

**ACTION PLAN
FOR IMPLEMENTATION OF THE
SAFETY AND HEALTH AT WORK STRATEGY IN THE REPUBLIC OF SERBIA
FOR THE PERIOD FROM 2009 TO 2012**

1. INTRODUCTION

The Safety and Health at Work Strategy in the Republic of Serbia for the period from 2009 to 2012 ("The Official Gazette of RS", number 32/09) stipulates that certain measures and activities, with the deadlines, tasks, authorities and participants competent for implementation of this strategy, should be more precisely prescribed and arranged within the Action Plan for Implementation of the Safety and Health at Work Strategy in the Republic of Serbia for the period from 2009 to 2012 (hereinafter: the Action Plan).

The Action Plan stipulates the competent state administration authorities, social partners and other participants in the safety and health at work system, with the concrete individual aims and activities developing aims and activities from the Safety and Health at Work Strategy in the Republic of Serbia for the period from 2009 to 2012 (hereinafter: the Strategy), as the most important strategic document in the safety and health at work domain.

The Strategy general aim is to improve and preserve health of the working population, that is, to improve work conditions in order to prevent injuries at work and professional diseases and work-related diseases and to reduce them to the minimum, that is, to remove professional risks.

The Action Plan represents the sum of the actual measures and activities, with the aim to improve health of the working population so that it could reduce injuries at work and professional diseases.

2. FINANCIAL EFFECTS

Necessary means for the activities the realization of which is planned in 2010, that is, which follow the activities concerning the immediate implementation of the Strategy during 2009, at the amount of 500,000 dinars, have been included in the Minister of Labour and Social Policy financial plan, and the possible additional means shall be provided from the European Union funds (TAIEX, IPA etc.), as well as from the donors' means.

The means, at the amount of 1,000,000 dinars a year, necessary for implementation of the activities, that will be carried out in 2011 and 2012, shall be included in the Ministry of Labour and Social Policy financial plan.

Provision of means for the projects, initiating establishment of the reference laboratory and educational centers, shall be planned in accordance with the possibility to use the first IPA component, that is, the budgetary means shall not be used for realization of these activities.

The aims in 2010: to start the initiative for establishment of the reference laboratory and to start the initiative for establishment of the "Educational Center", shall include the activities that are to be implemented through the education of work teams for analyses creation and for assessment of the financing sources possibilities and availabilities to start the initiative, not only for establishment of the reference laboratory and educational centers.

A part of the activities for implementation of the National Strategy for Sustainable Development from 2009 to 2017 ("The Official Gazette of RS", number 22/09), stipulated by the Action Plan, shall be implemented within the IPA project.

3. MEANINGS OF THE ABBREVIATIONS

MLSP – Ministry of Labour and Social Policy

MH – Ministry of Health

HPEA – Health Protection for Employees Agency

SHWA – Safety and Health at Work Administration

WI – Work Inspectorate

Representative Syndicates – Association of Individual Syndicates of Serbia and the United Branch Syndicates "Nezavisnost"

Representative Associations of Employers – Union of Employers of Serbia

SEC – Social-Economic Council of the Republic of Serbia

MTIS – Ministry of Telecommunications and Information Society

RIII – Republic Informatics and Internet Institute

AJBORA – Administration for Joint Business Operations of the Republic Authorities

MERD – Ministry of Economy and Regional Development

SHW – Safety and Health at Work

ILO – International Labour Organization

WHO – World Health Organization

TAIEX – Technical Assistance and Information Exchange Bureau

IPA – Instrument for Pre-Accession Assistance

IALI – International Association of Labour Inspection

SLIC – Senior Labour Inspectors' Committee

RALI – Regional Association of Labour Inspections for South-East Europe, Azerbaijan and Ukraine

1. GENERAL AND INDIVIDUAL AIMS, ACTIVITY HOLDERS AND DEADLINES

General aim: improvement and preservation of health of the working population, that is, work condition improvement in order to prevent injuries at work, professional diseases and work-related diseases and reduce them to the minimum, that is, professional risks removal.

Individual aims	Activities	Indicators	Expected results	Activity holders and participants	Deadlines
1	2	3	4	5	6
1. Establishment maintenance, progressive development and periodic revision of the safety and health at work system in consultation with representative organizations and employers and employees	1.1. To establish the workgroup for generation of the acts and sub-acts application analysis	Workgroup members	Established workgroup for generation of the acts and sub-acts application analysis	MLSP, SHWA, WI, SEC, Representative Syndicates and Representative Associations of Employers, SHW Council, associations, MH, the Work Medicine Institute in collaboration with the work medicine service and other ministries	March, 2010
	1.2. To prepare the acts and sub-acts application analysis plan	The acts and sub-acts application analysis	Generated acts and sub-acts application analysis plan	MLSP, SHWA, WI, SEC, Representative Syndicates and Representative Associations of Employers, SHW Council, associations, MH, the Work Medicine Institute and other ministries	June, 2010
	1.3. To analyze, that is, to determine implementation of the Safety and Health at Work Acts and sub-acts, which provide functioning of the Acts	Condition of the Safety and Health at Work Act and sub-acts implementation	Generated report with the proposal for the Safety and Health at Work Act and sub-acts amendments	Workgroup members	End of 2011

Individual aims	Activities	Indicators	Expected results	Activity holders and participants	Deadlines
1	2	3	4	5	6
2. Passing acts, sub-act regulations, collective agreements, general and other acts concerning safety and health at work	2.1. To prepare safety and health at work domain regulations and harmonize them with the EU legal achievements and innovations	Degree of harmonization of the Safety and Health at Work Act and sub-act regulations with the EU directions	The Safety and Health at Work Act and sub-act regulations harmonized with the EU directions	MLSP, SHWA, WI, SEC, Representative Syndicates and Representative Associations of Employers, MH and other ministries	End of 2012
	2.2. To participate in negotiations for conclusion of special and collective agreements for public services and public companies, as well as collective agreements with the employers for public services and public companies	Development of the social dialogue in the domain of safety and health at work	Number of the concluded collective agreements	MLSP and other competent ministries, SEC, employers и друга надлежна министерства, SEC, employers, the SHW Council in collaboration with representative syndicates	Continually
3. Adoption of mechanisms and procedures for implementation of the safety and health at work regulations (integrated work inspection)	3.1. To establish the workgroup for generation of the methodology concerning integrated inspection monitoring in the work relations and safety and health at work domain	Workgroup members	Established workgroup for generation of the methodology concerning integrated inspection monitoring in the work relations and safety and health at work domain	MLSP, WI	End of 2010

Individual aims	Activities	Indicators	Expected results	Activity holders and participants	Deadlines
1	2	3	4	5	6
	3.2. To generate methodologies concerning integrated inspection monitoring in the work relations and safety and health at work domain	Adopted methodology concerning the integrated inspection monitoring implemented by work inspectors	Implemented methodology concerning the integrated inspection monitoring in the work relations and safety and health at work domain	MLSP, WI	End of 2010
	3.3. To realize training of all integrated inspection monitoring work inspectors	Number of the inspectors who have attended and mastered the integrated inspection monitoring training	Training of all work inspectors for the integrated inspection monitoring in the work relations and safety and health at work domain	MLSP, WI	End of 2010
	3.4. To inform social partners of the integrated inspection monitoring	Number of the held round-tables and seminars for social partners	Organized round-tables and seminars for social partners dealing with the integrated inspection monitoring topic	MLSP, WI, Representative Syndicates and Representative Associations of Employers	End of 2010
4. Introduction of the special insurance against injuries at work and professional diseases	4.1. To organize seminars in order to learn about the EU member countries' experiences in the insurance against injuries at work domain	Getting informed with the EU member countries' experiences in the insurance against injuries at work domain	Organized seminars	MLSP, SHWA, WI, SEC, Representative Syndicates and Representative Associations of Employers, SHW Council, MH, the Work Medicine Institute in collaboration with the work medicine service and other ministries	End of 2010

Individual aims	Activities	Indicators	Expected results	Activity holders and participants	Deadlines
1	2	3	4	5	6
	4.2. To suggest establishment of the workgroup for generation of the Insurance against Injuries at Work and Professional Diseases Draft Act for the purpose of damage compensation	Suggested workgroup members	Established workgroup	MLSP, SHWA, WI, SEC, Representative Syndicates and Representative Associations of Employers, SHW Council, MH, the Work Medicine Institute in collaboration with the work medicine service and other ministries	End of 2010
	4.3. To prepare legal frame regulating insurance against injuries at work and professional diseases for the purpose of damage compensation	Discussion on the Act on Insurance against Injuries at Work and Professional Diseases for the Purpose of Damage Compensation	Generated text of the Act on Insurance against Injuries at Work and Professional Diseases for the Purpose of Damage Compensations	Workgroup	End of 2010
5. Introduction of the information system in the safety and health at work domain (the registry of injuries at work and professional diseases etc.)	5.1. To analyze the existing information system	Operating condition of the existing information system	Suggestion of the project for introduction of the registry of injuries at work and professional diseases	MLSP, SHWA, WI, MH, MTIS, RIII, AJBORA and other ministries, the Republic Health Insurance Institute, the Republic fond of PDI, the Work Medicine Institute in collaboration with the work medicine service, HPEA	End of 2010

Individual aims	Activities	Indicators	Expected results	Activity holders and participants	Deadlines
1	2	3	4	5	6
6. Establishment of the appropriate tripartite bodies composed of the state authority representatives, employers and employees responsible for safety and health at work	6.1. To establish working bodies with the local social-economic councils	Development of the social dialogue in the safety and health at work domain	Established permanent SHW working bodies within the local SECs of the following cities: Novi Sad, Belgrade, Kragujevac, Niš and the municipality of Subotica	MLSP, SHWA, WI, SEC, Representative Syndicates and Representative Associations of Employers and executive organs of the local self-government unit	Continually end of 2010
7. Determination of the priorities when solving the issues dealing with the safety and health at work	7.1. Small and medium companies				
	7.1.1. To organize seminars for the small company employers' education	Informing employers with the SHW domain obligations and responsibilities	5 seminars held	Representative association of employers – holder, participants: SHWA, WI, Representative Syndicates and Representative Associations of Employers, associations, the Work Medicine Institute in collaboration with the work medicine service	Continually end of 2012
	7.1.2. To organize seminars for the medium company employers' education	Informing employers with the SHW domain obligations and responsibilities	5 seminars held	Representative association of employers – holder, participants: SHWA, WI, Representative Syndicates and Representative Associations of Employers, associations, the Work Medicine Institute in collaboration with the work medicine service	Continually end of 2012

Individual aims	Activities	Indicators	Expected results	Activity holders and participants	Deadlines
1	2	3	4	5	6
	7.2. High-risk sectors (civil engineering, wood processing, transportation, chemical industry, agriculture etc.)				
	7.2.1. To organize seminars for education of the civil engineering activity employers and employees	To inform employers and employees of the SHW domain rights, obligations and responsibilities	5 seminars held	Representative Syndicates and Representative Associations of Employers - holder, participants: SHWA, WI, Representative Syndicates and Representative Associations of Employers, associations , the Work Medicine Institute in collaboration with the work medicine service	Continually end of 2012
	7.2.2. To organize seminars for education of the wood processing sector employers and employees	To inform employers and employees of the SHW domain rights, obligations and responsibilities	5 seminars held	Representative Syndicates and Representative Associations of Employers - holder, participants: SHWA, WI, Representative Syndicates and Representative Associations of Employers, associations , the Work Medicine Institute in collaboration with the work medicine service	Continually end of 2012

Individual aims	Activities	Indicators	Expected results	Activity holders and participants	Deadlines
1	2	3	4	5	6
	7.2.3. To organize seminars for education of the transportation activity employers and employees	To inform employers and employees of the SHW domain rights, obligations and responsibilities	5 seminars held	Representative Syndicates and Representative Associations of Employers - holder, participants: SHWA, WI, Representative Syndicates and Representative Associations of Employers, associations , the Work Medicine Institute in collaboration with the work medicine service	Continually end of 2012
	7.2.4. To organize seminars for education of the chemical industry employers and employees	To inform employers and employees of the SHW domain rights, obligations and responsibilities	5 seminars held	Representative Syndicates and Representative Associations of Employers - holder, participants: SHWA, WI, Representative Syndicates and Representative Associations of Employers, associations , the Work Medicine Institute in collaboration with the work medicine service	Continually end of 2012
	7.2.5. To organize seminars for education of the agriculture employers and employees	To inform employers and employees of the SHW domain rights, obligations and responsibilities	5 seminars held	Representative Syndicates and Representative Associations of Employers - holder, participants: SHWA, WI, Representative Syndicates and Representative Associations of Employers, associations , the Work Medicine Institute in collaboration with the work medicine service	Continually end of 2012

Individual aims	Activities	Indicators	Expected results	Activity holders and participants	Deadlines
1	2	3	4	5	6
	7.2.6. To organize seminars for education of the energy sector employers and employees	To inform employers and employees of the SHW domain rights, obligations and responsibilities	5 seminars held	Representative Syndicates and Representative Associations of Employers - holder, participants: SHWA, WI, Representative Syndicates and Representative Associations of Employers, associations, the Work Medicine Institute in collaboration with the work medicine service	Continually end of 2012
	7.3. Groups of vulnerable employees (pregnant women, the young, elderly employees, disabled persons, disabled workers etc.)				
	7.3.1. Organization and education which should inform vulnerable groups of employees with the SHW domain rights	To inform employees and employers with the SHW domain rights of vulnerable employees	5 educations held	Representative Syndicates and Representative Associations of Employers – holder, MLSP, SHWA, the Gender Equality Administration, the Work Sector, WI, MERD, work medicine services, the Administration for Upbringing and Educational Advancement, associations, the Work Medicine Institute in collaboration with the work medicine service	Continually end of 2012
	7.4. Discrimination and abuse				

Individual aims	Activities	Indicators	Expected results	Activity holders and participants	Deadlines
1	2	3	4	5	6
	7.4.1. To inform employees and social partners of recognizing discrimination and abuse at work, of prevention and protection from them	Number of the held seminars, round-tables, workshops etc.	Organized round-tables and seminars for employees and social partners	MLSP, SHWA, the Work Sector, the Gender Equality Administration, the Work sector, WI, Representative Syndicates and Representative Associations of Employers, work medicine services, the Administration for Upbringing and Educational Advancement, associations, the Work Medicine Institute in collaboration with the work medicine service	Continually end of 2012
	7.5. Gender Equality				
	7.5.1. To inform employees and social partners of gender equality	Number of the held seminars, round-tables, workshops etc.	Organized round-tables and seminars for employees and social partners	MLSP, SHWA, the Gender Equality Administration, Representative Syndicates and Representative Associations of Employers, the Work sector, WI, work medicine services, the Administration for Upbringing and Educational Advancement, associations, the Work Medicine Institute in collaboration with the work medicine service	Continually end of 2012
	7.6. Product safety, which refers to the equipment, machines and other safety and health at work means				

Individual aims	Activities	Indicators	Expected results	Activity holders and participants	Deadlines
1	2	3	4	5	6
	7.6.1. To provide information of the importance of obeying standards and accreditations in the light of performance of socially responsible business operations	Increased knowledge of benefits from introduction of standards and accreditations in the socially responsible business operations	The increased number of subjects obeying the standards	MERD, the Accreditation Agency, the Institute for Standardization	Continually end of 2012
	7.7. Service Safety, especially services of maintenance and repair of the equipment, machines and other means for work				
	7.7.1. To provide information of the importance of obeying standards and accreditations in the light of performance of socially responsible business operations	Increased knowledge of the benefits from introduction of standards and accreditations in the socially responsible business operations	The increased number of subjects obeying the standards	MERD, the Accreditation Agency, the Institute for Standardization	Continually end of 2012
8. Advertizing the prevention culture and good practice in the safety and health at work domain	8.1. Implementation of the campaigns the aim of which is to advertize the prevention culture	Organizing campaigns	Acheved higher level of the SHW culture	MLSP, SHWA, WI, SEC, Representative Syndicates and Representative Associations of Employers, educational institutions, pension and disability funds, non-governmental organizations and other ministries	Continually end of 2012

Individual aims	Activities	Indicators	Expected results	Activity holders and participants	Deadlines
1	2	3	4	5	6
	8.2. Educational programs for high school and university students in collaboration with educational institutions and employers	Organizing campaigns	Achieved higher level of knowledge in the SHW domain	MLSP, SHWA, WI, SEC, Representative Syndicates and Representative Associations of Employers, educational institutions, pension and disability funds, non-governmental organizations and other ministries	Continually end of 2012
	8.3. Starting the initiative, with the Ministry of Education, for informing and educating vocational school students about safety and health at work	Specific educational profiles and fields in which informing and education shall be implemented	Organized informing and education of vocational school students at vocational school	MLSP, SHWA, the Ministry of Education, other ministries and non-governmental organizations	Continually end of 2012
	8.4. Celebration of the Republic of Serbia SHW Day and introduction of the prize for good practice	The Republic of Serbia SHW Day determined, and the good practice prize criteria set	To increase the number of participants celebrating the SHW Day and to increase the number of good practice companies	MLSP, SHWA, WI, Representative Syndicates and Representative Associations of Employers, non-governmental organizations and other ministries	2010
9. To provide initiative for introduction of legal assumptions in terms of defining financial and budgetary resources of the safety and health at work	9.1. Analysis of the expenses for implementation of the SHW measures with the employer	Questionnaire made and answers from 300 employers gathered	Determined percentage of financial means allocated for implementation of the SHW measures	MLSP, SHWA, other ministries, WI, SEC, Representative Syndicates and Representative Associations of Employers	End of 2011

Individual aims	Activities	Indicators	Expected results	Activity holders and participants	Deadlines
1	2	3	4	5	6
domain	9.2. Analysis of the paid-out compensations in the time of absence from work due to injuries at work or professional diseases, for damage compensations with the court etc.	Questionnaire made and answers from 300 employers gathered	Determined percentage of financial means allocated for the paid-out compensations	MLSP, SHWA, other ministries, WI, SEC, Representative Syndicates and Representative Associations of Employers	End of 2012
	9.3. To consider the economic aspect of the transposed EU regulations with the employer	Questionnaire made and answers from 300 employers gathered	Determined percentage of financial means allocated for implementation of the new regulations	MLSP, SHWA, other ministries, WI, SEC, Representative Syndicates and Representative Associations of Employers	End of 2012
10. To start the initiative for the reference laboratory establishment	10.1. To start the initiative for generation of the project: "Reference Laboratory Establishment" and for establishment of the work team for generation of the project	The work team for generation of the project formed	The project: "Reference Laboratory Establishment" generated	MLSP, SHWA, WI, SEC, Representative Syndicates and Representative Associations of Employers, MH, the Work Medicine Institute, other ministries and associations	End of 2010
11. To start the initiative for establishment of the "Educational Center"	11.1. To make analysis of the possibility to establish the Educational Center or centres	The work group for analysis making formed	The analysis of the possibility to establish the "Educational Center or centres" made	MLSP, SHWA, WI, SEC, Representative Syndicates and Representative Associations of Employers, MH, the Work Medicine Institute in collaboration with the work medicine service, other ministries and	June 2010

Individual aims	Activities	Indicators	Expected results	Activity holders and participants	Deadlines
1	2	3	4	5	6
				associations	
12. To cooperate in the domain of safety and health at work (further cooperation on the international and national level improved and advanced inter-resource cooperation)	12.1.Development of cooperation with ILO, the European Agency for SHW, WHO, IALI, SLIC, RALI etc.	Forming the teams which are to work according to specific questions	To develop cooperation with ILO, the European Agency for SHW, WHO, IALI, SLIC, RALI etc.	MLSP, SHWA, WI, MH, HPEA, SEC, Representative Syndicates and Representative Associations of Employers, other ministries and associations	Continually
	12.2. To improve cooperation with the countries of the region when it comes to the SHW activities	Forming the teams which are to work according to specific questions	Improved cooperation with the countries of the region	MLSP, SHWA, WI, SEC, MH, Representative Syndicates and Representative Associations of Employers, other ministries and associations	Continually
	12.3. To improve inter-sector and inter-resource cooperation in the part of the joining EU process	Forming the teams which are to work together according to specific questions	Improved inter-resource and inter-sector cooperation	MLSP, SHWA, WI, SEC, MH, Representative Syndicates and Representative Associations of Employers, other ministries and associations	Continually

