





European Platform tackling undeclared work

Governmental strategy for combating crime in the workplace

Norway

	Summary <p>The Norwegian governmental strategy for combatting crime in the workplace¹ was presented in 2015 and revised twice since then (in 2017 and 2019). It has established a system of cooperation between governmental agencies and other organisations. It aims to tackle crime in the workplace, including undeclared work. This practice example focuses on inter-organisational cooperation aimed at preventing undeclared work.</p>
Title of the practice in original language	<i>Tverretattlig myndighetssamarbeid mot arbeidslivskriminalitet</i>
Name(s) of authorities/bodies/organisations involved	<ul style="list-style-type: none"> • Labour inspectorate (<i>Arbeidstilsynet</i>); • Tax administration (<i>Skatteetaten</i>); • Police (<i>police</i>); • Welfare/social inspectorate (NAV).
Sectors	All
Target groups	<ul style="list-style-type: none"> • Labour inspectors (directly targeted); • Tax administrators (directly targeted); • Police (directly targeted); • Welfare/social administrators (directly targeted); • Businesses breaching labour law (indirectly targeted); • Workers involved in undeclared work (indirectly targeted); • Clients and consumers (indirectly targeted).
Purpose of measure	Deterrence: improve detection

	Aims and objectives <p>The strategy for combatting crime in the workplace aims to tackle various forms of crime linked to the workplace, including undeclared work affecting migrant workers in particular. In order to improve detection, the strategy seeks to establish and formalise practical cooperation between the labour inspectorate, tax administration, police</p>
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	and social security inspectorate. In addition, it seeks to explore new possibilities that result from greater cooperation and improve joint knowledge about offenders.
Background context	<p>The strategy was adopted to address issues that violate Norwegian legislation concerning wages and working conditions or national insurance and taxes, often in an organised fashion. Its consequences include undeclared work, worker exploitation, distortion of competition or undermining social structure, or a combination thereof.</p> <p>Seven Work Crime Centres as well as a Joint National Analysis Centre have been established in the main cities to help cooperation among the authorities. Formalised cooperation plans and a guide about sharing information between agencies have also been created. The authorities also cooperate in rural areas, although it does not involve physical centres.</p>
Key objectives of the measure	<p>General Objective:</p> <ul style="list-style-type: none"> • To increase detection and deter breaches of regulations. <p>Specific Objectives:</p> <ul style="list-style-type: none"> • To reduce the possibility of carrying out fraudulent business activity; • To deter non-compliance with regulations; • To exclude businesses in breach of the law from the market; • To ensure that foreign workers are able to safeguard their rights and fulfil their duties; • To prevent customers and consumers from contributing to workplace crime when purchasing goods and services; • To obtain, process and share information.
Main activities	<p>The governmental strategy creates a cooperation scheme between different governmental agencies. The main activities carried out in the framework of this cooperation are:</p> <ul style="list-style-type: none"> • Analysis; • Inspection; • Informing/awareness raising, especially among foreign workers and clients and consumers. <p>The relevant authorities collect intelligence and supervise key actors, while also carrying out controls and informing foreign workers in order to ensure that their rights are respected. They also target clients and consumers in order to increase their awareness of the key actors in the market</p>




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	<p>that are engaging in work-related crime and/or undeclared work.</p> <p>The specific activities carried out according to the specific groups being targeted are listed below.</p> <p>Key actors:</p> <ul style="list-style-type: none"> • Collecting intelligence; • Controlling and supervising. <p>Foreign workers:</p> <ul style="list-style-type: none"> • Controlling and supervising; • Distributing information and guidance for employees. <p>Clients and consumers:</p> <ul style="list-style-type: none"> • Interacting and collaborating with consumers; • Collaborating with the media; • Proposing adequate regulatory amendments; • Supervising clients and consumers; • Using the media to reach clients and consumers.
<p>Funding/organisational resources</p>	<p>The Norwegian Labour Inspection Authority has been allocated EUR 4 million extra for tackling undeclared work. Similar amounts are allocated to the other authorities (labour inspectorate, tax authorities, police, NAV). The extra funding has been used for hiring more experts, renting offices and setting up new technical solutions.</p> <p>Four Ministries take the political decisions, which are transmitted to the relevant agencies in the form of annual budget letters. As regards the administration of the joint activities, the general directors of all agencies involved meet twice per year to take decisions on budgets and central priorities.</p> <p>Regarding the human resources allocated to the Joint National Analysis Centre, around 80 experts come from the labour inspectorate, a similar number come from the tax authorities and a smaller number of experts from the police and social inspectorate.</p> <p>As for technical resources, bringing together four different authorities means in practice that new technical and logistical structures need to be set up because systems cannot be shared.</p>



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	<p>Outcomes</p> <p>It has been challenging to monitor the effectiveness of this practice since there is not a common and unambiguous definition of the target group, results are expected in the long term and the data available does not allow for evaluating the effects of the actions undertaken. However, the cooperation has been assessed as having had a positive impact on the ability of foreign workers to claim respect for their rights and the consumers' ability to make better choices and punish companies that engage in work-related crime.</p>
<p>Achievement of objectives</p>	<p>Regarding the effects of the strategy on key actors, measuring outcomes is complicated given the following:</p> <ul style="list-style-type: none"> • Absence of a common and unambiguous definition of the target group; • Long-term nature of the effort; • Lack of access to data. <p>This has made practitioners aware of the fact that new evaluation methods are needed.</p> <p>Concerning foreign workers, the inter-governmental efforts aim to help them safeguard their rights and fulfil their duties. There are currently only a few data sources that enable the evaluation of the effects of these activities, although the overall assessment from the agencies is that the activities help to make more foreign workers better able to fulfil their duties and safeguard their rights. However, it is uncertain how big the effect is and whether the effort could have been designed more purposefully and effectively.</p> <p>Finally, the effects of the efforts concerning clients and consumers have been evaluated by a few studies. The agencies' overall assessment is that the efforts in 2019 aimed at clients and consumers have contributed to strengthening their ability and willingness to not pick suppliers who engage in work-related crime and undeclared work more generally.</p>
<p>Lessons learnt and success factors</p>	<p>The cooperation benefited from a political commitment and clear agreements and common goals between the institutions involved. These formal elements need to be complemented by a new organisational culture, which took some time and adjustment to be developed. Information sharing has been an important obstacle for the cooperation.</p>



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Transferability	<p>The joint centres and activities can be established by all Member States in order to improve the efficiency of the fight against undeclared work.</p> <p>The existence of a common understanding at all levels (not only at the leadership level) of the added value brought by the cooperation is needed.</p>
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Further information	
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Useful sources and resources	<p>Revised strategy for combating work-related crime https://www.regjeringen.no/en/dokumenter/strategi-mot-arbeidslivskriminalitet-2019/id2628152/</p>

ⁱ Source:

<https://www.regjeringen.no/en/dokumenter/strategi-mot-arbeidslivskriminalitet-2019/id2628152/>