

Safety and health in micro and small enterprises in the EU

- Presentation of results from Sesame

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Design of effective policy programmes

Design criteria 1: Tailor to sector and subsector

- Strongly identify with the craft (carpenter, cleaner, hairdresser)
- General advise on risk assessment and control which needs translation to the sector does not work
- Integrate in sector structure and culture – examples:
 - Supply chains in construction and cleaning
 - Safe handling of chain saws in professional training of forestry workers
 - Patient safety in homes for the elderly
 - Fashion and risky dyes in hairdressing

Design criteria 2: Relate to business goals

- Relate to the owner-manager's drive to be a decent person
 - What do I have to do in order to secure that I and my business get a good reputation in the local community
 - What do peers say and do about OSH
 - Peer networks (both owner-managers and workers)
- Integration in other management priorities
 - Market requirements
 - Supply chain mechanisms
- Integration with other advisory services
 - Business, entrepreneur, sector (eg agriculture)

Design criteria 3: 'how to' - not 'how to find out'

- Risk assessment
 - Possible in small enterprises – micro firms don't do it
- Tangible solutions
 - Demonstration of solutions such as new technology and aids (lifting gear)
 - Recommendation of solutions which work in practice (preferable through visits or peers)
 - Digital solutions may be more helpful with new digital generations e.g. tailored apps (how to carry out an actual piece of work)

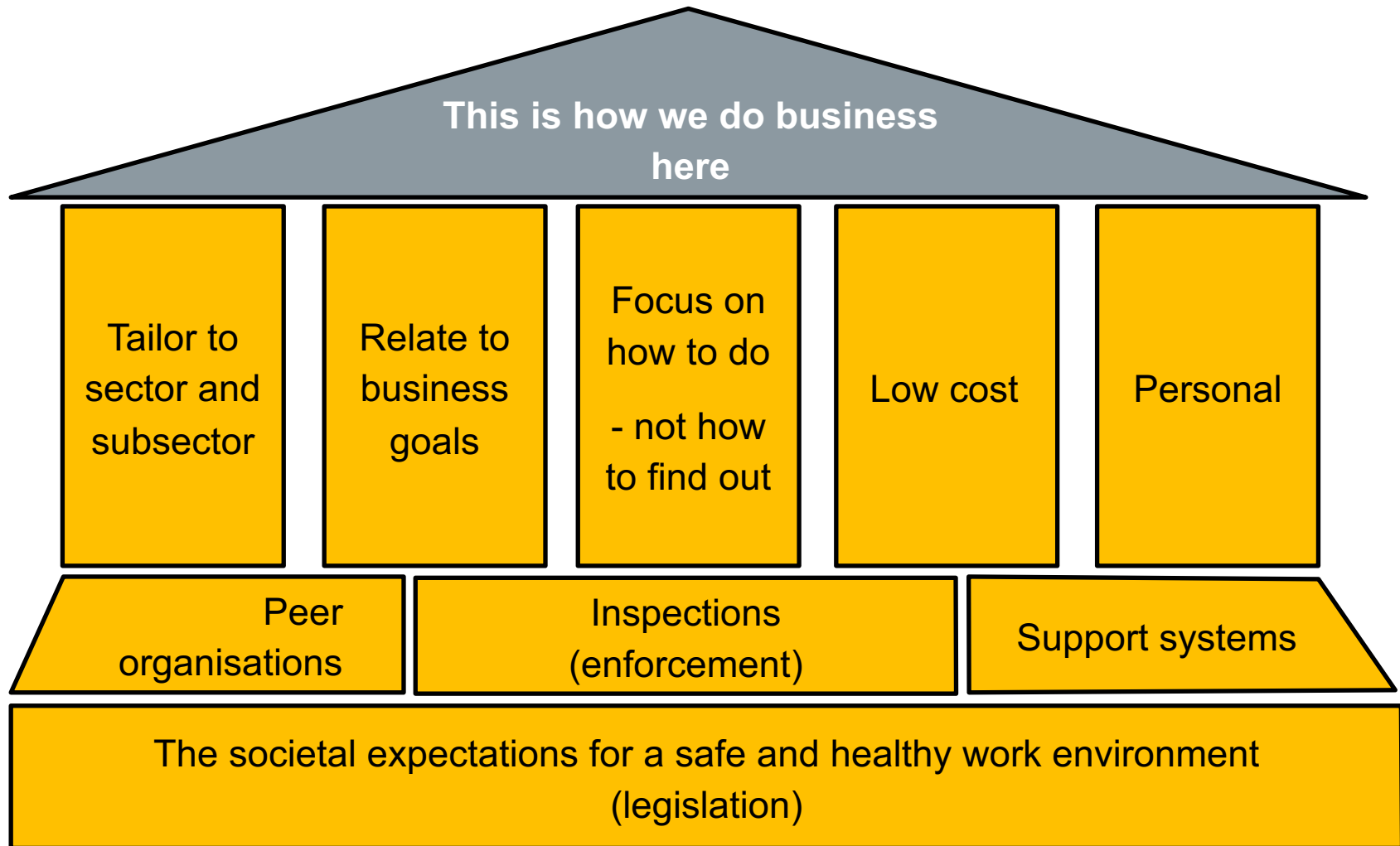
Design criteria 4: Low cost

- Simple, practical and low cost solutions
 - Dissemination of tangible low cost solutions, e.g. ergonomic cleaning carts
 - Also through peer application proving it is cost-effective
- Free or low cost support
 - MSE don't buy services – unless obliged
 - Compulsory funding through insurance

Design criteria 5: Personal

- Personal outreach and support
 - Personal inspection and advise which is tangible and respectful
 - Sector advisory systems eg. regional OSH reps in Sweden and shared service in Denmark
 - Trusted persons (peers, networks, voluntary organisations, accountants)
- Personal identity
 - Avoid direct criticism
 - Focus on future possibilities

A model for designing policy programmes for improvements in micro and small enterprises

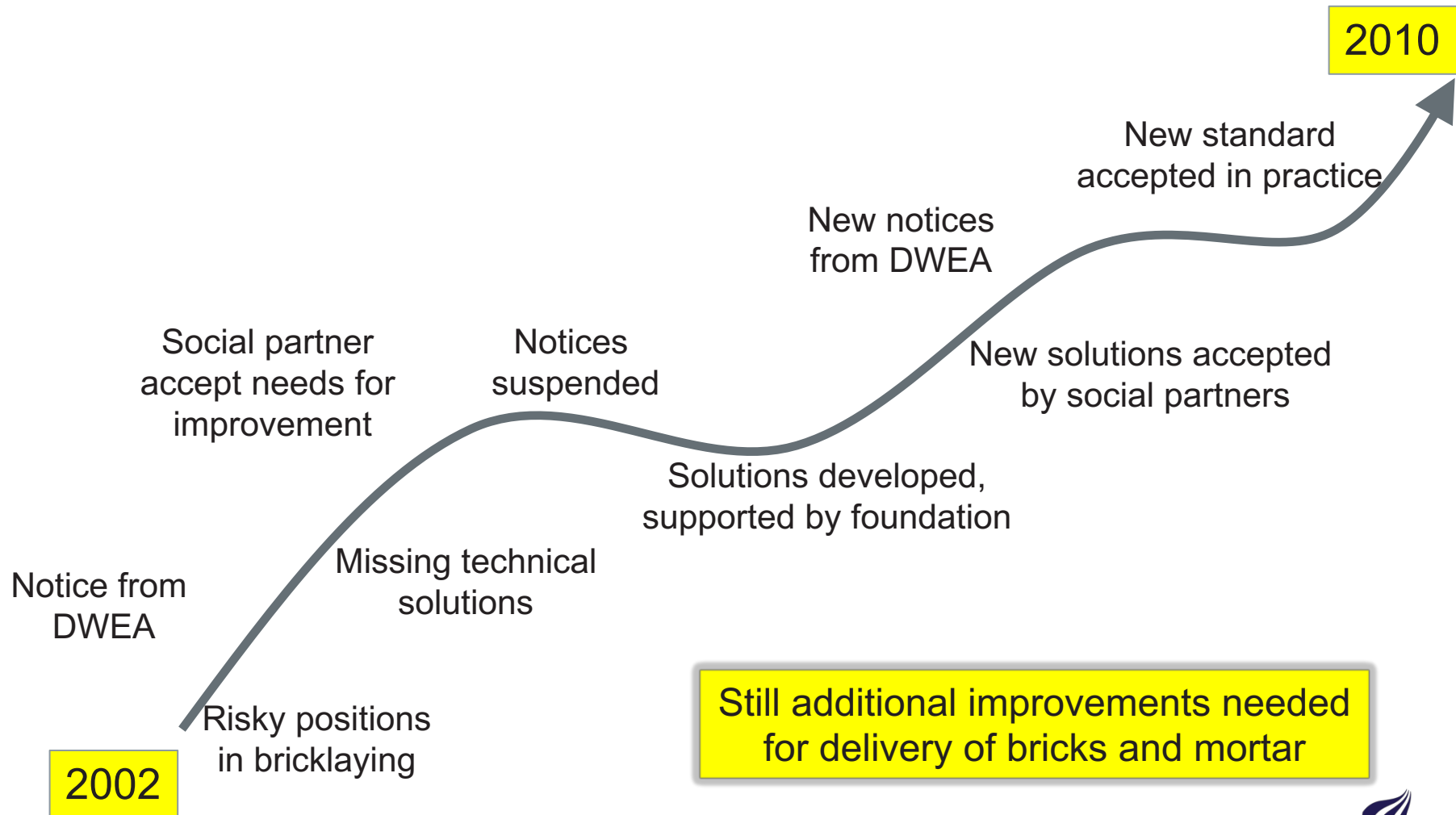


Orchestration efficient and challenging

- Who to initiate coordination?
 - Most often authorities or sector organisations
- Who to involve?
 - Authorities, employers associations, business organisations, labour unions, insurance companies, advisory bodies
 - Most often in a sector approach
- Shared messages and coordinated actions key to influence
 - Trust, legitimacy and raise of acceptable risk level
 - The opposite results in paralysis of MSE
- Need to secure stable funding
 - Move from pilot projects to sustainable policies and support.

Orchestration in practice

- bricklaying and scaffolds in Denmark



The challenge of the fissured workplaces

- The fissured workplaces with desintegration of both the traditional employment and business relations require new approaches
- Such as:
 - Regulation of responsibility in order to follow the economic power
 - Regulation of the supply chain
 - Basic rights for precarious workers
 - Extension of collective agreements to cover precarious work
 - Community based advisory systems
- Also for this issue coordinated action is particular important.