

Appendix 4

Nordic Baltic UDW project

WG Cooperation – Planned activities 2020 – updated March 2020, June 2020 and February 2021

Country	What <u>new or strengthened</u> activities have you planned with social partners in 2020? With whom and when? Are the plans formalized in written documents?	What <u>new or strengthened</u> activities have you planned with other authorities in 2020? With whom and when? Are the plans formalized in written documents?	What challenges have you met concerning planning cooperation?	What impact did the seminars in Tallinn and Copenhagen have for your cooperation plans for 2020?
Latvia	<p>With an aim to promote cooperation activities with social partners in Latvia, State Labour Inspectorate is reshaping and adapting model of cooperation in order to make cooperation more practical and effective, beneficial for goals of both parties, avoiding formal cooperation as much as possible. More active cooperation with Latvian Building sector trade union (LBNA) is planned to follow recently concluded agreement, educational activities, discussing a possibility for LBNA to join some inspections as well. Also, it is planned to cooperate with transport sector more, and to conclude an agreement with Employers' Confederation of Latvia.</p>	<p>To strengthen inter-institutional cooperation and to reach strategical goals of the institution more effectively, during the next year State Labour Inspectorate is planning to strengthen cooperation with the State Revenue Service and State Border Guard, evolving it, planning possible common activities (inspections), re-evaluating implementation of existing cooperation, and involving strategical planning for future cooperation as well.</p>	<p>Main challenge could be described as and is linked to the country-wide legal awareness in society, perception of state institutions as controlling institutions, not cooperation/aid mechanism. This, however, inevitably includes also part of society, which is state employed persons, therefore capable of having impact on shaping image of institutions itself.</p> <p>State Labour Institution has been shifting concept of operation lately (for last few years) from a controlling to "consulting first" model; however, this cannot be described as something which can be <i>de facto</i> implemented/ accomplished in a short period of time, and in not isolated to the specific institution only. Systematic, complex changes are ongoing in order to alter this.</p>	<p>Better understanding of various models of cooperation, practices in other countries. Gaining experience. Also, "brainstorming" possible operational plans regarding further cooperation together with representatives of other countries is always considered as a good opportunity. Better and broader network of informal contacts was inevitably established during such seminars, both, with national cooperation partners participating in the events, as well as with project representatives from other countries.</p> <p>Participating in seminars together with representatives from other specific institutions/organisations is providing an added value in order to strengthen institution/organisation specific communication and cooperation, for example with LBNA.</p>

			Mediation aspects and benefits (in cooperation with the Council of Certified mediators) can be involved to give some new knowledge to employees of the institution and trying to resolve some conflicts between employers and employees.	
Denmark	<p>Unfortunately, none so far but I still hope to initiate new activities.</p> <p>UPDATE FEBRUARY 2021 Unfortunately, due to Corona no activities have been initiated</p>	<p>The Tax authority and WEA have agreed to focus on letterbox companies and bogus self-employed from beginning of January 2020. Also, the three authorities (including the police) have agreed to enhance the focus on number of areas, including major construction projects, where, among other things, early efforts will be carried out with targeted guidance and stricter supervision in the event of repeated violations. In addition, heavy truck checks and supervision of the restaurant and cleaning industries will be carried out. The special focus involves at least two authorities supervising together. This latter will be formalized in our cooperation agreement in January.</p> <p>UPDATE JUNE 2020 The agreement was signed January 22nd though due to the Corona</p>	<p>None with the other authorities. The social partner has difficulties seeing the benefits since WEA only have responsibility for the working environment.</p> <p>UPDATE FEBRUARY 2021 Nothing new.</p>	<p>Quite a lot since it made us rethink our way of cooperation.</p> <p>UPDATE FEBRUARY 2021 Nothing new (everything has been quite difficult due to Covid-19)</p>

		<p>virus we have not got as far as planned with joined inspections.</p> <p>UPDATE FEBRUARY 2021 The agreement has been agreed and is in the process of being signed. Due to the Corona virus, we did not get as far as planned with joined inspections and the new focuses in 2020.</p>		
Sweden	<p>About new or deepened cooperation with social partners so are we planning to participate on two events arranged by ME (machine entrepreneurs) who is the employer side in in heavy machine operating in Sweden. We are asked together with Danish Arbejdstilsynet to participate in a conference in the Sound region were entrepreneurs from both Denmark and Sweden will participate. They have asked us to talk about the differences in legislation and laws between our countries. And inform them about what they need to do before they start working in Sweden. This is a new cooperation and normally Swedish work environment authority do not participate in events like this. But we see it as a good way to reach many employers at once to inform them about Swedish HSE laws and</p>	<p>A new cooperation with another authority is the cooperation between Swedish work environment authority and Swedish gender equality agency. The gender equality agency will create an education for Swedish work environments authority's inspectors about trafficking of human beings and exploitation of humans in work life. The inspectors of Swedish work environment authority visit approximately 20 000 works sites a year and if they is given the knowledge of the signs and indicators for THB and exploitation of humans in work life they can provide the relevant authorities with information and tips as soon as they see signs of exploitation during their inspections. The first class will take place January 15th and will be dedicated to the inspectors</p>	<p>The biggest challenges for cooperation are to get the resources. Also, there is a challenge to stand neutral in between the partners and make sure we take nobody's side.</p> <p>UPDATE FEBRUARY 2021 Same as 2019-20. The biggest challenges for cooperation are to get the resources. Also, there is a challenge to stand neutral in between the partners and make sure we take nobody's side</p>	<p>UPDATE FEBRUARY 2021 The Copenhagen and Tallinn webinar opened our mind for participate more in events together with the social partners were all have the same goal and agenda. Such as participating in the events together with ME mentioned under social partners column.</p> <p>And after the webinar in February 2021we have started thinking of not make it so complicated, taking smaller steps and build up the trust for taking bigger steps further down the road.</p>

<p>regulations. It will be our posting and answering service expert mr Karl Emil Sörensen who will participate in this event. Please see link below for the event agenda. https://www.me.se/kalender/oresundskonferens-malmo/</p> <p>Same organisation has asked us to participate in their central regions annual meeting 6th march. They have asked us to talk about undeclared work, what's undeclared work is, how it can affect them as entrepreneurs, what measures they can make to prevent undeclared work in their sector. Swedish work environment authority will be represented by Mattias Hellberg at this event. In the afternoon the 6th of march we will have a speaker from Swedish work environment authority. He will talk about fair competition, undeclared work, and how it goes together with a safe and healthy work environment. And how we as employers can contribute to a fair competition. See link below for agenda. https://www.me.se/kalender/regionstamma-tallberg/</p> <p>Swedish work environment authority has as organizer of a</p>	<p>involved in the multiauthority work against undeclared work.</p> <p>UPDATE FEBRUARY 2021 The government assignment that SWEA have had, to lead the development and organisation of a multiauthority approach to tackle undeclared that should be ended by the end of 2020. This assignment was extended with an extra year and shall be completed before the end of 2021 due to delays in implementation caused by the pandemic. And from 2022 be a part of the regular work for the eight involved authorities.</p>		
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<p>seminar to take place in Gothenburg March 18th about undeclared work in the road transport sector invited Swedish transport workers union representatives. The seminar is a part of the Nordic Baltic undeclared work project who aims to tackle undeclared work. The union representatives will talk about how their findings in about foreign transport workers situation in Sweden.</p> <p>UPDATE FEBRUARY 2021 We completed both events with ME last year just as planned right before the pandemic shut us down. The seminar which were planned to be held in Gothenburg 18th March was postponed and in 23rd September it was arranged as a webinar instead. The Swedish transport workers union participated with two delegates and held a presentation.</p> <p>The Swedish work environment authority (SWEA) have a new government assignment to develop and organize the cooperation with the social partners. This assignment is to be completed before the ending of 2021 and is</p>			
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	managed by the Department for joint authority control in Mölndal.			
Iceland	<p>According to the cooperation agreement between the Administration of Occupational Safety and Health (AOSH), The Directorate of Labor (DoL), Directorate of Internal Revenue and the Police (metropolitan area) shall establish regular consultations and cooperation with social partners on status review, analysis and joint inspection when needed. These authorities form the Cooperation Forum.</p> <p>The plan in 2020 is to update the Employees' Working Conditions and Compulsory Pension Rights Insurance Act No. 55/1980. In the draft Act there is a new provision stating that the Cooperation Forum shall cooperate with the social partners. Furthermore, there is a new provision stating that social partners shall be a part of the Advisory Group, e.g. The Confederation of Icelandic Enterprise and Icelandic Confederation of Labour. The Advisory Groups task is to coordinate measures and form proposals to the government regarding social dumping and work-related crimes</p>	<p>With the update on the Employees' Working Conditions and Compulsory Pension Rights Insurance Act no. 55/1980 the authorities mentioned above will be legally obliged to form the Cooperation Forum. The metropolitan police are the only police district that participates in the Cooperation Forum from 2019 which is based on the cooperation agreement between the authorities. In the draft of the updated Act No. 55/1980, all police districts around the country shall participate in the Cooperation Forum.</p> <p>To strengthen the Forums activities, the plan in 2020 is to update relevant Acts which the national authorities enforce. The purpose is for the Forums participants to have adequate legal tools to combat the problem, e.g. sanctions.</p> <p>UPDATE JUNE 2020 Due to COVID-19 pandemic there have been delays in updating relevant Acts which the national authorities enforce. Delays in both processing of legislative amendments as well as</p>	<p>The Advisory Group has not yet been established and therefore the Forum has been working on combating undeclared work and work-related crimes without formal guidelines from the Advisory group. The Forum has therefore faced some coordination's challenges in their work so far.</p> <p>It's not defined in the cooperation agreement how much time the Forum members should dedicate to the project. Therefore, the Forum members are working on the cases along with other projects in their authorities, which has affected the Forums work.</p> <p>The cooperation between the Forum and the social partners has not yet been established, therefore the cooperation between national authorities and social partners is still informal and based on personal contacts.</p> <p>UPDATE JUNE 2020 Due to COVID-19 pandemic there have been delays in updating relevant Acts which the national authorities enforce and the</p>	<p>The participants came home with good ideas for strengthened cooperation and methods to use for combating undeclared work in Iceland. The participants understanding of the problem increased and they learned how other countries tackle this problem, which have had a good impact on the work on the legislative changes and the work of the Cooperation Forum.</p> <p>The seminars have strengthened the relationships between the authorities working together at the Forum as well as the relationship between the authorities and social partners. The seminars have also increased knowledge of how cooperation is carried out in other countries and the importance of good cooperation.</p> <p>Furthermore, the participants gained valuable point of contact in authorities and organization in the other countries.</p> <p>UPDATE JUNE 2020 No change, the above still stands. However, it is fitting to mention that the cooperation has been very</p>

<p>In 2020 the plan is to formalize the cooperation between the Forum and the social partners. At this point the obligation for the national authorities to form a cooperation with social partners can be found in the cooperation agreement between the authorities, but it has not yet been formalized. The plan for 2020 is to formalize and start formal cooperation between the national authorities and the social partners.</p> <p>UPDATE FEBRUARY 2021 Due to COVID-19 pandemic there have been delays in formalising cooperation between the Forum and the social partners. It is not foreseen that this will be done until the Employees' Working Conditions and Compulsory Pension Rights Insurance Act No. 55/1980 has been updated. But that process has also been delayed because of the COVID-19 pandemic.</p> <p>Additionally, since the economic effects of the Covid-19 on the labour market there has also been a temporary shift in focus by both the social partners as well as the relevant authorities as the present</p>	<p>introducing new legislation to Parliament. This has in turn led to a delay in formalising a cooperation agreement between the cooperating authorities and the social partners, but the intention is to finalise the agreement by Autumn 2020</p> <p>UPDATE FEBRUARY 2021 Due to COVID-19 pandemic there have been delays in updating relevant Acts which the national authorities enforce. Delays in both processing of legislative amendments as well as introducing new legislation to Parliament. This has in turn led to a delay in formalising a cooperation agreement between the cooperating authorities and the social partners, but the intention is still to finalise the agreement. The cooperation between authorities is unchanged, but with Covid-19 related delays and limitations on inspections.</p>	<p>Employees' Working Conditions and Compulsory Pension Rights Insurance Act No. 55/1980.</p> <p>Delays in both processing of legislative amendments as well as introducing new legislation to Parliament. This is partially related to Covid but not exclusively.</p> <p>UPDATE FEBRUARY 2021 Due to COVID-19 pandemic there have been delays in updating relevant Acts which the national authorities enforce and the Employees' Working Conditions and Compulsory Pension Rights Insurance Act No. 55/1980.</p> <p>Delays in both processing of legislative amendments as well as introducing new legislation to Parliament. This is partially related to Covid but not exclusively.</p>	<p>beneficial for the authorities in Iceland, especially for those authorities that had not had the opportunity to participate in international cooperation's before and have therefore benefitted immensely from learning from and networking with their colleagues from abroad, both in general and in relation to the project. The authorities are therefore greatly willing and inclined to participate in the project and future international cooperation.</p> <p>UPDATE FEBRUARY 2021 No change, the above still stands. However, it is fitting to mention that the cooperation has been very beneficial for the authorities in Iceland, especially for those authorities that had not had the opportunity to participate in international cooperation's before and have therefore benefitted immensely from learning from and networking with their colleagues from abroad, both in general and in relation to the project. This is unchanged and there is continued willingness of other authorities to broaden cooperation both domestically and internationally.</p>
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	<p>circumstances have required both different views as well as the circumstances of a large part of the labour force have changed drastically. Regular work site inspections recommenced in June 2020, but in October 2020 workplace inspection was mostly suspended due to the third wave of Covid-19 and has yet to be fully resumed. It may be a while until the previous momentum will be regained. This has led to more data-based surveillance and in some cases informal or formal inspections through Zoom or Teams meetings.</p>			
Finland	<p><i>Framework plan for Occupational Safety and Health Divisions 2020–2023</i> states that: The objective to renew the activities and develop them in order to be able to operate as an efficient and effective OSH authority with nationwide operations. When planning and developing the operations, it is necessary to continuously assess the operating environment, to utilise information effectively and to cooperate with external and internal stakeholders.</p> <p>Versatile cooperation with different actors is an essential part</p>	<p><i>Framework plan for Occupational Safety and Health Divisions 2020–2023</i> states that: The objective to renew the activities and develop them in order to be able to operate as an efficient and effective OSH authority with nationwide operations. When planning and developing the operations, it is necessary to continuously assess the operating environment, to utilise information effectively and to cooperate with external and internal stakeholders.</p> <p>Key forms of official cooperation are joint inspections carried out</p>	<p>Lack of resources especially with the third parties. Cooperation with other authorities is easier to accomplish because of the longer history of cooperating.</p> <p>UPDATE FEBRUARY 2021 Resources.</p>	<p>We use information diversely for developing enforcement and working life. We share our information, competence and vision with different stakeholders and customers.</p> <p>We grasp the opportunities offered by digitalisation, boldly experimenting together with our partners and customers. We significantly improve the productivity, coverage and impact of OSH enforcement.</p> <p>UPDATE FEBRUARY 2021 Clarification of the goal of information exchange and utilization.</p>

	<p>of effective OSH enforcement and development of operations. The OSH Administration works together with employers' and employees' organisations. The official cooperation bodies are the Advisory Committee on Occupational Safety and Health as well as the regional tripartite Occupational Safety and Health Boards, the purpose of which is to support and develop OSH enforcement. The Advisory Committee on Occupational Safety and Health and the regional Occupational Safety and Health Boards discuss important development, planning and monitoring projects of occupational safety and health, general OSH policies and performance targets, and the allocation of resources for promoting occupational safety and health and other matters important for the development of working environments at regional level.</p> <p>UPDATE FEBRUARY 2021 Social partners have been identified in supervision (inspection) projects and the information obtained is used to target inspections.</p>	<p>with other authorities, including the Tax Administration and the police, as well as information exchanges within the framework of the authorities' right of access to information. In particular, smooth information exchanges with different authorities and other data controllers improve the efficiency of the OSH authority's operations. Developing information exchanges and shared registers will be an important form of cooperation in the forthcoming four-year period.</p> <p>UPDATE FEBRUARY 2021 Goals of the labour protection authority in 2021, especially in inspecting the use of foreign workers, are</p> <ul style="list-style-type: none"> - to promote the use of information in support of supervision and share experiences on the use of information rights and develop the targeting of controls in cooperation and - to describe cooperation between authorities and define effective working methods. <p>This this is accomplished by defining situations for the exchange of information and cooperation between authorities</p>		
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	<p>The aim is to intensify co-operation in providing information on minimum employment conditions.</p>	<p>and describing these operating models by collecting regional and good practices.</p> <p>During 2021 above mentioned results are processed and pilot projects are planned and expected to be implemented.</p>		
Norway	<p>We have several forums for cooperation with the social partners. We now see the need to evaluate and discuss with the social partners how our cooperation could be more effective and coordinated.</p> <p>We consider setting up a new forum for the social partners based on the establishing of ELA. This forum could cover more general questions, topics and discussions regarding UDW and international cooperation.</p> <p>UPDATE FEBRUARY 2021 The plan to evaluate and discuss new forums for cooperation has been put on hold and will probably not be done before we have a new director of department, ie; end of 2020. This has now been postponed due to the current Covid-19 situation but will be done as soon as our main focus shifts back to “normal”.</p>	<p>We consider setting up a national joint authorities’ forum handling our commitments with ELA.</p> <p>UPDATE FEBRUARY 2021 We have established a “ELA national coordination group” lead by the labour inspectorate and with members from five other agencies.</p>	<p>Because we already have a lot of cooperation with both social partners and other authorities already, we now see that we have some overlaps, and the work could be more coordinated.</p> <p>From 1st January 2020 we have reorganised our work with UDW and it’s a good point in time to evaluate the relevant forums where we cooperate with others.</p> <p>UPDATES FEBRUARY 2021 We have updated the “management model” for cooperation between agencies within the UDW-cooperation, clarifying tasks, organisation, human resources etc.</p>	<p>The seminars gave us good input and ideas we will take home to our internal discussions and evaluations.</p> <p>UPDATES FEBRUARY 2021 We have got very positive feedback from our social partners after participating in the projects seminars, feedback and experiences we will build on in our future cooperation. We see the possibilities for more cross-border cooperation together with our social partners.</p>

	<p>Anyway, the social partners are still active, and we have meetings, also by web during the pandemic.</p>			
Estonia	<p>In Estonia there is no long-term cooperation between social partners and Labour Inspectorate. In general, the Employers' Confederation and Estonian Trade Union Confederation meet with Labour Inspectorate once a year to analyse the general statistics and give advice on general questions, like sectors for targeted inspections.</p> <p>There is an agreement in road transport sector with a aim of information sharing and find common targets. There are also some steps that are taken together with the issue of minimum wage in that sector. Not only due to this activity but in general Association of Transport Companies together with Tax and Customs Board and Labour Inspectorate started a campaign in sector – on the grounds of Tax and Customs Board data, all transport companies that pay under the minimum wage or under the sectorial minimum wage will receive a letter from Labour</p>	<p>There is no plan to renew any agreements. Now we have increased data exchange, share all hints, share info of labour disputes that have entered into force, share info of occupational accidents with third country nationals. Activities vary by region and depend also on contacts.</p> <p>Also, we have planned more joint actions in the next few months, due to UDW campaign in spring 2020.</p> <p>Also starting 2019 the planning of an action plan to prevent and deter illegal employment of aliens has taken place. Now it has been signed by the government.</p> <p>According to the memorandum, it is planned to create a joint registration of foreign labour.</p> <p>UPDATE FEBRUARY 2021 Due to COVID-19 pandemic there has been slow development since in different times authorities have different restrictions about</p>	<p>Parties have little experience involving each other to activities and have not learned the benefits of cooperation</p> <p>Lack of trade unions in key sectors</p> <p>Limited resources of authorities in planning and carrying out activities</p> <p>UPDATE FEBRUARY 2021 The challenges have not changed much. Authorities still lack in resource and funding and the situation with trade unions is also the same. In addition, there has been the big challenge of COVID-19 restrictions and all due to that.</p>	<p>In specific regions increasing the interest in cooperation and enhancing the exchange of information (East region Police and Labour Inspectorate)</p> <p>Also first time we have agreed to meet and find common measures with Estonian Association of Construction Entrepreneurs.</p> <p>UPDATE FEBRUARY 2021 More effect in development is seen in cooperation between authorities. But in that field, there is the obstacle of COVID-19. We hope after the pandemic has cooled down, we do have better outcomes.</p>

<p>Inspectorate with a warning, that the wages of their employees is not in accordance with Estonian regulations. The companies are given a chance to change their tax behaviour, the data is analysed and the companies that do not react will receive a visit from Labour Inspectorate.</p> <p>In Estonia there is no construction trade union, we do have Estonian Association of Construction Entrepreneurs (was represented also in Copenhagen seminar). After the seminar we have agreed now to meet and find common grounds to develop our cooperation. There is no agreement signed and it is not foreseen in near future. At the moment the aim of the meeting is to find mutually beneficial topics, how to cooperate to relieve the situation in construction sector with unfair competition due to third country nationals posting/hiring and increasing number of accidents. LI is planning to offer different consultation services to the companies and also involve representatives in the monitoring process (monitoring the construction sites of the members</p>	<p>activities. We have intense our joint actions. Also, in the end of 2020 the deputies of directors from 3 authorities (Tax and Customs, Police and LI) met to discuss more effective measures to aim our activities and it was agreed to select common targets and solve them together. The first period to see the outcomes is in April 2021, when we see the analyse and outcome of top 20 companies that were listed together to fight against illegal labour/ undeclared labour and working conditions irregularities. The risk analyse was mainly based on Police 3-rd country nationals compared to Tax and Customs data about wages declaration.</p> <p>Also, another project that has been started and is waiting for funding is the single gateway to all foreign labour (Police, Tax and Labour Inspectorate). All not Estonian labour force could do all their registration and fulfil the obligations in front of 3 authorities in one window, which divides the data to right authority through x-road but takes away the administrative burden from companies to do it in 3 different homepages. We will follow in</p>		
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	<p>of the Association). More info about the outcomes of the planned meetings can follow in March questioner.</p> <p>UPDATE FEBRUARY 2021 Due to COVID-19 pandemic there has been no development. All aims in inspections are put to deal with hints and inspections due to COVID-19 measures. We do foresee that the aim we took to negotiate with Estonian Association of Construction Entrepreneurs was the right way and we plan to continue with planned thoughts, to involve them in inspection activities. Also, we continue to cooperate in road transport sector. Now there is also a bill in about construction site card system (Finnish model). We will see if it passes and if we will have an obligation to register all workers in construction site which also gives us the data of work and rest time and about posted workers.</p>	<p>those cases all data protection rules that all necessary data is visible to extent of rights of each authority.</p>		
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