

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

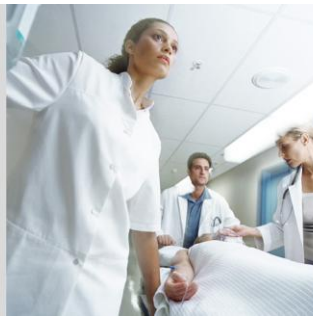
Note: At the moment it is not possible to give more information about the issues with the numbers 1, 5, 6 and 7, the table titled “Assessments of the campaign” because we need to know previously the results of reports made by the labour inspectors.

The same with the questions 2, 3, 5, 6 and 7 for the scale entitled “Evaluation”.

Attached the follow documents: *

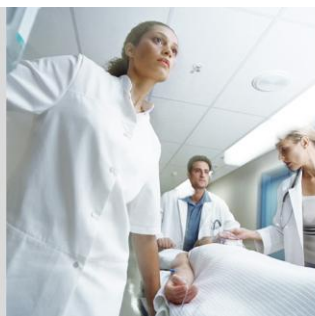
- Schedule with an action plan for the development of the campaign.
- Three types of letters (for public’s identities, employers and general public).
- National guide for the inspection intervention.
- Questionnaire for the workers and table to analyze the results.
- Table to analyze the results for the SLIC tool entitled “Stress at work check list”.
- Report for analyze each visit
- Excel map for the treatment of the results.





General description





National legislation

- **Constitution of the Portuguese Republic**
- **Directive - Table No. 89/391/EEC - relating to the health and safety at work**
- **Law No. 59/2008 of 11 September**, approving the scheme of employment in public functions (chapter XIII, safety, hygiene and health at work)
- **Labour Code**, approved by Law No 7/2009 of 12 February
- **Law No 102/2009 of 10 September**, which approves the legal regime for the promotion of safety and health at work
- **Agreement – Table on Harassment and violence at work, signed in 2007 by the European Social Partners**
- **Agreement – Table on work- related stress, stabilized between the European Social Partners**

Labour Code:

General Dispositions on equality and non discrimination: - Concepts of equality and non-discrimination article 23º; Right to the equal access to employment and labour article 24 º; Prohibition of discrimination (direct or indirect) article 25º and 26º;

Prohibition of harassment: Harassment - article 29º;

Equality and non-discrimination based on sex: Access to employment, professional practice or training - article 30º; equal conditions of work - article 31º; Register of recruitment processes;

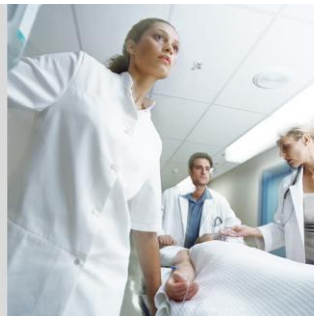
Regulation of the Regime to the employment contract in public functions:

Chapter XIII - Safety, hygiene and health at work

Chapter XIII - Safety, hygiene and health at work

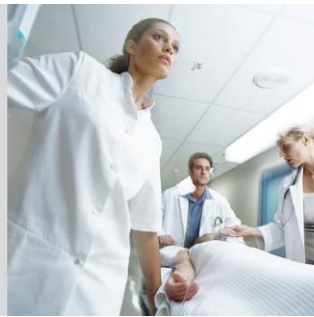
The penalties applied to infractions in this area are serious or very serious.





Campaign goals or indicators	It was established as its goal the minimum intervention in 200 establishments
Sectors inspected	Health (establishment with admission)
SLIC inspection tools and methods	We use de SLIC tools except the “ Questionnaire-Finland” for workers and de methods transmitted in the workshop that took place in Luxembourg and indicated in the Guide for Labour inspectors.
National tools * New national tools* and adjustment of one campaign tool*	Questionnaire for the workers and table to analyze the results. Table to analyze the results for the SLIC tool entitled “Stress at work check list”. Report for analyze each visit Excel map for the treatment of the results.
Number of labour inspectors	The total number of labour inspectors? 74 The number of labour inspectors with competence on psychosocial risks? 57 (they are a Generalist Inspection) The number of labour inspectors actively taking part in the campaign? 57
Training	Has specific training for preparation of the campaign taken place? Yes Has training material been developed? Yes The number of training days per inspector: 2 The number of inspectors trained: 57
National evaluation or follow-up	We establish two moments of the national follow-up. Until 25 th of Mai the inspectors may reports for the National Project Leader and the National Responsible Person the results of the first visits. In the end of September they must report the evaluation of the results of the psychosocial risk assessments in the employers. The last moment of the evaluation is since 15 th November to end of December.



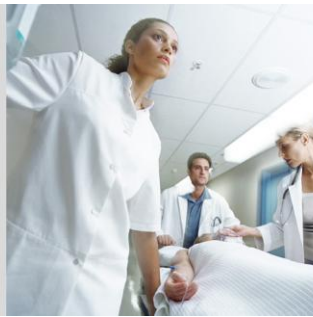


<p>Development of national information materials *</p>	<p>Creation of instruments in the <i>Intranet</i>, for the regional ACT services inform the number of establishments existing in national territory. Creation of a computer schedule with an action plan for the development of the campaign. Three types of letters (for public's identities, employers and general public). National guide for the inspection intervention. Wall papers for computer system belongs to the "Authority for the Work Conditions" – ACT. Roll Papers for the regional services for the "Authority for the Work Conditions" – ACT. National material was not used because there was no material on this subject.</p>
<p>Development of a national campaign website</p>	<p>Development of Intranet website with specific area for the campaign And internet www.act.gov.pt with link for SLIC site</p>

Assessment of the campaign

<p>Usefulness of background material</p>	
<p>Usefulness of the inspection tools (toolkit)</p>	<p>We use the SLIC tools except the " Questionnaire-Finland" for workers.</p>
<p>Usefulness of the project flyer</p>	<p>In Portugal we made the reediting of the flyer because it was very usefulness for the divulgation near the employers.</p>
<p>Usefulness of the project website</p>	<p>It is the most important instrument and greater dissemination of the campaign near the employers and the general public.</p>
<p>Description of good examples, in attachment if needed</p>	





The inspectors' overall experiences of the campaign	
The employers' experiences of the campaign	





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”.

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

