

Experiences of German OSH Strategy: *Labour Inspection Impact and Sustainability*

**International Conference on Occupational
Health and Safety:
From Policies to Practice
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OHS in Germany - Policy Goals

- **Ensuring and Improvement of Safety and Health at the Work Place**
- **Prevention of Occupational Accidents and Work-related diseases**
- **Humanisation of Work and Work Places**
- **New Quality of Work Initiative**

OHS in Germany

- “Joint German National OSH Strategy”

- **Main constituents**
 - Federal State Labour Inspection, Accidents Insurance, Federal Government
- **Strategic goals 2008-2012**
 - Accident Reduction (25%)
 - Reduction of MSE
 - Prevention of skin diseases
- **Statutory provisions for organisational structure**
 - National OSH Conference: planning, coordination, evaluation
 - Constituents plus social partners
 - National OSH Forum: exchange of experience, networking
 - All stakeholders
 - Federal State level of implementation

Joint OSH objectives 2008 - 2012

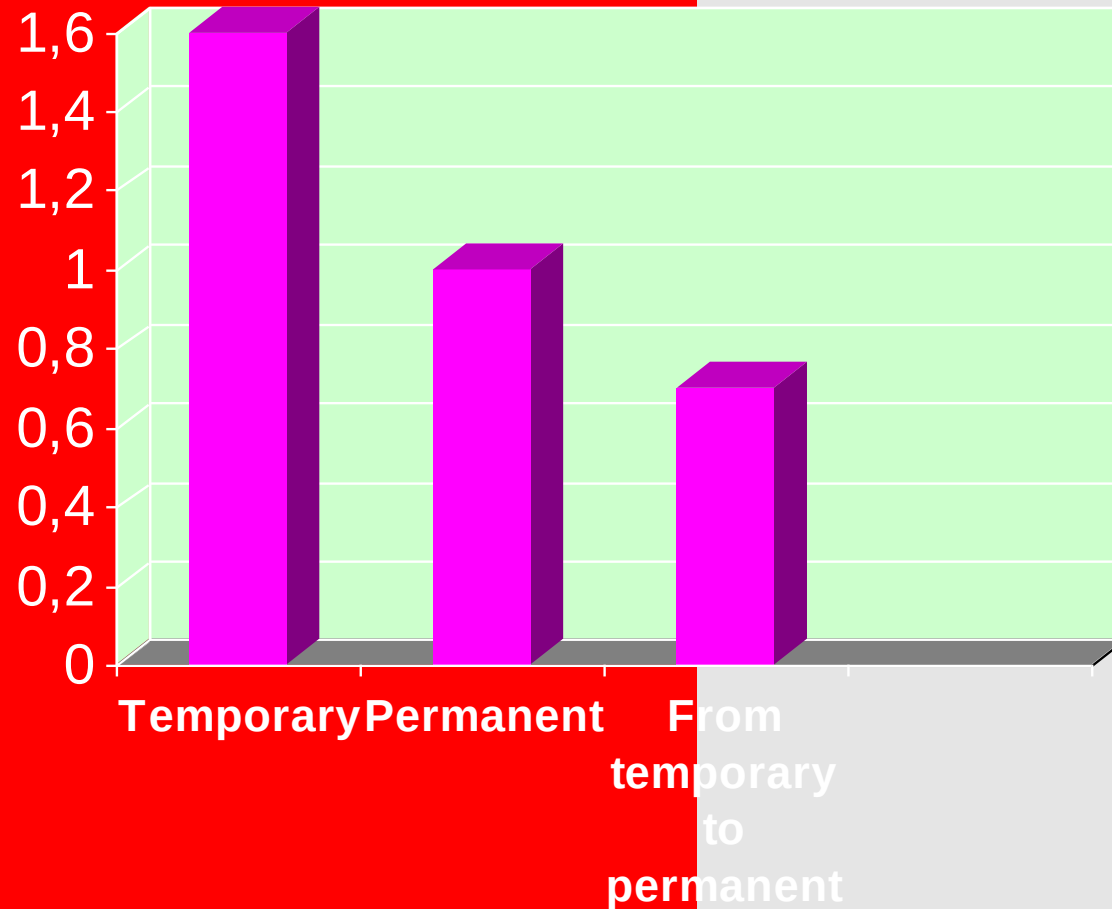
- Reduction of frequency and severity of occupational accidents* with special focus on
 - Construction and assembly works
 - Logistics and transport
 - Newcomers in the enterprise:
 - **temporary agency workers**
 - Reduction of frequency and severity of musculoskeletal workloads and disorders*
 - Reduction of frequency and severity of skin diseases
- *) Including reduction of psychosocial risks and promotion of a **systematic and integrative OSH management approach** in the enterprises*

Research on OSH for Temporary Workers

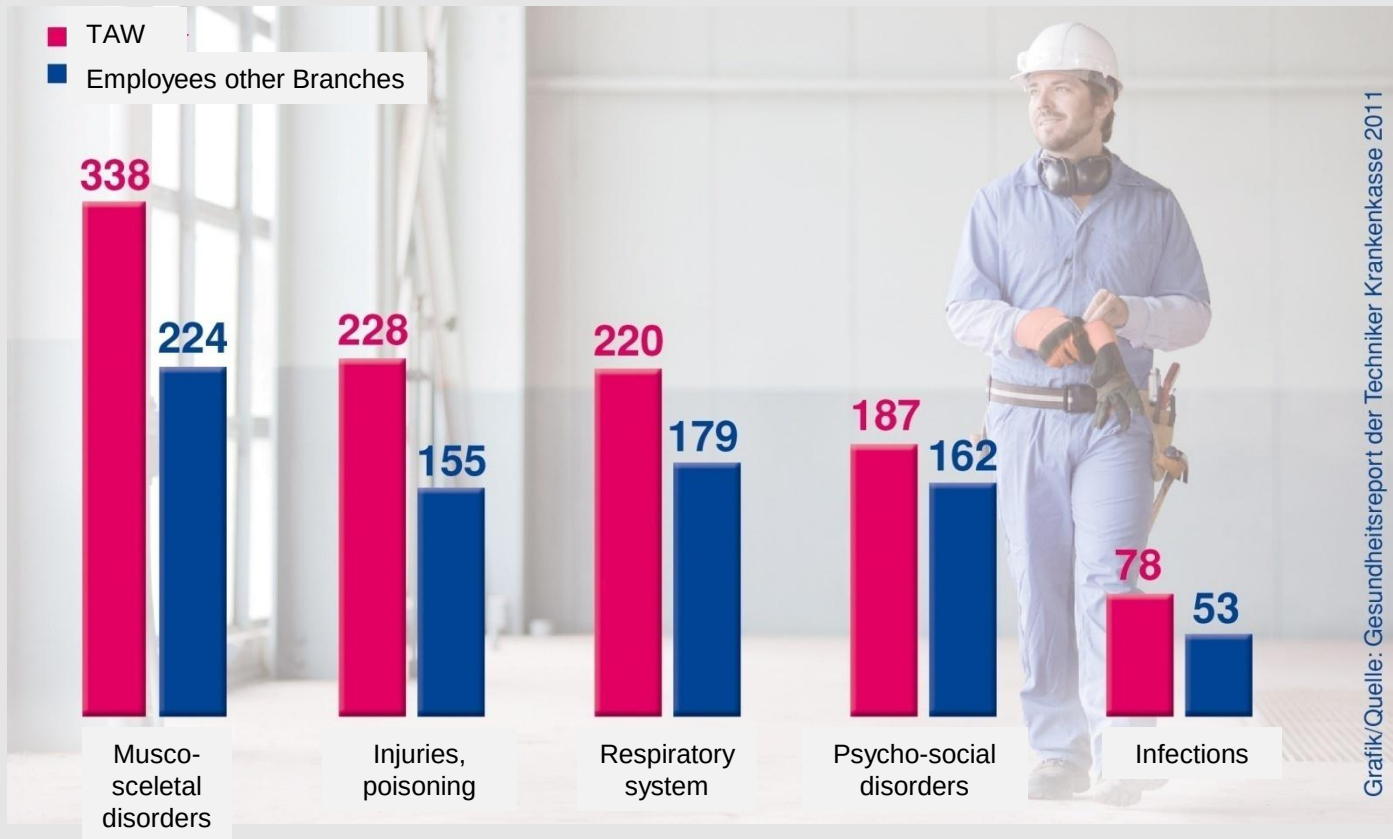
- Huuhtanen and Kandolin (1999):
 - 10-15 % higher rate of accidents for temporary workers in Scandinavian countries
- EU-OSHA, New Trends in Accident Prevention Due to the Changing World of Work (2002):
 - Higher risk for accidents due to precarious employment schemes
- Kivimäki et al. (2003):
 - Temporary employment associated with increased all-cause mortality
- Falk et al. (2011):
 - Significant association between negative health perception and cardiovascular health problems and unfair payment of employees

Mortality of temporary vs. permanent workers

(Source: Kivimäki et al. Am J Epidemiol 2003; 158:663-668; Rantanen 2008)

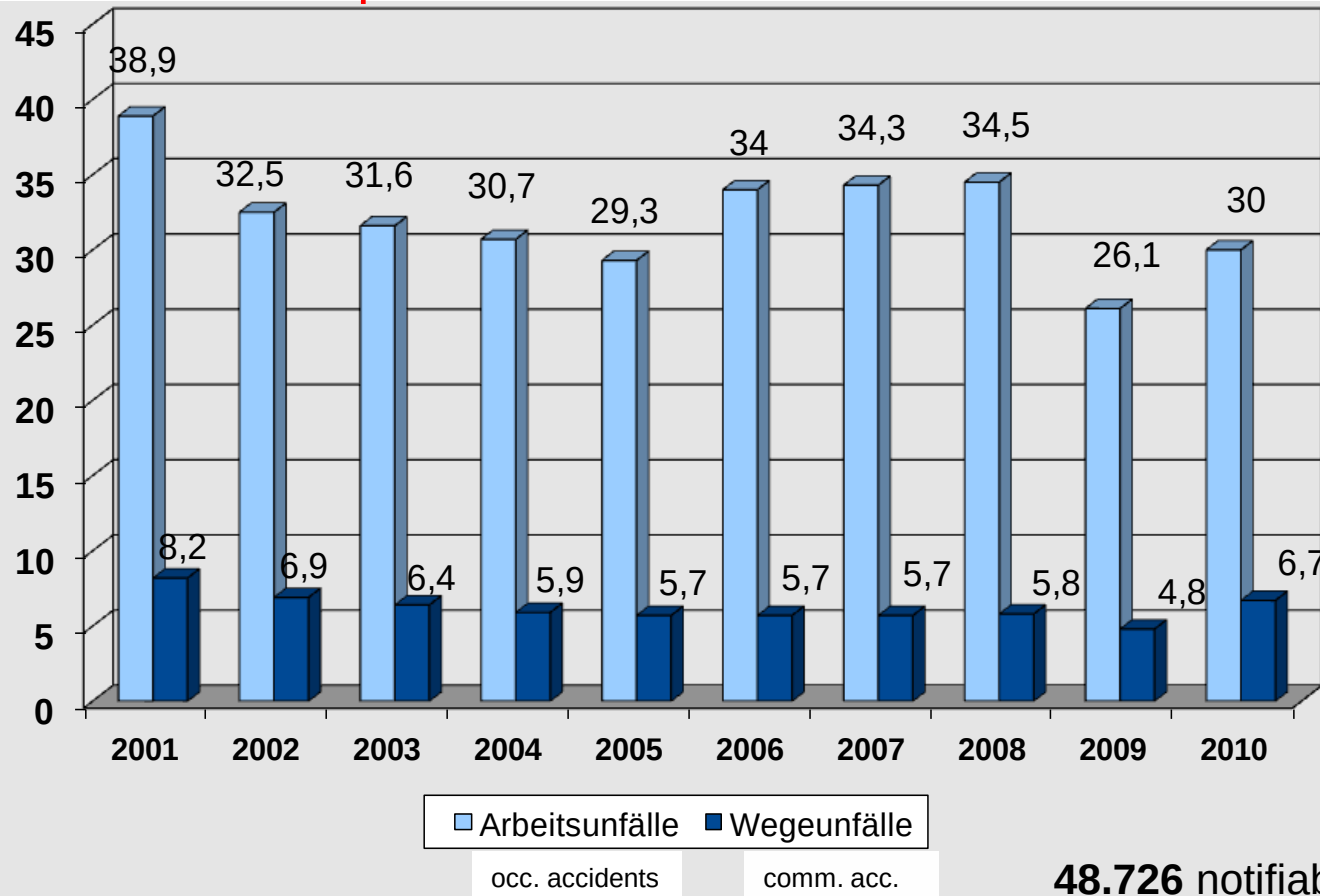


Diseases – Lost Days per 100 TAW/Employees (2010)



Occupational Accidents – Consequence of Neglected Health and Safety

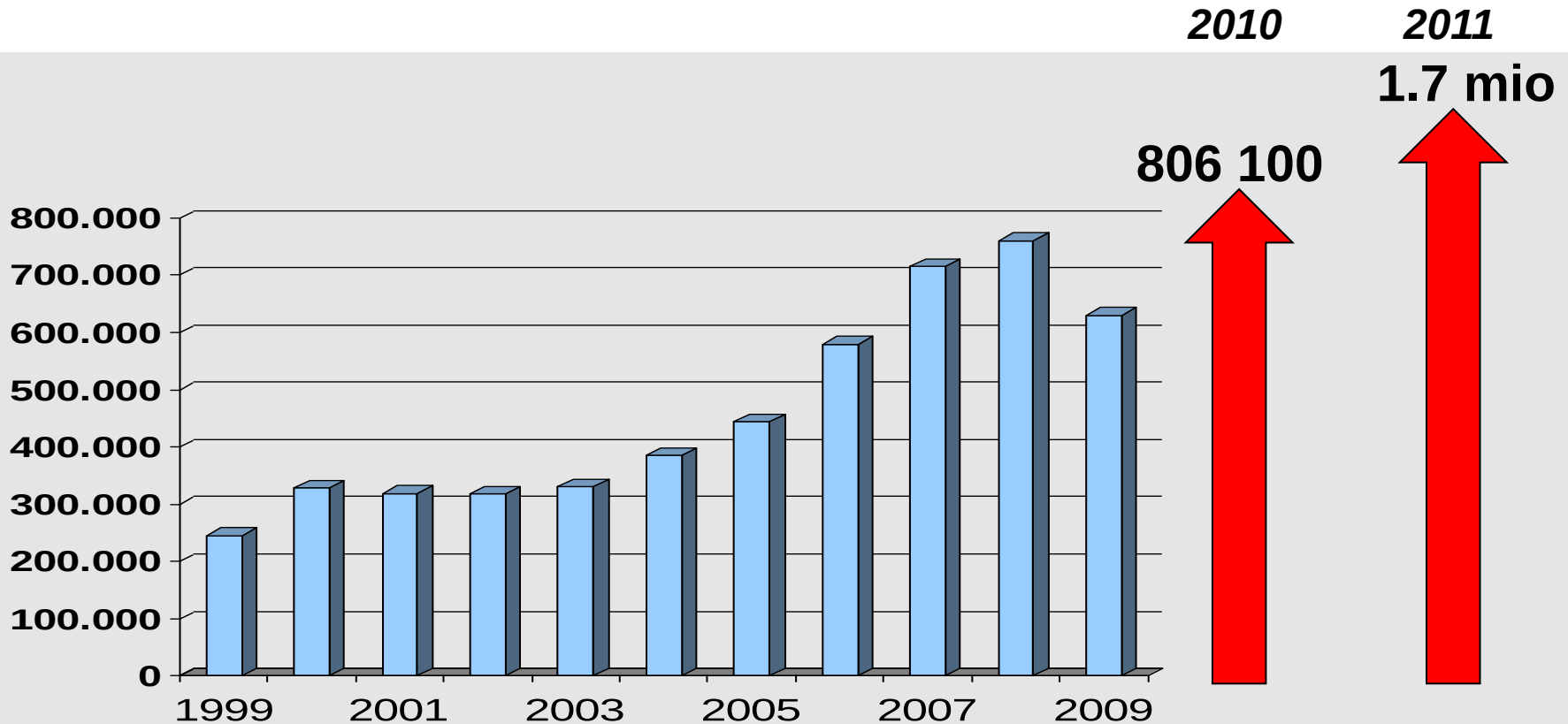
notifiable accidents per 1000 TAW



Quelle: VBG

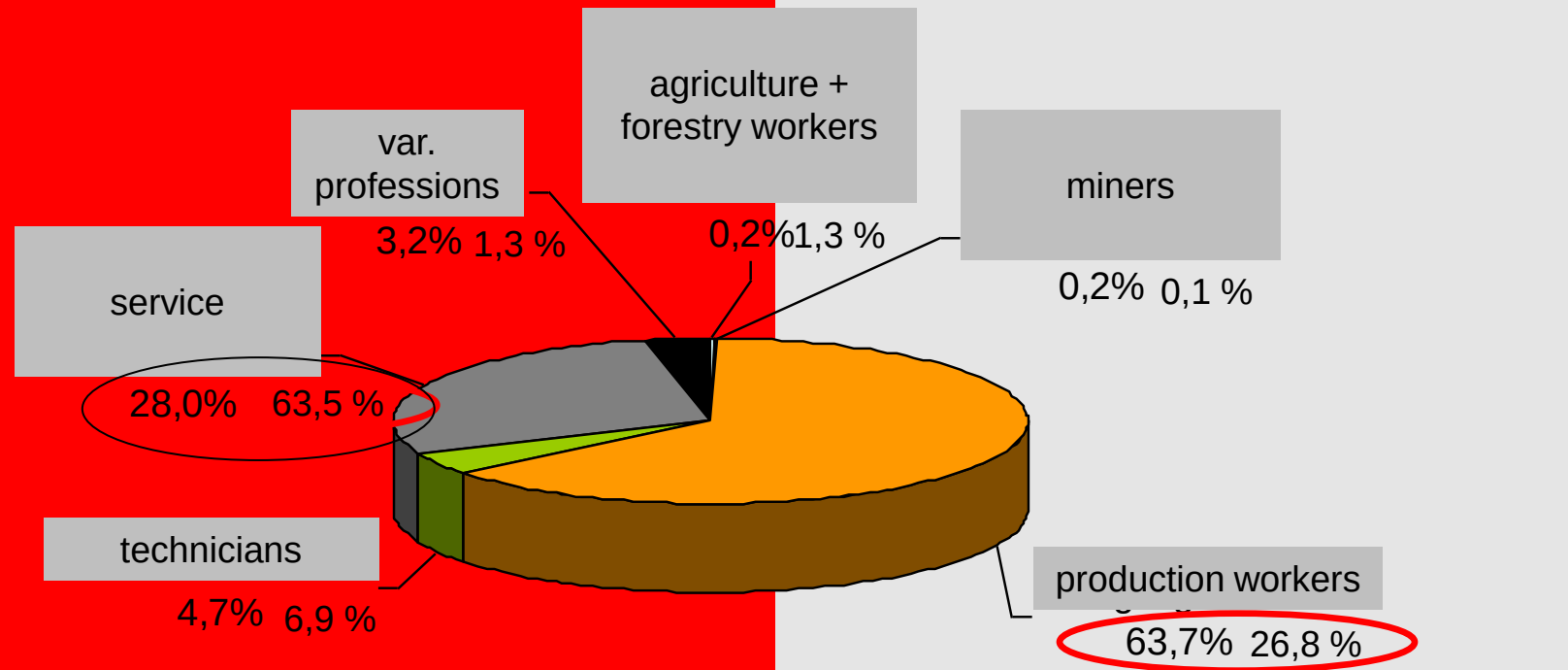
48.726 notifiable
accidents 2011
27,6 per 1000 TAW

Temporary Agency Workers (12 month average)



Quelle: Bundesagentur für Arbeit (bis 2008), IW-Zeitarbeitsindex (BZA) (2009)

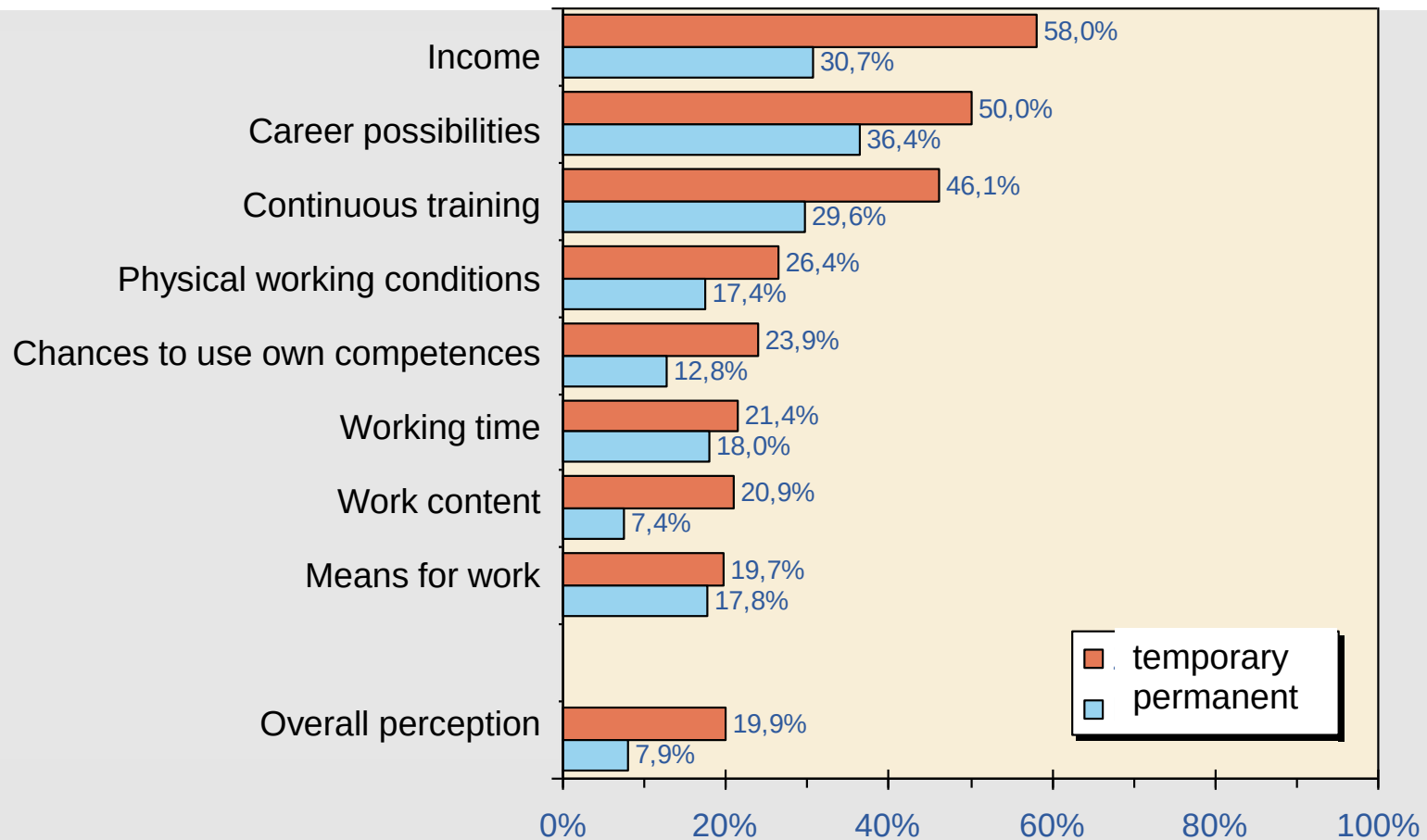
Professions in Temporary Agency Work



Proportion of working population

!!! Proportion of unskilled workers: 33,1 % vs. 2,0 % !!!

Discontent of Temporary Agency Workers



Quelle: BIBB/BAuA-Erwerbstätigenbefragung 2006

Working Conditions

Working Conditions	Temporary Work	Permanent Contract
Standing work positions	75,6 %	57,1 %
Constrained postures	18,7 %	15,5 %
Handling heavy loads	37,2 %	24,1 %
Noise	39,3 %	25,2 %
Cold, heat, humidity, ...	28,3 %	22,1 %
Oil, grease, dirt, ...	21,6 %	19,3 %
Highly predetermined work processes	39,4 %	31,9 %

Number and Duration of Temporary Work Contracts (Germany 2008)

up to 1 week	9,8%	115.045
1 week to 3 month	42,2%	493.245
	52,0 %	
3 months and longer	48,0%	561.847
		1.170.137

Quelle.: Bundesagentur für Arbeit

Joint German OSH Strategy

National Campaign: OSH in Temporary Agency Work

❖ Starting Point:

- Increasing occupational accidents:
 - 2007: 51.000 notifiable accidents in TAW
- Increase in fatalities
- Increasing accident rate:
 - 2005: 29/1000 temporary agency workers
 - 2007: 34/1000 temporary agency workers
 - equates to 60-70/1000 full-time-workers equivalents
- Doubled risk compared to
 - general business with 27/1000 full-time-workers equivalents

Goal: Maintenance, Improvement and Promotion of Workplace Health and Safety of Temporary Agency Workers

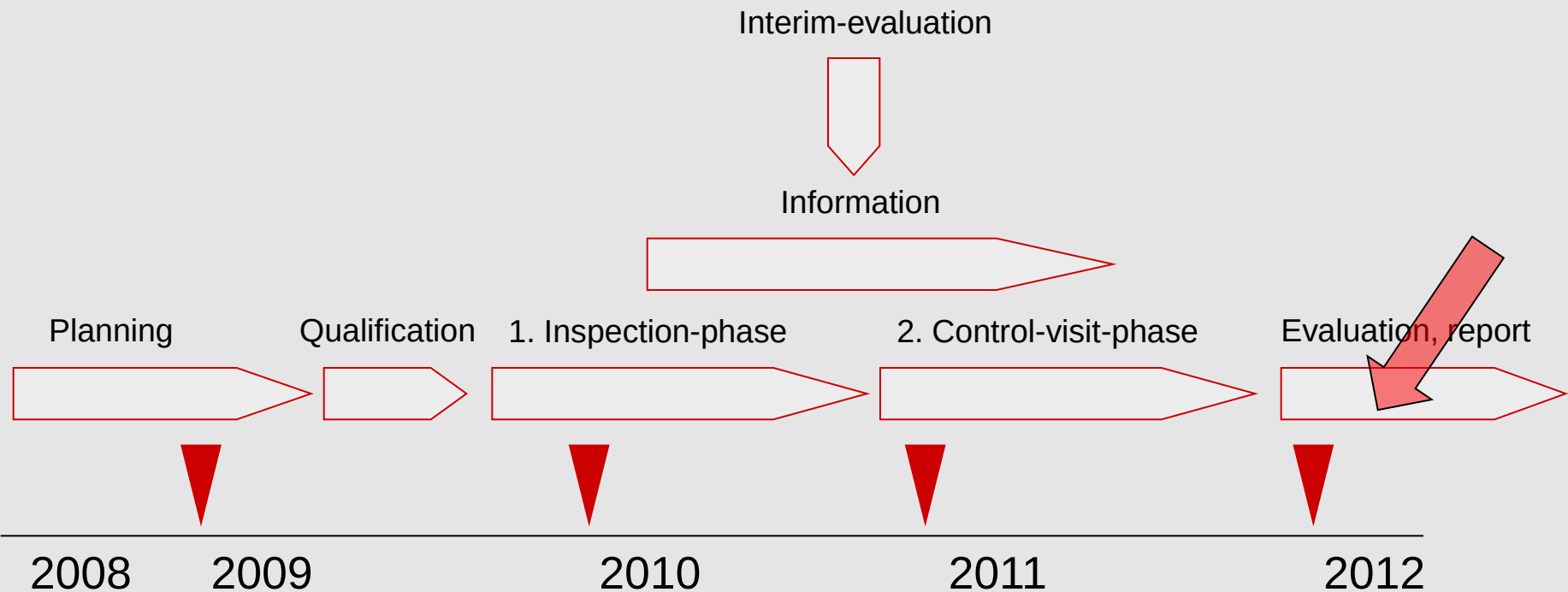
Achievements planned

- ✓ Reduction of occupational accidents, contributing to the European OSH Strategy
- ✓ Improvement of workplace risk assessments in companies of TAW-deployment
- ✓ Prevention through better work organisation and OSH-management
- ✓ Increase in information and knowledge of all actors in the field

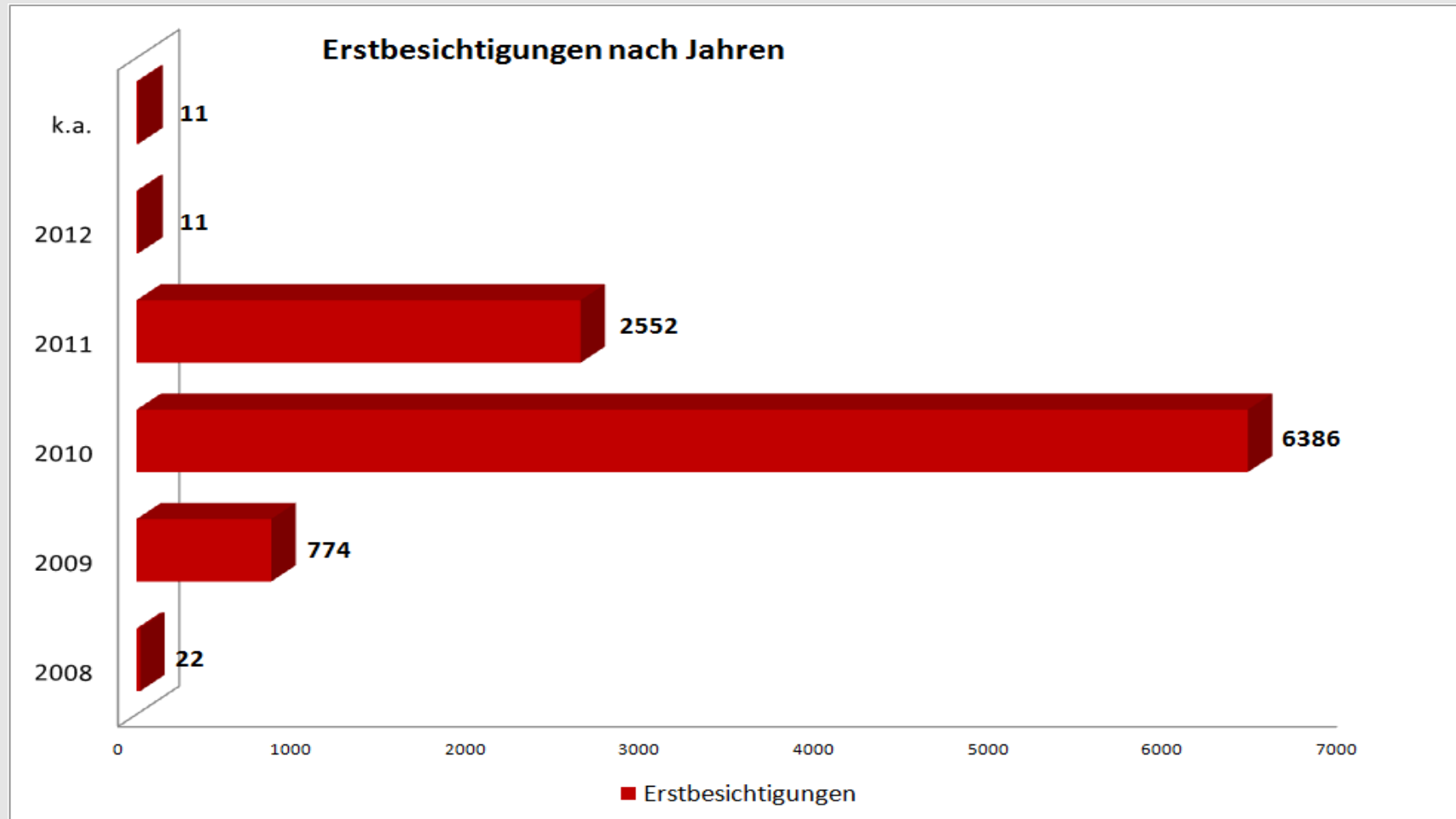
Project Plan

1. Labour Inspection visits in 10 000 (10 %) enterprises with law-deployment
2. Control visits after 1 year in enterprises with low OSH-performance

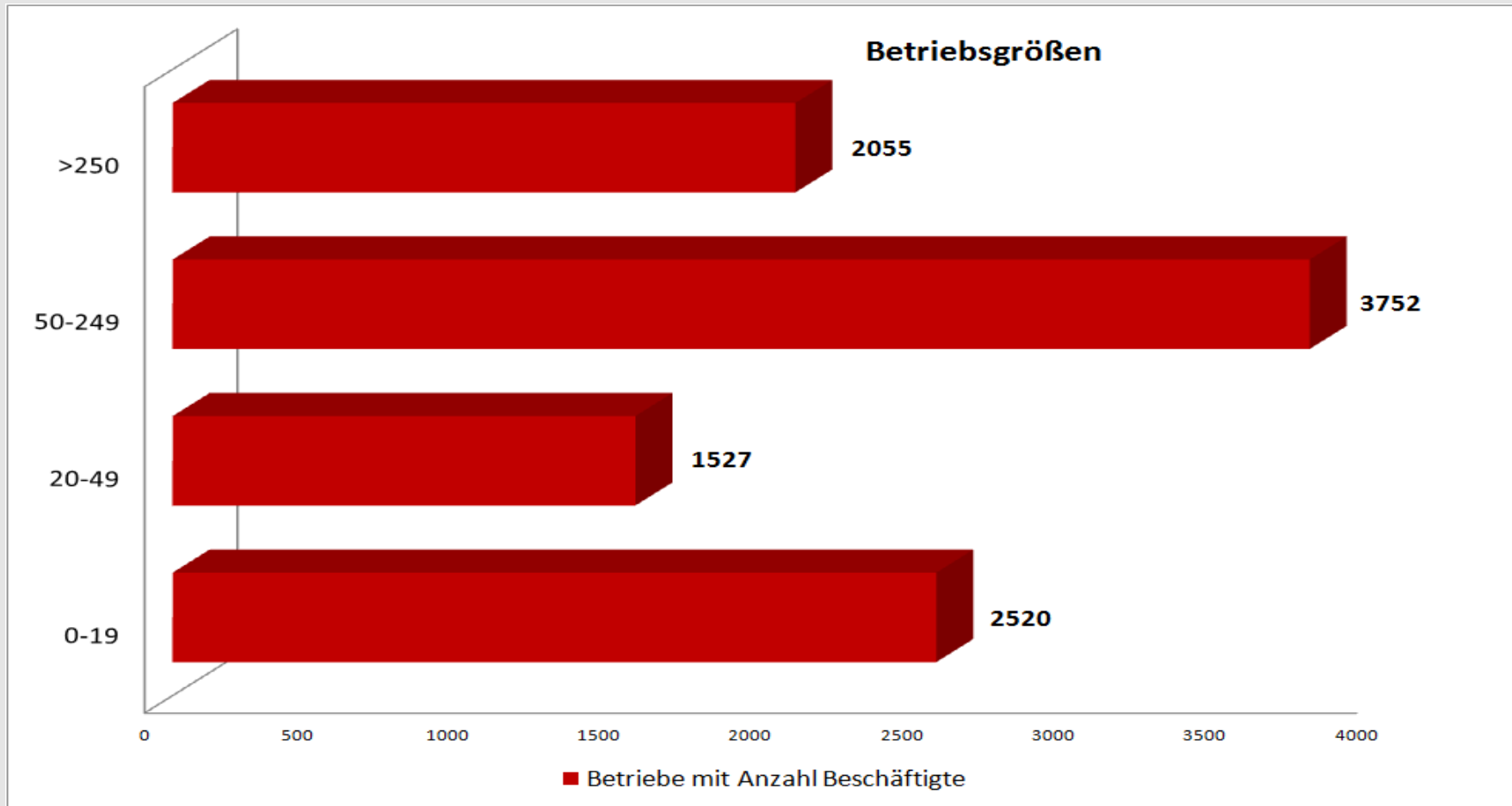
→ a “bad third” envisaged



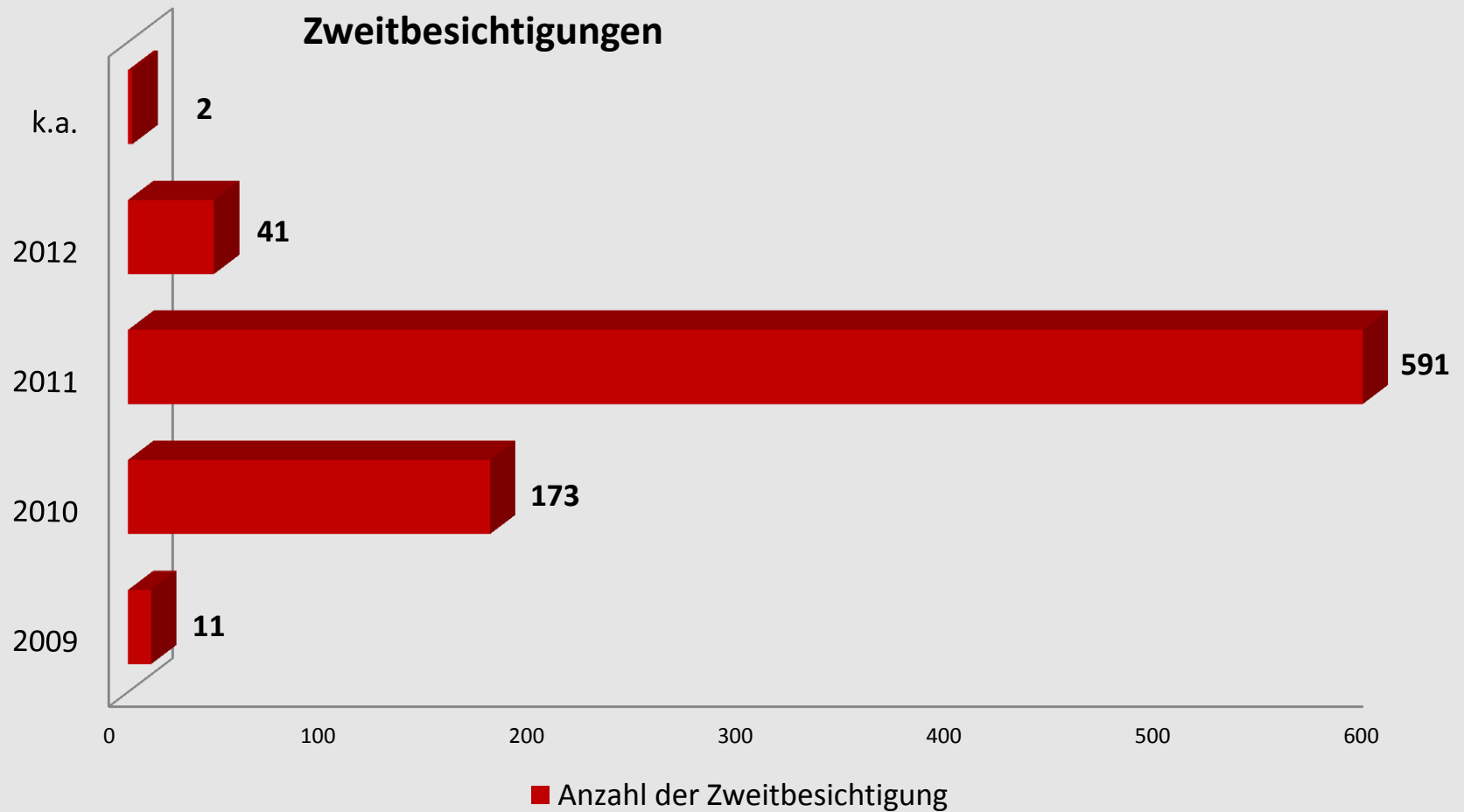
Inspection Visits



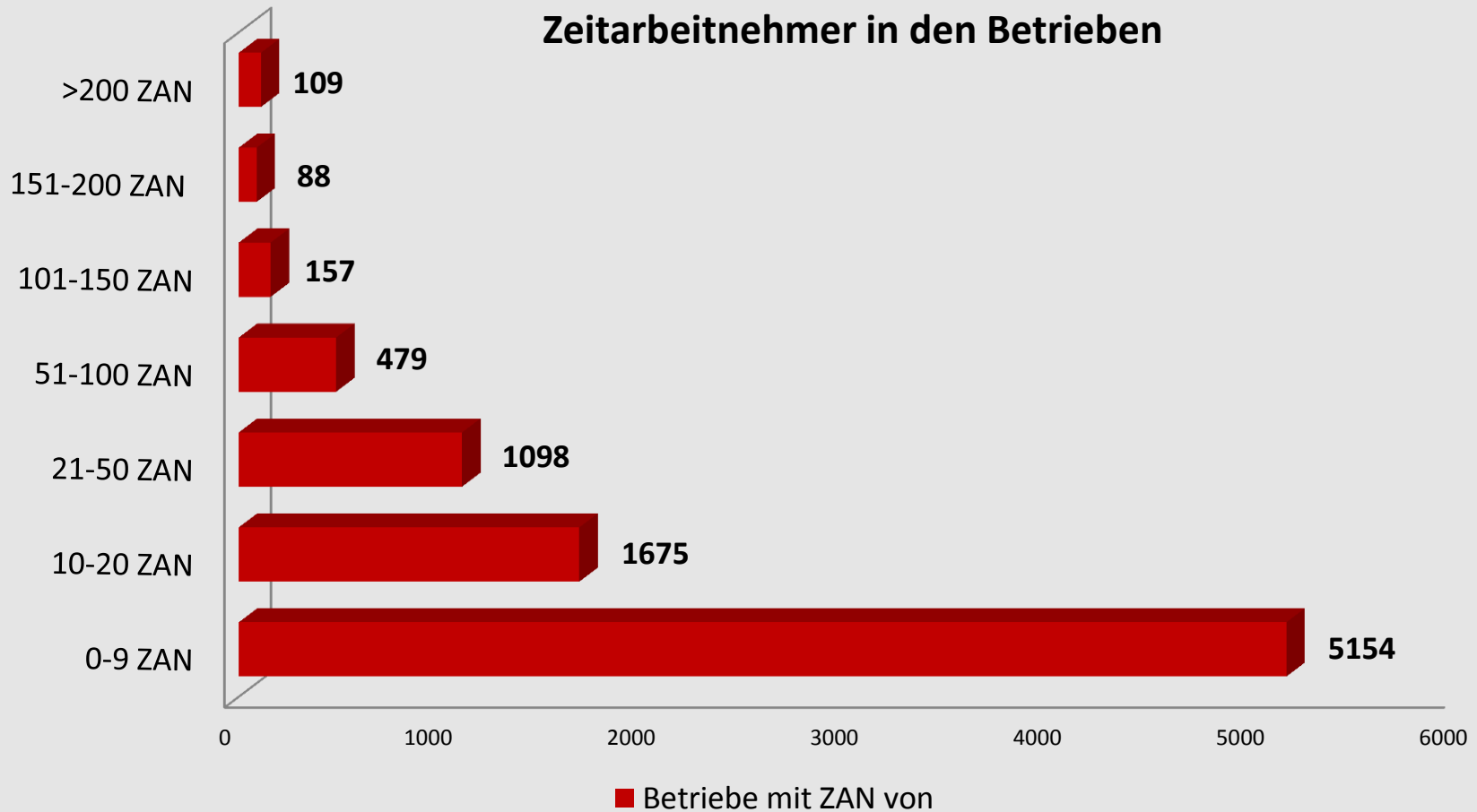
Company Size



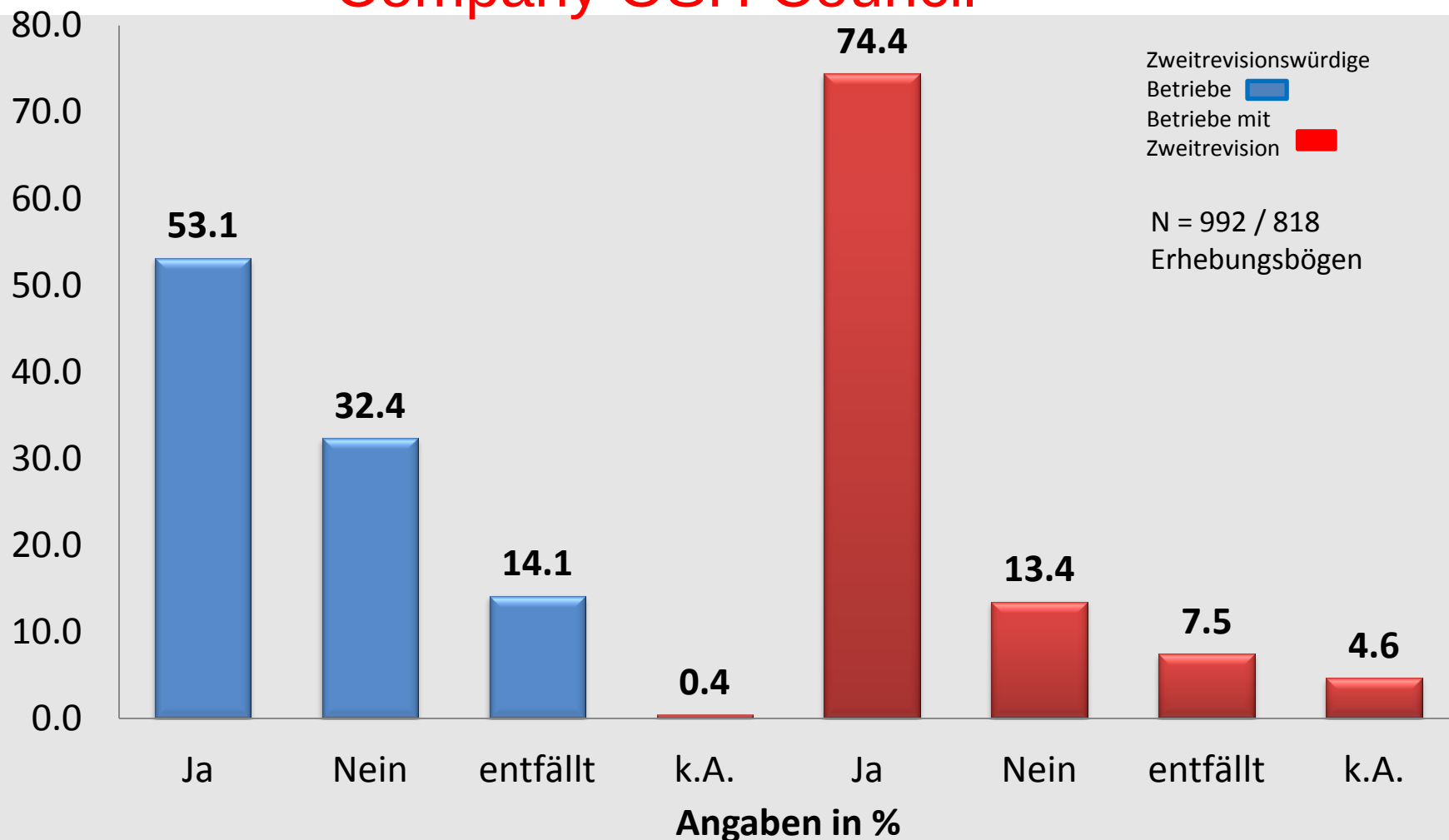
Control Visit



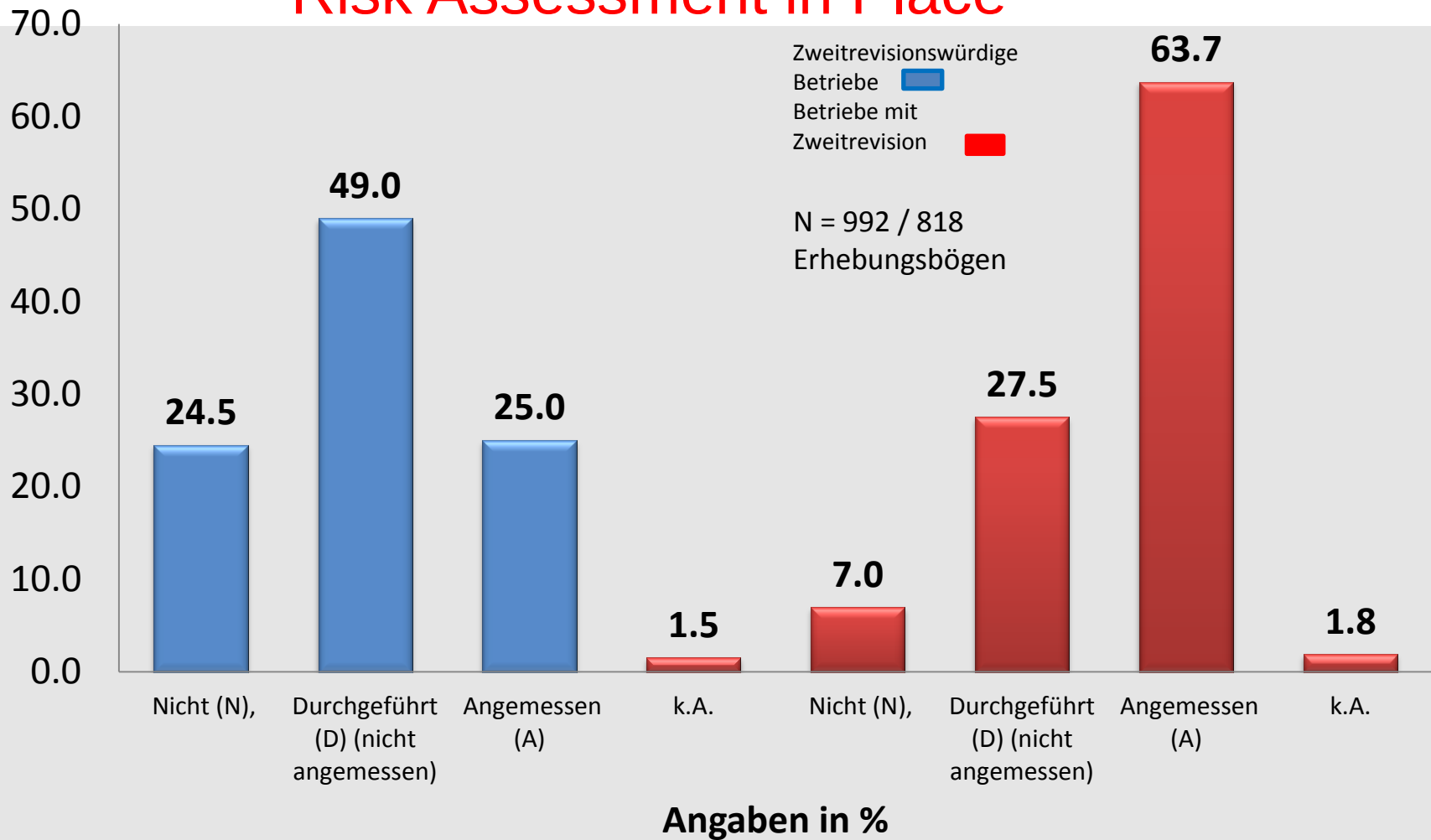
Temporary Agency Workers at Work



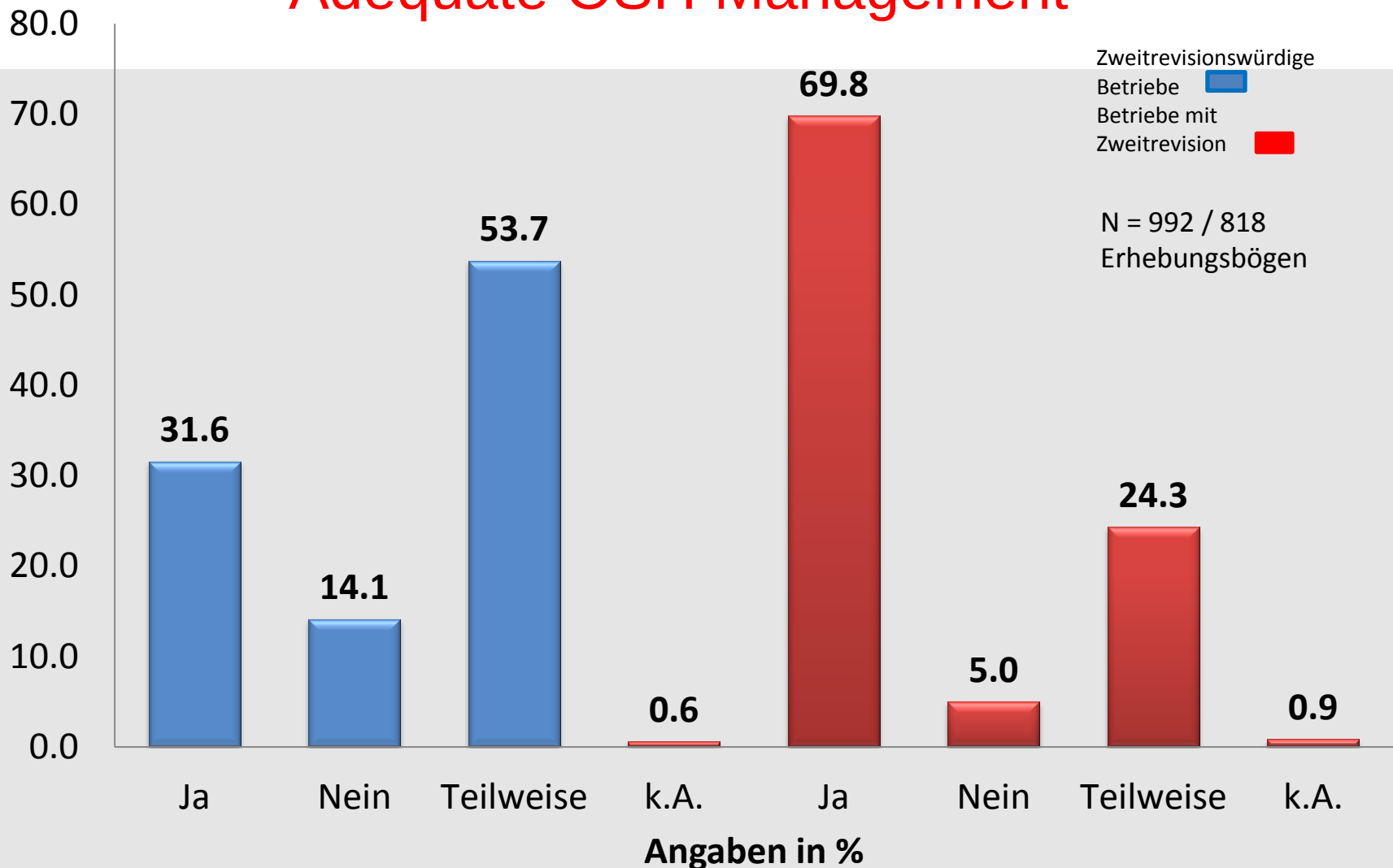
Company OSH Council



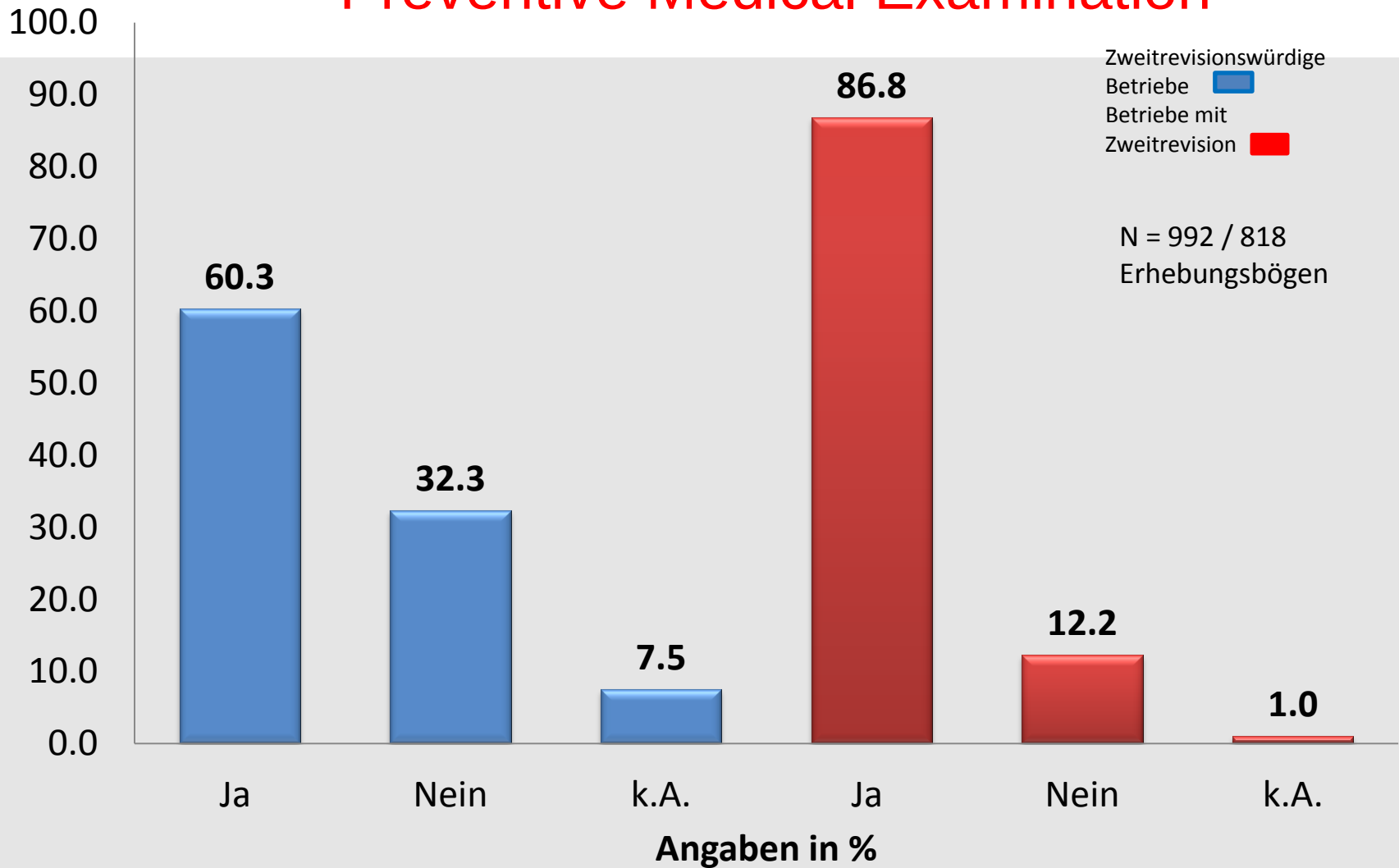
Risk Assessment in Place



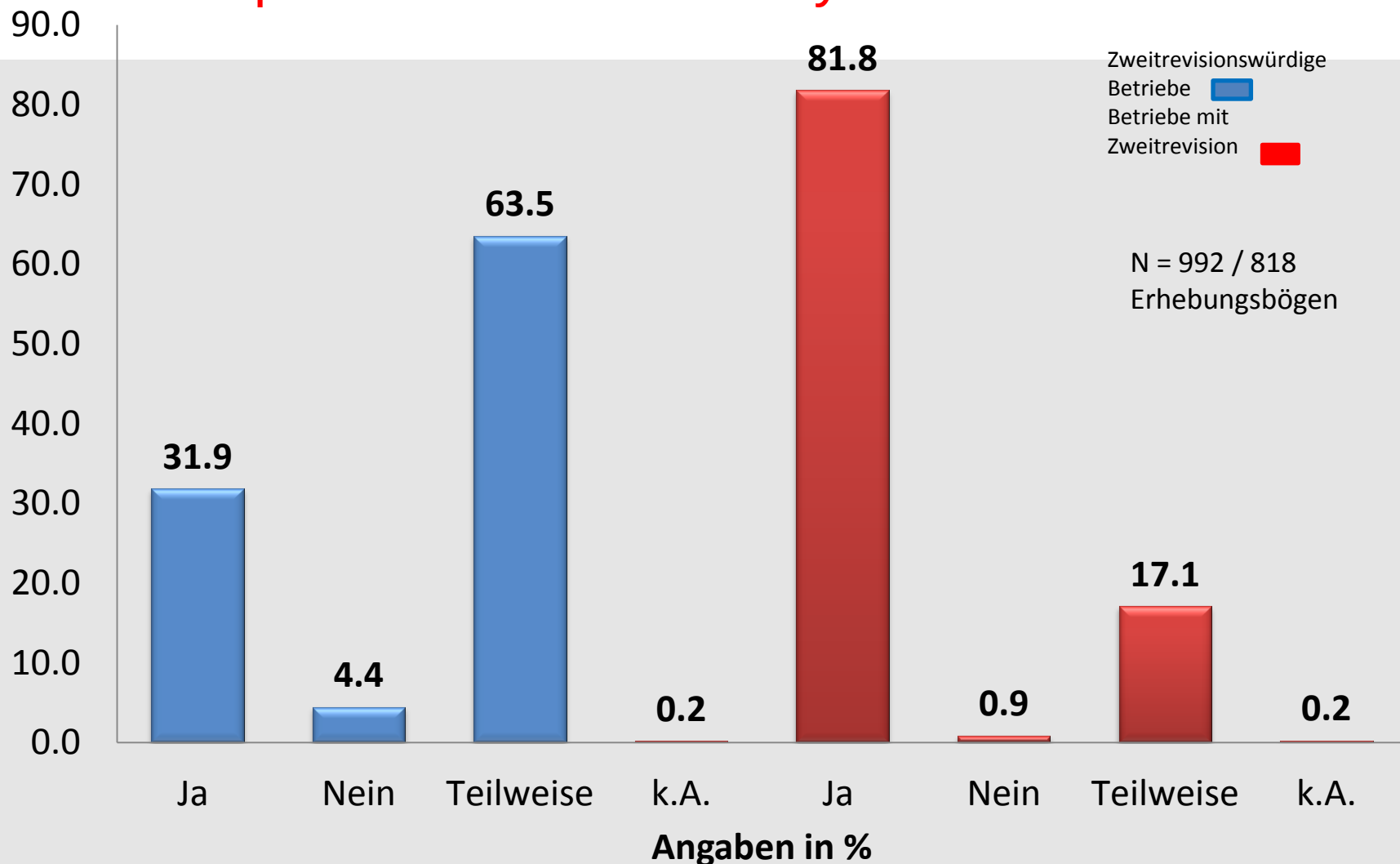
Adequate OSH Management



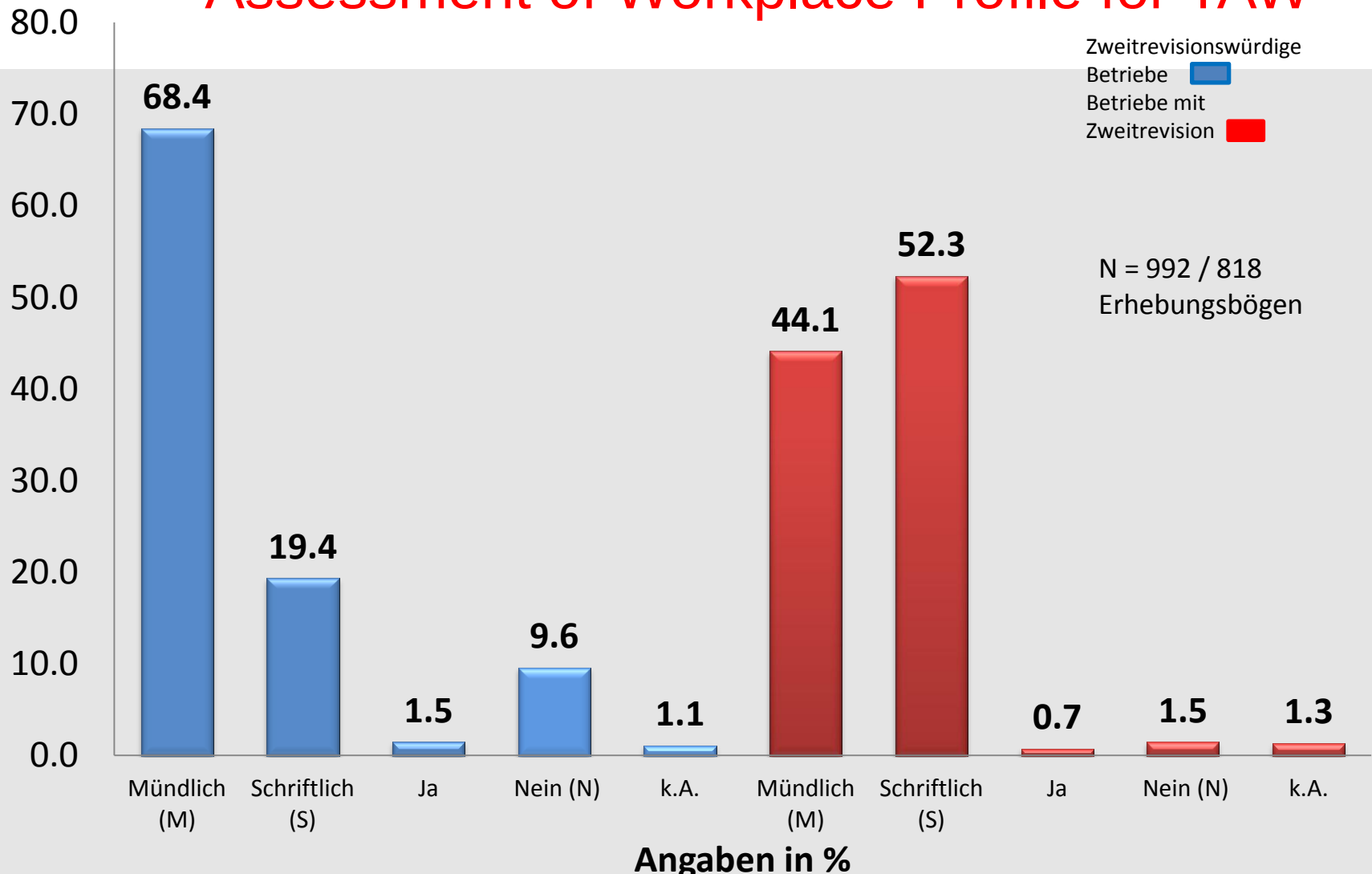
Preventive Medical Examination



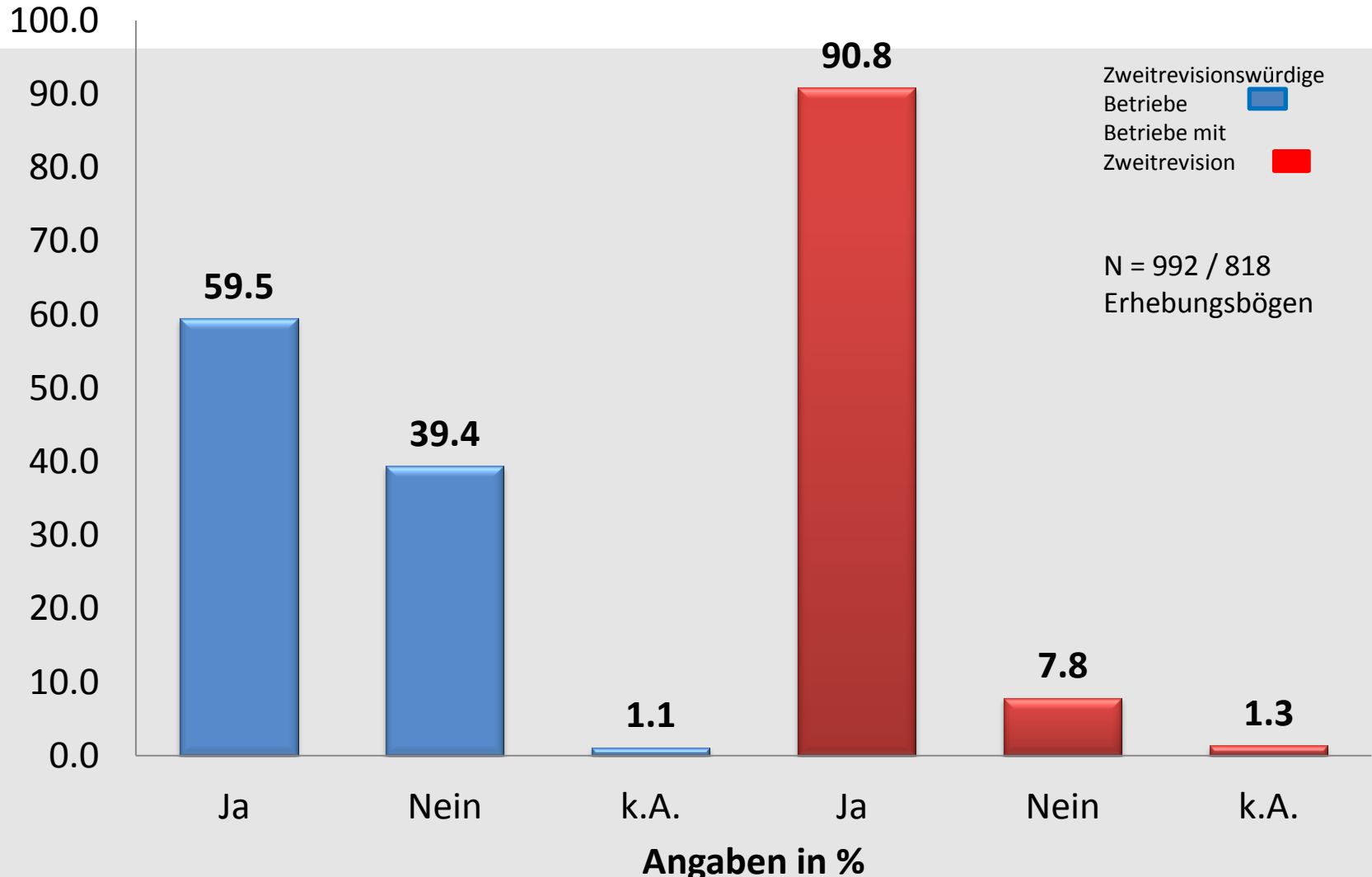
Adequate Health and Safety Measures



Assessment of Workplace Profile for TAW



OSH Provisions in TAW Contract

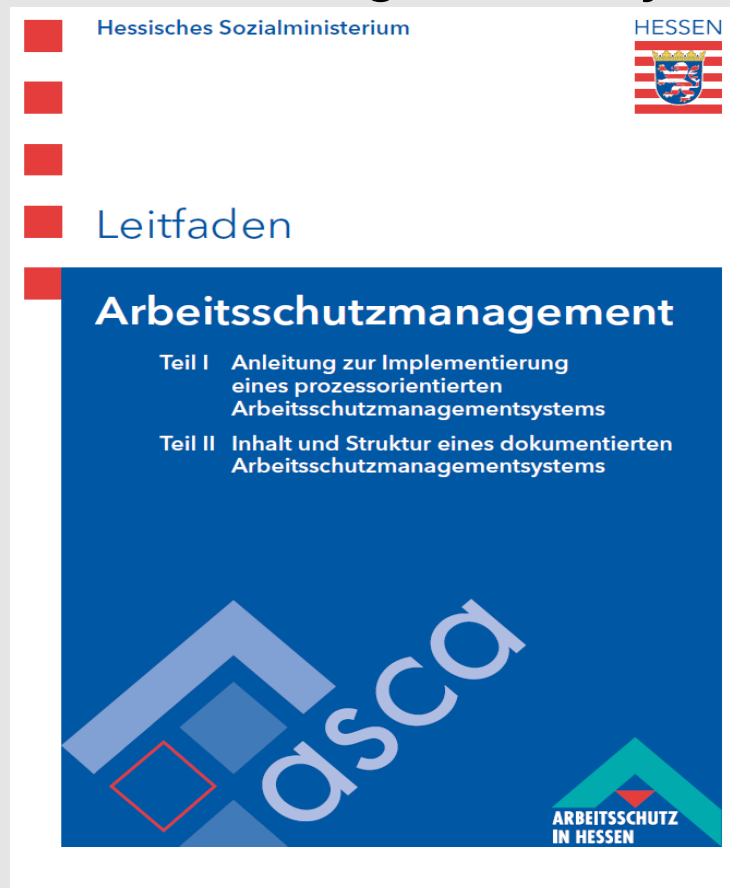


Programme-Impact

- ? Reduction of occupational accidents
- ✓ Increase in adequate workplace risk assessments
- ✓ Reduction of infringements
 - ✓ OSH measures
 - ✓ OSH management
 - ✓ Working environment
- ✓ Improved co-operation between temporary workers agency and operative enterprise

Transposition of National Guideline into a practical management-concept:

ASCA-OSH-Management-System



ASCAsys – Instrument and Procedure

ASCAsys-Elements

- 1-1 statutory obligation to manage OSH
- 2-1 Regulation and procedures for risk assessment
- 3-1 Monitoring of legislation and management of OSH standards
- 3-2 Qualification for OSH
- 3-3 Provision of workplace and workers instructions
- 3-4 Involvement of specific experts and responsible persons
- 4-1 Delegation of tasks, competences, and responsibilities
- 4-2 Supervision of compliance with assigned tasks and duties
- 5-1 Organisation of first-aid and emergency measures

Scope:

- pro-active and re-active inspections
- Independence from branch and company-size
- Stationary worksites

Inspection procedure:

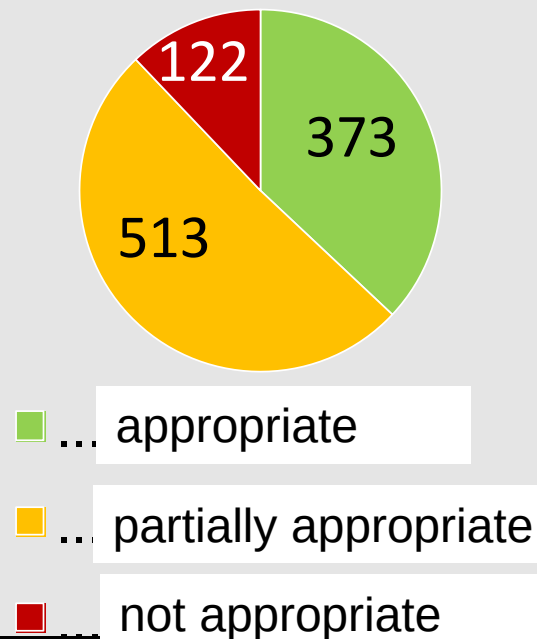
- Pre-information (from inspectorate's register)
- On-site-inspection of work-places
- Interviews and meetings with employer, line management, OSH experts, workers' representatives
- Concluding meeting

ASCAsys – Results 2011

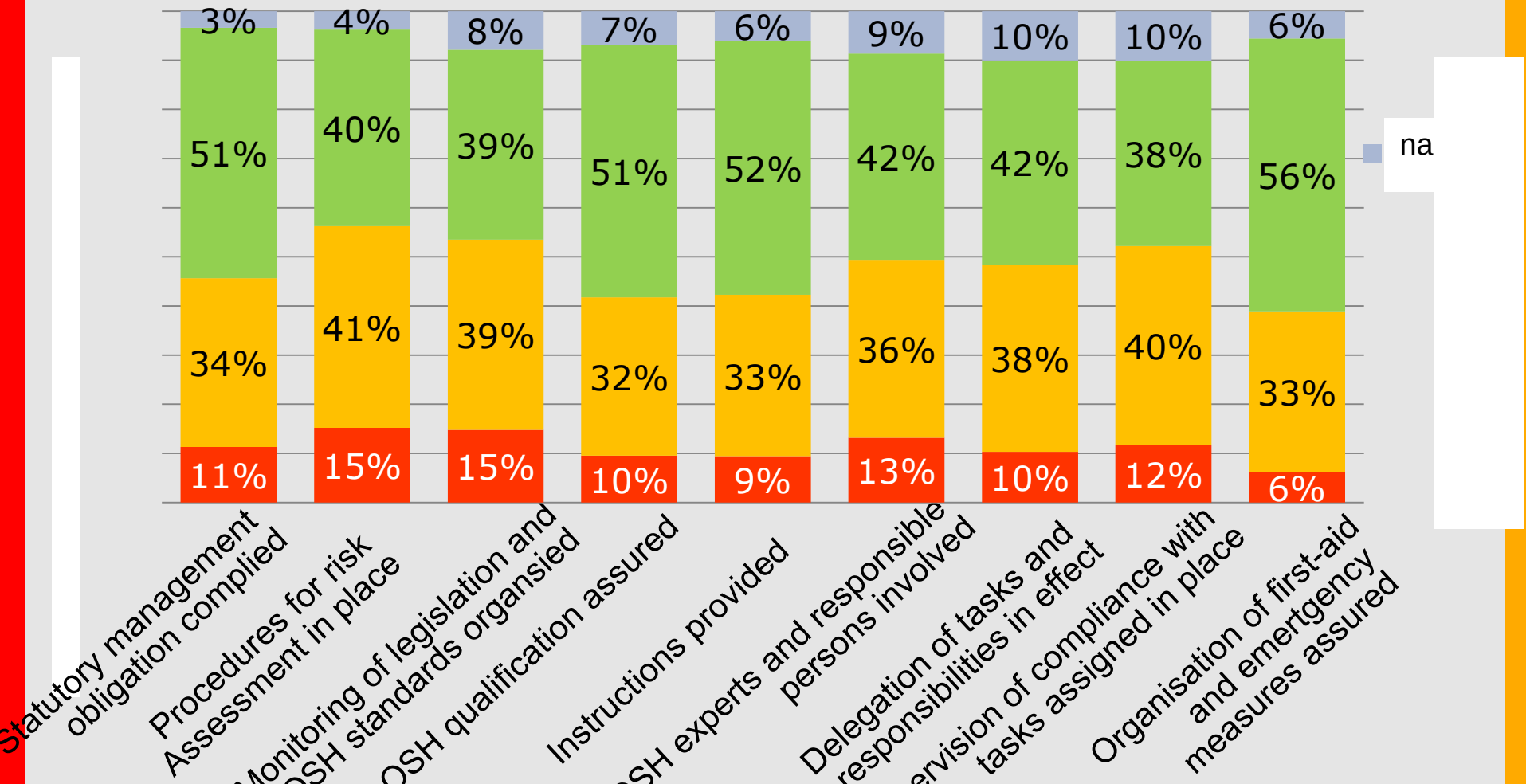
▶▶ ASCAsys applied in 1008 Enterprises

▶▶ Evaluation:

The OSH management is...



ASCAsys – Results 2011



Impact Evaluation

- ➔ improved value of OSH for executive management
- ➔ improved cooperation of line management with OSH experts and workers' representatives
- ➔ improvements in definition and assignment of tasks and responsibilities
- ➔ systematic OSH activities
- ➔ indepth knowledge on OSH
- ➔ higher safety standards
- ➔ up-to-date documentation

Factors for Sustainability

- ➔ „Good health is good business“ policy
- ➔ Culture of improvement and change management on OSH
- ➔ OSH Know-how on site
- ➔ Good practice of cooperation of all internal actors and external stakeholders
- ➔ Competence to actively gain information and knowledge from all relevant sources
- ➔ Credibility and competence of labour inspectors and Labour Inspection Service
- ➔ Impact orientation of labour inspection policy

Thank you for your attention!