

How OSH-related activities can contribute to smart, sustainable and inclusive growth of the EU?

Education, training and development of new skills aimed at improving work conditions and increasing employment.

Workers' expectations with regard to a systematic and comprehensive training in OHS

Role of the ETUI

European Trade Union Institute

European Trade Union Confederation

Who does ETUC represent?

- 60 million workers
- 81 national confederations
- 12 federations
- 36 countries

www.etuc.org



Created the
ETUI as an
expert and
service
organisation

European Trade Union Institute

International non profit-making association established under Belgian law.

The ETUI has three main objectives:

www.etui.org

- Research, studies and monitoring European issues of strategic importance for the world of labour while building bridges between the academic and research community and the labour movement;
- Promoting education and training activities, programmes and exchanges that strengthen an European TU identity;
- Providing technical support in the field of OHS (to ETUC, ACHS and ilbao WIG and European trade union movement) so as to promote a high level of H&S protection for workers in Europe.

ETUI NETWORKING

Primarily

- **Members of Luxembourg Committee and Bilbao Agency WIGs**
- **European trade union movement, its officers and representatives**

But also:

- **Experts from universities and research bodies**
- **National bodies and organisations involved in promoting OHS**
- **Actors working in the field of social Europe**
- **Labour inspectorates**
- **NGOs**
- **Designers, Physicians, Researchers, Journalists, etc**

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The Framework Directive 89/391/EEC and OHS training

Preventing accidents is just a part of the objective. The priority should be given to improving H&S at work in general.

Frequency of keywords in the wording of the Directive

Worker/s	96x		
Health and Safety	67x		
Employer/s	45x		
Worker H&S Reps	23x		
		TRAINING	13x
Preventive services	10x		
Information	9x		
Improvement	9x		
Consultation	5x		

Training is a right and a duty

OSH Training is an essential right for workers and their H&S Reps

BUT

- **There is a limited legislation in this field (as regards practical issues, organisation, content, expected output, verification, etc)**
- **Training is rather a subject of bargaining**
- **There is a limited/no choice of training providers**
- **Usually a short time for such a complex issue**
- **Workers in SMEs face to most difficult situation**

The Framework Directive 89/391/EEC and OHS training

FD: Training of workers

1. The employer shall ensure that each worker receives adequate safety and health training, in particular in the form of information and instructions specific to his workstation or job:

- on recruitment,***
- in the event of a transfer or a change of job,***
- in the event of the introduction of new work equipment or a change in equipment,***
- in the event of the introduction of any new technology.***

The Framework Directive 89/391/EEC and OHS training

FD: Training of workers

The training shall be:

- adapted to take account of new or changed risks, and*
- repeated periodically if necessary.*

2. The employer shall ensure that workers from outside undertakings and/or establishments engaged in work in his undertaking and/or establishment have in fact received appropriate instructions regarding health and safety risks during their activities in his undertaking and/or establishment.

The Framework Directive 89/391/EEC and OHS training

Training of worker H&S Representatives

3. Workers' representatives with a specific role in protecting the safety and health of workers shall be entitled to appropriate training.

EXAMPLE SE: 40-hour basic WE training developed jointly by the social partners (H&S Reps and supervisors). Right to get training and information, see documents and get access to premises

Negative elements in the EU:

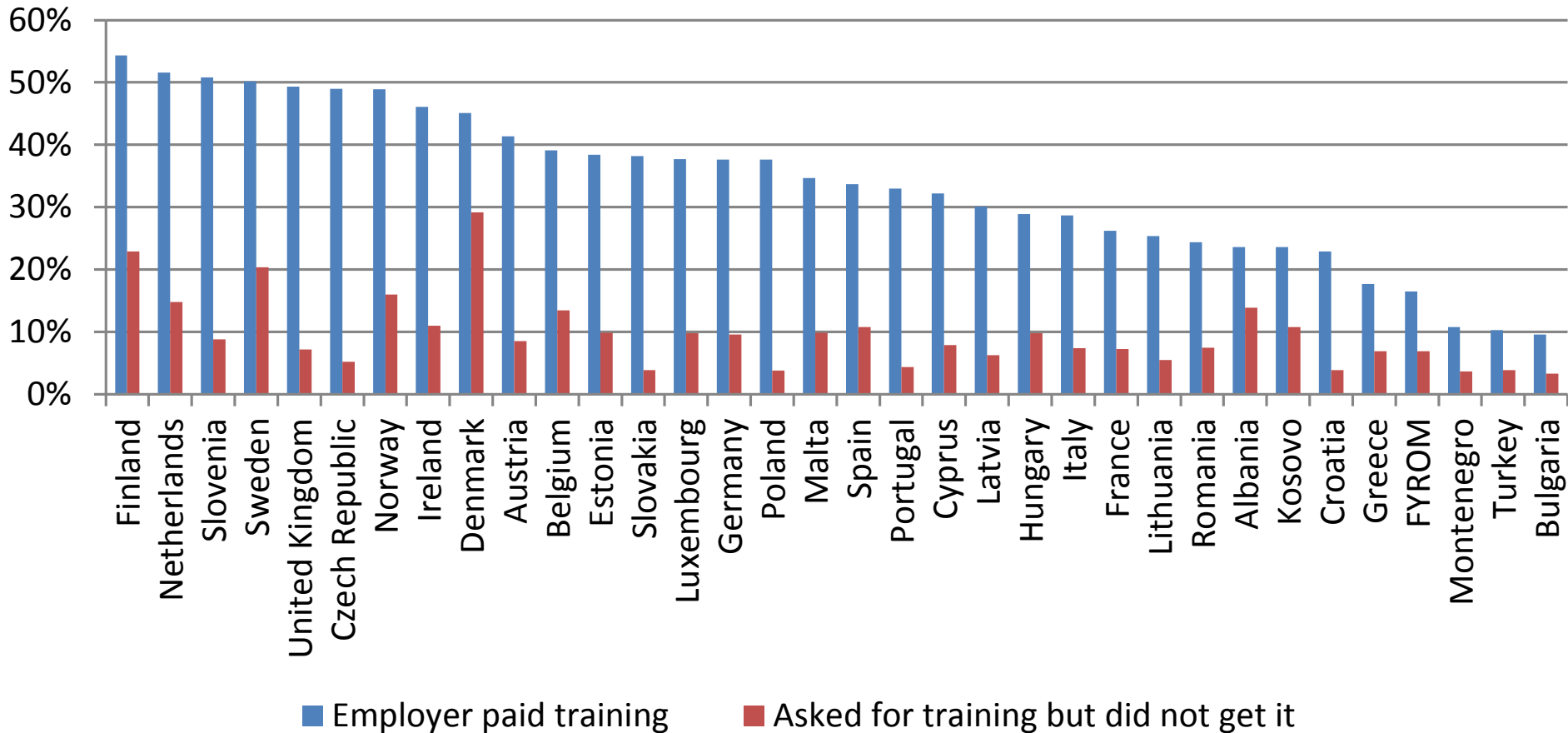
- Funding/budgetary cuts**
- Fragmentation etc.**
- Less or no training at all (SE)**

The Framework Directive 89/391/EEC and OHS training

FD deals with training in general terms. Art.12 requires

- **Each worker shall be given H&S training (adapted and adequate and paid for by the employer)**
- **Appropriate training shall be given to workers Reps with a specific role in H&S protection.**
- **Training should be repeated to take account of changing patterns of work**
- **Organised dialogue between workers and managers on OHS is a necessary and requested tool**
(Information, consultation and participation)

Employer paid training by country, employees



Source: EUROFOUND

OHS Training

In general, training should be

- **A part of each OHS strategy on EU/national/branch or enterprise level**
- **A part of entire prevention activities**
- **Proactive / Not supporting behaviour safety or a passive protection**

What should be taken into account

Technological development: New tools and new ways of working, resulting especially from ICT

Tertiarisation: Growth in 'new' health and safety risks, particularly psychosocial and musculoskeletal

Changes in employment: Shift towards outsourcing and increased specialisation, resulting in more self-employment and SMEs

Demographic changes: Ageing working population, increased (im)migration

Women at work: Increasing participation in labour market with specific risks and needs

Impact of crises: Resources cuts

Fragmentation, supply chains, less inspections due to increased number of enterprises, more white collar workers with individualistic approach of their work, etc.

What should be taken into account

The current approach of H&S (FD) and new and emerging risks

- Shift from traditional physical hazards to chemical, ergonomic and organisational hazards (less regulated, complex and widespread)

Chemical: Hazards which are not easy identified, not simply visible, with a long exposure period (incl. asbestos, another carcinogens & chemical substances, nanoparticles)

Organisational incl. ergonomics: Psycho-social hazards, e.g. stress at work, harassment, violence and musculoskeletal health-effects as an influence of multiple factors including psycho-social factors

- *Do we have appropriate instruments for training (to understand the issue, to be efficiently involved) and prevention (to be able to identify hazards and make measures and find solutions together with the managers)?*

The EU Context

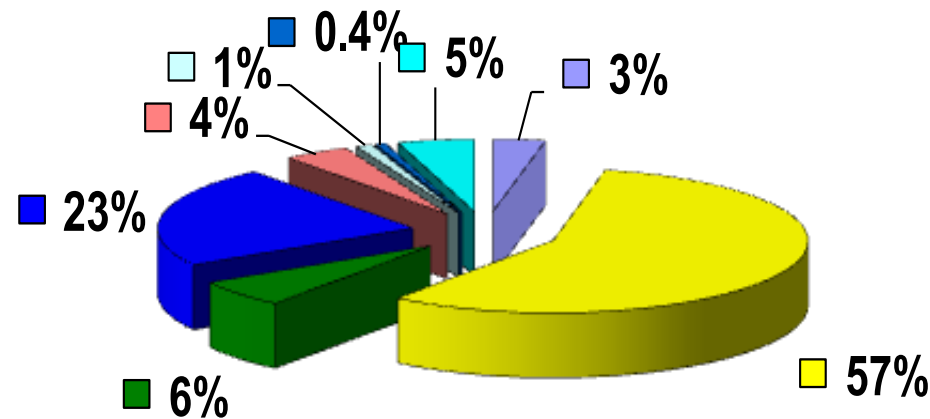
- **Every 3.5 minutes, somebody in the EU-27 dies from work-related causes.**
- **Every 4.5 seconds, a worker in the EU-27 is involved in an accident that forces him/her to stay at home for at least three working days.**
- **The number of accidents at work causing three or more days of absence: over 7 million every year.**

The EU Context

- 225 million economically active, employment 205 million
- 167 000 fatalities attributed to work-related accidents and diseases in EU (ILO), within those:
 - **159 500** fatalities attributed to work-related diseases in the EU (ILO)
 - **5 720** fatalities caused by accidents at work (EUROSTAT 87% of workforce), 7,460 fatalities in whole EU (ILO)
 - 74 000 fatalities attributed to hazardous substances at work (asbestos included)
 - *Do we pay enough attention on a huge disproportion between work related health hazards and safety hazards?*

EU Context: Work-related deaths in EU 27

Deaths attributed to work, 167 000/year



- Communicable diseases
- Respiratory Diseases
- Mental Disorders
- Genitourinary system

- Cancers
- Circulatory diseases
- Digestive systems diseases
- Accidents and violence

ETUC appeal

- The losses emerging from poor prevention are enormous in the EU (app. 3-5% of GDP).
- The improvements in a H&S **training**, especially in three mentioned areas (chemicals, MSDs & psycho-social risks), are necessary to help EU companies to a better economic situation.
- **Training** aimed on participative prevention is a way to give society, enterprises and workers advantages and a growth for the EU.
- *OSH incl. training is not a burden.*

Training should equip workers by skills needed for participation

Knowledge on how to:

- **be involved efficiently into prevention**
- **cooperate with other actors to improve prevention**
- **identify hazard and eliminate its risk**
- **cooperate with managers & co-workers on risk management**
- **maintain and improve the workplace safety**
- **solve situation**
- **use procedures and guides developed to fight against workplace hazards**
- **protect themselves against residual risk at the workplace**

Worker participation

- International recognition, that worker participation and representation in the management of the work environment is essential to reduce risk and improve health at work (ILO 155, 89/391/EEC, US OSHA,1989)
- Direct or indirect participation
- Training of workers and training of their Reps
- Two perspectives: To help managers / to defend H&S of workers
- *Legal regulation of the WE, Inspection, Senior management commitment and ability to manage WE risks, risk assessment and control of risk*
- ***Well trained workers /their Reps*** with appropriate rights and union support
- *Possibilitiesr for Reps to consult with their constituency*

Independent training of H&S Reps

Mainly trade union organised training is essential for H&S Reps (social construction of work & prioritising the workers interests, and demands)

National systems of H&S Reps

- **training of Reps**
- **formal rights & position**
- **power balance and influence**
- **social construction of risk and solutions**
- **strategy**
- **training plans**
- **resources (national, employer, unions)**
- **workers' organisation support**

Summary: Expectations regarding H&S training

Main features

- Accessible for everyone
- Systematic
- Comprehensive
- Participative
- Jointly designed by employers and workers

Focused on

- Workplace hazard identification
- Hazard prevention and risk management

Supporting

- Social dialogue potential
- Communication skills

ETUC POSITION

H&S delegates and working environment committees play an important role in improving health and safety. The ETUC should give priority to ensuring that workers in all enterprises with five or more workers have a safety delegate with **proper training**, and that enterprises with more than twenty five workers have working environment committees with an equal number of representatives from the workers and from the management.

The ETUC calls for increased investment in high-quality **education and training** for workers of all ages and of all qualifications, both men and women, and for recognition of informal learning and experience, with the involvement of social partners.

ETUC POSITION

It must be guaranteed that all workers receive a minimum of training during their working time based on training programmes negotiated with the workers' representatives. Insist in European legislation on real commitments by European employers so that fundamental working rights are respected along the whole chain of production, guaranteeing transparent verification of working conditions and appropriate trade union action in order to contribute to this.

ETUC POSITION

BUT we are witnessing the attempts to undermine H&S through:

- **Less regulation (or deregulation, simplification)**
- **Less non-legislative instruments**
- **Less resources for H&S**
- **Less strategy for H&S**
- **Less inspection at the workplaces**
- **Less research**
- **Etc.**

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About the Health and Safety Department

The Health and Safety Department of the European Trade Union Institute (ETUI) aims at promoting high standards of health and safety at the workplace throughout Europe. It succeeds the former European Trade Union Technical Bureau for Health and Safety (TUTB), founded in 1989 by the European Trade Union Confederation.

Trade union Observatory on the application of the European directives

The Health and Safety Department monitors the framing, national incorporation and implementation of European legislation in the field of occupational health and safety. It has set up an *Observatory on the application of the European directives* to carry out comparative research into the impact of Community legislation on prevention systems in EU countries, and work out common trade union responses.

Expertise and research

The Health and Safety Department provides resources of expertise to trade union members of the Advisory Committee on Safety, Hygiene and Health Protection at Work, which meets in Luxembourg, and the Bilbao-based European Agency for Safety and Health at Work. It conducts research into such fields as risk assessment, prevention systems, musculo-skeletal disorders, gender dimension and health at work, ergonomics, mental workload and occupational stress.

It runs networks of experts on **technical standardisation** (ergonomics, safety of machinery) and **hazardous substances** (classification, risk assessment, setting occupational exposure limits). The Health and Safety Department is an associate



Windows taskbar with Start button, Internet Explorer, Firefox, Outlook, Skype, PowerPoint, Word, and system tray showing time 14:17 and date 2/11/2011.