

National Strategy for Well-Being at Work 2008-2012

An initiative from
Deputy Prime Minister and Minister for Employment

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National Strategy for Well-Being at Work 2008-2012

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I. Preamble

The Accidents at Work Fund (FAT) recorded 185,039 accidents at work in the private sector in 2006. A rise of 4,502 accidents at work was noted in 2006 (2.5% more compared to 2005). This rise follows a period of five years during which the number of accidents decreased continuously. The rise in the number of accidents is concentrated in three sectors: business support services, construction and health care and social services.

The causes of accidents at work are often linked to a lack of experience, a significant turnover of workers in the workplace, short-lived working relationships, a complex situation in the workplace and a lack of communication, the poor safety features of a machine, a degree of negligence and a high work rate.

In other words, every 3 or 4 days in Belgium, a person dies in the context of an accident at work. In 2008, this figure is no longer acceptable. The daily tragedy of accidents at work calls for a strong reaction from all of the players concerned, both at the State level and that of businesses and workers. Of course, not all accidents at work can be avoided. With the intensity of human activity, its ever increasing pace and constant human intervention, there is a constantly present risk.

We must nevertheless do our utmost to prevent accidents from destroying lives.

A human-centred employment policy is an employment policy that makes a priority of enhancing the quality of life, the health and the safety of workers during their daily professional lives and which above all views this necessity as a requirement for personal protection.

II. The “National Strategy” plan’s raison d’être

Since 1978, the European Commission has developed multi-annual action programmes regarding health and safety at work. Initially, these action programmes mainly focussed on legislative work. Today, the programmes focus more on the emergence of new risks linked to changes in the working environment and society.

In February 2007, the Commission published a Communication entitled: “*Improving quality and productivity at work: Community strategy 2007-2012 on health and safety at work*”. The Commission is inviting the Member States to develop and adopt national strategies linked to the Community strategy and, within this framework, to set quantitative objectives to be achieved.

The Commission and the Council of the European Union want, together, to reduce the incidence rate of accidents at work in Europe by 25%. To this end, they have established a series of ambitious objectives included in the new European strategy.

One of the goals sought by the Commission is to have these plans subsequently assessed by the Luxembourg Advisory Committee on Safety, Hygiene and Health Protection at Work (ACSH).

The “National Strategy for Well-Being at Work 2008-2012” constitutes the Belgian initiative of this Community strategy and features as its key objective: to achieve an ongoing, sustainable and consistent reduction in accidents at work and occupational illnesses.

If 2008 is seeing the adoption of this ambitious “National Strategy for Well-Being at Work 2008-2012” plan, it is because it is obviously the realisation of the European strategy, but also of one of the major priorities of the employment plan which aims to sustainably improve the prevention of occupational risks.

Our objective? To reduce accidents at work by 5% per year over a period of 5 years to reach 25%.

There are several **reasons** for this goal:

- Well-being, health and safety at work are above all priorities for the protection of workers. This objective overshadows all others and it alone explains the urgency of mobilisation.
- Workers’ lives and health and their well-being at work moreover give added value to society as a whole and in particular to every company. In fact, in a secondary way, from an economic perspective it is also a question of economic justice, equality and fair competition. Good health at work enables the improvement of public health in general as well as of companies’ productivity and competitiveness.
- Finally, problems with health and safety at work incur high costs for social welfare systems.

Well-being at work is everyone’s concern. Health and safety at work must not be the prerogative of a few companies that think of themselves as being at forefront of social progress or whose management has a particular awareness of this issue. The public authorities and the players in the workplace must, in close collaboration, work daily to provide information about and explain the risk prevention measures. These efforts will only be able to succeed if everyone becomes heavily and lastingly involved. Simply relaxing vigilance is already running a risk. Prevention is difficult work that must not only be strengthened but also valued because this work takes place away from the action and out of the spotlight. It brings no direct recognition to the people who strive to this end every day yet they are anonymous everyday heroes who protect lives through action that we want to expand more than ever with our plan.

In order to improve workers’ safety, health and well-being, the role of the employer and of its management structure cannot be lost sight of in the execution of well-being policy. While the employer still retains ultimate responsibility for well-being policy, the members of the management structure also bear part of the responsibility. This is either due to their general duties and the specific tasks that are conferred on them in the regulations on well-being, or due to civil, contractual or legal considerations.

From this perspective, some initiatives are being presented with a view to increasing the engagement and involvement of the employer and the members of the management structure in prevention, and are as such making prevention policy more likely to succeed:

These initiatives concern:

- The role and responsibility of managers
- Awareness of the importance of corporate responsibility in encouraging safety and health
- The training of managers
- The management as the starting point for the inspectorate
- The promotion of internal audits
- Safety and health as an element of performance and appraisal meetings

In an increasingly globalised world, subject to constantly changing productivity and immediacy requirements, the temporary and fluctuating conditions of the labour market also have an effect on well-being at work. We cannot only take an interest in employment and in working conditions in the strict sense, but rather we must also follow the transitions that occur.

Temporary and fluctuating labour market conditions also have an impact on well-being at work. This has been expressed in well-being policy relating to induction, in mentoring, in training and the health surveillance of trainees but also in types of short-term employment or that which has ever changing assignments such as sub-contracting, outsourcing and temporary employment. The shift towards a transitional employment market must in particular be made with greater attention given to psycho-social risks and work pressure.

A greater focus is also needed on “new” at-risk groups, for sub-contraction and secondment, for migrants, older workers, disabled workers, temporary employment and also for the well-being at work of the self-employed. That being the case, a greater focus is needed for (new) at-risk groups, in the case of sub-contraction and secondment, for migrants, older workers, young people, temporary employment and also for the well-being at work of the self-employed.

New measures in particular on prevention will be taken in these different areas to introduce a form of information and collaboration regarding the risks exported between the contractor and the external company and to strengthen the assessment of risks during the design of a project.

The integration of workers who (may) have reduced fitness for work has already been improved by providing for the possibility of calling on the works doctor following a period of incapacity for work of four weeks or more. Better integration requires better collaboration with general medical practitioners and greater commitment from the employer, without challenging the neutrality of works doctors and satisfactory collaboration with the Communities and the Minister for Health.

The adaptation of employment to the disabled is also covered. It is a policy aimed at a dual objective: the adaptation of the workstation on the one hand and on the other, the adaptation of the organisation of work for the purpose of reintegrating or retaining people in the workplace.

It is more than essential to be aware of the importance taken on by the notion of “high-quality work” and the principles that underlie it, namely workers’ rights and participation, equal opportunities, well-being at work and the organisation of work taking into account the needs of family life.

This plan, our plan for all, is implemented through the development of various programmes whose objectives are set out in this document in the form of project profiles. It translates into five programmes a series of key actions aimed at relaying and implementing in the field the principles included in the Community strategy framework.

III. Objectives and articulation of the “National Strategy”

The overall objective of the Community strategy is an ongoing and consistent reduction of accidents at work and occupational illnesses. It is a comprehensive approach to well-being at work that also touches other areas such as public health and sustainable development.

Alongside the statistical knowledge of the number of accidents, which enables the effect of the measures adopted to be objectively measured, knowledge of the state of well-being of workers in general also makes it possible to refine strategies and to act more efficiently.

While all of the five programmes are explained in detail in the profiles that follow, we would like to note a few important issues for our future action that cut across these programmes.

First objective: To reduce the number of accidents in the workplace in line with the Community objective of an overall reduction of 25%.

The causes of accidents at work are often linked to

- a lack of experience,
- a significant turnover of workers in the workplace,
- short-lived working relationships,
- a complex situation in the workplace and a lack of communication,
- the poor safety features of a machine,
- a degree of negligence
- and a high work rate.

In this respect it is essential to conduct a more in-depth examination of the associated conditions in which accidents at work occur.

Second objective: To encourage changes in behaviour among workers through the promotion of a culture of risk prevention.

One of the points on which emphasis is placed is the modernisation of the management and distribution of relevant information that is able to improve prevention. The interactive knowledge centre on well-being at work, www.BeSWIC.be, which was created recently will be further developed in order to disseminate information on all well-being at work issues in all their aspects. The partnership of all of the players who are active in the prevention sector in the capacity of project partners will make it possible to more securely establish a profound change in prevention culture in companies and among workers.

Third objective: To improve the functioning of prevention services, in particular the exchange of information, and strengthening monitoring.

The Belgian approach to the prevention of work-related accidents and health problems is based on the analysis of risks and requires, in many situations, recourse to prevention experts who are present in internal or external services for prevention and protection at work. It is essential that these services operate smoothly and that they exchange knowledge and experience in the framework of federal research on occupational risks.

Since their creation, the external services have already achieved good results in many areas. The National Strategy provides for initiatives to strengthen the role and improve the functioning of the external services, in particular by adapting their charging schemes, by implementing their approval and by enhancing the training of prevention advisors.

In order to have an objective and clear vision of the reality of the situation and to be able to make the best decisions for the future, we are launching the first quality survey on the condition of health and safety at work.

Well-being at work issues require the availability of periodic information on workers' satisfaction at work and on the risks to which they are exposed. At the federal level in Belgium, there currently only exists the survey organised every five years by the European Foundation for the Improvement of Living and Working Conditions, in Dublin.

This survey is essential for the assessment of ongoing programmes in order to plan the adjustments needed to achieve the anticipated results.

Furthermore, data is also gathered by the prevention advisors of the External Service for Prevention and Protection at Work (SEPPT). This data is very useful as regards safety and health in companies and will be better exploited in the future. Finally, the databases of the Accidents at Work Fund and the Occupational Illnesses Fund (FMP) also provide very important information on these issues. In practice, the launching of a Belgian national survey on working conditions is planned in 2009.

In fact, to measure is to know and to know better is to be able to act better. Finally, the monitoring of the effects, the adequate assessment of the policies and the exchange of experience and good practices then make it possible to adapt the policies developed.

IV. A plan structured in 5 programmes, with 12 main projects and several action statements per project

The plan is divided into five programmes whose objectives are set out below in the form of action statements.

Programme I: Strengthening the prevention of occupational illnesses and accidents at work

Programme II: Improving the treatment of occupational illnesses and the reintegration of workers

Programme III: Strengthening monitoring and the effectiveness of the application of legislation and regulations particularly in the at-risk sectors

Programme IV: Modernising and simplifying legislation and regulation

Programme V: Constant and consistent assessment

V Essential consultation with social partners

The success of the National Strategy depends on the active participation of the interested parties and in particular of the social partners.

The Strategy will be presented to the National Labour Council (CNT).

The five programmes will be developed in consultation with the social partners and in particular the new prevention and monitoring measures regarding accidents at work with the aim of reducing the number of accidents in all sectors and also in SMEs.

Furthermore a harmonised solution must be found through consultation regarding temporary workers whose accidents at work currently cost a company less than those of their own workers and also regarding workers who are undertaking occupational training or a placement in the context of technical and vocational education.

The Supreme Council for Prevention and Protection at Work (CSSPT) and the Management Committees of the FAT and the FMP will be consulted on matters that come under their respective remits.

In order to make this Strategy a success, the authorities and institutions responsible for its development will have to strengthen their expertise and proactively embark on knowledge management.

VI Monitoring and assessment of the “National Strategy” plan

In order to ensure the suitable monitoring of the implementation of this Strategy, new measurement and assessment instruments are needed.

The European Commission has, in cooperation with the Advisory Committee on Safety, Hygiene and Health Protection, embarked on the development of a common system enabling the collection and exchange of information on the content of the national strategies, the assessment of the achievement of the objectives set as well as effectiveness of the national prevention structures and of the efforts deployed. Qualitative indicators will be developed in order to enrich the data provided by the statistics on accidents at work and occupational illnesses, and the data to be collected by national surveys on health and safety at work.

In addition, specific dashboards for the national strategy will be produced to enable appropriate piloting of the 12 projects and reporting on them to the Advisory Committee on Safety, Hygiene and Health Protection.

National Strategy for Well-Being at Work

Programme I: Strengthening the prevention of occupational illnesses and accidents at work

Project 1: Strengthening the effectiveness of the prevention services and their actions

Rationale

The Belgian approach to the prevention of work-related accidents and health problems is based on the analysis of risks and requires the obligatory presence of prevention advisors, assisted by external experts, the external services for prevention and protection at work. It is essential that these services operate satisfactorily and that they exchange knowledge and experience in the framework of federal research on occupational risks.

The relevance and effectiveness of the action by the internal and external services for prevention and protection at work (SIPPT & SEPPT) are largely dependent on the consistency and transparency of the “legislative framework”.

The experience acquired since the creation of these services ten years ago, the analysis of data relating to approval conditions renewed in 2008 and the initial conclusions drawn from the assessment of the Federal Action Plan for the Reduction of Accidents at Work, the “PhARAon Plan 2004-2007”, lead to the conclusion that it is necessary to reshape its context and to place an emphasis on risk analysis for all of the disciplines presented in the SEPPTs.

Objectives

This “legislative framework” component of the National Strategy aims to rationalise the functioning of the services for prevention and protection at work, whether they are internal or external, in order to optimise their action. This in particular entails a simplification of the organisation and financing of these services. The potential for the contribution of these services to the significant improvement of well-being at work and the reduction of occupational illnesses and accidents in the workplace is substantial.

In this regard, it is necessary to:

- Overhaul the organisation and functioning of the prevention services.
- Enhance their prevention tasks and in particular the risk analysis carried out by the prevention services particularly in SMEs and at-risk sectors.
- Facilitate the accessibility of the prevention services to SMEs.

Actions

- 1.1 Overhaul the organisation of prevention by the SEPPTs and the SIPPTs, in particular regarding the financing of the services of the SEPPTs and the time devoted to the services. These changes must help the SEPPTs to devote more time to risk analysis.
- 1.2 Assess the functioning of the external services for protection as regards SMEs in the at-risk sectors.
- 1.3 Assess the functioning of internal services that are shared by several employers.
- 1.4 Overhaul the tasks and the interventions of the services for prevention and protection at work in SMEs in the at-risk sectors.

Implementation timetable

Action	Study -Analysis -Design	Proposals	Opinion of the CSPPT	Finalisation
1.1	2008-2009	2010	2010	2011
1.2	2009	2010	2010	2011
1.3	2009	2009	2010	2010
1.4	2008-2009	2009	2010	2011

Project 2: Strengthening the prevention of accidents at work in particular in new at-risk sectors and SMEs

Rationale

Aggravated risks:

In spite of all of the measures put in place with the aim of making companies aware of the risk of accidents and to make employers aware of their responsibilities, some of them present unusually high accident rates compared to the average rates for their sector of activities.

Using its database of accidents at work, the Accidents at Work Fund will annually determine the companies whose risk index deviates disproportionately from the average index of the companies in their sector over an observation period of 3 years beginning in 2006. These companies will be obliged to pay their “accidents at work” insurer a flat rate contribution that will be earmarked by the insurer’s prevention service for the prevention of accidents in that company. This flat rate contribution will be due as long as the company continues to constitute and aggravated risk.

The Accidents at Work Fund will annually send to the Federal Public Service Employment, Labour and Social Dialogue (FPS ELSD) a list of companies considered to be an aggravated risk. The checking by the inspection services of the satisfactory application of prevention measures by these companies should gradually lead to a reduction in the number of accidents at work.

Studies on standard accidents

Every sector of activity has its own working conditions. The tackling of accidents at work, whether at the company or sector level, requires a better understanding of the causes and the circumstances of accidents that are sector-specific. The FAT carries out studies of standard accidents in sectors either on its own initiative, or at the request of the sectors themselves. In the context of the activities undertaken by the inspectorate of the FPS ELSD, the Fund will carry out studies on the accidents in these sectors at its request.

Serious accidents

The detailed reports concerning serious accidents sent by employers to the FPS ELSD will be encoded by the Accidents at Work Fund. Detailed reports contain a full description of the conditions in which the serious accident occurred, its causes and recommendations aimed at preventing its repetition. The encoding of these reports will enable the enrichment of the FAT’s data warehouse. The FPS ELSD will have an overview of the issue of serious accidents.

The detailed reports concerning serious accidents contain information on the preventive measures to be taken in such an accident. In the case of aggravated risks, insurers’ prevention services will draw-up proposals for a plan of action including concrete measures to prevent the repetition of accidents that earned the employer the aggravated risk status. A

nomenclature of preventive measures that may be of use in particular in the creation of guides of good practices will be drawn-up on the basis of these documents.

Furthermore, it is possible to offer a certain number of practical information sheets concerning relevant serious accidents on the Internet to companies, based on the detailed reports held by CBE.

FAT's database is fed in particular by information from accident reporting. Alongside its ordinary work concerning the quality of the database data, the Fund has undertaken two surveys, one concerning underreporting with a view to measuring its extent and to determine the type of accidents concerned and the other on employers' compliance with deadlines in sending accident reports to insurers. The result of this triple analysis will make it possible to assess the reporting system and to introduce changes if this is shown to be necessary.

While the collection of data on accidents at work is carried out in a consistent way in the private sector, the same does not go for accidents in the public sector. At present, the transfer of accident data from the public sector to the Accidents at Work Fund is done by means of various computerised and non-computerised media. Considering Belgium's obligations to send to Eurostat not only data on the accidents at work of workers in the private sector but also those of workers in the public sector, it is necessary to standardise the collection of this data by making a single data processing tool available to authorities following the example of the reporting of the social risk of private sector work accidents on the social security portal.

The results of the objective aimed at by the National Strategy will be measured on the basis of statistics established by Eurostat. Belgium therefore needs to be in a position to also communicate high-quality data for the public sector.

These observations show that a common approach among the various institutions that are partners in achieving the Strategy's objectives would make it possible to ensure both a more efficient encoding of data relating to the handling of accidents at work and a sharing of this data. This would, in particular, make it possible to propose to employers a reporting of accidents that is less overbearing in terms of administrative burden.

An example of this type of approach, currently underway, is the working group that has been set up to carry out the technical part of the BCSS project which must enable the development of an application for the purpose of sending accident reports to the competent SEPPTs. When the tool has been set up, it will then also be possible to enable an employer to send a request for an inquiry to its external service in the event of a serious accident, via the social security portal. This will be an additional function of the "accident at work" social risk reporting implemented in the context of the e-government project aimed in particular at simplifying administrative procedures.

In addition, it is necessary to measure the impact of the royal decree on temporary and mobile construction sites on day-to-day practices, the role of the different participants and the instruments proposed. The aim is to determine the arrangements for a simplification that does not reduce workers' protection.

Objectives

- Provide instruments to the CBE for their inspection policy regarding companies.
- Better focus on those presenting an “aggravated risk”.
- Provide usable information to companies via the Internet concerning relevant serious accidents at work in order to prevent the repetition of such accidents.
- Make means of assistance available to companies in at-risk sectors and to SMEs in order to prevent accidents at work.
- Strengthen the monitoring of the effective application of regulations by the services for the monitoring of well-being at work in at-risk sectors in particular those of construction, health care, business support services and manufacturing companies.

Actions

2.1 Accident at work insurance:

- Assess the effects of the royal decree relating to aggravated risk which aims to oblige companies whose risk index is particularly high, compared with the sectoral index, to pay a flat rate contribution to their insurer, which will be earmarked for prevention in the company.
Making users of temporary staff more aware of their responsibilities.
- Assess the bonus-malus system which makes the amount of the insurance premium dependent on the company’s “accident at work” statistics.

2.2 Communicate annually to the FPS ELSD the list of companies considered to be an “aggravated risk” in order to verify the effective application by the company of the measures proposed by the insurer.

2.3 Carry out studies on the standard accidents in the sectors of activity Undertake the encoding of the detailed reports on serious accidents in order to determine the standard accidents. Establish a nomenclature of the measures proposed to prevent the repetition of similar accidents.

2.4 Have available sheets of practices for the prevention of accidents at work and serious accidents at work in the chemical industries (Seveso).

2.5 Disseminate model job descriptions relating to the prevention of accidents at work for SMEs and the at-risk sectors.

2.6 Good practices guide to prevent the risk of infection from needle sticks.

2.7 Define and disseminate the attainment targets for learning in order to offer basic training for employers and prevention advisers among SMEs, the management structure and the most vulnerable workers (young workers, migrants).

2.8 Assess the co-responsibility between employers and levels of sub-contracting in the construction sectors.

Implementation timetable

Action	Design	Induction of the decision for action	Making operational	Piloting of the activities	Assessment
2.1	2009	2009	2010	2010	2011
2.2	2008	2008	2008/2009	2009	2010
2.3	2008	2008	2009	2009	2009
2.4	2009	2009	2010	2010	2011
2.5	2009	2009	2010	2010	2011
2.6	2009	2009	2009	2010	2010
2.7	2009	2009	2009	2009	2009
2.8	2009	2009	2010	2010	2010

Project 3: Strengthening the prevention of occupational illnesses in particular concerning musculoskeletal disorders and stress at work

Rationale

The European Union's statistics show that 20% of workers are affected by stress. Belgium is placed slightly above European average with its 21% of stressed workers. One in five workers suffers from stress at work, and this is striking. In addition to the problem that it can represent for all of those who suffer from it, this issue causes a genuine economic problem since it is responsible for 50-60% of absenteeism from work. Furthermore, it is thought that cardiovascular illnesses in 16% of men and 22% of women are due to work-related stress.

It is necessary to disseminate all of the promotional material on the www.BeSWIC.be and www.emploi.belgique.be sites (leaflets, brochures, DVDs, CD-ROMs, posters) and all of the risk analysis, diagnostic and intervention tools developed in recent years in partnership with universities and players in the field.

The www.respectautravail.be site groups together a part of this material and these tools (those related to the prevention of psycho-social burden). An educational pack has been developed and is in the process of being printed to support psycho-social sector professionals with a long-term outlook (self-perpetuating approach). The objective is to learn to use these tools in multiple, diversified and shared ways (via educational booklets). These actions should create a synergic "snowball" effect thereby increasing the impact of the financial resources made available by the European Social Fund and the FPS ELSD.

One of the objectives in this project is for existing regulation to be adapted to the REACH regulation, that is to say that dissuasive, proportional and effective penalties must be introduced in national regulation. Coordinated monitoring of this regulation must be carried out in collaboration with other federal and regional inspection services.

We are witnessing an increase in musculoskeletal ailments such as dorsalgia, ligament injuries, repetitive strain tendonitis with a significant component of psycho-social factors, and other ailments related to stress at work. On this point, analysis of our regulations has shown that the Well-Being at Work Code does not specifically deal with this issue but touches on it indirectly in several royal decrees. It is therefore necessary to give this matter all of the importance it deserves through the drawing-up of more specific regulatory provisions.

At present, with the exception performance artists sector, occupationally caused tendonitis can only be recognised by the Occupational Illnesses Fund in an open system, which explains the low level of recognition (in the order of around a hundred per year). The inclusion of this illness on the list of occupational illnesses which can be compensated (with specific criteria) would therefore prove to be very useful in enabling better recognition. It should be noted that in comparison with most other European countries, the recognition rate is significantly undervalued in Belgium.

We will at the same time examine how to improve the provision of information to prevention advisers and works doctors, subject to compliance with all of the rules regarding the protection of privacy, concerning the progress of the handling of their reporting by the Occupational Illnesses Fund.

Finally, an electronic reporting form will be set up so that communication between the works doctor and the insurance body can take place in the most convenient and modern way.

We want to increase the visibility of occupational illnesses funds which are not sufficiently known to the general public using information campaigns. Furthermore, an assessment of the new medical commissions set up since 2007 and of the Scientific Council will take place in 2008 and collaboration with the scientific world will be enhanced with a view to further improving expertise on occupational illnesses.

Stress at work certainly deserves our full attention. The health problems caused by this issue should be considered to be work-related illnesses. If this were the case, the Occupational Illnesses Fund, in collaboration with social partners and occupational medicine, would be in a position to propose preventive actions. This type of action has the great advantage of being largely cost-effective for society and in particular for social security, in the sense that such preventative action tends to reduce absenteeism from work.

Participation in the new programme planning of the European Social Fund 2007-2013, centred on musculoskeletal disorders and psycho-social risks, will enable the development of numerous risk analysis tools with a particular focus on the prevention of violence and of unhealthy relationships at work. This new programme planning will especially target older workers, young people, women and immigrants.

Objectives

- Ensure a transparent policy for the recognition and compensation of musculoskeletal ailments.
- Establish and energise a policy for the prevention of stress at work through collaboration between social partners, the prevention services, the social inspectorates of the FPS ELSD and the Occupational Illnesses Fund.
- Give employers, managers, prevention advisers and persons of trust the concrete resources to put in place a risk prevention policy by making the multiple risk analysis tools available free of charge.
- Intensify research efforts on new risks and current risks in the workplace in order to have an overview of the progression of working conditions.

Actions

- 3.1 Adapt the chemical agent royal decrees to comply with the REACH regulations.
- 3.2 Appoint the officials for the monitoring of well-being responsible for monitoring in the context of REACH.

- 3.3 Transpose the 3rd list of indicative values for chemical agents.
- 3.4 Strengthen the prevention of risks linked to chemical agents through the dissemination of the products, brochures and training tools created in the context of Risktrainer.
- 3.5 Improve the prevention of the risks of musculoskeletal disorders either with specific regulation or the revision of existing decrees aimed at the application of ergonomic principles.
- 3.6 Have available good practices guides for the prevention of musculoskeletal disorders intended for employers.
- 3.7 Have available good practices guides in occupational medicine for the preventative management of musculoskeletal disorders.
- 3.8 Disseminate tools relating to the prevention of psycho-social burden particularly harassment and stress at work.
- 3.9 Assess the effectiveness of the law of 10 January 2007 and the royal decree of 17 May 2007 on the prevention of psycho-social burden.
- 3.10 Establish new European Social Fund 2007-2013 programme planning in the psycho-social field and in the field of musculoskeletal disorders.
- 3.11 European Framework Agreement on Stress CCT 72: strengthen the prevention of psycho-social burden.
 - Create a tool making it possible to objectivise a stressful situation in the working environment and determine the preventative actions enabling the limitation of stressful situations in the working environment and the health disorders that they cause.
 - Test the tool to objectivise stress and the preventative actions in a pilot project in collaboration with social partners and the prevention services (SIPPT and SEPPT).
- 3.12 Improve the prevention of the risks of infection by needle sticks with specific measures to be incorporated in the royal decree on biological agents.
- 3.13 Raise the awareness of general medical practitioners to the issue of occupational illnesses.
- 3.14 Create a single occupational illness report through e-gov and an exchange of data with the Directorate General for the monitoring of well-being at work.

Implementation timetable

Phase Action	Project design	Induction of the decision for implementation	Making operational	Piloting of the activities	Assessment
3.4	Underway				
3.6	2009	2009	2010	2010	2012
3.7			Underway		
3.8			Underway		
3.9	2009	2009	2010		
3.10	2008	2008	2009	2009	2013
3.11	2009	2009	2010	2011	2012
3.13	2008	2008	2009	2009	2012
3.14	2009	2009	2010	2011	2012

A standard draft royal decree timetable

Action	Analysis-Design	Proposals	Opinion of the CSPPT	Finalisation
3.1	2008	2009	2010	2010
3.2	2008	2009	2010	2010
3.3	2009	2009	2010	2010
3.12	2009	2009	2010	2010

Project 4: Promoting changes in behaviour and a culture of prevention

Rationale

Most of this country's employers and workers wish to live in harmony, in companies where good economic health and profitability go hand in hand with management that shows consideration to the health and safety of all and of the environment.

Placing at their disposal the information that will enable them to consider the risks that exist and the instruments that will enable them to analyse and to find responses to these risks is an essential step.

In the new ESF 200-2013 programme planning, the actions are centred on musculoskeletal disorders and psycho-social risks, with a particular focus on the prevention of violence and unhealthy relationships at work.

This new programme planning will especially target older workers, young people, women and immigrants. All of the information, results of research and instruments will be made available via the Internet site of the FPS ELSD and the BESWIC portal but also in the form of printed material and will also be the subject of presentations and training for the audiences concerned.

In order to achieve a profound change in behaviours and cultures, networks of professionals (managers, prevention advisors, persons of trust, HR administrators, etc.) will be created and activated that will offer them the possibility of experimenting with management methods that give greater consideration to physical and mental health and safety and of exchanging good practices.

Finally, with regard to young people, actions will be developed to aid their completely safe integration in companies and tools will be made available to teaching staff in order to incorporate Health and Safety into the subjects that they teach. Furthermore, the "SOBANE Teaching" pack enables educational institutions to experiment with a participative approach to the risks shared by teaching staff and pupils/students.

Objectives

- Create a general culture that places utmost importance on preventive health and on the prevention of risks by encouraging changes in behaviour among workers (particularly among young workers and migrant workers) and approaches that promote health on employers' premises.

Actions

- 4.1. Support young workers with a view to their integration into the working environment.
- 4.2. Incorporate health and safety in education and vocational training.
- 4.3. Participate in the 2008-2009 programmes of the European Agency in Bilbao and of the Senior Labour Inspectors Committee (SLIC) on the assessment of health and safety at work risks in SMEs and in particular in the construction, retail and cleaning sectors.
- 4.4. Promote good mental health in the workplace.
- 4.5. Further develop BeSWIC as a knowledge centre on well-being at work.
- 4.6. Publish on BeSWIC lessons learned from surveys on typical accidents at work related to processes involving harmful substances.
- 4.7. Create, develop and maintain networks of professionals that make it possible to experiment with management methods that show consideration for well-being at work.
- 4.8. Launch a communication and information campaign on the new Well-Being at Work Code.
- 4.9. Organise more than 100 events per year with a view to promoting preventive behaviour in the workplace.

Implementation timetable

Phase Action	Project design	Induction of the decision for implementation	Making operational	Piloting of the activities	Assessment
4.1	2006	2007	2007	2008	2009
4.2	2006	2007	2008	2009	2010
4.3	2008	2008	2009	2009	2010
4.4	2007	2008	2009	2009	2010
4.6	2008	2008	2009	2009	2010
4.7	2008	2009	2009	2010	2012
4.8	2008	2009	2009	2009	2010
4.9	2005	2009	2010	2010	2012

Project 5: Dealing with new risks

Rationale

The analysis and the comparison of all of the available data concerning risks to health and safety to which must be added the annual statistics provided by the CBE Inspectorate, the FAT and the FMP must give us a multifaceted image of the reality of working conditions in our companies. It must also enable better targeting and therefore the greater effectiveness and efficiency of our policies regarding regulation and inspection and of actions to raise awareness of and promote well-being.

These different statistics will have to take account of the male/female dimension and of other parameters that are likely to shape equal opportunities policy, and will also provide interesting data for social partners and all SST players.

Several actions are currently in a study or implementation phase, they are:

- The national survey on the state of Health and Safety as it is experienced by workers.
- Systematic procedures for the collection and analysis of the data provided by the health surveillance of workers will be proposed. In fact, every year, the SEPPs are obliged to send the SPF an annual report of their activities. This data must not only serve to monitor the services' activity but must also be used to establish a sort of register of the risks identified in companies in order to better target communication actions.
- Studies of standard accidents in the sectors of activity.
- The monitoring of the research undertaken by the universities or of other research programmes on the new risks associated with nanotechnologies, the risks linked to several overlapping factors such as the organisation of work, the design of the workplace and combined exposures to multiple nuisances.

Objectives

- The goal sought is simultaneously the better prevention of occupational illnesses, the better recognition of occupational illnesses, and better visibility and expertise for the Occupational Illnesses Fund (FMP).

Actions

- 5.1 Identification of new emerging risks (linked to overlapping factors, associated in particular with nanotechnologies) and propose innovative preventative measures.
- 5.2 Initiate a programme of measurement of the exposure in companies, particularly those manufacturing nanoparticles.

Implementation timetable

Phase Action	Project design	Induction of the decision for implementation	Making operational	Piloting of the activities	Assessment
5.1.	2008	2008	2009-2010	2009- 2010	2011
5.2	2010	2010	2011	2011	2012

Project 6: Strengthening the consistency of prevention policies

Rationale

In order to be effective, the promotion of well-being at work requires effective coordination between the well-being at work policy and other policies that are likely to have an impact on it.

Objectives

- Strengthen the consistency between relevant policies, in particular regarding public health, employment and communities, and policies for health and safety at work.

Actions

- 6.1 Ensure the consistency of health and safety at work policies and exploit the synergies in the context of the following policies in particular:
- National plan to combat cancer (smoking ban, carcinogenic agents, ionising radiation, asbestos).
 - Promotion of mental health (depression, burn-out).
 - Sustainable development plan 2008-2012.
 - Notification of hazardous products banned on the market.
 - Prevention of addictions in the workplace (alcohol, drugs) particularly in the context of the CNT's opinion no. 1,655 of 10 October 2008.
- 6.2 Promote the active participation of social partners within the CNT and present to them and consult them on the national strategy.
- 6.3 Appoint a committee of experts to the strategic support unit for the National Strategy.

Implementation timetable

Phase Action	Project design	Induction of the decision for implementation	Making operational	Piloting of the activities	Assessment
6.1	2009	2009	2010	2011	2012
6.2	2009	2009	2010	2011	2012
6.3	2009	2009	2010	2011	2012

Project 7: Strengthening well-being at work and organising continuous assessment

Rationale

The SOBANE strategy (www.sobane.be) offers tools that enable companies, SMEs in particular, to implement a structured and comprehensive prevention policy which relies on the participation of all the players inside and outside the company, in particular by making available good practice guides, increasing company's awareness and promoting changes in behaviour regarding prevention. At present, 30 Departement sectoral guides are available in electronic format. New sectoral guides are in the process of being developed.

This dissemination is also done via study days, participation in trade shows, conferences and professional networks.

Experience funds award grants to improve the working conditions of older workers and to keep them in employment.

Objectives

- Give employers, managers, prevention advisors and persons of trust the concrete resources with which to establish a risk prevention policy by making available multiple risk analysis tools free of charge.

Actions

- 7.1 Adapt workplaces to the needs of older workers using the Professional Experience Fund's economic incentives.
- 7.2 Assess the impact of well-being at work in companies through the use of risk analysis tools such as checklists, job descriptions and SOBANE sheets.
- 7.3 Assess the application of the provisions put in place (information, coordination, induction, contractual relationship) for work carried out by external companies or external self-employed workers in the employer's place of business.

Implementation timetable

Ongoing and standing actions

Phase Action	Project design	Induction of the decision for implementation	Making operational	Piloting of the activities	Assessment
7.1.			continuous - standing action		2010
7.2.	2009	2009	2010	2010	2011
7.3.	2007	2007	2008	2008	2010

National Strategy for Well-Being at Work

Programme II: Improving the treatment of occupational illnesses and the reintegration of workers

Project 8: Facilitating the professional reintegration of workers in a state of incapacity for work

Rationale

The promotion of the reinstatement and opportunities for the reintegration of workers in times of incapacity for work and combining it with a legal basis are inextricably linked. The two can be worked on in a single project with a final objective of achieving the efficient and rapid reintegration of the worker or workers concerned.

The reintegration of workers after an accident at work continues to present problems linked to the loss of salary and difficulties, for the victim, in being able to undertake training that furthers this reintegration. The law of 10 April 1971 on accidents at work was amended in 2006 with a view to creating better conditions to further professional reintegration during temporary incapacity. The arrangement for this reintegration and interactions between the various sectors of social security must still be the subject of an executory decree.

Objectives

- Mobilise the labour market by furthering the reintegration of workers in work.
- Energise all of the processes that are likely to keep workers in the labour market or find them a job: the loss of income linked to absence from work is a real hardship for workers while employers have to bear the costs related to the replacement of absent workers and the loss of productivity.

Actions

- 8.1 Draw up a draft royal decree facilitating professional reintegration during a period of temporary incapacity following an accident at work.
- 8.2 Draw up a draft royal decree facilitating the professional reintegration of workers in a state of permanent incapacity following an occupational illness

Implementation timetable

	Analysis - Design	Proposals	Opinions of the Committees	Finalisation
8.1	2006	2008	2009	2010
8.2	2008	2009	2009	2010

Action 8: Publication before 1/9/2010

National Strategy for Well-Being at Work

Programme III: Strengthening the monitoring and the effectiveness of the application of legislation and regulations, in particular in the at-risk sectors

Project 9: Inspection and monitoring programme

Rationale

One of the objectives in this project is for existing regulation to be adapted to the REACH regulation, that is to say that dissuasive, proportional and effective penalties must be introduced in national regulation. Coordinated monitoring of this regulation must be carried out in collaboration with other federal and regional inspection services.

The chemical industry has been using sub-contracting for the execution of certain work for some time and to a considerable extent. The sub-contracted work is not in itself by definition “unsafe”. On the contrary, sub-contracting specialised work to a company specialised for this purpose with experienced staff who are familiar with this work should benefit safety.

That this is not always the case in practice is mainly to do with the fact that the sub-contracted work is carried out in a changing company environment with specific risks and safety rules with which the sub-contracting workers are less familiar than the company’s own staff.

A particular type of work with third parties in the chemical processes industry is done in the case of shut-downs in which installations are taken off-line for the carrying out of inspections, repairs and adjustment work. During such shut-downs, a large number of sub-contracting companies are called on in order to be able to complete all of the scheduled work in as short a time as possible. The setting up of a programme of inspection is the par excellence means of verifying safety aspects during work with sub-contractors in the chemical industry.

A coordinated intervention and the maintenance of a common vision by the different regional departments are important in order to increase the efficiency and quality of monitoring. By proceeding in this way, the goal is to organise and run programmes with the CNAC in different sub-sectors of the construction industry which are characterised by a high rate of accidents. The monitoring of well-being at work represents the law enforcement component of this programme. To do this, a list of offences which need to be addressed from a law enforcement perspective has been produced.

Objectives

- Increase the effectiveness of the monitoring of compliance with regulations regarding well-being at work.
- Carry out a certain number of targeted inspections in certain sectors.
- Track European regulations and provide for a suitable penalty in the event of a breach of European regulations.

- Make available job descriptions by profession type.
- Strengthen the operational capacity for well-being and the capacity of expertise of the department for the Humanising of work and of the Directorate General for the monitoring of well-being (CBE) (FPS ELSD).

Actions

- 9.1 Establish four inspection programmes per year in the sectors of health care and temporary employment, and business support services.
- 9.2 Establish an inspection programme on the monitoring of exposure to chemical agents in chemical companies (Seveso).
- 9.3 Optimise interventions to monitor well-being at work with regard to inspection in the construction industry and the integrated and coordinated approach of the services.
- 9.4 Organise an inspection programme targeted on work with sub-contractors and the use of work permit systems in the chemical industry (Seveso).
- 9.5 Use the prevention index (Safetyindex) for inspection programmes organised by CBE.

Implementation timetable

Phase Action	Project design	Induction of the decision for implementation	Making operational	Piloting of the activities	Assessment
9.1	2008	2008	Annual	Annual	2010
9.2	2008	2008	Continuous	Continuous	2010
9.3	2008	2008	Continuous	Continuous	
9.4	2008	2009	2009	2010	2011
9.5	2008	2009	2009	2010	2012

National Strategy for Well-Being at Work

Programme III: Strengthening the monitoring and the effectiveness of the application of legislation and regulations, in particular in the at-risk sectors

Project 10: Assessing social risk reporting systems

Rationale

To expand the list of list of recognised occupational illnesses (in particular to include tendonitis). Furthermore, although the legislation requires the prevention adviser-works doctor to declare any occupational illness, a suspected occupational illness, even cases of a predisposition to an occupational illness, practice shows that too few reports are submitted to be able to speak of the satisfactory detection of occupational illnesses and particularly as regards cancer linked to occupational causes.

There will be coordination and collaboration on this issue, in collaboration with the Minister for Health and with attending doctors in research on occupational etiological factors. We will examine if this state of affairs should in part be attributed to the fact that a report has to be made at the same time to the Federal Public Service Employment, Labour and Social Dialogue (FPS ELSD), in which case this reporting will be dissociated from the obligation of a reporting to the Occupational Illnesses Fund so that the reporting can fully play its preventive role.

Objectives

- Improve the system for the reporting of occupational illnesses and work-related ailments as well as the one for accidents at work.
- Consolidate the methodologies for the analysis of accidents at work and occupational illness statistics.

Actions

10.1 Assess the system for reporting occupational illnesses.

10.2 Assess the system for reporting accidents at work:

- Survey on the under-reporting of accidents at work
- Survey on compliance with the deadlines for declaring accidents and assessing the quality of the reporting

Implementation timetable

Phase Action	Project design	Induction of the decision for implementation	Making operational	Piloting of the activities	Assessment
10.1	2009	2009	2010	2011	2012
10.2	2008	2008	2009	2010	2012

Programme IV: Modernising and simplifying legislation and regulation

Project 11: Simplifying regulation

Rationale

Simplification

Deficiencies have been identified in the application of the regulation relating to the protection of the well-being of workers, in particular in the at-risk sectors and notably SMEs. One of the obstacles is the administrative burden that weighs on SMEs due to the information obligations imposed on employers towards the inspection authorities and the prevention services with which they must collaborate. Among this information, the reporting of accidents at work and the high number of actions that stem from it entail a considerable administrative follow-up for employers.

FAT's database is fed in particular by information from the accident report. Alongside its ordinary work concerning the quality of the database data, the Fund has undertaken two surveys, one concerning underreporting with a view to measuring its extent and to determine the type of accidents concerned and the other on employers' compliance with deadlines in sending accident reports to insurers. The result of this triple analysis will make it possible to assess the reporting system and to introduce changes if this is shown to be necessary.

While the collection of data on accidents at work is carried out in a consistent way in the private sector, the same does apply to accidents in the public sector. At present, the transfer of accident data from the public sector to the Accidents at Work Fund is done by means of various computerised and non-computerised media. Considering Belgium's obligations to send to Eurostat not only data on the accidents at work of workers in the private sector but also those of workers in the public sector, it is necessary to standardise the collection of this data by making a single data processing tool available to authorities following the example of reporting on the social risk of private sector work accidents on the social security portal.

The results of the objective aimed at by the National Strategy will be measured on the basis of statistics established by Eurostat. Belgium therefore needs to be in a position to also communicate high-quality data for the public sector.

These observations show that a common approach among the various institutions that are partners in achieving the Strategy's objectives would make it possible to ensure both a more efficient encoding of data relating to the handling of accidents at work and a sharing of this data which would, in particular, make it possible to propose the reporting of accidents in a manner that is less overbearing in terms of administrative burden.

An example of this type of approach currently underway is the working group that has been set up to carry out the technical part of the BCSS project, which must enable the development of an application for the purpose of sending accident reports to the competent SEPPTs. When the tool has been set up, it will then also be possible to enable employers to send a request for

an inquiry to its external service in the event of a serious accident via the social security portal. This will be an additional function of the “accident at work” social risk reporting implemented in the context of the e-government project aimed in particular at simplifying administrative procedures.

In addition, it is necessary to measure the impact of the royal decree on temporary and mobile construction sites on day-to-day practices, the role of the different participants and the instruments proposed in order to determine the arrangements for a simplification that does not reduce workers’ protection.

Adjustment

The Well-Being Code is currently made up of various royal decrees that were drafted over a relatively long period. During this period, the concepts linked to the protection of workers’ well-being when executing their working have evolved. The coordination of the Well-Being at Work Code, currently in progress, will make it possible to standardise the basic concepts of this regulation (risk analysis, identification of dangers and hierarchy of preventive measures) with all of the materials linked to workers’ well-being, thereby making its application easier. The transfer of the provisions of the General Labour Protection Regulations is not complete in particular as regards protection against fire and the specific measures relating to certain industrial sectors. These transfer decrees will be sent to the Supreme Council for Prevention and Protection at Work (CSPPT) in 2008.

Furthermore, issues relating to the protection of workers’ health today arise more frequently, for example with musculoskeletal disorders. On this point, analysis of our regulation has shown that the Well-Being at Work Code does not specifically deal with this issue but only touches on it indirectly in a few royal decrees. It is therefore necessary to give this matter all of the importance it deserves through the drawing-up of more specific regulatory provisions.

Ratification of the conventions of the International Labour Organization (ILO)

Convention No. 187 was approved at the 95th session of the International Labour Conference of June 2006.

The objective of the Convention consists of taking continuous action in each member country to optimise safety and health at work with a view to preventing work-related injuries, illnesses and deaths through the development of a national policy, a national system and a national programme, in coordination with the majority of the organisations representing employers and workers.

The application of the measures in the Convention does not require any noteworthy adaptations of legislation; it is above all necessary to sign and draw up the inventory of existing structures and programmes and perhaps adapt them to the requirements of the Convention.

Convention No. 187 calls on member countries to ratify the relevant conventions of the ILO relating to safety and health at work.

It is essential to as quickly as possible ratify Convention No. 155 concerning the safety and health of workers and the working environment as well as Convention No. 161 concerning health services at work, which are related to Convention No. 187.

These two conventions (155 and 161) were presented on 20 March 2007 in the Senate Committee on Foreign Affairs with a view to their ratification. Ratification does not present a problem given the considerable compatibility of the matters dealt with by Conventions 155 and 161 with Belgian regulations.

The draft laws granting approval of the two conventions exist in the context of foreign affairs, but before federal approval takes place the French-speaking, Flemish and German-speaking Communities as well as the Brussels-Capital Joint Community Commission are required to first give their approval to these two conventions.

It should be noted that on 4 July 2008 (Belgian Official Gazette of 29/08/08) the Flemish Authority adopted decrees granting approval to Convention No. 161 and Convention No. 155.

While initially there were obstacles to the ratification of ILO Convention No. 167 on safety and health in the construction industry, this is now no longer the case. At the time, the framework law in this field was the law of 10 June 1952 concerning workers' health and safety. This law and its execution in the General Labour Protection Regulations did not include all the new principles and measures introduced by Convention No. 167.

The law of 4 August 1996 on the well-being of workers during the execution of their work and its executive decrees now include the principles and measures introduced by Convention No. 167.

The ratification of Convention No. 167 is therefore realisable and highly desirable in order to promote the improvement of safety and health at work.

Objectives

- Improving the administrative and institutional regulatory framework is one of the priorities while aiming at the reduction of the administrative burdens that weigh on companies, in particular on SMEs.
- Participate in the raising of labour standards throughout the world and promote the principles of the prevention of risks to health and safety.

Actions

- 11.1 Simplify the legislative framework and reduce the legislative burdens that weigh on companies through the use of the KAFKA standard cost model applied to:
 - the temporary and mobile construction site provisions of the well-being at work policy
 - the reporting of accidents at work
 - finalising the Well-Being at Work Code
- 11.2 The draft has just been submitted to the Supreme Council for Prevention and Protection at Work.

- 11.3 Assess the system for the reporting of accidents at work and examine the possibilities for simplifying the reporting of minor accidents at work following the survey on under-reporting and verify the effectiveness of the system for the compensation of accidents at work.
- 11.4 Develop a data processing tool for reporting accidents at work occurring in the public sector
- 11.5 Implement the royal decree on the communication of elements of accident reporting to the competent external prevention services. Examine the possibility of enabling employers to request an inquiry on a serious accident from the external service via the social security portal site
- 11.6 Promote the implementation of the ILO's comprehensive strategy regarding safety and health at work by ratifying Conventions No. 187, No. 167, No. 161 and No. 155

Implementation timetable

Action	Study -Analysis –Design	Proposals	Opinion of the CSPPT	Finalisation
11.1	2009	2010	2010	2011
11.2	2006-2007	2008	2009	2009
11.3	2008	2008/2009	2009	2010
11.4	2008	2009	2009	2009
11.5	2009	2010	2010	2011
11.6	2009	2010	2010	2011
11.7	2009	2009	2010	2010
11.8	2009	2009	2009	2009
11.9	No. 161 and No. 155	2007		2009
11.10	No. 187 and No. 167	2008		2010

Action 11.5: 2009

Action 11.6: Analysis in 2009, launch in 2010.

Action 11.7: Undertaking of analysis in 2009 for the communication of accident data to the SEPPT and analysis of needs in 2009 for an inquiry request via the social security portal.

National Strategy for Well-Being at Work

Programme V: Constant and continuous assessment

Project 12: Organising a national well-being at work survey

Rationale

A quality survey on the state of health and safety at work is a necessity and is the subject of the fourth part of this strategy. The well-being at work issue requires a periodic survey on workers' satisfaction at work and on the risks to which they are exposed. A survey must be launched for this reason and cover at least 4000 persons who are representative of all workers from all sectors of activity and this must be repeated every two or three years.

At the federal level, there currently only exists the survey organised every five years by the European Foundation for the Improvement of Living and Working Conditions.

This survey will be created in collaboration with the European Foundation.

It will furthermore be created on the basis of an analysis of the data needs of the FPS ELSD making it possible to among other things draw up a national profile of well-being at work, with specific data that can be collected by SEPPTs and SIPPTs being determined so that indicators useful in the verification of the satisfactory function of the prevention service can be extracted but also above all to draw up a national profile of occupational risks in Belgium.

The implementation of this project will enable the Federal Public Service Employment, Labour and Social Dialogue to better run its missions and first more effectively monitor the satisfactory functioning of the prevention services and compliance with their legal obligations in this area. The data sent by these prevention services will then provide more effective and specific indicators on exposure to occupational risks but also on its prevention and impact. This information will be useful for the policy and national strategy on this subject: scale and effectiveness of the resources put in place for prevention, better targeted awareness-raising campaigns, organisation of symposia and information days that are more in tune with the realities in the field, etc.

The Accidents at Work Fund has set up a data warehouse for Accidents at Work that, combined with the Labour Market and Social Protection data warehouse of the Crossroads Bank for Social Security, should make it possible to track the socio-professional situation of accident at work victims after the accident. These statistical studies, which will be recurrent, will enable the identification of elements that further or do not further the reintegration of workers following an accident and to assist with the search for good practices.

It will also be possible to verify the effectiveness of the system for the compensation of accidents at work which aims to as much as possible re-establish the injured person and to compensate him for the economic loss that he may have incurred following the accident. This compensation entails in particular the setting of a compensation sum. A comparison between victim's resources before and after the accident will make it possible to verify to what extent the system is achieving the goal assigned to the law.

The combination of the data gathered by the national survey with the health and safety indicators recorded by the prevention services and the data warehouse data will be a powerful instrument for analysing the situation in our country;

Objectives

- Assess the implementation of the National Strategy by formulating reliable indicators. The National Strategy must aim to establish measurable objectives in terms of the reduction of the incidence of accidents at work and of occupational illnesses for categories of workers, types of companies and/or selected sectors.

Actions

- 12.1 Organise a national survey on the state of health and safety at work and the measurement of capacity for work and organise complementary surveys by the internal and external prevention services with a view to obtaining objective data on exposure to hazards by sector of activity and by category of workers who may be affected.
- 12.2 Acquire assessment and research methods for effective qualitative impact indicators for the promotion activities that aim to change the behaviour of players within companies.
- 12.3 Implement systematic procedures for the collection and analysis of the data provided by medical surveillance in order to increase the effectiveness of prevention and to better target communication actions.
- 12.4 Develop a uniform database (data warehouse) containing all of the data gathered in relation to well-being at work.
- 12.5 Acquire assessment and research methods for effective qualitative impact indicators for the promotion activities that aim to change the behaviour of players within companies.
- 12.6 Study the socio-professional progress of victims following an accident at work.

Implementation timetable

Phase Action	Project design	Induction of the decision for implementation	Making operational	Piloting of the activities	Assessment
12.1	2008	2008	2009	2009-2010	2010
12.2	2009	2009	2010	2011	2012
12.3	2009	2009	2010	2010	2011
12.4	2009	2009	2010	2010	2011
12.5	2009	2009	2010	2011	2012
12.6	2008	2008	2009	2010	2012