European Agency for Safety and Health at Work

OSH Pulse 2025: Occupational safety and health in the era of climate and digital change

Report

European Agency for Safety and Health at Work

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Table of Contents

List of figures and tables

Introduction

The years following the COVID-19 pandemic have seen shifts in the landscape of occupational safety and health (OSH), with new challenges emerging and existing ones evolving.

First, the increasing adoption of digital technologies for work, such as artificial intelligence (AI), collaborative robotics or algorithmic management, which started well before the COVID-19 pandemic but had an important acceleration during the pandemic – especially when it comes to digital technologies enabling remote work -, has become a permanent feature in the world of work. While offering increased flexibility and efficiency, this digital transformation has also introduced new risks to workers' physical and mental health, including ergonomic issues, increased screen time, and potential for cybersecurity threats, and has become a challenge – but also an opportunity – in terms of OSH management.

Second, the ongoing changes in work patterns and societal expectations have amplified psychosocial risk factors. The blurring of work-life boundaries, increased job insecurity and the pressure to constantly adapt to new technologies have contributed to rising stress levels and mental health concerns among workers.

Third, the growing impact of climate change has emerged as a critical factor affecting workplace safety and health. Extreme weather events, rising temperatures and air quality issues are posing new risks to workers, particularly those in outdoor or climate-sensitive industries.

Lastly, there is an increased focus on the broader health outcomes related to work. This includes not only immediate workplace injuries or illnesses but also long-term effects of work on physical and mental well-being, recognising the complex interplay between occupational factors and overall health.

On behalf of EU-OSHA, Ipsos European Public Affairs interviewed a representative sample of employed workers (employees and self-employed), aged 16 and over, in each of the 27 Member States of the European Union (EU) as well as in Iceland and Norway. Between 31 March and 14 April 2025, 28,220 interviews were conducted over the telephone (mobile phones). A representative sample of employed workers was also interviewed in Switzerland, where the data collection took place between 2 and 7 April 2025. The interviews in Switzerland were conducted online via computer-assisted web interviewing (CAWI), using Ipsos online panels and their partner network.

More specifically, this OSH Pulse 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
- Climate change and safety and health at work
- Health outcomes related to work.

Survey data presented in this report 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.

The research fully adheres to GDPR regulations and the highest standards of ethical research practice. All ethical protocols, including consent and data protection measures, were observed as part of the data collection process. Prior to answering any questions related to health or other sensitive topics, all respondents were explicitly informed about the nature of the study and were asked for their informed consent. Only those who consented were asked these questions. Participants were also informed about how their data would be used, including details on confidentiality and the fact that their responses would be used strictly for research purposes. Personal data was processed in accordance with applicable EU data protection laws, and all information collected was anonymised to ensure respondents' identities remain protected.

Notes:

1. The sample demographics provide context for interpreting the findings presented in this report. Key variables of the weighted sample include:
   - *Gender* (53% male workers, 46% female workers)
   - *Age* (8% 16-24 year-old workers, 32% 25-39 year-old workers, 38% 40-54 year-old workers and 22% 55+ year-old workers)
   - *Education* – i.e. age when full-time education was completed (5% aged up to 15, 26% aged 16-19, 65% aged 20 years or older and 3% still in full-time education)
   - *Employment status* (17% self-employed workers, 70% employees with a permanent contract and 13% employees with a temporary contract)
   - *Type of occupation (*29% professional and technical occupations, 11% higher administrator occupations, 15% clerical occupations, 9% sales occupations, 14% service occupations, 10% skilled workers, 5% semi-skilled workers, 4% unskilled workers and 1% farm workers)
   - *Size of the workplace* (22% in a workplace with <10 employees, 25% with 10 to 49 employees, 20% with 50 to 249 employees and 28% with 250+ employees)
   - *Sector of activity* (14% in administration and support services, including public administration and defence, 4% in agriculture, horticulture, forestry or fishing, 2% in supply of gas, electricity or water, mining or quarrying, 9% in manufacturing or engineering, 8% in construction or building, 16% in commerce, transport, accommodation or food services, 16% in information and communication technology; finance; professional, scientific or technical services, 8% in services relating to education, 12% in services relating to health or social care, 9% in social, cultural, personal and any other services).
2. In this report, overall results and socio-demographic analyses are based on data from the 27 EU Member States (EU27), while country-level analyses include also Iceland, Norway and Switzerland.
3. The report looks at trend changes at national level, compared to OSH Pulse - Occupational safety and health in post-pandemic workplaces (April-May 2022). Due to modifications made to some of the 2022 questionnaire items retained also in the 2025 survey questionnaire, trend comparisons should be interpreted with caution. All modified questions and response options are clearly flagged as 'modified trends' with comprehensive footnotes detailing the changes and their implications for comparisons across the two waves. The term percentage point is used when comparing two different percentages (the abbreviation is pp). Year-on-year differences are calculated from percentages rounded to the nearest integer.
4. Survey results are subject to sampling tolerances meaning that not all apparent differences between groups, countries or years 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.
5. Response percentages exceed 100% if the question allowed respondents to select multiple responses.
6. In this report, countries are referred to by their official abbreviation, as shown below.

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

Key findings

Digital technologies at the workplace

Most common types of digital technologies used in the workplace

- Overall, across the EU, 90% of **workers report using at least one of the digital technologies listed in the survey.** The most commonly used digital technologies are **laptops, tablets, smartphones or other portable computer devices that connect to the internet**, mentioned by 78% of workers across the EU. **Desktop computers** rank second, with 61% of workers indicating their use.
- Additionally, across the EU, 32% of workers report **using one or more advanced digital technologies**. More specifically, 18% use **software or tools powered by artificial intelligence** (e.g. data analysis tools, chatbots, virtual assistants, predictive analytics tools, machine learning models) and 13% use **wearable devices**, such as smart watches, smart glasses, activity trackers or other (embedded) sensors. A smaller proportion of workers report using advanced robotic technologies for work: 6% use **machines or robots that can think and make decisions** (e.g. powered by artificial intelligence) and 3% **interact with robots** in their work.

Allocating, monitoring and evaluating work via digital devices

- Over one in four workers across the EU (27%) report that their organisation uses digital technologies to **automatically allocate tasks, working time or shifts to them**. Similarly, 26% indicate that digital technologies are being used for **performance ratings by third parties** (e.g. customers, colleagues, patients) and another 26% mention **automated instructions or directions to complete their work**. One in four workers (25%) mention the use of digital technologies for **supervision or monitoring of their work and behaviour.** Regarding environmental and health monitoring, about one in six (18%) say that digital devices are used to **track noise, chemicals, dust, gases, etc. in their working environment**; a much smaller proportion (7%) report the use of such technologies for **monitoring their heart rate, blood pressure, and posture**.

Digital platform workers

- Across the EU, the share of workers who earned **at least part of their income working for a digital platform in the last 12 month is 5%** (3% 'most of their income' and 2% 'part of their income').

Remote, hybrid and on-site: primary work location

- A majority of workers across the EU (68%) worked most of the time at **their employer's/own business' premises (office, factory, shop, school, etc.)** in the 12 months prior to the fieldwork.
- Smaller proportions have worked most of the time in the past 12 months **from their own home** (13%), from **clients' premises** (7%), at an **outside site** (e.g. construction site, agricultural field, streets of a city) (5%), in **a car or another vehicle** (e.g. train, bus) (4%) or in **public spaces** such as coffee shops, airports etc. (2%).

OSH risks related with the use of digital technologies

- Nearly half of workers in the EU (48%) report that **the use of digital technologies in their workplace determines the speed or pace of their work**. Three in ten (30%) indicate that these technologies result in them **working in isolation** and a slightly lower share (28%) mention **an increase in their workload** due to the use of digital technologies.
- Less than two in ten workers say that digital technologies in their workplace reduce the **opportunities to use their knowledge and skills** (19%) or their **ability to make decisions about the methods they use or the ways they do their work** (16%). A much smaller

proportion of workers (9%) indicate that digital technologies **make their job tasks seem trivial or useless**.

Psychosocial risk factors and mental health in the workplace

Psychosocial risk factors

- More than four in ten workers across the EU (44%) report that they are exposed to **severe time pressure or overload of work**. About one in three (34%) report a **lack of rewards** (e.g. pay, career opportunities, recognition) for all the efforts they put in their job, followed by 29% who are exposed to **poor communication or cooperation within their organisation.**
- Smaller proportions of workers report being exposed to a **lack of autonomy or lack of influence** over the work pace or work processes (17%) and **violence or verbal abuse** from customers, patients, pupils, etc. (16%). Nearly one in ten workers (8%) report being exposed to **harassment or bullying** at work.

Perceptions about job insecurity

- When asked about job insecurity, another important psychosocial risk factor, 16% of **workers** in the EU agree that they **might lose their job within the next six months.** The vast majority of EU workers (82%) do not share this concern about potential job loss in the immediate future.

Speaking about mental health in the workplace

- Workers across the EU are divided in their views whether disclosing **a mental health condition would have a negative impact on their career**: 48% ‘strongly agree’ or ‘agree’ that this could be the case, while another 48% ‘strongly disagree’ or ‘disagree’. That said, close to six in ten workers **would feel comfortable speaking to their manager or supervisor about their mental health** (19% ‘strongly agree’ and 39% ‘agree’).

Initiatives to address stress and mental health issues in the workplace

- A slim majority of workers across the EU (53%) report that **awareness raising, information or training** on well-being and coping with stress are available in their workplace. **Consultation of workers about stressful aspects of work** is mentioned by 45% of workers and **access to counselling or psychological support** by 40% of workers. More than one in three workers (35%) answer that there are **other measures** to address stress at work, such as changes in work organisation, setting priorities and better communication, available at their workplace.

Climate change and safety and health at work

Exposure to climate change-related risks factors

- Across the EU, one-third of workers (33%) report being **exposed at work to at least one climate change-related risks factor**. More specifically, 20% of workers report exposure to **extreme heat** (either indoors or outdoors) and 19% to **air quality issues** such as pollen, dust, or smoke (either indoors or outdoors). Lower shares of workers report being affected by **intense sun exposure** (12%) or **extreme weather-related events** (e.g. floods, wildfires, droughts, or hurricanes) (9%).

Concerns about climate change and safety and health at work

- Three in ten workers agree when asked whether they are **worried that climate change-related issues (e.g. extreme heat or extreme weather events) can impact their safety and health at work** (8% 'strongly agree' and 23% 'agree'). In contrast, 68% disagree with this statement (41% 'disagree' and 27% 'strongly disagree').
- A smaller proportion of workers agree that they are **afraid that their current job and tasks will change as a result of measures introduced to prevent climate change-related risks'** (4% 'strongly agree' and 14% 'agree'), while a vast majority (80%) disagree with this statement (45% 'disagree' and 35% 'strongly disagree').

Preventive measures to address the effects of climate change at work

- **Adjustments to the organisation of work** (e.g. flexible working time, regular breaks, job rotation) is the most common measure to prevent heat stress and climate change-related risks at work, with 58% workers mentioning this measure. Three in ten workers (30%) mention **information and training about how to handle heat and other climate change-related risks in their job**. **Consultation of workers about climate change-related concerns** is the least common measure, with 25% of workers indicating this is available in their workplace.
- More than half of the workers (54%) report that **other measures** to protect workers from heat and climate change-related risks (e.g. thermal insulation, cooling systems, climate-appropriate personal protective equipment) are available in their workplace.

Worker's health status

- Of the nine health issues covered in the survey, workers mention **overall fatigue** most frequently (37%), followed by **headaches and eyestrain** (35%), **stress, depression or anxiety** (29%) and **bone, joint or muscle problems or pain** (28%).
- **Infectious diseases**, including COVID-19, are selected by 15% of workers as a health problem experienced in the past 12 months and caused or made worse by their work. Less than one in ten workers experienced **heat-related symptoms or illnesses** such as dizziness, cramps, exhaustion or stroke (7%), **accident or injuries** (6%) and **sunburn** (3%). The item 'another health problem related to your work' is mentioned by 6% of workers.

1 Digital technologies in the workplace

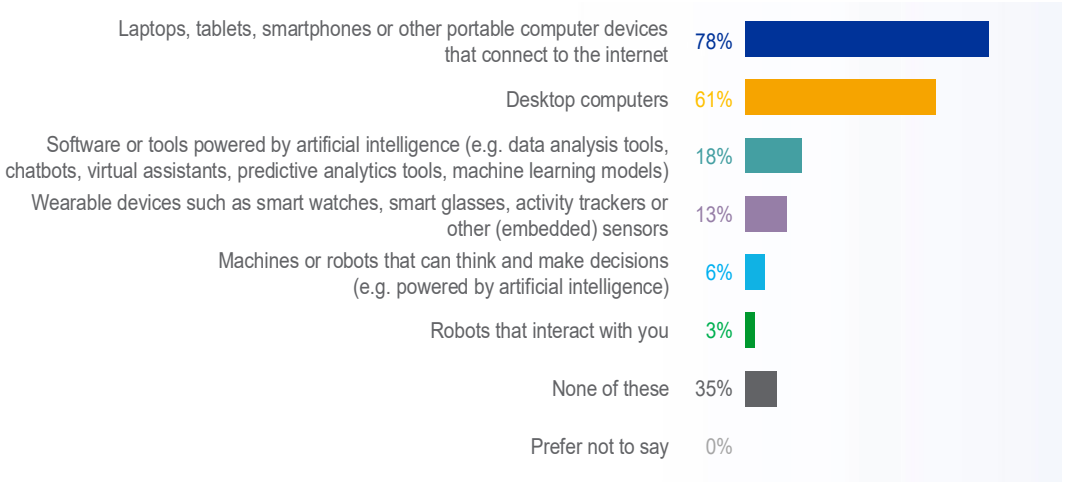
This section looks at the usage of digital technologies in the workplace, whether such technologies are used to allocate, monitor and evaluate work performed by workers, and the related implications in terms of occupational safety and health (OSH).

1.1 Most common types of digital technologies used in the workplace

When asked about the **digital technologies they use for their main job**, workers are presented with a list of six types of technologies. As displayed in Figure 1, the most used digital technologies are **laptops, tablets, smartphones or other portable computer devices that connect to the internet**, selected by 78% of workers across the EU. **Desktop computers** rank second, with 61% of workers indicating their use.

About one in six workers (18%) use **software or tools powered by artificial intelligence** (e.g. data analysis tools, chatbots, virtual assistants, predictive analytics tools, machine learning models). This is followed by **wearable devices**, such as smart watches, smart glasses, activity trackers or other (embedded) sensors, selected by 13% of workers. A smaller proportion of workers report using advanced robotic technologies for work: 6% use **machines or robots that can think and make decisions** (e.g. powered by artificial intelligence) and 3% **interact with robots** in their work.

Figure 1: Question DX7 – Do you use any of the following digital technologies for your main job? (Multiple answers allowed, %EU27)



Base: all respondents, EU27 (n=25,688)

Compared to the previous wave of the OSH Pulse conducted in April-May 2022,[1] an increase of four percentage points is observed for the use of laptops, tablets, smartphones or other portable computer devices that connect to the internet.[2] Additionally, the use of wearable devices, such as smart watches, smart glasses, activity trackers or other (embedded) sensors has increased by two percentage points. Lastly, the proportion of workers using desktop computers, machines or robots that can think and

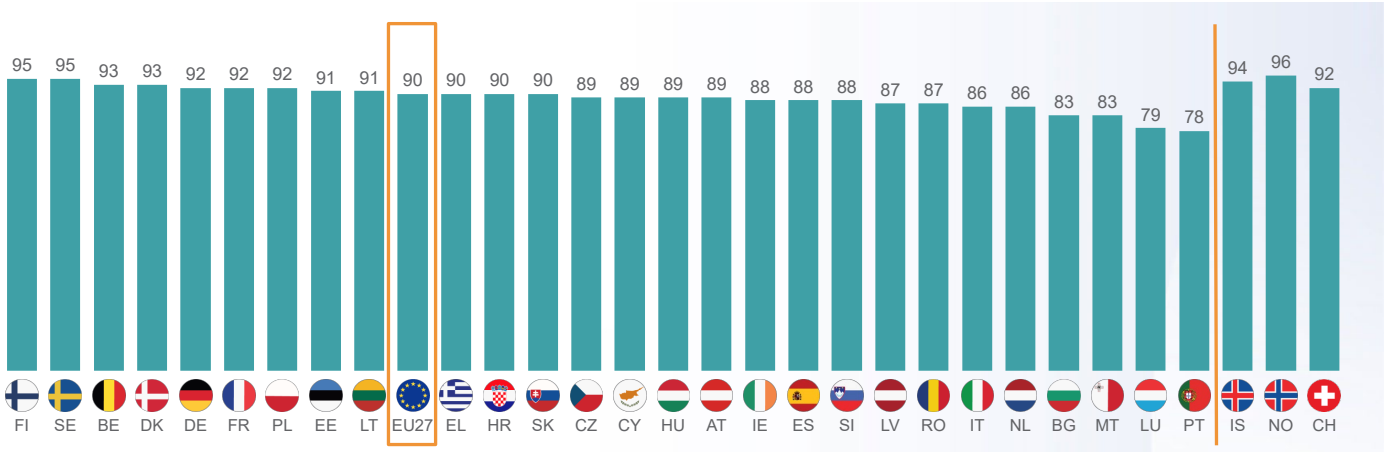
[1] When interpreting changes in trends compared to April-May 2022 for this question, it needs to be considered that this is a modified trend. While the core question remains the same, one item was deleted (*'Broadband technology to access the Internet'*) three items were modified and one item was added (*'Software or tools powered by artificial intelligence (e.g. data analysis tools, chatbots, virtual assistants, predictive analytics tools, machine learning models)'*). Moreover, the question stem in 2022 was as follows: *Do you use any of the following digital devices for your main job?* These modifications may affect direct comparisons between the waves of the survey

[2] The response option in April-May 2022 was *'Laptops, tablets, smartphones or other portable computer devices'.*

make decisions (e.g. powered by artificial intelligence)[3] and robots that interact with workers has remained stable.

Overall, across the EU, 90% of **workers report using at least one of the digital technologies listed in the survey.** Across the countries surveyed, this proportion ranges from a minimum of 78% in Portugal and 79% in Luxembourg to a maximum of 95% in Finland and Sweden and 96% in Norway. Additionally, across the EU, 32% of workers report **using one or more advanced digital technologies**.[4] The share of workers reporting using advanced digital technologies for their main job is highest in Denmark (48%) and lowest in Portugal (17%).

Figure 2: Question DX7 – Do you use any of the following digital technologies for your main job? (% using one or more digital technologies, by country; EU27 and IS, NO, CH)



Base: all respondents (n=28,220)

The proportion of workers using digital devices at work varies by **occupation**: 81% of skilled, semi-skilled and unskilled manual workers and farm workers use at least one of the digital technologies listed in the survey; this figure rises to 91% for clerical, sales and service occupations and 93% for professional, technical and higher administrator occupations.

Digital devices are utilised across **all types of businesses and activity sectors**. For instance, 92% of workers in large companies (250+ employees) use digital devices for their main job, whilst this figure is lower – at 88% - in micro companies (<10 employees). Across activity sectors, usage ranges from 85% in agriculture, horticulture, forestry or fishing to 94% in information and communication technology; finance; professional, scientific or technical services.

[3] The response option in April-May 2022 was *' Machines or robots that can think and make decisions (e.g. powered by artificial intelligence) '.*

[4] Advanced digital technologies: software or tools powered by artificial intelligence, wearable devices, machines or robots that can think and make decisions, robots that interact with workers

Table 1: Question DX7 – Do you use any of the following digital technologies for your main job? (% using one or more digital technologies, by type of occupation, workplace size and sector of activity; EU27)

	% of workers using one or more digital technologies
EU27	90
Type of occupation	
Professional, technical or higher administrator occupations	93
Clerical, sales or service occupations	91
Skilled, semi-skilled or unskilled workers (incl. farm workers)	81
Workplace size	
<10 employees	88
10-49 employees	89
50-249 employees	90
250+ employees	92
Sector of activity	
Administration and support services, including public administration and defence	91
Agriculture, horticulture, forestry or fishing	85
Supply of gas, electricity or water, mining or quarrying	91
Manufacturing or engineering	89
Construction or building	86
Commerce, transport, accommodation or food services	88
Information and communication technology; finance; professional, scientific or technical services	94
Services relating to education	93
Services relating to health or social care	89
Social, cultural, personal and any other services	86

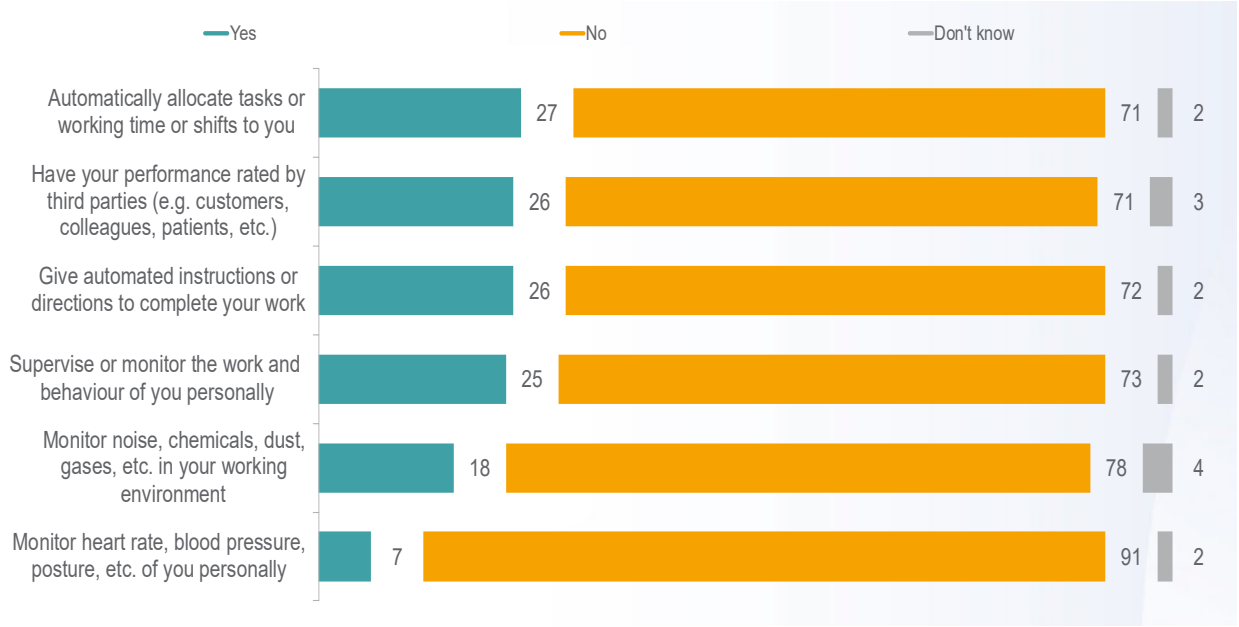
Base: all respondents, EU27 (n=25,688)

1.2 Allocating, monitoring and evaluating work via digital devices

Figure 3 shows that over one in four workers (27%) report that their employer uses digital technologies to **automatically allocate tasks, working time or shifts to them**. Similarly, 26% indicate these technologies are used for **performance ratings by third parties** (e.g. customers, colleagues, patients) and another 26% mention **automated instructions or directions to complete their work**. One in four workers (25%) mention the use of digital technologies for **supervision or monitoring of their work and behaviour.** Regarding environmental and health monitoring, about one in six (18%) say that digital devices are used to **track noise, chemicals, dust, gases, etc. in their working environment**; a much smaller proportion (7%) report the use of such technologies for **monitoring their heart rate, blood pressure, and posture**.

Compared to the previous wave of the survey conducted in April-May 2022,[5] the overall results are largely stable. Nonetheless, the share of workers reporting that their employer uses digital technologies to automatically allocate tasks or working time or shifts has decreased by three percentage points (from 30% to 27%).

Figure 3: Question A2 – To your knowledge, does the organisation where you work use digital technologies to…? (%; EU27)



Base: all respondents, EU27 (n=25,688)

The use of digital technologies in workplaces **varies significantly across countries**, as displayed in Table 2. The share of workers saying that their employer uses digital technologies to **automatically allocate tasks, working time or shifts to them** ranges from 11% in Czechia to 37% in the Netherlands. Compared to April-May 2022, the share of workers reporting this has decreased in most countries. The largest declines are observed in Iceland (-18 pp, from 30% to 12%), Lithuania (-14 pp, from 42% to 28%), Hungary (-13 pp, from 31% to 18%) and Slovakia (-13% pp, from 32% to 19%).

[5] When interpreting changes in trends compared to April-May 2022 for this question, it needs to be considered that this is a modified trend. While the core question remains the same, one item was added (*'Give automated instructions or directions to complete your work'*). Moreover, the question stem in 2022 was as follows: *To your knowledge, does the organisation where you work use digital devices such as a tablet, smartphone, computer, laptop, app or sensor to…?* These modifications may affect direct comparisons between the waves of the survey.

Czechia also has the lowest share of workers using digital technologies that record **performance ratings by third parties (e.g. customers, colleagues, patients, etc.)** (18%), while Latvia has the highest share (43%). Compared to the previous wave, the share of workers reporting the use of digital technologies for this purpose has slightly declined in most countries, with the largest drops observed in Hungary (-11 pp from 38% to 27%) and Slovenia (-10 pp, from 33% to 23%).

The highest share of workers indicating that, in their workplace, digital technologies are used to give **automated work instructions or directions to workers to complete their work**[6] is observed in Romania (35%), closely followed by Italy, Lithuania, Malta and the Netherlands (all 33%). Conversely, the lowest shares reporting the use of digital technologies for this purpose are found again in Czechia (11%) and Iceland (12%).

The share of workers reporting that digital technologies are used for **supervision or monitoring of their work and behaviour** is highest in Malta (46%), followed by Bulgaria, Ireland and the Netherlands (40% each). In contrast, Norway (12%) and Iceland (10%) are found at the lower end of the country ranking. Compared to April-May 2022, the proportion of workers reporting that their employer uses digital technologies for supervision and monitoring purposes has significantly increased in Italy (+5 pp, from 20% to 25%) and Romania (+5 pp, from 26% to 31%). In ten countries, on the other hand, this share has declined, with the largest decreases observed in Slovakia (-10 pp, from 29% to 19%) and Estonia (-9 pp, from 30% to 21%).

The use of digital technologies for **monitoring of noise, chemicals, dust, gases, etc. in the working environment** is highest in Malta (33%), Netherlands (33%), Austria (32%) and Luxembourg (31%), while it is lowest in Greece (12%), Czechia (13%), Germany (13%), Poland (14%) and Sweden (14%). Compared to April-May 2022, the usage of digital technologies for monitoring of noise, chemicals, dust, gases, etc. has increased in Lithuania (+4 pp, from 19% to 26%), while it has decreased in Belgium (-7 pp, from 26% to 19%), Romania (-7 pp, from 24% to 17%) and Hungary (-5 pp, from 24% to 19%).

Luxembourg and the Netherlands are found at the high end of the country ranking for the use of digital technologies to **monitor heart rate, blood pressure, posture, etc.**, which is reported by 21% of workers in both countries. In most other countries, this share is less than 10%, ranging from 3% in Denmark, France and Norway to 16% in Austria. Compared to the previous wave, this type of usage of digital technologies in the workplace has slightly increased in Belgium, Czechia, Spain and Latvia (between +2 and +4 pp), while it has decreased in Finland, the Netherlands, Romania and Slovenia (between -3 and -7 pp).

[6] The response option *'Give automated instructions or directions to complete your work'* was newly introduced in the current wave of the OSH Pulse.

Table 2: Question A2 – To your knowledge, does the organisation where you work use digital technologies to…? (% 'yes' by country; EU27 and IS, NO, CH)

	Automatically allocate tasks or working time or shifts to you	Have your performance rated by third parties (e.g. customers, colleagues, patients, etc.)	Give automated instructions or directions to complete your work	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	27	26	26	25	18	7
BE	29	27	22	20	19	7
BG	17	30	23	40	19	12
CZ	11	18	11	14	13	5
DK	22	26	21	18	15	3
DE	25	20	25	16	13	8
EE	15	28	15	21	20	4
IE	30	21	15	40	22	15
EL	20	36	26	26	12	10
ES	32	33	31	34	25	11
FR	29	24	25	24	15	3
HR	21	24	25	28	20	7
IT	28	25	33	25	18	4
CY	22	35	29	22	15	10
LV	28	43	28	31	29	9
LT	28	36	33	26	19	7
LU	35	26	21	38	31	21
HU	18	27	16	28	19	7
MT	35	36	33	46	33	13
NL	37	21	33	40	33	21
AT	33	25	21	23	32	16
PL	21	33	19	23	14	4
PT	32	34	30	36	29	13
RO	31	31	35	31	17	8
SI	14	23	19	20	18	5
SK	19	28	16	19	16	5
FI	29	21	27	30	18	4
SE	15	22	16	17	14	4
IS	12	20	12	10	17	7
NO	20	27	18	12	21	3
CH	29	26	28	23	17	11

Note: The higher the proportion of 'yes' responses, the **darker green** the cell. The response with the highest proportion of 'yes' response in each country is shown in **orange**.

Base: all respondents (n=28,220)

When looking at a number of characteristics such as employment status, type of occupation, size of the workplace or economic sector, there are notable differences in how digital technologies are used to manage and monitor work processes.

Self-employed workers are less likely to report that digital technologies are used to supervise or monitor their work and behaviour (22% vs 25% of employees on permanent contracts and 28% of temporary workers), to automatically allocate tasks, working time or shifts (24% vs 27% of permanent workers and 31% of temporary workers) and to give automated instructions or directions to complete their work (21% vs 26% of permanent workers and 28% of temporary workers).

Supervising or monitoring work and behaviour with digital technologies is most common for **skilled, semi-skilled or unskilled manual workers and farm workers** (30%) when compared to workers in clerical, sales or service occupations (24%) and workers in professional, technical or higher administrator jobs (23%). A similar pattern is observed regarding the automatic allocation of tasks or working time or shifts (30% vs 26%). Skilled, semi-skilled or unskilled manual workers and farm workers are also more likely to report that in their workplace digital technologies are used to monitor noise, chemicals, dust, gases, etc. in their working environment (24% compared to 16% of workers in clerical, sales or service occupations and 17% of professional, technical and higher administrator workers) and to monitor their heart rate, blood pressure, posture, etc. (11% vs 6% of clerical, sales or service workers and 7% of professional, technical and higher administrator workers).

Table 3: Question A2 – To your knowledge, does the organisation where you work use digital technologies to…? (% 'yes' by employment status and type of occupation; EU27)

	Automatically allocate tasks or working time or shifts to you	Have your performance rated by third parties (e.g. customers, colleagues, patients, etc.)	Give automated instructions or directions to complete your work	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	27	26	26	25	18	7
Employment status						
Self-employed	24	25	21	22	17	9
Employee with permanent contract	27	25	26	25	18	7
Employee with temporary contract	31	26	28	28	20	9
Type of occupation						
Professional, technical or higher administrator occupations	26	25	25	23	17	7
Clerical, sales or service occupations	26	26	26	24	16	6
Skilled, semi-skilled or unskilled workers (incl. farm workers)	30	27	28	30	24	11

Base: all respondents (n=28,220)

The smaller the **size of the workplace**, the less common is the use of digital technologies to give automated instructions or directions to complete work. This practice is least commonly reported by workers in micro companies (<10 employees), where 22% report such use; the share then increases to 28% in larger companies (250+ employees). A similar pattern is observed for the use of digital technologies to monitor environmental factors such as noise, chemicals, dust and gases. In workplaces

with fewer than 10 employees, only 15% of workers report such monitoring; this figure reaches 21% in workplaces with 250 or more employees.

The **manufacturing or engineering sector** shows the highest use of digital technologies to monitor environmental factors such as noise, chemicals, dust and gases, with 27% of workers reporting this practice. In contrast, workers in services relating to education report the lowest use of such technologies, with only 14% indicating their workplace employs digital monitoring for environmental factors.

Table 4: Question A2 – To your knowledge, does the organisation where you work use digital technologies to…? (% 'yes' by workplace size and sector of activity; EU27)

	Automatically allocate tasks or working time or shifts to you	Have your performance rated by third parties (e.g. customers, colleagues, patients, etc.)	Give automated instructions or directions to complete your work	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	27	26	26	25	18	7
Workplace size						
<10 employees	24	24	22	23	15	8
10-49 employees	26	25	26	25	18	7
50-249 employees	28	26	26	25	18	7
250+ employees	28	28	28	26	21	7
Sector of activity						
Administration and support services, including public administration and defence	28	24	24	21	17	6
Agriculture, horticulture, forestry or fishing	22	28	24	28	18	9
Supply of gas, electricity or water, mining or quarrying	33	26	26	25	23	5
Manufacturing or engineering	25	26	25	25	27	7
Construction or building	25	23	22	21	20	9
Commerce, transport, accommodation or food services	27	28	27	30	17	8
Information and communication technology; finance; professional, scientific or technical services	26	25	28	24	18	8
Services relating to education	23	25	26	22	14	8
Services relating to health or social care	30	28	27	25	16	8
Social, cultural, personal and any other services	28	27	26	25	18	7

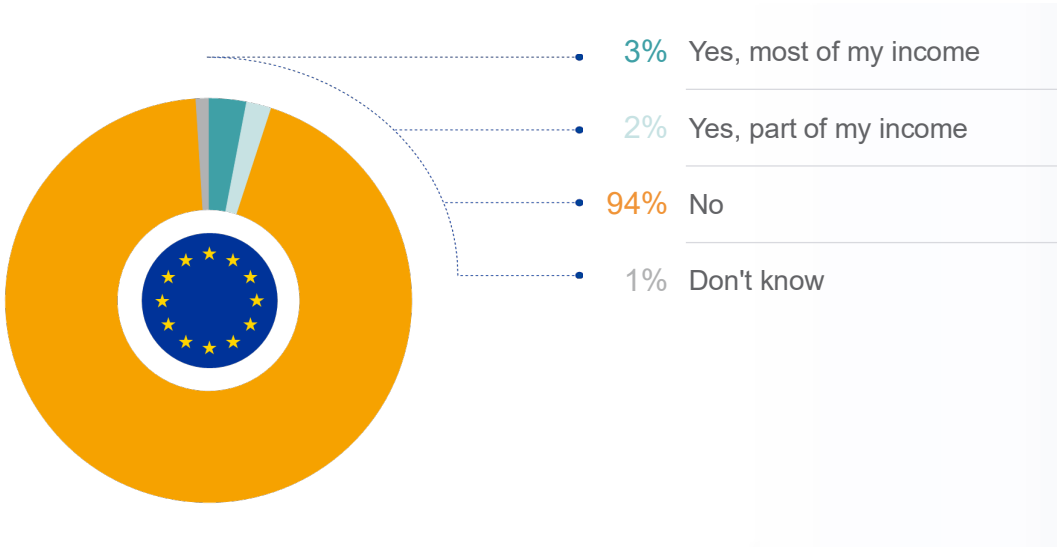
Base: all respondents (n=28,220)

1.3 Digital platform workers

Digital technologies make new forms of work, such as digital platform work, possible. In the OSH Pulse, workers are asked whether in the last 12 months, they have earned most or at least part of their income working for a digital platform (e.g. Upwork, Freelancer, Clickworker, PeoplePerHour, Uber, Deliveroo, Handy, TaskRabbit and others). **Across the EU, the share of workers who earned at least part of their income working for a digital platform in the last 12 month is 5%** (3% 'most of their income' and 2% 'part of their income'). At the individual country level, the share of workers who earned at least part of their income working for a digital platform in the last 12 months varies between 1% in France and 18% in Malta.

Compared to the previous wave of the OSH Pulse conducted in April-May 2022, the overall share of workers reporting having worked on digital platforms has remained stable.

Figure 4: Question DX5e – In the last 12 months, have you earnt 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)? (%EU27)



Base: all respondents, EU27 (n=25,688)

As shown in Table 5, workers who earned part or most of their income from digital platforms in the last 12 months report higher rates of **use of digital technology** for work allocation, instruction, monitoring and evaluation. Specifically, 33% of workers who earned most of their income from digital platforms and 28% of those who earned part of their income are automatically allocated tasks, working time or shifts, compared to the EU average of 26%. Similarly, 34% of workers who earned most of their income from digital platforms receive automated instructions or directions to execute their work, versus the EU average of 26%. These results remain largely stable compared to the previous survey wave conducted in April-May 2022.

Table 5: Question A2 – To your knowledge, does the organisation where you work use digital technologies to…? (% 'yes' by type of platform workers; EU27)

	Automatically allocate tasks or working time or shifts to you	Have your performance rated by third parties (e.g. customers, colleagues, patients, etc.)	Give automated instructions or directions to complete your work	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	27	26	26	25	18	7
Platform workers						
Yes, for most of their income	33	30	26	27	15	9
Yes, for part of their income	28	30	34	29	27	12

Base: all respondents, EU27 (n=25,688)

As will be discussed in Section 1.5, digital platform workers also report **higher exposure to various OSH risks** associated with the use of digital technologies for work. Compared to non-platform workers, they are more likely to experience decreased autonomy, increased workload and isolation. These risks stem directly from the nature of digital platform work and its reliance on technology-driven task allocation and management.

1.4 Remote, hybrid and on-site: primary work location

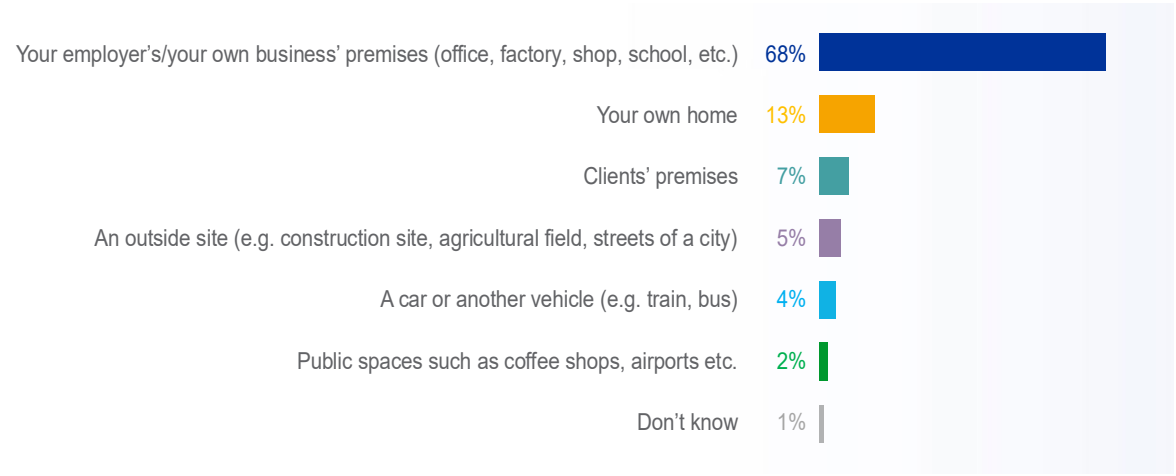
Digital technologies enable also work carried out remotely or in a hybrid format, obviously in addition to work executed at the employer's (or own, in case of self-employed workers) premises. OSH Pulse respondents are therefore surveyed about their primary work location and asked where they worked most of the time over the last 12 months.

About two thirds of workers across the EU (68%) worked most of the time at **their employer's/own business' premises (office, factory, shop, school, etc.)** in the 12 months prior to the fieldwork.

Smaller proportions of workers report having worked most of the time in the past 12 months from **their own home** (13%), from **clients' premises** (7%), at an **outside site** (e.g. construction site, agricultural field, streets of a city) (5%), in **a car or another vehicle** (e.g. train, bus) (4%) or in **public spaces** such as coffee shops, airports etc. (2%).

Compared to the previous wave of the OSH Pulse conducted in April-May 2022, the overall share of workers mentioning to have worked most of the time at their employer's/own business' premises (office, factory, shop, school, etc.) over the last 12 months has increased by three percentage points (from 65% to 68%). Conversely, the share mentioning having worked from their own home has decreased by four percentage points (from 17% to 13%).

Figure 5: DX6 – In which of the following locations have you worked most of the time over the last 12 months?
(Multiple answers allowed, % EU27)



Base: all respondents, EU27 (n=25,688)

In all countries surveyed, most workers report having worked most of the time **at their employer's/own business' premises (office, factory, shop, school, etc.).** However, there is notable variation across the countries. At least eight in ten workers worked from this location in Norway (80%), Denmark and Iceland (81%), and Cyprus (83%). In contrast, this figure is lowest in Austria (57%) and Ireland (53%). Since April-May 2022, in 11 countries, the proportion of those having worked most of the time at their employer's/own business' premises has increased. The largest increases are observed in Sweden (+18 pp, from 56% to 74%), Norway (+12 pp, from 68% to 80%) and Belgium (+11 pp. from 61% to 72%).

Ireland has the highest proportion of workers (27%) who have worked most of the time **from their own home** in the 12 months prior to the survey. In the other countries surveyed, this proportion ranges from 3% to 5% in Cyprus, Iceland and Norway, to 20% in Portugal. In almost all countries, the proportion reporting having worked from their own home has decreased compared to April-May 2022, when working from home was still very common in the aftermath of the COVID-19 pandemic.

In all countries surveyed, the following work locations are mentioned by less than 15% of workers:

- **clients' premises** (reported by between 3% of workers in Croatia and 13% in the Netherlands)
- **an outside site** (e.g. construction site, agricultural field, streets of a city) (from 2% in Denmark to 13% in Croatia)
- **a car or another vehicle** (e.g. train, bus) (from 1% in Malta to 6% in Spain and Switzerland)
- **public spaces** such as coffee shops, airports etc. (from 0% in Iceland to 6% in Ireland).

The analysis presented in Table 6 shows that **female workers** are more likely to have worked most of the time in the past 12 months at their employer's/own business' premises compared to men: 72% of female workers mention this location, compared to 65% of male workers.

When examining differences by **employment status**, employees – either on a permanent or a temporary contract - are more likely to have worked most of the time at their employer's premises (69% and 70% respectively) compared to the self-employed, who tend to have worked less frequently at their own business' premises (59%). Self-employed workers are more likely to have worked most of the time from their own home especially compared to employees with a temporary contract (16% vs 11%).

Looking at **occupations**, professional, technical or higher administrator occupations show the highest proportion having worked at their employer's/own business' premises (72%) compared to skilled, semi-skilled or unskilled workers (including farm workers) (61%).

Table 6: Question DX6 – In which of the following locations have you worked most of the time over the last 12 months? (% by gender, employment status and type of occupation; EU27)

	Your employer's/your own business' premises (office, factory, shop, school, etc.)	Clients' premises	A car or another vehicle (e.g. train, bus)	An outside site (e.g. construction site, agricultural field, streets of a city)	Your own home	Public spaces such as coffee shops, airports etc.
EU27	68	13	7	5	4	2
Gender						
Male	65	13	8	7	5	2
Female	72	13	7	3	2	2
Employment status						
Self-employed	59	16	11	8	4	2
Employee with permanent contract	70	13	6	5	3	2
Employee with temporary contract	69	11	8	5	3	3
Type of occupation						
Professional, technical or higher administrator occupations	72	14	6	5	2	1
Clerical, sales or service occupations	68	14	8	4	3	2
Skilled, semi-skilled or unskilled workers (incl. farm workers)	61	9	9	10	7	3

Base: all respondents, EU27 (n=25,688)

Workers employed in larger companies are more likely to have worked most of the time in the past 12 months at their employers' premises compared to those in micro companies. Among workers in **medium and large companies** (50-249 employees and 250+ employees), 69% and 71% respectively report having worked at their employer's premises. In contrast, among those working in micro companies (<10 employees), 63% report that they worked most of the time at their employer's/own business' premises.

Workers' likelihood of having worked most of the time at their employer's/own business' premises also varies across **activity sectors**. Those in services relating to education are most likely to have worked at their employer's premises, with 76% reporting this arrangement. They are followed closely by workers in three other sectors: administration and support services (including public administration and defence), manufacturing or engineering, and services relating to health or social care (all 72%). In comparison, workers in agriculture, horticulture, forestry or fishing and in construction or building are the least likely to have worked most of the time at their employer's/own business' premises, but they are the most likely to have worked in an outside site (16% and 14% respectively). The information and communication technology, finance, professional, scientific or technical services sector shows the highest proportion of workers having worked from home (19%), followed by social, cultural, personal and any other services (16%); this share is lower in all other sectors (between 10% and 13%).

Table 7: Question DX6 – In which of the following locations have you worked most of the time over the last 12 months? (% by workplace size and sector of activity; EU27)

	Your employer's/your own business' premises (office, factory, shop, school, etc.)	Clients' premises	A car or another vehicle (e.g. train, bus)	An outside site (e.g. construction site, agricultural field, streets of a city)	Your own home	Public spaces such as coffee shops, airports etc.
EU27	68	13	7	5	4	2
Workplace size						
<10 employees	63	13	10	8	4	2
10-49 employees	69	12	7	6	3	2
50-249 employees	71	12	6	5	3	2
250+ employees	69	15	5	4	4	2
Sector of activity						
Administration and support services, including public administration and defence	72	13	7	4	2	1
Agriculture, horticulture, forestry or fishing	57	11	7	16	4	3
Supply of gas, electricity or water, mining or quarrying	64	12	12	8	3	1
Manufacturing or engineering	72	13	6	4	3	1
Construction or building	58	10	12	14	4	2
Commerce, transport, accommodation or food services	66	11	7	5	9	2
Information and communication technology; finance; professional, scientific or technical services	68	19	6	4	2	1
Services relating to education	76	11	6	3	2	2
Services relating to health or social care	72	11	9	3	2	2
Social, cultural, personal and any other services	63	16	8	6	3	3

Base: all respondents, EU27 (n=25,688)

1.5 OSH risks related with the use of digital technologies

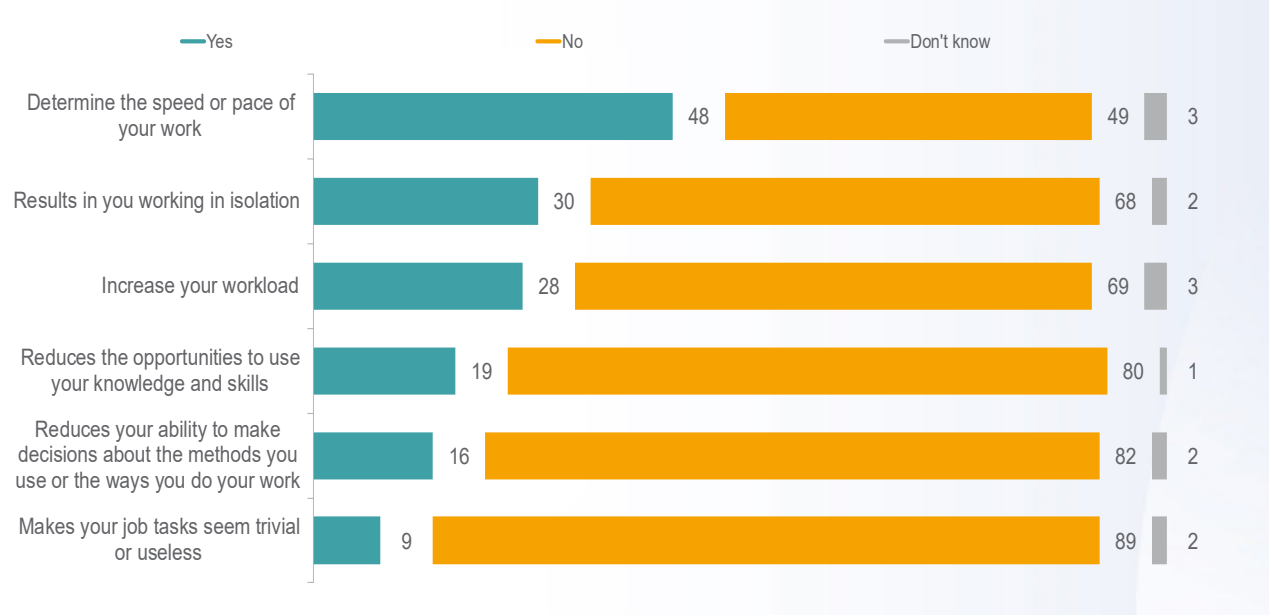
The OSH Pulse survey investigates also the implications in terms of OSH related to the use of digital technologies – in terms of workers' workload, speed or pace of work, autonomy at work, surveillance in the workplace and worker's isolation.

Nearly half of workers in the EU (48%) report that **the use of digital technologies in their workplace determines the speed or pace of their work.** Three in ten (30%) indicate that these technologies **result in them working in isolation** and a slightly lower share (28%) mention an **increase in their workload**.

Less than two in ten workers say that digital technologies in their workplace **reduce the opportunities to use their knowledge and skills** (19%) or their **ability to make decisions about the methods they use or the ways they do their work** (16%)**.** A much smaller proportion of workers (9%) indicate that digital technologies **make their job tasks seem trivial or useless.**

Compared to the previous wave of the OSH Pulse conducted in April-May 2022, [7] the most substantial change is seen in the share of workers reporting that digital technologies have resulted in them working in isolation; this share has decreased by 14 percentage points (from 44% to 30%).[8] There has also been a decline, albeit to a lesser extent, in the share of workers reporting that digital technologies have increased their workload (-5 pp, from 33% to 28%) and in the share reporting that digital technologies determine the speed or pace of their work (-4 pp, from 52% to 48%). This could be due to a return to normality following the post-pandemic period, in which remote work, extended working hours and intensive use of digital technologies went hand-in-hand.

Figure 6: Question A1 – Would you say that the use of digital technologies in your workplace…? (%; EU27)



Base: all respondents, EU27 (n=25,688)

In 17 out of the 30 countries surveyed, a majority of workers say that the use of digital technologies in their workplace **determines the speed of their work**. The proportion of workers sharing this view varies between 32% in Iceland and 70% in Greece. Compared to April-May 2022, several countries have seen a decrease in the share of workers reporting this. The largest changes are observed in Lithuania (-14 pp, from 66% to 52%) and Finland (-13 pp, from 46% to 33%).

About one in two workers in Italy (49%), Ireland (48%) and Malta (48%) indicate that the use of digital technologies **results in them working in isolation.** In contrast, this applies to 5% of workers in Iceland. Compared to the previous survey wave, there is a substantial decrease in all countries in the share of workers who feel that the use of digital technologies in their workplace results in them working in isolation.[9] The largest decreases are observed in Slovenia (-57 pp, from 69% to 12%), Croatia (-40 pp, from 53% to 13%), Germany (-31 pp, from 47% to 16%), Slovakia (-30 pp, from 40% to 10%) and Romania (-29 pp, from 42% to 13%). Again, these trends suggest a return to pre-pandemic work arrangements, with less reliance on digital tools for remote work. The EU average share of workers

[7] When interpreting changes in trends compared to April-May 2022 for this question, it needs to be considered that this is a modified trend. While the core question remains the same, two items were added (*'Makes your job tasks seem trivial or useless'* and *'Reduces the opportunities to use your knowledge and skills'*); one item was removed (*'Increase surveillance of you at work')* and other were modified. Moreover, in the question stem a reference was made to the digital technologies asked about in the preceding question. In the previous wave the question referred to digital technologies in general (and respondents were asked about digital 'devices' earlier in the questionnaire). These modifications may affect direct comparisons between the waves of the survey.

[8] The response option in April-May 2022 was *'Results in you working alone'.*

[9] The response item in the OSH Pulse carried out in April-May 2022 was *'Results in you working alone'.*

reporting to have worked from home most of the time in the last 12 months has declined by four percentage points (see Section 1.4).

In ten countries, at least 30% of workers indicate that that the use of digital technologies **increases their workload**. The highest shares of workers reporting this are observed in Austria (37%) and Ireland (36%), while the lowest one is observed again in Iceland (11%), followed by Estonia (12%) and Czechia (14%). Compared to April-May 2022, in most countries surveyed, the share of workers reporting that the use of digital technologies increases their workload has decreased. The largest drops are observed Belgium (-16 pp, from 38% to 22%), Norway (-15 pp, from 40% to 25%), Romania (-14 pp, from 43% to 29%) and Sweden (-13 pp, from 28% to 15%).

Over three in ten workers in Malta (35%) answer that the use of digital technologies **reduces the opportunities to use their knowledge and skills** at work**.** In comparison, less than one in ten workers say the same in Iceland (4%), Sweden (7%), Estonia and Finland (both 9%).

More than four in ten workers in Malta (44%) report that the use of digital technologies in their workplace **reduces their ability to make decisions about the methods they use or the ways they do their work**. Malta is followed by Ireland, with 31% of workers holding this view; in Iceland and Finland, on the other hand, these figures drop to 5% and 6% respectively.

More the one in five workers in Malta (24%) and Ireland (22%) indicate that the use of digital technologies **makes their job tasks seem trivial or useless.** Lower shares report this in the other countries surveyed, with the proportion ranging from 4% Estonia and Finland to 15% in Austria.

Table 8: Question A1 – Would you say that the use of digital technologies in your workplace…? (% 'yes' by country; EU27 and IS, NO, CH)

	Determine the speed or pace of your work	Results in you working in isolation	Increases your workload	Reduces the opportunities to use your knowledge and skills	Reduces your ability to make decisions about the methods you use or the ways you do your work	Makes your job tasks seem trivial or useless
EU27	48	30	28	19	16	9
BE	44	15	22	20	14	7
BG	59	37	31	22	19	12
CZ	40	32	14	12	7	9
DK	67	25	15	10	10	6
DE	37	16	28	18	15	11
EE	57	29	12	9	9	4
IE	63	48	36	24	31	22
EL	70	30	23	17	17	11
ES	48	32	35	26	14	9
FR	54	30	30	17	16	12
HR	55	13	22	14	9	7
IT	57	49	31	22	16	8
CY	67	26	17	16	14	9
LV	49	16	16	11	8	7
LT	52	25	17	11	8	7
LU	52	44	33	20	26	13

	Determine the speed or pace of your work	Results in you working in isolation	Increases your workload	Reduces the opportunities to use your knowledge and skills	Reduces your ability to make decisions about the methods you use or the ways you do your work	Makes your job tasks seem trivial or useless
HU	57	36	16	10	9	5
MT	54	48	33	35	44	24
NL	51	42	34	25	25	5
AT	55	44	37	15	24	15
PL	43	46	22	22	26	5
PT	57	39	27	29	16	14
RO	38	13	29	16	15	9
SI	41	12	33	14	8	8
SK	46	10	17	12	10	9
FI	33	11	28	9	6	7
SE	39	12	15	7	11	4
IS	32	5	11	4	5	6
NO	51	22	25	13	12	11
CH	44	19	22	17	16	12

Note: The higher the proportion of 'yes' responses, the **darker green** the cell. The response with the highest proportion of 'yes' responses in each country is shown in **orange**.

Base: all respondents (n=28,220)

As displayed in Table 9, workers with both the **highest and lowest levels of education** are more likely to indicate that the use of digital technologies determines the speed or pace of their work: 51% of those who completed their education aged 15 or younger and 50% of those who completed their education aged 20 or older mention this impact, compared to 43% of those who completed their education aged 16 to 19. Concerning the risk of working in isolation due to the use of digital technologies, 36% of those with the lowest level of education report it, compared to 28% of those with a medium level of education and 31% of those with the highest level of education. A similar pattern is observed regarding the risk of increased workload: 31% of those who left education aged 15 or younger report that digital technologies increase their workload, compared to 27% of those who left education aged 20 or older.

Self-employed workers are slightly more likely to say that the use of digital technologies in their workplace results in them working in isolation (34% vs 29% of employees with a permanent contract). Furthermore, when looking at **occupation categories**, it emerges that 49% of professional, technical or higher administrator occupations and 48% of clerical, sales or service occupations report that the use of digital technologies determines the speed of their work, compared to 44% of skilled, semi-skilled or unskilled manual workers and farm workers. In contrast, 30% of skilled, semi-skilled or unskilled manual workers and farm workers report that digital technologies increase their workload, compared to 27% of both clerical, sales or service workers and professional, technical or higher administrator occupations. Additionally, 19% of manual and farm workers feel digital technologies reduce their ability to make decisions about the methods they use or the ways they do their work, in contrast to 16% of clerical, sales or service workers and 15% of professional, technical or higher administrator occupations. A similar pattern is seen for the digital technologies reducing the opportunities to use knowledge and skills.

Finally, as mentioned earlier in Section 1.3, workers who earn **most of their income working for a digital labour platform** are more likely to report that the use of digital technology in their workplace results in them working in isolation (37% vs 30% of those who are not platform workers).

Table 10 shows that workers in **micro companies (<10 employees)** are more likely to report that the use of digital technologies in their workplace results in them working in isolation: 34% of those in the smallest workplaces report this impact, compared to 30% of workers in workplaces with 10-49 or 50-249 employees and 28% of those in the largest workplaces with 250+ employees.

In terms of **sectors of activity**, it can be noted that workers employed in agriculture, horticulture, forestry or fishing (35%) and in health and social care (30%) are more inclined to say that the use of digital technologies increases their workload. This contrasts with lower percentages in other sectors, particularly in information and communication technology, finance, professional, scientific or technical services (25%) and in services relating to education (24%). The manufacturing or engineering sector shows the highest proportion of workers reporting that digital technologies determine their speed or pace of work (51%); closely followed by the information, communication, finance and professional services sector (50%). The risk of working in isolation also varies across sectors: social, cultural, personal and other services (33%) and agriculture, manufacturing, commerce/transport and information/communication technology (32%) show the highest proportion of workers reporting this impact. Finally, workers in agriculture, horticulture, forestry or fishing are most likely to report that digital technologies reduce the opportunities to use their knowledge and skills (24%). In contrast, those in sector of supply of gas, electricity or water, mining or quarrying are least likely to report this risk (16%).

Table 9: Question A1 – Would you say that the use of digital technologies in your workplace…? (% 'yes' by level of education, employment status, type of occupation and platform work; EU27)

	Determine the speed or pace of your work	Results in you working in isolation	Increase your workload	Reduces the opportunities to use your knowledge and skills	Reduces your ability to make decisions about the methods you use or the ways you do your work	Makes your job tasks seem trivial or useless
EU27	48	30	28	19	16	9
Education (age when completed)						
Up to 15	51	36	31	24	19	10
16-19	43	28	28	20	17	9
20+	50	31	27	19	16	9
Still studying	46	24	21	16	15	7
Employment status						
Self-employed	48	34	28	22	17	10
Employee with permanent contract	48	29	28	19	16	9
Employee with temporary contract	48	32	27	20	18	9
Type of occupation						
Professional, technical or higher administrator occupations	49	31	27	18	15	9
Clerical, sales or service occupations	48	30	27	19	16	9
Skilled, semi-skilled or unskilled workers (incl. farm workers)	44	31	30	22	19	10
Platform worker						

	Determine the speed or pace of your work	Results in you working in isolation	Increase your workload	Reduces the opportunities to use your knowledge and skills	Reduces your ability to make decisions about the methods you use or the ways you do your work	Makes your job tasks seem trivial or useless
EU27	48	30	28	19	16	9
Yes, for most of their income	52	37	33	22	21	10
Yes, for part of their income	49	31	26	24	17	9
No	48	30	27	19	16	9

Base: all respondents, EU27 (n=25,688)

Table 10: Question A1 – Would you say that the use of digital technologies in your workplace…? (% 'yes' by workplace size and sector of activity; EU27)

	Determine the speed or pace of your work	Results in you working in isolation	Increase your workload	Reduces the opportunities to use your knowledge and skills	Reduces your ability to make decisions about the methods you use or the ways you do your work	Makes your job tasks seem trivial or useless
EU27	48	30	28	19	16	9
Workplace size						
<10 employees	47	34	27	20	17	10
10-49 employees	50	30	29	19	17	9
50-249 employees	47	30	28	17	17	8
250+ employees	48	28	27	20	15	9
Sector of activity						
Administration and support services, including public administration and defence	49	31	26	19	16	8
Agriculture, horticulture, forestry or fishing	44	32	35	24	20	7
Supply of gas, electricity or water, mining or quarrying	42	24	29	16	19	10
Manufacturing or engineering	51	32	27	17	17	10
Construction or building	46	27	28	19	16	8
Commerce, transport, accommodation or food services	48	32	29	22	17	9
Information and communication technology; finance; professional, scientific or technical services	50	32	25	17	16	9
Services relating to education	48	28	24	19	15	10
Services relating to health or social care	46	27	30	19	15	11
Social, cultural, personal and any other services	48	33	29	18	16	11

Base: all respondents, EU27 (n=25,688)

2 Psychosocial risks and mental health in the workplace

This section focuses on workers' **exposure to work-related psychosocial risk factors in the workplace**, including time pressure and work overload, violence and verbal abuse, harassment and bullying, poor communication and lack of autonomy. It covers the **prevalence of work-related psychosocial risks, workers' experiences and perceptions about discussing mental health at work**, and **initiatives implemented to address stress and mental health issues in the workplace**.

2.1 Psychosocial risk factors

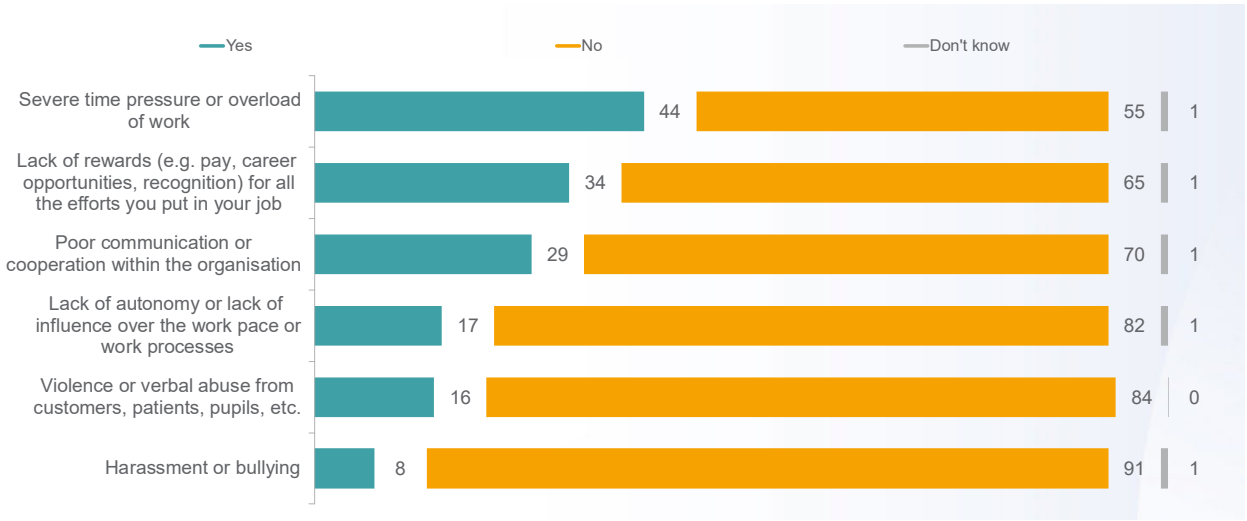
To better understand the workplace factors that may contribute to stress and mental health issues, the OSH Pulse asks workers to report the work-related psychosocial risks they are exposed to in their workplace.

More than four in ten workers across the EU (44%) report that they are exposed to **severe time pressure or overload of work**. About one in three (34%) report a **lack of rewards** (e.g. pay, career opportunities, recognition) for all the efforts they put in their job, followed by 29% who are exposed to **poor communication or cooperation within their organisation.**

Smaller proportions of workers report being exposed to a **lack of autonomy or lack of influence** over the work pace or work processes (17%) and **violence or verbal abuse** from customers, patients, pupils, etc. (16%). Finally, nearly one in ten workers (8%) report being exposed to **harassment or bullying** at work.

Compared to the previous wave of the OSH Pulse conducted in April-May 2022, the share of workers reporting exposure to poor communication or cooperation within their organisation has increased by three percentage points (from 26% to 29%). Additionally, there is a small increase of one percentage point (from 7% to 8%) in the share of workers reporting being exposed to harassment and bullying.

Figure 7: Question B1 – Would you say that at work you are exposed to the following factors? (%; EU27)



Base: all respondents, EU27 (n=25,688)

Across almost all countries, the largest share of workers answer that they are exposed to **severe time pressure or overload of work**. This psychosocial risk factor is mentioned by more than half of workers in Finland (51%), France and the Netherlands (both 52%), Luxembourg (54%) and Greece (57%). Compared to April-May 2022, the proportion of workers feeling exposed to severe time pressure or overload of work has decreased in Slovenia (-10 pp, from 51% to 41%), Hungary (-7 pp, from 48% to 41%), Czechia (-6 pp, from 37% to 31%), Germany (-6 pp, from 44% to 38%) and Sweden (-6 pp, from 48% to 42%), while it has increased in Romania (+9 pp, from 31% to 40%).

In four countries, at least 40% of workers reply that they are exposed to a **lack of rewards** (e.g. pay, career opportunities, recognition) for all the efforts they put in their job: Italy (40%), France (41%), Switzerland (42%) and Greece (44%). In contrast, less than one in four mention this risk factor in Bulgaria (24%), Norway (23%), the Netherlands (22%) and Latvia (16%).

The largest shares of workers having to cope with **poor communication or cooperation within their organisation** are observed in Finland (42%) and Switzerland (40%). On the other hand, less than half as many workers mention this psychosocial risk factor in Iceland (16%), Bulgaria, Italy and Romania (all 18%). Compared to the previous wave, the proportion of workers reporting being exposed to this psychosocial risk factor has increased in Germany (+9 pp, from 23% to 32%), Greece (+6 pp, from 24% to 30%), Slovakia (+5 pp, from 17% to 22%) and Bulgaria (+3 pp, from 15% to 18%).

In all countries surveyed, less than three in ten workers are dealing with a **lack of autonomy or lack of influence over their work pace or work processes**. Workers are more likely to be exposed to this psychosocial risk factor in Austria (29%). This figure decreases to 9% in Lithuania and 8% in Slovakia. Compared to April-May 2022, the proportion of workers reporting being exposed to this risk factor has decreased by four percentage points in both Slovenia (from 18% to 14%) and Sweden (from 21% to 17%).

Similar proportions are observed for **exposure to violence or verbal abuse from customers, patients, pupils, etc.** (between 8% in Bulgaria and 23% in Belgium). Compared to the previous wave, the share of workers reporting being exposed to this psychosocial risk factor has increased in Germany (+4 pp, from 11% to 15%), Latvia (+4 pp, from 12% to 16%) and Romania (+3 pp, from 10% to 13%).

Lower shares of workers report being exposed to **harassment or bullying**, with the share ranging between 3% in Czechia and 14% in France. Compared to the previous wave, there is an increase of three percentage points in the proportion mentioning being exposed to this risk factor in Italy (from 4% to 7%), Latvia (from 5% to 8%) and Slovakia (from 3% to 6%).

Table 11: Question B1 – Would you say that at work you are exposed to the following factors? (% 'yes' by country; EU27 and IS, NO, CH)

	Severe time pressure or overload of work	Lack of rewards (e.g. pay, career opportunities, recognition) for all the efforts you put in your job	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
EU27	44	34	29	17	16	8
BE	50	33	36	16	23	10
BG	41	24	18	13	8	6
CZ	31	31	20	10	11	3
DK	45	25	29	17	17	7
DE	38	34	32	20	15	7
EE	39	30	25	14	10	4
IE	35	32	33	10	19	10
EL	57	44	30	23	20	11
ES	49	37	27	20	21	10
FR	52	41	37	15	22	14
HR	42	34	26	20	11	6
IT	40	40	18	16	11	7
CY	50	31	26	22	16	9
LV	39	16	22	14	16	8

	Severe time pressure or overload of work	Lack of rewards (e.g. pay, career opportunities, recognition) for all the efforts you put in your job	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
LT	31	37	22	9	13	5
LU	54	25	27	15	17	13
HU	41	27	31	14	9	5
MT	33	27	29	15	18	6
NL	52	22	27	10	15	8
AT	45	30	30	29	19	8
PL	50	26	28	22	15	8
PT	49	37	28	11	21	6
RO	40	28	18	10	13	7
SI	41	39	24	14	15	7
SK	41	37	22	8	14	6
FI	51	33	42	18	19	10
SE	42	28	33	17	13	5
IS	46	25	16	11	17	4
NO	36	23	30	16	16	7
CH	35	42	40	22	17	10

Note: The higher the proportion of 'yes' responses, the **darker green** the cell. The response with the highest proportion of 'yes' responses in each country is shown in **orange**.

Base: all respondents (n=28,220)

As shown in Table 12, **female workers** tend to be more likely to be exposed to psychosocial risk factors such as violence or verbal abuse from customers, patients, pupils, etc. (19% vs 14% of male workers) and poor communication or cooperation within the organisation (31% vs 27%).

In addition, **younger workers** (aged 16-24) are less likely than older workers to face severe time pressure or overload of work (38% vs 43%-46% in other age categories).

Compared to self-employed workers, employees with **a permanent** or **temporary contract** are more likely to be exposed to poor communication or cooperation within the organisation. Specifically, 30% of employees report this issue, compared to 22% of self-employed workers. Similarly, employees are more likely to be faced with a lack of rewards (e.g. pay, career opportunities, recognition) for their job efforts, with 35% of employees reporting this concern versus 28% of self-employed workers.

Looking at the results by **type of occupation**, it emerges that exposure to severe time pressure or overload of work is more prevalent among professionals, technical or higher administrator occupations (47%) compared to skilled, semi-skilled or unskilled workers (incl. farm workers) (42%) and clerical, sales or service occupations (43%).

Table 12: Question B1 – Would you say that at work you are exposed to the following factors? (% 'Yes' by gender, age, employment status and type of occupation; EU27)

	Severe time pressure or overload of work	Lack of rewards (e.g. pay, career opportunities, recognition) for all the efforts you put in your job	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
EU27	44	34	29	17	16	8
Gender						
Male	43	33	27	16	14	7
Female	46	35	31	19	19	9
Age						
16-24	38	36	28	16	17	7
25-39	44	34	30	18	17	9
40-54	46	34	29	17	17	9
55+	43	32	27	16	16	8
Employment status						
Self-employed	45	28	22	15	14	7
Employee with permanent contract	44	35	30	17	17	9
Employee with temporary contract	43	35	30	19	18	9
Type of occupation						
Professional, technical or higher administrator occupations	47	34	29	17	16	8
Clerical, sales or service occupations	43	34	29	18	17	8
Skilled, semi-skilled or unskilled workers (incl. farm workers)	42	35	28	17	16	8

Base: all respondents, EU27 (n=25,688)

As shown in Table 13, workers' exposure to work-related psychosocial risk factors varies by **workplace size**, generally showing an increase in exposure as workplace size increases. For example, while 32% of workers in large companies (250+ employees), 31% in small companies (10-49 employees) and 30% in medium-sized companies (50-249 employees) report exposure to poor communication or cooperation within the organisation, it affects just 23% of workers in micro companies (<10 employees). The differences are smaller, but still observed, for severe time pressure or overload of work: 47% of workers in medium-sized companies, 45% in small companies and 44% in large companies report this issue, compared to 41% in micro companies.

Workers in **services relating to health or social care** are the most at risk of exposure to work-related psychosocial risks. In this sector, 50% of workers report facing severe time pressure and overload of work, compared to 45%, on average, across all sectors. Additionally, 41% say they experience a lack of rewards (e.g. pay, career opportunities, recognition) for all the efforts they put in their job, versus 33%, on average, across all sectors. Similarly, 25% of health and social care workers report being exposed to violence or verbal abuse from customers, patients, pupils, etc., significantly higher than the 15%, on average, across all sectors.

Table 13: Question B1 – Would you say that at work you are exposed to the following factors? (% 'Yes' by workplace size and sector of activity; EU27)

	Severe time pressure or overload of work	Lack of rewards (e.g. pay, career opportunities, recognition) for all the efforts you put in your job	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
EU27	44	34	29	17	16	8
Workplace size						
<10 employees	41	32	23	15	15	7
10-49 employees	45	35	31	17	18	9
50-249 employees	47	35	30	18	18	8
250+ employees	44	35	32	18	15	9
Sector of activity						
Administration and support services, including public administration and defence	41	32	29	18	17	7
Agriculture, horticulture, forestry or fishing	47	33	28	17	12	8
Supply of gas, electricity or water, mining or quarrying	42	29	26	21	16	5
Manufacturing or engineering	41	35	30	16	10	9
Construction or building	47	32	26	16	12	7
Commerce, transport, accommodation or food services	44	31	28	16	17	9
Information and communication technology; finance; professional, scientific or technical services	45	32	27	17	12	7
Services relating to education	48	38	29	18	22	10
Services relating to health or social care	50	41	35	21	25	12
Social, cultural, personal and any other services	42	34	28	14	18	7

Base: all respondents, EU27 (n=25,688)

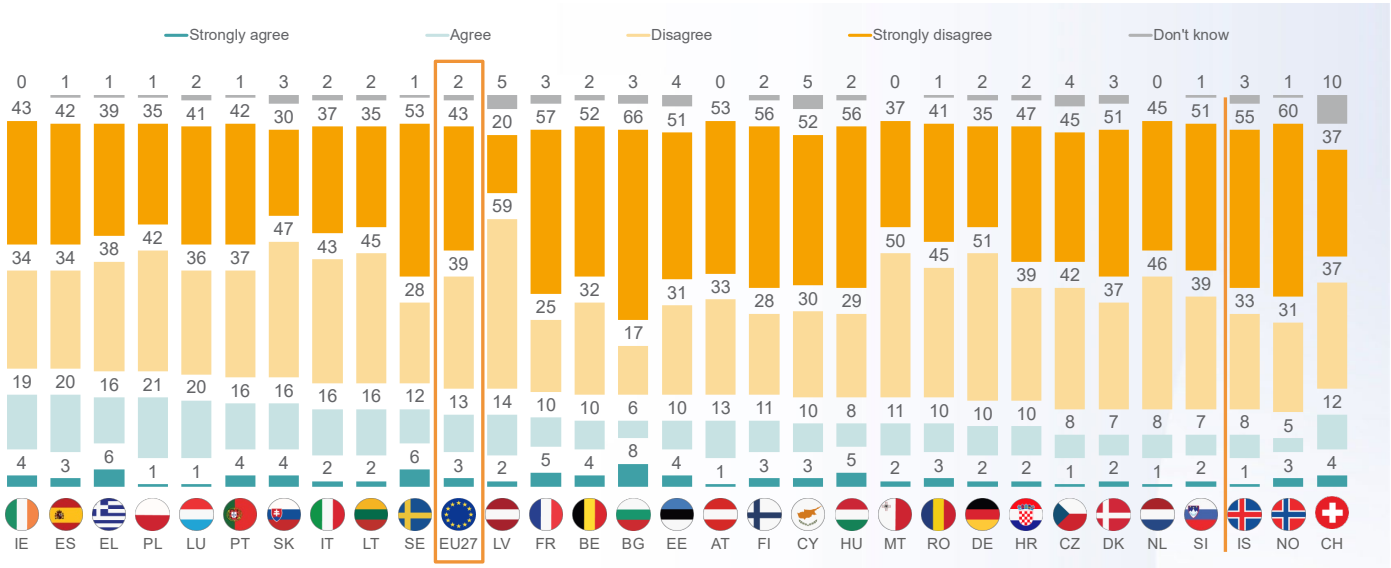
2.2 Perceptions about job insecurity

When asked about job insecurity, another important psychosocial risk factor, 16% of **workers** in the EU agree that they **might lose their job within the next six months.** However, the vast majority of EU workers (82%) do not share this concern about potential job loss in the immediate future.

The highest shares of workers **agreeing that they might lose their job in the next six months are observed in Ireland and Spain** (both 23%), Greece and Poland (both 22%), and Luxembourg (21%). In contrast, workers in Czechia, Denmark, Iceland, the Netherlands, Norway and Slovenia feel most secure, with only 8%-9% expressing concern about potential job loss.

Additionally, Bulgaria and Norway have the highest shares of workers *strongly disagreeing* that they might lose their job in the next six months, 66% and 60% of workers respectively. The proportion of workers *totally disagreeing* that they might lose their job in the next six months is also high in Finland and Hungary (both 56%), and Iceland (55%).

Figure 8: Question E2_3 – Do you agree or disagree with the following statements on stress and mental health in your workplace? I might lose my job in the next 6 months (% by country; EU27 and IS, NO, CH)



Base: all respondents (n=28,220)

As it could reasonably be expected, **employees on temporary contracts** are more likely to agree that they might lose their job in the next six months compared to those on permanent contracts (22% vs 15%).

Other differences across socio-demographic characteristics and types of workers are small or do not reach statistical significance.

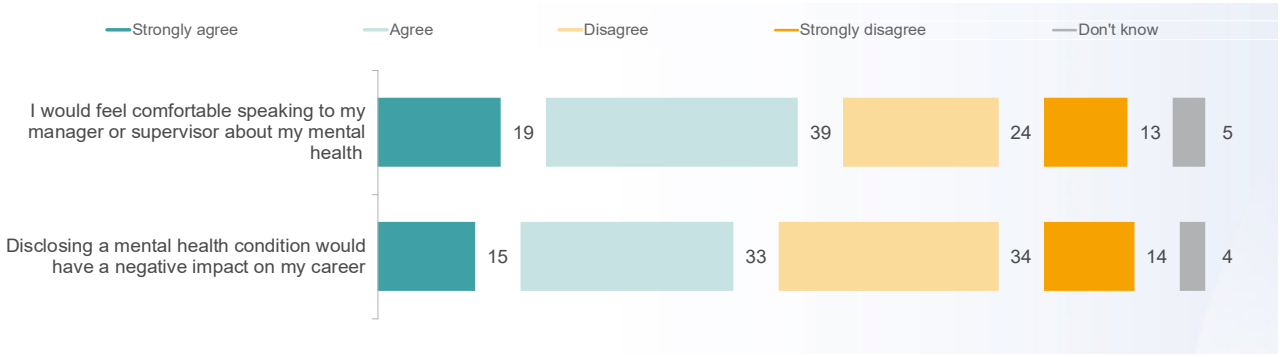
2.3 Speaking about mental health in the workplace

The OSH Pulse asks whether workers 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.

In line with results of the OSH Pulse conducted in April-May 2022, [10] workers across the EU are divided in their views whether disclosing **a mental health condition would have a negative impact on their career**: 15% 'strongly agree' and 33% 'agree' that this could be the case, while 14% 'strongly disagree' and 34% 'disagree'. That said, close to six in ten workers **would feel comfortable speaking to their manager or supervisor about their mental health** (19% 'strongly agree' and 39% 'agree').

[10] When interpreting changes in trends compared to April-May 2022 for this question, it needs to be considered that this is a modified trend. While the core question remains the same, two statements were removed ('*The Covid-19 pandemic has made it easier to talk about stress and mental health at work'* and '*My work stress has increased as a result of the COVID-19 pandemic'*) and three new statements were added ('*I might lose my job in the next 6 months*', *'I am worried that climate change related issues (e.g. extreme heat or extreme weather events) can impact my safety and health at work*', and '*I am afraid that my current job and tasks will change as a result of measures introduced to prevent climate change related risks'*). The first two statements from the original question remained unchanged.

Figure 9: Question E2 – Do you agree or disagree with the following statements on stress and mental health in your workplace? (%; EU27)

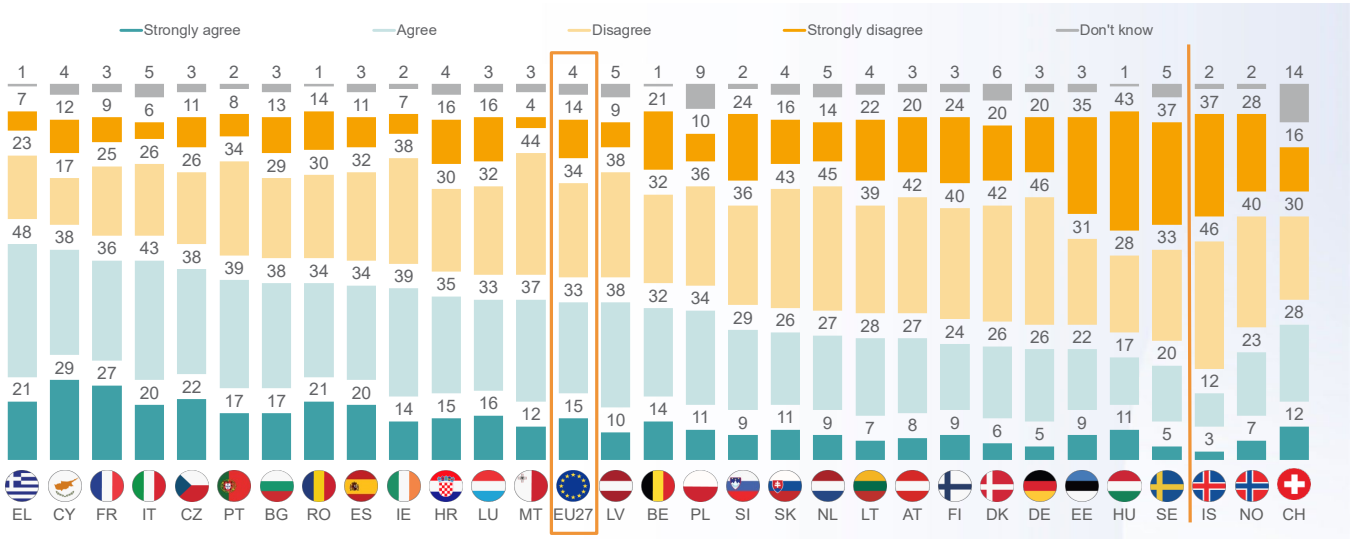


Base: all respondents, EU27 (n=25,688)

A large majority of workers in Czechia (60%), France and Italy (both 63%), Cyprus (67%) and Greece (69%) 'strongly agree' or 'agree' that **disclosing a mental health condition would have a negative impact on their career**. It is also worth mentioning that about three in ten workers *'strongly agree'* with this statement in Cyprus (29%) and France (27%). Comparing these results to the previous wave conducted in April-May 2022, the overall pattern remains largely consistent, with countries like France, Italy, Cyprus and Greece continuing to show high levels of agreement that disclosing a mental health condition would negatively impact one's career.

In 14 countries, a majority of workers **disagree** that disclosing a mental health condition would have a negative impact on their career. As in April-May 2022, the total level of disagreement is highest in Iceland (82%), Hungary (71%) and Sweden (70%); in these countries, workers are overall the most likely to say they *'strongly disagree'* (37%, 43% and 37%, respectively).

Figure 10: Question E2_1 – Do you agree or disagree with the following statements on stress and mental health in your workplace? Disclosing a mental health condition would have a negative impact on my career (% by country; EU27 and IS, NO, CH)

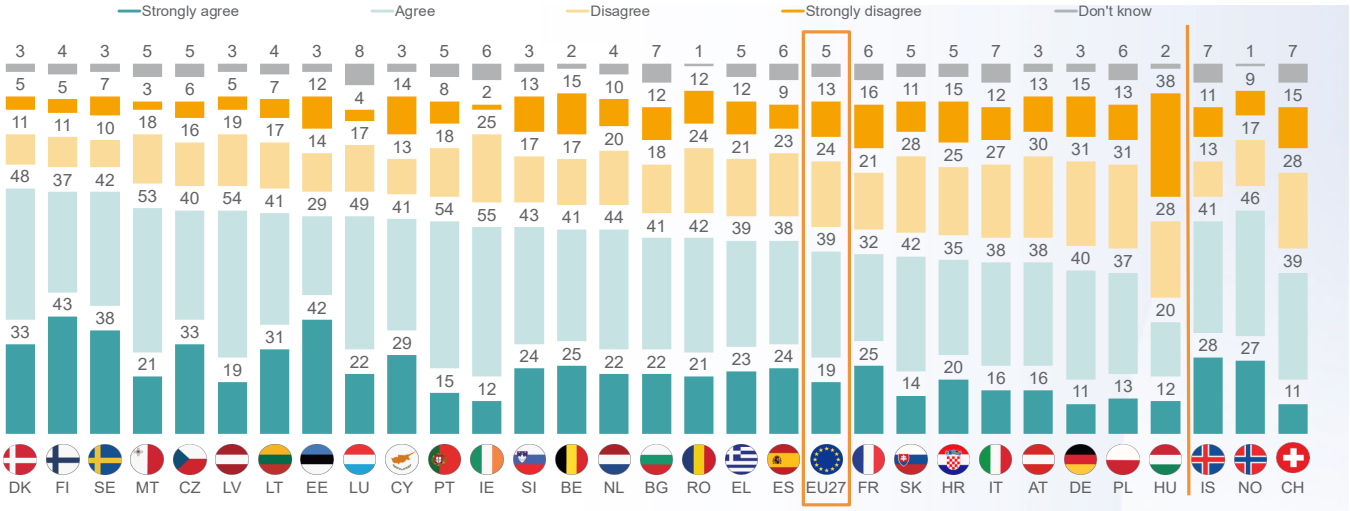


Base: all respondents (n=28,220)

About eight in ten workers in Finland (80%), Sweden (80%) and Denmark (81%) 'agree' or 'strongly agree' that **they would feel comfortable speaking to their manager or supervisor about their mental health**. In Finland (43%) and Estonia (42%), workers are also the most likely to *'strongly agree'* with this statement. In sharp contrast, in Hungary, less than half of workers (32%), in total, agree that they would feel comfortable speaking to their manager about a mental health problem.

Comparing these results to the previous wave, the general trend continues to be stable., with Finland, Sweden and Denmark continuing to show the highest levels of comfort in discussing mental health with managers. Estonia maintains its position as one of the countries with the highest proportion of workers (42%) *'strongly agreeing'* with the statement. Similarly, Hungary and Poland continue to show the lowest level of comfort.

Figure 11: Question E2_1 – Do you agree or disagree with the following statements on stress and mental health in your workplace? I would feel comfortable speaking to my manager or supervisor about my mental health (% by country; EU27 and IS, NO, CH)



Base: all respondents (n=28,220)

2.4 Initiatives to address stress and mental health issues at the workplace

The OSH Pulse asks workers about the availability of various initiatives aimed at preventing mental health problems at the workplace.

A small majority of workers (53%) report that **awareness raising, information or training** on well-being and coping with stress are available in their workplace. **Consultation of workers about stressful aspects of work** is reported by 45% of workers and **access to counselling or psychological support** by 40% of workers.

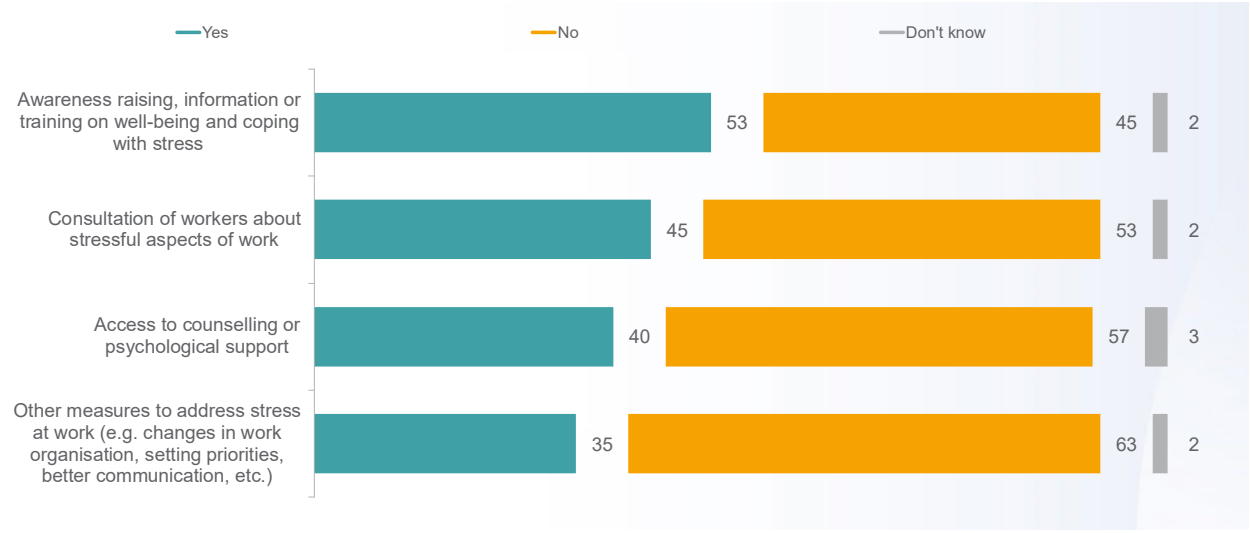
Other measures to address stress at work, such as changes in work organisation, setting priorities and better communication, are reported by 35% of workers as being available in their workplace.

Compared to the previous wave of the OSH Pulse conducted in April-May 2022[11], the proportion of workers reporting access to counselling or psychological support and consultation about stressful aspects of work has increased by two percentage points. More notably, there is a substantial increase

[11] When interpreting changes compared to April-May 2022, it needs to be considered that this is a modified trend. While the core question remained the same, two items were merged into one ('*Awareness raising or other activities to provide information on health and safety*' and *'Information and training on well-being and coping with stress*' have become '*Awareness raising, information or training on well-being and coping with stress'*) and a clarification was added to explain 'other measures' ('e.g. changes in work organisation, setting priorities, better communication, etc.').

of nine percentage points in the proportion of workers mentioning the presence of other measures to address stress at work in their workplace (e.g. changes in work organisation, setting priorities, better communication).[12]

Figure 12: Question E1 – Are any of the following initiatives available in your workplace? (% EU27)



Base: all respondents, EU27 (n=25,688)

The availability of initiatives to address workplace stress and mental health issues varies substantially across the countries surveyed. In 15 of the 30 countries surveyed, **awareness raising, information or training** on well-being and coping with stress is the most mentioned initiative to address stress at work. It is particularly prevalent in Ireland (70%), Malta (69%), Luxembourg and Finland (both 67%), but relatively less common in Greece (28%), Romania (31%) and Cyprus (33%).

Consultation of workers about stressful aspects of work is the most reported initiative in Germany (64%), Finland (63%) and Denmark (60%). Since April-May 2022, 11 countries have seen an increase in the percentage of workers reporting that workers are consulted about stressful aspects of work in their workplace. The largest increase is observed in Norway (+12 pp, from 45% to 57%).

Access to counselling or psychological support is the most reported initiative in Denmark (78%), Finland (73%) and Norway (64%). The availability of this type of initiative, on the other hand, is more limited in Cyprus (23%), followed by both Bulgaria and Greece (26%). Compared to the previous wave, the proportion of workers having access to this initiative has increased in Norway (+8 pp, from 56% to 64%), Iceland (+6 pp, from 31% to 37%), Slovakia (6 pp, from 28% to 34%), Germany (+6 pp, from 49% to 55%), Denmark (+5 pp, from 68% to 73%) and Romania (4 pp, from 33% to 37%). Conversely, Austria has seen a decrease of six percentage points (from 54% to 48%).

Other measures to address stress at work (e.g. changes in work organisation, setting priorities, better communication, etc.) are the most frequently mentioned type of initiative to address mental health problems in the workplace in Romania (50%), Lithuania (52%), Norway (54%), Belgium (56%), Estonia (59%) and Finland (63%). In the other countries surveyed, the proportion of workers reporting these initiatives ranges from 19% in Italy to 49% in Germany. Since April-May 2022, [13] in most of the countries, the proportion of workers mentioning the availability of 'other measures' in their workplace has increased (between +3 and +29 pp).

[12] Modified trend: the response option in April- May 2022 did not include the examples and was formulated as *'Other measures to address stress at work '*

[13] Modified trend: the response option in April- May 2022 did not include the examples and it was *'Other measures to address stress at work'*

Table 14: Question E1 – Are any of the following initiatives available in your workplace? (% 'yes' by country; EU27 and IS, NO, CH)

	Awareness raising, information or training on well-being and coping with stress	Consultation of workers about stressful aspects of work	Access to counselling or psychological support	Other measures to address stress at work (e.g. changes in work organisation, setting priorities, better communication, etc.)
EU27	53	45	40	35
BE	55	57	56	56
BG	48	32	26	27
CZ	36	31	31	33
DK	56	60	73	47
DE	58	64	55	49
EE	50	43	49	59
IE	70	53	51	42
EL	28	39	26	42
ES	49	34	28	25
FR	52	33	32	23
HR	34	35	31	41
IT	57	34	30	19
CY	33	39	23	37
LV	45	39	38	46
LT	47	45	43	52
LU	67	34	29	26
HU	41	55	36	42
MT	69	39	45	27
NL	66	51	44	30
AT	65	56	48	37
PL	64	43	35	26
PT	53	30	27	26
RO	31	43	37	50
SI	51	50	40	45
SK	38	38	34	39
FI	67	63	78	63
SE	49	36	38	41
IS	44	39	37	44
NO	57	57	64	54
CH	35	40	33	33

Note: The higher the proportion of 'yes' responses, the **darker green** the cell. The response with the highest proportion of 'yes' responses in each country is shown in **orange**.

Base: all respondents (n=28,220)

As reported in Table 15, workers in **professional, technical or higher administrator occupations** and **clerical, sales or service occupations** are more likely to report availability of preventive initiatives in their workplace compared to skilled, semi-skilled or unskilled workers. For example, this is seen for awareness raising and training (reported by 54%-56% of workers in the aforementioned occupations vs 47% of skilled, semi-skilled and unskilled workers), counselling or psychological support (41% vs 33%), and worker consultations on stressful aspects (45%-46% vs 40%).

The **larger the company**, the more likely workers are to mention the availability of initiatives addressing stress and well-being in their workplace. This applies to all four initiatives, with the largest differences observed for awareness raising, information or training on well-being and coping with stress, and access to counselling or psychological support. For example, 66% of workers in large companies (250+ employees) report that awareness raising and training initiatives are available in their workplace, while this is the case for 55% of workers in medium-sized companies (50-249 employees), 50% in small companies (10-49 employees) and 42% in micro companies (<10 employees).

Looking at differences across **sectors of activity**, workers in information and communication technology; finance; professional, scientific and technical services and administration and support services, including public administration and defence are more likely to report the availability of awareness raising, information or training on well-being and coping with stress initiatives (58% and 57% respectively), compared to workers in social, cultural, personal and other services (46%) and in construction or building (48%). Workers in the supply of gas, electricity or water, mining or quarrying sector (47%), in services relating to health or social care (46%) or in information and communication technology services (43%) report the highest availability of counselling or psychological support. Workers in information and communication technology are also more likely to report availability of other measures addressing workplace stress (41%). This share is higher than in most other sectors, such as commerce, transport, accommodation or food services (31%), social, cultural, personal and other services (31%), and manufacturing or engineering (33%).

Table 15: Question E1 – Are any of the following initiatives available in your workplace? (% 'yes' by type of occupation, workplace size and sector of activity; EU27)

	Awareness raising, information or training on well-being and coping with stress	Consultation of workers about stressful aspects of work	Access to counselling or psychological support	Other measures to address stress at work (e.g. changes in work organisation, setting priorities, better communication, etc.)
EU27	53	45	40	35
Type of occupation				
Professional, technical or higher administrator occupations	56	46	41	36
Clerical, sales or service occupations	54	45	41	35
Skilled, semi-skilled or unskilled workers (incl. farm workers)	47	40	33	32
Workplace size				
<10 employees	56	35	28	27
10-49 employees	49	44	35	33
50-249 employees	43	47	43	35
250+ employees	32	54	52	44
Sector of activity				
Administration and support services, including public administration and defence	57	46	43	36

	Awareness raising, information or training on well-being and coping with stress	Consultation of workers about stressful aspects of work	Access to counselling or psychological support	Other measures to address stress at work (e.g. changes in work organisation, setting priorities, better communication, etc.)
EU27	53	45	40	35
Agriculture, horticulture, forestry or fishing	49	44	31	33
Supply of gas, electricity or water, mining or quarrying	53	43	47	33
Manufacturing or engineering	56	41	38	33
Construction or building	48	45	37	34
Commerce, transport, accommodation or food services	50	38	35	31
Information and communication technology; finance; professional, scientific or technical services	58	49	43	41
Services relating to education	55	48	43	35
Services relating to health or social care	55	49	46	36
Social, cultural, personal and any other services	46	42	33	31

Base: all respondents, EU27 (n=25,688)

3 Climate change and safety and health at work

This section examines workers' perspectives on OSH in the context of changing working conditions due to climate change. It covers three main areas: exposure to climate change-related risk factors, concerns about the impact of climate change on OSH, and preventive measures implemented in the workplace to address the effects of climate change on workers' safety and health.

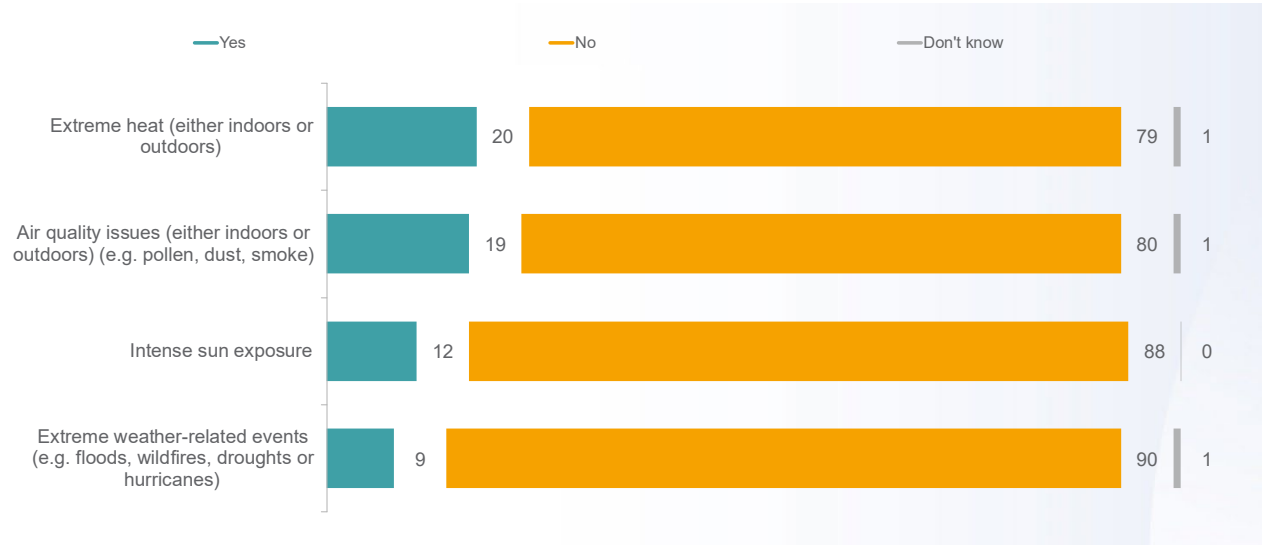
This exploration into climate change and OSH marks a new addition to this study. The questions discussed in this chapter are being asked for the first time in this wave of the survey, meaning it is not possible to identify trends from previous data. Instead, this section establishes a fresh baseline, offering insights into the current state of climate-change related occupational challenges and how workplaces are responding to this emerging issue.

3.1 Exposure to climate change-related risks factors

Workers are first asked whether they think they have been exposed to climate change-related risks factors in the workplace.

Across the EU, one-third of workers (33%) report being **exposed to at least one climate change-related risk factor at work**. More specifically, 20% of workers report exposure to **extreme heat** (either indoors or outdoors) and 19% to **air quality issues** such as pollen, dust, or smoke (either indoors or outdoors). Lower shares of workers report being affected by **intense sun exposure** (12%) or **extreme weather-related events** (e.g. floods, wildfires, droughts, or hurricanes) (9%).

Figure 13: Question B2 – In the last 12 months, would you say that at work you have been exposed to the following factors? (%; EU27)



Base: all respondents, EU27 (n=25,688)

In 15 of the 30 countries surveyed, the largest share of workers report that they have been exposed to **extreme heat (either indoors or outdoors)** in the last 12 months. Greece has the highest proportion of workers reporting exposure to extreme heat (35%), followed by Cyprus (30%), Croatia (28%), Slovakia and Malta (both 27%). At the other end of the country ranking, in Norway and Sweden, workers are the least likely to be exposed to extreme heat in the workplace, with respectively 7% and 12% of workers affected.

In 14 countries, the largest share of workers report having been exposed to **indoor or outdoor air quality issues** in their workplace (e.g. pollen, dust, smoke). In Malta, equal shares of workers mention air quality issues and extreme heat and air quality issues (both mentioned by 27%). The highest shares of workers reporting exposure to indoor or outdoor air quality issues in the workplace are observed in Austria (32%), Finland (31%) and Greece (30%), closely followed by Cyprus (28%), Poland and Malta (both 27%). In contrast, exposure to air quality issues at work is the least likely among workers in Germany (13%), Ireland and Hungary (both 14%).

Exposure to **intense sun** at work varies significantly across the countries surveyed. Greece has the highest proportion of workers affected by intense sun exposure (20%), followed closely by Croatia (18%), Cyprus, Latvia, Malta, Spain and Switzerland (all 17%). In contrast, workers in the Nordic countries generally report lower levels of intense sun exposure at work (5% in Norway, 6% in Sweden and 8% in Denmark). Similarly low levels are observed in Belgium and Luxembourg (both 7%).

Regarding exposure to **extreme weather-related events** (such as floods, wildfires, droughts, or hurricanes), Ireland stands out with the highest reported exposure (21% of workers). Conversely, the lowest shares of workers reporting exposure to extreme weather-related events in the last 12 months are observed in the Netherlands (3%), Denmark, Romania and Sweden (all 4%).

Table 16: Question B2 – Would you say that at work you are exposed to the following factors? (% 'yes' by country; EU27 and IS, NO, CH)

	Extreme heat (either indoors or outdoors)	Air quality issues (either indoors or outdoors) (e.g. pollen, dust, smoke)	Intense sun exposure	Extreme weather-related events (e.g. floods, wildfires, droughts or hurricanes)
EU27	20	19	12	9
BE	17	16	7	5
BG	16	21	13	10
CZ	24	16	11	5
DK	16	23	8	4
DE	15	13	11	7
EE	16	20	11	12
IE	13	14	9	21
EL	35	30	20	16
ES	26	23	17	7
FR	19	16	10	14
HR	28	21	18	10
IT	24	22	8	9
CY	30	28	17	11
LV	21	24	17	14
LT	19	20	13	5
LU	14	17	7	11
HU	25	14	13	16
MT	27	27	17	13
NL	19	15	16	3
AT	22	32	8	10
PL	25	27	11	9
PT	21	22	13	12
RO	18	20	9	4
SI	21	19	13	10
SK	27	18	12	7
FI	16	31	13	8
SE	12	24	6	4
IS	12	22	10	12
NO	7	23	5	6
CH	24	21	17	8

Note: The higher the proportion of 'yes' responses, the **darker green** the cell. The response with the highest proportion of 'yes' responses in each country is shown in **orange**.

Base: all respondents (n=28,220)

As it can be seen in Table 17, a majority of **skilled, semi-skilled or unskilled workers** have been exposed to extreme heat (either indoors or outdoors) (55%) or to air quality issues (e.g. pollen, dust, smoke) (53%), while this applies to just 10% of those in both professional and clerical occupations. Similarly, 35% of skilled, semi-skilled or unskilled workers report exposure to intense sun, compared to much lower proportions among professional, technical or higher administrator occupations and clerical, sales or service occupations (both 5%).

Exposure to climate change-related risk factors varies also across **sectors**. Workers in agriculture, horticulture, forestry or fishing report the highest exposure to extreme heat (either indoors or outdoors) (35%), followed, at a distance, by those in construction or building (26%) and supply of gas, electricity or water, mining or quarrying (24%). Other sectors show lower exposure levels, ranging from 17% in information and communication technology, finance, professional, scientific or technical services to 21% in commerce, transport, accommodation or food services and social, cultural, personal and any other services. A similar pattern is observed for indoor or outdoor air quality issues, such as pollen, dust or smoke: 30% of workers in agriculture, horticulture, forestry or fishing and 25% in building and construction report being exposed to this risk, compared to, for instance, 17% of workers in administration and support services, finance, professional, scientific or technical services and social, cultural, personal and any other service. Similarly, 27% and 19% respectively of workers in these two sectors report being exposed to intense sun, compared to between 8% in manufacturing or engineering and 14% in supply of gas, electricity or water, mining or quarrying.

Workers who report **having experienced health issues because of their work** in the last 12 months are more likely to report exposure to extreme heat at work (24% vs 14% of those who did not report health issues). A similar pattern is observed for indoor or outdoor air quality issues such as pollen, dust and smoke (23% vs 13%) and intense sun exposure (13% vs 9%).

Table 17: Question B2 – Would you say that at work you are exposed to the following factors? (% 'yes' by type of occupation, sector of activity and experienced health issues; EU27)

	Extreme heat (either indoors or outdoors)	Air quality issues (either indoors or outdoors) (e.g. pollen, dust, smoke)	Intense sun exposure	Extreme weather-related events (e.g. floods, wildfires, droughts or hurricanes)
EU27	20	19	12	9
Type of occupation				
Professional, technical or higher administrator occupations	10	10	5	9
Clerical, sales or service occupations	10	10	5	8
Skilled, semi-skilled or unskilled workers (incl. farm workers)	55	53	35	11
Sector of activity				
Administration and support services, including public administration and defence	19	17	9	8
Agriculture, horticulture, forestry or fishing	35	30	27	17
Supply of gas, electricity or water, mining or quarrying	24	18	14	8
Manufacturing or engineering	19	21	8	8
Construction or building	26	25	19	11
Commerce, transport, accommodation or food services	21	18	11	11
Information and communication technology; finance; professional, scientific or technical services	17	17	10	7

	Extreme heat (either indoors or outdoors)	Air quality issues (either indoors or outdoors) (e.g. pollen, dust, smoke)	Intense sun exposure	Extreme weather-related events (e.g. floods, wildfires, droughts or hurricanes)
EU27	20	19	12	9
Services relating to education	18	20	10	9
Services relating to health or social care	19	20	10	9
Social, cultural, personal and any other services	21	17	12	8
Experienced health issues				
Yes	24	23	13	10
No	14	13	9	7

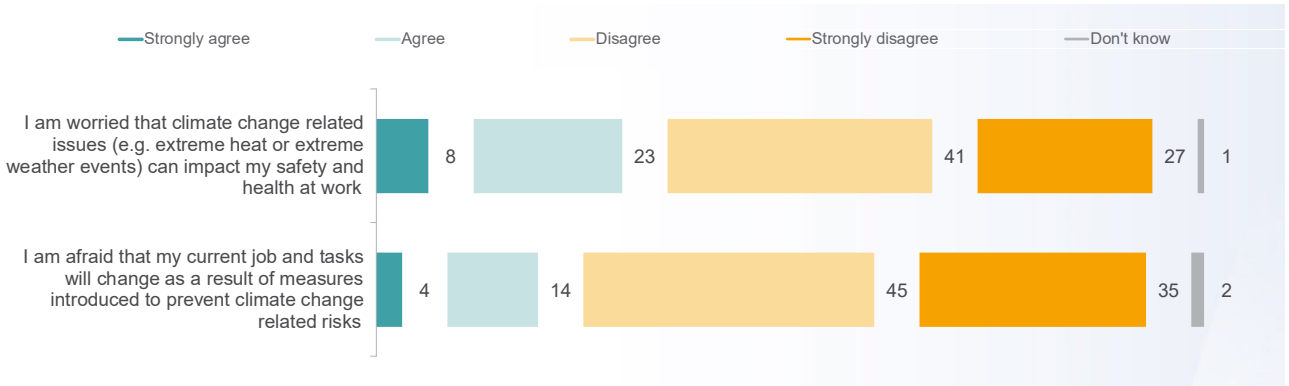
Base: all respondents, EU27 (n=25,688)

3.2 Concerns about climate change and safety and health at work

Three in ten workers agree when asked whether **they are worried that climate change-related issues (e.g. extreme heat or extreme weather events) can impact their safety and health at work** (8% 'strongly agree' and 23% 'agree'). In contrast, 68% disagree with this statement (41% 'disagree' and 27% 'strongly disagree').

A smaller proportion of workers agree that they are **afraid that their current job and tasks will change as a result of measures introduced to prevent climate change-related risks** (4% 'strongly agree' and 14% 'agree'), while a vast majority (80%) disagree with this statement (45% 'disagree' and 35% 'strongly disagree').

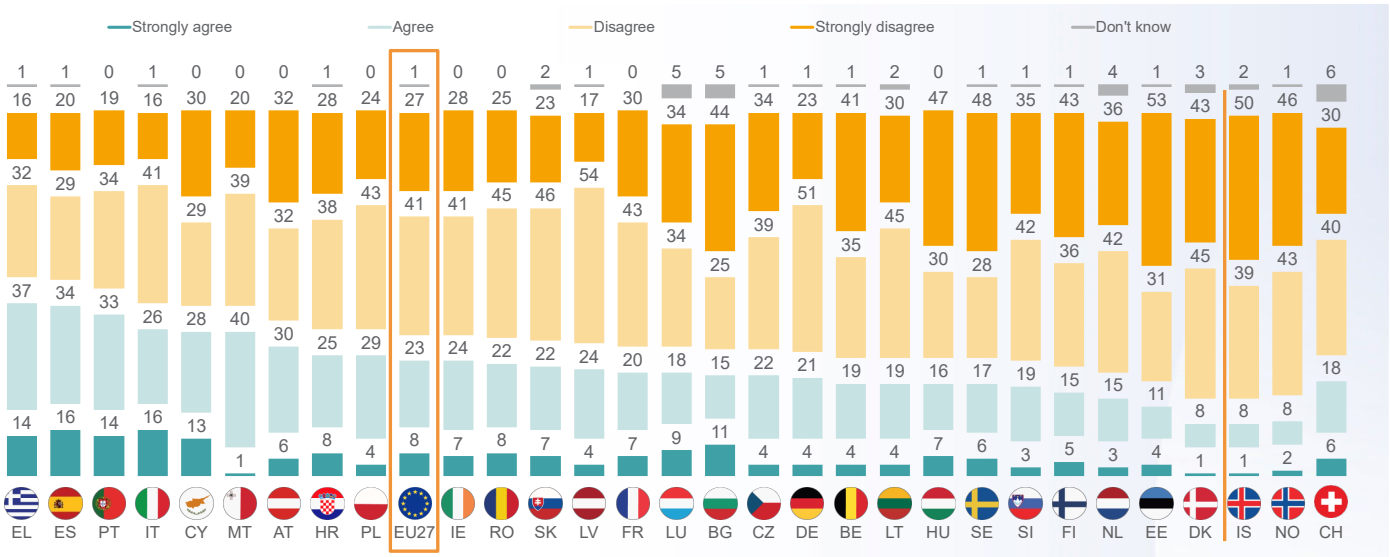
Figure 14: Question E2 – Do you agree or disagree with the following statements on stress and mental health in your workplace? (% EU27)



Base: all respondents, EU27 (n=25,688)

In Greece (51%) and Spain (50%), workers are the most likely to 'strongly agree' or 'agree' with the statement '**I am worried that climate change-related issues (e.g. extreme heat or extreme weather events) can impact my safety and health at work'**. The overall level of agreement is also high in Portugal (47%), Italy (42%), Cyprus and Malta (both 41%). In Denmark and Iceland, on the other hand, less than one in ten workers (both 9%) agree with this statement, followed by Norway (10%) and Estonia (15%). In Estonia and Iceland, at least half of workers *'strongly disagree'* (50% and 53%, respectively).

Figure 15: Question E2_4 – Do you agree or disagree with the following statements on stress and mental health in your workplace? I am worried that climate change-related issues (e.g. extreme heat or extreme weather events) can impact my safety and health at work (% by country; EU27 and IS, NO, CH)

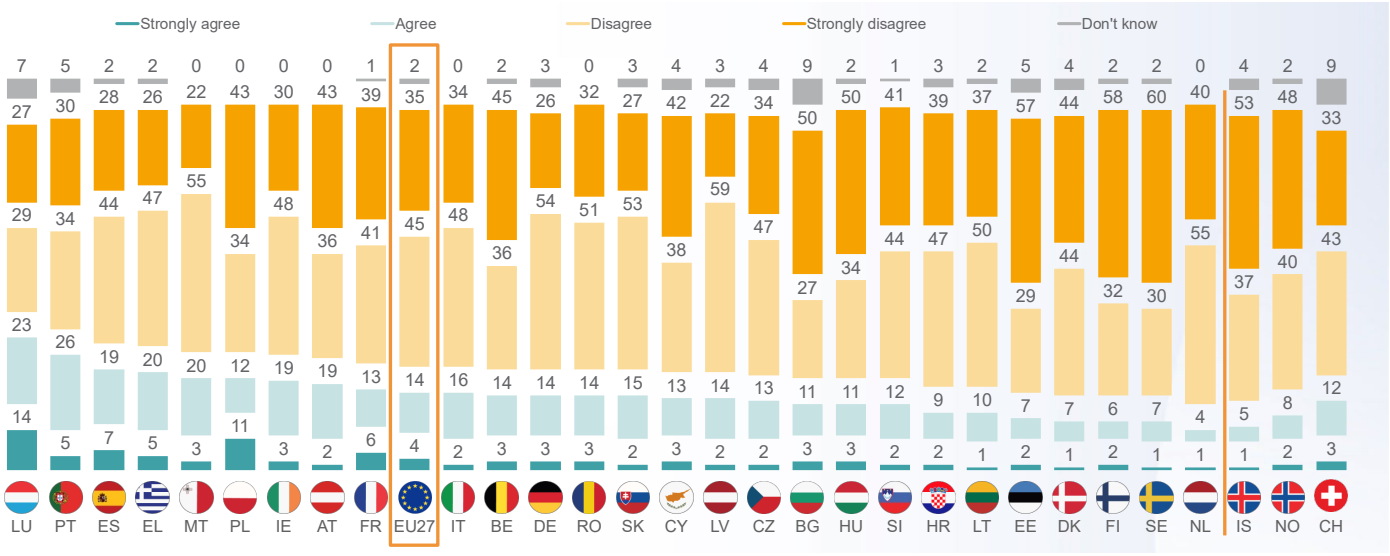


Base: all respondents (n=28,220)

Workers in Luxembourg (37%), followed by those in Portugal (31%), are more likely than their counterparts in other countries to 'strongly agree' or 'agree' with the statement '**I am afraid that my current job and tasks will change as a result of measures introduced to prevent climate change-related risks'**. In contrast, less than one in ten workers 'strongly agree' or 'agree' with this statement in Estonia (9%), Denmark, Finland and Sweden (all 8%), as well as Iceland (6%) and the Netherlands (5%).

A majority of workers *'strongly disagree'* with this statement in Iceland (53%), Estonia (57%), Finland (58%) and Sweden (60%).

Figure 16: Question E2_5 – Do you agree or disagree with the following statements on stress and mental health in your workplace? I am afraid that my current job and tasks will change as a result of measures introduced to prevent climate change-related risks (% by country; EU27 and IS, NO, CH)



Base: all respondents (n=28,220)

As displayed in Table 18, the overall level of agreement with the two statements about the impact of climate change on work is relatively consistent across socio-demographic groups, with only a few differences reaching statistical significance across **sectors of activity**. Workers in the agriculture, horticulture, forestry or fishing sector are more likely to agree that climate change-related issues can impact their safety and health at work (40% versus 26% to 33% in the other sectors). Similarly, workers in horticulture, forestry or fishing are more likely to agree that their current job and tasks might change due to measures introduced to prevent climate change-related risks (29% versus 13% to 21% in other sectors).

Table 18: Question E2 – Do you agree or disagree with the following statements on stress and mental health in your workplace? (% agreeing by sector of activity; EU27)

	I am worried that climate change-related issues (e.g. extreme heat or extreme weather events) can impact my safety and health at work	I am afraid that my current job and tasks will change as a result of measures introduced to prevent climate change-related risks
EU27	31	18
Sector of activity		
Agriculture, horticulture, forestry or fishing	40	29
Manufacturing or engineering	33	21
Construction or building	33	21
Commerce, transport, accommodation or food services	33	20
Administration and support services, including public administration and defence	32	16
Social, cultural, personal and any other services	32	21
Services relating to education	31	14
Information and communication technology; finance; professional, scientific or technical services	29	16
Services relating to health or social care	29	13
Supply of gas, electricity or water, mining or quarrying	26	18

Note: Activity sectors are sorted by the share agreeing with the statement 'I am worried that climate change-related issues (e.g. extreme heat or extreme weather events) can impact my safety and health at work'

Base: all respondents, EU27 (n=25,688)

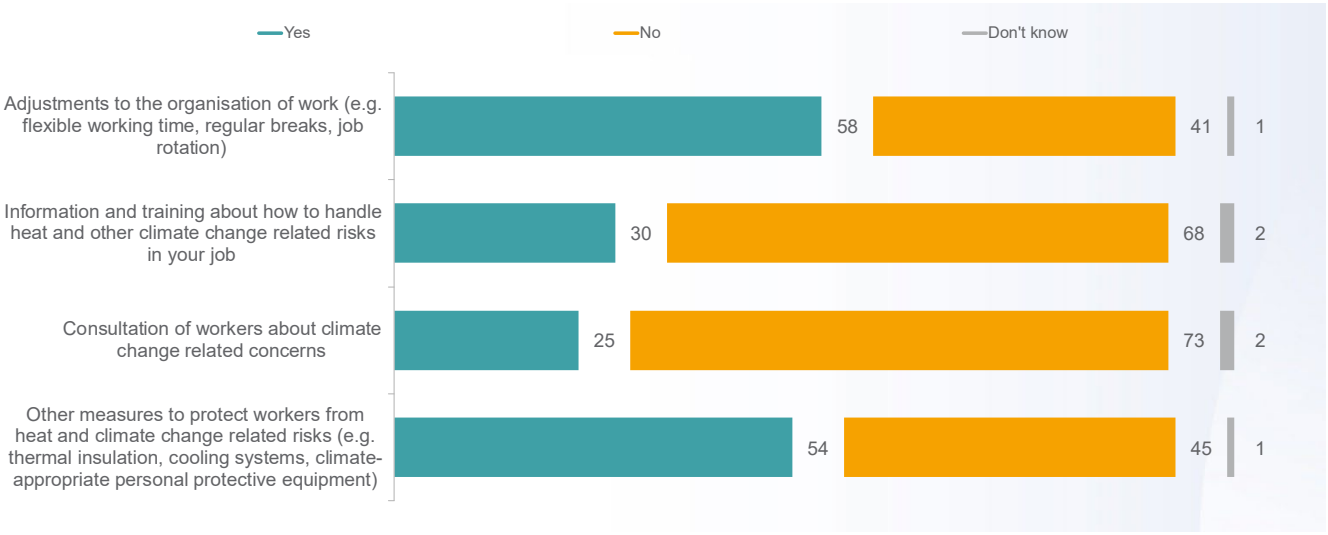
3.3 Preventive measures to address the effect of climate change on health

Lastly, workers are asked whether there are measures in their workplace to prevent heat stress and other climate change-related risks.

Adjustments to the organisation of work (e.g. flexible working time, regular breaks, job rotation) is the most common measure to prevent heat stress and climate change-related risks at work, with a majority of workers (58%) indicating its availability in their workplace. Three in ten workers (30%) mention availability of **information and training about how to handle heat and other climate change-related risks in their job**. **Consultation of workers about climate change-related concerns** is the least common measure, with 25% of workers indicating this is available in their workplace.

More than half of the workers (54%) report that **other measures** to protect workers from heat and climate change-related risks (e.g. thermal insulation, cooling systems, climate-appropriate personal protective equipment) are available in their workplace.

Figure 17: Question E3 – Are any of the following measures to prevent heat stress and climate change-related risks at work available in your workplace? (% EU27)



Base: all respondents, EU27 (n=25,688)

Table 19 displays that in 26 of the 30 countries surveyed by the OSH Pulse, a majority of workers report that **adjustments to the organisation of work** (e.g. flexible working time, regular breaks, job rotation) are available in their workplace to prevent heat stress and climate change-related risks. More than two-thirds of workers report the availability of these measures in Latvia (67%), Luxembourg (68%), the Netherlands (72%), Austria (73%) and Malta (76%). In sharp contrast, around one in four workers in Iceland (26%) report the availability of these measures.

Lower shares of workers report the availability of **information and training about how to handle heat and other climate change-related risks in their job**. The highest proportions reporting the availability of these measures in their workplace are observed in Austria (41%), Luxembourg and Greece (both 40%). Conversely, the lowest proportions are observed in Iceland (5%) and Denmark (11%).

A similar pattern is observed regarding the **consultation of workers about climate change-related concerns**. Austria is again found at the higher end of the country ranking, with 40% of workers reporting the availability of this measure in their workplace, closely followed by Luxembourg and Portugal (both 36%). Denmark and Iceland, on the other hand, are again found at the bottom of the country ranking, with less than one in ten workers reporting the availability of this measure (both 9%).

In 19 countries, a majority of workers report the availability of **other measures** to protect workers from heat and climate change-related risks (e.g. thermal insulation, cooling systems, climate-appropriate personal protective equipment) in their workplace (between 51% in Ireland and Luxembourg, and 74% in Greece and Romania). In the remaining countries, the proportion of workers reporting the availability of other measures ranges between 8% in Iceland and 50% in the Netherlands.

Table 19: Question E3 – Are any of the following measures to prevent heat stress and climate change-related risks at work available in your workplace? (% 'yes' by country; EU27 and IS, NO, CH)

	Adjustments to the organisation of work (e.g. flexible working time, regular breaks, job rotation)	Information and training about how to handle heat and other climate change-related risks in your job	Consultation of workers about climate change-related concerns	Other measures to protect workers from heat and climate change-related risks (e.g. thermal insulation, cooling systems, climate-appropriate personal protective equipment)
EU27	58	30	25	54
BE	60	25	22	47
BG	63	33	23	68
CZ	62	24	15	55
DK	42	11	9	21
DE	51	30	27	39
EE	59	21	15	55
IE	60	29	28	51
EL	58	40	28	74
ES	62	33	30	62
FR	55	28	22	49
HR	61	29	21	61
IT	62	28	20	70
CY	49	38	24	64
LV	67	36	32	59
LT	59	31	21	66
LU	68	40	36	51
HU	53	32	20	55
MT	76	37	32	65
NL	72	35	34	50
AT	73	41	40	71
PL	54	24	20	66
PT	56	39	36	54
RO	61	35	30	74
SI	56	28	20	49
SK	65	28	17	66
FI	57	25	20	48
SE	55	19	22	37
IS	26	5	9	8
NO	58	19	12	29
CH	41	20	14	27

Note: The higher the proportion of 'yes' responses, the **darker green** the cell. The response with the highest proportion of 'yes' responses in each country is shown in **orange**.

Base: all respondents (n=28,220)

As reported in Table 20, **skilled, semi-skilled, or unskilled workers (incl. farm workers)** (34%) are more likely to report the availability of information and training about how to handle heat and other climate change-related risks in their job, compared to professional, technical, or higher administrator occupations (28%) and clerical, sales, or service occupations (29%). These types of workers are also more likely to report adjustments to the organisation of work, such as flexible working time, regular breaks or job rotation (61% vs 57%) and consultation of workers about climate change related concerns (28% vs 24%).

The **larger the workplace**, the more likely workers are to have access to information and training about how to handle heat and other climate change-related risks in their job. The share of workers reporting the availability of this measure to prevent heat stress and climate change-related risks at work is 27% for micro-companies (<10 employees) compared to 33% for large companies (250+ employees).

Looking at differences across **sectors**, workers are more likely to report the availability of adjustments to the organisation of work (e.g. flexible working time, regular breaks, job rotation) in agriculture, horticulture, forestry or fishing (66%) and in manufacturing or engineering (63%), compared to workers in services relating to health or social care (51%) and in services relating to education (46%). Access to information and training about how to handle heat and other climate change-related risks in their job is also more common among workers in agriculture, horticulture, forestry or fishing (36%) and construction or building (34%) than in services relating to education (25%) or to health or social care (both 26%). Similar patterns are observed for the availability of consultation of workers about climate change-related concerns and other measures to protect workers from heat and climate change-related risks.

Table 20: Question E3 – Are any of the following measures to prevent heat stress and climate change-related risks at work available in your workplace? (% 'yes' by type of occupation, workplace size and sector of activity; EU27)

	Adjustments to the organisation of work (e.g. flexible working time, regular breaks, job rotation)	Information and training about how to handle heat and other climate change-related risks in your job	Consultation of workers about climate change-related concerns	Other measures to protect workers from heat and climate change-related risks (e.g. thermal insulation, cooling systems, climate-appropriate personal protective equipment)
EU27	58	30	25	54
Type of occupation				
Professional, technical or higher administrator occupations	57	28	24	55
Clerical, sales or service occupations	57	29	24	52
Skilled, semi-skilled or unskilled workers (incl. farm workers)	61	34	28	58
Workplace size				
<10 employees	56	27	24	52
10-49 employees	58	28	23	54
50-249 employees	57	30	25	54
250+ employees	60	33	27	57
Sector of activity				
Administration and support services, including public administration and defence	59	32	25	56
Agriculture, horticulture, forestry or fishing	66	36	33	58
Supply of gas, electricity or water, mining or quarrying	60	30	31	58

	Adjustments to the organisation of work (e.g. flexible working time, regular breaks, job rotation)	Information and training about how to handle heat and other climate change-related risks in your job	Consultation of workers about climate change-related concerns	Other measures to protect workers from heat and climate change-related risks (e.g. thermal insulation, cooling systems, climate-appropriate personal protective equipment)
EU27	58	30	25	54
Manufacturing or engineering	63	31	24	61
Construction or building	61	34	29	57
Commerce, transport, accommodation or food services	57	29	24	57
Information and communication technology; finance; professional, scientific or technical services	58	28	25	55
Services relating to education	46	25	22	45
Services relating to health or social care	51	26	20	48
Social, cultural, personal and any other services	57	28	24	53

Base: all respondents, EU27 (n=25,688)

4 Workers' health status

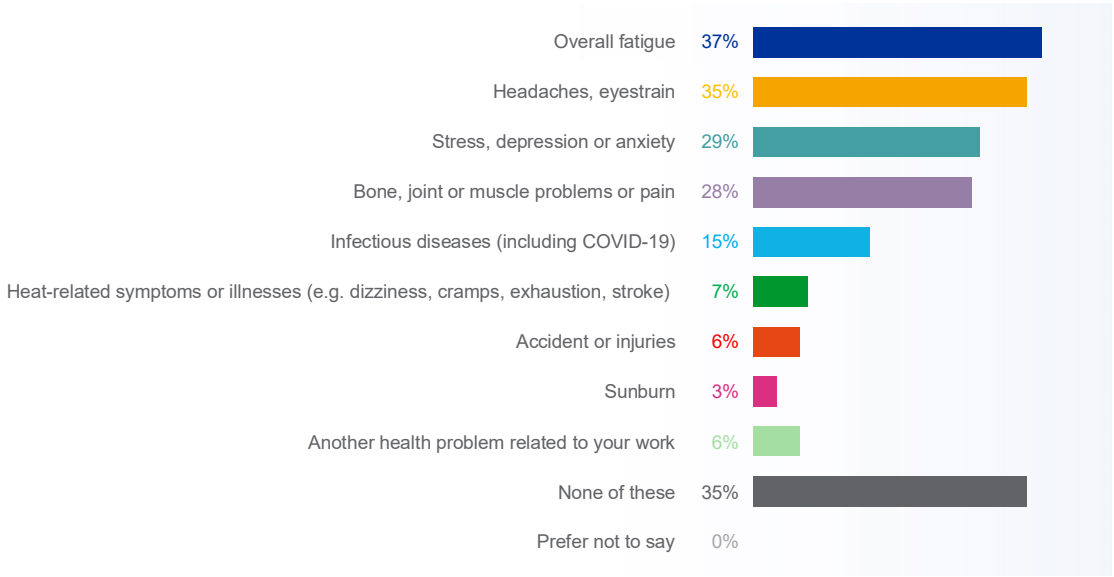
Finally, OSH Pulse respondents are asked whether they had experienced health problems caused or made worse by their work. Of the nine health issues covered in the survey, workers mention **overall fatigue** most frequently (37%), followed by **headaches and eyestrain** (35%), **stress, depression or anxiety** (29%) and **bone, joint or muscle problems or pain** (28%).

Infectious diseases, including COVID-19, are reported by 15% of workers as a health problem experienced in the past 12 months and caused or made worse by their work. Less than one in ten workers experienced **heat-related symptoms or illnesses** such as dizziness, cramps, exhaustion or stroke (7%), **accident or injuries** (6%) and **sunburn** (3%). The item 'another health problem related to your work' is mentioned by 6% of workers. More than one in three workers (35%) have not experienced any of the listed health problems caused or made worse by their work.

While results tend to be relatively stable compared to the **previous OSH Pulse wave in April-May 2022**,[14] there are some exceptions. The share of workers reporting health problems caused or made worse by work in the last 12 months has decreased by five percentage points for infectious diseases including COVID-19 (from 20% to 15%) and by two percentage points for bone, joint or muscle problems or pain (from 30% to 28%). Conversely, there is an increase of two percentage points in the share of workers experiencing stress, depression or anxiety (from 27% to 29%). These changes should be viewed bearing in mind that the 2022 baseline was captured during the immediate post-pandemic period when the impact of COVID-19 on workplaces was still very prominent.

[14] When interpreting changes compared to April-May 2022, it needs to be considered that this is a modified trend. While the core question remained the same, two new items were added to the list of health problems

Figure 18: Question C1 – In the last 12 months, have you experienced any of the following health problems caused or made worse by your work? (Multiple answers allowed, %; EU27)



Base: all respondents, EU27 (n=25,688)

Looking at differences across countries, between 19% of workers in Poland and 48% in Germany report not having experienced **any of the nine health problems caused or made worse by their work**. Compared to April-May 2022, there is an increase in almost all countries surveyed in the share of workers not having experienced any of the health issues. Notably, increases of over ten percentage points are observed in Latvia (+15 pp, from 20% to 35%), Slovenia (+12 pp, from 34% to 46%) and Czechia (+12 pp, from 22% to 34%).

In 15 countries, the most frequently listed work-related health problem is **overall fatigue**. The highest shares of workers reporting this health problem are observed in Poland (59%) and Estonia (53%), while it is lowest in Norway (20%). Compared to the previous wave, there is a decrease in the share of workers having experienced overall fatigue in Lithuania (-8 pp, from 52% to 44%), Czechia (-7 pp, from 47% to 40%), Latvia (-5 pp, from 51% to 46%) and Spain (-5 pp, from 50% tom 45%), while an increase is observed in Greece (+7 pp, from 37% to 44%), Estonia (+6 pp, from 47% to 53%), Denmark (+5 pp, from 28% to 33%) and Germany (+4 pp, from 22% to 26%).

In 13 countries, **headaches and eyestrain** is the most reported health issue. The highest proportion of workers reporting this health problem is seen in Romania (50%), closely followed by Poland and Slovakia (both 47%). In contrast, this is the case for less than one in four workers in Austria (23%). Compared to April-May 2022, workers are more likely to have experienced headaches and eyestrain in Greece (+10 pp, from 33% to 43%) and Denmark (+6 pp, from 23% to 29%), while it is now less likely for those in Lithuania (-7 pp, from 32% to 25%), Latvia (-6 pp, from 43% to 37%) and Slovenia (-5 pp, from 30% to 25%).

In Greece, **stress depression and anxiety** is the most reported work-related health problem, mentioned by 49% of workers. This health problem is also mentioned by at least four in ten workers in Spain (40%), Cyprus (41%), Poland (41%) and Finland (45%). In comparison, less than two in ten mention this health problem in Denmark (19%). Since the previous wave, the proportion of workers experiencing depression and anxiety has increased in Greece (+12 pp, from 37% to 49%), Estonia (+5 pp, from 30% to 35%), Latvia (+5 pp, from 27% to 32%), Romania (+5 pp, from 19% to 24%) and Slovakia (+4 pp, from 24% to 28%).

The highest share of workers reporting **bone, joint or muscle problems or pain** is observed in Poland (39%), followed by Portugal and Spain (both 37%). In Portugal, this is also the most-reported health problem. Compared to April-May 2022, workers are more likely to have experienced this health issue in Greece (+7 pp, from 28% to 35%), while they are less likely to have experience this health issue in

Croatia (-9 pp, from 40% to 31%), Czechia (-9 pp, from .35% to 26%), Spain (-7 pp, from 44% to 37%), Lithuania (-7 pp, from 28% to 21%), Iceland (-6 pp, from 33% to 27%), Latvia (-6 pp, from 36% to 30%), and Slovenia (-4 pp, from 27% to 23%).

Regarding **infectious diseases (including COVID-19)** caused or made worse, the largest share of workers mentioning this health problem is found in Austria (31%), followed by Luxembourg and the Netherlands (both 28%). In comparison, less than one in ten have experienced this health problem in the last 12 months in Sweden (9%), Slovenia (8%), Switzerland (8%) and Romania (4%). These figures represent a significant decline compared to the previous wave conducted April-May 2022, with the largest decreases observed in Czechia (-21 pp, from 33% to 12%), Croatia (-21 pp, from 36% to 15%), and Latvia (-20 pp, from 32% to 12%).

In most of the countries surveyed, fewer than one in ten workers report having experiencing **heat-related symptoms or illnesses**. However, some southern European countries stand out with higher percentages. Malta has the highest proportion (18%), followed by Greece (13%), Italy (12%) and Spain (11%). Conversely, Luxembourg and the Netherlands exhibit the lowest rates (both 3%).

The last two health problems are generally reported at lower levels across all countries. For **accidents or injuries**, most countries exhibit a prevalence rate of 6% or less. **Sunburn** is even less common, with most countries recording a share of 3% or less.

Table 21: Question C1 – In the last 12 months, have you experienced any of the following health problems caused or made worse by your work? (Multiple answers allowed, % by country; EU27 and IS, NO, CH)

	Overall fatigue	Headaches, eyestrain	Stress, depression or anxiety	Bone, joint or muscle problems or pain	Infectious diseases (including COVID-19)	Heat-related symptoms or illnesses (e.g. dizziness, cramps, exhaustion, stroke)	Accident or injuries	Sunburn	Another health problem related to your work
EU27	37	35	29	28	15	7	6	3	6
BE	40	38	32	30	11	5	7	3	6
BG	33	41	21	26	14	9	4	2	4
CZ	40	42	24	26	12	5	6	4	5
DK	33	29	19	25	10	4	6	2	5
DE	26	28	20	20	12	5	6	3	7
EE	53	44	35	29	16	5	7	2	7
IE	26	32	27	24	23	4	4	3	7
EL	44	43	49	35	12	13	7	3	5
ES	45	42	40	37	13	11	8	3	9
FR	32	26	25	27	17	6	6	2	3
HR	34	43	32	31	15	10	5	3	6
IT	39	39	29	31	15	12	3	2	4
CY	34	43	41	27	12	8	5	1	4
LV	46	37	32	30	12	5	6	2	7
LT	44	25	27	21	11	6	4	2	8
LU	46	34	29	26	28	3	6	9	4
HU	46	37	32	24	11	6	5	4	4
MT	23	32	23	22	10	18	9	1	5

	Overall fatigue	Headaches, eyestrain	Stress, depression or anxiety	Bone, joint or muscle problems or pain	Infectious diseases (including COVID-19)	Heat-related symptoms or illnesses (e.g. dizziness, cramps, exhaustion, stroke)	Accident or injuries	Sunburn	Another health problem related to your work
NL	26	33	30	23	28	3	7	9	2
AT	27	23	25	26	31	10	6	3	10
PL	59	47	41	39	21	9	6	3	8
PT	32	27	34	37	19	10	5	5	5
RO	45	50	24	34	4	7	2	2	5
SI	35	25	21	23	8	6	4	1	5
SK	29	47	28	26	14	7	4	3	7
FI	46	43	45	32	23	6	11	5	8
SE	36	33	30	22	9	5	6	6	8
IS	45	33	32	27	12	9	7	4	5
NO	20	31	24	24	16	4	6	3	6
CH	29	34	23	20	8	6	7	6	4

Note: The higher the proportion mentioning a response, the **darker green** the cell. The response with the highest mentions in each country is shown in **orange**.

Base: all respondents (n=28,220)

As displayed in Table 22, **female workers** are more likely than their male counterparts to report having experienced health problems caused or made worse by work. For example, 38% of female workers have experienced work-related headaches or eyestrain in the past 12 months, compared to 32% of male workers.

There are also some differences across **age groups**. Workers aged 25-39 or aged 40-54 are more likely to have experienced certain health problems caused or made worse by work. For instance, 32% of workers aged 25-39 and 29% of those aged 40-54 have experienced stress, depression or anxiety; this figure is 23% for those aged 16-24 and 26% for those aged 55 or older. Workers aged 25-39 (37%) or aged 40-54 (36%) are also more likely than those aged 55 or older (30%) to have experienced headaches or eyestrain.

Highly educated workers are more likely to report stress, depression or anxiety caused or made worse by work, with 31% of those who completed full-time education aged 20 or older reporting this compared to 25% of those who left education aged 15 or younger. Conversely, **lower and medium educated respondents are more likely to have experienced bone, joint or muscle problems or pain** (respectively 31% and 32% vs 27% of the highest educated workers).

Bone, joint, or muscle problems or pain caused or made worse by work are more prevalent among **skilled, semi-skilled or unskilled workers (incl. farm workers)** (34%) than among professional, technical or higher administrator occupations (26%) or clerical, sales or service occupations (28%).

Table 22: Question C1 – In the last 12 months, have you experienced any of the following health problems caused or made worse by your work? (Multiple answers allowed, % by gender, age, level of education and type of occupation; EU27)

	Overall fatigue	Headaches, eyestrain	Stress, depression or anxiety	Bone, joint or muscle problems or pain	Infectious diseases (including COVID-19)	Heat-related symptoms or illnesses (e.g. dizziness, cramps, exhaustion, stroke)	Accident or injuries	Sunburn	Another health problem related to your work
EU27	37	35	29	28	15	7	6	3	6
Gender									
Male	35	32	27	27	14	7	6	4	5
Female	38	38	31	30	16	8	5	2	6
Age									
16-24	36	35	23	25	16	7	7	4	6
25-39	38	37	32	27	16	8	6	3	6
40-54	37	36	29	29	15	8	6	4	6
55+	34	30	26	29	15	7	5	2	6
Education (age when completed)									
Up to 15 years	37	34	25	31	16	10	7	3	7
16-19 years	36	34	27	32	15	9	7	5	7
20+ years	37	36	31	27	15	7	5	3	5
Still studying	33	31	18	25	14	7	8	3	2
Type of occupation									
Professional, technical or higher administrator occupations	39	36	29	26	15	7	5	3	5
Clerical, sales or service occupations	35	36	30	28	16	7	5	3	6
Skilled, semi-skilled or unskilled workers (incl. farm workers)	36	32	27	34	14	10	8	5	7

Base: all respondents, EU27 (n=25,688)

Looking at differences across **economic sectors** (Table 23), it emerges that workers in certain industries are more likely to experience certain health problems caused or made worse by their work, as displayed in Table 23. In agriculture, horticulture, forestry or fishing, services relating to education, and services relating to health or social care, 40% of workers report experiencing overall fatigue. This is higher than in sectors such as information and communication technology, finance, and professional, scientific or technical services, administration and support services, including public administration and defence (all 34%) and supply of gas, electricity or water, mining or quarrying (32%). Bone, joint or muscle problems or pain are most common in agriculture, horticulture, forestry or fishing (32%), commerce, transport, accommodation or food services (31%), and services relating to health or social care (31%), in comparison to information and communication technology, finance, and professional, scientific or

technical services (25%) and services relating to education (24%). Finally, infectious diseases (including COVID-19) are more likely to be reported in services related to education and health or social care (both 20%) compared to other sectors such as gas, electricity or water supply, mining or quarrying (11%), or administration and support services, including public administration and defence (12%).

Table 23: Question C1 – In the last 12 months, have you experienced any of the following health problems caused or made worse by your work? (Multiple answers allowed, % by sector of activity; EU27)

	Overall fatigue	Headaches, eyestrain	Stress, depression or anxiety	Bone, joint or muscle problems or pain	Infectious diseases (including COVID-19)	Heat-related symptoms or illnesses (e.g. dizziness, ...	Accident or injuries	Sunburn	Another health problem related to your work
EU27	37	35	29	28	15	7	6	3	6
Sector of activity									
Administration and support services, including public administration and defence	34	35	28	26	12	7	4	2	7
Agriculture, horticulture, forestry or fishing	40	36	30	32	13	10	9	7	6
Supply of gas, electricity or water, mining or quarrying	32	33	25	26	11	7	6	7	5
Manufacturing or engineering	37	35	27	29	16	8	5	3	5
Construction or building	36	30	29	29	16	7	8	6	5
Commerce, transport, accommodation or food services	39	33	28	31	15	9	7	3	6
Information and communication technology; finance; professional, scientific or technical services	34	38	29	25	13	6	4	3	5
Services relating to education	40	38	31	24	20	7	6	3	6
Services relating to health or social care	40	35	31	31	20	8	7	2	6
Social, cultural, personal and any other services	37	34	28	30	16	9	5	4	5

Base: all respondents, EU27 (n=25,688)

Technical specifications

At the request of the European Agency for Safety and Health at Work, Ipsos European Public affairs carried out a Flash Eurobarometer "OSH Pulse – Occupational safety and health in the era of climate and digital change". 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. Between 31 March 2025 and 14 April 2025, 25,688 telephone interviews were conducted in the 27 EU Member States, 505 telephone interviews in Iceland and 1,015 in Norway. Additionally, between 2 and 7 April 2025, 1,012 online interviews were collected in Switzerland.[15]

[15] The survey in Switzerland was conducted at the request of the Federal Department of Economic Affairs, Switzerland.

Mode of interviewing

In the 27 EU Member States, Iceland and Norway, 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. Interviews took place from 9:00 until 21:00 local time on Mondays, Tuesdays, Wednesdays, Thursdays and Fridays. On Saturdays or Sundays, they took place from 12.00 (midday) to 18.00 local time. No interviews took place on public holidays. The fieldwork rules specified that all cases without a final call outcome (e.g. no answer, answering machine, busy, soft and hard appointment) have to be contacted at least five times to be considered a 'final' contact for which no further effort is required.

The interviews in Switzerland were conducted online via computer-assisted web interviewing (CAWI), using Ipsos online panels and their partner network.

Target population

The survey targets **people in employment, aged 16 and over**. As such, before starting the interview, two screening questions were asked:

ASK ALL

D1 **How old are you?**

[SCREEN OUT IF <16]

ASK ALL

DX5a **As far as your current occupation is concerned, would you say you are...?**

(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 **[STOP INTERVIEW if DX5a=99]**	99

Table 24: Fieldwork dates, number of interviews and size of target population per country

	Number of interviews	Fieldwork dates	Target population *(absolute number 1 000)*
EU27	**25,688**	**25.4.2022-19.5.2022**	**207,787**
BE	1,001	31.03.25-12.04.25	5,065
BG	1,010	31.03.25-14.04.25	2,933
CZ	1,006	31.03.25-12.04.25	5,192
DK	1,050	31.03.25-12.04.25	3,079
DE	1,001	31.03.25-12.04.25	43,263
EE	1,005	31.03.25-12.04.25	704
IE	1,009	31.03.25-11.04.25	2,757
EL	1,002	31.03.25-12.04.25	4,276
ES	1,006	31.03.25-11.04.25	21,654
FR	1,008	31.03.25-11.04.25	28,965
HR	1,004	31.03.25-14.04.25	1,684
IT	1,015	31.03.25-11.04.25	23,932

	Number of interviews	Fieldwork dates	Target population *(absolute number 1 000)*
CY	503	31.03.25-09.04.25	487
LV	1,004	31.03.25-13.04.25	884
LT	1,006	31.03.25-13.04.25	1,464
LU	502	31.03.25-11.04.25	324
HU	1,004	31.03.25-11.04.25	4,715
MT	507	31.03.25-11.04.25	319
NL	1,005	31.03.25-11.04.25	9,863
AT	1,005	31.03.25-11.04.25	4,489
PL	1,012	31.03.25-11.04.25	17,231
PT	1,003	31.03.25-11.04.25	5,112
RO	1,004	31.03.25-12.04.25	7,853
SI	1,002	31.03.25-12.04.25	998
SK	1,000	31.03.25-09.04.25	2,621
FI	1,010	31.03.25-11.04.25	2,621
SE	1,004	31.03.25-09.04.25	5,303
IS	505	31.03.25-12.04.25	230
NO	1,015	31.03.25-12.04.25	2,908
CH	1,012	02.04.25-08.04.25	4,876

Weighting of survey data

The purpose of weighting is to adjust the sample so that the sample profile on key variables reflects that of the population. Data for this survey are weighted to match official population statistics on gender, age and geographic region.

The weighting follows three key stages:

- inverse probability adjustments to reflect the sample design (design weights) (not applied in Switzerland)
- calibration weighting adjustments to align with population totals on key variables
- weighting adjustments to the relative size of the country within the total geographical area covered.

In the first step, design weights are applied. Design weights are a feature of probability samples and are intended to equalise the probabilities of selection of sample units to create an unbiased sample.

Unequal selection probabilities (i.e. where a particular group is sampled at a higher or lower rate relative to another) in mobile phone samples arise due to a variable number of mobile phone numbers each person could be reached on. The population with multiple SIM cards/phone numbers will have multiple chances of being selected in the mobile sample.

The information about the number of mobile phone numbers each respondent can be reached on are collected during the survey, which allows calculation of probabilities of selection. The design weight is calculated as an inverse of the selection probability.

In the second step, on a country-by-country basis, a post-stratification (non-response) population weighting is carried out to ensure that the sample accurately reflects the socio-demographic structure of the target population. The principle behind this type of weighting is that by aligning the sample and population on key variables for which population statistics are known, the accuracy of the other variables

in the survey (which may have been affected by non-response or coverage bias) is expected to be improved.

The following socio-demographic variables are used in all national raking procedures (with categories levels used):

- **Gender x Age:** (1) 15-24 year-old males; (2) 25-34 year-old males; (3) 35-44 year-old males; (4) 45-54 year-old males; (5) 55-64 year old males; (6) 65+ year-old males; (7) 15-24 year-old females; (8) 25-34 year-old females; (9) 35-44 year-old females; (10) 45-54 year-old females; (11) 55-64 year old females; and (12) 65+ year-old females;
- **Region:** NUTS1 or NUTS2 region (depending on the size of the country and the number of NUTS regions)

The raking procedure performs iterative proportional fitting in contingency table analysis. The design weight from the first step is used as base weight in this procedure. Cases with missing data[16] on one or more of the weighting variables are included as a separate weighting category for each variable iteration. Finally, very small regions (such as Åland in Finland) were collapsed with an adjacent region to achieve convergence.

In designing the weighting approach, it is important to consider the efficiency of the weighting, such that ideally the overall weighting efficiency remains above a certain value to avoid a significant impact on the effective sample sizes obtained and, consequently, on the power of the analyses conducted. Weighting efficiency can be improved by trimming (or capping) weights at each of the steps to reduce the impact on variance of the final weight. For this survey, at the end of each iteration of the algorithm, any weights larger than 2.8 are automatically set to equal this cap.

In the last step, several weight variables are created that project the individual weight to the relative size of the country within the total geographical area considered (see Table 24). This weight is used for estimations based on more than one country (e.g. EU27 or euro area estimations).

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.

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

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

various sample sizes are in rows various observed results are in columns

[16] This includes respondents who described themselves as “in another way” or “prefer not to say” in the gender question. The gender question of the Flash Eurobarometer allows respondents to choose between “male”, “female”, “in another way” or “prefer not to say”; however, official statistics only report the proportion “male” and “female”.

Questionnaire

ASK ALL

DX5a **As far as your current occupation is concerned, would you say you are...?**

(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

DX5b **Do you work as a manager or supervisor (e.g. coordinating other people's work)?**

(ONE ANSWER ONLY)

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

ASK ALL

DX5c **Which of the following descriptions best describes the work you do?**

(READ OUT - ONE ANSWER ONLY)

Professional and technical occupations (e.g. doctor – teacher – lawyer – 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 – bookkeeper)	3
Sales occupations (e.g. sales manager – shop owner – shop assistant – insurance agent)	4
Service occupations (e.g. restaurant owner – police officer – waiter – caretaker – nurse – 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

DX5d **In which sector do you work in your main job?**

(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

DX5f **How many employees in total work at your place of work or business?**

(READ OUT - ONE ANSWER ONLY)

1 to 9 employees	1
10 to 49 employees	2
50 to 249 employees	3
250 to 499 employees	4
500 or more employees	5
None (self-employed without employees)	6
Don't know (DO NOT READ OUT)	98

ASK ALL

DX5e **In the last 12 months, have you earnt 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)?**

(READ OUT - 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

DX6 **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

DX7 **Do you use any of the following digital technologies for your main job?**

(READ OUT - MULTIPLE ANSWERS POSSIBLE) [CODE 7 AND CODE 98 ARE EXCLUSIVE]

Desktop computers	1
Laptops, tablets, smartphones or other portable computer devices that connect to the internet	2
Wearable devices such as smart watches, smart glasses, activity trackers or other (embedded) sensors	3
Software or tools powered by artificial intelligence (e.g. data analysis tools, chatbots, virtual assistants, predictive analytics tools, machine learning models)	4
Machines or robots that can think and make decisions (e.g. powered by 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

A1 **Would you say that the use of these digital technologies in your workplace…?**

(READ OUT - ONE ANSWER PER LINE) [RANDOMISE ITEMS 1 TO 6]

[STATEMENTS]

A1_1 Increases your workload

A1_2 Determines the speed or pace of your work

A1_3 Reduces your ability to make decisions about the methods you use or the ways you do your work

A1_4 Results in you working in isolation

A1_5 Makes your job tasks seem trivial or useless

A1_6 Reduces the opportunities to use your knowledge and skills

(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 technologies to… ?**

(READ OUT - ONE ANSWER PER LINE) [RANDOMISE STATEMENTS 1 TO 6]

[STATEMENTS]

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

A2_6 Give automated instructions or directions to complete your work

(RESPONSE SCALE)

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

ASK ALL

B1 **Would you say that at work you are exposed to the following factors?**
(READ OUT - ONE ANSWER PER LINE) [RANDOMISE STATEMENTS 1 TO 5]
[STATEMENTS]

B1_1 Severe time pressure or overload of work
B1_2 Violence or verbal abuse from customers, patients, pupils, etc.
B1_3 Harassment or bullying
B1_4 Poor communication or cooperation within the organisation.
B1_5 Lack of autonomy, or lack of influence over the work pace or work processes.
B1_6 Lack of rewards (e.g. pay, career opportunities, recognition) for all the efforts you put in your job

(RESPONSE SCALE)

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

ASK ALL

B2 **In the last 12 months, would you say that at work you have been exposed to the following factors?**
(READ OUT - ONE ANSWER PER LINE) [RANDOMISE STATEMENTS 1 TO 4]
[STATEMENTS]

B2_1 Extreme heat (either indoors or outdoors)
B2_2 Intense sun exposure
B2_3 Air quality issues (either indoors or outdoors) (e.g. pollen, dust, smoke)
B2_4 Extreme weather-related events (e.g. floods, wildfires, droughts or hurricanes)

(RESPONSE SCALE)

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

ASK ALL

C1 **In the last 12 months, have you experienced any of the following health problems caused or made worse by your work?**
(READ OUT - MULTIPLE ANSWERS POSSIBLE) [RANDOMISE 1-8] [CODE 10 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
Heat-related symptoms or illnesses (e.g. dizziness, cramps, exhaustion, stroke)	7
Sunburn	8
Another health problem related to your work	9
None of these	10
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 STATEMENTS 1 TO 3]

[STATEMENTS]

E1_1 Awareness raising, information or training on well-being and coping with stress

E1_2 Access to counselling or psychological support

E1_3 Consultation of workers about stressful aspects of work

E1_4 Other measures to address stress at work (e.g. changes in work organisation, setting priorities, better communication, etc.)

(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 STATEMENTS 1 TO 5]

[STATEMENTS]

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 I might lose my job in the next 6 months

E2_4 I am worried that climate change-related issues (e.g. extreme heat or extreme weather events) can impact my safety and health at work

E2_5 I am afraid that my current job and tasks will change as a result of measures introduced to prevent climate change-related risks

(RESPONSE SCALE)

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

ASK ALL

E3 Are any of the following measures to prevent heat stress and climate change-related risks at work available in your workplace?

(READ OUT - ONE ANSWER PER LINE) [RANDOMISE STATEMENTS 1 TO 3]

[STATEMENTS]

E3_1 Information and training about how to handle heat and other climate change-related risks in your job

E3_2 Adjustments to the organisation of work (e.g. flexible working time, regular breaks, job rotation)

E3_3 Consultation of workers about climate change-related concerns

E3_4 Other measures to protect workers from heat and climate change-related risks (e.g. thermal insulation, cooling systems, climate-appropriate personal protective equipment)

(RESPONSE SCALE)

Yes	1
No	2
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.

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