Many thanks to everyone who completed the ISO/TC 283 user survey. We had almost 500 responses which, whilst only being a tiny proportion of organizations known to be using our OH&S standards, provides valuable insight. Key findings, ahead of more detailed analysis, are below.

1. Adoption of ISO 45001

Has your organization implemented ISO 45001?

- Yes, fully implemented in the organization (i.e. all sites, functions): 36.4%
- Yes, partially implemented (i.e. one or more sites, functions): 22.1%
- Not yet, but planning to implement soon: 17.2%
- Not planning to implement in the near future: 24.3%

78% of respondents have, or are planning to, implement ISO 45001: over half of these represent small or medium sized enterprises.

What is the size of your organization?

- Fewer than 10 employees: 23.0%
- 10-50 employees: 26.0%
- 51-250 employees: 17.0%
- 251-2000 employees: 13.9%
- 2001+ employees: 20.1%
2. Coverage of psychological health and safety

Around 30% of respondents report that psychological health and safety is still not formally addressed, with another 20% saying it is not integrated into their OH&S management system. ISO 45003 remains free to read on the ISO site - please encourage everyone to take a look and use the practical guidance it contains.

### Has your organization identified hazards relating to psychological health and safety taken action to manage the risks?

- **No**: 33.1%
- **Yes, and we are using the guidance in ISO 45003**: 40.4%
- **Yes, not currently using ISO 45003**: 26.5%

### Is management of psychological health, safety and well-being integrated into your OH&S management system?

- **Yes**: 52.1%
- **No, it is dealt with separately**: 19.4%
- **No, it is not formally addressed**: 28.5%
3. **Coverage of issues related to gender**

We are keen to find out more from you about how well OH&S issues related to gender are managed. Whilst 43% of respondents believe that the OH&S needs and expectations of women are actively addressed, 65% of the survey was completed by users identifying as men. Historically, OH&S management has reflected a generic approach which does not always fully protect those workers who sit outside of what is considered the norm – including women, the LGBTQ+ community, people of differing body sizes, people with disabilities, younger and older workers. ISO/TC 283 is committed to improve how standards are written to support our diverse workforces and encourage people to share ideas and experiences to help our experts develop documents which are truly inclusive.

![Pie chart showing the distribution of responses to the question: Are the OH&S needs and expectations of women actively managed and addressed in your organization?](image)

- **35.5%** Unsure
- **21.2%** No
- **43.3%** Yes