

DIRECTIVES, REGULATIONS, CONVENTIONS AND RECOMMENDATIONS

THE EUROPEAN UNION AND HEALTH AND SAFETY AT WORK

Upon the Lisbon Treaty coming into force, the Charter of Fundamental Rights of the European Union became legally binding, duly considering the principle of subsidiarity, in accordance with the general provisions of Chapter VII of the Charter. Agreements reached among the social partners within the Social Dialogue are another way of triggering legislative initiatives on social matters.

Strategic Framework of health and safety at work in the EU (2014-2020).

The European Commission has adopted a strategic framework for health and safety at work (2014-2020).

This framework describes the main challenges and strategic goals in this area, and outlines the main measures and instruments to implement them. Its purpose is to ensure that the EU continues to play a leading role in promoting high standards in working conditions in Europe and in the world, in line with the "2020 Strategy".

European Agency for Safety and Health at Work (EU-OSHA)

In 2013, the European Agency began the "European Safety and Health at Work Week", dedicated to reinforcing safety and health in Europe's workplaces.

ILO and Health and Safety at Work

The 1981 ILO Convention (no. 155) on the safety and health of workers provided a suitable framework to support a culture of safety and health at work. In 2003, the ILO designated 28 April as the World Day for Safety and Health at Work, focusing on enhancing for safety and health all over the world and based on the pillars of the Organisation, which are tripartism and social dialogue. Every year, on 28 April, the union movement all over the world remembers the victims of work accidents and occupational diseases.

The European framework directive for health and safety at work (Directive 89/391/CEE) was adopted in 1989 and was an important landmark for improving health and safety at work. This framework directive outlines preventive measures, as well as information, consultation, balanced participation and training both for workers and their representatives in the public and private sectors.

Specific directives:

- 2013/35/EU - electromagnetic fields
- 2009/161/EU - chemical agents
- 2006/25/CE - artificial optical radiation
- 2004/37/CE - protection for workers against risks of exposure to carcinogenic or mutagenic agents at work;
- 2003/10/CE - noise
- 2002/44/CE - exposure of workers to risks caused by physical agents (vibration)
- 2001/45/CE - use of work equipment
- 2000/54/CE - biological agents at work
- 92/58/CEE - safety and/or health signs at work
- 90/269/CEE - manual handling of loads
- 89/654/CEE - health and safety at work requirements

Regulations (EC)

Regulation (EC) No. 1907/2006 of the European Parliament and Council of 18 December 2006, relative to the registering, evaluation, authorisation and restriction of chemical substances (REACH)

Regulation (EC) No. 1338/2008 of the European Parliament and Council of 16 December 2008, relative to community statistics about public health and safety at work

Commission Recommendation of 19 September 2003 relative to the European list of occupational diseases (notified under number C-2003 – 3297)

ILO Conventions and Recommendation:

- No. 187 about the Promotional Framework for Health and Safety at work, 2006.
- No. 174 about the prevention of serious industrial accidents, 1993
- No. 161 about the Health Service at Work, 1985
- No. 155 relative to safety and health of workers and the work environment, 1981;
- Recommendation no. 194, which periodically reviews the list of occupational diseases



TCFL Textiles, Clothing, Footwear and Leather



MAIN OCCUPATIONAL RISKS AND DISEASES AND THEIR MITIGATION

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MAIN OCCUPATIONAL RISKS AND

The production process of the Textiles, Clothing, Leather and Footwear Industries entails a range of chemical risks caused by, among other reasons, the use of solvents and glues, the mechanical risks linked to the use of work equipment, and ergonomic risks resulting from repetitive work, incorrect postures and manual handling of loads.

These are sectors where a high pace of work, poor posture and repetitive work are typical. These characteristics are propitious for the appearance of occupational diseases. The most common diseases among workers in this sector derive from musculoskeletal injuries (e.g. tendinitis), stress and respiratory diseases.

Changes in recent years have led to new risks emerging, which must be prevented, and their impacts monitored in terms of the health and safety of the workers, especially in relation to technical innovation or the social and organisational changes. In this area, certain psychosocial factors are pointed out, resulting from negative social interactions in the work environment.

OCCUPATIONAL DISEASES

An occupational disease is one that results directly from the work conditions and causes partial or total incapacity to exercise the occupation or death. Occupational diseases are no different from other diseases, apart from the fact they originate in factors in the workplace.

ILO Recommendation (No. 194) comprising a List of Occupational Diseases, 2002, as well as the Commission's Recommendation of 19 September 2003 relative to the European list of occupational diseases (notified through number C-2003-3297), are documents used by several countries as the model to build, develop or reinforce and harmonise their national registration and notification systems and for accident indemnity in the case of work accidents and occupational diseases. It provides an innovative and simple procedure to update the list on a regular basis through tripartite meetings of experts convened by the ILO Governing Body.

THE RISKS

ERGONOMIC RISKS: Ergonomic risks are those caused by the improper manual handling of loads, poor postures and incorrect movements, highly repetitive movements, mechanical pressure on the body's tissues, vibrations and discomfort in terms of the temperature of the work environment..

CHEMICAL PRODUCTS: A hazardous chemical agent is any chemical agent classified as a substance or dangerous mixture in accordance with the criteria established in the applicable legislation for the classification, packaging and labelling of substances and dangerous mixtures, or substances that although they do not fit the criteria of this classification, may entail risks to the health and safety of the workers owing to the physicochemical or toxicological properties and the way they are used or packaged in the workplace.

MECHANICAL RISKS: The mechanical risks are related to the movement of machines, equipment and work tools, which owing to the mechanical energy that they possess or may generate, are liable to cause injury.

SEXUAL HARASSMENT: Undesired behaviour, in verbal or physical form, aimed at upsetting, intimidating or humiliating a worker..

DISEASES AND THEIR MITIGATION

THE RISKS

MORAL HARASSMENT: Understood as the practice of persecution, methodically organised, over a lasting period, against a worker or group of workers aimed at harming them, their dignity or their physical or psychological wellbeing, creating a hostile, degrading, humiliating or offensive environment

VIOLENCE AT WORK: Any incident in which workers come under abuse, threats or attack in circumstances related to work, which explicitly or implicitly endangers their safety, wellbeing or health

PSYCHOSOCIAL RISKS: They psychosocial risks are risks related to the way the work is designed, organised and managed, and which in interaction with the social and environmental backdrops and the skills and needs of the workers, may cause psychological, physical or social harm

OCCUPATIONAL STRESS: Defined as "An interaction between the work conditions and the worker's characteristics in which the demands of the work exceed the worker's capacity to cope with them."

INDIVIDUAL PROTECTION EQUIPMENT (IPE)

IPE is all equipment and any accessory or complement destined to be used by the workers to protect them from the occupational risks that cannot be avoided or limited through collective protective means or the work organisation measures, methods or process.

PREVENTION:

Prevention must take into account the evolution of the technologies developed in line with the general principles of prevention; focus on the specific work and production tasks; encourage the participation of the workers; account for all the risk factors and the interaction of the risks among one another; include preventive measures in the work design and organisational phase; and, given the above factors, must be based on continuous improvement processes. The member states must encourage prevention, evaluation and mitigation of Work Accidents to ensure the workers have a decent working environment.

The employers are responsible for ensuring a safe environment, in the work organisation, in the development of ergonomics at work, in bringing about new and better social relations and in developing management systems for the assessment and prevention of occupational risks and diseases.

When carrying out their activity, companies must integrate the evaluation and prevention of occupational risks and diseases through suitable methods and processes for the promotion of safety, health and wellbeing.

It is essential the workers are informed, participate and get involved as actors of prevention in the areas of information and training, as well as in consultation and cooperation in the prevention activities.

The following aspects are essential:

- To develop work safety and health policies in partnership with the Governments and Social Partners;
- To raise awareness and disseminate information about prevention of occupational risks;
- To comply with the regulations and encourage a culture of continuous prevention;
- To promote the involvement of the workers in the evaluation of the occupational risks and diseases, the application of preventive measures and the training.