



EVALUATION OF THE OHS POLICY, STRATEGY AND APPLICATIONS IN TURKEY

ASSOCIATION OF LABOUR INSPECTORATE

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Association of Labor Inspectorate

- **Association of Labor Inspectorate**, which is an organization of Labor inspectors, adopts the functionality to ensure the labor peace.
- Since its establishment in 1998, **Association of Labor Inspectorate**, believing in the importance of social dialogue, supports the effort for democratic and modern working life by finding solutions and connecting employee and employer associations.



LABOR FORCE IN TURKEY (2009)

- Population 70 166 000
- The workforce (over 15 yrs) 23 523 000
- Total employment 19 873 000
- Labour force participation rate %45,8
- The unemployment figure %15,5 3 650 000
- Number of insured employee 9.574.000

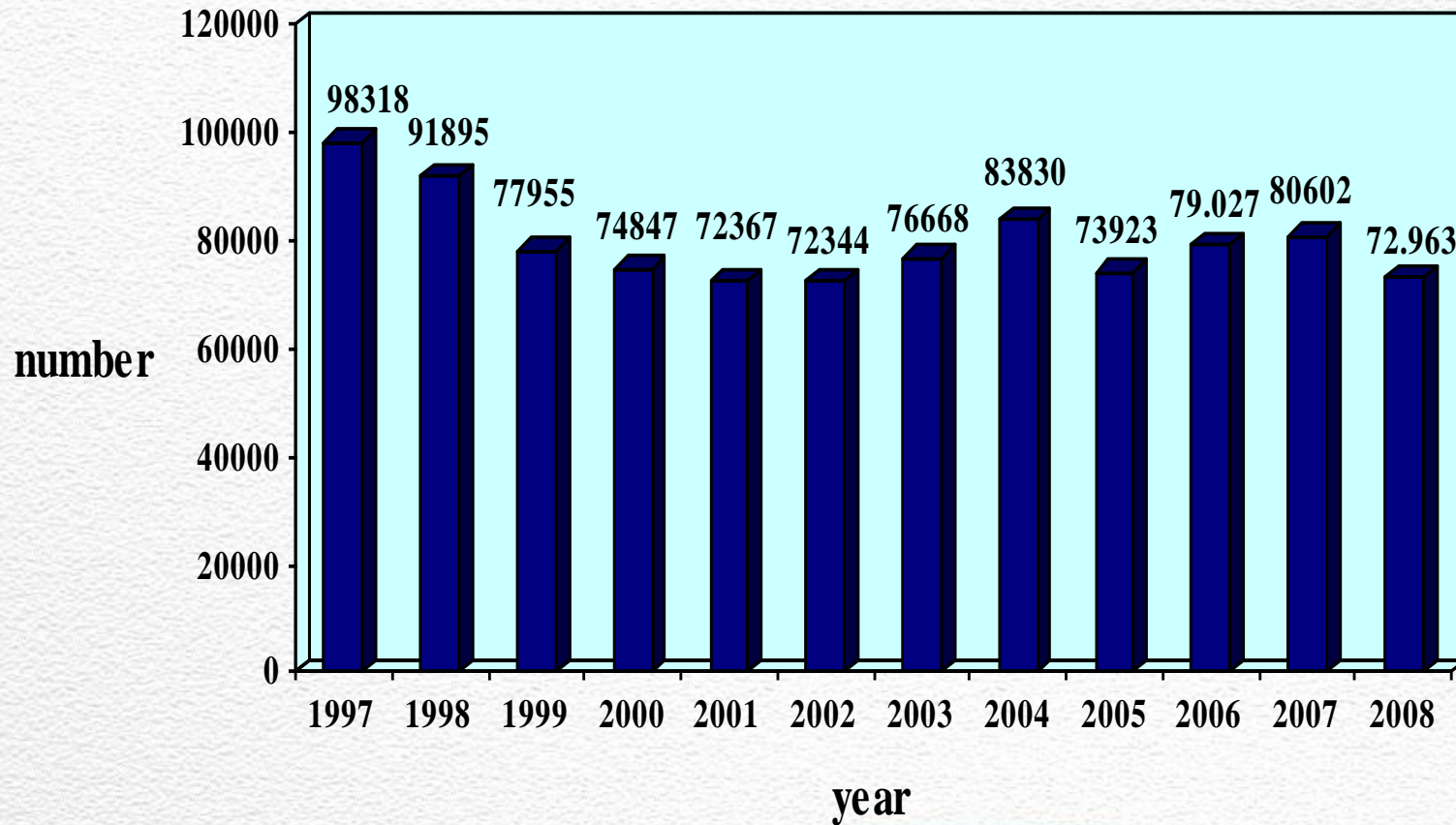


Occupational Safety and Health Statistics

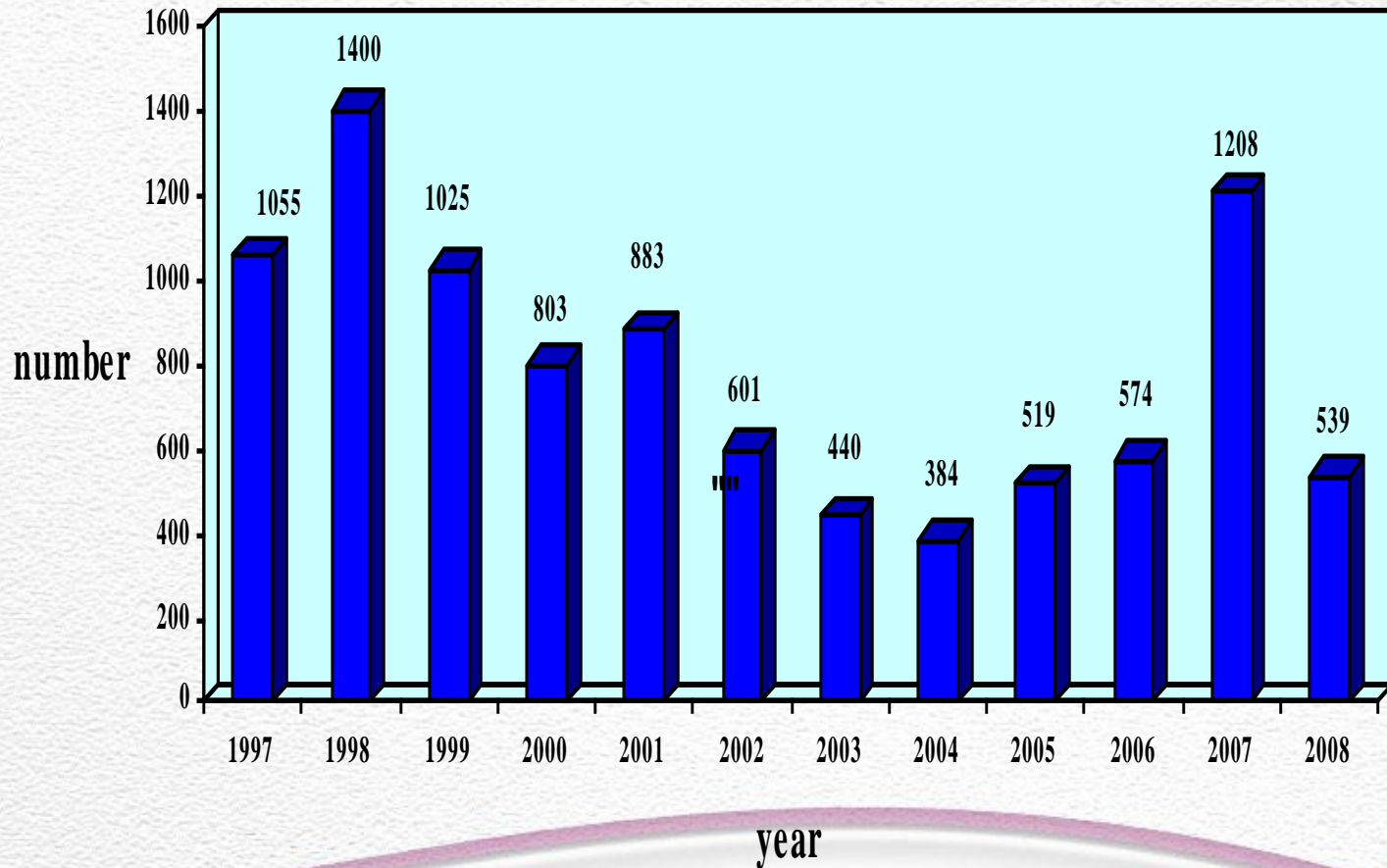
- Although several institutions are collecting statistical data on occupational accidents such as Labour Inspection Board, Ministry of Health and the Social Security Institutions, the latter has the most detailed and reliable statistical data.
- Employers are obliged to report every occupational accident to the Ministry and to the Social Security Institution. The available statistics and data do not represent the agricultural, artisan, government and the informal sector.



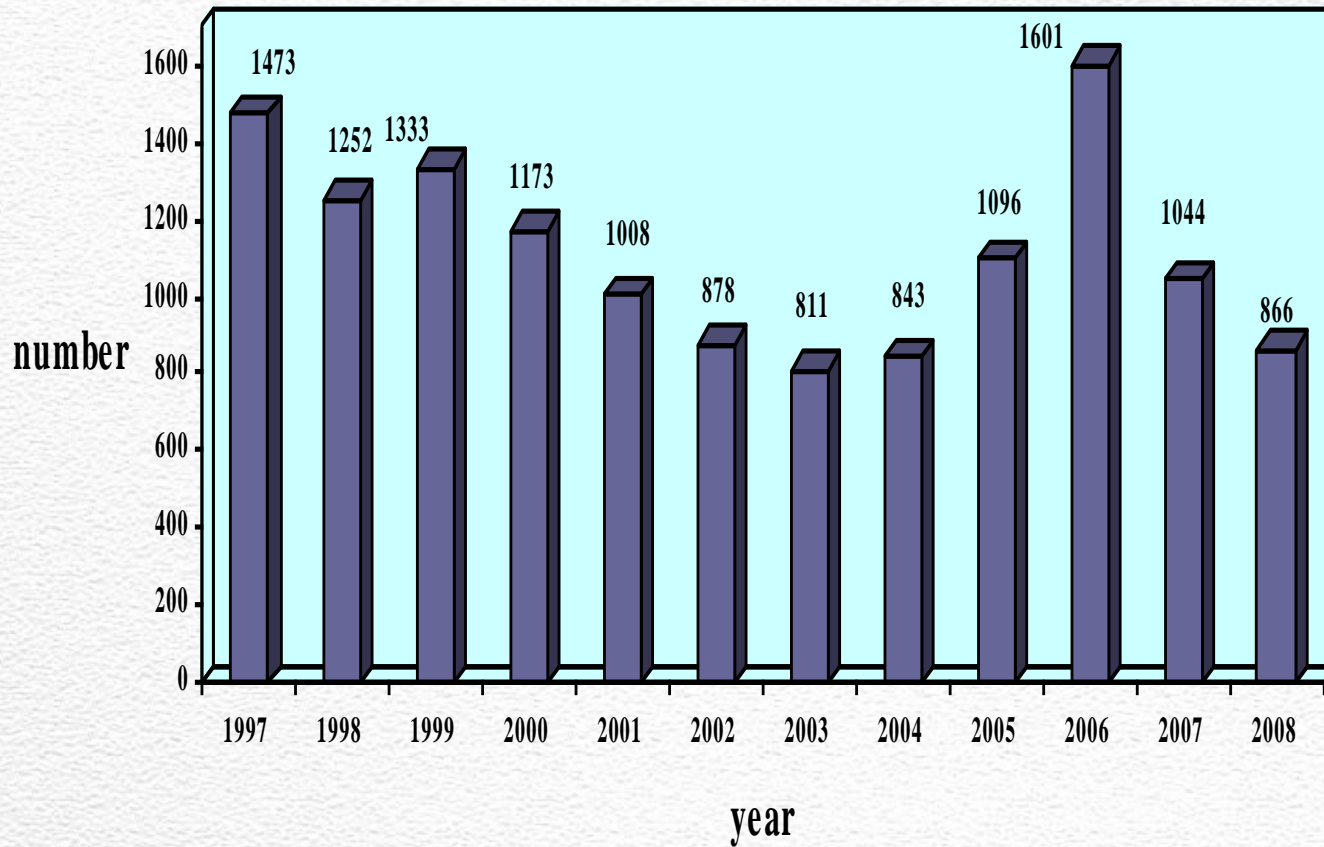
Number of Work-related Accidents



Number of Occupational Diseases



Fatal Cases



OHS SYSTEM IN TURKEY

In the field of occupational health and safety,
Turkey has
legislative, practical and institutional
knowledge accumulated
over the past 150 years.



LEGAL BASES OF OCCUPATIONAL HEALTH AND SAFETY (OHS)

- CONSTITUTION
- CODE OF OBLIGATIONS
- LAW ON PROTECTION OF PUBLIC HEALTH
- SOCIAL INSURANCE AND UNIVERSAL HEALTH INSURANCE LAW
- LABOUR LAW



LABOUR LAW

Labour Law (No:4857) contains the main provisions for the protection of workers falling within the scope of the Law. Chapter V of the Law is allocated to OHS.

Labour Law does not cover civil servants, police forces and civil defence workers.



LABOUR LAW

- ***LABOUR LAW (ARTICLE 77)***
Obligations of Employers and Workers,

Employers are obliged to;

- take all measures
- make all equipment available
- check and inspect the measures
- inform and train the workers
- notify the occupational diseases and accidents

Workers are obliged to;

- comply with such measures taken for OHS



OCCUPATIONAL HEALTH AND SAFETY LAW

- There has been a preparation of new law only related to OHS.
- OHS law will consist all the workers, the agricultural, artisan, civil servants as well.



Organisations related OHS

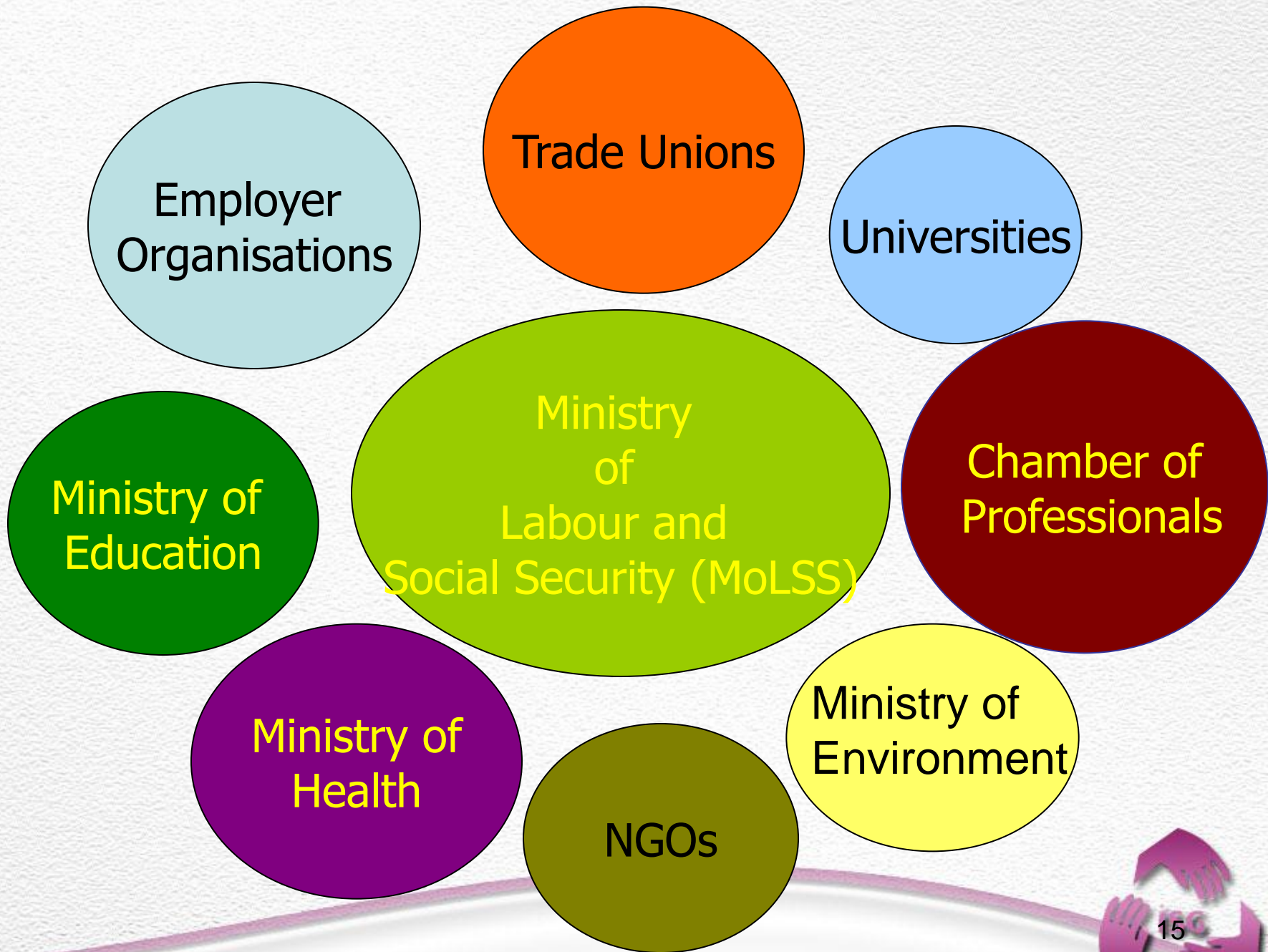
The Ministry of Labour and Social Security (MoLLS) in cooperation with related ministries and representatives of workforce play the key role in improving occupational health and safety in the country.



National Occupational Health and Safety Council

- National Occupational Health and Safety Council is set in 2005 as an advisory body and platform for dialogue on issue of health and safety at work.
- It is composed of representatives of the states, employers and workers, and takes advisory decisions





OHS ORGANISATION IN THE MoLSS

There are four divisions carrying out OSH activities in the Ministry of Labour and Social Security (MOLSS).

- Directorate General of Occupational Health and Safety (DGOHS)
- Occupational Health and Safety Centre (ISGUM)
- Labour Inspection Board (LIB)
- Labour and Social Security Training and Research Centre (ÇASGEM)
- Social Security Institution (SGK)



The Duties of the General Directorate for OHS

- To adapt and ensure the implementation of legislation in the field of OHS,
- **To determine the national policies and prepare programmes,**
- To ensure co-operation and co-ordination with National and international organisations and institutions.



2 nd NATIONAL POLICY (2009 – 2013)

I) Political Objectives:

1. Issuing an Occupational Health and Safety Law in line with the EU norms,
2. Including all employees in the legislation concerning occupational health and safety,
3. Extending the implementation of the legislation concerning OHS to all enterprises,
4. Making the occupational health and safety service units efficient.



2 nd NATIONAL POLICY (2009 – 2013)

II) Implementation Objectives:

- 1.Reducing the number of work related accidents by 20 %,
2. Developing diagnosis systems for occupational diseases in our country,
3. Increasing the OHS technical support services carried out by the public institutions in our country by 20%.



ÇASGEM-ISGUM

- **CASGEM** organizes training courses and seminars on occupational health and safety.
- **Occupational Health and Safety Centre**, affiliated body of DGOHS, works on measurements at workplaces and setting measurement standards.



LABOUR INSPECTION BOARD

- According to our agreements with ILO, Labour Inspection Board was established in 1960 as a department in the Ministry of Labour and Social Security.
 - It performs all kinds of labour inspection activities related to OHS and identifies the measures to be taken to ensure OHS based on inspection reports and relevant statistical data.



LABOUR INSPECTION

The inspection of compliance with the legislation about work-life is the duty of the Labour Inspection Board.

Main working areas;

- ✓ working environment
- ✓ working conditions
- ✓ work contracts
- ✓ workers' complaints



LABOUR INSPECTION

- Labour Inspection Board is located in Ankara. The Board is a central inspection organization and Labour Inspection Groups are formed in order to carry out the inspection services in a peaceful, efficient and active way at 10 provinces.
- Technical Labour Inspectors (occupational health and safety inspectors)
- Administrative and Social Labour Inspectors



LABOUR INSPECTION

- The board has about 270 technical (OHS) inspectors and nearly 70 assistant labour inspectors working in the field of OHS. In addition there are 309 social inspectors and 52 assistant labour inspectors dealing with employment issues. In Istanbul, currently, there are 35 occupational safety inspectors, which is obviously insufficient if we consider 800.000 registered workplaces.
- The total number of inspectors and assistant inspectors is planned to increase up to 850 nation-wide until the end of 2010.



Inspections on Occupational Health and Safety in 2007

- **General Inspection : 10.625**
- **Control Inspection : 1.231**
- **Enterprise Documents : 6.082**
- **Establishment Permits : 1.196**
- **Work-related Accidents : 6.782**
- **Occupational Diseases : 138**
- **Complaints : 551**
- **Others : 895**
- **Apprentices : 2.182**
- **Total : 27.500**



General Views Over Current OHS Inspection System

OHS inspection system

- is lack of a *occupational health and safety inspection policy* to drive the inspection process.
- is reactive , not pro active,
- does not cover all the workers and all the work places. There has been a preparation of new law only related to OHS. OHS law will consist all the workers, the agricultural, artisan,civil servants as well
- does not focus on risk assessment although it is obligated by the legislation.



General Views Over Current OHS Inspection System - II

- The other problems:
 - Lack of coordination between different inspection units concerning occupational health and safety.
 - Lack of human resource development policy for inspection board.
 - Limited number of inspectors



Views and Recommendations for improving OHS Inspection System - I

The steps for improving OHS system are:

- Establishing a commitment by the participation of employers, workers and their organizations, Chamber of Professionals, universities and the other NGOs for improving inspection policies and implementations. Commitment would be gathered periodically to monitor and evaluation.
- Setting an OHS inspection policy by that committee.
- Setting commissions for high risky sectors to develop OHS strategies and the plans for implementing the OHS policies.



Views and Recommendations for improving OHS Inspection System - II

- Developing national action plans and highlighting need to allocate more resources for labour inspection.
- Promoting modern inspection practices focusing on prevention.
- Paying special attention to the informal economy



Views and Recommendations for improving OHS Inspection System - III

- Getting support of technical experts such as industrial hygienist, statisticians etc.in the board.
- Setting a human resource development policy for inspection board
- Clarifying different roles of different public authorities to avoid gaps and duplications; Establishing clear written agreements to define roles and responsibilities.
- Upgrading the qualifications, screening and training of labour inspectors so that they have the capabilities to undertake their increasingly complicated tasks



PROBLEMS

- Lack of relevant OHS training
- Lack of safety culture
- Economic bottlenecks and unfair competition
- Low level of knowledge of legislation
- Considerable number of unregistered workplaces
- Poor working conditions



PROBLEMS

- Lack of any social security for a large number of workers
- Obstacles and difficulties on the diagnosis of occupational diseases
- Insufficient organisation as well as consulting-training-planning
- Unemployment and high employee turnover rate
- Low number of institutions to carry out employer's legal obligations



PROBLEMS

- Illegal employment of foreign workers and children
- Low unionization rate and poor level of communication and co-operation between institutions or/and social partners

