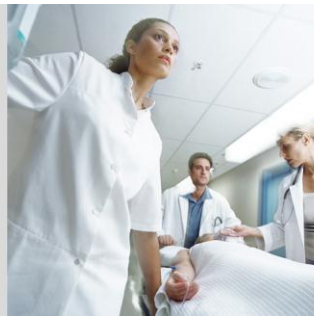


## SLIC 2012 - Campaign on psychosocial risks – Country report I (SPAIN)

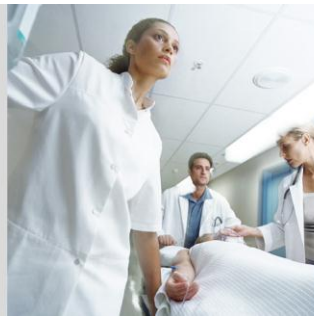
### General description

National legislation	<p>As well as many European countries, Spain does not have specific legislation on psychosocial risks but it does exist a common understanding of implicit inclusion of these risks in the general provisions of the Framework Directive 89/391/EEC and the rules which transpose it, in our case the Act 31/1995 for the Prevention of Occupational Hazards (Ley de Prevención de Riesgos Laborales - LPRL).</p> <p>The general provisions on risks management (risks assessment, action plan, assignment of workers to compatible jobs and investigating the causes of ill-health at work) are directly binding for the employers without the need of any specific regulation and the Labour and Social Security Inspectorate of Spain should enforce them.</p> <p>In addition to these statutory requirements, according to the Spanish courts judgments, the content of the Framework Agreements signed by the European partners may be taken into account by the public powers and therefore by the Labour and Social Security Inspectors in order to guide the application of the general provisions of the Law.</p>
Campaign goals or indicators	<p>The goal was to promote the practice of the psychosocial risks assessment in the Spanish companies and improving the quality of the psychosocial risks assessments according to legal guidelines.</p> <p>Follow-up activities for a great number of enterprises are foreseen for 2013.</p>



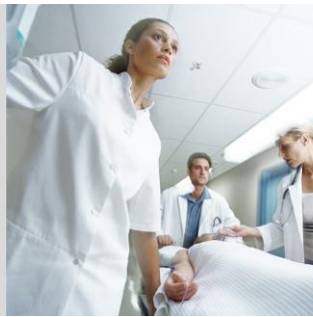
Sectors inspected	Sectors inspected were essentially Social Care companies, Calling Centers and Travelers' Transport. A few of health care centers, hotels and restaurants and other high-tech companies have also been included.
SLIC inspection tools and methods	SLIC tools and methods have inspired the new Guide and Instruction elaborated by the Spanish Labour and Social Security Inspectorate about the campaign.
National tools (existing tools, development of new national tools or adjustment of campaign tools)	<p>The Spanish Labour and Social Security Inspectorate had already approved Technical Criteria about Bullying and Harassment (69/2009) and Third Party Violence (87/2011) in 2009 and 2011.</p> <p>The Spanish Labour and Social Security Inspectorate, with the collaboration of the National Institute for Occupational Safety and Hygiene developed a new Guide on Psychosocial Risks; "GUIDELINES OF THE LABOUR AND SOCIAL SECURITY INSPECTORATE OF SPAIN ON PSYCHOSOCIAL RISKS" both on proactive and reactive inspection actions.</p> <p>There was a specific Instruction 2/2012 "2012 SLIC EUROPEAN CAMPAIGN ON PSYCHOSOCIAL RISKS ASSESSMENT", with the foremost Guidelines and four Annexes on how to perform the campaign on-spot inspections.</p>
Number of labour inspectors	<p>The total number of labour inspectors? 980</p> <p>The number of labour inspectors with competence on psychosocial risks? 980</p> <p>The number of labour inspectors actively taking part in the campaign? <b>Around 100.</b></p>





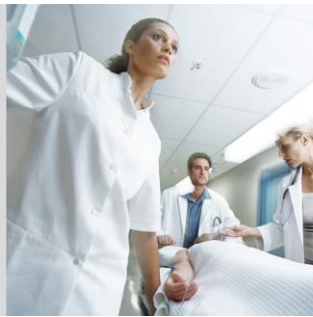
<p>Training</p>	<p>Has specific training for preparation of the campaign taken place? Yes, two two-day training courses, in Barcelona February 1<sup>st</sup> - 2<sup>nd</sup> 2012 and in Madrid February 22<sup>nd</sup> – 23<sup>rd</sup> 2012.</p> <p>Has training material been developed? Yes, “GUIDELINES OF THE LABOUR AND SOCIAL SECURITY INSPECTORATE OF SPAIN ON PSYCHOSOCIAL RISKS”, power point presentations and examples on legal practice.</p> <p>The number of training days per inspector: 2 days, 13 hours course.</p> <p>The number of inspectors trained: 57, (Barcelona 20, Madrid 37)</p>
<p>National evaluation or follow-up</p>	<p>Labour and Social Security Inspectors have filled in the questionnaires of Annexes II and IV of the Instruction 2/2012 “2012 SLIC EUROPEAN CAMPAIGN ON PSYCHOSOCIAL RISKS ASSESSMENT” about the on-spot inspections visit results and their satisfaction about the campaign. The complete report will be casted in February.</p> <p>Follow-up activities for a great number of enterprises will be completed in 2013.</p>
<p>Development of national information materials</p>	<p>Campaign flyer has been distributed.</p> <p>Press note to the media, informing about the campaign, displayed in many media websites.</p> <p>The Guide on Psychosocial Risks; “GUIDELINES OF THE LABOUR AND SOCIAL SECURITY INSPECTORATE OF SPAIN ON PSYCHOSOCIAL RISKS” has been displayed in many websites devoted to Occupational Hazards.</p> <p>This information has been communicated to the social partners by meetings. At a central level we have developed several meetings with the social partners. At a provincial level there have also been a great amount of meetings with the social partners, and when there was no possibility of meeting all the social partners have been informed by sending them the campaign flyers.</p>
<p>Development of a national campaign website</p>	<p>The campaign website has been within the website of the Spanish Labour and Social Security Inspectorate.</p>



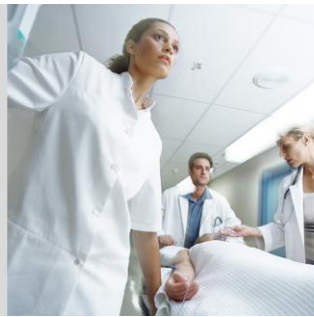


### Assessment of the campaign

Usefulness of background material	<p>Background material was given in the training courses to the Labour and Social Security Inspectors.</p> <p>Background material was considered in order to elaborate the “GUIDELINES OF THE LABOUR AND SOCIAL SECURITY INSPECTORATE OF SPAIN ON PSYCHOSOCIAL RISKS”</p>
Usefulness of the inspection tools (toolkit)	<p>Toolkit was given in the training courses to the Labour and Social Security Inspectors.</p> <p>Toolkit was considered in order to elaborate the “GUIDELINES OF THE LABOUR AND SOCIAL SECURITY INSPECTORATE OF SPAIN ON PSYCHOSOCIAL RISKS”</p>
Usefulness of the project flyer	<p>Most of the Labour and Social Security Inspectors involved in the campaign considered the campaign flyer as very useful or useful.</p>
Usefulness of the project website	<p>We consider the website as very useful, due to the great amount of information loaded. The documents from other Inspectorates uploaded in the website have been taken into account to elaborate our Guidelines</p>



<p>Description of good examples, in attachment if needed</p>	<p>Good examples are related to the use of Psychosocial Risks Assessment together with Human Resources Techniques in the implementation of improvement actions for better communications and better tasks distribution.</p> <p>In other cases, improvement actions on night and shifts workers come together with Health Promotion Plans</p> <p>A workplace with several ambulances´ companies, have done a jointed Psychosocial Risks Assessment for all their workers.</p> <p>A enterprise devoted to travellers´ transport has given the option to the bus drivers between choosing school transport or regular commuters transport.</p> <p>In many cases the workers´ representatives have welcomed and congratulated the campaign.</p>
<p>The inspectors´ overall experiences of the campaign</p>	<p>Most of the Labour and Social Security Inspectors involved in the campaign considered the sectors chosen to develop the campaign as very appropriate or appropriate. Some Labour and Social Security Inspectors have suggested other sectors that could have been appropriated to develop the campaign: Schools, Banks, Private Security and Cleaning sector.</p>
<p>The employers´ experiences of the campaign</p>	<p>Depending on the province that the campaign has been carried out the employers´ experiences have a great deal of oscillation. In provinces where there is a tradition on the assessment on psychosocial risks the campaign has had a better reception.</p>



## Evaluation

Please, scale the following aspects of the event on a 1-5 basis, where 5 signifies “very much”, 4-“somewhat”, 3 – “undecided”, 2 – “not really” and 1 - “not at all”.

	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
Did the campaign influence the national priorities?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Did the campaign induce measures in the enterprises?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Did the campaign contribute to the OSH management and prevention culture in enterprises?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Did the campaign contribute to inform employers and workers?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Did the campaign induce an increase in adequate risk assessments?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Did the campaign improve the national OSH infrastructure?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Did the campaign stimulate enforcement in SME:s and high risk sectors?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Did the exchange of information with other member states stimulate national development?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

