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KORANET PARTNERING EVENT

Research for life-long health

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Employee related measures of
corporate social responsibility in
Asia and Germany



Berlin School of Economics and Law

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- One of the leading Universities of Applied Sciences in Berlin dedicated to public and private Management
- Academic staff of approximately 160 professors and 500 lecturers, plus nearly 230 research and administrative personnel
- Three Central Institutes and five Faculties offering courses in private and public sector business administration, economics and administration, law and security management
- Focus on applied research, especially in the field of sustainability management, labor economics and gender, research and SME's and family business
- Characterized and shaped by its international approach – more than 90 active partnerships with foreign universities
- Member of "Alliance for Excellence" (UAS7), that fosters joint research projects and encourages the development of common research strategies





PROJECT IDEA

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- Comparative analysis of employee related measures of corporate social responsibility focusing on safety, health protection and health precaution
- Three-sided research approach:
 - Analysis of expectations of employees / evaluation of company by rating institutions such as Good place to work
 - Analysis of indicators of health and safety at work such as sickness absence, injuries/accidents at work, working conditions, job satisfaction
 - Analysis of company measures to increase health and safety at work – relations between CSR performance and OHS indicators



Link between CSR and OHS

- CSR:
 - Companies' integration of social and environmental concerns in their business operations and in their interaction with their stakeholders on a voluntary basis
- CSR and OHS:
 - CSR based on stakeholder interests → employees (and their health and safety) as important stakeholders
 - voluntary initiative → address goals and actions above the minimum levels of worker protection set out in EU and national legislation → interplay between regulatory framework and company initiatives important
 - One of the indicators used when evaluating companies' CSR performance (e.g. Product and workforce safety & health, labor standards and working conditions, human rights, equal opportunity and access to employment)





Important OHS related CSR issues

- Health and safety precaution
- Work and life balance
- fundamental rights at work
- Environmental issues
- Public safety and health (including product safety)



Why are OHS related CSR measures important for firms?

- General importance of CSR
 - Internally: productivity, motivation, creativity, detection of new markets, use of scarce resources
 - Externally: Reputation with respect to investors, customer, employees, suppliers and the general public
- Specific importance of OHS
 - Productivity
 - Motivation
 - Recruitment





Research on OHS in Germany

- Income and OHS
 - Extensive research to this topic, however difficult to detect causal relationship
- Sickness absence
 - Relationship between sickness absence and social security system, industry sector, job security, household context, company /team size, working conditions etc.
- Occupational accidents
 - Research on gender, occupational choice and accidents, wage differentials and risk, working time/job strain and accidents
- Relationship between unemployment and disability rents
- Relationship between working conditions and early retirement



Most extensive Germany datasets

- German Socio-Economic Panel (GSOEP)
 - representative annual survey of German households and their members aged 17 and over and collects information on current living conditions in Germany and their development over time (qualification, social capital, leisure time, labor market and employment and health)
- Mikrozensus
 - representative annual household panel of 1% of all German households; contains information on age, employment, household context and income





Overview about other surveys

- BIBB/IAB-Survey and BIBB/BAuA-Survey
 - 1998/99 BIBB/IAB-Survey is a representative survey of 34,343 employees to gain insight in structural changes of work and their consequences on working conditions, workload and individual mobility
- German National Health Interview and Examination Survey (BGS98) (1997 – 1999)
- German Health Interview and Examination Survey for Adults (DEGS) (2008 – 2011)
- German Health Update, GEDA
- IAB Employment Subsample (IABS)
- Socio-Medical Labor Force Panel (SPE)
- Federal Health Reporting service (IDG) and federal health monitoring system (GBE)



Standards and Management Systems for OHS - Examples

- SA 8000: international standard created by Social Accountability International (SAI), which targets at improving working conditions of employees. Serves as minimum standard for multinational companies with respect to employment and workplace conditions
- OHSAS 18001 : Standard for Occupational Health and Safety Management systems which is compatible with ISO 9001 and 14001 and should enable an organization to control its OH&S risks and improve its performance. It does not state specific OH&S performance criteria, nor does it give detailed specifications for the design of a management system.
- OHRIS (Occupational Health and Risk Management System): Created by the "Bayrische Gewerbeaufsicht". Includes concept for Health and Risk Management as well as guidelines for implementation and criteria for auditing.





Regulatory Bodies and Monitoring in Germany

- Accident insurance funds
 - prevention of occupational accidents and diseases and job-related health hazard by means of monitoring, counseling, information and training
 - pay (disability) benefits in case of accidents and diseases
- Federal Institutions for OHS
 - Introduction and implementation of laws encouraging and enforcing OSH, by means of information, motivation, counseling, monitoring and sanctioning
 - Research on OSH



Insurance system

- Depending on individual and occupational circumstances, earning replacements are available from
 - Employer
 - health insurance
 - unemployment insurance
 - retirement insurance
 - accident insurance
- Replacement rate varies from 100 % to socio-cultural poverty level





EXPERTISE

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- Detailed knowledge of Corporate Social Responsibility in Europe
 - Institutional framework
 - Management models
- Contacts to companies and researchers



PARTNER SOUGHT

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- Knowledge of CSR in Korea and Asia
- Knowledge about available datasets
- Contacts to NGO's, Universities and companies





CONTACT DETAILS

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