

# National Strategies in the field of Occupational Safety and Health in the EU

Report

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# 1 Objectives of the research study

The objectives of this study on national strategies in the field of occupational safety and health (OSH) are the following:

1. to collect data across EU Member States to allow a comparison of national OSH systems;
2. to identify the extent to which the EU Strategic Framework has influenced national strategies;
3. to provide an overview of approaches and their common content and/or structure.

## Objective 1: Collecting data

The sources of the data collected for this study are the main national strategy documents, often supplemented by background studies or related documents on specific strategic aspects.

In the framework of this study, and with the help of the Working Party ‘Strategies’ of the Advisory Committee on Safety and Health (ACSH) of the European Commission<sup>1</sup>, a description scheme (Annex 1) was developed, which serves as a basis for the comparative mapping of the national strategies in the field of OSH. The current report covers 26 new national OSH strategies (Austria, Belgium, Bulgaria, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Malta, the Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden and the United Kingdom), for which English translations were available when the study was carried out<sup>2</sup>.

Following the identification of the main national OSH strategies (in a few cases also called ‘action plans’ or ‘specific programmes’), information was extracted from the strategy documents and further information was collected by desk research and by contacting experts in the relevant institutions of the Member States, including the expert group ‘National Contact Points on OSH Strategies’ of the European Commission. The draft report was sent for comments to the members of this expert group and it was validated by representatives of each Member State before its publication.

Up-to-date information on national strategies is an important prerequisite to enabling communication and exchange on priority settings and national policies among the EU Member States. Therefore, this study contributes to reaching the strategic objective ‘Further consolidating national health and safety strategies’ as set out in the EU Strategic Framework on Health and Safety at Work 2014-2020<sup>3</sup>.

The study describes the core elements of new national OSH strategies across the EU and presents in-depth country-specific overviews of the national OSH strategy for each Member State (Annex 2, presented in alphabetical order). The country fiches were updated according to the comments received from the national contact points.

To facilitate a quick comparison of the national strategies, Annex 3 contains a table of all strategy descriptions.

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<sup>1</sup> See <http://ec.europa.eu/social/main.jsp?catId=148&langId=en&intPagId=683> for more information.

<sup>2</sup> Additional upcoming national OSH strategies will be integrated into the study at a later stage.

<sup>3</sup> Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions on an EU Strategic Framework on Health and Safety at Work 2014-2020, Brussels, 6.6.2014, COM (2014) 332 final.

## Objective 2: The influence of the EU Strategic Framework<sup>4</sup>

The study also elaborates on the connections between the EU Strategic Framework and the national OSH strategies. Tables 2-4 show the relationship between the national strategies, the key challenges, the seven objectives and the other EU Strategic Framework topics.

Moreover, Annex 4 contains a more in-depth matrix of national strategy objectives and the key challenges of the EU Strategic Framework. The matrix provides a quick overview of which elements of the national strategies are strongly related to the EU Strategic Framework's key challenges.

## Objective 3: An overview of approaches and their common content and/or structure

The common and differing characteristics of the various strategy documents of the Member States are also outlined in this study, covering the structure, the practical implementation and framework, the categorisation of the strategic measures, and presenting a final assessment of the updated strategies.

## 2 Description of scheme development and data collection

### 2.1 Development of the description scheme

The description scheme was developed through a collaboration between the European Agency for Safety and Health at Work (EU-OSHA) and the ACSH 'Strategies' Working Party. It consists of eight areas of description:

1. basic information
2. background and defining perceived problems
3. main characteristics and objectives of the OSH strategy
4. details of the strategy and activity plan
5. (strategy) actors and stakeholders
6. resources and time frame
7. evaluation/lessons learned
8. relationship to the EU Strategic Framework.

The description scheme is based on similar schemes from earlier studies and articles<sup>5</sup>.

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<sup>4</sup> See Commission Communication COM (2014) 332 final (details in footnote 3).

<sup>5</sup> ACSH Meeting, October 2009, Panel Discussion 3, 'Performance measurements, indicators and evaluation', ACSH, Luxembourg.  
 Lissner, L., et al., 'Comparative analysis of national strategies for safety and health at work', Report on research project F 2234 of the German Federal Institute for Occupational Safety and Health, Summary, BAuA (ed.), 2009. Available at: [www.baua.de](http://www.baua.de)  
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 Lissner, L., and Zayzon, R., 'Indicators to assess the impact of supranational OSH strategies', XIX World Congress on Safety and Health at Work, Symposium 24: Monitoring and evaluation on OSH, Istanbul, September 2011.  
 Lissner, L. and Zayzon, R., 'Is a harmonized assessment of the effectiveness of OSH-infrastructures and OSH-policies possible?', XX World Congress on Safety and Health at Work, Symposium 9: Development of national safety and health systems and programmes, Frankfurt, August 2014.

## 2.2 Data collection and description process

The basic national strategy documents are available on the websites of the responsible national ministries, institutes or committees — in some cases, only in the national language. These documents often also refer to other documents, for example background data, documents on specific aspects and presentations or shorter versions of the strategy documents. Such literature was also used during the preparation of the country overviews if it contained data relevant to the requirements of the description scheme.

In some cases, EU-OSHA received internal documents through the national contact points on strategies, for example unofficial English translations if these were not available on the national websites. These translations were used if permission was granted.

The original language versions or translations that were used are listed in Table 1.

**Table 1: Availability and languages of the basic strategy documents**

Country	Name of the document(s)	Language versions used for the country overviews
Austria	Österreichische Arbeitnehmer Innenschutzstrategie 2013-2020	German
Bulgaria	National OSH Programme 2018-2020	Bulgarian/English
Belgium	La Stratégie Nationale Belge Bien-être au Travail 2016-2020 proposée par le Ministre de l'Emploi: Objectifs stratégiques et opérationnels (The Belgian National Strategy for Wellbeing at Work 2016-2020)	French/English
Bulgaria	National Programme for occupational safety and health (NP OSH) 2018 - 2020	English
Cyprus	ΣΤΡΑΤΗΓΙΚΗ ΤΗΣ ΚΥΠΡΟΥ ΓΙΑ ΤΗΝ ΑΣΦΑΛΕΙΑ ΚΑΙ ΥΓΕΙΑ ΣΤΗΝ ΕΡΓΑΣΙΑ 2013-2020 (Cyprian Strategy for Safety and Health at Work 2013-2020)	English
Czech Republic	Národní akční program bezpečnosti a ochrany zdraví při práci pro období 2017-2018 (National Action Programme of Occupational Safety and Health for 2019-2020)	Czech/English
Denmark	Aftale om en ny og forbedret arbejdsmiljøindsats og ordnede forhold på arbejdsmarkedet (Agreement on new and improved occupational safety and health initiatives and orderly labour-market conditions)	Danish
Estonia	Welfare Development Plan 2016-2023 National Health Plan 2009-2020	Estonian/English
Finland	Policy for the work environment and wellbeing at work until 2030 "Safe and healthy working conditions and workability for everyone"	English

Country	Name of the document(s)	Language versions used for the country overviews
France	Plan santé au travail 2016-2020 (PST 3) (Occupational Health Plan 2016-2020)	French
Germany	Gemeinsame Deutsche Arbeitsschutzstrategie (GDA) (Joint German Occupational Safety and Health Strategy)	German
Greece	Εθνική Στρατηγική για την Υγεία και Ασφάλεια στην Εργασία 2016 – 2020 (National Strategy for Health and Safety at Work 2016 – 2020)	Greek
Hungary	Munkavédelem Nemzeti Politikája 2016-2022 (National Occupational Safety and Health Policy 2016-2022)	Hungarian/English
Italy	Piano Nazionale della Prevenzione 2014-2018 — Macro obiettivo 7: Prevenire gli infortuni e le malattie professionali (National Prevention Plan 2014-2018 — Macro objective 7: Prevention of work-related accidents and diseases). The National Prevention Plan has been extended to 2019.	Italian
Ireland	Strategy Statement 2019 - 2021	English
Latvia	Par Darba aizsardzības politikas pamatnostādņēm 2016-2020 gadam (Labour Protection Policy Strategy for 2016-2020)	Latvian/English
Lithuania	Nacionalinis darbuotojų saugos ir sveikatos 2017-2021 metų veiksmų planas (National Action Plan on Health and Safety at Work for 2017-2021)	Lithuanian/English
Malta	Strategic Plan for Occupational Health and Safety 2014-2020	English
Netherlands	Dutch vision and strategy for occupational safety and health	English
Poland	PROGRAM WIELOLETNI „Poprawa bezpieczeństwa i warunków pracy” - III etap (2014-2016) i IV etap (2017-2019) (National programme ‘Improvement of safety and working conditions’ — phase III (2014-2016) and phase IV (2017-2019))	Polish/English
Portugal	Estratégia Nacional para a Segurança e Saúde no Trabalho 2015-2020 - Por um trabalho seguro, saudável e produtivo (National Strategy for Health and Safety at Work 2015-2020 — ‘For a safe, healthy and productive work’)	English
Romania	Strategia națională în domeniul securității și sănătății în muncă pentru perioada 2018 – 2020 (National Strategy on Safety and Health at Work for the period 2018 – 2020)	Romanian/English
Slovakia	Stratégia bezpečnosti a ochrany zdravia pri práci v Slovenskej republike na roky 2016 až 2020 a program jej realizácie (Occupational Safety and Health Strategy (OSH) in the Slovak	Slovakian/English



Country	Name of the document(s)	Language versions used for the country overviews
	Republic for the period 2016-2020 and the programme of its implementation)	
Slovenia	Resolution on the National programme for safety and health at work, Official Gazette of the Republic of Slovenia, 2018	Slovenian/English
Spain	Estrategia Española de Seguridad y Salud en el Trabajo 2015-2020 (Spanish Strategy on Safety and Health at Work)	Spanish
Sweden	En arbetsmiljöstrategi för det moderna arbetslivet 2016-2020 (A Work Environment Strategy for Modern Working Life 2016-2020)	Swedish
United Kingdom	Helping Great Britain work well	English

### 3 Influence of the EU strategic framework on national strategies

Many national strategies contain explicit references to the EU Strategic Framework either to the three challenges or the seven key objectives and/or other topics. Only a few Member States repeat the EU wording exactly (for example, Lithuania: challenge 1); many use their own wording, but the connections are clear. However, nearly all strategic activities are related to the EU Strategic Framework's key challenges.

Annex 4 contains a matrix of the EU Strategic Framework's key challenges and national strategy objectives.

#### 3.1 Connection between the key challenges and national OSH strategies

In this chapter, an overview of the connections between the key challenges, the seven objectives and the topics of the EU Strategic Framework are presented in Tables 2-4.

These should not be regarded as lists of OSH strategy deficits. Countries that do not refer to the key challenges in their OSH strategies often have similar strategies or policy programmes in place, but in other policy areas. In particular, key challenge 3 'Tackling demographic change' is often covered in other policy areas, for example in labour market or public health policies. This is probably the case for many other policy areas in several countries, but the compilation, description and assessment of all OSH-related policy fields was beyond the scope of this study.

In Table 2, only those strategies that explicitly refer to the EU Strategic Framework using the same or very similar wording in their description of objectives are listed.

**Table 2: References to the EU strategic framework's challenges through identical or very similar descriptions**

Challenge 1: Improving the implementation record (particularly by supporting small and medium-sized enterprises (SMEs) and micro enterprises)	Challenge 2: Improving the prevention of work-related diseases by tackling existing, new and emerging risks	Challenge 3: Tackling demographic change
Austria	Austria	Austria
Belgium	Belgium	Belgium
Bulgaria	Bulgaria	Bulgaria
Cyprus	Cyprus	Cyprus
Czech Republic	Czech Republic	Czech Republic
Denmark	Denmark	
Estonia	Estonia	Estonia
Finland	Finland	Finland
France	France	France

Challenge 1: Improving the implementation record (particularly by supporting small and medium-sized enterprises (SMEs) and micro enterprises)	Challenge 2: Improving the prevention of work-related diseases by tackling existing, new and emerging risks	Challenge 3: Tackling demographic change
Germany	Germany	Germany
Greece	Greece	Greece
Hungary	Hungary	Hungary
Italy	Italy	Italy
Ireland	Ireland	Ireland
Latvia	Latvia	
Lithuania	Lithuania	Lithuania
Malta	Malta	
Netherlands	Netherlands	Netherlands
Poland	Poland	Poland
Portugal	Portugal	Portugal
Romania	Romania	Romania
Slovakia	Slovakia	Slovakia
Slovenia	Slovenia	Slovenia
Spain	Spain	Spain
Sweden	Sweden	Sweden
United Kingdom	United Kingdom	

### 3.2 Connection between key objectives and national OSH strategies

The OSH strategy documents show a mixed picture of the strategy priorities and activities and the seven key objectives of the EU Strategic Framework, ranging from repetition of the EU wording to very similar and closely related activity descriptions, although there are also completely different fields of activity (Table 3).

**Table 3: Explicit references to the seven key objectives<sup>6</sup>**

1. Further consolidate <b>national strategies</b>	Implicitly includes all countries by preparing an updated strategy
2. Facilitate <b>compliance with OSH legislation</b> , particularly by micro and small enterprises	Most countries mention the adaptation and implementation of legislation as an important step; many also mention MSEs as a particular problem
3. <b>Better enforcement</b> of OSH legislation by Member States	Explicitly addressed by Romania under the specific objective No. 3 of the Strategic Framework on OSH and indirectly approached in all countries
4. <b>Simplifying</b> existing legislation	The word 'simplify' is used by Cyprus, Denmark, France, Finland, Greece, Hungary, Ireland, Malta, Romania, Slovakia, Sweden and the United Kingdom. Belgium has clear legislation that is easy to apply. Slovenia mentions to reduce administrative burdens.
5. Address the <b>ageing of the workforce</b> , emerging <b>new risks</b> , <b>prevention</b> of work-related and occupational <b>diseases</b>	The ageing of the workforce is not tackled by all countries. The prevention of risks and injuries is an objective in every country. Czech Republic Ireland put a focus on the risk of fatal accidents among the growing number of farmers over the age of 65 in its strategy statement 2019-2021 Romania explicitly tackles the ageing of workforcem and the prevention of work-related and occupational diseases. Finland mentions in its revised strategy (until 2030) the demographic change and the

<sup>6</sup> Summary text of the seven key objectives in the EU Strategic Framework:

**Further consolidating national health and safety strategies** through, for example, policy coordination and mutual learning.

**Providing practical support to small and micro enterprises** to help them to better comply with health and safety rules. Businesses would benefit from technical assistance and practical tools, such as the [Online Interactive Risk Assessment](#) (OiRA), a web platform providing sectoral risk assessment tools.

**Improving enforcement by Member States** for example by evaluating the performance of national labour inspectorates.

**Simplifying existing legislation** where appropriate to eliminate unnecessary administrative burdens, while preserving a high level of protection for workers' health and safety.

**Addressing the ageing of the European workforce** and improving prevention of work-related diseases to tackle existing and new risks such as nanomaterials, green technology and biotechnologies.

**Improving statistical data collection** to have better evidence and developing monitoring tools.

**Reinforcing coordination with international organisations** (such as the ILO, the WHO and the OECD and partners to contribute to reducing work accidents and occupational diseases and to improving working conditions worldwide.

	importance to take care of the workability and functional capacity of ageing workers <sup>7</sup> .
6. <b>Improve statistical data collection</b> and develop the information base	Particularly mentioned for Belgium, Bulgaria, Cyprus, Denmark, France, Hungary, Italy, the Netherlands and Slovenia (a reform of OSH statistics is envisaged), Greece and Romania (occupational accidents and diseases), Portugal and the United Kingdom (cost aspect)
7. Better <b>coordinate EU and international efforts</b> to address OSH and engage with international organisations	Particularly mentioned by Austria, Bulgaria, Cyprus, the Czech Republic, Finland, Hungary, Poland, Portugal, Slovakia and Sweden

The term ‘objective’ was used in a broad sense in the national strategy documents. Sometimes the objectives stressed very general goals such as the ‘Promotion of a prevention culture’; these countries placed actions such as ‘Improvement of risk assessment’ under broader activities/measures. For other countries, the improvement of risk assessment is regarded as an overall objective that is defined by detailed measures.

### 3.3 Connections between EU Strategic Framework topics and national OSH strategies

Whether or not the national strategies involve activities in the areas (topics) mentioned on page 6 of the EU Strategic Framework<sup>8</sup> was also examined (Table 4).

**Table 4: Connections between EU Strategic Framework topics and national OSH strategies**

Topics	Countries
<b>Cancer caused by occupational exposure; fatalities associated with chemical substances</b>	Belgium, Cyprus, Denmark, France, Finland, Germany, Hungary, Italy, Ireland, the Netherlands, Poland, Portugal, Romania and Slovenia
<b>Exposure to electromagnetic fields</b>	Poland, Greece
<b>Diseases caused by asbestos, lung diseases, skin diseases, asthma and other chronic conditions</b>	All countries tackle these specifically or under the term ‘occupational diseases’

<sup>7</sup> Changes in demography, globalisation and international migration affect the culture of workplaces. The diversity of workplaces must be perceived and utilised as a resource factor of workplaces. It is important to take the needs of different employee groups into account. It is particularly important to take care of vulnerable groups, such as ageing and young employees, and those with an immigrant background and partial workability.

<sup>8</sup> On page 6, the following are mentioned: cancer caused by occupational exposure, fatalities associated with chemical substances; addressing exposure to electromagnetic fields; diseases caused by asbestos, lung diseases, skin diseases, asthma and other chronic conditions; new technologies and innovations in work organisation and processes; nanomaterials, biotechnologies and green technologies; information technology developments that bring about, for instance, constant connectivity; workforce diversity, atypical contractual arrangements and work patterns, a higher job turnover associated with shorter job assignments, especially for younger workers; stress, ergonomic risks (repetitive movements or tiring or painful positions and lifting carrying or moving loads on a daily basis); impact of changes in work organisation in terms of physical and mental health; women facing specific risks such as musculoskeletal disorders or specific types of cancer.

Topics	Countries
<b>New technologies and innovations in work organisation</b>	Explicitly mentioned by Belgium, Bulgaria, France, Germany, Greece, Hungary, Italy (work organisation), Ireland, Latvia (non-standard forms of employment), Lithuania, Romania (new and emerging risks related to new technologies), Slovakia, Slovenia, Spain and Sweden. The Finnish strategy explicitly mentions the challenge of new technologies and work organisations.
<b>Nanomaterials, biotechnologies and green technologies; information technology developments, for example constant connectivity</b>	Nanomaterials: Belgium, Bulgaria, Cyprus, the Czech Republic, Denmark, France, Germany, Poland, Portugal, Slovenia and Spain Green technologies: Sweden, but referring to agriculture Information technology: Implicitly all
<b>Workforce diversity, atypical contractual arrangements and work patterns; a higher job turnover associated with shorter job assignments, especially for younger workers</b>	Most of the countries tackle these topics either specifically or in general under terms such as 'emerging risks' or 'changes of the workforce' Finland, The Czech Republic (e.g. temporary workers)
<b>Stress, ergonomic risks (repetitive movements or tiring or painful positions and lifting carrying or moving loads on a daily basis)</b>	'Stress' is explicitly mentioned by Austria, Belgium, Bulgaria, Cyprus, the Czech Republic, Denmark (psychosocial risks), Finland, Germany, Greece, Italy, Ireland, Latvia, Lithuania (psychosocial risks), Poland, Romania (assessment method of the psychosocial risks), Slovakia, Slovenia, Spain, Sweden and the United Kingdom 'Ergonomics' is mentioned by Austria, the Czech Republic, Finland, Germany, Hungary, Latvia, Lithuania and Poland In addition, musculoskeletal disorders are often mentioned under occupational diseases
<b>Impact of changes in work organisation in terms of physical and mental health</b>	Most of the countries tackle these topics either specifically or in general under different terms Especially mentioned in the third focus area of the strategy of Finland.
<b>Women facing specific risks such as musculoskeletal disorders or specific types of cancer</b>	Specifically mentioned by Austria, Belgium, Portugal and Slovenia Finland ( strategy until 2030) mentions that women's work has become more mentally straining.

## 4 Overview of approaches and their common content and/or structure

The national OSH strategy documents show wide diversity, but they clearly follow a common scheme. It seems that the OSH institutions and relevant parties in all EU Member States have looked at strategies in other EU countries and have learned from each other.

### 4.1 Strategy documents' structure

The common structure can be described as follows:

#### Step 1: Background and reasoning

At the start of most of the strategy documents, there is an introductory chapter about the current status of the national OSH infrastructure and performance. The introduction focuses on a comprehensive and balanced description of the situation and particularly on the strengths and weaknesses of the OSH system.

In some of the strategy documents, such a description is missing; in such cases, references are made to separate documents, for example focused studies or statistical evaluations, or to background descriptions in earlier strategy documents.

The analysis is sometimes based on public statistics and sometimes on internal data from the relevant agencies, for example the national labour inspectorate. In such cases, the underlying quantitative data are not made public but are used for the development of the strategy.

#### Step 2: Challenges, omissions and deficits

At the end of the introductory chapter, conclusions are drawn that describe major challenges, omissions and deficits. This description is the background for the design and development of appropriate strategic objectives, priorities and actions/measures, which are seen as necessary or helpful for improving the situation.

#### Step 3: Defining the objectives

In most cases, the strategies have between two and six overlapping general objectives.

Most strategy actors define, at a first and more general level, the major objective. Typical terms used at this level are 'objectives', 'goals', 'priorities', 'axes', 'strategic themes', 'focus areas' and 'targets'. In some cases, there is - in addition to the general objectives - a vision, motto or mission (for example Belgium, Finland, Ireland, the Netherlands, the United Kingdom and Slovenia).

These general objectives constitute the starting point for the enumeration of activities, implementation measures and work programmes. Sometimes there are a group of medium-level objectives between the overall objectives and the practical implementation measures.

**Table 5: Levels of objectives and measures**

First level General objective	Second level Intermediate objectives	Third level Measures
<p>Ob = Objective</p> <p><i>Used by Austria, Estonia, Germany, Italy, Lithuania, Malta, Poland, Portugal, Spain, Sweden</i></p> <p>mOb = Macro Objective</p> <p><i>Used by Italy</i></p> <p>StOb = Strategic Objective</p> <p><i>Used by Bulgaria, Greece and Slovenia</i></p> <p>gOb = general objectives</p> <p><i>Used by Romania</i></p>	<p>OpOb = Operational Objective</p> <p><i>Used by Belgium, France</i></p> <p>Cob = Central Objective</p> <p><i>Used by Italy</i></p> <p>sOb = Specific Objective</p> <p><i>Used by Spain and Romania</i></p>	<p>In = Initiative</p> <p><i>Used by Denmark</i></p>
<p>Ax = Axis</p> <p><i>Used by Belgium (Axe), Cyprus (Βασικοί άξονες), France (Axe stratégique), Greece</i></p>	<p>WP = Work Programme</p> <p><i>Used by Germany</i></p>	<p>M = Measure</p> <p><i>Used by the Bulgaria, Germany, Greece, Estonia (National Health Plan), Lithuania, Portugal and Slovenia</i></p>
<p>Pr = Priority (Priority Area)</p> <p><i>Used by the Bulgaria, Denmark, Ireland, Slovakia, Sweden</i></p> <p>MPr = Main Priority</p> <p><i>Used by Czech Republic,</i></p>	<p>WG = Working Group</p> <p><i>Used by Austria</i></p>	<p>A = Activity or Action</p> <p><i>Used by Bulgaria, Cyprus (Σχεδίου Δράσης), France (Action), Greece, the Netherlands (Action), Spain (Línea de actuación), and Romania</i></p>
<p>AD = Action Direction</p> <p><i>Used by Latvia (Rīcības virziens)</i></p>	<p>Priority action</p> <p><i>Used by Czech Republic,</i></p>	
<p>ST = Strategic Theme</p> <p><i>Used by the UK,</i></p>	<p>Strategic objective and specific objective</p> <p><i>Used by Portugal, Greece</i></p>	<p>P = Project</p> <p><i>Used by Poland</i></p>
<p>StPr = Strategic Priority</p> <p><i>Used by Ireland</i></p>	<p>Strategic outcomes and goals</p> <p>G = Goal</p> <p><i>Used by Ireland</i></p>	
<p>FA = Focus Area</p> <p><i>Used by Finland</i></p>	<p>Sub-objective</p> <p><i>Used by Estonia (WPD, NHP)</i></p>	<p>PI = Policy Instrument</p> <p><i>Used by Estonia (WPD)</i></p>



First level General objective	Second level Intermediate objectives	Third level Measures
T = Target <i>Used by the Netherlands</i>		Tk = Task <i>Used by Slovakia</i>
Tk = Task <i>Used by Hungary</i>	Tk = Task <i>Used by Latvia, Lithuania</i>	

#### Step 4: Defining the activities to achieve the objective

In a fourth step, the objectives are, to a greater or lesser extent, broken down into detailed action plans and operationalised, that is, measures are selected or developed that are suitable for achieving the objectives. Typical terms are ‘measures’, ‘implementation measures’, ‘activities’ or ‘initiatives’. The objectives are often broken down into one or two measures, but sometimes more than 10.

All sorts of activities are covered, from better supervision and the establishment of regulations to consultations and networking, as well as research activities. Communication with the target groups — employers, workers and other actors in the field of OSH — involves all means of communication (interactive tools, guidance, videos, posters, booklets, flyers, workshops and background information).

#### Step 5: Setting of indicators

The use of indicators is an appropriate method for measuring progress. Progress measuring means having a starting point and a target (‘Where are we now and where do we want to be at the end of the strategy period?’). Answers to the first question depend on the reliability and quality of the national data collection and monitoring systems.

The indicators are a mixture of qualitative and quantitative indicators. Quantitative indicators are used when a short- or at least a medium-term output — that is, less than five years — can be expected. This is, for example, the case for work-related accidents or occupational diseases, but not for musculoskeletal disorders or mental health (frequency of occupational accidents; number of people seeking a disability pension; sickness absence in relation to working hours performed)

Moreover, the strategy stakeholders use not only outcome-related indicators (‘How many accidents or diseases have been avoided?’) but also procedure-related indicators to measure the output of the strategy. They use quantitative indicators, such as the number of inspections and their outcomes; the number of meetings, workshops and conferences; the number of participants in such meetings; and the number of flyers, items of communication material, guidance documents, etc.

The descriptions and indicators used to measure the level of such a ‘prevention culture’ show interesting approaches and differences. Qualitative indicators are used to measure, for example, developments in organisational behaviour. In OSH, terms such as ‘Prevention culture’ or ‘Safety culture’ are often used to describe this organisational behaviour. Indicator categories, such as ‘improvement’, ‘enhancement’ and ‘awareness raising’, are used.

There are also approaches to measuring such ‘cultures’ by using quantitative indicators, for example the number of enterprises that perform risk assessments. Again, the same problem related to quantitative assessment arises, because a high number of risk assessments does not provide information about the quality of these risk assessments. The comparison of such indicators gives insight into the national understanding of OSH and the expectations of strategies.

In general, monitoring of the outcomes also seems to be more frequent than in earlier strategies. This is very much in line with key objective 6 (‘Improve statistical data collection and develop the information base’). However, data availability and the level of detail in data collection depend highly on the overall statistical system in a country.

These five steps - from ‘Background and reasoning’ to ‘Setting of indicators’ - can be regarded as typical phases of the core content development of national OSH strategies. However, implementing the strategies successfully depends on their practical implementation and the context and the framework needs to be defined.

## **4.2 Practical implementation and framework**

Apart from setting objectives and defining measures, many additional steps must be taken to implement each strategy in practice. During the development phase, decisions have to be made by the main actors, such as the number and type of actors involved in planning, decision making, advising and implementing; the time frame and detailed time schedules; reporting schemes; budget and resources; evaluation; and lessons learned regarding the next steps. These areas are only partly described in the strategy documents.

### **Stakeholders and actors**

The setting in which stakeholders are involved depends very much on the country. The main actor of the strategy is often a central public institution, for example the national labour inspectorate or the national institute for safety and health at work. The composition and level of involvement of other stakeholders - social partners, professional organisations, scientists and other authorities - varies significantly between the countries.

Such differences are founded in the political culture of collaboration between civil society and state organisations. In some countries, the social partners play a large role in the development of the strategic content but a minor role in its implementation. In turn, public institutions perform the largest proportion of the activities. A more formal level of social partnership can be seen, for example, in countries where it is traditionally a task for only state institutions. It must be mentioned that, in some countries, important public or public–private institutions in the field of OSH are governed by social partners.

### **Time frame**

The average time frame of a strategy seems to be longer than in previous decades. There are still some 2- or 3-year strategies (particularly if a longer strategy period was only marginally updated) but many choose 5 or 6 years (typically 2014 to 2020, as in the EU Strategic Framework). Slovenia has a time frame of 10 years (2018–2027; however, on the basis of the evaluation of the three 3-year action plans a new national programme can be submitted earlier). Others have a permanent strategy that is updated regularly. Such updates take place every 3 to 5 years.

## Budget and resources

The budget and resource description is one of the areas with the largest differences between the Member States, probably depending on the overall culture of financial transparency in each country. Some countries do not mention their budgets and the human resources for the strategy; in such cases, it may be assumed that all strategy resources are made available through contributions of the participating actors and stakeholders. Others explain in detail how much funding for which actions is available or has already been spent.

## Monitoring, reporting and evaluations

In nearly all countries, no evaluations of the updated strategies had been performed until now. The majority of updated strategies operate in their first or second year. Reports or mid-term evaluations might have been produced or carried out, but in such cases, these were mainly reported to advisory or supervision boards and — at least the first versions - have not been published. The permanent strategies undergo regular evaluations.

## 4.3 Characterisation of the measures

A wide variety of methodologies and terminologies have been developed in the political sciences to describe governance. For the following preliminary characterisation, the present study uses the terminology that was used in the Nordic Council of Ministers publication *Principles and concepts in Nordic occupational safety and health policies — Dimensions of strategic thinking and approaches*<sup>9</sup>.

For this purpose, the following eight<sup>10</sup> categories of action were selected:

1. punitive
2. supervising
3. regulation/legislation
4. incentivising
5. consultative/informative
6. networking/collaborating
7. awareness raising
8. knowledge enhancing (from training to research)

Some examples from strategy activities that might illustrate the differences between these categories are shown in Table 6.

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<sup>9</sup> Suikkanen, A., and Kunnari, M., *Principles and concepts in Nordic occupational health and safety policies — Dimensions of strategic thinking and approaches*, Nordic Council of Ministers, TemaNord, Copenhagen, 2008:594.

<sup>10</sup> Whenever such categories are introduced, it is obvious that some of the measures can fall under more than one category.

**Table 6: Examples of types of actions**

Type of action	Examples
<b>Punitive</b>	<p>There are only a few examples; punitive action might still be an element in supervision activities</p> <p><i>Denmark: companies that commit serious violations of the Working Environment Act should be sanctioned more strongly. In future, different levels of increased fines will be imposed and not just standard fines. Fines imposed on larger enterprise should be higher than those for smaller enterprises</i></p> <p><i>The Netherlands: for the target ‘Enforcement’, ‘Notorious violators who refuse to comply require a firm enforcement by the Inspectorate’</i></p>
<b>Supervising</b>	<p>The improvement of supervision performance is an issue in many strategies, for example:</p> <p><i>Belgium: optimising inspection for the surveillance of well-being at work</i></p> <p><i>Bulgaria: Strengthening the administrative capacity of the General Labour Inspectorate EA</i></p> <p><i>Denmark: expiry of the Green Smiley after 5 years — enterprises can request a new inspection</i></p> <p><i>Hungary: elaboration and introduction of a risk-based inspection strategy</i></p> <p><i>Italy: improvement of the effectiveness of the control activities and compliance of persons subject to the rules</i></p> <p><i>Latvia: strengthening the capacity of the SLI (State Labour Inspectorate), ensuring use of appropriate technical equipment and information technology solutions will promote qualitative and efficient supervision and control in the field of labour protection, as well as the sustainability of the services provided by the SLI</i></p> <p><i>Lithuania: ensuring appropriate competences of SLI inspectors and occupational healthcare specialists for dealing with new tasks</i></p> <p><i>Spain: develop specific inspection activities</i></p> <p><i>Romania: development of a surveillance system with regard to workers’ exposure to carcinogens.</i></p> <p><i>Slovenia: Reinforcement of the staff of the Inspection for Safety and Health at Work within the Labour Inspectorate of the Republic of Slovenia</i></p> <p><i>Sweden: supervision of the personal services sector</i></p> <p><i>The UK: promote better enforcement</i></p>
<b>Regulation/legislation</b>	<p>This area is mentioned in many strategies, for example:</p> <p><i>Belgium: clear legislation that is easy to apply</i></p> <p><i>Cyprus: suitable, adequate and functional legislative framework fully harmonised with the Acquis Communautaire</i></p>

Type of action	Examples
	<p><i>France: simplifications</i></p> <p><i>Hungary: monitoring of changes in legal regulations and safety rules and disseminate this information as broadly as possible</i></p> <p><i>Ireland: Effective holding to account of those who fail in their duties under legislation enforced by the Authority</i></p> <p><i>Malta: legislation, compliance and enforcement</i></p> <p><i>Romania: improvement of the legal framework on OSH (e.g. adapting the existing OSH legislation to the new forms of work, improving the legislation on the insurance against work accidents and occupational diseases, improving the legislation on the occupational health services – signaling and declaration of occupational diseases)</i></p> <p><i>Spain: adjust the penalties and procedural rules for offences in the social policy legislation</i></p> <p><i>The UK: simplifying risk management</i></p>
<b>Incentivising</b>	<p>This area has very few examples; however, national funding opportunities have not been counted under this category</p> <p><i>Denmark: enterprises that perform well receive a Green Smiley</i></p> <p><i>Bulgaria: Financing activities for modernisation of the work equipment and technologies and organising competitive initiatives to award companies with achievements in the field of OSH in sectors with higher work-related traumatism</i></p> <p><i>Finland: job retention and employability of persons with partial workability will be supported</i></p>
<b>Consultative/informative</b>	<p>This is the area with most activities, for example:</p> <p><i>Cyprus: improved support functions of the supporting institutions</i></p> <p><i>The Czech Republic development of prevention tools: ergonomic prevention tool (14) and tools related to nano-materials (13)</i></p> <p><i>Denmark: more advice to micro enterprises with less than five employees</i></p> <p><i>Germany: GDA- Orga Check for organisational basics of OSH</i></p> <p><i>Hungary: development of information and educational activities of the OSH authority suitable for the specific needs of micro enterprises and SMEs</i></p> <p><i>Ireland: enable duty holders to understand the benefits of proactively managing safety, health and chemicals through the provision of guidance, information, advice, education and risk management tools (for example BeSMART.ie)</i></p> <p><i>Lithuania: formulating online interactive methodological guidance for heads of micro enterprises in the manufacturing industry sector for the implementation of health and safety at work (HSW) measures at enterprises, considering potential occupational risks, and publish it on the SLI website and social networks</i></p>

Type of action	Examples
	<p><i>Romania: Increased support to the MSEs with regard to risk assessment and the compliance with the OSH legislation.</i></p> <p><i>Slovenia: Preparation of practical guidelines for managing health and safety at work</i></p> <p><i>The Netherlands: government facilitates companies by organising various projects, which are often targeted at SMEs</i></p>
<b>Networking/collaboration</b>	<p>Activities related to networking and collaboration are mentioned in every strategy, in terms of better networking and collaboration between authorities, between social partners, between authorities and intermediaries, international collaboration, etc.; for example:</p> <p><i>Cyprus: integration of OSH issues into other policy areas</i></p> <p><i>Finland: All interested parties are invited to participate in implementing the policy. Collaboration with social partners are high-lighted. It is mentioned that cooperation between the employer and employees at the workplace is key to developing health and safety at work</i></p> <p><i>Italy: implementation of specific cross-cutting strategies with the macro objective 'environment and health' with particular regard to the National Plan on Asbestos and Chemical Risk Prevention</i></p> <p><i>Slovenia: promotion of the social dialogue in the field of health and safety at work</i></p> <p><i>The UK: Acting together</i></p>
<b>Awareness raising</b>	<p>One of the main areas with many activities, for example:</p> <p><i>Bulgaria: conducting information campaigns for prevention of occupational hazards</i></p> <p><i>The Czech Republic: education and promotion of OSH</i></p> <p><i>Denmark: starter kit for small enterprises</i></p> <p><i>Malta: communicating the benefits of OSH</i></p> <p><i>Portugal: to promote information, trading, participation and cooperation at the workplace</i></p> <p><i>Romania: awareness raising actions, campaigns, information sessions and GPs<sup>11</sup> promotion.</i></p> <p><i>Slovakia: improving the publicity, promotion and culture of prevention in the area of OSH</i></p> <p><i>Slovenia: Preparation and implementation of a programme for awareness-raising campaigns for employers and employees regarding workplace risks</i></p> <p><i>Sweden: provision of information to foreign employees, employers and the self-employed</i></p>

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<sup>11</sup> GP = good practice

Type of action	Examples
<b>Knowledge enhancing</b>	<p><i>The Czech Republic: OSH specialist education; the Ministry of Labour and Social Affairs will continue to participate in relevant sectoral councils of the Ministry of Education, Youth and Sports on the drafting of further professional qualifications or proposals for the revision of valid occupational health and safety qualifications in the area of OSH</i></p> <p><i>Denmark: establishment of a centre of nanotechnologies</i></p> <p><i>Hungary: put in place a mandatory regular further training system for OSH professionals</i></p> <p><i>Italy: supporting training programmes with regard to the role of worker representatives for safety and health and territorial workers representative for health and safety (rappresentante dei lavoratori per la sicurezza - RLS, rappresentante territoriale dei lavoratori per la sicurezza - RLST), especially for the manual professions</i></p> <p><i>Lithuania: organising OSH training for SLI inspectors, in particular on new occupational risks and new technologies</i></p> <p><i>Poland: research-oriented projects</i></p> <p><i>Portugal: to provide online self-assessment tools</i></p> <p><i>Romania: mainstreaming OSH into education and personnel training in the health care sector; research projects.</i></p> <p><i>Slovakia: in collaboration with schools, provide students with information on the right to safety and health at work, OSH issues and risk prevention methods</i></p> <p><i>Slovenia: reforme and introduction of a modern interdisciplinary study in the field of health and safety at work</i></p> <p><i>Preparation and implementation of a training programme for labour inspectors and other competent inspectors for supervision and consultation</i></p>

## Final assessment

Overall, it seems that the updated national OSH strategies follow a less ‘optimistic’ and more ‘realistic’ approach. Very advanced or ‘optimistic’ goal setting in earlier strategies was widely replaced by a more ‘humble goal setting’ approach, accompanied by specifically defined activities, including monitoring, reporting and evaluation measures. Such less advanced but better-defined goals and measures seem to be achievable.

Strategies are regarded as an important and innovative policy area, a chance for better implementation of OSH principles and regulation and for better collaboration, and, in any case, a very important common OSH activity across EU Member States. However, they are regarded less as a central and essential element than as a rearrangement of the whole national OSH system. It seems that their main focus has become working systematically — and also accountably — on the largest deficits of national systems.

The assessment of the OSH strategies cannot be fully comprehensive without an assessment of other national strategies or policy programmes that might also have a strong influence on health and safety at work. Such closely related policy programmes (rehabilitation, return to work, public health programmes, social policy measures, etc.) could be covered in an extended study.

Strategies still have high value for national stakeholders. They play a central role in national OSH discussions and OSH activities, although it appears that a more realist view of the ‘power’ of such strategies has emerged. Strategies can be a perfect starting point for principal considerations of the OSH system. However, it has become clearer that any expectation that strategies might be a tool to significantly rearrange the basic infrastructures of OSH<sup>12</sup> can be regarded as an overestimation of their impact. Their value lies in collaborative actions that can address the major weaknesses.

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<sup>12</sup> Basic infrastructure covers aspects such as legislation; structures and principles of supervision and inspection; education; competence and motivation of the OSH specialists within and outside the enterprises; and the interdependence of OSH and other policy fields such as labour laws, liability laws, legislation, worker rights and participation, and public health activities.



## 5 Annex 1: Description scheme

### National strategies mapping

Country Overview

Insert Country Name

COUNTRY	
1. Basic information	
2. Background and the perceived problem	
3. Main characteristics and objectives of the OSH strategy (activity plan)	
4. Details of the strategy and activity plan Axis description	
5. Actors and stakeholders	
6. Resources and time frame	
7. Evaluation/lessons learned	.
<i>Ex ante</i> indicators for the years 2012 to 2020	
8. Relationship to the EU Strategic Framework	

## 6 Annex 2: Country overviews

This study contains the country overviews of 26 Member States: Austria, Belgium, Bulgaria, Cyprus, the Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Italy, Ireland, Latvia, Lithuania, Malta, the Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden and the United Kingdom.

## 6.1 Country overview Austria

### National strategies mapping

#### Country Overview

#### AUSTRIA

COUNTRY	AUSTRIA
<b>1. Basic information</b>	<p>Austrian document:</p> <p><b>Österreichische ArbeitnehmerInnenschutzstrategie 2013-2020<sup>13</sup></b></p> <p>English document: <b>Occupational Safety and Health Strategy 2013 – 2020 Structures processes and tasks</b></p> <p>Former strategies: Arbeitsschutzstrategie 2007-2012<sup>14</sup></p>
<b>2. Background and the perceived problem</b>	<p>The strategy links national and regional stakeholders in the field of OSH such as Ministries, accident insurances, social partners as well as OSH representatives. A common resolution was set to define the goals to reduce workplace accidents and occupational diseases<sup>15</sup>.</p>
<b>3. Main characteristics and objectives of the OSH strategy (activity plan)</b>	<p>The Austrian OSH Strategy is a process and consensus oriented umbrella strategy: with only a few fixed rules and objectives. The given flexibility and room shall support the OSH bodies to act responsible, to be motivated and innovative.<sup>16</sup></p> <p>There is a fixed structure of the bodies consisting of the Occupational Safety and Health Advisory Board (Arbeitnehmerschutzbeirat ASB), national coordinators, the Strategic Platform, the Network of Labour Inspectorates with regional coordinators and the evaluation team.</p>

<sup>13</sup> Österreichische ArbeitnehmerInnenschutzstrategie 2013-2020. Available at:

[http://www.arbeitsinspektion.gv.at/cms/inspektorat/download.html?channel=CH3631&doc=CMS1450107306020&permalink=strategie\\_dokument\\_oegas](http://www.arbeitsinspektion.gv.at/cms/inspektorat/download.html?channel=CH3631&doc=CMS1450107306020&permalink=strategie_dokument_oegas). English version available at:  
[http://www.arbeitsinspektion.gv.at/cms/inspektorat/download.html?channel=CH3631&doc=CMS1450107306020&permalink=occupatio-na-safety-and-health-strategy\\_oegas](http://www.arbeitsinspektion.gv.at/cms/inspektorat/download.html?channel=CH3631&doc=CMS1450107306020&permalink=occupatio-na-safety-and-health-strategy_oegas)

<sup>14</sup> Arbeitsschutzstrategie 2007-2012. Available at:

[http://www.arbeitsinspektion.gv.at/inspektorat/Uebergreifende\\_Themen/ArbeitnehmerInnenschutzstrategie/Detailed\\_information\\_on\\_the\\_Occupational\\_Safety\\_and\\_Health\\_Strategy](http://www.arbeitsinspektion.gv.at/inspektorat/Uebergreifende_Themen/ArbeitnehmerInnenschutzstrategie/Detailed_information_on_the_Occupational_Safety_and_Health_Strategy)

<sup>15</sup> Österreichische ArbeitnehmerInnenschutzstrategie 2013-2020. Resolution.. Retrieved 24.02.2019, from:

[https://www.arbeitsinspektion.gv.at/cms/inspektorat/download.html?channel=CH3631&doc=CMS1450104956999&permalink=oegas\\_ge-meinsame-resolution](https://www.arbeitsinspektion.gv.at/cms/inspektorat/download.html?channel=CH3631&doc=CMS1450104956999&permalink=oegas_ge-meinsame-resolution)

<sup>16</sup> Reifinger, I., Die österreichische Arbeitnehmerinnenschutzstrategie, gesunde arbeit, 16.04.2015. Retrieved 5.04.2016, from:

[http://www.gesundearbeit.at/cms/V02/V02\\_0.c.a/1342556646526/home/aktuelles/die-oesterreichische-arbeitnehmerinnenschutzstrategie#](http://www.gesundearbeit.at/cms/V02/V02_0.c.a/1342556646526/home/aktuelles/die-oesterreichische-arbeitnehmerinnenschutzstrategie#)

COUNTRY	AUSTRIA
	<p>They follow the Resolution<sup>17</sup>, laid down by the Federal Minister of Labour, Social Affairs and Consumer Protection, other relevant ministries, social partners, accident insurances and other institutions relevant for OSH issues.</p> <p>The objectives are proposed by the OSH bodies on the basis of the joint resolution and approved by the Occupational Safety and Health Advisory Board. If necessary, the fields of work of the working groups have to be adapted to the Resolution.</p> <p>In the current strategy document three objectives were set:</p> <ul style="list-style-type: none"> <li>▪ the reduction of work-related health risks, particularly strains on the musculoskeletal system and mental stress factors and the reduction of accidents at work</li> <li>▪ the improvement of risk assessment and support via preventive specialists</li> <li>▪ the strengthening of awareness and improvements in the initial and further education and training (both at school and in universities) for occupational safety and health.</li> </ul>
<b>4. Details of the strategy and activity plan</b>  <b>Axis description</b>	<p>Four expert committees/working groups were created:</p> <p><b>Working group 1: Improvement of risk assessment and risk awareness</b></p> <ul style="list-style-type: none"> <li>▪ Special focus on micro and SME – developing guidance documents for <ul style="list-style-type: none"> <li>○ Temporary and mobile workplaces</li> <li>○ Implementation of the safety and health document (construction sites)</li> <li>○ Classification of measures for risk classes</li> <li>○ Vulnerable groups of workers (pregnant women, psychosocial problems, young workers, older workers)</li> <li>○ Selection of PPE</li> <li>○ Risk assessment of psychosocial risks and stress at work</li> </ul> </li> </ul> <p><b>Working group 2:</b> Accident prevention</p> <p><b>Working group 3:</b> Prevention of work related and occupational diseases</p> <p><b>Working group 4:</b> Training and information regarding OSH issues</p>
<b>5. Actors and stakeholders</b>	<p>According to the Austrian sources experiences from previous occupational safety and health strategies have shown that good cooperation of all stakeholders involved in the field of safety and health at work is crucial for the success of the strategy. For that</p>

<sup>17</sup> Österreichische ArbeitnehmerInnenschutzstrategie 29013-2020 – Gemeinsame Resolution. Available at: [http://www.arbeitsinspektion.gv.at/cms/inspektorat/download.html?channel=CH3631&doc=CMS1450104956999&permalink=oeas\\_ge-meinsame-resolution](http://www.arbeitsinspektion.gv.at/cms/inspektorat/download.html?channel=CH3631&doc=CMS1450104956999&permalink=oeas_ge-meinsame-resolution)

COUNTRY	AUSTRIA
	<p>reason, the Austrian OSH Strategy 2013 – 2020 will try to further extend the cooperation of all stakeholders.</p> <p>The Occupational Safety and Health Advisory Board officially appoints the leaders of</p> <ul style="list-style-type: none"> <li>▪ The four working groups</li> <li>▪ The strategic platform</li> <li>▪ The evaluation team</li> </ul> <p>The Labour Inspectorate published a list of members of the four working groups.<sup>18</sup> Members of the strategic platform are: AUVA - Austrian Social Insurance for Occupational Risks, WKO - Austrian Federal Economic Chamber, IV - Federation of Austrian Industries, BAK - the Federal Chamber of Labour, ÖGB - Confederation of Austrian Trade Unions, ÖÄK – Austrian Medical Association, ZAI – Central Labour Inspectorate.</p> <p>The evaluation team consists of experts from institutions of the strategic platform.</p>
<b>6. Resources and time frame</b>	<p>Time frame: 2013 – 2020</p> <p>No detailed budget and staff information</p>
<b>7. Evaluation/lessons learned</b>	<p>No evaluation up to now.</p> <p>The OSH strategy sticks to the main goals and issues of the former OSH strategy 2007 – 2012, including the following adaptations and changes:</p> <ul style="list-style-type: none"> <li>▪ Four instead of five expert committees: repealing the expert committee “OSH strategy”,</li> <li>▪ Creating a strategic platform,</li> <li>▪ Setting up a committee for evaluation,</li> <li>▪ Greater involvement of employers, the chamber of commerce and the Federation of Industries</li> </ul> <p>Indicators for the evaluation of the OSH strategy 2007-2012<sup>19</sup>:</p> <ul style="list-style-type: none"> <li>▪ Number of workplace accidents</li> <li>▪ Days of absence due to psychosocial stress and MSD</li> <li>▪ Compliance with OSH legislation</li> <li>▪ Number of accesses on the website of the Labour inspectorate related to OSH.</li> </ul>

<sup>18</sup> List of OSH partner organisations and OSH experts. Available at: [http://www.arbeitsinspektion.gv.at/cms/inspektorat/download.html?channel=CH3631&doc=CMS1450182673100&permalink=oeas\\_list\\_e-partnerinnenorganisationen](http://www.arbeitsinspektion.gv.at/cms/inspektorat/download.html?channel=CH3631&doc=CMS1450182673100&permalink=oeas_list_e-partnerinnenorganisationen)

<sup>19</sup> Österreichische Arbeitsschutzstrategie 2007-2012 – Endbericht (Austrian OSH-strategy 2007-2012 - Final report) Available at: [http://www.arbeitsinspektion.gv.at/cms/inspektorat/download.html?channel=CH3633&doc=CMS1450193974056&permalink=oeas\\_endbericht](http://www.arbeitsinspektion.gv.at/cms/inspektorat/download.html?channel=CH3633&doc=CMS1450193974056&permalink=oeas_endbericht)

COUNTRY	AUSTRIA
	The evaluation team evaluates regularly the working groups, the strategic platform as well as the overall OSH strategy <sup>20</sup> .
<b>Ex ante indicators for the years 2012 to 2020</b>	No indicators identified
<b>8. Relationship to the EU Strategic Framework</b>	Objectives and working group tasks are closely related to Challenge 1 and 2 of the EU-OSH Strategy  Moreover, a national coordinator is responsible to link with the European OSH Strategy.

## 6.2 Country overview Belgium

### National strategies mapping

#### Country Overview

#### BELGIUM

COUNTRY	BELGIUM
<b>1. Basic information</b>	La stratégie nationale belge Bien-être au travail 2016-2020 proposée par le Ministre de l'Emploi : Objectifs stratégiques et opérationnels <sup>21</sup>  (The Belgian National Strategy for Wellbeing at Work 2016-2020) <sup>22</sup>  Former Strategies: <i>National Strategy for Well-Being at Work 2008-2012</i> <sup>23</sup>
<b>2. Background and the perceived problem</b>	Main reasons for the strategy:  <i>Quote:</i> "The right to work is a human right. This right means that every worker is entitled to a healthy and safe working environment. The promotion of wellbeing at work in all its aspects is primordial for protecting workers, for preserving their health and for ensuring they are motivated when doing their job."

<sup>20</sup> Österreichische ArbeitnehmerInnenschutzstrategie 2013-2012. Available at: [http://www.arbeitsinspektion.gv.at/cms/inspektorat/download.html?channel=CH3631&doc=CMS1450107306020&permalink=strategie\\_dokument\\_oas](http://www.arbeitsinspektion.gv.at/cms/inspektorat/download.html?channel=CH3631&doc=CMS1450107306020&permalink=strategie_dokument_oas). English version available at: [http://www.arbeitsinspektion.gv.at/cms/inspektorat/download.html?channel=CH3631&doc=CMS1450107306020&permalink=occupatio\\_na-safety-and-health-strategy\\_oas](http://www.arbeitsinspektion.gv.at/cms/inspektorat/download.html?channel=CH3631&doc=CMS1450107306020&permalink=occupatio_na-safety-and-health-strategy_oas)

<sup>21</sup> La stratégie nationale belge Bien-être au travail 2016-2020 proposée par le Ministre de l'Emploi : Objectifs stratégiques et opérationnels. Available at: <http://www.emploi.belgique.be/WorkArea/DownloadAsset.aspx?id=45387>

<sup>22</sup> The Belgian National Strategy for Wellbeing at Work 2016-2020. Available at: <http://www.employment.belgium.be/WorkArea/DownloadAsset.aspx?id=45387>

<sup>23</sup> Un plan 2008-2012 pour améliorer la santé, la sécurité et le bien-être des personnes au travail <http://www.emploi.belgique.be/defaultNews.aspx?id=17890>

COUNTRY	BELGIUM
	<ol style="list-style-type: none"> <li>1. The promotion of the wellbeing of workers offers added value to every individual company. Unhealthy and unsafe working conditions reduce productivity, which ultimately results in dismissals, closures and bankruptcies. Poor working conditions are also a form of unfair competition between businesses. And so, a lack of wellbeing at work is also a social-economic injustice.</li> <li>2. Insufficient attention to wellbeing at work inevitably causes an increase in occupational health problems, which in turn has an impact on the expenditure of social security and social protection systems and so on the community as a whole. On the other hand, the promotion of wellbeing at work contributes to improving public health and the availability of workers in companies. As a result, the productivity and the competitiveness of companies is improved. This also has favourable consequences for the prosperity of our society as a whole.</li> <li>3. A global approach to workers' wellbeing does not end at the entrance to the plant: a healthy employee works better but vice versa healthy and safe working conditions will also improve overall health. As a result, several levels of authority are involved in the implementation of this global plan: the federal Minister for Employment, as well as the federal Minister of Social Affairs and Public Health, the Communities and the Regions. Consultation on various levels will thus be necessary, depending on the proposed actions."</li> </ol>
<b>3. Main characteristics and objectives of the OSH-strategy (activity plan)</b>	<p>The main objectives are incorporated in this strategy, starting from four strategic axes and thirteen operational objectives. The four strategic objectives are:</p> <ul style="list-style-type: none"> <li>▪ Safe and healthy</li> <li>▪ Strengthening participation in the labour market</li> <li>▪ Strengthening prevention</li> <li>▪ Strengthening the prevention culture</li> </ul>
<b>4. Details of the strategy and activity plan</b>  <b>Axis description</b>	<ol style="list-style-type: none"> <li>1. Safe and healthy work <ol style="list-style-type: none"> <li>1. Continuous prevention of occupational accidents</li> <li>2. Continuous prevention of health problems caused by work</li> <li>3. Preventing or minimising new and emerging risks</li> </ol> </li> <li>2. Strengthening participation in the labour market <ol style="list-style-type: none"> <li>4. Sustainable work for all workers</li> <li>5. The re-integration of disabled workers</li> </ol> </li> <li>3. Strengthening prevention <ol style="list-style-type: none"> <li>6. Stressing the employer's responsibility for prevention policy, especially in SMEs</li> <li>7. Integration of wellbeing at work in the company's management</li> <li>8. Optimising the functioning of prevention services</li> <li>9. Optimisation of social dialogue</li> </ol> </li> </ol>

COUNTRY	BELGIUM
	<p>10. Optimising the functioning of the labour inspection services</p> <p>11. Access to the available data on exposure</p> <p>12. Qualitative regulations</p> <p>4. Strengthening the prevention culture</p> <p>13. The integration of wellbeing at work in all government domains</p>
Actions taken in 2016 and priorities and actions for 2017	The High Council for Prevention and Protection at Work is asked to develop a specific action programme, in cooperation with the Directorates General for the S upervision of Wellbeing at Work and the Humanisation of Work.
Actions	<p>1. Monitoring of the new tariff scheme for the services of external services for prevention and protection at work</p> <p>2. Examining the tasks of prevention counsellors <i>This action contributes to achieving operational objective no. 8 – Optimising the functioning of the prevention services.</i></p> <p>3. The re-integration of disabled workers. <i>This action contributes to achieving operational objective no. 5 – Re-integration of disabled workers.</i></p> <p>4. Exposure to chemical agents:  Supplementing the Royal Decree on carcinogens and mutagens with reproductive toxicants.  Refining the existing legal framework for the protection of workers against asbestos</p> <p>Monitoring the evolutions in relation to the establishment of binding thresholds values on the European and national level and paying attention to nanotechnology.  <i>This action contributes to achieving operational objectives no. 2 - The continuous prevention of health problems caused by work, and no. 3. - Preventing or minimising new and emerging risks.</i></p> <p>5. Psychosocial risks (PSRs) and musculoskeletal disorders (MSDs)  MSD:  Dissemination of the available tools  Raising the awareness of all the stakeholders.  PSR:  Raising awareness and making available tools to employers, employees and prevention services.</p> <p>Mapping the psychosocial risks in the age group of 25 to 45 years in a study and looking for possible solutions  <i>This action contributes to achieving operational objectives no. 2 - The continuous prevention of health problems caused by work, and no. 4. - Sustainable work for everyone</i></p>

COUNTRY	BELGIUM
	<p>6. Developing and promoting tools for SMEs  Developing further OiRA tools (Online interactive risk assessment tool)  Developing more specific solutions and implementing actions for existing tools (SOBANE, Déparis)  <i>This action contributes to achieving operational objective no. 6. - Emphasising the employer's responsibility for the prevention policy, especially in SMEs.</i></p> <p>7. The integration of wellbeing at work in education and training programmes  Management programmes should pay more attention to wellbeing at work.  Better embedding wellbeing at work in education  Examining how the Royal Decree of 3 May 1999 about the protection of young people can be adapted to take better account of the reality of young people who receive part of their training on the workfloor.  <i>This action contributes to achieving operational objective no. 4. - Sustainable work for all workers, and no. 7 - The integration of wellbeing at work in management.</i></p> <p>8. Data mining  The project about the optimum collection of data and access to these data will be continued.  <i>This action contributes to achieving operational objective no. 11 - Better access to the available exposure data</i></p> <p>9. Optimising the inspection for the surveillance of wellbeing at work  Strengthening the capacity of inspection services by increasing the number of employees.  Using the available resources more efficiently by conducting targeted sectoral and local inspection campaigns and contribution of European initiatives.  <i>This action contributes to achieving operational objective no. 10 - Optimising the functioning of the labour inspection services.</i></p> <p>10. Qualitative regulations  Making legislation clearer, more transparent, more efficient and more effective without reducing the level of protection for workers: Revising the legislation on control physicians  <i>This action contributes to achieving operational objective no. 12. - Qualitative Regulations.</i></p>



COUNTRY	BELGIUM
<b>5. Actors and stakeholders</b>	<p>The Federal Minister for Employment, as well as the federal Minister of Social Affairs and Public Health, the Communities and the Regions authority are involved in the implementation of the strategy.</p> <p>The strategy is based on thorough consultation with the main stakeholders, especially the social partners, professional associations and other stakeholders in the platform of the High Council for Prevention and Protection at Work (Hoge Raad voor Preventie en Bescherming op het Werk)</p>
<b>6. Resources and timeframe</b>	<p>Budget: No information detected</p> <p>Staff</p> <p>Years 2016-2020</p>
<b>7. Evaluation/lessons learned</b>	<p>Evaluation</p> <p>The evaluation is not carried out at regular intervals.</p> <p>The former strategy was evaluated, the reports and special evaluations are online available.<sup>24</sup></p>
<b>Ex ante indicators for the years 2012 to 2020</b>	Indicators are described in the evaluation report for each axis.
<b>8. Relationship to EU Strategic Framework</b>	There are relations to all aspects of the European Strategic Framework. The main objectives of the community strategy are incorporated in this strategy, starting from four strategic axes and fifteen operational objectives.

<sup>24</sup> 2013 - Evaluation de la stratégie nationale en matière de bien-être au travail 2008-2012. Available at : <http://www.emploi.belgique.be/moduleDefault.aspx?id=39435>

## 6.3 Country overview Bulgaria

### National strategies mapping

#### Country Overview

#### BULGARIA

COUNTRY	BULGARIA
<b>1. Basic information</b>	<p>Bulgarian document: <b>Национална програма за безопасност и здраве при работа 2018-2020</b><sup>25</sup></p> <p>English document: National Programme for Occupational Safety and Health, 2018-2020 (NP OSH 2018-2020)<sup>26</sup></p> <p>Former strategies:</p> <p>Национална програма по безопасност и здраве при работа (НПБЗР) 2016-2018<sup>27</sup></p> <p>Стратегия за безопасност и здраве при работа 2008 - 2012 г.<sup>28</sup></p> <p>Национална програма по безопасност и здраве при работа 2014 година<sup>29</sup></p> <p>Национална програма по безопасност и здраве при работа - 2013 г.<sup>30</sup></p>
<b>2. Background and the perceived problem</b>	<p>Over the last few years the efforts have been focused on practical enforcement in the country. Considerable progress has been made on ensuring occupational health and safety for workers because of the purposeful policy pursued by the government and the social partners.</p> <p>The following can be added to the positive findings from the application of the occupational safety and health legislation:</p> <ul style="list-style-type: none"> <li>Most of the requirements and principles for ensuring health and safety at work contained in the Health and Safety at Work Act are applied in practice.</li> </ul>

<sup>25</sup> Национална програма за безопасност и здраве при работа 2018-2020. Available at:

<https://www.mlsp.government.bg/ckfinder/userfiles/files/dokumenti/strategii/NPBZR1820.doc>

<sup>26</sup> National Programme for Occupational Safety and Health, 2018-2020 (NP OSH 2018-2020). Available at: [https://www.perceived.mlsp.government.bg/ckfinder/userfiles/files/TPOOUT/EN\\_TPOOUT%3DNORMATIVE%20DOCUMENTS/NPBZR1820EN.pdf](https://www.perceived.mlsp.government.bg/ckfinder/userfiles/files/TPOOUT/EN_TPOOUT%3DNORMATIVE%20DOCUMENTS/NPBZR1820EN.pdf)

<sup>27</sup> Национална програма по безопасност и здраве при работа (НПБЗР) 2016-2018. Available at:

[http://ncphp.government.bg/index.php?option=com\\_content&view=article&id=265&catid=127&Itemid=527&lang=bg](http://ncphp.government.bg/index.php?option=com_content&view=article&id=265&catid=127&Itemid=527&lang=bg)

<sup>28</sup> Стратегия за безопасност и здраве при работа 2008 - 2012 г. Available at:

<http://www.strategy.bg/StrategicDocuments/View.aspx?lang=bg-BG&Id=457>

<sup>29</sup> Национална програма по безопасност и здраве при работа 2014 година. Available at:

<http://www.strategy.bg/strategicdocuments/View.aspx?lang=bg-BG&Id=901>

<sup>30</sup> Национална програма по безопасност и здраве при работа - 2013 г. Available at:

<http://www.strategy.bg/StrategicDocuments/View.aspx?lang=bg-BG&Id=859>

COUNTRY	BULGARIA
	<ul style="list-style-type: none"> <li>▪ Labour inspectors report that there is evidence of general improvement in the activities for ensuring occupational safety and health in the country.</li> <li>▪ The European health and safety at work standards are a goal but also an achievement for many enterprises.</li> <li>▪ The number of enterprises investing in safe technologies and working equipment is constantly rising.</li> <li>▪ Considerable experience has been gained in preparing risk assessments and this has effect on the quality of assessments. The share of enterprises with implemented programmes for eliminating and minimising the production risks is increasing.</li> <li>▪ Many enterprises have in place developed and approved internal statutory instruments – regulations on internal working procedures, work safety rules and instructions, wage organisation rules, etc.</li> </ul> <p>The range of enterprises having occupational health services for their workers has been extended.</p> <p>Despite the upward trend in the number of enterprises which do fulfil their obligations to ensure occupational safety and health for their workers, the economic and social changes give rise to new challenges for employers, as well as for the entire system of ensuring occupational safety and health. In this context, the focus in the next period should be on improving the work of prevention services which are the most direct contributors to the working conditions of every workplace. It is also necessary to change the existing system for medical surveillance of workers, taking into account the changes planned in the medical assessment and workability assessment system, as well as to envisage measures to enhance the capacity of the relevant bodies and services concerned by the problem.</p>
<b>3. Main characteristics and objectives of the OSH strategy (activity plan)</b>	<p><b>Strategic Objective:</b> Improving the occupational safety and health of every worker and every workplace</p> <p><b>Priority areas:</b></p> <ol style="list-style-type: none"> <li>1. Improving the application of the OSH legislation</li> <li>2. Prevention of occupational risks, including new and emerging risks;</li> <li>3. Prevention of occupational diseases and occupational accidents.</li> </ol>
<b>4. Details of the strategy and activity plan</b>	<p><b>Abbreviations used in the action plan:</b></p> <p>BAMI: Bulgarian Association of the Metallurgical Industry  BBCMB: Bulgarian Branch Chamber – Machine Building  CHRDRI: Centre for Human Resources Development and Regional Initiatives  ECHA: European Chemicals Agency  EEA: Environment Executive Agency</p>

COUNTRY	BULGARIA
	<p>FSPP: Fire Safety and Protection of the Population  GLI EA: General Labour Inspectorate Executive Agency  LC: Labour Code  MD: Ministry of Defence  ME: Ministry of Economy  MEn: Ministry of Energy  MEW: Ministry of Environment and Water  MH: Ministry of Health  MLSP: Ministry of Labour and Social Policy  Mol: Ministry of Interior  MTITC: Ministry of Transport, Information Technologies and Communications  NCPHA: National Centre for Public Health and Analyses  NF: National Federation  NFP: National Focal Point  NSSI: National Social Security Institute  OHS: Occupational Health Service  OPHRD: Operational Programme "Human Resources Development  RHI: Regional Health Inspectorate  RIEW: Regional Inspectorate for Environment and Water  TUF: Trade Union Federation  WCC: Working Conditions Committees  WCF: Working Conditions Fund</p>
<b>Axis description</b>	
<b>Priority Area 1. Improving the application of the OSH legislation.</b>	
<p>Developing national legislation in line with the better regulation principles, the EU law and the international standards of the International Labour Organisation (ILO)</p>	<ol style="list-style-type: none"> <li>1. Harmonising the occupational exposure limit values with regard to chemical agents and carcinogens/mutagens, in line with the amendments to the occupational safety and health directives on protecting the health of workers with regard to risks related to exposure to chemical agents and carcinogens/mutagens  Implementation: In accordance with the deadlines laid down by the European Parliament and the European Commission in the relevant directives  <i>Responsibility:</i> MH, MLSP <i>Budget:</i> Within the approved budgets of the respective institutions.</li> <li>2. Improving the quality and control of the activities of the occupational medicine services for workers and employees. Implementation: 2018-2019.  <i>Responsibility:</i> MH, MLSP.  <i>Budget:</i> Within the approved budgets of the respective institutions</li> <li>3. Improving the system of compulsory preliminary and regular health checks of workers and employees Implementation: 2018-2020.  <i>Responsibility:</i> MH/MLSP, social partners. Implementation 2018-2019.</li> </ol>

COUNTRY	BULGARIA
	<p>4. Improving the system for training of representatives in working conditions committees and groups in enterprises Implementation: 2019 Responsibility: MLSP, MH Budget: Within the approved budgets of the respective institutions</p> <p>5. Setting OSH requirements for blasting operations and operations with explosives, products containing explosives, ammunition and pyrotechnic products Implementation: 2020 Responsibility: MLSP, MoI, GLI EA Budget: Within the approved budgets of the respective institutions</p> <p>6. Setting minimum requirements for lighting at work Implementation: 2020 Responsibility: MLSP, MH Budget: Within the approved budgets of the respective institutions</p> <p>7. Improving the minimum OSH requirements for handling operations Implementation: 2019 Responsibility: MLSP Budget: Within the approved budgets of the respective institutions</p> <p>8. Improving the OSH regulatory basis in metallurgy, metal casting and the energy sector Implementation: 2019-2020 Responsibility: MLSP, MH, ME, MEn, GLI EA, social partners in the industry - BAMl, BBCMB, TUF "Metal Workers", NF „Metallurgy", OSH officials in enterprises, external experts Budget: Within the approved budgets of the respective institutions</p> <p>9. Drafting an Ordinance amending and supplementing Ordinance No. 2 / 2004 on minimum OSH requirements in construction and assembly works Implementation: 2019 Responsibility: MRDPW/MLSP, social partners Budget: Within the approved budgets of the respective institutions</p> <p>10. Amending the legislation related to the State (Uniform) OSH Rules Implementation: 2018-2019 Responsibility: MLSP, MH, social partners  <i>Budget:</i> Within the approved budgets of the respective institutions</p>

COUNTRY	BULGARIA
	<p>11. Updating Ordinance No 12 of 27 December 2004 on the provision of health and safety at work with motor vehicles Implementation: 2018-2019 Responsibility: MLSP, MTITC, social partners Budget: Within the approved budgets of the respective institutions</p>
Ensuring effective and efficient control for compliance with OSH legislation	<p>12. Strengthening the administrative capacity of GLI EA Implementation: 2018-2010 Responsibility: GLI EA, CHRDR at MLSP Budget: Within the approved budgets of the respective institutions</p> <p>13. Provision of effective control Implementation: 2018 – 2020 Responsibility: GLI EA Budget: Within the approved budgets of GLI EA</p> <p>14. Development of criteria to evaluate the likelihood of committing violations of the labour legislation and the gravity (risk) of control sites Implementation: 2018 Responsibility: GLI EA Budget: Project BG05M9OP001-3.004 “Optimization and Innovation in GLI EA”</p> <p>15. Joint participation of inspectors in national control campaigns and in (pilot) projects of the ECHA Implementation: According to approved national control plans and planned (pilot) ECHA Responsibility: RIEW, GLI EA, RHI Budget: Within the approved budgets of the relevant control bodies</p> <p>16. Investigation of accidents Implementation: 2018-2020 Responsibility: MoI, FSSP, MEW, MD, RIEW, GLI EA Budget: Within the approved budgets of the relevant control bodies</p>
Information support of the OSH policy	<p>17. Supporting software for online registrations of one-day employment contracts under Article 114a of LC Implementation: 2018-2020 Responsibility: MoI, FSSP, MEW, MD, RIEW, GLI EA Budget: Within the approved budget of GLI EA</p> <p>18. Processing and systematisation of statistical and operational information about occupational accidents and occupational diseases Implementation: 18 month after the end of the reference phase Responsibility: NSSI</p>

COUNTRY	BULGARIA
	<p>Budget: Within the approved budget of NSSI</p> <p>19. Upgrading the Occupational Accident Information System with a Control Activities module Implementation: 2018 Responsibility: NSSI Budget: Within the approved budget of NSSI</p> <p>20. Processing and publication of information about temporary incapacity Implementation: 2018 - 2020 Responsibility: NSSI Budget: Within the approved budget of NSSI</p>
Addressing the challenges related to the application of legislation in SMEs	<p>21. Ensuring safety at work in enterprises, improving the workplace environment, the organisation of work and the management of human resources Implementation: 2018 – 2020 Responsibility: MLSP/all enterprises in their capacity as employers Budget: Operation “Good and safe working conditions” under OPHRD 2014-2020</p> <p>22. Encouraging employers to improve the working conditions in enterprises, including in SMEs Implementation: 2018 – 2020 Responsibility: WCF /employers Budget: Within the approved budget of the WCF</p>
<b>Priority Area 2. Prevention of occupational risks, including new and emerging risks</b>	
Extending the role of social dialogue for ensuring better protection against occupational hazards	<p>23. Improving the role of social dialogue at sectoral and branch level Implementation: 2018 - 2020 Responsibility: sectoral /branch working conditions council Budget: Within the approved budgets of the respective institutions</p> <p>24. Strengthening and extending the role of social dialogue for enhancing the motivation for OSH enforcement Implementation: 2018 – 2020 Responsibility: social partners/WCF, EEA, WCC Budget: Within the approved budgets of the WCF and respective institutions</p> <p>25. Development and improvement of non-judicial methods for settlement of collective labour disputes. Implementation: 2018 – 2020 Responsibility: GLI EA Budget: Within the approved budget of GLI EA</p>

COUNTRY	BULGARIA
	<p>26. Organising competitive initiatives to award companies with achievements in the field of OSH in sectors with higher work-related traumatism – for example in construction Implementation: 2018 Responsibility: MLSP, GLI EA, social partners Budget: Within the approved budgets of the respective institutions</p>
Developing and implementing practical tools for control of occupational hazards	<p>27. Updating the instructions on the control for application of Regulations REACH and CLP Implementation: 2018 Responsibility: MEW/MH and GLI EA Budget: Within the approved budgets of the respective institutions</p> <p>28. Designing a specialized brochure/manual for OSH in handling chemical substances and reactants / sampling water samples from larger water basins and by climbing. Implementation: 2019 Responsibility: EEA Budget: with the approved budgets of the respective institutions.</p> <p>29. Limiting the risk of asbestos-related illnesses Implementation: 2018-2020 Responsibility: MH, NCPHA, RHI, GLI EA, OHS, NCPHA Budget: Within the approved budgets of the respective institutions</p>
Awareness raising and culture of prevention	<p>30. Improving the awareness and competence of those active in the area of ensuring OSH Implementation: 2018-2020 Responsibility: NCPHA Budget: Within the approved budget of NCPH</p> <p>31. Improving the competence of managers and of those active in the integration of OSH management systems and quality standards Implementation: 2018-2020 Responsibility: social partners Budget: Within the approved budgets of the respective institutions</p> <p>32. Holding national events within the EU OSHA campaign “Healthy Workplaces Manage Dangerous Substances” 2018-2019 Implementation: 2018-2019 Responsibility: MLSP/MH social partners Budget: EU OSHA, MLSP-NFP</p>



COUNTRY	BULGARIA
	<p>33. Holding national events within EU OSHA 2020-2021 campaign “Healthy Workplaces – Prevention of Work-Related Musculoskeletal Disorders” Implementation: 2018-2020 Responsibility: MLSP/MH social partners Budget: EU OSHA - NFP</p> <p>34. Distribution of publicity and information materials via the EA OSHA national focal point network Implementation: 2018-2020 Responsibility: MLSP-NFP network Budget: EU OSHA - NFP</p> <p>35. Holding upskilling trainings in the field of accidents prevention and rescue Implementation: 2018-2020 Responsibility: MLSP, GLI EA, professional organisations Budget: Within the approved budgets of the respective institutions</p> <p>36. Holding meetings and training seminars on dangerous/hazardous chemical substances for the industry and the control bodies at central and regional level Implementation: 2018-2020 Responsibility: MEW/MLSP, MH, RIEW, GLI EA, RHI, social partners Budget: Within the approved budgets of the respective institutions</p>
<b>Priority Area 3. Prevention of occupational diseases and occupational accidents</b>	
	<p>37. Provision of health surveillance in economic sectors at risk Implementation: 2018 – 2020 Responsibility: WCF/MH Budget: Within the approved budget of the WCF</p> <p>38. Rehabilitation and reintegration of workers with health problems and victims of occupational accidents or occupational diseases Implementation: 2018 – 2020 Responsibility: NSSI Budget: Within the approved budget</p> <p>39. Ensuring health surveillance in the Healthcare Sector Implementation: 2018 - 2020 Responsibility: NCPHA; social partners, MH, MLSP, Budget: Within the approved budgets of the WCF and of NCPHA</p>
<b>5. Actors and stakeholders</b>	The <b>Council of Ministers</b> determines the government policy in the field of occupational safety and health in the Republic of Bulgaria.

COUNTRY	BULGARIA
	<p>The <b>Ministry of Labour and Social Policy</b> designs, directs, coordinates and implements the government policy for ensuring occupational safety and health.</p> <p>The <b>General Labour Inspectorate Executive Agency</b> exercises overall control for compliance with the labour legislation on ensuring health and safety at work and on employment relations, as well as specialised control under the Employment Promotion Act and the other statutory instruments on employment and unemployment containing explicit provisions to that end.</p> <p>The <b>Ministry of Health</b> manages and coordinates the policy and activities on protection and improvement of health at work. The Ministry of Health includes following institutions:</p> <ul style="list-style-type: none"> <li>▪ Regional Health Inspectorates (RHI),</li> <li>▪ National Centre of Public Health and Analyses (NCPHA),</li> <li>▪ National Centre for Radiobiology and Radiation Protection (NCRRP).</li> </ul> <p>The effective trilateral cooperation at national, sectoral and regional level is an important factor for the implementation of the national occupational safety and health policy. <b>The National Council on Working Conditions</b> is a permanent body at the national level for coordination, consultation and cooperation in designing and implementing the policy for ensuring safety and health at work.</p>
<b>6. Resources and time frame</b>	<p>Time frame: 2018-2020</p> <p>Resources:</p> <p>Budget: see activity plan</p>
<b>7. Evaluation/lessons learned</b>	<p>The results obtained from implementing the annual National Occupational Safety and Health Programmes over the period 2008-2014 have proven the importance of the strategic planning approach in pursuing a nationally responsible policy aimed at ensuring well-being at work as part of the measures to improve the functioning of the labour market.</p> <p>The comparative analysis of results of 2016 against 2015 shows that the relative share of the enterprises which have taken measures to remove occupational risks and bring the working conditions in line with the statutory requirements remains constant. A detailed description of the evaluation is provided in chapter 4.1 <i>Results of control activities</i> of the National Programme for Occupational Safety and Health 2018-2020.</p>

COUNTRY	BULGARIA
<b>Ex ante indicators for the years 2012 to 2020</b>	<ul style="list-style-type: none"> <li>▪ Number of inspected enterprises</li> <li>▪ Number of violations of compliance with the requirements and standards of the labor legislation e.g.:               <ul style="list-style-type: none"> <li>○ OSH rules</li> <li>○ safe work equipment</li> <li>○ safe use of electricity</li> <li>○ protective interlocking devices</li> <li>○ personal protective equipment</li> <li>○ prophylactic health checks</li> <li>○ provision of sanitary services</li> </ul> </li> <li>▪ Quality of risk assessments</li> <li>▪ Number of work related accidents</li> <li>▪ Number of work related fatalities</li> <li>▪ Number of work related diseases</li> <li>▪ Number of workers covered by rehabilitation</li> <li>▪ Number of trainings</li> <li>▪ Number of information materials</li> <li>▪ Number of information campaigns</li> </ul>
<b>8. Relationship to the EU Strategic Framework</b>	<p>The Bulgarian National Programme for Occupational Safety and Health, 2018-2020 follows the EU-OSH Strategic Framework 2014-2020. It is related to all three challenges of the EU-OSH Strategic Framework.</p> <p>The priority area I of the Bulgarian OSH strategy is related to challenge 1 of the EU-OSH Strategic Framework. Challenge 2 is covered by the priority area II of the Bulgarian OSH strategy. And the strategic objective “Improving the occupational safety and health of every worker and every workplace” addresses vulnerable groups of workers (young or older workers, disabled workers, etc.) – challenge 3 of the EU-OSH Strategic Framework .</p>

## 6.4 Country overview Cyprus

### National strategies mapping

#### Country Overview

#### CYPRUS

COUNTRY	CYPRUS
<b>1. Basic information</b>	<p>Cyprian document:  <b>ΣΤΡΑΤΗΓΙΚΗ ΤΗΣ ΚΥΠΡΟΥ ΓΙΑ ΤΗΝ ΑΣΦΑΛΕΙΑ ΚΑΙ ΥΓΕΙΑ ΣΤΗΝ ΕΡΓΑΣΙΑ 2013 – 2020</b><sup>31</sup></p> <p>(Cyprian strategy for Safety and Health at Work 2013 to 2020)</p> <p>English document: Strategy of Cyprus for Safety and Health at Work during the period 2013-2020<sup>32</sup></p> <p>Former strategy:  Cyprian strategy for Safety and Health at Work 2007 to 2012</p>
<b>2. Background and the perceived problem</b>	<p>Defining the perceived problem:</p> <p>The strategy contains in chapter 2 an analysis of the current situation and the progress achieved during the former strategy</p> <p>See Ch B, p2, of the Strategy document:</p> <p>Assessment of the strategy 2007 – 2012  (ΑΞΙΟΛΟΓΗΣΗ ΣΤΡΑΤΗΓΙΚΗΣ ΑΣΦΑΛΕΙΑΣ ΚΑΙ ΥΓΕΙΑΣ ΣΤΗΝ ΕΡΓΑΣΙΑ 2007 – 2012)</p>
<b>3. Main characteristics and objectives of the OSH-strategy (activity plan)</b>	<p>Continuous and constant improvement of safety levels and health in the workplace (Strategy doc, p 3, Ch. Γ)</p>
<b>4. Details of the strategy and activity plan</b>	
<b>Axis description</b>	
<b>Main activities</b>	<ul style="list-style-type: none"> <li>▪ Optimisation of the institutional frame</li> <li>▪ Suitable, adequate and functional legislative framework fully harmonized with the Acquis Communautaire</li> <li>▪ Appropriate and adequate systems of Labour Inspection.</li> <li>▪ Supporting Institutions</li> </ul>

<sup>31</sup> Cyprus Department of Labour Inspection. Available at:

[http://www.mlsi.gov.cy/mlsi/dli/dliup.nsf/A2FE2C7752BCCA3CC2257DDC0021A202/\\$file/HEALTH&S\\_STRATEGY\\_2013\\_2020.pdf](http://www.mlsi.gov.cy/mlsi/dli/dliup.nsf/A2FE2C7752BCCA3CC2257DDC0021A202/$file/HEALTH&S_STRATEGY_2013_2020.pdf)

<sup>32</sup> Cyprus Department of Labour Inspection (2017), Strategy of Cyprus for Safety and Health at Work 2013 – 2020. Available at:

[http://www.mlsi.gov.cy/mlsi/dli/dliup.nsf/All/B208115A0B53109FC22580B3002FB4D9/\\$file/HEALTH\\_AND\\_SAFETY\\_Strategy\\_2013\\_2020\\_EN\\_1.pdf](http://www.mlsi.gov.cy/mlsi/dli/dliup.nsf/All/B208115A0B53109FC22580B3002FB4D9/$file/HEALTH_AND_SAFETY_Strategy_2013_2020_EN_1.pdf) or OSHwiki, Strategy of Cyprus for Safety and Health at Work during the period 2013-2020. Available at: [https://oshwiki.eu/wiki/Strategy\\_of\\_Cyprus\\_for\\_safety\\_and\\_health\\_at\\_work\\_during\\_the\\_period\\_2013-2020](https://oshwiki.eu/wiki/Strategy_of_Cyprus_for_safety_and_health_at_work_during_the_period_2013-2020)

COUNTRY	CYPRUS
	<ul style="list-style-type: none"> <li>▪ Introduction and implementation of an adequate system of surveillance of the health of employees</li> <li>▪ Promoting of a health and safety prevention culture</li> <li>▪ Integration of OSH issues into other policy areas.</li> <li>▪ Exploitation of scientific progress and research</li> <li>▪ Close cooperation with the Social Partners and other stakeholders</li> <li>▪ Active participation in bodies and activities of the European Union</li> </ul>
Detailed description of activities	<p><b>1. Optimisation of the institutional frame</b></p> <p>Optimisation of the institutional frame. The framework is based on: Activities of the Labour Advisory Body, which advises the Minister of Labour, Welfare and Social Security on all labour issues and present recommendations and suggestions on the working legislation. Activities of the Pan Cyprian Council of Safety and Health, which advises the Minister of Labour Welfare and Social Insurance.</p> <p><b>2. Suitable, adequate and functional legislative frame-work fully harmonized with the Acquis Communautaire</b></p> <p>The legislative framework is fully harmonized to the corresponding European Acquis. However, it will be supplemented due to particular requirements of Cyprus due to activities like offshore, search, extraction and transportation of hydrocarbons.</p> <p>In addition, the strategy will promote the simplification of the national legislative framework without deterioration of the level of safety and health.</p> <p><b>3. Appropriate and adequate systems of Labour Inspection.</b></p> <p>The implementation of appropriate inspections is based on accurate and factual evidence from inspections, from accidents and other indicators. This includes activities as:</p> <ul style="list-style-type: none"> <li>▪ Implementation of an inspection programme based on accurate and true data from inspections, accidents, as well as other indicators arising from relevant surveys.</li> <li>▪ Establishment of proper structures within the Department of Labour Inspection for (a) the enforcement of legislation on health and safety of the workers at offshore hydrocarbon drilling activities and the safety of these installations and (b) the control of installations that could cause major accidents including natural gas installations.</li> <li>▪ Arrangements for the provision of suitable and systematic training of the Inspectors covering issues on offshore activities.</li> </ul>

COUNTRY	CYPRUS
	<ul style="list-style-type: none"> <li>▪ Exchange visits of Inspectors from Cyprus with Inspectors from other Member States of the European Union aiming at acquiring knowledge and experience.</li> <li>▪ Further promotion of the cooperation with other Services, such as the Police, the Cyprus Fire Service, the Department of Labour, etc.</li> <li>▪ Provision to the Inspectors of suitable technological equipment and supporting them with computerised systems.</li> <li>▪ Improvement of the structure and staffing of the Department of Labour Inspection.</li> </ul> <p><b>4. Supporting institutions</b></p> <p>Providing targeted support and information to the Safety Officers as well as to the Approved Persons who provide Services for the Protection and prevention on safety and health at work issues. Encouraging the setup and well-functioning of Safety Committees in order to enhance the participation of workers' representatives on safety and health issues</p> <p><b>5. Introduction and implementation of an adequate system of surveillance of the health of employees</b></p> <p>The Health Surveillance Institutions will work on the implementation of an Action Plan, which was prepared after completing a background study and by introduction of new legislation.</p> <p>There is a need to concentrate efforts on the recording, monitoring and prevention of occupational diseases. In particular, there should be efforts to tackle</p> <ul style="list-style-type: none"> <li>▪ musculoskeletal disorders,</li> <li>▪ work-related stress and</li> <li>▪ Diseases caused by the use hazardous chemicals.</li> </ul> <p><b>6. Promoting of a health and safety prevention culture</b></p> <p>Promoting prevention of occupational accidents and diseases and development of a health and safety culture:</p> <p>Through regular and specialized inspections at workplaces.</p> <p>Through campaigns organized in collaboration with the European Agency for Safety and Health at Work and the Senior Labour Inspectors Commission of the European Union.</p> <ul style="list-style-type: none"> <li>▪ Through effective functioning of the Security Committees</li> <li>▪ Publications and articles in media of social partners and other organisations with particular interest in issues of Safety and Health at Work.</li> </ul>

COUNTRY	CYPRUS
	<ul style="list-style-type: none"> <li>▪ The preparation and distribution of simple, understandable material prepared by the European Agency for Safety and Health at Work.</li> <li>▪ Publication of guidance and supporting information on the websites of the Labour Inspection Department and other institutions</li> <li>▪ Seminars, workshops and other awareness and information activities</li> <li>▪ Through other forms of cooperation with organizations that have special interest in Safety and Health at Work.</li> <li>▪ Through education programs and training.</li> <li>▪ By using economic incentives and disincentives</li> <li>▪ By using voluntary tools, such as competitions, etc.</li> <li>▪ By implementing plans and programs for promoting health in the workplace and cooperation with the medical staff.</li> <li>▪ By developing partnerships with Agencies representing scholars, designers and constructors.</li> <li>▪ In collaboration with the mass media</li> <li>▪ By encouraging employees and the public to communicate with the Labour Inspection.</li> <li>▪ By integrating management at Work Safety and Health at all business operating levels.</li> <li>▪ Support of SMEs through the use simple and operational tools (e.g. interactive risk assessment tool)</li> </ul> <p><b>7. Integration of OSH issues into other policy areas.</b></p> <p>Mainstreaming of safety and health at work issues into other policy sectors and in particular the following:</p> <ul style="list-style-type: none"> <li>▪ Education: integration of safety and health issues in the curriculum, so that today's pupils and students, but tomorrow's employers and employees, gain knowledge over time in Safety and Health issues as well as developing a safety culture.</li> <li>▪ Employment: training of new workers concerning OSH issues; inspection of companies in order to improve OSH in the context of the examination procedure of granting alien employment permit.</li> <li>▪ Development: Integration of OSH issues in the public procurement process.</li> <li>▪ Certification of professional qualifications: inclusion of OSH issues to the subjects under examination in the context of certification of professional qualifications.</li> <li>▪ Provision of subsidies: inspection of premises, to apply the minimum levels for Safety and Health, in cases financing is provided through upgrade programs for equipment, facilities, reallocation of companies, etc.</li> </ul> <p><b>8. Exploitation of scientific progress and research</b></p>

COUNTRY	CYPRUS
	<p>Better collaboration and utilization of scientific research, particularly mentioned are:</p> <p>New technologies such as waste management and nanotechnology.</p> <p>It covers also demographic change, changes in employment</p> <p><b>9. Close cooperation with the Social Partners and other stakeholders</b></p> <p>Strengthening of the already well-functioning cooperation</p> <p><b>10. Active participation in bodies and activities of the European Union</b></p> <p>Active participation in the ACSH and its working groups, in the SLIC, the governing body of EU-OSHA, Eurostat and the ILO</p>
<b>5. Actors and stakeholders</b>	Labour inspection and other public institutions, social partners and professional associations
<b>6. Resources and timeframe</b>	<p>The budget of the Department of Labour inspection of Cyprus is adopted every year to provide for most of the resources required to implement the strategy.</p> <p>The strategy was approved by the Council of Ministers and was signed by all social partners and stakeholders participating in the Pancyprrian Safety and Health Council indicating their commitment to implement the strategy making available all resources needed to promote and implement the strategy. The Pancyprrian Council is an advisory body to the Minister of Labour, Welfare and Social Insurance on OSH issues.</p>
<b>7. Evaluation/lessons learned</b>	<p>The implementation of the Strategy is evaluated at regular intervals through an Action Plan prepared for this purpose.<sup>33</sup> The evaluation is carried out on a yearly basis (usually in March) during a meeting of the Pancyprrian Council on Safety and Health at Work. They provide information on actions concerning the implementation of the Strategy. The information is used to update the Action Plan and to evaluate the process of the implementation of the strategy. The most recent evaluation was carried out in March 2016.</p>

<sup>33</sup> ΣΤΡΑΤΗΓΙΚΗ ΤΗΣ ΚΥΠΡΟΥ ΠΑΝΩ ΣΤΗΝ ΑΣΦΑΛΕΙΑ ΚΑΙ ΥΓΕΙΑ ΣΤΗΝ ΕΡΓΑΣΙΑ ΓΙΑ ΤΗΝ ΠΕΡΙΟΔΟ 2013-2020

ΣΧΕΔΙΟ ΔΡΑΣΗΣ. Available at:

[http://www.mlsi.gov.cy/mlsi/dli/dliup.nsf/A2FE2C7752BCCA3CC2257DDC0021A202/\\$file/Sxedio\\_Drasis\\_2013\\_2020.pdf](http://www.mlsi.gov.cy/mlsi/dli/dliup.nsf/A2FE2C7752BCCA3CC2257DDC0021A202/$file/Sxedio_Drasis_2013_2020.pdf)



COUNTRY	CYPRUS
<b>Ex ante indicators for the years 2012 to 2020</b>	<p>All objectives are qualitatively defined.</p> <p>The indicators are described in qualitative terminology like 'improvement', 'less risks', 'more prevention', 'strengthening' etc.</p>
<b>8. Relationship to EU Strategic Framework</b>	<p>Activity 3 and 4 and 6 is related to challenge 1 of the EU-OSH Strategy (<i>Improving the implementation record of Member States, in particular by enhancing the capacity of micro and small enterprises to put in place effective and efficient risk prevention measures.</i>)</p> <p>Activity 5 has a particularly strong relation to the EU Activities and bodies mentioned on page 6 of the EU Strategic Framework.</p> <p>Activity 8 is related to challenge 3 of the EU Strategic Framework (<i>Tackling demographic change</i>) and to further EU Strategic Framework topics such as nanomaterials, and wellbeing at work.</p>

## 6.5 Country overview Czech Republic

### National strategies mapping

#### Country Overview

#### CZECH REPUBLIC

COUNTRY	CZECH REPUBLIC
<b>1. Basic information</b>	<p><b>Národní akční program BOZP pro období 2019 – 2020<sup>34</sup></b></p> <p>Former strategy</p> <p>Czech document:</p> <p><b>Národní akční program bezpečnosti a ochrany zdraví při práci pro období 2017 – 2018<sup>35</sup></b><b>Národní akční program bezpečnosti a ochrany zdraví při práci pro období 2015 – 2016<sup>36</sup></b></p> <p>English document:</p> <p><b>National Action Programme of Occupational Safety and Health for 2017 – 2018</b><b>National Action Programme of Occupational Safety and Health for 2015 – 2016</b></p> <p>The National Occupational Health and Safety Action Program (NAP) <b>for the period 2019-2020</b> is an implementing document of the National Occupational Safety and Health Policy, approved by Government Resolution No. 920 of 23 July 2008 - National Policy of Occupational Safety and Health of the Czech Republic (Národní politika bezpečnosti a ochrany zdraví při práci České republiky). It sets out the basic priorities and objectives in the field of occupational safety and health.</p> <p>For more information see the Czech and English website of the Ministry of Labour and social affairs of the Czech Republic<sup>37</sup></p>
<b>2. Background and the perceived problem</b>	<p>Defining the perceived problem</p> <p><b>A description can be found in chapter II of the 2008 strategy:</b></p>

<sup>34</sup> Národní akční program BOZP pro období 2019 – 2020. Available at: <https://www.bozpinfo.cz/narodni-akcni-program-bozp-pro-obdobi-2019-2020>

<sup>35</sup> Národní akční program bezpečnosti a ochrany zdraví při práci pro období 2017 – 2018. Available at: <http://www.bozpinfo.cz/sites/default/files/obsah/super-obsah/narodni-akcni-program-bezpecnosti-ochrany-zdravi-pri-praci-pro-obdobi-2017-2018/soubory/napbozp2017-2018.pdf>

<sup>36</sup> Národní akční program bezpečnosti a ochrany zdraví při práci pro období 2015 – 2016. Available at: [http://www.ceskyfocalpoint.cz/wp-content/uploads/2015/12/syst\\_nap\\_bozp\\_2015-2016111.pdf](http://www.ceskyfocalpoint.cz/wp-content/uploads/2015/12/syst_nap_bozp_2015-2016111.pdf)

<sup>37</sup> Ministry of Labour and Social Affairs of the Czech Republic (2017). Available at: <https://www.mpsv.cz/web/en>

COUNTRY	CZECH REPUBLIC
	<p>Chapter II. Evaluation of the current situation and development trend in OSH in the Czech Republic</p> <ol style="list-style-type: none"> <li>1. Strengths of the Czech OSH system</li> <li>2. Weaknesses of the Czech OSH system</li> </ol> <p>The current strategy for the years 2019-2020 include the ongoing tasks of the previous period, including the ongoing implementation of the National Health and Safety Policy, and 7 new tasks that respond to the needs of OSH practice in the Czech Republic.</p> <p>These include, topics related to legislation, employment, education, science and research, and professional OSH competences in OSH.</p>
<b>3. Main characteristics and objectives of the OSH-strategy (activity plan)</b>	<p>The NAP for the period 2019-2020 includes seven main priority areas with the following priority actions:</p> <ol style="list-style-type: none"> <li>I. Securing funding for the OSH system</li> <li>II. Prevention of occupational risks</li> <li>III. Occupational medicine services</li> <li>IV. Physiotherapy after an occupational accident or illness</li> <li>V. Safety and health protection of children, pupils and students</li> <li>VI. Research and development</li> <li>VII. Education, awareness raising and promotion of OHS issues</li> </ol> <p>Attention will be paid to risk prevention in education to ensure the safety and health of children, pupils and students in schools and educational establishments and in preparation for future occupations.</p>
<b>4. Details of the strategy and activity plan</b> <b>Axis description</b>	
<b>Abbreviations used</b>	<p>MoLSA (in Czech: MPSV) Ministry of Labour and Social Affairs</p> <p>MoF (MF) Ministry of Finance</p> <p>MoH (MZ) Ministry of Health</p> <p>MEYS (MŠMT) Ministry of Education, Youth and Sports</p> <p>MoIT (MPO) Ministry of Industry and Trade</p> <p>CMA (ČBÚ) Czech Mining Authority</p> <p>MT (MD) Ministry of Transport</p> <p>Mol (MV) Ministry of the Interior</p>

COUNTRY	CZECH REPUBLIC
	MD (MO) Ministry of Defence NIPH (SZÚ) National Institute for Public Health OSRI (VÚBP) Occupational Safety Research Institute
<b>Priority I – Securing funding for the OSH system</b>	<p><b>Priority actions :</b></p> <p>1. Prepare and discuss in the Government Council or Occupational Safety and Health a draft update of the National Policy for Occupational Safety and Health, including draft funding for its implementation.</p> <p><b>Responsibility:</b> Responsibility: Ministry of Labour and Social Affairs (MoLSA)</p> <p><b>Cooperation:</b> Ministry of Health (MoH), Ministry of Education, Youth and Sports (MEYS), Ministry of Industry and Trade (MoIT), Czech Mining Authority, social partners <b>Deadline:</b> 30 June 2019 continuously until the task is completed</p>
<b>Priority II – Prevention of occupational risks</b>	<p><b>Priority actions:</b></p> <p>2. Cooperate in the preparation of the draft legislation laying down the basic parameters to implement appropriate measures aimed at preventing occupational accidents and illnesses.</p> <p><b>Responsibility:</b> MoLSA</p> <p><b>Cooperation:</b> MoH, MEYS, MoIT, Czech Mining Authority, social partners</p> <p><b>Review deadline:</b> 31 December 2019</p> <p>3. Draw up an overview of existing measures corresponding to the substance of point 2, which have been implemented so far under all priorities (note: this revision is aimed at obtaining a global picture of the specific ongoing or proposed activities for the nearest future as the main input to feed into the final prevention solution).</p> <p><b>Responsibility:</b> MoLSA</p> <p><b>Cooperation:</b> MoH, MEYS, MoIT, Czech Mining Authority, social partners</p> <p><b>Review deadline:</b> 31 December 2019</p> <p>4. Evaluate the need to update the list of occupational illnesses.</p> <p><b>Responsibility:</b> MoLSA</p> <p><b>Cooperation:</b> Working group in charge of updating the list of occupational illnesses of the Government Council for Occupational Safety and Health</p>

COUNTRY	CZECH REPUBLIC
	<b>Deadline:</b> 31 December 2020
<b>Priority III – Occupational Medicine Services</b>	<p><b>Priority actions:</b></p> <p>5. Pursue that a basic post-gradual education field in occupational medicine (4 years in EU countries) should be maintained; issue the proposed education programme for occupational medicine as soon as possible.</p> <p><b>Responsibility:</b> MoH</p> <p><b>Cooperation:</b> Expert societies of the Czech Medical Association of J. E. Purkyně, post-gradual education institutes</p> <p><b>Deadline:</b> 2019–2020 on a continuous basis</p> <p>6. As part of the lifelong learning system and in cooperation with the educational institutions, continue developing the existing courses and workshops designed to enhance professional qualifications of providers of occupational medicine services and providers of health care services assessing the health capacity of pupils and students preparing for future professions.</p> <p><b>Responsibility:</b> The National Institute of Public Health, expert societies of the Czech Medical Association of J. E. Purkyně, post-gradual education institutes</p> <p><b>Cooperation:</b> MoH</p> <p><b>Deadline:</b> 2019–2020 on a continuous basis</p> <p>7. Recommend, among providers of occupational medicine services with competence in general practice medicine and providers in practice medicine for children and adolescents, that they attend a certified occupational medicine course in the scope of at least 150 hours.</p> <p><b>Responsibility:</b> The National Institute of Public Health, expert societies of the Czech Medical Association of J. E. Purkyně, post-gradual education institutes</p> <p><b>Cooperation:</b> MoH</p> <p><b>Deadline:</b> 2019–2020 on a continuous basis</p>
<b>Priority IV – Physiotherapy after an occupational accident or illness</b>	<p><b>Priority actions:</b></p> <p>8. Monitor the progress of preparations for the draft legislation to coordinate physiotherapy of disabled persons in connection with timely reintegration of employees in work and social life following an occupational accident or illness.</p>

COUNTRY	CZECH REPUBLIC
	<p><b>Responsibility:</b> Standing Committee for Social and Health Issues of the Government Council for Occupational Safety and Health</p> <p><b>Cooperation:</b> MoLSA, MoH, MEYS</p> <p><b>Review deadline:</b> 31 March 2019, thereafter on a continuous basis until completion of action</p>
<p><b>Priority V – Safety and health protection of children, pupils and students</b></p>	<p><b>Priority actions :</b></p> <p>9. Finalise and present the MEYS policy for safety and health protection of children, pupils and students, covering a comprehensive set of legal, methodological and organizational measures for its implementation in schools and educational establishments in the Czech Republic.</p> <p><b>Responsibility:</b> MEYS</p> <p><b>Cooperation:</b> MoH, MoLSA, Standing Committee for Social and Health Issues of the Government Council for Occupational Safety and Health</p> <p><b>Deadline:</b> 30 June 2019</p> <p><b>Review deadline:</b> 31 March 2019</p>
<p><b>Priority VI – Research and development</b></p>	<p><b>Priority actions:</b></p> <p>10. Complete the comparison of legislation in selected EU member states with respect to professional liability insurance of competent individuals based on their activities carried out under Act No. 309/2006 Coll., as amended, in relation to the performance of their activities.</p> <p><b>Responsibility:</b> Occupational Safety Research Institute</p> <p><b>Cooperation:</b> MoLSA</p> <p><b>Deadline:</b> 31 December 2020</p> <p>11. In connection with the priority of the National OSH policy focused on specific target groups, including temporary agency workers, and in follow-up to the outputs of the project implemented by the Occupational Safety Research Institute (TB03MPSV004), prepare information and awareness-raising materials, in printed and electronic form, on OSH issues in temporary agency work – brochures for employers, for employees and for potential use by other entities (inspection bodies, social partners, etc.).</p> <p><b>Responsibility:</b> Occupational Safety Research Institute</p> <p><b>Cooperation:</b> MoLSA</p> <p><b>Deadline:</b> 31 December 2019</p>

COUNTRY	CZECH REPUBLIC
	<p>12. Present to the Government Council for Occupational Safety and Health, once per year, information on the monitoring and evaluation of the social and economic effects/impact of occupational accidents and illnesses, in connection with the lessons learned and the implementation of the project carried out by the Occupational Safety Research Institute (TB03MPSV003).</p> <p><b>Responsibility:</b> Occupational Safety Research Institute</p> <p><b>Deadlines:</b> 30 September 2019, 30 September 2020</p> <p>13. Present the results achieved in OSH research of working with nano-materials – monitoring of working with nano-materials, research of health impact of exposure to nano-materials, development of exposure measurement and estimation methods, development of prevention tools (PPE).</p> <p><b>Responsibility:</b> The National Institute of Public Health, Occupational Safety Research Institute</p> <p><b>Cooperation:</b> MoH, MoLSA</p> <p><b>Deadlines:</b> 31 December 2019, 31 December 2020</p> <p>14. Present the results achieved in research of musculoskeletal diseases, with focus on upper limb diseases related to work, development of burden quantification methods and ergonomic prevention tools.</p> <p><b>Responsibility:</b> The National Institute of Public Health (NIPH), Occupational Safety Research Institute</p> <p><b>Cooperation:</b> MoH, MoLSA</p> <p><b>Deadline:</b> 31 December 2019, 31 December 2020</p> <p>15. Update the recommendations for risk prevention as regards mental stress when working in irregular and night shifts – initiate the introduction of a research programme in this field.</p> <p><b>Responsibility:</b> Society of Occupational Medicine and Society of Occupational Diseases of the Czech Medical Association of J. E. Purkyně</p> <p><b>Cooperation:</b> MoH</p> <p><b>Review deadline:</b> 30 September 2019, thereafter continuously until completion of action</p>
<p><b>Priority VII Education, awareness raising and promotion of OSH issues</b></p>	<p><b>Priority actions:</b></p>

COUNTRY	CZECH REPUBLIC
	<p>16. Present information about the continuous development of the OSH Encyclopaedia in terms of the contents and technology thereof. Continuous extension of single OSH terminology in the form of E-OSH, taking into account the activities of the European Agency for Safety and Health at Work (OSH Wiki project), in cooperation with the relevant stakeholders.</p> <p><b>Responsibility:</b> MoLSA, Occupational Safety Research Institute</p> <p><b>Cooperation:</b> MoH, MoIT, Ministry of Regional Development (MoRD), Ministry of Transport (MT), Ministry of Defence (MD), Ministry of Interior (Mol)</p> <p><b>Deadlines:</b> 30 September 2019, 30 September 2020</p> <p>17. Finish the preparations and launch the National campaign on occupational illness prevention, focusing on employees, employers and the expert public, in order to turn attention to prevention before an occupational illness occurs.</p> <p><b>Responsibility:</b> MoH, MoLSA, Czech-Moravian Confederation of Trade Unions</p> <p><b>Cooperation:</b> Standing Committee for Social and Health Issues of the Government Council for Occupational Safety and Health</p> <p><b>Review deadline:</b> 31 March 2019, thereafter based on the campaign time schedule until its completion</p>
<b>Actions under the National Programme implemented on a continuous basis</b>	
<p><b>VIII.</b></p> <p><b>Medical services</b></p>	<p>25. As part of the lifelong learning system and in cooperation with the educational institutions, continue developing the existing courses and workshops designed to enhance professional qualifications of providers of occupational medicine services and providers of health care services assessing the health capacity of pupils and students preparing for future professions.</p> <p><b>Responsibility:</b> MoH</p> <p><b>Cooperation:</b> National Institute of Public Health, expert societies of the Czech Medical Association of J. E. Purkyně, post-gradual education institutes</p> <p><b>Deadline:</b> 2017–2018 on a continuous basis</p>
<p><b>IX.</b></p> <p><b>OSH Education and Promotion</b></p>	<p>28. Through preventive programmes “Safe Business”, “OSH Professional”, OSH Coordinator on Site”, “Safe Town”, “Safe School”, “Health Promoting Business” and “Golden Permon”, contribute to increased OSH level and improved working conditions and promote these programmes in Europe.</p>



COUNTRY	CZECH REPUBLIC
	<p><b>Responsibility:</b> MoLSA, State Labour Inspection Office, MoH supervision bodies, CMA, MEYS</p> <p><b>Cooperation:</b> National Institute of Public Health, Occupational Safety Research Institute, social partners</p> <p><b>Deadline:</b> 2017–2018 on a continuous basis</p>
<b>5. Actors and stakeholders</b>	<p>MoLSA (in Czech: MPSV) Ministry of Labour and Social Affairs</p> <p>MoF (MF) Ministry of Finance</p> <p>MoH (MZ) Ministry of Health</p> <p>MEYS (MŠMT) Ministry of Education, Youth and Sports</p> <p>MoRD Ministry of Regional Development</p> <p>MoIT (MPO) Ministry of Industry and Trade</p> <p>CMA (ČBÚ) Czech Mining Authority</p> <p>MT (MD) Ministry of Transport</p> <p>Moi (MV) Ministry of the Interior</p> <p>MD (MO) Ministry of Defence</p> <p>NIPH (SZÚ) National Institute for Public Health</p> <p>OSRI (VÚBP) Occupational Safety Research Institute</p>
<b>6. Resources and timeframe</b>	National Action Programmes of Occupational Safety and Health are short-term programmes based on the priorities and objectives of the National Health and Safety Policy. They are laid down for a period of two years.
<b>7. Evaluation/lessons learned</b>	In the course of 2017, the fulfillment of individual measures of the N&S OSH was monitored and evaluated in the Government Council and its Standing Committees. The updated National action plan for 2017-2018 include the result of the evaluation. <sup>38</sup>
<b>Ex ante indicators for the years 2012 to 2020</b>	No indicators identified

<sup>38</sup> National Action Programme of Occupational Safety and Health. Available at: [http://www.ceskyfocalpoint.cz/wp-content/uploads/2018/06/NAP-BOZP-pro-rok-2018\\_aktualizovan%C3%BD.pdf](http://www.ceskyfocalpoint.cz/wp-content/uploads/2018/06/NAP-BOZP-pro-rok-2018_aktualizovan%C3%BD.pdf) (11.09.2019)

COUNTRY	CZECH REPUBLIC
<b>8. Relationship to EU Strategic Framework</b>	<p>Looking at the many detailed activities, it can be said that the Czech OSH strategy is related to all three challenges.</p> <p>Challenge 1 is covered by the main priority II (Prevention of occupational risks) with the priority actions: 2, 3 and 4 The relation to Challenges 2 EU Strategic Framework is obvious in the main priority No. VI: Research and development. The relation to Challenge 3 is covered by the main priority No. IV (Physiotherapy after an occupational accident or illness) priority action 8.</p>

## 6.6 Country overview Denmark

### National strategies mapping

#### Country Overview

#### DENMARK

COUNTRY	DENMARK
<b>1. Basic information</b>	<p>Danish document:</p> <p>Aftale om en ny og forbedret arbejdsmiljøindsats og ordnede forhold på arbejdsmarkedet</p> <p>(Agreement on new and improved occupational safety and health initiatives and orderly labour-market conditions)</p> <p>The agreement replaces the previous political agreements on occupational safety and health :</p> <ul style="list-style-type: none"> <li>▪ Aftale om en styrket arbejdsmiljøindsats – alle har ret til et sikkert og sundt arbejdsmiljø (2015) (Agreement on stronger health and safety initiatives –everyone is entiteled to a safe and healthy working environment)</li> <li>▪ Aftale om en ny strategi for arbejdsmiljøindsatsen frem til 2020 (2011) (Agreement on a new strategy for health and safety initiatives up to 2020)<sup>39 40</sup></li> </ul> <p>Most of the initiatives in the agreements from 2011 and 2015 have been implemented in legislation, in Working Environment Authority (WEA) practice, or have been completed.</p> <p>Following occupational safety and health political agreements remain in force in the new agreement:</p> <ul style="list-style-type: none"> <li>▪ Aftale om asbest-anbefalinger (2018) (Agreement on asbestos recommendation)</li> <li>▪ Aftale om brandmænds arbejdsmiljø (2018) (Agreement on OSH for firefighters)</li> <li>▪ Aftale om styrket smileyordning (2017) (Agreement on enhanced smiley scheme)</li> <li>▪ Aftale om en styrket arbejdsmiljøcertificering (2016) (Agreement on enhanced working environment certification)</li> </ul>
<b>2. Background and the perceived problem</b>	<p>Defining the perceived problem: The former OSH strategies already aimed at improving safety and health at work mainly regarding the</p>

<sup>39</sup> Danish Working Environment Authority. Available at: <https://amid.dk/en>

<sup>40</sup> A strategy for working environment efforts up to 2020. Available at: <http://engelsk.arbejdstilsynet.dk/~media/AT/at/12-English/Rapporter/2020%20engelskpdf.pdf>

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	<p>development of OSH prevention tools, structuring OSH research and improving OSH knowledge. Most of the initiatives in the agreements from 2011 and 2015 have been implemented in legislation, in WEA practice, or have been completed.</p> <p>However, in 2018, about 15% of workers reported that they were exposed to psychological strain and that they also experienced symptoms of stress or depression. 10% reported that they were exposed to physical stresses and that they were in pain after work. Foreign workers work in Denmark too often under poor working conditions. Therefore, the parties agree that there is a need for stronger safety and health initiatives that better prevent people from becoming ill or worn out from their work.</p>
<b>3. Main characteristics and objectives of the OSH-strategy (activity plan)</b>	<ul style="list-style-type: none"> <li>▪ The agreement is based on recommendations submitted in September 2018 from an Expert Committee. The parties to the agreement also have the following priorities: Higher priority for orderly conditions on the labour market</li> <li>▪ More sector-oriented inspection campaigns, with focus on burnout and fatigue</li> <li>▪ New tools for psychological working environment initiatives</li> <li>▪ Clear regulations on occupational safety and health</li> <li>▪ Regulations for children and young people</li> <li>▪ More focus on chemicals</li> </ul>
<b>4. Details of the strategy and activity plan</b>	
<b>Axis description</b>	
<b>Priorities</b>	
<p><i>Safety and health goals to be closer to workplaces</i></p> <p><i>(Bringing OSH objectives into the workplaces)</i></p>	
1. Common national OSH goals should be agreed between the government and the social partners	The government and the social partners should agree on priorities for efforts, e.g. specific focus areas, problems or sectors. The parties will prioritise relevant goals within e.g. chemical safety at work. The parties to the agreement will annually discuss the status of the national goals, including progress on meeting specific goals.
2. Specific targets at sector level	In dialogue with the Sector Working Environment Committees (BFAs), the social partners of the Working Environment Council will implement the common national OSH objectives at sector level.
3. Realisation of OSH goals at workplace level	All stakeholders involved in OSH should ensure that workplaces can achieve good results. Enterprises should be informed where to get support and information regarding OSH issues. The statutory risk assessment will be set up as digital solution, available for enterprises to use.

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	A temporary committee will be set up, consisting of the social partners, experts and the Danish Ministry of Employment, to discuss the an improved OSH system, including whether the safety and health training can be improved, and whether the risk assessment can be a more active tool for OSH
<i>Efforts by the WEA to be targeted and improved- Focussing the activities oft he WEA at high-risk enterprises.</i>	
4. Target selection of workplaces for inspection	Developping an improved risk model for a more precise selection of enterprises for workplace inspections.
5. Improvement notices can be supplemented with dialogue and guidance	Follow-up infringement should be supported by dialogue and guidance to ensure that OSH problems are solved, but to motivate enterprises to ensure health and safe workplaces.
6. Option for agreements to improve occupational safety and health	Implementation of an 'agreement process' with the WEA to improve occupational safety and health in enterprises. This will motivate enterprises to deal with OSH at the workplace by themselves, and so to disseminate knowledge about safety and health issues and solutions to other relevant areas in their organisation.
7. Consultancy contract adjusted so that it takes into account the different needs of the workplace	A consultancy contract will be changed to a competence contract that takes more account of the different needs of workplaces for solutions.
8. More sector-oriented inspection with focus on burnout and fatigue	More sector-oriented inspection campaigns targeted at the OSH issues of specific individual sectors with a focus on burnout problems due to physical and psychological reasons.
9. Coordinated efforts	The WEA will coordinate the work of the social partners and Sector Working Environment Committees (BFAs), so that stakeholders in the OSH field act in the same direction and thus achieve better results.
10. Communication and digital support	The WEA will have to communicate more proactively, targeted and differentiated in relation to the companies' specific needs. Digital solutions have to be developed to support companies in OSH issues.
<i>New tools to support efforts within the psychological working environment</i>	
11. Executive order on the psychological working environment	The executive order will clarify the current legal position, and it will be clearer for employers, managers and workers that the WEA will react on problems, such as heavy workload, time pressure, unclear demands, high emotional demands and work-related violence.
12. Training in the psychological working environment	The social partners and the Ministry of Employment will gather and disseminate experience on training for managers and employee representatives to prevent and deal with the psychological working

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	environment, e.g. experience from the voluntary management training programme for government managers that was agreed as part of the collective agreement negotiations in the government area.
<i>Safety and health regulations should be easier to understand</i>	
13. Clear regulations on occupational safety and health	Old regulations and guidelines on occupational safety and health have to be reviewed and consolidated so the regulations are more comprehensible and make more sense. This work will be discussed regularly between the parties.
14. Orderly regulations for children and young people	The regulations for young workers have to be reviewed to see whether the regulations can be more clear and simple. This will ensure compliance with the regulation, and that unnecessary and unclear regulations are not a barrier for young people between 13 and 15 years finding out about the labour market, being trained in professional practice and being motivated to seek training/education and employment.
15. Survey of inspections at ports	The regulations for occupational safety and health inspections on ships in ports will be analysed to identify whether the regulations in this area should be adjusted.
16. Consolidated executive order on systematic safety and health work	The regulations on formal safety and health requirements stated in the Executive Order on cooperation on safety and health, and the Executive Order on the performance of work are to be consolidated into one executive order to make the regulations clearer.
17. Easier access to occupational safety and health regulations	A new form of OSH legislation must be developed by the Danish Labour Inspection Authority that which makes it easier for employers, managers, employees and occupational safety representatives to find relevant rules and guidance material, based on the different needs of companies.
<i>There are to be tougher sanctions for serious violations of the law</i>	
18. Payment for inspections in the event of repeated infringements putting employees at serious risk	Employers must pay a fixed amount, if a follow-up inspection again identify serious infringements of the Working Environment Act within two years
19. Higher fines for serious infringements of the Working Environment Act	Fines will be increased for serious infringements of the Working Environment Act leading to personal injury or death as well as for repeated serious infringements of the Working Environment Act.
<i>Better cohesion between research and initiatives should be achieved</i>	

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20. National occupational safety and health research strategy	In collaboration with research communities and the social partners, the Ministry of Employment will prepare a national strategy for occupational safety and health research.
21. Stronger focus on chemicals	Knowledge about chemical safety at work, including knowledge about limit values, will be closely linked to work by the WEA. From 2020 to 2022 DKK 10.0 million will be re-prioritised annually from the Danish Working Environment Research Fund for research activities in the field of dangerous substances and limit values for carcinogenic substances.
22. Improved knowledge about developments in safety and health at work and the impact of initiatives	Occupational safety and health monitoring will be linked closer to the inspection campaign and will be transferred from the National Research Centre for the Working Environment to the WEA.
23. Clear segregation of roles in communication activities	Knowledge about occupational safety and health will be concentrated in one place. In the future, all communication will be adapted and managed by the WEA and the Working Environment Knowledge Centre will be closed.
<i>Efforts for orderly labour-market conditions will be strengthened</i>	
24. Joint authority work to ensure orderly conditions	The joint authority work of the WEA, the Tax Agency and the police will continue in the period 2020 to 2022.
25. Stricter inspection of large infrastructure projects	There is a need for increased focus and a more targeted direction for efforts by the WEA in a number of areas in which existing efforts reveal special challenges with regard to regulatory compliance. Large construction projects and infrastructure projects will be subject of stricter OSH inspection.
26. Strengthening the WEA's work to ensure orderly conditions	The WEA will strengthen proactively visits of foreign enterprises and employees in the event of possible violations of the Working Environment Act, or if there are indications of other illegal conditions, e.g. human trafficking and forced labour.
<b>5. Actors and stakeholders</b>	<p>The agreement is based on recommendations submitted in September 2018 from an Expert Committee assigned to identify appropriate occupational safety and health initiatives. The government (Denmark's Liberal Party, Liberal Alliance and the Conservative People's Party), the Social Democratic Party, the Danish People's Party, the Alternative, the Danish Social-Liberal Party and the Socialist People's Party agree to enhance and reorganise Danish safety and health initiatives and to strengthen initiatives for orderly conditions on the labour market.</p> <p>The parties agree that the social partners should take more responsibility for safety and health initiatives in Denmark by being</p>

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	involved in setting and following up on safety and health goals. This will make the goals relevant and it will promote a common focus and common efforts in occupational safety and health work.
<b>6. Resources and timeframe</b>	<p>Years: 2019/2020</p> <p>The resources are specified in the agreement document. The agreement is fully financed for the entire agreement period.</p>
<b>7. Evaluation/lessons learned</b>	<p>Annual status meetings will be held on the progress of the initiatives defined in the political agreement . The Working Environment Council will be informed about the progress.</p> <p>However, all initiatives on OSH are systematically evaluated by a general monitoring including two large surveys programs<sup>41</sup>:</p> <ul style="list-style-type: none"> <li>▪ One of workplace-subject (Workplaces) and</li> <li>▪ One of individual-subject and of statistics on occupational accidents.</li> </ul> <p>The political agreement points out some focus areas to be monitored and evaluated within few years:</p> <ul style="list-style-type: none"> <li>▪ the evaluation of the „agreement process“ (initiative 6) (after two years)</li> <li>▪ the use of “consultancy notices” (initiative 7) will be monitored closely with the social partners, and the initial results will be evaluated after two years.</li> <li>▪ evaluation of the scheme for infringement fines (initiative 18/19 (one and two years after taking full effect; for serious infringements after four years)</li> </ul>
<b>Ex ante indicators for the years 2012 to 2020</b>	The determination of indicators await goal setting process with the social partners.

<sup>41</sup> Arbejdstilsynet, Strategier, evalueringer og rapporter (2017). Available at: <https://amid.dk/da/om-os/om-arbejdstilsynet/forretningsstrategier-aarsrapporter-og-evalueringer/>



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<b>8. Relationship to EU Strategic Framework</b>	<p>Very strong relation to EU OSH Strategy Challenge 1 <i>(Improving the implementation record of Member States, in particular by enhancing the capacity of micro and small enterprises to put in place effective and efficient risk prevention measures.)</i></p> <p>Due to the broad and general approach of the Danish Strategy there are relations to practically every aspect of the EU-OSH Strategic Framework including simplification.</p> <p>There is a particularly strong relation to psychosocial issues and chemical safety.</p> <p>Annex 4 of the agreement specifies the initiatives related to the psychosocial issues.</p> <p>Annex 3 of the agreement emphasises a focus on chemicals.</p> <p>The weakest direct relation seems to be to the demographic challenge (EU-OSH Strategic Framework: 'Third Challenge: Tackling demographic change').</p>

## 6.7 Country overview Estonia

### National strategies mapping

#### Country Overview

#### ESTONIA

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<b>1. Basic information</b>	<p><b>Current strategies:</b></p> <p>Original version: <b>Heaolu arengukava 2016–2023</b><sup>42</sup></p> <p>English version: <b>Welfare Development Plan 2016–2023</b><sup>43</sup> (WDP)</p> <p>Occupational health and safety activities are regulated in the Welfare Development Plan. The Welfare Development Plan focuses on the strategic objectives of labour market (incl. occupational health and safety), social protection, gender equality, and equal treatment policies for 2016–2023.</p> <p>Original version:</p> <p><b>Rahvastiku tervise arengukava 2009–2020</b><sup>44</sup></p> <p>English version:</p> <p><b>National Health Plan 2009–2020</b><sup>45</sup> (NHP)</p> <p>The Occupational Health and Safety Strategy 2010–2013: the goals and activities of the strategy are integrated into the application plan 2013–2016 of the NHP 2009–2020.</p> <p><b>Former strategy: Occupational Health and Safety Strategy for 2010–2013</b></p>
<b>2. Background and the perceived problem</b>	<p><u>Welfare Development Plan 2016–2023</u></p> <p>Work affects people's health. Decreasing work ability prevents the employee from participating in working life actively and for a long time. A decrease in work ability and physical harm related to employment are caused by the risk factors existing in a work environment and their impact on the employee's health. Work-related health damages cause absence from work, causing expenses for the employee, employer, and society. Lack of awareness about occupational health and safety does not support the protection of the</p>

<sup>42</sup> Sotsiaalministeerium, Heaolu arengukava 2016–2023. Available at: <https://www.sm.ee/et/heaolu-arengukava-2016-2023>

<sup>43</sup> Available in English at: [https://www.sm.ee/sites/default/files/content-editors/eesmargid\\_ja\\_tegevused/Sotsiaalse\\_turvalisuse\\_kaasatuse\\_ja\\_vordsete\\_voimaluste\\_arengukava\\_2016\\_2023/wdp.pdf](https://www.sm.ee/sites/default/files/content-editors/eesmargid_ja_tegevused/Sotsiaalse_turvalisuse_kaasatuse_ja_vordsete_voimaluste_arengukava_2016_2023/wdp.pdf)

<sup>44</sup> Sotsiaalministeerium, Rahvastiku tervise arengukava 2009–2020, 2008. Available at: [https://www.sm.ee/sites/default/files/content-editors/eesmargid\\_ja\\_tegevused/Tervis/2012\\_rta\\_pohitekst\\_ok\\_5.pdf](https://www.sm.ee/sites/default/files/content-editors/eesmargid_ja_tegevused/Tervis/2012_rta_pohitekst_ok_5.pdf)

<sup>45</sup> Available in English at: [http://www.sm.ee/sites/default/files/content-editors/eesmargid\\_ja\\_tegevused/Tervis/Aruanded/rta\\_2009-2020\\_2012\\_eng.pdf](http://www.sm.ee/sites/default/files/content-editors/eesmargid_ja_tegevused/Tervis/Aruanded/rta_2009-2020_2012_eng.pdf)

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	<p>employee's health in the work environment. Employers and employees do not know enough about occupational health and safety, their rights and obligations, requirements resulting from legislation, or workplace risks. Employers sense the lack of information, the inability to find the necessary materials on their own, and the inability to keep themselves constantly up to date with the changes in the acquis.</p> <p><u>National Health Plan 2009-2020</u></p> <p>A person's health is significantly influenced by working environment. It is possible to improve the conditions thereof with the help of an efficient health protection and work safety system. If such a system is not present, the number of accidents at work and occupational diseases increases, which result in the loss of working time and an increase in incapacity for work. The above has a direct negative influence on all the economy. The number of sick days caused by accidents at work and associated with work is large and causes loss to the economy of the state. Compliance with occupational health and safety requirements is insufficient, and therefore the state supervision requires enhancement.</p>
<b>3. Main characteristics and objectives of the OSH-strategy (activity plan)</b>	<p><u>Welfare Development Plan 2016–2023</u></p> <p>The priority of the Development Plan is to support participation in the workforce and a long-term working life. One of the main objective of the Welfare Development Plan is high employment rate and a high-quality working life. The related sub-objective is: "Correlation between the demand and supply of the workforce ensures a high level of employment, and high-quality working conditions support long-term participation in working life". This sub-objective also covers all the relevant occupational health and safety policy instruments.</p> <p>The related measure in the implementation plan: "Maintaining employees' work ability, keeping them in the labour market, and bringing people with reduced work ability into the labour market."</p> <p>Indicator: The number of sick days related to work accidents per each accident.</p> <p><u>National Health Plan 2009-2020</u></p> <p>The sub-objective is: "Health risks from the living, working and learning environment are reduced". The following measure was used in the period 2013-2016 to achieve the objectives: "Development of health-supporting working environment and decrease of health risks based on the working environment."</p> <p>Indicators:</p> <p>1) Number of fatal occupational accidents per 100,000 employees;</p>

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	<p>2) Number of working days lost due to occupational accidents per 100 employees;</p> <p>3) Health impact of work: percentage of employed persons who believe that their work deteriorates their health.</p>
<p><b>4. Details of the strategy and activity plan</b></p> <p><b>Axis description</b></p>	
	<p><u>Welfare Development Plan 2016-2023</u></p> <p>Objectives:</p> <ol style="list-style-type: none"> <li>1. High employment rate and a high quality of working life</li> <li>2. Reducing social inequalities and poverty, gender equality, and greater social inclusion</li> </ol> <p>Four sub-objectives: the relation to OSH can be found in sub-objective 1: Correlation between the demand and supply of the workforce ensures a high level of employment, and high quality of working conditions support long-term participation in working life.</p> <p>The main policy instruments related to occupational health and safety are:</p> <ol style="list-style-type: none"> <li>1) the capacity of working life participants must be increased for the implementation of rules for working environment, including for coping with new working environment risks, and for the prevention of the employee's loss of ability to work;</li> <li>2) the monitoring of the work environments shall be enhanced to identify and eliminate violations related to the work environment;</li> <li>3) the legal framework regulating the working environment must be made clearer and compatible with the changing labour market situation and economy;</li> <li>4) monitoring, outreach, and counselling activities must be made more efficient;</li> <li>5) employers must be supported in improving working environments and conditions and in preventing employees' loss of work ability, including reducing the employer's occupational health and safety management burden;</li> <li>6) greater attention shall be paid to shaping the work safety culture for the participants in working life, including compiling a risk analysis, assessment of new risks, and to the safety in using flexible forms of work;</li> </ol>

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	<p>7) the possibility of developing a compensation system for an incapacity for work shall be analysed to motivate preventing work interruptions and to encourage returning to work, including analysing the principles of the occupational health system and for compensating incapacity for work due to the employee's health damage in order to enable early intervention.</p> <p><u>National Health Plan 2009-2020</u></p> <p>The priorities of the field of occupational health are:</p> <ol style="list-style-type: none"> <li>1) Increasing the awareness of various target groups of the health risks from the living, working and learning environment and measures for management thereof.</li> <li>2) Enhancement of the system of evaluation, management and information of health risks from the living, working and learning environment.</li> <li>3) Enhancement of supervision in the living, working and learning environment.</li> <li>4) Improvement of the organisation of occupational health and significant improvement of the quality of occupational health services and ensuring the availability thereof for all employees.</li> </ol> <p><b>Sub-objective SO3:</b> Health risks from the living, working and learning environment are reduced</p> <p><b>Measures M (2009-2012)</b></p> <p>M 1 Modernise the legal system facilitating the maintenance and improvement of the living, working and learning environment.</p> <p>M 2 Enhance the system of evaluation, management and information system of health risks from the living environment (including climate changes) and working and learning environment.</p> <p>M 3 Enhance the surveillance system of the living, working and learning environment (at different levels), develop strong and coordinated cooperation.</p> <p>M 4 Increase the awareness of people of health risks from the living, working and learning environment.</p> <p>M 5 Train experts for evaluation of health risks from the living, working and learning environment and enhance the quality of evaluation service of health risks.</p> <p>M 6 Organise training sessions for specialists of county and rural municipality governments on environmental health risks and management possibilities thereof.</p>

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	<p>M 7 Organise surveys in order to assess the influence of environmental factors in the living, working or learning environment on health and publish the results of the surveys.</p> <p>M 8 Develop the cooperation of family physicians with occupational health doctors and health protection specialists to ensure prevention and effective treatment of health disorders and illnesses, considering the connection of negative impacts on health and the living, working or learning environment.</p> <p>M 11 Include occupational health and safety in the curricula of establishments providing general and professional education.</p> <p>M 12 Improve the organisation of occupational health, significantly improve the quality of occupational health services and availability of the services for all employees.</p> <p>M 13 Develop an insurance system for accidents at work and occupational diseases and coordinate the application thereof.</p> <p>M 14 Ensure access to the living, working and learning environment and usability thereof by all members of the society</p> <p>M 15 Make instruction materials on making the living, working and learning environment safer for health available to relevant target groups.</p> <p>M 9 Increase the share of people included in immunisation.</p> <p>M 10 Ensure state-level preparedness to prevent spreading of communicable diseases, epidemics and pandemics, including updating of the necessary laboratory base.</p> <p><b>Measures M (2013-2016)</b></p> <p>M 1 Development of health-supporting living environment and reducing of health risks based on the living environment.</p> <p>M 2 Development of healthy learning environment and reducing of health risks based on the studying environment.</p> <p>M 3 Development of health-supporting working environment and reducing of health risks based on the working environment.</p> <p>M 4 Organisation of surveillance, prevention and control of spreading of communicable diseases.</p>

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	<p>The measures are shown as activities in the implementation plan 2013-2016<sup>46</sup>:</p> <ul style="list-style-type: none"> <li>a. Ensuring of the legal system necessary for the achievement of working environment promoting the maintenance and improvement of health.</li> <li>b. Significant improvement of the quality of occupational health services and the availability of those services for all employees. Improvement of the organisation of occupational health.</li> <li>c. Creation and development of information technology solutions in the field of working environment.</li> <li>d. Development of instruction materials on occupational health and safety.</li> <li>e. Organisation of an in-service professional training for occupational healthcare professionals and employers.</li> <li>f. Organisation of thematic campaigns of occupational health and safety, collection and distribution of best practices in the field.</li> <li>g. Increasing of the quality of evaluating health risks based on the working environment.</li> <li>h. Development of cooperation between healthcare service providers of different professions to ensure prevention and effective treatment of health disorders and illnesses, considering the connection of negative impacts on health and the living, working or learning environment.</li> <li>i. Increasing of the efficiency of supervision of the working environment by improving the system and increasing effectiveness.</li> <li>j. Organisation of surveys in order to evaluate the impact of working environment based risk factors on health, and publishing of the results of the surveys.</li> </ul>
<b>5. Actors and stakeholders</b>	The strategies are implemented by the Ministry of Social Affairs and Labour Inspectorate.
<b>6. Resources and timeframe</b>	<p>Welfare Development Plan budget (occupational health and safety activities) for 2016-2020 – 3 596 297 EUR</p> <p>National Health Plan (occupational health and safety activities) budget for 2013-2016 – 2 170 000 EUR.</p>

<sup>46</sup> Implementation plan of the National Health Plan (NHP) 2009–2020 for 2013–2016. Available at: [http://www.sm.ee/sites/default/files/content-editors/eesmargid\\_ia\\_tegevused/Tervis/taiendatud\\_rta\\_2013-2016\\_rakendusplan\\_eng\\_8.04.15.pdf](http://www.sm.ee/sites/default/files/content-editors/eesmargid_ia_tegevused/Tervis/taiendatud_rta_2013-2016_rakendusplan_eng_8.04.15.pdf)

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7. Evaluation/lessons learned	<p><b>Welfare Development Plan</b> is reviewed regularly – to provide an overview of the achievement of the objectives of the Development Plan, a report on its fulfilment is compiled each year. A performance report on the implementation of measures and activities is compiled.</p> <p><b>National Health Plan</b> is reviewed regularly:</p> <ul style="list-style-type: none"> <li>▪ annually, including an overview of the activities in the development plan and current management decisions regarding the financing and implementation of activities;</li> <li>▪ biennially, including (in addition to current management decisions) also updating of the indicators in the development plan, drafting of a fulfilment report and a decision of the government regarding the previous activities and possible new directions. Biennial updating of the indicators is based on the frequency of the population survey taking place with such frequency;</li> <li>▪ every four years a comprehensive evaluation of the National Health Plan and reviewing of objectives is organised.</li> </ul>
Ex ante indicators for the years 2012 to 2020	<p>Indicator that is measured in the <b>Welfare Development Plan</b>:</p> <ul style="list-style-type: none"> <li>▪ The number of sick days related to work accidents per each accident</li> </ul> <p>Indicators that are measured in the <b>National Health Plan</b>:</p> <ul style="list-style-type: none"> <li>▪ Number of fatal occupational accidents per 100,000 employees;</li> <li>▪ Number of working days lost due to occupational accidents per 100 employees;</li> <li>▪ Health impact of work: percentage of employed persons who believe that their work deteriorates their health.</li> </ul>
8. Relationship to EU Strategic Framework	<p>Estonian occupational health and safety priorities in the strategies are in accordance with the EU OSH strategy.</p> <p>Estonia has taken into account the following EU OSH Strategy objectives in designing OSH policy and relevant legislation:</p> <ol style="list-style-type: none"> <li>1) facilitate compliance with OSH legislation, particularly by micro and small enterprises;</li> <li>2) better enforcement of OSH legislation;</li> <li>3) simplify existing OSH legislation and eliminate unnecessary administrative burden;</li> <li>4) take into account the ageing of the workforce (welfare development plan 2016-2023 – sub-objective 1 (<i>Correlation between the demand and supply of the workforce ensures a high level of employment and high-quality working conditions support long term participation in working life</i>), emerging new risks, prevention of work-related and occupational diseases;</li> <li>5) collect reliable statistical data on work-related accidents and diseases, occupational exposures, work-related ill-health, and to analyse the costs and benefits in this area.</li> </ol>



## 6.8 Country overview Finland

### National strategies mapping

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#### FINLAND

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<b>1. Basic information</b>	<p>Main strategic document for the work environment :</p> <p>Työympäristön ja työhyvinvoinnin linjaukset vuoteen 2030<sup>47</sup></p> <p>English version: <b>Policy for the work environment and wellbeing at work until 2030 - “ Safe and healthy working conditions and workability for everyone</b><sup>48</sup></p> <p>The policy implements the Strategy of the Ministry of Social Affairs and Health: A cohesive society and sustainable wellbeing 2030.</p> <p>The main related national programmes in the OSH field is:</p> <ul style="list-style-type: none"> <li>▪ National working Life Development Strategy 2020<sup>49</sup></li> </ul> <p>Former strategies:</p> <p><b>Strategy for social and health policy: Socially Sustainable Finland 2020</b><sup>50</sup>, Policies for the work environment and well-being at work until 2020.</p>

<sup>47</sup> Työympäristön ja työhyvinvoinnin linjaukset vuoteen 2030, available at: <http://julkaisut.valtioneuvosto.fi/handle/10024/161450>

<sup>48</sup> Policy for the work environment and wellbeing at work until 2030, available at: [http://julkaisut.valtioneuvosto.fi/bitstream/handle/10024/161451/STM\\_4\\_2019\\_Policy%20for%20the%20work%20environment.pdf?sequence=1&isAllowed=y](http://julkaisut.valtioneuvosto.fi/bitstream/handle/10024/161451/STM_4_2019_Policy%20for%20the%20work%20environment.pdf?sequence=1&isAllowed=y)

<sup>49</sup> National Working Life Development Strategy to 2020. Available at: [http://www.tyoelama2020.fi/files/104/Strategy\\_2020.pdf](http://www.tyoelama2020.fi/files/104/Strategy_2020.pdf)

<sup>50</sup> Ministry of Social Affairs and Health, Socially Sustainable Finland 2020, 2010. Available at: <http://urn.fi/URN:ISBN:978-952-00-3136-7>

COUNTRY	FINLAND
<b>2. Background and the perceived problem</b>	<p><b>Vision:</b> The vision of the Ministry of Social Affairs and Health Group* is to create a cohesive society and sustainable wellbeing. The mission of the strategy of the Ministry is to safeguard people's ability to work and function, their livelihoods, as well as the services required to support this.</p> <p>The Ministry's strategy selected five strategic goals to achieve the vision<sup>51</sup>:</p> <ul style="list-style-type: none"> <li>▪ Active inclusion of people</li> <li>▪ Integrated services and benefits</li> <li>▪ Financial sustainability</li> <li>▪ Safe and healthy living and working environment</li> <li>▪ Wellbeing in work transformation</li> </ul> <p>The Policy for the the work environment and wellbeing at work until 2030 aims at fostering healthy and safe work at all workplaces regardless of the form of employment. Working life, the contents of work, the ways and modes of working as well as Finland's workforce are undergoing a transformation. What working life is like and how those involved in it are doing affect the welfare of individuals, the productivity and competitiveness of organisations, and the social and economic sustainability of society. Work should be appealing and it should promote health, and workability and functional capacity.</p> <p>This policy extends to the year 2030 and is updated regularly. It specifies the strategy of the Ministry of Social Affairs and Health, While the policy guides the operations of the Ministry of Social Affairs and Health and its administrative branch, meeting the objectives will require extensive cooperation. This policy, prepared in collaboration with the institutions in the administrative branch, labour market organisations and other partners, is an example of such cooperation.</p>
<b>3. Main characteristics and objectives of the OSH-strategy (activity plan)</b>	<p>The Policy for the the work environment and wellbeing at work until 2030 specifies the strategy of the Ministry. To implement the Policy a separate action plan is made together with social partners and other key stakeholders.</p>
<b>4. Details of the strategy and activity plan</b>  <b>Axis description</b>	
	<p>The objective of the Policy is to ensure safe and healthy working conditions and workability for everyone. The three focus areas of the policy are:</p> <ol style="list-style-type: none"> <li>1. We rise up to the future work challenges concerning occupational safety and health</li> </ol>

<sup>51</sup> Ministry of Social Affairs and Health, A cohesive society and sustainable wellbeing, 2019. Available at: <https://stm.fi/en/strategy>

COUNTRY	FINLAND
	<p>2. Our goal is to ensure safe and healthy working conditions</p> <p>3. We promote functional capacity, workability, and employability</p> <p>The regional occupational safety and health administration is responsible for supervising that employers fulfil their statutory obligations.<sup>52</sup></p>
<b>Focus Area 1</b>  <b>Future challenges concerning occupational safety and health, and wellbeing at work</b>	<p>To rise up the future work challenges concerning occupational safety and health</p> <p>Goal:</p> <p><i>“We will have comprehensive and smoothly working statutes that safeguard employees’ health and safety at work in all situations and can be adapted to the situation in the working life at any given time. Necessary changes will be made in cooperation with labour market partners in a controlled manner. The organisations steering health and safety at work, and employers, employees and entrepreneurs as well as others involved in the working life will be capable of renewing themselves as well as collaborating in building trust and creating rules in working life.”</i></p>
<b>Focus Area 2 Safe and healthy working conditions</b>	<p>To ensure safe and healthy working conditions</p> <p>Goal:</p> <p><i>“Work will be healthy and safe regardless of industry, mode of work, or size of workplace. Occupational health and safety issues will be integrated into the strategic management of an organisation. Each person transitioning into and involved in working life, whether as an employer, employee or entrepreneur, will have sufficient competence in occupational health and safety. Each occupational accident and work-related disease or impediment can be prevented with measures based on identifying occupational hazards and managing risks.”</i></p>
<b>Focus Area 3 Promoting functional capacity, workability, and employability</b>	<p>To promote functional capacity, work ability, and employability</p> <p>Goal:</p> <p><i>“The management of workability and promotion of wellbeing will be part of the management of companies and other organisations. Work must be scaled according to those engaged in it. Taking care of one’s personal workability will be part of everyone’s working life capabilities. At every workplace, the employer, staff and occupational health care will collaborate in taking measures that promote workability and return to work. The job retention and employability of persons with partial workability will be supported.”</i></p>

<sup>52</sup> Policies for the work environment and wellbeing at work until 2020, Ministry of Social Affairs and Health, 2011. Available at: <http://julkaisut.valtioneuvosto.fi/bitstream/handle/10024/72777/Julk201113.pdf>

COUNTRY	FINLAND
<b>Additional info from other programmes</b>	<ul style="list-style-type: none"> <li>▪ Government Report on the Future, Part 2: Solutions to the Transformation of Work (Finnish government publication series 33/2018 ).</li> <li>▪ The Programme of Prime Minister Antti Rinne's Government "Inclusive and competent Finland – a socially, economically and ecologically sustainable society" (6.June 2019.)</li> <li>▪ SUSTAINABLE EUROPE – SUSTAINABLE FUTURE</li> <li>▪ Finland's Presidency Programme. Presidency of the Council of the European Union 1 July – 31 December 2019</li> </ul>
<b>5. Actors and stakeholders</b>	<p>Cooperation between the employer and employees at the workplace is key to developing health and safety at work. Occupational health care is a statutory partner of workplaces supporting the health and workability of employees, therefore also affecting the productivity of work. Occupational health care serves as an expert body for employers in assessing hazards and risk factors, contributing to the prevention of risks. Labour market organisations play an important role in disseminating information and influencing decision-making. Each ministry steers the operations in its administrative branch. The implementation of the policy requires active cooperation between ministries. The Finnish Institute of Occupational Health, National Institute for Health and Welfare, and other research and educational institutions produce new knowledge and increase competence in working life. The Centre for Occupational Safety contributes to increasing competence and supports the development of activities at workplaces. Workers' Compensation Center coordinates the implementation of occupational accidents, and prevents and compiles statistics on occupational accidents and diseases. The Finnish Work Environment Fund provides funding for research, development and publicity that improve working conditions as well as the safety and productivity of work communities. The areas of occupational safety and health of the Regional State Administrative Agency supervise compliance with occupational safety and health legislation, provide information, and support workplaces.</p> <p>All the key policies related to work life, the labour market, social security, and occupational health and safety are negotiated collectively between the three partners (Government, Employers and Trade Unions) and agreements are usually made on a consensus basis.<sup>53</sup></p>
<b>6. Resources and timeframe</b>	<ul style="list-style-type: none"> <li>▪ Policies set up until 2030</li> <li>▪ Complemented with the central government budget.</li> </ul> <p>Enforcement is mainly carried out by means of workplace inspections. Occupational safety and health activities are based on cooperation. OSH actors contribute to the achievement of OSH objectives through</p>

<sup>53</sup> ILO, National occupational safety and health profile of Finland, (2006). Available at: [http://www.ilo.org/safework/areasofwork/national-occupational-safety-and-health-systems-and-programmes/WCMS\\_179869/lang-en/index.htm](http://www.ilo.org/safework/areasofwork/national-occupational-safety-and-health-systems-and-programmes/WCMS_179869/lang-en/index.htm)

COUNTRY	FINLAND		
	<p>their own operations. The OSH administration works in close cooperation with labour market organisations and other important stakeholders in such tasks as the setting of enforcement priorities, preparing of legislation and communications. Cooperation takes place at national and regional level in working groups and projects.<sup>54</sup></p> <p>Budget:</p> <p>Public and private organisations and NGOs have their own budget plan for the implementation of the OSH strategy.</p>		
7. Evaluation/lessons learned	The Policy for the work environment and wellbeing at work until 2030 includes indicators that will be assessed regularly together with social partners and other key stakeholders.		
Ex ante indicators for the years until 2030	The goals and the corresponding indicators are mentioned on page 21 of the Policy:		
	Raising the average age of retirement	The average age of retirement	Finnish Centre for Pensions
	Reducing occupational accidents	The frequency of occupational accidents	Workers’ Compensation Center
	Reducing occupational and work-related diseases	The incidence of occupational and work-related diseases	Finnish Register of Occupational Diseases
	Reducing harmful work-related strain	Experienced physical and mental strain	The quality of work life survey, Statistics Finland
	Reducing long-term disability	Number of people seeking a disability pension	Finnish Centre for Pensions, Social Insurance Institution of Finland
	Reducing short-term disability	Sickness absences in relation to working hours performed	Sickness absences in relation to working hours performed
	Increasing participation in employment among persons with partial workability	People on full and partial disability pension	Finnish Centre for Pensions, Social Insurance Institution of Finland
	Promoting physical workability	Workability in relation to the physical demands of work	Working Life Barometer
	Promoting mental workability	Workability in relation to the mental demands of work	Working Life Barometer
	Reducing emotional abuse and workplace bullying	Emotional abuse or workplace bullying	Working Life Barometer
	Managing risks related to wellbeing and safety at work	Management systems	VERA
	Work must be attractive	The attractiveness of work	Working Life Barometer (health and wellbeing indicator, Working Life 2020*)

<sup>54</sup> Occupational safety and health administration, Annual Report of the Occupational Safety and Health Administration in Finland – 2014. Tampere 2015, p. 22-23. Available at: [http://www.e-julkaisu.fi/tyosuojeluhallinto/annual\\_report/2014/](http://www.e-julkaisu.fi/tyosuojeluhallinto/annual_report/2014/)

COUNTRY	FINLAND
<b>8. Relationship to EU Strategic Framework</b>	<p>Due to the broad and general approach of the Finnish Strategy there are relations to practically every aspect of the EU-OSH Strategic Framework.</p> <p>The Finnish strategy takes into account the needs of SMEs (Challenge 1), as over 90 % of the enterprises are SMEs. The implementation of the strategy is focusing on improved reach-out, tools suitable for SMEs and increasing OSH awareness. It highlights the strategic meaning of OSH. The mandatory system of the workplace health system as well as the target on perceived strain are addressing Challenge 2. Challenge 3 is continued to be addressed in programmes related to the ageing workforce and specifically through the target to extend work careers.</p> <p>There is a particularly strong relation to accidents, occupational diseases, ergonomic and psychosocial issues (mentioned on p.6 of the EU-OSH Strategic Framework)</p> <p>The policy focuses on challenges of future work including new technologies and modes of work and has a strong relation to Challenge 2 and the key objective 5. Focus area 3 has a strong relation to Challenge 3 of the the EU-OSH Strategic Framework.</p>

## 6.9 Country overview France

### National strategies mapping

#### Country Overview

#### FRANCE

COUNTRY	FRANCE
<b>1. Basic information</b>	<p>French document:</p> <p><b>Plan santé au travail 2016- 2020 (PST 3)<sup>55</sup></b>  <b>(Occupational Health Plan 2016-2020)</b></p> <p>No official English translation</p> <p>Former strategies:</p> <p>Occupational Health Plan 2005-2009, PST 1<sup>56</sup></p> <p>Occupational Health Plan 2010-2014, PST 2<sup>57</sup></p>
<b>2. Background and the perceived problem</b>	<p>Defining the perceived problem:</p> <p>The former two OSH strategies already improved safety and health at work mainly regarding the development of OSH prevention tools, structuring OSH research and improving OSH knowledge.</p> <p>However, 25 years after the implementation of the Framework Directive 89/391 EEC, the prevention culture still remains in an initial stage. In 2014, more than 620 000 workplace related accidents including 530 fatalities and more than 51,000 occupational diseases have been reported.</p>
<b>3. Main characteristics and objectives of the OSH-strategy (activity plan)</b>	<p>The overall objective of the PST3 is to put prevention at the core of safety and health at work. Promoting prevention culture with a special focus on work health promotion (improve the health and well-being of people at work).</p> <p>Important instruments for an effective prevention culture are information, training and risk assessment.</p> <p>Prevention will focus on:</p> <ol style="list-style-type: none"> <li>1. Classic risks (slip, trips and falls, dangerous substances, risks in transport)</li> <li>2. Management and organisational risks (psychosocial risks, work-related strain)</li> </ol>

<sup>55</sup>Plan de santé au travail 2016-2020 (PST 3). Available at : <http://travail-emploi.gouv.fr/sante-au-travail/plans-de-sante-au-travail/article/plan-de-sante-au-travail-2016-2020-pst-3>

<sup>56</sup>Plan de santé au travail 2005-2009. Available at : <http://travail-emploi.gouv.fr/IMG/pdf/pst.pdf>

<sup>57</sup>Plan de santé au travail 2010-2014. Available at : [http://travail-emploi.gouv.fr/IMG/pdf/pst\\_2010-2014.pdf](http://travail-emploi.gouv.fr/IMG/pdf/pst_2010-2014.pdf)

COUNTRY	FRANCE
	<p>3. Emergent risks (endocrine disruptors, nanomaterial, digital technologies)</p> <p><b>Vision:</b></p> <p>A positive and modern view of work. Work shall be a place of individual development and emancipation.</p> <p>Focus on occupational health promotion and prevention to guaranty safety and health of workers, for the benefit of employees, as well as of productivity</p>
<p><b>4. Details of the strategy and activity plan</b></p> <p><b>Axis description</b></p>	
Overview	The strategy includes 3 strategic axes and 10 objectives 3 of the hazard reduction and health protection-type, 7 of the Systems/ Structures/ Processes-type. Each objective is supported by concrete actions (between two and five)
Axis 1 OSH Prevention	<p><b>Strategic axis 1:</b> Primary prevention and prevention culture</p> <p>Operational objective 1: Promotion of prevention culture</p> <p>Operational objective 2: Prevention of work-related strain</p> <p>Operational objective 3: Target priority risks</p>
Axis 2 Related policies as job retention, return to work; sustained employability; health care, environment, etc.	<p><b>Strategic axis 2:</b> Quality of working life, job retention and performance</p> <p>Operational objective 4: Quality of working life</p> <p>Operational objective 5: Job retention</p> <p>Operational objective 6: Tansversality: OSH and public health</p>
Axis 3 Social support structures (social partners, etc.)	<p><b>Supporting axis:</b> Social dialogue and system of actors</p> <p>Operational objective 7: Social dialogue</p> <p>Operational objective 8: System of actors and offers for micro and SMEs</p> <p>Operational objective 9: Simplification</p> <p>Operational objective 10: Knowledge, data and research</p>
<b>5. Actors and stakeholders</b>	The approach adopted for the elaboration and implementation of the PST3 is inclusive, associating the government, social partners (Employers and trade unions), social security and prevention institutions, occupational safety and health bodies (French National Health Insurance Fund for Employees (CNAMTS), National Institute for Research and Safety (INRS), National Agency for Working Conditions (Anact), National French Agency for Food, Environmental and Occupational Health & Safety (Anses), National Public Health Agency (ANSP), Occupational safety administration for the building and public works sector), Agricultural Mutual Assistance Fund).



COUNTRY	FRANCE
	<p>The national Council on Working conditions<sup>58</sup> (social partners) drew guidelines, adopted by consensus, providing a basis for the elaboration of the strategy.</p> <p>The strategy is the fruit of a broad consultation with all the actors and stakeholders (9 working parties).</p> <p>The implementation of the strategy is as well inclusive, and based on a territorial deployment with regional services (regional plans elaborated and implemented by regional services, Direccte) according to the partnership framework at the core of the implementation of PST3.</p>
<b>6. Resources and timeframe</b>	<p>Time frame: 2016 – 2020</p> <p>Budget: no information</p> <p>Staff: no information</p> <p>Contributing institutions: Government (Ministerial departments (Labor, Health, Environment, Social Affairs) and regional services, Social partners (Employers and trade unions), Social security, Prevention institutions, occupational safety and health bodies (French National Health Insurance Fund for Employees (CNAMTS), National Institute for Research and Safety (INRS), National Agency for Working Conditions (Anact), National French Agency for Food, Environmental and Occupational Health &amp; Safety (Anses), National Public Health Agency (ANSP), Occupational safety administration for the building and public works sector), Agricultural Mutual Assistance Fund).</p>
<b>7. Evaluation/lessons learned</b>	<p><b>Evaluation:</b></p> <p>For the current strategy three evaluation methods should be combined:</p> <ol style="list-style-type: none"> <li>1) an annual report is planned, in consultation with all the actors and stakeholders mentioned above;</li> <li>2) a qualitative evaluation of selected actions as the efficiency or the impact of produced tools/working method/documents, etc... each time with the most appropriate methodology (focus group, poll, etc.)</li> <li>3) an external mid-term review and a final review of the plan's impact on OSH</li> </ol>
	<p><b>Lessons learned from PST2:</b></p> <p>PST3 should</p> <ul style="list-style-type: none"> <li>▪ Be more strategic aligned around objectives and priority actions;</li> </ul>

<sup>58</sup> (Conseil d'orientation sur les conditions de travail, COCT), a national body for consultation between social partners and public authorities, placed with the Minister for Labour. It is composed of 11 members from the ministerial department and prevention bodies, 8 members from employer's organisations and 8 members from worker's organisations, and 15 experts.  
<http://travail-emploi.gouv.fr/ministere/acteurs/instances-rattachees/article/coct-conseil-d-orientation-des-conditions-de-travail>

COUNTRY	FRANCE
	<ul style="list-style-type: none"> <li>▪ Be a multiannual guidance document, related to other guidance documents and tools (such as Convention d'Objectifs et de Gestion de la branche accidents du travail 2014-2017, 3èmePlan national santé environnement, 3èmePlan cancer, Contrat d'objectifs et de performance de l'Agence nationale pour l'amélioration des conditions de travail 2014-2017),</li> <li>▪ Be more flexible and reactive to be able to evolve according to changes<sup>59</sup>.</li> </ul> <p>Changes:</p> <ul style="list-style-type: none"> <li>▪ The new strategy is based on a renewal of social dialogue, including more social partners.</li> <li>▪ The new strategy highlights the link between safety health and the quality of working life, compared to the former strategy.</li> <li>▪ Simpler regulations</li> <li>▪ The new strategy is structured around three axes and ten operational objectives leading to actions, to improve the consistency as well as the effectivity (applicability) of the plan.</li> <li>▪ Extended to different types of work such as independent work, and a specific focus on SME's</li> </ul>
<b>Ex ante indicators for the years 2012 to 2020</b>	No indicators identified
<b>8. Relationship to EU Strategic Framework</b>	<p>The PST 3 was developed in compliance with the EU Strategic Framework. The guidelines of the national Council on Working conditions (social partners)<sup>60</sup>, providing the basis for the strategy, refer for each strategic objective to the related objective of the EU strategic framework.</p> <p>Therefore, the PST3 includes many related topics such as:</p> <ul style="list-style-type: none"> <li>▪ Focusing on safety and health of micro and small enterprises.</li> <li>▪ Simplifying legislation</li> <li>▪ Tackling new and emerging risks</li> <li>▪ Tackling demographic change</li> </ul>

<sup>59</sup> Ibid.

<sup>60</sup> Les orientations retenues par le groupe permanent d'orientation du COCT pour le troisième Plan Santé au Travail (PST3) PP 51-70 : <http://travail-emploi.gouv.fr/sante-au-travail/plans-de-sante-au-travail/article/plan-de-sante-au-travail-2016-2020-pst-3>

## 6.10 Country overview Germany

### National strategies mapping

#### Country Overview

#### GERMANY

COUNTRY	GERMANY
<b>1. Basic information</b>	<p>German version:</p> <p><b>Gemeinsame Deutsche Arbeitsschutzstrategie (GDA)</b> <sup>61</sup></p> <p>English version:</p> <p><b>Joint German Occupational Safety and Health Strategy</b> <sup>62</sup></p> <p>Since 2008 the development, evaluation and updating of the GDA have been enshrined by law.</p> <p>The GDA legally binds the German government, the federal states and the statutory accident insurance (= GDA actors) to continuously cooperate and to coordinate their prevention policies and activities in order to maintain, improve and promote workers' safety and health through preventive and systematically implemented measures of occupational safety and health, supplemented by corporate health promotion measures.</p>
<b>2. Background and the perceived problem</b>	<p>A background report with the basic concept of the strategy and their goals was published in December, 17 2007:</p> <p><b><i>Gemeinsame Deutsche Arbeitsschutzstrategie</i></b></p> <p><i>Fachkonzept und Arbeitsschutzziele 2008 – 2012</i></p> <p><i>Stand: 12. Dezember 2007</i> <sup>63</sup></p>
<b>3. Main characteristics and objectives of the OSH-strategy (activity plan)</b>	<p>Quote:</p> <p>“The overarching goal of the Joint German OSH Strategy is to maintain, improve and promote the safety and health of workers by means of the efficient and systematic implementation of occupational safety and health – supplemented by workplace health promotion measures.</p>

<sup>61</sup> Gemeinsame Deutsche Arbeitsschutzstrategie (GDA). Available at: <http://www.gda-portal.de/de/Startseite.html>

<sup>62</sup> English descriptions are available at: <http://www.gda-portal.de/en/Homepage.html> - Downloadable publications in English are available at: <http://www.gda-portal.de/en/Downloads/Downloads.html>

<sup>63</sup> Gemeinsame Deutsche Arbeitsschutzstrategie, Fachkonzept und Arbeitsschutzziele 2008 – 2012, 2007. Available at: <http://www.gda-portal.de/de/pdf/GDA-Fachkonzept-gesamt.pdf?blob=publicationFile&v=2>

COUNTRY	GERMANY
	<p>The awareness of safety and health among employers and workers is also to be strengthened.”<sup>64</sup></p> <p>For periods up to five years specific objectives are set and implemented through work programmes.</p>
<b>4. Details of the strategy and activity plan</b>  <b>Axis description</b>	
<b>Priorities</b>	<p>Quote:</p> <p>“The Joint German OSH Strategy comprises five core elements which are:</p> <ul style="list-style-type: none"> <li>▪ the development of joint objectives in the field of occupational safety and health</li> <li>▪ the elaboration of joint fields of action and work programmes and their implementation according to uniform principles</li> <li>▪ the evaluation of objectives, joint fields of action and work programmes</li> <li>▪ the improvement of the cooperation and coordination of the actions of the public occupational safety and health authorities and accident insurance funds</li> <li>▪ the establishment of a transparent, reasonable and user-friendly set of provisions and regulations.”</li> </ul> <p>The strategic objective of the 3rd GDA - period 2019 – 2024 is: To make work safe and healthy: Prevention through risk assessment</p> <p>To act together and systematically for</p> <ul style="list-style-type: none"> <li>▪ safe handling of carcinogens (carcinogenic substances)</li> <li>▪ good work organisation with regard to psychosocial strain (Psyche)</li> <li>▪ good work organisation with regard to musculoskeletal workload (MSL)</li> </ul>
<b>Activities /Work programmes</b>	<p>Elaboration of joint fields of action and work programmes and their implementation according to uniform principles, currently in the 3<sup>rd</sup> period. A specific emphasis is given to inspections of companies according to the joint guidelines on risk assessment and OSH organisation. Furthermore, work programmes will focus on carcinogens, MSL and Psyche. For the implementation of all three work programmes a multi-component and multi-actor approach is applied. Activities comprise: inspection and consultancy, awareness-</p>

<sup>64</sup> Joint German Occupational Safety and Health Strategy - Goals and core elements, 2010. Available at: [http://www.gda-portal.de/DE/Downloads/pdf/englische\\_downloads/en-Flyer-Goals.pdf?\\_\\_blob=publicationFile&v=2](http://www.gda-portal.de/DE/Downloads/pdf/englische_downloads/en-Flyer-Goals.pdf?__blob=publicationFile&v=2)

COUNTRY	GERMANY
	<p>raising, information material and events, qualification, guidelines and (IT)-tools, best practice sharing etc.</p> <p>These activities are foremost carried out by the GDA-actors and social partners. In order to broaden the scope as well as to increase impact for all work programmes cooperation with relevant partners shall be established.</p> <p>Over the third period 50.000 companies – mainly SMEs – shall be supervised.</p> <p>Former GDA work programmes:</p> <ul style="list-style-type: none"> <li>- Work Programmes 2013 – 2018 <sup>65</sup></li> <li>- Work Programmes 2008 – 2012 <sup>66</sup></li> </ul>
<p><b>Work Programme</b> <b>"Musculoskeletal Loads</b> <b>(MSL)"</b></p>	<p>The work programme "Musculoskeletal Loads" (MSL) is implemented with a combination of information, advice and supervisory measures.</p> <p><b>Information:</b> Assistance and other risk assessment complement the core process, so that a broader impact can be achieved, beyond the (limited) number of site visits. In particular, with regard to the needs of SMEs, low-threshold access to the detection and assessment of types of stress at the level of coarse screening (checklist) or special screening (eg, key performance indicators) and examples of "good practice" for measures and impact assessments are essential. The assistance will thus create the conditions for the proper implementation of the entire process of risk assessment.</p> <p><b>Inspections and advice:</b> The core process in the third GDA period is regularly carried out by all GDA executives, above all as part of a system review of the occupational safety organization and risk assessment in companies with fewer than 250 employees. The work programme MSL provides for this inspection activity a technical data sheet or appropriate professional test items. On the other hand, the working programme MSL aims to integrate the issue of MSL sustainably as an integrated part of regular labour inspection action, with the focus on an appropriate risk assessment. Therefore, the working programme MSL would like to use the 3rd GDA period to further qualify and support the labour inspectorates for dealing with MSL in the context of the risk assessment.</p> <p><b>Strengthening "workplace health literacy":</b> The MSL working programme takes up the results of the second GDA working programme on "health literacy" in the world of work and would like to</p>

<sup>65</sup> GDA Work Programmes 2013 – 2018. Available at: [http://www.gda-portal.de/EN/GDA/Work-Programmes/Work-Programmes\\_node.html](http://www.gda-portal.de/EN/GDA/Work-Programmes/Work-Programmes_node.html)

<sup>66</sup> Aktivitäten und Ergebnisse der GDA-Arbeitsprogramme 2008 – 2012. Available at: [http://www.gda-portal.de/DE/Downloads/pdf/Ergebnisse-AP-2008-2012.pdf?\\_\\_blob=publicationFile&v=3](http://www.gda-portal.de/DE/Downloads/pdf/Ergebnisse-AP-2008-2012.pdf?__blob=publicationFile&v=3)

COUNTRY	GERMANY
	<p>cooperate with networks and partners from the social security institutions, the social partners and other institutions in order to implement measures of working conditions related prevention (situational prevention) aiming to complement behavioral prevention. The aim is, in particular, to strengthen the role of the management not only to establish appropriate working conditions related prevention (situational prevention), for example as part of the risk assessment, but also to influence the behavior of employees at the workplace so that measures of working conditions related prevention (situational prevention) at the workplace can be accepted and realised.</p> <p><b>Measures of the partners:</b> The work programme aims at networking with different networks and partners as part of the accompanying processes. Measures of the partners relate to:</p> <ul style="list-style-type: none"> <li>▪ The realisation of multiplier effects for tools and support of the GDA organisations, in order to improve the contact to the management and company multipliers (e.g. occupational safety experts or occupational physicians)</li> <li>▪ The contribution of own expertise and adequate supplementary offers (tools) for the target groups, eg for the strengthening of the organisational and individual health competence</li> </ul>
Work Programme "Psyche"	<p><b>Recommendations for implementing psychosocial risk assessment:</b> Since the end of 2013 the Safety and Health at Work Act explicitly calls for the consideration of psychological stress in risk assessments. In seven steps, a new brochure (see box on the right) explains the risk assessment of psychological strain, its methods and tools. Parameters are described within which the actual implementation of risk assessment is to move. The brochure is aimed particularly at companies and occupational safety actors (e.g. employers, works and staff councils, company physicians and specialists for occupational safety).</p> <p><b>Practical tools for the workplace:</b> The work programme collects examples of good practice for dealing with psychological stress in the workplace and makes them known to the public.</p> <p>Companies, workers and occupational safety and health experts receive practical support for the improvement of working conditions in everyday business.</p> <p><b>Qualification of inspectors:</b> Inspectors from occupational health and safety authorities and accident insurance institutions are trained to identify mental stress and to adequately advise companies. By the end of the period, the entire inspection staff will have a basic knowledge about psychological stress.</p>

COUNTRY	GERMANY
	<p><b>Inspections and advice:</b> Since the beginning of 2015, the inspection staff of the occupational safety and health authorities and accident insurers conducts coordinated inspections. The focus of the site inspections is the consideration of psychological stress in the risk assessment. The inspectors also advise businesses specifically on setting up working hours so as to promote health and on dealing with traumatic events in the workplace.</p>
<p><b>Work Programme “Carcinogenic substances”</b></p>	<p><b>Inspections and advice:</b> As part of the core process of the working programme on “Safe Handling of Carcinogenic Hazardous Substances”, establishments where employees work with carcinogenic hazardous substances are to be visited by the labour inspectorates of the federal countries and the accident insurance institutions. The visit will be based on a single survey toolkit, the technical data sheet of the work programme.</p> <p>The core process shall be supported directly by the the accompanying process "Hazardous Substance Check". The close connection of the Hazardous Substance Check as a directly supportive process of the core process should raise awareness of the particular dangers posed by carcinogenic hazardous substances in all relevant branches of industry and identify the need for action. The goal is to accelerate the use of this instrument by the companies. The results of the self-assessment carried out with the check can in particular, increase self-motivation to implement necessary changes.</p> <p><b>Practical tools for the workplace:</b> Within the framework of the working programme "Safe Handling of Carcinogenic substances", exemplary solutions for operational practice shall also be found and presented. Good practice examples shall be collected and presented with the help of an online module.</p>
<p><b>Activity</b></p> <p><b>Collaboration of institutions</b></p>	<p>The German strategy addresses with all its core elements the collaboration of institutions (work programmes, cooperation on inspection activities, development of a coherent set of rules).</p> <p>Federal states and public accident insurance institutions hand in hand: the Joint German Occupational Safety and Health Strategy (GDA) provides the framework. As part of the GDA, state occupational safety and health authorities and public accident insurance institutions have undertaken to adopt a work-sharing and coordinated approach in advising and supervising companies.</p> <p>This approach aims at coordination, standardisation and transparency in consultancy.</p> <p>Key tools of the joint consultancy and supervisory strategy are:</p> <ul style="list-style-type: none"> <li>▪ Framework agreements on the interaction of the state occupational safety and health authorities and the public accident insurance institutions</li> </ul>

COUNTRY	GERMANY
	<ul style="list-style-type: none"> <li>▪ Joint guidelines for coordinated, tactical supervisory action and equivalent implementation of occupational safety and health regulations</li> <li>▪ Promotion of data and information exchange between the federal states and the public accident insurance institutions on company inspections.</li> </ul> <p>Furthermore, the „Occupational Safety and Health Forum“ was established under the German Strategy. Its task is to ensure early and active participation of the expert representatives of the umbrella organisations of the employers and workers, the professional and industrial associations, science, the health and pension insurance funds, institutions in the sector of safety and health at work as well as bodies which help to promote employability in the development and updating of the Joint German OSH Strategy.</p>
<b>Activity</b>  <b>Optimisation of rules and regulations</b>	<p><b>Statutory regulations are the basis for implementing and evaluating occupational safety and health measures.</b></p> <p>One important requirement for the effective implementation of occupational safety and health regulations is that they are practicable, consistent and, above all, easily manageable by the users and self-explanatory. The German government, federal states and public accident insurance institutions set themselves the task under the Joint German Occupational Safety and Health Strategy of optimising the rules and regulations relating to safety and health at work.</p> <p>One important module is the guideline paper on the restructuring of the set of rules and regulations in occupational safety and health passed in August 2011. The guideline paper defines the relationship of state law to autonomous law of the public accident insurance institutions and describes the procedures with which the two areas of law are harmonised.</p>
<b>Activity</b>  <b>Improvement of the cooperation and coordination of the actions of the public occupational safety and health authorities and accident insurance funds</b>	<p>The occupational safety and health authorities and accident insurance institutions have undertaken to adopt a work-sharing and coordinated approach in advising and supervising companies. This approach aims at coordination, standardisation and transparency in consultancy. Activities are carried out accordingly to a programmatic approach<sup>67</sup>:</p> <p>Key tools of the joint consultancy and supervisory strategy are:</p> <ol style="list-style-type: none"> <li>1. Framework agreements on the interaction of the state occupational safety and health authorities and the public accident insurance institutions</li> <li>2. Joint guidelines for coordinated, tactical supervisory action and equivalent implementation of occupational safety and health regulations</li> </ol>

<sup>67</sup> Gemeinsame Deutsche Arbeitsschutzstrategie GDA, Supporting the companies. Available at: <http://www.gda-portal.de/en/SupportCompanies/SupportCompanies.html>



COUNTRY	GERMANY
	3. Promotion of data and information exchange between the federal states and the public accident insurance institutions on company inspections
<b>5. Actors and stakeholders</b>	German government, federal states and public accident insurance have the decision power in the National Strategy Conference NAK. Social partners are advisers. There is support from professional organisations, other public bodies and sector organisations.
<b>6. Resources and timeframe</b>	<p>Since 2008 the development, evaluation and updating of the GDA have been enshrined by law.</p> <p>Time frame of current work programme: 2019 – 2024</p> <p>In kind contribution from institutions and associations</p> <p>Financing of the secretariat of the GDA</p> <p>No detailed information published</p>
<b>7. Evaluation/lessons learned</b>	<p><b>Evaluation is ongoing.</b></p> <p>It is required that every strategy period "the attainment of the objectives of the Joint German OSH Strategy would be quality-assured and evaluated" and that the Joint German OSH Strategy in its entirety would be evaluated as regards interdisciplinary effects on the occupational safety and health system and safety and health at work. Evaluation reports of the strategy periods 2007 - 2012 and 2013 – 2018 are available online.<sup>68, 69, 70</sup></p>
<b>Ex ante indicators for the years of the strategy or 2019 to 2024</b>	In the evaluation concept effect-chains, including indicators for every chain link, are described for all strategy areas. As regards the three work-programmes (Carcinogens, MSL, Psyche) specific targets and indicators are described in the work plans (chapter: Monitoring).
<b>8. Relationship to EU Strategic Framework</b>	In principle, the overarching target, core elements and the governance structure of the Joint German OSH Strategy (GDA) provide a well-established framework to ensure that Germany addresses the expectations respectively the challenges and key objectives of the EU Strategic Framework

<sup>68</sup> Dachevaluation der Strategieperiode 2008 bis 2012. Available at: [http://www.gda-portal.de/DE/GDA/Evaluation/2008-2012/2008-2012\\_node.html](http://www.gda-portal.de/DE/GDA/Evaluation/2008-2012/2008-2012_node.html)

<sup>69</sup> Dachevaluation der Strategieperiode 2013 bis 2018. Available at: [http://www.gda-portal.de/DE/GDA/Evaluation/2013-2018/2013-2018\\_node.html](http://www.gda-portal.de/DE/GDA/Evaluation/2013-2018/2013-2018_node.html)

<sup>70</sup> Abschlussbericht zur Dachevaluation der Gemeinsamen Deutschen Arbeitsschutzstrategie veröffentlicht. Available at: <http://www.gda-portal.de/SharedDocs/Meldungen/DE/19-08-16-Dachevaluation.html>

## 6.11 Country overview Greece

### National strategies mapping

#### Country overviews

#### GREECE

COUNTRY	
<b>1. Basic information</b>	<p>Current strategy in greek:</p> <p>Εθνική Στρατηγική για την Υγεία και Ασφάλεια στην Εργασία 2016 – 2020<sup>71</sup></p> <p>Title in english:</p> <p>“National Strategy for Health and Safety at Work 2016 – 2020”</p> <p>Former OSH strategies:</p> <p>“Εθνική Στρατηγική για την Ασφάλεια και Υγεία στην Εργασία 2010 – 2013»</p> <p>“National Strategy for Safety and Health at Work 2010 – 2013</p>
<b>2. Background and the perceived problem</b>	<p>The current OSH strategy, in Chapter 1 “The current OSH situation at national level”, apart from a brief presentation of the common European OSH Strategic Framework 2014-2020, contains an extended analysis and diagnosis of the current situation at national level and the progress achieved during the former OSH strategy.</p> <p>In specific:</p> <p>Section 1.1 presents an “Overview of the european approach on OSH and the general OSH principles”.</p> <p>Section 1.2 presents a “Brief presentation of the common European OSH Framework 2014-2020.</p> <p>Section 1.3 presents the “National OSH infrastructure”, and,</p> <p>Section 1.4 presents an “Analysis and diagnosis (problems-challenges-observations for the future) of the current national OSH situation”.</p>

<sup>71</sup>National Strategy for Health and Safety at Work 2016 – 2020, available in Greek at [http://www.et.gr/idoscs-nph/search/pdfViewerForm.html?args=5C7QrtC22wEsriP0JAixBXdtvSoCirL8bReVM9NqpX\\_3U4LPcASlceJInJ48\\_97uHrMts-zFzeyCiBSQOpYnTy36MacmUFCx2ppFvBej56Mmc8Qdb8ZFrlqZnsIAdk8Lv\\_e6czmhEembNmZCMxLMteg4qiK6queFJfXza5ZKd11w0E97FM7\\_RXZ\\_zBXpQd1c](http://www.et.gr/idoscs-nph/search/pdfViewerForm.html?args=5C7QrtC22wEsriP0JAixBXdtvSoCirL8bReVM9NqpX_3U4LPcASlceJInJ48_97uHrMts-zFzeyCiBSQOpYnTy36MacmUFCx2ppFvBej56Mmc8Qdb8ZFrlqZnsIAdk8Lv_e6czmhEembNmZCMxLMteg4qiK6queFJfXza5ZKd11w0E97FM7_RXZ_zBXpQd1c)

	<p>Based on the general conclusions of the above section 1.4, the perceived problem can be described as in the following:</p> <p>“In the current programming period the Hellenic State should intensify the scope and the effectiveness of its efforts in the field of OSH, by taking into serious consideration the general socio-economic environment which creates additional barriers to the enforcement of the national institutional and legislative OSH framework across to the whole spectrum of economic activities, mainly due to the negative impacts of the crisis and of the austerity measures implemented during the last years.</p> <p>In this context, it is necessary to officially establish the <b>“National System for Health and Safety at Work, (ESystYAE)”</b> by creating institutional, administrative and operational links between the main OSH stakeholders and by upgrading all the individual existing structures for OSH, into a single, coherent, multidimensional and multi-purpose mechanism.</p> <p>In this way and based on the national tripartite OSH social dialogue, a new methodological and integrated strategic approach to the complexity of OSH issues will be launched, which clearly reflects the political choice of the Hellenic Ministry of Labour, Social Security and Social Solidarity to promote the protection of workers and to contribute to the creation of healthier, safer and more productive workplaces.</p>
<p><b>3. Main characteristics and objectives of the OSH strategy (activity plan)</b></p>	<p>The <u>main strategic policy objective</u> of the Hellenic Ministry of Labour, Social Security &amp; Social Solidarity in the field of OSH for the programming period 2016-2020 is the <b>“official establishment of the National System for Health and Safety at Work, ESystYAE)”</b>.</p> <p>In addition, under the <u>vision</u> for:</p> <p>"creating safer, healthier and more productive workplaces in the private and public sector that will ensure the health and will promote the well-being of workers, while contributing in parallel to the sustainability of the enterprises and supporting the development of the economy",</p> <p>the following (4) <u>four more specific strategic objectives</u> have been set:</p> <ol style="list-style-type: none"> <li>1) Strengthening of policies and measures to prevent accidents at work, occupational diseases and other work-related illnesses for all workers, with emphasis to the more vulnerable groups.</li> <li>2) Fostering of a participative occupational risks prevention culture through the provision of information, education and training on OSH.</li> <li>3) Improving reporting procedures and systems for recording accidents at work and occupational diseases.</li> </ol>

	4) Establishment of an occupational risks insurance body.
<b>1. Details of the strategy and activity plan</b>  <i>Axis description</i>	<p>Specific <b>tasks</b> or <b>activities</b> in the form of <b>measures</b> to be implemented during each one year of the period 2016-2020 have been included in the following <b>(12) twelve priority axes</b>, consisting the official multi-annual programming document “<b>National OSH Operational Action Plan</b>” of the National OSH Strategy 2016-2020:</p> <p><b>Priority axes</b></p> <p>Axis 1<sup>st</sup>. Official establishment of the National System for Health and Safety at Work.</p> <p>Axis 2<sup>nd</sup>. Simplifying and improving the legislative framework on OSH.</p> <p>Axis 3<sup>rd</sup>. Strengthening the implementation of the OSH legislation.</p> <p>Axis 4<sup>th</sup>. Strengthening prevention and improving the reporting procedures and systems for recording accidents at work and occupational diseases.</p> <p>Axis 5<sup>th</sup>. Supporting micro, small and medium-sized companies.</p> <p>Axis 6<sup>th</sup>. Fostering and promoting of an OSH risks prevention culture.</p> <p>Axis 7<sup>th</sup>. Mainstreaming OSH into education and vocational training.</p> <p>Axis 8<sup>th</sup>. Provision of training to the OSH stakeholders.</p> <p>Axis 9<sup>th</sup>. Workplace health promotion and tackling of the demographic change.</p> <p>Axis 10<sup>th</sup>. Encouraging scientific progress and research on OSH- Tackling of new and emerging risks.</p> <p>Axis 11<sup>th</sup>. Strengthening the role of the OSH social partners and of the workers participation.</p> <p>Axis 12<sup>th</sup>. Networking and development of synergies on OSH.</p> <p>More details for the planned measures/activities under each specific axis of priority are provided through the full text of the National OSH Strategy and the National OSH Operational Action Plan 2016-2020.</p>
<b>5. Actors and stakeholders</b>	<ul style="list-style-type: none"> <li>▪ Directorate for Safety and Health at Work, Ministry of Labour Social Security and Social Solidarity.</li> <li>▪ Labour Inspectorate, Ministry of Labour Social Security and Social Solidarity.</li> <li>▪ Public authorities, organizations and associations represented and participating as official members to the National Council for the Health and Safety of Workers (S.Y.A.E.).</li> <li>▪ OSH governmental authorities at regional level.</li> </ul>

	<ul style="list-style-type: none"> <li>▪ Other governmental authorities and organizations involved, at national and regional level.</li> <li>▪ OSH social partners organizations and institutions operating at national, regional and sectoral level.</li> <li>▪ OSH scientific associations.</li> <li>▪ OSH professional associations.</li> <li>▪ OSH external services providers.</li> <li>▪ National OSH Information Network members.</li> <li>▪ National Focal Point of EU-OSHA.</li> </ul>
<b>6. Resources and time frame</b>	<p><u>Budget:</u></p> <p>Any effort will be paid to exploit the opportunities offered by the running european and national financial resources programmes, to implement the Operational Programme of the National OSH Strategy 2014-2020 to the fullest extent possible. The “Partnership and Cooperation Agreement” 2014-2020 programme (the new National Strategic Reference Framework, ESPA), -which is consisting of (5) five sectoral operational programmes and (13) thirteen regional operational programmes- has been identified as the main source of funding at national level (especially the sectoral operational programme “Competitiveness, Entrepreneurship and Innovation”, EPAnEK).</p> <p><u>Staff:</u></p> <p>The staff of Directorate for Health and Safety at Work, the competent OSH administrative authority of the Ministry of Labour, Social Security and Social Solidarity, will be actively involved to the planning, coordination, monitoring and evaluation phases of the current OSH strategy implementation.</p> <p><u>Timeframe:</u></p> <p>The implementation of the measures and activities included in the current National OSH Strategy has started by the year 2016 and will cover the period till the year 2020.</p> <p>The National OSH Strategy 2016-2020 has been officially approved with the ministerial decision (M.D. 48416/2564/2017) published in the official gazette (FEK B’ 3757/25.10.2017) by the Minister of Labour, Social Security and Social Solidarity .</p> <p>In a previous phase, the strategy had been approved by the members of the National Council for the Health and Safety of Workers (S.Y.A.E.), following a two years period of preparation, elaboration and tripartite dialogue upon a draft document submitted by the Directorate for Health and Safety at Work (the competent OSH administrative authority of the Ministry of Labour, Social Security and Social Solidarity) and an ad-hoc committee which was formed by a specific number of SYAE members</p>

	(representing OSH governmental agencies, OSH social partners organizations and OSH scientific associations).
7. Evaluation/lessons learned	<p><u>Evaluation:</u></p> <p>Monitoring and evaluation of the strategy implementation will be carried out under the responsibility of the competent OSH administrative authority of the Ministry of Labour, Social Security and Social Solidarity, which has also undertaken the responsibilities related to the Central Coordination Unit of the Occupational Health and Safety System, ESystYAE.</p> <p>The evaluation of the National OSH Strategy will cover three areas: a) the implementation level of the planned actions/measures, b ) the strategy's functionality and c) the degree of achievement of the identified strategic objectives.</p> <p>In order to optimize the implementation of the National OSH Strategy, its implementation process will be evaluated at regular through a monitoring system with specific qualitative and quantitative indicators to be determined by the competent OSH administrative authority of the Ministry of Labour, Social Security and Social Solidarity.</p> <p><i>Ex ante</i> indicators for the years 2012 to 2020</p> <p>A mid-term evaluation exercises has been planned to be executed within 2018. The gathered information and the conclusions will be used to update the activities/measures included in the multi-annual programming document "Operational Programme" on annual basis and/or of the National OSH Strategy2016-2020 (if it will proved that it is necessary).</p> <p><u>Lessons learned:</u></p> <p>The former OSH strategy 2010-2013 was post-evaluated and the general observations and conclusions were taken into consideration in the process of developing the current OSH strategy 2016-2020.</p>
8. Relationship to the EU Strategic Framework	<p>The current National OSH Strategy 2016-2020 has been developed to effectively tackle the national needs and priorities and in parallel is in compliance with the challenges and priorities of the existing European OSH Strategic Framework 2014-2020. There are direct relations to almost all aspects of the European OSH Strategic Framework, as it is represented by the following examples:</p> <ul style="list-style-type: none"> <li>▪ The main strategic policy objective of the "Official establishment of the National System for Health and Safety at Work" supported mainly by the planned measures under the Axis 1. as well as from all the other Axes of priority, is directly related to key strategic objectives 1., 3., 5., and 6. of the European OSH Strategic Framework.</li> </ul>

	<ul style="list-style-type: none"> <li>▪ The provision of practical support (e.g. e-knowledge platform for MSEs and SMEs or new OiRA tools) and guidance (e.g. practical guide to manage OSH) to micro, small and medium size enterprises, to help them to comply with the national OSH legislation requirements (Axis 5.) and to develop an OSH prevention culture (Axis 6.) are related to the challenge 1. and the key strategic objective 2. of the European OSH Strategic Framework.</li> <li>▪ The efforts for simplifying OSH (e.g. e-guide to the national OSH legislation, e-guide for the enterprises under the Seveso directive) and for improving the legislative framework on OSH (Axis 2.) are related to the challenge 1. and the key strategic objectives 3. and 4. of the European OSH Strategic Framework.</li> <li>▪ The better enforcement (Axis 3.) of the national OSH legislation (e.g. special focus on the public sector and the organizations of the 2nd &amp; 1st level of Regional and Local Administration, strengthening of the Safety and Health at Work inspection services of the Labour Inspectorate), is related to the key strategic objective 3. of the European OSH Strategic Framework.</li> <li>▪ The initiatives and measures for improving the reporting procedures and systems for recording accidents at work and especially, for the occupational diseases (Axis 4.) are related to the key strategic objective 6. of the European OSH Strategic Framework.</li> <li>▪ Measures under the Axis 9. “Workplace health promotion and tackling of the demographic change” and Axis 10. “Encouraging scientific progress and research on OSH- Tackling of new and emerging risks” are related to challenges 2. and 3. as well as to the key strategic objectives 5. and 6. of the European OSH Strategic Framework.</li> </ul>
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## 6.12 Country overview Hungary

### National strategies mapping

#### Country Overview

#### HUNGARY

COUNTRY	HUNGARY
<b>1. Basic information</b>	<p>Current strategy:</p> <p>Original Version: MUNKAVÉDELEM NEMZETI POLITIKÁJA 2016-2022<sup>72</sup></p> <p>English Version: National Occupational Safety and Health Policy 2016-2022<sup>73</sup></p> <p>Former strategies:</p> <p>OGY határozat a munkavédelem országos programjáról<sup>74</sup></p>
<b>2. Background and the perceived problem</b>	<p>Defining the perceived problem:</p> <p>The growth in the economy and production, and the impact of increased burdens on workers, has led to an increase in the number of accidents at the workplace, including fatal accidents at work and occupational diseases. Most accidents at work occur in the processing industry, transportation, warehousing and retail sectors. Activities involving elevated psychological stress represent an increasing proportion of accidents at work, and absence from work due to psychosocial factors is also occurring more frequently.</p> <p>Main reasons for accidents are:</p> <ul style="list-style-type: none"> <li>▪ lack or inoperability of safety equipment used to prevent mechanical hazards</li> <li>▪ lack of or failure to wear personal protective equipment</li> <li>▪ deficiency in occupational safety and health knowledge</li> </ul>
<b>3. Main characteristics and objectives of the OSH-strategy (activity plan)</b>	<p>Main objectives (goals, priorities, visions)</p> <p>The main objectives are:</p> <ol style="list-style-type: none"> <li>1. To reduce risks that represent a threat to safety and health of employees. Prevention is seen as the only option for avoiding accidents at work and occupational diseases.</li> </ol>

<sup>72</sup> Munkavédelem Nemzeti Politikája 2016-2022. Available at: [http://www.ommf.gov.hu/letoltes.php?d\\_id=7021](http://www.ommf.gov.hu/letoltes.php?d_id=7021)

<sup>73</sup> National Occupational Safety and Health Policy 2016-2022. Available at: [http://www.ommf.gov.hu/letoltes.php?d\\_id=7146](http://www.ommf.gov.hu/letoltes.php?d_id=7146)

<sup>74</sup> OGY határozat a munkavédelem országos programjáról. Available at: [http://www.ommf.gov.hu/letoltes.php?d\\_id=500](http://www.ommf.gov.hu/letoltes.php?d_id=500)



COUNTRY	HUNGARY
	<p>2. And to ensure that occupational safety and health development contributes to greater productivity, competitiveness and carrying capacity of society, as well as to the preservation of a high-quality workforce. The improvement of working conditions is highlighted.</p> <p>Quote: “The prevention of accidents at work and occupational diseases is important for the entire national economy as adequate conditions in the workplace are not expected to carry negative consequences or additional costs. It is a natural and fundamental common social and individual interest to ensure that employees are able to work under safe and healthy conditions.”</p>
<p><b>4. Details of the strategy and activity plan</b></p> <p><b>Axis description</b></p>	
<p>Priorities</p>	<p>Activities and implementation measures</p> <p>In order to increase the level of safety at work, to reduce the number of accidents, to prevent the occurrence of occupational diseases, and to preserve and increase Hungary’s competitiveness, the following tasks are defined in the OSH policy:</p> <ul style="list-style-type: none"> <li>▪ Developing the competitiveness of enterprises</li> <li>▪ Maintaining the working capacity of employees</li> <li>▪ Occupational safety and health training and education</li> <li>▪ Information, communication</li> <li>▪ Occupational safety and health research and development</li> </ul> <p>Ministry for National Economy Department of Occupational Safety and Health coordinates the implementation of the OSH policy. The tasks are scheduled in the department’s internal work plan.</p>
	<ul style="list-style-type: none"> <li>▪ Developing the competitiveness of enterprises <ul style="list-style-type: none"> <li>○ Supporting introduction of free online tools to be used to carry out occupational safety and health tasks</li> <li>○ Encouraging the development of an effective occupational safety and health management system</li> <li>○ Communication of good practices and promotion of adoption</li> <li>○ Developing a concept for accident insurance within the scope of social security</li> </ul> </li> <li>▪ Maintaining the working capacity of employees <ul style="list-style-type: none"> <li>○ Reducing absence from work as a result of psychosocial risks</li> <li>○ Reducing absence from work as a result of psychosocial risks</li> <li>○ Encouraging research to determine work-related musculoskeletal disorders and work-related cancer, and promoting research results</li> </ul> </li> </ul>

COUNTRY	HUNGARY
	<ul style="list-style-type: none"> <li>○ Encouraging and supporting the elaboration of new methods of ergonomics</li> <li>▪ Occupational safety and health training and education               <ul style="list-style-type: none"> <li>○ Elaborating a mandatory further training system for occupational safety and health professionals</li> <li>○ Expanding knowledge on safety and health and chemical safety at work in education</li> <li>○ Reducing occupational risks affecting employees of vulnerable groups and employees working in atypical types of employment</li> </ul> </li> <li>▪ Information, communication               <ul style="list-style-type: none"> <li>○ Preparing information and publications promoting safe and healthy employment</li> <li>○ Regular distribution of timely and professional information targeted at micro, small and medium-sized enterprises, with the involvement of the public information system of occupational safety and health</li> <li>○ Supporting the publication of research results relating to occupational safety and health</li> </ul> </li> <li>▪ Occupational safety and health research and development               <ul style="list-style-type: none"> <li>○ Statistical data collection and development of the information base</li> <li>○ Encouraging research on the impacts of climate change on employees</li> <li>○ Coping with the increasing average age of employees and analysis of the impact of newly emerging risks</li> <li>○ Establishing a database of occupational safety and health service providers</li> <li>○ Establishing a database of occupational health service providers</li> <li>○ Improving the professional and operational conditions of the integrated occupational safety and health authority</li> <li>○ Developing cooperation among organisations interested in maintaining safe and healthy working conditions and lawful employment</li> <li>○ Introduction and development of a risk-based inspection strategy</li> <li>○ Complex evaluation of all 24 directives comprising Hungarian legislation on occupational safety and health and simplification of existing laws and regulation.</li> </ul> </li> </ul>
<b>5. Actors and stakeholders</b>	Main actor is the Labour Committee, it consists of the interest representation organs of employees and employers, as well as the representatives of the Government. Their work can be supported by temporary and permanent experts.

COUNTRY	HUNGARY
	Representatives of the side of employers and side of employees have to be members of the Hungarian Economic and Social Council (a consultative, proposal-making and advisory body independent from Parliament and the Government, with members representing the Hungarian civil society). Members of the side of employers are interest groups (e.g. National Association of Entrepreneurs and Employers, Hungarian Association of Craftmen's Corporations, Agrarian Employers' Federation, Confederation of Hungarian Employers and Industrialists), members of the side of employees are trade union federations (e.g. Democratic Confederation of Free Trade Unions, National Federation of Workers' Councils, Confederation of Unions of Professionals, The Forum for the Cooperation of Trade Unions). The side of the Government consists of representatives of supervisory ministries of certain sectors, and national level authorities (e.g. labour inspectorate, mining authority, national health insurance fund).
<b>6. Resources and timeframe</b>	The Ministry for National Economy is responsible for the performance of public tasks related to OSH, therefore resources are provided by the Government. However, most of the tasks arising from the OSH policy 2016-2022 are also covered by tenders.
<b>7. Evaluation/lessons learned</b>	As National Occupational Safety and Health Policy sets out OSH priorities for the period of 2016-2022, evaluation of the strategy does not exist yet.
<b>Ex ante indicators for the years 2012 to 2020</b>	Ex ante indicators are not available.
<b>8. Relationship to EU Strategic Framework</b>	There is a direct reference to the EU-OSH Strategic Framework made. Due to the broad approach, there are relations to all aspects of the European Strategic Framework.

## 6.14 Country overview Ireland

### National strategies mapping

#### Country Overview

#### IRELAND

COUNTRY	IRELAND
<b>1. Basic information</b>	<p>Strategy document:</p> <p>Health and Safety Authority (2019), Statement of Strategy 2019 – 2021<sup>75</sup></p> <p>Former strategies:</p> <p>Health and Safety Authority (2016), Statement of Strategy 2016-2018<sup>76</sup></p> <p>Health and Safety Authority (2012), Statement of Strategy 2013-2015<sup>77</sup></p> <p>Health and Safety Authority (2010), Statement of Strategy 2010-2012<sup>78</sup></p>
<b>2. Background and the perceived problem</b>	<p>Following problems are perceived:</p> <ul style="list-style-type: none"> <li>▪ A fast-changing environment</li> <li>▪ UK's exit from European Union</li> <li>▪ New business models where service and products are exchanged in a global market</li> <li>▪ Increasing pressure on workers to perform insecure contracts</li> <li>▪ Increasing deliverables and vulnerabilities (e.g. age)</li> </ul> <p>Challenges:</p> <ul style="list-style-type: none"> <li>▪ Safety in agriculture</li> <li>▪ Long-term occupational health risks (stress, manual handling, cancer)</li> <li>▪ Protecting vulnerable workers</li> </ul>

<sup>75</sup> Strategy Statement 2019 -2021, Available at:  
[https://www.hsa.ie/eng/publications\\_and\\_forms/publications/corporate/hsa\\_strategy\\_statement\\_2019-21.pdf](https://www.hsa.ie/eng/publications_and_forms/publications/corporate/hsa_strategy_statement_2019-21.pdf)

<sup>76</sup> Strategy Statement 2016-2018. Available at:  
[http://www.hsa.ie/eng/Publications\\_and\\_Forms/Publications/Corporate/HSA\\_Strategy\\_Statement\\_2016.pdf](http://www.hsa.ie/eng/Publications_and_Forms/Publications/Corporate/HSA_Strategy_Statement_2016.pdf)

<sup>77</sup> Strategy Statement 2013-2015. Available at:  
[http://www.hsa.ie/eng/Publications\\_and\\_Forms/Publications/Corporate/Strategy\\_Statement\\_2013.pdf](http://www.hsa.ie/eng/Publications_and_Forms/Publications/Corporate/Strategy_Statement_2013.pdf)

<sup>78</sup> Strategy Statement 2010-2012, 2016, p. 9-12. Available at:  
[http://www.hsa.ie/eng/Publications\\_and\\_Forms/Publications/Corporate/Strategy\\_Statement\\_2010\\_-\\_2012.html](http://www.hsa.ie/eng/Publications_and_Forms/Publications/Corporate/Strategy_Statement_2010_-_2012.html)

COUNTRY	IRELAND
	<ul style="list-style-type: none"> <li>▪ A review of the strategy 2016-2018 is included in the new strategy 2019 - 2021<sup>79</sup></li> </ul> <p>Summary of workplace injury, illness and fatality statistics 2016-2017<sup>80</sup></p> <p>Statistics report 2015: Summary of workplace injury, illness and fatality statistics 2014-2015<sup>81</sup></p> <p>Health and Safety Authority (2015), Summary of Workplace Injury, Illness and Fatality Statistics 2013-2014</p> <p>Report from May 2015 "Trends and Patterns in Occupational Health and Safety in Ireland"<sup>82</sup></p>
<b>3. Main characteristics and objectives of the OSH-strategy (activity plan)i</b>	<p>The Authority's Strategy Statement 2019–2021 was developed in the context of a fast-changing economy and workforce as well as the evolving political and social environment in Ireland and within the EU.</p> <p><b>Vision</b></p> <p>Healthy, safe and productive lives and enterprises.</p> <p>The Authority's vision looks further than the three-year period of the strategy. They want in longer term to realise a safe and healthy working life for people in Ireland and to foster environment where businesses can grow and prosper. The Authority wants to see human health protected by the safe use of chemicals in and out of work and wants to ensure that providers of services and products are accredited thereby enhancing confidence of their customers and clients</p> <p><b>Mission</b></p> <p>The Authority works to ensure that duty holders meet their legal obligations in relation to workplace health and safety, market surveillance and chemicals. They strive to motivate and inform through a combination of promotion, information, education, inspection and enforcement activities. The Irish National Accreditation Board (INAB) provides a market-led service to accredit organisations for quality and standards in service provision.</p>

<sup>79</sup> Strategy Statement 2019 -2021, Available at: no link available, yet

<sup>80</sup> HSA Statistics report 2016-2017 published in August 2018. Available at: [https://www.hsa.ie/eng/Publications\\_and\\_Forms/Publications/Corporate/HSA\\_Stats\\_Report\\_2017.pdf](https://www.hsa.ie/eng/Publications_and_Forms/Publications/Corporate/HSA_Stats_Report_2017.pdf)

<sup>81</sup> HSA Statistics report 2015. Available at: [http://www.hsa.ie/eng/Publications\\_and\\_Forms/Publications/Corporate/Statistics\\_Report\\_2015.html](http://www.hsa.ie/eng/Publications_and_Forms/Publications/Corporate/Statistics_Report_2015.html)

<sup>82</sup> HSA Trends and Patterns in Occupational Health and Safety in Ireland. Available at: [http://www.hsa.ie/eng/Publications\\_and\\_Forms/Publications/Corporate/Trends\\_and\\_Patterns\\_in\\_Occupational\\_Health\\_and\\_Safety\\_in\\_Ireland.html](http://www.hsa.ie/eng/Publications_and_Forms/Publications/Corporate/Trends_and_Patterns_in_Occupational_Health_and_Safety_in_Ireland.html)

COUNTRY	IRELAND
	<p><b>Values</b></p> <ul style="list-style-type: none"> <li>▪ The Authority :consults and collaborates treats people with dignity and respect</li> <li>▪ acts with integrity and impartiality</li> <li>▪ holds itself accountable for what they do</li> <li>▪ drives innovation and and continuous improvement</li> <li>▪ responds and adapt to changing circumstances</li> </ul> <p><b>Expected outcomes of the strategy:</b></p> <ul style="list-style-type: none"> <li>▪ Reduced rates of work-related deaths, injuries and ill health.</li> <li>▪ Employers actively engaged in managing occupational health, safety and welfare</li> <li>▪ Workers actively engaged in protecting themselves and their colleagues at work.</li> <li>▪ Increased public awareness of how to avoid and manage the risks to health arising from applicable products and chemicals</li> <li>▪ An increased awareness and use of INAB accreditation services to promote business excellence and sustainability and to support regulation in essential areas.</li> <li>▪ People and organisations proactively engaged and satisfied with Authority programmes, tools and services.</li> <li>▪ National interests represented during proposals for and transposition of EU directives and regulations.</li> <li>▪ The Authority to be a high-performing organisation evidenced by a high levels of staff engagement and motivation, an ability to adapt to the changing environment, an optimal use of state resources and positive stakeholder relationships.</li> <li>▪ Effective holding to account of those who fail in their duties under legislation enforced by the Authority.</li> </ul>
<p><b>4. Details of the strategy and activity plan</b></p> <p><b>Axis description</b></p>	
<p><b>Priorities</b></p>	<p>Five strategic priorities will direct the activity for the period 2019–2021:</p> <p><b>Regulate:</b> Increase focus on compliance through risk based inspection and enforcement</p> <p><b>Promote:</b> Support, educate and raise awareness to prevent accidents, injuries and ill health</p> <p><b>Accredit:</b> Grow the national accreditation service to enable and support enterprises and public services</p> <p><b>Influence:</b> Partner and collaborate in support of healthy, safe and productive lives and enterprises</p>

COUNTRY	IRELAND
	<b>How HSA works:</b> Improve the way HSA work through people, processes & technology
<b>Details of the activity plan</b>	<b>Goals</b> (copied from the strategy)
<b>1. Regulate: Increase focus on compliance through risk based inspection and enforcement</b>	<ul style="list-style-type: none"> <li>▪ Drive increased focus on work-related health and safety</li> <li>▪ Increase and broaden the inspection programme, focusing on higher risks, less compliant organisations and vulnerable workers</li> <li>▪ Act as the lead national competent authority on chemicals and market surveillance</li> <li>▪ Enforce market surveillance requirements of products sold on the Irish market, including those sold to consumers</li> <li>▪ Take proportionate enforcement action to encourage and ensure compliance</li> <li>▪ Advise and make regulatory and policy proposals to the Minister.</li> </ul>
<b>2. Promote: Support, educate and raise awareness to prevent accidents, injuries and ill health</b>	<ul style="list-style-type: none"> <li>▪ Increase knowledge and understanding of how to manage work-related health and welfare</li> <li>▪ Increase visibility and encourage uptake of the Authority's online tools and services, including BeSMART.ie, hsalearning.ie and Work Positive</li> <li>▪ Provide information and guidance to enable duty holders to understand the benefits of proactively managing safety, health and chemicals to the highest standards</li> <li>▪ Provide educational resources to the formal education system and for the workplace</li> <li>▪ Increase knowledge and awareness of the dangers from applicable products and hazardous chemicals</li> </ul>
<b>3. Accredit: Grow the national accreditation service to enable and support enterprises and public services.</b>	<ul style="list-style-type: none"> <li>▪ Develop and implement a national accreditation strategy</li> <li>▪ Promote the value of independent accreditation in building confidence in the quality and integrity of public and private services</li> <li>▪ Prepare and accredit clients operating in evolving areas, including security, data protection and robotics</li> <li>▪ Monitor, anticipate and respond to increasing demand arising from the UK's withdrawal from the EU and other regulatory changes</li> <li>▪ Maintain the international recognition and reputation of INAB and the IE accreditation services</li> </ul>
<b>4. Influence: Partner and collaborate in support of healthy, safe and productive lives and enterprises</b>	<ul style="list-style-type: none"> <li>▪ Co-operate and proactively engage with stakeholders and regulatory bodies to achieve shared aims</li> <li>▪ Present objective research-based proposals to government to achieve increased funding for the Authority</li> <li>▪ Collaborate and influence the need for better reporting and recording of occupational illness and ill health and develop mechanisms to ensure data is shared</li> </ul>

COUNTRY	IRELAND
	<ul style="list-style-type: none"> <li>Engage actively and constructively in the EU agenda and discussions on occupational safety and health, chemicals, market surveillance and accreditation</li> <li>Partner with government to provide support to businesses in preparing for and dealing with the UK withdrawal from the EU</li> </ul>
<b>5. Improve the way HSA works through people, processes &amp; technology</b>	<ul style="list-style-type: none"> <li>Value, engage and develop staff to strengthen organisational capacity and capability</li> <li>Adapt HSAs structure, operating model and allocation of resources to target key areas based on evidence, research, analysis and evaluation</li> <li>Apply the highest standards of governance to the running of the Authority</li> <li>Optimise technology and research to improve efficiencies and services</li> <li>Challenge HSAs mandate and strategy annually to ensure they adapt to the changing environment</li> </ul>
<b>5. Actors and stakeholders</b>	<p>Occupational safety and health policy at national level is determined by a twelve-member, tripartite Board, with nominees from the social partners and other interests concerned with <a href="#">safety and health in the workplace</a>.</p> <p>The main actor is the HSA (Health and Safety Authority) reporting to the Department of Business, Enterprise and Innovation. Because safety is everybody's responsibility there is always wide consultation with employers, employees and their respective organisations. The HSA conducted a public consultation and had positive and supportive comments of other authorities, social partners and professional organisations and individuals that have been reflected in the strategy. The submissions and the Authority's response to consultation are published under the Public Consultation area of <a href="http://www.hsa.ie">www.hsa.ie</a>.</p> <p>HSA has in place more than 20 memoranda of understanding- bi-lateral arrangements or protocols with other state bodies. HSA also leads or participates in a number of advisory groups (agriculture, construction, healthcare, workplace transport, technical and scientific, regional) that bring together representatives from industry, unions, other state agencies, local authorities and third-level institutions to meet their strategic goals and their vision of healthy, safe and productive lives.</p>
<b>6. Resources and timeframe</b>	<p>Annual grant provided by the Department of Business, Enterprise and Innovation.</p> <p>The Authority will deliver this strategy through the development and implementation of annual programmes of work, which will be submitted to the Minister for approval.</p>



COUNTRY	IRELAND
	<p>These programmes will specify the actions and key performance indicators that will support the achievement of their strategic goals. They will focus resources to deliver on our outcomes and make the most impact.</p> <p>They will improve the way HSA works through people, processes &amp; technology (see Priority 5).</p>
<b>7. Evaluation/lessons learned</b>	<p>Evaluation:</p> <p>A review of the strategy 2016-2018<sup>83</sup> is included in the new strategy 2019-2021</p> <p>Progress on the annual programmes of work that implement this strategy will be monitored using a range of qualitative and quantitative measures.</p> <p>Quarterly and annual reports to the Board of the Authority and the Department of Business, Enterprise and Innovation (DBEI). A service level agreement (SLA) with the DBEI will form the basis of periodic reports on progress to the Minister.</p> <p>The Authority will adapt its structure, operating model and allocation of resources to target key areas based on evidence, research, analysis and evaluation.</p>
<b>Ex ante indicators for the years 2012 to 2021</b>	<ul style="list-style-type: none"> <li>▪ Expected Outcomes (Strategic Outcomes)</li> <li>▪ Quote:</li> <li>▪ Reduced rates of work-related deaths, injuries and ill health.</li> <li>▪ Employers are actively engaged in managing occupational health and well-being.</li> <li>▪ Workers are actively engaged in protecting themselves and their colleagues at work.</li> <li>▪ Increased awareness among the general public on how to avoid and manage the risks to health arising from applicable products and chemicals.</li> <li>▪ Increased awareness and use of INAB accreditation services to promote business excellence and sustainability and to support regulation in essential areas</li> <li>▪ People and organisations are proactively engaged and satisfied with Authority programmes, tools and services.</li> <li>▪ National interests are represented during proposals for and transposition of EU directives and regulations.</li> <li>▪ The Authority is a high-performing organisation evidenced by our high level of staff engagement and motivation, our ability to adapt to the changing environment, our optimal use of State resources and our positive stakeholder relationships.</li> </ul>

<sup>83</sup>HSE, Strategy Statement 2016-2018, 2016, p. 9-12. Available at:

[http://www.hsa.ie/eng/Publications\\_and\\_Forms/Publications/Corporate/HSA\\_Strategy\\_Statement\\_2016.pdf](http://www.hsa.ie/eng/Publications_and_Forms/Publications/Corporate/HSA_Strategy_Statement_2016.pdf)

COUNTRY	IRELAND
	<ul style="list-style-type: none"> <li>▪ Active engagement by other organisations in supporting the work of the Authority through memoranda of understanding and service-level agreements.</li> <li>▪ Effective holding to account of those who fail in their duties under legislation enforced by the Authority.</li> </ul>
<b>8. Relationship to EU Strategic Framework</b>	<p>The key strategic objectives of the Framework are broadly in line with the strategic policy being adopted by the Authority in its Strategy Statement 2019–2021. HSA particularly welcome the focus on providing practical support to small and micro enterprises to help them to comply with safety and health requirements. To support SMEs HSA has developed in the last few years online tools for interactive risk assessments. HSA will continue to put in place supports and tools and social networks to facilitate companies in achieving high levels of compliance in occupational safety, health, welfare and the safe use of chemicals.</p> <p>The priorities are related to challenge 1 of the EU-OSH Strategy (<i>Improving the implementation record of Member States, in particular by enhancing the capacity of micro and small enterprises to put in place effective and efficient risk prevention measures.</i>)</p> <p>There is a strong focus on effective performance of the public OSH institutions.</p> <p>Strategic Priority 1 has a strong relation to the strategic objective Nr. 3 of the EU-OSH Strategy “Better enforcement of OSH legislation by Member States”.</p> <p>Strategic Priority 2 is related to challenge 2 and 3 and several strategic objectives of the EU-OSH Strategy. Strategic Priority 1 has a particularly strong relation to the safe use of chemicals (mentioned on p6 of the EU-strategy)</p>

## 6.15 Country overview Italy

## National strategies mapping

## Country Overview

## ITALY

COUNTRY	ITALY
<b>1. Basic information</b>	<p>Piano Nazionale della Prevenzione 2014 – 2018 - Macro obiettivo 7: Prevenire gli infortuni e le malattie professionali<sup>84</sup></p> <p>(National Prevention Plan 2014 -2018 – Macro objective 7: Prevention of work-related accidents and diseases). The National Prevention Plan 2014-2018 has been extended to 2019. At the same time a Working Group has been established to elaborate the new National Prevention Plan 2020-2025. <b>5 Piani di prevenzione specifici:</b></p> <p>5 specific prevention plans have been realized:</p> <p>NATIONAL PREVENTION PLAN IN BUILDING (PIANO NAZIONALE DI PREVENZIONE IN EDILIZIA)</p> <p>NATIONAL PLAN FOR PREVENTION IN AGRICULTURE AND SELVICULTURE (Piano Nazionale di Prevenzione in Agricoltura e Selvicoltura)</p> <p>NATIONAL PLAN FOR THE EMERGENCE AND PREVENTION OF PATHOLOGY OF SCHELETRIC MUSCULAR PAPER (Piano nazionale per l'emersione e la prevenzione delle patologie dell'apparato muscolo scheletrico)</p> <p>NATIONAL PLAN FOR PREVENTION ON OCCUPATIONAL RASES AND PROFESSIONAL TUMORS (Piano Nazionale di Prevenzione SUI CANCEROGENI OCCUPAZIONALI E I TUMORI PROFESSIONALI)</p> <p>NATIONAL STRESS FOR PREVENTION OF RISK STRESS RELATED WORK / PROMOTION ORGANIZING WELLNESS (Piano Nazionale di Prevenzione DEL RISCHIO STRESS LAVORO CORRELATO /PROMOZIONE BENESSERE ORGANIZZATIVO)</p> <p>Former strategies:</p> <p>Piano Nazionale della Prevenzione 2010-2013<sup>85</sup></p>
<b>2. Background and the perceived problem</b>	Vision:

<sup>84</sup> Piano Nazionlae della Prevenzione 2014 – 2018. Available at: [http://www.salute.gov.it/imgs/C\\_17\\_pubblicazioni\\_2285\\_allegato.pdf](http://www.salute.gov.it/imgs/C_17_pubblicazioni_2285_allegato.pdf)

<sup>85</sup> Piano nazionale della prevenzione 2010-2012. Available at : [http://www.salute.gov.it/imgs/C\\_17\\_pubblicazioni\\_1383\\_allegato.pdf](http://www.salute.gov.it/imgs/C_17_pubblicazioni_1383_allegato.pdf)

COUNTRY	ITALY
	<p>To affirm the crucial role of health promotion and prevention in the sustainable development of society by addressing inequalities and carrying out people oriented interventions, in terms of cost-effectiveness and responsible use of resources.</p> <p>The promotion of human health and prevention:</p> <ul style="list-style-type: none"> <li>▪ to affirm the critical role of health promotion and prevention as factors of sustainable development of society;</li> <li>▪ to adopt a public health approach that ensures fairness and addresses inequalities;</li> <li>▪ to address evidence based interventions of health prevention, promotion and protection</li> </ul> <p>In this perspective, the Legislative Decree 9 April 2008 n. 81 introduced in the Italian system a comprehensive discipline of protection of health and safety at work, which involved over the years the various central and local governments in a gradual and complex process of implementation.</p> <p>This path requires a constant attention by the various actors who, although from different perspectives and responsibilities, contribute to guarantee a set of protections suitable for the complexity of our productive and occupational system.</p> <p>Specific attention is dedicated to the constant evolution of organisational models and their impact on the modalities of performance of working tasks in different productive contexts.</p>
<b>3. Main characteristics and objectives of the OSH-strategy(activity plan)</b>	<p>The OSH objectives are part of the National Prevention Plan 2014-2018. It is one of the macro-objectives (macro obiettivi). There are four priorities for action upstream to the macro objectives:</p> <ul style="list-style-type: none"> <li>▪ Reducing the burden of disease</li> <li>▪ Investing in the health of young people</li> <li>▪ strengthen and confirm the common heritage of preventive practices</li> <li>▪ Strengthen and put attention to vulnerable groups in the system</li> <li>▪ Consider the individual and the populations in relation to their environment</li> </ul> <p>Main objectives are:</p> <ol style="list-style-type: none"> <li>1. Improvement of tools and systems about occupational risks and injuries</li> <li>2. Strengthening coordination between institutions and the socio-economic and scientific-technical partnership</li> <li>3. Improving the effectiveness of the control activities and</li> <li>4. compliance by recipients of the rules</li> </ol>
<b>4. Details of the strategy and activity plan</b>	

COUNTRY	ITALY
Overview	Activities and implementation measures
Axis description <sup>86</sup>	<p>Objective 1: Improvement of the knowledge of risks and work related diseases.</p> <ul style="list-style-type: none"> <li>▪ Implementing the use of OSH surveillance systems already in place in all regions and autonomous provinces (such as the National Information System for Prevention SINP).<sup>87</sup></li> <li>▪ Extending the activities of the Centro Operativo Regionale (COR) to detect cases of suspected occupational cancer and to improve the epidemiological surveillance activities through the use of the Occupational Cancer Monitoring system (OCCAM).</li> <li>▪ Strengthening the monitoring of risks and work-related diseases, through the collection of health surveillance data and intensifying risk assessment to control risks and exposure to dangerous substances at the workplace (spreading, strengthening and use of exposure registers).</li> <li>▪ Implementation of integrated information systems of the Ministry of economic development- Ministry of labour and social policies – the National Institute for the insurance against Accidents at work and the Regions related to safety of machines and installations, included the database on reporting the non-compliance of the labour installations to the related European directives</li> </ul> <p>Objective 2: Strengthening coordination between institutions and the socio-economic and scientific-technical partnership</p> <ul style="list-style-type: none"> <li>▪ Supporting regional activities and programs with the social partners, through memoranda of understanding between the public authorities, and in particular between regions, Regional Directorates of Labour and INAIL Regional Directorates</li> <li>▪ Supporting training programs with regard to the role of safety representatives (RLS, RLST), especially for the manual professions (handicraft sector).</li> <li>▪ Supporting programs and memorandum of understandings to identify and recognise occupational diseases addressed to Prevention Services of the ASL, occupational physicians, general practitioners, hospital physicians and the regional medical services of INAIL and INPS.</li> <li>▪ Supporting mainstreaming OSH into education programs for all school curricula, enhancing learning models of knowledge and acquisition of skills and abilities, for the future workers (ex art. 37).</li> </ul>

<sup>86</sup> In our descriptions we stuck to the original structure of the strategic document, because a categorisation of measures according to the four axes would not have been adequate to the structure and content of the strategy documents. Many activities and measures could not simply be assigned to one axis, but were overlapping.

<sup>87</sup> Research activities: Action in support of the central risk factor surveillance system at work for the systematic detection of fatalities and a significant proportion of severe cases.

COUNTRY	ITALY
	<ul style="list-style-type: none"> <li>▪ Supporting companies to implement voluntary policies of social responsibility and to enhance existing good practices.</li> </ul> <p>Objective 3 : Improving the effectiveness of the control activities and compliance by recipients of the rules</p> <ul style="list-style-type: none"> <li>▪ Supporting the coordinated planning of supervisory activities. Development of integrated information systems to seek out supervisory activities and requirements.</li> <li>▪ Improving the quality and consistency of supervisory activities by sharing control methodologies ensuring at the same time certainty and transparency of the administrative action.</li> <li>▪ Adoption of computer-based systems that simplify the transmission of documentation and communication between citizens and enterprises, as provided in the Legislative Decree n. 81/08.</li> <li>▪ Improving the quality and homogeneity of the regular checks of machines and installations. Developing control methods to guarantee substantial improvements in the safety of work equipment.</li> <li>▪ Promotion of a proactive approach of the ASL Services oriented to support employment, notably by facilitating access by citizens and enterprises to information and assistance through the development of internet technologies.</li> <li>▪ Supporting the audit methodology to evaluate prevention programs adopted by companies.</li> <li>▪ Implementing programs between the ASL Services and competent physicians focused on healthier lifestyles in order to prevent cardiovascular disease, cancer and chronic degenerative diseases in general and to improve the perception of the risks towards occupational diseases.</li> <li>▪ Supporting the dissemination of self-assessment of safety levels in risk management by employers</li> <li>▪ Implementing programs to evaluate the effectiveness of training.</li> <li>▪ Promoting programs in cooperation with social partners, INAIL and the Labour Directorate to prevent stress at work risks and improve workplace wellbeing with a focus on temporary and precarious workers.</li> <li>▪ Implementation of integrated control programs, promoting health and safety, communication, with priority given to the determinants of diseases and injuries, with particular reference to the improvement and development in all regions of the Plans of National Prevention in Construction and Agriculture, and the prevention of occupational cancers.</li> <li>▪ Implementation of specific cross-cutting strategies with the macro objective on "environment and health" with particular regard to the National Plan on Asbestos and Chemical Risk Prevention.</li> </ul>

COUNTRY	ITALY
	<ul style="list-style-type: none"> <li>Supporting programs that empower work capacity of workers suffering from work-related accidents, diseases or serious chronic diseases.</li> </ul>
<b>5. Actors and stakeholders</b>	<p>National strategies and programmes of prevention of accidents and occupational diseases are developed by the Steering and Evaluation Committee for Active Policies and the national coordination of surveillance activities related to health and safety at work.</p> <p>The Ministry of Health, General Directorate of Prevention (Ministero della salute, Direzione generale della prevenzione) coordinates the implementation of the National Prevention Plan 2014-2018.</p> <p>Participation of all institutions and social partners at national, regional and territorial level, both in the planning phase and in the operational one. Bodies involved are: Ministry of Labour and Social Policies, Ministry of Health, Ministry of Interiors, Autonomous Regions and Trento and Bozen Provinces, INAIL (Istituto nazionale per l'Assicurazione contro gli Infortuni sul Lavoro – Italian Workers' compensation Authority) and with the contribution of CNEL (National Council for Economy and Labour), Joint Committees and sectoral Bodies and Institutions.</p>
<b>6. Resources and timeframe</b>	<p>Budget: special grants: <i>The PNR has been recently approved by CIPE (Comitato Interministeriale per la Programmazione Economica) for an overall amount of public funding of EUR 2.5 billion</i><sup>88</sup> (for the period 2005 – 2007 440 million € were provided (240 mill € from the Committee for Economic Programming CIPE (Comitato Interministeriale per la Programmazione Economica), 200 mill € from regional health fund (fondo sanitario regionale))<sup>89</sup></p> <p>Staff: no information</p> <p>Time frame: 2014-2018</p>
<b>7. Evaluation/lessons learned</b>	<p>Evaluation: regular evaluation by the responsible institutions themselves. Two evaluations are planned: one in the midterm of the runtime (2016) and one at the end (2018)</p> <p>There are two kinds of indicators:</p> <ol style="list-style-type: none"> <li>1. Central indicators for central objectives, including both outcome indicators or early outcomes and output indicators of healthcare processes.</li> <li>2. Regional indicators for specific objectives, including both outcome indicators or early outcomes and output indicators of healthcare processes.</li> </ol>

<sup>88</sup> Mission Innovation, Member participation. Italy. Retrieved 24.02.2019, from: <http://mission-innovation.net/participating-countries/italy/>

<sup>89</sup> Piano nazionale de la prevenzione 2014 – 2018, p. 3. Available at: [http://www.salute.gov.it/imgs/C\\_17\\_pubblicazioni\\_2285\\_allegato.pdf](http://www.salute.gov.it/imgs/C_17_pubblicazioni_2285_allegato.pdf)

COUNTRY	ITALY
	<p>Evaluation of the National Prevention Plan:</p> <p>La Conferenza permanente per i rapporti tra lo Stato, le regioni e le province autonome di Trento e Bolzano<sup>90</sup></p> <p>Lessons learned:</p> <ul style="list-style-type: none"> <li>▪ The Central objectives have to include evidence based and person oriented action</li> <li>▪ Responsibilities both at national and regional level in the implementation of the objectives</li> <li>▪ Evaluation process including three major action steps: theoretical evidence (efficacy); monitoring and evaluation of interventions; impact on the outcome measure (effectiveness)..</li> </ul>
<b>Ex ante indicators for the years 2012 to 2020</b>	<ul style="list-style-type: none"> <li>▪ Producing annual regional reports about the monitoring of risks and of work related diseases.</li> <li>▪ Strengthen the role of safety representatives (RLS/RLST)</li> <li>▪ Promotion of corporate social responsibility</li> <li>▪ Prevention of risks due to organisational inconsistencies</li> <li>▪ Mainstreaming OSH into education programs</li> <li>▪ Reduction of the accident frequency rates with particular attention to serious and fatal injuries particularly in the agriculture and construction sector.</li> <li>▪ Adoption of national and regional acts to ensure uniformity and transparency in supervisory and control systems and their monitoring</li> </ul>
<b>8. Relationship to EU Strategic Framework</b>	<p>The objectives are partly related to some core aspects of the EU-strategy.</p> <p>Ageing is referred in the priorities for action upstream to the macro objectives:</p> <p>1. Strengthen and put attention to vulnerable groups in the system</p> <p>New and emerging risks: Examples:</p> <ul style="list-style-type: none"> <li>▪ Stress (National Plan on work-related stress prevention)</li> <li>▪ Risks in the confined spaces</li> <li>▪ MSDs</li> </ul> <p>Simplification of OSH legislation</p> <p>Better coordination of EU and international efforts to address OSH</p>

<sup>90</sup> La Conferenza permanente per i rapporti tra lo Stato, le regioni e le province autonome di Trento e Bolzano. Available at: <http://www.trovanorme.salute.gov.it/norme/renderNormsanPdf?anno=0&codLeg=51787&parte=1%20&serie=>



## 6.16 Country overview Latvia

## National strategies mapping

## Country Overview

## LATVIA

COUNTRY	LATVIA
<b>1. Basic information</b>	<p>Par Darba aizsardzības politikas pamatnostādņēm 2016-2020 gadam<sup>91</sup>  Unofficial translation: Labour Protection Policy Strategy for 2016-2020<sup>92</sup></p> <p>Par Darba aizsardzības jomas attīstības plānu 2016.-2018. gadam (Labour Protection Policy Plan for 2016-2018)<sup>93</sup></p> <p>Former strategy:</p> <p>Par Darba aizsardzības politikas pamatnostādņēm 2008.-2013. gadam<sup>94</sup></p> <p>English version: Strategy for the Development of the Labour Protection Field 2008-2013)<sup>95</sup></p>
<b>2. Background and the perceived problem</b>	<p>Problems identified:</p> <p>Public information:</p> <ol style="list-style-type: none"> <li>1. Level of awareness of inhabitants regarding labour protection issues should be assessed as non-sufficient in general.</li> <li>2. The main risk groups include young people with a low level of education, as well as inhabitants who work in micro and small-sized enterprises.</li> <li>3. Lack of auxiliary materials for training and instructing of employees, non-sufficient understanding and performance of requirements of laws and regulations, lack of knowledge and unwillingness to obtain additional information, to learn and comply with the requirements, are possible causes of the low level of awareness of persons employed in small-sized and micro enterprises.</li> </ol> <p>Promoting efficient introduction of the labour protection requirements:</p>

<sup>91</sup> Par Darba aizsardzības politikas pamatnostādņēm 2016 -2020 gadam. Available at: <https://likumi.lv/ta/id/279509-par-darba-aizsardzibas-politikas-pamatnostadnem-2016-2020-gadam>

<sup>92</sup> For the official English translation of the strategy see, <http://www.lm.gov.lv/text/1860>

<sup>93</sup> Par Darba aizsardzības jomas attīstības plānu 2016.-2018. gadam, available at <https://likumi.lv/doc.php?id=279819>

<sup>94</sup> Par Darba aizsardzības politikas pamatnostādņēm 2008-2013 gadam. Available at: <https://likumi.lv/doc.php?id=174152>

<sup>95</sup> Strategy for the Development of the Labour Protection Field 2008-2013, adopted by the Cabinet of Ministers on 17 April 2008. Available at: [http://www.lm.gov.lv/upload/legislation/leg\\_health\\_1.pdf](http://www.lm.gov.lv/upload/legislation/leg_health_1.pdf)

COUNTRY	LATVIA
	<ol style="list-style-type: none"> <li>1. A high number of accidents, especially a large proportion in hazardous sectors, due to an unsafe work environment in enterprises, related to a non-sufficient practical implementation of labour protection requirements in the enterprises.</li> <li>2. Especially high number of serious and fatal accidents, which in Latvia is higher than on average in the EU.</li> <li>3. Risk groups: <ol style="list-style-type: none"> <li>4. Small-sized and micro enterprises are a special risk group.</li> <li>5. Work places in the enterprises of manufacturing industry, transport and storage sector, construction, agricultural and forestry, as well as fishery, manufacturing of paper and paper products, printing and publishing, manufacturing of textile products and garments, manufacturing of metal and metal products.</li> <li>6. Enterprises of the private sector, enterprises where non-registered employment exists, i.e., where at least a part of the salary is paid in an envelope, as well as enterprises, which have been recently established.</li> <li>7. Enterprises which are located in Riga and Zemgale Region.</li> </ol> </li> </ol> <p>Promoting health protection of employed persons:</p> <ol style="list-style-type: none"> <li>1. The large number of persons suffering from occupational diseases, occupational and work-related diseases, as well as development of occupational diseases among comparatively young people.</li> <li>2. Late diagnostics of occupational diseases when health disorders are progressing and cannot be prevented, but require a long-term medical treatment and cause significant expenditure for both the victim of an occupational disease himself or herself and the employer, and the public in general.</li> <li>3. Unhealthy and sedentary lifestyle.</li> <li>4. Changes in the structure of the most wide-spread occupational diseases, during the last years by the most rapid increase in the number of occupational diseases caused by physical overload.</li> <li>5. Ergonomic risk factors — repeated movements or body positions causing pain and lifting, carrying or moving of loads on an everyday basis.</li> <li>6. Stress is mentioned as the work environment risk encountered most often in Latvia.</li> </ol> <p>Supervision and control of the field of the labour protection:</p> <ol style="list-style-type: none"> <li>1. Necessity to obtain wider, deepened information regarding situation in enterprises, compliance with labour protection requirements and current labour protection issues.</li> <li>2. Non-sufficient knowledge and skills of SLI officials for preventive and deepened inspection of hazardous sectors, which is determined by the fast technological development and high turnover of SLI officials.</li> </ol>

COUNTRY	LATVIA
	<ol style="list-style-type: none"> <li>3. Non-competitive remuneration, which hinders filling of vacant posts of inspectors with employees, who are competent and compliant with the requirements.</li> <li>4. Non-sufficiency of technological provision at the disposal of the SLI and depreciation of the present technologies, thus non-conformity with practical needs, as well as lack of IS application of the SLI for remote work. By working with depreciated office equipment and devices, provision of services for clients is burdened, work efficiency is reduced and costs for repair of devices are increased.</li> <li>5. Further training of inspectors, by attracting qualified lecturers, is required; the necessity to introduce new working methods in practice and pay more attention to preventive work.</li> </ol> <p>Ensuring safe work environment within the framework of non-standard forms of employment, as well as in the work of self-employed persons:</p> <ol style="list-style-type: none"> <li>1. There is greater insecurity in respect to safety and health at work in non-standard forms of employment.</li> <li>2. Low awareness of self-employed persons and interest in labour protection issues.</li> <li>3. Lack of first aid kits and other aid in work of self-employed persons, because they are not purchased at all, their purchase is delayed or their due maintenance is not carried out.</li> <li>4. Problems with improvement of accommodation conditions at workplaces of self-employed persons, for example, construction or repair of showers, rest rooms, toilets and purchase of work clothes and personal protective equipment.</li> <li>5. Self-employed persons by failing to pay sufficient attention to their safety and health protection at work, do not pay sufficient attention to ensuring of rest time either.</li> <li>6. Concurrently, specific information regarding labour protection issues at work of self-employed persons is not compiled and is not easy accessible.</li> </ol>
<b>3. Main characteristics and objectives of the OSH-strategy (activity plan)</b>	The main objective of the labour protection policy is the creation of safe workplaces which also promote a prolongation of the working life of workers, improve the economic situation in the State and enterprises and increase the level of welfare of the whole society.
<b>4. Details of the strategy and activity plan</b> <b>Axis description</b>	
<b>Priorities</b>	<p>The following Action Directions have been set in order to achieve the policy objective and result:</p> <ul style="list-style-type: none"> <li>▪ Public information;</li> <li>▪ Promoting efficient introduction of the labour protection requirements;</li> </ul>

COUNTRY	LATVIA
	<ul style="list-style-type: none"> <li>Promoting health protection of employed persons;</li> <li>Supervision and control of the field of the labour protection;</li> <li>Ensuring safe work environment within the framework of non-standard forms of employment, as well as in the work of self-employed persons.</li> </ul>
<b>Details of the activity plan</b>	
Action Direction	Task
Public information	<ul style="list-style-type: none"> <li>To ensure increase in public awareness and level of understanding regarding labour protection issues, especially regarding working environment risk factors, and issues of labour rights, by facilitating the preventive culture.</li> <li>To implement educating activities with a view to increase the level of knowledge of students of educational institutions regarding issues of labour protection and labour rights.</li> </ul>
Promoting efficient introduction of the labour protection requirements	<ul style="list-style-type: none"> <li>To ensure support for enterprises in the implementation of the labour protection requirements.</li> <li>To implement training for the persons involved in the compliance with the labour protection requirements: employers, employees, labour protection specialists.</li> </ul>
Promoting health protection of employed persons	<ul style="list-style-type: none"> <li>To facilitate improvement and updating the knowledge of physicians of occupational diseases and occupational health, general practitioners and other medical treatment persons regarding factors causing occupational diseases, timely diagnostics of occupational diseases and current issues in the field of occupational health.</li> <li>To improve knowledge and skills of employees in the issues of health promotion at work.</li> <li>To improve prevention, diagnostics and medical treatment of occupational diseases.</li> </ul>
Supervision and control of the field of the labour protection	<ul style="list-style-type: none"> <li>To acquire additional information and data regarding the situation in the field of labour protection and labour rights.</li> <li>To ensure efficient State supervision and control, by strengthening the capacity of the State Labour Inspectorate.</li> </ul>
Ensuring safe work environment within the framework of non-standard forms of employment, as well as in the work of self-employed persons	<ul style="list-style-type: none"> <li>To implement measures for ensuring of safety and health protection for the persons who perform the work within the framework of non-standard forms of employment (distance work, persons employed in households, etc.).</li> <li>To promote ensuring safe work environment and working conditions for self-employed persons.</li> </ul>
<b>5. Actors and stakeholders</b>	Requirements set by article 24 of the Labour Protection Law foresee that the Ministry of Welfare shall formulate state policy in the field of labour protection and coordinate its implementation.

COUNTRY	LATVIA		
	<p>The labour protection policy strategy for 2016-2020 has been developed and adopted by the Cabinet of Ministers.</p> <p>The Ministry of Welfare is the responsible authority for the supervision of the tasks laid down in the Strategy.</p> <p>Other stakeholders involved in the implementation of the tasks laid down in the Strategy:</p> <ol style="list-style-type: none"> <li>1. Free Trade Union Confederation of Latvia</li> <li>2. Employers' Confederation of Latvia</li> <li>3. Latvian Association of Occupational Physicians</li> <li>4. Ministry of Education and Science</li> <li>5. Riga Stradins University Agency "Institute for Occupational Safety and Environmental Health"</li> <li>6. State Labour Inspectorate</li> </ol>		
<b>6. Resources and timeframe</b>	<p>Granted State budget funds.</p> <p>Additional funds from the State budget for the implementation of the measures provided for the Strategy 2017 to 2020 shall be examined during the preparation process of the Cabinet draft law on the State budget for the current year and draft law on medium-term budget framework together with the proposals from all ministries and other central State institutions for new policy initiatives in conformity with the financial possibilities of the State budget.</p>		
<b>7. Evaluation/lessons learned</b>	<p>"In the assessment of the implementation process it was concluded that the situation in the field of labour protection in general has improved. In order to ensure further improvement of the situation, it is necessary to continue implementation of appropriate measures for the reduction of the number of accidents at work and occupational diseases, by taking into account the most current environmental problems in Latvia, the groups of employed persons most exposed to risk, as well as the groups of those enterprises, in which the laws and regulations governing the labour protection are often infringed, identified in the studies "Working Conditions and Risks in Latvia, 2012-2013"</p> <p>The Ministry of Welfare shall draw up and submit to the Cabinet the following reports:</p> <ol style="list-style-type: none"> <li>1. by 30 September 2019 — an informative report on interim period assessment of the implementation of the Strategy;</li> <li>2. by 30 September 2021 — an informative report on final assessment of the implementation of the Strategy.</li> </ol>		
Ex ante indicators for the years 2012 to 2020	<table border="1"> <tr> <td data-bbox="568 1879 1233 2018"><b>Policy result (PR)</b> — Those working conditions have improved in enterprises of Latvia, which ensure safe and harmless work environment for employees</td> <td data-bbox="1233 1879 1410 2018"></td> </tr> </table>	<b>Policy result (PR)</b> — Those working conditions have improved in enterprises of Latvia, which ensure safe and harmless work environment for employees	
<b>Policy result (PR)</b> — Those working conditions have improved in enterprises of Latvia, which ensure safe and harmless work environment for employees			

COUNTRY	LATVIA				
	Performance indicator (PI)	2013	2014	2018	2020
	<p>1. The number expressed as a percentage of inhabitants of all the surveyed inhabitants who are well informed about the labour protection requirements.</p> <p><i>Source: The study "Working Conditions and Risks in Latvia"</i></p>	36.5 %	no data	<p>38.5 %</p> <p><i>(increase of 5 % compared to 2013)</i></p>	<p>40 %</p> <p><i>(increase of 9.5 % compared to 2013)</i></p>
	<p>2. The total number of persons suffered in serious accidents at work and died in fatal accidents at work per 100 000 employed persons.</p> <p><i>Source: SLI</i></p>	33.02	32.46	<p>31.37</p> <p><i>(decrease of 5 % compared to 2013)</i></p>	<p>29.72</p> <p><i>(decrease of 10 % compared to 2013)</i></p>
	<p>3. The number of persons suffering from occupational diseases in the age group of up to 44 years expressed as a percentage of all the persons suffering from occupational diseases.</p> <p><i>Source: SLI</i></p>	9.1 %	8.8 %	<p>8.5 %</p> <p><i>(decrease of 6.5 % compared to 2013)</i></p>	<p>8.1 %</p> <p><i>(decrease of 11 % compared to 2013)</i></p>
	<p><b>Link-up:</b> Policy result and objective comply with the following documents:</p>				

COUNTRY	LATVIA
	<ul style="list-style-type: none"> <li>▪ EU Strategic Framework on Health and Safety at Work 2014-2020 (published on 6 June 2014);</li> <li>▪ Council conclusions “EU Strategic Framework on Health and Safety at Work 2014-2020: Adapting to New Challenges”;</li> <li>▪ National Development Plan of Latvia for 2014-2020 (Action direction “Decent Work”, Task 3 “Promotion of registered employment and socially responsible business, including elimination of hidden forms of employment, improvements in the workplace by strengthening the capacity of the Labour Inspectorate and the monitoring system, social dialogue, awareness-raising campaigns and support for the training of businesses and employees, including on various types of employment, matters relating to age diversity and workplace suitability. Involvement of the public in addressing social issues through facilitating the establishment and operation of social enterprises.”</li> <li>▪ In the situation description of the Strategy for Inclusive Employment 2015-2020 the quality of workplaces is referred to in Paragraph 1.5 as a significant problem.</li> <li>▪ the 4th defined sub-objective of the Strategy for Public Health 2014-2020: To facilitate healthy and safe life and work environment, to reduce injury and mortality due to external causes of death. Action direction: mitigation of injuries and impact of environmental risks on the public health, 4.10. To improve knowledge of medical practitioners (general practitioners, neurologists etc.) regarding factors causing occupational diseases and timely diagnostics of occupational diseases</li> </ul>
<b>8. Relationship to EU Strategic Framework</b>	<p>The Latvian OSH strategy was developed on the basis of the EU framework (EU Strategic Framework on Health and Safety at Work 2014-2020) – following partly</p> <p>Action Direction 1, 2 and 4 is related to Challenge 1</p> <p>Action Direction 3 is related to Challenge 2</p>

## 6.17 Country overview Lithuania

### National strategies mapping

#### Country Overview

#### LITHUANIA

COUNTRY	LITHUANIA
<b>1. Basic information</b>	<p>Strategy document:</p> <p>NATIONAL ACTION PLAN ON HEALTH AND SAFETY AT WORK FOR 2017–2021<sup>96</sup></p> <p>NACIONALINIS DARBUOTOJŲ SAUGOS IR SVEIKATOS 2017–2021 METŲ VEIKSMŲ PLANAS<sup>97</sup></p>
<b>2. Background and the perceived problem</b>	The purpose of the National Action Plan on Health and Safety at Work for 2017-2021 is to implement the health and safety at work (OSH) policies on a national level, to promote interest in OSH as a component of good governance and a key factor of increasing production efficiency and competitiveness, and ensure OSH so that working conditions are improved and productivity is increased.
<b>3. Main characteristics and objectives of the OSH-strategy (activity plan)</b>	The Action Plan consists of an overview of the OSH situation (Section II), a table of the objectives, tasks, measures and allocations of/for the Action Plan and entities responsible for implementation (Section III), and a list of the objectives' and tasks' evaluation criteria and their values (Section IV). It consists of three main objectives broken down into tasks and measures.
<b>4. Details of the strategy and activity plan</b>	
<b>Axis description</b>	
Abbreviations used	<p>SLI: State Labour Inspectorate of the Republic of Lithuania under the Ministry of Social Security and Labour</p> <p>HSW: Health and safety at work</p>
<b>1. Objective</b>	<b>Improving the HSW legal framework and implementation of HSW regulations at enterprises, in particular micro and small enterprises and, in particular, by strengthening their capacities for implementing</b>

<sup>96</sup> National Action Plan on Health and Safety at work for 2017–2021.

<sup>97</sup> Nacionalinis Darbuotojų Saugos ir Sveikatos 2017-2021 Metų Veiksmų Planas. Available at: <https://www.e-tar.lt/portal/lt/legalAct/1c12ca80447711e7b66ae890e1368363>



COUNTRY	LITHUANIA
	<b>efficient occupational risk prevention measures</b>
<b>1.1 Task</b>	Improving legal acts and implementing accidents at work prevention policy and initiatives
<b>1.1.1. Measure</b>	Formulating safety requirements for forestry works. <i>Responsible: Ministry of Environment of the Republic of Lithuania (the 'Ministry of Environment'). Implementation frame: 2017-2018</i>
<b>1.1.2. Measure</b>	Formulating methodological guidance for health and safety at work for forestry works having regard to the Safety Requirements for Forestry Works. <i>Responsible: SLI, social partners. Implementation frame: 2018-2019</i>
<b>1.1.3. Measure</b>	Drafting amendments to the Regulations on the Fitting out of Workplaces at Construction Sites approved by Order of the Minister of Social Security and Labour and the Minister of Environment of the Republic of Lithuania No A1-22/D1-34 of 15 January 2008 'on the approval of the Regulations on the Fitting out of Workplaces at Construction Sites' by updating rights and responsibilities of HSW Coordinators. <i>Responsible: Ministry of Social Security and Labour, Ministry of Environment, SLI, social partners. Implementation frame: 2018</i>
<b>1.2 Task</b>	Formulating recommendations and providing practical measures to help ensure compliance with HSW regulations
<b>Measures</b>	Analysing causes of accidents at work involving employees with less than one year service record with the employer. <i>Responsible: SLI, Implementation frame: 2017</i>  Formulating interactive methodological guidance online for the prevention of accidents at work involving employees with less than one year service record with the employer, having regard to occupational risks that have led to lethal and serious accidents and to the victims' age, and publish it on SLI's website and social networks. <i>Responsible: SLI, Implementation frame: 2018-2019</i>  Formulating interactive methodological guidance online for the prevention of falls from a height in the construction sector and publish it on SLI's website and social networks. <i>Responsible: SLI, Implementation frame: 2018-2019</i>
<b>1.3 Task</b>	Developing, with the help of the European Agency for Safety and Health at Work (EU-OSHA), online interactive risk assessment tools (OiRA) and other tools based on information technologies (IT)
<b>Measure</b>	Developing an OiRA tool for furniture production enterprises.

COUNTRY	LITHUANIA
	<p><i>Responsible: SLI, social partners. Implementation frame: 2017</i></p> <p>Developing an OiRA tool for plastic articles production enterprises</p> <p><i>Responsible: SLI, social partners. Implementation frame: 2017</i></p> <p>Developing an OiRA tool for enterprises providing cleaning services</p> <p><i>Responsible: SLI, social partners. Implementation frame: 2017</i></p> <p>Developing an OiRA tool for enterprises providing sewing services</p> <p><i>Responsible: SLI, social partners. Implementation frame: 2017</i></p> <p>Developing an OiRA tool for quarry operating enterprises</p> <p><i>Responsible: SLI, social partners. Implementation frame: 2017</i></p> <p>Developing an OiRA tool for agricultural enterprises</p> <p><i>Responsible: SLI, social partners. Implementation frame: 2018</i></p> <p>Developing an OiRA tool for educational establishments</p> <p><i>Responsible: SLI, social partners. Implementation frame: 2019</i></p>
<b>1.4 Task</b>	<p>Providing information to enterprises, in particular micro and small enterprises, using all appropriate means such as awareness raising campaigns, training and exchange of best practices as well as various IT-based measures and social networks</p>
<b>Measures</b>	<p>Organising round-table discussions/training for heads of enterprises and employees and providing consulting to them on matters of participation in management of the enterprise.</p> <p><i>Responsible: SLI, social partners. Implementation frame: 2018-2021</i></p> <p>Improving the SLI website in order to increase its accessibility and dissemination of information, in particular to micro and small enterprises.</p> <p><i>Responsible: SLI. Implementation frame: 2018-2019</i></p>
<b>1.5. Task</b>	<p>Ensuring effective implementation of HSW regulations and monitoring by the efficient methods, providing consulting, using new communications means as well as imposing effective, proportional and deterring sanctions</p>
<b>Measure</b>	<p>Ensuring consistent control over compliance with HSW regulations on construction sites at enterprises engaged in construction works and ensuring prevention of falls from a height (during site inspections, special questionnaires aimed at preventing falls from a height shall be used and information to social partners shall be provided).</p> <p><i>Responsible: SLI. Implementation frame: 2018-2021</i></p>

COUNTRY	LITHUANIA
<b>1.6 Task</b>	Propagating HSW preventive measures in cooperation with social partners
<b>Measures</b>	<p>Implementing HSW information/consulting activities aimed at farmers and farm workers.</p> <p><i>Responsible: Ministry of Agriculture. Implementation frame: 2017- 2020</i></p> <p>Implementing HSW information/consulting activities aimed at forestry sector workers and self-employed persons.</p> <p><i>Responsible: SLI, social partners. Implementation frame: 2018- 2021</i></p> <p>Organising an information campaign aimed at promoting responsible and safe behaviour of workers working at a height.</p> <p><i>Responsible: SLI, social partners. Implementation frame: 2018-2019</i></p> <p>Organising a promotional campaign aimed at promoting responsible and safe behaviour of workers with a less than one year record of work with the employer.</p> <p><i>Responsible: SLI, social partners. Implementation frame: 2019-2020</i></p>
<b>1.7 Task</b>	Providing information to enterprises, in particular micro and small enterprises, about the benefits of proper HSW management
<b>Measures</b>	<p>Formulating online interactive methodological guidance for heads of micro enterprises in the manufacturing industry sector for the implementation of HSW measures at enterprises, considering potential occupational risks, and publish it on SLI website and social networks.</p> <p><i>Responsible: SLI, social partners, higher educational establishments, scientific institutions. Implementation frame: 2018-2019</i></p> <p>Formulating online interactive methodological guidance for heads of micro enterprises in the transport and warehousing sector for the implementation of HSW measures at enterprises, considering potential occupational risks, and publishing it on SLI website and social networks.</p> <p><i>Responsible: SLI, social partners, higher educational establishments, scientific institutions. Implementation frame: 2018-2019</i></p>
<b>2. Objective</b>	<b>Improving prevention of work-related diseases by eliminating existing, new and arising occupational risks (inter alia, psychosocial risk and risk related to the use of new technologies and materials) having regard to, inter alia, gender mainstreaming, and prevention of occupational and work-related diseases, in particular occupational cancers and diseases related to the use of other chemical substances as well as disorders of the skeletal-muscular system</b>

COUNTRY	LITHUANIA
<b>2.1. Task</b>	Improving legal acts as part of implementation of policies and initiatives of preventing occupational and work-related diseases
<b>Measures</b>	<p>Drafting amendments to the Criteria for Diagnosing Occupational Diseases approved by Order of the Minister of Health of the Republic of Lithuania No V-1087 of 29 December 2007 ,On the approval of the Criteria for Diagnosing Occupational Diseases’</p> <p><i>Responsible: Ministry of Health<sup>98</sup>, Hygiene Institute, higher educational establishments. Implementation frame: 2018</i></p> <p>Drafting amendments to the Methodological Guidance on the Investigation of Psychosocial Risks approved by Order of the Minister of Health of the Republic of Lithuania and the Minister of Social Security and Labour of the Republic of Lithuania No V-699/A1-241 of 24 August 2005 ‘On the approval of the Methodological Guidance on the Investigation of Psychosocial Risks, having regard to changed working conditions and needs of enterprises, and adding provisions on the evaluation of psychosocial risks in ships in order to implement the International Labour Organisation’s Maritime Labour Convention.</p> <p><i>Responsible: The Ministry of Health, Hygiene Institute, higher educational establishments. Implementation frame: 2018</i></p> <p>Drafting amendments to the Lithuanian Medical Standard 73:2007 ‘Occupational Physician. Rights, Responsibilities, Competences and Liability’ approved by Order of the Minister of Health of the Republic of Lithuania No V-516 of 20 June 2007 ‘On the approval of the Lithuanian Medical Standard 73:2007 ‘Occupational Physician. Rights, Responsibilities, Competences and Liability’.</p> <p><i>Responsible: Ministry of Health. Implementation frame: 2019</i></p> <p>Drafting amendments to the Methodological Guidance on the Investigation of Ergonomic Risks approved by Order of the Minister of Health of the Republic of Lithuania and the Minister of Social Security and Labour of the Republic of Lithuania No V-592/A1-210 of 15 July 2005 ‘On the approval of the Methodological Guidance on the Investigation of Ergonomic Risks’, having regard to changed working conditions and needs of enterprises</p> <p><i>Responsible: Ministry of Health, Ministry of Social Security and Labour, Hygiene Institute, social partners. Implementation frame: 2020</i></p>
<b>2.2. Task</b>	<b>Improving HSW for workers of relevant categories that are exposed to specific occupational risks</b>

<sup>98</sup> Ministry of Health of the Republic of Lithuania

COUNTRY	LITHUANIA
<b>Measures</b>	<p>Upon assessing ergonomic occupational risks that have led to occupational diseases diagnosed in 2010-2015, prepared an online interactive guide on the implementation of HSW measures at enterprises, considering potential occupational risks to which the workers are exposed, and publishing it on SLI website and social networks.</p> <p><i>Responsible: SLI, social partners. Implementation frame: 2020-2021</i></p>
<b>2.3. Task</b>	<b>Promoting the application of measures of employees' health promotion and welfare at work at workplaces having regard to the needs of vulnerable employee groups and age-related needs as well as related risks</b>
<b>Measures</b>	<p>Preparing informational and methodological publications on health promotion and ensuring welfare at work having regard to the needs of vulnerable employee groups and age-related needs, and publish them on the website of the Hygiene Institute.</p> <p><i>Responsible: Hygiene</i></p> <p><i>Institute, social partners. Implementation frame: 2017-2021</i></p>
<b>2.4. Task</b>	<b>Disseminating best practices related to the prevention of mental health issues at work</b>
<b>Measures</b>	<p>Presenting results of investigations into the impact of working environment upon mental health to representatives of enterprises concerned.</p> <p><i>Responsible: Hygiene Institute, Ministry of Health, social partners.</i></p> <p><i>Implementation frame: 2017-2021</i></p>
<b>2.5. Task</b>	<b>Increasing access to quality occupational health care services, in particular, for micro and small enterprises</b>
<b>Measures</b>	<p>Formulating procedures for occupational health care specialists in accordance with the Model Regulations on Enterprises' Health and Safety at Works Services approved by Order of the Minister of Health of the Republic of Lithuania and the Minister of Social Security and Labour of the Republic of Lithuania No A1-266/V-575 of 2 June 2011 'On the approval of the Model Regulations on Enterprises' Health and Safety at Works Services'</p> <p><i>Responsible: Hygiene Institute, Ministry of Health, social partners.</i></p> <p><i>Implementation frame: 2017</i></p> <p>Developing a model for the provision of occupational health care services to micro and small enterprises.</p> <p><i>Responsible: Ministry of Health, Hygiene Institute, social partners.</i></p> <p><i>Implementation frame: 2019</i></p>

COUNTRY	LITHUANIA
	<p>Compiling a list of indicators for the monitoring of occupational health care activities.</p> <p><i>Responsible : Hygiene Institute. Implementation frame: 2021</i></p>
<b>2.6. Task</b>	<b>Improving monitoring of work-related occupational diseases</b>
<b>Measures</b>	<p>Conduct a work-related health issues monitoring feasibility study, considering best practices of the Nordic Countries.</p> <p><i>Responsible : Hygiene Institute. Implementation frame: 2021</i></p>
<b>3. Objective</b>	<b>Ensuring appropriate competences of SLI inspectors and occupational healthcare specialists for dealing with new arising tasks</b>
<b>3.1 Task</b>	<b>Organising HSW training for SLI inspectors, in particular, on new occupational risks and new technologies</b>
<b>Measures</b>	<p>Organising training for SLI inspectors in order to build their capacities to effectively and efficiently carry out inspections of construction sites.</p> <p><i>Responsible: SLI. Implementation frame: 2018-2021</i></p> <p>Organising training for SLI inspectors in order to build their capacities to identify occupational risks at workplaces and to assess efficiency of risk elimination/reduction measures.</p> <p><i>Responsible: SLI. Implementation frame: 2018-2021</i></p>
<b>3.2 Task</b>	<b>Organising improvement of competences of occupational health specialists</b>
<b>Measures</b>	<p>Organising skills improvement events for enterprises' occupational health specialists.</p> <p><i>Responsible: Hygiene Institute. Implementation frame: 2017-2021</i></p> <p>Organising skills improvement events on occupational medicine and occupational health for physicians carrying out mandatory health checks for employees and other physicians.</p> <p><i>Responsible: Hygiene Institute. Implementation frame: 2017-2021</i></p>
<b>4. Objective</b>	<b>Improving employers' and employees' HSW training</b>
<b>4.1. Task</b>	<b>Organising checks of HSW knowledge of employers and employers' representatives</b>
<b>Measures</b>	<p>Developing and implementing a system for the checking of HSW knowledge of employers and employers' representatives.</p> <p><i>Responsible: SLI, Ministry of Social Security and Labour. Implementation frame: 2018-2019</i></p>

COUNTRY	LITHUANIA
<b>5. Actors and stakeholders</b>	<p>Responsibility for coordinating the implementation of the Action Plan: The Ministry of Social Security and Labour of the Republic of Lithuania.</p> <p>Other stakeholders are:</p> <p>SLI, Ministry of Environment, Ministry of Health, Hygiene Institute, Ministry of Social Security and Labour, Ministry of Agriculture, social partners, higher educational establishments, scientific institutions</p>
<b>6. Resources and timeframe</b>	A detailed breakdown of the resources and time frame are laid down in the strategy <sup>99</sup>
<b>7. Evaluation/lessons learned</b>	Evaluation: a report about the implementation of the strategy has to be provided to the Ministry of Social Security and Labour of the Republic of Lithuania by 30 January every year.
<b>Ex ante indicators for the years 2012 to 2020</b>	<p>Number of prepared requirements, guidances, orders.</p> <p>Number of developed OiRA tools, Occupational healthcare services provision model for micro and small enterprises. Number of held training. Number of inspections, events concerning mental health carried out. Number of implemented campaigns.</p> <p>A detailed list of indicators assigned to the tasks/measures are provided in the strategy<sup>100</sup></p>
<b>8. Relationship to EU Strategic Framework</b>	<p>The Action Plan has been prepared in accordance with the provisions of the EU Strategic Framework on Health and Safety at Work 2014-2020.</p> <p>Objective 1 is related to challenge 1 of the EU Strategic Framework on Health and Safety at Work</p> <p>Objective 2 is related to challenge 2 EU Strategic Framework on Health and Safety at Work</p> <p>Task 2.3 is related to challenge 3 of the EU Strategic Framework on Health and Safety at Work</p>

<sup>99</sup> Nacionalinis Darbuotojų Saugos ir Sveikatos 2017-2021 Metų Veiksmų Planas, Section III, p. 5-11. Available at: <https://www.e-tar.lt/portal/lt/legalAct/1c12ca80447711e7b66ae890e1368363>

<sup>100</sup> Nacionalinis Darbuotojų Saugos ir Sveikatos 2017-2021 Metų Veiksmų Planas, Section IV, p. 12-15. Available at: <https://www.e-tar.lt/portal/lt/legalAct/1c12ca80447711e7b66ae890e1368363>

## 6.18 Country overview Malta

### National strategies mapping

#### Country Overview

#### MALTA

COUNTRY	MALTA
<b>1. Basic information</b>	Strategy document:  <b>Strategic Plan for Occupational Health and Safety 2014-2020<sup>101</sup></b>
<b>2. Background and the perceived problem</b>	Poor standards of OHS, industrial injuries, fatalities and occupational diseases place a large burden on the national economy. <sup>102</sup>  Focus on the construction and manufacturing sectors which are responsible for around 45% of the total number of injuries.
<b>3. Main characteristics and objectives of the OSH-strategy (activity plan)</b>	Vision <sup>103</sup> : <b>Working with others to ensure healthier and safer workplaces in Malta.</b>  The development of a culture, which goes beyond the workplace, which adopts a holistic view of health and that values risk prevention.  Appropriate preventative measures will be in place in all workplaces in Malta to minimize the possibility and severity of occupational incidents and illness. The ultimate goal is zero preventable incidents that can affect health and safety.  Objective 1: Legislation, compliance and enforcement  Objective 2: Capacity Building  Objective 3: Communicating the benefits of OSH  Objective 4: Taking appropriate action against existing and emerging risks  Objective 5: Evaluating effectiveness of actions taken
<b>4. Details of the strategy and activity plan</b>	

<sup>101</sup> Strategic Plan for Occupational Health and Safety 2014-2020. Available at:  
[http://ohsa.org.mt/Portals/0/Docs/PoliciesProcedures/OHSA%20Strategic%20Plan%202014\\_%202020.pdf](http://ohsa.org.mt/Portals/0/Docs/PoliciesProcedures/OHSA%20Strategic%20Plan%202014_%202020.pdf)

<sup>102</sup> Fond Sociali Ewropew, Occupational health and safety in Malta. A snapshot of prevailing standards - a synopsis report, OHSA 2011.  
[http://ohsa.org.mt/portals/0/docs/summary\\_report.pdf](http://ohsa.org.mt/portals/0/docs/summary_report.pdf)

<sup>103</sup> Strategic Plan for Occupational Health and Safety 2014-2020. Available at:  
[http://ohsa.org.mt/Portals/0/Docs/PoliciesProcedures/OHSA%20Strategic%20Plan%202014\\_%202020.pdf](http://ohsa.org.mt/Portals/0/Docs/PoliciesProcedures/OHSA%20Strategic%20Plan%202014_%202020.pdf)



COUNTRY	MALTA
Axis description	
<b>Objective 1: Legislation, compliance and enforcement</b>	<p><b>Activities</b></p> <ul style="list-style-type: none"> <li>Continuous development of an effective legislative framework, achieved through the meaningful consultation of all stakeholders;</li> <li>Development of a consistent and transparent enforcement process model that ensures compliance with health and safety legislation; the support of duty holders, especially SMEs to help them achieve compliance, including by the dissemination of adequate information and guidance, and the provision of advice to all who require it;</li> <li>Soliciting action and initiatives by all duty holders to decrease reliance on OHSA services, while ensuring the competence of services provided by 'external competent persons'.<sup>104</sup></li> </ul> <p><b>Desired outcomes:</b></p> <ul style="list-style-type: none"> <li>Relevant, coherent, simple, effective, legislation and policies, fully aligned with EU directives and with the reality of today's work in Malta.</li> <li>Employers (duty holders) who understand the value and benefits of adequate health and safety levels, and who proactively act without the need of direct intervention from the OHSA through a process of self-regulation.</li> <li>A clearly defined structure and system of penalties</li> <li>Incentives for organisations which make a real effort to improve OHS in their workplaces, disincentives for those operating with uncontrolled risks or who repeatedly break the law.</li> </ul>
<b>Objective 2: Capacity Building</b>	<p><b>Activities</b></p> <ul style="list-style-type: none"> <li>The development of the Authority's human resources through recruitment and training, and the availability of information and tools to assist OHS Officers and other employees of the Authority.</li> </ul> <p><b>Desired situation:</b></p> <ul style="list-style-type: none"> <li>All workers are fully competent for the tasks assigned to them, including new and additional tasks arising as a result of EU Membership, legislative changes and changes in the world of work.</li> </ul>

<sup>104</sup> Strategic Plan for Occupational Health and Safety 2014-2020, p. 5, 2015. Available at: [http://ohsa.org.mt/Portals/0/Docs/PoliciesProcedures/OHSA%20Strategic%20Plan%202014\\_%202020.pdf](http://ohsa.org.mt/Portals/0/Docs/PoliciesProcedures/OHSA%20Strategic%20Plan%202014_%202020.pdf)

COUNTRY	MALTA
	<p>In order for OHS to be able to regulate and enforce OHS adequately, the OHS Authority needs to operate at full complement with all its employees being trained to a high degree of competence and proficiency.</p>
<p><b>Objective 3: Communicating the benefits of OHS</b></p>	<ul style="list-style-type: none"> <li>▪ seeking partnerships with all stakeholders so as to develop a preventive culture that encourages holistic approaches towards healthy lifestyles; increasing the level of awareness regarding the benefits of adequate health and safety levels;</li> <li>▪ disseminating information on the evaluation of risks and their control;</li> <li>▪ promoting and carrying out training.</li> <li>▪ Desired situation:</li> <li>▪ Employers and employees recognise their responsibility and importance in achieving a safe environment for their workers, and feel proud of a positive contribution to OHS.</li> <li>▪ Trade unions distance themselves from attempts to use ohs as a bargaining chip and understand fully the benefits of ohs.</li> <li>▪ To have OHS representation in all workplaces to ensure the meaningful participation by all workers on matters that can affect their health and safety.</li> <li>▪ To have established communication channels to workers, to be able to easily and efficiently build OHS awareness, as well as communicate changes in legislation and new developments in OHS.</li> </ul>
<p><b>Objective 4: Taking appropriate action against existing and emerging risks</b></p>	<p><b>Activities</b></p> <ul style="list-style-type: none"> <li>▪ Fostering and promoting action against both traditional risks and emerging ones, based on appropriate research;</li> <li>▪ Improving the quality of service provided by occupational health service providers, and improving the effectiveness of health surveillance.</li> </ul> <p><b>Desired situation:</b></p> <ul style="list-style-type: none"> <li>▪ To have in place a system for the collection of comprehensive and accurate data on occupational accidents, injuries, ill-health, morbidity and fatal accidents</li> <li>▪ To have medical practitioners who are fully knowledgeable of their legal responsibilities, the association between ill-health and work conditions, and who are sensitised to the different health needs of different sectors of the worker population.</li> <li>▪ To have accurate detailed information about the state of play with regards to OHS in Malta and its effect on the economy.</li> <li>▪ To ensure the full and equitable access to OHS preventive and protective services</li> </ul>

COUNTRY	MALTA
<b>Objective 5: Evaluating effectiveness of actions taken</b>	<ul style="list-style-type: none"> <li>Actions will be assessed against KPIs determined or adopted by the authority, whilst ensuring the efficiency of all services provided.</li> </ul>
<b>5. Actors and stakeholders</b>	<p>The three main tripartite social dialogue institutions for OHS:</p> <p>The Employment Relations Board (ERB), the Malta Council for Economic and Social Development (MCESD) and the Occupational Health and Safety Authority (OHSA)</p>
<b>6. Resources and timeframe</b>	Time frame 2014 to 2020
<b>7. Evaluation/lessons learned</b>	<p>Evaluating effectiveness of actions taken: Actions will be assessed against KPIs determined or adopted by the Authority, whilst ensuring the efficiency of all services provided.<sup>105</sup></p> <p>Quote:</p> <p>“The KPIs are a mix between ‘leading’ indicators that relate more to the progress of OHSA actions and productivity as well as the ‘lagging’ indicators that relate to the effect the OHSA actions are having in the workplace.</p> <p>Most KPI information is already available, through statistics and OHSA activity tracking.</p> <p>Target setting is also a critical KPI requirement – as this is the performance benchmark that each KPI is expected to achieve. Target setting is an annual process, where all targets will be agreed with the KPI ‘owners’.”</p>
<b>Ex ante indicators for the years 2012 to 2020</b>	No indicators identified
<b>8. Relationship to EU Strategic Framework</b>	<p>Objective 1, 2 and 3 are closely related to challenge 1 of the EU-OSH Strategy (<i>Improving the implementation record of Member States, in particular by enhancing the capacity of micro and small enterprises to put in place effective and efficient risk prevention measures.</i>)</p> <p>Objective 4 is related to Challenge 2.</p>

<sup>105</sup> Strategic Plan for Occupational Health and Safety 2014-2020, p5, 2015. Available at: [http://ohsa.org.mt/Portals/0/Docs/PoliciesProcedures/OHSA%20Strategic%20Plan%202014\\_%202020.pdf](http://ohsa.org.mt/Portals/0/Docs/PoliciesProcedures/OHSA%20Strategic%20Plan%202014_%202020.pdf)

## 6.19 Country overview Netherlands

### National strategies mapping

#### Country Overview

#### THE NETHERLANDS

COUNTRY	THE NETHERLANDS
<b>1. Basic information</b>	<p>Strategy document:</p> <p><b>Visie en strategie gezond en veilig werken<sup>106</sup></b></p> <p>English version:</p> <p><b>Dutch vision and strategy for occupational safety and health<sup>107</sup></b></p>
<b>2. Background and the perceived problem</b>	Currently no reference made, but in the Netherlands many surveys and background studies surveys on working conditions are available
<b>3. Main characteristics and objectives of the OSH-strategy (activity plan)</b>	<p><b>Vision</b></p> <p>“Employers are responsible for working conditions. In 2012, the State Secretary for Social Affairs and Employment sent a letter to the House containing the ministry's vision of healthy and safe working conditions.</p> <p>No one should become sick from work, and every employee who dies in a work-related incident is one too many. Having sound working conditions at every workplace in the Netherlands is the ultimate goal. It is important to create a level playing field, both at a national and international level, in order to prevent competitive advantages through bad working conditions.”</p> <p><b>Major objectives ('targets'):</b></p> <ol style="list-style-type: none"> <li>1. Setting the agenda and stimulating</li> <li>2. Supporting employers and employees in creating healthy and safe work</li> <li>3. Establishing frameworks</li> <li>4. Monitoring</li> <li>5. Enforcement</li> </ol>
<b>4. Details of the strategy and activity plan</b>	Strategy actions

<sup>106</sup> Ministerie van Sociale Zaken en Werkgelegenheid, *Visie en strategie gezond en veilig werken*. Available at : [https://www.arboineuropa.nl/wp-content/uploads/2016/10/160728\\_Visie\\_en\\_Strategie\\_NL\\_DEF.pdf](https://www.arboineuropa.nl/wp-content/uploads/2016/10/160728_Visie_en_Strategie_NL_DEF.pdf)

<sup>107</sup> Dutch vision and strategy for occupational safety and health, 2016. Available at: <https://www.arboportaal.nl/documenten/publicatie/2016/07/28/dutch-vision-and-strategy-for-occupational-safety-and-health>

COUNTRY	THE NETHERLANDS
Axis description	
<b>1. Setting the agenda and stimulating a healthy and safe working environment through campaigns, projects</b>	<p><b>1a. Sustainable employability:</b> main focus on a cultural change. Awareness rising among employers and employees through communication campaigns, sharing scientific knowledge and good practice experiences. The programme has two main points:</p> <ul style="list-style-type: none"> <li>tackling work-related psycho-social risks</li> <li>raising awareness of sustainable employability, especially in SME.</li> <li>other activities: e.g. raising awareness for employees with a low socio-economic status and low-skilled employees</li> </ul> <p><b>1b. Self-regulation:</b> main focus on Self-activation and personal responsibility of employers and employees. Making information available to all industries, sharing knowledge, experiences and tools from previous projects.</p> <p><b>1c. Responsible commissioning:</b> focuses on the responsibility of commissioning parties: sufficient attention paid to health and safety aspects and planning will reduce workplace risks.</p> <p><b>1d. Improvement of corporate culture:</b> improve corporate culture with help of tools developed to raise awareness among employees.</p> <p><b>1e. Health and safety educational programme in vocational and other education:</b> exploring ways to promote the incorporation of health and safety at work and awareness in vocational education and recognised training companies.</p>
<b>2. Supporting employers and employees in creating healthy and safe work through tools, projects and training</b>	<p><b>2a. Support centre risk assessment tools</b> (Steunpunt RI&amp;E-instrumenten)</p> <p><b>2b. Prevention employee project</b></p> <ul style="list-style-type: none"> <li>Reinforcing the position of the prevention employee</li> <li>Improving the quality of the advice of prevention employee</li> </ul> <p><b>2c. OSH portal</b></p> <p>Arboportaal – portal with current OSH information</p>
<b>3. Establishing frameworks:</b> to create an equal level of protection for all employees and to provide normative preconditions for health and safety at work (legislation, regulation, working conditions catalogues).	<p><b>3a. Improvement of the work-related care system:</b></p> <p>review the Working Conditions Act</p> <ul style="list-style-type: none"> <li>promotion of cooperation between occupational health care and regular health care and of regional or sectoral occupational health care, of which self-employed persons can become members.</li> </ul> <p><b>3b. Certification:</b> tools to reinforce personal responsibility and enhance self-activation in quality insurance.</p>

COUNTRY	THE NETHERLANDS
	<p><b>3c. Working conditions catalogue:</b> employers and workers descriptions of initiatives on how they meet OSH regulations of the government.</p> <p><b>3d. Hazardous substances:</b> special attention to carcinogens: establishing more and better limit values</p> <p>Organising a conference concerning prevention of risks to exposure to carcinogens.</p>
<b>4. Enforcement</b>	<p>“The government is responsible for establishing the occupational health and safety system and for the enforcement policy. The SZW Inspectorate (<b>S</b>ociale <b>Z</b>akenen <b>W</b>erkgelegenheid – Social Affairs and Employment) monitors compliance with legislation and upholds the law. The ministry's activities are mainly centered on the leaders and middle group of companies. Notorious violators who refuse to comply require a firm enforcement by the Inspectorate.”</p>
<b>5. Monitoring</b>	<p>“The information gathered through monitoring enables us</p> <ul style="list-style-type: none"> <li>▪ to keep an overview of the situation,</li> <li>▪ identify risk groups,</li> <li>▪ establish compliance levels,</li> <li>▪ provide periodic accountability information,</li> <li>▪ answer evaluation questions,</li> <li>▪ contribute to information, detection and facilitation of the field.”</li> </ul>
<b>5. Actors and stakeholders</b>	The strategy was mainly developed by the SZW.
<b>6. Resources and timeframe</b>	<p>The total amount of financial resources dedicated to the strategy is about 40% of its operational budget.</p> <p>The total expenditure on activities related to the strategy amounted to € 6.8 mln in the year 2015, and that included amongst other activities € 2.5 mln for the project on Sustainable Employability and € 2 mln for the project on self-regulation.</p>
<b>7. Evaluation/lessons learned</b>	No evaluation up to now.
<b>Ex ante indicators for the years 2012 to 2020</b>	No indicators identified
<b>8. Relationship to EU Strategic Framework</b>	Objective 2 and 3 are closely related to challenge 1 and 2 of the EU-OSH Strategic Framework. Objective 1 is related to Challenge 3.

## 6.20 Country overview Poland

### National strategies mapping

#### Country Overview

#### POLAND

COUNTRY	POLAND
<b>1. Basic information</b> Name. link and time frame	<p><b>Polish document:</b>  <b>PROGRAM WIELOLETNI „Poprawa bezpieczeństwa i warunków pracy” - III etap (2014-2016), IV etap (2017-2019)</b></p> <p>Strategy document:  <b>National programme „Improvement of safety and working conditions” – phase III (2014-2016), continued as phase IV (2017-2019)</b></p> <p>All documents and for more information see the CIOP-PIB-website<sup>108</sup>,</p>
<b>2. Background and the perceived problem</b>	<p>Quote: “Phase III is the continuation of the national programme „Improvement of safety and working conditions”, with phase I (execution 2008-2010) established by resolution 117/2007 of the Council of Ministers of 3rd July 2007, and phase II established by resolution 154/2010 of the Council of Ministers of 21st September 2010 (execution 2011-2013). The results of phases I and II were positively evaluated by the Ministry of Labour and Social Policy, and the Ministry of Science and Higher Education. It is expected to significantly add to the reduction of occupational risk related to exposure to harmful, dangerous and onerous factors at workplaces. It will also influence the opportunities to extend the professional activity age with good health.</p>
<b>3. Main characteristics and objectives of the OSH-strategy (activity plan)</b>	<p>Quote:</p> <p>“The Programme’s main objective is to develop innovative technical and organisational solutions, aiming at development of human resources, new products, technologies, and management methods and systems whose application will help reduce the number of workers exposed to harmful, dangerous and onerous factors, and reduce the related number of work accidents, occupational diseases and resulting economic and social losses.</p>

<sup>108</sup> Centralny Instytut Ochrony Pracy - Państwowy Instytut Badawczy - CIOP, Poprawa bezpieczeństwa i warunków pracy”- IV etap (2017-2019), Available at:  
[http://www.ciop.pl/CIOPPortalWAR/appmanager/ciop/pl?\\_nfpb=true&\\_pageLabel=P26800385591408696399667&html\\_tresc\\_root\\_id=21639&html\\_tresc\\_id=21642&html\\_klucz=21639&html\\_klucz\\_spis](http://www.ciop.pl/CIOPPortalWAR/appmanager/ciop/pl?_nfpb=true&_pageLabel=P26800385591408696399667&html_tresc_root_id=21639&html_tresc_id=21642&html_klucz=21639&html_klucz_spis)

For information in English see

[https://www.ciop.pl/CIOPPortalWAR/appmanager/ciop/en?\\_nfpb=true&\\_pageLabel=P26400121511406886174136](https://www.ciop.pl/CIOPPortalWAR/appmanager/ciop/en?_nfpb=true&_pageLabel=P26400121511406886174136)

COUNTRY	POLAND
	For this aim, a new challenge is the extension of professional activity age, according to the 2012 revision of the act on pensions and disability benefits from the Social Insurance Fund.
<b>4. Details of the strategy and activity plan</b>  Axis description <sup>109</sup>	
<b>Detailed objectives</b>	<ul style="list-style-type: none"> <li>▪ Creating opportunities for fulfilling the requirements of new strategic documents from the EU</li> <li>▪ Developing and improving solutions for improvement and preservation of work ability in order to prevent labour market exclusion, particularly for elderly people</li> <li>▪ Developing methods and tools for preventing and reducing occupational risk in the working environment, including new and emerging risks</li> <li>▪ Widening the knowledge on causes and results of work accidents and occupational diseases, and on profitability of preventive actions on societal and enterprises level</li> <li>▪ Shaping and promoting a safety culture by improving OSH management and developing a modern system of educating and informing the society</li> </ul>
<b>Activities</b>	<p><b>Tasks related to the services of the state</b></p> <ul style="list-style-type: none"> <li>▪ Establishing standards in OSH</li> <li>▪ Developing methods and tools for preventing and reducing occupational risks in the working environment.</li> <li>▪ Developing a system of testing machinery and appliances, tools and personal and collective protection equipment</li> <li>▪ Developing a system of OSH education, information and promotion.</li> </ul> <p><b>Research and development tasks</b></p> <p>The research and development programme includes projects within the following main research areas:</p> <ol style="list-style-type: none"> <li>1. Developing and preserving working abilities.</li> <li>2. New and emerging risks related to new technologies and work processes.</li> <li>3. Material engineering and science, and new technologies for OSH purposes</li> <li>4. Shaping a safety culture.</li> </ol>

<sup>109</sup> In our descriptions we stuck to the original structure of the strategic document, because a categorisation of measures according to the four axes would not have been adequate to the structure and content of the strategy documents. Many activities and measures could not simply be assigned to one axis, but were overlapping.



COUNTRY	POLAND
<b>Details of the activity plan</b>	
<b>Examples of projects</b>	<p><b>Project titles (Selection)</b></p> <p>Rating speech intelligibility and directional hearing ability of workers over the age of 50 years</p> <p>Rating exposure to low-frequency vibration having general impact for selected physiological functions of the body worker</p> <p>Research nuisance and noise exposure, including to low-frequency noise emitted by turbines and wind turbines</p> <p>The study of sound propagation and methods of shaping the acoustic conditions in rooms for activities requiring concentration of attention</p> <p>The method of preventing the reduced level of alertness of employees aged 55+ by exposure to different color and intensity of light</p> <p>Research on the influence of torque hand-held machines for the formation of the burden of the musculoskeletal system operators</p> <p>Mechatronic support system rehabilitation segments of the musculoskeletal system of the upper limb in the fingers and wrist</p> <p>The use of virtual reality techniques to support the professional activation of older people</p> <p>Rules for the use of techniques for monitoring places of residence of the worker-high-speed communications technology (UWB) to ensure the safety of the use of machinery</p> <p>Simulate touch sensations associated with the interaction of the control components and manipulated objects in the environment of virtual reality for training in the safe use of production machines for metal</p> <p>Toxicity in vitro studies of selected compounds on senescent cells</p> <p>The rating methods in vitro potential remote effects of exposure to selected ceramic nanomaterials</p> <p>Study the spread of the nano-objects in the air space work</p> <p>Modelling distribution of ventilation air in the environment emission sources associated with the processing of nanomaterials</p> <p>Identifying risk groups associated with exposure to carcinogens typed</p> <p>The rating methods in vitro harmful effects of second generation biofuels obtained in the transesterification of fats waste</p> <p>Examination of the distribution of concentrations of carcinogens in fractions of fine particles emitted during the operation of motor vehicles</p>

COUNTRY	POLAND
	<p>Research flammability and explosiveness of thermostable plastics in the context of prevention of major industrial accidents</p> <p>Study of the sources and pathways of harmful microbiological agents in the working environment with the use of biochemical methods and gene profiling</p> <p>Evaluation of the possibilities of using fiber aerosol transport and elimination of harmful microbiological agents from the environment</p> <p>Evaluation of the impact of professional and non-professional factors on the ability of people to work with chronic diseases</p> <p>Performing work under time pressure and the load on the eyesight of employees of different ages</p> <p>Explore the possibility of physical and psychomotor skills of older workers in terms of extension activity</p> <p>The static load of the lower extremities of the position during operation and the occurrence of chronic venous insufficiency, depending on age.</p> <p>Lifestyle and psycho-physical working conditions as determinants of ability to work</p> <p>Identification of individual and organizational determinants of motivation of older people to continue working</p> <p>The impact of stereotypes on the functioning of the professional employees 50+</p> <p>Type of employment contract and the welfare of employees and attitude toward work requirements</p> <p>Requirement profile psychological conditioning efficiency and safety of professional drivers over the age of 55</p> <p>Innovative device for local cooling of personnel operating theaters, taking into account the specificity of selected procedures</p> <p>Modelling and assessment of electromagnetic hazards in the working environment for users of personal medical devices (OUM) to support the vital functions of the body</p> <p>Experimental and modelling human exposure to the indirect impact of electromagnetic fields of small and medium frequencies</p> <p>Investigation of ergonomic gloves using surface electromyography</p> <p>Model organic vapor sensor based on thin films of carbon nanotubes</p> <p>Polymer hybrid materials involving nanoparticles for use in plant protection</p>

COUNTRY	POLAND
	<p>Bioactive nonwoven filter for use in respiratory protection equipment reusable</p> <p>Active clothing materials with shape memory (SMM) to protect workers against heat</p> <p>Develop a model to estimate the thermal insulation using artificial neural networks to design clothing Heat</p> <p>Developing a model material with marked paths for implementation in smart clothing</p> <p>Development of a model of an optical filter, variable rate transmission in the visible range, for use in eye protection measures positions risk of hazardous infrared</p> <p>Development of methods for designing components safety footwear and facial masks and respirators using digital mapping anthropometric measurements</p> <p>Development of the system architecture monitoring and management of occupational health and safety with regard to advanced technologies and solutions in the field of intelligent working environment</p> <p>Age management in terms of shaping and working conditions of its effectiveness</p> <p>Innovative methods of communication in the management of health and safety</p> <p>The use of the concept of adaptability (resilience) in the management of health and safety</p> <p>The role of organisational factors in shaping behaviors and attitudes of employees of different ages against risks to safety and health</p> <p>Examination of the relationship between the level of safety culture and the economic results of enterprises</p> <p>The effectiveness of postgraduate studies in the field of ergonomics, safety and health at work</p>
<b>Expected results</b>	<ul style="list-style-type: none"> <li>▪ Increased efficiency of activities for prevention of occupational hazards, taking into account the need for ability to work in the extended period of professional activity</li> <li>▪ Improved quality of OSH management in enterprises, taking into account age management</li> <li>▪ Ensuring a modern approach to the OSH and ergonomics issues in teaching curricula on all levels, and improvement of competences of specialists</li> </ul>

COUNTRY	POLAND
	<ul style="list-style-type: none"> <li>▪ Widening the offer of Polish manufacturers of PPE, and therefore improved safety of their users by making available new, improved products</li> <li>▪ Continuation of legislation and standardization work in view of ensuring the compliance of Polish law with EU regulations on OSH, as well as implementing respective EU standards in Polish OSH standards</li> <li>▪ Development of a national system of conformity assessment of products and services with EU directives</li> <li>▪ Ensuring Poland's active participation in European and international research cooperation, as well as exchange of best practices in OSH and ergonomics</li> <li>▪ Improving the efficiency of promotion and information actions in OSH, including development of the activities of the National Focal Point of the European Agency for Safety and Health at Work.</li> </ul>
<b>5. Actors and stakeholders</b>	<ol style="list-style-type: none"> <li>1. All tasks related to the services for the state are executed by CIOP-PIB - the main programme performer and coordinator. The research part of the Programme is executed by 17 scientific institutions – universities and research institutes, by the Polish Academy of Sciences, cooperating with enterprises, government bodies and labour supervision bodies. These institutes are:</li> <li>2. AGH University of Science and Technology, Faculty of Mechanical Engineering and Robotics</li> <li>3. Koźmiński University w Warszawie</li> <li>4. Academy of Special Education</li> <li>5. Central Institute for Labour Protection – National Research Institute (CIOP-PIB)</li> <li>6. Nencki Institute of Experimental Biology</li> <li>7. Nofer Institute of Occupational Medicine in Lodz</li> <li>8. Institute of Occupational Medicine and Environmental Health</li> <li>9. Institute of Rural Health in Lublin</li> <li>10. Oil and Gas Institute</li> <li>11. Białystok University of Technology, Faculty of Electricity</li> <li>12. Łódź University of Technology, Faculty of Material Technologies and Textile Design</li> <li>13. Warsaw University of Technology <ul style="list-style-type: none"> <li>○ Faculty of Electronics and Information Technology</li> <li>○ Faculty of Mechatronics</li> </ul> </li> <li>14. Industrial Research Institute for Automation and Measurements</li> <li>15. Warsaw School of Economics</li> <li>16. Medical University of Silesia in Katowice</li> <li>17. Medical University in Lodz</li> <li>18. Military Institute of Hygiene and Epidemiology</li> </ol>

COUNTRY	POLAND
	<p>The following Ministries, institutions, social partners and business associations cooperate in disseminating and implementing the program results:</p> <ul style="list-style-type: none"> <li>▪ Ministry of Family, Labour and Social Policy</li> <li>▪ Ministry of Science and Higher Education</li> <li>▪ Ministry of National Education</li> <li>▪ Ministry of Development and Finance</li> <li>▪ Ministry of Infrastructure and Construction</li> <li>▪ Ministry of Maritime Economy and Inland Navigation</li> <li>▪ Ministry of Health</li> <li>▪ Ministry of Sport and Tourism</li> <li>▪ Ministry of Energy</li> <li>▪ National Labour Inspectorate</li> <li>▪ State Sanitary Inspection</li> <li>▪ State Fire Service</li> <li>▪ Polish Committee for Standardization (PKN)</li> <li>▪ Office of Technical Inspection (UDT)</li> <li>▪ State Mining Authority (WUG)</li> <li>▪ Transportation Technical Supervision (TDT)</li> <li>▪ Polish Social Insurance Institution (ZUS)</li> <li>▪ Agricultural Social Insurance Fund (KRUS)</li> <li>▪ Polish Engineering Association (NOT)</li> <li>▪ Polish Craft Association</li> <li>▪ NSZZ “Solidarność” National Commission</li> <li>▪ All-Poland Alliance of Trade Unions – OPZZ</li> <li>▪ Trade Unions Forum</li> <li>▪ Polish Confederation Lewiatan</li> <li>▪ Employers of Poland</li> <li>▪ Business Centre Club – Employers’ Association</li> <li>▪ Polish Association of OSH services Employees</li> <li>▪ Network of OSH Experts (48 members)</li> <li>▪ Network of Regional OSH Centres (16 centres)</li> <li>▪ Safe Work Leaders Forum (109 companies)</li> <li>▪ Polish Association of Personal Protective Equipment Producers and Distributors (35 companies)</li> </ul>
<b>6. Resources and timeframe</b>	No information identified
<b>7. Evaluation/lessons learned</b>	<p>The programme is monitored and evaluated by the Coordination Board composed of representatives of ministries and other public bodies, organizations of employers and employees, representatives of institutions interested in implementing the results of the Programme as well as scientific experts. The Coordination Board meets once a year in order to monitor the progress and evaluate the outcomes of tasks related to the services of the state and research projects. The</p>

COUNTRY	POLAND
	Coordination Board can suggest some modifications, however without altering the main objective of the Programme.
<b>Ex ante indicators for the years 2015 to 2020</b>	The programme continues as phase IV (2017-2019) and the following strategic indicators have been adopted: the reduction in the number of persons employed in hazardous conditions, the reduction in the number of fatal accidents at work and in the number of severe accidents at work.
<b>8. Relation to EU Strategic Framework</b>	There is a direct reference to the EU-OSH Strategic Framework made. Due to the broad approach there are relations to all aspects of the European Strategic Framework.

## 6.21 Country overview Portugal

### National strategies mapping

#### Country Overview

#### PORTUGAL

COUNTRY	PORTUGAL
<b>1. Basic information</b>	<p>Portuguese document:</p> <p><b>Estratégia Nacional para a Segurança e Saúde no Trabalho 2015 - 2020 — «Por um trabalho seguro, saudável e produtivo»<sup>110</sup></b></p> <p>Strategy document:</p> <p><b>National Strategy for Health and Safety at Work 2015-2020 – “For a safe, healthy and productive work”</b></p>
<b>2. Background and the perceived problem</b>	<p>Defining the perceived problem:</p> <p>Short description in the introduction of the strategy and in the rationale for the specific objectives</p>
<b>3. Main characteristics and objectives of the OSH-strategy (activity plan)</b>	<p>Objective 1: <b>To develop and implement public policies of health and safety at work;</b></p> <p>Objective 2: <b>To improve the prevention of occupational diseases and work accidents</b></p> <p>Objective 3: <b>To support companies in the implementation of health and safety at work, particularly micro, small and medium-sized enterprises</b></p> <p>Objective 4: <b>To promote information, training, participation and cooperation at the workplace</b></p> <p>Objective 5: <b>To promote compliance with health and safety at work legislation</b></p> <p>Objective 6: <b>To strengthen international cooperation on health and safety</b></p>
<b>4. Details of the strategy and activity plan</b>	
<b>Axis description</b>	

<sup>110</sup>Estratégia Nacional para a Segurança e Saúde no Trabalho 2015 -2020, Diário da República, 1.ª série — N.º 183 — 18 de setembro de 2015. Available at: <http://www.act.gov.pt/%28pt-PT%29/Itens/Noticias/Documents/ENSST%202015-20120.pdf>

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<b>Details of the activity plan</b>	Every measure is accompanied by Indicators, Targets and Entities to be involved. (in this short description, we only present the indicators and targets)
<b>Objective 1:</b>  <b>To develop and implement public policies of health and safety at work;</b>	<p><b>Measure 1 - To promote the inclusion of health and safety at work as a learning subject, in all levels of education, including permanent awareness campaigns throughout schooling.</b></p> <p>Indicators: Creation of a health and safety at work benchmark</p> <p>Targets: 1 Health and safety at work benchmark</p> <p><b>Measure 2 - To promote the training of the educative community, including teaching and non-teaching staff on health and safety at work, ensuring, whenever possible, that training courses in this field are accredited for professional development purposes</b></p> <p>Indicators: Number of people trained; number of training sessions; number of training tools produced with informative content and teaching materials produced to help teachers to raise awareness among students.</p> <p>Targets: 7,500/year; 250/year; 15/year</p> <p><b>Measure 3 - To develop preventive actions aimed at specific targets, namely the following categories of workers: young; over 55 years old; women; civil servants; fixed-term contracted; temporary; part-time; teleworkers; self- employed; migrants; disabled; with chronic medical conditions</b></p> <p>Indicators: Number of specific actions developed; number of entities/services; number of recipients.</p> <p>Targets: 50/year; 6; 1500/year</p> <p><b>Measure 4 - To complete the national survey of work conditions</b></p> <p><b>Indicators: Publication of the results</b></p> <p>Targets: Report.</p> <p><b>Measure 5 - To assess and promote the health and safety at work system in the public administration</b></p> <p>Indicators: Report with data on the public administration; number of good practices disclosed; number of awareness activities carried out</p> <p>Targets: 1 annual report; 2/year; 10/year</p> <p><b>Measure 6 - To invest in partnerships with the media and in the communication of messages on social network about health and safety at work</b></p>



COUNTRY	PORTUGAL
	<p>Indicators: Number of partnerships; number of health and safety at work messages posted on social networks; number of campaigns</p> <p>Targets: 10/year; 200/year; 6/year</p> <p><b>Measure 7 - To promote partnerships between public and private institutions and research entities in the context of health and safety at work, as well as develop and disseminate research projects in areas identified as priorities within health and safety at work aimed at workplaces</b></p> <p>Indicators: Number of projects developed; number of partnerships</p> <p>Targets: 4/year; 10/year</p> <p><b>Measure 8 - Publication of regulations and safety at work standards for construction sites</b></p> <p>Indicators: Number of regulations or standards published</p> <p>Targets: 1 law</p> <p><b>Measure 9 - Publication of the rules for carrying out duties related to safety coordination in construction</b></p> <p>Indicators: Number of regulations or standards published</p> <p>Targets: 1 law</p>
<p><b>Objective 2:</b></p> <p><b>To improve the prevention of occupational diseases and work accidents</b></p>	<p><b>Measure 10 - To institutionalise social dialogue with the creation of sector-based forums for construction, manufacturing, agriculture and transport to analyse accident rates, identify specific needs and adopt specific measures aimed at these sectors</b></p> <p>Indicators: Number of forums created</p> <p>Targets: 4 forums with 2 annual meetings</p> <p><b>Measure 11 - To develop a prevention and awareness campaign for industrial accidents at work and occupational diseases and their redress, including information on technical support for rehabilitation and professional reintegration</b></p> <p>Indicators: Number of awareness measures; number of recipients</p> <p>Targets: 40/year; 1,000/year</p> <p>Entities to be involved: MESS; ACT; IEP, I.P.; Social partners; Institutional partners</p> <p>Strategic Objective: 2; 3</p> <p><b>Measure 12 - To promote the setting-up of joint committees for major construction and public works projects</b></p>

COUNTRY	PORTUGAL
	<p>Indicators: Number of committees</p> <p>Targets: 3 during the period ENSST 2015-2020</p> <p><b>Measure 13 - To develop preventive activities for specific hazards such as chemical, psychosocial, nano-technologies, biological and musculoskeletal disorders</b></p> <p>Indicators: Number of specific actions developed</p> <p>Targets: 40/year</p> <p><b>Measure 14 - To create a common and integrated information system for work accidents and occupational diseases, in order to ensure reliable information processing, including those involving public employees and private sector employees</b></p> <p>Indicators: Creation of a common and integrated information system</p> <p>Targets: 1 in 2020</p> <p><b>Measure 15 - To promote the production and analysis of statistics related to occupational diseases</b></p> <p>Indicators: Number of statistical indicators made available; number of periodical assessments or actions carried out</p> <p>Targets: 5/year</p> <p><b>Measure 16 - To assess the impact of the organisation model of health and safety services at work on the improvement in health and safety conditions at work</b></p> <p>Indicators: Number of assessment reports produced</p> <p>Targets: 2 reports (2017 and 2020)</p>
<p><b>Objective 3:</b></p> <p><b>To support companies in the implementation of health and safety at work, particularly micro, small and medium-sized enterprises</b></p>	<p><b>Measure 17 - To disseminate information on the forms of organisation of health and safety at work services best suited to their size/activity/risk</b></p> <p>Indicators: Number of companies covered</p> <p>Targets: 5,000/year</p> <p><b>Measure 18 – To streamline the intervention of the Authority for Working Conditions prevention experts in the workplaces, in coordination with health and safety at work services and other prevention agents</b></p> <p>Indicators: Number of visits made; number of measures implemented</p> <p>Targets: 150/year; 450/year</p>

COUNTRY	PORTUGAL
	<p><b>Measure 19 - To identify and promote information sharing and good practices in health and safety at work</b></p> <p>Indicators: Information or good practices made available on the ACT website</p> <p>Targets: 50</p> <p><b>Measure 20 - Production and dissemination of simple documents adapted to each sector, as well as law enforcement tools for health and safety at work</b></p> <p>Indicators: Number of tools disseminated</p> <p>Targets: 6/year</p>
<p><b>Objective 4:</b></p> <p><b>To promote information, training, participation and cooperation at the workplace</b></p>	<p><b>Measure 21 - To organise training/awareness/information activities for employers and workers on health and safety at work</b></p> <p>Indicators: Number of activities organised; number of targets</p> <p>Targets: 20/year; 500/year</p> <p><b>Measure 22 - To provide online self-assessment tools</b></p> <p>Indicators: Number of tools provided</p> <p>Targets: 5 during the period ENSST 2015-2020</p> <p><b>Measure 23 - To promote the integration and adaptation of training offer on health and safety at work aimed at specific sectors of activity in the National Qualifications Catalogue, as well as the development of health and safety at work training courses</b></p> <p>Indicators: Number of training courses with health and safety at work content; number of training activities developed</p> <p>Targets: 20 during the period ENSST 2015-2020; 100 during the period ENSST 2015-2020</p>
<p><b>Objective 5:</b></p> <p><b>To promote compliance with health and safety at work legislation</b></p>	<p><b>Measure 24 - To assemble and provide support kits for new employers on their main labour and health and safety at work obligations</b></p> <p>Indicators: Number of kits provided</p> <p>Targets: 5/year</p> <p>Entities to be involved: MESS; ACT; Social partners; ISS, I.P.; IEFP, I.P.; AMA, I.P.</p> <p>Strategic Objective: 1</p> <p><b>Measure 25 - To follow up and monitor the activity of external services, in both safety at work and health at work</b></p>

COUNTRY	PORTUGAL
	<p>Indicators: Number of entities audited; number of non-conformities corrected</p> <p>Targets: Total universe</p> <p>Entities to be involved: MSESS, ACT; MS; DGS</p> <p>Strategic Objective: 2; 3</p> <p><b>Measure 26 - To follow up and monitor the activity of certified health and safety at work training providers</b></p> <p>Indicators: Number of entities audited; number of non-conformities corrected</p> <p>Targets: Total universe</p> <p><b>Measure 27 - Assessment of the resources and activities developed in terms of internal and common health and safety at work services</b></p> <p>Indicators: Number of entities followed up</p> <p>Targets: 500 Companies during the period ENSST 2015-2020</p> <p><b>Measure 28 - To promote compliance with health and safety at work requirements by all parties in the hiring chain</b></p> <p>Indicators: Number of monitoring tools made available</p> <p>Targets: 3/year</p> <p><b>Measure 29 - To ensure the improvement in working conditions through the continuous adaptation of human, logistics and technical resources, from the Authority for Working Conditions.</b></p> <p>Indicators: Interventions of ACT in health and safety at work; number of active prevention experts/workers; indicative ratio of active inspectors/workers of 10,000 or less; number of workers with specific health and safety at work training</p> <p>Targets: 50% or more; 100</p>
<p><b>Objective 6</b></p> <p><b>To strengthen international cooperation on health and safety at work</b></p>	<p><b>Measure 30 - To carry out cooperation activities on health and safety at work</b></p> <p>Indicators: Number of activities organised</p> <p>Targets: 2/year</p> <p><b>Measure 31 - To promote exchanges activities between Portuguese and other countries experts</b></p> <p>Indicators: Number of exchanges</p> <p>Targets: 5/year</p>

COUNTRY	PORTUGAL
<b>5. Actors and stakeholders</b>	<p><b>ACT</b> – Autoridade para as Condições do Trabalho (Authority for Working Conditions)</p> <p><b>AMA, I.P.</b> – Agência para a Modernização Administrativa, I.P. (Agency for the Administrative Modernisation)</p> <p><b>ANQEP, I.P.</b> – Agência Nacional para a Qualificação e o Ensino Profissional, I.P. (National Agency for Qualification and Vocational Education and Training)</p> <p><b>ANSR</b> – Autoridade Nacional de Segurança Rodoviária (National Road Safety Authority)</p> <p><b>ASF</b> – Autoridade de Supervisão de Seguros e Fundos de Pensões (Insurance and Pension Funds Supervisory Authority)</p> <p><b>DGAEP</b> – Direção-Geral da Administração e do Emprego Público (Directorate-General of Administration and Public Employment)</p> <p><b>DGS</b> – Direção-Geral da Saúde (Directorate-General of Health)</p> <p><b>GEE/GE</b> – Gabinete de Estratégia e Estudos/Gabinete de Estratégia e Planeamento (Office for Strategy and Studies/Office for Strategy and Planning)</p> <p><b>GEE/GE</b> – Gabinete de Estratégia e Estudos/Gabinete de Estratégia e Planeamento (Office for Strategy and Studies/Office for Strategy and Planning)</p> <p><b>IEFP, I.P.</b> – Instituto do Emprego e da Formação Profissional, I.P. (Institute of Employment and Vocational Training)</p> <p><b>INE, I.P.</b> – Instituto Nacional de Estatística, I.P. (National Institute of Statistics)</p> <p><b>INSA, I.P.</b> – Instituto Nacional de Saúde Dr. Ricardo Jorge, I.P. (National Institute of Health Dr. Ricardo Jorge)</p> <p><b>ISS, I.P.</b> – Instituto da Segurança Social, I.P. (Social Security Institute)</p> <p><b>ME</b> – Ministry of Economic Affairs</p> <p><b>MEC</b> – Ministry of Education and Science</p> <p><b>MF</b> – Ministry of Finance</p> <p><b>MNE</b> – Ministry of Foreign Affairs</p> <p><b>MS</b> – Ministry of Health</p> <p><b>MSESS</b> – Ministry of Solidarity, Employment and Social Security</p>

COUNTRY	PORTUGAL
<b>6. Resources and timeframe</b>	The National Strategy for Health and Safety at Work 2015-2020 foresees a schedule of implementation of each measure and the contributing entities to be involved in that implementation.
<b>7. Evaluation/lessons learned</b>	<p>ENSST 2015 – 2020 will be monitored on three occasions, namely:</p> <ul style="list-style-type: none"> <li>▪ Initial assessment – before the end of 2016;</li> <li>▪ Interim assessment – before the end of 2018;</li> <li>▪ Final assessment – after 31 May 2022.</li> </ul>
<b>Ex ante indicators for the years 2012 to 2020</b>	<p>Promote the quality of working life and the competitiveness of companies;</p> <p>Reduce the number of work accidents by 30% and its incidence rate of by 30%;</p> <p>Reduce the hazard factors associated with occupational diseases.</p> <p>(for details see under ‘Measures’)</p>
<b>8. Relation to EU Strategic Framework</b>	<p>The objectives are closely related to all aspects of Challenge 1, 2 and 3 of the EU-strategy.</p> <p>Challenge 3 (Tackling demographic change): the National Strategy for Health and Safety at Work 2015-2020 deals with this issue in the 3rd measure of the strategy (objective 1) by foreseeing Preventive Actions tackling with different targets including older people.</p> <p>Measure 6 is related to the key objective 7 of the EU-OSH Strategic Framework by foreseeing to strengthen international cooperation on health and safety at work.</p> <p>Measure 14 and 15 of the strategy are related to key objective 6 of the EU-strategy (<i>Improve statistical data collection and develop the information base</i>) by foreseeing the creation of a common and integrated information system for work accidents and occupational diseases and to promote the production and analysis of statistics related to occupational diseases</p>

## 6.22 Country overview Romania

### National strategies mapping

#### Country Overview

#### ROMANIA

COUNTRY	ROMANIA
<b>1. Basic information</b>	<p>STRATEGIA NAȚIONALĂ în domeniul securității și sănătății în muncă pentru perioada 2018 - 2020<sup>111</sup></p> <p>English:</p> <p>National Strategy on Occupational Safety and Health at Work for the period 2018-2020</p> <p>Former version:</p> <p>National strategy on health and safety at work 2008-2013<sup>112</sup>.</p>
<b>2. Background and the perceived problem</b>	<p>The National OSH strategy for the period 2018-2020 seeks to establish a common framework of actions in the field of OSH to be carried out between 2018-2020 by all competent authorities, OSH institutions and social partners. Ensuring safe and healthy jobs, maintaining and improving the workers' health as well as attaining and supporting the occupational well-being represents the main medium- and long-term concern of the institutions tasked with occupational safety and health in view of a sustainable development from the economic and social point of view for Romania.</p> <p>This strategy represents an instrument meant to harmonise efforts made in order to achieve the proposed objectives.</p>
<b>3. Main characteristics and objectives of the OSH strategy (activity plan)</b>	<p>The goal of the "National Strategy on occupational safety and health 2018-2020" is to continue the specific actions taken at national level, by taking into account the 3 main challenges set out at the European Union level, as well as the strategic objectives established through the European Strategic Framework on safety and health at work 2014-2020.</p> <p>The General Objectives of the National OSH Strategy are:</p>

<sup>111</sup> STRATEGIA NAȚIONALĂ în domeniul securității și sănătății în muncă pentru perioada 2018-2020, Hotărâre 191/2018. Available at: <https://lege5.ro/Gratuit/gi3tmnxguza/strategia-nationala-in-domeniul-securitatii-si-sanatatii-in-munca-pentru-perioada-2018-2020-hotarare-191-2018?dp=gi2tmnjrgi2tsmq>

<sup>112</sup> STRATEGIA NAȚIONALĂ PRIVIND SECURITATEA ȘI SĂNĂTATEA ÎN MUNCĂ PENTRU PERIOADA 2008 – 2013 (National strategy on health and safety at work 2008-2013). Available at: <http://www.mmuncii.ro/pub/img/site/files/cff7f87adc5ad0d5c5e5d1e4bf90920a.pdf>

COUNTRY	ROMANIA
	<p>A. A better implementation of the occupational safety and health legislation, especially in microenterprises and in SMEs;</p> <p>B. An improvement in the workers' safety and health protection, mainly for those operating in economic activities involving occupational risks, included in the key areas of intervention, with a focus on prevention of occupational diseases;</p> <p>C. Encouragement of common actions undertaken together with social partners, by raising their awareness and level of involvement in the management of occupational safety and health issues and by promoting an effective social dialogue;</p> <p>D. Proper management of the issues associated with ageing workers in the context of a general phenomenon of population ageing, respectively of the active labour force ageing.</p>
<b>4. Details of the strategy and activity plan</b>	<p>Specific objectives of the National Strategy on Safety and Health:</p> <ol style="list-style-type: none"> <li>1. Improvement of the OSH legal framework</li> <li>2. Support for microenterprises and small and medium-sized enterprises from the perspective of compliance with occupational safety and health legislation</li> <li>3. Improvements in the monitoring of compliance with occupational safety and health legislation through actions undertaken by the competent authorities</li> <li>4. Tackling the work-force ageing and an improvement in the prevention of occupational diseases</li> <li>5. Improvements in collecting statistical data</li> <li>6. Enhanced coordination with national partners in order to reduce work accidents and occupational diseases</li> </ol> <p>These specific objectives are to be achieved based on the Action Plan for the implementation of the National Strategy on occupational safety and health 2018-2020 included in the Annex to the National Strategy on occupational safety and health 2018-2020.</p>
<b>National Action Plan for the implementation of the National Strategy on occupational safety and health for 2018-2020</b>	
	<p><u>Abbreviations used:</u></p> <p><b>MLSJ</b> - Ministry of Labour and Social Justice</p> <p><b>MH</b> - Ministry of Health</p> <p><b>LI</b> - Labour Inspection</p> <p><b>CNPP</b> - National Public Pensions House</p>



COUNTRY	ROMANIA
	<p><b>INCDPM</b> - „Alexandru Darabont” National Research– Development Institute for Labour Protection “Alexandru Darabont”</p> <p><b>INSEMEX</b> - National Research &amp; Development Institute for Mining Security and Anti-explosive Protection Petroșani</p> <p><b>FOP RO/EUOSHA</b> Romanian Focal Point of the European Agency for Safety and Security at Work</p> <p><b>MLSJ PSCD</b> - Sectorial Research &amp; Development Plan of the Ministry of Labour and Social Justice</p> <p><b>PN II</b> - National program for monitoring the determinants of the life-work environment</p> <p><b>SMEs</b> - Small and medium-sized enterprises</p> <p><b>OSH</b> - Safety and health at work</p>
<b>Specific objectives</b>	<b>Actions</b>
<b>Specific objective no. 1 Improvement of the OSH legal framework</b>	<p>1.1 Reviewing the legislation on occupational safety and health in order to solve the issues identified throughout the implementation process matching the changes on the labour market</p> <p><i>Output:</i> Revised legislation for the occupational safety and health, adapted to the changes on the labour market</p> <p><i>Responsible authorities:</i> MLSJ, MH, LI, CNPP</p> <p><i>Final deadline/implementation period:</i> 2019</p> <p><i>Budget:</i> No additional expenses for the budgets of the responsible institutions</p>
	<p>1.2 Reviewing the legislation on insurance for work-related accidents and occupational diseases in order to solve the issues identified during the implementation process</p> <p><i>Output:</i> Improvement of legislation on insurance for work-related accidents and occupational diseases in order to support the beneficiaries.</p> <p><i>Responsible authorities:</i> MLSJ, MH, CNPP, LI</p> <p><i>Final deadline/implementation period:</i> 2019</p> <p><i>Budget:</i> No additional expenses for the budgets of the responsible institutions</p>
	<p>1.3 Reviewing the legislation framework on work-related health services for the purpose of simplification of procedures undertaken for notifying and declaring occupational</p>

COUNTRY	ROMANIA
	<p>diseases and updating the occupational diseases list</p> <p><i>Output:</i> Simplification of administrative procedures undertaken during the process of notifying and declaring occupational diseases</p> <p>Update on the list of occupational diseases based on the current trends and EU recommendations</p> <p><i>Responsible authorities:</i> MLSJ, MH, CNPP, LI</p> <p><i>Final deadline/implementation period:</i> 2019</p> <p><i>Budget:</i> No additional expenses for the budgets of the responsible institutions</p>
	<p><i>Output:</i> Increasing the possibilities for diagnosis, treatment and recovery of work capacity for the patients suffering from occupational diseases</p> <p><i>Responsible authorities:</i> MLSJ, MH, CNPP</p> <p><i>Final deadline/implementation period:</i> 2018</p> <p><i>Budget:</i> No additional expenses for the budgets of the responsible institutions</p>
	<p>1.4. Development of a system for monitoring the workers' level of exposure to carcinogens agents</p> <p><i>Output:</i> Identification of exposure and workers that risk an occupational exposure to carcinogens</p> <p><i>Responsible authorities:</i> MLSJ, MH</p> <p><i>Final deadline/implementation period:</i> 2020</p> <p><i>Budget:</i> Norwegian grants MH budget - PN II Program - No Additional expenses for the budgets of the responsible institutions</p>
	<p>1.5. Increased quality and competitiveness for the occupational medicine service providers</p> <p><i>Output:</i> Improvement of quality of occupational medicine services</p> <p><i>Responsible authorities:</i> MH</p> <p><i>Final deadline/implementation period:</i> 2019</p> <p><i>Budget:</i> No additional expenses for the budgets of the responsible institutions</p>

COUNTRY	ROMANIA
<p><b>Specific objective no. 2</b>  <b>Support for microenterprises, small and medium-sized enterprises from the perspective of compliance with occupational safety and health legislation</b></p>	<p>2.1. Monitoring microenterprises, small and medium-sized enterprises from the perspective of compliance with occupational safety and health legislation</p> <p><i>Output:</i> Improvement of the compliance level for the occupational safety and health legislation by the microenterprises, small and medium-sized enterprises.</p> <p><i>Responsible authorities:</i> LI</p> <p><i>Final deadline/implementation period:</i> yearly</p> <p><i>Budget:</i> LI budget</p>
	<p>2.2. Support for the employers in undertaking prevention activities</p> <p><i>Output:</i> Increased performance for small and medium-sized enterprises in taking measures for prevention of work-related accidents and occupational diseases</p> <p><i>Responsible authorities:</i> CNPP</p> <p><i>Final deadline/implementation period:</i> yearly, starting from 2018</p> <p><i>Budget:</i> CNPP budget. No additional expenses for the budgets of the responsible institutions</p>
	<p>2.3. Development of instruments and practical guidelines supporting the implementation of legislation in the field of occupational safety and health</p> <p><i>Output:</i> Set of instruments for the delivery of prevention and protection activities</p> <p><i>Responsible authorities:</i> MLSJ</p> <p><i>Final deadline/implementation period:</i> 2018-2019</p> <p><i>Budget:</i> 200,000 lei, PSCD budget of MLSJ</p> <hr/> <p><i>Output:</i> Cost-benefit calculation methodology at unit and/or enterprise level</p> <p><i>Responsible authorities:</i> MLSJ</p> <p><i>Final deadline/implementation period:</i> 2018-2019</p> <p><i>Budget:</i> 225,000 lei, PSCD budget of MLSJ</p>

COUNTRY	ROMANIA
	<p><i>Output:</i> Improvements in monitoring workers' health</p> <p><i>Responsible authorities:</i> MH</p> <p><i>Final deadline/implementation period:</i> 2018-2020</p> <p><i>Budget:</i> No additional expenses for the budgets of the responsible institutions. PN II budget</p>
	<p>2.4. Promoting OSH best practice to SMEs level</p> <p><i>Output:</i> OSH best practice Guidelines for SMEs</p> <p><i>Responsible authorities:</i> INCDPM</p> <p><i>Final deadline/implementation period:</i></p> <p><i>Budget:</i> INCDPM budget</p>
	<p><i>Output:</i> Information seminars</p> <p><i>Responsible authorities:</i> FOP RO/EU OSHA, LI</p> <p><i>Final deadline/implementation period:</i> 2018-2020</p> <p><i>Budget:</i> EU OSHA budget for the safe and healthy job's campaign</p>
	<p><i>Output:</i> National guidelines of determining the requirements for occupational safety and health for companies working with substances/products/goods that might result in toxic/explosive environments or which have explosive features.</p> <p><i>Responsible authorities:</i> INSEMEX, Petroșani</p> <p><i>Final deadline/implementation period:</i> 2018</p> <p><i>Budget:</i> INSEMEX, Petroșani budget</p>
<b>Specific objective no. 3</b> <b>Improvements in the monitoring of compliance with occupational safety and health legislation through actions undertaken by the competent authorities</b>	<p>3.1. Awareness raising campaigns and actions related to compliance with occupational safety and health legislation</p> <p><i>Output:</i> Improvement of the compliance level for the occupational safety and health legislation by public authorities and institutions</p> <p><i>Responsible authorities:</i> LI</p> <p><i>Final deadline/implementation period:</i> yearly</p> <p><i>Budget:</i> LI budget</p>
	<p><i>Output:</i> Raising awareness among social partners in order to develop a prevention mindset</p> <p><i>Responsible authorities:</i> LI</p> <p><i>Final deadline/implementation period:</i> 2018-2019</p>

COUNTRY	ROMANIA
	<i>Budget:</i> LI budget
	<p><i>Output:</i> Raising awareness in order to develop a prevention mindset - Information for prevention-related stakeholders</p> <p><i>Responsible authorities:</i> FOP RO/EU OSHA, LI, MLSJ, MH, INCDPM, CNPP</p> <p><i>Final deadline/implementation period:</i> yearly</p> <p><i>Budget:</i> EU OSHA budget for the "Safe and health jobs" campaign INCDPM budget, LI budget</p>
	<p>3.2. Integration of occupational safety and health in the educational process</p> <p><i>Output:</i> Development of a risk prevention mindset at all educational levels, through basic knowledge training and raising awareness of occupational safety and health.</p> <p><i>Responsible authorities:</i> LI</p> <p><i>Final deadline/implementation period:</i> 2020</p> <p><i>Budget:</i> LI budget</p>
	<p>3.3. Improvement of knowledge related to promoting health and the implementation of legislation in the occupational medicine sector</p> <p><i>Output:</i> Occupational medicine specialist doctors able to promote occupational health</p> <p><i>Responsible authorities:</i> MH</p> <p><i>Final deadline/implementation period:</i> 2019</p> <p><i>Budget:</i> PN II an down revenues</p>
	<p>3.4. A better implementation of legislation for occupational safety and health in highrisk economic sectors</p> <p><i>Output:</i> Improvement of the compliance with the legal provisions on OSH</p> <p><i>Responsible authorities:</i> LI</p> <p><i>Final deadline/implementation period:</i> yearly</p> <p><i>Budget:</i> LI budget</p>
	<p>3.5. Diversification in objectives for the working visits organized with the employers</p>

COUNTRY	ROMANIA
	<p><i>Output:</i> Increasing performance of companies in preventing workrelated accidents and occupational diseases</p> <p><i>Responsible authorities:</i> CNPP</p> <p><i>Final deadline/implementation period:</i> yearly starting from 2019</p> <p><i>Budget:</i> No additional expenses for the budgets of the responsible institutions</p>
	<p>3.6 Development of verification activities associated with the implementation of recommended measures</p> <p><i>Output:</i> Efficiency of prevention activities</p> <p><i>Responsible authorities:</i> CNPP</p> <p><i>Final deadline/implementation period:</i> yearly, starting from 2018</p> <p><i>Budget:</i> No additional expenses for the budgets of the responsible institutions</p>
	<p>3.7. Raising awareness on the importance of prevention measures</p> <p><i>Output:</i> Increased number of information sessions for the beneficiaries</p> <p><i>Responsible authorities:</i> CNPP, MH</p> <p><i>Final deadline/implementation period:</i> yearly starting from 2018</p> <p><i>Budget:</i> CNPP budget, MH budget, No additional expenses for the budgets of the responsible institutions</p>
	<p>3.8. Quality assurance and monitoring the public and private occupational medicine services</p> <p><i>Output:</i> Improved regulatory framework on the assessment of medical technologies and services</p> <p><i>Responsible authorities:</i> MH</p> <p><i>Final deadline/implementation period:</i> 2018-2020</p> <p><i>Budget:</i> World Bank, structural Funds (POCU, POCA)</p>
	<p>3.9. Increasing quality of services provided by occupational toxicology laboratories and ionizing radiations laboratories of the INSP</p>

COUNTRY	ROMANIA
	<p><i>Output:</i> Extending the capacity to monitor occupational emmissions</p> <p><i>Responsible authorities:</i> MH</p> <p><i>Final deadline/implementation period:</i> 2019-2010</p> <p><i>Budget:</i> MH invetsment budget or external funds from the MH PIU, PN II</p>
<p><b>Specific objective no. 4</b> <b>Tackling the work-force ageing and an improvement in the prevention of occupational diseases</b></p>	<p>4.1. Actions for raising awareness on work-force ageing, new and emerging risks and prevention of occupational diseases</p> <p><i>Output:</i> - study on relevant new and emerging risks at national level - method for assessment of psychological and social risks</p> <p><i>Responsible authorities:</i> MLSJ</p> <p><i>Final deadline/implementation period:</i> 2019-2020</p> <p><i>Budget:</i> 100,000 lei, PSCD budget of MLSJ</p>
<p><b>Specific objective no. 5</b> <b>Improvements in collecting statistical data</b></p>	<p>5.1. Monitoring occupational morbidity at national level.</p> <p><i>Output:</i> Better knowledge on developments in occupational diseases and substantiation of policy prevention associated with these illnesses</p> <p><i>Responsible authorities:</i> MH</p> <p><i>Final deadline/implementation period:</i> yearly</p> <p><i>Budget:</i> MH budget – PII Program</p>
	<p>5.2. Improvements in the reporting system for occupational diseases</p> <p><i>Output:</i> Improvements in the registration and reporting system for occupational diseases</p> <p><i>Responsible authorities:</i> MH</p> <p><i>Final deadline/implementation period:</i> 2018-2020</p> <p><i>Budget:</i> External grants, PN II</p>
<p><b>Specific objective no. 6</b> <b>Enhanced coordination with national partners in order to reduce work accidents and occupational diseases</b></p>	<p>6.1. Organisation and operation of a National Tripartite Committee for occupational safety and health</p> <p><i>Output:</i> Improvement of the inter-institutional dialogue and social dialogue, tri-partite exchange of information on the contents of national strategies, on the actions undertaken at national level and progress monitoring.</p>

COUNTRY	ROMANIA
	<p><i>Responsible authorities:</i> MLSJ, MH, LI, CNPP, Trade Unions, Employers' Organisations</p> <p><i>Final deadline/implementation period:</i> 2018</p> <p><i>Budget:</i> No additional expenses for the budgets of the responsible institutions</p>
5. Actors and stakeholders	<p><b>OSH authorities<sup>113</sup>:</b></p> <p>The <b>Ministry of Labour and Social Justice (Ministerul Muncii și Justiției Sociale - MMJS)</b> is the competent authority in the field of safety and health at work.</p> <p>The <b>Ministry of Health (Ministerul Sănătății)</b> is the competent authority in the field of public health, with specific responsibilities in terms of workers' health at work</p> <p>The <b>Labor Inspection (Inspekția Muncii)</b> is the competent authority over matters related to controlling the implementation of legal provisions of occupational safety and health.</p> <p>The <b>Local Public Health Department (Direcțiile teritoriale de sănătate publică)</b> coordinates and implements at local level the medical activities included in the national health programs for protection of health and prevention of illness associated with risk factors related to the work environment.</p> <p><b>Compensation and insurance:</b></p> <p><b>National Public Pensions House (Casa Națională de Pensii Publice - CNPP)</b> is the competent authority for the work related accidents and occupational diseases.</p> <p><b>Prevention institutes</b></p> <p><b>National Research &amp; Development Institute for Labour Protection "Alexandru Darabont" - INCDPM "Alexandru Darabont"</b> is the Romanian scientific research and development institute in the field of safety and health at work. INCDPM promotes and develops applicable research in the benefit of private and public companies within the national and international framework of safety and health at work. The Focal Point of the European Agency for Safety and Health at Work (EU OSHA) in Romania operates within the INCDPM "Alexandru Darabont".</p> <p>The <b>National Research &amp; Development Institute for Mining Security and Anti-explosive Protection Petroșani - INSEMEX</b></p>

<sup>113</sup> More detailed information is available at: STRATEGIA NAȚIONALĂ în domeniul securității și sănătății în muncă pentru perioada 2018-2020, Hotărâre 191/2018. Available at: <https://lege5.ro/Gratuit/gi3tmnzxguza/strategia-nationala-in-domeniul-securitatii-si-sanatatii-in-munca-pentru-perioada-2018-2020-hotarare-191-2018?dp=gi2tmnjrgi2tsmq>



COUNTRY	ROMANIA
	<p><b>(Institutul Național de Cercetare-Dezvoltare pentru Securitate Minieră și Protecție Antiexplozivă Petroșani – INSEMEX)</b> delivers scientific research and specialised services in the field of OSH and environmental protection ensuring profitable conditions for humans - industry - environment.</p> <p>The <b>National Public Health Institute through its National Centre for monitoring risks within the community environments and through its specialised structures within the Regional Public - INSP (Institutul Național de Sănătate Publică)</b> is a specialised agency of the Ministry of Health, providing scientific, technical and methodological support to health policy-making.</p> <p><b>National Institute of Medical Assessment and Work Capacity Recovery – INEMRCM</b> is a public institution operating as an autonomous legal entity from the scientific perspective, subordinated to the CNPP, tasked with responsibilities in terms of work capacity assessment, medical review, determining work incapacity and, as applicable, categorization within the disability scheme.</p> <p><b>Social partners</b>  <b>Trade unions</b> are constituted by employees  on the basis of the right of free association in order to promote their professional, economic and social interests and to defend their individual and collective rights provided for in collective and individual labour agreements or in collective agreements and service relationships, as well as in the national legislation in force.</p> <p><b>Employers' organisations</b> are constituted for the purpose of representing, supporting, defending and promoting the economic, technical, professional and social interests of their members, informing and providing specific services for members, as per the law. They take part, through their own representatives, in the negotiation and conclusion of collective labour agreements, in negotiations and agreements with public authorities and trade unions, as well as in social dialogue structures.</p>
<b>6. Resources and time frame</b>	Time frame is from 2018-2020. The budget is mentioned in detail in the Action Plan.
<b>7. Evaluation/lessons learned</b>	<p>The Ministry of Labour and Social Justice together with the Ministry of Health are the institutions responsible for drafting and monitoring the implementation of the national Action Plan for the implementation of the National Strategy on occupational safety and health for 2018-2020.</p>

COUNTRY	ROMANIA
	<p>The progress assessment on the implementation will be achieved as follows:</p> <ul style="list-style-type: none"> <li>▪ an interim evaluation - by the half of the implementation period, followed, if necessary, by specific measures for improving the achieved results;</li> <li>▪ a final evaluation of results - in the beginning of 2021.</li> </ul>
<b>Ex ante indicators for the years 2012 to 2020</b>	
<b>8. Relationship to the EU Strategic Framework</b>	<p>The legislative framework in occupational safety and health was built by streamlining the Romanian system with the principles of the EU Strategic Framework on occupational safety and health. Starting from the constitutionally protected right to safety and health at work, the area of occupational safety and health is governed by the Labour Code provisions, the provisions of Law no. 319/2006 and, partially, by the legislation of work-related accidents and occupational disease insurance and by the legislation on the status of the occupational medicine specialist doctor. One of the general objectives of the MLSJ is to draft and improve the national legislative framework on occupational safety and health, in compliance with the national objectives and commitments made by Romania as a European Union Member State.</p> <p>The specific objectives are closely related to all aspects of Challenge 1, 2 and 3 of the EU-strategy.</p> <p>For example:</p> <p>General objective A and the specific objective 2 are closely related to Challenge 1 of the EU Strategic Framework</p> <p>Specific objective no. 4 and Action 4.1 are closely related to Challenge 2 of the EU Strategic Framework.</p> <p>General objective D and the specific objective 4 are closely related to Challenge no. 3 of the EU Strategic Framework.</p>

## 6.23 Country overview Slovakia

## National strategies mapping

## Country Overview

## SLOVAKIA

COUNTRY	SLOVAKIA
<b>1. Basic information</b>	<p>Slovakian original:</p> <p><b>Stratégia bezpečnosti a ochrany zdravia pri práci v Slovenskej republike na roky 2016 až 2020 a program jej realizácie</b></p> <p><b>(Occupational Safety and Health Strategy (OSH) in the Slovak Republic for the period 2016 – 2020 and the Programme of its Implementation)<sup>114</sup></b></p> <p><b>Former strategies:</b></p> <p>Stratégia bezpečnosti a ochrany zdravia pri práci v Slovenskej republike do roku 2020 a program jej realizácie naroky 2013 až 2015 s výhľadom do roku 2020 <sup>115</sup></p> <p>Concept on Health and Safety at Work in the Slovak Republic from 2008 to 2012<sup>116</sup> (Occupational Safety and Health Protection Strategy (OSHP) in the Slovak Republic until 2020 and the Programme of its Implementation for the period 2013 - 2015 with prospects until 2020) <sup>117</sup></p>
<b>2. Background and the perceived problem</b>	<p>Defining the perceived problem:</p> <p>Outcomes of the former strategy</p> <p>Results from supervision</p> <p>A background description can be found in the first chapter of the strategy document: “CURRENT STATUS OF OSHP IN THE SLOVAK REPUBLIC”</p>

<sup>114</sup> Minister práce, sociálnych vecí a rodiny, Stratégia bezpečnosti a ochrany zdravia pri práci v Slovenskej republike na roky 2016 až 2020 a program jej realizácie – návrh, 2016.. Available at: <http://www.rokovania.sk/Rokovanie.aspx/BodRokovaniaDetail?idMaterial=25987> or <https://www.employment.gov.sk/sk/praca-zamestnanost/bezpecnost-ochrana-zdravia-pri-praci/dokumenty-2.html>

<sup>115</sup> Stratégia bezpečnosti a ochrany zdravia pri práci v Slovenskej republike do roku 2020 a program jej realizácie naroky 2013 až 2015 s výhľadom do roku 2020 (Strategy for Health and Safety at Work in the Slovak Republic by 2020 and program for its implementation in the years 2013 to 2015 with a view to 2020). Available at: <http://www.rokovania.sk/Rokovanie.aspx/BodRokovaniaDetail?idMaterial=22602> or <https://www.employment.gov.sk/sk/praca-zamestnanost/bezpecnost-ochrana-zdravia-pri-praci/dokumenty-2.html>

<sup>116</sup> Ministry of Labour, Social Affairs and Family of the Slovak Republic, Analyses and statistics, several dates. Available at: <https://www.employment.gov.sk/en/analyses-statistics/>

<sup>117</sup> Ministry of Labour, Social Affairs and Family of the Slovak Republic, Occupational Safety and Health Protection Strategy (OSHP) in the Slovak Republic until 2020 and the Programme of its Implementation for the period 2013 - 2015 with prospects until 2020. Available at: <https://www.employment.gov.sk/sk/praca-zamestnanost/bezpecnost-ochrana-zdravia-pri-praci/dokumenty-2.html>

COUNTRY	SLOVAKIA
<b>3. Main characteristics and objectives of the OSH-strategy (activity plan)</b>	<p>Quote:</p> <p><i>“The basic goal of the OSHP Strategy include a support for long-term sustainable decent work conditions and a maintenance the low number of occupational accidents, particularly fatal occupational accidents and accidents with lifelong consequences, and all in comparison with the status achieved in 2012, as well as the elimination of the causes to occupational diseases, the improvement of prevention and the strengthening labour culture.”</i> (unofficial translation).</p>
<b>4. Details of the strategy and activity plan</b>  Axis description	
<b>Priorities</b>	<p>The strategy involves five priorities</p> <p><b>Priority 1:</b> Improving the publicity, promotion and culture of prevention in the area of OSHP</p> <p><b>Priority 2:</b> Improving the personal and material conditions for quality and effective operations of labour inspection bodies and other supervision bodies in the area of OSHP</p> <p><b>Priority 3:</b> Improving the quality of activities of specialized subjects eligible to perform activities in the area of OSHP</p> <p><b>Priority 4:</b> Applying a system approach to OSHP-related issues</p> <p><b>Priority 5:</b> The Focus of attention on sectors with a high number of occupational accidents and diseases</p>
<b>Details of the activity plan</b>	
<b>Priority 1: Improving the publicity, promotion and culture of prevention in the area of OSHP</b>	<p>Care for OSHP by employers is regarded as ‘frequently minimal and formal’.</p> <p>The objective is the enhancement of the awareness of the experts and lay public regarding OSHP, as part of the efforts to strengthen the prevention culture.</p> <p>Improving OSHP publicity and promotion, not only through the bodies of labour inspection and supervision over the OSHP, but particularly through professional preventative services, employers’ representatives and professional employee associations and the academic community, research, the media and inside the employer through senior staff.</p>
<b>Priority 2: Improving the personal and material conditions for quality and effective operations of</b>	Pursuant to the International Labour Organization (ILO) and the Senior Labour Inspectors Committee (SLIC), conditions must be improved to

COUNTRY	SLOVAKIA
<b>labour inspection bodies and other supervision bodies in the area of OSHP</b>	<p>promote effectively legal and other requirements for ensuring healthy and safe conditions at workplaces.</p> <p>That requires a sufficient quantity and quality of labour inspectors and other employees of bodies supervising OSHP. Language skills, English in particular, are also necessary;</p> <p>The performance of labour inspections and state supervision over OSHP must be intensified and its quality must be improved to the level of standards achieved in the EU Member States-</p> <p>The effective use of existing financial, technical and personnel resources of the state inspection bodies and supervisory organs should be achieved by better coordination and the gradual creation of conditions for the suitable institutional integration of present inspection and supervisory organs.</p>
<b>Priority 3: Improving the quality of activities of specialized subjects eligible to perform activities in the area of OSHP</b>	<p>According to legal requirements, small and medium-sized organizations which do not have their own experts in the area of OSHP are obliged to fulfil certain obligations in the area of OSHP; these tasks are frequently ensured through outsourced/supply companies which are authorized to perform activities related to preventative and protective services (safety technical service, occupational health service).</p> <p>As a result, labour inspectorates and public health authorities must intensively verify the quality of services and carry out controls in these companies focused on the professional qualifications of their employees and the quality and professional standards of their methods.</p>
<b>Priority No. 4: Applying system approach to OSHP-related issues</b>	<p>Fulfilling the obligations in the area of OSHP is often insufficient, especially among small and medium-size employers and the level of legal awareness is low. It has been demonstrated that the application of a system approach to OSHP and its verification by an independent third party will increase the level of OSHP among individual subjects. In addition to the OSHP management system pursuant to the OHSAS 18 001 standard, the level of protection of employees in organizations in Slovakia can be verified through the Safe Enterprise project implemented by the National Labour Inspectorate (hereinafter referred to as the "NLI").</p>
<b>Priority No. 5: The Focus of attention on sectors with a high number of occupational accidents and diseases</b>	<p>Prevention, monitoring, punitive and repressive activities of the labour inspection and other state OSH institutions will focus on sectors and jobs with a higher incidence of health damage.</p>
<b>5. Actors and stakeholders</b>	<p>Labour inspection and other public institutions, social partners and professional associations</p>

COUNTRY	SLOVAKIA
<b>6. Resources and timeframe</b>	<p>Chapter 7 contains information about resources. The budget for OSH is provided by the current household and special funds.</p> <p>(7. Financovanie: Realizácia úloh stratégie BOZP bude financovaná z rozpočtových a mimorozpočtových zdrojov)</p>
<b>7. Evaluation/lessons learned</b>	<p>Evaluation: No overall evaluation or impact measurement done until now.</p> <p>The evaluation of the all previous years is prepared by the Ministry of Labour, Social Affairs and Family of SK. The evaluation performed regularly every year. The evaluation is based on the partial evaluations provided by the actors and stakeholders. As to the NEW STRATEGY, the first evaluation is expected on 2018.</p>
<b>Ex ante indicators for the years 2012 to 2020</b>	No quantitative indicators
<b>8. Relationship to EU Strategic Framework</b>	<p>All four priorities are related to challenge 1 of the EU-OSH Strategy (<i>Improving the implementation record of Member States, in particular by enhancing the capacity of micro and small enterprises to put in place effective and efficient risk prevention measures.</i>)</p> <p>Priority 2 to 4 are related to the improvement of the work of public institutions and OSH-specialists, e.g. in enterprises or prevention services. Priority 1 aims at a better prevention culture.</p> <p>Priority 5 is related to challenge 2 of the EU Strategic Framework.</p>

## 6.24 Country overview Slovenia

## National strategies mapping

## Country overview

## Slovenia

COUNTRY	SLOVENIA
<b>1. Basic information</b>	<p>Resolucija o Nacionalnem programu varnosti in zdravja pri delu 2018-2027 (Uradni list RS, št. 23/18, ReNPVZD18-27)<sup>118</sup></p> <p>English version: Resolution on the National Programme for Safety and Health at Work (Official Gazette of the Republic of Slovenia, No. 23/18)</p> <p>Akcijski načrt za izvajanje resolucije o nacionalnem programu varnosti in zdravja pri delu 2018-2027 v prvem triletnem obdobju (2018-2021)<sup>119</sup></p> <p>English version:</p> <p>Action Plan for the Implementation of the Resolution on the National Programme of Health and Safety at Work 2018-2027 for the first three-year period (2018-2021)</p> <p>Former versions: Resolution on national programme for Safety and Health at Work, Official Gazette of the Republic of Slovenia, No. 116/03<sup>120</sup></p>
<b>2. Background and the perceived problem</b>	<p><b>Vision:</b> Safety, health and well-being at work are the highest priorities in a working environment and the foundation of permanent business success.</p> <p>The efficient assurance of health and safety at work, with no accidents at work, occupational diseases or work-related diseases is in the national interest, the interest of workers and an obligation of employers.</p>

<sup>118</sup> <https://www.uradni-list.si/glasilo-uradni-list-rs/vsebina?urlid=2003126&stevilka=5394> Državni zbor Republike Slovenije je na podlagi prvega odstavka 4. člena Zakona o varnosti in zdravju pri delu (Uradni list RS, št. 43/11) ter 109. in drugega odstavka 169.a člena Poslovnika državnega zbora (Uradni list RS, št. 92/07 – uradno prečiščeno besedilo, 105/10, 80/13 in 38/17) na seji dne 27. marca 2018 sprejel Resolucijo o nacionalnem programu varnosti in zdravja pri delu 2018-2027 (ReNPVZD18-27). Available at: <http://www.pisrs.si/Pis.web/pregledPredpisa?id=STRA75>

<sup>119</sup> Vlada Republike Slovenije je na podlagi šestega odstavka 21. člena Zakona o Vladi Republike Slovenije (Uradni list RS, št. 24/05 – uradno prečiščeno besedilo, 109/08, 38/10 – ZUKN, 8/12, 21/13, 47/13 – ZDU-1G, 65/14 in 55/17) v zvezi z Resolucijo o nacionalnem programu varnosti in zdravja pri delu 2018–2027 (Uradni list RS, št. 23/18) sprejela na 13. redni seji dne 20. decembra 2018 Akcijski načrt za izvajanje resolucije o nacionalnem programu varnosti in zdravja pri delu 2018-2027 v prvem triletnem obdobju (2018-2021). Available at: <https://www.gov.si/assets/ministrstva/MDDSZ/VZD-/Akcijski-nacrt.pdf>

<sup>120</sup> Resolution on national programme for safety and health at work, Official Gazette of the Republic of Slovenia, 18 December 2003. Available at: <https://www.uradni-list.si/glasilo-uradni-list-rs/vsebina?urlid=2003126&stevilka=5394>

COUNTRY	SLOVENIA
	<p>The efforts to raise the level of the preventive culture in working environment must become a joint commitment of the Government of the Republic of Slovenia, social partners, enterprises and workers.</p> <p>The aim of the National OSH Programme is to connect all stakeholders in the system of health and safety at work in order to join forces and cooperate in the realisation of the generally accepted vision in the field of health and safety at work in Slovenia according to their best abilities and in compliance with their mission: to create and maintain a working environment, which will preserve workers' health throughout the entire period of their employment, so they will be able to work longer and the work performed will be to their personal satisfaction.</p>
<b>3. Main characteristics and objectives of the OSH strategy (activity plan)</b>	<p>The resolution is structured by strategic objectives and measures. The Action Plan for the Implementation of the Resolution on the National Programme of Health and Safety at Work 2018-2027 for the first three-year period (2018-2021) further defines measures, responsible institutions, financial resources, time frame and monitoring.</p> <ol style="list-style-type: none"> <li>1. Strategic objectives aimed at ensuring safety at work</li> <li>2. Strategic objectives aimed at ensuring health at work</li> <li>3. Strategic objectives aimed at promoting a culture of prevention in the working environment and the consideration of workers' diversity</li> <li>4. Strategic objectives aimed at ensuring health and safety for workers working in new forms of work and employment</li> <li>5. Strategic objectives aimed at promoting social dialogue in the field of health and safety at work</li> <li>6. Other tasks envisaged by resolution ReNPVZD 18-27</li> </ol>
<b>4. Details of the strategy and activity plan</b>	
<b>Axis description</b>	
<b>1. Strategic objectives aimed at ensuring safety at work</b>	<p><b>1.1. To reduce the number of work accidents by 20 per cent in the next 10 years</b></p> <p><i>Measures:</i></p> <p>1.1.1. Preparation and implementation of a programme of targeted supervision campaigns and consulting of the Labour Inspectorate of the Republic of Slovenia (LIORS) and other competent inspection authorities relating to the quality and suitability of risk assessment in organisations.</p>



COUNTRY	SLOVENIA
	<p>1.1.2. Preparation and implementation of the programme for raising awareness campaigns on health and safety at work in transport, particularly in cooperation with the AVP and the Police, including targeted supervision campaigns and consulting the inspection authorities.</p> <p>1.1.3. Preparation and implementation of programmes for awareness-raising campaigns for employers and employees in the construction sector to prevent work-related accidents, including targeted supervision campaigns and consulting the LloRS.</p> <p>1.1.4. Preparation and implementation of a programme for awareness-raising campaigns for small employers and their employees to prevent work-related accidents, including targeted supervision campaigns and consulting the LloRS.</p> <p>1.1.5. Introduction of a differentiated contribution rate for health and pension and disability insurance on the basis of a preliminary analysis and simulation.</p> <p>1.1.6. Examination of possibilities for tax relief for investments in safe and healthy working environment and the promotion of health in the workplace.</p> <p>1.1.7. Preparation and implementation of a programme for preparing practical e-tools for risk assessment, OiRA, including a plan for their upgrading, promotion, training of employers to work with the tools, and the introduction and operation of the user support service.</p> <p>1.1.8. Preparation and drafting of practical e-tools in the field of health and safety at work.</p> <p>1.1.19 Introduction of a national award for employers' achievements in regard to a comprehensive approach to ensuring health and safety at work.</p> <p><b>1.2. To ensure the safe use of hazardous chemical substances in work processes and to replace hazardous chemicals with less hazardous ones</b></p> <p><i>Measures:</i></p> <p>1.2.1. Review and preparation of a new list of binding limit values for occupational exposure to hazardous chemical substances.</p> <p>1.2.2. Preparation and implementation of a targeted supervision programme and consulting of the LloRS regarding the correct use and implementation of regulations in the field of hazardous substances, i.e. chemical, carcinogenic and mutagenic substances, substances toxic to reproduction and asbestos.</p>

COUNTRY	SLOVENIA
	<p>1.2.3. Preparation and implementation of a programme of awareness-raising campaigns for employers, employees and the wider public on risks when working with nanomaterials and endocrine disruptors.</p> <p>1.2.4. Preparation of practical guidelines for an assessment of risks due to exposure to hazardous chemical substances.</p> <p>1.2.5. Preparation and implementation of a programme of tighter supervision campaigns of the LloRS related to the quality of risk assessment regarding exposure to hazardous chemical substances</p> <p>1.2.6. Conclusion of, and implementation of, the Agreement on raising awareness and exchanging good practice in the field of reducing exposure to carcinogens at workplace</p> <p><b>1.3. To ensure the high-quality implementation of expert tasks relating to safety at work</b></p> <p><i>Measures:</i></p> <p>1.3.1. Reinforcement of the staff of the Health and Safety at Work Department within the Ministry of Labour, Family, Social Affairs and Equal Opportunities (MoLFSA), which will also assume the responsibility of the doctrine related to health and safety at work.</p> <p>1.3.2. Reinforcement of the staff of the Inspection for Safety and Health at Work within the LloRS.</p> <p>1.3.3. Preparation and implementation of a training programme for labour inspectors and other competent inspectors for supervision and consultation.</p> <p>1.3.4. Preparation and implementation of a training programme for expert workers.</p> <p>1.3.5. Preparation and implementation of a programme of targeted supervision campaigns of the LloRS of the quality and suitability of performance of expert tasks of safety at work by legal entities and sole traders with permits to implement expert tasks.</p> <p>1.3.6. Development of a modern interdisciplinary study in the field of health and safety at work.</p> <p>1.3.7. Increase budgetary resources earmarked for basic and applied research in the field of health and safety at work.</p> <p>1.3.8. Promotion of interdisciplinary scientific and research work related to health and safety at work.</p> <p>1.3.9. Dissemination of findings of foreign research in the field of health and safety at work.</p>

COUNTRY	SLOVENIA
	1.3.10. Monitoring public procurements from the viewpoint of meeting obligations defined in regulations regarding health and safety at work
2. Strategic objectives aimed at ensuring health at work	<p><b>2.1. Arranging, enforcing, monitoring and upgrading the system of establishing, confirming and reporting occupational diseases</b></p> <p><i>Measures:</i></p> <p>2.1.1. Preparation, adoption and enforcement of regulations governing the establishment, confirmation and reporting of occupational diseases</p> <p>2.1.2. Revision of the regulation on preventive medical examinations</p> <p>2.1.3. Preparation of expert groundwork for adopting a regulation on implementing biological monitoring regarding workers' exposure to hazardous chemical substances</p> <p><b>2.2 Implementing, monitoring and upgrading programmes promoting physical and mental health in the workplace directed at preventing chronic diseases and maintaining the ability to work</b></p> <p><i>Measures:</i></p> <p>2.2.1. Establishment of a national platform for providing expert support to employers when implementing workplace health promotion programmes</p> <p>2.2.2. Preparation and implementation of training programmes for employers when implementing workplace health promotion adjusted to small enterprises</p> <p>2.2.3. Promotion of examples of good practice regarding workplace health promotion, particularly examples of good practice from small enterprises</p> <p><b>2.3. Establishing mechanisms for early detection and assistance in the event of work-related mental overload</b></p> <p><i>Measures:</i></p> <p>2.3.1. Preparation of practical guidelines for the early detection of work-related mental overload</p> <p>2.3.2. Approach to concluding a social partners' agreement on work-related stress prevention</p> <p>2.3.3. Approach to concluding a social partners' agreement on implementing the European social partners' autonomous</p>

COUNTRY	SLOVENIA
	<p>framework agreement on active ageing and an intergenerational approach</p> <p>2.3.4. Preparation and implementation of training programmes for managers on measures regarding work organisation and treatment of people at work which enable the improvement of the working environment and reduce the presence of psychosocial risks</p> <p>2.3.5. Preparation and implementation of a campaign programme for identifying, detecting and assisting in preventing employee burnout</p> <p>2.3.6. Promotion of scientific and research work relating to psychosocial risks in the workplace</p> <p><b>2.4. Adjusting workplaces to prevent musculoskeletal disorders; reducing sick leave due to musculoskeletal disorders by 5 per cent in the next 10 years</b></p> <p><i>Measure:</i></p> <p>2.4.1. Preparation and implementation of programme of targeted supervision campaigns, consulting of the IRSD and other competent inspection authorities regarding the correct use and implementation of regulations in the field of preventing musculoskeletal disorders, high-quality risk assessment and execution of workplace health promotion</p> <p><b>2.5. Establishing mechanisms to assist workers when returning to work after long-term sick leave</b></p> <p><i>Measures:</i></p> <p>2.5.1. Preparation and implementation of training programmes for employers on how to recognise labour law and health consequences of chronic diseases in workplaces and how to adapt workplace</p> <p>2.5.2. Preparation and implementation of training programmes for occupational health providers, expert workers, HR departments and managers on how to help workers return to work after lengthy sick leaves and how to adapt workplaces</p> <p>2.5.3. Collection and dissemination of information on measures and good practices intended to facilitate workers' return to work after lengthy sick leave</p> <p>2.5.4. Preparation of practical guidelines to assist workers when returning to work after lengthy sick leave</p> <p><b>2.6. Ensuring high-quality implementation of expert tasks by occupational health providers</b></p>

COUNTRY	SLOVENIA
	<p><i>Measures:</i></p> <p>2.6.1. Preparation of a situation analysis of the field of occupational medicine and the adoption of suitable systemic changes</p> <p>2.6.2. Adoption of quality standards in occupational medicine</p> <p>2.6.3. Preparation and implementation of a programme of targeted supervision campaigns and consultation with inspection authorities regarding the quality and suitability of implementing expert tasks of providing health at work</p> <p>2.6.4. Review and update of national legislation with the objective of reducing administrative burdens, when this is possible, particularly for micro and small employers</p>
<p><b>3. Strategic objectives aimed at promoting a culture of prevention at the working environment and the consideration of worker's diversity</b></p>	<p><b>3.1 Implementation of thematic campaigns directed at promoting a culture of prevention in a working environment</b></p> <p><i>Measures:</i></p> <p>3.1.1. Preparation and implementation of a programme of national campaigns aimed at promoting a preventive culture in the field of health and safety at work</p> <p>3.1.2. Continued participation in Healthy Workplaces Campaigns implemented on the initiative of the EU-OSHA</p> <p>3.1.3. Preparation of material with fundamental principles of culture of prevention in the field of health and safety at work</p> <p><b>3.2. Introduction of health and safety at work and healthy lifestyle in education at all levels and directions</b></p> <p><i>Measure:</i></p> <p>3.2.1. Preparation and implementation of a modern programme for introducing health and safety at work in education, in cooperation with the Ministry of Education, Science and Sport, the National Education Institute Slovenia and other relevant institutions</p> <p><b>3.3. Promotion of the recognition of diversity when ensuring health and safety at work; promotion of providing workplaces for all generations and of intergenerational cooperation</b></p> <p><i>Measures:</i></p> <p>3.3.1. Preparation of practical guidelines for assessing risk while taking into account workers' diversity – particularly when considering differences in gender, age and reduced work capacity, including special risks to which migrant workers and posted workers are exposed</p>

COUNTRY	SLOVENIA
	<p>3.3.2. Consideration of special risks to which certain groups of workers are exposed (e.g. pregnant workers, workers with reduced work capacity, elderly and young workers, migrant workers, posted workers, women) when preparing practical OiRA e-tools for risk assessment</p> <p>3.3.3. Preparation of practical guidelines for managing health and safety at work while taking into account the age structure, and the promotion of intergenerational cooperation</p> <p>3.3.4. Introduction and promotion of risk assessment which will consider the particular features of elderly workers' work in the workplace</p> <p>3.3.5. Preparation and implementation of training programmes for managerial and HR staff for intergenerational cooperation</p>
<p><b>4. Strategic objectives aimed at ensuring health and safety for workers working in new forms of work employment</b></p>	<p><b>4.1 Raising the awareness of workers working in new forms of work and employment about the basics of health and safety at work</b></p> <p><i>Measures:</i></p> <p>4.1.1. Preparation and implementation of a campaign on health and safety at work for workers working in new forms of work and employment</p> <p>4.1.2. Promotion of lifelong learning regarding health and safety at work, including the promotion of exchanging knowledge and experience between younger and older workers through mentoring and reverse mentoring</p> <p><b>4.2. Dissemination of the latest findings on how the working environment is changing and new forms of work and employment</b></p> <p><i>Measures:</i></p> <p>4.2.1. Disseminating among the wider and expert public the findings of the latest research on new forms of work and employment implemented by ILO, Eurofound, EU-OSHA and other research institutions</p> <p>4.2.2. Promotion of research on the consequences of new forms of work and employment for health and safety at work</p>
<p><b>5. Strategic objectives aimed at promoting social dialogue in the field of health and safety at work</b></p>	<p><b>5.1. Promotion of social dialogue in the field of health and safety at work</b></p> <p><i>Measures:</i></p>

COUNTRY	SLOVENIA
	<p>5.1.1. Preparation and implementation of training programmes for employers, employees and their representatives for social dialogue in the field of health and safety at work in organisations</p> <p>5.1.2. Conclusion of social agreements in fields which contribute to improving health and safety at work</p>
<p><b>6. Other tasks envisaged by the resolution ReNPVZD18-27 Sec.<sup>121</sup></b></p>	<p><b>6.1. Safety and health at work statistics</b></p> <p><i>Measures:</i></p> <p>6.1.1. Evaluation of administrative and survey sources of statistics on occupational accidents, injuries at work, sick leave, occupational diseases and work-related health problems</p> <p>6.1.2. Renovation of the statistical monitoring system for that area</p> <p><b>6.2. Analyses, evaluations and preparation of implementing documents of the ReNPVZD18-27</b></p> <p><i>Measures:</i></p> <p>6.2.1. Evaluation of the implementation of the Action Plan for the implementation of ReNPVZD18-27 for the first three year period (2018-2020)</p> <p>6.2.2. Preparation of implementation documents</p>
<p><b>5. Actors and stakeholders</b></p>	<p>The <b>Ministry of Labour, Family, Social Affairs and Equal Opportunities (MoLFSA)</b> and the <b>Ministry of Health</b> determine the policy and priorities in the field of health and safety at work, set the rules and ensure these rules are correctly and consistently implemented in practice in consultation with the tripartite Economic and Social Council.</p> <p>The <b>Economic and Social Council</b> participates in the preparation of legislation and provides opinions, recommendations and incentives for the adoption of new or amendment of the applicable regulations on health and safety at work.</p> <p>The key holders of measures for realising objectives defined in this National Programme are the <b>Ministry of Labour, Family, Social Affairs and Equal Opportunities</b>, the <b>Ministry of Health</b> and the <b>Labour Inspectorate of the Republic of Slovenia (LloRS)</b>..</p> <p>Other ministries and bodies within the ministries also participate in realising the set objectives:</p> <ul style="list-style-type: none"> <li>▪ The Ministry of Economic Development and Technology,</li> <li>▪ The Ministry of Agriculture, Forestry and Food,</li> </ul>

<sup>121</sup> Objective 6 – translation through google Translator

COUNTRY	SLOVENIA
	<ul style="list-style-type: none"> <li>▪ The Ministry of Finance,</li> <li>▪ The Ministry of Education, Science and Sport,</li> <li>▪ The Chemical Office of the Republic of Slovenia,</li> <li>▪ The National Institute of Public Health</li> <li>▪ The Statistical Office of the Republic of Slovenia,</li> <li>▪ The National Education Institute Slovenia as the national development, research and consulting institution in the field of pre-school, primary and general secondary school education.</li> <li>▪ The mining inspectorate, the maritime inspectorate, the inspectorate responsible for supervising aviation security and the inspectorate responsible for protection against natural and other disasters.</li> </ul>
<b>6. Resources and time frame</b>	<p>Time frame of the National Programme is 2018-2027; however, on the basis of the evaluation of the three 3-year action plans a new national programme can be submitted earlier.</p> <p>The Action Plan for the Implementation of the Resolution on the National Programme of Health and Safety at Work 2018-2027 further defines the measures, the responsible institute and the time frame of the action for 2018 to 2021 (three years action plan).</p> <p>While taking into account the limited funds available to Slovenia for basic and applied research, special attention will be dedicated to disseminating the findings of European research institutions, particularly Eurofound and EU-OSHA. Slovenia will try to increase the share of budgetary resources earmarked for basic and applied research in the field of health and safety at work.</p> <p>The ministries <b>and institutions</b> mentioned as stakeholders plan and provide budgetary resources for implementing measures to realise the objectives of the National Programme.</p>
<b>7. Evaluation/lessons learned</b>	<p>The monitoring of the implementation of the National Programme <b>and</b> individual measures will be determined in more detail in three-year action plans. Every three years an analysis of the implementation of the action plan will be prepared.</p> <p>The monitoring and evaluation of this National Programme is based on statistical data collected on the basis of legislation. When this is possible, direct impact indicators are used. They are not specified in the programme.</p>
<b>8. Relationship to the EU Strategic Framework</b>	<p>There is a close relationship to the EU Strategic Framework. There are relations to practically every aspect of the EU-OSH Strategic Framework.</p>



COUNTRY	SLOVENIA
	<p>Challenge 1 of the EU-OSH Strategic Framework is covered by the strategic objective 1.1 and its related measures.</p> <p>Challenge 2 of the EU-OSH Strategic Framework is covered by the strategic objective 1.2 and its related measures as well as by all strategic objectives under No. 2 with their related measures.</p> <p>Challenge 3 of the EU-OSH Strategic Framework is covered by the strategic objectives of No 3 and their related measures.</p>

## 6.25 Country Overview Spain

### National strategies mapping

#### Country Overview

#### SPAIN

COUNTRY	SPAIN
<b>1. Basic information</b>	<p>Spanish document:</p> <p><b>Estrategia Española de Seguridad y Salud en el Trabajo 2015 – 2020</b><sup>122</sup></p> <p><b>Plan de Acción 2019-2020, Estrategia Española de Seguridad y Salud en el Trabajo 2015 – 2020</b><sup>123</sup></p> <p>Strategy abstract in English</p> <p><b>Spanish Strategy on Safety and Health at Work</b><sup>124</sup></p> <p>Former strategies:</p> <p>Primera Estrategia Española de Seguridad y Salud en el Trabajo 2007-2012</p> <p>All documents and more information see on the INSST website<sup>125</sup></p>
<b>2. Background and the perceived problem</b>	<p>Defining the perceived problem:</p> <p>Chapter ‘Analysis of the prevention of work related risks on the state level’ (Diagnóstico de la prevención de riesgos laborales en el ámbito del Estado) (p11 –p16 of the strategy document):</p> <p>Priority issues mentioned to improve occupational safety and health at work:</p> <ul style="list-style-type: none"> <li>▪ Sectors and activities with higher risk</li> <li>▪ Musculo-skeletal disorders</li> <li>▪ Dangerous substances</li> <li>▪ Vulnerable groups of workers</li> </ul>

<sup>122</sup> Estrategia Española de Seguridad y Salud en el Trabajo 2015 – 2020, Available at:

[https://www.insst.es/InshtWeb/Contenidos/Documentacion/ESTRATEGIA%20SST%2015\\_20.pdf](https://www.insst.es/InshtWeb/Contenidos/Documentacion/ESTRATEGIA%20SST%2015_20.pdf)

<sup>123</sup> Plan de acción 2019-2020, Estrategia Española de Seguridad y Salud en el Trabajo 2015 – 2020. Available at:

<https://www.insst.es/documents/94886/599872/Plan+de+accion+2019-2020.pdf/4e97c156-297b-4116-8181-7b8e6a296fbc>

<sup>124</sup> Based on the English strategy abstract and translations by Lothar Lissner and Google Translator. The English abstract is available under:

<https://www.insst.es/documents/94886/211340/Spanish+Strategy+on+Occupational+Safety+and+Health.pdf/7bacaade-8bda-40b2-9eee-5101fb8420d4>

<sup>125</sup> Instituto Nacional de Seguridad e Higiene en el Trabajo (INSHT). Available at: <https://www.insst.es/>

COUNTRY	SPAIN
	<ul style="list-style-type: none"> <li>▪ Psychosocial risks</li> <li>▪ Emerging risks</li> <li>▪ Wellbeing at work</li> <li>▪ Small and medium enterprises</li> </ul> <p>and</p> <p>Annex 1 of the strategy document: ANNEX I. STATUS OF SAFETY AND HEALTH - WORK IN FIGURES (Basic indicators: 2007-2012); (ANEXO I. SITUACIÓN DE LA SEGURIDAD Y SALUD EN EL TRABAJO EN CIFRAS (Indicadores básicos: 2007-2012)</p>
<b>3. Main characteristics and objectives of the OSH-strategy (activity plan)</b>	<p><b>General objectives:</b></p> <ul style="list-style-type: none"> <li>▪ Promote better enforcement of legislation on safety and health at work and consolidation in the autonomous regions, especially in small and medium enterprises.</li> <li>▪ Encourage continuous improvement of working conditions of all workers with special attention to the prevention of occupational diseases and work-related diseases.</li> </ul>
<b>4. Details of the strategy and activity plan</b>  Axis description	
<b>Priorities</b>	<p><b>Specific objectives:</b></p> <p><b>Objective 1:</b> Improve the effectiveness of the institutions dedicated to occupational risk prevention.</p> <p><b>Objective 2:</b> Boost action by the public authorities in the area of analysis, research, promotion, support, technical assistance, surveillance and control of occupational risk prevention</p> <p><b>Objective 3:</b> Promote the improvement of occupational safety and health conditions with the participation of the social partners and regional governments, particularly in the sectors, activities, groups and companies at greatest risk</p> <p><b>Objective 4:</b> Strengthen the engagement of the social partners and the involvement of employers and workers in improving occupational safety and health.</p> <p>The strategy period is divided into three biannual action periods (2015/16, 2017/18, 2019/20).</p>

COUNTRY	SPAIN
	This allows to react on the coming situation and to decide on measurement, that may be important in the coming years. the Action plan specifies the action, the responsible body, the measurements, the time frame as well as the process and/or outcome indicators (Action plan 2019-2020 <sup>126</sup> )
<b>Details of the activity plan</b>	
<b>Objective 1:</b> Improve the effectiveness of the institutions dedicated to occupational risk prevention.	<ol style="list-style-type: none"> <li>1. Strengthen and enhance public institutions dedicated to the prevention of occupational risks and adjust their functions to the current demands of society.</li> <li>2. Create and boost in prevention, both in the workplace and in the health, education and industry environment.</li> <li>3. Promote institutional collaboration in the development of public policies preventive.</li> <li>4. Strengthen the leadership of the government in managing the prevention of occupational hazards</li> </ol>
<b>Objective 2:</b> Boost action by the public authorities in the area of analysis, research, promotion, support, technical assistance, supervision and control of occupational risk prevention	
<b>2.A</b> Promotion, Support and Technical Assistance	<ol style="list-style-type: none"> <li>1. Inform and make aware businesses with particular attention to SMEs and micro enterprises about the prevention of occupational hazards and the availability of official tools that facilitate enforcement.</li> <li>2. Improve accessibility and enforcement in the prevention of occupational hazards</li> </ol>
<b>2.B</b> Surveillance and control of compliance	<ol style="list-style-type: none"> <li>1. Adjust the penalties and procedural rules for infractions in the Social policy legislation</li> <li>2. Develop specific inspection activities designed to promote, facilitate and ensure compliance with rules</li> <li>3. Improve and strengthen complementarity between analysis and assistance, monitoring and control</li> <li>4. Develop procedures for cooperation between public authorities to enhance joint action and new tools actions</li> </ol>

<sup>126</sup> Plan de acción 2019-2020, Estrategia Española de Seguridad y Salud en el Trabajo 2015 – 2020. Available at: <https://www.insst.es/documents/94886/599872/Plan+de+accion+2019-2020.pdf/4e97c156-297b-4116-8181-7b8e6a296fbc>

COUNTRY	SPAIN
<b>2. C</b> Incentive development	<ol style="list-style-type: none"> <li>Promote excellence in the management of safety and health at work by recognizing, exchange and dissemination of good practice.</li> <li>To promote the analysis and efficiency of incentive measures</li> </ol>
<b>2.D</b> Awareness	Encourage the awareness of society in the prevention of occupational risks, with greater involvement of the media
<b>2.E</b> Education and training	<ol style="list-style-type: none"> <li>Consolidate the integration of training related to the prevention of occupational risks into different stages of the education system.</li> <li>Design and promote the education of specific groups.</li> <li>Adapt the rules on training in OSH to changes that have taken place since approval</li> </ol>
<b>2.F</b> Information and Research	<ol style="list-style-type: none"> <li>Improve the coordination of the activities developed by governmental institutions in the data collection, analysis and dissemination of information about the prevention of occupational risks and about studies and research in that area, setting up a quality information system</li> <li>Strengthen and revitalize the network of public research institutes dealing with OSH. Strengthen their cooperation to optimise R &amp; D in OSH.</li> </ol>
<b>Objective 3:</b> Promote the improvement of occupational safety and health conditions with the participation of the social partners and regional governments, particularly in the sectors, activities, groups and companies at greatest risk	<ol style="list-style-type: none"> <li>Promote the generation of knowledge on safety and health at work and improve its accessibility.</li> </ol>
<b>3.A</b> Strengthen actions of the government, with the participation of the social partners, aimed at sectors, Activities, groups and companies most at risk.	<ol style="list-style-type: none"> <li>Promote the improvement of working conditions in sectors and activities with high incidence rates of occupational accidents and diseases.</li> <li>Promote road safety in cooperation with the Directorate General of Traffic, with the aim of reducing work related traffic accidents</li> <li>Design and implement an action plan for reducing musculoskeletal disorders</li> <li>Promote safety and health of specific groups</li> <li>Develop and disseminate reference methodologies for assessing psychosocial risks reference, enabling a better understanding and prevention of such risks</li> </ol>

COUNTRY	SPAIN
	6. Studying emerging risks, their causes and impact on safety and health workers, particularly those derived from new technologies.
<b>3.B</b> Occupational diseases	Improve and promote the research on occupational diseases, as well as detection and communication, with the aim of preferring prevention to rehabilitation.
<b>3.C</b> Health Surveillance	<ol style="list-style-type: none"> <li>1. Promote more efficient surveillance of health.</li> <li>2. Health promotion: promote the culture of healthy behaviour in the workplace.</li> </ol>
<b>3.D</b> Prevention management in SMEs	<ol style="list-style-type: none"> <li>1. Develop tools to facilitate and harmonize preventive management in small businesses regardless of preventive modality.</li> <li>2. Promote the integration of prevention in the business processes, especially in SMEs and micro-enterprises.</li> <li>3. Develop and disseminate tools to facilitate the coordination of business activities</li> </ol>
<b>Objective 4:</b> Strengthen the engagement of the social partners and the involvement of employers and workers in improving occupational safety and health	
<b>4.A.</b> Institutional participation.	<p>Strengthen the role of consultative bodies and institutional participation in prevention of occupational hazards:</p> <ul style="list-style-type: none"> <li>▪ Set up Working Groups in the National Commission on Safety and Health at Work to promote compliance with the objectives and priorities agreed upon in this strategy.</li> </ul> <p>Promote the actions of the Foundation for the Prevention of Occupational Hazards.</p>
<b>4.B</b> Collective bargaining.	<p>Enhance collective bargaining to reach agreements to promote the integration of prevention of occupational risks in enterprises and the involvement of workers and employers in complying with their preventive obligations:</p> <ul style="list-style-type: none"> <li>▪ Promote the inclusion of the corresponding collective bargaining agreements (through its Monitoring Committee) criteria and guidelines on prevention of occupational hazards.</li> </ul> <p>Strengthen the commitment of the workers and employers to comply with the plan of prevention of occupational risks of the enterprise</p>
<b>4.C</b> Support for SMEs	Promote the integration of risk prevention in SMEs with greater involvement of employers and workers:

COUNTRY	SPAIN
	Develop sectoral programs that foster greater involvement of employers, workers and their representatives in preventive activities through specific agreements of the parties in the collective bargaining aimed at SMEs and in cross-cutting programs.
<b>4.D Business leadership and participation of workers.</b>	<p>Encourage the commitment of the company in the management of prevention and collaboration of workers in preventive activity to achieve integrated prevention management:</p> <p>Design and implement formulas recognition and incentives to companies that promote collaboration and involvement of workers, through their representatives in the preventive management.</p>
<b>4.E OSH culture in companies</b>	<p>To promote the culture of safety and health in the company:</p> <p>Promote training in prevention of occupational risks for prevention delegates and middle managers to achieve a dynamic effect on strengthening preventive culture.</p> <p>Promote awareness of employers about the benefits of management leadership in improving working conditions and the importance of a results-oriented prevention policy.</p>
<b>5. Actors and stakeholders</b>	The strategy is a “result of commitment by the central government, regional governments, employers’ organisations and most representative trade unions, which working through the National Occupational Safety and Health Commission (CNSST), the joint body on which institutions participate in the area of occupational safety and health, ...”
<b>6. Resources and timeframe</b>	<p>2015 – 2020. The strategy period is divided into three biannual action periods (2015/16, 2017/18, 2019/20)</p> <p>In the strategy document there are some explanations on the budget, i.e. about the funding from the Ministry or from the Foundation for Occupational Health and Safety (Fundación para la Prevención de Riesgos Laborales).</p> <p><i>“Certain actions planned throughout the strategy require the corresponding financial support. The Government of Spain, through the Ministry of Employment and Social Security and the National Institute for Occupational Safety and Health is committed to ensuring stable financing to undertake the above actions and achieve the objectives.” (p38)</i></p> <p><i>“On the other hand, to ensure the implementation of the actions of the Foundation for Occupational Health and Safety aimed at small and medium enterprises and sectoral programs, funding will be at least up to a maximum of 25 million euros annually.”</i></p>

COUNTRY	SPAIN
	Moreover, it is stated that for each of the three biannual action periods 12 m Euro will be made available (p38)
<b>7. Evaluation/lessons learned</b>	<p>An evaluation of the former strategy has been performed and is published (in Spanish)<sup>127</sup></p> <p>Quote:</p> <p>“The EESST 2015-2020 will be monitored through a four-party working group (central government, regional governments, employers and trade unions) that has been set up as part of the functions of the National Occupational Safety and Health Commission. At the end of each Action Plan the level of achievement of the targets will be assessed, and the plan’s contents may be extended into the following plans until 2020, the completion date of the Strategy.”</p>
Ex ante indicators for the years 2015 to 2020	<p>There are no quantitative targets set. If the same indicators are used as in the evaluation of the strategy 2007 to 2012 indicators, then it will be:</p> <ul style="list-style-type: none"> <li>▪ Number of accidents at work and commuting accidents (accident and fatal accidents)</li> <li>▪ Working conditions according to the results of the national survey on working conditions (ENCUESTA NACIONAL DE CONDICIONES DE TRABAJO)</li> <li>▪ Other indicators from the national health survey (ENCUESTA NACIONAL DE SALUD)</li> </ul>
<b>8. Relationship to EU Strategic Framework</b>	<p>The second and the third of the four objectives priorities are related to challenge 1 and 2 of the EU-OSH Strategy</p> <p><i>(1. Improving the implementation record of Member States, in particular by enhancing the capacity of micro and small enterprises to put in place effective and efficient risk prevention measures; and 2: Improving the prevention of work-related diseases by tackling existing, new and emerging risks)</i></p> <p>Objectives 1 and 4 deal with the improvement of the institutional collaboration and engagement, and a better involvement of all parties. This should create at least better conditions to achieve the objectives 2 and 3.</p>

<sup>127</sup> Ministerio de Empleo y Seguridad Social; Secretaria de Estado de Empleo; Instituto Nacional de Seguridad e Higiene en el Trabajo: ‘Balance final de la Estrategia Española de Seguridad y Salud en el Trabajo (2007-2012)’. Available at: [http://www.anepa.net/component/docman/doc\\_download/57-2012-01-30-balance-final-de-la-eesst-2007-2012.html?Itemid=](http://www.anepa.net/component/docman/doc_download/57-2012-01-30-balance-final-de-la-eesst-2007-2012.html?Itemid=)



## 6.26 Country overview Sweden

### National strategies mapping

#### Country Overview

#### SWEDEN

COUNTRY	SWEDEN
<b>1. Basic information</b>	<p>Swedish document:</p> <p><b>En arbetsmiljöstrategi för det moderna arbetslivet 2016–2020<sup>128</sup></b></p> <p>English version:</p> <p><b>A Work Environment Strategy for Modern Working Life 2016–2020<sup>129</sup></b></p>
<b>2. Background and the perceived problem</b>	<p>Defining the perceived problem:</p> <p>Background report published by Arbetsmiljöverket (Swedish Work Environment Authority):</p> <p><b>Redovisning av uppdraget att ta fram en lägesbeskrivning på arbetsmiljöområdet</b> (Report about the mandate to provide a description of the current situation of the work environment)<sup>130</sup></p> <p>Furthermore there exist many so called ‘Knowledge summaries’ (‘Kunskapssammanställningar’) about important OSH-Issues<sup>131</sup>.</p> <p>Numerous meetings were held with the national social partners prior to, and during, the drafting of the strategy</p>
<b>3. Main characteristics and objectives of the OSH-strategy (activity plan)</b>	<p>Quote:</p> <p>“The Government's assessment: A work environment strategy should be introduced. The work environment shall prevent ill health, accidents and premature exclusion from working life.” (p. 17)</p> <p>In June 2018 the Swedish Government gave new assignments for the work environment strategy.</p>

<sup>128</sup> En arbetsmiljöstrategi för det moderna arbetslivet 2016–2020. Available at: <https://www.regeringen.se/rattsliga-dokument/skrivelse/2016/02/skr.-20151680/>

A short PowerPoint version is available under:

[https://www.gov.se/globalassets/regeringen/dokument/arbetsmarknadsdepartementet/presentation-en-arbetsmiljostrategi-for-det-moderna-arbetslivet-fran-seminariet\\_\(also\\_in\\_Swedish\)](https://www.gov.se/globalassets/regeringen/dokument/arbetsmarknadsdepartementet/presentation-en-arbetsmiljostrategi-for-det-moderna-arbetslivet-fran-seminariet_(also_in_Swedish))

<sup>129</sup> A Work Environment Strategy for Modern Working Life 2016–2020. Available at: <http://www.government.se/legal-documents/2016/05/skr.-20151680/>

<sup>130</sup> Redovisning av uppdraget att ta fram en lägesbeskrivning på arbetsmiljöområdet (Report about the mandate to provide a description of the current situation of the work environment), 2015. Available at: <https://docplayer.se/177017-Redovisning-av-uppdraget-att-ta-fram-en-lagesbeskrivning-pa-arbetsmiljoomradet.html>

<sup>131</sup> ‘Knowledge summaries’ (‘Kunskapssammanställningar’). Available at: <https://www.av.se/arbetsmiljoarbete-och-inspektioner/kunskapssammanstallningar/>

COUNTRY	SWEDEN
<b>4. Details of the strategy and activity plan</b>	
<b>Axis description</b>	
<b>Priorities</b>	<p>The strategy contains three specific areas:</p> <ul style="list-style-type: none"> <li>▪ Zero vision against fatal accidents and prevention of occupational accidents</li> <li>▪ A sustainable working life, and</li> <li>▪ The psychosocial work environment</li> </ul> <p>Moreover, it is mentioned, that also work environment research is of high relevance</p> <p>In June 2018 four new tasks (assignments) were given to the OSH authorities.<sup>132</sup></p>
Zero vision for fatal accidents, prevention against work accidents (Nollvision mot dödsolyckor och förebyggande av arbetsolyckor)	<ul style="list-style-type: none"> <li>▪ Accident prevention measures for employees working at or on roads</li> <li>▪ Foreign workers in the green sectors (forest, agriculture, horticulture etc.)</li> <li>▪ Market supervision against unfair competition</li> <li>▪ Provision on of information from the authorities to foreign employees, employers and self-employed</li> </ul>
Sustainable Working Life (Ett hållbart arbetsliv)	<ul style="list-style-type: none"> <li>▪ Completed criteria for the inspection</li> <li>▪ Series of seminars in collaboration with EU-OSHA during its campaign on a sustainable working life 2016/2017 ('Healthy work places for all ages')</li> <li>▪ Knowledge summaries on new ways of work organisation</li> <li>▪ Supervision of the personal services sector</li> <li>▪ Employers' actions for adaptation and rehabilitation</li> </ul>
Psycho social work environment (Psykosocial arbetsmiljö) <sup>133</sup>	<ul style="list-style-type: none"> <li>▪ Guidance on work without borders</li> <li>▪ Strengthened inspection and information campaigns concerning the working time.</li> <li>▪ Supervision of psycho social working conditions in the elderly care sector</li> <li>▪ An analysis of the working conditions in household services</li> </ul>
Four new assignments for the OSH authorities	<ul style="list-style-type: none"> <li>▪ to compile and report health factors on an organizational level that can be measured and monitored over time. The healthy factors should be able to contribute to a sustainable and healthy working environment.</li> </ul>

<sup>132</sup> Regeringen ger nya uppdrag för arbetsmiljöstrategin, 2018. Available at : <https://www.regeringen.se/pressmeddelanden/2018/06/regeringen-ger-nya-uppdrag-for-arbetsmiljostrategin/>

<sup>133</sup> Hållbart Arbetsliv i Sverige 2020, Dokumentation från en idékonferens den 1 december 2014. Available at: <https://www.av.se/globalassets/filer/nyheter/hallbart-arbetsliv-i-sverige-2020-konferensdokumentation.pdf>

COUNTRY	SWEDEN
	<ul style="list-style-type: none"> <li>▪ to carry out a pilot project in the form of a supervision effort focusing on new ways of organizing work. Supervision efforts should provide increased knowledge if the working environment is satisfactory in situations where work is organized with new working methods.</li> <li>▪ to account for the Authority's activities for the remaining part of the work environment strategy, eg. when it comes to work on the government's zero vision for fatal accidents and prevention of work accidents.</li> <li>▪ to compile knowledge of factors that create healthy and prosperous workplaces. A special focus should be on the organisational and social work environment.</li> </ul>
<b>5. Actors and stakeholders</b>	<p>Ministries and their departments and national authorities (particularly the Labour Market Ministry of Employment), unions and employer associations on a national and sectoral and professional level, the Swedish Working Environment Authority</p> <p>Since June 1, 2018 the Swedish Agency for Work Environment Expertise (SAWEE), a new authority for workenvironment knowledge, started its work. SAWEE gathers and disseminates knowledge about safety and health at work and has also been tasked with monitoring and analysing developments in occupational safety and health, and evaluating and analysing central government occupational safety and health initiatives.</p>
<b>6. Resources and timeframe</b>	<p>Years: 2016 – 2020</p> <ul style="list-style-type: none"> <li>▪ More financial resources (100 m SEK per year)</li> <li>▪ 60 m SEK for the Swedish Working Environment Authority</li> <li>▪ 10 m SEK for regional OSH committees (skyddsombud)</li> <li>▪ 10 m SEK for competence development of Occupational Health Services</li> <li>▪ Over the whole period between 2015 and 2018: 55 m SEK for Work Environment Research</li> <li>▪ For 2018, 18.8 m SEK has been earmarked for the SAWEE agency. The agency's budget is expected to total SEK 35 m annually.</li> </ul> <p>Many new health and safety inspectors have been employed and several authorities have been commissioned to develop methods for joint control of authorities to counteract cheating and crime in working life.</p>
<b>7. Evaluation/lessons learned</b>	<p>Evaluation: No overall evaluation or impact measurement done until now. A midterm evaluation is planned for 2018 (Strategie, p 33). The Swedish Agency for Public Management has been given an</p>

COUNTRY	SWEDEN
	assignment from the Government to evaluate the strategy. Their report will be published February 2020. <sup>134</sup>
<b>Ex ante indicators for the years 2012 to 2020</b>	The objectives are qualitatively defined. The wording consists of terms like improvement, less risks, more prevention, strengthening etc. The objectives are not accompanied by quantitative targets. However, 'Zero fatal accidents' can be regarded as quantitative target.
<b>8. Relationship to EU Strategic Framework</b>	<p>Objective 1 (Zero vision for fatal accidents, prevention against work accidents (is related to challenge 1 of the EU-OSH Strategy (<i>Improving the implementation record of Member States, in particular by enhancing the capacity of micro and small enterprises to put in place effective and efficient risk prevention measures.</i>))</p> <p>Objective 2 (Sustainable working life) has a strong relation to the demographic challenge (EU-OSH Strategic Framework: 'Third Challenge: Tackling demographic change')</p> <p>Objective 3 has a particularly strong relation to psychosocial issues (mentioned on p. 6 of the EU-strategy)</p>

<sup>134</sup>Utvärdering av regeringens arbetsmiljöstrategi, Statskontoret, 2019. Available at: <http://www.statskontoret.se/var-verksamhet/utredningar-utvarderingar-och-uppfoljningar/utvardering-av-regeringens-arbetsmiljostrategi/>

## 6.27 Country overview United Kingdom

### National strategies mapping

#### Country Overview

#### UNITED KINGDOM

COUNTRY	UNITED KINGDOM
<b>1. Basic information</b>	<p>Strategy document: <b>Helping Great Britain work well</b><sup>135</sup></p> <p>Former strategies: <b>A strategy for workplace health and safety in Great Britain to 2010 and beyond</b><sup>136</sup></p> <p>All documents and more information see on the HSE-website<sup>137</sup></p>
<b>2. Background and the perceived problem</b>	<p>Defining the perceived problem:</p> <p>The problems are summarised in six key points:</p> <ul style="list-style-type: none"> <li>▪ There needs to be broader ownership of health and safety.</li> <li>▪ It is important to highlight and tackle the costs of work-related ill health.</li> <li>▪ Wider recognition is needed of the business benefits that come with proportionate approaches to risk.</li> <li>▪ Too many SMEs are still unaware that straightforward advice and simple guidance is available that can help them manage their health and safety responsibilities.</li> <li>▪ We all need to horizon scan and 'design-in' effective risk management of new or emerging technologies and business models.</li> <li>▪ There are benefits for Great Britain and British industries by promoting our health and safety approach around the world.</li> </ul>
<b>3. Main characteristics and objectives of the OSH-strategy (activity plan)</b>	<p>Promote better enforcement of legislation on safety and health at work and consolidation in the autonomous regions, especially in small and medium enterprises.</p> <p>Encourage continuous improvement of working conditions of all workers with special attention to the prevention of occupational diseases and work-related diseases.</p>

<sup>135</sup> Helping Great Britain work well. Available at: <http://www.hse.gov.uk/strategy/assets/docs/hse-helping-great-britain-work-well-strategy-2016.pdf>

<sup>136</sup> A strategy for workplace health and safety in Great Britain to 2010 and beyond. Available at: <http://www.hse.gov.uk/aboutus/strategiesandplans/strategy.htm>

<sup>137</sup> Health and Safety Executive HSE. Available at: <https://campaigns.hse.gov.uk/>

COUNTRY	UNITED KINGDOM
<b>4. Details of the strategy and activity plan</b>	
<b>Axis description</b>	
<b>Six strategic themes</b>	<p><u>Acting together</u>: Promoting broader ownership of health and safety in Great Britain</p> <p><u>Tackling ill health</u>: Highlighting and tackling the costs of work-related ill health</p> <p><u>Managing risk well</u>: Simplifying risk management and helping business to grow</p> <p><u>Supporting small employers</u>: Giving SMEs simple advice so they know what they have to do</p> <p><u>Keeping pace with change</u>: Anticipating and tackling new health and safety challenges</p> <p><u>Sharing our success</u>: Promoting the benefits of Great Britain's world-class health and safety system</p>
<b>Details of the activity plan</b>	
<b>Strategic theme 1: <u>Acting together</u></b> : Promoting broader ownership of health and safety in Great Britain	<p><b>Quote:</b></p> <p><i>"Health and safety should not be a responsibility assigned to a particular individual or part of an organisation, but an integral part of everyone's role. There needs to be much broader ownership of the issues. This means engaging everyone who shares the responsibility for helping Great Britain work well, because they have a vital role in managing risk and preventing damage to individuals, businesses and the economy.</i></p> <p><i>Across each nation, region or sector, we need collective ownership that best reflects local circumstances. The regulators will retain their key roles, providing targeted advice and guidance for key audience groups and taking enforcement action when and where necessary. Encouraging others to take ownership of health and safety will be critical in making this theme successful. This means everyone collaborating to reach those who may have been less engaged"</i></p>
<b>Strategic theme 2:</b> Tackling ill health: Highlighting and tackling the costs of work-related ill health	<p><b>Quote:</b></p> <p><i>"Work-related ill health is a problem for every section of society, with conditions ranging from cancer and other long-latency diseases, to stress and musculo-skeletal disorders. Greater awareness of the harm, costs and preventability of work-related ill health should drive collective action to improve health outcomes.</i></p> <p><i>This will require long-term and coordinated action across all sectors, bringing in additional partners such as the NHS and others to support the substantial behaviour change and awareness programmes that will be required. A key element of this theme will be in earlier prevention,</i></p>

COUNTRY	UNITED KINGDOM
	<i>which is more cost-effective than trying to intervene when a person is suffering from more serious ill health. This will involve a greater focus on health issues at work, while continuing to ensure that maintaining standards around safety remains a priority."</i>
<b>Strategic theme 3:</b>  Managing risk well: Simplifying risk management and helping business to grow	Quote  <i>"Successful organisations understand that sensible and proportionate risk management is integral to delivering their business. This approach supports growth, enables innovation and protects an organisation's most vital asset, its people. Positive outcomes can include reduced sickness absence, lower costs and a good reputation. Promoting this compelling business case should help even more businesses to make the most of the many benefits a good health and safety culture can bring. Sharing examples of practice, supported by targeted, relevant advice and information will allow the system to set a common understanding of what proportionate health and safety looks like. Health and safety professionals have an important role to play. Helping businesses of all sizes get it right in an efficient and effective way will build trust and improve standards."</i>
<b>Strategic theme 4:</b>  <u>Supporting small employers:</u> Giving SMEs simple advice so they know what they have to do	Quote  <i>Reaching micro and small businesses can be difficult, but not impossible. Working together, much has already been done to help small businesses, but there are opportunities to work smarter. Already many large businesses and intermediaries have developed efficient supply chains and productive relationships by working with and supporting small businesses. Many organisations also provide free help and support to SMEs outside their supply chains through cross-sector initiatives.</i>  <i>For SMEs, managing workplace risks shouldn't be complicated or costly. Making support available which is quick and easy for small businesses to understand, so that they can fulfil their obligations, remains a challenge for all sectors. It will also be important to identify who the key influencers are for SMEs, working with them to raise awareness levels about the peer and expert support that is out there."</i>
<b>Strategic theme 5:</b>  <u>Keeping pace with change:</u> Anticipating and tackling new health and safety challenges	Quote:  <i>"Great Britain leads the world in anticipating and tackling the new health and safety challenges that come with social, economic and technological change.</i>  <i>This ability to horizon scan, when combined with the deep knowledge and unrivalled expertise of the system, means that anticipating new health and safety challenges is an area where Great Britain can play a leading role, for example through HSE's world-leading research capabilities. They are already being put to use helping Great Britain, as</i>

COUNTRY	UNITED KINGDOM
	<p><i>well as countries around the world, to improve health and safety, as well as better business outcomes.</i></p> <p><i>To remain a world leader in risk management, Great Britain needs to develop high-quality capability, anticipating the workplace challenges of tomorrow and using the flexibility of our goal-setting approach to solve them in ways that enable innovation and the use of new technologies.</i></p> <p><i>Tackling the problems of tomorrow today is a responsible investment that protects workers, enables new and different approaches and provides the new knowledge, skills and expertise Great Britain can share internationally."</i></p>
<p><b>Strategic theme 6:</b></p> <p><u>Sharing our success:</u> Promoting the benefits of Great Britain's world-class health and safety system</p>	<p>Quote:</p> <p><i>"Everyone can take pride in Great Britain's world-class reputation for health and safety and promote its success at home and abroad. Creating a world-class system is a goal we can all unite around and benefit from as a source of inspiration and achievement, and can also be pleased to support.</i></p> <p><i>This strategy has largely concerned itself with improving standards in Great Britain. But we should also look to share best practice and the latest thinking and innovation around the world. This can help influence health and safety systems overseas and make it easier for British businesses to expand into new markets and territories. The work can also bring commercial opportunities for selling British health and safety 'products' or consultancy.</i></p>
<p><b>5. Actors and stakeholders</b></p>	<p>The strategy was mainly developed by the HSE in collaboration Minister for Disabled People (covering HSE)</p> <p>Ministry of Employment and Social Security and the National OSH Institute. The detailed action plan practically includes the involvement of all institutions that are active in the field of OSH.</p>
<p><b>6. Resources and timeframe</b></p>	<p>No information identified</p>
<p><b>7. Evaluation/lessons learned</b></p>	
<p>Ex ante indicators for the years 2015 to 2020</p>	<p>No indicators identified</p>
<p><b>8. Relationship to EU Strategic Framework</b></p>	<p>Strategic themes 3 and 4 relate well to Challenges 1 of the EU Strategic Framework, strategic theme 5 to Challenge 2.</p>



## 7 Annex 3: Short matrix of the National OSH Strategies

	AUSTRIA	BELGIUM	BULGARIA	CYPRUS	CZECH REPUBLIC	DENMARK	ESTONIA
				Basic information			
Name (original)	Österreichische Arbeitnehmer-Innenschutz-strategie	La stratégie nationale belge Bien-être au travail 2016-2020	Национална програма за безопасност и здраве при работа 2018-2020	ΣΤΡΑΤΗΓΙΚΗ ΤΗΣ ΚΥ-ΠΡΟΥ ΓΙΑ ΤΗΝ ΑΣΦΑΛΕΙΑ ΚΑΙ ΥΓΕΙΑ ΣΤΗΝ ΕΡΓΑΣΙΑ 2013 – 2020	Národní akční program BOZP pro období 2019 – 2020	En strategi for arbejdsmiljøindsatsen frem til 2020	Heaolu arengukava 2016-2023  Rahvastiku tervise arengukava 2009–2020
Name (translated)	Occupational Safety and Health Strategy  <i>Process and consensus oriented umbrella strategy: with only a few fixed rules and objectives</i>	The Belgian National Strategy for Wellbeing at Work 2016-2020	National Programme for Occupational Safety and Health, 2018-2020 (NP OSH 2018-2020)	Cyprian strategy for Safety and Health at Work	National Action Programme of Occupational Safety and Health 2019-2020	A strategy for working environment efforts up to 2020	Welfare Development Plan 2016–2023 (WDP)  National Health Plan 2009-2020 (NHP)
Actors and stakeholders	Participation of all national and regional bodies dealing with OSH such as Ministries, accident insurances, social partners as well as OSH representatives.	The strategy is based on thorough consultation with the main stake-holders, especially the social partners, professional associations and other stakeholders in the platform of the High Council for	The Ministry of Labour and Social Policy; the General Labour Inspectorate Executive Agency; the Ministry of Health including:  Regional Health Inspectorates (RHI), National Centre of Public Health and	Labour inspection and other public institutions, social partners and professional associations	Different Ministries, the Czech Mining Authority, National Institute for Public Health, Occupational Safety Research Institute	Participation of all national bodies dealing with OSH, such as Ministries, accident insurances, social partners (unions and employer associations on a national and sectoral and professional level,	Ministry of Social Affairs and Labour Inspectorate

National strategies in the field of OSH in the EU

	AUSTRIA	BELGIUM	BULGARIA	CYPRUS	CZECH REPUBLIC	DENMARK	ESTONIA
		Prevention and Protection at Work	Analyses (NCPHA), National Centre for Radiobiology and Radiation Protection (NCRRP)			research Organisations, several funds, OSH clinics.	
Time frame	2013-2020	2016-2020	2018-2020	2013-2020	2019-2020	2011-2020	2016-2013 2009-2020
<b>Resources /budget</b>							
Current household			X Within the approved budgets of the respective institutions	X The budget of the Department of Labour inspection of Cyprus is adopted every year to provide for most of the resources required to implement the strategy.	X		X Detailed information about the budget can be found in the welfare development and National Health Plan
Extra funding						Contribution from all institutions and associations.  Options to apply for support at prevention funds	
No information	X	X					

National strategies in the field of OSH in the EU

	AUSTRIA	BELGIUM	BULGARIA	CYPRUS	CZECH REPUBLIC	DENMARK	ESTONIA
<b>Relation to EU Strategic Framework</b>							
independent/no direct relation.							
following completely							
following partially	X	X	X	X	X	X	X Implemented in two plans
unknown							
<b>Details of the strategy and activity plan with regard to the 7 key objectives of the EU OSH strategy</b>							
1. Further consolidating national health and safety strategies	X	X	X	X	X	X	X
2. Facilitate compliance with OSH legislation, particularly by micro and small enterprises	X	X	X	X		X (micro enterprises are addressed)	X
3. Better enforcement of OSH legislation by Member States	X	X	X	X	X		X

	AUSTRIA	BELGIUM	BULGARIA	CYPRUS	CZECH REPUBLIC	DENMARK	ESTONIA
4. Simplifying existing legislation	X	X		X		X	X
5. Address the ageing of the workforce, emerging new risks, prevention of work-related and occupational diseases	X (Ageing workforce is mentioned)	X	X (older workers are mentioned)	X	X (specific target groups)	X	X (Welfare Development Plan)
6. Improve statistical data collection and develop the information base		X	X	X	X	X	
7. Better coordinate EU and international efforts to address OSH and engage with international organisations	X		X	X	X		
<b>Evaluation</b>							
Through responsible body	X (evaluation team consisting of experts from institutions of	X	X	X (The evaluation of the Strategy is done at regular intervals through an Action	X	X (all initiatives on OSH are systematically evaluated by a	X (regularly reviewed)

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	AUSTRIA	BELGIUM	BULGARIA	CYPRUS	CZECH REPUBLIC	DENMARK	ESTONIA
	the strategic platform)			Plan prepared for this purpose)		general monitoring including two large surveys programs)	
External							
Through interviews							
No evaluation							
No information							

	FINLAND	FRANCE	GERMANY	GREECE	HUNGARY	ITALY	IRELAND
<b>Basic information</b>							
Name (original)	Työympäristön ja työhyvinvoinnin linjaukset vuoteen 2030	Plan santé au travail 2016- 2020 (PST 3)	Gemeinsame Deutsche Arbeitsschutzstrategie (GDA)	Εθνική Στρατηγική για την Υγεία και Ασφάλεια στην Εργασία 2016 – 2020	MUNKAVÉDELEM NEMZETI POLITIKÁJA 2016-2022	Piano Nazionale della Prevenzione 2014 – 2018 - Macro obiettivo 7 : Prevenire gli infortuni e le malattie professionali	Health and Safety Authority (2019), Statement of Strategy 2019-2021
Name (translated)	Policy for the working environment and wellbeing at work until 2030 <i>The strategy is not a single document, but consists of the strategy and several national programmes</i>	Occupational Plan for Health Plan at Work 2016-2020	Joint German Occupational Safety and Health Strategy	National Strategy for Health and Safety at Work 2016 - 2020	National Occupational Safety and Health Policy 2016-2022	National Prevention Plan 2014 -2018 – Macro objective 7 : Prevention of work-related accidents and diseases	
Actors and stakeholders	Cooperation between the employer and employees.  All the key policies related to work life, the labour market, social security, and OSH are negotiated collectively between the three partners (Gov, Empl and TU) and agreements are usually made on a consensus basis.	The government, social partners (Employers and trade unions), social security and prevention institutions, occupational safety and health bodies (French National Health Insurance Fund for Employees (CNAMTS), National Institute for Research and Safety (INRS), National Agency for Working Conditions (Anact), National	German government, federal states and public accident insurance have the decision power in the National Strategy Conference NAK. Social partners are advisers. There is support from professional organisations, other public bodies and sector organisations.	Directorate for OSH, Ministry of Labour Social Security and Social Solidarity; Labour Inspectorate, Ministry of Labour Social Security and Social Solidarity; Official members to the National Council for the Health and Safety of Workers (S.Y.A.E.); OSH governmental and other governmental authorities at national and regional	Main actor is the Labour Committee, it consists of the interest representation organs of employees and employers, as well as the representatives of the Government. Their work can be supported by temporary and permanent experts	Participation of all institutions and social partners at national, regional and territorial level. Bodies involved are: Ministry of Labour and Social Policies, Ministry of Health, Ministry of Interiors, Autonomous Regions and Trento and Bozen Provinces, INAIL and with the contribution of CNEL, Joint Committees and sectoral Bodies and Institutions.	The main actor is the HSA (Health and Safety Authority) with support of other authorities social partners and professional organisations

National strategies in the field of OSH in the EU

	FINLAND	FRANCE	GERMANY	GREECE	HUNGARY	ITALY	IRELAND
		French Agency for Food, Environmental and Occupational Health & Safety (Anses), National Public Health Agency (ANSP), Occupational safety administration for the building and public works sector), Agricultural Mutual Assistance Fund)		level; OSH social partners organisations and institutions operating at national, regional and sectoral level; OSH scientific associations; OSH professional associations; OSH external services providers; National OSH Information Network members; National Focal Point of EU-OSHA			
Time frame	policies set up until 2030	2016-2020	Since 2008 the GDA has been enshrined by law.  Current work programme: 2019 – 2024	2016-2020	2016-2022	2014-2018	2019-2021
<b>Resources /budget</b>							
Current household							
Extra fund	X  ( Public and private organisations and NGOs have their own budget plan for the implementation of the OSH strategy.			X  By the running European and national financial resource programmes to implement the		X	X  (Annual grant provided by the Department of Business, Enterprise and Innovation)

National strategies in the field of OSH in the EU

	FINLAND	FRANCE	GERMANY	GREECE	HUNGARY	ITALY	IRELAND
				operational programme of the National OSH Strategy 2014-2020.  National Strategyc Reference Framework (NSRF/ESPA)			
No information		X	No detailed information		X		
<b>Relation to EU Strategic Framework</b>							
independent/no direct relation.							
following completely							
following partially	X	X	X	X	X	X	X
unknown							
<b>Details of the strategy and activity plan with regard to the 7 key objectives of the EU OSH strategy</b>							
1. Further consolidating national health and safety strategies	X	X	X	X	X	X	X
2. Facilitate compliance with OSH legislation, particularly by	X	X	X	X	X	X	X



National strategies in the field of OSH in the EU

	FINLAND	FRANCE	GERMANY	GREECE	HUNGARY	ITALY	IRELAND
micro and small enterprises							
3. Better enforcement of OSH legislation by Member States	X	X	X	X	X	X	X
4. Simplifying existing legislation	X	X	X (the establishment of a transparent, reasonable und user-friendly set of provisions and regulations)	X	X	?	X (continue with its legislative and policy reform programme to make achieving compliance easier)
5. Address the ageing of the workforce, emerging new risks, prevention of work-related and occupational diseases	X  The policy focusses on future work callenges including new technology, new modes of working and ageing	X  (ageing workforce is mentioned)	X	X	X	X	X
6. Improve statistical data collection and develop the information base		X  (Objective 10 aims at reinforcing knowledge, developing the information system and make it more operational)		X	X	X	X

National strategies in the field of OSH in the EU

	FINLAND	FRANCE	GERMANY	GREECE	HUNGARY	ITALY	IRELAND
7. Better coordinate EU and international efforts to address OSH and engage with international organisations	X					?	X
<b>Evaluation</b>							
Through responsible body	<p>X</p> <p>The Policy for the work environment and wellbeing at work until 2030 includes indicators that will be assessed regularly together with social partners and other key stakeholders.</p>	<p>X</p> <p>(Combination of three evaluation methods:</p> <p>annual report by all actors and stakeholders</p>		<p>X</p> <p>The evaluation covers three areas: the implementation level of the planned actions/measures; the strategy's functionality;</p> <p>the degree of achievement of the identified strategic objectives. Information will be gathered to update the activities/measures of the "Operational Programme" on annual basis. A mid-term evaluation exercises has been planned to be executed within 2018.</p>		<p>X</p> <p>Regular evaluation by the responsible institutions themselves. Two evaluations are planned: one in the midterm of the runtime and one at the end</p>	<p>Progress on the annual programmes of work that implement this strategy will be monitored using a range of qualitative and quantitative measures.</p> <p>Quarterly and annual reports to the Board of the Authority and the Department of Businesses, Enterprise and Innovation (DBEI). A service level agreement (SLA) with the DBEI will form the basis of periodic reports on progress to the Minister.</p>

National strategies in the field of OSH in the EU

	FINLAND	FRANCE	GERMANY	GREECE	HUNGARY	ITALY	IRELAND
External		X external review	X				
Through interviews		X qualitative evaluation of selected actions (focus group, poll, etc.)					
No evaluation							
No information					X		

	LATVIA	LITHUANIA	MALTA	NETHERLANDS	POLAND	PORTUGAL
<b>Basic information</b>						
Name (original)	Par Darba aizsardzības politikas pamatnostādņu m 2016 -2020 gadam	Nacionalinis Darbuotojų Saugos ir Sveikatos 2017-2021 Metų Veiksmų Planas	Strategic Plan for Occupational Health and Safety	Nederlandse visie en strategie veilig en gezond werk	PROGRAM WIELOLETNI „Poprawa bezpieczeństwa i warunków pracy” - III etap, IV etap	Estratégia Nacional para a Segurança e Saúde no Trabalho 2015 -2020 — «Por um trabalho seguro, saudável e produtivo»
Name (translated)	Labour Protection Policy Strategy for 2016-2020	National Action Plan on Health and Safety at work for 2017-2021		Dutch vision and strategy for occupational safety and health	National programme „Improvement of safety and working conditions” – phase III and phase IV	National Strategy for Health and Safety at Work 2015-2020 – “For a safe, healthy and productive work”
Actors and stakeholders	The labour protection policy strategy for 2016-2020 has been developed and adopted by the Cabinet of Ministers.  The Ministry of Welfare is the	Ministry of Social Security and Labour, SLI, Ministry of Environment, Ministry of Health, Hygiene Institute, , Ministry of Agriculture, social partners	The three main tripartite social dialogue institutions for OSH: The Employment Relations Board, the Malta Council for Economic and Social Development and the Occupational	The strategy was mainly developed by the Sociale Zakenen Werkgelegenheid (SZW )– Ministry of Social Affairs and Employment	The Programme is executed by 17 scientific institutions – universities and research institutes, by the Polish Academy of Sciences, cooperating with enterprises, government bodies	DG of Health , DG of Administration and Public Employment , Authority for Working Conditions, Ministries, Research institutions and OSH authorities, Insurance and Pension Funds Supervisory Authority

	LATVIA	LITHUANIA	MALTA	NETHERLANDS	POLAND	PORTUGAL
	responsible authority for the supervision of the tasks laid down in the Strategy.		Health and Safety Authority.		and labour supervision bodies.	
Time frame	2016 - 2020	2017-2021	2014-2020	No time frame, regular adjustment according to systemic monitoring of working conditions	2014-2016; 2017 - 2019	2015-2020
<b>Resources /budget</b>						
Current household	X	X		X		X
Extra fund	X	X <sup>138</sup>				
No information			X		X	
<b>Relation to EU Strategic Framework</b>						
independent/no direct relation.						
following completely						

<sup>138</sup> EU OSHA fund for OiRA tools development; Funds of the National Rural Development Programme for 2014–2020  
European Agency for Safety and Health at Work – EU-OSHA

	LATVIA	LITHUANIA	MALTA	NETHERLANDS	POLAND	PORTUGAL
following partially	X	X	X	X	X	X
unknown						
<b>Details of the strategy and activity plan with regard to the 7 key objectives of the EU OSH strategy</b>						
<b>1. Further consolidating national health and safety strategies</b>	X	X	X	X	X	X
<b>2. Facilitate compliance with OSH legislation, particularly by micro and small enterprises</b>	(X)	X	X	X	X	X
<b>3. Better enforcement of OSH legislation by Member States</b>	X	X	X	X	X	X
<b>4. Simplifying existing legislation</b>			X	X (through working condition catalogues – Arbocatalogi)		
<b>5. Address the ageing of the work-force, emerging new risks,</b>	X (prev. of occ. diseases, non-	X	X	X	X (elderly people mentioned)	X (over 55 years old mentioned)

	LATVIA	LITHUANIA	MALTA	NETHERLANDS	POLAND	PORTUGAL
<b>prev. of work-related and occ. diseases</b>	standards form of working)					
<b>6. Improve statistical data collection and develop the information base</b>	X	X	X	X		X
<b>7. Better coordinate EU and inter-national efforts to address OSH and engage with international org.</b>		X <sup>139</sup>		X	X	X
<b>Evaluation</b>						
Through responsible body	Two times (by 30 Sept. 2019 , 30 Sept. 2021.)	Every year by 30 January	X	X		X  Three times in the period 2015-2020
External						
Through interviews						
No evaluation						
No information					X	

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<sup>139</sup> Best practices of the Nordic Countries

	ROMANIA	SLOVAKIA	SLOVENIA	SPAIN	SWEDEN	UNITED KINGDOM
Name (original)	Strategia Națională în domeniul securității și sănătății în muncă pentru perioada 2018 - 2020	Stratégia bezpečnosti a ochrany zdravia pri práci v Slovenskej republike  na roky 2016 až 2020 a program jej realizácie	Resolucija o Nacionalnem programu varnosti in zdravja pri delu (Uradni list Republike Slovenije, št. 23/18 ReNPVZD-1)	Estrategia Española de Seguridad y Salud en el Trabajo	En arbetsmiljöstrategi för det moderna arbetslivet	Helping Great Britain work well
Name (translated)	National Strategy on Safety and Health at Work for the period 2018-2020	Occupational Safety and Health Strategy in the Slovak Republic for the period 2016 – 2020 and the Programme of its Implementation	Resolution on the National programme for safety and health at work, Official Gazette of the Republic of Slovenia, 23/18	Spanish Strategy on Safety and Health at Work	A Work Environment Strategy for Modern Working Life	
Actors and stakeholders	OSH authorities:  Ministry of Labour and Social Justice, Ministry of Health, Labor Inspection, Local	Labour inspection and other public institutions, social partners and professional associations	The Ministry of Labour, Family, Social Affairs and Equal Opportunities, the Ministry of Health, the Labour Inspectorate of the Republic of Slovenia,	Central government, regional governments, employers' organisations and most representative trade unions, which working through the	Ministries and their departments and national authorities (particularly the Ministry of Employment), unions and employer	The strategy was mainly developed by the HSE in collaboration  Minister for Disabled People, Ministry of Employment and Social Security and the



	ROMANIA	SLOVAKIA	SLOVENIA	SPAIN	SWEDEN	UNITED KINGDOM
	Public Health Departments,  National Public Pensions House, Prevention institutes: INCDPM, INSEMEX,  Social partners and professional associations.		the tripartite Economic and Social Council.	National Occupational Safety and Health Commission (CNSST)	associations on a national and sectoral and professional level, the Swedish Working Environment Authority  New authority: Swedish Agency for Work Environment Expertise	National OSH Institute. The detailed action plan practically includes the involvement of all institutions that are active in the field of OSH
Time frame	2018 - 2020	2016 – 2020	2018-2027	2015 – 2020	2016 – 2020	2010 and beyond
<b>Resources /budget</b>						
Current household	X <sup>140</sup>	X	The ministries and institutions mentioned as stakeholders plan and provide budgetary resources for implementing	X <sup>141</sup>		

<sup>140</sup> The budget is mentioned in detail in the Action Plan.

<sup>141</sup> Budget options: current household and extra fund

National strategies in the field of OSH in the EU

	ROMANIA	SLOVAKIA	SLOVENIA	SPAIN	SWEDEN	UNITED KINGDOM
			measures to realise the objectives of the National Programme			
Extra fund	X	(X)		X	X	
No information						X
<b>Relation to EU Strategic Framework</b>						
independent/no direct relation.						
following completely						
following partially	X	X	X	X	X	X
unknown						
<b>Details of the strategy and activity plan with regard to the 7 key objectives of the EU OSH strategy</b>						
<b>1. Further consolidating national health and safety strategies</b>	X	X	X	X	X	X
<b>2. Facilitate compliance with</b>	X	X	X	X	X	X

	ROMANIA	SLOVAKIA	SLOVENIA	SPAIN	SWEDEN	UNITED KINGDOM
OSH legislation, particularly by micro and small enterprises						
3. Better enforcement of OSH legislation by Member States	X	X	X	X	X	X
4. Simplifying existing legislation	X	X	X (reducing administrative burdens)			X
5. Address the ageing of the workforce, emerging new risks, prev. of work-related and occ. diseases	X	X	X	X	X (sustainable working life mentioned)	X
6. Improve statistical data collection and develop the information base	X		X			X (highlighting costs)

	ROMANIA	SLOVAKIA	SLOVENIA	SPAIN	SWEDEN	UNITED KINGDOM
<b>7. Better coordinate EU and international efforts to address OSH and engage with international org.</b>	X	X	X			(X) (sharing our success)
	<b>Evaluation</b>					
Through responsible body	X (mid-term and final evaluation)	X (regularly every year)	X (every three years)	X Central and regional gov., employers and trade unions	A midterm evaluation is planned for 2018.  The government plan to have a frequent dialogue with the social partners.	
External						
Through interviews						
No evaluation						
No information						X

## 8 Annex 4: Matrix of National Strategy objectives and the EU Strategies Framework key challenges

Annex 4 contains an overview matrix of objectives. The term ‘objective’ was used by the country stakeholders in a broad variety of meanings. Sometimes the term ‘objective’ covered very general goals like ‘Promotion of a prevention culture’, such countries placed actions like ‘Improvement of risk assessment’ on a lower level of activities /measures. For other countries the improvement of risk assessment is regarded as an overall objective that is made more concrete by detailed measures. France for example followed a third approach and introduced an intermediate term, the ‘Operational objective’.

The authors of this report tried to harmonise the levels as far as possible.

The following abbreviations were used in the matrix:

A = Activity/Action

AD = Action Direction

Ax = Axis

G = Goal

FA = Focus Area

In = Initiative

M = Measure

MOb = Macro Objective

MPr = Main Priority

Ob = Objective

gOb = general objectives

OpOb = Operational Objective

PI = Policy Instruments

Pr = Priority,

PrA = Priority action

T = Target

Tk = Tasks

ST = Strategic Theme,

SOb = Specific Objective

StOb = Strategic Objective

WG = Working Group

WP = Work Programme

Sub-Ob = Sub-Objective

## 8.1 Challenge 1: Improving the implementation record

### Challenge 1: Improving the implementation record of Member States, in particular by enhancing the capacity of micro and small enter-prises to put in place effective and efficient risk prevention measures

(A = Activity/Action, AD = Action Direction, Ax = Axis, FA = Focus Area, G = Goal, In = Initiative, M = Measure, MOb = Macro Objective, MPr = Main Priority, Ob = Objective, gOb = General Objectives, OpOb = Operational Objective, PI = Policy Instruments, Pr = Priority, PrA = Priority action, StPr = Strategic Priority, T = Target, Tk = Tasks, ST = Strategic Theme, SOb = Specific Objective, StOb = Strategic Objective, WG = Working Group, WP = Work , Programme, Sub-Ob = Sub-Objective)

	General	Details
Country	Objectives, Operational Objectives, Priorities, Working programmes, Strategic themes	Activity, Measures, Initiatives, Working Groups etc.
<b>Austria</b>	Ob 2: Improvement of risk assessment and support via preventive specialists	WG 1: Improvement of risk assessment and risk awareness A: Special focus on micro and SME  A: Temporary and mobile workplaces and implementation of the safety and health document (construction sites)  A: Vulnerable groups of workers (pregnant women, psychosocial problems, young workers, older workers)
<b>Belgium</b>	Ax. 1: Safe and healthy work	OpOb 1: . Continuous prevention of occupational accidents OpOb 2: Continuous prevention of health problems caused by work OpOb 3: Preventing or minimising new and emerging risks A: Developing and promoting tools for SMEs
<b>Bulgaria</b>	Pr 1: Improving the application of the OSH legislation	A: Addressing the challenges related to the application of legislation in SMEs M 21: Ensuring safety at work in enterprises, improving the workplace environment, the organisation of work and the management of human resources

**Challenge 1: Improving the implementation record of Member States, in particular by enhancing the capacity of micro and small enter-prises to put in place effective and efficient risk prevention measures**

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		M 22: Encouraging employers to improve the working conditions in enterprises, including in SMEs
<b>Cyprus</b>	Ax. : Continuous and constant improvement of safety levels and health in the workplace (Strategy doc, p 3, ChΓ)	<p>A 2. Suitable, adequate and functional legislative frame-work fully harmonized with the Acquis Communautaire</p> <p>A 3. Appropriate and adequate systems of Labour Inspection.</p> <p>A 6. Promoting of a health and safety prevention culture. Sub-activity: Support of SMEs through the use simple and operational tools</p>
<b>Czech Republic</b>	<p>MPr II: Prevention of occupational risks</p> <p>MPr. V: Safety and health protection of children, pupils and students</p>	<p>PrA 2: Cooperate in the preparation of the draft legislation laying down the basic parameters to implement appropriate measures aimed at preventing occupational accidents and illnesses.</p> <p>PrA 3: Draw up an overview of existing measures</p> <p>PrA 9: “Finalise and present the MEYS policy for safety and health protection of children, pupils and students....”</p>
<b>Denmark</b>	Pr.: Prevention of accidents at work	<p>In 2: De minimis limits; In 3: Differentiated fines; In 4: Intensified dialogue with enterprises; In 6: More help for smaller enterprises; In 7: Starter kit for new enterprises; In 8: Simplified health and safety consultancy scheme; In 9: Modified Smiley scheme; In 10: Analysis of the experiences with the H&amp;S Organisation at the enterprise level</p> <p>In 12: Focus on young and new employees</p>

**Challenge 1: Improving the implementation record of Member States, in particular by enhancing the capacity of micro and small enter-prises to put in place effective and efficient risk prevention measures**

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<b>Estonia<sup>142</sup></b>	Sub-Ob: Health risks from the living, working and learning environment are reduced.	<p>M 1: Modernise the legal system facilitating the maintenance and improvement of the living, working and learning environment.</p> <p>M 2: Enhance the system of evaluation, management and information system of health risks from the living environment (including climate changes) and working and learning environment.</p> <p>M 3: Enhance the surveillance system of the living, working and learning environment (at different levels), develop strong and coordinated cooperation.</p> <p>M 5: Train experts for evaluation of health risks from the living, working and learning environment and enhance the quality of evaluation service of health risks.</p> <p>M 6: Organise training sessions for specialists of county and rural municipality governments on environmental health risks and management possibilities thereof.</p> <p>M 7: Organise surveys in order to assess the influence of environmental factors in the living, working or learning environment on health and publish the results of the surveys.</p> <p>M 8: Develop the cooperation of family physicians with occupational health doctors and health protection specialists to ensure prevention and effective treatment of health</p>
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<sup>142</sup> As 93.6% of the Estonian companies are micro-enterprise, objectives, measures and activities of the strategy are related to them.



**Challenge 1: Improving the implementation record of Member States, in particular by enhancing the capacity of micro and small enter-prises to put in place effective and efficient risk prevention measures**

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		disorders and illnesses, considering the connection of negative impacts on health and the living, working or learning environment.
<b>Finland</b>	FA 5: Good legislation, the foundation for the minimum level of working conditions  FA 6: Competent occupational safety and health administration ensures enforcement of legislation	
<b>France</b>	OpOb 1: Promotion of prevention culture	OpOb 8: System of actors and offers for micro and SMEs OpOb 9: Simplification OpOb 10: Knowledge, data and research
<b>Germany</b>	Overall principle of the period 2019 – 2014: strategic objective: To make work safe and healthy: Prevention through risk assessment (target group: mainly SME)	

**Challenge 1: Improving the implementation record of Member States, in particular by enhancing the capacity of micro and small enter-prises to put in place effective and efficient risk prevention measures**

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<b>Greece</b>	StOb 1: Strengthening of policies and measures to prevent accidents at work, occupational diseases and other work-related illnesses for all workers, with emphasis to the more vulnerable groups	Ax 1: Official establishment of the National System for Health and Safety at Work Ax 2: Simplifying and improving the legislative framework on OSH. Ax 3: Strengthening the implementation of the OSH legislation. Ax 5: Supporting micro, small and medium-sized companies
<b>Hungary</b>	Tk 1: Developing the competitiveness of enterprises	Tk 1.1.: Supporting introduction of free online tools to be used to carry out occupational safety and health tasks  Tk 1.2.: Encouraging the development of an effective occupational safety and health management system
<b>Italy</b>	Ob 1: Improvement of the knowledge of risks and work related diseases  Ob 3: Improving the effectiveness of the control activities and compliance by persons subject to the rules	COB: Implementing programs between the ASL Services and competent physicians to implement healthier lifestyles in order to prevent cardiovascular disease, cancer and chronic degenerative diseases in general and to improve the perception of the risks towards occupational diseases.  COB: Promoting programs in cooperation with social partners, INAIL and the Labour Directorate to prevent risks and improve WHP and OSH of workers working in temporary and precarious work situations.

**Challenge 1: Improving the implementation record of Member States, in particular by enhancing the capacity of micro and small enter-prises to put in place effective and efficient risk prevention measures**

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		COB: Implementation of integrated control programs, promoting health and safety, communication, with priority given to the determinants of diseases and injuries described in the previous paragraph, with particular reference to the improvement and development in all regions of the Plans of National Prevention in Construction and Agriculture, and the prevention of occupational cancers.
<b>Ireland</b>	<p>StPr 1. Increase the focus on compliance through risk based inspection and enforcement .</p> <p>StPr 2: Support, educate and raise awareness to prevent accidents, injuries and ill health</p>	<p>All goals under StPr 1</p> <p>All goals under St Pr 2</p> <p>StPr 5 Improve the way HSA works through people, processes &amp; technology</p>
<b>Latvia</b>	AD 1: public information	<p>AD1/Tk 1: To ensure increase in public awareness and level of understanding regarding labour protection issues, especially regarding working environment risk factors, and issues of labour rights, by facilitating the preventive culture.</p> <p>AD 2/Tk 1: To ensure support for enterprises in the implementation of the labour protection requirements.</p>

**Challenge 1: Improving the implementation record of Member States, in particular by enhancing the capacity of micro and small enter-prises to put in place effective and efficient risk prevention measures**

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	<p>AD 2: Promoting efficient introduction of the labour protection requirements</p> <p>AD 4: Supervision and control of the field of the labour protection</p>	AD4/Tk 2: To ensure efficient State supervision and control, by strengthening the capacity of the State Labour Inspectorate.
<b>Lithuania</b>	Ob. 1: Improving the implementation record of Member States, in particular by enhancing the capacity of micro and small enter-prises to put in place effective and efficient risk prevention measures	<p>Tk 1.1: Improving legal acts and implementing accidents at work prevention policy and initiatives.</p> <p>Tk 1.2: Formulating recommendations and providing practical measures to help ensure compliance with HSW regulations</p> <p>Tk 1.3: Developing, with the help of the European Agency for Safety and Health at Work (EU-OSHA), online interactive risk assessment tools (OiRA) and other tools based on information technologies (IT)</p> <p>Tk 1.4: Providing information to enterprises, in particular micro and small enterprises, using all appropriate means such as awareness raising campaigns, training and exchange of best practices as well as various IT-based measures and social networks</p> <p>Tk 1.5: Ensuring effective implementation of HSW regulations and monitoring by the efficient methods, providing consulting, using new communications means as well as imposing effective, proportional and deterring sanctions</p>

**Challenge 1: Improving the implementation record of Member States, in particular by enhancing the capacity of micro and small enter-prises to put in place effective and efficient risk prevention measures**

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		<p>Tk 1.6: Propagating HSW preventive measures in cooperation with social partners</p> <p>Tk 1.7: Providing information to enterprises, in particular micro and small enterprises, about the benefits of proper HSW management</p> <p>Tk 2.1: Improving legal acts as part of implementation of policies and initiatives of preventing occupational and work-related diseases</p> <p>Tk 2.5: Increasing access to quality occupational health care services, in particular, for micro and small enterprises</p>
<b>Malta</b>	Ob. 1: Legislation, compliance and enforcement	Ob. 2: Capacity Building
<b>Netherlands</b>	<p>T 2: Supporting employers and employees in creating healthy and safe work environments</p> <p>T 4: Enforcement</p>	<p>2a. Support centre risk assessment tools</p> <p>2b. Prevention employee project</p> <p>2c. OSH portal</p> <p>Stricter enforcement to uncompliant enterprises</p>
<b>Poland</b>	Shaping and promoting a safety culture by improving OSH management and developing a modern system of educating and informing the society	

**Challenge 1: Improving the implementation record of Member States, in particular by enhancing the capacity of micro and small enter-prises to put in place effective and efficient risk prevention measures**

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<b>Portugal</b>	Ob 1: To develop and implement public policies of health and safety at work	Ob 3: To support companies in the implementation of health and safety at work, particularly micro, small and medium-sized enterprises Ob 4: To promote information, training, participation and cooperation at the workplace
<b>Romania</b>	gOb A: A better implementation of the occupational safety and health legislation, especially in microenterprises and in SMEs	SOb 2: Support for microenterprises, small and medium-sized enterprises from the perspective of compliance with occupational safety and health legislation
<b>Slovakia</b>	Pr 1: Improving the publicity, promotion and culture of prevention in the area of OSHP	Pr 2: Improving the personal and material conditions for quality and effective operations of labour inspection bodies and other supervision bodies in the area of OSHP P 3: Improving the quality of activities of specialized subjects eligible to perform activities in the area of OSHP Pr 4: Applying a system approach to OSHP-related issues  Tk A.6 (Implementation Programme): To provide specialised counselling for employers and employees targeted on the prevention of health risks and the protection of health at work, with a special focus on small and medium-size enterprises.
<b>Slovenia</b>	StOb1 aimed at ensuring safety at work	StOb 1.1 To reduce the number of work accidents by 20 per cent in the next 10 years StOb 1.2 To ensure the safe use of hazardous chemical substances in work processes and to replace hazardous chemicals with less hazardous ones

**Challenge 1: Improving the implementation record of Member States, in particular by enhancing the capacity of micro and small enter-prises to put in place effective and efficient risk prevention measures**

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	StOb 2 aimed at ensuring health at work	StOb 2.2 Implementing, monitoring and upgrading programmes promoting physical and mental health in the workplace directed at preventing chronic diseases and maintaining the ability to work StOb 2.6 Ensuring high-quality implementation of expert tasks by occupational health providers
<b>Spain</b>	Ob. 1: Boost action by the public authorities in the area of analysis, research, promotion, support, technical assistance, supervision and control of occupational risk prevention. Ob 2: Promote the improvement of occupational safety and health conditions with the participation of the social partners and regional governments, particularly in the sectors, activities, groups and companies at greatest risk.	Inform and boost awareness in the companies, with special attention to SMEs and micro-enterprises, on the prevention of occupational risks and the availability of official tools that facilitate the application of the regulations. To develop instruments that facilitate the preventive management in small companies independently of the chosen preventive modality.

**Challenge 1: Improving the implementation record of Member States, in particular by enhancing the capacity of micro and small enter-prises to put in place effective and efficient risk prevention measures**

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<b>Sweden</b>	Ob 1: Zero vision for fatal accidents, prevention against work accidents	A: Accident prevention measures for employees working at or on roads A: Foreign workers in the green sectors (Forest, agriculture, horticulture etc.) A: Provision of information form the authorities to foreign employees, employers and self-employed
<b>United Kingdom</b>	ST: Supporting small employers: Giving SMEs simple advice so they know what they have to do	Managing risks well: Simplifying risk management and helping business to grow

## 8.2 Challenge 2: Improving the prevention of work-related diseases

**Challenge 2: Improving the prevention of work-related diseases by tackling existing, new and emerging risks**

(A = Activity/Action, AD = Action Direction, Ax = Axis, FA = Focus Area, G = Goal, In = Initiative, M = Measure, MOb = Macro Objective, MPr = Main Priority, Ob = Objective, gOb = General Objective, OpOb = Operational Objective, PI = Policy Instruments, Pr = Priority, PrA = Priority action, StPr = Strategic Priority, T = Target, Tk = Tasks, ST = Strategic Theme, SOb = Specific Objective, StOb = Strategic Objective, WG = Working Group, WP = Work , Programme, Sub-Ob = Sub-Objective)

<b>Country</b>		
<b>Austria</b>	Ob. 1a: The reduction of work-related health risks, particularly	WG 3: Prevention of work related and occupational diseases



<b>Challenge 2: Improving the prevention of work-related diseases by tackling existing, new and emerging risks</b> (A = Activity/Action, AD = Action Direction, Ax = Axis, FA = Focus Area, G = Goal, In = Initiative, M = Measure, MOb = Macro Objective, MPr = Main Priority, Ob = Objective, gOb = General Objective, OpOb = Operational Objective, PI = Policy Instruments, Pr = Priority, PrA = Priority action, StPr = Strategic Priority, T = Target, Tk = Tasks, ST = Strategic Theme, SOb = Specific Objective, StOb = Strategic Objective, WG = Working Group, WP = Work , Programme, Sub-Ob = Sub-Objective)		
	strains on the musculoskeletal system  Ob. 1b: The reduction of work-related health risks, particularly mental stress factors	
<b>Belgium</b>	Ax 1: Safe and healthy work	OpOb 3: Preventing or minimising new and emerging risks  A 4: Exposure to chemical agents
<b>Bulgaria</b>	Pr 2: Prevention of occupational risks, including new and emerging risks	A: Developping and implementing practical tools for control of occupational hazards  A: Awareness raising and culture of prevention
<b>Cyprus</b>	Ax. 5: Introduction and implementation of an adequate system of surveillance of the health of employees	Musculoskeletal disorders,  Work-related stress  Diseases caused by the use hazardous chemicals.
<b>Czech Republic</b>	MPr II Prevention of occupational risks – MPr VI. Research and development	MPr II PrA (priority actions): 2, 3, 4  MPr VI PrA (priority actions): 11, 13, 14, 15
<b>Denmark</b>	Pr 2 and 3: Psychosocial working environment and Musculoskeletal disorders	In 5: Focus on psychosocial working environment In 16: Danish Centre for Nano-Safety In 17: Targeting the resources of the Danish Working Environment Research Fund

<b>Challenge 2: Improving the prevention of work-related diseases by tackling existing, new and emerging risks</b> (A = Activity/Action, AD = Action Direction, Ax = Axis, FA = Focus Area, G = Goal, In = Initiative, M = Measure, MOb = Macro Objective, MPr = Main Priority, Ob = Objective, gOb = General Objective, OpOb = Operational Objective, PI = Policy Instruments, Pr = Priority, PrA = Priority action, StPr = Strategic Priority, T = Target, Tk = Tasks, ST = Strategic Theme, SOb = Specific Objective, StOb = Strategic Objective, WG = Working Group, WP = Work , Programme, Sub-Ob = Sub-Objective)		
<b>Estonia</b>	Sub-Ob: Correlation between the demand and supply of the workforce ensures a high level of employment and high-quality working conditions support long-term participation in working life. (WDP)	PI = Achievement and maintenance of a high employment rate ("the capacity of working life participants must be increased for the implementation of rules for employment relationships and the working environment, including for coping with new working environment risks, and for the prevention of the employees loss of ability to work")
<b>Finland</b>	FA 2: Occupational health care, an efficient partner, revised policy until 2030: FA 1 "rise up to the future work challenges concerning and health"	
<b>France</b>	OpOb 2: Prevention of work-related strain	OpOb 3: Target priority risks
<b>Germany</b>	WP : Efficient and systematic implementation of OSH cross-departmental strategy	WP : Efficient and systematic implementation of OSH. WP Safe handling of carcinogens WP good working organisation of psychosocial strain WP good working organisation of musculoskeletal workload
<b>Greece</b>	StOb 1: Strengthening of policies and measures to prevent accidents at work, occupational diseases and other work-related illnesses for all workers, with	Ax 1: Official establishment of the National System for Health and Safety at Work Ax 4: Strengthening prevention and improving the reporting procedures and systems for recording accidents at work and occupational diseases.

<b>Challenge 2: Improving the prevention of work-related diseases by tackling existing, new and emerging risks</b> (A = Activity/Action, AD = Action Direction, Ax = Axis, FA = Focus Area, G = Goal, In = Initiative, M = Measure, MOb = Macro Objective, MPr = Main Priority, Ob = Objective, gOb = General Objective, OpOb = Operational Objective, PI = Policy Instruments, Pr = Priority, PrA = Priority action, StPr = Strategic Priority, T = Target, Tk = Tasks, ST = Strategic Theme, SOb = Specific Objective, StOb = Strategic Objective, WG = Working Group, WP = Work , Programme, Sub-Ob = Sub-Objective)		
	emphasis to the more vulnerable groups  StOb 3: Improving reporting procedures and systems for recording accidents at work and occupational diseases  StOb 4: Establishment of an occupational risks insurance body	Ax 10: Encouraging scientific progress and research on OSH- Tackling of new and emerging risks.
<b>Hungary</b>	Tk2: Maintaining the working capacity of employees  Tk5: Occupational safety and health research and development	Tk2.1.: Reducing absence from work as a result of psychosocial risks Tk2.2.: Reducing absence from work as a result of psychosocial risks Tk2.3.: Encouraging research to determine work-related musculoskeletal disorders and work-related cancer, and promoting research results Tk5.3.: Coping with the increasing average age of employees and analysis of the impact of newly emerging risks
<b>Italy</b>	Ob: 1: Improvement of the knowledge of risks and work related diseases.	COb: Implementing programs between the ASL Services and competent physicians to implement healthier lifestyles in order to prevent cardiovascular disease, cancer and chronic degenerative diseases in general and to improve the perception of the risks towards occupational diseases.  COb: promote / encourage the adoption of best practice companies and routes of Social Responsibility

<b>Challenge 2: Improving the prevention of work-related diseases by tackling existing, new and emerging risks</b>		
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		COB: To promote / encourage improvement of organizational wellness programs in companies
<b>Ireland</b>	StPr 1: Increase focus on compliance through risk based inspection and enforcement  Pr 2: Support, educate and raise awareness to prevent accidents, injuries and ill health	StPr 1G 1—3 StPr1G 1: Drive increased focus on work-related health and safety StPr1G 2: Increase and broaden the inspection programme, focusing on highernrisks, less compliant organisations and vulnerable workers StPr1G 3: Act as the lead national competent authority on chemicals and market surveillance StPr 2 G 1-6
<b>Latvia</b>	AD 3: Promoting health protection of employed persons	AD 3/Tk 1: To facilitate improvement and updating the knowledge of physicians of occupational diseases and occupational health, general practitioners and other medical treatment persons regarding factors causing occupational diseases, timely diagnostics of occupational diseases and current issues in the field of occupational health. AD 3/Tk 2: To improve knowledge and skills of employees in the issues of health promotion at work. AD 3/Tk 3: To improve prevention, diagnostics and medical treatment of occupational diseases
<b>Lithuania</b>	Ob 2: Improving prevention of work-related diseases by eliminating existing, new and arising occupational risks (inter alia, psychosocial risk and risk related to the use of new	Tk 2.2: Improving HSW for workers of relevant categories that are exposed to specific occupational risks Tk 2.3: Promoting the application of measures of employees' health promotion and welfare at work at workplaces having regard to the needs of vulnerable employee groups and age-related needs as well as related risks

<b>Challenge 2: Improving the prevention of work-related diseases by tackling existing, new and emerging risks</b> (A = Activity/Action, AD = Action Direction, Ax = Axis, FA = Focus Area, G = Goal, In = Initiative, M = Measure, MOb = Macro Objective, MPr = Main Priority, Ob = Objective, gOb = General Objective, OpOb = Operational Objective, PI = Policy Instruments, Pr = Priority, PrA = Priority action, StPr = Strategic Priority, T = Target, Tk = Tasks, ST = Strategic Theme, SOb = Specific Objective, StOb = Strategic Objective, WG = Working Group, WP = Work , Programme, Sub-Ob = Sub-Objective)		
	technologies and materials) having regard to, inter alia, gender mainstreaming, and prevention of occupational and work-related diseases, in particular occupational cancers and diseases related to the use of other chemical substances as well as disorders of the skeletal-muscular system  Ob 3: Ensuring appropriate competences of SLI inspectors and occupational healthcare specialists for dealing with new arising tasks	Tk 2.4: Disseminating best practices related to the prevention of mental health issues at work  Tk 2.6: Improving monitoring of work-related occupational diseases  TK 3.1: Organising HSW training for SLI inspectors, in particular, on new occupational risks and new technologies
<b>Malta</b>	Ob 4: Taking appropriate action against existing and emerging risks	A: Fostering and promoting action against both traditional risks and emerging ones, based on appropriate research A: Improving the quality of service provided by occupational health service providers, and improving the effectiveness of health surveillance.
<b>Netherlands</b>	T 1. Setting the agenda and stimulating  T 3. Establishing frameworks	A.1a.: Sustainable employability Psycho-social risks Sustainable employability in SME  A.3a.: Improvement of the work-related care system

<b>Challenge 2: Improving the prevention of work-related diseases by tackling existing, new and emerging risks</b> (A = Activity/Action, AD = Action Direction, Ax = Axis, FA = Focus Area, G = Goal, In = Initiative, M = Measure, MOb = Macro Objective, MPr = Main Priority, Ob = Objective, gOb = General Objective, OpOb = Operational Objective, PI = Policy Instruments, Pr = Priority, PrA = Priority action, StPr = Strategic Priority, T = Target, Tk = Tasks, ST = Strategic Theme, SOb = Specific Objective, StOb = Strategic Objective, WG = Working Group, WP = Work , Programme, Sub-Ob = Sub-Objective)		
		A.3c.: Working conditions catalogue A.3d.: Hazardous substances
<b>Poland</b>	Ob 3: Developing methods and tools for preventing and reducing occupational risk in the working environment, including new and emerging risks	Ob 4: Widening the knowledge on causes and results of work accidents and occupational diseases, and on profitability of preventive actions on societal and enterprises level
<b>Portugal</b>	Ob 2: To improve the prevention of occupational diseases and work accidents	M 13 - To develop preventive activities for specific hazards such as chemical, psychosocial, nano-technologies, biological and musculoskeletal disorders M 14 - To create a common and integrated information system for work accidents and occupational diseases, in order to ensure reliable information processing, including those involving public employees and private sector employees M 15 - To promote the production and analysis of statistics related to occupational diseases
<b>Romania</b>	SOb 4: Tackling the work-force ageing and an improvement in the prevention of occupational diseases	A 4.1: Actions for raising awareness on work-force ageing, new and emerging risks and prevention of occupational diseases.
<b>Slovakia</b>	Ob.: Maintenance the low number of occupational accidents, particularly fatal occupational accidents and accidents with lifelong	Pr 2: Improving the personal and material conditions for quality and effective operations of labour inspection bodies and other supervision bodies in the area of OSHP

<b>Challenge 2: Improving the prevention of work-related diseases by tackling existing, new and emerging risks</b> (A = Activity/Action, AD = Action Direction, Ax = Axis, FA = Focus Area, G = Goal, In = Initiative, M = Measure, MOb = Macro Objective, MPr = Main Priority, Ob = Objective, gOb = General Objective, OpOb = Operational Objective, PI = Policy Instruments, Pr = Priority, PrA = Priority action, StPr = Strategic Priority, T = Target, Tk = Tasks, ST = Strategic Theme, SOb = Specific Objective, StOb = Strategic Objective, WG = Working Group, WP = Work , Programme, Sub-Ob = Sub-Objective)		
	consequences as well as the elimination of the causes to occupational diseases, the improvement of prevention and the strengthening labour culture	Pr 3: Improving the quality of activities of specialized subjects eligible to perform activities in the area of OSHP Pr 4: Applying a system approach to OSHP-related issues Pr 5: The Focus of attention on sectors with a high number of occupational accidents and diseases.
<b>Slovenia</b>	StOb 1 Strategic objectives aiming at ensuring safety at work StOb 2 Strategic objectives aiming at ensuring health at work StOb 4 Strategic objectives aimed at ensuring health and safety for workers working in new forms of work employment	StOb 1.2 To ensure the safe use of hazardous chemical substances in work processes and to replace hazardous chemicals with less hazardous ones StOb 1.3 To ensure the high-quality implementation of expert tasks relating to safety at work StOb 2.1 Arranging, enforcing, monitoring and upgrading the system of establishing, confirming and reporting occupational diseases StOb 2.2 Implementing, monitoring and upgrading programmes promoting physical and mental health in the workplace directed at preventing chronic diseases and maintaining the ability to work StOb 2.3 Establishing mechanisms for early detection and assistance in the event of work-related mental overload StOb 2.4 Adjusting workplaces to prevent musculoskeletal disorders; reducing sick leave due to musculoskeletal disorders by 5 per cent in the next 10 years <sup>143</sup>

<sup>143</sup> The objective must be attained in the 2018–2027 period.

<b>Challenge 2: Improving the prevention of work-related diseases by tackling existing, new and emerging risks</b> (A = Activity/Action, AD = Action Direction, Ax = Axis, FA = Focus Area, G = Goal, In = Initiative, M = Measure, MOb = Macro Objective, MPr = Main Priority, Ob = Objective, gOb = General Objective, OpOb = Operational Objective, PI = Policy Instruments, Pr = Priority, PrA = Priority action, StPr = Strategic Priority, T = Target, Tk = Tasks, ST = Strategic Theme, SOb = Specific Objective, StOb = Strategic Objective, WG = Working Group, WP = Work , Programme, Sub-Ob = Sub-Objective)		
		StOb 2.5 Establishing mechanisms to assist workers when returning to work after long-term sick leave  StOb 2.6 Ensuring high-quality implementation of expert tasks by occupational health providers  StOb 4.1 Raising the awareness of workers working in new forms of work and employment about the basics of health and safety at work  StOb 4.2 Dissemination of the latest findings on how the working environment is changing and new forms of work and employment
<b>Spain</b>	Ob 3: Promote the improvement of OSH conditions with the participation of the social partners and regional governments, particularly in the sectors, activities, groups and companies at greatest risk	Promote the improvement of working conditions in sectors and activities with high incidence rates of occupational accidents and diseases.  Design and implement a plan of action to reduce musculoskeletal disorders.  Develop and disseminate psychosocial risk assessment methodologies that allow a better knowledge and prevention of those risks.  To study emerging risks, their causes and impact on the safety and health of workers, in particular those derived from new technologies
<b>Sweden</b>	Ob 3: Better psychosocial working life	A: Strengthened inspection and information campaigns concerning the working time. A: Supervision of psycho social working conditions in the elderly care sector A: Analysis of the working conditions in household services
<b>United Kingdom</b>	ST: Keeping pace with change: Anticipating and tackling new health and safety challenges	



### 8.3 Challenge 3: Tackling demographic change


<b>Challenge 3: Tackling demographic change</b> (A = Activity/Action, AD = Action Direction, Ax = Axis, FA = Focus Area, G = Goal, In = Initiative, M = Measure, MOb = Macro Objective, MPr = Main Priority, Ob = Objective, gOb = General Objective, OpOb = Operational Objective, PI = Policy Instruments, Pr = Priority, PrA = Priority action, StPr = Strategic Priority, T = Target, Tk = Tasks, ST = Strategic Theme, SOb = Specific Objective, StOb = Strategic Objective, WG = Working Group, WP = Work , Programme, Sub-Ob = Sub-Objective)		
Country		
<b>Austria</b>	WG 1: Improvement of risk assessment and risk awareness	A: Special focus on micro and SME – developing guidance documents for vulnerable groups of workers (pregnant women, psychosocial problems, young workers, older workers)
<b>Belgium</b>	Ax 2: Strengthening participation in the labour market	OpOb 4: Sustainable work for all workers OpOb 5: The re-integration of disabled workers
<b>Bulgaria</b>	StOb: Improving the occupational safety and health of every worker and every workplace by addressing vulnerable groups of workers (young or older workers, disabled workers, etc.)	Pr 3: Prevention of occupational diseases and occupational accidents.
<b>Cyprus</b>	Ax: Encouragement of scientific progress and research in the field of demographic change	
<b>Czech Republic</b>	MPr VI: Research and development	PrA 11: focus on specific target groups
<b>Estonia</b>	Ob: High employment rate and high-quality working life (WDP) Sub-Ob: Correlation between the demand and supply of the workforce ensures a high level of employment and high-quality working conditions	PI= Achievement and maintenance of a high employment rate

<b>Challenge 3: Tackling demographic change</b> (A = Activity/Action, AD = Action Direction, Ax = Axis, FA = Focus Area, G = Goal, In = Initiative, M = Measure, MOb = Macro Objective, MPr = Main Priority, Ob = Objective, gOb = General Objective, OpOb = Operational Objective, PI = Policy Instruments, Pr = Priority, PrA = Priority action, StPr = Strategic Priority, T = Target, Tk = Tasks, ST = Strategic Theme, SOb = Specific Objective, StOb = Strategic Objective, WG = Working Group, WP = Work , Programme, Sub-Ob = Sub-Objective)		
	support long-term participation in working life. (WDP)	
<b>Finland</b>	[Many related programmes]  New revised policy until 2030: FA 3 „promote functional capacity, workability, and employability“	
<b>France</b>	OpOb 4: Quality of working life OpOb 5: Job retention	
<b>Germany</b>	Cross departmental strategy addressing demographic change	Specific objectives and activities in the field of occupational health and safety were formulated in chapter II „Working motivated, qualified and healthy“
<b>Greece</b>	StOb 1: Strengthening of policies and measures to prevent accidents at work, occupational diseases and other work-related illnesses for all workers, with emphasis to the more vulnerable groups	Ax 9: Workplace health promotion and tackling of the demographic change.
<b>Hungary</b>	Tk 3: Occupational safety and health training and education  Tk 5: Occupational safety and health research and development	Tk 3.3: Reducing occupational risks affecting employees of vulnerable groups and employees working in atypical types of employment  Tk 5.3: Coping with the increasing average age of employees and analysis of the impact of newly emerging risks

<b>Challenge 3: Tackling demographic change</b> (A = Activity/Action, AD = Action Direction, Ax = Axis, FA = Focus Area, G = Goal, In = Initiative, M = Measure, MOb = Macro Objective, MPr = Main Priority, Ob = Objective, gOb = General Objective, OpOb = Operational Objective, PI = Policy Instruments, Pr = Priority, PrA = Priority action, StPr = Strategic Priority, T = Target, Tk = Tasks, ST = Strategic Theme, SOb = Specific Objective, StOb = Strategic Objective, WG = Working Group, WP = Work , Programme, Sub-Ob = Sub-Objective)		
<b>Ireland</b>	StPr 1: Increase focus on compliance through risk based inspection and enforcement	StPr1G2: Increase and broaden the inspection programme, focusing on higher risks, less compliant organisations and vulnerable workers
<b>Italy</b>	mOb: Strengthen and put attention to vulnerable groups in the system	
<b>Lithuania</b>	Ob 2: Improving prevention of work-related diseases by eliminating existing, new and arising occupational risks (inter alia, psychosocial risk and risk related to the use of new technologies and materials) having regard to, inter alia, gender mainstreaming, and prevention of occupational and work-related diseases, in particular occupational cancers and diseases related to the use of other chemical substances as well as disorders of the skeletal-muscular system	Tk 2.3: Promoting the application of measures of employees' health promotion and welfare at work at workplaces having regard to the needs of vulnerable employee groups and age-related needs as well as related risks
<b>Netherlands</b>	A.1a.: Sustainable employability	
<b>Poland</b>	Ob 2: Developing and improving solutions for improvement and preservation of work ability in order to prevent labour market exclusion, particularly for elderly people	
<b>Portugal</b>	M 11 - To develop a prevention and awareness campaign for industrial accidents at work and occupational diseases and their redress, including	

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	information on technical support for rehabilitation and professional reintegration  M 13 - To develop preventive activities for specific hazards such as chemical, psychosocial, nano-technologies, biological and musculoskeletal disorders (includes actions regarding older workers)	
<b>Romania</b>	gOb D : Proper management of the issues associated with ageing workers in the context of a general phenomenon of population ageing, respectively of the active labour force ageing.	SOb 4: Tackling the work-force ageing and an improvement in the prevention of occupational diseases.  A 4.1: Actions for raising awareness on work-force ageing, new and emerging risks and prevention of occupational diseases.
<b>Slovakia</b>	Basic goal: Support for long-term sustainable decent work conditions  Ob 4: Taking into consideration the changes on the labour market arising from demographic developments, the aging of the productive population and technological development.	Tk F.2 (Implementation Programme): To promote research targeted on new technologies, on changes in the world of labour and new combinations of risk factors, such as demographic changes and the aging of the productive labour force and mental health in the context of Safety and Security.
<b>Slovenia</b>	StOb 3 Strategic objectives aimed at promoting a culture of prevention in the working environment and the consideration of worker's diversity	StOb 3.3 Promotion of the recognition of diversity when ensuring health and safety at work; promotion of providing workplaces for all generations and of intergenerational cooperation

<b>Challenge 3: Tackling demographic change</b> (A = Activity/Action, AD = Action Direction, Ax = Axis, FA = Focus Area, G = Goal, In = Initiative, M = Measure, MOb = Macro Objective, MPr = Main Priority, Ob = Objective, gOb = General Objective, OpOb = Operational Objective, PI = Policy Instruments, Pr = Priority, PrA = Priority action, StPr = Strategic Priority, T = Target, Tk = Tasks, ST = Strategic Theme, SOb = Specific Objective, StOb = Strategic Objective, WG = Working Group, WP = Work , Programme, Sub-Ob = Sub-Objective)		
		Measure 4.1.2 Promotion of lifelong learning regarding health and safety at work, including the promotion of exchanging knowledge and experience between younger and older workers through mentoring and reverse mentoring
<b>Spain</b>	One of the overall priorities for the strategy: Specific Vulnerable and Collective Workers	
<b>Sweden</b>	Ob 2: Sustainable Working Life	A: Seminars within the European campaign 2016/17. A: A new knowledge compilation about risks with new ways of organising work. A: Inspection and information campaign towards temporary agencies. A: Analyse results from inspection of employers work with adaptation and rehabilitation.



**The European Agency for Safety and Health at Work (EU-OSHA)** contributes to making Europe a safer, healthier and more productive place to work. The Agency researches, develops, and distributes reliable, balanced, and impartial safety and health information and organises pan-European awareness raising campaigns. Set up by the European Union in 1994 and based in Bilbao, Spain, the Agency brings together representatives from the European Commission, Member State governments, employers' and workers' organisations, as well as leading experts in each of the EU Member States and beyond.

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