



# **OSH BAROMETER**

## **Greece**

### Country Report

# Greece Country Report Index

This document contains the OSH Barometer Country Report Summary of Greece

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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

Directorate for Safety and Health at Work of the Ministry of Labour, Social Security and Social Solidarity

See more in its website and in OSHwiki

The Directorate for Safety and Health at Work, which promotes all issues related to occupational safety and health (OSH) (except the inspection and enforcement of national OSH legislation), is the principal OSH administration authority of the Ministry of Labour, Social Security and Social Solidarity. The Directorate is responsible for, among other things, the planning, organisation, implementation, monitoring and evaluation of the national OSH strategy and policies, the national OSH system and the national OSH programme, in accordance with national priorities and the running of the European Union (EU) OSH strategy. Its activities are mainly directed at the fields of OSH legislation, policy-making, decision-making, administration, information management and documentation, awareness raising, networking, education, training and research.

To implement these actions, the aforementioned directorate, with the principal operational objective of planning, monitoring and evaluating actions under the national strategy for safety and health at work, is divided into six departments:

- Department of Working Conditions;
- Department of Health Promotion, Harmful Factors, Safety and Ergonomics;
- Department of the National Focal Point for OSH Information and Documentation;
- Department for the Major Accidents (under the Seveso Directive);
- Department for OSH Training and Monitoring of Policies on OSH issues;
- Department for People with Disabilities.

## Labour Inspectorate (SEPE)

See more in its website and in OSHwiki

Law 2639/1998 instituted SEPE in its current form. Its central services are located in Athens, and a number of regional services are located throughout the country. The regional services are divided into two categories: 16 regional directorates for the inspection of social matters, such as illegal occupation and lack of social security cover; and five regional directorates for the inspection of safety and health at work (formerly centres for the prevention of occupational risk — KEPEK), which are charged with the inspection of working conditions for safety, health and hygiene matters. SEPE is responsible for the inspection and application of national legislation either on social matters (work times, wages, social security, occupational legality) or on the physical conditions of work (safety and health), and also plays an important consulting role in properly informing and guiding the employers to achieve a better compliance level. Law 3996/2011 has introduced reforms to the SEPE.

To fulfil its role, inspectors of safety and health at work can enter private or public workplaces at any time without prior notice. SEPE examines the implementation of OSH legislation. In cases of violations, it can impose administrative sanctions and fines. In cases of major violations, SEPE can order the temporary or permanent closure of a section or entire company. It investigates and reports on the causes of serious and fatal accidents. It also investigates the causes of occupational diseases, takes samples, and determines physical, chemical and biological parameters. Furthermore, it intervenes to resolve disputes in the workplace.

## Compensation and insurance body

### Social Insurance Institute (IKA)

See more in its website and in OSHwiki

The IKA is by far the largest social security organisation in Greece. It covers salaried employees in Greece or abroad for an employer who is based in Greece, as well as those employees who offer full-time or part-time personal labour on commissioned work agreements and who are not insured with any other main insurance agency.

In Greece, the old Royal Decree 473/1961 concerning ‘Contributions for Occupational Risk’ is still in force. This decree obliges nearly all employers to pay an insurance contribution to the IKA amounting to 1% of total wages. Theoretically, this contribution is paid for protection against occupational risks. However, in reality the sum is not used for this purpose and is redirected to further finance the IKA’s obligations (pensions, etc.). Given that occupational diseases are significantly underreported, this leads to reduced insurance cover. A continuous demand of trade unions is the establishment of a body of insurance against occupational risks under the IKA’s umbrella.

#### Single state social security organisation (EFKA)

See more in its website and in OSHwiki

Since 1 January 2017, a single state social security organisation named EFKA has been operating as a result of the unification of the pre-existing social security institutions operating in Greece. Regulated by the Law No 4387 (FEK 85/A'/12-5-2016) and with a view to ensuring decent living and social protection in terms of equality, social justice, redistribution and solidarity of generations, all state social benefits are granted within the framework of the umbrella organisation EFKA, which includes the National Health System (for health benefits), the National Social Solidarity System (for welfare benefits) and the National Social Security Funds (for insurance benefits). Everyone is now insured with EFKA; employers and employees — identified as either wage earners or self-employed — pay their contributions to EFKA, and all pensioners receive their main pension from the same organisation.

## Standardisation body

#### Hellenic Organisation for Standardisation (ELOT)

See more in its website and in OSHwiki

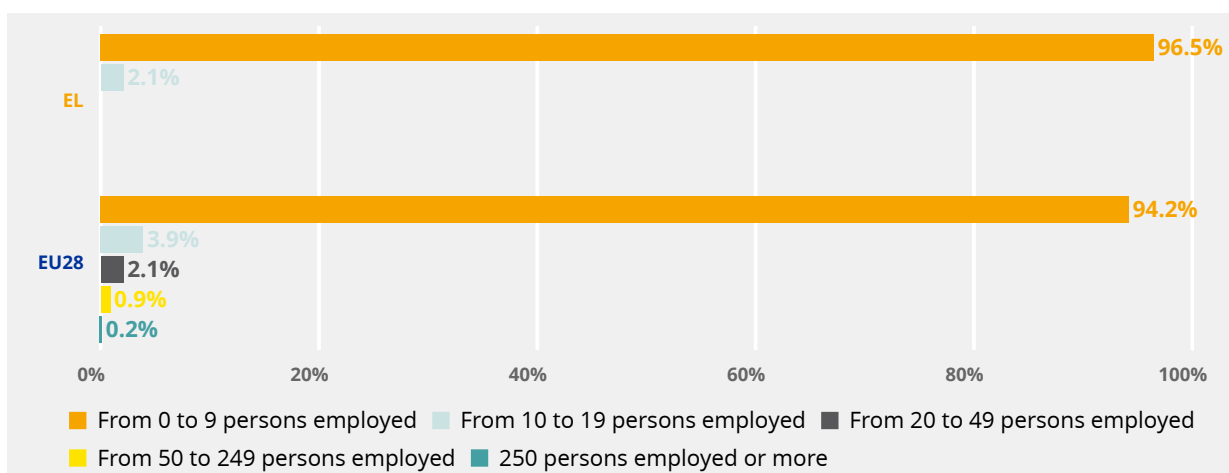
ELOT is the national body responsible for the elaboration, approval, publication and distribution of Hellenic Standards. The elaboration of standards is entrusted to ELOT's technical committees and working groups. Representatives from both the public sector and the private sector express their opinions on the different issues to achieve the maximum possible consensus among them. Technical Committee 59 (Health and Safety at Work) is responsible for the elaboration of standards on OSH issues. The Ministry of Labour, the Ministry of Development, the TEE, the EEX, the EEIEP and SEV as well as representatives from the private sector offer their expert opinions to this technical committee.

## 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.

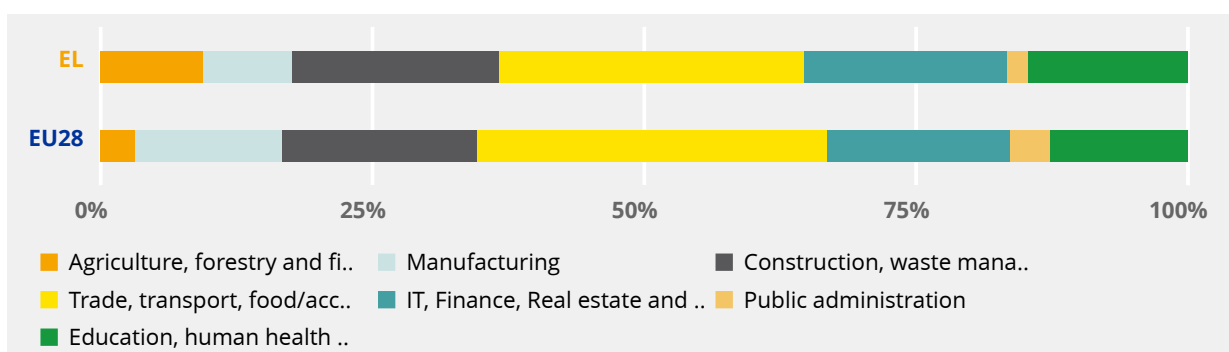
Source: EUROSTAT. For further information refer to Methodology

### Company size



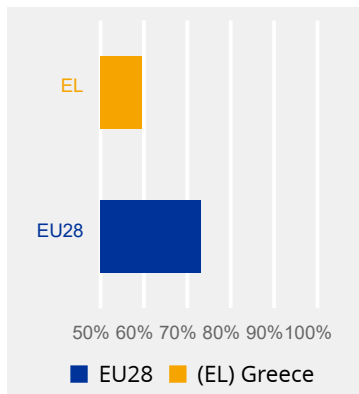
Sector	Country	Value (%)	Country	Value (%)
From 0 to 9 persons employed	EL	96.5	EU28	94.2
From 10 to 19 persons employed	EL	2.1	EU28	3.9
From 20 to 49 persons employed	EL		EU28	2.1
From 50 to 249 persons employed	EL		EU28	0.9
250 persons employed or more	EL		EU28	0.2

### Employment per sector



Sector	Country	Value (%)	Country	Value (%)
Agriculture, forestry and fishing	EL	9.4	EU28	3.2
Manufacturing	EL	8.2	EU28	13.5
Construction, waste management, water and electricity supply	EL	19	EU28	18
Trade, transport, food/accommodation and recreation activities	EL	28.1	EU28	32.1
IT, Finance, Real estate and other technical scientific or personal service activities	EL	18.6	EU28	16.9
Public administration	EL	2	EU28	3.7
Education, human health and social work activities	EL	14.6	EU28	12.7

## Employment rate



Country	Value (%)
EU28	73.2
(EL) Greece	59.5

## GDP per capita in relation to EU28 average



Country	Value (%)
(EL) Greece	68
EU28	100

## Income per capita





Country	Year	Income
(EL) Greece	2010	11963
(EL) Greece	2018	7863
EU28	2010	14841
EU28	2018	17383



## Generic information **Workforce profile**

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

Source: EUROSTAT. For further information refer to Methodology

 <b>EU28</b>	Median age of population: <b>43.3 years</b>	Employment rate (55 - 64): <b>58.7 %</b>	Employment rate (female): <b>67.4 %</b>	Employment rate (male): <b>79 %</b>	Employment rate (total): <b>73.2 %</b>	Unemployment rate: <b>6.8 %</b>
 <b>EL</b>	Median age of population: <b>44.9 years</b>	Employment rate (55 - 64): <b>41.1 %</b>	Employment rate (female): <b>49.1 %</b>	Employment rate (male): <b>70.1 %</b>	Employment rate (total): <b>59.5 %</b>	Unemployment rate: <b>19.3 %</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



Greece

### Structure of each National strategy

#### Basic information

##### Current strategy in greek:

Εθνική Στρατηγική για την Υγεία και Ασφάλεια στην Εργασία 2016 – 2020

Title in english: “National strategy for Health and Safety at Work 2016 – 2020”

##### Former OSH strategies:

“Εθνική Στρατηγική για την Ασφάλεια και Υγεία στην Εργασία 2010 – 2013»

“National strategy for Safety and Health at Work 2010 – 2013

## Background

The current OSH strategy, in Chapter 1 “The current OSH situation at national level”, apart from a brief presentation of the common European OSH Strategic Framework 2014-2020, contains an extended analysis and diagnosis of the current situation at national level and the progress achieved during the former OSH strategy.

In specific:

Section 1.1 presents an “Overview of the European approach on OSH and the general OSH principles”.

Section 1.2 presents a “Brief presentation of the common European OSH Framework 2014-2020”.

Section 1.3 presents the “National OSH infrastructure”, and,

Section 1.4 presents an “Analysis and diagnosis (problems-challenges-observations for the future) of the current national OSH situation”.

Based on the general conclusions of the above section 1.4, the perceived problem can be described as in the following:

“In the current programming period the Hellenic State should intensify the scope and the effectiveness of its efforts in the field of OSH, by taking into serious consideration the general socio-economic environment which creates additional barriers to the enforcement of the national institutional and legislative OSH framework across to the whole spectrum of economic activities, mainly due to the negative impacts of the crisis and of the austerity measures implemented during the last years.

In this context, it is necessary to officially establish the “**National System for Health and Safety at Work, (ESystYAE)**” by creating institutional, administrative and operational links between the main OSH stakeholders and by upgrading all the individual existing structures for OSH, into a single, coherent, multidimensional and multi-purpose mechanism.

In this way and based on the national tripartite OSH social dialogue, a new methodological and integrated strategic approach to the complexity of OSH issues will be launched, which clearly reflects the political choice of the Hellenic Ministry of Labour, Social Security and Social Solidarity to promote the protection of workers and to contribute to the creation of healthier, safer and more productive workplaces.

## Characteristics and objectives

The main strategic policy objective of the Hellenic Ministry of Labour, Social Security & Social Solidarity in the field of OSH for the programming period 2016-2020 is the “**official establishment of the National System for Health and Safety at Work, ESystYAE)**”.

In addition, under the vision for:

"creating safer, healthier and more productive workplaces in the private and public sector that will ensure the health and will promote the well-being of workers, while contributing in parallel to the sustainability of the enterprises and supporting the development of the economy",

the following (4) four more specific strategic objectives have been set:

1. Strengthening of policies and measures to prevent accidents at work, occupational diseases and other work-related illnesses for all workers, with emphasis to the more vulnerable groups.
2. Fostering of a participative occupational risks prevention culture through the provision of information, education and training on OSH.
3. Improving reporting procedures and systems for recording accidents at work and occupational diseases.

Establishment of an occupational risks insurance body.

## Details and activity

Specific **tasks** or **activities** in the form of **measures** to be implemented during each one year of the period 2016-2020 have been included in the following **(12) twelve priority axes**, consisting the official multi-annual programming document “**National OSH Operational Action Plan**“ of the National OSH Strategy 2016-2020:

### Priority axes

Axis 1<sup>st</sup>. Official establishment of the National System for Health and Safety at Work.

Axis 2<sup>nd</sup>. Simplifying and improving the legislative framework on OSH.

Axis 3<sup>rd</sup>. Strengthening the implementation of the OSH legislation.

Axis 4<sup>th</sup>. Strengthening prevention and improving the reporting procedures and systems for recording accidents at work and occupational diseases.

Axis 5<sup>th</sup>. Supporting micro, small and medium-sized companies.

Axis 6<sup>th</sup>. Fostering and promoting of an OSH risks prevention culture.

Axis 7<sup>th</sup>. Mainstreaming OSH into education and vocational training.

Axis 8<sup>th</sup>. Provision of training to the OSH stakeholders.

Axis 9<sup>th</sup>. Workplace health promotion and tackling of the demographic change.

Axis 10<sup>th</sup>. Encouraging scientific progress and research on OSH- Tackling of new and emerging risks.

Axis 11<sup>th</sup>. Strengthening the role of the OSH social partners and of the workers participation.

Axis 12<sup>th</sup>. Networking and development of synergies on OSH.

More details for the planned measures/activities under each specific axis of priority are provided through the full text of the National OSH Strategy and the National OSH Operational Action Plan 2016-2020.

### Actors and stakeholders

- Directorate for Safety and Health at Work,  
Ministry of Labour Social Security and Social Solidarity.
- Labour Inspectorate,  
Ministry of Labour Social Security and Social Solidarity.
- Public authorities, organizations and associations represented and participating as official members to the National Council  
for the Health and Safety of Workers (S.Y.A.E.).
- OSH governmental authorities at regional level.
- Other governmental authorities and organizations involved, at national and regional level.
- OSH social partners organizations and institutions operating at national, regional and sectoral level.
- OSH scientific associations.
- OSH professional associations.
- OSH external services providers.
- National OSH Information Network members.
- National Focal Point of EU-OSHA.

## Resources and timeframe

### Budget:

Any effort will be paid to exploit the opportunities offered by the running European and national financial resources programmes, to implement the Operational Programme of the National OSH Strategy 2014-2020 to the fullest extent possible. The "Partnership and Cooperation Agreement" 2014-2020 programme (the new National strategic Reference Framework, ESPA), -which is consisting of (5) five sectoral operational programmes and (13) thirteen regional operational programmes- has been identified as the main source of funding at national level (especially the sectoral operational programme "Competitiveness, Entrepreneurship and Innovation", EPAnEK).

### Staff:

The staff of Directorate for Health and Safety at Work, the competent OSH administrative authority of the Ministry of Labour, Social Security and Social Solidarity, will be actively involved to the planning, coordination, monitoring and evaluation phases of the current OSH strategy implementation.

### Timeframe:

The implementation of the measures and activities included in the current National OSH Strategy has started by the year 2016 and will cover the period till the year 2020.

The National OSH Strategy 2016-2020 has been officially approved with the ministerial decision (M.D.48416/2564/2017) published in the official gazette (FEK B' 3757/25.10.2017) by the Minister of Labour, Social Security and Social Solidarity.

In a previous phase, the strategy had been approved by the members of the National Council for the Health and Safety of Workers (S.Y.A.E.), following a two years period of preparation, elaboration and tripartite dialogue upon a draft document submitted by the Directorate for Health and Safety at Work (the competent OSH administrative authority of the Ministry of Labour, Social Security and Social Solidarity) and an ad-hoc committee which was formed by a specific number of SYAE members (representing OSH governmental agencies, OSH social partners organizations and OSH scientific associations).

## Evaluation

### Evaluation:

Monitoring and evaluation of the strategy implementation will be carried out under the responsibility of the competent OSH administrative authority of the Ministry of Labour, Social Security and Social Solidarity, which has also undertaken the responsibilities related to the Central Coordination Unit of the Occupational Health and Safety System, ESystYAE.

The evaluation of the National OSH Strategy will cover three areas: a) the implementation level of the planned actions/measures, b ) the strategy's functionality and c) the degree of achievement of the identified strategic objectives.

In order to optimize the implementation of the National OSH Strategy, its implementation process will be evaluated at regular through a monitoring system with specific qualitative and quantitative indicators to be determined by the competent OSH administrative authority of the Ministry of Labour, Social Security and Social Solidarity.

### Ex ante indicators for the years 2012 to 2020

A mid-term evaluation exercises has been planned to be executed within 2018. The gathered information and the conclusions will be used to update the activities/measures included in the multi-annual programming document "Operational Programme" on annual basis and/or of the National OSH Strategy 2016-2020 (if it will proved that it is necessary).

### Lessons learned:

The former OSH strategy 2010-2013 was post-evaluated and the general observations and conclusions were taken into consideration in the process of developing the current OSH strategy 2016-2020.

## Relation to EU Strategic Framework

The current National OSH Strategy 2016-2020 has been developed to effectively tackle the national needs and priorities and in parallel is in compliance with the challenges and priorities of the existing European OSH Strategic Framework 2014-2020. There are direct relations to almost all aspects of the European OSH Strategic Framework, as it is represented by the following examples:

- The main strategic policy objective of the “Official establishment of the National System for Health and Safety at Work” supported mainly by the planned measures under the Axis 1. as well as from all the other Axes of priority, is directly related to key strategic objectives 1., 3., 5., and 6. of the European OSH Strategic Framework.
- The provision of practical support (e.g. e-knowledge platform for MSEs and SMEs or new OiRA tools) and guidance (e.g. practical guide to manage OSH) to micro, small and medium size enterprises, to help them to comply with the national OSH legislation requirements (Axis 5.) and to develop an OSH prevention culture (Axis 6.) are related to the challenge 1. and the key strategic objective 2. of the European OSH Strategic Framework.
- The efforts for simplifying OSH (e.g. e-guide to the national OSH legislation, e-guide for the enterprises under the Seveso directive) and for improving the legislative framework on OSH (Axis 2.) are related to the challenge 1. and the key strategic objectives 3. and 4. of the European OSH Strategic Framework.
- The better enforcement (Axis 3.) of the national OSH legislation (e.g. special focus on the public sector and the organizations of the 2<sup>nd</sup> & 1<sup>st</sup> level of Regional and Local Administration, strengthening of the Safety and Health at Work inspection services of the Labour Inspectorate), is related to the key strategic objective 3. of the European OSH Strategic Framework.
- The initiatives and measures for improving the reporting procedures and systems for recording accidents at work and especially, for the occupational diseases (Axis 4.) are related to the key strategic objective 6. of the European OSH Strategic Framework.
- Measures under the Axis 9. “Workplace health promotion and tackling of the demographic change” and Axis 10. “Encouraging scientific progress and research on OSH- Tackling of new and emerging risks” are related to challenges 2. and 3. as well as to the key strategic objectives 5. and 6. of the European OSH Strategic Framework.

## Response of national strategies to EU challenges

### Implementation record

#### Strategic Objective :

- Strengthening of policies and measures to prevent accidents at work, occupational diseases and other work-related illnesses for all workers, with emphasis to the more vulnerable groups.

#### Axis:

- Official establishment of the National System for Health and Safety at Work
- Simplifying and improving the legislative framework on OSH.
- Strengthening the implementation of the OSH legislation.
- Supporting micro, small and medium-sized companies

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

### **Strategic Objectives:**

- Strengthening of policies and measures to prevent accidents at work, occupational diseases and other work-related illnesses for all workers, with emphasis to the more vulnerable groups
- Improving reporting procedures and systems for recording accidents at work and occupational diseases
- Establishment of an occupational risks insurance body

### **Axis:**

- Official establishment of the National System for Health and Safety at Work
- Strengthening prevention and improving the reporting procedures and systems for recording accidents at work and occupational diseases.
- Encouraging scientific progress and research on OSH-Tackling of new and emerging risks

## **Tackling demographic change**

### **Strategic Objective:**

- Strengthening of policies and measures to prevent accidents at work, occupational diseases and other work-related illnesses for all workers, with emphasis to the more vulnerable groups

### **Axis:**

- Workplace health promotion and tackling of the demographic change.



## 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



Greece

**16 %**

Joint consultative,  
employment forum  
or similar

**26 %**

Health and safety  
representative

**12 %**

Trade union  
representation

**16 %**

Health and safety  
committee



EU27\_2020

**24 %**

Joint consultative,  
employment forum  
or similar

**57 %**

Health and safety  
representative

**19 %**

Trade union  
representation

**23 %**

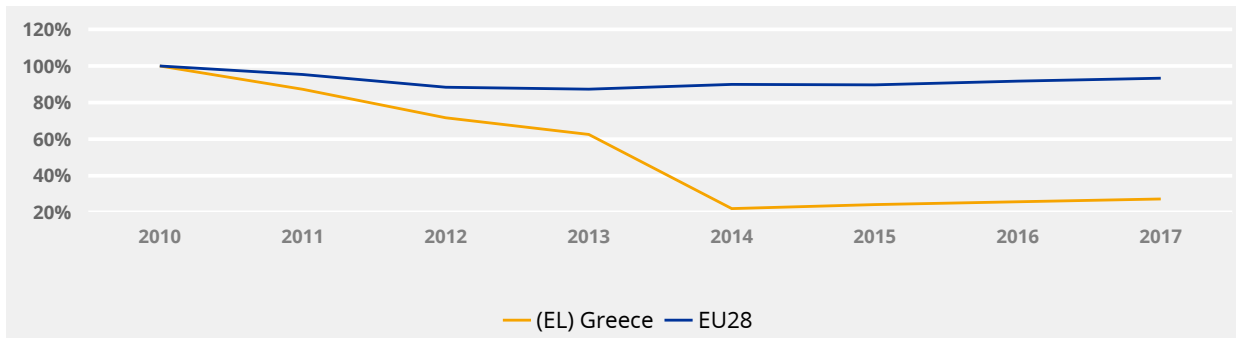
Health and safety  
committee

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

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

For further information refer to Methodology

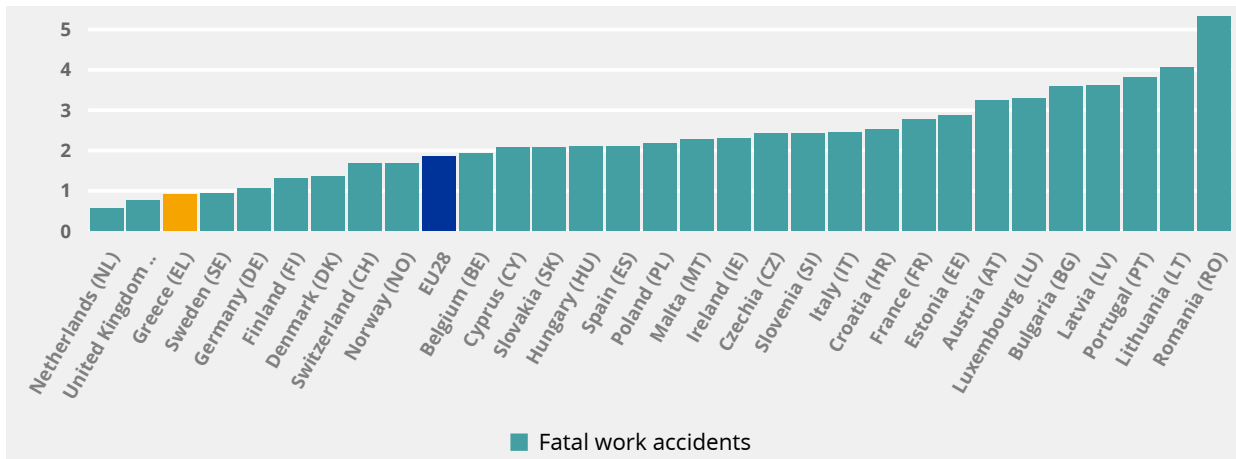
### Non-fatal work accidents



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

Country	Year	Value (%)	Country	Year	Value (%)
(EL) Greece	2010	100	EU28	2010	100
(EL) Greece	2011	87.3	EU28	2011	95.3
(EL) Greece	2012	71.7	EU28	2012	88.4
(EL) Greece	2013	62.6	EU28	2013	87.3
(EL) Greece	2014	22.1	EU28	2014	89.9
(EL) Greece	2015	24.2	EU28	2015	89.7
(EL) Greece	2016	25.8	EU28	2016	91.7
(EL) Greece	2017	27.3	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)
Greece (EL)	0.9
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 %** null

**25 %**

Health affected by  
work

**8 %**

More than 15 days of  
absence

**73 %**

Likelihood of staying  
in current job until 60  
years old



**Greece**

**77 %**

Satisfaction with  
working conditions

**4 %**

Health problem in  
the last 12 months

**46 %** null

**26 %**

Health affected by  
work

**2 %**

More than 15 days of  
absence

**72 %**

Likelihood of staying  
in current job until 60  
years old

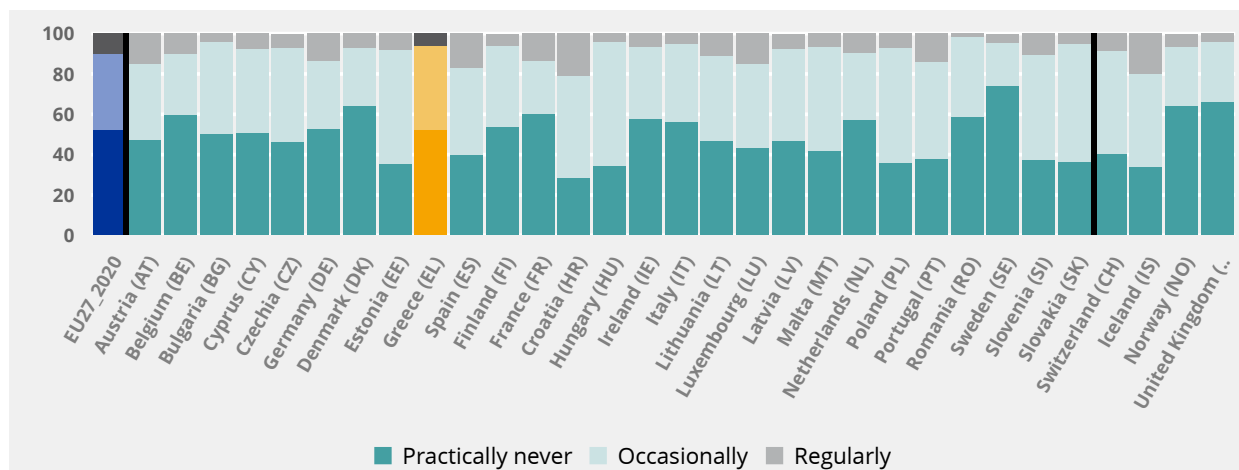
## OSH outcomes and working conditions

### 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

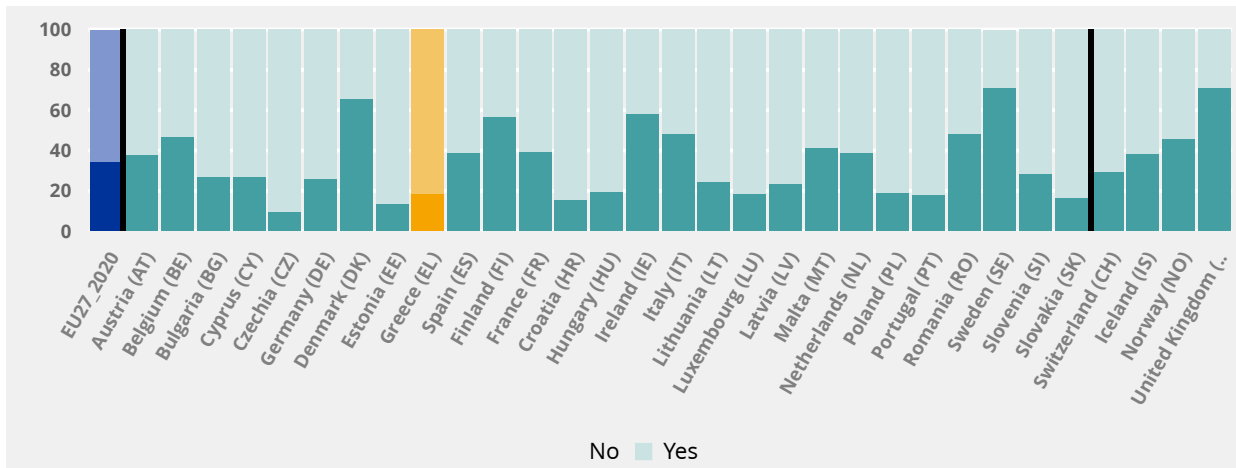
#### Health and safety discussed



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
Greece (EL)	6.2	41.6	52.2

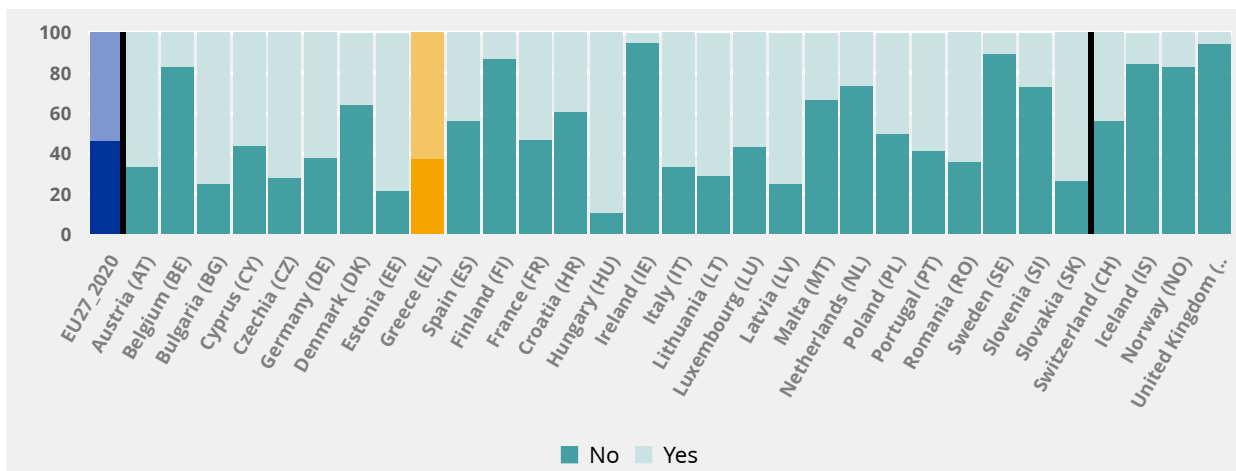
## Action plan to prevent stress



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
Greece (EL)	18.6	81.4

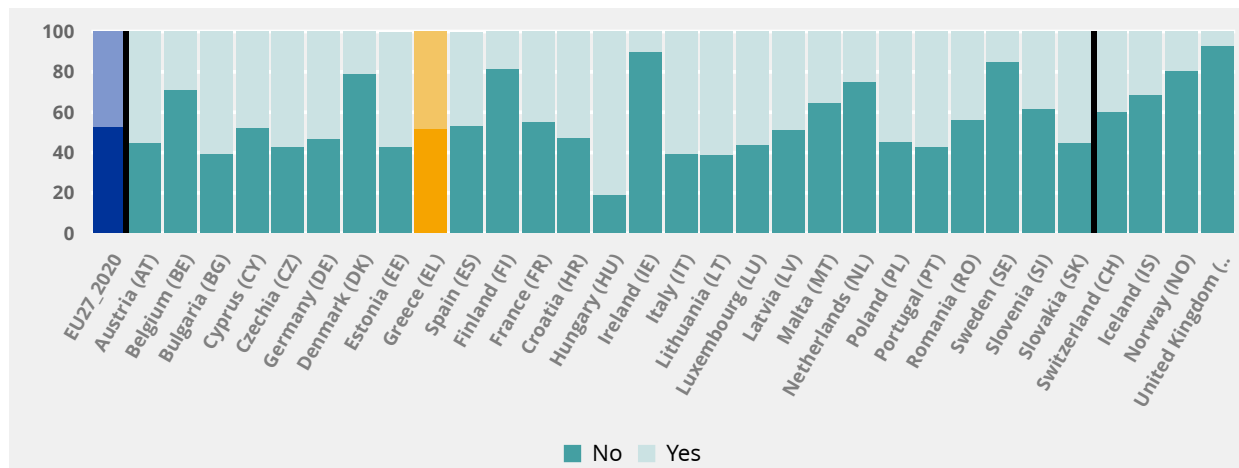
## Procedure against bullying



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
Greece (EL)	37.4	62.6

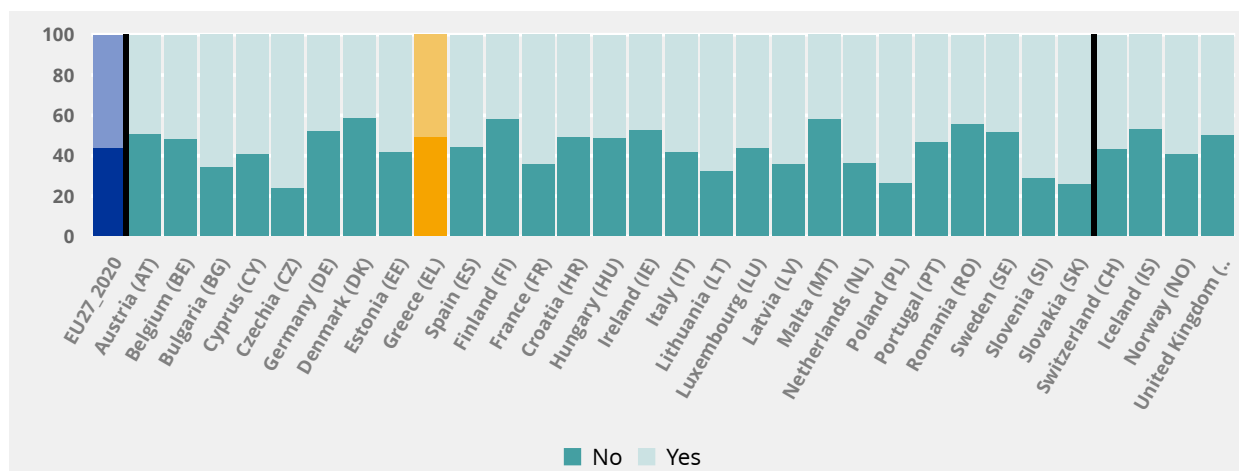
## Procedures to deal with threats



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
Greece (EL)	51.8	48.2

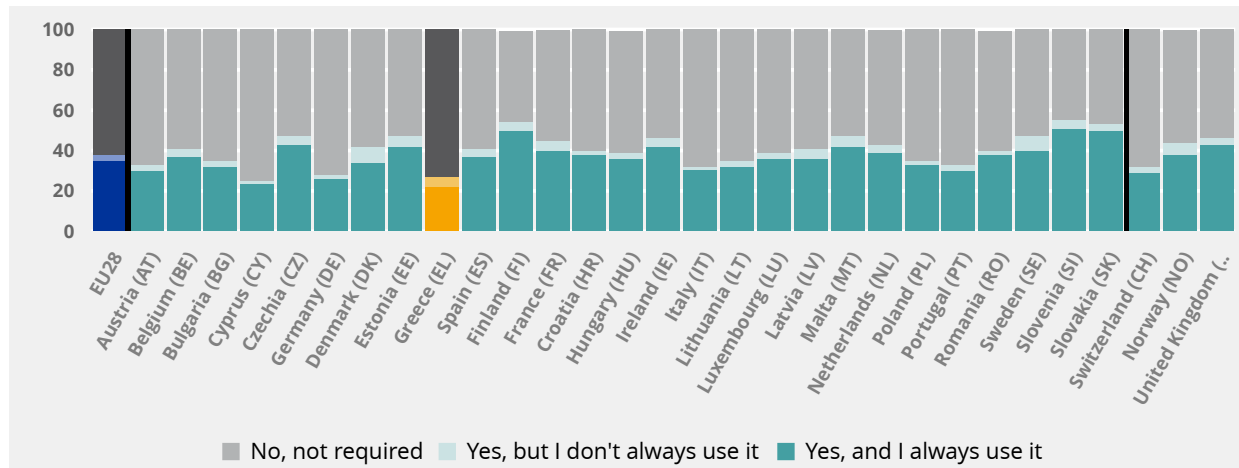
## Measures to reduce work pressure



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

Country	Yes (%)	No (%)
EU27_2020	44.1	55.9
Greece (EL)	49.3	50.7

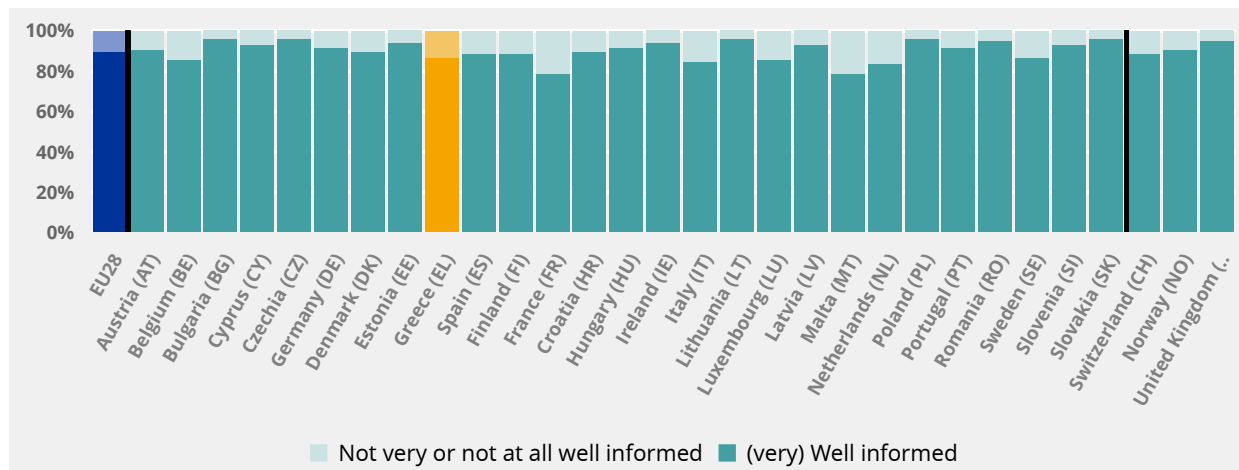
## Use of personal protective equipment



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
Greece (EL)	73	5	22

## 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
Greece (EL)	87	13



## OSH outcomes and working conditions **Working conditions**

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

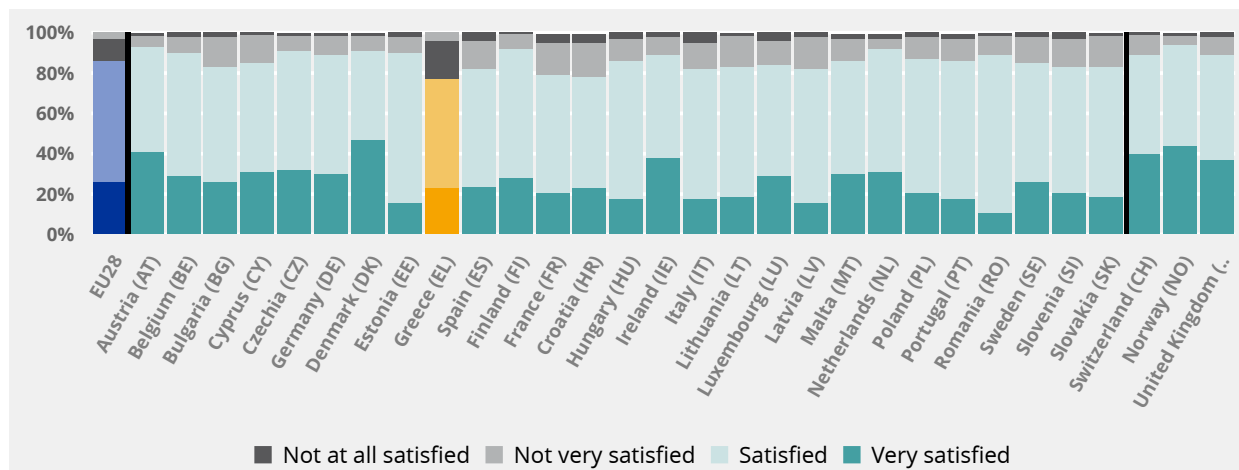
Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

### Overall opinion

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

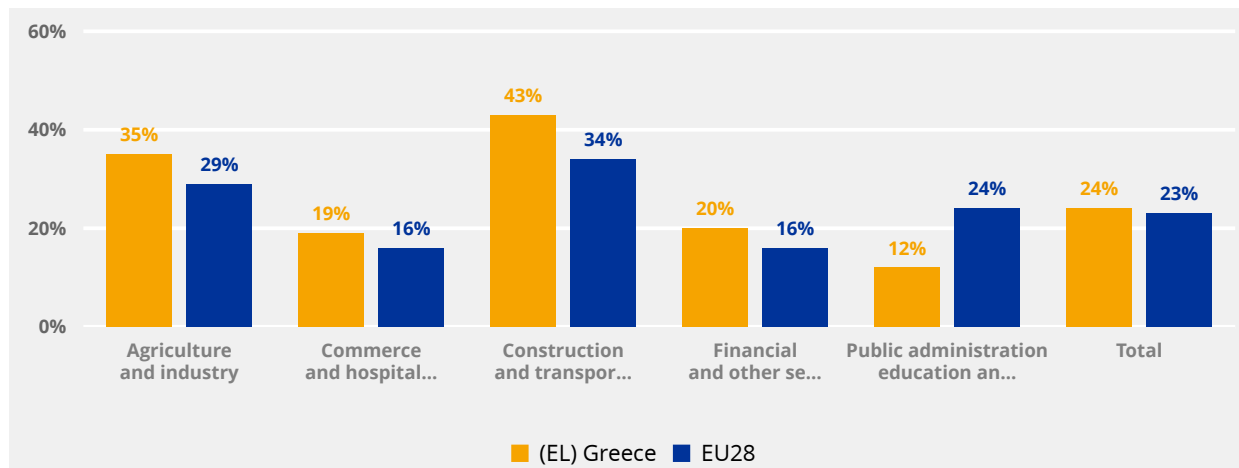
Source: European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

### Job satisfaction



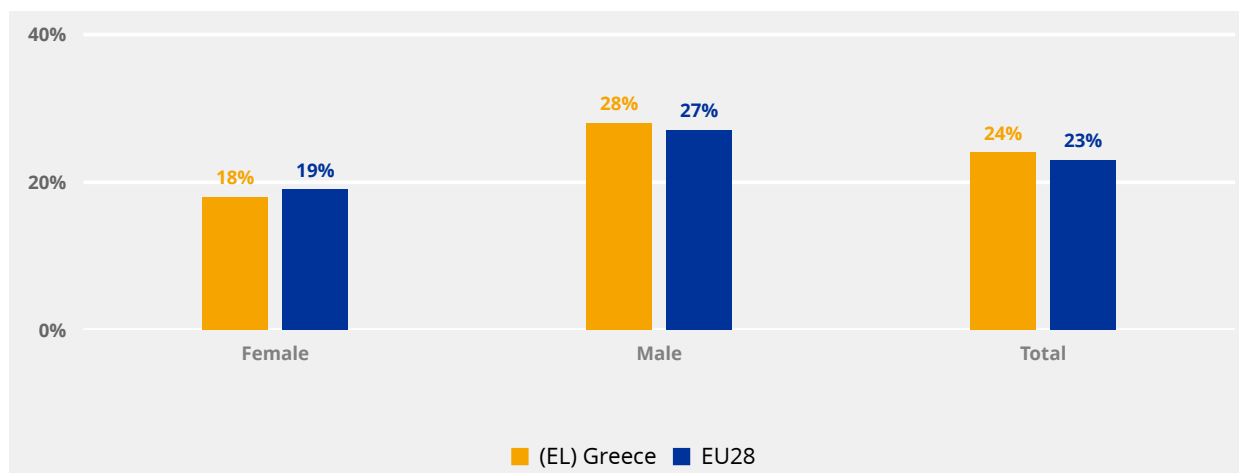
Country	Not at all satisfied (%)	Not very satisfied (%)	Satisfied (%)	Very satisfied (%)
EU28	3	11	26	0
Greece (EL)	4	19	23	0

## Health at risk - Sector



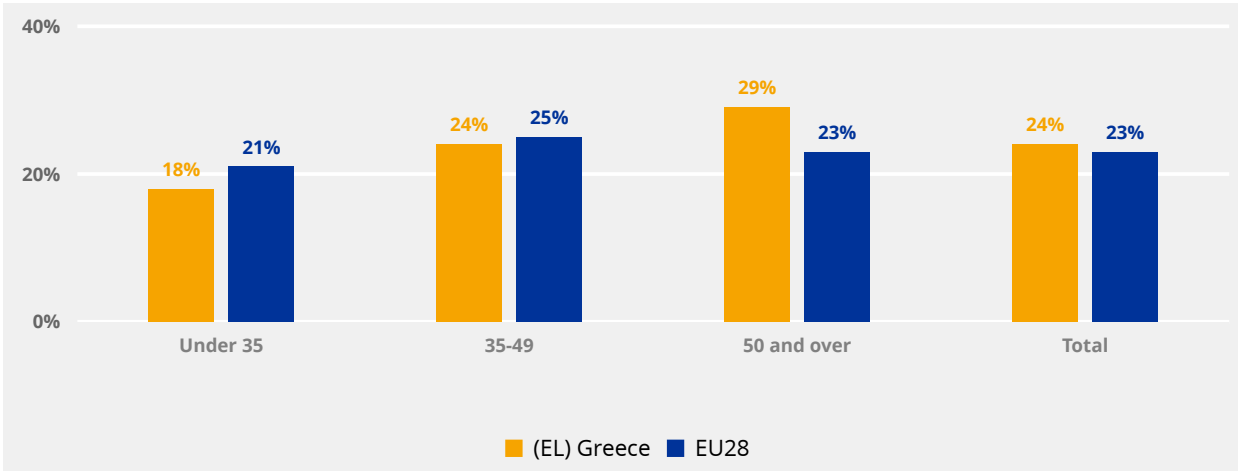
Sector	Country	Value (%)	Country	Value (%)
Agriculture and industry	(EL) Greece	35	EU28	29
Commerce and hospitality	(EL) Greece	19	EU28	16
Construction and transport	(EL) Greece	43	EU28	34
Financial and other services	(EL) Greece	20	EU28	16
Public administration education and health	(EL) Greece	12	EU28	24
Total	(EL) Greece	24	EU28	23

## Health at risk - Gender



Gender	Country	Value (%)	Country	Value (%)
Female	(EL) Greece	18	EU28	19
Male	(EL) Greece	28	EU28	27
Total	(EL) Greece	24	EU28	23

## Health at risk - Age



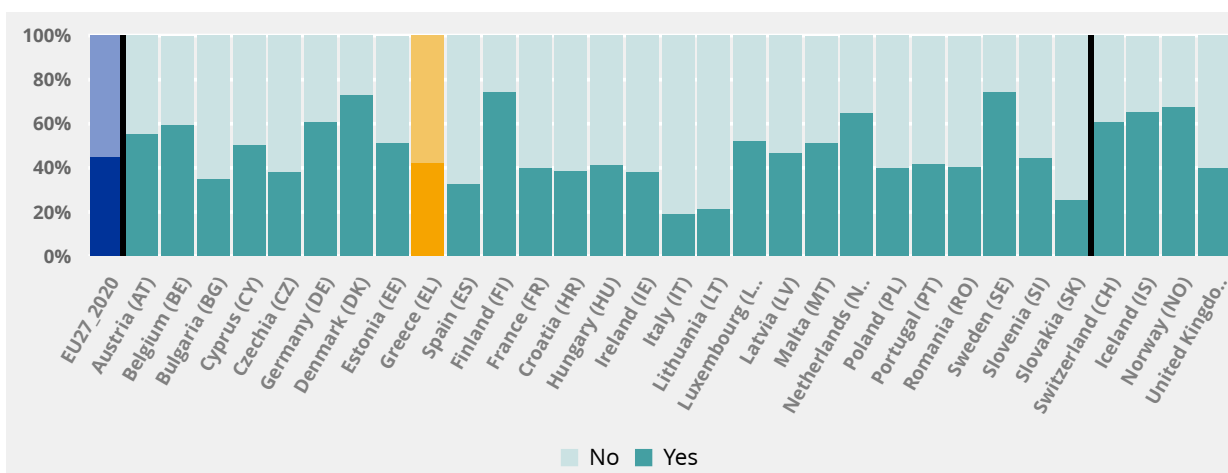
Age	Country	Value (%)	Country	Value (%)
Under 35	(EL) Greece	18	EU28	21
35-49	(EL) Greece	24	EU28	25
50 and over	(EL) Greece	29	EU28	23
Total	(EL) Greece	24	EU28	23

## Mental risk

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

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

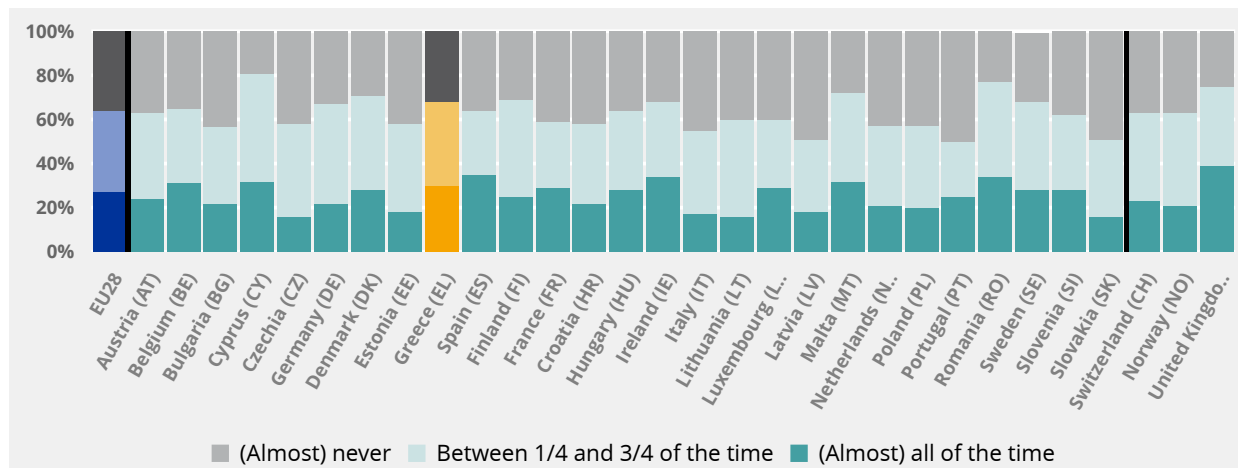
### Time pressure - ESENER



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

Country	Yes (%)	No (%)
EU27_2020	45.1	54.9
Greece (EL)	42.3	57.7

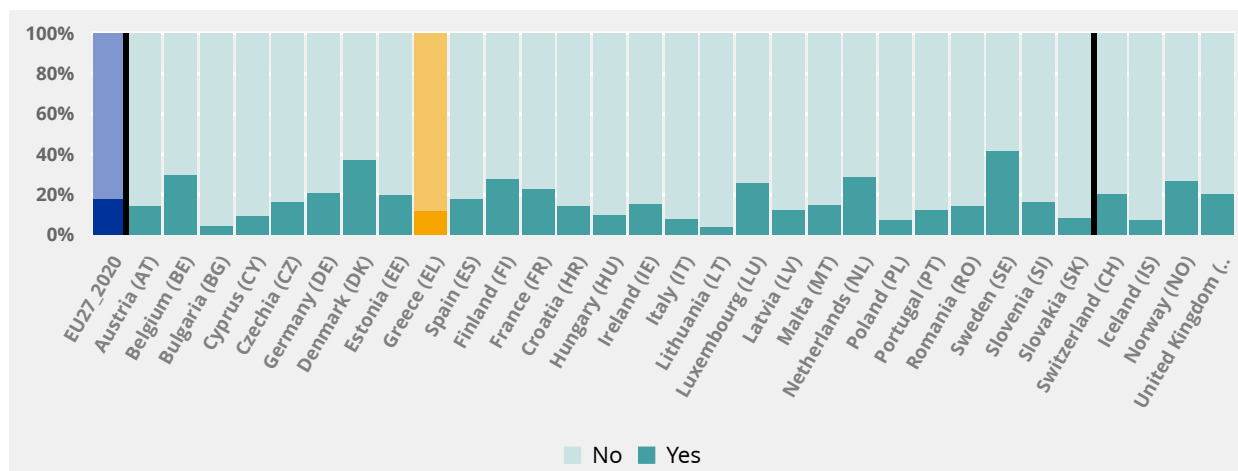
## Time pressure - EWCS



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

Country	Never (%)	¼ and ¾ of the time (%)	All the time (%)
EU28	36	37	27
Greece (EL)	32	38	30

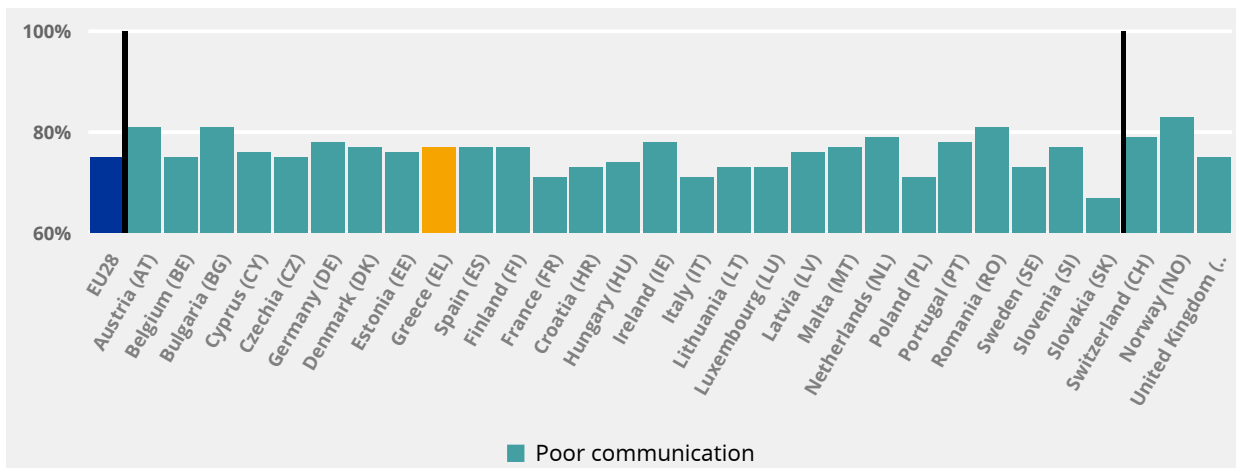
## Poor communication - ESENER



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
Greece (EL)	11.9	88.1

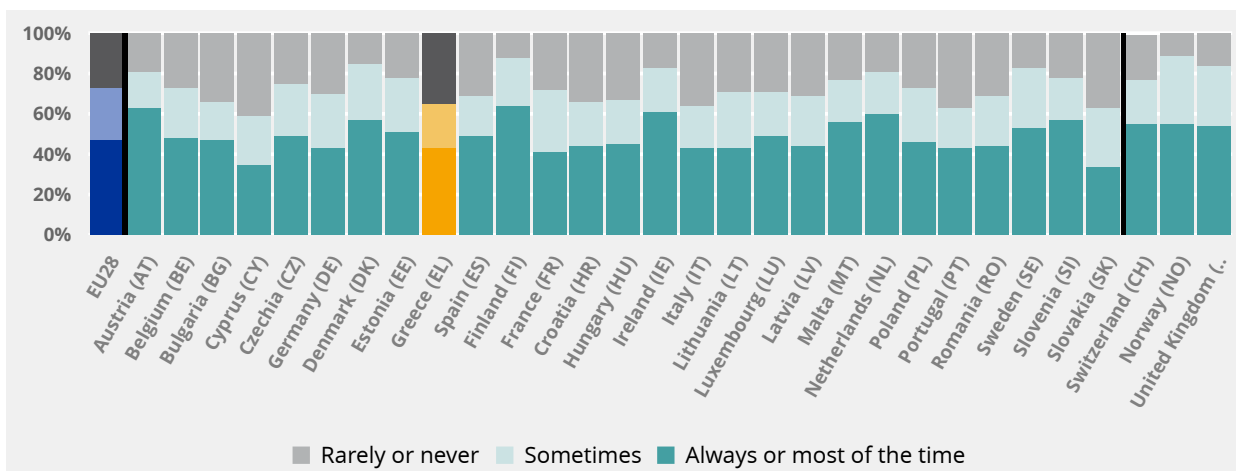
## Poor communication - EWCS



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

Country	Value (%)
EU28	75
Greece (EL)	77

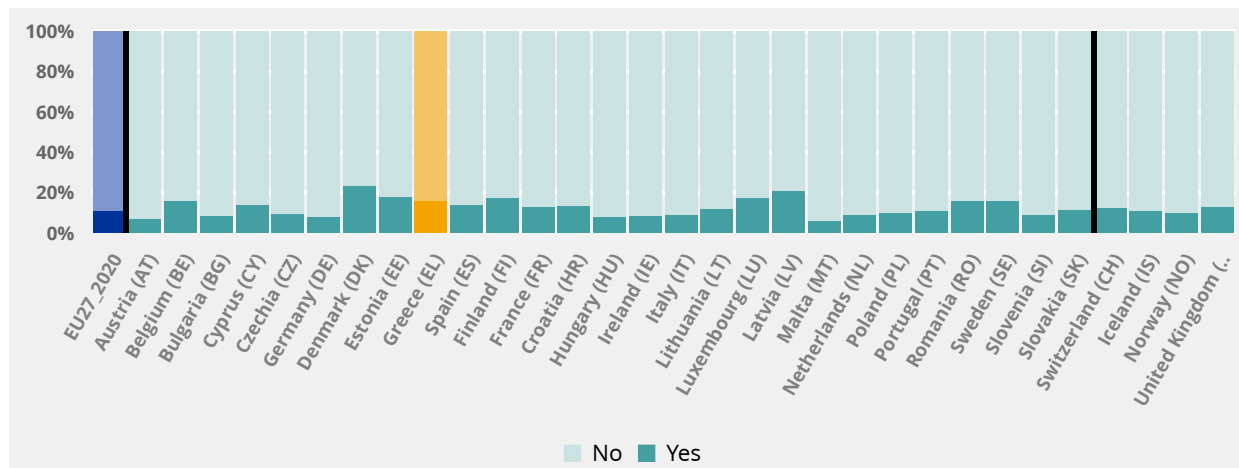
## Influence



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

Country	Rarely or never (%)	Sometimes (%)	Always or most of the time (%)
EU28	27	26	47
Greece (EL)	35	22	43

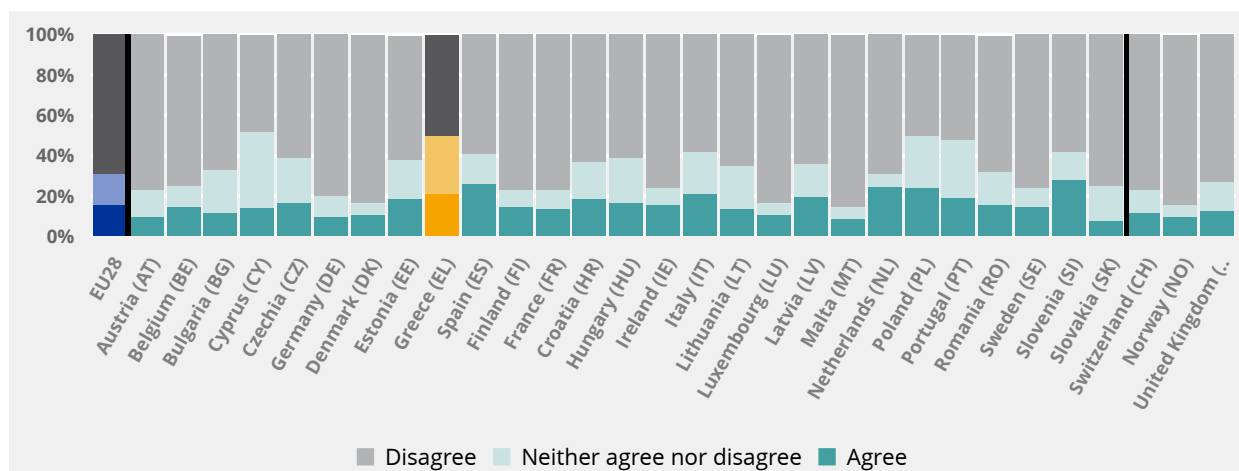
## Fear of job loss - ESENER



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
Greece (EL)	16.2	83.8

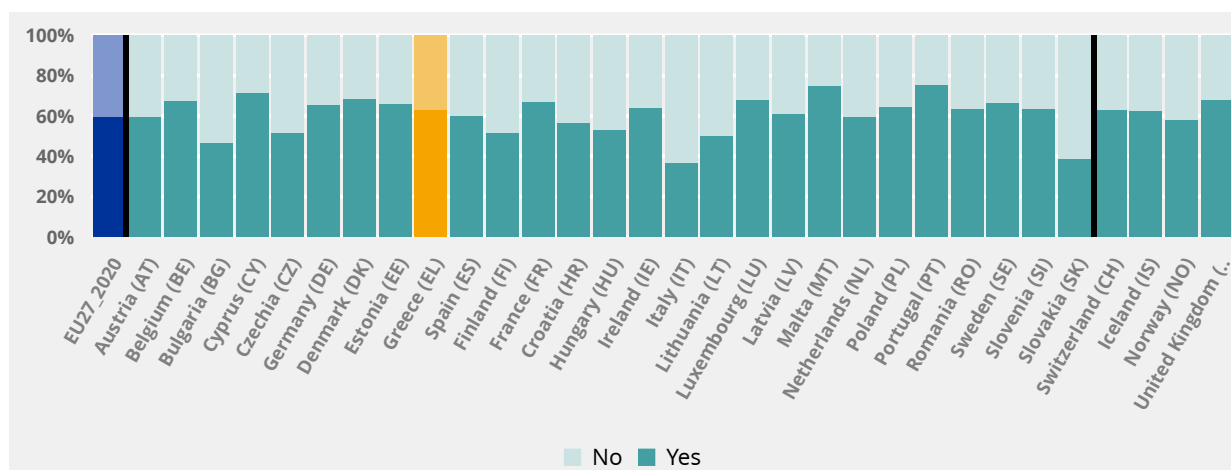
## Fear of job loss - EWCS



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

Country	Disagree (%)	Neither agree or disagree (%)	Agree (%)
EU28	69	15	16
Greece (EL)	50	29	21

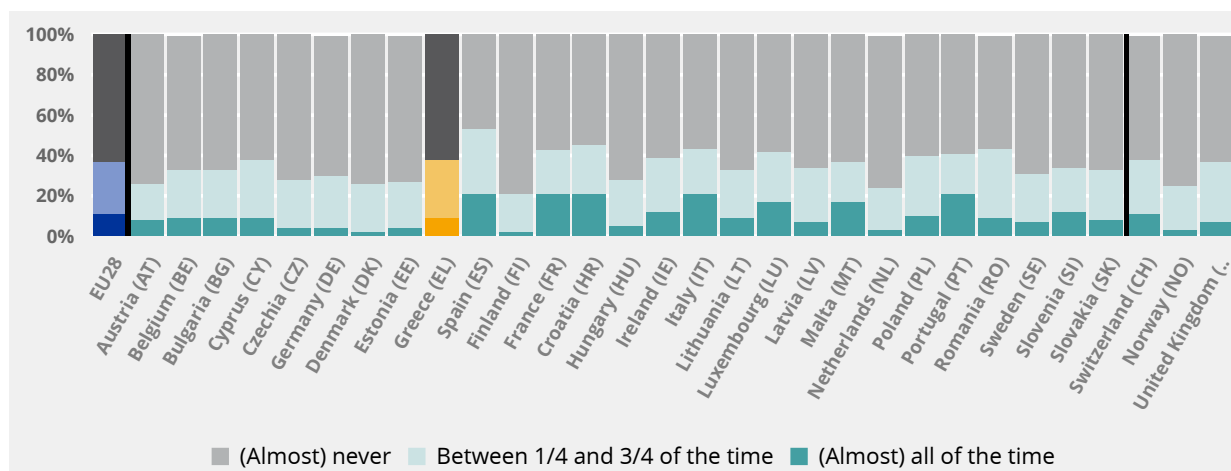
## Difficult clients - ESENER



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
Greece (EL)	63.1	36.9

## Difficult clients - EWCS

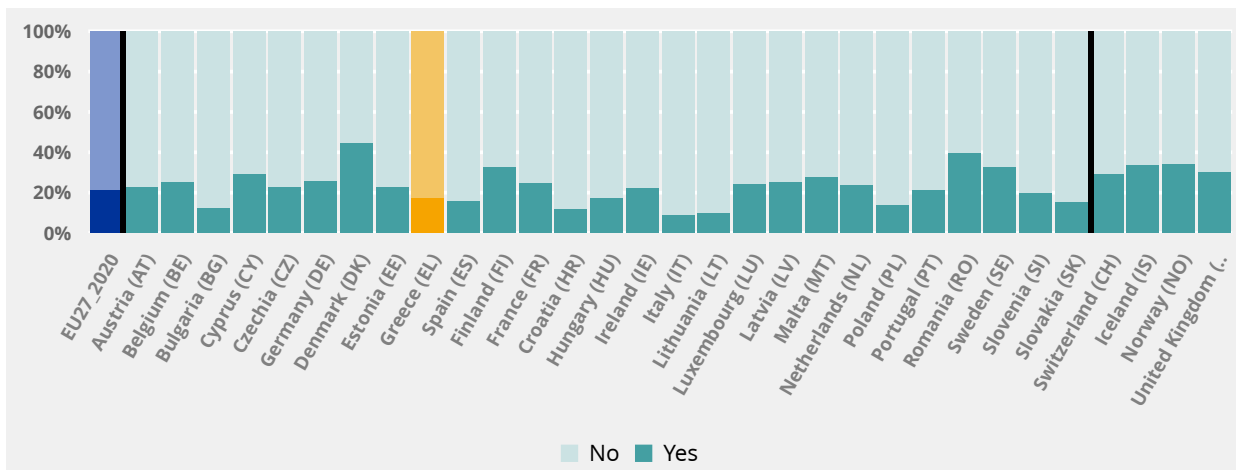


The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Does your work involve handling angry clients?"

Country	Never (%)	1/4 and 3/4 of the time (%)	All the time (%)
EU28	63	26	11
Greece (EL)	62	29	9



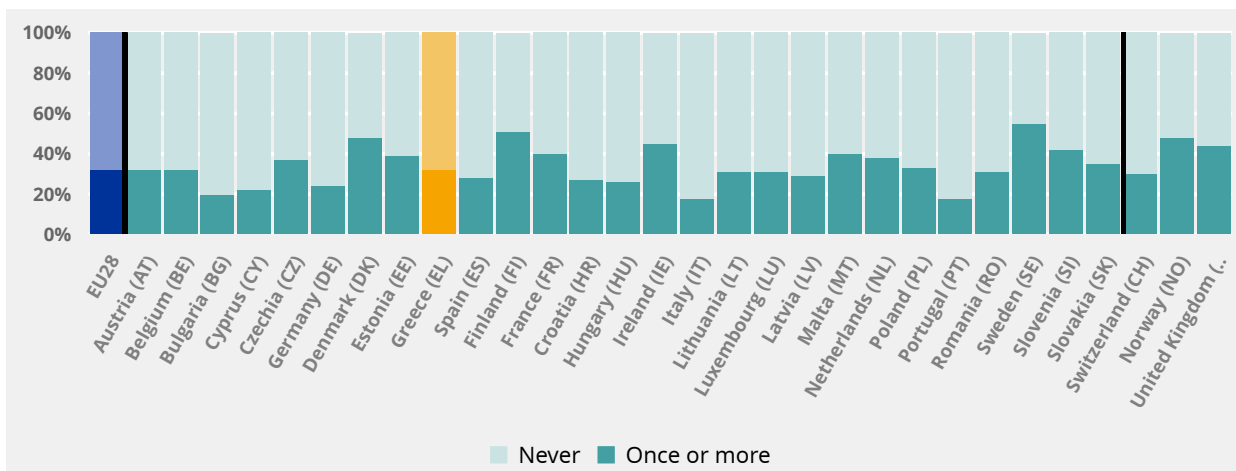
## Working hours - ESENER



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
Greece (EL)	17.5	82.5

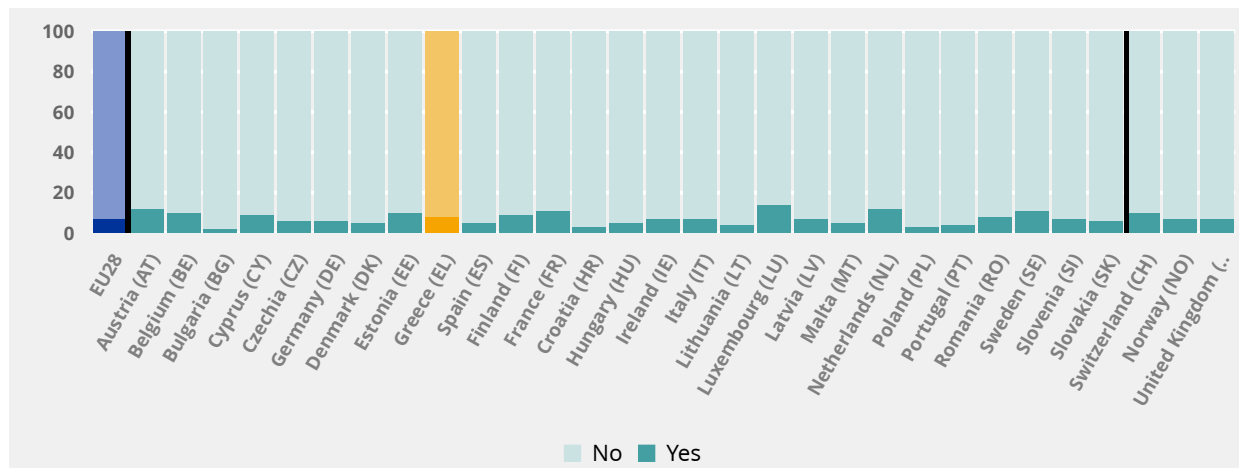
## Working hours - EWCS



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

Country	Yes (%)	No (%)
EU28	32	68
Greece (EL)	32	68

## Discrimination



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

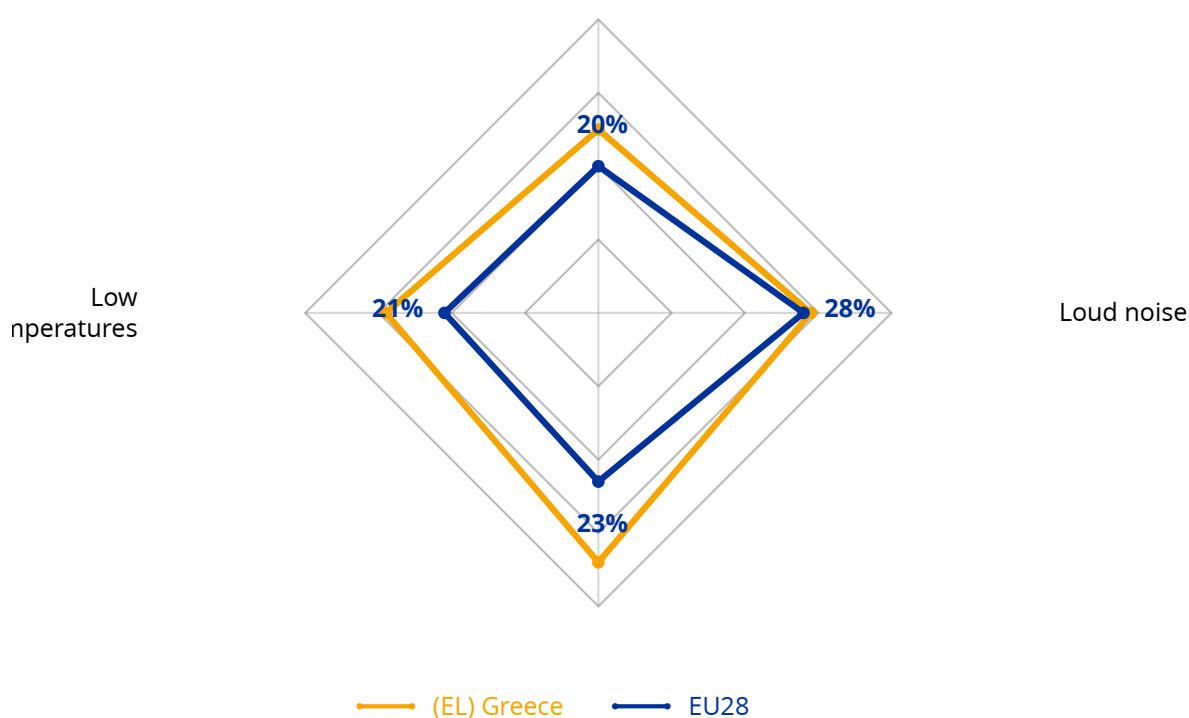
Country	Yes (%)	No (%)
EU28	7	93
Greece (EL)	8	92

## 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

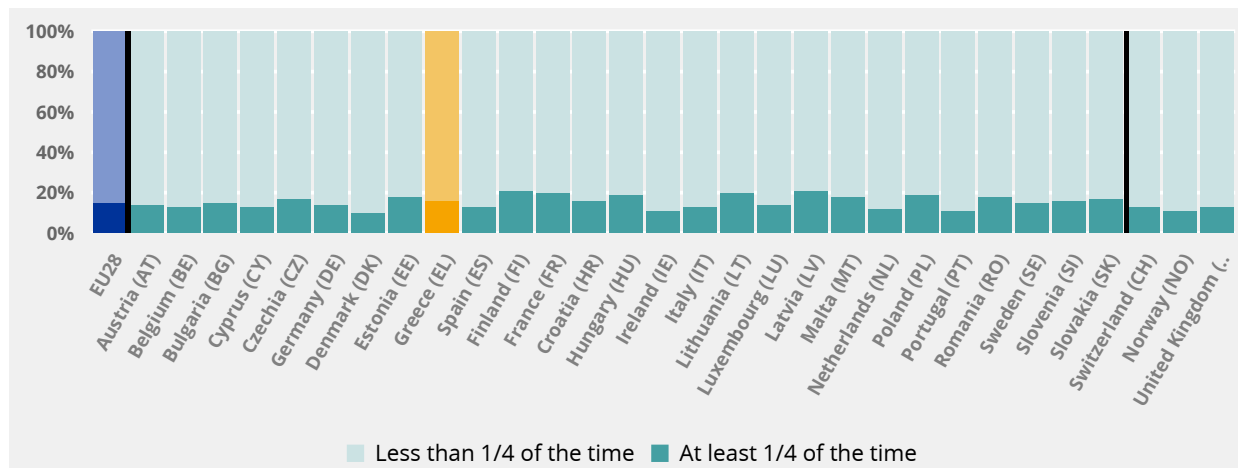
### Vibrations, loud noise and temperature



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	(EL) Greece	25
Loud noise	(EL) Greece	29
High temperatures	(EL) Greece	34
Low temperatures	(EL) Greece	29

### Exposure to dangerous substances

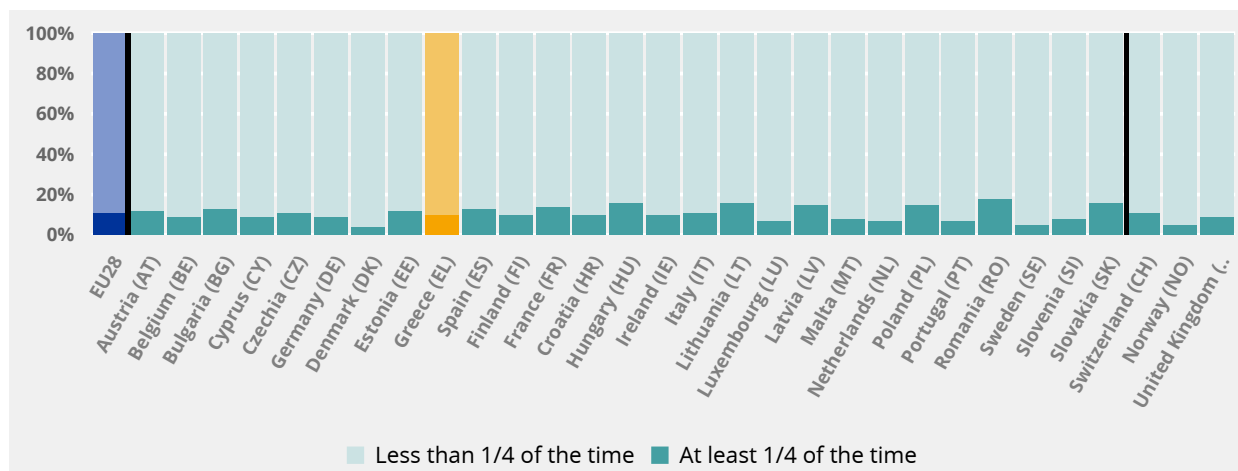
## Smoke, powder or dust



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

Country	Less than 1/4 of the time (%)	At least 1/4 of the time (%)
EU28	85	15
Greece (EL)	84	16

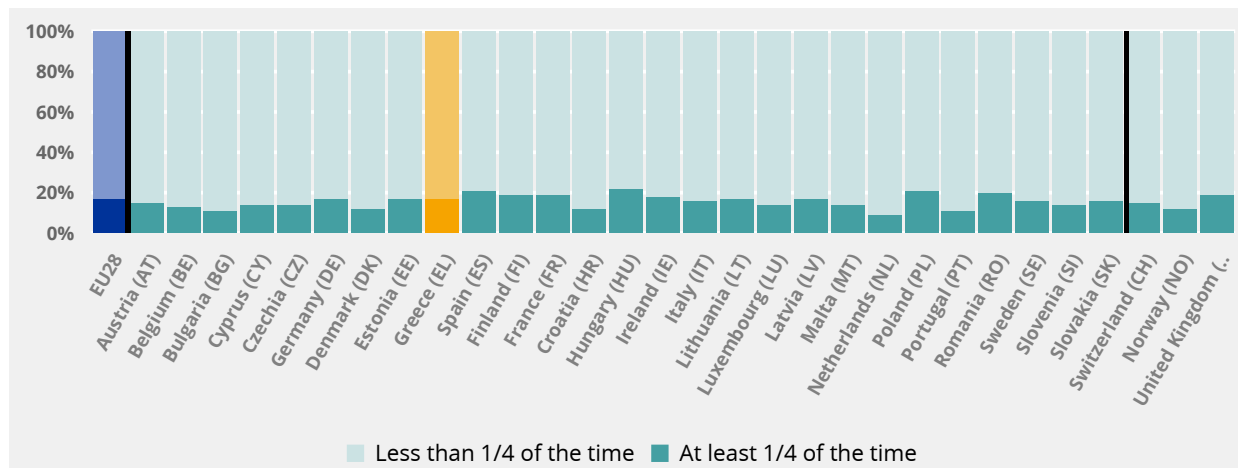
## Vapours



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
Greece (EL)	90	10

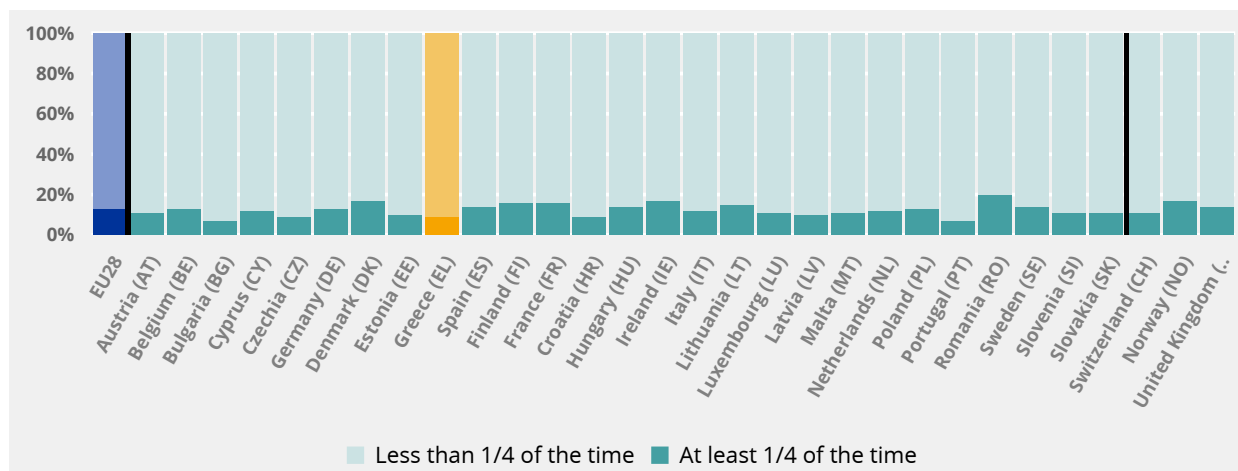
## Chemical products



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

Country	Less than 1/4 of the time (%)	At least 1/4 of the time (%)
EU28	83	17
Greece (EL)	83	17

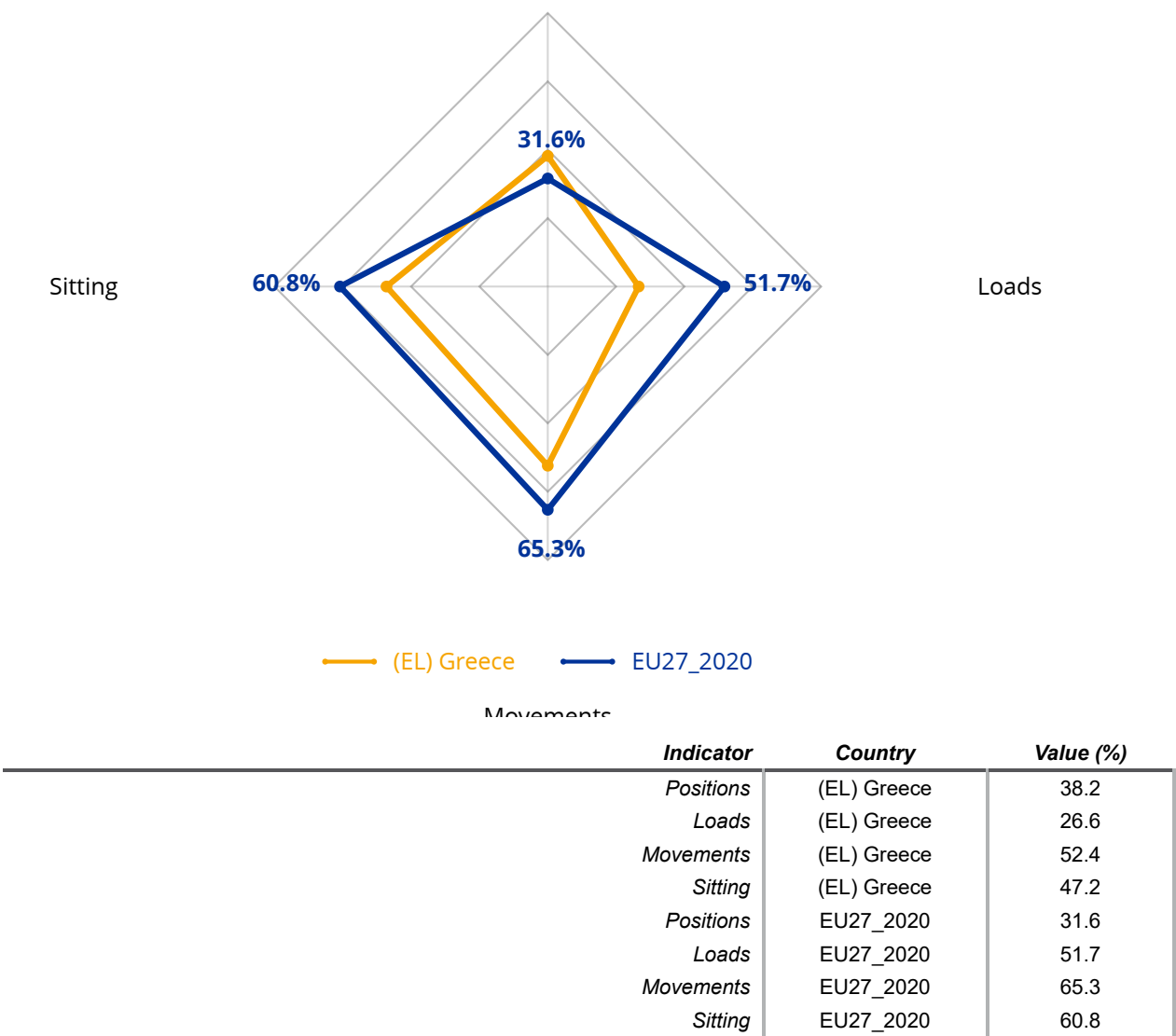
## Infectious materials



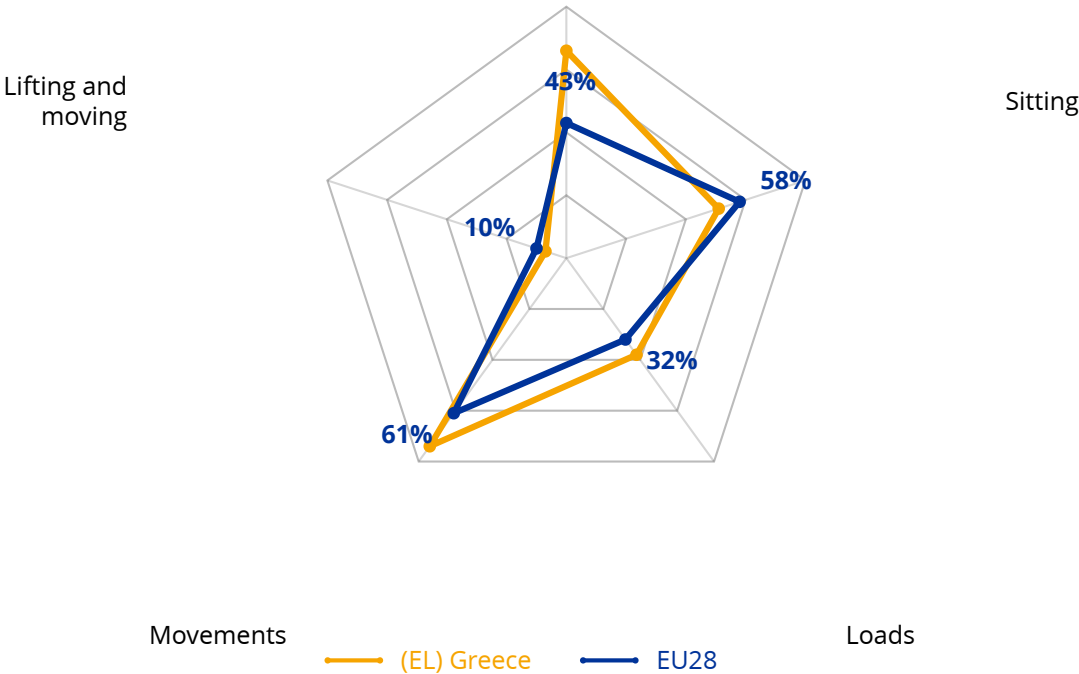
The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Are you exposed to materials which can be infectious?"

Country	Less than 1/4 of the time (%)	At least 1/4 of the time (%)
EU28	87	13
Greece (EL)	91	9

Ergonomic risks - ESENER



Ergonomic risks - EWCS



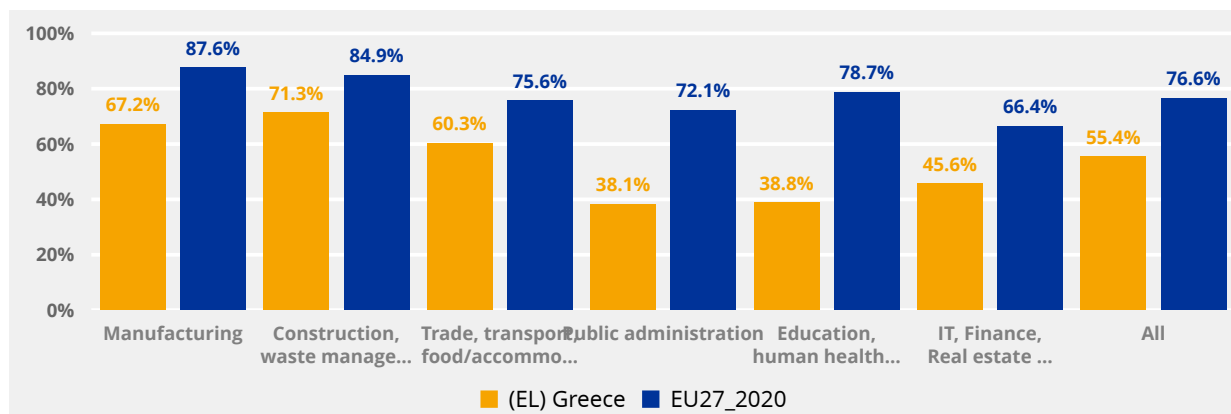
Indicator	Country	Value (%)
Positions	EU28	43
Sitting	EU28	58
Loads	EU28	32
Movements	EU28	61
Lifting and moving	EU28	10
Positions	(EL) Greece	66
Sitting	(EL) Greece	51
Loads	(EL) Greece	38
Movements	(EL) Greece	74
Lifting and moving	(EL) Greece	7

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

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

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

### Risk Assessment - Sector

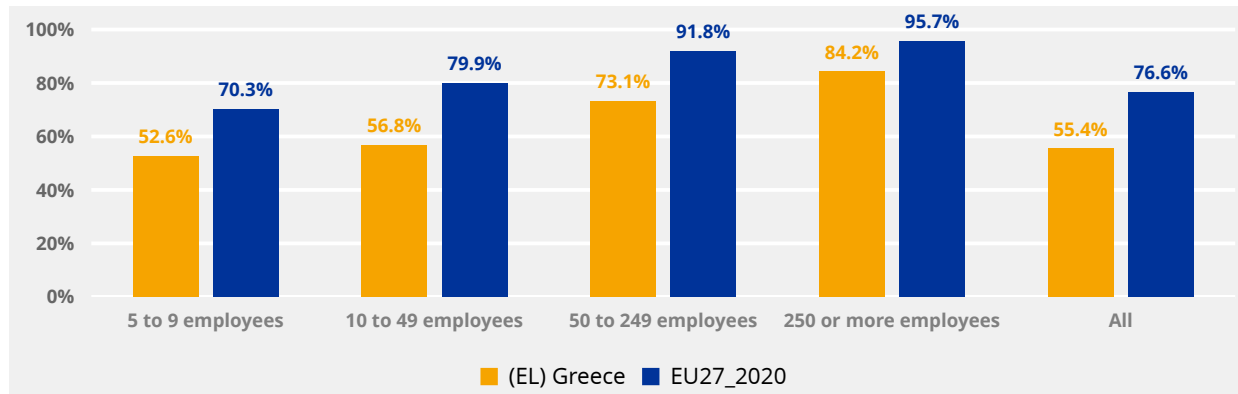


The diagram displays 'yes' the responses in the ESENER 2019 Survey - by Member State and sector - to the question : "Does your establishment regularly carry out workplace risk assessments?"

Sector	Country	Value (%)	Country	Value (%)
Manufacturing	(EL) Greece	67.2	EU27_2020	87.6
Construction, waste management, water and electricity supply	(EL) Greece	71.3	EU27_2020	84.9
Trade, transport, food/accommodation and recreation activities	(EL) Greece	60.3	EU27_2020	75.6
Public administration	(EL) Greece	38.1	EU27_2020	72.1
Education, human health and social work activities	(EL) Greece	38.8	EU27_2020	78.7
IT, Finance, Real estate and other technical scientific or personal service activities	(EL) Greece	45.6	EU27_2020	66.4
All	(EL) Greece	55.4	EU27_2020	76.6



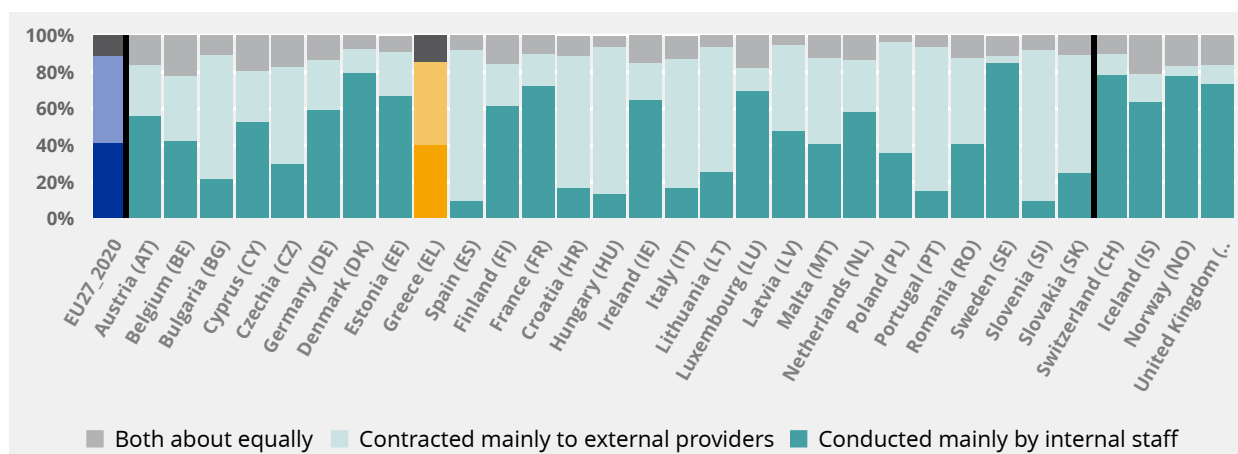
## Risk Assessment - Establishment size



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

Sector	Country	Value (%)	Country	Value (%)
5 to 9 employees	(EL) Greece	52.6	EU27_2020	70.3
10 to 49 employees	(EL) Greece	56.8	EU27_2020	79.9
50 to 249 employees	(EL) Greece	73.1	EU27_2020	91.8
250 or more employees	(EL) Greece	84.2	EU27_2020	95.7
All	(EL) Greece	55.4	EU27_2020	76.6

## Internal or external RA



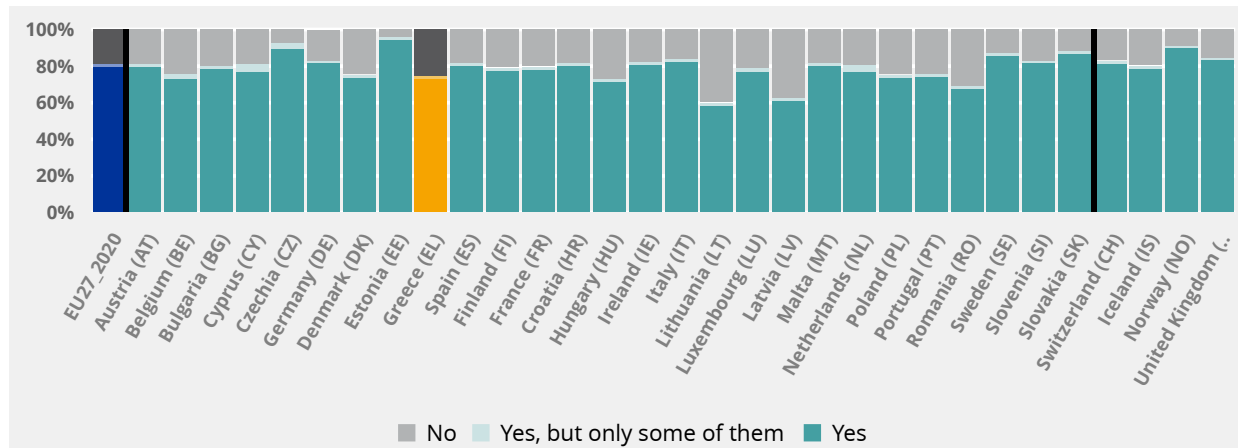
The diagram displays the responses in the ESENER 2019 Survey to the question: “Are workplace risk assessments mainly conducted by internal staff or are they contracted to external service providers?”

Country	Both about equal (%)	External (%)	Internal (%)
EU27_2020	11.2	47.1	41.7
Greece (EL)	14.4	45.4	40.2

## Evaluated aspects in risk assessments

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

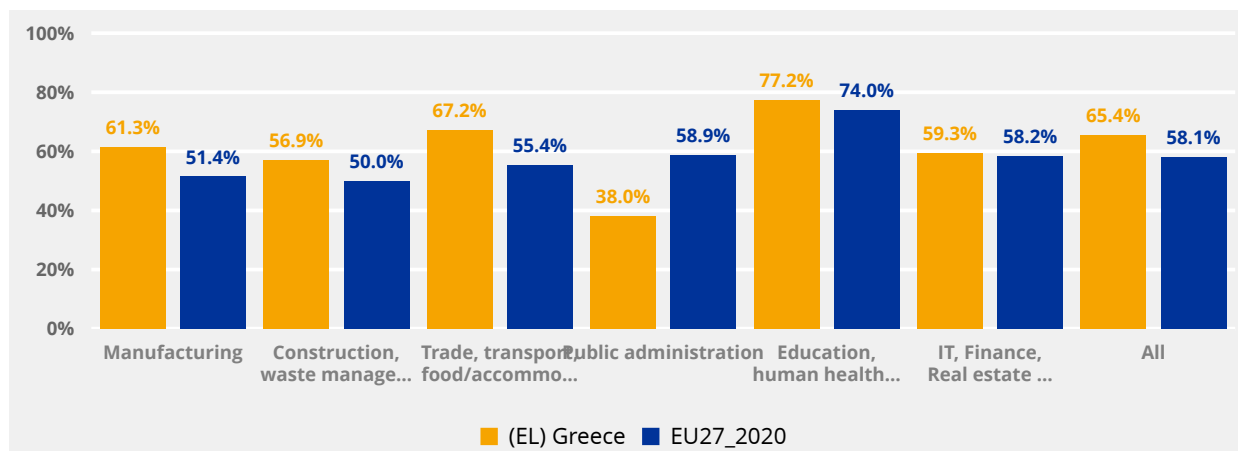
## Training in OSH



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

Country	No (%)	Yes, but only some of them (%)	Yes (%)
EU27_2020	18.7	1	80.3
Greece (EL)	25.4	0.9	73.8

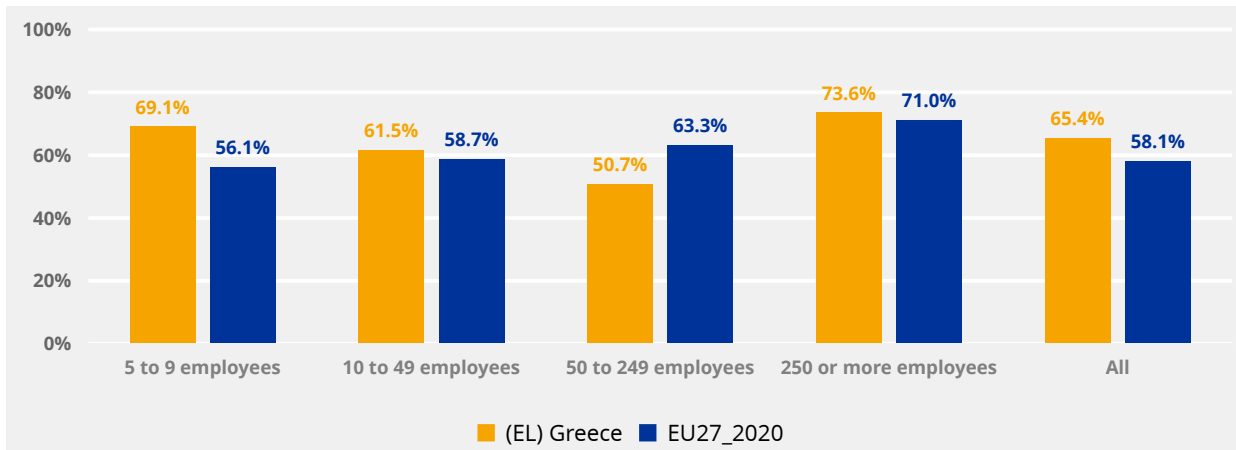
## Employees participation in prevention - Sector



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

Sector	Country	Value (%)	Country	Value (%)
Manufacturing	(EL) Greece	61.3	EU27_2020	51.4
Construction, waste management, water and electricity supply	(EL) Greece	56.9	EU27_2020	50
Trade, transport, food/accommodation and recreation activities	(EL) Greece	67.2	EU27_2020	55.4
Public administration	(EL) Greece	38	EU27_2020	58.9
Education, human health and social work activities	(EL) Greece	77.2	EU27_2020	74
IT, Finance, Real estate and other technical scientific or personal service activities	(EL) Greece	59.3	EU27_2020	58.2
All	(EL) Greece	65.4	EU27_2020	58.1

## Employees participation in prevention - Establishment size



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

Sector	Country	Value (%)	Country	Value (%)
5 to 9 employees	(EL) Greece	69.1	EU27_2020	56.1
10 to 49 employees	(EL) Greece	61.5	EU27_2020	58.7
50 to 249 employees	(EL) Greece	50.7	EU27_2020	63.3
250 or more employees	(EL) Greece	73.6	EU27_2020	71
All	(EL) Greece	65.4	EU27_2020	58.1

## OSH outcomes and working conditions **Worker involvement**

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

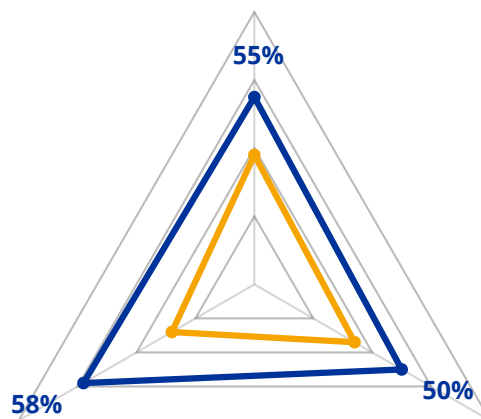
Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

### Worker involvement

#### ESENER

Sector	Country	Value (%)
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#### EWCS



H&S delegate  
or committee

Representation of  
employees

— (EL) Greece — EU28

Sector	Country	Value (%)
Employee meetings	EU28	55
Representation of employees	EU28	50
H&S delegate or committee	EU28	58
Employee meetings	(EL) Greece	38
Representation of employees	(EL) Greece	34
H&S delegate or committee	(EL) Greece	28

## OSH infrastructure **Enforcement capacity**

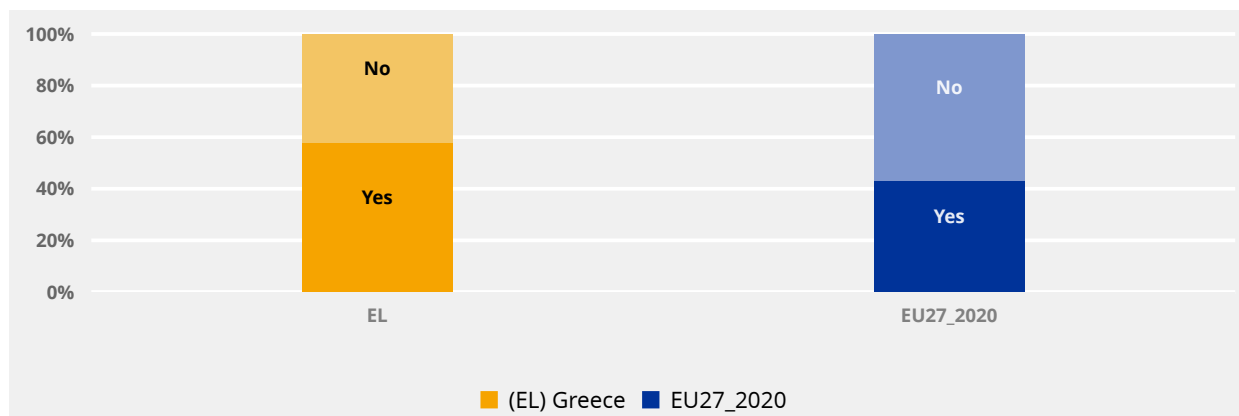
This indicator mainly contains the non-confidential parts of Senior Labour Inspectors Committee reports about enforcement in Member States

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 (%)
(EL) Greece	57.8	42.2
EU27_2020	43.2	56.8

### Authority

[Link to the institute](#)

### Short abstract

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

See more in OSHWiki

**Scope of the Labor Inspection**

Occupational diseases and work-related diseases in 2014, estonia

**Inspector powers****Data holder:**

Health Board of Estonia

**Functionalities:**

- Monitoring of work-related illness - annually

**Strategy/Plan**

The Work Environment

## OSH infrastructure OSH statistics, surveys and research

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

For further information refer to Methodology



Greece

### OSH statistics

IKA/ETAM

**Data holder:**

Directorate of Actuarial Studies and Statistics

**Functionalities:**

- Monitoring of work accidents - annually

IKA/ETAM

**Data holder:**

Directorate of Actuarial Studies and Statistics

**Functionalities:**

- Monitoring of occupational diseases

SEPE

**Data holder:**

SEPE

**Functionalities:**

- Monitoring of work accidents - annually

OAEE

**Data holder:**

OAEE

**Functionalities:**

- Monitoring of work accidents - annually

OGA

**Data holder:**

OGA

**Functionalities:**

- Monitoring of work accidents - annually

IKA/ETAM

**Data holder:**

ELSTAT

**Functionalities:**

- Monitoring of work accidents - annually

ELSTAT

**Data holder:**

ELSTAT

**Functionalities:**

- Monitoring of work-related illness

## Research Institutes

Hellenic Institute for Occupational Health and Safety (ELINYAE)

[Link to the institute](#)

### Short abstract

ELINYAE is a bipartite (employers and employees), non-profit organisation. The General Confederation of Greek Workers (GSEE), the Federation of Greek Industries (SEV), the National Confederation of Hellenic Commerce (ESEE) and the Confederation of Small and Medium-sized Enterprises (GSEVEE) founded the institute in 1992. One of its objectives is to study the impact of applications of new technologies and new preventive measures for occupational risks, and to provide expertise on issues of OSH.

See more in OSHWiki