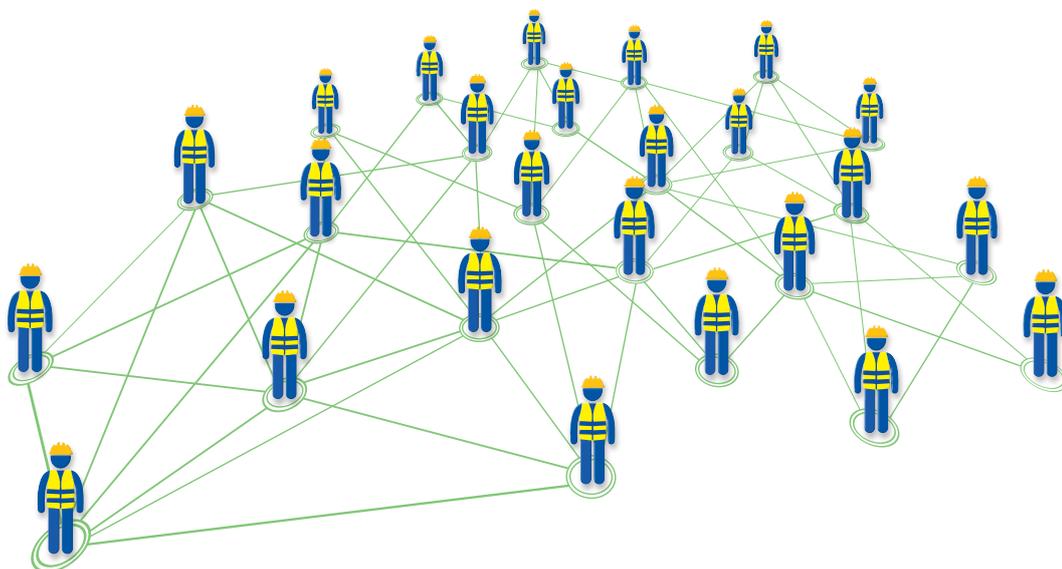


REGIONAL OCCUPATIONAL SAFETY AND HEALTH STRATEGY OF THE WESTERN BALKAN COUNTRIES 2019-2023

INCREASING CAPACITIES AND STRENGTHENING
OF THE ROLE OF THE REGIONAL CSOS FOR
IMPROVEMENT OF THE LABOR CONDITIONS AND
DIALOGUE WITH PUBLIC INSTITUTIONS





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List of Abbreviations

OSH	Occupational Safety and Health
ILO	International Labour Organization
WHO	World Health Organization
EEC	European Economic Community
EU	European Union
ESAW	European Statistics on Accidents at Work
EU OSHA	European Agency for Safety and Health at Work
SLI	State Labour Inspectorate
MLSP	Ministry of Labour and Social Policy
MH	Ministry of Health
MES	Ministry of Education and Science
HIFM	Health Insurance Fund of the Republic of Macedonia
PDIFRM	Pension and Disability Insurance Fund of the Republic of Macedonia
PHI	Public Health Institute
OMI	Occupational Medicine Institute
SIRM	Standardization Institute of the Republic of Macedonia
PPE	Personal Protective Equipment
FTUsM	Federation of Trade Unions of Macedonia
MCFTUs	Macedonian Confederation of Free Trade Unions
OEM	Organization of Employers of Macedonia
GCA	General Collective Agreement
NGOs	Non-Governmental Organizations
CSOs	Civil Society Organizations
GDP	Gross Domestic Product
GSP	Gross Social Product
ESC	Economic and Social Council
LOSH	Law on Occupational Safety and Health
LLR	Law on Labour Relations
LSG	Local Self-Government
MOSHA	Macedonian Occupational Safety and Health Association
MOMA	Macedonian Occupational Medicine Association
OSHS	Occupational Safety and Health Strategy
OMSs	Occupational Medicine Services
NCOs	National Classification of Occupations
PHC	Primary Healthcare
ECTS	European Credit Transfer System
UNATUM	Union of Independent and Autonomous Trade Unions of Macedonia

INTRODUCTION

Citizens' engagement in the decision-making process is pivotal for each and every society that declares itself as a democratic one, and is of particular importance for the pre-accession countries of the European Union. The creation of institutional mechanisms for cooperation between the citizens and the state authorities and bodies, especially at the national level in the field of occupational safety and health, in the process of policy creation and engagement in the decision-making process is the foundation for a safe work environment.

The main objective of this Strategy is to promote the occupational safety and health and improve the working conditions within the IPA region by virtue of active engagement and cooperation among the regional civil society organizations. In this direction, the Macedonian Occupational Safety and Health Association, in partnership with the Serbian Occupational Safety and Health Association, the Albanian Centre for Occupational Safety and Health, the Occupational Safety and Health Association of Montenegro and the Kosovo Occupational Safety and Health Association, and with the financial support of the European Commission has drafted a joint Regional Occupational Safety and Health Strategy for cooperation of the civil society organizations, state institutions and the media, accompanied by an action plan for its implementation. The strategic objectives of this document are closely related to the priorities and objectives set out in the European OSH Strategy (2014-2020).

The drafting of this Regional Strategy derives from the previously compiled Study on Occupational Safety and Health Systems in the countries of the Balkan region, i.e. Macedonia, Serbia, Montenegro, Albania and Kosovo* and dwells on the following principles: partnership, mutual cooperation, exchange of experiences, engagement and consultation, transparency, independence and responsibility. The conclusions from the Regional Study are that the countries of the region share certain common features with regard to their occupational safety and health systems. These regional characteristics primarily encompass a certain number of similarities, but also differences in terms of the structure and development of the occupational safety and health system.

What is probably the most characteristic of these countries is that each and every one is committed to implementing the European norms in the field of occupational safety and health in their respective national legislation transposed through European regulations and directives in this area, besides implementing the international standards of the International Labour Organization. In addition to the commitment and progress that these countries note, it is necessary to work on upgrading and completing the occupational safety and health systems, but also to proceed with the activities aimed at promoting the standards, regulations, as well as practical implementation of the occupational safety and health system, as it is the case in the developed European countries. None of the countries covered by this Regional Study could reach this level on a short-term basis. Hence, a regional strategy is required so that the countries in the region could advance their respective OSH systems. In this sense, more extensive and comprehensive regional cooperation is to be established in terms of the legal regulations pertaining to OSH, education, both formal and informal, regional networking and capacity building of organizations operating in the field of OSH, cooperation with media organizations, regional media coverage with reference to this area, and establishment of common OSH databases. In this respect, the Strategy lays the foundation for establishment of an interconnected and harmonized system for occupational safety and health, a system that will be in line with the international standards in this area and a system that will be functional and easily implementable.

METHODOLOGY

The Regional Occupational Safety and Health Strategy is to assist in several segments in achieving the goals and objectives that will consequently lead to realization of the vision for creating a preventive culture at the workplace by adjusting the workplace to people and creating a more humane work environment that is not prone to injuries or occupational diseases. The preservation of human dignity and personal integrity is a segment that is inevitable in creating the contours of the culture of occupational safety. Simultaneously, this Strategy aims to help the experts in the field to work together with one another, in a synchronized manner for the purpose of achieving a common vision by rendering more specialized services to all stakeholders, based on analytical and deductive processes inspired by everyday events. By nourishing such intentions, the reputation of the civil society to which these activists belong, its increased visibility and recognition among the citizens at the national and international level will be achieved. The function of the Strategy is to specify the ways and forms by means of which the citizens resorting to organized forms of civic action through the civil society organizations will act for the purpose of improving their own capacities as well as for establishing sustainable relations with the media and state institutions.

In the drafting of the Strategy, the legal method was applied by using an analytical and synthetic approach, a case analysis, and in particular the comparative method. As far as the analysis is concerned, the data obtained from the previous research conducted at a national level in the project participatory countries was taken into consideration. The synthesis of the obtained data and the established legal and factual situation in the region are embedded into a legal unity that represents the essence of the Strategy.

The analysis of the national documents compiled by national experts has been conducted with more profound consideration of the essence of the national problems and current issues, compared to desk analysis. Additionally, the differences, that is, the non-harmonized aspects at a regional level that exist among the five IPA countries were taken into account.

The Strategy represents a synthesis of the regional objectives and vision as opposed to the European strategic objectives laid down in the 2014-2020 EU Strategy.

The draft concept of the Strategy was discussed at a workshop held in Ohrid in December 2018, attended by representatives of civil society organizations, public institutions, educational and media organizations from all five IPA countries, as well as by representatives of the European Union countries. The workshop served as a platform for the stakeholders affected by the development of the Strategy to meet, discuss any key issues of occupational safety and health at a national and regional level, and put forward ideas and guidelines for operation and creation of an action plan for the foreseen strategic objectives.

The goal of this workshop was to engage the stakeholders in the process of participatory planning and solving problems and needs in the OSH field at a national and regional level. Hence, specific plans, decisions and action plans were drawn up. The stakeholders committed themselves to dedication and ability to implement the decisions and the Strategy. Additionally, more innovations and a larger portfolio of ideas were offered. A common framework for decision-making, communication, planning and problem solving was developed, and the stakeholders jointly contributed to encouraging initiatives and responsibility.

Taking into consideration the two strategic documents, applying methodological tools, the Strategy gives an overview of the regional situation in the field of occupational safety and health, on the one hand, and the strategic orientation, vision and future steps that are to be attained and serve as a motive on the other hand. Thus, we shall achieve a systematic unity that will give a clear picture of the objectives that are to be attained with the implementation of the project, and arrive at project success.

The drafting of the Regional Strategy empowers the civil society organizations, state institutions, media and all other stakeholders to build upon their viewpoints both in terms of formal and informal aspects of OSH issues, as well as to observe the instructions for application and implementation of the draft decisions in the future in order to attain the objectives that are the scope of this project.

Vision of the Regional Occupational Safety and Health Strategy:

Creation of a preventive culture of occupational accidents in the countries of the Balkan region by managing a functional occupational safety and health system

The vision of the Strategy is to be realistic and viable. For the purpose of its full realization it is necessary to engage all key partners in the OSH process via partnership in action.

Mission of the Regional Occupational Safety and Health Strategy:

To develop, collect and secure reliable and relevant information and analyses, to create a system for promotion of the knowledge and education that is acceptable for the employers and employees in all Balkan countries, to raise the awareness, to provide for exchange of information and good occupational safety and health practices that will meet the needs of all stakeholders engaged in the field; to ensure compliance with the European standards for the purpose of creating a safe and healthy work environment.

The necessity of promoting advancement in workplace safety and health across the region is indisputable and indispensable. In this regard, the mission sets out the fundamental objective of the civil society organizations in the region that act and operate in the field of occupational safety and health and the activities they undertake in order to achieve their vision.

Strategy priorities:

In the direction of attaining its mission and vision, the Strategy foresees and defines several strategic priorities, as follows:

1. Effective legal framework and OSH policies.
2. OSH related education
3. Capacity building for OSH
4. Promotion and raising the public awareness with reference to OSH
5. Records in the field of OSH
6. Sectoral and inter-sectoral cooperation at a national and regional level

PRIMARY OSH OBJECTIVES

Occupational safety and health are one of the most valuable individual and social values. There is nothing more valuable than human life, than the struggle to secure safe and healthy working conditions in a normal environment. Occupational safety and health is of tremendous importance not only in the Western Balkans countries, but also in all countries worldwide. When work is good and safe, it gives people status, positive health, quality of life and a sense of well-being.

Work remains to be a vital component of modern living. Most people spend a third of their lives at work, thus contributing to society improvement. Simultaneously, the world is undergoing a process of rapid and fundamental changes.

There are certain powerful trends that are imposed on the workforce: from changes in technology such as automation and robotics to insecurity and turmoils in politics and in the global economy. The afore-stated has an impact on people's work and their work environment.

Regardless of the ongoing changes, people's contributions remain crucial. Nevertheless, it is a fact that the work environment can adversely affect millions of people worldwide. Work-related fatalities, injuries and occupational diseases occur on a daily basis. More than 2.3 million people have lost their lives due to work-related accidents, but many more millions have deteriorated health or are incapacitated by an occupational injury. The situation in the Balkan region is no different. Hundreds of people have been killed at the workplace, and thousand others have been injured. No one dares to discuss the number of people affected by occupational diseases.

The primary OSH objectives are as follows:

- To protect all employees and other stakeholders;
- To harmonize the relevant national with the international standards;
- To diminish the OSH related hazards;
- To regulate the adverse effects arising from the OSH related risks;
- To assess/improve the OSH related efficiency;
- To be prepared and alert regarding emergencies and interventions without any delay;
- To train and inform all employees with issues pertaining to the OSH area, etc.

The human, social and economic costs arising from work-related accidents and injuries and occupational diseases as well as from industrial disasters have been a cause for concern at all levels, starting from the level of individual workplace to the national and international level. In the course of the years, measures and strategies have been developed and applied to prevent, control, diminish or eliminate the occupational hazards and risks in order to keep up with the technological and economic changes. However, despite the persistent, yet rather slow improvements, occupational accidents and professional diseases are still quite common and their costs in the sense of human suffering and economic burden remain significant.

The fundamental OSH objectives are attained by adopting laws and by-laws that regulate the area of occupational safety and health; by the overall implementation of these acts; development of an OSH culture, i.e. awareness and familiarization with OSH measures on the part of employers and employees; more extensive activity and support by CSOs in familiarizing the stakeholders with OSH standards and their implementation in all activities; establishment of a number of civil society organizations working in the field of OSH, and above all good coordination and cooperation among these organizations in international terms, as well as with different state institutions, media, etc.

The principal reasons that motivate the organizations to pay most attention to occupational safety and health are as follows: the means they apply to promote occupational safety and health including international labour standards, codes of practice, provision of technical advice and dissemination of

information, ethical and economic reasons, employees' satisfaction and motivation, the reputation of the organization, etc. Occupational safety and health constitutes not only a legal obligation, but also a necessity in order to boost the productivity and economic progress of each and every country.

Finally, there are numerous authors who treat occupational safety and health as a fundamental human right (Ali, 2011), which can neither be alienated nor contested. The right to occupational safety and health is enshrined in the 1948 Universal Declaration of Human Rights of the United Nations, which reads:

(Article 23) Everyone has the right to work, to free choice of employment, to just and favourable conditions of work

The 1976 International Covenant on Economic, Social and Cultural Rights guarantees the following right in:

(Article 7) The States Parties to the present Covenant recognize the right of everyone to the enjoyment of just and favourable conditions of work which ensure...

STRATEGIC PRIORITIES

When considering and discussing strategic priorities pertaining to occupational safety and health, firstly we must ascertain that the occupational safety and health is at a different level in each and every of these countries in the Balkans. Consequently, the approach to setting common strategic objectives is a challenge in itself. The specifics of certain countries are different to that extent that specific targeted approaches are required to surpass certain obstacles. This is not the scope of this Strategy, but they have been put forward as challenges in each of the individual Studies drawn up for the needs of the individual participating countries in the BALcanOSH.net project. They may be found on the official website of the project and are free to download and distribution.

The strategic priorities are divided into 6 groups, as objectives that will be attained by virtue of their realization.

Strategic priority 1

Efficient OSH legal framework and policies

Overview of the situation: As a regional feature that characterizes and shapes the region, is firstly the commitment and desire to implement European normative standards (European Union Council, 1989) concerning occupational safety and health transposed through EU regulations and directives in this field, and secondly the standards of the International Labour Organization.

Within this strategic priority, the following specific strategic objectives are foreseen:

- 1.1 Revision of the OSH Law in the Western Balkan countries.
- 1.2 Revision of the Rulebooks related to the OSH Law.
- 1.3 Structuring of the OSH regulation by initiating new rulebooks.
- 1.4 Categorization of rulebooks according to the business activity and size of the legal entities.

For the purpose of attaining the first objective, it is necessary to ensure that the current framework for control of the occupational safety and health management is in line with the applicable occupational safety and health laws, regulations and policies, including European regulations and practices, as well as with the conventions and recommendations of the International Labour Organization. The scope of the revision of the OSH Law in the Western Balkan countries is to encompass control activities concerning the key legal OSH requirements at a national level, such as: the capacities of the National OSH Councils in all of the countries, training and raising of the public awareness of all the OSH stakeholders, a system of records (reporting on injuries, accidents and professional diseases), etc.

The revision will contribute to identification of a number of good practices, such as well-developed occupational safety and health policies and procedures, established OSH commissions with regional representatives and mandatory OSH education, thus creating opportunities to improve the OSH governance control framework at a national level in order to better demonstrate that the stipulated legal requirements have been met. The engagement of the regional CSOs in the process of policy making is crucial for the advancement of the OSH legal framework.

For the purpose of attaining the second specific objective, it is necessary to establish a working group in each Western Balkan country that will review the current situation by virtue of a drafted study for the analysis of rulebooks and by-laws. In this direction, it is crucial to submit initiatives and proposals for elimination of shortcomings, adoption of proposals by the social partners, vocational educational institutions, as well as by the other civil society organizations operating in the field of OSH. Some rulebooks will have to be redefined, whereas some others will have to be revoked.

For the purpose of attaining the third specific objective, in addition to the already adopted by-laws at a national level in each Western Balkan country, it is necessary to continuously observe the situation in the field of OSH in European and global terms, but also in the Balkan region (since not all of the countries are at the same level of regulating the by-laws), which implies modifying and amending the national positive regulations in the field of OSH in compliance with the European and global trends. A working group is envisaged to be established in each country, which will devise an action plan designed to prevent accidents, injuries and professional diseases. The Occupational Safety and Health Plan is to contain the minimum requirements of the OSH legislation at the national level.

Having in mind that the organizations differ, it is not to be expected that the plan of a given organization will meet the needs of another organization. This document summarizes the general elements of the Occupational Safety and Health Program at the national level. Such an approach is to assist smaller organizations in developing programs to address their specific needs, and to make use of the experiences and good practices of the already developed organizations in the region.

For the purpose of attaining the fourth specific objective, it is of paramount importance to ensure acceptance and application of international, primarily European documents, as well as national OSH standards and regulations, which will provide for well-regulated occupational safety and health at a national level. On the other hand, the categorization of the rulebooks will provide for the application of an appropriate rulebook by the legal entities that deal with a certain activity that is regulated by the Rulebook.

Challenges/objectives that are to be attained:

- The work of the state bodies competent for OSH in the countries of the region, with the aim of adopting a legal framework that is in conformity with the EU and ILO standards, harmonization with the regional legislation, as well as harmonization with the European and international legislation.
- Adoption of a sufficient number of quality by-laws rather than the voluminous number in some countries or the absolute non-existence of by-laws in others, which will reflect the national needs, but will also be mutually concerted and harmonized.
- Trainings, conferences and seminars conducted by the state bodies so that the employers and employees would be acquainted with OSH, but also for facilitated practical application in practice.
- Regional expert conferences for the professionals and experts from this region in the respective area in order to present and promote any innovations regarding OSH and for harmonization of the legal regulations.
- A regional body that, together with the national bodies and civil society organizations, shall oversee the process of implementation of the legal solutions and policies, besides continuously working in this area and proposing new modifications.

Strategic priority 2

OSH Education

Overview of the situation: As far as OSH is concerned, the countries in the region have a different structure and set-up of the education system. Namely, some of them have introduced OSH as a segment of the higher vocational education or academic studies (BALcanOSH.net, 2018), i.e. as a segment of the formal education, whereas in others it does not even exist in the overall education system (BALcanOSH.net, 2018).

Education in the field of occupational safety and health is indispensable in the countries of the Western Balkans. Continuous training, along with formal education in the field of OSH, are important segments for the development and strengthening of the OSH culture. They are essential for the promotion of knowledge and acquisition of skills in the field of OSH.

Within this strategic priority, the following specific strategic objectives are foreseen:

- 2.1 Introduction of a system of professional OSH education
- 2.2 Introduction of an OSH lifelong learning system (non-formal education)
- 2.3 Creating a platform for exchange of knowledge and skills at a national and regional (international) level

For the purpose of attaining the first specific strategic objective, it is necessary to analyze the state of OSH education in the countries of the region where it exists and to be introduced in the countries where it is not yet available. On the basis of the conducted analysis, the current state of OSH education will be precisely identified, which will serve as the basis for proposing measures and means for improvement of OSH education, which through the devised and adopted program for continuous professional education will lead to upgrading of the competences of the relevant OSH entities.

For the purpose of attaining the second objective, it is necessary to create a system of informal OSH education in the Western Balkan countries. The training equips the individuals with basic theoretical and practical knowledge necessary for successful performance of their profession and for fitting into the work environment. Due to the importance of occupational safety and health, measures are to be undertaken for inclusion of these topics in the education and training at all levels and in all vocations and professions, including the higher technical, medical and professional education. The modality of the training program in the field of occupational safety and health is necessary to be established at three levels, as follows:

- BASIC level of training – The modules of this level are to

elaborate on the fundamental aspects of occupational safety and health.

- ADVANCED level of training – The modules of this level are to

elaborate on the following aspects: understanding and implementation of the most appropriate and efficient strategies in order to ensure application of the legal provisions pertaining to working conditions and workers' protection, understanding of the principles of effective OSH management systems, application of OSH standards, hazard identification, risk assessment and risk control and OSH methodologies (practical exercises), execution strategies: guiding principles for law enforcement (drafting of national strategies, systems and occupational safety and health programs), occupational safety and health management, OSH related information systems, OSH human resources - education, training and continuous education per industrial branch and service, dissemination of examples of good practices in enterprises, etc.

- EXPERT level of training - The modules of this level are to

elaborate on the following aspects: novelties in legislation and case studies, to provide for the practical application of newly occurred changes in the field of occupational safety and health on the basis of a study, taking into account different local aspects, such as the cultural environment, local mentality, constraints regarding the implementation of new regulations, building institutional and organizational capacities, leadership, project management, management of objectives and organizational assessments, training of trainers, continuous improvement and innovations, etc.

For the purpose of attaining the third specific objective, it is necessary to prioritize the introduction of OSH in education and the conducting of OSH trainings, which could build a well-functioning OSH system at the national level in each and every Western Balkan country. This would mean that at

the national level, civil society organizations along with the competent institutions would set the preconditions for exchange of skills and knowledge, which consequently would result in the creation of a platform for achieving that goal. Such an established national platform for the exchange of knowledge and skills would function at a regional and international level, by exchanging experiences and sharing the best OSH related practices.

Challenges/objectives that are to be attained:

- Introduction of a special OSH subject as a subject in the curriculum of all secondary schools within the region.
- Introduction of a compulsory OSH subject in the curriculum stipulated for higher education.
- Creation of courses and programs for education in the field of OSH.
- Conducting trainings and seminars by CSOs with reference to the OSH system.
- Regional OSH trainings and conferences.
- Regional meetings and conferences of OSH experts and publication of an OSH guide containing novelties in this field for the purpose of implementing any novelties with reference to the legal solutions of the countries in the region.
- Continuous professional education of occupational safety and health officers.

Strategic priority 3

Strengthening of OSH capacities

Overview of the situation: Regarding the organizational and institutional set-up in the countries of the region, various aspects are noticeable, that is, a relatively well-established institutional system and a system that is yet to be set up and developed. Pursuant to the Law on Organization and Operation of the State Administration Bodies, the Ministries of Labour and Social Policy are accountable for labour issues in each country in the region and for the implementation of the existing national legislation and international conventions in the field of occupational safety and health, labour legislation and social security. The key common characteristics in all countries are the problems regarding the supervision over the implementation of the legal requirements pertaining to OSH, starting with the number and staffing of labour inspectors, to education and field efficiency as they are directly engaged in improving the working conditions and work environment. All Western Balkan countries are characterized by continuous lack of capacities on the part of the inspectors for the purpose of supervision over all activities. Continuous strengthening and promotion of the role of capacities is necessary in the occupational medicine and in other relevant state structures in the respective field, primarily in terms of connectivity and inter-institutional cooperation.

Within the framework of the social dialogue that takes place between trade unions and employers, and in certain areas with the state as an employer, the issue of occupational safety and health is frequently excluded from the priorities of the negotiations and dialogue, as opposed to some other social issues, such as the salary. Moreover, there is insufficient training and knowledge on the part of the negotiators regarding OSH issues and their relevance. This is to be taken into account in particular from the point of view of the importance of the social partners in terms of prevention of injuries and workplace accidents. Social and economic councils, as well as national occupational safety and health councils, are to be considered in the countries where they do exist with regards to improvement of efficiency, strengthening of the role and monitoring of the work of national OSH councils, enhanced communication and cooperation with the relevant stakeholders from the area at a national and regional level.

Civil society may be perceived as a "third sector" of the society that represents a set of non-governmental civil and professional organizations that advocate the interests and requirements of

the citizens or individuals (the OSH engineers, OSH officers and other stakeholders in the field) and organizations within society which are independent of governments.

As for civil and professional organizations operating in the field of occupational safety and health in the Western Balkan countries, it should be underlined that they largely support the system and directly contribute to its functioning and improvement. Nevertheless, in all the countries in the region, CSOs encounter capacity problems that could be actively used and taken advantage of regarding the future functioning of the national OSH systems in the Western Balkans region.

Within this strategic priority, the following specific strategic objectives are foreseen:

- 3.1 Creating favorable conditions for active engagement of CSOs in public policies at the national level.
- 3.2 Establishing a partnership between CSOs and state (public) institutions at the national and regional level.
- 3.3 Creating mechanisms for financial sustainability of CSOs in the region.

For the purpose of attaining the first specific strategic objective, it is necessary to raise the public awareness and interest in the existence of the civil society and strengthen the capacities of the active citizens, to resort to more effective civic engagement in political processes at all levels, including an improved legal framework for the establishment, operation and funding of civil society organizations, as well as support for sustainable development of civil society organizations and establishment of networks. All of the afore-stated function as incentives for civil society organizations to advocate and operate in the field of occupational safety and health.

For the purpose of attaining the second specific strategic objective, it is necessary to sign a Memorandum of Understanding between the state and the professional civil sector at the national level operating in the field of occupational safety and health. By drawing up the Memorandum and based on its provisions, professional civil society organizations (PCSOs) are to establish a working group for the development of a draft State Concept (Programme) for the development of PCSOs that will cover: enhancing the legal and non-legal environment for PCSOs, adopting measures to ensure dialogue between the state and the PCSOs, encouraging active participation of CSOs in the law-making processes, ensuring the principle of non-discrimination in cooperation and establishing a mechanism for monitoring the implementation of the concept (programme). In developing the concept, the working group shall also make use of international practices and collaborate with experts from CSOs from EU countries.

A key point is that a number of stakeholders, institutions and processes are engaged in each component of the policy. Some stakeholders are crucial in the course of the decision-making process, whereas others play a crucial role in a certain period. For those PCSOs that wish to exert influence on politics, it is vital to understand the institutions and stakeholders engaged in policy-making processes - both at a formal and non-formal level. Hence, they contribute to identifying the shortcomings and pressures for those involved, as well as the type of proof and communication approach necessary to maximize changes in political influence.

For the purpose of attaining the third objective, it is necessary to make an analysis of the applicable laws regulating civil society funding at the national and regional level, including: funding by governmental bodies and local authorities, funding by the private sector and by individual citizens, funding by service delivery, grant funding by donors and funding from other sources.

Challenges/objectives that are to be attained:

- Coordination of a common regional policy for the promotion of occupational safety and health within the region, consisting of joint actions, campaigns, trainings and seminars of organizations dealing with the OSH area in the countries of the region.
- Initiating the establishment of a regional centre for occupational safety and health with

the aim of monitoring, enhancing and promoting relations in the field of OSH including the national institutions of the countries in the region.

- Support the capacity building of the state labour inspectorates and development of their administrative capacities.
- Contribution to building the partners' capacities in the social dialogue in the region through joint meetings and promotion of the collective agreement as a tool for most simplified and most effective resolution of OSH issues.
- Regional networking of non-governmental organizations working in the area of OSH, and joining the BALcanOSH.net network, joint upgrading of that network, involvement in the adoption of OSH-related policies, their monitoring and control over the implementation, i.e. application of the laws in the field of OSH and undertaking actions as a corrective to what the state bodies in the field of OSH perform.
- Enhanced cooperation with the other partners in the field of occupational safety and health.

Strategic priority 4

Promotion and raising of the public awareness pertaining to OSH

Overview of the situation: Taking into account the fact that year in year out occupational injuries and accidents occur in the countries of the region without a declining tendency, their occurrence can greatly be prescribed to the low level of awareness about the OSH relevance. Promotional and/or educational activities targeted at the general public are being undertaken. Nevertheless, it is still necessary to work on raising the OSH awareness not only among the relevant OSH stakeholders, and particularly among the social partners, but also at the community level through campaigning (observing European and initiating national campaigns), through conferences, workshops, seminars, round tables, competitions, press conferences, information dissemination and distribution of promotional materials - guides, leaflets, TV spots, posters and use of social networks, media and online tools. There are certain considerations that occupational safety and health is to be incorporated in the educational process as well, starting from primary education.

Within this strategic priority, the following specific strategic objectives are foreseen:

- 4.1 Developed and strengthened culture of preventive action
- 4.2 Raising the OSH awareness through formal education

For the purpose of attaining the first specific strategic objective, it is essential to devise OSH programmes. By means of this activity, special programmes will be developed for different target groups of the working-age population (public sector, private sector, local self-government, trade union organizations, employers' organizations, civil society organizations, chambers of commerce) at the national level in each of the countries of the Western Balkans. For the purpose of raising the awareness and culture of the citizens regarding OSH, it is necessary to promote the OSH related standards. The promotion will lead to attaining the following objectives: conveying the basic message that the workers and management teams are to work together on risk prevention for practical legal, economic and ethical reasons, providing clear and unique guidelines to employers to manage specific work-related risks, providing practical guidance, information and tools so as to promote a culture of risk prevention, in particular regarding the small and medium-sized enterprises, including the OSH management in the corporate social responsibility policies of the organizations.

For the purpose of attaining the second specific strategic objective, in the direction of raising the awareness with reference to OSH through the formal education, it is essential to develop educational programmes in the education system including pre-school and primary education. The development and implementation of these programmes will be in close cooperation with the Ministry of Labour and Social Policy, Ministry of Education, CSOs and the local self-government.

Challenges/objectives

- Organizing targeted OSH schools where pupils/students will participate to inform themselves about the relevance of OSH.
- Organizing and holding OSH public debates so that the general public can participate and broaden their understanding of OSH.
- Cooperation of employment agencies within the region and their joint trainings and seminars with persons who are unemployed, but are active job-seekers so that they acquire OSH knowledge prior to entering into employment.
- Support to established events for observing the World Day for Safety and Health at Work and the European Week for Safety and Health at Work and instigating initiatives for similar new events in the region with media coverage to attract sufficient attention to OSH.
- Cooperation with trade unions, youth organizations and employers' organizations by holding joint events and activities for the promotion of OSH at a regional level.
- Producing TV shows on the subject of OSH in which OSH experts will participate.
- Conferring regional awards on companies pursuant to various criteria, for example: good practices, innovative solutions in the field of OSH, accidents occurred – lessons to learn from, etc.

Strategic priority 5

Records pertaining to the OSH area

Overview of the situation: In the Western Balkan countries there are no developed databases of occupational injuries, accidents and professional diseases, databases of experts and OSH experts, there is no single system of records, and there is no compliance with the European Statistics for Accidents at Work – ESAW and the European Occupational Diseases Statistics (EODS).

The lack of information connection between the health institutions for reporting and recording of professional diseases, the inadequate implementation of the legislation, improper reporting and registration of professional diseases result in inefficient records in practice.

Within this strategic priority, the following specific strategic objectives are foreseen:

- 5.1 Preparatory work for the design of a unified system for reporting occupational injuries according to the ESAW methodology.
- 5.2 Strengthening the inter-institutional cooperation among the relevant stakeholders to keep a single register of occupational injuries and professional diseases.
- 5.3 Initiating the development of a regional database of experts and experts in the field of OSH.

For the purpose of attaining the first strategic objective, it is crucial to introduce and develop an integrated system for monitoring and reporting of occupational injuries and professional diseases. Within this objective, by virtue of joint cooperation among the state competent institutions, an integrated health information system is to be introduced and harmonized with the recommendations of ILO and EU (Eurostat).

For the purpose of attaining the second specific objective, it is essential to strengthen and promote the inter-institutional cooperation by establishing procedures for communication among the institutions keeping records of occupational injuries and professional diseases.

For the purpose of attaining the third specific objective, it is necessary to instigate and encourage the initiative of experts from the region to communicate their data in a common expert base in the region which subsequently would serve as a hub regarding the needs of employers, state institutions

and the ones of the civil sector, in the direction of professionalization of the field and exchange of experiences per specific activity.

Challenges/Objectives

- The analysis of the data on injuries, occupational accidents and professional diseases will provide for determination of the current state of records in all Western Balkan countries.
- Establishing a regional centre that will unite and collect all data on injuries, accidents and professional diseases at the workplace in the region.
- Creating a database for OSH experts containing records about all OSH experts.
- Evaluation of the causes of occupational injuries and professional diseases for the purpose of inferring conclusions about undertaking specific preventive measures.
- Use of data from registers of occupational injuries and professional diseases in order to improve the functionality of the information system.

Strategic priority 6

Sectoral and inter-sectoral cooperation at the national and regional level

Overview of the situation: In the countries of the region there is insufficiently developed cooperation among the OSH stakeholders at the national level, especially in terms of the engagement of civil society organizations in state policies. In order to raise the OSH awareness, to promote and secure safe work environments, it is necessary to ensure that the process is an inclusive process and that the civil sector is engaged in policy creation. The primary role of the sectoral and intersectoral cooperation is exchange of information and cooperation, coordination of any cooperation activities, reporting and proposing measures for improvement of the working conditions.

Within this strategic priority, the following specific strategic objectives are foreseen:

- 6.1 Improving the cooperation, coordination and exchange of information among all relevant stakeholders in the field of OSH at the national level.
- 6.2 International cooperation in the field of OSH

For the purpose of attaining the first strategic objective, it is necessary to ensure that the cooperation, coordination and exchange of information is in compliance with the national regulations and at all levels - at the company level, regionally and nationally by means of social dialogue and by engagement of all social partners in seeking solutions to OSH.

For the purpose of attaining the second specific objective, the countries are to work together in order to solve a wide spectrum of challenges in different areas of life, including the OSH area. In this respect, the international cooperation with the European institutions such as EU OSHA, ILO, TNO, ON and other international organizations at European and regional level is to be intensified. The regional cooperation in the Balkan region will be realized through the BALcanOSH.net network aimed at promotion, development and cooperation of OSH professionals.

CHALLENGES/OBJECTIVES

- Maintaining a regional web platform i.e. an online OSH platform containing OSH data, strategies, laws, European examples, publications, columns of experts from the region and any other OSH related activities from the region.
- Investigative journalism pertaining to OSH.
- Organizing events in cooperation with the media in the field of OSH at the national and regional level.
- Public promoting of companies securing stable job positions.
- Organizing international conferences in the field of OSH.
- Strengthening the BAlcanOSH.net network by increasing membership and by active engagement of CSOs from Southeast Europe.

Long-term and short-term measures for provision of OSH

The long-term measures for provision of OSH will be realized through the adoption of regulations and amendments to the existing regulations, in conformity with international OSH acts, as well as through their implementation in all Western Balkan countries. These long-term and short-term measures for provision of OSH, as well as for control over the implementation of OSH measures fall under the competences of the state bodies. Within the long-term measures, continuous development of the competences of the OSH inspectors will be encouraged. The long-term measures will contribute to the creation and strengthening of the capacities of all OSH stakeholders at the national and regional level. In order to achieve the objectives of the Strategy, the main focus will be on the small and medium-sized enterprises, the development and improvement of which will result in reduction of the number of occupational injuries and professional diseases. In the long run, more active engagement of the small and medium-sized enterprises is anticipated in the counselling, support and implementation of OSH laws and by-laws.

In the longer run, the OSH Councils in each Western Balkan country are expected to demonstrate more extensive activity in proposing OSH measures and solutions to ministries and to other competent institutions, continuous observation of the national and international legislation in the field of OSH, active engagement in round tables, public debates, international forums, conferences, workshops and seminars in the field of OSH.

The records of data from the integrated system for monitoring and reporting of occupational injuries and professional diseases are of paramount importance. They will serve as a foundation for undertaking measures and activities aimed at prevention of occupational injuries and professional diseases in the future. The database of occupational safety experts will provide for exchange of experiences and good practices in the countries of the region. Additionally, the continuous development of the OSH experts is a measure that is to have a long-term effect and which is expected to result in raising the awareness of the familiarization with and the role of OSH among the citizens in the region.

The long-term and short-term measures for provision of OSH will be realized by means of consideration of the existing measures for protection, planning and introduction of new measures in line with the technical and technological advances. The outcomes of the application of OSH measures will also be subject to analysis, that is, the situation with injuries and fatalities at the workplace will be observed in order to identify any drawbacks and work on their correction and elimination both nationally and regionally.

Considering the small number of civil society organizations operating in the field of OSH and their activities dependent on finances, more funds are to be secured in the future for the CSOs active in the field of occupational safety and health (for instance, the Health Insurance Fund and the Pension

and Disability Insurance Fund to allocate some of their funds to civil society organizations active in the field of OSH. Indisputably this would be beneficial and in their interest as well).

Time Framework

The Regional Strategy is to be implemented according to the action plan over a time period of 5 years, and in all countries of the region. The Strategy, depending on the institutional and organizational capacities of the member countries of the platform, will be subject to different intensity and dynamics of implementation, that is, in some countries it will be implemented faster, whereas in others at a much slower pace, starting from spring 2019. In the process of implementation, the countries in the region will have to exchange information and data with one another so as to jointly support the successful implementation of the Strategy.

Financial Construction

It is necessary to secure funds for successful and uninterrupted implementation of the Strategy. The funds are to be secured from joint participation, i.e. from: state funds, private sector, donors and own resources, which provide support for development and improvement of the system of occupational safety and health, at the national or European level.

Implementation

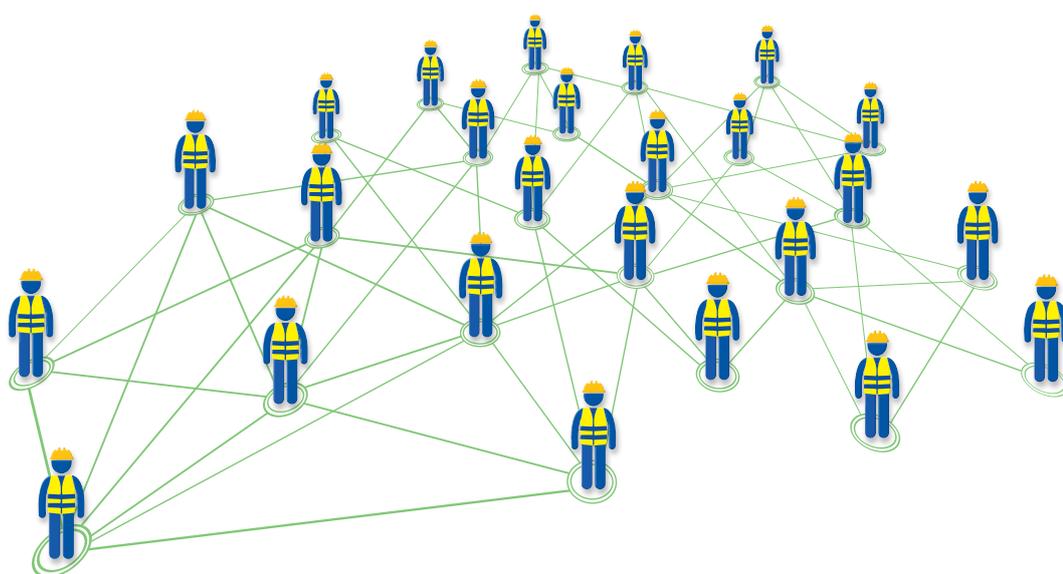
In order to promote and improve the occupational safety and health situation as well as to secure a downward trend concerning occupational injuries, accidents and professional diseases, monitoring and evaluation of the defined strategic objectivess is required at the national and regional level. This way, any problems that may arise in the course of the implementation of this Strategy will be thoroughly analyzed and adequate modifications and solutions will be proposed.

Action Plan

An Action Plan is also being adopted for the implementation of this Strategy. The Action Plan is part of this Strategy and it sets out the activities, tasks, holders of activities, financial resources and deadlines for achieving the objectives of the Strategy. The regional level action plan covers 5 IPA countries: Macedonia, Kosovo*, Serbia, Montenegro and Albania.



ACTION PLAN FOR IMPLEMENTATION
OF REGIONAL OCCUPATIONAL SAFETY
AND HEALTH STRATEGY OF WESTERN
BALKAN COUNTRIES 2019-2023



STRATEGIC PRIORITY 1: EFFICIENT LEGAL FRAMEWORK AND OSH POLICIES

MEASURES / ACTIVITIES	EXPECTED OUTCOMES	INDICATORS	TIME FRAMEWORK	COMPETENT INSTITUTIONS
OBJECTIVE 1.1 Revision of the OSH Law in the Western Balkan countries				
1.1.1 Establishment of a working group	Established working group for the revision of the Law in all 5 IPA countries	Adopted Work Plan	2019	State institutions, line ministries, CSOs, scientific institutions
1.1.2 Determination of the current state regarding the OSH Law in each IPA country	Developed draft policies for promotion of the OSH related state	Printed Policy Paper in all Western Balkan countries	2020	Working group under 1.1.1
1.1.3 Establishment of a parliamentary lobby group	Established group within the Assembly at the national level	Adopted Work Plan	2020	Members of the Parliament at the national level
1.1.4 Software for promotion of the OSH related state	Developed software pertaining to draft measures, recommendations and solutions	Numerous good practices, developed policies and OSH related procedures	2021	State institutions, line ministries, CSOs, scientific institutions
1.1.5 Establishment of a regional commission	Established expert regional commission	Attained high level of harmonization with the framework for OSH control and management at the national level in line with the actual needs and the EU legislation	2020 - 2023	State institutions, line ministries, CSOs, scientific institutions Working group under 1.1.1
OBJECTIVE 1.2 Revision of Rulebooks pertaining to the OSH Law				
1.2.1 Establishment of a working group	Established expert groups in all 5 IPA countries	Adopted Work Plan	2020	State institutions, line ministries, CSOs, scientific institutions
1.2.2 Determination of the existing state	Drafted Strategy for rulebooks and bylaws	Printed and distributed Study	2021	Working group under 1.2.1
OBJECTIVE 1.3 Completion of the OSH regulation by initiating new rulebooks				
1.3.1 Establishment of an expert working group	Established expert group in all 5 IPA countries	Adopted Work Plan	2020	State institutions, line ministries, CSOs, scientific institutions
1.3.2 Analysis processes	Conducted analysis	Number of analyses and working meetings	2021	Working group under 1.3.1
1.3.3 Creation of draft rulebooks at the national level	Created draft rulebooks	Number of developed draft rulebooks	2021-2023	Working group under 1.3.1
1.3.4 Establishment of a regional commission	Established regional commission	Attained level of harmonization with the actual needs and the EU legislation	2023	State institutions, line ministries, CSOs, scientific institutions Working groups under 1.3.1
1.3.5 Consultative process for adoption at the national level	Organization of debates, round tables at the national and regional level	Reports on meetings held, adopted draft rulebooks	2023-2024	Regional commission under 1.3.4 and a parliamentary lobby group under 1.1.3

MEASURES / ACTIVITIES	EXPECTED OUTCOMES	INDICATORS	TIME FRAMEWORK	COMPETENT INSTITUTIONS
OBJECTIVE 1.4 Categorization of rulebooks pursuant to the business activity and the size of legal entities				
1.4.1 Establishment of an expert working group	Established expert groups in all 5 IPA countries	Adopted Work Plan	2020	State institutions, line ministries, CSOs, scientific institutions
1.4.2 Analysis processes	Conducted analysis	Number of analyses and working meetings	2020-2021	Working group under 1.4.1
1.4.3 Categorization of rulebooks pertaining to the business activity of legal entities	Completed categorization	Categories of rulebooks according to business activity	2021	Working group under 1.4.1
1.4.4 Categorization of rulebooks pertaining to the size of legal entities	Completed categorization of rulebooks	Categories of rulebooks according to the size of legal entities	2021	Working group under 1.4.1
1.4.5 Establishment of a regional commission	Established expert regional commission	Attained level of harmonization with the actual needs and the EU legislation	2022	State institutions, line ministries, CSOs, scientific institutions Working groups under 1.4.1
1.4.5 Consultative process for adoption at the national level	Organization of debates, round tables at the national and regional level	Reports on meetings held, Adopted draft rulebooks	2022-2023	Regional commission under 1.4.5 and parliamentary lobby group under 1.1.3

STRATEGIC PRIORITY 2: OSH RELATED EDUCATION

MEASURES / ACTIVITIES	EXPECTED OUTCOMES	INDICATORS	TIME FRAMEWORK	COMPETENT INSTITUTIONS
OBJECTIVE 2.1 Establishment of an OSH professional education system				
2.1.1 Establishment of a working group	Established expert groups in all 5 IPA countries	Adopted Work Plan	2020	State institutions, line ministries, CSOs, scientific institutions
2.1.2 Process of state analysis	Determination of the existing state with reference to OSH professional education in all 5 IPA countries	Determination of OSH education	2020	Working group under 2.1.1
2.1.3 Creation of a professional development program	Developed program for continuous education	Attained level of harmonization with the actual needs	2020-2021	State institutions, line ministries, CSOs, scientific institutions, working group under 2.1.1
2.1.4 Establishment of a regional commission	Established expert regional commission	Attained level of harmonization with the education program at the regional level and with the EU legislation	2021	State institutions, line ministries, CSOs, scientific institutions Working groups under 2.1.1
2.1.5 Consultative process for the adoption of an education program at the national level	Organization of debates, round tables at the national and regional level	Reports on meetings, adopted education programs	2021-2023	Regional commission under 2.1.1 and parliamentary lobby group under 1.1.3
2.1.6 Strengthening the capacities of the OSH Engineers	Engineers who will meet the OSH-related needs both in terms of quality and quantity at the national and regional level	Number of OSH Engineers at the national and regional level	2020-2023	Scientific-educational institutions
2.1.7 Strengthening the capacities of the medical staff	Occupational health physicians who will meet the OSH-related needs both in terms of quality and quantity at the national and regional level	Number of physicians specializing in occupational medicine	2020-2023	Scientific-educational institutions
OBJECTIVE 2.2 Introduction of a lifelong learning system (non-formal education) pertaining to OSH				
2.2.1 Establishment of a working group	Established expert groups in all 5 IPA countries	Adopted Work Plan	2020	State institutions, line ministries, CSOs, scientific institutions
2.2.2 Analysis processes	Completed analyses at the national level	Number of analyses and working meetings	2020	Working group under 2.2.2
2.2.3 Creating a lifelong learning program	Created program	Attained level of harmonization with the actual needs	2021	State institutions, line ministries, CSOs, scientific institutions Working group under 2.1.1
2.2.4 Creation of an evaluation system and scoring of the continuous education	Created system	Attained level of harmonization with the EU legislation pertaining to lifelong learning	2022-2023	Regional group under 2.2.1

MEASURES / ACTIVITIES	EXPECTED OUTCOMES	INDICATORS	TIME FRAMEWORK	COMPETENT INSTITUTIONS
2.2.5 Establishment of a regional commission	Established expert regional commission	Attained level of harmonization with the EU legislation at the regional level	2022	State institutions, line ministries, CSOs, scientific institutions Working groups under 2..2.1
2.2.6 Consultative process for adoption at the national level	Organization of debates, round tables at the national and regional level	Reports on meetings, Adopted draft rulebooks	2022-2023	Regional commission under 2.2.5 and parliamentary lobby group under 1.1.3
2.2.7 Strengthening the capacities of the OSH officers	Competent OSH officers	Number of organized events at the national and regional level aimed at raising the competences of the OSH officers	2021-2023	State institutions, line ministries, CSOs, scientific institutions
2.2.8 Strengthening the competences of the Labor Inspectors in each country of the IPA region	Strengthened competences of the Labor Inspectors at the national level	Number of attended educational seminars, trainings, workshops, Number of attended study visits for the purpose of exchanging experiences in the practical implementation of the OSH legislation at the regional and national level	2019-2023	Line ministries and the Labor Inspectorate
2.2.9 Strengthening the role of the Occupational Health Physicians	Increased role of the Occupational Health Physicians in the counseling, support and implementation of laws and bylaws	Engagement of the occupational health medicine in the counseling, support and implementation of laws and bylaws	2019-2023	Line ministries, occupational medicine services, occupational medicine institutes
2.2.10 Strengthening the competences of the employers' representatives in charge of OSH	Competent employees' representatives	Number of organized events aimed at strengthening the competences of the employees' representatives	2022-2023	Civil society organizations, trade union associations
2.2.11 Acquisition of knowledge in the field of OSH on the part of the employers	Educated employers at the national and regional level pertaining to the OSH area	Number of organized events aimed at increasing the knowledge pertaining to the OSH area	2022-2023	Employers' organizations, non-governmental organizations, Chambers of Commerce
2.2.12 Acquisition of knowledge and skills in the field of OSH on the part of the journalists	Educated journalists at the national and regional level pertaining to the OSH area	Number of organized events aimed at increasing the knowledge pertaining to the OSH area	2020-2023	Media organizations. Journalists, TV houses, educational institutions

MEASURES / ACTIVITIES	EXPECTED OUTCOMES	INDICATORS	TIME FRAMEWORK	COMPETENT INSTITUTIONS
OBJECTIVE 2.3 Creating a platform for exchange of knowledge and skills at the national and regional (international) level				
2.3.1 Entry into Memorandums of Understanding among the institutions at the national and regional level	Memorandums of Understanding entered into	Number of Memorandums entered into	2019-2020	State institutions, line ministries, CSOs, scientific institutions, embassies
2.3.2 Study analysis	Conducted analysis at the national level and at the regional level for exchange of knowledge and skills	Study on exchange of knowledge and skills as well as good practices at the regional level	2020 - 2021	State institutions, line ministries, CSOs, scientific institutions
2.3.3 Exchange of knowledge and skills at the national level	Continuous holding of events for exchange of skills and knowledge	Number of organized events	2020-2021	State institutions, line ministries, CSOs, scientific institutions
2.3.4 Creating a platform for exchange of knowledge and skills at the regional and European level	Developed platform for exchange of knowledge and skills at the regional and European level	Two-thirds of the platform realized at the regional and European level	2020-2023	State institutions, line ministries, CSOs, scientific institutions
2.3.5 Exchange of knowledge and skills at the regional and European level	Continuous holding of events for exchange of skills and knowledge	Number of organized events	2020-2023	State institutions, line ministries, CSOs, scientific institutions
2.3.6 Regional cooperation	Organized regional events pertaining to OSH, realized tools of the BALcanOSH network and cooperation outcomes	Number of events, increased number of members of the network	2019-2023	State institutions, line ministries, CSOs, scientific institutions BALcanOSH.net, European networks
2.3.7 Active engagement in the operation of the expert associations at the regional and European level	Organized meetings, workshops, international conferences, seminars, realized joint campaigns	Number of organized meetings, workshops, international conferences, seminars, realized joint campaigns	2019-2023	State institutions, line ministries, CSOs, scientific institutions BALcanOSH.net, European networks

STRATEGIC PRIORITY 3: STRENGTHENING THE OSH CAPACITIES

MEASURES / ACTIVITIES	EXPECTED OUTCOMES	INDICATORS	TIME FRAMEWORK	COMPETENT INSTITUTIONS
OBJECTIVE 3.1 Creation of favorable conditions for the active engagement of the civil society organizations in the public policies at the national level				
3.1.1 Establishment of a working group	Established expert working groups in all 5 IPA countries	Adopted Work Plan	2020	State institutions, line ministries, CSOs, scientific institutions
3.1.2 Identification of the existing state at the national level	Drafted Study for engagement of the civil society organizations in the public policies at the national level	Printed Study	2020	Working group under 3.1.1
3.1.3 Establishment of a regional commission	Established expert regional commission	Attained level of harmonization with the EU legislation and the international standards	2020-2021	State institutions, line ministries, CSOs, scientific institutions Working groups under 3.1.1
3.1.4 Stimulation of active engagement of citizens in the civil sector and in the social processes taking place at the national level	The citizens contribute to meeting their needs by active membership and volunteering within the organizations	Encouraged voluntary activities at all ages	2020-2023	State institutions, line ministries, CSOs, scientific institutions Working groups under 3.1.1
3.1.5 Introduction of a systematic approach towards citizens' education	Educated citizens regarding civil rights and obligations, support to activities that presuppose civil activism at the national and regional level	Increased number of members of the civil society organizations at the national and regional level	2019-2023	State institutions, line ministries, CSOs, scientific institutions
OBJECTIVE 3.2 Establishment partnership between the civil society organizations and the state (public) institutions at the national and regional level				
3.2.1 Entry into Memorandums of Understanding between the institutions and the civil society organizations	Memorandums of Understanding entered into	Number of Memorandums of Understanding entered into	2019-2023	Government, state institutions, civil society organizations, scientific-educational institutions, Chambers
3.2.2 Monitoring and analysis of the activities of the OSH Council at the national level	Reports on the operation of the Council in all IPA countries	Number of Reports Establishment of OSH Councils	2020-2023	Government, state institutions, civil society organizations, scientific-educational institutions, Chambers
3.2.3 Monitoring and analysis of the activities of the members of the OSH Council at the national level	Appropriate degree of information of the members of the OSH Council at the national level	Increased visibility and dedication on the part of the members of the OSH Council	2021-2023	Government, state institutions, civil society organizations, scientific-educational institutions, Chambers
3.2.4 Creation of a Work Program for the OSH Council at the national and regional level	Drafted Work Program at the national level Drafted Cooperation Strategy at the regional level	Printed and distributed programs and Strategy for cooperation of the OSH Councils at the regional level	2022-2023	Government, state institutions, civil society organizations, scientific-educational institutions, Chambers

MEASURES / ACTIVITIES	EXPECTED OUTCOMES	INDICATORS	TIME FRAMEWORK	COMPETENT INSTITUTIONS
3.2.5 Monitoring of the activities of the Council for the purpose of realization of the OSH related program	Realized program at the national level Process of implementation of the Strategy at the regional level	Engagement of the civil society organizations in the realization of the Program of the CSOs and the OSH Council at the national and regional level	2022-2023	Government, state institutions, civil society organizations, scientific-educational institutions, Chambers
OBJECTIVE 3.3 Creation of mechanism for financial sustainability of Civil society Organizations in the region				
3.3.1 Understanding the current situation on national level	Carried out analysis for establishment of state-funding model for national CSOs	Number of CSOs included in the analysis Conducted analysis for needs of the target groups in the IPA region	2020-2023	Government, COSs
3.3.2 Creating programs for financial support by governments on national level	Created program for	Used State funds	2019-2023	Government, State institutions, COSs
3.3.4 Preparation of guideline for application of legal/sub-legal act for allocation of funds from public sources	Created Guideline	Published and disseminated guideline Published documentation for calls for submission of project proposals	2020-2023	Government
3.3.5 strengthening the capacities of CSOs for fundraising strategies (community, individuals, business sector)	Educated Civic Organizations	Number of conducted training on regional level Number of organized events	2020-2023	COSs

STRATEGIC PRIORITY 4: PROMOTION AND RAISING THE AWARENESS WITH REFERENCE TO OSH

MEASURES / ACTIVITIES	EXPECTED OUTCOMES	INDICATORS	TIME FRAMEWORK	COMPETENT INSTITUTIONS
OBJECTIVE 4.1 Developed and strengthened culture of preventive acting				
4.1.1 Creation of programs aimed at raising the public awareness pertaining to OSH at the national level	Developed programs for specific target groups (public sector, private sector, inspectorates, employers' organizations, trade union associations, media organizations, etc.)	Two-thirds of developed programs at the national level in all 5 IPA countries	2020-2023	Government, state institutions, civil society organizations, scientific-educational institutions, Chambers
4.1.2 Dissemination of the programs at the national and regional level	Delivered programs for raising the OSH awareness at the national and regional level	Number of delivered programs	2019-2020	Civil society organizations
4.1.3 Promotion of OSH via electronic and printed media at the national and regional level	Continuous presence in media at the national and regional level	Percentage of OSH coverage (representation) in media	2019-2023	Civil society organizations
4.1.4 Establishment of OSH training teams at the national and regional level	Established OSH expert teams at the national and regional level	Number of established teams at the national level Number of established teams at the regional level	2019	Scientific institutions, civil society organizations, media, research institutes, Chambers
4.1.5 Organization of OSH trainings for the working age population from the private sector	Trained working age population from the private sector that will proceed with implementation of the respective OSH measures and standards	As a minimum two-thirds of the working age population from the private sector trained	2019-2023	Scientific institutions, civil society organizations, employers' organizations, trade union organizations, Chambers
4.1.6 Organization of OSH trainings for the working age population from the artisan sector	Trained working age population from the artisan sector that will proceed with implementation of the respective OSH measures and standards	As a minimum two-thirds of the working age population from the artisan sector trained at the national and regional level	2019-2023	Scientific institutions, civil society organizations, employers' organizations, trade union organizations, Chambers
4.1.7 Organization of OSH trainings for the working age population from the industrial sector	Trained working age population from the industrial sector that will proceed with implementation of the respective OSH measures and standards	As a minimum two-thirds of the working age population from the industrial sector trained at the national and regional level	2019-2023	Scientific institutions, civil society organizations, employers' organizations, trade union organizations, Chambers
4.1.8 Organization of OSH trainings for the working age population from the construction sector	Trained working age population from the construction sector that will proceed with implementation of the respective OSH measures and standards	As a minimum two-thirds of the working age population from the construction sector trained at the national and regional level	2019-2023	Scientific institutions, civil society organizations, employers' organizations, trade union organizations, Chambers

MEASURES / ACTIVITIES	EXPECTED OUTCOMES	INDICATORS	TIME FRAMEWORK	COMPETENT INSTITUTIONS
4.1.9 Organization of OSH trainings for the working age population from the agricultural sector	Trained working age population from the agricultural sector that will proceed with implementation of the respective OSH measures and standards	As a minimum two-thirds of the working age population from the agricultural sector trained at the national and regional level	2019-2023	Scientific institutions, civil society organizations, employers' organizations, trade union organizations, Chambers
4.1.10 Organization of OSH trainings for the working age population from the public sector	Trained working age population from the public sector that will proceed with implementation of the respective OSH measures and standards	As a minimum two-thirds of the working age population from the public sector trained at the national and regional level	2019-2023	Scientific institutions, civil society organizations, employers' organizations, trade union organizations, Chambers
4.1.11 Organization of OSH trainings for the working age population from the public health sector	Trained working age population from the public health sector that will proceed with implementation of the respective OSH measures and standards	As a minimum two-thirds of the working age population from the public health sector trained at the national and regional level	2019-2023	Scientific institutions, civil society organizations, employers' organizations, trade union organizations, Chambers
4.1.12 Organization of OSH trainings for the working age population from the public administration sector	Trained working age population from the public administration sector that will proceed with implementation of the respective OSH measures and standards	As a minimum two-thirds of the working age population from the public administration sector trained at the national and regional level	2019-2023	Scientific institutions, civil society organizations, employers' organizations, trade union organizations, Chambers
4.1.13 Organization of a competition for the selection of best practices in the field of OSH in the private sector at the national and regional level	Encouraging the implementation of good practices in the field of OSH in the private sector	Number of conferred awards for best practices at the national and regional level	2020-2023	Scientific institutions, civil society organizations, employers' organizations, trade union organizations, Chambers
4.1.14 Organization of competitions for the selection of best practices in the public sector	Encouraging the implementation of good practices in the field of OSH in the public sector	Number of conferred awards for best practices at the national and regional level	2020-2023	Scientific institutions, civil society organizations, employers' organizations, trade union organizations, Chambers
4.1.15 Holding of workshops for exchanging good OSH practices at the regional level	Filled in and distributed checklists that would enable the experts and employers to assess the undertaken measures for implementation of the legal regulation at the regional level	Number of filled in and distributed checklists	2020-2023	Scientific institutions, civil society organizations, employers' organizations, trade union organizations, Chambers

MEASURES / ACTIVITIES	EXPECTED OUTCOMES	INDICATORS	TIME FRAMEWORK	COMPETENT INSTITUTIONS
OBJECTIVE 4.2: Raising the OSH related awareness via the formal education				
4.2.1 Created OSH curricula for preschool children	Developed OSH curricula for preschool children at the national and regional level	Percentage of OSH coverage in the preschool education curricula	2020	State institutions, line ministries, scientific institutions, civil society organizations
4.2.2 Created OSH curricula for primary school students	Developed OSH curricula for primary school children at the national and regional level	Percentage of OSH coverage in the primary school education curricula	2020	State institutions, line ministries, scientific institutions, civil society organizations
4.2.3 Created OSH curricula for secondary school students	Developed OSH curricula for secondary school children (both vocational and high school) at the national and regional level	Percentage of OSH coverage in the primary school education curricula	2020	State institutions, line ministries, scientific institutions, civil society organizations
4.2.4 Creation of OSH curricula for university students	Created OSH curricula for university students at the national and regional level	Percentage of OSH coverage in the curricula	2020	State institutions, line ministries, scientific institutions, civil society organizations
4.2.5 OSH training for the primary and secondary school students	Trained students who will take care of their health from a very early age	As a minimum two-thirds of the primary and secondary school students trained at the national and regional level	2020-2023	State institutions, line ministries, scientific institutions, civil society organizations
4.2.6 OSH training for the secondary school students (both vocational and high school students)	Trained students who shall proceed with dissemination of the acquired knowledge	As a minimum two-thirds of the secondary school students trained at the national and regional level	2020-2023	State institutions, line ministries, scientific institutions, civil society organizations
4.2.7 Organization of competitions and quizzes among the secondary school students regarding best OSH practices at the national and regional level	Encouraging the competitive spirit among the students and exchange of different practices at the national and regional level	Number of awarded students	2020-2023	State institutions, line ministries, scientific institutions, civil society organizations
4.2.8 OSH training for university students	OSH trained students pursuant to their future profession	As a minimum two-thirds of the university students trained at the national and regional level	2020-2023	State institutions, line ministries, scientific institutions, civil society organizations
4.2.9 Establishment of an OSH Educational Centre at the regional level	Organized lectures and seminars in the OSH field	As a minimum two-thirds of the working age population covered at the regional level	2021	State institutions, line ministries, scientific institutions, civil society organizations

STRATEGIC PRIORITY 5: OSH RELATED RECORDS

MEASURES / ACTIVITIES	EXPECTED OUTCOMES	INDICATORS	TIME FRAMEWORK	COMPETENT INSTITUTIONS
OBJECTIVE 5.1 Preparations for the design of a unified system of reporting occupational injuries in conformity with the ESAW methodology				
5.1.1 Establishment of a working group	Established expert working groups in all 5 IPA countries	Adopted Work Plan	2020	State institutions, line ministries, civil society organizations, scientific institutions
5.1.2 Assessment of the existing legal regulation for occupational injury records at the national level	Facilitation of records	Upgraded rulebook on occupational injury records	2020 - 2021	Working group under 5.1.1
5.1.3 Establishment of a regional commission	Established expert regional commission	Attained level of harmonization with the EU legislation and the international standards	2021	State institutions, line ministries, civil society organizations, scientific institutions, working groups under 5.1.1
5.1.4 Creation of unified lists of occupational injury records	Instruments for unified and efficient record keeping with reference to occupational injuries	Drafted forms	2021	Working groups under 5.1.1 and established commission under 5.1.3
5.1.5 Initiation of procedures for adoption and formalization of the document	The document is to be submitted to the competent authority at the national level	Proof that it has been submitted to the archives	2022	Working groups under 5.1.1 and the parliamentary lobby group under 1.1.3
OBJECTIVE 5.2 Strengthening the inter-institutional cooperation among the relevant stakeholders regarding the recordkeeping of a single register of occupational injuries and professional diseases				
5.2.1 Establishment of a working group	Established expert working groups in all 5 IPA countries	Adopted Work Plan	2020	State institutions, line ministries, civil society organizations, scientific institutions
5.2.2 Determination of procedures for communication among the institutions keeping records of occupational injuries, professional diseases and illnesses at the national level	Drafting of procedures	Drafted procedures	2021	Working group under 5.2.1
5.2.3 Establishment of a regional commission	Established expert regional commission	Attained level of harmonization with the EU legislation and the international standards	2021	State institutions, line ministries, civil society organizations, scientific institutions, working groups under 5.2.1
5.2.4 Harmonization of the occupational injury form with the valid legal regulation at the national level and harmonization at the regional level	Drafted form	Submitted document	2021-2022	State institutions, line ministries, OSH Councils

MEASURES / ACTIVITIES	EXPECTED OUTCOMES	INDICATORS	TIME FRAMEWORK	COMPETENT INSTITUTIONS
5.2.5 Identification/unification of the record-keeping procedure for occupational injuries with the competent institutions at the regional level	Drafted form	Submitted document at the national level	2021-2022	State institutions, line ministries, OSH Councils
5.2.6 Development and strengthening of an integrated system for reporting of occupational injuries	Established system of recordkeeping of occupational injuries at the regional level harmonized with the methodology of the European Statistics on Accidents at Work	Number of recorded occupational injuries	2019-2023	State institutions, line ministries, OSH Councils
5.2.7 Development and strengthening of an integrated system for registration of professional diseases	Functional system of recordkeeping of professional diseases	Number of recorded professional diseases	2019-2023	State institutions, line ministries, OSH Councils
5.2.8 Development of methods for exchange of information regarding issues pertaining to the application of the respective legislation involving the different partners	Familiarization with methods for exchange of information among the competent institutions at the national and regional level	Number of applied methods for exchange of information	2020-2023	State institutions, line ministries, OSH Councils
OBJECTIVE 5.3 Instigating an initiative for the design of a regional database of OSH officers and experts				
5.3.1 Establishment of a working group	Established expert working groups in all 5 IPA countries	Adopted Work Plan	2019-2023	State institutions, line ministries, civil society organizations, scientific institutions
5.3.2 Creation of a database of OSH experts	Created database of OSH experts at the regional level	Facilitated approach to expert knowledge in the field of OSH at the regional level	2019-2023	Working group under 5.3.1, Civil society organizations

**STRATEGIC PRIORITY 6: SECTORAL AND INTER-SECTORAL COOPERATION
AT THE NATIONAL AND REGIONAL LEVEL**

MEASURES / ACTIVITIES	EXPECTED OUTCOMES	INDICATORS	TIME FRAMEWORK	COMPETENT INSTITUTIONS
OBJECTIVE 6.1 Improving cooperation, coordination and exchange of information among all relevant stakeholders in the field of OSH on national level				
6.1.1 Improving cooperation between institutions	Signing MoU between relevant institutions on national and regional level	Number of MoU	2019-2023	State institutions, line ministries, CSOs, scientific institutions,
6.1.2 Promotion and further development of policies for OSH importance on national level	Exchange of data and information between the relevant institutions	Number of nominated responsible persons for cooperation and exchange of information on national level	2020-2023	State institutions, line ministries, CSOs, scientific institutions,
6.1.3 Promotion and further development of policies for OSH significance on regional level	Exchange of data and information between the relevant institutions on regional level	Number of nominated persons responsible for cooperation and exchange of information on regional level	2020-2023	State institutions, line ministries, CSOs, scientific institutions,
6.1.4 Building (maintening) - the website of Civil Organizations (http://www.project-balkanosh.net as a portal for exchange of information and cooperation on national and regional level	Improving of website with information and database	Updated website with new information, central database, financial support, participation of organizations in working bodies, participation in policy making and similar activities	2019-2023	CSOs
OBJECTIVE 6.2 International cooperation in the field of OSH				
6.2.1 Identify potential BALcanOS network members	Preparation of the program and rules of procedure	Printed and distributed program and rules of procedure	2019-2023	CSOs , National OSH Councils
6.2.2. Promotion of networks on national and regional level	Promoted network	Network documents	2019	CSOs , National OSH Councils
6.2.3 Plan, program and manner of network operation on regional level	Adopted plan and program	Plan and program of the network	2019-2023	BALcanOSH.net
6.2.4 Plan, program and manner of network operation on international and European level	Number of signed MoU with European and international organizations/institutions (European institutions such as EU OSHA, ILO, TNO, ON, and other international organizations)	Regional and European promotion, development and cooperation of OSH professionals and other international collaborations)	2019-2023	BALcanOSH.net

Sources:

- Regional OSH Study of the Western Balkan Countries
- OSH Study of Macedonia
- OSH Study of Macedonia
- OSH Study of Serbia
- OSH Study of Montenegro
- OSH Study of Albania
- OSH Study of Kosovo*

