STANDARD SUMMARY PROJECT FICHE

Project nr.: SR9913.04

Title: Reinforcement of institutional and administrative capacity

Subprogramme: Improved Labour Protection System in the Slovak Republic

1. Improved labour protection legislation and development of education and training system
2. Implementation of labour protection management system in enterprises
3. Development of Labour protection information system
4. Support for Labour protection public information and publication centre
5. Support for preparation of system of social and vocational rehabilitation of disabled workers after occupational accidents and illnesses

Project location: the Slovak Republic

Wider objective:

• Adoption of the acquis communautaire in the field of Labour Protection.

Immediate objective

• Labour Protection System in SR brought in line with EU standards

Background

The Slovak Republic’s economic recovery and progress is stifled by its estimated 4% loss of GNP to industrial accidents and illnesses – more than double the EU average. Without some major initiative to reduce this loss of productivity, the Slovak Republic will continue to lag behind its neighbours and impede its accession to the EU.

Therefore, the proposed initiative will assist Slovakia in catching up to its trading partners, make it more competitive in EU markets and thereby hasten its accession to the EU.

An effective labour protection system is a fundamental step to reducing this loss of productive capacity in the workforce. Within this overall labour protection system, an effective occupational health and safety system is a basic component. Despite its long traditions in workplace safety and health, the SR must accelerate the development of its laws and structures to become compatible with those in EU countries. Also, it must strengthen its influence and impact on stakeholders in its internal labour market.

For co-ordination of the labour protection system in the Slovak Republic with systems in the European Union countries, the EU technical assistance and support, as well as establishment of formal links with institutional partners in EU countries are necessary.


To improve efficiency and effectiveness in enforcing legislative norms in the sphere of labour protection, the MOLSAF SR prepared a proposal for a Labour Inspection Law. Expert assistance from Germany, France, ILO, International Association of Labour Inspection and the European Commission’s and Slovak Government advisory consortium in the area of approximation of
legislation - POMBO was used in preparation of the Law. The Government submitted the proposed Law to the National Council of the SR in mid 1998 and despite delays due in part to the change in government, its approval is expected shortly.

Putting EU labour protection legislation into practice requires fully established institutions, which, in turn, will provide training of labour inspectors and management of enterprises and equip labour inspectorates with an up-to-date information system.

MOLSAF SR will co-operate closely in both these priorities with representatives of MH SR, OSO SR and also with the Employers Unions and Corporations Association SR, and with the Trade Unions Confederation of the SR to integrate and enforce occupational health and safety regulations in enterprises.

1. Improved labour protection legislation and development of education and training system

The main goal of this subproject is:

- the harmonisation and implementation of approximately 16 EU directives (Please See Annex 5 – List of directives to be implemented into the Labour Protection system) into Slovak legislation, including proposal for legislative changes in terms of EC directives of social and vocational rehabilitation for disabled workers suffering from occup. accident and illness Council Regulation 1408/71, 574/72 and 118/97.
- the creation a new educational and training system in occupational health and safety which instils and encourages proper practices in occupational health and safety from childhood; (methodology and teaching materials)
- the testing of the education system in pilot institutions (all levels of education system and enterprises), training of approximately 50 trainers 150 trainees – mainly in the area of dissemination of results ((MOLSAF SR, OSO SR, MH SR, Social insurance company, Institute for vocational rehabilitation, Reintegration centres, NLO, teachers from selected universities, secondary and primary schools) , methodology development incl. manuals, workshops, internships for legislation experts from stakeholder institutions (MOLSAF SR, MH SR, OSO SR, MEc SR) in the selected member states

2. Implementation of labour protection management system in enterprises

The main goal of implementation of this subproject is:

- to encourage the introduction of measures to improve safety and health of workers, It is necessary to build occupational safety and health management into Slovak enterprises, on the basis of the Occupational Safety and Health Law, which together with Labour code approximated EU Framework Directive 89/391;
- Proposals for legislation changes will be drafted in order to implement the EU Framework Directive 89/391 - management of Occupational Safety and Health, quality and environment - seminars
- Twinning, training and internships will be used for introduction of management system into practice
- The LPMS will be tested in selected enterprises
- Twinning for dissemination of results (Publication design, Seminars for dissemination of experiences conducted with trade unions and entrepreneurs) and control system will be established
- 50 trainers and 150 trainees trained (MOLSAF SR, OSO SR, MH SR, Social insurance company, Institute for vocational rehabilitation, Reintegration centres, NLO), internships passed by selected trainers and trainees
Main goal of the project is to establish proper management system in enterprises – to overtake the best experience from enterprises in the member states. This system will have direct impact in improving of working environment and reduction of working accidents and occupational illnesses at workplaces.

3. **Development of Labour protection information system**

The main goal of implementation of this subproject is:

- to develop a complex labour protection information system to provide the basis for accurate measurement of performance of the labour inspection activity, enabling labour inspectors to actively review management systems in enterprises, to perform their advisory activity, to enforce labour protection legislation and to become familiar with new legislation; The main purpose of introducing the Information System of Occupational Health and Safety Management is in having a tool enabling state labour inspectors to focus on reducing the number of accidents, improvement of working conditions, decreasing the material losses based on the approximation of the Slovak labour protection standards to that of European Union.

The system itself should provide complete and precise information for executive bodies - inspectors of state technical inspection, as well as for managerial bodies at local and central level (Occupational Safety Office of the Slovak Republic, Labour Protection Inspection Offices). Information system created on the basis of modular open system capable to accept and realise further concrete requirements should ensure following issues:

- collection of main information on the inspection
- feed-back on information from the centre to labour inspectors
- providing information on safety regulations and other requirements concerning safety of technical equipment
- complex service for counselling
- elaboration of analyses at the regional level
- documents for inspection
- analyses of inspection and assistance in development the state inspection and elaboration of legal norms of occupational health and safety [OHS]
- networking the information centre belonging to the Research and Training Centre of the Office of Labour Protection

It is assumed that results of the information system will serve not only to the organs of state labour inspection but also to other bodies like health bodies [inspection on hygienic prerequisites], health and social insurance companies and injury insurance.

The Information System is demanded because of workers’ protection as well as because of the purpose to receive information for preparation of legal norms and decision making process as well as for planning of inspection actions within next periods.

The Office of Labour Protection of the Slovak Republic runs nowadays the database system covering results of the state inspection offices aimed on labour protection, technical equipment and way of respecting prescribed working conditions. The above system gives the survey on activities of labour inspectors, on the work accidents of monitored organisations and gives complex view on organisations from the point of view of workers’ occupational health and safety. The system should create the main module of the Complex Information Labour Protection System (CISLP). Phare will finance foreign technical assistance combined with local expertise in order to develop the CISLP. Internships for selected stakeholders will be held in selected Member State in order to gain the best experience to improve the CISLP.
To improve the effectiveness of the information system there is an urgent need to equip the labour inspectorates and other labour inspection points with new information technology (approximately 170 installation points). Required hardware (PCs, servers, modems, monitors, notebooks, printers and Internet connections) will be purchased in order to secure the performance of the complex information system. Approximately 250 users will be trained in use of the CILPS.

4. Support for Labour protection public information and publication centre

The main goal of implementation of this subproject is:

- to establish a labour protection public information and publication centre (LPIPC) which will use new IT technologies to gather and disseminate the labour protection information. This centre will prepare publications, videos and computer educational materials, posters and other information materials. The centre must be equipped with computers, e-mail, Internet, fax and copy machines. This centre will collect the latest information from the labour protection and disseminate information to relevant institutions and to the public. The foreign technical assistance and know-how combined with local expertise will be used to set up the LPIPC. Approximately 10 users will be trained in use of the new LPIPC information system.

5. Support for preparation of system of social and vocational rehabilitation of disabled workers after occupational accidents and illnesses

The main goal of implementation of this subproject is:

- to design a system of social and vocational rehabilitation for disabled workers following occupational accidents or illnesses as there is a lack of a comprehensive accident insurance and assessment system in Slovakia. The outputs of the technical assistance will result in changes in e.g. tax legislation, Labour Code and Employment Act. There is a lack of experience with an assessment system for determining how workers with social or health handicaps or impairments should be re-qualified or replaced. Pilot rehabilitation centres will serve to assist in the social and occupational rehabilitation for people with occupational injuries and illness, to compensate them and to return them to work. Training activities will be used as supporting human resources development measures.

The pilot project of rehabilitation institute requires involvement of wide range of experts from different fields as medicine, ergonomy, social work, psychology, physiotherapy, career counselling, occupational therapy etc. As the system is not developed in Slovakia, combination with foreign expertise is necessary. The process will need adjustment of assessment methods, written materials, development of technical and training aids, which are currently used in relevant member states. Training for local experts developing the system in the Slovak Republic will be tailored for later implementation of this system in the Slovak conditions. The project requires special aids and special methodology. The role of seminars is to disseminate the expertise from the pilot period. Seminar for dissemination of experiences will be delivered and totally 60 trainers and trainees trained (MOLSAF SR, OSO SR, MH SR, Social insurance company, Institute for vocational rehabilitation, Reintegration centres, NLO). Start up supply for the Institute will be purchased in order to facilitate the provision of full range of services required.

Institutional framework:

Ministry of Labour, Social Affairs and Family of the Slovak Republic (MOLSAF SR)
Ministry of Heath of the Slovak Republic (MH SR)
Occupational Safety Office of the Slovak Republic (OSO SR)
Other beneficiaries – according their competencies within the labour protection system
Budget:

<table>
<thead>
<tr>
<th>DIS</th>
<th>HQ</th>
<th>DIS</th>
<th>HQ</th>
<th>Total</th>
<th>Recipient</th>
<th>TOTAL</th>
</tr>
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<tbody>
<tr>
<td></td>
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<td></td>
<td></td>
<td></td>
<td>*</td>
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<td>3. Development of Labour protection information system</td>
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<td>0,98</td>
<td>0,3</td>
<td>1,28</td>
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<td>4. Support for Labour protection public information and publication centre</td>
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<td>0,10</td>
<td>0,26</td>
<td>0,1</td>
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<td>5. Support for preparation of system of social and vocational rehabilitation of disabled workers after occupational accidents and illnesses</td>
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<td>1,63</td>
<td>2,5</td>
<td>0,95</td>
<td>3,45</td>
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* Infrastructure, facilities, human resources provided by the project beneficiaries

Implementation arrangements:
Implementing Agency: CFCU
Recipient institutions:
Ministry of Labour, Social Affairs and Family of the Slovak Republic
Ministry of Heath of the Slovak Republic
Occupational Safety Office of the Slovak Republic

Implementation schedule:
Start of tendering: 1st quarter 2000
Start of project activity: 2nd quarter of 2000
Completion: 2nd quarter 2002
## LOGFRAME PLANNING MATRIX

**Improved Labour Protection System in the Slovak Republic**

<table>
<thead>
<tr>
<th>Project Number</th>
<th>SR9913.04</th>
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<tr>
<td>Date of drafting</td>
<td>14th May 1999</td>
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<td>Contracting period expires</td>
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<td>Disbursement period expires</td>
<td>12/2002</td>
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<tr>
<td>Total Budget</td>
<td>(MEUR) 3.45</td>
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<tr>
<td>Phare contribution</td>
<td>(MEUR) 2.5</td>
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### Wider Objective

**Indicator of Achievement**

- Adoption of the acquis communautaire in the selected social sector area

**How, When and By Whom Indicators Will Be Measured**

**Assumptions and Risks**

### Immediate Objectives

**Indicator of Achievement**

- Labour Protection System in SR brought in line with EU standards
  - Interaction of MOLSAF SR, MH SR and OSO SR by implementation of the project
  - the LPS will adopt the EU standards
  - finalisation of legislation in the field occupational safety and health
  - implementation schemes tested on selected pilot projects

**How, When and By Whom Indicators Will Be Measured**

**Assumptions and Risks**

- Steering committee will be created to assure the proper implementation of the project – representatives of stakeholder institutions have signed the letter of agreement on co-operation
- Screening reports generated by relevant DG, MOLSAF SR, Occupational Safety Office of the SR, Ministry of Health of the SR
- Official records of MOLSAF SR

### Outputs

**Indicator of Achievement**

1) Improved labour protection legislation and development of education and training system
   - relevant legislation for LPS drafted
   - Educational and training system designed, pilot project verification finalised
   - The software will be designed, tested and ready for implementation, pilot project verification finalised

2) Labour protection management system in enterprises implemented
   - Implementation of EU directive 89/391, pilot project verification in selected enterprises finalised
   - Information and publication centre established and fully functioning

3) Development of the Complex Labour protection information system
   - The software will be designed, tested and ready for implementation, pilot project verification finalised

4) Labour protection public information and publication centre supported
   - Information and publication centre established and fully functioning

5) Preparation of social and vocational rehabilitation of disabled workers after occupational accidents and illnesses supported
   - Relevant legislation designed and social and vocational rehabilitation system designed

**How, When and By Whom Indicators Will Be Measured**

**Assumptions and Risks**

- relevant legislation in the field of occupational safety and health approved by National Council of the SR
- co-financing by the government assured

- relevant legislation in the field of occupational safety and health approved by National Council of the SR
- mechanism for systematising internal and inter-institutional communication and planning established
- Compatibility of IsoLP with governmental IS assured
<table>
<thead>
<tr>
<th>Inputs</th>
<th>Indicator of Achievement</th>
<th>How, When and By Whom Indicators Will Be Measured</th>
<th>Assumptions and Risks</th>
</tr>
</thead>
<tbody>
<tr>
<td>1) Twinning and training</td>
<td>• Proposal for changes in legislation submitted to the Slovak Government</td>
<td>• Legislation drafts submitted to the Slovak Government (VII/2001) – SC</td>
<td>• Level of co-operation with relevant TA will be flexible and adjusted to the needs of the project beneficiary</td>
</tr>
<tr>
<td></td>
<td>• Pilot verification</td>
<td>• Publications designed and distributed (V/2001) – SC</td>
<td>• Relevant legislation in the field of occupational safety and health approved by National Council of the SR</td>
</tr>
<tr>
<td></td>
<td>• Preparation of publications</td>
<td>• Pilot verification and dissemination of results finalised (V/2001) – SC</td>
<td>• Sufficient competent staff provided by the MOLSAF SR and other stakeholder institutions</td>
</tr>
<tr>
<td></td>
<td>• Dissemination of results incl. Training and internships</td>
<td>• Regular TA progress reports (MOLSAF SR, OSO SR, MH SR – OoG SR ECD, EC)</td>
<td>• Sufficient commitment by the trainers</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• 50 trainers and 150 trainees trained (MOLSAF SR, OSO SR, MH SR, Social insurance company, Institute for vocational rehabilitation, Reintegration centres, NLO), internships passed (VIII/2001)</td>
<td></td>
</tr>
<tr>
<td>2) Twinning and training</td>
<td>• Proposals for legislation changes drafted</td>
<td>• Proposals for legislation changes drafted (VII/2001) – SC</td>
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<tr>
<td></td>
<td>• LPMS tested in selected enterprises</td>
<td>• LPMS tested in selected enterprises (XI/2001) – SC</td>
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<tr>
<td></td>
<td>• Publication designed and distributed</td>
<td>• Publication designed and distributed (V/2001) – SC</td>
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<tr>
<td></td>
<td>• Seminars for dissemination of experiences delivered and conducted with trade unions and entrepreneurs</td>
<td>• Seminars for dissemination of experiences delivered and conducted with trade unions and entrepreneurs (VIII/2001) – SC</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Labour inspectors, enterprise management staff and university staff trained</td>
<td>• Regular TA progress reports (MOLSAF SR, OSO SR, MH SR – OoG SR ECD, EC)</td>
<td></td>
</tr>
<tr>
<td>3) Technical assistance, supply and training</td>
<td>• Slovak labour inspection information system design tested and approved for further implementation</td>
<td>• Slovak labour inspection information system design tested and approved for further implementation (I/2001) – SC</td>
<td>• Cofinancing by the Slovak Government assured</td>
</tr>
<tr>
<td></td>
<td>• Pilot project testing in Labour inspectorates</td>
<td>• Complex Information system tested in selected Labour inspectorates (II/2001) – SC</td>
<td>• Project co-ordination with the Special preparatory programme projects assured</td>
</tr>
<tr>
<td></td>
<td>• Proposed stages of the new IS</td>
<td>• Hardware for beneficiary institutions delivered (II/2001) – SC</td>
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<tr>
<td></td>
<td></td>
<td>• Labour inspectors trained in use of the new IS</td>
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<tr>
<td>4) Technical assistance supply and training</td>
<td>• LPIPC created</td>
<td>• LPIPC created (X/2000) – SC</td>
<td>• Compatibility of the bibliographical IS with the LPIS</td>
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<tr>
<td></td>
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<td>• Technical equipment purchased and software delivered</td>
<td>• Technical equipment and software purchased and (XI/2000) – SC</td>
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<tr>
<td></td>
<td></td>
<td>• Training for LPIPC staff delivered</td>
<td>• 10 trainees from LPIPC trained (XI/2000) – SC</td>
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<td>• Regular TA progress reports (MOLSAF SR, OSO SR, MH SR – OoG SR ECD, EC)</td>
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<tr>
<td>5) Technical assistance, training and supply</td>
<td>• Draft model for creation of vocational rehabilitation institute accepted and ready for implementation, pilot project implemented</td>
<td>• Draft model for creation of vocational rehabilitation institute accepted and ready for implementation, pilot project implemented (VI/2001) – SC</td>
<td>• Relevant legislation approved by National Council of the SR</td>
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<tr>
<td></td>
<td></td>
<td>• Seminar for dissemination of experiences and training of trainers and trainees delivered</td>
<td>• Seminar for dissemination of experiences delivered, totally 60 trainers and trainees trained (X/2001) – SC</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Rehabilitation aids purchased, methodology materials designed and distributed</td>
<td>• Rehabilitation aids purchased, methodology materials designed and distributed (VII/2001) – SC</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>• Regular TA progress reports (MOLSAF SR, OSO SR, MH SR – OoG SR ECD, EC)</td>
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*SC – common steering committee consisting of representatives from Ministry of Labour, Social Affairs and Family of the Slovak Republic, Ministry of Health of the Slovak Republic, Occupational Safety Office of the Slovak Republic – Letter of agreement on co-operation signed by representatives of all institutions,*

Ministry of Labour, Social Affairs and Family of the Slovak Republic
## Improved Labour Protection System in the Slovak Republic

<table>
<thead>
<tr>
<th>Component</th>
<th>2000</th>
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<td>01 Improvement of LP legislation and development of education and training system</td>
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<td>02 Implementation of labour protection management system in enterprises</td>
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<td>03 Development of Labour protection information system</td>
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<tr>
<td>04 Support for Labour protection public information and publication centre</td>
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<tr>
<td>05 Support of preparation of social and vocational rehabilitation of disabled workers after occupational accidents and illnesses</td>
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### CUMULATIVE CONTRACTING AND DISBURSEMENT SCHEDULE (MEUR)

**Improved Labour Protection System in the Slovak Republic**

<table>
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<tr>
<th>Date</th>
<th>30/06/99</th>
<th>30/09/99</th>
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ANNEX 3

INDICATIVE COST BREAKDOWN

The following sub-projects will be implemented through twinning arrangements:

1. Improved labour protection legislation and development of education and training system
2. Implementation of labour protection management system in enterprises
4. Support for Labour protection public information and publication centre
5. Support for preparation of system of social and vocational rehabilitation of disabled workers after occupational accidents and illnesses

<table>
<thead>
<tr>
<th>TWINNING ARRANGEMENTS</th>
<th>MS experts + MS management costs</th>
<th>Special actions (*)</th>
<th>TOTAL (**) (in MEUR)</th>
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<td>2 PAAs and several short-term experts</td>
<td>0.84</td>
<td>0.36</td>
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<td>TOTAL</td>
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</table>

(*) Special actions: including internships, seminars, conferences, some translation and interpretation
(**) Only the total amount for each twinning project is binding. The other figures are preliminary estimations. The final budget for the twinning projects will be included in the twinning convenants to be approved by the Twinning Steering Committee in Brussels.
INDICATIVE COST BREAKDOWN
Sub-project 3 - Development of Labour protection information system
Technical Assistance + Investment component (equipment supply)

A) Technical Assistance/Training/Seminars

<table>
<thead>
<tr>
<th>N° of units</th>
<th>Fee rate</th>
<th>TOTAL</th>
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</thead>
<tbody>
<tr>
<td>(man/months)</td>
<td>EUR</td>
<td>In EUR</td>
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</table>

A.1) Fees
International short-term experts 10 13000 130000
National short-term experts 60 3000 180000

A.2) Allowances
Daily allowances (for ST experts) 300 144 43200

A.3) Direct costs
Local travel 5000 5000

A.4) Reimbursables
International travel 8000

A.5) Special actions:
Internships 120 150 18000
Seminars 2 11000 22000
Translations 500 20 10000
Interpretation 48 150 7200
Printing 6600

TOTAL TA 430000

B. EQUIPMENT (*)

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<tr>
<td>MS Windows 98</td>
<td>170</td>
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<td>22100</td>
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<td>MS Office professional</td>
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<td>WIN NT for 25 users</td>
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<td>24200</td>
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<td>including installation</td>
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<td>Internet connection</td>
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<td>Lump sum</td>
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TOTAL EQUIPMENT 550000

(*) Workstations are planned for 163 inspectors in each of the 5 regions in the SR and for 7 workplaces at MOLSAF SR and MH SR.
Servers are planned for 6 inspectorates, 1 for the OSO SR, 1 MOLSAF SR and 1 MH SR.
**ANNEX 3**

**INDICATIVE COST BREAKDOWN**

**Sub-project 4 - Support for Labour protection public information and publication centre**

*Investment component (equipment supply)*

Didactic material, audiovisual and printing equipment, bibliographical equipment, multimedia

Total budget: 160,000 EUR

**INDICATIVE COST BREAKDOWN**

**Sub-project 5 - Support for preparation of system of social and vocational rehabilitation of disabled workers after occupational accidents and illnesses**

*Investment component (equipment supply)*

Start-up supply; rehabilitation aids, occupational therapy, physiotherapy equipment

Equipment for assessment of disability and level of working potential

Equipment for workshops in Vocational Rehabilitation Institute

Methodology material

Total budget: 160,000 EUR
Annex 4

Report on activities financed by Phare - Ministry of Labour, Social Affairs and Family:

<table>
<thead>
<tr>
<th>PHARE Programme</th>
<th>In MEUR</th>
</tr>
</thead>
<tbody>
<tr>
<td>SR 9408 - Labour Market Development Programme</td>
<td>3,550</td>
</tr>
<tr>
<td>SR 9305 - Social Security</td>
<td>1,151</td>
</tr>
<tr>
<td>SR 9518 - Social Protection Programme</td>
<td>2,000</td>
</tr>
<tr>
<td>SR 9519 - Social Dialogue and Tripartite</td>
<td>0,400</td>
</tr>
</tbody>
</table>

CONSENSUS: Social protection multi-country programme

Overall description of programmes:

SR 9408 - Labour Market Development Programme

PMU Labour Market
SR 9408 “Labour Market Development” Programme (FM 94)
A goal of the project was to provide foreign technical and financial assistance at elaboration of studies for specific projects for regions, industrial sectors and labour market groups in the sphere of labour market policy and legislation. On a basis of studies outputs, model projects were elaborated and they were oriented on regions needs and connected with strategy of small and medium enterprises development. The projects were oriented on active employment policy tools development.
The project started to be implemented in 1996 year, the contracting period finished in November 1997; financing was finished in November 1998.

Project SR 9408-01 Labour market policy and legislation development

Subproject SR 9408 01-01 Active labour market policy
A goal of the subproject was to elaborate comparative studies, and recommendations and practices for effective active labour market policy tools application.

Subproject SR 9408 01-02 PALMIF (proactive labour market measures)
A goal of the PALMIF pilot projects implementation in previous years 1991 to 1997 was:

a) Implementation of experimental pilot projects. The purpose was to test topics for the MOLSAF needs, with a goal to get arguments for legal changes,
b) Implementation of pilot projects with a purpose to create new job opportunities in selected regions.

Until now 3 rounds of pilot projects were realised. Within the first two rounds 12 projects were implemented. In the third round 12 projects were implemented. The fourth round was oriented on solving problems of vulnerable groups on the labour market – totally 8 projects were implemented and their intermediate evaluation will be done till the end of December 1998. 3 pilot projects were implemented within the fifth round (Contracts signed in June 1997), which are testing model solution of protected work places creation in different spheres (in production and services). Within creation of new job opportunities 8 pilot projects were implemented in the regions of the SR.

Subproject SR 9408 01-03 Training and retraining of adults
The subproject was oriented on stating volume and capacity for training and retraining of adults in Slovakia within educational establishments of the public and private sectors.

Subproject SR 9408 01-04 – Occupational counselling
A goal of the project was to improve counselling services for the labour market – establishing 8 information-counselling centres in Slovakia and their equipment and creating information-counselling SW “Occupation for you” for their activities.
Subproject SR 9408 – 01-05 LEDA
The subproject was oriented on development of local employment in the micro-region Želiezovce. Within the project, the Economic Forum of Lower Hron was created, associating representatives of the state administration, municipality and private entrepreneurs to transfer know how from the EU regions dealing with the same issues. The final report was submitted in November 1998.

Project SR 9408- 02 – Labour Market Information System
Subproject SR 9408 02-01
Within the subproject, the labour market information system was upgraded as far as HW and SW are concerned.
Subproject SR 9408 02-03 Wages determination
A goal of the subproject was a wages determination development on the level of policy, legislation and statistics, and support of experience from the EU country transfer aimed on employment policy employees, and its presentation on seminars and workshops.
Subproject SR 9408 – 22/01/1 Development of new occupation classification system
The subproject included analytical and comparative study of the topic in accordance with the ISCO – 88 classification. Also experts from the Warwick University, Great Britain were included into the project.

Project SR 9408-03-Staff training
Subproject SR 9408 – 33-01-1 Development of new training’s and training of trainers
The contract was focusing on development of new courses, which were oriented on utilising latest multi-media techniques, as well as on the development of participative teaching methods and the development of trainers (management skills, solving conflicts, negotiations with clients, change management). The subproject was implemented from February 1998 to May 1998; participants were trainers of the Training and Retraining Centre of the NLO.
Subproject SR 9408 – 33-01-2 International conference on employment services staff training
The contract was assigned to the firm, which organised an international conference; supported, by NLO. The conference was implemented in May 1998 with a participation of foreign delegations of the Czech Republic, Greece, Ireland, Hungary, Austria, Slovenia, and the Great Britain. Conclusions of the conference were formulated in almanac book.
Subproject SR 9408 33-01-3 Training in applied SW
An overall training was organised in September 1998. This firm newly developed applied SW oriented on collection and analysis of data in the labour market information system.
Subproject SR 9408 – 03/01/2, 03/01/3 Development of training’s and didactic documents
In the frame of subproject was developed said materials and curricula in years 1996 – 97 (change management, dealing with employers, personal development of manager, legislative minimum for managers) in a form of portfolios, as well as pilot video-programs “How to negotiate with clients”.
Subproject SR 9408 – 03/01/4 Supply of computers and didactic techniques to education centres
7 centres of education and self-education in the SR, including the Centre of Training and Retraining were equipped.

Project 9408 -04 – Social dialogue and tripartite
The project was oriented on technical equipment of the CESA and technical assistance for all participating social partners, the Confederation of Trade Unions and the Association of Employers Unions and Associations of the Slovak Republic. The project was finished in July 1998.

SR 9518 - Social Protection Programme 2 MECU

Project: 1. Information system: The goal of the project was to prepare software for a distribution and evidence of state social support fees and its testing on two pilot work places: the MOLSAF SR and a selected regional office. A part of the project was also equipment of these pilot work places with basic computers and relevant software. A supportive project was the establishment of model information centre for a geographic information model intended for monitoring of social services in regions. Both tasks are being fulfilled according to the programme time schedule.
SR 9518-01-01 Information System of Social Support in the SR
The aim of the subproject is the creation and testing of the software for state support information system.

SR 9518-01-02 Model GEOSIS
The aim of the subproject is creation of analytical and prognostic system for whole system of social security – one model work place in Nitra was established.

SR 9518-01-02 Social Assistance Information System
Creation and implementation of the social assistance information system in Slovakia – analysis of current status of the social assistance information system and consecutive elaboration of background for the information system TOR.

SR 9518-01-02 Two model and training centres
Creation of two training and test work places for State social assistance information system.

2. Decentralisation of social services: within the project, 11 pilot projects will be implemented (7 initiated from NGO part and 4 from MOLSAF, as a central body). Their common denominator is implementing of social services in short supply in co-operation with state, municipal and non-governmental subjects. The implementation of projects has started. Project results and experience will be utilised for design of the social services financing mechanism and creation of the fund for social services development support.

SR 9518-0201 Decentralisation of services
Creation of the model fund for social services decentralisation support and its testing on NGOs pilot projects, including necessary training and seminars.

SR 9518-02-02 International seminar about personal assistance
International seminar about personal assistance and transport of seriously handicapped people, edition of yearbook from contributions on the seminar.

SR 9518-02-02 Transport system for invalid chair users
Implementation of a new model of the transport system for invalid chair users. (Purchase of two cars) in Košice. This is an analogous project as in CIL Bratislava; technical support and providing information about implementing taxi service for invalid chair users, using experience from a previous project implemented in Bratislava.

SR 9518-03-01/02 Technical assistance for education in the social sector
Within the project, several activities were implemented up to now:
♦ A national conference was organised. Output of the conference was a definition of terms like social work, social worker, definition of social worker profile, social work graduate profile. Principles of minimal standards creating for social workers education were defined.
♦ A study tour was organised for 15 participants to Germany with focus on training and retraining of social sector employee’s topics.
♦ Project: Fund for social work education support. A goal of the fund was to support activities oriented on social work development as special activity and on professionalisation of social work. The fund supported in its first stage 14 projects and recently is preparing the second round of selection of another approx. 40 projects (according to elaborated fund criteria). A part of the project are also a social management training, conference about social work education conception and a proposal of a Training and information centre was elaborated, its role and function, target groups of TIC, organisational structure, education and training function, evaluation and quality control. Creation of training plan and providing training for social sphere managers.
SR 9518-03-02 International conference: Post-graduate education and minimal standards in social work
Organisation of an international conference, a result of which should be a further development of post-graduate education.

SR 9518-03-02 Care system for children living apart from their own families
Organisation of a seminar to the topic and participation of international experts in the sphere. Organisation of a study tour to France focusing on the topic as a basis for creation of domestic rules harmonised with the EU legislation.

SR 9518-03-02 Education of social workers from re-integration centres
The goal of the project is preparation of social workers for assessment of social impacts of serious health handicap for compensation purposes.

SR 9519 – Industrial Relations
Within the FM 95 the project is oriented on equipping regional tripartities with computers and software, and technical assistance in a form of know-how transfer in development of selected regional tripartities in Slovakia. Contracting period finished in July 1998, a project implementation is from 1. July 1998 till 31. June 1999.

CONSENSUS: Social protection multi-country programme

CONSENSUS: Social protection multi-country programme

1997 year
Within the Consensus programme, Slovakia implemented a national project Training of social workers for work with endangered youth. It was education of trainers in regions, who should create a group of trainers within the community (technical knowledge and social skills)
Financial costs: 130,000 ECU

1998 year
Slovakia submitted and implemented three national projects:

• The project Investigation of legislative side of social security reform in the SR. Its goal is to “support effort of the Slovak Government in an implementation of indispensable legal assumption of a large social security system reform”. Activities performed within this project shall also help in an approximation of proposed social insurance legislation in Slovakia with the Council Regulation No. 1408/7 and 574/72 about applying the social security systems on employed persons, self-employed persons and members of their families, moving within the EU. A solution of the judgement was a statement that the social insurance laws draft is in accordance with the European legislation. Comments did not have principal character.
Financial costs: 65 000 ECU

• The project Application of social insurance reform in the SR, whose goal is to improve technical capability of the Social Insurance to deal with matters that are in connection with policy changes in the social security sphere and implementation of a new obligatory insurance of work accidents, which issued from the Social Insurance Law.
Financial costs: 105 000 ECU

• The goal of the project IIRC Secretary Office is an administrative support of IIRC in Slovakia, informing individuals and institutions, active in the social protection sphere about the existence and possibilities offered by the Consensus programme, to provide assistance in formulating projects proposals and to ensure their quality.
Financial costs: 20 000 ECU
Slovakia joined several multi-national Consensus projects. Their main goal is to enable the countries learn mutually from their experience, as well as to try to reach certain general conclusions. The most important multi-national projects, where the SR joined, are:

- The project Protection of individual rights in the social security system. Its purpose is to get knowledge about existing correction (recall) mechanism for persons protection against negative decisions from the side of social security bodies in the countries and drafting a way to improve information flow about the system and improvement of practices in recall process at a court, as well as by non-court way. In connection with finalising the project, a seminar with a presence of technical grant of the project – the EU expert and local experts and specialists, in January 1998 at the MOLSAF SR. A result of the project is a proposal for establishment of a new advisory centre for citizens, who need legal assistance in the social security system.

- The project Correspondence of national legislation (of associated countries) about equal treatment of men and women in the sphere of social security with the EU legislation (focusing on Bulgaria, Estonia, Latvia, Lithuania and Slovakia). Although in many countries of the Central and Eastern Europe, a high level of men and women rights equality exists traditionally, a goal of the project is to assist to the countries in new conditions – in a process of transfer from planed economy to a market economy, which meant handicap of women on a work place. In connection with the project, a seminar was organised in April 1998 at the MOLSAF SR, with participation of the EU experts, focusing on a content of the European Court decisions on the problematic with proposals of further progressions.

- The project Co-ordination of the social security systems in connection with an approach process (focusing on the Czech Republic, Hungary, Poland and Slovakia) was called by solving persons “Rights without borders”. It concerns social protection measures, enabling a continuity of gained rights of workers who fluctuate freely within the EU countries (on a basis of the Council Regulation No. 1408/71 and 574/72). A goal is to help to associated countries to be prepared already in a pre-entrance period, i.e. to propose and execute legislative and administrative measures, which a full EU membership would require to accept in a sphere of social security rights transfer concerning workers (hospital, pension, unemployment support, health care etc.) over borders.

In accordance with above mentioned, a seminar was held at the MOLSAF SR in December 1997, lead by the EU membership countries experts, focusing on administrative-technical aspects of co-ordination.

- In connection with “social security system co-ordination in the EU”, the PHARE Project Management Unit organised with help of the Technical Assistance Institute (TAIEX) of the European Commission, two-days seminar in October 1998 on the MOLSAF SR, with a participation of DGV representative – Head Office for Social Affairs of the European Commission and the EU membership countries experts: Austria, Germany and Belgium. The seminar was evaluated by the negotiation country members as useful in the area concerned.

- The Project Translation of the most important legislative documents of the EU in the sphere of social protection, which has risen from a need of the associated countries to access European legislative standards in national languages, with a goal to enable politicians, state administration employees, creators of strategies and other persons connected with social protection reform to be informed about the EU legislation, adopt it and integrate to considerations about social protection systems in the light of the EU relevant legislation. In connection with above-mentioned presentation of the project – a press conference in the Danube hotel in Bratislava - was organised in July 1998. The project output – two-part English-Slovak publication, with an excellent level of translation, is used as a basic work aid for negotiation teams members. Without its early finishing, preparation of negotiation teams members for screening would be endangered.

- The project Personal assistance shall support a possibility to apply human rights of handicapped citizens through a personal assistance and verify this specific tool of social assistance in praxis as a pilot project, before putting the law about social assistance in Slovakia into effectiveness. The
project should be implemented by a NGO with work experience with handicapped citizens. Proposed budget: 100 000 ECU

Within the multi-national projects, the SR will join to 4 projects in 1999 year:
- the project Preparation for applying the Council Act No. 1408/71 in the country conditions
- the project – workshop Financial management of social protection systems
- the project Monitoring of social protection reforms development
- the project Glossary – multi-lingual dictionary from the social security sphere

List of Consensus programme conferences where representatives of relevant departments participated:
- Social security as a tool of social coherence, Neapol, March 1998
- Evaluation of current social security systems reforms, Dublin, May 1998
- International research seminar about social security, Sigtuna, June 1998
- European forum about social policy, Brussels, June 1998
- About co-ordination of social security systems in connection with an access approach of the Central and Eastern Europe countries, Riga, September 1998
- Pensions in Europe, Krakow, October 1998
- Social care in the Union, Bucharest, October 1998

Above programmes did not cover the occupational safety and health area.
Annex 5

Relevant legislation in the Slovak Republic in this field:

- Act No. 65/1965 - Labour Code
- Act No. 330/1996 - Occupational Safety and Health law
- Act No. 272/1994 - Public Health law
- Degree No.374/1990 on safety of work and technical equipment in construction activities
- Degree No.74/1996 on ensuring safety and health protection at work with pressure, lifting, electric and gas technical equipment and on qualification
- Degree No. 377/1996 on provision of personal protective equipment
- Degree No. 59/1982 stipulating basic requirements ensuring safety of work and of technical equipment
- Provision No. 17/1976 of health and hygiene requirements for stationary machines

The list of Directives to be implemented in the area of Labour Protection


389L0391 / OJ L 183 29.06.89 p.1

80/1107/EEC: Council Directive of 27 November 1980 on the protection of workers from the risks related to exposure to chemical, physical and biological agents at work

380L1107 / OJ L 327 03.12.80 p.8


389L0270 / OJ L 156 21.06.90 p.14


389L0391 / OJ L 183 29.06.89 p.1

Amended by 185I
Amended by 388L0035 (OJ L 020 26.01.88 p.28)
Amended by 391L0269 (OJ L 134 29.05.91 p.51)
Amended by 194N
Incorporated by 294A0103(52) (OJ L 001 03.01.94 p.263)
Amended by 394L0044 (OJ L 248 23.09.94 p.22)
* Amended by 398L0065 (OJ L257 19.09.98 p. 29)

388L0642 / OJ L356, 24.12.88 p.74


390L0394 / OJ L 196 26.07.90 p.1


397L0042 / OJ L 179 08.07.97


388L0364 / OJ L 179 09.07.88 p.44


378L0610 / OJ L 197 22.07.78 p.12


382L0605 / OJ L 247 23.08.82 p.12


383L0477 / OJ L 263 24.09.83 p.25


Amended by 391L0382 (OJ L 206 29.07.91 p.16)

391L0322 / OJ L 177 05.07.91 p.22


396L0094 / OJ L 338 28.12.96 p.86

**Commission Directive 96/94/EC** of 18 December 1996 establishing a second list of indicative limit values in implementation of Council Directive 80/1107/EEC on the protection of workers from the risks related to exposure to chemical, physical and biological agents at work (Text with EEA relevance)

386L0188 / OJ L 137 24.05.86 p.28

Ministry of Labour, Social Affairs and Family of the Slovak Republic


Amended by 393L0088 (OJ L 268 29.10.93 p.71)
Amended by 395L0030 (OJ L 155 06.07.95 p.41)


Amended by 395L0030 (OJ L 155, 06.07.95 p.41)


88/383/EEC: Commission Decision of 24 February 1988 providing for the improvement of information on safety, hygiene and health at work

Amended by 194N

95/319/EC: Commission Decision of 12 July 1995 setting up a Committee of Senior Labour Inspectors

95/320/EC: Commission Decision of 12 July 1995 setting up a Scientific Committee for Occupational Exposure Limits to Chemical Agents

Annex 6

Relevant Governmental Strategic plans and studies:

National Programme for the adoption of the acquis (1998)

Health and safety at work have a long tradition in the Slovak Republic. However there is a need to build institutional structures and to complete legislation so that they are compatible with EU structures and legislation which emphasises the strengthening of internal market social dimension. The strategic goal in the field of labour protection is to achieve:

- full harmonisation of Slovak legislation with EU legislation
- personnel, professional and technical building of the integrated labour inspection system
- provision of relevant training to labour inspectors, company labour protection management, lecturing health and safety at work issues at all school levels
- a consistent application of legal regulation by employers
- incorporation of labour protection issues in the new Labour Code.

Concept of Transformation of Social Sphere of SR (1995)

A part of the social sphere transformation is also the reform of the occupational safety and health, establishment of the labour inspection and injury insurance system. The care about occupational safety and health of workers and their working environment belongs to basic tasks of the social policy. Changes in the social, political and economic systematic happen as a consequence of the transformation, are also reflected to the area of occupational safety and health of workers and working environment. The transformation consequences within the OSH appear especially as a result of:

- changes in ownership relations, the rise of high number of legal entities
- liberalisation of economic processes, a new position of economic subjects which are also occupational safety and health subjects
- rise of labour market and labour relations transformation
- influence of the international standards upon the development and implementation of labour and social relations.
- At this point, it is also not possible to omit some negative impacts upon the occupational safety and health area:
  - Preference of short-term economic effects detrimental to the occupational safety and health
  - Technological discipline decrease, underestimation of the labour risk
  - A lower prevention and educational level
  - The present system of occupational safety and health management does not correspond to changed condition.

With the objective to implement the state occupational safety and health state policy, it is necessary to speed up the legislative work at developing a model for the occupational safety and health protection and labour inspection:

- to build up information system for labour protection and working environment
- to complete a project on and effective educational system
- to establish conditions for the system and complex occupational safety and health management
- to establish basic assumption for the economic environment assisting to perform effective preventive measures against damages to health and supporting the health development, especially through the injury insurance system,
to assist in developing social partnership relations and activating social dialogue especially between subjects, on the business level and in private and public companies and at higher organisational levels.

Concept of Occupational Safety and Health (1994)

This Concept was the first basic material, which:

- prepared analyses of situation in occupational safety and health area
- described institutional and legislative requirements for preparation of development in this field.