

Sesame findings: overview of practical approaches supporting OSH management in the construction and agriculture sectors

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Research findings, how to design effective support to MSE

- 1. Tailor to sector and subsector**
- 2. Relate to business goals**
 - Owner-manager's drive to be a decent person
 - Market requirements, supply chains, peers
- 3. 'how to' - not 'how to find out'**
 - Solutions better than risk assessment
- 4. Low cost**
 - MSE don't buy services, unless obliged
- 5. Personal**
 - Personal network, trusted persons
 - Avoid criticism, focus on future possibilities

Good examples from the Sesame project

- **Aim**

- To inspire and show what can be achieved
- Analyse success factors and discuss pitfalls
- Discuss how the strategies and content of the good examples have been adapted to suit the contexts and the target groups

We will get back to this in the group discussions

- **Method for the analysis, Realistic evaluation¹⁾**

= what works, for whom and under what conditions

- **Selection criteria, good examples**

- Evidence of impact, improved OSH
- Selection to achieve complementary examples
- Sustainable examples were searched for (not limited campaigns)
- Reflect strategies from many member states

1) Pawson and Tilley (1997) *Realistic evaluation*

What works, for whom and under what conditions

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How do we know that the examples are good?

- **Documents, reports etc., when available**
- **Statistics on visits to websites, number of participating companies etc. has been collected**
- **People involved have been interviewed about:**
 - their experience from working with the good example
 - the feedback they have got from the target groups of the good examples
 - changes and improvements made to improve the (outcome of the) good example
 - future plans
 - reflections on success factors and pitfalls

About the good examples

- **There are many good examples (44 described in the Sesame project)**
- **There is usually limited evidence for success. Scientific evaluations of impact/effect are unusual**
- **The examples are adapted to the national context and resources available => there is no "one size fits all", not even on sector level**
- **Most examples focus on providing practical and concrete information on how to solve common problems in the sector (rather than suggesting routines and how to find out what risks are present and how to control risks)**

The good examples: Topics

- **Orchestration, complementary actions needed to improve OSH**
- **Increase awareness of and interest in OSH**
- **Strengthening OSH infrastructure, provide personal support**
- **Non-OSH intermediaries engaging in OSH**
- **Requirements from the value chain as a lever for OSH**
- **OSH training for MSEs, employers & employees**
- **Economic support for OSH improvements**
- **Provision of tools & methods**
- **Authorities supervision**

Good examples – agriculture

Good example	Country
1. Prevention packages – economic support for improvement of OSH	Denmark
3. Safe forestry – a combination of activities to improve safety in forestry <i>(Tomas Gullberg will tell us more about this)</i>	Sweden
8 . Best workplace practices award for interest in OSH and for providing solutions to specific problems	Estonia
16. National programme: OSH training for agriculture advisors. OSH information days for agriculture in different regions	Estonia
15. Consultancy service in OSH and face-to-face consultancy on site to increase employers’ OSH knowledge and support to OSH management	Estonia
23. National programme: a comprehensive OSH training programme for safety managers and senior managers of SMEs	Estonia
30. ISI-INAIL – incentives to companies for the implementation of interventions relating to health and safety at work	Italy
38. A framework for cooperation within sectors to stimulate, facilitate and share OSH management practices	Netherlands

Good examples – construction

Good example	Country
5. Network activities and instruments in the construction sector – Initiative for a New Quality of Work (INQA) "Advance good construction" and its instruments	Germany
6. A broad programme aimed at improving safety and health in small construction companies	France
12. BAMBUS – the safety and health preventive service bus for the construction sector	Denmark
14. OSH advisors in the construction sector disseminating OSH knowledge and supporting construction companies, mainly MSE	Sweden
21. The Olympic Park Legacy	United Kingdom
22. Compulsory OSH courses and identity cards to provide and control basic OSH knowledge in the construction sector	Sweden
25. OSH training for the construction industry in combination with OSH support for workplaces	Italy
26. Safety and health at work – a prerequisite for competitiveness. Regional seminars in Horeca & construction sectors	Romania
31. Occupational safety management system in the construction industry (AMS BAU)	Germany

Some good examples cover several sectors or authorities

Good example	Country
4. Weld right – a web platform for improving OSH and OSH management in welding	Sweden
20. VCA – ensuring safety for subcontracting companies carrying out work in high-risk industries	Belgium and Netherlands
28. Synergie – OSH introduction for the newly employed	France
34. Checklists for sectors and 36. BeSmart.ie initiative	Sweden / Ireland
24. Subsidies for companies – free training courses for the staff in charge of companies in SMEs	Italy
44. Coordination between Danish public authorities when inspecting MSEs	Denmark

Conclusion

- **Applying smart strategies, achievement of good coverage of the sector and useful OSH advice that support OSH improvements is possible even with limited resources**
- **Smart strategies =**
 - Make use of existing networks of different kinds, personal contacts are valued by MSE
 - Orchestration, a way of pooling limited resources, unite around prioritised aims and combine the strengths of different actors
 - Focus on how to improve OSH, not in how to find out
 - Integrate with business goals
 - Strategies for sustainability, integrate in existing infrastructure (not only a time-limited campaign)

**What are we aiming at?
Target group? Topic?**

**How can we organise
sustainable interventions?**

What are we aiming at? Target group

- **MSE can be classified as avoiders, reactors and learners - which ones are we aiming at?**
 - Those who are interested in OSH?
 - Those with huge need for OSH improvements?
- **Avoiders are probably most difficult to reach and engage in OSH**
- **The good examples show different strategies to reach out to MSE**
 - Voluntary approaches, provision of tools are very common
 - Integration in other activities (e.g. agriculture advisors) can reach MSE which otherwise are difficult to reach
- **Voluntary approaches will mainly reach out to learners and some reactors**

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How can we organise *sustainable* interventions?

Good strategies according to Sesame:

- **Orchestration**
 - Conditions for cooperation between social partners and authorities vary between member states
- **Make use of existing networks (not only OSH networks)**
 - UK examples of OSH message transferred by non-OSH bodies
- **Long-term commitment, repeated evaluations and improvements**
 - Need to focus on strategic actions that will support OSH improvements

What works?

For whom and in what context?

Construction

- **Mix of workers with and without vocational training**
- **Workers from different countries, different languages and safety cultures**
- **Long chains of entrepreneurs**
- **Industrial construction sites and private homes as construction sites**

Agriculture

- **Often small family businesses**
- **Agriculture includes a mix of work tasks requiring competence in many different fields**
- **Temporary workers from different countries, different languages and safety cultures**
- **Education? Probably varies a lot**

What works? For whom and in what context?

- Results from the Sesame project: Adaption to target group and contexts is essential.
- OSH is often not recognised as a problem that needs attention.
- For recognised problems, most MSE ask for *concrete and practical advise* om how to provide a safe workplace

What kind of actions can make a difference

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