



systemkonzept

Gesellschaft für Systemforschung  
und Konzeptentwicklung mbH



# Do we need more than Guidance?

**Clarissa Eickholt**

**November 2012, Berlin**



systemkonzept:  
system evaluation  
and concept development

**Gesellschaft für Systemforschung  
und Konzeptentwicklung mbH**

- interdisziplinär*
- kooperativ*
- systemisch*
- dynamisch*
- wissenschaftlich*
- praktisch*
- zukunftsorientiert*
- nachhaltig*



[www.systemkonzept.de](http://www.systemkonzept.de)  
Aachener Straße 68  
50674 Köln  
Tel: 02 21 / 56 908-0  
Fax: 02 21 / 56 908-10  
E-Mail:  
[info@systemkonzept.de](mailto:info@systemkonzept.de)

Who needs more than guidance?

Do **we** need  
**more** than guidance?

Why would you  
need guidance at  
all?

What do we need more than guidance?

# Why would you need guidance at all?

You have a  
specific  
problem



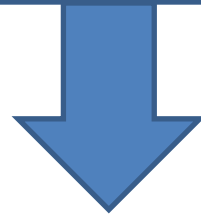
You do not  
have (any or  
easy) access to  
external  
professionals/  
consultants



You need to find a  
solution on your  
own or you need  
to qualify another  
person as a  
constant supporter

- **The NanoValid Guidance is focused on**
  - **research institutions**

- **small and medium enterprises  
(employers, managers, executives)**



Target group:  
non professionals,  
with or without access to occupational health and  
safety professionals/specialists

# Morphological box – Occupational health and safety in small and medium enterprises

employer						
Personal conditions	age	gender	socialisation to OHS	Self-perception	...	
Occupational Health and Safety knowledge	OHS in vocational training	Further educations	Human resources development	...		
...						
organisation and employment structures						
size	micro < 10 employees		small 10 up to 49 employees		middle sized 50 up to 249 employees	
sector	manufacturing	craft	IT	food		
risk profile	high		medium		low	
...						
OHS						
form of consulting/support	internal	supra-company	alternative e. g. „Unternehmer- model“	...		
quality	high		average		low	
Supra-company programmes	employers' liability insurance association	health insurance	Chambers of industrie and commerce	specialist associations	networks	...
...						

The transfer can not rely on the knowledge of OHS or hazardous substances.

**Only 3,8% employers know of the Hazardous Substances Ordinance (n=988)**  
(Szecny et al BAuA Project F1913).

Transfer of OHS knowledge and values needs

- an immediate connection with strategic orientation and employers values
- to take into account the attitude of the employer and the employees towards OHS
- to gain benefit for the company
- to be implemented into the organisational work and decision processes

- **To optimize the transfer and the dissemination to the target group “SME” you need**
  - **A multiplier concept (Train the trainer)**  
→ **Who could you gain as multiplier?**
  - **A training concept for the employees with a high level of participation**  
→ **How to design training materials**



## **1. Phase: Basics**

knowledge, methods, instruments  
structure, adapt, edit



## **2. Phase: Mobilisation of supra-company support**

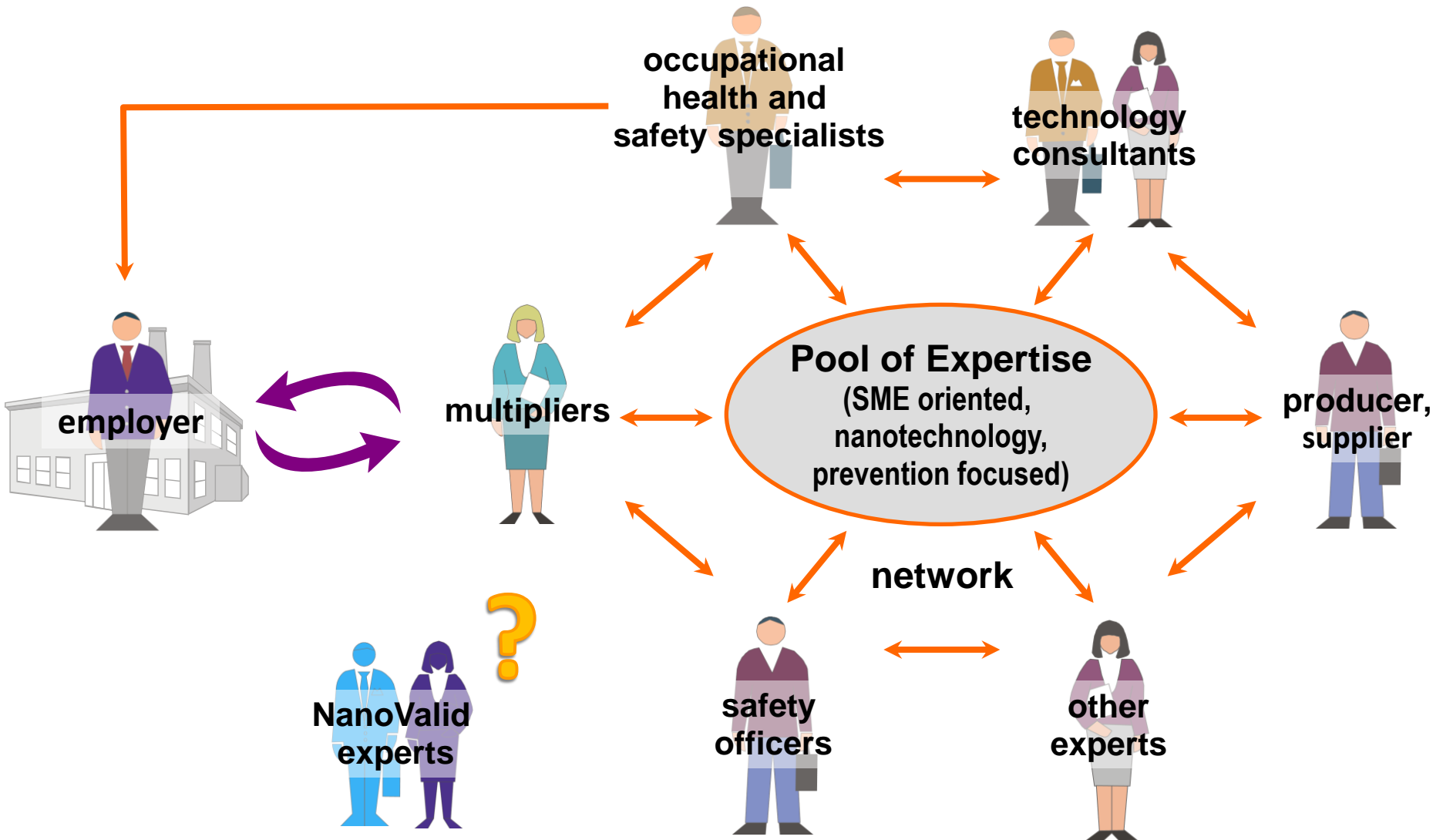
gain multipliers  
develop training methods  
Include and bind companies



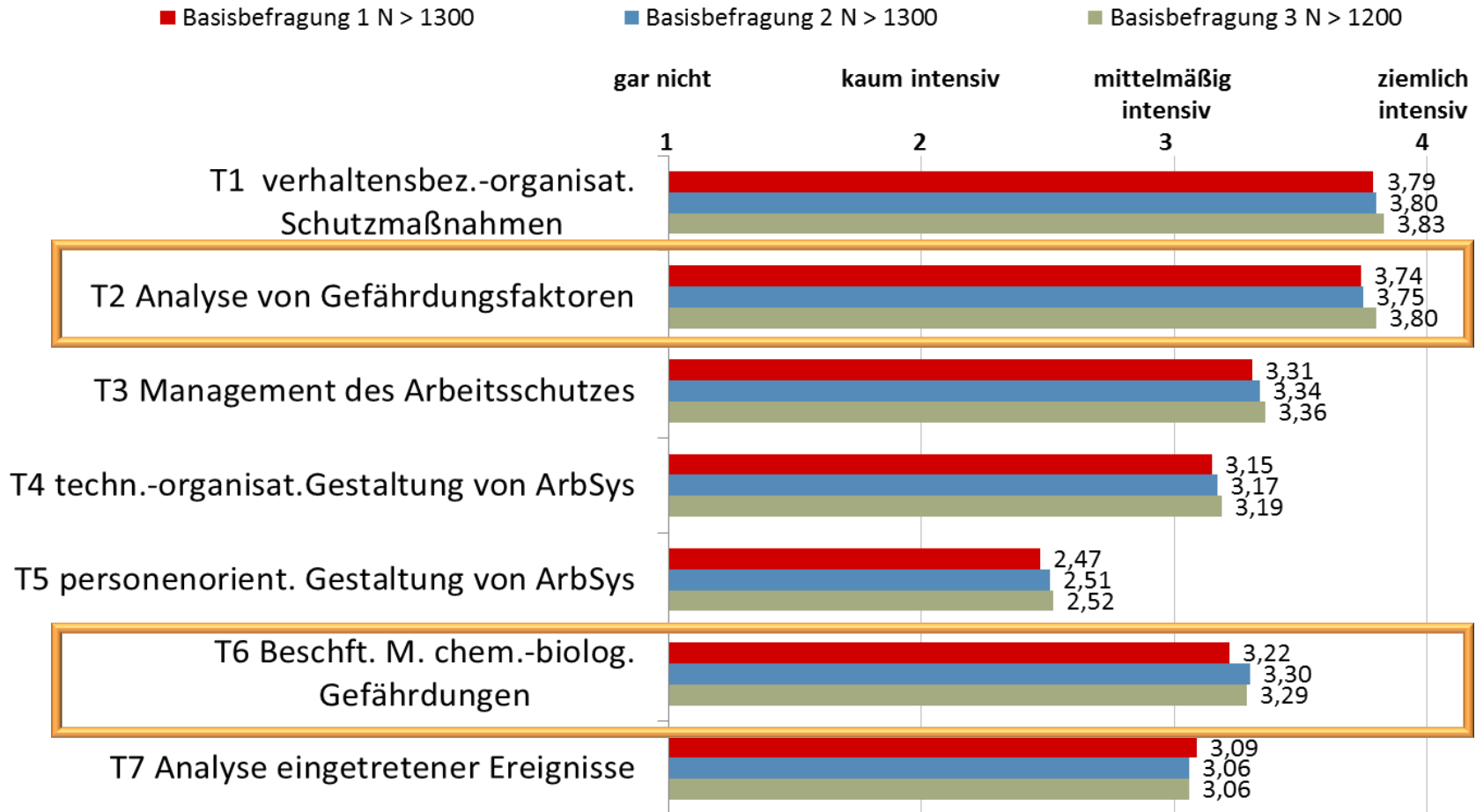
## **3. Phase: Consolidation**

Expand cooperations  
Consolidate individual initiatives  
Enlarge experiences  
Gain coping skills  
Qualify employers and employees

# Who could you gain as multiplier?



## ■ Intensity of activities of industrial safety workers\*

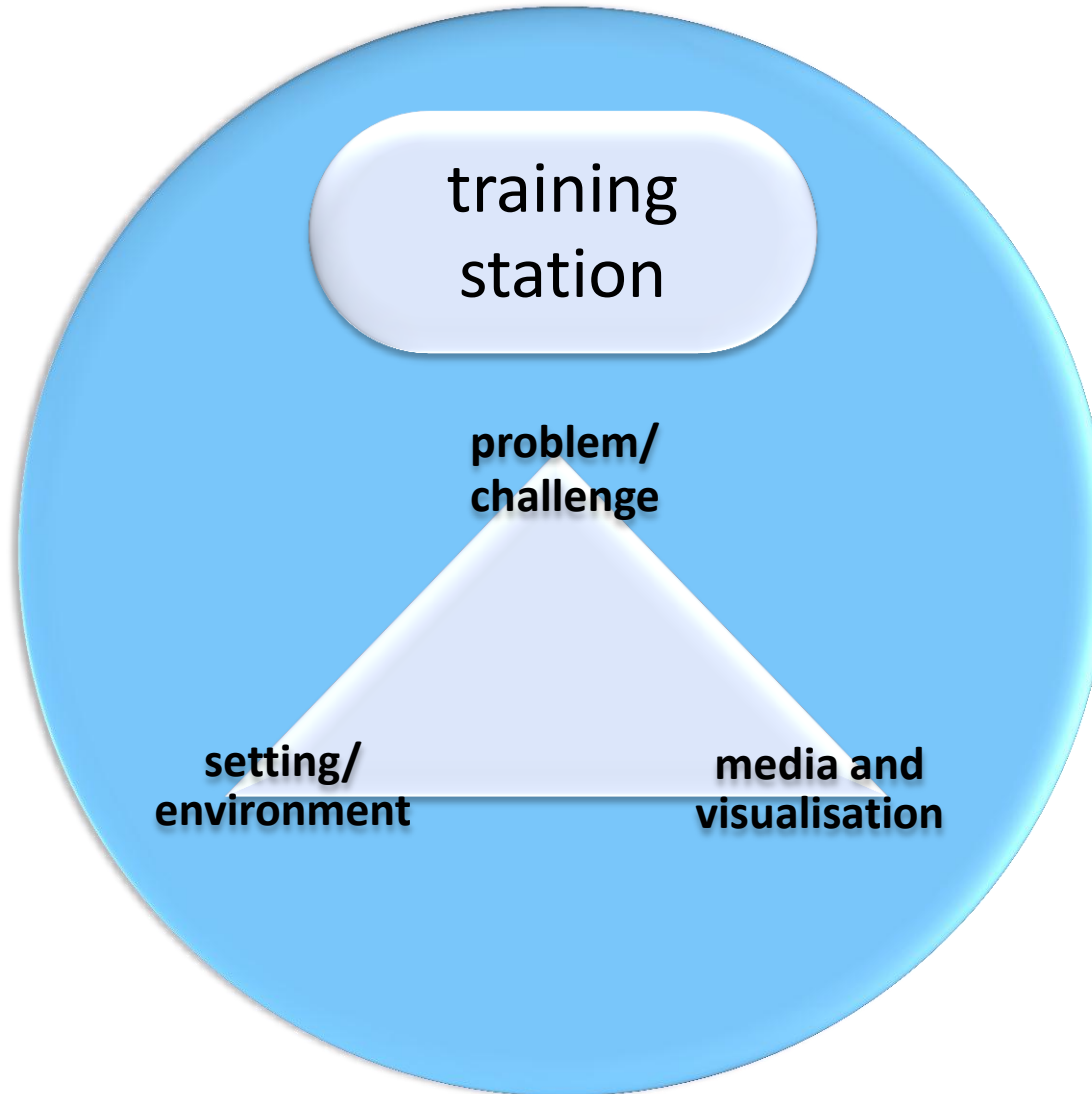


\* Longitudinal study about the effectiveness of activities by qualified employees for safety at work.

DGUV 2012

- **The concepts should be based on an empowering didactic**
  - **participant orientation**
  - **responsibility for the own learning process**
  - **immediate relevance for everyday work and professional life**

The training should be inline with existing work processes or as close as possible to those





## Used Resources, Literature and Reading Suggestions (language: german)

1. Longitudinal study about the effectiveness of activities by qualified employees for safety at work. DGUV Project 2012 (not yet published)
2. Sczesny et al State of knowledge of entrepreneurs in the area of occupational safety and health in small and mediumsized enterprises (SME)“ BAuA Project F1913 Page 33
3. Eickholt et al: “Guidance for the implementation of occupational health advice into the health and safety instructions”. Product of INQA Project 06/07
4. Kliemt et al: “Hazardous substances management in the craft sector: Roofing and sanitation, heating an ventilation trades”  
BAuA Project GA 60 – 2003
5. Barth et al: “Development of effective structures for improving occupational safety and health in small and medium-sized companies taking the examples of noise reduction an ergonomics.  
BAuA Project Fb 916 – 2001
6. Kliemt, Voullaire: “Hazardous Substances in Small and Medium-sized Enterprises: The Mobilisation of Supra-Company Support, Taking the Motor Vehicle Trade as an Example”. BAuA Project Fb 857 – 1999
7. Voullaire: “Hazardous Substances in Small an Medium-sized Enterprises: New Approaches to Out-of-House Support”. BAuA Project Fb 703 – 1995

Yes!

We need more than guidance  
to reach the target group !





# Clarissa Eickholt



[clarissa.eickholt@systemkonzept.de](mailto:clarissa.eickholt@systemkonzept.de)



02 21 / 5 69 08-25



[www.systemkonzept.de](http://www.systemkonzept.de)