



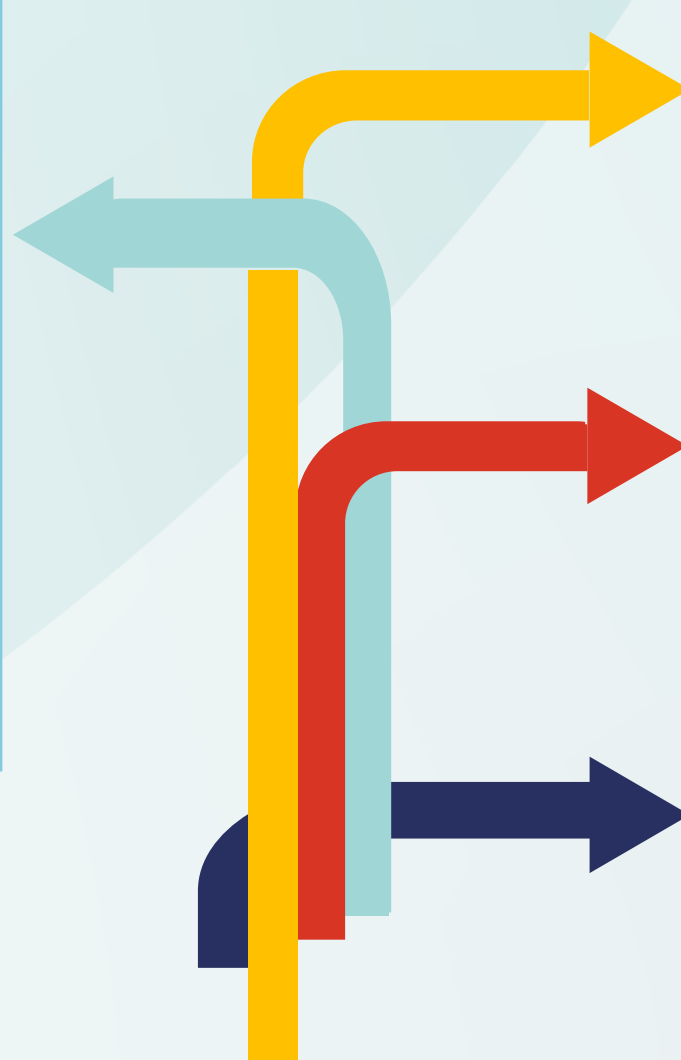
YEARS OF  
**OCCUPATIONAL  
HEALTH & SAFETY  
AUTHORITY**  
[ohsa.mt](http://ohsa.mt)

# Accidents at work - perceptions vs reality

Dr Mark Gauci, CEO-OHSA

OHSA is there to ensure that the physical, psychological and social well-being of all workers are promoted, and that they are **safeguarded by whosoever is so obliged to do.**

**OHSA IS NOT RESPONSIBLE FOR THE HEALTH AND SAFETY OF WORKERS – THE CREATOR OF RISKS IS!**



OHSA Act assigns 12 functions to OHSA.  
Around 30 different sets of legislation.

Enforcement, preparation of legislation, awareness raising, guidance and provision of information, promotion of training, maintenance of databases and registers, investigations, promotion of research

According to the EU Treaty, OHS is considered as a subject which requires social partner participation. Hence a tripartite approach to OHS is required.



OHSA is precluded by law from assuming any duty which has been assigned elsewhere.

OHSA can facilitate the whole process: reducing bureaucratic burdens, producing simpler legislation, developing 'aids to compliance', providing information and guidance.

ENCOURAGING SELF REGULATION:

inaction → reactive compliance → committed compliance → self-motivated regulation



Well-developed legal framework, free of unnecessary bureaucratic burdens



A fair, equitable, transparent enforcement system



OHSA – valid point of reference



OHSA – has a good reputation, including with Commission and ILO

# Satisfaction with Select Services Provided by OHSA

Counts Analysis % Respondents								
	Total	Very Satisfied	Satisfied	Neither satisfied nor dissatisfied	Not satisfied	Not satisfied at all	Don't know	
Provision of guidance or advice	179	67 37.4%	92 51.4%	10 5.6%	4 2.2%	4 2.2%	2 1.1%	
Use of OHSA Website	163	49 30.1%	91 55.8%	21 12.9%	1 0.6%	- -	1 0.6%	
Assistance / mediation with a trade dispute	21	4 19.0%	11 52.4%	1 4.8%	1 4.8%	2 9.5%	2 9.5%	
OHSA training course	193	66 34.2%	107 55.4%	16 8.3%	3 1.6%	1 0.5%	- -	
Printed material on H&S	188	61 32.4%	112 59.6%	13 6.9%	1 0.5%	- -	1 0.5%	
Seminars, conferences and other similar events organised by OHSA	85	30 35.3%	48 56.5%	4 4.7%	1 1.2%	- -	2 2.4%	

# OHSA Activities

'the art of striking a balance'



Implementation of  
27 legislative  
instruments



50,665 inspections



3,729 Admin. Fines



€1,463,430 AF value



2,137 prosecutions



17,779 awareness-  
raising (hrs)



9,680 staff  
development (hrs)

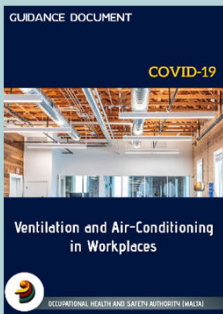
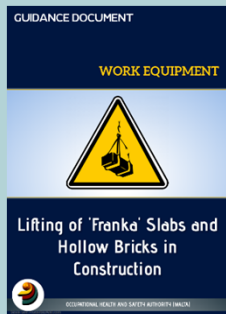


Lecturing



International  
obligations





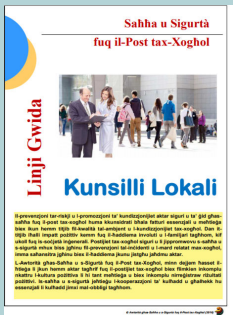
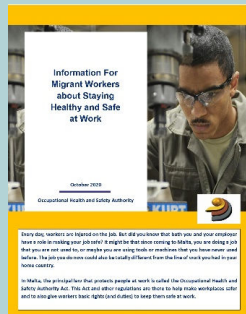
## Development of Guidance Material

**Technical Guidance** such as Fork Lift Trucks, Lifting of Franka Slabs and Hollow Bricks, Chemical Safety, Excavators for Lifting Operations, etc

**Guidance related to COVID-19** such as FAQs, Workplace Readiness, Returning Back to the Workplace, Ventilation and Air-Conditioning, etc

**Guidance on OHS legislation** such as on the Construction Regulations and those on the Protection Against Risks of Back Injury at Work Places





## Development of Guidance Material /cont

**Guidance Targeting Specific Sectors** such as Local Councils and Migrant Workers (translated into 9 languages)

**Generic Guidance** such as Working in the Sun and Heat, OiRA, etc

**Guidance** related to international campaigns such as MSDs, etc

Search

Country ▶

Language ▶

Sector ▶

Order: Alphabetical ▼

Showing 1 - 5 from 5



18/12/2018

Hotels, restaurants, catering Malta English

Access the tool

Catering



18/12/2018

Generic tools/risk specific Malta English

Access the tool

Generic



18/12/2018

Office work & administration Malta English

Access the tool

Office work



18/12/2018

Generic tools/risk specific Malta English

Access the tool

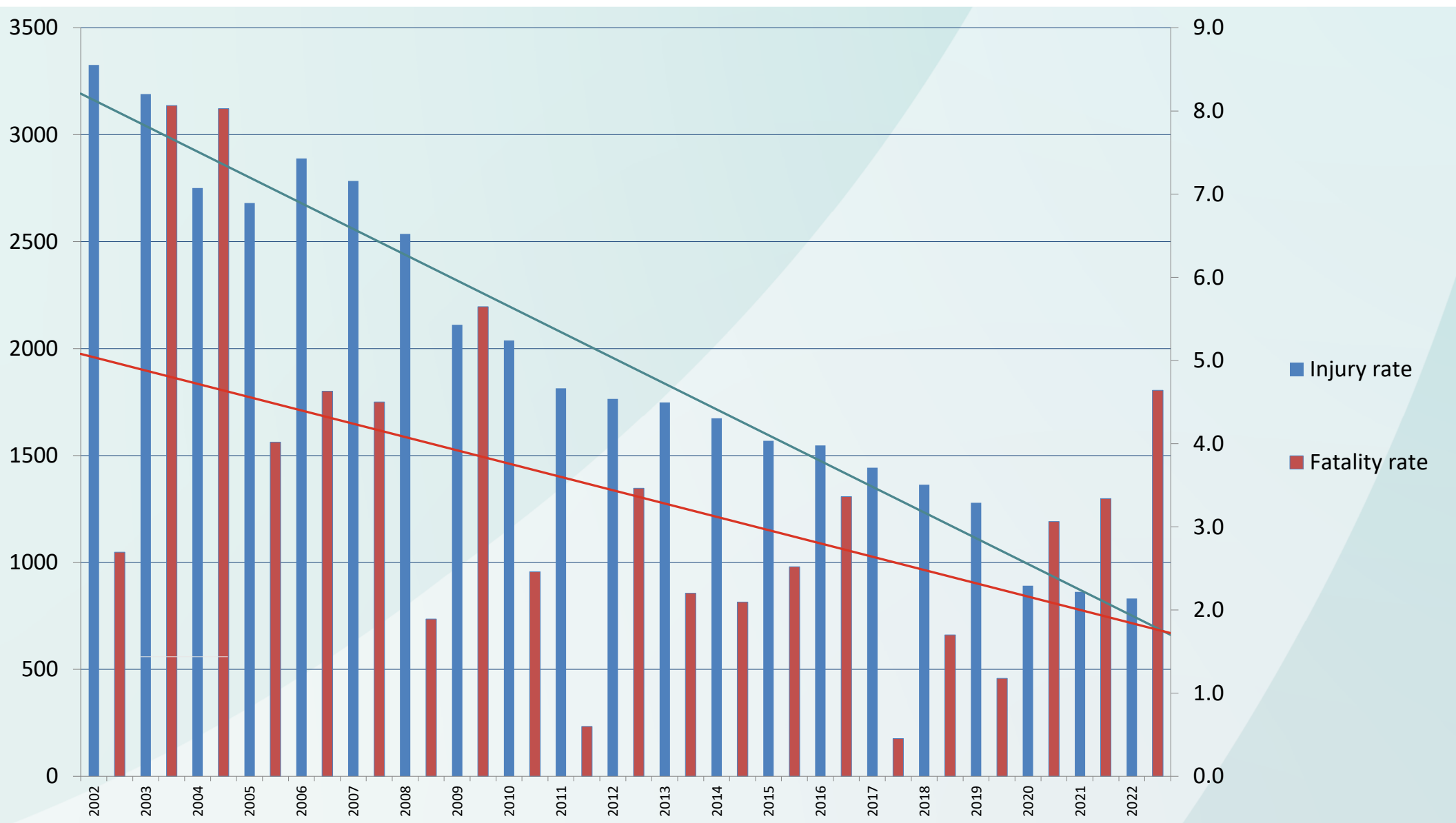
Psychosocial

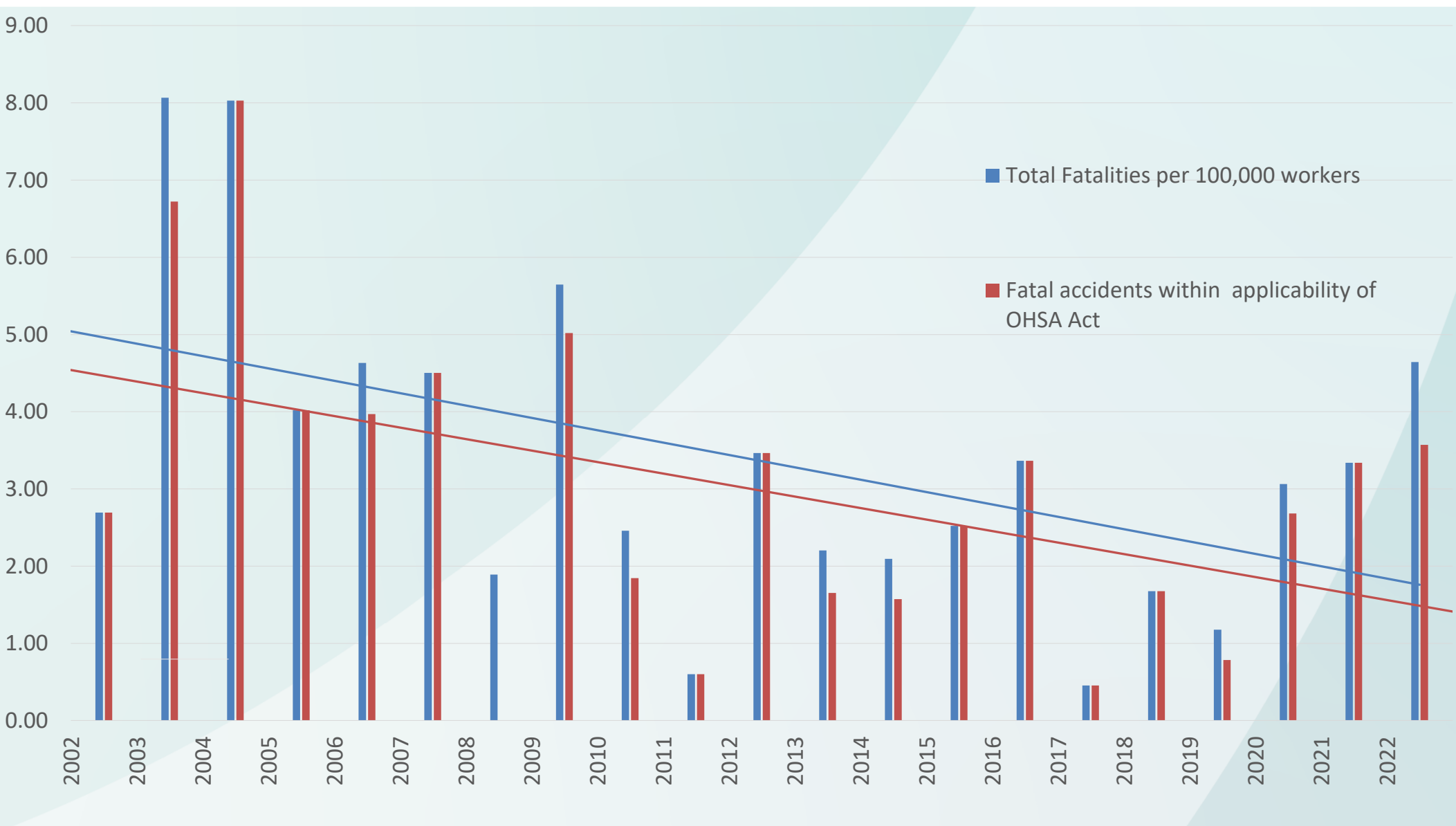
<https://oiraproject.eu/en/oir-tools>

Number of gainfully occupied persons (g.o.p.) in Malta during 2021 (FT+PT): 269,562.

Considering an increase in the working population based on the average increase over the past 5 years, the number of gainfully occupied during 2022 can rise to 280,000.

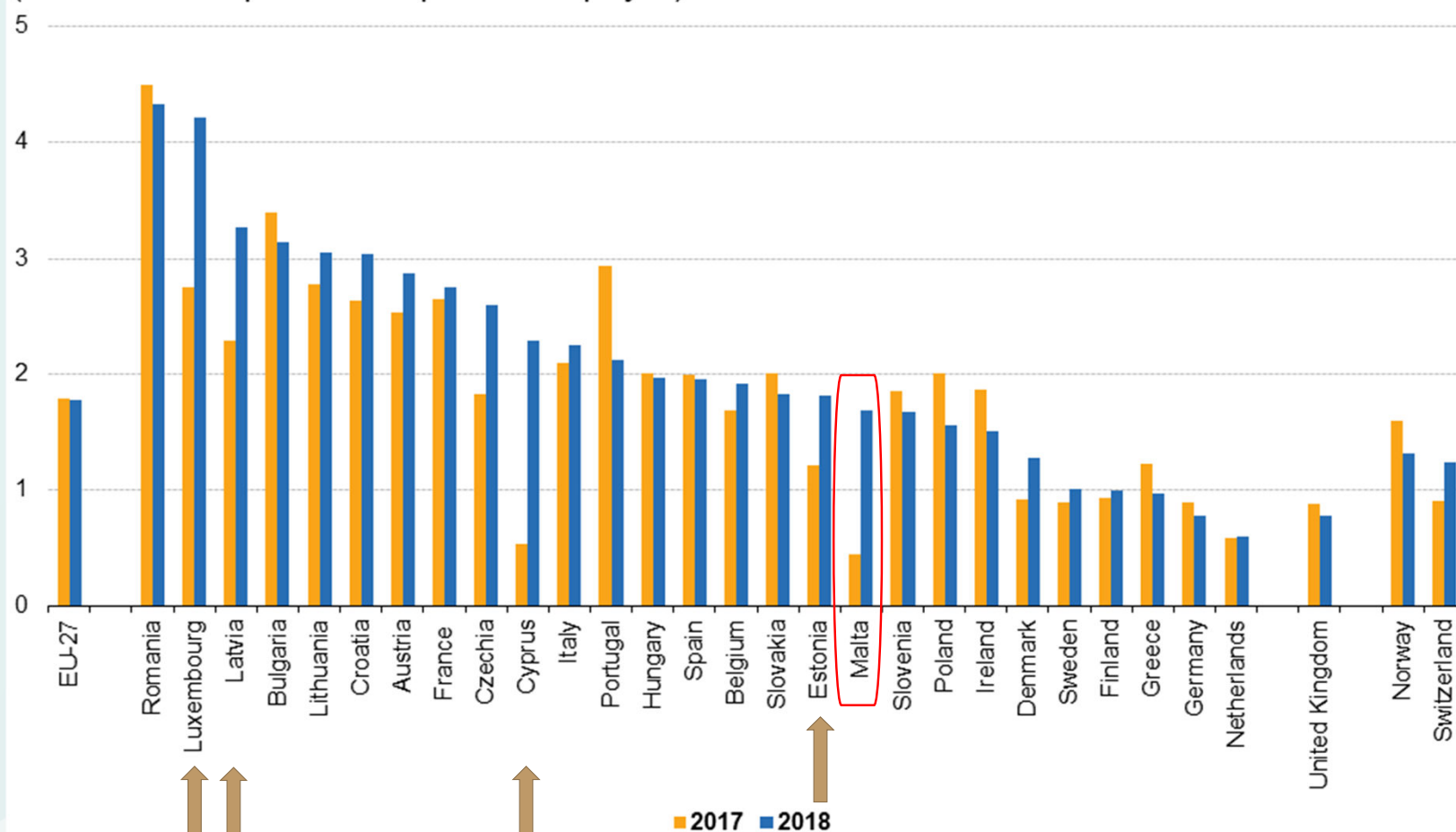
(In 2000, number of g.o.p.: 148,452)





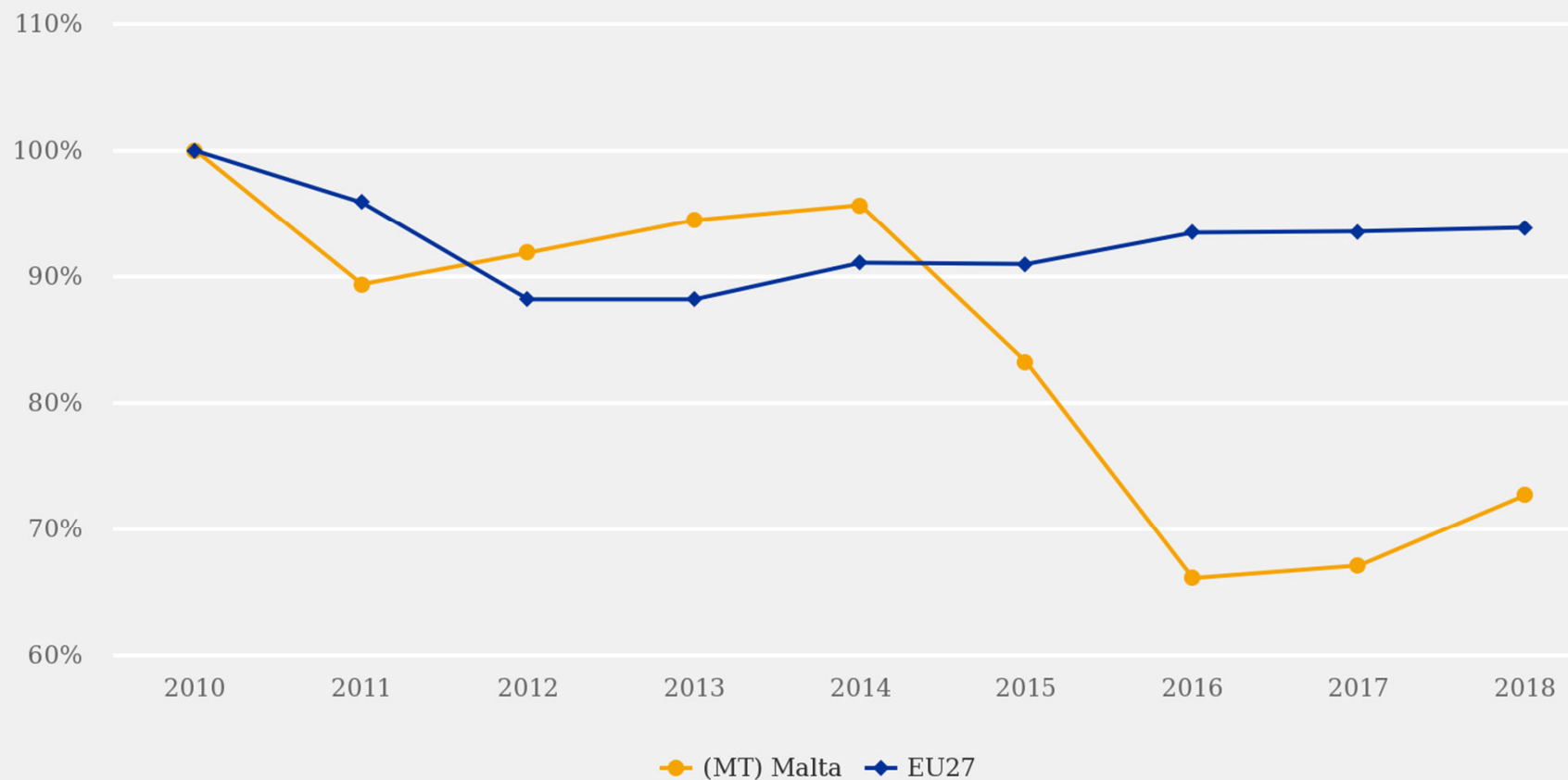
# Fatal Accidents at Work, 2017 and 2018

(incidence rates per 100 000 persons employed)



Source: Eurostat (online data code: hsw\_n2\_02)

## Non-fatal work accidents



Eurostat, 2010-2018

The diagram shows the development of non-fatal work accidents between 2010 until the latest available year. The year 2010 has been set as baseline (2010 = 100). The country lines and the EU line (dark blue) show the trend as percentage of the value of this base year.

Morti sul lavoro

# Sicurezza sul lavoro: dopo la pandemia gli incidenti mortali sono aumentati del 164%

*"Nonostante gli appelli a una maggiore diffusione della sicurezza sul lavoro da parte di illustri cariche istituzionali, politica e sindacati, nulla sta cambiando" denuncia il presidente dell'Osservatorio Sicurezza sul Lavoro di Mestre*



(Pixabay)

Foto archivio



Condividi

**L'**emergenza morti sul lavoro nel nostro Paese non si ferma. In Italia si continua a morire ogni giorno.

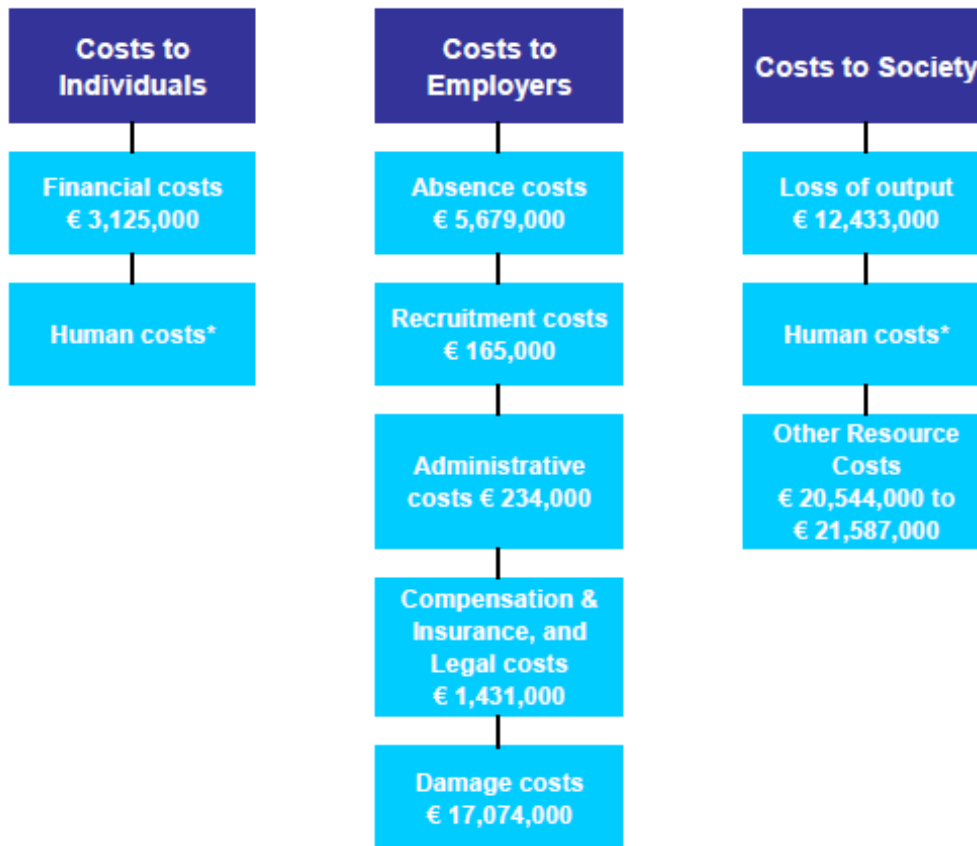
LEGGI ANCHE:

**Incidenti sul lavoro: morti due operai, uno a Lecco e l'altro a Genova**

**Morti sul lavoro: aumentano tra le donne e gli under 40**



### Cost to Individuals, to Employers, and to Society



\* These costs could not be expressed in monetary values.

## Societal Costs

UK: 0.6 to 1.2% of GDP

Malta: 0.54% of GDP

(figure excludes certain costs not available to researchers at the time)

**2020 GDP: €65 million lost as a result of poor standards**

# ESENER- 3

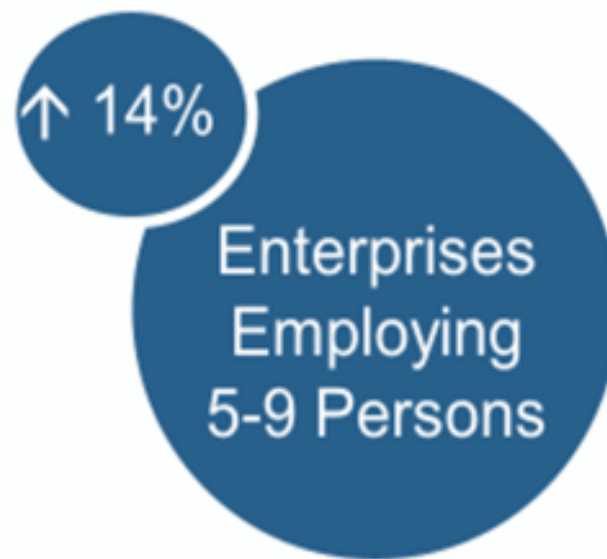


## **Third European Survey of Enterprises on New and Emerging Risks (ESENER-3)**

- Commissioned by the EU-OSHA
- Developed with the support of governments and social partners at European level
- **Objective:** to identify risks and the way that they are managed in practice in Europe's workplaces
- Carried out in 2019 (previous ones in 2009 and 2014)
- Over 45,000 establishments in 33 countries
- Questions about current management of OHS

## ESENER-3: % Change Between 2014 and 2019

### % Increase in Risk Assessments Carried Out



## ESENER: MT - Use of OHS Information from Different Bodies, (% establishments)

Body	Percentage of establishments
Labour Inspectorate	Almost 100%
Employers' Organisations	28%
Unions	11%

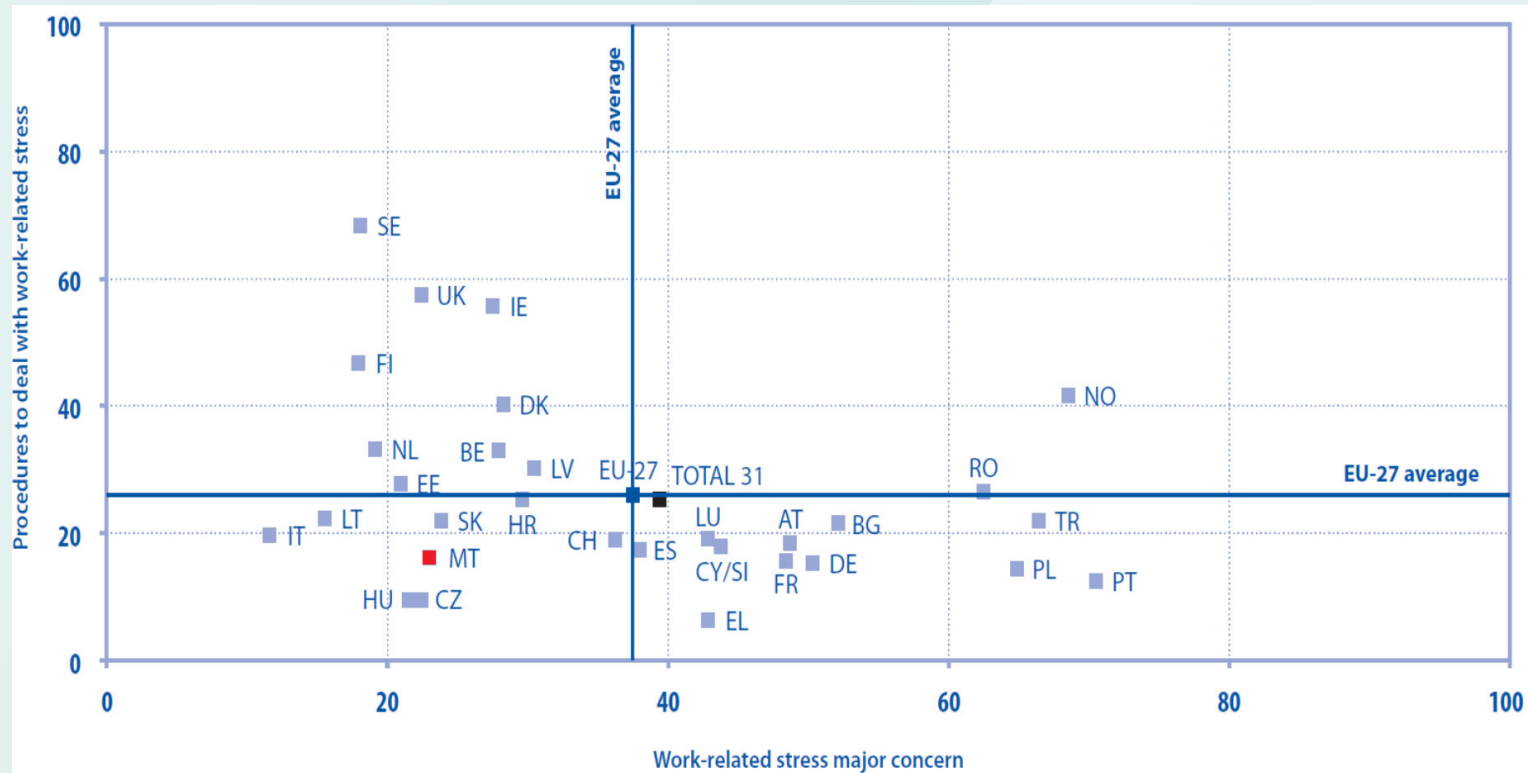
Almost 100% -  
Labour Inspectorate

28% - Employers'  
Organisations

11% - Unions

Main concerns  
and procedures  
in place

## Concern regarding work-related stress and existence of procedures to deal with it



Trade associations and trade unions also discuss health and safety with each other, and can lay down the agreements they have concluded in the 'Arbo Catalogue': a collection of measures and solutions for working conditions in the relevant industry. Companies and employees select the measures and solutions that are relevant for their industry or sector. The Arbo Catalogue includes examples of 'good practices', which are ways in which the industry can comply with the rules in a practical manner. The Arbo Catalogue is checked by the Inspectorate SZW: if an employer then applies the measures from the Arbo Catalogue, he/she will know that this at least satisfies the statutory requirements.



### Maltese framework for the control of Work Related Stress

Work-related stress has been identified as a concern for both employers and workers. It can potentially affect any workplace and any worker, irrespective of the size of the company, field of activity, or form of employment contract or relationship.

For the purposes of this Agreement, stress is being defined as a state, which is accompanied by physical, psychological or social complaints or dysfunctions and which results from individuals feeling unable to bridge a gap with unreasonable requirements or expectations placed on them.

Tackling stress at work can lead to greater efficiency and improved occupational health and safety, with consequent economic and social benefits for companies, workers and society as a whole.

The Social Partners in Malta, taking note of their obligations as member organisations of the Signatory Parties to the original Framework Agreement on Stress, are hereby signifying their intent to continue raising awareness and understanding about the extent and magnitude of the problem and to promote initiatives amongst stakeholders and duty holders by which stress at work can be recognised, prevented and eliminated or controlled.

Whilst recognising the complexity of Work Related Stress, the Social Partners in Malta also recognise the urgent need to be proactive in this field, and to promote and ensure that are taken, within the limits of each party's statutory role and according to the specific parameters of the law, those measures that are indicated to be taken.

For this purpose, the Social Partners in Malta are also agreeing to:



## IMPLEMENTATION OF THE EUROPEAN AUTONOMOUS FRAMEWORK AGREEMENT ON WORK-RELATED STRESS

Report by the European Social Partners  
Adopted at the Social Dialogue Committee

## Commission implementation report

Worryingly, social partners in Bulgaria, Estonia, Greece, Italy, Lithuania, and Malta have not reported on the implementation of the Agreement. This gives rise to heightened concern, given that social partners in Bulgaria, Estonia, Lithuania and Malta did not report on the first European social partners' autonomous agreement on telework either. Follow-up and reporting on the implementation of autonomous agreements across the EU is a minimum requirement, in line with Article 155(2) of the TFEU.





Social partners need to be more proactive:  
OHSA NOT THE ONE ALL AND BE ALL!



Social partners need to prepare for the future – changing world of work, new risks, changing employment structures.



Legislation lists **minimum** health and safety **requirements** and the health and safety of workers **in every aspect** related to the work must be ensured. Collective bargaining needs to go beyond basic, legal requirements.



Social partners need to consider innovative approaches – development of collective industry standards, promotion of good practice.



Tailor-made projects using EU/local funds to assist social partners to bring about change – without OHSA involvement in implementation.



Social partners to actively consider sharing of resources.

THANK YOU FOR YOUR ATTENTION

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