



OSH BAROMETER

Spain

Country Report

Spain Country Report Index

This document contains the OSH Barometer Country Report Summary of Spain

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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



Spain

Spanish Association of Standardisation and Certification (AENOR — Asociación Española de Normalización y Certificación)

See more in its website and in OSHwiki

The Spanish Association Standardisation and Certification (Asociación Española de Normalización y Certificación, AENOR) was founded in 1986 as a private non-profit organisation. AENOR is a member organisation in the International Standardisation Organisation (ISO) and the European Committee for Standardization (CEN).

AENOR offers certification for safety and health management systems in accordance with OHSAS 18001 standard. They also check legal compliance in companies (e.g. carrying out risk assessment, documentation etc.).

Prevention institute

Foundation for the Prevention of Occupational Risks (FUNPRL — Fundación para la Prevención de Riesgos Laborales)

See more in its website and in OSHwiki

FUNPRL is a national body under tripartite governance that grants funding for prevention activities. Representatives from the national government, from the Autonomous Communities, from trade unions and employer associations take decisions in the board (patronato) and the bureau (comisión delegada). The Foundation is funded in part by the Prevention and Rehabilitation Fund, drawn on management surpluses of the Social Security Work Accident and Professional Sickness Provident Entities (the 'MATEPSS'). Applications for funding can be presented from national, regional, or sectoral stakeholders, as well as from the authorities or social partners.

Trade Union Institute for Work, Environment and Health (ISTAS — Instituto Sindical de Trabajo, Ambiente y Salud)

See more in its website and in OSHwiki

The Trade Union Institute for Work, Environment and Health (Instituto Sindical de Trabajo, Ambiente y Salud, ISTAS) was founded in 1996 by the Spanish trade union Comisiones Obreras (CC.OO), which still supports its work. This non-profit, independent research and education institute was set up as a foundation. The work is supervised by the Board of Directors, which is responsible for strategic and financial planning. The majority of the members are nominated by the CC.OO trade union.

The National Institute for Safety and Health at Work (Instituto Nacional de Seguridad y Salud en el trabajo, INSST)

See more in its website and in OSHwiki

The National Institute for Safety and Health at Work (Instituto Nacional de Seguridad y Salud en el trabajo, INSST) The INSST is the specialised scientific and technical body of the Spanish government administration for OSH matters. It was created in 1978 as an autonomous body in the Ministry of Labour and Social Economy. It focuses on analysing, promoting, supporting and improving OSH issues. Its main tasks are as follows: Technical assistance: providing specialised technical assistance to departments within the administration, stakeholders and OSH experts in public institutions and private companies. This activity represents approximately 30 % of the INSST's total resources. OSH research: carrying out social research (i.e. working conditions surveys); epidemiological studies based on work accidents; and field and laboratory research on chemicals, biological and physical agents, and ergonomics. The INSST also promotes and funds research through grants. Training: providing an annual programme of activities. Dissemination of information: the INSST publishes several specialised publications, for example on methods of measuring chemicals, as well as collections of technical notes on prevention, OSH posters and leaflets, etc. Guidelines and standardisation: providing technical assistance on the development of new OSHrelated legislation, regulations and guidelines. Testing and certification of protective equipment and machinery. Secretariat of the National Commission for Safety and Health at Work: the INSST provides technical support and general assistance to the National Commission for Safety and Health at Work. National focal point for the European Agency for Safety and Health at Work (EU-OSHA) and reference centre for the EU institutions : the INSST ensures the coordination and transmission of information on OSH at a national level.

Compensation and insurance body

Social Security Work Accident and Professional Sickness Provident Entities (MATEPSS — Mutuas de Accidentes de Trabajo y Enfermedades Profesionales de la Seguridad Social)

See more in its website and in OSHwiki

The Spanish worker compensation system can be characterised as a hybrid private and public system (see also: International comparison of occupations accident insurance systems). Occupational accident insurance and compensation and rehabilitation of occupational diseases is usually organised by Social Security Work Accident and Professional Sickness Provident Entities, the 'MATEPSS' (Mutuas de Accidentes de Trabajo y Enfermedades Profesionales de la Seguridad Social). The legal basis is the Law 35/2014, of December 26, which modifies the consolidated text of the General Law of Social Security (in relation to the legal regime of the Mutual Insurance Companies for Occupational Accidents and Diseases of Social Security).

'MATEPSS' are established as private associations of companies and need formal approval from the Ministry of Employment and Social Economy (MITRAES) which is the supervision authority. The MATEPSS are obliged to cooperate with the authorities of the public social security system. Members of the associations are companies who can join voluntarily - otherwise workers' compensation is guaranteed by the public insurance institute INSS (Instituto Nacional de Seguridad Social). Some sectors are excluded from the general regime, like mining, fisheries and agriculture. In those cases the public system again guarantees the worker compensation. As of September 2019, some 1.475.994 companies were members of a Mutua, representing nearly 17.367.813 workers. Employers must bear all costs of the legal requirements for the protection of employees. The insurance system is financed by employer contributions, and can vary between 0.81% and 16.2% of the payroll, depending on the risk class of the company (average contribution is roughly 2% of the payroll).

At the moment there are 19 MATEPSS. They are members of the Association of Work Accident Insurance Companies (Asociación de Mutuas de Accidentes de Trabajo, AMAT), which is a non-profit organisation, established in 1986. AMAT is the interest group for the insurance bodies. It represents common positions of the Mutuas and their member companies in negotiations within the social security system.

OSH authority

National Labour Inspection Authority (ITSS — Inspección de Trabajo y Seguridad Social)

See more in its website and in OSHwiki

The National Labour Inspection Authority (Inspección de Trabajo y Seguridad Social, ITSS) is under the authority of and funded by the MITEC. The labour inspectorate of Catalonia and Basque Country are independent in function regarding OSH issues, to the regional authorities. As the name already indicates, ITSS does not only supervise safety and health in the companies, it is also responsible for general labour relations and compliance with social security regulations (including checking for illegal employment). The inspectorate has specialists for OSH, employment, and social security.

Despite being a national authority, the labour inspectorate is organised in local branches: Each of the 50 provinces has teams of labour inspectors. They follow action plans that are set up by the governments of the Autonomous Communities. These action plans define priorities as well as inspection goals. In this way, the labour inspectors are able to work with high-risk sectors and companies. Together, the regional plans make up the so-called national programme, which needs the approval of the Sectoral Conference (conferencia sectorial). The labour inspectors also respond to incidents (accidents and diseases) in the workplace and may impose sanctions in the case of any breach of law. Homogenous inspection standards can be set by the MITEC.

The Ministry for Labour and Social Economy (Ministerio de Trabajo y Economía Social MITES).

See more in its website and in the OSHwiki

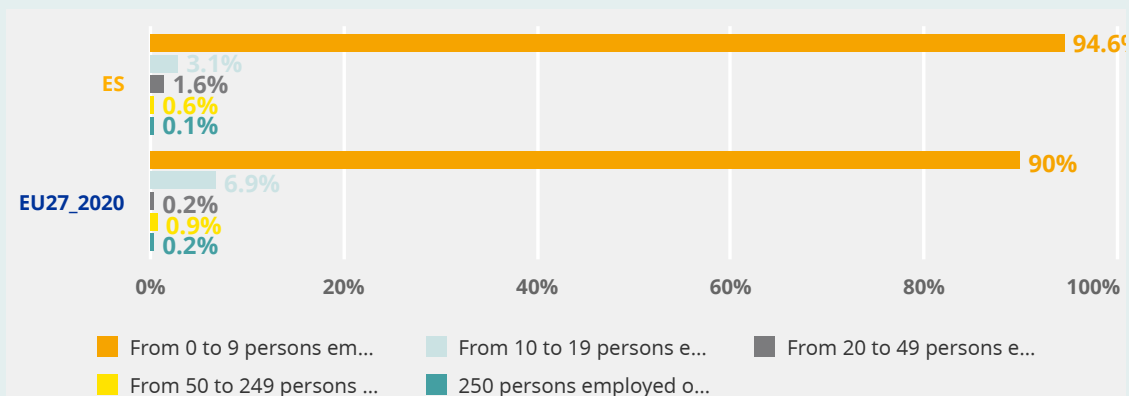
The Ministry of Labor and Social Economy is the ministerial department with responsibilities in employment, social economy and corporate social responsibility.

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.

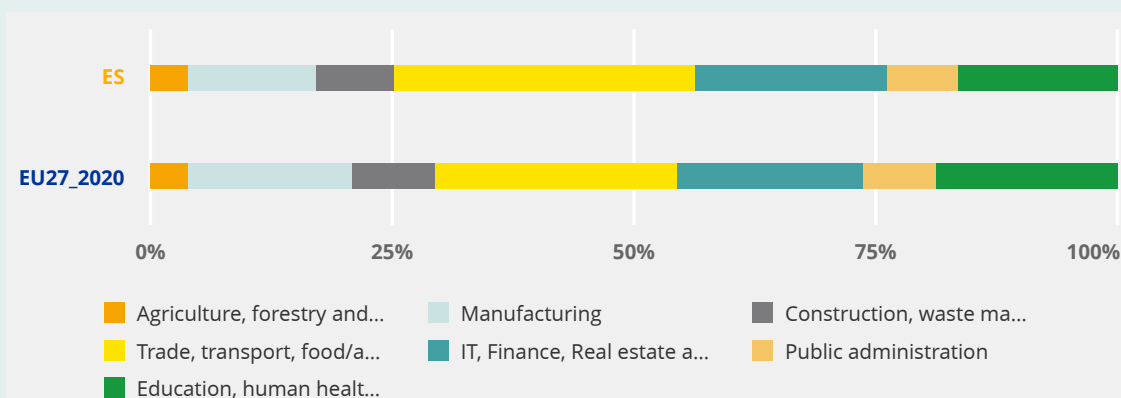
Source: EUROSTAT. For further information refer to Methodology

Company size



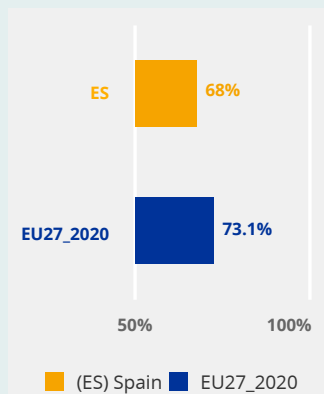
Company size	Country	Value (%)	Country	Value(%)
From 0 to 9 persons employed	ES	94.6	EU27_2020	90
From 10 to 19 persons employed	ES	3.1	EU27_2020	6.9
From 20 to 49 persons employed	ES	1.6	EU27_2020	0.2
From 50 to 249 persons employed	ES	0.6	EU27_2020	0.9
250 persons employed or more	ES	0.1	EU27_2020	0.2

Employment per sector



Sector	Country	Value (%)	Country	Value(%)
Agriculture, forestry and fishing	ES	4.1	EU27_2020	4.1
Manufacturing	ES	13.2	EU27_2020	17.1
Construction, waste management, water and electricity supply	ES	8	EU27_2020	8.5
Trade, transport, food/accommodation and recreation activities	ES	31.3	EU27_2020	24.9
IT, Finance, Real estate and other technical scientific or personal service activities	ES	19.8	EU27_2020	19.4
Public administration	ES	7.2	EU27_2020	7.5
Education, human health and social work activities	ES	16.4	EU27_2020	18.6

Employment rate



Country	Value (%)
(ES) Spain	68
EU27_2020	73.1

GDP per capita in relation to EU27_2020 average - Euro (€)



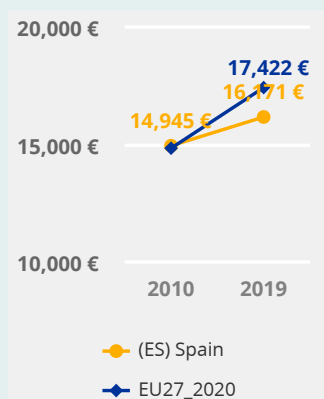
Country	Value (%)
(ES) Spain	90.6
EU27_2020	100

GDP per capita in relation to EU27_2020 average - Purchasing Power Standards (PPS)



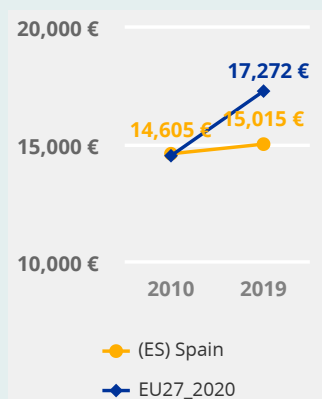
Country	Value (%)
(ES) Spain	84.8
EU27_2020	100

Income per capita - Euro (€)



Country	Year	Income
(ES) Spain	2010	14945
(ES) Spain	2019	16171
EU27_2020	2010	14841
EU27_2020	2019	17422

Income per capita - Purchasing Power Standards (PPS)





Country	Year	Income
(ES) Spain	2010	14605
(ES) Spain	2019	15015
EU27_2020	2010	14521
EU27_2020	2019	17272

Generic information **Workforce profile**

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

Source: EUROSTAT. For further information refer to Methodology

 EU27_2020	Median age of population: 43.7 years	Employment rate (55 - 64): 59.1 %	Employment rate (female): 67.3 %	Employment rate (male): 79 %	Employment rate (total): 73.1 %	Unemployment rate: 6.7 %
 ES	Median age of population: 44 years	Employment rate (55 - 64): 53.8 %	Employment rate (female): 62.1 %	Employment rate (male): 74 %	Employment rate (total): 68 %	Unemployment rate: 14.1 %

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



Spain

Structure of each National strategy

Basic information

Spanish document: **Estrategia Española de Seguridad y Salud en el Trabajo 2015 – 2020**

Strategy abstract in English: **Spanish Strategy on Safety and Health at Work**

Former strategies: Primera Estrategia Española de Seguridad y Salud en el Trabajo 2007-2012.

All documents and more information see on the INSHT-website.

Background

Defining the perceived problem:

Chapter 'Analysis of the prevention of work related risks on the state level' (Diagnóstico de la prevención de riesgos laborales en el ámbito del Estado) (p11 –p16 of the strategy document):

Priority issues mentioned to improve occupational safety and health at work:

- Sectors and activities with higher risk
- Musculo-skeletal disorders
- Dangerous substances
- Vulnerable groups of workers
- Psychosocial risks
- Emerging risks
- Wellbeing at work
- Small and medium enterprises

and

English: Annex I. Status of Safety and Health- Work in Figures (Basic indicators: 2007-2012)

Spanish: Anexo I. Situación de la Seguridad y Salud en el Trabajo en cifras (Indicadores básicos: 2007-2012)

Characteristics and objectives

General objectives:

- Promote better enforcement of legislation on safety and health at work and consolidation in the autonomous regions, especially in small and medium enterprises.
- Encourage continuous improvement of working conditions of all workers with special attention to the prevention of occupational diseases and work-related diseases.

Details and activity

Objective 1: Improve the effectiveness of the institutions dedicated to occupational risk prevention .

- Strengthen and enhance public institutions dedicated to the prevention of occupational hazards and adjust their functions to the current demands of society.

- Create and implement mechanisms for coordination among institutions competent in prevention, both in the workplace and in the health, education and industry.
- Promote institutional collaboration in the development of public policies preventive.
- Strengthen the leadership of the government in managing the prevention of occupational hazards

Objective 2: Boost action by the public authorities in the area of analysis, research, promotion, support, technical assistance, supervision and control of occupational risk prevention

2.A Promotion, Support and Technical Assistance

- Inform and make aware businesses with particular attention to SMEs and micro enterprises about the prevention of occupational hazards and the availability of official tools that facilitate enforcement.
- Improve accessibility and enforcement in the prevention of occupational hazards

2.B Surveillance and control of compliance

- Adjust the penalties and procedural rules for offenses in the Social policy legislation
- Develop specific inspection activities designed to promote, facilitate and ensure compliance with norms
- Improve and strengthen complementarity between analysis and assistance, monitoring and control
- Develop procedures for cooperation between public authorities to enhance joint action and new tools actions

2.C Incentive development

- Promote excellence in the management of safety and health at work by recognizing, exchange and dissemination of good practice.
- To promote the analysis and efficiency of incentive measures

2.D Awareness

- Enhance the awareness of society in the prevention of occupational risks, with greater involvement of the media

2.E Education and training

- Consolidate the integration of training related to the prevention of occupational risks into different stages of the education system.
- Design and promote the education of specific groups.
- Adapt the rules on training in PRL to changes

2.F Information and Research

- Improve the coordination of the activities developed by governmental institutions in the collection, analysis and dissemination of information about the prevention of occupational risks and about studies and research in that area, setting up a quality information system
- Strengthen and revitalize the network of public research institutes dealing with OSH. Strengthen their cooperation to optimise R & D in OSH.
- Promote the generation of knowledge on safety and health work and improve its accessibility.

Objective 3: Promote the improvement of occupational safety and health conditions with the participation of the social partners and regional governments, particularly in the sectors, activities, groups and companies at greatest risk

3.A Strengthen actions of the government, with the participation of the social partners, aimed at sectors, activities, groups and companies most at risk:

- Promote the improvement of working conditions in sectors and activities with high incidence rates of occupational accidents and diseases.
- Promote road safety in cooperation with the Directorate General of Traffic, with the aim of reducing work related traffic accidents
- Design and implement an action plan for reducing musculoskeletal disorders
- Promote safety and health of specific groups.
- Develop and disseminate reference methodologies for assessing
- Psychosocial risks reference, enabling a better understanding and prevention of such risks.

- Studying emerging risks, their causes and impact on safety and health workers, particularly those derived from new technologies.

3.B Occupational diseases

- Improve and promote the research on occupational diseases, as well as detection and communication, with the aim of preferring prevention to rehabilitation.

3.C Health Surveillance

- Promote more efficient monitoring of health.
- Health promotion: promote the culture of healthy behaviour in the workplace.

3.D Prevention management in SMEs

- Develop tools to facilitate and harmonize preventive management in small businesses regardless of preventive methodologies
- Promote the integration of prevention in the business processes, especially in SMEs and micro-enterprises.
- Develop and disseminate tools to facilitate the coordination of business activities

Objective 4: Strengthen the engagement of the social partners and the involvement of employers and workers in improving occupational safety and health

4.A Institutional participation.

- Strengthen the role of consultative bodies and institutional participation in prevention of occupational hazards:
- Set up Working Groups in the National Commission on Safety and Health at Work to promote compliance with the objectives and priorities agreed upon in this strategy.
- Promote the actions of the Foundation for the Prevention of Occupational Hazards.

4.B Collective bargaining

- Enhance collective bargaining to reach agreements to promote the integration of prevention of occupational risks in enterprises and the involvement of workers and employers in complying with their preventive obligations.
- Promote the inclusion of the corresponding collective bargaining agreements (through its Monitoring Committee) criteria and guidelines on prevention of occupational hazards.
- Strengthen the commitment of the workers and employers to comply with the plan of prevention of occupational risks of the enterprise.

4.C Support for SMEs

- Promote the integration of risk prevention in SMEs with greater involvement of employers and workers
- Develop sectoral programs that foster greater involvement of employers, workers and their representatives in preventive activities through specific agreements of the parties in the collective bargaining aimed at SMEs and in cross-cutting programs.

4.D Business leadership and participation of workers.

- Encourage the commitment of the company in the management of prevention and collaboration of workers in preventive activity to achieve integrated prevention management
- Design and implement formulas recognition and incentives to companies that promote collaboration and involvement of workers, through their representatives in the preventive management.

4.E OSH culture in companies

- Promote the culture of safety and health in the company:
- Promote training in prevention of occupational risks for prevention delegates and middle managers to achieve a dynamic effect on strengthening preventive culture.
- Promote awareness of employers about the benefits of management leadership in improving working conditions and the importance of a results-oriented prevention policy.

Actors and stakeholders

The strategy is a “result of commitment by the central government, regional governments, employers’ organisations and most representative trade unions, which working through the National Occupational Safety and Health Commission (CNSST), the joint body on which institutions participate in the area of occupational safety and health, ...”

Resources and timeframe

2015 – 2020. The strategy period is divided into three biannual action periods (2015/2016, 2017/2018, 2019/2020)

In the strategy document there are some explanations on the budget, i.e. about the funding from the Ministry or from the Foundation for Occupational Health and Safety (Fundación para la Prevención de Riesgos Laborales).

“Certain actions planned throughout the strategy require the corresponding financial support. The Government of Spain, through the Ministry of Employment and Social Security and the National Institute for Occupational Safety and Health is committed to ensuring stable financing to undertake the above actions and achieve the objectives”. (p38).

“On the other hand, to ensure the implementation of the actions of the Foundation for Occupational Health and Safety aimed at small and medium enterprises and sectoral programs, funding will be at least up to a maximum of 25 million euros annually”:

Moreover, it is stated that for each of the three biannual action periods 12 m Euro will be made available (p38).

Evaluation

An evaluation of the former strategy has been performed and is published (in Spanish)

Quote:

“The EESST 2015-2020 will be monitored through a four-party working group (central government, regional governments, employers and trade unions) that has been set up as part of the functions of the National Occupational Safety and Health Commission. At the end of each Action Plan the level of achievement of the targets will be assessed, and the plan’s contents may be extended into the following plans until 2020, the completion date of the Strategy”.

Ex ante indicators for the years 2015 to 2020: There are no quantitative targets set. If the same indicators are used as in the evaluation of the strategy 2007 to 2012 indicators, then it will be:

- Number of accidents at work and commuting accidents (accident and fatal accidents)
- Working conditions according to the results of the national survey on working conditions (Encuesta Nacional de Condiciones de Trabajo)
- Other indicators from the national health survey (Encuesta Nacional de Salud)

Relation to EU Strategic Framework

The second and the third of the four objectives priorities are related to challenge 1 and 2 of the EU-OSH Strategy (1. Improving the implementation record of Member States, in particular by enhancing the capacity of micro and small enterprises to put in place effective and efficient risk prevention measures; and 2: Improving the prevention of work-related diseases by tackling existing, new and emerging risks).

Objectives 1 and 4 deal with the improvement of the institutional collaboration and engagement, and a better involvement of all parties. This should create at least better conditions to achieve the objectives 2 and 3.

Responses of national strategies to EU challenges

Implementation record

Objectives :

- Boost action by the public authorities in the area of analysis, research, promotion, support, technical assistance, supervision and control of occupational risk prevention.
- Promote the improvement of occupational safety and health conditions with the participation of the social partners and regional governments, particularly in the sectors, activities, groups and companies at greatest risk.

Activities:

- Inform and boost awareness in the companies, with special attention to SMEs and micro-enterprises, on the prevention of occupational risks and the availability of official tools that facilitate the application of the regulations.
- To develop instruments that facilitate the preventive management in small companies independently of the chosen preventive modality.

Prevention of work-related diseases

Objective:

- Promote the improvement of OSH conditions with the participation of the social partners and regional governments, particularly in the sectors, activities, groups and companies at greatest risk.

Activities:

- Promote the improvement of working conditions in sectors and activities with high incidence rates of occupational accidents and diseases.
- Design and implement a plan of action to reduce musculoskeletal disorders.
- Develop and disseminate psychosocial risk assessment methodologies that allow a better knowledge and prevention of those risks.
- To study emerging risks, their causes and impact on the safety and health of workers, in particular those derived from new technologies.

Tackling demographic change

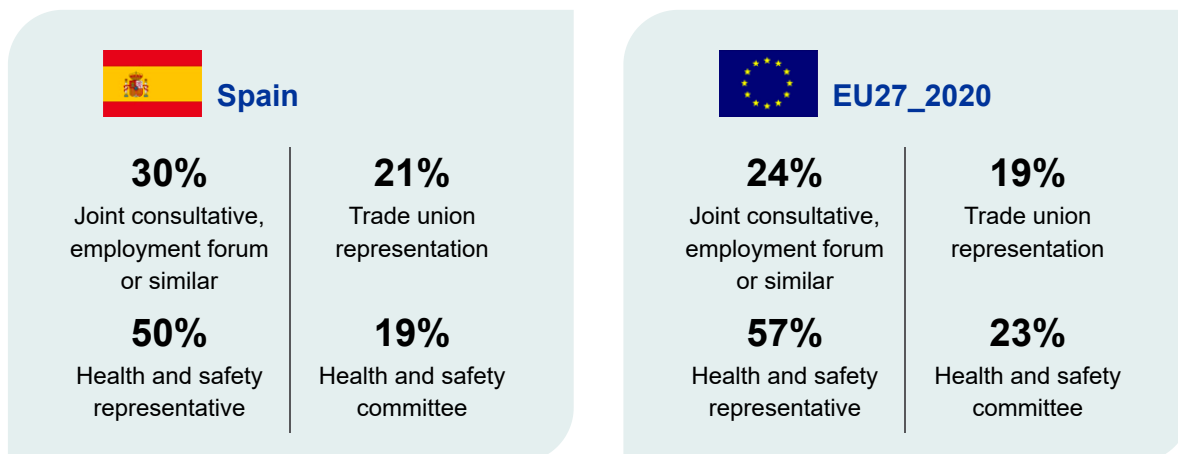
Priority:

- Specific Vulnerable and Collective Workers.

Steering of OSH Social dialogue

This indicator consists of text-based descriptions of the social dialogue plus quantitative data, e.g. responses to ESENER 2019 questions. Note: When no data is available for the indicator displayed, '-' will appear.

For further information refer to Methodology

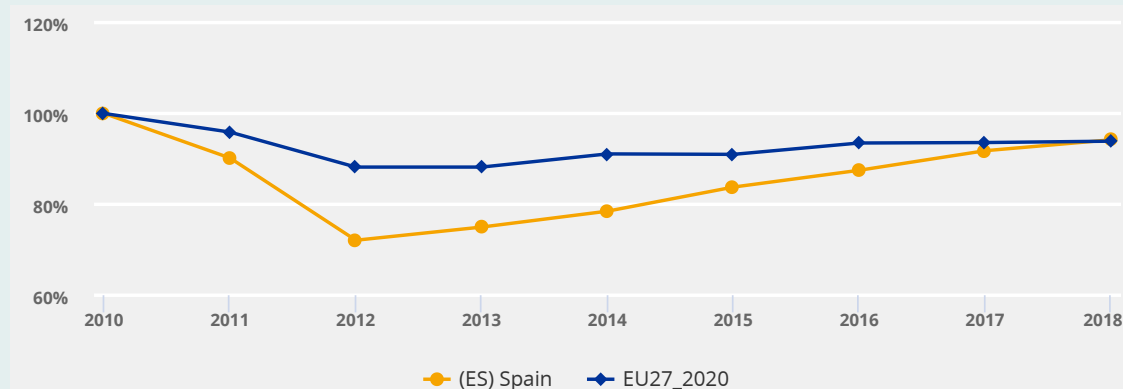


OSH outcomes and working conditions **Work accidents**

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

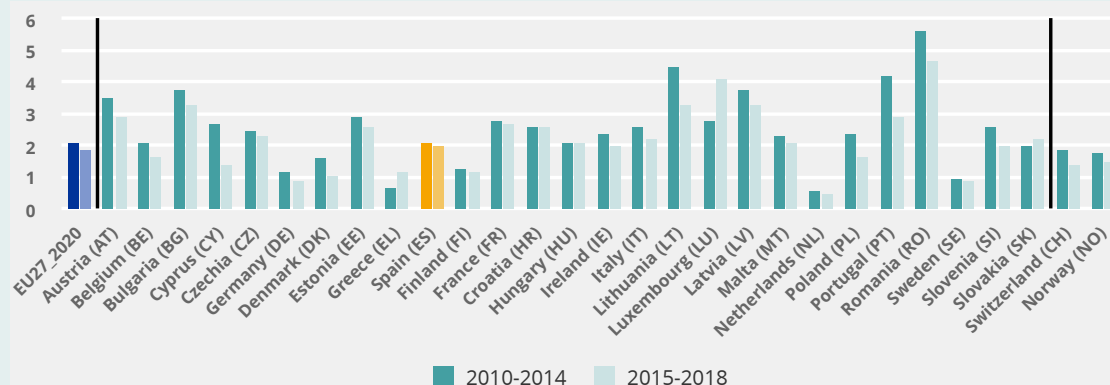
Non-fatal work accidents



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 (%)
(ES) Spain	2010	100	EU27_2020	2010	100
(ES) Spain	2011	90.2	EU27_2020	2011	95.9
(ES) Spain	2012	72.1	EU27_2020	2012	88.2
(ES) Spain	2013	75	EU27_2020	2013	88.2
(ES) Spain	2014	78.5	EU27_2020	2014	91.1
(ES) Spain	2015	83.8	EU27_2020	2015	91
(ES) Spain	2016	87.5	EU27_2020	2016	93.5
(ES) Spain	2017	91.8	EU27_2020	2017	93.6
(ES) Spain	2018	94.2	EU27_2020	2018	93.9

Fatal work accidents per 100 000 employees



This diagram shows the average number of fatal accidents for every Member State per 100 000 employees in two periods: 2010 - 2014 and 2015 - 2018. The source of the data is the incidence rate as published by Eurostat.

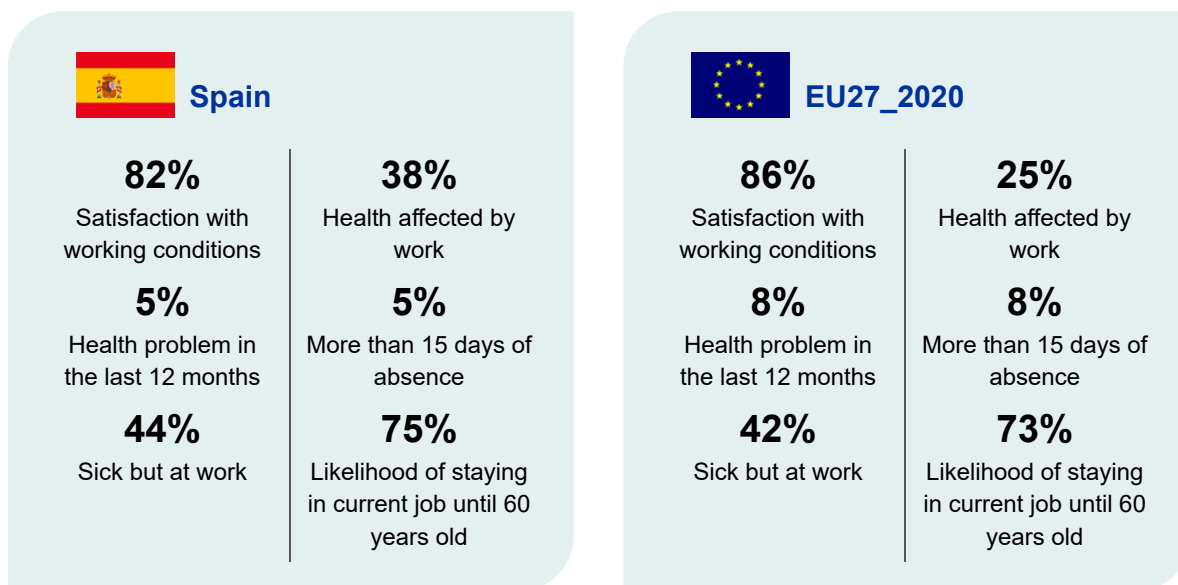
Country	Trend	Value (accidents)
EU27_2020	2010-2014	2.1
EU27_2020	2015-2018	1.9
Spain (ES)	2010-2014	2.1
Spain (ES)	2015-2018	2

OSH outcomes and working conditions

Health perception of the workers

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

For further information refer to Methodology



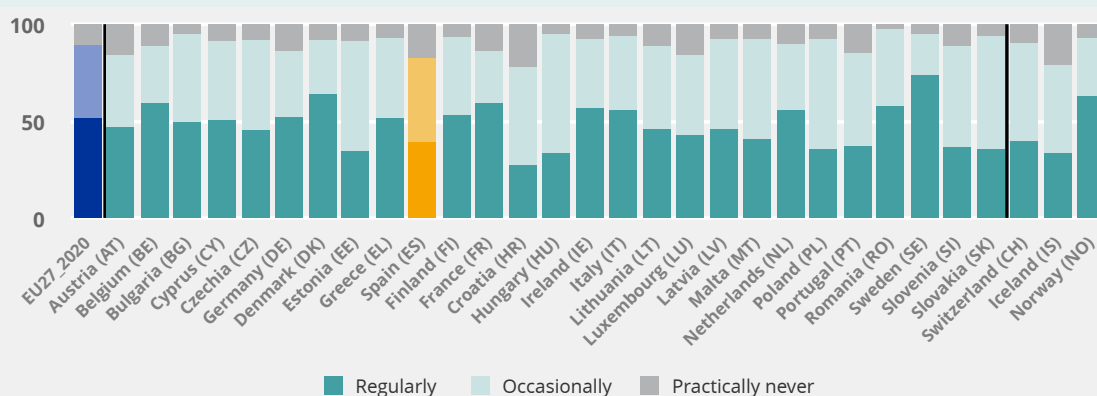
OSH outcomes and working conditions

OSH culture and health awareness

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

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

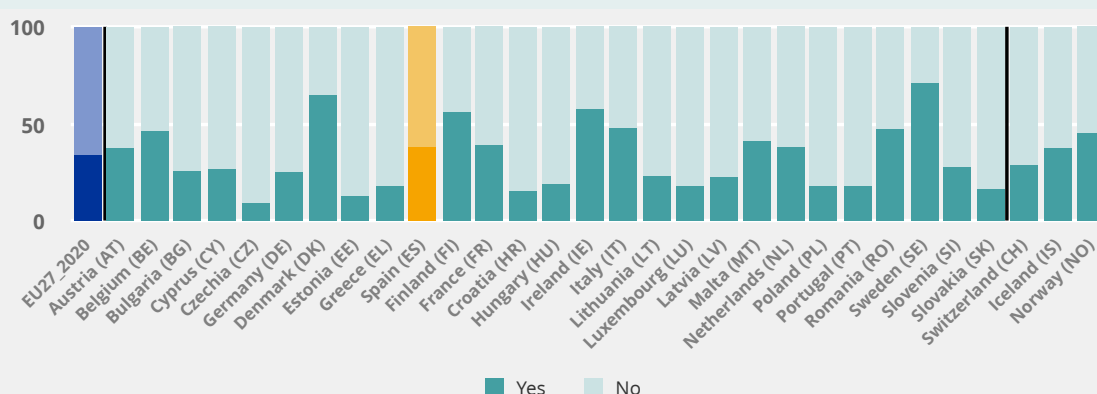
Health and safety discussed



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

Country	Regularly (%)	Occasionally (%)	Practically never (%)
EU27_2020	52.4	37.5	10
Spain (ES)	39.7	43.1	17.2

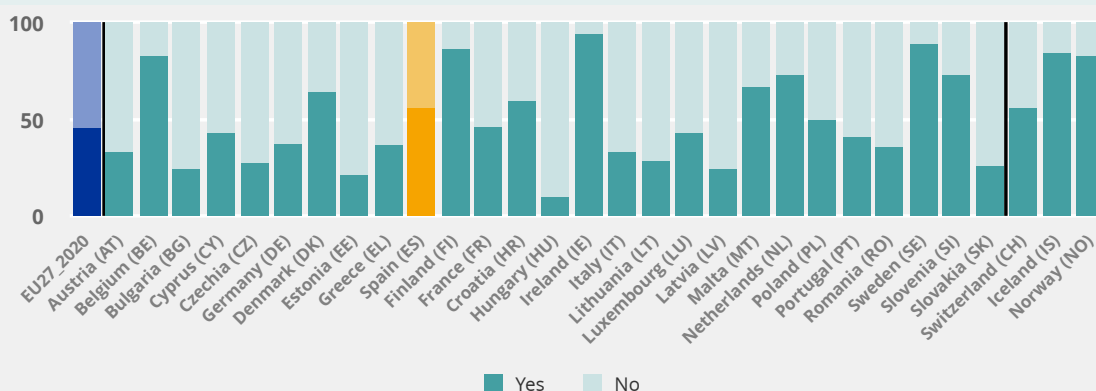
Action plan to prevent stress



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
Spain (ES)	38.6	61.4

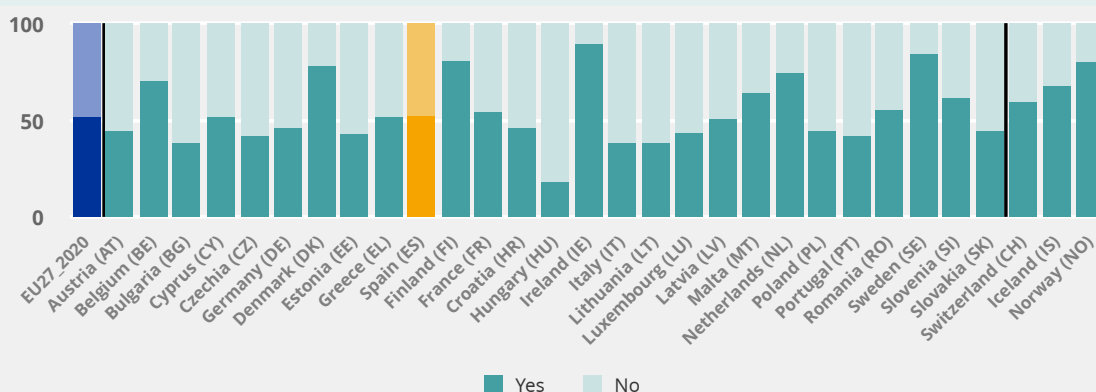
Procedure against bullying



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

Country	Yes (%)	No (%)
EU27_2020	46.3	53.7
Spain (ES)	56.3	43.7

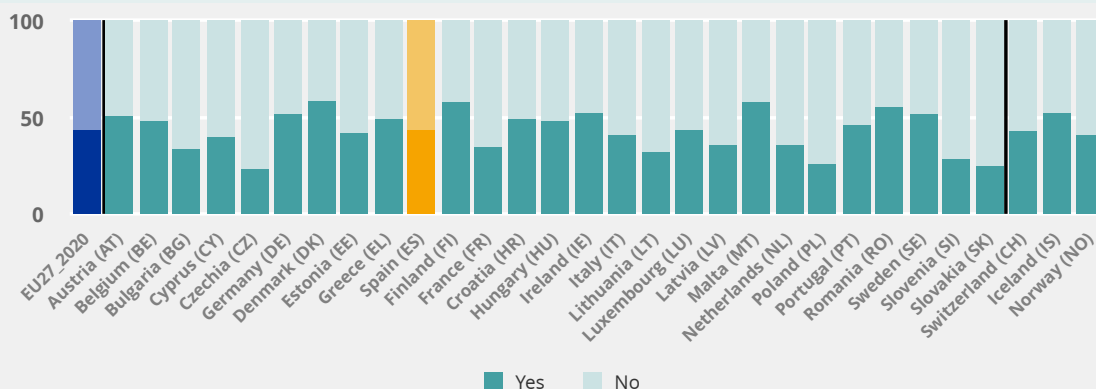
Procedures to deal with threats



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

Country	Yes (%)	No (%)
EU27_2020	52.6	47.4
Spain (ES)	53.4	46.6

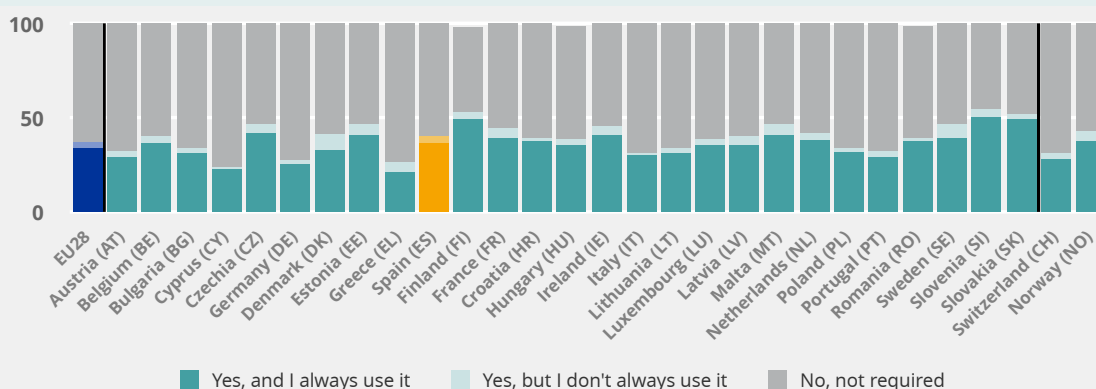
Measures to reduce work pressure



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

Country	Yes (%)	No (%)
EU27_2020	44.1	55.9
Spain (ES)	44.5	55.5

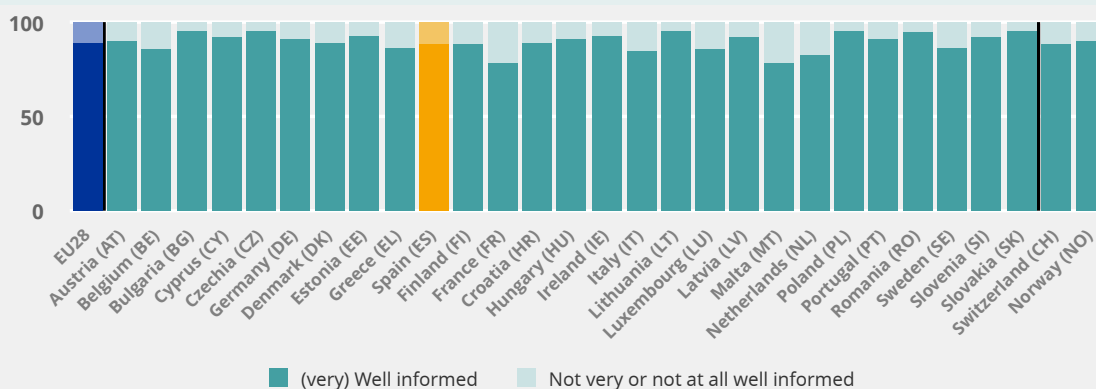
Use of personal protective equipment



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

Country	Yes and always (%)	Yes, but not required (%)	No, not required (%)
EU28	35	3	62
Spain (ES)	37	4	60

Information about risks



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

Country	(very) Well informed (%)	Not very or not at all well informed (%)
EU28	90	10
Spain (ES)	89	11

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.

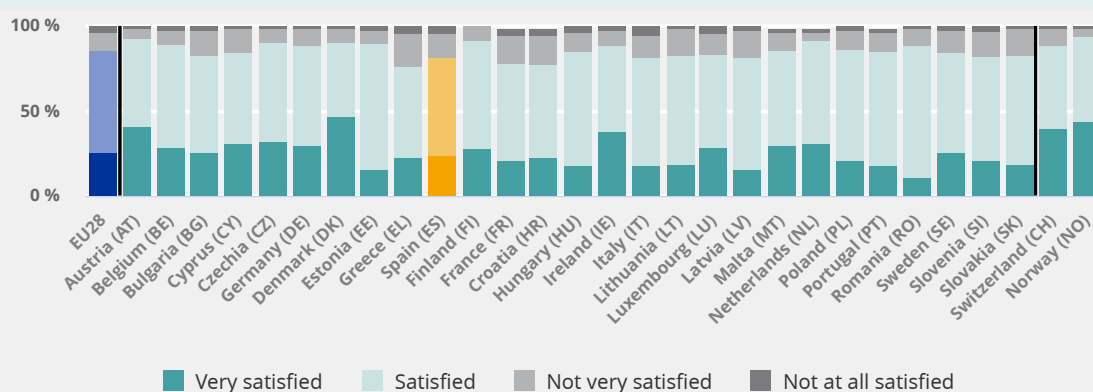
Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

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.

For further information refer to Methodology

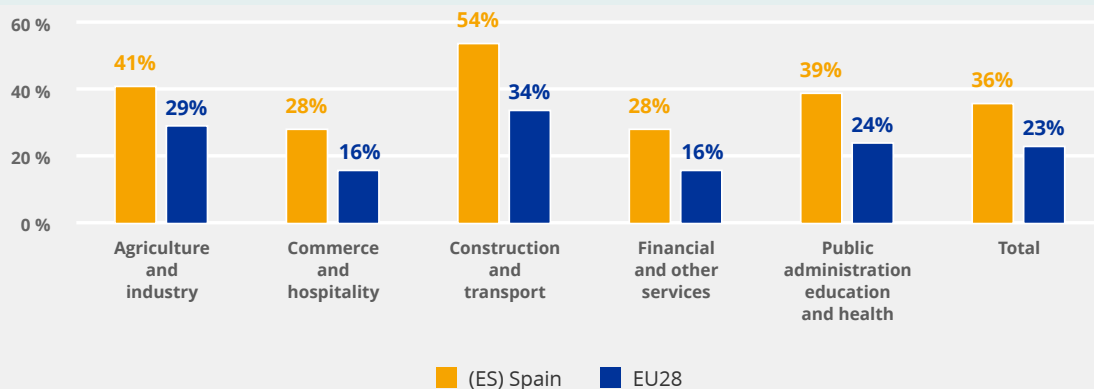
How satisfied are you with working conditions in your main paid job?



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	Very satisfied (%)	Satisfied (%)	Not very satisfied (%)	Not at all satisfied (%)
EU28	26	60	11	3
Spain (ES)	24	58	14	4

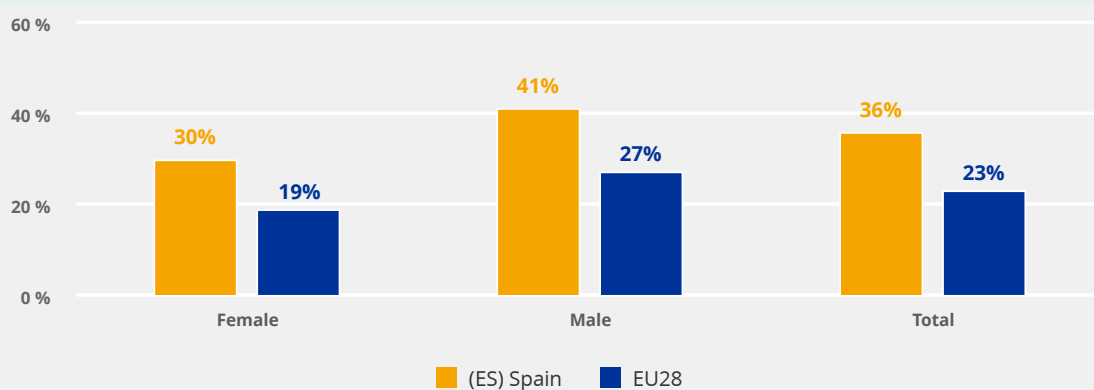
Do you think your health or safety is at risk because of your work? - Sector



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

Sector	Country	Value (%)	Country	Value (%)
Agriculture and industry	(ES) Spain	41	EU28	29
Commerce and hospitality	(ES) Spain	28	EU28	16
Construction and transport	(ES) Spain	54	EU28	34
Financial and other services	(ES) Spain	28	EU28	16
Public administration education and health	(ES) Spain	39	EU28	24
Total	(ES) Spain	36	EU28	23

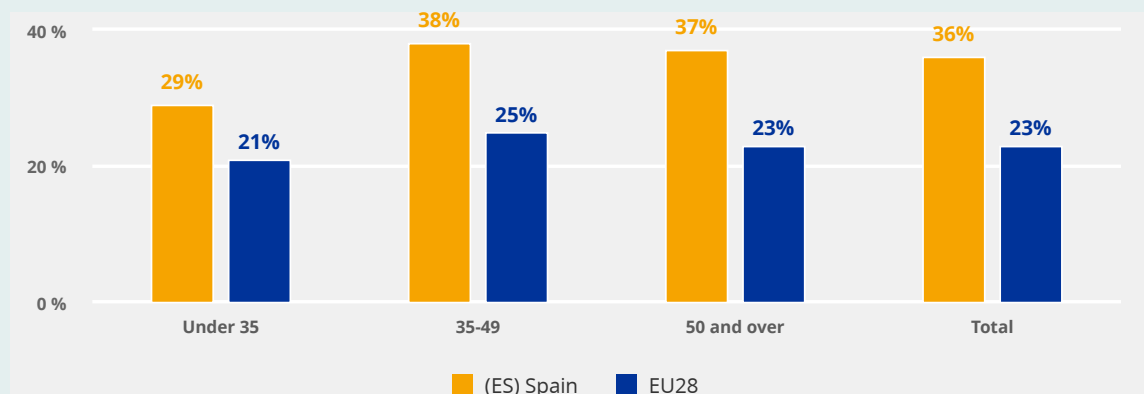
Do you think your health or safety is at risk because of your work? - Gender



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

Gender	Country	Value (%)	Country	Value (%)
Female	(ES) Spain	30	EU28	19
Male	(ES) Spain	41	EU28	27
Total	(ES) Spain	36	EU28	23

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



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

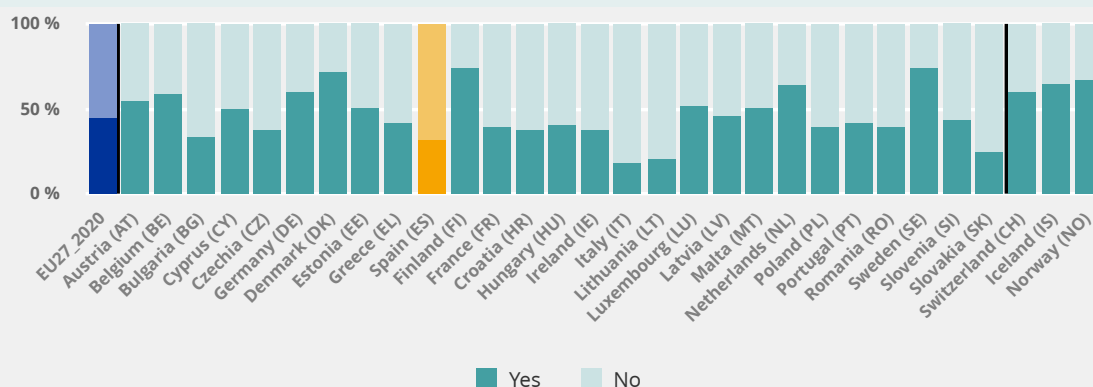
Age	Country	Value (%)	Country	Value (%)
Under 35	(ES) Spain	29	EU28	21
35-49	(ES) Spain	38	EU28	25
50 and over	(ES) Spain	37	EU28	23
Total	(ES) Spain	36	EU28	23

Mental risk

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

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

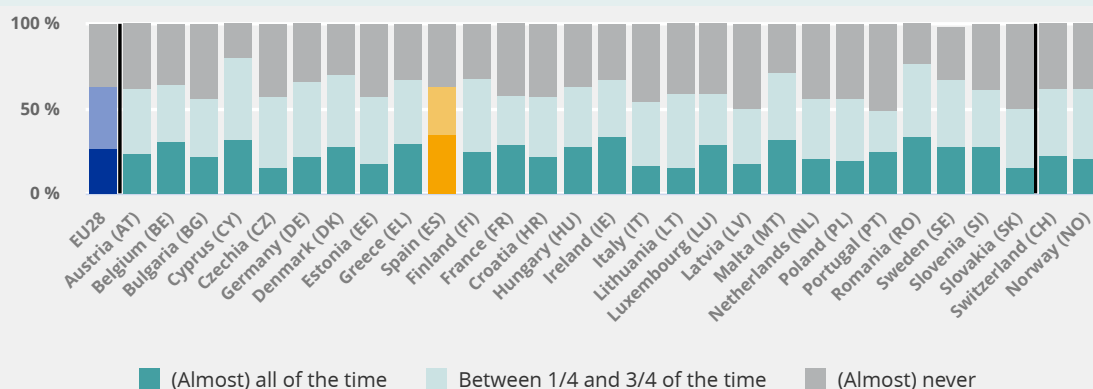
Please tell me for each of the following risks whether or not it is present in the establishment? Time pressure - ESENER



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

Country	Yes (%)	No (%)
EU27_2020	45.1	54.9
Spain (ES)	32.7	67.3

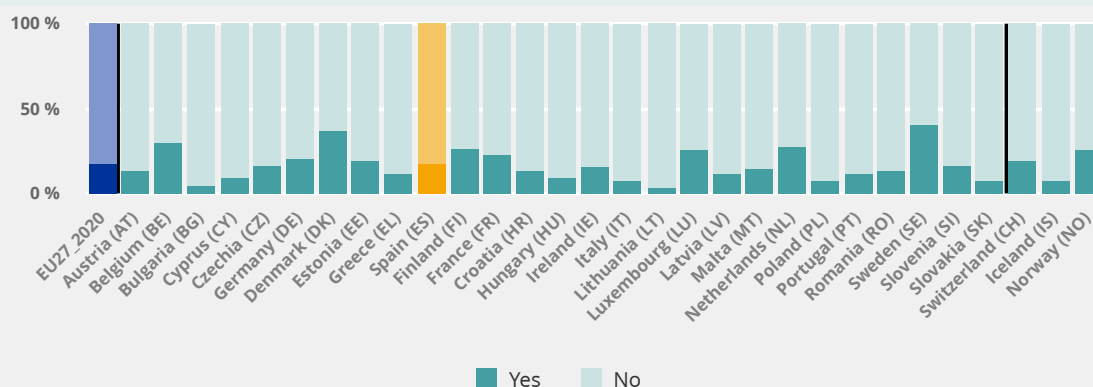
Does your job involve working to tight deadlines? - EWCS



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

Country	All the time (%)	1/4 and 3/4 of the time (%)	Never (%)
EU28	27	37	36
Spain (ES)	35	29	36

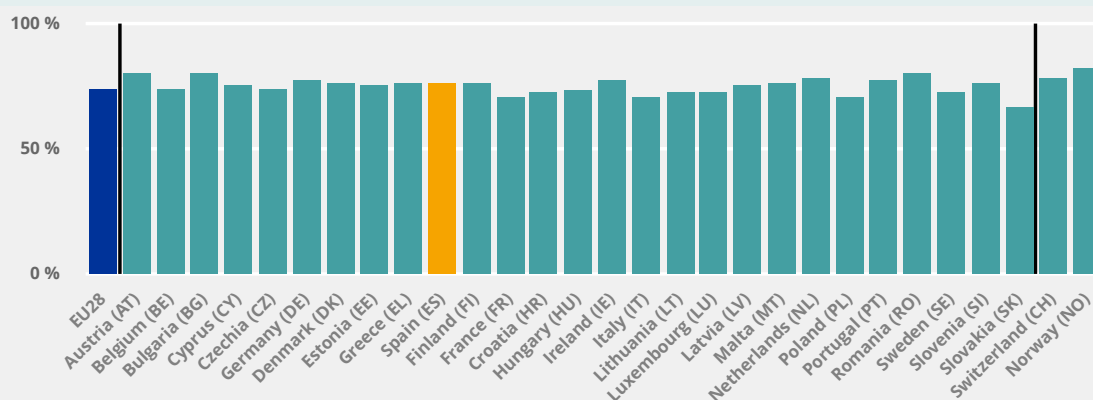
Please tell me for each of the following risks whether or not it is present in the establishment? Poor communication - ESENER



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

Country	Yes (%)	No (%)
EU27_2020	17.9	82.1
Spain (ES)	18.1	81.9

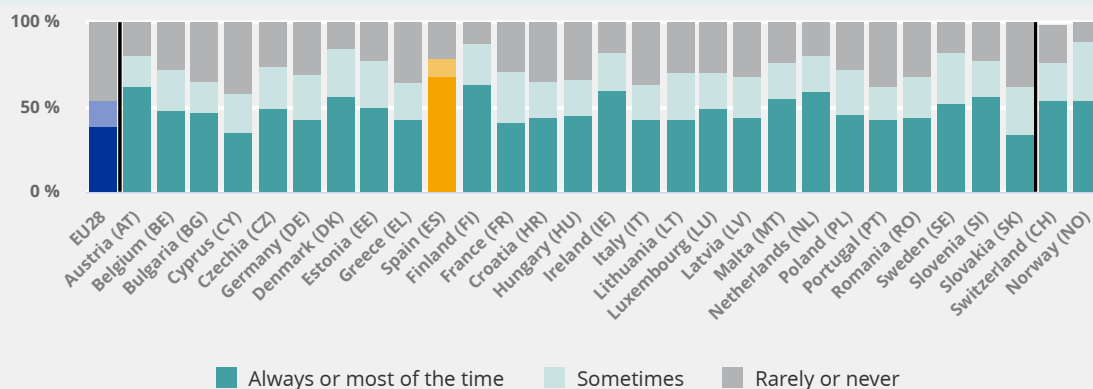
Level of fairness, cooperation and trust - EWCS



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

Country	Value (%)
EU28	75
Spain (ES)	77

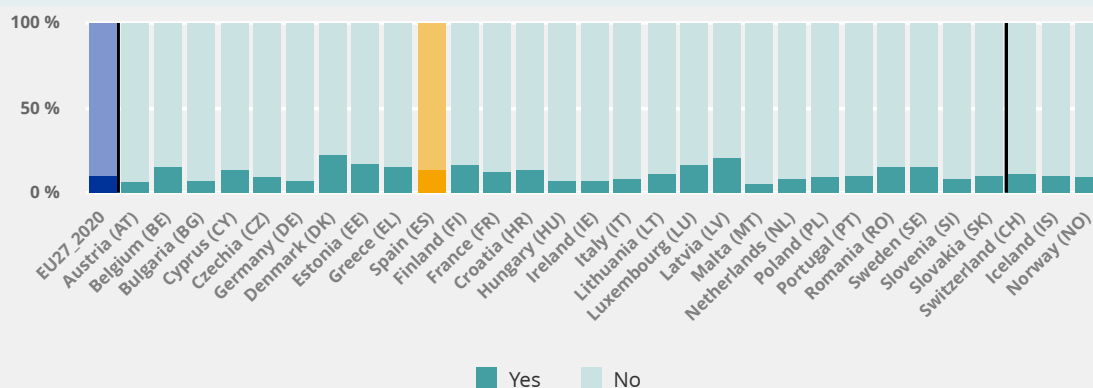
Can you influence decisions that are important for your work?



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	Always or most of the time (%)	Sometimes (%)	Rarely or never (%)
EU28	39	16	45
Spain (ES)	69	10	21

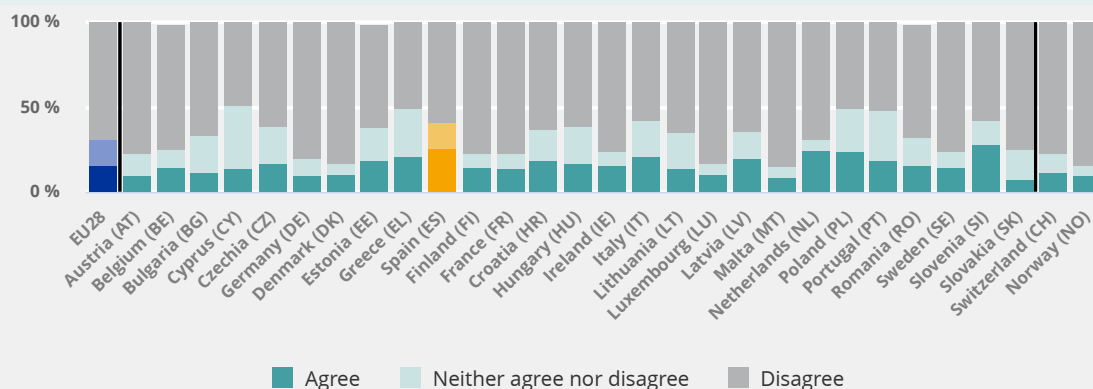
Please tell me for each of the following risks whether or not it is present in the establishment? Fear of job loss - ESENER



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

Country	Yes (%)	No (%)
EU27_2020	11.1	88.9
Spain (ES)	14	86

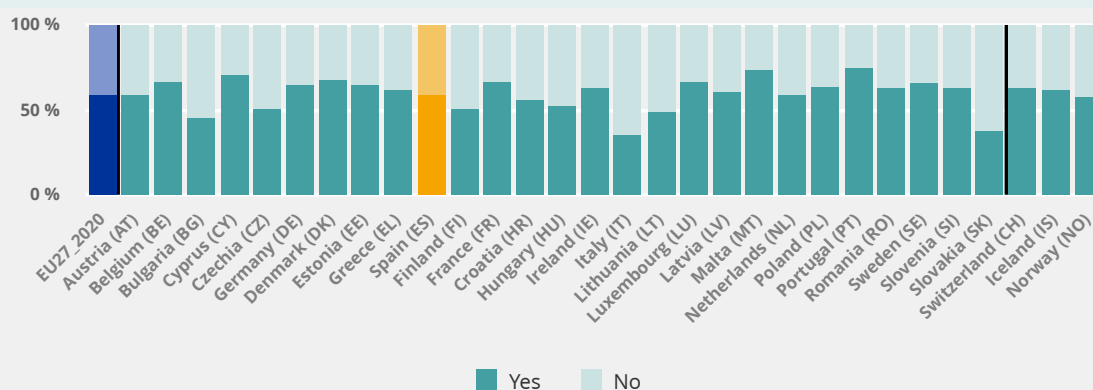
I might lose my job in the next 6 months - EWCS



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

Country	Agree (%)	Neither agree or disagree (%)	Disagree (%)
EU28	16	15	69
Spain (ES)	26	15	59

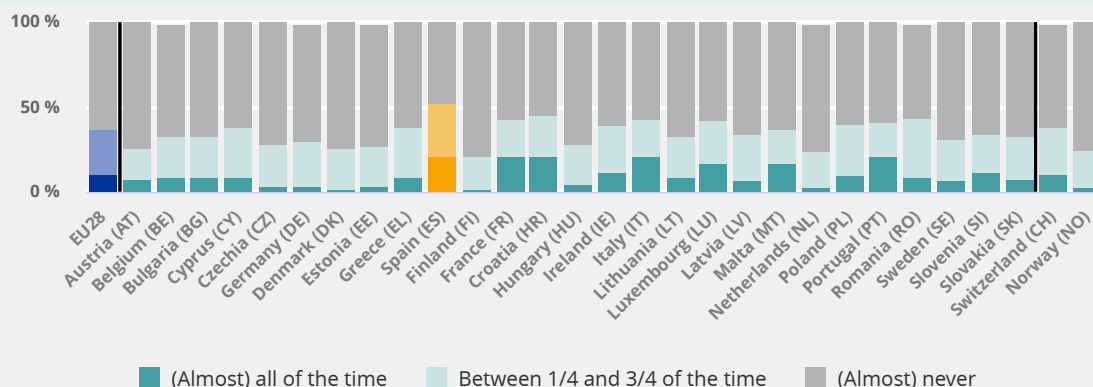
Please tell me for each of the following risks whether or not it is present in the establishment? Difficult clients - ESENER



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

Country	Yes (%)	No (%)
EU27_2020	59.7	40.3
Spain (ES)	60.1	39.9

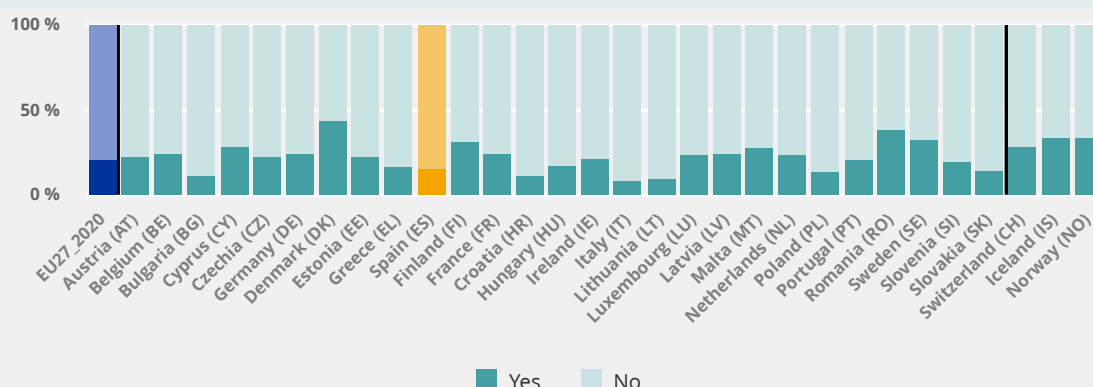
Does your work involve handling angry clients? - EWCS



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

Country	All the time (%)	1/4 and 3/4 of the time (%)	Never (%)
EU28	11	26	63
Spain (ES)	21	32	47

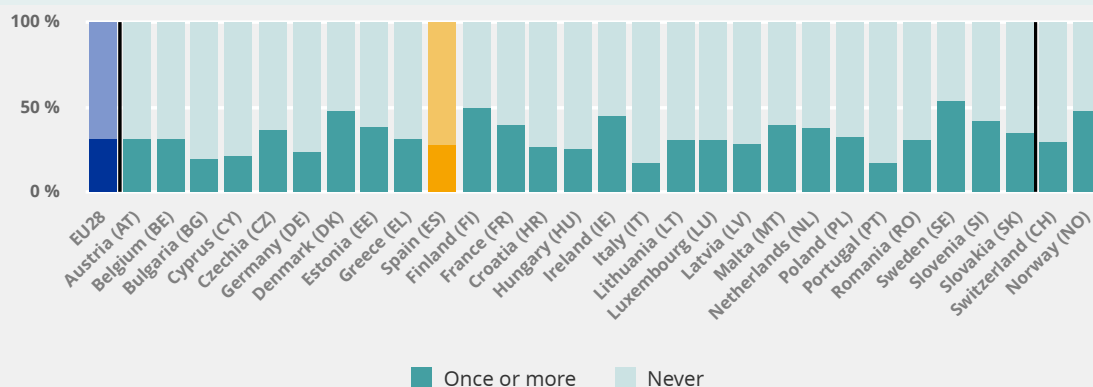
Please tell me for each of the following risks whether or not it is present in the establishment? Working hours - ESENER



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

Country	Yes (%)	No (%)
EU27_2020	21.5	78.5
Spain (ES)	15.9	84.1

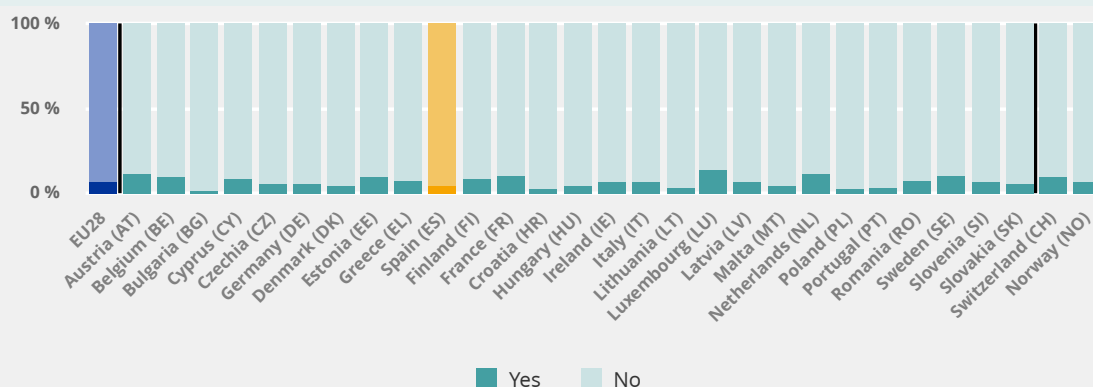
How many times a month do you work more than 10 hours a day? - EWCS



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

Country	Yes (%)	No (%)
EU28	32	68
Spain (ES)	28	72

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?"

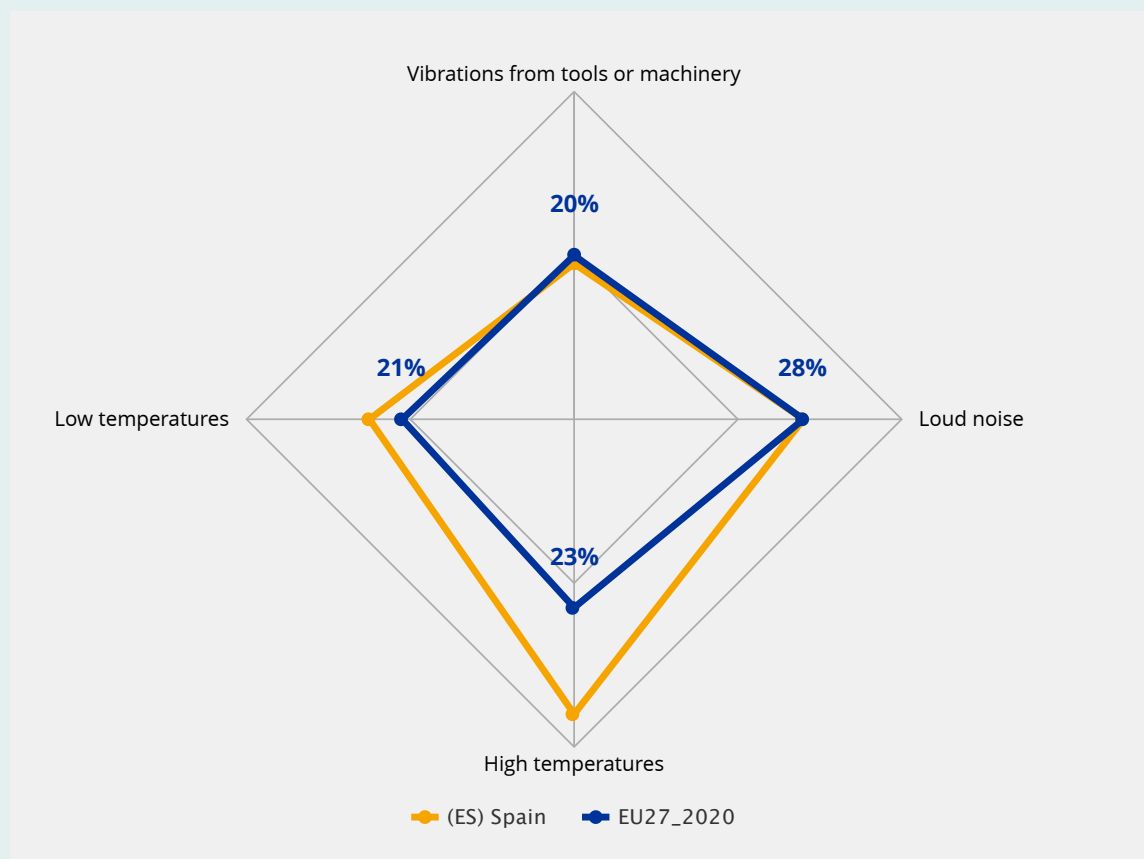
Country	Yes (%)	No (%)
EU28	7	93
Spain (ES)	5	95

Physical risk

This topic displays data on exposure to chemical and biological substances, exposure to noise, vibrations and high or low temperatures, and working tasks involving carrying, lifting or work in tiring or painful positions.

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

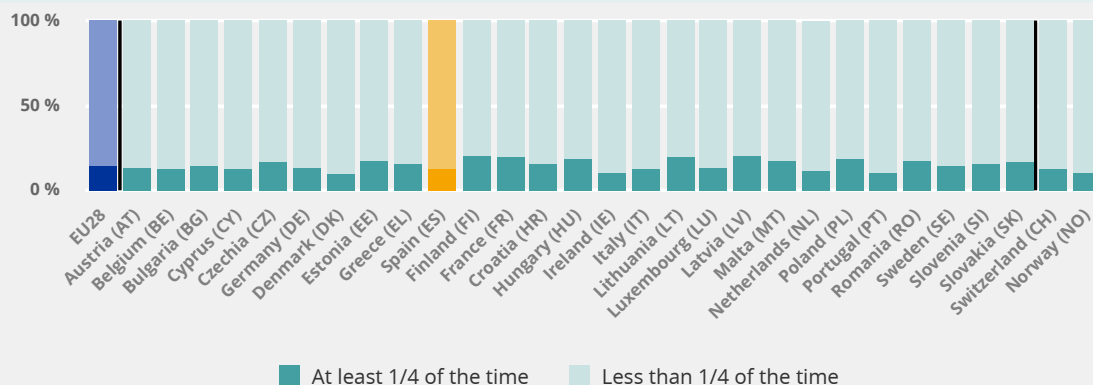
Vibrations, loud noise and temperature



Indicator	Country	Value (%)
Vibrations from tools or machinery	Spain (ES)	19
Loud noise	Spain (ES)	28
High temperatures	Spain (ES)	36
Low temperatures	Spain (ES)	25
Vibrations from tools or machinery	EU28	20
Loud noise	EU28	28
High temperatures	EU28	23
Low temperatures	EU28	21

Exposure to dangerous substances

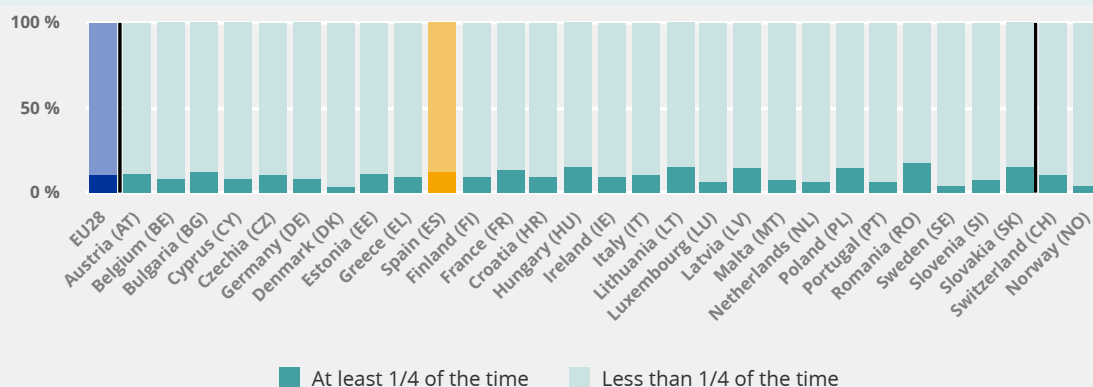
Are you exposed to breathing in smoke, fumes, powder or dust?



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	At least ¼ of the time (%)	Less than ¼ of the time (%)
EU28	15	85
Spain (ES)	13	87

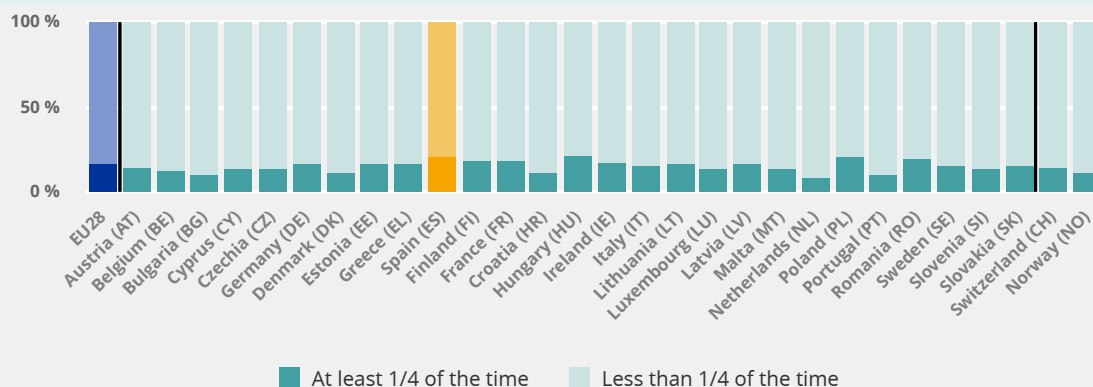
Are you exposed to breathing in vapours?



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

Country	At least ¼ of the time (%)	Less than ¼ of the time (%)
EU28	11	89
Spain (ES)	13	87

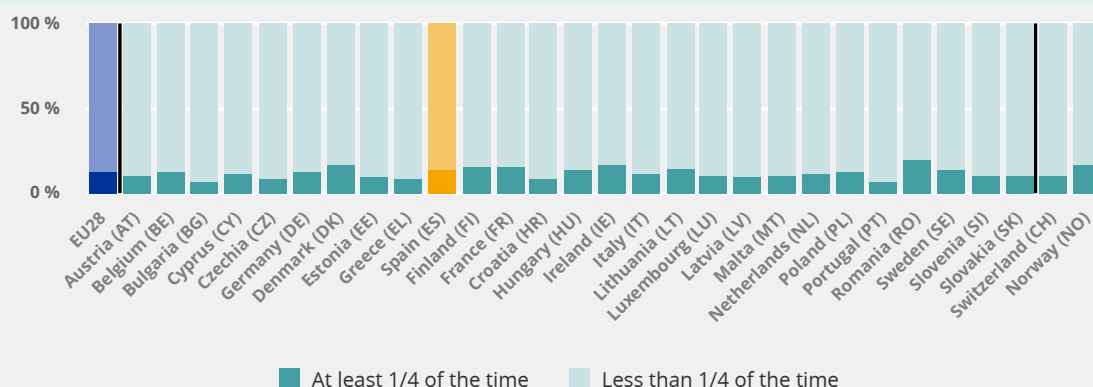
Are you exposed to chemical products or substances?



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	At least 1/4 of the time (%)	Less than 1/4 of the time (%)
EU28	17	83
Spain (ES)	21	79

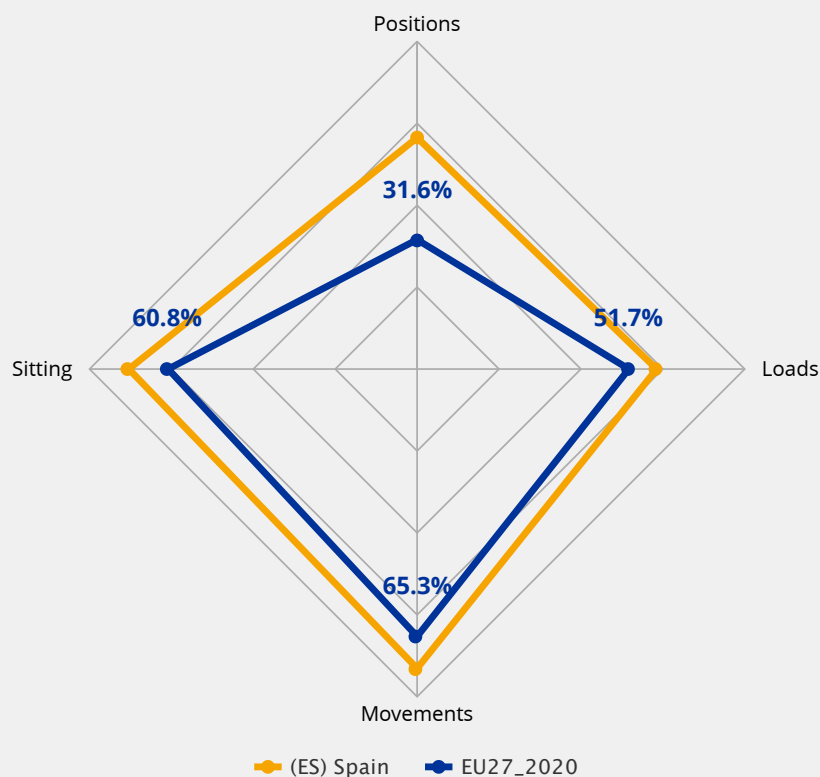
Are you exposed to materials which can be infectious?



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?"

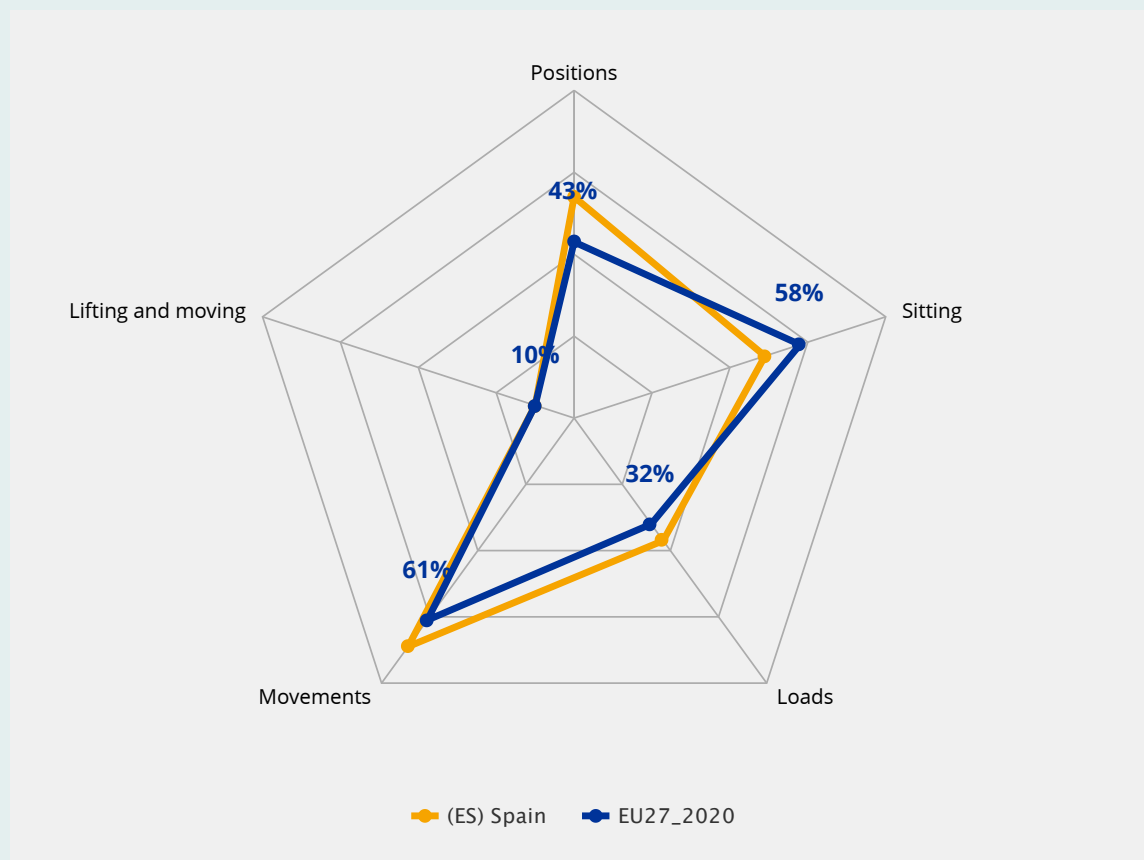
Country	At least 1/4 of the time (%)	Less than 1/4 of the time (%)
EU28	13	87
Spain (ES)	14	86

Ergonomic risks - ESENER



Indicator	Country	Value (%)
Positions	Spain (ES)	56.5
Loads	Spain (ES)	58.5
Movements	Spain (ES)	73.1
Sitting	Spain (ES)	70.4
Positions	EU27_2020	31.6
Loads	EU27_2020	51.7
Movements	EU27_2020	65.3
Sitting	EU27_2020	60.8

Ergonomic risks - EWCS



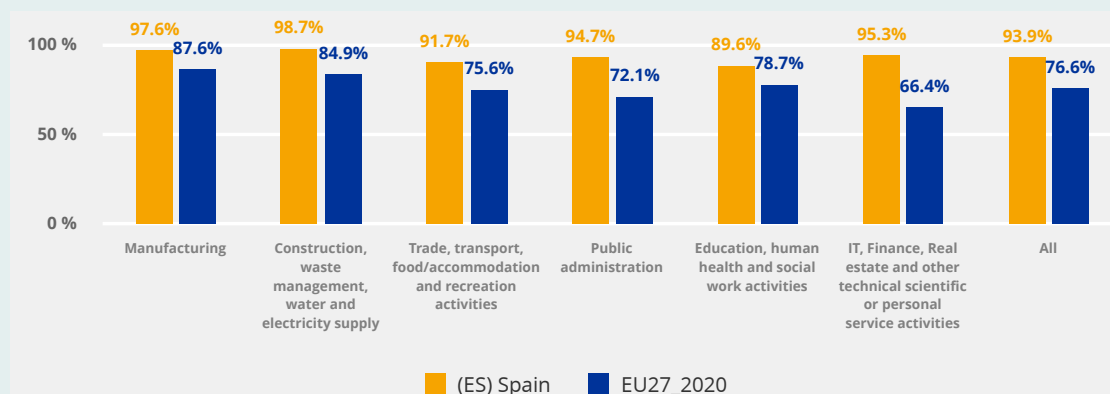
Indicator	Country	Value (%)
Positions	Spain (ES)	54
Sitting	Spain (ES)	49
Loads	Spain (ES)	37
Movements	Spain (ES)	69
Lifting and moving	Spain (ES)	10
Positions	EU28	43
Sitting	EU28	58
Loads	EU28	32
Movements	EU28	61
Lifting and moving	EU28	10

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

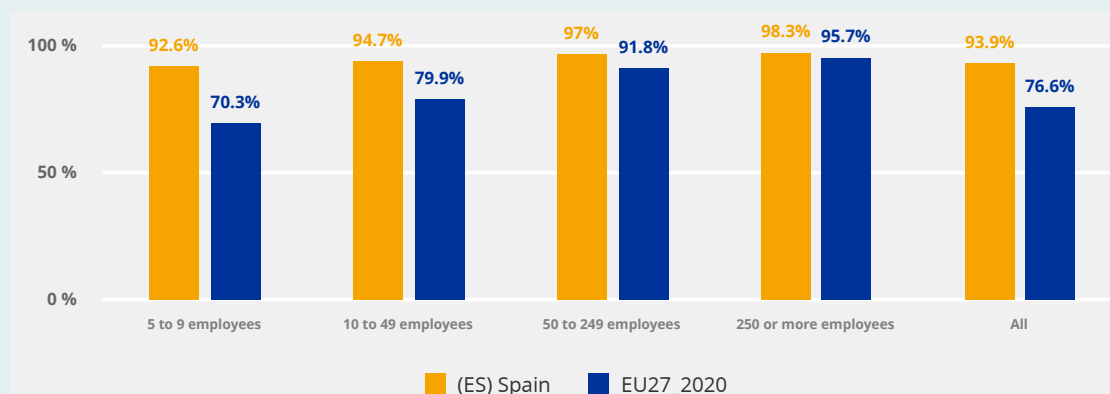
Does your establishment regularly carry out workplace risk assessments? - Sector



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	(ES) Spain	97.6	EU27_2020	87.6
Construction, waste management, water and electricity supply	(ES) Spain	98.7	EU27_2020	84.9
Trade, transport, food/accommodation and recreation activities	(ES) Spain	91.7	EU27_2020	75.6
Public administration	(ES) Spain	94.7	EU27_2020	72.1
Education, human health and social work activities	(ES) Spain	89.6	EU27_2020	78.7
IT, Finance, Real estate and other technical scientific or personal service activities	(ES) Spain	95.3	EU27_2020	66.4
All	(ES) Spain	93.9	EU27_2020	76.6

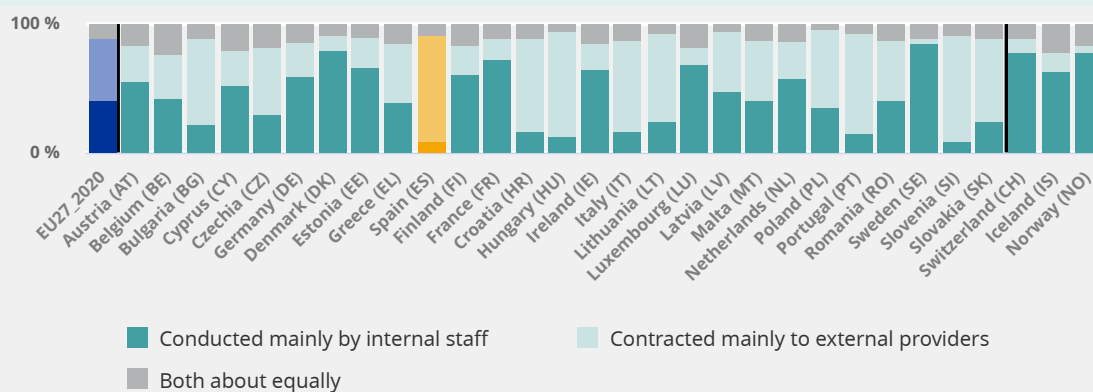
Does your establishment regularly carry out workplace risk assessments? - Establishment size



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

Sector	Country	Value (%)	Country	Value (%)
5 to 9 employees	(ES) Spain	92.6	EU27_2020	70.3
10 to 49 employees	(ES) Spain	94.7	EU27_2020	79.9
50 to 249 employees	(ES) Spain	97	EU27_2020	91.8
250 or more employees	(ES) Spain	98.3	EU27_2020	95.7
All	(ES) Spain	93.9	EU27_2020	76.6

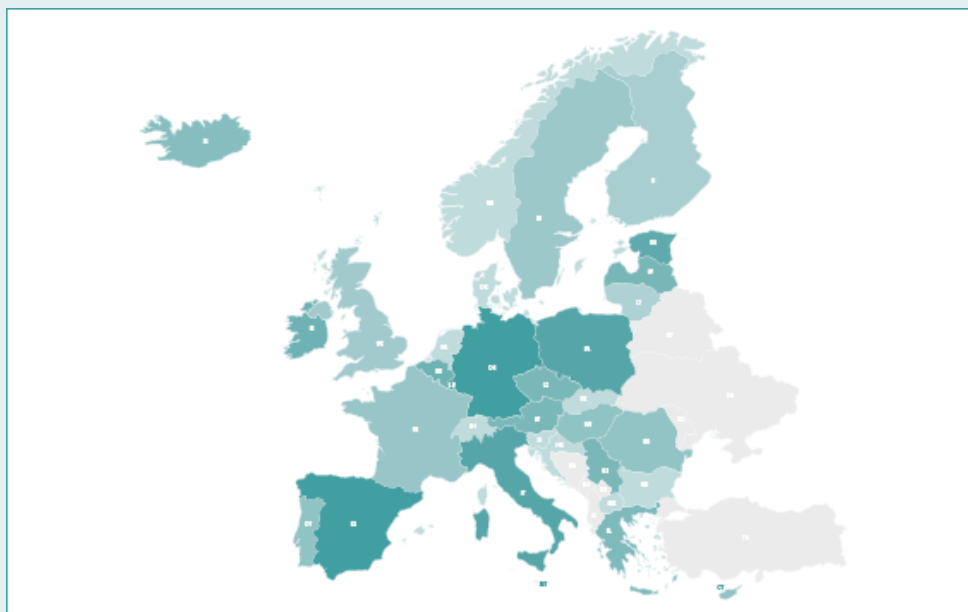
Are workplace risk assessments mainly conducted by internal staff or are they contracted to external service providers?



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?"

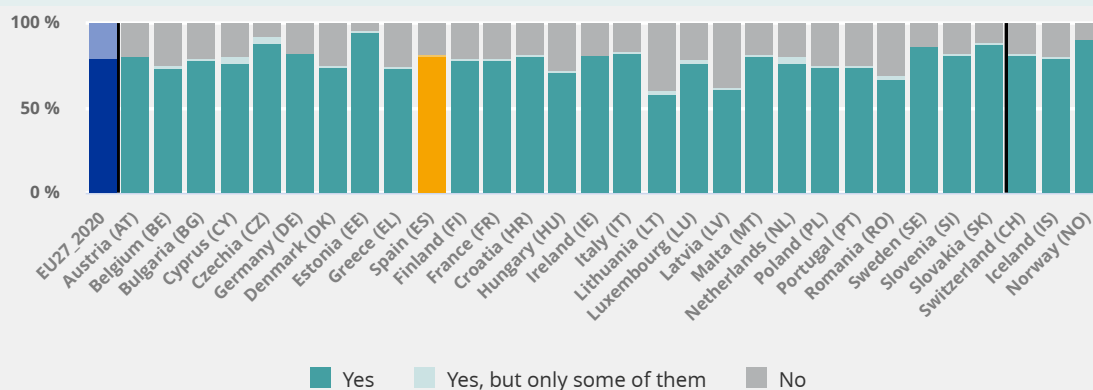
Country	Internal (%)	External (%)	Both about equal (%)
EU27_2020	41.7	47.1	11.2
Spain (ES)	9.9	82.2	7.9

Evaluated aspects in risk assessments



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

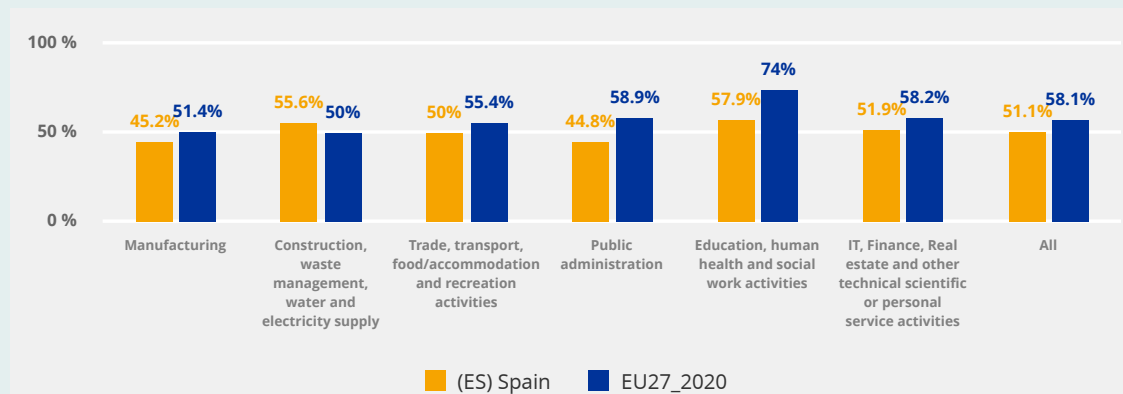
Are the health and safety representatives provided with any training during work time?



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

Country	Yes but only some of them (%)	Yes (%)	No (%)
EU27_2020	1	80.3	18.7
Spain (ES)	0.5	81	18.5

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



The diagram displays the 'yes' responses in the ESENER 2019 Survey - by Member State and 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 (%)
Manufacturing	Spain (ES)	45.2	EU27_2020	51.4
Construction, waste management, water and electricity supply	Spain (ES)	55.6	EU27_2020	50
Trade, transport, food/accommodation and recreation activities	Spain (ES)	50	EU27_2020	55.4
Public administration	Spain (ES)	44.8	EU27_2020	58.9
Education, human health and social work activities	Spain (ES)	57.9	EU27_2020	74
IT, Finance, Real estate and other technical scientific or personal service activities	Spain (ES)	51.9	EU27_2020	58.2
All	Spain (ES)	51.1	EU27_2020	58.1

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



The diagram displays the 'yes' responses in the ESENER 2019 Survey - by Member State and 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 (%)
5 to 9 employees	Spain (ES)	52.3	EU27_2020	56.1
10 to 49 employees	Spain (ES)	47.9	EU27_2020	58.7
50 to 249 employees	Spain (ES)	56.8	EU27_2020	63.3
250 or more employees	Spain (ES)	78.8	EU27_2020	71
All	Spain (ES)	51.1	EU27_2020	58.1

OSH outcomes and working conditions

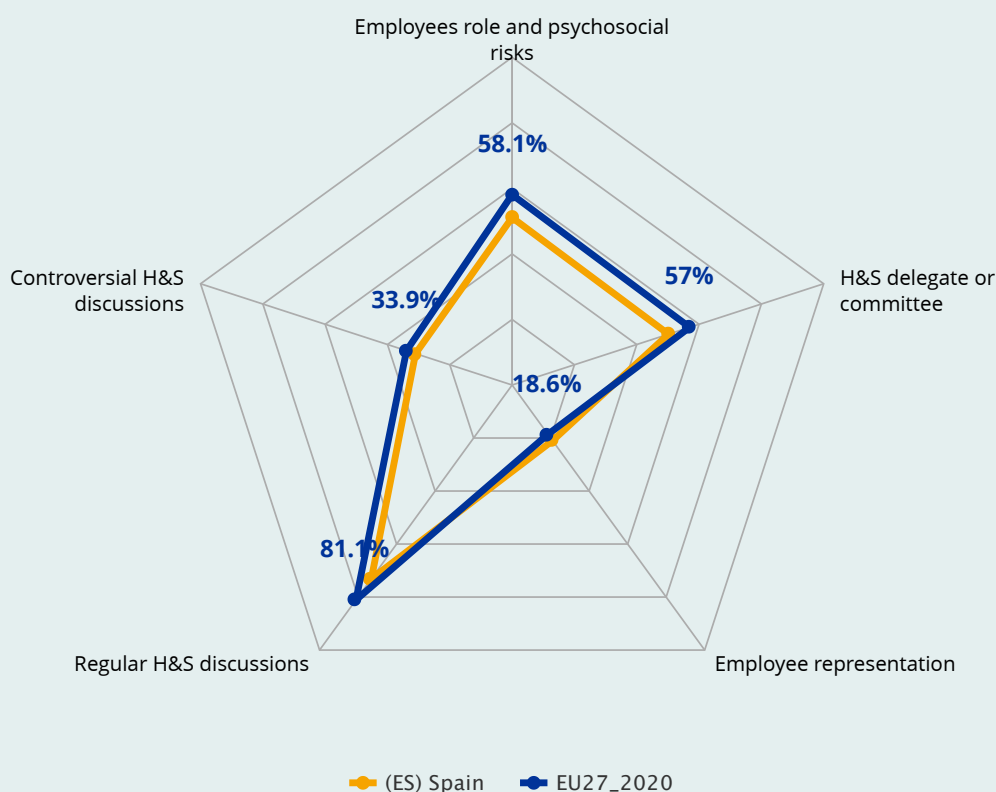
Worker involvement

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

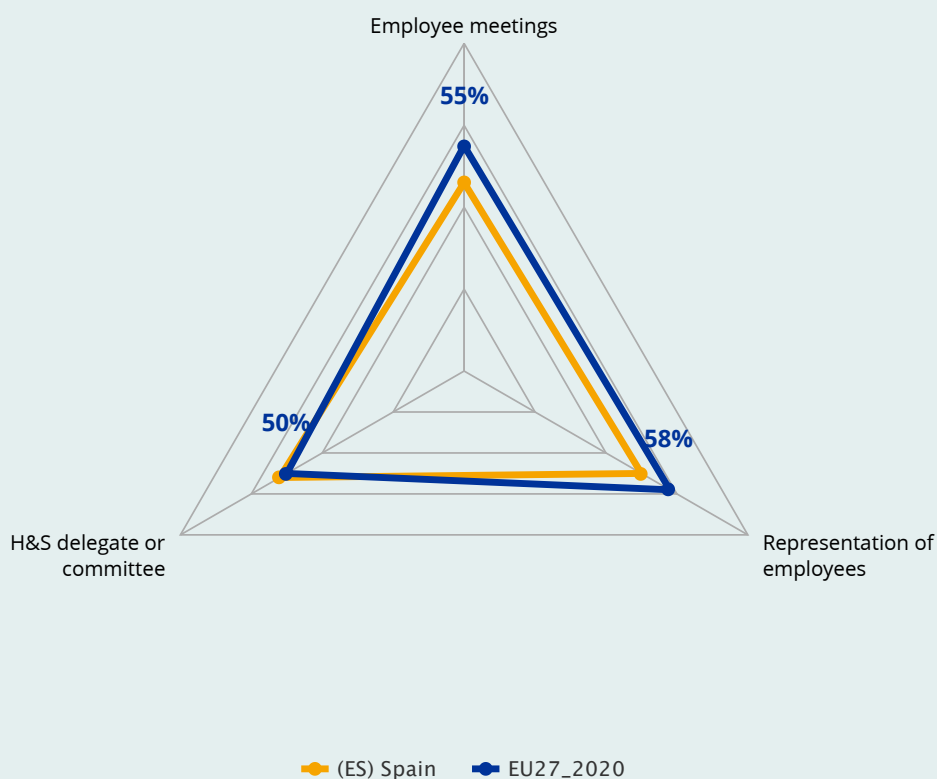
Worker involvement

ESENER



Indicator	Country	Value (%)
Employees role and psychosocial risks	Spain (ES)	51.1
H&S delegate or committee	Spain (ES)	50.2
Employee representation	Spain (ES)	21
Regular H&S discussions	Spain (ES)	73
Controversial H&S discussions	Spain (ES)	30.9
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



Indicator	Country	Value (%)
Employee meetings	Spain (ES)	46
Representation of employees	Spain (ES)	52
H&S delegate or committee	Spain (ES)	50
Employee meetings	EU28	55
Representation of employees	EU28	50
H&S delegate or committee	EU28	58

OSH infrastructure **Enforcement capacity**

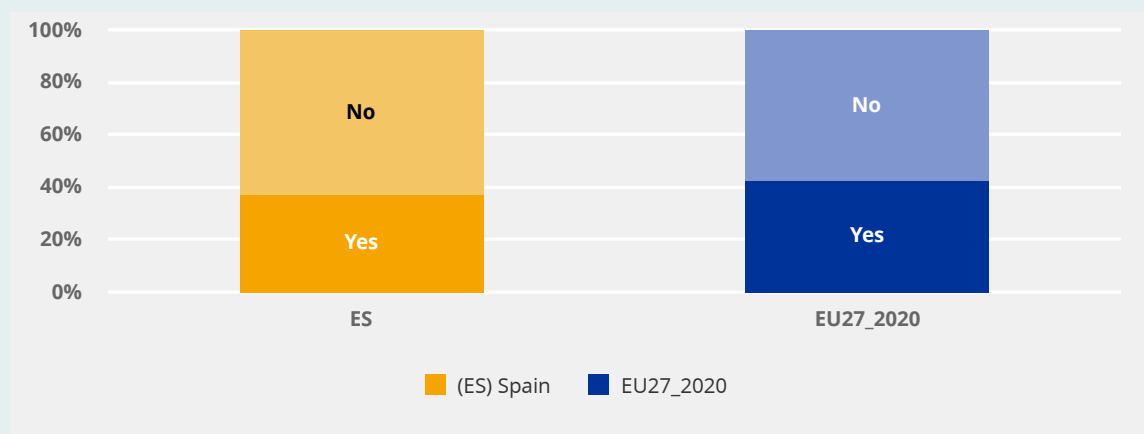
This indicator mainly contains the non-confidential parts of Senior Labour Inspectors Committee reports about enforcement in Member States.

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 (%)
(ES) Spain	38.1	61.9
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



Spain

OSH statistics

Statistics on Work accidents ("Estadística de Accidentes de Trabajo")

Data holder:

Spanish Ministry of Employment

Functionalities:

- Monitoring of work accidents, annually

National Survey on Working Conditions ("Encuesta Nacional de Condiciones de trabajo")

Data holder:

Spanish Ministry of Employment, National Institute of Safety and Hygiene at work (INSHT)

Functionalities:

- Monitoring of work accidents - (Occasional/random. It was conducted in 1987, 1993, 1997, 1999, 2003, 2007 and 2011)

National Survey on Health ("Encuesta Nacional de Salud")

Data holder:

INE- National Institute of Statistics

Functionalities:

- Monitoring of work accidents - (Occasional/random. It was conducted in 2003, 2006, 2011-2012)

European Survey on Health in Spain ("Encuesta Europea de Salud en España")

Data holder:

INE- National Institute of Statistics

Functionalities:

- Monitoring of work accidents - (2009 and 2014. The 2014 survey does not specify work-related accidents (it talks about accidents in general))
- Monitoring of work-related illness - (2009 and 2014. The 2014 survey does not specify work-related accidents (it talks about accidents in general))

Statistics on Occupational Diseases ("Estadística de Enfermedades Profesionales")

Data holder:

Social Security Institute (Ministry of Employment). Observatory of Professional Contingencies (CEPROSS application)

Functionalities:

- Monitoring of occupational diseases - annually

Non-traumatic pathologies ("Patologías no traumáticas")

Data holder:

Social Security Institute (Ministry of Employment). Observatory of Professional Contingencies (PANOTRATSS application)

Functionalities:

- Monitoring of work-related illness - (2012- 2015)

Surveys

no national survey but increase of the Spanish sample size of the EWCS (Eurofound) and ESENER (EU-OSHA) on a regular basis

- **Time span:** 5 years (2015), next wave would be launched in 2020
- **Contact person:** INSSBT (Instituto Nacional de Seguridad, Salud y Bienestar en el Trabajo) - C/ Torrelaguna, 73, 28027 Madrid - Dpto. Investigación e Información (DIR3 E03712303) - Francisco Javier Pinilla

Annual Labour Survey (Occupational risk prevention section)

- **Time span:** 5 years (2015), next wave would be launched in 2020
- **Contact person:** MEYSS Subdirección General de Estadística - Dirección General de Estadística y Análisis Sociolaboral - Ministerio de Empleo y Seguridad Social - INSSBT

Research Institutes

National Institute for Safety and Health at Work (INSST — Instituto Nacional de Seguridad y Salud en el Trabajo)

[Link to the institute](#)

Short abstract

The National Institute for Safety and Hygiene at Work (Instituto nacional de seguridad e higiene en el trabajo, INSHT) is the specialized scientific/technical body of the Spanish Government Administration for OSH matters. It was created in 1978 as an autonomous body of the Ministry of Employment and Social Security. It focuses on analysing, promoting, supporting and improving OSH issues. Its main tasks are:

- Technical assistance: providing specialized technical assistance to departments within the Administration, to stakeholders, and to OSH experts from public institutions or private companies. This activity represents approximately 30% of its global resources.
- OSH research: Social research (i.e. working conditions surveys); epidemiological studies based on working accidents; field and laboratory research on chemicals, biological, physical agents and ergonomics. It also promotes and funds research through grants.
- Training: An annual programme of activities.
- Dissemination of information: several specialised publications are issued, e.g. on methods for measuring chemicals, or collections of preventive technical notes, OSH posters, leaflets, etc.
- Guidelines and standardisation: Technical assistance in developing new OSH-related legislation, regulations and guidelines. Standardisation process: INSHT collaborates on technical committees for the formulation of UNE, EN and ISO standards.
- Testing and certification of protective equipment and machinery.
- Secretariat of the National Commission for Safety and Health at Work: INSHT give technical support and general assistance to the National Commission for Safety and Health at Work.
- National Reference Center for EU-OSHA and EU Institutions, ensuring the coordination and transmission of information on OSH, a national level.

[See more in OSHWiki](#)

Centre for Research in Occupational Health (CISAL — Centro de Investigación en Salud Laboral)

[Link to the institute](#)

Short abstract

CISAL at Pompeu Fabra University in Barcelona was established as the Observatory for Occupational Health (*Observatorio de Salud Laboral*). It is a joint initiative set up by the university, the accident insurance association *Unión de Mutuas* and the Trade Union Institute for Work, Environment and Health (*Instituto Sindical de Trabajo, Ambiente y Salud*). It conducts research into health risks, vulnerable groups of workers and OSH policies.

[See more in OSHWiki](#)

Biomechanics Institute of Valencia (IBV — Instituto de Biomecánica de Valencia)

[Link to the institute](#)

Short abstract

Founded in 1976, the IBV is run jointly by the Polytechnic University of Valencia and the Valencian Institute for Small and Medium Sized Businesses. . It is a research facility that focuses on interfaces, studying the interaction between the human body and products, environments and services.

[See more in OSHWiki](#)