



The role of the European Commission in Health and Safety and actions to assist Micro and Small and Medium Enterprises.

Safe and healthy work- a road to success.

»ProZDRAV2«

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Structure of the presentation

Part 1

Policy making and SME's

Part 2

OSH Ex-post evaluation

Part 3

OSH and SME's (what's in it for me?)





Part 1
Policy making and SME's





Opening up policy making

*"EU policies should (...) be inclusive, based on full transparency and engagement, **listening to the views of those affected by legislation so that it is easy to implement.** We should be open to external feedback and external scrutiny to ensure we get it right."*





Better regulation sets out to ensure:

- decision-making is open and transparent
citizens and stakeholders can contribute throughout the policy and law-making process
- EU actions are based on evidence and understanding of the impacts
- regulatory burdens on businesses, citizens or public administrations are kept to a minimum





Strengthening preparation

The Commission is assessing the expected and actual impact of action at every stage of the decision-making process.

Extensive planning and analysis is carried out before taking action, for example before proposing a new law, or when evaluating how well laws are performing.

Improving consultation

The Commission is improving and increasing opportunities to contribute throughout the policy and law-making cycle. Interested citizens and stakeholders can **share their views**



Integrated Guidance - Better Regulation guideline

- **Single guideline** that covers the entire policy cycle and links the phases better together
- **Web-based "Tool box"** with operational guidance for practitioners

http://ec.europa.eu/info/strategy/better-regulation-why-and-how_en

Available in all official languages





TOOL #19: THE "SMETEST"

SMEs need to be taken into consideration in each of the analytical steps of better policy making.

An 'SME test' has been developed and comprises four steps:

- (1) Consultation of SME stakeholders;*
- (2) Identification of affected businesses;*
- (3) Measurement of the impact on SMEs;*
- (4) Assessment of alternative mechanisms and mitigating measures.*

http://ec.europa.eu/smart-regulation/guidelines/tool_19_en.htm





Listening – more feedback from stakeholders

Regulatory Fitness (REFIT) Stakeholder Platform:

- Government experts and stakeholders (business, trade unions, NGOs)
- Prompt and assess REFIT suggestions
- Commission or Member State: **act or say why not**
- Chaired by the First Vice-President and Deputy Secretary General

"Have your say – lighten the load"





'Small Business Act'.

*It aims to improve the overall approach to entrepreneurship, permanently anchor the '**Think Small First**' principle in policy making and to promote SMEs' growth by helping them tackle the remaining problems which hamper their development.*

Legislation, administrative rules and procedures should be simple, easy to understand and to apply. SMEs' interests should be taken into account at the very early stages of policy making in order to make legislation more SME friendly.

https://ec.europa.eu/growth/smes/business-friendly-environment/small-business-act_en





Part 2

OSH Ex-post evaluation





Ex-post evaluation OSH - general

First **Five-yearly** exercise under the OSH Framework Directive 89/391/EEC.

Covers period 2007 to 2012.

Evaluation of 24 EU Directives on health and safety at work according to **relevance, effectiveness, coherence.**

Commission report by the end of 2015





Ex-post evaluation – main elements for final Commission report

National implementation reports

Independent study by an external consortium – delivered June 3rd 2015

Feedback from other actors

Commission's own experience with Directives





Ex-post evaluation – external contractors main tasks

Task 1 : Mapping of the practical implementation.

Task 2: Evaluation according to the criteria of relevance, effectiveness and coherence.

Task 3 : Recommendations.





Ex-post evaluation – actors involved

Advisory Committee for Safety and Health at Work (ACSH)
Working Party on Evaluation of OSH Directives.

Inter-Service Steering Group (ISSG) with representatives from Commission DGs, the European Agency for Safety and Health at Work (EU-OSHA) and the European Agency for Improvement of Living and Working Conditions (Eurofound).

All deliverables of the study are discussed in detail within ACSH and ISSG.





Conclusions of ex-post evaluation

EU Framework directive (89/391/EEC) is well balanced and fit for purpose. It covers all risks, workplaces and workers (except domestic servants) and remains largely relevant.

Individual directives specify in more details how to deal with certain hazards, or work areas. They play an important role in guiding employers and inspectorates in their enforcing and advisory roles.





Some issues:

Relevance: *some outdated provisions have been identified and general question on how to make legislation adaptable to new scientific developments.*

Personal scope: *how to better cover vulnerable workers, self-employed and domestic servants.*

Material scope: *challenge of certain risks, psychosocial risks and musculoskeletal; complex nature makes a legislative response difficult.*





What is the main challenge?

All parties identified compliance by small and micro enterprises.

- **Some evidence burdens derive from national implementation and enforcement.**
- **Stakeholders not in favour of overhaul as this would result in business uncertainty and more complex transposition and implementation measures instead of addressing the real challenge.**





Commission approach will be defined.....

In a policy communication by the end of 2016 to set out the main principles of a modern EU OSH policy and legislation.

In a comprehensive Staff Working Document summarising the ex-post evaluation.

In a proposal for a second batch of limit values for exposure to carcinogens





Part 3

OSH and SME's (what's in it for me?)





Accidents and ill-health hinder economic growth.

28% of workers think their jobs is a threat to their health and safety (EWCS)

73% of accidents led to at least 1 day absence

22% led to a 1 month absence

100 000 accidents led to permanent incapacity

495 million lost working days due to accidents and work-related health problems





Beyond the workplace.....

Other groups are affected either directly or indirectly:

Society: public or collective funds (sickness benefits or pensions), healthcare systems, insurance companies

Company: OSH services, management, shareholders, customers, other companies

Individuals: workers family, friends





Who pays for the accident?

Uneven distribution between groups:

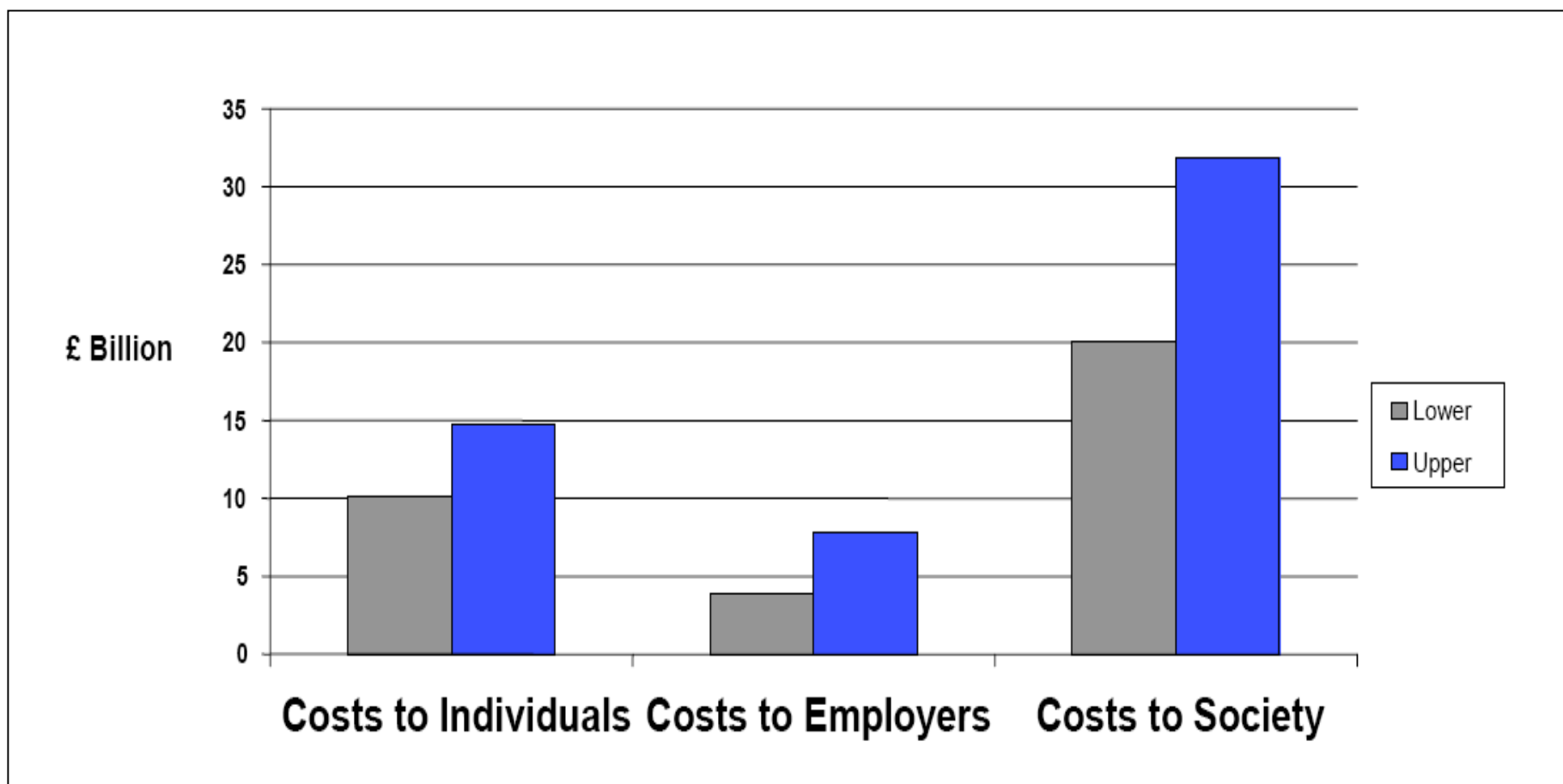
Society bears the largest part, followed by individuals.

Employers bear smallest part.

Employers therefore have weaker incentives to reduce OSH risks.



Relative costs to different groups





Examples of shifted costs

Victim's lost wages (current and future), medical expenses

*Victim's household in nursing and recuperation
Lost household production of victim*

Productivity, exit from labour market





OSH pays, but for who?

Preventing occupational accidents should make good economic sense for society as well as being good business practice for companies

Stakeholders do not automatically invest because each considers private costs and benefits rather than societal costs and benefits.





Why should you invest in OSH? Increasing quality of work leads to:

Reduction in sickness and absenteeism,

Reduction in staff turnover,

Increased motivation,

Increase in productivity and quality,

Improved company image,

Keeping qualified personnel in the long term,

Greater customer satisfaction.





Is OSH an administrative burden or golden opportunity?

Compliance costs are fixed. (Must be done)

Risk assessment is key to understanding issues at your workplace

Mitigating against risks is an investment in the future profitability of your company

Unseen benefits: management understands what is been done and by whom. This may not be what they expect!





Why it pays to prevent

Key messages:

Investing in OSH contributes to company performance with tangible results

Cost-benefit analysis shows investing in OSH yields positive results





How can the EU help SME's?

Sources of information: EU OSHA

EU-OSHA is the European Union information agency for occupational safety and health.

Their work contributes to the [European Commission's Strategic Framework for Safety and Health at work 2014-2020](#) and other EU strategies and programmes, such as [Europe 2020](#).

<https://osha.europa.eu/en>

Available in all official languages





Information and tools for SME's

On-line interactive risk assessment (OiRA)

<https://osha.europa.eu/en/tools-and-publications/oirra>

OSHWiki

<https://osha.europa.eu/en/tools-and-publications/oshwiki>

Healthy Workplace Campaigns

2016-2017 Healthy workplaces for all ages

<https://healthy-workplaces.eu/en>

Non-binding guides to good practice; various subjects

<http://ec.europa.eu/social/main.jsp?pager.offset=0&catId=82&langId=en&furtherPubs=yes&pager.offset=10&catId=82&langId=en&furtherPubs=yes>





National focal points

EU-OSHA has a [national focal point](#) in each Member State

Nominated by each government as EU-OSHA's official representative in that country, the focal points are typically the competent national authority for safety and health at work and are primary contributors to the implementation of EU-OSHA's work programmes.





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Conclusion: change your attitude!

OSH is a business enabler that pushes companies to perform better

Investment costs in OSH can be used to make a contribution to achieving company objectives

Good OSH becomes a key part of business culture

OSH is not only about legal compliance, it gives a competitive advantage and improves business performance

