## Conference Programme

**USE2015**  
**Groningen, The Netherlands**  
**21-23 October 2015**

### TUESDAY  
20 October 2015

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>17:00-18:00</td>
<td>Welcoming Reception &amp; Registration at the Provincial Government Building Groningen</td>
</tr>
<tr>
<td></td>
<td>Welcome by Patrick Brouns, Provincial Executive of the Provincial Government</td>
</tr>
<tr>
<td>18:00-18.45</td>
<td>Guided walking tours</td>
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</tbody>
</table>

### WEDNESDAY  
21 October 2015

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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</thead>
<tbody>
<tr>
<td>08:15-09:00</td>
<td>Registration &amp; Coffee (Location: Atrium)</td>
</tr>
<tr>
<td>09:00-12:00</td>
<td>Plenary session (Location: Appel)</td>
</tr>
<tr>
<td>09:00-09:15</td>
<td>Opening address by Hanze UAS Board in the person of Rob Verhofstad</td>
</tr>
<tr>
<td>09:15-09:45</td>
<td>Opening by organizers Harm van Lieshout and Hugo Velthuijzen</td>
</tr>
<tr>
<td>09:45-10:30</td>
<td>Keynote speaker: Professor Peter Hasle PhD – Occupational health and safety management in micro and small enterprises</td>
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<tr>
<td>10:30-11:00</td>
<td>Coffee Break</td>
</tr>
<tr>
<td>11:00-11:45</td>
<td>Keynote speaker: Professor Dr Gerard I.J.M. Zwetsloot – Sector Codes as a Tool for Organisational Health and Development in Craft Sectors</td>
</tr>
<tr>
<td>12:00-13:00</td>
<td>Lunch (Location: Atrium)</td>
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<tr>
<td>Concurrent Workshop Sessions</td>
<td></td>
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<tr>
<td>-----------------------------</td>
<td></td>
</tr>
<tr>
<td>Workshop 1.1</td>
<td>Workshop 1.2</td>
</tr>
<tr>
<td>OSH: national programs and perspectives I</td>
<td>SMEs, CSR and employment relations in a global economy</td>
</tr>
<tr>
<td>Chair: Leni Beukema</td>
<td>Chair: Harm van Lieshout</td>
</tr>
<tr>
<td>1.1 Contributions</td>
<td>1.2 Contributions</td>
</tr>
<tr>
<td>Authors: Dar Ny Chuah, Pe Ter Tan and Kee Chong Tan (Karen Seah presents)</td>
<td>Title: Evaluation of a Singapore national programme on assisting SMEs in building their workplace safety and health risk management capabilities. Authors: Kultida Bunjongsiri and Sunil Herat</td>
</tr>
<tr>
<td>Room: F1.19</td>
<td>Room: F2.13</td>
</tr>
<tr>
<td>Title: Preventing tragedies: using government procurement and the international labor standards to change the world. Authors: Dirk Johan de Jong and Frank Jan de Graaf</td>
<td>Title: The transfer of employee-oriented CSR in multinational SMEs: an explorative study on the values of owner-managers within international business. Authors: Harm van Lieshout and Anneloes Scholing</td>
</tr>
<tr>
<td>14:45-15:15 Afternoon refreshments</td>
<td></td>
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</tbody>
</table>
Concurrent Workshop Sessions

<table>
<thead>
<tr>
<th>Time</th>
<th>Workshop 2.1</th>
<th>Workshop 2.2</th>
<th>Workshop 2.3</th>
<th>Workshop 2.4</th>
<th>Workshop 2.5</th>
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</thead>
<tbody>
<tr>
<td>15:15-17:00</td>
<td>OSH: national programs and perspectives II</td>
<td>Workplace Innovation among SMEs</td>
<td>OSH: anchoring protection and prevention in firms</td>
<td>Special Session</td>
<td>Special Session</td>
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<tr>
<td></td>
<td>Chair: Promila Sharma</td>
<td>Chair: Jac Christis</td>
<td>Chair: Franz-Josef Gellert</td>
<td>Media in Prevention</td>
<td>The cultural dimension of theory</td>
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<td></td>
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<td></td>
<td>Chair: Martina Hesse-Spötter</td>
<td>Chair: Iekje Smit</td>
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</tbody>
</table>

2.1 Contributions
ROOM: F1.19
Authors: Kavita Narwal, Neha Mehra, Preeti Singh, Tulika Khera and Promila Sharma
Title: Challenging working conditions of Indian workers working in small scale industries and preventive measures.
Authors: Yusuf Tahir Altunci and Mehmet Besiktas
Title: Occupational health and safety laws in Turkey.
Authors: Zhang Shuting, Lv Yandan, Dong Yan and Zheng Suhui
Title: An investigation report of potential Chinese consumers on the cognition of European brands.

2.2 Contributions
ROOM: F2.13
Authors: Jac Christis and Erik Soepenberg
Title: Lowlands socialtechnical design theory and lean production.
Author: Geert van Hootegem
Title: Total Workplace Innovation - The paradigm that will change (fast) growing SME’s […] and our economy.
Author: Jannes Sloomp
Title: Sociotechnical evaluation of alternative and innovative shop floor control systems.

2.3 Contributions
ROOM: F2.17
Authors: Patrick Laine and Marc Malenfer
Title: Designing a prevention approach suitable for small enterprises.
Authors: Karin Reinhold, Onnella Paas and P. Tint
Title: Voluntary safety management systems in SMEs - does OHSAS18001 certification help?
Authors: Maria Chiara Leva, Nora Balfe, Tom Kontogiannis and Marko Gerbec
Title: Total safety management for SME.

2.4 Special Session
ROOM: F1.23
Chair/author: Martina Hesse-Spötter, with the participation of Cornelia Fröschl
Special Session: Media in Prevention
Including contribution Cornelia Fröschl:
Supporting Smartly – Utilizing online media to meet OSH requirements in Austria

2.5 Special Session
ROOM: Appel
Chair/author: Iekje Smit
Special Session: The cultural dimension of theory
Special guest speaker: Geert Hofstede
Speech: Cross-border communication skills for small entrepreneurs

19:00-23:00 Conference Dinner & Networking Event (Location: Restaurant ‘t Feithhuis)

19:00-19:30 Reception
19:30-19:40 Welcome by Paul Ganzeboom, Leading Dean Centre of Applied Research of Entrepreneurship and Innovation
19:40-23:00 Dinner & Drinks
**THURSDAY 22 October 2015**

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<thead>
<tr>
<th>Time</th>
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<tr>
<td>08:00-08:45</td>
<td>Registration &amp; Coffee (Location: Atrium)</td>
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<tr>
<td>08:45-09:45</td>
<td>Plenary Session (Location: Appel)</td>
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<tr>
<td>08:45-09:45</td>
<td><strong>Keynote speakers:</strong> Maureen Shaw and Ben Hume - BC CEO Safety Charter Model and Results</td>
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<tr>
<td>09:45-10:15</td>
<td>Coffee Break</td>
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<tr>
<td>10:15-12:00</td>
<td><strong>Concurrent Workshop Sessions</strong></td>
<td></td>
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**Workshop 3.1**
OSH: sector level studies 1  
*Chair: Sisse Grøn*

**Workshop 3.2**
How SMEs organise competitive advantage  
*Chair: Gert Walhof*

**Workshop 3.3**
Healthy Ageing & Work  
*Chair: Leni Beukema*

**Workshop 3.4**
Research Methods for investigating health and safety practice in micro and small enterprises  
*Chair: Monique Ramioul*

**Workshop 3.5**
Online tools: a good practice to support implementation of IOSH measures in SMEs  
*Chair: Marc Malenfer*

### 3.1 Contributions
ROOM: F1.19

- **Title:** Pesticides use in apple production in Québec: Addressing OHS issues from the perspective of SBs research.  
  **Authors:** Danièle Champoux, Caroline Jolly and Ludovic Tuduri

- **Title:** Farming in transition: how do Norwegian farmers interpret and approach new workplace risks?  
  **Authors:** Ann Hedlund and Ing-Marie Andersson

- **Title:** Drivers' opinions concerning working conditions in forest fuel production.  
  ** Authors:** Klaske Veth, Hubert Korzilius and Beatrice van der Heijden

### 3.2 Contributions
ROOM: F2.13

- **Title:** Tool for identifying critical control points in embedded purchasing activities in SMEs.  
  **Authors:** Geoffrey Hagelaar, Anne Staal, Richard Holman and Gert Walhof

- **Title:** How innovative New Zealand firms procure environmental technical innovations for the construction industry: a literature review.  
  **Authors:** Geoffrey Hagelaar, Anne Staal, Richard Holman and Gert Walhof

- **Title:** The nature of embedded purchasing activities in SMEs: results from a Dutch multiple case study.  
  **Author:** Petra Oden

### 3.3 Contributions
ROOM: F2.17

- **Title:** HRM bundles and employee outcomes: Opening the black box. The roles of job demands and job resources.  
  **Authors:** Cécile Oosting, Leni Beukema, Arie de Ruijter and Leo Witvliet

- **Title:** To live or to survive in organizations.  
  **Author:** Leni Beukema

- **Title:** Strengthening professional resilience in long-term sick leave.  
  **Authors:** Anne Jortikka and Helena Palmgren

- **Title:** Work well-being of self-employed.  
  **Author:** William Cockburn

### 3.4 Contributions
ROOM: F1.20

- **Title:** Introduction to ESENER  
  **Author:** Arnold Riedmann

- **Title:** Methodological challenges of interviewing micro and small firms on the topic of health and safety—experiences from ESENER-2.  
  **Authors:** Lothar Lissner and Réka Zayzon

- **Title:** The OSH-situation in micro and small firms - methodological challenges in European and German surveys and research projects.
### 3.5 Contributions

**ROOM: F2.14**

**Authors:** Marc Malenfer and Patrick Laine  
**Title:** Online tools: a good practise to support implementation of OSH measures in SME.

**Authors:** Pierre Canetto and Jacques Marsot  
**Title:** MAVImplant, an online tool for building a 3D mockup workplace for small enterprises.

**Authors:** Albert Hollander and Henri Heussen  
**Title:** Stoffenmanager: one decade of development and implementation.

**Authors:** Garrett Burnett and Thomas Cunningham  
**Title:** Digital delivery of occupational safety and health content: making research easy to use and easy to steal.

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### 12:00-13:00  
**Lunch (Location: Atrium)**

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### 12:00-13:00  
**Poster session (Location: Atrium)**  
**Chair:** Hans Juergen Bischoff

Poster contributions are presented in the Atrium.

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### 13:00-13:45  
**Plenary Session (Location: Appel)**

**Keynote speaker:** Professor David Marsden - Well-being policies, sickness absence and workplace performance

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### 13:45-14:15  
**Coffee Break**

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### 14:15-15:45  
**Concurrent Workshop Sessions**

<table>
<thead>
<tr>
<th>Workshop 4.1</th>
<th>Workshop 4.2</th>
<th>Workshop 4.3</th>
<th>Workshop 4.4</th>
<th>Workshop 4.5</th>
</tr>
</thead>
</table>
| OSH: sector level studies 2  
*Chair:* Ghita Bracaletti | Special Session  
*Roundtable Sustainability & Finance I*  
*Chairs:* Margreet Boersma and Frank Jan de Graaf | OSH: firm’s culture and employment relations  
*Chair:* Barry Foster | Results from the Second European Survey of Enterprises on New and Emerging Risks (ESENER-2)  
*Chair:* Peter Hasle | Quantified self tools in the workplace  
*Chair:* Hilbrand Oldenhuis |

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### 4.1 Contributions

**ROOM: F1.19**

**Authors:** Sadao Horino, Yutaka Kobayashi, Tomonobu Sugisaki and Yoshiaki Kono  
**Title:** Contributing factors for overwork accidents prevention in small enterprises of truck, bus and taxi businesses.  
**Author:** E. Rotoli and Ghita Bracaletti  
**Title:** The “Italian” OIRA project: the development of the tool according to the Occupational Health and Safety Italian Legislation.

**Authors:** Tae-Won Jang, Hyoung-Ryoul Kim, Junsu Byun and Park Sung-Hye  
**Title:** Evaluation for adequate driving and resting time of the commercial bus drivers.

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### 4.2 Special Session

**ROOM: E1.44**

**Chair Roundtable discussion:** Margreet Boersma and Frank Jan de Graaf  
**Special Session: Roundtable The role of finance & accounting in healthy businesses and a sustainable society - Sustainability & Finance I**

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### 4.3 Contributions

**ROOM: F2.17**

**Authors:** Barry Foster, Deirdre Farr and Ian Laird  
**Title:** The inter-relationship between employment relations practices and occupational health and safety practices in SMEs: testing a theoretical perspective.

**Authors:** Deirdre Farr, Barry Foster and Ian Laird  
**Title:** Defining a healthy and safe work environment in SEs in New Zealand: a study of the 'good employer'.

**Authors:** Karin Reinhold, Marina Järvis and Anu Virovere  
**Title:** Healthy and safe working environment, organisational learning at SMEs as a part of company safety culture.
### 4.4 Contributions
**ROOM: F1.20**

**Authors:** Xabier Irastorza, Malgorzata Milczarek and William Cockburn  
**Title:** Occupational Safety and Health Management – evidence from ESENER-2.

**Authors:** Malgorzata Milczarek, Xabier Irastorza and William Cockburn  
**Title:** Managing psychosocial risks in small enterprises – ESENER-2 findings.

**Author:** David Walters  
**Title:** Studying worker representation and involvement in health and safety in micro and small firms — what we know and some methodological challenges for finding out more.

### 4.5 Contributions
**ROOM: F2.14**

**Authors:** Hans Wortmann, Bart Verkerke, Sandra Brouwer and Monique Lorist (Maarten Lahr presents)  
**Title:** SPRINT@Work: how do we keep employees fit and healthy?

**Authors:** Hilbrand Oldenhuis, Louis Polstra, Hugo Velthuijsen and Martijn de Groot  
**Title:** Increasing employees level of sustainable employability via self-tracking devices.

**Authors:** Marjolein Douwes and Heleen de Kraker  
**Title:** Three Dutch tools for online risk assessment of physical workload.

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### 15:45-16:15  
**Afternoon refreshments**

### 16:15-17:45  
**Concurrent Workshop Sessions**

<table>
<thead>
<tr>
<th>Workshop</th>
<th>Title</th>
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</table>
| Workshop 5.1 | OSH: sector level studies 3  
**Chair:** Supriya Lahiri |
| Workshop 5.2 | Special Session  
Roundtable Sustainability & Finance II  
**Chairs:** Margreet Boersma and Frank Jan de Graaf |
| Workshop 5.3 | OSH: influencing firms  
**Chair:** Garrett Burnett |
| Workshop 5.4 | Special Session  
Roundtable discussion on proposals for research based on the ESENER-2 dataset  
**Chair:** William Cockburn |
| Workshop 5.5 | Special Session  
Partnering with Small Business Enterprises to Conduct Health Promotion Research  
**Chairs:** Laura A. Linnan and Guadalupe X. Ayala |

### 5.1 Contributions
**ROOM: F1.19**

**Authors:** Supriya Lahiri, Tommaso Tempesti and Somnath Gangopadhyay  
**Title:** Is there an economic case for training intervention in the manual material handling sector of developing countries?  
**Authors:** Astrid Antes and Roswitha Hosemann  
**Title:** Start clear! Healthy hands and beauty.

**Authors:** Sisse Grøn, Jeremy Hayman and Juan Rocha  
**Title:** The fishing industry in transformation - what are the implications for health and safety?

### 5.2 Special Session
**ROOM: E1.44**

**Chair Roundtable discussion:** Margreet Boersma and Frank Jan de Graaf  
**Special Session:** Roundtable The role of finance & accounting in healthy businesses and a sustainable society - Sustainability & Finance II

### 5.3 Contributions
**ROOM: F2.17**

**Authors:** Karl Gummesson and Alexis Rydell  
**Title:** Safety training to reduce wood dust: a work method.  
**Author:** Jaana Lerssi-Uskelin  
**Title:** An empowering network for micro- and small enterprises.

**Author:** Gérard Ropert  
**Title:** Partnerships related to occupational risk prevention in SMEs.

### 5.4 Special Session
**ROOM: F1.22**

**Chair Roundtable discussion:** William Cockburn  
**Special Session:** Roundtable discussion on proposals for research based on the ESENER-2 dataset

### 5.5 Special Session
**ROOM: F1.23**

**Chairs/authors:** Laura A. Linnan and Guadalupe X. Ayala  
**Special Session:** Partnering with Small Business Enterprises to Conduct Health Promotion Research
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<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>08:00-08:45</td>
<td>Registration &amp; Coffee (Location: Atrium)</td>
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<tr>
<td>08:45-10:30</td>
<td>Concurrent Workshop Sessions</td>
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<tr>
<td>08:45-10:30</td>
<td>Workshop 6.1</td>
</tr>
<tr>
<td></td>
<td>OSH: occupational health services and SMEs</td>
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<tr>
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<td>Chair: Helena Palmgren</td>
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<tr>
<td>08:45-10:30</td>
<td>Workshop 6.2</td>
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<tr>
<td></td>
<td>Governance in SMEs</td>
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<tr>
<td></td>
<td>Chairs: Frank Jan de Graaf and Hugo Velthuijsen</td>
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<tr>
<td>08:45-10:30</td>
<td>Workshop 6.3</td>
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<td></td>
<td>OSH: the firm</td>
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<td></td>
<td>Chair: Ivan Silva</td>
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<tr>
<td>08:45-10:30</td>
<td>Workshop 6.4</td>
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<td>SESAME</td>
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<td>Chair: Monique Ramioul</td>
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<tr>
<td>10:30-11:00</td>
<td>Coffee Break</td>
</tr>
</tbody>
</table>

### 6.1 Contributions

**ROOM:** F1.19

**Authors:** Kristina Rajala, Simo Kaleva and Helena Palmgren

**Title:** Small enterprises' and entrepreneurs' experiences of occupational health services in North Karelia.

**Authors:** Helena Palmgren, Simo Kaleva, Kristina Rajala and Minna Savinainen

**Title:** How to enable SME arrange occupational health services?

**Authors:** Harm van Lieshout, Anneloes Scholing and Kathinka Geling

**Title:** Preventing mismatch? A regional labour market pilot.

### 6.2 Contributions

**ROOM:** F2.13

**Authors:** Sisse Grøn and Hans Joergen Limborg

**Title:** Networks of SMEs - a potential policy instrument to promote health and safety?

**Author:** Marcel van der Poel

**Title:** Intercultural competence @ SMEs.

**Author:** Jaan Kets

**Title:** Reviewing the relationship between technological innovation and internationalization from a dynamic capabilities' perspective.

**Authors:** Austin D'Souza, Hugo Velthuijsen, Hans Wortmann and George Huitema

**Title:** Developing a viable business model for community owned solar farms in the Netherlands.

### 6.3 Contributions

**ROOM:** F2.17

**Authors:** Ivan Silva and Carolina Cuadra

**Title:** Multidimensional diagnosis of the work environment in SMEs.

**Author:** Jean-Claude Poirier

**Title:** The financial incentives for SMEs OSH activities in France.

**Authors:** Jo-Ann Chen-Yu'En and Kee Chong Tan

**Title:** SME business leaders' motivations and barriers in workplace safety and health leadership.

**Authors:** Thomas Cunningham, Garrett Burnett and Brenda Jacklitsch

**Title:** Diffusion of an integrated approach to health, safety and wellness for smaller businesses: perspectives from intermediary organizations.

### 6.4 Contributions

**ROOM:** F1.20

**Author:** Monique Ramioul

**Title:** Safe Small and Micro Enterprises – What works and why it works... Outcome from the State-of-Play research of the SESAME project.

**Authors:** Ann-Beth Antonsson and Peter Hasle

**Title:** How can context affect what strategies are effective in improving the working environment in small companies?

**Authors:** Ann-Beth Antonsson and Peter Hasle

**Title:** What kind of knowledge do small companies need to improve their working environment?

**Author:** David Walters

**Title:** Addressing the ‘workers standpoint’ on health and safety in small and micro firms.

### 6.5 Contributions

**ROOM:** F2.15

**Authors:** Karel-Jan Alsem and Eric Kostelijx

**Title:** How good are health care companies at branding?

**Authors:** Leenke Visser and Dirk Johan de Jong

**Title:** Decision-making process in elderly care: an explorative study.

**Author:** Jochem Hoekstra

**Title:** The CQI as a predictor of resident satisfaction in nursing homes.
### Concurrent Workshop Sessions

<table>
<thead>
<tr>
<th>Time</th>
<th>Workshop 7.1</th>
<th>Workshop 7.2</th>
<th>Workshop 7.3</th>
<th>Workshop 7.4</th>
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</thead>
<tbody>
<tr>
<td>11:00-12:45</td>
<td>OSH: stress</td>
<td>Sustainability in SMEs</td>
<td>The business side of health care organisations: realising change</td>
<td>Special Session</td>
</tr>
<tr>
<td></td>
<td>Chair: Stig Vinberg</td>
<td>Chair: Egbert Dommerholt</td>
<td>Chair: Hugo Velthuijsen</td>
<td>Roundtable Entrepreneurial networking: How can your network contribute?</td>
</tr>
</tbody>
</table>

**Workshop 7.1 Contributions**

**ROOM: F1.19**

- **Authors:** Etsuko Yoshikawa, Toru Yoshikawa and Kazutaka Kogi
- **Title:** Development of a participatory workplace environment improvement program to promote primary prevention for work-related stress in Japan.
- **Authors:** Just Mields and Christian Gericke
- **Title:** Mental stress in SMEs.
- **Authors:** Stig Vinberg, Elisabeth Hansen, Lisa Markussen and Bodil Landstad
- **Title:** Psychosocial working conditions, health and life-style among leaders and co-workers in small-scale enterprises.
- **Authors:** Kazutaka Kogi, Toru Yoshikawa and Etsuko Yoshikawa
- **Title:** The roles of voluntary facilitators in participatory work improvement and stress prevention programmes based on group work of their co-workers.

**Workshop 7.2 Contributions**

**ROOM: F2.13**

- **Authors:** Parisa Salimzadeh, Jerry Courvisanos and Raveendranath Ravi Nayak
- **Title:** An exploratory study of factors affecting sustainability adoption in small and medium-sized enterprises.
- **Authors:** Maartje Harmelink and Annette Klarenbeek
- **Title:** Social acceptance of sustainable issues. A discourse analysis of how people speak about bio-digestion.
- **Authors:** Egbert Dommerholt
- **Title:** The corporate sustainability performance-financial performance link revisited.

**Workshop 7.3 Contributions**

**ROOM: F2.15**

- **Author:** Gunther Heiss
- **Title:** SME’s internationalization: the role of organizational capabilities on strategy in the German MedTech industry.
- **Authors:** Marike Peterzon and Hugo Velthuijsen
- **Title:** Using governance to understand how to improve an SME’s success with introducing ehealth applications in Dutch healthcare organisations.
- **Author:** Jan Balje, Anke Carter and Hugo Velthuijsen
- **Title:** Agile as change approach in ehealth innovation projects.

**Workshop 7.4 Special Session**

**ROOM: F1.23**

- **Chair Roundtable discussion:** Frans Donders and Martin Haring
- **Special Session:** Entrepreneurial networking: How can your network contribute?

<table>
<thead>
<tr>
<th>Time</th>
<th>Lunch (Location: Atrium)</th>
<th>Closing Session (Location: Appel)</th>
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<tbody>
<tr>
<td>12:45-13:30</td>
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<td>Including best paper award PhD candidates</td>
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<td>13:30-14:30</td>
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<td>Chair: Harm van Lieshout</td>
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*Link to description Closing Session, including: Best paper award, highlights from the sessions, different perspectives: an interview session and 'until we meet again'.*