



TRADE Union STRATEGY IN HEALTH AND SAFETY AT WORK

Example from Poland

ETUI OHS Exchange and Information Forum
Riga, 19 - 20 February 2020



Content:

1. Working conditions in Poland - some data
2. Do we have any OHS strategy in Poland ?
3. Is trade union strategy needed ?
4. Draft of the trade union OHS Strategy
5. New and most challenging OHS issues by trade unions
6. Any other recommendations
7. What next ?



Working conditions in Poland - some data

- > over 80 thousand **accidents at work** (2018 r. - 84 thousand)
- > **accident fatalities** - as much as 22.3% (209 cases in 2018/ 269 in 2017)
- > the most causes (60.8%) – **bad employee behavior**
- > **costs social insurance** (pension and compensation) - approx. 5 billion
- > social accident costs - around PLN 20 billion
/ over 3 million days of inability to work



Do we have any OSH strategy in Poland ?

Multi-annual Program " Improving Safety and Working Conditions "

Currently, the fifth stage for 2020-2022 will be implemented - it is a continuation of previous programs from 2008 - 2019

The Central Institute for Labor Protection - National Research Institute is responsible for the implementation of the Program.



Objectives of the Program in the years 2020 – 2022 some details

- development of **methods and tools** for preventing and limiting
- **occupational risk** in the work environment
- development of collective and individual protection measures
- development of the **education, information and promotion** system in the field of health and safety
- increasing the **ability to work**



Is trade union strategy needed?

- > showing trade union **activity**
- > promoting a **culture of safety** among employees
- > presenting the trade union perspective in the OSH dialogue
- > impact on **decision-making** at all levels - european, national, industry,
- > capital showing that investment in health and safety is a profit
- > strengthening **competitiveness at work**
- > responding to **new challenges**: active aging, psychosocial threats, new forms of work provision, technological changes



Draft of the trade union OHS Strategy

Polish example

Part 1

- > **Diagnosis** on OSH
- > The main problems of OSH in the **opinion of trade unions** (accident statistics, hazards associated with fire fighting, OSH violations, good practices and, preventive measures, prevention)
- > **National statistics** on OSH



Draft of the trade union OHS Strategy

Polish example

The European dimension of work safety

- > Rating **collaboration** Polish trade unions at European level
(the Advisory Committee, Focal Point of the European Agency for Safety and Health in Bilbao (EU - OSHA))
- > Trade union activity for the health and **safety campaign**

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Polish example

Part 3

Employee representation in the area of health and safety

Part 4

Recommendations trade unions in the area of safety at work

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Trade union OHS Strategy

Recommendations

- > Recommendations for the National Labor Inspectorate
- > Legislative recommendations
- > Other recommendations

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Map of implementation Strategy

What and **How** to do it ?







- **Priorities**
 - key strategic objectives
 - key challenges
 - instruments
- **Autonomous trade unions activities**
- Bipartite and tripartite **cooperation**
- **Enforcement activities**

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Instruments

-  Legislation
-  Social dialogue
-  Communication and information
-  Cooperation with non – governmental organizations



What is priorities and challenges ?

PRIORITIES

- increased the role of trade unions / employee representatives in the OSH dialogue and improving the quality of social dialogue in OSH

CHALLENGES

- reducing accidents at work and reporting all accidents at work (other than employment contract)
- new form of work protection in the field of health and safety
- we eliminate stress at work

Practical example



Implementation priority

Increased the role of trade unions / employee representatives in the OSH dialogue and **improving the quality** of social dialogue in OSH

- we show our strategy our **members** of trade unions
- we organize information **training** for trade unions
- we **show** that trade unions have an idea for S&H
- we use social **media** and other form transmission to idea
- promotion strategy the Social **Dialogue Council** (traipartie)
- we organize **debate** in Parliamnet about working conditions

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Recommendations for the National Labor Inspectorate

- > intensification of control activities in the scope of the largest violations of labor law and health and safety at work
- > intensification of preventive measures against newly recruited employees
- > systematic monitoring of accident causes by labor inspectors

Trade union OHS Strategy



Legislative recommendations :

- increasing the amount of **sanctions**, i.e. fines and fines imposed on employers for violations of labor law and health and safety at work
- increasing **financial resources** for labor inspection activities
- coordinating data on **accidents at work** collected by national statistical centers

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Other recommendations :

- improvement **cooperating** months of occupational medicine units exercising preventive care for employees (the availability and scope of the study)
- improving **occupational risk** assessment
- attention **psychosocial risks** in the work environment, in particular work-related stress

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ANOTHER trade union challenges S & H ?



For example:

- **reducing accidents** at work and reporting **all accidents at work** (other than employment contract)
- **improving the quality** of social dialogue in OSH
- **new form of work** protection in the field of health and safety
- we **eliminate** stress at work

