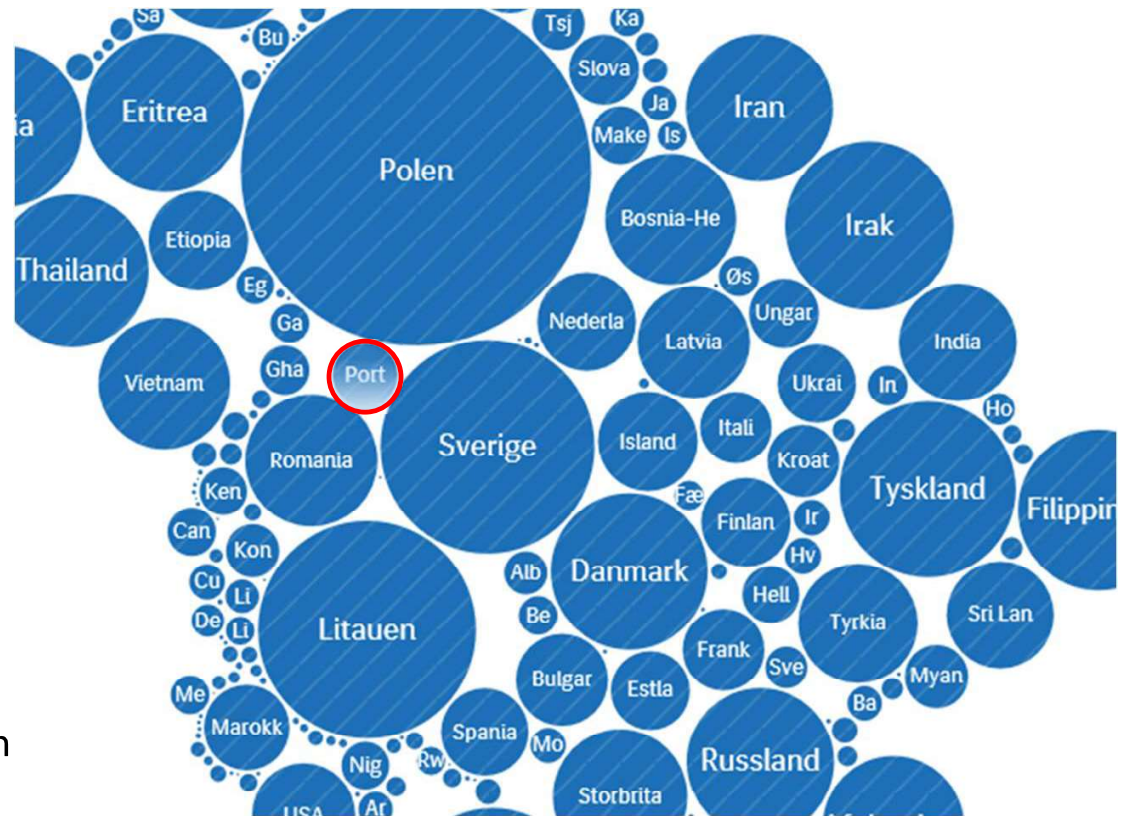


Norway; South to North 2800 km



Norway – key figures

- Population 5,3 million (capital Oslo 693.000), ca 3700 of Portuguese origin living here
- King Harald V and Prime minister Erna Solberg (Conservatives)
- 11 counties and 356 municipalities
- 590.000 companies (350.000 self empl)
- 17 % (100.000) with more than 5 employees
- 2,6 million workers, ca 250.000 foreign
ca 8000 posted
- Unemployment January 2020; 3,8 %
January 2021; 4,8 %
- Export of oil/gas, fish and technology
- Largest immigrant groups from Poland, Sweden, Pakistan, Irak and Somalia.
A total of 14% immigrants
- Not a member of EU, but close relations trough the EEA agreement



The Norwegian Labour Inspection Authority

- *at work for a good work life*

- Governmental agency under the Ministry of Labour and Social Affairs
- General Director Ms Trude Vollheim
- 650 employees
- Covers all land-based operations

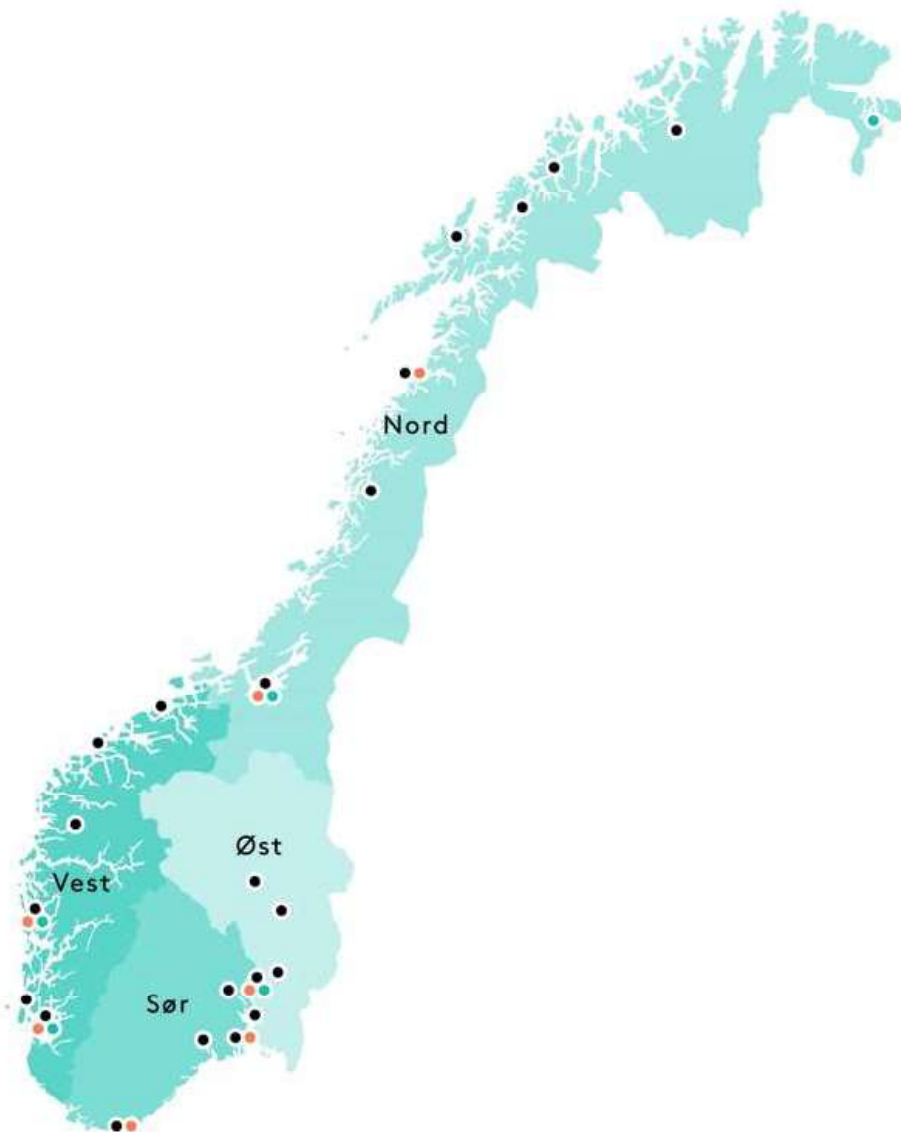
- The Working Environment Act
- The Annual Holidays Act
- The National Holidays Act
- Certain Sections of The Smoking Act



**Norwegian Labour
Inspection Authority**



Our offices



North

- Alta
- Tromsø
- Finnsnes
- Sortland
- Bodø
- Mosjøen
- Trondheim

West

- Kristiansund
- Ålesund
- Førde
- Bergen
- Haugesund
- Stavanger

South

- Kristiansand
- Skien
- Tønsberg
- Drammen

East

- Lillestrøm
- Moss
- Oslo
- Lillehammer
- Hamar

- Bodø
- Trondheim

- Bergen
- Stavanger

- Kristiansand
- Tønsberg

- Oslo

- Kirkenes
- Trondheim

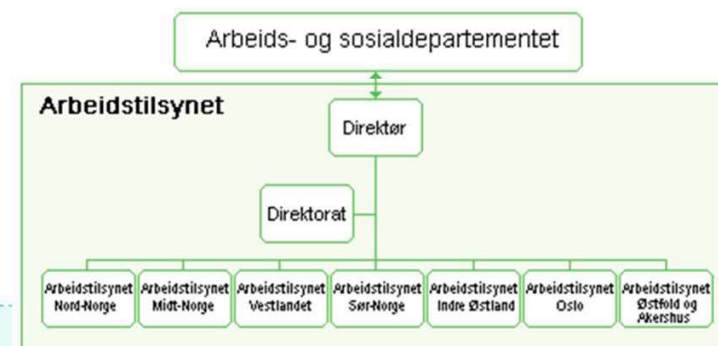
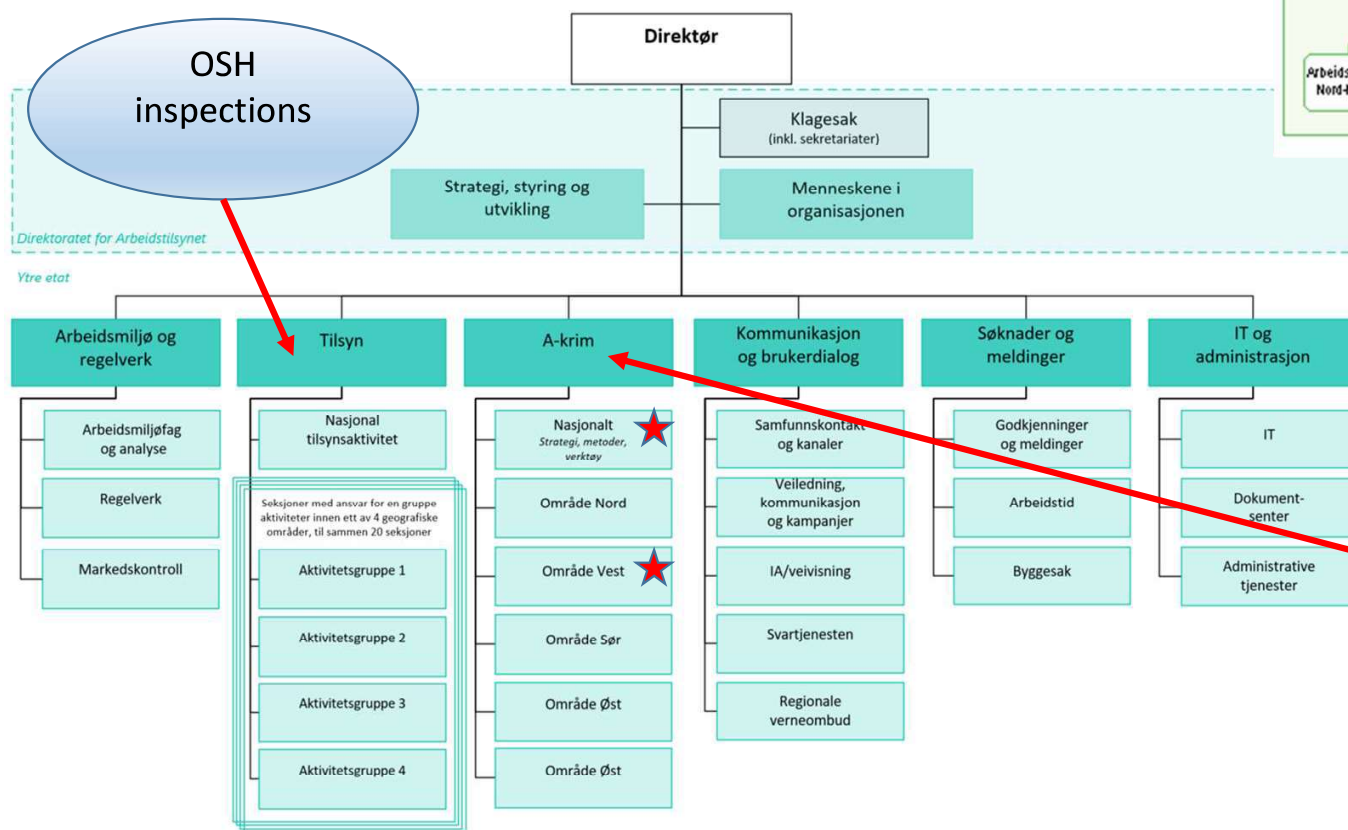
- Bergen
- Stavanger

- Oslo

08.01.2020

New organisational model from January 2020

From regions to functions



Work related crime –
UDW
1 national section and
5 regional sections

Department for combatting work-related crime

Dedicated to follow up the Governments strategy for combating work-related crime within the labour inspectorate

- Includes participation in the 7 joint centres combating work-related crime together with other authorities
- Includes participation in the 5 Service centres for foreign workers
- Includes managing 4 sector programmes of tripartite cooperation
 - Transport
 - Cleaning services
 - Hospitality service industry
 - Automobile sector
- Includes international cooperation UDW

A holistic approach

**The Governmental Strategy
for combatting work-related crime**

Challenges in parts of the Norwegian labour market

- Tax crime – violation of the Tax Assessment Act, the Tax Payment Act and the Value Added Tax Act
- Gross breaches of accounting and bookkeeping practices – incorrect and deficient accounting and use of fictional or incorrect documentation
- Gross violations of the Working Environment Act
- Exploitation of labour in breach of laws or agreements
- Corruption
- Breach of trust – unlawful bleeding of companies
- Bankruptcy crime
- Money laundering
- Currency smuggling
- Human trafficking
- Violation of the Immigration Act – use of illegal workers
- Social security fraud - social security benefits while working illegally
- Gross fraud – commissioned fraud, invoice fraud, fraud against the financial sector
- Provision of incorrect or false information and documentation to the public authorities, including use of false identity and recording of incorrect data in public registers



Governmental strategy for combating work-related crime

From «social dumping»
to work-related crime

presented January 2015, revised in 2017 and February 2019 (next update planned Feb 2021)

31 different measures in the strategy, several of them emphasises cooperation

The strategy was worked out in cooperation with the social partners at national level

Lead by PMs office and involving 10 Ministries:

Labour, Finance, Transport, Foreign affairs,

Justice, Education, Trade, Fisheries, Children/Families and

Local Government/Modernisation



Main areas of the strategy

- Cooperation with social partners
- Prevention and procurements
- Knowledge
- Information
- Control and follow-up
- Better registration systems and identity management
- International cooperation

No	Measure	Responsible ministries
Cooperation with the social partners		
1	Tripartite cooperation against work-related crime	The Office of the Prime Minister coordinates
2	Continue work on tripartite industry cooperation in vulnerable sectors	The Ministry of Labour and Social Affairs
3	Measures to promote responsibility in the construction sector	The Ministry of Labour and Social Affairs
Prevention and procurements		
4	Stronger inter-agency cooperation on prevention of work-related crime	The Ministry of Justice and Public Security
5	Business-related contacts in the police	The Ministry of Labour and Social Affairs
6	Develop service that makes it easier to verify whether suppliers are responsible – eBevis	The Ministry of Labour and Social Affairs
7	Information and follow-up of regulations for public procurements	The Ministry of Labour and Social Affairs
8	Collaboration against underground economy	The Ministry of Labour and Social Affairs
9	Make it easier for consumers to choose responsible market players	The Ministry of Labour and Social Affairs
10	Make it easier for private businesses to be responsible	The Ministry of Labour and Social Affairs
11	Reinforced follow-up of suppliers in connection with purchase of labour market measures	The Ministry of Labour and Social Affairs
Knowledge		
12	Better knowledge about work-related crime	The Ministry of Labour and Social Affairs
13	Survey on the development of forms of affiliation in working life and the use of the general application of collective agreements	The Ministry of Labour and Social Affairs

No	Measure	Responsible ministries
Information		
14	Targeted information work vis-à-vis foreign workers and employers	The Ministry of Finance coordinates
15	Increased awareness in relation to victims of forced labour and human trafficking	The Ministry of Labour and Social Affairs and the Ministry of Justice and Public Security
Control and follow-up		
16	Further develop the inter-agency cooperation	The Ministry of Labour and Social Affairs
17	Stronger cooperation and follow-up in the road and transportation sector	The Ministry of Labour and Social Affairs
18	Better sharing of information between public authorities	The Ministry of Labour and Social Affairs
19	More effective sanctions	The Ministry of Labour and Social Affairs
20	Broader enforcement in relation to illegal hiring of temporary agency workers	The Ministry of Labour and Social Affairs
21	Effective confiscation	The Ministry of Labour and Social Affairs
22	Better access to bankruptcy information	The Ministry of Labour and Social Affairs
23	Agencies' cooperation with employers, employees and businesses	The Ministry of Labour and Social Affairs

Better registration systems and identity management		
24	Better register quality in public registers	The Ministry of Finance, the Ministry of Labour and Social Affairs and the Ministry of Trade, Industry and Fisheries
25	Better registration and follow-up of service providers and vulnerable workers	The Ministry of Labour and Social Affairs
26	More secure ID documents	The Ministry of Justice and Public Security coordinates
27	ID verification in connection with issuing D-numbers and comprehensive responsibility for EEA citizens	The Ministry of Justice and Public Security coordinates
28	Consideration of links between biometric data in the National Registry, the Passport Register and the Register of Foreign Nationals	The Ministry of Justice and Public Security coordinates
International cooperation		
29	Implement the Posting of Workers Directive in Norwegian law	The Ministry of Labour and Social Affairs
30	Stronger cooperation at the European level	The Ministry of Labour and Social Affairs coordinates
31	Reinforce the international cooperation between control authorities	The Ministry of Labour and Social Affairs, the Ministry of Finance, the Ministry of Justice and Public Security, the Ministry of Transport and Communications and the Ministry of Foreign Affairs

Instruments regarding the workers posting

Locating posted workers

- No dedicated register to posted workers
- Main source: **Assignment and employee register**
 - All contracts given to a foreign contractor onshore or offshore must be reported in the Assignment and employee register.
 - The foreign contractor is obliged to report the employees that work on the assignment on form RF-1198.
 - Norwegian companies contracting workers from abroad are also obliged to report workers through the form RF-1198.

Accessing data through the Assignment and employee register

- Challenges:
 - Database accessible for the Norwegian Tax Authorities
 - No standard searches for nationality of workers (nationality of company is a standard query)
 - Standard queries: industry/sector & location of assignment

[illegible]

Instruments regarding the workers posting

An alternative approach: The Labour inspections registers

Mapping companies that might be using posted workers by combining data from

- Register of HSE-cards (names and nationality)
- Register of companies (name of number of employees)

Company id.	HSE Cards	Employees	Company name	Industry code	City
123456789	14	31	<u>Company 1</u>	41.200 Erecting buildings	OSLO
123456789	18	53	<u>Company 2</u>	42.110 Building roads and motorways	OSLO
123456789	9	0	<u>Company 3</u>	71.129 Technical consultant	Struer
123456789	69	0	<u>Company 4</u>	43.990 Building sector, other	OSLO

- Then requesting planned projects and posted workers from each company

Authorities cooperation – Work Crime Centres

Centres

2014: Pilot in Bergen

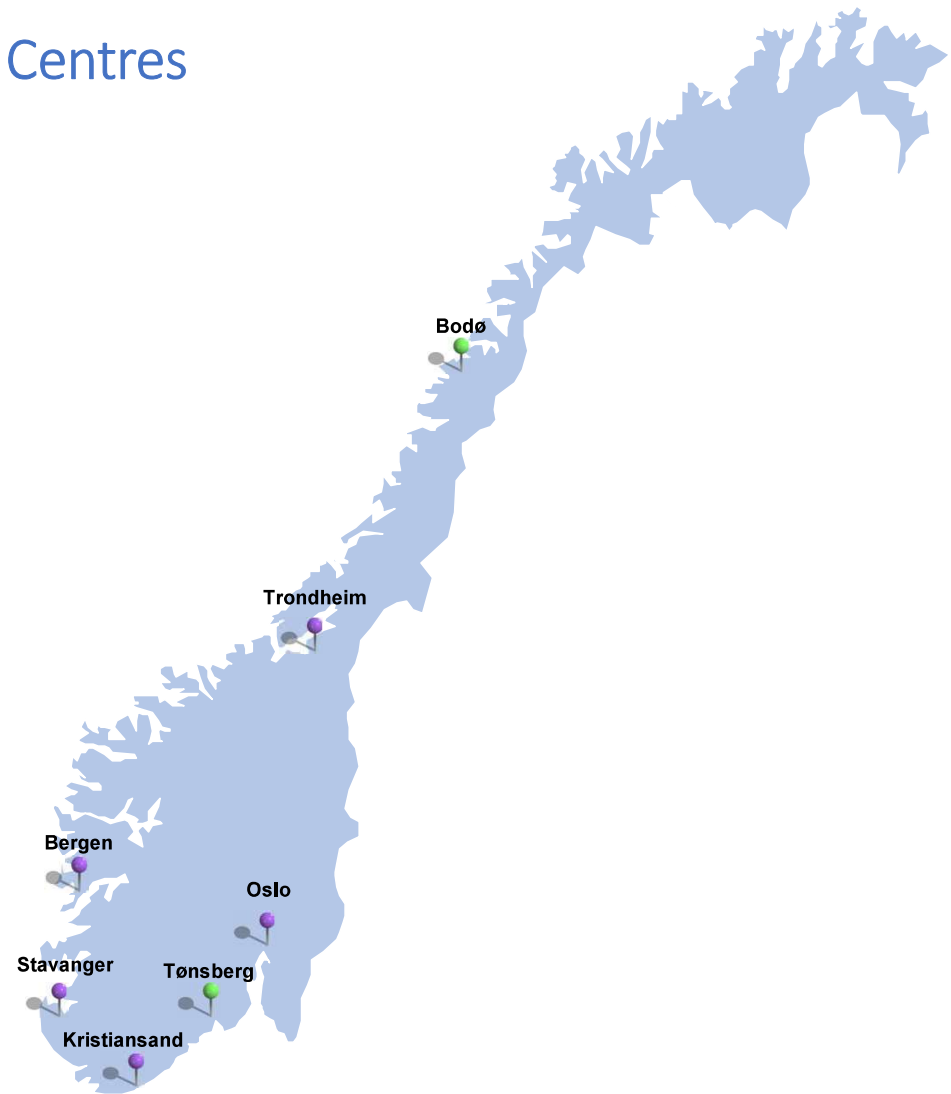
2015: Oslo and Stavanger

2016: Trondheim and Kristiansand

2017: Tønsberg and Bodø

Regional cooperation

- Troms
- Møre and Romsdal
- Hedmark and Oppland
- Østfold



Sharing good practise – focus on joint authorities' activities

Local geography

- Scattered demographics – some clusters/ cities
 - From south to north, Stavanger – Haugesund – Bergen – Ålesund – Molde
 - Otherwise small cities/ towns
 - Population: 634 269 (2019)
 - Land area 34 000 km²
 - About 60% of the population are living in the area in or around Bergen



- Main source of industry: fishing and fish processing, Oil- and gas processing, Shipyards, Production of Energy/ electricity
- The last 10 years, value creation from Salmon and Trout farming has increased substantially
- Pro covid-19, there were also a substantially growth in tourism
- High level of foreign workers in labor-intensive industries, eg. Construction work, cleaning service and professions related to tourism/ transport



Sharing good practise – focus on joint authorities' activities

Base - Trust-oriented practice and understanding

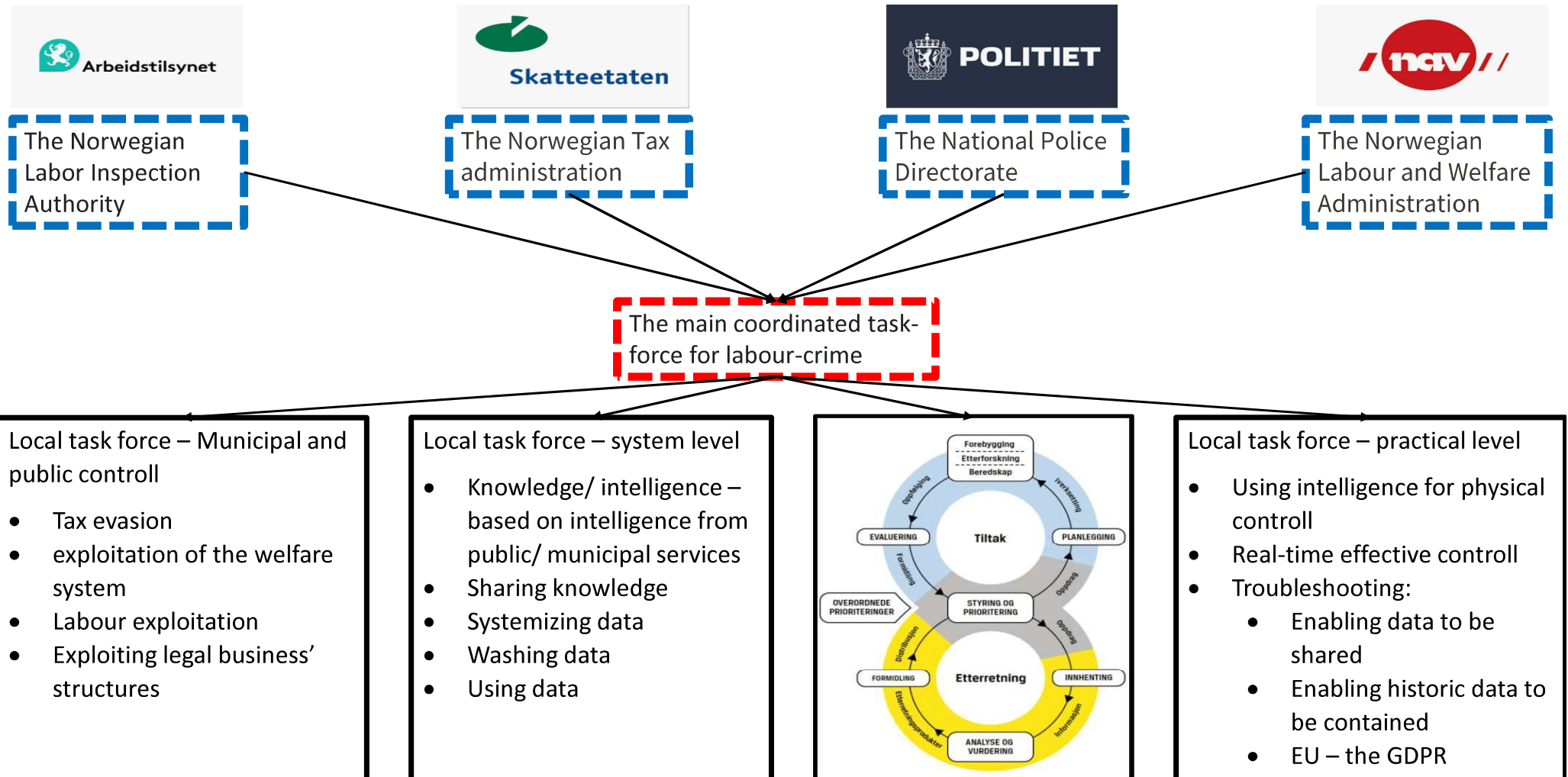
- High level of trust in governmental authorities
- High level of acceptance in financing of the welfare state
- High acceptance for equal conditions of competition
- Three part «branch-programme»
 - Employers, employees and state
 - High level of organised workers – securing equal rights
 - Conflicthandling at the «lowest level»
- High level of trust in business' internal control

Municipal and public control-regime

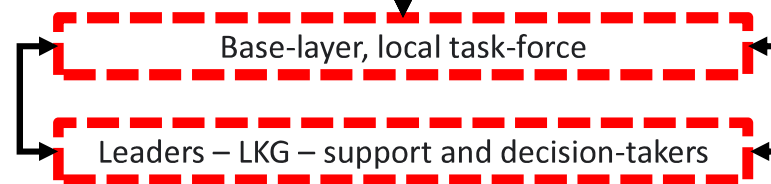
- Random sampling
- Law-abiding control mechanism,
 - meaning some information are not to be seen as public matter, or are restricted through privacy/ secrecy laws and rules – also when shared among/ between governmental authorities
- Bureaucratic system- and control approach



Sharing good practise – focus on joint authorities' activities

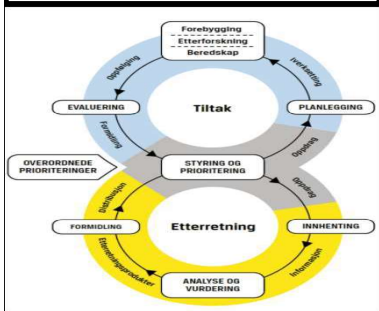


Sharing good practise – focus on joint authorities' activities



Two categories of work field

1. Knowledge/ intelligence
2. Action/ reaction



Knowledge/ intelligence group

- On person from each of the municipal services
- One coordinator
- Systematic level
- Producing, structuring and sharing intelligence

«Task force» group

- Handling and using intelligence/ knowledge
- Reaction through public/ municipal given orders
- Fining/ restricting illegal work-related activities
- Prosecuting/ indicting

Preventive activities

- Reaching out to migrant workers
- Media
- SUA
- Web-pages
- Tripartite programmes
- Know Your Right campaign

Sharing good practise - Preventive and information activities

Reaching out to workers

Foreign workers, labour market crime

- Workers experience a large degree of control by employers
- Fear of sanctions
- Difficult to implement preventive and information activities at the work place
 - Distributing contact information and being accessible
 - Using alternative venues, like NGOs and public language schools

Foreign workers/posted workers, regular labour inspection

- Accessing workers at the work place
- Distributing contact information
- SUA and other activities mentioned in this presentation

– Mange varsellamper blinkar raudt

NRK har fått tilgang til kontrakten som den sikta mannen tilbydde bærplukkarane i Fresvik. – Her blinkar det mange varsellamper, er Fellesforbundet sin reaksjon på avtalen.



Sondre Dalaker
Journalist

Publisert 22. aug. 2019 kl. 06:20
Oppdatert 22. aug. 2019 kl. 09:47



Artikkelen er
mer enn ett år
gammel.

GIFKK TIL AKSJON: Politiet og Arbeidstilsynet niekk saman om å aksjonere mot mannen som no er sikta for

NYHETER KRIM BERGEN

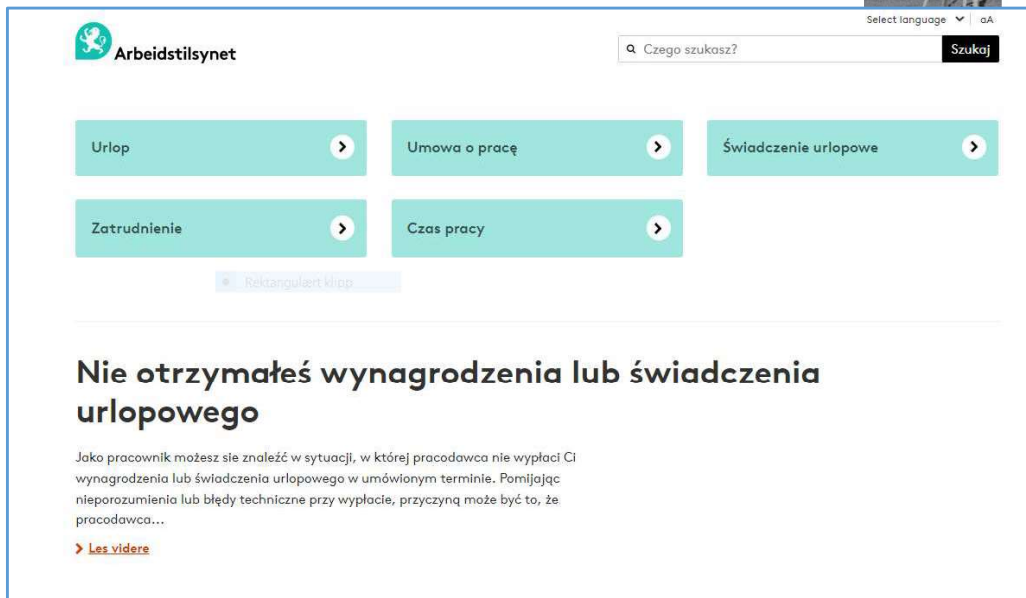
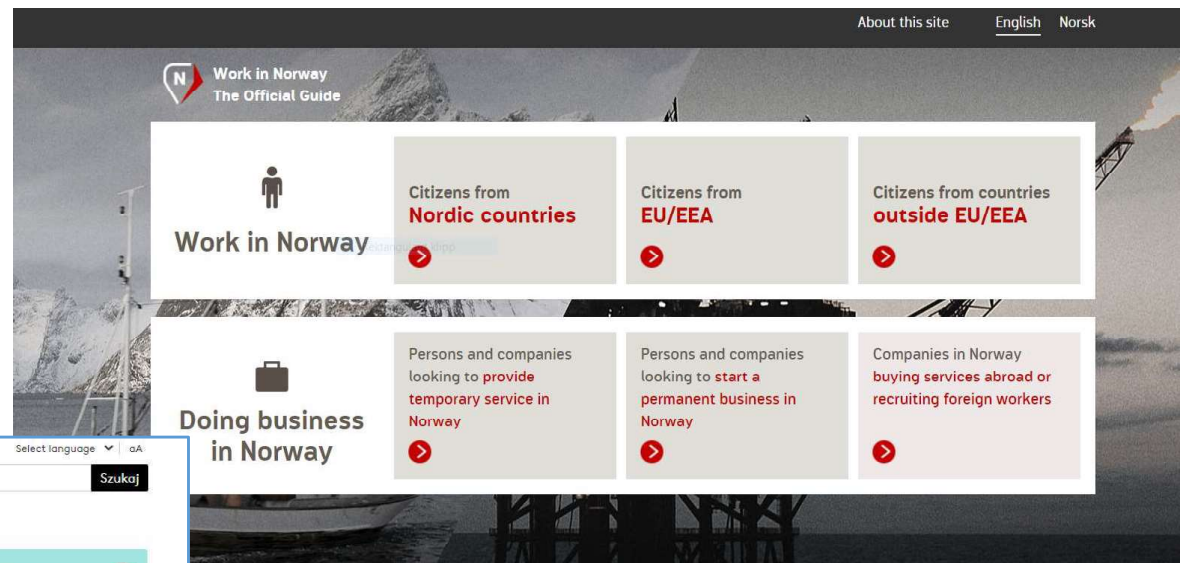
Banket opp ansatt som klagde på lønnen

Av Olav Sundvor

27. januar 2021, kl. 19:06

Den ansatte fikk fyken etter å ha klagd på lønn og feriepenger. Arbeidstvisten kulminerte med at mannen ble banket opp av eieren av

Digital information



Service Centres (SUA) established from 2007

EU expansion in 2004 followed by increased number of foreign workers



Cooperation between:
The Labour Inspection Authority
The Police
The Tax Administration
The Directorate of Immigration

Oslo (2007)
Kirkenes
Stavanger
Bergen
Trondheim





What can the SUA service centre do for you?

- We can issue your [registration certificate](#) (*registreringsbevis*) if you're an EU/EEA national.
- You can provide us with documentation for your [residence permit](#) application if you're a non-EU/EEA national.
- You can order a [residence card](#), which is proof of your residence permit if you're a non-EU/EEA national.
- You can [apply for a tax deduction card](#) (*skattekort*) and at the same time get a [Norwegian identification number](#).
- You can [report your relocation to Norway](#) and at the same time get a [Norwegian identification number](#).
- You can get information about [HSE cards for employees in the building and construction industry](#) and the [cleaning sector](#).
- We can answer your questions about [working conditions](#), for example on [contract of employment](#) , [working hours](#) and [wage terms](#) in Norway
- We can receive your [complaints/signals](#).

The tripartite programs

Mobilize employers, employees and the authorities to jointly document and address commonly recognized challenges regarding working conditions and the working environment in vulnerable industries.

The aim is to develop new approaches, working methods and methods that contribute to better results than what the authorities and the parties achieve separately.

- The programs are established by the Ministry for Labour and Social affairs
- The social partners, the main employer and employee federations, representatives of the government- the three parts work together on challenges in various industries;
 - **Transport**
 - **Cleaning services**
 - **Hospitality service industry**
 - **Automobile sector**
- Order reports, set up campaigns, give advise to authorities...





KNOW YOUR RIGHTS

a cooperation between



REPUBLIC OF ESTONIA
LABOUR INSPECTORATE



VALSTYBINĖ DARBO INSPEKCIJA
PILNŲ LAISVĖS APSAUGOS IR DARBO MINISTERIJOS



INSPECTIA MUNCI

Iceland
Liechtenstein
Norway grants



Norway grants