

Healthy working conditions and the supply of healthy products to the customer are the key objectives of the company. Workplace health promotion (WHP) is viewed as an individual and joint task which demands a high level of participation and commitment. WHP is considered to be an important project for social responsibility as well as being cost effective .

The budget for WHP is 22,000 Euros and is part of the total investment in health and safety.

### **Health report as basis for planning**

The results of job-related risk assessments and the medical examinations of employees as well as statistics on time lost due to illness are compiled in a company health report. On the basis of this report specific health problems in the workforce are identified and WHP measures developed. The most severe health problems at the company were illnesses of the respiratory tract and skin. The health-related activities are co-ordinated by the departments for work organisation, and health and safety, as well as by a committee for health and safety on which employees are also represented. Their primary efforts concentrate on the risks to employees caused by stress, noise and handling solvents and other hazardous substances. The employees also attend courses on how to lift and carry loads properly and learn stress management and relaxation techniques as well as

correct posture. The company has an improvement scheme which allows employees to contribute towards their health and the economic success of the company via a suggestion box system.

Elimination of hazardous substances reduces respiratory tract illnesses. After the company had replaced hazardous substances such as phenol or dioctylphtalate with environmentally benign and health-compatible products, the costs of treating work-related illnesses, in particular those of the respiratory tract, have been substantially reduced. The days lost due to illness fell between 1994 and 1998 from 4.3% to 1.2%. The accident rate dropped in the same period from 8.6 (per one million working hours) to 5.7.

Branch:

Chemical industry

No. of employees:

25

Products/Services:

Synthetic and semi-synthetic resins

Locations:

Palmeda

Miscellaneous:

Resibras belongs to an multinational corporation with its head office in Brazil which processes cashew nuts and fruits. Resibras manufactures products made from regenerative raw material; these products can replace chemical products with high health risks (asbestos, solvent-containing adhesives etc.).