



孔子《易经》：变革

- Kong Tze: Reform

奥巴马改革美国：变革

- Obama's reform of the US



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中国社会保障体系工伤康复 领域的改革：变革 -

Social Security System Reform in China in the field of Work Injury & Rehabilitation

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重点 Focus

- **我们应该时刻谨记着，我们要为残疾的人们提供法律、医疗和经济帮助，协助他们重新成为社会一员。**

Most important is to always keep in mind who we are working for: the disabled man or woman who needs our help (legal, medical, financial) to again become a respected person within society.

- **我们今天参与这个讨论正是出于这个原因。希望大家能在演讲和讨论中，以及休息时间踊跃提问，分享想法！**

This is the reason we work together today in this seminar (and your interactive exchange: questions, innovative ideas, problems during the lecture, in the discussion or at breaks is vital!).

老龄化 Ageing

- **人口结构的改变：老龄化**
Demographic change: ageing
- **人口老龄化：更多慢性病，医疗费用增加**
Ageing Population: more chronic diseases, more medical consumption;
- **逐渐老龄化的社会 + 经济情况的变化 --> 渴望变革**
Ageing society + changing economics -> wish to reform

积极管理

Active Management



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€ = ¥

为何建立体制？

Why build a system?

- **体制中估计有 1 %**
Estimated 1% in the system
- **目前有许多人还在体制之外，中国希望 2020 年前，体制能覆盖所有人**
Many are left out now, China wants everyone in the system by 2020
- **每年工伤人数大于 1 百万**
>1.000.000 annually work injury
- **由于职业病享受补贴的有七十万人**
700.000 enjoy compensation because of occupational disease

为什么统计数据重要？

Why are statistics important?



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- **很多经理都会在数字上做功课！**

Any manager wants to make the numbers work!

- **只有当成果符合 成本 - 效果（成本 - 效果比）时，才是须要是可持续的**

The outcome must be cost effective to be sustainable

统计数据（可靠的！）

Statistics (reliable!!)

- 工伤和职业病的定义
Definition of work injury and occupation disease
- 质量和标准评估
Quality and criteria of assessments Categories
- 伤残的种类和等级
(for instance Brain Injury, Spinal Cord Injury (see tomorrow) and level of disability)
- 每个种类和等级的受伤人数 = 对任何计划都很重要
Numbers of affected people per category & level
(corresponding with total duration and intensity of treatment) = essential for **any** planning

一项挑战和创新的机会



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A challenge & a possibility to be innovative

更好的管理 --> 更好的服务，更低的成本

Better management -> better services,
fewer costs

体制如何建立？

How build a system?



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- **立法** Legislation
- **标准化** Standardisation
- **实施** Implementation

中国社会保障体系改革：“一项简单的任务”

Reform of the Social Security System in China: “an easy task”



- **历史：据前苏联模式建立起来的社会主义体制**
History: socialist system based on the former soviet system
- **目前：过去几年和未来立法上的改变**
Current: legislative changes in past and coming years
- **各个领域实施方法多种多样**
Wide variety in implementation on all fields
- **在建立人民可以负担的可持续发展社会保障体系方面，还大有潜力**
Enormous potential to shape a functioning Social Security system which is sustainable and affordable

目前：过去几年和未来立法上的改变

Current: legislative changes in past and coming years

- **2004年：国务院颁布了工伤保险条例**

2004: Regulation on Work Injury Insurance issued by the State Council

- **2007年：关于加强工伤康复试点工作的指导建议**

2007: Notice on Exploring the Instruction for Enhancing the Pilot Work on Work Injury Rehabilitation

- **第一阶段——部署（2007年底前）；第二阶段——实施（2008年初到2009年底）；第三阶段——评估（2010年上半年）；第四阶段——推广（2010年下半年开始）**

Stage 1 – Deployment phase (before the end of 2007); Stage 2 – Implementation phase (from beginning of 2008 to the end of 2009); Stage 3 – Assessment phase (in first half year of 2010) and Stage 4 – Extension phase (after first half year of 2010).

立法：困难

Legislation : problems

- **缺乏良好的工伤保险和康复管理机关，以及具体工作程序**

Lack of well-functioning administrative bodies for work injury insurance and rehabilitation and concrete working procedures

- **对法规的实施和各地实施进展的监控缺乏具体标准和方针**

Lack of detailed standards and guidelines for implementing the legislation and monitoring progress of the different implementation phases at local levels.

标准化

Standardisation

- 全国各地在各个层次制定的标准不同

Standards have been developed in different parts of the country at different levels

- 广东省制定了大量的标准，质量很好

In Guangdong province, a great number of standards are produced with good quality.

- 人力资源和社会保障部通过了两个标准，并将其推行到全国：康复的早期介入和康复医院建立标准。

Two standards have been adopted by MOHRSS (Ministry of human resources and social security) and brought to the national level: early intervention in rehabilitation and criteria to set up a rehabilitation hospital

指南的原理 (1)

The reality about Guidelines



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- **贯穿职业开发指南和质量标准**

Throughout career development of guidelines and quality criteria

- **学者们认为它们过于简单**

Academics find them too simplistic

- **经理们认为它们过去复杂**

Managers find them too complex

指南的原理 (2)

The reality about Guidelines



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- **专家们在忙碌的日常生活中没有看到好处**
Professionals do not see the benefit in their daily too busy lives
- **保持指南的简单，通过日常生活使工作量减少或使工作更加愉快，提供深度培训并监督使用结果！给予表扬**
Keep guidelines simple, usable in daily life to make the workload less or work more interesting, give an intense training and monitor results of usage. Give compliments!

其它成功项目

Success of any Program



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- 实施 Implementation
- 实施 Implementation
- 实施 Implementation
- 因为。。。如果想在工作方式中取得成功，就需要让大家看到他们日常工作的好处。（更少工作，简单的管理，更少的抱怨等）

Because.....for the success of any change in working method people need to see the benefit for their daily work (less work, easier administration, less complaints etc).



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工伤保险的目的

Aims of Work Injury Insurance

- 康复 Rehabilitation
- 赔偿 Compensation
- 节约费用 → 预防
Cost reduction → prevention

全世界的难题

Dilemma worldwide

赔偿

VS

重新融入社会

Compensation

versus

Reintegration

康复 Rehabilitation



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- **医学康复** Medical
- **职业康复** Vocational (occupational)
- **社会康复** Social

医学康复（目的） Medical (aim)

- **治疗（生理和精神）**
Curation (Physically and mentally)
- **预防疾病反复和事故再次发生**
Prevention of re-occurrence of disease or accident
- **适应工作**
Fit for Work
- **回归社会**
Back into Society

重点在预防

Focus on Prevention



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如何减少工伤和职业病？

How to reduce work injuries and occupational diseases?

雇主 Employers



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考虑的是

Think in € € €
€ € €

因此
So

官员和专家
officials & professionals
也需要这样考虑
need to think alike

让伤残的费用看得见 (1)

Make disability visible in costs



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- 雇员生病，没有产出

The employee is ill and does not produce;

- 病假的费用，可能的伤残

Cost of sick leave, possibly disability;

- 可能的罚款（当工作条件危险时）

Possible fine (when working condition was dangerous);

- 可能的保险要求

Possible sanction in insurance scheme;

让伤残的费用看得见 (2)



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Make disability visible in costs

- 工人可能提出的要求 (当疾病是由很差的工作条件造成的)

Possible claim of worker (illness was caused by bad working condition);

- 雇佣的临时的新员工

Hire of temporary “new” employee;

- 培训新员工 (需要培训的新员工会造成部分损失)

Training of new employee (person who needs to train the new employee has partial loss of production);

- 伤残员工的返回需要成本

Return of (partially) disabled employee costs energy

预防 Prevention

- **看得见的成本 -> 意识 (了解风险评估)**
Visible costs -> Awareness (understand Risk Assessment and Evaluation)
- **意识 -> 投资和意愿**
Awareness -> willingness to invest
- **投资 -> 长期的成本减少**
Investments -> long term cost reduction

例子

Examples

- **2008–2009 欧洲最佳做法奖**
European Good Practices Award 2008-2009
(European Agency for Safety and Health at Work);
- **世界职业安全与健康日**
World Day for Safety and Health at Work;
- **健康工作环境活动**
Healthy Workplaces Campaign

欧洲最佳做法奖（一等奖）（1）

European Good Practices Award (Winners 1)



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- 风险意识和风险评估项目（立陶宛）

Programme for the involvement of associates in risk assessment (Lithuania)

- Manufacture of prepared pet foods: Promoting understanding and awareness of risks among all employees and their managers, and involving them in assessing risks in the workplace.

- 摩托车装配线的风险分析和预防（捷克）

Risk analysis and prevention on a motor car assembly line (Czech Republic)

欧洲最佳做法奖 (一等奖) (2)

European Good Practices Award (Winners 1)



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- Manufacture of motor vehicles, trailers and semi-trailers
Adoption of an active approach to identify and eliminate ergonomic and environmental risks on an assembly producing vehicle lights, with the participation of operators, team managers and expert employees.
- 应用“风险卡”评估和处理风险 (荷兰)
Using ‘risk cards’ to assess and handle risks (The Netherlands)
- Metal industry ‘Risk cards’ were produced and issued to every employee to help them assess and manage risks.

欧洲最佳做法奖（二等奖）（1）

European Good Practices Award (Winners 2)



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- 风险评估作为工作环境持续改进的基础（斯洛文尼亚）
Risk assessment as the basis for continual improvements in the working environment (Slovenia)
- Other personal service activities (Health Spa)
Development of a systematic and proactive occupational safety and health management.
- 应用电子表格对目标车间的评估（丹麦）
Targeted workplace assessment using electronic forms (Denmark)
- Health care sector (Hospital) Development of a new workplace assessment method based on electronic assessment forms.

欧洲最佳做法奖 （二等奖） （2）

European Good Practices Award (Winners 2)



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- 日常安全观察的应用 （芬兰）

Safety observation in daily use (Finland)

- Construction sector Development of a method that can be used to promote workers' safety awareness, corrective action, communications and learning whenever hazards or near-miss incidents are identified.

- 通过合作的方式建立健康和安全生产学校 （罗马尼亚）

A partnership approach to creating a healthy and safe school (Romania)

- Education (secondary school) Steps towards a systematic risk assessment approach in a Romanian secondary school.

欧洲最佳做法奖 （提名奖）

European Good Practices Award (3 Commended)



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- **综合性 - 风险分析和预防**

Comprehensive risk analysis and prevention of risks at rio Tinto minerals Austria Mining industry Complementary use of different methods and tools to better assess the risks.

- **采石部门 - 安全处理含有石棉的原材料**

Quarrying sector - safe handling of raw materials contaminated with asbestos Germany Aggregates industry Development of an integrated management system 'Training – Model Risk Assessment – Model Documentation' for the handling of mineral raw materials contaminated with asbestos.

- **汽车车间的风险评估策略 （斯洛文尼亚）**

A comprehensive approach to risk assessment at revoz car plant Slovenia Manufacture of motor vehicles Comprehensive approach to assess and manage the workplace risks based on the so-called FSSE (a simplified sheet for safety and ergonomics assessment).

就业措施

Employment measures

- **法律激励： 比例、奖金 / 罚款、岗位保护、反歧视
（男 / 女 / 流动人员 / 残疾人）**

Legal incentives (quota, bonus/malus, job-protection, anti-discrimination (male/female/migrant/disabled));

- **经济激励 （+： 津贴、减税， -： 限制， 罚款）**

Financial incentives (+ : subsidies, tax reduction, - : sanctions, fines)

总结

Summary

- 了解风险评估
Awareness: Risk Assessment
- €: 费用和待遇透明
€: make cost/benefit transparent
- 要实现并应用你的头脑（“接吻原则” - 保持简单、无知）：重要的是应用你的网络，寻找互联网和文献，在同一类工厂建立联系等

Be practical and use your brain (“Kiss”-principle” keep it simple, stupid...): in essence use your network, search internet and literature, make connections in the same sector of industry etc.

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- **老龄化的支出 = 巨大的**
Cost of Ageing = enormous
- **包括：政府部门、雇主和雇员必须共同努力来建立一个稳定的系统。**
All involved: governmental institutions, employers and employees must work together to build a sustainable system
- **没人怀疑中国会成功！**
Not one doubt China will succeed