



# Swedish Work Environment Authority (AV)

## Psycho-social Work Environment

Nordic labour inspection conference 2024

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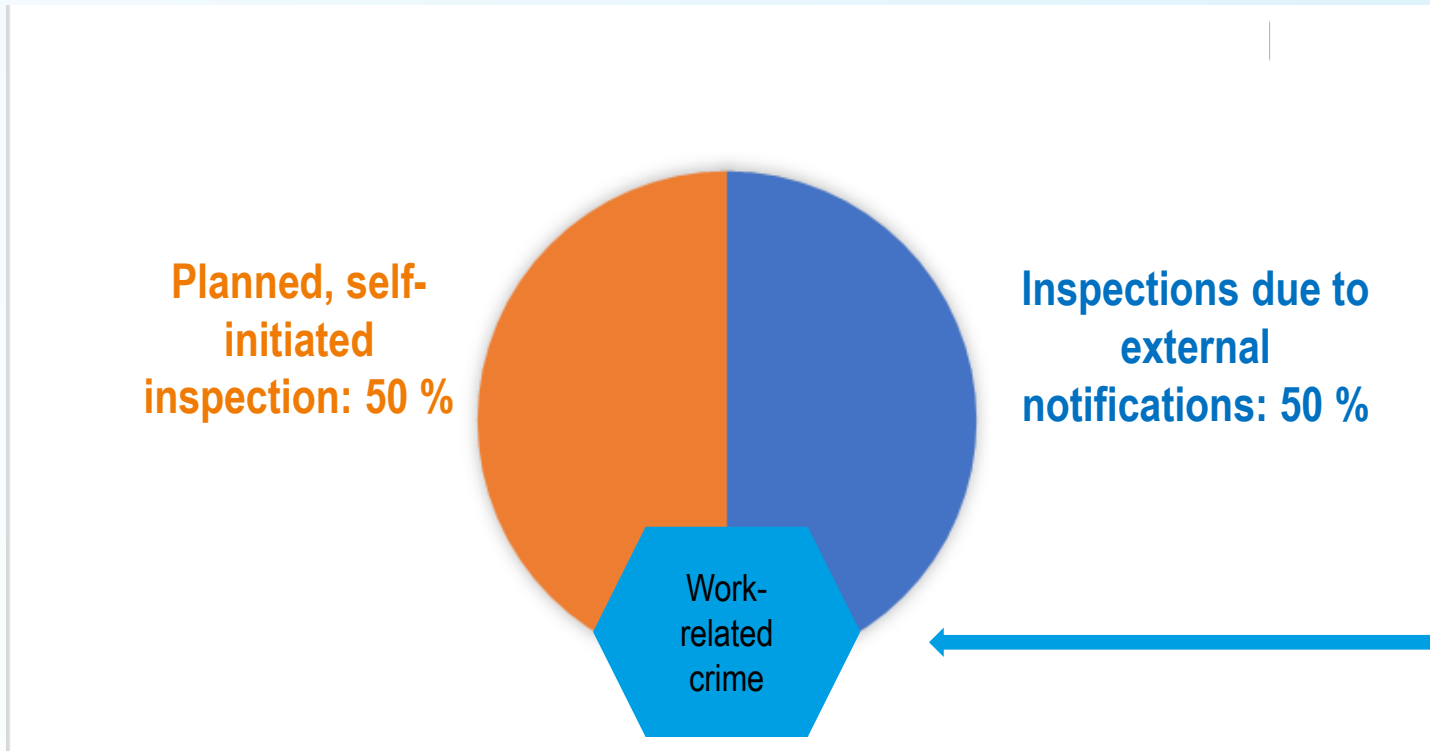
## Our core activities

- Inspection
- Regulation
- Analysis
- Communication

# Selection for our inspections

- There are about 1.5 million workplaces in Sweden.
- We are approximately 300 inspectors (1 inspector per 5.000 work places).
- We must carry out our spot checks with great care – we must monitor the most serious risks in the sectors where we consider them to be most prevalent.
- Thus, every year, we put a lot of effort into making a sharp selection of sectors and employers.

# Allocation of our resources to two different categories of inspection



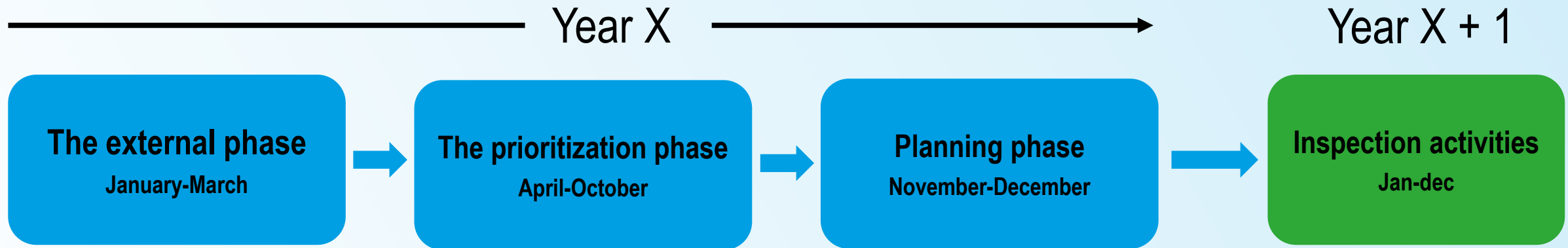
## Inspections - external notifications

- Notification from safety representatives
- Work suspension from safety representatives
- Notification from employer regarding accidents and serious incidents
- Notification from physician
- Tips from employee
- Tips from the public

Co-operation between government authorities regarding inspection of work-related crime.

# The planned, self-initiated inspection

The three phases of the planning process, carried out every year



# Examples of organized self-initiated inspections

- Workload in hospital units.
- Cognitive demands in the digital work environment.
- Organisational and social risks for operational managers.
- Risk for victimization within the cultural sector, universities and religious institutions.
- Workload at health care centres.

# How are inspections and guidance conducted?

- Always with a pre-notification.
- Conducted at the workplace. Sometimes digital.
- 2-3 hours.
- Meeting with operational managers (at different levels) and safety representatives.
- Checklist with questions.
- Review of documentation.
- Can be conducted by most inspectors (general education).
- Complex inspections are carried out by two inspectors working in pair.
- Standardized formulations of different claims.

# How are inspections and guidance conducted?

- Focus on organisational and social structures/factors.
- We review signs of too high workload (long term imbalance between demands and recourses), social climate/structure, social support, risks of victimization or risks regarding working hours.
- Have they assessed the risks with a systematic work environment process? (we don't do risk assessments)
- Have they examined if these factors differs between functions (occupational groups/professions)?



# Demarcations in our assignment

- We don't consult in *how* to attain our provisions.
- Expertise and guidelines for the employers are provided by occupational health managers and the employers associations.
- We don't decide on individual cases (regarding victimization).
- We don't inspect Trade Union issues, but...  
we have supervision of the Working Hours Act.
- The provisions regarding OSA has no sanction fees.

# How are inspections and guidance conducted?



- Approximately 75% of our inspections lead to demands (Inspection note).
- Most inspections do not lead to an injunction.

# Challenges

- Employers doesn't always come to the right actions, if actions at all.
- Health care sector, elderly care and the educational sector (female-dominated sectors) – high awareness of long-lasting high workload but the problems remain.
- Demand for methods that are sufficiently reliable and sensitive to measure risks – both for risk assessment but also to evaluate actions taken.
- Victimization difficult to deal with - touches on other legislation.

# Current topics

- A new regulation structure enters into force 1 January 2025.

# Thank you for listening

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