



THE 2012 EUROPEAN INSPECTION CAMPAIGN ON
PSYCHOSOCIAL RISKS ASSESSMENTS IN SPAIN.
MAIN ACHIEVEMENTS

www.meyss.es/itss/index.html

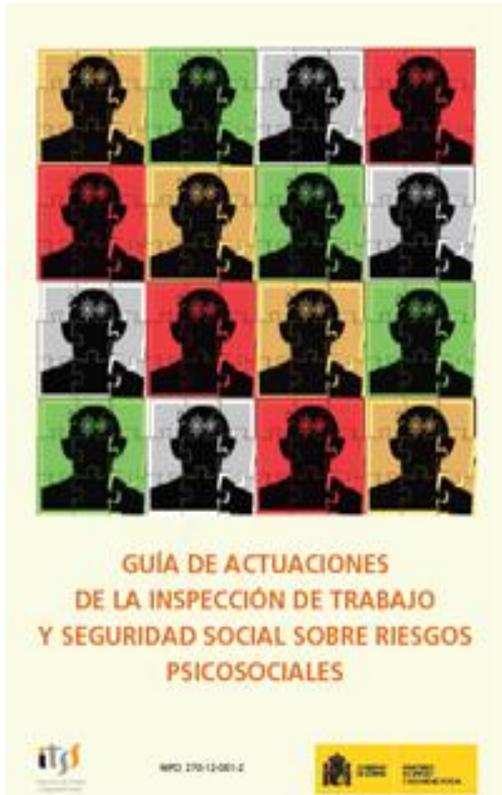
Manuel VELÁZQUEZ

National Project Leader of the 2012 European Campaign on
Psychosocial Risks Assessments in Spain.

Head of the Labour and Social Security Inspectorate in Biscay (Bilbao).



First: The Guidelines of the Labour and Social Security Inspectorate in law enforcement on psychosocial risks



TARGET: The Guidelines clarify the scope of psychosocial risks and the law enforcement tasks of Labour Inspectors in OSH and Labour provisions.

SCOPE of Psychosocial risks: **stress, violence, and fatigue** derived from working time arrangements.

ACTIONS: **OSH rules** should be mainly applicable in **proactive** inspection actions and **Labour rights** (dignity and equal treatment) should be mainly applicable in **reactive** inspection actions.

RISKS ASSESSMENTS should be carried out with a **previous preparation** and by **quantitative and qualitative methods**.

http://www.av.se/dokument/inenglish/European_Work/Slic%202012/GUIDELINES_LSSI_SPAIN.pdf



- **INSPECTORS' TRAINING:**
 - ☞ 57 Labour and Social Security Inspectors have been specifically trained in Psychosocial Risks.
- **PARTICIPATION OF SOCIAL PARTNERS:**
 - ☞ Employers' and Trade Unions' Organisations have been informed at central and local level about the targets of the campaign.
- **PUBLIC INFORMATION:**
 - ☞ The flyer of the campaign and the Guide on Psychosocial risks have been uploaded on the Website of the Ministry of Employment and Social Security.
 - ☞ Press note to the media.



Development of the Campaign

MAIN SECTORS INSPECTED	No. Companies (+50 w.)
SOCIAL CARE	209
CALL CENTRES	52
TRAVELLERS' TRANSPORT	117
OTHERS	12
TOTAL	390



Results of the campaign

	First Verification	Improvement Notices	Final Verification
Risks Assessment performed	41,5 %	30 %	63 %
Partially performed	20 %	20 %	33 %
Not performed at all	38,5 %	38,5 %	2 %

COMPANIES WITH ONLY TECHNICAL ASSISTANCE	COMPANIES WITH IMPROVEMENT NOTICE	COMPANIES WITH PUNISHMENT PROCEDURE
11%	88%	2%



Results and future developments

STAGE	INSPECTION STAGE	RESULTS
First	If the psychosocial risks assessment has been carried out or not	100%
Second	Risk Assessment verified	83%
Third	Plan of Measures verified	64%
Fourth	Periodic Control measures verified	42%

Throughout 2013 the companies in 2nd, 3rd and 4th stages will be reinspected



end

Muchas gracias

Thank you very much

Tack så mycket