

National strategies mapping

Country Overview

BELGIUM

| COUNTRY | BELGIUM |
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| 1. Basic information | <p>La stratégie nationale belge Bien-être au travail 2016-2020 proposée par le Ministre de l'Emploi : Objectifs stratégiques et opérationnels¹</p> <p>(The Belgian National Strategy for Wellbeing at Work 2016-2020)²</p> <p>Former Strategies: <i>National Strategy for Well-Being at Work 2008-2012</i>³</p> |
| 2. Background and the perceived problem | <p>Main reasons for the strategy:</p> <p><i>Quote:</i></p> <p>"The right to work is a human right. This right means that every worker is entitled to a healthy and safe working environment. The promotion of wellbeing at work in all its aspects is primordial for protecting workers, for preserving their health and for ensuring they are motivated when doing their job.</p> <ol style="list-style-type: none"> 1. The promotion of the wellbeing of workers offers added value to every individual company. Unhealthy and unsafe working conditions reduce productivity, which ultimately results in dismissals, closures and bankruptcies. Poor working conditions are also a form of unfair competition between businesses. And so, a lack of wellbeing at work is also a social-economic injustice. 2. Insufficient attention to wellbeing at work inevitably causes an increase in occupational health problems, which in turn has an impact on the expenditure of social security and social protection systems and so on the community as a whole. On the other hand, the promotion of wellbeing at work contributes to improving public health and the availability of workers in companies. As a result, the productivity and the competitiveness of companies is improved. This also has favourable consequences for the prosperity of our society as a whole. 3. A global approach to workers' wellbeing does not end at the entrance to the plant: a healthy employee works better but vice versa healthy and safe working conditions will also improve overall health. As a result, several levels of authority are involved in the implementation of this global plan: the federal Minister for Employment, as well as the federal Minister of Social Affairs and |

¹ La stratégie nationale belge Bien-être au travail 2016-2020 proposée par le Ministre de l'Emploi : Objectifs stratégiques et opérationnels. Available at: <http://www.emploi.belgique.be/WorkArea/DownloadAsset.aspx?id=45387>

² The Belgian National Strategy for Wellbeing at Work 2016-2020. Available at: <http://www.emploi.belgique.be/WorkArea/DownloadAsset.aspx?id=45387>

³ Un plan 2008-2012 pour améliorer la santé, la sécurité et le bien-être des personnes au travail <http://www.emploi.belgique.be/defaultNews.aspx?id=17890>

| COUNTRY | BELGIUM |
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| | Public Health, the Communities and the Regions. Consultation on various levels will thus be necessary, depending on the proposed actions." |
| 3. Main characteristics and objectives of the OSH-strategy (activity plan) | <p>The main objectives are incorporated in this strategy, starting from four strategic axes and thirteen operational objectives. The four strategic objectives are:</p> <ul style="list-style-type: none"> ▪ Safe and healthy ▪ Strengthening participation in the labour market ▪ Strengthening prevention ▪ Strengthening the prevention culture |
| 4. Details of the strategy and activity plan Axis description | <ol style="list-style-type: none"> 1. Safe and healthy work <ol style="list-style-type: none"> 1. Continuous prevention of occupational accidents 2. Continuous prevention of health problems caused by work 3. Preventing or minimising new and emerging risks 2. Strengthening participation in the labour market <ol style="list-style-type: none"> 4. Sustainable work for all workers 5. The re-integration of disabled workers 3. Strengthening prevention <ol style="list-style-type: none"> 6. Stressing the employer's responsibility for prevention policy, especially in SMEs 7. Integration of wellbeing at work in the company's management 8. Optimising the functioning of prevention services 9. Optimisation of social dialogue 10. Optimising the functioning of the labour inspection services 11. Access to the available data on exposure 12. Qualitative regulations 4. Strengthening the prevention culture <ol style="list-style-type: none"> 13. The integration of wellbeing at work in all government domains |
| Actions taken in 2016 and priorities and actions for 2017 | The High Council for Prevention and Protection at Work is asked to develop a specific action programme, in cooperation with the Directorates General for the S upervision of Wellbeing at Work and the Humanisation of Work. |
| Actions | <ol style="list-style-type: none"> 1. Monitoring of the new tariff scheme for the services of external services for prevention and protection at work 2. Examining the tasks of prevention counsellors <i>This action contributes to achieving operational objective no. 8 – Optimising the functioning of the prevention services.</i> 3. The re-integration of disabled workers. <i>This action contributes to achieving operational objective no. 5 – Re-integration of disabled workers.</i> 4. Exposure to chemical agents: Supplementing the Royal Decree on carcinogens and mutagens with reproductive toxicants. Refining the existing legal framework for the protection of workers against asbestos |

| COUNTRY | BELGIUM |
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| | <p>Monitoring the evolutions in relation to the establishment of binding thresholds values on the European and national level and paying attention to nanotechnology.</p> <p><i>This action contributes to achieving operational objectives no. 2 - The continuous prevention of health problems caused by work, and no. 3. - Preventing or minimising new and emerging risks.</i></p> <p>5. Psychosocial risks (PSRs) and musculoskeletal disorders (MSDs)</p> <p>MSD:</p> <p>Dissemination of the available tools</p> <p>Raising the awareness of all the stakeholders.</p> <p>PSR:</p> <p>Raising awareness and making available tools to employers, employees and prevention services.</p> <p>Mapping the psychosocial risks in the age group of 25 to 45 years in a study and looking for possible solutions</p> <p><i>This action contributes to achieving operational objectives no. 2 - The continuous prevention of health problems caused by work, and no. 4. - Sustainable work for everyone</i></p> <p>6. Developing and promoting tools for SMEs</p> <p>Developing further OiRA tools (Online interactive risk assessment tool)</p> <p>Developing more specific solutions and implementing actions for existing tools (SOBANE, Déparis)</p> <p><i>This action contributes to achieving operational objective no. 6. - Emphasising the employer's responsibility for the prevention policy, especially in SMEs.</i></p> <p>7. The integration of wellbeing at work in education and training programmes</p> <p>Management programmes should pay more attention to wellbeing at work.</p> <p>Better embedding wellbeing at work in education</p> <p>Examining how the Royal Decree of 3 May 1999 about the protection of young people can be adapted to take better account of the reality of young people who receive part of their training on the work floor.</p> <p><i>This action contributes to achieving operational objective no. 4. - Sustainable work for all workers, and no. 7 - The integration of wellbeing at work in management.</i></p> <p>8. Data mining</p> <p>The project about the optimum collection of data and access to these data will be continued.</p> <p><i>This action contributes to achieving operational objective no. 11 - Better access to the available exposure data</i></p> |

| COUNTRY | BELGIUM |
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| | <p>9. Optimising the inspection for the surveillance of wellbeing at work Strengthening the capacity of inspection services by increasing the number of employees. Using the available resources more efficiently by conducting targeted sectoral and local inspection campaigns and contribution of European initiatives. <i>This action contributes to achieving operational objective no. 10 - Optimising the functioning of the labour inspection services.</i></p> <p>10. Qualitative regulations Making legislation clearer, more transparent, more efficient and more effective without reducing the level of protection for workers: Revising the legislation on control physicians <i>This action contributes to achieving operational objective no. 12. - Qualitative Regulations.</i></p> |
| 5. Actors and stakeholders | <p>The Federal Minister for Employment, as well as the federal Minister of Social Affairs and Public Health, the Communities and the Regions authority are involved in the implementation of the strategy.</p> <p>The strategy is based on thorough consultation with the main stakeholders, especially the social partners, professional associations and other stakeholders in the platform of the High Council for Prevention and Protection at Work (Hoge Raad voor Preventie en Bescherming op het Werk)</p> |
| 6. Resources and timeframe | <p>Budget: No information detected</p> <p>Staff</p> <p>Years 2016-2020</p> |
| 7. Evaluation/lessons learned | <p>Evaluation</p> <p>The evaluation is not carried out at regular intervals.</p> <p>The former strategy was evaluated, the reports and special evaluations are online available.⁴</p> |
| Ex ante indicators for the years 2012 to 2020 | Indicators are described in the evaluation report for each axis. |
| 8. Relationship to EU Strategic Framework | There are relations to all aspects of the European Strategic Framework. The main objectives of the community strategy are incorporated in this strategy, starting from four strategic axes and fifteen operational objectives. |

⁴ 2013 - Evaluation de la stratégie nationale en matière de bien-être au travail 2008-2012. Available at : <http://www.emploi.belgique.be/moduleDefault.aspx?id=39435>