

ANNUAL REPORT OF THE LABOUR INSPECTORATE:
year 2005
(submitted to SLIC)

Member state: Republic of Lithuania

Name: State Labour Inspectorate of the Republic of Lithuania

1.1 Description of the scope of the authority's activity

Safety

Health

Psychological

 NO

Labour relations

Public sector

Private sector

Main sectors excluded (tick box when sector is excluded)

Military

Nuclear

Radiation

Railways

Self-employed

 NO

Off shore

 NO

Others:

Changes in the Legal systems of Sanctions?

 YES

Changes in the National (federal) inspection system?

 NO

1.2 Staff and inspections during the year, and main outcome

INFORMATION ON ENTERPRISES (COMPANIES)		
		Comments (if needed)
Total number of enterprises (companies)	253129	
Number of enterprises (companies) in each size category		
1 – 9 employees	234452	
10 – 49 employees	13845	
50 – 249 employees	3801	
> 250 employees	1031	
Total number of employees	1223437	
Total number of self-employed	250463	
INFORMATION ON LABOUR INSPECTION AUTHORITY		
Number of staff assigned to OSH tasks in the authority	216	
Number of inspectors	207	
Number of visits	22650	
Percentage of complaints investigated	100	
Percentage of time spent Out of Office <i>(per inspector per year)</i>	56	
If available	47	
- Inspecting the enterprise		
- Travel	9	

Percentage of available time spent in the office on administrative tasks related to the visit, like report writing, per inspector per year.	15	
Percentage of other administrative tasks per inspector/year. (Basic training included)	29	
Number of improvement notices issued	12322	
Number of cessation of work activities	720	
Number of administrative fines imposed / proposed by Labour Inspectorate (on the spot fines included)	1236	
Number of cases presented to the public prosecutor	328	
Percentage of cases sent to public prosecutor leading to a conviction	0	
Percentage of notified diseases investigated	100	
Percentage of notified accidents investigated	9,8	Labour inspectors of the Labour Inspectorate investigate all serious and fatal accidents at work. Minor accidents at work are investigated by the commission of the enterprise.
Number of full time "equivalent" OSH inspectors	207	

1.3 Main activities undertaken during the year

- Priorities and general objectives of the State Labour Inspectorate of the Republic of Lithuania (hereinafter – SLI), inspection strategies and main topics covered by them.

The SLI plans its activities by preparing strategic (three-year) and annual action plans.

Two main strategic objectives are foreseen:

- Prevention of infringements of standard acts governing labour relations and occupational safety and health, prevention of violations of requirements and phenomenon of illegal (undeclared) work, through the control of compliance with these standard acts, through consultation of employees and employers, through educational public activities.

- Information for employers and employees on the control of compliance with the requirements of labour, occupational safety and health legislation, and on the occupational safety and health legislation situation in enterprises of the Republic of Lithuania.

To achieve these planned strategic objectives, in 2005 the SLI carried out the following tasks:

1). Control of compliance with the requirements of standard acts on labour law and prevention of infringements.

For this task, the following main themes were selected:

- coordination of control and prevention of phenomenon of illegal (undeclared) work;
- control of the regulations governing work and rest time and prevention of infringements;
- control of issues related with payment for work;
- control of safeguarding guarantees for workers in labour relations.

2). Control of compliance with the requirements of occupational safety and health legislation, prevention of infringements of this legislation and prevention of accidents at work and occupational diseases.

For this task, the SLI set the following priorities for inspection:

- Construction enterprises;
- Transport enterprises;
- Wood processing;
- Metal processing;
- Agriculture and forestry enterprises;
- Power, gas and water supply enterprises.

In enterprises of all economic activities, particular attention is devoted to:

a) the use of potentially dangerous equipment and issues of organisation of hazardous works;

- b) hazardous sites where the use of hazardous substances, technologies and equipment may result in fire, explosion, poisoning or other harm to health or life;
- c) activities most associated with occupational diseases (agriculture, hunting, construction, manufacturing industry, transport, telecommunications);
- d) issues related with activities of small and medium-sized enterprises.

For this task, the following main themes were selected:

- inspection of economic entities in potentially high and medium occupational risk at enterprises and individual workplaces;
- ongoing theme (1999 – 2005) “Control of the implementation of measures to prevent accidents at work due to falls from heights”;
- ongoing theme (1999 – 2005) “Introduction of internal occupational safety and health control system and evaluation of occupational risks in enterprises”;
- Development of the SLI’s consultation and information functions.

3). Promotion of social dialogue and partnership at national, regional and individual enterprise level.

- Inspector training programmes (including a brief description of the subject matter – new recruits, technical, legal skills, etc.).

The following inspector training programmes have been prepared and implemented:

- Basic training programme for labour inspectors – theoretical and practical training (total of 410 hours).

Topics covered: organisation of the work of labour inspectors, fundamentals of labour law, fundamentals of occupational hygiene, the organisation of occupational safety and health in enterprises, system of technical legislation, protection of safety of employees in separate fields of industry, basic computer skills.

- Basic training programme for labour inspectors on occupational hygiene – theoretical and practical training (total of 325 hours).

Topics covered: organisation of work, fundamentals of labour law, the organisation of occupational safety and health in enterprises, fundamentals of occupational hygiene, basic computer skills.

- Basic training programme for labour inspectors on labour law – theoretical and practical training (total of 240 hours).

Topics covered: organisation of work, fundamentals of labour law, basic computer skills.

Separate topics are discussed in seminars and others are approached through self-learning and consultations.

Training of labour inspectors and upgrading of qualifications was implemented firstly taking into consideration the priority fields of training for public servants.

In 2005 the PHARE Twinning Project of two years duration „*Improvement of OSH administration and further enforcement of OSH legislation through development of labour inspection capacities*“ was finished. Within the framework of this project, the

group of 15 labour inspectors was trained, and currently they are ready to transfer the experience acquired during the project to other public servants of the SLI.

The SLI distance training system has been set up and introduced. The following training modules have been prepared and integrated into the system: psychological factors and stress at work; occupational safety and health; protection of workers from the effects of biological substances at work. Labour inspectors have been trained in the use of the system, which will be further expanded and used for the initial training as well as the ongoing upgrading of qualifications.

Two videos created in 2005 on the issues of establishment of internal control and control of occupational safety and health in construction sector are used for the training of labour inspectors.

- Special actions, campaigns and priority topics during the year.

In controlling compliance with the requirements of labour and occupational safety and health legislation, the SLI devoted special attention to the following:

- Control of illegal (undeclared) work in construction, trading, wood and wood products, forestry enterprises;
- Inspections of enterprises where serious and fatal accidents occurred at work in 2004.

Implemented campaigns:

- The long-term (April – October) control of construction objects was organised. The priority objectives of the campaign – prevention of falls from heights, compliance with regulations governing work and rest time in the construction sector, control of undeclared work.
- The construction campaign in accordance with the Senior Labour Inspectors Committee work programme was organised.
- The events of the European safety and health information week „Stop That Noise” were organised and supported. The concluding highlight of this campaign was a tripartite conference „Problems of Noise Management in Working Environment“, the training video „Noise and Health” was made.
- Targeted inspections of dangerous sites, where the use of hazardous substances, technologies and equipment may result in fire, explosion, poisoning or other harm to health or life. These inspections were organised in cooperation with specialists from the Departments of Civil Protection as well as Fire Protection and Rescue, the State Energy and Transport Inspectorates and other institutions.

- Criteria for the selection of accidents and complaints for investigation.

Labour inspectors of the SLI investigate all serious and fatal accidents at work. Minor accidents at work are investigated by the bilateral commission of the enterprise, comprising an equal number of employer and employees representatives.

The SLI investigates all complaints received concerning labour law and occupational health and safety.

Anonymous verbal complaints, except where they concern illegal (undeclared) work or compliance with work and rest time regulations, are not investigated.

1.4 Narrative reports on any initiatives or formal evaluation of the efficiency and effectiveness of labour inspection process.

The Code of Administrative Law Violations of the Republic of Lithuania is supplemented with articles, providing for the responsibility of employers or their authorised persons for the infringements of the provisions of the law of the Republic of Lithuania on Guarantees for Posted Workers as well as the Law of the Republic of Lithuania on Participation of Employees in Decision Making in European Companies.