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

Brussels, 13-14 June 2022

Exchange of good practices in OSH Healthy Workplaces Campaign Partner event

Brussels, 13-14 June 2022
Sustainability and Health Awareness

Brussels, 13-14 June 2022
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GLOBAL

Employees on all continents
170 nationalities

Operations in
130 commercial markets

4,500 colleagues by 2024
focused on tech platform development

Manufacturing in 30 countries
2- Introduction
2- Introduction
2- Introduction

Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs.

(WCED, 1987)
2- Introduction

The separation of strategies for health promotion and for sustainable development may cause unintended social and environmental consequences or worse produce new health problems and/or new environmental Problems (Pedersen and Land, 2010).
2- Introduction

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Company: sustainability could be the ability to reduce any waste in resources, including human resources

Society: make sure the organization of the society and the way of life it promotes do not lead to overconsumption of limited resources
3-Health

3.1- Primary Prevention: WRA.

The WRA dynamics are a preventive device that allows early detection of the difficulties encountered by workers in their workplace and which may lead to a problem of Musculoskeletal Disorder.
3-Health

3.1- Primary Prevention: WRA.

HOW?
Inclusion of WRA in Target Contract as of 2012

\[
\text{Nº WRA level 1} > \text{Nº WRA level 2}
\]

Maximum resolution time is included

palliative measures 1 day
final measures 30 days
3-Health

3.1- Primary Prevention: WRA.

EMPLOYABILITY MEETING

WRA card treatment if impossible to resolve at the level of the UEP

Employability meeting participants (RG, GAP, Medical and Ergonomics)

Decision-making: (change of work station, rotation...)

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3-Health

3.1- Primary Prevention: WRA.

The WRA INDEX

- The WRA RATE is measured as well as the accident rate: depending on the number of hours worked each month and the level 2 WRA number that occurred in the month.
3-Health

3.2- Training

3.2.1-CREATING THE CONDITIONS FOR SUSTAINABLE PERFORMANCE

TIMES OF GREAT TRANSFORMATION

- **PHASE 1** KEEPING CONTROL AND AVOID EMPLOYEES PSYCHOSOCIAL RISK
- LEAD THE TEAMS MORE EASILY TOWARDS THE CHANGE

- **PHASE 2** FOSTERING MOTIVATION AND WELLBEING IN TIMES OF CHANGE
- SOFTEN OR MULTIPLY THE SUCCESSES (or the difficulties) OF CHANGE

- **PHASE 3** THE MANAGERIAL IMPACT
3-Health

3.2- Training

3.2.2- One to One training

Training and raising awareness, individually, to all workers who suffer an accident or serious incident at work, focusing into the risk factors that cause the accident, in order to enhance their knowledge and attitudes and, at the same time, obtaining their proposals to avoid this type of accident.

Examples: Failure to comply with the procedure for access to the interior of robotic stations
4-Employee
4.1- Cobots

Collaborative robots or cobots are known to work/operate in proximity or with operators, without physical barriers and without risks thanks to integrated safety and low power.

COBOTS

Assistance to operators and quality

Agile and flexible factory

Human factory
4-Employee

4.2- Ergonomic Tools

There are different dynamics for improving working conditions through the:

- Continuous improvement instruments,
- Employability dynamics,
- Experience Returns from industrial projects, etc...
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