



2008/108471 Project Health, Safety and Environment (HSE) in the Work place, Bulgaria
Проект 2008/108471 "Здравословни, безопасни и екологични условия на труд", България

Final International Conference

IMPROVED SOCIAL DIALOGUE ON HEALTH AND SAFETY THROUGH COOPERATION BETWEEN NORWAY AND BULGARIA

Problems related to shiftwork

30-31.03.2011

Sofia

The Project is supported by a grant from Norway through the Norwegian Cooperation Programme for Economic Growth and Sustainable Development in Bulgaria

Проект с финансовата подкрепа на Правителството на Норвегия чрез Норвежката програма за сътрудничество за икономически растеж и устойчиво развитие в България



Problems related to shiftwork

I. Physiological problems:

- **Disturbances in rhythm clock**
- **Reducing the quantity and the quality of sleep**
- **Greater fatigue**

This leads to:

- **Increased incidence and prevalence**
- **Absenteeism**

Problems related to shiftwork

II. Health Problems:

- **Cardiovascular diseases**
- **Gastrointestinal diseases**
- **Diabetes and metabolic diseases**
- **Psychological disorders**

These problems lead to:

- **Frequent incidents and accidents**
- **Turnover of workforce**

Problems related to shiftwork

III. Social problems:

- **Family problems**
- **Impoverishment of social contacts**

These problems lead to :

- **Greater incidence of divorce**
- **Exclusion from community, social and cultural events**
- **Reducing the circle of friends, need more effort to organize family visits, meetings with friends, going out with companies**

Guidelines for optimization of shifts and night work



I. Recommendations to managers

- ➡ **Have clear, precise and consistent with the regulations and codes of good practice program for the organization of working time**
- ➡ **Maintain complete and accurate database for scheduling of shifts and the order of their rotation**
- ➡ **Have a computerized system for calculating working time**
- ➡ **To comply with applicable regulatory requirements systems work overtime and other**

Guidelines for optimization of shifts and night work



II. Recommendations for shift workers

- **Insist to organize special meetings with the heads of professional associations and trade unions in convenient for all, including for the replacement workers time.**
- **Provide union representative available during all shifts, especially at night.**
- **Select some of the shift workers for union representatives. It is useful shift workers to become trade union leaders, so that problems of shift work will not be forgotten.**

CONCLUSION

To ensure health and safety in shift work employees require the efforts of all participants in the labor process - employers, occupational medicine, safety authorities on labor organizer, working conditions committees and groups, unions and others, and themselves shift workers.



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THANK YOU FOR ATTENTION !

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