

Labour culture

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Challenges of the contemporary information society, dynamic industrialisation and development of future techniques notwithstanding, are heading towards increasing concentration on an individual. The man is already today – and should be – in the centre of attention of a modern enterprise. He is a creator of labour culture whose core elements include organisational culture and safety culture. It is him that success of an economic undertaking directly depends on. And finally, it is labour culture worked out by man that influences productivity and becomes an increasingly important element of an economic growth strategy. Hence, one of the primary objectives pursued by numerous companies, so-called corporate social responsibility, takes into account man's spiritual needs on a par with the material ones.

“For members of any society culture is an indispensable guide in all spheres of life and cultural patterns delineate certain limits within which “normality” exists (Ralph Linton). It can therefore be said that where there is high level of safety culture “normally means safely”. Corporate labour culture is made up of the following components: recognised safety values, attitudes and patterns of behaviour shared by all employees (co-participation in creation of safety culture of all employees from president through an owner of an enterprise to the most junior employee). A high value assigned to health and life forms the basis for a desired level of safety culture.

It should also be pointed out that shaping labour culture in an enterprise calls for creation of new attitudes and values. An overarching aim of these measures is to encourage employees to eliminate excessive risks at the workplace and to promote behaviour orientated towards protection of health and life. However, a constant focus on an employee behaviour is not the only aspect instrumental for shaping safety culture. Physical working environment, e.g. technology, equipment, procedures play a significant role, too. In modern companies, shaping safety culture constitutes an integral part of a company management and is a key element of image creation. As to effects of high level of safety culture, they are measured by decreasing accidents rate and reduction of losses consequent upon incidents.

Labour culture covers also employees' attitudes, their personality features, interpersonal skills and interpersonal communication, respect for norms of social and professional life, ability to handle difficult situations, ability to solve conflicts, assertiveness, integrity and language culture.

Considerations over labour culture touch upon such problems as mobbing at work (persistent, repetitive over a longer period of time behaviour which violates personal dignity – humiliation, ridiculing, lowering self-esteem) or stress at work (workers – employees and employers alike – experience psychological discomfort related to working conditions or requirements exceeding in a given moment a worker's capabilities).

Increased level of labour culture translates directly into the results generated by an enterprise. And culture – in its every form – is shaped over the years. That said, our effort should be devoted to making certain that no subculture, a phenomenon that permeates almost each sphere of life, undermines the root values of safety culture.

We should bear it in mind. After all we spend nearly third of our life at work.

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Patronage

Minister of Labour and Social Policy
Chief Labour Inspector
Ministry of Culture and National Heritage

Organisers

Central Institute for Labour Protection – National Research Institute in Warszawa
Faculty of Industrial Design, Academy of Fine Arts in Kraków
Faculty of Industrial Design, Academy of Fine Arts in Łódź
Faculty of Industrial Design, Academy of Fine Arts in Warszawa

Subject

Labour culture

Purpose

To obtain original designs of posters promoting occupational safety and health protection of man in the working environment in a modern way.

Participants

Artists – members of artists' unions, graduates and students of academies of fine arts – in Poland and abroad.

Detailed information

Size: B2, i.e., 50 x 70 cm, **vertical arrangement**

Designs should be mounted on a stiff backing. There must be a six-digit code in the right-hand upper corner at the back of the poster. The same code must be on the envelope (put at the back of the poster) with the following data inside: full name(s) of the author(s), full address, phone number, the name of the school of which the author is a graduate or a student, a statement that the submitted design is an original work of the author(s), and consent for the name(s) of the author(s) to be announced at the post-competition exhibition and in the exhibition catalogue. Please, attach an electronic version of the poster (if available) on CD-ROM. There is no restriction on the number of entries.

Deadline

Designs should be sent or delivered in person by June 20, 2008

Address

Central Institute for Labour Protection – National Research Institute,
Czerniakowska 16, 00-701 Warszawa, Poland.

Exhibition

There will be a post-competition exhibition and a catalogue will be published composed with 50 best works.

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Jury

Prof. Joanna BARTOSZEWSKA – Academy of Fine Arts in Łódź

Prof. Tomasz BOGUSŁAWSKI – Academy of Fine Arts in Gdańsk

Prof. Adam GEDLICZKA – Academy of Fine Arts in Kraków

Katarzyna KITAJEWSKA – Chief Sanitary Inspectorate

*Prof. Danuta KORADECKA, Ph.D., D.Med.Sc. – Central Institute for Labour Protection
– National Research Institute*

Krzysztof KOWALIK – National Labour Inspectorate

Jerzy KOWALSKI – Ministry of Labour and Social Policy

Andrzej NAJMIEC – Central Institute for Labour Protection – National Research Institute

Iwona PAWLACZYK, M.Sc. (Eng.) – “Solidarity” Trade Union

Mieczysław PIRÓG – Academy of Fine Arts in Wrocław

Prof. Władysław PLUTA – Academy of Fine Arts in Kraków

Wiesław SKIRZYŃSKI – PTC (Telecommunication Company)

Prof. Marek STAŃCZYK – Academy of Fine Arts in Warszawa

Małgorzata SZELĄG – Ministry of Culture and National Heritage

Wiesława TARANOWSKA – All-Poland Trade Union Alliance

Prizes

1st prize of PLN 5,000

2nd prize of PLN 3,000

3rd prize of PLN 2,000

and 5 honourable mentions of PLN 1,000.

The jury reserves the right to distribute the prize money in another manner.

There will be royalties of PLN 1,500 for posters selected for printing.

Posters awarded prizes, honourable mentions or others qualified to exhibition become property of the Central Institute for Labour Protection. Prizes will be presented at the opening of the post-competition exhibition in October 2008.

The organisers reserve the right to use submitted designs to promote the competition and the exhibition with no extra royalties. Entering the competition signifies acceptance of its conditions.

Collecting posters

Authors of designs with no prizes or mentions and not qualified to exhibition can collect their posters between 12 November and 5 December, 2008.

Organizers are not responsible for designs not collected on time.

Enquiries

For more information please contact the curator of the competition, Marta Derlicka, Central Institute for Labour Protection – National Research Institute, Czerniakowska 16, 00-701 Warszawa, Poland.

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