

Eurodetachement

24 November 2016

Improving collaborations with other public authorities
SWEDEN

Focus in Sweden 2016 and onwards – Swedish Government

- High ambitions from the Government: launch of the “global deal” in the UN – decent work world wide and a commitment that extends to the social dialogue
- The Government's ambition is for more people to work longer and not be excluded from working life prematurely as a result of physical, social or organisational aspects of the work environment
- Organisational or social factors such as workload and social relationships in the workplace are now the second most common cause of occupational disease and are behind one third of reported occupational injuries

Focus in Sweden 2016 and onwards – Swedish Government (contd.)

In the beginning of this year the government launched a new national OSH-strategy called *A work Environment Strategy for Modern Working Life 2016-2020*.

- Zero tolerance of fatal accidents and the prevention of accidents at work
- A sustainable working life
- Psychosocial work environment
- A special commission of inquiry with analysing and providing proposals for how a national centre for knowledge and evaluation of work environment and work environment policy should be established and structured
- Sweden is one of the promoters for the proposal “same pay for same work” for posted workers

Some of SWEAS projects/priorities during 2016

- Social secretaries' work environment
- School environment
- National construction inspection
- **Unhealthy competition in working life**



Unhealthy competition in working life

- SWEA have received an assignment from the government to, between 2015 and 2018, strengthen the supervision of companies that break work environment legislation in order to gain competitive advantages
 - These companies create unhealthy competition in working life, and risk the health and safety of their employees
- An important part of the assignment is to work together with other authorities to reach the companies that cheat. Since 2015, we have a cooperation group with representatives from over ten authorities
 - The aim of this is to pursue an overarching cooperation through monitoring news and coordination of activities regarding, for example, inspection, regulatory changes and strategic analysis

Unhealthy competition in working life (contd.)

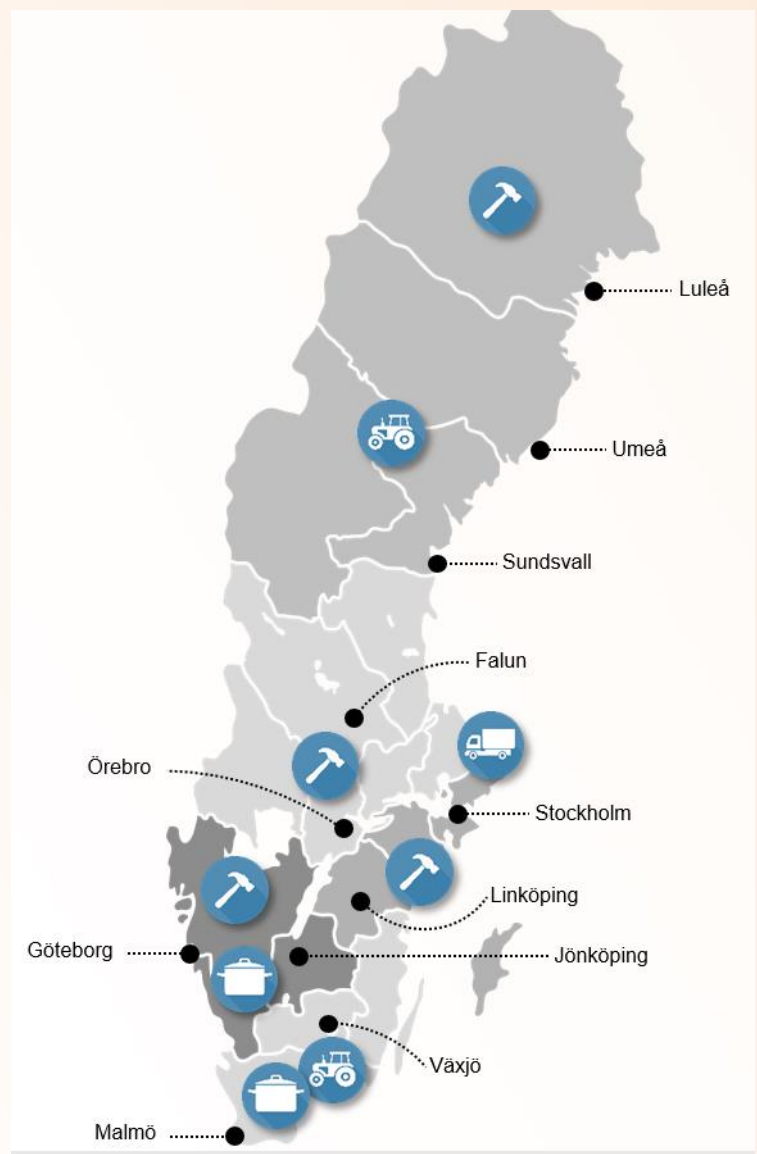
Included in the assignment is to:


- Carry out targeted information campaigns in cooperation with authorities and the partners on the labour market
- Be a contact point and Sweden's representative in the forum at EU level in order to improve the cooperation between member states when it comes to preventing and combating undeclared work




Inspection teams – regional cooperation between authorities


- Goal: to intensify the fight against undeclared work/unhealthy competition
- A long term perspective where the cooperation enhances mutual understanding of each others roles, tools and thereby be more effective – also in the respective authorities own work
- The teams consist of assigned members – also this adds to the progress and success of the teams
- The creation of forums for exchange of information, planning and execution of operative tasks – also important: evaluation!
- Inspections in cooperation with the Tax Agency, The Police, Customs and Migration



 Construction

 Agriculture

 Transport

 Hotel and Restaurant

Posted workers – SWEA:s role

- The Swedish Work Environment Authority is the liaison office (contact authority) in Sweden
 - We cooperate with liaison offices in other countries through IMI
- National register for posted workers
- Inform about rights when working in Sweden
- Our customer service receives questions daily



The purpose of the register

- To prevent social dumping
- To be able to implement the Swedish health and safety requirements according to the Law of Posted Workers (5 §)
- Other organizations and state authorities may use the register for their own purposes
 - The social partners may use the register for inspections according to labour law (salary)
 - Force the posting company to sign collective agreements

Examples of cooperation

- Transport sector – joint inspections with the police
- Thai massage parlours – joint inspections with tax, migration and police
- "Förbifart Stockholm" – a large infrastructure project outside of Stockholm
 - Joint inspections together with tax authority and police – tax has introduced staff registry for the construction industry – this opens up the possibility to share this information and compare data
- Strategic analysis
- Information campaigns – specially focusing on posted workers

Challenges

- Staying true to the mandates and roles of the different authorities during inspections
- Legal issues – what can we do?
- Quality of data?
- How to reach the ones who are not in the register?
- Language – how to be understood and get correct information through?
- Cultural differences – safety culture etc.

Added value of the cooperation between authorities

- Working together strengthens the actions and we get a more effective utilization of resources and qualitative results
 - Coordination of efforts/avoiding fragmentation – also appreciated by the companies
 - A combination (variety) of policy ideas gives new insights to old problems
- Opportunities for information and knowledge sharing
- Building trust – both inbetween authorities and in relation to the companies/workers
- Creating networks and building knowledge by contributing to each others strategic analysis

Conditions for success

- Establish a letter of commitment which the director generals sign – resources must be allocated – create a group of representatives working together
 - See to that other authorities get assignments from the government – *still working on this*
 - Relevant and timely information inbetween authorities + strategic analysis
 - To establish the register as a tool to be used by the inspection teams – but also in other planned inspections
 - See to that other authorities has routines to ask for data from the registry for their own inspections
 - Educational efforts for SWEA:s inspectors – how to detect the signs, which questions to pose to the workers and employers
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