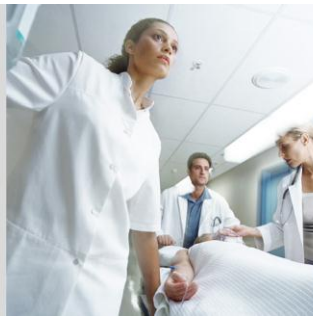


SLIC 2012 - Campaign on psychosocial risks – Country report I (Lithuania)

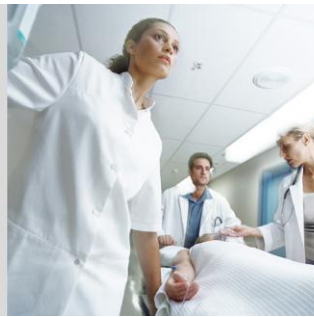
See instructions!

General description

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| National legislation | <p>The Labour Code 2002 and The Law on Safety and Health at Work of the Republic of Lithuania 2003 oblige the duty of the employer to ensure safety and health of workers at work in all aspects related to work. It is a general obligation for employers to carry out a risk assessment also for psychosocial factors. Risk assessment procedure is regulated by Provisions of risk assessment approved by the Ministry of Social Security and Labour and the Minister of Health 2012.</p> <p>The basic and specific document on psychosocial risk assessment is Methodological regulations for psychosocial risk assessment approved by the Ministry of Social Security and Labour and the Minister of Health 2005.</p> |
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| <p>Campaign goals or indicators</p> | <p>Assessment of the psychosocial risk factors is carried out very slowly by comparison with other risk factors in Lithuania.</p> <p>The campaign aim is to draw special attention of employers and employees to the psychosocial risks at work. These factors rather actively seen in larger medical facilities in the health sector, to a lesser extent in small offices, while the transport sector psychosocial factors risk assessment is not carried out almost entirely. Given the fact that the country-wide in the transport sector occurs one third of all fatal accidents, one fifth of serious accidents and about half of non-work related deaths, campaign execution was chosen in the transport sector. In preparation for the campaign execution in late 2011 the State Labour Inspectorate had a meeting with representatives of the transport companies 'Association and the Transport Workers' Federation. During the meeting, we were presented the objectives of the campaign and the campaign methods and tools. The social partners have supported this initiative.</p> <p>For labour inspectors who carried out the campaign it was recommended to choose the transport sector, as a second criterion for the selection was the Health sector.</p> |
| <p>Sectors inspected</p> | <p>Transport and Health sectors</p> |



SLIC inspection
tools and methods

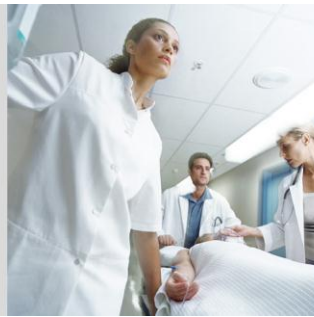
The campaign material received from Sweden was dispersed and distributed to our territorial labour inspectorate divisions (Lithuania has 10 territorial divisions). The labour inspectors with competence on psychosocial risks handed part of the campaign materials (a flyer for employers, Psychosocial Risk Assessments, Psychosocial risks at work background) to the companies which visited. Questionnaires, Stress at work checklists of European Agency for Safety and Health at work was provided as a support material for those companies which have not been carried out psychosocial risk assessment.

During the campaign individual inspections firstly started from dialogue with the employer and the employee representative, observations at the workplace and collecting information based on Country report II. Before inspections by the Country report II we have prepared a separate questionnaire (thematic report) that has been filled by the inspector in the specially created local intranet database (see e.g. attachment No 1). The second part of individual inspections consisted of conversations with employees group and individual questionnaires to the employees. The individual 18 questions questionnaires were made, with some changes, on base Questionnaire – Finland (see e.g. attachment No 2). In addition we used Slovenia experience and made the same Questionnaire to the employer. The results inspectors filled in to the Excel files (see e.g. attachment No 3). The complete Excel files were sent back to the company.

During campaign 89 companies were visited, 994 employees and 81 employers filled the Questionnaire.

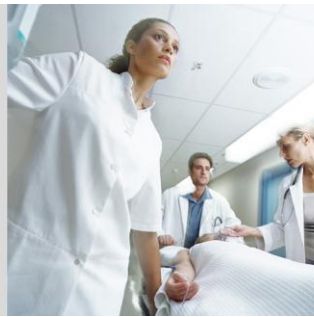
The State Labour Inspectorate regularly organized seminars for small and medium enterprises, during which the inspectors informed about the campaign, distributed campaign materials, and reported about the Self-evaluation tool on Campaign website.





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| National tools (existing tools, development of new national tools or adjustment of campaign tools) | As was mentioned above, we used Finland and Slovenia Questionnaires for making similar 18 questions Questionnaires to the employees and employers. |
| Number of labour inspectors | <p>The total number of labour inspectors? 194</p> <p>The number of labour inspectors with competence on psychosocial risks? 12</p> <p>The number of labour inspectors actively taking part in the campaign? 27</p> |
| Training | <p>Has specific training for preparation of the campaign taken place? Yes. Several meetings and discussions have been arranged. On 15 December 2011 for State Labour Inspectorate inspectors have been organized a seminar in which we presented the campaign materials, methods, volumes and so on. On 15 December 2012 on a similar workshop was presented the campaign results. In both workshops attended about 100 labour inspectors'.</p> <p>Has training material been developed? On February 2012 has been organized special training for inspectors who carried out a campaign. Into the inspection to read the posts for trainings we were invited researchers of the Institute of Hygiene which are working on psychosocial risks analysis at work. The training was conducted remotely over an intranet system and administered to 30 labour inspectors or more.</p> <p>The number of training days per inspector? 3</p> <p>The number of inspectors trained? 30</p> |
| National evaluation or follow-up | The Campaign has interested not only the social partners, but also scientific and educational institutions. Labour inspectors will be using techniques in a future which have mastered during the campaign. |



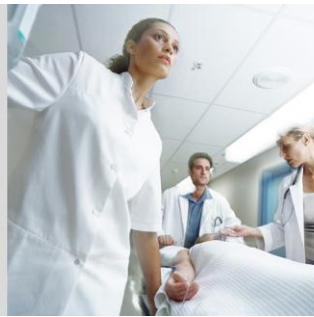


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| Development of national information materials | We have developed and published recommendations for psychosocial risk factors at work assessment (see e.g. attachment No 4). |
| Development of a national campaign website | All of the campaign-related material is hosted on our website. http://www.vdi.lt/index.php?1688236631 |

Assessment of the campaign

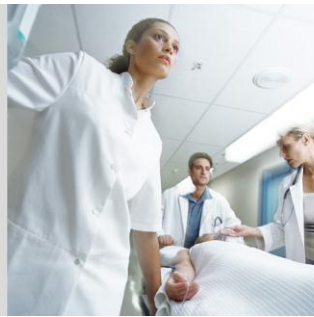
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| Usefulness of background material | This campaign material especially useful and easily understandable. This is confirmed by the inspectors involved in the campaign and the social partners. |
| Usefulness of the inspection tools (toolkit) | All the materials were distributed to inspectors and companies. |
| Usefulness of the project flyer | Especially convenient for use on clear and concise information. All flyers were distributed to inspectors and companies. |
| Usefulness of the project website | During the workshops we were presented the campaign website. Companies mostly viewed and enjoyed Self-evaluation tool. |
| Description of good examples, in attachment if needed | |





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| <p>The inspectors' overall experiences of the campaign</p> | <p>Inspectors agreed to campaign very well and made it without any major obstacles. Toolkit material helped to clear campaign objectives in the companies, where the campaign was met with more and more welcomed. Also inspired by this campaign we initiated a survey of psychosocial risk factors within the Inspectorate. This survey was not only successful, but also for its continuous continuity.</p> |
| <p>The employers' experiences of the campaign</p> | <p>As shown by the data obtained during the campaign, in Lithuania transport sector psychosocial risk assessments was carried out in only 37% of the companies.</p> <p>During the campaign, the companies welcomed this initiative, all so has received a lot of information and advices about psychosocial risk assessments. A t the end we hope that this actions will encourage companies to focus on these factors.</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 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 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 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 checked="" type="checkbox"/> | <input 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"/> |

