

Health, Safety and Business development in Small Enterprises

Gunnar Lagerström, Prevent Sweden

Prevent

- Provides information, knowledge, tools and training for healthy and safe workplaces
- Non-profit organisation
- Our principals are the labour market organisations

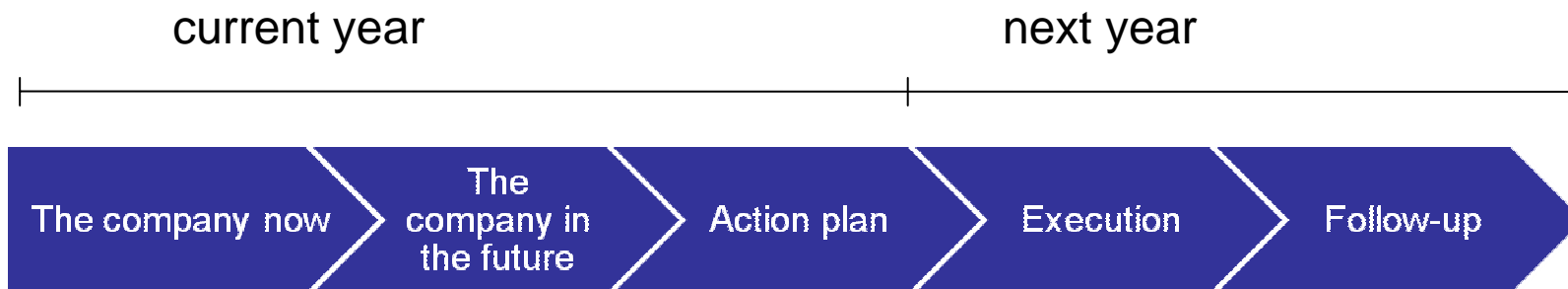
Systematic Work Environment Management (SWEM) in Sweden

- Directive (AFS 2001:1) from the Swedish Work Environment Authority
- SWEM is rarely found in small businesses (1-50 employees)
- There are approx. 240,000 small businesses in Sweden, with a total 1,500,000 employees (total number of employees in Sweden 4,500,000)

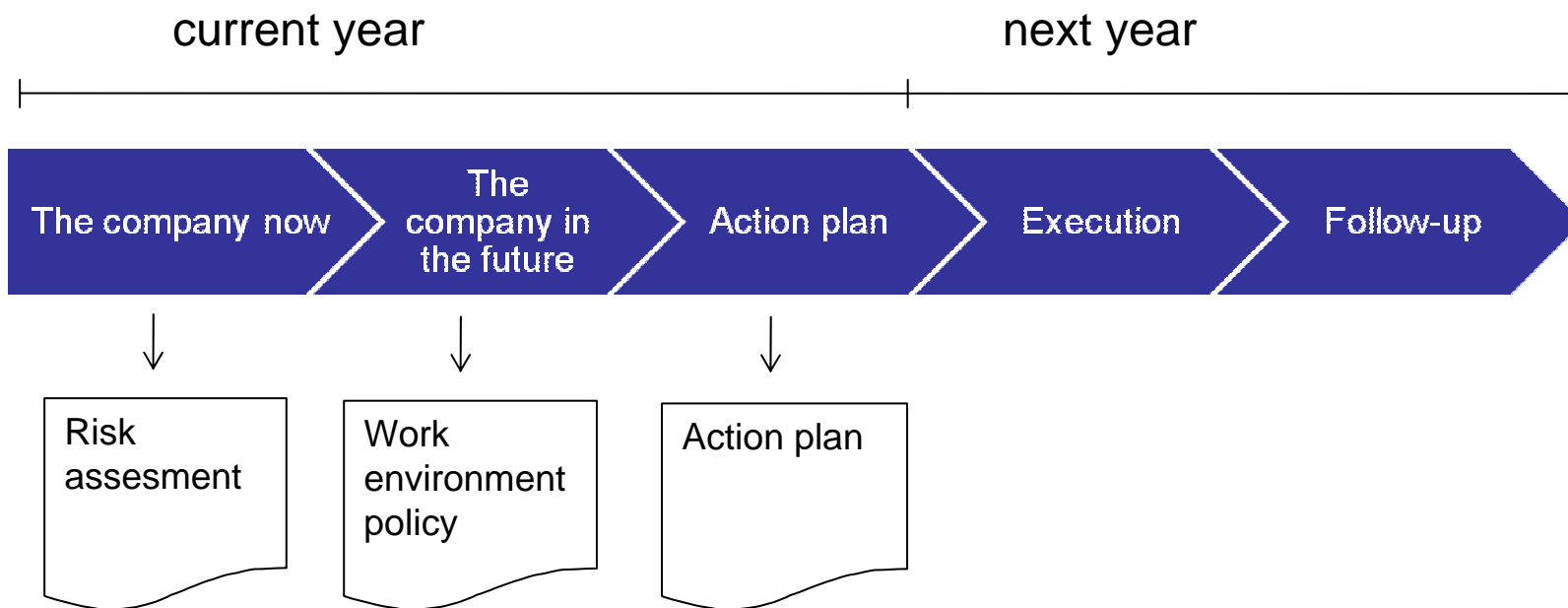
”Successful small enterprises” 2004-2007

- Businesses invited to a training course
- 8-12 local businesses in 61 locations
- Implement SWEM as a part of business development (BD)

Common process for BD and SWEM



Common process for BD and SWEM



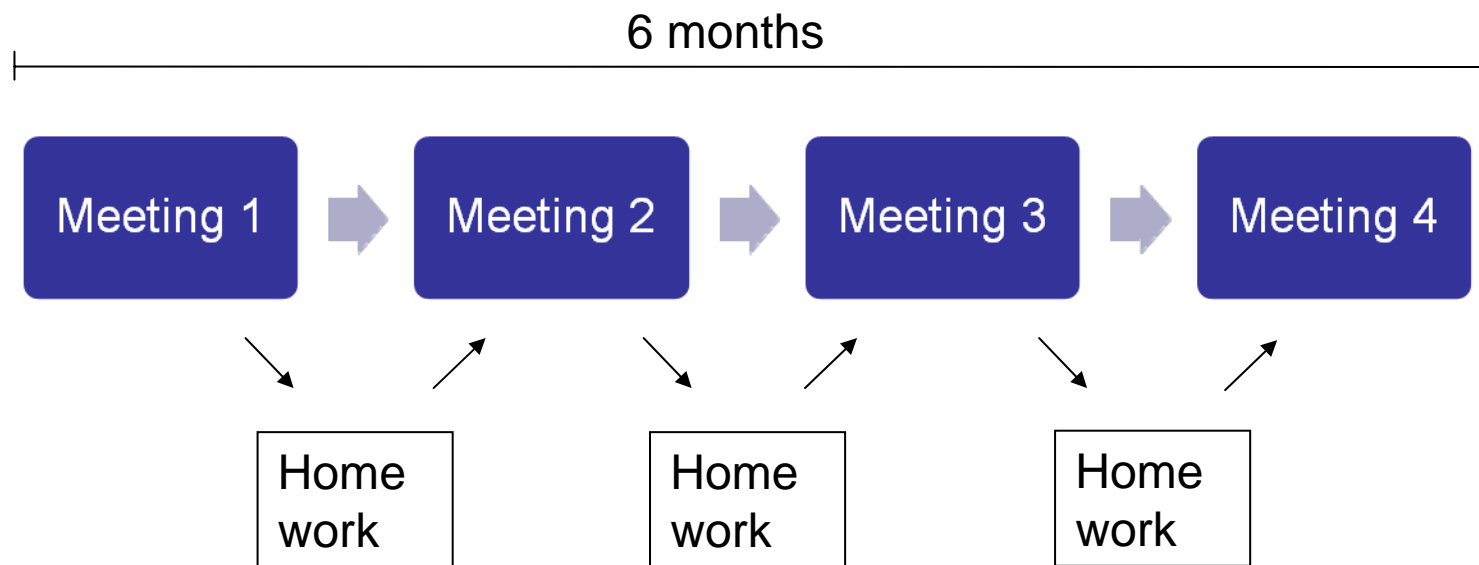
Training course for small businesses

6 months



- Information about SWEM
- Methods and tools for BD and SWEM

Training course for small businesses



- Practice and exchange of experiences

- 1 098 businesses
- 126 training courses
- 61 locations



Further results

- 50 % participated at all meetings
- High marks in course assessments
- Participants at start not as proficient in SWEM and BD as compared to a control group
- Participants at the last meeting surpassed the control group in terms of work with analyses and action plans for SWEM

Conclusions – small businesses

- Appreciate the usefulness of SWEM if this can be seen as part of their BD
- Appreciate training methods using several meetings over a longer period
- Appreciate exchange of experiences with colleagues

Other conclusions

- Cooperation with the OHS (Occupational Health Services) can be effective
- Recruitment to training courses a major obstacle



Follow-up

- New training concept - positioning SWEM as part of BD
 - 100 supervisors
 - Supervisor's manual
 - Two short texts
 - Slides for training meetings
 - Extra net www.foretagsam.net with tools for supervisors and participants in training meetings

Follow-up

- Calculation tool www.lonsam.net
 - Investments in work environment
 - Key work environment figures

Thank you!

