

# National Strategies Mapping

## Country overview

### GERMANY

EUOSHA/PRU/2016/06  
Kooperationsstelle Hamburg IFE

GERMANY	
<b>1. Basic information</b>	<p>German version: <b>Gemeinsame Deutsche Arbeitsschutzstrategie</b> (GDA) <sup>1</sup> (Joint German Occupational Safety and Health Strategy 2013 - 2018<sup>2</sup>). Currently short English descriptions are available in two flyers: 1. Joint German Occupational Safety and Health Strategy - Goals and core elements<sup>3</sup> 2. Joint German Occupational Safety and Health Strategy (GDA) Joint Safety and Health Objectives 2013 - 2018<sup>4</sup></p> <p><u>Former Strategies:</u> Joint German Occupational Safety and Health Strategy 2008 -2012<sup>5</sup></p>

GERMANY	
<b>2. Background &amp; defining the perceived problem</b>	<p>Background report published Gemeinsame Deutsche Arbeitsschutzstrategie Fachkonzept und Arbeitsschutzziele 2008 – 2012 As of: December, 12 2007 <sup>6</sup></p>

<sup>1</sup>Gemeinsame Deutsche Arbeitsschutzstrategie (GDA) (2016). Available at: <http://www.gda-portal.de/de/Startseite.html>

<sup>2</sup> English descriptions are available at: <http://www.gda-portal.de/en/Homepage.html> Downloadable publications in English are available at: <http://www.gda-portal.de/en/Downloads/Downloads.html>

<sup>3</sup>Joint German Occupational Safety and Health Strategy, Goals and core elements, 2010. Available at: <http://www.gda-portal.de/de/pdf/en-Flyer-Goals.pdf?blob=publicationFile&v=3>

<sup>4</sup>Gemeinsame Deutsche Arbeitsschutzstrategie (GDA) (2016). Downloads. Available at: <http://www.gda-portal.de/en/Downloads/Downloads.html>

<sup>5</sup> English descriptions are available at: <http://www.gda-portal.de/en/Homepage.html>

<sup>6</sup>Gemeinsame Deutsche Arbeitsschutzstrategie, Fachkonzept und Arbeitsschutzziele 2008 – 2012, 2007. Available at: <http://www.gda-portal.de/de/pdf/GDA-Fachkonzept-gesamt.pdf?blob=publicationFile&v=2>

GERMANY	
<b>3. Main characteristics and objectives of the OSH-strategy (activity plan)</b>	<p>Quote:</p> <p>“The overarching goal of the Joint German OSH Strategy is to maintain, improve and promote the safety and health of workers by means of the efficient and systematic implementation of occupational safety and health – supplemented by workplace health promotion measures.</p> <p>The awareness of safety and health among employers and workers is also to be strengthened”<sup>7</sup></p>

GERMANY	
<b>4. Details of the strategy and activity plan</b> Axis description	
<b>Priorities</b>	<p>Quote from ‘Joint German Occupational Safety and Health Strategy (GDA) -Joint Safety and Health Objectives 2013 – 2018’:</p> <p>“The Joint German OSH Strategy comprises five core elements which are:</p> <ul style="list-style-type: none"> <li>• the development of joint objectives in the field of occupational safety and health</li> <li>• the elaboration of joint fields of action and work programmes and their implementation according to uniform principles</li> <li>• the evaluation of objectives, joint fields of action and work programmes</li> <li>• the improvement of the cooperation and coordination of the actions of the public occupational safety and health authorities and accident insurance funds</li> <li>• the establishment of a transparent, reasonable and user-friendly set of provisions and regulations.”</li> </ul>
<b>Activities / Work programmes</b>	Elaboration of joint fields of action and work programmes and their implementation according to uniform principles
<b>Work Programme "Organisation"</b>	<p>The work programme "Organisation" is implemented with a combination of information, advice and supervisory measures.</p> <p>An <b>interactive online tool</b> ‘GDA-ORGA check’<sup>8</sup> offers companies a simple way of analysing and improving their own OSH organisation.</p> <p><b>Inspection and advice:</b> inspectors of the OSH authorities and accident insurers are carrying out coordinated company audits. They pay particular attention to the internal OSH organisation and risk assessment. The audits are based on the GDA guidelines on OSH organisation and the GDA guidelines on risk assessment and documentation.</p> <p><b>Information events and seminars</b> on workplace OSH organisation</p> <p><b>Services for introducing an OSH management system</b>, for example as part of an inspection and consulting process</p>

<sup>7</sup> Joint German Occupational Safety and Health Strategy - Goals and core elements, see: <http://www.gda-portal.de/de/pdf/en-Flyer-Goals.pdf?blob=publicationFile&v=3>

<sup>8</sup>Joint German Occupational Safety and Health Strategy, GDA-Orgacheck. Available at:

<p><b>Work Programme</b> <b>"Musculoskeletal disorders (MSDs)"</b></p>	<p><b>Information:</b> A cross-sectoral portal<sup>9</sup> brings together all the MSD prevention measures of the GDA bodies and social partners. It contains, for example, a database with details of more than 400 prevention measures categorised according to target groups</p> <p><b>Inspections and advice:</b> Since autumn 2014, labour inspectorates and the accident insurance institutions have been visiting companies, providing them with information and recommendations on how to maintain the health of their employees. The main focus of the inspections is on sectors and occupational groups that are particularly frequently affected by MSDs. By 2017 some 16,000 companies will have been visited.</p> <p><b>Customised training and seminars:</b> Training courses for managers and multipliers enable specialists from the work programme to pass on their expertise in MSD prevention.</p> <p><b>Specialist events, exhibitions and congresses:</b> Such events offer people responsible for OSH in companies an opportunity to talk to experts about MSDs. The MSD portal offers information on events currently planned.</p> <p><b>Prevention culture and health skills:</b> The work programme focuses on two approaches for effectively reducing MSDs: the development of a prevention culture in companies – i.e. the design of optimised workplaces; and health skills – i.e. the promotion of appropriate behaviour on the part of employees. The work programme helps to ensure that</p> <ul style="list-style-type: none"> <li>• more companies are equipped with ergonomically optimised workplaces, workstations and work procedures,</li> <li>• more companies operate a system of workplace health management,</li> <li>• work organisation and management competence in companies are improved with a view to preventing MSDs,</li> <li>• more and improved risk assessments for physical and mental stress are carried out,</li> <li>• the number of preventive health checks is increased where there are high levels of strain on the musculoskeletal system.</li> </ul> <p>At the same time, more employees should benefit from company-supported MSD prevention measures in order to improve their health skills.</p>
<p><b>Work Programme</b> <b>"Psyche"</b></p>	<p><b>Internet portal gda-psyche.de:</b></p> <p>Here employers and employees find can find relevant information on the subject of psychological strains at work. For example, under the heading "Work and Psyche from A to Z", it explains the various factors affecting the well-being of employees and what companies can change. <a href="http://www.gda-psyche.de">www.gda-psyche.de</a></p> <p><b>Recommendations for implementing psychosocial risk assessment:</b> Since the end of 2013 the Safety and Health at Work Act explicitly calls for the consideration of psychological stress in risk assessments. In seven steps, a new brochure (see box on the</p>

<sup>9</sup>Gemeinsame Deutsche Arbeitsschutzstrategie (2016). Arbeitsprogramm MSE. Available at: [www.gdabewegt.de](http://www.gdabewegt.de)

	<p>right) explains the risk assessment of psychological strain, its methods and tools. Parameters are described within which the actual implementation of risk assessment is to move. The brochure is aimed particularly at companies and occupational safety actors (e.g. employers, works and staff councils, company physicians and specialists for occupational safety).</p> <p><b>Practical tools for the workplace:</b> The work programme collects examples of good practice for dealing with psychological stress in the workplace and makes them known to the public. Companies, workers and occupational safety and health experts receive practical support for the improvement of working conditions in everyday business.</p> <p><b>Qualification of inspectors:</b> Inspectors from occupational health and safety authorities and accident insurance institutions are trained to identify mental stress and to adequately advise companies. By the end of 2017, the entire inspection staff will have a basic knowledge about psychological stress.</p> <p><b>Inspections and advice:</b> Since the beginning of 2015, the inspection staff of the occupational safety and health authorities and accident insurers conducts coordinated inspections. The focus of the site inspections is the consideration of psychological stress in the risk assessment. The inspectors also advise businesses specifically on setting up working hours so as to promote health and on dealing with traumatic events in the workplace.</p>
<b>Activity Collaboration of institutions</b>	<p>The German strategy addresses with <b>all</b> its core elements the collaboration of institutions (work programmes, cooperation on inspection activities, development of a coherent set of rules).</p> <p>Federal states and public accident insurance institutions hand in hand: the Joint German Occupational Safety and Health Strategy (GDA) provides the framework. As part of the GDA, state occupational safety and health authorities and public accident insurance institutions have undertaken to adopt a work-sharing and coordinated approach in advising and supervising companies. This approach aims at coordination, standardisation and transparency in consultancy.</p> <p>Key tools of the joint consultancy and supervisory strategy are:</p> <ul style="list-style-type: none"> <li>• Framework agreements on the interaction of the state occupational safety and health authorities and the public accident insurance institutions</li> <li>• Joint guidelines for coordinated, tactical supervisory action and equivalent implementation of occupational safety and health regulations</li> <li>• Promotion of data and information exchange between the federal states and the public accident insurance institutions on company inspections.</li> </ul> <p>Furthermore, the „Occupational Safety and Health Forum“ was established under the German Strategy. Its task is to ensure early and active participation of the expert representatives of the umbrella organisations of the employers and workers, the professional and industrial associations, science, the health and</p>

	pension insurance funds, institutions in the sector of safety and health at work as well as bodies which help to promote employability in the development and updating of the Joint German OSH Strategy.
<b>Activity Optimisation of rules and regulations</b>	<p><b>Statutory regulations are the basis for implementing and evaluating occupational safety and health measures.</b></p> <p>One important requirement for the effective implementation of occupational safety and health regulations is that they are practicable, consistent and, above all, easily manageable by the users and self-explanatory. The German government, federal states and public accident insurance institutions set themselves the task under the Joint German Occupational Safety and Health Strategy of optimising the rules and regulations relating to safety and health at work. One important module is the guideline paper on the restructuring of the set of rules and regulations in occupational safety and health passed in August 2011. The guideline paper defines the relationship of state law to autonomous law of the public accident insurance institutions and describes the procedures with which the two areas of law are harmonised.</p>
<b>Activity Improvement of the cooperation and coordination of the actions of the public occupational safety and health authorities and accident insurance funds</b>	<p>The occupational safety and health authorities and accident insurance institutions have undertaken to adopt a work-sharing and coordinated approach in advising and supervising companies. This approach aims at coordination, standardisation and transparency in consultancy. Activities are carried out accordingly to a programmatic approach<sup>10</sup>:</p> <p>Key tools of the joint consultancy and supervisory strategy are:</p> <ul style="list-style-type: none"> <li>• Framework agreements on the interaction of the state occupational safety and health authorities and the public accident insurance institutions</li> <li>• Joint guidelines for coordinated, tactical supervisory action and equivalent implementation of occupational safety and health regulations</li> <li>• Promotion of data and information exchange between the federal states and the public accident insurance institutions on company inspections</li> </ul>

<b>GERMANY</b>	
<b>5. Actors and stakeholders</b>	German government, federal states and public accident insurance have the decision power in the National Strategy Conference NAK. Social partners are advisers. There is support from professional organisations, other public bodies and sector organisations.

<sup>10</sup> Gemeinsame Deutsche Arbeitsschutzstrategie GDA, Supporting the companies. Available at: <http://www.gda-portal.de/en/SupportCompanies/SupportCompanies.html>

<b>GERMANY</b>	
<b>6. Resources and timeframe</b>	<p>Years: 2013 – 2018</p> <p>In kind contribution from institutions and associations</p> <p>Financing of the secretariat of the GDA</p> <p>No detailed information published</p>

<b>GERMANY</b>	
<b>7. Evaluation/lessons learned</b>	<p><b>Evaluation is ongoing.</b></p> <p>It is required that every strategy period "the attainment of the objectives of the Joint German OSH Strategy would be quality-assured and evaluated" and that the Joint German OSH Strategy in its entirety would be evaluated as regards interdisciplinary effects on the occupational safety and health system and safety and health at work. As the current strategy period is still ongoing (till 2018) there is no evaluation report available yet. However, the evaluation concept is published on the website. It provides information on the evaluation methods and instruments. In the period 2013 – 2018 the evaluation is based on the model of process-oriented impact monitoring.<sup>11</sup></p> <p>The former strategy was evaluated, the reports and special evaluations are online available.<sup>12,13</sup></p>
Ex ante indicators for the years of the strategy or 2012 to 2020	<p>In the evaluation concept effect-chains, including indicators for every chain link, are described for all strategy areas. As regards the three work-programmes (Organisation, MSE, Psyche) specific targets and indicators are described in the work plans (chapter: Monitoring).<sup>14,15,16</sup></p>

<sup>11</sup> Dachevaluation der Strategieperiode 2013 bis 2018. Available at: <http://www.gda-portal.de/de/Evaluation/Evaluation2013-18.html>

<sup>12</sup> Lißner, L. et al (2014): Abschlussbericht zur Dachevaluation der Gemeinsamen Deutschen Arbeitsschutzstrategie (General Evaluation of the Joint German Occupational Safety and Health Strategy) ed. Nationale Arbeitsschutzkonferenz (National OSH Conference), Berlin. Available at: [http://www.gda-portal.de/de/pdf/GDA-Dachevaluation\\_Abschlussbericht.pdf?blob=publicationFile&v=2](http://www.gda-portal.de/de/pdf/GDA-Dachevaluation_Abschlussbericht.pdf?blob=publicationFile&v=2)

<sup>13</sup> Lißner, L., Brueck C., Stautz A.: Die Gemeinsame Deutsche Arbeitsschutzstrategie - Ein Erfolg? In: WSI-Nachrichten 3/2015

<sup>14</sup> Arbeitsschutz als Methode zahlt sich aus. Available at: <http://www.gda-portal.de/HUNGARYArbeitsprogramme2013-2018/Organisation.html>

<sup>15</sup> Prävention macht stark – auch deinen Rücken. Available at: <http://www.gda-portal.de/de/Arbeitsprogramme2013-2018/MSE.html>

<sup>16</sup> Stress reduzieren – Potentiale entwickeln. Available at: <http://www.gda-portal.de/de/Arbeitsprogramme2013-2018/Psyche.html>

GERMANY	
<b>8. Relation to EU Strategic Framework</b>	<p>Work programme 1 'Organisation' is closely related to challenge 1 of the EU-OSH Strategy (<i>Improving the implementation record of Member States, in particular by enhancing the capacity of micro and small enterprises to put in place effective and efficient risk prevention measures.</i>)</p> <p>Challenge 2: (<i>Improving the prevention of work-related diseases by tackling existing, new and emerging risks</i>): Since 2008, there exists a cross departmental strategy addressing research in the field of nanotechnology, including aspects of OSH. The strategy was updated in 2016.<sup>17</sup></p> <p>Challenge 3 (<i>Tackling demographic change</i>): Since 2012, there exists a cross departmental strategy addressing demographic change. For the strategy period 2012 – 2015 specific objectives and activities in the field of occupational health and safety were formulated in chapter II „Working motivated, qualified and healthy“<sup>18</sup>. The strategy was updated in 2015.<sup>19</sup></p> <p>Work programme 2 'Musculoskeletal disorders (MSDs)' and Work Programme 3 'Psyche' have particularly strong relations to ergonomic risks and psychosocial issues (both mentioned on p 6 of the EU Strategic Framework)</p>

<sup>17</sup> Forschungsstrategie "Nanotechnologie: Gesundheits- und Umweltrisiken von Nanopartikeln" der zuständigen Bundesbehörden. Available at: [http://www.baua.de/de/Themen-von-A-Z/Gefahrstoffe/Nanotechnologie/Forschungsstrategie\\_content.html;jsessionid=1DB001221583E582E39691DDC784CBD2.s2t2](http://www.baua.de/de/Themen-von-A-Z/Gefahrstoffe/Nanotechnologie/Forschungsstrategie_content.html;jsessionid=1DB001221583E582E39691DDC784CBD2.s2t2)

<sup>18</sup> Demografiestrategie: Politik für alle Generationen – Die weiterentwickelte Demografiestrategie. Available at: <https://www.bundesregierung.de/Content/DE/StatischeSeiten/Breg/Demografiestrategie/Artikel/2015-08-21-zusammenfassung.html>

<sup>19</sup> Demografiestrategie der Bundesregierung. Available at: [http://www.bmi.bund.de/DE/Themen/Gesellschaft-Verfassung/Demografie/Demografiestrategie/demografiestrategie\\_node.html](http://www.bmi.bund.de/DE/Themen/Gesellschaft-Verfassung/Demografie/Demografiestrategie/demografiestrategie_node.html)

