

May 24th 2007, 13.30-16.90

Seminar on:

**Advisory services for small enterprises
- Australian and Danish experiences**

Organized by:

David Research Centre

The Association of Preventive and Health Services

The Danish Society for Work Environment (SAM)

DAVID

Centre for Research in Production, Management,
and Work Environment in Small Enterprises

David subprojects

- **BARORG:** The role of Sector OHS councils and social partners
- **OHS in small building enterprises - the role of the client**
- **RAMA:** The role of certified accountants
- **DANWORM:** Workplace risk model in small enterprises
- **Emmigrants work environment in small enterprises**
- **Corporate Social Responsibility in small enterprises**

The partners David

- National Research Centre for the Working Environment
- TeamArbejdsliv (Team working life)
- COWI
- Department of Manufacturing Engineering and Management, Technical University of Denmark
- Capacent
- Department of Civilengineering, Technical University of Denmark
- RISØ National Laboratory, Technical University of Denmark
- Kemirisk
- Department of Media, Cognition, and Communication at Copenhagen University
- Centre for Corporate Values and Responsibility, Copenhagen Business School

Program:

- Small enterprises - what's the problem?
Peter Hasle, National Research Centre for the Working Environment
- Danish experience with advisory services aimed at small enterprises
Anders Kabel, The Association of Preventive and Health Services in Denmark
- Australian experience with advisory services aimed at small enterprises
David Caple, president of the International Ergonomics Association
- Joint discussion

Small enterprises - what's the problem

Peter Hasle
Research Centre for the Working
Environment

Small enterprises

– the cornerstone of modern society

- Small enterprises create the largest share of economy and of employment
- Employment in large corporations is falling
- It's growing in small enterprises
- Innovation and flexibility come from small enterprises
- And small enterprises provide the possibility for the weaker labour force – unskilled, disabled, emigrants, and others
- But small enterprises have to fight for survival everyday
- And unhealthy and risky workplaces are a likely consequence

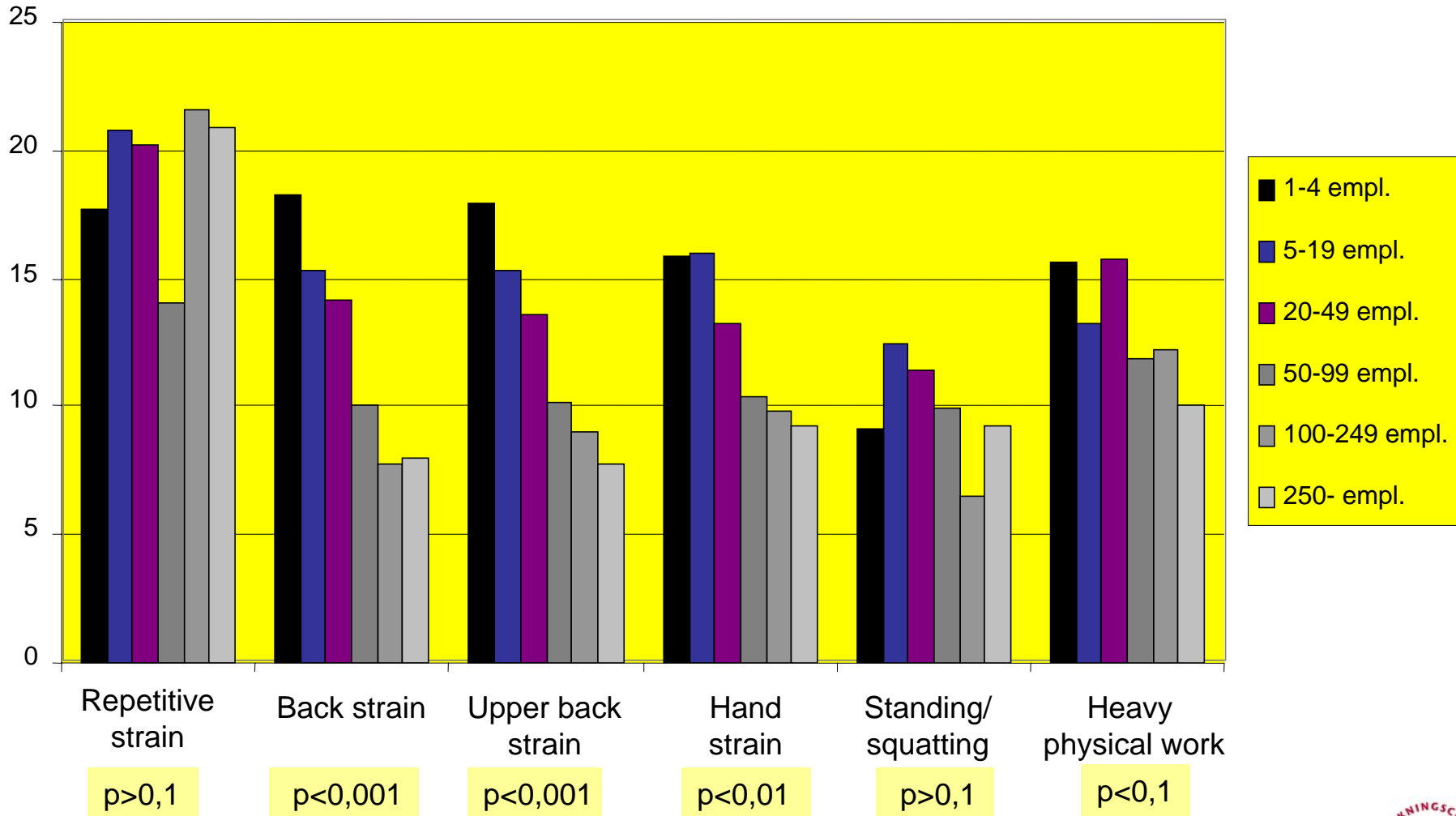
Features of small enterprises

- Dominated by owner-manager
 - Patriarchal management style
 - Action-oriented
 - Dislikes authorities and regulation
 - Handles all management tasks (octopus)
 - Limited growth orientation
- Informal and flexible
- Close social relations
- Diversity of attitudes, organizational forms, structures, and everything else

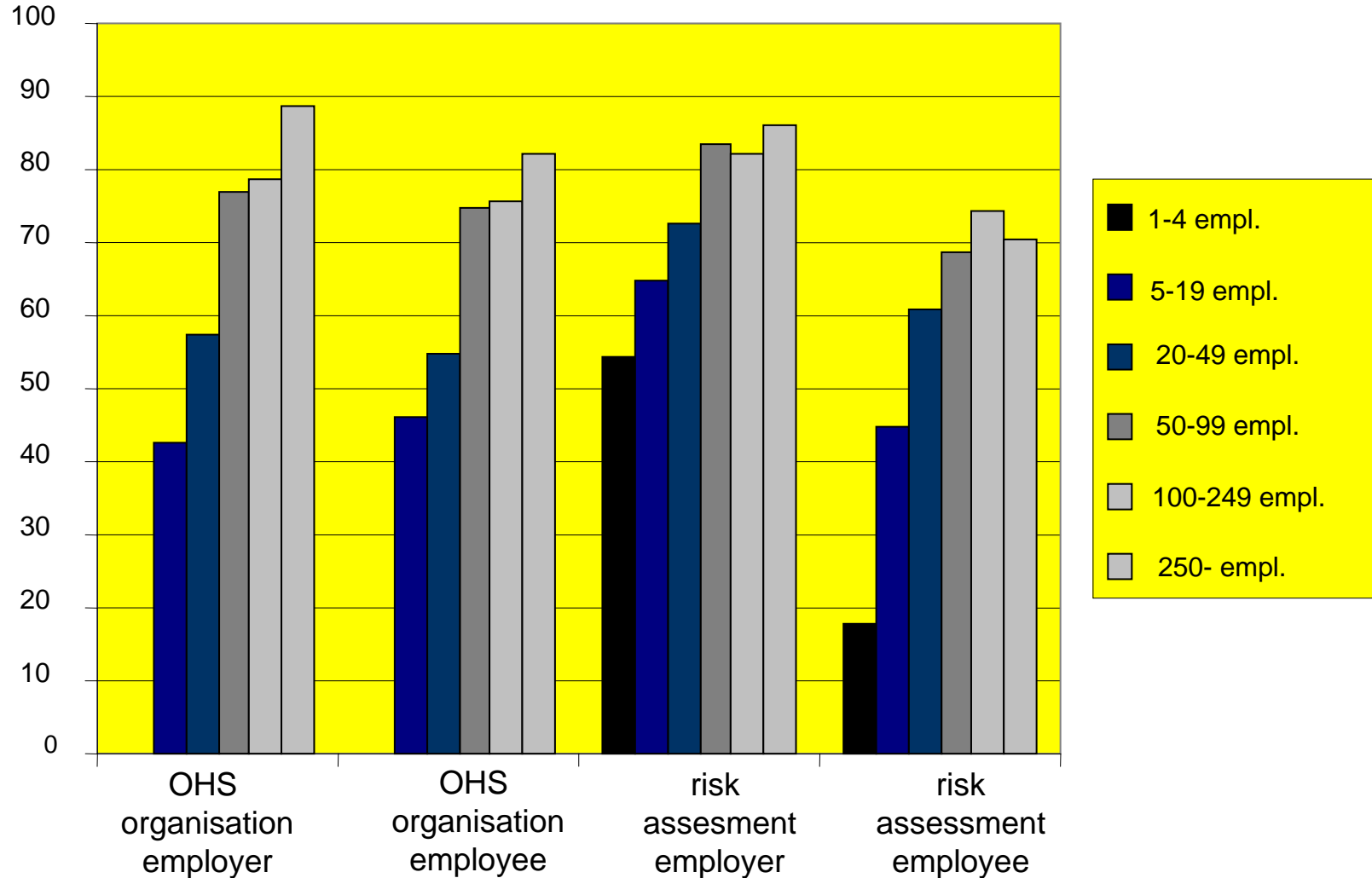
Knowledge about health and safety in small enterprises

- higher risk of accidents
- higher exposure to ergonomic, physical and chemical hazards
- indications of better psychosocial work environment for employees
- new evidence of risks for owners

Ergonomic hazards distributed on size - independent private enterprises (scale 0-100)



Work environment activities in private independent enterprises (scale 0-100)



Small private independent enterprises (<20) correlated to all work environment hazards

| | Better work environment in small enterprises | | No correlation | Worse work environment in small enterprises | |
|-----------------------------|--|------------|----------------|---|------------|
| | p<0,05 | 0,05<p<0,1 | | p<0,05 | 0,05<p<0,1 |
| Ergonomic hazards | | | 2 | 3 | 1 |
| Physical hazards | | | 2 | 1 | |
| Chemical hazards | | | 2 | 3 | |
| Indoor climate | | | 3 | | 2 |
| Accident risks | | | 3 | | 1 |
| Psychosocial hazards | 5 | 2 | 8 | | |
| Work environment activities | | | | 2 | |

Knowledge about preventive activities

- Weak organisation of health and safety activities
 - little knowledge in enterprises
 - few resources
 - difficult to interpret practical experience
 - rare to comply with regulation
- But also resources and skills
 - action-oriented
 - flexible
 - patriarchal style of management

What works

- Personal contact
- A positive approach
- Local low cost solutions

But:

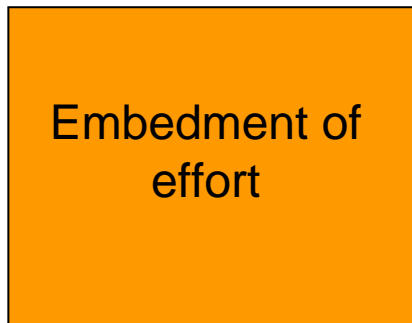
- Legislation and enforcement necessary to create legitimacy

And:

- Difficult and expensive to create systems to reach many small enterprises

Reaching out for small enterprises

The intermediary organization



Dissemination of OHS effort

The small enterprise

Translation

Change

Effect

Embedment