

Standard summary project fiche

Project Number 2002/000.620.07.01

1. Basic Information

- 1.1 CRIS Number** 2002/000.620.07.01
- 1.2 Title** Improvement of OSH administration and further enforcement of OSH legislation through development of labour inspection capacities
- 1.3 Sector** Employment, Labour and Social Affairs, Health
- 1.4 Location** National Labour Inspectorate of the Republic of Lithuania (NLI)

2. Objectives

2.1 Overall objective(s)

The overall objective of this **1.5 MEUR** project, of which **0.125 MEUR** is covered by national co-financing, is to strengthen the capacity to enforce OSH legislation in Lithuania according to EU requirements.

2.2 Project purpose

The purpose of this project is to further strengthen institutional and administrative capacity of the Lithuanian National Labour Inspectorate in order to apply EU *Acquis* in the field of occupational safety and health, and to assist the Ministry of Social Security and Labour in the approximation of new OSH *acquis*.

2.3 Accession Partnership and NPAA priority

The Occupational Safety and Health area is one of the most important issues in the 1999 Accession Partnership programme among the medium term priorities in the field of employment and social affairs. It is foreseen to transpose and implement EU legislation on occupational health and safety including reinforcement of the related administrative structures.

The National Programme for the Adoption of the *Acquis* provides for main measures of approximation of legislation with corresponding European Union legislation in OSH area and its implementation. In particular, NPAA, Plan of measures (2001-2003) states: "*to strengthen the capacity of the National Labour Inspection, in implementation of OSH legislation in compliance with the EU acquis*". Needs identified: training, equipment, and development of IT system.

The Accession Partnership 2001 indicates that: "*it is also important that Lithuania fulfils the commitments of legislative approximation and the implementation of the acquis in accordance with the commitments made under the Europe Agreement, and in the context of the negotiation process. It should be recalled that incorporation of the acquis into legislation is not in itself sufficient; it will also be*

necessary to ensure that it is actually applied to the same standards as those which apply within the Union."

Moreover, the Regular Report 2001 in Chapter 13: Social Policy and Employment states: *"As regards health and safety, administrative capacity needs to be strengthened in order to ensure effective operation of the Labour Inspection institutions."*

3. Description

3.1 Background and justification

The main legal acts of the Republic of Lithuania in the OSH field which were adopted in the period of September 2000 – October 2001 are:

- Law on Safety and Health at Work (came into force on 9 November 2000);
- Law on the Supervision of Potentially Hazardous Equipment (came into force on 26 October 2000);

Legal Acts according to Separate EU Directives on Safety and Health at Work:

- Regulations of Protecting the Employees from the Impact of Biological Substances at Work Places (came into force on 1 January 2002);
- Regulations of Protecting the Employees from Chemical Agents at Work and the Regulations of Protecting the Employees from the Impact of Carcinogens and Mutagens at Work (shall come into force on 1 January 2003);
- Regulations on the Safety of Workers Potentially at Risk from Explosive Atmospheres (came into force on 1st January 2001);
- Minimum Requirements in Providing Medical Help on Board Vessels (shall come into force on 1 January 2004).

Currently there are 16 new directives adopted in the EU following implementation of 89/391/EEC Council Directive of 12 June 1989 "On the introduction of measures to encourage improvements in the safety and health of workers at work" and more are coming. Lithuania by the date of accession will have to transpose all of them into national legislation.

The National Labour Inspectorate has prepared and now is implementing a Plan of Action for Year 2002 which deals with enforcement of new OSH legislation. This Plan of Action for Year 2002 also includes measures for consultation and information of employers and employees on implementation of safety measures at the enterprises.

In alignment of the national legal framework with the *acquis* seeking to improve the situation of safety and health at work in the country, the **National Programme of Safety and Health at Work for 2002-2003** is prepared and presented to the Government for approval. The programme is aimed at providing for concrete

measures to improve the condition of safety and health at work and thus reduce the number of occupational accidents and incidence of occupational diseases.

As regards institution building for implementation of the *acquis*, the Ministry of Social Security and Labour carried out the analysis of the institutions, which are implementing the social *acquis*. In the second half of 2002 it is planned to increase the number of staff at the Ministry of Social Security and Labour and National Labour Inspectorate in charge of implementing labour policy including occupational health and safety at work in order to implement social *Acquis*. It is also foreseen to train the staff and computerise the work places of the National Labour Inspectorate. There are plans to consider establishment of a new Technical Division at the MSSL for the issues of implementation of New Approach Directives.

The National Labour Inspectorate is one of the key institutions in the labour market which in addition to other tasks acts as an enforcement institution of OSH legislation. Under previous PHARE activities NLI received assistance mainly in two areas, training the staff on risk assessment and safety of technical products and improvement of IT system for the inspection and risk rating database and occupational Accident Data System at NLI. Within this project specific focus will be on the functions of NLI itself and further strengthening of NLI's technical base.

Following on from the 1999 project, the information system in the State Labour Inspectorate needs further developed, including further implementation of the sub-systems of "Inspection and Rating of Enterprises" as well as "Accidents at work". For the finalisation of improvement of the information system, it is foreseen to enhance the data exchange among institutions subordinate to the Ministry of Social Security and Labour and to provide each employee with PC and relevant modules.

The project will consists of two parts: Twinning and training package from one side and procurement of equipment and related services from the other, as the key pre-condition for successful operation of NLI is a well functioning technical base and professional staff.

Twinning expertise is needed to render experience in the areas of concern and help to direct the training sessions and subjects of training to the right direction, help to adapt experience of other countries achieved in the area of concern.

Another key to successful implementation of NLI's functions is a good technical base as a background for realisation of professional skills of the staff. The service and supply components would include mobile inspection stations for the Labour Inspection and the related computer system. Moreover, as one of the ways for optimising time spent on training and finding flexible solution in combining training with day-to-day duties the distant learning system for labour inspectors will be introduced. It should be noted that the general system used for training of civil servants (e.g. Lithuanian Institute of Public Administration) does not provide training courses specifically oriented to labour inspectors needs. Such topics as prevention and risk evaluation of violations of usage of chemical substances in the production, methods and criteria for establishment of limiting values of the hazardous impact, implementation of the EU directives in the different branches of industry can only be covered by means of already trained NLI specialists and the EU experts. There are already NLI specialists trained on the basis of "training of

trainers”, different materials on risks assessment produced the distant learning system will be a sustainable tool in radically improving the present situation of labour inspectors’ training.

3.2 Linked activities

The funding under Phare provides an essential contribution towards the strengthening of the institutional and administrative capacity of Lithuanian occupational safety and health system. This project has links with the following projects:

1996 EU Phare project (contracted in 1998) No. 98-5086 “Institutional Development of the National Labour Inspectorate”, dealt with development of inspection methods, preparation of training strategy and new training modules for labour inspectors as well as establishment of OSH resource and information centre at the Ministry of Social Security and Labour.

1999 EU Phare Twinning Project LI 9911.01 “Strengthening Enforcement of Occupational Safety and Health Policy”, has been implemented by the twinning partners from Germany and France (official completion date: May 31, 2002; the Final Report has not been approved yet). Under this project, the consultants helped in the field of preparation and implementation legislation on chemical substances, risk assessment and new approach directives. The seminars on risk assessment, new approach directives have taken place. The project also provided training for the staff of OSH institutions and development of IT. Practical risk assessment seminars in Lithuanian enterprises and organisations were carried out in October 2001.

However, the above project has indicated areas where further PHARE assistance is needed in order to strengthen enforcement of OSH policy in Lithuania. In addition, it has been pointed out that a strong emphasis shall be put on establishing sustainable training system for labour inspectors. Following this all materials from the previous project as well as gained experiences will be used as the basis on which the training system will be built.

3.3 Results

- Improved work efficiency of National Labour Inspectorate/Regional Labour Inspectorates (NLI/RLI);
- Improved inspection and consulting abilities of labour inspectors;
- Implemented effective labour inspectors’ training system.
- Effective notification and inspection procedures to fulfil EU reporting obligations created;
- Conditions created for full implementation of OSH legislation on regional, industrial and enterprise level in compliance with EU *Acquis Communautaire*;
- Safer working environment in the enterprises ensured.

3.4 Activities

3.4.1. Twinning and training package

- To improve the efficiency of the inspections of National Labour Inspectorate/Regional Labour Inspectorates (NLI/RLI) to reduce dangerous and harmful working conditions, enhancing the efficiency of investigations on the matter of violations by elaborating function scheme for an improved inspection work;
- To provide assistance and training to the National Labour Inspectorate (NLI) to establish new inspection functions and to improve the fulfilment of existing obligations e.g.:
 - evaluating stress and social aspects at work;
 - protection of employees from biologic substances and genetically modified organisms;
 - controlling implementation of the newly adopted legislative acts in the area of occupational safety and health.
- To develop a higher human resource capacity in NLI, (incl. MSSL and MoH) in OSH area, including training courses on effective inspection, enhancing communication skills, project management skills, technical and juridical abilities on OSH issues;
- To review and enhance the existing data exchange & information system involving MSSL, MoH, state insurance institutions (SODRA, National Health Fund), Labour Inspection and Health Institutions in order to adjust and plan prevention measures, to enhance the health related situation of workers;
- To provide assistance to MSSL in drafting OSH policy principles for small and medium-sized enterprises (including internal control and assessment of occupational risks);
- To complete the implementation of the EU *Acquis Communautaire* in the field of OSH (new directives adopted under the requirements of 89/391/EEC Council Directive of 12 June 1989 "On the introduction of measures to encourage improvements in the safety and health of workers at work" as well as new approach directives on product safety) and to conduct the training related to this issue;
- To raise the awareness of the employers and employees on risk factors and their assessment through the participation of social partners in the training activities, seminars organised within the project framework.

Input

A contribution of a team of experts which will consist of the PAA for a period of 18 months, located at the NLI, - to provide overall management of the Project and institutional support in the area of OSH legislation assessment, development and enforcement and a series of short-term expert inputs (approx. 30 p/m), supporting:

Elaborating a risk ranking of branches and working environments based on statistics of occupational accidents and diseases etc.;

Elaborating a didactical and strategic manual for employers to implement OSH issues on the management level;

Elaborating function scheme for an improved inspection work;

Drafting of training methodologies and programmes for IT based training system for labour inspectors;

Training courses and seminars on effective inspection, case studies on different types of violations in the field of safety and health at work places in Lithuania, prosecution of violations, etc.

Experts Profile

PAA (for the period of 18 months):

- A university degree or equivalent in a relevant field and minimum 5-10 years practical experience in the OSH enforcement area (a senior position of the Labour Inspectorate);
- Ability to serve as an advisor to the NLI in issues arising from the implementation of OSH legislation enforcement procedures;
- Ability to advice on matters related to training and capacity building programmes for labour inspectors;
- Good knowledge of spoken and written English;
- Knowledge of Lithuanian OSH system would be considered as an advantage.

Short-term experts:

- Minimum 5 years practical experience in OSH area (ministry dealing with OSH legislation or Labour Inspectorate dealing with enforcement of legislation);
- Experience in approximation of OSH legislation;
- Experience on building quality system of procedures within the infrastructure and on building adequate plans for comprehensive implementation of legal provisions;
- Knowledge and experience of information network building, including the creation of registers;
- Particular knowledge of an IT based distant learning systems for labour inspectors;
- Ability to provide training for the NLI, MSSL and MoH staff and link training to the other key institutions in OSH legislation enforcement procedures;

- Good knowledge of spoken and written English;
- Knowledge of Lithuanian OSH system would be considered as an advantage.

Project experts will be located at the NLI and the MSSL.

3.4.2. Investment component

Services

The National Labour Inspection will require technical support for activities related to development of specialised software for NLI/RLI and adapting of IT based distant learning systems for labour inspectors. The following main activities will be carried out:

Review of the existing software systems in all involved institutions;

- Development of a computerised system for analysis and prevention of violations to occupational safety and health (including harmonisation with the systems at the Social Security Fund, Health Insurance Fund, Labour Exchange);
- Development of a computerised system for registration and analysis of accidents;
- Developing an IT system for training of labour inspectors.

The above-mentioned activities cannot be implemented under the Twinning contract as development of software tools requires IT specialists' input and efforts from IT developers. It is rather impossible to withdraw IT specialists from one or several relevant administrations of EU MS for the duration of the project. Besides, most EU administrations are contracting IT companies for development of information systems and, therefore, do not have their own specialists to carry out this kind of activities.

Supplies

The procurement of hardware will be based upon Special Conditions and Technical Specifications prepared and issued by NLI. As a starting point, an indicative list of software and hardware equipment is presented in Annex IV to the Fiche. It includes the following main components:

Hardware components for insurance data acquisition and processing (occupational diseases & accidents);

Inspection systems including laptop computers and software for labour inspectors;

Computers and software for IT based distant learning system;

Mobile working environment inspection stations (enforcement of OSH legislation).

3.5. Lessons learned

Following the experience gained from previous projects a Steering Committee to co-ordinate the activities outlined in this Fiche will be set up. MSSL/NLI will ensure provision of adequate administrative resources for the project administration.

4. Institutional Framework

The responsibility for OSH strategic planning rests with the Ministry of Social Security and Labour. The MSSL in Lithuania has overall responsibility for OSH legislation and supervision of its enforcement. The Division of Working Conditions in the MSSL handles these tasks.

The National Labour Inspectorate was established in 1993 by the Ministry of Social Security and Labour, is the national control institution in the areas of occupational health and safety and labour relations with a budget of LTL 6.6 million for 2001. It currently employs 162 labour inspectors of whom 107 with technical, 38 – with legal and 17 with medical background. In addition to the control function, the NLI is also providing advice to employers and employees.

The increase of staff (especially of labour inspectors with a background in legal education) is planned with a view of wider functions of the NLI in relation to the implementation of the acquis. The main tasks of NLI in 2002 are: the prevention of the violation of labour law, OSH violations, labour accidents and professional diseases; the improvement of the work organisation and the effectiveness of the inspection activities; promotion of qualification of the staff; development of information and consultant activities.

The NLI is carrying out both random (ad hoc) and systematic checks according to its annual work programme. In 2001, the NLI inspected 14.500 undertakings where 18.300 checks have been carried out. In average one labour inspector has inspected 113 undertakings. 61 nighttime checks have been carried out, 155 undertakings have been inspected under the request of trade unions. In the period of 12 months 1880 undertakings have been inspected repeatedly. The main reason for doing a repeated check was to follow-up on elimination of violations uncovered by the labour inspector. According to Statistics Department data in the beginning of 2002 there were 167.000 undertakings in Lithuania. Thus the labour inspectors during 2001 have inspected 8,7 per cent of registered undertakings.

The Ministry of Health (MoH) and its executive and subordinate authorities are responsible for public health and occupational health legislations, occupational diseases and chemical substances, hazardous and poisonous substances with respect to occupational aspects.

The MSSL and MoH coordinate their activities in development of OSH area legislation through joint working groups of experts.

Steering Committee

To ensure close co-operation and ease the management of the project the Steering Committee shall be formed, including additionally the representatives from the Ministry of Health, the National Aid Co-ordinator, the EU Commission's Delegation in Lithuania, the CFCU.

5. Detailed Budget (in M€)

	Phare Support					
	Investment Support	Institution Building	Total Phare (=I+IB)	National Co-financing	IFI *	TOTAL
Twinning and Training Package		1.0	1.0			1.0
Service TA	0.12		0.12	0.04		0.16
Supplies	0.255		0.255	0.085		0.34
Total	0.375	1.0	1.375	0.125		1.5

The Phare amount is binding as a maximum amount available for the project. The ratio between the Phare and national co-financing amount is also binding and has to be applied to the final contract price. The national co-financing is a tax-excluded net amount.

6. Implementation Arrangements

6.1 Implementing Agency

PAO: **Zilvinas Pajarskas**, Director of the CFCU
Address: J. Tumo Vaizganto 8A/2 Telephone: + 370 2 22 66 21
2600 Vilnius Fax: + 370 2 22 53 35
Lithuania E-mail: Info@cfcu.lt

The CFCU, the Implementing Agency responsible for tendering, contracting and accounting; apart from the management of the assistance provided, which will be carried out by the Ministry of Social Security and Labour.

6.2 Twinning

There are 2 beneficiary institutions of this project: Ministry of Social Security and Labour of the Republic of Lithuania (address: A.Vivulskio str. 11, Vilnius) and National Labour Inspectorate (address: Algirdo str. 19, Vilnius).

The contact persons are:

Mr. Viktoras Cininas, Head of Work Organisation and Information Division, NLI, Algirdo str. 19, Vilnius. Tel.: +370 2 23 97 58, Fax: +370 2 23 97 51, E-mail: v.cininas@vdi.lt

Ms. Gintarė Bužinskaitė, Senior Specialist of Working Conditions Division, MSSL, A.Vivulskio str. 11, Vilnius. Tel.: +370 2 60 38 28, Fax: +370 2 60 38 13, E-mail: gintareb@socmin.lt

6.3 Non-standard aspects

Procedures specified in the PRAG and the Twinning Manual will be strictly adhered to.

6.4 Contracts

This project includes a separate contract for procurement of equipment and services implemented under PRAG. There will be three contracts in this project:

Twinning Covenant (1.0 MEUR);

Service contract (TA) (0.16 MEUR, including 0.04 MEUR of national co-financing);

Supplies (0.34 MEUR, including 0.085 MEUR of national co-financing).

7. Implementation Schedule

Component	Start of tendering	Start of Project Activity	Project Completion
Twinning	3Q/02	1Q/03	3Q/04
Service (TA)	4Q/02	1Q/03	3Q/03
Supply	4Q/02	1Q/03	2Q/03

8. Equal Opportunity

Equal opportunity principles and practices in ensuring equal gender participation in the Project will be guaranteed. The institutions involved in the project execution will observe equal opportunity of men and women in the recruitment process and human resources development. The beneficiary will ensure equal access of men and women to the project activities and results.

According to the statistical data of the NLI women accounted for 45,8 % of all employees in enterprises inspected in 2000 and 2001, 13 cases of violations of guarantees for women were revealed in more than 4 thousand enterprises and 1 case of violation of equal opportunities was revealed in 1,6 thousand of enterprises. Of total number of employees working in hazardous and very hazardous working environment, women accounted for 30%; of all employees performing dangerous works – for more than 12 %; of total number of persons injured during accidents at work – for 27,6%; of total number of diagnosed occupational diseases – for 12% in 2001.

According to the NLI personnel information, currently the National and Regional Labour Inspectorates employ 120 women and 138 men. In the Working Conditions Division of the MSSL there are currently employed 5 women and 1 man.

Involvement of civil society groups

Social partners are involved in the formulation and implementation of employment policies at a number of levels, through a range of tripartite advisory bodies. These bodies consist of an equal number of representatives from public administration institutions, trade unions, and employer organisations.

The main national forum for social dialogue is the Tripartite Council of the Republic of Lithuania, set up in 1995 as a result of consensus between the Government, trade unions and employer organisations. The Council was set up to solve social, economic and employment issues on the basis of reciprocal consensus. In addition, the Employment Council consisting of 15 members has been established under the Ministry of Social Security and Labour. Its responsibilities include investigation of employment problems and the factors underlying them, and submitting proposals to the Ministry of Social Security and Labour on the labour market policy measures and their implementation and funding. Social partners are also involved in the process of preparation for EU accession. The National Trade Unions Integration Commission has been established and is responsible for analysing, in co-operation with the representatives of public institutions, the main issues related to EU accession. Trade unions are involved directly in some groups engaged in the development of negotiation positions of the Republic of Lithuania.

Social partners are also involved in consultation at the level of policy implementation. Although civil society and social partners did not take part in the preparation of the project fiche, they will be involved in the project activities. They will also be the beneficiaries, as all information on risk assessment and development of safety management systems will be transferred to enterprises (employers) via information systems, information publications, and seminars.

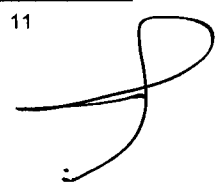
Commission on Safety at Work of the Republic of Lithuania was founded in 1994 to implement provisions of the Law on Safety at Work of Enterprises that was in effect at that time. The Commission participates in formulating and implementing the safety at work policy; analyses the state of safety at work and proposes measures to improve it, prepares corresponding recommendations and projects of measures; considers and submits proposals for the laws and other legal acts regulating issues of safety at work, etc. The Commission was formed from 15 members who have equal rights: 5 representatives from employee, employer and state governing institutions each. The Chairman was elected from the members of the Commission on the rotation principle. According to the Law on Safety and Health of Workers at Work that was adopted on 7 October 2000 and that replaced the former Law on Safety of Persons at Work, to match interests of the Government, the employees and the employers in the sphere of safety and health the ***Commission on Safety and Health of Workers of the Republic of Lithuania*** has been established. In the end of 2001 pursuant to legal acts on health at work approved by the Government of the Republic of Lithuania, which implemented the Law on Safety and Health of Workers at Work, the currently functioning ***Commission on Safety and Health of Workers of the Republic of Lithuania*** has taken over all the activities of the former ***Commission on Safety at Work of the Republic of Lithuania***.

9. Environment

The investment components of this Project all relate to Institution Building activities.

10. Rates of return

The investment components of this Project all relate to Institution Building activities



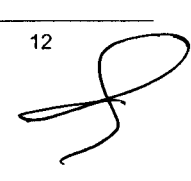
11. Investment criteria

The investment components of this Project all relate to Institution Building activities

12. Conditionality and Sequencing

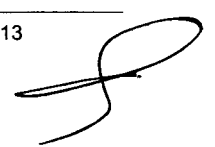
The Project is conditional on co-financing being available for the investment component of the project.

The recommendations of the LI9911.01 Project Final Report will be taken into consideration in the Twinning Covenant for this project.



ANNEXES TO PROJECT FICHE

1. Logical framework matrix in standard format
2. Detailed implementation chart
3. Contracting and disbursement schedule by quarter for full duration of programme
4. Indicative list of supplies



Annex 1 Logical Framework Matrix

LOGFRAME PLANNING MATRIX FOR		Programme name and number LT 02.18.01	
Project: Improvement of OSH administration and further enforcement of OSH legislation through development of labour inspection capacities		Contracting period expires: 3Q/2004	
		Disbursement period expires: 3Q/2005	
		Total budget: 1.5 (MEUR)	
		Phare budget: 1.375 (MEUR)	
Overall objective to strengthen the capacity to enforce OSH legislation in Lithuania according to EU requirements		Sources of Verification Regular European Commission reports	
Objectively verifiable indicators • OSH legislation enforced and EU obligations fulfilled			
Project purpose The purpose of this project is to further strengthen institutional and administrative capacity of the Lithuanian National Labour Inspectorate in order to apply EU Acquis in the field of occupational safety and health, and to assist the Ministry of Social Security and Labour in the approximation of new OSH acquis.		Sources of Verification • Project reports, • Records of the Ministry of Social Security and Labour, NLI/RLI.	
Results • Improved work efficiency of National Labour Inspectorate/Regional Labour Inspectorates (NLI/RLI); • Improved inspection and consulting abilities of labour inspectors; • Implemented effective labour inspectors' training system. • Effective notification and inspection procedures to fulfil EU reporting obligations created; • Conditions created for full implementation of OSH legislation on regional, industrial and enterprise level in compliance with EU Acquis Communautaire; • Safer working environment in the enterprises ensured..		Objectively verifiable indicators • Completed programme of training and capacity building for MSSL staff, NLI/RLI labour inspectors, social partners (minimum 35 persons), • Distant learning system for labour inspectors implemented, • Decreased number of accidents in SMEs by 2-2,5%.	
Activities • To improve the efficiency of the inspections of National Labour Inspectorate/Regional Labour Inspectorates (NLI/RLI) to reduce dangerous and harmful working conditions, enhancing the efficiency of investigations on the matter of violations by elaborating function scheme for an improved inspection work; • To provide assistance and training to the National Labour Inspectorate (NLI) to establish new inspection functions and to improve the fulfilment of existing obligations e.g.: • To develop a higher human resource capacity in NLI, (incl. MSSL and MoH) in OSH area, including training courses on effective inspection, enhancing communication skills, project management skills, technical and juridical abilities on OSH issues;		Sources of Verification • Project reports, • Records of the Ministry of Social Security and Labour, NLI/RLI.	
		Assumptions • Retention of trained staff • The appropriate personnel are made available for training.	
		Assumptions • Adequate and timely technical assistance is provided by twinning partners, • Support of Government, Minister and MSSL senior management for implementation of the new model for social integration of the disabled.	

<ul style="list-style-type: none"> • To review and enhance the existing data exchange & information system involving MSSL, MoH, state insurance institutions (SODRA, National Health Fund), Labour Inspection and Health Institutions in order to adjust and plan prevention measures, to enhance the health related situation of workers; • To provide assistance to MSSL in drafting OSH policy principles for small and medium-sized enterprises (including internal control and assessment of occupational risks); • To complete the implementation of the EU Acquis Communautaire in the field of OSH (new directives adopted under the requirements of 89/391/EEC Council Directive of 12 June 1989 "On the introduction of measures to encourage improvements in the safety and health of workers at work" as well as new approach directives on product safety) and to conduct the training related to this issue; • To raise the awareness of the employers and employees on risk factors and their assessment through the participation of social partners in the training activities, seminars organised within the project framework. 	
Preconditions	National co-financing available

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Annex 3

Cumulative contracting and disbursement schedule

	Date												
	2002			2003			2004			2005			
	30/06	30/09	31/12	31/03	30/06	30/09	31/12	31/03	30/06	30/09	31/12	31/03	30/06
Contracting													
• Twinning and Training Package							1.0						
• Services (TA)							0.12						
• Supplies							0.255						
Total contracting (cumulative)							1.375						
Disbursement													
• Twinning and Training Package				0.3	0.4	0.5	0.6	0.7	0.8	1.0			
• Services (TA)				0.04	0.08	0.12							
• Supplies				0.153	0.255								
Total disbursement (cumulative)				0.493	0.735	0.875	0.975	1.075	1.175	1.375			

Annex 4
Indicative list of supplies

	Units	(MEUR) Total
Computer system for analysis and prevention of violations to occupational safety and health (including harmonisation with systems of Social Security Fund, Health Insurance Fund and Labour Exchange)		0.13
IT based distant learning system for labour inspectors		0.025
Computer system for registration and analysis of accidents		0.005
		0.16
PC (including standard software Win.2000; Office Pro 2000; SQL CAL; Exchange CAL; Windows CAL; System Mgmt; Norton Antivirus 2000 and WinZip)	30	0.075
Portable computers for labour inspectors (including standard software Win.2000; Office Pro 2000; SQL CAL; Exchange CAL; Windows CAL; System Mgmt; Norton Antivirus 2000 and WinZip)	30	0.1
		0.175
Mobile inspection station, including:		
Portable microclimate measurement device (Testo 445, Germany). Portable measurement device with air temperature, relative air humidity, speed of air movement and surface temperature (thermal radiation) sensors	4	0.02
Portable gas analysing device (for identification of 5 gases: O ₂ , CO ₂ , CO, H ₂ S and methane), Germany, Drager Sicherheits	10	0.04
Electrostatic field measurement device, Germany, Klein Vachter	15	0.015
Portable lux-meter	11	0.035
Portable meter of vibration affecting human body	5	0.025
Portable meter of electric and magnetic field, Germany, Gussen-Mefrawalf	15	0.015
Digital camera	13	0.015
		0.165
Total supplies		0.34