

**THE STRATEGY OF CYPRUS ON SAFETY AND HEALTH AT WORK
FOR THE PERIOD 2007-2012**

ACTION PLAN

1. STATUTORY FRAMEWORK

No	SPECIFIC ISSUES	STAKEHOLDERS	ACTIONS OF THE DEPARTMENT OF LABOUR INSPECTION	ACTIONS OF OTHER STAKEHOLDERS	COOPERATION WITH OTHER STAKEHOLDERS
1	Operation of the Labour Advisory Board (LAB) which provides advice to the Minister of Labour and Social Insurance on all labour matters and submits proposals and suggestions on labour legislation.	Department of Labour Inspection (DLI) and members of the Board	Preparation of advisory notes and timely implementation of the decisions of the LAB.	Active participation of the members of the LAB at the Board meetings. Submission of proposals and active participation for the implementation of the LAB decisions.	
2	Operation of the Pancyprian Safety and Health Council (PSHC) which provides advice to to the Minister of Labour and Social Insurance on taking measures to prevent work accidents, improvement of safety and health at work, revision or introduction new legislation.	DLI and members of the Council.	Promotion of regular meetings, preparation of briefing notes and timely implementation of the decisions of the PSHC.	Submission of proposals and active participation for the implementation of the PSHC decisions	

2. LEGISLATIVE FRAMEWORK

No	SPECIFIC ISSUES	STAKEHOLDERS	ACTIONS OF THE DEPARTMENT OF LABOUR INSPECTION	ACTIONS OF OTHER STAKEHOLDERS	COOPERATION WITH OTHER STAKEHOLDERS
1	Legislative framework.	DLI and Social Partners Organisations.	Preparation of new legislative framework where and when gaps, and or specific issues relating to the Cyprus local conditions are spotted or, when new regulations are introduced by the European Union. Unification of the legislation in case it has been amended substantially.	Active participation at Technical Committees established for every new draft or for specialised issues.	Legal Service of the Republic.

3. SUITABLE AND ADEQUATE INSPECTION SYSTEM

No	SPECIFIC ISSUES	STAKEHOLDERS	ACTIONS OF THE DEPARTMENT OF LABOUR INSPECTION	ACTIONS OF OTHER STAKEHOLDERS	COOPERATION WITH OTHER STAKEHOLDERS
1	Implementation of an inspection programme based on accurate and true data from inspections, accidents as well as surveys among the workers.	DLI.	Preparation of a series of biennial inspection programming and monitoring through implementation indices. Investigation of occurrences (work accidents, occupational diseases, dangerous occurrences as well as complaints from employees, employers and civilians). Preparation of reports. Preparation of Legal Cases Files for serious violations of the legislation (proactively for prevention purposes or after an occurrence). Keeping of records of data and figures		Police, Cyprus Fire Service (Fire Brigade), Registration and Control Council of Contractors, Workers' Organisations, Employers' Organisations

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			and preparation of relevant statistics.		
2	Carrying out regular as well as specialised inspections in the context of small campaigns.	DLI.	Preparation for the implementation of campaigns on specialised issues and keeping of statistical records for evaluation purposes.		
3	Arrangements for the provision of suitable and systematic training of the Inspectors.	DLI.	<p>Identification of the training needs, on a yearly basis, and preparation of an Action Plan through the Training Centre of the DLI.</p> <p>Implementation of the Action Plan through internal training and in cooperation with other local or foreign organisations.</p> <p>Training of the DLI staff on the operation of the system of communication with other member states of the European Union on inspection issues.</p>		<p>Professional and Scientific Associations,</p> <p>Cyprus Academy of Public Administration,</p> <p>Cyprus Police Academy,</p> <p>Organisations abroad,</p> <p>Labour Inspectorates of member states of the European Union.</p>
4	Exchange visits of Cypriot Inspectors to other member states of the European Union aiming at acquiring knowledge and experience.	DLI and Senior Labour Inspectors Committee (SLIC Committee).	Utilisation of the practice of exchanging Inspectors on an annual basis.		Labour Inspectorates of member states of the European Union.

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5	Cooperation with other Services, such as the Police, the Cyprus Fire Service, the Department of Labour Employment, etc, as well as semi Government Organizations and other Bodies / Organizations.	DLI.	Briefing, exchange of views and provision of training to other Services on Safety and Health issues.		Provision of training to the members of the stakeholders.
6	Provision to the Inspectors of suitable technological equipment.	DLI.	Purchase of new or replacement of old equipment including maintenance, repair and calibration of equipment.		
7	Provision of support to the Inspectors by means of computerised information systems.	DLI.	Upgrading of the Computerised Information System of the DLI. Operation of an Intranet network for internal communication. Access to webpages of other relevant organisations.		Information Services Department.
8	Improvement of the structure and staffing of the Department of Labour Inspection.	DLI.	Further development and staffing of the DLI during the validity period of the above Strategy.		Ministry of Finance.

4. SUPPORTIVE INSTITUTIONS

No	SPECIFIC ISSUES	STAKEHOLDERS	ACTIONS OF THE DEPARTMENT OF LABOUR INSPECTION	ACTIONS OF OTHER STAKEHOLDERS	COOPERATION WITH OTHER STAKEHOLDERS
1	Provision of support to the Safety Officers as well as to the Approved Persons for the Provision of Services for the Protection and Prevention on safety and health at	DLI, Employers and Employees Organisations.	Organisation of seminars. Provision of communication facilities and exchange of views via e-mail.	Provision of necessary assistance and support from the Employers' and Workers' Organisations.	Cooperation with enterprises / organisations of the private and public sector.

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	work issues, frequent provision information and regular communication with them.	Approved Persons.			
2	Improvement of the institution of Safety Committees (SC) aiming at a more active participation of the representatives of the workers for the promotion of safety and health at work and utilisation of them in the framework of operation of every enterprise.	PSHC, DLI and Employers' and Workers' Organisations.	<p>Effective operation of the Technical Committee for the improvement of the institution of Safety Committees and the implementation of its decisions.</p> <p>Stricter enforcement of the legislation on the set up and operation of SC.</p> <p>Preparation of informative material.</p> <p>Training of the members of SC of the Public Sector.</p>	<p>Encouragement by the Workers' organisations towards their members to participate at SC.</p> <p>Encouragement by the Employers' organisations towards their members to apply the legislation.</p> <p>Training of the members of SC.</p>	<p>Cyprus Academy of Public Administration,</p> <p>Press and Information Office (Publications Committee).</p>

5. SUITABLE WORKERS HEALTH SURVEILLANCE SYSTEM

No	SPECIFIC ISSUES	STAKEHOLDERS	ACTIONS OF THE DEPARTMENT OF LABOUR INSPECTION	ACTIONS OF OTHER STAKEHOLDERS	COOPERATION WITH OTHER STAKEHOLDERS
1	Action plan for the establishment and operation of a Workers Health Surveillance System.	DLI.	<p>Identification of the situation regarding occupational diseases. Collection from the Cancer Data Bank of the Bank of Cyprus Oncology Center and other relevant authorities.</p> <p>Οικονομοτεχνική μελέτη. Economic and Technical Study.</p> <p>Briefing and raising awareness of the medical world. Organisation of activities in cooperation with the Pancyprian Medical Union.</p>		<p>Cancer Data Bank,</p> <p>Cyprus Oncology Center,</p> <p>Pancyprian Medical Association,</p> <p>Ministry of Health,</p> <p>Health Insurance Organisation,</p>

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			<p>Preparation and distribution of information material pertinent to occupational health, occupational diseases and the promotion of health.</p> <p>Introduction of the principle of health promotion at work. Participation at programmes of the European Network for the Promotion of Health at Work (ENWHP).</p> <p>Promotion of procedures for the notification of occupational diseases and the creation of a System for collecting information and data.</p> <p>Formal adoption of assessment criteria for First Aid trainers and respective training programmes for them.</p>		<p>Employers and Workers Organisations,</p> <p>Technical Committee of the Labour Advisory Board,</p> <p>Labour Advisory Board,</p> <p>European Network for the Promotion of Health at Work,</p> <p>Enterprises / Organisations of the private and public sector.</p>

6. PROMOTION OF PREVENTION

No	SPECIFIC ISSUES	STAKEHOLDERS	ACTIONS OF THE DEPARTMENT OF LABOUR INSPECTION	ACTIONS OF OTHER STAKEHOLDERS	COOPERATION WITH OTHER STAKEHOLDERS
1	By means of regular and specialised inspections.	DLI.	Scheduling of inspections at various sectors of economic activity in order to inform employers and employees on Safety and Health at Work issues.		

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2	By means of campaigns organised on the basis of the decisions of the European Agency for Safety and Health at Work and the Senior Labour Inspectors Committee.	DLI.	Organisation of Awareness Raising Campaigns with the maximum possible participation of institutions and organisations.	Participation at the activities of the DLI and organisation of activities by the employers and workers organisations.	Organisations represented at the Pancyprian Safety and Health Council, Scientific and Professional Associations, Government and semi-Government Services, Approved Persons, Safety Officers.
3	Through the cooperation for the establishment and effective operation of Safety Committees.	DLI, Workers and Employers Organisations.	Stricter enforcement of the legislation for the establishment and operation of SC. Preparation of informative material. Training of the members of the Public Sector SCs.	Encouragement of the workers' by their organisations to participate at the SCs. Encouragement of the Employers' by their organisations to apply the provision of the legislation. Training of the SC members.	
4	By means of publications and articles in the newsletters and newspapers of the Social Partners and other organisations / bodies with a particular interest on safety and health at work issues.	DLI, organisations of the social partners, Cyprus Safety and Health Association, Cyprus Scientific and Technical Chamber.	Arrangements for the publication of informative material in the publications of various organisations and unions and provision of material for publication.	Promotion of the publication of informative material provided by the DLI and encouragement of the members of the associations and organisations to prepare their own contribution.	Daily press, Magazines.

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5	<p>With the preparation and distribution of simple, comprehensive and understandable informative / training material.</p> <p>With the distribution of material which is prepared by the European Agency for Safety and Health at Work.</p>	<p>DLI, organisations of the social partners, Cyprus Safety and Health Association, Cyprus Scientific and Technical Chamber.</p>	<p>Enrichment of the awareness raising material of the DLI, distribution of the said material during inspections and training seminars organised by the Training Centre and or the Social Partners, etc, briefing of the organisations / associations for the existing material and coverage of their needs where necessary.</p> <p>Preparation of Codes of Practice and Guidelines for all stakeholders to enable them to fulfil their statutory obligations.</p>	<p>Distribution of awareness raising material by the members of employers and workers organisations at work places as well as during training programmes organised by them.</p> <p>Recommendations on the draft Codes of Practice and Guidelines as well as promotion of their implementation.</p>	
6	<p>With the publication, at the web page of the Department of Labour Inspection of the legislation, informative / awareness raising material and other information that concern activities which contribute to the promotion of occupational safety and health.</p>	<p>DLI.</p>	<p>Enrichment of the web page of the DLI.</p>	<p>Briefing of the members of the employers and workers organisations through their publications and or informing them about the web page of the DLI.</p>	
7	<p>With the organisation, or the co-organisation with other institutions, including the Social Partners, of seminars and meetings and other awareness raising / informational / training activities.</p>	<p>DLI.</p>	<p>Staffing of the Training Centre, preparation of Training Policy, contribution with speakers at training programmes organised by institutions, creation of a database of presentations which will be at the disposal of the Inspectors of the DLI as well as the trainers of the employers and workers organisations.</p>		<p>Organisations of the social partners, scientific and professional Associations, Approved Persons, Safety Officers, Cyprus Safety and Health Association.</p>

No	SPECIFIC ISSUES	STAKEHOLDERS	ACTIONS OF THE DEPARTMENT OF LABOUR INSPECTION	ACTIONS OF OTHER STAKEHOLDERS	COOPERATION WITH OTHER STAKEHOLDERS
8	By means of other forms of collaboration with the institutions / organisations that have a particular interest on issues of safety and health at work.	DLI, other institutions / organisations.	Cooperation with the Greek Institute for Health and Safety at Work (ELINYAE) for the production of new printed material and organisation of training programmes and the Cyprus Safety and Health Association for the co organisation of events.		ELINYAE, Cyprus Safety and Health Association.
9	By means of education and training programmes.	DLI, organisations of the Social Partners, Associations represented at the Pancyprian Council of Safety and Health.	Increase of the training volume offered annually on safety and health at work issues (Statistical data obtained from the Human Resource Development Authority).	Increase of the training volume offered annually on safety and health at work issues.	
10	With the use of economic incentives and disincentives. With the use of voluntary tools, such as Competitions, etc.	DLI, Organisations of the Social Partners.	With the implementation of Grants Schemes to provide assistance to SMEs to upgrade their equipment. Upgrading of the Competitions organised by DLI.	Prize awarding by the employers organisations to enterprises with high standards on Safety and Health at Work issues. Prize awarding by the workers organisations to workers with high standards on Safety and Health at Work issues. Organising Competitions.	Enterprises / Organisations of the Private / Public Sector.

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11	With the implementation of Plans and Programmes for the promotion of health at the workplace including the collaboration with the medical world for the control of smoking at the workplaces.	DLI, European Network for the Promotion of Health at Work.	Participation of Cyprus in the campaign «Europe on the Move», which is an initiative of the European Network for the Promotion of Health at Work. It is related to lifestyles and attitudes that promote health at the work place in various sectors, among those of which is the prevention and termination of smoking.		Ministry of Health, Pancyprial Medical Association, Organisations of the Social Partners.
12	With the development of cooperation with the institutions that represent Consultants and Designers.	DLI, Cyprus Scientific and Technical Chamber.	Promotion of the implementation of a Common Policy on Safety and Health at Work issues in the Construction sector. Promotion of measures for the integration of Safety and Health in the activities of the sector and training of all employees in the sector.	Cooperation with the DLI for the mainstreaming of Safety and Health issues into their sectoral activities and the training of their members and partners.	
13	With the collaboration with the Mass Media.	DLI, Organisations of the Social Partners.	Intensive briefing of the MM on Safety and Health issues with the participation of Officers of the Department at radio and TV broadcasts for the promotion of Safety and Health at Work issues.	Promotion of Safety and Health at Work issues by the mass media.	
14	With the encouragement of workers and the public to communicate with the Department of Labour Inspection.	DLI, Organisations of the Social Partners.	Improvement of the existing system of submitting complaints to the District Offices and the communication procedure with the DLI via its web page.	Briefing of the members of the Social Partners.	

7. INTEGRATION INTO OTHER POLICY SECTORS

No	SPECIFIC ISSUES	I STAKEHOLDERS	ACTIONS OF THE DEPARTMENT OF LABOUR INSPECTION	ACTIONS OF OTHER STAKEHOLDERS	COOPERATION WITH OTHER STAKEHOLDERS
1	Training.	<p>ΤΕΕ, Υπουργείο Παιδείας και Πολιτισμού, Κυπριακή Ακαδημία Δημόσιας Διοίκησης, Κέντρο Παραγωγικότητας, Εκπαιδευτικά Ιδρύματα, Σχολές Εκπαίδευσης Δημόσιων Οργανισμών.</p> <p>DLI, Ministry of Education and Culture, Cyprus Academy of Public Administration, Productivity Centre, Educational Institutions, Training Schools of Public Organisations.</p>	<p>Mainstreaming of safety and health issues in the analytical programme of studies of public education, establishments, i.e. Pre elementary, Elementary, Gymnasium, Secondary and Technical Education, of the Cyprus Educational Institutions and Training Schools of Public Organisations.</p> <p>Provision of training to teachers.</p> <p>Training of newcomers to the labour market.</p>		
2	Employment.	DLI, Labour Department.	Prescription of terms for the improvement of the conditions and the environment on the framework of the examination procedure for granting foreign workers employment licence by the Labour Department.		
3	Development.	DLI, Urban Planning Authorities and Local Authorities.	Prescription of terms within the framework of the procedure for issuing an Urban Licence and Building Licence for industrial buildings.		

8. ENCOURAGEMENT OF THE SCIENTIFIC PROGRESS AND RESEARCH

No	SPECIFIC ISSUES	STAKEHOLDERS	ACTIONS OF THE DEPARTMENT OF LABOUR INSPECTION	ACTIONS OF OTHER STAKEHOLDERS	COOPERATION WITH OTHER STAKEHOLDERS
1	The research on gaps of knowledge will be sought to deal with existing or emerging risks in collaboration with Academic Institutions, Research Institutes and Services in Cyprus and abroad.	DLI, Academic Institutions, Research Institutions.	Preparation and implementation of cooperation agreements.		
2	Assignment of studies and research to suitable organisations / institutions for the improvement of knowledge on issues of occupational safety and health.	DLI.	Assignment for the preparation of a study or research on a current Safety and Health at Work issue every year.		
3	Through the monitoring of research results of the European and other Organisations.	DLI and Social Partners.	Monitoring, evaluation, utilisation, disposal and dissemination of the results from other sources outside Cyprus on Safety and Health at Work issues.		

9. COLLABORATION WITH THE SOCIAL PARTNERS AND OTHER INSTITUTIONS

No	SPECIFIC ISSUES	STAKEHOLDERS	ACTIONS OF THE DEPARTMENT OF LABOUR INSPECTION	ACTIONS OF OTHER STAKEHOLDERS	COOPERATION WITH OTHER STAKEHOLDERS
1	Cooperation with the Social Partners.	DLI and Social Partners.	<p>Organisation of two Pancyprian Conferences per year.</p> <p>Provision of information material for publication at the expressive instruments of the Social Partners.</p> <p>Provision of grants to the Social Partners.</p>		

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			<p>Organisation of the Opening Ceremony of the European Safety and Health at Work Week.</p> <p>Training of the officers of the Social Partners.</p> <p>Operation of Technical Committees for the assessment of the need for new legislation.</p> <p>Participation of the DLI at European programmes organised by the Social Partners.</p> <p>Operation of the National Information Network.</p> <p>Operation of a Committee to assess candidates proposals for the Good Practice Awards on Safety and Health at Work.</p>		
2	Collaboration with local authorities as well as those institutions that specifically deal with the monitoring of the market and the protection of the environment.	DLI, Ministry of Commerce, Industry and Tourism, Ministry of Agriculture, Natural Resources and Environment.	<p>Participation of the Union of the Municipalities of Cyprus and the Communities Union at Committees specially related to safety and health in the construction sector.</p> <p>Monitoring of the proceedings of various Committees of the EU for the utilisation of data with respect to defective machinery as well as Guides or studies on relevant issues.</p>	Immediate briefings of the DLI in cases where defective machinery and products are located which are intended for use at work or in cases where there is risk for the safety and health of the workers in the sector of waste management.	Union of Cyprus Municipalities, Communities Union, institutions and organisations with special interest in the protection of the environment.

10. ACTIVE PARTICIPATION AT THE BODIES OF E.U. AND OTHER INTERNATIONAL ORGANISATIONS

No	SPECIFIC ISSUES	STAKEHOLDERS	ACTIONS OF THE DEPARTMENT OF LABOUR INSPECTION	ACTIONS OF OTHER STAKEHOLDERS	COOPERATION WITH OTHER STAKEHOLDERS
1	Advisory Committee for Safety and Health at Work.	DLI, Social Partners.	Active participation in the Working Groups for the preparation of Good Practice Guides and the promotion of actions for the effective application of European Directives in relation to Safety and Health at Work issues.		
2	Senior Labour Inspectors Committee (SLIC Committee).	DLI.	Participation at the SLIC Committee and its Working Group meetings. Realisation of the Awareness and Inspection Campaigns, on the basis of the activities framework set by the SLIC Committee.		Social Partners
3	European Agency for Safety and Health at Work	DLI, Organisations of the Social Partners.	Organisation and coordination of the National Information Network. Active participation at the meetings of the Agency Focal Points and the experts groups that take place in Spain aiming at the formulation of the action programmes of the Agency at a European level and the submission of comments and observations on draft documents prepared by the Agency before they are forwarded for dissemination purposes by the member states of the European Union. Implementation of the part of the annual programme of the Agency that is related to Cyprus. Utilization in Cyprus of the information	Active participation of the representatives of the employers and the workers.	Social Partners and other bodies through the National Information Network.

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			and training material that the Agency prepares for issues on Safety and Health at Work.		
4	European Statistical Service (EUROSTAT).	DLI, Statistical Service.	<p>Participation at the meetings of the Working Groups of EUROSTAT, for the application of the corresponding methodologies developed by the above Service, to enable the codification of Work Accidents and Occupational Diseases.</p> <p>Collection, codification and statistical processing of data which relate to work accidents and occupational diseases.</p>	The Statistical Service of Cyprus, upon receiving the relevant database from DLI with the coded figures, forwards it to EUROSTAT.	Information Services Department, Statistical Service.
5	International Labour Organisation (ILO).	DLI, Social Partners.	<p>Active participation at the proceedings of the Annual Conference of the ILO provided there is a subject on the agenda with regard to the Safety and Health at Work.</p> <p>Preparation and submission of Reports to ILO with respect to progress made in relation to the application of Conventions ratified by Cyprus.</p> <p>Assessment of new Conventions in order to formulate an opinion for their possible ratification by the Republic of Cyprus.</p>		
6	International Association of Labour Inspection.	DLI.	Active participation at the activities of the Association provided that the subject is applicable or of special interest to Cyprus.		

11. AWARENESS RAISING CAMPAIGNS

No	SPECIFIC ISSUES	STAKEHOLDERS	ACTIONS OF THE DEPARTMENT OF LABOUR INSPECTION	ACTIONS OF OTHER STAKEHOLDERS	COOPERATION WITH OTHER STAKEHOLDERS
1	Annual Campaign for the Prevention of Work Accidents and Occupational diseases.	DLI, Social Partners.	Implementation of inspections, training.	Cooperation with the DLI for briefing of the interested parties.	
2	Campaign of the Senior Labour Inspectors Committee of the European Union, which includes the Awareness Raising Campaign and the Inspection Campaign.	DLI.	Implementation of the Awareness Raising and Inspection Campaigns, on the basis of the relevant framework as agreed with the SLIC Committee.		Social Partners.
3	The Safety and Health at Work Week within the framework of the European Week which is organised by the European Agency for Safety and Health at Work.	DLI, Organisations of the Social Partners.	The DLI, in cooperation with the said European Agency, partakes at the organisation of the Safety and Health at Work Week, which is intended to raise the awareness of employers, workers, their organized representatives and the public in general against all risks that relate to work.		Social Partners.
4	Campaigns that are focused on specialised issues.	DLI.	Preparation of the implementation of campaigns on specialised issues.		Social Partners.