




Branch Sectoral Programmes

Norway

	<p>Summary</p> <p>Four Branch Sectoral Programmes were established as a tripartite cooperation between representatives of employee and employer organisations as well as relevant government authorities. The aim was to tackle work-related crime and promote reasonable working conditions by discussing and agreeing on common risks, joint campaigns, training, and inspection targets for the relevant sectors (including the cleaning services sector; transport sector; restaurant, bars and nightclubs sector; the car industry).</p>
<p>Title of the practice in original language</p>	<p><i>Treparts bransjeprogram</i></p>
<p>Name(s) of authorities/bodies/organisations involved</p>	<ul style="list-style-type: none"> ▶ The Ministry of Labour and Inclusion (<i>Arbeids og inkluderings-departementet</i>); ▶ The Ministry of Transport (<i>Samferdsels-departementet</i>); ▶ The Norwegian Labour Inspection Authorities; ▶ The Public Road Administration; ▶ The Norwegian Association of Local and Regional Authorities; ▶ Oslo City Municipality; ▶ Regional Safety Representatives; ▶ Organisations representing the employers: <ul style="list-style-type: none"> ▷ Norwegian Federation of Service Industries and Retail Trade (<i>NHO Service og Handel</i>); ▷ The Federation of Norwegian Enterprise (<i>Virke</i>); ▷ Spekter (an employer organisation active in the health and transport sectors). ▷ The Norwegian Truck Owners Association (<i>Norges Lastebileier-Forbund</i>); ▷ The Norwegian Logistics and Freight Association; ▷ NHO Transport;



	<ul style="list-style-type: none"> ▷ The Norwegian Hospitality Association; ▷ The Norwegian Automobile Industry Association (<i>Norges bilbransjeforbund</i>); ▶ Trade unions representing the workers: <ul style="list-style-type: none"> ▷ The Norwegian Workers' Union (<i>Norsk Arbeidsmandsforbund</i>); ▷ Parat (the employee organisation of the cleaning sector); ▷ The trade union Negotia; ▷ The United Federation of Trade Unions (<i>Fellesforbundet</i>); ▷ The Norwegian Food and Allied Workers' Union; ▷ Norwegian Union of Municipal and General Employees (<i>Fagforbundet</i>); ▷ The Norwegian Trucking Alliance (<i>Yrkestrafikkforbundet</i>).
Sectors	All
Target groups	<ul style="list-style-type: none"> ▶ Representatives from employee and employer organisations and the authorities (directly targeted); ▶ Workers of the industries considered at risk (indirectly targeted).
Purpose of measure	Deterrence: improve detection



Aims and objectives

The establishment of the Branch Sectoral Programmes aim at mobilising employers, employees, and national authorities to cooperate on common challenges related to undeclared work and irregular work in sectors considered 'at risk' in order to develop new approaches and achieve better results.

Background context

- ▶ The establishment of Branch Sectoral Programmes are part of the Norwegian Government's strategy to tackle work-related crime and to promote responsible and sound working conditions.
- ▶ Following a call from the government, in 2010 social partners and the national authorities launched a tripartite Branch Sectoral Programme in the cleaning sector. Furthermore, two additional industry programmes were established in 2014 for



	<p>road transport and hotels/restaurants, and one for the car services in 2018.</p> <ul style="list-style-type: none"> ▶ These sectors are the ones more at risk of irregular working conditions and undeclared work; ▶ The practice is ongoing.
<p>Key objectives of the measure</p>	<p>General Objective:</p> <ul style="list-style-type: none"> ▶ To develop new approaches and working methods by all parties working together to achieve better results in terms of tackling undeclared work. <p>Specific Objectives:</p> <ul style="list-style-type: none"> ▶ To create a broad platform for cooperation between the public authorities and the social partners to establish a common ground; ▶ To mobilise employers, employees, and authorities to discuss and document challenges and common actions to be taken in sectors considered at risk.
<p>Main activities</p>	<ul style="list-style-type: none"> ▶ The representatives involved in each Branch Sectoral Programme hold monthly or bi-monthly meetings to discuss and suggest relevant measures to the policymakers to address undeclared work; ▶ External experts are hired to carry out assessments on possible problems in a given sector; ▶ The main activities carried out by Branch Sectoral Programmes include proposing new legislation or changes to existing regulations; labour inspections; developing tools and offering guidance both online (e.g., e-guide for starting and running a business,) and in more traditional forms (e.g., training for the representatives that take part in the Branch Sectoral Programmes, mapping surveys); launching campaigns targeting the employees and employers in the sectors targeted.
<p>Funding/organisational resources</p>	<p>The Norwegian Ministry of Labour and Social Affairs provides funds to support the activities related to the Branch Sectoral Programmes (approximately EUR 500 000 per year, excluding staff costs, which are covered by the relevant organisations). While the funds are allocated to the labour inspectorate, social partners must give their consent on how the funds are spent.</p>

The Norwegian Labour Inspection Authority performs the management and secretarial functions of the Branch Sectoral Programmes.

Each social partner selects their staff members to join the Branch Sectoral Programme.

The composition for each Sectoral Programme is the following:

- ▶ Cleaning services sector: 14 members (three from employee organisations; four from employer organisations; four from the Labour Inspectorate, one from the Ministry of Labour and Inclusion, one from the Norwegian Association of Local and Regional Authorities, one Regional Safety Representative);
- ▶ Transport sector: 18 members (four from employee organisations, six from employer organisations, three from the Labour Inspectorate, three from the Public Road Administration, one from the Ministry of Labour and Inclusion, one from the Ministry of Transport);
- ▶ Restaurants, bars, and nightclubs sector: 12 members (three from employee organisations, two from employer organisations, one from the Norwegian Association of Local and Regional authorities, one from Oslo City Municipality, one Regional Safety representative, three from the Labour Inspectorate, one from the Ministry of Labour and Inclusion);
- ▶ The car industry: 14 members (two from employee organisations, four from employer organisations, four from the Labour Inspectorate, two from the Public Road Administration, one from the Ministry of Labour and Inclusion, one from the Ministry of Transport).



Outcomes

The Branch Sectoral Programmes contributed to the growth of knowledge and awareness about undeclared work in the sectors considered at risk, as well as establishing an increase in the cooperation between the relevant stakeholders.

Achievement of objectives

The evaluation of the tripartite industry program was carried out by Deloitte on behalf of the Ministry of Labour and Social Affairs in the period August 2019 - May 2020.¹

The main outcomes of the measure include:

- ▶ Increased knowledge on undeclared work in the sectors considered at risk, through research reports, different



	<p>campaigns, and tools targeting the various groups, and also initiatives to introduce new or changed legislation;</p> <ul style="list-style-type: none"> ▶ Increased attention and awareness of the relevant legislation among both workers and employers; ▶ Establishment of a common understanding of and approach to the challenges in the relevant industries between different stakeholders (employee organisations, employer organisations, Labour Inspectorate, Ministry etc.)
<p>Lessons learnt and success factors</p>	<p>The main lessons learnt and success factors are the following:</p> <ul style="list-style-type: none"> ▶ As a result of their indepth knowledge of the sectors covered by the Programmes, social partners provide relevant insights on the challenges in the sector that the labour inspectorates need to focus on; ▶ Strong political support and commitment is a key condition for establishing successful tripartite cooperation between the national authorities and the social partners; ▶ According to the 2020 evaluation of tripartite industry programmes, the inclusion of sector-specific goals would contribute to better planning and operationalisation of Branch Sectoral Programme strategies; ▶ A stronger involvement of the Working Life and Pension Policy Council, which cooperates with the Norwegian Ministry of Labour and Social Affairs and social partners, could bring added value to the Programmes.
<p>Transferability</p>	<p>All activities of the Branch Sectoral Programmes are transferable to other Member States where political commitment and funding are forthcoming, and where stakeholders show a pragmatic and active approach and commitment.</p>

Further information

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Useful sources and resources

Norwegian government, Strategy for combating work-related crime:

https://www.regjeringen.no/contentassets/4f7ae70171bd480682b8dafddadaf311/strategy_for_combating_work-related_crime.pdf

**Deloitte / Ministry of Labor and Social Affairs, (May 2020).
Evaluation of tripartite industry programmes:**

<https://info.deloitte.no/rs/777-LHW-455/images/deloitte-evaluering-av-treparts-bransjprogram-som-arbeidsform-14052020.pdf>

ⁱ Evaluation of tripartite industry programs such as form of work Ministry of Labour and Social Affairs May 2020. Available at: <https://info.deloitte.no/rs/777-LHW-455/images/deloitte-evaluering-av-treparts-bransjprogram-som-arbeidsform-14052020.pdf>