

European Sectorial Social  
Dialogue for the Extractive  
Industries

The Accident project

SSDEI Plenary, June 2010

# Project scope

- Pilot questionnaires in 5 countries which could provide a punctual insight, a qualified assessment, but no European wide statistical valid assessment of the total situation.
- Two conferences identified a selection of best practices on how to address safety issues for the two target groups which will be circulated through the social partners.

# Difficulties identified

## Definitions

- The **definition of contractors** raised difficulties because of linguistic problems.
- The original definition of young workers had to be revised to “**inexperienced workers**” (less than 3 years) practice.

## Available Statistics

- Most **Member States accident statistics** do not separate specific groups of workers within their scope. Most companies do not separate out such statistics.
- A comprehensive statistical analysis of the situation of both target groups across the whole of the extractive industry in all 27 Member States was an impossible task given the time and financial constraints.

## Original assumptions

- The assumption that the situation with regard to contractual work in the extractive industry in Eastern and Western Europe would be similar was proven wrong. Contracting out work in Eastern Europe is far less frequent than in Western Europe.



# Main results

# Awareness

- The extractive companies consulted in the survey showed a high degree of awareness of the need of solid safety training among newly hired workforce.

# Harmonisation of definitions and terminology

- One clearly identified need for the future was to have clear definitions and linguistic fine-tuning of the categories of target groups.
  - The study has shown that the definition of young workers or inexperienced workers is not the same across the EU Member states or in the industry and that harmonisation among the concepts of target groups for special measures would be desirable.
- The current definitions are not necessarily inhibitive for actions, but a harmonised approach would facilitate the implementation of best practices and would permit better monitoring and benchmarking.



# Harmonisation and suitability of statistics

- The study showed that equally the non-availability or harmonised EU wide statistics with details about specific target groups can be a hindrance to monitor specific target groups and conduct useful comparisons.
- The fact that the different Member States have different criteria for professional accidents does not facilitate monitoring and benchmarking, but equally is not inhibitive to implement best practices.
- Few national statistics provide a breakdown by well defined target groups or a systematic analysis of causes of accidents for specific target groups. This would be desirable if measures taken should be tailored better.

## Inexperienced workers - situation

- The examined sites presented an accident frequency rate among young and newly hired people that were below the average accident frequency rate at those sites.
- This was in contrast to first assumptions.
- Experts suggested that this was because they had just completed their training. It seemed that older, routined workers had higher rates because they were less careful.



# Inexperienced workers - recommendation

- Maintain, continue and repeat training of such personnel
- Good examples of such training is available in many countries and many companies

# Contractors - situation

- The development of using contracting and outsourcing which provides companies with greater flexibility in personnel management, has led to an larger number of outside companies at worksites.
- Main motivation for companies is to
  - continue to provide customer service and assistance during equipment maintenance for products they have manufactured,
  - supply the necessary temporary additional personnel or machinery for operations and maintenance services,
  - engage in complete long-term operations (outsourcing) for auxiliary functions to the operation: materials transport, equipment maintenance, waste treatment, etc.

# Contractors – situation -

- There is a risk that such contracting could jeopardise the risk awareness of management and workforce and that safety measures and training are not as well implemented as with the permanent workforce. This potential risk needs to be addressed.
- It should be noted that in many Member States the legal responsibilities for the workforce and their training rests with their respective employers, which also results in the fact that monitoring data on the accidents is not readily available to the extractive company.

# Contractors - recommendation

- Good practice of safety management and training for this group has to be a solid, good cooperation between both concerned employers and the workforce.
- The unavailability of accident frequency and causes information between extractive operation and contracting company in many EU Member States does not facilitate the overall monitoring. An improvement in the legal situation in the MS would help.

# Best practices

- A series of best practices were compiled that included recommendations on
  - General Housekeeping
  - Management commitment
  - H & S management and audits
  - Training
  - Awareness

# Further procedure

- The findings and recommendations
- should be forwarded to the SWPEI for further use
- should be communicated by the European Social Partners in the SSDEI to their members for further disseminations and promotion.