

# **New activities of EU-OSHA: Making Europe's workplaces more productive**

**Dr. Dietmar Elsler**  
**Project Manager**  
**Prevention and Research Unit**



# Structure

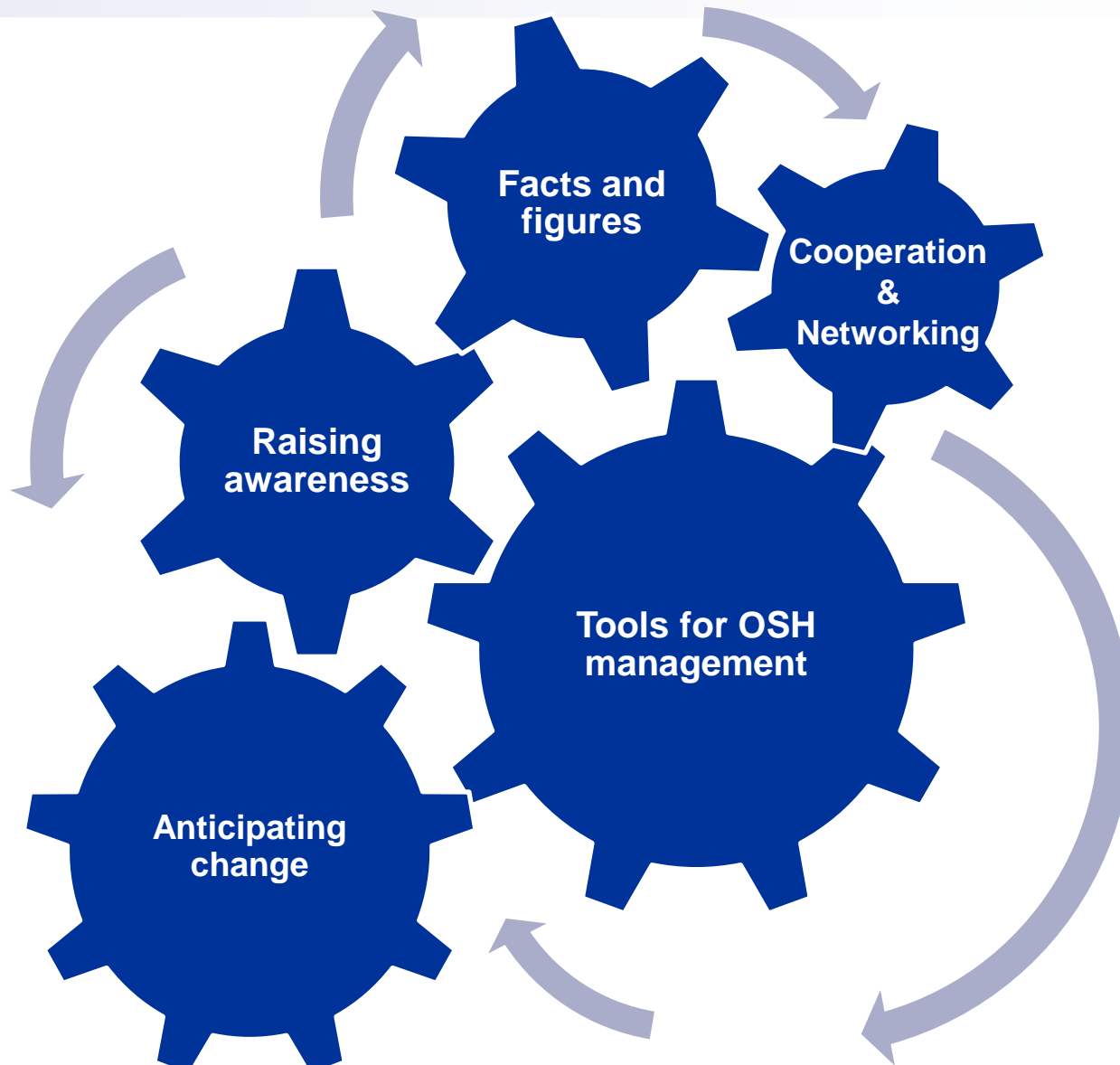
- **Introduction to EU-OSHA**
- **Business case on society level**
- **Business case on enterprise level**
- **Combining society and enterprises level through economic incentives**

# European Agency for Safety and Health at Work (EU-OSHA)




- A body of the EU
- Established in 1996 in Bilbao, Spain
- EU-OSHA is committed to making Europe a safer, healthier and more productive place to work, by promoting a culture of risk prevention to improve working conditions in Europe.
- Tripartite Board bringing together:
  - governments, employers' and workers' organisations
  - the European Commission



# EU-OSHA key activity areas



# EU-OSHA: Campaigning over 10 years

 <p><b>HEALTHY WORKPLACES</b> GOOD FOR YOU. GOOD FOR BUSINESS. A European campaign on Safe Maintenance</p>	2010-2011: Safe Maintenance campaigns
<p>A European campaign on Risk Assessment</p> 	2008-2009: Risk Assessment campaigns
<p><b>LIGHTEN THE LOAD</b> A European Campaign on Musculoskeletal Disorders</p>  <p>22-26 OCTOBER 2007</p>	2007: Lighten the Load, Musculoskeletal disorders (MSDs) campaigns
<p><b>SAFE START!</b></p>  <p>EUROPEAN WEEK for Safety &amp; Health at Work 23-27 OCTOBER 2006</p>	2006: Young people campaigns
<p><b>STOP THAT NOISE!</b> It can cost you more than your hearing</p>  <p>EUROPEAN WEEK for Safety &amp; Health at Work 24-28 OCTOBER 2005</p>	2005: Stop that noise campaigns
<p><b>BUILDING IN SAFETY</b></p>  <p>EUROPEAN WEEK 18-22 OCTOBER 2004</p>	2004: Building in safety campaigns
<p><b>DANGEROUS SUBSTANCES HANDLE WITH CARE</b></p> 	2003: Dangerous substances, handle with care campaigns
<p>Preventing Psychosocial Risks at Work</p>  <p>WORKING ON STRESS</p>	2002: Working on stress campaigns
<p><b>SUCCESS IS NO ACCIDENT</b> October 2001</p> <p>Accident Prevention in Europe European Week for Safety and Health at Work</p>	2001: Success is no accident campaigns
<p>OCTOBER 2000</p>  <p>European Week for Safety and Health at Work</p>	2000: Turn your back on musculoskeletal disorders



# 2012/13 Healthy Workplaces Campaign

Healthy Workplaces. Good for you. Good for business.

Working together  
for risk prevention

*through* Leadership *and*  
Worker participation



Healthy Workplaces

Български  
Čeština  
Dansk  
Deutsch  
Ελληνικό

English

Español  
Eesti  
Suomi  
Français  
Magyar  
Íslenska  
Italiano  
Lietuviškai  
Latviešu  
Malti  
Nederlands  
Norsk  
Polski  
Português  
Română  
Slovenčina  
Slovenščina  
Svenska

Leadership

Worker participation

Media Centre

Resources

About

Get involved

Benefits  
Enterprise Survey  
Leadership Guide  
Self-assessment tool  
Legislation

Benefits  
Enterprise survey  
Worker participation  
guide  
Checklists

Press  
Photo Gallery  
Napo film

Case studies  
Publications  
Preventive solutions  
Practical tools  
Online interactive Risk  
Assessment (OIRA)

About the campaign  
Campaign partners  
Focal Points  
Enterprise Europe  
Network

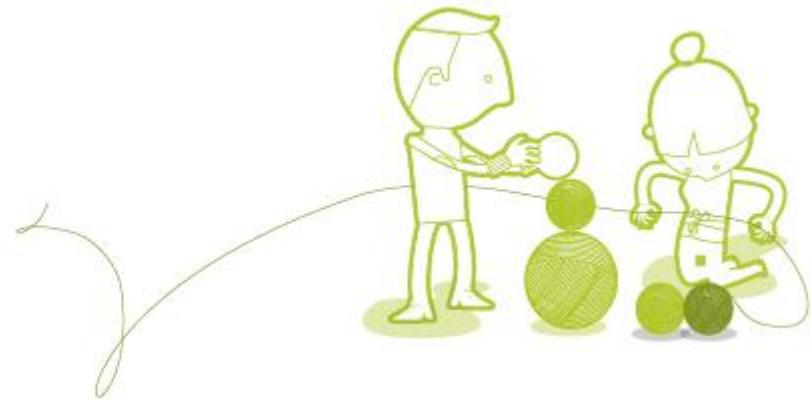
How to get involved

Good Practice Award

Become an EU partner

# 2014/15 Healthy Workplaces Manage Stress

- Improve understanding of work-related stress and psychosocial risks
- Promote management of these risks
- Prevent significant negative effects
- Provide support and guidance for workers and employers
- Encourage the use of practical, user-friendly tools



# Scale of the problem

## EU-OSHA opinion poll (2013)

- Over half of European workers report that stress is common in their workplace.
- Main reasons: job reorganisation or job insecurity, excessive workload, harassment, lack of support.
- Around 4 in 10 workers think that stress is not handled well in their workplace.

## ESENER survey (2009)

- Around 80% of European managers concerned about stress at work
- Only about 30% of organisations in Europe have procedures in place for dealing with psychosocial risks.
- Dealing with those risks is often considered as more difficult compared to 'traditional' OSH risks.



# Campaign Benchmarking event 5 & 6 June 2013

- **87** Official Campaign Partners were invited to the Benchmarking event - more than **60** people attended the event in Brussels.
- Initiative of OCPs
- Strong support through EU Commission



# Campaign Benchmarking Initiative

- **Added value for campaign partners**
  - Exchange of good practices
  - Better OSH management
- **Added value for EU-OSHA**
  - Strong link to campaign & reinforcing its messages
  - Support to Official Campaign Partners
  - Improvement of OSH at workplace level



Healthy Workplaces  
**Working together  
for risk prevention**



*This certificate recognises*

**Federation of the European Ergonomic Societies (FEES)**

as an

**Official Campaign Partner**  
of the Healthy Workplaces Campaign 2012–13  
'Working together for risk prevention'

**Christa Sedlátschek** Director, European Agency for Safety and Health at Work

**30 January 2014, Budapest**

**International Institute of Welding (IIW) C-VIII Health,  
Safety and Environment  
Federation of the European Ergonomics Societies**

**Luca Costa and Gyula Szabó  
View of possible future cooperation between IIW C VIII  
and FEES**



**Dear participants of the Welding and Ergonomics Symposium 2014,**

**This event is a landmark of the joint effort of the Federation of the European Ergonomics Societies and International Institute of Welding (IIW) C-VIII Health, Safety and Environment. Your main objective is to improve working conditions and reduce ergonomic risks of welders.**

**I am very happy that the idea for this symposium was born at the EU-OSHA benchmarking meeting in June 2013. So this is an excellent example that the EU-OSHA network is sustainable and leads to new initiatives and collaboration, following the theme of our last campaign of “working together”. Collaboration for health and safety is not only valid at individual or organisation level but also includes the cooperation between professional networks.**

**For the last campaign we recruited 87 Official Campaign Partners, more than any other year so far. These are companies and organizations that work in the European rather than the national context and that are multiplying our efforts every day by allowing us access to their valuable networks. These are people who value investment in workplace health and safety and who recognize that it makes good business sense.**

**I am so indebted to you all for your engagement and your commitment. The activities are too numerous to cover here – for example the benchmarking exercises and the very many national events that we hear about from all over Europe, such as this symposium.**

**I would like to extend a very warm word of thanks to you all for your great efforts.**



**So where do we go from here? I would like now to take a moment to give you a short preview of what the next campaign will entail. And, to my mind, there is a logical progression from the current campaign to the next one because unless we take working together seriously in the future, we are not going to make an impact on one of the greatest threats to workers' health and companies' performance – stress in the workplace.**

**Under the slogan, *Healthy Workplaces Manage Stress*, the new campaign will be launched in April and will run until November 2015. With this campaign we will again be drawing on our many networks to spread our message and provide support and guidance. This includes our Europe-wide network of focal points, members of the Enterprise Europe Network, media partners and our many official campaign partners. We also receive invaluable support from the European Commission and EU Presidencies. It's another example of working together if you like – it is the help and cooperation of these network organisations that makes the Healthy Workplaces campaigns the largest in the world.**

**Wishing you a very successful event**

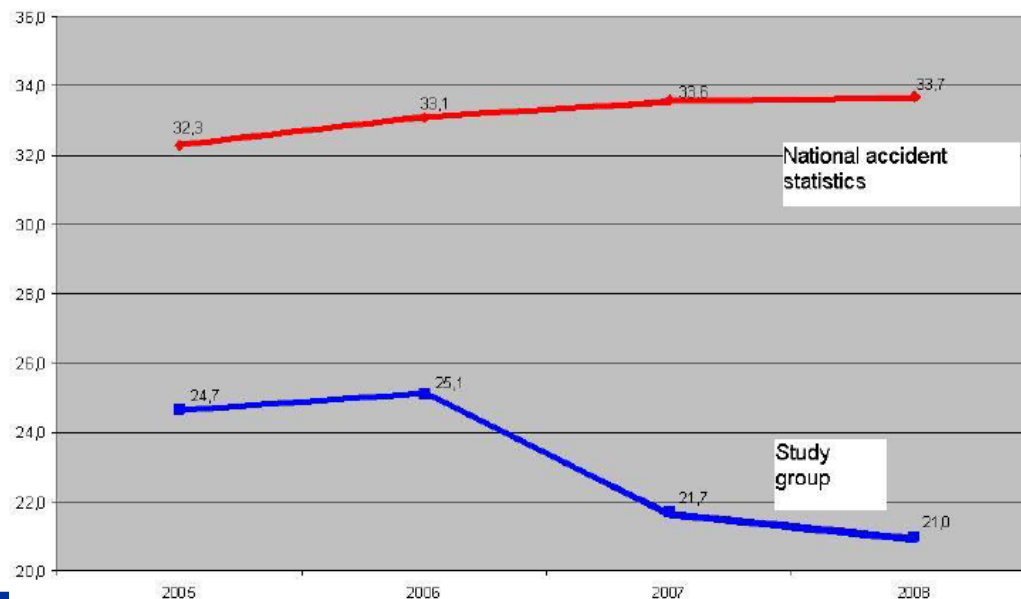
**Dr. Christa Sedlatschek, Director of EU-OSHA**

<http://esha.europa.eu>

# Finnish Zero-Accident Forum

- Participating enterprises have less accidents
- 10% of Finnish workers are already covered
- Enterprises are even willing to pay a fee
- They have 3 levels of safety certification
- Ethical aim of zero accidents

Results: Accident rates (accidents per million working hours) among the member organisations and in the National Work Accident Statistics in 2005-2008 (Virta et al 2009)





## Next steps 2014

- Report on successful benchmarking initiatives
- Good practice awards for campaign partners
- On site workshops with campaign partners



**TOYOTA**

---

TOYOTA MATERIAL HANDLING EUROPE



# Background: diversity of estimates

- **ILO: 4% of the world's annual GDP is lost as a consequence of occupational diseases and accidents = € 490 billion for EU27**
- **EU-OSHA (1997): range from 2.6% to 3.8% of GDP –variety of cost factors included.**

Country	Estimate % share GDP	Year
Netherlands	3.0	2004
Finland	2.0	2000
Spain	1.7	2004
United Kingdom	1.2	2007
Slovenia	3.5	2000
Australia	4.8	2009
New Zealand	3.4	2006
Germany	2.8	2010
Austria	2.7	2008

# Background: diversity of estimates

## ■ Eurostat: 450 million workdays lost for EU-27

- 83 million working days lost by accidents
- 367 million day lost by ill-health

*Health and safety at work in Europe (1999–2007) — A statistical portrait*, Publications Office of the European Union, Luxembourg, 2010, 97 pp.

## ■ Germany: 460 million workdays lost for Germany (16% of EU pop.)

**Tab. 9:** Schätzung der volkswirtschaftlichen Produktionsausfallkosten und der ausgefallenen Bruttowertschöpfung durch Arbeitsunfähigkeit 2011

36.625 Tsd. Arbeitnehmer x 12,6 Arbeitsunfähigkeitstage	
⇒ 460,6 Mio. Arbeitsunfähigkeitstage, beziehungsweise ..... 1,3 Mio. ausgefallene Erwerbsjahre	
<b>Schätzung der Produktionsausfallkosten anhand der Lohnkosten (Produktionsausfall)</b>	
1,3 Mio. ausgefallene Erwerbsjahre x 36.200 € durchschnittliches Arbeitnehmerentgelt <sup>1</sup>	
⇒ ausgefallene Produktion durch Arbeitsunfähigkeit .....	46 Mrd. €
⇒ Produktionsausfall je Arbeitnehmer .....	1.247 €
⇒ Produktionsausfall je Arbeitsunfähigkeitstag .....	99 €
⇒ Anteil am Bruttonationaleinkommen .....	1,8 %
<b>Schätzung des Verlustes an Arbeitsproduktivität (Ausfall an Bruttowertschöpfung)</b>	
1,3 Mio. ausgefallene Erwerbsjahre x 63.000 € durchschnittliche Bruttowertschöpfung <sup>1</sup>	
⇒ ausgefallene Bruttowertschöpfung .....	80 Mrd. €
⇒ Ausfall an Bruttowertschöpfung je Arbeitnehmer .....	2.171 €
⇒ Ausfall an Bruttowertschöpfung je Arbeitsunfähigkeitstag .....	173 €
⇒ Anteil am Bruttonationaleinkommen .....	3,1 %

# Estimation of the costs of non-OSH at macro level: review of methodologies that quantify the economic impact of work-related accidents and ill-health

## ▪ Aim:

- Provide policy makers with relevant information on the economic impact of poor or non-OSH at macro level.
- Highlight contribution of OSH to improving productivity and competitiveness.
- Raise awareness about the costs of non-OSH among policy makers outside the field of OSH.

## ▪ Content:

- Report – policy-oriented review of methodologies that quantify the economic impact of work-related accidents and ill-health
- Executive summary for policy makers: translated into all EU languages.
- Expert workshop: consolidate report.

# Business case at enterprise level

- **Return on prevention (ISSA, 2011)**  
**2.2 EUR return for every Euro invested in OSH**
- **BenOSH (2011): cost-benefit ratio 1.36 – 2.70**
- **Economic benefits of workplace health promotion and prevention (IGA, 2009):**  
**cost-benefit ratio 2.3 – 5.9**

## Project: Business case for OSH at the enterprise level, especially SMEs

- Few studies were found that focused specifically on interventions within SMEs
- Once SMEs understand the relationship between OSH and its productivity, they are then willing to link OSH with economic performance.
- Include more the aspects of occupational health into the calculations.
- Costs from enterprise level are often shifted to society level
- Create awareness to promote OSH in SMEs with public programmes.



# Case: Backing healthy backs

## Issue

- Fußboden Brandenburg is a parquet reclining company with six employees
- Laying carpet, laminate or flooring is heavy work
- Long sick leaves can threaten the existence of the business

## Action

- Specialists of IKK Nordrhein developed a back pain prevention programme
- workers were trained in better manual handling of loads and in respecting their individual limits to avoid overstrain
- In addition, various lifting aids were purchased

## Results

- Doing back exercises has become routine in the company.
- A before / after comparison in the guided intervention showed positive training results of all workers.
- Since five years, the workers have not missed a single day because of back ache or muscular complaints.



# Business case: Fußboden Brandenburg

- **Average absence figures due to work incapacity in the German crafts (2003):**  
**Workers were on sick leave for 14.9 days, of which  $\frac{1}{4}$  were attributed to musculoskeletal disorders (MSDs), making 3.7 days or 29.6 hrs**
- **For the company Fussboden Brandenburg this means:**
  - 3 skilled workers (35€/h)      2664.00
  - 1 manager (100€/h)            2960.00
  - 1 apprentice (23€/h)          681.00
  - 1 office worker (30€/h)        888.00
  - Reorganisation                  150.00
  - SUM:                                7243.00 Euro

# Investment for training and equipment

## ■ **Investment costs at fußboden brandenburg:**

- Training: paid by health insurance association IKK
- Exemption from work 0,5 h x 24 d:
- Skilled workers (3, 30€/h)
- Apprentice (1, 23€/h)
- Office worker (1, 30€/h)
- Owner (1, 100€/h)
- SUM: 2916,00

## ■ **Work equipment:**

- High rack storage: 1500
- Used fork lift with thorn: 5000
- Crank lift: 200

## ■ **Recurrent costs:**

- Annual refresher training (ca. 1500)
- Breakfast for all (no additional costs)

# Economic benefits

- **A cost-benefit analysis, calculated for four years at a discount rate of 4% gave the following results:**
  - Pay-back period (years) 2.16
  - Return on investment 31.00%
  - Net present value 6,864.50 Euro
  - Profitability index 1.71
  - Benefit-cost ratio 1.80
- 
- **Pure consideration of health costs makes intervention already profitable**
- **Non-tangible costs, such as improved motivation and increased productivity have not been considered**

# **Economic incentives: combination of society and enterprise level**

- **OSH intervention perhaps do not always provide a business case on enterprise level, but certainly at society level**
- **Costs are shifted from the enterprise to society and individual**
- **According to a study (CIOP, Poland) average cost of an accident is incurred by**
  - 76% of society
  - 13% of the victim and his or her family
  - 11% of the employer

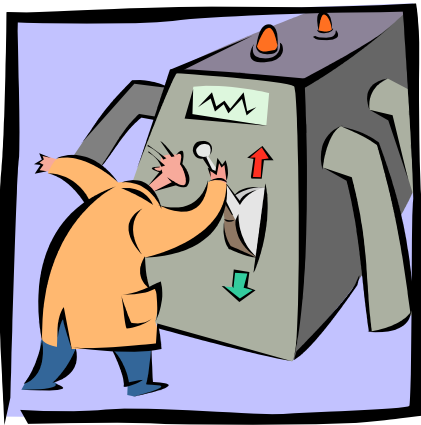
# Example: Investment in safer machinery

## Machine A

- Good performance
- Fits to legal requirements

But

- Is very loud
- Bad usability
- Cost: 10,000 Euro

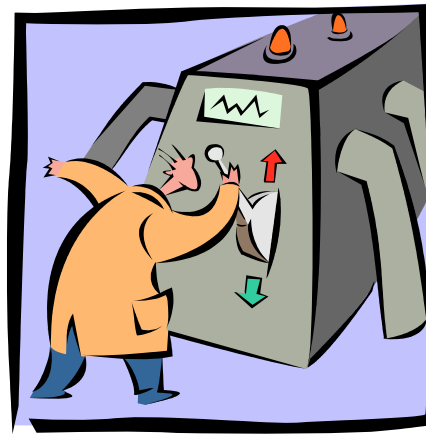


## Machine B

- Good performance
- Fits to legal requirements

But

- Is more silent
- Good usability
- Cost: 12,000 Euro





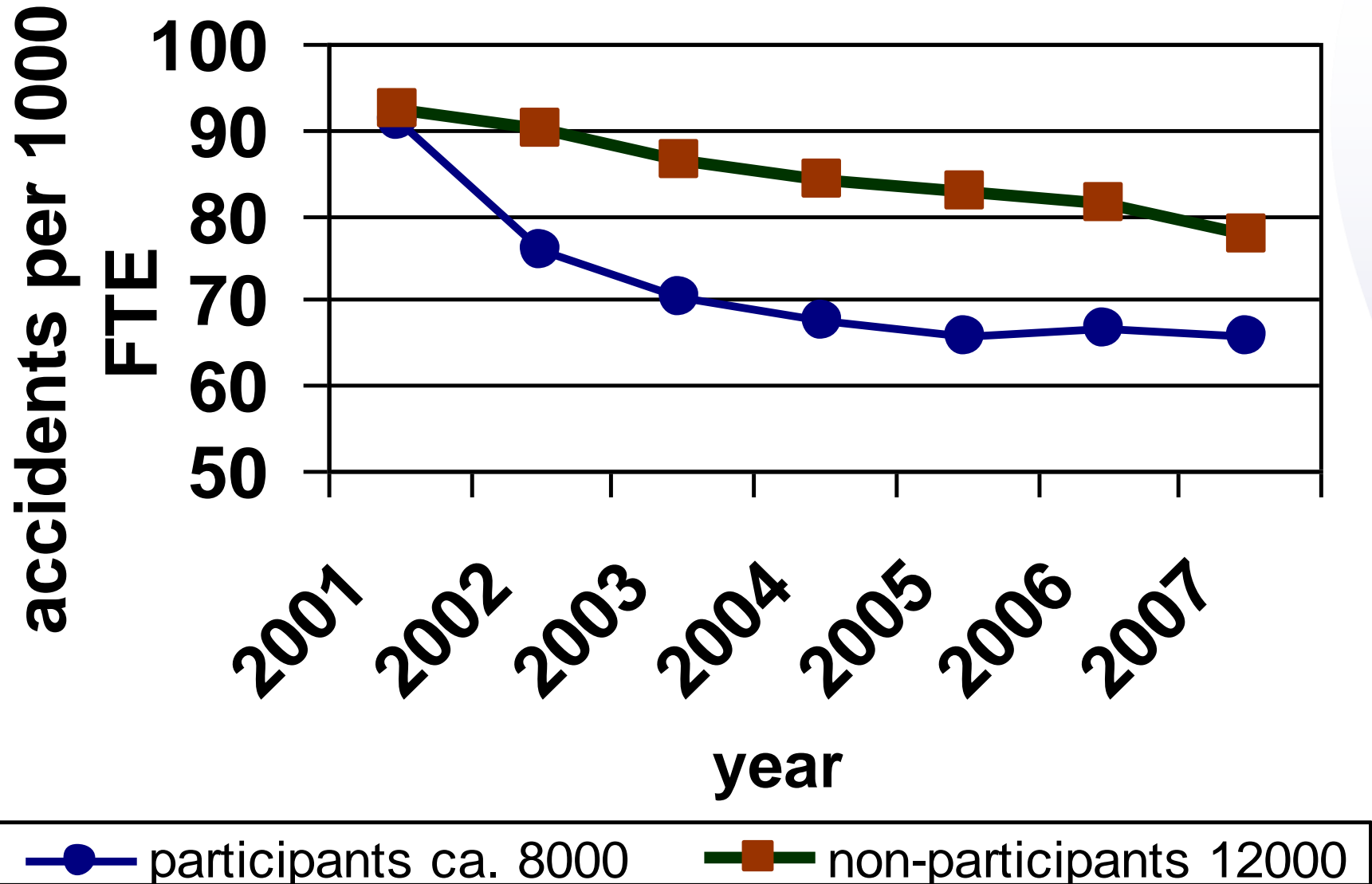
# What could act as an incentive?

- **Insurance premium variations, e.g. dependent on**
  - Occupational accidents and diseases
  - Specific risk of sector
  - Prevention activities such as training, investments, personal protection measures
- **Tax incentives, e.g. better write-off conditions**
- **Better banking conditions, e.g. lower interest rates**
- **State subsidies, e.g. for innovative investments or reorganisation**
- **Certification of OSH management systems (e.g. reimbursement of certification fees)**

# Incentive model in German butchery sector

<b>Preventive approach</b>	<b>Tangible measures</b>	<b>Bonus Points (can reduce premium by 5%)</b>
<b>Technical measures</b>	<b>Use special safety knives</b>	<b>8 points</b>
<b>Organisational measures</b>	<b>Road safety training for drivers</b>	<b>8 points</b>
<b>Individual measures</b>	<b>Use skin protection agents</b>	<b>6 points</b>

# Incentive model in German butchery sector



- Butchery sector incentive scheme leads to ca. 1000 accidents less/year
- Costs for incentives € 8.32 Mio Euro (6 years, 2002-2007)
- HSE estimates 6670 € costs for each reportable accident
- Business case
  - 6000 accidents X 6.670 € = 40.02 Mio €



**4.81 € savings for  
every 1 € invested**

# Report on **economic incentives**

- **European countries could benefit from more economic incentives!**
- **Incentive schemes can reduce accident rates significantly:**
  - Agriculture Finland: 10 %
  - German butchery sector: 12 %
  - INAIL bank loans: 13-25%
- **Exchange of European experience leads to new incentive schemes**
- **More on the web in 22 languages:**  
<http://osha.europa.eu/en/topics/economic-incentives>



## Exchange of good practice

### Example Italy

- INAIL is the Italian national worker's compensation body for 3.8 Mio enterprises and 17.8 Mio workers
- Based on the Agency's project INAIL will implement an incentive scheme focussed on SMEs with € 850 Mio budget
- Estimation of potential benefit on society level :
  - Financial benefit assuming a pay-back ratio of 1 to 3: € 2.55 Billion

# Conclusions

- We need both: promotion of the business case and external economic incentives
- Make business case more clear for SMEs
- External economic incentives can
  - Be effective in all EU countries
  - Be attractive for SMEs
  - Promote also health, not only safety

**Thank you!**

Dr. Dietmar Elsler  
Project Manager  
European Agency for  
Safety and Health at Work  
<http://osha.europa.eu/>  
E-mail:  
[elsler@osha.europa.eu](mailto:elsler@osha.europa.eu)

