

NATIONAL POLICY ON SAFETY AND HEALTH AT WORK IN THE REPUBLIC OF SERBIA

The Safety and Health at Work Council, in accordance with the tasks defined by the Decision to establish the Council («The Official Gazette of RS», no. 40/05), at the meeting of April 20, 2006, passed the National Policy on Safety and Health at Work in the Republic of Serbia (hereinafter: the national Policy).

I INTRODUCTION

In accordance with the Resolution on the Republic of Serbia Joining the European Union (EU) («The Official Gazette of RS», no. 112/04), the Resolution on the State Union of Serbia and Montenegro Joining EU («The Official Gazette S&M», no. 26/05) and the National Policy of Serbia for Serbia and Montenegro Joining EU, June 2005 (chapter III, The Economic and Social Development Strategy, point 3.3.7. Environmental Protection at Work, B. Requirements for harmonization with EU) the Ministry of Labour, Employment and Social Policy has begun to create the Safety and Health at Work National Policy.

The basis for creation of the National Policy is contained within the stipulations of article 4 to 7 of the ILO Convention no. 155 on Safety and Health in the Work Environment (1981) and the stipulation of article 3 of the European Social Charter from 1996 stipulating that at the consultations with the representative social partners the unique safety and health at work national policy should be formulated, implemented and periodically revised.

The Policy **aim** is to improve and preserve health of the working population, to improve work conditions and prevent injuries at work and professional diseases and reduce them to the lowest possible level, that is to eliminate professional risks.

The National policy contains a vision, with the purpose and direction of the future development of the safety and health at work system in the Republic of Serbia, which should be adopted at the consultations with social partners, and a mission, oriented towards reduction of injuries at work and professional diseases, as well as the approach towards small and medium companies, high risk activities and especially vulnerable groups of employees.

The Policy **vision** should contribute to the ballanced social and economic development and progress of the Republic of Serbia, entirely holding on to the safety and health at work regulations, intending to raise awareness in this field, that is, to establish the work culture and create preconditions for the welfare at work and for the life and health at work quality.

The Policy **mission** is based on establishment of safe and healthy work conditions which provide reduction of injuries at work, professional diseases and work-related diseases to the lowest possible level.

The mission is generally directed towards the small and medium companies sector, creating assumptions for better implementation of the prescribed safety and health at work measures.

High-risk activities (civil engineering, wood processing activity, chemical industry, agriculture etc.) as well as the specially vulnerable groups of employees (pregnant women, the young etc.) shall be treated through campaigns, education programs etc.

- 1) advertisement of development of the national culture concerning prevention in the safety and health at work domain (raising awareness and informing the public);
- 2) prevention of injuries at work, professional diseases and work-related diseases by decreasing the risk, dealing with workplaces and work environment, to the lowest possible level, in accordance with the law and the practice.

II THE NATIONAL POLICY ELEMENTS

The National Policy basic elements shall be:

- 1) to establish, maintain, progressively develop and periodically revise the safety and health at work systems, thus consulting representative organizations of employers and employees;
- 2) to pass acts, sub-act regulations, collective agreements and other legal instruments of safety and health at work;
- 3) to introduce special insurance against injuries at work and professional diseases;
- 4) to establish the appropriate organs (of authorities, employers and employees) responsible for safety and health at work in accordance with the law and the practice;
- 5) to determine the problem solving priorities, dealing with safety and health at work:
 - small and medium companies,
 - high risk sectors (civil engineering, chemical industry, agriculture etc.),
 - categories of vulnerable employees (women, children, the youth, the migrants, cottage industry work).
- 6) to accept mechanisms and procedures for implementation of the safety and health at work regulations (integrated work inspection);
- 7) to advertise and cooperate within the safety and health at work domain, at all organization form levels of employers, employees and the country (the Union of Employers, syndicates, inspections, the pension and disability insurance and the health insurance funds etc.);
- 8) to provide initiative for introduction of legal assumptions in terms of defining financial and budgetary resources in the safety and health at work domain;
- 9) cooperation with non-governmental organizations in the safety and health at work domain;
- 10) international cooperation.

III FUNCTIONING OF THE SYSTEM

Functioning of the safety and health at work system shall be achieved by:

- 1) introduction of the prevention principles (advisory role, media, campaigns etc.);
- 2) establishment and education in the safety and health at work domain (of both employees and employers);
- 3) provision of services in the safety and health at work domain, in accordance with regulations (specialized technical, medical and scientific institutions, research institutes and laboratories related with safety and health at work, etc.);
- 4) inclusion of human resources active in the safety and health at work domain (inspectors, work medicine experts, lawyers, engineers of various profiles, etc.);
- 5) the safety and health at work domain researches;
- 6) introduction of the mechanisms for record keeping and analysis of the injuries at work, professional diseases and work-related diseases data as well as the statistical data exchange among employers, employees and the authorities;
- 7) support on all levels for progressive improvement of the safety and health at work in micro, small and medium companies.

IV ECONOMIC AND SOCIAL FRAME FOR IMPLEMENTATION OF THE ESTABLISHED SYSTEM

- 1) Economic frame in the Republic of Serbia;
- 2) Social frame:
 - presentation of the health condition of employees
 - social and medical analysis of disabled workers, professional diseases;
- 3) Educational profile of employees;
- 4) Legal work status of employees:
 - agreements,
 - working hours,
 - overtime work, etc.

V SAFETY AND HEALTH AT WORK ECONOMIC ASPECTS

- 1) Economic interests of employers;
- 2) Monitoring, assessment and estimation of costs with employers,
- 3) Estimation of the total costs for provision of the safety and health at work systems in the Republic of Serbia.

VI SAFETY AND HEALTH AT WORK LEGISLATIVE FRAME

- 1) Concepts in the safety and health at work domain;
- 2) Legislature in the safety and health at work domain:
 - acts,

- sub-act regulations,
- employers' acts,
- collective agreements,
- technical regulations,
- standards,
- generally accepted measures, etc.

VII INSTITUTIONAL FRAME FOR THE SAFETY AND HEALTH AT WORK AREA AND RESPONSIBILITY DISTRIBUTION

- 1) Social and economic council of the Republic of Serbia;
- 2) Ministry of Labour, Employment and Social Policy:
 - Safety and Health at Work Administration
 - Safety and Health at Work Council
 - Work Inspectorate (Sector)
- 3) Ministry of health;
- 4) University education;
- 5) Organization of employers and employees:
 - associations and unions of employers.
 - syndicates,
 - board of employees.
- 6) Other institutions for the safety and health at work area:
 - work medicine institutions,
 - authorized companies,
 - non-governmental organizations,
 - insurance companies, etc.
 - informative activities (newspapers, radio, TV).

VIII ACTIVITIES OF THE EU JOINING PROCESS

- 1) Harmonization of regulations,
- 2) International cooperation with the member countries of EU.

IX EXPECTED DEVELOPMENT IN THE SAFETY AND HEALTH AT WORK DOMAIN IN THE 2005-2010 PERIOD – SPECIAL RETROSPECTIVE VIEW OF 2006

- 1) the planned economic development in the Republic of Serbia;
 - productivity increasing (gross national income rate of growth),
 - market conditions of business, etc.
- 2) priority determination in the safety and health at work domain;
- 3) the integrated work inspection development;

- 4) the work legislation reform;
- 5) development of the statistics system in the safety and health at work domain;
- 6) the health insurance reform;
- 7) introduction of the special insurance against injuries at work and professional diseases;
- 8) synchronizing the safety and health at work domain legislation in all activities with the EU legislation (the EU directives);
- 9) the information system development.

X ACTIVITIES AND MEASURES FOR ACHIEVEMENT OF AIMS

- 1) advertising the safety and health at work prevention culture (raising awareness of employers, employees and citizens, upbringing, education and training, basic researches);
- 2) legislative measures (establishment and development of a good protective practice, passing new regulations and monitoring implementation of the regulations, activities for passing new regulations etc.);
- 3) activities for passing and implementation of the insurance against injuries at work and professional diseases regulations (reasons for introduction of the compulsory insurance, stimulating measures);
- 4) special programs in the safety and health at work domain:
 - health at workplace advertising,
 - establishing social dialogue in the safety and health at work domain,
 - risk assessment,
 - discovering causes of professional diseases and injuries at work,
 - permanent and enhanced control of the results of the work environment conditions preventive and periodic investigations and of the work equipment periodic examinations and investigations.