



## 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.