



TÖÖINSPEKTSIOON



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Eesti
tuleviku heaks

National programme: OSH training for agriculture advisors

Working environment counselling services

Piret Kaljula

Working Environment Counsellor

Labour Inspectorate of Estonia

Good example: OSH training for agriculture advisors

- In Estonia agricultural firms are mostly small businesses and they don't have the resources to deal with OSH
- Since the firms are already using competent agricultural advisors, it was decided to train those advisors that they would also be able to provide advice in OSH issues
- The project was initiated by the Ministry of Rural Affairs and Rural Development Foundation



REPUBLIC OF ESTONIA
MINISTRY OF RURAL AFFAIRS



Maaelu Edendamise Sihtasutus

Rural Development
Foundation

OSH training for agriculture advisors

- The aim of the OSH training for agriculture advisors was to give extensive knowledge in OSH in order to prepare advisors to advise their clients and offer OSH services for them
- Project target group: 13 agriculture advisors
- Duration: one-year (2012-2013)
- Funded by Rural Development Foundation (budget: EUR 15,000)

Training

- Academic training was provided by Tallinn University of Technology (TalTech)
- Length of training: 184 hours (classroom training and independent work, including measurements of occupational hazards)
- Extensive homework: participants had to conduct a risk assessment in an agriculture business, so the training had practical value
- Well-known OSH experts were used as lecturers and tutors

Results

- All participants (13) passed the exam and obtained a certificate
- Training was sector specific giving advisors extensive knowledge about OSH issues in agriculture
- To train advisors also to be able to consult in OSH matters is beneficial because they already are well recognised among farmers and their advice is highly valued
- 13 advisers consult on average 5-10 farms every month (on site and telephone)

Evidence of impact

- No scientific evaluation is available about the program, but advisors who received training gave positive feedback
- During feedback interviews advisors emphasized practicality of the training and sector-specific efforts to provide OSH information and knowledge

Key success factors

- Training programme was sector specific and concentrated on working environment and safety culture in agriculture
- Low costs of the programme
- Agriculture advisors, who received training are located all over Estonia and therefore are able to consult companies also in remote areas
- Advisors met regularly for one year during the training and could discuss the problems and share knowledge with each other
- Advisors are well recognized and have a high legitimacy among farmers

Challenges and Lessons Learnt

- The length of the training programme (one year)
- There were limited funding, which allowed only 13 (of 203) advisors to participate in the training programme
- In order to provide more extensive support in OSH matters for farmers, it is important to train more advisors all over Estonia

The sustainability of the project

- The negotiations are currently ongoing between authorities (Ministry of Rural Affairs, Tallinn University of Technology) to arrange new training programs for the rest of the agricultural advisors

Working Environment Counselling Services within Labour Inspectorate

- ESF (European Social Fund)- TAT Project period **2015-2020**
- **4 working environment counsellors**
- Voluntary, free of charge, OSH advise service for companies all over Estonia
- Consulting is mainly meant for starting businesses and for small or medium sized companies

2018 in numbers

- 206 counselling sessions
- 11 000 employees (workplaces) covered
- 2000 recommendations were given
- 473 letters replied
- 55 lectures
- + countless calls answered
- 3 brochures –
 - Work ABC (labour relations, health and safety)
 - Physiological hazards
 - Machinery and equipment

Positive aspects

- Interest
- Open to suggestions
- Willingness to make a change
- Openness to discuss issues or problems

Restrictions

- Counsellor can visit only if inspector has no unfinished administrative proceedings
- Counsellor will not prepare documents (e.g. risk analyses, safety instructions, etc.)
- Counsellor will not instruct employees individually
- There are 12 month inspection free time for our clients except in situations that point to dangerous violations
 - accident at work
 - occupational disease
 - complaint

- Thank you very much!
- Questions?