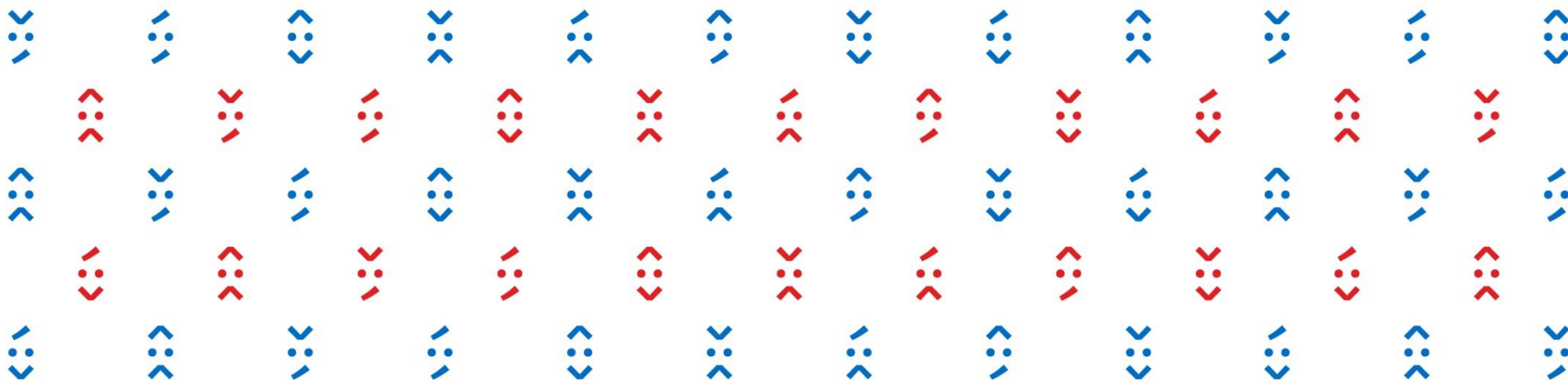




Slovak Presidency of the Council  
of the European Union



# Activities of Slovak National Labour Inspectorate in strengthening the culture of prevention

24 – 25 October 2016

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# Content

- Slovak labour inspection activities focused on managing new risks – psychosocial risks and stress, changes associated with the aging workforce, new trends in employment (agencies employment), workplaces classified as hazardous.
- Concrete labour inspection findings.
- Good practice examples, gained during the labour inspection in companies and by organising activities in which representatives of the labour inspectorates participate.

# Labour inspection activities focused on managing new risks

- Labour inspection (LI) responds to changes in labour market and adapts the LI to the changed conditions at the workplaces.
- When drawing up the annual plan of LI activities, new risks – psychosocial, stress and „new forms“ of employment as an agency employment are taken into account.
- By all LI is checked if the document of the risk assessment takes also psychosocial risks into account.
- In the spotlight are the SMEs – they need more help and professional consultation.

# Labour inspection activities focused on managing new risks

## OSH inspection in companies with 10 - 49 employees (national wide LI in 2014)

- Focused primarily on industries and business activities with an expected higher level of risk, where combination of several hazards and threats is possible.
- Inspectors checked if the risk assessment involves also problem of psychosocial risks (regarding EU-OSHA campaign).
- Labour inspectors provided free of charge consulting to the employers.

# Labour inspection focused on control of temporary assignment under new Labour Code

## Main areas of the inspection

The principles of equal treatment as

- working conditions, including wage conditions,
- safety and protection of health at work and
- conditions of employment, which should be at least as favourable as those for a comparable employee of the using employer.

# Labour inspection activities focused on managing new risks

- Demographic changes affects to a certain extent also Slovakia.
- Based on the National Programme for Active Ageing 2014 - 2020 every 2 years are targeted LI carried out (2014, 2016, 2018, 2020).
- LI is focused on labour law and OSH conditions of employers in the age 50+.

# Content of the LIs 50+

**Creation of working conditions favourable for 50+ taking into account:**

- Favourable working conditions (lighting, microclimatic conditions, ergonomic etc.)
- Conditions of work regarding state of health, psychosocial load, factors creating stress and invoking health problems, night work, overtime etc..
- **System of taking measures for improving position of employers 50+, social program, program of training etc.**

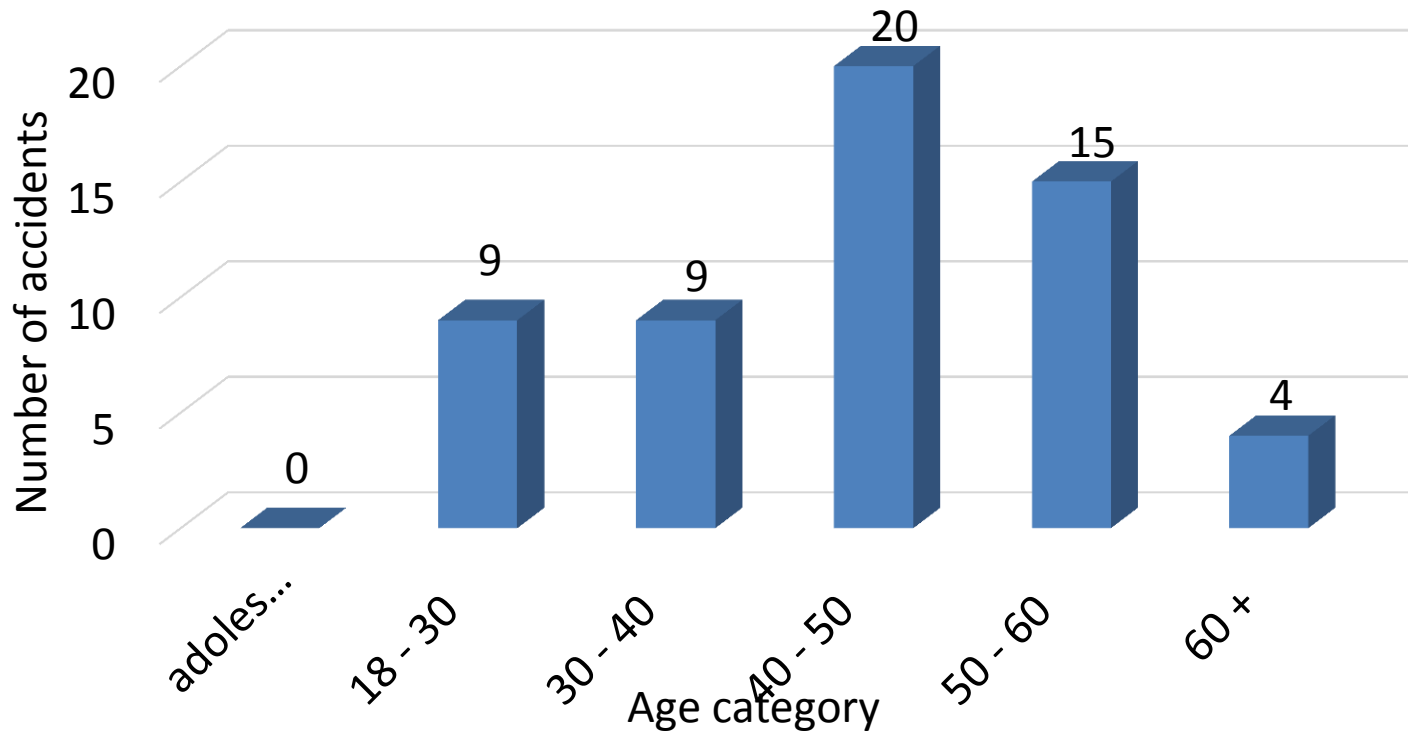
**Check of risk assessment** – if it takes into account the different age groups of employees

**Free vocational counselling**



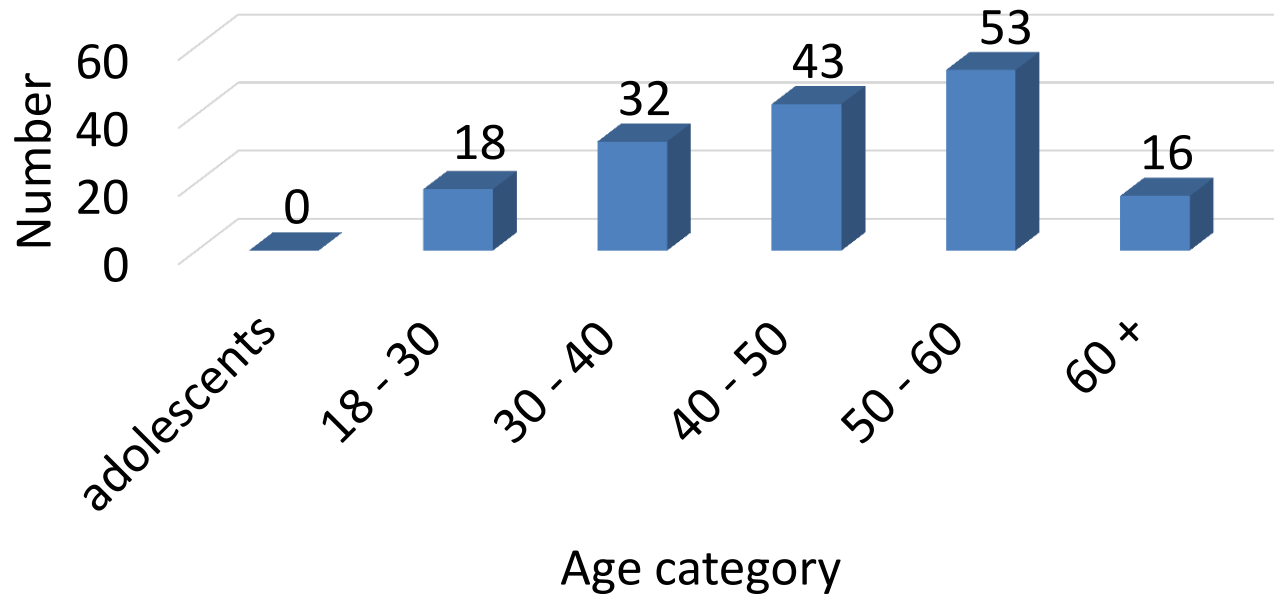
# Analysis of occupational accidents in Slovak Republic in relation to age

Fatal occupational accidents by age in 2015



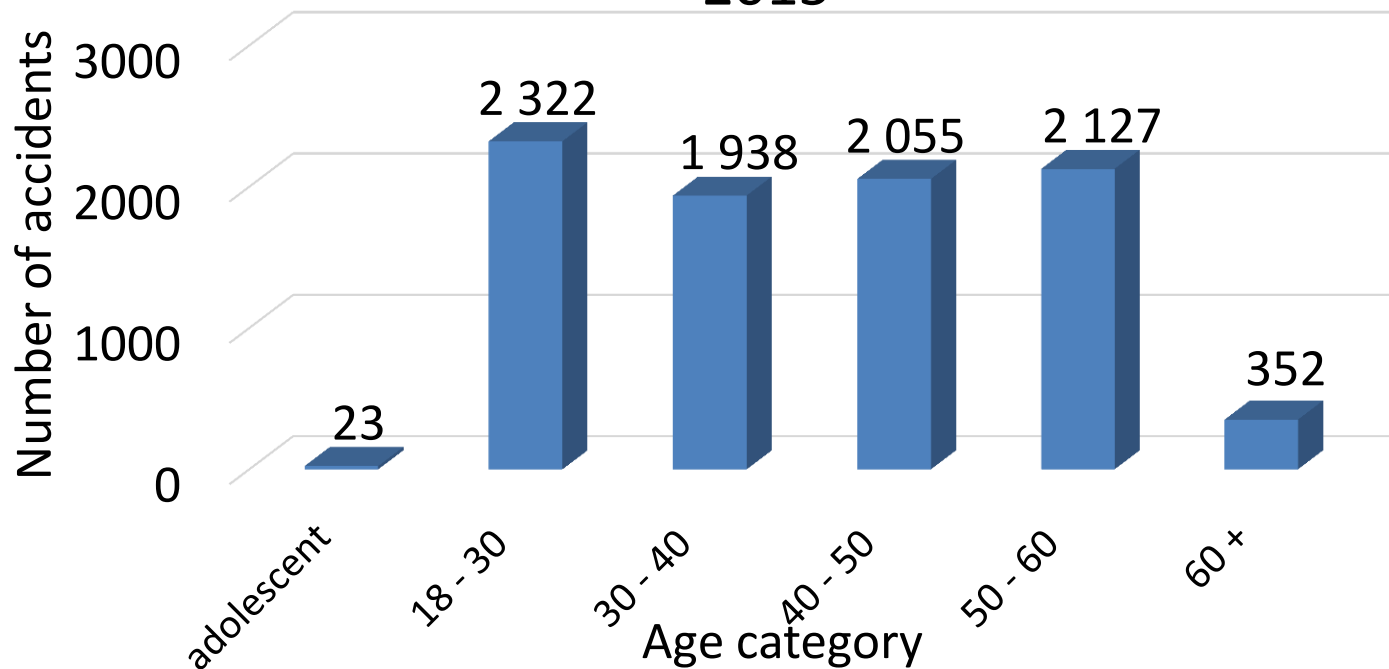
# Analysis of occupational accidents in Slovak Republic in relation to age

Occupational accidents with serious damage to health in 2015



# Analysis of occupational accidents in Slovak republic in relation to age

Registered occupational accidents by age in 2015



# Labour inspection in strengthening the culture of prevention

- For strengthening the culture of prevention are in significant measure used the resources of **EU – OSHA** (campaigns – focused on stress, the current campaign Healthy workplaces for all ages, as well as a project aimed at the working conditions of older working population and others)
- **Prevention activities and consultation are focused preferentially on**
  - **SMEs,**
  - **Hazardous work (industry and construction)**
  - **Risk factors** (chemicals, noise, vibration, dust, etc.)
  - **Manual handling with loads and material being processed** – industry, rapid transit, transportation and services

# Labour inspection in strengthening the culture of prevention

- National Focal Point of EU-OSHA involves all LIs representatives (8) as well as its other members into activities for strengthening OSH and prevention culture.
- Most of the activities are organised during the European OSH week, in honour of World OSH Day, within Job Expo and European Job Days, PPE exhibitions (1x 2 years) and many others.
- Promotional materials, EU-OSHA and other websites, professional magazines etc. are used to a large extent.
- On the regular basis the breakfasts with employers at the LIs are organized.

# European OSH week (EW) – Healthy workplace manage stress in SSE company



# Example of promotional activity during EW



# Work of the national network – help in strengthening the culture of prevention





# Good practice examples – Journalists excursion



# Good example of success factors - Slovnaft

- Active support from the management side
- Engagement of employees – employees are taking part in activities dedicated to the health protection, being aware of importance of this factor in relation to the work
- Active organization of sporting events by way of our sport clubs



# Example of Good practice – winner of GP EU-OSHA during 2014-2015 campaign

Project Family Safety Day U.S.Steel company  
Common day of metallurgists and their families



## Activities of the Project „Family Safety Day“

- Company plant tour.
- Presentation of company products.
- Occupational safety.
- Environmental care.
- Attractions and entertainment.



# Strengthening the culture of prevention at the national level



## Postavička Napo

V Európe sa sklonuje hospodárska kríza, a na pracovný stres sa hľadí ako na „otlivú“ alebo „zložitú“ oblasť. Tento pohľad sa však medzi krajinami EÚ líši. Najmä riaditelia malých spoločností považujú riešenie psychosociálnych rizík za strážne – kvôli nedostatku zdrojov, či odborných poznatkov.

Film s postavičkou Napo sú alternatívnou, kreatívnou cestou, ako v Európe neformálne šíriť informácie o rizikách na pracoviskách. Napo je symbolom ľubovoľného zamestnanca, ktorý pracuje v akomkoľvek priemysle alebo odvetvi.

V žiadnom filme tejto série sa nepoužíva hovorené slovo, vďaka čomu je obsah zrozumiteľný pre každého, bez ohľadu na vek, krajinu alebo kultúru. Navyše, s hlavnou postavou filmu sa môžete – pre jej neutrálnu a sympatickú osobnosť – ľahko zotožniť.

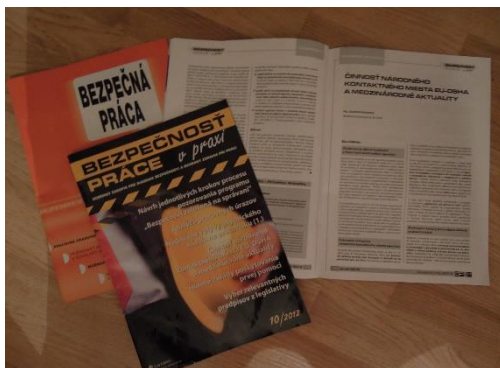
Link na voľne online stiahnutie filmu o Napovi:

<http://www.napofilm.net/sk/napos-films/multimedia-film-episodes-listing-view?filmid=napo-019-when-stress-strikes>



## Čo hovorí prieskum o strese v práci

Zamestnanci vo všeobecnosti zvyknú vymeškováť veľké množstvo pracovného času, keď trpia pracovným stresom. Tieto absencie, sú spravidla dlhšie, ako absencie z iných príčin.



# Conclusions of labour inspections – next challenge for labour inspection

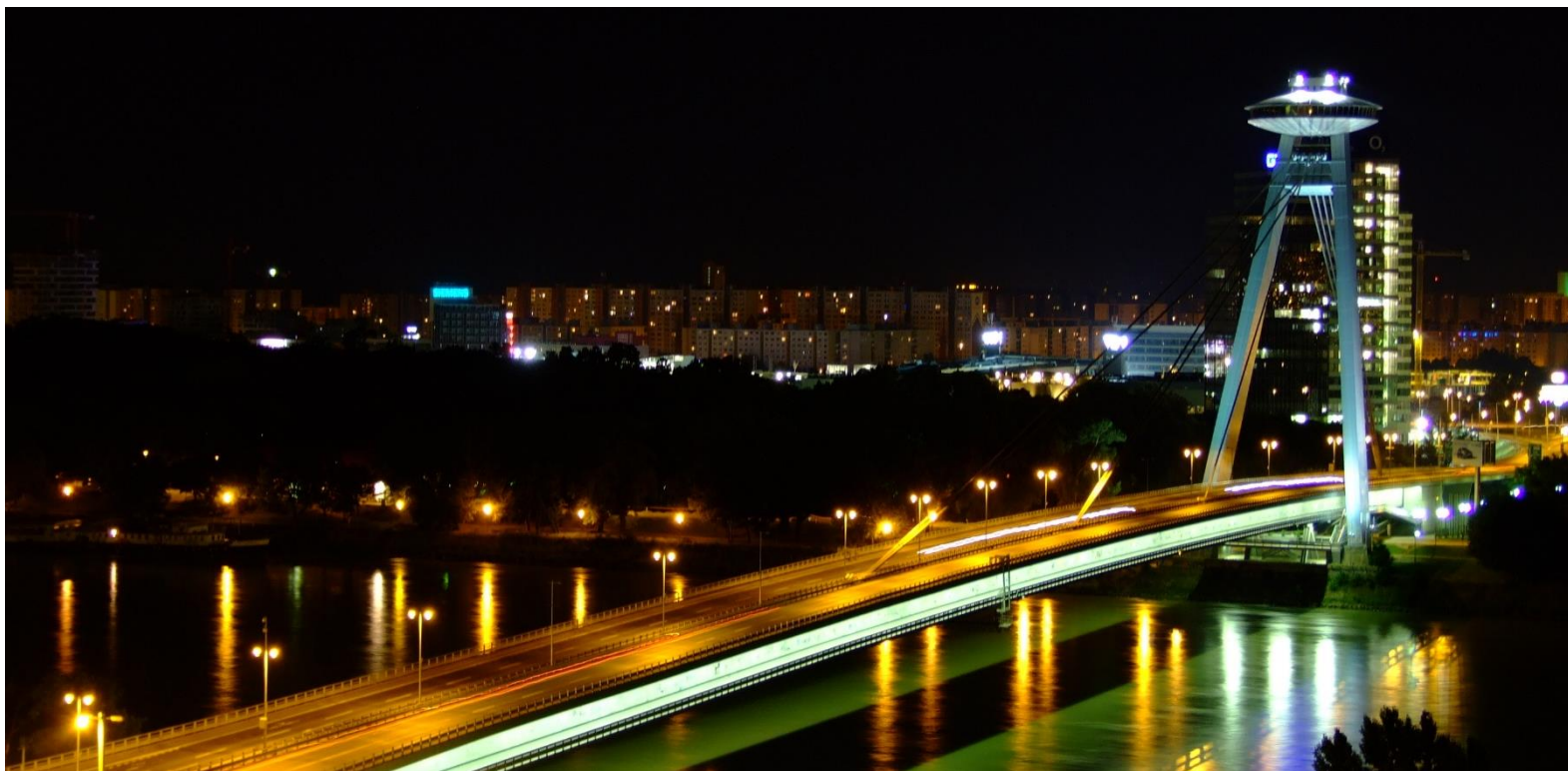
- Effective prevention of new and emerging risks requires timely and reliable information. This we get from external sources (EU-OSHA) and the experience gained during the labour inspections at the workplaces.

Effective prevention of new and emerging risks requires up-to-date and reliable information.

- Employers especially these from small enterprises do not pay proper attention to preventive measures, adapting working conditions of older workers, they do not perceive stress as a risk factor of work.

## What we want to reach through free vocational counselling and promotion?

- To persuade the employers that the healthy employee is beneficial for him – less absenteeism. Low staff turnover, zero accident rate and higher work efficiency
- The emphasis on safety – competitive advantages, for example employer visibility at the national level (Safe enterprise certificate, engagement in the activities of the National FOP of EU-OSHA – workshops, journalists exhibitions, etc.)



**Thank you for your attention!**

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