Working Conditions Authority

- Nature
- Mission
- Attributions
- Planification / action plan
- Projects
- Results
Management Team

Working Conditions Authority

Pedro Pimenta Braz
Chief Labour Inspector

Manuel Maduro Roxo
Deputy Chief Labour Inspector

António Robalo Santos
Deputy Chief Labour Inspector

Carlos Afonso Pereira
Health and Safety Department
- The Authority for Working Conditions is a state authority
- Integrates the state direct administration of the Ministry of Solidarity, Employment and Social Security
- It is generalist (all private sectors)

Decree n.º 167-C/2013 December 31
Working Conditions Authority

- **State authority which aims:**
  - to promote the improvement of working conditions by checking compliance with labour standards in the context of private labour relations
  - to promote occupational risk prevention policies
  - to check compliance with legislation on health and safety at work in all sectors of public or private activity.

- **Develops its inspection action in the context of public authority powers**
- **Jurisdiction over the whole of the mainland territory**
- **Head Office in Lisbon**
Organisational Structure

Working Conditions Authority

- Central services, located in Lisbon
- Decentralised services, spread throughout all the districts of mainland Portugal
The ACT decentralised services network covers the whole of the mainland territory of Portugal.

It comprises:

- 19 local centres
- 9 local units
- 4 support units at the local centres
INSTITUTIONAL EVOLUTION

Until 1993:

- General Directorate for Occupational Health and Safety and;
- Labour Inspectorate

In 1993:

- IDICT - Institute for the Development and Inspection of Working Conditions was formed in order to carry out the provisions of Framework Law. (integrate 3 areas:
- Labour inspectorate;
- Promotion of Occupational Health and Safety; and
- Collective bargaining area
INSTITUTIONAL EVOLUTION

2004

- IDICT’s prevention area became ISHST– Institute for Occupational Health and Safety

- In this new format the Prevention and General Labour Inspectorate areas were made autonomous

ISHST’s mission was:

• To promote occupational safety and health,
• To Coordinate, execute and assessing policies in the scope of the Occupational Risk Prevention System
ACT was born on the 1st October 2007

Decree 326-B/2007, of 28 September

**Former General Labour Inspection**

**Former Institute for Safety and Health at Work (ISHST)**

Now: 2 core complementary branches:

- Inspection
- Health and safety promotion
Authority for Working Conditions’ Mission

To promote the **improvement of working conditions**, by

- controlling compliance with labour law in the private sector
- promoting OSH policies
- controlling compliance with laws and regulations concerning Health and Safety in all economic sectors (private)
INSTITUTIONAL EVOLUTION

2007

**ACT**– Working Conditions Authority was created, aggregating the ISHST and the General Labour Inspection, which were extinguished.

Central service, integrated in the direct administration of the State, which mission consists in the promotion of the working conditions improvement, mainly through:
Compliance with labour and OSH laws and regulations fiscalization and control
Promotion of politics to prevent professional risks
INSTITUTIONAL EVOLUTION

Steering committee for the promotion of safety and health at work - collegial consultation body, which supports the ACT in the exercise of its competencies in matters of safety and health at work

The committee is comprised of:

a) The inspector-general of Labour, who presides;
b) The two sub - inspector-generals;
c) Two representatives of each union confederation and one representative of each employers’ confederation a seat on the Permanent Social Concertation Committee - SOCIAL PARTNERS.
The ACT Central Services include the management, three services departments and 10 divisions.

**Inspection Support Services Department (DSAAI)**
- Inspection Coordination Division (DCAI)
- Inspection Studies, Design and Technical Support Division (DECATAI)

**Department for the Promotion of Health and Safety at Work Services (DSPSST)**
- Division for the Promotion and Evaluation of Programmes and Studies (DPAPE)
- Division for the Regulation of External Entities (DREE)

**Management Support Services Department (DSAG)**
- Training and Human Resources Division (DFRH)
- Assets and Liabilities and Financial Division (DPF)
- IT Systems Division (DSI)

**Divisions directly answerable to the Chief Labour Inspector**
- International Relations Division (DRI)
- Information and Documentation Division (DID)
- Audit and Legal Affairs Division (DAAJ)
General Inspector of Labour

2 Deputy Directors

Department for Inspection Support
- Unit for Inspection Coordination
- Unit for Studies and Technical Support

Department for Health and Safety Promotion
- Unit for External Regulation
- Unit for Projects Management

Department for Internal Management
- HR Unit
- Information Systems Unit

Focal point OSHA

Consultative Council (social partners)

Local branches
- 32 local units
Estrutura orgânica

- DAAJ - Divisão de Auditoria e Assuntos Jurídicos
- DID - Divisão de Informação e Documentação
- DRI - Divisão de Relações Internacionais
- DCAI - Divisão de Coordenação da Atividade Inspetiva
- DECATAI - Divisão de Estudos, Concepção e Apoio Técnico
- DPAPE - Divisão de Promoção e Avaliação de Programas e Estudos
- DRE - Divisão de Regulação de Entidades Externas
- DFRH - Divisão de Formação e Recursos Humanos
- DPF - Divisão Patrimonial e Financeira
- DSI - Divisão de Sistemas de Informação

Decreto-Regulamentar n.º 47/2012, de 31 de julho

Portaria n.º 1294-D/2007, de 28 de setembro
AUTHORITY FOR WORKING CONDITIONS
(Labour Inspectorate/Inspective Area)

Organization

✓ Central departments
✓ 32 - Local branches
✓ 374 - Labour inspectors
AUTHORITY FOR WORKING CONDITIONS
(Labour Inspectorate/Inspective Area)

✓ 374 - Labour inspectors
✓ Civil servants
✓ Graduate in several areas (engineering, law, social and economic sciences) and specific training
✓ 4,513 - workers (active population)
✓ 1,086,452 – enterprises
   - 1,061,767 (small and medium enterprises)
Promote better working conditions through enforcement of labour standards, and the enforcement of legislation on safety and health at work, as well as promoting policies to prevent occupational hazards.
ACT's main attributions are:

- to promote, control, monitor compliance and enforce the law
- to promote awareness, information and counseling about working conditions, aiming to ensure full compliance with legal standards
- to promote the development, dissemination and putting into practice of scientific and technological knowledge in OSH
- to promote the development of health and safety action programmes
- to ensure the management of the occupational hazards prevention system
- to give support (financial and technical to OSH projects)
- coordinate the certification of occupational safety technicians
- develop procedures for authorization of OSH service providers
- ensure sanctions on labour and OSH infractions
- receive and organize notifications regarding working conditions
- issue work permits
- exercise competences in terms of industrial authorization
- cooperate at national and international level with other organizations on the field of OSH and labour inspection
- cooperate with labour inspectorates from other EU countries in terms of posting of workers
- suggest the enrichissement of the legal system in case of absence or inadequacy of legal standards
Authority for Working Conditions’ Mission
(Labour Inspectorate/ Inspective Area)

TO PROMOTE BETTER WORKING CONDITIONS

Health and safety workplaces

- Inform and advise workers, employers and their collective representatives to raise awareness on rights and duties of the workers and employers

✓ Information materials in our website: faqs, legislation, check-lists, mandatory forms

✓ Telephone line to give information's, written information's personally in the local branches, during inspective visits, in workshops, in seminars, in mass media
veja a resposta às suas dúvidas nas perguntas mais frequentes

INFORMATIVO TELEFÓNICO DA ACT
707 228 448
2ª A 6ª DAS 9H30 ÀS 12H30 E DAS 14H00 ÀS 17H30

SIMULADOR DE COMPENSAÇÃO POR CESSAÇÃO DO CONTRATO DE TRABALHO

veja aqui
Authority for Working Conditions’ Mission
(Labour Inspectorate/ Inspective Area)

TO PROMOTE BETTER WORKING CONDITIONS
Health and safety workplaces

- Enrichment of the legal framework - by its own initiative or by request the ministry

- Legal improvement - noticing defects not specifically covered by existing legal provisions
Authority for Working Conditions’ Mission
(Labour Inspectorate/Inspective Area)

TO PROMOTE BETTER WORKING CONDITIONS

Health and safety workplaces

- Cooperates with other labour inspectorates (IMI – Information Market System)

- Articulates with other organizations for prevention and control of child labour
Enforcement through control

Keeping the mission in mind:
Promotion of the improvement of working conditions

Enrichment of the legal framework

Information and counseling

Cooperation with relevant stakeholders
How to Reach the Targets

Social Dialogue

Information and Counseling

Integrated approach
Social Working Conditions/
Health and Safety

Control/ Enforcement and Law Effectiveness
Portugal has settled by:

- improving health, safety and social rights regulations compliance

- promoting behavioural changes towards a safety culture, through education since early ages;

- Developing information, training and participation of workers and social partners;

- Focusing its action in the acquisition from the part of employers of health and safety as a positive approach to productivity and well being at workplaces;

- involving all relevant stakeholders
### MAIN GOALS

- Promote a culture of prevention and compliance the legislation

- Promote effective improvement of health and safety at work

- Strengthen interinstitutional relations at national and international level

- Develop means of interacting with the public by consolidating the reference image at ACT
CENTRAL DEPARTMENT FOR INSPECTION SUPPORT

- Elaborates and controls the accomplishment of the Annual Plan in terms of schedules and objectives to be verified
- Elaborate the Annual Report (analyzes statistical/monitoring of the evolution of the rate of accidents at work)
- Technical advice and support to inspection activities, employers associations and unions regarding the interpretation and enforcement of the law
- Harmonize inspective procedures
- Elaborates technical guidance (guidelines)
- Analysis of the draft transposition of EU directives into national law
- Cooperates with other labour inspectorates
- Liaison office for posted workers
- Annual Plan/Strategy

- Labour inspection should rest on effectiveness and efficiency criteria;

- All of its action should be framed by a clear vision of the path to be followed;

- Priorities have to be chosen, separating what is a principal and core activity and an accessory one;

- Action should be driven by its possible multiplier effect.
AUTHORITY FOR WORKING CONDITIONS
(Annual plan methodology)

✓ Rigorous identification of priorities regarding international and national priorities

✓ Dialogue with social partners about objectives and priorities

✓ Dialogue with institutional partners (social security)

✓ Proactive action by Authority for Working Conditions
Strategic references

- ILO Conventions
- Decent Work (ILO)
- Framework Directive 89/391/CE
- Europe Strategy 2020
AUTHORITY FOR WORKING CONDITIONS

According international and national references we draw a annual plan (2014) with 2 main axes – Strategy for 2013-2015

- REDUCE THE RATE OF WORK ACCIDENTS
- MONITORING OF COMPANIES IN CRISIS (COLLECTIVE DISMISSALS)
Campaigns

- The campaigns are a proactive methodology of ACT

- This method assumes a philosophy of tripartite action

- Involves all relevant stakeholders - and creates synergies in the implementation and dissemination of good practices

- Develops information, and awareness about the importance to get better working conditions
Organization/participation in several campaigns (for instance: undeclared work, fisheries sector, shoe industry, SLIC and European campaigns – “falls at the same level” “healthy workplaces manage stress” and others)
AUTHORITY FOR WORKING CONDITIONS/LABOUR INSPECTORATE

ANNUAL PLAN 2014

✓ Monitoring companies on crisis situations (collective dismissals)

✓ Control of minimum labour guarantees in the context of labour relations, promoting equal rights and dignifying work conditions (non discrimination vulnerable groups)
Authority for Working Conditions/labour inspectorate

Annual Plan 2014

- Promotion and control of safety and health at work in public and private sectors
- Safety on construction sites (higher rate of occupational accidents)
- Agriculture and forestry
- Confined spaces
- Intervention in road transport
- Protecting the rights of collective representation
- Posted workers
- Fight against alcohol and drugs abuse at the workplace
OBJECTIVES

- Intervention in the field of posting of workers
- Inform employers and workers about the rights and duties for those for who intend to work abroad
Content
- Investigation, information and inspective intervention on the posting regarding the working conditions of posted workers to another state
- Information and disseminating support tools (brochure and leaflet)

Target
- 80 inspective visits
OBJECTIVES

- Create internal methodological skills for the ACT
- Contact with the social and institutional partners
- Implement the protocols celebrated by the ACT with various social partners to articulate actions to raise awareness on the topic of undeclared work in the various sectors of activity (central service)

CONTENTS

- Inspective action in the field of undeclared labor
PROJET

Undeclared work

Target

• Evaluate the effectiveness, adequacy of inspective methodologies used in the field of undeclared work especially in the context of crisis
OBJECTIVES

- Create internal methodological
- Prepare a campaign in road transport to develop and implement in 2015
- Advancing contact with the social partners in the sector

CONTENTS

- Control the duration of working time and rest periods of professional drivers;
- Psychosocial Occupational Hazards and Risks in the industry (with special focus on the use of psychoactive substances at work, stress and fatigue);
- Preparation of various documents and technical guide for representatives of workers and employers
TARGETS

- Training courses
- Development of a guide to good practice in the field of transport
- The interventions after these training activities will test the effectiveness, adequacy in the legal framework
OBJETIVES

Promote the evaluation of psychosocial risks in the workplace, to improve better working conditions (monitoring results and continued development of the intervention developed by European campaign)

- Share information / dissemination
- Promoting assessment of psychosocial risks
- Review of the adequacy of existing risk assessments
- Verification of the implementation of the measures
TARGETS

- Develop awareness activities
- Visits to 160 workplaces
- Verify the adequacy of the evaluations presented (risk assessments)
OBJECTIVES

- Promote health and safety and in the workplaces to reduce occupational accidents and occupational diseases

CONTENTS

- Share information / dissemination
- Intervention on accidents at work, risk assessment, information, training and consultation
PROJET

AGRICULTURE AND FORESTRY SECTOR

TARGETS

- 5 actions of awareness
- 80 visits to workplaces (1st and 2nd visits)
- Promote risk assessment, the examination of accidents and the evaluation of results
OBJECTIVES

Promote risk assessment for work in confined spaces, improving the safety and health of workers

CONTENTS

- Information / dissemination
- Inspection visits
- Promotion of risk assessment in working in confined spaces
- Review of the adequacy of existing risk assessments and monitoring the implementation of preventive measures
TARGETS

- 5 actions of awareness
- Visits to 160 workplaces
- Promote risk assessment and the adoption of preventive measures
PROJET

On fishing vessels

OBJECTIVES

Awareness and monitoring of working conditions on fishing vessels to improve working conditions and the reduction of occupational accidents and occupational diseases and to promote the regularization of labor relations

CONTENTS

- Share information

- Inspective action on labor relations Health and safety at work

- Organization of OSH services, risk assessment, medical examinations, accident insurance

- Information, training and consultation
Methodology

- Visit and inspect workplaces
- Obtain cooperation of several public and non-governmental entities
- Question the employer, workers, or any other person at the workplace and ask for their identification
- Request documents, other records, products safety data and obtain photographs and measurements
- Adopt precautionary measures necessary to prevent destruction or disappearance of documents and other records
- Notify the employer that preventive measures must be adopted
- Adopt notifications
- Notify the employer to proceed with the liquidation of amounts owed to the employees or/and to Social Security
- Request cooperation of the police authorities
AUTHORITY FOR WORKING CONDITIONS/LABOUR INSPECTORATE

RESULTS 2013
### LABOUR INSPECTORATE ACTIVITY - 2013

<table>
<thead>
<tr>
<th>Âmbito</th>
<th>Number of visits</th>
<th>Entities</th>
<th>Workplaces</th>
<th>Total of workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Exclusively focused in labour relations</td>
<td>13,555</td>
<td>9,222</td>
<td>11,949</td>
<td>122,379</td>
</tr>
<tr>
<td>Exclusively focused in health and safety</td>
<td>6,912</td>
<td>4,469</td>
<td>6,289</td>
<td>67,949</td>
</tr>
<tr>
<td>Focused on both áreas</td>
<td>21,079</td>
<td>13,105</td>
<td>19,334</td>
<td>149,764</td>
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<tr>
<td>Total</td>
<td>41,546</td>
<td>26,796</td>
<td>37,572</td>
<td>340,092</td>
</tr>
</tbody>
</table>

Conclusion: the majority of visits are focused on both áreas – labour relations and health and safety
# LABOUR INSPECTORATE ACTIVITY - 2013

<table>
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<td>340.092</td>
</tr>
</tbody>
</table>

- health and safety at work in confined spaces;
- working conditions in urban passenger transport;
- health and safety and in agriculture and forestry;
- safety and health in construction
LABOUR INSPECTORATE ACTIVITY - 2013

<table>
<thead>
<tr>
<th>Verified topics by labours inspectors</th>
<th>Action plan</th>
<th>By request</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health and safety</td>
<td>64.748</td>
<td>10.831</td>
<td>75.579</td>
</tr>
<tr>
<td>Social relations</td>
<td>27.778</td>
<td>17.846</td>
<td>45.624</td>
</tr>
<tr>
<td>Working hours</td>
<td>10.879</td>
<td>6.179</td>
<td>17.058</td>
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<tr>
<td>Road transport</td>
<td>9.273</td>
<td>363</td>
<td>9.636</td>
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<tr>
<td>Crisis situations</td>
<td>1.534</td>
<td>3.968</td>
<td>5.502</td>
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<tr>
<td>Workers representative</td>
<td>296</td>
<td>383</td>
<td>679</td>
</tr>
<tr>
<td>Other information</td>
<td>182</td>
<td>768</td>
<td>950</td>
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<tr>
<td>Total</td>
<td>114.690</td>
<td>40.338</td>
<td>155.028</td>
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</table>

Conclusion: the majority of verified topics are on health and safety topics
# LABOUR INSPECTORATE ACTIVITY - 2013

<table>
<thead>
<tr>
<th>SUBJECT/topics</th>
<th>Notice of improvement</th>
<th>Administrative fines</th>
</tr>
</thead>
<tbody>
<tr>
<td>General principles of prevention</td>
<td>113</td>
<td>32</td>
</tr>
<tr>
<td>Workers participation</td>
<td>137</td>
<td>13</td>
</tr>
<tr>
<td>Training</td>
<td>206</td>
<td>86</td>
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<tr>
<td>Activities of health and safety services</td>
<td><strong>831</strong></td>
<td><strong>967</strong></td>
</tr>
<tr>
<td>Required documents</td>
<td>72</td>
<td>132</td>
</tr>
<tr>
<td>Work accidents and occupational diseases</td>
<td><strong>51</strong></td>
<td><strong>1.124</strong></td>
</tr>
</tbody>
</table>

**Conclusion:**
- Notice of improvement was mostly used on activities of health and safety services.
- Work accidents and occupational diseases was the subject with the most fines.
<table>
<thead>
<tr>
<th>EUROPEAN DIRECTIVES</th>
<th>Notice of improvement</th>
<th>Administrative fines</th>
</tr>
</thead>
<tbody>
<tr>
<td>Workplaces</td>
<td>3.458</td>
<td>78</td>
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<tr>
<td>Work equipments</td>
<td>1.121</td>
<td>99</td>
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<tr>
<td>Individual protect equipment</td>
<td>300</td>
<td>7</td>
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<tr>
<td>Manual handling</td>
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<td>1</td>
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<tr>
<td>Signalling</td>
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<td>1</td>
</tr>
<tr>
<td>Physical agent (noise, vibration, radiation optic)</td>
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<tr>
<td>Chemicals agents</td>
<td>874</td>
<td>23</td>
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<tr>
<td>Biological agents</td>
<td>56</td>
<td>1</td>
</tr>
<tr>
<td>Inspective procedures/2013</td>
<td>Nº</td>
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<tr>
<td>---------------------------</td>
<td>----</td>
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<tr>
<td>Warnings</td>
<td>2,640</td>
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<tr>
<td>Recommendation</td>
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<td>Participation to external entities</td>
<td>929</td>
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<td>Participation to public prosecutor</td>
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<tr>
<td>Notification to present documents</td>
<td>25,112</td>
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<tr>
<td>Notify whit the liquidation of amounts owed to the employees or/and to Social Security</td>
<td>1,316</td>
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<tr>
<td>Notice of improvements</td>
<td>13,138</td>
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<tr>
<td>Prohibition of works</td>
<td>315</td>
<td></td>
</tr>
<tr>
<td>Administrative injunctions</td>
<td>10,709</td>
<td></td>
</tr>
</tbody>
</table>
Labour Inspection Challenges:

✓ Economic, financial and social crisis

✓ Increased growth of new technologies in the world of work, new hazardous substances and new processes

✓ New risks

✓ Exponential growth of the regulatory framework

✓ Ageing population

✓ Cross-border services and migrations

✓ Management changes and new atypical forms of work

Increasing effectiveness of inspection in promoting effective improvement of working conditions

- Knowing
- Cooperation/
- Resources
- Evaluate
- Ensure consistency
- Share information
- Dissemination
TARGET OF LABOUR INSPECTORATE

- Improvement of working conditions
- Promotion of employees’ rights
- Health and safety proactive
- Decent and fair work
- Increasing motivation
- Social responsibility
• Prevention or • Control ?
### Inspective procedures

<table>
<thead>
<tr>
<th>Subject</th>
<th>Year 2011</th>
<th></th>
<th>Year 2012</th>
<th></th>
<th>Year 2013</th>
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</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Warnings</td>
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<td>Warnings</td>
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<td>Injunctions</td>
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<td>Injunctions</td>
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<td>Injunctions</td>
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<tr>
<td></td>
<td>Minimum penalty frame (€)</td>
<td></td>
<td>Minimum penalty frame (€)</td>
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<td>Minimum penalty frame (€)</td>
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<tr>
<td>Moral Harassment</td>
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<td>21</td>
<td>95 676,00</td>
<td>0</td>
<td>22</td>
<td>115 872</td>
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<tr>
<td>Right of effective ocupation</td>
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<td>63</td>
<td>385 878,00</td>
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<td>54</td>
<td>257 856,00</td>
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<td></td>
<td>23</td>
<td>193 596,00</td>
<td></td>
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</tr>
</tbody>
</table>

**ACT**

- [http://actintra/quemsomos/Documents/Relatorio%20de%20Atividades%202012.pdf](http://actintra/quemsomos/Documents/Relatorio%20de%20Atividades%202012.pdf)

**STJ**


**Administrative injunctions**

- [236/11.9TTCTB.C2](#)
- [222/11.9T4AVR.C1](#)
Assédio moral em tempos de cólera

O número de situações de mobbing aumenta com a crise. Na Páginas Amarillas, o processo de reconstrução tem motivado maiores tensões e denúncias de assédio moral. A agitação e a tensão aumentaram nos últimos tempos, e alguns casos de assédio moral estão sendo registrados com mais frequência. A crise econômica e a falta de recursos estão contribuindo para isso. Os trabalhadores estão se sentindo mais vulneráveis e pressionados, e isso está levando a aumentos de tensão e conflitos. As empresas estão enfrentando uma série de desafios, e isso está se refletindo nos relacionamentos de trabalho. A corrupção e a fraude também estão se tornando mais comuns, o que está contribuindo para o aumento de tensão. As Páginas Amarillas estão se tornando um recurso mais importante para as pessoas que estão enfrentando situações difíceis.

Abstemos de mencionar nenhum nome específico, mas é importante lembrar que a corrupção e a fraude estão se tornando mais comuns em tempos de crise. As empresas estão enfrentando uma série de desafios, e isso está se refletindo nos relacionamentos de trabalho. A corrupção e a fraude também estão se tornando mais comuns, o que está contribuindo para o aumento de tensão. As Páginas Amarillas estão se tornando um recurso mais importante para as pessoas que estão enfrentando situações difíceis.
Avaliação de Riscos Psicosociais

A Campanha de Avaliação de Riscos Psicosociais desenvolvida pela Autoridade para as Condições do Trabalho decorreu durante o ano de 2012.

As mudanças significativas que ocorreram no mundo do trabalho nos últimos décadas resultaram em riscos emergentes no campo da segurança e saúde ocupacional e levaram - além de riscos físicos, químicos e biológicos - ao surgimento de riscos psicosociais.

Os riscos psicosociais relacionados com o trabalho têm sido identificados como um dos grandes desafios contemporâneos para a saúde e segurança e estão ligados a problemas nos locais de trabalho, tais como o estresse, violência, assédio e intimidação no trabalho.

Em resposta a esta problemática o Comité dos Abas Responsáveis da Inspeção do Trabalho (CARIT), com representantes da União Europeia, encorajou a realização de uma campanha de inspeção sobre as questões psicosociais que foi desenvolvida no território nacional pela Autoridade para as Condições do Trabalho, enquanto entidade promotora da melhoria das condições do trabalho.

A campanha decorreu durante o ano de 2012 e direcionou-se ao setor da saúde, (as instituições públicas, privadas, cooperativas, instituições particulares de solidariedade social, centros de reabilitação hospitalar, centros de cuidados continuados, com internamentos).

A campanha teve como objetivo promover a avaliação dos riscos psicosociais nos locais de trabalho, e incrementar a melhoria da qualidade das avaliações de riscos existentes.

Ao longo do ano foram realizadas diversas ações de informação e formação dos inspetores do trabalho que utilizaram vários instrumentos técnicos como guias, inquéritos e listas de verificação nas suas ações inspetivas. O assédio e os riscos associados ao estresse e à violência nos locais de trabalho foram os temas privilegiados.

Segundo dados europeus de 2007 cerca de 8% dos trabalhadores portugueses afirmaram ter um ou vários problemas de saúde ligados ao trabalho, (média europeia estava em 8,7%) e que mais de 48% dos casos afetava a vida do doméstico e cerca de 50% determinava uma situação de absenteísmo. Cerca de 10% declararam que esta afecção estava relacionada com aspectos da saúde mental e cerca de 50% com aspectos relativos à saúde física.

Mais de 40% dos trabalhadores dos transportes e comunicações de Portugal acreditam que o estresse afeta negativamente a sua saúde e segurança. Cerca de 70% dos gestores europeus estão igualmente preocupados com o estresse do trabalho.
Mais de 40% dos trabalhadores dos transportes e comunicações de Portugal acreditam que o estresse afeta negativamente a sua saúde e segurança. Cerca de 70% dos gestores europeus estão igualmente preocupados com o estresse de trabalho.

Segundo a Agência Europeia para a Segurança e a Saúde no Trabalho, o principal obstáculo à prevenção dos riscos psicosociais nas empresas portuguesas é, sem dúvida, a falta de recursos (65% dos casos), embora estejam sensíveis às exigências legais sobre a matéria.

Para ver o site europeu do campanha, clique aqui.

Sessão de Lançamento da Campanha Europeia de Avaliação de Riscos Psicosociais

O Comité dos Altos Responsáveis da Inspeção do Trabalho (CARIT), com representantes de todos os Estados da UE, acordou na realização de uma Campanha Europeia de inspeção sobre a avaliação dos riscos psicosociais, a decorrer em 2012.

Em Portugal, esta Campanha está a ser desenvolvida pela Autoridade para as Condições do Trabalho.

Como o aprofundamento de alguns dos temas mais pertinentes desta campanha, nomeadamente o assédio moral, o estresse e a violência nos locais de trabalho, foi realizada a Sessão de Lançamento da Campanha em Lisboa, destinada a inspetores do trabalho, trabalhadores da ACT e de outros organismos da Administração Pública, profissionais da saúde, técnicos de segurança do trabalho, parceiros sociais, empresas e outras organizações de sociedade.

Este seminário foi a primeira de várias ações de sensibilização que a ACT irá levar a efeito sobre esta temática no decorrer do presente ano.

A Sessão de Lançamento da Campanha, teve lugar no dia 6 de Março de 2012, no Auditório do Instituto do Emprego e Formação Profissional, em Lisboa.

Para ver o programa, clique aqui.

Apresentações dos oradores:

Apresentação da Campanha Europeia

» Cristina Rodrigues // Autoridade para as Condições do Trabalho

Fatores de Stress nos Locais de Trabalho

» Maria Antónia Frasquilho // Centro Hospitalar Psiquiátrico de Lisboa

Riscos Psicosociais Associados à Violência nos Locais de Trabalho

» Catária Paixão // Psicóloga e Investigadora
Fatores de Stress nos Locais de Trabalho
» Maria Antónia Frasquilho // Centro Hospitalar Psiquiátrico de Lisboa

Riscos Psicossoiais Associados à Violência nos Locais de Trabalho
» Catarina Paulos // Psicóloga e Investigadora

Riscos Emergentes dos Ritmos de Trabalho
» Joaquim Pinto Madeira // Especialista Escritório OIT para a Europa Central e de Leste

Abordagens de Avaliação de Riscos Psicossoiais em Estabelecimentos de Saúde
» Pia Marques // Hospital Santa Maria de Lisboa // Representante da Sociedade Portuguesa de Medicina do Trabalho
» João Aguiar Coelho // Instituto Português de Oncologia do Porto // Representante da Associação Portuguesa de Gestão do Risco em Estabelecimentos de Saúde
» António Jorge Ferreira // Instituto de Higiene e Medicine Social - Faculdade de Medicina de Coimbra

Instrumentos da Campanha
» Riscos psicossoiais no trabalho
» Avaliações de risco psicosocial // Uma campanha europeia de inspeção de 2012

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Inducing factors of psychosocial risks

Psychosocial Risks

- High emotional demands at work
- Moral and Sexual Harassment
- Violence
- Rhythms of work
- Atypical forms of work
- New risks
- Hand workforce ageing
- Difficult to reconcile family life with professional
Individual Consequences of Psychosocial Risks

Physiological (cardiovascular reactions, musculoskeletal disorders, digestive disorders)

Psychological (irritation, fatigue, difficulty concentrating, insomnia, anxiety, aggression, increased consumption of tobacco and alcohol consumption)

Mental (depression, paranoia and schizophrenia)

Campanha de Avaliação dos Riscos Psicossociais, SLIC Portugal, 2012
Organizational Consequences of Psychosocial Risks

- Increased absenteeism
- Lack of motivation
- Increased turnover
- Lower productivity
- Increase in number of accidents
- Increased complaints from users
- Deterioration of the institutional image
- Increased direct and indirect costs
- Bad psychological environment in the workplace
- Increased conflict, strikes and assaults
In behalf of the Authority for working conditions
thank you very much for your attention

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