



GOVERNMENT OF THE REPUBLIC OF LITHUANIA

RESOLUTION

Resolution No 669

of 25 June 2009

APPROVING NATIONAL STRATEGY ON HEALTH AND SAFETY AT WORK FOR 2009–2012, AND ACTION PLAN FOR 2009–2010

Vilnius

For the purpose of the implementation of Paragraph 618 of Table 3 of the Action Plan, approved by Resolution No 189 of the Government of the Republic of Lithuania of 25 February 2009 (*Valstybės žinios* (Official Gazette) No 33-1268, 2009) which implements the Programme of the Government of the Republic of Lithuania for 2008-2012, and with a view to enhancing health and safety at work, and having regard to the Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions *Improving quality and productivity at work: Community Strategy 2007-2012 on Health and Safety at Work* (COM (2007) 62, final), adopted on 21 February 2007, the Government of the Republic of Lithuania has resolved:

1. To approve the following (as appended):

1.1. The National Strategy on Health and Safety at Work for 2009-2012 (hereinafter referred to as the Strategy);

1.2. The Action Plan for 2009–2010 implementing the National Strategy on Health and Safety at Work for 2009–2012 (hereinafter referred to as the Plan).

2. To task:

2.1. The Ministry of Social Security and Labour:

2.1.1. with coordination of the implementation of the Strategy;

2.1.2. with drawing up, by 1 June 2010, an annual Action Plan for 2011-2012 implementing the National Strategy on Health and Safety at Work for 2009–2012, and submitting it to the Government of the Republic of Lithuania;

2.2. The Ministry of Social Security and Labour, the Ministry of Health, the Ministry of Education and Science and the Ministry of Agriculture: with implementation of the measures set out in the Plan and provision for their funding;

2.3. The Ministry of Health, the Ministry of Education and Science, and the Ministry of Agriculture: with annual reporting on Strategy performance.

3. To provide for funding of the measures set out in the Plan to be financed from general appropriations earmarked in the Law Approving Financial Indicators of the State Budget and Municipal Budgets of the respective year for ministries, institutions and other entities, which are responsible for the implementation of the Plan, as well as from EU funds and other international organisations.

4. To invite research bodies, higher education establishments, national alliances of trade unions and employers' organisations, associations, undertakings, organizations and municipalities to participate in the implementation of the Strategy.

Prime Minister

Andrius Kubilius

Minister of Social Security and Labour

Rimantas Dagys

APPROVED
 by Resolution No 669 of
 The Government of the Republic of
 Lithuania of 25 June 2009

STRATEGY ON SAFETY AND HEALTH AT WORK FOR 2009-2012

EXECUTIVE SUMMARY OF STRATEGY ON SAFETY AND HEALTH AT WORK FOR 2009-2012

<p>I. STRATEGIC GOAL: Aiming at the reduction of the incidence rate of serious and fatal accidents at work by improving legal and organizational health and safety at work framework which ensures work quality and productivity at work.</p>	
<p><i>Evaluation criteria for the achievement of the strategic goal</i> Reduced incidence rate of accidents at work: 1. 25% reduction on the total incidence rate of fatal accidents at work per 100 000 workers by 2012 in comparison with 2006 (from 8.4% to 6.3%). 2. 25% reduction on the total incidence rate of serious accidents at work per 100 000 workers by 2012 in comparison with 2006 (from 17.8% to 13.4%)</p>	
<p>II. STRATEGY GOALS, OBJECTIVES AND EVALUATION CRITERIA FOR ACHIEVEMENT OF GOALS (OUTCOME CRITERIA)</p>	
<p>Priority 1 Strengthening and developing occupational health and safety policy.</p>	<p><i>Outcome criteria</i> 1. 25% reduction on the total incidence rate of fatal accidents at work per 100 000 workers by 2012 in comparison with 2006 (from 8.4% to 6.3%). 2. 25% reduction on the total incidence rate of serious accidents at work per 100 000 workers by 2012 in comparison with 2006 (from 17.8% to 13.4%)</p>
<p><i>Objectives</i> 1. Enhancing legal measures ensuring preservation of health and safety at work. 2. Developing research in the area of health and safety at work with a view to preventing fatal accidents and occupational diseases.</p>	
<p>Priority 2 Improving the system of education, training, information, attesting and instruction of workers on occupational safety and health.</p>	<p><i>Outcome criteria</i> 1. Occupational health and safety integrated in university education programmes, and occupational risk and prevention integrated in training programmes. 2. The level of awareness among employers and workers meets the requirements established by relevant legislation (distribution of awareness raising publications, posters, video clips on health and safety issues among employers and workers).</p>

	<ol style="list-style-type: none"> 3. Quality training, information and instructing on health and safety issues. 4. Development of an effective information system of universal access for employers and workers on health and safety issues, based on IT-facilitated possibilities with regard to education, information and training in the interactive environment.
<p><i>Objectives</i></p> <ol style="list-style-type: none"> 1. Integrating occupational risk and prevention training across all levels of education and in all fields with a view to preparing the youth for working activities. 2. Continuous education and training of employers and workers on recognition of potential occupational risks, potential adverse impact and long-term effects, with a particular focus on SMEs. 3. Ensuring qualified training on occupational health and safety. 4. Setting up an effective information system for employers and workers on health and safety at work. 	
<p>Priority 3</p> <p>Increasing preventative efficacy of health care at work</p>	<p><i>Outcome criteria</i></p> <ol style="list-style-type: none"> 1. Development of tools that build on best practices and help health and safety bodies of undertakings to deliver health care and safety services more appropriately; development of performance indicators with respect to health and safety services delivered by health and safety bodies of undertakings. 2. Effective delivery of health care services to workers; updated legal acts regulating health care at work and identification of occupational diseases. 3. Establishment of competence development system for occupational health and safety professionals; a growing role of occupational therapist in health care at work.
<p><i>Objectives</i></p> <ol style="list-style-type: none"> 1. Increasing contribution of health and safety bodies of undertakings in workers' health preservation and improvement. 2. Improving quality of worker health care services. 3. Ensuring regular competence development of occupational medicine professionals. 	
<p>Priority 4</p> <p>Improving the safety of workers who perform dangerous works.</p>	<p><i>Outcome criteria</i></p> <ol style="list-style-type: none"> 1. Implementation of the training projects targeted at the workers who perform dangerous works that contribute to the development of workers' skills to act safely when performing dangerous works. 2. Smooth cooperation, with regard to the supervision over potentially dangerous equipment, between the State Labour Inspectorate (hereinafter referred to as the

	Inspectorate) and the authorised bodies involved in the inspection of the mandatory technical status of potentially dangerous equipment.
<p><i>Objectives</i></p> <ol style="list-style-type: none"> 1. Implementation of training projects targeted at workers who perform dangerous works; development of employers' skills to safely organise dangerous works and workers' skills to act safely when performing dangerous works. 2. Strengthening of controls performed by the Inspectorate on the maintenance of potentially dangerous equipment and on the ways potentially dangerous works are carried out; strengthening of the cooperation, with regard to the supervision over potentially dangerous equipment, of the State Labour Inspectorate (hereinafter referred to as the Inspectorate) and the authorised bodies involved in the inspection of the mandatory technical status of potentially dangerous equipment. 	

I. GENERAL

1. Health and safety at work is one of the most important and most highly developed aspects of the European Union (hereinafter referred to as the EU) policy on employment and social affairs with a view to ensuring healthy and safe working conditions, reducing the incidence of work-related accidents and diseases, promoting employment and business opportunities, improving business competitiveness and productivity, reducing costs resulting from accidents at work and occupational diseases.

2. The Strategy on Health and Safety at Work for 2009–2012 (hereinafter referred to as the Strategy) aims at a more efficient implementation of health and safety at work policy at the national level, as well as drawing the attention of interested parties to the issue of health and safety at work, which stands as an integral part of quality management, as well as the determining feature of economic performance and competitiveness.

3. The present Strategy has been drafted having regard to the following:

3.1. Paragraph 313, Part IV, of the Action Programme of the Fifteenth Government of the Republic of Lithuania adopted by Resolution No XI-52 of the Seimas of the Republic of Lithuania of 9 December 2008 (*Valstybės žinios* (Official Gazette) No 146-5870, 2008) that states: “We will modernize regulation of labour relations and increase their flexibility to make them meet today’s economic development needs, without reducing the level of working conditions. Improvement of working conditions is an essential precondition for the reduction of a number of accidents at work and occupational diseases”;

3.2. the provisions of the Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions *Improving quality and productivity at work: Community strategy 2007-2012 on health and safety at work* (COM (2007) 62, final), adopted on 21 February 2007, and the overall objective during the period of 2007–2012 should be to reduce by 25% the total incidence rate of accidents at work per 100 000 workers in the EU 27;

3.3. the number of accidents at work in Lithuania.

4. This Strategy analyses the status of safety and health at work and identifies strengths, weaknesses, opportunities and threats with regard to safety and health at work (Chapter II). The analysis of the status of safety and health at work serves as the basis for setting the vision, a strategic goal, priorities and objectives of the Strategy (Chapter III), its desired outcomes (evaluation criteria) (Chapter IV), and the methods for the implementation of the Strategy (Chapter V).

II. STRENGTHS, WEAKNESSES, OPPORTUNITIES AND THREATS (SWOT) ANALYSIS OF HEALTH AND SAFETY AT WORK

Analysis of the existing situation

5. Health and safety at work includes all the prevention measures designed to preserve productivity, health and life, which are applied or planned at all stages of corporate activity, with a view to preventing workers from occupational risks or reducing the risks. Public policy on health and safety is implemented by the Ministry of Social Security and Labour and the Ministry of Health in accordance with the Constitution of the Republic of Lithuania, the Labour Code of the Republic of Lithuania (*Valstybės žinios* (Official Gazette), No 64-2569, 2002) laws of the Republic of Lithuania, resolutions of the Government of the Republic of Lithuania, and other legislation. The Republic of Lithuania has been consistently implementing the provisions of EU legislation: it has developed a health and safety regulatory system in conformance with EU directives, compiled and published good practice guidelines for occupational health and safety; it continues to draft regulatory legislation which implements new EU directives. The Inspectorate oversees the compliance of health and safety regulatory requirements in undertakings, and submits proposals on their modifications and amendments as well as implementation of additional preventive measures.

Interests of the state, workers and employers in relation to safety and health, are combined through the Occupational Health and Safety Commission, established following the principle of tripartite cooperation between social partners (parties), which operates under the regulations of the Occupational Health and Safety Commission, approved by Resolution No 13 of the Government of the Republic of Lithuania of 9 January 2002 (*Valstybės žinios* (Official Gazette) No 4-97, 2002). The Commission examines draft legislation, makes recommendations and proposals to the Ministry of Social Security and Labour, the Ministry of Health, other state institutions and bodies; where necessary, submits proposals to relevant state authorities regarding the necessity for developing new health and safety legislation, as well as modifications or amendments to existing legislation, analyses reports by the Inspectorate on occupational safety and implementation of labour laws, makes proposals to the Ministry of Social Security and Labour, the Ministry of Health, other state institutions and bodies, employers' organizations, trade unions and undertakings as regards tools and methods to improve workers' safety and health, analyses programs and projects promoting

occupational health and safety, makes their outcome evaluations, and approves undertaking safety and health committee regulations.

Issues of prevention of violations with the requirements of health and safety at work in undertakings are dealt with by regional occupational safety and health commissions in counties established under the principle of tripartite cooperation between social partners, and municipal occupational safety and health commissions.

Considering the status of occupational safety and health in undertakings, and with a view to providing for better prevention of accidents at work and occupational diseases, and reducing the incidence rate of accidents at work, natural and legal persons shall be issued licences for the delivery of services of safety and health at work.

To ensure appropriate prevention of accidents at work and efficient use of equipment, and provide for equal conditions for legal persons who deliver regular maintenance services, legal persons shall be issued a licence for regular maintenance of potentially dangerous equipment.

6. As an integral part of the information network on health and safety at work developed by the European Agency for Safety and Health at Work, the Lithuanian Focal Point for the European Agency for Safety and Health at Work gathers, compiles and provides technical, scientific and economic information on occupational health and safety. In collaboration with the European Agency for Safety and Health at Work, the Focal Point holds annual European week events, where it distributes information and guidelines, makes media announcements, arranges for audio clips on prevention and radio programs and quizzes. The actors of the national information network on safety and health at work are public authorities and institutions in charge of the implementation of public policy on safety and health at work, research institutions, higher education establishments, and organizations representing employers and workers.

7. With a view to achieving the strategic goal of the Ministry of Social Security and Labour – to attract more people into the labour market, ensure fair working relationship and good working conditions and achieve a more efficient investment in human resources – a programme on the improvement of occupational safety and prevention of occupational risks is carried out on annual basis. It is continuous and multiannual, and it bears direct relation with the measures implementing the Programme of the Lithuanian Government. The programme provides for measures designed to improve working conditions and create quality jobs in order to bring down the number of accidents at work. The programme is funded from the state budget of the Republic of Lithuania (up to LTL 992 thousand in 2006; LTL 575 thousand in 2007; LTL 575 thousand in 2008). The funds are used for research in the field of occupational safety and health, information publications and guidelines for employers and workers, as well as conferences.

The Ministry of Social Security and Labour carries out annual studies on safety and health at work, which help to identify the extent of occupational risk, develop prevention measures with respect to accidents at work and occupational diseases and establish economic

benefits of prevention measures implemented across economic sectors. The material of the studies is presented to the Occupational Health and Safety Commission of the Republic of Lithuania as well as placed on the website of the Ministry of Social Security and Labour. Studies serve as basis for recommendations, which are released in separate publications and distributed among social partners during seminars and conferences held by the Inspectorate, as well as placed on the web site <http://www.vdi.lt/>. Research work is commissioned following the requirements of the Law on Public Procurement of the Republic of Lithuania (*Valstybės žinios* (Official Gazette) No 84-2000, 1996, No 4-102, 2006), therefore it requires much time to prepare for the public competition or negotiations.

Social security and labour research is carried out by the Institute of Labour and Social Research. Due to the lack of human and technical resources, it is unable to conduct research on occupational safety and health.

8. The differentiation of premium rates for the policyholder depending on the accident and fatality record at work, provided for in the of the Republic of Lithuania on Social Insurance of Occupational Accidents and Occupational Diseases (*Valstybės žinios* (Official Gazette) No 110-3207, 1999, No 114-5114, 2003), is not sufficient to encourage the employer to enhance workplace safety and take better care of workers' health. In order to have detailed information on safety and health in undertakings, the Inspectorate has developed an Information System for Continuous Monitoring of Working Conditions in the Workplace, which enables to store data on the status of working conditions in the workplace, such as undertakings risk factors, occupational accidents and diseases across different industries and the country at large; to make expeditious assessment of the status of workers' safety and health in the workplace, and identification of its changes, which are taken into account while planning and implementing measures necessary to improve workplaces and prevent occupational disorders; to use the data to compute premium rates for occupational accident insurance policies.

9. Monitoring of the implementation of necessary legislative requirements on occupational safety and health as well as measures preventing occupational accidents and occupational diseases helps to define the status of health and safety of a workplace:

9.1. In 2007, 8 thousand undertakings were inspected and 46 thousand violations found as regards legislative requirements for occupational safety and health. Violations related to work organisation accounted for 65%, while violations of technical requirements made up 35%.

The findings show that in 2007, 41% of undertakings made full stock of occupational risks, while 26% ignored it. Undertakings with fewer than 50 workers accounted for the largest number (78%) of those that made no records of occupational risks, nearly one-third of commercial and agriculture undertakings, and a quarter of undertakings in procession and construction businesses.

9.2. Accidents in undertakings are investigated and registered by the Inspectorate. Its 2006 data on accidents per 100 000 workers reveal the following: fatal accidents at work –

8.4, and severe accidents – 17.8 (in 2007, 7.3 and 14.3 respectively). In 2007, as in 2006, the highest incidence rate of severe and fatal accidents happened in construction (34% and 24% respectively), and in processing industry, transport, warehousing and telecommunications (18% - 27%) The most common causes for serious and fatal accidents are road vehicles and falling from high altitude. Nearly half of all the accidents (41% minor accident, 51% serious accident and 45% fatal accidents) involved workers having worked in an undertaking less than a year. In 2007, 36.7% of fatal accidents (37% in 2006) and 39.4% of serious accidents (42% in 2006) occurred due to dangerous work conditions. In 2006, 28.7% fatalities were due to alcohol intoxication (29.6% in 2007).

2008 Inspectorate data reveal 67 fatal accidents, 141 serious accidents and 2 926 minor accidents at work.

9.3. The identified occupational diseases are registered in the National Registry of Occupational Diseases of the Republic of Lithuania, administered by the Occupational Medicine Centre of the Institute of Hygiene. In 2007, the Registry contained 1 123 entries for occupational diseases diagnosed in 860 people, which, compared to 2006, was fewer by 324 occupational diseases and by 159 individuals. Occupational diseases in men are four times more likely than in women (in 2007, 82% in men, and 18% in women). The major cause for 79% of occupational deceases registered in 2007 was attributed to physical factors; 73% of occupational diseases were diagnosed in workers operating or assembling equipment or machinery.

In 2008, the National Registry of Occupational Diseases of the Republic of Lithuania contained 1 030 entries for occupational diseases.

10. The Law of the Republic of Lithuania on the Social Integration of the Disabled (*Valstybės žinios* (Official Gazette) No 36-969, 1991; No 83-2983, 2004) provides for the integration of persons with medical conditions in the labour market and participation in vocational rehabilitation programs. Vocational rehabilitation is restoration of personal productivity, professional competence and capacity to participate in the labour market, or enhancement of the above features by educational, social, psychological, rehabilitation and other means. A need for vocational rehabilitation is determined by the Disability and Work Capacity Evaluation Authority under the Ministry of Social Security and Labour within the procedure prescribed by law.

The Strategy for the Development of Occupational Rehabilitation Services for 2007-2012, approved by Order No A1-157 of the Minister of Social Security of 6 June 2007 (*Valstybės žinios* (Official Gazette), No 65-2535, 2007) sets long-term goals and priorities for the development of the vocational rehabilitation system aimed at easier integration of the disabled in the labour market. The Strategy for the Development of Occupational Rehabilitation Services for 2007-2012 is implemented according to its Action Plan, approved annually by the Minister of Social Security and Labour. The Strategy is implemented by the Ministry of Social Security and Labour, the Lithuanian Labour Exchange, the Disability and

Work Capacity Evaluation Authority under the Ministry of Social Security and Labour and other institutions within their jurisdiction.

11. In order to create a mental health care system that would help, through an efficient and rational application of modern scientific knowledge, to strengthen public mental health and provide comprehensive assistance to individuals with mental and behavioural disorders as well as their families, the Mental Health Strategy was adopted by Resolution No X-1070 of the Seimas of the Republic of Lithuania of 3 April 2007 (*Valstybės žinios* (Official Gazette) No 42-1572, 2007). The implementation of the Strategy is entrusted to the Ministry of Health and the Mental Health Commission of the Republic of Lithuania. The Action Programme for 2008-2010 implementing the National Mental Health Strategy, approved by Resolution No 645 of the Government of the Republic of Lithuania of 18 June 2008 (*Valstybės žinios* (Official Gazette) No 76-3014, 2008), which provides for specific measures, responsible authorities and timetables.

12. As of 2005, undertakings have had an opportunity to improve working conditions from the State Social Insurance Fund allocations for prevention (social insurance against accidents at work and occupational diseases). In 2006, the allocations for prevention measures in undertakings accounted for LTL 3.18 million; in 2007 – LTL 4.92 million; in 2008 – LTL 5.87 million. In 2006, 42 undertakings benefited from the above funds, in 2007 – 60, and in 2008 – 70 undertakings.

13. Inspectorate checks show that in 2007, 1.4% of the workers of the inspected undertakings were not medically checked up, 18% of the inspected undertakings had no lists of workers subject to a compulsory medical check-up.

The scarcity of information available to therapists on patient's health and occupational risks in the workplace may lead to inadequate quality of preventive health screening and failure to diagnose part of medical conditions or occupational diseases in patients.

14. The findings of the survey regarding the training needs of occupational therapists for public agencies and undertakings, conducted by the Institute of Labour and Social Research in 2007, have revealed that Lithuania takes the last position in the list of the EU countries according to the number of occupational therapists per 1 000 workers. Before 1 January 2007, there were only 19 occupational therapists with licences to deliver occupational medical services. Currently, there is one person studying in the occupational medicine residency programme at Vilnius University. Over the last decade, Kaunas University of Medicine has produced 3 occupational therapists.

Based on expert survey, the evaluation of the need for occupational therapists by employers and health care institutions showed that undertakings of the Republic of Lithuania licensed to provide individual occupational health services should be currently employing under 100 occupational therapists, and the health care establishments and occupational safety and health services should have another 50 occupational therapists in their ranks.

15. The Law of the Republic of Lithuania on Health and Safety at Work (*Valstybės žinios* (Official Gazette) No 70-3170, 2003) provides that students of higher education

schools and vocational training schools must be instructed on the requirements of safety and health at work in the specialities and professions they are studying. The findings of the 2005 study of the Lithuanian University of Agriculture on the development of the concept of education, training, certification, information and staff instruction in terms of health and safety at work having regard to the current status and latest developments of occupational safety and health in relation to the integration in the EU, have revealed that technical higher education schools show lack of attention to occupational safety and health issues in their curricula, while high education schools in humanities ignore the subject of occupational safety and health as a whole.

16. Pupils and students enter the labour market during the summer holidays or right after the graduation of school. The system of education and training must ensure that young people are prepared to work safely before they take up work. Unfortunately, neither pupils nor students get adequate training on health and safety.

According to the Department of Statistics under the Government of the Republic of Lithuania, in 2007, there were 4 004 young individuals (15-18 years) in the labour market, and in 2007 alone they had 18 minor accidents recorded by the Inspectorate. Furthermore, in 2007, 76 cases of violations of additional guarantees for young people were established in 43 Lithuanian undertakings, institutions and organizations.

17. Training on health and safety at work is the responsibility of the employer. According to the actual legislation, workers shall undergo training inside undertakings or in training institutions on the basis of formal or informal education programmes.

According to the Lithuanian Labour Market Training Authority under the Ministry of Social Security and Labour (hereinafter referred to as the Authority), in the first half of 2007, there were 150 educational institutions licensed by the Ministry of Science and Education to provide occupational safety and health training. 111 undertakings are entitled to exercise training according to the programme of the employer or person representing him; and 104 are engaged in training under the undertaking safety and health training program. The Register of Studies and Programmes lists more than 140 occupational safety and health training programs. Following the provisions of Article 268 of the Labour Code of the Republic of Lithuania and general regulations for training and certification in relation with occupational safety and health, approved by Order No A1-223/V-792 of the Minister of Social Security and Labour and the Minister of Health of 31 December of 2003 (*Valstybės žinios* (Official Gazette), No 13-395, 2004), 2007, 16.1 thousand workers were certified in 2007 (13.2 thousand in 2006). Over 9 months in 2008, 4 408 individuals underwent occupational safety and health training.

18. According to the Authority, which assesses training programs in undertakings in terms of quality, and the Inspectorate, which checks the compliance of undertakings with legislative occupational safety and health requirements, in the process of worker training on occupational safety and health, violations have been established as regards practical tasks and written reporting, training of the members of safety and health committee, and setting up

certification commissions and documenting their decisions while assessing occupational safety and health professionals, and other violations of general regulations on training and certification of occupational safety and health. Annually, 10 percent of undertakings, where the employer is not officially certified for occupational safety and health, are found by the Inspectorate.

19. Informing employers and workers of amendments or new legal acts regulating occupational safety and health, their application, potential risk factors and consequences is an important prerequisite for the implementation of the consistent prevention policy. Immediate and timely information, guiding material, good practices in occupational safety and health ensure the enforcement of legislative requirements, particularly in small and medium-sized enterprises and high-risk industries (transport, construction).

20. Since 2002, the Inspectorate has had a Public Register for potentially dangerous equipment. On 29 September 2008, the Register listed more than 31 thousand potentially dangerous equipment. The technical status of potentially dangerous equipment is checked on mandatory basis by authorized Inspectorate bodies inspecting technical status of the equipment, who provide data on inspected equipment to the body running the public register for potentially dangerous equipment. The Inspectorate oversees the compliance with the requirements for the procedure and schedule of inspections of technical status of potentially dangerous equipment. In 2007, there were 1.1 per cent of occupational safety and health violations established by the Inspectorate in undertakings that operate potentially dangerous equipment.

SWOT analysis

21. Strengths:

21.1. occupational safety and health is one of the priorities of the EU social policies, and the Lithuanian Government and the social partners give the necessary attention to it;

21.2. Lithuania implements a continuous public occupational safety and health policy; it has law enforcement monitoring system, complying with the EU system and the International Labour Organization standards in place;

21.3. interests of the state, workers and employers in relation to safety and health, are combined through a tripartite principle of cooperation of social partners (parties);

21.4. legal acts on occupational safety and health are adjusted according to the implementation practice: information technologies are being introduced, and institutional administrative capacities are being built;

21.5. the network of educational institutions that provide training services on occupational safety and health is developed;

21.6. research contributes to establishing guidelines for improvement of measures in relation to occupational safety and health, and prevention of accidents and occupational diseases;

21.7. continued monitoring information system on working conditions is in place;

21.8. monitoring and control system of the use of potentially dangerous equipment ensures the required technical status for the operation of potentially dangerous equipment;

21.9. annual allocations from the State Social Insurance Fund to ongoing prevention measures carried out by businesses in relation to occupational accidents and occupational diseases;

21.10. vocational rehabilitation of the disabled is in place;

21.11. development of mental health care system enabling efficient and effective strengthening of public mental health following the latest scientific achievements and values, and provides comprehensive assistance to individuals with mental and behavioural disorders and their families.

22. Weaknesses:

22.1. Employers underestimate the importance of preventative assessment of occupational risk, and pay inadequate attention to that, particularly in small and medium-sized enterprises;

22.2. The differentiation of premium rates for the policyholder depending on the accident and fatality record at work, provided for in the of the Republic of Lithuania on Social Insurance of Occupational Accidents and Occupational Diseases is not sufficient to encourage the employer to enhance workplace safety and take better care of workers' health;

22.3. occupational safety and health issues are poorly integrated into education and training programmes;

22.4. poor application of information technologies for education, information and training employers and workers, there is no single and accessible information system on safety and health and training in the interactive environment;

22.5. lack of education and training on occupational safety and health issues for the young and socially excluded people (with disabilities) as per their specific needs;

22.6. there is no authority to analyse information on occupational safety and health in order to identify new and emerging risks; to look for solutions to health and safety problems; if necessary, to carry out health and safety studies, and draft risk prevention recommendations on their basis;

22.7. The scarcity of information available to therapists on patient's health and occupational risks in the workplace may lead to inadequate quality of preventive health screening and failure to diagnose part of medical conditions or occupational diseases in patients;

22.8. lack of occupational therapists; there are no ongoing in-service training courses for occupational health professionals;

22.9. many accidents in processing industry, transport, warehousing and telecommunications undertakings, as well as when performing dangerous works.

23. Opportunities:

23.1. increasing employers' awareness that occupational safety and health in an undertaking is a prerequisite for greater productivity and improving work quality;

23.2. incentives to employers to improve occupational safety and health in undertakings;

23.3. improving worker training and information to help workers understand the importance of protecting their own health and life as well as others, and reduce accidents at work;

23.4. integration of occupational safety and health issues in school curricula enables to properly prepare the youth for work;

23.5. appropriate health care ensures longer and healthier full-fledged working life;

23.6. cooperation and exchange of information on the implementation of good occupational safety and health practices, the development of the prevention of occupational accidents and occupational diseases, occupational safety, and equal level of health protection help to build administrative capacities of risk prevention in undertakings;

23.7. use of new information technologies to educate and inform pupils and students, employers and workers on health and safety issues, provides a possibility of acquiring and improving general and specific risk-prevention knowledge;

23.8. a higher level of safety at work when performing dangerous works will significantly reduce accidents at work;

23.9. the establishment of an institution to collect and analyse data on occupational safety and health in order to identify new and emerging risks, to find solutions to health and safety problems, if necessary, initiate and carry out health and safety studies and draft risk prevention recommendations on their basis, would enable timely identification of problems and taking proper prevention, discussions of interest groups and provision of information about occupational safety and health to policy makers.

24. Threats:

24.1. deteriorating economic situation of undertakings means lower investment in occupational safety and health, equipment upgrading or renewal;

24.2. young people are not ready for work, therefore a number of accidents and occupational diseases is growing;

24.3. there is no common and accessible workers' safety and health information system.

III. STRATEGIC VISION, STRATEGIC GOAL, PRIORITIES AND OBJECTIVES

25. The analysis of the existing situation and SWOT lead to the vision of the Strategy, which is safe and healthy working conditions for all workers.

26. The strategic goal: reduction of the incidence rate of serious and fatal accidents at work by improving legal and organizational health and safety at work framework which ensures work quality and productivity at work

27. The priorities and objectives of the Strategy:

27.1. priority 1: strengthening and development of occupational safety and health policy. Objectives:

27.1.1. enhancing legal measures ensuring preservation of health and safety at work.

27.1.2. developing research in the area of health and safety at work with a view to preventing fatal accidents and occupational diseases;

27.2. priority 2: improving the system of education, training, information, attesting and instruction of workers on occupational safety and health. Objectives:

27.2.1. integrating occupational risk and prevention training across all levels of education and in all fields with a view to preparing the youth for working activity.

27.2.2. continuous education and training of employers and workers on recognition of potential occupational risks, potential adverse impact and long-term effects, with a particular focus on SMEs;

27.2.3. ensuring qualified training on occupational health and safety;

27.2.4. setting up an effective information system for employers and workers on health and safety at work.

27.3. priority 3: increasing preventative efficacy of workers' health surveillance. Objectives:

27.3.1. increasing contribution of health and safety bodies of undertakings in workers' health preservation and improvement.

27.3.2. improving the quality of worker health care services;

27.3.3. ensuring regular competence development of professionals delivering health care services to workers.

27.4. priority 4: improving safety of workers performing dangerous works;

27.4.1. training projects targeted at the workers who perform dangerous works; development of employers' skills to safely organise dangerous works and workers' skills to act safely when performing dangerous works;

27.4.2. strengthening of controls performed by the Inspectorate on the maintenance of potentially dangerous equipment and on the ways of performance of dangerous works; strengthening of the cooperation, with regard to the supervision over potentially dangerous equipment, of the Inspectorate and the authorised bodies involved in the inspection of the mandatory technical status of potentially dangerous equipment.

IV. DESIRED OUTCOMES (EVALUATION CRITERIA)

28. The expected Strategy implementation outcomes are as follows:

28.1. decline in accidents at work:

28.1.1. fatal accidents at work per 100 thousand workers in 2012 to decline by 25% compared to 2006 (from 8.4% to 6.3%);

28.1.2. serious accidents at work per 100 thousand workers in 2012 to decline by 25% compared to 2006 (from 17.8% to 13.4%);

28.2. effectively operative occupational safety and health system;

28.2.1. analysis of the implementation of workers' safety and health legislation; drafting and amendment of workers' safety and health legislation on the basis of that analysis;

28.2.2. development of human and technical resources of the Institute of Labour and Social Research for the research on workers' safety and health with the view to finding out new and recurrent dangers and working out solutions for safety and health problems;

28.3. improved quality of education, training, informing and instructing on workers' safety and health:

28.3.1. occupational health and safety integrated in university education programmes, and occupational risk and prevention integrated in training programmes;

28.3.2. adequate level of informing employers and workers as required in the legislation (informative publications, posters, video-clips on workers' health and safety distributed to employers and workers);

28.3.3. improved quality of training, informing and instructing on workers' safety and health;

28.3.4. creation of an efficient commonly accessible system on workers' safety and health for employers and workers, based on the potential offered by the information technologies with regard to education, information and training in the interactive environment;

28.4. efficient delivery of workers' health care services:

28.4.1. development of tools that build on best practices and help health and safety bodies in undertakings to carry out workers' health and safety surveillance more appropriately; development of performance indicators with respect to health and safety surveillance carried out by health and safety bodies in undertakings.

28.4.2. efficient provision of workers' health care services; amended legislation regulating workers' health care; and identification of occupation diseases;

28.4.3. a system for raising competence of occupational therapists has been put in place; an increasing role of occupational therapist in the workers' health care;

28.5. safe performance of dangerous works:

28.5.1. implemented training projects targeted at workers who perform dangerous works by developing workers' skills to work safely when performing dangerous works;

28.5.2. better cooperation between the Inspectorate and the authorised bodies involved in the inspection of the mandatory technical status of potentially dangerous equipment .

V. STRATEGY IMPLEMENTATION

29. The provisions of the present Strategy will be implemented in two stages following the Action Plan for 2009-2010 and 2011-2012 adopted by the Government of the Republic of Lithuania.

APPROVED BY
Resolution No 660
of the Government of the Republic of Lithuania
of 25 June 2009

**THE ACTION PLAN FOR 2009-2010 FOR THE IMPLEMENTATION OF THE STRATEGY ON HEALTH AND SAFETY AT WORK
FOR 2009–2012**

Priorities and objectives	Measures	Responsible implementers	Implementation timeframe	Required funds (LTL, thousand)		Funding sources
				2009	2010	
I. Strengthening and developing occupational health and safety policy						
1.1. Enhancing legal measures ensuring preservation of health and safety at work	1.1.1. Analysis of the accidents at work in 2002–2008 when working with potentially dangerous equipment and the reasons for the accidents; drafting proposals for legislative amendments and recommendations on accident prevention.	State Labour Inspectorate	2009	–	–	–
	1.1.2. Analysis of ILO Occupational Health Services Convention No 161 and drafting proposals for legislative amendments.	Ministry of Social Security and Labour, Ministry of Health	2010	–	–	–
1.2. Developing research in the area of health and safety at work with a view to preventing fatal accidents and occupational diseases.	1.2.1. Analysis of the possibilities of the Institute of Labour and Social Research to collect and analyse information on workers' safety and health with the view to identifying new and recurrent dangers; finding solutions for safety and health problems, carrying out, if necessary, research on workers' safety and health, and drafting risk prevention recommendations on the basis of the research.	Ministry of Social Security and Labour	2010	–	–	–

Priorities and objectives	Measures	Responsible implementers	Implementation timeframe	Required funds (LTL, thousand)		Funding sources
				2009	2010	
	1.2.2. Conducting a survey on the possibilities to upgrade potentially dangerous equipment in SMEs	State Labour Inspectorate	2010	–	–	Funds from the State Budget of the Republic of Lithuania (hereinafter referred to as the State Budget)
	1.2.3. Carrying out the research “Towards Better Diagnosis of Occupational Diseases”	Ministry of Health, Institute of Hygiene	2009–2010	–	30	State Budget funds
	1.2.4. Carrying out a research on the impact of psycho-social risk factor and drafting recommendations	Ministry of Health, Institute of Hygiene	2010	–	40	State Budget funds
II. Improving the system of education, training, information, attesting and instruction of workers on occupational safety and health						
2.1. Integrating occupational risk and prevention training across all levels of education and in all fields with a view to preparing the youth for working activity	2.1.1. Recommending higher education institutions to integrate workers’ safety and health training into all fields of studies as a separate subject	Ministry of Education and Science	2009	–	–	–
	2.1.2. Arranging for the reproduction of Napo’s films created by the European Agency for Safety and Health at Work and their distribution among general education schools and training institutions (in DVD format)	State Labour Inspectorate, Ministry of Education and Science	2010	–	40	State Budget funds

Priorities and objectives	Measures	Responsible implementers	Implementation timeframe	Required funds (LTL, thousand)		Funding sources
				2009	2010	
	2.1.3. Arranging for the repeated publication and distribution of the book <i>Countryside Adventure</i> for elementary schools on the topics of workers' safety and health	State Labour Inspectorate, Ministry of Education and Science	2009	–	20	–
	2.1.4. Drafting and continuous implementation of a specific competence raising programme for teachers on workers' safety and health	Ministry of Education and Science, Teacher Professional Development Center, Lithuanian Labour Market Training Authority	continuously	–	–	–
2.2. Continuous education and training of employers and workers on recognition of potential occupational risks, potential adverse impact and long-term effects, with a particular focus on SMEs	2.2.1. Developing recommendations for employers on how to arrange a day of safety at work; making the recommendations available on the website of the State Labour Inspectorate.	State Labour Inspectorate	2010	–	–	–
	2.2.2. Setting up inter-institutional groups of occupational risk management in construction and transport (traffic) sectors at the State Labour Inspectorate; drafting their regulations and rules of procedure.	State Labour Inspectorate	2009	–	–	–
	2.2.3. Holding free-of-charge workshops for employers (especially SMEs) on occupational risk management.	State Labour Inspectorate	2009–2010	–	–	–
	2.2.4. Within the limits of the competence, providing the concerned institutions with the information and data necessary for drafting of information publications on transport safety intended for transport undertakings (employers and drivers).	State Road Transport Inspectorate under the Ministry of Transport and Communications	2009–2010	–	–	–

Priorities and objectives	Measures	Responsible implementers	Implementation timeframe	Required funds (LTL, thousand)		Funding sources
				2009	2010	
	2.2.5. Arranging for drafting, printing and distribution of the information publications on prevention of accidents in construction undertakings; making this material available on the website of the State Labour Inspectorate.	State Labour Inspectorate	2010	–	70	State Budget funds
	2.2.6. Arranging for drafting, printing and distribution of the publication <i>Risk Assessment in Small Enterprises</i> ; making this material available on the website of the State Labour Inspectorate.	State Labour Inspectorate	2010	–	40	State Budget funds
	2.2.7. Arranging for drafting of the booklet <i>Employer's Obligations With Regard to Safe and Health-Friendly Work Conditions in SMEs</i> ; making this information material available on the website of the State Labour Inspectorate	State Labour Inspectorate, Lithuanian Labour Market Training Authority	2009–2010	–	–	State Budget funds
	2.2.8. Arranging for drafting of booklets on violation of discipline at work, prevention of such violations, risk assessment, safe work at high altitude, provision of work safety guarantees, safe transport repair work, etc.; making this material available on the website of the State Labour Inspectorate.	State Labour Inspectorate	2009–2010	–	40	State Budget funds
	2.2.9. Arranging for designing of posters on different topics of occupational safety and health intended to instruct workers at their workplaces; making this material available on the website of the State Labour Inspectorate.	State Labour Inspectorate	2010	–	30	State Budget funds

Priorities and objectives	Measures	Responsible implementers	Implementation timeframe	Required funds (LTL, thousand)		Funding sources
				2009	2010	
	2.2.10. Arranging for the reproduction of Napo's films created by the European Agency for Safety and Health at Work and their distribution among institutions, undertakings and organisations (in DVD format).	State Labour Inspectorate	2010	–	20	State Budget funds
	2.2.11. Arranging for the translation into the Lithuanian language of EU institutions' good practice manuals and guidelines for employers and workers on safety and health; making this material available on the website of the Ministry of Social Security and Labour.	Ministry of Social Security and Labour	2009–2010	14	20	State Budget funds
	2.2.12. Arranging for training and consultations of agricultural workers on occupational safety and health	Ministry of Agriculture, Lithuanian Labour Market Training Authority	2009–2010	–	–	–
	2.2.13. Arranging for the inclusion of the methodical material and guidelines for employers and workers based on research into the publication <i>Safety at Work</i> and making this material available on the website of the State Labour Inspectorate.	Ministry of Social Security and Labour, State Labour Inspectorate	2009	–	–	–
2.3. Ensuring qualified training on occupational health and safety	2.3.1. Drafting of the action plan for the implementation of the independent system for testing (certification) of workers' knowledge on safety and health.	Ministry of Social Security and Labour, Lithuanian Labour Market Training Authority, State Labour Inspectorate	4 th quarter of 2009	–	–	–

Priorities and objectives	Measures	Responsible implementers	Implementation timeframe	Required funds (LTL, thousand)		Funding sources
				2009	2010	
	2.3.2. Integrating occupational safety and health risk prevention into new and updated vocational training programmes.	Ministry of Education and Science, Lithuanian Labour Market Training Authority	2009–2010	–	–	–
2.4. Setting up an effective information system for employers and workers on health and safety issues	2.4.1. Raising awareness (through public information media) among employers and public at large on the status of safety and health at work and on the compliance with labour laws.	State Labour Inspectorate	once per quarter	–	–	–
	2.4.2. Restructuring the website of the State Labour Inspectorate by making it more functional and more efficient in terms of information dissemination, and providing English and Russian translations of the website.	State Labour Inspectorate	2010	–	50	State Budget funds
	2.4.3. Drafting and making available on the website of the State Labour Inspectorate recommendations to employers on how to safely organise work, in those cases where an undertaking, subdivision, site or workplace has several employers, or when an undertaking outsources health and safety services from a competent body or company.	State Labour Inspectorate	3 rd quarter of 2009	–	–	–
	2.4.4. Drafting a best practice manual for investigation and documentation of minor accidents at work; making this material available on the website of the State Labour Inspectorate, arranging for printing and distribution of the manual.	State Labour Inspectorate	2010	–	10	State Budget funds

Priorities and objectives	Measures	Responsible implementers	Implementation timeframe	Required funds (LTL, thousand)		Funding sources
				2009	2010	
III. Increasing preventative efficacy of health care at work						
3.1. Increasing contribution of health and safety bodies of undertakings in workers' health preservation and improvement	3.1.1. Holding an annual conference for the assessment of the efficacy of health care at work	Ministry of Health, Institute of Hygiene	2010	–	75	State Budget funds
3.2. Improving quality of worker health care services	3.2.1. Improving the system of examining and diagnosing of occupational diseases: drafting the amendment for Occupational Disease Diagnosing and Stock-filing Regulations adopted by the Resolution No 487 of Government of the Republic of Lithuania of 28 April 2004 (<i>Valstybės žinios</i> (Official Gazette) No 69-2398, 2004).	Ministry of Social Security and Labour, Ministry of Health, State Labour Inspectorate, Institute of Hygiene	2009	–	–	–
	3.2.2. Upgrading the Occupational Disease Register of the Republic of Lithuania in line with the EU requirements.	Ministry of Health	2009–2010	–	155	State Budget funds
	3.2.3. Drafting and publishing <i>The Main Occupational Health Authorities</i> in accordance with the recommendations of the WHO and the ILO.	Ministry of Health, Institute of Hygiene	2010	–	30	State Budget funds
3.3. Ensuring regular competence development of occupational medicine professionals.	3.3.1. Drafting and adopting competence raising programmes for occupational health professionals in accordance with the competence requirements established by the Minister of Health.	Ministry of Health, Institute of Hygiene	2009	–	–	State Budget funds
	3.3.2. Arranging for regular post-graduate courses for occupational health professionals.	Ministry of Health, Institute of Hygiene	2010	–	80	State Budget funds

Priorities and objectives	Measures	Responsible implementers	Implementation timeframe	Required funds (LTL, thousand)		Funding sources
				2009	2010	
	3.3.3. Drafting an information publication on the role of an occupational therapist in delivering health care services for workers.	Ministry of Health	2010	–	30	State Budget funds
IV. Improving safety of workers who perform dangerous works						
4.1. Implementation of the training projects targeted at the workers who perform dangerous works; development of employers' skills to safely organise dangerous works and workers' skills to act safely when performing dangerous works	4.1.1. Drafting of methodical recommendations to the owners of potentially dangerous equipment on how to use, maintain and operate the equipment falling within certain categories; making this material available on the website of the State Labour Inspectorate, arranging for printing and distribution of the manual.	State Labour Inspectorate	2010	–	–	–
	4.1.2. Holding regional workshops for owners of potentially dangerous equipment (specific groups) on safe use of the equipment, workers' training and on other issues provided for in the legislation in relation to equipment maintenance.	Ministry of Social Security and Labour, State Labour Inspectorate	2009–2010	–	–	–
	4.1.3 Analysing actual training programmes intended for maintenance personnel looking after potentially dangerous equipment, as well as for the managers and workers dealing with potentially dangerous equipment; adjusting such programmes in accordance with the requirements of equipment maintenance rules; setting in the programmes training practice goals, content and duration for the development of practical skills, or, if necessary, drafting new programmes.	Ministry of Social Security and Labour, Lithuanian Labour Market Training Authority	2009–2010	30	30	State Budget funds, Lithuanian Labour Market Training Authority– from Employment Fund

Priorities and objectives	Measures	Responsible implementers	Implementation timeframe	Required funds (LTL, thousand)		Funding sources
				2009	2010	
	4.1.4. Making the list of occupational safety and health topics recommended to be included by employers into the training programmes related to dangerous works with regard to the workers who perform dangerous works; training of such workers; making the list available on the website of the Lithuanian Labour Market Training Authority.	Lithuanian Labour Market Training Authority, State Labour Inspectorate	4 th quarter of 2010	–	–	–
4.2. Strengthening of controls performed by the Inspectorate on the maintenance of potentially dangerous equipment and on the ways of performance of potentially dangerous works; strengthening of the cooperation, with regard to the supervision over potentially dangerous equipment, of the State Labour Inspectorate (hereinafter referred to as the Inspectorate) and the authorised bodies involved in the inspection of the mandatory technical status of potentially dangerous equipment	4.2.1. Reviewing the practice of the functioning of the State Register of Potentially Dangerous Equipment; drafting and implementing measures contributing to efficient gathering, collecting, processing and supplying information to employers and bodies involved in the supervision of potentially dangerous equipment.	State Labour Inspectorate	2009–2010	–	–	State Budget funds
		Total		44	810	
		including:				

Priorities and objectives	Measures	Responsible implementers	Implementation timeframe	Required funds (LTL, thousand)		Funding sources
				2009	2010	
		Ministry of Social Security and Labour		44	50	
		Ministry of Health		0	440	
		State Labour Inspectorate		0	320	
