National OSH plans and needs: ESTONIA

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OSH priorities in 2016-2018 - ESTONIA

- Micro- and small companies
- New emerging risks
- Aging workforce
- New working forms
Micro- and small companies (1)

- Majority (89%) of Estonian enterprises are micro-companies – up to 10 employees
- 9% of Estonian enterprises are small companies – 10…49 employees.
  - Statistics Estonia, 2015

- The capacity and awareness to follow OSH regulation
- The readiness to assure safe working environment
Micro- and small companies (2)

- **EU OSH Framework:** Providing practical support to small and micro enterprises to help them to better comply with health and safety rules. Businesses would benefit from technical assistance and practical tools, such as the Online Interactive Risk Assessment (OiRA), a web platform providing sectoral risk assessment tools.

- **In Estonia:**
  - **Web portal:** [www.tooelu.ee](http://www.tooelu.ee)
    - It consolidates from authorities that regulate working life information about labour relations, the working environment, occupational health and safety and related issues
  - **Online interactive tool ‘Tööbik’**
    - An online interactive tool Tööbik ([www.tööbik.ee](http://www.tööbik.ee)) helps employers (small companies) to conduct their risk assessment, organize and administrate data about employees and the workplace.
Micro- and small companies (3)

- Participation in EU SESAME Project -
  - Improving occupational safety and health (OSH) in Micro and Small Enterprises in Europe
- Funded by The European Agency for Safety and Health at Work (EU-OSHA) 01.02.2015–30.04.2018’
- 9 partners (UK, Belgium, Estonia, Romania, Italy, France, Sweden, Denmark, Germany)
- The aims are to help inform policy development in improvement of health and safety in micro and small enterprises, provide conclusions on what constitutes good strategies and practices currently, and provide examples of good strategies and practices, including any innovative strategies and practices.
Figure 1.1: Analytical model informing the review of OHS in MSEs

- **PROFILE**
  - Ownership & owners
  - Workers
  - Employment & outsourcing
  - Patterns by sector & size
  - Economic contribution by MS and sector

- **SUPPORT**
  - Strategies
  - Resources
  - Instruments
  - Evaluation
  - Gaps

- **CONTEXT**
  - Shared and separate perspectives of workers/owner managers
  - Structures of vulnerability
  - Regulatory context

- **OUTCOMES**
  - Injuries & incidents
  - Ill-health
  - Working conditions & environment

- **ARRANGEMENTS**
  - Analysis of ESENER—Indicators of practice and comparison

What works?
Activities in SESAME

- WP1 – OSH in Micro and Small Enterprises – the state of play
  - Review of scientific literature (leader: Cardiff University)
- WP2 - The view from the workplace: structured interviews to determine OSH attitudes and behaviours in Micro and Small Enterprises
  - Leader: Kooperationsstelle Hamburg
  - 20 enterprises from each partner country (5 sectors)
- WP3 - From policy to practice: to what extent has the design and implementation of OSH policies, strategies, programmes, actions and support for Micro and Small Enterprises succeeded?
  - Leader: Aalborg University
  - 45 good practices altogether
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EU Occupational Safety and Health (OSH) Strategic Framework 2014-2020
New and emerging risks

- Electromagnetic fields – courses, guidelines, new regulation
- Psychosocial factors -
- MSDs – training days
- Toxic chemicals -
Activities

- Consultancy service in OSH
- Face-to-face consultancy
- Training days (in Autumn 2016 – MSDs)
- Media campaigns
- Health calendar

By Labour Inspectorate

By National Institute for Health Development
Consultancy service in OSH
Face-to-face consultancy

- The Consultancy service was established in co-operation with local authorities in 2015 (funded by European Social Fund).
- 16 offices and 9 consultancy agencies were opened in different locations of Estonia, including small towns and far-away communities from the capital area.
- The consultancy opens for free OSH advice once in a week. Relevant information about OSH issues is provided by employees of Labour Inspectorate (lawyers, experts and inspectors). Additionally, consultants can be ordered on-site.
Health calendar

- Initiated by National Institute for Health Development (originally, the idea is coming from Canada).
- Each month has a theme about a certain health issue – which has been planned in co-operation with other parties.
- Institutions decide themselves the scope and activities how they will commit themselves for the health theme announced for the month. It can be:
  - Notification and training of employers and employees about the theme related to the OSH and workplace wellbeing;
  - Sharing best practices;
  - Promoting healthy activities through active workshops etc.
- Examples of the themes:
  - February 2016 – Prevention of (occupational) cancer.
Future plans

- To overview the OSH regulation (by Ministry of Social Affairs) and discuss the requirements which produce excessive administrative load for employers
  - To overview the regulation "The procedure of medical examination of workers", (2003)
- Continuous development of OSH interactive solutions for employers
- Active consultancy for employers