

The importance of research on working environment

Results from a survey conducted in the field of Health, Environment & Safety

Rolf K. Andersen, Researcher, Fafo – Institute for Labour and Social Research

The 2007 HES survey

- ✓ The survey was commissioned by the Labour Environment Section of the Norwegian Confederation of Trade Unions (LO)
- ✓ A representative net sample of 2300 employees in private and public sector
- ✓ The 2007 survey was a follow up of a survey from 2001, but there was also several new topics in 2007

Today: some results on the following topics

- ✓ “The limitless labour life”
- ✓ Work in contact with customers or clients
- ✓ Work environment and HES-measures
- ✓ Reorganization and cooperation

“The limitless labour life”

“The limitless labour life”

Many conducts the following tasks when off work



The limitless employee

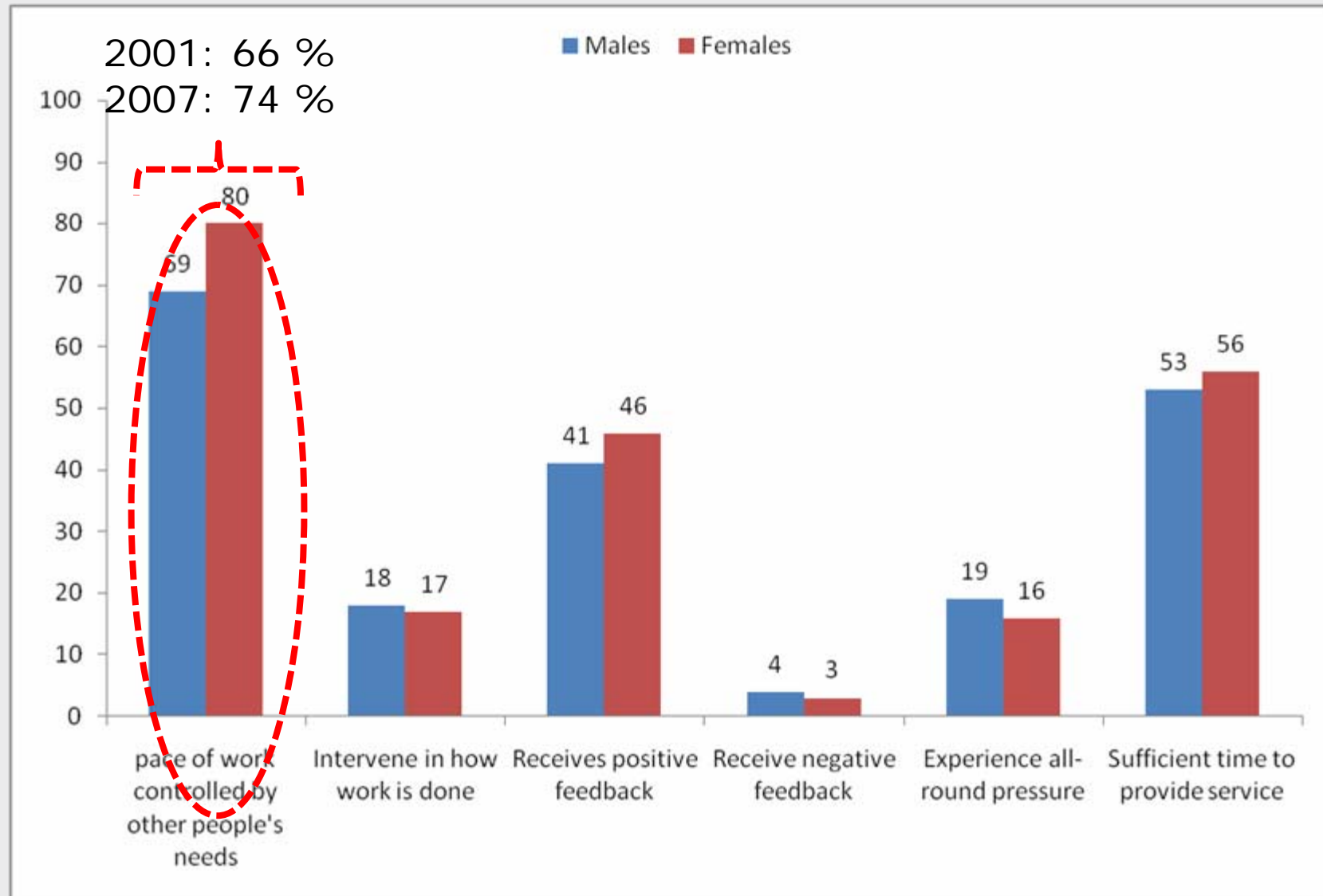
Typically a...

”man, who is full-time employed, with higher education and leadership responsibilities. He has children in school age, and is not unionized”



**Work in contact with
customers or clients**

“Everybody” has a job involving contact with customers and clients





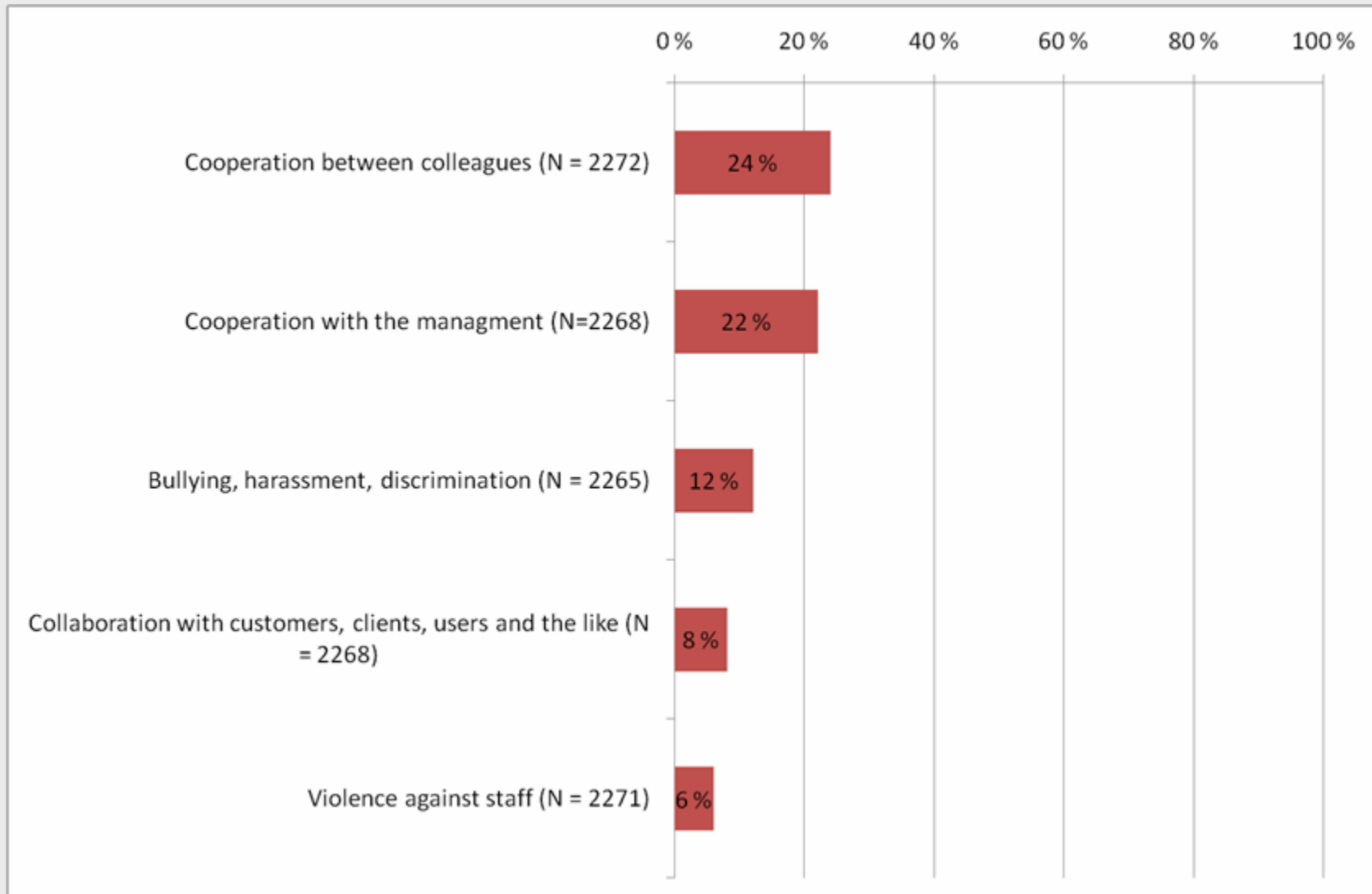
Work environment and HES-measures

HES-problems at the work place

- ✓ We will look at HES-problems in regards to
 - ✓ The psycho-social work-environment
 - ✓ The organizational work-environment
 - ✓ Physical/chemical working-environment

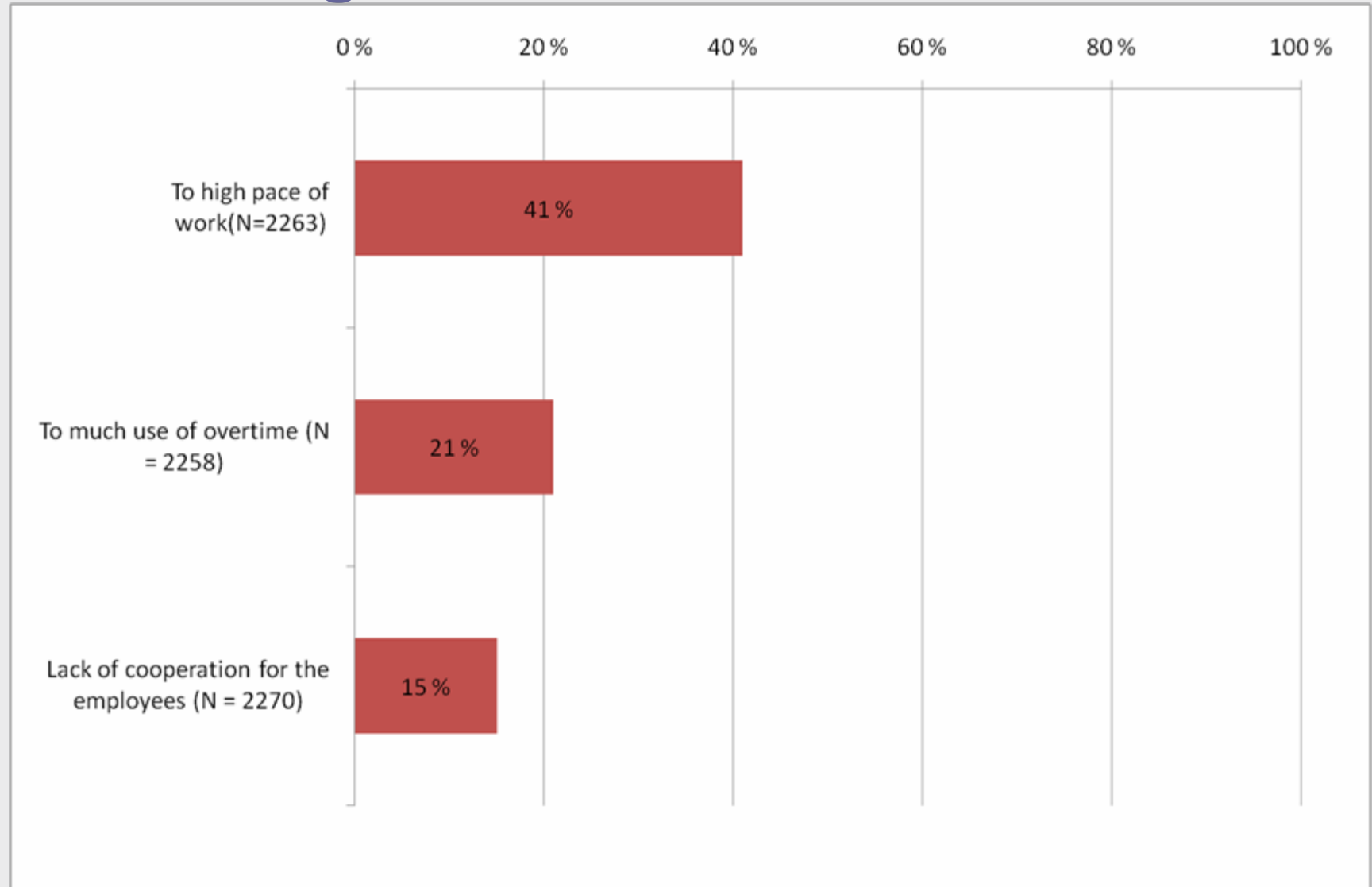
HES-problems at the work place

- The psycho-social work-environment



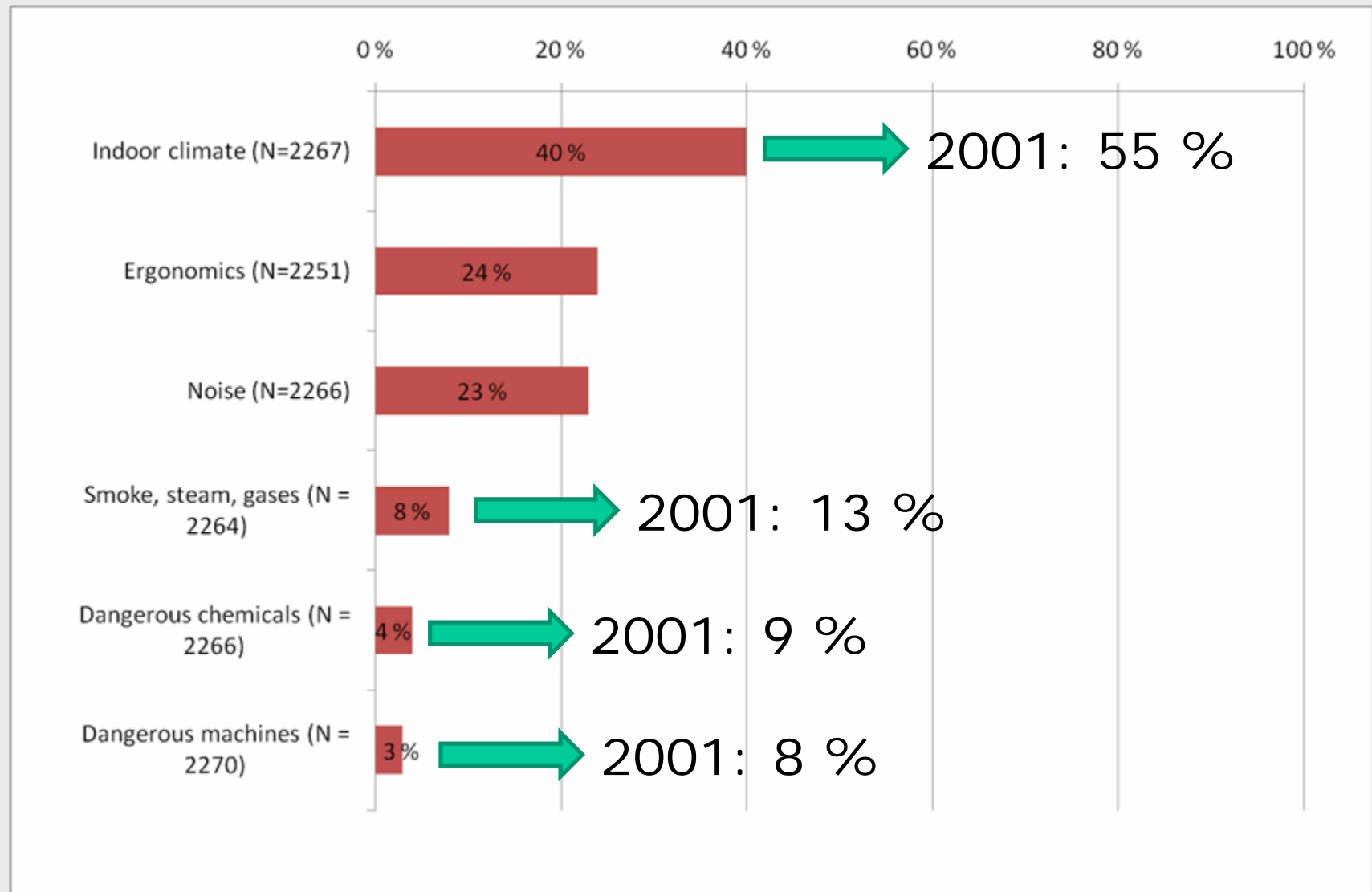
HES-problems at the work place

- The organizational work-environment



HES-problems at the work place

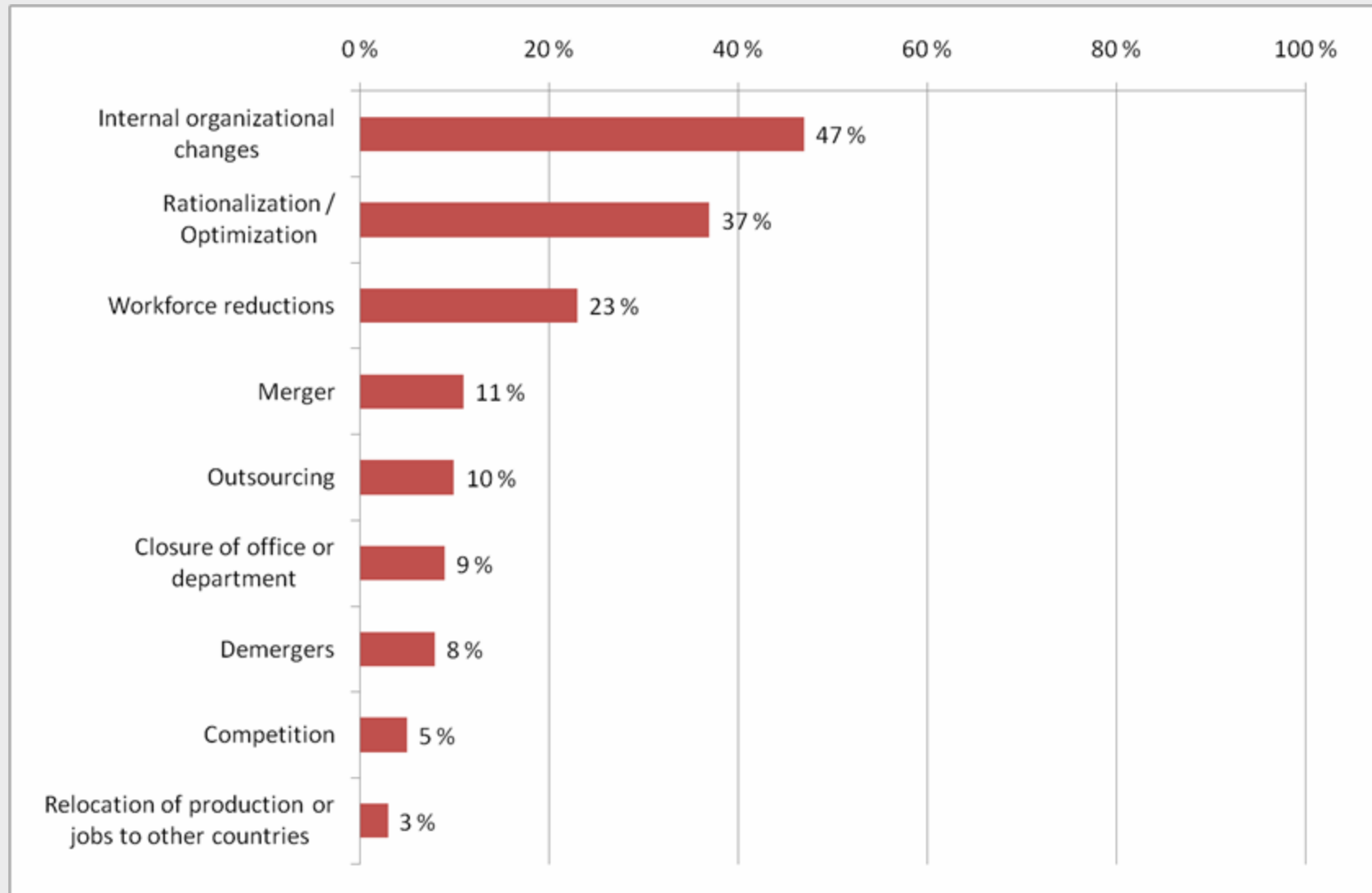
- The physical/chemical working-environment





Reorganization and cooperation

How many have experienced reorganization during the past year?



Who have experienced reorganization during the last year?

- ✓ Restructuring in various forms is more the normal situation than an exception in Norwegian work life
 - ✓ 3 of 4 have experienced one or more types of restructuring during the last year
- ✓ The reorganization rate has consistently been greater in:
 - ✓ the state sector than in the private and municipal sector
 - ✓ businesses with many employees than in those with medium or few employees

Reorganization and influence

- ✓ More wants greater influence over the overall decisions in Stately sector than in the private and municipal sector
- ✓ In reorganization processes, it is a clear desire for greater influence over decisions about changes
 - ✓ There are clear indications that the State employees feels that they have not been adequately heard in the restructuring processes that have been carried out in the State in recent years

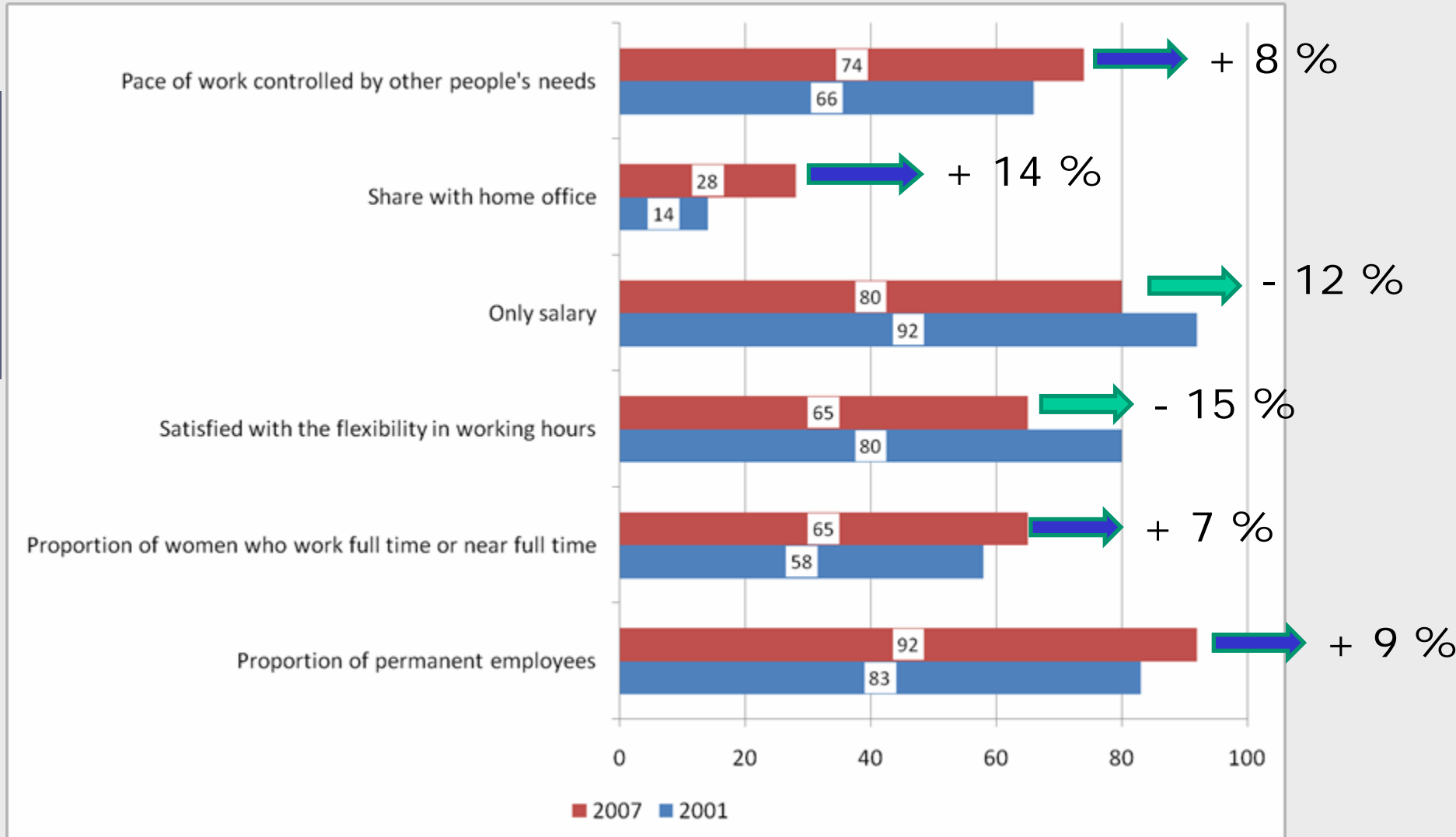


Main changes 2001 – 2007

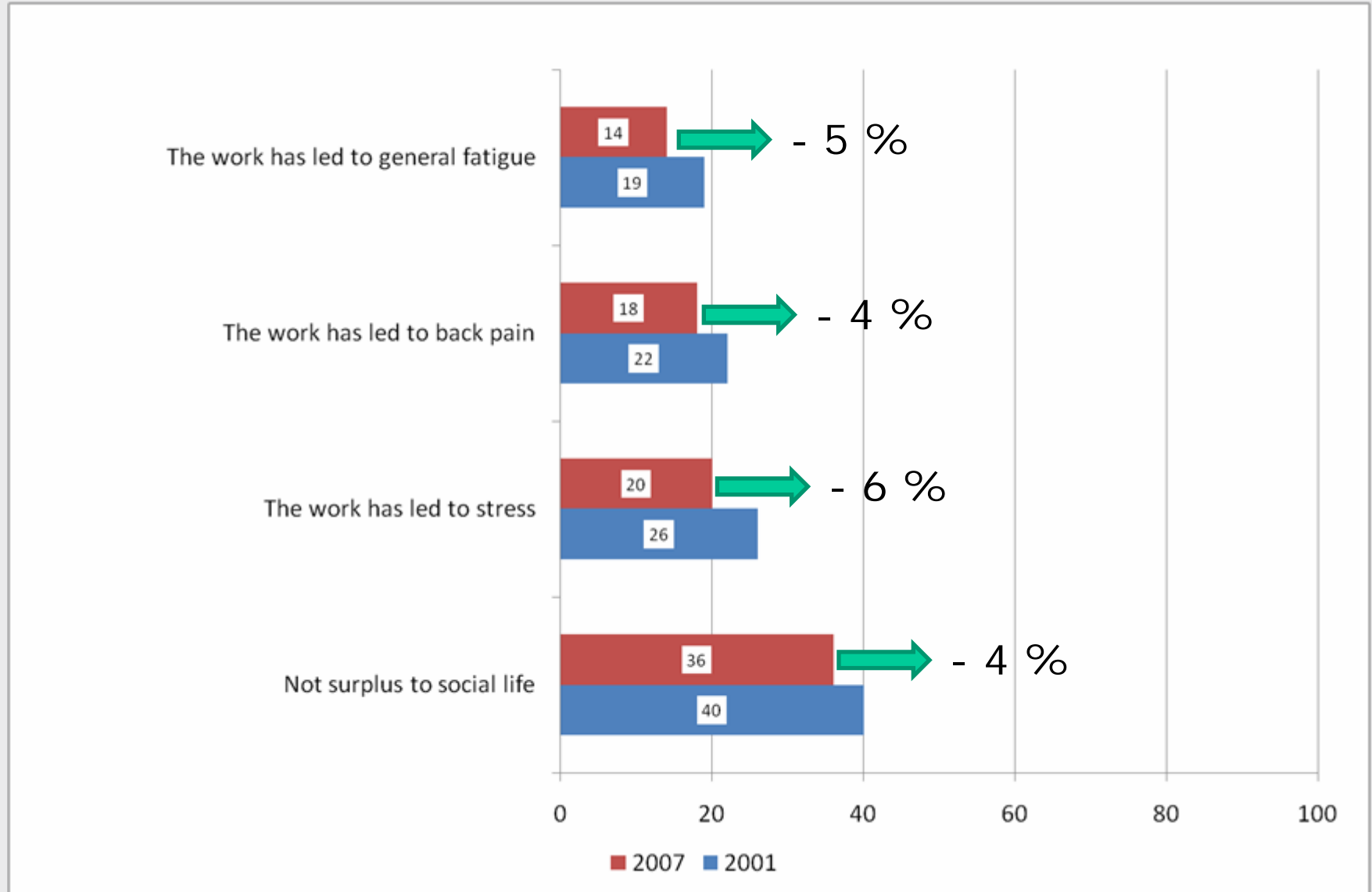
Organization of work

The work life's negative impact on
health

Main changes in organization of work life 2001- 2007



Main changes in the work life's negative impact on health 2001-2007





Summary

HES- situation in 2007 - Drawn with a very broad brush

- ✓ 86 percent enjoy the job they have today!
 - ✓ (75 per cent in 2001)
- ✓ More have higher flexibility in work life, but within the framework of a well-organized labour market
- ✓ Physical-chemical and ergonomic work-environmental strain is still a problem, but a trend in the positive direction
- ✓ The psychosocial work environment offers many challenges, but most find this is good all in all

HMS-tilstanden 2007

- ✓ Requirements from the work place fills a large part of life for more and more, and there are still many who experience work life as tough
 - ✓ 37 per cent are often or always worn out after work
 - ✓ 36 percent have no surplus to social life as they wish
 - ✓ 17 percent have had job-related sick leave the last twelve months
- ✓ There are still differences between men and women when it comes to different work environmental strains

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