

Cooperation between the employer and employees in developing safety, health and well-being in SMEs

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Introduction

- SMEs often lack the resources and competences needed to effectively manage and develop SHW
- Quite elementary measures may serve as a basis for developing SHW in SMEs
- Effective integration of traditional OSH and workplace health promotion is needed.
- SHW should be developed simultaneously and in close collaboration with the employer and employees
- More research into practices that help SMEs in developing occupational SHW in cooperation with their employees is needed



Aim of the study

The aim of this study was to investigate the development needs and practical measures for developing occupational safety, health and well-being in small and medium-sized enterprises.



Materials and Methods

Table 1. Participating companies' and employees' background information

| Com-pany | Industry | No of em- ployees | No of inter- viewees | No of participants in workshop |
|----------|--|----------------------|-------------------------|-----------------------------------|
| 1 | Manufacturing | 88 | 8 (1/7)* | 15 (1/14)* |
| 2 | Manufacturing | 130 | 8 (1/7)* | 9 (1/8)* |
| 3 | Manufacturing | 102 | 10 (1/9)* | 11 (2/9)* |
| 4 | Manufacturing | 32 | 8 (1/7)* | 9 (1/8)* |
| 5 | Manufacturing | 30 | 13 (1/12)* | 12 (1/11)* |
| 6 | Manufacturing | 196 | 14 (3/11)* | 9 (3/6)* |
| 7 | Manufacturing | 20 | 8 (2/6)* | 9 (3/6)* |
| 8 | Administrative and support service activ- ities | 19 | 8 (1/7)* | 8 (2/6)* |
| 9 | Water supply; sewerage, waste manage- ment and remediation activities | 39 | 6 (0/6)* | n/a (video work- shop) |

* Gender distribution (female/male)



Results 1/3

Table 2. Categorisation and examples of SHW resources

| SHW category | Examples of SHW resources |
|--------------------------------------|---|
| Content and organisation of the work | <ul style="list-style-type: none"> Wide-ranging work tasks and competence Influencing over one's own ways of working Flexible working hours and tasks Control over one's own work |
| Work community | <ul style="list-style-type: none"> Fellow workers and their support Equality Good community spirit |
| Work environment and equipment | <ul style="list-style-type: none"> Good work equipment Good personal protective equipment Good and proactive maintenance of the work equipment |



Results 2/3

| SHW category | SHW subcategory |
|--------------------------------------|--|
| Content and organisation of the work | Improving the flow of information |
| | Prioritising tasks of great urgency |
| | Improving flow of parts and related information from one stage of work to the next |
| | Developing orientation of new employees |
| | Developing training |
| Work community | Reducing the burden of jobs that involve travel, specifically installation work |
| | Improving community spirit |
| | Informing employees of progress on issues brought out by these employees |
| Work environment and equipment | Developing work ability activities |
| | Improving tidiness and orderliness |
| | Improving workspaces |
| | Improving passages |
| | Improving availability and usability of tools |



Discussion

- The integration of the SHW supported comprehensive development of OSH within psychosocial perspective, which often receives less attention
- Most of the identified development actions were quite simple and easy to carry out
- This study adds on the current discussion on integrating traditional OSH perspectives and well-being at work
- The study provides practical measures especially suitable for SMEs

