

The Role of the Safety Representative in Italy

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Part One

1 The Safety Representative in Italy

The data included in this part of the Report are taken from the “*Final report of the monitoring and controlling project of the implementation of the Decree Law no. 626/94¹*”, 2003. The project was promoted by the Coordination of Regions and Autonomous Provinces and carried out by the Prevention Department of different Local Area Health Units (12 Regions and 1 Autonomous Province²), under the coordination of the Health Agency of the Emilia-Romagna Region. The project aims to investigate to what extent the Decree Law no. 626/94 has an impact upon working conditions and suggests innovative proposals. The survey is based on a sample of firms, i.e. 8,138, representing different categories in terms of size, sector, production, and ownership. The coordination of the Presidents of the Regions and Autonomous Provinces chose to skip all those firms with fewer than 5 workers. With regard to the sector, 60% of the sample of the survey consists of industrial production and 40% of services. From a size point of view, the two most representative brackets are the first (6-9) and the third (20-199), both reaching 30%. Much smaller is the last size-bracket (over 200 workers), with a percentage of around 10%. Furthermore, it should be highlighted that all the Local Area Health Units involved adopted the same methodological approach and tools in collecting data, favouring the comparison and evaluation of the final results. Besides the introduction and the methodological explanation (1 section), the report consists of 7 chapters (2 sections) dealing with different aspects introduced or modified by Decree law 626/94:

- organisation of the corporate prevention system and the management of preventative practices;
- risk assessment;
- planning of preventative and protective measures;
- information and training of workers;
- consultation and participation;
- subcontracting;
- health surveillance.

¹ In Italy, the whole field of workplace Health and Safety is regulated by Decree Law no. 626/1994, which implemented eight EC Directives on such matters (Directives 89/391, 89/654, 89/655, 89/656, 90/269, 90/270, 90/394 and 90/679).

² Autonomous Province of Trento and the following Regions: Lombardy, Piedmont, Liguria, Emilia-Romagna, Tuscany, Umbria, Marche, Lazio, Puglia, Sicily, Sardinia and Molise.

The last Section is dedicated to a final assessment and interpretation of the results. Since this paper focuses on the role of the Safety Representative in Italy, attention will be paid to this in the specific chapter on consultation and participation.

1.1 Consultation and Participation

While implementing the EU directives, the Decree Law 626/94 introduced important actors for health and safety management on the workplace. Amongst these, the safety representative (translated into Italian as: *Rls- rappresentante dei lavoratori per la sicurezza*) definitely plays a key role.

1.2 The Presence of Rls

The survey shows that the Rls is present in 71% of the sample firms and his/her presence varies according to the size of the firm considered: 88% of the large sample companies (more than 200 employees), less than 80% in the medium companies (from 20 to 199 employees), 65% of the small companies (from 10 to 19 employees), and 50% of micro-companies. According to art. 18 of Decree Law 626/94, the Rls is elected or designated in all the companies or production units: directly elected by and among the workers in companies with over 15 employees and with the chance to designate an external sectoral or territorial representative for companies with fewer than 15 employees. The survey indicates that in 96% of cases the Rls was elected inside the company and in only 4% (232 of the sample companies) from outside. Among the Rls elected inside a company, only the 29% is elected within the Unitary Workplace Union Structure (RSU). This percentage varies from 80% of the micro and small companies to 61% for large companies. This gap is mainly explained by the diverse industrial relations structure³, which depends on the size company.

It is interesting to compare the average presence of Rls and the specific situation for each sector. Taking into consideration only those industries represented in the sample by over 100 firms, the survey indicates that highest percentages are in the metalworking industry (81%) and chemical industry (81%), in private industry, and public administration (82%) and health sector (85%), regarding the public sector⁴. The smallest presence rates are in the hotel and restaurant industry (56%) and in brokerage firms (55%).

³ According to the nation-wide multi-industry agreement signed in December 1993, in application of the Tripartite Agreement of 23rd July 1993 and in line with the Italian labour chart (law no. 300/70), the Rsu (Unitary Workplace Union Structure) can be set up in production units that have more than 15 employees.

⁴ In the public sector, differently from the private sector, the union representation and representativeness are regulated by law.

1.3 *Consultation and Involvement of Rls*

In accordance with art.19 of the Decree Law. 626/94, the Rls should be consulted in advance and in good time on any decisions regarding the prevention of risks to employees' health and physical well-being at the workplace, risk assessment and preventative measures, the organization of work and the physical work environment, health and safety training, accidents and occupational illnesses. They may also suggest comments and proposals on these matter. Contrary to expectations, only a few more than 60% of Rls has been consulted on risk assessment, 70% on the planning of preventive measures, fewer than 30% on the designation of the prevention and protection services manager (RSPP), and 64% on the training of employees with specific safety related tasks. The consultation process is more developed in larger companies, even though the gap between small and large companies does not exceed 20%.

The majority of companies provides information to Rls on risk assessment (95%), but only 60% on the documentation realised by the surveillance bodies.

1.4 *Instruments of Rls*

Only 10% of Rls (15% in micro and 6% in large companies) have no instruments with which to communicate. Most of the Rls can indeed use different instruments: 65% can use a desk or fax, 55% have an office at their disposal, 49% a computer, and 30% an answering machine.

1.5 *Relationships between Rls and the company*

In 74% of the sample companies, the role and activity of Rls is not only accepted but also encouraged or situated within a collaborative policy framework on a regular basis. On average, in 26% of cases the presence of Rls is tolerated or even discouraged. That percentage rises to 34% for the micro-companies.

The data indicate a positive relationship between Rls and the company. Nevertheless, a deeper analysis runs counters to first impressions. Considering only the sample companies in which a Rls has been elected, the yearly meeting⁵ is held only in 74% of cases. Furthermore, among these companies, in 20% of cases the meeting was only a formal commitment to be fulfilled, in 38% of cases it was well-prepared and in 42% it was operative and in line with the prevention objectives. The large companies are the ones that attach most importance to the annual meet-

⁵ According to art. 11 of Decree law no. 626/94, in all the companies/production units with more 15 or more employees, the employer, directly or through the prevention and protection services, arranges a meeting at least once a year.

ing (in 80% of cases the meeting fits in with prevention objectives) whereas in small and micro-companies there is no meeting in 77% of cases. These data do not come as a complete surprise as the small and micro-companies are not obliged to hold the meeting. What should be highlighted is that the RIs does not call it, even though he/she is entitled to do so.

In order to better evaluate the relationship between RIs and company, it is important to take other elements into consideration. First of all, only in 67% of cases are the RIs regularly and usually involved by the RSPP. Secondly, in 67% of cases, the RIs gets information from the appointed physician⁶, and 57% of RIs receive the specific training as laid down by the Decree Law no. 626/94. Only a part of the companies actually consider the RIs a strategic figure for developing preventative health and safety measures. The situation get worse when the survey focuses on the pro-active role that the RIs can play: 55% of RIs are involved in formation planning, 50% in training planning and 19% of RIs put forward suggestions to amend the procedures. It appears clear that the management system shows some weak points. By looking at the diverse participation and consultation activities one by one, a strong discrepancy is evident. Whilst 88% of RIs, of those designated before the risk assessment (half of the sample companies), take part concomitantly in drawing up a programme of measures, information and training planning, and updating the procedures, only 43% of RIs are consulted contemporaneously on risk assessment, planning the measures, appointment of RSPP and members of the prevention and protection services, appointment of emergency workers and their training. The critical element is the lack of concrete consultations with RIs.

1.6 Significant correlations

The survey provides a corporate quality indicator to measure the positive or negative impact that each company has on health and safety management. Secondly, the same quality indicator has been related with other variables in order to understand to what extent they can explain the value of the indicator.

With this aim in mind, the quality indicator has also been compared with the presence of RIs in the company. This operation has revealed a correlation between a positive value of the indicator and the presence of RIs. RIs is present in 55% of the sample companies that the quality indicator regards as *unsatisfactory*, in 82% considered as *sufficient* and 92% evaluated as *satisfactory*. It is evident that the higher the presence of RIs the more positive the quality indicator is. A deeper analysis brings to light other correlations that see the RIs as playing a key-role. There is a regular collaboration between RIs and the company in 16% of those companies that the quality indicator indicates as *unsatisfactory*, in 40% regarded as *sufficient* and

⁶ The Decree law no. 626/94 also regulates the activity of the appointed physician (in Italian: *medico competente*) who works in collaboration with the employer and prevention and protection services for the application of preventative measures.

in 52% in those companies assessed *satisfactory*.

Upon looking at the correlations, other important information emerged:

- A complete and coherent risk assessment is positively correlated with a regular and well-developed relationship between RIs and the company.
- The existence of safety procedures is positively correlated with the holding of operative and well-prepared annual meetings.
- The chance to provide training courses for all workers is positively correlated with the participation of RIs in the planning phase and with the systematic collaboration with the company.

Part Two

2 A Proposal

2.1 The Objectives

On the basis of the scenario outlined in the Part One, it seems necessary to undertake a study on the effectiveness factor of the safety representative's role. The study should start from the evolution of the figure of the RIs since it was created. It is necessary to understand the effectiveness of their role relating to prevention and to the improvement in working conditions; it is also necessary photograph the role of the RIs and their role in regard to their activities, the difficulties they face, their needs and strengths.

2.2 The methodology

In order to reach the objectives, it seems important to use an integrated methodology with qualitative and quantitative methods.

Phase 1

Sources and documentation listed in Part Three should be used in order to set up an analysis desk on the context. The analysis will be useful to systematize all the information from different kinds of source: other research available at European and national level, web sites, databases, laws, so-called 'grey' literature. The analysis desk indeed represents the starting point for the empirical research that will focus on its main results and will verify its conclusions.

Phase 2

In this second phase (the empirical research) it would be necessary to proceed, on one hand, by conducting in-depth interviews with stakeholders (relevant representatives of the social partners – workers' and employers' representatives - and representatives of the institutions); on the other, by creating two different kinds of questionnaire: one referring to a sample of RIs/Rlsts, the other to a sample of workers.

In-depth interviews should be addressed, at the national and regional level, to:

- trade union representatives,

- employers' representatives,
- bilateral bodies' representatives.

Interviewers should have experience in the management of interviews, which could be individual or collective. In order to conduct the analysis, interviewers will use a draft of issues that will be dealt with during the interviews with stakeholders.

The results from the analysis desk and from the empirical research could be useful in order to formulate two sets of questions (two questionnaires): one of them should be filled out by a sample of workers (in order to investigate their perception of the role and the importance of Rls/Rlst); the other by a sample of Rls/Rlst. Moreover, both questionnaires should be distributed at national level; questionnaires are indeed a method for collecting a broad range of information from a large number of respondents. In order to analyse the perception of Rls/Rlst about their role, about their needs and their potential, it seems important to involve Rls/Rlst actively in the research.

Phase 3

Furthermore, researchers should create a database with all the available information on:

- training and information activities (contents, duration according to current law, negotiated training, etc.) attended by Rls/Rlst;
- organizations and bodies that are (or may be) a point of reference to Rls/Rlst in terms of training activities, how to get the appointment, the applicable law, how to solve problems, etc..

Phase 4

After the carrying out of the empirical research, it seems important to organise search conferences. They are usually used to determine the conditions that allow the members of multiple groups, groups often having divergent interests, to co-operatively deal with the different dimensions of a complex problem. The aim of the search conference is to obtain a new perspective on a problem in such a way as to generate new options and create new possibilities for a more cohesive relationship between the many who had not till then been able to co-operate owing to evident incompatibility. The Institute for Labour Foundation has split the problem of the classical search conferences into two separate moments⁷:

⁷ See:

<http://www.fipl.it/index.phpsc?op=metodologia&title=La%20metodologia&testCookie=1>

- The diagnosis, obtained via the discussion groups, a well-defined research technique, which can be supported by individual interviews;
- The development of shared generative concepts obtained via the search conferences.

The work is usually performed only in plenary session, so the group normally does not exceed 20 members.

The search conferences will bring together stakeholders involved in the project and interested in the role of RIs/RIsT (RIs/RIsT, workers' and employers' representatives, representatives of institutions, etc.). It will represent an important chance for participation and should aim at disseminating and discussing the results of the research carried out.

2.3 *The Timetable*

Phase 1	Analysis desk	2 months
Phase 2	Empirical research (questionnaires and interviews)	4 months
Phase 3	Database	1 months
Phase 4	Search conferences	1 months

Part Three

3 List of Sources

3.1 Laws

Law no. 300 dated 20.05.1970 Norme sulla tutela della libertà e dignità dei lavoratori, della libertà sindacale e dell'attività sindacale nei luoghi di lavoro e norme sul collocamento – Labour Statute

Art. 9 of the Italian Workers' Statute assigns worker representatives the right of promote and monitor measures relating to health and safety on the workplace.

Decreto Legislativo n. 626 del 19.09.1994 Implementation of the directives 89/391/Cee, 89/654/Cee, 89/655/Cee, 89/656/Cee, 90/269/Cee, 90/270/Cee, 90/394/Cee, 90/679/Cee, 93/88/Cee, 95/63/Cee, 97/42, 98/24, 99/38 and 2001/45/Ce concerning the improvement of safety and health of workers while at work.

Updates:

CIRCULAR No. 68 dated 3.10. 2000 Access by the workers' safety representative to the risk evaluation document. Interpretative clarifications.

Decree law dated 4th August 1999, no. 359 Implementation of the directive 95/63/CE that modifies the directive 89/655/CEE relating to the minimum requirements for health and safety for the use of working equipment by the workers.

Decree law of government n° 66 dated 25/02/2000

Implementation of the directives 97/42/CE and 1999/38/CE, that modify directive 90/394/CEE, on the subject of the protection of workers against the risks stemming from exposure to cancerous or mutating agents during work.

Law dated 29 December 2000, no. 422

Disposizioni per l'adempimento di obblighi derivanti dall'appartenenza dell'Italia alle Comunità europee – Legge comunitaria 2000"

Law dated 1st March 2002, no.39

Disposizioni per l'adempimento di obblighi derivanti dall'appartenenza dell'Italia alle Comunità europee. Legge comunitaria 2001 .

The eight European directives regarding the regulation of the health and safety at the workplace (Directives 89/391, 89/654, 89/655, 89/656, 90/269, 90/270, 90/394 and 90/679) have been implemented, in Italy, by the Legislative Decree 626 in 1994. The decree law. 626/94, specifically the art.18 and art.19, introduced and regulated the role of Rls/Rlst (workers' representative for safety).

The activity of Rls/Rlst is regulated also by sector agreements both at national and local level (in the hyperlinks the local level refers to Emilia-Romagna): [Farming and Fisheries](#), [Industry](#), [Service](#).

National agreement decree law no. 626/94 dated 03.09.1996

In accordance with art.18 and 20 of D. Lgs. 626/94, the social partners of the handcraft sector signed a national multi-sector agreement (in September 1996), regulating the role of Rlst (the safety representative at the territorial level) for those enterprises with fewer than 15 employees) and the creation of joint bodies with the task of supporting the activity of Rlst. The signature of the national agreement represents the beginning of the implementation process through regional agreements: [Abruzzo](#), [Basilicata](#), [Calabria](#), [Campania](#), [Emilia-Romagna](#), [Lazio](#), [Liguria](#), [Lombardy](#), [Marche](#), [Piedmont](#), [Sardinia](#), [Sicily](#), [Toscana](#), [Umbria](#), [Bolzano](#).

INTERCONFEDERATE AGREEMENT FOR COMMERCE 20th NOVEMBER 1996, on the workers' safety representatives at the workplace, between Confcommercio and FILCAMS-CGIL, FISASCAT-CISL, UILTUCS-UIL. *Regarding the commerce, the national social partners reached a specific agreement dealing with Rls/Rlst. The figure of Rlst is also envisaged in the constructions sector ([art. 89](#), industry-wide agreement of 5th July 1995).*

Charter 2000 (1999)

It is the programme in which the government, institutions, public authorities and social partners agree upon the steps to be taken in order to concretely improve working conditions. In line with Charter 2000 and to clarify and strengthen the role of Rls-Rlst, the Ministry of Labour issued several ministerial memoranda (ministerial circular): [Circular 22/02/2000](#), [Circular 40/2000](#), [Circular 68/2000](#).

Promozione della sicurezza, della regolarità e della qualità sociale delle condizioni di lavoro in emilia-romagna. approvazione linee di intervento e schema di protocollo d'intesa, no. 733 8th May 2001
The Regional Health Plan of Emilia-Romagna, a unique case in Italy, introduced measures aimed at improving the information and training conditions, and, with the legal disposition no.733, 8th May 2001, officially recognises the supporting role of SPSAL (safety and prevention service of the Local Health Units) and the importance of setting up the SIRS (Information Service for the Safety Representatives). The SIRS is decentralised at the local level and is always a result of a bargaining process: [Bologna](#), [Cesena](#), [Ferrara](#), [Forlì](#), [Modena](#), [Ravenna](#), [Reggio Emilia](#), [Rimini](#).

3.2 *Principal documents useful for Rls*

Periodicals

“2087 RLS : formazione e informazione sulla sicurezza sul lavoro”, Roma, Ediesse, 1998.

Monthly review for RLS on training and information on safety at work.

Indexes available at: <http://www.2087.rassegna.it>

Article 19, Bologna, Sirs.

Two- monthly information and communication newsletter realized by SIRS specifically created for RLS. It informs on the principal themes related to safety at work: laws, contracts, technical documents, workshops, meetings, publishing news.

Available at: <http://www.provincia.bologna.it/sicurezza/articolo19.html>

“Il gazzettino della prevenzione: periodico diretto ai rappresentanti dei lavoratori per la sicurezza”, Milano, CGIL, CISL, UIL, 1998.

“Tutela”, Rome, Inas, 1985.

Quarterly newsletter, published by the Italian Confederation of Trade Unions.

Handbooks and articles

Angelini, C., *Consultazione del Rls e consegna del documento di valutazione dei rischi* in “Tutela”, 2000, 3/4, pp. 22–25.

Abstract: *Consultation with RLS and formulation of the Risk-value report.*

Bacchini, F., (edited by), *Rappresentanti dei lavoratori per la sicurezza: la formazione* in “ISL Igiene & sicurezza del lavoro”, A. 7, no.5, May 2003; p. 281-284.

Abstract: *The role of training for RLS, that is provided by legislative decree 626/1994 . Analysis of legislative sources and articles of collective agreement, that deals with training for RLS*

Barbato, L., Frascheri, C., (eds.), *Il rappresentante dei lavoratori per la sicurezza : compiti, funzioni, strumenti*, Roma, Edizioni Lavoro, 2004.

Abstract: *Role, aims, tools of RLS.*

Galli, G., *Il rappresentante dei lavoratori per la sicurezza*, Rome, EPC Libri, 2001. - 194 p.

Abstract: *This book is meant to be a handbook for the Rls. It gives information about principal rights and duties of RLS but it also offers indications on how the RLS may organise their work.*

Galli, G., Massardi, I., *La formazione del rappresentante dei lavoratori per la sicurezza*, Roma, EPC Libri, 2006, + cd rom.

Abstract: *This book contains three different and integrated training modules and some case studies, role-plays and evaluation tests.*

Informazione e formazione per la partecipazione al sistema sicurezza. Materiali e metodi di formazione ed informazione. Manuale rivolto a RLS del comparto legno.

Abstract: *Information and training tools for RLS people employed in the timber sector.*

Vademecum per l'elezione e i primi cento giorni dei rappresentanti dei lavoratori per la sicurezza con gli accordi interconfederali e il decreto legislativo 626/94, Roma, Ediesse, 1995, 89p.

Key words: *safety and health personnel; workers participation; safety and health committee; functions; responsibility; legislation; Italy.*

Online sources

Corso formativo per RLS (volume 1 e 2), ISPESL.

Available at:

http://www.ispesl.it/formaz/pacchetti/RLS_ProgrammazioneEsecutiva.pdf.

Abstract: *This is a training pathway directed to RLS. It has been published, with a popular and demonstrative purpose, to make it possible to match the different demands of the whole national territory. It lasts 46 hours and must be integrated by self-teaching by the RLS.*

Documentation produced for the RLS

Available at: http://www.lomb.cgil.it/ambsalsic/rls_page.htm

RLS

Available at: <http://www.altnet.it/rls/>

SIRS

Available at:

<http://www.sirs.provincia.bologna.it/>

<http://www.ausl-cesena.emr.it/auslhtml/DipPrev/rls/Default.htm>

Further information: *This is an information service for RLS. The SIRS is decentralised at the local level and is always the result of a negotiation process.*

Conclusions and speeches of main SIRS workshops.

Available at: <http://www.sirs.provincia.bologna.it/ATTI/atti.htm>

SIRS library

Available at: <http://www.sirs.provincia.bologna.it/STRUMENTI/SOMMARIO.htm>

Further information: *This a catalogue of useful and interesting books, publications, guidelines, laws. RLS can find this documentation directly from the SIRS li-*

brary or the Public Health Department (AUSL Bologna).

Everything for the RLS

Available at: http://www.uil.it/newsamb/rls/rls_menu.htm

3.3 Literature on the Role of RLS

Books and Articles⁸

Agenzia Sanitaria Regionale della Regione Emilia-Romagna, *Il miglioramento della qualità dei servizi di consulenza per la salute e la sicurezza sul lavoro / Agenzia sanitaria regionale dell'Emilia Romagna*, in “Lavoro e salute : agenzia notizie per la prevenzione nei luoghi di vita e di lavoro”, 2001, no.9, Sept. available from:

<http://www.regione.toscana.it/ius/ns-lavoroesalute>

Abstract: *The quality of consultancy services for health and safety at work. Definition of consultant. Kinds of firm or organisation for the intervention of health and safety consultant. The relationship customer/consultant, the consultant and prevention, skill-value of the consultant.*

ASL Pisa, SNOP Toscana, *L'informazione e la comunicazione per i rappresentanti dei lavoratori per la sicurezza. Strumenti ed esperienze a confronto*, Pisa 10th June 2005.

Abstract: *Workshops proceedings on information and communication tools for RLS. Best practices and experiences.*

Barbato, L., *Azioni e strategie innovative per una efficace e migliore partecipazione alla sicurezza aziendale del rappresentante dei lavoratori per la sicurezza nella piccola e media azienda*, Roma, Tipografia C. Neri, 1998.

Key words: *plant safety and health organization; plant safety organization; plant health organization; safety and health committese; worker participation; Italy.*

Biagi, M., *Dalla conflittualità negoziale alla sicurezza partecipata: relazioni industriali e ambiente di lavoro in Europa verso il 1992*, Bologna, Maggioli, 1991.

Abstract: *Industrial relations and protection of work environment in Europe. The role of worker participation.*

Birindelli, L., Montanari, E., Sordini, M., *Da soli ci si fa male. Il sistema partecipato di prevenzione e sicurezza sul lavoro*, in “Quaderni di Rassegna Sindacale”, 4, 2001, pp.145-160.

Abstract: *Workers' participation in improving health and safety practices at work.*

⁸ Most of them are available in libraries, some documents are also available on the Internet.

Censis, *Verso un modello partecipato di prevenzione*, Roma, Censis, 2001.
Abstract: *Survey on fulfilment of relationships for prevention, provided by legislative decree 626/94, in order to appraise the role and the contribution of all the actors.*

Corrente, E., *Conferenza Nazionale dei Rappresentanti dei Lavoratori per la Sicurezza (RLS)*, in: "ASI", 2000, vol. 8, fasc.45, pp. 17-19.
Abstract: *Proceedings of the National Conference of RLS.*

Il rappresentante dei lavoratori per la sicurezza, Bologna, Sinform, 1995, 1 CD-ROM.

Keywords: *plant safety and health organization; plant safety organization; plant health organization; safety and health committee; workers participation; Italy; trade union document.*

Ichino, P., *Riflessioni sulla riforma della rappresentanza*, in "Rivista Italiana di diritto del lavoro", 1995, I, pp.393 ss.

Abstract: *Comments on representatives' reform.*

Iucci, S., *Prevenzione dei rischi: organismi paritetici, sulla carta e poco più*, in "2087/RLS", 2001,n. 6/7.

Abstract: *Consideration on the ineffective role of the joint committee for risk prevention.*

Salute e sicurezza tra contrattazione aziendale e ruolo delle istituzioni, Assemblea nazionale Rls, Rome, 6th June 2000, Rome, Meta Edizioni, 2000.

Abstract: *Proceedings of the national meeting of RLS. Health and safety at work, role of institutions and company bargaining.*

Troppi rischi e poca consultazione: i RLS vogliono contare di più, in "2087 RLS", 1999, 5.

Abstract: *This article analyses the contrast between the restricted role of the RLS in the consultation and the growth of risks at work.*

RLS and Training

Barbato, L., Frasccheri, C., *I benefici della formazione nell'attività del rappresentante dei lavoratori per la sicurezza: rapporto di ricerca*, Roma, Caradossi M., 2001.

Abstract: *Study on benefits of training for RLS.*

Lelli, M. B., *Rischio e sicurezza sul lavoro : analisi di un percorso di formazione al ruolo di rappresentante dei lavoratori per la sicurezza*, Tesi di laurea in Psicologia del lavoro, Università degli studi di Bologna, Facoltà di Scienze Politiche, a.a 1998/1999.

Abstract: *Analysis of a training path for RLS. Degree thesis.*

Legislative Aspects

Biagi, M., *Tutela dell'ambiente di lavoro e Direttive Cee*, Bologna, Maggioli, 1991.

Abstract: *The protection of work environment provided by ECC Directives.*

Caiazza, L., *Rappresentanti dei lavoratori e controllori, un rapporto più che possibile*, in "Ambiente & sicurezza sul lavoro", 2000, A. 16, , n.6; p. 5-6.

Abstract: *Guidelines defined by the Ministerial Directive, in order to regulate the relationship between prevention and protection services and RLS, in occasion of inspections.*

Coordinamento delle Regioni e Province Autonome; Agenzia Sanitaria regionale dell'Emilia-Romagna, (eds.), *Rapporto conclusivo del progetto di Monitoraggio e controllo dell'applicazione del DLGS 626/94*, Bologna, Tipografia Moderna, 2003.

Abstract: *See First Part of this document.*

Fondazione Malagugini, *Il rappresentante dei lavoratori per la sicurezza nel Decreto Legislativo n. 626/94: relazioni ed atti del Convegno del 7 aprile 1995 della Fondazione Malagugini*, Milano, CGIL, 1995.

Abstract: *Conference proceedings on the role of RLS, according to the legislative decree 626/94.*

Istituto di tutela e assistenza dei lavoratori ITAL, *Il sistema di prevenzione previsto dal decreto legislativo 626/94 : il rappresentante dei lavoratori per la sicurezza*, Ciampino, Tipografia Fratelli Spada s.p.a.

Abstract: *The role of the RLS and the health and safety prevention system according to the Legislative Decree 626/94.*

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3.4 Literature on territorial representative for health and safety (RLST)

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3.5 Other useful websites

<http://www.aias-sicurezza.it/>: National Association of Safety Employees.

<http://www.snop.it/>: National Association of Prevention Workers .

<http://www.lavoro626.it/>: Research, Training and Consulting Centre focusing on health and safety.

<http://www.diario-prevenzione.it/>: Information website on health and safety created by the Health and Environment Department of Cgil Emilia-Romagna.