



# Survey Data Brief

HSE collect or access a wide variety of information about health and safety, which is currently published in the statistics section of our website: <http://www.hse.gov.uk/statistics/index.htm>. The majority of the available data relates to health and safety outcomes such as the number of workplace injuries and cases of work-related illness. However, we also publish a limited range of precursor data, relating to exposures and workplace working conditions. Such data is important in providing an early indication of likely future changes in numbers of cases of injury and illness.

This collection of short reports presents data that focuses on various aspects of the health and safety system in British workplaces in 2010. These reports cover the following sections:

- [1. Workplace Health and Safety: The Environment](#)
  - [2. Workplace Health and Safety: Motivators](#)
  - [3. Workplace Health and Safety: Worker Contribution](#)
  - [4. Workplace Health and Safety: Training and Information](#)
- [Appendix – Technical Report](#)

## Data Sources

The managers' views presented in these reports are taken from the manager strand of the 2010 Stakeholder Survey, a telephone survey commissioned by HSE to measure awareness of, and attitudes towards, health and safety at work.

Although certain results in the worker contribution section are presented from the employee strand of the 2010 stakeholder survey, (indicated on relevant charts) workers views are almost entirely collated from the ONS omnibus survey. Each month ONS surveys a sample of GB households, and in April and July 2010 HSE commissioned a module of questions asking about health and safety in the workplace. These questions were asked of all those selected by ONS who were employed at the time of the survey, including self-employed people who worked as employees.

Where appropriate, results are presented by organisation size according to the following definitions: small organisations are defined as employing less than 50 workers, medium organisations as employing between 50 and 249, and large organisations employing more than 249 workers.

Wider context is given in some sections using the Employee Representative responses from the European Survey of Enterprises on New and Emerging Risks (ESENER) commissioned by EU-OSHA and undertaken in 2009.

For further details about survey methods see the technical report (Annex 1)



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## 1. Workplace Health & Safety: The Environment

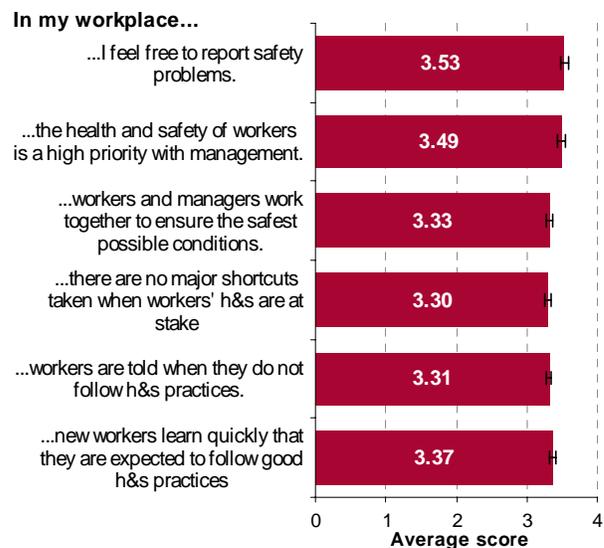
This report looks at the health and safety environment and the way that health and safety is integrated into daily working practices. This covers leadership of the health and safety system, where workers and managers perceive responsibility to lie, and whether occupational health services are available.

### Workers: Health and safety climate

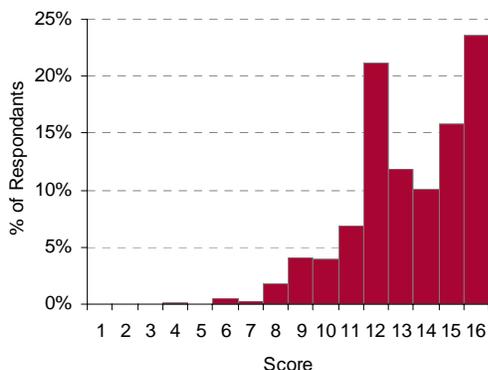
The chart opposite shows workers opinions on a variety of statements regarding the health and safety climate at their workplace, which can be grouped into themes. Workers rate agreement with each item on a four point scale, from 'strongly agree' (4) to 'strongly disagree' (1), the chart shows the average scores.

**Worker involvement** in safety, captured by the item 'I feel free to report safety problems' scores significantly higher than any of the 3 other factors.

**Management commitment** to safety is captured through 3 items: '...high priority with management, ..managers and workers work together... and ...no major shortcuts'. Whilst the score for each of the 3 items varies, the average score for the management commitment factor is on a similar level to scores for **supervisory performance feedback**, captured through '...workers are told when they do not follow health and safety practice' and **co-worker behaviour norms**, captured in '...new workers learn quickly'.



Distribution of Climate Scores



The four aspects of health and safety measured above can be combined into a single scale with a maximum score of 16. This methodology comes from the National Institute for Occupational Safety & Health (NIOSH) in the US who devised and validated the scale<sup>1</sup>. Their evidence suggests this scale is associated with a positive organisational climate, including better adherence to safe work practices, reduced exposure to environmental stressors, presence of more safety policies and procedures, and decreased accidents. This provides a useful tool to measure changes over time in workplace safety climate.

The chart shows the distribution of the scores derived for each respondent. Most of those interviewed scored 12 or above, and a large proportion gave maximum score of 16. This gives a generally good picture of the UK health and safety climate and provides a baseline to detect any future changes.

<sup>1</sup> A short scale for measuring safety climate: S.E. Hahn, L.R. Murphy, Safety science 46 (2008) 1047-1066



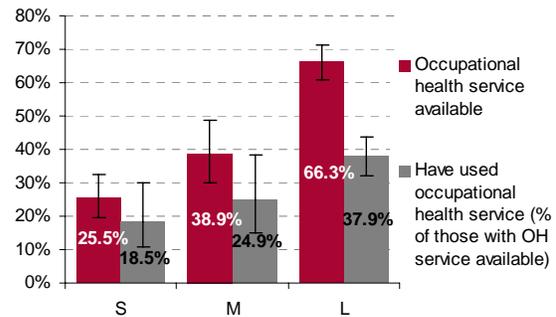
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## Workers: Does your workplace provide an occupational health service and have you ever used it personally?

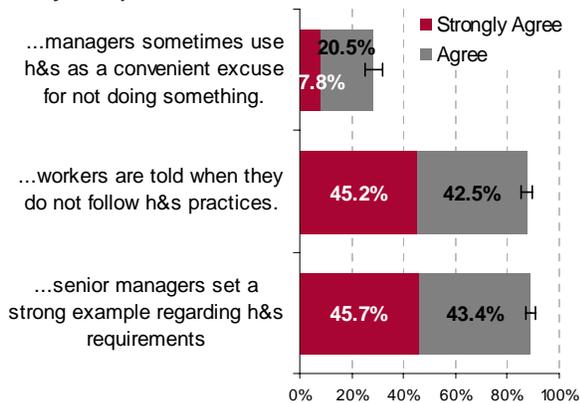
Almost half of workers surveyed said that their workplace provided an occupational health service, and of these around a third had used it personally. 28% of workers stated that their workplace did not provide an occupational health service, and 22% didn't know.

As would be expected, larger organisations are more likely to offer this service. Of those with the service available, a higher proportion of those employed by large organisations had used it compared to those employed by small organisations.



## Workers: Views on Health & Safety Leadership

### In my workplace...



Almost all workers, around 90%, agree that senior managers set a strong health and safety example. A similar proportion also agree that workers are told when they do not follow good health and safety practices.

The proportions who agree that their managers sometimes use health and safety as an excuse is much lower, but is still almost a third of workers overall.

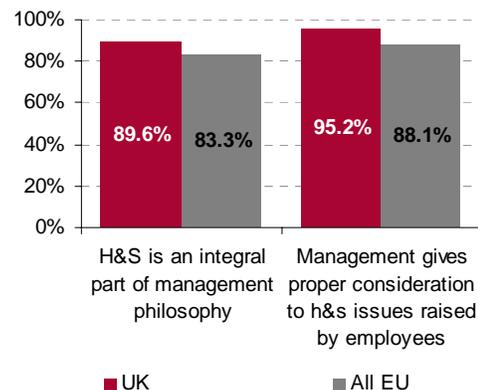
These results together show a generally positive picture of health and safety leadership, with a strong example to follow, and feedback when rules are broken. Despite this, a few workers still see health and safety as an excuse to restrict activity.

## European comparison

Employee representatives in the UK report high agreement that health and safety is an integral part of the management philosophy, and that management give proper consideration to health and safety issues raised by workers.

Agreement with both of these statements is slightly higher in the UK compared to EU countries as a whole.

Data taken from the European Survey of New and Emerging Risks (2009), commissioned by EU-OSHA





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## Managers: Using a scale of 1-10 please tell me how important Health and Safety at work is to you in your business?



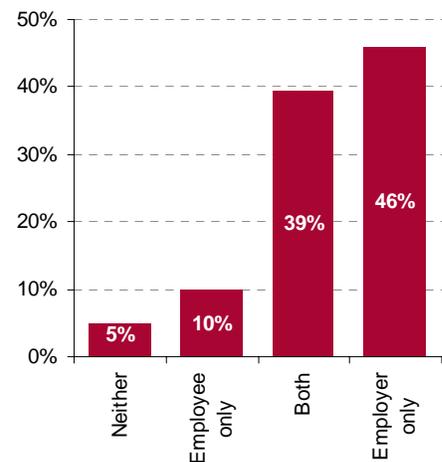
Perhaps unsurprisingly, managers with responsibility for health and safety in all sizes of organisation rate health and safety at work as highly important to their business, regardless of size of workplace. The chart shows the figures for all managers, and around half the responses were between 8 and 10, as shown by the percentiles. 75% of managers rated 8 or above.

## Managers: Who, if anyone, do you think is responsible for controlling health and safety risks in the workplace?

This was an open question, and managers could give multiple answers. The only two categories which were consistently mentioned were employees and employers, and the chart shows how these two answers were chosen by managers.

Large proportions of managers with responsibility for health and safety think responsibility lies only with the employer, or with both employer and employee.

10% of managers thought health and safety was solely the responsibility of the employee, and these managers were more likely to work in small organisations. 5% of managers did not attribute responsibility to either employer or employee, other options included various layers of management (eg team leader, line manager) as well as wider agencies such as government, HSE and local councils.

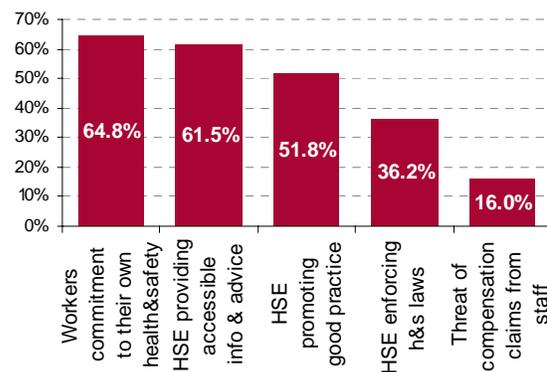


## Managers: Which, if any of the following items do you think are most likely to help improve health and safety in the workplace?

When asked about drivers for health and safety improvement a large proportion of health and safety managers recognise the impact that workers themselves can have on safety.

Similarly large proportions acknowledge a role for HSE in providing accessible information and advice, and slightly fewer in promoting good practice.

HSE enforcing laws, and compensation claims by staff appear to be seen as weaker drivers of health and safety improvements, especially by managers in small and medium organisations.





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## Summary

- The majority view of GB workers is that their workplace provides a positive health and safety work environment, and their management set a good example in health and safety matters. Despite this, almost a third of workers still think that their managers use health & safety as a convenient excuse for not doing something.
- Larger organisations are more likely to offer an occupational health service, and of those with access to such a service workers in large organisations are more likely to use it.
- Managers universally rate health & safety as highly important to their business and generally recognise that employers have a responsibility for controlling health and safety risks in the workplace – either solely or in conjunction with employees.
- The majority of managers agree that workers' commitment to their own health and safety would have the biggest impact on improving standards but also acknowledge an important role for HSE in providing information and advice, and promoting good practice.



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## 2. Workplace Health and Safety: Motivators

This report presents the views of both workers and managers. This report looks at the motivators for compliance with health and safety in the workplace, and the factors that encourage changes in health and safety behaviours<sup>2</sup>.

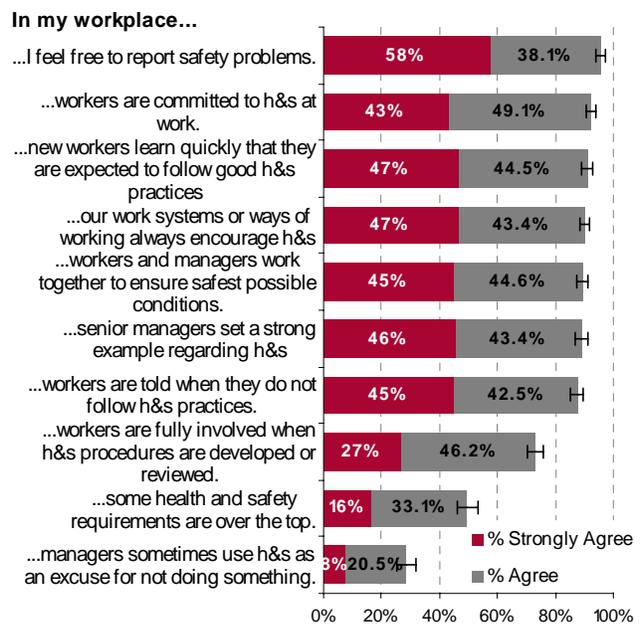
### Findings

#### Workers: Motivators of health and safety compliance

Workers responses indicate a strong culture of commitment and involvement in workplaces across GB, with high levels of agreement that both workers and managers are committed to health and safety, that they work together to achieve safe conditions, and that workers are fully involved.

There is evidence that social norms, (one of the 6 factors identified as impacting on behaviour<sup>2</sup>) are playing a part in health and safety compliance; new workers learn quickly, management set a strong example and workers are told when they are non-compliant.

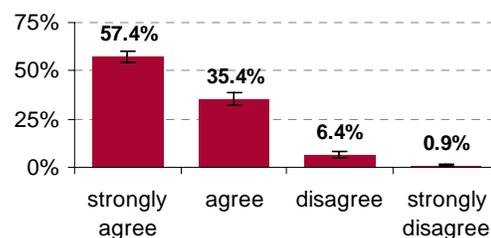
HSE work on behavioural economics has also identified 'Trust in the Messenger', as important in influencing behaviours.<sup>2</sup> Therefore, it is of some concern that half of workers think requirements are over the top, and over a quarter think they provide a convenient excuse for managers.



#### Workers: In my workplace health & safety of workers is a high priority with management

Almost 93% of workers agree or strongly agree that the health and safety of workers is a high priority with their management.

The charts overleaf look a little more in depth at why health and safety is important to management, their views on health and safety requirements and motivators for investing resources.



<sup>2</sup> Work by HSE on Behavioural Economics identified 6 factors impacting on health and safety behaviours 'Nudges: Key Findings on human behaviour to consider in health and safety intervention design'. Page 8. Economics Analysis Unit, (available on request). For more information on Behavioural Economics in a health and safety context, see HSE Research Report 752 [www.hse.gov.uk/research/rrpdf/rr752.pdf](http://www.hse.gov.uk/research/rrpdf/rr752.pdf)



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## Managers: Perceptions of Health and Safety

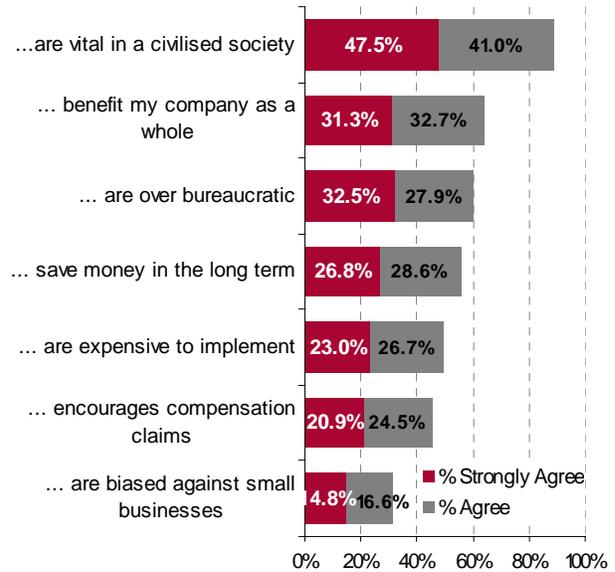
This chart shows managers who 'agree' or 'strongly agree' with the statements given, and indicates that managers have mixed perceptions of health and safety requirements.

It is interesting to see that the largest proportions 'agreed' or 'strongly agreed' that health and safety requirements are vital in a civilised society, as behavioural economic theory suggests that social norms can greatly influence people's behaviours.

Benefits to the company as a whole are recognised by around two thirds of managers, but similar proportions agree that health and safety requirements are over bureaucratic. Similarly, the proportion who think that health and safety requirements save money in the long term is comparable with those who think they are expensive to implement and encourage compensation claims.

Overall it appears that managers are as likely to recognise the drawbacks of health and safety as they are the benefits, but the strongest driver may be the wider expectations of society as a whole.

To what extent do you agree that health and safety requirements are...



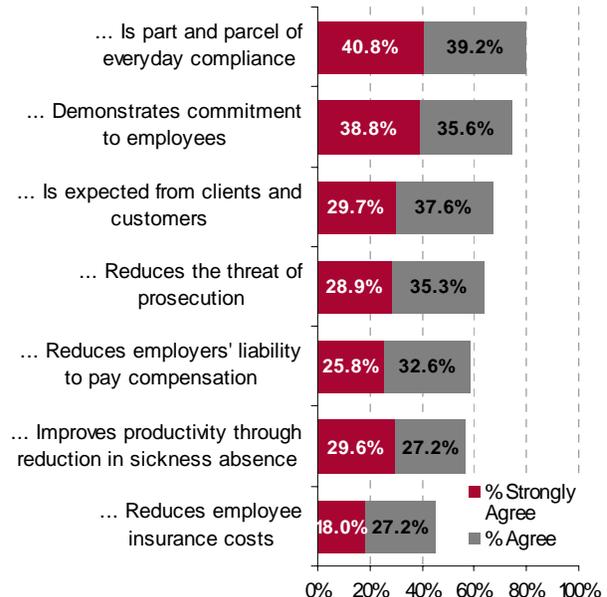
## Managers: Motivators for Investing in Health and Safety

When it comes to investing in health and safety, it is interesting again that motivators linked to social norms such as being 'part and parcel of everyday compliance', and being 'expected from clients and customers' show higher levels of agreement. Showing commitment to employees is also a strong driver of investment in health and safety.

Tangible financial advantages such as reducing the threat of prosecution, paying compensation, or decreasing insurance costs remain strong drivers, although the proportions of managers in agreement are slightly lower overall.

These results indicate that investment in health and safety is driven in part by practical or financial considerations, but again social norms such as 'being part and parcel of everyday compliance' are also important concerns for managers.

To what extent do you agree that investing more in health and safety...





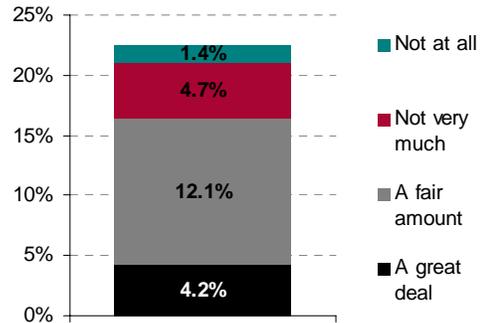
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## Managers: Views on enforcement activity

It would seem that regulatory consequences are a weak driver of health and safety compliance. Managers were asked whether they had seen or heard of any enforcement activity in the last 12 months, (indicated in this chart by the height of the bars), and if so, to what extent this made them consider the consequences of health and safety failures.

Only 22% of health and safety managers overall were aware of any enforcement action taken by HSE in the previous 12 months. Of those who could recall any enforcement activity the majority had considered the consequences to some extent, but this accounted for less than 20% of managers overall.

Have you heard of enforcement activity? To what extent did this make you consider the consequences of health & safety failings?



## Summary

- Factors identified through behavioural economics such as commitment and involvement, and social norms play an important part in current health and safety compliance from the workers' point of view. However, results also indicate a lack of trust in the workplace health and safety message by a significant number of workers.
- Almost all workers agree that health and safety is a high priority for management, whilst manager's perceptions of health and safety present a mixed picture: the benefits are recognised but so too are the practical barriers. A large majority of managers see health and safety as vital in a civilised society.
- Similar to workers, key motivators for managers when investing in health and safety are related to social norms, and to commitment principles. The practical or financial benefits feature less strongly.
- Enforcement activity is a weak motivator of the health and safety system with less than a fifth of managers overall reporting that enforcement activity had made them consider the consequences of health and safety failings.



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## 3. Workplace Health & Safety: Worker contribution

This report looks at how workers perceive their own role in maintaining good health and safety practices, and particularly looks at the views of both workers and managers on the input and influence workers have on health and safety decision making in the workplace.

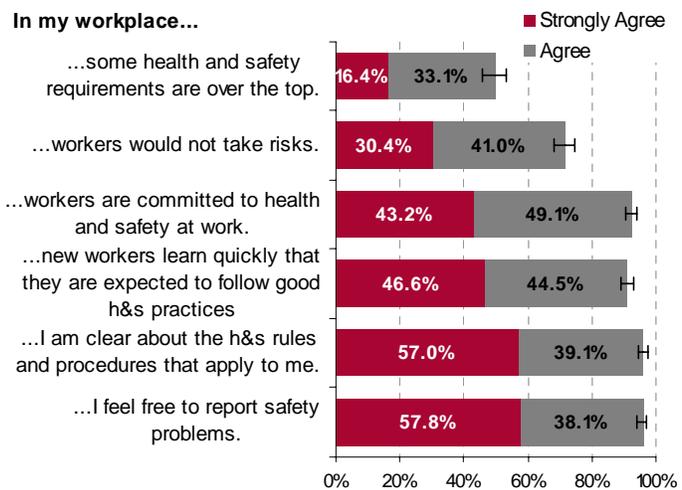
### Findings

#### Workers views of their health and safety responsibilities at work

Workers are clear about their obligations towards health and safety, and they feel free to report safety problems.

Workers in general are largely committed to health and safety at work, and feel that new workers learn good health and safety practices quickly.

Despite these positive reports, a quarter of workers disagree that in their workplace, workers wouldn't take risks and half agree that some health and safety requirements in their workplace are over the top.

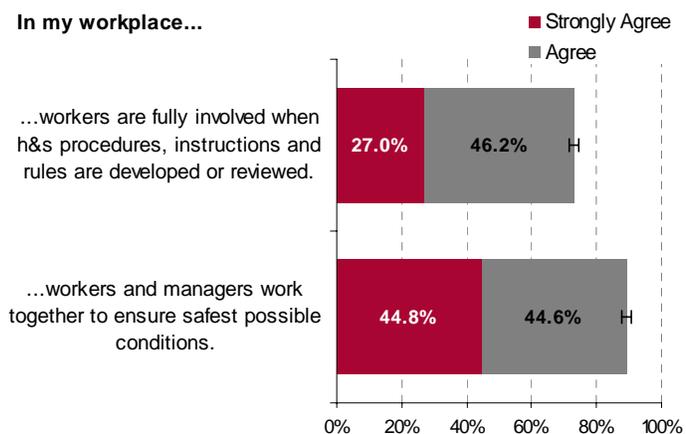


#### Workers views of their managers' health and safety responsibilities at work

A high proportion of workers, almost 90% overall, report that workers and managers in their workplaces work together to ensure safe conditions.

Slightly fewer, but still a large proportion at just over 70%, agreed that workers were fully involved when health and safety procedures were reviewed in their workplace.

These results give a positive picture of worker's contributions in workplaces across GB; on the whole workers are aware of their health and safety obligations and work with management to achieve safe conditions.



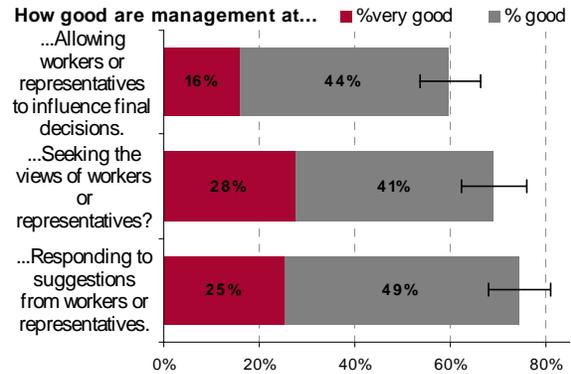


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## Workers views on their involvement in health and safety

Most employees feel that employers are good or very good at responding to workers suggestions, but this is a statistically larger group than those who feel management are very or quite good at allowing workers to influence final decisions.

Those who agreed that management were good at responding to suggestions, but disagreed about influencing final decisions were more likely to be from large organisations. Around 70% of employees felt that management were good at seeking the views of workers.



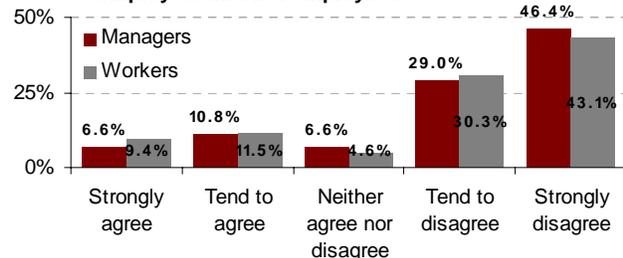
## Managers and workers: views on involving workers in health and safety

Workers and managers both disagree on the whole that health and safety management is a matter for employers not employees, with around three quarters of both groups choosing 'disagree' or 'strongly disagree'. However, around 16% of managers and 20% of workers did agree with this statement.

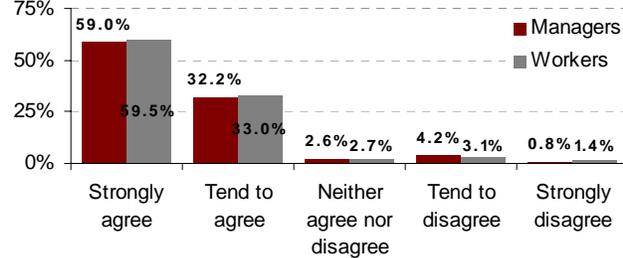
Despite this, the results when respondents were asked whether workers should be involved in health and safety decisions are even more positive; over 90% of both workers and managers agreed or strongly agreed, leaving only 5% of managers and workers who actively disagreed that workers should be involved in health and safety decisions. The remainder held neutral opinions.

Without understanding current levels of involvement, it is difficult to interpret the worker and manager opinions when asked about increasing levels of involvement, but differences were observed in their responses. While over 75% of managers agreed or strongly agreed that they would like to involve their workers more, only around a third of workers showed agreement that they would personally like to get more involved in health and safety. Over 50% of workers disagreed or strongly disagreed that they would like to get more involved personally.

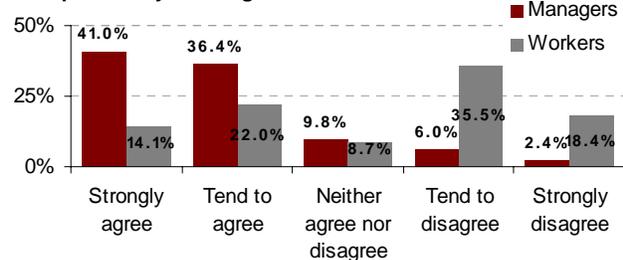
**Health and safety management is a matter for employers and not employees**



**Workers should be involved in taking decisions about h&s**



**I would like to involve workers more/ I would personally like to get more involved**



Employee data shown here taken from Stakeholder Survey rather than ONS Omnibus Survey – See Technical Report for further details.



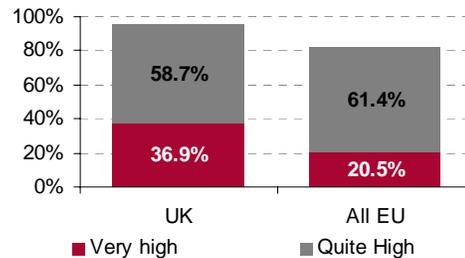
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## European comparison

Data from the 2009 ESENER survey commissioned by EU-OSHA<sup>3</sup>, further helps us understand worker contribution.

The chart opposite shows that management of health and safety in UK workplaces is integral to line managers and supervisors roles, slightly more so than in EU countries as a whole, suggesting that health and safety management in UK workplaces is largely a shared worker/manager responsibility.

Overall, how would you rate the degree of involvement of the line managers and supervisors in the management of h&s?



## Summary

- Workers seem to have a clear idea of their obligations with regard to health and safety requirements, although around half think that requirements are over the top.
- The majority of workers feel that managers are good at responding to health and safety issues raised by workers, slightly fewer agree that management actively seek their views, and fewer again agree that workers are allowed to influence decision making, although this proportion remains high – around 60%.
- Managers show strong support for both the principle of involving workers in health and safety decision-making and the practice of increasing levels of worker involvement in their business, and while workers agree with this in theory there is reluctance to get personally more involved than they currently are.
- European data gives a wider perspective on worker contribution; with a large proportion of employee representatives stating that line managers and supervisors have a high level of involvement in health and safety.

<sup>3</sup> European Survey of New and Emerging Risks, undertaken in 2009. See technical report for further details



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## 4. Workplace Health & Safety: Training & Information

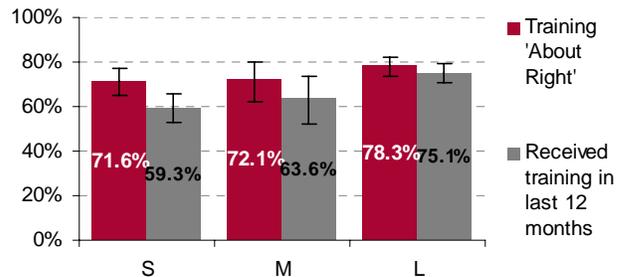
This report looks at health and safety training and guidance; for workers, we asked about the levels of training they received and their opinions on the quality and relevance. For managers we asked specifically about the information they receive from HSE.

### Workers: Do you think the amount of health and safety instruction and training you receive from your employer is about right? Have you received any in the last 12 months?

Around three quarters of all employees regardless of organisation size feel that they receive enough information relating to health and safety from their employer. Employees of large organisations were more likely to have received instruction or training in the last 12 months.

Employees in medium or large organisations were very slightly more likely to say they received too much information, although the figure was very low overall. Proportions saying they received too little information were similar across organisation size.

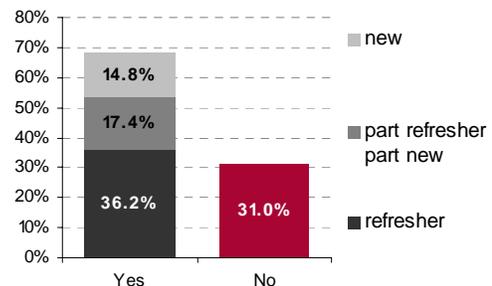
Almost 5% of all employees had never received any instruction or training, broken down this translates as around 9% of those in small organisations, compared to around 3% in medium or large organisations.

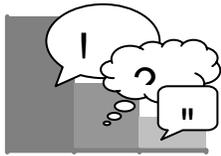


### Workers: Have you received any health & safety instruction or training from your employer in the last 12 months? Was this instruction or training provided as refresher/partly new/all new training?

Almost 70% of employees had received some sort of health and safety training or instruction in the last 12 months. Of these, around half had had refresher training, with the other half receiving either totally new, or partly new training.

31% of employees had not received any health and safety training in the last 12 months. These employees were likely to be from small or medium sized organisations.





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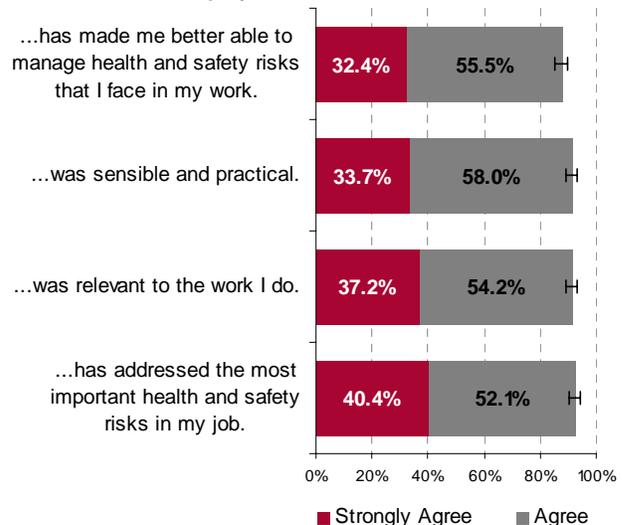
## Workers: Views on instruction and training

This chart shows agreement of employees with a range of statements about the training they have received; respondents chose answers on a 4-point scale from 'strongly agree' to 'strongly disagree'. The error bars show the 95% confidence interval on the overall level of agreement ('strongly agree' and 'agree' combined).

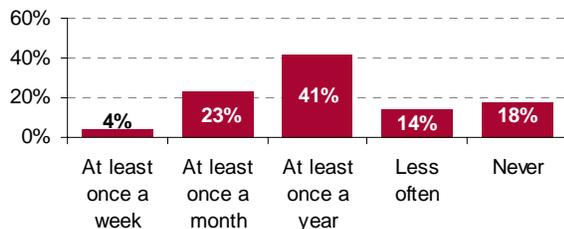
Employees were generally positive about training received; agreement was highest with the statement that the training 'addressed the most important...risks' but lowest for 'better able to manage health and safety risks'.

Although both scores are high, and the differences not statistically significant, it indicates that a small proportion might question the quality of their training; while the training might have addressed the main risks, it has not enhanced their ability to handle these risks on a day-to-day basis.

### The instruction and training provided by my employer...



## Managers: How often do you contact HSE for information or guidance on a Health & Safety matter?

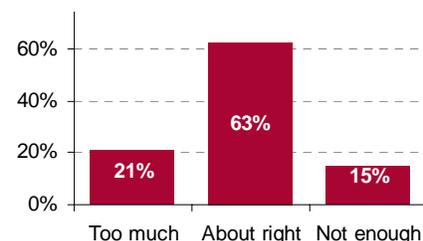


Managers were asked to include web contact when responding to this question, as well as direct contact with HSE staff.

Most managers, almost 70%, contact HSE at least annually, but 14% contact HSE less frequently than this, and almost a fifth never contact HSE.

## Managers: Do you think the amount of information you receive from HSE about the laws and regulations it has responsibility for is...

The majority of managers were happy with the amount of information they received, regardless of organisation size, although around a fifth thought they received too much information. Further analysis in combination with the previous finding shows that 75% of those managers who think they receive too much information about regulations contact HSE once a year or less for information or guidance.

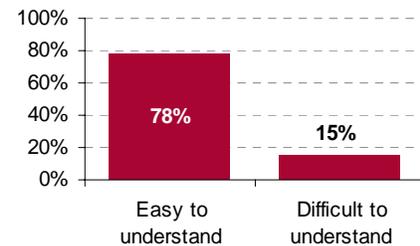




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## Managers: Do you find information from HSE easy or difficult to understand?

Managers generally found information from HSE easy to understand. Overall, around a third of those who said they found information from HSE easy to understand contacted us once a month or more, and around 50% of those who found it difficult contacted us less than once a year, including almost a third who never contact us.

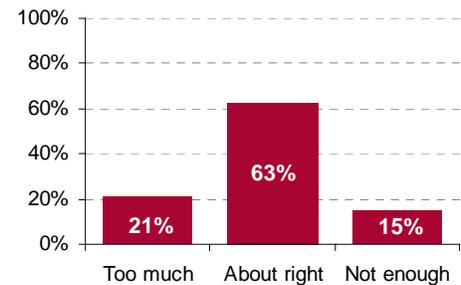


## Managers: Do you find information from HSE too detailed, about right or too general?

Managers were happy overall with the level of detail in HSE information.

Roughly equal proportions of managers thought our information was either too detailed or too general, and 5% did not know.

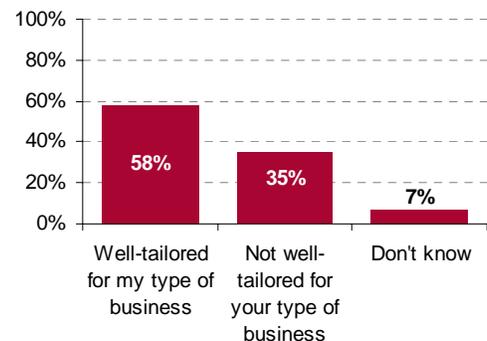
Interestingly those who said the information was too detailed were no more likely to say they found it difficult to understand, however 91% of those who found the information too general contact us less than once a month.



## Managers: Do you find information from HSE well tailored or not well tailored?

Around two thirds of managers agree that HSE information is well tailored for their business, but just over a third think that the information is not well tailored for their business.

Around a third of those who think the information is well tailored for their business contact us at least once a month, and almost 80% of those who think the information is not well tailored contact us less than once a month, including 20% who never contact us.



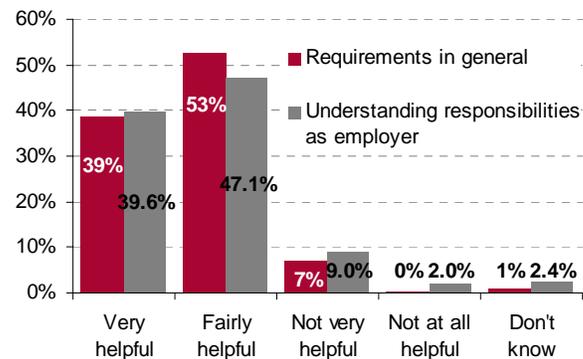


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## Managers: How helpful do you find information from HSE in terms of understanding health & safety requirements in general and in terms of understanding responsibilities as an employer

Over 90% of managers found information from HSE 'very' or 'fairly' helpful in terms of understanding health & safety requirements in general, with only 7% finding it 'Not very helpful'. The majority of managers also found HSE information to be 'very' or 'fairly' helpful in terms of understanding their responsibilities as an employer.

Generally those who found HSE information 'very' or 'fairly' helpful in understanding general health & safety requirements answered in the same way when asked about helping them understand their responsibilities as an employer. However 75% of those who thought the information from HSE on specific responsibilities was 'not very' helpful thought it was 'fairly' helpful in a general sense.



## Summary

- Three quarters of workers feel they receive the right amount of health and safety training and instruction from their employers, but workers were more likely to have received recent training if they worked for a large organisation.
- Employees were generally positive about training received; agreement was highest with the statement that the training 'addressed the most important health and safety risks in my job' whereas 'has made me better able to manage health and safety risks' scored slightly lower.
- A quarter of managers contact HSE at least once a month, although a third have either never contacted HSE or do so less frequently than annually.
- Two thirds of managers think they see about the right amount of information from HSE, and around two thirds of managers feel the level of detail is about right, and that it is well tailored for their business. Three quarters of managers find the information easy to understand.
- Over 90% of managers find information from HSE helpful in understanding health and safety in general, and only slightly fewer (85%) find it helpful in understanding an employers' responsibilities.



# Survey Data Brief

## Appendix 1 – Technical Report

The data presented in the Survey Data Brief series of reports is taken from two surveys commissioned by HSE in 2010: the Stakeholder survey and the ONS Omnibus survey (worker's views). This data is supplemented where appropriate by data from the 2009 European survey of New and Emerging Risks (ESENER) commissioned by EU-OSHA.

### Stakeholder Survey

Since 2005<sup>4</sup>, HSE has commissioned an annual survey of stakeholders to measure the awareness of and attitudes towards health and safety from various stakeholder groups. In 2010 this survey targeted three stakeholder groups: CEOs, workplace managers (with responsibility for health and safety) and employees. The Survey Data Brief reports draw on data from the manager's survey in most sections, and the employee survey in the section on worker contribution.

### Manager Survey

In 2010, Ipsos MORI sampled 500 workplaces across the GB and conducted telephone interviews of health and safety managers or the equivalent person with day-to-day responsibility for health and safety in that workplace. The samples were selected using quota sampling methods and structured to enable split by organisation size. Results were weighted to be representative of the profile of GB workplaces. Because a sample rather than the entire population was interviewed, survey estimates are subject to a degree of error. The table overleaf gives an indication of the reliability of the results obtained from this survey in terms of the maximum percentages by which the 'true' results could differ if the whole population was surveyed rather than just a sample.

### Employee Survey

Ipsos MORI interviewed a representative sample of 1,800 working adults in Great Britain, aged 16 or over in 2010. Quotas were set by working status within gender, self employed status, industry sector, age and region. Data were weighted by these variables and the social grade to the known profile of working adults in Great Britain. Again, the table overleaf gives an indication of the reliability of the results obtained from this survey in terms of the maximum percentages by which the 'true' results could differ if the whole population was surveyed rather than just a sample.

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<sup>4</sup> Excluding 2007



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## Tolerances

Approximate sampling tolerances applicable to percentages at or near these levels (at the 95% confidence interval)

	<b>N</b>	<b>10% or 90%</b>	<b>30% or 70%</b>	<b>50%</b>
<b>All managers</b>	500	2.6%	4.0%	4.4%
Small (<50 workers)	306	3.4%	5.1%	5.6%
Medium (50-249 workers)	84	6.4%	9.8%	10.7%
Large (>249 workers)	109	5.6%	8.6%	9.4%
<b>All Employees</b>	1800	1.4%	2.1%	2.3%

Strictly speaking, these tolerances apply only to random samples; in practice good quality quota sampling has been found to be as accurate. These tolerances are therefore an indication of the magnitude of the tolerances around estimates from this survey.

For example, using the above tolerances for 'All managers' we see that a survey result of 50% could be as much as 4.4% lower or higher in reality. Results for each subgroup (small, medium or large) are subject to greater variability due to the smaller numbers in each group.

## ONS Omnibus (Opinions) Survey

The workers opinions are collated from the ONS omnibus survey. Each month ONS surveys a sample of GB households, and in April and July 2010 Stats Branch commissioned a module of questions asking about health and safety in the workplace. These questions were asked of all those selected by ONS who were employed at the time of the survey, including self-employed people who worked as employees, to ensure answers came from the current workforce.

The omnibus survey runs monthly using a random probability sample stratified by region, socio-economic groupings, age and car ownership and clustered by postcode sector. The analysis method took account of the complex sample design, and percentages reported are weighted to represent the population as measured by the Labour Force Survey. In total across the two months where the HSE questions were included, 2 259 people were surveyed. Of these 1 037 were deemed eligible for the HSE module of questions; 315 worked in small organisations (<50 workers), 128 in medium (50-249 workers) and 559 in large organisations (>249 workers). 35 respondents did not know the size of their organisation and are therefore included in topline results but excluded from analysis by organisation size.

Like all survey estimates, our results from the Omnibus survey are subject to a degree of error arising from the sampling process. It is possible to quantify this sample error and thereby estimate the reliability of each survey estimate. In the report, survey estimates are presented in graphical form, including an associated error bar around each estimate to display the range of values in which we are confident the true population estimate lies, this is known as the 95% confidence interval.



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Further information on the methods and background to the omnibus survey is available on the ONS website: <http://www.ons.gov.uk/about/who-we-are/our-services/omnibus-survey>.

## **European Survey of New and Emerging Risks (ESENER) 2009**

The European Survey of New and Emerging risks was commissioned by EU-OSHA, interviews took place in 2009, in 31 countries; All 27 European Member States, as well as two Candidate Countries (Croatia and Turkey) and two European Free Trade Association (EFTA) countries (Norway and Switzerland).

Around 30,000 managers were interviewed and around 7,000 worker representatives, although the manager's permission was required to contact the employee representatives. Care must be taken in interpretation as worker representatives could only be approached with manager's permission, and the sample excludes organisations with less than 10 employees.

For further information see: <http://osha.europa.eu/en/riskobservatory/enterprise-survey/>.