

Pursuant to Article 45, paragraph 1 of the Law on Government (“Official Gazette of the RS“, Nos. 55/05, 71/05-correction, 101/07 and 65/08),

The Government hereby adopts

**STRATEGY  
ON HEALTH AND SAFETY AT WORK IN THE REPUBLIC OF SERBIA  
2009 – 2012**

**1. INTRODUCTION**

The Strategy on Health and Safety and Work in the Republic of Serbia for the period 2000– 2011 (hereinafter referred to as: Strategy) represents an act adopted by the Government to comprehensively determine the state of affairs in the field of occupational health and safety in the Republic of Serbia and measures that ought to be undertaken to further develop and define fundamental objectives and directions for advancing occupational health and safety.

Strategy aims to create social and economic motivation for all participants in work processes, so that a greater percent of business entities may actively manage occupational health and safety for the purpose of implementing the best practice in this sphere.

Strategy is grounded in the Law on Health and Safety at Work (“Official Gazette of the RS, number 101/05), ILO Conventions, and EU Directives and compliance with the key principles promoted in the aforementioned documents serving as foundations for contemporary occupational health and safety system.

Resolution on Accession of the Republic of Serbia to the European Union (“Official Gazette of the RS”, No. 112/04) and the National Strategy for Accession of the State Union of Serbia and Montenegro to the EU – of June 2005 produced a need for establishing a new occupational health and safety system in the contemporary environment. For that purpose it is necessary to introduce elements influencing creation of safe and healthy working conditions such as: introducing principles for preventing occurrence of work related injuries and professional diseases; active involvement of the Occupational Medicine Service; introduction of principles of liability borne by individuals organising activities intended for implementation of occupational health and safety measures; selection of employees’ representatives for safety and health at work; introduction of mandatory insurance from work related injuries, professional diseases and work- related illnesses, for the purpose of securing compensation.

General objective of the Strategy is to improve and preserve health of working the population, i.e. to improve the working conditions for the purpose of preventing the onset of work related injuries, professional diseases and work related illnesses, and their minimization, i.e. elimination of professional risks.

Application of preventative measures and related activities, undertaken at all levels of work, entails creating such working conditions that would, in the organisation of work and during work processes, allow present risks to be assessed, removed or minimized in order to avoid possible incidence of work related injuries or professional diseases of employees, that therefore greatly contribute to creating preconditions for preventing or eliminating risks causing work- related injuries, illnesses or professional diseases, and

further aim to realise conditions for full physical, mental, psychological and social well-being of employees.

Groundwork for devising the Strategy is found in the National Policy of the Republic of Serbia of 20 April 2006, adopted pursuant to provisions of Articles 4 through 7 of the ILO Convention No. 155 (from 1981), Recommendation No. 164 on health and safety at work in the working environment (from 1981), UN Convention on Eliminating Discrimination Among Women - CEDAW and provisions of Article 3 of the European Social Charter from 1996.

The Strategy is complementary to all strategic documents pertaining to the comprehensive development and transition toward a developed market economy.

Occupational health and safety system in the Republic of Serbia is regulated under the Law on Health and Safety at Work, related by-laws and other occupational health and safety regulations. The requirements applied in drafting the law are derived from Directive 89/391/EEC on Introduction of measures to encourage improvements in the safety and health of workers at work, and other directives adopted based on this directive. Harmonization of the Law and related by-laws in this area with ratified ILO conventions and fundamental Directive 89/391 EEC and other directives supervening from this fundamental Directive was conducted in such a manner that the majority of requirements stated therein was adopted in accordance with national market conditions. The Law on Health and Safety at Work continually initiates all activities intended for undertaking preventative measures for the purpose of preventing the incidence of work related injuries and professional diseases.

This Strategy stems from the declared legislation, regulated according to principles for attaining social dialog on all levels between employees' representatives, employers and representatives of public interest. The Strategy ought to encompass all social and economic spheres in order to realize the vision of what is desired to achieve- full application of regulations, high awareness, socially responsible companies and responsible society in general.

In formulating the Strategy four guiding principles were applied for the purpose of its implementation, and they are:

**1) Prevention:** occupational health and safety activities ought to focus on preventing work related injuries, professional diseases and work related illnesses. The majority of injuries and diseases that are work related can be prevented, and therefore prevention represents the most affordable method for proactive resolution of occupational health and safety issues;

**2) Involvement** of all stakeholders: improvements in occupational health and safety and working environment conditions may be the best accomplished through active involvement of all participants in the occupational health and safety system. In the workplace those participants are employees performing work related activities and their representatives for occupational health and safety issues. At the market and state level they are employers, trade unions, state bodies, nongovernmental organisations, educational institutions, scientific institutions and others.

**3) Responsibility:** employers bear the most responsibility for health and safety at work. The most important obligation of employers is to provide employees with safe and healthy workplaces and to include them in all discussions related to occupational health

and safety issues. Employees are responsible for their own safety what is further reflected in the manner they act in their workplace;

**4) Attainability:** activities related to occupational health and safety are based on the level of increased knowledge about existing human resources and their abilities to apply minimum requirements and implement them with least expenses for the purpose of realising safe and healthy working conditions.

## **2. VISION AND MISSION**

Vision embodies stimulating to the full extent occupational health and safety regulations, raising awareness in this area, establishing appropriate working culture and creating prerequisites for attaining welfare and quality of life and health at work.

Mission represents establishing a system for achieving safe and healthy working conditions that greatly reduce the incidence of work related injuries, professional diseases and work related illnesses (healthy employees working in safe and productive workplaces).

Mission is designed for all market participants, especially small and medium-sized enterprises and entrepreneurs, through creating presumptions for better application of prescribed occupational health and safety measures, especially in highly hazardous activities (construction, wood processing industry, transportation, chemical industry, agriculture, and other), and for particularly vulnerable groups of employees (pregnant women, youth, elderly employees, persons with disabilities, disabled workers, etc.).

## **3. SPECIFIC OBJECTIVES IN IMPLEMENTATION OF THE STRATEGY**

### **The specific objectives of the Strategy are:**

1) Establishing, maintaining, progressively developing and periodically reviewing the system for safety and health at work in consultation with representative organizations of employers and employees;

2) Passing legislation, by-laws, collective agreements and other general acts on Safety and Health at Work (harmonisation with the EU regulations);

3) Adopting mechanisms and procedures for enforcement of regulations on safety and health at work (integrated work inspections);

4) Introducing special insurance against injury at work and occupational diseases;

5) Introducing IT systems in the field of safety and health at work (registers of occupational injuries and diseases, etc.);

6) Training appropriate tripartite body comprising of representatives from state agencies, employers and employees responsible for safety and health at work - according to the law and practice;

7) Determining priorities in addressing issues related to safety and health at work:

(1) Small and medium-sized enterprises;

(2) Sectors with high risk (construction, wood processing industry, transportation, chemical industry, agriculture, etc.),

(3) Vulnerable groups of employees (pregnant women, youth, elderly employees, persons with disabilities, disabled workers, etc.),

(4) Discrimination and abuse,

(5) Gender equality,

(6) Product safety, which refers to equipment, machinery and other tools and safety at work,

(7) Safety of services, especially maintenance and repair of equipment, machinery and other resources for work;

8) Promoting culture of prevention and good practice in the field of safety and occupational health at all levels of employers, employees, educational institutions and the state (employers' associations, trade unions, labour inspection, education institutions, pension and disability insurance and health insurance funds, etc.);

9) Giving the initiative for introduction of legal requirements in order to define the financial and budgetary resources in the field of safety and health at work;

10) Initiating establishment of reference Laboratories, with a role to control the quality of work of licensed legal entities in the field of safety and health at work, conduct surveys and test work equipment and working environment. Laboratories whose funding is secured from international donations would work on raising the quality of examinations and testing of work equipment and working environment conditions which would, to a large extent, contribute to securing safe and healthy working conditions and to the effective implementation of measures by employers;

11) Initiating establishment of the Education Centre (for employees, employers, persons for safety and health, labour inspectors and others) in the field of safety and health at work. Administration for safety and health at work through the Centre will, in addition to all types of education in the field of safety and health at work, publish variety of materials (brochures, instructions, books, etc), and it shall inform the public about the state of health and safety at work, while its funding will be secured from funds received from projects and grants;

12) Establishing cooperation in the field of safety and health at work (further international cooperation and enhanced and improved interdepartmental cooperation at the national level).

## **4. ECONOMIC AND SOCIAL FRAMEWORK**

### **4.1. Economic Framework**

Economic framework is very important for the occupational health and safety system. Since its formation, the system for safety and health at work permanently has been going through a process of dynamic changes that occur due to changes in technology of work, what leads to changes in work organisation in terms of modernizing the organisation of production through introducing modern business and social relationships. These changes directly influence the socio-economic relations and ways of management.

According to the data of the Statistical Office of the Republic of Serbia, the number of companies in the Republic of Serbia as of 31 December 2007 was in total 320,155 out of which 208,105 are entrepreneurs and 112,050 are business organizations.

The inconsistent implementation of the reform and transition processes is still present. As stated in the National Strategy for Economic Development of the Republic of Serbia for the period 2006– 2012, due to social and political reasons the Republic of Serbia has failed to suitably follow the path of successful countries in transition and carry out two main strategic objectives, unreserved support for the rapid development of new

private sector and at the same time, effective restructuring and abandoning of old outdated activities and accepting appropriate economic and social solutions.

Measures undertaken for faster economic growth, job creation and entrepreneurship development, with the aim of increasing productivity are among other things encouraged through consistent application of occupational health safety and measures in each workplace.

Development of the system for safety and health at work will in the future be adapted to the development of the economic system and the development of large and especially small and medium-sized enterprises.

#### **4.2. Social Framework and legal status of employees**

According to the official data from the Statistical Office of the Republic of Serbia from October 2006, total population of Serbia amounted to 7,560,529 inhabitants, out of which 3,692,779 man and 3,867,750 women. Out of the total number of inhabitants 6.512.300 persons were of active working age (above 15 years of age). There were 2.630.691 employees out of which 1.554.674 man and 1.076.017 women. There was a total of 693.024 unemployed out of which 339.848 man and 353.176 women.

The total number of registered working population in Serbia (both unemployed and employed) was 3,32 million (2006), while the unemployment rate was 20,9% which is considered rather high.

#### **Overview of the employed individuals in 2007 – annual average (according to data of the National Statistical Office)**

<b>Employees</b>	2.002.344
Employees in enterprises, institutions, cooperatives and other organisations	1.432.851
Private entrepreneurs, persons who independently perform activities with their employees	569.494

#### **Employees in enterprises, institutions, cooperatives and other organisations by sectors of activity (according to data of the National Statistical Office)**

Agriculture, Forestry and Water Management	54.090
Fishing	1.055
Mining and quarrying	23.498
Manufacturing	390.283
Production of electricity, gas and water	45.000
Construction	82.759
Wholesale and retail trade, repair	196.216
Hotels and restaurants	24.290
Transport, storage and communication	109.066
Financial intermediation	30.663
Transactions with real estate, renting	66.636

Public administration and social security	68.669
Education	129.426
Health and social work	157.080
Community, social and personal services and others	52.514
Total	1.432.851

According to the annual employment average in the Republic of Serbia in 2007, the total number of employees, with no data on the farmers, was 2,002,344, out of which 1,432,851 were persons employed in enterprises, institutions, cooperatives and other organisations, and 569,494 were private entrepreneurs, persons who independently performed activities with their employees. Out of the mentioned number, the number of employees working in enterprises amounted to 71,5% while private entrepreneurs and their employees made up the total of 28,5%.

The Strategy will, with bearing in mind the economic development of Serbia, i.e. the introduction of new technologies and transition process, and the traditional approach to the issue of safety and health at work that did not show satisfactory effects, initiate activities in order to improve the legal and institutional framework and support consistent application of occupational health and safety measures with the ultimate aim of reducing workplace injuries and occupational diseases.

#### **4.3. Educational structure of employees**

According to the official data from the Statistical Office of the Republic of Serbia from October 2006 for the population aged 15 years and above, the educational structure is as follows: out of the total of 6.512.300 persons, 263.509 have no formal education, 783.014 have not graduated from elementary school, 1.554.618 have graduated from elementary school, 3.136.789 have a high school diploma, 336.994 hold a college degree and 437.376 have university degree. Based on the mentioned data, 48% of population has finished high school.

#### **4.4. Records on occupational injuries and professional diseases**

Records on injuries and professional diseases are not kept for the entire territory of the Republic of Serbia. Department of Occupational Health Novi Sad keeps such records since 1974 for the territory of AP Vojvodina. Data presented in the Strategy were collected at the Institute of Public Health of the Republic of Serbia "Dr Milan Jovanović Batut", Belgrade, while investigations and data on occupational injuries are collected by the Labour Inspectorate of the Ministry of Labour and Social Policy (more in detail in paragraph 7.2.2 of this strategy).

The Law on Health Care ("Official Gazette of the RS", No. 107/05) provides that records on professional diseases, work related illnesses and work related injuries shall be kept by the Department for Occupational Medicine of the Republic of Serbia. This entails establishing an information system for data collection. The current method for collecting data on occupational injuries and diseases is not organised in a satisfactory manner. The collected data on occupational diseases, from aforementioned records provides unrealistic

picture of the true situation in the sense that the incidence of occupational diseases (expressed per 100,000 employees) seems to be dramatically lower than in the EU countries. Likewise, the number of registered occupational injuries is significantly lower than in EU countries, which suggests that there are major problems in collecting data, and also suggests that in Serbia there is a far greater incidence of occupational diseases and injuries than what is being recorded. There is an observed lack of an integrated information system in managing records on occupational injuries, occupational and work related diseases, related primarily to the inclusion of the Ministry of Labour and Social Policy (Occupational Health and Safety Administration), Ministry of Health, Occupational Health and Safety Institute of the Republic of Serbia, Health Insurance Fund, Pension and Disability Insurance Fund, employers, etc.

## **5. LEGAL FRAMEWORK**

### **5.1. Occupational Health and Safety Principles**

Fundamental prevention principles are defined under Article 6 of the Council Directive 89/391/EEC dated 12 June 1989 on introduction of measures to encourage improvements in the safety and health of workers at work. Within the context of responsibility, employer shall undertake necessary measures to ensure safety and protection of health of employees, including prevention from professional risks, ensuring information, training and necessary organisation and resources.

In accordance with requirements supervening from the Directive, the Law on Safety and Health at Work determines the following principles:

- 1) Risk avoidance;
- 2) Assessment of risks that cannot be avoided in the workplace;
- 3) Eliminating risks at their source through applying up-to-date technical solutions;
- 4) Adjusting work assignments and workplace conditions to the employee, in particular in order to select work equipment and work methods, and technological procedures best suited for the purpose of avoidance of work monotony and negative impact on employee's health;
- 5) Substituting dangerous technological processes or work methods with harmless or less hazardous technological processes or work methods;
- 6) Giving priority to collective over individual occupational health and safety measures;
- 7) Adequately training Employees for safe and healthy work and providing safety instructions.

### **5.2. Current Occupational Health and Safety Regulations**

Occupational health and safety system in the Republic of Serbia is regulated under the Law on Health and Safety at Work representing a special law regulating occupational health and safety.

However, occupational health and safety system is also supported by the Labour Law ("Official Gazette of the RS", Nos. 24/05 and 61/05), Law on Health Care ("Official Gazette of the RS", number 107/05), Law on Health Insurance („Official Gazette of the RS", Nos.107/05 and 109/05), Law on Pension and Disability Insurance ("Official

Gazette of the RS”, Nos.34/03, 64/04, 84/04, 85/05, 101/05 and 63/06), Law on General Product Safety (bill in the parliamentary procedure) and many other laws, technical regulations and standards for realisation of safe and healthy working conditions.

For the purpose of application and implementation of safety and health at work, the following regulations were adopted:

- Code of Practice on Occupational Safety and Health Officer Vocational Exam, (“Official Gazette of the RS”, Nos. 29/06 and 62/07);
- Rules on Licenses for Occupational Safety and Health Activities (Requirements and Costs), (“Official Gazette of the RS”, Nos. 29/06, 72/06 and 62/07);
- Code of Practice on Fulfillment of Statutory Occupational Safety and Health Requirements (Costs), (“Official Gazette of the RS”, No. 60/06);
- Code of Practice on Fulfillment of Statutory Occupational Safety and Health Requirements (“Official Gazette of the RS”, No. 60/06);
- Code of Practice on Examination and Inspection of Work Equipment and Work Place Environment (“Official Gazette of the RS”, Nos. 72/06 and 84/06-correction);
- Rules on Injury at Work, Occupational and Work-Related Disease Report Form, (“Official Gazette of the RS”, no.72/06 and 84/06-corrigendum);
- Code of Practice on Examination and Inspection of Work Equipment and Work Place Environment, (“Official Gazette of the RS”, Nos. 94/06 and 108/06- correction).
- Rules on Maintenance of Occupational Safety and Health Records, (“Official Gazette of the RS”, No. 62/07);
- Rules on Pre-emptive and Periodical Medical Exams at Work Places with Increased Risk, (“Official Gazette of the RS”, Nos.120/07 and 93/08);
- Rules on Preventive Measures for Safe and Healthy Work with Personal Protection Equipment, (“Official Gazette of the RS”, No. 92/08).

Apart from Law on Health and Safety at Work and the abovementioned regulations, occupational health and safety system is also regulated by special legal rules and generally accepted measures for ensuring occupational health and safety of employees.

However, rights, obligations and responsibilities of employees and employers in this sphere are regulated under the General employer’s act, collective agreement and individual employment contracts.

Occupational health and safety system is regulated under thirty two (32) regulations containing both general and specific measures applied as legal rules in various types of activities and various technological processes. Mentioned regulations are outdated, and therefore in the period covered by the Strategy all efforts should be geared toward passing new regulations that are harmonised with the EU directives, and abolish the existing ones.

## **6. INSTITUTIONAL FRAMEWORK**

One of the most important preconditions for successful implementation of this Strategy is full participation of all concerned institutions and social partners that are related to its adoption and application at the national level. The ownership of the Strategy rests with not only the government, Ministry of Labour and Social Policy – Occupational Health and Safety Administration and Labour Inspectorate, but also with other social partners, nongovernmental organisations and other actors present in this sphere.



## **6.1. Ministry of Labour and Social Policy - Occupational Health and Safety Administration and Labour Inspectorate**

The Ministry of Labour and Social Policy proposes, operates, develops, implements and coordinates government policy in the field of safety and health at work; directly organises and coordinates activities for preparation of the Occupational Health and Safety Action Plan, and upon adoption of the Strategy, prepares and proposes Action plan for its implementation, and in cooperation with other institutions, monitors realisation of set objectives and carries out operational tasks identified in the Strategy and the Action Plan, which include specific management activities of the Occupational Health and Safety Administration and Labour Inspectorate.

### **6.1.1. Occupational Health and Safety Administration**

Law on Health and Safety at Work prescribes the following duties of the Administration:

- 1) Preparing occupational safety and health regulations, and opinions concerning their application;
- 2) Creating professional foundation for designing national programme for developing occupational health and safety and follow up its realisation;
- 3) Follow up and evaluating occupational health and safety conditions and preparing uniform framework governing occupational health and safety measures, subject to this Law and other regulations;
- 4) Conducting research and encouraging development in the field of labour humanisation;
- 5) Providing professional assistance in occupational health and safety of Employees;
- 6) Preparing methodologies for carrying out examinations and testing in the field of occupational health and safety;
- 7) Studying causes and occurrences resulting in work related injuries, occupational and work-related diseases;
- 8) Organising professional exams referred to in Article 54 of this Law, and maintaining records thereof;
- 9) Supervising the validity of work of legal entities and entrepreneurs and other certified persons for occupational health and safety, and preparing recommendations for decisions concerning issuing and revoking certificates referred to in Articles 55 and 57 of this Law, and maintaining the records thereof;
- 10) Collecting and analysing data on work related injuries, occupational and work-related diseases and occurrences that affect Employees' health;
- 11) Performing information and documentation related activities in the field of safety and health of Employees;

12) Organising counseling, training Employees, Employers, persons in charge for occupational safety and health, inspectors, etc, publishing various materials and informing the public about the state of affairs in the occupational safety and health;

13) Ensuring implementation of international occupational health and safety acts;

14) Encouraging education and development of the adequate occupational health and safety work culture;

15) Performing other activities established under the Law.

#### 6.1.2. Labour Inspectorate

The Law on Ministries (“Official Gazette of the RS”, No. 65/07) that entered into force on 15 July 2007 instigated the organisational change within the Department for Labour Inspection through establishing Labour Inspectorate, a body established within the Ministry of Labour and Social Policy with greater independence from the one original held by the Department for Labour Inspection.

The Labour Inspectorate is comprised out of 29 territorial units – departments and sectors located in administrative districts and the City of Belgrade (3 departments) and 2 departments at the Labour Inspectorate's head office.

Within the Labour Inspectorate, the activities related to inspection and supervision are entrusted to the total of 308 inspectors of various profiles, out of which 172 are law school graduates, 135 are graduated engineers and 1 is a medical doctor, supervising implementation of regulations in these respective fields.

The Labour inspectorate through labour inspectors conducts inspections and related expert activities in the field of occupational health and safety and labour relations pertaining to the regular control and supervision, inspection of injuries at work, compliance with prescribed conditions in the field of safety and health at work before start of activity of the employer, as well as other duties specified by law.

Pursuant to the Law on Health and Safety at Work, a labour inspector in the inspection procedure is entitled and obligated to undertake actions to control the safety and health at work, in particular the hygiene and working conditions, production, circulation, use and maintenance of work resources, means and equipment for personal protection, hazardous substances, etc, and to provide employees, employers and employees' representatives information and advice on occupational health and safety and measures the application of which secures the implementation of this law in the most efficient way.

Introduction of the new system in the sphere of occupational health and safety, based on the EU directives through introduction of employer's liability for application of measures, requires certain changes in the traditional work of labour inspectors, meaning abandoning old and introducing new work methods.

In order to attain a higher work efficiency of labour inspectors, shorter inspections and harmonisation in labour inspectors' conduct in same legal situations, the manner for planning, organising, implementing and monitoring, along with the comprehensive level of conducting labour inspection related activities must be changed in both quantitative and qualitative sense. According to the above stated, the fundamental goal of the Labour Inspectorate is to introduce an integrated work method of Labour inspectors which

requires each inspector to in appropriate, quality, comprehensive and professional way conduct supervision over all basic issues in labour relations and occupational health and safety during one inspection visit.

## **6.2. Other interested ministries, governmental and other bodies, institutions and agencies**

Ministry of Health has a leading role in creating conditions for raising the level of health of employees through an active role of the Occupational Health Office.

Occupational health and safety law delegated the Occupational Health Office with a significant role in implementation of measures securing the health of employees in their workplaces, especially in terms of participating in the process of identification and risk assessment, introducing employees to health related risks found in their workplace and training employees to administer first aid, determining and examining causes of professional diseases and work related illnesses, assessing and establishing particular health requirements employees working in particular workplaces with increased risk ought to fulfill, and requirements relating to the use and handling of particular work equipment, conducting pre-emptive and periodical health examinations of employees working in workplaces with increased risk, and publishing reports on conducted health examinations pursuant to the occupational health and safety regulations, participating in organising first aid, rescue and evacuation in an event of injury or catastrophe, advising employers on selecting alternative an appropriate job post that is best suited to a person's health condition, advising the employer in the process of selecting and testing new means for work, hazardous substances and means and equipment for personal protection at work, participating in the analysis of occupational injuries, professional diseases and work related illnesses and directly cooperating with the person for health and safety at work.

The Health Care Law prescribed the establishment of the Occupational Health Institute for the territory of the Republic of Serbia that will perform all occupational health related activities, i.e. take care of health of employees at work with primary objective to monitor and examine work processes, organise and implement the information system for collecting data on work related injuries, professional diseases and work related illnesses. This law envisaged establishing health care institutions for employees at the lower organisational levels as well.

Ministry of Education has an important role in creating conditions for projecting educational needs and raising the level of education and expertise among employees (improving and innovating educational programmes' models, introducing new programmes for various professional internships in enterprises/companies based on partnership and cooperation agreements between schools and socio-economic partners, introducing specialist and similar studies – block classes and so on). The Ministry of Education has a significant role in implementing occupational health and safety preventative measures.

Ministry of Economy and Regional Development with other line ministries and the Agency for Development of Small and Medium-Sized Enterprises is responsible for the Strategy on Economic Development and the implementation of economic policy geared toward stimulating development of small and medium enterprises. The Ministry of Economy and Regional Development proposes the adoption of laws pertaining to

standardisation of technical regulations (Law on technical requirements for products and evaluation of harmonisation), accreditation, measures (methodology) and precious metals. This ministry prepares and adopts technical regulations within its scope of activities that among other issues regulate technical, safety and other requirement that influence occupational health and safety. Standardisation Institute of Serbia adopts Serbian standards. Application of such standards is on a voluntary base. The application of laws and technical regulations proposed by this ministry is supported, as well as adopting standards of the Standardisation Institute of Serbia especially in terms of their influence on occupational health and safety of predominantly employees, namely individuals using products that are subject to technical and safety requirements.

Ministry of Environment and Spatial Planning, Ministry of Mining and Energy, Ministry of Interior, Ministry of Agriculture, Forestry and Water Management and Ministry of Defense within their competencies adopt regulations directly affecting the strengthening and the development of collective occupational health and safety measures for employees, what imposes a need to also include these mentioned ministries in the process of implementation of this strategy.

Other ministries within their jurisdiction are also significantly involved in the implementation of the Strategy.

Health Insurance Fund and the Republic Fund for Pension and Disability Insurance, as well as other competent organisations cooperate and participate in the adoption of common positions on issues for improving safety and health at work, and take care of development and improvement of general culture of safety and health at work.

Statistical Office of the Republic of Serbia and other organisations responsible for keeping records significantly participate as support in the implementation of this strategy.

The role of the judiciary in the system of safety and health at work is reflected in punishing offenses and committed felonies resulting from non-compliance with regulations on safety and health at work.

### **6.3. Socio-Economic Council**

The role of the Socio-Economic Council (at all levels of its organisation) is to establish and develop social dialogue on all issues important for occupational health and safety. In the course of its work it takes care of realisation of rights of employees, their material and social position and life and working conditions. The role of the Socio-Economic Council is to discuss draft laws and proposals of other regulations in the field of occupational health and safety, and provide opinions, and of great significance is the fact that a working body for occupational health and safety issues was established within the Council to discuss and propose occupational health and safety attitudes.

### **6.4. Occupational Health and Safety Council**

For the first time in Serbia, by the Decision of the Government (“Official Gazette of the RS”, No. 42/2001) the Council for Protection at Work was established, which was, pursuant to the Decision of the Government (“Official Gazette of the RS”, No. 40/05) amended and established as the Occupational Health and Safety Council comprised from representatives of representatives trade unions, Serbian Association of Employers, Ministry of Labour and Social Policy, Ministry of Mining and Energy, higher education institutions, nongovernmental organisations, etc. Decision on amending the Decision on

Instituting the Occupational Health and Safety Council (“Official Gazette of the RS”, No. 71/07) confirmed the forming of the Occupational Health and Safety Law.

The Council's tasks are: to present initiatives for adopting occupational health and safety regulations, present initiatives for devising national program for developing occupational health and safety, to through its work contribute to convergence of different positions of the participants in social dialogue in this area, to initiate preventative policy on all issues pertaining to health and safety at work.

### **6.5. Organizations of employers and employees**

This group includes the following institution: Organizations of employers and employees (associations and unions of employers, boards and unions of employees).

In the Republic of Serbia there is one representative association of employers and that is the Serbian Association of Employers and two representative unions – Confederation of Autonomous Unions of Serbia and United Branch Unions “Nezavisnost”.

Serbian Association of Employers participates in creating occupational health and safety policy at the macro level, while its organisations at the micro level have a significant role in providing assistance to employers in implementing regulations through organising numerous trainings and counseling.

The Unions, Occupational Health and Safety Boards and employers' representatives have a very significant role in implementing the Strategy through influence they realise through a system of collective agreements on affirmation of occupational health and safety and direct application of occupational health and safety measures on the employers.

Professional associations and nongovernmental organisations as well as other actors ought to have an important role in controlling key Strategy's guidelines and monitoring their implementation.

### **6.6. Other institutions for safety and health at work**

Ministry of Labour and Social Policy, i.e. Occupational Health and Safety Administration issues licenses for conducting occupational health and safety activities, including control and examination of work equipment and working conditions. Legal entities and entrepreneurs who receive a license have a special role in ensuring and periodically controlling (examining) the implementation of occupational health and safety measures. The quality of performed examinations of work equipment and working conditions and the validity of data obtained during examinations represent the most important facts (elements) for evaluating the state of affairs in occupational health and safety, assessing professional risks and undertaking preventative measures by employers. If the initiative is accepted and realized, the reference Laboratory ought to undertake the role of an arbitrary and licensed legal entity in establishing the validity of data obtained through expert analyses.

### **6.7. Information**

In order to ensure general agreement and prevent resistance in implementation of the Strategy, it is necessary to ensure sufficient information for decision-making and to

present the established objectives to the public. In the first place, regular reporting during evaluation of potential effects is required, taking into account the views of various stakeholders. In order to achieve effectiveness, the Strategy must be prepared based on principles of openness, transparency, integrity and mutual respect. All those involved in consultations should be able to influence the information gathering, defining instruments, period, manner and deadlines for implementation of this strategy.

Activities aimed at ensuring full public information on all facts relating to workplace safety and health, using all appropriate and effective means of informing will be undertaken. This public awareness should enable the implementation of comprehensive, accessible and efficient program that is usually related to:

- 1) Professional risks as well as proposal of measures for control and risk management;
- 2) Benefits received from implementing the risk assessment procedure;
- 3) Announcing relevant information on activities for preventing work related injuries, professional diseases and work related illnesses and achieved results;
- 4) Issuing warnings about health and economic consequences at the level of the employer as well as consequences for the society resulting from non-implementation of occupational health and safety measures.

## **7. SYSTEM FUNCTIONING**

### **7.1. Requirements for functioning of the system**

Ensuring the functioning of the occupational health and safety system in accordance with requirements supervening from the Occupational Health and Safety Law, EU and ILO documents shall be attained through:

- 1) Introduction of preventative principles through application of preventative measures ensured pursuant to current regulations on health and safety at work, technical, legal, health, educational, organisational and other measures, as well as through ensuring means for eliminating injury and health damage related risks for employees and minimizing risk as much as possible;
- 2) Introducing insurance against work related injuries, professional diseases and work related illnesses for the purpose of securing compensation for sustained damage;
- 3) Training and education on occupational health and safety of both employees and employers;
- 4) Providing occupational health and safety services pursuant to regulations (specialized technical, medical and scientific institutions, research institutes, laboratories, etc);
- 5) Including human resources that are active in occupational health and safety field (inspectors, occupational medicine workers, legal practitioners, engineers of various profiles, etc);
- 6) Occupational health and safety research;
- 7) Introducing mechanisms for recording and analysing data on work related injuries, professional diseases and work related illnesses, and exchanging statistical data between employers, employees and government;
- 8) Providing support on all levels for progressive improvement of occupational health and safety, especially in micro, small and medium-sized enterprises;

9) Establishing cooperation between employers, unions, state bodies and other factors in the occupational health and safety system on adopting joint attitudes toward occupational health and safety issues;

10) Promoting and recognizing occupational health and safety through work with the media, organising media campaigns, etc.

## **7.2. Status and problems**

The status of occupational health and safety in the Republic of Serbia illustrated in this Strategy is based on Reports received from the Occupational Health and Safety Administration and Labour Inspectorate for 2007.

### **7.2.1. Occupational Health and Safety Administration**

#### **7.2.1.1. Legislative activity**

Upon adoption of the Occupational Health and Safety Law, for the purpose of ensuring its application, in the period 2006 – 2007 numerous regulations stated under point 5.2 of the Strategy were adopted.

Bill on ratification of the ILO Convention No. 167 on Safety and Health in Construction and the draft law on ratification of the ILO Convention No. 187 on the promotion of health and safety at work was forwarded to the National Assembly.

#### **7.2.1.2. Education and developing the work culture**

Administration implemented training on application of the Law and regulations ensuring the functioning of the system, especially the Rulebook on the manner and procedure for risk assessment in the workplace and working environment in 2006 and 2007 of approximately 12.000 employees, employers, and labour inspectors. Training was implemented in cooperation with social partners, and upon request from the management the same training was implemented in large business systems.

Based on initial indicators, during the implementation of training geared toward raising the awareness and the culture of work on health and safety at work it was noticed that it is necessary to modernize training methods for all participants in the system through establishing a unique Education Center in this field.

#### **7.2.1.3. Ongoing activities**

Data on issuing licenses to legal entities, entrepreneurs and individual responsible for occupational health and safety activities, examining and testing work equipment and working environment is presented in Table 3.

Table 3

No.	License Name	Number of issued licenses
1.	License for conducting occupational health and safety activities	105
2.	License for conducting examination and testing of work equipment	12

3.	License for conducting examination of working environment	7
4.	License for conducting examination of working environment conditions – biological hazards	2
5.	License for conducting activities of a person responsible for examination and testing of work equipment	20
6.	License for conducting activities of a person responsible for examination of working environment	17
	TOTAL:	163

During supervision of work of legal entities and entrepreneurs who are licensed to perform occupational health and safety activities it was observed that those entities in the course of such activities hire, based on a contract and contrary to regulations, other legal or natural entities to conduct activities under their licensed competence.

Based on research that included approximately 5000 randomly selected employers, 1.191 agreed to participated in the research and based on the results received the following was concluded:

1) Plan for investing financial funds for implementing preventative measures to protect the life and health of employees was adopted by 43,41% employers;

2) Employers have selected a person to perform occupational health and safety activities out of their employees in 83,12% of cases, while 26,37% of them such activities entrusted to a licensed legal entity or entrepreneur;

3) Risk Assessment Act was adopted by 31,74% employers, while 74,87% only adopted a Decision on Initiating the Risk Assessment Procedure. Out of the mentioned number of employers who adopted a Decision on Initiating the Risk Assessment Procedure, 56,72% of employers devised a Plan on Implementation of Risk Assessment Procedure.

In the process of implementation of the Law it was observed that work related illnesses and work related injuries (severity of injury) are insufficiently defined in regards to consequences. Specifically, the duties of employers to keep records and report on occupational injuries and illnesses related to work are prescribed, but the absence of a complete constitution of these institutes often leads to misunderstandings in the application.

#### 7.2.1.4. Promotion of health and safety at work

In the Republic of Serbia, the World Day for Health and Safety at Work, 28 April, the European Week of Health and Safety at Work (the last week in October) have been since 2004 regularly celebrated with promotional occupational health and safety activities and involving both representatives of the Ministry of Labour and Social Policy and social partners.

#### 7.2.2. Labour Inspectorate

In the period January – December 2007, labour inspectors conducted 14.426 regular inspections, 4.842 control inspections, and 1.330 inspections of work related injuries, what makes a total of 20.598 occupational health and safety inspections involving 555.983 employees. In the reported period, there were 6.783 inspections of the application of the Law on Ban on Smoking in Enclosed Spaces involving 208.293



employees. Also, in the reported period, 8.729 decisions on removing defects (with the average of three ordered measures) and 703 bans of work in the workplace were imposed.

Apart from that, 40 criminal charges against responsible individuals were filed due to a reasonable doubt that they have committed a criminal offense of causing danger through non-provision of occupational health and safety measures, as well as 2.080 requests for initiating legal proceedings against legal entities (and responsible individuals within those legal entities), natural persons and employees.

997 inspections related to filed requests for determining the compliance with prescribed occupational health and safety conditions required prior to commencing business activities were conducted.

During 2007, 1.330 inspections of work related injuries were conducted, out of which 28 resulted in fatalities, 1140 in severe injury (out of which 17 resulted in death) and 162 less severe injuries.

Comparative analysis of inspection of work related injuries between 2007 and 2006 showed that the total number of work related injuries resulting in deaths decreased for about 50% (in 2007, there were 28 deadly work related injuries, while in 2006 there were 54), while the number of inspections of severe work related injuries in 2007 was slightly higher than in 2006.

According to the Labour Inspectorate's records, the greatest number of fatal and severe work related injuries in 2007 occurred in mining and manufacturing (644), in construction (279), trade (79), transportation and communication (78), in residential and communal activities (75), in agriculture (38), etc. It is noticed that in relation to the number of persons working in construction, this activity represents the most risk affected activity what further represents a prerogative that this activity in the strategic period receive an increased attention in terms of both legislation and occupational health and safety measures. Apart from construction activities that are exposed to high risk, for the mere nature of activities performed, agriculture, foundry and wood processing industries are also regarded as exposed to high risk.

The Law on Pension and Disability Insurance established that professional diseases are diseases incurred during the period of insurance resulting from prolonged exposure to direct effects of work processes and working environment conditions, i.e. activities, while the Rulebook on determining professional diseases ("Official Gazette of the RS", No. 105/03) of 28 October 2003 determines professional diseases, workplaces, i.e. activities where such diseases occur and conditions under which such diseases are considered professional diseases. In 2000, in Serbia 231 professional diseases were registered, in 2001, 205, in 2002, 148, in 2003, 93, and 2004 there were 79 registered professional diseases. Upon calculation per million employees, the number of professional diseases is 12 - 15 times lower than in developed countries of the EU, what suggests two conclusions, either the problem of professional diseases is successfully resolved through active functioning of services for occupational medicine (what is unlikely) or that there is a serious problem in the concept of determining, reporting and recording professional diseases in Serbia.

Basic causes of work related injuries and professional diseases, are according to the provided data in this area, the non-application or inconsistent application of occupational health and safety measures.

Reasons for frequent injuries of employees in addition to non-application of security measures are also the unprofessional workforce, work on the black market, not taking into account the field of safety and health at work in a proper manner and failure to secure financial resources for the implementation of occupational health and safety measures.

According to the data from the Labour Inspectorate, work on the black market is the most predominant in trade, construction, crafts, hospitality industry, manufacturing, etc.

Most often young nonqualified persons, with at the most high school education, the unemployed over 40 years of age and older, beneficiaries of cash benefits and social assistance and so on are hired for factual work, working without regular pay. Even though activities that these persons perform are in most cases high in risk, it is very difficult to prove the illegality of their work engagement because in a great number of cases there is a connection between employee hired in this manner and the employer, what is exceptionally predominant in construction.

Comparative analysis of the data on a number of persons working without legal papers and the number of person who entered into legal labour relations after inspection for 2005, 2006 and 2007 show that in 2005, 28.735 persons performing factual work were registered and that 21.563 of them entered into employment contract. During 2006, 16.205 persons were registered, while 11.324 entered into labour relations, and the number of illegal workers registered in 2007 was 10.448, while 7.517 of them entered into labour relations.

In order to combat illegal work, it is necessary to provide initiative for amending existing regulations in order to create legal foundations for minimization this negative occurrence.

In the practical work of inspection bodies at the level of the Republic, it is necessary to ensure greater, better and more efficient coordination through establishing an adequate joint body in order to plan and more efficiently implement joint activities, what would contribute to decreasing the presence of inspection bodies (primarily labour inspection, market inspection, sanitary inspection, health inspection, environmental inspection) at the employers, thus making inspections more effective as well.

In terms of discrimination at work, labour inspection has intervened in a minimum number of cases but without significant success, since the difficulty in such request is often in inability to provide proof because of the lack of material evidence.

Based on the report from the Labour Inspectorate there is evidence of abuse of young persons hired to work in workplaces with increased risk through youth cooperatives and women hired temporarily in order to be able to cancel the employment contract because of pregnancy or maternity leave.

It is also present that employers do not provide jobs to employed disabled workers that are adequate for their remaining working capacity nor do they secure them alternative work when it is established that there is a danger of invalidity. Frequent occurrence in all activities is that, upon request of the employer, employees work longer than full time (overtime) what further influences the onset of work related injuries due to fatigue.

According to the data from the Labour Inspectorate, in 2007 the competent Labour inspection received notifications from employers on only two professional diseases. That

of course does not mean that the number of incidences of professional diseases in Serbia is drastically lower than in the EU countries, but rather shows that the existing system for collecting data on work related injuries and professional diseases is not adequate.

Labour inspectors have in 2007 filed a total of 2080 motions for initiating legal proceedings, out of which:

- 1.195 are requests for initiating legal proceedings against legal entity and responsible person in legal entity;
- 618 are requests for initiating legal proceedings against entrepreneurs, and
- 267 are requests for initiating legal proceedings against the employee.

Based on the data from the Labour Inspectorate the risk assessment obligation in the work place and working environment was fulfilled by only 5,5% of employees.

Risk assessment procedure was initiated by 39% of inspected employers who adopted the decision to initiate the risk assessment procedure, appointed a professional to conduct the risk assessment procedure, and professional persons involved in the process of risk assessment. Employers with a greater number of employees (medium-sized and large enterprises) have delegated performance of these activities to licensed professionals selected among their employees, while employees with a lesser number of employees such activities entrusted to licensed legal entities and entrepreneurs based on concluded contracts on performance on occupational health and safety activities. Typically entrepreneurs with a lesser number of employees did not initiate this procedure.

It has been observed that the assessment of professional risks in the workplaces and in the working environment is conducted in such a manner as to not take into account data on conducted examinations and testing of work equipment and working environment conditions.

According to the data from the Labour Inspectorate, out of the total number of employees that were subject to inspection, the following obligations prescribed by the Occupational Health and Safety Law were fulfilled – 40% of employers have selected in writing a person for health and safety and work, 21% of employers performed these duties themselves, and 7% of employers for this purpose hired a licensed legal entity/enterprise.

When examining employers that hired licensed legal entities/entrepreneurs, it was found that the contracts concluded between the employer and licensed legal entity did not specifically establish a concrete natural person that will be in charge of occupational health and safety activities with that employer.

During labour inspectors' supervision it was determined that 66% of employers that were subject to inspection implemented occupational health and safety training of employees.

Labour inspectors noticed that employees are trained in a formal manner, without coming into contact with all dangers and risks present in certain work activities. Also, occupational health and safety training of employees is often conducted based on outdated training programmes since employers, i.e. persons for health and safety at work have not yet adopted new training methodologies, regulations establishing rights, duties and obligations nor have devised a procedure for training the employees.

Through inspection supervision it was determined that 63% of employees in relation to the total number of conducted inspections provided means and equipment for personal protection at work.

Rights, duties and obligations in the field of occupational health and safety of small and medium enterprises are regulated under the Rulebook for Health and Safety at Work, while large system the same rights, duties and obligations regulate through Collective Agreements that also establish the procedure for selecting and the method of work of the employees' representatives and the Occupational Health and Safety Board. For example, according to the data from the Labour Inspectorate, only 256 employers (1,6% out of the total number of employers that were subject to inspection) instituted Occupational Health and Safety Board.

According to the data from the Labour Inspectorate (IR 2) and data on injuries at work for 2007, it can be determined that the most commonly found deficiencies in application of occupational health and safety measures are found in regards to working equipment (3.973 cases identified, and based on decision 3.123 deficiencies were removed) on construction sites (1.513 cases discovered, and 1.203 deficiencies removed upon decision), etc. By comparing the mentioned data with the total number of conducted inspections (20.598) it can be concluded that the maintenance of means and equipment for work in regular condition (construction objects, machines, tools, installations, plants and so on), at the employer is not performed according to occupational health and safety regulations.

## **8. ECONOMIC ASPECTS**

In the previous period there was no regulated manner for reporting and monitoring financing, i.e. monitoring, assessing and evaluating expenses at the level of employer, and evaluating expenses related to ensuring occupational health and safety system at the state level. With the objective of realizing economic aspects through application of transposed directives on occupational health and safety on all levels it is necessary to conduct the analysis of expenses, in order to justify aspects of minimizing work related injuries, professional diseases and work related illnesses.

At the level of employer expenses may be monitored based on two groups of data: expenses related to implementation of measures and activities for ensuring the occupational health and safety, and the number of lost working hours due to work related injuries and professional disease. Apart from the aforementioned, treatment expenses including benefits for sick leave, court damages and similar expenses may be added. All that points out to the need of observing occupational health and safety from the economic standpoint. Many employers most often take into consideration only the expenses related to the implementation of occupational health and safety measures, while consequences of work related injuries and health consequences remain hidden. One of the reasons is also that a certain portion of expenses of an enterprise for work related injuries, professional diseases and work-related illnesses is transferred to the social protection carriers (health, disability) so that a certain amount of direct expenses remains blurred and unknown to the employer. Work related injuries and professional diseases and work related illnesses increase employer's expenses simply because in such instances it is necessary to hire additional employees who will replace the absent, injured or ill employee, and train them for safety and healthy work, while the injured and ill ought to be provided with salary compensation, indemnity and so on. Work related injuries disturb and interrupt production and reduce the income, decrease business reputation and therefore decrease competitiveness due to inability to fulfill contracted obligations.

Republic of Serbia has not established a particular rate for contributions for covering expenses related to ensuring occupational health and safety measures and therefore there is no differentiation of expenses for the rights of employees in that area.

Expenses for covering measures intended for ensuring occupational health and safety and for providing treatment for work related injuries and professional diseases are paid from funds from the Republic Pension and Disability Insurance Fund, and the Republic Fund for Health Insurance and the employer.

From the aspect of employer, expenses related to ensuring occupational health and safety measures can be monitored based on following items: internal expenses of the employer, external expenses of the employer (contributions for health and pension and disability insurance), loss of income due to premature disability or death that may be assessed both at the level of employer and at the national level.

## **9. ACTIVITIES AND MEASURES FOR REALISATION OF INDIVIDUAL OBJECTIVES**

### **9.1. Establishing, maintaining, progressively developing and periodically revising occupational health and safety system**

Occupational health and safety system in the Republic of Serbia, in coordination with current developmental trends in this field that are established and regulated under the EU documents and regulations, has been established in early 2006 through adoption of the Occupational Health and Safety Law and gradual adoption of related regulations (rulebooks) in 2006 and 2007 which ensure a more complete functioning of key provisions of the Law. Based on the system thus established, there is a need to in a strategic period analyse their functioning and possibly revise certain solutions that have not produced sufficient results.

However, the established system enables further progressive development of instituted requirements for the purpose of transposing the EU directives and ILO conventions in national legislation and revising existing regulations, keeping in mind the experience and practice.

### **9.2. Legislative measures (activities within the EU accession process)**

Occupational health and safety represents one of the social policy spheres that is meticulously regulated in the European Union and therefore it is necessary to attain full coordination with European principles in this field during the process of European integration of the Republic of Serbia. With particular accent on the importance of social dialog, it is recommended to create better working conditions in terms of preserving health and ensuring safety at work, while aim of these measures is to significantly decrease the rate of work related injuries and professional diseases.

In order to increase safety and health of employees at work, the following measures shall be determined:

- 1) Coordination with the EU legislation and innovating occupational health and safety regulations;
- 2) Consistent adhering to occupational health and safety regulations, i.e. application of measures ensuring safe and health work of employees;

3) Ensuring respect of adopted principles by employers and employees in terms of prevention of work related injuries and professional diseases, as well as participation of employers in rehabilitation of injured, and ensuring work for disabled workers;

4) Providing continuous monitoring of working equipment and working environment conditions by both employers and labour inspectors for the purpose of preventing work related injuries and professional diseases;

5) Organising occupational health and safety activities, appointing persons for health and safety at work and their training based on employer's needs, especially in activities that are potentially hazardous for the health of employees;

6) Regular control of the health of employees, especially ones working in workplaces with increased risk (in line with the Risk Assessment Act);

7) Ensuring adequate training of employees for safe and health work and adequate work organisation (equipping workspaces, rotation of employees, avoiding monotonous work and fatigue in workplaces with increased risk, breaks and respecting regulations on working hours, etc);

8) Media support for the purpose of increasing the awareness of employees and employees about the importance of occupational health and safety;

9) Offering initiatives for decreasing taxes for means and equipment for personal protection at work, if such reductions are in accordance with EU regulations.

#### 9.2.1. Activities in the EU accession process

##### Short-term priorities (2009)

In order to transpose the EU legislation into national legislation it is planned to adopt the following regulations:

1) Regulation on safety and health at work at temporary or mobile construction sites, (Council Directive 92/57/EEC of 24 June 1992 on the implementation of minimum safety and health requirements at temporary or mobile construction sites, 31992L0057);

2) Rulebook on preventative measures for safe and healthy work in the workplace, (Council Directive 89/654/EEC of 30 November 1989 concerning the minimum safety and health requirements for the workplace, 31989L0654);

3) Rulebook on preventative measures for safe and healthy work when using work equipment, (Council Directive 89/655/EEC of 30 November 1989 concerning the minimum safety and health requirements for the use of work equipment by workers at work, 31989L0655 and Council Directive 95/63/EC of 5 December 1995 amending Directive 89/655/EEC concerning the minimum safety and health requirements for the use of work equipment by workers at work, 31995L0063 and Directive 2001/45/EC of the European Parliament and of the Council of 27 June 2001 amending Council Directive 89/655/EEC concerning the minimum safety and health requirements for the use of work equipment by workers at work (Text with EEA relevance), 32001L0045);

4) Rulebook on preventative measures for safe and healthy work for the manual handling of loads, (Council Directive 90/269/EEC of 29 May 1990 on the minimum health and safety requirements for the manual handling of loads where there is a risk particularly of back injury to workers, 31990L0269);

5) Rulebook on preventative measures for safe and healthy work with display screen equipment, (Council Directive 90/270/EEC of 29 May 1990 on the minimum safety and health requirements for work with display screen equipment, 31990L0270);

6) Rulebook on preventative measures for safe and healthy work from risks related to exposure of asbestos at work, (Council Directive 83/477/EEC of 19 September 1983 on the protection of workers from the risks related to exposure to asbestos at work, 31983L0477, Council Directive 91/382/EEC of 25 June 1991 amending Directive 83/477/EEC on the protection of workers from the risks related to exposure to asbestos at work, 31991L0382 and Directive 2003/18/EC of the European Parliament and of the Council of 27 March 2003 amending Council Directive 83/477/EEC on the protection of workers from the risks related exposure to asbestos at work, 32003L0018);

7) Rulebook on preventative measures for safe and healthy work of workers exposed to the risk of ionizing radiation during their activities in controlled areas, (Council Directive 90/641/EURATOM of 4 December 1990 on the operational protection of outside workers exposed to the risk of ionizing radiation during their activities in controlled areas, 31990L0641);

8) Rulebook on preventative measures for safe and healthy work of workers exposed to risks related to chemical agents at work, (Council Directive 98/24/EC of 7 April 1998 on the protection of the health and safety of workers from the risks related to chemical agents at work, 31998L0024, Commission Directive 91/322/EEC of 29 May 1991 on establishing indicative limit values by implementing Council Directive 80/1107/EEC on the protection of workers from the risks related to exposure to chemical, physical and biological agents at work, 31991L0322, Commission Directive 2000/39/EC of 8 June 2000 establishing a first list of indicative occupational exposure limit values in implementation of Council Directive 98/24/EC on the protection of the health and safety of workers from the risks related to chemical agents at work (Text with EEA relevance), 32000L0039, Commission Directive 2006/15/EC of 7 February 2006 establishing a second list of indicative occupational exposure limit values in implementation of Council Directive 98/24/EC and amending Directives 91/322/EEC and 2000/39/EC (Text with EEA relevance), 32006L0015).

Participation in preparing and devising technical regulations and standards and regulations in the field of record keeping.

#### Mid-term priorities (2010–2011)

1) Rulebook on safety and health signs at work, (Council Directive 92/58/EEC of 24 June 1992 on the minimum requirements for the provision of safety and/or health signs at work, 31992L0058);

2) Rulebook on preventative measures for safe and healthy work on board fishing vessels, (Council Directive 93/103/EC of 23 November 1993 concerning the minimum safety and health requirements for work on board fishing vessels, 31993L0103);

3) Rulebook on preventative measures for safe and healthy work of workers potentially at risk from explosive atmospheres, (Directive 1999/92/EC of the European Parliament and of the Council of 16 December 1999 on minimum requirements for improving the safety and health protection of workers potentially at risk from explosive atmospheres, 31999L0092);

4) Rulebook on preventative measures for safe and healthy work when exposed to biological agents at work, (Directive 2000/54/EC of the European Parliament and of the Council of 18 September 2000 on the protection of workers from risks related to exposure to biological agents at work, 32000L0054);

5) Rulebook on preventative measures for safe and healthy work when working in the mineral extracting industries through drilling, (Council Directive 92/91/EEC of 3 November 1992 concerning the minimum requirements for improving the safety and health protection of workers in the mineral- extracting industries through drilling 31992L0091);

6) Rulebook on preventative measures for safe and healthy work in surface and underground mineral-extracting industries, (Directive 92/104/EEC of the European Parliament and of the Council of 3 December 1992 on the minimum requirements for improving the safety and health protection of workers in surface and underground mineral-extracting industries, 31992L0104);

7) Rulebook on preventative measures for safe and healthy work of workers with a fixed-duration employment relationship or a temporary employment relationship, (Council Directive 91/383/EEC of 25 June 1991 supplementing the measures to encourage improvements in the safety and health at work of workers with a fixed-duration employment relationship or a temporary employment relationship, 31991L0383);

8) Rulebook on preventative measures for safe and healthy work when exposed to the risk arising from physical agents (noise), (Directive 2003/10/EC of the European Parliament and of the Council of 6 February 2003 on the minimum health and safety requirements regarding the exposure of workers to the risks arising from physical agents (noise), 32003L0010);

9) Rulebook on preventative measures for safe and healthy work when exposed to the risk arising from physical agents (vibration), (Directive 2002/44/EC of the European Parliament and of the Council of 25 June 2002 on the minimum health and safety requirements regarding the exposure of risks arising from physical agents (vibration), 32002L0044);

10) Rulebook on preventative measures for safe and healthy work when exposed to the risk arising from electromagnetic fields and waves, (Directive 2004/40/E3 of the European Parliament and of the Council of 29 April 2004 on the minimum health and safety requirements regarding the exposure of the workers to risks arising from electromagnetic fields and waves, 32004L0040);

11) Rulebook on preventative measures for safe and healthy work when exposed to the risk arising from physical agents (artificial optical radiation), (Directive 2006/25/EC of the European Parliament and of the Council of 5 April 2006 on the minimum health and safety requirements regarding the exposure of the workers to risks arising from physical agents (artificial optical radiation), 32006L0025);

12) Rulebook on preventative measures for safe and healthy work when exposed to carcinogens or mutagens at work (Directive 2004/37/EC of the European Parliament and of the Council of 29 April 2004 on the protection of workers from the risks related to exposure to carcinogens or mutagens at work, 32004L0037).

#### 9.2.2. Institutions implementing the activities

For the purpose of harmonising regulations, i.e. realisation of the National Programme for Occupational Health and Safety Integration, it is necessary to increase the capacity of the Occupational Health and Safety Administration by hiring new officers, further training of employees and procurement of needed equipment. Taking into



consideration the number and the structure of employees at the Occupational Health and Safety Administration, at this point (eight governmental officers, out of which seven are graduated engineers and one have graduated law) and the plan for coordinating regulations, it is necessary to hire three more law graduates in 2009.

Table 4

Name of Institution	Existing or Planned	Current Number of Employees		Planned Number of Employees per Year			
				2008	2009	2010	2011
Occupational Health and Safety Administration	Existing	Total	8	11	11	11	11
		Coordination of regulations	2	5	5	5	5

Increasing the capacity of the Occupational Health and Safety Administration for the needs of coordinating regulations and realising the National Plan for Integration in the sphere of occupational safety and health is a short-term priority.

In the strategic period, for the purpose of instituting unified practice through introduction of unique standards for examining and testing work equipment and working environment conditions, i.e. for the purpose of balancing the risk assessment practice, it is a necessity to initiate establishing a reference laboratory (premises, equipment, instruments, and so on).

### **9.3. Adopting mechanisms and procedures for implementing occupational health and safety regulations (integrated labour Inspection)**

The priority of the Labour Inspectorate is to build a modern system for labour inspection that is adapted to the EU standards in order to establish an efficient and effective framework for its organisation and functioning. In that sense, the strategic objective of the Labour Inspectorate is to introduce integrated work methods for inspectors that entail a “one-stop-shop” concept (one inspector – one employer – one supervision). This integrated method enables greater coverage of companies and employees what is conditional upon constant training and professional education of labour inspectors.

This type of supervision should reasonably produce more visits (inspections) of inspectors to employers and therefore a more intensive or stronger influence on employers in terms of application of occupational health and safety measures and reduction of work related injuries and professional diseases.

Taking into consideration the fact that former campaigns achieved very good results, this type of supervision ought to be continued especially in high-risk activities such as construction, transportation, agriculture and wood processing industry. At the same time, the strategic goal of inspection will be oriented toward small and medium enterprises and entrepreneurs, keeping in mind that such enterprises most often fail to implement prescribed occupational health and safety measures. Having in mind the fact that the number of illegal workers and illegal overtime work is increasing (especially in activities high in risk), the work of the Labour Inspection will be geared toward combating such occurrences.

In order to realize the requirements that enable the employees to use safe and proper work equipment and spend their working time in healthy working environment, the Strategy will determine the implementation of permanent and increased control of results received from pre-emptive and periodic examinations of work equipment and working environment.

With the objective of better implementation of the Law, the Labour Inspectorate within its campaigns and regular inspections will specifically insist on consistent application of measures that are in particular related to:

- Training employees for healthy and safe work;
- Examining and testing work equipment and working environment conditions;
- Providing means and equipment for personal protection at work;
- Implementing procedures and applying measures in accordance with the Risk Assessment Act in the workplace and in working environment.

All participants in the implementation of the Strategy shall through their activities influence timely discovery and prevention of discrimination, harassment, mobbing and abuse at work.

Labour inspectors will in the strategic period specifically insist on consistent implementation of regulations for realization of legal protection of vulnerable groups of employees.

The problem of illegal overtime work will be solved through corrective repressive measures prescribed by labour inspectors, through campaigns realised with social partners and so on, in order to decrease overtime work down to legally allowed amount.

Occupational Health and Safety Administration shall in the strategic period increase supervision over the legality of work of legal entities and licensed entrepreneurs.

#### **9.4. Activities for adopting and implementing regulations on insurance from work related injuries, professional diseases and work related illnesses for the purpose of compensation**

The occupational health and safety system shall be made complete with the adoption of the law on insurance against work related injuries, professional diseases and work related illnesses for the purpose of ensuring compensation. One of the main activities shall be geared toward adopting this law.

Basic principles serving as foundation for the types of insurance from work related injuries, professional disease and work related illnesses, and their functioning will be grounded on establishing, evaluating and determining the degree of professional risks in the workplace of the insured, and introduction of compulsory contribution for this type of insurance that shall be paid by the employer.

Reason for adopting a separate insurance model against work related injuries, professional diseases and work related illnesses is in the fact that during the accession to the EU of any state, employers from states where insurance against work related injuries, professional diseases and work related illnesses is paid by health and pension and disability insurance, are in a favorable position when compared to employers from states that have introduced a separate insurance model where all insurance related expenses are covered by the employer.

Separate occupational health and safety insurance shall be regulated under the special law which shall completely regulate that insurance, obligations, responsibilities

and rights of employers, employees, unions and state bodies that are involved in the process of realising that insurance.

The Law shall contain the following basic characteristics:

- Public and compulsory for all employees and other persons as determined by law;
- Based on non-profitability principle and financed by contributions from employers;
- Follow objectives of improving the level of safety and health at work;
- Create contribution levels based on the level of risk (according to employers, activities, occupations) and based on bonus-malus principle it shall encourage employers to invest in means and measures for risk minimisation and prevention, and therefore better safety and health at work, which will consequently decrease expenses resulting from non-implementation of measures in that field;
- Contribute to a reduction of work related injuries, professional diseases and work related illnesses and thus reduce expenses of employers and the loss of production which in turn will contribute to a better quality of working conditions and social protection of employees.

System of insurance against work related injuries, professional diseases and work related illnesses for the purpose of ensuring compensation has received recognition in the regions and therefore it means that there is an expressed need for the Republic of Serbia to introduce this type of insurance as well.

### **9.5. Information system and records on work related injuries, professional diseases and work related illnesses**

The current concept for keeping records on work related injuries in the Republic of Serbia dates from the sixties of the past century and during the fifty years that have passed the existing concept has not significantly changed.

The concept established in such a manner has not changed nor has it followed the changes in the society that took place in the meantime, nor changes brought about by the swift development of computer science. Apart from the outdated concept in reporting on work related injuries and professional diseases there is also a problem of their record keeping or the lack thereof.

#### **9.5.1. Measures for improving the system**

Proposal for the new concept of reporting on work related injuries is based on a simpler report form on work related injuries and professional diseases and the use of current computer technologies. This concept allows monitoring of effects in later stages of implementation of measures for preventing work related injuries and their financial effects.

A solution to the problem of reporting on professional diseases would be to devise a new list of professional diseases (that will be significantly shorter than the existing one) and to devise detailed criteria for verifying professional diseases found on that list. Also a question of defining work related illnesses will be raised, considering that they have not been neither defined nor recorded until now.

The final phase of development will be creating the record keeping software for professional diseases in the Republic of Serbia, which will apart from record keeping

allow for exchange of information and data with competent institutions of the Republic of Serbia.

#### 9.5.2. Activities for devising the Information System “Register of Work Related Injuries and Professional Diseases”

During 2008, two consensus conferences were held with the objective of gathering support from the Ministry of Labour and Social Policy, representative unions, representative Association of Employers, Ministry of Health, Ministry of Mining and Energy, Occupation Medicine Institute, Health Insurance Institute, Pension and Disability Insurance Fund and the Republic Statistical Office.

Activities in 2009 will be geared toward developing the software, and it is expected that the first preliminary version will be finished and users and public introduced to possibilities of this information system.

### **9.6. Educating appropriate bodies**

Strategic objective denotes providing strong support in the occupational health and safety field in the work of appropriate bodies. At both state and other levels the role of the Socio-Economic Council and Occupational Health and Safety Council in the Republic of Serbia should be strengthened.

At the level of employers, collective negotiation as prevention should be recognised and further efforts put forward to elect representatives of employees and establish Occupational Health and Safety Board in order to involve all employees in discussion on pertaining issues. When the need ensues, the support should be provided through creating operative bodies involving social partners at both state and employer levels in order to find solutions for current issues in this field.

### **9.7. Establishing priorities in solving occupational health and safety problems (small, and medium-sized enterprises and entrepreneurs; sectors with high risk; vulnerable categories of employees; discrimination and mobbing; gender equality)**

Keeping in mind that economic development of the Republic of Serbia among other things depends on the development of small and medium enterprises and entrepreneurs, and that occupational health and safety measures in such enterprises are insufficiently implemented, activities in the strategic period will be geared toward adapting legislative regulations to small and medium-sized enterprises and entrepreneurs and providing assistance to those enterprises and entrepreneurs in implementing regulations.

It is a known that the occupational health and safety problems are particularly present in construction, wood processing, transportation, chemical industry, agriculture, etc, since those activities are the ones where most work related injuries occur (especially deadly injuries) and the ones carrying most risk to employees' health. Objectives of this Strategy are to decrease the number of work related injuries and professional diseases for at least 20%, and to decrease the number of lost working days because of work related injuries or illnesses per 100.000 employees.

Considering the new market relations in the economy of the Republic of Serbia that include a frequent occurrence of overtime work, inability to use daily breaks and vacations, aggressive behavior of employers, sexual harassment, etc. special activities shall be undertaken in particular relating to vulnerable categories of employees,

discrimination and abuse with particular attention drawn to the so called indirect discrimination of women, abuse against women, sexual harassment and blackmail, and deprivation of rights derived from labour relations, issue of gender equality and child labour, occupational health and safety of employees in cultural and similar activities.

#### **9.8. Promotion of prevention – initiative for establishing “Education Center” and “Day for Health and Safety at Work” in the Republic of Serbia**

Culture of prevention in the sphere of safety and health at work entails raising the awareness on all organisational levels of work (employers and employees) in the sense of promotion of assessment of professional risks that can be attained through proper upbringing, education, training and other types of education.

Creating healthy working environment entails increasing the knowledge on the subject of safety and health at work of each and every individual. That means that an approach that is at the same time global and preventative, promoting welfare at work, ought to be created.

Training in the area of occupational health and safety shall be conducted in such a manner as to use various resources adapted to specific conditions, for example, small and medium enterprises or entrepreneurs. All efforts should be put forward to make all employees and employers aware of the need to adequately train the youth to enter the working world with particular attention to creating safe and healthy working conditions.

Activities should be geared, in cooperation with vocational high schools and universities or faculties / higher education institutions, toward the learning system that will be based on new economic structures, and orientation toward creating programs that will include studying occupational health and safety in schools, what would ensure wider professional education and greater flexibility in employment.

Within the functioning of vocational high schools there is a need to develop cooperation with employers in order for student to be able to have internships and receive practical training for safe and healthy work. Also, it is necessary to create incentives and opportunities for ongoing education of teaching staff in order to ensure the quality of education.

In the period to come it will be of the utmost importance to create education opportunities in this field in higher education institutions.

Foreseeing new risks and risks in making, either related to technical innovations or caused by societal changes, shall be crucial if our objective is to be able to control the risk. For that reason it is first and foremost important to constantly monitor risks occurring in the workplace, based on the systematic collection and data analysis. European Parliament has emphasised that this type of analysis represents an integral part of the preventative approach.

In order to promote the culture of prevention and health at work, it is necessary that research organisations coordinate and orient their programmes toward practical problems occurring in the workplace, and prepare them for transferring research results to companies, especially small and medium-sized enterprises.

A substantial amount of time will be required to change the mindsets of employers in regards to investing financial resources for implementing occupational health and safety measures, simply because in the last fifteen years the main focus was on the swift return of capital and not investing in human resources. Employers' resources allocated

for implementation of occupational health and safety measures, observed in a wider sense, represent revenue received from business activity given that through such investments they prevent significant consequences to work processes and economic effects on their business.

Important prerequisite for improvements in reviving the system of safety and health at work is education and information of the public on negative effects of working conditions for employees' health. This is crucial in order for the public to understand, accept and support preventative occupational health and safety measures. In order to raise the level of general culture of work from the aspect of safety and health at work and understanding of importance of this issue, in the strategic period the initiative ought to be put forward to find possibilities (donations, projects, etc.), to organise (build) a unique "Education Center".

Occupational Health and Safety Administration in cooperation with the Labour Inspectorate and social partners has already undertaken numerous preventative and educational activities for employees, and among them the most significant are: initiative to ratify ILO Convention No. 167 on Health and Safety in Construction (1988) and Convention C 187 on Promotional Framework of Health and Safety at Work (2006), work on devising the National Occupational Health and Safety Policy, contribution on drafting the law and regulations pertaining to occupational health and safety and their application, reaching agreement on construction activities between social partners at the level of Socio-Economic Council in the territory of the Republic of Serbia, joint campaigns in construction, and organizing events for the World and European Day for Health and Safety at Work.

In order to promote good practice in this sphere it is necessary to establish and honor the "Day for Health and Safety and Work" of the Republic of Serbia and establish awards for good practice.

#### 9.8.1. Promotion of assessment of professional risks

All EU documents dealing with health and safety at work put forward requirements for application of preventative measures in order to prevent work related injuries and professional diseases and establish conditions for implementing the procedure for assessing professional risks.

Pursuant to these requirements, the Occupational Health and Safety Law introduced a new approach in resolving the issue of safety and health at work with employers that is significantly different from the previous traditional approach. Occupational Health and Safety Law introduced the obligation of employer to adopt Risk Assessment Act for all workplaces in the working environment and to establish measures for their removal. Manner and procedure for risk assessment is prescribed under the Rulebook on the manner and procedure for risk assessment in the workplace and in the working environment.

Rulebook on the manner and procedure for risk assessment in the workplace and in the working environment is the most important regulation serving as foundation for the system of prevention, promoted under the Law, that joins the most significant issues in functioning of the occupational health and safety with employers, and is grounded on the systematic recording and assessment of all factors (risks and hazards) in work processes that may cause work related injuries, diseases or damage the health (professional disease

and work related illnesses) and determines possibilities or manner for preventing or eliminating risk and obligations of the employer to provide needed financial resources for that purpose.

Since this is a very complex procedure that does not end with adoption of the Risk Assessment Act, it is necessary to intensify activities of all participants in the occupational health and safety system, especially labour inspectors, in consistent application of the Occupational Health and Safety Law.

Specifically, considering the fact that application of certain occupational health and safety measures directly supervenes from validly determined risks causing work related injuries, professional injuries and work related illnesses, (ensuring means and equipment for personal protection at work, training employees for safe and healthy work, maintaining working equipment in regular condition, establishing workplaces with increased risk, etc), and the fact that a greater number of employers did not initiate procedure for adopting the Risk Assessment Act, it is necessary that labour inspectors, during their inspection provide professional assistance to employers in implementing this legal obligation.

Also, it is necessary to implement media campaigns with the particular stress on small, medium-sized enterprises and entrepreneurs in order to inform employers of their legal obligations and the importance of improving the general state of occupational health and safety at work, and raise the awareness of all factors in the system. In a short time period of applying the risk assessment procedure, the first established task would be to implement risk assessment procedure through determining hazards and risk, and it is expected that new risk will be registered in the following period.

Based on our knowledge, in the Republic of Serbia as in EU countries new risks pertaining to psycho-social problems are arising as we speak, thus representing new occupational health and safety challenges.

Today various forms of psychological harassment and abuse in the workplace represent a particular problem requiring legislative action. Everything that will be done in that sense will find support in provisions of Directives adopted pursuant to Article 13 of the Treaty establishing the EU, which defines the term of harassment at work. It is a known fact that “occurring diseases”, such as stress, depression, anxiety, violence in the workplace, harassment and intimidation cause 18% of all problems related to health at work, while one third of these problems cause absences from work lasting one week or longer. Complaints about these problems are twice as common in education and health and social services that in other sectors. They are not so related to the exposure to certain risk as much as they are consequence of a number of factors, such as organisation of work, working hours, hierarchical relations, fatigue because of commute, and the degree of acceptance of ethnic and cultural diversity in the workplace. These problems ought to be solved in the global context that is defined by the International Labour Organisation as “welfare at work”.

The Strategy ought to ensure prevention of onset of professional risks (stress, monotony, harassment and violence in the workplace, damages to muscles and skeleton, etc).

Through reviewing the situation in Serbia and examples of good practice from the EU countries, the Occupational Health and Safety Administration shall jointly with the Occupational Health and Safety Council and social partners prepare guidelines for proper

application of directives, taking into account differences between industries and businesses.

### **9.9 Providing initiative for introducing legal requirements for defining financial and budgetary resources in the field of safety and health at work**

In order to introduce legal requirements and define financial and budgetary resources it is necessary to first analyse expenditure needed for the implementation of occupational health and safety measures by employers, and expenditure related to compensation during absences from work due to work related injuries or professional diseases for damages in court, etc.

It the strategic period it is necessary to review, as a priority, the economic aspect of transposing and applying the EU regulations in the economic system at the level of employers.

### **9.10. Special occupational health and safety programmes**

Occupational health and safety strategy is encouraged through special programmes/projects in various fields, positive employment policy, policy of development of technological processes, health promotion policy, etc.

Programmes for promoting occupational health and safety Strategy should be based on consistent application of preventative measures in this field. One of the special programmes relevant for the functioning of the occupational health and safety system is putting forward the initiative for establishing reference laboratories that will control the quality of work of licensed legal entities in the sphere of safety and health at work.

Strategy will initiate programmes for educating on combating discrimination, mobbing, child labour, etc. in cooperation with the Administration for Gender Equality, nongovernmental organisations and other stakeholders.

### **9.11. Cooperation in the sphere of occupational health and safety**

#### **9.11.1. International cooperation**

The prerequisite for development and improvement of safety and health at work is to establish and achieve cooperation with international organisations.

Occupational Health and Safety Administration has in 2006 achieved cooperation with the Agency for Safety and Health at Work of the EU with headquarters in Bilbao and became a Commissioner for the Republic of Serbia, as well as established cooperation with the World Health Organisation. In the following period active cooperation with the Agency and the International Labour Organisation will continue in the same successful manner as in so far. Cooperation will be geared toward ensuring the efficient application of all accepted conventions, recommendations and ILO protocols, as well as cooperation in assessing risks in the workplace and working environment, monitoring health conditions of employees, and so on.

Cooperation with the countries in the region is an essential precondition for ensuring compliance with the minimum standards for safety and health at work, given that the primary goal for cooperation with these countries is facilitating flow of goods, services and capital. In this regard, the legislative framework adopted by the European Union will serve as basis for the exchange of information with these countries.



Labour Inspectorate will continue its cooperation with the Committee of Senior Inspectors of the EU in order to develop new supervision methods.

Labour Inspectorate has through signing of the Sofia Declaration (in September 2008 in Bulgaria) become a member of the newly established Association of Regional Labour Inspectorates of Southeast Europe, Azerbaijan and Ukraine, which will support regional initiatives for reform in the field of social policy.

#### 9.11.2. National cooperation

National cooperation will be realised with the line ministries (Ministry of Health, Ministry of Environment and Spatial Planning, Ministry of Economy and Regional Development, Ministry of Mining and Energy, Ministry of Trade and Services, Ministry of Education, Ministry of Internal Affairs, Ministry of Defense, etc), especially in activities geared toward the accession to the EU. Cooperation will continue with the Health Insurance Fund and the Pension and Disability Insurance Fund, with public prosecutors and courts, social partners' representatives (Confederation of Autonomous Trade Unions of Serbia, United Branch Trade Unions "Nezavisnost", Serbian Association of Employers), nongovernmental organisations and others.

The Action Plan will determine the level of coordination and mutual cooperation, responsibility, optimisation and training.

## 10. CONCLUSIONS

Field of safety and health at work, based on both economic and humane reasons deserves to occupy a prominent place in governmental policy. Commitment to increasing the employment rate and productivity, and completing the privatisation process requires extra efforts of all stakeholders to improve their performance in the field of health and safety at work. Safety and health at work has a special role in increasing the competitiveness and productivity of enterprises, as well as in contributing to a sustainable system for social protection because it reduces costs created by consequences of injuries in the workplace, and professional diseases, and enhancing motivation of employees. Injuries at work and professional diseases are a major financial burden in the social security system, what requires coordinated strategic agreement and cooperation between main social partners when it comes to the realisation of the Strategy. Strategic aspects of the safety and health at work must keep the pace with these changes and needs in order to promote the "welfare at work", i.e. physical, moral and social well-being, and not something that is measured only through the lack of injuries at work professional diseases. In order to achieve this, all actors, meaning state bodies, social partners, companies and others must be universally involved.

All participants must direct their efforts toward providing support for the implementation of the Strategy through:

- 1) Promotion of activities to reduce injuries and professional diseases, taking into account primarily the activity in which the rate of occurrence of professional diseases and work related injuries is above average;
- 2) Inclusion of the aspect of gender differences in risk assessment, preventative measures and solutions in the area of health and safety at work, in order to give due attention to specific characteristics of women;

3) Prevention of risks from psycho-social hazards (stress, harassment in the workplace, depression and anxiety, as well as risks associated with dependence on alcohol, tobacco, drugs and medicines should be subject to special measures, but should at the same time be a part of global approach in relation to health care systems);

4) Better prevention of professional diseases (priority should be prevention of vibration related diseases, skin diseases, viral hepatitis, bronchial asthma, hearing damage);

5) Taking into account the demographic changes when it comes to risks, injuries at work and professional diseases. Preventative measures should pay greater attention to the age of employees, and be specially aimed at the young and older workers.

6) Taking into account the changes in forms of employment, work organisation and working hours (employees in nonstandard employment and working under limited duration employment contracts represent a vulnerable group);

7) Taking into account the size of employers, while small and medium enterprises and entrepreneurs should be subject to special measures within the programme for informing, raising the awareness and risk prevention;

8) Analysis of new or arising risks, with special attention to addressing the risks related to the interaction with chemical and biological agents, as well as risks related to working environment (ergonomic, psychological and social risks).

In order to refine the method for assessing the success in implementation of the Strategy, and periodic consideration of overall achievement in the application and possible revision of some of its goals, it is necessary to precisely and in advance define an indicator of success for each set goal as measurement and method for measuring results.

## **11. ACTION PLAN**

Measures and activities with deadlines, tasks, bodies and participants competent for the implementation of this Strategy shall be listed in the Action Plan for the period 2009 – 2012.

The Action Plan for Implementation of this Strategy shall be developed within six months from the day of the Strategy publishing.

## **12. FINAL PART**

The Strategy shall be published in the “Official Gazette of the Republic of Serbia”.

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GOVERNMENT

Transcript's validity is certified by  
DEPUTY GENERAL SECRETARY

FIRST DEPUTY PRIME MINISTER

Snežana Miljanić

Ivica Dačić

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