Proposal for symposium at IEA 2015:

Title:
Prospect for effective worker participation in occupational health and safety management I & II

Moderator:
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Authors:
• Roland Akselsson, Division of Ergonomics and Aerosol Technology, Lund University, SWEDEN
• Verna Blewett, Appleton Institute, Central Queensland University, AUSTRALIA
• Sisse Grøn Hans Jørgen Limborg, TeamArbejdsliv, DENMARK
• Kirsten Olsen, Massey University, NEW ZEALAND
• Rikke Seim, Technical University of Denmark, DENMARK
• John Sjöström & Lisa Schmidt, IVL Swedish Environmental Research Institute, SWEDEN
• Ronny Tedestedt. Erling Rasmussen, Dave Moore & Felicity Lam, AUT University, NEW ZEALAND

Theme:
Organisational Design and Management/Participatory Ergonomics/ Safety and Health

Keywords: Worker representation, Worker involvement, Industrial relation, Work organisation, Impact on workplace health and safety

Objectives:
This symposium will present and discuss knowledge of and experiences with:

- Factors influencing the forms and effectiveness of worker participation in occupational health and safety management including national and organisational socio-political processes.
- Different forms of worker participation in occupational health and safety management (e.g. direct worker participation, representative participation, trade union participation, joint committees etc.) and their effectiveness.
- Measures of effectiveness of worker participation in occupational health and safety management.

Each of the presentations will address the three objectives. Some presentations will focus on the contextual factors and the implications for worker participation others will focus on specific forms of worker participations and the impact on health wellbeing and safety in the workplace. The presenters will address contextual factors in different countries influencing opportunities for worker participation. At the end of each session there will be time to discuss and combine the audience’s experience and the presentations to be better equipped to: 1. design future research that will further enhance our knowledge about efficient worker participation in OHS management 2. Decide which organisational design for worker participation that will be most efficient in different organisations 3. Develop tools to measure the effectiveness of worker participation.
Length of symposium:

This symposium will be delivered in two sessions of 90 minutes

Target audience:

Researchers and practitioners aiming at improving workers health and safety through democratic and participatory processes in organisations. The symposium is suitable for people with an interest in participatory processes through to very experienced practitioners and researchers in the area.

Expected numbers of papers to be included (titles and authors):

In Part I there will be 4 X 15 min. presentations as follows:

2. *The role and impact of elected Health and Safety Representatives on Workplace Health and Safety in South Australia.* Verna Blewett
3. *Professionalization of occupational health and safety management in Danish companies and the effects on worker participation* Rikke Seim and Hans Jørgen Limborg
4. *Some pieces for the employee participation puzzle from New Zealand.* Kirsten Olsen & Leigh-Ann Harris

In Part II there will be 3 X 15 min. presentations as follows:

1. *The role of Worker Participation in deploying Occupational Health Services.* John Sjöström & Lisa Schmidt
3. *Champions in workplace development; potentials and pitfalls.* Sisse Grøn

Type of room and/or facilities required:

A room with projector facilities, and a flat floor that facilitates interaction in the end of the sessions.

Materials needing to be provided

Data projector, and flip-over/flip chart/whiteboard and pens

Biography of presenters PART ONE

*Verna Blewett* is a Fellow of the HFESA and works to improve organisations using participatory processes in research and praxis. Her research focuses on worker participation as a means of improving work health and safety.

*Leigh-Ann Harris* is a Safety and Wellbeing Specialist for Corporate and Systems at New Zealand Post Limited; She did her Master thesis on Health and Safety representatives’ role in health and safety management in the metal industry at Massey University

*Felicity Lamm* is an Associate Professor and joint Director of the Centre for Occupational Health and Safety Research at AUT in Auckland. She is co-editor of the *New Zealand Journal of Employment Relations*.

*Dave Moore* is a Senior Lecturer in the Department of Built Environment Engineering and joint Director of the Centre for Occupational Health and Safety Research, at AUT in Auckland.
Kirsten Olsen is a Senior Lecturer in Occupational Safety and Health at Massey University. She has 20 years’ experience from practice and research in improving workplace health and safety with a focus on worker participation and OHS practitioners’ contribution.

Ronny Tedestedt is a Swedish Education Graduate now resident in New Zealand. A postgraduate student and research assistant in the Centre for Occupational Health and Safety Research at AUT in Auckland, he is conducting Masters by thesis research into participation and workplace democracy.

Rikke Seim is an Assistant professor at the Technical University of Denmark. Her research focuses on organisation of occupational health and safety management and how changes in legislation influences the organisation and worker participation in OHS management.