

Development of a specific tool for measuring safety climate in the furniture industry

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The furniture industry represents a significant impact in the Portuguese economy. However, it is a sector that has a reduced professionalization in terms of management, marketing and trade policies, and with low qualification and undifferentiated workers. Besides, the number of work accidents in this industry sector is also high. This high number of accidents is a consequence of several factors, namely the specific risk of the sector, the stakeholders' low safety concerns, the lack of machine maintenance, and lower workers qualification. In the last years, several programs to increase the competitiveness of this industry have been implemented. Therefore, it is important to analyse the state and progress of the safety performance in this industrial sector. In this context, safety climate have been referred as a relevant measure for monitoring safety conditions. It refers to shared perceptions and attitudes among members of an organization regarding safety at a given point in time, and it is seen as a product/sub-component or an indicator of the organization safety culture. Regarding safety climate measure, previous researches have given rise to different assessment instruments/tools, i.e., instruments that included different dimensions and items. The factor structures used in the instruments are dependent from different characteristics, such as the considered items, used scales and the sectors of activity. Other important aspect to take into account about these tools, in order to compare safety culture among the companies, is the need to include items related with specific safety features of the sector in analysis. Therefore, it is important that the development of the tool is in accordance with the specific characteristics of the sector under consideration. Therefore, this paper aims to describe the development of a tool to measure safety climate on Portuguese furniture companies.

Occupational
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The first version of the tool, called Safety Climate in Wood Industries (SCWI) questionnaire, was developed. It included two main parts. The first part comprised workers' demographic questions, such as age, gender, department/sector, professional activity, number of years that works in the company, and involvement in past accidents. The second part included the items for measuring safety climate. The items formulation was based on a pragmatic approach, i.e., based on results of previous research that were combined constructing a new questionnaire.

So, the items and scales were developed on the basis of a literature review of available questionnaires. Items related with organizational and group levels are included. Some items are related to the main features of the sector, in particular to the main risk factors, in order to allow a comparison among companies. The considered items covered areas of management, safety

system, risk, competence/training, work pressure, and career. The level of agreement with each item was assessed by means of a five-point Likert scale. This tool is still at the first stage, i.e., in the design of a preliminary version. In the following stages, some pre-tests of the preliminary version will be implemented, in order to develop the final version.