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Erasmus+ Programme
of the European Union



“OSH+ for the European Agriculture sector - Stimulating growth in rural areas through capacity building for providers (and beneficiaries) of occupational medicine and OSH services” – AGROSH+

OSH for Agriculture

2nd – 6th of July 2018, Bucharest

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OSH for Agriculture

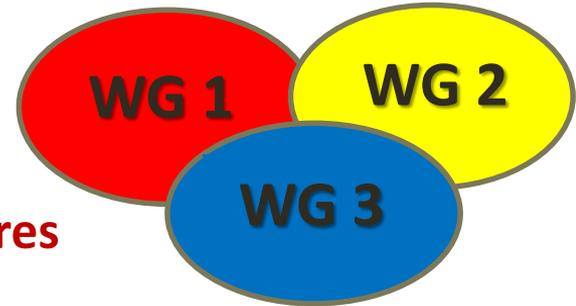
Aims of the Course

- To provide an overview of occupational hazards including how to classify, manage and assess risk.
- To understand the basic framework of risk assessment in the EU.
- To establish occupational hazards relevant to agriculture and the current prevention and protection measures within the agriculture sector.

How?

7 Case Study, with three items each:

- ✓ **Hazard identification**
- ✓ **Risk evaluation**
- ✓ **Design of preventive and protective measures**



New challenges on EU labour market (I)

- Population decline, shrinking working-age population and an ageing population;
- Workforce ageing is a long-term trend:
 - 19% of the EU-28 population was older than 65 years in 2016; by 2080, around 29% of the “EU-28” population will be over 65 years;
 - From 2005 to 2015, the employment rate of older workers increased by more than 13% in EU-28, reaching 55% in 2016;
- The increasing of the population dynamics: immigration, continuous migration flows, internal and external to the EU;

New challenges on EU labour market (II)

- EU economy structure is changing: less industry, more service sector;
- Work equipment and technology are changing: robots, IT devices, modern working tools, micro/nanotechnologies etc.;
- New working rhythms;
- Employment practices are changing: temporary employment (fixed-term, project- or task-based contracts, seasonal/casual work);
- New and emerging risks such as work-related psychosocial risks (work-related stress, violence at work, harassment, bullying etc.).

EU approach to health and safety at work

- ❑ **Framework Directive 89/391/EEC** provides a common prevention structure for all EU workers, employers, workplaces, hazards;
- ❑ **OSH Specific Directives:** work equipment, work environment, specific hazards, specific workers groups;
- ❑ **OSH legislation is important, but not only instrument to prevention:** strategic objectives, effective enforcement, awareness raising, training, information, technical support etc.;
- ❑ **Risk assessment** carried out by the employer, not by external services.

OSH in numbers

- Every year in EU more than 4000 workers die due to accidents at work and more than three million workers are victims of a serious accident at work leading to an absence from work of more than three days.
- 24.2 % of workers consider that their health and safety is at risk because of their work, and 25 % declared that work had a mainly negative effect on their health.
- In addition to human suffering, the costs due to work-related sick leave are unacceptably high. In Germany, 460 million days' sick-leave per year resulted in an estimated loss of productivity of 3.1 % of GDP.
- Costs for social security attributable to sickness or accidents are also unacceptably high (i.e . 2010/11 fiscal year, the net cost to government in the UK alone was estimated at £ 2381 million).

HEALTH AND SAFETY AT WORK IN THE EU STILL NEEDS FURTHER IMPROVEMENT!

Framework Directive 89/391/EEC

- Employer has primary duty *“to ensure the safety and health of workers in every aspect related to the work”*;
He/She can delegate tasks but not responsibility!
- Requirement **to evaluate the risks to the safety and health of workers** (in the choice of work equipment, the chemical substances or preparations used, the fitting-out of work places etc.);
- Requirement to take **the measures necessary for the safety and health protection of workers**, including prevention of occupational risks, provision of information and training, provision of the necessary organization and means;
- Requirement **to consult workers and/or their representatives** and allow them to take part in discussions on all questions relating to safety and health at work;
- Requirement **to cooperate in implementing OSH provisions** with other employers (in case of sharing a workplace) and coordinate their actions in matters of the protection and prevention of occupational risks (contractors, temporary workers etc.).

Prevention principles* – Hierarchy of control

- ✓ Avoid risks;
- ✓ Evaluate the risks that cannot be avoided;
- ✓ Combat risks at source;
- ✓ Adapt the work to the individual;
- ✓ Adapt to technical progress;
- ✓ Substitute the dangerous for the less dangerous;
- ✓ Have an overall coherent prevention policy;
- ✓ Give priority to collective protective measures over individual measures;
- ✓ Give appropriate instructions to the workers.

*According to Framework Directive 89/391/EEC

Employers' obligations*

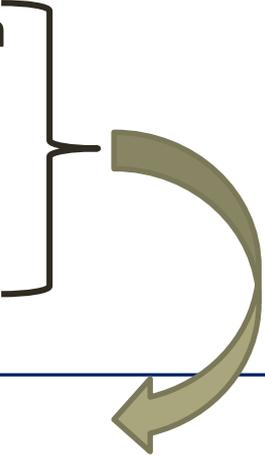
- ❑ **Elimination of risk and accident factors;**
- ❑ **Take the measures** necessary for the safety and health protection of workers, including prevention of occupational risks;
- ❑ **Evaluate the risks** to the safety and health of workers, inter alia in the choice of work equipment, the chemical substances or preparations used, and the fitting-out of work places;
- ❑ **Be in possession of an assessment of the risks** to safety and health at work, including those facing groups of workers exposed to particular risks.

*According to Framework Directive 89/391/EEC

OSH Specific Directives

OSH Specific Directives	OSH Specific Directives
89/654/EEC - workplace	93/103/EC - work on board fishing vessels
2009/104/EC - use of work equipment by workers	98/24/EC - chemical agents at work
89/656/EEC - personal protective equipment	1999/92/EC - explosive atmospheres
90/269/EEC - manual handling of loads	2002/44/EC - physical agents (vibration)
90/270/EEC - display screen equipment	2003/10/EC - physical agents (noise)
2004/37/EC - carcinogens or mutagens at work	2004/40/EC - physical agents (electromagnetic fields)
2000/54/EC - biological agents at work	2006/25/EC - physical agents (artificial optical radiation)
92/57/EEC - temporary or mobile construction sites	2009/148/EC - exposure to asbestos at work
92/58/EEC - safety and/or health signs at work	92/29/EEC - medical treatment on board vessels
92/85/EEC - pregnant workers and workers who have recently given birth or are breastfeeding	94/33/EC - protection of young people at work
92/91/EEC - mineral-extracting industries through drilling	91/383/EEC - improvements in OSH of workers with a fixed-duration employment relationship or a temporary employment relationship
92/104/EEC - surface and underground mineral-extracting industries	

Key challenges of EU Strategy on OSH 2014-2020

- I. Enhancing the capacity of micro and small enterprises to put in place effective and efficient risk prevention measures;
 - II. Improving the prevention of work-related diseases by tackling existing, new and emerging risks;
 - III. Tackling demographic change.
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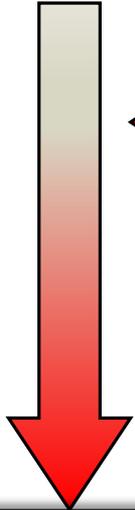
7 STRATEGIC OBJECTIVES

- Further consolidate national strategies;
- Facilitate compliance with OSH legislation, particularly by micro/small enterprises;
- Better enforcement of OSH legislation;
- Simplify existing legislation;
- Address the ageing of the workforce, emerging new risks, prevention of work-related and occupational diseases;
- Improve statistical data collection and develop the information base;
- Better coordinate EU and international efforts to address OSH.

Hazard, Risk factors and Risks

HAZARD

Anything that has the potential to cause harm



RISK FACTORS

Factors that increase or reduce the likelihood of the hazard causing harm and the severity of the consequences

RISK

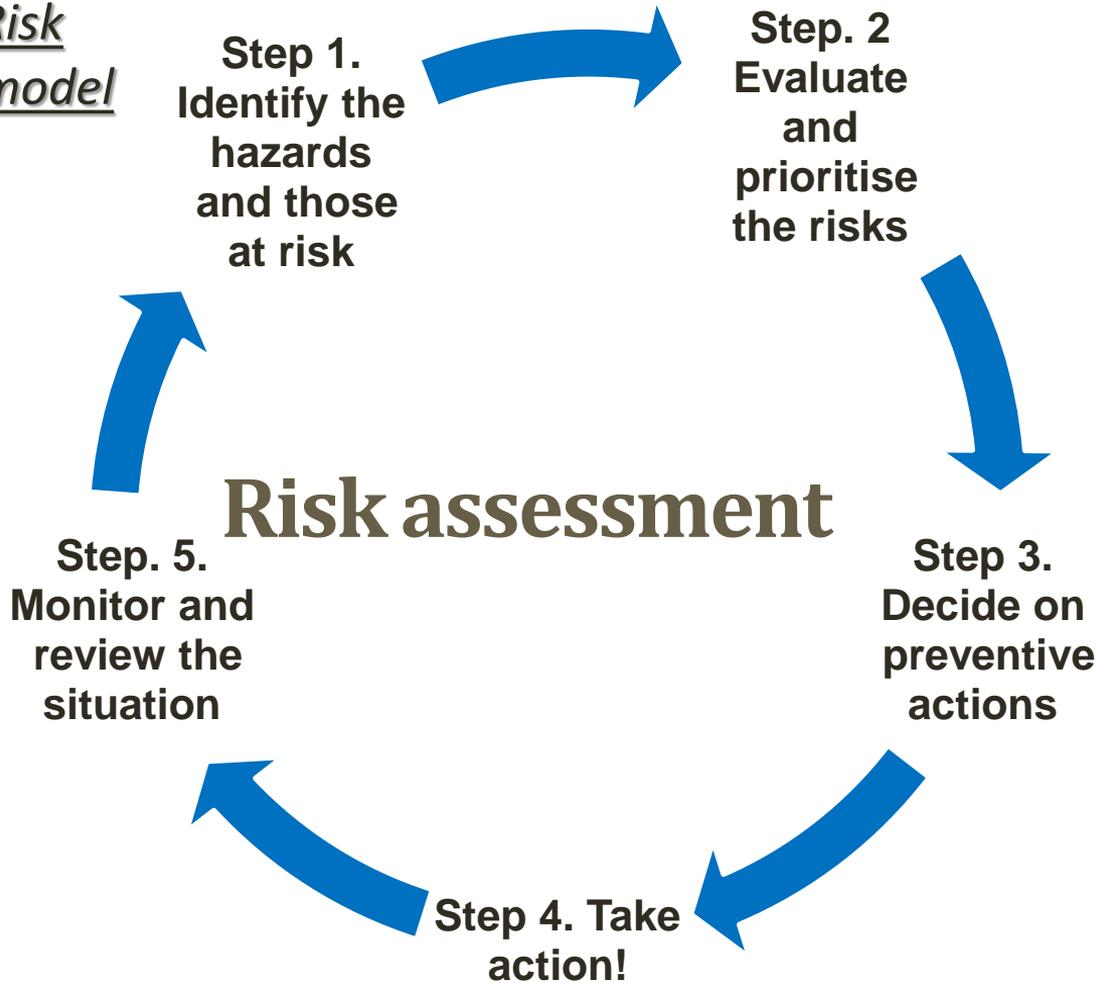
The chance, high or low, that somebody may be harmed by the hazard

What is risk assessment?

- **A systematic approach to identifying and controlling hazards:**
 - Identifying the elements of an activity that can cause harm;
 - Evaluating the risks arising from those hazards;
 - Introducing measures that will reduce the risk of injury to an acceptable level;
- **A risk assessment does not necessarily eliminate all hazards**
 - The aim is to reduce the risk of injury to as low a level as possible.

There are many different models/methods of risk assessment!

EU-OSHA Risk
Assessment model



Practical guidelines on risk assessment

- ✓ A risk assessment is to identify how to protect workers and then put in place the necessary measures;
- ✓ RA should be structured to ensure that all relevant hazards and risks are addressed (e.g. not overlooking secondary tasks, such as cleaning)
- ✓ RA must cover all workers, including those exposed to particular risks;
- ✓ When a risk is identified, RA should begin from first prevention principles, by questioning whether the risk can be eliminated;
- ✓ It is essential that employees are consulted and involved in the process because they know their workplace and are the ones who will have to implement any changes in working conditions/ practices;

Step 1. Identify the hazards and those at risk

- Look and listen at *all* the workplace(s);
- Talk to those doing the job;
- Find out about *all* the work processes: production line, maintenance and cleaning, delivery and “off-site” activities;
- Check the records (accidents at work/occupational diseases/absenteeism);
- Read relevant literature:
 - ❖ Guidance from labour inspectorates;
 - ❖ Trade literature;
 - ❖ Health and safety websites;
 - ❖ Machinery instructions and chemical data sheets.

Workplace hazards

- **Environmental hazards:** lighting, ventilation, height etc.
- **Equipment hazards:** maintenance, operation, storage etc.
- **People hazards:** training, numbers, supervision etc.
- **Material hazards:** chemicals, gases, waste products etc.

Visit the workplaces to see what could cause harm!

For each hazard identified ask:

1. Who/which groups of people could be harmed?
2. How do these people interact with hazards?
3. How might they be harmed?

Consider ALL workers, including staff with disabilities, young and old workers, pregnant women and nursing mothers, untrained or inexperienced staff, maintenance workers/ shift workers etc.

Exposure to hazards

➤ By task

- Production
- Maintenance
- Cleaning

➤ By contract

- Employed
- Part-time
- Contractors
- The public

➤ By shift

- Day shift
- Night shift
- Teleworkers

➤ By personal capabilities

- Young workers
- New workers
- Pregnant workers
- Nursing mothers
- Workers with disabilities
- Older workers

Step. 2 Evaluate and prioritise the risks

Questions to consider:

- What existing measures are in place?
 - Are they adequate?
- How likely it is that a hazard will cause harm?
 - What is the chance of someone being harmed?
- How serious that harm is likely to be?
 - Taking into account potential for long-term harm
- How often (and how many) workers are exposed?
 - One worker at risk? Or many?

Prioritising the risks

	Slightly Harmful / few exposed 1	Moderately Harmful / some exposed 2	Very Harmful / many exposed 3
Very Unlikely 1	Trivial 1	Tolerable 2	Moderate 3
Unlikely 2	Tolerable 2	Moderate 4	Substantial 6
Likely 3	Moderate 3	Substantial 6	Intolerable 9

Prioritising the risks

This is a matter of judgement, and the most difficult part of the risk assessment!

Factors to consider:

- Acute (short-term) harm v. Chronic (long-term) harm;
- Low frequency/high consequence v. High frequency/lower consequence;
- High risk for few v. Lower risk for many;
- Quick and easy solutions first v. Investment in most serious issues.

Step 3. Decide on preventive action

➤ Hierarchy of prevention:

1. Elimination
2. Substitution
3. Combat risks at the source
4. Engineering controls
5. Organisational controls
6. Personal protective equipment



Collective control
measures

- All preventive actions require training and supervision;
- Training alone will not provide prevention.

Collective preventive measures should be prioritised of individual measures!

Step 3. Decide on preventive action

- Treat the source not the symptom;
- Solutions should not create new hazards or risks;
- Sources of information:
 - Labour inspectorate;
 - Employer organisations/sector bodies;
 - Worker organisations;
 - International organisations.

“Off-the-shelf” solutions do not exist, interventions have to be adapted to the unique needs of the workplace!

Step 4. Take action

- ✓ Effective implementation involves effective planning;
- ✓ Have a prevention and protection Plan:
 - Who does what, when, where, and how (and how much);
- ✓ Employers are responsible for putting preventive measures in place
 - Workers should be included from the planning stage.

**BOTH Management Leadership and Worker Participation
are important for workplace health and safety!**

Step 5. Monitor and review the situation

- ❑ Monitor performance of preventive measures;
 - What gets measured gets done;
 - Monitor the work system (people, equipment, task, environment);
- ❑ Risk Assessments need to be reviewed:
 - When significant changes occur;
 - When evidence that assessment is incorrect (e.g. after accident);
 - When existing preventive measures not effective;
 - Regularly check that findings are still relevant.

Reviewing - documentation

- Proportionate recording of risk assessment is essential;
- Information from the risk assessment will need to be shared to workers, other employers, inspectorates;
- What to record?
 - ✓ Who did the assessment;
 - ✓ What they found: hazards, risks, those facing particular risks;
 - ✓ The action plan;
 - ✓ Who has been informed and involved: worker representatives, other employers.

Risk assessment documentation

Why do we need to document risk assessments?

- Passing information to the persons concerned: workers, managers, subcontractors, inspectors;
- Assessing whether necessary measures have been introduced;
- Producing evidence for supervisory authorities;
- Revising measures if circumstances change.

What information should be recorded?

- ✓ Name and function of the person(s) carrying out the examination;
- ✓ The hazards and risks identified;
- ✓ Groups of workers facing particular risks;
- ✓ An estimation/evaluation of the risks;
- ✓ The necessary preventive and protective measures;
- ✓ Responsibility for the introduction of the measures;
- ✓ Details of the involvement of workers and their representatives.

OiRA – Online interactive Risk Assessment

OiRA = a web platform by EU-OSHA that enables the creation of sectoral risk assessment tools in any language in a standardised way.

OiRA sectoral tools:

- Enable micro and small enterprises to carry out risk assessments;
- Are free to download and can be easily accessed by clicking on the relevant link;
- Are accompanied by a short description and the name of the OiRA partner who developed it.
- Can be searched by country, language and sector.

<https://oiraproject.eu>

Examples of OiRA tools

EU level: 12 OiRA tools (cleaning, hairdressing, leather and tanning, 2 on live performances-productions, 2 on live performances-venues, maritime transport, private security, 3 on sport sector);

Bulgaria: 38 OiRA tools (air transport, treatment of wastewater/sewerage, construction, courier services, crop and animal production, educational establishments, forestry, freight transport by road, HR, human health activities etc.);

Grecia: 7 OiRA tools (butchers, catering, commercial shops, hairdressing, laundry/dry cleaners sector, private security, working in offices);

Ireland: -

Romania: -

Conclusion

- ✓ RA goal: **a safe and healthy workforce;**
- ✓ The risk assessment process is a means to an end, not an end in itself: **preventive and protective measures;**
- ✓ The RA should be **proportionate to the dangers** in the workplace;
- ✓ Failing to **properly identify and assess the hazards and risks** puts people at risk;
- ✓ **Action Plan with measures must be implemented**, based on the risk assessment.

Questions?