

isg

OCCUPATIONAL HEALTH AND SAFETY MAGAZINE



ÇSGB

MINISTRY OF
LABOUR AND
SOCIAL SECURITY

Acquisitions of Occupational Health and Safety Law



*“Building a Global Culture of Prevention for a
Healthy and Safe Future”*

CONTENTS

5 Acquisitions of Occupational Health and Safety Law

11 Occupational Health and Safety: **The ILO Perspective**

Ümit EFENDİOĞLU
Director, ILO Office for Turkey

14 Turkish Employers' Approach to Occupational Health and Safety

Tuğrul KUDATGOBİLİK
President
Turkish Confederation of Employers' Association (TISK)

17 The Questions of Safety and Health at Work in Turkey and Solutions

Mustafa KUMLU
President, TURK-IS



20 Labour Inspection System

Figen ADAY, *Labour Inspector, Ministry of Labour and Social Security, Labour Inspection Board*

Hüseyin OKUYUCU, *Labour Inspector, Ministry of Labour and Social Security, Labour Inspection Board*

C. Can AYANOĞLU, *Deputy Labour Inspector, Ministry of Labour and Social Security, Labour Inspection Board*

26 Turkish History of Occupational Health and Safety

Ali Rıza ERGUN
Occupational Health and Safety Expert, MoLSS

İsmail ÇELİK
Occupational Health and Safety Expert, MoLSS

31 Evaluation of Occupational Diseases and Accidents at Work
From the Respect of Social Security

Ömer Faruk FIRAT
*Head of Department
Department of EU and External Affairs,
Social Security Institution*

34 Occupational Health and Safety Center (ISGUM)

Serap ZEYREK
Occupational Health and Safety Expert, ISGUM

39 CASGEM in Building Occupational Health and Safety Culture

Murat ÖNDER
*Former Director of CASGEM
Assistant Professor at Cumhuriyet University*



49 Market Surveillance

Nihan Merve AKGÜL
*Assistant Expert of Occupational Health and Safety
Electrical and Electronics Engineer, DGOHS, MoLSS*

53 International Projects Which are Implemented By Directorate
General of Occupational Health and Safety (DGOHS)

Fatma Nur BAŞAYAR
Assistant Expert of Occupational Health and Safety
Hande Seray TAŞTEKİN
Assistant Expert of Occupational Health and Safety
Ahmet Esat KORKUT
Assistant Expert of Occupational Health and Safety

59 Project on Diagnosis and Notification of Occupational Diseases
and Increasing Awareness of OHS Professionals in Turkey

Ayşe ÖZTÜRK, MD, PhD, MoLSS, OHSI, (ISGUM)
Buhara ÖNAL, MD, PhD, MoLSS, OHSI, (ISGUM)
Selçuk YAŞAR, Assistant Expert, OHSI, (ISGUM)
Ahmet Serdar SEVİNÇ, MoLSS, OHSI, (ISGUM)

Occupational Health and Safety Magazine

Is published every three months.
Free of charge.

Occupational Health and Safety
on behalf of the owner

Kasım ÖZER

Responsible Editor

Ahmet ÇETİN

Production Director

Mehmet BAŞAR

Editorial Board

Demet ÜNVER

Ali Rıza ERGUN

Dr. Buhara ÖNAL

Garip EREL

İsmail GÜLTEKİN

İsmail ÇELİK

N. Gül İNCEKARA

Neslihan DİMİÇİ

Dr. Nuri VİDİNLİ

Ministry News Photo

Erkut UZUN

Contact Address

Ministry of Labour and Social Security Directorate

General of Occupational Health and Safety

Inönü Bulvarı No: 42 | - Blok Kat 4

06100 Emek / Ankara

Phone: 0312. 296 68 20 - Fax: 0312. 215 50 28

www.isggm.gov.tr - isggm@csgeb.gov.tr

ISSN: 1300-2341

Ministry of Labour and Social Security

Publication No: 173

The aim of Journal of Occupational Health and Safety in the field of occupational health and safety review articles written by experts, articles, translations by offering the exchange of information provision, discussion of different views and contribute to the emergence of new views bulunulmasına, announcing the news of the industry in the world and in Turkey.

4 issues are published every three months a year.

Writings published by the editors carefully reviewing the content and form opinions with those of the author mentioned writings.

Source is published in the journal articles can be quoted. Liability arising from published articles belongs to the author.

All content copyright belongs to the institution of this journal. Magazine content in whole or in part, electronic, mechanical, photocopying or otherwise replicated without consent of the institution.

Graphic Design / Print

ART Ofset Matbaacılık

Yay. Org. San. Tic. Ltd. Şti.



Barış Manço Caddesi
1392. Sokak No: 8/11
06520 Balgat / Ankara/Turkey
Phone: 0312. 284 41 25
Fax : 0312. 284 29 89
e-mail: artofset@ttmail.com
www.artofset.com.tr



ÇSGB



Faruk Çelik

Minister

Ministry of Labour and Social Security, Turkey

Working in a safe and healthy environment is among the fundamental human rights of all working people in the world. In this regard, occupational safety and health (OSH) issues, protection and prevention strategies as well as national and international events are of vital importance for employees, enterprises, societies and economies.

To ensure safe and healthy workplaces, the Turkish Ministry of Labour and Social Security is working diligently and putting efforts for the establishment of a common national safety culture among the society especially by prioritizing the awareness of children.

Parallel to this, necessary legislative arrangements have been made in order to meet the needs of the labour market. Among all this legal steps, the latest and most important and recent development is Occupational Health and Safety Law approved by the Parliament on 20.06.2012 and entered into force on 30.06.2012 in the Official Gazette.

In order to maintain the balance in working life and for the well being of workers at work, the emphasis should be put on supporting decent work and increasing registered employment. Broad social protection for all working people and safeguarding their health after their retirement will decrease the expenses of the social security system, which will eventually lead to a powerful economy.

In addition to this, comprehensive protective and preventive strategies at workplaces will decrease

the number of work-related accidents and occupational diseases. The Turkish Ministry of Labour and Social Security puts great efforts to decrease the unemployment rate and unregistered employment in Turkey. To this end, a "National Employment Strategy" has been developed very recently. Also, some studies have been undertaken for the development of a "National Occupational Safety and Health Strategy" that is line with the EU strategies on this issue.

For a long time, ensuring widespread awareness on OSH and its acceptance among the society has been the main objective for us. Further to this, during the following period, we are quite decisive for the widespread implementation of OSH issues by all employees, employers and workplaces, not only because of legal obligations but also for moral obligations and social responsibility.

Consequently; even if all legal measures on OSH have been made and are put into force, occupational health and safety culture must be developed and expanded into the society in order to ensure healthy and safe workplaces and to protect workers against work-related accidents and occupational diseases. This process would be accelerated by way of supporting efforts on these issues at national and international platforms and by sharing best practices via international events.

My wish is to build up all conditions together that will positively affect the working life.



Kasım ÖZER

Director General

*Directorate General of Occupational Health and Safety
Ministry of Labour and Social Security, Turkey*

Occupational health and safety has been gaining great importance day by day with the development of technology and increasing population especially young workers in working life. OSH not only interests workers in construction, mining or any other workplaces but also everyone as the same case in all countries. Also the safety precautions have a special importance for the productivity of workplaces which lead to a healthy society and improved economy as well.

With this regards the Directorate General of OSH which was established in 1948 as a Head of Unit and recruited as Directorate General in 2000 under the organization of Ministry of Labour and Social Security puts great efforts on OSH issues, legislative studies, national and international cooperations with governmental bodies and NGOs, awareness raising activities, market surveillance for PPEs, creating safety culture among employers, workers and professionals in this field. The other important issue that the Directorate has still been working on is authorization of professionals namely as safety experts, occupational physicians and training institutions that serves for workplaces OSH needs subject to the conditions of three legal legislation. These legislation lately studied and enforced by the Ministry covers two different models for workplace OSH services which are called as "Workplace Health and Safety Units" organized inside the workplace and "Joint Health and Safety Units" serving outside the workplace.

With the EU negotiations period, many international projects have also been implementing. Three of the most important are; "Technical Assistance for Establishment of a Market Surveillance Support Laboratory for Personal Protective Equipment (PPE) in Turkey" and "Technical Assistance for Occupational Health and Safety Labora-

tories" and "Improvement of Occupational Health and Safety Conditions at Workplaces in Turkey (ISGIP)".

ISGUM as a subdivision of the Directorate serves as a laboratory countrywide and performs workplace measurements as well as biological analysis and assessing the results in respect of OSH and was established in 1969. Since 1987 ISGUM has been the National Center in Turkey for Occupational Health and Safety Information Center of International Labour Organisation (ILO). ISGUM's studies and premises are being strengthened with different test laboratories for personnel protective equipments (PPE) these days. In this context ISGUM carrying into effect the tower for falling from high for PPEs as a best practise.

The Directorate General of OSH and ISGUM are getting stronger day after day both in its studies, facilities and staff since its inception. As a results of this, the worldwide OSH event "XIX. World Congress" ensuring the sharing of knowledge and good practices among all countries, hold in Istanbul on September 11-15, 2011.

Improving occupational health and safety conditions in our country and the realization of legislative work on behalf of the creation of a safety culture is one of the most important tasks of the Ministry. Independent studies have started to prepare a law. In this context, the Ministry has operated since 2006 Occupational Health and Safety Law approved by the Parliament on 20.06.2012 and entered into force on 30.06.2012 in the Official Gazette. With a basic understanding of this law, all companies with preventive approach to risk assessment and the influence of factors related to the work environment is provided, including the development of an overall prevention policy.

Wish you all a safe and healthy work.

- ◆ **A new approach was introduced in the provision of occupational health and safety**

A new approach of development of an overall prevention policy, while taking into consideration the issues specified in the risk assessments, were brought for the workplace. Although whole responsibility is on the employers, implementation of a management system approach throughout appropriation, management, establishment and continuously renewal of occupational health and safety in all levels of workplaces was formed. By targeting the best conditions in occupational health and safety; ensuring continuous improvement of the current situation of the workplaces was intended.

- ◆ **Assignment of occupational health and safety professionals in all workplaces was provided**

All employees, regardless of the number restrictions and type of the workplace will benefit from the occupational health and safety services. The difference in occupational health and safety approach between one worker employed workplaces and large-sized workplaces was resolved. Professional qualifications of OHS professionals, who will provide greatest support to the employer on occupational health and safety issues, was guaranteed and it was provided for all workplaces to procure service from competent persons in this field. Existing situation of the public institutions and organizations was improved by bringing obligation of occupational safety expert, occupational physician and other health personnel assignment.

- ◆ **Alternative models have been introduced for rendering of occupational health and safety services**

Although it is aimed basically that the occupational health and safety services to be carried out directly by the assignment of a staff of the enterprise itself, this liability can also be discharged by procurement of services from the Joint Health and Safety Units (JSHU) if the enterprise has no available staff who has required qualifications. The needs of the enterprises in terms of OHS are being met by ensuring OHS professionals to serve them for defined durations both in the cases that assigning a staff in the enterprise itself and procurement of the service from JSHU. The employer has been obliged to set up a "workplace safety and health unit" where the occupational safety experts and occupational physicians must be assigned full time at that enterprise. The employer has also been entitled to undertake carrying out some parts of the OHS services himself if he has required qualifications.

- ◆ **The working methods of OHS professionals have been set down**

The professional independence and appropriately working according to the code of ethics have been envisaged for OHS professionals. The occupational safety experts and occupational physicians are given important responsibilities as defining hazards and analyzing risks that can arise from these hazards at workplaces, setting down the measures to be taken in consideration of prevention approach. These professionals have been entitled to communicate on OHS matters with the employer and to notify the Ministry where the employer does not commit in life-critical ones of these matters. Besides that, it is declared that the institutions and the professionals serving OHS services are accountable to the employers.

- ◆ **The Ministry will support micro enterprises in respect of occupational health and safety services**

Excluding the public institutions, the workplaces having less than ten employees and classified as "haz-

ardous" and "very hazardous" class will be supported by the Ministry in performing OSH services in order to keep their economic sustainabilities.

◆ Risk assessment has been made obligatory by adopting preventive approach

The practices peculiar to workplaces which cover to identify the existing or outside hazards and to take measures for eliminating the adverse effects arising from these hazards are supported to actualize. The measures taken are featured by considering the situations of sensitive groups like young, old, disabled, pregnant and nursing employees in risk assessment especially. In regard to importance of subject, not preparing risk assessment at very hazardous classified workplaces like mining, metal, construction, handling hazardous chemicals sectors and also sectors that can face major industrial accidents will be one of cause at stoppage.

◆ All employees will be subjected to health surveillance

All employees will be subjected to health surveillance in order to protect them from risks related to working environment and in order to control the convenience of occupational health and safety measures and also to increase the efficiency of these measures. This obligation will be paid off by employers. Besides, the employees who will work at hazardous and very hazardous classified workplace can not be employed before health report that proved them suitable for this job.

◆ Records of occupational accidents and diseases will be kept efficiently

Employers must record all occupational accidents and diseases, prepare their reports after necessary analyses and assess the near misses at their workplaces. Thus, losses of workplaces will decrease and



the adverse experiences and possible losses that will repeat can be prevented. Now on, occupational accidents and diseases will only be reported to Social Security Institution (SSI). Occupational physicians and health service suppliers will transfer the patients which pro-diagnosed as occupational disease by themselves to authorized health service supplier. Authorized health service supplier will report occupational accidents and diseases, which are notified to them, to SSI in 10 days.

◆ All Workplaces must be ready for emergency situations

In workplaces, advance planning and preparations for such situations; first aid, firefighting, evacuation of people, facing with a serious and imminent danger must be done. By this way workplaces will be guaranteed to be prepared against unwanted situations. Also with this regulation the measures will have to be taken by controlling of the workers who don't have permit to get in serious and imminent danger working areas. And losses may have been prevented.

◆ The workers will participate to the decision taking activities of OHS

One of the important issues of ensuring the OHS is the active participation of the workers to the OHS activities. By ensuring active involvement of workers to the system with participation to the preventive policy preparations and risk assessment and also by enabling them to comment on preventive measures, efficiency will be ensured in improving occupational health and safety conditions in workplaces.

◆ All workers will be informed and educated on OHS issues

All workers will be informed on OHS by the employers and all the workers will be given appropriate trainings in particular before starting work, study or business change, if work equipment changes, or if new technology is implemented. These training sessions will be repeated at regular intervals and in necessary conditions. Workers will not be allowed to work at workplaces classified as hazardous and very hazardous class whom can not prove that he has received a work-related vocational training. By achieving this, OHS will be supported with work-related vocational trainings.

◆ Obligations and rights to refrain from working have been arranged

Obligations of the employees on occupational health and safety such as complying with the instructions given, using the personal protective equipment correctly and to be in cooperation have been arranged and what to do in this regard has been indicated. Having the right to refrain from working of the employees has been provided in the case of facing with a serious and imminent danger and where necessary measures have not been taken although demanded. Rights of the employee arising from the laws and labour contracts and the cost of the employee in the period of refraining from work until the necessary measures are taken can not be restricted.

◆ The term of "Occupational Health and Safety Employee Representative" has been introduced

The provision of "assigning occupational health and safety employee representative" by election between employees or by appointment where can not be determined by election has been introduced to provide the communication between the employer and all employees at workplace regarding the issues such as making suggestions to employer on OHS issues, demanding the necessary measures to be taken. Thus participation of the employees on OHS at workplace has been strengthened by making it effective.

◆ Establishment principles of the National Council of Occupational Health and Safety have been determined

Working principles of the National Council of Occupational Health and Safety which brings together the partners from public and social stakeholders in order to work on determining the policies and strategies regarding OHS and where the reflection of all ideas of all partners is provided by deciding absolute majority have been brought to the legal basis and the members which will constitute the Council have been determined.

◆ The scope of the workplaces where Occupational Health and Safety Committee shall be established has been determined

At all workplaces with fifty or more employees and permanent works lasting more than six months, there has been brought an obligation of establishing an occupational health and safety committee, regulations have been made in relation to the committee which shall be established at workplaces where there is an employer and sub-contractor relationship. With this regulation, workplaces have been gained a structure that occupational health and safety issues are debating regularly and it has been obliged for employers to implement the decisions taken by the committee which are in compliance with occupational health and safety legislation. In the case of having more than one employer in the same working environment is regulated specially, where more than one committee established by employers, the provision has been stipulated for informing other employers by those employers related committee decisions may affect each other's work.

Employment injuries by their causes			
	Primary Employer	Subcontractor	Explanation
Occupational Health and Safety Committee	Obligated	Obligated	Where committees established separately, cooperation and coordination shall be provided by primary employer
	Obligated	Not Obligated	Subcontractor shall assign an authorized representative by proxy to the committee to ensure coordination.
	Not Obligated	Obligated	Primary employer shall assign an authorized representative by proxy to the committee to ensure coordination
	Not Obligated (Where the total employee number is more than fifty.)		The committee shall be established jointly by primary employer and subcontractor provided that primary employer ensure the coordination

◆ Providing the coordination on occupational health and safety has been ensured in places where workplaces are collectively located

If the same workplaces shared by more than one employer or in the places that there are more than one workplaces, alongside ensuring individual occupational health and safety of each workplaces, if they have factors which may affect each other's workplaces, coordination between those regarding occupational health and safety have been brought an obligation in order to make it possible to act together on this issue. In the places with more than one workplace collectively located such as business centers, commercial buildings, industrial regions or sites, implementation have been cleared by providing the duty of coordination shall be fulfilled by the management.

◆ Administrative Penalties and Inspection, Examination and Research at Workplaces have been regulated

Issues regarding the implementation of the Act provisions and inspection, persons in charge with these issues, measurement, examination, research and similar activities on occupational health and safety issues at workplaces are regulated and the realization is provided in accordance with the purpose of the Act. To ensure the implementation of the Act as specified, administrative penalties which will be applied to those whom act contrary to the provisions of the Act have been determined.

◆ Suspension of the work has been procured for the workplaces in which of life-threatening hazard has determined

In the workplaces where a life-threatening hazard has determined, partly or entirely suspension of the work until the hazard is eliminated has been procured while taking into account the characteristics of the life-threatening hazard and the area and the workers that can be affected from the risk arising from this hazard. Thus; the unwanted damnifications can be eliminated due to the closure of workplace.

◆ Arrangements have been made for businesses where major industrial accident may occur

For businesses where major industrial accidents may occur, depending on the size of establishments, major accident prevention policy document or safety report has obligated to be prepared before the start of operation. Thus, progressing of preventative works to avoid possible industrial accidents and preserving of large-scale losses that may occur in case of an accident has been ensured.

◆ Enforcement

		Enterprises that have less than 50 employees		
Article	Primary Employer	Less hazardous	Hazardous or very hazardous	Other enterprises
OHS Services OHS Professionals Supporting of OHS Services	Two years after the enforcement date	Two years after the enforcement date	One years after the enforcement date	Six mounts after the enforcement date
9, 31, 33, 34, 35, 36, 37, 39, temporary 4, temporary 5, temporary 6, temporary 7, temporary 8	In the date of enforcement			
Other articles	Six mounts after the enforcement date			

Occupational Health And Safety: The ILO Perspective

Ümit EFENDİOĞLU
Director
ILO Office for Turkey

According to the latest ILO data, every year 337 million people fall victim to work accidents. Two million and 300 thousand persons lose their lives as a result of accidents or diseases related to their occupation. These figures suggest that every day 6,300 persons die because of insufficient measures in ensuring occupational health and safety (OHS).

Since its establishment in 1919, the International Labour Organization has attached specific importance to the issue of OHS and regarded it as one of the building stones in achieving social justice. The ILO Constitution specifically refers to this issue and deems "the protection of the worker against sickness, disease and injury arising out of his employment" essential in improving working conditions and ensuring social peace. After all, the "Decent Work for All" perspective and target of the ILO builds on decent working standards and employment.

The ILO has so far adopted 20 conventions and recommendations in the field of OHS, in order to eliminate risks and hazards in the world of work and to protect both workers and enterprises. Turkey has ratified 6 of these conventions .

The most recently ratified of these conventions by Turkey in 2005 are the ILO Convention no. 155 (1981) on Occupational Health and Safety and Convention no. 161 (1985) on Occupational Health Services.

This need for and urgency of a separate legislation on OHS with full coverage will be much clearer when examining the statistics pertaining to Turkey. According to the latest figures cited by Ministry of Labour and Social Security, every day 176 occupational accidents occur with 3 deaths and 7 incapacitated workers on average. Metal, mining and construction sectors are the leading sectors of occupational accidents in Turkey. As mining is one the most adversely affected sectors, ILO promotes the ratification

The last ILO Convention in the area of OHS is Convention no. 187 (2006) on the Promotional Framework for Occupational Health and Safety, adopted in 2006 and not yet ratified by Turkey. As the outcome of the resolution "Global Strategy in Occupational Health and Safety" adopted at the 91st ILO Conference held in 2003, this convention envisages the promotion of OHS culture in member states, the formulation of national policies in this regard and the review of the OHS system in its tripartite structure. In this context, the ratification of Convention no. 187 by Turkey will be a positive step towards the promotion of a preventive safety and health culture and a substantial follow-up to the awareness raised during the 19th World Congress on Safety and Health at Work organized in Istanbul last year. The new draft Law on Occupational Health and Safety, once adopted, will also contribute to progress in the area of health and safety at work by providing coverage to all workers and enterprises.

of Convention no. 176 on Safety and Health in Mines (1995). Of special importance in the context of the prevalence of occupational accidents and deaths is small and medium-sized enterprises (SMEs) in Turkey; 82.7% of all occupational accidents and work-related diseases take place in SMEs employing fewer than 250 workers and 61% in enterprises employing fewer than 50. Considering that 99.7% of enterprises in Turkey employ fewer than 250 workers and 99% fewer than 50, the need for urgent action on OHS problems in SMEs and particularly for a preventive legislation becomes much clearer. This is a situation not specific to Turkey since in the EU countries 82% of occupational accidents occur in SMEs as well. While addressing this problem, relatively more advanced EU countries expand the scope of preventive legislation so as to cover SMEs and, at the same time, develop different methods to support OHS in SMEs.

Given the context of OSH in Turkey, the book entitled "Occupational Health and Safety Management System: A tool for continual improvement" (OHSMS) is a significant guide. An OHSMS is a preventive method to implement safety and health measures which consists of four steps and incorporates the principle of continual improvement. Its principles are based on the PDCA Cycle: PLAN, DO, CHECK, ACT. Its purpose is to establish a comprehensive and structured mechanism for joint action of management and workers in the



implementation of safety and health measures. The management systems approach envisaged by the guide is firstly based on an effective assessment of risks and hazards related to health and safety, development of a mechanism to have preventive measures adopted by both employers and workers and finally monitoring the effectiveness of this mechanism and introducing improvements according to the outcomes of monitoring and evaluation. This is a constructive approach that can be successfully applied to small enterprises as well. OHSMS can be an effective tool for the management of hazards specific to a given industry, process or organization. Its application can be adapted to a range of situations, from the simple needs of a small scale enterprise to the multiple needs of hazardous and complex industries such as mining, chemical manufacturing and construction. Along with the OHS management systems based on workplaces or industries, the need for a national OHS

strategy is also strongly emphasized by the ILO in Convention no. 155. Accordingly, ILO attributes great importance to the development of a national OHS strategy together with a separate Law on OHS. ILO stands ready to provide technical support to the government as well as to the social partners in the implementation process of the new draft OHS legislation when adopted.

References:

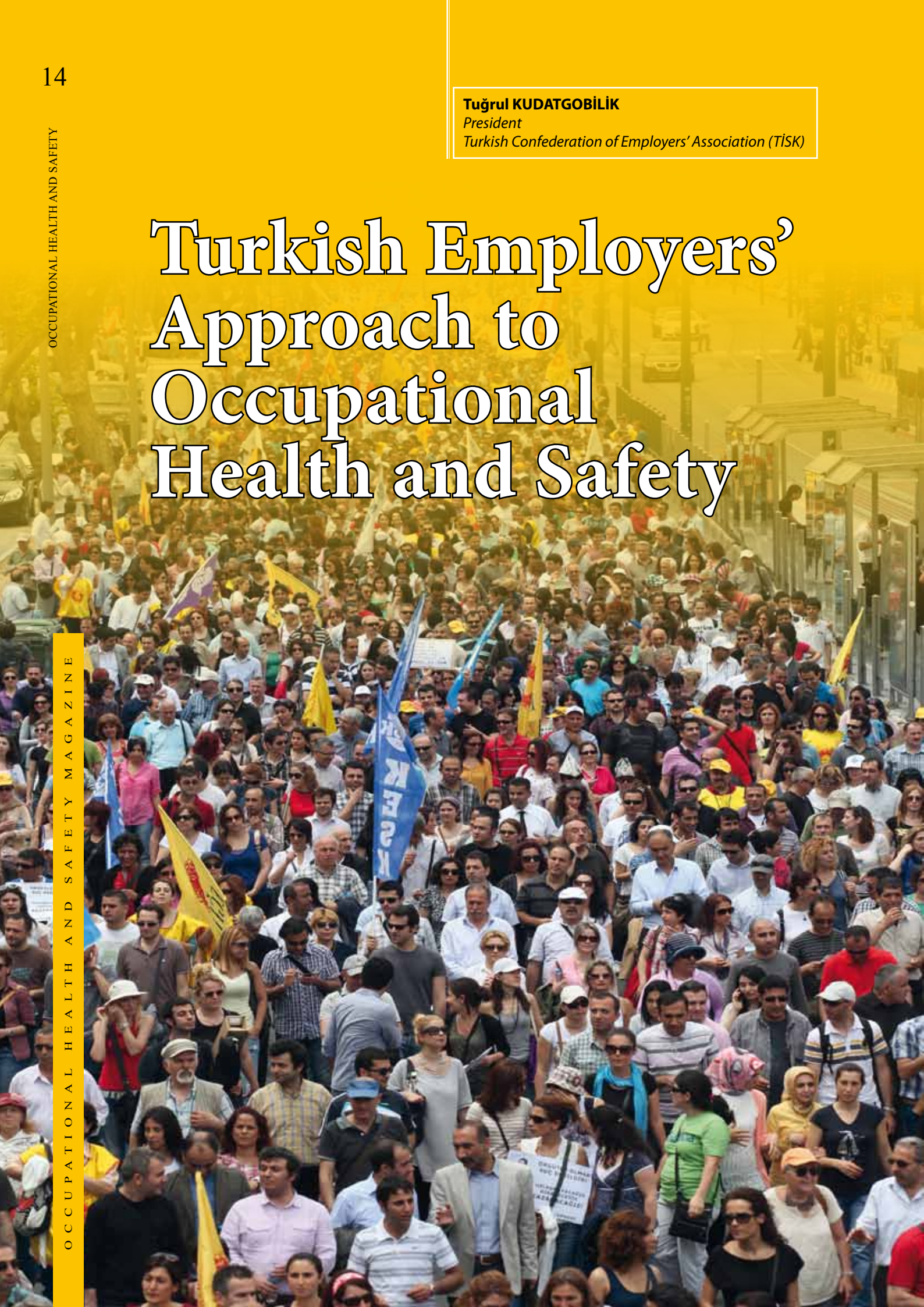
1. *The Conventions ratified by Turkey are the following: Underground Work (Women) Convention, No.45 (1935); Radiation Protection Convention, No. 115 (1960); Guarding of Machinery Convention, No. 119 (1963); Maximum Weight Convention, No. 127 (1967); Occupational Safety and Health Convention, No. 155 (1981) and Occupational Health Services, No. 161 (1985).*

Tuğrul KUDATGOBİLİK

President

Turkish Confederation of Employers' Association (TİSK)

Turkish Employers' Approach to Occupational Health and Safety



Accidents at work and occupational diseases are widely seen in all countries to varying degrees. These incidents cause injuries, fatalities and property damage. Accidents and diseases related to working environment have two common characteristics as being primarily man-made and can be prevented to a large extent. Unfortunately, Turkey like most of the developing countries has negative occupational health and safety figures for years due to several complexities.

Occupational health and safety constitutes all efforts based on prevention of these accidents and diseases. As a consequence of the dynamic nature of production and work environment, occupational health and safety requires up-to-date and inclusive information. Also the multi-disciplinary structure of occupational health and safety necessitates a wide range of scientific and technical expertise.

As indicated by international organizations like ILO and WHO, the traditional approach in occupational health and safety based on regulation, control and sanctions has been transformed to a systemic approach constructed on proactive and anticipatory models. These new models give priority to the prevention of accidents and dissemination of best practices.

As the sole representative of Turkish employers in industrial relations TISK has been one of the pioneers in the field of occupational health and safety since its establishment. TISK and its affiliated employer associations have participated heavily in both policymaking and implementation aspects of occupational health and safety.

For decades TISK has accumulated a large experience in order to cope with the major challenges faced in this area such as compliance deficits, low

awareness, and financial limitations. In order to overcome these difficulties, a special committee within TISK has been established for the coordination of policies and activities of affiliated employer associations.

TISK also remained as one of the most active members of the National Occupational Health and Safety Council and contributed positively on its negotiations. Since its establishment in 1995, the Council played a crucial role in the development of nationwide strategies and broad policies based on universal principles of social dialogue and tripartism.

TISK is fully aware of the recent developments which necessitate the new forms of prevention models mentioned above. In order to improve the overall occupational health and safety level of Turkey, TISK has signed Kayseri Statement concluded in support of the Seoul Declaration which draws a major new blueprint for constructing a global culture of safety and health at work. With its signature TISK has shown its commitment to mainstream occupational health and safety in its policies and activities. As indicated in the Seoul Declaration, TISK reaffirms that "improving safety and health at work has a positive impact on working conditions, productivity and economic and social development".

TISK, as a member of several international business organizations such as International Organization of Employers (IOE) and BUSINESSEUROPE, has also participated in broader occupational health and safety debates which will address global issues such as management systems, risk management and certifications.

TISK Community as a whole has made a substantial change in terms of safety culture since 1980's. Several large projects and programs were imple-

mented in order to reduce and prevent work related injuries. Here we can mention several examples for TISK's and its employer associations'

projects implemented specifically on occupational health and safety over recent years.

First of all BOSMIP2 project, which was implemented jointly by TISK, European level social partner organization BUSINESSEUROPE and Turkish Industry and Business Association (TUSIAD), provided an opportunity for taking in-depth information about EU rules for Turkish business community. In the framework of the project two symposia were held in Ankara and Bursa particularly on occupational health and safety hosted by our organization.

Most recent example of TISK Community's contribution to the occupational health and safety is the European Cooperation Bridges for Occupational Health and Safety Project (ECBOHS). ECBOHS Project has been awarded by European Commission to social partners from Turkey and Western Balkan Countries. The main objective of the Project is to improve institutional structure and capacity of each social partner based on occupational health and services. The leading partners of the project are Turkish Employers' Association of Metal Industries (MESS) and its counterpart Turk Metal Trade Union.

Another example related to the occupational health and safety is provided by the Turkish cement industry. The Turkish Cement Industry Employers' Association (CEIS) has made considerable efforts to promote a 'health and safety culture' in its member companies through its OHSAS 18001 Project. The project for the promotion of OHSAS 18001 standard in cement industry is one of the largest projects implemented in Turkey on occupational health and safety. Launched in 2003, the project has supported CEIS members to take a more formal and proactive approach to occupational health and safety (OHS). The project also provided strong support for overall competitiveness of the industry.

The Turkish Employers Association of Construction Industries (INTES) has also carried out various awareness-raising activities in order to develop safety culture in construction industry. Since 2004, INTES has been involved seven EU projects and two of them have vital importance with regard to occupational health and safety. These are "Training and Zero Accident Policy in Construction Industry Project" and "Safe Construction Project" which were implemented between 2005 and 2007.

Similarly, the Chemicals, Petroleum, Rubber and Plastics Industry Employers' Association of Turkey (KIPLAS) has given a significant contribution to the Turkish chemicals industry in occupational health and safety. In order to address the industry's needs, KIPLAS provides high quality consultancy in occupational health and safety to enterprises with its Technical Affairs, Training and Environment Department.

TISK member associations such as Turkish Textile Employers' Association, the Leather Industry Employers' Association of Turkey (TUDIS), Pharmaceutical Manufacturers' Association (IEIS), and the Clay, Ceramic, Cement and Glass Products Industry Employers' Association of Turkey have also developed sectoral policies and built institutional capacities in order to prevent occupational injuries and diseases.

As a leading organization in occupational health and safety TISK also gave a strong support for fellow employer organizations in both enforcement and policymaking levels. In this perspective, the central role played by TISK in ensuring dialogue between enterprises and public authorities has provided inspiration to Georgian and Azerbaijani employer organizations for the development of their respective occupational health and safety systems. TISK provided technical assistance and training for these organizations to improve their occupational health and safety departments.

The World Congress on Safety and Health at Work traditionally has provided an international forum for the exchange of best practices, new technologies and policy options among occupational health and safety experts and practitioners from public or private international institutions.

We believe that as the host of this significant event Turkey has had the opportunity for improving the safety culture with the support of participating researchers and practitioners. When it comes to the occupational health and safety, it is generally accepted that awareness raising is the key to the solution. In accordance with this fact, the motto of World Congress which was determined as "Building a Global Culture of Prevention for Healthy and Safe Future" has presented our common vision for the occupational health and safety.

Mustafa KUMLU
President, TÜRK-İŞ

The Questions of Safety and Health at Work in Turkey and Solutions

“National Safety and Health at Work System” report prepared by The Ministry of Labor and Social Security in 2003 covers the strong and vulnerable points of safety and health at work in Turkey. Accordingly, 17 vulnerable points and 10 strong points are determined. One of the vulnerable points is the dispersity of the legislation and its scope. The second vulnerable point is inefficient implementation of the legislation.

The Department of Safety and Health at Work transformed to General Directorate, more than 30 regulations entitled to our legislation in the process of Turkey’s accession to EU, Board of National Safety and Health has been established, there were attempts to enact The Law of Safety and Health at Work, OHS weeks and regional conferences have been organized since the preparation of the report. However, the dispersity of the legislation continues despite the intensive activities of The Ministry. Unfortunately, a healthy implementation and an efficient inspection couldn’t be carried out with this structure based on a problematic legislation.

Tens of workers lost their lives or became disabled because of the occupational accidents and blow ups occurred in recent years in Davutpaşa, Tuzla docks, mines, OSTİM, İvedik and finally in Karabağlar.

The statistics of SGK are the concrete indicators of the negative situation. In accordance with SGK statistics of 2010, 62.903 occupational accidents and 533 occupational diseases were observed and 1.454 of them resulted with fatality. The real figures of the occupational accidents and diseases and respective fatalities are much more than the above mentioned figures.

Occupational accidents are observed intensively in all sectors, but the number of cases in some sectors such as construction, metal and mining are higher than the others in Turkey. 475 workers in construction, 130 workers in mining and 110 workers in metal sectors and 32 workers in the textile sector lost their lives in 2010.

If the occupational accidents are analyzed in regard to the scale of enterprises, 56.3% of the 62.903 accidents occurred in 2010 are recorded at enterprises employing less than 50 workers. The most important deficiency of our legislation concerning safety and health at work is leaving workers employed at SMEs which constitutes 60% of the total employment in Turkey out of its scope.

On the other hand, number of occupational disease cases is recorded as 533 which is a very low figure for our country. The data regarding subjects such as the existence and prevalence of occupational diseases is inadequate in Turkey. If we consider that 4 to 12 new occupational

disease cases are expected in each 1000 workers and make our calculation only taking in account the 10 million workers registered to SGK in 2010, 40.000 to 120.000 new occupational disease cases should exist in Turkey.

According to the report prepared by ILO on Safety Culture, all occupational diseases and 98% of the occupational accidents are avoidable. As a matter of fact, by taking safety measures at workplaces, occupational accidents are lowered drastically in Japan, Sweden and Finland.

Turkey ranks 3rd country in the world in regard to occupational accidents and 1st country among EU countries in regard to occupational accidents resulting in fatality.

Unregistered employment, low unionization rate and out sourcing increases occupational accidents to a desperate level. Another reason of occupational accidents is the inefficient implementation of safety and health at work policies and strategies excluding the participation of social partners. Decreasing costs in all fields became the main objective in globalizing world and the field where costs decreased in the first instance is the field of safety and health at work.

This negative picture in the field of safety and health at work affects particularly workers, but also employers and the government in a negative way through fatalities, injuries, occupational diseases, fines, productivity and social security expenditures.

We prepared reports and raised this issue at all platforms. We submitted our last report to the Tripartite Consultation Board during which the



safety and health at work was negotiated. We stand for the enactment of a private Safety and Health at Work Act. We demand the ratification and effective implementation of ILO Conventions. The safety and health services can not be left to the initiative of free market and we demand safety and health services for all private and public sector workers employed in all enterprises regardless of their scale and number of workers they employ.

"Safety and health at work" issue is one of the major subjects of our seminars and we organize joint training activities with the respective departments of The Ministry. We carried out the Project of "Increasing Awareness on Safety and Health at Work" in cooperation with CASGEM last year in 10 provinces. This year, we organized general safety and health at work seminars in 8 provinces, safety and health at work seminars for women in 4 provinces and training seminars for the workplace representatives serving for the first time at the boards of safety and health at work in 7 provinces. In addition, we held joint training seminars with ÇASGEM on safety and health at work and stress at work for women workers in 10 provinces. However, I should imply that these activities are not adequate. We are aware of the fact that occupational accidents can not be avoided solely by regulations. We have to collaborate as the government, social partners and related professional organizations and chambers.

We consider the Board of National Safety and Health at Work as an instrument of social dialogue which the conciliation culture should be achieved. We have to endeavor so as to achieve

the objectives of 2009-2013 Action Plan adopted by the Board. The crises or financial matters should not impede us to achieve these objectives because the safety and health at work is a human right as mentioned in the international documents.

We definitely should feature the health of workers, make protective health services prevalent, feature training activities, renew the regulations and ensure technological adaptation. In addition to the regulations, setting up a safety culture and conscious at all segments of the society is vitally important.

The last document prepared to counter the current negative situation concerning safety and health at work is "Seoul Declaration" adopted at the 18th World Safety and Health Congress held in South Korea in 2008. We appreciate that Turkey is one of the contracting states to this Declaration. TÜRK-İŞ appreciates to sign "Kayseri Declaration" as a part of the "25th Safety and Health at Work Week" activities which reflects the spirit of Seoul Declaration. We congratulate the Ministry of Labor and Social Security hosting the 19th World Safety and Health at Work Congress in Istanbul last year.

As a conclusion, I would like to underline that solving safety and health at work problems is possible with a perspective based on the priority of human, justice, equality, workers participation to the decision making mechanisms and achieving the culture of organizing.





Labour Inspection System

Figen ADAY, Labour Inspector, MoLSS, Labour Inspection Board
Hüseyin OKUYUCU, Labour Inspector, MoLSS, Labour Inspection Board
C. Can AYANOĞLU, Deputy Labour Inspector, MoLSS, Labour Inspection Board



Labour Inspection is a general name given for the state supervision, inspection, and monitoring of the implementation of legislation related with the professional/working life. The main mission of the labour inspection is to protect employees, monitor and supervise the application of the legislation implemented in the working life. In accordance with ILO Convention No. 81, Article 3, basic and primary task area of the labour inspection is working environment and working conditions. Secondary areas can be defined as working relations, employment and occupational education.

The concept of working environment comprises wide area which affects health, safety, and well-being of the employees. Physical, psychosocial, chemical, biological, and ergonomic factors emerging in the workplaces affect the well-being of the employees unless necessary precautions are taken. The concept of working conditions expresses four main areas which are directly related with the protection of employees: child and young employment, women employment, working hours and annual leave, salary payment system.

Despite to the differences in the area and scope of the implementation, inspection and supervision of the working life in most of the countries in the world is being exercised by means of labour inspectors. Labour inspectors are therefore authorized to use the state authority and they are independent of any political and other pressure.

Labour inspection takes its international level support from the ILO Convention No. 81. Labour inspection is the one of the most important element of the working life together with the policies developed. Therefore, labour inspection takes an important position within institutions such as International Labour Organization (ILO) and European Commission. Senior Labour Inspectors' Committee (SLIC) which was established in line with the ILO's recommendations and conventions related with labour inspection can be given as an important example in this content. ILO Convention draws the main frame of the labour inspection. Convention articles present a framework over the institutional structure, necessary resources to be assigned, and inspection topics of labour inspection. The SLIC has an objective to achieve common principles of labour inspection in the field of occupational health and safety, for example, in the areas of inspection services and prevention services.

The content of the labour inspection differs according to the countries' administrative, social, cultural, and economical structures.

Mission of the Labour Inspection

In many countries, labour inspections' contribution to the social and economic life cannot be fully understood. Labour inspection units contribute to the labour peace by establishing a communication bridge between social stakeholders in the area of occupational health and safety, and improvement of the working conditions for employees.

Labour inspection plays a trigger role for improving awareness and fulfilment of mutual obligations between the employers, employees and other stakeholders in the working /professional life.

In many countries, public conscience shows a maximum sensitivity over the social issues, organizations such as labour inspection in the field of social policy is of special importance. Since business owners in market economies are well aware of this fact, they are easily motivated to apply the legislation related to the working life properly. Business entities giving importance to the occupational health and safety, public health, environmental safety, child labour, and other social issues acquire competitive advantages in front of the consumers.

It should be emphasized that labour inspection alone is not sufficient for the establishment of labour peace. The main actors of the working life are employers and employees. Mission of the state is to make legislation and to inspect the implementation of the legislation. In modern practice, labour legislation is often constituted by the contribution of the employers and employees. Additionally, labour inspections are being executed in coordination with these stakeholders.

Labour Inspection System Strategy

In order to implement the labour inspection system effectively, activities should be planned and applied in a systematic way. Some minor differences can be observed between the labour inspection systems of EU member countries and other developed countries. However, basically they all have the same policies and approaches in the implementation.

There are two essential approaches for labour inspection. The first one is "reactive approach", the other one is "proactive approach". The reactive approach includes the inspection activities performed following the employees' complaints, individual labour disputes, occupational accidents and occupational diseases. Proactive approaches include preventive inspections which are subject to eliminate the potential problems in the workplaces. Proactive inspections are generally carried out in line with the programs of the labour inspection units. The essential point of the

proactive inspections is to make employers and employees take necessary precautions before the occurrence of occupational diseases or accidents, and work relation problems.

While forming the labour inspection policy, all labour experts share a common opinion about giving more importance to the proactive inspections in order to establish labour peace. However at this point, the emerging problem is according to which criteria the proactive inspection program should be conducted. Therefore, while planning inspection priorities should be taken into account because of the limited resources and impossibility to inspect every workplace. Criteria for the priorities is also another subject of discussion. Proactive inspection plans can only be performed considering criteria such as rates of occupational accidents, low-wage sectors, levels of businesses.

In recent years, labour inspection policies have changed considerably due to the changing working conditions and technological improvements. Changing working conditions and improving technology has also affected the changes in the labour inspection strategy mandatory. While in the traditional approach descriptive, non-flexible, reactive strategies were applied, as a requirement of the modern approach flexible, freedom of decision-making, and proactive strategies are being accepted.

Today, basic principles of the labour inspection in EU member countries and other developed countries can be listed as:

- ◆ Labour inspection is a public service conducted by inspectors who are provided authority to work independently and free from external influences (objectivity, equality).
- ◆ Labour inspection units should work in close cooperation between employers and employees (tripartism).
- ◆ When needed, labour inspection units should cooperate with other units and institutions. Access to information should be provided when technical expertise is needed.
- ◆ Culture of prevention should stand in the foreground.
- ◆ Labour inspection should include every dependent worker.

- ◆ From these principles, the following elements for implementation are aimed:
- ◆ Inspection planning, programming and implementation,
- ◆ Definition of the priorities,
- ◆ Organizing awareness-raising activities,
- ◆ Sharing resources among the reactive inspection, proactive inspection, and consultation/information activities.

Since rapid changes and improvements in the labour life bring important problems, labour inspection approach in world directs its aim to the prevention policies. In all industrialized countries, labour inspection systems are faced with a set of similar challenges which have different effects on labour protection in their countries. These challenges can be listed as follows:

- ◆ Rapid change and improvement of the technology,
- ◆ New emerging scientific fields. New substances, materials, and processes,
- ◆ Increasing and diversifying labour law and standards,
- ◆ the continued fragmentation of the labour market, the increasing precariousness of work, the increasing illegal employment relationships (child labour, immigrant workers), subcontracting,
- ◆ Changing management structures (including the flexibility of working time), the mobility of enterprises, the diversification of workplaces; the development of virtual enterprises (with emerging e-commerce),
- ◆ Changing service area perceptions and expectations.
- ◆ Changing roles of the employees' and employers' associations.
- ◆ Economic and social changes.

With changing time, these challenges have established the basic elements for the new strategies. Thus, new initiatives in the labour inspection come up which aim to improve the contribution of the prevention on all fields.

Last but not least, the effectiveness of labour inspection services may be improved if the support

of employers and workers, their associations or representatives are received. In countries where tripartism functions well, the protection culture is established effectively by labour inspection services.

Labour Inspection System in Turkey

The Turkish Labour Inspection Board, that operates under the responsibility of the Ministry of Labour and Social Security, is inspecting whether the health and safety and labour relations provisions at work are implemented or not during their on-site inspections. Formally, the inspection of work-life is the responsibility of the State. This responsibility in practice is delegated to the Labour Inspection Board, taking into consideration the provisions of the ILO Convention No: 81 about Inspection in Industry and Trade, which was ratified by Turkey with the Law No: 5690. Also according to Article 91 of the Labour Code, "The state monitors, controls and inspects the implementation of legislation on working life. This task is carried out by labour inspectors in adequate number and having necessary qualifications who are authorized to inspect and control."

In accordance with Article 15 of Law No. 3146, Labour Inspection Board carries out its duties on behalf of Minister of Labour and Social Security. The beginning of its duties can be expressed as follows; to make programmed and non-programmed inspections, investigations, enquiries, to take and to take heed of necessary precautions in line with the legislation related with working life. Labour Inspection Board is responsible for monitoring the compliance of the legal provisions related to conditions of work, monitoring and investigating practices in workplaces according to international conventions. In this content the other duties of the Board can be expressed as; conducting works related to the preparation and improvement of working life legislation, also according to the inspection results preparing a "General Evaluation Report" which states problems, applicability of the legislation and precautions to be taken by relevant institutions.

Excluding these tasks, new duties were given to Labour Inspection Board by a legal amendment in November of 2011. These duties include conducting investigation at workplaces, inspecting their works and operations, struggling with shadow

employment, carrying out inspections based on sectoral analysis and offering precautions to be taken in these areas in line with Unemployment Insurance Act No. 4447 and Turkey Employment Agency Act No. 4904. In this content, during the inspection of the working life Labour Inspection Board is charged to struggle with non-covered employment and shadow employment which includes subsidy and tax loses; to inspect unemployment payment applications in line with Unemployment Insurance Act No. 4447, applications of short-time working allowance, work and operations related with payment of claims applications under the wage guarantee fund, and to inspect the operations of private employment agencies in line with Turkey Employment Agency Act No. 4904.

In Turkish labour inspection system, inspections are carried out within the framework of the General Work Plan consisting of two basic parts such as "programmed inspections" and "unscheduled inspections of investigations". General Work Plan is prepared annually in line with the previous year(s) statistics, risks and priorities of working life taking into consideration national policies and needs, and sources of the inspection board.

Programmed inspections are carried out in workplaces where a special risk group is defined or in areas where problems and priorities of the working life are defined with an aim to inspect the applications of the all or part of the legislative provisions regarding the working life and by determining targets.

On the other hand, unscheduled inspections of investigations involve the inspections which stay outside of the programmed inspections. These inspections are mainly composed of de-

mands such as notifications, complaints, operation licences, and documents which are submitted to Inspection Board and worth to be taken into inspection program.

In order to improve the effectiveness of the inspection system and to ensure the prevention policy, risk based inspection approach has been adopted by the Turkish Labour Inspection Board. In such an approach, risk factors within the inspection area are determined. Then, severities of these risks are determined. In accordance with the severities, priorities of the labour inspection areas are determined. Thus, inspections are carried out at high-risk occupations and workplaces in terms of occupational safety and working conditions.

Together with the changing working conditions and improving technology, Turkish Labour Inspection Board currently turns inspection approach from reactive inspection to proactive inspection. The applications of the proactive inspections have been initiated. In order to fulfil the requirements of this approach, programmed inspections have been carried out. In programmed inspections; in terms of occupational safety it is aimed to prevent occupational accidents and diseases and to take necessary measures for ensuring a safe and healthy working environment, and in terms of working conditions it is aimed to struggle with undeclared work by eliminating the violations of regulations related with child and young employment, women employment, working hours, salary payment system. Also it is expected from these inspections to ensure improvements in enterprises in the area of occupational health and safety, and in the area of working conditions, and most importantly, to maintain these improvements permanently.

References:

1. *European Commission Senior Labour Inspectors Committee official web-site, <http://ec.europa.eu/social/main.jsp?catId=153&langId=en&intPagId=685> (Last Accessed, 06/06/2011)*
2. *Labour Inspection Regulation*
3. *Labour Inspection Board Directive*
4. *Richthofen W. V., Labour Inspection: A guide to the profession, International Labour Organization, Geneva, 2002*

Turkish History of Occupational Health and Safety

Ali Rıza ERGUN

Occupational Health and Safety Expert, MoLSS

İsmail ÇELİK

Occupational Health and Safety Expert, MoLSS

When the occupational health and safety is considered in Turkish history; there seen a long and strong pathway from Ottoman Empire to first Grand Assembly and to Republic of Turkey. In the middle of the 19th century in the period of Ottoman Empire Sovereignty, "Dilaver Paşa Nizamnamesi" which was published in 1965 appeared as the first written regulation of Turkish occupational health and safety history. Although this Bylaw was not approved by the Emperor and could not entered in to force, with provisions such as physicians assignment obligation in the coal mines and improvements on working conditions this document which consists 100 articles shows us the importance given to health and safety by Turkish States. The second important document after the administrative reforms was "Maadin Nizamnamesi" which was published in 1869. It was mostly based on provisions about occupational safety and had a advanced and comprehensive approach than "Dilaver Paşa Nizamnamesi".

But also in the execution of this Bylaw there had been some difficulties for the employers in owning and obeying the regulation. Some of the major articles can be given as follows;

- ◆ The employer should ensure occupational health and safety by taking necessary measures in order to prevent occupational accidents.
- ◆ The compensation decided by the court would be paid by the employer to the victim of the occupational accident or his family.
- ◆ The employer should employ a physician and should have a pharmacy in the workplace.

In the Ottoman Empire after the 20th century, in spite of the records has showed an increase in the number of industrial establishments and workers, due to the continuous wars this increase was stopped and the development of the occupational health and safety was interrupted. According to the 1913 and 1915 statistics, the enterprises were mainly gathered in food, soil, leather, wood, textile, stationery, chemistry and metal manufacturing, there were approximately 15.000 workers in industrial workplaces, nearly 94% of the enterprises used engine power and total power consumption was about 20.977 hp.

Following the establishment of the Grand National Assembly of Turkey in 1920, there had also been progress in the field of occupational health and safety. The following two laws, which were published before the proclamation of the republic by the Assembly, shows the given importance to occupational health and safety even in that time and also proves the national studies are based on long history about occupational health and safety.

The 28 April 1921 dated and 114 numbered "The Law for Selling of the Coal Dusts in Zonguldak and Ereğli Region in order to Use the Revenue for the Workers' benefit"; ensures the allocation of the revenue gained by selling the coal dusts after processing of the coal allocated, for the needs of workers. And the 10 September 1921 dated and 151 numbered "The Law for Rights of Mining Workers in the Ereğli Region" ensures the following articles;

- ◆ The working duration is eight hours daily. Additional work is based on consent of both parties and will be charged twice.

- ◆ The employer shall ensure the training of new workers.
- ◆ Establishment of Workers' Union, Provident Funds and Help Committees.

With these Laws; relief funds were established, compensation about occupational accidents and diseases was provided, working periods and vocational training issues were organized and provisions about insurance and premium system were introduced.

In the following years of the Turkish Republic, the Laws which contains several provisions on occupational health and safety and forms the basis of today's regulations were published. Some of these Laws can be counted as "Weekly Rest Days Law" (1924), "Code of Obligations" (1926), "Public Hygiene Law" (1930) and "Municipalities Law" (1930). Although the working life was tried to be organized with these regulations, by means of industrialization in the working life the need for a labor law had been started to be felt.

The first "Labor Law" numbered 3008 was published in 1936 and had been in force till the year 1967. Although the new approach had been gathered on social security and occupational safety with this Law, owing to Second World War progress about these subjects could not been made until the establishment of the Ministry of Labor in 1946 (with the endorsement of the Law of 3146, enforced on January 1985, the Ministry of Labor was reorganized as "Ministry of Labor and Social Security"). Directorate General of Workers Health and Safety was established in 1945 under the structure of Ministry of Labor (which had carried this duty as Department of Workers Health between 1983 and 2000 and after the year 2003 was restructured as Directorate General of Occupational Health and Safety.) Also, after the adoption of ILO Convention No. 81 in 1950, labor inspectors were nominated for occupational health and safety inspections at workplaces in the 1960s.

There had been parallel progress between occupational health and safety system and industry with implementation of the development plans for every 5 years starting from 1963. Progress in the industry can be seen from the share of the industrial income in the total GNP which was 17,5 % for the first 5 years, 20,5 % for the second and 22,5 for the third, during the development plans period.

The second Labor Law with the number 931 was published in the late 1960s but causing from cancellation by the Constitutional Court, 1475 numbered Labor Law came in to force in 1971 with detailed provisions on occupational health and safety (10 articles of the law were solely for occupational health and safety). In order to make more detailed arrangements, according to article 74th and some others, 11 by-laws had been prepared. But after the latest Labor Law in 2003, those by-laws are not in force except 4 of them. 10 sole articles of the law were mainly on occupational health and safety committees, partly or wholly stoppage of work at workplace, inhibition of alcohol usage at workplaces, heavy and dangerous works and the ones who work

within the context of those works and working conditions of workers under age 18.

In addition to those arrangements, 4772 numbered Law on Insurance of Occupational Accidents and Diseases, 4792 numbered Law on Workers Insurance Institution, 5502 numbered Law on Insurance of Illness and Maternity and 4772 numbered Law on Old Age Insurance were published by the Government. In order to simplify and unify the applications of social security, 506 numbered Law on Social Insurance got in to force in 1964 including provisions about occupational accidents and diseases. Besides that, there were provisions concerning occupational health and safety in 1952 dated and 5953

numbered Law on Relations between Employees and Employers of Press Business, 1954 dated and 6309 numbered Law on Mines and 1967 dated and 854 numbered Marine Labor Law which were prepared in the same period.

In conjunction with the National Legislation activities, ILO Conventions were followed by Turkey and totally 56 ILO Conventions were accepted, primarily, 152 numbered Occupational Safety and Health (Dock Work) Convention, 134 numbered Prevention of Accidents (Seafarers) Convention, 164 numbered Health Protection and Medical Care (Seafarers) Convention, 155 numbered Occupational Safety and Health Convention and 161 numbered Occupational Health Services Convention. Among these Conventions the 155 and 161 numbered ones can be shown as the most important ones for Turkey. Regarding the implementation of the accepted Conventions, they are not wholly under implementation because of the limitations for number of workers in a workplace and coverage of the occupational health and safety provisions of the National Legislation especially exception for the civil servants.

1971 dated and 1475 numbered Labor Law remained in force till the new one 4857 numbered Labor Law came in to force in 2003. As the former one, 4857 numbered Labor Law also has a sole part for occupational health and safety including 13 articles with the headings of obligations of employers and employees, regulations and by-laws for health and safety, partly or wholly stoppage of work at workplace, board of occupational health and safety, occupational health and safety services, rights of employees, prohibition of alcohol and narcotic drugs at workplace, heavy and hazardous works, medical report for workers of heavy and hazardous works, medical report for workers under age 18, by-law for pregnant and nursing women workers and various by-laws. Article 82 was unified with the article 81 and article 82 was cancelled.

In addition to the primary and secondary legislation above, legislation on market surveillance and inspections of personal protective equipments (PPE) were prepared as one of the most important elements of occupational health and safety. According to the related legislation, market surveillance and inspection of PPEs were given to Ministry of Labor and Social Security and the Ministry had prepared the Implementing Regula-

tion for PPE. Authority and responsibilities of the Ministry was determined by another Implementing Regulation with the name of Implementing Regulation on Procedure and Essentials of

Market Surveillance and Inspection performed by the Ministry of Labor and Social Security.

As described above, the 81st article of the Labor Law is on Occupational Health and Safety Services. According to this article, an implementing regulation has been prepared concerning workplace health and safety units and collective health and safety units outside of the workplaces, but this implementing regulation has been stay of execution with the decision of Council of State with legal reasons and after this decision other implementing regulations concerning occupational health and safety services has been prepared and published by the Ministry and this regulation is still in force.

The "Occupational Health and Safety Law" was prepared by the Ministry of Labor and Social Security according to EU adaptation process, international conventions accepted by our country and the necessities of working life and the Law was submitted to members of the National Occupational Health and Safety Council and sent to related parties in order to get their opinions.

At the end of this long and improving occupational health and safety pathway, we proceed a big forward steep with the new "Occupational Health and Safety Law". This Law was discussed in the Cabinet Council and approved by the Ministers and send to the Parliament, which was prepared by the Ministry of Labor and Social Security according to national necessities, EU adaptation process and international conventions accepted by our country. After the discussions in the commissions and plenary sessions of the Parliament, the law was approved and published. After the enforcement of this new and particular "Occupational Health and Safety Law" the Turkish History of OHS will be started to be rewritten with increasing and developing occupational health and safety conditions.

Evaluation of occupational diseases and accidents at work from the respect of social security

Ömer Faruk FIRAT

*Head of Department
Department of EU and External Affairs,
Social Security Institution*

Rapid development in machinery and technology has made work environments much more risky, open to danger. Work accidents caused by insecure and dangerous working environments have reached a serious level in recent years in our country. Annually approximately 80.000 work accidents is being in Turkey and as a result of these accidents nearly 1000 citizens passes away.

The Social Security and General Health Insurance Law No. 5510 has introduced new arrangements in 2008, in regard of occupational diseases and work accidents. In this article I will evaluate the issue in the light of the legislation of social security.

Provisions for social security rights concerned occupational diseases and accident at work is regulated under Social Insurances and Universal Health Insurance Law No. 5510 (Art. 13-24).

In the Article 13 of Law No. 5510, accident at work is defined as the accident leaving the insured person disabled which occurs in a work place and/or, at a place where the insured is sent by the employer and/or during breast feeding break and/or at a vehicle provided by the employer for the purpose of work. Notification of a case to the Social Security Institution (SSI) is also regulated under the same article. Accordingly, when the incident occurs it should be notified by the employer to the SSI within 3 days following the day of incident.

The benefits provided in case of occupational disease and/or accident at work is:

- ◆ Temporary incapacity payment during absence of the insured from the work place due to the health status,
- ◆ Permanent incapacity payment,
- ◆ Survivor's income (different from survivor's pension),
- ◆ Funeral grant to the survivors,

Occupational disease is defined (Article 14) as temporary or permanent disease both mentally and physically which is caused by the type of work as well as a work related disease repeating itself on a regular basis.

Occupational disease is determined by the Healthcare Commission of SSI provided

- ◆ Healthcare reports issued by the authorized health service provider,
- ◆ In case the SSI requests, reports on the work conditions and inspection reports,

are submitted. Any occupational disease should be notified to the SSI by the employer within 3 days after the day when the disease is diagnosed.

Healthcare services provided in case of accident at work and/or occupational disease are detailed under the Article No. 63 of the Law. According to the article, all the medical services as well as the costs derived from the medical review are provided under the Law.

There are indicators of occupational disease and accident at work. One of the indicators is the number of persons receiving permanent incapacity payment. The graphic below shows the number of persons who receive permanent incapacity payment between the years 2005 and 2011.

On the Table-1 one can see that the number of persons receiving incapacity payment has risen for approximately 35% between 2005 and 2011. On the other hand, the number peaked in 2006. The number of recipients is 2.216 for December 2011. The number represents the employees working under employment contract.

Another indicator is the number files assigned to each insured person those who deceased because of occupational disease and/or accident at work and those who was given permanent/temporary incapacity payment before the death. According to the statistics given by the SSI, the number of these files rose from 1.675 to 2.984 between the years 2005 and 2011. Number of the dependents receiving survivor's income on the other hand rose from 3.736 to 6.182 between the years 2005 and 2011 which represents a rise of 65%.

According to the data broke down into the classification of types of accident at work and/or occupational disease, collected in scope of a study conducted by the SSI, 697 cases occurred in 2011 of which 280 are diagnosed arsenic and its compounds. In the same study, the reasons for the incidents are also examined. According to the



Table 1. Number of persons receiving incapacity payment between the years 2005 and 2011
Source: Statistical Bulletin of Social Security Institution (February 2012)

study, most of the incidents occur because of being struck by a falling object and other objects. The study shows that 36.932 persons become disabled as a result of being struck of falling or non-falling objects. One another important reason is accident caused by falling of persons which caused 9.871 cases in 2011.

Another study on the classification of occupational diseases and accidents at work which resulted in death of the insured according to NACE coding system, conducted Social Security Institution is made for the year in 2011. Most of the incidents resulting in death occurred in construction, transportation sectors as 331 out of 1094.

The number of incidents concerns SSI as each case constitutes a change on revenue-expenditure balance of the Institution. It has double effect from both expenditure side and active-passive ratio. While it increases expenditure on pension side, it also causes a decrease in active-passive ratio which affects actuarial balance for the following years. For example files assigned to the insured decreases as a result of work related reason in 2.638 for 2009, 3.040 for 2010 and 2.984 for the year 2011. These numbers include the persons dying out of work related incidents as well as those who received payment as a result occupational disease or accident at work. When the dependent of these people are considered, one can say that the number of dependents rose from 5.940 to 6.238 between the years 2009 and 2010 which mean 298 new dependents in the system. However, the number of dependents decreased

from 6.238 to 6.182 between the years 2010 and 2011.

In conclusion, among the indicators of occupational diseases and accident at work, permanent incapacity payment and persons receiving survivors' income shows that the number of incidents is increasing in years however the number peaked in some years. Despite it is seen as an employment policy, the reasons for incidents concern social security as it has multidimensional effect on the system.

References:

1. *Workplace: The place where the insured Works including both the material and non-material elements relevant to the nature of the work itself (Article 11)*
2. *According to the ILO-102 the survivors'pension is the pension given to the entitled persons when an insured person deceased. Survivors' income is a pension given in case the insured person deceased because of an occupational disease and/or accident at work.*
3. *Permanent Incapacity: Payment made for the insured person who is permanently disabled because of a work related reason*
4. *The Statistical Classification of Economic Activities in the European Community (in French: Nomenclature statistique des activités économiques dans la Communauté européenne), commonly referred to as NACE, is a European industry standart classification system consisting of a 6 digit code.*

Occupational Health and Safety Institute (ISGUM)

Serap ZEYREK

Occupational Health and Safety Expert, ISGUM



Occupational Health and Safety Institute which is affiliated to Directorate General for Occupational Health and Safety was founded on 26th March 1969 by the decree numbered 6/11568 of Council of Ministers following the ratification of the "Pre-Implementation Agreement on Special Fund for Occupational Health and Safety" signed in 1968 between representatives of Republic of Turkey, Special Fund Administration for United Nations Development Program (UNDP) and ILO within the scope of Program for the Improvement of Working Conditions and Environment aiming to meet occupational health and safety requirements in Turkey. In the following years of its inception, attempts were made to strengthen ISGUM through regional laboratories.

ISGUM is the only official organization that is authorized to conduct measurement, examination and research enabling to identify negative factors in advance which can lead to occupational accidents and occupational diseases in our country.

The primary functions of ISGUM can be listed as follows: carry out field and laboratory studies in the field of occupational health and safety, to offer suggestions and develop standards and norms in this scope. Other functions of ISGUM is to support SMEs, provide technical consultancy service to various sectors, organize trainings, engage in promotional activities, do scientific research, publish scientific paper and documentation.

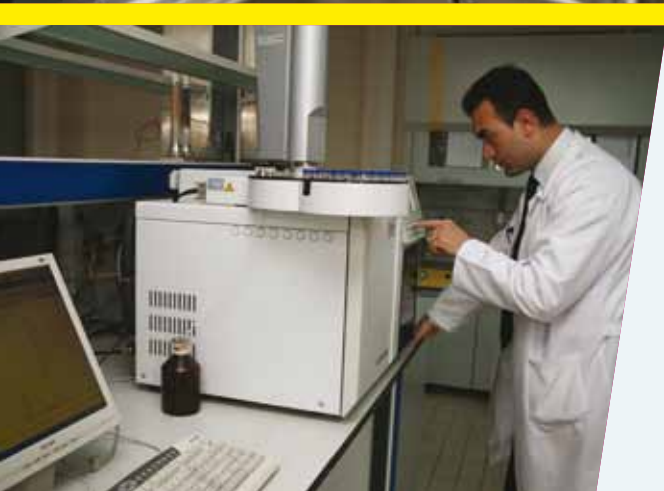
The field studies that ISGUM is engaged in can be listed as follows: measurement of dust, gas, chemicals, noise, vibrations, thermal comfort, illumination that adversely affect improved occupational health and safety conditions, studying the reasons that lead to occupational accidents, collecting samples from workers to conduct biological assays depending on the type of the enterprise and the sector which helps identifying the precautions to be put in place, ECG and taking standard chest X-rays, performing respiratory function tests, carrying out audiogram and biochemical analysis.

The laboratory studies that ISGUM handles can be listed as follows: analyzing samples collected from workplace air and workers in the enterprise and assessment of compliance of the analytical results with regulatory or specification limits, evaluating the level of exposure and offering suggestions.

Technical consultancy involves organizing trainings and promotional activities and providing technical consultancy and trainings to organizations from public and private organizations, workers' and employers' organizations and occupational organizations in the field of occupational health and safety. Other activities undertaken in the scope of technical consultancy, trainings and promotional activities of ISGÜM can be classified as activities and campaigns organized to raise social awareness, promote the institutions and cooperate with social partners.

ISGUM carries out scientific research activities in the field of occupational health and safety. In this scope, ISGUM plans and implements field studies to handle problematic sectors and risk groups in terms of occupational health and safety in Turkey and publishes the results of these scientific studies. To achieve these objectives, ISGUM works in close cooperation with qualified experts, technical and medical staff, universities and national and international organizations operating in this scope. Furthermore, ISGUM's research activities focus on doing research to identify occupational health and safety risks that could emerge after the introduction of new production techniques developed as a result of technological innovations and producing knowledge needed by the sector in cooperation with universities. The primary aim of ISGUM for getting involved in such studies is to pre-identify new risks in the scope of occupational health and safety that are introduced by new technology and to minimize the losses caused by these risks.

As a result of latest developments in the field of occupational health and safety introduced by the efforts to harmonize with EU acquis, a new approach has been adopted that is based on risk management requiring the employers to carry out more research and studies in terms of occupational health and safety either by themselves or by some else. In addition to that, the number of public and private sector laboratories operating in the field of occupational health and safety is limited and the small and medium enterprises particularly need government support for workplace measurements and laboratory chemical analysis. Therefore, it was deemed as necessary for ISGUM to increase the number of its laboratories and support its activities through the introduction of mobile health unit service, aiming



to ensure that occupational health and safety service provided by ISGUM becomes widespread throughout the country. To achieve these objectives, Directorate General for Occupational Health and Safety started to implement two projects financed by European Union funds: the former one named "Upgrading Occupational Health and Safety (OHS) in Turkey - ISAG" was implemented between 2004 and 2006 whereas the second project named "Establishment of Mobile Health Units - ISAG" was implemented between 2007 and 2009.

Within the scope of above mentioned projects; trainings, workshops and seminars were held to deal with issues related to occupational health and safety. In addition, trainings within the country and abroad were organized in order to enhance the technical capacity of the personnel from the Directorate General for Occupational Health and Safety and ISGUM. Participants of these events were mainly Labour Inspectors, Social Stakeholders and Members of Occupational Health and Safety Board. Local and international experts were assigned to work for ISGUM within the duration of the projects.

"Safety Culture" seminars were held in 11 different provinces namely Ankara, Bursa, İzmir, Adana, Gaziantep, Malatya, Samsun, Konya, Kayseri, Kocaeli and İstanbul within the scope of project awareness raising activities.

These projects also enabled the renewal of ISGUM Ankara laboratory in line with EU and NFBA Standards. Ankara and Kocaeli laboratories were equipped with technologically sophisticated chromatographic and spectrometric equipment, small laboratory equipment, analytical equipment to analyze fiber and particle chemicals, gas / vapour and dust sampling equipment, measurement devices to measure noise, vibration and thermal comfort. The procurement of new equipment enhanced the analytical capacity of these laboratories.

A regional laboratory was established in Kocaeli that is a significant industrial region in our country with the support of Kocaeli University. This laboratory is situated in the same building as that of Occupational Health and Safety Vocational School. Besides, Kocaeli laboratory was developed to be able to provide same service as ISGUM Central laboratory.

Mobile health units were established in the scope of ISAG II project, which paved the way for SMEs having access to more rapid,

reliable, inexpensive occupational health and safety service. Mobile Health Units are composed of various units such as Lung and Heart Screening Unit, Mobile Health Medical Laboratory Unit and Mobile Audiology Service Units.

It is worth to mention one of the international project that ISGUM completed at present is "Technical Assistance for Development of Regional Laboratories of Occupational Health and Safety Centre (İSGÜM) Project" (ISGLABTEK). This project started on 15th February 2010 aiming to enhance knowledge and skills of ISGUM personnel about harmonized European Union legislation and practices. The project ended in 14th February 2012 and achieved to enable all regional laboratories to provide high quality service on the same standard and bring all of these regional laboratories into a level where they can provide advanced service and consultancy to SMEs about harmonized EU legislation. Moreover, the analysis and measurements that ISGUM carries out are more diversified to be able to meet the needs of enterprises.

ISGLABTEK project enabled ISGUM to enhance its capacity to be able to provide high quality service to enterprises and to be able to apply more diversified national/international measurement and analytical methods to assess chemical, physical and biological risks that have a regulatory value as part of national legislation. Within the scope of this project, ISGUM applied to become accredited to TS EN ISO/IEC 17025 in April, 2011. The objectives of this project are as follows: to become a national/international laboratory that is accredited to TS EN ISO/IEC 17025, promote ISGUM laboratories, enable ISGUM to contribute to raise awareness on occupational health and safety in workplaces and encourage employers to request to benefit from ISGUM's service.

Another international project that ISGUM carries out is "Establishment of a market surveillance support laboratory for personal protective equipment (PPE) project". This project aims to conduct market surveillance and control activities of personal protective equipment (either produced in the country or imported) in a more efficient and rapid manner. Moreover, the Project enables Directorate General of Occupational Health and Safety to carry out compliance testing of Personal Protective Equipment itself, thus providing compliant PPE in the market. The Project will end in September, 2012.

Seminars and internships have been organized to familiarize personnel with the use of equipment in compliance testing of personal protective equipment. Theoretical and practical trainings have been provided to handle EU standards related to the compliance tests of personal protective equipment. The laboratory that is developed as an output of this project is going to be ready to be accredited to TS EN ISO/IEC 17025 in the near future.

In addition to international projects that it carries out, ISGUM is also involved in cooperation with various universities, hospitals and chambers of cooperation and several national projects. The target group of the national projects is composed of workers and employers from different sectors. The national projects aim to help improving occupational health and safety conditions, conduct health surveillance of workers and raise awareness for occupational health and safety through informing employers and workers, providing guidance and consultancy service and offering trainings. National projects focus on sectors facing the highest number of occupational health and safety problems and SMEs and the service and all other activities in those projects are offered free of charge.

The following projects are ongoing national projects: Workplace Environment Surveillance and Health Surveillance of Workers based on the results of Risk Assessment Studies in Gold Mines; Health Surveillance and Monitoring of Workers Manufacturing asbestos cement and asbestos clutch disc and Exposed to man-made fibers; Prevalence of Silicosis among Workers in Quartz Quarries and Grain Mills in the regions of Aydın/Çine and Muğla/Milas and Comparison of the Effect of Workplace Conditions on the Occurrence of Silicosis with the situation 5 years ago; Planning and Characterizing the Current Situation regarding Occupational Health; Analyzing Occupational Health and Safety Problems in Gas Stations; Analyzing Occupational Health and Safety Problems in Metal Sector; Analyzing Occupational Health and Safety Problems in Health Sector and Assessment of Psychosocial Risks.

The objective of the first ongoing project named "Workplace Surveillance and Health Surveillance of Workers based on the results of Risk Assessment Studies in Gold Mines" is to conduct workplace measurements and health surveillance of

the workers based on the results of the risk assessment. Other objectives of the project are to plan workplace surveillance, submit results and proposals to the enterprises and provide trainings by professionals to workers, enterprises, employers on occupational health and safety.

The objective of another ongoing project named "Health Surveillance and Monitoring of Workers Manufacturing asbestos cement and asbestos clutch disc and Exposed to man-made fibers" is to monitor health and safety conditions of the workers who used to be exposed to asbestos and are now employed in workplaces where they are exposed to man-made fibers, to carry out workplace surveillance and carry out more efficient and effective health surveillance of these workers. As an output of this project, current occupational health and safety conditions will be identified and proposals to improve working conditions shall be offered based on the results of the project. However, since the companies have unwillingness to participate in this project, currently no further improvement is achieved.

The third ongoing project named "Prevalence of Silicosis among Workers in Quartz Quarries and Grain Mills in the regions of Aydın/Çine and Muğla/Milas and Comparison of the Effect of Workplace Conditions on the Occurrence of Silicosis with the situation 5 years ago" aims to study the prevalence of silicosis in the above mentioned regions. As an output of this project, trainings will be provided to prevent the prevalence of silicosis after revealing the results of the studies in workplaces.

The fourth ongoing project named "Analyzing Occupational Health and Safety Problems in Gas Stations" aims to identify the risk factors exposed by workers in ten gas stations through personal exposure measurements and workplace environment measurements, conduct health screening of the workers in the predetermined workplaces and identify required measures to be taken based on the results of the health screening. The ultimate goal of the project is to raise awareness of employers and workers on occupational health and safety. This project is completed and the final report is under development.

The fifth ongoing project named "Analyzing Occupational Health and Safety Problems in Metal

Sector" aims to reveal the current occupational health and safety problems facing workplaces operating in metal sector in Sincan Organized Industry Zone through risk assessment and occupational hygiene measurements and offer solutions. This project also aims to identify the precautions needed to be taken in workplaces, raise awareness of workers and employers on occupational health and safety and provide trainings to employers, workers and professionals working on occupational health and safety in the metal sector.

The last national ongoing project implemented by ISGUM is called "Analyzing Occupational Health and Safety Conditions of Employees in Health Sector and Assessment of Psychosocial Risks" aims to examine occupational health and safety conditions of the employees in the health sector and assess psychosocial risks. The other objectives pursued in this project are to analyze working conditions and working hours of the employees, identify risk factors that are harmful to health and exposed by employees, ensure that necessary precautions are put in place to minimize the effects of those risk factors, inform related parties and raise awareness.

As an organization that has diversified the occupational health and safety service offered, ISGUM aims to become a national and international centre seeking to achieve the following objectives: become an accredited reference laboratory, increase international recognition and reliability as a member of WHO-CC (World Health Organization Collaborating Centre), make occupational health and safety laboratory service more widespread through Mobile Health Units, provide guidance to public and private laboratories operating in the field of occupational health and safety and monitor their activities, do research to learn more about new techniques used to identify occupational health and safety risks and share this new information with the people working in that field.

CASGEM in Building Occupational Health and Safety Culture

Murat ÖNDER

Former Director of CASGEM

Assistant Professor at Cumhuriyet University





This study explains the role of CASGEM in building occupational health and safety culture in Turkey and abroad. After providing historical background, it covers CASGEM's national and international training, research and publication activities on occupational health and safety.

Changes in production relations after industrialization resulted in many risk factors for human life. To be able to reduce these risk factors occupational health and safety (OHS) became important phenomenon all over the world. Having been improved constantly, occupational health and safety encourage organizations towards creating a specific management approach and culture. Occupational health and safety can make people approach health and safety issues with a holistic perspective and make them gain sufficient knowledge and skills for the prevention of occupational risks. At this point, adult training, research and publication are fundamental components of safety culture. And Centre for Labour and Social Security Training and Research performs this role in Turkey.

Centre for Labour and Social Security Training and Research (CASGEM) is affiliated body of the Ministry of Labour and Social Security (MoLSS) which has a national and international activity on training, research, surveying, publication and consultation on work and employment and social security since 1955. CASGEM is one of the pioneer institutions carrying out practices on occupational health and safety culture. CASGEM aims to provide sustainability of quality and productivity in work and employment and create a common safety culture in working life and society by conducting occupational health and safety trainings.

This study, which focuses on CASGEM's activities of creating safety culture, consists of four parts. First section includes CASGEM's historical development, second includes ongoing training activities, third includes research and publications and finally fourth section includes international activities.

Brief History

Centre for Labour and Social Security Training and Research (CASGEM) first was established with the name of "The Labour Institute for the Near and Middle East" (YODÇE) in 1955 by supplemental agreement numbered 13 between Turkey and the United Nations with the assistance of the International Labour Organization (ILO). With this supplemental agreement, YODÇE was founded to improve professionals about working conditions, occupational health and safety, industrial relations, labour force and social security in Turkey and Near and Middle East countries (Cam, 2008).

From 1955 to 2003, CASGEM functioned under the name of YODÇE/YODCEM. After this period, according to the Establishing Act (No: 7460) Institute's name has been changed to Centre for Labour and Social Security Training and Research (CASGEM) also with institutional law numbered 7460, the tasks and responsibilities of CASGEM are identified as;

- a) To prepare training programs, to deliver trainings, certificate programs and to conduct researches on work and employment, social security, occupational health and safety, labour relations, employment, productivity, total quality management, labour market studies, ergonomics, environment, first aid, labour statistics and occupational health and safety for "physicians", "nurses and sanitary servants", "engineers and technicians" who are employed to reduce health and safety risks and to provide protective services in workplaces. In case of necessity, CASGEM could collaborate with the Ministry and other institutions.
- b) To organize conferences / seminars and trainings for the staff of the Ministry and its affiliated and related bodies (ISKUR, SSI etc.) and also all employees, employers and managers working in public or private organizations.
- c) To conduct researches, analyses and to collect data and documents about working life.
- d) To advise the employers and employees about work efficiency and working life.
- e) To prepare labour statistics.

- f) To publish documents on related areas in Turkish and other languages.

CASGEM has reached more than 100.000 experts: trade unionist, managers in public and private sectors with its trainings since 1955 in Turkey and in some Middle Eastern countries. Various types of trainings have been delivered by CASGEM's internal and external experts. (Internal Experts are CASGEM training experts, and experts and labour inspectors from MoLSS. External Experts are academics, experts from stakeholders and social partners such as trade unions, employer organizations). The trainer pool of CASGEM consists of approximately 200 external and internal trainers. Training fees of experts are financed from the circulating capital enterprise of CASGEM (Cam, 2008).

Training Activities

To improve safety culture in Turkey, training is a major activity supplied by CASGEM. The purpose of these training activities are to provide a healthy work environment, enhance the work efficiency, to minimize occupational accidents and diseases, to defend workers' rights, to make recommendations and contribution about applications of laws, regulations and by laws related to occupational health and safety for both employees and employers.

Additionally, the trainings on working life and social security is carried out by CASGEM in order to provide the right and obligations and social security of labour and employers, assistance in solving the problems of social security and so contribute peace at work.

Both individual and institutional application - oriented training programs of CASGEM as it follows;

- ◆ Safety Expert (class A, B, C)
- ◆ Occupational Physician
- ◆ First-aid Training
- ◆ Occupational Health and Safety (Basic level)
- ◆ Occupational Health and Safety (Advance Level)
- ◆ Industrial Occupational Health and Safety
- ◆ Special Topics about Occupational Health and Safety

- ◆ Risk Assessment
- ◆ Occupational Health and Safety on SME
- ◆ Analysis of Risk Assessment
- ◆ Environmental Risk Management
- ◆ Ergonomics
- ◆ Social Security Law
- ◆ Individual Labour Law
- ◆ Collective Labour Law
- ◆ Trade Unionism in Turkey and Collective Bargaining
- ◆ Strategic Human Resource Management
- ◆ Stress and Stress Management in Work and Employment
- ◆ Training of Trainers
- ◆ Training of Managers
- ◆ EU Project Cycle Management

OHS Training

Occupational health and safety training programs have been implemented for years by CASGEM. Between 1984 and 2007, 1.326 training programs on mentioned subjects above have been carried out and 89.377 participants have been trained by CASGEM (2008).

In 2008 and 2009, 711 training programs on OHS were held with the participation of 23.991 people and 541 of these training programs was held in Tuzla Shipyards Region with 17.898 participants (CASGEM, 2010). Since 2007, as a result of recurring accidents, Ministry of Labour and Social Security took the necessary precautions and CASGEM undertook responsibilities of the trainings of both white-collar and blue-collar employees. The content of the training was about basic principles of occupational health and safety and industry-specific topics.

In 2010, 68 training programs were implemented and 4529 participants were awarded with certificate of attendance about OHS. In addition to these trainings, to strengthen the OHS culture 79 OHS awareness training conducted within the scope of social responsibility in cooperation with the industry chambers of commerce, confederations and local governments in different cities. 6058 people participated in these trainings.

In 2011's first 6 months period, 134 OHS training programs were met with the demands of public and private sector and individual requests and 4564 people are awarded with a certificate of attendance (CASGEM,2011b). Especially, 2nd Regional Directorate of Turkish State Railways, Directorate General of Coastal Safety, Nevşehir Special Provincial Administration can be given as examples of public sector OHS trainings and Yaşar Ice Cream and Food Co. and Development Studies Center Project and Consultancy Company are the examples of private sector OHS trainings.

Training of Occupational Safety Experts and Occupational Physicians

One of the most important roles of CASGEM in working life is to provide occupational health and safety trainings for health and safety professionals. CASGEM is the unique officially responsible public training institution in this area other than universities.

The purpose of this program is to train occupational physicians, occupational safety experts and technical staff who can approach health safety issue with holistic perspective and to make them gain sufficient knowledge and skills for the prevention of occupational risks and to contribute the protection of workers from risks

By the implementation of this program, it is intended with business management, employees and workplace health unit staff to conduct teamwork, to cooperate with relevant people and organizations and to gain information and skills they need.

In 2010, together with occupational safety expert and occupational physician training the 23 trainings were given and 445 people were trained. With training activities in the first six months of 2011, given training number is 25 and 501 of people were trained (CASGEM, 2011a).

Trainings with Protocol

Occupational Health and Safety Improvement Project For Construction Industry

To improve working conditions and promote of employer and worker awareness about their responsibilities by introducing terms of the occupational health and safety in construction industry,

“Improvement of Occupational Health and Safety Cooperation Protocol The Scope of Under The Law About Building Inspection No. 4708 on the Construction in Building Inspection” was signed on 2010/10/22 between Ministry of Public Works and Settlement and Ministry of Labour and Social Security.

Throughout protocol that carried out by cooperation with Ministry of Public Works and Settlement and Ministry of Labour and Social Security, training carried out by CASGEM. Scope of the protocol were given training to workers at construction sector in 2011, on issues such as occupational health and safety general principles, workers and employers responsibilities in application of the legislation of occupational health and safety, penal and legal responsibilities arising from work accidents, health and safety in construction works, application of “OHS Measures Inspection Form” to be used at construction inspection, general assessment etc. In January-June, 2363 construction inspectors were trained there.

Protocol With the Ministry of Food Agriculture and Livestock

Ministry of Agriculture and Rural Affairs and Ministry of Labour and Social Security have signed a protocol which includes the training of agricultural advisers authorized to control whether IPARD of applicants for project investments meet EU standards on occupational health and safety. To this end, the occupational health and safety trainings were carried out for 100 participants in May of 2011.

Workers’ Penalties Funded Seminars

In accordance with Article 38 of the Labour Act No. 4857, CASGEM is one of the authorized organizations to use the fund deducted as penalties from workers’ wages. Within the scope of prepared project CASGEM used this fund in 2011 with her two different projects related to occupational health and safety training. One of these projects is Work Stress and Occupational Health and Safety Seminars for Working Women and the other is For the Small and Medium-Sized Enterprises Occupational Health and Safety Training Modules Project.

Work Stress And Occupational Health And Safety Seminars For Working Women

The aim of the project is to raise the awareness of problems and work conditions of women in workplaces. The seminars are planned to conduct in 30 cities with the coordination with 3 trade union confederations to reach 1500 working women during the year 2011. The experts from CASGEM and trade unions participate seminars as trainers for unionized women workers. In addition to these training seminars, work stress and mobbing surveys are applied to participants. As a result of this project, a report will be prepared in the light of data obtained from these surveys.

Under the project for Confederation of Türk-İş trade union members took place in the following cities: Afyon, Düzce, Bartın, Gaziantep, Mersin, Malatya, Manisa, Aydın, Tekirdağ/ Çorlu, Rize.

The programs with the Confederation of Hak-İş is carried out at the following cities: Tekirdağ/ Çorlu, Çankırı/ Çerkeş, Kayseri, Diyarbakır, Denizli, Mersin, Antalya, Rize, Artvin, Sivas, Erzurum, İstanbul, Ankara.

Table1. The numbers and the total participants of the seminars

The Confederation	Number of Cities	Total participants
Türk-İş	9	373
Hak-İş	3	187
Total	12	560

It is aimed in this project to reach a total of 1500 working women till the end of 2011.

Occupational Health and Safety Training Modules For The Small And Medium-Sized Enterprises

Under the “Worker’s penalties Project” 2- days trainings for workers is envisaged. Sub-topics of this project are business and health, rights and obligations, work safety and occupational diseases.

Research and Publications

One of the important responsibilities of CASGEM is to hold research, publication and documentation activities in national and international level on work and employment, social security and occupational health and safety.

Journal of Labour Relations

There have been important developments re-

cently both in Turkey and throughout the world about work and employment, social security, health and safety issues. Evaluating these developments together with the social sides in a journal which covers the practical and scientific fields are believed to be significant for the solution of the basic problems on work and employment and industrial relations, and for the development of new precautions on social policies.

The purpose of the journal consists from essays on work and employment and social security in order to contribute academic development and sharing the results in these fields. The aims of journal are stimulating the academics, researchers and experts to make research and to write articles nationally and internationally.

Supporting Academic Research And Publications

In 2010 CASGEM has started to support post graduate students for their research activities related with Occupational Health and Safety and Social Security practices. Supported academic researches and publications (in Turkish) are listed below;

- ◆ Lost Face of Employment: Organization and Employees of Under- Employer
- ◆ Analysis of Cost of Industrial Injuries Resulted in Injury and Death
- ◆ Industrial Injuries and Employees who Work in Distribution of Electricity
- ◆ Management of Worker Health and Industrial Safety at Business-profile and Suggestions of Solution in Turkey

CASGEM, also supported academic publications which are about work and employment and occupational health and safety.

- ◆ Analyzing the Labour Force Market in the Information and Communication Technologies Sector Comparing with India and Ireland in Turkey (Özdemir, 2011)
- ◆ Occupational Health and Safety in the European Union and Turkey: An Evaluation of Effectiveness Occupational Health and Safety Committees in Turkey (Yılmaz, 2011)
- ◆ Investigation of the Factors that Can Cause Accident and Analyzing the Environmental

Impacts of Acetylene Production Plants (Tomas, 2011)

- ◆ Risk Analysis Practice In Small and Medium Scale Workplace (Şener, 2011)
- ◆ Effect of Flexible Working on Labour Costs and Competitive Power and Application on Textile Industry (Demir, 2011)
- ◆ Effect of Flexible Working on Labour Costs and Competitive Power and Application on Textile Industry (Çelenk, 2011)
- ◆ Other Publications;
- ◆ The History of Centre for Labour and Social Security Training and Research 1955-2007: Adult Trainings in Work and Employment at Turkey from YODCE to CASGEM (Cam, 2008)
- ◆ Non-smoking Workplaces (Bilir etc, 2005).

International Activities

CASGEM was established as an international institution under the name YODCE in 1955 and still continues its international activities with protocols, study visits and projects.

International Protocols

Environmental and occupational health and safety training program which is delivered by CASGEM with the request of the Iraqi 'Association of Occupational Health and Safety' is one of these international training programs. CASGEM has trained the participating members of association on basic issues (e.g. general occupational health and safety, occupational health and safety in Turkey, environmental impact assessment, occupational health and safety management systems, major industrial accidents, work at height, personal protective equipment, occupational health and safety insurance systems in Turkey, hazardous waste management, biological risks, ionizing and non-ionizing radiation, prevention from oil pollution, psychosocial factors in workplace, electrical risks, chemical risks, occupational health and safety and environmental applications in municipalities, occupational health in mines, environmental management on construction sites, working in confined spaces, ergonomics and general risk assessment methods).

'Risk assessment' training program which was executed in May 2011 with the request of Ministry of Labour and Social Security from Turkish Republic of Northern Cyprus is another international training activity of Center in which she took part with 2 experts in Turkish Republic of Northern Cyprus.

CASGEM directly involves as an implementing and/or advisor agency in various international agreements. Agreements, conventions and memorandums concerning on working life, labour agreements, to resolve conflicts, arbitration, prevention of child labour, relations of social partners, relations between public institutions and trade and employer unions, occupational health and safety, labour inspection, employment and rehabilitation of disadvantaged groups are subject to Ministry of Labour and Social Security's institutional mission. Some of these missions require CASGEM directly take part in implementing international agreements and institutional law of CASGEM as an affiliated body of Ministry, such as conducting trainings on occupational health and safety. Furthermore, CASGEM was initially founded as an international research and training center and can take international tasks sua sponte depending on its institutional law and responsible for carrying out tasks and duties required by protocols signed by Ministry of Labour and Social Security. Also three international occupational health and safety trainings were held, two of them in Ankara for Iraq Occupational Health and Safety Association in 2010 and another in Turkish Republic of Northern Cyprus, for TRNC Ministry of Labour and Social Security in 2011. Hereinafter, two of the recent bilateral agreements that CASGEM involves are introduced:

Protocol Between Republic of Turkey Ministry of Labour and Social Security and Republic of Azerbaijan Ministry of Labour and Social Protection of Population on The Permanent Associate Commission of Labour and Social Security VI. Assembly

A protocol between parties was signed on 17.05.2010 in Ankara in accordance with the decisions made in the VI. Assembly of the Ministries;

- ◆ Cooperation between CASGEM and Republic of Azerbaijan Ministry of Labour and Social Protection of Population Centre

for Scientific Research and Training on Labour and Social Issues will be conducted; cooperation of the centers includes study visits and information exchange in occupational health and safety area as well as other labour affairs.

- ◆ Determination of occupational standards, organization of seminars and conferences on labour, social security, employment and labour mobilization, implementing collective projects and coordination between institutions of social services will be held.

Agreement on Cooperation in Establishment of a Training Centre in Kazakhstan for Kazakh Construction Workers Between The Government of The Republic of Turkey And The Government of The Republic of Kazakhstan

The agreement signed on 24.12.2010 in Ankara to establish a Training Centre in Kazakhstan to train Kazakh construction workers. The parties shall establish the centre taking as basis the Vocational State High School No:1 in the city of Astana. The parties that are mentioned above are Republic of Turkey Ministry of Labour and Social Security and Republic of Kazakhstan Ministry of Labour and social protection of Population, The Ministry of Education and Science and mayor's Office of Astana.

On behalf of the Party of Turkey, Turkish International Cooperation and Development Agency (TIKA), Turkish Employment Organization (ISKUR), Centre for Labour and Social Security Training and Research (CASGEM), Union of Construction Industrialists (INTES), Kazakhstan-Turkey Businessmen Association (KATIAD) shall contribute to establishment of the training centre in Astana which will be similar to Construction Training Site-Turkey (TES) in Ankara and provide material, trainer support, information, experience and training of the trainers.

Since CASGEM's one of the main goal is training, the Centre as a stakeholder will contribute with its experience on occupational health and safety training. Furthermore, the establishment of an official training centre needs also a new institutional law, curriculum and research methodology on occupational health and safety. Consultancy on these subjects will be provided by CASGEM.

Study Visits

CASGEM aims to strengthen her international cooperation and develop her training programs on working life and social security issues. Within the scope of these targets and partnership formed with ILO/ITC and EU/OSHA, it has been planned to visit both partners in 2011.

ILO/ITC: As it is known that ILO/ITC is a training centre which provides trainings, research and advising services to ILO's social partners. ITC has a structure that may be a role model to CASGEM. ITC provides educational services for the entire working life in this respect quite similar with CASGEM. A study visit will be held in the third quarter of 2011. The knowledge and experience of participants on international and EU training institutions will be increased.

EU-OSHA: European Agency for Safety and Health at Work is a decentralized body of Eu-

ropean Union that specializes on occupational health and safety. CASGEM will gather substantial experience to update its all activities -particularly training activities- by this study visit to EU-OSHA. A study visit is planned for the third quarter of 2011 to exchange information and active collaboration between CASGEM and EU-OSHA.

CASGEM EU/IPA PROJECT: Support for the Centre for Labour and Social Security Training and Research (CASGEM)

CASGEM will start EU funded project named Support for the Centre for Labour and Social Security Training and Research (CASGEM). The aim of the project is to increase the capacity of CASGEM on design, development, delivery, evaluation of trainings and marketing and research in line with EU Social Policy and Employment Acquis. Because of its institutional law,

CASGEM has the main responsibility to conduct the trainings in the field of social policy and employment among the other public institutions. CASGEM, as an affiliated body of MoLLS, ensures to be the responsible institution in order to provide Acquis-related trainings.

The initial impact of this project is to increase design, development, delivery, evaluation of trainings and marketing and research capacity of the Centre by increasing the knowledge and the awareness of MoLSS experts and labour inspectors, CASGEM experts. Thus, quality, effectiveness and accessibility of the trainings provided by CASGEM and demand to the trainings will increase. Marketing activities will also assist to increase demand for training.

The project will not only affect CASGEM's capacity but will also assist to improve social dialogue culture. Worker, Employer and Public Institution

representatives will participate in activities such as working groups, trainings and researches collectively.

At the end of project implementation period; the training design, development, delivery, evaluation and marketing and research capacity of the Centre will be increased. New training programs, increased marketing and research capacity will improve the quality of the service provided by CASGEM.

Target group of the project is MoLSS experts, labour inspectors and CASGEM experts and final beneficiary of the project is customers of CASGEM (Workers, Employers, Labour and Social Security Professionals, Social Partners etc.)

With increasing the capacity CASGEM will provide better, faster programs and research on work and employment. The programming, management, monitoring and evaluation functions

of CASGEM will be efficient for further trainings. Also the visibility of CASGEM will be adequate on national and international area. CASGEM training instruments and equipments (books, training documents, training CDs etc.) as well as organizational structure of CASGEM will be improved too.

One of the overall objectives of this Project "Support for the Centre for Labour and Social Security Training and Research" is to improve the quality of occupational health and safety trainings. As stated in Progress Report of Turkey 2010, in Chapter 19 "Social Policy and Employment", there had been only a limited progress in the areas of Labour Law, Health and Safety at work and Social Dialogue as CASGEM directly involves in the implementation progress of these subjects.

As because one of the most important role of CASGEM in working life is occupational health and safety trainings for health and safety professionals; CASGEM is the only officially responsible public institution in the area of "health and safety at work". There are three new regulations related with Occupational Health and Safety Professionals (No: 27768, 27.11.2010) in force,

- ◆ Occupational Health and Safety Services,
- ◆ Duties, Responsibilities, Authorization and Trainings of Occupational Safety Experts,
- ◆ Duties, Responsibilities, Authorization and Trainings of Occupational Medicine.

Therefore improvement in occupational health and safety trainings take a large place in the project. These objectives are defined in the activities to achieve results section of the project as "Training Design Development", "Designing Training Modules", "Conducting Training Needs Analysis", "Establishing And Managing Working Groups on Designing Training Modules", "Training Delivery", "Training Evaluation", "Developing of Training Evaluation Forms", "Piloting of Training Evaluation Forms", "Delivery of Basic Trainings on EU Acquis on Social Policy and Employment", "Designing A Sustainable Institutional E-Learning Model", "Delivery of Trainings on Research Methodologies", "Conducting A Pilot Research", "Publication of Research", "Conducting Study Visits", "Conducting Internships".

All these activities of training, research and development are expected to be a contribution to the occupational health and safety subject. With its 2,500,000 € overall cost (2.250.000 € of European Union contribution included) the project will have major impact and sustainability on occupational health and safety issues.

To conclude, CASGEM has maintained training, research, publications and documentation activities about occupational health and safety issues successfully, on light of current developments, conducted. After that, CASGEM will carry out the mission of being pioneer on creating safety culture in Turkey and abroad.

References

1. Act of Organizational and Duties of Ministry of Labour and Social Security (No: 3146)
2. Act of Organizational and Duties of Centre for Labour and Social Security Training and Research (No: 7460)
3. Agreement on Cooperation in Establishment of a Training Centre in Kazakhstan for Kazakh Construction Workers Between The Government of The Republic of Turkey And The Government of The Republic of Kazakhstan, article 1, 2010.
4. Cam, Erdem (2008) History of Centre for Labour and Social Security Training and Research 1955-2007, Yayın No: 27, Ankara: CASGEM Publications.
5. CASGEM (2008) Reports of CASGEM Activities in 2007
6. CASGEM (2010) Reports of CASGEM Activities in 2009
7. CASGEM (2011a) Reports of CASGEM Activities in 2010
8. CASGEM (2011b) Records of CASGEM Activities.
9. Çelenk, Hakan (2011) Effect of Flexible Working on Labour Costs and Competitive Power and Application on Textile Industry, Ankara: CASGEM Publications.
10. Demir, Engin (2011) Work Accident in Metal Works and Analyzing of Costs of Work Accident, Ankara: CASGEM Publications
11. Occupational Health and Safety Improvement Project For Construction Industry (2010)
12. Özdemir, Çağlar (2011) Analyzing the Labour Force Market in the Information and Communication Technologies Sector Comparing with India and Ireland in Turkey, Ankara: CASGEM Publications.
13. Protocol Between Republic of Turkey Ministry of Labour and Social Security and Republic of Azerbaijan Ministry of Labour and Social Protection of Population, article 1, 2010
14. Protocol with The Ministry of Food Agriculture and Livestock (2011)
15. Supplemental Agreement Numbered 13 between Turkey and the United Nations with the assistance of the International Labour Organization (ILO), 1955.
16. Şener, Gonca (2011) Risk Analysis Practice In Small and Medium Scale Workplace, Ankara: CASGEM Publications.
17. Tomas, Kadir (2011) Investigation of the Factors that Can Cause Accident and Analyzing the Environmental Impacts of Acetylene Production Plants, Ankara: CASGEM Publications.
18. Yılmaz, Fatih (2011) Occupational Health and Safety in the European Union and Turkey: An Evaluation of Effectiveness Occupational Health and Safety Committees in Turkey, Ankara: CASGEM Publications.

Market Surveillance

Nihan Merve AKGÜL, Assistant Expert of OSH, Electrical and Electronics Engineer, DGOSH, MoLSS

Establishing the Customs Union between Turkey and European Union according to the Decision 1/95 of the Association Council to ensure the free movement of goods, the abolition of customs duties, taxes having equivalent effect (of funds) and quantitative restrictions (quotas), as well as beginning of the the implementation of the common customs tariff to third countries before and also for the elimination of technical barriers to trade with European Union member states, Turkey has to comply with European Union legislation.

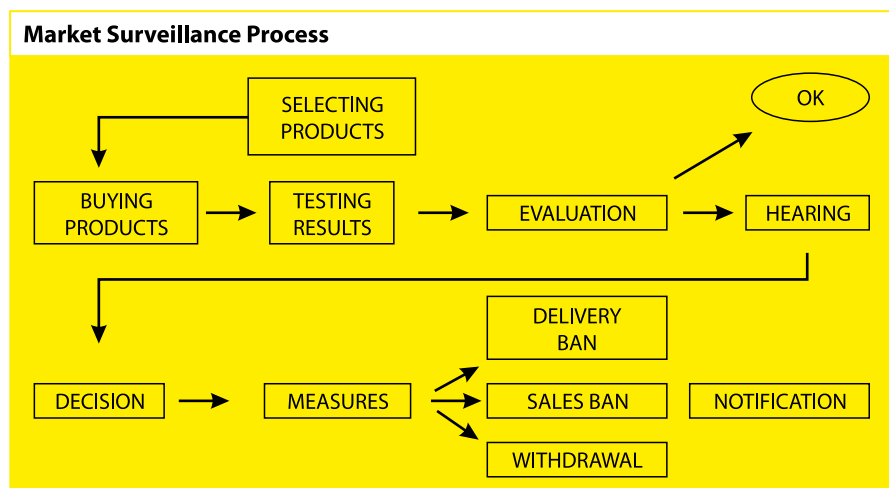
By the decision of Association Council dated 06.03.1995 and No. 1 / 95 after establishing of the Customs Union between Turkey and the European Union by the decision of Association Council No. 2 / 97 for the elimination of technical barriers to trade, the list of legislation harmonized by Turkey and the harmonization condition and rules of this legislation were determined. Technical legislation of European Union on issues standardization, measurement, calibration, quality, accreditation, testing and certification to be harmonized with in the framework of decision will be included into our national legislation by which organizations and institutions and the cooperation that will prepare Technical Regulations Prepare for Increasing Exports Turkish Products is determined with the decision of the Council of Ministers No. 97/9196 and dated 15.01.1997, harmonization and implementation of the acquis duties on personal protective equipment is the Ministry of Labour and Social Security.

Establishing the Customs Union between Turkey and European Union according to the Decision 1/95 of the Association Council to ensure the free

movement of goods, the abolition of customs duties, taxes having equivalent effect (of funds) and quantitative restrictions (quotas), as well as beginning of the the implementation of the common customs tariff to third countries before and also for the elimination of technical barriers to trade with European Union member states, Turkey has to comply with European Union legislation.

By the decision of Association Council dated 06.03.1995 and No. 1 / 95 after establishing of the Customs Union between Turkey and the European Union by the decision of Association Council No. 2 / 97 for the elimination of technical barriers to trade, the list of legislation harmonized by Turkey and the harmonization condition and rules of this legislation were determined. Technical legislation of European Union on issues standardization, measurement, calibration, quality, accreditation, testing and certification to be harmonized with in the framework of decision will be included into our national legislation by which organizations and institutions and the cooperation that will prepare Technical Regulations Prepare for Increasing Exports Turkish Products is determined with the decision of the Council of Ministers No. 97/9196 and dated 15.01.1997, harmonization and implementation of the acquis duties on personal protective equipment is the Ministry of Labour and Social Security.

Market Surveillance of personal protective equipment products the taking place in the market and distribution or while the products on the market, that are complying neither the technical regulation or not complying with the technical regulation by the Directorate General of the Ministry of Labour and Social Security.



Picture 1. Market Surveillance Procedure

The goal of market surveillance is to ensure the use of safe products of all consumers using personal protective equipment and to prevent unfair competition. Where collective protective measures can not be taken or due to the process the use of personal protective equipment if necessary employees in use of safe personal protective equipment significant progress in the prevention of occupational accidents and occupational diseases will be provided.

Personal protective equipment that are involved in market surveillance are determined on Personal Protective Equipment Directive within the framework of annual programs, project based, independently or by complaints. Complaints can be reported on the complaints section of the web site <http://kkd.isggm.gov.tr> or can be made as written.

These complaints can be reported by consumer, user, competing manufacturers, distributors, conformity assessment bodies, notified bodies, other public agencies and non-governmental organizations.

Inspections are achieved by the authorized market surveillance inspector from the Directorate General of Occupational Health and Safety, ISGUM Central or Regional laboratories.

At first, check whether the product is CE marked. In the absence of a specific provision of the product technical regulations, whether CE marking is attached to the product appropriately by its manufacturer according to the provisions of "Regulation on the Use of the CE Conformity Marking" and attached to the product, and the technical specifications of the product is checked by inspectors. During this audit whether there are special provisions for CE marking of product is determined by the element of the audit. In the event of an impropriety or suspicion arises technical file instance of a product can be requested from the manufacturer later.

All personal protective equipment within the scope of Category I, II and III, must have the CE mark. In addition, Category II and III review of the notified body is necessary for personal protective equipments. For category III, following the harmonized production of PPE is necessary and this is provided by the notified body selected by the manufacturer. The number of this notified body needs to be attached to the product next to the CE marking. For category II EC Type Examination

certificate is given by notified body after the PPE is tested according to the basic health and safety requirements. The number of this notified body is available in the technical file of the product. Personal protective equipment with in the scope of category II and III, In cases where doubt the accuracy of CE marking, Certificatin process can be verified by contacting the notified body. During the inspection (or surveillance activity) the notified body number is written to the minutes of the relevant section of the audit.

During random checks or on a complaint made for the market surveillance, if there is a concern that the product doesn't complying with the technical regulations the technical file is requested from the manufacturer. Technical file should be given to the relevant market surveillance department by the manufacturer within 7 days. The entire technical file, (eg, documents, and the decisions of the notified body) community legislation on the eligibility of the product will be requested if there is serious doubt.

The auditor when it deems necessary to carry out testing and examination with the checked product, takes two samples that one of them is witness sample. Samples taken during the inspection record in 3 copies to be regulated, a copy of the minutes is given to the manufacturer or distributor, a copy is sent to the testing, inspection and/or certification establishment with the sample taken, a copy with the witness sample is delivered to the Directorate General of Occupational Health and Safety.

The organization that will make the test and / or examination of samples must submit the report to the Directorate General by editing at the latest within 30 working days.

Samples according to the characteristics especially seal to deteriorate, are sealed by the auditor with the manufacturer or distributor and the sample label form which shows the clearly showing names of connections and contains the name, title and signatures of parties is placed on the samples.

If the samples taken Moved to another place, or the protection of the samples taken from the power producer or distributor to be retained or released and the case is objectionable is written to the minutes.



If moving to the another place of the samples taken or protection of them are difficult or objectionable, they are left to be retained and the status is written to the minutes.

As a result of the test and/or inspection, when it is determined that the products are complying with technical regulation and safe, this matter shall be reported by General Director. The producer can take the samples back within fifteen days from the date of this report. The decision of the products which are not taken back in this period is belong to the Directorate General.

The test costs of the products which are determined as safe are met by the Ministry. The test costs of the unsafe products are met by the producer.

Application of Sanctions

About the unsafe products which aren't appropriate by technical regulation, in relation to the number 12 of the law 4703 the Preparation and Implementation of Technical Legislation about Products, administrative fines updated by each year and in relation to the number 11 of the same law, the prohibition of the supply of the product on the market and disposal of the product partially or completely can be implement.

About the product which is determined as unsafe after market surveillance activities which are done by Ministry's inspectors, the producer is warned in writing about making the product safe and immediate cessation of sales of existing products. If this matter is determined for high risk products, producer is invited to the Ministry with technical file and a protocol is signed about producing unsafe product or not. During the next market surveillance, if the same manufacturer's product are determined unsafe, the sanctions are applied.

Conclusion of Inspection

As a result of market surveillance conducted by the Ministry, if impropriety is determined according to Law 4703, administrative fines shall be paid to the tax administration or fiscal directorates within thirty days from the date of notification. Against the administrative fines, within thirty days from the date of notification, it may be appealed to the competent administrative court. The appeal does not stop the execution of the administrative fines.

The time-out period which is regulated in this law about the administrative fines is five years from the date of the violation has occurred and one year from the date of the violation is learned by Ministry.

With the aim of the control and inspection of producers', distributors', conformity assessment bodies' or notified bodies' activities, if any action is started, the time-out period decreases.

All documents and informations about market surveillance and inspection are archived for a period of 10 years in the concerning file.

The Report of Annual Market Surveillance

Authorized institutions prepares the annual Market Surveillance report which is the activities about market surveillance for consideration within the Undersecretariat of Foreign Trade Authorized Institutions forward this annual reports to the Undersecretariat of Foreign Trade until the end of next year's second month.

The Number of Inspections

It is determined by the Ministry that according to the result of annual market surveillance made by Ministry's inspectors, the strategic goal is to decrease 10% the rate of unsafe products and safe products every year. Since 2006, 1747 products are inspected and 610 of them are determined as unsafe. In the Ministry there are still 26 market surveillance inspectors. In market surveillance, the priority is given to risky products and complaints and inspections are performed usually in heavy industry areas.

International Projects Which are Implemented by Directorate General of Occupational Health and Safety (DGOHS)

Fatma Nur Başayar, *Assistant Expert of Occupational Health and Safety*
Hande Seray Taştekin, *Assistant Expert of Occupational Health and Safety*
Ahmet Esat Korkut, *Assistant Expert of Occupational Health and Safety*



By the beginning of 2000s, DGOHS has increased its capacity in the field of staff, trainings and equipments. As a result of EU negotiations period, lots of international projects has also been implementing. It is given brief introductions of the important ones of those valuable Projects below:

Technical Assistance for Establishment of a Market Surveillance Support Laboratory for Personal Protective Equipment (PPE) in Turkey

Technical Assistance for Establishment of a Market Surveillance Support Laboratory for Personal Protective Equipment in Turkey is a project that is carried out within National Programme for Turkey 2007 under the instrument for Pre-Accession Assistance (IPA-I) with a budget of 1.200.000 €. Commencement date is 1st of March, 2010 and beneficiary of the project is Occupational Health and Safety Laboratory Center (ISGUM) which is related institution of DGOHS. Main aim of the project is to establish a laboratory in Ankara (central laboratory) for PPE testing in order to strengthen the national system of market surveillance support laboratories in the PPE sector.

That project is specifically focusing on the effective functioning of market surveillance support laboratories, ensuring that they are equipped and capable autonomously to carry out the relevant testing services related to market surveillance and thus providing the compliant PPE in the market with the related European Commission PPE Directives. By achieving that project; the knowledge of the ISGUM staff on international standards about PPE testing and quality and capacity of ISGUM services to enterprises were aimed to be increased.

As mentioned above project was commenced at last quarter of 2010 and will be finalized at the third quarter of 2012. As the outputs of the project that attained;

- ◆ PPE testing laboratory is established at ISGUM and has now the equipments that can run compliance tests for the samples that are collected during market surveillance.
- ◆ The training of the laboratory personnel on methods of the PPE tests was achieved. and ISGUM staff becomes qualified to used testing equipments by further trainings.

- ◆ In order to get accredited the new testing laboratory, preparation of required documentation was carried out in the light of TS 17025.
- ◆ Also in the scope of the project internship programs were achieved during 2011.
- ◆ Several study tours to Europe was carried out including Finland, Germany and and England.

Improvement of Occupational Health and Safety Conditions at Workplaces in Turkey (İSGİP)

The aim of ISGİP is to improve the health and safety conditions of workers at work, and improve awareness on health and safety issues and to ensure the implementation of the related EU acquis in Turkey.

ISGİP is a comprehensive IPA-I Project with a budget of 3.433,600 Million Euro (Funded by EU and Turkish Government). Commencement date of the Project is January 2010 and total duration is 25 months. Directorate General for Occupational Health and Safety in the Ministry of Labor and Social Security is the contractor of the project.

ISGİP focuses on small and medium sized enterprises having between 10 and 250 employees in five provinces of Ankara, Denizli, Kocaeli, Kütahya, and Zonguldak and in three targeted industrial sectors; metals, mining and construction where occupational accidents and diseases are most common.

Pilot studies were conducted in 16 SMEs selected and the applications conducted in these SMEs and were also implemented in 112 SMEs during the Project. SMEs were chosen on voluntary basis. 3T Risk Assessment (RA) Tool and Elmeri Performance Monitoring Tool were used.

The project strategy relies on introducing an occupational health and safety management system (OHS-MS) to help them improve working conditions. The key activities conducted within the activities of the project were establishing OHS-MS in selected SMEs, training of social partners, occupational health professionals, public sector facilitators and SME personnel on Organizational Health and Safety Management System, Basic OHS, record keeping etc. and awareness ris-

ing and promotion. The ISGIP OSH-MS covers all important topics of international standards, ILO Guidelines on OHS Management Systems (ILO, 2001), as well as OHSAS 18001:2007 standard. It also covers the main legal requirements of health and safety managements.

A different approach was taken compared to traditional OHS-MS; that is changing the safety culture through management commitment and performance measuring and positive feedback mechanism. Four basic steps were followed in order to establish OHS-MS:

- ◆ Internal workshops on introducing OHS-MS in the workplace and joint definition of OHS-MS implementation roadmap and on hazard identification and risk assessment were conducted.
- ◆ OHS management processes and management system were designed.
- ◆ Health and safety plan was prepared followed by an agreement for the implementation road map.
- ◆ Internal Audit and Management Review were conducted. Individual consultations on needs basis were also taken into account.
- ◆ It was noted during the project that in order to establish an OHS-MS in SMEs, it is necessary to allocate the necessary time, financial and human resources and the company employees should actively participate in developing an OSH-MS.
- ◆ 66 Occupational Health and Safety Expert, Assistant Occupational Health and Safety Expert have been trained in Bolu and Antalya,
- ◆ 1002 persons have taken Occupational Health Surveillance Trainings in 9 provinces,
- ◆ 9 study tours (Austria, Finland, Belgium, UK, Netherlands, France, Spain and Italy) for public participants and 5 (Austria, Finland and UK) for SME participants have been implemented,
- ◆ Sector specific models and tools for occupational health and safety management systems developed and implemented in the small and medium sized enterprises that are in the focus of this project,
- ◆ 1500 participants targeted to attend 30 awareness raising seminars respectively round table discussions,
- ◆ 5 regional promotional conferences have been organized in Ankara, Bursa, Kayseri,
- ◆ 25 press conferences and a similar number of promotional events in the course of a road show held in order to promote the web based recording system for occupational accidents and diseases,
- ◆ Numerous guidelines, booklets, folders, posters and leaflets printed and delivered in order to sustain the promotional activities.

As a result of the ISGIP, occupational accidents were prevented as much as possible and risks were reduced at 128 SMEs where the Project has been carried out and health and safety conditions were upgraded. The activities conducted to achieve the goals of the project are as follows:

- ◆ 16 Centers of Best Practice selected and provided comprehensive support in order to fulfill the requirements of occupational health and safety management systems,
- ◆ 112 enterprises achieve suitable work organization plans/health and safety plans/risk assessment tools in order to fulfill the requirements of occupational health and safety management systems,
- ◆ 1088 persons have taken OHS-MS trainings in 12 provinces,

Technical Assistance for Occupational Health and Safety Laboratories

The project was conducted by ISGUM. The project, all of the budget financed by European Union, has the budget of 1.800.000 €. The start date of the project was November 2009 and finish date was December 2011. Beneficiaries of the project were DGOHS, ISGUM and factories. The project aimed to improve the capacity of enterprises, SMEs in particular, to efficiently implement the occupational health and safety (OHS) legislation, by improving the institutional capacity of ISGUM regional laboratories, operating under the Ministry of Labour and Social Security. The objectives of this project were to improve the quality and capacity of ISGUM services to enterprises, to increase the knowledge and experience of the ISGUM staff on

how to align with the international standards related to their work, to improve the institutional capacity of ISGUM on quality management and accreditation, to ensure that the ISGUM staff is capable of preparing the "policy options" document using the knowledge they acquired in the field for use of OHS policy-making individuals or institutions, to raise awareness about occupational health and safety at workplaces, to promote the purpose and role of ISGUM laboratories, to ensure that a larger number of employers seek ISGUM services, to prepare and implement training programmes on occupational health surveillance and measurement techniques, as well as on quality management and accreditation, and finally to prepare and implement action plans for promotional affairs. There were five main project components:

Training:

Theoretical and practical training programs were prepared to be made research, measurement and analysis conducted by ISGUM's staff the field and laboratories according to international standards. 302 day training was held in very different topics such as sampling, measurement and analysis techniques, risk assessment, health surveillance and training of trainers etc. In addition, different twenty-five workplaces were visited and risk assessment was carried out by applying different methods.

Accreditation:

Quality documents were reviewed, deficiencies in practice identified and corrected. The measurements and sampling procedures has been carried out in the same standard in the whole regional laboratories by the Project. To become accredited from TS EN ISO / IEC 17025 "General Requirements for the Competence of Testing and Calibration Laboratories" standard, all the necessary trainings were planned and implemented smoothly. Application was made to Accreditation Agency of Turkey (TÜRKAK) on April 28, 2011 and the first inspection took place on October 17 to 31, 2011.

Promotion:

Within the scope of the project, awareness seminars for the promotion of ISGUM and its activities were organized in five provinces of regional laboratories. In these seminars, technical information on the topics identified in field of OSH was given.

Promotional activities were supported by distribution of visual materials which are 5 different posters, prepared in Turkish and English ISGUM brochure and posters etc.

Statistics Module:

By adding statistics module to currently used active web-based intranet system, obtaining statistical data related to comparison between the results of the measurements and analyzes made by ISGUM and limit values in our legislation were provided.

Overseas Study Tours:

Twelve overseas visits were carried out in the scope of the project. In Germany, the Czech Republic, Switzerland, Latvia, England, Scotland and Poland, study visits were organized to competent institutions and organizations in the field of occupational health and safety to strengthen infrastructure of ISGUM's personnel in the technical sense and to exchange information.

Following The Technological Developments In The Field Of Occupational Health And Safety In The EU Countries, Learning The Use Of Laboratory Equipment

Under the Leonardo da Vinci Mobility and Exchange Projects Program, the project was carried out by visiting various institutions in Germany between 16.04.2005-14.05.2005. The project included to improve the training of occupational health and safety (OHS) experts from occupational health and safety centre (ISGUM) on laboratory implementation, so that it contributes to our adoption of EU norms. In the scope of the project, ten occupational health and safety experts visited to the OHS organizations in Germany for laboratory implementation. Training programmes on the functioning of the laboratories and the use of laboratory equipment were arranged by visited institutions. The aims of the project were correcting the information deficiencies of beneficiaries in the field of occupational health and safety, allowing for practical training, providing intercultural interactions and developing of tolerance, realization of information sharing and developing vocational training and the sectoral service standards. Benefits of the project were reflection of technical personnel in this area shortcomings

alleviation and working in the sector, acquisition of the continuity of life-long understanding of quality in education and development of the concept of team spirit.

Upgrading Occupational Health and Safety Project (ISAG) Phase 1

Upgrading Occupational Health and Safety in Turkey (ISAG I) Project started at January 2004 and finished at February 2006. It aims to adapt the standards of occupational health and safety in Turkey according to the EU. Particularly focusing on the small and medium sized enterprises, the goal is contributing the useful and well-organized development of a system in order to implement health and safety rules and regulations at workplaces. Results of the Project are:

- ◆ improving the working conditions and workers health,
- ◆ taking an important step for "safety culture",
- ◆ structuring ISGUM Ankara Laboratory in terms of architectural, electrical, and installation infrastructure, in accordance with the standards of the EU Laboratory.

Upgrading Occupational Health and Safety Project (ISAG) Phase 2

EU Upgrading Occupational Health and Safety Project - Phase 2 which is a continuation of ISAG I initiated at September 2006 and ended at September 2008. The total project budget is 8.160.000 €, EU support is 7.000.000 € and Turkish Government's contribution is 1.160.000 €. Especially, small and medium sized enterprises are supported in this project. ISAG Phase 2 has been implemented as a complementary Project. The foremost intentions of the project:

- ◆ the preventing accidents at work,
- ◆ making an early diagnosis of occupational diseases,
- ◆ providing protective and preventive health care services,
- ◆ doing periodic inspections on-site.

Market Surveillance Support; Personal Protective Equipment-Twinning Project

Market Surveillance Support; Personal Protective Equipment project was carried out in 2005 as a twinning project with Finland. Project had a budget of 1.000.000 € and ISGUM participated as beneficiary of the project. This project was carried out as a Twinning Project with Finland. The aim of Twinning Project was to contribute to the implementation of the EU regulations/ standards in the area of internal market, specifically focusing on the creation of a functioning market surveillance system. One of main results of the Twinning Project was the development of a detailed market surveillance strategy for PPE. The strategy defines the key elements of market surveillance of PPE in Turkey. The Twinning Project included also training of administrators, training of inspectors, technical assistance to the laboratories, comparison of legislation, advice on use of PR and Communication, other practical advice, study visits and internships. Additionally, 5 PPE experts from ISGUM were taken basic training about PPE tests in Finland with an internship for two weeks in the content of the Twinning Project. By the Twinning Project, technical specifications of the PPE laboratory equipments were prepared for carrying out the most important tests of PPE from the safety point of view. Also the laboratory information system software has been prepared for the planned PPE testing laboratory of ISGUM. In this scope,



an Internet site was designed and realized. It has entry points for document management system including:

- ◆ quality manual,
- ◆ procedure instruction and work instructions,
- ◆ test module, where basic information of the tests are stored and can be retrieved for editing during the test phase.

With the database, the tailored document management module will be used also for management of the PPE test reports. At the end of the Twinning Project, market surveillance plan was prepared for year 2007 that 70 PPE distributors would be inspected within 2007.

European Network Education and Training in Occupational Safety and Health- (ENETOSH)

ENETOSH commenced its activities in the form of a project sponsored by the European Commission as part of the Leonardo da Vinci education programme. ENETOSH, established in 2005, brings together OSH experts and education experts in Europe and aims to co-operate with relevant European and international organisations and associations, including the European Agency for Safety and Health at Work and the International Social Security Association. Turkey was participated in ENETOSH and represented by DGOHS. Main aims of the project;

- ◆ exchange knowledge, experience and good practice in education and training of safety and health
- ◆ create a communication platform for OSH and education experts and provide possibilities for them to meet together
- ◆ foster the process of integrating safety and

health into education and training at all levels of education, including vocational training and university education

- ◆ support the development and implementation of competence standards for teachers and trainers in safety and health
- ◆ ensure participation from as many professional OSH institutions and educational establishments across the whole of Europe and involve them in the network's activities

Within the project in Turkey; health and safety subjects were incorporated into the school curriculum for the purpose of improving proper behavior before young people starting a job and those subjects were integrated into mathematics and Turkish lessons at every level of education. In the education campaigns, public has been sensitized to the subject by the use of methods such as; shooting spot films, making use of famous faces for the OHS presentation, preparing TV programs for national and local channels, using cartoon characters like NAPO in OHS education, preparing OHS puzzles, arranging posters, compositions, slogans and painting competitions. After those educations, it was observed that students enjoyed while they learned the subject and were actively involved in the education. Moreover as another important activity carried out within ENETOSH is an educational program was designed for the students of vocational high schools in 10 regions and healthy and productive labour force enabled the Ministry of Labour and Social Security to reach approximately 4000 students. Within ENETOSH Project, Ministry of National Education, Ministry of Health, students in every level of education, teachers, universities, , SMEs, OHS professionals, trade associations, voluntary agencies, labor organizations were taken place as national partners to Ministry of Labour and Social Security in Turkey.



**tell me the job
I tell you, disease**

**Project on Diagnosis
and Notification
of Occupational
Diseases and
Increasing Awareness
of OHS Professionals
in Turkey**

Ayşe Öztürk, MD, PhD, MoLSS, OHSI, (ISGUM)
Buhara Önal, MD, PhD, MoLSS, OHSI, (ISGUM)
Selçuk Yaşar, Assistant Expert of OSH, MoLSS
Ahmet Serdar Sevinç, MoLSS, OHSI, (ISGUM)

Introduction

Moral and economic loss due to occupational diseases (OD) and accidents has a significant importance for the country economy. Hence, very serious measures should be taken in our country for occupational health and safety.

According to the Social Security and General Health Insurance Law, occupational disease is defined as "the permanent or temporary state of disease, physical or mental disorder caused by the work or the characteristics of repetitive activities that the worker undertake".

Occupational diseases can be completely prevented. Therefore, health and safety measures in the workplaces have vital importance. Within the scope of insurance, occupational diseases are not only an issue of disease diagnosis and treatment, but also an economic and social issue since compensation is required for the worker and his inheritors.

Rights and responsibilities regarding the occupational diseases in our country are defined in 5510 numbered Law for freelance and contract workers. In Turkey rights and responsibilities regarding occupational diseases are defined in 6331 numbered Occupational Health and Safety Law and 5510 numbered Law for freelance and contracted workers.

Although it varies from one country to another, 4-12 occupational diseases annually should be expected for every 1000 worker. (Harrington J.M.) Accordingly, 40.000 to 120.000 occupational disease incidences are expected approximately. However, according to the SGK data, the number of incidence in 2010 is only 533.

Many reasons for insufficient notification rate of occupational diseases in our country can be listed in terms of medical, legal and social parts. These are:

- ◆ Lack of the priority for protective medicine within medical services,
- ◆ Insufficient placing the ODs to the prior field in terms of the education of medical professionals.
- ◆ Insufficiency of awareness and knowledge of physicians
- ◆ Difficulties and ambiguity of the diagnosis of occupational disease
- ◆ Lack of support of the OD diagnosis by occupational measurements and work history
- ◆ Absence of an occupational diagnosis guide
- ◆ Insufficiencies in recording of occupational diseases
- ◆ Insufficiencies of the number and quality of hospital to be applied
- ◆ Insufficient number of physicians in the applied hospitals
- ◆ Absence of an occupational disease diagnosis standard
- ◆ Insufficient knowledge of physicians in primary and secondary step about occupational disease algorithms and legal monitoring
- ◆ Insufficient and/or incorrect knowledge of worker and employer about ODs

In brief, employers, workers, insurance organizations and the government suffer moral and economic loss because the early diagnosis of occupational diseases is insufficient. Safe working and healthy life awareness is important for the development of occupational health and safety (OHS). Development of this culture is not only important for occupational life, but also important for daily life. In addition, activities for raising awareness among related parts and community regarding occupational health and safety is important for our country. In order to replace the safety culture in community and to make it as a part of daily life, it is expected change of safe behaviour following belief of requirement of safety. Thus, this Project aimed to increase knowledge of related parties, to believe in requirement of safe behaviour and to address safe behaviour.

Overall objective: To increase awareness and knowledge of community and related parties on occupational diseases

Objectives:

- ◆ To create OHS culture in community,
- ◆ To increase awareness and knowledge on OD
- ◆ To complete studies for Guideline for diagnosis of OD
- ◆ To ensure cooperation and coordination of related institutions,
- ◆ To contribute for integration of OHS into educational programs in universities,
- ◆ To increase numbers of hospitals which is authorized for diagnosis of occupational diseases
- ◆ To ensure training programs for physicians appointed in OD Councils in these hospitals in coordination with Ministry of Labour and Ministry of Health

- ◆ To follow and to evaluate the implementation of studies on that issue

METHOD: This is a qualitative study focused on implementation/ cooperation/ discussion and action research. Its data collection means are observations and diaries.

- ◆ Planning process

“Cooperation Protocol in the field of Occupational Health and Safety between Ministry of Labour and Social Security and Ministry of Health” was signed in 26.01.2010

Within the Protocol to develop suggestions for directing executives in decision phase and to provide determination of needs, priorities, policies and strategies “Occupational Health and Safety Common Council” founded in July, making two meetings took important decisions.

Occupational Health and Safety Common Council decisions are presented to top management and in the common meeting with the attendance of Ministry of Health and Social Security Institutions managers, under the presidency of Undersecretary of our Ministry decisions are taken parallel to Council’s decisions on the field of occupational diseases and Project’s calendar of the implementation is scheduled.

Within the Project, “Project Steering Committee” is founded in which social partners are represented. Committee made its first meeting in 16.09.2010 and scheduled its work programme on cooperation protocol and Project. Rights of translation and publication of “Occupational Diseases Guide”

are taken in September 2010 by our Ministry and translation of Guide is contracted out, completed and received after the control of the editor.

Thereby inviting 55 associations which are considered as related with occupational diseases among Associations of Specialty in Medicine, information and cooperation meeting is made in 25 November 2010 on the field of occupational diseases.

“Guideline on Diagnosis of Occupational Diseases” draft is sent to 55 associations which are considered as related with occupational diseases via e-mail for relevant parts to be reviewed and critics and suggestions about Guide were requested from them.

In 23.12.2010, with the attendance of Former Minister of Labour and Social Security Prof. Dr. Ömer Dinçer and Minister of Health Prof. Dr. Recep Akdağ, “Project of Determination, Diagnosis on Occupational Diseases and Increasing Sensitivity of OHS Professionals in Turkey” which is carried out with the cooperation of our ministry and Ministry of Health is initiated.

Implementation

Joint Committee of both Ministries determined 22 cities all over the country for holding the seminars by taking account the cities which have the highest rate of injuries, the industrial workplaces of more than 50 workers and also ISGUM ve Public Health Laboratories. These cities are shown in the map as right page;



- The cities selected in the Project
- ★ The cities of high rate of injuries
- ▲ EU funded ISGIP Project by MoLSS
- MoH Public Health Laboratories
- Workplaces more than 50 workers
- Industrial Workplaces more than 50 workers
- ◆ MoLSS ISGUM Regional Laboratories

IMPLEMENTATION CALENDAR January 2010-December 2011

February 2010

Foundation of a Steering Committee for putting forward the need and the steps related with the project in which partners are represented

March 2010

- Making the workplan by Steering Committee
- Selection of regions and determination of the content of the seminars
- Determination of priority needs for "Guideline for Diagnosis of ODs"
- Determination of Work Groups

May-December 2010

- "Guideline for Diagnosis of Occupational Diseases" translation

January 2011

- Thereby in cooperation with the Societies of Specialty in Medicine preparation of "Guideline for Diagnosis of Occupational Diseases"

February-July 2011

- Preparation of written and visual training materials
- Preparation edition and free distribution of training materials (information brochures, posters, booklets, animations, spot films etc.) on occupational diseases for workers
- Preparation edition and free distribution of training materials (information brochures, diagnosis algorithms, posters etc.) on occupational diseases for OHS Professionals
- Holding information meetings for Provincial Health Managers in selected 22 provinces
- Coordination of trainings and seminars for OHS Professionals and social partners in selected 22 provinces
- Preparation of the "Guideline for Diagnosis of Occupational Diseases" still used by German Social Security Institutions compatible with the Turkey's regulations and meeting with the needs of country
- Edition and free distribution of "Guideline for Diagnosis of Occupational Diseases"

August-December 2011

- Completion of procedures for authorization of 12 training and research hospitals suggested to Social Security Institution for health council reports based on determination of Occupational Diseases
- Ensuring the training programs for physicians appointed in OD Councils in these hospitals in coordination with Ministry of Labour and Ministry of Health
- Preparation of the Project Report

Seminar Program for Social Partners		Seminar Program for OH Professionals	
09.30-10.00	Registration	15.00-15.30	Registration
10.00-10.30	Opening Speech, <i>MoH and MoLSS</i>	15.30- 15.45	Opening Speech, <i>MoH and MoLSS</i>
10.30-11.00	OHS Culture, <i>MoLSS</i>	15.45- 16.00	Definition and Protection Principles of Occupational Diseases, <i>MoLSS</i>
11.00-11.15	Coffee break	16.00- 16.30	Cases of Occupational Diseases, <i>MoH</i>
11.15-12.00	Occupational Diseases, <i>University</i>	16.30- 16.45	National Legislation on Occupational Diseases and Approach of <i>MoH</i>
12.00-12.30	Discussion and Closing Ceremony	16.45- 17.30	Discussion and Closing Ceremony

The seminar programs have realized successfully by several teams consisting of related directors, physicians and OHS experts from both Ministries and the academicians experienced on ODs in Universities at local level of the country.

The content of the programs are explained in details as follows;

Probable Obstacles

- ◆ Insufficient participation by the representatives of Executive Board of the Project,
- ◆ Deviation in the project schedule due to the absence of experts for any reason to seminars and trainings,

- ◆ Knowledge and experience differences on occupational diseases among speakers from various universities in different regions,
- ◆ Ineffective and insufficient participation in the meetings by target groups,
- ◆ Less number of total participants than expected.

Results

After completion of the seminar programs, some results are defined as follows;

- ◆ Seminars on occupational diseases for so-

cial partners and OH professionals in 22 cities all over the country

- ◆ Total 4305 participants; 1682 from social partners and 2623 from OH professionals
- ◆ Project evaluation report
- ◆ Guideline on Diagnosis of Occupational Diseases
- ◆ Integration of diagnosis codes (ICD-10) of occupational diseases into hospital software

Conclusion

Awareness raising seminars regarding occupational diseases in whole Turkey in 22 provinces is evaluated as a very important step. Eventually, an initiation has already realized after many years for the growing issue on the failures of occupational disease diagnosis process.

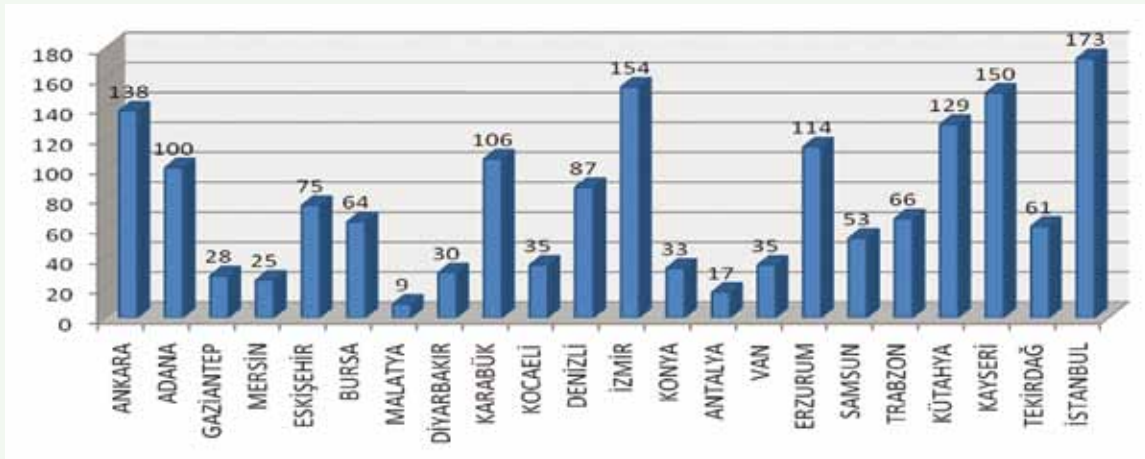
In addition second phase of the project has started in January 2012. In the second phase advanced training of physicians from 6 branches* working in authorized hospitals on diagnosis of occupational diseases is aimed. Advanced trainings are

carried out in Ankara and Istanbul Occupational Diseases Hospitals. Training of physicians in Ankara and Istanbul is finished in June and trainings will be completed until the end of the year for physicians working in other cities.

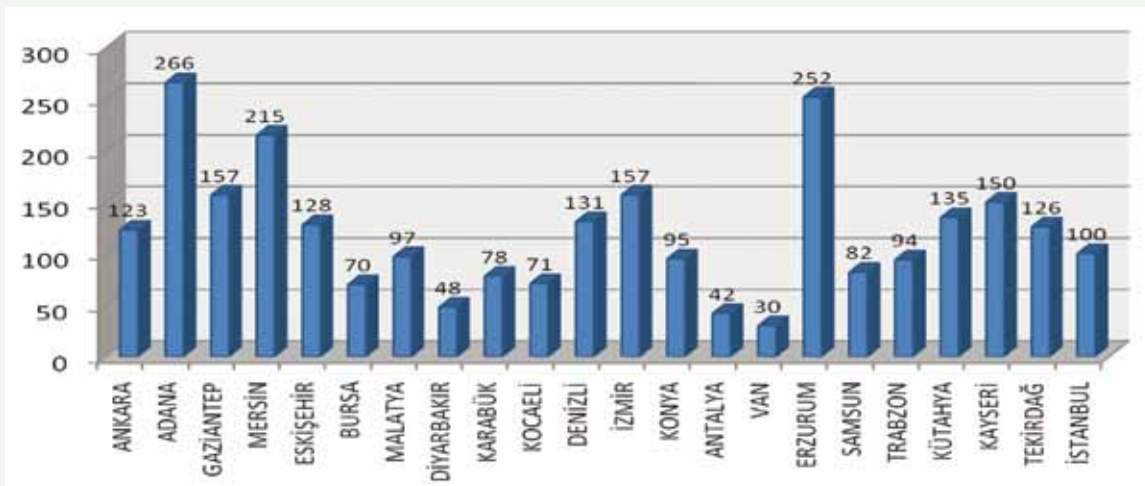
(6 branches*:Dermatology, chest diseases, ear nose and throat, internal diseases, neurology, physical therapy and rehabilitation)

In order to obtain a sustainable and effective occupational disease diagnosis and reporting process, prior to Ministry of Labour and Social Security, coordination of Social Security Institution and other related social parts have a significant importance. In this respect, ratification of "Cooperation Protocol in the Field of Occupational Health and Safety" in 2010 by Ministry of Labour and Social Security and by Ministry of Health can be regarded as a historical opportunity.

As an outcome of the effective implementation of the above mentioned protocol, active participation and support of relative parts has importance for the execution of the Project and other future activities.



Graphic 1. Distribution of social partners participated in the meetings according to the cities



Graphic 2. Distribution of OH personnel participated in the meetings according to the cities



ISTANBUL DECLARATION on safety and health at work

The Ministers of Labour,

Having met in Istanbul, Turkey on the occasion of the Summit of the Ministers of Labour for a Preventative Culture hosted by the Minister of Labour and Social Security of Turkey, held on the 11 of September 2011 prior to the opening of the XIX World Congress on Safety and Health at Work, the participants,

Recalling that generating continuous improvement in working conditions is of paramount importance and promoting the rights of workers to a safe and healthy working environment should be recognized as a fundamental human right,

Recognizing the importance of strengthening sustainable cooperation among national and international organizations and institutions,

Welcoming progress achieved through national and international efforts to improve safety and health at work,

Recognizing the importance of the instruments on safety and health at work of the International Labour Organization (ILO)

Recognizing the historic importance of the Seoul Declaration on Safety and Health at Work adopted by the Safety and Health Summit on 29 June 2008 on the occasion of the XVIII World Congress on Safety and Health at Work,

Declare that:

1. Promoting high levels of safety and health at work is the responsibility of ministries of labour and society as a whole, and that ministers of labour must contribute in achieving this goal by ensuring that priority is given to occupational safety and health in national agendas and by building strong and sustained national preventative safety and health culture on a continuous basis,
2. The building and promotion of a sustainable national preventative safety and health culture should be ensured through a system of defined rights, responsibilities and duties where the highest priority is accorded to the principle of prevention and where governments, employers and workers are actively involved in securing a safe and healthy working environment at all levels,
3. The Summit participants state their full and unconditional support to the background and objectives of the Seoul Declaration joining the original signatories in support of the Seoul Declaration, and,
4. The Summit participants commit themselves to take the lead in promoting a preventative safety and health culture worldwide, and to place occupational safety and health high in their national and regional agendas



ISTANBUL DECLARATION on safety and health at work

Amina AFZALI
Afghanian Minister of Labour,
Social Affairs, Martyrs and Disabled
ISLAMIC REPUBLIC OF AFGHANISTAN

Spiro KSEPA
Minister of Labour, Social Affairs
and Equal Opportunities
REPUBLIC OF ALBANIA

Fayeh LOUH
Minister of Labour, Employment and Social Security
PEOPLE'S DEMOCRATIC REPUBLIC OF ALGERIA

Firuzi ALAKBAROV
Minister of Labour
and Social Protection of Population
AZERBEIJAN REPUBLIC

Ruhulker Mosharraf HOSSAIN
Minister of Labour & Employment
PEOPLE'S REPUBLIC OF BANGLADESH

Evelyn Matthei FORNET
Minister of Labour and Social Security
THE REPUBLIC OF CHILE

Siti KASSIM
Minister of Employment,
Labour Vocational Training
and Women Entrepreneurs
UNION OF THE COMOROS

Ahmed Hassan El BORAE'I
Minister of Labour of Arab Republic
Ministry of Manpower and Emigration
ARAB REPUBLIC OF EGYPT

Paula RESIKKO
Minister of Social Affairs and Health
FINLAND

Mulikarjun KHARGE
Minister of Labour and Employment of India
THE REPUBLIC OF INDIA

Mahmoud Al KAWAFIN
Minister of Labour
The Hashemite Kingdom of Jordan
THE HASHEMITE KINGDOM OF JORDAN

Lee CHAE-PIL
Minister of Employment
and Labour of South Korea
THE REPUBLIC OF KOREA

Spiro RISTOVSKI
Minister of Labour and Social Policy
FORMER YUGOSLAVIA REPUBLIC OF MACEDONIA

Suhramaniam SATHASIVAM
Minister of Human Resources
MALAYSIA

Maty Miry HAMADY
Minister of Labour
ISLAMIC REPUBLIC OF MAURITANIA

Saad NUMANOVIC
Minister of Social Affairs,
National Solidarity
MONTENEGRO

Maria Helena TAIPO
Ministry of Labour
THE REPUBLIC OF MOZAMBIQUE

Chukwumeka Nwuzichieke Wogu
Ministry of Employment
and Vocational Training
REPUBLIC OF NIGERIA

Waqas AKRAM
Ministry of Labour & Manpower
THE ISLAMIC REPUBLIC OF PAKISTAN

Ahmed MAJDALANI
Minister of Labour, PALESTINE
PALESTINE

Nasser Abdullah AL HUMAIDI
Minister of Labour and Social Security
THE STATE OF QATAR

Adel FAKIH
Minister of Labour
THE KINGDOM OF SAUDI ARABIA

Sada NDIAYE
Minister of Labour and Employment
THE REPUBLIC OF SENEGAL

Razina LJAJIC
Minister of Labour and Social Policy
REPUBLIC OF SERBIA

Ivan SVETLIK
Minister of Labour, Family and Social Affairs
REPUBLIC OF SLOVENIA

Mohamed Mohidin MURSAL
Minister of Labour, Youth and Sports
THE SOMALI REPUBLIC

Giuseppe KROMOSOETO
Minister of Labour, Technological Development
and Environment
THE REPUBLIC OF SURINAME

Octave Nicole Kante BROGHEM
Minister of Labour, Employment
& Social Security
THE TOGOLESE REPUBLIC

Ali Hassan BAIDON
Minister of Labour for
Reform of the Administration
REPUBLIC OF DJIBOUTI

Rukhona MWESIGWA
Minister of Gender, Labour
and Social Development
THE REPUBLIC OF UGANDA

H.E. Jamal RAHMANI
Minister of Labour
KINGDOM OF MOROCCO

Witnessed by:

Assane DIOP
Executive Director of Social Protection Sector
ILO

Errol Frank STOOVE
President of ISSA

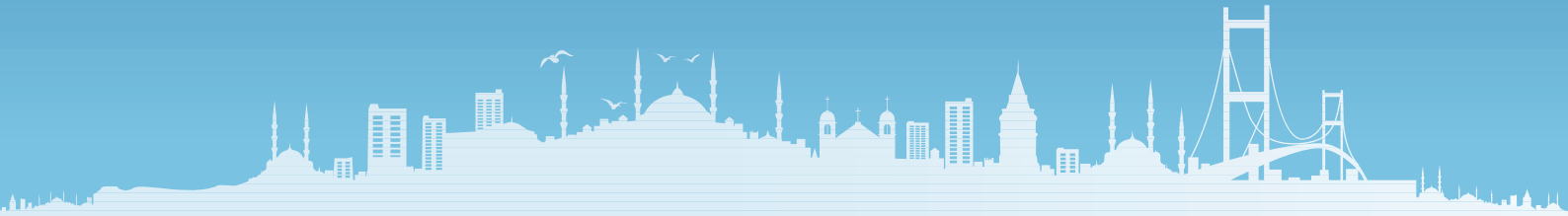
Lee CHAE-PIL
Minister of Employment and Labour of South Korea
THE REPUBLIC OF KOREA

Faruk ÇELİK
Minister of Labour and Social Security
REPUBLIC OF TURKEY



ISTANBUL DECLARATION

on safety and health at work



International Labour Organization



issa | International Social Security Association



CSGB

Ministry of Labour and Social Security