Prevention Policy in the Belgian Woodworking and Furniture Industry

Different actors and the available resources
What is SAFETY?
BELGIAN EMPLOYMENT OPPORTUNITIES

- 11,322,088 Belgians
- 18-64 years: 6,932,352
- Employees: 3,914,095 (± 56%)
- ± 46% female / 54% male
- Independents: 710,485
BELGIAN EMPLOYMENT OPPORTUNITIES

- employees: 3,914,095
- employers: 223,712 (285,384 companies)
- companies: 62% < 5 employees
  - 25% 5 – 19
  - 8% 20 – 49
  - 3% 50 – 99
  - 2% 100 >
THE BELGIAN WOOD AND FURNITURE INDUSTRY

First wood processing - PC125

569 companies
- forestry: 128
- sawmills: 160
- timber trade: 281

3,614 employees
- 3,502 ♂ (97%)
- 112 ♀ (3%)

WOODWIZE
THE BELGIAN WOOD AND FURNITURE INDUSTRY

1997 companies

- furniture and seating tailor made interiors: 1353
- construction elements: 385
- packaging and pallets: 98
- boards and panels: 49
- other products: 112

second wood processing - PC126
THE BELGIAN WOOD AND FURNITURE INDUSTRY ➔ second wood processing - PC126

14,623 employees ➔ 13,274 ♂ (91%)

► 1,349 ♀ (9%)

(remark: construction - PC124)
THE BELGIAN WOOD AND FURNITURE INDUSTRY

- total companies in Belgium: 285,384
- total wood & furniture: 2,566 (± 1%)
- total Belgian employees: 3,914,095
- total wood & furniture: 18,237 (± 0,5%)
WHO IS WOODWIZE?

• Belgian knowledge and training center for the woodworking and furniture industry
• since 1988 (starting as “OCH”)
• sectoral, independently organization
• 14 employees
WHO IS **WOODWISE**?

- operating resources:
  - social contributions from the employers
  - government support
  - project funds (ESF)

- involvement and support from different partners
OUR PARTNERS

• employer organizations
• employee organizations
• government
• sector organizations
• companies (management, executives and operators)
OUR PARTNERS

• education (schools, teachers and students)
• training centers
...

WOODWISE
GOAL

To contribute to sustainable, safe and quality work for all the actors in all companies in the wood and furniture industry.
HOW?

- professional services
- training
- education
- information sessions
- sensibilisation

...
4 PILLARS SUPPORTED BY WOODWISE

- Training
- Education
- HR Support
- Safety and Well-Being
STRONGER BY TRAINING

- training for everyone in the wood sector
- in-company or outside
- technical training: machines, operations, finishing techniques, ...
- general training: instructions, to manage, ...
- LLL = Life Long Learning
- interesting financial intervention by Woodwize
• promotion of the sector towards youngsters and teachers
• gearing education to the actual and real work situation (training and study visits)
• explaining the different sector professions
• reaching all students and teachers as much as possible (e.g. youth magazine)
LINK BETWEEN LEARNING EN DOING

• achieving an optimal flow between the education and the companies
OUR ADVICE CUTS WOOD

- training and development policy – planning
- job offer: finding the right people for the right job
- diversity and equal rights
- guidance of dismissed employees
- cooperation with other sectors
- interesting financial intervention by Woodwize
TO BE SAFE AND WELL

• service Safety and Well-being
• since August 2015
• Stefan Hinnekens - bitten by the wood virus
• > 25 years of experience with all company levels
• starting point:

“A correct prevention policy is not a matter of obligation but of wanting!”
SAFETY AND WELL-BEING

WHAT?

• sectoral service for the wood and furniture industry
• general support for companies in the sector
• no prevention measures for 1 factory -> to bring companies together
• information and sensibilisation
• no control of companies!
• but awareness
SAFETY AND WELL-BEING

SITUATING OF THE PREVENTION POLICY IN BELGIUM

Belgian legislation -> “Law Welfare at Work” (government)
SAFETY AND WELL-BEING

SITUATING OF THE PREVENTION POLICY IN BELGIUM

Partners in prevention policy -> legal obligation

- external services for prevention and protection at work
- external services for technical control
- insurance companies
- emergency services
- professional federations
- employer organizations
- employee organizations
- companies

sectoral services
- wood & furniture
- construction
- electricity
...

WOODWIZE
SAFETY AND WELL-BEING

SITUATING OF THE WOODWIZE SERVICE IN BELGIUM

- employer organizations
- employee organizations

→

sectoral services

- wood & furniture
- construction
- electricity
...

WOODWIZE

WOOD.BE
SAFETY AND WELL-BEING

BELGIAN SECTORAL SERVICES FOR THE WOOD AND FURNITURE INDUSTRY

- accredited institution
- several departments
- “DVA” -> Service for safety advice
- customization: +/- 150 members
- 1 x

WOODWIZE

- sectoral support
- +/- 2500 companies
- training and information
- sensibilisation
- partly for free
- 1 x
SAFETY AND WELL-BEING

“STEERING GROUP SAFETY AND WELL-BEING POLICY”

10 members
SAFETY AND WELL-BEING

WHAT IS THE STEERING GROUP DOING?

- monitoring the quality of the services
- 4 times a year meeting
- evaluation of the past activities
- preview of the upcoming activities
- discussion of specific problems (safety and well-being) in the woodworking and furniture industry
SAFETY AND WELL-BEING

WHAT IS THE STEERING GROUP DOING?

• making proposals regarding new actions

• considering the question "workable work" for the wood and furniture industry: how to give a more concrete interpretation on it?
TO BE SAFE AND WELL

Operation of the sectoral service Safety and Well-being
SAFETY AND WELL-BEING

GOAL

• making prevention policy "tangible"
• reaching all companies and their actors
• raising awareness
• reaching a more self-directed prevention policy in the companies
• preventing - reducing accidents / occupational diseases
• reducing the severity of accidents
SAFETY AND WELL-BEING

GOAL

• increasing well-being
• giving a concrete (re)interpretation to “workable work"
SAFETY AND WELL-BEING

PRACTICAL

- information provision
- study and training moments
- offer of courses and workshops
- offer of specific (safety)documentation
- promotion and support of sectoral and (European) government initiatives (eg. OiRA Wood)
SAFETY AND WELL-BEING

PRACTICAL

• cooperation with other organizations
  - external services
  - companies with good practices
  - other industries (textile, elektricity, ...)
  - training providers
  - government
  ...

• participation in events for safety and well-being
SAFETY AND WELL-BEING

SPECIFIC

• “the start”: far going analysis autumn 2015

• talked to: - colleagues
  - education institutes and training centers
  - companies: management, prevention advisors
  - employer organizations
  - employee organizations
  - professional federations
  - external services for prevention and protection
  - external services for technical control
  - insurance companies
  - supervisory government institutions
  - advisory government institutions
  ...

WOODWIZE
SAFETY AND WELL-BEING

SPECIFIC

• a total of ± 60 organizations
• > 100 people
• the answers from the interviews, the comments, the complaints and the needs, combined with my 25 years of personal experience
• main conclusion for both large and small enterprises, and regardless of the activities: top 5
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TOP 5 OF THE MOST IMPORTANT FINDINGS

1. lack of **OVERVIEW**
2. lack of **INSIGHT**
3. lack of right **MOTIVATION**
4. lack of a solid **ORGANIZATION**
5. need for **RELIABLE** and **CONFIDENTIAL CONTACT POINT**
Most common risks in the wood sector
SAFETY AND WELL-BEING

MOST COMMON RISKS IN OUR SECTOR

- mechanical risks
  - machines: rotating parts, milling parts, saw blades, knives, ...
  - defective or missing safety device
  - chain, gear, ...

- organizational risks
  - no prevention policy = no prevention organization = psychosocial risks
  - (dis)order and cleanliness
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MOST COMMON RISKS IN OUR SECTOR

• physical risks
  - splinters in the hands and eyes
  - dust (lungs)
  - noise
  - stumble and falling (from height)
  - vibrations
  - climate
  - age! -&gt; workable work...

• chemical risks
  - solvents and dangerous products (lungs and blood)
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MOST COMMON RISKS IN OUR SECTOR

- **fire and explosion risks**
  - wood storage
  - dangerous products
  - dust concentration

- **ergonomic risks**
  - wrong lifting
  - heavy weights
  - wrong position during the work
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MOST COMMON RISKS IN OUR SECTOR

• electrical risks
  - open electrical distribution boxes
  - electrocution

• internal transport risks
  - storage
  - speed
  - wrong movements
  - disorder
SAFETY AND WELL-BEING

ACCIDENTS: THE REALITY

<table>
<thead>
<tr>
<th></th>
<th>accidents</th>
<th>without consequences</th>
<th>temporarily unsuitable</th>
<th>permanently unsuitable</th>
<th>deadly</th>
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<tr>
<td>2012</td>
<td>1682</td>
<td></td>
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<tr>
<td>2013</td>
<td>1497</td>
<td>482</td>
<td>862</td>
<td>152</td>
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<td>1476</td>
<td>450</td>
<td>847</td>
<td>179</td>
<td>0</td>
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<tr>
<td>2015</td>
<td>1342</td>
<td>414</td>
<td>765</td>
<td>161</td>
<td>2</td>
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<td>2016</td>
<td>1368</td>
<td>424</td>
<td>750</td>
<td>194</td>
<td>0</td>
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</tbody>
</table>

• 1368 accidents -> 18.237 employees
• 7,5 % chance that ...

WOODWIZE
SAFETY AND WELL-BEING

ACCIDENTS: MAIN OBSERVATIONS

• 2012 -> 2015: decrease of ± 19%
• 2016: slight increase of ± 2%
• number of accidents per age (2016):
  - 15 - 24: 12.93 %
  - 25 - 49: 64.54 %
  - 50+: 22.53 %
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OCCUPATIONAL DISEASES : MOST COMMON DISEASES

• hearing damage (noise)
• lung damage (dust, solvents)
• exeem (glues, paints, chemical products)
• sinus cancer (carcinogenic substances wood dust)
• ergonomic problems in the lower back (incorrect lifting)
• repetitive strain injury (constantly the same movements for longer periods -> shoulders, upper arms)
## OCCUPATIONAL DISEASES: THE REALITY

<table>
<thead>
<tr>
<th>Year</th>
<th>Wood &amp; Furniture Requests</th>
<th>Total Requests</th>
<th>% of Total Requests</th>
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<tbody>
<tr>
<td>2012</td>
<td>27</td>
<td>2105</td>
<td>1.28%</td>
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<tr>
<td>2013</td>
<td>16</td>
<td>2978</td>
<td>0.53%</td>
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<tr>
<td>2014</td>
<td>23</td>
<td>2777</td>
<td>0.82%</td>
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<tr>
<td>2015</td>
<td>25</td>
<td>2460</td>
<td>1.01%</td>
</tr>
<tr>
<td>2016</td>
<td>30</td>
<td>2237</td>
<td>1.34%</td>
</tr>
</tbody>
</table>
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OCCUPATIONAL DISEASES : MAIN OBSERVATIONS

2012 -> 2013
• increase of total requests with 41,5 %
• decrease of requests wood & furniture with 40,7 %

2013 -> 2016
• decrease of total requests with 24,9 %
• increase of requests wood & furniture with 87,5 %

coincidence  ?  systematics
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THERE IS ONLY ONE SOLUTION!

PREVENTION IS BETTER THAN CURE
The most common risks in the context of the five key findings: planned actions
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CONCRETE ACTIONS

1. **Short-term** (2016/01 – 2016/06)
   - broad publication of security service from Woodwize (eg. website)
   - starting collaboration with other services (textile, construction)
   - specifying a training offer for safety themes
   - organizing first workshops

   - all matters of short-term
   - improving OiRA Wood -> version “2.0”
   - organizing info afternoons
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CONCRETE ACTIONS

Medium-term (2016/06 – 2017)
- expanding training offer (ergonomics, working at height)
- giving training (feeling with the work field)
- visiting companies
- contacting more training centers
...

- strong expansion of safety documentation for machines (safety instructions, work instructions, risk analyzes, safety movies)
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CONCRETE ACTIONS


- re-launching OiRA Wood
- organizing recognized basic training (40 hours) practical prevention for workers
- further expansion documentation to deliver to the companies
- giving training in cooperation with other training centers

...
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CURRENT RESULTS

• various tools and checklists available
• concrete information brochure "First aid for your prevention policy“
• reworking sectoral reception brochure (for new employees)
• work on the recognition of basic training
• work out the practical basic training prevention for workers (40 hours)
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CURRENT RESULTS

• further cooperation with other sectors (many info afternoons: workshop risk analyzes, psycho-social risks, reintegration after long sickness, first aid, fire risks, ...)

• collaborative projects with schools and companies (eg. project “internship - trainee”)

• re-launch OiRA Wood (March 2018)
What is SAFETY?
If you don’t want something to happen with one of your loved ones...
why should this be different with your own colleagues, workmates, ... ?
A prevention policy

never stops!
Thank you for your attention!