

Promoting Occupational Safety, Health, and Well- Being in SME Manufacturing Companies

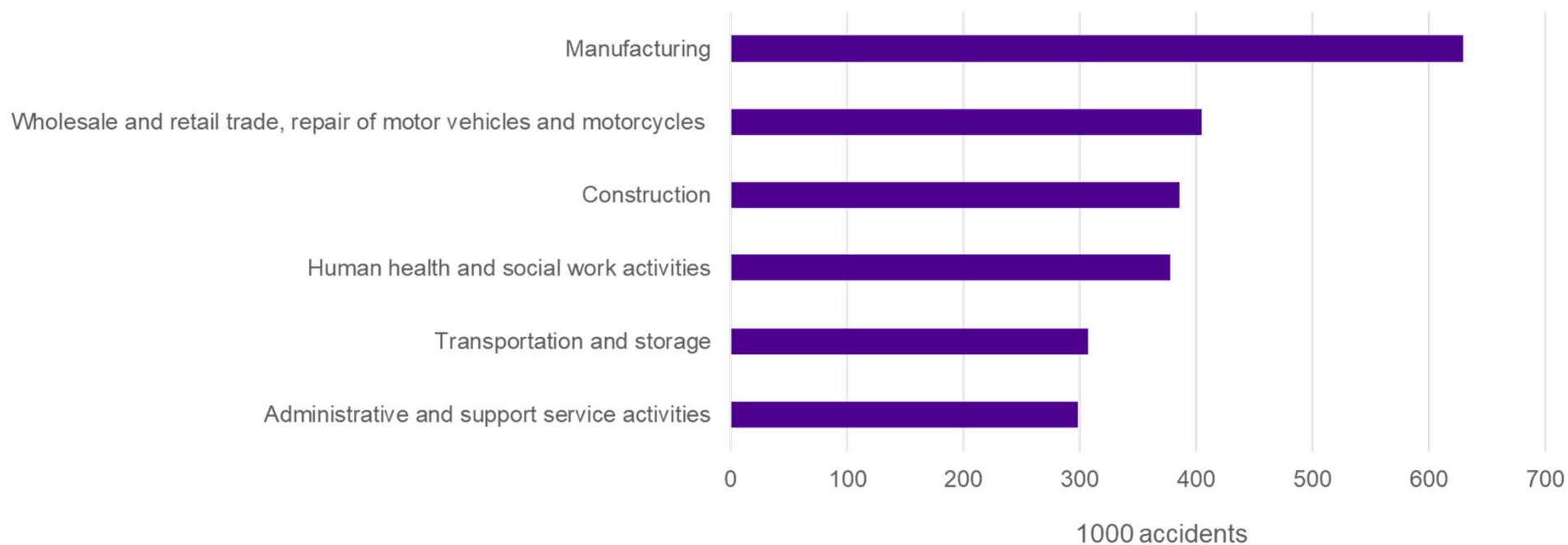
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Leverage from
the EU
2014–2020

Introduction

Number of work accidents in EU by NACE in the economic activities where most of the accidents have happened in 2018



Source: Eurostat

Introduction

- The frequency of occupational injury in SMEs was found to be higher than in larger companies especially for fatal and other severe injuries (Fabiano et al., 2004; Hasle and Limborg, 2006; Holizki et al., 2015).
- Small enterprises typically have limited awareness, resources, time, and competence in managing occupational safety and health (Masi and Cagno, 2015; Unnikrishnan et al. 2015; Walters et al. 2018).

Aim

- The aim of this study was to investigate and develop occupational safety, health, and well-being (SHW) of employees in SME manufacturing companies.

Materials and Methods

- Four small and medium sized manufacturing companies
- A company-specific development process:
 1. A risk assessment e-survey
 2. Thematic group interviews about SHW resources and stress factors originating from work, the work community, and the worker
 3. Workshop -> action plan for promoting SHW

Materials and Methods

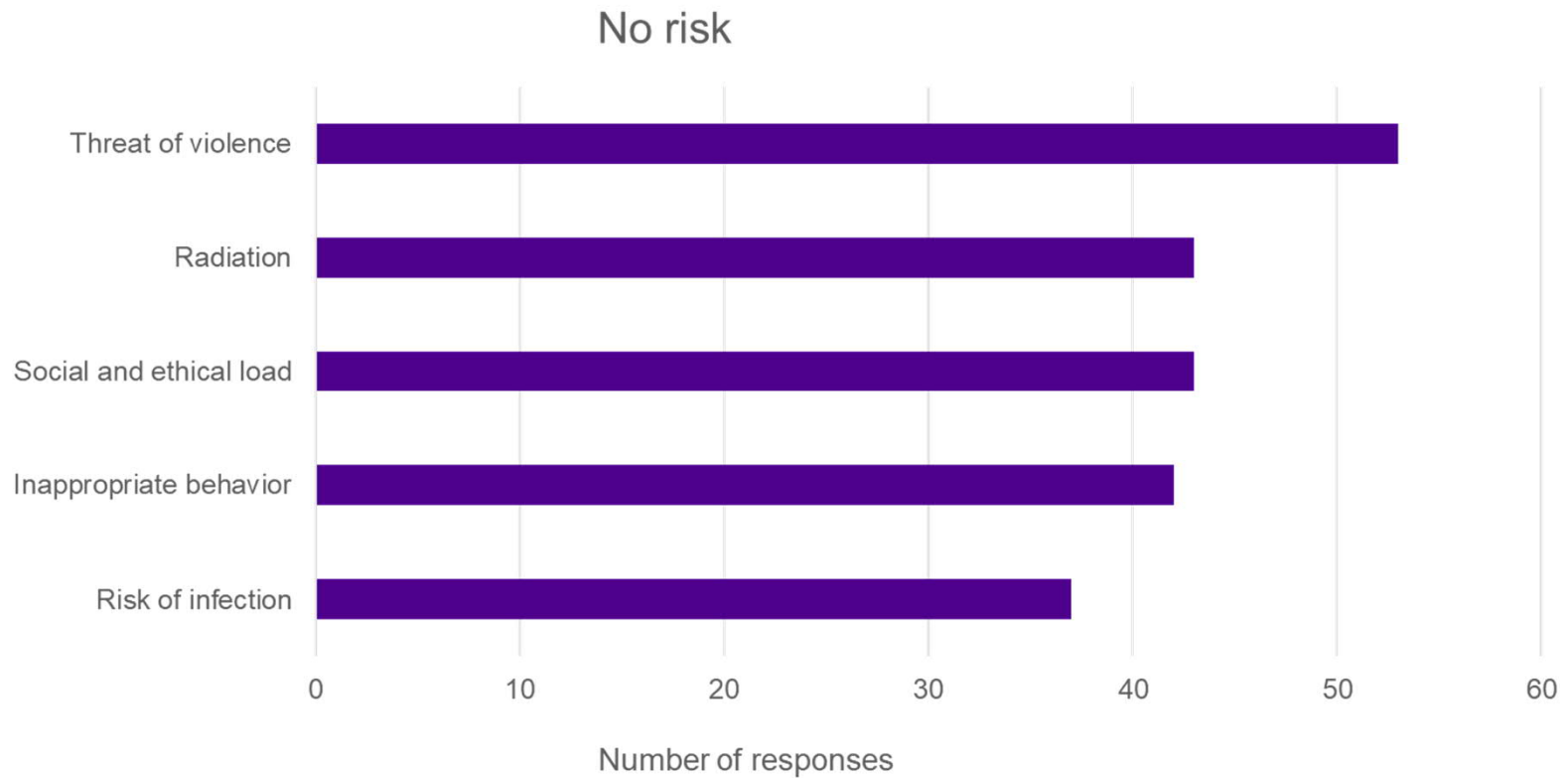
Company	Workforce	Number of responses to the survey	Number of interviewees	Number of participants in the workshop
A	88	23	8	15
B	130	17	8	9
C	20	13	8	9
D	32	5	8	9
Total	270	58	32	42

Results

Interviews

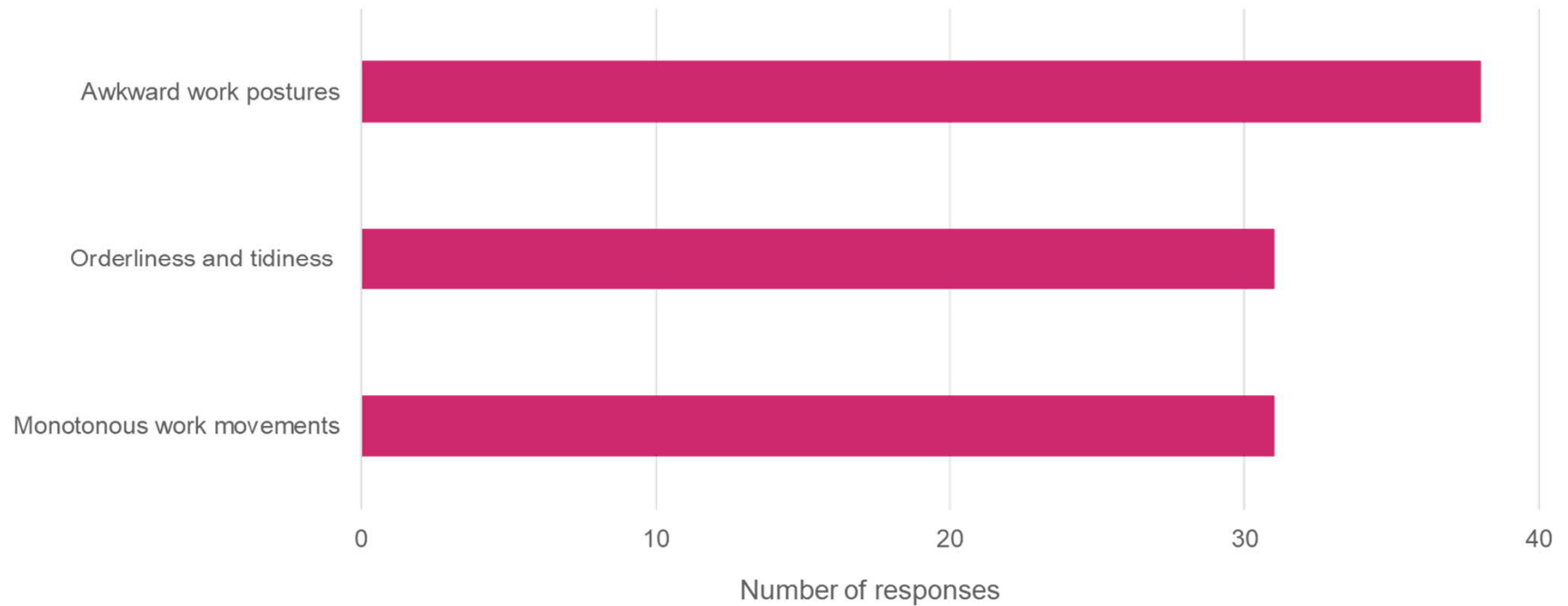
- Job resources:
 - working community and good work atmosphere
 - support received from co-workers
 - equality in the workplace
 - participation at work
- Stressors:
 - Lifting heavy loads, awkward job postures, monotonous work movements, manual work, and thermal environment
 - Communication difficulties, constant rushing, inconvenient working hours, and demanding goals from an employer

Survey



Survey

Risk exists and needs to be managed



Workshop

Issues in the action plans:

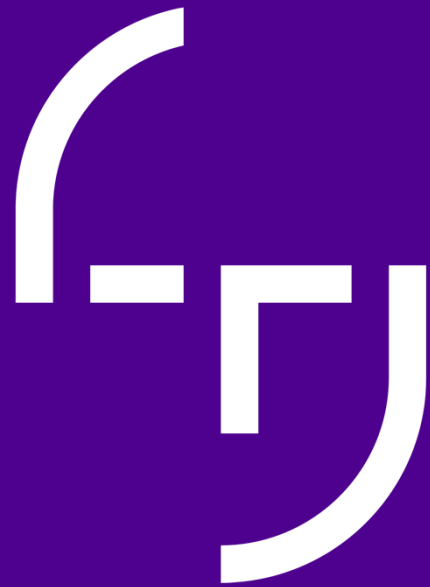
improvements to the community spirit between departments	meetings
the flow of information within a company	air conditioning
order and tidiness	work well-being
orientation	training
haste	strain of assignments
joint events	cramped conditions
accessways	a special production process

Conclusion

- Job resources:
 - positive work atmosphere
 - support received from co-workers
- Development needs:
 - lifting heavy loads, awkward job postures, monotonous work movements, manual work
 - communication difficulties
 - constant rushing
 - order and tidiness
 - thermal environment

Conclusion

- The action plan for promoting SHW were co-created with the employees and management at each participated company.



**Human
Potential
Unlimited.**