OSH policy in Germany - strategic approaches


Bad Münsterr, 10. September 2012

Kai Schäfer
Division IIIb2
Occupational Safety and Health
Summary

- The Joint German OSH Strategy; structure, outcomes and outlook
- The EU OSH Strategy; outcomes and outlook
- A Member State`s view on social dialogue; handling of § 155 and possible impacts
Worldwide tendency to strengthen strategic approaches

- **ILO**: Initiative “Promotional framework for occupational safety and health” (2006), ILO Convention 187
- **WHO**: Worker’s health: Global plan of action 2008-2017
- **EU**: Improving quality and productivity at work: Community strategy 2007-2012 on health and safety at work
- **Joint German OSH strategy “GDA”**: first period 2008-2012
„Dual“ OSH system in Germany

- EU OSH legislation
- Constitution
- State OSH legislation
- Social Accident Insurance Law (SGB VII)
- Laws
- Ordinances
- Coordination
- Accident prevention regulations
Joint German OSH Strategy

Federal Ministry of Labour and Social Affairs

16 Federal States and their OSH authorities

Institutions for statutory accident insurance and prevention
Core elements of the Joint German OSH Strategy

Joint German OSH Strategy

- Joint development of **national OSH targets**
- Identification of **fields of action, priorities and key points** for work programmes
- Definition of standards for consultation and inspection

- **Evaluation** of targets, fields of action and work programmes
- Establishment of a comprehensible set of rules and regulations
Organisational Structures of GDA

- OSH Forum
- WG Process Controlling
- Steering Committee Work Programmes
- National OSH Conference with Social Partners
  - NOSHC office
- Steering Committee Evaluation
- International Advisory Board
- WG Data Management
- Cooperation Partners
- 11 Work Programmes
- External Institute as contractor
Objectives of the Joint German OSH Strategy

• Reduction in the frequency and severity of occupational accidents

• Reduction in the frequency and severity of musculoskeletal workloads and disorders

• Reduction in the frequency and severity of skin diseases
Working Programmes 2008-2012

National wide programmes
- Construction and installation
- Temporary work
- Driving and transporting safely
- Nursing and care
- Office work
- Skin

Optional programmes
- Schools
- Food industry
- Precision mechanical installation
- Hotel industry
- Public urban transport
First results and lessons learnt
Joint OSH Strategy

First results:
• More than 140,000 inspections
• Improvement of cooperation
• Positive feedback by enterprises
• Improvement of working conditions

Lessons learnt:
• Regulate the Strategy by law
• Design just a few number of work programmes
• Check your data management before starting
• Involve the inspection as early as possible
Joint German OSH Strategy
OSH objectives 2013-2018

- Improvement in the OSH organisation on company level
- Reduction in work-related health hazards and MSD
- Protection and strengthening of health in the case of work-related mental load
Improvement in the OSH organisation on company level

- to integrate OSH into company processes and decision-making areas
- to promote the implementation of the risk assessment

**ORGAccheck**: a company check for the self-evaluation of the OSH organisation
Reduction in work-related health hazards and MSD

Supporting companies and workers with the healthy design

- of high physical load situations and

- of activities with little movement involving one-side strain

Prevention activities (campaigns, training courses); new methods for the risk assessment
Protection and strengthening of health in the case of work-related mental load

- to develop activities and tools which permit early detection and assessment with regard to health hazards;

- to develop and to implement preventive and work organisational measures

Information, raising awareness, dissemination of good practice (on company level)

On-going, sustainable and uniform reduction in accidents at work (25 % reduction) and occupational illnesses

- effective legislative framework
- promoting national strategies
- promoting changes in behaviour
- new and increasing risks
- evaluation
- Inter. co-operation

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Recommendations regarding a new EU OSH Strategy

DG EMPL should develop a **new strategy:**

- focus on the contribution to EU 2020
- focus on MSD, stress and occupational cancer
- embody the principle "think small first"
- promote research (new risks)
- include an action plan (incl. outstanding issues)
- focus on clear community added value
- develop better instruments to monitor progress
A Member States’ view on social dialogue

Preliminary remark:
Full respect of social partner’s autonomy

§ 155, Treaty on the functioning of the European Union

- The implementation of an agreement
- Horizontal and sectoral social dialogue
- The role of the European Commission
- The role of the Council
More information about the German OSH System:

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<th>Source</th>
<th>Websites</th>
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| Federal Ministry of Labour and Social Affairs | [www.bmas.de](http://www.bmas.de)  
[www.baua.de](http://www.baua.de) |
| Joint German OSH Strategy                   | [www.gda-portal.de](http://www.gda-portal.de)  
[www.gefaehrdungsbeurteilung.de](http://www.gefaehrdungsbeurteilung.de) |
| Statutory accident insurance                | [www.dguv.de](http://www.dguv.de)    |
Thank you for listening

kai.schaefer@bmas.bund.de
Federal Ministry of Labour and Social Affairs
Division IIIb2
Occupational Safety and Health