

SLIC 2012 - Campaign on psychosocial risks – Country report I

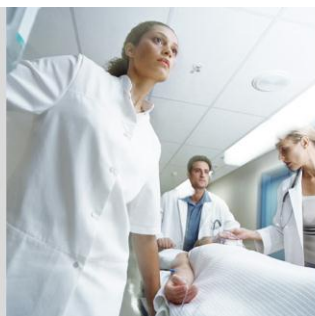
CZECH REPUBLIC

See instructions!

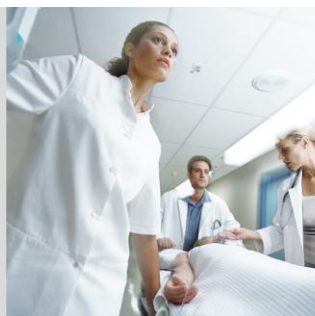
General description

National legislation	<p>Under the Czech legislation the authorities governing protection of workers are a) labour inspectorates (inspection of the work laws observation, safety at work, just treatment), b) occupational hygiene departments of the Regional Public Health Offices (observation of the workplace health laws – exposure limits, medical checks)</p> <p>National legislation does not expressly mention psychosocial risks at workplace but some parts of the Labour Code (Czech Act No. 262/2006 Coll.) specify in general terms some duties of an employer which contain also psychosocial conditions and wellbeing at workplace, e.g. sections 16-17 (equal treatment and prohibition of discrimination), sections 101-108 on occupational health and safety of employees, or sections 224-247 on care of employees (healthy work conditions and provision of preventive health services, professional development, special conditions for mothers of young children and for adolescents).</p>
Campaign goals or indicators	<ol style="list-style-type: none">1) Information and education for – a) labour inspectors + occupational hygienists - b) employers + employees2) cooperation of the work specialists (inspectors + occupational hygienists) – for the first time (see National legislation)3) screening of the actual situation in 2 work sectors (health + social, HORECA)





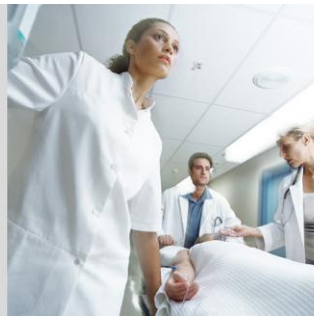
Sectors inspected	1) Health and social services, 2) hotels, restaurants and catering services
SLIC inspection tools and methods	SLIC Tools used – Flyer Stress at Work: Checklist Sample letter for company managements – initial information about the control visit SLIC Tools for information – Interview guide for Hotels and restaurants Interview guide for Hospital words
National tools (existing tools, development of new national tools or adjustment of campaign tools)	National tools newly developed – Questionnaire for employers Questionnaire for employees (anonymous) Existing tools – Control checklist for job stress identification – modified Stress assessment protocol - modified
Number of labour inspectors	The total number of labour inspectors? ... 540 The total number of occupational hygienists 372 The number of labour inspectors with competence on psychosocial risks? ... none The total number of occupational hygienists with competence on psychosocial risks? none The number of labour inspectors actively taking part in the campaign? 9 The number of occupational hygienists actively taking part in the campaign? 14
Training	Has specific training for preparation of the campaign taken place? Training Workshop 7.3.2012 Has training material been developed? PPT presentations (background and methodology), translated + newly developed materials The number of training days per inspector + hygienist 1 The number of inspectors trained ... 9 , hygienists 14



National evaluation or follow-up	<p>a) After the campaign a roundtable for insp. + hygien (4.10.2012) - discussion of results and the campaign execution</p> <p>b) consultation day 13.12.2012 – final results, further utilization of methods</p> <p>For participants (employers + specialists) – concrete information on actual situation in the individual workplaces with advice</p>
Development of national information materials	Planned – leaflet – will be used as a short information material
Development of a national campaign website	<p>SLIC campaign website – placed on the website of the National Institute of Public Health which is regularly used as a source of information for specialists, employers and general public</p> <p>Advantage – information on psychosocial risks campaign will be retained here even after the end of campaign</p>

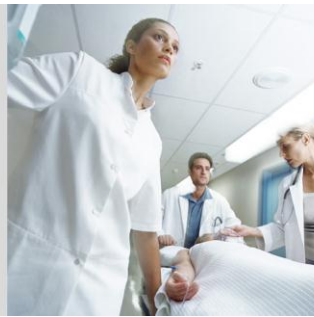
Assessment of the campaign

Usefulness of background material	Rated from very useful to secondary to personal contact, mentioned also the advantage of delivering the information materials well before the audit visit – enough time for employer to study information
Usefulness of the inspection tools (toolkit)	Rated from very useful (even ideal) to not clearly arranged with some ambiguous questions (newly constructed tools) or less clear meaning due to translation
Usefulness of the project flyer	Rated from ideal (possibility to spread knowledge via internet) to sufficient to being secondary source (personal contact and explanation more useful)
Usefulness of the project website	Universally rated very useful, often used during the visit at workplaces, highly praised the connection with SLIC website placed on our website



<p>Description of good examples, in attachment if needed</p>	<p>Not many</p> <p>In one case employer organizes courses for workers how to manage problematic situations in work.</p> <p>Some social services institutions with enlightened managers employ psychologists with the good psychosocial results</p>
<p>The inspectors' overall experiences of the campaign</p>	<p>Some institutions unexpectedly well prepared to solve this kind of problems. Other cooperated but without much interest. Overall better knowledge in the health and social services sector</p> <p>For inspectors and hygienists very good experience, well satisfied with mutual cooperation, think the mutual help of the two state authorities yields better outcomes, wish to continue in this field, going to use methods in their everyday work when needed even if the legislation doesn't require it.</p> <p>Social and political situation not helpful – not enough financial means for employers to improve conditions at workplace, employees afraid to complain for fear to lose their jobs</p>
<p>The employers' experiences of the campaign</p>	<p>Mostly companies appreciated obtaining new knowledge and advice and intend to utilize them further, some were surprised to learn for the first time about existing psychosocial problems in their companies</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”.

	5	4	3	2	1
Did the campaign influence the national priorities?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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 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 checked="" 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 checked="" 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 type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

