OSH in Dutch SME's

Interventions to the benefit of SME's

Jan Michiel Meeuwsen
The power of TNO
From idea to innovation

DEVELOPING FUNDAMENTAL KNOWLEDGE
With universities

KNOWLEDGE DEVELOPMENT
With partners in the golden triangle

KNOWLEDGE APPLICATION
Contract research for and with customers

KNOWLEDGE EXPLOITATION
Embedding in the market (with TNO companies)
Themes and innovation areas

OUR THEMES

HEALTHY LIVING

INDUSTRIAL INNOVATION

DEFENCE, SAFETY & SECURITY

ENERGY

TRANSPORT & MOBILITY

BUILT ENVIRONMENT

INFORMATION SOCIETY

OUR INNOVATION AREAS

HEALTHY FOR LIFE
FOOD AND NUTRITION
WORK AND EMPLOYMENT
BIOMEDICAL INNOVATIONS

HIGH TECH SYSTEMS AND MATERIALS
SUSTAINABLE CHEMICAL INDUSTRY
SPACE

DEFENCE RESEARCH
SAFETY AND SECURITY RESEARCH

OIL AND GAS
ENERGY EFFICIENCY
GEOLOGICAL SURVEY OF THE NETHERLANDS
MARITIME AND OFFSHORE

RELIABLE MOBILITY SYSTEMS
SAFE AND CLEAN TRANSPORT

URBAN DEVELOPMENT
BUILDING AND INFRASTRUCTURE

INFOSTRUCTURES
INFRASTRUCTURES
Summary

- TNO is an organization of 3,800 professionals
- with depth and breadth of knowledge, multidisciplinary
- focused on smart solutions to complex issues
- with the aim of sustainably strengthening the competitiveness of enterprises and the well-being of our society
- together with partners: companies, organizations at home and abroad, and SMEs
- and with a remit for the Ministries of Defence and Social Affairs and Employment
National offices
international offices / agencies

- Offices
- Agencies
TNO IN NUMBERS 2013

- Number of employees (effective average): 3,276
- Consolidated turnover: €564 million

Consolidated turnover (million):
- €268
- €180
- €116

Knowledge development: €180
Knowledge exploitation: €116
Knowledge application: €268

Consolidated market turnover (million):
- €157
- €136
- €91

Dutch companies
Dutch government
International
OSH in Dutch SME’s

- OSH regulations for SME’s result in a high administrative burden
- To stimulate compliance, simplification is needed
- SME’s should not have to invent wheels again

- Dutch government introduced three major intervention programs to meet the needs of SME’s:
  - Digital risk assessment
  - OSH (arbo) covenants
  - OSH (arbo) catalogues
legislation

enforcement

OSH services

Employers’ organisations

Trade Unions

Publishers

Research institutes

Government

Organisations; their managers and workers

inspecting, advice

regulation, certification

promotion, public information

legislation

enforcement

issuing, disseminating

issues, disseminating results

disseminating results

influencing, advice

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1. Digital risk assessment

- 2004 – ongoing development of more than 150 tools [www.rie.nl](http://www.rie.nl)
- Tailor made for SME’s
- Social partners strongly involved
- Automatic generation of priority risks, to do lists and plans of action

**Advantages:**
- Maintenance and update is easy
- Easier to fill in for employers
- Reduction administrative burden

**Disadvantages:**
- Inclination to treat it as merely a checklist, “quick and dirty”
- Strong tendency not to leave your desk while answering questions
- Workers’ participation and approval is critical
OIRA project from EU OSHA

› OIRA = Online Interactive Risk Assessment Tool

› Developed by TNO and Syslab for EU OSHA

› Pilot tested in 2010 in France, Belgium, Cyprus

› Official launch in 2011 through the Focal Points and an OIRA community website

› Go digital in risk assessment, e.g. OiRa tool from EU OSH
2. OSH (arbo) covenants in sectors/branches

- 1999 - 2007: OSH covenants: 69 covenants established on a tripartite base - so called ‘soft law’ – in 55 sectors covering more than half of Dutch workers
- Agreement on OSH improvements in specific branch or sector
- Large programmes with multimillion EURO budgets; costs divided between government and social partners

Advantages:
- Absenteeism decreased with 28% in involved sectors (not involved sectors 11%)
- This reduction saved involved sectors 450 Meur per year

Disadvantages:
- Covenants need maintenance
- Sometimes too much desk design and too less OSH in practice
3. OSH (arbo) catalogues (OSH New Style)

- 2007 – ongoing OSH catalogue development; an OSH catalogue documents risks and customized solutions, describes techniques and methods to achieve set goals and provides best practice standards
- Government supports the development of OSH catalogues with small funding
- More than 60 OSH catalogues were approved by the Labour Inspectorate covering around one third of Dutch working population

Advantages:
- SME can find the best solution and proven best practice
- Proportionate enforcement by Labour Inspectorate saves resources

Disadvantages:
- Catalogues also need maintenance
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OSH in Dutch SME's

- Government
  - legislation
  - regulation, certification
  - influence, advice

- Organisations; their managers and workers
  - assignments, research programming
  - dissemination

- Inspection authority
  - enforcement
  - issuing, disseminating

- Publishers
  - promotion, public information

- Research institutes
  - dissemination results

- Employers' organisations
  - collective bargaining

- Trade Unions
  - advice

- Government
  - research programming

Influencing, advice

Publication, information

Disseminating results
Conclusions

- Self regulation amongst social partners through quasi-legal codes requires a well developed OSH infrastructure with a sector-based approach encouraging self-activation among social partners.
- This may lead to a proportional enforcement policy; higher risks = more strict compliance.
- However .... Enforcement is needed; self regulation in the Dutch meat producing sector has led recently to alarming situations in Dutch slaughter houses; therefore the safety of Dutch meat can no longer be guaranteed; the Dutch food inspection authority will be strengthened accordingly.
Teşekkür ederim