



# Healthy Workplaces Summit 2011

## Online interactive Risk Assessment (OiRA)

### Implementation / adoption by Cyprus

**Marios Charalambous**  
Labour Inspector,  
Department of Labour Inspection



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# 1. Facts & Figures



## In CYPRUS

- **2521 hairdresser salons**
- **3441 employees**
- **Tripartite dialogue in the field of health and safety at work is widely practiced in Cyprus.**
- **Good relations with the Hairdressers Association.**

# 1. Facts & Figures (Cont.)



## ➤ 2006 - National survey on the physical and mental diseases of the working force in Cyprus

Results regarding hairdressers:

- 78% general fatigue,
- 67% pain on the bones

## ➤ 2007 - questionnaire survey for hairdressers:

- 86.5% pain on the bones, joints or muscles
- 60.81% suffer from back pain
- 44% neck / shoulder pain
- 50% feet and leg pain
- 40% hands and arm pain
- 40.5% pain in the joints

# 1. Facts & Figures (Cont.)



- **2007 - EUOSHA “Healthy Workplace Initiative Campaign” to new MS’s**
  - **Focused on OSH for Hairdressers**
  - **Handbook on OSH for Hairdressers across the EU, used by the hairdressers schools.**
  
- **2008 - Cyprus Vocational Qualification for Hairdressers (includes health and safety)**

## 2. Adoption of the OiRA tool – decisions taken



### ➤ The Hairdressers Association

- Very active
- Legislation that covers the profession
- In house Inspectors
- Very interested in safety and health
- **Most important:** Asked the help of the Labour Inspectorate to improve OSH in Hair dressers salons.

# 3. Challenges



- **Improved working conditions in the salons (micro small enterprises)**
- **Systematic reduction of risks to workers.**
- **Implementation of legislation**
- **Reduction of administrative burdens**
- **Development of a tool to facilitate risk assessment**
  - **Free of charge**
  - **A simple tool**
  - **A tool easy to use.**
  - **A tool that serves their needs.**
  - **Its language to be easily understood.**
  - **Preparation of a risk assessment does not take too much time**

# 3. Goals



- **Help companies implement the legal requirement on risk assessment**
- **To have access to all relevant information regarding the safety and health at work issues provided by the legislation**
- **To assess their occupational risks and thus improving the performance of their enterprises.**
- **To become aware of the risks they are exposed to as a hairdresser.**
- **To help them learn to prevent future health problems.**



## 4. Implementation of the tool



- **Presentation of the tool to the members of the Board of the hairdressers association**
- **Local seminars in all Districts for the presentation of the tool to all members.**
- **Pilot testing of the tool to ascertain that:**
  - **The tool is easy to use.**
  - **The tool serves their needs.**
  - **The language used is understandable.**
  - **The preparation of a RA based on the tool does not take too much time**

## 4. Implementation of the tool



- **At this moment the tool is on line and many employers in the sector are using it for the preparation of the risk assessment of their workplaces.**

# 5. Planning - future developments



## ➤ **By the end of 2011**

- **Development of a similar tool for:**
  - I. the public service sector**
  - II. the car repair sector**

## ➤ **In 2012**

- **Development of a similar tool for the wood working sector**

## 6. Role of the Department of Labour Inspection



- **Main challenges for SMEs (in particular the micro-enterprises in Cyprus):**
  - **Difficulty in developing the necessary expertise in OSH**
  - **Lack of specific and understandable information and guidance,**
  - **Poor ability and skills to manage OSH,**
  - **Lack of resources to ensure adequate basic training of staff and managers.**

## 6. Role of the Department of Labour Inspection



- **Was catalytic**
  - **We ensured that both social partners, become aware in the development process from the beginning,**
  - **We managed to provide simple information easy to transfer to a broader group of users**
  - **We provided the users with specific and relevant information as well as guidance on which to base a decision.**

## 6. Role of the Department of Labour Inspection



- **We managed to help companies implement the legal requirement on risk assessment**
- **We provided a less resource demanding and effective option, on OSH, for companies.**
- **We managed to reach the enterprises with the lowest implementation rate of risk assessment**

# 7. Potential role of the Labour Inspectorates



- **It is obvious that the problem of a low level of risk assessment implementation in SMEs will not get smaller without some type of intervention.**
- **There are no signs that enforcement activities will be strengthened in the near future**
- **The impact from other initiatives aimed at improving the level of risk assessment implementation, such as guides and checklists is limited.**

# 7. Potential role of the Labour Inspectorates



## Advantages from the involvement:

- Easier to transfer to a broader group of users
- Likely to achieve a broader uptake among small and micro-enterprises.
- Provision of specific and relevant information as well as guidance on which the user will base a decision.
- Reduction of the efforts needed, because users avoid having to look through information irrelevant to the decision they are about to take.
- Reach the enterprises with the lowest implementation rate of risk assessment





# THANK YOU