

# OSH Pulse - Occupational safety and health in post-pandemic workplaces

Flash Eurobarometer

Report

Authors: Christophe Leclerc, Femke De Keulenaer and Sharon Belli, IPSOS – European Public Affairs

Project management: Maurizio Curtarelli, European Agency for Safety and Health at Work (EU-OSHA)

This report was commissioned by the European Agency for Safety and Health at Work (EU-OSHA). Its contents, including any opinions and/or conclusions expressed, are those of the authors alone and do not necessarily reflect the views of EU-OSHA.

**Europe Direct is a service to help you find answers  
to your questions about the European Union**

**Freephone number (\*):**

**00 800 6 7 8 9 10 11**

(\*). Certain mobile telephone operators do not allow access to 00 800 numbers, or these calls may be billed.

ISBN: 978-92-9479-785-8

Doi: 10.2802/478476

More information on the European Union is available on the Internet (<http://europa.eu>).

Reproduction is authorised provided the source is acknowledged.

© European Agency for Safety and Health at Work, 2022

## Table of contents

Introduction .....	1
Key findings .....	3
Section 1. Digital technologies at the workplace .....	6
1.1. Most common types of digital devices used at the workplace.....	6
1.2. Allocating, monitoring and evaluating work via digital devices.....	7
1.3. OSH risks related with the use of digital technologies .....	11
Section 2. Health issues and psychosocial risk factors.....	15
2.1. Workers' health status .....	15
2.2. Exposure to psychosocial risk factors .....	21
Section 3. Mental health in the workplace.....	26
3.1. Speaking about mental health in the workplace.....	26
3.2. Impact of COVID-19 on stress and mental health .....	29
3.3. Initiatives to address stress and mental health issues in the workplace .....	32
Section 4. Managing safety and health at work.....	35
4.1. Workers' views on safety rules in the workplace .....	35
4.2. Availability of safety measures in the workplace .....	36
4.3. General attitudes towards safety and health as an asset.....	41
Technical specifications.....	44
Questionnaire .....	46

## Introduction

The COVID-19 pandemic had a significant impact on safety and health at work on a number of levels. First, the pandemic situation involved risks for workers' health. Workplaces have been a source of concern for contagions during the pandemic, which resulted in most European governments to order workers who could work from home not to go to the usual workplace. In addition, workers have been stressed by the overall emergency situation, the forced lockdowns and the increased demands and work pressure (especially in the case of front-line workers), which are associated to mental health issues. Second, the crisis has emphasised the importance of effective occupational safety and health (OSH) management. Lastly, the COVID-19 pandemic has contributed to change the way workers perceive safety and health at work, the importance they give to feeling protected and safe at work and the way they are familiarised with existing measures in their workplace.

In a context in which the emergence of new digital technologies is rapidly changing the nature and organisation of work, the pandemic may have accelerated the process of digitalisation. Digitalisation may bring new opportunities for both workers and employers, such as increased flexibility and remote work, which so much contributed to the economy not coming to a complete halt in many European countries during COVID-19 lockdowns. Nonetheless, the digitalisation of the workplace may also create new challenges and risks for OSH, including increased work pressure and stress, which require to be recognised and addressed.

In this context, the European Agency for Safety and Health at Work (EU-OSHA) commissioned a Flash Eurobarometer in April 2022 with the aim of gaining more insights on the state of OSH in the post-pandemic workplaces. The focus of this Eurobarometer is on the mental and physical health stressors workers are confronted with (including the digital technologies currently used in the workplace) and the OSH measures in the workplace.

More specifically, this survey explores the following areas:

- The use of digital technologies at the workplace and related risks for workers' health;
- Work-related psychosocial risk factors and health issues;
- Mental health issues in the workplace, including measures to address stress at work;
- Workers' views about OSH management in the workplace.

On behalf of EU-OSHA, Ipsos European Public Affairs interviewed a representative sample of workers (employees and self-employed), aged 16 and over, in each of the 27 Member States of the European Union as well as in Iceland and Norway. Between 25 April 2022 and 23 May 2022, 27 250 interviews were conducted over the telephone (mobile phones).

Survey data are weighted to known population proportions. The EU27 averages are weighted according to the size of the 16+ employed population of each EU Member State. A technical note on the methods applied to conduct the survey is appended as an annex to this report.

Notes:

- 1) Survey results are subject to sampling tolerances meaning that not all apparent differences between groups may be statistically significant. Thus, only differences that are statistically significant (at the 5% level) – i.e. where it can be reasonably certain that they are unlikely to have occurred by chance – are highlighted in the text.
- 2) Percentages may not add up to 100%, as they are rounded to the nearest percent. Due to rounding, it may also happen that the percentages for separate response options shown in the charts do not exactly add up to the totals shown in charts and tables, or mentioned in the text. Response percentages will exceed 100% if the question allowed respondents to select multiple responses.
- 3) In this report, countries are referred to by their official abbreviation. The abbreviations used in this report correspond to:

BE		Belgium	LT		Lithuania
BG		Bulgaria	LU		Luxembourg
CZ		Czechia	HU		Hungary
DK		Denmark	MT		Malta
DE		Germany	NL		Netherlands
EE		Estonia	AT		Austria
IE		Ireland	PL		Poland
EL		Greece	PT		Portugal
ES		Spain	RO		Romania
FR		France	SI		Slovenia
HR		Croatia	SK		Slovakia
IT		Italy	FI		Finland
CY		Rep. of Cyprus*	SE		Sweden
LV		Latvia			
			IS		Iceland
			NO		Norway

\* Cyprus as a whole is one of the 27 EU MS. However, the ‘acquis communautaire’ has been suspended in the part of the country which is not controlled by the government of the Republic of Cyprus. For practical reasons, only the interviews carried out in the part of the country controlled by the government of the Republic of Cyprus are included in the ‘CY’ category.

## Key findings

### Digital technologies at the workplace

- Digital devices and technologies most frequently used in the workplace are **laptops, tablets, smartphones or other portable devices** (73% across the EU), followed by **desktop computers** (60%) and **broadband technologies to access the Internet** (55%). Less frequently used in the workplace are **wearable devices** (11%), **machines or robots incorporating AI** (5%) and **robots interacting with the worker** (3%).
- Workers working from home are 17% of the respondents, and they are the most likely to use laptops, tablets, smartphones or other portable computer devices (90% vs 61% to 77% of respondents working in other locations) and to use broadband technology to access the Internet (67% vs 36% to 55% of respondents working in other locations).
- 30% of respondents across the EU say that their organisation uses digital devices to **automatically allocate tasks or working time or shifts** to them. A slightly lower number (27%) reply that digital devices are used to **have their performance rated by third parties** (e.g. customers, colleagues, patients etc.) and 25% to **supervise or monitor their work and behaviour**.
- Automatically allocating tasks or working time or shifts is most common for skilled, semi-skilled or unskilled manual workers and farm workers (32%), followed by workers in clerical, sales or service jobs (26%); this figure decreases to 22% for workers in professional, technical or higher administrator jobs.
- 52% of respondents across the EU answer that the use of digital technologies in their workplace determines the speed or pace of their work and 33% reply that these technologies increase their workload.
- 57% of professional, technical or higher administrator occupations and 54% of clerical, sales or service occupations report that the use of digital technologies determines the speed of their work, compared to 42% of skilled, semi-skilled or unskilled manual workers and farm workers; a similar pattern of differences is also seen for increasing one's workload.
- 44% say that digital technology results in them working alone and 37% that the use of digital technologies increases surveillance of them at work. Finally, 19% of respondents say that the use of digital technologies reduces their autonomy at work.
- Digital technologies are used to **monitor noise, chemicals, dust, etc.** in the workplace according to 19% of workers and **heart rate, blood pressure, postures, etc.** of workers according to 7% of respondents.

## Psychosocial risk factors and health issues

- 46% of respondents across the EU answer that they are exposed to severe time pressure or overload of work; 26% say the same about poor communication or cooperation within their organisation and 18% about a lack of autonomy, or lack of influence over the pace of work or work processes.
- Violence or verbal abuse from customers, patients, pupils, etc. is mentioned by 16% of respondents across the EU, and 7% say they are exposed to harassment or bullying at work.
- In line with the EU average results, the largest share of respondents across all countries answer that they are exposed to severe time pressure or overload of work. This risk factor is mentioned by 31% of respondents in Romania and 32% in Lithuania, and then increases to more than 50% in Cyprus, Slovenia, France, Finland, the Netherlands, Greece and Iceland.
- Respondents working in medium-sized (20-249 employees) and large companies (250+ employees) are the most likely to be exposed to severe time pressure or overload of work (50%); this figure decreases to 46% in small companies (10-49 employees) and to 39% in micro companies (<10 employees).
- Rating their health compared to that of colleagues and co-workers of the same age**, 28% of respondents across the EU say that their health is 'very good' and 51% that it is 'good'. In all EU Member States (and in Iceland and Norway), over six in ten respondents say their health is 'good' or 'very good' compared to that of their colleagues or co-workers of the same age. This proportion is the lowest in Latvia and Slovakia (both 62% 'very good' and 'good' responses).
- Across the EU, overall fatigue is the most-cited health issue caused or made worse by work (37%), followed by headaches and eyestrain (34%), bone, joint or muscle problems or pain (30%), stress, depression and anxiety (27%) and infectious diseases (including COVID-19) (21%).
- In 17 of the 27 EU Member States, and in Iceland, the most-frequently (or joint most-frequently) listed work-related health problem is overall fatigue. The proportion indicating this health problem is the highest in Poland (62%), followed by Lithuania (52%), Spain and Latvia (both 51%).
- Higher-educated respondents are more likely to mention headaches and eyestrain caused or made work by work (36% vs 25% of the least-educated respondents), but they are less likely to have experienced bone, joint or muscle problems or pain (28% vs 41%, respectively). A similar pattern of differences is seen when comparing professional, technical or higher administrator occupations and skilled, semi-skilled or unskilled manual workers and farm workers.

## Mental health in the workplace

- Respondents across the EU are divided in their view whether disclosing **a mental health condition would have a negative impact on their career**: 16% 'strongly agree' and 34% 'agree' vs 13% who 'strongly disagree' and 32% who 'disagree'. Nonetheless, close to six in ten respondents agree that **they would feel comfortable speaking to their manager or supervisor about their mental health** (18% 'strongly agree' and 40% 'agree').
- In eleven Member States, a majority of respondents agree that **disclosing a mental health condition would have a negative impact on their career**. The proportion agreeing with this statement is particularly high in Italy (63%), Cyprus (66%), Greece (66%) and France (68%).
- Lower-educated respondents are not as comfortable speaking to their manager about mental health issues than respondents with a higher level of education. While 53% of respondents who completed their education by age 15 agree with this statement, this figure goes up to 59% for respondents who stayed in education longer.
- More than four in ten respondents across the EU agree that **their work stress has increased as a result of the COVID-19 pandemic** (16% 'strongly agree' and 28% 'agree'). About one in two respondents agree that the **COVID-19 pandemic has made it easier to talk about stress and mental health at work** (11% 'strongly agree' and 40% 'agree').

- In Malta, 72% of respondents agree that the COVID-19 pandemic has made it easier to talk about stress and mental health at work; other countries at the higher end of the country ranking include Italy (63%) and Spain (64%).
- Available initiatives to prevent psychosocial risks and mental health issues in the workplace include **access to counselling or psychological support** (mentioned 38%), **information and training on well-being and coping with stress** (42%) and **consultation of workers about stressful aspects of work** (43%). Initiatives aiming at reducing mental health risks in the workplace tend to be more common in larger companies.
- The largest variation across countries is seen for access to counselling or psychological support (from 24% in Cyprus and Portugal to 74% in Finland).

### **Workers' views on safety and health management at the workplace**

- Across the EU, 81% of respondents agree that **implementing safety rules at their place of work is a good thing to have**, compared 10% who reply that the safety rules at their place of work **make their job more difficult to do**; 4% *spontaneously* answer that both response options apply and 4% that the question does not apply/that there are no safety rules at their workplace.
- 59% of respondents across the EU say that, at their workplace, **awareness raising or other activities** are available to **provide information on safety and health**.
- Across most countries, a majority of respondents say that, at their workplace, awareness raising or other activities are being organised to provide information on health and safety, with the highest proportions being observed in Finland (73%), Malta (74%) and Ireland (77%).
- 76% of respondents working in large companies (more than 250 employees) have access to awareness raising or other activities to provide information on safety and health, compared to 39% working in micro companies (<10 employees).
- A majority of respondents across the EU agree that **safety problems are addressed promptly in their workplace** (30% 'strongly agree' and 51% 'agree'). Similarly, respondents are very likely to agree that **there are good measures to protect workers' health in their workplace** (28% 'strongly agree' and 54% 'agree'). A vast number of respondents agree that they **are encouraged to report safety and health issues in their workplace** (30% 'strongly agree' and 49% 'agree').
- In all countries, more than three quarters of respondents agree that safety problems are addressed promptly in their workplace, with the overall highest figures being found in Czechia (91%), Slovakia (92%) and Estonia (93%).
- Perceptions about the implementation of safety rules vary across companies of different size: for example, respondents working in large companies are more inclined to agree that their company encourages workers to report safety and health issues in the workplace (84% vs 76%-80% for respondents working in smaller companies).
- About seven in ten respondents agree that, in the process of buying **a product or service, they normally also consider whether the rights of workers involved are respected** (20% 'strongly agree' and 52% 'agree'). A large majority of respondents also agree that **products and services produced respecting workers' rights should be clearly labelled and advertised accordingly** (32% 'strongly agree' and 54% 'agree'). Furthermore, over three quarters of respondents agree that **organisations with high safety and health standards are more likely to attract job-seekers** (24% 'strongly agree' and 54% 'agree').



## Section 1. Digital technologies at the workplace

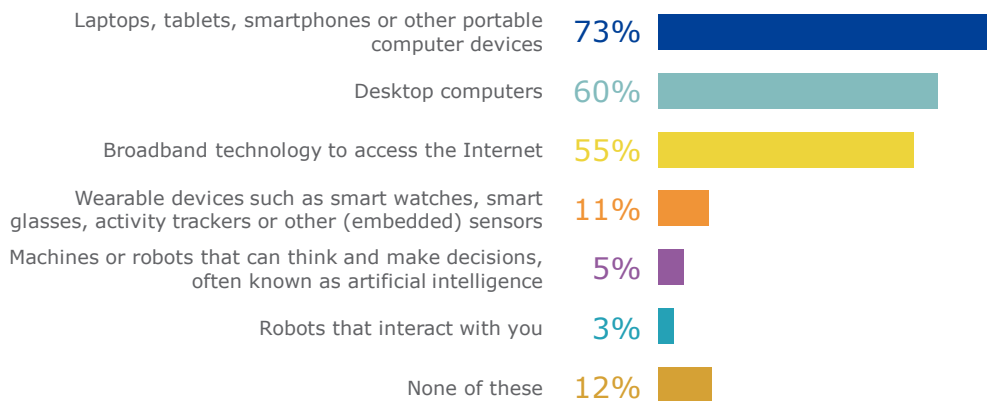
This section looks at the usage of digital technologies in the workplace, whether such technologies are used to allocate, monitor and evaluate work performed, and the related implications for OSH.

### 1.1. Most common types of digital devices used at the workplace

Respondents are first asked what digital devices they use for their main job. They are presented with a list of six types of technologies. The most-cited are **laptops, tablets, smartphones and other portable devices**, listed by 73% of respondents across the EU. This is followed by **desktop computers** (cited by 60%) and **broadband technologies to access the Internet** (55%).

About one in ten respondents (11%) use **wearable devices**, such as smart watches, smart glasses, activity trackers or other (embedded) sensors at work. A small number of respondents use **robotic technologies**: 5% say that they use machines or robots that can think and make decisions (often known as artificial intelligence) and 3% use robots that interact with them.

**DX6** Do you use any of the following digital devices for your main job?  
(Multiple answers allowed, %)



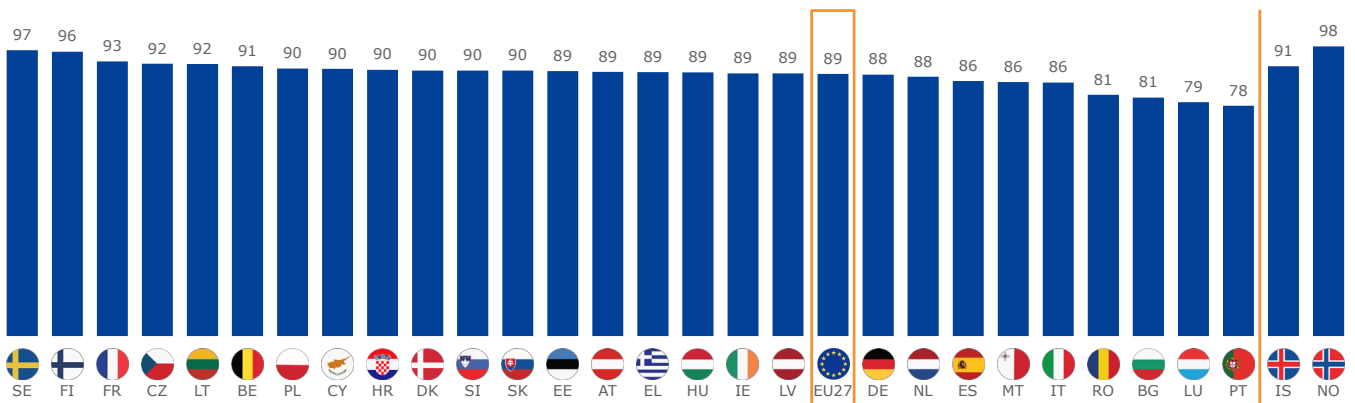
Base: all respondents, EU27 (n=25 683)

Across the EU, 89% of respondents reply that they **use at least one of the digital devices listed in the survey**; this proportion ranges from 78% in Portugal to 97% in Sweden. Digital devices are also used by **all type of businesses and activity sectors**. For example, 93% of workers in large companies (250+ employees) reply that they use digital devices at work; this figure is somewhat lower in micro companies (<10 employees) – at 85%. Across activity sectors, this figure varies between 79% in ‘agriculture, horticulture, forestry or fishing’ and 98% in ‘Information and communication technology; finance; professional, scientific or technical services’.

The proportion of workers using digital devices at work varies most by **type of occupation**: 71% of skilled, semi-skilled and unskilled manual workers and farm workers answer that they use at least one of the digital technologies listed in the survey; this figure increases to 90% for clerical, sales and service occupations and to 96% for professional, technical and higher administrator occupations.

Use of digital services also depends on **work location**. Workers working from home (17% of respondents) are the most likely to use laptops, tablets, smartphones or other portable computer devices (90% vs 61% to 77% of respondents working in other locations) and to use broadband technology to access the Internet (67% vs 36 to 55% of respondents working in other locations).

**DX6** Do you use any of the following digital devices for your main job?  
(% using one or more digital devices, by country)

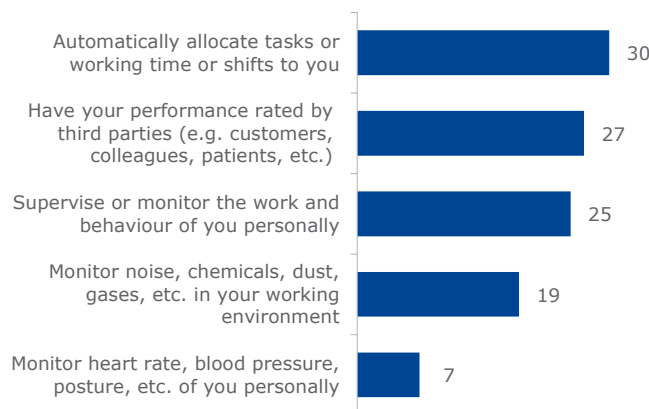


Base: all respondents (n=27 250)

**1.2. Allocating, monitoring and evaluating work via digital devices**

Respondents are also asked whether digital technology is used at their workplace to allocate, monitor and evaluate work performed. Three in ten respondents (30%) say that their organisation uses digital devices to **automatically allocate tasks or working time or shifts to them**. A slightly lower number (27%) reply that digital devices are used to **have their performance rated by third parties** (e.g. customers, colleagues, patients etc.) and 25% to **supervise or monitor their work and behaviour**. About a fifth of respondents (19%) say that digital devices are used to **monitor noise, chemicals, dust, gases, etc. in their working environment**. Fewer respondents (7%) answer that digital devices are used in the workplace **to monitor their heart rate, blood pressure, posture, etc.**

**A2** To your knowledge, does the organisation where you work use digital devices such as a tablet, smartphone, computer, laptop, app or sensor to...? (% 'yes')



Base: all respondents, EU27 (n=25 683)

The share of respondents saying that digital devices are used to **automatically allocate tasks, working time or shifts** ranges from 18% in Slovenia to 42% in Lithuania, while the share of respondents answering that digital devices are used to **rate employees' performance by third parties** is as low as

20% in the Netherlands and as high as 42% in Malta. In Germany and Czechia, respondents are the least likely to say that digital devices are used to **supervise or monitor their work and behaviour**, with less than one in six respondents answering 'yes' for this item (15%-16%); in comparison, this number goes up to 43% in the Netherlands and 46% in Malta.

The proportion saying that digital devices are used to **monitor noise, chemicals, dust, gases, etc. in their working environment** is the highest in Austria, Luxembourg and the Netherlands (29%-31%) and the lowest in Czechia, France and Sweden (13%-14%). Finally, 26% of respondents in Luxembourg and the Netherlands answer that digital devices are used **to monitor their heart rate, blood pressure, posture, etc.**; in Czechia, Denmark, Estonia, France and Sweden, on the other hand, just 3% of respondents say the same.

**A2** To your knowledge, does the organisation where you work use digital devices such as a tablet, smartphone, computer, laptop, app or sensor to...?  
(% 'yes' by country)

		Automatically allocate tasks or working time or shifts to you	Have your performance rated by third parties (e.g. customers, colleagues etc.)	Supervise or monitor the work and behaviour of you personally	Monitor noise, chemicals, dust, gases, etc. in your working environment	Monitor heart rate, blood pressure, posture, etc. of you personally
EU27		30	27	25	19	7
BE		35	23	26	26	4
BG		21	35	38	18	10
CZ		21	23	16	13	3
DK		29	26	18	15	3
DE		30	21	15	17	6
EE		24	34	30	20	3
IE		33	22	41	24	16
EL		21	38	23	15	11
ES		33	34	34	25	8
FR		31	24	25	14	3
HR		30	32	35	24	5
IT		27	23	20	18	6
CY		26	41	29	16	9
LV		34	41	32	26	6
LT		42	38	25	15	8
LU		41	24	35	30	26
HU		31	38	35	24	5
MT		38	42	46	29	13
NL		39	20	43	31	26
AT		35	24	25	29	17
PL		22	32	30	17	6
PT		31	38	36	28	13
RO		40	36	26	24	15
SI		18	33	25	19	9
SK		32	35	29	18	6
FI		38	27	35	17	7
SE		25	24	18	14	3
IS		30	17	15	18	5
NO		31	34	15	22	4

The higher the proportion of 'yes' answers, the darker blue the cell. The response with the highest proportion of 'yes' answers in each country is shown in yellow. Base: all respondents (n=27 250)

## Socio-demographic aspects

**Self-employed respondents** are less likely to say that digital technology is used to supervise or monitor their performance (18% vs 26%-29% respectively for **employees on a permanent or a temporary contract**), to automatically allocate tasks or working time or shifts (19% vs 32%-35%), to get their performance rated by third party (23% vs 27%-30%) and to monitor noise, chemicals, dust, gases, etc. in their working environment (12% vs 20%-24%). Respondents who do **platform work**, on the other hand, more frequently report that digital technology is used at their workplace to allocate, monitor and evaluate work performed.

Automatically allocating tasks or working time or shifts is most common for **skilled, semi-skilled or unskilled manual workers and farm workers** (32%), followed by workers in clerical, sales or service occupations (26%); this figure decreases to 22% for workers in professional, technical or higher administrator jobs. Among skilled, semi-skilled, unskilled manual workers and farm workers, 28% report that noise, chemicals, dust, gases, etc. is monitored by digital devices in their working environment; this figure is 15%-18% for the other occupation groups.

**A2** To your knowledge, does the organisation where you work use digital devices such as a tablet, smartphone, computer, laptop, app or sensor to... ?  
(% 'yes' by socio-demographics)

	Supervise or monitor the work and behaviour of you personally	Automatically allocate tasks or working time or shifts to you	Have your performance rated by third parties	Monitor noise, chemicals, dust, gases, etc. in your working environment	Monitor heart rate, blood pressure, posture, etc. of you personally
EU27	25	30	27	19	7
<b>Occupation</b>					
Self-employed	18	19	23	12	10
Employee with permanent contract	26	32	27	20	6
Employee with temporary contract	29	35	30	24	10
<b>Type of worker</b>					
Professional, technical or higher administrator occupations	29	22	26	18	6
Clerical, sales or service occupations	31	26	28	15	7
Skilled, semi-skilled or unskilled workers (incl. farm workers)	32	32	27	28	12
<b>Platform worker</b>					
Yes, for most of their income	34	30	33	17	14
Yes, for part of their income	36	34	39	26	16
No	30	25	26	19	7

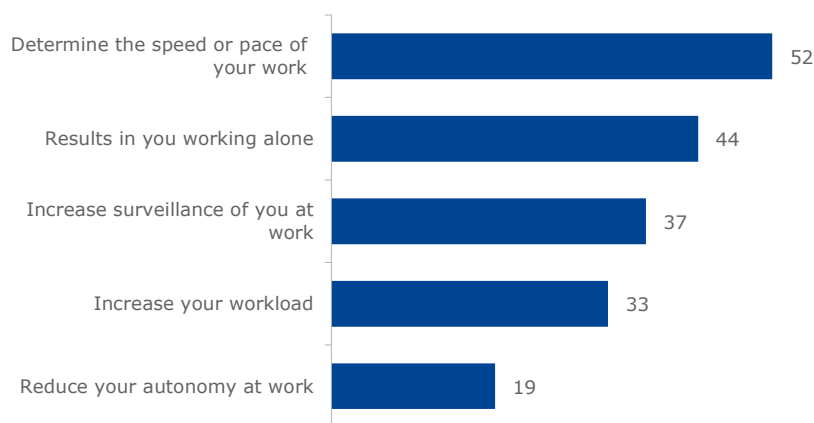
Base: all respondents, EU27 (n=25 683)

### 1.3. OSH risks related with the use of digital technologies

This survey also investigates the implications for OSH related with the use of digital technologies – in terms of workers' workload, speed or pace of work, autonomy at work, surveillance in the workplace and loneliness at work.

A slim majority of respondents across the EU (52%) answer that **the use of digital technologies in their workplace determines the speed or pace of their work** and one in three (33%) reply that these technologies **increase their workload**. Over four in ten respondents (44%) say that **digital technology results in them working alone** and just under four in ten (37%) that **the use of digital technologies increases surveillance of them at work**. Finally, 19% of respondents say that **the use of digital technologies reduces their autonomy at work**.

#### A1 Would you say that the use of digital technologies in your workplace...? (% 'yes')



Base: all respondents, EU27 (n=25 683)

In 21 of the countries surveyed, a majority of respondents say that **the use of digital technologies in their workplace determines the speed of their work**. At the national level, this rate varies from 33% in Iceland and 43% in Poland to 74% in Cyprus.

In six countries, at least half of respondents say **that the use of digital technologies results in working alone**, with the overall highest share being seen in Slovenia (69%). In Denmark (31%) and Lithuania (32%), on the other hand, just over three in ten respondents say the same. The overall lowest proportion is observed again in Iceland (21%).

In Hungary, 63% of respondents reply that **the use of digital technologies increases surveillance of them at work**. In Ireland, Slovakia and Malta, this view is also shared by a majority of respondents (52%-55%). The lowest proportion is seen in Denmark and Germany (both 26%).

In Romania (43%) and Slovenia (45%), over four in ten respondents answer that **the use of digital technologies increases their workload**. In comparison, fewer than one in four respondents say the same in Estonia (17%), Iceland (22%), Denmark, Latvia and Poland (all 23%).

About one in two respondents in Malta (49%) report that **the use of digital technologies in their workplace reduces their autonomy at work**. Czechia and Lithuania are close to Malta with 41%-42% of respondents saying the same; in Sweden and Iceland, however, this figure is just 8%.

**A1** Would you say that the use of digital technologies in your workplace...?  
(% 'yes' by country)

		Determine the speed or pace of your work	Results in you working alone	Increase surveillance of you at work	Increase your workload	Reduce your autonomy at work
EU27		52	44	37	33	19
BE		55	34	37	39	14
BG		56	48	48	35	25
CZ		48	46	33	26	41
DK		72	31	26	23	16
DE		48	47	26	36	23
EE		67	46	42	17	17
IE		64	50	52	37	36
EL		72	44	41	33	16
ES		49	38	36	36	17
FR		54	37	40	33	11
HR		58	53	42	31	16
IT		57	46	38	32	16
CY		74	46	42	27	16
LV		57	44	43	23	18
LT		66	32	50	26	42
LU		52	41	47	34	23
HU		69	52	63	25	11
MT		54	50	55	35	49
NL		53	42	45	35	24
AT		55	48	36	39	22
PL		43	53	41	23	30
PT		53	40	46	30	16
RO		49	42	36	43	24
SI		53	69	43	45	16
SK		52	40	53	26	12
FI		46	35	44	39	12
SE		48	34	33	28	8
IS		33	21	37	22	8
NO		58	36	33	40	14

The higher the proportion of 'yes' answers, the **darker blue** the cell. The response with the highest proportion of 'yes' answers in each country is shown in **yellow**.

Base: all respondents (n=27 250)

## Socio-demographic aspects

Respondents with more years of **education** are somewhat more likely to indicate that the use of digital technologies determines the speed or pace of their work (56% of respondents who completed their education aged 20 years or more say this vs 41% of respondents who had completed their education by age 15 years). In the same vein, although the difference is smaller, higher educated respondents are more likely to say that the use of digital media increases their workload (from 30% for the lowest-educated respondents to 34% for the highest-educated respondents).

Respondents' perception of the potential risks connected with the use of digital technology at work also varies across **occupation categories and professions**. For instance, employees are more likely to say that the use of digital technology increases surveillance at their workplace (38%-39% vs 29% of self-employed respondents), while self-employed respondents are more likely to say that it results in them working alone (48% vs 40%-43% of employees). Similarly, 57% of professional, technical or higher administrator occupations and 54% of clerical, sales or service occupations report that the use of digital technologies determines the speed of their work, compared to 42% of skilled, semi-skilled or unskilled manual workers and farm workers; a similar pattern of differences is also seen for increasing one's workload.

In terms of **sectors of activity**, it can be noted that respondents working in education (39%), health and social care (37%) and administration and support services (37%) are more inclined to say that the use of digital technologies increases their workload, in contrast to 28% to 33% across other sectors. In the same vein, respondents working in information and communication technology; finance; professional, scientific or technical services (64%) or in administration and support services (58%) are more likely to report that the use of digital technologies determines the speed of their work (vs 46% to 53% across other sectors). The share of respondents reporting that the use of digital technology increases surveillance of their work is the highest in commerce, transport, accommodation or food services (43% vs e.g. 30% in the education sector). Finally, the share answering that digital technologies results in them working alone is the highest among workers in administration and support services (51%) and information and communication technology; finance; professional, scientific or technical services (49% vs e.g. 38% in the sector of health and social care services).

### A1 Would you say that the use of digital technologies in your workplace...? (% 'yes' by socio-demographics)

	Increase your workload	Determine the speed or pace of your work	Reduce your autonomy at work	Increase surveillance of you at work	Results in you working alone
EU27	33	52	19	37	44
<b>Education (age when completed)</b>					
Up to 15	30	41	21	39	40
16-19	32	47	22	38	43
20+	34	56	18	37	44
Still studying	21	61	21	38	43
<b>Occupation</b>					
Self-employed	31	51	19	29	48
Employee with permanent contract	34	53	19	39	43



Employee with temporary contract	29	50	22	38	40
	Increase your workload	Determine the speed or pace of your work	Reduce your autonomy at work	Increase surveillance of you at work	Results in you working alone
<b>Type of worker (profession)</b>					
Professional, technical or higher administrator occupations	35	57	19	36	45
Clerical, sales or service occupations	33	54	20	39	46
Skilled, semi-skilled or unskilled workers (incl. farm workers)	27	42	20	39	37
<b>Sector of activity (NACE)</b>					
Administration and support services, including public administration and defence	37	58	19	41	51
Agriculture, horticulture, forestry or fishing	28	47	23	31	43
Supply of gas, electricity or water, mining or quarrying	33	48	23	40	47
Manufacturing or engineering	31	53	20	40	45
Construction or building	30	47	21	34	39
Commerce, transport, accommodation or food services	30	51	21	43	42
Information and communication technology; finance; professional, scientific or technical services	33	64	19	34	49
Services relating to education	39	49	17	30	38
Services relating to health or social care	37	49	20	40	38
Social, cultural, personal and any other services	29	46	18	33	40

Base: all respondents, EU27 (n=25 683)

## Section 2. Health issues and psychosocial risk factors

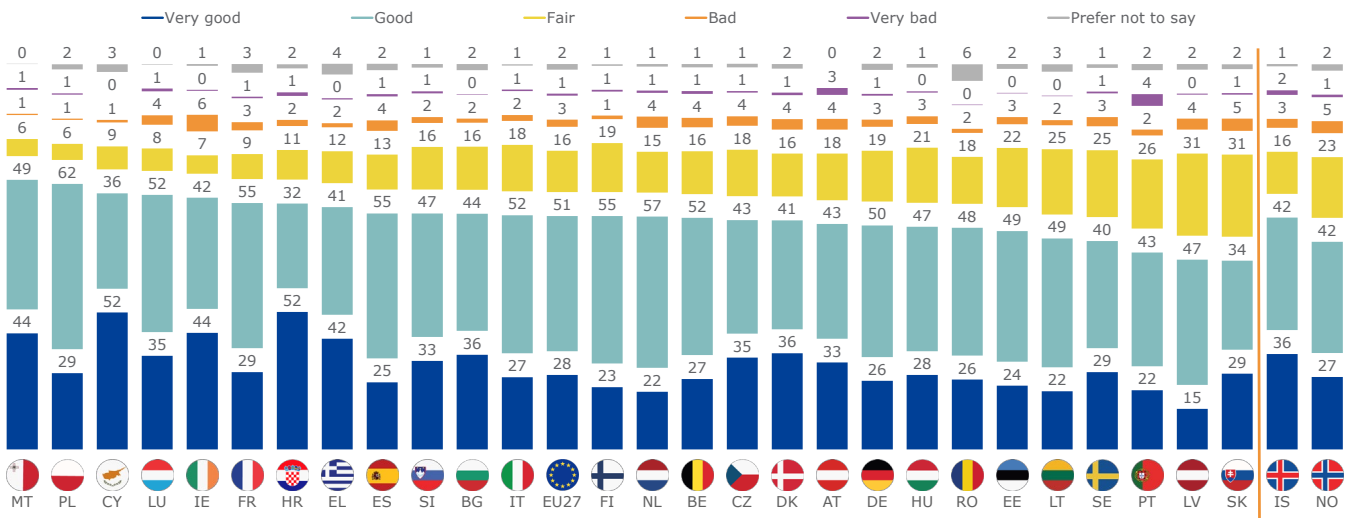
This section focuses on workers' health status presenting the results of a question on **perceived health compared to colleagues and co-workers** and a question about **health problems caused by work**.

It also looks at workers' exposure to work-related psychosocial risk factors in the workplace: **time pressure and overload of work, violence and verbal abuse, harassment and bullying, poor communication and lack of autonomy**.

### 2.1. Workers' health status

When asked **how they would rate their health compared to that of colleagues and co-workers of the same age**, 28% of respondents say that their health is 'very good' and 51% that it is 'good'. In all EU Member States (and in Iceland and Norway), over six in ten respondents say their health is 'good' or 'very good' compared to that of their colleagues or co-workers of the same age. This proportion is the lowest in Latvia and Slovakia (both 62% 'very good' and 'good' responses). In Poland and Malta, on the other hand, respondents are the most likely to report a good (relative) health status (91%-92% 'very good' and 'good' responses). The proportion of respondents describing their health as 'very good' varies between 15% in Latvia and 52% in Croatia and Cyprus.

**C1** How would you say your health is compared to colleagues/co-workers of your age? Would you say it is...? (% by country)



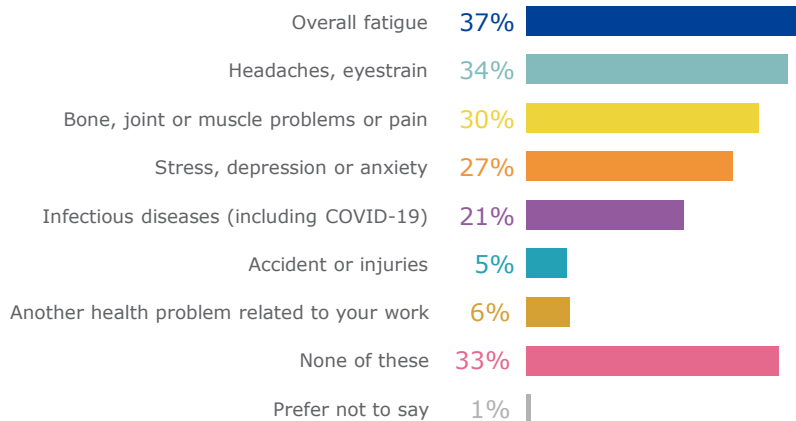
Base: all respondents (n=27 250)

**Younger respondents**, and those with a **higher level of education**, are more likely than their counterparts to reply that they have a good health compared to that of colleagues and co-workers of the same age. For example, 81% of respondents who completed their schooling aged 20 or above answer that their health is good compared to that of colleagues or co-workers of the same age; this proportion decreases to 70% for respondents who completed their education aged 15 or younger.

Respondents are also asked whether they had experienced any health problems caused or made worse by their work; they are presented with a list of seven health problems. Of the health issues covered, **overall fatigue** is mentioned most frequently (37%), followed by **headaches and eyestrain** (34%), **bone, joint or muscle problems or pain** (30%) and **stress, depression or anxiety** (27%).

**Infectious diseases, including COVID-19**, are selected by 21% of respondents as a health problem experienced in the past 12 months and caused or made worse by their work. Five percent of respondents have had an accident or injury at work in the past 12 months, and 6% mention 'another health problem' related to their work.

**C2** In the last 12 months, have you experienced any of the following health problems caused or made worse by your work? [MULTIPLE ANSWERS] (%)



Base: all respondents, EU27 (n=25 683)

Across the EU, 33% of respondents answer that they have **not experienced any of the health problems caused or made worse by their work** listed in the survey. This figure varies between 17% in Poland and 49% in Malta.

In 17 of the 27 EU Member States, and in Iceland, the most-frequently (or joint most-frequently) listed work-related health problem is **overall fatigue**. The proportion selecting this health problem is the highest in Poland (62%), followed by Lithuania (52%), Spain and Latvia (both 51%).

In ten countries, **headaches and eyestrain** are mentioned by the largest (or joint largest) share of respondents. The overall highest proportions selecting this health problem are seen in Czechia (45%), Romania (45%), Slovakia (46%) and Poland (50%).

In Greece, **stress depression and anxiety** is the most-cited work-related health problem, along with **overall fatigue** (both mentioned by 37% of respondents). This health problem is also mentioned by 42% of respondent in Finland and 40% in Cyprus. **Bone, joint or muscle problems or pain** is the most-cited work-related health problem in Portugal (selected by 34%); the overall highest numbers mentioning this health problem, however, are observed in Croatia (40%), Poland (43%) and Spain (44%). In Austria, respondents are most likely to mention **infectious diseases (including COVID-19)** (33%). Other countries where this proportion is high include Czechia (33%) and Croatia (36%).

**C2** In the last 12 months, have you experienced any of the following health problems caused or made worse by your work? [MULTIPLE ANSWERS] (% by country)

		Overall fatigue	Headaches, eyestrain	Bone, joint or muscle problems or pain	Stress, depression or anxiety	Infectious diseases (including COVID-19)	Accident or injuries	Another health problem related to your work
EU27		37	34	30	27	21	5	6
BE		45	39	33	30	20	8	7
BG		33	39	25	19	18	4	5
CZ		47	45	35	24	33	5	8
DK		28	23	24	18	25	4	6
DE		22	25	23	18	19	5	6
EE		47	43	27	30	21	4	6
IE		28	33	24	27	22	5	7
EL		37	34	28	37	17	6	7
ES		51	41	44	37	16	9	7
FR		30	24	26	25	21	5	2
HR		36	40	40	28	36	6	9
IT		40	38	31	30	15	3	5
CY		38	43	26	40	21	5	4
LV		51	43	36	27	32	5	9
LT		52	32	28	28	23	5	8
LU		44	35	27	29	30	7	4
HU		47	37	24	29	18	5	4
MT		20	30	19	23	7	6	5
NL		26	34	22	28	28	7	3
AT		24	22	25	24	33	8	10
PL		62	50	43	37	24	7	8
PT		32	25	34	33	18	4	4
RO		41	45	36	19	20	1	5
SI		36	30	28	25	24	5	7
SK		27	46	29	24	24	5	7
FI		49	42	36	42	28	9	9
SE		40	32	23	32	21	8	8
IS		48	33	33	30	27	7	6
NO		22	30	27	24	28	5	8

The higher the proportion selecting the response, the **darker blue** the cell. The response selected most frequently in each country is shown in **yellow**.

Base: all respondents (n=27 250)

## Socio-demographic aspects

**Female respondents** are more likely than their male counterparts to report having experienced health problems caused or made worse by work. For example, 30% of female respondents have experienced work-related stress, depression or anxiety in the past 12 months, compared to 25% of male respondents.

There are also some differences across age groups with **25-39 year-olds and 40-54 year-olds** being overall the more likely to have experienced health problems caused or made work by work. For example, in these age groups, 38% of respondent say they have experienced overall fatigue caused or made worse by work; this figure is 35% for 16-24 year-olds and 32% for over 54 year-olds.

**Higher-educated respondents** are more likely to mention headaches and eyestrain caused or made work by work (36% of the highest-educated respondents vs 25% of the least-educated respondents), but they are less likely to have experienced bone, joint or muscle problems or pain (28% vs 41%, respectively). A similar pattern of differences is seen when comparing workers in professional, technical or higher administrator occupations and skilled, semi-skilled or unskilled manual workers and farm workers.

Prevalence of work-related health problems appears to be associated with the **safety and health prevention culture** of the company.<sup>1</sup> Thus, 37% of respondents working in companies with a high prevention culture say that none of the health problems listed in the surveys is caused or made worse by their job, in contrast to 30% of respondents working in companies with a medium prevention culture and 25% of respondents working in an environment with a low prevention culture.

Looking at **economic sectors**, it can be noted that respondents working in education and in health and social care tend to be overall somewhat more likely than their counterparts in other sectors to report having experienced health problems caused or made worse by their work. For example, in these sectors, more than a quarter of respondents (28%-29%) mention infectious diseases (including COVID-19), compared to between 15% and 21% of respondents across other sectors.

Similarly, 30%-31% of respondents in education and in health and social care report having experienced stress, depression or anxiety; this figure is also high for workers in information and communication technology; finance; professional, scientific or technical services (30%).

### C2 In the last 12 months, have you experienced any of the following health problems caused or made worse by your work (% , by socio-demographics)

	Stress, depression or anxiety	Bone, joint or muscle problems or pain	Infectious diseases (including COVID-19)	Headaches, eyestrain	Accident or injuries	Overall fatigue	Another health problem related to your work	None of these
EU27	27	30	21	34	5	37	6	33
<b>Gender</b>								
Male	25	27	18	30	6	34	5	36
Female	30	34	23	39	5	40	6	30

<sup>1</sup> The safety and health prevention culture index is based on respondents' answers to questions F2\_1 to F2\_3 relating to the safety and health measures implemented in the workplace (see Section 4.2). Respondents who score high on these three questions, with a cumulated score of 7 to 9, will be considered to work in an environment with a high prevention culture. Conversely, respondents with lower scores on these questions will be considered to work in an environment with a medium prevention culture (cumulated score of 3 to 6) or a low prevention culture (cumulated score of 0 to 2).

	Stress, depression or anxiety	Bone, joint or muscle problems or pain	Infectious diseases (including COVID-19)	Headaches, eyestrain	Accident or injuries	Overall fatigue	Another health problem related to your work	None of these
<b>Age</b>								
16-24	25	26	20	33	8	35	5	33
25-39	29	28	21	36	6	38	5	32
40-54	27	32	21	35	5	38	6	32
55+	24	32	19	30	5	32	7	36
<b>Education (age when completed)</b>								
Up to 15 years	25	41	18	25	8	39	7	33
16-19 years	25	35	21	32	7	36	7	33
20+ years	28	28	21	36	4	37	5	33
Still studying	25	25	18	33	7	38	5	34
<b>Type of worker (profession)</b>								
Professional, technical or higher administrator occupations	28	26	21	37	4	37	6	33
Clerical, sales or service occupations	28	29	21	35	5	36	5	34
Skilled, semi-skilled or unskilled workers (incl. farm workers)	23	40	19	28	9	39	7	31
<b>Safety and health prevention culture</b>								
High	22	26	18	30	4	32	4	37
Medium	29	33	22	36	6	39	6	30
Low	44	41	26	42	11	49	11	25

Base: all respondents, EU27 (n=25 683)

**C2** In the last 12 months, have you experienced any of the following health problems caused or made worse by your work (% , by sector of activity)

	Stress, depression or anxiety	Bone, joint or muscle problems or pain	Infectious diseases (including COVID-19)	Headaches, eyestrain	Accident or injuries	Overall fatigue	Another health problem related to your work	None of these
EU27	27	30	21	34	5	37	6	33
<b>Sector of activity (NACE)</b>								
Administration and support services, including public administration and defence	27	27	20	37	4	35	5	34
Agriculture, horticulture, forestry or fishing	22	36	16	25	8	34	6	34
Supply of gas, electricity or water, mining or quarrying	19	24	19	31	4	28	4	39
Manufacturing or engineering	23	30	18	30	5	33	6	36
Construction or building	22	33	19	28	10	38	5	32
Commerce, transport, accommodation or food services	28	33	19	33	6	40	6	31
Information and communication technology; finance; professional, scientific or technical services	30	27	15	39	3	37	5	33
Services relating to education	31	25	29	39	3	39	7	30
Services relating to health or social care	30	34	28	35	6	41	7	29
Social, cultural, personal and any other services	26	32	21	33	5	35	5	33

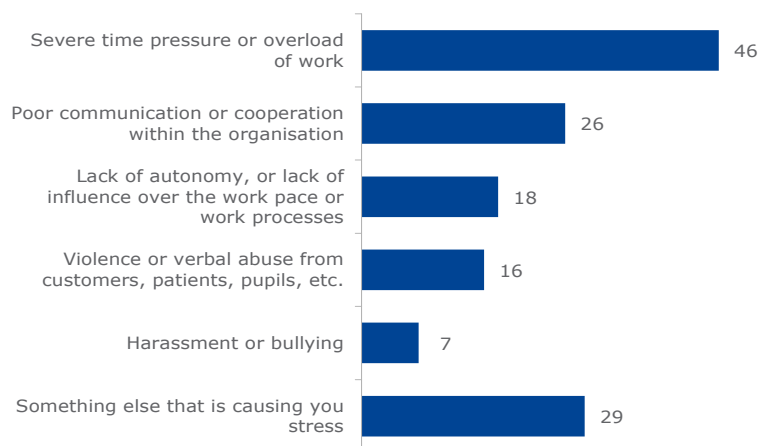
Base: all respondents, EU27 (n=25 683)

## 2.2. Exposure to psychosocial risk factors

To get a better idea of the risk factors that could be associated to work-related stress and mental health issues, respondents are presented with a list of five factors. Close to one in two respondents across the EU (46%) answer that they are exposed to **severe time pressure or overload of work**. About a quarter (26%) say the same about **poor communication or cooperation within their organisation** and 18% about **a lack of autonomy, or lack of influence over the pace of work or work processes**.

**Violence or verbal abuse from customers, patients, pupils etc.** is mentioned by 16% of respondents, and 7% say they are exposed to **harassment or bullying at work**. Finally, 29% of respondents answer that there is (also) **'something else'** at work causing them stress.

### B1 Would you say that at work you are exposed to the following factors? (% 'Yes')



Base: all respondents, EU27 (n=25 683)

In line with the EU average results, the **largest share of respondents across all countries** answer that they are exposed to **severe time pressure or overload of work**. This stress factor is mentioned by 31% of respondents in Romania and 32% in Lithuania, and then increases to more than 50% in Cyprus, Slovenia, and Iceland (all 51%), France (52%), Finland and the Netherlands (both 54%) and Greece (55%).

In Finland, 41% of respondents say they have to cope with **poor communication or cooperation within their organisation**; this proportion is 36% in Sweden and France, and 34% in Belgium. In Bulgaria and Romania, on the other hand, less than half as many respondents mention this factor (both 15%).

In eight countries, at least one in five respondents are dealing with a **lack of autonomy or lack of influence over their work-pace or work processes** (for example, 23% in Greece and 32% in Austria). In Slovakia, Lithuania, Romania and Iceland, less than one in ten respondents say they are exposed to this psychosocial risk factor (7%-9%).































Portugal and France are the countries where respondents are the most likely to say they are exposed to **violence or verbal abuse from customers, patients, pupils, etc.** (24%-25%). This figure is also high, for example, in Belgium and Austria (20%-21%), but then decreases to 8% in Estonia and 7% in Bulgaria.

In Luxembourg, France and Ireland, about one in ten respondents (10%-12%) answer that they are exposed to **harassment or bullying in their workplace**; in the remaining countries, this figure ranges from 3% in Slovakia and Estonia, to 9% in, for example, Greece and Finland.

Across all countries, one in six – or more – respondents answer that there is (also) **'something else'** at work causing them stress. The highest figures for this response are seen in Austria and France (both 35%), and Luxembourg (37%).



**B1** Would you say that at work you are exposed to the following factors?  
(% 'yes' by country)

		Severe time pressure or overload of work	Poor communication or cooperation within the organisation	Lack of autonomy, or lack of influence over the work-pace or work processes	Violence or verbal abuse from customers, patients, pupils, etc.	Harassment or bullying	Something else that is causing you stress
EU27		46	26	18	16	7	29
BE		47	34	17	20	8	32
BG		42	15	13	7	5	20
CZ		37	21	11	11	4	27
DK		43	28	20	14	5	18
DE		45	23	21	11	7	27
EE		42	26	14	8	3	27
IE		39	33	12	18	12	23
EL		55	24	23	16	9	32
ES		48	27	19	19	9	24
FR		52	36	17	25	12	35
HR		40	23	18	10	8	23
IT		40	20	13	12	4	34
CY		51	25	20	14	9	33
LV		35	23	13	12	5	33
LT		32	22	9	12	4	28
LU		49	29	15	16	10	37
HU		48	31	17	11	5	27
MT		35	30	14	15	6	17
NL		54	27	13	15	8	25
AT		48	29	32	21	9	35
PL		49	24	21	16	6	26
PT		47	29	13	24	7	33
RO		31	15	9	10	5	20
SI		51	22	18	14	9	30
SK		41	17	7	12	3	23
FI		54	41	20	18	9	33
SE		48	36	21	16	5	31
IS		51	21	9	16	7	19
NO		40	29	18	14	7	21

The higher the proportion of 'yes' answers, the **darker blue** the cell. The response with the highest proportion of 'yes' answers in each country is shown in **yellow**. Base: all respondents (n=27 250)

## Socio-demographic aspects

**Female respondents** tend to be more exposed to severe time pressure and overload of work (48% vs 44% of male respondents), as well as to violence or verbal abuse from customers, patients, pupils, etc. (19% vs 13% of male respondents).

**Younger respondents** (16-24 years old) are less likely than older respondents to face severe time pressure or overload of work (38% vs 45%-47% in other age categories) and are also somewhat less likely to be confronted with a lack of autonomy or lack of influence (14% vs 17%-19% in other age categories).

As regards respondents' employment situation, respondents with a **permanent contract** are somewhat more exposed to severe time pressure or overload of work (47%) than respondents with a temporary contract (42%) or self-employed respondents (44%). A similar pattern is also observed when comparing full-time vs part-time workers. Moreover, self-employed respondents report having the lowest exposure to violence or verbal abuse (12%), to harassment or bullying (4%), to poor communication within the organisation (15%) and to a lack of autonomy or lack of influence (12%).

A cross-tabulation with **health status** shows that exposure to various work-related stressors is higher for respondents with a 'fair' or 'bad' health status compared to colleagues and co-workers of the same age (see next section for more details on how health status is defined). For example, 6% of respondents describing their health status as 'good' are exposed to harassment or bullying at work; this proportion increases to 23% for respondents with a 'poor' health.

Respondents' likelihood to be exposed to work-related psychosocial risk factors is also related to the type of company they work at. Respondents working in **micro companies (<10 employees)** are the least likely to be exposed to severe time pressure or overload of work (39%); this figure increases to 46% in small companies (10-49 employees) and to 50% in medium-sized (20-249 employees) and large companies (250+ employees). Respondents in micro companies are also likely to be confronted with poor communication or cooperation within the organisation (31% vs 26% and 31%, respectively) or with a lack of autonomy or lack of influence (12% vs 17% and 21%-22%, respectively).

Respondents working in companies with a better **safety and health prevention culture** are not exposed in the same way to work-related stressors. For instance, 60% of respondents working in companies that score low on the prevention culture index report that they face severe time pressure and overload of work, in comparison to 41% of respondents working in companies with a high prevention culture. Respondents are also more likely to be exposed to harassment and bullying if they work at a company with a low prevention culture (20%) in contrast to respondents working for a company with a high prevention culture (4%).

Respondents working in **services relating to health or social care** appear to be the most at risk of being exposed to work-related psychosocial risks. For example, 51% of health and social care workers reply that face severe time pressure and overload of work (vs 46%, on average, across all sectors) and 30% say that they are exposed to violence or verbal abuse from customers, patients, pupils, etc. (vs 16%, on average, across all sectors).

**B1** Would you say that at work you are exposed to the following factors?(% 'Yes' by socio-demographics)

	Severe time pressure or overload of work	Violence or verbal abuse from customers, patients, pupils, etc.	Harassment or bullying	Poor communication or cooperation within the organisation	Lack of autonomy, or lack of influence over the work-pace or work processes	Something else that is causing you stress
EU27	46	16	7	26	18	29
<b>Gender</b>						
Male	44	13	6	25	16	28
Female	48	19	8	27	19	29
<b>Age</b>						
16-24	38	18	7	22	14	20
25-39	46	17	7	28	17	28
40-54	47	15	8	27	19	29
55+	45	14	8	23	17	31
<b>Occupation</b>						
Self-employed	44	12	4	15	12	32
Employee with permanent contract	47	16	8	29	19	29
Employee with temporary contract	42	17	9	28	18	25
<b>Relative health status</b>						
Good	43	14	6	23	15	26
Fair	57	21	11	36	26	39
Bad	66	31	23	47	36	52
<b>Company size</b>						
Micro company (0-9 empl.)	39	14	5	18	12	27
Small company (10-49 empl.)	46	16	8	26	17	28
Medium company (50-249 empl.)	50	17	8	31	21	32
Large company (250 + empl.)	50	16	8	31	22	29
<b>Safety and health prevention culture</b>						
High	41	12	4	19	13	24
Medium	48	17	8	30	20	31
Low	60	26	20	45	27	46

Base: all respondents, EU27 (n=25 683)

**B1** Would you say that at work you are exposed to the following factors?  
(% 'Yes' by sector of activity)

	Severe time pressure or overload of work	Violence or verbal abuse from customers, patients, pupils, etc.	Harassment or bullying	Poor communication or cooperation within the organisation	Lack of autonomy, or lack of influence over the work-pace or work processes	Something else that is causing you stress
EU27	46	16	7	26	18	29
<b>Sector of activity (NACE)</b>						
Administration and support services, including public administration and defence	48	17	9	27	19	27
Agriculture, horticulture, forestry or fishing	47	13	8	24	15	28
Supply of gas, electricity or water, mining or quarrying	44	8	6	25	20	26
Manufacturing or engineering	43	7	6	29	17	26
Construction or building	46	9	6	25	16	29
Commerce, transport, accommodation or food services	43	19	7	25	15	29
Information and communication technology; finance; professional, scientific or technical services	47	10	4	24	15	26
Services relating to education	47	20	9	25	20	32
Services relating to health or social care	51	30	10	32	22	35
Social, cultural, personal and any other services	40	13	7	23	16	28

Base: all respondents, EU27 (n=25 683)

## Section 3. Mental health in the workplace

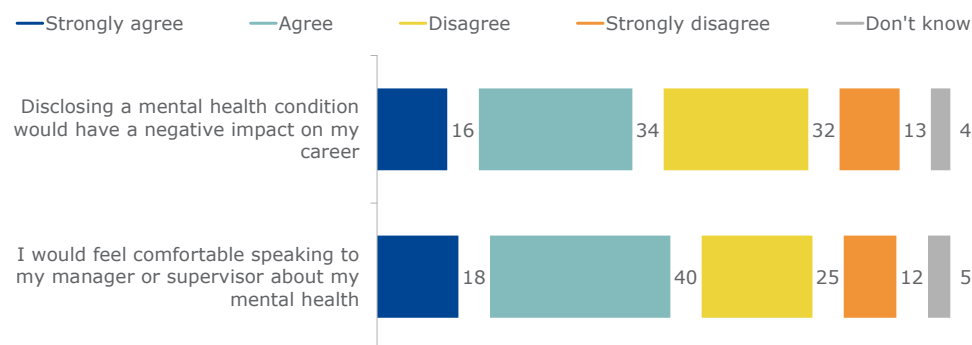
This section touches upon issues related to speaking about mental health problems at the workplace and looks at the impact of the COVID-19 pandemic on issues related to stress and mental health in the workplace. In this section, the results of a set of questions on initiatives implemented in the workplace to prevent and address mental health issues are also discussed.

### 3.1. Speaking about mental health in the workplace

Respondents are asked whether they feel that disclosing a mental health condition would have a negative impact on their career and whether they would feel comfortable speaking to their manager or supervisor about their mental health.

Respondents across the EU are divided in their view whether disclosing **a mental health condition would have a negative impact on their career**: 16% 'strongly agree' and 34% 'agree' vs 13% who 'strongly disagree' and '32%' who 'disagree'. Nonetheless, close to six in ten respondents agree that **they would feel comfortable speaking to their manager or supervisor about their mental health** (18% 'strongly agree' and 40% 'agree').

**E2** Do you agree or disagree with the following statements on stress and mental health in your workplace? (%)

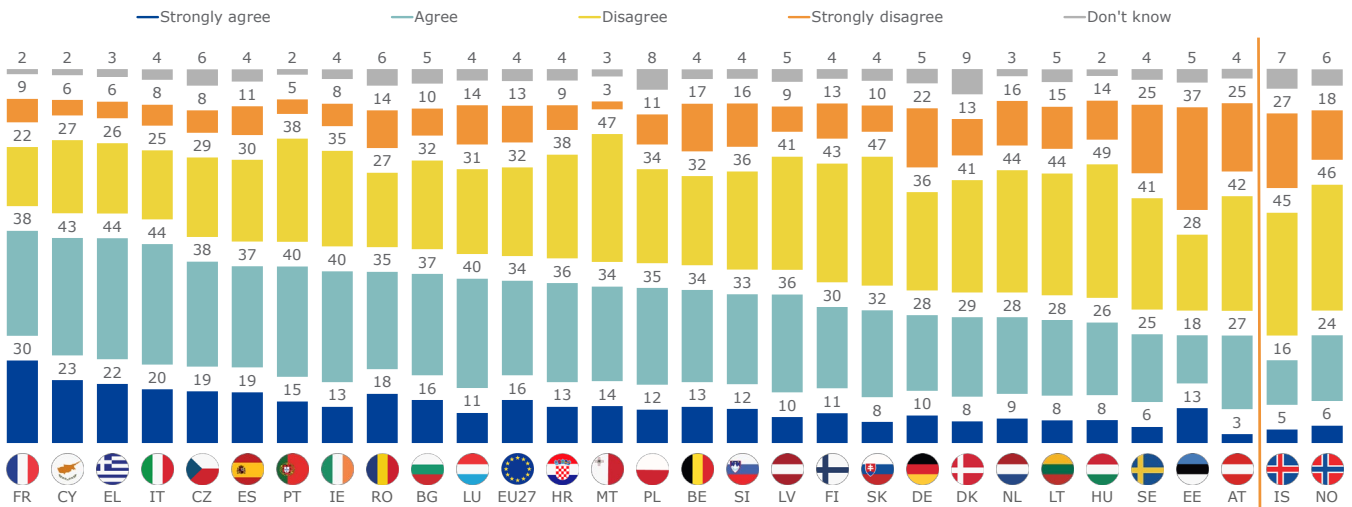


Base: all respondents, EU27 (n=25 683)

In eleven Member States, a majority of respondents 'strongly agree' or 'agree' that **disclosing a mental health condition would have a negative impact on their career**. The proportion agreeing with this statement is particularly high in Italy (63%), Cyprus (66%), Greece (66%) and France (68%). In France, 30% of respondents express strong agreement; in the remaining countries, this figure remains below a quarter (from 3% in Austria to 23% in Cyprus).

In the countries at the right-hand side of the chart below, a vast majority of respondents **disagree** that **disclosing a mental health condition would have a negative impact on their career**. The total level of disagreement is the highest in Iceland (72%). Respondents in Estonia are also very likely to disagree with this statement (65%); moreover, they are overall the most likely to say they 'strongly disagree' (37%).

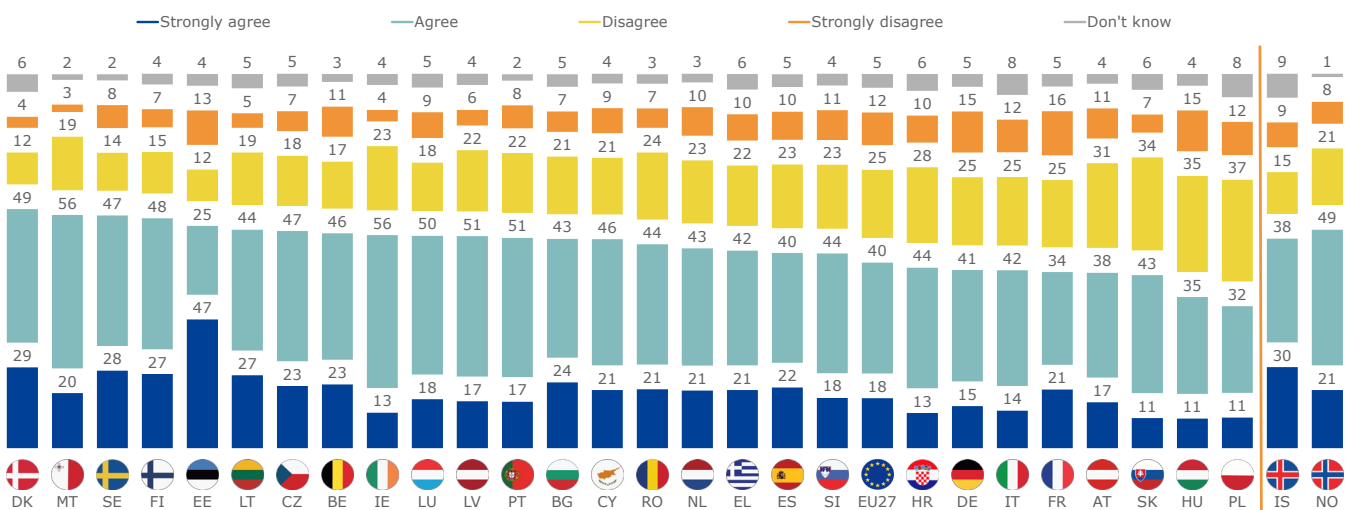
### E2\_1 Disclosing a mental health condition would have a negative impact on my career (% by country)



Base: all respondents (n=27 250)

In four countries, three quarters – or more – of respondents ‘agree’ or ‘strongly agree’ that **they would feel comfortable speaking to their manager or supervisor about their mental health**: Finland (75%), Malta (76%), Sweden (76%) and Denmark (78%). In Estonia, however, respondents are overall the most likely to express strong agreement (47%). In sharp contrast, in Poland and Hungary, less than half of respondents agree that they would feel comfortable speaking to their manager about a mental health problem (43% and 46%, respectively).

### E2\_2 I would feel comfortable speaking to my manager or supervisor about my mental health (% by country)



Base: all respondents (n=27 250)

### Socio-demographic aspects

**Younger respondents** tend to feel more comfortable **speaking to their manager about their mental health**. Among respondents in the youngest age group (16-24 years old), 62% feel comfortable sharing such information with their manager or supervisor, in comparison to 55% of respondents aged 55 and over.

**Lower-educated respondents** are not as comfortable speaking to their manager about mental health issues than respondents with a higher level of education. While 53% of respondents who completed their education by age 15 agree with this statement, this figure goes up to 59% for respondents who stayed in education longer.

Respondents working in **micro companies** (<10 employees) also tend to feel less comfortable speaking to their manager about mental health issues (52%), in contrast to respondents working in larger size companies (61%-62%).

Respondents who work in companies with a **low score on the safety and health prevention culture** are more inclined to feel that their **career would be negatively impacted if they disclose a mental health condition** (59%), in contrast to respondents working in a company with a medium prevention culture (51%) or a high prevention culture (47%). Similarly, the share of respondents agreeing that they would feel comfortable speaking to their manager about their mental health is much higher among respondents working in a company with a high prevention culture (67%) in comparison to a company with a medium (55%) and, in particular, a low prevention culture (35%).

**E2** Do you agree or disagree with the following statements on stress and mental health in your workplace?  
(% Total 'Agree' by socio-demographics)

	Disclosing a mental health condition would have a negative impact on my career	I would feel comfortable speaking to my manager or supervisor
EU27	50	59
<b>Age</b>		
16-24	47	62
25-39	50	61
40-54	52	58
55+	47	55
<b>Education (age when completed)</b>		
Up to 15	49	53
16-19	48	59
20+	51	59
Still studying	49	65
<b>Company size</b>		
Micro company (0-9 empl.)	49	52
Small company (10-49 empl.)	50	61
Medium company (50-249 empl.)	53	61
Large company (250 + empl.)	49	62
<b>Safety and health prevention culture</b>		
High	47	67
Medium	51	55
Low	59	35

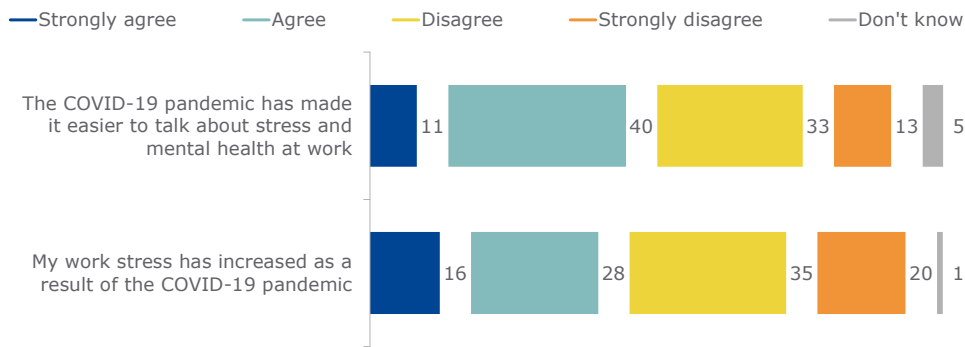
Base: all respondents, EU27 (n=25 683)

### 3.2. Impact of COVID-19 on stress and mental health

This section discusses the impact of the COVID-19 pandemic on issues related to stress and mental health in the workplace.

More than four in ten respondents across the EU agree that **their work stress has increased as a result of the COVID-19 pandemic** (16% 'strongly agree' and 28% 'agree'). About one in two respondents agree that their **COVID-19 pandemic has made it easier to talk about stress and mental health at work** (11% 'strongly agree' and 40% 'agree').

**E2** Do you agree or disagree with the following statements on stress and mental health in your workplace? (%)

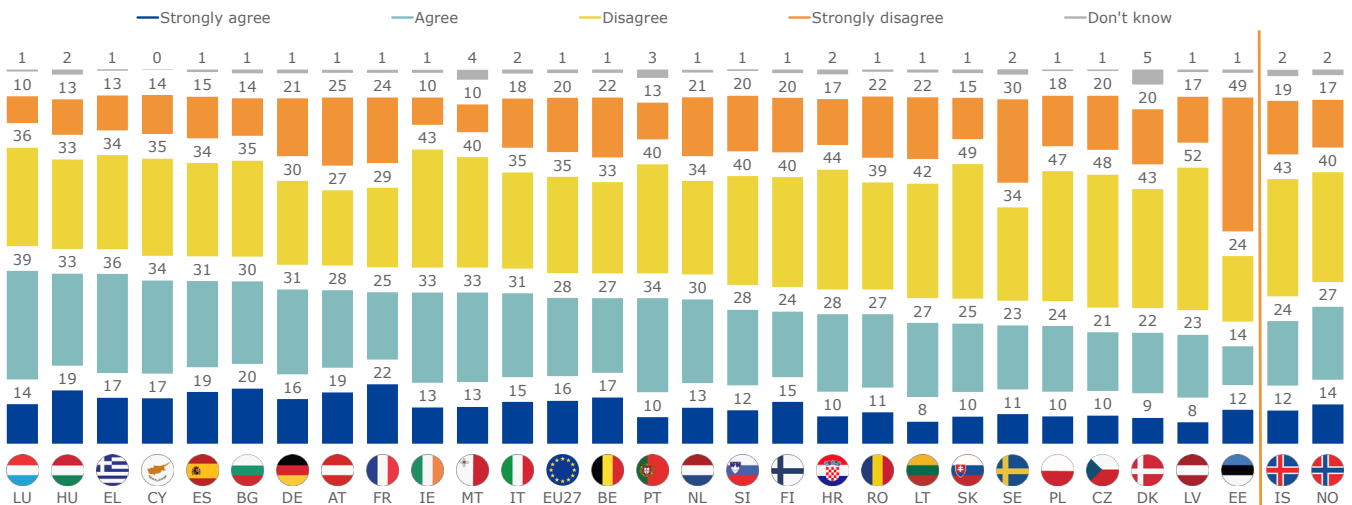


Base: all respondents, EU27 (n=25 683)

The proportion of respondents 'strongly agreeing' or 'agreeing' that their **work stress has increased as a result of the COVID-19 pandemic** is the lowest in Estonia (26%). In Estonia, about seven in ten respondents, in total, disagree with this statement; in another eight countries, the level of disagreement is above 60%, such as Latvia (69%) and Czechia (68%). Respondents in Estonia, nonetheless, are the most likely to 'strongly disagree' (49%, compared to e.g. 17% in Latvia and 20% in Czechia).

In Greece, Hungary and Luxembourg, on the other hand, a slim majority of respondents 'strongly agree' or 'agree' that their **work stress has increased as a result of the COVID-19 pandemic** (53%-54%).

**E2\_4** My work stress has increased as a result of the COVID-19 pandemic (% , by country)

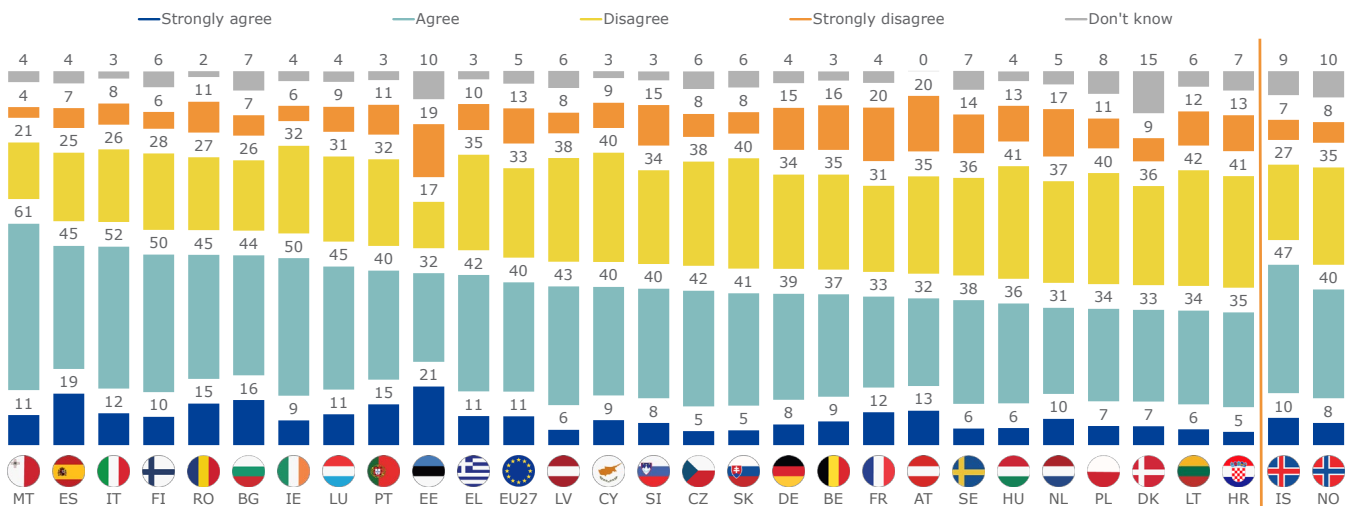


Base: all respondents (n=27 250)



Compared to the previous statement, there is more variation across countries in the proportion of workers 'strongly agreeing' or 'agreeing' that **the COVID-19 pandemic has made it easier to talk about stress and mental health at work**. In Malta, 72% of respondents agree with this statement; at the higher end of the ranking respondents from Italy (63%) and Spain (64%). At the lower end of the ranking, however, not more than four in ten respondents agree that the COVID-19 pandemic has made it easier to talk about stress and mental health at work – e.g. 39% of the respondents in Croatia and 40% in Lithuania.

### E2\_3 The COVID-19 pandemic has made it easier to talk about stress and mental health at work (% , by country)



Base: all respondents (n=27 250)

### Socio-demographic aspects

**Female respondents** are slightly more likely than male respondents to agree that the COVID-19 pandemic has made it easier to talk about stress and mental health at work (52% vs 49%). However, they are also more likely to say that their work stress has increased as a result of the COVID-19 pandemic (50% vs 39% of male respondents).

Respondents across **different age categories** are equally likely to say that the COVID-19 pandemic has made it easier to talk about stress and mental health at work. Yet, younger respondents are less likely to say that the COVID-19 pandemic has increased their work stress (39% vs 43%-45% of respondents in older age categories).

**Skilled, semi-skilled or unskilled workers** tend to be less likely to have seen an impact of the COVID-19 pandemic. Respondents in these occupations are less likely to say that the pandemic has led to an increase in work-related stress (40% vs 44% of respondents in clerical sale or service occupations and 46% in professional, technical or higher administrator occupations). Yet, they also are less likely to say that the COVID-19 pandemic has facilitated communication about stress and mental health at work (47% vs 51%-52% for the other occupation groups).

**'Front-line' workers, working in the health and education sectors**, perceive that the COVID-19 pandemic has had a stronger impact on their work stress: 59% of respondents working in sectors related to health or social care and 58% of respondents working in sectors related to education agree with this statement. Respondents working in the agriculture, horticulture, forestry or fishing sectors and in construction and building are the least affected, with 33% and 35%, respectively, of respondents saying the same.

**E2** Do you agree or disagree with the following statements on stress and mental health in your workplace?  
(% Total 'Agree' by socio-demographics)

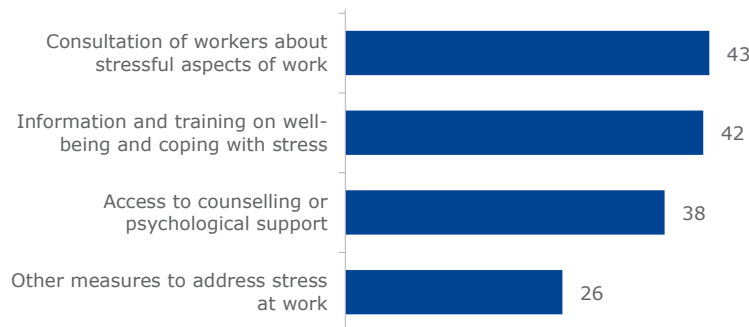
	The COVID-19 pandemic has made it easier to talk about stress and mental health at work	My work stress has increased as a result of the COVID-19
EU27	50	44
<b>Gender</b>		
Male	49	39
Female	52	50
<b>Age</b>		
16-24	51	39
25-39	50	43
40-54	49	45
55+	52	45
<b>Type of worker (profession)</b>		
Professional, technical or higher administrator occupations	52	46
Clerical, sales or service occupations	51	44
Skilled, semi-skilled or unskilled workers (incl. farm workers)	47	40
<b>Sector of activity (NACE)</b>		
Administration and support services, including public administration and defence	53	44
Agriculture, horticulture, forestry or fishing	48	33
Supply of gas, electricity or water, mining or quarrying	52	38
Manufacturing or engineering	46	36
Construction or building	44	35
Commerce, transport, accommodation or food services	50	43
Information and communication technology; finance; professional, scientific or technical services	54	39
Services relating to education	54	58
Services relating to health or social care	53	59
Social, cultural, personal and any other services	48	44

Base: all respondents, EU27 (n=25 683)

### 3.3. Initiatives to address stress and mental health issues in the workplace

Respondents were first asked whether they have access to various types of initiatives aiming at reducing mental health stressors at the workplace. For each type of initiative listed in the survey, roughly four in ten respondents answer that this is available: **access to counselling or psychological support** (38%), **information and training on well-being and coping with stress** (42%) and **consultation of workers about stressful aspects of work** (43%). About one in four respondents reply that there are (also) other initiatives or measures at their workplace to address stress at work.

#### E1 Are any of the following initiatives available in your workplace? (% 'Yes')

































Base: all respondents, EU27 (n=25 683)

In eight countries, more than half of respondents answer that, at their workplace, **workers are consulted about stressful aspects of work**; this is the case, for example, in Ireland (56%), Finland (57%), Austria (60%) and Germany (62%). In 11 countries, this is the (joint) most-mentioned type of initiative. This practice, however, is far less prevalent in countries, such as Czechia (26%), Bulgaria (27%) and Portugal (30%).

The share of respondents who have access to **information and training on well-being and coping with stress** ranges from 25% in Cyprus and Greece, to 69% in Ireland. Other countries where more than half of respondents report having access to this type of information and training include Germany (53%), Malta (55%) and Finland (64%). In 15 countries, this is the (joint) most-mentioned initiative to address stress at work.

The largest variation across countries, however, is seen for **access to counselling or psychological support**. In Finland, 74% of respondents reply that they have access to counselling or psychological support to reduce or manage stress at work; this proportion is 68% in Denmark. In both countries, and in Belgium (54%), this is the most frequently mentioned initiative. In Portugal and Cyprus, on the other hand, just 24% of respondents answer that they do have access to counselling or psychological support.

**E1** Are any of the following initiatives available in your workplace?  
(% 'yes' by country)

		Consultation of workers about stressful aspects of work	Information and training on well-being and coping with stress	Access to counselling or psychological support	Other measures to address stress at work
EU27		43	42	38	26
BE		51	51	54	33
BG		27	31	26	19
CZ		26	36	29	15
DK		53	49	68	37
DE		62	53	49	40
EE		46	52	47	47
IE		56	69	52	45
EL		34	25	27	15
ES		34	40	28	18
FR		32	38	33	18
HR		34	32	29	23
IT		33	37	29	16
CY		33	25	24	16
LV		39	41	37	37
LT		39	44	41	35
LU		39	39	29	23
HU		53	35	33	34
MT		41	55	48	22
NL		52	41	43	26
AT		60	52	55	38
PL		41	37	35	17
PT		30	41	24	28
RO		36	38	33	21
SI		49	46	36	30
SK		32	31	28	19
FI		57	64	74	44
SE		38	47	41	30
IS		32	33	31	23
NO		45	46	56	35

The higher the proportion of 'yes' answers, the **darker blue** the cell. The response with the highest proportion of 'yes' answers in each country is shown in **yellow**.

Base: all respondents (n=27 250)

## Socio-demographic aspects

Respondents in **professional, technical or higher administrator occupations** are more likely to report having access to counselling or psychological support (43% vs 29%-37% in other occupations), information and training on well-being and coping with stress (48% vs 35%-40%) and consultations of workers about stressful aspects of work (48% vs 35%-42%).

The same goes for respondents **working for larger companies**. For instance, 57% of respondents working in large companies (more than 250 employees) have access to counselling or psychological support, compared to 20% working in micro companies (<10 employees). Information and training on well-being and coping with stress is also more likely to be available to respondents working in large companies (61%), in comparison to those working in medium (49%), small (37%) and micro companies (26%).

A cross-tabulation with the **safety and health prevention culture** index shows that respondents working in a company with a high score on the index are more likely to report that they have access to various types of initiatives aiming at addressing mental health stressors in the workplace. For example, 47% of respondents working in companies with a high prevention culture say that have access to counselling or psychological support, in contrast to 22% of respondents working in companies with a medium prevention culture and 9% of respondents working in an environment with a low prevention culture.

### E1 Are any of the following initiatives available in your workplace? (% 'yes' by socio-demographics)

	Consultation of workers about stressful aspects of work	Information and training on well-being and coping with stress	Access to counselling or psychological support	Other measures to address stress at work
EU27	43	42	38	26
<b>Type of worker (profession)</b>				
Professional, technical or higher administrator occupations	48	48	43	29
Clerical, sales or service occupations	42	40	37	26
Skilled, semi-skilled or unskilled workers (incl. farm workers)	35	35	29	19
<b>Company size</b>				
Micro company (0-9 empl.)	28	26	20	17
Small company (10-49 empl.)	43	37	34	24
Medium company (50-249 empl.)	46	49	43	26
Large company (250 + empl.)	56	61	57	37
<b>Health and safety prevention culture</b>				
High	54	53	47	34
Medium	38	38	33	22
Low	13	15	12	9

Base: all respondents, EU27 (n=25 683)

## Section 4. Managing safety and health at work

This section discusses respondents' views on safety rules in their workplace as well as the type of safety and health measures available in their workplace.

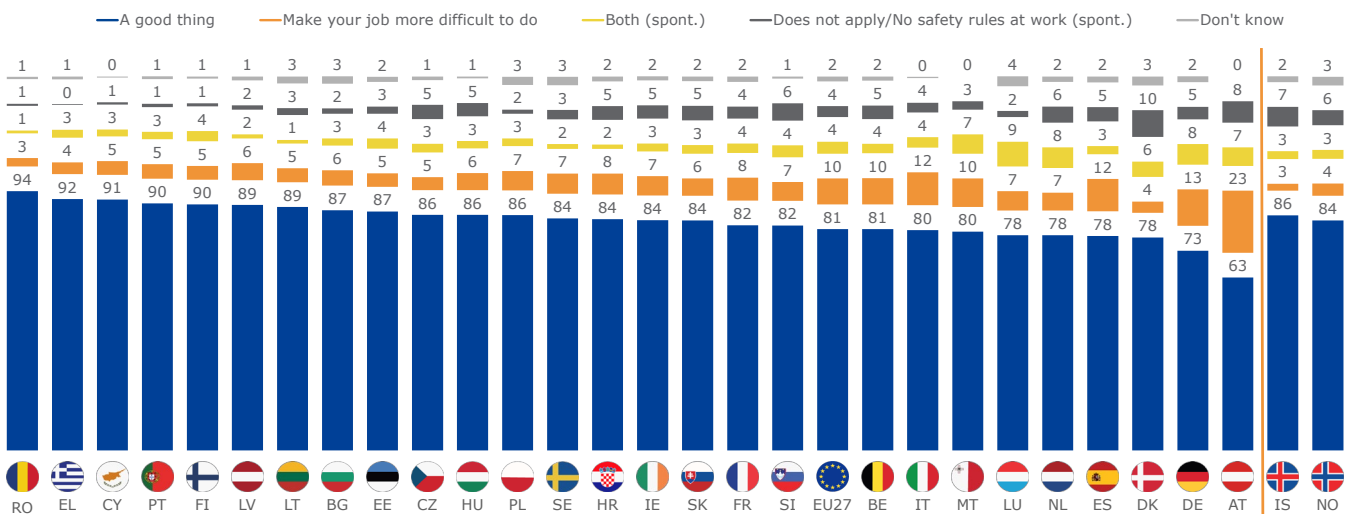
### 4.1. Workers' views on safety rules in the workplace

Respondents are first asked whether they think that the safety rules at their place of work are a good thing to have or whether they make their job more difficult to do.

Across the EU, 81% of respondents agree that **implementing safety rules at their place of work is a good thing to have**, compared 10% who reply that the safety rules at their place of work **make their job more difficult to do**; 4% *spontaneously* answer that both response options apply and 4% that the question does not apply/that there are no safety rules at their workplace.

At least three quarters of respondents in all but two of the EU Member States have a positive opinion of safety rules at their workplace – from 78% in Denmark, Luxembourg, the Netherlands and Spain, to 94% in Romania. In Austria, on the other hand, just 63% of respondents state that the safety rules at their workplace are a good thing to have, compared to 23% who state these rules make their job more difficult; Germany is close to Austria with 73% saying safety rules at their workplace are a good thing.

**F1** Do you think the safety rules at your place of work are a good thing to have or do they make your job more difficult to do? (% , by country)



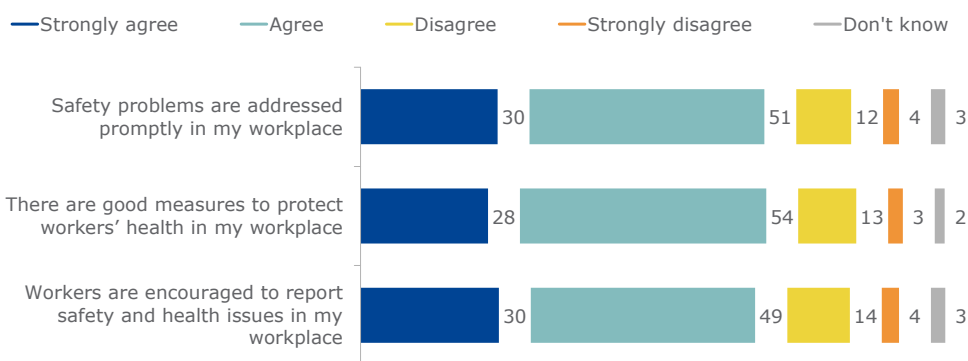
Base: all respondents (n=27 250)

## 4.2. Availability of safety measures in the workplace

A majority of respondents agree that **safety problems are addressed promptly in their workplace** (30% 'strongly agree' and 51% 'agree') and a vast number of respondents agree that they **are encouraged to report safety and health issues in their workplace** (30% 'strongly agree' and 49% 'agree').

Similarly, respondents are very likely to agree that **there are good measures to protect workers' health in their workplace** (28% 'strongly agree' and 54% 'agree'). By way of example (see further in this section for more details), 59% of respondents say that, at their workplace, **awareness raising or other activities** are being organised **providing information on health and safety**.

### F2 Do you agree or disagree with the following statements? (%)

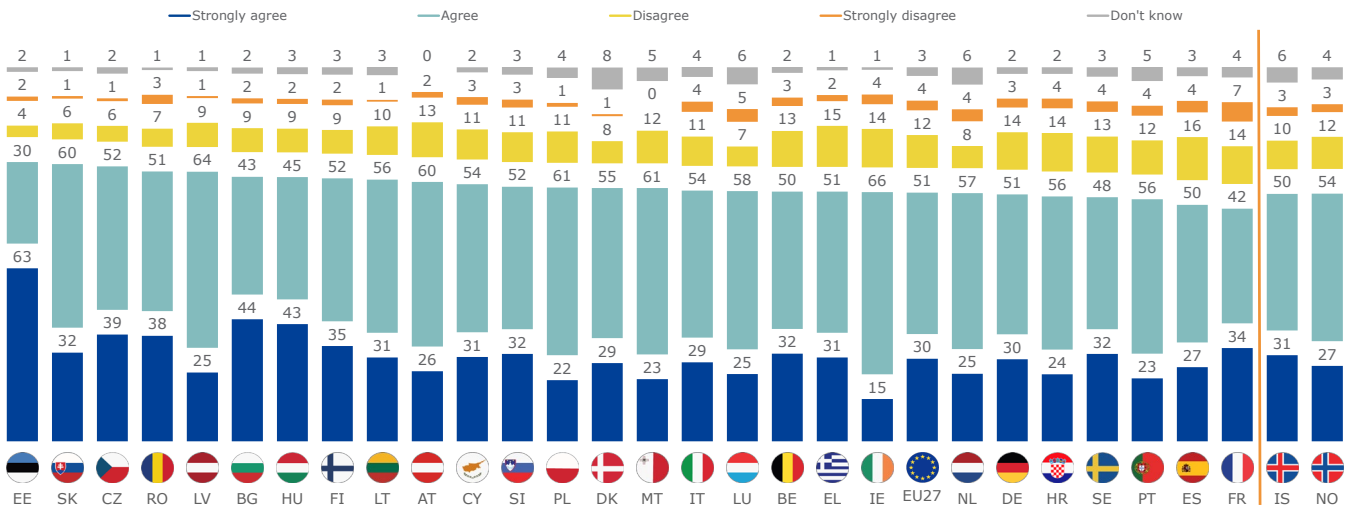


Base: all respondents, EU27 (n=25 683)

In all countries, more than three quarters of respondents 'agree' or 'strongly agree' that **safety problems are addressed promptly in their workplace**, with the overall highest share of respondents being found in Czechia (91%), Slovakia (92%) and Estonia (93%). In Estonia, 63% of respondents 'strongly agree' with this statement, while in other countries, this proportion is lower (between 15% in Ireland and 44% in Bulgaria).

At the lower end of the ranking, about one in five respondents doubt whether safety problems are promptly addressed in their workplace. The proportion of respondents 'disagreeing' or 'strongly disagreeing' with the statement is the highest in Spain (20%) and France (21%), followed by Croatia and Ireland (both 18%).

### F2\_1 Safety problems are addressed promptly in my workplace (% , by country)

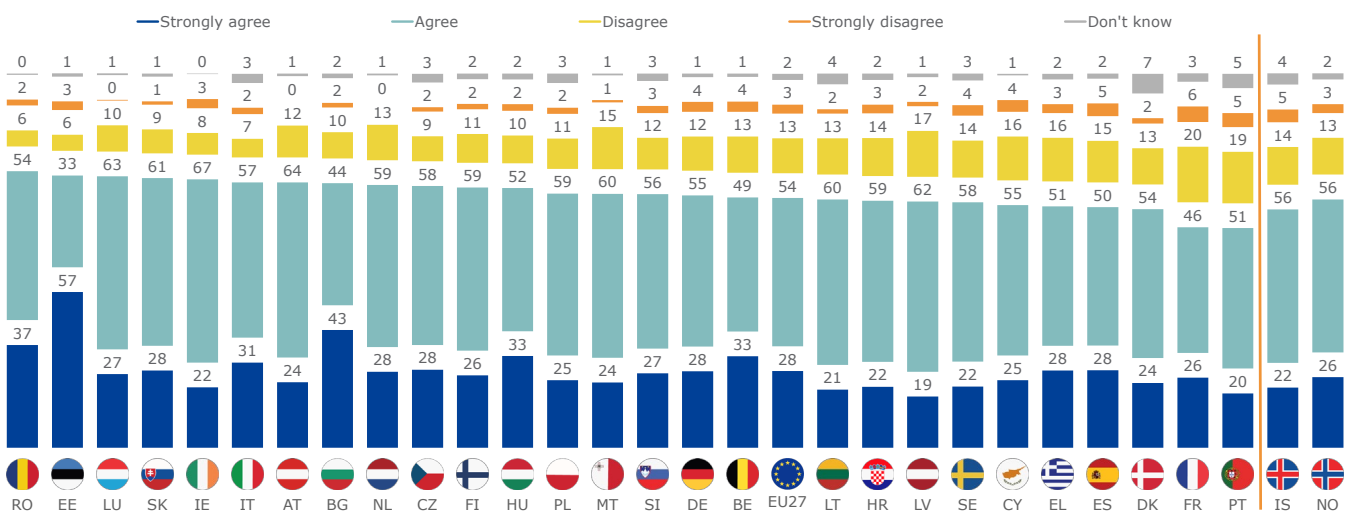


Base: all respondents (n=27 250)

The proportions 'agreeing' or 'strongly agreeing' that **there are good measures to protect workers' health in their workplace** are the highest in Estonia (90%), Luxembourg (90%) and Romania (92%), while respondents in France and Portugal have the lowest propensity to agree with this statement (71% 'agree' or 'strongly agree' in both countries). In the latter countries, about one in four respondents 'disagree' or 'strongly disagree' that good measures are in place to protect workers at their workplace (24% in Portugal and 26% in France).

Estonia stands out again with a majority of respondents (57%) 'strongly agreeing' that there are good measures to protect workers' health in their workplace. In Bulgaria, 43% of respondents 'strongly agree', followed by Romania, where 37% 'strongly agree'.

### F2\_2 There are good measures to protect workers' health in my workplace (% , by country)

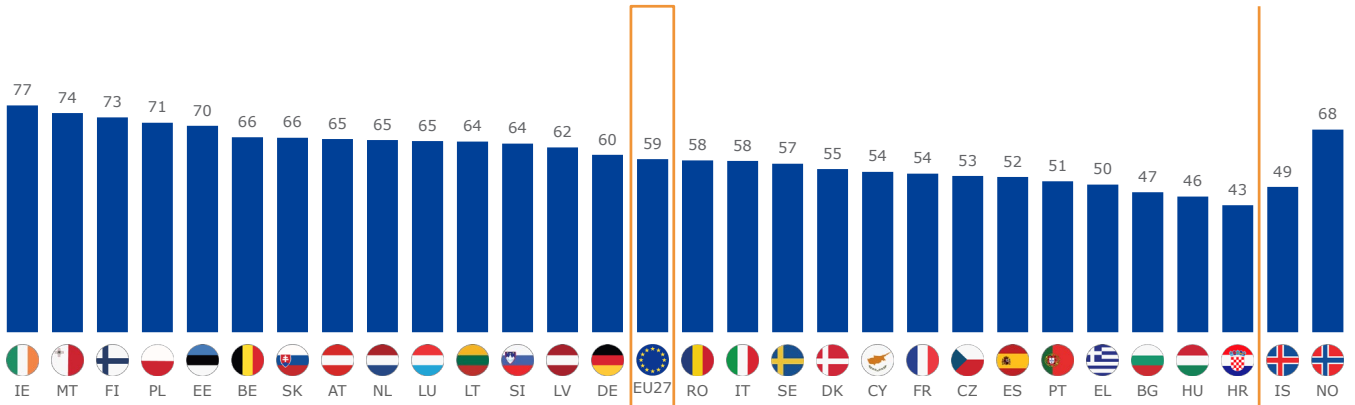


Base: all respondents (n=27 250)



Across most countries, a majority of respondents say that, at their workplace, **awareness raising or other activities** are being organised to provide information on safety and health, with the highest proportions being observed in Finland (73%), Malta (74%) and Ireland (77%). Only in three countries, less than half of respondents provide an affirmative answer: Croatia (43%), Hungary (46%) and Bulgaria (47%).

**E1** Are any of the following initiatives available in your workplace?  
**Awareness raising or other activities to provide information on health and safety**  
 (% 'yes' by country)

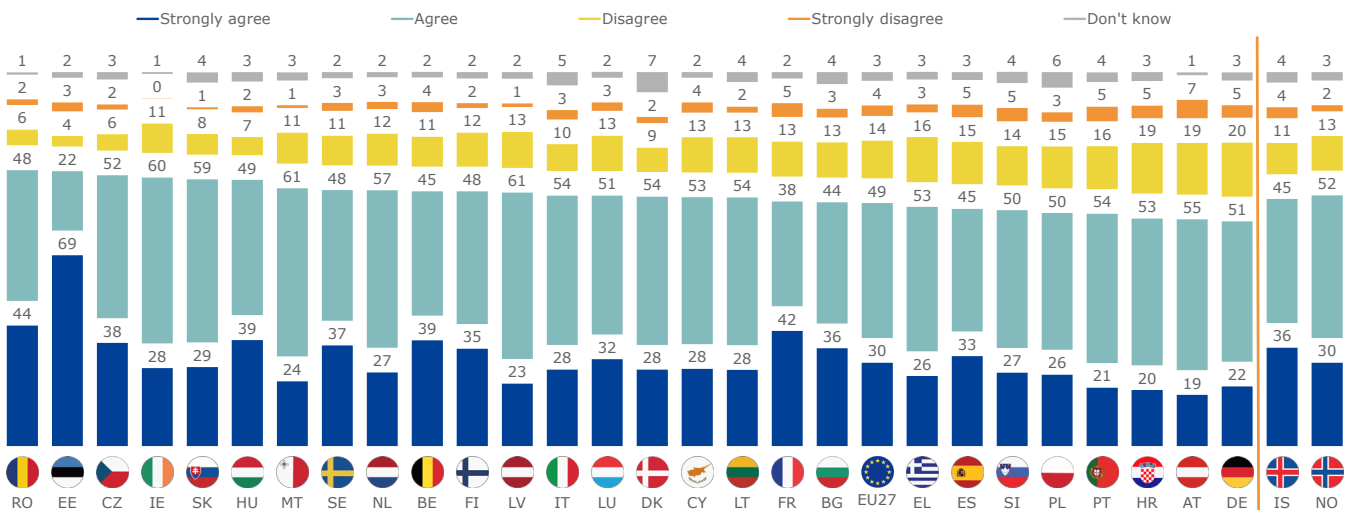


Base: all respondents (n=27 250)

Across all countries, more than 70% of respondents agree that **workers are encouraged to report safety and health issues in their workplace**. The total level of agreement ranges from 73% in Germany and 74% in Croatia and Austria, to 91% in Estonia and Romania. Conversely, the total level of disagreement – i.e. the sum of 'disagree' and 'strongly disagree' responses – ranges from 7% in Estonia to 24% in Germany and 26% in Austria.

In Estonia, 69% of respondents 'strongly agree' when presented with this statement; in the other countries, this figure varies between 19% for Austria and 44% for Romania.

**F2\_3** Workers are encouraged to report safety and health issues in my workplace (% by country)



Base: all respondents (n=27 250)

The responses to the three questions discussed in this section are combined to create **an index of companies' 'safety and health prevention culture'**. Respondents who reach a cumulated score of 7 to 9 on these three questions are considered to work in an environment with a high prevention culture. Conversely, respondents with lower scores on these questions are considered to work in an environment with a medium prevention culture (cumulated score of 3 to 6) or a low prevention culture (cumulated score of 0 to 2).

Across the EU27, on average, 46% of respondents consider to work in a company with a high prevention culture. Romania (51%), Hungary (52%), Bulgaria (53%) and Estonia (75%) are the only countries where a majority of respondents reply that they work in an environment with a high prevention culture. By contrast, in Portugal (28%), Latvia (32%) and Croatia (32%), this view is shared by less than a third of respondents. Across all countries, a small proportion of respondents say that their working environment has a low prevention culture.

### **Socio-demographic aspects**

Agreement levels are generally higher among **male respondents** than among female respondents. More than eight in ten (84%) male workers agree that safety issues are addressed promptly in their workplace and the same proportion agrees that there are good measures to protect workers' health their workplace. Among women, 79% agree with these statements. Moreover, men are somewhat more likely to say that workers are encouraged to report safety and health issues in their workplace (81% vs 77% of women).

As regards **respondents' education level**, it is observed that respondents who completed their education aged 15 or younger are less likely to agree that safety problems are addressed promptly in their workplace (77% vs 81%-82% among higher-educated respondents) and that workers are encouraged to report safety and health issues in their workplace (74% vs 79%-81%, respectively).

Respondents with **good (relative) health status** tend to agree more frequently that safety problems are addressed promptly in their workplace (83%), in comparison to respondents with 'fair' health (74%) and respondents with 'bad' health (70%). They are also more likely to agree that there are good measures to protect workers' health in their workplace (83% vs 68% of respondents with 'poor' health) and that workers are encouraged to report safety and health issues in their workplace (81% vs 67% of respondents with 'poor' health).

Perceptions about the implementation of safety rules also vary across **companies of different size** and across different **activity sectors**. Thus, 86% of respondents working in large companies agree that there are good measures implemented in their workplace to protect workers' health; a figure that is higher than among respondents working in smaller companies (80%-81%). Moreover, respondents working in large companies are more inclined to agree that their company encourages workers to report safety and health issues in the workplace (84% vs 76%-80% for respondents working in smaller companies).

Respondents working in services sectors (such as administration and support services or services relating to education) tend to be less likely to agree with the statements about the availability of safety measures in the workplace. For example, 77% of respondents in working in services related to education, 78% in both services relating to health and social care, and administration and support services agree that safety problems are addressed promptly in their workplace; in the other sectors, the level of agreement varies between 80% and 89%.

**F2** Do you agree or disagree with the following statements?  
(% Total 'Agree' by socio-demographics)

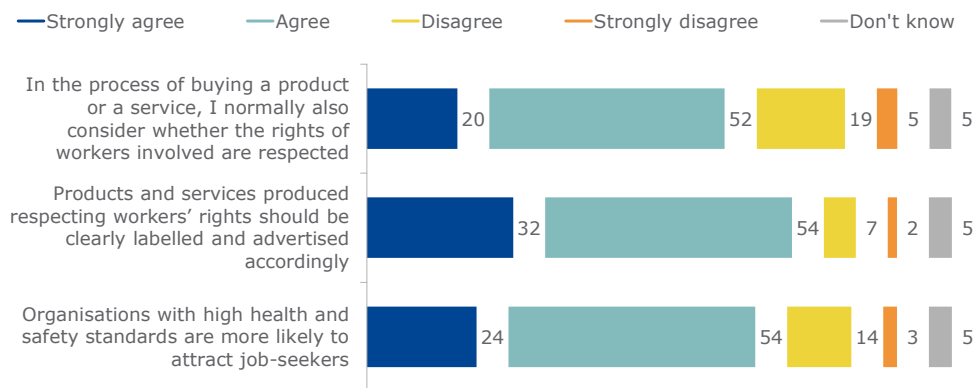
	Safety problems are addressed promptly in my workplace	There are good measures to protect workers' health in my workplace	Workers are encouraged to report safety and health issues in my workplace
EU 27	81	82	79
<b>Gender</b>			
Male	84	84	81
Female	79	79	77
<b>Education (age when completed)</b>			
Up to 15	77	81	74
16-19	82	82	81
20+	81	82	79
Still studying	84	82	85
<b>Health status</b>			
Good	83	83	81
Fair	74	78	75
Bad	70	68	67
<b>Company size</b>			
Micro company (0-9 empl.)	82	80	76
Small company (10-49 empl.)	81	81	79
Medium company (50-249 empl.)	81	81	80
Large company (250 + empl.)	82	86	84
<b>Sector of activity (NACE)</b>			
Administration and support services, including public administration and defence	78	83	77
Agriculture, horticulture, forestry or fishing	87	84	83
Supply of gas, electricity or water, mining or quarrying	89	90	82
Manufacturing or engineering	85	85	85
Construction or building	83	84	80
Commerce, transport, accommodation or food services	83	81	81
Information and communication technology; finance; professional, scientific or technical services	84	86	81
Services relating to education	77	72	77
Services relating to health or social care	78	81	79
Social, cultural, personal and any other services	80	77	75

Base: all respondents, EU27 (n=25 683)

### 4.3. General attitudes towards safety and health as an asset

Safety and health can also be seen as an asset to take into account when buying a product or applying for a job, as it can make a difference. About seven in ten respondents agree that, in the process of buying a **product or service, they normally also consider whether the rights of workers involved are respected** (20% 'strongly agree' and 52% 'agree'). A large majority of respondents also agree that **products and services produced respecting workers' rights should be clearly labelled and advertised accordingly** (32% 'strongly agree' and 54% 'agree'). Furthermore, over three quarters of respondents agree that **organisations with high health and safety standards are more likely to attract job-seekers** (24% 'strongly agree' and 54% 'agree').

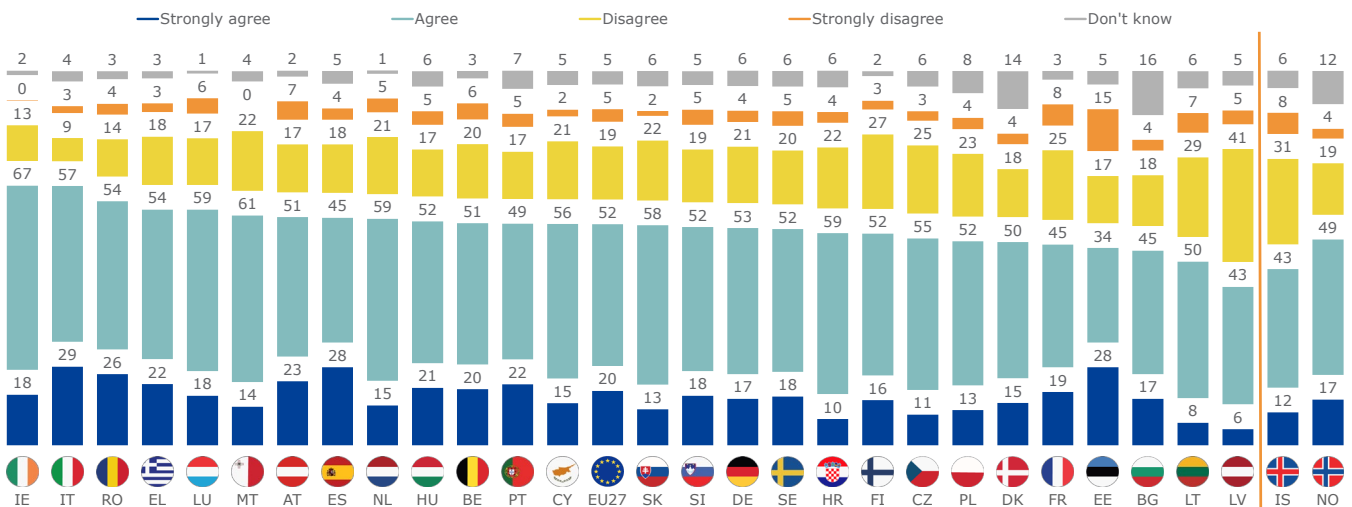
#### F2 Do you agree or disagree with the following statements? (%)



Base: all respondents, EU27 (n=25 683)

In Ireland and Italy, respondents are the most likely to 'strongly agree' or 'agree' that, in the process of buying a **product or service, they normally also consider whether the rights of workers involved are respected** (both 85%). In Latvia, on the other hand, just one in two respondents (49%) agree when presented with this statement; Latvia is joined at the bottom of the country ranking by Iceland (55%) and Lithuania (58%).

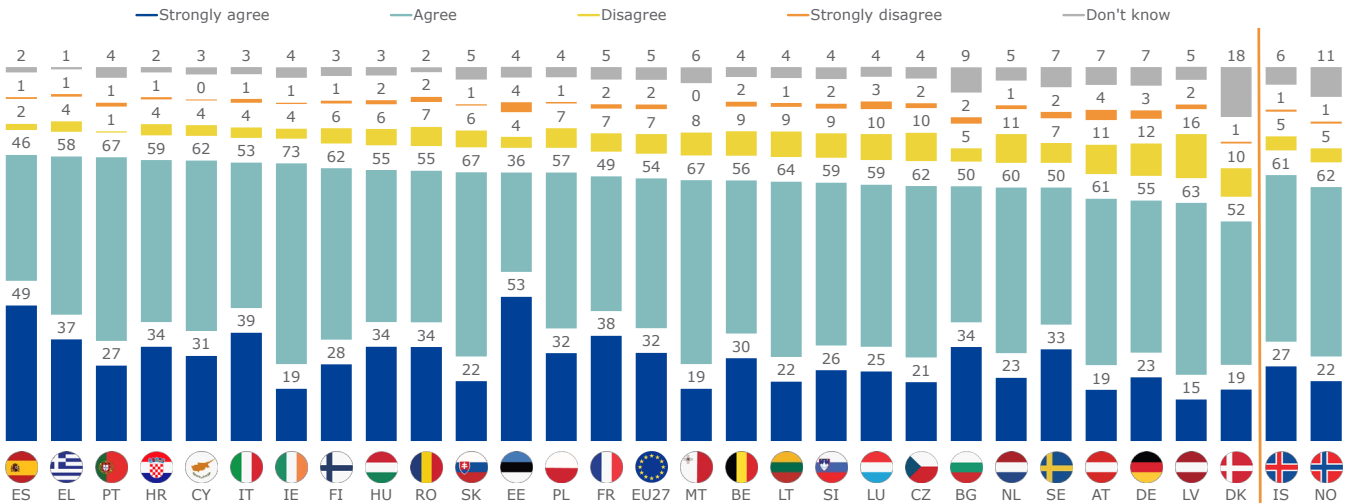
#### F2\_4 In the process of buying a product or a service, I normally also consider whether the rights of workers involved are respected (% by country)



Base: all respondents (n=27 250)

In nine countries, at least nine in ten respondents 'strongly agree' or 'agree' that **products and services produced respecting workers' rights should be clearly labelled and advertised accordingly** (from 90% in Hungary and Finland to 95% in Greece and Spain). In Spain, 49% of respondents say they 'strongly agree' with this proposal while in Estonia, the proportion expressing strong agreement is the highest (53%). Denmark is found at the lowest end of the country ranking with 71% of respondents agreeing that products and services produced respecting workers' rights should be clearly labelled and advertised accordingly; in this country, 18% of respondents 'do not know' if they agree with this proposal.

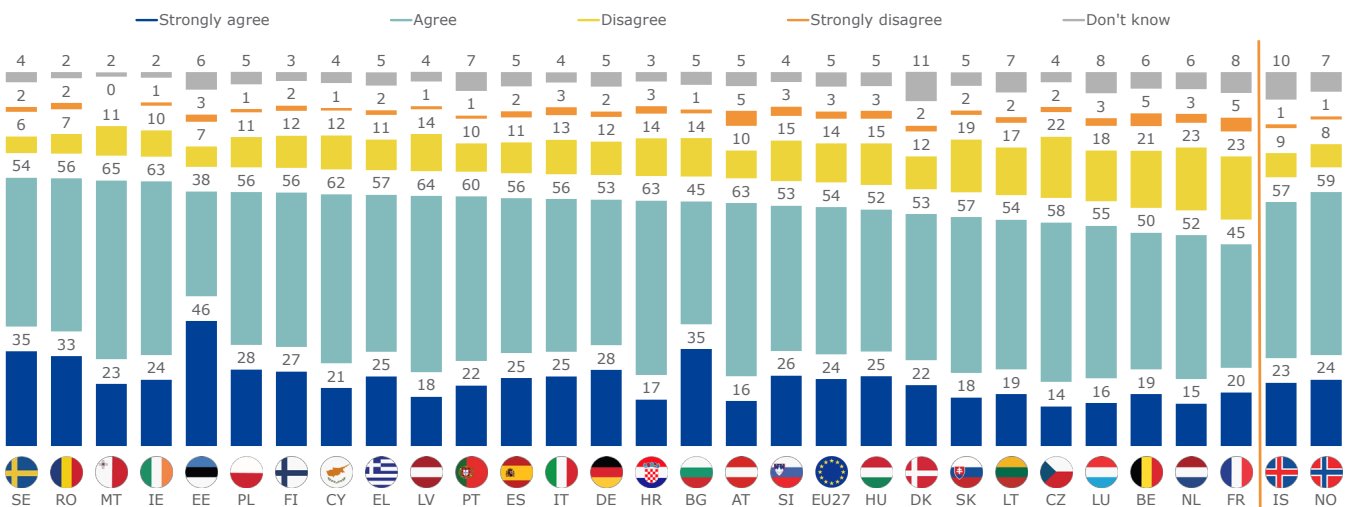
**F2\_5 Products and services produced respecting workers' rights should be clearly labelled and advertised accordingly (% by country)**



Base: all respondents (n=27 250)

The total level of agreement for the statement that **organisations with high safety and health standards are more likely to attract job-seekers** ranges from 64% in France to 89% in Sweden. Countries close to Sweden are Romania and Malta (both with 88% of respondents 'strongly agreeing' or 'agreeing'), and Ireland (87%). Respondents in Estonia (46%), followed by those in Bulgaria (35%), are the most likely to 'strongly agree' with this statement. In addition to France, there are two other countries where less than 70% agree that organisations with high health and safety standards are more likely to attract job-seekers: the Netherlands (68%) and Belgium (69%).

**F2\_6 Organisations with high safety and health standards are more likely to attract job-seekers (% by country)**



Base: all respondents (n=27 250)

## Socio-demographic aspects

For most socio-demographic variables, mostly minor differences are observed in the proportion agreeing with the statements about safety and health as an asset. Younger workers (and those still in education) are somewhat more likely to agree that organisations with high health and safety standards are more likely to attract job-seekers (82% of 16-24 year-olds vs 76% of 40-54 year-olds).































**F2** Do you agree or disagree with the following statements?  
(% Total 'Agree' by socio-demographics)

	In the process of buying a product or a service, I normally also consider whether the rights of workers involved	Products and services produced respecting workers' rights should be clearly labelled and advertised accordingly	Organisations with high health and safety standards are more likely to attract job-seekers
EU27	71	87	78
<b>Age</b>			
16-24	71	85	82
25-39	71	87	80
40-54	71	87	76
55+	72	86	77
<b>Education (age when completed)</b>			
Up to 15 years	73	87	74
16-19 years	72	87	77
20+ years	71	87	79
Still studying	66	87	83

Base: all respondents, EU27 (n=25 683)

## Technical specifications

Between 25 April 2022 and 23 May 2022, Ipsos European Public affairs carried out a Flash Eurobarometer “OSH Pulse – Occupational safety and health in post-pandemic workplaces” at the request of the European Agency for Safety and Health at Work. The survey targets **people in employment, aged 16 and over**, in each of the countries surveyed, and made up of citizens or residents of each country with sufficient command of (one of) the respective language(s) of the country to answer the questionnaire. All interviews were carried via Computer-Assisted Telephone Interviewing (CATI). In each country, respondents were called on their mobile phone. The telephone numbers sampled and contacted were generated via Random Digit Dialling (RDD) methods. The basic sample design applied in all countries is a random (probability) design.

	Number of interviews	Fieldwork dates	Target population (absolute number 1 000)	(as % of EU27 target population)
EU27 	25 683	25.4.2022-19.5.2022	198 173.20	100%
BE 	1000	25.4.2022-13.5.2022	4 853.70	2.45%
BG 	1046	27.4.2022-19.5.2022	3 076.50	1.55%
CZ 	1000	27.4.2022-13.5.2022	5 213.40	2.63%
DK 	1006	25.4.2022-16.5.2022	2 900.10	1.46%
DE 	1003	25.4.2022-13.5.2022	41 500.00	20.94%
EE 	1002	25.4.2022-19.5.2022	654.20	0.33%
IE 	1008	26.4.2022-14.5.2022	2 389.20	1.21%
EL 	1002	26.4.2022-13.5.2022	3 928.00	1.98%
ES 	1000	25.4.2022-13.5.2022	19 773.60	9.98%
FR 	1003	25.4.2022-10.5.2022	27 727.60	13.99%
HR 	1003	26.4.2022-13.5.2022	1 678.20	0.85%
IT 	1000	26.4.2022-13.5.2022	22 554.00	11.38%
CY 	502	27.4.2022-12.5.2022	431.70	0.22%
LV 	1001	25.4.2022-19.5.2022	869.50	0.44%
LT 	1004	25.4.2022-16.5.2022	1 368.60	0.69%
LU 	505	26.4.2022-12.5.2022	306.80	0.15%
HU 	1006	25.4.2022-12.5.2022	4 641.90	2.34%
MT 	504	26.4.2022-13.5.2022	268.20	0.14%
NL 	1008	26.4.2022-13.5.2022	9 282.20	4.68%
AT 	1008	26.4.2022-14.5.2022	4 306.00	2.17%
PL 	1009	25.4.2022-12.5.2022	16 656.10	8.40%
PT 	1020	26.4.2022-14.5.2022	4 812.30	2.43%
RO 	1009	26.4.2022-12.5.2022	7 755.50	3.91%
SI 	1007	25.4.2022-12.5.2022	971.60	0.49%
SK 	1000	25.4.2022-13.5.2022	2 560.60	1.29%
FI 	1015	25.4.2022-12.5.2022	2 573.40	1.30%
SE 	1012	25.4.2022-13.5.2022	5 120.30	2.58%
IS 	562	25.4.2022-23.5.2022	197.00	
NO 	1005	25.4.2022-19.5.2022	2 796.00	

## Margin of error

Survey results are subject to sampling tolerances. The “margin of error” quantifies uncertainty about (or confidence in) a survey result. As a general rule, the more interviews conducted (sample size), the smaller the margin of error. A sample of 500 will produce a margin of error of not more than 4.4 percentage points, and a sample of 1,000 will produce a margin of error of not more than 3.1 percentage points.

The maximum margin of sampling error when comparing individual country results between surveys is  $\pm 8.8$  percentage points for countries with a sample size of 500 and  $\pm 6.2$  percentage points for countries with a sample size of 1,000.

### Statistical margins due to sampling tolerances (at the 95% level of confidence)

various sample sizes are in rows

various observed results are in columns

	5%	10%	25%	50%	75%	90%	95%
n=50	$\pm 6.0$	$\pm 8.3$	$\pm 12.0$	$\pm 13.9$	$\pm 12.0$	$\pm 8.3$	$\pm 6.0$
n=100	$\pm 4.3$	$\pm 5.9$	$\pm 8.5$	$\pm 9.8$	$\pm 8.5$	$\pm 5.9$	$\pm 4.3$
n=200	$\pm 3.0$	$\pm 4.2$	$\pm 6.0$	$\pm 6.9$	$\pm 6.0$	$\pm 4.2$	$\pm 3.0$
n=500	$\pm 1.9$	$\pm 2.6$	$\pm 3.8$	$\pm 4.4$	$\pm 3.8$	$\pm 2.6$	$\pm 1.9$
n=1000	$\pm 1.4$	$\pm 1.9$	$\pm 2.7$	$\pm 3.1$	$\pm 2.7$	$\pm 1.9$	$\pm 1.4$
n=1500	$\pm 1.1$	$\pm 1.5$	$\pm 2.2$	$\pm 2.5$	$\pm 2.2$	$\pm 1.5$	$\pm 1.1$
n=2000	$\pm 1.0$	$\pm 1.3$	$\pm 1.9$	$\pm 2.2$	$\pm 1.9$	$\pm 1.3$	$\pm 1.0$



## Questionnaire

ASK ALL

<b>DX5a</b>	<b>As far as your current occupation is concerned, would you say you are...?</b>	
	(READ OUT - ONE ANSWER ONLY)	
	Self-employed	1
	Employee with a permanent contract	2
	Employee with a temporary contract	3
	Without a professional activity [STOP INTERVIEW if DX5a=4]	4
	Refusal (DO NOT READ OUT) [STOP INTERVIEW if DX5a=99]	99

ASK ALL

<b>DX5b</b>	<b>Do you work part time or full time?</b>	
	(ONE ANSWER ONLY)	
	Part time	1
	Full time	2
	Don't know (DO NOT READ OUT)	98

ASK ALL

<b>DX5c</b>	<b>Which of the following descriptions best describes the work you do?</b>	
	(READ OUT - ONE ANSWER ONLY)	
	Professional and technical occupations (e.g. doctor – teacher – engineer – artist – accountant)	1
	Higher administrator occupations (e.g. banker – executive in big business – high government official – union official)	2
	Clerical occupations (e.g. secretary – clerk – office manager – book keeper)	3
	Sales occupations (e.g. sales manager – shop owner – shop assistant – insurance agent)	4
	Service occupations (e.g. restaurant owner – police officer – waiter – caretaker – barber – armed forces)	5
	Skilled worker (e.g. foreman – motor mechanic – printer – tool and die maker – electrician)	6
	Semi-skilled worker (e.g. bricklayer – bus driver – cannery worker – carpenter – sheet metal worker – baker)	7
	Unskilled worker (e.g. labourer – porter – unskilled factory worker)	8
	Farm worker (e.g. farmer – farm labourer – tractor driver – fisherman)	9
	Don't know (DO NOT READ OUT)	98
	Refusal (DO NOT READ OUT)	99

	ASK ALL	
<b>DX5d</b>	<b>In which sector do you work in your main job?</b>	
	(READ OUT - ONE ANSWER ONLY)	
	Administration and support services, including public administration and defence	1
	Agriculture, horticulture, forestry or fishing	2
	Supply of gas, electricity or water, mining or quarrying	3
	Manufacturing or engineering	4
	Construction or building	5
	Commerce, transport, accommodation or food services	6
	Information and communication technology; finance; professional, scientific or technical services	7
	Services relating to education	8
	Services relating to health or social care	9
	Social, cultural, personal and any other services	10
	Don't know (DO NOT READ OUT)	98
	Refusal (DO NOT READ OUT)	99
	ASK ALL	
<b>DX5e</b>	<b>Do you earn most or at least part of your income working for a digital platform (e.g. Upwork, Freelancer, Clickworker, PeoplePerHour, Uber, Deliveroo, Handy, TaskRabbit and others)?</b>	
	(ONE ANSWER ONLY)	
	Yes, most of my income	1
	Yes, part of my income	2
	No	3
	Don't know (DO NOT READ OUT)	98
	Refusal (DO NOT READ OUT)	99
	ASK ALL	
<b>DX6</b>	<b>Do you use any of the following digital devices for your main job?</b>	
	(READ OUT - MULTIPLE ANSWERS POSSIBLE) [CODE 7 AND CODE 98 ARE EXCLUSIVE]	
	Desktop computers	1
	Laptops, tablets, smartphones or other portable computer devices	2
	Wearable devices such as smart watches, smart glasses, activity trackers or other (embedded) sensors	3
	Broadband technology to access the Internet	4
	Machines or robots that can think and make decisions, often known as artificial intelligence	5
	Robots that interact with you	6
	None of these (DO NOT READ OUT)	7
	Don't know (DO NOT READ OUT)	98

ASK ALL

**DX7 In which of the following locations have you worked most of the time over the last 12 months?**  
(READ OUT - ONE ANSWER ONLY)

Your employer's/your own business' premises (office, factory, shop, school, etc.)	1
Clients' premises	2
A car or another vehicle (e.g. train, bus)	3
An outside site (e.g. construction site, agricultural field, streets of a city)	4
Your own home	5
Public spaces such as coffee shops, airports etc.	6
Don't know (DO NOT READ OUT)	98

ASK ALL

**A1 Would you say that the use of digital technologies in your workplace...?**  
(READ OUT - ONE ANSWER PER LINE) [RANDOMISE ITEMS 1 TO 5]

A1_1 Increase your workload	
A1_2 Determine the speed or pace of your work	
A1_3 Reduce your autonomy at work	
A1_4 Increase surveillance of you at work	
A1_5 Results in you working alone	
(RESPONSE SCALE)	
Yes	1
No	2
Don't know (DO NOT READ OUT)	98

ASK ALL

**A2 To your knowledge, does the organisation where you work use digital devices such as a tablet, smartphone, computer, laptop, app or sensor to... ?**  
(READ OUT - ONE ANSWER PER LINE) [RANDOMISE ITEMS 1 TO 7]

A2_1 Supervise or monitor the work and behaviour of you personally	
A2_2 Automatically allocate tasks or working time or shifts to you	
A2_3 Have your performance rated by third parties (e.g. customers, colleagues, patients, etc.)	
A2_4 Monitor noise, chemicals, dust, gases, etc. in your working environment	
A2_5 Monitor heart rate, blood pressure, posture, etc. of you personally	
(RESPONSE SCALE)	
Yes	1
No	2
Don't know (DO NOT READ OUT)	98

	ASK ALL	
<b>B1</b>	<b>Would you say that at work you are exposed to the following factors?</b> (READ OUT - ONE ANSWER PER LINE) [RANDOMISE ITEMS 1 TO 5]	
B1_1	Severe time pressure or overload of work	1
B1_2	Violence or verbal abuse from customers, patients, pupils, etc.	2
B1_3	Harassment or bullying	3
B1_4	Poor communication or cooperation within the organisation.	4
B1_5	Lack of autonomy, or lack of influence over the work-pace or work processes.	5
B1_6	Something else that is causing you stress	6
	(RESPONSE SCALE)	
	Yes	1
	No	2
	Don't know (DO NOT READ OUT)	98
	ASK ALL	
<b>C1</b>	<b>How would you say your health is compared to colleagues/co-workers of your age?</b> <b>Would you say it is...</b> (READ OUT - ONE ANSWER ONLY)	
	Very good	1
	Good	2
	Fair	3
	Bad	4
	Very bad	5
	Prefer not to say	6
	ASK ALL	
<b>C2</b>	<b>In the last 12 months, have you experienced any of the following health problems caused or made worse by your work?</b> (READ OUT - MULTIPLE ANSWERS POSSIBLE) [RANDOMISE 1-6] [CODE 8 AND CODE 99 ARE EXCLUSIVE]	
	Stress, depression or anxiety	1
	Bone, joint or muscle problems or pain	2
	Infectious diseases (including COVID-19)	3
	Headaches, eyestrain	4
	Accident or injuries	5
	Overall fatigue	6
	Another health problem related to your work	7
	None of these	8
	Prefer not to say	99

ASK ALL

**E1 Are any of the following initiatives available in your workplace?**

(READ OUT - ONE ANSWER PER LINE) [RANDOMISE ITEMS 1 TO 4]

E1\_1 Awareness raising or other activities to provide information on health and safety

E1\_2 Access to counselling or psychological support

E1\_3 Information and training on well-being and coping with stress

E1\_4 Consultation of workers about stressful aspects of work

E1\_5 Other measures to address stress at work

(RESPONSE SCALE)

Yes	1
No	2
Don't know (DO NOT READ OUT)	98

ASK ALL

**E2 Do you agree or disagree with the following statements on stress and mental health in your workplace?**

(READ OUT - ONE ANSWER PER LINE) [RANDOMISE ITEMS 1 TO 5]

E2\_1 Disclosing a mental health condition would have a negative impact on my career

E2\_2 I would feel comfortable speaking to my manager or supervisor about my mental health

E2\_3 The COVID-19 pandemic has made it easier to talk about stress and mental health at work

E2\_4 My work stress has increased as a result of the COVID-19 pandemic

(RESPONSE SCALE)

Strongly agree	1
Agree	2
Disagree	3
Strongly disagree	4
Don't know (DO NOT READ OUT)	98

ASK ALL

**F1 Do you think the safety rules at your place of work are a good thing to have or do they make your job more difficult to do?**

(ONE ANSWER ONLY)

A good thing	1
Make your job more difficult to do	2
Both (DO NOT READ OUT)	3
Does not apply/No safety rules at work (DO NOT READ OUT)	4
Don't know (DO NOT READ OUT)	98

ASK ALL

**F2 Do you agree or disagree with the following statements?**

(READ OUT - ONE ANSWER PER LINE) [RANDOMISE ITEMS 1 TO 5]

- F2\_1 Safety problems are addressed promptly in my workplace
- F2\_2 There are good measures to protect workers' health in my workplace
- F2\_3 Workers are encouraged to report safety and health issues in my workplace
- F2\_4 In the process of buying a product or a service, I normally also consider whether the rights of workers involved are respected
- F2\_5 Products and services produced respecting workers' rights should be clearly labelled and advertised accordingly
- F2\_6 Organisations with high health and safety standards are more likely to attract job-seekers

(RESPONSE SCALE)

Strongly agree	1
Agree	2
Disagree	3
Strongly disagree	4
Don't know (DO NOT READ OUT)	98

**The European Agency for Safety and Health at Work (EU-OSHA)** contributes to making Europe a safer, healthier and more productive place to work. The Agency researches, develops, and distributes reliable, balanced, and impartial safety and health information and organises pan-European awareness raising campaigns. Set up by the European Union in 1994 and based in Bilbao, Spain, the Agency brings together representatives from the European Commission, Member State governments, employers' and workers' organisations, as well as leading experts in each of the EU Member States and beyond.

**European Agency for Safety and Health at Work**

Santiago de Compostela 12, 5<sup>th</sup> floor  
48003 Bilbao, Spain  
Tel. +34 944794360  
Fax +34 944794383  
E-mail: [information@osha.europa.eu](mailto:information@osha.europa.eu)

<http://osha.europa.eu>

