

Workshop 1 – including results: Motivation for OSH – which combination of financial and non-financial triggers works best to get companies to act?

Room: Coromandelzaal

Moderators and rapporteur: Emile Tompa (University of Toronto) and Karen Oude Hengel (TNO)

Introduction

We know from earlier research that financial reasons are not the only reason to improve the working conditions (ESENER). A recent study by TNO in the Netherlands concluded that there are different arguments at stake for employers to take measures. Employers have difficulties in taking measures, even if these measures are proven to be effective. The study shows also that employers do act because of the following arguments: legal obligation, intrinsic motives like being a good employer, also for the employees, and because they are aware of the presence of risks in the company. Financial arguments are also relevant. But the challenge is still how to create the right conditions for employers to act, what mix of triggers will work?

Assignment to the workshop group

What is the ideal combination of financial and non-financial triggers to motivate and help companies? The aim of this workshop is to set out which motivators do help, how they should be combined and embedded into the prevention system, who should act, and define next steps to accelerate the implementation for the near future.

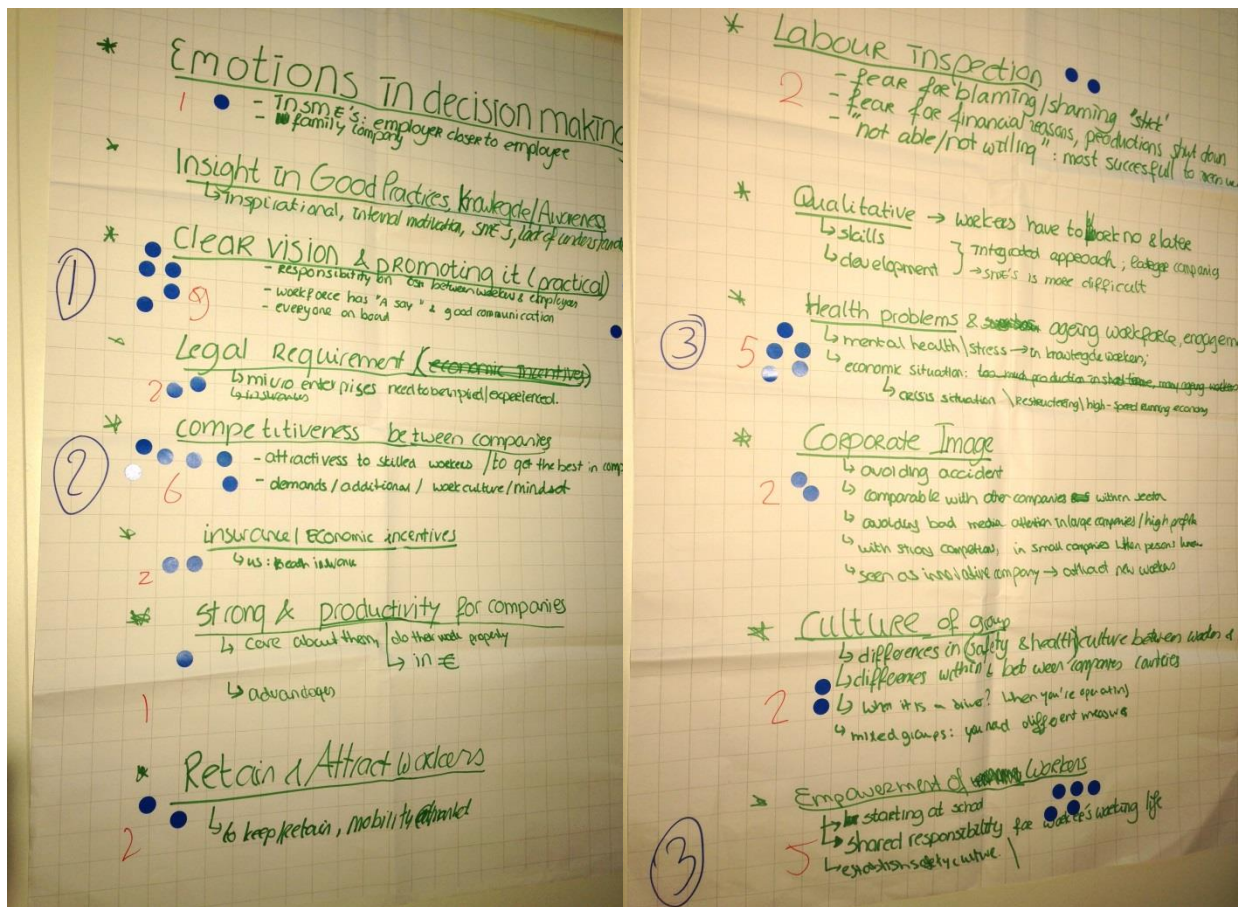
Workshop structure and method

1. General introduction by moderator, aim and structure (5 minutes)
2. Who is who, short introduction round by participants (10 minutes)
3. What do we already know? Form subgroups of 5 persons and discuss in (20 minutes):
 - a. Which motivators and systems do we have (financial and non financial)?
 - b. What has proven to help for who?
4. List the results of the subgroups on the flapover (10 minutes)
5. Discuss what combinations are ideal for who (10 minutes)
6. Discuss who should act (10 minutes)
7. Finally wrap-up of the results on one paper one which the prior steps are written and preparation of what and how to report back into the plenary. (20 minutes)

Helpful questions in the discussions

- Which combinations of different systems have proven to help?
- Do we need to have different systems or only different topics for different branches?
- What is the role of non financial versus financial incentives?
- Is it necessary to have different systems for SMEs versus bigger companies?
- What is the minimum financial input to trigger motivation?

Results



The attendees of this workshop came up with the following triggers and prioritized them by giving points afterwards. Highest rank on top!

Pts.	What triggers will motivate companies to act?
9	<p>Clear vision & promoting it (practical)</p> <ul style="list-style-type: none"> responsibility on OSH between employers and employees workforce has a 'say' & good communication everyone on board
6	<p>Competitiveness between companies</p> <ul style="list-style-type: none"> attractive to skilled workers / to get the best in company demands / additional / work culture / mindset
5	<p>Health problems & ageing workforce, engagement</p> <ul style="list-style-type: none"> mental health / stress → knowledge workers economic situation: crisis situation / restructuring / high speed running economy
5	<p>Empowerment of workers</p> <ul style="list-style-type: none"> starting at school shared responsibility for workers working life establish safety culture

2	<p>Labour Inspection</p> <ul style="list-style-type: none"> • fear for blaming / shaming • fear for financial reasons, productions shut down • 'not able / not willing': most successful
2	<p>Corporate image</p> <ul style="list-style-type: none"> • avoiding accident • comparable with other companies within sector • avoiding bad media attention in large companies / high profile • seen as innovative company → attract new workers
2	<p>Culture of group</p> <ul style="list-style-type: none"> • differences in (safety and health)culture between workers • differences in (safety and health)culture between companies, countries • when it is a driver? When you're operating • mixed groups: you need different measures
2	<p>Legal requirement</p> <ul style="list-style-type: none"> • micro-enterprises need to be inspired / experienced
2	<p>Insurance / economic incentives</p> <ul style="list-style-type: none"> • US: health insurance
2	<p>Retain & attract workers</p> <ul style="list-style-type: none"> • to keep / retain, mobility @ market
1	<p>Strong & productivity for companies</p> <ul style="list-style-type: none"> • care about them, do their work properly • in EUR • advantages
1	<p>Emotions in decision making</p> <ul style="list-style-type: none"> • in sme's: employer closer to employee • family company
0	<p>Insight in Good Practices, knowledge / awareness</p> <ul style="list-style-type: none"> • inspirational, internal motivation, SME's, lack of understanding
0	<p>Qualitative → workers have to work now & later</p> <ul style="list-style-type: none"> • skills, development • integrated approach, larger companies • sme's is more difficult