

Prevention stakeholders in the workplace

1.0 October 2024

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Objectives

By the end of the course, the student will be able to:

- **Recognize** the actors of prevention (Prevention stakeholders) for health and safety in the workplace.

Introduction

Every professional activity involves risks, which may emerge as physical accidents or occupational diseases caused by chemical or biological exposures. The responsibility for preventing work accidents or occupational diseases lies with certain prevention stakeholders.

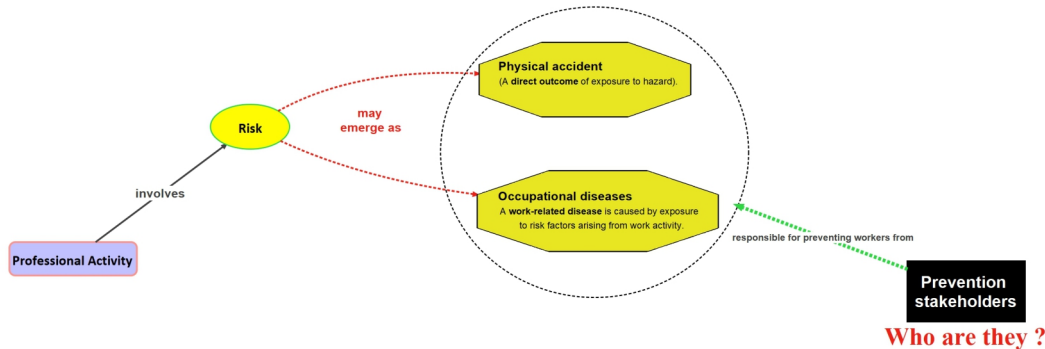


Figure 1. Professional activity and prevention stakeholders.

In Algeria, occupational risks result in a serious rate of accidents and work-related illnesses. Algeria has implemented a comprehensive prevention system using many methods to prevent and manage occupational hazards :

1. **Legislative and regulatory** ;
2. **Technical:** hygiene and safety services, occupational health services, Institute for the Prevention of Occupational Risks...
3. **Places of consultation:** hygiene and safety committee, National Council for Hygiene, Safety and Occupational Medicine.
4. **Control:** labor inspection.

I Prevention stakeholders within the company

1. The employer

The employer

Az Definition

A **person, company, or organization** that pays people to work for them.

Examples of employers

Example

SONATRACH, Sonelgaz, Cevital, University center of Mila ...



Figure 2. some employers

Law No. 88-07 of January 26, 1988 on hygiene, safety and occupational medicine.

Legal text

"**Article 3** - *The employer is required to ensure hygiene and safety for workers*".

As an employer, you must assess all the risks to which your employees may be exposed and implement preventive and protective measures, including ensuring that each worker has received the appropriate health and safety information and training.



Figure 3. Employer responsibilities

2. The employees

The employee

Az Definition

A person who is paid to work for an organization or for another person.

Each employee is obligated to safeguard their own health and safety, as well as that of others affected by their acts or actions taken at work, in accordance with the employer's instructions in their training and competencies.

2.1. Employer and Employee Roles and Responsibilities

(see Video 1. Employer and Employee Roles and Responsibilities.[mp4])

3. Joint Health and Safety Committee (JHSC)

The **article 23 of Law No. 88-07** of January 26, 1988, relating to hygiene, safety, and occupational medicine, as well as the articles of **Executive Decree No. 05-09** of January 8, 2005, relating to joint committees and hygiene and safety officers, impose on the employer the obligation to implement:

- **Joint Health and Safety Committee.**
- **Hygiene and Safety Officer.**



Figure 4. Health and safety meeting of Health and Safety Committee



Figure 5. Health and Safety Officer

Law No. 88-07 of January 26, 1988 on hygiene, safety and occupational medicine.

 Legal text

"**Article 23** - Joint health and safety committees are mandatory, subject to the provisions of the second paragraph of Article 25 below, within each employer organization employing more than nine (9) workers with indefinite employment contracts, in accordance with legislation on workers' participation.

Notwithstanding the provisions relating to paragraph 1 above, the employer, employing more than nine (9) workers whose employment relationship is of a fixed term, must designate a **permanent officer for hygiene and safety**, assisted by two workers most qualified in this field.

In units and establishments employing nine (9) workers or less, **an officer for hygiene and safety** is designated by the head of the unit or establishment."

3.1. Roles of Health and Safety Committees

A health and safety committee² can be an important way to improve conditions on the job. The committee provides a forum for employees and management to work together to solve health and safety problems. An effective committee can help prevent injury and illness on the job; increase awareness of health and safety issues among workers, supervisors, and managers; and develop strategies to make the work environment safe and healthy.

4. Health and Safety Service

Law No. 88-07 of January 26, 1988 on hygiene, safety and occupational medicine.

 Legal text

"**Article 26** - Whenever the importance of the employing organization or the nature of its activities requires it, a workplace health and safety service must be established.

This service shall be placed, as far as possible, under the responsibility and control of personnel who have acquired adequate training in the field of health and safety."

The conditions for the creation, organization, and operation of occupational health and safety services, as well as their responsibilities, are determined by regulatory means.

II Prevention stakeholders outside the company

1. Introduction

Outside the company, many other actors participate in the system of occupational risk prevention and the improvement of working conditions. In Algeria, the prevention of occupational risks is placed under the responsibility of:

2. Ministry of Labor, Employment and Social Security

Supports:

- The development of the national policy for the prevention of occupational risks.
- The preparation and initiation of legislative and regulatory texts.
- The evaluation and control of the implementation of occupational risk prevention programs.

2.1. National Council of Hygiene, Safety and Occupational Medicine

2.2. Labor Relations Department

2.3. National Fund for Social Security for Salaried Workers

2.4. Labor Inspection

2.5. National Institute for Occupational Safety and Prevention of Risks

3. Ministry of Health, Population and Hospital Reform.

3.1. Deputy Directorate of Occupational Health

3.2. National Institute of Public Health

3.3. Occupational doctor



Conclusion

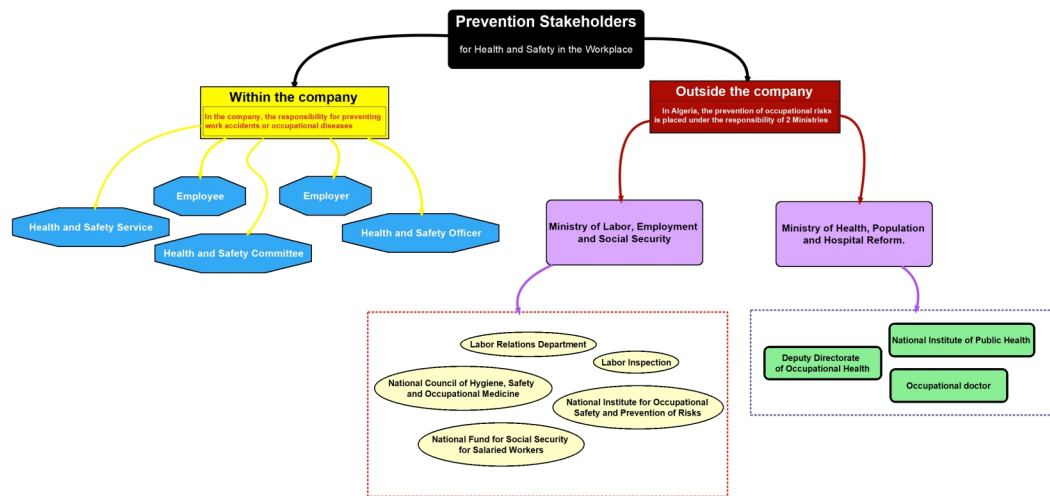


Figure 6. The prevention stakeholders in Algerian regulation for Health and Safety in the Workplace.

