


Department for combatting work-related crime

Norway


	<p>Summary</p> <p>In 2020 the Norwegian Labour Inspection Authority (<i>Arbeidstilsynet</i>) was restructured and a new department for combatting work-related crime as well as tackling undeclared work was established. The main aims were to increase staff capacity and improve efficiency in tackling undeclared work.</p>
<p>Title of the practice in original language</p>	<p><i>Omorganisering av Arbeidstilsynet</i></p>
<p>Name(s) of authorities/bodies/organisations involved</p>	<ul style="list-style-type: none"> ▶ Norwegian Labour Inspection Authority (NLI)
<p>Sectors</p>	<p>All</p>
<p>Target groups</p>	<ul style="list-style-type: none"> ▶ Labour inspectorate (directly targeted); ▶ Employers & employees engaged in undeclared work (indirectly targeted)
<p>Purpose of measure</p>	<p>Deterrence: improve detection</p>

	<p>Aims and objectives</p> <p>The purpose of the practice was to increase detection of (and therefore combat) work-related crimes. To achieve this aim, the NLI increased its capacity by employing over 100 new staff members in different departments.</p>
<p>Background context</p>	<ul style="list-style-type: none"> ▶ The measure was introduced to improve staffing levels in the Labour Inspectorate and improve the detection of work-related crime; ▶ The new department was a response to the need to increase efficiency in tackling undeclared work and improve efficiency in dealing with day-to-day tasks. There was also a need to enhance the efficiency of the secretariat and management of the tripartite agreements with relevant stakeholdersⁱ;



	<ul style="list-style-type: none"> ▶ A staged restructuring of the Labour Inspectorate began in January 2020 and was ongoing at the time of writing, in 2022.
<p>Key objectives of the measure</p>	<p>General Objective:</p> <ul style="list-style-type: none"> ▶ To increase the capacity of the NLI by hiring new staff members. <p>Specific objectives:</p> <ul style="list-style-type: none"> ▶ To improve the efficiency in detecting and tackling undeclared work. ▶ To further enhance cooperation between the NLI and other relevant stakeholders such as other enforcement authorities and social partners.
<p>Main activities</p>	<ul style="list-style-type: none"> ▶ Work on restructuring the NLI began in January 2020, with a shift from a regional/geographic organisation to a functional organisation. As a result, a new Department for combatting work-related crime was established and a total of 125 staff are now employed in the department. The process was carried out in different stages: <ul style="list-style-type: none"> ▷ In 2020: 88 n members of staff were employed consisting of labour inspectors, lawyers, and advisers divided into five inspection sections and one national coordination section; ▷ In 2021: the government set as a priority to tackle undeclared work in the temporary work sector for which an additional 20 new inspectors and lawyers were employed; ▷ In 2022: further 17 new people were recruited in the new Department. ▶ A comprehensive strategy was prepared to help achieve the objectives of the new department, including methods and tools for enhancing inter-agency, as well as external cooperation. ▶ A secretariat function for the management of the tripartite agreementsⁱⁱ with relevant stakeholders was also established.
<p>Funding/organisational resources</p>	<ul style="list-style-type: none"> ▶ A budget of EUR 2.5 million per year was allocated for new inspectors and lawyers in the new work-related crime department.



	<p>Outcomes</p> <p>The Labour Inspectorate got a major boost to its capacity by employing new staff to implement activities more efficiently and increase the detection of work-related crime.</p>
<p>Achievement of objectives</p>	<ul style="list-style-type: none"> ▶ The increase in the number of inspectors led to more inspections being carried out, and overall better performance of the NLI in relation to tackling undeclared work; ▶ The new department allowed the NLI to cover a broader range of infringements (i.e., there were more inspectors dealing exclusively with legislative issues), focusing not only on work-related crime, but also on social dumping; ▶ The new department also provided more visibility on the ground for the NLI ; ▶ The additional resources allowed for new projects to be initiated, e.g., towards tackling undeclared work in the temporary work agencies sector.
<p>Lessons learnt and success factors</p>	<p>A clear strategy with specific objectives is needed to enhance the capacity of the organisation. Fit-for-purpose methods and tools are also essential. Furthermore, the skills of the newly hired staff need be to fill out the competencies gaps, or complement the skills shortages in the organisation.</p>
<p>Transferability</p>	<p>All activities covered by this measure are transferable to other Member States where political commitment and adequate funding are available.</p>

Further information	
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<p>Useful sources and resources</p>	<p>National Labour Inspectorate, Norway</p> <p>https://www.arbeidstilsynet.no/en/about-us/</p>



i Good Practice Fiche: Branch Sectoral Programmes, Norway, available at:
https://www.ela.europa.eu/sites/default/files/2022-01/GP-fiche_NO_Branch-sectoral-programmes.2022_EN.pdf

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