

Izveštaj sa dvodnevne Edukativne radionice za zaposlene

13. i 14. februar 2020.

Udruženje zaštite na radu CG je organizovalo edukaciju za zaposlene s ciljem podizanja svijesti o problemima, pravima i obavezama zaposlenih i obavezama i odgovornostima poslodavaca, u pogledu zaštite i zdravlja na radu.

Cilj ove edukacije je bilo upoznavanje zaposlenih sa zakonskom regulativom ZZNR, kao i stanjem u ovoj oblasti u Crnoj Gori. Predavači su bili kompetentni stručnjaci iz ove oblasti koji su nastojali da podstaknu zaposlene da učestvuju u kreiranju ambijenta i kulture zaštite i zdravlja na radu u svojoj kompaniji radi preduzimanja pravih mjera za smanjenje rizika i izvora opasnosti koji mogu dovesti do povreda, odnosno do profesionalnih oboljenja, ali i da ih upoznaju s uticajem zaštite na radu na zdravlje, motivisanost i produktivnost.

Program edukacije

1. DAN

10.00 – 10.15 Uvodna riječ - koordinatorka projekta Đina Janković

10.15 – 10.45 Novi zakon o radu - direktor Direktorata za rad - Zoran Ratković

10.45 – 11.15 Uvod u ZZNR - značaj i kratak osvrt na istorijski razvoj do danas – predsjednik UZNRCG

Dr sc. Zdenko Janković

11.15 – 11.45 Zakonska regulative ZZNR – Danijela Šuković, načelnica Direkcije za zaštitu i zdravlje na radu

11.45 – 12.15 Kafe pauza

12.15 – 12.45 Normativna regulative ZZNR kod poslodavca – Zlatko Popović, inspektor rada za oblast zaštite na radu, Uprava za inspekcijske poslove

12.45 – 13.30 Organizacija ZZNR kod poslodavca / stručno lice / stručna služba kod poslodavca za organizovanje i sprovođenje ZZNR – dipl.ing. Branislav Šebek

13.30– 14.00 Diskusija

2. DAN

10.00 – 10.30 Obaveze i odgovornost poslodavca u obezbjeđivanju propisanih mjera ZZNR – Jovana Bošković, Ministarstvo rada i socijalnog staranja

10.30 – 11.00 ZZNR na radnom mjestu - nabavka, upotreba i održavanje sredstava za ličnu zaštitu – dipl.ing. Nebojša Vujošević i dipl.ing. Milovan Džaković

11.00 – 11.30 Povrede na radu i obaveze poslodavca prema zaposlenom i nadležnim državnim organima – dipl.ing. Sanja Dujović

11.30 – 12.00 Obaveza vođenja evidencija iz ZZNR i podnošenje godišnjeg izvještaja nadležnim organima – dipl.ing Boško Radulović

12.00 – 12.30 Kafe pauza

12.15 – 12.45 Kultura dijaloga poslodavca i zaposlenih i predstavnika Uprave za inspeksijske poslove u postupku vršenja inspeksijskog nadzora – Predstavnik/ca Uprave za inspeksijske poslove

12.45 – 13.15 Motivacija zaposlenih za rad i ZZNR – dipl.ing. Milan Marjanović

13.15 – 13.45 Pružanje prve pomoći – Predstavnik/ca Crvenog krsta CG

13.45 – 14.00 Diskusija

14.00 Ručak

Edukaciji je prisustvovalo 65 zaposlenih, a upoznati su sa zakonskom i normativnom regulativom i organizacijom zaštite i zdravlja na radu kod poslodavca. Takođe je predstavljen novi zakon o radu, s posebnim akcentom na nove pojmove: Suzbijanje sive ekonomije na tržištu rada i rada na crno i Pronalaženje adekvatnih mehanizama i instrumenata za doslednu primjenu zakona, koji su veoma značajni u primjeni adekvatne zaštite i zdravlja na radu.

U cilju edukacije zaposlenih o njihovim pravima i obavezama, kada je zaštita na radu u pitanju, upoznati su sa obavezama i odgovornostima poslodavca u obezbjeđivanju propisanih mjera ZZNR, ali i obavezama i procedurama koje poslodavac mora sprovesti prema zaposlenom i nadležnim državnim organima u slučaju povrede na radu.

Upoznati su i sa načinom nabavke, upotrebe i održavanja sredstava za ličnu zaštitu, kao i načinom vođenja evidencija iz ZZNR, koje je svaki poslodavac dužan da ima, odnosno da na zahtjev inspektora dostavi na uvid nadležnim državnim organima.

Predavači su ih podsjetili koliko je važna kultura dijaloga, ne samo sa predstavnicima Uprave za inspeksijske poslove, u postupku vršenja inspeksijskog nadzora, već i u svakodnevnoj komunikaciji poslodavac – zaposleni.

Budući da je i motivacija zaposlenih za rad bila jedna od tema predavanja, zaključeno je da je za motivisanost neophodno da se ostvare uslovi rada u kojima bi zaposleni imali osjećaj zadovoljstva

pri obavljanju svojih profesionalnih zadataka. Za ostvarivanje ovakvog cilja neophodan je sistematski pristup u preventivnom djelovanju.

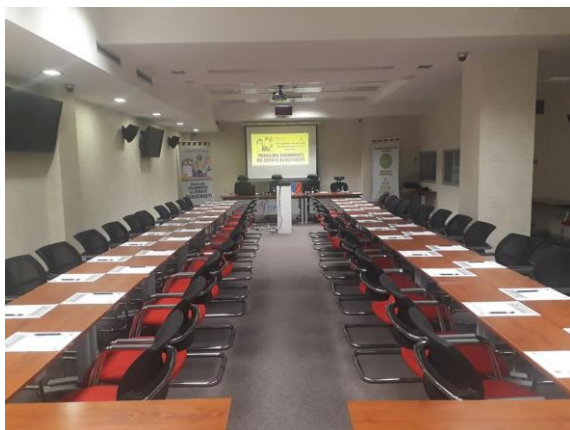
Kao najveći problem, s kojim se suočavamo, prepoznata je nerazvijena svijest poslodavaca o kompleksnosti, značaju i benefitima koje mu donosi ulaganje u zaštitu i zdravlje na radu, kao i neprihvatanje činjenice da ga svaka povreda zaposlenog na radnom mjestu košta mnogo više od izdataka koji se odnose na obezbjeđivanje bezbjednih radnih mjesta i sigurne i zdrave radne sredine.

S obzirom na to, neophodno je da zaposleni budu upoznati sa svojim pravima i da u svakodnevnoj komunikaciji – lično ili preko predstavnika zaposlenih zaduženog za ZZNR, odnosno stručnog lica, podsjećaju poslodavca da je svako ulaganje u mjere zaštite korisna investicija i da od stepena bezbjednosti zavisi zdravstvena i radna sposobnost zaposlenih a time i produktivnost u okviru kompanije, koja se na nacionalnom nivou odražava na visinu nacionalnog dohotka. Bolja zaštita zdravlja na radu i smanjenje povreda i profesionalnih oboljenja čini temelj uspješnog razvoja kompanije i konkurentnosti na tržištu.

Učesnicima radionice je predočeno da je njihovo zdravlje i sigurnost, ipak, njihova lična odgovornost i da sve polazi prvenstveno od njih samih, odnosno proizilazi iz odnosa prema samome sebi, što bi trebalo da ih podstakne da koriste svoja prava i odbiju da rade ukoliko im, shodno čl. 33 Zakona o ZZNR, prijete neposredna opasnost po život i zdravlje zbog toga što nijesu sprovedene propisane mjere zaštite i zdravlja na radu. Ukoliko obavljaju poslove stručnog lica kod poslodavca, podstaknuti su na izricanje mjera zabrane rada ukoliko prepoznaju neposredne opasnosti koje mogu ugroziti život i zdravlje zaposlenih.

Cilj predavača je bio da podstaknu zaposlene da učestvuju u kreiranju ambijenta i kulture zaštite i zdravlja na radu u svojoj kompaniji radi preduzimanja pravih mjera za smanjenje rizika i izvora opasnosti koji mogu dovesti do povreda, odnosno do profesionalnih oboljenja.

Prisutni su upoznati i sa osnovama prve pomoći, od strane volontera/predstavnika Crvenog krsta Crne Gore.





Podgorica, 16.02.2020.

Koordinatorka projekta

Đina Janković



Report from the two-day Educational Workshop for Employees

February 13 and 14, 2020

SWAM organized training for employees with the aim of raising awareness of the problems, rights and obligations of employees and the obligations and responsibilities of employers, in terms of safety and health at work.

The aim of this training was to acquaint employees with the legislation of the Law of Safety and Health at Work, as well as the situation in this area in Montenegro. The lecturers were competent experts in this field who tried to encourage employees to participate in creating an environment and culture of safety and health at work in their company in order to take the right measures to reduce risks and sources of danger, that can lead to injuries, or professional diseases. but also to acquaint them with the impact of occupational safety on health, motivation and productivity.

Education program

DAY 1

10.00 – 10.15 Introductory word – coordinator of project Đina Janković

10.15 – 10.45 New Law of safety and health at work - Director of the Directorate of Labor - Zoran Ratković

10.45 – 11.15 Introduction to SHW - significance and brief review of historical development
President of SWAM - Dr sc. Zdenko Janković

11.15 - 11.45 SHW legislation - Danijela Šuković, Head of the Directorate for Safety and Health at Work

11.45 - 12.15 Coffee break

12.15 - 12.45 Normative regulations of SHW at the employer - Zlatko Popović, labor inspector for the field of safety and health at work, Directorate for Inspection Affairs

12.45 - 13.30 Organization of SHW at the employer / HR / professional service at the employer for organizing and implementing SHW - dipl.ing. Branislav Šebek

13.30 - 14.00 Discussion

DAY 2

10.00 - 10.30 Obligations and responsibilities of the employer in providing the prescribed measures of SHW - Jovana Bošković, Ministry of Work and Social Welfare

10.30 - 11.00 SHW at the workplace - procurement, use and maintenance of personal protective equipment - B.Sc. Nebojsa Vujosevic and B.Sc. Milovan Dzakovic

11.00 - 11.30 Injuries at work and obligations of the employer towards the employee and competent state bodies - B.Sc. Sanja Dujović

11.30 - 12.00 Obligation to keep records from SHW and submit the annual report to the competent authorities - B.Sc. Boško Radulović

12.00 - 12.30 Coffee break

12.15 - 12.45 Culture of dialogue between employers and employees and representatives of the Directorate for Inspection Affairs in the process of performing inspection supervision - Representative of the Directorate for Inspection Affairs

12.45 - 13.15 Motivation of employees for work and HSW - B.Sc. Milan Marjanović

13.15 - 13.45 First aid - Representative of the Red Cross of Montenegro

13.45 - 14.00 Discussion

14.00 Lunch time

The training was attended by 65 employees, and they were acquainted with the legal and normative regulations and the organization of safety and health at work. A new labor Law was also presented, with special emphasis on new concepts: Suppression of the gray economy in the labor and undeclared labor market and Finding adequate mechanisms and instruments for consistent application of the law, which are very important in the application of adequate safety and health at work.

In order to educate employees about their rights and obligations, when we spoke about safety and health at work, they are familiar with the obligations and responsibilities of the employer in providing the prescribed measures SHW, but also the obligations and procedures that the employer must implement towards the employee and competent authorities in case of injury at work.

They are also acquainted with the manner of procurement, use and maintenance of personal protective equipment, as well as the manner of keeping records from HSW, which every employer is obliged to have and to submit to the competent state inspector on their request.

The lecturers reminded how important the culture of dialogue is, not only with the representatives of the Directorate for Inspection Affairs, in the process of inspection supervision, but also in the daily communication between the employer and the employee.

Since the motivation of employees for work was one of the topics of the lecture, it was concluded that for motivation it is necessary to create working conditions in which employees would have a sense of satisfaction in performing their professional tasks. To achieve this goal, a systematic approach to preventive action is necessary.

The biggest problem we faced, is the underdeveloped awareness of employers about the complexity, importance and benefits of investing in safety and health at work, as well as the rejection of the fact that any injury to the employee in the workplace costs much more than the costs that provides safe workplaces and safety and healthy work environment.

It is necessary that employees are aware of their rights and that in everyday communication - in person, or through representatives of employee who is in charge for SHW, or HR, remind the employer that any investment in protection measures is a worthwhile investment. Working ability and productivity of employees in the company is reflected in the level of national income. Better protection at the workplace, reduction of injuries and occupational diseases form the basis of the company's successful development and competitiveness on the market.

The participants of the workshop were informed that their health and safety is, after all, their personal responsibility and that everything starts primarily from themselves, it arises from the attitude towards themselves, which should encourage them to use their rights and refuse to work, if there is, pursuant to Art. 33 of the Law on Safety and health at work, an imminent danger to life and health because the prescribed measures of protection at working place have not been implemented. If they perform the work of HR within the employer, they are encouraged to impose prohibition measures if they recognize the immediate dangers that may endanger the life and health of employees.





Podgorica, 16.02.2020.



Project coordinator

Djina Jankovic