



EU Strategic Framework on Health and Safety at Work 2014-2020

EU – North Africa Seminar: Strategies for better Occupational Safety and Health

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Dr Zinta Podniece

Health, Safety and Hygiene at Work Unit

EU Strategic Framework on Health and Safety at Work 2014-2020 (1)

EU action on occupational safety and health (OSH) has been pursued over the years within a strategic policy framework that includes two key components:

- 1. A comprehensive body of EU legislation covering the most significant occupational risks and providing common definitions, structures and rules that are adapted by Member States to their different national circumstances; and*

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2. A series of multiannual action programmes between 1978 and 2002, followed by European strategies (covering 2002-06 and 2007-12), to identify priorities and common objectives, that provide a framework for coordinating national policies and promote a holistic culture of prevention

As a result of the 2007-12 strategy, 27 Member States have put in place national strategies

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- Risk prevention and the promotion of safer and healthier conditions in the workplace are key not just to improving job quality and working conditions, but also to promoting competitiveness
- Keeping workers healthy has a direct and measurable positive impact on productivity, and contributes to improving the sustainability of social security systems

EU Strategic Framework on Health and Safety at Work 2014-2020 (4)

- Preventing workers from suffering serious accidents or occupational diseases and promoting workers' health throughout their working life, from their first job onwards, is key to allowing them to work for longer
- This therefore contributes to addressing the long-term effects of demographic ageing, in line with the Europe 2020 strategy's objectives for smart, sustainable and inclusive growth



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- Investment in OSH contributes to the well-being of workers and is cost-effective. According to recent estimates, investments in this area can produce high ratios of return, averaging 2.24, and in a range between 1.29 and 2.895.

The need for policy action to improve the OSH situation in the EU

- *85% of workers satisfied with the health and safety situation in their workplace (EB 2014)*
- *This outcome can be attributed to the comprehensive legislation and policy actions implemented by the Union, Member States and social partners. However,*
- *> 4 000 workers die of accidents at work and > 3 million workers are victims of a serious accident at work.*
- *160 000 deaths annually are attributed to work-related diseases, 95 000 of which to occupational cancer.*
- *Costs due to work-related sick leave, work-related diseases and accidents are unacceptably high and put a heavy burden on competitiveness and social security budgets.*

Preparatory and consultation process (1)

Evaluation of the EU Strategy on Health and Safety at Work 2007-2012

- Confirmed the value of an EU strategic framework for policy action in the field of OSH and show strong stakeholder support for a continuing EU-level strategic approach.
- The evaluation highlighted the need to review objectives, priorities and working methods to adapt the EU policy framework to changing patterns of work, and new and emerging risks.

Preparatory and consultation process (2)

- *Opinions received from the European Parliament, the Advisory Committee on Safety and Health (ACSH) and the Senior Labour Inspectorate Committee (SLIC), in favour of launching a strategic policy initiative*
- *Online public consultation to seek stakeholder views: more than 500 replies, mostly in favour of pursuing a strategic policy approach at EU Level. However, diverging views about need for further regulation and need to reduce regulatory burden on SMEs*
- *Conference on Working Conditions of 28 April 2014*

Design process of the strategic initiative



EU OSH Strategic Framework 2014-2020 (6)

Challenges:

- *Implementation of OSH legislation*
- *Prevention of work-related diseases*
- *Demographic change*

Key objectives:

- *Consolidation of national strategies*
- *Compliance with OSH rules, MSEs*
- *Enforcement by Member States*
- *Simplification*
- *Ageing, new risks, occupational diseases*
- *Data collection*
- *International cooperation*

EU instruments:

- *Legislation*
- *EU funds*
- *Social dialogue*
- *Communication and information*
- *Synergies with other policies*

1st challenge: Improving the implementation record of MS

- *The scope and effectiveness of OSH management remains a challenge for micro and SMEs. They still show lower levels of compliance with rules.*
- *Effective protection of workers' health and safety has to be insured in all workplaces regardless of size.*
- *Simpler, more efficient solutions need to be put in place to take into account the situation of micro and small enterprises. This requires:*
 - *simplifying legislation where appropriate, and*
 - *providing tailored guidance and support to micro and small enterprises to facilitate risk assessment.*

2nd challenge: Improving the prevention of work-related diseases

- *Troubles with bones, joints and muscles as well as stress, anxiety and depression are by far the most often mentioned health problems caused or worsened by work (EB 2014).*
- *Industrial application of new technologies and new work organization, despite their obvious benefits, can entail risks that need to be tested and checked (e.g. nanotechnologies, biotechnologies and green technologies).*
- *Special attention should be paid to occupational diseases, e.g. cancers, lung diseases, skin diseases, asthma and other chronic conditions, and diseases caused by asbestos*

3rd challenge: Tackling demographic change

- *The EU population is becoming older and the working population is also ageing, as the proportion of older workers in employment increases relative to that of younger workers*
- *In order to ensure sustainable social security, an extension of working life is necessary. This will require appropriate working conditions throughout the entire working life*
- *Successfully prolonging working careers depends on appropriate adaptation of workplaces and work organisation, including working time, workplace accessibility and workplace interventions targeted at older workers. Innovative ICT products and services can help*
- *Reintegration and rehabilitation measures allowing for early return to work after an accident or disease are needed to avoid early exclusion from the labour market*

1. Further consolidate national strategies

Actions:

- *Review national OSH strategies in light of the new EU strategic framework → Member States, in consultation with relevant stakeholders, including social partners.*
- *Establish a database covering all national OSH strategy frameworks → Commission in cooperation with EU-OSHA.*
- *Nominate contact points for national strategies (Member States) which will meet regularly to map and exchange good practice → Commission, EU-OSHA, ACSH and SLIC.*

2. Facilitate compliance with OSH legislation, particularly by micro and small enterprises

Actions (1):

- *Provide financial and technical support on implementing OIRA and other IT-based tools in Member States, focusing on priority sectors → Member States, with support from the European Social Fund (ESF) and EU-OSHA.*
- *Develop guidance and identify examples of good practice, taking the specific nature and conditions of SMEs and particularly micro-enterprises into account → Commission and EU-OSHA.*

2. Facilitate compliance with OSH legislation, particularly by micro and small enterprises

Actions (2):

- *Promote the exchange of good practice, whereby SMEs will be supported by larger enterprises in the contractor-supplier-purchaser chain in order to improve OSH → Commission, in collaboration with Member States and the ACSH.*
- *Continue with awareness raising campaigns → Commission, in collaboration with Member States and EU-OSHA*

3. Better enforcement of OSH legislation by MS

Actions:

- *map the resources of labour inspectorates and evaluate their capacity to carry out their main duties on enforcing OSH legislation → Senior Labour Inspectors Committee (SLIC);*
- *evaluate the programme of exchange/training of labour inspectors and examine ways to enhance the current tools for cooperation within the SLIC, taking into account new OSH challenges → Commission, in collaboration with the SLIC;*
- *assess the effectiveness of sanctions and administrative fines imposed by Member States → Commission, in collaboration with Member States through the SLIC and the ACSH.*

4. Simplify existing legislation

Actions

- *Identification of possible simplifications and/or reductions of unnecessary burden and promote a public debate with all stakeholders → Commission and ACHS;*
- *Member States to identify sources of specific regulatory burden created by their own transposing legislation on OSH and national legislation, and analyse national implementation reports to identify good practice and to promote exchange of information → Member States in collaboration with Commission;*
- *Assess the situation of micro-enterprises in low-risk sectors and consider how to simplify the implementation of risk assessment, including documentation → Commission*

5. Address the ageing of the workforce, emerging new risks, prevention of work-related and occupational diseases

Actions (1):

- *Network of OSH professionals and scientists and assess the need to set up an independent scientific consultation body*
- *Support the dissemination of the findings of the European Risk Observatory among the relevant actors → Commission in cooperation with EU-OSHA;*
- *Promote the identification and exchange of good practice on ways to improve OSH conditions for specific categories of workers, e.g. older workers, inexperienced younger workers (including those employed in different forms of temporary contracts), apprenticeships, workers with disabilities and women → EU-OSHA;*

5. Address the ageing of the workforce, emerging new risks, prevention of work-related and occupational diseases

Actions (2):

- *Promote rehabilitation and reintegration measures by implementing the results of the European Parliament pilot project on older workers and of the Healthy Workplaces Campaign in 2016-17 → Commission in cooperation with EU-OSHA;*
- *Identify and disseminate good practice on preventing mental health problems at work → EU-OSHA.*

6. Improve statistical data collection and develop the information base

Actions(1):

- *Assess the quality of data on accidents at work transmitted by MS in the framework of the European Statistics on Accidents at Work (ESAW) data collection, to improve coverage, reliability, comparability and timeliness → Commission and national competent authorities;*
- *Improve the availability and comparability of data on occupational diseases at EU level and assess the feasibility of a simplified data transmission → Commission and national competent authorities;*

6. Improve statistical data collection and develop the information base

Actions(2):

- *Improving information on costs and benefits in the area of OSH;*
- *Developing a tool to monitor the implementation of the EU strategic framework 2014-2020, including policy and performance indicators, building on the 2009 strategy scoreboard → Commission and ACSH.*

7. Better coordinate EU and international efforts to address OSH and engage with international organisations

Actions:

- Support candidate countries during accession negotiations on chapter 19 and potential candidate countries benefiting from a Stabilisation and Association Agreement in their efforts to align their OSH legislation with EU law
- Strengthen OSH cooperation, in particular with the ILO, but also the WHO and the OECD
- Launch a review of the Memorandum of Understanding with the ILO to better reflect OSH policy

7. Better coordinate EU and international efforts to address OSH and engage with international organisations

Actions:

- *Contribute to implementing the sustainable development chapter of EU free-trade and investment agreements regarding OSH and working conditions*
- *Address, jointly with the ILO, OSH deficits in the global supply chain and contribute to G20 initiatives on safer workplaces*
- *Strengthen on-going cooperation and dialogue on OSH with strategic partners*

EU instruments

- *Legislation*
- *EU funds*
- *Social dialogue*
- *Communication and information*
- *Synergies with other policy areas*

Implementation

- *Framework for action, cooperation and exchange of good practice– implementation requires the active collaboration of national authorities and social partners*
- *Open debate and collaboration with key stakeholders (national authorities, social partners, EU institutions, specialised committees – ACSH, SLIC – the European Agency for Safety and Health at Work ...)*
- *Review in 2016 in light of the results of the ex-post evaluation of the EU acquis, progress on its implementation, review of EU2020 strategy*
- *Monitoring, associating EU institutions and relevant stakeholders.*

Thank you for your attention

More information:

EU OSH Strategic Framework 2014-2020

<http://ec.europa.eu/social/main.jsp?catId=151&langId=en>

EU actions in the area of health and safety at work

<http://ec.europa.eu/social/main.jsp?catId=148&langId=en>