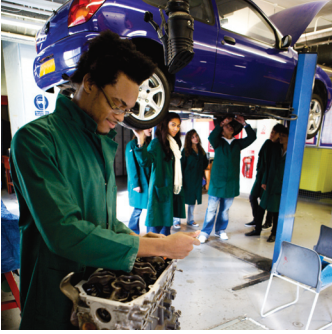


# Lisbon Charter

Lisbon Seminar / June 3, 2009



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## The Lisbon Charter comes in the wake of the Seoul Declaration



At its fourth seminar held in June 2009, the ISSA Section on Education and Training for Prevention adopted the Lisbon Charter, which puts forward a strategy for the occupational health and safety orientation and support of young workers. This strategy comes in the wake of the Seoul Declaration, adopted in July 2008, which emphasizes the development of national prevention cultures in occupational health and safety, in which governments, employers and workers play an active role in ensuring a safe and healthy work environment.





# Lisbon Charter

## Lisbon Seminar June 3, 2009

In view of the fact that workers under the age of 25 have a rate of work-related accidents significantly higher than older workers and also taking into account that this finding applies to almost all countries, the ISSA Section on Education and Training for Prevention proposes to its members and partners that steps be taken to reverse this trend, and to reduce the inequality between generations.

**1** | The ability to cope with occupational risks depends, to a very great extent, upon the training that has been given. For this reason, in 2003 the **Quebec City Protocol** set up a reference framework to integrate Occupational Health and Safety (OHS) competencies into initial occupational training.

**2** | In 2006, the Berlin Declaration proposed a health and safety strategy “**from school to work**”, laid-out in terms of three target publics: school children, young people undergoing vocational and technical education, and workers newly arrived in the workplace.

**3** | **Members of this last group are particularly vulnerable because of the physical and organizational constraints in their environment and their lack of experience. Young workers and new employees are the target of the Charter.**



# Lisbon Charter

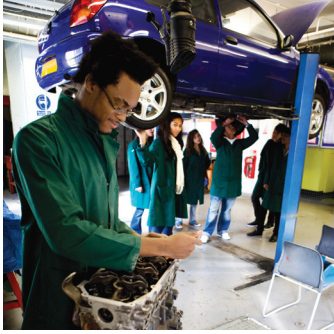
Towards a strategy  
of welcoming and  
accompanying young  
workers with respect to  
their health and safety

**1 | GENERAL GOAL**  
Since work-related accidents generally occur during young workers' first months of employment, the Charter's **objective is to ensure the welcoming, the accompanying and the training** of young people in terms of OHS, from their first contact with the working world.

**2 | PUBLIC BODIES**  
The Charter is addressed to various partners, e.g., schools, occupational trainers, employers, unions and regulating bodies...

**3 | COMMITMENTS**  
The various bodies in charge undertake to put in place a policy of mastery and management of risks. This policy will seek to eliminate occupational injuries and illnesses, by integrating welcome and support mechanisms that include:

- Allocation of the means required to reach the settled goals;
- Adoption of an active and relevant communication policy with respect for all persons involved in the organization;
- Involvement of all employees, as well as their representative organizations.



Young workers and new employees are involved in a prevention approach, and they seek information about their rights and responsibilities.

## **4 | IMPLEMENTATION**

**Employers commit to informing young workers and new employees about hazards and risks related to their work, and to providing them with appropriate training, background information and supervision.**

Companies and their partners should:

- Set up and implement a welcoming and accompanying plan of young workers and new employees. The plan should include training in health and safety issues related to their expected occupational activities and their workplace;
- Designate and train personnel in charge of welcoming young people or the newly hired. This function should be promoted on the basis of the voluntary adoption and on the involvement of the personnel concerned;
- Set up procedures for:
  - Defining the skills required to fill a position;
  - Making young workers competent in fulfilling their duties.
- Measuring OHS performance, more specifically as it relates to young workers;

- Carrying out checks to confirm that the welcoming procedures respect the policy goals, the laws and the regulations in place, as well as the principles of good management;
- Participating in co-op placement programs within organizations. Such programs are to be set up in cooperation with organizations responsible for vocational education.

The strategies involved in implementation should take into account the level of the young person's OHS training, as well as his or her work experience. OHS competencies acquired earlier depend on the worker's initial training course, and the way he or she entered the workforce:

- Workplace and school cooperative training;
- Co-op placements or temporary/seasonal jobs;
- First job without occupational training or qualifications, or in a sector other than previously trained for;
- Late entry into the working world;
- Job or sector change.



# Promotion

The Quebec City Protocol emphasizes the importance of enlarging the partnership. It also emphasizes the role of the ISSA Section on Education and Training for Prevention, in promoting adherence to the principles of the Quebec City Protocol.

The Berlin Declaration reinforced these recommendations by a call to action ... with respect to the various targeted publics.



The Lisbon Charter completes this plan for the promotion and monitoring of activities, with a broad invitation to national and international organizations and occupational branches to share best practices in welcoming, accompanying and training young workers and new employees.

The plan's objective is to promote a culture of prevention. The participants in the Lisbon Seminar are invited to conduct a national campaign to promote employers endorsement of the Lisbon Charter and their plan for welcoming, accompanying and training of young workers and new employees.

The promotion of the activities in this Charter will be achieved by producing and publishing the collection of best practices on the Section's web site, and by recognition through prizes awarded at international seminars.

## Plan for welcoming, accompanying and training young workers

### YOUNG WORKERS AND NEW EMPLOYEES

- Have access to the basic elements required for a successful integration;
- Become familiar with their environment and the duties involved;
- Demonstrates the mastery of the new knowledge.

### THE EMPLOYER PREPARES THE WELCOMING, ACCOMPANYING AND TRAINING PLAN

- Hiring steps;
- Equipment-tools used;
- Workspace set-up;
- Transfer of knowledge.

### THE EMPLOYER PLANS THE EMPLOYEE'S INITIAL DAYS

- Designating a supervisor and an accompanying person;
- Planning the basic training;
- Planning the welcoming meeting and the essential visits;
- Identifying the integration activities.

### THE EMPLOYER MANAGES THE WELCOMING PLAN

- Conducting out the welcoming and the planning.

### TRAINING COVERS THE FOLLOWING ELEMENTS:

- Information concerning the work, workstation, procedures and working methods, as well as demonstration of the expected activities.
- Worker rights and responsibilities



- Employer rights and responsibilities;
- Working procedures and business rules;
- Occupational risks present in the organization including working in isolation, violence, handling, and machine-related risks;
- Individual protective equipment;
- Emergency measures, first aid and rescue procedures;
- The organization's program;
- Provisions related to information system for dangerous products;
- The employer's OHS representatives, the health and safety Committee, the prevention representative and the union representative, as well as their respective roles.

Additional training will be available in line with the employer's observations upon worker's request. The information concerning the training given to the employee is kept in his or her file and updated according to the tasks performed or the positions held.

Consulted Documents:

CSA Z1000-06, ILO – OSH 2001

INRS – Politique de maîtrise des risques professionnels

BC OHS Regulation – Part 3

