

UMEÅ UNIVERSITET
Att: Hans Pettersson

901 87 UMEÅ

Beslut om stöd

Stödmottagare: UMEÅ UNIVERSITET
Org. nr: 202100-2874
Projektnamn: Occupational health and safety in climate change - Adaptive capacity of the workplaces in the Arctic (OSHIA)
ÄrendeID: 20373276
Diarienummer: REGAC - 148 - 2025

Beslut om stöd

Region Västerbotten beviljar UMEÅ UNIVERSITET stöd för att genomföra projektet Occupational health and safety in climate change - Adaptive capacity of the workplaces in the Arctic (OSHIA) enligt ansökan inkommen 2025-03-14. Stödet uppgår till 15,00 % av faktiska kostnader och 15,00 % av total finansiering, dock med högst 449 758.

Beslutet har fattats med stöd av förordningen (2003:596) om bidrag för projektverksamhet inom den regionala tillväxtpolitiken och i vissa fall förordningen (2015:210) om statligt stöd för att regionalt främja små och medelstora företag.

För stödet gäller allmänna villkor enligt Bilaga 1.

Beslutet kan inte överklagas.

Motivering till beslut

Region Västerbotten beviljar stöd av följande skäl:
Projektet uppfyller kraven fastställda i Region Västerbottens Agenda för hållbar finansiering och bidrar i hög grad till prioritetshöjande aspekterna Sammanhållen region samt Positiva hållbarhetseffekter.

Projektet är främst kopplat mot RUS prioritering 5: Västerbotten - en hälsofrämjande region och mer specifikt till delprioritering 5.3 Hälsoamma arbets- och verksamhetsmiljöer.

Projektperiod

2025-10-01 - 2028-09-30

Projektbeskrivning

Syfte: Workplaces operating in the Arctic face climate change effects such as higher temperatures, variability in weather and occurrence of extreme events that may risk occupational safety and health (OSH) and productivity of the companies. This climate change will also affect Region Västerbotten with exposure to OSH risks regionally. As climate change is rapidly escalating in the Arctic, individuals and organizations need adaptive capacity, i.e., capability to adapt to, mitigate, cope with, recover and learn from climate change effects. Adaptive capacity may be strengthened with raising awareness, new knowledge, competence, easy-to-use tools and applicable solutions.

Several Arctic occupations, especially Small and Medium Sized Enterprises (SMEs) e.g., in industry and transport sectors may be influenced. Region Västerbotten includes many regional small and medium size enterprises in the construction industry, manufacturing and also transports and current and future infrastructure projects around the region.

Rapid weather changes can reduce physical and mental performance and increase the risk of adverse health effects. The changing conditions can also increase the severity and probability of occupational injuries. This will reduce work ability, and lead to sick leave and disabilities. The effects on workers' wellbeing and fluency of work processes may increase costs to the employers and societies. Climate-change will also affect workers at companies in Region Västerbotten due to rapid weather changes. It is important to prevent accidents and injuries at work to improve workers well being. This will help companies with keeping workers healthy, productive and keep cost down by avoiding injuries at work.

Climate change will affect OSH profoundly and calls for adaptation measures, such as new knowledge, competencies and solutions to tackle OSH risks. In the region the distances to occupational health services are large for municipalities not situated near the coast. It is important that the occupational health services can reach these regions and companies within these regions to improve workers work environment and health.

The present project is part of a Interreg Aurora project called: Occupational safety and health in climate change- Adaptive capacity of the workplaces in the arctic (OSHIA).

The project improves adaptive capacity of the SMEs in the Arctic and includes Region Västerbotten, by increasing their preparedness and practices to cope with climate change related OSH effects in the Arctic. We create tools, models and new knowledge to be elevated in cross-border collaboration with SMEs and among researchers. The OSHIA conducts evaluation and participatory workshops with SMEs to produce an OSHIA Toolkit realized as a Guidance material available online. It includes easy-to-use paper products, shortened and customized excerpts from our guidance as well as good quality visualization for risk management and sharing successful actions for SMEs. An example is a HF Tool, to be modified in OSHIA to identify climate change related OSH effects at individual, work, group and organisational levels of SMEs. The OSHIA Toolkit is based on needs evaluation of SMEs, and it pays attention to vulnerabilities and equality to work in a changing climate. During the project, a digital platform for SMEs and researchers is used to share ideas and co-create the OSHIA Toolkit.

Vad projektets aktiviteter ska leda till för målgruppen på kort sikt:

Workshops with SMEs will be included in the project where we co-create easy to use OSHIA-toolkit aimed at all target groups. The OISHA-toolkit is made available to SMEs,

OSH organizations and other stakeholders (trade unions, employers organizations) via web-based Guidance-material. We will also provide practical learning material on-line, based on the created toolkit, which is part of increasing the knowledge and ability to manage the impact of future climate change on the work environment among SMEs in the region.

The SME:s and occupational health and safety professionals will have access to a OSHIA toolkit as well as web-based information material on OSH issues regarding climate change developed with them to be useful to handle OSH issues due to climate change.

The overall goal is to create a knowledge base and offer an easy-to-use OSHIA toolkit to serve as incentive and means for increasing the stakeholders awareness and capacity to meet the challenges of climate change in the Arctic within an occupational OSH context.

First, we will compile the current expertise and knowledge of how weather and its changes currently affects northern outdoor workplaces and how these impacts are managed into an easy accessible web-format.

The second part describes the current situation at companies and how they are handling climate change effects and adaptation, and results reveal areas in need of solution development to handle the effects from human and work environmental point of view.

The third and final part is to create an easy-to-use OSHIA toolkit to serve as incentive and means for increasing the stakeholders awareness and capacity to meet the challenges of climate change in the Arctic and northern regions in Sweden including Region Västerbotten within an occupational health and safety (OSH) context.

The researchers involved from Sweden (Umeå), Finland and Norway have many years of experience with research and education on OSH in the region and in the countries involved. The co-operation between the research groups will make it possible to succeed in each part of the project and reach the overall goal of our project. We will gain knowledge on OSH changes due to climate change and we have years of experience with study OSH at SMEs with interviews. The workshops with co-creation with SME:s will help gain practical and best of practice knowhow within climate change effects on OSH and SME:s preparedness. The co-operation from all countries will produce an easy to use OSHIA toolkit, and guidance material and good quality visualizations for SME:s and OSH professionals.

Vilka effekter ska projektet uppnå på lång sikt:

OHS professionals, and umbrella organizations such as employee/employer parties. These target group will have the knowledge and understanding of the hazardous work environment climate change may create among workers in SMEs in the Region. SMEs will gain knowledge on climate change effect on workers and on OSHIA Toolkit for climate change. They will be supported by OSH professionals, and umbrella organizations such as employee/employer parties.

The project will prepare SMEs, OSH professionals and employee/employer parties how to adapt to climate change and promote workers health. They will have the knowhow to reduce climate change effect on workers at SMEs and minimize declining physical or mental performance, health and reduce the risk of occupational injuries, both their severity and probability. This will consequently help work ability and productivity, and lead to less sick leave, disabilities, or fatal accidents. Workers wellbeing, performance, and fluency of work processes will be less affected by climate change and decrease costs to the employers and societies.

An important part of the project is to include all employees, and especially potentially vulnerable groups such as ageing and migrant workers, and those with chronic diseases, their adaptation needs special attention in the Arctic. For example, immigrant workers may suffer from acclimatization issues, language barriers, and lesser union representation. By preventing hazardous effect on workers health, more workers can stay at SMEs for more years. This includes workers with chronic diseases since the work can be adapted for their abilities. SMEs and OSH professionals and employee/employer organizations will have the knowledge to identify risk for vulnerable groups such as immigrants with no experience of climate change in the region. Knowledge on climate change adaptation will focus on workers health regardless of gender.

Indikatorer:

Namn	Värde	Måttenheter	Kommentar
Antal framtagna kunskapsunderlag, strategier och program.	1	Stycken	Kunskapsunderlag ska utvecklas

Tid- och aktivitetsplan

Aktivitet	Beskrivning	Startdatum - Slutdatum	Kostnad
WP1 - Current understanding	<p>The purpose of WP1 is to understand how the changing climate, particularly weather, affects northern outdoor workplaces and how these impacts are managed. Secondly, we aim to investigate the preparedness of the workplaces for the changing climate. Thirdly, we aim to examine their needs for preventive and protective solutions and capacity building.</p> <p>Our activities are focused on Arctic and related areas in Finland, Sweden and Norway and on small and medium-sized companies (SMEs) representing various industries and possible climate-related impacts and different solutions for their management (for example transport, construction work, energy production, fishing and aquaculture, tourism and child daycare).</p> <p>WP1 will actively communicate with stakeholders (workers, managers, occupational health and safety representatives of outdoor workplaces) to collect the needed information from workplaces and afterwards provide feedback on the results of the project. Semi-structured interviews will be used at the workplaces to map the current weather-related experiences, preparedness and methods for its management, as well as needs for supportive solutions and knowledge and needs. The produced information of WP1 is used to develop new solutions/tools to cope with climate change of workplaces that support OSH (WP2) and for improving awareness and communication by developing supportive web-based information material (WP3). WP1 will arrange the kick-off of the activities (Oulu, Finland) and the next project meeting (Tromsø, Norway).</p>	2025-10-01 - 2027-09-30	
1.1 - Interviews related to current experiences, preparedness, needed solutions and knowledge of workplaces	<p>We will conduct semi-structured interviews in selected SMEs to map their 1) overall experience with climate change, 2) current methods and preparedness to manage climate change, 3) need for supportive solutions at workplaces, 4) need for training and information material related to the effects of weather/climate change at work.</p> <p>Plan and translate interviews</p> <p>The projects OSH experts will together plan the structure and implementation of the interviews using their qualitative research expertise. Interview instructions are translated to the national languages of each partner country.</p>	2025-10-01 - 2027-09-30	1 004 246

	<p>An asset of the project is that we have an expert (Elina Hutton) who has experience of planning and implementing qualitative interviews in all three countries and their languages.</p> <p>Conduct interviews</p> <p>Each project partner selects three workplaces representing different industries from each country which are interested in participating in OSHIA. Three semi-structured interviews will be conducted in each company, separately targeting representatives from management, OHS services and employees, as we want to gain a broad and deep understanding of the needed support. We will collect and analyze data simultaneously, ensuring the questions capture our focus and change them if needed. We target around 9 interviews conducted by each country (total amount 27 for all countries). These will be done in the participants' native languages, recorded and transcribed.</p> <p>Analyse and translate the results</p> <p>Following transcriptions, the interviews will be translated into English. Cross-country workgroups will code and categorize the transcribed interviews using qualitative content analysis. Findings of main categories and themes will form the foundations for WP3. The results will be disseminated to workplaces, stakeholders and other interested parties (see activity 1.2).</p>		
1.2 - Communication and dissemination of information	<p>Communication with workplaces and other stakeholders</p> <p>After completing the interviews, we will organize stakeholder meetings (online) in each country to provide summary information about what type of problems Arctic outdoor SMEs encounter related to climate events, how these are currently handled, do companies have any plans for preparedness/adaptive capacity, and what types of support is needed. These events primarily involve participants from the workplaces involved in the project, but also a broader representation of both regional and national representatives of employers and employees organizations, occupational health and safety administration and possible other interest groups. The purpose of this activity is to communicate about the project results and initiate a discussion of needs for workplaces to address preparedness related to climate change in the Arctic.</p> <p>Other target groups of communication</p> <p>The results of WP1 will also be communicated to other relevant target groups (regional and national representatives of health, educational institutes, public) through various media, such as webinars, project webpages, blogs, press releases, newsletters and social media. FIOH coordinates the overall communication. In addition, each partner uses their own communication infrastructures and existing contact and networks for disseminating information.</p> <p>Finally, the produced information from the interviews of WP1 will also be published in scientific journals and results communicated in relevant scientific meetings (for example UArctic conference, Arctic Frontiers, International Congress on Circumpolar Health, International Commission on Occupational Health). The communication and dissemination activities run throughout the whole project.</p>	2025-10-01 - 2027-09-30	119 449
WP2 - Solution development	<p>The purpose of the WP2 is, first, to develop organizational level practical solutions and guidance for SMEs to build up climate change related resilience and to prevent OSH risks related to climate change effects and secondly, to develop individual level solutions for outdoor workers to adapt to weather challenges. Solutions are developed based on the results of WP1 in</p>	2026-03-01 - 2028-02-28	

	<p>collaboration with the SMEs. Our activities also consider climate-sensitive outdoor workers.</p> <p>The solution development is based on collaborative process with the participating SMEs in a series of workshops, which are carried out in all participating countries. Two methods are applied: First, Work Process Analysis modelling method, described in Att. 9 (11), is applied to identify critical tasks and work processes related to climate change. Secondly, from the recognized tasks, critical individual, group, work and organizational level factors related to climate change are analyzed. Here, The Human Factor Tool (HF Tool, implemented by several industries from 2000s; 6, 12) is used in the workshops (Att. 9) to help SMEs in developing practical solutions for the specific needs of variety of roles (from workers to management, and OSH professionals). Finally, the HF Tool will be tailored to meet the needs of SMEs and individual workers related to climate change effects in the Arctic (so called Arctic HF Tool).</p> <p>The outcomes of WP2 will be further utilized as a raw material for developing information material in WP3.</p>		
2.1 - Solutions to support organizational adaptive capacity for SMEs in climate change	<p>The activity contains five tasks focused on the use of the HF Tool and WPA. The first task is 1) to further analyze and utilize the knowledge concerning the current problems, solutions and needs of workplaces (WP1). This analysis will be performed together with all the WPs. The second task 2) is to plan and specify workshops in collaboration with the SMEs to identify the main work processes of the SMEs especially from the perspective of climate change. The third task is 3) to organize two workshops at each SME together with the management and OSH personnel in Finland, to test the methodology. At the workshops, work processes are analyzed with WPA-method, and the use of the HF Tool is coached to workplace participants from management to workers and OSH professionals. The needs and uses of the HF Tool and WPA for the SMEs are evaluated. The fourth task aims 4) to create a tool that includes the WPA-method and the HF Tool for the SMEs to cope with the OSH challenges related to climate change effects (Arctic HF Tool). For this purpose, information obtained from workshops and results from WP2.2. are utilized. Individual-, group- and organizational psychology and safety science-based HF Tool is enriched with the aspects of environment and physiological effects as well as topical knowledge of climate-change effects. The fifth task is 5) to organize one workshop both in Sweden and Norway to test the developed 'Arctic HF Tool'.</p> <p>The Finnish SMEs test the use of the 'Arctic HF Tool' between the workshops 1-2, in their everyday operations. The user experiences are collected and discussed. Based on these, the Arctic HF Tool is further modified and tested in the workshops in Sweden and Norway. For orientation and learning, Norwegian and Swedish OSH experts will be involved in the Finnish workshops to ensure including important cultural or legislative aspects from the respective countries.</p>	2026-03-01 - 2028-02-28	318 528
2.2 - Solutions to support human adaptive capacity in changing climate	<p>The changing climate involves more varying and extreme weather conditions, including rapid weather changes. These impacts can reduce work capacity or increase health risks of the workers, necessitating novel ways to adapt. This activity aims to develop solutions to adapt to climate change, from an OSH point, considering thermal regulation, clothing and behavior. It is divided into five tasks and focuses on individual level support to increase the adaptive capacity of outdoor workers.</p> <p>The five tasks are: 1) to define the most commonly occurring adverse effects and risks (from WP1 findings), 2) to develop checklists for identifying and evaluating these direct and indirect OSH effects and risks caused by the changing climate, 3) to validate the checklists in controlled test environments and at workplaces in cooperation with the SMEs, 4) to gather and test</p>	2026-03-01 - 2028-02-28	398 158

	<p>practical solutions for the use of outdoor workers, concentrating on those which will enhance their adaptive capacity, and 5) to provide knowledge from the perspective of workers for further developing the 'Arctic HF Tool' in the activity 2.1.</p> <p>The mixed methods used are based on the interdisciplinary expertise of the project group. Possibilities to use smart clothing and devices to reduce climate-related effects on adaptive capacity will be applied. Equality of vulnerable workers is supported by developing or adopting individual solutions.</p> <p>The outcomes of this activity are the produced specified solutions and adaptive methods. They include, for example, checklists and optimal guidance of work and best practices and instructions for the use of protective clothing and auxiliary devices at outdoor workers in the Arctic.</p>		
2.3 - Development and communication of the OSHIA Toolkit	<p>This activity summarizes the findings of activities 2.1 and 2.2 into an OSHIA Toolkit and disseminates the obtained results to SMEs and OSH professionals. The toolkit will be further used and developed as part of guidance material in WP3.</p> <p>The OSHIA Toolkit will compile all the developed tools of WP2 together. It will include methods to support adaptive capacity at both the organizational and individual level. The OSHIA Toolkit will contain 1) The 'Arctic HF Tool' (including the WPA-method to analyze work processes and to evaluate OSH effects at individual-, work-, group- and organizational level with the HF Tool), 2) the checklist to evaluate the OSH risks caused by climate change and 3) practical guidelines for outdoor work.</p> <p>The project will use a digital workspace that holds all material and information during the project period and that can be used for communication with the SMEs. The results of the activities will also be communicated in news articles and/or press releases, social media, blogs, newsletters etc.</p> <p>Communication and dissemination of the results will be performed together with communication professionals of each partner and led by FIOHs communication expert.</p> <p>The internal communication for the project and its results will be carried out at both online and onsite meetings. WP2 will arrange two onsite project meetings: first in Sweden (late 2026) and second in Norway (mid 2027) see Att. 6.</p>	2026-03-01 - 2028-02-28	119 449
WP3 - Capacity building	<p>The overall goal of WP 3 is to create guidance material to increase SMEs capacities to meet the challenges of climate change in the Arctic within an OSH context.</p> <p>To ensure that the produced material will be available after the project we will use the Finnish Institute of Occupational Health's web platform to build and support the guidance material. The up-to-date material will be available in Norwegian, Finnish, Swedish and English and tailored to fit the needs of the target groups.</p> <p>We will build a knowledge base focusing on how to handle climate change challenges among SMEs, from an OSH perspective. The webpages will offer knowledge on climate change effects in the Arctic by summarizing existing knowledge and collected information from WPs 1 and 2, regarding management of climate effects during outdoor work. The produced material relates to the expertise of the project members and aims at increasing the capacity of SMEs to adapt and being able to cope with the changing climate at the workplace from an OSH perspective.</p>	2025-10-01 - 2028-09-30	

	<p>The guidance material will also support SMEs and offer resources for OSH in using the OSHIA Toolkit which consists of the Arctic HF Tool, checklists and practical guidelines developed in WP 2.</p>		
3.1 - Guidance material for employers and employees in SMEs	<p>The input to this activity comes from WP 1 (interview), WP 2 (the OSHIA Toolkit), complemented with facts and up-to-date information on the existing knowledge, regarding most aspects of how ambient conditions affect OSH.</p> <p>Special emphasis will be put on developing practical materials, that support practical climate change informed work processes of SMEs. Our experience from earlier work and projects is that the target groups will need easy-to-use paper products, as well as good quality visualisations to complement the online text material provided from WP1 and WP2. This will be achieved by producing shortened and role-specific, customized excerpts from our guidance material with more practical information along with short-form pamphlets with QR codes and links to the full source materials. Guidance material and up-to-date information will be provided on the same webpage. We will use co-creative processes with the companies to ensure that we provide information which uses the right channels, language and tonality to meet the needs of both employees, employers and labor unions as well as related experts. A special emphasis will be put on meeting the needs of vulnerable groups to the changing weather.</p>	2025-10-01 - 2028-09-30	441 296
3.2 - Guidance material for OSH specialists	<p>This activity will use knowledge generated in the other work packages and activities to increase understanding and application of effective work methods to handle climate change within the OHS.</p> <p>The guidance material will be targeted to OSH specialists and include visualizations and animations and printable learning materials. It will also provide guidance in more practical work processes to be used by OHS personnel when supporting their customers. FIOH experts will be part of this activity.</p>	2025-10-01 - 2028-09-30	504 338
3.3 - Communication and dissemination	<p>A thorough and detailed communication plan will be made for the WP. We will use relevant channels, e.g. the project web site, web articles, press releases, newsletters and social media utilizing the entire consortiums communication channels. FIOH and their communication specialists will lead the information dissemination activities and will work together with the participating project partners. During the project and towards its end, the focus of communication will be in disseminating the results, publications, success stories and solutions that arose during the project. The last 4-5 months of the project period will be dedicated to dissemination.</p> <p>The material that will be produced in the project will offer solutions for the workplaces of the Arctic. To reach the target audiences, innovative variations of the recommendations and solutions will be produced, to offer expository, easily digestible information also in visual formats.</p> <p>Leaflets and other supporting materials facilitate the dissemination activities for target groups.</p> <p>The central hub of this WP will be a webpage where the up-to-date information and all learning materials will be freely provided. The communication and dissemination activities run throughout the whole project.</p> <p>As part of the exit strategy a final seminar and information meeting will be arranged in Finnish Lapland in the fall of 2028. We will arrange this as a hybrid meeting where participants can choose to participate in place or by digital channels. We will invite SMEs who participated in the project but also representatives from the national work environment authorities and regional politicians.</p>	2025-10-01 - 2028-09-30	92 905

Budget (Kostnads- och finansieringsplan)

Kostnad

Kostnadsslag	2025	2026	2027	2028						Totalt
Personal	171 431	864 260	864 260	241 741						2 141 692
Schablonkostnader	68 572	345 704	345 704	96 697						856 677
Summa kostnader	240 003	1 209 964	1 209 964	338 438						2 998 369
Projektintäkter										
Summa faktiska kostnader	240 003	1 209 964	1 209 964	338 438						2 998 369
Bidrag i annat än pengar										
Summa bidrag i annat än pengar										0
Summa totala kostnader	240 003	1 209 964	1 209 964	338 438						2 998 369

Finansiering

Finansiär	2025	2026	2027	2028						Totalt
Offentligt bidrag i annat än pengar										
Total offentligt bidrag annat än pengar										0
Offentlig kontantfinansiering										
LÄNSSTYRELSEN I NORRBOTTENS LÄN	156 002	786 476	786 476	219 985						1 948 939
UMEÅ UNIVERSITET	149 918	149 918	149 918	149 918						599 672
Total offentlig kontantfinansiering	305 920	936 394	936 394	369 903						2 548 611
Total offentlig finansiering	305 920	936 394	936 394	369 903						2 548 611
Privata bidrag i annat än pengar										
Total privat bidrag annat än pengar										0
Privat kontantfinansiering										
Total privat kontantfinansiering										0
Total privat finansiering										0

Stöd

Finansiering	2025	2026	2027	2028						Totalt
19.1.1 Regionala utvecklingsåtgärder	-65 917	273 570	273 570	-31 465						449 758
Regionalt projekt										

Sammanställning (Stödprocent)

Stödandel av faktiska kostnader:	15,00 %
Stödandel av stödgrundande finansiering:	15,00 %
Stödandel av total finansiering:	15,00 %
Andel annan offentlig finansiering:	85,00 %
Andel privat finansiering:	0,00 %

Rapportering och begäran om utbetalning

Stödet utbetalas i efterhand efter redovisning av faktiska utgifter

Allmänna villkor för stöd

Se bilaga

Beslut i detta ärende har fattats av Nils Enwald efter föredragning av Mayuri Kumari.

Vid frågor kontakta:

Mayuri Kumari
Telefon: 0736909860
E-post: mayuri.kumari@regionvasterbotten.se