



# Health and safety challenges for small businesses

*SBS Lift Forum on safety at work in the lift sector*

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# European Union - policy context

- **98.8% enterprises in the European Union are micro and small (1-49 workers)**
  - Nearly 50% of workforce
- **EU Strategic Framework on Health and Safety at Work 2014-2020**
- **Safer and Healthier Work for All - Modernisation of the EU Occupational Safety and Health Legislation Policy (2017)**

## Top Three Occupational Safety and Health Actions

- 1) Stepping up the fight against occupational cancer through legislative proposals accompanied by increased guidance and awareness-raising;
- 2) Helping businesses, in particular micro-enterprises and SMEs, comply with occupational safety and health rules;**
- 3) Cooperating with Member States and social partners to remove or update outdated rules and to refocus efforts on ensuring better and broader protection, compliance and enforcement on the ground.

# Third European Survey of Enterprises on New and Emerging Risks (ESENER-3)

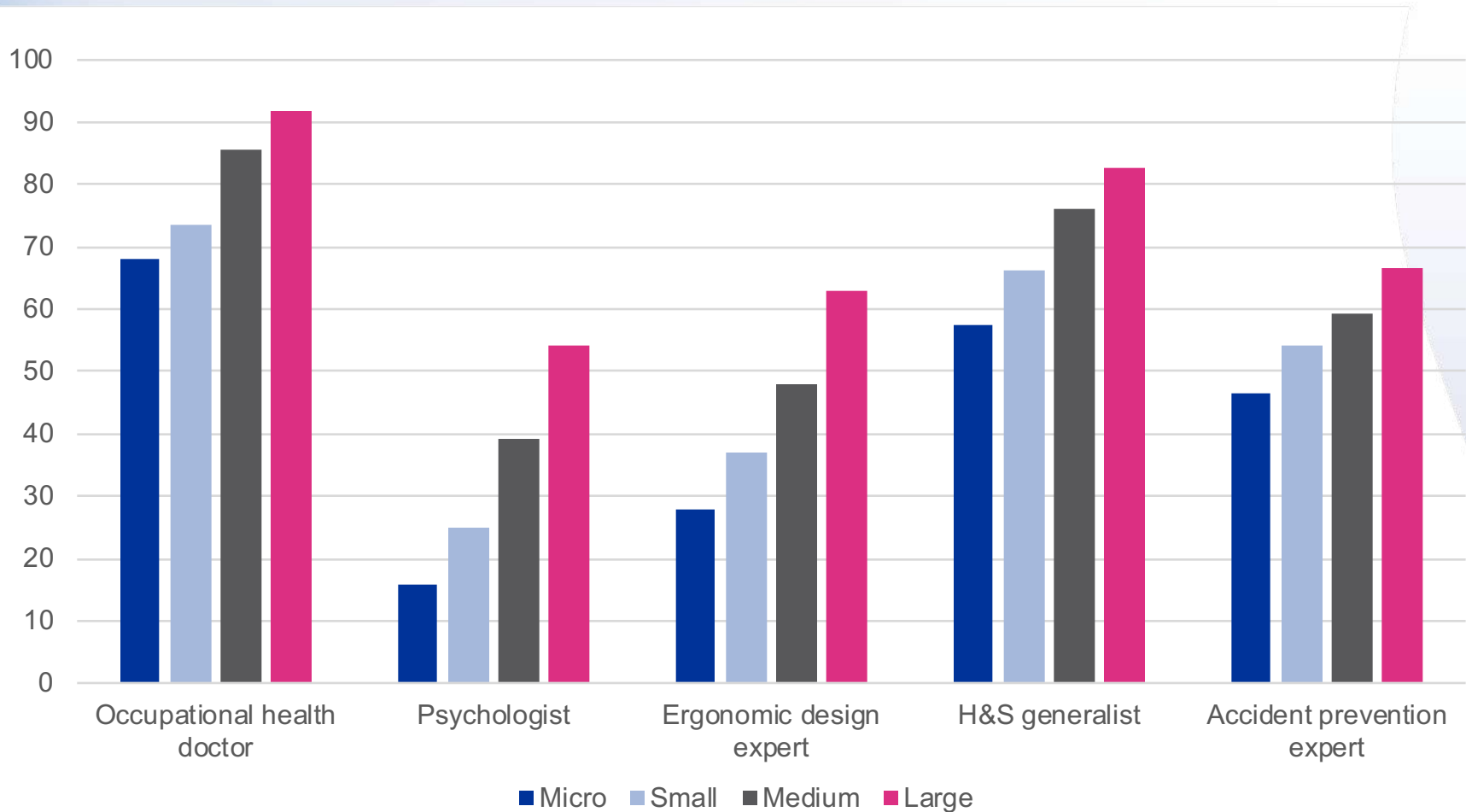
- **Fieldwork:** April – August 2019.
- **Mode:** computer-assisted telephone interview (CATI).
- **Countries:** 33.
- **Establishments** surveyed: 45,420.
- **Business size:** from 5 employees on.
- **Activity sector:** all public and private, including agriculture.
- **Respondent:** person ‘who knows best’ about safety and health in their establishment
- **Topics:** OSH management, psychosocial risks, worker representation, drivers and barriers to OSH
- **Comparability** with ESENER-2!

# ESENER-3 (2019) –sample size

| Country        | Interviews for ESENER-3 | Country            | Interviews for ESENER-3 |
|----------------|-------------------------|--------------------|-------------------------|
| Austria        | 1,503                   | Lithuania          | 754                     |
| Belgium        | 1,506                   | Luxembourg         | 773                     |
| Bulgaria       | 755                     | North Macedonia    | 752                     |
| Croatia        | 740                     | Malta              | 453                     |
| Cyprus         | 757                     | Netherlands        | 1,521                   |
| Czech Republic | 1,552                   | <i>Norway</i>      | 1,501 + 450             |
| Denmark        | 1,513                   | Poland             | 2,250                   |
| Estonia        | 758                     | Portugal           | 1,493                   |
| Finland        | 1,505                   | Romania            | 1,500                   |
| France         | 2,251                   | Serbia             | 751                     |
| Germany        | 2,264                   | Slovakia           | 756                     |
| Greece         | 1,501                   | <i>Slovenia</i>    | 767 + 300               |
| Hungary        | 1,504                   | Spain              | 2,266                   |
| Iceland        | 753                     | Sweden             | 1,512                   |
| <i>Ireland</i> | 750 + 1250              | <i>Switzerland</i> | 1,502                   |
| Italy          | 2,251                   | United Kingdom     | 2,251                   |
| Latvia         | 756                     | <b>Total</b>       | <b>45,420</b>           |

# Use of OSH services

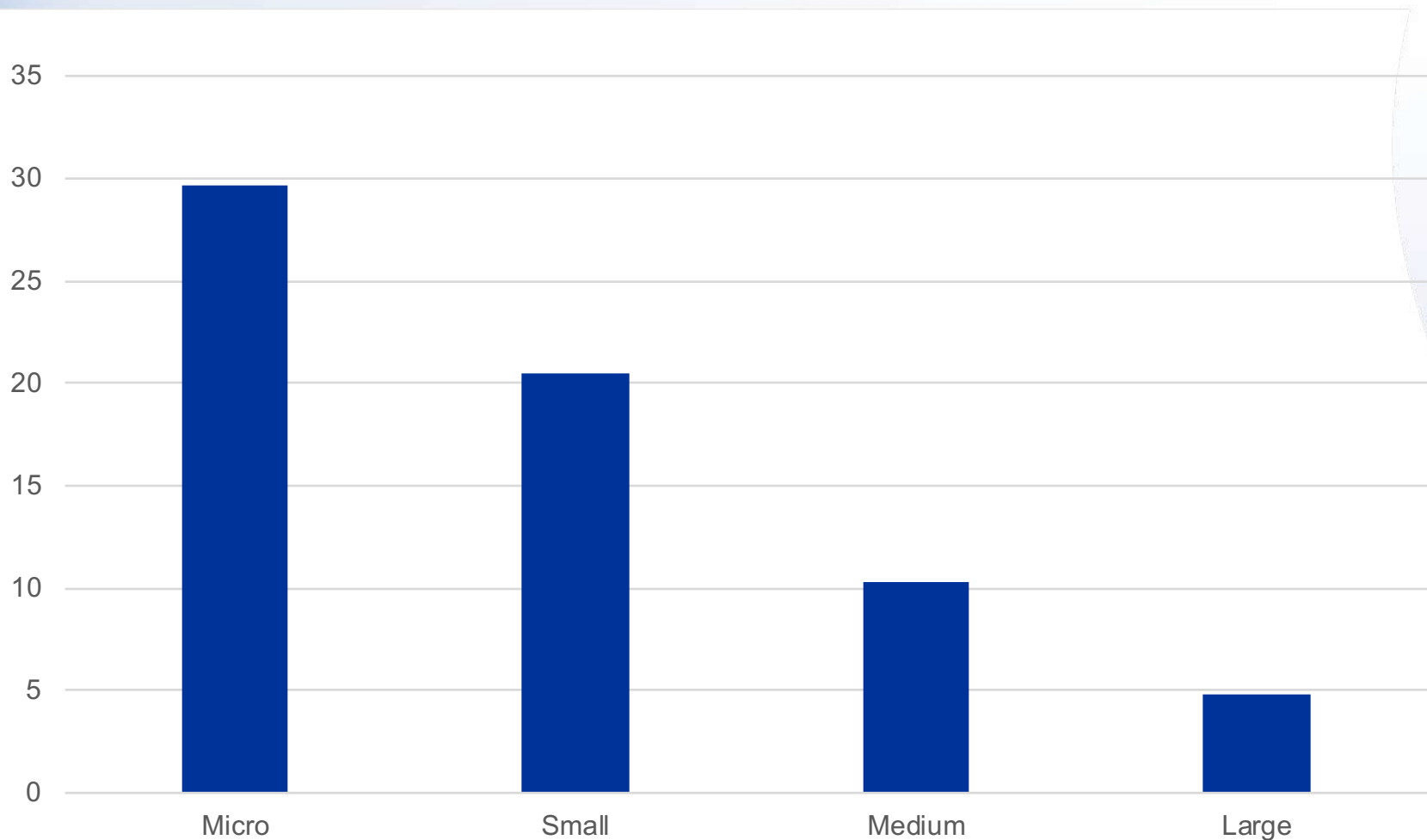
by size, 2019 (% establishments, EU27\_2020)



Base: establishments in the EU27\_2020.

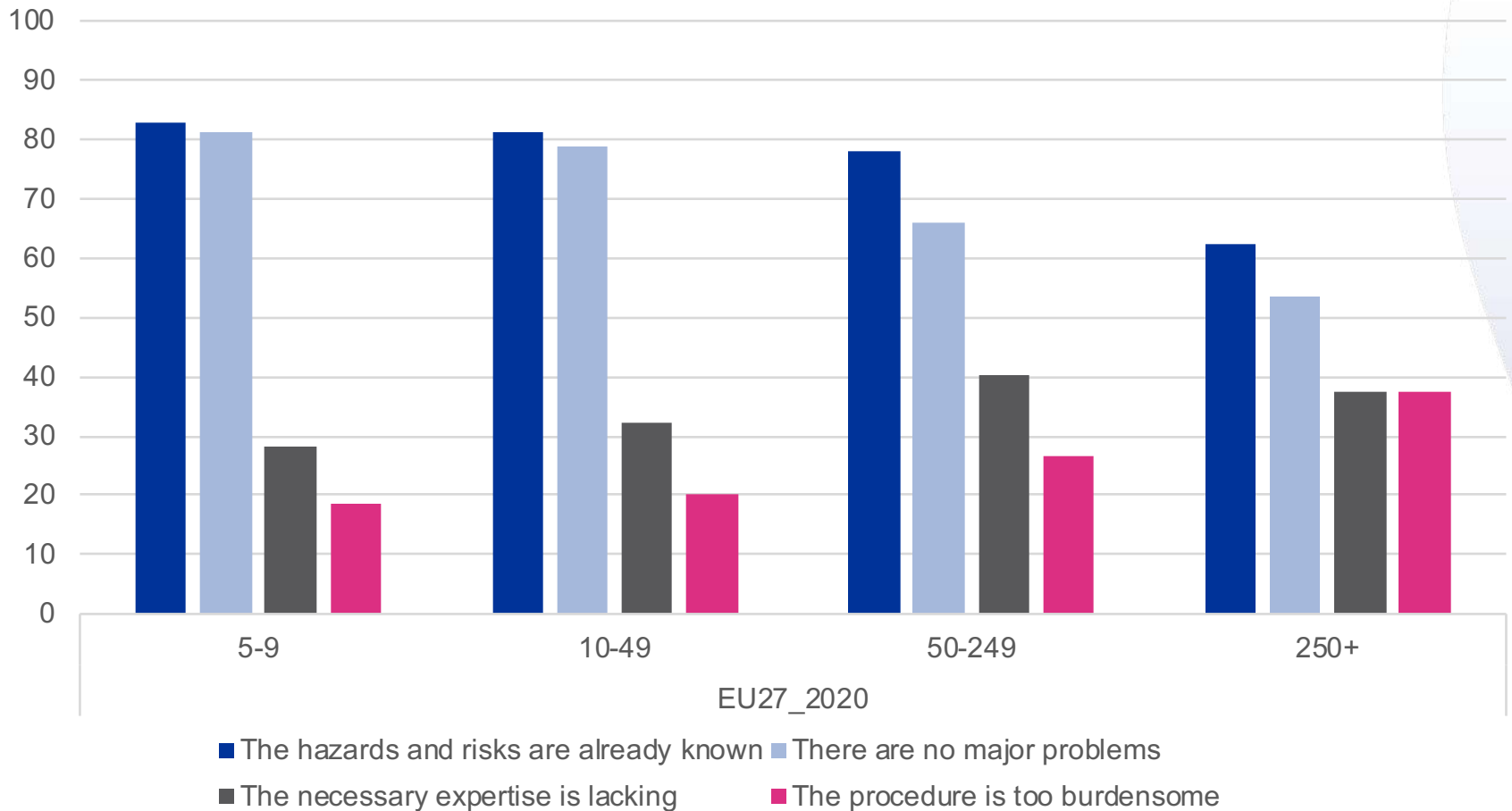
# Lack of workplace risk assessments

by size, 2019 (% establishments, EU27\_2020)



Base: establishments in the EU27\_2020.

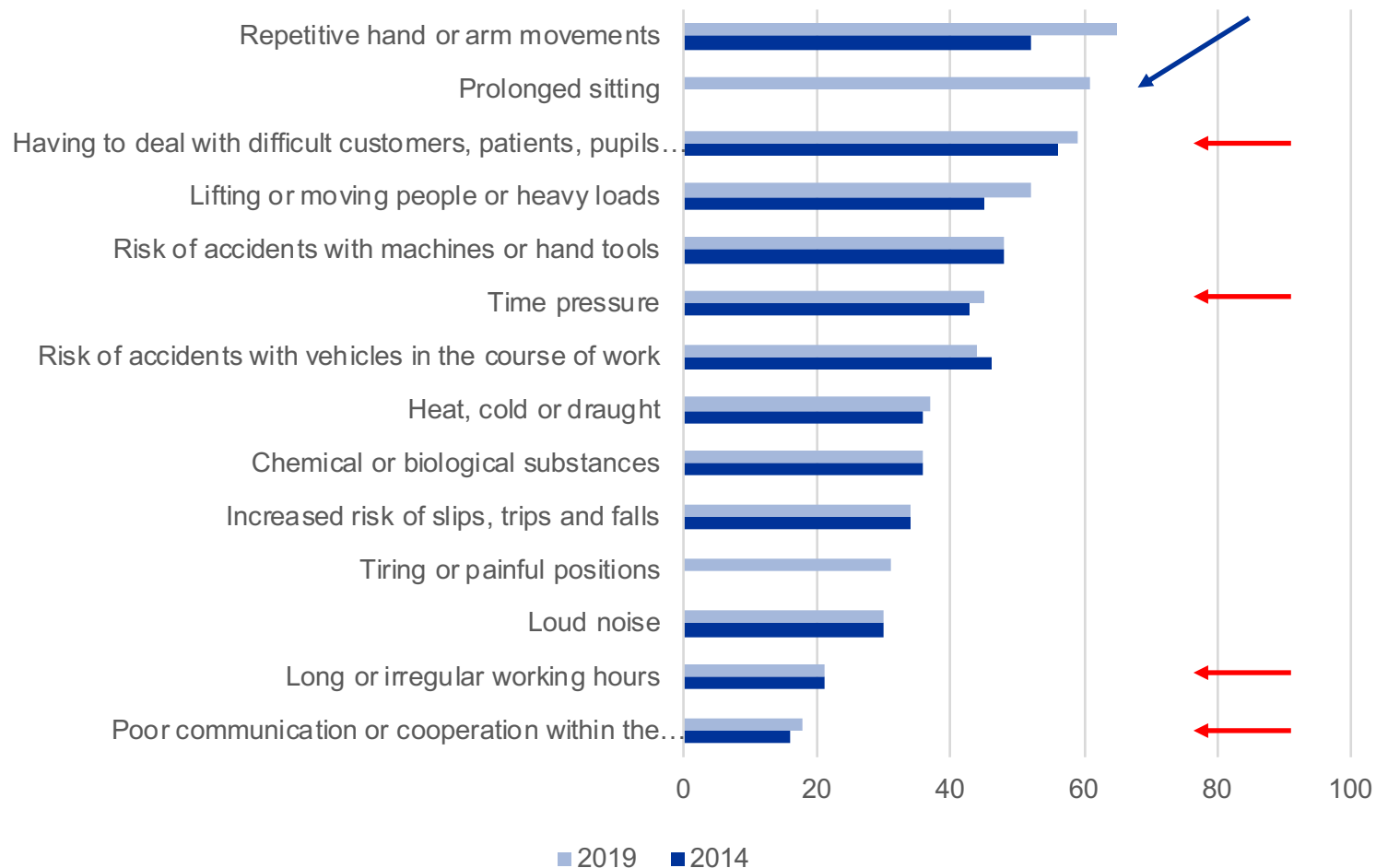
# Why workplace risk assessments are not carried out regularly by size, 2019 (% establishments, EU27\_2020)



Base: establishments in the EU27\_2020 that do not carry out risk assessments regularly.

# ESENER-3: Risk factors present in the establishment

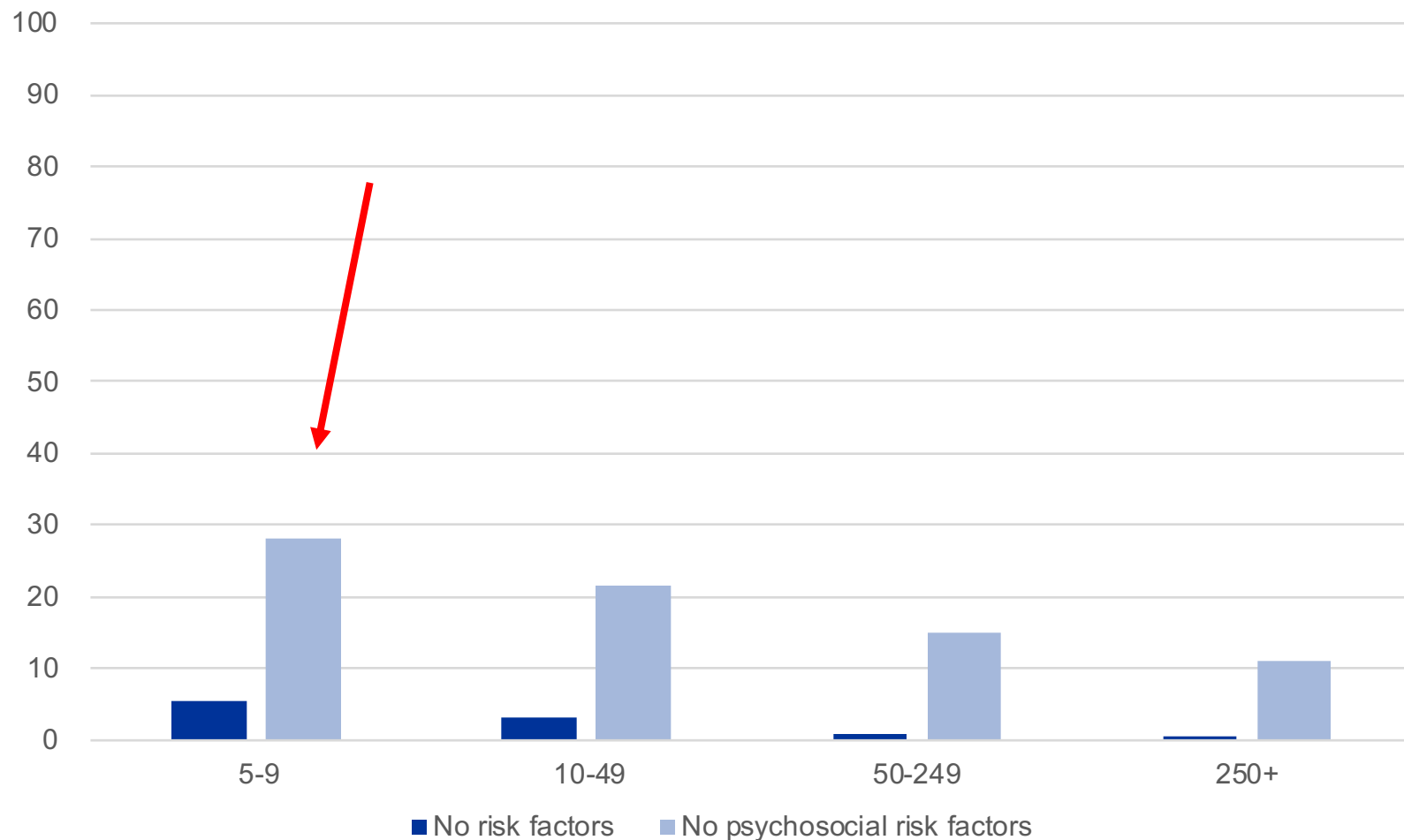
(% establishments, EU27\_2020)



Base: all establishments in the EU27\_2020.

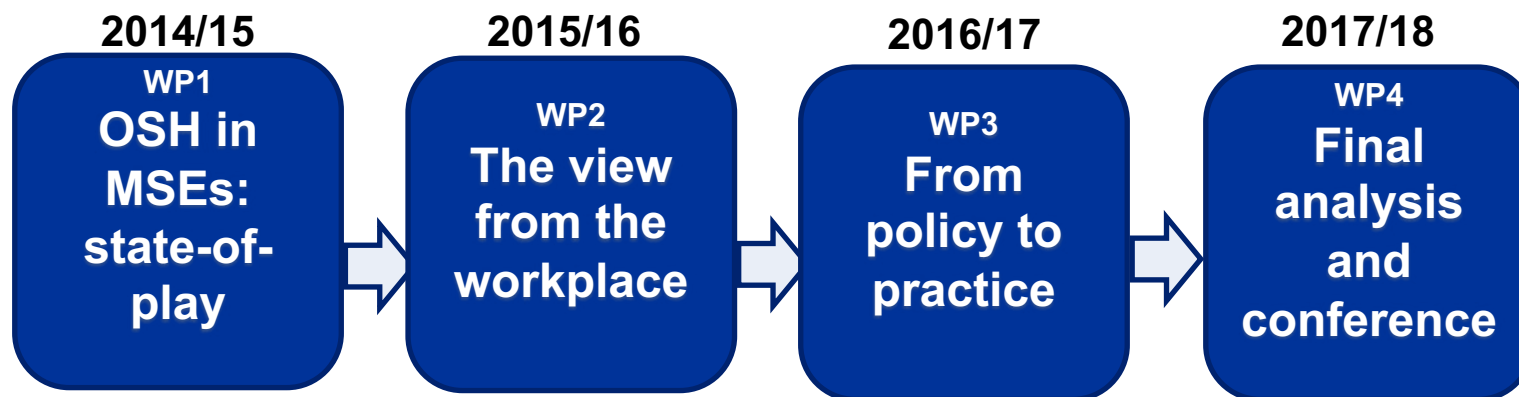


# ESENER-3: No risk factors present in the establishment by size 2019 (% establishments, EU27\_2020)



Base: all establishments in the EU27\_2020.

# Improving OSH in micro and small enterprises (EU-OSHA, 2014-18)



## ➤ Aims

- Evidence-based support for policy recommendations
- Good practices in terms of policies, strategies and interventions

## ➤ Research methods: desk research and field analyses

- **Contractor:** **Belgium** (Katholieke Universiteit Leuven), **Denmark** (Aalborg University), **Estonia** (Tallinn University of Technology), **France** (Institut Polytechnique de Bordeaux), **Germany** (Kooperationsstelle), **Italy** (Politecnico di Milano), **Romania** (INCDPM), **Sweden** (IVL Svenska Mijoeinstitutet), **United Kingdom** (Cardiff University)

# Phase 1: The strategy dilemma

- ✓ 'General and multifaceted lack of resources'. A substantial proportion of MSEs are those pursuing 'low road survival strategies'



# Phase 2: Interviews with MSEs (160 case studies)

## ➤ Different needs and motivation:

### **Avoiders**

*'Accidents are stupid coincidences which are very difficult to foresee'*

*'Musculoskeletal problems? Well, we all get worn down one day...'*

### **Reactors**

*'Risk assessment is not what we really like doing in our jobs, but it has to be done'*

### **Learners**

*'I know the knowledge is out there, I just have to find it'*

*'Risk Assessment is a living document, when a new risk is identified, we add it there'*

## Phase 2: Interviews with MSEs (160 case studies)

- **Common and shared perspective (managers and workers)**
  - Reactive approach and ad hoc actions
  - Strong believe in 'common sense'
  - Social and spatial proximity, easy to normalize unsafe acts
  - Risks perceived as 'part of the job', health risks underestimated
  - Believe in individual responsibility for OSH



# Phase 3: OSH policies, strategies, interventions and existing support

## ➤ Good practices - examples

- **Actions by Authorities** (Inspection Campaign, Denmark)
- **E-tools for risk assessment** (OiRA, EU-OSHA; Stress Management, Italy)
- **Sectoral Programs** (Agriculture Advisors, Estonia; BAMBUS, Denmark)
- **Training - traditional and online** (Synergy, France; Safe in the store, Sweden)
- **Inspections by other bodies** (General Pharmaceutical Council, UK)



# Phase 3: OSH policies, strategies, interventions and existing support

## ➤ Success factors

- Recommendation by authorities, endorsed by the social partners
- Direct, face-to-face interaction
- Solutions to concrete problems
- Adapted to the needs and conditions in the MSE
- Simple, free of charge, no 'risk' of being inspected when using a tool

*“You need to show genuine interest in their business and their needs”*



## Phase 4: Final Analysis

- Improving OSH in micro and small enterprises is possible – a wide range of tools and interventions exists
- However, there is a need for solutions which are effective in reaching out to the most vulnerable MSEs
- What works, for whom and under what circumstances? What is the role of:
  - Governance, regulation and enforcement
  - Social partners
  - Advisory services
  - Education and practical support



# Reports

## **1) Contexts and arrangements for occupational safety and health in micro and small enterprises in the EU**

<https://osha.europa.eu/en/tools-and-publications/publications/contexts-and-arrangementsoccupational-safety-and-health-micro/view>

## **2) Safety and health in micro and small enterprises in the EU: from policy to practice**

<https://osha.europa.eu/en/tools-and-publications/publications/policy-practice-policies-strategies-programmes-and-actions/view>

## **3) Safety and health in micro and small enterprises in the EU: from policy to practice — description of good examples**

<https://osha.europa.eu/en/tools-and-publications/publications/safety-and-health-micro-and-small-enterprises-eu-policy-practice/view>

## **4) Safety and health in micro and small enterprises in the EU: the views from the workplace**

<https://osha.europa.eu/en/tools-andpublications/publications/safety-and-health-micro-and-small-enterprises-eu-viewworkplace/view>

## **5) Safety and health in micro and small enterprises in the EU: final report from the 3-year Sesame project**

<https://osha.europa.eu/en/tools-and-publications/publications/safety-and-health-micro-andsmall-enterprises-eu-final-report-3/view>

## **Micro and Small Enterprises**

<https://osha.europa.eu/en/themes/safety-and-health-micro-and-small-enterprises>

# Resources

## Tools and resources

Here you will find all of our key resources for raising awareness and managing occupational safety and health (OSH) risks.

OIRA, that simplifies the assessment and management of safety and health risks in the workplace; OSHwiki as a rich source of information on all aspects of OSH; e-guides that provide guidance for OSH management; infographics; the campaign toolkit; Napo films and Napo for Teachers; data visualisation tools and other practical tools and guidance.

### OSHWiki



### OIRA



### Data visualisation



### Napo



### Practical tools and guidance



### OSH e-guides



### Campaign toolkit



### Infographics

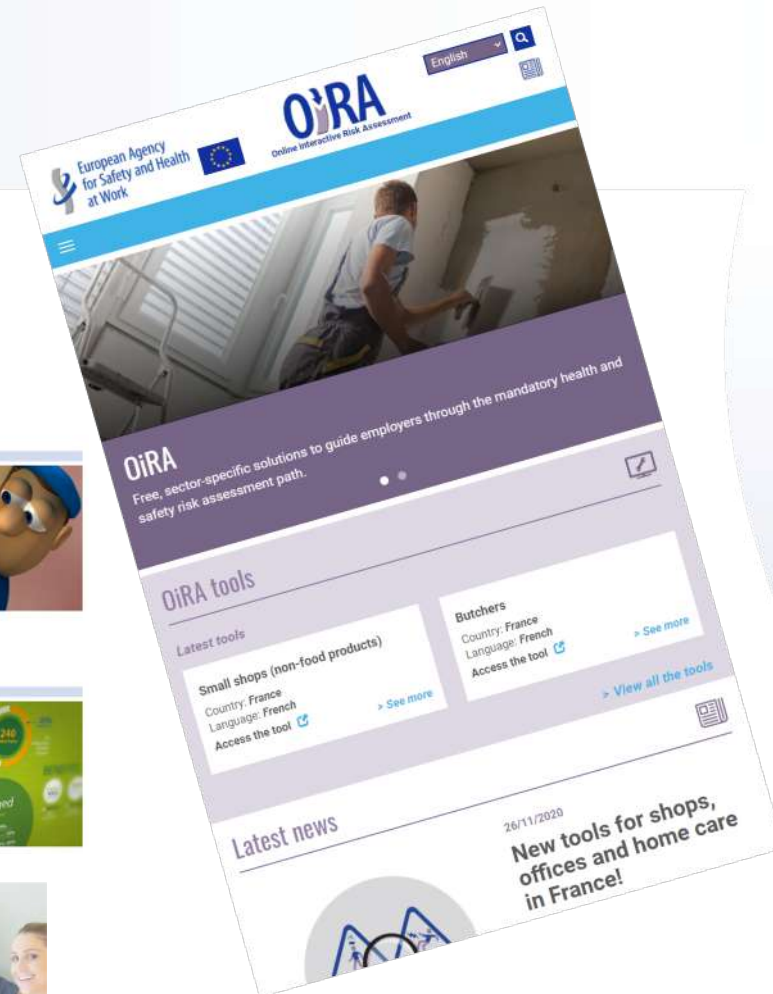


**Healthy workers,  
thriving  
companies —  
a practical guide  
to wellbeing  
at work**

Tackling psychosocial risks  
and musculoskeletal disorders  
in small businesses

European Agency  
for Safety and Health  
at Work

Safety and health at work is everyone's concern. It's good for you. It's good for business.



<http://www.oiraproject.eu/en>

<https://osha.europa.eu/en/tools-and-resources>

<http://osha.europa.eu>

# Resources

<https://healthy-workplaces.eu/>

<https://oshwiki.eu/wiki/>

The collage features three main website screenshots:

- Healthy Workplaces (top left):** A banner for the 'Healthy Workplaces Lighten the Load 2020-22' campaign. It includes a navigation menu with 'ABOUT THE TOPIC', 'TOOLS & PUBLICATIONS', 'GET INVOLVED', 'CAMPAIGN PARTNERS', 'MEDIA CENTRE', and 'PREVIOUS CAMPAIGNS'. A central graphic shows a person lifting a box, with the text 'Official Campaign Partner 2020-22'. A call to action says 'Join us Become an official campaign partner!' and 'Benefit from a wide range of promotional activities and learning-exchange initiatives...'. Below is an illustration of diverse workers.
- OSHWIKI (top right):** A screenshot of the OSH Wiki page for 'Occupational risk assessment in micro-enterprises: the assets of digital tools'. It features a navigation sidebar with sections for 'navigation', 'discover', 'articles', 'tools', and 'languages'. The main content includes a list of articles under 'Risk assessment' and a paragraph starting with 'What if micro-enterprises were to take their first step in risk prevention via the internet? This is what several European Union Member States are hoping as they develop online interactive tools to help assess occupational risks...'. A 'Vote' button shows 4 votes.
- News (bottom left):** A news article titled 'Key tips for preventing MSDs in the era of COVID-19' dated 26/11/2020. The text states: 'The spread of COVID-19 has meant that many workers have been forced to telework from their homes and other locations. While remote working has some benefits...'. It includes an image of a person working at a desk.

# Thank you!

EU-OSHA: [www.osha.europa.eu](http://www.osha.europa.eu)

Safety and health at work is everyone's concern. It's good for you. It's good for business.

 European Agency  
for Safety and Health  
at Work



Micro and small enterprises & OSH

## Working for safer, healthier and more successful small businesses



<http://osha.europa.eu>