Working together for risk prevention
Healthy Workplaces Campaign 2012-13

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Outline of this presentation

- European Agency for Safety and Health at work (EU-OSHA)
- Occupational Safety and Health in Europe
- Working Together for Risk Prevention
European Agency for Safety and Health at Work (EU-Osha)

- A body of the EU
- Established in 1996 in Bilbao, Spain
- EU-Osha is committed to making Europe a safer, healthier and more productive place to work, by promoting a culture of risk prevention to improve working conditions in Europe.
- Tripartite Board bringing together:
  - governments, employers’ and workers’ organisations
  - the European Commission
EU-OSHA key activity areas

- Facts and figures
- Cooperation & Networking
- Raising awareness
- Tools for OSH management
- Anticipating change
Scale of the problem

Why is safety and health important?

• Good for business, workers and for society as a whole
• Most occupational accidents and illnesses are preventable
• Significant improvements across the EU in recent decades, but …
• Every year more than **5,500 people lose their lives** due to workplace accidents
• Every year, **6.9 million accidents** at work
• **159,000 die** as a result of work-related illnesses (ILO estimates)
• **€ 490 billion** cost to the EU economy
Facts and figures

• What are the problems now and will be in the future?
• What policies work?
• How much does failure cost?
In 2009, 36,000 managers and worker representatives were interviewed across 29,000 workplaces.

ESENER asked about health and safety management, management of stress, violence and harassment and about the way in which workers are involved.
What does ESENER tell us about management leadership?

- The survey included **directly relevant questions**:  
  - Is health and safety raised regularly in high level management meetings?  
  - Is there a policy, management system or action plan on health and safety?

- and **supporting questions**, such as:  
  - Do you have procedures in place?  
  - Do you take preventive measures?  
  - Do you use specialist information?

- These questions can be combined to generate a **composite health and safety score**  
  - As explained in the report:  

  Management of occupational safety and health – an analysis of the findings of the European Survey of Enterprises on New and Emerging Risks (ESENER).  
  Available at:  
Management leadership

Health and safety issues raised regularly in high level management meetings

% establishments

It is important that health and safety is discussed at the highest levels so that it can be integrated in key business processes and is seen as a priority for the whole organisation.
Management leadership

Prevalence of a documented policy, established management system or action plan on health and safety

% establishments

85% of managers state that the policy has an impact

A document explaining how health and safety is managed, including the lines of responsibility, is essential for clear and effective leadership.
The size of the workplace is the strongest predictor of the level of health and safety management. Below 150 employees, the average number of preventive measures and policies starts to tail off rapidly.
Management leadership

Size of establishment and health and safety management composite score in different countries

In some countries even the very smallest workplaces indicate high levels of health and safety measures and procedures. However, we must remember that without genuine management commitment these can be simply a ‘paper exercise’.
Worker participation

Effect of worker representation and management commitment on the likelihood of having a health and safety policy in place

Management commitment is associated with having a health and safety policy, as is having worker representation (especially if it is specific to health and safety). However, the effect is greatest where high management commitment is combined with both forms of worker representation.

Forms of worker representation: General — works council and/or trade union representative; Specialist OSH — health and safety committee and/or health and safety representative.

www.healthy-workplaces.eu
Worker participation

Effect of worker representation and management commitment on the prevalence of measures to deal with psychosocial risks

Once again, the combination of high management commitment together with worker representation (especially if it is specific to health and safety) is strongly associated with better management of stress, violence and harassment.

Forms of worker representation: General — works council and/or trade union representative; Specialist OSH — health and safety committee and/or health and safety representative.
Worker participation

Where do we find high management commitment combined with both general and specific worker representation?

Nordic traditions of social dialogue are particularly evident in the smaller sized establishments.

Forms of worker representation: General — works council and/or trade union representative; Specialist OSH — health and safety committee and/or health and safety representative

www.healthy-workplaces.eu
The 2012 Opinion poll: Do you think…

- Job-stress is increasing?
- You know about work risks?
- Health and safety in important to keep people in work?
- An OSH problem would be addressed if you raised it?
- OSH is important for the economy?
Level of job-related stress

Do you think the number of people suffering from job-related stress in (your country) will increase, decrease or stay around the same over the next five years? (%)

- Increase a lot
- Increase a little
- Stay around the same
- Decrease (aggregate)

Difference to 100 per cent due to exclusion of Don't Know; Universe: Population aged 18+

www.healthy-workplaces.eu
Concern about work-related stress and existence of procedures to deal with it

% establishments, EU27

www.healthy-workplaces.eu
Level of information about safety and health risks at work

Regarding safety and health risks at the workplace, do you consider yourself ....? (%)
Importance of workplace safety and health for later retirement

In your view, how important, if at all, are good health and safety practices to help people work for longer before they retire? (%)

Difference to 100 per cent due to exclusion of Don't Know; Universe: Population aged 18+

http://osha.europa.eu
Confidence in action to address workplace safety and health problems

If you raised a health and safety problem in your workplace with your supervisor, how confident are you that it would be addressed? (%)
Importance of workplace safety and health for economic competitiveness

How much do you agree or disagree with the following statement.
In order for (your country) to be economically competitive, workplaces need to follow good health and safety practices? (%)

- Strongly agree
- Tend to agree
- Neither agree nor disagree
- Disagree (aggregate)

<table>
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<th>Country</th>
<th>Strongly Agree</th>
<th>Tend to Agree</th>
<th>Neither Agree Nor Disagree</th>
<th>Disagree (Aggregate)</th>
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Difference to 100 per cent due to exclusion of Don't Know; Universe: Population aged 18+
The need for awareness-raising
<table>
<thead>
<tr>
<th>Year</th>
<th>Campaign Theme</th>
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<td>2010-2011</td>
<td>Safe Maintenance campaigns</td>
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<tr>
<td>2008-2009</td>
<td>Risk Assessment campaigns</td>
</tr>
<tr>
<td>2007</td>
<td>Lighten the Load, Musculoskeletal disorders (MSDs) campaigns</td>
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<td>2006</td>
<td>Young people campaigns</td>
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<td>2005</td>
<td>Stop that noise campaigns</td>
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<tr>
<td>2004</td>
<td>Building in safety campaigns</td>
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<td>2003</td>
<td>Dangerous substances, handle with care campaigns</td>
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<td>2002</td>
<td>Working on stress campaigns</td>
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<tr>
<td>2001</td>
<td>Success is no accident campaigns</td>
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<tr>
<td>2000</td>
<td>Turn your back on musculoskeletal disorders</td>
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</table>
2012/13 Healthy Workplaces Campaign

Working together for risk prevention

through Leadership and
Worker participation
Working together for risk prevention
Benefits of good safety and health

• Reduced risks and costs
  − less sick leave and staff turnover
  − fewer accidents
  − lower insurance costs
• Rise in productivity
• Reduced threat of legal action
• Better reputation among customers, suppliers and investors
In workplaces with health and safety culture

• Leadership is strong, with management:
  – Demonstrating commitment to health and safety
  – Creating the conditions for a partnership approach
• Everyone
  – Participates fully
  – Accepts their rights, roles and responsibilities in relation to health and safety
  – Works together to prevent ill-health and injury
The role of the management

Underlying management for enhancing safety and health

• Effective and strong leadership
• Active worker involvement
• Ongoing assessment and review
• Leadership goes hand in hand with participation
• Without good leadership, participation will not succeed
• Management is responsible for the prerequisite to establish partnership and participation
First management principle: Leadership and safety and health (1)

Effective and strong leadership in safety and health is vital. This means that management:

- Commits itself to OSH as a core value of the organisation
- Has an accurate picture of the organisation’s risk profile
- Leads by example and demonstrates integrity
- Clearly defines and monitors roles and responsibilities
- Prioritises OSH in the company’s sustainability strategy and throughout the supply chain
Leadership and safety and health (2)

Practical examples of OSH leadership include:

• Visiting workstations to consult staff about health and safety (workers may not only identify problems but may provide solutions too)
• Taking personal responsibility and showing that you care
• Leading by example
• Making available, as far as possible, money and time
Health and safety management needs worker participation

To involve workers, employers should:

• Encourage workers to report safety problems
• Actively involve workers in spotting problems
• Ask workers to suggest ideas for improving safety measures
• Make it clear that workers ideas are valued and are seriously considered
• Give workers recognition for their idea
• Explain which ideas will be taken forward and which won’t and why
Why should workers get involved?

• Because a safe workplace protects everybody’s health
• No one knows better than workers how to do their job and how their work affects them
• If everyone does their bit it can make a real difference
• Workplaces where employees are active in health and safety often have lower accident rates
• Workers have the right to work in a place where risks to health and safety are properly controlled
• Employers are mainly responsible for taking care of this, but workers also have a duty to help prevent ill-health and injury
Worker involvement is a two-way process where employers and their employees/employee representatives:

- Talk and listen to one another
- Raise concerns and solve problems together
- Seek and share views and information
- Discuss issues in good time
- Make decisions together
Safety and health at work is everyone’s concern. It’s good for you. It’s good for business.
Anticipating change

The identification of new and emerging risks in order to improve the timeliness and effectiveness of preventive measures
Green jobs

• Accidents in the wind sector
• Accident and health risks related to biomass use and storage
• Solar UV exposure
Chemical and biological agents

Nanomaterials in the workplace - Risk perception and risk communication

- Nanotechnologies
- Sensitisers
- CMRs
Psychosocial issues

- Restructuring
- Assessment models
- Association with chronic health problems
Workability by age and occupation

Source: BKK-Gesundheitsreport 2006;
Challenges: Demographics

The chart illustrates the demographic distribution of men and women across different age groups. The y-axis represents age groups ranging from 0-4 to 85+, and the x-axis represents the percentage of individuals in each age group.

Key observations:
- The percentage of men decreases with age, particularly after the age of 65.
- The percentage of women increases with age, with a significant rise for those aged 80-84.
- The distribution for 2010 is shown in blue, while the distribution for 2060 is shown in orange.

This data is crucial for understanding workforce demographics and planning for future needs.
Holistic approaches

Older workers
Gender issue
Rehabilitation
Work design
Work-life balance
Health and safety in the schools
Key dates

• European Week for Safety and Health at Work: 22 - 26 October 2012
• Good Practice Awards Ceremony: April 2013
• European Week for Safety and Health at Work: 21 - 25 October 2013
• Healthy Workplaces Summit: November 2013
More information

- http://osha.europa.eu
- http://www.healthy-workplaces.eu

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Thank you for your attention