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TURKISH REPUBLIC
MINISTRY OF LABOUR
AND SOCIAL SECURITY

National Policy Document - III and Action Plan on Safety and Health at Work 2014-2018



National Policy Document - III and Action Plan on Safety and Health at Work 2014-2018



Safe and
Healthy
Growth

Prepared for Publication

Turkish Republic, Ministry of Labour and Social Security

Directorate General of Occupational Safety and Health

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ISBN: 978-975-455-228-7

Design - Printing

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Turkish Republic, Ministry of Labour and Social Security

2014

FOREWORD

One of the highest prior issues of labour life is to provide a safe and healthy working environment. For this purpose, it is necessary to prevent occupational accidents and diseases. Prevention of occupational accidents and diseases will be enabled, on the other hand, by establishing occupational safety and health culture, raising awareness and extending its reach throughout the entire society. Provided that this culture is established, an environment of continuous improvement and development on occupational safety and health will be ensured. Our employees and all social parties as well as employers have significant responsibilities on this matter.

The individual right to work in a safe and healthy working environment is emphasized on universal documents such as “United Nations - Universal Declaration of Human Rights (UDHR)”, “European Social Charter” and “United Nations - International Covenant on Economic, Social and Cultural Rights”. It is stipulated in articles 49 and 56 of the Constitution that the state shall take necessary measures to protect employees and support working as well as to ensure everyone to maintain their life in physical and psychological health with a view to raising employees’ standard of living and improve labour life. In this direction, the Convention No 155 concerning Occupational Safety and Health and the Working Environment by International Labour Organization (ILO) was approved by the Law dated 7 June 2004 No 5038, the Convention No 161 concerning Occupational Health Services by the Law dated 7 June 2004 No 5039, and the Convention No 187 concerning the Promotional Framework for Occupational Safety and Health by the Law dated 29 May 2013 No 6485.

In conformity with its purpose of establishment, National Occupational Safety and Health Council ascertained the country’s policy on occupational safety and health with the Policy Document I on Safety

and Health at Work for the period 2006-2008 and with the Policy Document II on Safety and Health at Work for the period 2009-2013, and contributed to execution of studies in line with these policies. Occupational Safety and Health Law No 6331, which covers all employees and takes the proactive approach as basis, was published and studies for the secondary legislation were completed in the period 2009-2013. In addition to the making legislation on occupational safety and health in line with the European Union legislation, we have been continuing our awareness-raising activities to establish the occupational safety and health culture for the prevention of occupational accidents and diseases.

I believe that the Policy Document III on Safety and Health at Work for the period 2014-2018, which has been issued with the contribution of our stakeholders and which contains the objectives that we plan to achieve in the field of occupational safety and health in the period 2014-2018 and the actions to be performed so as to achieve these objectives, shall make a significant contribution to the improvement of working life.

Faruk ÇELİK
Minister of Labour and Social Security

National Occupational Safety and Health Council

Undersecretary of Ministry of Labour and Social Security	
<ul style="list-style-type: none"> MoLSS Directorate General of Occupational Safety and Health (General Director) MoLSS Labour Inspection Board (Chairman) MoLSS Directorate General of Labour (General Director) State Personnel Department (Vice Chairman) Social Security Institution (General Director) Ministry of Science, Industry and Technology (General Director) Ministry of Environment and Urbanisation (General Director) Ministry of Energy and Natural Resources (General Director) Ministry of Food, Agriculture and Livestock (General Director) Ministry of Development (General Director) Ministry of National Education (General Director) Ministry of Health (General Director) Council of Higher Education (Member of the Board of Directors) 	<ul style="list-style-type: none"> Confederation of Turkish Trade Unions (Member of the Board of Directors) Confederation of Turkish Real Trade Unions (Member of the Board of Directors) Confederation of Progressive Trade Unions of Turkey (Member of the Board of Directors) Confederation of Public Servants Trade Unions (Member of the Board of Directors) Confederation of Public Workers Unions of Turkey (Member of the Board of Directors) Public Employees Unions Confederation of Turkey (Member of the Board of Directors) Turkish Confederation of Employer Associations (Member of the Board of Directors) The Union of Chambers and Commodity Exchanges of Turkey (Member of the Board of Directors) Confederation of Turkish Tradesmen and Craftsmen (Member of the Board of Directors) Union of Chambers of Turkish Engineers and Architects (Member of the Board of Directors) Union of Turkish Chambers of Agriculture (Member of the Board of Director) Turkish Medical Association (Member of the Board of Directors) Non Permanent Member

Abbreviations	
CoHE	Council of Higher Education
ÇASGEM	Center for Labour and Social Security Training and Research
DGL	Directorate General of Labour
DGOSH	Directorate General of Occupational Safety and Health
DİSK	Confederation of Progressive Trade Unions of Turkey
EU	European Union
HAK-İŞ	Confederation of Turkish Real Trade Unions
ILO	International Labour Organization
İSG KATİP	Occupational Safety and Health Registration, Tracking and Monitoring Software
JSHU	Joint Safety and Health Unit
KAMU-SEN	Public Employees Unions Confederation of Turkey
KESK	Confederation of Public Employees Trade Unions
LIB	Labour Inspection Board
MEMUR-SEN	Confederation of Public Servants Trade Unions
MoD	Ministry of Development
MoENR	Ministry of Energy and Natural Resources
MoEU	Ministry of Environment and Urbanisation
MoF	Ministry of Finance
MoFAL	Ministry of Food, Agriculture and Livestock
MoFSP	Ministry of Family and Social Policies
MoH	Ministry of Health

MoLSS	Ministry of Labour and Social Security
MoNE	Ministry of National Education
MoSIT	Ministry of Science, Industry and Technology
NOSHC	National Occupational Safety and Health Council
OECD	Organisation for Economic Cooperation and Development
OSH	Occupational Safety and Health
ÖSYM	Measuring, Selection and Placement Center
PPA	Public Procurement Authority
PPE	Personal Protective Equipment
SMEs	Small and Medium-Sized Enterprises
SPD	State Personnel Department
SRP	Scientific Research Project
SSI	Social Security Institution
TESK	Confederation of Turkish Tradesmen and Craftsmen
TİSK	Turkish Confederation of Employer Associations
TMA	Turkish Medical Association
TOBB	The Union of Chambers and Commodity Exchanges of Turkey
TOKİ	Housing Development Administration
TÜRK-İŞ	Confederation of Turkish Trade Unions
TurkStat	Turkish Statistical Institute
TZOB	Union of Turkish Chambers of Agriculture
UCTEA	Union of Chambers of Turkish Engineers and Architects
VQA	Vocational Qualifications Authority
VQC	Vocational Qualifications Certificate

INTRODUCTION

The process of development and transformation in field of occupational safety and health that our country has experienced gathered speed throughout the process of National Policy Document I on Safety and Health at Work in the period between years 2006-2008 and then Policy Document II in the period between years 2009-2013; and there were significant developments in the past five years. In addition to national requirement, Occupational Safety and Health Law No 6331, covering all employees including public officers, was issued by contributions of members of the National Occupational Safety and Health Council and all other parties, with a view to harmonizing the European Framework Directive on Safety and Health at Work (Directive 89/391 EEC) dated 12 June 1989, incorporating the provisions adopted in frame of Occupational Safety and Health Convention No 155 of ILO, approved by the Law dated 7 January 2004 and No 5038, and of Occupational Health Services Convention No 161 of ILO, approved by the Law dated 7 January 2004 and No 5039, to our national law, and ensuring harmonization with European Social Charter; the aforementioned law was published on the Official Gazette dated 30 June 2012 and No 28339. Following publication of the law, secondary legislation studies were completed by the end of 2013. By this way, an occupational safety and health legislation was prepared in compliance with the European Union legislation and based on the ground of proactive and preventive approach. The legislation is continuously updated in line with changing needs.

Had carried out its activities on the basis of a directive, National Occupational Safety and Health Council finally adopted a legal basis by means of the Law No 6331; the Regulation of National Occupational Safety and Health Council was published on the Official Gazette dated 5 February 2013 No 28550 with a view to regulating the purpose of foundation, structure, missions and working methods and principles of the Council. The Organisation for Economic Cooperation and Development (OECD), also incorporating our country as a member, mentioned in its report of the year 2013 about National Occupational Safety and

Health Council, which is a platform of social dialogue and whereby national policies on occupational safety and health are determined, as a positive development. Additionally, the Regulation of National Occupational Safety and Health Council, which ensured the official establishment of the Council as a platform of consultation and social dialogue on occupational safety and health, was mentioned in Chapter 19 titled “Social Policy and Employment” in Turkey Progress Report 2013 of the European Union (EU) as a positive development.

“European Union Occupational Safety and Health Strategic Framework” for the period 2014–2020 was published on 6 June 2014. The seven main objectives in this document are ascertained as reinforcement of national strategies, better execution of inspections on occupational safety and health legislation by member states, simplification of the legislation in force, handling of the problem of ageing workforce and newly emerging risks, prevention of work-related diseases and occupational diseases, improvement of the collection of statistical data and generating database. Objectives in the mentioned document are to be a framework for National Policy Document III and Action Plan on Safety and Health at Work for the period 2014-2018.

The improvement of occupational safety and health conditions has been ascertained as one of the fundamental objectives under the title of “Employment and Working Life” in the Tenth Development Plan of the Ministry of Development for the period 2014-2018. In line with this objective, policies have been set to develop the culture of occupational safety and health, increase compliance with occupational safety and health standards through inspection and incentive practices, and train specialized personnel in adequate quantity and qualifications in this field.

One of the most important objectives in the Strategic Plan of the Ministry of Labour and Social Security for the period 2014-2018 has been ascertained as “Development and Dissemination of Occupational Safety and Health”.

The Policy Document III and Action Plan for the period 2014-2018, which contains information about the final destination to be reached in field of occupational safety and health by the end of the year 2018 in Turkey along with the members of the National Occupational Safety and Health Council, and actions to be performed to that effect, was issued in parallel with the European Union Occupational Safety and Health Strategic Framework for the period 2014-2020, the Tenth Development Plan of the Ministry of Development for the period 2014-2018 and the Strategic Plan of the Ministry of Labour and Social Security for the period 2014-2018.

ANALYSIS OF THE CURRENT STATUS OF OCCUPATIONAL SAFETY AND HEALTH IN TURKEY

Occupational Safety and Health Law No 6331, which came into effect upon being published on the Official Gazette dated 30 June 2012 and No 28339, as an objective for the Period 2009-2013, has been a milestone in terms of working life in our country. The Law No 6331 brings along a number of new significant practices such as the opportunity for all employees to benefit from provisions by government regarding occupational safety and health, regardless of their statuses i.e. public employee, workers adoption of the proactive approach based on risk assessment as the principal approach, provision of occupational safety and health services for all employees without limitation to their number, adoption of the concept of employee's representative and subsidies for micro scale enterprises.

Following the publication of the Law, an occupational safety and health legislation was prepared on basis of proactive approach in Turkey, with 36 regulations and 4 communiques published as the secondary legislation activities. The current legislation is updated so as to ensure a dynamic working life and to eliminate problems experienced during practices in line with the changing needs.

Occupational Safety and Health Law No 6331 shall have short, medium and long term reflections and consequences on labour life. The rise in the number of joint safety and health units, which provide occupational safety and health services, training institutions, occupational safety and health professionals and workplaces signing contracts with occupational safety and health professionals in our country appear as the short-term reflections of the Law; whereas, the aims for the medium and the long term are to increase the level of knowledge and awareness in the working environment, to reduce occupational accidents and diseases, and to ensure the whole society to gain sensitivity on this matter.

According to the data of Social Security Institution (SSI)¹, especially the figures of occupational accidents are seen to be at critical levels in our country while the figures of occupational diseases are seen to be much lower than expected. Furthermore, losses resulting from occupational accidents and diseases which are not reflected on statistical data of SSI and which are out-of-scope and unrecorded must also be taken into consideration. In addition, it must be noted that the data available on occupational diseases are only related to resolved cases and medical diagnosis of occupational diseases have yet to be collected in our country. These statistics reveal the necessity of mitigation of occupational accidents and that there are problems in detection and notification of occupational diseases and that, result-oriented protective and proactive studies must be carried out for this purpose.

The beginning of the period of Policy Document II in 2009, 1,216,308 workplaces performed activity in Turkey and they employed 9,030,202 workers. 64,316 cases of occupational accident and 429 cases of occupational disease took place at these workplaces, the files of which have been closed by SSI. 1,171 of the occupational accidents resulted in death, while no occupational disease was recorded to have resulted in death. The number of work days lost due to occu-

¹ *Occupational accident and disease statistics of SSI cover the Active Insured in scope of Article 4-1/a of the Law No 5510.*

pational accidents and diseases in the year 2009 is 1,589,116. The number of cases of permanent disability is 1,885.

When the sector based distribution of the number of occupational accidents in the year 2009 is examined, the highest rates of occupational accidents are observed in metal sector by 18.9%, mining sector by 14.1% and construction sector by 10.7%, respectively. When occupational accidents are proportioned to a figure of hundred thousand employees, the ranking changes as mining, metal and furniture sectors, respectively. When statistical data of fatal occupational accidents are examined, 13.3% of such accidents are observed to have taken place in construction sector, 3.2% in transportation sector and 1.7% in mining sector. When fatal occupational accidents are proportioned to a figure of hundred thousand employees, the ranking changes as mining, construction and furniture sectors, respectively.

Scientific studies carried out show that 4-12 cases of new occupational diseases are expected per thousand workers annually, depending on the number of employees. When the number of workers are taken into account according to the statistical data of SSI for the year 2009, 36,120 (when estimated at the rate of 0.4%) to 108,362 (when estimated at the rate of 1.2%) new cases of occupational diseases are expected to emerge in our country. The number of occupational diseases which could be ascertained for the year 2009 (the file of which is closed) is 429.

According to the statistical data of SSI for the year 2009, 99.7% of workplaces in Turkey consist of Small and Medium-Sized Enterprises (SMEs) which employ 1-249 workers, and 83.8% of employees are employed at these workplaces. 83% of occupational accidents in total occur at SMEs. Moreover, 5.5% of those exposed to occupational accidents and 1.86% of those exposed to occupational diseases were female employees; the highest number of occupational accidents were observed to affect the age group 40-44 (15.7%).

According to the statistical data of SSI for the year 2013, 1,611,292 workplaces performed activity with 12,484,113 workers employed;

this figure of employment included 3,186,904 female employees and 9,297,209 male employees; the rate of female employees is 25.5%. Furthermore, 191,389 occupational accidents and 371 occupational diseases were recorded within the year 2013² and 1,360 people in total lost their lives as a result of the occupational accidents. No occupational disease was recorded to have resulted in death. In 2013, the number of work days lost due to occupational accidents and diseases was 2,358,195, and the number of cases resulting in permanent disability was 1,694. According to these figures, approximately 524 occupational accidents occur, 4 people lose their lives and 5 people become permanently disabled as a result of an occupational accident per day in Turkey.

When the sector based distribution of the number of occupational accidents in the year 2013 is examined, the highest rates of occupational accidents are observed in metal goods manufacturing industry by 14.5%, construction sector by 14.1% and mining sector by 7.4%, respectively. When occupational accidents are proportioned to a figure of hundred thousand employees, the ranking changes as mining, metal and furniture sectors, respectively. When statistical data of fatal occupational accidents are examined, 38.3% of such accidents are observed to have taken place in construction sector, 14.4% in transportation sector and 6.2% in mining sector. When fatal occupational accidents are proportioned to a figure of hundred thousand employees, the ranking changes as mining, transportation and construction sectors, respectively.

When the number of workers are taken into account according to the statistical data of SSI for the year 2013, approximately between 49,936 (when estimated at the rate of 0.4%) and 149,809 (when estimated at the rate of 1.2%) new cases of occupational diseases are expected to emerge in our country. In the current situation, the number of occupational diseases which could be ascertained for the year 2013 is 371.

² *The statistical data of SSI for 2013 indicates the occupational accidents which were notified and occupational diseases which were ratified to be an occupational disease by institution board of health.*



According to the data for the year 2013, 99.8% (1,607,456) of workplaces in Turkey consist of Small and Medium-Sized Enterprises (SMEs) which employ 1–249 workers, and 83.5% (10,424,881) of employees are employed at these workplaces. 62.9% of occupational accidents in total occurred at SMEs. Also, 10.8% of those exposed to occupational accidents were female employees, and the highest number of occupational accidents in this group affected the age group 25-29 (21%). While comparing statistical figures of the years, which cover the period of 2009-2013 Policy Document, attention should be paid to an important change in data release. Accordingly, in the SSI statistic yearbook, occupational accident data until the end of 2012 are published on the basis of cases the files of which were closed, and the data from the beginning of 2013 are published on the basis of notified cases, this is why it seems as if there was a drastic increase in the number of occupational accidents of 2013. Since the occupational accident data of 2013 is those which were notified, the data of 2009-2012 were used to compare occupational accidents whereas the data of 2009-2013 were used to compare the other parameters.

According to the mentioned data;

- There was an increase of 32% in the number of workplaces and 38% in the number of employees in the year 2013 compared to 2009; this shows that a growth was ensured in the labour market.
- A decrease of 12% was observed in the rate of occupational accidents per hundred thousand employees and 52% in the rate of fatal occupational accidents in 2012 compared to 2009.
- As a result of occupational accidents and diseases, the rate of permanent disability per hundred thousand employees was reduced by 11.5% in 2012 compared to 2009.
- There was a decrease of 14% in the number of occupational diseases, in the year 2013 compared to 2009.

According to the data obtained from the statistics of SSI for the period between years 2009-2012, metal sector, mining sector and construction sector are at the first, second and third ranks, respectively, in terms of average distribution of the number of occupational accidents within the last 4 years. When the 4 years are averaged and occupational accidents are proportioned to a figure of hundred thousand employees, the ranking changes as mining, metal and furniture sectors, respectively. With the highest number of fatal occupational accidents which have taken place, construction, transportation and mining sectors are placed at the first, second and third ranks, respectively, in terms of average distribution of the number of fatal occupational accidents within the last 4 years. When the 4 years are averaged and fatal occupational accidents are proportioned to a figure of hundred thousand employees, the ranking changes as mining, construction and transportation sectors, respectively.

In addition to the statistical data of SSI, TurkStat has also been performing researches on “Occupational Accidents and Work Related Health Problems”. Results of the research, which is related to individuals who were employed by the implementation period of April, May, June 2013 or employed in a work within the last 12 months, provide information about whether they had any occupational accident during this period or whether those employed in the reference week or in the past experienced any work-related health problem. The research was carried out by conducting the modular questionnaire titled “Occupational Accidents and Work-Related Health Problems” on 42,360 sample households in total throughout Turkey, including 30,600 from urban areas and 11,760 from rural areas as well as the Household Workforce Survey for the year 2013. The results of the research show that 2.3% of those employed within the last 12 months had occupational accidents. On the other hand, 2.1% of those employed or having worked in the past experienced a work-related health problem. Of those who experienced work-related health problems, 24.9% were found out to have “bone, joint and muscle problems affecting the back or the waist”, and 20% to have “stress, depression or anxiety problems”.

The background of the cover is a solid blue color. Overlaid on this is a large, semi-transparent map of the Republic of Serbia. The map is rendered in a lighter shade of blue, showing the country's geographical outline and internal administrative boundaries. The map is positioned such that it covers most of the page, with the title text overlaid on the upper left portion of it.

National Policy Document - III on Safety and Health at Work Objectives

2014-2018

OBJECTIVES OF NATIONAL POLICY DOCUMENT - III ON SAFETY AND HEALTH AT WORK

1. Improvement in quality of activities carried out in field of occupational safety and health and standardisation of such activities.

Final aim is determined to ensure employees to work at safer and healthier workplaces and to raise the standards and the quality of their life. In line with this objective, the efforts to be paid to enhance the quality of various activities carried out in field of occupational safety and health (occupational safety and health inspections, occupational safety and health services, market surveillance of personal protective equipment (PPE), occupational safety and health trainings, legislation activities on occupational safety and health, etc.) and/or standardise such activities shall be a remarkable step towards the final aim.

2. Development of occupational accident and disease statistics and recording system

The only source by which we can access to occupational safety and health statistics is the statistics of the SSI. According to these data, 191,389 occupational accidents, which were notified, and 371 occupational diseases, which were approved by institution board of health, occurred in Turkey within the year 2013 and 1,360 people in total lost their lives as a result of the occupational accidents. No occupational disease was reported to have resulted in death. According to these figures, approximately 524 insured employees have an occupational accident, 4 people lose their lives and 5 people become permanently disabled as a result of an occupational accident per day in Turkey. In addition to these figures, losses which are not reflected on the statistical data of SSI and which result from occupational diseases must also be taken into consideration. As these statistical fig-

ures indicate that there are problems in detection and notification of occupational accidents and diseases, it is aimed to develop statistics and recording system in order to overcome the problems in question.

3. Reduction of the rate of occupational accidents in each sector of metal, mining and construction.

The aim is to mitigate accidents resulting from the risks of fall, collapse, explosion, compression and other similar risks in these three sectors with the highest number of occupational accidents in our country.

4. Identification of possible occupational diseases and collection of pre-diagnosis.

It is planned that a higher number of occupational diseases shall be detected with their pre-diagnosis made through automation system available with health service providers, pre-diagnosed diseases shall be compared to the statistical data of SSI and so verified, and a sectoral action plan shall be prepared in terms of occupational diseases under the light of the mentioned data.

5. Increasing the activities that aim to develop occupational safety and health in public and agriculture sectors.

There have been problems experienced in terms of practice in public and agriculture sectors upon the Occupational Safety and Health Law No 6331 covering all employees. The plan for these sectors is to eliminate problems related to implementation and other sectoral problems through activities such as guidance, cooperation, etc.

6. Dissemination of the occupational safety and health culture in the society.

Legislation activities on this subject have been completed with the Occupational Safety and Health Law No 6331 and associated arrangements, and there have also been updates in line with the changing needs. However, establishment of the culture of safety and health can be realized by changing the behaviours of individuals, not only by enactment of laws. In this direction, an increase in the number of activities to be performed for purpose of creating the “Occupational Safety and Health Culture” shall raise awareness of the society.

7. Requirement for VQA Vocational Qualification Certificates in hazardous and very hazardous works.

Changes are necessary in the legislation for VQA Vocational Qualification Certificates to be legally required in hazardous and very hazardous works in line with the objective of developing the OSH environment, reducing occupational accidents and increasing productivity by employment of qualified workforce having VQA Vocational Qualification Certificates. The mentioned requirement shall cover the professions indicated in the by regulations to be issued by the Ministry of Labour and Social Security.



National Policy Document - III on Safety and Health at Work Action Plan

2014-2018

It is the responsibility of all concerned parties, along with institutions and organisations which are members of the Council, to achieve the objectives listed in the Policy Document III on Safety and Health at Work for the period 2014-2018. Our country shall certainly make a considerable progress on occupational safety and health once the objectives within the five years period are achieved.

The realization of the objectives requires a national cooperation and effort and shall become possible only when all members of the Council and concerned institutions/organisations fulfill their responsibilities on this matter.

An “Action Plan” was prepared in parallel to the Policy Document for purpose of identifying and monitoring necessary activities and efforts to be realized by members of the Council and other concerned institutions/organisations in order to achieve the objectives within the period 2014-2018. The aim with the Action Plan is to perform occupational safety and health activities in our country in a more efficient way.

National Occupational Safety and Health Action Plan, which is expected to have an increasingly positive impact on working life, shall achieve its aim only when it is adopted and implemented by all relevant stakeholders and below are listed the occupational safety and health objectives of Turkey, which are planned to be achieved within the period 2014-2018 (five years):

Objective 1. Improvement in quality of activities carried out in field of occupational safety and health and standardisation of such activities.

Final aim is determined to ensure employees to work at safer and healthier workplaces and to raise the standards and the quality of their life. In line with this objective, the efforts to be paid to enhance the quality of various activities carried out in field of occupational safety and health (occupational safety and health inspections, occupational safety and health services, market surveillance of personal protective equipment (PPE), occupational safety and health trainings, legislation activities on occupational safety and health, etc.) and/or standardise such activities shall be a remarkable step towards the final aim.

Annual Performance Indicators

Indicator	2014	2015	2016	2017	2018
1. The portion of products non-compliant with the technical arrangement within inspected products.	29	20	18	17	16
2. The number of inspections performed at Joint Safety and Health Units (JSU) and Training Institutions.	540	648	756	864	972
3. The number of projects concerning the implementation of the OSH Law.	1	1	-	-	-
4. The number of sectors subject to private arrangements in the assignment of OSH professionals.	-	1	-	1	-
5. The number of sectoral OSH management systems.	-	-	-	2	3

6. The number of cooperations for vocational trainings.	5	6	5	5	5
7. The completion rate of activities for employers of workplaces, where less than ten workers are employed and which are classified as less hazardous, aimed at enabling them to carry out their own OSH services.	-	100 %	-	-	-
8. Ensuring compliance of the entire training schedule, which is prepared according to national occupational standards and national competencies, with occupational training schedules.	-	100 %	100 %	100 %	100 %
Actions		Responsible Institutions and Organisations		Relevant Institutions and Organisations	
1.1.Reduction in the number of PPEs which do not comply with technical arrangements. The aim is to ensure safety of PPEs and to reduce the number of PPEs which do not comply with technical arrangements, by checking them in terms of their compliance with the relevant technical arrangement and in terms of their safety when placed on the market or during their distribution or supplying to the market.		MoLSS (DGOSH)		Members of NOSHC	



<p>1.2. Contribution through scheduled inspections and audits to the compliance of OSH services and OSH conditions at workplaces with the legislation.</p> <p>With inspections to be carried out at workplaces, it is aimed to improve OSH conditions and contributing to their compliance with the legislation by preventing occupational risks arising from the workplace and working environment, protecting employees' safety and health, eliminating risk and accident factors, improving business relationships, informing employees and employers, protecting groups in need for special policies due to age, gender and social statuses, and generating a safety culture and a social responsibility approach.</p>	MoLSS (LIB)	Members of NOSHC
<p>1.3. Updating the OSH legislation in conformity with technological developments and workplace conditions.</p> <p>By revising the OSH legislation in the view of the developing and changing technological conditions and opportunities as well as practices, problems and conditions at workplaces, it is aimed to ensure up-to-date, sustainable and applicable legal arrangements which are responsive to the requirements of working life.</p>	MoLSS (DGOSH)	Members of NOSHC

<p>1.4. Execution of model and pilot studies for the implementation of the OSH Law in public and private sector, and identification of problems encountered in practice and their solutions.</p> <p>In order to identify the problems experienced during the implementation of the OSH Law in public and private sector, it is aimed to execute project activities by taking into consideration the priorities and needs of the sector and developing suggestions for the solution regarding current OSH problems through the activities performed. It is expected that the problems encountered in practice shall be overcome by means of these suggestions.</p>	<p>MoLSS (DGOSH)</p>	<p>Members of NOSHC, MoLSS (ÇASGEM)</p>
<p>1.5. Prioritization of sectoral arrangements in terms of assignment of occupational safety experts.</p> <p>It is a necessity to make an arrangement for the assignment of occupational safety experts in work branches conforming to their fields of specialization and to enable higher efficiency and effectivity in OSH practices at workplaces. Higher service quality and consequently higher OSH standards are expected upon this arrangement, with well trained and competent persons available to provide OSH services.</p>	<p>MoLSS (DGOSH)</p>	<p>Members of NOSHC</p>



<p>1.6. Authorisation, inspection and dissemination of laboratories to carry out occupational safety and health laboratory services.</p> <p>In order to prevent any negative impact on employees' safety and health, it is aimed to disseminate laboratories offering qualified measurement and analysis service at workplace environment by means of accreditation of those which perform internationally acceptable and comparable workplace environment measurements and evaluations by persons specialized in field of risks in the working environment, and by means of monitoring, control and inspection of the services they provide.</p>	MoLSS (DGOSH)	Members of NOSHC
<p>1.7. Improvement of qualifications and competencies of OSH professionals' trainings.</p> <p>The activities involving monitoring OSH precautions to be taken at workplaces and their implementation, preventing occupational accidents and diseases, carrying out first aid and emergency treatment and protective safety and health services for employees require special knowledge and training. OSH is a constantly developing and changing multidisciplinary branch of science. Therefore, adaptation to changing environment and technology and knowledge update of OSH professionals shall be provided.</p>	MoLSS (DGOSH, ÇASGEM)	Members of NOSHC

<p>1.8. Generating and disseminating the OSH management systems specific to sector.</p> <p>OSH management system is a target oriented and systematic improvement of the OSH by presenting an organisational structure and assigning responsibilities in such a manner to ensure that “everyone shall clearly understand respective duties of each of them as well as time, place, form and reason of such duties”. The general aim is to protect employees’ safety and health by improving the working environment.</p> <p>In order to display a systematic approach in improvement and monitoring of OSH conditions at workplaces, it is of importance to develop OSH management systems specific to the sector. Pilot projects shall be implemented through contribution and participation of related parties for this purpose, and project outcomes shall be shared and disseminated to other workplaces.</p>	<p>MoLSS (DGOSH)</p>	<p>Members of NOSHC</p>
<p>1.9. Increasing the number of precautions for the protection of groups that require specific policy in working life.</p> <p>There are vulnerable groups in working life which are very likely to encounter various risks due to physiological, psychological and socio-economic reasons and which are in need for special care (children, women, elderly and disabled people, etc.). These groups shall be specially and primarily protected in working life in terms of OSH.</p>	<p>MoLSS (DGL)</p>	<p>Members of NOSHC, MoFSP, MoLSS (ÇASGEM)</p>



<p>1.10. Arrangements in the public procurement legislation for the reflection of components, arising from the Law No 6331, on the bid price and for their control.</p> <p>Inclusion into relevant secondary legislations the provisions stating that components arising from the Law No 6331 such as trainings on OSH, appointment of OSH professionals and PPE shall be reflected on bid prices and shall be inspected by the controlling organisation.</p>	<p>PPA</p>	<p>Members of NOSHC</p>
<p>1.11. Prioritization of cooperation for vocational training of employees to be employed at workplaces in hazardous and very hazardous classes.</p> <p>Secondary and higher education programmes regarding vocational and technical education and training shall be made in compliance with the national vocational standards by the Ministry of National Education and universities within one year, and the conformity of education and training with these programmes shall be ensured. The aim is to create systematic approaches regarding the presentation of service and preparation of the content of occupational trainings in conformity with the national vocational standards and national qualifications through cooperation with employer and employee associations, and thereby to increase knowledge and qualifications of employees.</p>	<p>MoNE, CoHE, TİSK, TOBB</p>	<p>MoLSS (VOA), TESK, TÜRK-İŞ, DİSK, HAK-İŞ,</p>

1.12. Generating and disseminating the system enabling employers of workplaces where less than 10 workers are employed and which are classified as less hazardous, to carry out occupational safety and health services of their workplaces.

Workplaces where less than 10 workers are employed and which are classified as less hazardous shall be ensured to carry out the OSH service through legislations and exemplary practices, without need for outsourcing services. Upon generation of the system, employers shall be equipped with necessary knowledge and qualifications in respect of their legal obligations and practices.

MoLSS
(DGOSH)

TESK

Objective 2. Development of occupational accident and disease statistics and recording system.

The only source by which we can access to occupational safety and health statistics is the statistics of the SSI. According to these data, 191,389 occupational accidents, which were notified, and 371 occupational diseases, which were approved by institution board of health, occurred in Turkey within the year 2013* and 1,360 people in total lost their lives as a result of the occupational accidents. No occupational disease was reported to have resulted in death. According to these figures, approximately 524 insured employees have an occupational accident, 4 people lose their lives and 5 people become permanently disabled as a result of an occupational accident per day in Turkey. In addition to these figures, losses which are not reflected on the statistical data of SSI and which result from occupational diseases must also be taken into consideration. As these statistical figures indicate that there are problems in detection and notification of occupational accidents and diseases, it is aimed to develop statistics and recording system in order to overcome the problems in question.

**The statistical data of SSI for 2013 indicates the occupational accidents which were notified and occupational diseases which were approved to be an occupational disease by institution board of health.*

Annual Performance Indicators					
Indicator	2014	2015	2016	2017	2018
1. The number of pre-diagnosis of occupational diseases (per hundred thousand).	12.5	25	50	80	100
Actions		Responsible Institutions and Organisations		Relevant Institutions and Organisations	
2.1. Recording of statistical data regarding occupational accidents and diseases in conformity with the international standards by taking the scope of the OSH Law into consideration. Statistical data regarding occupational accidents and diseases shall be recorded in conformity with the international standards by taking the scope of the OSH Law into consideration; data related to occupational accidents/diseases shall be reported to relevant institutions and organisations.		MoH, MoLSS (SSI)		TurkStat	
2.2. Collection of pre-diagnosis of data related to occupational diseases and dissemination of medical diagnosis. The situation of occupational diseases in our country shall be monitored by keeping records of pre-diagnosed occupational diseases and sharing statistical data related to medical diagnosis; by this way, it shall be possible to monitor developments in prognosis, diagnosis and treatment of diseases.		MoH, MoLSS (SSI)		TMA	

2.3. Inclusion of public employees into statistics of occupational accidents and diseases. The aim is to also include public employees into the statistics.	MoLSS (SSI, SPD)	MoLSS (DGOSH)
2.4. Comparison and reciprocal check of occupational accident and disease figures reported to SSI both from the Ministry of Health and employers. Comparison and evaluation of statistical data obtained by different institutions is important for access to accurate data. The most accurate result shall be obtained through reciprocal check.	MoLSS (SSI), MoH	Members of NOSHC

Objective 3. Reduction of the rate of occupational accidents in each sector of metal, mining and construction.

The aim is to mitigate accidents resulting from the risks of fall, collapse, explosion, compression and other similar risks in these three sectors with the highest number of occupational accidents in our country.

Annual Performance Indicators

Indicator	2014	2015	2016	2017	2018
1. The rate of occupational accidents resulting from fall from height per hundred thousand employees in construction sector.	3 %	3 %	3 %	3 %	3 %
2. The rate of occupational accidents in mining sector per hundred thousand employees.	3 %	3 %	3 %	3 %	3 %
3. The rate of occupational accidents in metal sector per hundred thousand employees.	1.8 %	1.6 %	1.4 %	1.2 %	0.999 %



Actions	Responsible Institutions and Organisations	Relevant Institutions and Organisations
<p>3.1. Activities aiming to prevent of accidents resulting from fall from height at construction sites.</p> <p>According to the data obtained from the statistics of SSI for the period between years 2009-2013, metal sector, mining sector and construction sector are at the top ranks with the highest number of cases in terms of average distribution of the number of occupational accidents within the last 5 years. This matter should be a priority as the majority of deadly accidents in civil works are especially due to fall from height.</p>	MoLSS (LIB, DGOSH), MoEU, Prime Ministry (TOKİ), TİSK, TOBB	TÜRK-İŞ, HAK-İŞ, DİSK, UCTEA
<p>3.2. Activities to prevent accidents due to collapse, explosion, etc. at mines.</p> <p>A majority of occupational accidents in mining sector are caused by reasons such as collapse and explosion. Preventive actions shall be possible through studies searching for the root cause of accidents.</p>	MoLSS (LIB, DGOSH), MoENR, TOBB	TÜRK-İŞ, HAK-İŞ, DİSK, UCTEA
<p>3.3. Activities to prevent accidents in metal sector due to compression, hand-arm injuries, etc.</p> <p>The statistics of accidents in metal sector reveal that major causes of these accidents are compression and hand-arm injuries. The studies to be done in order to get rid of these causes shall decrease occupational accidents of the sector.</p>	MoLSS (LIB, DGOSH), MoSİT, TİSK, TOBB	TÜRK-İŞ, HAK-İŞ, DİSK, UCTEA

3.4. Activities to examine suitability of PPEs used in the sectors. The PPE to be used must be suitable for the work carried out and for the person to use it. In case of the PPE used is not safe, it shall not protect the user and may even form a new source of danger.	MoLSS (LIB, DGOSH), TİSK, TOBB	TÜRK-İŞ, HAK-İŞ, DİSK, UCTEA			
Objective 4. Identification of possible occupational diseases and collection of pre-diagnosis. It is planned that a higher number of occupational diseases shall be detected with their pre-diagnosis made through automation system available with health service providers, pre-diagnosed diseases shall be compared to the statistical data of SSI and so verified, and a sectoral action plan shall be prepared in terms of occupational diseases under the light of the mentioned data.					
Annual Performance Indicators					
Indicator	2014	2015	2016	2017	2018
1. The number of projects executed for diagnosis and notification of occupational diseases.	5	7	5	5	-
Actions		Responsible Institutions and Organisations		Relevant Institutions and Organisations	
4.1. Identification of most common occupational diseases in our country. Studies shall be carried out to identify most common occupational diseases.		MoH		MoLSS (DGOSH, SSI), Universities, TMA	



<p>4.2. Projects regarding occupational disease diagnosis and notification system to be performed jointly with hospitals authorised to diagnose occupational diseases.</p> <p>Projects shall be arranged jointly with hospitals authorised to diagnose occupational diseases regarding occupational disease diagnosis and notification system, whereby the dissemination and efficiency of the system shall be ensured.</p>	<p>MoLSS (DGOSH), MoH</p>	<p>TİSK, TOBB, TESK, TÜRK-İŞ, HAK-İŞ, DİSK, UCTEA, TMA</p>
<p>4.3. Reporting of occupational diseases data collected at university hospitals to the Ministry of Health on electronic media.</p> <p>Occupational diseases data collected at university hospitals shall be reported to the Ministry of Health whereby parallel check of data and collection of full and accurate information shall be possible.</p>	<p>CoHE</p>	<p>MoH, MoLSS (DGOSH), Universities</p>
<p>4.4. Collection and evaluation of pre-diagnosis data of occupational diseases.</p> <p>Occupational disease data obtained from the automation system shall be collected and information such as which diseases are pre-diagnosed as occupational diseases and among these pre-diagnosed cases which are approved by authorized hospitals shall be evaluated.</p>	<p>MoH</p>	<p>MoLSS (DGOSH, SSI)</p>

4.5. Planning of sectoral action depending on types of occupational diseases diagnosed.

Occupational diseases which are common in specific industries shall be determined and actions shall be planned on how to decrease occupational diseases and which precautions to take on basis of these data.

MoLSS
(LIB, DGOSH)

Members of
NOSHC

Objective 5. Increasing the activities that aim to develop occupational safety and health in public and agriculture sectors.

There have been problems experienced in terms of practice in public and agriculture sectors upon the Occupational Safety and Health Law No 6331 covering all employees. The plan for these sectors is to eliminate problems related to implementation and other sectoral problems through activities such as guidance, cooperation, etc.

Annual Performance Indicators

Indicator	2014	2015	2016	2017	2018
1. The number of investigation and research activities for employees in agriculture industry.	1	-	1	1	-
2. The number of investigation and research activities for employees in public sector.	1	2	-	-	-
3. The number of guidelines prepared for employers in agriculture industry and public sectors.	3	-	-	-	-
4. The number of vocational training cooperation activities accomplished.	5	5	5	5	5



5. The number of activities carried out to improve work conditions of seasonal employees.	1	-	-	-	-
6. Ensuring full compliance of the entire training schedule, which is prepared according to national occupational standards and national competencies, with vocational training schedules.	-	100 %	100 %	100 %	100 %
7. The number of occupations certified in agriculture industry.	-	-	3	3	4
Actions		Responsible Institutions and Organisations		Relevant Institutions and Organisations	
5.1. Establishment of a system providing access to all agriculture employers. Clandestine employment shall be prevented in agriculture through newly established or currently available systems to be developed such as Farmer Registry System and Agricultural Manufacturer Registry System.		MoFAL		TurkStat	
5.2. Increasing the number of investigation and research activities addressing employees in agriculture and public sectors. Investigation and research activities shall be carried out for evaluation of the situation in agriculture and public sectors which have been included for the first time in the OSH legislation by means of the Law No 6331 on Occupational Safety and Health.		MoLSS (DGOSH), CoHE		Members of NOSHC	

<p>5.3. Increasing the number of OSH guidelines for employers in agriculture and public sectors.</p> <p>In order to guide employers to generate healthy and safe working environment, an implementation guideline on OSH shall be issued for agriculture industry and public sectors.</p>	<p>MoLSS (DGOSH, ÇASGEM), CoHE</p>	<p>Members of NOSHC</p>
<p>5.4. Forming cooperations on OSH in vocational training practices.</p> <p>Occupational qualifications of agriculture employees shall be enhanced through cooperation with CoHE and MoNE on vocational trainings. Content of trainings shall be provided on certain occupations to be determined in scope of such cooperation; it shall be ensured that the contents of training prepared shall comply with national occupational standards and national qualifications.</p>	<p>MoNE, CoHE</p>	<p>MoFAL, MoLSS (VOA), TZOB</p>
<p>5.5. Improvement and development of working and living conditions for seasonal employees.</p> <p>Legal arrangements shall be revised, if necessary, for work branches mainly involving seasonal employees and problems of the sector shall be prioritized through participation of the parties, and solution-oriented and practical project, training and awareness-raising activities shall be carried out.</p>	<p>MoLSS (DGL)</p>	<p>MoFAL, TZOB</p>



5.6. Opening positions to employ OSH professionals in public institutions.

Pursuant to the Article 6 of the Law No 6331 on OSH, the obligation to employ OSH professionals in all public institutions shall enter into force in 2016. In order to employ these OSH professionals new titles shall be opened for such positions.

MoF,
MoD,
SPD

MoLSS
(DGOSH),
ÖSYM

5.7. Acceleration of activities for the issue of VQA Vocational Qualification Certificates in agriculture industry to develop vocational qualifications of agriculture employees.

A remarkable progress has been achieved on preparation of national vocational standards. Following the completion of preparatory works for national qualification, accreditation phases shall be initiated for institutions willing to perform examination and certification. This process shall also be accelerated by efforts to be initiated to encourage agriculture employees to get VQA Vocational Qualification Certificates.

MoLSS (VQA),
TZOB

MoNE,
CoHE,
MoFAL

Objective 6. Dissemination of the occupational safety and health culture in the society.

Legislation activities on this subject have been completed with the Occupational Safety and Health Law No 6331 and associated arrangements, and there have also been updates in line with the changing needs. However, establishment of the culture of safety and health can be realized by changing the behaviours of individuals, not only by enactment of laws. In this direction, an increase in the number of activities to be performed for purpose of creating the "Occupational Safety and Health Culture" shall raise awareness of the society.

Annual Performance Indicators					
Indicator	2014	2015	2016	2017	2018
1. The number of Scientific Research Projects (SRP) completed.	2	2	2	2	2
2. The number of guidelines prepared for employers.	-	1	1	1	1
3. The number of guidelines prepared for employees.	-	5	-	-	-
4. The number of introductory and educational activities carried out (Public service ads, training, book, project, seminar, etc.).	1	10	-	-	-
5. The number of training modules prepared.	-	-	-	1	-
6. The number of activities to be organised and researches / publications to be prepared on the impacts of OSH practices on efficiency.	-	-	2	2	2
Actions		Responsible Institutions and Organisations		Relevant Institutions and Organisations	
6.1. Increase in the number of research studies on OSH and supply of incentives to universities for research studies. Studies to be carried out on OSH shall be provided with subsidy in scope of Scientific Research Projects so that the number of studies in this field shall be increased.		CoHE		Members of NOSHC, MoLSS (ÇASGEM)	



<p>6.2. Increase in the number of training and guidance activities for employers regarding the implementation of the OSH Law.</p> <p>Implementation guidelines shall be prepared for high-risk industries in order to guide employers towards a healthy and safe working environment.</p>	<p>TOBB, TİSK, TESK</p>	<p>Members of NOSHC, MoLSS (ÇASGEM)</p>
<p>6.3. Increase of the number of training and guidance activities for employees regarding the implementation of the OSH Law.</p> <p>Implementation guidelines shall be prepared for high-risk industries in order to guide employees towards a health and safe working environment.</p>	<p>MEMUR-SEN, KAMU-SEN, KESK, TÜRK-İŞ, HAK-İŞ, DİSK</p>	<p>Members of NOSHC, MoLSS (ÇASGEM)</p>
<p>6.4. OSH awareness trainings for OSH professionals.</p> <p>By means of providing trainings for OSH professionals, who actively operate in this field and have significant role in the establishment of safety culture within the society, their awareness on OSH shall be raised.</p>	<p>TMA, UCTEA</p>	<p>MoLSS (ÇASGEM)</p>
<p>6.5. OSH awareness trainings by universities for students.</p> <p>Students shall be provided with trainings by universities to support them for their future business life, and their awareness on OSH shall be developed.</p>	<p>CoHE</p>	<p>MoLSS (ÇASGEM)</p>

<p>6.6. Execution of promotional and informative activities with a participatory policy (Seminars, public service ads, projects, trainings, etc.) to raise self-awareness and ensuring their continuation.</p> <p>Employers and employees shall be provided with information about liabilities and responsibilities stipulated by the OSH Law through activities such as trainings, seminars, public service ads, etc. so that the awareness on OSH shall be disseminated. Any suggestions, opinions and requests by concerned parties shall be evaluated during the studies to be carried out, and activities conforming to the need shall be carried out through participation of the parties.</p>	<p>Members of NOSHC</p>	<p>-</p>
<p>6.7. Development of training modules on OSH at various levels from preschool to higher education, and adaptation to the training curriculum.</p> <p>OSH education provided at high schools and universities shall be made more widespread and OSH modules shall be provided in the entire education and teaching curriculum, starting from preschool education. So that individuals shall be familiar with the subject of OSH from very early ages, whereby the most important step towards the dissemination of safety culture shall be realized.</p>	<p>CoHE, MoNE</p>	<p>MoLSS (DGOSH)</p>

6.8. Execution of awareness-raising activities on impacts of OSH practices on efficiency.

Impacts of the OSH practices on efficiency shall be studied for encouraging employers on OSH practices; the data obtained shall be shared to employers. Investments of enterprises on OSH, reflections of the visible positive results which can be observed through the decrease in loss of workdays and indirectly in losses of production and through the increase in motivation of employees, on expenditures of the enterprise shall be clarified by means of studies to be carried out.

MoLSS
(DGOSH)

CoHE,
TOBB,
TİSK,
TESK,

Objective 7. Requirement for VQA Vocational Qualification Certificates in hazardous and very hazardous works.

Changes are necessary in the legislation for VQA Vocational Qualification Certificates to be legally required in hazardous and very hazardous works in line with the objective of developing the OSH environment, reducing occupational accidents and increasing productivity by employment of qualified workforce having VQA Vocational Qualification Certificates. The mentioned requirement shall cover the professions indicated in the by regulations to be issued by the Ministry of Labour and Social Security.

Annual Performance Indicators

Indicator	2014	2015	2016	2017	2018
1. Necessary amendments to the legislation.	100 %	-	-	-	-
2. The number of occupations included in the lists to be issued by the Ministry.	-	20	30	30	30

Actions	Responsible Institutions and Organisations	Relevant Institutions and Organisations
<p>7.1. Making amendments by identifying legislation that needs to be changed.</p> <p>It is aimed to identify which laws and regulations' amendments shall be made to ensure that VQA Vocational Qualification Certificate shall be obligatory for works included in hazardous and very hazardous classes in cooperation with related partners; and to make necessary amendments.</p>	<p>MoLSS (VQA)</p>	<p>MoLSS (DGOSH), Relevant Ministries</p>
<p>7.2. Preparation of the list regarding occupations for which VQA Vocational Qualification Certificates shall be obligatory.</p> <p>The aim is to determine the occupations by VQA to require VQC within the view of business market requirements and capacities of certification bodies in related occupations, and to ensure the Ministry of Labour and Social Security to announce the list containing the mentioned occupations through communiques.</p>	<p>MoLSS (VQA)</p>	<p>MoNE, TOBB, TİSK, TESK</p>





Safe and Healthy Growth



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