

## Standard Summary Project Fiche

### IPA Decentralised National Programmes

**Project number: TR 07 02 20**

#### **1. Basic Information**

- 1.1 CRIS Number:  
1.2 Title: Improving Occupational Health and Safety at Workplaces  
1.3 Sector: Social Policy and Employment  
1.4 Location: Turkey (Ankara, Kocaeli, Zonguldak, Denizli and Kütahya)

#### **Implementing arrangements:**

##### 1.5 Implementing Agency:

The Central Finance and Contracts Unit (CFCU) will be the Implementing Agency and will be responsible for all procedural aspects of the tendering process, contracting matters and financial management (including payments) of the project activities.

The Director General of the CFCU will act as Programme Authorising Officer (PAO) of the project. His contacts are:

##### **Mr. Muhsin ALTUN**

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06580 Söğütözü/Ankara Türkiye

The roles and responsibilities of bodies involved in the project implementation are described in Annex 3.

##### 1.6 Beneficiary (including details of SPO):

The Beneficiary is the Directorate General for Occupational Health and Safety (DGOHS) and Occupational Health and Safety Centre (ISGUM) of the Ministry of Labour and Social Security (MOLSS).

Senior Programme Officer(SPO)is :

Erhan BATUR, Ministry of Labour and Social Security, General Director of Occupational Health and Safety.

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The roles and responsibilities of bodies involved in the project implementation are described in Annex 3.

- 1.7 Overall cost: 4,075, 000 €
- 1.8 EU contribution: €3,932,000
- 1.9 Final date for contracting: 2 years after the signature of the Financing Agreement
- 1.10 Final date for execution of contracts: 4 years after the signature of the Financing Agreement
- 1.11 Final date for disbursement: 5 years after the signature of the Financing Agreement

## **2. Overall Objective and Project Purpose**

### 2.1 Overall Objective:

To improve the health and safety conditions of workers at work, and to ensure the implementation of the related EU *acquis* in Turkey.

### 2.2 Project purpose

To assist the Turkish government to upgrade OHS related recording system and to promote OHS culture among workplaces with specific focus on mining, construction and metal industries.

### 2.3 Link with AP/NPAA

According to the Accession Partnership (2006), under the heading of social policy and employment, “reinforcing the capacity of all institutions involved in the transposition of the *acquis* in the field” is recommended as a short-term priority. In the medium term, completion of the transposition of the *acquis* and strengthen the related administrative and enforcement structures, including the labour inspectorates, and ensuring implementation and enforcement of the social policy and employment *acquis* are foreseen. In this context, this project will help the employers to implement the transposed EU Directives (Annex 4) in the field of Occupational Health and Safety (OHS) and so to provide a better working environment for their employees.

In Chapter 13 of the NPAA (2003), it is stated that the implementation of the health and safety legislation also constitutes one of the important aspects of the adoption of the legislation in the field of EU Social Policy.

### 2.4 Link with MIPD

Project links to component I (page 15) –“Transition Assistance and Institution Building” – 2<sup>nd</sup> “Ongoing Assistance (page 16). In the Transition Assistance and Institution Building section of the MIPD, under the social policy and employment (p.17), public health is given as a priority to be supported under this component, which is closely related to the health and safety of the workers.

### 2.5 Link with National Development Plan

In the 9<sup>th</sup> National Development Plan (2007-2013) relating to EU Accession Process, it is stated that while the accession process will lead to radical transformations in the economic, social and political life of Turkey, reaching EU norms and standards in many areas such as democracy, state of law, human rights, health, food security, consumer rights, competition rules, institutional improvement and environmental protection will raise quality of life for the people of Turkey.

In section V- Economic and Social Developments in Turkey in the pre-planned period, item 92 summarizes the goals of the new Labour Law.

The links of the Project with the Strategy of 9th Development Plan especially with III.Basic Principles and IV. Economic Axes may also be mentioned.

## 2.6 Link with National/sectoral investment plans

N/A

### **3. Description of project**

#### 3.1 Background and justification

Since 2000, activities relating to occupational health and safety (OHS) in Turkey have gained an important momentum. Department of OHS in the Ministry was restructured as the General Directorate in 2003 and a new labour law was enacted in the same year including a part dedicated to OHS. With the triggering effects of these developments great deal of efforts have been given on the harmonization of the *acquis communautaire* during these period. In line with (Republic of Turkey National Programme for the Adoption of the *Acquis*), Directorate General for OHS (DGOHS) has prepared the legislation and the transposition of relevant EU *acquis* into the Turkish legislation has almost been completed. A two years project, namely, Upgrading Occupational Health and Safety in Turkey (TR0203-01) (ISAG) was implemented from 2004-2006. Within this project, institutional capacity of DGOHS and Occupational Health and Safety Centre (ISGUM) has been strengthened. Laboratory of ISGUM-Ankara has been refurnished with new high technology instruments; a new regional laboratory has been established and furnished in Kocaeli with the most needed instruments by means of this project. DGOHS and ISGUM have also been supported by the new recruits composed of chemical engineers, physicians, medical doctors, etc. Within the awareness-raising component of the project close cooperation has been ensured among the social partners and other interested parties. This cooperation has led the concept of safety culture to be praised by the parties involved in the project.

All these developments and improvements have motivated the government officials, employers and employees to upgrade the OHS standards in Turkey to the level in EU countries. However, Turkey still needs great efforts to keep pace with the evolving concept of OHS.

Although statistical data collected by the Social Insurance Institution (SSK) indicates a decline in the accident frequency rate between 2000-2005, large numbers of workers who are out of social security coverage and in the informal economy make it hard to understand the real situation in all sectors and throughout the country. There is a huge gap between the ILO estimates and the figures given by official statistics relating both for occupational accidents and diseases. This demonstrates that in parallel with the harmonization activities there is a need for raising awareness in the society to change the attitudes towards OHS concept.

According to records of the Social Security Institution, there are 753,275 workplaces in Turkey and 98.07% of them are SMEs. Most of the occupational accidents (71.53%) occur in the SMEs. Therefore, improvement of working environment and working conditions in SMEs should have a priority by various means, such as campaigns and training sessions. Existing regulations do not require enterprises with less than 50 employees to establish OHS Workplace Councils, recruitment of occupational medicine and safety expert. Thus activities such as training and awareness raising, are very important in these workplaces.

According to ILO sources, the loss due to occupational accidents and diseases reach to 3-5% of GNP of developed countries. The rate in Turkey is estimated at 4% of the GNP.

Within the framework of the proposed Project, OHS management systems in selected sectors will be established, an OHS recording system will be prepared and OHS promotional activities will be implemented. The project also includes a supply component for the database and for implementing promotional activities. In particular, the OHS recording system requires highly technical expertise to set up, encode and manage the database, which can be much easily acquired from technical assistance. Moreover, the OHS promotion campaign will include considerable organisational efforts, publications, design of promotional materials which in fact is not the aim of twinning. As per the OHS management systems, it is aimed to experience different member state practices, not limited to a few. Therefore, the institution building component of this project will be implemented through a technical assistance contract.

### ***Most problematic sectors: Construction, Mining and Metal***

In Turkey three sectors emerge among others with their high records of accidents. These are construction, mining and metal sectors. According to 2005 statistics of SSK, the incidence of occupational accidents is 6,776; 6,480; 26,835 for mining, construction and metal sectors respectively, where the total number of occupational accidents is 73,923. Number of occupational diseases is 358, 3, and 122 for the same sectors and 519 in total. However, due to lack of reliable data collection and underreporting these numbers are not considered to be accurate and reliable.

Construction has the highest record of fatal occupational accidents and lost days. Working at height, digging, working with heavy machinery, heavy lifting for construction sector, fire, explosion, flood, roof falls cause massive fatal accidents. Low level of education and training, precarious working conditions, subcontracting, continuously changing working environment are also negative factors for the construction sector.

Mining sector comes first at the occupational diseases and second in the fatal accidents. Occupational diseases are strikingly high in the mining sector, as it constitutes 70% of all recorded incidents in 2005. Heavy working conditions, high cost of OHS measures, stress, mechanization level, lack of coordination are the negative factors for mining.

In the report of the " Subsurface and Surface Mining Inspection" project of the Labour Inspection Board (April 2005) revealing the results of the investigation of 772 enterprises representing 26 different mines, 2,775 workplace accidents, 37 injuries and 17 fatal accidents are identified. The majority of occupational accidents in the metal sector occur due to lifting

heavy weights and handling materials, working facilities or transportation areas, falls from stairs and ladders and machinery, especially circular saws, metal-forming machines, food-processing and construction machines, leak, burr on metal etc. There is also lack of provision of training to employees. Metal sector has the highest record in the occupational injuries and is characterised with small-scale enterprises.

Although activities are carried out targeting these sectors by the governmental institutions a well-structured and integrated initiative would facilitate the implementation of the newly harmonized legislation for these sectors.

### ***Recording System (Database)***

SSK is the main provider of any OHS related data to TURKSTAT. The existing information system to collect data about occupational accidents and diseases is not sufficient. While employers are obliged to report to MOLSS and to Social Security Institution, the data collected are not accumulated in a database and cannot be evaluated. Therefore, it is not possible to ensure the accuracy of this data. This project will support the establishment of a reliable recording system. The details of this system can be found in annex V.

The database will also ensure reliable health surveillance and diagnosing system. Currently, data regarding OHS surveillance are fragmented and cover only part of the working population. Data on occupational exposures are lacking and on-going activities are not coordinated. A comprehensive occupational health surveillance system does not exist in Turkey and therefore data which could be derived from such system are not used for building up the national OHS policy and to guide preventive activities at national level. Therefore there is a need to undertake activities to establish the national occupational health surveillance system, which was also pointed out by the ISAG Project conclusions. The study held in the context of the ISAG project will constitute a basis for this activity.

In addition to the database, the project will also help publish guidelines for diagnosing occupational diseases and for informing related groups.

### ***OHS Management System***

The objective of OHS Management System is to minimize and continually reduce the incidence of occupational injuries and illnesses and to integrate safe working practices into all areas of organization. An OHS management system contains such elements as establishing an OHS policy, organization-wide planning for implementation and sustainability of OHS policy, implementation and management, controlling and corrective actions, revision of OHS management and continuous improvement. Such management systems are lacking in the aforementioned sectors.

The project will assist in applying model OHS management systems on pilot sectors in pilot cities. In this way, SMEs in these sectors will be directly reached. To this end, social partners will be informed about implementation of related standards (OHSAS 18001, ISO 9001 and ISO 14001), methodology for OHS risk management and control of hazards, OHS consultative and communication processes, development and implementation of OHS policy, objectives and targets, monitoring and measurement of OHSMS performance, importance of worker involvement in the OHSMS, impact of education in preparing individuals for their

working life. Workplaces will be encouraged to adopt a systematic approach to managing OHS.

### ***Training for OHS professionals***

Training of OHS professionals (occupational safety experts, occupational physicians) is a necessary step in tackling OHS issues. There is a need to train OHS professionals as trainers working in high risk sectors in the field of occupational accidents and diseases. The project will provide support for training of OHS professionals.

For concrete improvements on workplaces these professionals will play a key role by implementing the rules and regulations.

### ***Promotion***

The transfer of information in the field of OHS in a communicative way is one of the key instruments to influence the stakeholders. A health and safety promotion can be defined as a composition of activities carried out in order to start a dialogue through informing and persuading target groups on health and safety services. The project will support an OHS promotion campaign targeting employers, employees and social partners. The project will also support the procurement of the necessary equipment. Please see annex V for more details.

In summary, to help the Turkish government to tackle all above mentioned issues, this project will support employers for effective work organization to prevent occupational accidents and diseases; it will establish model OHS Management Systems for the mentioned sectors and pilot regions. Moreover a database (recording) system to collect OHS data will be set up, social partners will be trained and awareness-raising seminars will be held on occupational accidents and diseases.

In the selection of pilot regions (Ankara, Kocaeli, Zonguldak, Denizli, Kütahya) the decision criteria was either high workplace potentials and/or serious historical accidents.

The proposed project is in line with the Strategic Management and Business Plan for 2006-2010 prepared during the ISAG project. The plan refers to the need to increase awareness of stakeholders on the importance of OHS, establish preventive and protective services accessible for every registered company, facilitate SME employers to carry out their OHS obligations, enable social partners to undertake more initiatives in OHS, decrease the number of occupational accidents, and to increase diagnosis and reporting of occupational diseases.

### ***Involvement of Social Partners and Other Stakeholders***

In order to ensure the participation of social partners, a National Occupational Health and Safety Council has been established and is operational since 2005 comprised of all the social partners and governmental institutions including employers and employee associations, universities and NGOs. A National OHS Policy Paper has been prepared by the Council covering 2006-2008 OHS Council is one of the most effective consultation mechanisms in this context.

In the context of OHS campaigns for mining in 2007 and for construction in 2006, social partners have been consulted. This established social dialogue will continue in the context of project. The activities of the project will be carried out in close cooperation with related social partners and will be extended to the metal industry, which is one of the most risky sectors.

The views of the social partners and stakeholders (employers-employees trade unions, Union of Turkish Chambers and Commodity Exchanges (TOBB), Turkish Medical Association (TTB) in the context of National Information Point activities have been gathered and their support to the project has been received.

Moreover, cooperation with General Directorate for Mining of Ministry of Energy and Natural Resources has been established. A meeting was held with TURKSTAT by MOLSS for consistency of activities.

### 3.2 Assessment of project impact, catalytic effect, sustainability

Although Model OHS management system will be developed for construction, mining and metal pilot sectors, the change introduced to OHS area by the project will exhibit its catalytic effect in also other related sectors in the following years after the project completion. Achievements gained in the implementation of the project related to OHS management system model will lead to the development of such models for other industrial sectors.

The model to be developed for pilot sectors in the context of this project will be used to develop effective strategies for other sectors, which have relations with these sectors. Both the outputs and lessons learned from this project will have guidance in policy making and strategy development not only for DGOHS but also for MOLSS.

OHS awareness will be raised among workers and social partners starting with the implementation of the project. OHS professionals will get acquainted with the OHS management system and learn to use the recording system. Finally, these will have combined affect to OHS conditions at workplaces to improve.

More in depth and systematic examinations at site for risk analysis and risk assessment (which are very new concepts for Turkey) will enhance the capability of DGOHS technical staff and the expertise here will be carried to future activities of DGOHS. As the Project will be implemented in pilot cities and sectors, foundations of OHS will be laid in all terms with its OHS management system, recording system and safety culture. As OHS becomes part of the company culture it will have reflections on companies interactions and business habits. Current support and interest of social partners, trade unions and other stakeholders in the Project and OHS concept will facilitate the implementation.

Thanks to the improved recording system, statistical data will become more accurate and reliable. The OHS related decisions taken will be reasonable and realistic. . Promotion equipment will also be important for future awareness raising activities like campaigns and trainings.

### 3.3 Results

1. Upgraded OHS conditions in construction, mining and metal sectors.
2. An OHS management system model is available for use in construction, mining and metal sectors.

3. Increased capacity to collect OHS related data through improved recording systems
4. Increased capacity among OHS professionals to ensure health surveillance and diagnosis.
5. Increased awareness and knowledge among social partners, related organizations and OHS professionals on occupational accidents and diseases

### 3.4 Activities

## **Component 1**

1.1 Determining priority intervention areas by analysis of present OHS situation in pilot regions. The analysis should include OHS conditions and level of OHS awareness, risk distribution among different branches of pilot industries, existing training programs, level of recognition of present risks and hazards, determination of prevention methods. This activity should be implemented at least in 500 workplaces, 150 from construction, 100 from mining, and 250 from metal sectors.

1.2 Establishing OHS Management System models in at least 20% of the abovementioned workplaces in the pilot cities by development of risk assessment tools, work organization and health and safety plans, deciding on corrective measures, establishing monitoring and feedback mechanisms

1.3 Introducing the OHS management system to SMEs in the pilot cities and sectors.

## **Component 2**

2.1 Establishing a web-based OHS recording system model. This activity should include determination of variables of the recording system model, consulting social partners, software design and development of system programme This activity comprises a supply contract.

2.2 Testing the developed model .

2.3 Training social partners and DGOHS staff on the system

2.4 Implementation of the recording system in pilot cities in pilot sectors

## **Component 3**

3.1 Raising awareness on occupational accidents and diseases among social partners and related organizations. This activity should include seminars, workshops, , study visits for DGOHS staff and social partners not exceeding 90 man/days to EU countries, 3.2 Establishing criteria for diagnosis of occupational diseases and piloting the criteria.

3.3 Developing and implementing training programme on diagnosis criteria of occupational diseases for occupational physicians and nurses, safety engineers and health and safety representatives

3.4 Training a core group ( 100 OHS professionals) as trainers on occupational accidents and diseases. A study visit not exceeding 30 man/days will be organised.



3.5 Organizing a promotional OHS campaign targeting social partners, employers and employees. This activity should include preparing printed and audio-visual promotional materials and organisation of promotional activities. for mining, construction, metal sectors.

#### 3.4 Conditionality and Sequencing

There is no Conditionality to this project. Database (Recording) System includes both service and supply contracts. Technical assistance corresponding to this component should be available before related supplies are delivered.

#### 3.6 Linked activities

With the aim of responding to the difficulties related to effective realisation of health and safety at work, an EU funded project under NP 2002, called “Upgrading Occupational Health and Safety” has been implemented and finalised in 2006.

In 2006 a Campaign on “OHS at Construction Sector” has been held. A Campaign regarding mining sector started to be implemented for 2007. There has been a project ongoing by support of EU, on “Strengthening Social Dialogue in Turkey for renovation and transformation”.

TAIEX also provides technical assistance in transposition, implementation and enforcement of the *acquis communautaire* in the form of expert missions, seminars, workshops, study visits, evaluation and analysis reports.

The Matra Project of Labour Inspection Board (LIB) aimed to assist Turkey with the implementation of the EU *acquis* harmonised Labour Law, especially the directives on Occupational Safety and Health. Training activities were planned for inspectors in that project.

Twinning project of LIB under NP 2006 is a follow-up project with components for training of OHS professionals and social partners and increasing legal awareness. The project will focus on dissemination of information about new legislation about labour issues and occupational health and safety among the OHS professionals working in the private and public sectors, trade unions and NGOs as priority given to construction, mining, metal and chemical sectors.

The main function of Labour Inspection Board is inspection. Database to be installed in the context of the intended project will include comprehensive data as mentioned in the “background and justification” part. Those data are also in the interest of LIB and will be accessible easily by them whenever necessary. By means of system LIB will be able to save time in accessing accurate data required and evaluate their audit system better.

#### 3.7 Lessons learned

Lessons learnt concerning *ISAG Project*, supported under 2002 Programme on “Upgrading Occupational health & safety in Turkey” (ISAG) are as follows;

In the project design too many inter linkages and overlapping activities were created. This enhanced the risk of confusion and misunderstandings. In the starting period the project

planning and quality management was too slowly brought about. These issues will be taken into account in all phases of the management of the proposed project.

ISAG Project was such that it brought a general approach into the OHS concept in Turkey. It was not a sectoral project. It prepared an infrastructure for the future activities and projects. It is understood that, more effective results could be obtained if there is a sectoral focus in designing further OHS projects. So, lessons learnt within the context of ISAG Project will be benefited in the successful implementation of the sectoral-based project to be carried out.

Moreover, establishment of the OHS Council, the awareness campaigns, publications, OHS events (an international conference, OHS week), promotion (brochures, leaflets, posters) and trainings for social partners and OHS committee members contributed visibly to an improved DGOHS/ISGUM image. A communication document and a promotion/social marketing plan were developed and the promotion unit was trained adequately to apply the techniques. Although there is promotion staff to carry out promotion activities, there is a serious deficiency in terms of technical equipment.

#### 4. Indicative Budget (amounts in million Euro)

Activities	TOTAL PUBLIC COST	SOURCES OF FUNDING										
		EU CONTRIBUTION				NATIONAL PUBLIC CONTRIBUTION						PRIVATE
		Total	% *	IB	INV	Total	Type of cofinancing (J / P) **	% *	Central	Regional	IFIs	
<b>Investment (Supplies)</b>	<u>0,575</u>	<u>0,432</u>	<u>75</u>		<u>0,432</u>	<u>0,143</u>		<u>25</u>	<u>0,143</u>			
<b>Institution Building</b>	<u>3,500</u>	<u>3,500</u>		<u>3,500</u>								
<b>TOTAL</b>	<b><u>4,075</u></b>	<b><u>3,932</u></b>		<b><u>3,500</u></b>	<b><u>0,432</u></b>	<b><u>0,143</u></b>			<b><u>0,143</u></b>			

#### 5. Indicative Implementation Schedule (periods broken down per quarter)

Contracts	Start of Tendering	Signature of contract	Contract Completion
Contract 1 Supply	Quarter II, 2008	Quarter II, 2009	Quarter IV, 2009
Contract 2 Service	Quarter I, 2008	Quarter IV, 2008	Quarter IV 2010
Project Duration	24 months		

#### 6. Cross cutting issues (where applicable)

##### 6.1 Equal Opportunity

Equal opportunity at workplace is having workplace rules, policies, practices and behaviours that are fair and do not disadvantage people because they belong to particular groups. In such

an environment, all workers are valued and respected and have opportunities to develop their full potential and pursue a career path of their choice. An equal opportunity policy on employment and training is necessary not merely for reasons of equity and fairness but also because it contributes to economic and social development.

With the project it is aimed to provide training and developing opportunities to all employees without any discrimination (gender, age, disability etc)

## 6.2 Environment

Industrial processes and the production, transformation and final use of energy cause major problems. Besides depleting natural resources, they generate airborne emissions, water effluents and solid wastes, leading to climate change, air and water pollution, acid rain, deforestation and land degradation.

One of the variables of OHSMS is “hazard control system” and the hazardous agent management system is an important component of the hazard control system. The term hazardous agent refers to chemical, biological and physical agents, including such things as radioactive materials, noise, heat, cold, lasers, and hazardous wastes. The key issues addressed in the hazardous agent management system are the identification of hazardous agents, understanding of their risks, elimination or control of the risks, and establishment of mechanisms to ensure the actions of all those involved in the process are effectively coordinated.

In the context of the project the related groups will be trained and awareness raised about hazards and hazardous agents. By this way they will learn how to handle with them and adverse effects mentioned above on environment will be minimized.

Project may bring indirect improvements to the environment.

## 6.3 Minority and vulnerable groups

According to the Turkish Constitutional System, the word minorities encompass only groups of persons defined and recognized as such on the basis of multilateral or bilateral instruments to which Turkey is a party.

Vulnerable groups are those people who find it hard to enter the labour market and who suffer from some sort of discrimination and are more exposed to the ups and downs of the labour market. According to ILO, the fact of being a woman, a young person, having some kind of disability can be a limitation to participation in the labour market. Minority and vulnerable groups will not be affected negatively by the project. Especially vulnerable groups at workplaces (SMEs) will benefit most from the results of the project since OHS conditions and awareness will improve in general.



**ANNEX 1**

<b>LOGICAL FRAMEWORK MATRIX FOR</b>	<b>Programme name and number</b>	
IMPROVING OCCUPATIONAL HEALTH AND SAFETY AT WORKPLACES IN TURKEY	Contracting period expires : 2 years after the signature of the Financing Agreement	Disbursement period expires: 5 years after the signature of the Financing Agreement
	Total budget :4,075,000 €	IPA budget : 3,932,000 €

<b>Overall objective</b>	<b>Objectively verifiable indicators</b>	<b>Sources of Verification</b>	
To improve the health and safety conditions of workers at work, and to ensure the implementation of the related EU acquis in Turkey.	Decreasing accident frequency rate by 5%, 7% and 10% respectively in construction, mining and metal sectors in pilot regions till the end of 2010 compared to 2006 figures	TURKSTAT statistics  Reports prepared by the Turkish Government, European Commission and other international organizations.	
<b>Project purpose</b>	<b>Objectively verifiable indicators</b>	<b>Sources of Verification</b>	<b>Assumptions</b>
To assist the Turkish government to upgrade OHS related recording system and to promote OHS among workplaces with specific focus on mining, construction and metal industries	OHS recording system is established and is in full use by the end of the project.	Database deliverables OHS records of workplaces  Project reports	DGOHS and ISGUM continue to be committed to the project.

	<p>The recording system is in full use at least in 15 workplaces until the 3<sup>rd</sup> quarter of 2010. It is also in full use in at least at 85 more workplaces by the end of 2010.</p> <p>OHS management system in mining, construction and metal industries is applied in at least 100 workplaces by the end of the project.</p>	<p>Evaluation reports of training activities TURKSTAT statistics</p> <p>Reports of Social Security Institution and Labour Inspection Board</p>	<p>DGOHS is fully committed to use the database.</p> <p>Social partners, in particular employers are prepared and ready to play a meaningful and continuous role in participating in project activities.</p> <p>Media is interested in OHS issues and ready to contribute to promotion efforts.</p>
<b>Results</b>		<b>Sources of Verification</b>	<b>Assumptions</b>
<p>1. Upgraded OHS conditions in construction, mining and metal sectors.</p> <p>2. An OHS management system model is available for use in construction, mining and metal sectors.</p> <p>3. Increased capacity to collect OHS related data through improved recording system.</p> <p>4. Increased capacity among OHS professionals to ensure health surveillance and diagnosis.</p>	<p>OHS management systems are in use in at least 100 workplaces by the end of the project.</p> <p>Recording system software modules are developed and in use by DGOHS by the second quarter of 2010.</p> <p>The database is in use at least in 100 workplaces by the end of the project in metal, mining and construction sectors with stable data entries.</p>	<p>Project reports</p> <p>Reports of Social Security Institution and Labour Inspection Board.</p> <p>Training evaluation forms</p> <p>Media reports</p> <p>Reports from workplaces regarding implementing OHS management models.</p>	<p>DGOHS provides stable and fully fledged resources for the implementation of the project.</p> <p>Social partners are willing to cooperate and to take part in project activities.</p> <p>Employers are committed to use the recording system.</p> <p>OHS professionals are interested in the project activities.</p>

<p>5. Increased awareness and knowledge among social partners, related organizations and OHS professionals on occupational accidents and diseases.</p>	<p>100 OHS are professionals are ready to undertake responsibilities as trainers on occupational disease diagnosis.</p> <p>At least 2000 social partners participate in awareness raising activities who will then have multiplier effects.</p>		<p>Media is interested in the project.</p>
<b>Activities</b>	<b>Means</b>	<b>Costs</b>	<b>Assumptions</b>
<p><b>Component 1</b></p> <p>1.1 Determining priority intervention areas by analysis of present OHS situation in pilot regions. The analysis should include OHS conditions and level of OHS awareness, risk distribution among different branches of pilot industries, existing training programs, level of recognition of present risks and hazards, determination of prevention methods. This activity should be implemented at least in 500 workplaces, 150 from construction, 100 from mining, and 250 from metal</p>	<p>Service Contract</p> <p>Supply Contract</p> <p>Long and short term experts</p> <p>Promotion equipment</p>	<p>3,500,000 €</p> <p>575,000 €</p>	<p>DGOHS is committed to allocate sufficient resources for the implementation of project activities.</p> <p>Social partners show continuous interest in the project activities.</p> <p>Employers are committed to use the recording system.</p> <p>OHS professionals are interested in the project</p>

sectors.

1.2 Establishing OHS Management System models in at least 20% of the abovementioned workplaces in the pilot cities by development of risk assessment tools, work organization and health and safety plans, deciding on corrective measures, establishing monitoring and feedback mechanisms

1.3 Introducing the OHS management system to SMEs in the pilot cities and sectors.

## **Component 2**

2.1 Establishing a web-based OHS recording system model. This activity should include determination of variables of the recording system model, consulting social partners, software design and development of system programme. This activity comprises a supply contract.

2.2 Testing the developed model.

2.3 Training social partners and DGOHS staff on the system

2.4 Implementation of the recording system in pilot cities in pilot sectors

activities and are ready to allocate time for training activities.

Promotional materials are sufficiently used by DGOHS and social partners.



**Component 3**

3.1 Raising awareness on occupational accidents and diseases among social partners and related organizations. This activity should include seminars, workshops, study visits for DGOHS staff and social partners not exceeding 90 man/days to EU countries.

3.2 Establishing criteria for diagnosis of occupational diseases and piloting the criteria.

3.3 Developing and implementing training programme on diagnosis criteria of occupational diseases for occupational physicians and nurses, safety engineers and health and safety representatives.

3.4 Training a core group (100 OHS professionals) as trainers on occupational accidents and diseases. A study visit not exceeding 30 man/days will be organised.

3.5 Organizing a promotional OHS campaign targeting social partners, employers and employees. This activity should include preparing printed and

audio-visual promotional materials and organisation of promotional activities for mining, construction, metal sectors.			
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