

# Psychosocial Work Environment Inspections in Iceland

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# Introduction to the Administration of Occupational Safety and Health Iceland

## EVERYONE RETURN SAFE HOME FROM WORK

- ✓ Center for Occupational Safety and Health in Iceland
- ✓ Government agency of Ministry of Culture and Business Affairs
- ✓ Focused on workplace risks prevention
- ✓ Monitoring work environments and machines for compliance
- ✓ Providing guidance and educational material and support to foster a safety culture
- ✓ Nationwide distribution with 60+ employees across 9 locations



# Inspections in Iceland

## Inspections are divided into three key areas:

- ✓ **Work machines:** Ensuring machinery and equipment meet safety standards to prevent accidents.
- ✓ **Workplace inspections:** Assessing work environment, including employee safety, working conditions and risks.
- ✓ **Digital communications:** Using technology to collect and manage health and safety plans, time reports for children & teenagers and whistleblower rules.



# Workplace Inspections Teams

## FOOD PRODUCTION

Food production factories and other food production sites, agriculture, etc.

## MACHINES, METALS & TECHNOLOGY

Industry factories, workshops, heavy industry, road construction, ports, etc.

## BUILDING SECTOR

Construction sites for new buildings, maintenance works, etc.

## PUBLIC ADMINISTRATION

Hospitals, schools, law enforcement and fire brigades, municipalities and public institutions

## SHOPS & SERVICE

Restaurants, hotels, shops and other services

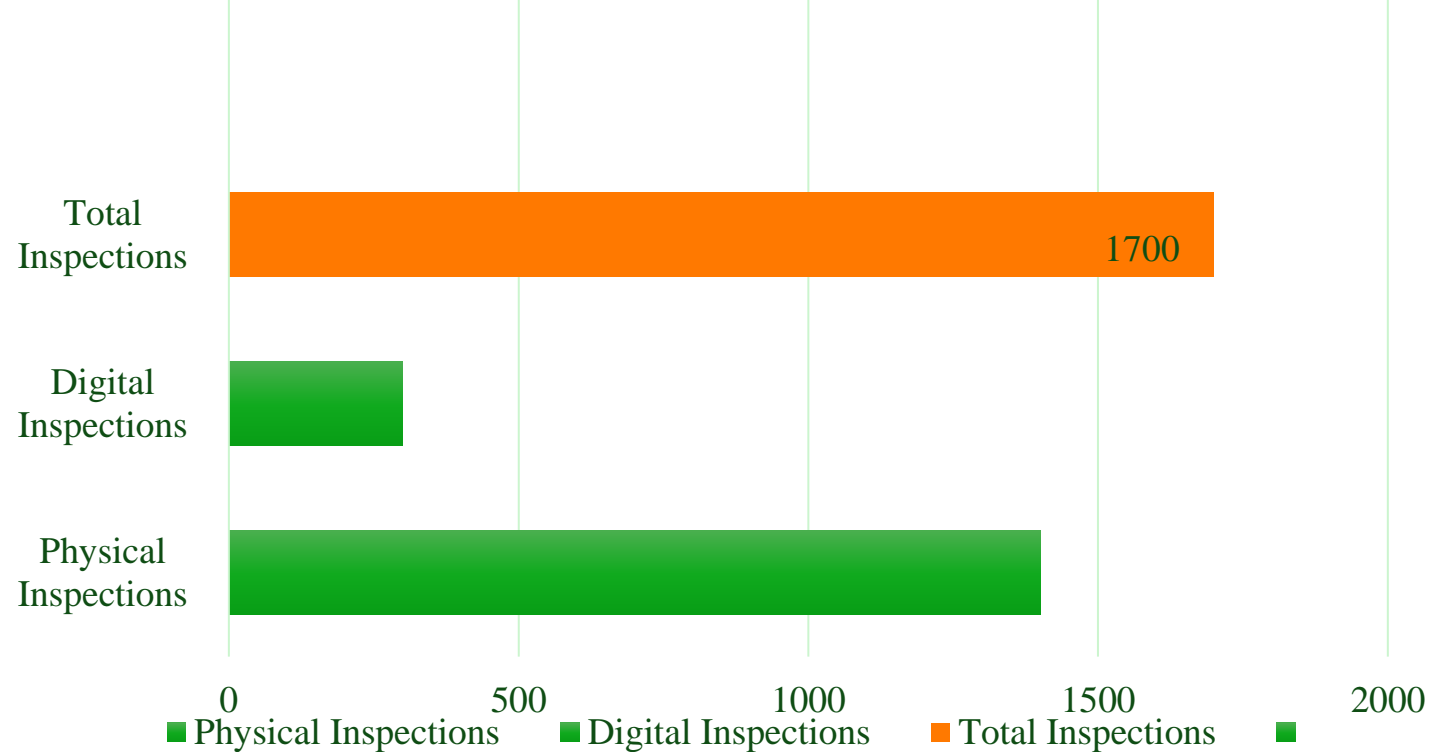
## DIGITAL COMMUNICATION

Market monitoring, inquiries, BSGV issues, digital monitoring and data analysis of work accidents.



# Number of Workplace Inspections 2024

20 Workplace Inspectors for 219.000 Icelandic employees



# Workplace Inspections

## Workplace inspectors:

- ✓ **Monitor key risk areas:** All inspectors oversee the five main areas of risks;
- ✓ **Specialise in specific risk areas,** e.g. psychosocial or chemical safety
- ✓ **Collaborate effectively:** Share knowledge and expertise across all areas
- ✓ **Conduct thorough inspections** with a focus on specific risk areas.



## Five main areas of risks:

- ☐ Musculoskeletal / Ergonomics
- ☐ Psychosocial factors
- ☐ Work environmental factors
- ☐ Chemicals
- ☐ Machines



# Occupational Safety and Health in Iceland

## Written Health and Safety Plan

- ✓ **Risk assessment:** Identifies risks across five key areas
- ✓ **Health Protection and Prevention Plan:** Outlines actions to reduce risks, including specific measures against bullying, harassment and violence:
  - ✓ **Workplace Safety Policy:** A clear statement prohibiting bullying, harassment and violence
  - ✓ **Response Plan:** Detailed steps to handle incidents of bullying, harassment or violence.
  - ✓ **Emergency Plan:** Procedures for evacuation in case of fire, natural disasters, or other emergencies



# Labour Inspection Prioritisation

## ✓ Initiative- Based Inspections:

- ✓ Planned proactively using risk analysis and accident trends within specific sectors
- ✓ Priority projects address community challenges such as ensuring youth worker's legal hours during holidays

## ✓ Complaint-based Inspections

- ✓ Triggered by complaints submitted via the website
- ✓ Regular inspection with a narrowing focus on the issue raised in the complaint
- ✓ Inspections do not disclose whether they are complaint-driven or initiated by the administration





# Labour Inspection Process Overview

## Labour Inspection Process Overview

- ✓ **Complaint Assessment:** Assign issues to the appropriate specialist
- ✓ **Preparation;** Review workplace data and schedule inspection
- ✓ **Inspection:** Assess risks, provide guidance, and ensure compliance
- ✓ **Following the inspection;** Issue report, monitor progress, and close the case upon compliance.



# Findings and Follow-Up

- Inspection reports are reviewed and addressed within time limit.
- In some cases, follow-up inspections are conducted to confirm compliance
- After corrections, workplaces receive a formal letter of acknowledgement and encouragement
- In 2023, 57% of workplaces completed corrections within given deadline.



# Our Main Psychosocial Challenges

- ✓ **Limited Resources:** Small workplaces often lack time and tools to prioritise psychosocial safety
- ✓ **Health and Safety plan:**
- ✓ **Reporting challenges:** In small workplaces, employees may feel unsafe or hesitant to report bullying and harassment, especially if their manager is involved
- ✓ **Risk Assessment tools:** Few tools exist to support workplaces manage psychosocial risks
- ✓ **Collaboration Gaps:** Managers and employees need to collaborate and incorporate health and safety into daily routine
- ✓ **Diverse Workplaces:** Diverse workplaces require awareness to foster belonging and cultural sensitivity

# Providing guidance and support

## *The EKKO Project*

- A two-year project providing workplaces with practical tools and educational videos to address psychosocial risks, including bullying, harassment and violence.
- Collaboration with Social Partners. The Directorate of Health and Office of Equality.



# Providing guidance and support

## Educational Video Topics:

- ✓ What is workplace sexual harassment?
- ✓ Prevention and Response to bullying and harassment
- ✓ What is workplace culture?
- ✓ How to promote Trust in the Workplace?
- ✓ New Videos Coming Soon:
  - ✓ Gender-based Harassment
  - ✓ Workplace Violence





# Providing guidance and support

## Debrief; a platform for Open Dialogue to Foster Healthy Communication

- A space for conversations between management and employees
- Employees are given the opportunity to share their experience of the work environment
- Managers get information early and prevent problems from escalating
- Managers get the opportunity to provide support
- Promotes healthy workplace culture
- Can serve as a powerful prevention against bullying and harassment





# Healthy Workplace Culture Campaign

Let's end on positive notes...



**Thank you! 😊**