



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

UEMS OM Glasgow 30 august 2014

Communication from Commission to:

- The European parliament
- The Council
- The European economic and social Committee
- The Committee of the regions

Contains

1. Introduction – Setting the scene
2. Stocktaking – Progress and outstanding problems in health and safety at work
3. What are the main challenges?
4. Key strategic objectives
5. EU instruments
6. Implementation of the OSH strategic framework

Introduction – setting the scene

- Strategic goal for the Eur. Comm:
 - Ensuring a safe and healthy work environment for > 217 million workers
- In the treaty art. 151 & 153
 - Adopt directives setting min. requirements
- Two key components:
 - Body of EU legislation
 - Multiannual action programs (1978-2002) followed by European strategies (2002-2006 and 2007-2012)

Introduction – setting the scene

- Importance of a new strategy
 - Ageing population
 - Positive impact on productivity and competitiveness
- Cost-effective: ratio's of return (ISSA) between 1,29 – 2,89
- The evaluation of the 2007-2012 strategy
 - Confirms the value in the field
 - Strong stakeholder support
 - Adaptation to changing work and new risks

Introduction – setting the scene

- **Online public consultation:**
 - > 500 replies ... **we??**
 - Confirm the need for EU-coordination
 - Suggestions on the content of a new strategic framework
 - Reduce administrative burden and compliance costs for SME's
 - Maintain high level of compliance with OSH principles, regardless the size of the company

Introduction – setting the scene

- Contributions taken in account by the Comm.
 - European Parliament
 - Advisory Committee on Safety and Health (ACSH)
 - Senior Labour Inspectorate Committee (SLIC)
- **Conference main stakeholders on working conditions 28 april 2014**

Introduction – setting the scene

- In parallel with this strategic framework
 - Ex post evaluation of EU OSH legislation (results end of 2015) is required by REFIT (Regulatory fitness and performance program)
 - **Review of the current strategic framework in 2016**

Stocktaking – Progress and outstanding problems in health and safety at work

- Last 25 years: Improvements in legislation and policy actions
- Most of the initiatives in the 2007-2012 EU OSH Strategy were delivered
- 27 member states have a national OSH strategy
- Reduction of 27,9 % of accidents between 2007-2011
- Strengthened culture of risk prevention
- Eurobarometer survey
 - 85 % of workers satisfied with workplace health and safety in their current job
 - 77 % of workers say that OSH information and/or training is available

Stocktaking – Progress and outstanding problems in health and safety at work

- Further improvement needed:
 - 4000 workers die, due to accidents at work
 - 3 million accidents with > 3 days of absence
 - 24,2 % of workers: my health and safety is at risk
 - 25 % : work has a mainly negative effect on my health
 - Costs of work-related sick-leave 460 mio days/year in Germany = 3,1 % of GDP
 - Net cost for sickness and accidents at work to government in the UK was £ 2.381 million

What are the main challenges?

Challenge 1. Improving the implementation record of Member States, in particular by enhancing the capacity of micro and small enterprises to put in place effective and efficient risk prevention measures

- OiRA
- Simpler and more efficient solutions needed

What are the main challenges?

Challenge 2. Improving the prevention of work-related diseases by tackling existing, new and emerging risks

- Cancers due to occupational exposure (between 4 % and 8,5 % of all cancers)
- Chemicals (REACH and CLP)
- Electromagnetical fields
- New technologies (nano...)
- Innovations in work organisation (constant connectivity, shorter jobs, atypical contracts, stress, ergonomic risks)

What are the main challenges?

Challenge 3. Tackling demographic change

- Proportion of older workers in employment increases relatively.
- This will require appropriate working conditions.
- Promotion of a culture of prevention
- Improvement of employability by innovation
- Reintegration and rehabilitation measures allowing for early return to work and to avoid the permanent exclusion of workers from the labour market

Seven key strategic objectives

1. Further consolidate national strategies

Actions

- Review national strategies with relevant stakeholders including social partners
- Database of all national OSH strategy frameworks
- Nominate contact points for national strategies
 - Who? Commission, EU-OSHA, ACSH, SLIC

Seven key strategic objectives

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

Actions

- Provide financial and technical support on implementing OiRA and other IT-tools
- Exchange and promote good practices
- Awareness raising campaigns

Seven key strategic objectives

3. Better enforcement of OSH legislation by Member States

- Inspectors should become facilitators
- Have a role in undeclared work
- OSH training for labour inspectors

Actions:

- Map the capacity of labour inspectorates
- Exchange and training for inspectors
- Assess the effectiveness of sanctions, fines and 'soft enforcement' and non-traditional ways of monitoring compliance

Seven key strategic objectives

4. Simplifying existing legislation

Objectives of the REFIT programme by end 2015, will be taken as part of the 2016 review of the strategic framework

Actions:

- Identify possible simplifications and reductions
- How to simplify the implementation of risk assessment for micro-enterprises in low-risk sectors

Seven key strategic objectives

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

Actions:

- Establish a network of OSH professionals and scientists
- Promote good practice to improve OSH conditions for specific categories of workers: older workers, younger workers, apprenticeships, workers with disabilities and women???
- 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 2016-2017
- Identify and disseminate good practice on preventing mental health problems at work

Seven key strategic objectives

6. Improve statistical data collection and develop the information base

Actions:

- Assess the quality of data on accidents at work
- By end of 2016: examine options for the availability and comparability of data on occupational diseases
- Before 2016: discussion on starting a database on occupational exposures
- Before 2016: develop a tool to monitor the implementation of the EU strategic framework, including policy and performance indicators building on the 2009 strategy scoreboard

Seven key strategic objectives

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

Benchmarking role of EU OSH policy to contribute in reducing work accidents and occupational diseases worldwide.

Actions:

- Support candidate countries to align their OSH regulation
- More cooperation with ILO, WHO and OECD

5. EU instruments

1. Legislation
2. EU funds
3. Social dialogue
4. Communication and information
5. Synergies with other policy areas (Education, research, public health, environment, industrial policy and equality)

6. Implementation of the OSH strategies

- Open debate with key stakeholders in relevant fora about the views and proposals in this communication
- Review in 2016
- Monitoring of the implementation using existing fora and all relevant stakeholders

Conclusion

- We should be in the discussion
- We should be considered as key stakeholder
- We should do stock-taking what our existing network is in ACSH, SLIC, DG5, Parliament....

Proposition

- Transform workgroup 3
 - Preparing points of view, role of Occupational Medicine in the strategic framework
 - Prepare the lobby work
 - Define the ways to perform the lobby work