

National strategies mapping

Country Overview

SPAIN

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1. Basic information	<p>Spanish document:</p> <p>Estrategia Española de Seguridad y Salud en el Trabajo 2015 – 2020¹</p> <p>Strategy abstract in English</p> <p>Spanish Strategy on Safety and Health at Work²</p> <p>Former strategies:</p> <p>Primera Estrategia Española de Seguridad y Salud en el Trabajo 2007-2012</p> <p>All documents and more information see on the INSHT-website³</p>
2. Background and the perceived problem	<p>Defining the perceived problem:</p> <p>Chapter ‘Analysis of the prevention of work related risks on the state level’ (Diagnóstico de la prevención de riesgos laborales en el ámbito del Estado) (p11 –p16 of the strategy document):</p> <p>Priority issues mentioned to improve occupational safety and health at work:</p> <ul style="list-style-type: none"> ▪ Sectors and activities with higher risk ▪ Musculo-skeletal disorders ▪ Dangerous substances ▪ Vulnerable groups of workers ▪ Psychosocial risks ▪ Emerging risks ▪ Wellbeing at work ▪ Small and medium enterprises <p style="text-align: right;">and</p> <p>Annex 1 of the strategy document:</p> <p>ANNEX I. STATUS OF SAFETY AND HEALTH - WORK IN FIGURES (Basic indicators: 2007-2012);</p> <p>(ANEXO I. SITUACIÓN DE LA SEGURIDAD Y SALUD EN EL TRABAJO EN CIFRAS (Indicadores básicos: 2007-2012)</p>

¹ Estrategia Española de Seguridad y Salud en el Trabajo 2015 – 2020, Available at:

http://www.insht.es/InshtWeb/Contenidos/Documentacion/ESTRATEGIA%20SST%2015_20.pdf

² Based on the English strategy abstract and translations by Lothar Lissner and Google Translator. The English abstract is available under:

<http://www.insht.es/InshtWeb/Contenidos/Documentacion/FICHAS%20DE%20PUBLICACIONES/EN%20CATALOGO/GENERALIDAD/Spanish%20Strategy%20on%20Occupational%20Safety%20and%20Health.pdf>

³ Instituto Nacional de Seguridad e Higiene en el Trabajo (INSHT) available <http://www.insht.es/portal/site/Insht>

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3. Main characteristics and objectives of the OSH-strategy (activity plan)	General objectives: <ul style="list-style-type: none"> Promote better enforcement of legislation on safety and health at work and consolidation in the autonomous regions, especially in small and medium enterprises. Encourage continuous improvement of working conditions of all workers with special attention to the prevention of occupational diseases and work-related diseases.
4. Details of the strategy and activity plan Axis description	
Priorities	Specific objectives: <p>Objective 1: Improve the effectiveness of the institutions dedicated to occupational risk prevention.</p> <p>Objective 2: Boost action by the public authorities in the area of analysis, research, promotion, support, technical assistance, supervision and control of occupational risk prevention</p> <p>Objective 3: Promote the improvement of occupational safety and health conditions with the participation of the social partners and regional governments, particularly in the sectors, activities, groups and companies at greatest risk</p> <p>Objective 4: Strengthen the engagement of the social partners and the involvement of employers and workers in improving occupational safety and health</p>
Details of the activity plan	
Objective 1: Improve the effectiveness of the institutions dedicated to occupational risk prevention.	<ol style="list-style-type: none"> Strengthen and enhance public institutions dedicated to the prevention of occupational hazards and adjust their functions to the current demands of society. Create and implement mechanisms for coordination among institutions competent in prevention, both in the workplace and in the health, education and industry. Promote institutional collaboration in the development of public policies preventive. Strengthen the leadership of the government in managing the prevention of occupational hazards
2.A Promotion, Support and Technical Assistance	2.A <ol style="list-style-type: none"> Inform and make aware businesses with particular attention to SMEs and micro enterprises about the prevention of occupational hazards and the availability of official tools that facilitate enforcement. Improve accessibility and enforcement in the prevention of occupational hazards
2.B Surveillance and control of compliance	2.B <ol style="list-style-type: none"> Adjust the penalties and procedural rules for offenses in the Social policy legislation

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	<ol style="list-style-type: none"> 2. Develop specific inspection activities designed to promote, facilitate and ensure compliance with norms 3. Improve and strengthen complementarity between analysis and assistance, monitoring and control <p>Develop procedures for cooperation between public authorities to enhance joint action and new tools actions</p>
2. C Incentive development	2.C <ol style="list-style-type: none"> 1. Promote excellence in the management of safety and health at work by recognizing, exchange and dissemination of good practice. 2. To promote the analysis and efficiency of incentive measures
2.D Awareness	2.D Enhance the awareness of society in the prevention of occupational risks, with greater involvement of the media
2.E Education and training	2 E. <ol style="list-style-type: none"> 1. Consolidate the integration of training related to the prevention of occupational risks into different stages of the education system. 2. Design and promote the education of specific groups. 3. Adapt the rules on training in PRL to changes
2.F Information and Research	2 F <ol style="list-style-type: none"> 1. Improve the coordination of the activities developed by governmental institutions in the collection, analysis and dissemination of information about the prevention of occupational risks and about studies and research in that area, setting up a quality information system 2. Strengthen and revitalize the network of public research institutes dealing with OSH. Strengthen their cooperation to optimise R & D in OSH.
Objective 3: Promote the improvement of occupational safety and health conditions with the participation of the social partners and regional governments, particularly in the sectors, activities, groups and companies at greatest risk	<ol style="list-style-type: none"> 3. Promote the generation of knowledge on safety and health work and improve its accessibility.
3.A Strengthen actions of the government, with the participation of the social partners, aimed at sectors,	<ol style="list-style-type: none"> 1. Promote the improvement of working conditions in sectors and activities with high incidence rates of occupational accidents and diseases. 2. Promote road safety in cooperation with the Directorate General of Traffic, with the aim of reducing work related traffic accidents 3. Design and implement an action plan for reducing musculoskeletal disorders

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Activities, groups and companies most at risk.	<ol style="list-style-type: none"> 4. Promote safety and health of specific groups 5. Develop and disseminate reference methodologies for assessing psychosocial risks reference, enabling a better understanding and prevention of such risks 6. Studying emerging risks, their causes and impact on safety and health workers, particularly those derived from new technologies.
3.B Occupational diseases	3.B Improve and promote the research on occupational diseases, as well as detection and communication, with the aim of preferring prevention to rehabilitation.
3.C Health Surveillance	3C <ol style="list-style-type: none"> 1. Promote more efficient monitoring of health. 2. Health promotion: promote the culture of healthy behaviour in the workplace.
3.D Prevention management in SMEs	3.D <ol style="list-style-type: none"> 1. Develop tools to facilitate and harmonize preventive management in small businesses regardless of preventive methodologies 2. Promote the integration of prevention in the business processes, especially in SMEs and micro-enterprises. 3. Develop and disseminate tools to facilitate the coordination of business activities
Objective 4: Strengthen the engagement of the social partners and the involvement of employers and workers in improving occupational safety and health	
4.A. Institutional participation.	<p>Strengthen the role of consultative bodies and institutional participation in prevention of occupational hazards:</p> <ul style="list-style-type: none"> ▪ Set up Working Groups in the National Commission on Safety and Health at Work to promote compliance with the objectives and priorities agreed upon in this strategy. <p>Promote the actions of the Foundation for the Prevention of Occupational Hazards.</p>
4.B Collective bargaining.	<p>B. Enhance collective bargaining to reach agreements to promote the integration of prevention of occupational risks in enterprises and the involvement of workers and employers in complying with their preventive obligations:</p> <ul style="list-style-type: none"> ▪ Promote the inclusion of the corresponding collective bargaining agreements (through its Monitoring Committee) criteria and guidelines on prevention of occupational hazards.

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	Strengthen the commitment of the workers and employers to comply with the plan of prevention of occupational risks of the enterprise
4.C Support for SMEs	<p>C. Promote the integration of risk prevention in SMEs with greater involvement of employers and workers:</p> <p>Develop sectoral programs that foster greater involvement of employers, workers and their representatives in preventive activities through specific agreements of the parties in the collective bargaining aimed at SMEs and in cross-cutting programs.</p>
4.D Business leadership and participation of workers.	<p>D. Encourage the commitment of the company in the management of prevention and collaboration of workers in preventive activity to achieve integrated prevention management:</p> <p>Design and implement formulas recognition and incentives to companies that promote collaboration and involvement of workers, through their representatives in the preventive management.</p>
4.E OSH culture in companies	<p>To promote the culture of safety and health in the company:</p> <p>Promote training in prevention of occupational risks for prevention delegates and middle managers to achieve a dynamic effect on strengthening preventive culture.</p> <p>Promote awareness of employers about the benefits of management leadership in improving working conditions and the importance of a results-oriented prevention policy.</p>
5. Actors and stakeholders	The strategy is a “result of commitment by the central government, regional governments, employers’ organisations and most representative trade unions, which working through the National Occupational Safety and Health Commission (CNSST), the joint body on which institutions participate in the area of occupational safety and health, ...”
6. Resources and timeframe	<p>2015 – 2020. The strategy period is divided into three biannual action periods (2015/16, 2017/18, 2019/20)</p> <p>In the strategy document there are some explanations on the budget, i.e. about the funding from the Ministry or from the Foundation for Occupational Health and Safety (Fundación para la Prevención de Riesgos Laborales).</p> <p><i>“Certain actions planned throughout the strategy require the corresponding financial support. The Government of Spain, through the Ministry of Employment and Social Security and the National Institute for Occupational Safety and Health is committed to ensuring stable financing to undertake the above actions and achieve the objectives.” (p38)</i></p> <p><i>“On the other hand, to ensure the implementation of the actions of the Foundation for Occupational Health and Safety aimed at small and medium enterprises and sectoral programs, funding will be at least up to a maximum of 25 million euros annually.”</i></p> <p>Moreover, it is stated that for each of the three biannual action periods 12 m Euro will be made available (p38)</p>

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7. Evaluation/lessons learned	<p>An evaluation of the former strategy has been performed and is published (in Spanish)⁴</p> <p>Quote:</p> <p>“The EESST 2015-2020 will be monitored through a four-party working group (central government, regional governments, employers and trade unions) that has been set up as part of the functions of the National Occupational Safety and Health Commission. At the end of each Action Plan the level of achievement of the targets will be assessed, and the plan’s contents may be extended into the following plans until 2020, the completion date of the Strategy.”</p>
Ex ante indicators for the years 2015 to 2020	<p>There are no quantitative targets set. If the same indicators are used as in the evaluation of the strategy 2007 to 2012 indicators, then it will be:</p> <ul style="list-style-type: none"> ▪ Number of accidents at work and commuting accidents (accident and fatal accidents) ▪ Working conditions according to the results of the national survey on working conditions (ENCUESTA NACIONAL DE CONDICIONES DE TRABAJO) ▪ Other indicators from the national health survey (ENCUESTA NACIONAL DE SALUD)
8. Relationship to EU Strategic Framework	<p>The second and the third of the four objectives priorities are related to challenge 1 and 2 of the EU-OSH Strategy</p> <p><i>(1. 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; and 2: Improving the prevention of work-related diseases by tackling existing, new and emerging risks)</i></p> <p>Objectives 1 and 4 deal with the improvement of the institutional collaboration and engagement, and a better involvement of all parties. This should create at least better conditions to achieve the objectives 2 and 3.</p>

⁴ Ministerio de Empleo y Seguridad Social; Secretaria de Estado de Empleo; Instituto Nacional de Seguridad e Higiene en el Trabajo: 'Balance final de la Estrategia Española de Seguridad y Salud en el Trabajo (2007-2012)'. Available at: <http://www.insht.es/InshtWeb/Contenidos/Instituto/Comision/GruposTrabajo/ficheros/Balance%20FINAL%20EESST.pdf>