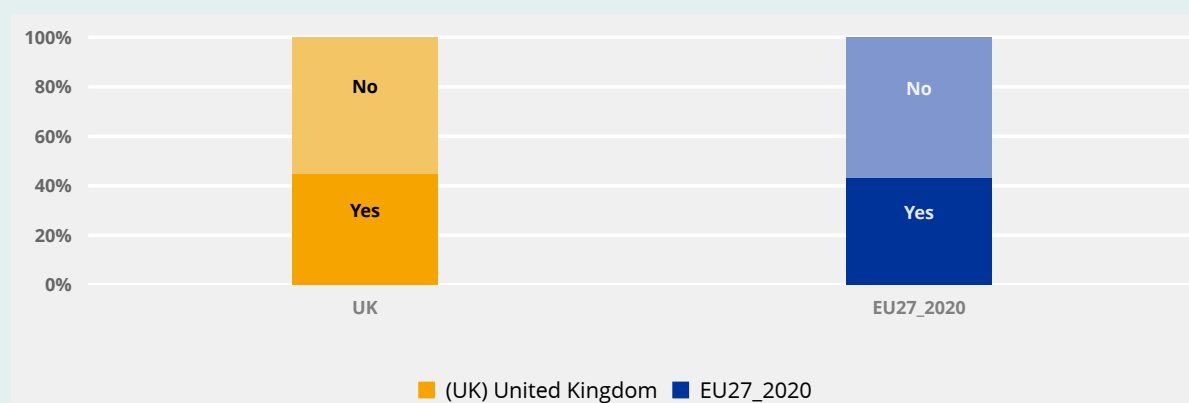
This indicator mainly contains the non-confidential parts of Senior Labour Inspectors Committee reports about enforcement in Member States

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 (%)
(UK) United Kingdom	44.8	55.2
EU27_2020	43.2	56.8

Authority

No information available

Scope of the Labor Inspection

No information available

Inspector powers

No information available

Strategy/Plan

No information available

OSH infrastructure OSH statistics, surveys and research

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

For further information refer to Methodology



United Kingdom

OSH statistics

Labour Force Survey LFS 'workplace injury' survey

Data holder:

Office for National Statistics

Functionalities:

- Monitoring of work accidents - (first included in the LFS in 1990, with a limited question set included annually since 1993/1994)

Labour Force Survey LFS Self-reported Work-related Illness (SWI)

Data holder:

Office for National Statistics

Functionalities:

- Monitoring of work-related illness - (included in the LFS annually from 2003/2004 to 2011/2012, and periodically prior to this in 1990, 1995, 1998/1999 and 2001/2002)

Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR)

Data holder:

Health and Safety Executive (HSE)

Functionalities:

- Monitoring of work accidents - annual (Since 1974. Definitional changes in 2012/2013 giving a discontinuity in the time series)
- Monitoring of occupational diseases
- Monitoring of work-related illness - annual (Since 1974. Definitional changes in 2012/2013 giving a discontinuity in the time series)

Reports of ill health by specialist physicians and General Practitioners (THOR and THOR-GP)

Data holder:

The Health AND Occupation Reporting Network (THOR)

Functionalities:

- Monitoring of work-related illness - annually

Industrial Injuries Disablement Benefit: quarterly statistics IIDB

Data holder:

Department for Work and Pensions

Functionalities:

- Monitoring of work-related illness - annually

Death certificates (DC)

Data holder:

Office for National Statistics

Functionalities:

- Monitoring of work-related illness

The Industrial Injuries Advisory Council (IIAC)

Data holder:

Department for Work and Pensions

Functionalities:

- Monitoring of work-related illness

Surveys

ESENER (EU-OSHA)

- **Time span:** 2009 and 2014
- **Contact person:** European Agency for Safety and Health in Work (EU-OSHA)

European Foundation for the Improvement of Living and Working conditions (Eurofound)

- **Time span:** Every five years since 1990
- **Contact person:** European Foundation for the Improvement of Living and Working conditions (Eurofound)

Psychosocial Working Conditions survey (PWCS)

- **Time span:** 2004-2010 annual
- **Contact person:** Health and Safety Executive (HSE)- Redgrave Court, Merton Road, Bootle, Merseyside L20 7HS

Workplace Health and Safety Survey (WHASS)

- **Time span:** 2005
- **Contact person:** Health and Safety Executive (HSE)

Fit3 (Fit for work, fit for life, fit for tomorrow) Survey

- **Time span:** 2005/2006
- **Contact person:** Health and Safety Executive (HSE)

HSE Audience Measures Survey

- **Time span:** 2017 and planned annually until 2020
- **Contact person:** Health and Safety Executive (HSE)

Health Omnibus Survey

- **Time span:** 2015 and 2017
- **Contact person:** Health and Safety Executive (HSE)

HSE Stakeholder Surveys

- **Time span:** 2004-2006 and 2008-2010 annual
- **Contact person:** Health and Safety Executive (HSE)

ONS Omnibus Survey

- **Time span:** 2004-2010 annual
- **Contact person:** Office for National Statistics (ONS) - Government Buildings, Cardiff Road, Newport NP10 8XG

Research Institutes

Health and Safety Laboratory (HSL)

[Link to the institute](#)

Short abstract

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

[See more in OSHWiki](#)