



OSH BAROMETER

Germany

Country Report

Germany Country Report Index

This document contains the OSH Barometer Country Report Summary of Germany

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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



Germany

OSH authority

Federal Ministry of Labour and Social Affairs (BMAS — Bundesministerium für Arbeit und Soziales)

See more in its website and in OSHwiki

BMAS is the ministry that covers labour market, labour law, occupational safety and health (OSH), initial and continuing training, social security, pensions and the participation of persons with disabilities.

BMAS prepares laws, ordinances and technical rules in the field of OSH. Furthermore, the ministry supervises social accident insurance institutions and the Federal Institute for Occupational Safety and Health (*Bundesanstalt für Arbeitsschutz und Arbeitsmedizin* — BAuA), and it is represented in the National Occupational Safety and Health Conference of the Joint German OSH Strategy as well as in the National Prevention Conference.

Federal Institute for Occupational Safety and Health (BAuA — Bundesanstalt für Arbeitsschutz und Arbeitsmedizin)

See more in its website and in OSHwiki

The BAuA is a public law institution without legal capacity. As a federal authority (Bundesbehörde), it is directly responsible to BMAS. As a governmental research institution (Ressortforschungseinrichtung), it advises the Federal Ministry of Labour and Social Affairs on all matters of OSH and on the humane design of working conditions (see below the second entry for BAuA under 'Research Institutes'). As a federal institution with research and development functions, the BAuA operates at the interface between science and politics, and translates findings from science into policy, corporate practice and the broader society, and vice versa. The BAuA's tasks range from policy advice, research and development in OSH and the performance of sovereign duties to transferring knowledge into corporate practice and the educational and instructional work carried out by the DASA Working World Exhibition.

State Committee for Occupational Safety, Health and Technology (Länderausschuss für Arbeitsschutz und Sicherheitstechnik, LASI)

See more in its website and in OSHwiki

The responsible authorities of the Federal States have to supervise the compliance with national OSH law.

The State Committee for Occupational Safety, Health and Technology (Länderausschuss für Arbeitsschutz und Sicherheitstechnik, LASI) is one committee dedicated to the conference of the Federal States ministries of labour and social affairs (Arbeits- und Sozialministerkonferenz, ASMK).

The LASI performs the following coordination tasks:

- treatment of fundamental issues of occupational safety and health, aiming at consistent implementation in the Federal States
- advising the conference of the Federal States ministries of labour and social affairs (ASMK) in all matters of safety and health in the workplace and the safe design of technology, especially for the implementation and further development of the Joint German Occupational Safety and Health Strategy (GDA)
- implementation and further development of the GDA, in cooperation with the Federal Government and the social accident insurance institutions and their umbrella organisations DGUV and SVLFG, with participation of the social partners
- discussion and development of legal OSH issues in the workplace, aiming at the consistent application of law
- development of principle and cross-organisational questions of enforcement (enforcement strategies, organisation, personnel, reporting, exchange of information, education and training, exchange of experiences).

The LASI is the highest committee for occupational safety and health under the level of the ASMK.

Compensation and insurance body

German Social Accident Insurance (DGUV — Deutsche Gesetzliche Unfallversicherung)

See more in its website and in OSHwiki

The DGUV is the umbrella organisation of social accident insurance institutions for the industrial and the public sector. DGUV members consist of nine branch-specific social accident insurance institutions for the industrial sector (called Berufsgenossenschaften), 19 social accident insurance institutions for the public sector (called Unfallkassen or Gemeindeunfallversicherungsverbände), four social accident insurance institutions for fire services (Feuerwehr-Unfallkassen) and the accident insurance agency of the federal government and railway services (Unfallversicherung Bund und Bahn).

Social Insurance for Agriculture, Forestry and Horticulture (SVLFG)

See more in its website and in OSHwiki

The SVLFG covers social protection for accidents, health, pensions, and nursing and long-term care of persons working in agriculture and forestry.

Since January 2013, the SVLFG has succeeded the former Agricultural Social Insurance (Spitzenverband der landwirtschaftlichen Sozialversicherung) as the umbrella organisation, at the federal level, of agricultural accident insurance (landwirtschaftlichen Berufsgenossenschaften), agricultural pension funds (landwirtschaftlichen Alterskassen), agricultural health insurance (landwirtschaftlichen Krankenkassen) and agricultural long-term care insurance (landwirtschaftlichen Pflegekassen).

The SVLFG attends to the interests of its members and promotes their tasks for the benefit of the insured and companies. It represents agricultural social security with regard to politics, federal, European and other national and international institutions, social partners, federal courts and the European Court.

Prevention institute

German Social Accident Insurance (DGUV — Deutsche Gesetzliche Unfallversicherung)

See more in its website and in OSHwiki

The DGUV supports its members (Berufsgenossenschaften, Unfallkassen, Gemeindeunfallversicherungsverbände) in the development of common measures for OSH prevention, in the promotion of the ongoing development of rehabilitation, and in addressing new methods and approaches in vocational training. In addition, the German Social Accident Insurance is divided into six regional associations. These regional associations take over common regional tasks in the areas of prevention and rehabilitation.

Standardisation body

German Institute for Standardisation (DIN — Deutsches Institut für Normung e.V.)

See more in its website and in OSHwiki

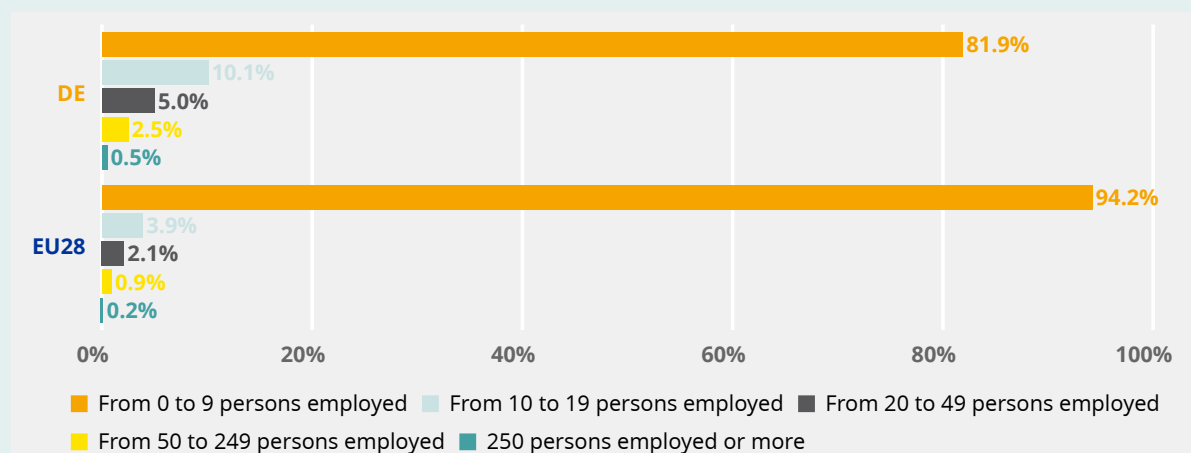
DIN is the official German standardisation body. This registered non-profit association was acknowledged by an agreement with the German federal government. DIN represents German interests in European and international standards organisations. Its primary task is to work closely with its stakeholders (industry, government, associations) to develop consensus-based national and international standards that meet market requirements.

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.

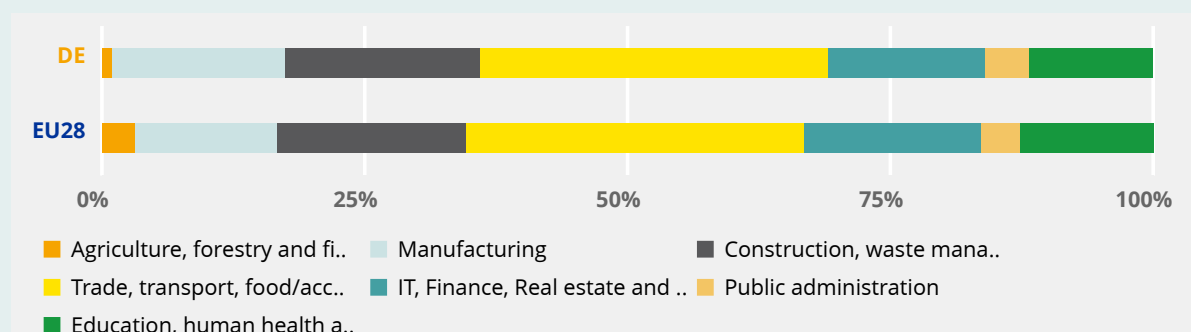
Source: EUROSTAT. For further information refer to Methodology

Company size



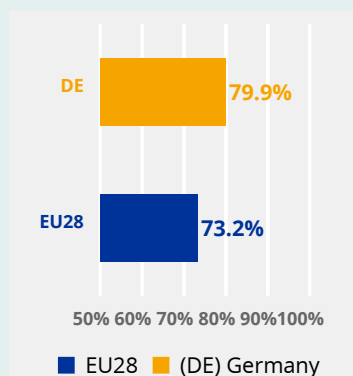
Sector	Country	Value (%)	Country	Value (%)
From 0 to 9 persons employed	DE	81.9	EU28	94.2
From 10 to 19 persons employed	DE	10.1	EU28	3.9
From 20 to 49 persons employed	DE	5	EU28	2.1
From 50 to 249 persons employed	DE	2.5	EU28	0.9
250 persons employed or more	DE	0.5	EU28	0.2

Employment per sector



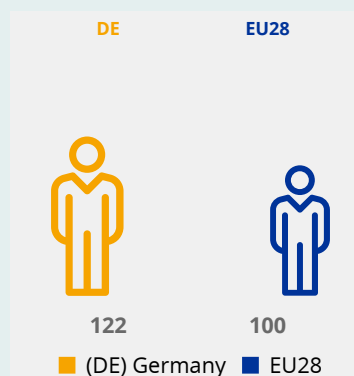
Sector	Country	Value (%)	Country	Value (%)
Agriculture, forestry and fishing	DE	1	EU28	3.2
Manufacturing	DE	16.4	EU28	13.5
Construction, waste management, water and electricity supply	DE	18.6	EU28	18
Trade, transport, food/accommodation and recreation activities	DE	33.1	EU28	32.1
IT, Finance, Real estate and other technical scientific or personal service activities	DE	14.9	EU28	16.9
Public administration	DE	4.3	EU28	3.7
Education, human health and social work activities	DE	11.8	EU28	12.7

Employment rate



Country	Value (%)
EU28	73.2
(DE) Germany	79.9

GDP per capita in relation to EU28 average



Country	Value (%)
(DE) Germany	121.9
EU28	100

Income per capita



Country	Year	Income
(DE) Germany	2010	17573
(DE) Germany	2018	21830
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 %
DE	46 years	71.4 %	75.8 %	83.9 %	79.9 %	3.4 %

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



Germany

Structure of each National strategy

Basic information

German version: **Gemeinsame Deutsche Arbeitsschutzstrategie (GDA)**

English version: **Joint German Occupational Safety and Health Strategy**

Since 2008 the development, evaluation and updating of the GDA have been enshrined by law.

The GDA legally binds the German government, the federal states and the statutory accident insurance (= GDA actors) to continuously cooperate and to coordinate their prevention policies and activities in order to maintain, improve and promote workers' safety and health through preventive and systematically implemented measures of occupational safety and health, supplemented by corporate health promotion measures.

Former Strategies: Joint German Occupational Safety and Health Strategy 2008 - 2012. Joint German Occupational Safety and Health Strategy 2013 – 2018.

Background

A background report with the basic concept of the strategy and their goals was published in December, 17 2007:

Gemeinsame Deutsche Arbeitsschutzstrategie
Fachkonzept und Arbeitsschutzziele 2008 – 2012
Stand: 12. Dezember 2007.

Characteristics and objectives

Quote:

“The overarching goal of the Joint German OSH Strategy is to maintain, improve and promote the safety and health of workers by means of the efficient and systematic implementation of occupational safety and health – supplemented by workplace health promotion measures.

The awareness of safety and health among employers and workers is also to be strengthened”.

For periods up to five years specific objectives are set and implemented through work programmes.

Details and activity

Priorities

Quote:

“The Joint German OSH Strategy comprises five core elements which are:

- The development of joint objectives in the field of occupational safety and health

- The elaboration of joint fields of action and work programmes and their implementation according to uniform principles
- The evaluation of objectives, joint fields of action and work programmes
- The improvement of the cooperation and coordination of the actions of the public occupational safety and health authorities and accident insurance funds
- The establishment of a transparent, reasonable and user-friendly set of provisions and regulations”.

The strategic objective of the 3rd GDA - period 2019 – 2024 is:

To make work safe and healthy: Prevention through risk assessment.

To act together and systematically for

- safe handling of carcinogens (carcinogenic substances)
- good work organisation with regard to psychosocial strain (Psyche)
- good work organisation with regard to musculoskeletal workload (MSL)

Activities/Work programmes

Elaboration of joint fields of action and work programmes and their implementation according to uniform principles, currently in the 3rd period. A specific emphasis is given to inspections of companies according to the joint guidelines on risk assessment and OSH organisation. Furthermore, work programmes will focus on carcinogens, MSL and Psyche. For the implementation of all three work programmes a multi-component and multi-actor approach is applied. Activities comprise: inspection and consultancy, awareness-raising, information material and events, qualification, guidelines and (IT)-tools, best practice sharing etc. These activities are foremost carried out by the GDA-actors and social partners. In order to broaden the scope as well as to increase impact for all work programmes cooperation with relevant partners shall be established.

Over the third period 50.000 companies – mainly SMEs – shall be supervised.

Former GDA work programmes:

- Work Programmes 2013 – 2018
- Work Programmes 2008 – 2012

Work Programme "Musculoskeletal Loads (MSL)"

The work programme "Musculoskeletal Loads" (MSL) is implemented with a combination of information, advice and supervisory measures.

Information: Assistance and other risk assessment complement the core process, so that a broader impact can be achieved, beyond the (limited) number of site visits. In particular, with regard to the needs of SMEs, low-threshold access to the detection and assessment of types of stress at the level of coarse screening (checklist) or special screening (eg, key performance indicators) and examples of "good practice" for measures and impact assessments are essential. The assistance will thus create the conditions for the proper implementation of the entire process of risk assessment.

Inspections and advice: The core process in the third GDA period is regularly carried out by all GDA executives, above all as part of a system review of the occupational safety organization and risk assessment in companies with fewer than 250 employees. The work programme MSL provides for this inspection activity a technical data sheet or appropriate professional test items. On the other hand, the working programme MSL aims to integrate the issue of MSL sustainably as an integrated part of regular labour inspection action, with the focus on an appropriate risk assessment. Therefore, the working programme MSL would like to use the 3rd GDA period to further qualify and support the labour inspectorates for dealing with MSL in the context of the risk assessment.

Strengthening "workplace health literacy": The MSL working programme takes up the results of the second GDA working programme on "health literacy" in the world of work and would like to cooperate with networks and partners from the social security institutions, the social partners and other institutions in order to implement measures of working conditions related prevention (situational prevention) aiming to complement behavioral prevention. The aim is, in particular, to strengthen the role of the management not only to establish appropriate working conditions related prevention (situational prevention), for example as

part of the risk assessment, but also to influence the behavior of employees at the workplace so that measures of working conditions related prevention (situational prevention) at the workplace can be accepted and realised.

Measures of the partners: The work programme aims at networking with different networks and partners as part of the accompanying processes. Measures of the partners relate to:

- The realisation of multiplier effects for tools and support of the GDA organisations, in order to improve the contact to the management and company multipliers (e.g. occupational safety experts or occupational physicians)
- The contribution of own expertise and adequate supplementary offers (tools) for the target groups, eg for the strengthening of the organisational and individual health competence.

Work Programme "Psyche"

Recommendations for implementing psychosocial risk assessment: Since the end of 2013 the Safety and Health at Work Act explicitly calls for the consideration of psychological stress in risk assessments. In seven steps, a new brochure (see box on the right) explains the risk assessment of psychological strain, its methods and tools. Parameters are described within which the actual implementation of risk assessment is to move. The brochure is aimed particularly at companies and occupational safety actors (e.g. employers, works and staff councils, company physicians and specialists for occupational safety).

Practical tools for the workplace: The work programme collects examples of good practice for dealing with psychological stress in the workplace and makes them known to the public. Companies, workers and occupational safety and health experts receive practical support for the improvement of working conditions in everyday business.

Qualification of inspectors: Inspectors from occupational health and safety authorities and accident insurance institutions are trained to identify mental stress and to adequately advise companies. By the end of the period, the entire inspection staff will have a basic knowledge about psychological stress.

Inspections and advice: Since the beginning of 2015, the inspection staff of the occupational safety and health authorities and accident insurers conducts coordinated inspections. The focus of the site inspections is the consideration of psychological stress in the risk assessment. The inspectors also advise businesses specifically on setting up working hours so as to promote health and on dealing with traumatic events in the workplace.

Work Programme "Carcinogenic substances"

Inspections and advice: As part of the core process of the working programme on "Safe Handling of Carcinogenic Hazardous Substances", establishments where employees work with carcinogenic hazardous substances are to be visited by the labour inspectorates of the federal countries and the accident insurance institutions. The visit will be based on a single survey toolkit, the technical data sheet of the work programme.

The core process shall be supported directly by the accompanying process "Hazardous Substance Check". The close connection of the Hazardous Substance Check as a directly supportive process of the core process should raise awareness of the particular dangers posed by carcinogenic hazardous substances in all relevant branches of industry and identify the need for action. The goal is to accelerate the use of this instrument by the companies. The results of the self-assessment carried out with the check can in particular, increase self-motivation to implement necessary changes.

Practical tools for the workplace: Within the framework of the working programme "Safe Handling of Carcinogenic substances", exemplary solutions for operational practice shall also be found and presented. Good practice examples shall be collected and presented with the help of an online module.

Activity Collaboration of institutions

The German strategy addresses with all its core elements the collaboration of institutions (work programmes, cooperation on inspection activities, development of a coherent set of rules).

Federal states and public accident insurance institutions hand in hand: the Joint German Occupational Safety and Health Strategy (GDA) provides the framework. As part of the GDA, state occupational safety and health authorities and public accident insurance institutions have undertaken to adopt a work-sharing and coordinated approach in advising and supervising companies.

This approach aims at coordination, standardisation and transparency in consultancy.

Key tools of the joint consultancy and supervisory strategy are:

- Framework agreements on the interaction of the state occupational safety and health authorities and the public accident insurance institutions
- Joint guidelines for coordinated, tactical supervisory action and equivalent implementation of occupational safety and health regulations
- Promotion of data and information exchange between the federal states and the public accident insurance institutions on company inspections.

Furthermore, the „Occupational Safety and Health Forum“ was established under the German Strategy. Its task is to ensure early and active participation of the expert representatives of the umbrella organisations of the employers and workers, the professional and industrial associations, science, the health and pension insurance funds, institutions in the sector of safety and health at work as well as bodies which help to promote employability in the development and updating of the Joint German OSH Strategy.

Activity Optimisation of rules and regulations

Statutory regulations are the basis for implementing and evaluating occupational safety and health measures.

One important requirement for the effective implementation of occupational safety and health regulations is that they are practicable, consistent and, above all, easily manageable by the users and self-explanatory. The German government, federal states and public accident insurance institutions set themselves the task under the Joint German Occupational Safety and Health Strategy of optimising the rules and regulations relating to safety and health at work.

One important module is the guideline paper on the restructuring of the set of rules and regulations in occupational safety and health passed in August 2011. The guideline paper defines the relationship of state law to autonomous law of the public accident insurance institutions and describes the procedures with which the two areas of law are harmonised.

Activity Improvement of the cooperation and coordination of the actions of the public occupational safety and health authorities and accident insurance funds

The occupational safety and health authorities and accident insurance institutions have undertaken to adopt a work-sharing and coordinated approach in advising and supervising companies. This approach aims at coordination, standardisation and transparency in consultancy. Activities are carried out accordingly to a programmatic approach:

Key tools of the joint consultancy and supervisory strategy are:

- Framework agreements on the interaction of the state occupational safety and health authorities and the public accident insurance institutions
- Joint guidelines for coordinated, tactical supervisory action and equivalent implementation of occupational safety and health regulations
- Promotion of data and information exchange between the federal states and the public accident insurance institutions on company inspections

Actors and stakeholders

German government, federal states and public accident insurance have the decision power in the National strategy Conference NAK. Social partners are advisers. There is support from professional organisations, other public bodies and sector organisations.

Resources and timeframe

Since 2008 the development, evaluation and updating of the GDA have been enshrined by law.

Time frame of current work programme: 2019 – 2024.

In kind contribution from institutions and associations.

Financing of the secretariat of the GDA.

No detailed information published.

Evaluation

Evaluation is ongoing.

It is required that every strategy period "the attainment of the objectives of the Joint German OSH Strategy would be quality-assured and evaluated" and that the Joint German OSH Strategy in its entirety would be evaluated as regards interdisciplinary effects on the occupational safety and health system and safety and health at work. Evaluation reports of the strategy periods 2007 - 2012 and 2013 – 2018 are available online.

Ex ante indicators for the years of the strategy or 2019 to 2024

In the evaluation concept effect-chains, including indicators for every chain link, are described for all strategy areas. As regards the three work-programmes (Carcinogens, MSL, Psyche) specific targets and indicators are described in the work plans (chapter: Monitoring).

Relation to EU Strategic Framework

In principle, the overarching target, core elements and the governance structure of the Joint German OSH Strategy (GDA) provide a well-established framework to ensure that Germany addresses the expectations respectively the challenges and key objectives of the EU Strategic Framework.

Response of national strategies to EU challenges

Implementation record

Work Programme:

- No specific work programme but several horizontal activities.

Specific objectives and activities:

- Joint inspections of companies according to the joint guidelines on risk assessment and OSH organisation, collaboration between OSH Institutions and optimisation of rules and regulations.

Prevention of work-related diseases

Work Programme:

Dedicated work programmes on three topics

- Musculoskeletal Loads (MSL)
- Psyche (psychosocial working conditions)
- Carcinogenic substances.

Tackling demographic change

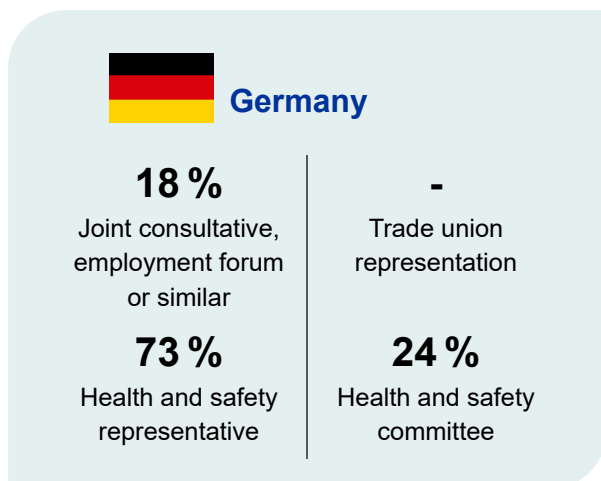
Activity:

- No specific work programme but an overarching objective.

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

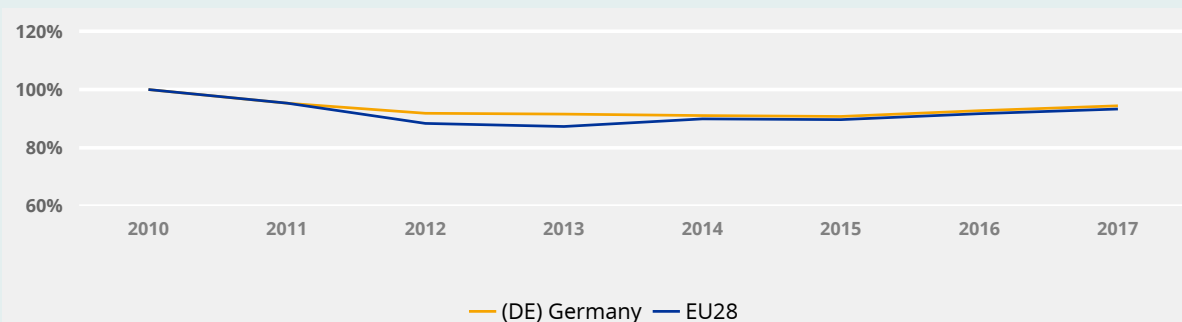


OSH outcomes and working conditions **Work accidents**

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

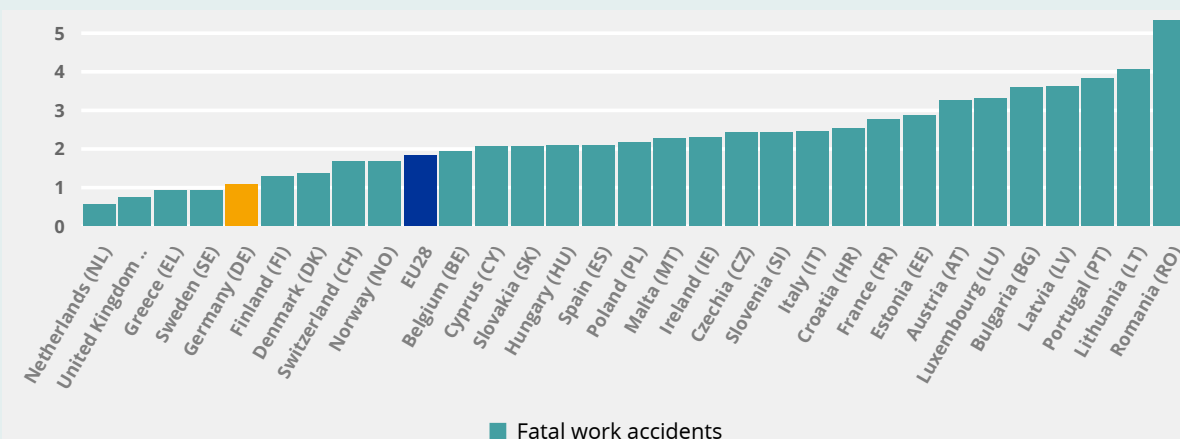
Non-fatal work accidents



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 (%)
(DE) Germany	2010	100	EU28	2010	100
(DE) Germany	2011	95.3	EU28	2011	95.3
(DE) Germany	2012	91.9	EU28	2012	88.4
(DE) Germany	2013	91.6	EU28	2013	87.3
(DE) Germany	2014	91.1	EU28	2014	89.9
(DE) Germany	2015	90.8	EU28	2015	89.7
(DE) Germany	2016	92.7	EU28	2016	91.7
(DE) Germany	2017	94.4	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)
Germany (DE)	1.1
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



Germany

89 %

Satisfaction with
working conditions

9 %

Health problem in
the last 12 months

32 %

Sick but at work

21 %

Health affected by
work

10 %

More than 15 days of
absence

83 %

Likelihood of staying
in current job until 60
years old

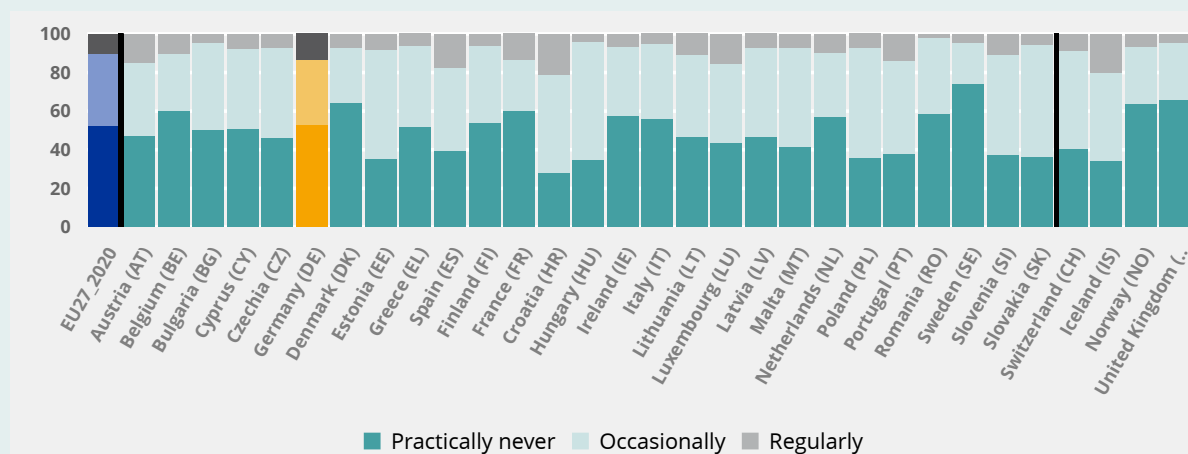
OSH outcomes and working conditions

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

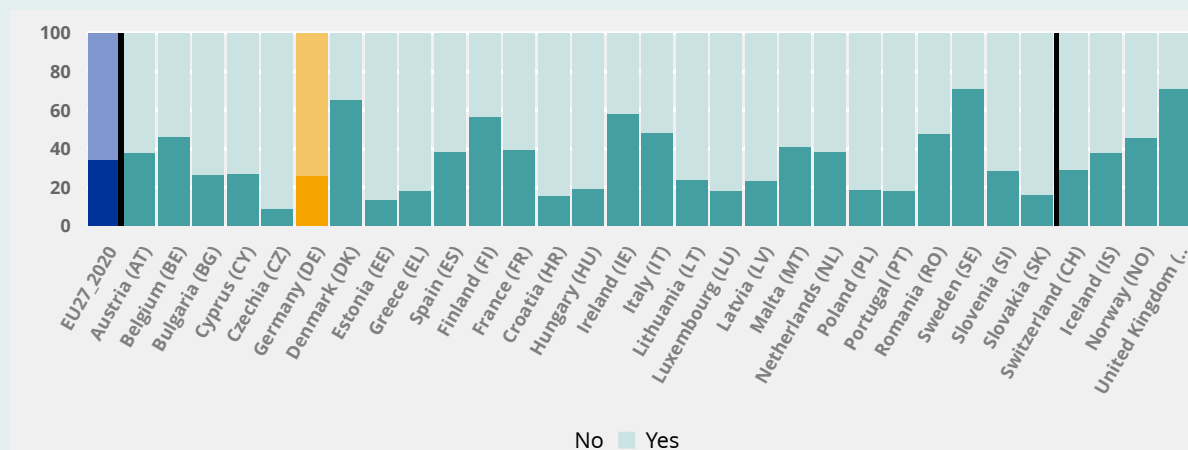
Health and safety discussed



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
Germany (DE)	13.5	33.5	52.9

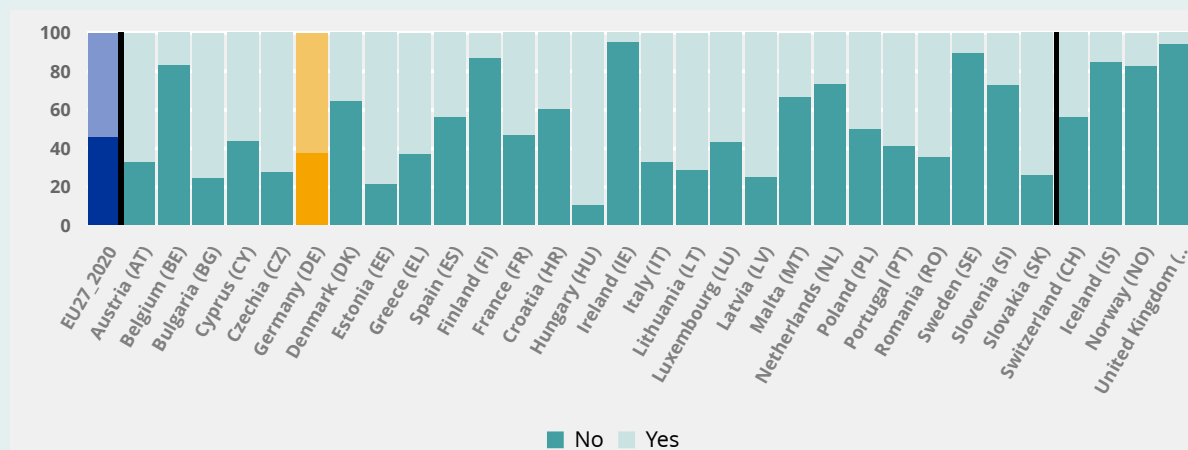
Action plan to prevent stress



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
Germany (DE)	25.9	74.1

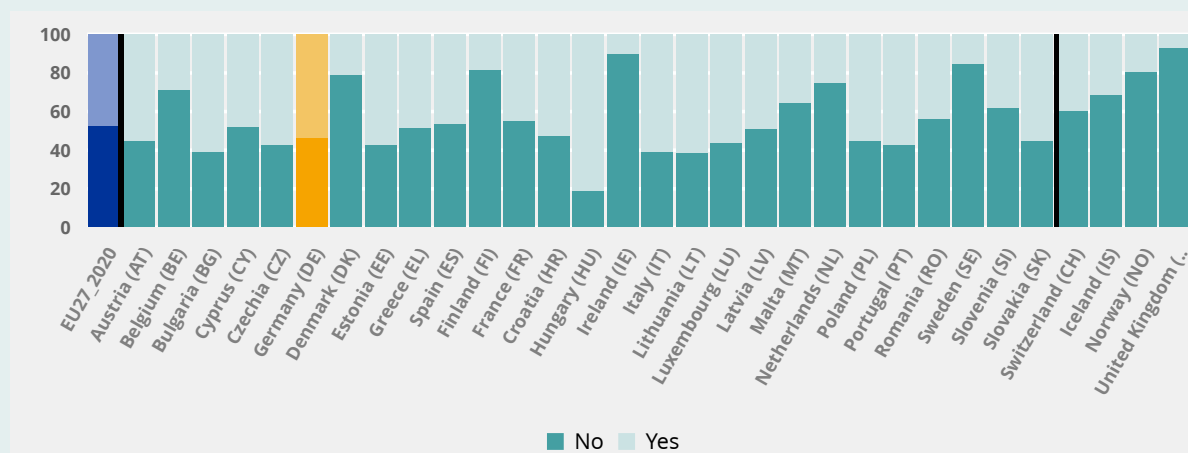
Procedure against bullying



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
Germany (DE)	38	62

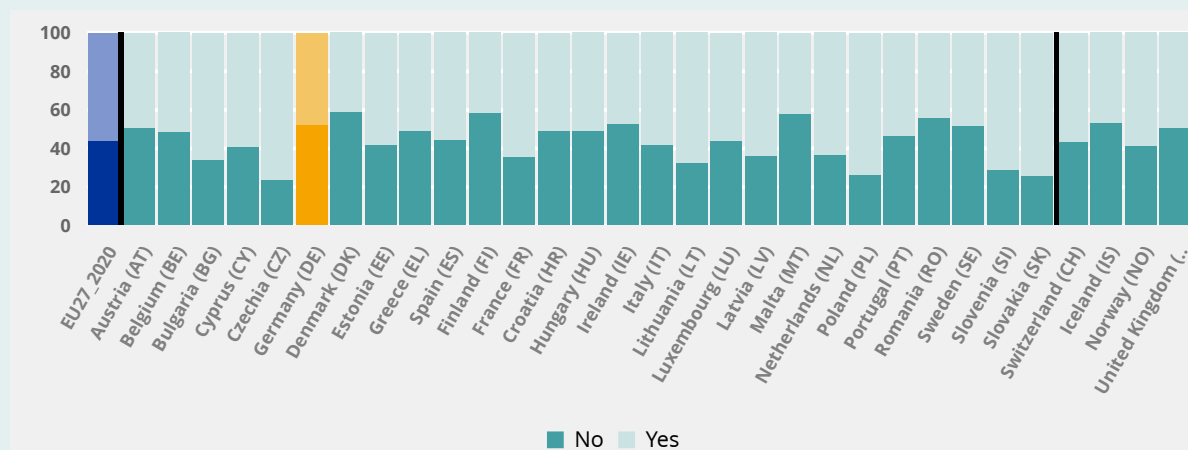
Procedures to deal with threats



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
Germany (DE)	46.6	53.4

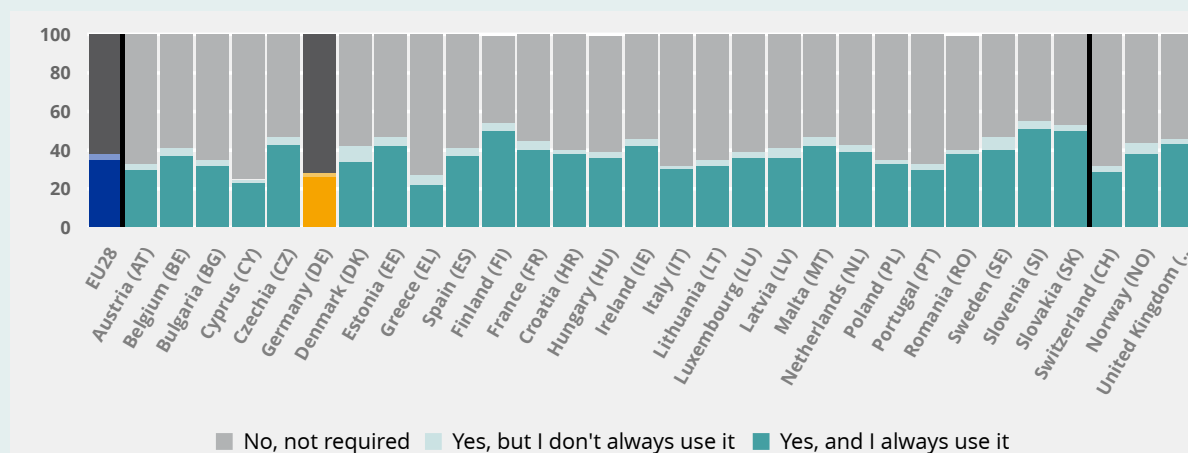
Measures to reduce work pressure



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
Germany (DE)	52.5	47.5

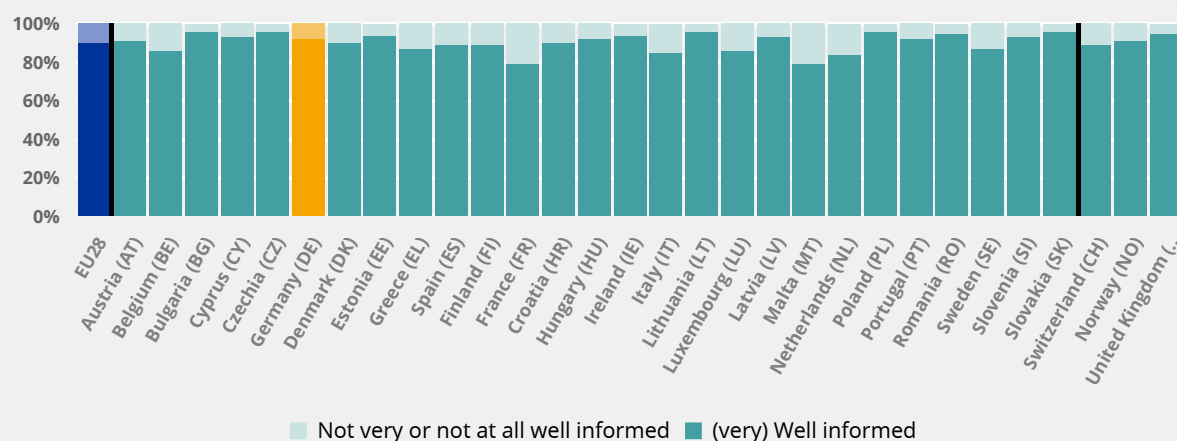
Use of personal protective equipment



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
Germany (DE)	72	2	26

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
Germany (DE)	92	8

OSH outcomes and working conditions

Working conditions

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

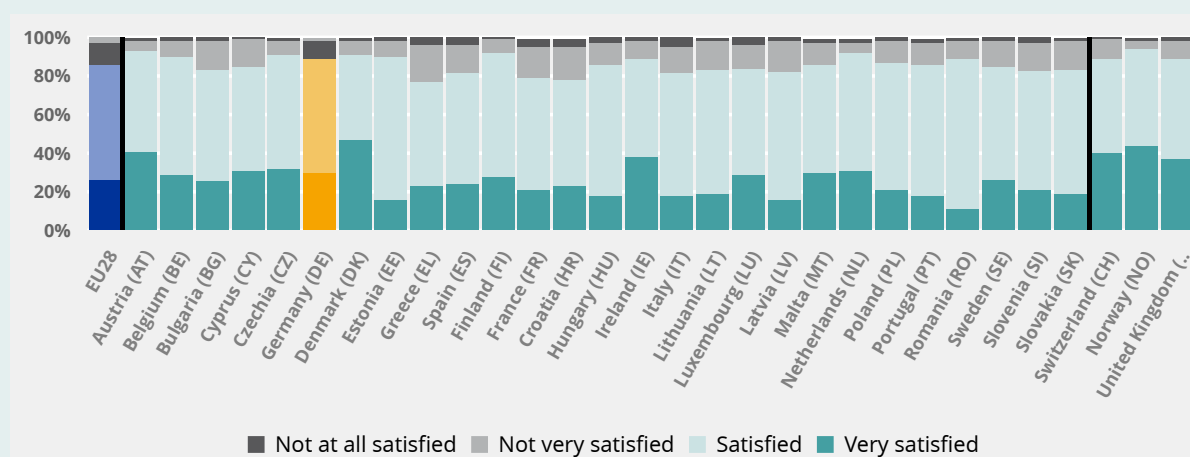
Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

Overall opinion

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

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

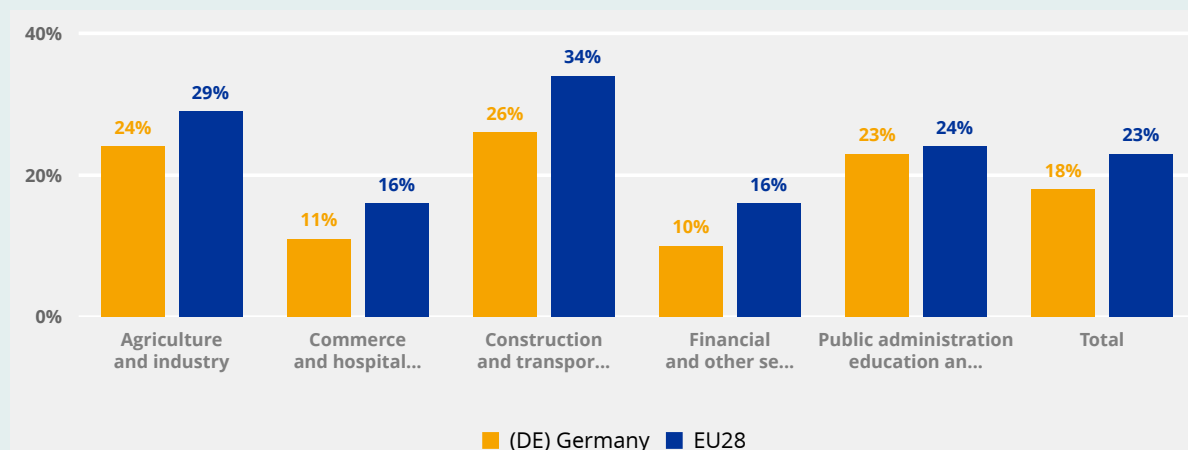
How satisfied are you with working conditions in your main paid job?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "How satisfied are you with working conditions in your main paid job?"

Country	Not at all satisfied (%)	Not very satisfied (%)	Satisfied (%)	Very satisfied (%)
EU28	3	11	60	26
Germany (DE)	1	10	59	30

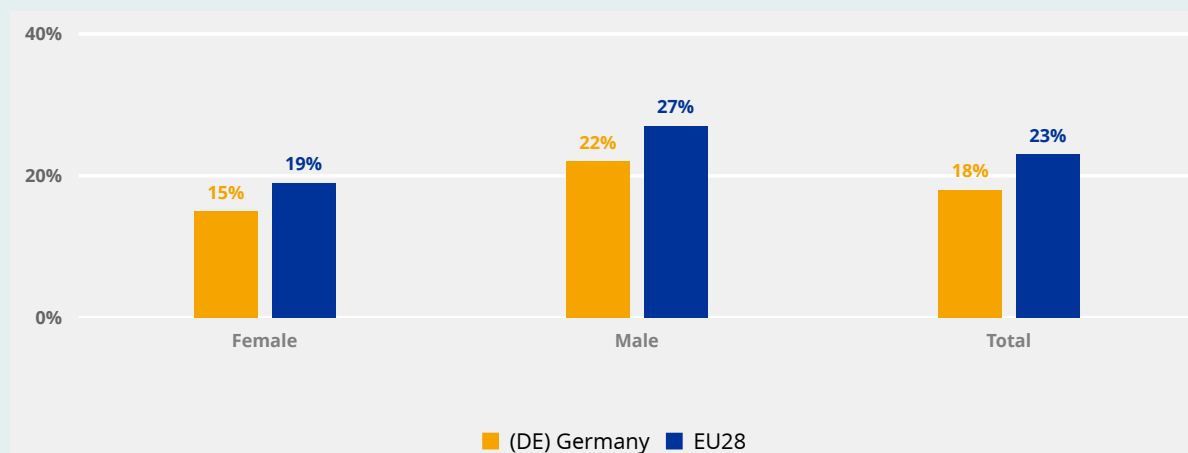
Do you think your health or safety is at risk because of your work?



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	(DE) Germany	24	EU28	29
Commerce and hospitality	(DE) Germany	11	EU28	16
Construction and transport	(DE) Germany	26	EU28	34
Financial and other services	(DE) Germany	10	EU28	16
Public administration education and health	(DE) Germany	23	EU28	24
Total	(DE) Germany	18	EU28	23

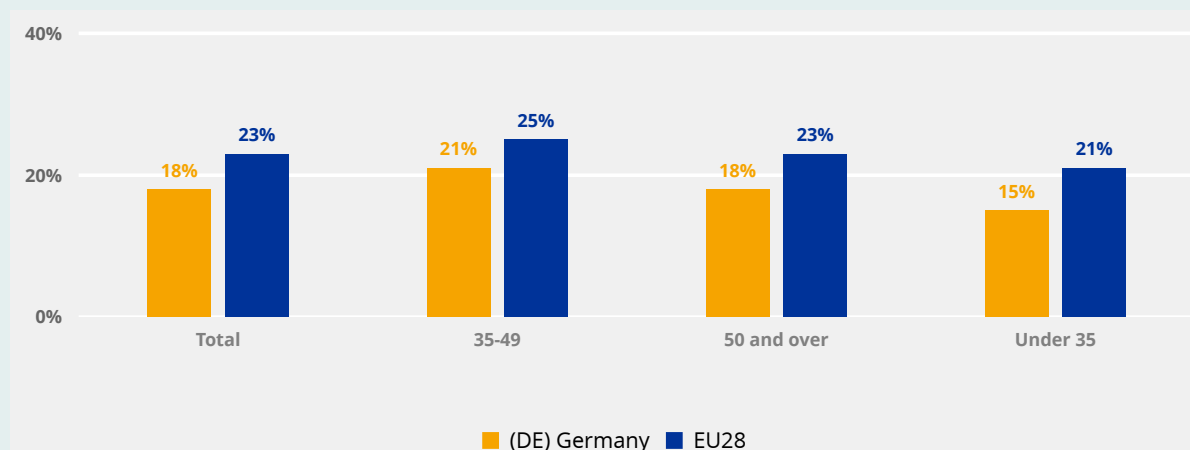
Do you think your health or safety is at risk because of your work?



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	(DE) Germany	15	EU28	19
Male	(DE) Germany	22	EU28	27
Total	(DE) Germany	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?"

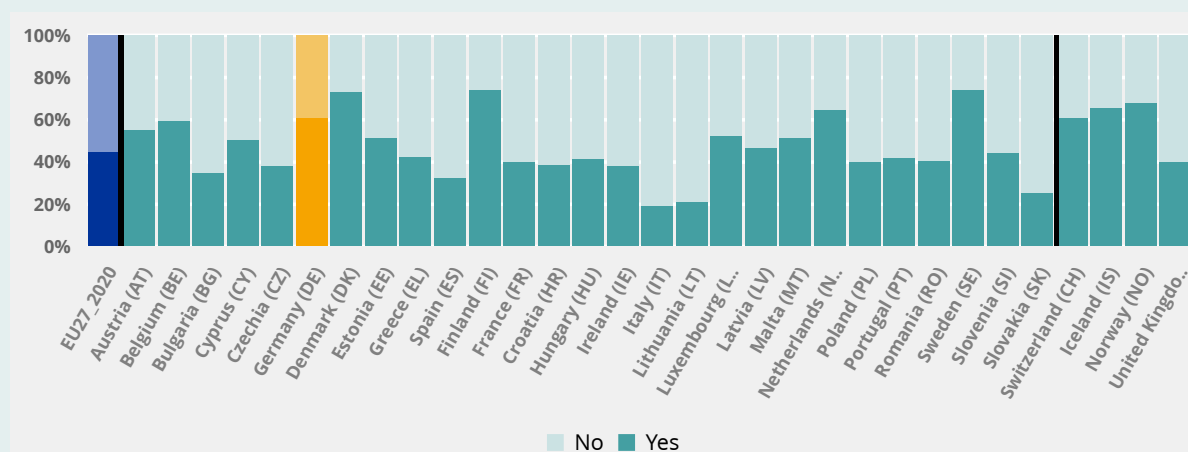
Age	Country	Value (%)	Country	Value (%)
Total	(DE) Germany	18	EU28	23
35-49	(DE) Germany	21	EU28	25
50 and over	(DE) Germany	18	EU28	23
Under 35	(DE) Germany	15	EU28	21

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

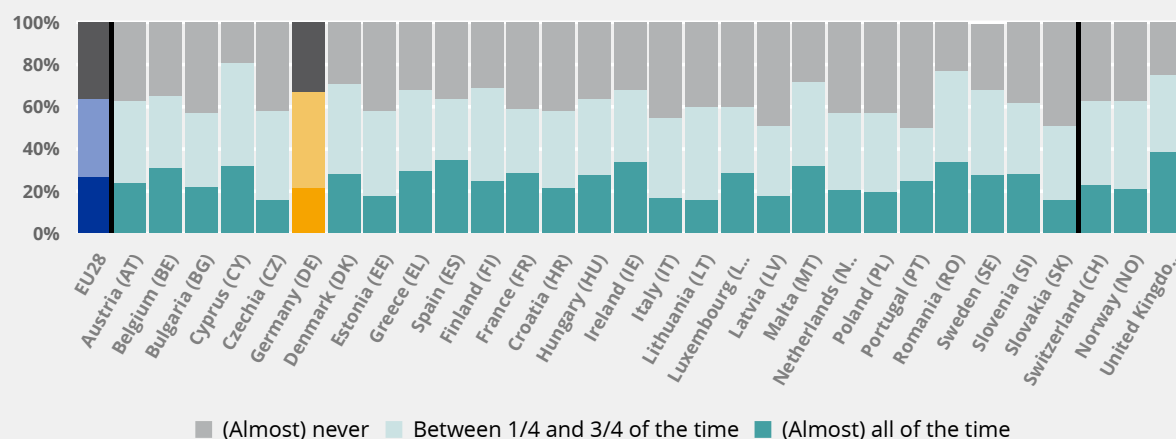
Please tell me for each of the following risks whether or not it is present in the establishment? Time pressure



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
Germany (DE)	60.7	39.3

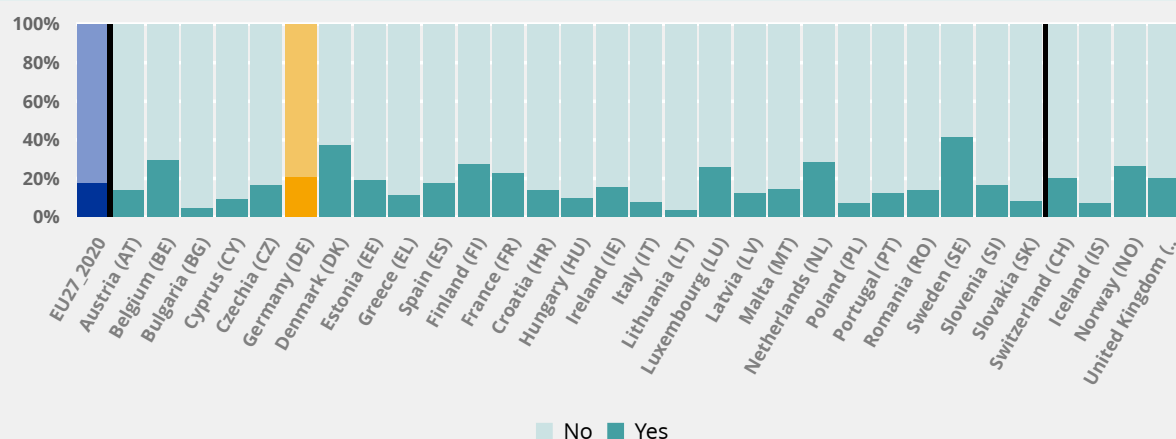
Does your job involve working to tight deadlines?



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
Germany (DE)	33	45	22

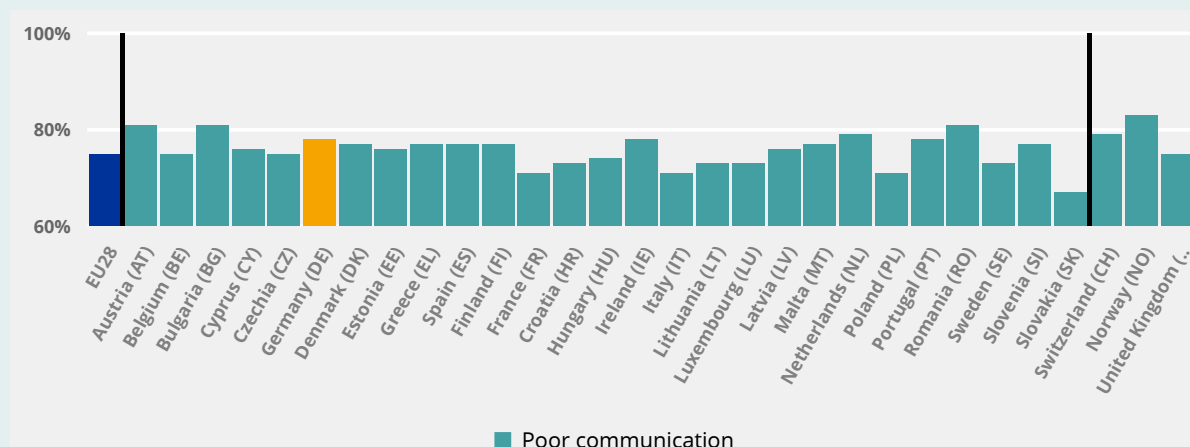
Please tell me for each of the following risks whether or not it is present in the establishment? Poor communication



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
Germany (DE)	21	79

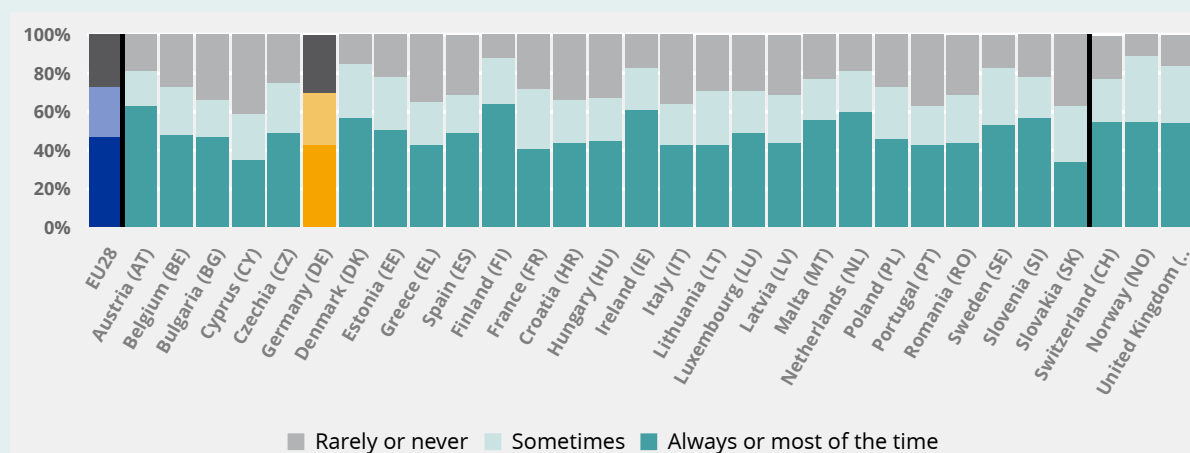
Level of fairness, cooperation and trust



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
Germany (DE)	78

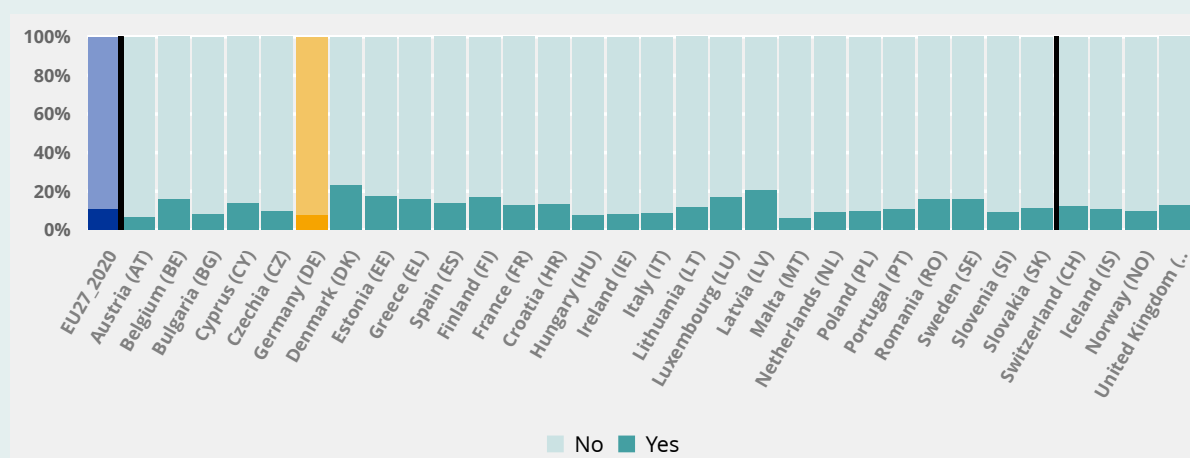
Can you influence decisions that are important for your work?



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

Country	Rarely or never (%)	Sometimes (%)	Always or most of the time (%)
EU28	27	26	47
Germany (DE)	30	27	43

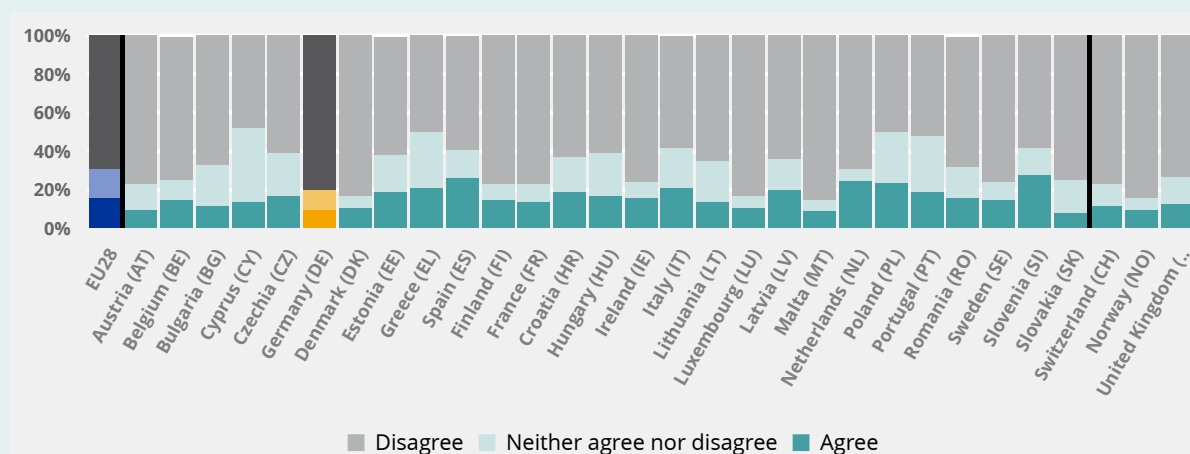
Please tell me for each of the following risks whether or not it is present in the establishment? Fear of job loss



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

Country	Yes (%)	No (%)
EU27_2020	11.1	88.9
Germany (DE)	7.9	92.1

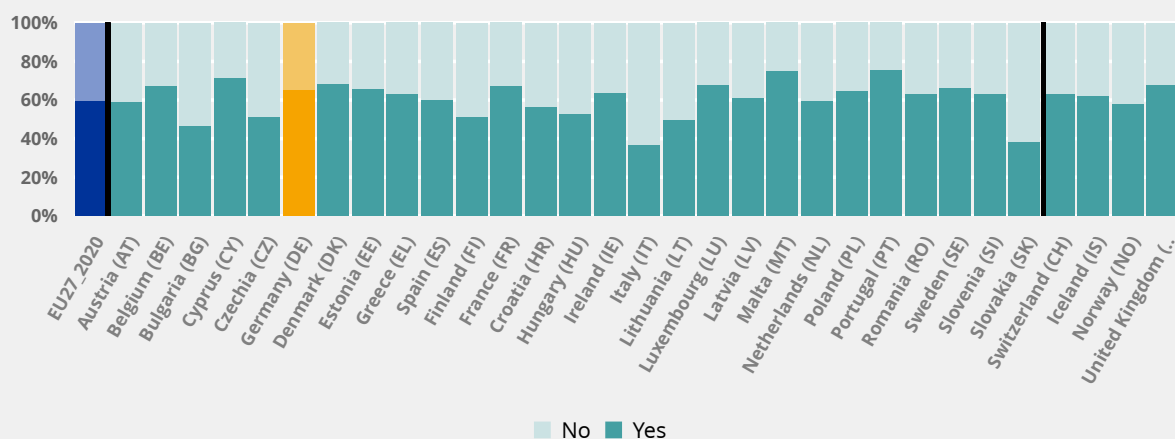
I might lose my job in the next 6 months



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
Germany (DE)	80	10	10

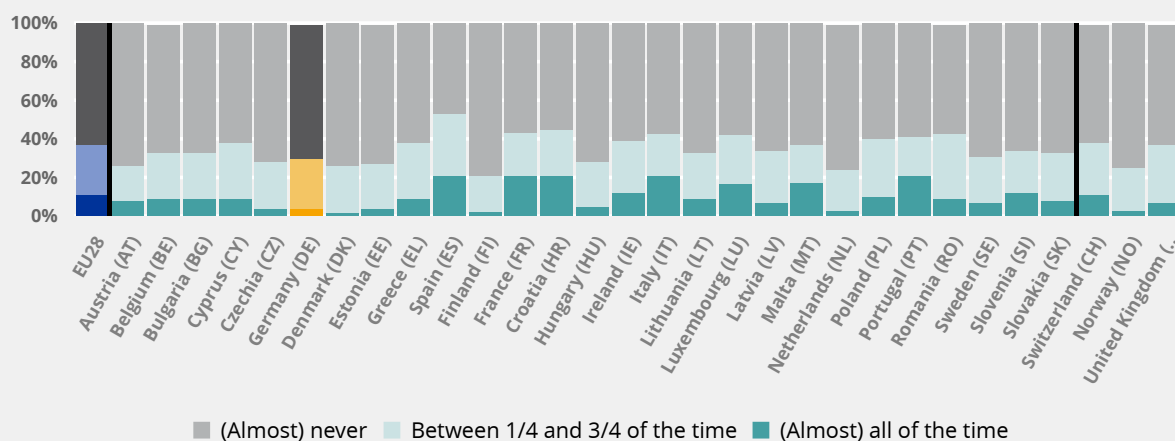
Please tell me for each of the following risks whether or not it is present in the establishment? Difficult clients



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
Germany (DE)	65.3	34.7

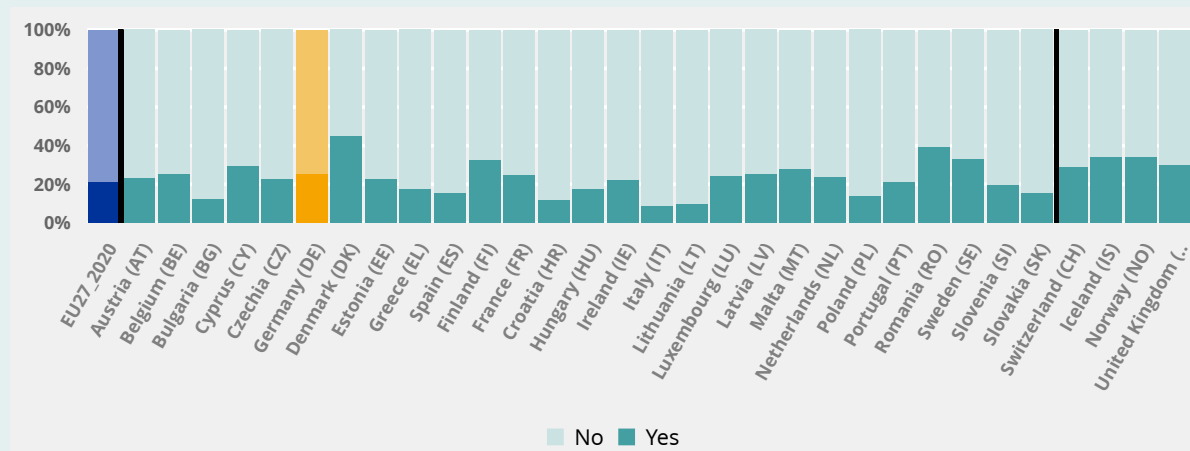
Does your work involve handling angry clients?



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
Germany (DE)	69	26	4

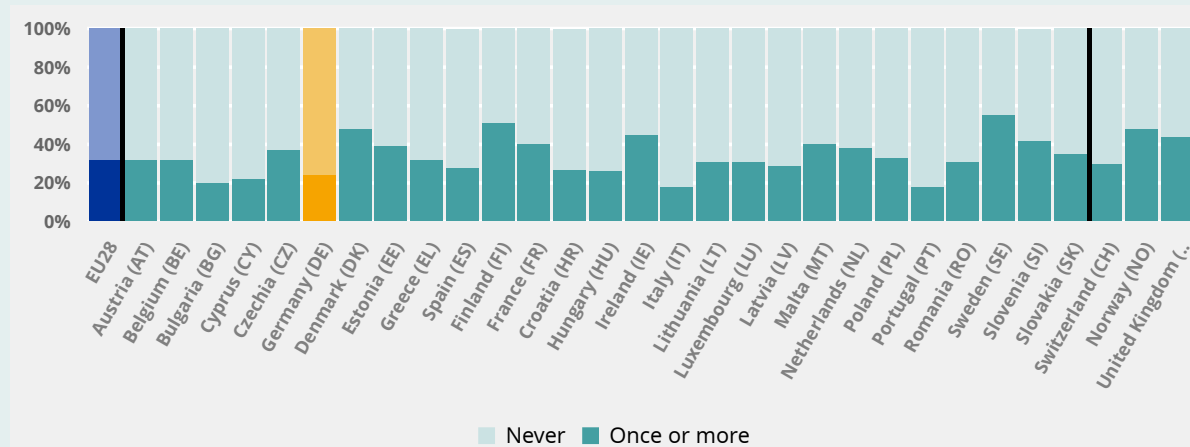
Please tell me for each of the following risks whether or not it is present in the establishment? Working hours



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
Germany (DE)	25.7	74.3

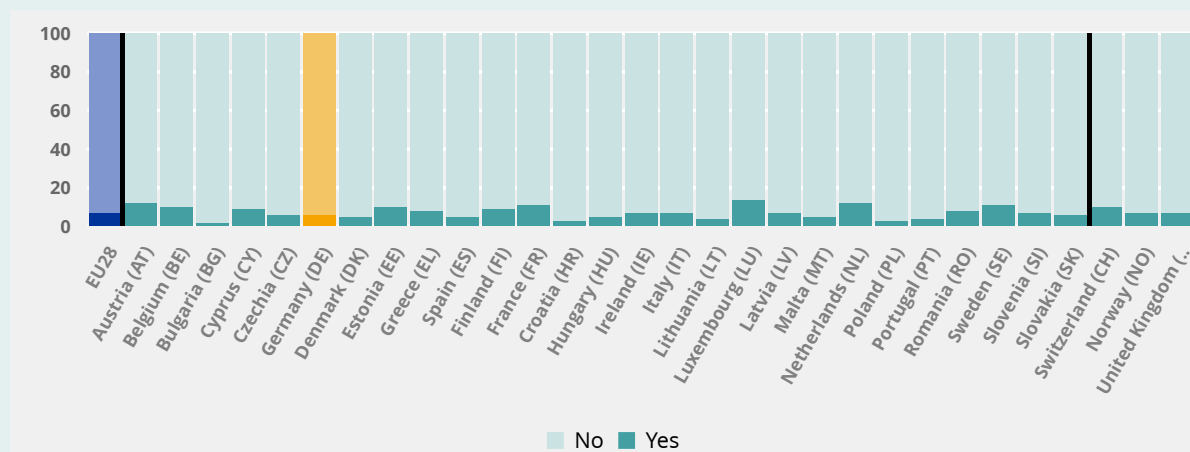
How many times a month do you work more than 10 hours a day?



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
Germany (DE)	24	76

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?"

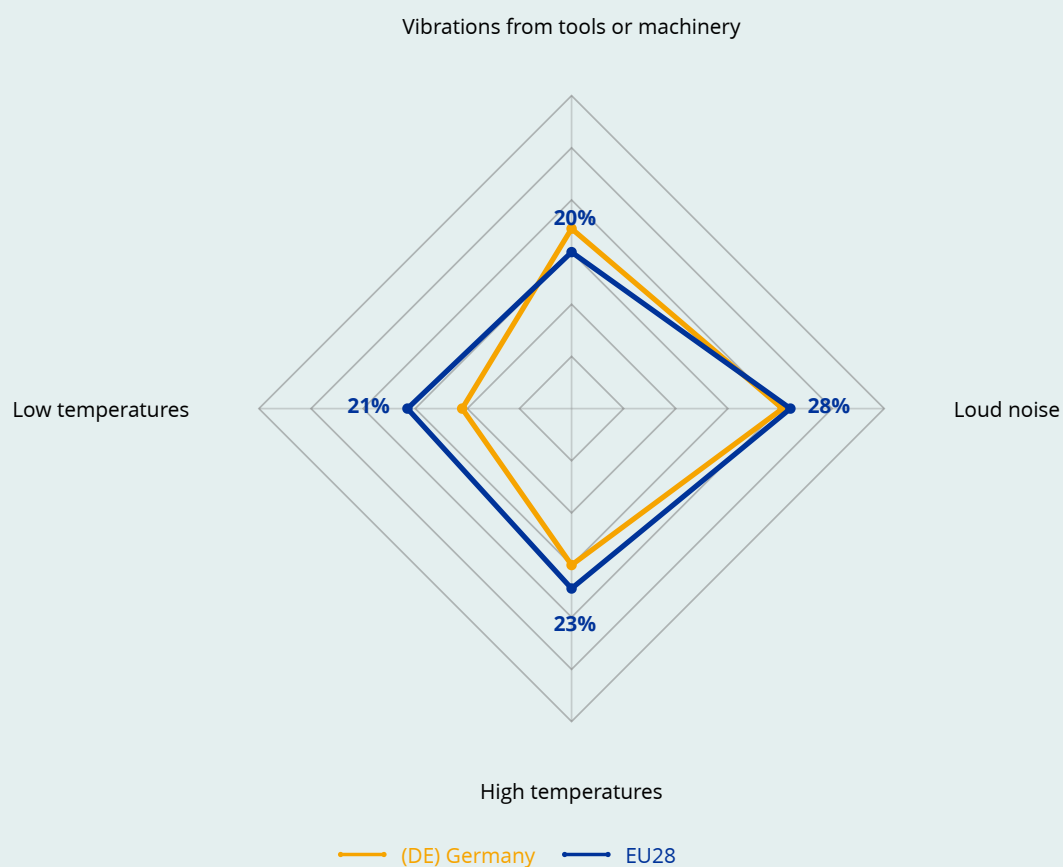
Country	Yes (%)	No (%)
EU28	7	93
Germany (DE)	6	94

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

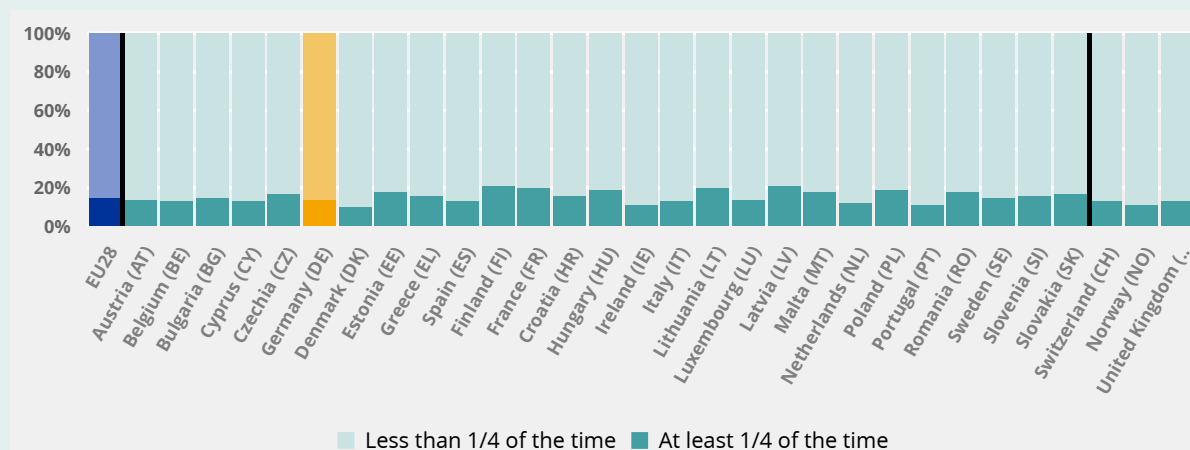
Vibrations, loud noise and temperature



Indicator	Country	Value (%)
Vibrations from tools or machinery	(DE) Germany	23
Loud noise	(DE) Germany	27
High temperatures	(DE) Germany	20
Low temperatures	(DE) Germany	14
Vibrations from tools or machinery	EU28	20
Loud noise	EU28	28
High temperatures	EU28	23
Low temperatures	EU28	21

Exposure to dangerous substances

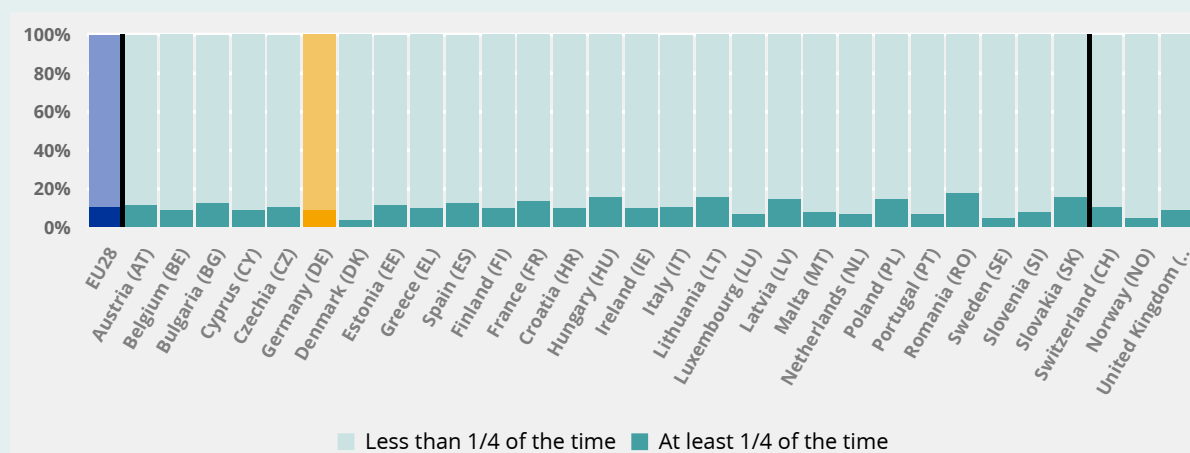
Are you exposed to breathing in smoke, fumes, powder or dust?



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

Country	Lees than ¼ of the time (%)	At least ¼ of the time (%)
EU28	85	15
Germany (DE)	86	14

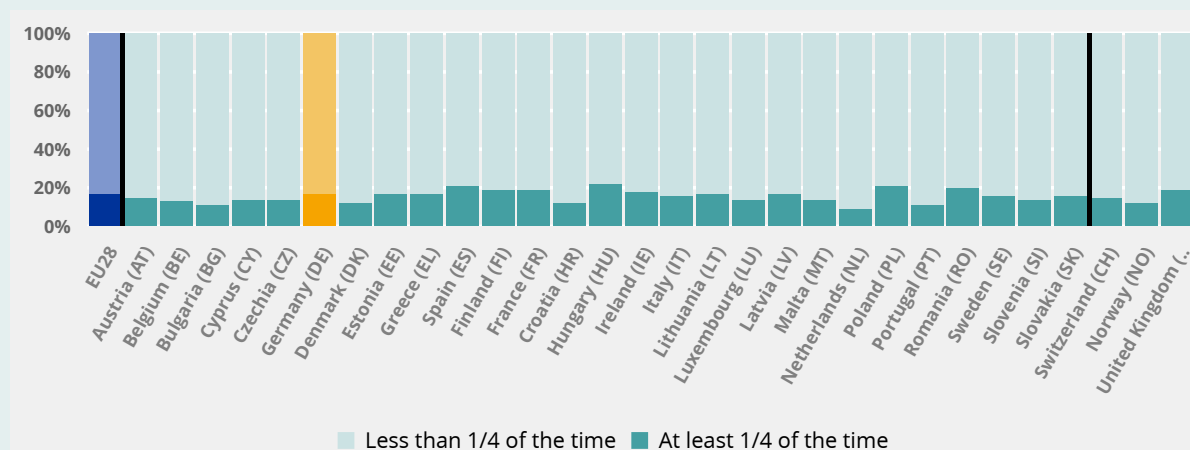
Are you exposed to breathing in vapours?



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

Country	Lees than ¼ of the time (%)	At least ¼ of the time (%)
EU28	89	11
Germany (DE)	91	9

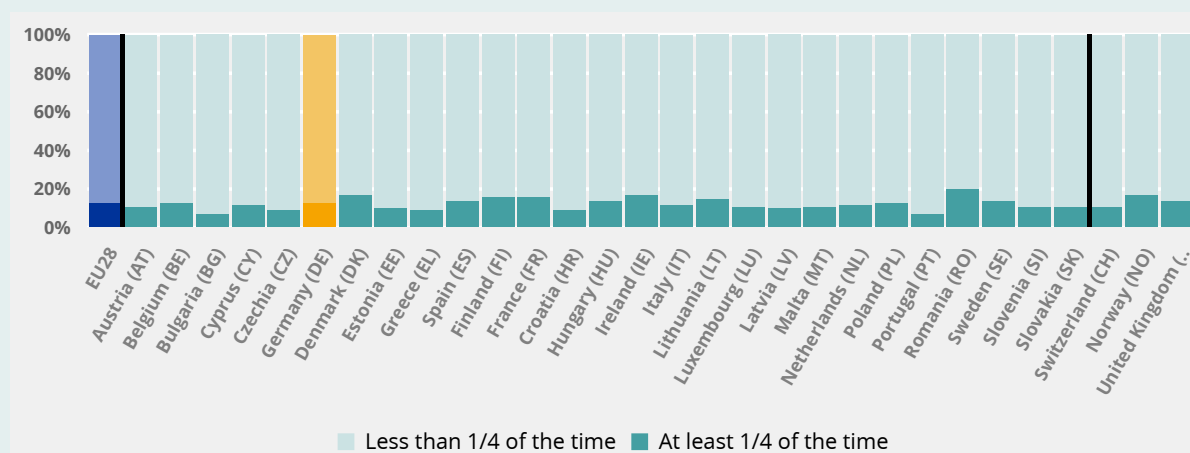
Are you exposed to chemical products or substances?



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
Germany (DE)	83	17

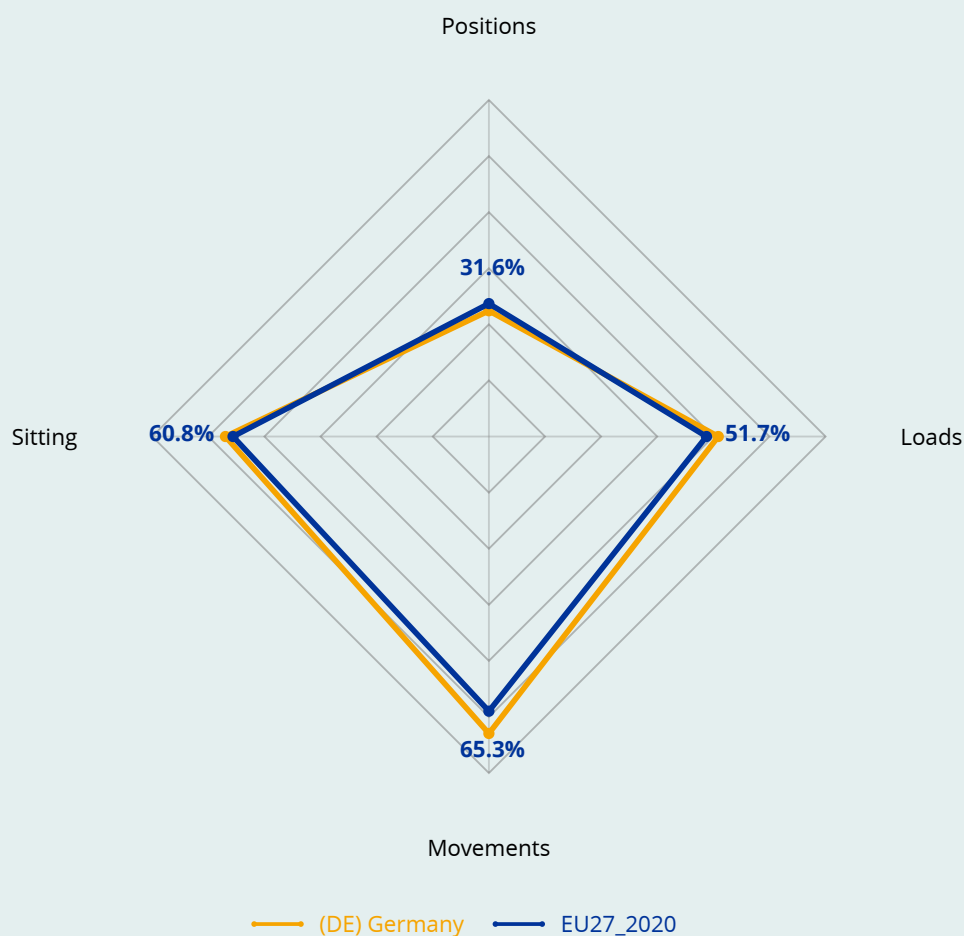
Are you exposed to materials which can be infectious?



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?"

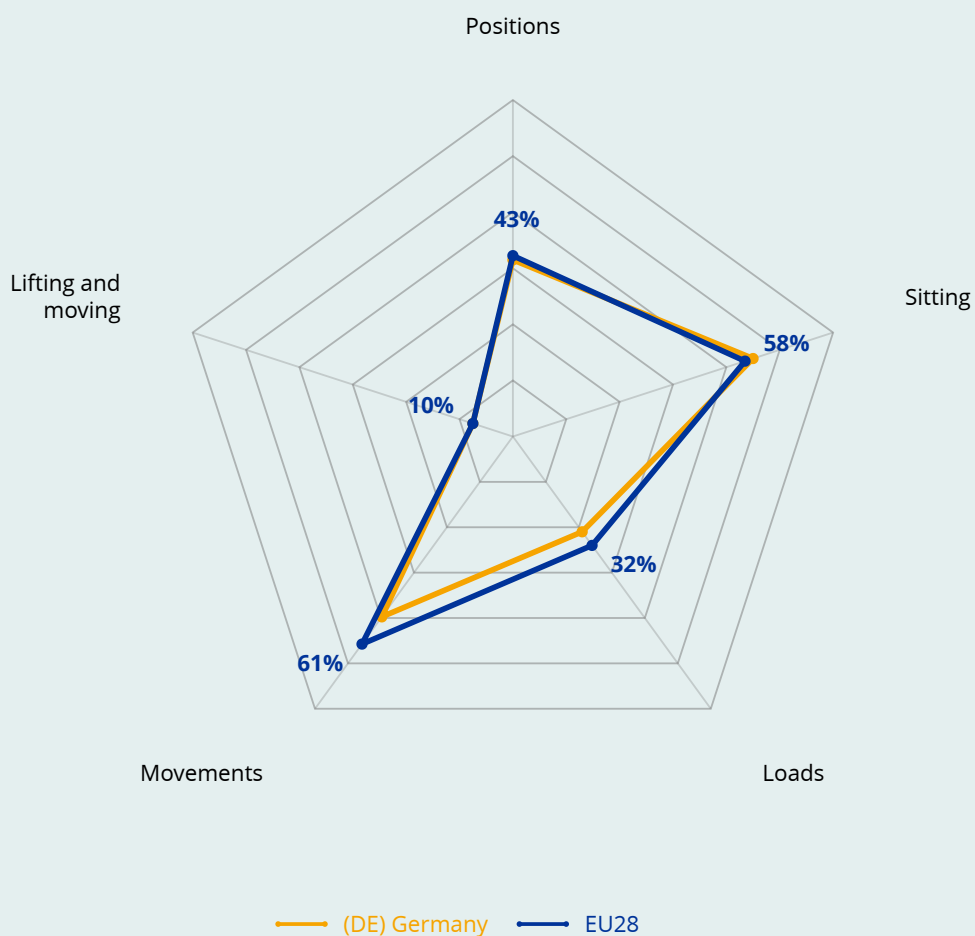
Country	Less than 1/4 of the time (%)	At least 1/4 of the time (%)
EU28	87	13
Germany (DE)	87	13

Ergonomic risks - ESENER



Indicator	Country	Value (%)
Positions	(DE) Germany	29.9
Loads	(DE) Germany	54.5
Movements	(DE) Germany	70.6
Sitting	(DE) Germany	62.6
Positions	EU27_2020	31.6
Loads	EU27_2020	51.7
Movements	EU27_2020	65.3
Sitting	EU27_2020	60.8

EWCS



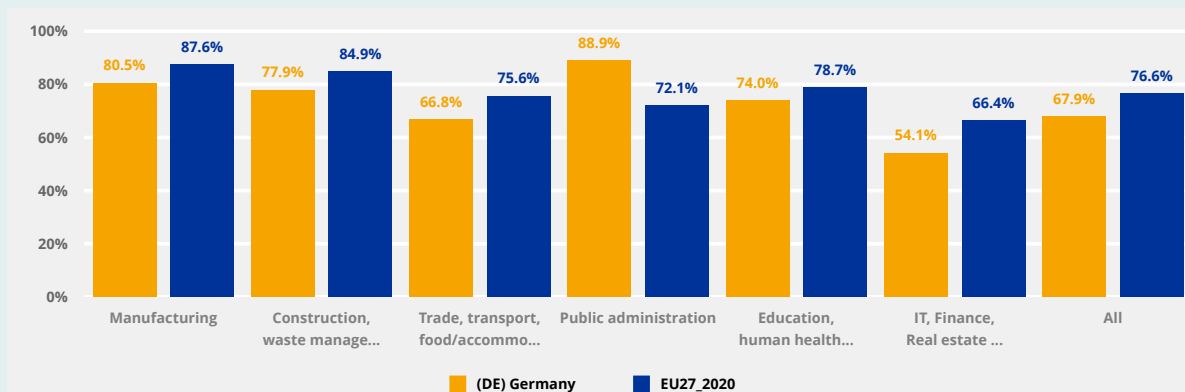
Indicator	Country	Value (%)
Positions	(DE) Germany	42
Sitting	(DE) Germany	60
Loads	(DE) Germany	28
Movements	(DE) Germany	53
Lifting and moving	(DE) Germany	10
Positions	EU28	43
Sitting	EU28	58
Loads	EU28	32
Movements	EU28	61
Lifting and moving	EU28	10

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

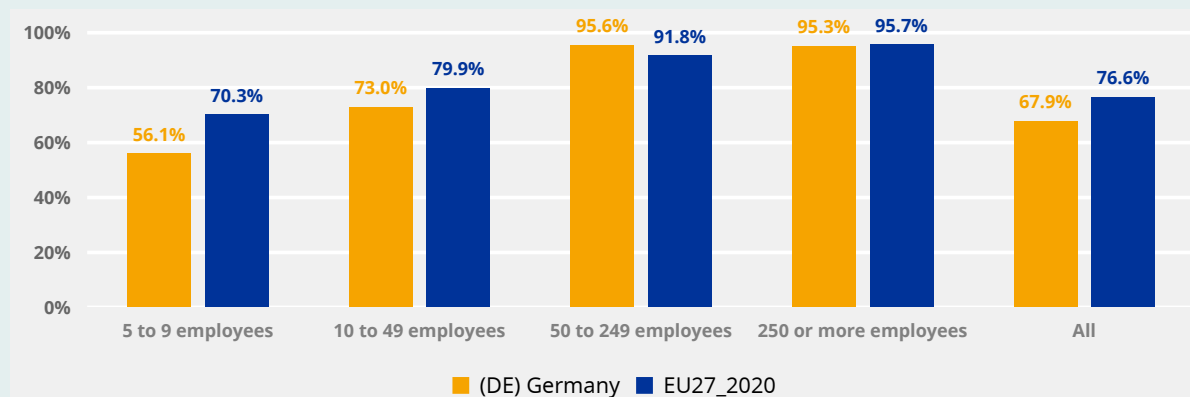
Does your establishment regularly carry out workplace risk assessments?



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	(DE) Germany	80.5	EU27_2020	87.6
Construction, waste management, water and electricity supply	(DE) Germany	77.9	EU27_2020	84.9
Trade, transport, food/accommodation and recreation activities	(DE) Germany	66.8	EU27_2020	75.6
Public administration	(DE) Germany	88.9	EU27_2020	72.1
Education, human health and social work activities	(DE) Germany	74	EU27_2020	78.7
IT, Finance, Real estate and other technical scientific or personal service activities	(DE) Germany	54.1	EU27_2020	66.4
All	(DE) Germany	67.9	EU27_2020	76.6

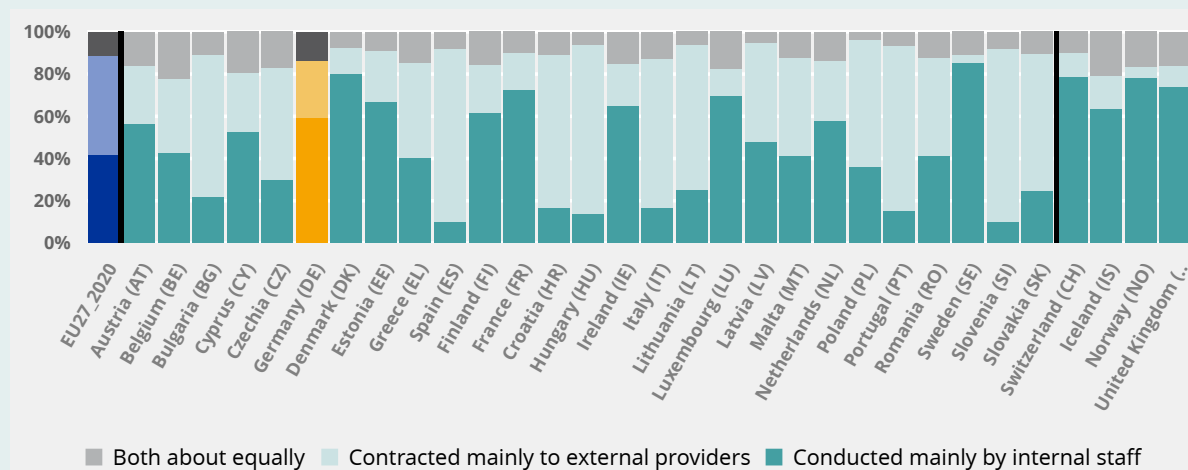
Does your establishment regularly carry out workplace risk assessments?



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

Sector	Country	Value (%)	Country	Value (%)
5 to 9 employees	(DE) Germany	56.1	EU27_2020	70.3
10 to 49 employees	(DE) Germany	73	EU27_2020	79.9
50 to 249 employees	(DE) Germany	95.6	EU27_2020	91.8
250 or more employees	(DE) Germany	95.3	EU27_2020	95.7
All	(DE) Germany	67.9	EU27_2020	76.6

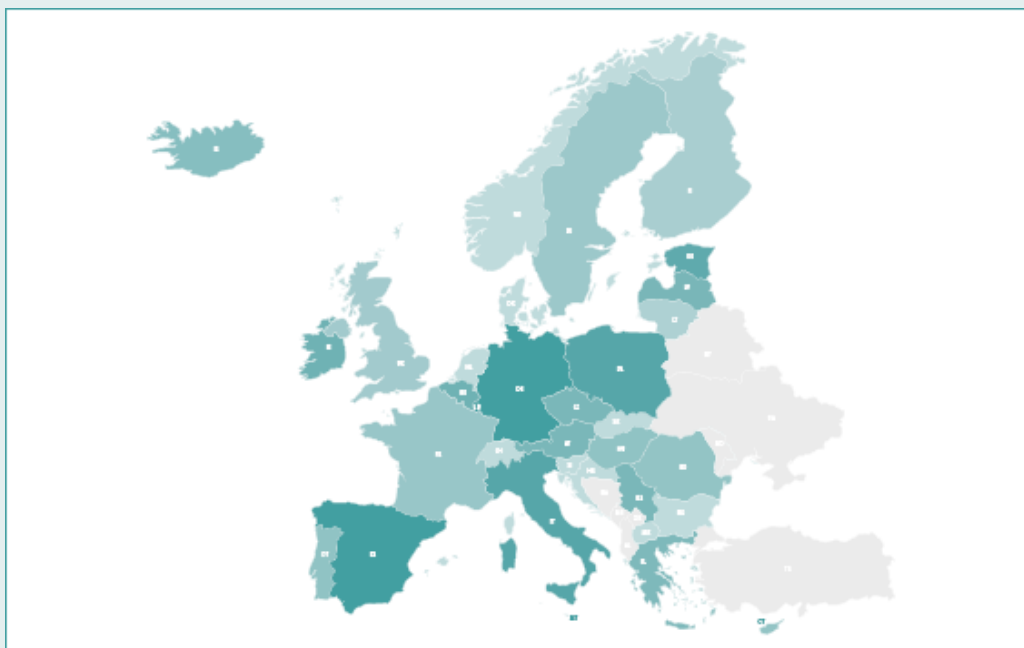
Are workplace risk assessments mainly conducted by internal staff or are they contracted to external service providers?



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

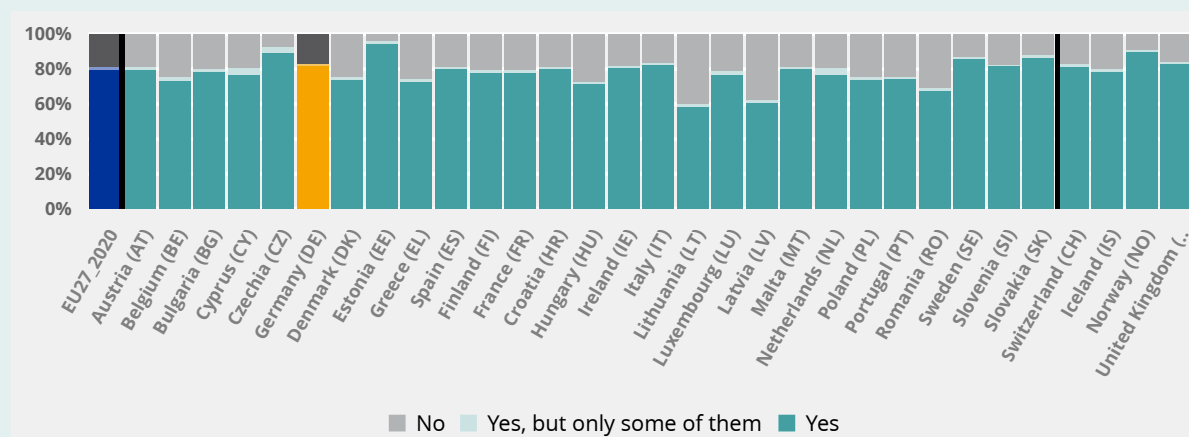
Country	Both about equal (%)	External (%)	Internal (%)
EU27_2020	11.2	47.1	41.7
Germany (DE)	13.5	27	59.4

Evaluated aspects in risk assessments



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

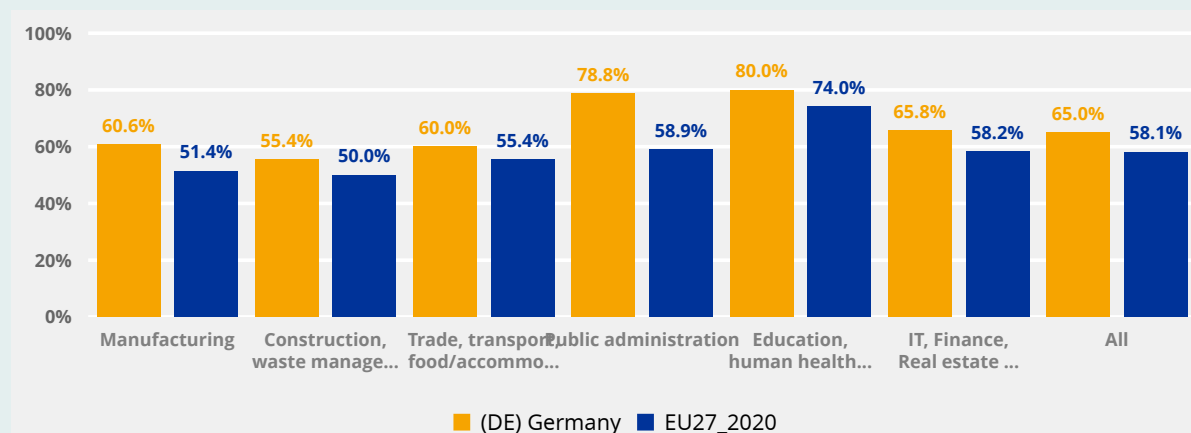
Are the health and safety representatives provided with any training during work time?



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

Country	No (%)	Yes, but only some of them (%)	Yes (%)
EU27_2020	18.7	1	80.3
Germany (DE)	16.9	0.7	82.4

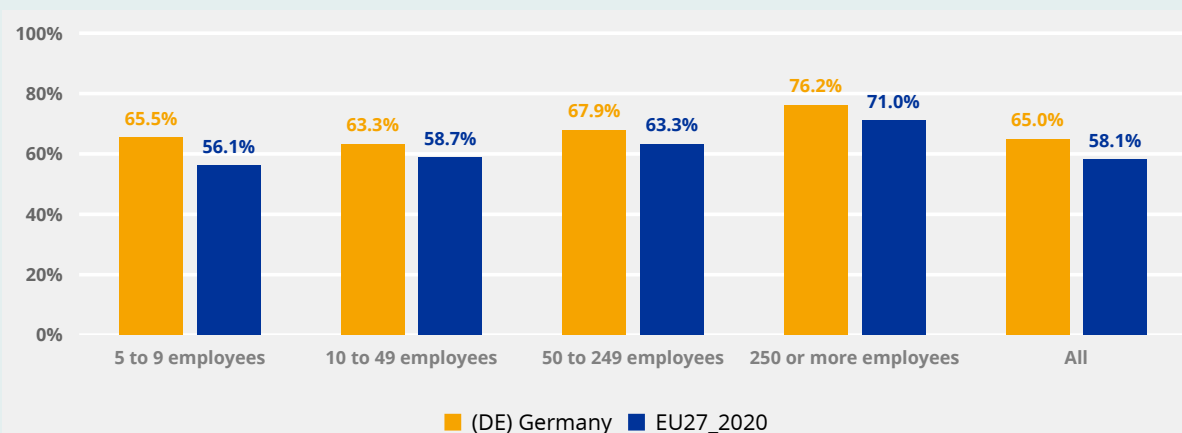
Did the employees have a role in the design and set-up of measures to address psychosocial risks?



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	(DE) Germany	60.6	EU27_2020	51.4
Construction, waste management, water and electricity supply	(DE) Germany	55.4	EU27_2020	50
Trade, transport, food/accommodation and recreation activities	(DE) Germany	60	EU27_2020	55.4
Public administration	(DE) Germany	78.8	EU27_2020	58.9
Education, human health and social work activities	(DE) Germany	80	EU27_2020	74
IT, Finance, Real estate and other technical scientific or personal service activities	(DE) Germany	65.8	EU27_2020	58.2
All	(DE) Germany	65	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	(DE) Germany	65.5	EU27_2020	56.1
10 to 49 employees	(DE) Germany	63.3	EU27_2020	58.7
50 to 249 employees	(DE) Germany	67.9	EU27_2020	63.3
250 or more employees	(DE) Germany	76.2	EU27_2020	71
All	(DE) Germany	65	EU27_2020	58.1

OSH outcomes and working conditions

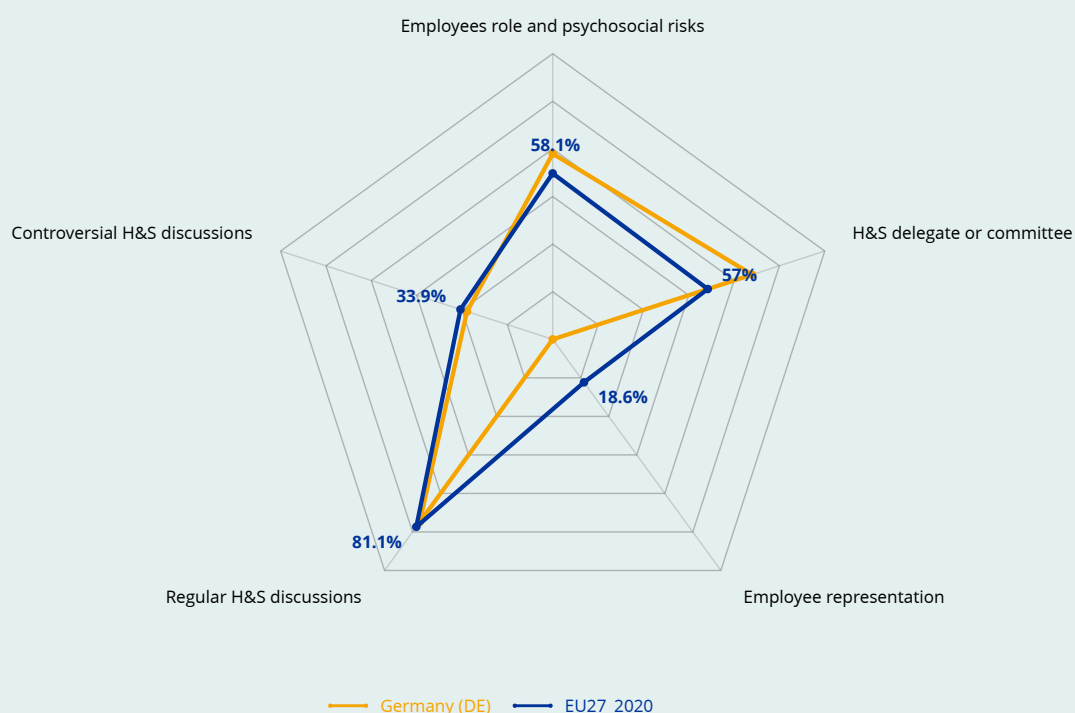
Worker involvement

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

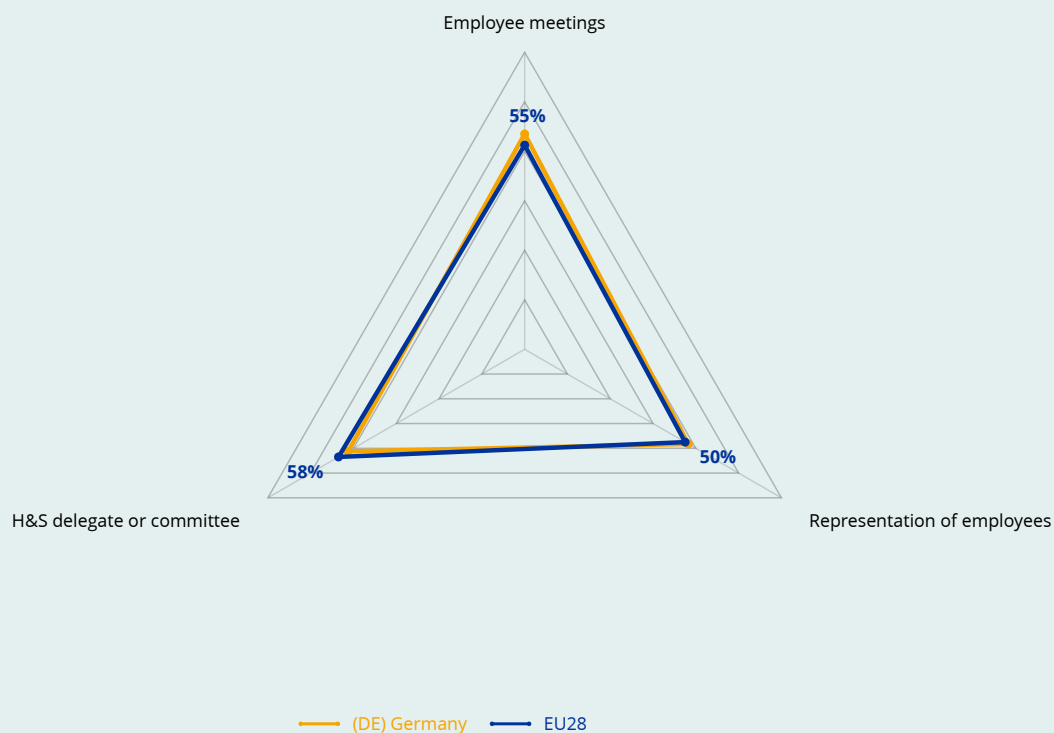
Worker involvement

ESENER



Sector	Country	Value (%)
Employees role and psychosocial risks	Germany (DE)	65
H&S delegate or committee	Germany (DE)	73.3
Employee representation	Germany (DE)	0
Regular H&S discussions	Germany (DE)	79.1
Controversial H&S discussions	Germany (DE)	31.5
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

EWCS



Sector	Country	Value (%)
Employee meetings	(DE) Germany	58
Representation of employees	(DE) Germany	51
H&S delegate or committee	(DE) Germany	55
Employee meetings	EU28	55
Representation of employees	EU28	50
H&S delegate or committee	EU28	58

OSH infrastructure **Enforcement capacity**

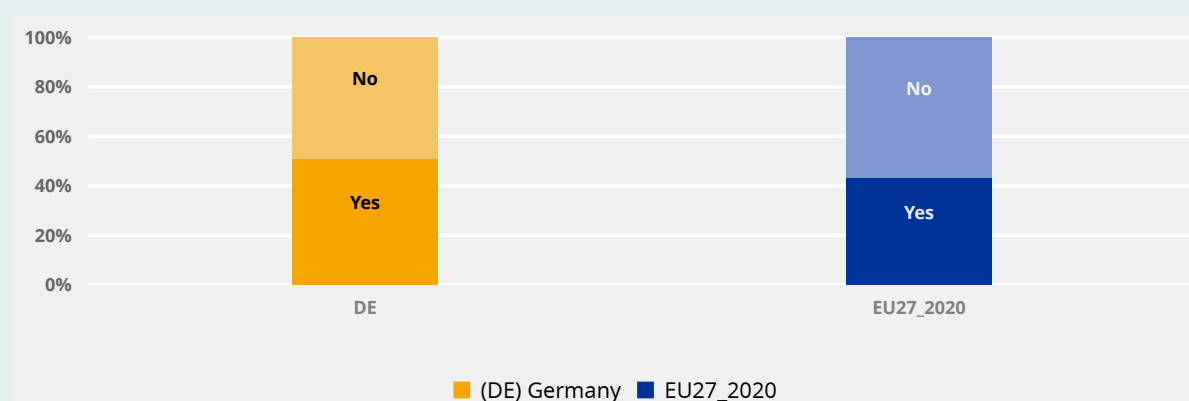
This indicator mainly contains the non-confidential parts of Senior Labour Inspectors Committee reports about enforcement in Member States

Sources: ESENER 2019 Survey and Senior Labour Inspectors' Committee.

For further information refer to Methodology

% of establishments inspected

Have you been visited by the labour inspectorate in the last 3 years?



Country	Yes (%)	No (%)
(DE) Germany	50.8	49.2
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



Germany

OSH statistics

Sicherheit und Gesundheit bei der Arbeit (SUGA)

Data holder:

Federal Ministry for Labour and Social Affairs (BMAS) and Federal Institute for Occupational Safety and Health (BAuA)

Functionalities:

- Monitoring of work accidents - (2001)
- Monitoring of occupational diseases - (2001)

Arbeitsunfallgeschehen

Data holder:

German Social Accident Insurance (DGUV)

Functionalities:

- Monitoring of work accidents - (2006)

Präventionsbericht

Data holder:

Sozialversicherung für Landwirtschaft, Forsten und Gartenbau - social insurance for agriculture, timber and horticulture

Functionalities:

- Monitoring of work accidents - (2012)

Kosten arbeitsbedingter Erkrankungen (2002)

Kosten der Frühberentung (2006)

Data holder:

Boedeker, Wolfgang et al. / Federal Institute for Occupational Safety and Health (BAuA, Ed.)

Functionalities:

- Monitoring of work-related illness

BIBB/BAuA-Erwerbstätigenbefragung

Data holder:

Federal Ministry for Labour and Social Affairs (BMAS) and Federal Institute for Occupational Safety and Health (BAuA)

Functionalities:

- Monitoring of work-related illness - (2006 data published in 2010)

Surveys

BIBB/BAuA-Erwerbstätigenbefragung

- **Time span:** 2012 (2018*)
- **Contact person:** Berufsinstitut für Berufsbildung (BIBB), Bundesanstalt für Arbeitsschutz und Arbeitsmedizin (BAuA)

BAuA-Arbeitszeitbefragung

- **Time span:** 2015 (2017*)
- **Contact person:** Bundesanstalt für Arbeitsschutz und Arbeitsmedizin (BAuA)

Studie zur Mentalen Gesundheit bei der Arbeit (S-MGA)

- **Time span:** 2011/2012 (2017/2018*)
- **Contact person:** Bundesanstalt für Arbeitsschutz und Arbeitsmedizin (BAuA), Institut für Arbeitsmarkt- und Berufsforschung (IAB)

Gesundheit in Deutschland aktuell (GEDA)

- **Time span:** 2012 (2014/2015*)
- **Contact person:** Robert-Koch-Institut

Mikrozensus

- **Time span:** 2015 (2016*)
- **Contact person:** Statistische Ämter des Bundes und der Länder

DGB-Index Gute Arbeit

- **Time span:** 2016 (2017*)
- **Contact person:** Deutscher Gewerkschaftsbund (DGB)

Deutscher Alterssurvey (DEAS)

- **Time span:** 2014
- **Contact person:** Deutsches Zentrum für Altersfragen

Studie zur Gesundheit Erwachsener in Deutschland (DEGS)

- **Time span:** 2008-2011
- **Contact person:** Robert-Koch-Institut

GDA Dachevaluation - Arbeitgeber- und Arbeitnehmerbefragung

- **Time span:** 2011 (2015*)
- **Contact person:** Nationale Arbeitsschutzkonferenz/NAK-Geschäftsstelle bei der BAuA

Sozioökonomisches Panel (SOEP)

- **Time span:** 2016 (v33)
- **Contact person:** Deutsches Institut für Wirtschaftsforschung (DIW)

Panel "Arbeitsmarkt und soziale Sicherung" (PASS)

- **Time span:** 2016
- **Contact person:** Institut für Arbeitsmarkt- und Berufsforschung (IAB)

NAKO Gesundheitsstudie

- **Time span:** 2014*
- **Contact person:** Trägerverein Nationale Kohorte e. V.

Leben in der Arbeit (lidA)

- **Time span:** 2014
- **Contact person:** Bergische Universität Wuppertal

Statistischer Bericht "Sicherheit und Gesundheit bei der Arbeit" (SUGA)

- **Time span:** jährlich; Überlicksbericht
- **Contact person:** Bundesanstalt für Arbeitsschutz und Arbeitsmedizin (BAuA)

Research Institutes

Federal Institute for Occupational Safety and Health (BAuA — Bundesanstalt für Arbeitsschutz und Arbeitsmedizin)

[Link to the institute](#)

Short abstract

The BAuA explores the conditions and developments in gainful employment, with a view to providing workers with the best possible protection and support both today and in the future. Based in Dortmund and with locations in Berlin and Dresden, as well as a branch in Chemnitz, the BAuA is under the control of BMAS.

[See more in OSHWiki](#)

Landesinstitut für Arbeitsgestaltung (LIA)

[Link to the institute](#)

Short abstract

In a strong team of 100 members, employees from the fields of medicine, ergonomics, psychology, sociology, physics, chemistry, biology, technology and engineering as well as those in administration work across disciplines to identify future-oriented questions and problems from the world of work, to develop design approaches and insights that can be shared.

The aim is to preserve and promote the employability and well-being of workers through a healthy work design.

[See more in OSHWiki](#)