



July 2020

WORKFORCE SEGMENTATION AND INSIGHT PROGRAMME

Manufacturing

What we have learned

Staying healthy and safe at work is a high priority for 51% of manufacturing employers, but only 47% of manufacturing workers feel the same. For New Zealand manufacturing workers, the top three most important factors for safe and healthy work are: having a good work/life balance (67%), having a regular income (60%) and taking pride in doing a good job (49%). Here's what else we now know:

Employer attitudes towards safety

47%	have a 'mature' attitude (care for others/protect me or mine). ¹	Manufacturing workers are the most likely, across all industries, to believe serious injuries at work can be prevented, at 90%. However, only 66% of employers state they're constantly looking for ways they can improve their health and safety culture.
85%	state they are fully aware of their health and safety obligations as an employer.	While 47% of manufacturing employers proactively work on it, 53% are passive, reactive operators. And 16% have an 'it's all just common sense' style engagement with health and safety.
94%	state they understand how to comply with health and safety regulations.	Around 43% of employers say they provide formal training on health and safety, and 39% say their workers elect health and safety representatives.
67%	talk about health and safety regularly at staff meetings.	Some 78% of employers report a strong sense of responsibility for the mental health of their staff and for how well their staff get along with each other.
67%	have a noticeboard, website or other source of reliable, up-to-date health and safety information for staff.	

Worker engagement in safety

91%	always have a say in decisions that affect their health and safety (21% greater than the average across all industries).	Just 23% of manufacturing workers report they actively encourage their fellow workers to work safely, while 22% say they don't or won't speak up about health and safety issues.
43%	are either 'advocates' or 'attainers' when it comes to safety engagement.	Some 57% of workers are 'flustered', 'followers' or 'deniers' when it comes to safety engagement, and may not let health and safety requirements get in the way of 'getting the job done'.
97%	are confident they have the right knowledge and skills to keep safe at work.	However, 91% say their boss would support them if they suggest stopping work because of a potential hazard, and 84% believe their boss would take them seriously and act appropriately on any concern they raised about health and safety at work
93%	are confident in their knowledge and ability to avoid long-term health problems from work.	
98%	have the confidence to speak up and say no, if asked to do something risky at work.	Having a boss that acknowledges workers who make an awesome contribution to safety at work is a reality for 86% of manufacturing workers.

¹ Mature safety culture means being active in all facets of health and safety, accepting health and safety legislation, viewing health and safety as an evolving concept, more engaged workers and good two-way communication between workers and employers.

Physical harm or injury (last 12 months)

20%	of workers report experiencing 'serious physical harm or injury' on the job.	New Zealand manufacturing workers report work-related health problems including loss of hearing (11%), breathing problems (16%) and skin conditions (13%). Some 35% of workers say they often or always turn up at work when sick or injured, and 24% say they often or always go to work when over-tired.
35%	of workers report experiencing 'non-serious physical harm or injury' at work.	
20%	report suffering strains, sprains or dislocations on the job.	

Psychological harm (last 12 months)

53%	of workers report suffering from work-related stress.	Manufacturing workers report less work-related stress, but more work-related depression and anxiety than the average across New Zealand industries. By comparison, around 60% of workers across all industries report damaging work-related stress, 51% have experienced work-related depression or anxiety, and 15% have been bullied or harassed at work in the last 12 months.
54%	of workers report experiencing work-related depression or anxiety.	
15%	of workers report they have been bullied or harassed at work.	

Workplace exposures

80%	of workers say they are exposed to physical hazards at work (employers say 91%).	Statistically significant gaps are evident between New Zealand manufacturing employers and workers in their perceptions of workplace hazard exposures.
70%	of workers say they are exposed to loud noise at work (employers say 60%), among the highest of any industry.	Some 51% of workers say they work in environments with temperature extremes (16% of employers say this occurs), and 54% of workers say they are exposed to toxic chemicals or substances at work (36% of employers say this occurs).
68%	of workers are exposed to chemical hazards at work (employers say 67%).	Diesel is the toxic exposure most commonly mentioned by manufacturing workers, at 21%. Others include lead and its compounds (18%), asbestos (16%) and silica dust (14%).
47%	of workers say they are exposed to organisational hazards at work (employers say 11%).	Other exposures reported by workers include using tools that vibrate (47%) and working nightshifts (41%).

Safety practices

89%	of workers say they use personal protective equipment when it should be used.	Manufacturing employers and workers hold moderately differing views on workplace safety practices. While 89% of employers say machinery or equipment is well maintained, 82% of workers agree that it is. Where 81% of manufacturing employers say that their machinery or equipment is fully checked before use, 76% of workers agree that it is. Significantly, while 92% of employers say they act straight away when a potential hazard is identified, 84% of workers agree that this happens.
89%	of workers state safety devices are fitted to machinery when they should be.	
84%	of workers say they take action to prevent hard from awkward or repetitive body movement, or long periods of standing or sitting.	