

THE FEATURES OF PSYCHOSOCIAL RISK ASSESSMENT IN LITHUANIAN MUNICIPAL ENTERPRISES

Project implementation period: 2020

Background. The employer is obliged to ensure the safety and health of workers in all work-related aspects, including psychosocial risks. Work-related psychosocial risks are among the key emerging risks to occupational health and safety.

Aim. To investigate the features of psychosocial risk assessment in Lithuanian municipal enterprises.

Tasks:

1. To investigate the features of identification of employees who may be at psychosocial risk.
2. To investigate the nature of the assessed psychosocial risk factors and the features of the identification of the most important psychosocial risk factors.
3. To investigate the features of taking preventive measures against psychosocial risk and evaluating their effectiveness.

Methodology. A cross-sectional study was carried out. 227 Lithuanian municipal enterprises participated in the survey. The questionnaire was prepared by using the questions from the “List of questions for assessing the quality of risk assessment and measures concerning psychosocial risks” published by the European Commission, and Lithuanian legislation governing psychosocial risk assessment in workplaces. Descriptive statistics, as well as Mantel-Haenszel chi-square test, Pearson's chi-square test, and Mann-Whitney U test were used for the analysis.

Results and conclusions. 43.1 percent of Lithuanian municipal enterprises conducted psychosocial risk assessment (fully or partially). 56.9 percent of Lithuanian municipal enterprises did not conduct psychosocial risk assessment. Psychosocial risk assessment was not conducted mostly due to the belief that there is no need for such an assessment. Psychosocial risk assessment was significantly more often conducted in larger enterprises, as well as in the enterprises with the majority of workers engaged in manual work (compared to the enterprises with the majority of sedentary computer workers). Psychosocial risk assessment most often covered workers of both sexes (95.9 percent), different age (93.7 percent), shift workers (66 percent), and part-time workers (50.6 percent). The psychosocial risk was most often assessed by a specialist from an external company. If psychosocial risk assessment was conducted, almost always (80.4–95.5 percent of cases) it covered the following factors: working conditions, work requirements, work organization, work content, relations. Measures to reduce psychosocial risk were planned by 57.3 percent of companies that assessed psychosocial risk. If such measures were planned, their effectiveness was assessed in 43.6 percent of cases.

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