

National strategies mapping

Country overview

SLOVENIA

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1. Basic information	<p>Resolucija o Nacionalnem programu varnosti in zdravja pri delu (ReNPVZD)¹</p> <p>English version: Resolution on the National programme for safety and health at work, Official Gazette of the Republic of Slovenia, 23/18</p> <p>Former versions: Resolution on national programme for safety and health at work, Official Gazette of the Republic of Slovenia, 2003.²</p>
2. Background and the perceived problem	<p>Vision: Safety, health and well-being at work are the highest priorities in a working environment and the foundation of permanent business success.</p> <p>The efficient assurance of health and safety at work, with no accidents at work, occupational diseases or work-related diseases is in the national interest, the interest of workers and an obligation of employers.</p> <p>The efforts to raise the level of the preventive culture in working environment must become a joint commitment of the Government of the Republic of Slovenia, social partners, enterprises and workers.</p> <p>The aim of the National OSH Programme is to connect all stakeholders in the system of health and safety at work in order to join forces and cooperate in the realisation of the generally accepted vision in the field of health and safety at work in Slovenia according to their best abilities and in compliance with their mission: to create and maintain a working environment, which will preserve workers' health throughout the entire period of their employment, so they will be able to work longer and the work performed will be to their personal satisfaction.</p>

¹ Državni zbor Republike Slovenije je na podlagi 107. člena v zvezi s 109. členom poslovnika državnega zbora (Uradni list RS, št. 35/02) ter v zvezi s 4. členom zakona o varnosti in zdravja pri delu (Uradni list RS, št. 56/99 in 64/01) na seji dne 26. novembra 2003 sprejel. RESOLUCIJO o nacionalnem programu varnosti in zdravja pri delu (ReNPVZD). Available at: <http://www.pisrs.si/Pis.web/pregledPredpisa?id=RESO26>

² Resolution on national programme for safety and health at work, Official Gazette of the Republic of Slovenia, 18 December 2003. Available at: <https://www.uradni-list.si/glasilo-uradni-list-rs/vsebina?urlid=2003126&stevilka=5394>

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3. Main characteristics and objectives of the OSH strategy (activity plan)	1. Strategic objectives aimed at ensuring safety at work 2. Strategic objectives aimed at ensuring health at work 3. Strategic objectives aimed at promoting a culture of prevention in the working environment and the consideration of worker's diversity 4. Strategic objectives aimed at ensuring health and safety for workers working in new forms of work employment 5. Strategic objectives aimed at promoting social dialogue in the field of health and safety at work
4. Details of the strategy and activity plan	
Axis description	
1. Strategic objectives aimed at ensuring safety at work	1.1. To reduce the number of work accidents by 20 per cent in the next 10 years <i>Measures:</i> 1.1.1. Preparation and implementation of a programme of targeted supervision campaigns and consulting of the IRSD and other competent inspection authorities relating to the quality and suitability of risk assessment in organisations. 1.1.2. Preparation and implementation of the programme for raising awareness campaigns on health and safety at work in transport, particularly in cooperation with the AVP and the Police, including targeted supervision campaigns and consulting the inspection authorities. 1.1.3. Preparation and implementation of programmes for awareness-raising campaigns for employers and employees in the construction sector to prevent work-related accidents, including targeted supervision campaigns and consulting the IRSD. 1.1.4. Preparation and implementation of a programme for awareness-raising campaigns for employers and employees regarding risks of falling from a height and into a cavity, including targeted supervision campaigns and consulting the IRSD. 1.1.5. Preparation and implementation of a programme for awareness-raising campaigns for small employers and their employees to prevent work-related accidents, including targeted supervision campaigns and consulting the IRSD. 1.1.6. Introduction of a differentiated contribution rate for health and pension and disability insurance on the basis of a preliminary analysis and simulation.

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	<p>1.1.7. Examination of possibilities for tax relief for investments in safe and healthy working environment and the promotion of health in the workplace.</p> <p>1.1.8. Preparation and implementation of a programme for preparing practical e-tools for risk assessment, OiRA, including a plan for their upgrading, promotion, training of employers to work with the tools, and the introduction and operation of the user support service.</p> <p>1.1.9. Preparation and drafting of practical e-tools in the field of health and safety at work.</p> <p>1.1.10. Introduction of a national award for employers' achievements in regard to a comprehensive approach to ensuring health and safety at work.</p> <p>1.2. To ensure the safe use of hazardous chemical substances in work processes and to replace hazardous chemicals with less hazardous ones</p> <p><i>Measures:</i></p> <p>1.2.1. Review and preparation of a new list of binding limit values for occupational exposure to hazardous chemical substances.</p> <p>1.2.2. Preparation and implementation of a targeted supervision programme and consulting of the IRSD regarding the correct use and implementation of regulations in the field of hazardous substances, i.e. chemical, carcinogenic and mutagenic substances, substances toxic to reproduction and asbestos.</p> <p>1.2.3. Preparation and implementation of a programme of awareness-raising campaigns for employers, employees and the wider public on risks when working with nanomaterials and endocrine disrupters.</p> <p>1.2.4. Preparation of practical guidelines for an assessment of risk due to exposure to hazardous chemical substances.</p> <p>1.2.5. Preparation and implementation of a programme of tighter supervision campaigns of the IRSD relating to the quality of risk assessment regarding exposure to hazardous chemical substances</p> <p>1.2.6. Conclusion of, and implementation of, the Agreement on raising awareness and exchanging good practice in the field of reducing exposure to carcinogens in the workplace.</p> <p>1.3. To ensure the high-quality implementation of expert tasks relating to safety at work</p>

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	<p><i>Measures:</i></p> <p>1.3.1. Reinforcement of the staff of the Health and Safety at Work Section within the MDDSZ, which will also assume the responsibility of the doctrine relating to health and safety at work.</p> <p>1.3.2. Reinforcement of the staff of the Inspection for Safety and Health at Work within the IRSD.</p> <p>1.3.3. Preparation and implementation of a training programme for labour inspectors and other competent inspectors for supervision and consultation.</p> <p>1.3.4. Preparation and implementation of a training programme for expert workers.</p> <p>1.3.5. Preparation and implementation of a programme of targeted supervision campaigns of the IRSD of the quality and suitability of performance of expert tasks of safety at work by legal entities and sole traders with permits to implement expert tasks.</p> <p>1.3.6. Development of a modern interdisciplinary study in the field of health and safety at work.</p> <p>1.3.7. Increase budgetary resources earmarked for basic and applied research in the field of health and safety at work.</p> <p>1.3.8. Promotion of interdisciplinary scientific and research work relating to health and safety at work.</p> <p>1.3.9. Dissemination of findings of foreign research in the field of health and safety at work.</p> <p>1.3.10. Monitoring public procurements from the viewpoint of meeting obligations defined in regulations regarding health and safety at work.</p>
<p>2. Strategic objectives aimed at ensuring health at work</p>	<p>2.1. Arranging, enforcing, monitoring and upgrading the system of establishing, confirming and reporting occupational diseases</p> <p><i>Measures:</i></p> <p>2.1.1. Preparation, adoption and enforcement of regulations governing the establishment, confirmation and reporting of occupational diseases</p> <p>2.1.2. Revision of the regulation on preventive medical examinations</p> <p>2.1.3. Preparation of expert groundwork for adopting a regulation on implementing biological monitoring regarding workers' exposure to hazardous chemical substances</p>

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	<p>2.2 Implementing, monitoring and upgrading programmes promoting physical and mental health in the workplace directed at preventing chronic diseases and maintaining the ability to work</p> <p><i>Measures:</i></p> <p>2.2.1. Establishment of a national platform for providing expert support to employers when implementing workplace health promotion programmes</p> <p>2.2.2. Preparation and implementation of training programmes for employers when implementing workplace health promotion adjusted to small enterprises</p> <p>2.2.3. Promotion of examples of good practice regarding workplace health promotion, particularly examples of good practice from small enterprises</p> <p>2.3. Establishing mechanisms for early detection and assistance in the event of work-related mental overload</p> <p><i>Measures:</i></p> <p>2.3.1. Preparation of practical guidelines for the early detection of work-related mental overload</p> <p>2.3.2. Approach to concluding a social partners' agreement on work-related stress prevention</p> <p>2.3.3. Approach to concluding a social partners' agreement on implementing the European social partners' autonomous framework agreement on active ageing and an intergenerational approach</p> <p>2.3.4. Preparation and implementation of training programmes for managers on measures regarding work organisation and treatment of people at work which enable the improvement of the working environment and reduce the presence of psychosocial risks</p> <p>2.3.5. Preparation and implementation of a campaign programme for identifying, detecting and assisting in preventing employee burnout</p> <p>2.3.6. Promotion of scientific and research work relating to psychosocial risks in the workplace</p> <p>2.4. Adjusting workplaces to prevent musculoskeletal disorders; reducing sick leave due to musculoskeletal disorders by 5 per cent in the next 10 years</p>

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	<p><i>Measure:</i></p> <p>2.4.1. Preparation and implementation of programme of targeted supervision campaigns, consulting of the IRSD and other competent inspection authorities regarding the correct use and implementation of regulations in the field of preventing musculoskeletal disorders, high-quality risk assessment and execution of workplace health promotion</p> <p>2.5. Establishing mechanisms to assist workers when returning to work after long-term sick leave</p> <p><i>Measures:</i></p> <p>2.5.1. Preparation and implementation of training programmes for employers on how to recognise labour law and health consequences of chronic diseases in workplaces and how to adapt workplace</p> <p>2.5.2. Preparation and implementation of training programmes for occupational health providers, expert workers, HR departments and managers on how to help workers return to work after lengthy sick leaves and how to adapt workplaces</p> <p>2.5.3. Collection and dissemination of information on measures and good practices intended to facilitate workers' return to work after lengthy sick leave</p> <p>2.5.4. Preparation of practical guidelines to assist workers when returning to work after lengthy sick leave</p> <p>2.6. Ensuring high-quality implementation of expert tasks by occupational health providers</p> <p><i>Measures:</i></p> <p>2.6.1. Preparation of a situation analysis of the field of occupational medicine and the adoption of suitable systemic changes</p> <p>2.6.2. Adoption of quality standards in occupational medicine</p> <p>2.6.3. Preparation and implementation of a programme of targeted supervision campaigns and consultation with inspection authorities regarding the quality and suitability of implementing expert tasks of providing health at work</p> <p>2.6.4. Review and update of national legislation with the objective of reducing administrative burdens, when this is possible, particularly for micro and small employers</p>

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<p>3. Strategic objectives aimed at promoting a culture of prevention at the working environment and the consideration of worker's diversity</p>	<p>3.1 Implementation of thematic campaigns directed at promoting a culture of prevention in a working environment</p> <p><i>Measures:</i></p> <p>3.1.1. Preparation and implementation of a programme of national campaigns aimed at promoting a preventive culture in the field of health and safety at work</p> <p>3.1.2. Continued participation in Healthy Workplaces Campaigns implemented on the initiative of the EU-OSHA</p> <p>3.1.3. Preparation of material with fundamental principles of culture of prevention in the field of health and safety at work</p> <p>3.2. Introduction of health and safety at work and healthy lifestyle in education at all levels and directions</p> <p><i>Measure:</i></p> <p>3.2.1. Preparation and implementation of a modern programme for introducing health and safety at work in education, in cooperation with the Ministry of Education, Science and Sport, the National Education Institute Slovenia and other relevant institutions</p> <p>3.3. Promotion of the recognition of diversity when ensuring health and safety at work; promotion of providing workplaces for all generations and of intergenerational cooperation</p> <p><i>Measures:</i></p> <p>3.3.1. Preparation of practical guidelines for assessing risk while taking into account workers' diversity – particularly when considering differences in gender, age and reduced work capacity, including special risks to which migrant workers and posted workers are exposed</p> <p>3.3.2. Consideration of special risks to which certain groups of workers are exposed (e.g. pregnant workers, workers with reduced work capacity, elderly and young workers, migrant workers, posted workers, women) when preparing practical OiRA e-tools for risk assessment</p> <p>3.3.3. Preparation of practical guidelines for managing health and safety at work while taking into account the age structure, and the promotion of intergenerational cooperation</p> <p>3.3.4. Introduction and promotion of risk assessment which will consider the particular features of elderly workers' work in the workplace</p>

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	3.3.5. Preparation and implementation of training programmes for managerial and HR staff for intergenerational cooperation
4. Strategic objectives aimed at ensuring health and safety for workers working in new forms of work employment	4.1 Raising the awareness of workers working in new forms of work and employment about the basics of health and safety at work <i>Measures:</i> 4.1.1. Preparation and implementation of a campaign on health and safety at work for workers working in new forms of work and employment 4.1.2. Promotion of lifelong learning regarding health and safety at work, including the promotion of exchanging knowledge and experience between younger and older workers through mentoring and reverse mentoring 4.2. Dissemination of the latest findings on how the working environment is changing and new forms of work and employment <i>Measures:</i> 4.2.1. Disseminating among the wider and expert public the findings of the latest research on new forms of work and employment implemented by ILO, Eurofound, EU-OSHA and other research institutions 4.2.2. Promotion of research on the consequences of new forms of work and employment for health and safety at work
5. Strategic objectives aimed at promoting social dialogue in the field of health and safety at work	5.1. Promotion of social dialogue in the field of health and safety at work <i>Measures:</i> 5.1.1. Preparation and implementation of training programmes for employers, employees and their representatives for social dialogue in the field of health and safety at work in organisations 5.1.2. Conclusion of social agreements in fields which contribute to improving health and safety at work

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5. Actors and stakeholders	<p>The Ministry of Labour, Family, Social Affairs and Equal Opportunities and the Ministry of Health determine the policy and priorities in the field of health and safety at work, set the rules and ensure these rules are correctly and consistently implemented in practice in consultation with the tripartite Economic and Social Council.</p> <p>The Economic and Social Council participates in the preparation of legislation and provides opinions, recommendations and incentives for the adoption of new or amendment of the applicable regulations on health and safety at work.</p> <p>The key holders of measures for realising objectives defined in this National Programme are the Ministry of Labour, Family, Social Affairs and Equal Opportunities, the Ministry of Health and the Labour Inspectorate of the Republic of Slovenia.</p> <p>Other ministries and bodies within the ministries also participate in realising the set objectives:</p> <ul style="list-style-type: none"> ▪ The Ministry of Economic Development and Technology, ▪ The Ministry of Agriculture, Forestry and Food, ▪ The Ministry of Finance, ▪ the Ministry of Education, Science and Sport, Chemical Office of the Republic of Slovenia, ▪ The National Institute of Public Health ▪ The Statistical Office of the Republic of Slovenia, ▪ The National Education Institute Slovenia as the national development, research and consulting institution in the field of pre-school, primary and general secondary school education. ▪ The mining inspectorate, the maritime inspectorate, the inspectorate responsible for supervising aviation security and the inspectorate responsible for protection against natural and other disasters.
6. Resources and time frame	<p>Time frame of the National Programme is 2018-2027; however, on the basis of the evaluation of the three 3-year action plans a new national programme can be submitted earlier.</p> <p>While taking into account the limited funds available to Slovenia for basic and applied research, special attention will be dedicated to disseminating the findings of European research institutions, particularly Eurofound and EU-OSHA. Slovenia will try to increase the share of budgetary resources earmarked for basic and applied research in the field of health and safety at work.</p>

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	<p>The ministries and institutions mentioned as stakeholders plan and provide budgetary resources for implementing measures to realise the objectives of the National Programme.</p>
<p>7. Evaluation/lessons learned</p>	<p>The monitoring of the implementation of the National Programme and individual measures will be determined in more detail in three-year action plans. Every three years an analysis of the implementation of the action plan will be prepared.</p> <p>The monitoring and evaluation of this National Programme is based on statistical data collected on the basis of legislation. When this is possible, direct impact indicators are used. They are not specified in the programme.</p>
<p>8. Relationship to the EU Strategic Framework</p>	<p>There is a close relationship to the EU Strategic Framework. There are relations to practically every aspect of the EU-OSH Strategic Framework.</p> <p>Challenge 1 of the EU-OSH Strategic Framework is covered by the strategic objective 1.1 and its related measures.</p> <p>Challenge 2 of the EU-OSH Strategic Framework is covered by the strategic objective 1.2 and its related measures as well as by all strategic objectives under No. 2 with their related measures.</p> <p>Challenge 3 of the EU-OSH Strategic Framework is covered by the strategic objectives of No 3 and their related measures.</p>