



Occupational Health and Safety

Week 3



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General Information

- Labor inspection and application controls are some of the most fundamental duties and responsibilities of the MoLSS. It is carried out to supervise the implementation of legislation and monitor the working life in order to protect the health of employees.
- The OHS Law applies to all sectors of the economy, to all types of work, and covers all workers employed in both the public and private sectors, all workplaces, non-governmental organizations, and employers.
- However, the OHS Law does not apply to military and police work, domestic services, and private activities of civil protection services.



General Information

- The Labor Inspection Board carries out inspections on occupational health and safety issues. It also conducts inspections on administrative matters (labor relations) such as issues related to employment status and working hours, wages, unionization, informal employment, working conditions, and child and youth employment.
- Labor inspectors carry out scheduled and non-scheduled workplace visits. During the visits, the inspector monitors the workplace's compliance with national legislation and prepares a report on the visit. Recommendations on occupational health and safety conditions, working status, identified problems and precautions to be taken are included in this report.
- In addition, The Labor Inspection Board contributes to the preparation of legislation.

Human resources



- Two types of inspectors work in the Labor Inspection Board: inspectors that carry out inspections on administrative matters (Labor relations) and occupational health and safety inspectors.
- The graduates of law, public administration, labor economics, and other related departments can apply to be an inspector of administrative matters. The majority of the OHS inspectors come from engineering departments (mining, geological, mechanical, physics, chemical, civil, industrial, environmental, etc.).
- In addition, graduates of medicine, pharmacy, and architecture departments can also apply to be OHS inspectors.

Human resources



- After being selected through an examination process, the applicators become assistant inspectors. If they are successful in the proficiency exam held at the end of the 3 years of theoretical and "applied" training, they become inspectors.
- Inspectors who complete their 10-year term of office become "chief inspectors." Apart from the theoretical formal training they receive, there is also applied training to observe and learn about the various elements involved in inspections under the supervision of different senior inspectors.



Human resources

- During their working time, inspectors attend national and international conferences on OHS, as well as attending continuing education programs.
- Inspectors are employed full-time and cannot hold any other job. As of 2014, 1005 inspectors were working at the Labor Inspection Board.
- While more than half of the inspectors (587, 58%) were OHS inspectors, the rest of them (418, 42%) were inspectors of administrative matters (labor relations).



Methodology and Inspection Types

- Two types of inspections are carried out in workplaces: OHS inspections and inspections on labor relations.
- OHS inspections; focus on the investigation of physical, chemical, biological, ergonomic, or any other risk factors that occur in the workplace, risk assessment, emergencies, vocational training of employees, the health status of employees, and similar issues.
- Inspections of administrative matters (labor relations) are mostly carried out for administrative purposes and they mainly aim to check the official records, in other words, they are carried out to check the records and premium payments in the social security system.



Methodology and Inspection Types

- During the visits to the workplaces, the inspectors also inspect the matters of the employment of child or young workers, the working hours and overtime hours, week holidays, annual leaves, etc.
- The Labor Inspection Board carries out two types of inspections: Scheduled inspections and Non-scheduled inspections. (Labour Statistics 2014, Ministry of Labor and Social Security, General Directorate of Labor, Ankara, May 2015.)



Methodology and Inspection Types

- Scheduled inspections: these inspections are carried out for a pre-agreed set of objectives, and to oversee the execution of all or a specific part of the provisions of the legislation. The inspection is planned by taking a risk or a region or sector into account.
- Non-scheduled inspections: These inspections are carried out upon request, a report from a news source for example. These inspections are carried out when a work accident or occupational disease is reported or when there is a complaint submitted to the Labor Inspection Board.



Methodology and Inspection Types

Occupational health and safety inspections based on economic activity,
2014

Economic Activity	Number	Percentage
Construction	7.278	51,4
Metal work	2.127	15,0
Mines and quarries	1.391	9,8
Other	3.378	23,8
Total	14.174	100

Inspections of Administrative Matters (Labor Relations) Based on Economic Activity



Economic activity	Number	Percentage
Transportation	991	10,8
Accomodation and entertainment	901	9,8
Food sector	633	6,9
Textile, clothing and leather	576	6,3
Metal work	530	5,8
Health and social services	486	5,3
Construction	457	5,0
Defense and security	412	4,5
Other	4171	45,6
Total	9.157	100,0

Relevant Regulation

- The ministry's (MoLSS) duties and responsibilities on workplace inspections stem from Convention No.81 (Labour Inspection Convention) of ILO which was ratified by Turkey in 1950.
- Convention No.155 (Convention on Occupational Health and Safety, 1981) of the ILO, emphasizes the importance of labor inspection in protecting the health of workers.
- In accordance with these international regulations, both the Labor Law (No.4857) and the Occupational Health and Safety Law (No.6331) give the duty and the authority to inspect the workplace to the Ministry of Labor and Social Security.
- Articles 92-93-96-97 and 107 of the Labor Law, and 24 to 27 of the Occupational Health and Safety Law are related to the inspections carried out in workplaces.



Stoppage of Work Due to Occupational Health and Safety Concerns

- 25th Article of the OHS Law, explains under which conditions work can be stopped.
- In the case of an imminent or life-threatening situation, - taking into account the area that may be affected by the risk that may arise from the danger in question- the work may be stopped until this danger is eliminated in the whole workplace or in a part of it.
- By stopping the work in a part of the workplace, the negative effects of the complete closure of the workplace are avoided. During the stoppage of work, employees are directed to another job suitable for their profession and qualifications, ensuring that their wages are not reduced.

Controls and Inspections Carried Out by Other Institutions



- The Ministry of Environment, Urbanization, and Climate Change is mainly concerned with the possible harm that industrial facilities may cause to the environment.
- Therefore, the purpose of the controls and inspections carried out by this ministry is to control the waste output of the workplaces.
- In addition to that, The Ministry of Environment, Urbanization, and Climate Change also have responsibilities regarding the health and safety of employees.

Controls and Inspections Carried Out by Other Institutions



- Municipalities are mainly concerned with the peace and well-being of the community around the workplace.
- The waste output of the workplaces may cause harm to people living around these facilities.
- Therefore, municipalities have the duty to control any harm that can be caused to society by workplaces: for example, by controlling waste produced by industrial plants.