

Annual report of the State Labour Inspectorate 2006

Member State: Lithuania

Name: State Labour Inspectorate of the Republic of Lithuania

1.1 Description of the scope of the Inspectorate's activities

Safety

Health

Psychology

 NO

Labour relations

Public sector

Private sector

Main sectors not included (please mark sectors not included)

Military

Nuclear

Radiation

Railways

Self-employed

 NO

Offshore

 NO

Other:

Changes in the system of legal sanctions. YES

Changes in the national inspection system. NO

1.2 Staff and inspections during the year, main outcomes

INFORMATION ON BUSINESSES		
		Comments (where necessary)
Total number of businesses	260 000	
Number of businesses in each size category:		
1-9 employees	240 550	
10-49 employees	14 290	
50-249 employees	3 900	
> 250 employees	1 040	
Total number of employees	1 282 000	
Total number of self-employed	253 300	
INFORMATION ON THE LABOUR INSPECTORATE		
Number of staff engaged in tasks relating to health and safety of employees	214	
Number of inspectors	204	
Number of inspections	18 872	
Percentage of complaints investigated	100	
Percentage of time spent in the field (per inspector per year)	58	
If available, figures regarding:	47	
- inspection of businesses		
- travel	11	

Percentage of time spent in the office carrying out administrative tasks relating to visits to businesses (e.g. writing reports), (per inspector per year).	14	
<i>Percentage devoted to other administrative tasks (per inspector per year)</i> <i>(including basic training)</i>	28	
Number of improvement notices	11 476	
Number of suspensions of work	1 477	
Number of administrative penalties imposed/proposed by the Labour Inspectorate (including on-the-spot penalties)	1 404	
Number of cases referred to the public prosecutor	321	
Percentage of cases referred to the public prosecutor resulting in the criminal proceedings	0	
Percentage of registered occupational illnesses investigated	100	
Percentage of registered accidents at work investigated	9.6	The Inspectorate's inspectors investigate all serious and fatal accidents at work. Minor accidents at work are investigated by the works committee.

Number of full-time-equivalent health & safety inspectors	204	
---	-----	--

1.3 Main activities undertaken during the year

- Priorities and general objectives of the State Lithuanian Labour Inspectorate (VDI), inspection strategies and main topics covered by them.

The VDI plans its activities around a three-year strategic plan and annual action plans.

In line with its competences for 2006 and the period up to 2008, the VDI set two strategic objectives in its strategic action plan:

- first strategic objective: to prevent infringements of regulations governing occupational health and safety and labour relations, and illegal employment, by means of compliance inspections, consultations with employees and employers, and public-information activities.
- second strategic objective: to provide employers and employees with information on inspections to check compliance with occupational health and safety regulations and regulations governing labour relations, and information on occupational health and safety in Lithuanian businesses.

For its work aimed at implementing these two strategic objectives in 2006, the VDI set itself concrete targets, measurable in terms of three indicators:

- effectiveness of inspections ((documented) inspections producing a result, expressed as a proportion of all inspections) – target for 2006: 0.96;
- effectiveness of illegal work inspections (inspections revealing illegal workers or other breaches of employment law, expressed as a proportion of all illegal work inspections) – target for 2006: 0.6;
- effectiveness of visits ((documented) visits producing a result, expressed as a proportion of all visits) – target for 2006: 0.86.

To achieve its targets and challenges, in 2006 the VDI concentrated its efforts, implemented the measures set out in the strategic plan and in the more detailed action plan for 2006, and performed the tasks attributed to it:

- having analysed and summarised the data relating to inspection activities in 2006, it found that the actual effectiveness of inspections ((documented) inspections producing a result, expressed as a proportion of all inspections) exceeded the target by 3.1 percentage points, reaching 0.99;
- according to the results for 2006, the effectiveness of illegal work inspections (number of inspections revealing illegal workers or other breaches of

employment law as a proportion of all illegal work inspections) was 0.71, i.e. 118% of the 0.6 target;

- the effectiveness of visits to firms by various inspectors with various objectives (number of (documented) visits producing a result as a proportion of all visits) was 0.95. This figure is 110% of the target.

Effectiveness indicators of this kind had not been used before 2006, which means it is not possible to give a more detailed analysis, discern trends or provide other comments.

To assess the specific risk of accident to workers working at height, further work was done on the ongoing theme (from 1999), "Controlling implementation of measures to prevent accidents at work due to falling from heights".

- New legislation implemented during the year

- Lithuanian Law on support for employment.

The law lays down a legal basis for a system of employment support for jobseekers. It applies to Lithuanian citizens and non-Lithuanian nationals legally resident in Lithuania.

- Lithuanian Law on the involvement of employees in decision-making in European companies.
- regulations to protect workers from the risks associated with electromagnetic fields.

- Inspector training programmes (with brief description of the contents, e.g. induction programme, programme on technical and 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 hrs).

Topics covered: organisation of inspectors' work, fundamentals of labour law, basic occupational hygiene, the organisation of occupational health and safety in companies, technical legislation, occupational safety in particular industries, basic computer skills;

- basic training programme for inspectors on occupational hygiene - theoretical and practical training (total of 325 hrs).

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

- basic training programme for inspectors on employment law - theoretical and practical training (total of 240 hrs).

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

In 2006, work started on implementing the project, "improving the VDI's human resources and enhancing its professionalism", cofinanced by the EU Structural Funds.

With a view to creating the right conditions for enhancing the VDI's professionalism, six inspectors, judged most suitable against EU criteria and representing the VDI in EU institutions and working groups, followed a training course on EU law, to enable them to participate properly in EU decision-making and in checking that decisions are implemented.

A VDI distance learning system was developed and implemented. The following teaching modules were created and integrated into the system: mental factors and stress at work, health and safety; protection of employees from the effects of biological materials at work. The inspectors were trained to use a system which will be further developed and used for their induction training and in-service training.

- Special actions, campaigns and priority topics planned for the year.

In its inspections to check compliance with regulations governing occupational health and safety and labour relations, the VDI paid particular attention to the following:

- checking companies in which newly recruited employees (employed by the company for less than a year) had serious or fatal accidents at work in 2005;
- checking for illegal work in businesses in the construction, sales, wood and wood-product industries; running an illegal-work prevention campaign over the spring and summer months, "Value your life – don't work illegally". During the campaign, to publicise the telephone hotline, an effective new mobile way of getting information across was used for the first time by the VDI: seven buses carried advertising for the campaign on various routes in five Lithuanian cities. A large run of printed information materials was produced: a leaflet with an easy-to-understand "ABC of employment", in the form of questions and answers, providing the information that any prospective employee should know. The printed materials were distributed with one of Lithuania's biggest newspapers, throughout the VDI's territorial divisions, and in cooperation with the social insurance fund board, Sodra (through local and regional "Sodra days") and via the police (using a prevention bus, which travelled through Lithuanian towns);
- on the VDI website and in a Lithuanian newspaper, publishing details of people given an administrative penalty for breaking the regulations governing employees' health and safety or labour relations, in accordance with Article 41(3) of the Lithuanian Administrative Offences Code;
- organising and supporting events in connection with the European Agency for Health and Safety at Work's "Safe Start" week and coordinating the Agency's "Healthy Workplace Initiative" information project;
- looking for new forms of access to activities designed to create a culture of prevention, as these activities are expanded. The aim here is to raise

awareness among workers and employers of the problems caused by permanent injury, and to offer effective ways of tackling them. E-mail was chosen for this as a modern means of communication. This enables the senior state labour inspector to send all employers and professional associations a weekly bulletin with information for each separate sector of the economy describing accidents at work and how they happened.

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

The VDI's inspectors investigate all serious and fatal accidents at work.

Minor accidents at work are investigated by the joint works committee, comprising an equal number of employer and worker representatives.

The VDI investigates all complaints received concerning labour law and occupational health and safety. It also looks into all anonymous reports concerning illegal work and failure to comply with working and rest-time rules.

Other types of anonymous verbal complaints are not investigated.

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

- Any research or projects that model the intervention process (such as the Impact Ladder or the Influence Network).

(The VDI has no information on this point).

- Any experiments or pilots exploring different ways of carrying out regulatory activities - and their results.

(The VDI has no information on this point).

- Any analysis of the outcome or impact of different regulatory or promotional activities - carried out either by the labour inspectorate alone or in conjunction with the social partners.

In performing its duties for 2006, as set out in the strategic action plan and described in detail in the action plan for 2006, the VDI carried out the various activities referred to but also set a course for the future, with scope for a flexible response to the situation on the ground with regard to health and safety at work. This involved applying tactical decisions, subject to change, and using suitable intervention methods. Since the highest rate of injury and the highest risk of injury is in the construction industry, it was decided that, in October 2006, staff from all the local inspectorates would organise a two-week campaign of inspection in two cities (the capital Vilnius and the harbour city of Klaipėda), where the most construction work is currently underway in Lithuania. Attention was focused on coordination measures, equipment for collective protection measures and improving the way that internal health and safety audits operate.

In 2007, it will be possible to assess the results of the campaign and its long-term effects, after some of the firms checked the first time round have been re-inspected.

- Examples of reviews of current practice from which lessons have been learnt.

(The VDI has no information on this point).

- Any work in progress or planned so as to avoid duplication of effort by EU Member States.

(The VDI has no information on this point).

1.5 Changes in the system of legal penalties.

A clause has been added to the Lithuanian Administrative Offences Code whereby a body (official) that imposes an administrative penalty following an infringement of the regulations governing occupational health and safety or employment law publishes information in the media concerning the penalty, notwithstanding the rules guaranteeing the security of personal data or the legal provisions protecting state, official, commercial, professional and other secrets, and in compliance with other restrictions and safeguards laid down by law.