



EUROPEAN YEAR  
OF SAFETY, HYGIENE AND  
HEALTH PROTECTION AT WORK



# *Europe for safety and health at work*



## **Note to readers**

This report on activities in the European Year of Safety, Hygiene and Health Protection at Work has been prepared for the general public. It is in three volumes:

Volume 1: 'Europe for health and safety at work' outlines the activities of the Commission of the European Communities and the 12 Community Member States during the European Year;

Volume 2: 'List of projects' carried out as part of the European Year. This non-exhaustive list was drawn up on 31 July 1993;

Volume 3: 'Key projects': a description of particularly important national projects which could be copied by other Member States.

In addition to this report, a formal report on the execution of the Year has also been prepared, as required by the Council Decision, for the European Parliament, the Council of Ministers, the Economic and Social Committee and the Advisory Committee on Safety, Hygiene and Health Protection at Work, and was forwarded to them.



# *Europe for safety and health at work*

*Activity report  
Volume 1*

The information contained in this publication does not necessarily reflect either the position or views of the Commission of the European Communities.

Cataloguing data can be found at the end of this publication.

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# Message from Mr Pádraig Flynn

Member of the European Commission



Mr Pádraig Flynn, Member of the European Commission responsible for social affairs and employment.

The European Year of Safety, Hygiene and Health Protection at Work, decided on by the Council of Ministers with the support of the European Parliament, has drawn to a close. It was the European Commission's aim to use the Year to increase awareness in the Member States, in firms and among workers, and to encourage them to take positive action to improve working conditions.

At a time when physical, technical and tax barriers are coming down, this ambitious campaign focused on reducing disparities between the Member States and on implementing new Directives to protect the health and safety of 150 million workers in Europe. Since 1987 some 18 health and safety Directives have been adopted, twice as many as in the 30 years before that! However, it is still all too often the case that they seem too abstract and the people mainly concerned never really become familiar with them. The European Commission, acting through the National Liaison Committees set up in each Member State, therefore concentrated on publicizing them at workplace level in order to help to develop awareness of the European dimension.

The result was impressive: more than 2 600 projects which reached 60 million people, according to the Eurobarometer survey carried out in the spring of 1993. But the number and effectiveness of the projects was not the only impressive aspect: they even extended beyond the boundaries of the Community. In Turkey, posters translated into Turkish were displayed in the factories of a major European car manufacturer. In Russia, the European Year television spots were seen by millions of people thanks to the Western television networks which now broadcast their programmes there. Many enquiries were received from the United States, Israel and Tunisia. The main satellite television stations broadcast the European Year spot free of charge. The EFTA countries and the countries of Central and Eastern Europe showed great interest in the Year and carried on the information campaign in their countries.

As we can see, the European Community has once again set the pace in the campaign against occupational accidents and diseases.

This three-volume report, the first volume of which is presented here, is more than just an evaluation of the Year: it also bears witness to the enormous enthusiasm and inventiveness displayed throughout these months of intense activity.

I should like to thank the Member States, the European Parliament, leaders of trade unions and employers' organizations, heads of firms, scientists, members of the various industrial health and safety organizations, workers, students and everyone else

who, in each Member State and in the European institutions, did everything they could to ensure the success of this Year and thus helped to make Europe a healthier and safer place to work.

Pádraig Flynn,  
Member of the European  
Commission responsible for social  
affairs and employment

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### List of abbreviations used in the report

NLC	National Liaison Committee
ASC	Advisory Steering Committee
UNICE	Union of Industries of the European Community
ETUC	European Trade Union Confederation
EFTA	European Free Trade Association
SMEs/SMIs	Small and medium-sized enterprises/small and medium-sized industries
EEC	European Economic Community
ISSA	International Social Security Association
FEIEA	Federation of European Industrial Editors' Associations
DG	Directorate-General
DG V	Directorate-General for Employment, Industrial Relations and Social Affairs
DG XXIII	Directorate-General for Enterprise Policy, Distributive Trades, Tourism and Cooperatives



# The improvement of working conditions: A common concern

Noise, dangerous machines, toxic products, stress... . Too many of Europe's 150 million workers are still working in poor conditions. Whether engineers in major companies, technicians in SMEs, manual workers in industry or peasants on their land, the basic problem is the same. Each year some 10 million of them are victims of occupational accidents or diseases. Eight thousand of them die.

Twenty years ago, work claimed twice as many lives as today and accidents were overall three times as high. The working population has decreased, machines have increasingly replaced men at the most difficult and dangerous workstations. Yet in spite of this the situation in the European Community deteriorated at the end of the 1980s and the number of accidents is increasing steadily. Substandard conditions and dangers at the workplace are therefore still a significant problem.

The improvement of working conditions is a common objective of the 12 EC Member States. The free movement of goods and individuals as envisaged by the common market makes harmonization of safety standards necessary. But improving working conditions is also of interest to the heads of enterprises and employers' associations and trade unions, not only for humanitarian reasons but also for economic ones. It is estimated that damages paid to the victims of occupational accidents and diseases amount to as much as ECU 20 billion for the Community as a whole, not taking into account indirect costs, wage costs, material costs or the cost of expert opinions which are estimated to be much higher. The improvement of working conditions is also synonymous with quality and productivity and can only provide added advantages for companies. In the current economic crisis, this is not to be ignored.

But above all, what would a common market be without some form of social content? Would Europeans understand if we were only concerned with an economic, monetary or cultural Europe – one which neglected their daily life, their work, and the conditions in which they carry it out?

There is evidence to suggest that they would not: according to a Eurobarometer survey,<sup>1</sup> in 1991, 94% of the working population was in favour of common legislation and 59% thought that such legislation would improve their safety. In 1993, the latter figure had increased to 61%, and 65% put the application of European legislation at the top of their list of priorities.

The objective of the European Year of Safety, Hygiene and Health Protection at Work, decided by the European Council of Ministers, with the support of the European Parliament, was to provide a response to the human and economic problems involved in

(<sup>1</sup>) Surveys carried out in 1991 and April 1993.

occupational accidents and diseases. The European Commission, and in particular the Directorate-General for Employment, Industrial Relations and Social Affairs (DG V), spearheaded a vast awareness-raising operation. The 1992 Year was also the result of the activities of National Liaison Committees (NLCs) set up for the Year in each Member State to pass on information at local level and to initiate activities in each Member State.

This operation was complementary to all European health and safety legislation already in existence or in the process of being implemented. Too many people remain inadequately informed of Community initiatives which concern them directly. Young people undergoing training and SMEs/SMLs in particular, must be made more aware of health and safety problems. Throughout the Year priorities were identified, information campaigns led to specific action and training programmes were implemented. All this was done for the sole purpose of encouraging all interested parties to take action. Now, the whole Community, that is to say, all of us, can reap the benefits of this initiative.

To raise awareness, to participate, to train, to act: this was the objective of the Commission and the 12 National Liaison Committees.

The following is what was achieved.

# The European Year in figures<sup>1</sup>

The European Year of Safety, Hygiene  
and Health Protection at Work represents:



A figure representing a human being at work surrounded by two protecting hands and the 12 stars symbolizing Europe.

**ECU 12 million,**  
of which 60% was spent on schemes  
put forward by the 12 Member  
States

**2 600**

individual schemes (not the full  
total), including

**508** schemes co-funded  
by the Commission, of which 58%  
were designed to assist SMEs and  
44% to assist young people. Given  
that the Commission funding was on  
average 27%, these alone required  
the other organizations involved in  
the Year to provide more than ECU  
20 million of additional funding;

**2 092**

schemes carried out without  
Community funding (not the  
full total)

**375** projects designed  
to continue after the European Year

**37**

transnational schemes

**14** national conferences and  
two European conferences

**21%**

of the population, i.e. 60 million  
persons affected (Eurobarometer  
survey, April 1993)

**25%**

of workers in Europe said that  
they had received information and  
given their opinion on improving  
health and safety at the workplace  
(Eurobarometer survey, April  
1993)

**1 020 227**

brochures distributed by the  
Commission

**42 000**

personalized mailshots to company  
managing directors, teachers and  
trainers

**17** broadcasts on the  
major television channels of the  
12 Member States

**323**

training and informative films shown  
at the Thessaloniki festival

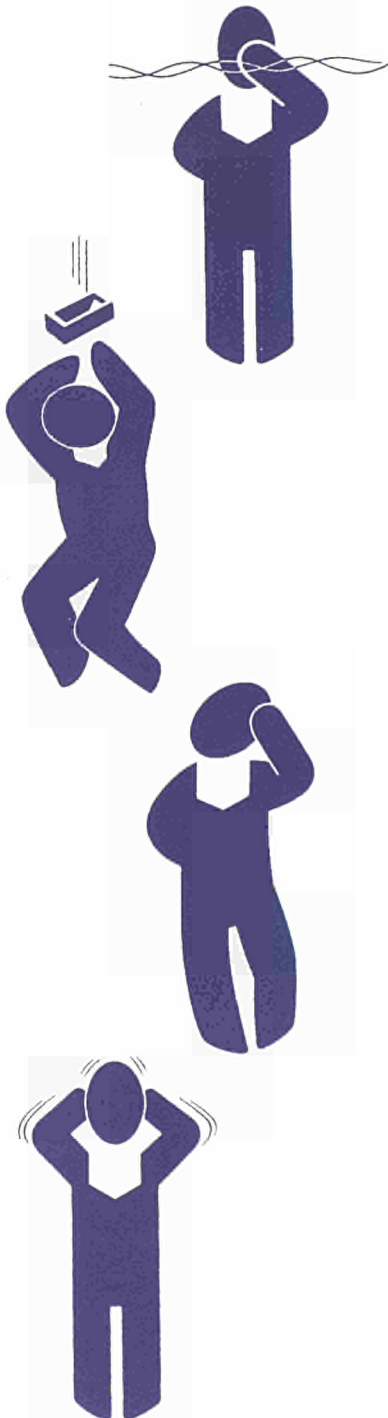
**7 416**

press articles (not the full total)

The equivalent of  
ECU 1 000 000 worth of free  
broadcasting by satellite  
television channels of advertising  
for the Year.

<sup>1</sup> Selected and drawn up by the  
Commission on 1 July 1993.

# Individual and collective priorities



Four themes, four symbols:  
Clean air, safety, well-being,  
noise.

It is said that there is strength in unity. The campaign against occupational accidents and diseases required joint action by all 12 Member States. Noise, pollution, working positions harmful to the body, carrying heavy loads, the automatic rhythm of a machine, materials falling or being thrown, etc. The list of dangers to which European workers are exposed every day is long. But it would be pointless to take divergent courses of action. For maximum effectiveness, the 12 Member States of the European Community decided to act together and to target a number of common priorities.

## Common objectives

### Four priority areas

All too often the European worker has to put up with noisy machinery; work in a stressful environment; inhale poisonous chemical fumes; use dangerous machinery daily, without necessarily being aware of all the dangers; and suffer physical and mental fatigue through the intensive use of computers. On the basis of this simple observation, several areas were targeted for a 'special offensive':

clean air at work;  
safety;  
well-being;  
less noise and vibration.

These four main areas provided the basis for a considerable number of activities in the various countries.

### Three high-risk sectors

One of the main aims had, of course, to be to provide more information in high-risk sectors. It comes as no surprise that the main sectors here are construction, agriculture and the fishing industry. The figures speak for themselves:

– the construction sector employs less than 10% of Europe's workers (9.5 million), but accounts for 15% of all occupational

accidents and 30% of all fatal accidents in industry as a whole;

– agriculture employs 10 million people across the whole of Europe. It accounts for 3 600 fatal accidents, 18 million injuries and 100 000 compensation payments per year;

– the fishing industry is even more dangerous. The vessel's movements, slippery decks, bad weather, working at night, noise and cramped conditions all combine to make the job particularly difficult. There are 540 serious accidents every year in a total population of 300 000 fishermen.

## Awareness-raising for two major target groups

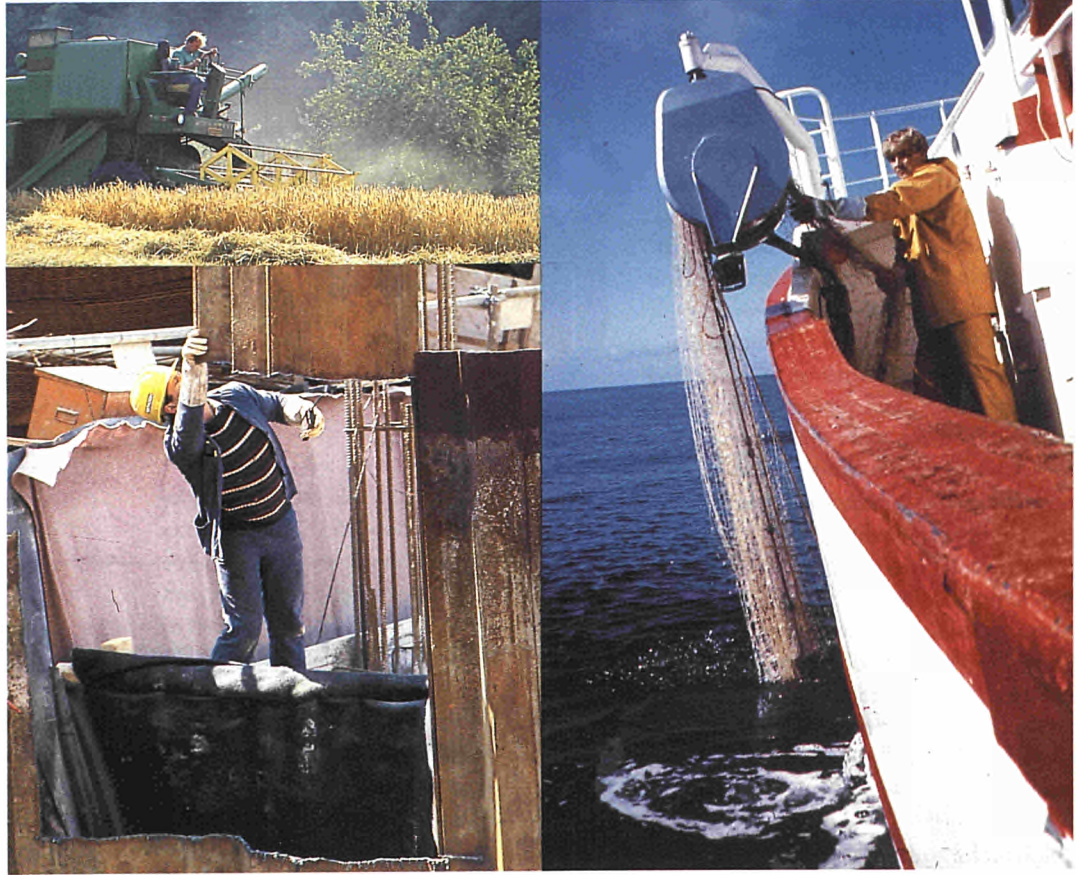
Two target groups in particular needed to be made aware of health and safety problems:

young trainees, because they are most vulnerable at work;  
small and medium-sized firms, because they often cannot afford to spend much of their budget on safety.

The first group was to be made more aware as they entered working life, while the second was to be shown that safety, quality and competitiveness go hand in hand.

The Community therefore gave priority to any measures designed to encourage the spread of information on occupational risks and how to prevent them, or to provide better training in safety, hygiene and health at work for workers and employers.

Above all, the aim of all 12 Member States was to draw more attention to the major efforts already made by the Community and to publicize and build on all the measures which have already been taken, but which are so often ignored. Do people know, for example, that since the 1987 Single European Act the Community has adopted no less than 18 different Directives on health and safety?



## National priorities

Each Member State decided on its own national priorities on the basis of these joint priorities (it would not have made much sense, for example, if Luxembourg had concentrated its efforts on the fishing industry) and each country showed great flexibility in combining common objectives with local needs. The aim here was to improve the exchange of information on successful national practices in monitoring the application of Community Directives, particularly in the more difficult and sensitive areas. This scaling-down to national level – ‘subsidiarity’ – taking account of each country’s own geographical, economic and social structures, was the job of the tripartite National Liaison Committees set up for the Year. They were the ones who fixed national priorities, coordinated and passed on information and generally played a vital role in the success of the operation.

**Belgium**, for example, concentrated on SMEs and the most vulnerable workers (young people, temporary workers, student workers) and on integrating health and safety in education and training. It was especially keen to promote a sectoral approach to prevention, particularly in services, hospitals and sectors with a lot of SMEs. Belgium also tackled the problem of accidents which occur on the way to work.

**Denmark** chose, within its borders, to pass on its messages at the most decentralized level possible. Activities especially focused on cooperation between authorities, the social partners and other interested parties. Thus, the Danish aim was to strengthen cooperation between the various actors in the field of health and safety at work while at the same time seeking to communicate the message of the working

### Spotlight on ...



#### **METHODS OF COMBATING NOISE IN THE CONSTRUCTION SECTOR**

**Italy.** The Turin Regional Committee for Accident Prevention, Health and the Environment launched a research programme to develop ways of combating exposure to noise in the construction sector. The results were distributed free of charge to all the sector’s trade unions, specialized colleges and the relevant public authorities in a manual entitled *Knowing is preventing*. A computer program and individual protection plans were made available to those concerned, and employers were given useful tools for implementing the prevention and protection measures required under the Law of 15 August 1991 on the transposition of Community Directives.

### Spotlight on ...



#### **EURO-TEACHING PACK FOR PHYSIOTHERAPISTS IN LIFTING AND HANDLING TRAINING**

**Ireland.** The Irish Society of Chartered Physiotherapists designed a support programme for everyone involved in lifting and manual handling at work. It consisted mainly of a collection of slides, tapes and a test: 101 slides illustrated back problems, anatomy, flexibility and the basics of lifting and manual handling, and looked at the large number of workers who suffer from back problems.

environment to media, schools, cultural environments, etc.

**Germany** used the European Year as an opportunity to extend Community regulations to the new *Länder*, and for this reason many events were organized in the east of the country. Because of the unusual situation since unification in Germany, which now has a population of 80 million, information was mainly channelled through the employers’ and workers’ organizations, experts and scientists in order to make it as effective

as possible. In addition to the common themes selected by the Twelve, Germany chose training for young people in vocational colleges, transport and handling heavy loads.

In **Greece**, priority was given to traditional sectors of the country’s economy – SMEs in construction and agriculture. Priority was also given to activities producing publications.

**Spain** regarded the European Year as ‘a real adaptation challenge’, with two

priorities: developing new infrastructures and new tools for starting the European phase under optimum conditions and, in the medium-term, doing something to help SMEs.

**France** focused particularly on construction, fishing and agriculture and on projects developed by firms, often on the initiative of the occupational health and safety services. A large number of national and regional activities were organized by trade unions and employers' organizations. Generally speaking, priority was given to practical projects likely to have a lasting effect.

**Ireland** encouraged all projects to do with agriculture, naturally, and also manual handling, the chemical industry and training.

**Italy** laid emphasis on reducing hazards in sectors such as construction, the timber industry, mines and agriculture as well as the craft trades. According to the Italian insurance companies, the number of accidents in this last sector rose to 151 851 in 1990 compared with 574 820 in industry and 211 156 in agriculture. Italy also sought to give employers more responsibility for training workers, and to make the trade unions more active in the field of accident prevention and occupational health.

**Luxembourg** used the European Year as a springboard for passing two laws and 20 Grand-Ducal regulations. Alongside this, the accent was put on informing and raising awareness of health and safety problems among workers in the steel industry, chemicals, construction, transport, banking, services, hospitals, and among staff representatives, managers, heads of firms and, uniquely in the Community, on retraining a number of customs officers, now redundant since the completion of the single market, as occupational safety inspectors.

**The Netherlands** was very attentive to the participation of the social partners. The government's principal objectives were to make people more aware of occupational risks, and to reduce or prevent them by means of training and specific information. Activities were linked to other government objectives. One of them was to reduce incapacity for work and prolonged absence due to illness. SMEs, construction training and fishing formed part of their priorities, as well as workers in production.

For **Portugal**, the European Year arrived at an ideal moment, enabling it to consolidate the occupational health and safety agreement signed in 1991 between the government, employers and workers in the Standing Council for the Social Dialogue.

The **United Kingdom** welcomed the European Year as a chance to stimulate practical action to improve health and safety at workplace level. Activities were particularly encouraged in the construction sector, and great importance was placed on giving advice and assistance to SMEs through, for example, intermediary organizations.

# Target: Awareness, information, action



Things are moving on the social Europe front, but people need to be told about it. The Community has been working away on legislation for a number of years now, and the Member States were meant to have transposed into national legislation six new Community Directives on, among other things, safety, work equipment, personal protective equipment, handling heavy loads and the use of visual display units (VDUs) by 1 January 1993.

But this was not enough. Rushing several Directives out without first pursuing an intensive information campaign would have been like coupling railway carriages without an engine! None of these measures will be really effective unless those with social and economic responsibility are involved in developing and implementing them. Everyone directly concerned needed to be made more aware and encouraged to act, as indeed did the general public, without whose help the Year would have come to nothing. From this point of view the European Year was a unique event.

The Twelve poured considerable funding and energy into reaching as many people as possible. Promotion campaigns, conferences, symposia, seminars, videos, posters, brochures, stamps: every possible means was used to encourage people to do something positive and practical. It was not simply a case of getting experts round a table or of convincing them of the need to improve working conditions – which they were already well aware of – but of finding new solutions and reaching important agreements. The intensive media campaign led, as the Luxembourg National Liaison Committee stressed, to ‘a general increase in awareness’.

And, as the Irish pointed out, it particularly helped ‘to change the image of occupational health and safety’.

## A highly successful logo

It was certainly well-travelled: from beaches in Spain, where it was seen on sunshades, to motorways in Belgium, via aeroplanes in Italy, trolley buses in Greece, schools in Portugal and a train in Denmark. It was widely used on all promotional materials and at every event.

For example, **Italy** authorized the use of the logo for a large number of projects: seminars and meetings (51), training events (19), publications and teaching materials (55), audiovisual materials (7), companies, sundry other projects (23) and funded projects (13). In the **United Kingdom**, in addition to the funded projects, over 450 organizations were able to use the logo for in-house newspapers, trade union news-sheets or international exhibitions. A major insurance company also sponsored the logo in a large number of trade union magazines. In **Germany**, following a proposal from the NLC, the public authorities decided to issue a special stamp depicting the logo; 30 million were circulated; 20 major institutions also used the logo image for their franking machines, again guaranteeing widespread publicity. Similarly, **Spain** introduced a special postmark with the Year logo. **Greece** also issued a stamp for the Year depicting the Greek god of fire and forges, Hephaistos, the patron of craftsmen. In Athens, 29 million public transport tickets were issued depicting the logo. Finally, in **Belgium**, the logo and slogan were printed on packets of sugar and sugar cubes in restaurants and canteens.





**EUROPE.** *The logo, protected by copyright, was selected by the European Commission*

*at the start of work on the Year and was used in all forms of communication. It was shown with the slogan 'Europe 1992: Let's make it a better place to work' on all promotional material. For example, 352 721 posters of various sizes were distributed all around Europe. A whole range of other promotional articles including flags, banners, stickers, lapel pins, badges, pens, T-shirts and bags were also widely distributed in the Member States. Nineteen airports in Europe cooperated with the Commission in providing advertising space for posters and information on the Year. Newcastle (UK) airport even served as the venue for a conference on health and safety. The Commission also asked the various national postal services to issue special stamps for the Year; Greece, Germany and Portugal agreed. Germany, Portugal, Denmark, Spain, Luxembourg and the United Kingdom introduced a special postmark.*

A figure representing a human being at work surrounded by two protective hands and the 12 stars of Europe was the logo selected for the European Year.

## Conferences, seminars, forums

The European Year of Safety, Hygiene and Health Protection at Work was launched in Portugal on 11 and 12 March 1992 at a conference attended by 600 people. The closing conference was held on 26 February 1993 in Denmark. Between these two dates Amsterdam, Athens, Brussels, Copenhagen, Erfurt (Germany), Dublin, Lisbon, London, Luxembourg, Madrid, Paris and Rome, together with various regional venues, took it in turns to host major events on the themes of the Year. In addition to the opening conferences attended by representatives of the national governments, an impressive number of conferences, symposia and seminars on various themes were held all over the Community. In each case discussions generated practical measures. The main events, the results of which are detailed elsewhere in this report, were as follows:

### Belgium:

- round-table discussion with all those involved in the clothing sector. This was a 'first' and produced a number of solutions;
- round-table discussion on temporary workers;
- European conference in Houffalize on integrating health and safety in education and training for young people, and seminars for experts on prevention in education in Hasselt and Mons. These two events followed on from an important agreement signed by all those with political responsibility for education;
- European symposium in Brussels on safety on the way to work;
- European conference 'Research and field work on health and safety at work' in Antwerp;
- two 'Prevent 93' closing events in Ghent and Liège, with a number of seminars, exhibitions, demonstrations, etc.

### Denmark:

- nine major exhibition-conferences throughout the country on the Year's topics to motivate and inform;
- 30 local opening and closing exhibition-conferences.

### Germany:

- experts conference in Dresden, which looked at dangerous substances and related problems in the new *Länder* and the countries of Central Europe;
- conference on vibration in Bonn, where details were given of the most up-to-date research in 20 countries;
- 'Youth for safety' campaign in vocational training colleges throughout the country;
- 'Meeting-points safety' in a number of towns, where workers, employers and the general public could obtain information on the organizations responsible for health and safety;
- conference to evaluate the Year in Gera (Thuringia), which also looked at the practical follow-up to the Year.

### Spain:

- 30 information days on the themes of the Year organized in various provinces to reach the target groups more effectively;

- international symposium in Villagarcia de Arosa on safety on working conditions on board fishing vessels;
- numerous conferences organized by the Autonomous Communities and the trade unions and employers' organizations.

### Greece:

- national congress in Athens entitled 'Safety, hygiene and health protection at the workplace. Prospects in view of European integration';
- various regional awareness-raising conferences.

### France:

- International Work and Health Forum in Paris, followed by 19 regional forums;
- European occupational medicine meetings in Nantes;
- 'Science and safety' forum organized by the CNRS in Strasbourg;
- 'Workforce' forum in Paris;
- symposium organized by the Union of Chemical Industries in Paris.

### Ireland:

- closing conference in Dublin entitled 'What's next?';
- seminar on personal protective equipment to explain the European Directive.

## Spotlight on ...



### PROMOTING THE YEAR TO INCREASE AWARENESS

**Portugal.** Portugal organized a huge range of activities to motivate organizations and to increase awareness among young people and the general public not only about safety in general, but also on appropriate behaviour at work. The development of its national programme was followed by the production of educational material including hundreds of posters, brochures, videos and spots shown on the two main television channels. A monthly news-sheet entitled *Ano Europeu Noticias* published details of the various individual projects for general consumption. Three international conferences were organized: 'Health and safety at work: Factors in economic and social cohesion', 'Prevention of occupational risks in agriculture: Developments and trends' and 'Health and safety in SMEs'. These generated a number of initiatives.



**EUROPE.** *Since it was Portugal which held the Presidency of the Council of the*

*European Communities at the time, the opening conference to launch the Year was naturally held in Lisbon on 11 and 12 March 1992. Speeches were given before an audience of 600 by Mr José A. Silva Peneda, representing the Prime Minister, Mr Carvaco Silva, Ms Vasso Papandreou, Member of the European Commission, Mr Jean Degimbe, Director-General of DG V, and representatives of the ETUC (European Trade Union Confederation) and the UNICE (Union of Industries of the European Community). The results of the Eurobarometer survey were also presented at the conference. Eleven months later Copenhagen hosted the closing conference for the Year, this time in the presence of Her Majesty Queen Margrethe II of Denmark. Mrs Jytte Andersen, the Danish Minister for Labour and President of the Social Affairs Council, spoke of the considerable challenges which had led to the organization of this campaign. Mr Buschak, representing the ETUC, and Mr Castle, representing the UNICE, echoed her comments.*

Opening of the Year in Lisbon.

Press conference: Ms Papandreou, Mr Silva Peneda and Mr Horacio Fonseca.



**Italy:**

- conference on integrating safety in training for young workers. Following this, the programme was to be introduced on a permanent basis and applied systematically and uniformly at all levels;
- numerous trade union meetings on various subjects: the creation of three databanks on the prevention of occupational diseases and accidents, training in Italian and Community legislation, migrant workers' right to information, etc.

**Luxembourg:**

- conference organized by the Association for Well-being and Safety at Work and meeting on a building site;
- 'Well-being at work' conference organized by the Pro Vita Sana Foundation - 'Stress at work: Getting help', 'Alcohol and drugs at work', 'Involvement of workers in organization' - attended by 300 people from 18 countries. The proceedings were published in three languages and seminars for experts are to be held to look at some subjects in more detail.

**The Netherlands:**

- closing conference in Maastricht (500 participants, 1 500 visitors);
- two-day conference and exhibition

**'Beter Werk Samen Doen'** (Doing better work together) in Groningen;

- international workshop 'Risk assessment for worker exposure to agricultural pesticides' in The Hague (three days: 13, 14, 15 May 1992);
- four-day exchange programme for EC construction inspectors in The Hague (28.9.1992-2.10.1992).

**Portugal:**

- international conference 'Occupational health and safety: A factor in economic and social cohesion' in Porto, attended by 300 experts and representatives of the parties involved;
- international seminar 'Preventing occupational risks in agriculture: Developments and trends' in Ponta Delgada in the autonomous region of the Azores;
- international symposiums 'Health and safety in SMEs' and 'The European Year: A pattern for the future' in the autonomous region of Madeira.

**United Kingdom:**

- conference on the enforcement of legislation on health and safety in Europe, attended by 225 people. During this conference there was an exchange of views and the need for a common approach to enforcement issues was emphasized;

- conference on asset protection run by the Association of British Insurers;
- specialist European conference on respiratory allergies, ergonomics, vibrating equipment, stress and solvents;
- international conference on risk assessment in London;
- conference-exhibition in London on safety management organized by Paramount Publishing;
- numerous local conferences on the Year's themes including 13 held in Northern Ireland;
- symposium on safety, hygiene and health in mines attended by 250 delegates. This meeting's report will be used as a reference document by students and engineers in this sector.

## Specific national campaigns

Each country organized its own campaigns through the Year. The four themes selected by the Twelve – clean air, safety, well-being and noise – together with young people at work and SMEs were the focus of intense activity from the public authorities, trade unions and advisory and training bodies. Awareness campaigns on other subjects were also carried out. In **Belgium**, for example, a number of major national campaigns were launched. One of these, entitled 'A worker informed is worth two in the dark', used every possible medium: press conference, round-table discussion, television spot, professional video, symposium. **Denmark** also placed emphasis on three national campaigns aimed at the internal safety organization of the enterprise. A number of national organizations worked hard during the Year: the Danish Union of Hairdressers and the Danish Hairdressers' Federation held a campaign to inform their members of the importance of clean air in their salons! **Luxembourg** organized awareness campaigns in the construction and steelmaking sectors, both in firms (posters, mobile van containing

educational material, training for workers), in original projects (demonstration of safety rules on model construction sites) and at public events (Immigration Festival). A round-table discussion was organized and an information brochure on 'indoor pollution' produced for workers in the banking and services sectors. In **the Netherlands** four campaigns were organized including one on combating cancer and another on new measures to reduce absenteeism caused by occupational illnesses and incapacity for work. For its part the **United Kingdom** supported six different campaigns, some related to specific sectors such as agriculture (aimed at young people) and in construction (for roof-workers in particular). Others covered all sectors including noise ('Noise at Work Roadshow'), the new Directives and safety management in SMEs. A guide on occupational health was published for doctors.

## A day, a week, a month

To give all these various awareness-raising activities greater impact, some countries decided to devote a day, a week or a month to the European Year either in general or on specific aspects. **Belgium** and the **United Kingdom**, for example, organized a Health and Safety Week. **Spain** held 30 'technical information days'. **Ireland** dedicated one month to each of its priorities: April 1992 to manual handling, May to agriculture, June to the chemical industry, July to noise and vibration, September to training, October to the construction sector, etc. In addition 700 companies took an active part in the occupational safety week organized by the Irish National Safety Organization.

## Direct information

The approach adopted by the Twelve to inform and raise awareness among the various target groups relied heavily on

direct information. Thanks to mailshots, questionnaires, surveys and information brochures, the message got through to 'the right people', i.e. those who can really have some influence. In **Denmark**, the Directorate of the Labour Inspectorate sent out a total of 30 000 questionnaires to firms in each region to find out how they organized health and safety. **The Netherlands** sent out 3 000 copies of a mailshot jointly with its national cancer prevention organization and selected 6 000 organizations and establishments (training centres, trade unions, professional organizations) to receive a whole range of promotional articles: stickers, posters, badges, brochures. The promotional articles were sent directly to the target groups concerned and were widely used. But it was really the information brochures which scored the greatest success with several million copies distributed in the nine Community languages. Here are some examples:

### Belgium:

- 150 000 brochures entitled 'A worker/employer informed is worth two in the dark', sent to SMEs;
- 55 000 dossiers on health and safety for workers;
- 15 000 information brochures for students in holiday jobs;
- 40 000 dossiers giving suggestions on how firms could organize a European week as part of the Year;
- 40 000 information brochures on safety on the way to work.

### Germany:

- the trade union for the chemical, paper and ceramics industries published 80 000 copies of a special issue of its magazine for officials, devoted exclusively to the European Year. One million copies of another magazine produced by the same union for its members gave a progress report on the Year. Result: 40 seminars were organized on the themes of the Year

Spotlight on ...

**INTERNATIONAL WORK AND HEALTH FORUM (FITS)**



*France. The FITS, held in Paris on 8 and 9 September 1992 by the Ministry of Labour, Employment and Vocational Training and the CNAM (National Sickness Insurance Fund), was attended by over 1 000 people, including a number of prominent European figures. There were eight workshops focusing on two themes: risk assessment and the new Community Directives. The FITS also organized 19 forums in the provinces between October 1992 and January 1993, which attracted many heads of firms and staff representatives.*

Spotlight on ...

**RESEARCHERS' CONFERENCE**



*France. Even researchers got involved! The French CNRS (National Scientific Research Centre) organized a forum entitled 'Science and safety: How to overcome the risks generated from basic and applied research. Information, communication, training, benefits and handicaps of European regulations' in Strasbourg from 9 to 11 December 1992. This international event looked at practical safety measures and medical monitoring in the various countries, compared the level of protection obtained for workers and identified sectors where further joint research is required to combat risks. Various European research laboratories were involved and conclusions were forwarded to the EC's decision-makers.*

Spotlight on ...

**'HEALTH AND SAFETY – EVEN ON THE WAY TO WORK' CAMPAIGN**



*Belgium. The number of accidents which occur on the way to work is lower than the number which occur at work, but they are also much more serious. This was why Belgium decided to tackle the problem. A European symposium on the subject was held on 3 and 4 November 1992 in Brussels. With the help of the Belgian Road Safety Institute, 25 000 posters of various types, all showing the logo of the Year, were displayed along motorways and in railway stations, banks, hospitals, schools and firms; 40 000 copies of the brochure for this campaign were printed and sent to all prevention experts.*



**EUROPE.** For a healthier and safer workplace: Work at your health': the 12

Member States focused on this message as part of the 'Europe against cancer' programme. Under this programme a week was organized from 12 to 18 October 1992 which concentrated on occupational cancer prevention through the promotion of health at work. In addition to the specific activities, events and information campaigns organized during the week, millions of copies of a brochure giving advice and a European code against cancer were distributed.

and a new training concept was developed;

- 890 000 work dossiers, 13 000 teaching packs and 9 000 information panels were made available for teachers as part of the 'Youth for safety' campaign.

**Greece:**

- 10 000 copies of brochures giving safety recommendations for the construction industry;
- 10 000 copies of a 100-page manual published by the Ministry of Labour which was based on recommendations. The manual reached some 200 000 firms.

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### Spotlight on ...



#### AN INTENSIVE CAMPAIGN BY THE 'BERUFGENOSSENSCHAFTEN'

**Germany.** In all, 40 million industrial workers, half the population of Germany, are insured against occupational accidents and illnesses with the 'Berufsgenossenschaften' (occupational insurance associations). Each of these 35 associations is responsible for accident prevention, rehabilitation and insurance in a particular industrial sector. Coordinated by their Central Federation (HVBG), they focused their efforts in 1992/93 on Europe; 50 million copies of news-sheets produced by the 'Berufsgenossenschaften' on the themes of the Year were distributed, and a number of special editions were also issued. Two thirds of the activities organized in Germany (conferences, seminars, projects at the workplace, etc.) were organized by the 'BGs', including the 'Safety on the roads' campaign.

#### Spain:

- large-scale distribution – over 200 000 copies – of five information bulletins on Community Directives;
- publication of safety leaflets for the chemical industry.

#### France:

- 100 000 brochures for the general public on nine topics covered by Community Directives (electrical hazards, chemical hazards, workplace design, handling heavy loads, etc.).

#### Italy:

- safety manuals made available for 300 000 workers in the electricity sector;
- recommendations for designing safety plans for 200 000 railway workers;
- information packs produced by the national oil industry and distributed to workers in the sector.

#### Luxembourg:

- guide to 'Ecology in the office' produced by the 'Oeko-Fonds' foundation;
- various publications by the Labour and Mines Inspectorate (Occupational health and safety code, Plan for an integrated policy for well-being at work, catalogue of European regulations).

#### The Netherlands:

- 90 000 copies of two information letters aimed at the agricultural sector;
- 180 000 copies of five newsletters aimed at workers in general;
- 20 000 brochures for employers and 32 000 leaflets for workers on EC health and safety Directives, as part of an information campaign together with the Ministry of Economic Affairs, which published brochures on the machinery Directive on EC marking and on normalization and certification;
- 12 000 information letters for the travelling exhibition 'Expobiel'.

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### Spotlight on ...



#### IMPROVING SAFETY FOR RAIL WORKERS

**Italy.** In all, 200 000 workers, almost all those employed in the railway construction and equipment sector, were involved in this project, which was organized by the Italian Railways Construction Cooperative. Two manuals were produced for the project: one looked at what everyone can do to improve accident prevention; the second, which was more technical, was designed for safety officers. 'Safety circles' and training courses were organized for workers and foremen to encourage them not only to follow the rules, but also to supervise safety themselves. A conference was held to compare experiences.

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### Spotlight on ...



#### WORKPLACE HEALTH AND SAFETY WEEK

**United Kingdom.** A national workplace health and safety week was organized in the United Kingdom from 23 to 27 November 1992 to attract everyone's attention, and was the focus for a large number of activities at workplace level. A media personality (Sir Jimmy Savile) launched a free action pack and 100 000 copies were taken up. A wide variety of imaginative activities was undertaken during the week including hazard-spotting competitions for workers, roadshows and exhibitions, quizzes and poster competitions for school children, in-house safety audits, a mini health fair in the Houses of Parliament and a 'No accident day' in Scotland.

**Portugal:**

- 30 000 copies of the monthly news-sheet *Ano Europeu Noticias* giving full details of the Year's activities.

**United Kingdom:**

- 15 000 information packs on the European Year;
- 100 000 action packs on the Health and safety at work week;
- 26 000 newsletters for 'Workplace week';
- 40 000 newsletters reviewing the European Year as a whole.

**Spotlight on ...**



**THE HEALTH AND SAFETY GUIDE**

**Greece.** A mine of information for all sectors: this was the Greek Ministry of Labour's ambitious plan in designing and publishing a 120-page guide entitled Health and safety at work covering all the main themes of the Year from chemical hazards to noise, safety, well-being and European harmonization. The guide is written in a simple, easy-to-read style suitable for everyone. It contains many illustrations and could be used in any training seminar. So far, 10 000 copies have been distributed.

**The media and exhibitions:  
Sources of information and promotion**

The press and television were heavily used throughout the Year either to relay information through articles and reports or as an advertising medium. The specialized press was very cooperative in helping to publicize the Year, as was the regional press. However, it must be said that the Twelve sometimes found it difficult to get the national media interested in such a 'dry' subject. Nevertheless, there was media coverage for the Year. The **United Kingdom** calculated that during the first half of the Year alone 4 000 'column inches' had been devoted to it in the press. Representatives of the National Liaison Committee in **the Netherlands** gave no less than 10 interviews to the press and took part in 30 radio programmes; in **France** there were around 100 articles on their main event of the Year, the International Work and Health Forum, and the **Germans** assembled details of all the media coverage for the Year in a 600-page document. The print runs of the press articles collected in this document total some 200 million! All the specialized press, in all some 45 publications, gave the Year considerable coverage. The German magazine *Sicher ist sicher* gave



**EUROPE.**

In all, 442 727 copies of a 12-page colour brochure aimed at a non-specialized readership with little knowledge of Community activities were distributed by the European Commission to the National Liaison Committees. It was far from the only one. The Commission also published information in the following:

- 28 650 copies of the analytical report on and statistical results of the Eurobarometer survey 'Europeans and health and safety';
- 1 096 000 copies of the *Hygeia* monthly information bulletin produced in cooperation with the European Foundation for the Improvement of Living and Working Conditions;
- 220 000 copies of the dossier 'Health and safety at work: A challenge to Europe';
- A 'best-seller': 64 000 copies of the dossier 'Working with dangerous products', which has been in great demand even from non-Community countries since it appeared;
- 64 000 copies of the dossier 'Training in safety and health at work';
- 32 500 copies of the dossier 'Health and safety training in the fishing industry';
- 28 000 copies of the dossier 'General



practitioners and occupational diseases';

- a video showing the main results of the Eurobarometer survey, which was used at various conferences.

A limited direct marketing campaign was also launched; 42 000 personalized notes signed by the Member of the European Commission responsible for employment and social affairs were sent to MPs and politicians, heads of firms employing more than 200 workers and lecturers and teachers at technical colleges and universities.



details of projects every month without fail. The **Portuguese** collected 700 press articles and issued a special supplement on new perspectives in safety, hygiene and health protection at work in the monthly magazine *Expresso*.

The logo for the European Year was also seen on television in various advertising campaigns. **Belgium** and **Spain** broadcast several dozen television spots, while the **United Kingdom** mainly relied on satellite channels and local news programmes. As an example, the Belgian television spot 'A worker/employer informed is worth two in the dark', designed for SMEs, was broadcast 96 times, 70% at peak viewing times. Two television programmes in **Italy** and **France** were devoted solely to the Year: 'Diogène' on RAI, broadcast on 11 and 12 January 1993, and a magazine programme on occupational medicine shown in December 1992 on the local channel TV 8 Mont-Blanc. **Ireland** devoted the whole of a programme on its national television station 'Radio Telefís Éireann' to safety problems in agriculture. Germany's famous magazine programme 'Gesundheitsmagazin Praxis' devoted a whole edition to occupational health and safety, which was shown the day before the opening conference in Lisbon. Other progress reports on German projects were also broadcast.

In **Luxembourg** a report by the Minister for Health on carcinogenic risks was shown on the 'Magazine' programme on 'RTL Hei Elei'. A feature on the international 'Well-being at work' conference, including an interview with Dr William Hunter, Director of the European Commission's Health and Safety Directorate, was shown on the same programme on 27 November 1992. **Portuguese** television showed four programmes about the Year, and five producers in **the Netherlands** made a number of series on working conditions. In all, 32 television programmes were



**EUROPE.** *Contacts between the Commission and six satellite stations (MTV, CNN, Eurosport, Screensport, Superchannel and Euronews) led to four spots on the four themes of the Year being shown free of charge. The series kicked off with a 20-second spot on combating noise and vibration. The Commission also organized*

*information meetings with the heads of the various public television networks. The result: 25 projects which met the objectives of the Year were submitted and 17 received co-funding (see Annex 2).*



**EUROPE.** *Between the time when the Council Decision was announced and the closing conference in Copenhagen, a number of press releases were issued to the main media outlets, and a central information source was also set up for the specialized and technical press. A special black and white advertisement was designed for the trade union and employers' press to accompany the editorial coverage given; 1 870 copies of the advertisement were used by the NLCs.*

*nine Community languages to introduce the Year, to adapt the messages to the special requirements of SMEs (the target group) and to reach their works' committees; 200 000 copies were distributed throughout Europe. This special issue served the interests of both DG V, by promoting the Year, and those of the Directorate-General for Enterprise Policy, Distributive Trades, Tourism and Cooperatives (DG XXIII) by advertising possibilities for cooperation between SMEs and the Euro-Info Centres.*

*However, the Commission did not merely rely on others, it also produced its own journals. Two are especially important. Hygeia, produced together with the European Foundation for the Improvement of Living and Working Conditions, gave a progress report on the Year every two months. The magazine Euro-CE issued a special edition in the*



broadcast in the Netherlands.

What better way to attract the public's attention and that of SMEs especially, than to go out and meet them? **Portugal** used a special train with the slogan 'Know what you're doing ... do it safely' to reach workers and young people, and **Denmark, the Netherlands** and the **United Kingdom** also took to the road.

## The Year in pictures

Videos were all the rage! Many projects, aiming to be both useful and appealing, were accompanied by a video film (the information video on working conditions on Dutch trawlers, the Belgian information campaigns, etc.). In **Denmark** an amateur video competition was organized on the theme of safety at work and 36 entries were received. The prize-winning videos were to be reprinted and distributed. In **France**, the European Year led to the introduction of a special occupational health and safety prize in the video festival run by Le Creusot. The **German** video spot 'Easy & Isabella', produced by the 'Berufsgenossenschaften', was shown on eight television networks and even, in translation, by an American television station.

The European Commission also organized a European video film festival.

## Prizes for excellence

So when will there be Oscars for health and safety? To get firms and institutions actively involved, the European Commission and the Member States organized various completely new competitions which stimulated attempts to find solutions to problems and detailed risk analysis. The benefits will continue to be felt well beyond the European Year and will certainly be a source of inspiration.

In **Belgium**, three competitions were organized in schools, while a fourth for

### Spotlight on ...



#### THE EUROPEAN YEAR TRAIN

**Denmark.** The three Danish national campaigns mentioned earlier were all launched from – a train! This train, decorated with the Year's logo, travelled all over the country and visited 18 of the largest towns twice. There was a press-car, an exhibition-car, a conference-car – nothing was missing! On board, local Committee representatives and experts explained to the public the challenges of the Year and the improvements needed in working conditions. Sometimes they even used concerts or theatrical presentations to help captivate the audience.

### Spotlight on ...



#### EXPOBIEL

**The Netherlands.** The Dutch mobile exhibition 'Expobiel' toured the Netherlands from 28 September 1992 to mid-February 1993. It stopped in 19 different locations, attracting thousands of visitors, many of them production workers. Information of all types was available from stands organized by the Labour Inspectorate, the National Institute for Working Conditions, the Cancer Information Centres, the local authorities and other prevention institutions dealing with alcohol, smoking and heart problems. Expobiel received considerable media coverage and even launched its own newsletter.

### Spotlight on ...



#### SEVEN ROADSHOWS

**United Kingdom.** The main aim? To inform. How? By moving from place to place. Seven mobile bus and caravan units were organized by local public authorities. In West Yorkshire, the caravan visited 86 different places (including 25 educational establishments, 29 workplaces, 27 public places) and organized, free of charge, five fairs, drawing almost 20 000 people. Videos and documents allowed the public to familiarize themselves with the themes of the Year in the company of experts and specialists. In Scotland, a bus full of promotional material visited schools, enterprises and towns. In London one of these roadshows had material translated into the 10 languages used in the area.



Expobiel in the Netherlands.



On the road in the United Kingdom.

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## Spotlight on ...



### THE EUROPEAN YEAR TELEVISION SPOT

**Spain.** The Spanish National Institute of Occupational Health and Safety funded a special television publicity campaign for the European Year; 25-second spots on 'Greater safety', 'No contamination', 'No noise' and 'No stress' were broadcast in November and December 1992. They all used the logo and covered the themes of the Year with the aim of increasing awareness nationwide and stressing the need for both employers and workers to be involved.

the general public attracted 15 000 entries. Young people, adults, the elderly, etc. – everyone answered the questionnaire on health and safety very carefully.

In **Denmark**, the local liaison committees in each region organized a competition for examples of the best working environment. Three prizes were awarded each time. The first was for small firms with less than 10 workers, the second for medium-sized firms with 10 to 20 workers and the third for major companies. A total of 125 firms took part, with 45 competing for the national prize.

In **France**, regional and national prizes were awarded to companies with dynamic prevention policies. A total of over 90 companies were awarded the Prix Albert Thomas, named after the first director of the International Labour Organization. New competitions were organized for the Year in the **United Kingdom**. A prize for excellence in health and safety training was awarded to the chemical company Sterling Organics for its integrated training programme applicable at all levels. There was also a 'Young engineers for Britain' competition, for the best projects on combating noise at work.



**EUROPE.** This really was a 'first': a European festival of information and training films on health and safety. As decided by the European Commission, it was held in Thessaloniki (Greece) from 15 to 17 October 1992 and was a great success: the selection jury chaired by Mrs Melina Mercouri, the Greek MP, received over 350 entries. Eight prize winners were chosen from the 59 selected for the final round: three from the United Kingdom, two from Germany, two from France and one from Portugal. The jury, which was made up of 10 prominent figures from the European institutions, social and economic organizations and the media, awarded the first prize, the François Staedelin prize (commemorating a trade unionist who became President of the Economic and Social Committee) to the UK film *No going back*, submitted by Gower Publishing Company Ltd. The festival was attended by 1 000 visitors including some from far outside the Community (the EFTA

countries, Iran and the Czech and Slovak Republics were all represented). Two round-table discussions were also organized at the festival, the first on 'Health and safety in Europe: Implementation and outlook', and the second on 'Video films: A training tool for promoting health and safety'.

## ... and originality too

The Twelve showed great imagination and energy, to say the least, in getting the European Year's messages across! There was certainly no shortage of ideas, whether in the activities organized by the National Liaison Committees or in the projects submitted to them. Practical, yet at the same time amusing, or at the very least original, these are just some of the activities which deserve a mention.

In **Belgium**, the Year got off to a jolly start with a 'Stroll through the European Year' at the Palais d'Egmont, attended by the

Minister for Employment and Labour, and a performance of Carmina Burana at the Palais des Beaux-Arts, attended by 1 500 people.

In **Denmark**, concerts and plays were organized to coincide with visits from the train. Similarly, Danish schools, working with the Federation of Trade Unions, launched a theatre project with 75 performances for young people and their parents. The project was based on audience participation, with spectators becoming actors. The Danish Working Environment Service with the Danish Institute of Technology also developed an original idea: a computer game for young people.

In **Germany**, the HVGB (Central Federation of Industrial Professional Associations) set up a special telephone hotline to answer questions about the European Year. A compact disc and a cassette were recorded to enable the public to experience what it is like to have hearing disabilities.

In **Greece**, the region of Magnisia organized a photography exhibition.

**Spain** plans to distribute the database of the National Institute for Occupational Health and Safety in CD-ROM form.

Finally, **Ireland** decided to organize an exhibition of paintings on the theme 'Safety for people at work: a celebration' in a Dublin bank. The biggest national trade union and those responsible for health and safety organized folksong evenings in Dublin and Cork, which were so successful that a compact disc and a cassette entitled 'Step by step' were produced.



## EUROPEAN COMPETITIONS.

*People love competitions! Three different ones were organized with the support of the Commission.*

- *The ISSA competition, organized by the International Social Security Association, awarded prizes in seven different categories for the best education and training products in risk prevention. There were 220 entries.*
- *The FEIEA competition was designed by the Federation of European Industrial Editors' Associations for the best articles on occupational health and safety. In all, 150 entries were received and 17 finalists selected.*
- *The European Prize for Prevention, the brainchild of the Directorate of the Danish Labour Inspectorate, focused on the best products likely to bring about a significant improvement in working conditions. Three prizewinners were selected from 19 entries. (Details of the results of these competitions are attached).*

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Spotlight on ...

**A COMPUTER GAME FOR YOUNG PEOPLE**



*Denmark. Hardly conventional – but definitely effective! To reach young people, Denmark's Working Environment Service thought up a computer game. It involves five different working situations: a painter's workshop, a joiner's workshop, a construction site, a foundry and an office. The players use a mouse to correct mistakes and earn points – if their answers are correct. All in all, a fun way to learn correct behaviour. All junior and technical schools received a copy together with a short guide for teachers; 2 500 copies were distributed free of charge. This highly instructive and enjoyable game has been translated into three languages: English, German and French.*

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Spotlight on ...

**CONSTRUCTION EURO-SAFETY AWARD SCHEME**



*Ireland. In order to promote good safety standards and to alert everyone to the hazards encountered in the sector, the Construction Industry Federation organized a competition for the best safety plans. It targeted project organizers, suppliers and subcontractors working in the construction sector. The competition was launched by Mr Brian Cowen, the Minister for Labour, and a prestigious awards ceremony was held in Dublin on 15 March 1993. Every project completed received a special flag in the colours of the Year. Nine were awarded a certificate of excellence and a trophy. Eight others were awarded a certificate of merit.*

# Young people and training: The heart of the matter

Preparations for tomorrow start today. Throughout the Year, the Twelve were particularly keen to reach young people as a priority. This was for a number of reasons: not only are they most vulnerable when they start work because of their lack of experience, but they are also the workers of tomorrow who will be doing their jobs in a genuinely Community-based environment. When it comes to improving and harmonizing working conditions, training young people is even more important than investing in equipment. 'Learn young, learn fair': the slogan for the Belgian campaign could apply anywhere.

This explains why there were so many projects for young people. Most of the awareness campaigns involved schools and teachers, but vocational training colleges and training centres were also, inevitably, associated.

Training itself played a major role in the activities and projects for which the National Liaison Committees were responsible. Training either for young people, or for some categories of high-risk workers such as fishermen. It was clear to everyone that only firms and workers with adequate training would be able to cope with the new health and safety rules.

The two themes are linked. The competition on 'Education and training in prevention' organized by the International Social Security Association (ISSA) with the support of the European Commission provided ample proof of this.

## Health and safety: Target – young people

'Learn young, learn fair': this slogan, printed on 20 000 posters, was the motto for the **Belgian** campaign throughout the Year. It began with a feasibility study on

integrating health and safety in education and training, followed by a joint declaration signed by all those with political responsibility for education. A European conference for those responsible at national and regional levels was held in Houffalize (attended by 100 people), together with seminars for experts on prevention in education and training in Hasselt and Mons (200 participants). A photo and video competition and an essay competition also attracted great interest in secondary schools, higher education and training colleges.

In **Denmark**, nine out of 110 projects were aimed at schoolchildren and four at young people: 'target – young people' was a success there too. Parents, teachers, trade unions and employers' organizations were all involved in activities aimed at this target group. Danish schools all over the country launched a theatre project with the Danish Federation of Trade Unions, involving 75 performances calling for audience participation. Another fun way of getting young people interested was a computer game: 2 500 free copies were sent to all primary and secondary schools and technical colleges.

In **Germany** over 700 000 people were involved in a huge campaign entitled 'Jugend will sicher leben' (youth for safety). During the Year, the campaign concentrated on the theme of noise and vibration.

In **Greece**, talks and exhibitions were organized in primary and secondary schools. Efforts were made to introduce lessons at all levels on the prevention of occupational accidents and illnesses. The region of Akhaia, for example, launched a series of seminars, conferences and publicity material for qualified mechanical engineers and engineers at the polytechnic college in Patrai.



A major project was started in **Spain**, where it was decided to review all vocational and university training programmes. What this meant in practice was that special new Master's degrees were introduced at the main universities. For example, the polytechnic university of Catalonia introduced a new programme on 'Safety and the management of industrial hazards' which automatically incorporated existing courses in industrial health and safety.

**France** emphasized training for certain target groups. The IUT (Technological University Institute) in Bordeaux developed an entirely new and extremely useful training module for young managers on dealing with new workers.

**Italy** laid emphasis on vocational training for young workers already exposed to hazards, rather than young trainees.

In **Ireland**, the National Parents Council for secondary school pupils set up a new training programme for 16 to 18 year olds entitled 'Will I be safe at work?' which is based around a video. Teachers involved in the programme will be given special training on all aspects of safety at work. The National Irish Safety Organization (NISO) produced an excellent, well-illustrated book on safe practices, what to do and what not to do. Trinity College Drama Group gave a number of performances on the subject of health and safety in schools. There was also an entire awareness campaign on hazards on farms, targeted at young people.

A whole range of teaching and information material, in particular videos, training modules and a computer game, was created in **the Netherlands** for use in secondary and vocational training establishments. Training modules were especially created to incorporate topics pertaining to working conditions in higher

education and in agricultural training establishments. Among the 100 projects received by the Dutch National Liaison Committee, the youth target group was mentioned 37 times – evidence that it was needed and that there was interest in the topic.

In **Portugal**, young people were widely encouraged to take part in the European Year through competitions in schools and vocational training colleges. Hundreds of posters were distributed and school debates were organized with pupils. The regional press and the young people's magazine *Jornaleco* also printed awareness-raising messages. There were two particularly important projects.

The first, 'Work safe, live healthily', reached over 10 000 pupils and young trainees; 316 schools and 843 teachers were involved in this campaign, working with educational organizations, local authorities and firms.

The second project was organized in the autonomous region of the Azores for 147 teachers in secondary and further education; 22 schools and more than 3 000 pupils took part in a number of activities including a poster competition. Another project targeted 1 500 young people in rural areas and involved an educational book, songs and activity sessions.

In the **United Kingdom**, 60% of co-financed projects were aimed at young people in training. In addition, young British engineers were encouraged to take part in a competition concerning noise, and, without EC funding, a large British company created a video and teaching material for children in primary schools so that they can learn good lifting practices.

Spotlight on ...



**THE YOUTH FOR SAFETY CAMPAIGN**

*Germany.* This campaign was organized by the 'Berufsgenossenschaften' between September 1992 and March 1993. Similar campaigns have been held for the last 20 years in Western Germany, but this was the first time that a campaign covered the whole country, thanks to the new regional sections of the 'Berufsgenossenschaften', which worked with all the relevant organizations (local authorities, education ministries and firms). The theme this year was combating noise. A large amount of material was made available to teachers: 13 000 teaching packs, 890 000 work dossiers, 9 000 information panels and 1 250 videos. A total of 587 vocational training colleges and some 700 000 pupils were covered; 95 colleges were awarded prizes for active participation. Every month 500 000 copies of the magazine *Blickpunkt Arbeitssicherheit* were distributed to pupils in vocational colleges and young workers.

Spotlight on ...



**EDUCATION AND SAFETY IN THE RURAL ENVIRONMENT**

*Portugal.* The AMAP (Portuguese Association of Women Farmers) set up a special project for children living and playing where adults work in the rural environment. The whole project was based on the book *Rosa e Acaio*, which led to other original ideas adapted for small children, such as songs, slides, activity sessions and videos. Staged events were organized at five locations and involved 1 500 children who took an active part in games. Three groups of session leaders and organizers are arranging a follow-up. Teachers, educationalists and schools were heavily involved in this project.

Ireland: Health and safety on farms. Mr Flynn and Mr Walsh congratulate Mrs Slattery, representing the prizewinning organization in the ISSA competition.



agricultural sector and on the theme of manual handling. Considerable quantities of videos and teaching materials on these two sectors were produced. A special training programme was designed for young tractor drivers, for example. It was a training package of this type, designed by the Association of Irish Farmers for workers and children in the rural environment, which was awarded a prize in a European competition as the best health and safety training tool produced in 1992.

In the **United Kingdom**, 21 different training projects were set up, including a number specifically designed for trade unions. A special prize in the prestigious National Training Award Scheme was awarded for health and safety training.

**Target on training**

Figures from two countries provide further proof of the interest shown in training: there were 34 projects on training in **the Netherlands** and 18 on training for staff representatives in **Luxembourg**.

**France** gave priority to projects likely to have a lasting effect in this field. Two deserve to be mentioned: one on training for fishermen, the second on transport. In the maritime sector, the ENIM (National Establishment for Maritime Invalids) set up safety and health committees whose members are fishermen. This is a major

operation which is aimed at employers and workers in SMEs in the sector. It covers some 17 000 workers and 8 000 vessels.

The transport company **Gouverneur** has drawn up a training plan which may be used in all its subsidiaries in France and Europe. For the time being, it aims to encourage workers in the Giraud Group to develop 'safety-mindedness' and good health protection practices.

**Ireland** dedicated September 1992 to training. Many activities were organized during the month, particularly in the

## Atypical workers: A special case

The EC's work also covers atypical workers: a Directive of 25 June 1991 established special rules governing training, information, medical monitoring and responsibilities for them. Atypical workers are employed under a fixed-term contract and are, therefore, in a vulnerable position. There are many in the construction sector, for example, because of the temporary nature of some work sites. The accident rate among atypical workers tends to be higher than elsewhere. **Belgium** was particularly aware of the problems of this category of workers, and especially students who take a holiday job. The Belgian campaign 'A well-informed student worker, if possible' was highly intensive: two press conferences, 10 000 posters, 13 000 comic-strip posters, 15 000 information booklets, six grants for student workers, a conference in Bruges (130 participants) and active participation in the European Student Fair attended by over 400 universities from Community countries and elsewhere.

In **France**, a special information brochure on atypical workers was produced for the general public and points out that atypical workers are entitled to safety training just like anyone else.

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### Spotlight on ...

#### TRAINING ON BOARD TRAWLERS



**The Netherlands.** Although Dutch fishing boats are well-equipped with mechanical and electronic instruments, occupational risks still remain relatively high. A video was produced on safety and working conditions aboard beam-trawlers, with financial support from the European Commission, the Dutch Shipping Inspectorate and the Organization for the Fishing Industry. The objective was to create training material to supplement regular teaching programmes set up in fishing companies and schools. The project was initiated and executed by the Netherlands Institute for Fisheries Research; results of research by this Institute and the Delft Technical University formed the basis for the video film. An English version of the video was also produced and will be made available to schools and appropriate organizations.



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### Spotlight on ...

#### TRAINING CUSTOMS OFFICERS



**Luxembourg.** As we know, the completion of the single market meant that there would be less and less work for customs officers. This led the Luxembourg National Liaison Committee to come up with the original idea of giving customs officers training in monitoring health and safety in firms. This was a major undertaking requiring training on a large scale; 42 seminars were organized on 12 different subjects and for a total of 86 working days. At least 58 people were trained in each subject.

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### Spotlight on ...

#### IN-HOUSE TRAINING IN A FIRM



**Greece.** The Greek company Dow Hellas, part of the chemical industry, organized monthly training courses of two to four hours for over 80 of its 125 employees. It also organized a safety week involving four hours' discussion per day. Accidents which had happened at work were analysed, the properties of chemical substances explained and first-aid lessons given.

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# SMEs: A major target group

Small and medium-sized enterprises occupy a very important place in the whole of Europe's economic fabric and employ a huge number of people: over half of all workers in Europe. The most extreme case is in Greece, where 99% of firms employing 62.2% of the workforce have less than 50 workers.

The Twelve, therefore, made this target group one of their main priorities, with the aim of ensuring that Community Directives were understood by everyone and applied at all levels. Under no circumstances should smaller companies be 'left out' when it comes to improving working conditions. In the current competitive climate and with the single market in place this would reduce their ability to compete.

But SMEs often do not have either the human or financial resources to be able to spend enough of their budget on safety, hygiene and health in their company. There is a serious lack of information and training which inevitably means a higher number of occupational accidents and illnesses. The European Year tried to do something about this.

Yes, but how to set about it? On the one hand, SMEs are difficult to reach, yet they operate in all sectors, particularly high-risk ones such as fishing, industry and agriculture. Their concerns are so different, it is difficult to cover them all in the same way. So the NLCs tried to reach them through special channels, by establishing as many local meeting points as possible, for example, where they could obtain all the necessary information.

Another solution was to encourage SMEs, like bigger firms, to take action in their various sectors on the themes of the Year. Belgium did this, for example, by organizing a round-table discussion with SMEs in the chemicals sector on the

problem of toxic substances.

All the Member States also tried to encourage exchanges of information and experience between major companies and small subcontractors. Germany and the United Kingdom were particularly active here.

## European tools for SMEs

The European Commission had already developed tools for giving information to SMEs, and the Member States followed suit by giving priority to information and awareness projects for SMEs. More than 58% of the projects organized during the Year involved SMEs.



**EUROPE.** Since 1987 the Euro-Info Centre (EIC) network has been providing small

European firms in particular with better access to Community information, and it played an active part in distributing information on the European Year. There are currently 211 Euro-Info Centres all over the Community, along with 17 smaller branches. The network is run by DG XXIII at the Commission, responsible for enterprise policy, and provides accurate and up-to-date information on all current aspects of Community policy and regulations. It also has access to various databanks, can call on specialist help for solving complex questions, and provides training for staff and start-up assistance.

In addition, each EIC has been established at local level with the help of chambers of commerce or banks in order to be able to promote transnational cooperation between firms and help them apply for public tenders.

The Commission also produced an invaluable special edition of the magazine Euro CE entirely devoted to the themes of the Year and the specific problems of SMEs; 20 000 copies were printed in the nine Community languages, and were distributed to firms throughout the 12 Member States.

## National projects for SMEs

In **Germany**, six out of 17 projects focusing solely on the theme of noise and vibration targeted SMEs. The HVBG (Central Federation of Industrial Professional Associations) produced a compilation of all German and European regulations on dangerous substances, giving classification indicators and measurement methods; 60 000 copies of this brochure were printed and it has become an everyday reference for SMEs. An interesting example of transferring knowledge from large companies to small was seen in the car industry. The experience gained by a major manufacturer was analysed and the main points identified. A series of seminars and workshops were organized for SMEs working with the manufacturer, particularly subcontractors producing accessories, which were then able to learn from the manufacturer's experience and develop practical guidelines for their own firms.

In **Denmark**, the law stipulates that all companies with more than nine employees shall organize health and safety work in an internal safety organization. But according to a number of studies, between 25 and 40% do not bother to comply with this law. So questionnaires were sent to 30 000 companies which were required to organize health and safety work in an internal safety organization. Companies which did not respond positively received an inspection visit from the Danish Working Environment Service. In this way more than 1 000 recommendations were made. Two thirds of them were for organizations employing between 10 and 20 people. Many SMEs seized this opportunity to conform to the regulations. Only 10 cases were reported to the police; 200 other SMEs (employing a total of 1 200 workers) in the construction sector in Jutland answered a telephone

survey on working conditions and were then sent information material. Safety exercises on model sites were subsequently organized for them and their workers.

In **Spain**, practical information guides are currently being produced for each sector. Two publications produced a special issue: the review *Salud y Trabajo* (Health and safety) with an issue on Community Directives, and the review *El empresario* (The contractor) with an issue on risk assessment and solutions for prevention. Five information programmes on risk assessment were also introduced and a special training programme for employers in SMEs is to be developed with the International Labour Organization.

In **France**, one of the workshops at the International Work and Health Forum looked at the requirements of SMEs. It analysed the specific problems faced by these firms (the fact that they cannot employ safety specialists, for example) and it considered what forms information issued by institutions should take. A different type of project was that organized by the company BP, which involved producing a training module on the occupational risks encountered on various sites. It is designed to encourage 20 000 workers in SMEs gradually to change their behaviour towards chemical products, dust, noise, work on screen, movements and posture, etc.

In **Ireland**, the 'Good neighbour programme' asked well-organized major companies to offer assistance to small subcontractors or neighbouring firms. This initiative was warmly welcomed. Garage workers, including the self-employed, were given a brochure on the dangers they face every day (toxic gases, dangerous machinery and products). The FAS/SIMI project in Dublin also stressed the importance of training.

In **Italy**, the European Year saw the birth of various joint organizations set up to provide support, assistance and advice for SMEs. Permanent training courses were set up throughout the country for instructors in the craft trades and were designed to help improve safety in small craft firms.

In **the Netherlands**, 57 projects were devoted to SMEs. Among them, a handbook on working conditions in the metal industry was created and distributed by an employers' organization to 500 SMEs working in this area. Also for the furniture and carpentry industry a handbook on working conditions was produced aimed at 2 500 SMEs in this sector. A training model for the recognition and management of toxic products was designed and then sent to the SMEs; a publication containing the results of research into the greatest risks in the construction industry was also aimed at 17 250 small enterprises and 750 major groups. Lastly, the video for the fishing industry will affect no less than 600 SMEs and 5 000 employees.

In **Portugal**, employers and workers were encouraged to exchange experiences, with the assistance of the trade unions and the employers' organizations. One of the main trade unions, the BTP (Sindeco) organized meetings in workshops and on building sites and distributed information material to increase awareness among workers and their employers.

The **United Kingdom** made SMEs aware of the fact that health and safety is not a burden for business. Quite the contrary; 28 series of seminars were organized for SMEs to explain the Community Directives and the business benefits of good health and safety. Special training courses took place to meet the specific needs of small construction enterprises in Cheshire. To increase their impact in winter, these courses took place in meeting places such

Spotlight on ...

**HEALTH AND SAFETY – ESPECIALLY IN SMEs**



*Belgium. For the first time in Belgium a major national campaign for SMEs was organized to develop suitable strategies for this type of firm. A television spot 'A worker/employer informed is worth two in the dark' was shown on a number of occasions, while a parallel leaflet was distributed to 150 000 SME employers. Round-table discussions on toxic substances and SMEs, attended by experts, were organized in Namur and Antwerp. The Association of Heads of Health and Safety Services sent a free information bulletin to 500 non-affiliated SME service heads. The Minister for Employment and Labour visited a number of SMEs. Finally, various pilot prevention policy projects were carried out, involving one SME in the printing sector in particular.*

as pubs! The British Soft Drinks Association, which is a group of soft drinks manufacturers, produced a video and manual on health and safety on the shop-floor and in offices. An opinion survey, at the end of the Year, showed that the public awareness campaign had been effective for this target group and had encouraged them to take concrete measures to improve health and safety (see 'Evaluation' chapter).

Spotlight on ...

**THE CEPREN PROJECT**



*Spain. In the Spanish region of Aragon 'cepren' means a lever. The project was designed to encourage everyone to have a positive attitude towards improving working conditions in SMEs. Three industrial towns not far from Saragossa in Aragon were selected for the project. These towns have over 1 000 SMEs employing 10 000 workers. The project involved an employers' association, trade unions, the Saragossa accident insurance company and the INSHT. The result: an awareness-raising day (200 participants), three information brochures, three working parties (monitoring, information, training), three surveys and courses in health and safety. More than 60% of the workers' representatives received training through the project, which was awarded the European Prize for Prevention.*



Information campaign for SMEs in Belgium.



The Cepen project: winner of the European Prize for Prevention.



# The importance of participation

The European Year mobilized a great deal of energy. The improvement of working conditions was in fact achieved through the efforts and activities of various participants. Public authorities, employers' associations and trade unions, professional bodies and training centres joined forces to promote joint activities and national priorities, while employers, employees and young people were encouraged to adopt new habits, in a campaign which took place mostly at grass roots level. Representatives from workers' organizations in particular provided an effective means of communication between the two groups. Likewise, ETUC (European Trade Union Confederation) developed several training and information projects for workers' representatives via seminars and colloquia on such important subjects as clean air, well-being and occupational cancers. Similarly, in France, all the major trade unions organized a number of information meetings. In Germany, the Trade Union Federation and the trade union for the chemical, paper and ceramics industries organized several conferences and campaigns. Throughout Europe, events were given extensive coverage in the trade union press. With regard to employers, European sectoral organizations were invited to an introductory meeting on the Year in Brussels on 10 December 1991 with a view to



Italy: Training for management staff in improving health and safety at work.

promoting self-financed activities. As a result of that meeting several European public and private organizations and private companies presented projects which were in keeping with the objectives of the Year. In Italy, several employers' organizations developed educational material for the safety training of managerial staff. Special emphasis was placed on audiovisual and computer-based information.

National bodies concerned with health and safety problems were also very active during the Year. For example the Luxembourg Association for Well-being at Work (ABS) presented a whole collection of projects.

Of course, the European institutions were right at the forefront of those participating. The Commission, and in particular DG V, in association with the Translation Service and the Office for Official Publications of the European Communities, were fully involved in the European Year.

## The role of those involved in the European Year

The Health and Safety Directorate of Directorate-General V (Employment, Industrial Relations and Social Affairs) was responsible for organizing the European Year. The task was assigned to DG V/F/5, which is responsible for organizing the tripartite dialogue on safety and health at work between public authorities, trade unions and employers' representatives at European level.

The abovementioned Unit was therefore responsible for organizing and carrying out planned activities, general management, including follow-up,

commitments and control of requests for co-funding, and for organizing and presiding over the Advisory Steering Committee's work. (See details in the 'Evaluation' chapter.)

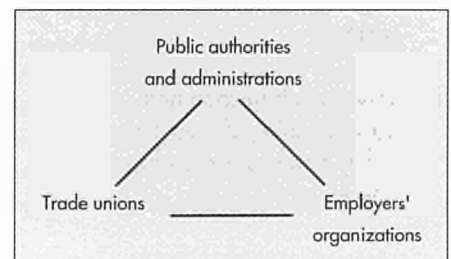
**The Advisory Committee on Safety, Hygiene and Health Protection at Work** is a tripartite organization which helped draw up the draft Council resolution and organize the Year.<sup>1</sup>

**The Advisory Steering Committee (ASC)**, set up on 11 October 1991, was consulted for the selection of co-funded activities and kept informed by the Commission of each dossier's progress (see the list of members in Annex 4).

**The National Liaison Committees (NLCs)** took it upon themselves to pass on information at national level, to launch local events and to receive project applications (see the list of members in Annex 5).

## The NLCs – A vital link

Actions were coordinated in each Member State by the National Liaison Committees. Tripartite in composition (public authorities, trade unions and employers' organizations), these played an extremely important role in acting as a link between the European Commission and each Member State, organizing major promotional operations and selecting projects. In addition they carried out the important task of evaluating the



Composition of the National Liaison Committees

<sup>1</sup> The list of members of this Committee, appointed by the Council of Ministers, is contained in the *Official Journal of the European Communities* C 237 of 21 September 1990.

Year in each country. This distribution of roles meant that the principle of subsidiarity was respected. Variations on this theme were possible. For example, the United Kingdom's NLC also included representatives of consumers' organizations, safety bodies and media experts.

Making the public aware of European Directives on safety and health at work is not in itself an easy task, which is why the European Year sought to mobilize all interested parties. Its objectives seem to have been achieved, judging from the number of projects which were received and the activities which were organized. The media, and in particular the specialized and regional press, all took a total of part.

### A total of 508 projects co-funded by the EEC

As can be seen from the table, there was no shortage of projects! Participation in the European Year over a period of more than 12 months was more than satisfactory. In order to be co-funded by the Commission in the context of the European Year, the projects had to fulfil certain criteria:

- (i) promote the dissemination of information on occupational risks and their prevention;
- (ii) intensify the training of workers and employers in the field of safety, hygiene and health protection at work;
- (iii) improve information and understanding of workplace health, safety and hygiene problems in SMEs;

Projects co-funded by the Commission

Country	Number of dossiers submitted to the NLCs	Number of projects funded by the Community	Number of non-funded projects	Number of projects organized
	(1)	(2)	(3)	(2+3)
Belgium	87	9	57	66
Denmark	170	42	68	110
Germany	149	64	172	236
Greece	308	74	210	284
Spain	140	39	79	118
France	260	64	160	224
Ireland	66	24	17	41
Italy	156	42	122	164
Luxembourg	42	5 <sup>1</sup>	9	14
Netherlands	59	27	29	56
Portugal	194	16	750	766
United Kingdom	330	102	419	521
<b>Total</b>	<b>1 961</b>	<b>508</b>	<b>2 092</b>	<b>2 600</b>

<sup>1</sup> One of the Luxembourg projects subsidized by the Community breaks down into 11 individual projects.

- (iv) improve the exchange of information on effective national practices in the implementation of Community Directives.

In certain cases, projects to assist SMEs and workers exposed to high risks, and projects allowing individual workers to take part took precedence over large institutional events in view of their practical nature.

## EFTA's contribution

For several years the countries of the European Free Trade Association (EFTA) have been following problems associated with the working environment with great interest. Here as everywhere else a great deal of progress needs to be made, particularly because of the constant introduction of new equipment, new techniques and new substances. The European Year of Safety, Hygiene and Health Protection at Work was therefore welcomed by EFTA countries as a good opportunity of showing their willingness to follow the Twelve's initiatives using their own resources. Activities carried out in the context of the Year generally took place at national level in each of EFTA's member countries. However, a group of experts held a number of meetings to keep themselves informed and to organize a number of joint operations. A joint conference took place in Oslo from 15 to 17 June 1992 on the theme 'The Year 2000 - The problems of the working environment'. This event was attended by representatives of employers' organizations, trade unions, governments and researchers who looked at the problems encountered and explored possible solutions for improving the situation. The International Labour Organization and the International Association of Labour Inspectorates took part in the discussions, during which an international control project was presented.

In **Austria**, the main activities were carried out by the Austrian Occupational Accident Insurance Association (AUVA), the Federation of Trade Unions (ÖGB), and the Central Labour Inspectorate and the Ministry of Labour and Social Affairs. The main priorities were education, risk prevention and informing workers and employers in SMEs.

The Federation of Trade Unions set up a hotline supported by the Labour Inspectorate to inform workers and provide them with practical assistance in specific cases. In less than six months, more than 100 problems were resolved in this fashion.

A National Safety Week took place from 19 to 25 October 1992 to motivate the working population. On the final day white flags were hoisted above monuments and schools to symbolize general awareness of the themes of health and safety.

Weekly trade union information bulletins containing expert reports for each sector were sent to hundreds of factories.

An international symposium on work-related illnesses was held from 27 to 30 October 1992, followed by a seminar on health and safety rules in SMEs (15 and 16 March 1993) and an international congress on risks (1 to 3 December 1993).

In **Finland** the main subject of discussion was the working environment in the context of European integration. New rules were introduced in line with those of

the European Community. Finland also emphasized psychological effects and stress resulting from work and poor ergonomic conditions. Finally, the ageing of the working population was studied.

Three important seminars were organized. The first concerned European integration and the working environment; the two others were international and dealt with the evaluation and development of occupational health services and personal protective equipment in EFTA and EC countries.

In **Iceland** the Year was launched by a television speech from Vidgis Finnbogadottir, the President. She presented awards to 15 companies for their remarkable efforts to improve safety and health at work. The media publicized Iceland's priorities (campaign for internal safety in enterprises and institutions, introduction of new health organization structures, particularly in the field of hearing, the improvement of occupational accident and disease statistics).

Scientists from all the Nordic countries attended a conference in September 1992 in Reykjavik, during which an exchange of experience took place.

### Spotlight on ...



#### THE ASSOCIATION FOR WELL-BEING AND SAFETY AT WORK

**Luxembourg.** The ABS, a non-profit-making organization based in Luxembourg, is essentially an association devoted entirely to improving safety conditions. A tripartite body (workers, employers, authorities), the ABS is above all responsible for developing and promoting all activities which encourage improvement through training and exchanges and organized a number of projects in Luxembourg. On its initiative, the Accident Insurance Association (AAA) carried out an intensive information campaign on building sites; two trade unions trained 130 staff representatives; the Chamber of Commerce organized four training courses and conferences; ARBED's manual handling courses were adapted to comply with Community legislation; from now on customs officers will be dealing with health and safety, etc.

In **Norway**, chemical hazards, working conditions in the public sector and health problems in the hotel and catering sector were widely discussed.

The Labour Inspection Directorate focused its second annual conference on the problems of the Year and subjects such as absenteeism and motivation were closely examined at a congress organized by the Centre for the Working Environment (AMS).

In **Sweden** one of the most important events took place in May 1993 – a conference on the status of women in the working world. Information and motivation in schools was equally important. More and more young people are leaving school and going to work with handicaps such as asthma. They are therefore directly concerned.

In **Switzerland** 16 projects received financial backing from a National Liaison Committee set up along the same lines as those of the Twelve. One of these concerned the prevention of back problems in the construction and timber industries. An information campaign on safety in all activities was carried out while another focused on the maintenance of equipment and machinery. Six conferences covered the Year's themes.



# The benefits of the Year – An evaluation

The Year is over and it is time for an evaluation. As we have seen, a large number of initiatives were taken in each country from March 1992 to February 1993. Now it is time to assess the effects. There will certainly be some project organizers who will say that it is still too early to obtain proper feedback, particularly in the case of long-term actions. But some concrete results are already perceptible.

For the first time the themes of safety, hygiene and health were brought to the attention of the general public. They were not confined merely to the usual specialists and experts but concerned employers' associations and trade unions, workers, employers, young people in training, schoolchildren and their parents. The Twelve wanted to convey their message to the grass roots. Meetings with persons responsible for health and safety did not take place behind closed doors in offices, but at the workplace itself. In France, forums were held throughout the country and all types of transport were used. Trains, buses and even caravans were used in Denmark, the Netherlands, Portugal and the United Kingdom to go and meet workers at their workplaces.

Simultaneously in the 12 Member States employers and employees sat round the same table to discuss openly the difficulties they encountered, and to try and resolve them in a concrete and practical fashion. They used the same tools and took initiatives, spurred on by the European Commission and the National Liaison Committees. All sectors took part, including the chemical, construction and fishing industries, the agricultural sector and SMEs in general. In Germany a major car manufacturer passed on its expertise to small local enterprises to train employees in safety.

For the first time the health and safety

discussion did not begin after a major disaster, as Europe has experienced in the past (fire-damp explosions, accidents on oil platforms, etc.). Instead it formed part of the daily lives of millions of working people exposed to risks every day. These are sometimes unfortunately taken for granted except, of course, by those who bear the cost. Noise, vibration and stress are among the massive number of 'unspectacular' problems with devastating consequences. In this context, the question of manual handling and resulting back problems was scrutinized and analysed in Ireland.

This is the first time that a widespread Community action campaign on the subject has been implemented. It was not the initiative of any one country to place the themes of safety, hygiene and health in the spotlight, but the joint initiative of the Twelve. The need for common legislation, the need for a better understanding of Community Directives in order to make them more effective, the valuable knowledge derived from the exchange of experience were emphasized time and again at the numerous conferences held in Bonn, London, Brussels, etc.

For the first time taboos were shattered: health and safety were discussed in traditionally reserved sectors such as the clothing industry in Belgium. Costs and competitiveness were also examined.

A detailed evaluation of the Year will be given at the international A+A 93 congress and fair for occupational health and safety in Düsseldorf on 27 October 1993. The most important projects in the Member States will be presented. 'It is relatively simple to compare experiences in the different countries in the European Community so that others can benefit', wrote Dr Klaus Schwarze, the fair's President. There will certainly be no lack of inspiration.

## Allocation of funds

We are used to hearing that good health does not have a price. But in fact it does. In order to be as transparent as possible, the European Commission is publishing details of the funds needed to carry out a project of this size. Acting on proposals from the NLCs, the money was carefully invested in specific, innovative activities likely to produce results.

A total of ECU 12 million was invested in the Year. Of this nearly 60% (more than ECU 7 million) was used to co-fund projects presented by the NLCs. The table on p. 40 shows the amount of money allocated by the Commission to each country. This was calculated on the basis of objective criteria (working population, employment in high-risk sectors and SMEs). It also shows the total cost of the assisted projects. On average the total cost of a project was ECU 52 888 and the amount of co-funding was ECU 14 043, i.e. 27%.

The extreme diversity of the projects which benefited from Community funding is apparent, originating as they do from national, regional and local bodies. They can be broken down into the Community's target groups as follows:

	(%)
Young people about to enter the workplace	43.50
SMEs	58.10
Fishing	12.50
Extractive industries	17.50
Agriculture	21.10
Construction	36.50
Clean air	32.40
Safety	72.10
Well-being	42.20
Noise	32.60
Community legislation	77.30

Two additional trends are evident on examining the projects launched under

the European Commission's initiative. Firstly, there was wide use of state-of-the-art technology and non-traditional methods, such as audiovisual aids, Minitel in France, theatrical productions in Portugal and Ireland, and the use of computers in Denmark and Italy. These all prove that the project organizers were determined to reach their target groups in a lively and interactive fashion. Secondly, the Twelve were particularly keen on long-term projects and the training of professionals about European safety regulations. This means that a firm base has been established.

## Benefits at national level

In **Belgium** 'it was all possible thanks to the active collaboration between everyone concerned and the support of the Ministry of Labour.' There was no shortage of positive aspects. The Year made it possible to organize the first wide-ranging programme for SMEs the first well-structured prevention programme for the most vulnerable workers (young people, student workers and temporary workers); to recognize growing health problems (stress, back problems, white fingers); and to have a common approach in the teaching sector with a definite commitment to the future thanks to the signing of a joint declaration. This was signed by everyone responsible for education in the country. It stipulates that everyone shall undertake to promote the integration of safety aspects into teacher-training, to set up concrete educational infrastructures, to comply with legislation, to see how programmes and teaching material can help put the concept into practice, to mobilize the necessary funds and structures, and to put health and safety regularly on the agenda. The largest SME organization now no longer keeps health and safety problems under wraps, but openly examines them.

Funding allocated to each Member State (ECU)		
Country	Total EC allowance	Total cost of funded projects
Belgium	321 029	824 923
Denmark	299 627	1 565 210
Germany	1 169 971	3 698 740
Greece	378 100	1 525 184
Spain	763 335	1 907 412
France	870 344	5 499 431
Ireland	235 421	927 252
Italy	1 155 703	3 451 231
Luxembourg	206 885	481 430
Netherlands	363 833	1 871 083
Portugal	392 368	873 162
United Kingdom	977 354	4 241 853
<b>Total</b>	<b>7 133 970</b>	<b>26 866 911</b>

**Denmark** made the most of the Year in killing two birds with one stone. Not only did it raise awareness and motivate its own workers, but it also informed East European countries so that they can follow in the EC's footsteps. All the Danish projects are described and summed up in a publication which aims to provide examples as an inspiration for future work. The idea of using a questionnaire which was sent out by the Labour Inspectorate (see chapter 'Target: Awareness, information, action') gave a real boost to the question of monitoring safety in firms. The direct consequences of these 12 months of motivation are towards the use of safer products: two of the winning entries in the Danish prevention competition have replaced the use of solvents in paint with water and a third has reduced the impact of lead in the working environment.

In **Germany** the NLC presented 66 projects to the European Commission for

co-funding. But it did not stop there, since almost 150 other large-scale projects received assistance. The Year made it possible to take stock of Community Directives which are sometimes considered to be too 'abstract'. The need to provide better information on their contents and on the way in which they are transposed into national law was highlighted many times. The fact that laws on VDUs and noise will exist from now on in Germany has been attributed, particularly by the trade unions, to the influence of the Community. According to the Germans it is necessary to develop new protection models in SMEs.

'We believe that the Year marks the beginning of an intensified effort in the area of health and safety': this was the feeling expressed by **Greece** at the close of the Year. The objective of promoting and making European Directives better understood was largely achieved.



France: The winners of the Albert Thomas prize.

In **Spain** 'all the activities were undertaken with a view to change'. Although it may be difficult to measure the general effect of the Year, the National Institute for Occupational Safety and Hygiene (INSHT), following a study carried out over the last two years, noted a significant increase in information on health and safety in the daily newspapers; 2 684 articles were recorded from 1 March 1992 to 28 February 1993 as opposed to only 1 000 in 1991. The content of these articles has also changed slightly – the percentage of news about accidents has fallen (from 42 to 25%), while information and general awareness on occupational illnesses has increased, along with information on new EC regulations. Spanish project organizers have thus noticed a substantial increase in public awareness, which represents a significant step forward in the development of training programmes and tools to assist firms.

In **France** the European Year was a chance to raise awareness among workers, and to encourage and delegate numerous initiatives leading to constructive and transferable exchanges of experience. Above all the Year encouraged regional initiatives, making it possible to reach a greater number of SMEs far away from the capital and

decision-making centre. For the first time the Albert Thomas prize, which is awarded to the best projects in the field of prevention, was geared towards the regions, as was the International Work and Health Forum (FITS), which was attended by vast numbers of people concerned with health and safety. Industrial maintenance, an activity undergoing substantial development at the moment, was also covered. An invitation to tender for technological innovation in the field of organized occupational risk prevention was launched. The growing complexity of the production set-up (automation, short-term management and the search for greater flexibility) has brought new problems. As a result, a jury made up of experts selected the most exemplary projects. Finally, if further proof of the high level of participation were needed, a number of projects were presented by local authorities (Lyons, Mulhouse, Reims, Mantes-la-Ville).

During the Year a databank accessible to the public was set up in **Ireland**. It was set up in public places in large Irish towns and allowed everyone to find out about legislation and publications on health and safety. The public authorities also seized the opportunity to promote the European Directives during the closing ceremony



**EUROPE.** *In spring 1993 a second Eurobarometer survey was carried out for the*

*European Commission on a sample population of 25 000 to assess the Year's impact. This revealed that 23% of workers were aware that 1992 had been dedicated to safety, hygiene and health at work and 21% of people in the Community (i.e. almost 60 million people over the age of 15) were familiar with the logo used during the Year; 29% of them knew about Community activities in this area. One in four workers had received information or given an opinion on health and safety at work. One in 10 had participated in a specific action, while 16% had taken initiatives in this field. Finally, 35% of workers reported an improvement in their working conditions during the Year, and 58% had received specific information. Compared with the previous survey carried out in spring 1991, the percentage of workers who considered that Community legislation would improve their working conditions had gone up by two points (59% in 1991 and 61% in 1993). With regard to the role of Europe, workers were of the opinion that the Community's priorities were to promote research (71%), to provide information on health and safety (69%), to monitor the implementation of common legislation (65%) and dialogue between workers and management (65%).*

which took place at the Royal Kilmainham Hospital in Dublin. On this occasion, a new brochure 'A small guide to health and safety laws' was launched and widely distributed. Activities in the field of agriculture have already led to a reduction in the number of fatal accidents in this sector.

In **Italy** co-funded projects covered the priority sectors of construction and agriculture, and, to a lesser extent, fishing and mining. The risks associated with public works and construction, asbestos and, in particular, with exposure to noise, as well as occupational risks to women in rural areas received close attention. As a result, an observatory has been created in the construction sector to prevent risks caused by exposure to noise at work; groups looking at safety monitoring and the improvement of safety in the railway supplies' sector were set up; bodies will now provide advice and support for SMEs; a centre for risk prevention in agriculture, and a travelling school for safety in the maritime transport sector have now been set up. The impact of the European Directives has led to the introduction of innovative principles in Italy such as compulsory safety plans.

Awareness-raising among staff, greater motivation on the part of heads of firms, more training for workers, trade unionists – and staff representatives – all these were just some of the initial improvements during the Year in **Luxembourg**. At the workplace this is evident in better signposting on building sites, the correction of bad posture, the design of better adapted workplaces, the development of new internal rules, and the signing of agreement protocols. The European Year also provided an opportunity to examine certain difficult subjects such as alcohol at work and AIDS (second Hospital Hygiene Day).

Greater awareness of the prevention of

cancer at work was also apparent in results in **the Netherlands**. Close cooperation between those concerned with health and safety developed during the Year and reached its zenith during the European Week Against Cancer from 12 to 17 October 1992. Not only did the Year's logo feature on all the Organization for Cancer Prevention's brochures in the Netherlands, but a joint mailshot (3 000 copies) was sent at the beginning of 1993 to all chemical training establishments.

In addition, the Dutch NLC commissioned a study to be carried out by the Research Institute TNO/NIPG on the impact of the Year. According to this, a quarter of employers in SMEs (many more in large firms) have heard about the new European Directives concerning health and safety at work. This means that four out of 10 employers in SMEs and seven out of 10 in large companies know about the European Year. The experience gained over the last 12 months has also shown that cooperation between the employers' associations and trade unions at national level can prove to be very productive. Finally, although transnational projects could not be co-funded, five of them were presented and two were actually carried out. The first was a study of the construction industry in all the Member States. It was translated into French, German, English and Portuguese and was extremely useful for the exchange between construction inspectors which followed on from this. The second project concerned the safety of workers constructing roads. The European Asphalt Pavement Association produced a brochure in four languages (French, German, English and Dutch) for managers on suitable working conditions and upholding company policy on occupational health and safety problems.

'Never before has there been such a wide-ranging health and safety

campaign' commented **Portugal**. There were 36 informative discussions in the mining sector, two agricultural competitions, four chemical industry exhibitions, 78 events in Oporto, 45 in Coimbra, 186 in Lisbon, 42 in Faro ... the list is indeed long! Too few specialists, problems of adaptation in SMEs, the need to integrate health and safety questions into school curricula for young people were among the problems cited at the beginning of the Year and were widely covered in the projects presented.

In the **United Kingdom** the Year acted as a focus for existing activities and a stimulus for new ones. Many new initiatives were prompted by the availability of EC funding – for example, a safety audit in the textiles industry and computer-based training modules. Many more activities were stimulated by the fact that the Year was taking place. Open days were organized by the Health and Safety Executive (HSE) throughout the country; more than 900 people came to just one of these events. The European Year stimulated new ideas. The National Institutes for Engineering seized this opportunity to launch new safety programmes. A quarterly telephone survey of 2 000 SMEs with less than 50 employees showed that an average of 30% were aware of the Year, a figure which rose to 50% in January 1993. In addition, around 20% of firms where awareness was raised indicated that they intended to take health and safety measures within the next 12 months. This figure rose to 26% in January 1993. This provides a useful indication of how one of the target groups was affected by the Year. The questionnaire sent to firms during the Health and Safety at Work Week also obtained good results; 1 500 replies were sent back. Among these, 38% of companies declared that they had taken up more than one of the suggestions for action and nearly 60% indicated that their awareness-raising

initiatives had had a significant impact. A quarter gave details of the results obtained: increased use of personal protective equipment, in particular eye protection, identification and removal of hazards, development and revision of safety policies and staff training – in other words, real progress.

## Opinions

### **Mr Wim Van Velzen, Chairman of the European Parliament's Committee on Social Affairs**



**What was the European Parliament's role during the Year?**

*Parliament approved the European Commission's proposals concerning the launching of the Year while at the same time making a few suggestions. Above all, information and activities had to reach SMEs, and the aim was to reach workplaces rather than the major forms of media. Wherever possible, funded projects were to continue beyond 1992. Parliament also decided to increase the budget allocated to this operation by ECU 5 million, bringing it to a total of ECU 12 million. Finally, many Members of Parliament took part in events throughout the European Year, and I myself gave a speech at the opening conference in Lisbon.*

**What were the Parliament's objectives?**

*As well as those I have already mentioned, we paid a lot of attention to projects aimed at young people, workers not in trade unions and the establishment of transnational links between trade unions and workers.*

**What do you think of the Year?**

*In my opinion the results were good. The impact of the Year was very widespread, a large proportion of projects involved SMEs, and awareness was raised at numerous workplaces. Videos, guides and brochures were widely distributed. All this will form the basis of knowledge which will enable us to move forward.*

**Exactly. So what will happen in the future?**

*We want to pursue information and training activities in health and safety for workers. The Members of the European Parliament recently organized a seminar with the Commission and trade unions on the creation of a Working Environment Fund for each Member State at European and national level.*

## Opinions

### **Mr Willy Buschak, General Secretary of the European Trade Union Confederation (ETUC)**



#### **What have you learnt from the Year?**

*Firstly I have realized that excellent European legislation exists (I am referring mainly to the 1989 framework Directive). This has had a positive impact on all Member States' legislation. However, it is not yet sufficiently well-known, and it has not yet been implemented and transposed into national law by all Member States. The other lesson we can learn from the Year is that the real health and safety problems do not lie in major disasters (though these are by no means insignificant), but in cases where workers are 'worn out'. It is very often the workers themselves who can do the most to promote their own health. Health is not a commodity which can be sold on the market but something which must be protected through a real prevention policy. At present, occupational health systems are in crisis as can be seen from European statistics. The European Year has taught us that it is not enough to have good laws: we must ensure that they are implemented.*

#### **What was the most important feature in your view?**

*The possibility of spreading information on European legislation, of showing that these regulations have a beneficial effect on everyone's daily life and that the working environment can be improved. Also, the possibility of emphasizing the real situation*

*at work, of highlighting conditions by drawing the public's attention to them, particularly in the case of those who are all too often forgotten such as temporary workers and part-time workers. Finally, the most important aspect was to establish a dialogue between everyone concerned and above all to exchange the most valuable experience throughout Europe, for example on ways of dealing with noise, stress and toxic substances. The Year was an excellent initiative with a good balance between traditional problems and problems which have recently emerged. But there will always be a need for information on European measures.*

#### **How was ETUC involved in the Year?**

*ETUC organized four seminars: health and safety management in June 1992 in Copenhagen, clean air in Thessaloniki in October of the same year, well-being at work in Amsterdam in November and occupational cancer in Hattingen in January 1993. Then in February we organized a forum in London to present the most advanced examples of the ways in which international companies were combating noise, replacing toxic products, etc. On the whole, employers' associations and trade unions were very much involved in the preparation of all the major events during the Year.*

#### **And the future?**

*Some features of the Year could be repeated such as the Video Film Festival, the European Prize for Prevention and the information campaigns. ETUC will continue, as in the past, to cooperate with the European Commission in promoting common legislation and reinforcing the role of prevention in improving working conditions. We are already giving careful consideration to the approach to be adopted in future.*

## Opinions

### **Mr Charles Castle, representative of the Union of Industries of the European Community (UNICE)**



#### **What do employers think of the Year?**

*At the opening conference of the European Year in Lisbon, I said that the Year was an important event for employers. The Year provided an opportunity to assess what we had already achieved and to raise awareness in general. Employers realized that it would provide an opportunity to reinforce the application of European standards already adopted by making use of improved information systems, education and training programmes and by providing maximum support for SMEs through appropriate monitoring activities. The Year has been a busy one and the Commission's report is an eloquent testimony to the intensive efforts made to bring the subject of health and safety at work out into the open. Employers hope that the initiatives taken during the Year will help young people before they take up employment and employers and workers in general.*

#### **What has been the employers' contribution?**

*They have played a substantial role in ensuring the success of the Year at different levels throughout the Community. During 1992 their main contribution was made at the workplace. But employers also organized or helped organize events in all sectors of industry and at national level. They assisted the NLCs and attended numerous meetings. Finally, they took part in exhibitions and competitions intended to highlight the themes of the Year and the importance of good health and safety practices. The European Video Film Festival, the first of its kind,*

*successfully demonstrated the important contribution made by employers in each Member State and the intensive use of videos for training.*

*At Community level, employers assisted the Advisory Steering Committee in its work. Mr Jacques Tassin, member of the Conseil national du patronat français, in particular, was very much involved in this work.*

#### **What are the prospects for the future?**

*Employers are now actively working on proposals to develop Community activities in the audiovisual field in order to extend the use of the media for health and safety at work. They were pleased to note that their recommendations for action in 1993 and beyond met with approval. These included continuing to encourage a high level of protection for workers and continuing to implement European standards which would be adopted outside the Community. As employers we feel that we have amply demonstrated our commitment to good health and safety practices. However, we also think that a good health and safety policy must take into account the need to strike a balance between economic and social factors in order to be competitive. However, we must acknowledge that our work is not finished. We can never be satisfied or slacken our efforts where health and safety are concerned.*

# And the future?

The European Year was a success. But what happens now? Will this incredible mobilization of effort slide into oblivion? No one wants this to happen. The good news is that everyone who has worked to develop and implement the Year in the European Commission, Parliament and in each Member State has firmly indicated their willingness to continue their efforts. ETUC in particular has already stated its intentions for the coming years; the Chairman of the European Parliament's Committee on Social Affairs, Mr Wim Van Velzen, has also spoken out explicitly in favour of continuing training and information for workers.

The campaign against dangerous and bad working conditions cannot be waged in a day or even a year. In 1989, the Twelve adopted the framework Directive, a real cornerstone in Community policy, which establishes the major principles governing health and safety at work. Each Member State is at present moving towards transposing Community legislation into national law. It is an arduous task to which the European Year lent its support, with all the benefits that we expected from it. The numerous discussions which took place during the Year were also opportunities to push forward important issues.

The European Year was a turning point, accompanying the opening of the single market. But it is still only a stage. All the actions which started up during the course of these 12 months will continue way beyond the end of the Year. Those actions which are particularly highlighted in this report ('Spotlight on ...') are valuable as models and were designed to be transferable to other countries. The Danish computer game is already available in English, German and French. The video on working conditions on Dutch trawlers is being translated into English. The teaching slides on manual handling developed by the Irish Society of

Chartered Physiotherapists are ready to be distributed throughout Europe. The same is true in all other countries. The tools are ready.

As Germany said in its European Year report, Europe must continue to assume a leading role in the coordination of information methods. It hoped that the European Video Film Festival would continue to be held at least every two years, and that the Community would 'construct a network which takes account of existing national structures and allows the exchange of experience'.

## European Commission proposals

There are numerous prospects for the future. In the years ahead the European Commission, together with the Advisory Committee on Safety, Hygiene and Health Protection at Work is determined to pursue the following objectives:

- (i) ensure that the Community Directives are correctly implemented;
- (ii) promote the European Community's work in the field of health and safety outside its borders;
- (iii) continue to promote the attainment of a high level of health protection for workers throughout the Community by using all available means;
- (iv) ensure that the social partners are effectively involved at all levels of Community policy, from drafting through to implementation.

In addition the Commission intends to continue the following targeted actions:

- (i) reinforce audiovisual methods in

safety training and information;

- (ii) reinforce action for SMEs which are still difficult to reach;
- (iii) ascertain the best methods of training young people arriving on the employment market;
- (iv) promote exchanges of information, specialists and instructors between the Member States;
- (v) improve awareness among workers at European level. This could take the form of a European day or week dedicated to safety and health at work.

The Economic and Social Committee, for its part, gave a general opinion on action which could be taken in the coming months. Education and risk prevention in schools as well as vocational training formed the basis of this approach. The introduction of school programmes throughout the Community, the preparation of teachers and the search for new teaching tools figure among the main proposals.

## The future: Follow-up activities in each country

All material and tools created during the Year will, of course, continue to be used by all countries in the months and years to come. But here are a few other developments envisaged by each one.

In **Belgium** the effects of the round-table discussion on temporary workers have been examined by a Higher Council which will take real measures to improve working conditions. Those responsible for Belgian road safety have declared their willingness to participate in a new awareness-raising campaign on safety on the way to work. Teachers are



considering a practical follow-up to the important agreement signed by all those responsible for health and safety. The dossier on back problems is now being used for training. The largest SME organization has decided to continue the information programme already under way.

In **Denmark** a study was carried out on noise on fishing boats. The next step will be a specific project to reduce noise and set up supervisory measures. New information will be compiled and distributed to all boat owners. The local Liaison Committees will remain in place and will continue to inform, support and disseminate information on the various projects carried out during the Year. Regional competitions will be renewed each year on a special theme. The winners will be entered for the national Prevention Prize awarded by the Danish Working Environment Fund.

In **Germany** a Community strategy was proposed following a conference in Bonn on the subject of vibration. This involves the development of oriented research and analytical equipment capable of measuring the effects of vibration at work; the design of personal protective equipment; the introduction of appropriate preventive measures and the compilation of substantial informative material for workers. Germany considers that the best follow-up to the Year would be to organize a European week dedicated to a special theme each autumn.

In **Greece** tripartite cooperation between the government, workers and employers will be followed up thanks to the creation of *ad hoc* working teams to assist the Supreme Council for Occupational Health and Safety (made up of 15 bodies, including trade unions, employers' associations and scientists, presided over by the Labour Minister)

In **Spain** renewed activities will concern SMEs in particular. The Cepren project is to be implemented in firms in other regions. The implementation of Community Directives will be reinforced and training and dissemination programmes will proceed at a steady pace in the main sectors of activity.

In **France** various projects promoting health and safety will be continued in 1994, including the Albert Thomas prize for prevention at work and the 'Safety at work' day organized at the Creusot Festival. Several projects launched during the Year will be developed further: the Minitel information service for skilled workers in the building industry, studies and discussions organized by the CFDT trade union and the results of the survey carried out by another trade union, the CGT.

In **Ireland** the Safety Week which attracted 700 companies will become an annual event. The search for the best safety plan in the construction sector will also be carried out on an annual basis. Due to the success of the agricultural training video which was awarded a prize during the Year, the same course of action is now being repeated for tractor drivers.

In **Italy** all the new structures created during the Year such as the travelling school for safety in fishing will, of course, carry on with their work. All the manuals, the computer game, and the teaching material will be widely distributed and from now on used in training courses, of which there will be considerably more in future.

In **Luxembourg** some of the big projects which were set up will carry on beyond 1992 and 1993. This, of course, is the case for the customs officer training programme. The Association for Well-being and Safety at Work (ABS) has

defined its future activities and the members of its administrative council have agreed to continue the tripartite measures. The École supérieure du travail has incorporated a health and safety module into its training course for staff representatives. The Accident Insurance Association has approved a substantial budget for the training of workers in Luxembourg firms in high-risk sectors such as construction.

In **the Netherlands** the special attention given to SMEs will continue in future. Efforts to reach SMEs were not confined to providing information on Community legislation, but help was also given in conforming to new obligations by compiling an inventory and assessing the risks. The production of manuals, training modules and videos during the European Year was of great help and will continue to have an impact in years to come. Evaluation of these tools will be important for future activities. Another important topic is the involvement and cooperation of sectoral organizations. A good example is the present information campaign in ports; employers' and workers' organizations launched this campaign with the production of a video 'Havenblues' (Port blues); 10 000 copies of this video about working conditions were produced for all workers in ports. More use of this type of initiative will be made in future.

In **Portugal** emphasis will continue to be placed on SMEs, and especially on young people in schools, rural areas or those about to take up their first job. The Portuguese organizers summed up the Year as 'a step towards the future'.

In the **United Kingdom** many projects, whether or not co-funded, will be continued after the Year. Seminars and training courses, for example, will be carried out again in all areas, including Northern Ireland. A new series of

conferences in the construction sector is planned for at least the next five years. Mining industry seminars will be opened to outside suppliers. To keep as many people informed as possible a newsletter describing all the projects and their aftermath will be widely distributed throughout the country. In 1994, the Health and Safety Executive will continue to promote all the material used. Documentation from the conferences will provide reference points for future research. Last but not least, 98% of those who replied to the questionnaire sent out during the Health and Safety Week declared that they would like to take part in a similar initiative in the future.

**The European Year has therefore been effective at grass roots level, but it has also prepared the ground for the future. It has facilitated implementation of the Directives and paved the way for a possible improvement in working conditions, taking account of new techniques and covering future generations of European workers.**

# Annex 1

## Competition prize lists

### European Prize for Prevention

This was organized in cooperation with the Directorate of the Danish Labour Inspectorate. The prize was awarded to a product which had significantly improved health and safety conditions at the workplace.

Winner: Cepren, Spain.

Training activities for small and medium-sized firms were carried out in a highly industrialized region of Aragon.

As a follow-up to these training activities, a continuous process of risk assessment and control will be developed and implemented by all the parties involved (the regional association of industry, the UGT and CC.OO local trade union organizations, with technical assistance from the National Institute for Occupational Health and Safety and the Saragossa accident insurance company).

### Film festival

Organized by the Commission of the European Communities to promote awareness of audiovisual products and to encourage the exchange of information and experience between businesses and experts in the Member States.

First prize – Francois Staedelin prize:

*No going back*

Gower Publishing Company Ltd  
(United Kingdom)

This is an intense and dramatic story of an employee paralysed after falling down slippery stairs.

Audience favourite:

*Dead serious about safety*

British Rail (United Kingdom)

This film describes an accident which killed a number of railwaymen in 1991.

Prize for general awareness enhancement:

First prize:

*Accidents don't happen in the office*  
Training Media Group (United Kingdom)

This film describes the problems encountered by two Laurel and Hardy-type characters who fall victim to a whole series of accidents in an office.

Second prize:

*Stop au bruit*

Process Image (France)

A very didactic film describing the phenomenon of noise and measures to prevent it.

Prizes for awareness enhancement among specific target groups:

First prize:

*No going back*

Gower Publishing Company Ltd  
(United Kingdom)

Second prize:

*Out-in control*

Douglas Bullock Production Co.  
(United Kingdom)

This film shows a teenager doing a work experience course on a farm and the hazards faced there.

Information prizes:

First prize:

*Easy and Isabella*

Hauptverband der gewerblichen  
Berufsgenossenschaften (Germany)

An amusing television series in 13 episodes which describes the problems of a careless worker in the construction industry and his wife.

Second prize:

*Wir arbeiten gut und sicher –*

*Eine Unterweisungshilfe für  
Führungskräfte in Service- und  
Montagebereichen*

Mannesmann Demag Fördertechnik  
(Germany)

An educational film on the risks of falling when working with ladders.

Training prizes:

First prize:

*Prévention intérim industrie*

Institut national de recherche et de  
sécurité (France)

This film examines a welding accident from three different points of view: that of the company employing the welder, the temping agency and the welder.

Second prize:

*Segurança no trabalho sector das pescas*

Centro Formação Profissional para o  
sector das pescas (Portugal)

This is a simple, clear and precise film on safety at sea.

### ISSA competition

This was organized jointly by the International Social Security Association and the Commission, with the aim of awarding prizes to the best training products in various categories.

Agriculture:

'Farming a way of life'

The Irish Farmers' Association (Ireland)  
Mrs Slattery

Children and parents are interactively informed of the risks involved in farming

Experts in occupational health and safety:

'Toxicologie et sécurité en  
microélectronique'

Thomson CSF, LCR (France)

Mrs Proust

Risk management in the field of  
microelectronics

Higher education:

'Menschengerechtes Konstruieren'  
Dr.-Ing. A. Neudorfer (Germany)

Dr Neudorfer

Accident prevention through machinery  
design

General and vocational education:

'Parlons sécurité à l'école'  
Belgian Red Cross (Belgium)  
Mr Motte  
Acquiring a notion of risk (sport, leisure  
and recreational activities)

Fishing:

'EAO pour la formation des marins à la  
consultation radio-médicale'  
Institut européen de télé-médecine  
(France)  
Dr Pujos  
Health and safety training for seamen  
and officers

Construction:

'Construir em segurança'  
Association of Building Contractors  
(Aecops) (Portugal)  
Mr Costa Tavares  
Improvement of safety in general

Industrial sector:

'Well up'  
Institut für Gesundheitsbildung (Germany)  
Mr Weigl  
Improvement of physical health through  
exercise and diet

## **FEIEA competition**

Competition rewarding press and  
company articles, organized by the  
Federation of European Industrial Editors'  
Associations (FEIEA)

Commission prize, Category I:

Periodical: *Remploy News*  
Author: Sam Weller  
General articles: Be(e) smart, stay safe  
Remploy (United Kingdom)

FEIEA prize, Category I:

Periodical: *L'Alambic*  
Author: Barbara Albertoni  
General articles: Series of articles  
Ciba-Geigy (Switzerland)

Commission prize, Category II:

Periodical: *Coal News*  
Author: Stuart Oliver  
Specific articles: With safety in mind  
British Coal (United Kingdom)

Periodical: *Revier und Werk*

Author: Wolfgang Trees  
Specific articles: Arbeitsschutz –  
Arbeitsmedizin  
Rheinbraun (Germany)

FEIEA prize, Category II:

Periodical: *Dimensionen*  
Author: Günter Kirchsteiger  
Specific articles:  
Arbeitssicherheit geht alle an –  
Ergebnisse der Feldanalyse  
Leykam-Mürztaler (Austria)

# Annex 2

## Seventeen audiovisual productions co-funded by the European Commission



1. **'Alle Vijf'**, science programme. BRTN TV 1 (1 April 1993 to 29 March 1993). Belgium.  
Eight subjects for the general public including 'Bekaert, steel industry – a safety campaign'; 'Just in time: anti-stress policy at Johnson Control', etc.
2. **'Producing, reproducing'**, a weekly programme 'Autant savoir' RTBF 1 TV. (3 and 4 December 1992 on TV5). Belgium.  
A film for the general public dealing primarily with the protection of pregnant women at work.
3. **'Work hard, die young'**, TV2 (27 April 1992). Denmark.  
Information programme on the dangers of spare-time jobs taken on by students. Long hours, illegal conditions, dangerous machinery.
4. **Health programme 'Praxis – Time bombs at work'**, ZDF. Health programme broadcast on the day before the opening conference in Lisbon on 11 March 1992. Germany.  
Praxis met victims of occupational diseases and occupational health experts and physicians.
5. **'The Lademann Family'**, ZDF, Germany.  
A series of television spots which illustrate a family's problems in a humorous fashion. The father has to put up with difficult conditions at work and the daughter is in danger of going deaf from her Walkman.
6. **'Safety, health and good conditions at work'**, Iris Film TV, Greece.  
Informative guide to initiatives taken in the field of national legislation. Too many enterprises continue to ignore their obligations.
7. **'Health and safety at the workplace'**, Papadakis Chronopoulos, Film & TV Productions. Greece.  
The film attempts to cover all aspects of the question by looking at the past and explaining the present situation. National legislation is discussed by representatives of the Ministry of Labour, Industry and Trade Unions.
8. **'The municipal police'**, RAI, Italy.  
The story of a journalist who investigates the municipal police's working conditions in order to compare the situation in Italy with that in other countries of the EC.
9. **'Children and safety on farms'**, Radio Telefis Éireann. Ireland.  
Two specific programmes: 'Children and safety on farms' and 'Children and accidents in the home' were broadcast in the weekly programme 'Check up'.
10. **'Absenteeism: An effective approach'**, Stichting Teleac (7 November 1992 to 5 January 1993). The Netherlands.  
Eight documentaries filmed in different places. Managers and workers were asked to think about the reasons for absenteeism.
11. **'In the dust'**, RVU (6 November 1992). The Netherlands.  
Special edition of the programme 'Werken aan werk' which looks at dust at the workplace and its effects on health in a flour-mill, a bakery, a composting plant and the timber industry.
12. **'Stress at work'**, Meesterwerken, broadcast by NCRV (12 October 1992). The Netherlands.  
What is stress? How does it develop? This documentary tries to find the answers. It will also be transmitted in schools and enterprises.
13. **'Tomorrow will be a better day'**, Desire Productions BV (21 March to

10 May 1992). The Netherlands.  
Series of eight programmes dealing with absenteeism which are also the basis for an accompanying book with the same title.

14. **'You will see'**, Katholieke Radio Omroep (19 April to 7 June 1992). The Netherlands.  
Eight 30-minute episodes transmitted using the slogan 'Fit as a fiddle on holiday'. The topics dealt with were alcohol consumption, exercise, nutrition and stress and the cases of various people were examined. These included a chauffeur, a pilot, a manager of a large company and four Members of the European Parliament.
15. **'Prevention is better'**, Primeira Imagem (15 June 1992). Portugal.  
Interviews with a number of Portuguese workers who were victims of accidents which could have been avoided if adequate safety measures had been taken.
16. **'Thames Help Programme for European Year of Safety, Hygiene and Health Protection at Work'**, Thames TV plc (14 to 24 September 1992). United Kingdom.  
Two programmes: each with examples of health and safety initiatives in Europe (buses in Stockholm, the Renault lorry factory, a production site in Rotterdam, etc.) and the role of women in improving health and safety at work.
17. **'Asthma – Allergic to the 20th century'**, BBC 2. United Kingdom.  
Programme showing the causes of asthma throughout Europe both at the workplace and among the general population.

# Annex 3

## Bibliography

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### **Study 'Europeans and health and safety at work – A survey'**

Results and analysis of the Eurobarometer survey in 1991. Emphasis on main findings

### **European File: 'Health and safety at work – A challenge to Europe'**

Health and safety at work; legislation, key areas, aims

General public

Nine languages

Ref. CC-AD-92-005-DA-C

### **'Catalogue of the European Video Film Festival'**

List and outline of the films selected for the Festival

Professionals

Ref. CE-77-92-239

### **File: 'Working with dangerous products'**

Outline of the Commission's work on dangerous product classification and labelling regulations; labelling conventions

Nine languages

Ref. CE-NG-92-001

### **File: 'Training in safety and health at work'**

Outline of the Commission's work in the area of education and training on safety and health at work. Training in accident prevention and teaching methods (theory and practice). Defining aims and needs of target groups

Nine languages

Ref. CE-NG-92-002

### **File: 'Health and safety training in the fishing industry'**

Description of the occupational hazards of fishing and how to avoid them

Nine languages

Ref. CE-NG-92-003

### **File: 'General practitioners and occupational diseases'**

Increasing GPs' awareness of occupational diseases and their implications

Nine languages

Ref. CE-NG-92-004

### **File: 'Safety and health in the construction sector'**

Outline of the Directive on temporary or mobile construction sites – Four guides for implementation

### **File: 'Safety, hygiene and health protection at work. A guide for SMEs'**

### **'Compendium of health and safety education and training materials'**

Inventory of health and safety education and training materials presented at the ISSA competition





# Annex 4

## List of Advisory Steering Committee members

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Mr R. Vandenhout  
Personeelsdirecteur

Mr H. Verwaetermeulen  
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Mr F. Philips  
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Mr P. P. Maeter  
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ACV

Mr R. Thissen  
CCMB

Mr Roger Mene  
Président – Union des classes moyennes

Mr Ir L. Rzonczef  
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Herr Rainer Opfermann  
Bundesminister für Arbeit und  
Sozialordnung

Herr Ltd Senatsrat Dr Norbert Fuhrmann  
Senatsverwaltung für Gesundheit und  
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Herr MinDirig Gerd Albracht  
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IG Chemie, Papier, Keramik

Herr Heinz Partikel  
IG Metall

Herr Dipl.-Volksw. Hans-Heinrich Rubbert  
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Industrie eV

Herr Kurt Kreizberg  
Bundesvereinigung der Deutschen  
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Torben Jepsen  
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Thomas Nielsen  
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Akademikernes Centralorganisation

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Funktionærernes og Tjenestamændenes  
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Maira Ann Kodahl  
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Finn Sheye

Erik Andersen  
Arbejdstilsynet

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Ministry of Labour

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Ministry of Labour

Mr Panagiotis Papadopoulos  
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Mrs Matina Pissimissi  
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Mr Antonis Christodoulou  
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Mr Alexandros Skiadas  
– idem

Mr Dimitris Politis  
Representative of the General  
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Mr Christos Chatzis  
– idem

Mrs Anastassia Pangrati  
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Mr Ioannis Iliopoulos  
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Dame Rachel Waterhouse  
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Commission

Dr C. Shannon, CBE  
Member of Health and Safety  
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Mr James Tye  
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Mr J. Howard  
Royal Society for Prevention of Accidents

Mr J. R. Barrell, FCIS  
Chief Executive  
The Institution of Occupational Safety and  
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Mr Robin H. Thompson  
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Chief Medical Officer, Michelin Tyre

Mr Kevin Byram  
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Sr.ª Josefina Pinto Marvão

Direcção de Higiene e Segurança do  
Trabalho

**PORTUGAL**

National Committee

Dr. Jorge Seabra

Secretário de Estado Adjunto do Ministro  
do Emprego e da Segurança Social  
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Ministério do Emprego e da Segurança  
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Dr. António da Costa Marinho

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Confederação do Comércio Portuguesa

Dr. Manuel Teves Costa

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# Annex 6

## Council Decision of the European Communities of 25 July 1991 on an action programme for European Year of Safety, Hygiene and Health at Work (1992) (91/388/EEC)

The Council of the European Communities,

Having regard to the Treaty establishing the European Economic Community, and in particular Article 235 thereof,

Having regard to the proposal from the Commission,<sup>1</sup>

Having regard to the opinion of the European Parliament,<sup>2</sup>

Having regard to the opinion of the Economic and Social Committee,<sup>3</sup>

Having regard to the opinion of the Advisory Committee for Safety, Hygiene and Health Protection at Work,

Whereas in its resolution of 21 December 1987 on safety, hygiene and health protection at work<sup>4</sup> the Council suggested that a European Year should be organized in 1992 in the field of safety, hygiene and health protection at work;

Whereas in the said resolution the Council also welcomed the Commission communication on its programme concerning safety, hygiene and health protection at work;<sup>5</sup>

Whereas 1992 sees the completion of this action programme and whereas stock should be taken of the programme, its coherence demonstrated and emphasis placed on the commitment of employers and workers to safety, hygiene and health protection at work;

Whereas the Council acknowledged the predominant role of the heightening of public awareness for the success of the measures recommended in the Commission's communication on its programme on safety, hygiene and health protection at work;

Whereas it is necessary to improve knowledge of the content and implications of legislation on safety, hygiene and health protection at work amongst the various economic operators, employers' and workers' organizations and bodies responsible for education and training and for information on safety and health in the Member States;

Whereas the Council emphasized that the information, increased awareness and the training of employers and workers will play a fundamental role in the success of the measures recommended in the Commission's aforementioned communication;

Whereas the European Year will set out to conduct a number of activities designed to promote and enhance the value of the substantial body of Community measures in the field of safety, hygiene and health protection at work;

Whereas the European Year should start on 1 March 1992 and end on 28 February 1993;

Whereas an amount of ECU 12 million is estimated as necessary to implement this Decision;

Whereas it is for the budgetary authority to determine the appropriations available for each financial year, taking into account the principles of sound management referred to in Article 2 of the Financial Regulation applicable to the general budget of the European Communities;

Whereas at least 50% of the appropriations available should be used to cofinance the actions referred to in Section II, point B of the Annex;

Whereas it is desirable to concentrate available resources on activities satisfying certain criteria;

Whereas, the Treaty does not provide for the adoption of this Decision, powers other than those set out in Article 235,

HAS DECIDED AS FOLLOWS:

### Article 1

#### **Declaration of European Year – Duration**

1. 1992 shall be declared 'European Year for Safety, Hygiene and Health at Work'.
2. European Year shall start on 1 March 1992 and end on 28 February 1993.

### Article 2

#### **Coordinated actions**

1. For the European Year, the coordinated actions referred to in the Annex shall be carried out by the Community, the Member States and the social partners.

These actions may also be organized by public and/or private organizations.

2. National coordinating committees, composed on a tripartite basis, shall act in liaison with the Advisory Committee on Safety, Hygiene and Health Protection at Work.

### Article 3

#### **Financing**

1. The Community financial resources estimated as necessary for the implementation of this Decision amount to ECU 12 million.

<sup>1</sup> OJ C 293, 23.11.1990, p. 3

<sup>2</sup> OJ C 158, 17.6.1991.

<sup>3</sup> OJ C 60, 8.3.1991, p. 25.

<sup>4</sup> OJ C 28, 3.2.1988, 1.

<sup>5</sup> OJ C, 28. 3.2.1988, p. 3.

2. The budget authority shall determine the appropriations available for each financial year, taking into account the principles of sound management referred to in Article 2 of the Financial Regulation applicable to the general budget of the European Communities.

3. At least 50% of the appropriations available should be used to cofinance the actions referred to in Section II, point B of the Annex.

#### Article 4

##### **Organizational arrangements**

1. Applications for financing concerning the actions referred to in points A and B of Section II of the Annex shall be submitted to the Commission via the Member States, except in the case of the actions referred to in point A of Section II of the Annex, to be proposed by the Commission.

2. The projects that are selected shall be designated 'Community projects – European Year for Safety, Hygiene and Health at Work (1992)'.

#### Article 5

##### **Member States' participation**

1. In implementing this Decision and, in particular, in selecting the actions referred to in points A and B of Section II of the Annex, the Commission shall be assisted by a Steering Committee of an advisory nature, composed of a representative from each Member State and chaired by the representative of the Commission.

2. The representative of the Commission shall submit to the Committee a draft of the measures to be taken. The Committee shall deliver its opinion on the draft, within a time limit which the Chairman may lay down according to the urgency

of the matter, if necessary by taking a vote.

The opinion shall be recorded in the minutes; in addition, each Member State shall have the right to ask to have its position recorded in the minutes.

The Commission shall take the utmost account of the opinion delivered by the Committee. It shall inform the Committee of the manner in which its opinion has been taken into account.

#### Article 6

##### **Informing the European Parliament, the Council, the Economic and Social Committee and the Advisory Committee**

The Commission shall inform the European Parliament, the Council, the Economic and Social Committee and the Advisory Committee for Safety, Hygiene and Health Protection at Work of the progress of work and shall send them a report and assessment of the actions carried out in the course of European Year.

Done at Brussels, 25 July 1991.

*For the Council*

*The President*

P. DANKERT

#### **ANNEX**

##### **ACTIONS ENVISAGED FOR EUROPEAN YEAR**

###### **I. General provisions**

###### *1. Aim and justification of the actions*

The European Year will set out to conduct a number of activities designed to promote and enhance the value of the

substantial body of Community measures in the field of safety, hygiene and health at work.

Article 118a of the EEC Treaty:

– enables action at Community level as regards the improvement of the working environment to be intensified and expanded in order to protect the safety and health of workers,

– provides in particular for the improvement of safety and health conditions at work, which constitutes an essential feature of the social dimension of the internal market.

In this framework:

– in the context of the internal market, the interdependence of the social and economic aspects of problems relating to safety, hygiene and health at work should be underscored,

– young people before they embark on working life, workers and employers should be made more aware of safety, hygiene and health risks at the workplace and of what can be done about them.

Indeed, despite the lack of sufficiently reliable statistical series at European level, the data available at Member State level give a good idea of the high cost in human and social terms of the consequences of accidents at work and occupational illnesses.

For 1984, the amount of compensation paid for such accidents and illnesses is put at some ECU 16 000 million for the whole Community, i.e. 7% of total expenditure on sickness insurance.

The Advisory Committee on Safety, Hygiene and Health Protection at Work has also recommended that European Year take particular account of the

following four topics:

- cleanliness of air at work,
- safety at work,
- well-being at work,
- measures to combat noise and vibration.

## 2. Criteria

In the selection of projects in connection with the actions referred to in Section II, the following will take precedence:

- (a) projects producing results that can be turned to practical use;
- (b) projects involving the organization of working meetings with a limited number of participants so that each individual can take an active part (workshops);
- (c) projects to benefit small and medium-sized enterprises;
- (d) projects to benefit high-risk workers;
- (e) projects which foster transnational exchanges;
- (f) projects which can be continued after 1992.

## II. Content of the actions

### A. Actions to be financed entirely from the Community budget:

- 1. (a) organization of a European colloquium to launch the European Year;
- (b) organization of a European colloquium to close the European Year;
- (c) organization of conferences, colloquia and/or seminars in all Member States.

2. (a) audiovisual festival;

(b) promotion of television programmes and videos, dealing particularly with the most dangerous branches of work.

3. (a) Production of booklets and stickers on the Community's policy on safety, hygiene and health at work;

(b) logo design and poster campaigns.

### B. Actions cofinanced from the Community budget

The actions listed below may be financed from the Community budget up to a percentage of the total cost, which will depend on the particular case but will not exceed 70% of the total cost of the project.

Actions by public and/or private organizations aimed at:

- 1. improving and promoting the dissemination of information on occupational risks and their prevention, and in particular the influence of work organization on safety, hygiene and health at work;
- 2. giving greater importance to the training of workers and employers in the field of safety, hygiene and health at work;
- 3. integrating instruction in safety, hygiene and health at work into teaching and training programmes aimed at employers and workers;
- 4. improving the understanding of problems of safety, hygiene and health at work;
- 5. improving the exchange of information on good enforcement practice in Member States regarding Community legislation

on safety, hygiene and health at work.

### C. Actions without financial implications for the Community budget

Actions to be undertaken by the Member States or by public and/or private organizations in the field of safety, hygiene and health at work:

- 1. promoting the idea of work systems and workplaces which take account of safety and health requirements;
- 2. promoting the use of the common logo and the slogan of European Year in regular publicity campaigns;
- 3. encouraging the spread of information on the European Year through the mass media;
- 4. other actions to be determined.



# Annex 7

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