



Arbeidstilsynet



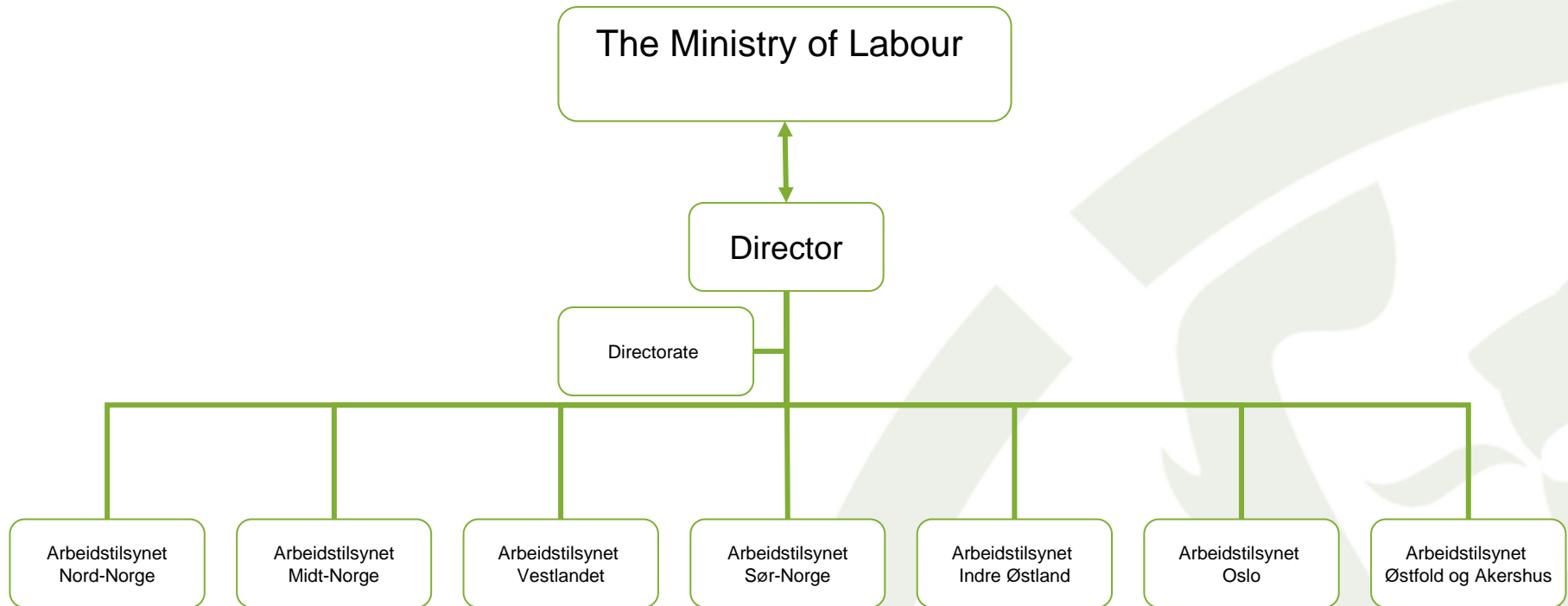
The Norwegian Labour Inspection Authority

- Governmental agency under the Ministry of Labour
- Primary focus on occupational safety and health
- 610 employees.
- Our inspectors visit undertakings in order to check working conditions





The Norwegian Labour inspection - organization





Our authorization - The Working Environment Act

- The overall objective of The Working Environment Act is a healthy working environment for all, safe and secure employment conditions and meaningful work for the individual.
- The employer is responsible for complying with the requirements of the act, and for ensuring that the enterprise maintains a healthy and safe working environment.



Risk- based supervision

- The Labour Inspection Authority oversees that enterprises comply with the requirements of The Working Environment Act.
- Supervision will mainly be aimed at enterprises with **the poorest working conditions**, where there is little willingness to correct problems and where the agency's efforts will have the greatest effect.
- Risk-based inspections:
 - Identify where the largest risks occur
 - Concentrate on inspections towards poorly motivated enterprises
 - Concentrate on enterprises where employees will benefit most from improvements



Business areas

Strategic Plan 2013-2016:

- Focus on vulnerable industries
- Strengthens the collaboration with the social partners
- Spread the knowledge to young workers and new establishment
- Be active to follow up any tip or request to us, especially from safety deputies and the employees representatives.
- Our priorities based on our risk evaluation



Our defined instruments

Four defined instruments:

- Inspection/Supervision
- Guidance
 - The Answering Service (Svartjenesten)
 - Service centre for foreign workers ([SUA](#))
- Premise giving (set agenda)
- Cooperation with others





European collaboration

- Member of the European Agency for Safety and Health at work (EU-OSHA)



- Observer in SLIC – Senior Labour Inspector's Committee.



Some of our work and projects



Right start for young workers

- Efforts to increase awareness of the value of a good work environment – improve safety and emphasise the duties and rights for young workers and their employers
- The Labour Inspection:
 - conducts summer campaigns – visits industries that employs many young workers.
 - supervision of companies with apprentices
 - Hold talks at schools
 - Participates in education fairs





Social dumping

- Continuous efforts to prevent labour immigrants getting significantly poorer wages and working conditions than normal.
- Priority industries are building, shipping yards, food industry, agriculture, cleaning, hotel and restaurants, and transportation.
- Collaboration with other inspection authorities to ensure good coordination of inspections (tax, police, Norwegian Directorate of Immigration etc.)
- Continue to develop information material and give guidance to employers and labour immigrants in different languages.
- Increased efforts to emphasise the principals responsibility to ensure wages, working conditions and work environment complies with Norwegian legislation



Conflicts and harassments at work – The working environment Act

Section 4-3. Requirements regarding the psychosocial working environment

(4) Employees shall, as far as possible, be protected against violence, threats and undesirable strain as a result of contact with other persons.

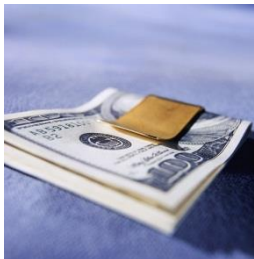
- Section 4-3 distinguishes the concepts Third-party violence and threats, and harassment, to make it clear that these are different risk factors



Third party violence

Risk factors:

- Working with customers, clients, patients, pupils or prisoners
- Working alone
- Working at night
- Working with valuables like money





Harassment – protection by the law

- **Section 4-3. Requirements regarding the psychosocial working environment**
- (1) The work shall be arranged so as to preserve the employees' integrity and dignity.
- (2) Efforts shall be made to arrange the work so as to enable contact and communication with other employees of the undertaking.
- (3) Employees shall not be subjected to harassment or other improper conduct.



Harassment

- Harassment is when one or more individuals repeatedly over time are subjected to negative actions from one or more individuals. This may include unwanted sexual attention, bullying, ostracism, deprived of jobs, or hurtful jokes and teasing. Furthermore, should there be an imbalance in the relative strength so that the person being harassed should have difficulty defending themselves. We're not talking about harassment if two roughly equally strong people are in conflict, or in the case of a single conflict episode.
- We requires that every business has guidelines for how to proceed in cases of harassment.
- The employee, the employer, the safety representatives and the occupational health service should then try to resolve the case



The Labour Inspection's method with cases of harassments

- The organization of the work is significant to the psychosocial working environment (that means leadership, participation, health- and safety work, etc.)
- The Labour Inspection Authority has to methods:
- Inspection 1 -> meeting with leadership and safety representative
- Inspection 2 -> meeting with leadership, safety representative and conversation with the workers in groups.
- Single cases – one person who is harassed
- We do not take part in conflicts but are a neutral mediator. We can react by giving the undertakings order to implement actions to improve the situation (in cooperation with the employee)



How to prevent risks (violence/harassment)

The Working Environment Act:

Section 3-1. Requirements regarding systematic health, environment and safety at work

- (1) In order to safeguard the employees' health, environment and safety, the employer shall ensure that systematic health, environment and safety work is performed at all levels at the undertaking. This shall be carried out in cooperation.

Section 3-2.

- (1) In order to maintain safety at the workplace, the employer shall ensure
 - a) that employees are informed of accident risks and health hazards that may be connected with the work, and that they receive the necessary training, practice and instruction



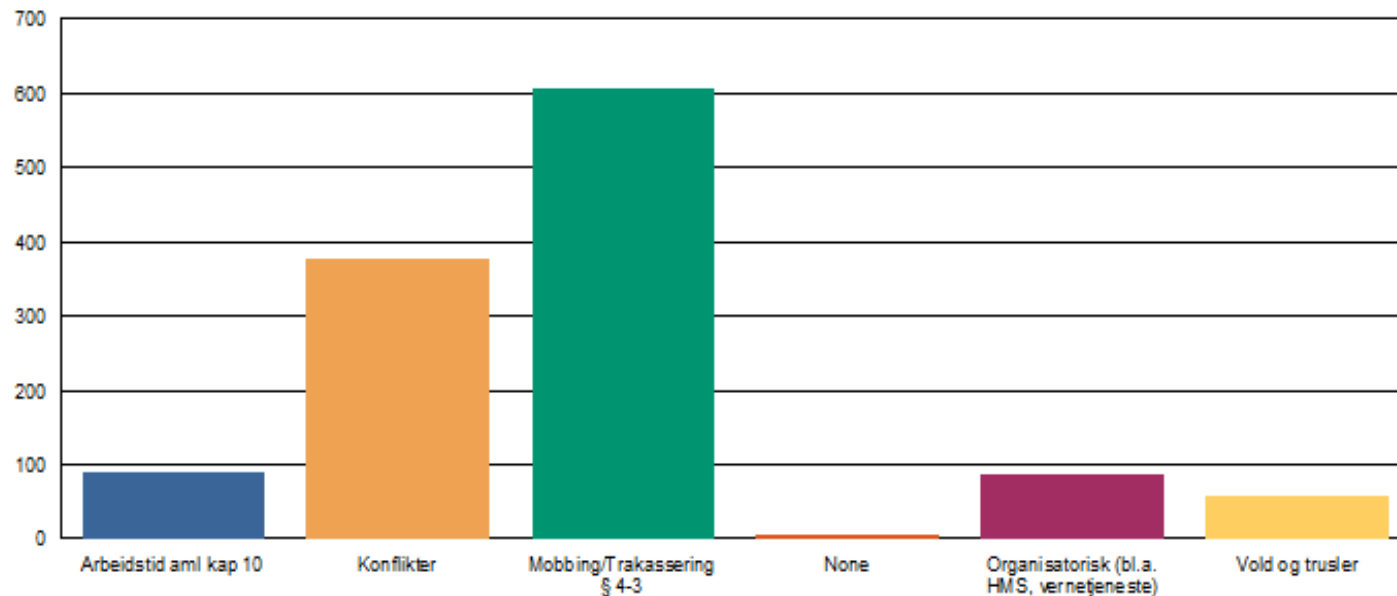
Our Experiences

- We experience that harassment at work is a difficult problem to handle – requires great effort, knowledge and difficult evaluations.
- Often very different understanding of reality.
- Svartjenesten has a great deal of question about harassment, bullying and conflicts at work, but not so many cases of sexual harassment
- Our experience is that harassment and conflicts are underlying causes to several other aspects of problem in the working life.
- See also our web page: [«Jobbing uten mobbing»](#) containing information such as; guidelines and strategies against bullying and guide to internal procedures for companies.



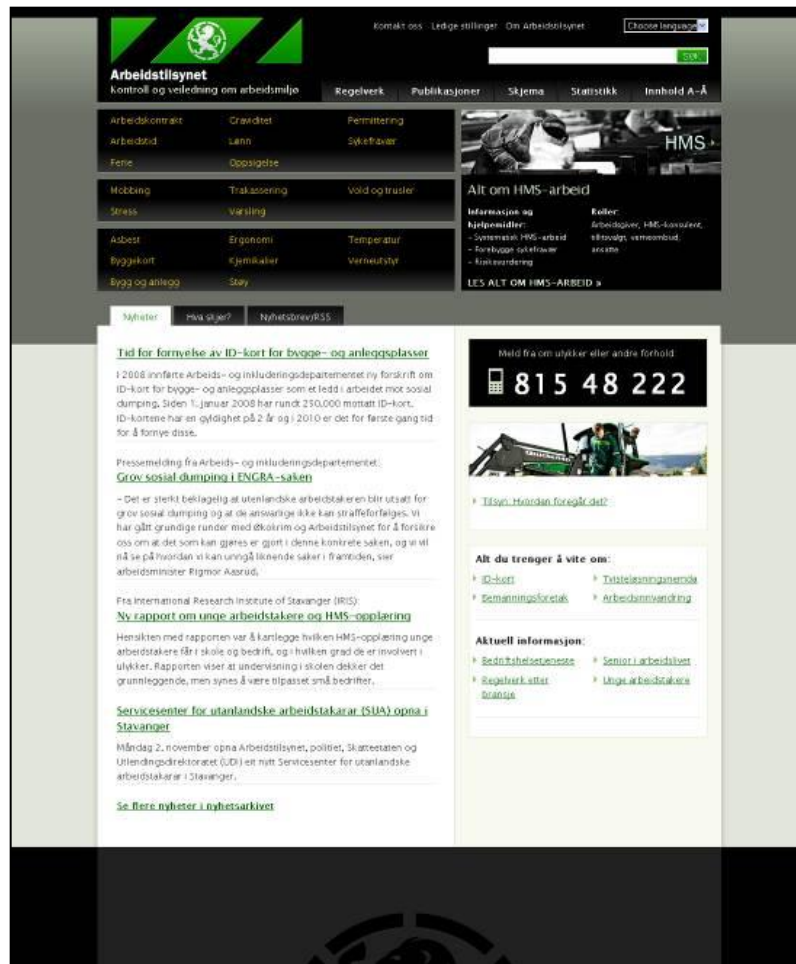
Statistic 2013 - The Answering service

- 1224 cases concerning psychosocial relations (only registered requests by telephone)
- Conflicts 376 cases
- Bullying/harassment 607 cases
- Organizations problems (Health and safety system etc) 88 cases
- Violence and threats 58 cases





www.arbeidstilsynet.no



- 160 000 unique users every month
- Our goal is to provide information that enables our users to solve problems and be up to date on laws and regulations
- [Working environment guide](#)
- [Official guide to working in Norway](#)
- Weekly newsletter
- Call senter service



Facebook and Twitter

The screenshot shows the Facebook page for Arbeidstilsynet, a Government Organization. The page features a profile picture and a cover photo. A post is visible with the text "Skal du arrangere eller delta som frivillig på festival? Da bør du kanskje lese Arbeidstilsynets nye faktside om frivillig arbeid." and a link to "Faktside om frivillig arbeid". The post also includes a green circular logo with a white lion rampant. The page has 2,150 likes and 3 people like the post.

facebook Search

Arbeidstilsynet
Government Organization

Wall Arbeidstilsynet · Most Recent

Share: Post Link

Write something...

Arbeidstilsynet
Skal du arrangere eller delta som frivillig på festival? Da bør du kanskje lese Arbeidstilsynets nye faktside om frivillig arbeid.

Frivillig arbeid
www.arbeidstilsynet.no
Hvert år legges det ned mange tusen årsverk i frivillig arbeid i Norge. Tall fra Frivillighet Norge viser at halvparten av befolkningen deltar i frivillig arbeid. Noe av dette arbeidet utføres på arenaer hvor de frivillige utsettes for risiko. Men hvem har ansvaret for de frivilliges sikkerhet?

about an hour ago · Like · Comment · Share

3 people like this.

Write a comment...

Arbeidstilsynet
Har du vært syk i ferien? Dersom du har vært helt arbeidsufør i flere enn seks virkedager (inkludert lørdag), kan du kreve at et tilsvarende antall feriedager utsettes til senere i ferieåret. Les mer om dette her:
<http://www.arbeidstilsynet.no/fakta.html?tid=78188#Sykdom>

Ferie
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Dette er Arbeidstilsynets offisielle side på Facebook. Vi som skriver og sv...
More

2,150
people like this

Thank you for your attention