



SLIC CODE OF GOOD PRACTICES

2025

> Overview of inspection
activities

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Marcin Stanecki

Chief Labour Inspector in Poland

Dear Colleagues,

Pursuant to Commission Decision 95/319/EC of 12 July 1995 setting up a Senior Labour Inspectors' Committee, one of the basic tasks of SLIC is to support the exchange of experience of national labour inspectorates in monitoring the Community law on health and safety at work in order to ensure its consistent enforcement throughout the Community. Moreover, the EU Strategic Framework on Safety and Health at Work 2021-2027, when defining the role of SLIC in achieving the cross-cutting objectives for this period, indicates sharing knowledge on labour inspection practices in the European Union Member States as one of the aims of SLIC's work. Recognising the significance of exchanging experience and information, and of promoting the most effective forms of impact of labour inspectorates in the EU Member States so as to raise awareness of hazards existing in workplaces, the State Labour Inspection in Poland has collected the most interesting examples of operational methods implemented by labour inspectorates in 2014-2023, and published them as the updated **SLIC Code of good practices in inspection and non-inspection work of labour inspectorates**, a twofold resource comprising a brochure and a website.

The SLIC Code of good practices in inspection and non-inspection work of labour inspectorates that we present to you describes the best and most effective initiatives undertaken by labour inspectorates in the European Union as part of their inspection and communication activity. They were collected on the basis of a questionnaire developed by the SLIC Working Group on General Enforcement Aspects (SLIC WG GEA) in cooperation with the State Labour Inspection in Poland. The thematic scope of the project comprises basic issues related to the planning and organisation of inspection and communication activities, their implementation and monitoring, as well as assessment of their effectiveness, illustrated with specific examples. **This brochure** contains information about selected inspection projects from the EU Member States which have contributed to the Code in its part dedicated to inspection campaigns. More information on the presented projects and additional examples of inspection activities which have not been included in this publication can be found on the website created by the Polish State Labour Inspection: slicgoodpractices.eu. The website also features information on equally interesting non-inspection projects carried out by European labour inspectorates.

I am pleased that during the Polish Presidency of the Council of the European Union, on the SLIC Thematic Day, we can exchange experience and share best practices in the field of inspection activities and campaigns, ensuring European occupational safety standards for workers.



Respirable Crystalline Silica dust exposure of stone workers

BELGIUM

- > **DURATION:** 25/06/2020-22/03/2023
- > **SECTOR:** stone workers (NACE 23.70 cutting, shaping and finishing of stone)
- > **NUMBER OF INSPECTED ENTITIES:** 37
- > **NUMBER OF INSPECTORS ENGAGED IN THE CAMPAIGN ACTIVITIES:** 23



OVERVIEW OF THE CAMPAIGN

The purpose of the inspection was to perform a baseline measurement of compliance in this sector with regard to the protection of workers from the risks of respirable crystalline silica and to spur the industry into action. The general observation was that no workstations were found where only (or mainly) artificial stone was processed. However, the results of the inspection campaign clearly show that exposure to respirable crystalline silica remains a serious occupational health risk. Nearly all the visited workplaces showed major deficiencies in protecting workers from exposure to inhaled crystalline dust. Several employers were found to exceed the occupational exposure limit for respirable dust (not specified) or respirable crystalline silica. Of particular concern appears to be the 'final processing' workstation, where workers use manual tools and often do not use sufficient collective protection. This campaign has shown that far too few preventive measures are being taken in this sector. There is a general need to raise awareness and inform employers in order to minimise exposure to as low doses as is technically possible. Based on the results of the local campaign, it was recognized that a follow-up national campaign would be necessary in 2024. This nationwide campaign has now been completed and the results are being processed.



PLANNING OF THE CAMPAIGN

The priority area for the campaign was chosen on the basis of numerous scientific papers on silicosis outbreaks in workers working with artificial stone around the world, including in Belgium. As part of this local campaign (in the province of West Flanders), all employers in this sector who could be suspected of working with artificial stone were visited. 'Mercator PP', an in-house IT tool, was used to isolate the group of control subjects. It was used to consult the existing database maintained by the National Social Security Office and generate a list of companies with an address and a NACE code within the scope of this campaign.

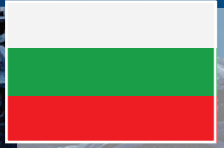


ORGANISATION AND IMPLEMENTATION

The duration of the inspection activities carried out at an inspected entity was 2 to 4 hours. A similar amount of time was spent at the labour inspection office. The websites of the enterprises, detailing the products offered, were used to select the entities. Only enterprises that could be suspected of processing artificial stone were selected for a visit. Solely labour inspectors who had received a specific training for the campaign were involved in carrying out the inspections. The labour inspectors were provided with information on the risk of exposure to respirable crystalline silica, applicable legislation, a checklist for this campaign and for recording the results. An IT tool ('Quaestor') is also at the inspectors' disposal, it allows the inspector to see the history of the employer, as well as any addresses of the employer and contact details of persons associated with the enterprise.

CAMPAIGN ASSESSMENT

The effects of the campaign were assessed on the basis of the checklists provided, the number and type of legal measures issued by inspectors and implemented by employers after the inspections. One of the effects of the local campaign was the initiation of a follow-up national campaign in 2024 in the same sector.



Law enforcement in relation to the fulfilment of the obligations to secure occupational safety and health and the lawful formation and realisation of the employment relationships when carrying out general construction work

BULGARIA

- > **DURATION:** January – December **2023**
- > **SECTOR:** construction
- > **NUMBER OF INSPECTED ENTITIES:** **5 520**
- > **NUMBER OF INSPECTORS ENGAGED IN THE CAMPAIGN ACTIVITIES:** **365**
(all labour inspectors working in regional units of the labour inspectorate)



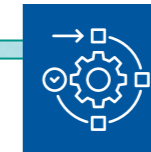
OVERVIEW OF THE CAMPAIGN

The construction sector is covered by continuous intensified inspections of the labour inspectorate in Bulgaria throughout the year due to high risk prevailing for years both in terms of work safety and in terms of the use of undeclared work. In addition to general inspections on construction sites, as part of the campaign, inspection and supervisory activities were planned for: motorways under construction and repair, railroad lines under construction and repair, works on national and regional infrastructural projects and large construction sites. The priority were construction sites where earthworks, demolition and work at heights took place, as well as sites where construction tasks occurred in the framework of the 'National programme for energy efficiency of multi-family residential buildings'. The aim of inspections was to prevent accidents at work on construction sites – among others falls from heights, accidents involving falling objects and materials, the risk of electric shock, etc.



PLANNING OF THE CAMPAIGN

The priority area for the campaign was selected on the basis of an analysis of inspection activity results from previous years – due to the high risks identified over the years on construction sites both in terms of work safety (high numbers of work-related accidents, including fatal and serious ones), and in terms of using undeclared work. Expectations of social partners and large numbers of complaints concerning this sector were also important. The number of inspections was specified in the budget programming for 2023.



ORGANISATION AND IMPLEMENTATION

The inspections were carried out all year long. The duration of inspections conducted in the inspected entity was from 2 to 4 hours. The duration of actions conducted in the labour inspectorate's office was similar. All labour inspectors were involved in the campaign. It was also decided that inspectors from regions with a smaller scale of construction works will be posted to other regions with a large number of construction sites and with an insufficient number of inspectors, so as to maximise the results. The entities were selected based on data from the database in the information system of the General Labour Inspectorate Executive Agency, which reflected the content of the information board of a construction site (comprising, among others, data of the client, contractor, the start date of construction works, expected construction duration, the maximum number of workers working at the same time, etc.).

CAMPAIGN ASSESSMENT

The campaign results were assessed on the basis of the supplied checklists – each week operational reports were prepared according to the template, reflecting the number and types of legal measures issued by inspectors and fulfilled by employers after the inspections. The employers covered by inspections informed the inspectors about their follow-up activities. 52% of the entities were covered by follow-up inspections. The campaign results were included in the annual report of the General Labour Inspectorate Executive Agency, which has been published on its website.



Implementation of virtual meetings in OSH-inspections

DENMARK

- > **DURATION:** The project began in autumn **2022** and it is being continued indefinitely.
- > **SECTOR:** At the beginning of the project the focus was solely on economic sectors deemed as having the greatest potential for effective virtual activities conducted during inspections. Later on, the project has been expanded to all sectors where virtual meetings may replace physical ones if they comply with the set criteria.
- > **NUMBER OF INSPECTED ENTITIES:** WEA has not specified the precise number of entities to be covered by virtual inspection activities nor the precise number of inspections during which such activities are to be undertaken – virtual activities (meetings) are conducted during all inspections carried out by labour inspectors involved in the project where physical activities (meetings) may be replaced with virtual ones.
- > **NUMBER OF INSPECTORS ENGAGED IN THE CAMPAIGN ACTIVITIES:** In the first phase, only three inspectors were involved in the project. In the second phase, **77** inspectors were involved, and in the next – third – phase, all inspectors will be involved.



OVERVIEW OF THE CAMPAIGN

The aim of activities in the framework of the project has been to replace all physical actions (meetings) being part of inspection with virtual activities (meetings) where it is possible to uphold the same inspection standard as in physical inspections and where it is both a practical and technical advantage for WEA and the inspected company. The project has had three phases. In the first phase, a few chosen inspectors experimented with virtual meetings, laying the ground for the principles for when to convert a physical meeting to a virtual one. In the second phase, the project was implemented for one of the four groups of inspectors, laying the foundation for the project to be implemented for all inspectors in the third phase.



PLANNING OF THE CAMPAIGN

In selecting entities where physical activities (meetings) have been replaced with virtual ones, WEA used the information comprised in the inspectorate's internal database – this information enabled WEA to determine the possible number of actions (meetings) which could be carried out virtually in the framework of a specific inspection. Information from the internal databases has been supplemented with the knowledge and experience of the inspectors involved in the project implementation. At the beginning of the project, a central training event was held for a group of leaders whose task was to subsequently train inspectors in WEA regional offices.



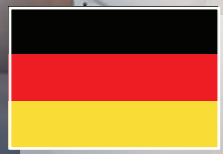
ORGANISATION AND IMPLEMENTATION

The duration of virtual inspection activities (meetings) with the participants of inspections is between 2 and 4 hours. Virtual activities (meetings) are held with the help of SKYPE FOR BUSINESS application – labour inspectors have been trained on how to conduct an inspection using the above-mentioned electronic tool. Moreover, the inspected companies receive guidebooks with information on the correct preparation for a virtual meeting with a labour inspector.

CAMPAIGN ASSESSMENT

The project assessment first and foremost comprised identification of difficulties and problems related to the implementation of virtual activities (meetings) and the possibility of tackling them. The project consisting in the implementation of virtual activities (meetings) as part of inspections has implied the change of methodology of conducting inspection activities in order to increase the effectiveness of the inspectorate's work. Moreover, the project was initiated in order to carry out inspections in a more flexible way and to modernise the inspection actions of the Danish Working Environment Authority. As a result of the project, physical activities (meetings) are to be replaced with virtual ones, if they meet the set criteria:

- > the meeting venue has to correspond to the physical meeting in a conference hall in the enterprise,
- > the virtual form of the inspection activities does not preclude achieving information indispensable for the inspection and it allows to reveal irregularities,
- > the virtual activities (meetings) are usually a part of an inspection, but they can also constitute a complete one in the case of pre-announced inspections.



Cooperation for Implementing Work Safety in Care Business (KoBrA)

GERMANY

- > **DURATION:** 2 years
- > **SECTOR:** : care sector – residential care activities for the elderly and disabled (NACE code 87.30) and social work activities without accommodation for the elderly and disabled (NACE code 88.10)
- > **NUMBER OF INSPECTED ENTITIES:** 388
- > **NUMBER OF INSPECTORS ENGAGED IN THE CAMPAIGN ACTIVITIES:** not specified



OVERVIEW OF THE CAMPAIGN

The KoBrA campaign aimed to check and promote work safety and risk assessment in the care sector, focusing on inspecting care enterprises delivering services to elderly and disabled at home and in resident care centres. The initiative addressed poor work conditions and lack of competent staff in the sector.



PLANNING OF THE CAMPAIGN

The priority area was selected based on proposals from partner institutions, including ministries, statutory accident insurances, employers' organizations, trade union, and other relevant bodies. The campaign targeted the care sector and focused on specific hazards and legal compliance issues. Inspections were planned to cover 10-20% of registered entities where problems were expected. Selection was based on workplace location and sectoral criteria, using a list from the legal register.



ORGANISATION AND IMPLEMENTATION

Inspections were carried out evenly throughout the planned period, lasting 2-8 hours on-site and 4-8 hours for office activities per day. An inspection letter was sent to these enterprises which have to perform measures. A select team of experienced inspectors (up to 10% of staff) was involved, with additional training provided. Inspectors used checklists and specialist materials during activities. The campaign involved cooperation with statutory accident insurances for public and private sector enterprises in the care sector. Cooperation involved planning, communication, implementation, and result dissemination stages, including media reports and employer magazine communications. An expert from a research institution monitored and coordinated the inspection activity, focusing on the quantitative plan implementation. A research institute provided an IT tool to register inspection outcomes and imposed measures.

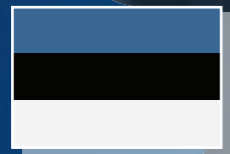
CAMPAIGN ASSESSMENT

The evaluation was performed by a group including representatives from ministries, statutory accident insurances, a work environment science professor, and a statistics expert. Assessment included statistical analysis of data from the IT tool.

Key findings:

- > **93%** of inpatient facilities had risk assessment, 66% rated appropriate;
- > **73%** of outpatient care services had risk assessment, 42% rated appropriate;
- > Outpatient facilities showed greater need for action in occupational health and safety organization.

A report with statistical data was published to aid decision-making and work environment improvement in care enterprises. It detailed findings, importance of trained safety staff accessibility, and employee involvement. Results were compared with the SLIC inspection campaign on musculoskeletal diseases. Campaign results were disseminated through website publication and presentation at the yearly venue for care enterprises, aiming to improve work safety and risk assessment practices in the sector.



Targeted inspection focus
on the use of carcinogens-mutagens
in the working environment

ESTONIA

- > **DURATION:** January – February 2024
- > **SECTOR:** : manufacture of furniture and technical inspection points for cars
- > **NUMBER OF INSPECTED ENTITIES:** 72 (with 2589 employees)
- > **NUMBER OF INSPECTORS ENGAGED IN THE CAMPAIGN ACTIVITIES:** 12



OVERVIEW OF THE CAMPAIGN

The main objective of the targeted inspections was to raise awareness of the hazards associated with carcinogenic chemicals and work processes and to prevent health risks. During the inspections carried out in the framework of the campaign, the inspectors identified 435 infringements, 166 of which were formalised as written precepts, which meant that more than 7 calendar days were needed to remedy them.



PLANNING OF THE CAMPAIGN

The priority area of the campaign was selected on the basis of analyses of the research results presented by the National Institute for Health Development. The research report was titled 'Estimation of the number of occupational cancer cases in Estonia'. A particular hazard in a specific sector was defined as priority area of the campaign – it was exposure to wood dust in manufacturing of furniture and exposure to diesel exhaust in car's maintenance. Estonian labour inspectorate does not have regions but it was planned to cover whole Estonia's territory by inspection activities to get an objective picture. IT tools were used to identify the target group of inspected entities: information on economic sector, number of employees, location, exposure to CMR in labour inspectorate's database was taken into account.



ORGANISATION AND IMPLEMENTATION

Inspections were carried out throughout the whole two months period of the campaign. The duration of the inspection activities carried out in the inspected entity in the framework of the campaign was between 2 and 4 hours. As well as the duration of the activities carried out in the office of the labour inspectorate. A task force group consisting of 12 inspectors was established in the labour inspectorate. Inspections conducted within the framework of the campaign were assigned to the task force group. The rationale and the description of the inspection activities, as well as the checklists, were at the inspectors' disposal during the inspection activities. Notice letters were sent to entities selected for inspections. Two people – leading senior labour inspector and head of the unit – were involved in the monitoring and coordination activity. They assisted labour inspectors in solving problems and monitored the implementation level of the quantitative and qualitative plan through the labour inspectorate's IT tools. Cooperation between the labour inspectorate and employers' associations was initiated at the stage of popularizing the information about the results of the inspection activity performed in the framework of the campaign. Special meeting and thematic events were organized for employers' organizations after inspections. Also radio podcasts were issued.

CAMPAIGN ASSESSMENT

Results of inspection campaign were evaluated on the basis of checklists provided, of number and type of legal measures issued and implemented by the employers after inspections. Inspected employers informed inspectors on their follow-up activities. 10% of the entities were covered by the follow-up inspections. Results of the above-mentioned inspections were also taken into account in the evaluation of the campaign.



| Refuse collection vehicles

IRELAND

- > **DURATION:** four weeks in July 2024
- > **SECTOR:** : waste collection
- > **NUMBER OF INSPECTED ENTITIES:** 101 inspections
- > **NUMBER OF INSPECTORS ENGAGED IN THE CAMPAIGN ACTIVITIES:** 6



OVERVIEW OF THE CAMPAIGN

The Health and Safety Authority (HSA) of Ireland conducted an inspection campaign on refuse collection vehicles (RCVs), focusing on the provision and wearing of high visibility clothing, driver blind spots, and compliance of man-riding footboards with the standard I.S. EN 1501-01:2021. The primary objective was to improve safety standards related to RCV operations. The campaign was initiated in response to concerning statistics: over a six-year period, there have been five fatalities involving RCVs, affecting both employees and members of the public.



ORGANISATION AND IMPLEMENTATION

Inspections were carried out over four weeks in July 2024. A team of experienced inspectors from the Waste team of the HSA carried out the inspections. Inspectors received a briefing, enforcement expectations, and checklist guidance. Inspectors had access to campaign objectives, tasks, checklists, and enforcement expectations for non-compliances observed during the campaign.



PLANNING OF THE CAMPAIGN

The planning process involved a detailed analysis of accidents and incident data, as well as complaints related to RCV operations. All available data on past accidents, incidents, and complaints were reviewed to identify common triggers. This analysis helped shape the campaign's objectives, ensuring it would not only raise awareness within the industry, but also remind duty holders of their legal responsibility, enforce compliance and ultimately reduce accident rates. As part of the planning phase, the HSA met with stakeholders, particularly the Irish Waste Management Association, to discuss accidents and incidents associated with RCV operations. The discussions helped to inform the industry about the planned campaign and its objective.

CAMPAIGN ASSESSMENT

Results were evaluated based on completed checklists, enforcement actions issued, and duty holders' compliance with the issued enforcement. There were 101 RCVs inspected during the campaign by the Waste team across 25 different RCV operators, and 87 enforcements were issued (including 7 INs and 20 PNs).

Key findings included:

- > **High visibility clothing:** During the campaign a high level of compliance was observed regarding the wearing of high visibility clothing by RCV helpers. However, the campaign found that there is an opportunity for the industry to increase the use of Class 3 high visibility clothing, given that RCV helpers work close to moving vehicles.
- > **RCV driver blind spots:** It was observed during the campaign that in many cases camera systems, mirrors and proximity alarms were in good condition, but there remains significant opportunity to retrofit extra aids to assist drivers particularly with reversing manoeuvres.
- > **Man-riding footboards:** Overall the campaign found that footboards were in a poor condition. The issues identified by Inspectors included defective safety devices, damaged/unstable footboards, inadequate grip handles, and general non-conformance with the I.S. EN1501-1:2021.

Following the campaign, the HSA met with industry stakeholders to present the findings. The HSA highlight its concerns regarding the significant level of non-compliance, particularly regarding the inspection and maintenance of man-riding footboards.

To ensure transparency and raise awareness, the HSA also published a campaign finding note, summarising key issues identified during inspections and providing guidance on improving safety standards.



Inspection Programme in Municipalities

GREECE

- > **DURATION:** 6 months
- > **SECTOR:** : specific activities and workplaces in municipalities (OSH management / machinery & equipment standards and handling / machinery maintenance workshops / PPEs in waste disposal / environment / technical services)
- > **NUMBER OF INSPECTED ENTITIES:** 285 (number of inspection notices issued)
- > **NUMBER OF INSPECTORS ENGAGED IN THE CAMPAIGN ACTIVITIES:** approx. 200 field inspectors



OVERVIEW OF THE CAMPAIGN

The main objective of the Inspection Programme in Municipalities was to enhance enforcement of OSH legislation in high-risk activities within Greek municipalities. The campaign focused on waste collection and disposal, technical services, and environmental services. Inspections examined various aspects of occupational safety and health, including OSH management, machinery standards, and compliance with relevant legislation.



PLANNING OF THE CAMPAIGN

The priority area was selected based on the Hellenic Labour Inspectorate's (HLI) experience and data from their Integrated Information System (IIS). High risks associated with municipal activities were the main reasons for selection. The campaign aimed to examine the problem, provide information on legal requirements, and enforce compliance. The number of municipalities to be inspected was determined by regional services, considering factors such as the number of inspectors, geographical characteristics, and available resources. The breakdown of inspections across regions took account of typical entities, the number of inspectors, and hazard levels measured by workplace accident rates.



ORGANISATION AND IMPLEMENTATION

Inspections were carried out evenly throughout the six-month campaign, with directions for re-inspections where possible. Workplace visits lasted 2-4 hours, with office activities typically taking up to 2 hours. At least 80% of inspectors were involved. No additional training was provided. Inspectors were equipped with relevant campaign information, a checklist, and inspection report sheets. The HLI's Integrated Information System was used to access historical data. Some inspectors used tablets with a specialized app for direct delivery of inspection notices. Two people at the central level and ten at the regional level supervised implementation, including document development and result summarization.

CAMPAIGN ASSESSMENT

Results were evaluated based on completed checklists and inspection reports. These included data on accidents, inspection notices, enforcement recommendations, and sanctions imposed.

Key findings included:

- > Almost full compliance with safety officer and occupational doctor notifications requirement;
- > Moderate to satisfactory compliance with medical records and medical job certificates;
- > Moderate compliance in risk assessment, particularly concerning risk levels and updates;
- > Poor compliance with Workers' Health and Safety Committee requirements;
- > Moderate compliance in machinery standards and handling, with poor compliance for old refuse collection vehicles;
- > Moderate compliance in maintenance workshops;
- > Issues with prompt provision and renewal of PPEs due to financial procedures/problems.

Follow-up activities included re-inspections where possible. Campaign results were communicated through the HLI's Annual Report. Regional directorates maintained relevant information for future planning and enforcement activities.



Campaign for the prevention of risks arising from exposure to adverse environmental conditions (high temperatures)

SPAIN

- > **DURATION:** The campaign is conducted throughout the year, while its activities are more intensive in the summer period.
- > **SECTOR:** agriculture (harvesting campaigns), construction, hospitality and industry – in certain workplaces high temperatures may exist in summers depending on specific features of work tasks performed there, as well as other types of activities conducted mainly outdoors
- > **NUMBER OF INSPECTED ENTITIES:** 9 606 activities were carried out in 2023.
- > **NUMBER OF INSPECTORS ENGAGED IN THE CAMPAIGN ACTIVITIES:** All inspectors were involved in inspection activities.



OVERVIEW OF THE CAMPAIGN

The main objective of inspections carried out in the framework of the campaign was to prevent hazards caused by exposure to adverse environmental conditions resulting from temperature and humidity both inside rooms and during work outdoors. When the summer season begins, the Labour and Social Security Inspectorate intensifies inspections conducted in order to prevent accidents connected with heat stress (high temperatures), among others heat stroke, with special attention to complaints from workers. As a result of the completed inspections, inspectors identified 229 infringements.



PLANNING OF THE CAMPAIGN

The campaign priority area was selected on the basis of: an external database on work-related accidents, the EU strategic framework on health and safety at work 2021-2027, the Spanish strategy for work safety and health for years 2023-2027 and issues raised in complaints lodged with the Spanish labour inspection. The priority area defined for the campaign were special hazards related to heat stress. For identifying the target group of inspected entities, IT tools were used: antifraud system and Integra-Lince system that manages inspection activities and comprises a database with the results of these activities.



ORGANISATION AND IMPLEMENTATION

Two inspection periods were carried out in the course of the campaign. The duration of inspection activities conducted in the inspected entity and in the labour inspection's office has not been determined. All labour inspectors were involved in inspection activities. Specialist materials concerning the examined issue (applied technologies, machines, equipment and tools, the existing hazards and relevant legal provisions) were at the disposal of the inspectors during the inspection activities. Execution of inspection activities was neither monitored nor coordinated.

CAMPAIGN ASSESSMENT

Effects of the campaign were assessed on the basis of the number of legal measures issued by the inspectors. Data from the inspections are collected in the Integra-Lince application that provides sets of information based on which a specific inspection campaign is assessed. The application comprises data regarding every inspection campaign carried out by the Spanish labour inspection, which enables to compare the obtained details on a year to year basis. Every year the annual report of the Labour and Social Security Inspectorate is published; it presents a broad overview of activity of the labour inspection in Spain and is divided into three parts. The third part concerns activities conducted in the specific year. Attachments to the report include many tables and charts with detailed information on individual inspection campaigns and their results.





Mobile lifting work equipment campaign

FRANCE

- > **DURATION:** November 2023 – January 2024
- > **SECTOR:** all sectors, with particular attention to construction, transport and logistics, industry, and agriculture/forestry
- > **NUMBER OF INSPECTED ENTITIES:** over 4 500 affecting around 380 000 employees
- > **NUMBER OF INSPECTORS ENGAGED IN THE CAMPAIGN ACTIVITIES:** over 1 000



OVERVIEW OF THE CAMPAIGN

The main objective of this national campaign was to ensure that risks associated with the use of construction machinery, forklifts, tractors with lifting equipment attached etc. are properly identified and assessed within companies, and that preventive measures are effective. Special attention was given to vulnerable workers, including young workers, temporary or/and posted workers and employees of rental companies.

As a result of the inspections carried out in the framework of the campaign 6 425 actions were taken, including letters with observation (93%), work stoppage (2.5%) and formal notices (2.1%). In some cases, requests for verification and measurement and reports or alert to the Prosecutor were issued.



PLANNING OF THE CAMPAIGN

The scope of the campaign, aligned with the National Action Plan of the Labour Inspectorate, was among the top priorities identified through consultation with the entire LI staff. The use of work equipment is the leading cause of accidents at work investigated by the inspectors (38% of accidents at work investigated). Among these accidents at work, lifting operations with mobile machinery are the most dangerous, particularly because of collisions between the machinery and pedestrians (29% of fatal accidents at work investigated). The priority area was selected from inspectorate's own database of workplace accidents and analyses from the National Health Insurance Fund and the French National Research and Safety Institute for the Prevention of Occupational Accidents and Diseases (INRS).



ORGANISATION AND IMPLEMENTATION

The campaign was preceded by information and awareness-raising activities aimed at companies and stakeholders. This initial phase, starting in September 2023, was organized at national and local levels, in cooperation with prevention services and social partners.

Inspections were carried out over a three-month period from November 2023 to January 2024. Workplace visits lasted 2-4 hours, with office-based activities taking 4-8 hours over multiple days. All regions were involved in the campaign, with implementation of collective actions at local level, including scheduled inspection days. Nearly all inspectors (at least 80%) were involved, prepared through webinars presenting the campaign and the tools created, including guidelines with checklists, templates for letters and notices, and technical sheets describing work equipment. Labour inspectors were sometimes accompanied by prevention engineers from regional offices for technical advice. IT tools were used to record the findings and to process the recording data. The campaign was monitored and coordinated by all levels of Labour Inspectorate management (national, regional and local management).

CAMPAIGN ASSESSMENT

Results were evaluated based on a specific questionnaire completed by labour inspectors after each inspection visit. This questionnaire assessed the results, including diagnostics, findings, actions taken, and follow-up. In total, 2 407 questionnaires were completed. The campaign's effectiveness was measured using indicators such as: number and nature of compliance measures obtained from employers and inspector's level of knowledge of regulation and professional practice. The evaluation was presented to social partners and stakeholders in 2024, as well as published on the website of the Ministry of Labour.



Platform workers
OSH campaign

CROATIA

- > **DURATION:** 2023 (1 year)
- > **SECTOR:** employers operating via digital platforms whose employees make deliveries/taxi transport via digital labour platforms (Uber, Wolt, Glovo, Bolt, etc.)
- > **NUMBER OF INSPECTED ENTITIES:** 87
- > **NUMBER OF INSPECTORS ENGAGED IN THE CAMPAIGN ACTIVITIES:** 50



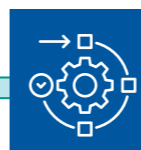
OVERVIEW OF THE CAMPAIGN

Labour inspectors issued 53 impact measures after inspections. Most of these concerned the training of workers, the lack of evidence that workers met certain criteria for working in special working conditions and preventive measures resulting from risk assessments. 31 penalties were imposed on employers, mainly due to the lack of risk assessments.



PLANNING OF THE CAMPAIGN

The priority area of the campaign was chosen based on the guidance provided in the document entitled: 'EU strategic framework on health and safety at work 2021-2027 Occupational safety and health in a changing world of work'. The second important rationale for choosing this theme for the inspection campaign was the recent increase in the number of new employers and workers, in particular foreigners, doing platform work. The main objective of the inspections was to check compliance with the law, in particular health and safety regulations, at the inspected entities.



ORGANISATION AND IMPLEMENTATION

In determining the number of entities to be inspected, the number of entities operating in the country and the database of employers and employees in the selected group were taken into account. The inspections were conducted regularly throughout the campaign. 50 inspectors were directed to carry them out, who performed inspection activities for between 2 and 4 hours per inspection. The average duration of activities carried out at the labour inspection office, on the other hand, was no longer than 2 hours. At the inspectors' disposal during the inspection activities were: justification of inspection activities and description of reporting requirements. Support to the inspectors was provided by two supervisors from the central labour inspection office. Their task was to monitor the degree of implementation of the developed quantitative plan. IT tools assisted the labour inspectors at every stage, during the preparation of the inspection, its conduct and during the summary and documentation of the findings in the final report presented to the inspected employer. For the implementation of the campaign, cooperation was established with the Ministry of Labour and Pension System, Family and Social Policy and the Ministry of the Internal Affairs.



CAMPAIGN ASSESSMENT

The effects of the campaign were assessed on the basis of the number and type of legal measures issued by inspectors after inspections. The office's internal computer software was used for this purpose, which contains a database of all inspections, legal measures issued and information on irregularities removed. This information is provided by the labour inspectors. This is due to the fact that any irregularities found during inspections were monitored by the inspectors after the inspection, until they were rectified.



Protecting workers from the risk associated with heat damage

ITALY

- › **DURATION:** August 2022
- › **SECTOR:** agriculture, floriculturists and construction



OVERVIEW OF THE CAMPAIGN

The main objective of the inspection campaign was to intensify prevention and control activities on heat risk in order to prevent serious and fatal accidents at work. The campaign included the inspection of industries such as agriculture, floriculture and construction, as particularly vulnerable to the effects of high temperatures in the summer period.



PLANNING OF THE CAMPAIGN

The priority area was selected because of the exceptionally high temperatures recorded during the summer, which prompted actions aimed at preventing risks associated with high temperatures in workplaces organised in the open air. The planned inspection activities were aimed both at making sure that the inspected entities were compliant with the applicable legislation and at bringing about visible, positive changes – such as a reduction in the number of accidents and occupational diseases. In selecting the entities to be inspected, labour inspectors were guided by personal knowledge of the supervised workplaces, reports received, as well as criteria combining location and sector of activity (e.g. in the case of florists in certain regions of the country). IT tools based on a system of notifications of planned construction projects, which include basic information about the investment and the participants in the construction process, were used to identify the target group of inspections at construction sites. Thanks to the digital registration of these notifications, it was possible to quickly and efficiently identify areas and entities with a higher risk of heat-related hazards.



ORGANISATION AND IMPLEMENTATION

The campaign was organised as a series of inspections carried out evenly throughout the period of planned activities. The number of inspections and the selection of specific entities to be inspected were determined by the labour inspection territorial offices, which took into account the workload of the office staff and the number of available inspectors. All labour inspectors were involved in the implementation of the campaign. During the implementation of the inspection campaign, labour inspectors used their own knowledge of inspected entities, as well as external databases such as 'INFOCAMERE'. Complementary external resources such as business catalogues and information from mass media were used. The implementation of the project was supported operationally by giving the inspectors a detailed operational note with instructions and directives. A brochure was also available to the labour inspectors, which provided information to help them understand and control the risks associated with heat hazards.

CAMPAIGN ASSESSMENT

There was no detailed analysis or formal evaluation of the effectiveness of the inspection campaign in the form of a report. The effectiveness of the project was mainly based on reports from labour inspectors, who were able to issue prescriptions to correct the irregularities found during the inspections and to draw up reports on irregularities.



National OSH Inspection campaigns in Cyprus by the Department of Labour Inspection (DLI)

CYPRUS

› The Cypriot Department of Labour Inspection (DLI) has used the questionnaire not to describe a specific inspection campaign but to explain the general rules regarding how the inspection campaigns are planned, conducted, monitored and assessed in Cyprus. All the inspection campaigns conducted by the Cypriot labour inspectorate are focused on ensuring compliance of employers with national OSH legislation and targeting high-risk workplaces, where occupational accidents and diseases prevail.



OVERVIEW OF THE CAMPAIGN

The main aims of the inspection campaigns in Cyprus are: compliance of employers with relevant OSH legislation, minimizing of work accidents, dangerous occurrences, and occupational diseases. All inspection activities are described in the two year OSH Inspection Programme, which includes monthly, bimonthly or 3-month long specific inspection campaigns. The number of establishments inspected varies according to the targeting of the specific inspection campaigns.



PLANNING OF THE CAMPAIGN

Different sources of information are used in selecting the priority area for inspection – national sources (Labour Inspectorate's own database of workplace accidents, previous inspections and complaints) as well as European ones (EU Strategic Framework on Health and Safety at Work 2021-2027, SLIC recommendations, e.g. evaluation of Labour Inspection System in Cyprus of 2019, SLIC inspection campaigns). High rates of workplace accidents, including fatal and serious accidents, and guidelines from other state authorities determine selecting the inspection priority area. A particular sector of economy or a specific hazard is usually defined as a priority area.



ORGANISATION AND IMPLEMENTATION

The inspections are carried out in the framework of the specific campaign as a series of intensified inspections in predetermined short periods of time. Each labour inspector who is dealing with OSH issues at work is expected to carry out 192 inspections per year, that means approximately 16 inspections per month. During the months where there is a predetermined campaign, inspectors are expected to conduct 5 out of the 16 inspections on entities in the framework of the campaign. The majority of the labour inspectors participate in OSH inspection campaigns. Inspectors carrying out activities in the framework of campaigns are equipped with: checklists, specialist, issue-related materials, examples of reactive actions to be taken by inspectors upon identification of typical cases of non-compliance, information about the rules of programme evaluation, promotional and communication materials for employers.

Regarding the organisation, implementation and monitoring of each campaign, a Labour Inspection Officer at the DLI's headquarters is appointed as the central coordinator. The head and a coordinator at each of the 5 district labour inspection offices are also engaged. For each campaign, the NACE codes of the Economic Activity Sectors falling within the scope of the campaign are selected and relevant workplaces are recorded and sent to the 5 district labour inspection officers for inclusion in the campaign. Prior to the conduct of each inspection campaign, relevant information is uploaded to the DLI's website to inform all employers, employed persons and other interested parties. Social partners are also informed, in order to disseminate relevant information to their members throughout Cyprus.

CAMPAIGN ASSESSMENT

The following legal measures are taken into consideration when evaluating the effectiveness of the campaign: infringement letters, notices of improvement and/or prohibition, extrajudicial fines, penal prosecutions. These indicators are compared with the results of the previous years. A campaign report is then prepared internally in the DLI. The following aspects with regard to the campaign are included in the report: target, publicity, observations, results, comments and suggestions. The comments and suggestions of the final report are taken into consideration when preparing the assumptions for the campaign of the following year.



Thematic inspection in companies whose employees were diagnosed with an occupational disease for the first time in 2019

LATVIA

- > **DURATION:** November 2020
- > **SECTOR:** various industries
- > **NUMBER OF INSPECTED ENTITIES:** 161
- > **NUMBER OF INSPECTORS ENGAGED IN THE CAMPAIGN ACTIVITIES:** 60



OVERVIEW OF THE CAMPAIGN

The main objective of the inspections carried out within the framework of the campaign was to check what actions and preventive measures the employer had taken at the workplace after being informed by the State Labour Inspectorate that an employee had been diagnosed with an occupational disease. A total of 71% of the inspections were carried out in companies with more than 50 employees. It was found that 81% of the inspected employers had taken technical measures to improve the working conditions of employees with occupational diseases, 72% of the employers reduced the workload of these persons, 37% of the employers transferred employees to other jobs where exposure to harmful working environment factors was excluded.



PLANNING OF THE CAMPAIGN

The priority area of the campaign was chosen on the basis of the State Labour Inspectorate's own database on occupational diseases. Specific occupational hazards and the associated incidence of occupational diseases were prioritised. The number of confirmed occupational diseases in the previous year was taken into account when selecting companies for inspection. In Latvia, there are 5 regional units of the State Labour Inspectorate, and usually for the purposes of campaigns, the number of companies to be inspected is evenly distributed among all regions. If there are no employers in a region to be covered by a particular campaign, then labour inspectors from a particular regional unit carry out more inspections under another campaign in order to meet the targets set jointly for all units of the SLI. At the planning stage of the campaign, cooperation was also initiated between the State Labour Inspectorate and the employers' unions, which had the opportunity to make suggestions on the organisation of the office's campaign activities.



ORGANISATION AND IMPLEMENTATION

Inspections were carried out consistently throughout the campaign. Since the beginning of the COVID-19 pandemic, inspections were carried out largely remotely, so it is difficult to determine the average duration of inspection activities carried out at the inspected entity and activities at the State Labour Inspectorate office. All inspectors were involved in the inspection activities. At the inspectors' disposal during the inspection activities were checklists and a description of the reporting requirements. Two persons were involved in monitoring and coordination activities, who prepared: checklists, information on how to carry out inspections, lists of companies to be inspected, the campaign schedule and – at the final stage – a summary of the campaign. They were also responsible for downloading the checklist in the State Labour Inspectorate's IT system. They assisted the labour inspectors in solving problems and monitored the level of implementation of the quantitative plan.

CAMPAIGN ASSESSMENT

The effects of the campaign were assessed on the basis of checklists, the number and type of legal measures issued by labour inspectors. A summary of the campaign was included in the State Labour Inspectorate's annual report. The results of the activities were also communicated during promotional events (e.g. seminars) organised by the SLI.



Inspections of Transparent Worker Identification (QR) Code in construction

LITHUANIA

- > **DURATION:** from 1 April 2022 – continuing
- > **SECTOR:** construction
- > **NUMBER OF INSPECTED ENTITIES:** in 2022 – 1302 entities (2670 persons), in 2023 – 3088 entities (6188 persons)
- > **NUMBER OF INSPECTORS ENGAGED IN THE CAMPAIGN ACTIVITIES:** 195



OVERVIEW OF THE CAMPAIGN

The main aim of the inspections carried out as part of the campaign was to verify the employment status of workers on construction sites, to ensure that work complies with the law, to prevent illegal work and to check compliance with health and safety requirements. The purpose of introducing the worker identification code is to verify the identity of all persons working or present on a given construction site.

Identification codes can be issued to workers, self-employed persons and employers (for themselves, their employees and posted persons). They are verified using a QR reader on a mobile device or other camera-equipped device. The campaign is linked to the entry into force of amendments to the Occupational Safety and Health Law of 1 May 2022, which brought the self-employed working on construction sites within the State Labour Inspectorate control field.



ORGANISATION AND IMPLEMENTATION

Inspections were carried out throughout the year. The duration of the inspection activities carried out at the inspected entity ranged from 2 to 4 hours. The duration of activities in the labour inspection office was between 4 and 8 hours. All labour inspectors were involved in inspection activities. At the inspectors' disposal during the inspection activities were: rationale and description of inspection activities, checklists, description of reporting requirements, examples of reactive actions to be taken upon identification of typical cases of non-compliance.

Ten specialists working at the State Labour Inspectorate headquarters were involved in the monitoring and coordination activities. They assisted the labour inspectors in solving problems and monitored the level of implementation of the quantitative and qualitative plan by preparing quarterly and annual reports on the implementation of the plans and the indicators established / set therein.



PLANNING OF THE CAMPAIGN

The priority area of the campaign was determined on the basis of: the inspectorate's own databases on accidents at work and occupational diseases, proposals from partner institutions, complaints, information on possible violations of labour law and occupational health and safety provided via social networks (e.g. Facebook) and information in the mass media. When determining the number of inspections to be carried out by each field unit, the following were taken into account: the number of inspectors carrying out inspection tasks in a given region and the level of risk measured by the occupational accident rate. The following tools were used to identify the target group of inspected entities: collection of information on construction facilities by inspectors through scheduled and unscheduled inspections, analysis of data from the Lithuanian information system on building permits and construction supervision 'Infostatyba', as well as information from other public institutions.

CAMPAIGN ASSESSMENT

The effects of the campaign were assessed on the basis of the checklists (for OSH only), the number and type of legal measures issued by the inspectors and implemented by the employers after the inspections. Employers provided information on the elimination of the identified violations after the inspection. In the absence of feedback, an inspection was carried out to verify the elimination of violations. The State Labour Inspectorate prepares quarterly reports on the inspections carried out, including identification code inspections. The report is submitted to other state institutions, social partners and published on the SLI website.



Inspections of safety during woodworking

HUNGARY

- > **DURATION:** 1 April – 30 June 2023
- > **SECTOR:** woodworking companies
- > **NUMBER OF INSPECTED ENTITIES:** 406
- > **NUMBER OF INSPECTORS ENGAGED IN THE CAMPAIGN ACTIVITIES:** 77



OVERVIEW OF THE CAMPAIGN

The campaign in the indicated scope was planned in connection with covering some woodworking machines with the provisions of Regulation no. 5/1993 of the Ministry of Economy and Labour, and due to the relatively frequent occurrence in the sector of work-related accidents such as cuts and amputations, because of irregularities in organising work processes of machinery woodworking. Another reason for undertaking inspections in that sector was the fact that the activity involving woodworking is also related to significant health hazards and risks arising from factors typical of that working environment (e.g. wood dust, noise and vibrations exceeding the permissible values, use of hazardous substances / mixtures and carcinogens, the strain of heavy physical work, adverse climatic conditions during work outdoors, etc.). The inspections covered, among others, carpentry workshops, furniture producers and sawmills.



PLANNING OF THE CAMPAIGN

The campaign's priority area was selected based on an analysis of information on work-related accidents included in the labour inspection's own database, and based on accident statistics and data from the entrepreneurs' register. Employers engaging at least 5 workers were selected for inspections. All labour inspectors were involved in the inspection activity in the framework of the campaign. Information on the campaign plans was made known to the public, so as to enable employers to conduct self-assessment before a labour inspector's visit.



ORGANISATION AND IMPLEMENTATION

Inspections were carried out throughout the campaign period. Inspection activities at a workplace lasted from 4 to 8 hours, while the time of activities in the labour inspection's office exceeded 8 hours. Labour inspectors could use, among others, descriptions of tasks to be performed, checklists, specialised materials on the inspected issues, as well as examples of activities that could be taken upon identification of specific irregularities. IT tools were at the disposal of inspectors, both at the stage of preparing inspections, conducting inspection activities, and the stage of summing up the campaign.

CAMPAIGN ASSESSMENT

From among 406 inspected employers, irregularities were identified in 397 entities (97.8%); in 30 entities (7.3%) the breaches were glaring and resulted in applying financial penalties. The total of 15 916 persons worked in the inspected entities, while the overall number of workers covered by inspections was 5 845. During inspections the technical condition of 5 668 pieces of equipment was checked; OSH-related irregularities were revealed in 1 068 (18.8%) machines and technical devices. The summary report on the campaign results, along with graphs and statistical data (in Hungarian), as well as examples of irregularities with photographs are available on governmental websites.



Sectoral approach to occupational health and safety

THE NETHERLANDS

- > **DURATION:** since **2020**, ongoing
- > **SECTOR:** multiple sectors, including garages (**2020**), wood processing industry (**2021**), paper industry (**2021**), construction materials industry (**2021**), computing industry (**2021**), landscaping industry (**2021**), furniture industry (**2022**), glass cleaning (**2022**), horeca sector (**2023**), health care (**2023**) and insulation companies (**2024**)
- > **NUMBER OF INSPECTED ENTITIES:** over **14 000**
- > **NUMBER OF INSPECTORS ENGAGED IN THE CAMPAIGN ACTIVITIES:** during the programme period 8 teams over the country have carried out inspections – approx. **130** inspectors



OVERVIEW OF THE CAMPAIGN

A good health and safety system reduces the risk of accidents and health complaints. An important part of the health and safety system is the legally required risk assessment and evaluation (RI&E). This is a tool to recognise and control occupational risks. An up-to-date, dynamic RI&E ensures that an employer knows the risks in his company and can take appropriate measures to protect employees. This obligation is still unknown to many employers. To change that, the Netherlands Labour Authority has implemented the described inspection programme.



PLANNING OF THE CAMPAIGN

The priority areas for inspections in the described programme were selected on the basis of inspectorate's own database of workplace accidents and occupational diseases, EU Strategic Framework on Health and Safety at Work 2021-2027 and SLIC recommendations. The reasons for selecting chosen sectors of economy were: high rates of workplace accidents, including fatal and serious accidents, high morbidity rates of occupational diseases and statistics on low rate of compliance concerning risk assessment and evaluation, especially in small enterprises. IT tools are used to identify the target groups: combined data on compliance, accidents, diseases caused by work integrated in a specific method called IRA (integrated risk analysis) of the Netherlands Labour Authority.



ORGANISATION AND IMPLEMENTATION

Both the average duration of a workplace visit and the average duration of the activities carried out in the office of the labour inspectorate were within one day, between 2 and 4 hours. 8 regional teams of inspectors were involved in the inspection activities (nearly all inspectors specialized in OSH are participating in these regional teams). They were instructed during kickoff meetings based on a specific project plan and handouts. Establishments covered by inspections in the framework were provided with information and trainings. Online information campaigns and information provision in collaboration with employer organisations about the importance of health and safety care and the legally required documents / risk assessment and evaluation (RI&E) were organized. Also a letter with the announcement on the project and information about the legally required documents / risk assessment and evaluation (RI&E) was sent to a preselected target group of employers within a chosen sector.

CAMPAIGN ASSESSMENT

Partial assessments were made after every sectoral project. The reports were published on the Netherlands Labour Authority's website. The number of employers with the legally required risk assessment and evaluation (RI&E) increases significantly through this approach. For example, only 30% of small entrepreneurs in the construction materials industry had a proper RI&E at the start of the project. In the computing industry it was 21% and in the landscaping industry 22%. After the intervention project, the percentage was 98% in all three sectors. More in general for all the approached sectors the level of compliance was raised up an average of 90%.



National inspection campaign on carcinogens

AUSTRIA

- > **DURATION: 2017-2019**
- > **SECTOR:** 1st wave – the majority of sectors with ‘preknowledge’ due to mandatory monitoring of health status; 2nd wave – selected enterprises e.g.: health care, transport services and couriers, construction of stainless steel pools, renovation of chimneys
- > **NUMBER OF INSPECTED ENTITIES: 600**
- > **NUMBER OF INSPECTORS ENGAGED IN THE CAMPAIGN ACTIVITIES: 35**



OVERVIEW OF THE CAMPAIGN

The aim was to raise awareness and provide information to enterprises and at the same time achieve better compliance with the law, as well as collect good practices. The results of the 1st wave of the campaign demonstrated that 10% of companies exceeded permissible values for carcinogenic substances. On average 16 workers in every workplace were exposed to carcinogenic substances. In the 2nd wave of the campaign the inspection results showed that 10% of enterprises did not use carcinogenic substances and showed examples of good practices related to substitution of hazardous substances with safer alternatives. Follow-up inspections proved that 78% of the identified problems were solved.



PLANNING OF THE CAMPAIGN

The campaign priority area was selected based on an external database of occupational diseases from the resources of the Austrian Workers' Compensation Board (AUVA) and on information from the EU-OSHA campaign concerning management of hazardous substances and the EU Action plan on carcinogenic agents. It was planned that 10% of the total number of inspections would relate to this campaign. For identification of the target group of entities for inspection, the labour inspectorate's database on economic sectors and numbers of workers was used.



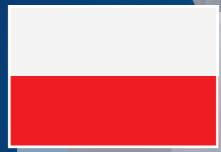
ORGANISATION AND IMPLEMENTATION

Two inspections were carried out in each selected entity. The duration of inspection activities conducted in an inspected entity was between 2 and 4 hours. Actions in the inspectorate's office lasted shorter than 2 hours. Between 10% and 30% of the staff were involved in inspections. The appointed labour inspectors received additional training conducted by one trainer. During inspection activities the inspectors had the following: rationale of inspection activities, checklists, requirements for the preparation of information after inspections, specialist materials for labour inspectors and information resources for employers. At the phase of organisation and informing about the inspection results, the partner of the labour inspectorate was AUVA. Monitoring and coordinating activities involved three persons (coordinating the campaign, collecting and evaluating data).

CAMPAIGN ASSESSMENT

The campaign results were evaluated on the basis of provided checklists, the number and type of legal measures issued by inspectors and implemented by employers after the inspections. The employers covered by inspections informed the inspectors about their follow-up activities. 20% of the entities were covered by follow-up inspections. The campaign results were published on the labour inspectorate's website.





Strategy for the inspection of chemical risks in the working environment

POLAND

- > **DURATION:** 2022-2024
- > **SECTOR:** multisectoral inspections targeted at small and medium-sized enterprises
- > **NUMBER OF INSPECTED ENTITIES:** 2022 – 807 entities, 2023 – 1011 entities
- > **NUMBER OF INSPECTORS ENGAGED IN THE CAMPAIGN ACTIVITIES:** labour inspectors specialised in chemical safety from all SLI local units – approx. 50 people



OVERVIEW OF THE CAMPAIGN

The State Labour Inspection adopted, as one of the three key priorities for its 2022-2024 activities, inspection and supervision in the area of broadly understood chemical safety when producing, using and storing chemical substances and mixtures in various sectors of economic activity. During this initiative particular attention was paid to the monitoring of chemical agents harmful to health in the work environment and to relevant measures taken by employers to minimise occupational exposure and thus to reduce adverse health effects.



PLANNING OF THE CAMPAIGN

The SLI Strategy for the inspection of chemical risks in the working environment fits into EU lines of action regarding the protection against harmful effects on health of chemical substances and their mixtures. This corresponds both with the objectives of the Europe's Beating Cancer Plan and with the EU priorities, as set out by SLIC, for the enforcement of OSH legislation on chemical risks. This strategy also responds to the European challenges defined in the Chemicals Strategy for Sustainability Towards a Toxic-Free Environment.



ORGANISATION AND IMPLEMENTATION

Inspections conducted in Poland by the State Labour Inspection covered issues regulated by the EU REACH and CLP Regulations, as well as protection of workers exposed to chemical substances and mixtures of carcinogenic or mutagenic effect, which present a particular health risk. Inspections concerned groups of chemicals for which there are separate regulations, i.e. biocidal products, explosives for civil use and pyrotechnic products. They also covered exposure to asbestos dust as a chemical substance for which the maximum permissible concentration in the work environment has been defined. Additionally, inspections broadly covered occupational safety and health in specific economic sectors of industry, as regards workers' exposure to hazardous and harmful chemical agents, and workplaces with a potential explosive atmosphere due to the substances and mixtures used, as well as establishments with a potentially high risk of a serious industrial breakdown.

CAMPAIGN ASSESSMENT

The activities conducted under the SLI Strategy were connected, among others, with the ongoing national legislative amendments (closely related to the direction of setting the values of hygiene standards in the EU) and contributed to fast responding in terms of increasing the level of safety of those working in specific areas where new hygiene standards apply – in Poland referred to as maximum permissible concentration. The comprehensive inspection and monitoring activities in the area of chemical safety resulted in the improved working conditions achieved through increased knowledge of regulations and compliance, which benefits the health of workers exposed to harmful chemical agents in the work environment.



Health and safety for temporary workers

PORTUGAL

- > **DURATION: 2017**
- > **SECTOR:** temporary work sector
- > **NUMBER OF INSPECTED ENTITIES: 635**
- > **NUMBER OF INSPECTORS ENGAGED IN THE CAMPAIGN ACTIVITIES: 169**



OVERVIEW OF THE CAMPAIGN

The main objective of the inspections carried out as part of the campaign was to ensure that temporary workers have, in terms of health and safety, the same level of protection as other workers employed by the user establishment. The campaign activities mainly covered the following entities: temporary work agencies, temporary workers, user companies and occupational health and safety services. The strategic aim of the campaign was to stimulate a risk prevention culture in the working environment of temporary workers, to promote safety and good practices in the hiring and reception of temporary workers and to reduce the number of accidents for this group of workers in the workplace.



PLANNING OF THE CAMPAIGN

The priority area of the campaign was selected on the basis of the database on accidents at work, proposals from trade unions in sectors of activity where temporary work is most commonly used, e.g. trade unions in the construction industry, trade unions in the HORECA sector, the EU Strategic Framework on Health and Safety at Work 2021-2027, the recommendations of the ILO – Strategic Policy Framework 2010-15, the Decent Work Agenda, as well as on the basis of complaints made by workers. Specific economic sectors have been defined as a priority area for the campaign. The number of entities to be inspected was established centrally in the action plan. The selection of the specific entities to be inspected was the responsibility of the local labour inspection centres, which took into account certain criteria: the results of the inspections to date, including the irregularities found so far and the number of complaints and reported accidents at work. The number of entities to be inspected in individual local inspection centres was also influenced by the number of labour inspectors employed in these centres.



ORGANISATION AND IMPLEMENTATION

Two inspections were carried out at one entity during the campaign. The duration of the inspection activities carried out at the inspected entity was no more than 2 hours. The duration of activities at the labour inspection office was between 2 and 4 hours. Nearly all inspectors (at least 80%) were involved in the inspection activities. At the inspectors' disposal during the inspection activities were: rationale and description of the inspection activities, checklists, examples of reactive actions to be taken upon identification of typical cases of non-compliance, manuals of good practice regarding issues covered by the inspection activities, promotional and communication materials for employers. The employees of the Inspective Activity Coordination Department were mainly involved in monitoring and coordination activities. They assisted labour inspectors in solving problems and monitored the level of implementation of the quantitative plan. Cooperation between the labour inspectorate and the employers' unions was initiated at the planning stage and before the start of the inspection activities. As the campaign was preceded by an awareness-raising information campaign, the inspected establishments received recommendations after the inspection activities were completed in accordance with normal inspection procedures.

CAMPAIGN ASSESSMENT

The effects of the campaign were assessed by the number and type of legal measures issued by labour inspectors and implemented by employers after inspections. Employers provided information on measures taken after inspections. 100 % of entities were covered by follow-up inspections. A partial evaluation of the campaign was conducted in October 2017. Following the campaign, an internal report was prepared and disseminated internally (electronically) and externally on the labour inspection website (ACT).



The national awareness and control campaign regarding compliance with minimum occupational health and safety requirements in construction works

ROMANIA

- > **DURATION:** all year **2023**
- > **SECTOR:** construction
- > **NUMBER OF INSPECTED ENTITIES:** **5066**
- > **NUMBER OF INSPECTORS ENGAGED IN THE CAMPAIGN ACTIVITIES:**
at least **80%** of labour inspectors: **164**



OVERVIEW OF THE CAMPAIGN

The main objective of the inspections carried out in the framework of the campaign was to provide the inspected entities with information on the legal requirements, to ensure that the inspected entities comply with the law, and to identify shortcomings in legal regulations.



ORGANISATION AND IMPLEMENTATION

Inspections were carried out throughout the planned campaign activities. The duration of inspection activities carried out at the inspected entity ranged from 4 to 8 hours. Activities at the labour inspectorate's office took between 2 and 4 hours. Almost all labour inspectors were involved in the inspection activities. They had the following tools at their disposal: the rationale and description of the inspection activities, checklists, examples of reactive actions to be taken upon identification of typical cases of incompliance, description of the reporting requirements, specialist materials (on the safety of applied technologies, machinery, equipment and tools, existing hazards and legal provisions).

Five persons at national level and 2-3 persons at local level were involved in monitoring and coordination activities. They assisted the labour inspectors in solving problems arising in the course of the inspection activities, participated in inspection activities in particularly complex cases, and monitored the quantitative and qualitative level of implementation of the plan. Cooperation between the labour inspectorate and the employers' organisations and trade unions consisted in analysing the comments and suggestions made by the social partners in the framework of the Social Dialogue Committee.



PLANNING OF THE CAMPAIGN

The priority area of the campaign was selected based on the labour inspectorate's own database on occupational diseases, (external) database on occupational diseases of the National Institute of Public Health, EU Strategic Framework on Health and Safety at Work 2021-2027, as well as complaints and media information on accidents at work. Specific economic sectors were defined as a priority area for the campaign; an important issue was also the identification of regulatory gaps and shortcomings.

The number of inspected entities during the campaign depended on the programme's objectives and the number of labour inspectors carrying out inspection tasks in a given region. The group of entities to be inspected was identified with the use of the 'Columbo' Labour Inspectorate's Information System, employers' declarations submitted with the Territorial Labour Inspectorates (in particular temporary and mobile construction sites). Selection of the inspected entities was made based on a data analysis of the number of fatal accidents and accidents with temporary incapacity for work, the number of units in the NACE field and their size, data on previous controls (in particular on measures issued and sanctions applied).

CAMPAIGN ASSESSMENT

The effects of the campaign were assessed by the number and type of legal measures issued by labour inspectors and implemented by employers after inspections. This data was collected using the 'Columbo' system. The Central Working Group produced a report on the activities carried out within the campaign. The report was included in the Annual Activity Report of the Labour Inspection and in the Statistical Bulletin published on government websites. The report was also used to prepare the Framework Programme of Actions of the Labour Inspectorate for the following years.



Health and safety inspection on temporary and mobile construction sites

SLOVENIA

- > **DURATION:** 2023
- > **SECTOR:** construction
- > **NUMBER OF INSPECTED ENTITIES:** 461 construction sites, 925 companies, 1512 inspections
- > **NUMBER OF INSPECTORS ENGAGED IN THE CAMPAIGN ACTIVITIES:** 28



OVERVIEW OF THE CAMPAIGN

The main objective of the inspections conducted in the framework of the campaign was to decrease the number of accidents at work and ensure a safe working environment on construction sites. In addition to traditional construction sites, inspectors also inspected the work sites of contractors such as roofers, carpenters, joiners, and window fitters. They found a total of 2 444 infringements and issued 1 030 measures. Most irregularities were found in relation to: work at height (scaffolding, guardrails, work on roofs), ensuring the use of personal protective equipment, and failure to follow the instructions of occupational safety and health coordinators. Inspectors issued 225 regulatory decisions, 73 of which were issued orally. In 67 cases, work was banned because of direct danger to workers' lives.



PLANNING OF THE CAMPAIGN

The priority area of the campaign was selected based on the inspectorate's own database of workplace accidents, EU Strategic Framework on Health and Safety at Work 2021-2027, and complaints. A specific sector (construction) and the verification of compliance of working conditions with legal requirements were defined as priority areas for the campaign.



ORGANISATION AND IMPLEMENTATION

Inspections were carried out evenly throughout the planned activities. The duration of the inspections at workplaces was between 2 and 4 hours. The duration of activities at the labour inspectorate's office was no more than 2 hours. Almost all labour inspectors were involved in the inspection activities. The target group of entities to be inspected was identified with the use of INSPIS, the labour inspectorate's information system. Information on accidents at work on specific construction sites, previous infringements, and notices of starting work on construction site were also taken into account. During the inspections labour inspectors had at their disposal: the rationale of the inspection activities; description of the objectives of the inspection activities; description of the ways in which to implement the activities; checklists; information about the rules of programme evaluation; description of the reporting requirements; specialist materials; and examples of reactive actions to be taken by inspectors upon identification of typical cases of non-compliance.

Monitoring and coordination activities were carried out by one OSH inspector – construction specialist. He assisted labour inspectors in solving problems and monitored the level of implementation of the plan on the quantitative and qualitative level (whether inspections are carried out according to guidelines).

CAMPAIGN ASSESSMENT

Campaign results were evaluated against the checklists, which were the basis for the inspections and were used to determine whether the inspectors have checked all the issues and whether they identified all the risk factors. Employers provided written answers regarding the elimination of the irregularities identified. Information on the results of the campaign is published in the annual report and, in some cases, on the labour inspectorate's website. Reports on the findings are sent to various mass media if they express such interest. Information is provided on, among others, the duration of the activities, the irregularities found and measures taken. The materials for the media are also accompanied by a commentary on the findings made during the inspections covered by the campaign, good and bad practices, etc. The campaign was repeated in 2024 and its effects will be evaluated in 2025.



Control of social legislation in road transport with a focus on tour and long-distance buses

SLOVAKIA

- > **DURATION:** June, July and August each year
- > **SECTOR:** transport
- > **NUMBER OF INSPECTED ENTITIES:** minimum 60 drivers per labour inspectorate
- > **NUMBER OF INSPECTORS ENGAGED IN THE CAMPAIGN ACTIVITIES:** 32



OVERVIEW OF THE CAMPAIGN

The main purpose of the inspections carried out within the framework of the campaign was to check the compliance with provisions on working conditions in road transport. Checking drivers' working time and rest periods contributes to the safety of passenger transport.



PLANNING OF THE CAMPAIGN

The immediate trigger for the organisation of the described inspection campaign was information concerning a serious road accident involving a tour bus with Slovak citizens, which resulted in the death or serious injury of many of them.

The priority area of the campaign was determined on the basis of the labour inspection's own database of accidents at work. As part of the inspection activities carried out within the framework of the campaign, labour inspectors verified the compliance of working conditions with the requirements set out in the applicable legislation.



ORGANISATION AND IMPLEMENTATION

Inspections have been carried out every year since 2009 during the 3 months of the summer holidays. The duration of the inspection activities carried out at the inspected entity did not exceed 2 hours. The duration of proceedings at the labour inspection office was between 4 and 8 hours. The inspections were carried out by labour inspectors regularly trained and specialised in the area inspected, assisted by the police, who are authorised to stop vehicles on the road and check their technical condition. Inspections of tour buses on the road were carried out. In order not to restrict passengers in 80% of cases, labour inspectors carried out inspections at tourist attractions.

At the labour inspectors' disposal during the inspection activities were: a description of the reporting requirements, specialised materials (technologies used, machinery, equipment and tools, existing risks and legal regulations), promotional materials for employers, as well as TAGRA software, which the labour inspectors have on their work computers and which provides the possibility of faster verification of drivers' working time and rest time on the basis of data from the controlled tachographs. At least two labour inspectors from each regional labour inspectorate unit were involved in monitoring and coordination activities. They coordinated the activities, assisted the labour inspectors in solving the problems that arose in the course of the ongoing inspection activities, and monitored the quantitative and qualitative level of implementation of the plan. They also participated in the preparation of the final report. The labour inspection information system and labour inspectorate own list of the control points in their region (ISOP) were used to carry out monitoring and coordination activities.

The cooperation between the labour inspection and the employers' organizations was initiated at the stage of planning the campaign and continued during the implementation of the campaign and at the stage of evaluation of the inspection activities and dissemination of information on the results of the inspection.

CAMPAIGN ASSESSMENT

The findings and conclusions (a summary of the most frequently identified irregularities) are published in the annual labour inspection report and disseminated to the professional community in the transport industry during seminars and conferences. On the basis of the analysis of the data, the district labour inspectorates receive a list of transport companies in the region on which the labour inspectors' inspection activities should focus in the remaining months of the year.



Chemical factors

FINLAND

- > **DURATION:** March 2020 – December 2023
- > **SECTOR:** educational establishments and other workplaces where exposure to chemical agents may occur, including construction companies using epoxy resins
- > **NUMBER OF INSPECTED ENTITIES:** 2323
- > **NUMBER OF INSPECTORS ENGAGED IN THE CAMPAIGN ACTIVITIES:** 69



OVERVIEW OF THE CAMPAIGN

The main aim of the inspections carried out as part of the campaign was to raise awareness among workers and employers of the risks associated with chemical agents, by targeting inspections to check the preparation and implementation of occupational risk assessments in this area. The inspections confirmed that about one third of employers had fully complied with this obligation. About one fifth did not carry out a written risk assessment. Irregularities such as not taking into account all exposure factors or incorrect (not in accordance with SDS requirements) selection of protective equipment were found in half of the cases.



PLANNING OF THE CAMPAIGN

The priority area of the campaign was chosen based on an analysis of the inspectorate's own database on occupational diseases, and information at the disposal of the Rescue Department of the Ministry of the Interior, which in Finland registers reports of all types of safety incidents, was also taken into account. Data from the Finnish Safety and Chemicals Agency, which is the authority that certifies and supervises the safe production and use of chemical agents, as well as information from the KemiDigi register of chemical substances and compounds and plant protection products and biocides, and data from the ASA register of use of carcinogenic substances were also used. Information on the number of days of sickness absence and data on occupational and other diseases caused by chemical agents when they did not cause absences were also included.



ORGANISATION AND IMPLEMENTATION

Inspections were carried out throughout the campaign. The duration of inspection activities carried out at an inspected entity was no longer than 2 hours. The duration of activities carried out at the labour inspection office was similar. Approximately one-fifth of all labour inspectors were involved in campaign inspections. Among other things, the labour inspectors had at their disposal: descriptions of tasks to be carried out, checklists, specialised materials on the inspection topics, examples of reactive actions that can be taken when specific irregularities are identified. All the inspectors used IT tools both at the stage of preparing the inspection (access to information about the entity and its inspection history), carrying out inspection activities (documenting findings and drawing up the protocol) and at the stage of summarising the campaign.

CAMPAIGN ASSESSMENT

The effectiveness of the activities was assessed primarily by referring to the quality of the occupational risk assessment, which took place both during the campaign inspections and during the follow-up inspections. Employers with irregularities that were not inspected again provided information on the corrective actions taken, which, like the inspection data, are recorded in the inspection databases and are used in the preparation of the final report. In the case of the campaign in question, it was not a separate document but formed part of the report on the institution's activities in the area of control and supervision of working conditions.



SAM-POL (Systematic OSH-management in politically controlled organisations)

SWEDEN

- > **DURATION:** The programme had no set timeframe; for the individual organisations covered by the programme, the timeframe was determined by the term of office (usually 4 years) of the leaders of the political organisation in question.
- > **SECTOR:** organisations forming part of the public administration, led by political appointees, in particular basic units of local authorities and health administration
- > **NUMBER OF INSPECTED ENTITIES:** The records of activities focused on the procedures implemented – 3 419 procedures (information, inspections, follow-ups) were carried out as part of the campaign; the campaign covered more than 300 entities with approximately 1.3 million employees.
- > **NUMBER OF INSPECTORS ENGAGED IN THE CAMPAIGN ACTIVITIES: 90**



OVERVIEW OF THE CAMPAIGN

The aim of the campaign was to raise awareness among the leaders of political organisations of their responsibility for the systematic management of occupational health and safety. The addressees of the activities gained knowledge about the role of working environment monitoring in organisational management, as well as about the tasks and activities of the Swedish Work Environment Authority (SWEA).

The programme consisted of two phases. The first was informative and aimed at those taking over the management of political organisations at the beginning of their term of office. The second phase was inspections and post-inspection measures being carried out at politically led organisations. As a result of the inspections, the labour inspectors found, in many cases, the lack of an effectively functioning health and safety management system.



PLANNING OF THE CAMPAIGN

The priority area of the campaign was selected on the basis of an analysis of the data contained in INES, the labour inspectorate's own database (data from projects carried out in 2012-2019), data on sickness absences of workers in Sweden collected by the Swedish Social Insurance Agency, and data collected by research centres, including universities. It also resulted from proposals for action by the inspectorate formulated by the social partners, mainly employers' organisations.

The Office decided to conduct the campaign (information as well as inspection activities) in all municipal and regional entities in the priority area. An important aspect in the selection of the entities to be inspected was the large number of women employed and the high rate of sickness absence among them.



ORGANISATION AND IMPLEMENTATION

The implementation pattern of campaign activities was constant: informing the person leading the political organisation, preparatory meeting with the political leaders, inspections of selected subordinate units, follow-up meeting with the political leaders. All campaign activities were carried out remotely (COVID-19 pandemic period). The duration of inspection activities carried out at the inspected entity was up to 2 hours.

The activities undertaken within the framework of the campaign were carried out by a team of labour inspectors selected for their education and experience, comprising between 30% and 50% of the office's staff. The labour inspectors during the implementation of the campaign were provided with: a rationale and description of the objectives of the programme, as well as a description of the means of its implementation, a guide for labour inspectors containing a description of the campaign activities, checklists, a description of the requirements for feedback on the actions taken and examples of how to respond to typical abnormal situations. In addition, labour inspectors had the opportunity to participate in meetings with the steering group, which provided ongoing guidance on the campaign activities.

CAMPAIGN ASSESSMENT

The effects of the campaign were assessed on the basis of the number and type of legal measures issued by the inspectors and how they were implemented by employers. The course of the campaign and its effects were described in a report prepared by the SWEA, which was published on the office's website.

THEMATIC DAY POLAND

– DISCUSSION CORNERS

GROUP 1: GOOD PRACTICES, DIFFICULTIES AND CHALLENGES IN DRAFTING AND PLANNING THE INSPECTION CAMPAIGN ACTIVITIES

Effective inspection campaign starts with a well-chosen topic. This decision is usually based on data analysis pointing to a certain problem in working environment. The source of data analysis may differ – number of work accidents, increased hint content, reason for the increase in sick leave etc. It is necessary to identify the right questions to which answers are sought.

After the topic is clarified, the organizational planning of the targeted inspection begins. During this process, the sample of companies, the form of inspection (with advance notice or unannounced), the entry of questionnaire results and other aspects will be agreed.

The public is usually informed before the inspection campaign begins. Raising awareness is one of the main goals of inspection campaigns. It is important that information about it is disseminated as widely and effectively as possible.

DISCUSSION POINTS:

- Identifying the topic of an inspection campaign
 - What kind of data analyses are used?
 - Who is involved in the planning process?
 - What are the best practices in preparing and planning an inspection campaign?
- Organizational side of an inspection campaign
 - How the conditions for conducting an inspection campaign are determined? How is the guidance of labor inspectors carried out?
 - What are the main difficulties you encounter when planning inspection campaigns and what strategies do you use to overcome them?
- Public information about an inspection campaign
 - Is information about the planned inspection campaign communicated to employers / employees / the general public prior to its commencement? If so, to what extent and in what way are they informed? Will there be any check-list for companies to make a self-control before an inspection campaign?

GROUP 2: GOOD PRACTICES, DIFFICULTIES AND CHALLENGES IN IMPLEMENTING ACTIVITIES AND MONITORING THE INSPECTION CAMPAIGN PROGRESS

One of the most important aspects of any inspection campaign is monitoring its progress. This means checking regularly to ensure the campaign is achieving its goals and making a real difference in improving compliance and working conditions. Monitoring the progress of an inspection campaign involves more than just counting how many inspections are done. It is about making sure that inspections are targeting the right sectors, workplaces, and areas with the highest risk. It is also about identifying any delays, challenges, or resource limitations that might prevent the campaign from being effective.

To monitor progress effectively, it is crucial to have systems in place that collect reliable data. This data helps inspectorates spot emerging risks, adjust their strategies if needed, and ensure that enforcement actions

remain focused. It is also important to evaluate how well stakeholders, such as businesses and workers, are cooperating with the campaign. There are challenges in monitoring, such as inconsistent data collection, difficulties in following up on corrective actions, and issues with using digital tools. These challenges need to be addressed to make monitoring more effective and transparent.

DISCUSSION POINTS:

- Effective monitoring strategies
 - What methods or tools have you found most useful in tracking the progress of inspection campaigns? How do you ensure inspections are targeting the right sectors and risk areas effectively?
- Assessing impact and sustainability
 - How do you measure whether inspections lead to lasting changes in compliance and workplace conditions? What indicators can be used to assess long-term improvements after an inspection?
- Overcoming monitoring challenges
 - What are the biggest challenges you face in monitoring the progress of inspection campaigns? How can digital tools, data collection systems, and follow-up mechanisms be improved to address these challenges?

GROUP 3: GOOD PRACTICES, DIFFICULTIES AND CHALLENGES IN SUMMARISING THE INSPECTION CAMPAIGN AND ASSESSING ITS EFFECTIVENESS

Summarising inspection campaigns and correctly interpreting the results is not only essential for the effective evaluation of inspectors' work, but also helps in setting up and developing other OSH-related activities. It is crucial therefore to know how best to evaluate inspection campaigns, whether AI or other data analysis tools help us, whether feedback from all stakeholders is used, or how to measure the success of the campaign.

After evaluating the campaigns, their results should be used effectively, so we will further discuss how they can be used, for example, to update national OSH documents and legislation, and how best to present the results of the campaigns to the largest possible number of employees and employers.

It is important that inspection campaigns should serve not only to monitor compliance with obligations set out in OSH legislation, but also to disseminate information about a safe and healthy working environment, so the last point for discussion will be questions about information sharing and what challenges this sharing may bring.

DISCUSSION POINTS:

- Methods, key indicators or tools used to summarise and evaluate campaigns
 - What best practices are used to summarise and evaluate inspection campaigns and who does all of this? Do you use AI or other data analysis tools for evaluation? Do you ask inspectors and inspected companies for feedback? What indicators, tools or objectives do you consider most important in evaluating success?
- Use of campaign results
 - How do you present and use the results of inspection campaigns (e.g. revision of OSH policy, updating of OSH legislation, promotional / educational activities)? Do you conduct follow-up inspections after campaigns? How can lessons learned improve future campaigns?
- Sharing campaign results
 - How and to whom is it most effective to communicate campaign results? What are the challenges in sharing best practices, photos, videos or stories?



SLIC CODE OF GOOD PRACTICES 2025

› APPENDIX

PLANNING OF A CAMPAIGN

1. INTRODUCTION

Identifying the topic of inspection campaign

Whilst a good planning is essential to ultimate success of any activity, it is necessary to underline that every effective inspection campaign starts with a well-chosen topic. As the resources of all LIs are limited, the answer to the question “how to reach that point that we can be sure that we use resources of LI in the places where the risk is the highest?” is crucial. This decision is usually based on data analysis pointing to certain problem in working environment. Source of data analysis may differ – number of work accidents, reason for the increase in sick leave etc. Usually violations, accident rates, number of workers in the respected fields are taken into account. Own inspection databases are used most often but also statistics from other public bodies are examined. Some countries look into the experience shared by other European countries. In some cases a number of the members of the public that could be affected is also taken into consideration, e.g. when a campaign is targeting construction sector. A new idea is that AI could be supportive in the future in identifying topics for inspection campaigns. However, data protection could be an issue.

Organizational side of inspection campaign

After the topic is clarified, the organizational planning of the targeted inspection begins. At this stage usually additional analyses are carried out. Guidelines for employers and guidelines/checklists for inspectors are prepared. Providing inspectors with high quality supporting materials and additional training before the campaign begins is highly beneficial and contributes to the success of overall campaign activities. “Lighten the Load” SLIC campaign is an example of a perfectly

prepared campaign – very educative, for inspectors and for employers. Inspectors were introduced with tools for measurement of physical strain. They admired how clear the questionnaire was.

In some countries campaigns are repeated, as the overall impression is that it works. An example could be Croatian campaign during summer season, where OSH and labour relation are examined. The every year goal is to raise awareness between employers, however, the rule is not to go to the same place every year.

Public information about inspection campaign

Another important aspect of drafting and planning inspection campaign activities is providing public information about the campaign. All participants of the discussion group agreed that there is no reason not to announce an OSH campaign. Information on the campaign always should be published. Such announcement together with webinars organised really matter to preventing services. However, it does not mean that the particular employer should be notified when the inspection starts.

An example of good practice could be sending letters to employers with information what they should do to comply with the law and with the message “you could be inspected”. In some cases, checklists are provided online.

In some Inspectorates there is a Communication Department which is responsible for publicity

They use multiple channels, including LinkedIn, direct contact with employers’ organisations to spread the message. Direct emailing could be used to raise awareness, also among citizens, but again, data protection could be an issue.

2. OVERVIEW OF GOOD PRACTICES

➤ **Creating of multilevel team preparing the campaign.** A special team is created to prepare occupational health and safety campaigns by the Cyprus Department of Labour Inspection.

Such a team consists of a representative from the DLI Headquarters as a coordinator of each OSH inspection campaign and the Head and a Coordinator at each of the 5 District Labour Inspection Offices.

Preparing a campaign in this way allows to combine theoretical assumptions with the practical possibilities of their implementation already at the stage of its design. That allows to avoid problems that could arise in this context during the implementation of the task, in other words, representatives of the units that will later carry out controls as part of the campaign have the opportunity to comment on this topic already at the stage of designing.

➤ Use of new technologies in planning inspection campaigns.

In its inspection campaign “Sectoral approach to occupational health and safety”, the Netherlands Labour Authority used new information technologies to define priority areas for action and identify target groups. The tool used in planning activities is known as IRA (integrated risk analysis). This tool uses data on accidents at work, taking into account the serious or fatal nature of accidents, occupational diseases and compliance indicators in terms of risk assessment in relation to the size of enterprises.

➤ From local inspections to a nationwide campaign.

The methodology applied in Belgium involved a comprehensive identification and analysis of the problem within a single province. Building upon the lessons learned during this initial phase, a nationwide campaign was subsequently launched. Selected entities were targeted, and the campaign was implemented with the deployment of highly qualified and specifically trained labour inspectors.

➤ Regional flexibility in determining inspection numbers.

The selection of municipalities as a priority area for “Inspection Programme in Municipalities” was based on a combination of factors, prominently including the Hellenic Labour Inspectorate’s (HLI) accumulated experience and the use of data from its Integrated Information System (IIS). This decision was further motivated by high risks identified in specific activities within municipalities, such as waste collection and disposal, as well as technical services. Recognizing the diverse geographical characteristics and varying staffing levels across different regions, the percentage of municipalities to be inspected was delegated to the regional services. Factors such as

the number of inspectors, distances involved, the number of municipalities under their authority, and available resources like vehicles were taken into consideration at the regional level. This decentralized approach allowed for a more practical and efficient allocation of inspection efforts based on local capacities and constraints.

➤ Enhancing responsiveness to emerging labour market challenges.

The labour inspectorate’s ability to swiftly address new trends in the world of work was demonstrated by the Croatian inspection campaign. Guided by European Community recommendations and responding to a sudden rise in local employment activity, the campaign targeted a newly identified risk area. This proactive approach highlights the inspectorate’s readiness to meet evolving labour market demands.

➤ Targeting inspections using digital notifications and risk-based criteria.

An effective approach in planning was the use of IT tools to analyze digital notifications of planned construction projects, enabling quick and efficient identification of workplaces and sectors at higher risk of heat-related hazards. This data-driven, risk-based approach ensures that inspection resources used during the Italian campaign “Protecting workers from the risk associated with heat damage” are focused where they are most needed and can be replicated in other regions or sectors facing similar heat risks.

➤ Multi-stakeholder identification of priority area.

The selection of the care sector as a priority for the German inspection campaign “Cooperation for Implementing Work Safety in Care Business (KoBra)” was a result of proposals from a broad network of partner institutions. This network included two ministries, two statutory accident insurances, several employers’ organisations in the healthcare sector, the trade union of the care sector, organisations of safety engineers and occupational doctors, and the statutory pension system. Additionally, the decision was driven by poor working conditions and a lack of competent staff identified as significant issues within this sector. This collaborative approach ensured that the campaign addressed areas of genuine

concern and leveraged the expertise of various stakeholders from the outset.

- **Data-driven selection of priority sectors and entities for inspection.** In the case of the Romanian labour inspectorate's national awareness and control campaign regarding compliance with minimum occupational health and safety requirements in construction works, the campaign's planning was based on a comprehensive analysis of various data sources (e.g. occupational disease databases, EU frameworks, accident statistics, previous inspection outcomes). This ensured that inspections targeted the most relevant sectors and entities with the highest risks, making resource allocation more efficient and impactful. This practice is replicable in other countries or regions with similar data systems.
- **Identification of entities to be inspected from an internal database.** The labour inspection's own database containing information on the economic sector and number of employees was used to identify the target group of entities to be inspected as part of the Austrian inspection campaign on carcinogenic substances. This solution allows for the precise selection of entities for inspection, focusing activities on the areas of greatest importance. This increases the effectiveness of the campaign, optimises the use of resources and strengthens the preventive nature of the activities.
- **Number of accidents as a criterion for selecting entities for inspection.** In order to select the entities to be inspected, data on the number of fatal accidents and accidents resulting in temporary incapacity for work were analysed. When determining the priority area for inspection, the Romanian labour inspectorate's own database on accidents at work, media reports on accidents at work, high rates of accidents at work and incapacity for work, as well as accident rates for specific types of jobs were taken into account.
- **Data-driven prioritization using external and sector-specific databases.** In the planning phase, comprehensive external databases (such as INAIL's database of workplace accidents) and sector-specific IT tools were used to identify high-risk

areas and target groups. This approach ensures that interventions of the Italian labour inspectorate are focused on sectors and locations with the greatest need, making the campaign "Safety First" both efficient and replicable in other contexts where similar data sources are available.

- **Use of multiple data sources for priority area selection.** The Irish Health and Safety Authority (HSA) utilized several sources of information to select the quarry sector and machinery guarding and maintenance as the priority area for the inspection campaign. These sources included the inspectorate's own database of workplace accidents and complaints, the statutory company register, and proposals from employer and trade union stakeholders. This multi-faceted approach ensured that the campaign targeted areas with a high incidence of workplace accidents. The priority area was clearly defined as specific hazards (machinery guarding and maintenance) within a given sector (quarries and associated manufacturing sites). When determining the number of inspections for individual field offices, the HSA took into account the number of entities typical of the programme in the region and the number of inspectors available. IT tools were used to identify both the priority area and the target group of inspected entities. This included an internal database of inspections, accidents, and complaints, as well as an in-house designed inspectors' database containing inspection, accident, complaint, and enforcement data. All of the abovementioned allowed for targeted inspection activities and the development of relevant inspection tools, ensured efficient allocation of resources based on local needs and capacities and facilitated data-driven decision-making in the preparation phase.
- **Use of materials prepared by other institutions active in the field of labour protection.** When planning a campaign on the use of carcinogenic and mutagenic substances in the workplace, the Estonian Labour Inspectorate used a study prepared by the National Institute for Health Development. A detailed analysis of the information and data contained in the publication titled "Estimation of the number of occupational cancer cases in Estonia" made it possible to identify the

priority area of the campaign and specific groups of companies that became the target of the labour inspectorate's activities.

- **Use of external databases.** Priority areas can be identified on the basis of external databases maintained by labour inspection's partners. A good example is the Austrian inspection campaign on carcinogens, which was planned using an external database on occupational diseases from the Austrian Workers' Compensation Board (AUVA) and information from the EU-OSHA campaign on the management of hazardous substances and the EU Action Plan on carcinogenic agents. This can ensure that inspection activities are evidence-based and allow to target the sectors most at risk of health hazards. In addition, supplementing this data with information from previous EU-OSHA campaigns and the EU Action Plan strengthens consistency and increases the preventive impact and effectiveness of labour inspection's activities.
- **The Construction Information System as a source of data for designing an inspection campaign.** A specific hazard in a particular sector was defined as a priority area for the campaign conducted by the Latvian Labour Inspectorate: high rates of accidents at work in the construction industry, including fatal and serious ones. The selection of companies covered by the inspection activities was based on an analysis of data from the Construction Information System (construction documentation, information about the construction site) and on the observations of inspectors, which allowed the activities to be effectively targeted where they were most needed.
- **Increasing the effectiveness of the campaign by parallelly planning inspection and preventive activities.** The project of the Finnish Labour Inspectorate inspection campaign on chemical agents was supplemented by complementary preventive actions in the same thematic scope, carried out at the same time. The basic assumption was to enable entities that will not be covered by the inspections to obtain information on the risks associated with the use of chemical agents in the work environment. The main focus was on providing them with knowledge

on the use of occupational risk assessment as an effective tool for ensuring safe and healthy working conditions, in the context of the use of chemical agents and the implementation of measures to reduce the risk associated with their use, including the proper selection of personal protective equipment.

- **Action to increase the reach of the campaign also to the group of employers not covered by inspections.** In a stage of preparation for the inspection campaign in the woodworking sector, in addition to informing about the planned inspection activities, the Hungarian Labour Inspectorate decided about pre-publication of inspection criteria in order to encourage as many employers as possible to undertake corrective actions themselves. The effectiveness of this approach was confirmed by inspections carried out during the campaign, when many employers or OSH service providers were very well prepared after conducting internal reviews and remedial actions on a voluntary compliance basis.
- **Involving increasingly larger groups of labour inspectors in the campaign activities at its subsequent stages.** When planning the campaign "Implementation of virtual meetings in OSH inspections", the Danish Working Environment Authority planned to gradually involve more groups of labour inspectors in the campaign activities. In the first phase, a few selected inspectors experimented with virtual activities (meetings), laying the groundwork for rules on when to switch from physical to virtual activities (meetings). In the second phase, the project was implemented for one of the authority's four groups of inspectors (more than 70 people), and in the third phase, the project is being implemented for all labour inspectors employed by the authority.

- **Comprehensive preparation and provision of tools for inspectors.** Prior to the commencement of inspections of mobile lifting work equipment in November 2023, a dedicated working group, consisting of 16 individuals from the national and local levels of the French Labour Inspectorate, was involved in creating specific tools for the campaign. To ensure inspectors

were well-prepared, webinars were organized to present the campaign's objectives and these newly developed tools. These tools included guidelines, checklists, templates for letters and notices, and technical sheets describing various types of work equipment. This investment in preparation ensured a consistent and effective approach to inspections across different regions. Furthermore, the campaign leveraged existing IT tools within the Labour Inspectorate to enhance its effectiveness. SUI, the

primary IT tool, was used in conjunction with SIPSI, a tool for identifying posted workers, to strategically identify priority areas. This targeting was informed by data from health insurance regarding workplace accidents and data from previous inspections specifically related to machinery. This data-driven approach allowed for a more informed selection of establishments for inspection and a better understanding of potential risks.

IMPLEMENTATION OF A CAMPAIGN

1. INTRODUCTION

According to the opinion of the members of the discussion group dealing with this issue, the most important aspect and, at the same time, the most serious challenge related to the implementation of inspection campaigns, is an ongoing monitoring of their progress, primarily in the context of assessing the quality of the activities carried out.

While conducting a final evaluation allows for such an assessment, the conclusions drawn from it can be applied only to future activities. On the other hand the ongoing evaluation during the campaign could allow for immediate response and possible adjustments, with the possibility of modifying previously adopted assumptions. Quantitative evaluation is easier in this case, as obtaining statistical data from IT systems, regarding for example the number of inspections carried out at a given stage of the campaign, is usually not a major problem. However, the discussion clearly indicated that all types of qualitative assessment activities still require, above all, human analytical work and the persons involved should have competence in the specific subject covered by the activities being conducted. The situation is further complicated in the case of campaigns implemented over a relatively short period of time, several months or even a few weeks in extreme cases, when assessing the quality of the activities conducted is even more difficult, if not impossible. Participants of the meeting emphasized that in such a situation, the preparation stage is particularly

important to ensure the appropriate quality of inspection activities undertaken during the campaign. In this context, they underlined the importance of precisely defining the thematic and substantive scope of the inspections at the central level and the need for thorough implementation of these guidelines by implementing units, which should also use their own databases and available external sources to ensure the proper selection of entities to be covered by the inspections. The importance of appointing labor inspectors with the appropriate knowledge and experience to carry out inspections as part of the campaign was also emphasized, as well as providing them with necessary training and supporting materials such as checklists and information. It was also noted that to ensure the appropriate quality of inspection activities during campaigns, supporting them with informational and promotional initiatives is becoming increasingly important, especially those undertaken before the inspection and supervisory activities, including the involvement of stakeholders and social partners from both employer organizations and trade unions. Organizing information campaigns addressed to the general public could also provide additional synergies. The possibility of implementing AI solutions in the future, which would enable ongoing assessment of the quality of activities conducted during the campaign, was also explored. The following section of the appendix provides examples of good practices in the implementation of inspection campaigns.

2. OVERVIEW OF GOOD PRACTICES

- > **A comprehensive approach to risk factors in the work environment – conducting control activities across a wide range of accident and disease hazards.** Targeted inspections of woodworking activities conducted by Hungarian Labour Inspectorate covered not only the area of the deficiencies causing serious accidents (including amputations) but also significant health hazards and risks arising from the activity, like the possibility of exposure to dust, noise and vibrations above the limit values, the use of hazardous substances/mixtures, carcinogens, the strain of heavy physical work, the adverse effects of the outdoor climate.
- > **Ensuring equal treatment with regard to safe and healthy working conditions.** The main objective of the inspections carried out as part of the “Health and Safety for Temporary Workers” campaign implemented by the Portuguese Labour Inspectorate was to ensure that temporary workers have, in terms of health and safety, the same level of protection as other workers working for the user employer. The campaign mainly targeted temporary work agencies, temporary workers, user employers and occupational health and safety services. The strategic aim of the campaign was to stimulate a risk prevention culture, promote safety and good practices in the hiring and reception of temporary workers and reduce workplace accidents.
- > **Marking employees with QR codes.** The main purpose of introducing an employee identification code is to identify all persons working or present on a particular construction site. Identification codes can be issued to employees, self-employed people and employers. They are verified using a QR reader on a mobile device or other device equipped with a camera. The purpose of inspections within the Lithuanian Labour Inspectorate's campaign was to verify the employment status of workers on construction sites, to ensure that work complies with the law, including the prevention of illegal work, and to check compliance with health and safety requirements.
- > **Intensified inspection periods.** The inspections carried by HSA inspectors in the quarry sector were

planned as a series of intensified inspections in predetermined short periods of time, with two main inspection periods in May and October 2023. This concentrated effort allows for a more focused allocation of resources and can generate greater visibility and impact. Workplace visits were typically within one day, lasting between 2 and 4 hours, and office activities related to inspections (excluding sanctions) were no longer than 2 hours. This structured approach likely contributes to efficient use of inspector time. A select team of approximately 10 inspectors was involved, comprising the full quarry team and experienced inspectors from other teams. This suggests the use of inspectors with relevant expertise for the specific hazards being targeted. Inspectors received a central briefing and were provided with enforcement expectations and checklist guidance. This ensures a consistent understanding of the campaign's objectives and how inspections should be conducted.

- > **Increasing the number of inspections depending on weather conditions.** The Spanish Labour and Social Security Inspectorate, with the start of the summer season, is intensifying the inspections carried out to prevent heatstroke accidents, with a particular focus on workers' complaints. These are aimed at countering the risks arising from exposure to adverse environmental conditions caused by temperature and humidity, both indoors and when working outdoors.
- > **Selection of the location for inspection activities – tourist attractions.** Roadside inspections of tour buses have been carried out by the Slovak Labour Inspectorate since 2009, every year, during the 3 months of the summer holidays (June, July and August). The aim of the inspections carried out as part of the campaign was to verify compliance with working conditions in road transport, drivers' working time and rest periods. The inspections were carried out by labour inspectors regularly trained and specialised in the area inspected, who were assisted by the police, authorised to stop vehicles on the road and inspect their technical condition. In order to limit the inconvenience for passengers resulting from the fact that the journey was

interrupted by inspection activities, in 80% of cases the labour inspectors carried out inspections at the locations of tourist attractions.

- > **Optimisation of labour inspectorate resources through mobility measures.** In Bulgaria, a resource optimisation strategy was implemented to address regional disparities in inspection demands. Labour inspectors were temporarily reassigned from regions with lower inspection workloads to areas with a higher concentration of entities requiring oversight. This measure ensured the efficient utilisation of existing human resources, maximised inspection coverage, and maintained operational effectiveness without the need for additional staffing.
- > **Preparing labour inspectors and inspected employers for the use of new technologies during inspections.** As part of the campaign “Implementation of virtual meetings in OSH inspections” of the Danish Working Environment Authority, virtual meetings are carried out using the SKYPE FOR BUSINESS application – labour inspectors have been trained on how to carry out inspections using this electronic tool. Meanwhile, guides are sent to the inspected companies with information on how to properly prepare for a virtual meeting with a labour inspector.
- > **Use of IT tools to determine the group of inspected entities covered by campaign activities.** As part of its inspection campaign in the construction sector, the Slovenian Labour Inspectorate used IT tools (INSPIS – the Inspectorate’s IT system) to identify the target group of inspected entities: information on accidents at work, infringements found in previous inspections and notifications of the start of construction work sent by construction contractors to the Labour Inspectorate were taken into account.
- > **Systematic monitoring and coordination through digital tools.** A crucial approach in the organization and implementation phase of the Italian campaign “Safety First” was the use of an IT-based Inspection Activity Tracking System (ASIL) to monitor, coordinate, and document inspection activities nationwide. This enabled real-time oversight, consistent data collection, and efficient allocation of inspection resources, making the process

transparent and adaptable for similar campaigns elsewhere.

- > **Multi-level monitoring with dedicated IT support.** The implementation of the inspection activities during the German inspection campaign “Cooperation for Implementing Work Safety in Care Business (KoBrA)” was monitored and coordinated with the involvement of one expert from a research institution. This expert utilized a specifically provided IT tool to register the outcome of the inspections and the measures imposed. The IT tools were also used for monitoring the implementation level of the developed quantitative plan. This dedicated monitoring system, supported by specific software, facilitated the tracking of progress and outcomes of the campaign, where inspectors covered a significant number of establishments (388) within the timeframe.
- > **Nationwide implementation with local coordination.** The inspection campaign in municipalities was implemented across all regions of Greece over a six-month period. While the overall timeframe was defined centrally, the breakdown of inspections was generally planned evenly throughout this period, with directions for conducting re-inspections where possible. Local level implementation involved field inspectors conducting targeted inspections using the provided checklists. The average duration of a workplace visit during the campaign was within one day, typically lasting between 2 and 4 hours. This combination of a national framework and local execution ensured broad coverage and allowed for regional specificities.
- > **Multi-level supervision and support for inspectors.** The inspection campaign on safe use of mobile lifting work equipment was implemented across all regions of France during a defined three-month period, from November 2023 to January 2024. This national scope ensured a broad impact and a consistent focus on the identified priority. The implementation of the activities was closely monitored and coordinated at all management levels of the French Labour Inspectorate. This included the General Directorate of Labour, regional and local management, and chiefs of inspection units, involving approximately 400 individuals. These supervisory roles provided

ongoing support to the labour inspectors through various means, such as phone and email communication, formal correspondence, and general managerial support, aiding in problem-solving and ensuring the campaign's smooth execution.

- > **Operational support and knowledge-sharing for inspectors.** During implementation of the campaign “Protecting workers on the risk associated with heat damage” provided by the Italian labour inspectorate, labour inspectors received detailed operational notes and a dedicated brochure on heat hazards, equipping them with clear instructions and up-to-date information. Providing clear guidance and materials designed for specific risks helps inspectors work effectively and consistently. This approach can be repeated for similar campaigns dealing with environmental or workplace hazards.
- > **Support at head office.** Within the Croatian inspection campaign on occupational health and safety protection of platform workers, the support for the labour inspectors inspecting the issue was provided by two supervisors from the central labour inspection office, responsible for monitoring the degree of implementation of the developed quantitative plan. Such an arrangement makes it possible to follow the progress of the campaign on an ongoing basis, to quickly identify deviations from the objectives and to make the necessary adjustments, thus increasing the effectiveness of the activities and ensuring that the objectives of the inspection campaign are met.
- > **One inspection topic – one trainer.** In the implementation of the Austrian inspection campaign on carcinogens, the labour inspectors selected for a given inspection project are provided with additional training by a single trainer, which ensures consistency in the content delivered and uniform standards in the implementation of inspections. This provides the inspectors with specialised knowledge and practical tools, which enhances the quality of the activities, increases the effectiveness of the interventions and facilitates the achievement of the objectives of the inspection campaign.
- > **Precise selection of entities for control thanks to the use of information obtained from many**

different sources. In addition to its own databases, the Finnish Labour Inspectorate carried out inspections of chemical agents using information contained in the ASA register – in Finland, employers are obligated by law to maintain a list of any carcinogenic or mutagenic substances, compounds and working methods used at the workplace. The employer must also report these operations to the ASA register maintained by the Finnish Institute of Occupational Health. Other sources of information used during the campaign were: register KemiDigi (chemical data service), information from Rescue Department (notices on supervision) and Finnish Safety and Chemicals Agency (permits, inspections) as well as register of reported occupational diseases.

- > **Use of standardized inspection tools and specialist materials.** Labour inspectors, conducting inspections in the framework of Romanian national awareness and inspection campaign regarding compliance with minimum occupational health and safety requirements in construction works, were equipped with structured checklists, legal references, and technical guidelines, ensuring consistent and effective inspections across different regions. This standardization improves the quality of inspections and allows for easier training and onboarding of new inspectors.
- > **Combining information and inspection activities to increase the effectiveness of inspection campaigns.** As part of the SAM-POL campaign (Systematic OSH Management in Politically Controlled Organisations) conducted by the Swedish Work Environment Authority, a fixed pattern of activities was applied to the campaign's target audience: written information to the management of a political organisation (usually at the beginning of their term of office), a preparatory meeting with the political leadership of the organisation, inspections of selected politically controlled organisations, and a follow-up meeting with the political leadership of the organisation. The combination of information and inspection activities served the basic objective of the campaign, which was to raise awareness among the leaders of political organisations of their responsibility for systematic occupational health and safety management.

➤ **Support for inspection activities through training addressed to inspected companies.**

In the framework of an inspection campaign carried out by the Netherlands Labour Authority, devoted to the investigation of accidents at work by employers themselves, some of the entrepreneurs covered by the inspection activities during the campaign had the opportunity to participate in training conducted by labour inspectors. During the training, employers were familiarised with the principles of investigating accidents at work and formulating corrective measures (a remedial plan) to prevent similar incidents in the future. The skills acquired during the training events enabled the inspected employers who participated in them to correctly adopt the

procedure for investigating accidents at work and to specify corrective measures in the accident investigation summary report.

➤ **Participation of social partners in the implementation of the campaign.**

Information about the campaign is sent by Cyprus LI to social partners and other stakeholders in order to inform their members about the activity. Training on health and safety issues is also provided to the staff of employers' organizations and trade unions following the train-the-trainer method, so that they could act as a training focal point and give training to their members. The application of these principles allows to increase effectiveness of activities based on synergy effect.

2. OVERVIEW OF GOOD PRACTICES

➤ **Two-phase inspection process for progress assessment.**

As part of the Austrian inspection campaign, a two-phase control mechanism was implemented, whereby selected entities underwent a follow-up inspection conducted by a labour inspector. This procedure enabled the systematic identification of good practices in the workplace and the collection of detailed, standardised data to monitor improvements over time. Consequently, it provided a robust basis for evaluating the degree of progress achieved and the level of commitment demonstrated by both the inspected entities and the labour inspectorate.

➤ **Detailed reporting on findings and enforcement actions.**

The initial evaluation of the inspection campaign's results in Greece was based on the fulfilled inspection report sheets that were submitted by each regional directorate. Central services aggregated the total numbers for each question in the checklist to gain an overview of compliance levels across different areas. Beyond the checklist data, the Inspection and Re-inspection Report Sheets contained data on the number of accidents, inspection notices issued, individual inspection recommendations for enforcement, and details on imposed sanctions with a short description of the corresponding infringement. This more granular reporting allowed for a deeper understanding of the types of non-compliance identified and the enforcement actions taken by the labour inspectors. Furthermore, information about the effects of the inspection campaign, such as the elimination of irregularities, was primarily obtained through information provided by the labour inspector who conducted the next inspection at the workplace (re-inspections). While only total reports for re-inspections using the same checklist were provided, the inspectors were considered the main contributors to assessing the impact, with the same inspector generally responsible for follow-up to ensure consistency.

➤ **Data-driven evaluation through statistical analysis.**

The results of the German inspection campaign "Cooperation for Implementing Work

Safety in Care Business (KoBrA)" were evaluated through a statistical analysis of the data registered in the IT tool, provided by a research institute. This evaluation was performed by a group consisting of representatives from the two ministries, the two statutory accident insurances, a professor in work environment science, and the expert on statistics from the research institute. This multi-disciplinary evaluation team ensured a comprehensive assessment of the campaign's findings based on quantitative data. A report including statistical data was published as a key outcome of the evaluation. This report aimed to provide help for decisions and the improvement of the work environment in care enterprises. The report contained details of the findings, highlighted the importance of accessible trained safety staff, and the enrolment of employees and their representatives in workplace safety. The appendices to the report provided the statistical data and the questionnaire used during the inspections.

➤ **Multi-faceted evaluation methods.**

The results of the HSA inspection campaign in the quarry sector were evaluated based on checklists, the number of legal measures issued, and the type of legal measures issued. This combination of quantitative and qualitative data provides a comprehensive assessment of the campaign's immediate impact. Information about the elimination of irregularities was obtained from employers who were required to respond to enforcement activity by providing evidence of compliance, and this information was randomly verified by labour inspectors who conducted subsequent inspections at the workplaces. This first-hand feedback provides valuable insights into the sustained impact of the interventions. Several performance indicators were used to evaluate the effectiveness of the campaign, including compliance at the next inspection, compliance with enforcement notices issued, feedback from stakeholders, and compliance and improvements seen on the second campaign. These indicators offer a broader perspective on the campaign's success in achieving its objectives.

➤ **Evaluation of the inspection campaign focused on assessing the actions taken by the employer as a result of the inspection.**

In the inspection

EVALUATION OF A CAMPAIGN

1. INTRODUCTION

The evaluation of inspection campaigns carried out by labour inspectorates constitutes a key stage of the entire process, allowing not only to summarise the course of activities but also to determine their actual impact and added value.

The foundation of the evaluation is the collection and organisation of data, primarily the completed checklists within the information management system, which enables the preparation of a final report. This document, also addressed to social partners, should clearly present the defined target groups, the scope of activities, as well as the procedures for validating results.

An important element is also the assessment of the degree to which the established objectives have been achieved – the campaign summary should reflect the overall picture of the project after the completion of activities and serve as a reference point against the initial assumptions, allowing one to answer the question of whether they have been met. Another crucial aspect is ensuring a balance between quantitative and qualitative data. While numerical indicators – such as the number of inspections conducted or irregularities detected – provide measurable

benchmarks of effectiveness, qualitative findings make it possible to gain a deeper understanding of the problems and their context. Thanks to this, the final report acquires an analytical, rather than merely statistical, dimension. A key part of the evaluation is also the external presentation of results. In a well-conducted campaign, it is worthwhile to ask social partners and stakeholders how they intend to make use of the findings obtained. The conclusions of the campaign can take various practical forms: developing a guide to be published on the labour inspectorate's website, providing targeted information to social partners, preparing materials for case studies, or formulating recommendations that may serve as the basis for possible legislative changes.

During the thematic day, attention was also given to the way in which campaign results should be presented so as to support the shaping of a new image of the labour inspectorate – as an institution providing assistance, and not only one enforcing compliance with regulations. Proper use of the findings, combined with openness to cooperation with social partners, can contribute to a lasting change in perception and, as a consequence, to an increase in the effectiveness of inspection and preventive activities.

campaign carried out by the Netherlands Labour Authority on the investigation of accidents at work by employers, particular attention was paid in the evaluation of the campaign to the reports prepared by the inspected employers. Both the correctness of the investigation of a particular accident and the corrective measures (remediation plan) formulated by the inspected employer were assessed. Possible errors in the reports resulted in the return of the document to the audited employer and the necessity to prepare another, corrected version. The implementation of corrective measures was confirmed by follow-up inspections carried out after the report and the remediation plan were approved.

- **Special way of confirmation by the employer of the fulfilment of obligations ordered by the labour inspector.** If the implementation of legal measures applied by the labour inspector takes place after the inspection, the employer is obliged to notify the inspectorate about the manner of performing the duties imposed on him. In addition to providing information on this subject, the Cyprus Labour Inspectorate also requires evidence of these actions, in the form of photographs or appropriate documents, e.g. regarding the assessment of occupational risk.
- **Immediate corrective actions and reporting by inspectors.** In the case of the Italian inspection campaign “Protecting workers on the risk associated with heat damage”, although there was no formal report, an effective strategy was reliance on inspectors’ field reports and the authority to issue prescriptions to correct irregularities during inspections. This direct feedback loop helps quickly reduce risks and make improvements. It can also be used in other situations where fast action and practical results are more important than detailed post-campaign reviews.
- **Increasing the scope of follow-up inspections verifying the effects of actions depending on their results.** More than 1,000 inspections were carried out in the Chemical agents basic project in Finland and one of the important factors in assessing the effectiveness of enforcement was inspections of sites that had previously received

written advice on the risk assessment and risk assessment of chemical agents during the framework period. These follow-up inspections (around 140) revealed that some employers had not followed the guidelines issued after the first inspections on the risk assessment of chemical agents. In the light of this information, follow-up inspections will continue to be needed to ensure that workplaces comply with obligations and thus reduce employees' exposure.

- **Focus on long-term impact and improved compliance.** A specific questionnaire was designed and completed by labour inspectors after each inspection visit. This questionnaire was aimed at thoroughly assessing the outcomes of the inspection, including the initial diagnostic, the identified findings of non-compliance, the actions taken by the inspector, and any planned follow-up measures. The data collected through these 2,407 completed questionnaires provided a detailed insight into the immediate impact of the inspection activities across the country. The ultimate goal of the formal evaluation document is to contribute to lasting changes in employers' practices related to the safe use of mobile lifting work equipment. It is also intended to improve overall awareness of occupational safety and health (OSH) regulations and foster better compliance within workplaces. By analysing the campaign's outcomes and disseminating the findings, the French Labour Inspectorate aims to create a safer working environment for all employees involved in activities utilizing mobile lifting equipment.
- **Inspection of actions taken by the employer following the identification of cases of an occupational disease.** The main objective of the inspection was to verify what measures the employer had taken at the workplace after receiving information from the Latvian State Labour Inspectorate that an occupational disease had been confirmed in a particular employee. It was found that 81% of the inspected employers had taken technical measures to improve the working conditions of employees with occupational diseases, 72% of the employers had reduced the workload of these persons, and in 37% of the

companies the employees had been transferred to other tasks where exposure to harmful working environment factors had been eliminated.

- **Extending the evaluation of the inspection campaign also to the identification of difficulties and problems in the execution of activities by labour inspectors.** Within the campaign Implementation of virtual meetings in OSH inspections of the Danish Working Environment Authority, the evaluation of the effectiveness of the activities mainly included the identification of difficulties and problems related to the implementation of virtual activities (meetings) and possibilities to solve them. This is an extremely important element of the evaluation especially when the implementation of a particular campaign involves a change in the method by which labour inspectors carry out inspection activities.
- **Publishing information about the irregularities found and the methods of their elimination in the form of a detailed report illustrated with photographs.** The report on the implementation of the inspection campaign in the wood processing sector, available on the website of the Hungarian Labour Inspectorate, contains extensive photographic material and precise descriptions, documenting in detail the specific irregularities found during the inspection, such as the absence or incorrect guards of moving elements (cutting tools and drive elements) or blocked safety switches. The report also contains examples of good practices indicating how to eliminate such irregularities. The published material therefore allows employers who were not subject to inspections to assess the actual state of OSH in their plants in the context of all possible types of safety rules violations.
- **Integration of campaign results into strategic planning and public reporting.** The outcomes of the Romanian awareness and inspection campaign, concerning compliance with minimum occupational health and safety requirements in construction works, were compiled into a comprehensive report, which was not only shared publicly through official reports and bulletins but also used to inform future strategic planning.

This ensures accountability, transparency, and continuous improvement. It is a sustainable practice that enhances institutional learning and can be adopted by other public bodies.

- **Indicator-based analysis for continuous improvement.** In the assessment phase of the Italian inspection campaign “Safety First”, an effective method was the use of various indicators (such as types of legal measures applied and analysis of inspection results) to evaluate the campaign's effectiveness. This made it possible to carefully review the data and adjust future campaigns based on risks in specific regions and sectors.
- **Use of information on the results of inspections to publicise health and safety issues.** Information on the results of the campaign Health and safety inspection on temporary and mobile construction sites carried out by the Slovenian Labour Inspectorate was published not only in the report summarising the activities of the Labour Inspectorate, but also – in justified cases – on the Inspectorate's website. At the request of certain entities, information on the results of inspections carried out within the framework of the campaign was communicated, with commentary, to the mass media. In particular, as part of the information provided to the public, attention was drawn to examples of good practices and irregularities most frequently found in the course of inspections carried out within the framework of the campaign. ♦



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