



OSH BAROMETER

Lithuania

Country Report

Lithuania Country Report Index

This document contains the OSH Barometer Country Report Summary of Lithuania

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Introduction General information

The **development and provision of the OSH BAROMETER — Status of Occupational Safety and Health in Europe** is a long-term activity of the European Commission's Directorate-General for Employment, Social Affairs and Inclusion (**DG Employment, Social Affairs and Inclusion**) and the European Agency for Safety and Health at Work (**EU-OSHA**). It aims to provide up-to-date online information for all interested parties and stakeholders about the status of OSH in the European Union.

The overall objective of this activity is to design and develop a reliable and stable information system on OSH in Europe, based on data from the relevant national and European data providers. From 2016 to 2018, two contractors of DG Employment, Social Affairs and Inclusion (Kooperationsstelle Hamburg IFE and Eurogip) developed the structure of the system, collected data for a selected number of indicators and assessed their reliability.

EU-OSHA will contribute to the establishment and maintenance of the **OSH BAROMETER** by designing and running the data visualisation tool, ensuring data quality in cooperation with key data providers and stakeholders, and feeding in the quantitative and qualitative data in close collaboration with EU institutions and Member State Contact Points. As part of its activity '**EU OSH INFO System**', EU-OSHA will publish an analytical report, based on the collected data, every 3 years.

The **OSH BAROMETER** uses the following data sources:

- Eurostat: data on economy, sectors, population, and employment
- Eurostat: Labour Force Survey (LFS), particularly the ad hoc module from 2013: 'Accidents at work and other work-related health problems'
- Eurostat: European Union Survey on Income and Living Conditions (EU-SILC)
- Eurofound: European Working Conditions Survey (EWCS)
- EU-OSHA: European Survey of Enterprises' New and Emerging Risks (ESENER) 2014
- European Commission, DG Employment, Social Affairs and Inclusion: several reports and studies
- Senior Labour Inspectors Committee (SLIC): non-confidential country evaluations
- National contact points in Member States: national data and descriptions
- EU-OSHA focal points/EU-OSHA: descriptions of the national OSH Systems in OSHwiki
- comprehensive reports from national or European sources

This methodology contains a compilation of all references and data sources that were used to provide texts, diagrams and tables, and in some cases additional explanations.

In most cases we provide the following data:

- the indicator and diagram/table/description title
- a short description of the data evaluation and visualisation approach
- exact source with name and link
- the period of reference (year/period) and the last update
- the coverage of Member States and other countries
- filter options or selection criteria of the source
- the measuring unit
- any calculation that EU-OSHA performed based on the original data
- visualisation basics
- other useful explanations and additional comments

Generic information OSH authorities

This indicator is an overview of OSH authorities and relevant OSH institutions in the different Member States and at EU level.

For further information refer to Methodology



Lithuania

OSH authority

Ministry of Social Security and Labour (Socialinės apsaugos ir darbo ministerija)

See more in its website and in OSHwiki

The Ministry of Social Security and Labour and the Ministry of Health (Sveikatos apsaugos ministerija) form state policy in the field of occupational safety and health (OSH) and organize, coordinate, and control its implementation. The Minister of Social Security and Labour — either by itself or with another minister or other ministers — approves the OSH regulations, establishing the procedure for their entry into force and application. The Health Minister approves healthcare regulations (hygiene norms), which establish the levels of working environment factors not harmful to workers' health.

Ministry of Health (Sveikatos apsaugos ministerija)

See more in its website and in OSHwiki

The Ministry of Social Security and Labour (Socialinės apsaugos ir darbo ministerija) and the Ministry of Health form state policy in the field of occupational safety and health (OSH), and organize, coordinate, and control its implementation. The Minister of Social Security and Labour — either by him- or herself or with another minister or other ministers — approves the OSH regulations, establishing the procedure for their entry into force and application. The Health Minister approves healthcare regulations (hygiene norms), which establish the levels of working environment factors not harmful to workers' health.

State Labour Inspectorate

See more in its website and in OSHwiki

The remit of the State Labour Inspectorate under the Ministry of Social Security and Labour includes the prevention of accidents at work, occupational diseases and violations of OSH requirements of standard acts of the labour law. It also covers the control of compliance with the Labour Code of the Republic of Lithuania, laws and other standard acts regulating OSH, as well as labour relations in enterprises, institutions, organisations or other organisational structures, irrespective of their form of ownership, type, nature of activity, and, also in these cases, when an employer is a natural person.

The State Labour Inspectorate consists of the administration and territorial divisions. The structure of the State Labour Inspectorate is approved by the Minister of Social Security and Labour.

Compensation and insurance body

State Social Insurance Fund (SODRA)

See more in its website and in OSHwiki

The main goal of SODRA is to guarantee income for insured persons who are unable to work due to sickness, maternity, old age, disability or other reasons set out in the laws. The State Social Insurance Fund Board under the Ministry of Social Security and Labour was established in 1990.

The budget of the State Social Insurance is independent from State budget. The main source of budget revenue of SODRA is state social insurance contributions of the insured persons and/or by their insurers. SODRA is used only for social insurance benefits foreseen in the laws.

In Lithuania, like in a number of other countries around the world, there are traditional types of state social insurance: pensions, sickness, maternity, health, unemployment, and accidents at work and occupational diseases.

Prevention institute

Occupational Health Centre of the Institute of Hygiene (Higienos instituto Profesinės sveikatos centras)

See more in its website and in OSHwiki

The Occupational Health Centre, previously called the Occupational Medicine Centre (established in 1992 by the Institute of Hygiene), is the national institution responsible for research, training, expertise, consultation and information in the field of occupational health in Lithuania.

Radiation Protection Centre (Radiacinės saugos centras)

See more in its website and in OSHwiki

The Radiation Protection Centre is an institution that coordinates the activities of executive bodies and other bodies of public administration and local government in the field of radiation protection. It also exercises state supervision and control of radiation protection, monitoring and employing expert examinations of public exposure. The Radiation Protection Centre was established in 1997.

Standardisation body

Lithuanian Standards Board (LSD — Lietuvos standartizacijos departamentas)

See more in its website and in OSHwiki

The LSD was established in 1990. It is the budgetary institution of public administration that functions as the national standards body. Within its competence, the LSD is involved in establishing and implementing the policy of the Government of the Republic of Lithuania within the standardisation field and actively involved in the activities of international and European organisations of standardisation by representing interests of the Lithuanian economy.

The LSD develops and improves the national standardisation system; sets up technical committees for the preparation of Lithuanian standards and other publications; coordinates the preparation of these standards and publications; establishes procedures for the adoption of international, European and foreign standards as Lithuanian standards; adopts, publishes and distributes Lithuanian standards and other publications applied on a voluntary basis; ensures that copyright of International and European standards is not infringed in Lithuania; and provides information on standards, technical regulations and legal acts on conformity assessment procedures that are valid in Lithuania and their drafts.

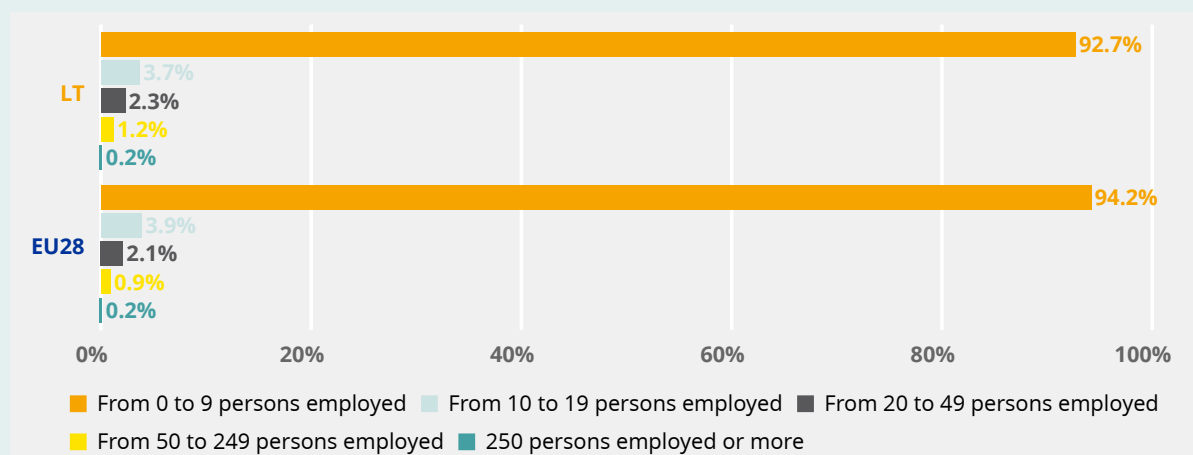
The LSD implements the Lithuanian standards programme and participates in the implementation of EU directives. Activities of the technical committees are based on the consensus principle, namely interested parties (producers, consumers and representatives of state, scientific and public organisations) make decisions through consensus. The Standardisation Council deals with strategical and inter-branch matters of standardisation. The technical committees assist with the implementation of the Lithuanian standards programme through the preparation of Lithuanian standards and other publications.

Generic information Economic and sector profile

The indicator 'Economic and sector profile' displays relevant data on the economy and sectoral structure of the EU and its Member States, e.g. percentages of company size, employment per sector and information on gross domestic product. Note: Not all data is available for every country.

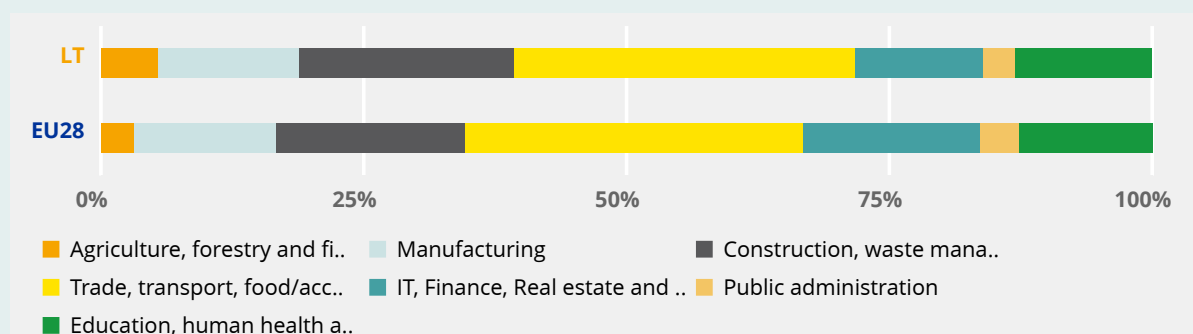
Source: EUROSTAT. For further information refer to Methodology

Company size



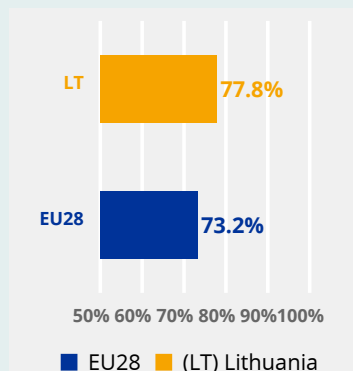
Sector	Country	Value (%)	Country	Value (%)
From 0 to 9 persons employed	LT	92.7	EU28	94.2
From 10 to 19 persons employed	LT	3.7	EU28	3.9
From 20 to 49 persons employed	LT	2.3	EU28	2.1
From 50 to 249 persons employed	LT	1.2	EU28	0.9
250 persons employed or more	LT	0.2	EU28	0.2

Employment per sector



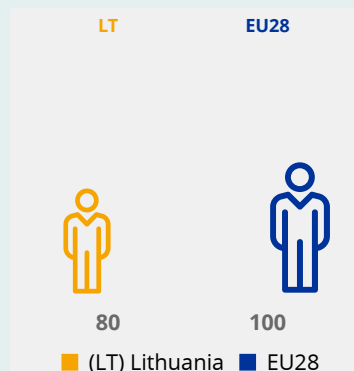
Sector	Country	Value (%)	Country	Value (%)
Agriculture, forestry and fishing	LT	5.5	EU28	3.2
Manufacturing	LT	13.4	EU28	13.5
Construction, waste management, water and electricity supply	LT	20.5	EU28	18
Trade, transport, food/accommodation and recreation activities	LT	32.5	EU28	32.1
IT, Finance, Real estate and other technical scientific or personal service activities	LT	12.1	EU28	16.9
Public administration	LT	3.1	EU28	3.7
Education, human health and social work activities	LT	13	EU28	12.7

Employment rate



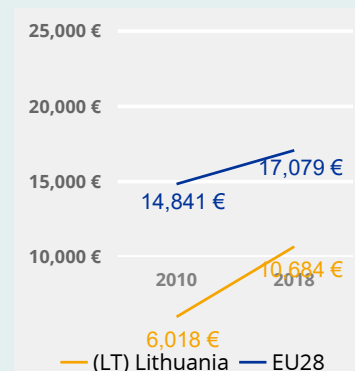
Country	Value (%)
EU28	73.2
(LT) Lithuania	77.8

GDP per capita in relation to EU28 average



Country	Value (%)
(LT) Lithuania	80.3
EU28	100

Income per capita



Country	Year	Income
(LT) Lithuania	2010	6018
(LT) Lithuania	2018	10684
EU28	2010	14841
EU28	2018	17079

Generic information Workforce profile

This indicator includes a few key data on ageing workers and the workforce: median age, employment rate of different age groups, total and sex.

Source: EUROSTAT. For further information refer to Methodology

	Median age of population:	Employment rate (55 - 64):	Employment rate (female):	Employment rate (male):	Employment rate (total):	Unemployment rate:
EU28	43.3 years	58.7 %	67.4 %	79 %	73.2 %	6.8 %
LT	44.1 years	68.5 %	76.7 %	79 %	77.8 %	6.2 %

Steering of OSH National strategies

National strategies are well known as a policy instrument to enhance the effectiveness of an OSH system through the collaborative and smart use of resources. They include approaches such as priority setting, prior action defining and action plans. You will find here a short harmonised description of current national strategies based on the full mapping report of EU-OSHA on national strategies (December 2017) plus later updates as received from Member States.

For further information refer to Methodology



Lithuania

Structure of each National strategy

Basic information

Strategy document:

Original version: **Nacionalinis Darbuotojų Saugos ir Sveikatos 2017-2021 Metų Veiksmų Planas** .

English version: **National Action Plan on Health and Safety at work for 2017–2021**

Background

The purpose of the National Action Plan on Health and Safety at Work for 2017-2021 is to implement the health and safety at work (OSH) policies on a national level, to promote interest in OSH as a component of good governance and a key factor of increasing production efficiency and competitiveness, and ensure OSH so that working conditions are improved and productivity is increased.

Characteristics and objectives

The Action Plan consists of an overview of the OSH situation (Section II), a table of the objectives, tasks, measures and allocations of/for the Action Plan and entities responsible for implementation (Section III), and a list of the objectives' and tasks' evaluation criteria and their values (Section IV). It consists of three main objectives broken down into tasks and measures.

Details and activity

Abbreviations used:

SLI: State Labour Inspectorate of the Republic of Lithuania under the Ministry of Social Security and Labour
HSW: Health and safety at work

1. **Objective: Improving the HSW legal framework and implementation of HSW regulations at enterprises, in particular micro and small enterprises and, in particular, by strengthening their capacities for implementing efficient occupational risk prevention measures**
 1. Task: Improving legal acts and implementing accidents at work prevention policy and initiatives.
Measures:
 - Formulating safety requirements for forestry works.
Responsible: Ministry of Environment of the Republic of Lithuania (the 'Ministry of Environment'). Implementation frame: 2017-2018
 - Formulating methodological guidance for health and safety at work for forestry works having regard to the Safety Requirements for Forestry Works.
Responsible: SLI, social partners. Implementation frame: 2018-2019
 - Drafting amendments to the Regulations on the Fitting out of Workplaces at Construction Sites approved by Order of the Minister of Social Security and Labour and the Minister of Environment of the Republic of Lithuania No A1-22/D1-34 of 15 January 2008 'on the approval of the Regulations on the Fitting out of Workplaces at Construction Sites' by

- updating rights and responsibilities of HSW Coordinators.
Responsible: Ministry of Social Security and Labour, Ministry of Environment, SLI, social partners. Implementation frame: 2018
2. Task: Formulating recommendations and providing practical measures to help ensure compliance with HSW regulations. Measures:
- Analysing causes of accidents at work involving employees with less than one year service record with the employer.
Responsible: SLI, Implementation frame: 2017
 - Formulating interactive methodological guidance online for the prevention of accidents at work involving employees with less than one year service record with the employer, having regard to occupational risks that have led to lethal and serious accidents and to the victims' age, and publish it on SLI's website and social networks. Responsible: SLI, Implementation frame: 2018-2019
 - Formulating interactive methodological guidance online for the prevention of falls from a height in the construction sector and publish it on SLI's website and social networks.
Responsible: SLI, Implementation frame: 2018-2019
3. Task: Developing, with the help of the European Agency for Safety and Health at Work (EU-OSHA), online interactive risk assessment tools (OiRA) and other tools based on information technologies (IT). Measures:
- Developing an OiRA tool for furniture production enterprises.
Responsible: SLI, social partners. Implementation frame: 2017
 - Developing an OiRA tool for plastic articles production enterprises
Responsible: SLI, social partners. Implementation frame: 2017
 - Developing an OiRA tool for enterprises providing cleaning services
Responsible: SLI, social partners. Implementation frame: 2017
 - Developing an OiRA tool for enterprises providing sewing services
Responsible: SLI, social partners. Implementation frame: 2017
 - Developing an OiRA tool for quarry operating enterprises
Responsible: SLI, social partners. Implementation frame: 2017
 - Developing an OiRA tool for agricultural enterprises
Responsible: SLI, social partners. Implementation frame: 2018
 - Developing an OiRA tool for educational establishments
Responsible: SLI, social partners. Implementation frame: 2019
4. Task: Providing information to enterprises, in particular micro and small enterprises, using all appropriate means such as awareness raising campaigns, training and exchange of best practices as well as various IT-based measures and social networks. Measures:
- Organising round-table discussions/training for heads of enterprises and employees and providing consulting to them on matters of participation in management of the enterprise.
Responsible: SLI, social partners. Implementation frame: 2018-2021
 - Improving the SLI website in order to increase its accessibility and dissemination of information, in particular to micro and small enterprises.
Responsible: SLI. Implementation frame: 2018-2019
5. Task: Ensuring effective implementation of HSW regulations and monitoring by the efficient methods, providing consulting, using new communications means as well as imposing effective, proportional and deterring sanctions. Measure:
- Ensuring consistent control over compliance with HSW regulations on construction sites at enterprises engaged in construction works and ensuring prevention of falls from a height (during site inspections, special questionnaires aimed at preventing falls from a height shall be used and information to social partners shall be provided).
Responsible: SLI. Implementation frame: 2018-2021
6. Task: Propagating HSW preventive measures in cooperation with social partners. Measures:
- Implementing HSW information/consulting activities aimed at farmers and farm workers.
Responsible: Ministry of Agriculture. Implementation frame: 2017- 2020

- Implementing HSW information/consulting activities aimed at forestry sector workers and self-employed persons.
Responsible: SLI, social partners. Implementation frame: 2018- 2021
 - Organising an information campaign aimed at promoting responsible and safe behaviour of workers working at a height.
Responsible: SLI, social partners. Implementation frame: 2018-2019
 - Organising a promotional campaign aimed at promoting responsible and safe behaviour of workers with a less than one year record of work with the employer.
Responsible: SLI, social partners. Implementation frame: 2019-2020
7. Task: Providing information to enterprises, in particular micro and small enterprises, about the benefits of proper HSW management. Measures:
- Formulating online interactive methodological guidance for heads of micro enterprises in the manufacturing industry sector for the implementation of HSW measures at enterprises, considering potential occupational risks, and publish it on SLI website and social networks.
Responsible: SLI, social partners, higher educational establishments, scientific institutions. Implementation frame: 2018-2019
 - Formulating online interactive methodological guidance for heads of micro enterprises in the transport and warehousing sector for the implementation of HSW measures at enterprises, considering potential occupational risks, and publishing it on SLI website and social networks.
Responsible: SLI, social partners, higher educational establishments, scientific institutions. Implementation frame: 2018-2019

2. Objective: Improving prevention of work-related diseases by eliminating existing, new and arising occupational risks (inter alia, psychosocial risk and risk related to the use of new technologies and materials) having regard to, inter alia, gender mainstreaming, and prevention of occupational and work-related diseases, in particular occupational cancers and diseases related to the use of other chemical substances as well as disorders of the skeletal-muscular system

1. Task: Improving legal acts as part of implementation of policies and initiatives of preventing occupational and work-related diseases. Measures:
- Drafting amendments to the Criteria for Diagnosing Occupational Diseases approved by Order of the Minister of Health of the Republic of Lithuania No V-1087 of 29 December 2007 'On the approval of the Criteria for Diagnosing Occupational Diseases'
Responsible: Ministry of Health, Hygiene Institute, higher educational establishments.
Implementation frame: 2018
 - Drafting amendments to the Methodological Guidance on the Investigation of Psychosocial Risks approved by Order of the Minister of Health of the Republic of Lithuania and the Minister of Social Security and Labour of the Republic of Lithuania No V-699/A1-241 of 24 August 2005 'On the approval of the Methodological Guidance on the Investigation of Psychosocial Risks, having regard to changed working conditions and needs of enterprises, and adding provisions on the evaluation of psychosocial risks in ships in order to implement the International Labour Organisation's Maritime Labour Convention.
Responsible: The Ministry of Health, Hygiene Institute, higher educational establishments. Implementation frame: 2018
 - Drafting amendments to the Lithuanian Medical Standard 73:2007 'Occupational Physician. Rights, Responsibilities, Competences and Liability' approved by Order of the Minister of Health of the Republic of Lithuania No V-516 of 20 June 2007 'On the approval of the Lithuanian Medical Standard 73:2007 'Occupational Physician. Rights, Responsibilities, Competences and Liability'.
Responsible: Ministry of Health. Implementation frame: 2019
 - Drafting amendments to the Methodological Guidance on the Investigation of Ergonomic Risks approved by Order of the Minister of Health of the Republic of Lithuania and the

Minister of Social Security and Labour of the Republic of Lithuania No V-592/A1-210 of 15 July 2005 'On the approval of the Methodological Guidance on the Investigation of Ergonomic Risks', having regard to changed working conditions and needs of enterprises

Responsible: Ministry of Health, Ministry of Social Security and Labour, Hygiene Institute, social partners. Implementation frame: 2020

2. Task: Improving HSW for workers of relevant categories that are exposed to specific occupational risks. Measure:

- Upon assessing ergonomic occupational risks that have led to occupational diseases diagnosed in 2010-2015, prepared an online interactive guide on the implementation of HSW measures at enterprises, considering potential occupational risks to which the workers are exposed, and publishing it on SLI website and social networks.

Responsible: SLI, social partners. Implementation frame: 2020-2021

3. Task: Promoting the application of measures of employees' health promotion and welfare at work at workplaces having regard to the needs of vulnerable employee groups and age-related needs as well as related risks. Measure:

- Preparing informational and methodological publications on health promotion and ensuring welfare at work having regard to the needs of vulnerable employee groups and age-related needs, and publish them on the website of the Hygiene Institute.

Responsible: Hygiene

Institute, social partners. Implementation frame: 2017-2021

4. Task: Disseminating best practices related to the prevention of mental health issues at work. Measure:

- Presenting results of investigations into the impact of working environment upon mental health to representatives of enterprises concerned.

Responsible: Hygiene Institute, Ministry of Health, social partners. Implementation frame: 2017-2021

5. Task: Increasing access to quality occupational health care services, in particular, for micro and small enterprises. Measures:

- Formulating procedures for occupational health care specialists in accordance with the Model Regulations on Enterprises' Health and Safety at Works Services approved by Order of the Minister of Health of the Republic of Lithuania and the Minister of Social Security and Labour of the Republic of Lithuania No A1-266/V-575 of 2 June 2011 'On the approval of the Model Regulations on Enterprises' Health and Safety at Works Services'

Responsible: Hygiene Institute, Ministry of Health, social partners. Implementation frame: 2017

- Developing a model for the provision of occupational health care services to micro and small enterprises.

Responsible : Ministry of Health, Hygiene Institute, social partners. Implementation frame: 2019

- Compiling a list of indicators for the monitoring of occupational health care activities.

Responsible : Hygiene Institute. Implementation frame: 2021

6. Task: Improving monitoring of work-related occupational diseases. Measure:

- Conduct a work-related health issues monitoring feasibility study, considering best practices of the Nordic Countries.

Responsible : Hygiene Institute. Implementation frame: 2021

3. Objective: Ensuring appropriate competences of SLI inspectors and occupational healthcare specialists for dealing with new arising tasks

1. Task: Organising HSW training for SLI inspectors, in particular, on new occupational risks and new technologies. Measures:

- Organising training for SLI inspectors in order to build their capacities to effectively and efficiently carry out inspections of construction sites.

Responsible : SLI. Implementation frame: 2018-2021

- Organising training for SLI inspectors in order to build their capacities to identify occupational risks at workplaces and to assess efficiency of risk elimination/reduction measures.
Responsible : SLI. Implementation frame: 2018-2021
- 2. Task: Organising improvement of competences of occupational health specialists. Measures:
 - Organising skills improvement events for enterprises' occupational health specialists.
Responsible : Hygiene Institute. Implementation frame: 2017-2021
 - Organising skills improvement events on occupational medicine and occupational health for physicians carrying out mandatory health checks for employees and other physicians.
Responsible : Hygiene Institute. Implementation frame: 2017-2021
- 4. **Objective: Improving employers' and employees' HSW training**
 - 1. Task: Organising checks of HSW knowledge of employers and employers' representatives.
Measure:
 - Developing and implementing a system for the checking of HSW knowledge of employers and employers' representatives.
Responsible : SLI, Ministry of Social Security and Labour. Implementation frame: 2018-2019

Actors and stakeholders

Responsibility for coordinating the implementation of the Action Plan: The Ministry of Social Security and Labour of the Republic of Lithuania.

Other stakeholders are:

SLI, Ministry of Environment, Ministry of Health, Hygiene Institute, Ministry of Social Security and Labour, Ministry of Agriculture, social partners, higher educational establishments, scientific institutions

Resources and timeframe

A detailed breakdown of the resources and time frame are laid down in the **strategy**

Evaluation

Evaluation: a report about the implementation of the strategy has to be provided to the Ministry of Social Security and Labour of the Republic of Lithuania by 30 January every year.

Ex ante indicators for the years 2012 to 2020

Number of prepared requirements, guidances, orders.

Number of developed OiRA tools, Occupational healthcare services provision model for micro and small enterprises. Number of held training. Number of inspections, events concerning mental health carried out.

Number of implemented campaigns.

A detailed list of indicators assigned to the tasks/measures are provided in the strategy.

Relation to EU Strategic Framework

The Action Plan has been prepared in accordance with the provisions of the EU Strategic Framework on Health and Safety at Work 2014-2020.

Objective 1 is related to challenge 1 of the EU Strategic Framework on Health and Safety at Work

Objective 2 is related to challenge 2 EU Strategic Framework on Health and Safety at Work

Task 2.3 is related to challenge 3 of the EU Strategic Framework on Health and Safety at Work

Response of national strategies to EU challenges

Implementation record

Objective:

- Improving the implementation record of Member States, in particular by enhancing the capacity of micro and small enterprises to put in place effective and efficient risk prevention measures.

Tasks:

- Improving legal acts and implementing accidents at work prevention policy and initiatives.
- Formulating recommendations and providing practical measures to help ensure compliance with HSW regulations.
- Developing, with the help of the European Agency for Safety and Health at Work (EU-OSHA), online interactive risk assessment tools (OiRA) and other tools based on information technologies (IT).
- Providing information to enterprises, in particular micro and small enterprises, using all appropriate means such as awareness raising campaigns, training and exchange of best practices as well as various IT-based measures and social networks.
- Ensuring effective implementation of HSW regulations and monitoring by the efficient methods, providing consulting, using new communications means as well as imposing effective, proportional and deterring sanctions.
- Propagating HSW preventive measures in cooperation with social partners.
- Providing information to enterprises, in particular micro and small enterprises, about the benefits of proper HSW management.
- Improving legal acts as part of implementation of policies and initiatives of preventing occupational and work-related diseases.
- Increasing access to quality occupational health care services, in particular, for micro and small enterprises.

Prevention of work-related diseases

Objectives:

- Improving prevention of work-related diseases by eliminating existing, new and arising occupational risks (inter alia, psychosocial risk and risk related to the use of new technologies and materials) having regard to, inter alia, gender mainstreaming, and prevention of occupational and work-related diseases, in particular occupational cancers and diseases related to the use of other chemical substances as well as disorders of the skeletal-muscular system.
- Ensuring appropriate competences of SLI inspectors and occupational healthcare specialists for dealing with new arising tasks.

Tasks:

- Improving HSW for workers of relevant categories that are exposed to specific occupational risks.
- Promoting the application of measures of employees' health promotion and welfare at work at workplaces having regard to the needs of vulnerable employee groups and age-related needs as well as related risks.

- Disseminating best practices related to the prevention of mental health issues at work.
- Improving monitoring of work-related occupational diseases.
- Organising HSW training for SLI inspectors, in particular, on new occupational risks and new technologies.

Tackling demographic change

Objective:

- Improving prevention of work-related diseases by eliminating existing, new and arising occupational risks (inter alia, psychosocial risk and risk related to the use of new technologies and materials) having regard to, inter alia, gender mainstreaming, and prevention of occupational and work-related diseases, in particular occupational cancers and diseases related to the use of other chemical substances as well as disorders of the skeletal-muscular system.

Task:

- Promoting the application of measures of employees' health promotion and welfare at work at workplaces having regard to the needs of vulnerable employee groups and age-related needs as well as related risks.

Steering of OSH Social dialogue

This indicator consists of text-based descriptions of the social dialogue plus quantitative data, e.g. responses to ESENER 2019 questions. Note: When no data is available for the indicator displayed, '-' will appear.

For further information refer to Methodology



Lithuania

29 %

Joint consultative,
employment forum
or similar

8 %

Trade union
representation

88 %

Health and safety
representative

17 %

Health and safety
committee



EU27_2020

24 %

Joint consultative,
employment forum
or similar

19 %

Trade union
representation

57 %

Health and safety
representative

23 %

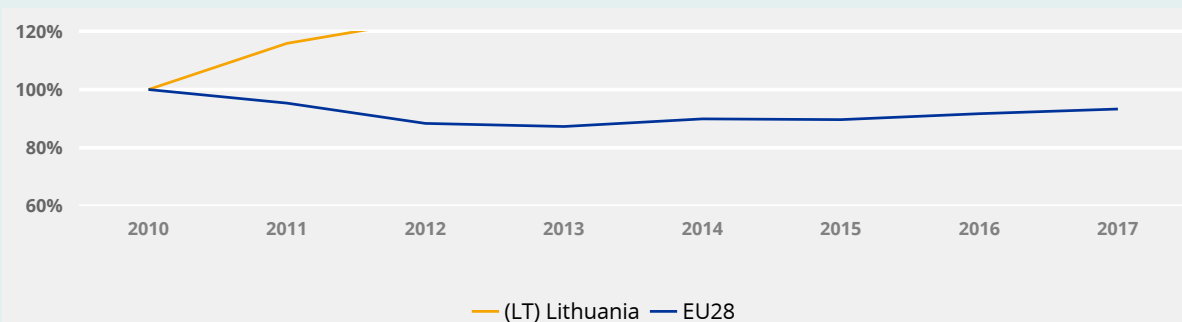
Health and safety
committee

OSH outcomes and working conditions **Work accidents**

This indicator consists of two data sets: trends in non-fatal work accidents from 2010, and fatal work accidents (Eurostat data).

For further information refer to Methodology

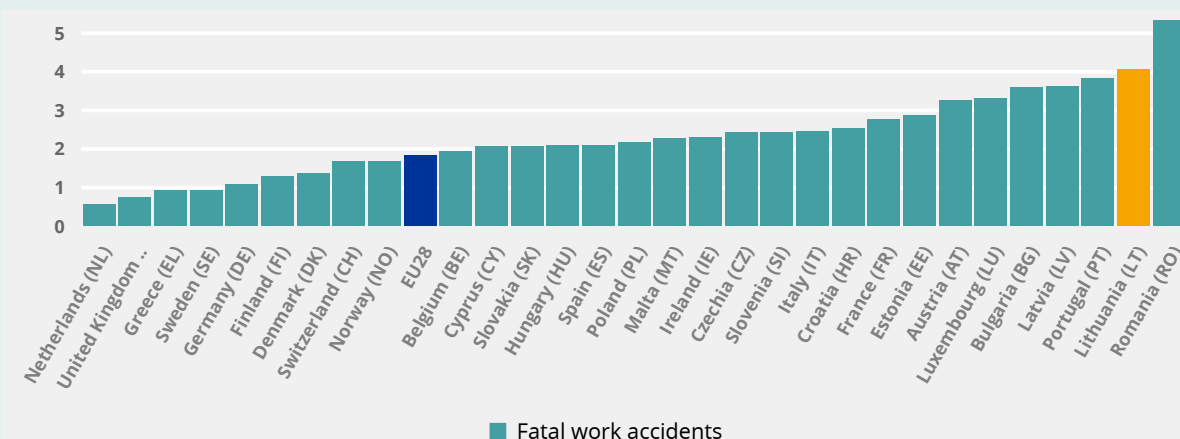
Non-fatal work accidents



The diagram shows the development of non-fatal work accidents between 2010 until the latest available year. The year 2010 has been set as baseline (2010 = 100). The country lines and the EU line (dark blue) show the trend as percentage of the value of this base year.

Country	Year	Value (%)	Country	Year	Value (%)
(LT) Lithuania	2010	100	EU28	2010	100
(LT) Lithuania	2011	115.8	EU28	2011	95.3
(LT) Lithuania	2012	123.9	EU28	2012	88.4
(LT) Lithuania	2013	134.3	EU28	2013	87.3
(LT) Lithuania	2014	137.7	EU28	2014	89.9
(LT) Lithuania	2015	145.1	EU28	2015	89.7
(LT) Lithuania	2016	156.3	EU28	2016	91.7
(LT) Lithuania	2017	175.5	EU28	2017	93.3

Fatal work accidents



This diagram shows the number of fatal accidents for every Member State per 100,000 employees. The EU average was 1,85 accidents per 100,000 employees in the period 2010-2017. The source of the data is the incidence rate as published by Eurostat.

Country	Value (accidents)
EU28	1.9
Lithuania (LT)	4.1

OSH outcomes and working conditions

Health perception of the workers

This indicator contains six data sets based on responses in the European Working Conditions Survey (EWCS) 2015 from Eurofound and the Labour Force Survey 2013 from Eurostat. Every 8 years this survey has an ad hoc module on OSH-related questions. All data are from the latest OSH ad hoc module. Note: When no data is available for the indicator displayed, '-' will appear.

For further information refer to Methodology



EU28

86 %

Satisfaction with
working conditions

8 %

Health problem in
the last 12 months

42 %

Sick but at work

25 %

Health affected by
work

8 %

More than 15 days of
absence

73 %

Likelihood of staying
in current job until 60
years old



Lithuania

83 %

Satisfaction with
working conditions

3 %

Health problem in
the last 12 months

25 %

Sick but at work

37 %

Health affected by
work

11 %

More than 15 days of
absence

76 %

Likelihood of staying
in current job until 60
years old

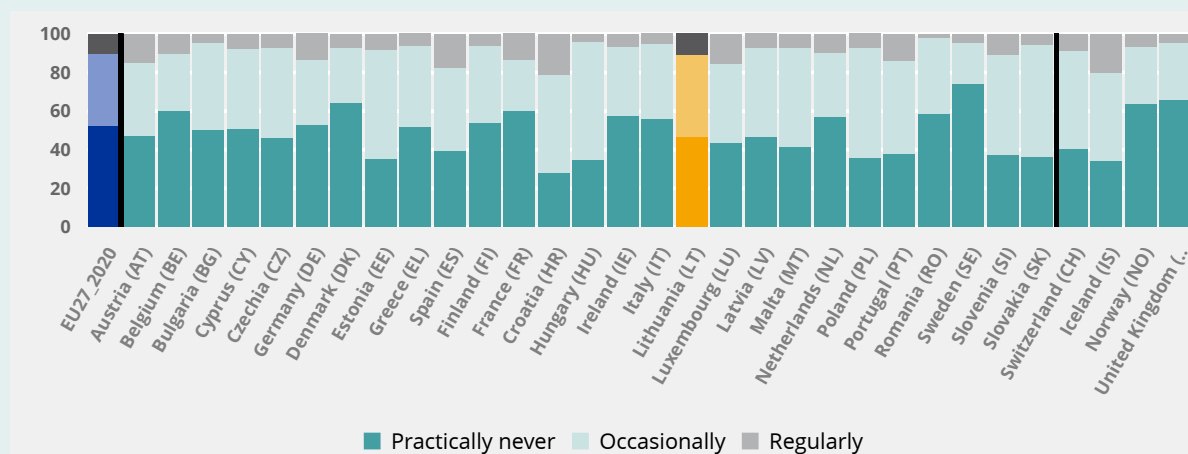
OSH outcomes and working conditions

OSH culture and health awareness

This indicator provides data on typical aspects of OSH culture and health awareness such as sickness absence analysis, existence of prevention plans, or the implementation of measures for better safety and health. Note: Percentages might not total 100% because of rounding.

Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

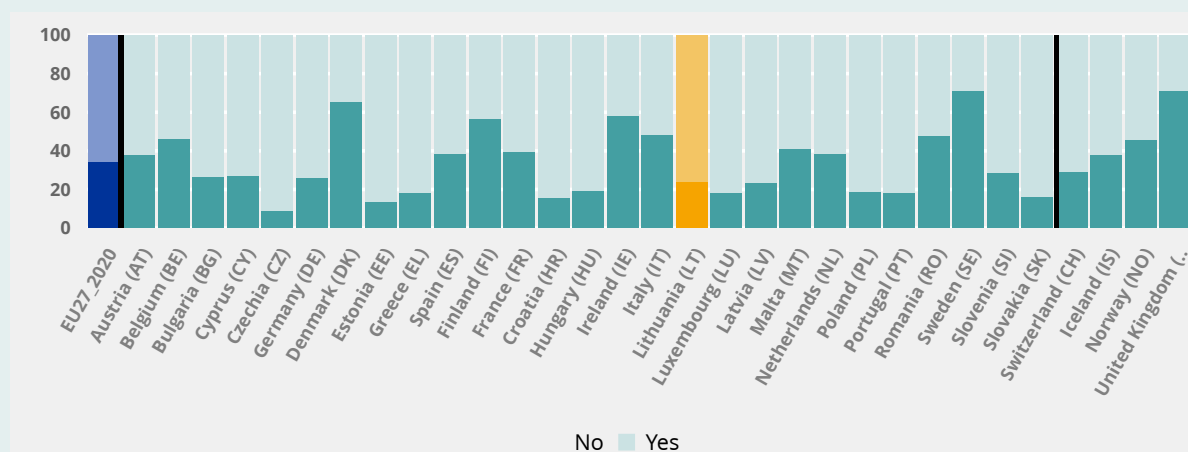
Health and safety discussed



The diagram presents the responses in the ESENER 2019 Survey to the question: “How often is health and safety discussed between employee representatives and the management? Do such discussions take place regularly, only when particular health and safety issues arise or not at all?”

Country	Practically never (%)	Occasionally (%)	Regularly (%)
EU27_2020	10	37.5	52.4
Lithuania (LT)	11	42.3	46.7

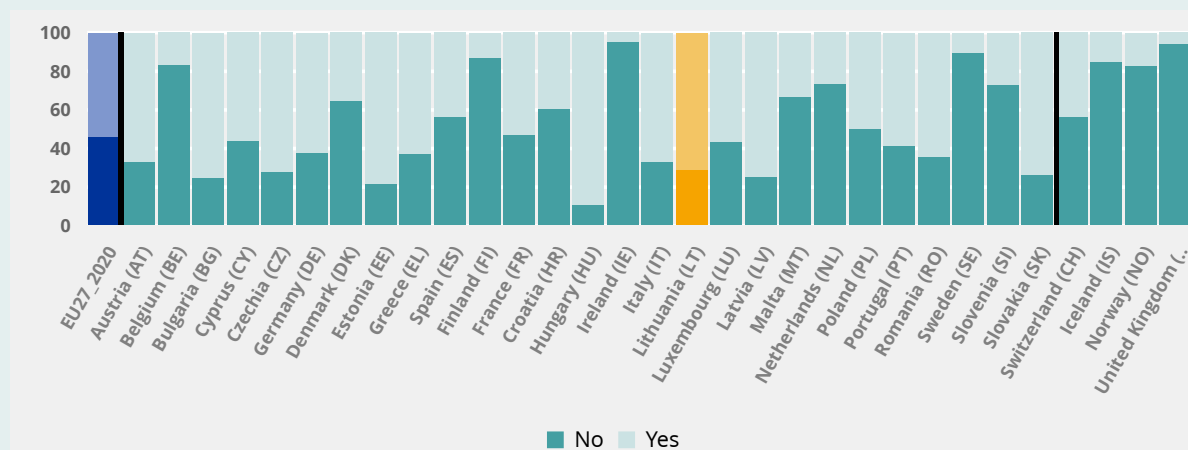
Action plan to prevent stress



The diagram presents the responses in the ESENER 2019 Survey to the question: “Does your establishment have an action plan to prevent work-related stress?”

Country	Yes (%)	No (%)
EU27_2020	34.6	65.4
Lithuania (LT)	24.2	75.8

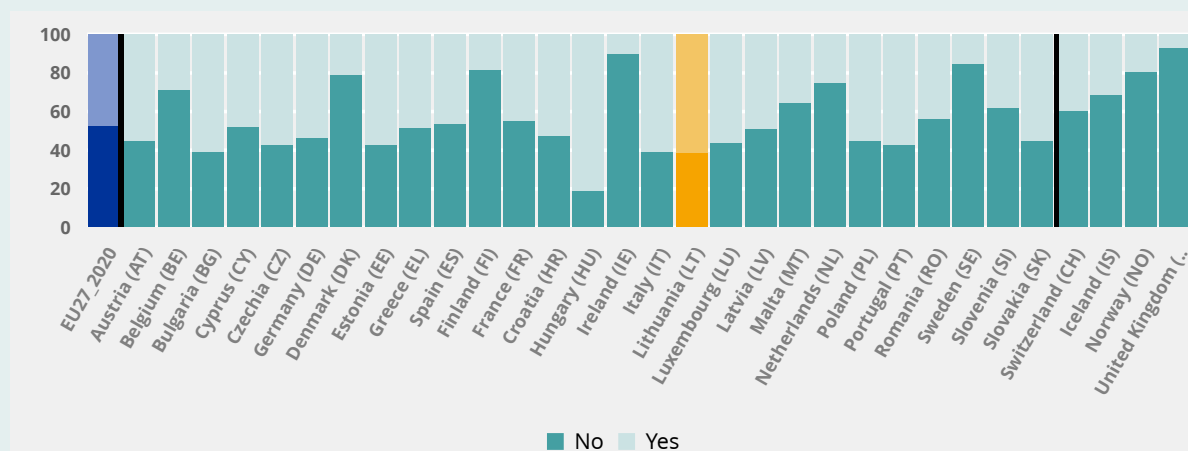
Procedure against bullying



The diagram presents the responses in the ESENER 2019 Survey to the question: "Does your establishment have an action plan to prevent work-related stress?"

Country	Yes (%)	No (%)
EU27_2020	46.3	53.7
Lithuania (LT)	29.2	70.8

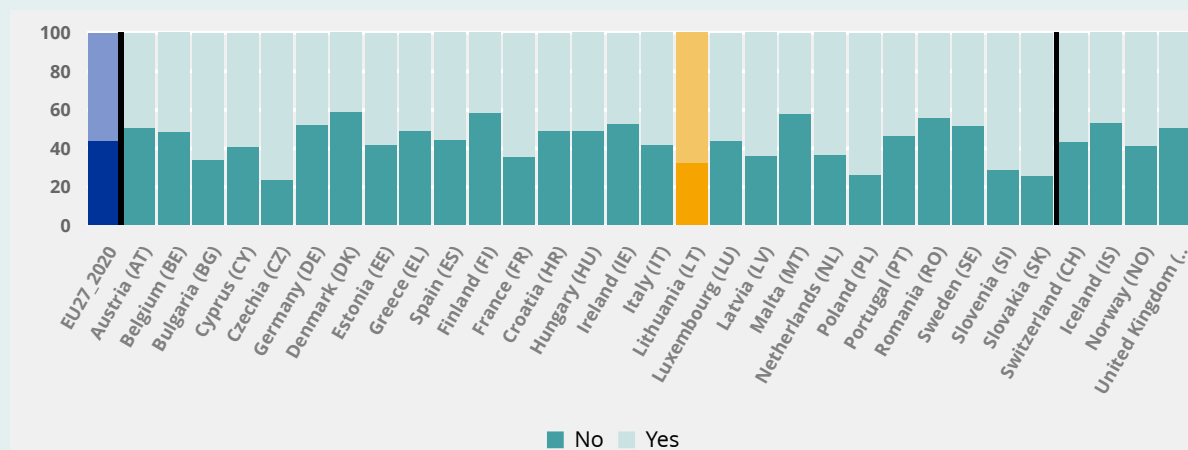
Procedures to deal with threats



The diagram presents the responses in the ESENER 2019 Survey to the question: "Is there a procedure in place to deal with possible cases of bullying or harassment?"

Country	Yes (%)	No (%)
EU27_2020	52.6	47.4
Lithuania (LT)	38.7	61.3

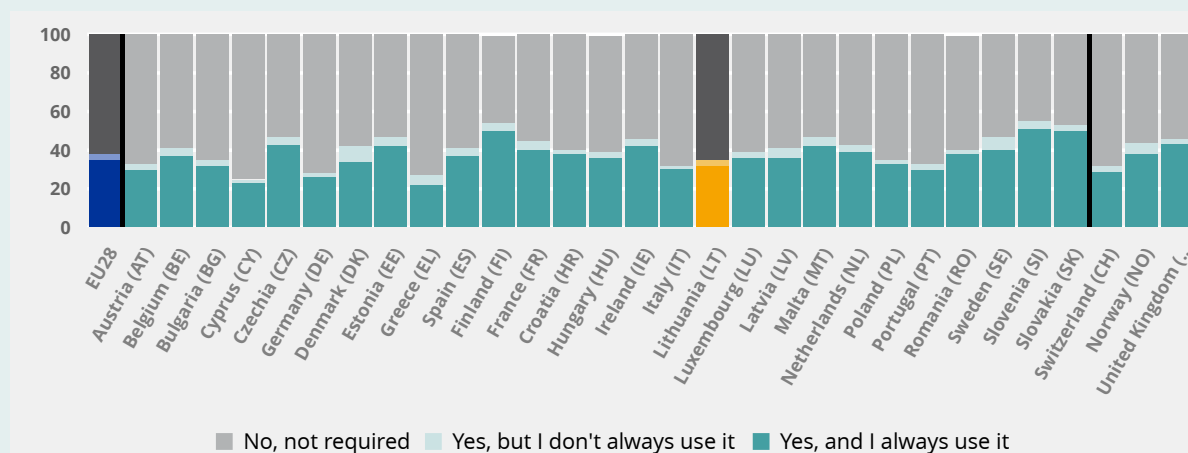
Measures to reduce work pressure



The diagram presents the responses in the ESENER 2019 Survey to the question: "Is there a procedure to deal with possible cases of threats, abuse or assaults by clients, patients pupils or members in public?"

Country	Yes (%)	No (%)
EU27_2020	44.1	55.9
Lithuania (LT)	32.5	67.5

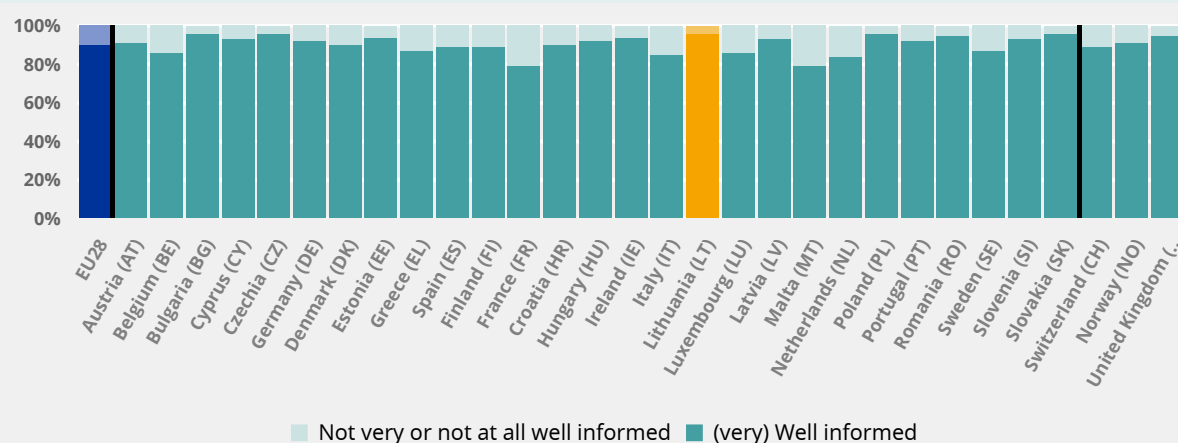
Use of personal protective equipment



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "In the last 3 years, has your establishment used any of the following measures to prevent psychosocial risks?" The diagram shows the response to the following answer option: "Reorganisation of work in order to reduce job demands and work pressure"

Country	No, not required (%)	Yes, but not required (%)	Yes and always (%)
EU28	62	3	35
Lithuania (LT)	66	3	32

Information about risks



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question : "Does your job ever require that you wear personal protective equipment and do you use it?"

Country	Yes (%)	No (%)
EU28	90	10
Lithuania (LT)	96	4

OSH outcomes and working conditions

Working conditions

This indicator provides data on typical aspects of OSH culture and health awareness such as sickness absence analysis, existence of prevention plans, or the implementation of measures for better safety and health. Note: Percentages might not total 100% because of rounding.

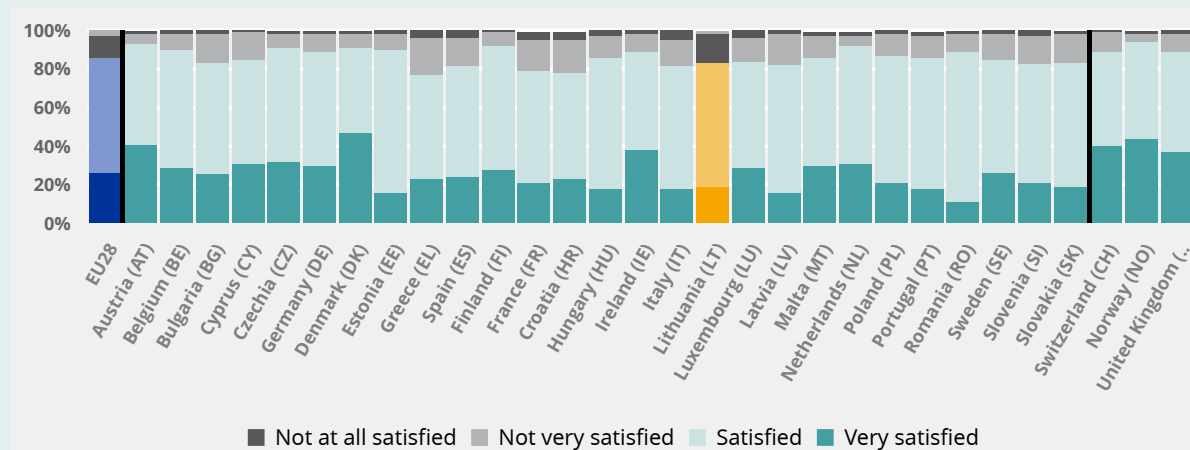
Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

Overall opinion

This topic displays data on the workers' overall general assessment of risks and their overall satisfaction with working conditions. Note: Percentages might not total 100% because of rounding.

Source: European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

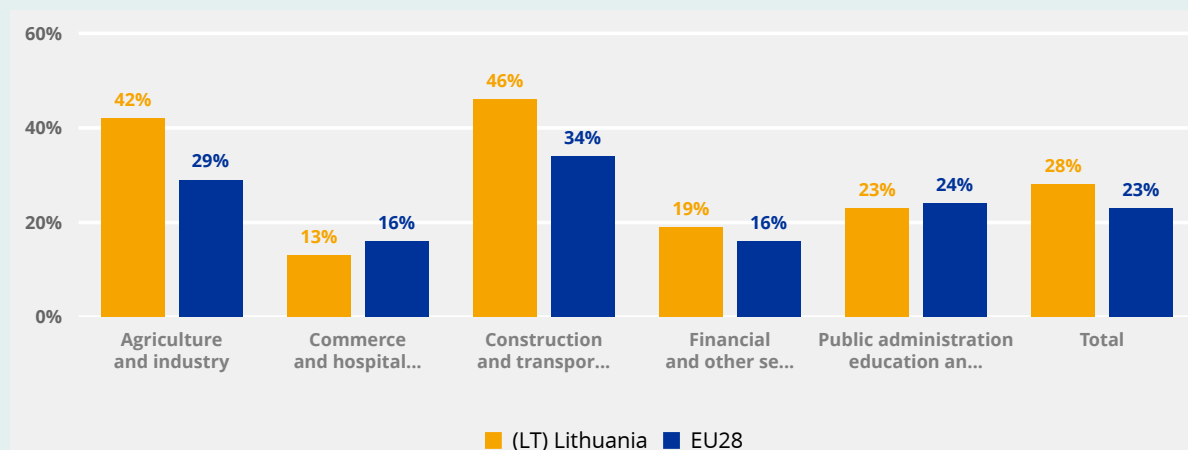
How satisfied are you with working conditions in your main paid job?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "How satisfied are you with working conditions in your main paid job?"

Country	Not at all satisfied (%)	Not very satisfied (%)	Satisfied (%)	Very satisfied (%)
EU28	3	11	60	26
Lithuania (LT)	1	16	64	19

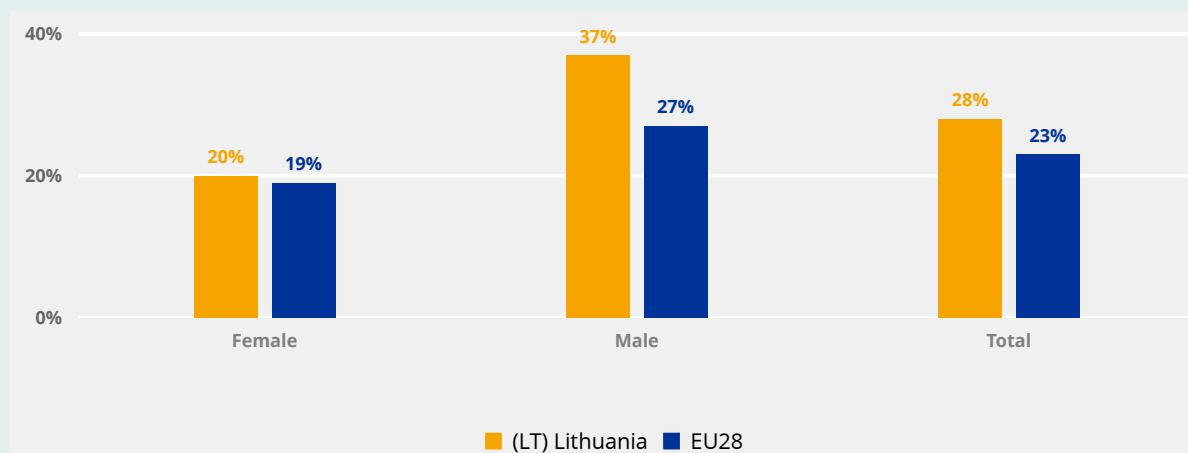
Do you think your health or safety is at risk because of your work?



The diagram presents the 'yes' responses in the European Working Conditions Survey 2015 (EWCS) - by Member State and sector - to the question : "Do you think your health or safety is at risk because of your work?"

Sector	Country	Value (%)	Country	Value (%)
Agriculture and industry	(LT) Lithuania	42	EU28	29
Commerce and hospitality	(LT) Lithuania	13	EU28	16
Construction and transport	(LT) Lithuania	46	EU28	34
Financial and other services	(LT) Lithuania	19	EU28	16
Public administration education and health	(LT) Lithuania	23	EU28	24
Total	(LT) Lithuania	28	EU28	23

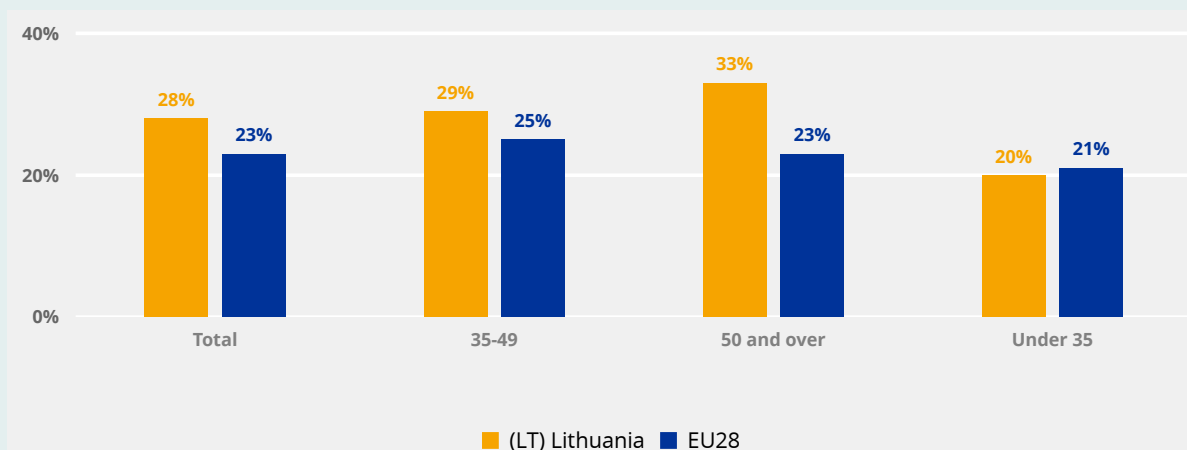
Do you think your health or safety is at risk because of your work?



The diagram presents the 'yes' responses in the European Working Conditions Survey 2015 (EWCS) - by Member State and gender- to the question: "Do you think your health or safety is at risk because of your work?"

Gender	Country	Value (%)	Country	Value (%)
Female	(LT) Lithuania	20	EU28	19
Male	(LT) Lithuania	37	EU28	27
Total	(LT) Lithuania	28	EU28	23

Do you think your health or safety is at risk because of your work?



The diagram presents the 'yes' responses in the European Working Conditions Survey 2015 (EWCS) - by Member State and age - to the question : "Do you think your health or safety is at risk because of your work?"

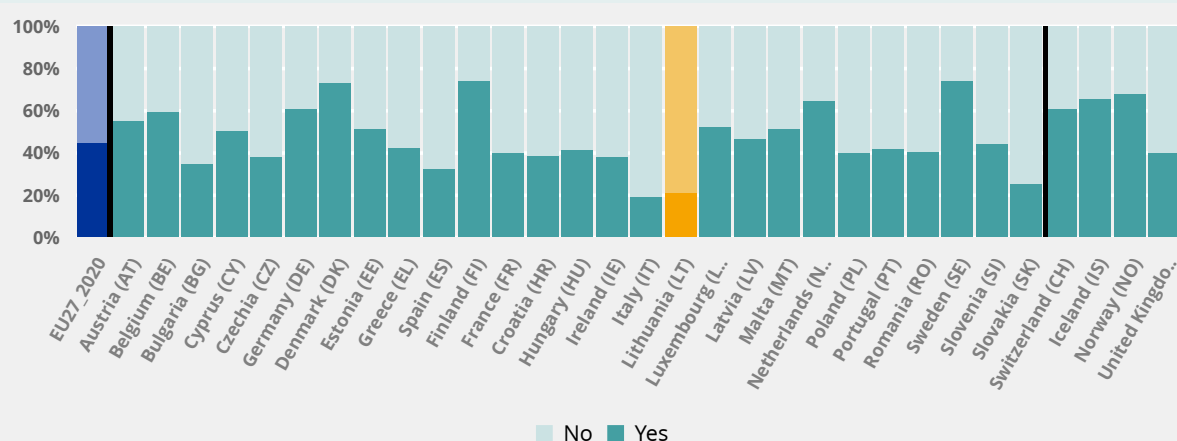
Age	Country	Value (%)	Country	Value (%)
Total	(LT) Lithuania	28	EU28	23
35-49	(LT) Lithuania	29	EU28	25
50 and over	(LT) Lithuania	33	EU28	23
Under 35	(LT) Lithuania	20	EU28	21

Mental risk

This topic displays data from surveys on certain important aspects of mental risks such as time pressure, poor communication or cooperation, employees' lack of influence, job insecurity, difficult customers or clients, long or irregular working hours and discrimination. Note: Percentages might not total 100% because of rounding.

Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

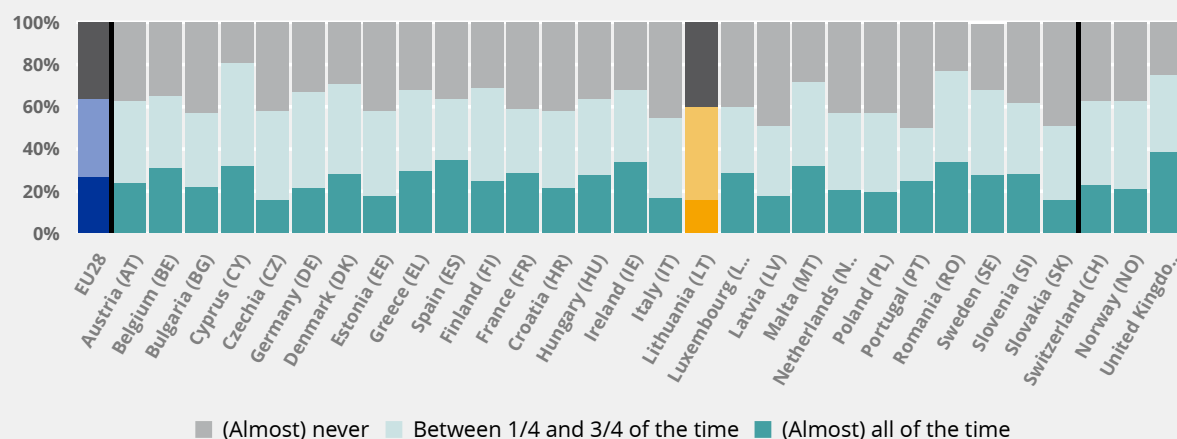
Please tell me for each of the following risks whether or not it is present in the establishment? Time pressure



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Time pressure".

Country	Yes (%)	No (%)
EU27_2020	45.1	54.9
Lithuania (LT)	21.3	78.7

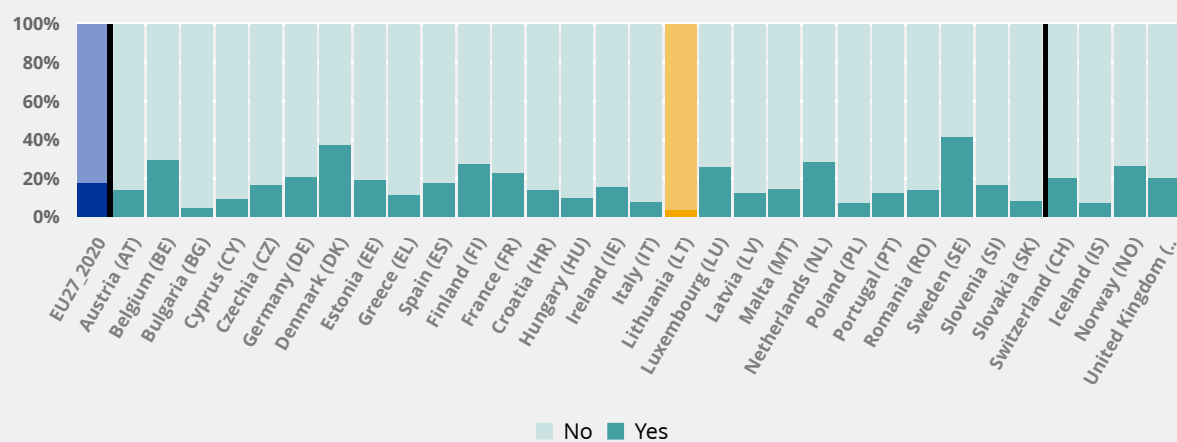
Does your job involve working to tight deadlines?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Does your job involve working to tight deadlines?"

Country	Never (%)	¼ and ¾ of the time (%)	All the time (%)
EU28	36	37	27
Lithuania (LT)	40	44	16

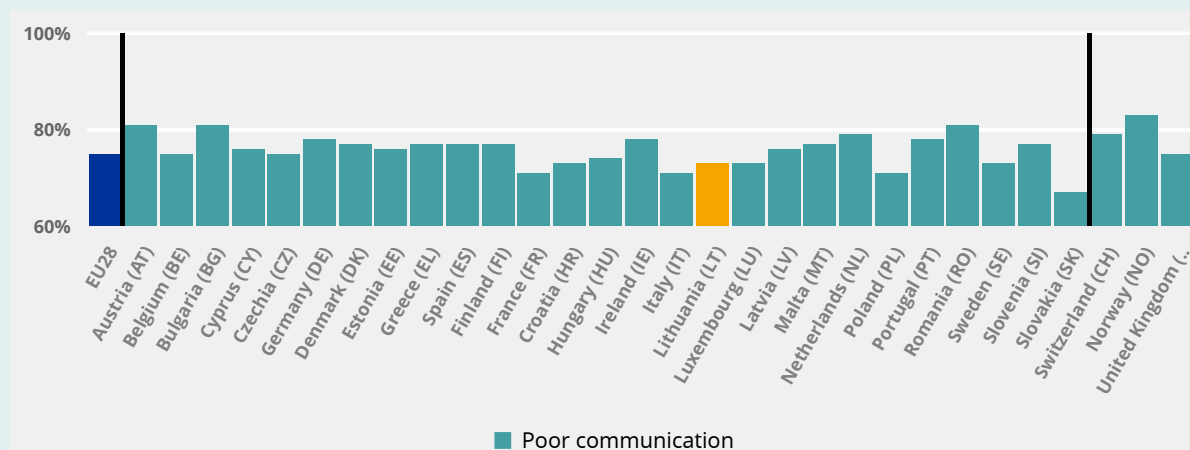
Please tell me for each of the following risks whether or not it is present in the establishment? Poor communication



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Poor communication or cooperation."

Country	Yes (%)	No (%)
EU27_2020	17.9	82.1
Lithuania (LT)	4.1	95.9

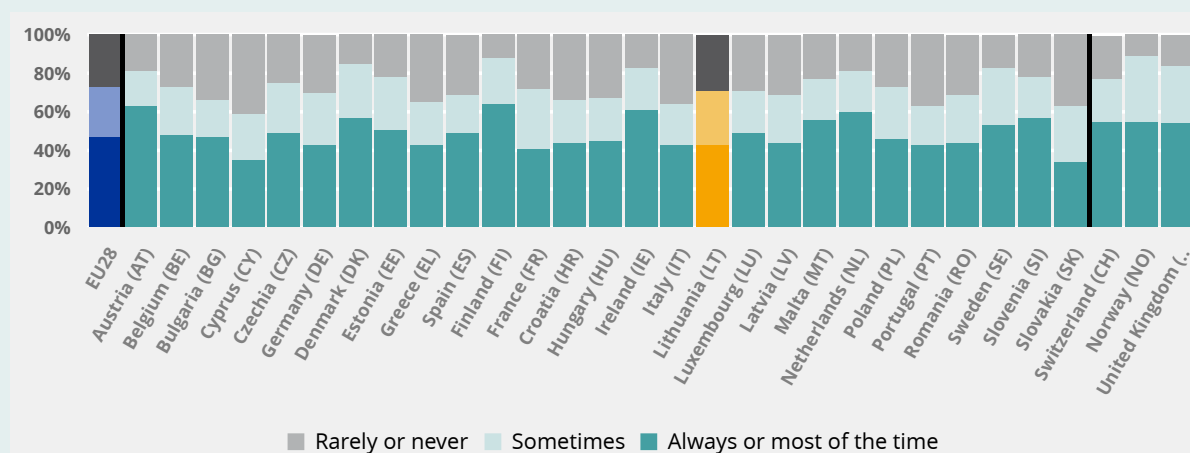
Level of fairness, cooperation and trust



The diagram presents a composite indicator “Level of fairness, cooperation and trust” based on responses to a number of questions in the European Working Conditions Survey 2015 (EWCS).

Country	Value (%)
EU28	75
Lithuania (LT)	73

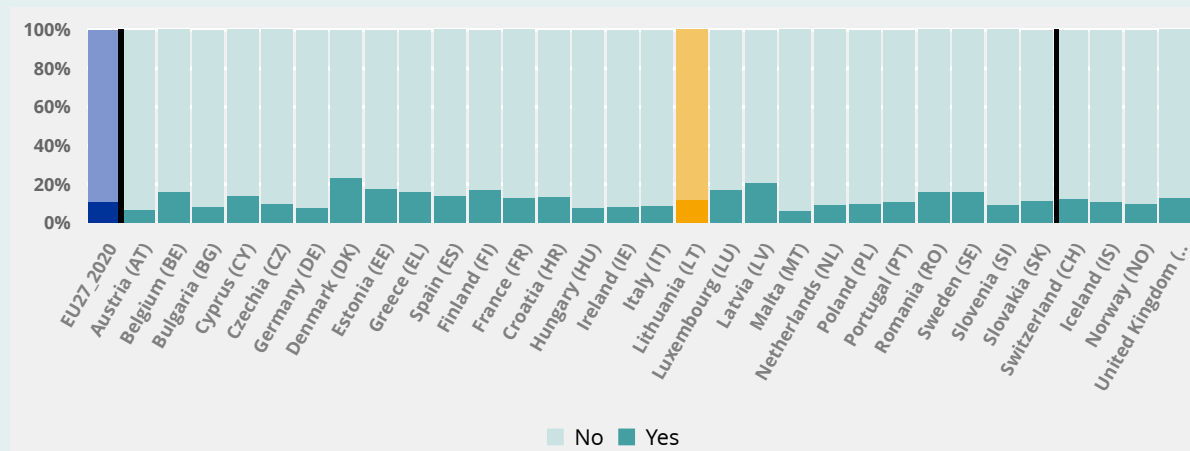
Can you influence decisions that are important for your work?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: “Can you influence decisions that are important for your work?”

Country	Rarely or never (%)	Sometimes (%)	Always or most of the time (%)
EU28	27	26	47
Lithuania (LT)	29	28	43

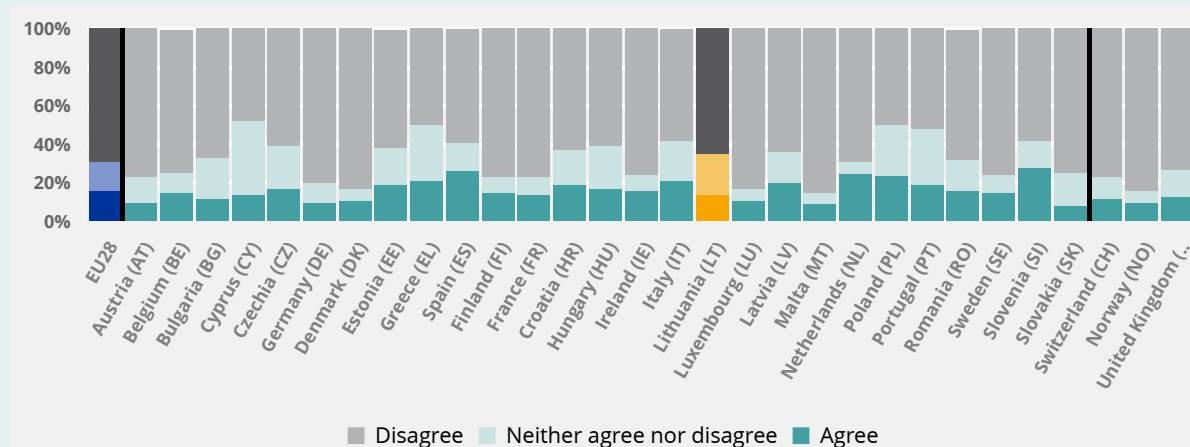
Please tell me for each of the following risks whether or not it is present in the establishment? Fear of job loss



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Fear of job loss."

Country	Yes (%)	No (%)
EU27_2020	11.1	88.9
Lithuania (LT)	11.8	88.2

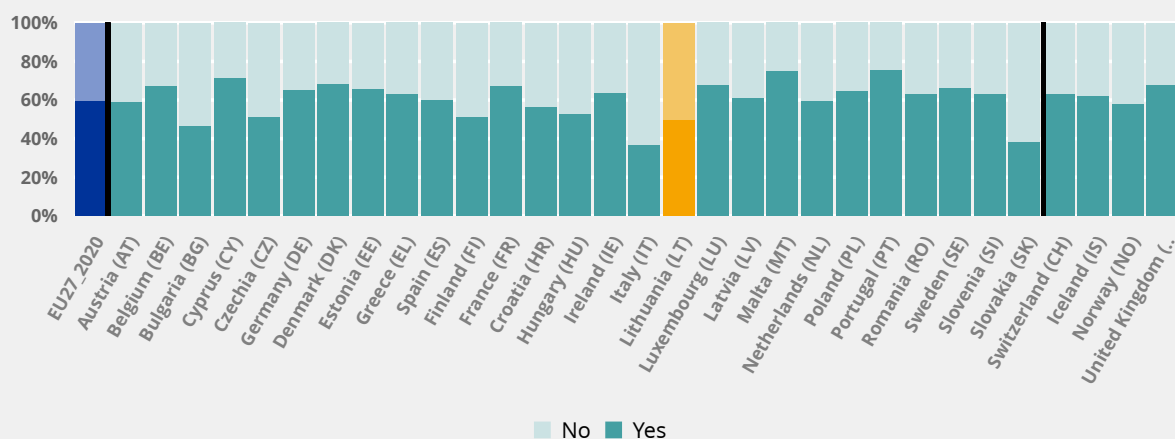
I might lose my job in the next 6 months



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "I might lose my job in the next 6 months"

Country	Disagree (%)	Neither agree or disagree (%)	Agree (%)
EU28	69	15	16
Lithuania (LT)	65	21	14

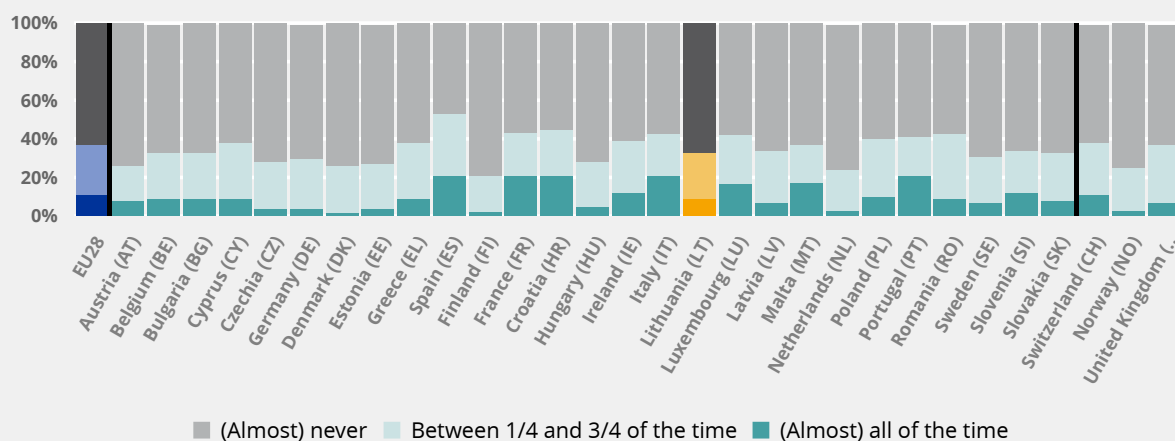
Please tell me for each of the following risks whether or not it is present in the establishment? Difficult clients



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Having to deal with difficult customers, patients, pupils etc".

Country	Yes (%)	No (%)
EU27_2020	59.7	40.3
Lithuania (LT)	49.9	50.1

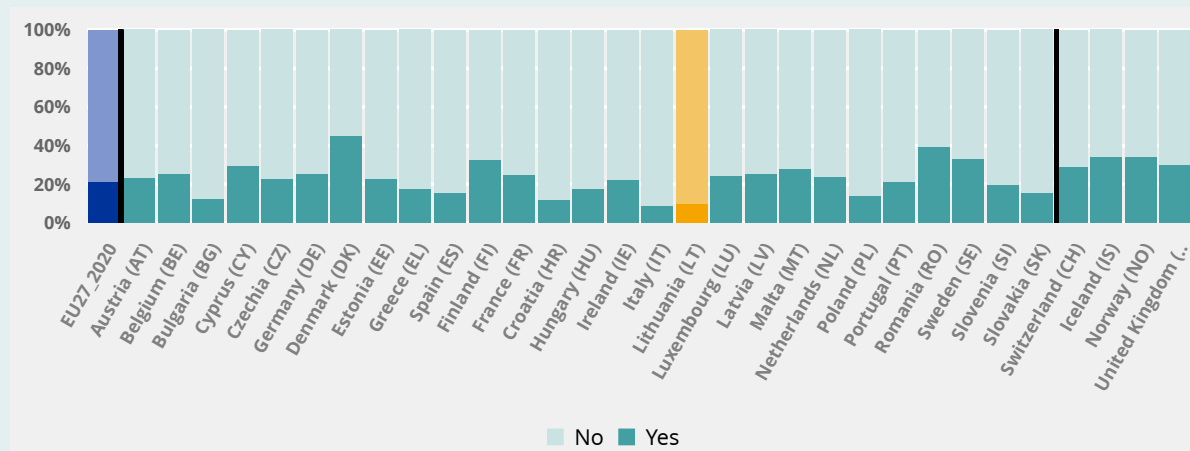
Does your work involve handling angry clients?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Does your work involve handling angry clients?"

Country	Never (%)	1/4 and 3/4 of the time (%)	All the time (%)
EU28	63	26	11
Lithuania (LT)	67	24	9

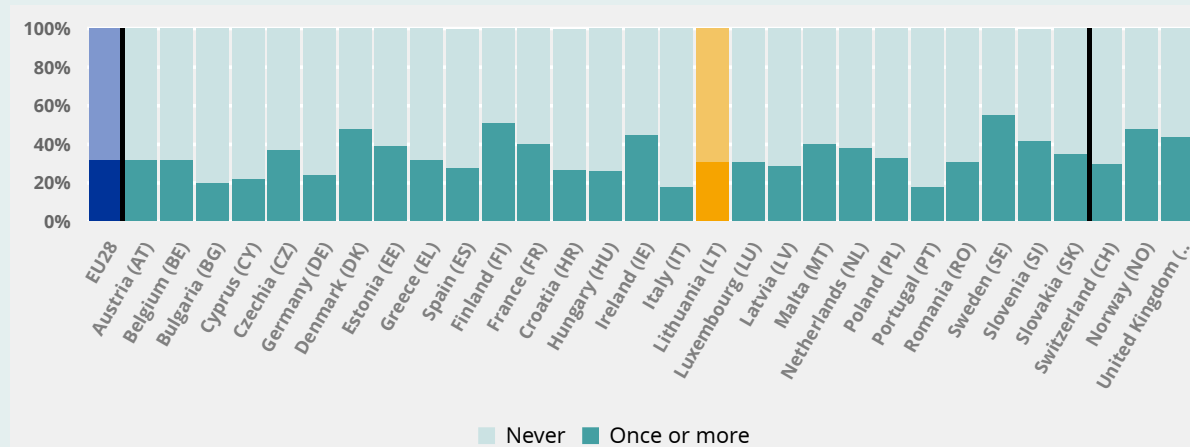
Please tell me for each of the following risks whether or not it is present in the establishment? Working hours



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Long or irregular working hours."

Country	Yes (%)	No (%)
EU27_2020	21.5	78.5
Lithuania (LT)	10	90

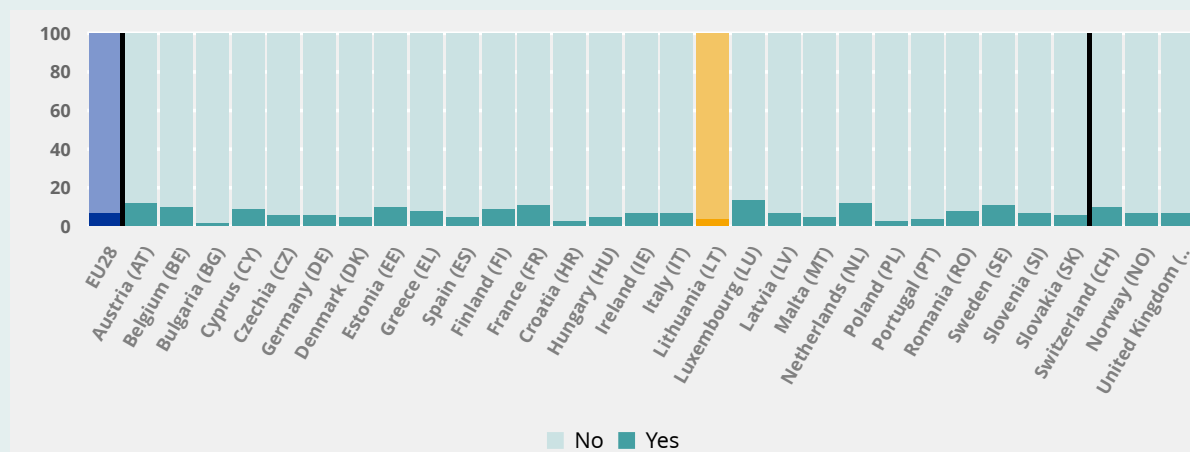
How many times a month do you work more than 10 hours a day?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "How many times a month do you work more than 10 hours a day?"

Country	Yes (%)	No (%)
EU28	32	68
Lithuania (LT)	31	69

Have you been subjected to discrimination at work in the last 12 months?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: “Have you been subjected to discrimination at work in the last 12 months?”

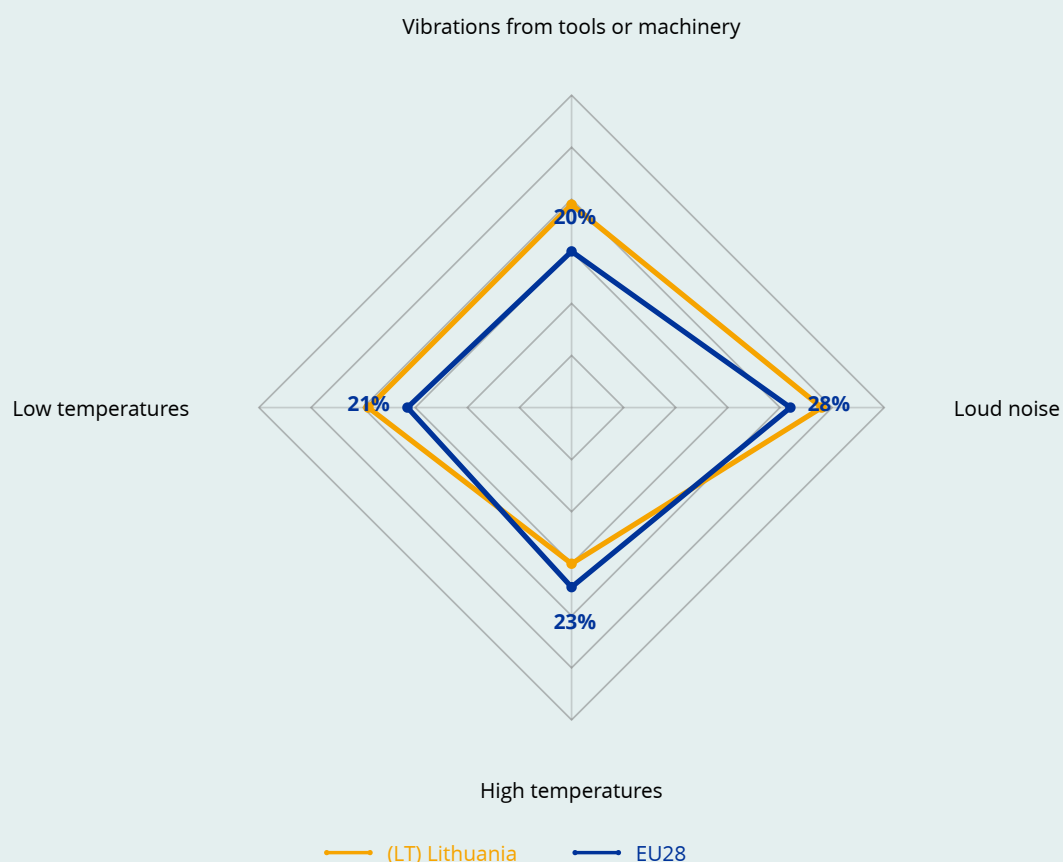
Country	Yes (%)	No (%)
EU28	7	93
Lithuania (LT)	4	96

Physical risk

This topic displays data on exposure to chemical and biological substances, exposure to noise, vibrations and high or low temperatures, and working tasks involving carrying, lifting or work in tiring or painful positions.

Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

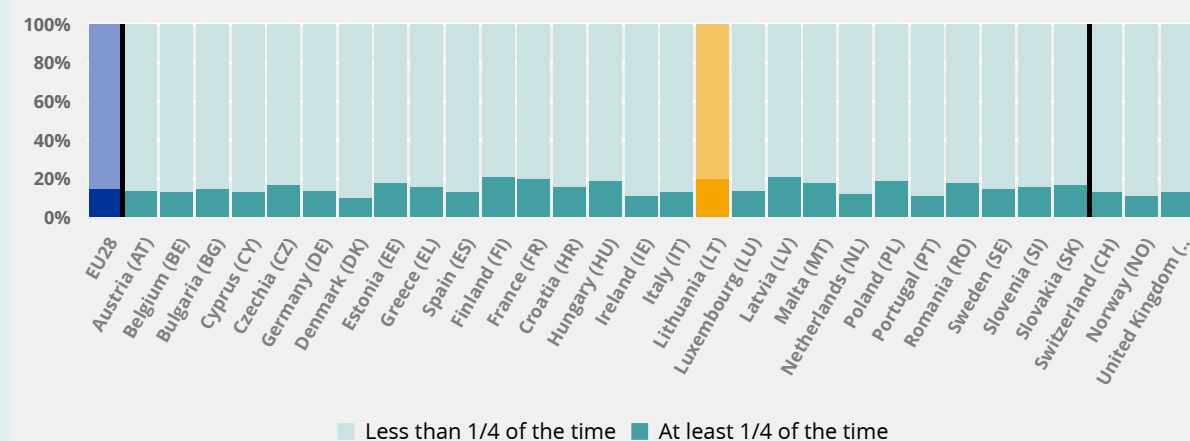
Vibrations, loud noise and temperature



Indicator	Country	Value (%)
Vibrations from tools or machinery	EU28	20
Loud noise	EU28	28
High temperatures	EU28	23
Low temperatures	EU28	21
Vibrations from tools or machinery	(LT) Lithuania	26
Loud noise	(LT) Lithuania	32
High temperatures	(LT) Lithuania	20
Low temperatures	(LT) Lithuania	26

Exposure to dangerous substances

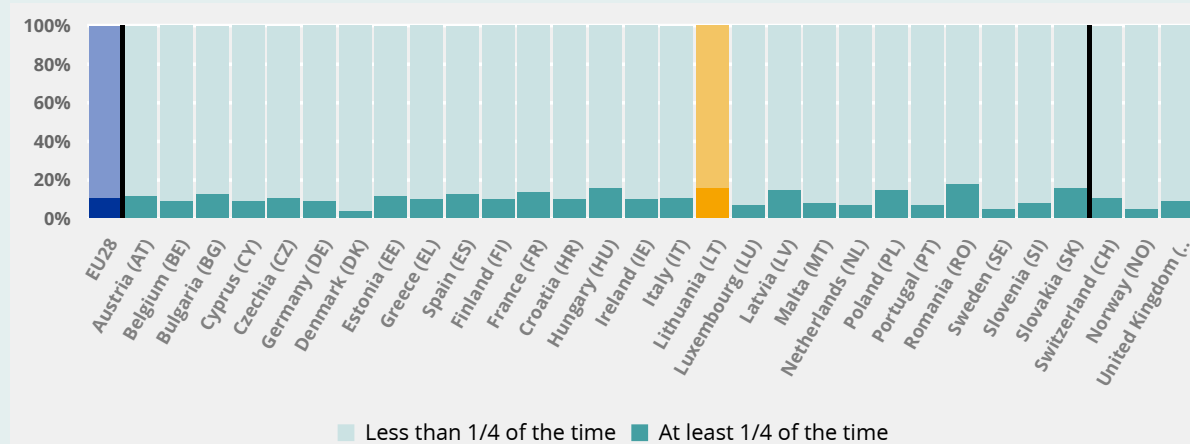
Are you exposed to breathing in smoke, fumes, powder or dust?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Are you exposed to breathing in smoke, fumes, powder or dust?"

Country	Less than ¼ of the time (%)	At least ¼ of the time (%)
EU28	85	15
Lithuania (LT)	80	20

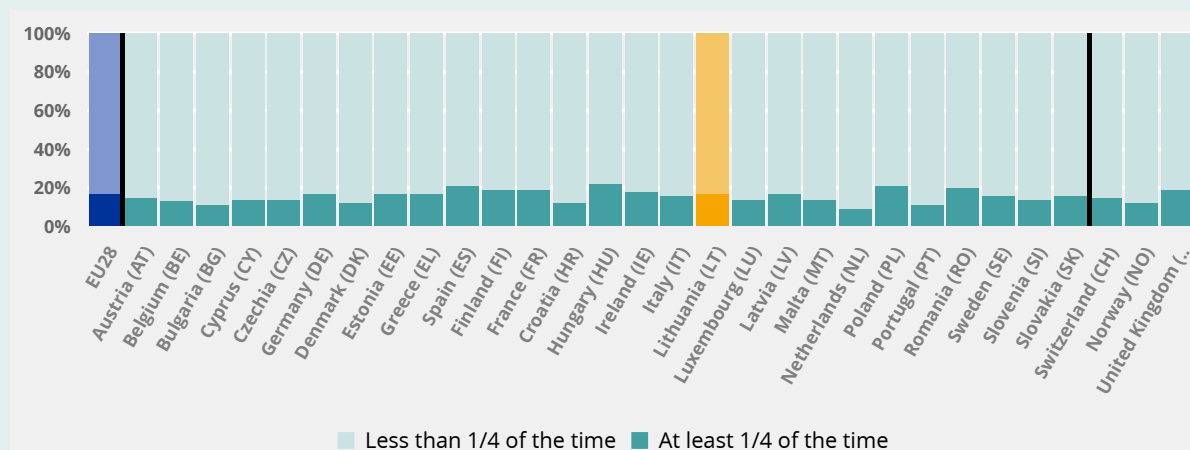
Are you exposed to breathing in vapours?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Are you exposed to breathing in vapours?"

Country	Less than ¼ of the time (%)	At least ¼ of the time (%)
EU28	89	11
Lithuania (LT)	84	16

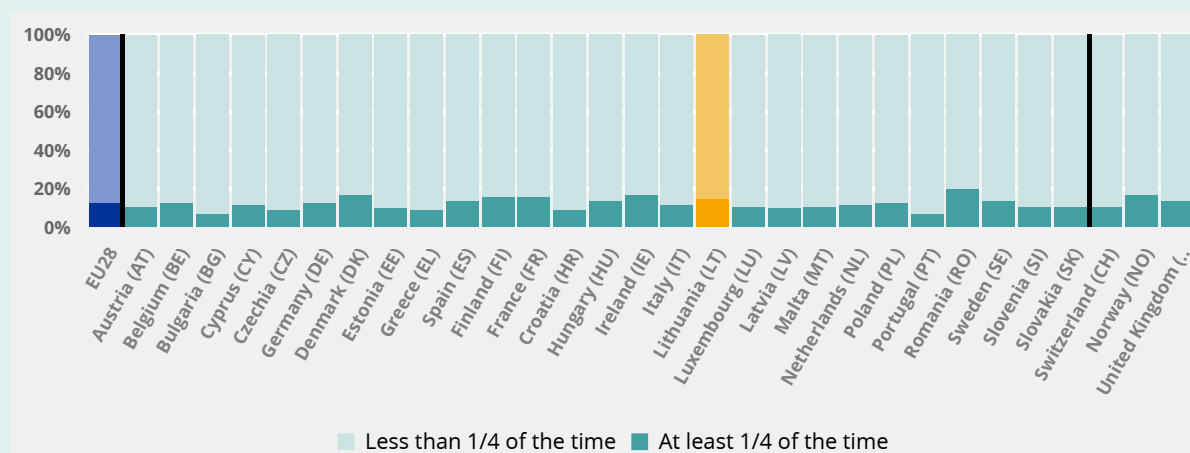
Are you exposed to chemical products or substances?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Are you exposed to chemical products or substances?"

Country	Less than 1/4 of the time (%)	At least 1/4 of the time (%)
EU28	83	17
Lithuania (LT)	83	17

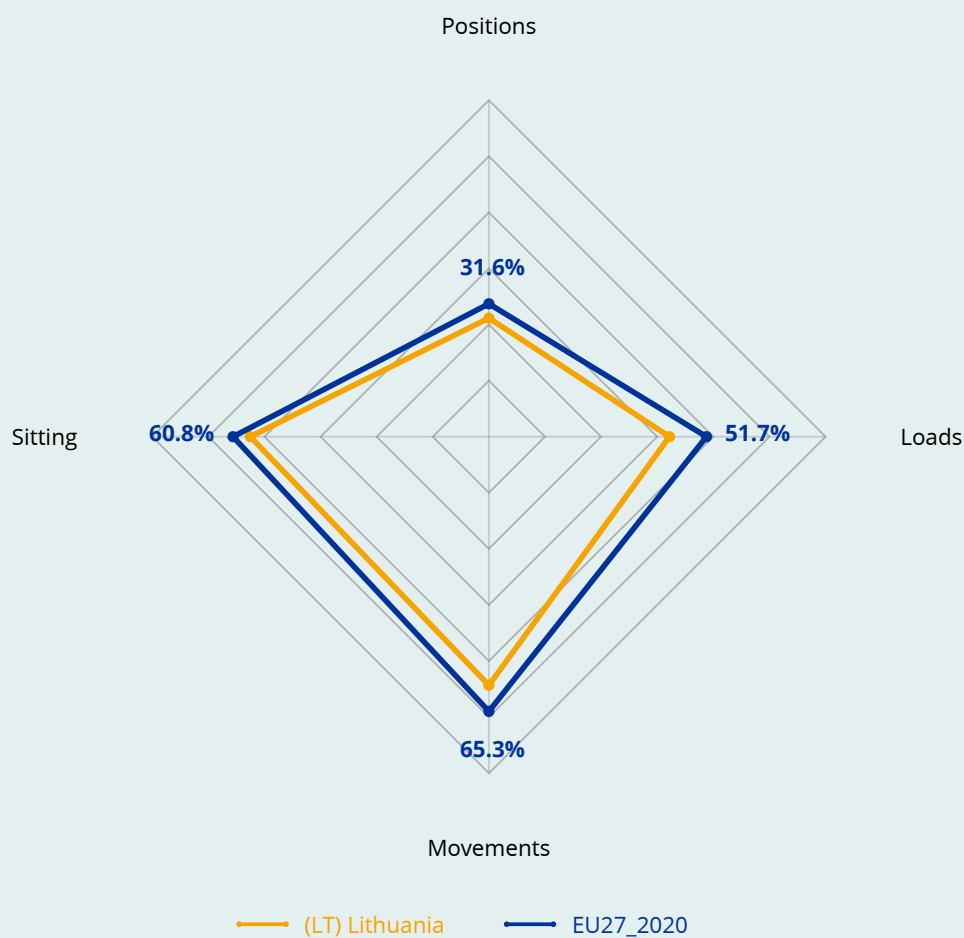
Are you exposed to materials which can be infectious?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Are you exposed to materials which can be infectious?"

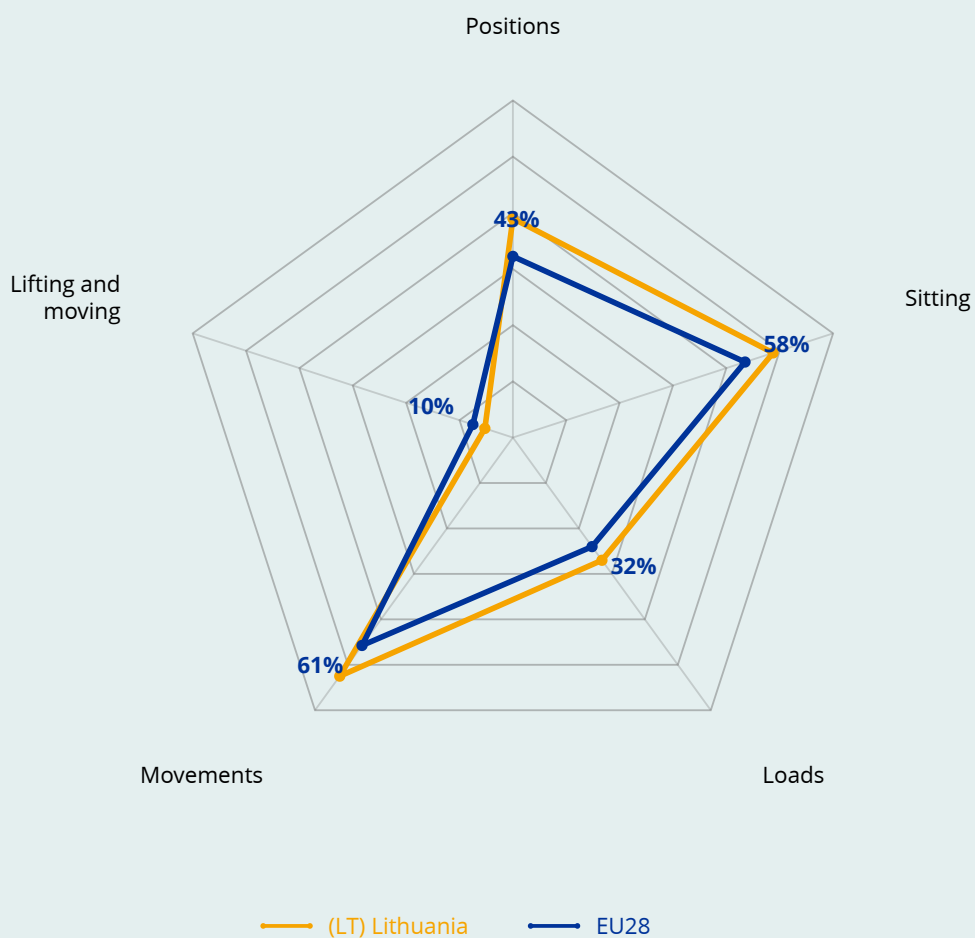
Country	Less than 1/4 of the time (%)	At least 1/4 of the time (%)
EU28	87	13
Lithuania (LT)	85	15

Ergonomic risks - ESENER



Indicator	Country	Value (%)
Positions	(LT) Lithuania	28.2
Loads	(LT) Lithuania	42.9
Movements	(LT) Lithuania	59.1
Sitting	(LT) Lithuania	56.7
Positions	EU27_2020	31.6
Loads	EU27_2020	51.7
Movements	EU27_2020	65.3
Sitting	EU27_2020	60.8

EWCS



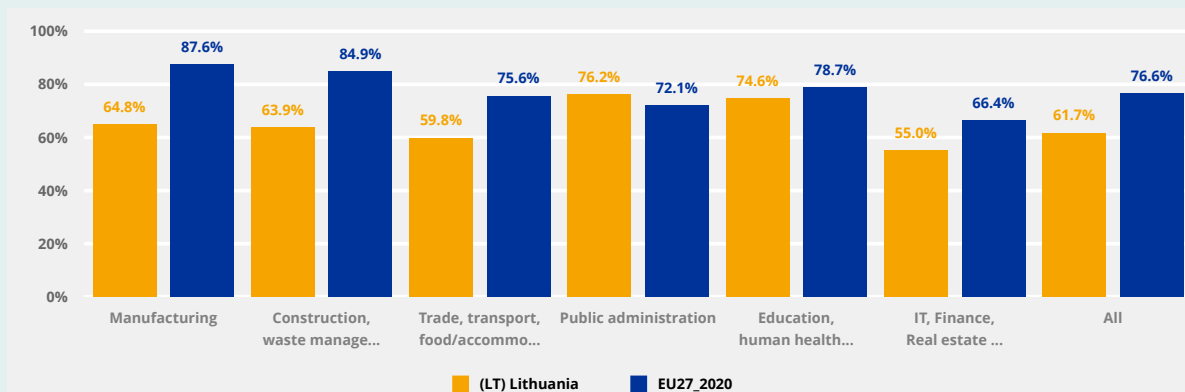
Indicator	Country	Value (%)
Positions	EU28	43
Sitting	EU28	58
Loads	EU28	32
Movements	EU28	61
Lifting and moving	EU28	10
Positions	(LT) Lithuania	52
Sitting	(LT) Lithuania	65
Loads	(LT) Lithuania	36
Movements	(LT) Lithuania	70
Lifting and moving	(LT) Lithuania	7

OSH outcomes and working conditions **Prevention in companies**

This indicator visualises data on how OSH is implemented on company/enterprise level, mainly focusing on risk assessment, related questions and OSH training for workers.

Source: ESENER 2019 Survey. For further information refer to Methodology

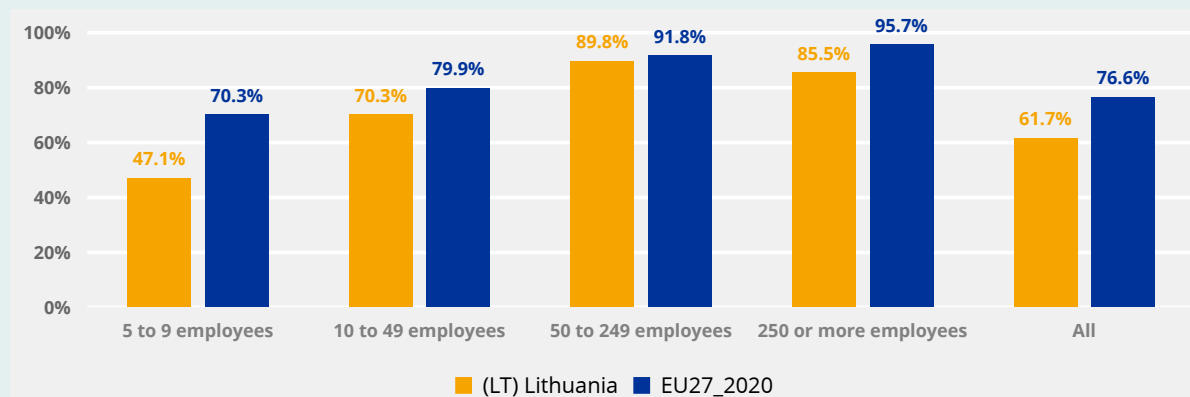
Does your establishment regularly carry out workplace risk assessments?



The diagram displays 'yes' the responses in the ESENER 2019 Survey - by Member State and sector - to the question : "Does your establishment regularly carry out workplace risk assessments?"

Sector	Country	Value (%)	Country	Value (%)
Manufacturing	(LT) Lithuania	64.8	EU27_2020	87.6
Construction, waste management, water and electricity supply	(LT) Lithuania	63.9	EU27_2020	84.9
Trade, transport, food/accommodation and recreation activities	(LT) Lithuania	59.8	EU27_2020	75.6
Public administration	(LT) Lithuania	76.2	EU27_2020	72.1
Education, human health and social work activities	(LT) Lithuania	74.6	EU27_2020	78.7
IT, Finance, Real estate and other technical scientific or personal service activities	(LT) Lithuania	55	EU27_2020	66.4
All	(LT) Lithuania	61.7	EU27_2020	76.6

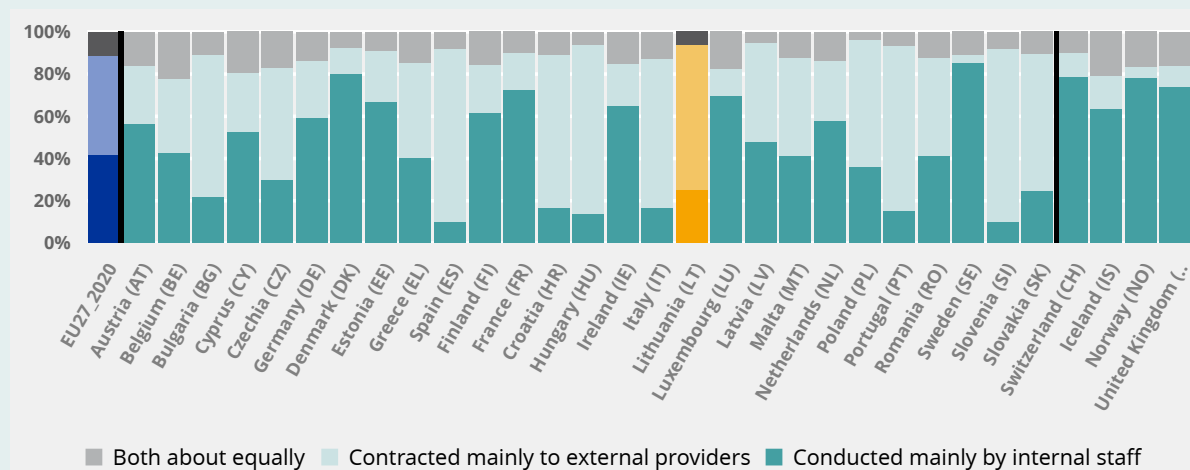
Does your establishment regularly carry out workplace risk assessments?



The diagram presents the 'yes' responses in the ESENER 2019 Survey - by Member State and company size - to the question : "Does your establishment regularly carry out workplace risk assessments?"

Sector	Country	Value (%)	Country	Value (%)
5 to 9 employees	(LT) Lithuania	47.1	EU27_2020	70.3
10 to 49 employees	(LT) Lithuania	70.3	EU27_2020	79.9
50 to 249 employees	(LT) Lithuania	89.8	EU27_2020	91.8
250 or more employees	(LT) Lithuania	85.5	EU27_2020	95.7
All	(LT) Lithuania	61.7	EU27_2020	76.6

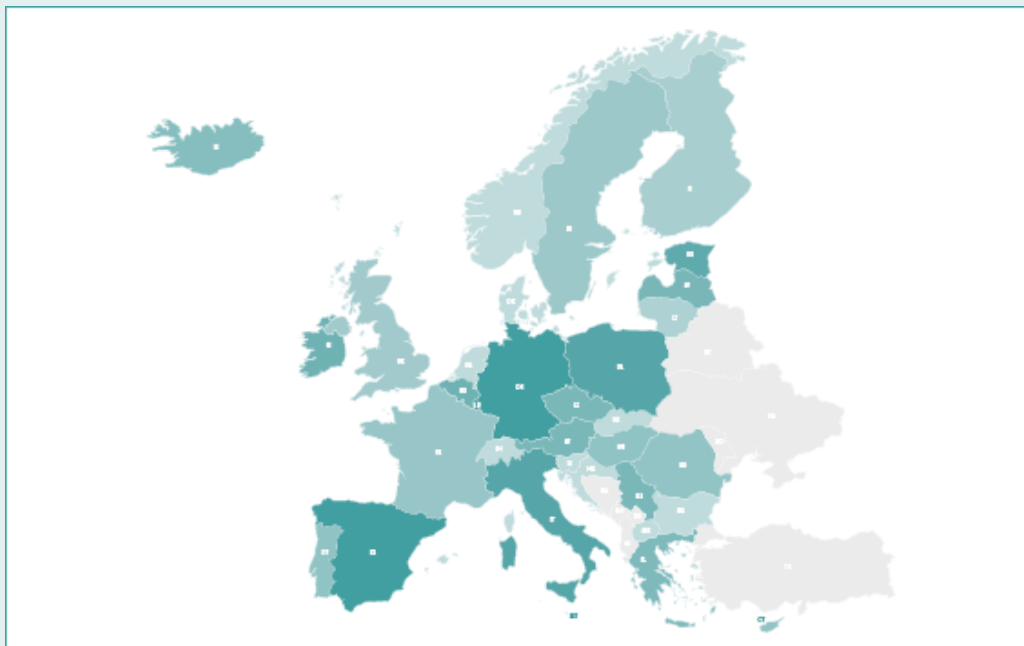
Are workplace risk assessments mainly conducted by internal staff or are they contracted to external service providers?



The diagram displays the responses in the ESENER 2019 Survey to the question: "Are workplace risk assessments mainly conducted by internal staff or are they contracted to external service providers?"

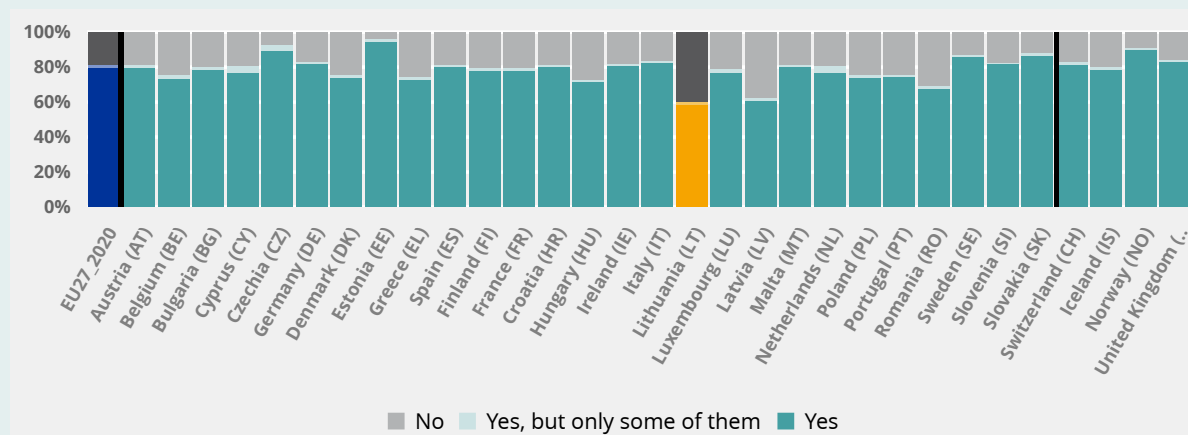
Country	Both about equal (%)	External (%)	Internal (%)
EU27_2020	11.2	47.1	41.7
Lithuania (LT)	6.2	68.4	25.4

Evaluated aspects in risk assessments



Responses to Evaluated aspects can be found in ESENER 2019 Survey in the section OSH Management – Aspects evaluated in the workplace risk assessment. For further information please, check the ESENER methodology.

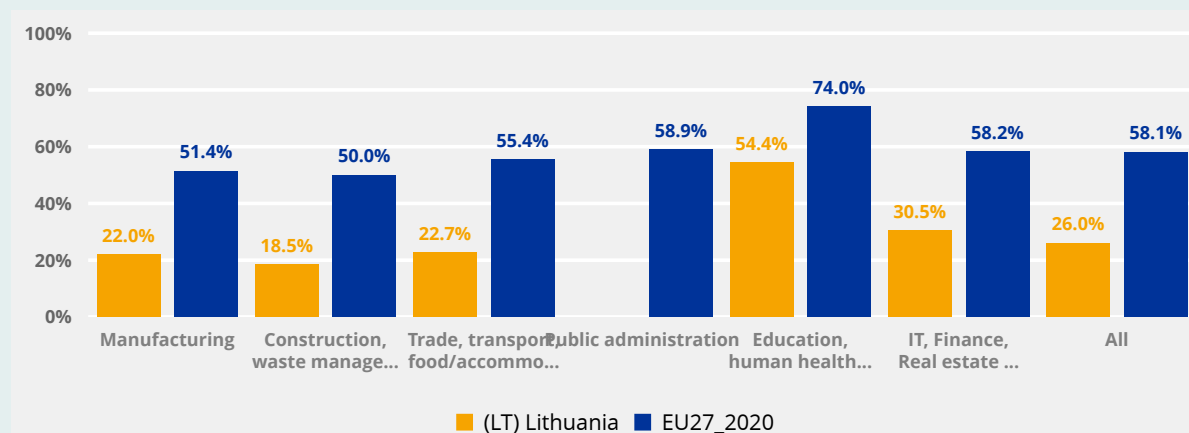
Are the health and safety representatives provided with any training during work time?



The diagram displays the responses in the ESENER 2019 Survey to the question: “Are the health and safety representatives provided with any training during work time?”. additional information about this indicator can be obtained in ESENER 2019 Survey in the section OSH Management – Lack of information or adequate tools to deal with the risk effectively

Country	No (%)	Yes, but only some of them (%)	Yes (%)
EU27_2020	18.7	1	80.3
Lithuania (LT)	39.7	1.3	58.9

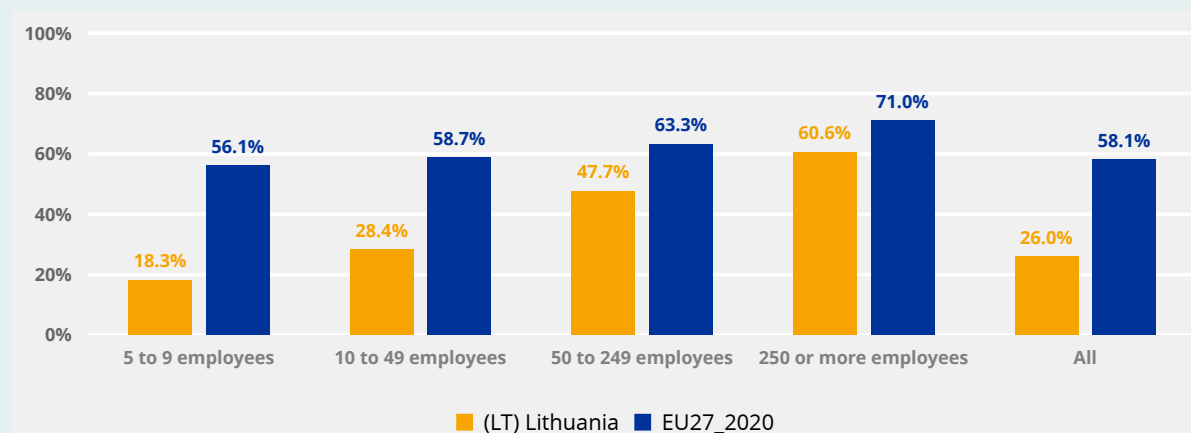
Did the employees have a role in the design and set-up of measures to address psychosocial risks?



The diagram displays the 'yes' responses in the ESENER 2019 Survey - by Member State and sector - to the question : "Did the employees have a role in the design and set-up of measures to address psychosocial risks?"

Sector	Country	Value (%)	Country	Value (%)
Manufacturing	(LT) Lithuania	22	EU27_2020	51.4
Construction, waste management, water and electricity supply	(LT) Lithuania	18.5	EU27_2020	50
Trade, transport, food/accommodation and recreation activities	(LT) Lithuania	22.7	EU27_2020	55.4
Public administration	(LT) Lithuania	0	EU27_2020	58.9
Education, human health and social work activities	(LT) Lithuania	54.4	EU27_2020	74
IT, Finance, Real estate and other technical scientific or personal service activities	(LT) Lithuania	30.5	EU27_2020	58.2
All	(LT) Lithuania	26	EU27_2020	58.1

Did the employees have a role in the design and set-up of measures to address psychosocial risks?



The diagram displays the 'yes' responses in the ESENER 2019 Survey - by Member State and company size - to the question : "Did the employees have a role in the design and set-up of measures to address psychosocial risks?"

Sector	Country	Value (%)	Country	Value (%)
5 to 9 employees	(LT) Lithuania	18.3	EU27_2020	56.1
10 to 49 employees	(LT) Lithuania	28.4	EU27_2020	58.7
50 to 249 employees	(LT) Lithuania	47.7	EU27_2020	63.3
250 or more employees	(LT) Lithuania	60.6	EU27_2020	71
All	(LT) Lithuania	26	EU27_2020	58.1

OSH outcomes and working conditions

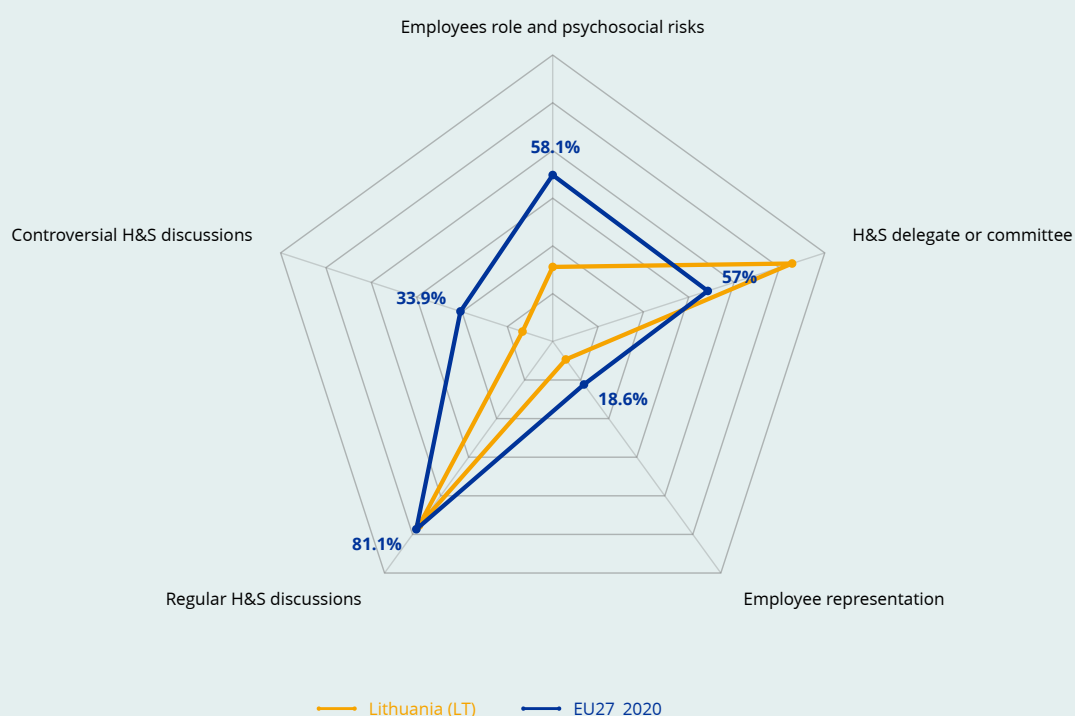
Worker involvement

This section displays mainly quantitative data that show how workers are represented at company level and how they are involved in the prevention policy of the companies.

Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

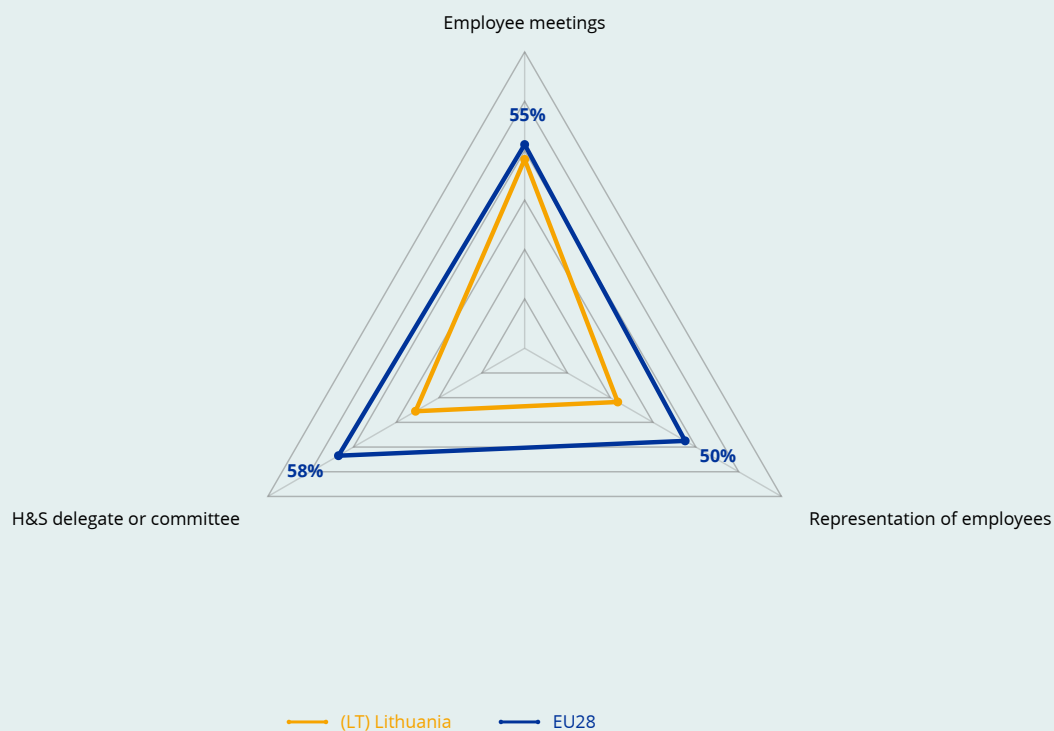
Worker involvement

ESENER



Sector	Country	Value (%)
Employees role and psychosocial risks	Lithuania (LT)	26
H&S delegate or committee	Lithuania (LT)	88
Employee representation	Lithuania (LT)	7.8
Regular H&S discussions	Lithuania (LT)	79.5
Controversial H&S discussions	Lithuania (LT)	11.1
Employees role and psychosocial risks	EU27_2020	58.1
H&S delegate or committee	EU27_2020	57
Employee representation	EU27_2020	18.6
Regular H&S discussions	EU27_2020	81.1
Controversial H&S discussions	EU27_2020	33.9

EWCS



Sector	Country	Value (%)
Employee meetings	EU28	55
Representation of employees	EU28	50
H&S delegate or committee	EU28	58
Employee meetings	(LT) Lithuania	51
Representation of employees	(LT) Lithuania	29
H&S delegate or committee	(LT) Lithuania	34

OSH infrastructure Enforcement capacity

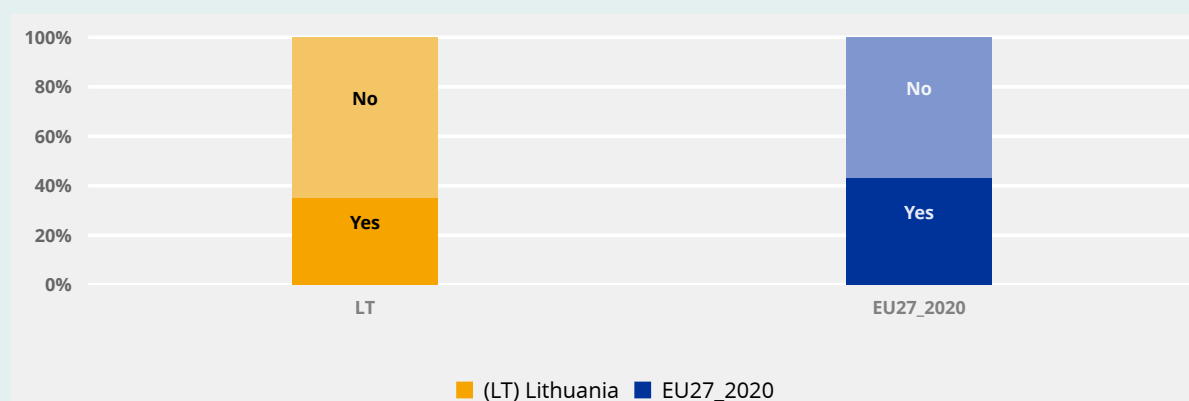
This indicator mainly contains the non-confidential parts of Senior Labour Inspectors Committee reports about enforcement in Member States

Sources: ESENER 2019 Survey and Senior Labour Inspectors' Committee.

For further information refer to Methodology

% of establishments inspected

Have you been visited by the labour inspectorate in the last 3 years?



Country	Yes (%)	No (%)
(LT) Lithuania	35	65
EU27_2020	43.2	56.8

Authority

The State Labour Inspectorate of the Republic of Lithuania

See more in OSH Authorities in the Labour Inspection section or in the website

Scope of the Labor Inspection

The Ministry of Social Security and Labour of the Republic of Lithuania and the Ministry of Health of the Republic of Lithuania develop and implement the state policy in the field of OSH. SLI controls how the companies meet the requirements of the OSH regulations. The Law on the State Labour Inspectorate of the Republic of Lithuania defines the functions, rights and responsibilities of the Inspectorate.

The State Labour Inspectorate is a state-control institution under the Ministry of Social Security and Labour. The Chief State Labour Inspector of the Republic of Lithuania manages it. The Inspectorate consists of the administration and 10 territorial inspection divisions.

- The main objectives of the SLI activities are: to carry out the control of the compliance with the provisions of the Labour Code of the Republic of Lithuania, the laws regulating occupational safety and health as well as labour relations and other legal acts, and the prevention of their violations;
- to prevent accidents at work and occupational diseases.

The provision that employers must provide information to SLI about the state of workplaces in enterprises for the supervision of working conditions in enterprises was legalized by the Law of OSH of the Republic of Lithuania in 2008. In 2013, the SLI introduced an electronic declaration system more convenient for

employers to provide data remotely. Substantive legal provisions provided in the application form are necessary to ensure decent working conditions. They are reflected in control questionnaires for inspection of companies used for several years.

The declaration enables employers to assess once again their OSH situation carefully and responsibly and the implementation of the labour law in the company. The presumption of fair treatment shall apply to employers declaring this condition, i.e. their data submitted to SLI shall be regarded as correct.

In 2013, the SLI completed the implementation of the Quality management system, which consists of two parts: a Performance management system and the Operator's risk assessment system by adding the latter with criteria of illegal employment.

The SLI planning, management and good governance indicators enshrined by these actions help to carry out the efficient and effective supervision of economic entities, the efficient use of financial and human resources, continuous monitoring and evaluation of the results of the SLI performance.

Inspector powers

Fundamental rights of inspectors of the State Labour Inspectorate are the following:

- to enter any workstation freely and without a prior notification at any time of the day and to inspect the compliance with the requirements laid down in labour laws, standard acts on occupational safety and health or other regulatory acts;
- having identified violations of legislation regulating OSH and labour relations, to draw up an ordinance for the employer's representative or a person authorised by the employer, indicating the identified violations as well as to establish the time, within which the above mentioned persons are obliged to eliminate said violations;
- upon disclosing violations of labour laws, standard acts on occupational safety and health, and following the established procedure to draw up protocols, ordinances, statements and other documents of the approved form;
- to ban the use of work equipment and personal protective equipment for the employer if they do not comply with the requirements of standard acts on occupational safety and health or other regulatory acts;
- to demand that the employer's representative or a person authorised by the employer immediately stop the works: when employees are not trained and (or) not instructed to work safely, when employees' safety and health is in danger due to faults of work equipment or emergency situations, when works are carried out in a manner violating technological regulations, without installation of relevant collective protective equipment or when employee (employees) are not supplied with personal protective equipment and in other cases when the working environment becomes hazardous and (or) dangerous to health and safety;
- during performance of official duties, in case of need, to call upon the assistance of police officers;
- in exercising the prevention and control of violations of laws regulating occupational safety and health as well as labour relations and other regulatory acts, and in the manner not contravening the immunity of private life of persons as guaranteed by laws of the Republic of Lithuania, to take photos, to make audio and video records.

One of the main difficulties faced by SLI inspectors in exercising their powers – to inspect the workplaces physically. SLI inspectors are often faced with situations when they are not allowed to enter the enterprise, to carry out inspections and to identify OSH violations is especially difficult when it comes to inspect private dwellings. In this case, although there is a need to carry out their duties, SLI inspectors cannot enter the premises without the consent of the owners of premises. A similar situation also arises in ships flying with the flag of a foreign country, but located in the territory of the Republic of Lithuania. In this case, for instance when investigating the accident, which took place on board, the SLI inspectors require the consent of the ship's captain to access to ship.

Another difficulty for the SLI inspectors in exercising their duties is the reluctance of people (witnesses, victims and so on) to cooperate. In some cases, the person who reported on the violations of law, changes its testimony during the investigation, provides contradictory and false information, and without detailed explanations of the persons concerned the Inspectorate cannot conduct the investigation.

After the inspection of companies, SLI inspectors are enabled to decide whether to advise and make recommendations in cases of violations of OSH and labour law, or to issue an order, or bring the proceedings.

The State Labour Inspector of the Republic of Lithuania defines only the basic criteria for the application of impact measures.

SLI inspectors and courts impose administrative fines for violations of labour laws and OSH in Lithuania depending on the amount of the administrative penalties imposed by law. The maximum administrative penalty imposed by SLI inspectors is EUR 1448.

Strategy/Plan

The activities of SLI are prepared in accordance with the approved annual and long-term activity plans for targeted indicators under the published strategic action plans approved by the Minister of Social Security and Labour of the Republic of Lithuania, the principles of supervision of economic entities, and other documents governing the planning. Plans of SLI are published on the website of SLI. The Chief State Labour Inspector of the Republic of Lithuania establishes an internal control and accountability in the implementation of SLI's annual and long-term activity plans for targeted indicators.

The State Labour Inspectorate has created an information system for continuous monitoring of working conditions in the workplaces (OSH IS). The aim of the information system is to monitor the implementation of the provisions of law regulating the OSH and labour relations in the entities, and to improve the effectiveness of the prevention of violations and control performed by SLI. OSH IS allows to gather data on the state of working conditions in the workplace, i.e., on the risk factors in companies; collects data on accidents at work and occupational diseases in enterprises, individual economic activities in the enterprise and in the country; rapid analysis of the OSH situation and developments; taking into account the changes in plans implements the necessary measures for the improvement of employment and to prevent occupational injuries. OSS IS is intended to automate processes in SLI; exchanges data with other state information systems and registers; provides information to the authorities to carry out their functions established by the legislation on accidents at work and occupational diseases, OSH status, phenomena of illegal activity, the state of preservation of workers' life, health and work; provides employers with public electronic services and informs employers on issues of OSH and activities of SLI.

The State Labour Inspectorate has developed a performance management methodology that establishes the processes of planning, monitoring and improvement of SLI activities. This methodology was developed in order to improve the quality of services provided by SLI, to increase the objectivity and effectiveness of planning activities and limited resources. It defines the application of modern management methods in planning, monitoring and improvement processes of SLI activities.

The new procedure is prepared in accordance with the following modern management methods:

- the Plan-Do-Check-Act method;
- the method of balanced activity indicators;
- the risk assessment-based planning method.

The application of modern management methods in activities of SLI contributes to the continuous improvement of activities and effective implementation of the mission. The performance management methodology must follow the staff of SLI structural units responsible for the planning, monitoring and improvement. The Chief State Labour Inspector of the Republic of Lithuania or its appointed person is responsible for the development, improvement and updating of the performance management methodology.

Annual plans of SLI are drawn up in view of data available as well as the number of accidents at work and occupational diseases that occurred during the last three years, their frequency indicators, as well as the specifics of the counties and regions.

The main priorities of the annual plans of SLI, the essence of which does not change (only some variations are allowed every year) are as follows:

- control of illegal work and coordination of actions of the bodies carrying out such control;
- advise to employers, employees and their representative organizations by drawing particular attention to the activities of small, medium and entities operating in the first year;
- development of public education on the application of labour laws and the negative consequences of their violation (illegal work, accidents at work and occupational diseases and the like) by emphasizing the training and preparation of young people for legitimate and safe work;
- inspections of entities of the maximum risk when the requirements of labour legislation may be infringed in the field of health and safety at work;
- optimization of methods and principles of supervision of economic entities, expansion of the volume of e-inspections in order to promote awareness and responsibilities of employers about legal and safe work;
- creation of conditions for the activities of labour disputes commissions and improvement of procedures for handling of disputes;
- development of the administrative capacity of the SLI staff by raising the professional level, strengthening the internal control, implementation of the measures of the SLI program to combat corruption and the efficient use of resources.

OSH infrastructure OSH statistics, surveys and research

Here you will find a comprehensive overview of availability of OSH statistics and surveys on working conditions and research capacities in the different Member States and the EU.

For further information refer to Methodology



Lithuania

OSH statistics

Reporting of accidents and injuries at work

Data holder:

State Labour Inspectorate

Functionalities:

- Monitoring of work accidents - quarterly

Statistics Lithuania

Data holder:

Lithuanian statistics department

Functionalities:

- Monitoring of work accidents - quarterly
- Monitoring of work-related illness - annually (only after survey)
- Monitoring of occupational diseases - annually

Research Institutes

Occupational Health Centre of the Institute of Hygiene

[Link to the institute](#)

Short abstract

Research activities of the Occupational Health Centre are aimed at investigating and evaluating the impact of factors of the working environment on workers' health and functional capacity; investigating and evaluating the preventive effectiveness of the occupational health (care); and developing and testing innovative interventions on occupational health (care) in practice.

[See more in OSHWiki](#)

Institute of Agricultural Engineering and Safety of the Aleksandras Stulginskis University (ASU)

[Link to the institute](#)

Short abstract

The ASU is an institution of higher education and research in the fields of biomedicine, technologies and social sciences. It is the only state institution of higher education and science in Lithuania where highly qualified specialists in agriculture, forestry and water management are trained. The ASU has five faculties: Agronomy, Economics and Management, Forest Sciences and Ecology, Water and Land Management, and Agricultural Engineering. The university has a developed infrastructure for research and studies, including an experimental station, the Park of Science and Technologies, field laboratories and other divisions for the supply of research and studies. The Institute of Agricultural Engineering and Safety is involved in educating and training students in the OSH field, carrying out research in the OSH field, preparing OSH regulations and standards, carrying out international OSH projects, etc. There is a Laboratory of Safety of Technologies in the institute. Research fields include the investigation and improvement of the system 'Human-Machine-Environment', noise and vibration in the working environment, lighting in workplaces, and machinery.

[See more in OSHWiki](#)

Department of Labour Safety and Fire Protection of Vilnius Gediminas Technical University (VGTU)

[Link to the institute](#)

Short abstract

The VGTU — one of the largest state schools of higher education — strives for the leading position in technical and engineering education, as well as in the field of scientific research, among the Baltic countries. The Department of Labour Safety and Fire Protection is involved in educating and training students in the OSH field, carrying out research in the OSH and fire safety field, preparing OSH and fire safety regulations, etc.

[See more in OSHWiki](#)

Department of Environment and Occupational Medicine of the Lithuanian University of Health Sciences (LSMU)

[Link to the institute](#)

Short abstract

The LSMU is the largest institution of medical education and training in Lithuania. The Medical Academy of the LSMU has five faculties: Public Health, Nursing, Pharmacy, Odontology and Medicine. Kaunas Clinics (the LSMU's hospital) is the largest medical institution in Lithuania and one of the largest university hospitals in the Baltic countries. It is also used for teaching students and for research purposes. The Department of Environment and Occupational Medicine is involved in educating and training students in the OSH field, carrying out research in the OSH field, preparing OSH regulations, etc.

[See more in OSHWiki](#)

Department of Public Health of Vilnius University (VU)

[Link to the institute](#)

Short abstract

The VU is the oldest and largest Lithuanian higher education institution. Since its establishment in the 16th century, the VU, as an integral part of European science and culture, has embodied the concept of a classical university and the unity of studies and research. There are 14 faculties (institutes) within the VU, including Chemistry, Physics, Medicine and Law. The Department of Public Health is one of two institutes of the Medical Faculty. The institute is involved in educating and training students in the OSH field, carrying out research in the OSH field, preparing OSH regulations, etc.

[See more in OSHWiki](#)

Labour Market Research Institute of the Lithuanian Social Research Centre (Lietuvos socialinių tyrimų centro Darbo rinkos tyrimų institutas)

[Link to the institute](#)

Short abstract

LABOUR MARKET RESEARCH INSTITUTE (till 1st of December, 2014 - Institute of Labour and Social Research) is the unit of public research institute - the Lithuanian Social Research Centre (LSRC). The Institute was founded in 1991 (it's founder - the Ministry of Social Security and labour of the Republic of Lithuania) and by 2009 December 31 acted as a separate legal entity - a scientific research institute that provides the public benefit of research services in the field of social protection and labour market policies.

Under the Government of the Republic of Lithuania 23 December 2009 resolution No 1796 "Due to reorganization of Social Research Institute and Institute of Labour and Social Research" from 1 January 2010 all Labour Market Research Institute rights and responsibilities took over LSRC.

[See more in OSHWiki](#)