

The Lisbon Charter

A strategy for training and accompanying young employees to raise their awareness of occupational safety and health

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The IVSS Section on Education and Training for Prevention

set itself two objectives when it was first established in 1991:

- to promote education, training and teaching as strategic components of preventive action.
- to provide all partners involved in prevention with a forum for exchanging ideas and discussing educational approaches to prevention.

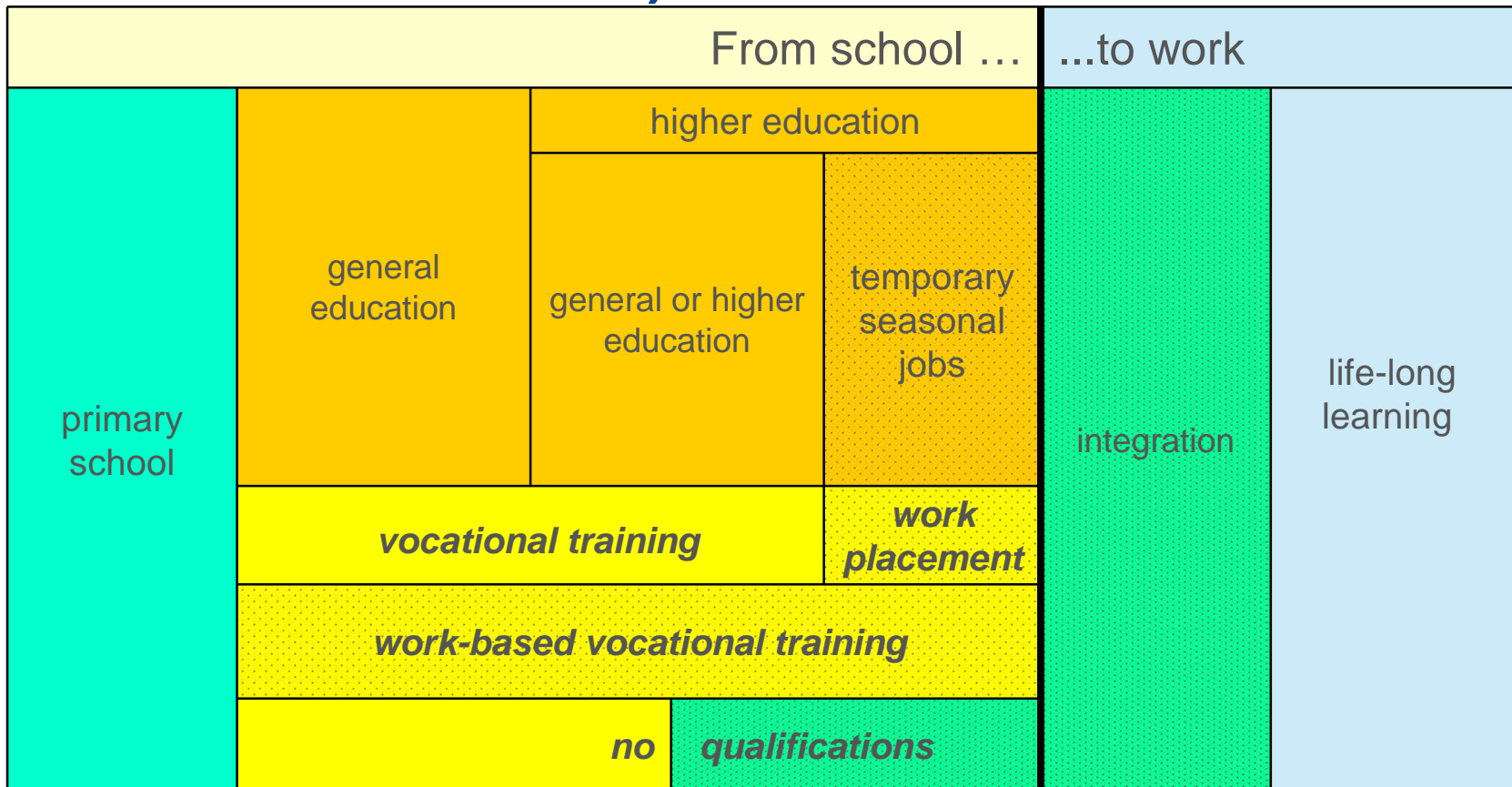
These objectives have since been pursued at various stages of education and training.

A three-step strategy

To foster a prevention culture from school to work

- The **Quebec Protocol** on vocational and technical training - 2003
- The **Berlin Declaration** with the three-step strategy: school – vocational training – start of working life - 2006
- The **Lisbon Charter** supporting both young people at the start of their careers and new employees - 2009

A three-step strategy (Quebec-Berlin-Lisbon)



Quebec Protocol (2003)

The Quebec Protocol focussed on the integration of occupational safety and health in (vocational) training

It defines the principles and requirements:

- the cooperation of those responsible for both training and prevention, and other partners
- to integrate specific measures

One aim of the Section on Education and Training for Prevention has been to encourage compliance with the principles of the Quebec Protocol.

Berlin Declaration (2006)

The Berlin Declaration proposed a strategy for occupational safety and health “from school to work”.

This focussed on three groups

- school children
- young people in vocational training
- young and new employees in companies

with the aim of raising their awareness of risks and enabling them to prevent these risks.

Lisbon Charter (2009)

Current situation

- The frequency of workplace accidents is significantly higher among employees under 25 than amongst older employees
- Most accidents occur during the first few months
- Young people in training or at the start of their career often fail to correctly assess risk in the workplace and to respond appropriately, due to their inexperience and lack of knowledge
- This applies to almost every country

Aim of the Lisbon Charter

- To foster a culture of occupational risk prevention among young people right from their very first contact with the world of work through a programme of **introduction, support and training**

Lisbon Charter

Requirements

- Participating organisations are committed to introducing a **strategy to prevent occupational safety and health risks** by
- making use of existing tools (e.g. risk assessment, risk management) and
- providing appropriate training for young or new employees

Charter of Lisbon

This approach is to be implemented by:

- education and training programmes on safety and health in the workplace (starting from the new employees' existing level of knowledge)
- providing appropriately trained personnel
- actively engaging employees – including the new ones – in the process (seeing new, young employees not just as "consumers", but as players)

The Charter's target group

are those responsible for new employees:

- in companies (employers, training supervisors)
- in training and educational institutions (training supervisors, school teachers)
- in organisations (unions, supervisory bodies)

Promoting the implementation of the Charter

The Charter completes the objectives of the Quebec Protocol and the Berlin Declaration by providing

- a strategy to welcome and accompany new employees
- a programme of education and training

It calls upon everyone to raise awareness of the objectives and issues in their own country and to provide examples of good practice. The Section will then publish these examples on the website.

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