Exchange of good practices in OSH
Healthy Workplaces Campaign Partner event
Brussels, 13-14 June 2022
5. Developing a societal OSH culture through a Life-Long Learning (L³) strategy

Dr George Skroumpelos
Brussels, 13-14 June 2022
Why? → The issues

1. Despite the significant progress, statistics indicate that OSH performance has reached a plateau → complacency?

2. The world has entered a Volatile, Uncertain, Complex & Ambiguous (VUCA) era where new & emerging risks arise

3. Work-related incidents yield a significant financial impact in the EU economy in challenging times → 3.3% GDP

Source: Improving compliance with occupational safety and health regulations: an overarching review
Why? → The barriers

1. Lack of consistent educational & training OSH systems within the EU at large

2. Lack of an OSH certification accepted in the EU

3. Slow reflexes of the EU political system to identify new realities and trends

4. Lack of an OSH Culture integration into the Society.

Research pointer
Establish what works best, and in which context, for prevention services to support OSH compliance in EU Member States

Source: Improving compliance with occupational safety and health regulations: an overarching review

Research and policy pointer
Establish what the most effective form of professional support for improved OSH is in EU Member States
What? → Life-Long-Learning (L³) Strategy

Embed Prevention & Preparedness into Social Culture

Leaders with Competitive Intelligence

Supporters with Critical Thinking

Societal Involvement

Source: Improving compliance with occupational safety and health regulations: an overarching review

Policy pointer
Orchestrated/coordinated actions may be more effective than unilateral ones in leveraging better OSH, but their strong leadership is required

Understands the value

Combats complacency & indifference
So What? → OSH Culture Integration

- Raise OSH Social Awareness and Sensitivity
- Achieve extended OSH Integration into the existing Social Structures
- Enhance OSH Performance contributing to Social Cohesion & Sustainability
- Activate Collective Disciplined Reflexes during Crises resulting in effective Crises Mgmt
- Minimize Human Loss/ Suffering
What is Culture?

Culture → behavioral consistency

| Self-sustainability | Time-resistance | Environment-resistance |

Discipline

Reliability

The L³ Strategy focuses on creating a social OSH culture
Factors affecting Social Culture

Society (Family, School, Friends, Work, Social Life)

Societal Education

Character

Mentality (Line of Thinking)

Thoughts

Decisions

Speaking + Actions = Behavior

Factors affecting Social Culture

Broad-band factors (Today’s schoolchildren)

Narrow-band factors (Tomorrow’s workers)

6-Pillar Approach

Automated behavior
L3 Strategic Plan → The Six Pillars at a Social Scale

- **Central Government Responsibility**
  - Decision-Making Support & Resources

- **Each Pillar serves as a quasi-prerequisite for the next**
  - Management of Change

- **Societal Total Involvement**
  - Learning Process

- **Local Authorities Responsibility**
  - Continual Improvement

- **Central Government Responsibility**
  - Development & Value

- **Educational & Scientific Institutions Responsibility**
  - Body of Knowledge

- **Political Commitment**
  - L3 Development & Value

These six pillars are the foundation of a strategic plan, each having a role in supporting the next, leading to a comprehensive approach to workplace health and safety.
L³ Strategic Plan → The Six Pillars at a Social Scale

- Political Commitment
- Societal Total Involvement
- Body of Knowledge
- Learning Process
- Mgmt of Change
- Continual Improvement

CAMPAIGN CONTRIBUTION

Healthy Workplaces
LIGHTEN THE LOAD
Official Campaign Partner 2020-22

www.healthy-workplaces.eu
L³ Strategic Plan → The EFNMS Case Study

- 24 Countries working together since 2017

The European Federation of National Maintenance Societies

The Requirements and Rules to achieve an EFNMS Certificate as a European Expert in Maintenance Management

THE SPECIFICATION FOR REQUIREMENTS OF A EUROPEAN MAINTENANCE TECHNICIAN SPECIALIST

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L³ Strategic Plan → The 6 Pillars at a Social Scale

Create/Contribute to The BoK

Educational Institutions

Central Government Support

Communicate the BoK

Communication

Assure BoK Implementation

Implementation

Local Authorities

Source: Improving compliance with occupational safety and health regulations: an overarching review

Research and policy pointer
Consider how we can close the gap between theory and practice in innovative approaches to achieving compliance and better OSH practice.
OSH as a supporting knowledge framework in the Maintenance Process Activities (EN 17007: 2017 - Maintenance process and associated indicators)

L³ Strategic Plan → The EFNMS Case Study
L³ BoK Development → The 6 Pillars at a Social Scale

1. Consultation with Mentors/Experts
2. Creation of the Body of Knowledge (BoK)
3. Educate the Educators & Train the Trainers
4. Transfer the BoK to all Social Levels
5. Test, Review, Improve the BoK

FOCAL POINTS
European Agency for Safety and Health at Work

www.healthy-workplaces.eu
## 75 Subjects in the European Maintenance Certification BoK out of which 3 relate to OSH and one to the Environment:

<table>
<thead>
<tr>
<th>No</th>
<th>Topic</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>44</td>
<td>Occupational diseases and accidents</td>
<td>Maintenance occupations cause a higher proportion of occupational accidents and diseases than the average value. It is then essential to identify dangers and investigate and address the risks associated with maintenance activities.</td>
</tr>
<tr>
<td>45</td>
<td>Risk assessment in maintenance</td>
<td>Risks analyzes related to health and safety of maintenance personnel must be carried out systematically during the preparation of maintenance tasks. More generally they must also be carried out to identify and to prevent risks in the workplace, especially in workshops, warehouses and all areas where maintenance activities are carried out.</td>
</tr>
<tr>
<td>46</td>
<td>Good practices in Health and Safety</td>
<td>In the field of safety, good practices must be identified and shared in order to reduce accidents and occupational diseases. The pooling of good practices, both to prevent risks and to reduce their consequences must be undertaken systematically and as widely as possible.</td>
</tr>
<tr>
<td>47</td>
<td>Good practices in environmental preservation</td>
<td>In the field of environment preservation, good practices must be identified and shared in order to reduce pollution and damages to the environment. The pooling of good practices, both to prevent risks and to reduce their consequences must be undertaken systematically and as widely as possible.</td>
</tr>
</tbody>
</table>
L³ Recommended Education & Training framework

**Education level**
- **Higher**
  - European Qualification: 400 hrs
- **College or equivalent**
  - European Qualification: 220 hrs
- **Secondary**
  - European Qualification: 144 hrs
- **Primary**
  - European Qualification: 144 hrs

**Training level**
- **High**
  - Specialty-dependent 3-yr Certification: 280 hrs
- **Good**
  - Specialty-dependent 3-yr Certification: 210 hrs
- **Average**
  - Specialty-dependent 3-yr Certification: 140 hrs
- **Basic**
  - Specialty-dependent 3-yr Certification: 70 hrs

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