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The challenges of safety management in shared workplaces

This article examines the challenges of safety management in shared workplaces using judicial documents related to cases where a corporation is sentenced to pay a fine. In shared workplaces, one employer is generally in command, while one or more other employers or entrepreneurs are carrying out work tasks concurrently in a manner that can affect everyone's health and safety. The data of this research were retrieved from court decisions dealing with occupational safety crimes in shared work sites. These decisions were examined using qualitative content analysis. The results show that safety management problems are essentially connected to human interaction – or rather, the lack thereof. In essence, the problems stem from the operating logic of the shared workplace, which fundamentally differs from that of the traditional hierarchical workplace as this difference is not fully appreciated. The new logic challenges traditional boundaries and methods, and requires a new kind of leadership that involves constant work to improve communication.