



ACTION PLAN FOR THE AUTONOMOUS COMMUNITY OF CASTILLA-LA MANCHA



PART I – GENERAL INFORMATION

PROJECT: DIALOG FOR LOCAL GROWTH
PARTNER ORGANISATION(S) CONCERNED: JUNTA DE COMUNIDADES DE CASTILLA-LA MANCHA
COUNTRY: SPAIN
NUTS2 REGION: CASTILLA-LA MANCHA
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Part II – Policy context

The Action Plan aims to impact:

Investment for Growth and Jobs programme

Other regional development policy instrument

Name of the policy instrument(s) addressed:

STRATEGIC AGREEMENT ON OCCUPATIONAL RISK PREVENTION 2022-2026

Further details on the policy context and the way the action plan should contribute to improve the policy instrument:

In December 2021, the Vice-Ministry of Employment, Social Dialogue and Labour Welfare, together with the trade unions UGT and CCOO and the business association CECAM evaluated the results of the Strategic Agreement on Occupational Risk Prevention 2017-2021 and agreed to work together with entities, associations and representatives of different administrative levels on a new Agreement with the aim of signing it on 28 April 2022, World Day for Safety and Health at Work. The design phase of this Strategic Agreement concludes at the same time as the elaboration of this Action Plan.

With the aim of establishing policies that contribute to the improvement of the Occupational Health and Safety of the working population of Castilla-La Mancha, work has been done to configure a new Strategic Agreement that defines the measures that will have a favourable impact on the improvement of the Occupational Health and Safety of the working population of Castilla-La Mancha. It is also intended to provide sufficient evaluation and monitoring mechanisms to adapt quickly to the needs and new challenges that may arise during its term, while maintaining its vocation to remain open to all proposals and initiatives that have an impact on improving the conditions of the working population of the Region.

For the first time, this Agreement has been developed under participatory parameters and with a more ambitious methodology than in previous editions. In addition, some social partners and participants coincide with those of other policy instruments presented in the project. This new Policy Instrument is led, implemented and monitored by the Vice-Ministry of Employment, Social Dialogue and Labour Welfare therefore we understand that it guarantees the collaboration of the stakeholders involved. Additionally, it

has been presented to the members of the DIALOG project in the conference held in Toledo on 3 and 4 May 2022. From our point of view, these elements justify the choice of this Policy Instrument.

The Vice-Ministry of Employment, Social Dialogue and Labour Welfare is the promoting authority of this initiative and does so within the framework of its competences, which include, among others:

- To promote prevention and advice to be developed by the technical bodies, including technical assistance and cooperation, information, dissemination, training and research in preventive matters, as well as the monitoring of preventive actions carried out in companies.
- To ensure compliance with the regulations on the prevention of occupational risks through surveillance and control actions, and by developing specific programmes aimed at achieving greater efficiency in control.

In the design and drafting of this Strategic Agreement, different agents linked to the prevention of occupational risks in Castilla-La Mancha have participated, with the aim of contemplating not only those actions to be developed by the Regional Administration and social agents, but also the contributions of the aforementioned agents, while establishing new frameworks for collaboration and relations between all those involved, in order to consolidate a participatory and cooperative scenario that minimises the impact of the budgetary restrictions arising from the economic situation.

From the point of view of the DIALOG project, this Strategic Agreement offers a perfect scenario, rich in participants and relations between them, to develop an Action Plan. The DIALOG project aims to improve the effectiveness of innovative policies for regional competitiveness through the participation of local actors in policy-making. The aim is to define action plans to promote a real participation of social actors and citizens in the definition and implementation of innovative public policies.

By sharing the findings with the different stakeholders of this initiative, the following objectives are pursued:

- To transfer the main conclusions reached by DIALOG (tools, methods and levels of participation) in order to improve the theoretical knowledge of the participants in order to optimise their contributions to the implementation and monitoring of this Strategic Agreement and to improve the effectiveness of the Agreement as a whole.
- To check whether in the time of implementation of the Action Plan they have been able to contribute more or more effectively to the participatory process of the PI.

It would have been possible to choose the initial policy instrument, but for the reasons explained above (newness of the process, number of stakeholders, control of the process by the same administrative unit involved in INTERREG-DIALOG, etc.) the choice of this IP guarantees the success of the implementation of the Action Plan to a greater extent.

Part III – Details of the actions envisaged

ACTION 1: Name of the action:

To establish policies that contribute to the improvement of Occupational Health and Safety of the working population of Castilla - La Mancha for the period 2022-2026.

1. Relevance to the project (please describe how this action derives from the project and in particular from the interregional exchange of experience. Where does the inspiration for this action come from?)

The Action Plan will contribute to strengthening the process of dialogue and co-creation of the Strategic Agreement. We believe that at a time when the Strategic Agreement has just been defined and implementation is about to begin, it is particularly appropriate for our intervention. It should be stressed that the Agreement will be followed up by integrating it as a permanent branch within the Social Dialogue Council created in the region in accordance with article 25 of Law 8/2019, of 13 December, on Participation of Castilla-La Mancha.

On the other hand, the project has managed to establish a tiered model of participation based on shared experiences and the use of different tools that form part of the core of the Action Plan's implementation. Following the learning process during the first phase of the DIALOG project and inspired by the good practice presented by our German partner (The setup of the Lower Saxon RIS3), we have come to the conclusion that in order to boost the quality of this policy it is highly desirable to have some elements such as:

- The planning of the process.
- The multiplicity and diversity of the stakeholders involved.
- The clarity of the objectives and the contributions expected from the participants.

For the implementation of the project an Action Plan has been drawn through four phases.

Phase 1. Dossier development:

As a starting point, a dossier will be elaborated, focused on stakeholders, with the main findings of the project to be shared. This material based on the project guidelines will be complemented by a script of issues to be discussed with stakeholders to allow for an exchange of views on the methods and tools they consider most appropriate to express their involvement in the IP.

Phase 2. Localisation and identification of stakeholders:

In order to organise the work with each stakeholder, the contact details of those who will participate on behalf of each stakeholder will be requested. In addition, a tentative schedule of meetings/interviews will be proposed.

Phase 3. Presentation of the findings achieved in the project and start of the interaction with stakeholders to introduce the participatory method and its tools:

An informative/explanatory presentation in a face-to-face meeting or via videoconference, will be held with a representative of each organization. In particular, we will transfer the tools for the implementation phase that our stakeholders found most useful for the levels of participation that we believe we are most likely to encounter:

CONSULTATION

- Auditive methods group
- Mailing list
- Auditive methods interviews
- Events/seminars

INVOLVEMENT

- Auditive methods group
- Participatory budgeting
- Auditive methods interviews
- Research/Action

COLLABORATION

- Auditive methods group
- Participatory budgeting
- Information on the specific interests of the interest parts
- Auditive methods interviews

The aim is that these tools or others that stakeholders find appropriate will be incorporated during the monitoring of the Strategic Agreement and that they will support the analysis of the measures and, if necessary, redirect the measures included in the Strategic Agreement, thus contributing to increase its effectiveness.

Phase 4. Project follow-up:

A final follow-up action is established with the aim of checking the implementation of new tools and mechanisms for communication and participation in the PI. Findings will be compiled in a final report that will be shared with both project partners and stakeholders.

1. Stakeholders involved

Stakeholder	Link with the participatory process - Role
Vice-Ministry of Employment, Social Dialogue and Labour Welfare (Junta de Castilla-La Mancha)	The authority competent for the policy instrument.
UGT-CLM, CCOO-CLM and CECAM	The most representative social agents in Castilla-La Mancha, which together with the Regional Administration make up the Social Dialogue Council. They defend the interests of workers and companies. They are the signatories of the Strategic Agreement, as they have been in previous Agreements and Plans.
Labour and Social Security Inspectorate (ITSS, in Spanish)	Inspection system, hierarchically dependent on the General State Administration and functionally dependent on the Regional Administration, through the decisions of the Regional Operational Commission of the ITSS, which is attributed by law (Law on Occupational Risk Prevention), powers of surveillance and control of compliance with preventive regulations. It executes a line of action of the OVERSIGHT Axis, as well as participating in other promotion and dissemination measures.
General Directorate of Traffic	Body of the General State Administration which, among others, is responsible for disseminating information and raising awareness on road safety and, therefore, linked to accidents in journeys made in the context of work activities.

Stakeholder	Link with the participatory process - Role
Regional Ministry of Sustainable Development	<p>Body with certain competences related to occupational health and safety.</p> <p>In particular, the removal of asbestos-containing materials affects the workers who carry out such work (labour framework) and, in turn, generates waste that must be treated appropriately (environmental framework).</p>
University of Castilla-La Mancha	<p>Public university in the Region that carries out training and R&D activities that can be linked to health and safety at work.</p>
SESCAM and the General Directorate for Public Health	<p>Castilla-La Mancha health service and body dependent on the Regional Ministry of Health, which have health means and resources linked to occupational health and safety.</p> <p>Specifically, they play an important role in matters such as: detection of occupational diseases, health surveillance of workers, health promotion and healthy habits.</p>
Regional Ministry of Education	<p>Body with educational competences, i.e. with an impact on the future working population, through the inclusion of training aspects linked to Health and Safety at Work.</p> <p>Specifically, in the first stages of schooling, with the inclusion of contents of awareness and knowledge of the subject; likewise, in the framework of vocational training, with the inclusion of specific contents of the subject, linked to the future professional activity of the students.</p>
Directorate General of Vocational Training for Employment	<p>Body of the Regional Administration with training competences in the field of Employment, aimed at employed and unemployed people.</p> <p>Specifically, the training activities for employment include occupational health and safety contents, useful for a subsequent safe development of the professional activity.</p>
Construction Labour Foundation	<p>Foundation made up of the social agents (business and trade union representation) which is responsible for the dissemination, diffusion, technical, etc. functions of occupational health and safety in the functional area of the construction sector.</p>
Regional Ministry of Agriculture, Water and Rural Development	<p>Regional body with certain competences related to occupational health and safety in the fields of agriculture and livestock.</p>
AMAT	<p>Association of Mutual Insurance Companies collaborating with the Social Security, entities that, in collaboration with the Social Security, carry out the health and administrative management associated with occupational contingencies (accidents at work and occupational illnesses).</p>

Stakeholder	Link with the participatory process - Role
AVALTO	<p>Toledo Association of Occupational Accident Victims. Private association that defends the interests of victims and relatives of accidents at work.</p> <p>Its participation in the Agreement is not at the same level as that of the other agents, as it was convened to hear their demands and proposals, as it is a group with very limited private interests.</p>

2. Timeframe

The actions will run from June 2022 to June 2023. We expect that the inputs of the Action Plan will have a positive impact on the rest of the life cycle of this initiative until 2026.

TIME	PHASE
June-September 2022	PHASE 1
September-October 2022	PHASE 2
November 2022-March 2023	PHASE 3
March 2023-June 2023	PHASE 4

3. Indicative costs

Estimated cost of the Action Plan is 10,000 euros fully financed by the regional Administration of Castilla-La Mancha.

4. Indicative funding sources

The actions deriving from the Strategic Agreement are financed with own funds from the Autonomous Community of Castilla-La Mancha and are estimated at 29,5 million euros distributed from 2022 until 2026. This amount includes personnel costs, operational costs, advertising campaigns and aid lines for companies.

Date

Signature

Stamp of the organization

