



# The Work Environment Act and The Work Environment Ordinance

- The Work Environment Act sets out the basic rules
- The Work Environment Ordinance provides the Work Environment Authority with the right to issue provisions

# Purpose of the law

- The prevention of ill-health and accidents at work
- To achieve a good working environment

# Area of application

## All work

The working conditions should be adapted to man's differing physical and mental aptitudes.

# The work environment must be satisfactory

## Physical environment

Air, noise, light, vibrations and such like. Machinery, equipment and technical appliances. Protective measures to work against, injuries from falls, electricity, fire and explosion.

## Mental environment

Possibility of variation, social contacts, personal and professional development, self-determination and professional responsibility.

Consideration to the work environment  
must be taken when planning work is  
being carried out

# The employer is responsible for the work environment and must:

- Take all necessary measures to prevent ill-health and accidents
- Instruct and inform employees on how to avoid risks
- Have an organization for rehabilitation and adaptation activities
- Have recourse to the occupational health care that is needed

# Systematic work environment work

Employers should investigate, implement and monitor activities so that ill-health and accidents at work are prevented and a satisfactory work environment is achieved, by:

- carrying out risk assessments
- investigating ill-health, accidents, serious incidents
- implementing measures
- controlling measures
- allocating work environment assignments

# Employee responsibilities

- Participate in the work environment work
- Comply with provisions issued
- Participate in the implementation of measures
- Use the safety devices

# Common worksite

- Cooperation
- Do not expose employees in other areas of operation to risk
- A person responsible for coordination on behalf of the employer should exist, for example, at permanent site of operations

# Building or construction work

- The person who orders execution of building or construction work shall appoint a suitable building work environment co-ordinator
  - for planning and projecting of work
  - for the execution of work
- The coordinator(s) and the building contractor are responsible for the tasks being carried out
- The building contractor may by agreement, delegate work responsibilities to an independent contractor
- For consumer contracts, a contractor automatically assumes responsibility for the working environment
- Employer responsibility is not reduced on the construction site

# The following have responsibilities as well

- Those who hire labour
- Fitters
- Manufacturers
- Premises provider
- Self-employed persons
- Importers
- Ship owners
- Architects, designers and others

# Minors

Special rules apply for those under 18

Bear in mind:

- Adaptation to the individual
- Introduction
- Prohibition against hazardous tasks

# Collaboration between employers and employees

- Safety delegate
  - If at least five workers are employed
- Senior safety delegate
  - If there are several safety supervisors
- Regional safety delegate
  - If there is no work safety committee
- Safety committee
  - If there are at least fifty employees

# The Work Environment Authority ensures that laws and regulations are followed

- By inspecting
- By communicating injunctions and prohibitions

At the Work Environment Authority, it is the work environment inspector that perform the work

The supervision of work on board ship is managed by the Swedish Transport Agency

# Consequences

- Injunctions
- Prohibition
- Sanction fees
- Penalties
- Fines or imprisonment

# Regulations with direct criminal sanction are available for:

- Permits
- Approval
- Special terms and conditions
- Prohibition
- Marking
- Medical examinations
- Obligation to report
- Lists

# The Work Environment Authority's decision is appealed to administrative court

- In writing
- Within three weeks
- Specify which decision is being appealed against and the desired change