

UNDERSTANDING THE DEMONSTRATION OF WORKPLACE SAFETY AND HEALTH OWNERSHIP ACROSS FIVE INDUSTRIES IN SINGAPORE – A CASE STUDY APPROACH

Study Objectives

As engendering Workplace Safety and Health (WSH) ownership is one of the crucial strategies leading to a Vision Zero mindset, a case study approach was used to understand how WSH ownership is demonstrated in the five selected high-risk industries. The study aimed to:

- define the **meaning** and **elements** of WSH ownership;
- determine how companies **demonstrate** WSH ownership;
- identify the **challenges** to inculcation of WSH ownership; and
- identify the **key success factors** in inculcation of WSH ownership.

Methods

The case study involved 3-6 companies for each industry using focus group discussions, in-depth interviews and observations.



FGDs



In-depth
Interview

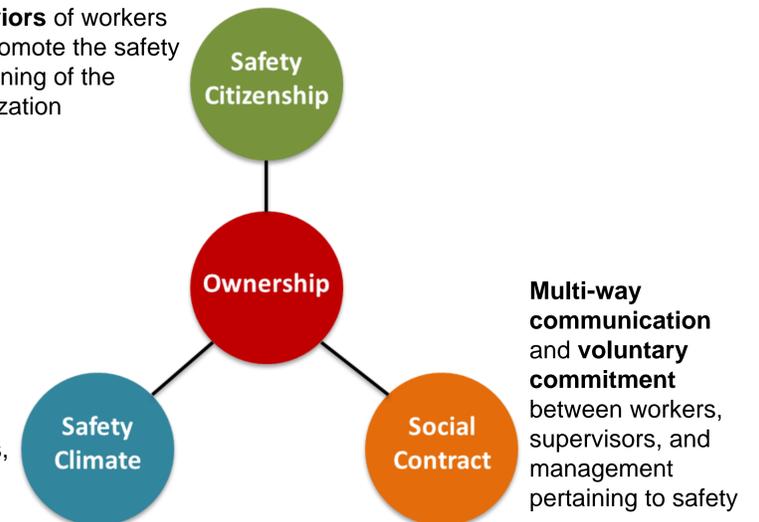


Participant
Observation

Meaning and Elements of WSH Ownership

Behaviors of workers that promote the safety functioning of the organization

Employees' **shared perceptions** of policies, procedures, and practices relating to safety



Multi-way communication and **voluntary commitment** between workers, supervisors, and management pertaining to safety

Overview of Participating Companies

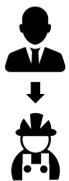
	Construction	Logistics and Transport	Manufacturing and Metalworking	Marine Industries	Hospitality and Entertainment
No. of participating companies	6	4	3	3	3
No. of FGDs	10	4	6	7	7
No. of In-depth interviews	18	16	11	13	4
No. of observations	6	8	3	3	3

Key Findings

How Companies Demonstrate WSH Ownership



Challenges to WSH Ownership



Top-down one way communication



Workers have **less autonomy** in voicing out concerns



Development of trust in management as well as among co-workers

Potential Key Success Factors



Developing **no-blame** practices



Transformational leadership behaviours



Encouraging workers to be **open** about mistakes by taking a **non-punitive approach** to learning

Lead Principal Investigator

Prof. Theng Yin Leng
(COOLASIA-CHESS@ntu.edu.sg)

Project Principal Investigators

Prof. May Oo Lwin
Assoc Prof. Goh Hoe Lian Dion
Assoc Prof. Lee Chei Sian
Assoc Prof. Shirley Ho Soo Yee
Assoc Prof. Vivian Chen Hsueh-Hua
Asst Prof. Pee Loo Geok

Research Team

Dr. Vered Seidmann
Dr. Edmund Lee Wei Jian
Aroor Megha Rani
Htet Htet Aung
Li Chen
Zheng Han
Lo Hung Yin, Jimmy

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