

## National strategies mapping

### Country Overview

## THE NETHERLANDS

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<b>1. Basic information</b>	<p>Strategy document:</p> <p><b>Visie en strategie gezond en veilig werken<sup>1</sup></b></p> <p>English version:</p> <p><b>Dutch vision and strategy for occupational safety and health<sup>2</sup></b></p>
<b>2. Background and the perceived problem</b>	Currently no reference made, but in the Netherlands many surveys and background studies surveys on working conditions are available
<b>3. Main characteristics and objectives of the OSH-strategy (activity plan)</b>	<p><b>Vision</b></p> <p>“Employers are responsible for working conditions. In 2012, the State Secretary for Social Affairs and Employment sent a letter to the House containing the ministry’s vision of healthy and safe working conditions.</p> <p>No one should become sick from work, and every employee who dies in a work-related incident is one too many. Having sound working conditions at every workplace in the Netherlands is the ultimate goal. It is important to create a level playing field, both at a national and international level, in order to prevent competitive advantages through bad working conditions.”</p> <p><b>Major objectives (‘targets’):</b></p> <ol style="list-style-type: none"> <li>1. Setting the agenda and stimulating</li> <li>2. Supporting employers and employees in creating healthy and safe work</li> <li>3. Establishing frameworks</li> <li>4. Monitoring</li> <li>5. Enforcement</li> </ol>
<b>4. Details of the strategy and activity plan</b> Axis description	Strategy actions
<b>1. Setting the agenda and stimulating a healthy and safe working</b>	<p><b>1a. Sustainable employability:</b> main focus on a cultural change. Awareness rising among employers and employees through communication campaigns, sharing scientific knowledge and good practice experiences. The programme has two main points:</p>

<sup>1</sup> Ministerie van Sociale Zaken en Werkgelegenheid, *Visie en strategie gezond en veilig werken*. Available at : [https://www.arboineuropa.nl/wp-content/uploads/2016/10/160728\\_Visie\\_en\\_Strategie\\_NL\\_DEF.pdf](https://www.arboineuropa.nl/wp-content/uploads/2016/10/160728_Visie_en_Strategie_NL_DEF.pdf)

<sup>2</sup> Dutch vision and strategy for occupational safety and health, 2016. Available at: <https://www.arboportaal.nl/documenten/publicatie/2016/07/28/dutch-vision-and-strategy-for-occupational-safety-and-health>

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<p><b>environment through campaigns, projects</b></p>	<ul style="list-style-type: none"> <li>▪ tackling work-related psycho-social risks</li> <li>▪ raising awareness of sustainable employability, especially in SME.</li> <li>▪ other activities: e.g. raising awareness for employees with a low socio-economic status and low-skilled employees</li> </ul> <p><b>1b. Self-regulation:</b> main focus on Self-activation and personal responsibility of employers and employees. Making information available to all industries, sharing knowledge, experiences and tools from previous projects.</p> <p><b>1c. Responsible commissioning:</b> focuses on the responsibility of commissioning parties: sufficient attention paid to health and safety aspects and planning will reduce workplace risks.</p> <p><b>1d. Improvement of corporate culture:</b> improve corporate culture with help of tools developed to raise awareness among employees.</p> <p><b>1e. Health and safety educational programme in vocational and other education:</b> exploring ways to promote the incorporation of health and safety at work and awareness in vocational education and recognised training companies.</p>
<p><b>2. Supporting employers and employees in creating healthy and safe work</b> through tools, projects and training</p>	<p><b>2a. Support centre risk assessment tools</b> (Steunpunt RI&amp;E-instrumenten)</p> <p><b>2b. Prevention employee project</b></p> <ul style="list-style-type: none"> <li>▪ Reinforcing the position of the prevention employee</li> <li>▪ Improving the quality of the advice of prevention employee</li> </ul> <p><b>2c. OSH portal</b></p> <p>Arboportaal – portal with current OSH information</p>
<p><b>3. Establishing frameworks:</b> to create an equal level of protection for all employees and to provide normative preconditions for health and safety at work (legislation, regulation, working conditions catalogues).</p>	<p><b>3a. Improvement of the work-related care system:</b></p> <p>review the Working Conditions Act</p> <ul style="list-style-type: none"> <li>▪ promotion of cooperation between occupational health care and regular health care and of regional or sectoral occupational health care, of which self-employed persons can become members.</li> </ul> <p><b>3b. Certification:</b> tools to reinforce personal responsibility and enhance self-activation in quality assurance.</p> <p><b>3c. Working conditions catalogue:</b> employers and workers descriptions of initiatives on how they meet OSH regulations of the government.</p> <p><b>3d. Hazardous substances:</b> special attention to carcinogens: establishing more and better limit values</p> <p>Organising a conference concerning prevention of risks to exposure to carcinogens.</p>
<p><b>4. Enforcement</b></p>	<p>“The government is responsible for establishing the occupational health and safety system and for the enforcement policy. The SZW Inspectorate (Sociale Zaken en Werkgelegenheid – Social Affairs and Employment)) monitors compliance with legislation and upholds the law. The ministry's activities are mainly centered on the leaders and middle group of companies. Notorious violators who refuse to comply require a firm enforcement by the Inspectorate.”</p>

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<b>5. Monitoring</b>	<p>“The information gathered through monitoring enables us</p> <ul style="list-style-type: none"> <li>▪ to keep an overview of the situation,</li> <li>▪ identify risk groups,</li> <li>▪ establish compliance levels,</li> <li>▪ provide periodic accountability information,</li> <li>▪ answer evaluation questions,</li> <li>▪ contribute to information, detection and facilitation of the field.”</li> </ul>
<b>5. Actors and stakeholders</b>	The strategy was mainly developed by the SZW.
<b>6. Resources and timeframe</b>	<p>The total amount of financial resources dedicated to the strategy is about 40% of its operational budget.</p> <p>The total expenditure on activities related to the strategy amounted to € 6.8 mln in the year 2015, and that included amongst other activities € 2.5 mln for the project on Sustainable Employability and € 2 mln for the project on self-regulation.</p>
<b>7. Evaluation/lessons learned</b>	No evaluation up to now.
<b>Ex ante indicators for the years 2012 to 2020</b>	No indicators identified
<b>8. Relationship to EU Strategic Framework</b>	Objective 2 and 3 are closely related to challenge 1 and 2 of the EU-OSH Strategic Framework. Objective 1 is related to Challenge 3.