

# IMPLEMENTATION OF A RISK-ORIENTED APPROACH TO IMPROVE OCCUPATIONAL SAFETY AND HEALTH IN SMALL AND MEDIUM-SIZED ENTERPRISES

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**Анотація.** В Україні, як і у багатьох розвинених країнах, малий та середній бізнес є важливою складовою державної економіки, багато в чому визначає темпи її зростання, структуру і якість внутрішнього валового продукту (ВВП). Власники підприємств, які відносяться до середнього та малого бізнесу, створюють багато робочих місць, тим самим виконуючи надзвичайно важливу соціальну функцію у суспільстві [1].

Саме завдяки масовому залученню живої робочої сили на таких підприємствах, важливо зосередити увагу на рівні травматизму і поліпшенні стану безпеки та здоров'я на роботі (далі БЗР) працюючих.

Зважаючи на важливість вказаного питання, МОП у 2023 році розробив для України проєкт «Покращення безпеки та здоров'я на роботі на малих і середніх підприємствах», покликаний знайти шляхи вирішення цих питань.

**Ключові слова:** малі та середні підприємства, безпека та здоров'я на роботі, професійний ризик, ідентифікація небезпек, оцінювання ризиків.

**Abstract.** In Ukraine, as well as in many developed countries, small and medium-sized enterprises are an important component of the state economy, greatly determining its growth rates, the structure and quality of the gross domestic product (hereinafter – GDP). Owners of medium and small-sized enterprises create many workplaces, thereby performing an extremely important social function [1].

Precisely because of the massive human workforce involvement at such enterprises, it is important to focus attention on the level of injuries and improving occupational safety and health (hereinafter – OSH) of the employees.

Considering the importance of this issue, in 2023 the International Labor Organization (ILO) has developed for Ukraine the project "Improving occupational safety and health in small and medium-sized enterprises", aimed at finding ways to solve these issues.

**Keywords:** small and medium-sized enterprises, occupational safety and health, occupational risks, hazard identification, risk evaluation.

**Introduction.** Small and medium-sized enterprises (hereinafter – SMEs) are entities that employ from 10 to 250 employees. In various countries, this definition has certain differences.

**Analysis of the state of the issue.** In Ukraine during the entire period of independence, the average number of injured workers per year was over 30,000 (30,816), and 1,100 people died performing their duties at the factory. At the same time, during 2012–2022, the official level of industrial injuries had significantly

decreased compared to the indicators of the 90s of the last century. Moreover, the ratio of the number of dead to the number of injured workers decreases every year, which indicates a high level of concealment of workplace accidents in Ukraine [2].

According to the available data the workers in SMEs are more likely to suffer from occupational accidents and health deterioration than those employed in large enterprises: the accident rate in SMEs is 20% higher than in enterprises with more than 100 employees, and 40% higher than in enterprises with over than 1,000 employees. It is considered that in developing countries, where rapid industrialization is taking place, this disparity is even greater [2].

ILO statistics on a global scale, regarding the number of SMEs and other enterprises. (Fig. 1)



Fig. 1. ILO statistics on a global scale, regarding the number of SMEs and other enterprises

Taking into consideration, that SMEs make up 90% of all the operating enterprises, OSH is of vital importance. SMEs, micro-enterprises and self-employed workers account for almost 70% of the global employment.

The share of employees globally and in Ukraine, depending on the size of the enterprise:

GLOBALLY	IN UKRAINE
Self-employed – 32%	Micro-enterprises – 28,7%
Micro-enterprises – 23,1%	Small enterprises – 19,1%
Small enterprises – 14,3%	Medium-sized enterprises – 34,6%
Medium and large enterprises – 39,8%	Large enterprises – 17,6%

Legislation in most countries requires employers to create safe and healthy working conditions at every workplace. Compliance with OSH laws protects employers, their representatives and, in some cases, employees from economic and other sanctions (fines and even imprisonment). Since the largest share of the employed is in the informal sector and SMEs, the improvement of OSH in these sectors significantly promotes the health improvement of the population of a certain country, and therefore of the whole world [3].

**The purpose** of the research is to encourage managers of small and medium-sized enterprises to active participation in the creation of safe and harmless working conditions at workplaces and to introduce effective tools and approaches aimed at preserving the life and health of the employees.

**Methods, materials and research results.** Involvement of all production links in the creation of safe working conditions using a risk-oriented approach and specific motivation for the managers of the enterprise are the main steps for the implementation of safety and health measures at work. The following specific benefits of proper OSH are the proper motivation for managers:

- brand value;
- attraction and retention of business clients;
- trust of clients;
- corporate social responsibility;
- motivation and commitment of employees;
- productivity;
- managed insurance costs;
- lower expenses caused by to accidents and diseases.

In addition, it is important to make the heads of enterprises aware of the cause-and-effect relationship between occupational safety and loss of profit, which example is on the following scheme (Fig. 2):

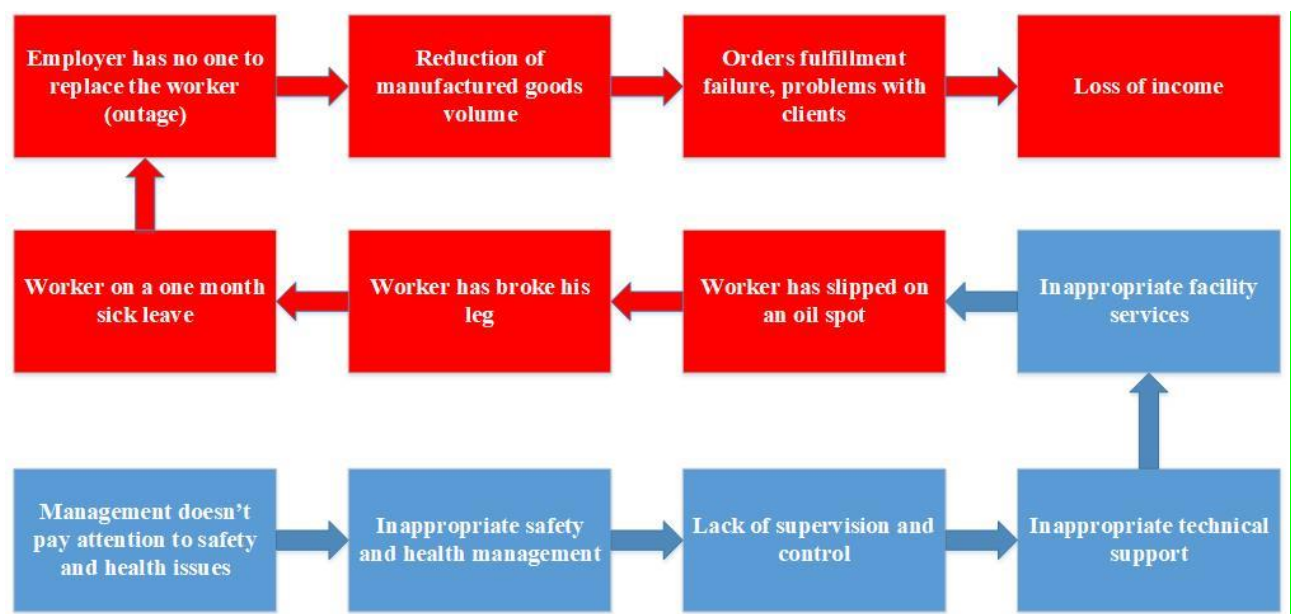


Fig. 2. The cause-and-effect relationship [2].

**Conclusions.** Thus, effective motivation and involvement of managers of small and medium-sized enterprises into the implementation of a risk-oriented approach can significantly affect the improvement of safe and healthy occupational conditions throughout the country.

Therefore, this issue remains quite relevant for the further study.

## References

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