

Work and regulations in Norway

THE WORKING ENVIRONMENT ACT AND ITS FUNCTION **IRL**

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Program

- ▶ The Norwegian backbone
- ▶ The Law and the Regulations
- ▶ The Roles
- ▶ The Practical work
- ▶ The Situation **IRL**
- ▶ The Challenges

The Norwegian Backbone

1850+/-: 30 % of countryside population left for America

The voting right was for the few during this time

Lots of peaceful quarrel created early regulations and systems in the worklife

The ruling political Party (Ap) and the ruling Trade Union (LO) support each other

Norway has a de-centralized democracy



The Factory Supervision Act (1892)

1. Working hours and break requirements
2. Age Regulations
3. Women – 6 weeks leave after childbirth
4. Chemical occupational health and safety

§ 29: «It is incumbent on employers to watch over the observance of decency and **good manners in the workplaces, especially where workers of both sexes are employed**»

The Law, some regulations, and statistics

- ▶ [Working Environment Act \(arbeidstilsynet.no\)](http://arbeidstilsynet.no)
- ▶ [The Workplace Regulations \(arbeidstilsynet.no\)](http://arbeidstilsynet.no)
- ▶ [Regulations concerning Organisation, Management and Employee Participation \(arbeidstilsynet.no\)](http://arbeidstilsynet.no)
- ▶ [Internal Control Regulations \(arbeidstilsynet.no\)](http://arbeidstilsynet.no)
- ▶ [English - STAMI NOA](#)

The Law

1. The HSE-Agenda
2. The HSE-Responsibility
- 2A. Whistleblowing
3. The HSE-Method
4. The HSE-Demands
5. The HSE-Reports
6. The Safety Security Representative
7. The function of the Working Environment Committee
8. Negotiations
9. Surveillance
10. Working hours
11. – 20 more details

The HSE-Agenda Chapter 1

§ 1.1.a)

...to secure a working environment that provides a basis for a **healthy and meaningful working situation**, affords full safety from **harmful physical and mental influences** and always has a standard of welfare **consistent with the level of technological and social development of society...**

Employers right to govern – Chapter 2



Right to govern

Tariff with the union

Co-determination

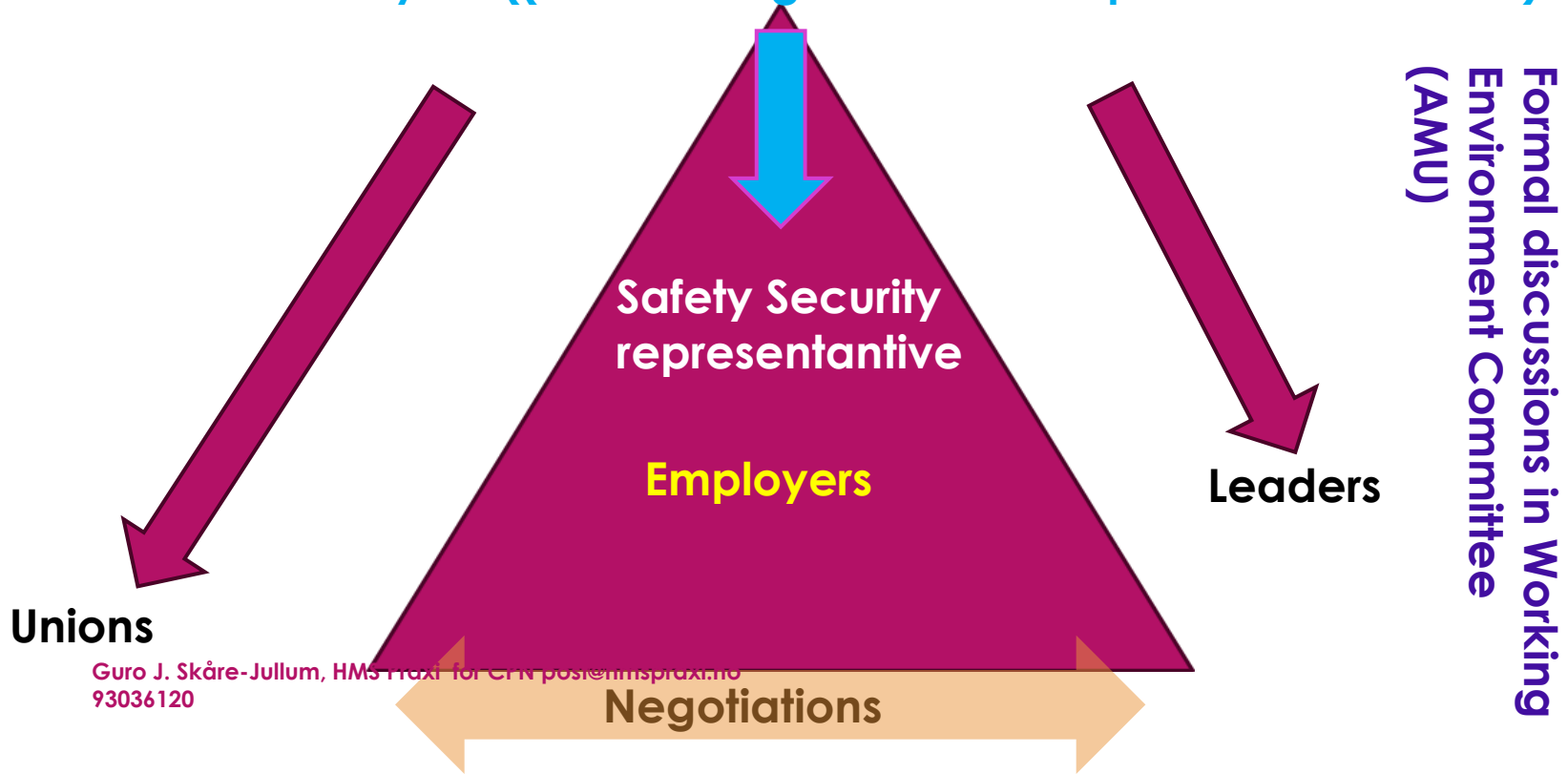
Work agreements

Laws and regulations

The roles

Government/law-makers

Arbeidstilsynet ((The Norwegian Labour Inspection Authorities)



Formal discussions in Working Environment Committee (AMU)

Leaders

Safety Security representative

Employers

Unions

Negotiations

Filial piety? Norwegian culture says:

- ▶ Flat organizational culture – close relationships in line
- ▶ Consensus-based leadership
- ▶ Mutual trust between the roles (but not always)
- ▶ Working for the common good, instead of private benefits
- ▶ Positive participation, rather than **necessary criticism?**
- ▶ **Safety Security Representative is there to watch the system to support the employees**

- ▶ We do have an hierarchy, but it is hidden

The HSE-Demands in Chapter 4:

- ▶ §4.1 The working environment in the undertaking shall be fully satisfactory...
- ▶ §4.2 The employees and their elected representatives shall be kept continuously informed of systems used in planning and performing the work.
- ▶ §4.3 The work shall be arranged to preserve the employees' integrity and dignity.
- ▶ §4.4 Physical working environment factors such as... (everything)...shall be fully satisfactory
- ▶ §4.5 When handling chemicals or biological substances, the employees shall be... protected against ... (all discomforts)...
- ▶ §4.6 If an employee suffers reduced capacity for work as a result of an accident, sickness, fatigue or the like, the employer shall ... implement the necessary measures to enable the employee to retain or be given suitable work.

The Circle of HSE-Action Chapter 3 and Internal Control of HSE

► The Administration:

1. Concrete agenda
2. Risk-evaluations
3. Decisions of routines
4. Doing it
5. Evaluating it – and adjusting agenda/method if necessary

The legal demands of documentation

1. ensure that the laws and regulations in the health, safety and environmental legislation which apply to the enterprise are accessible, and have an overview of the requirements that are of particular importance to the enterprise,	–
2. ensure that the employees have sufficient knowledge of and proficiency in the systematic health, safety and environmental work, including information regarding changes,	–
3. ensure employee participation so as to utilise combined knowledge and experience,	–
4. establish goals for health, safety and the environment	Must be documented in writing
5. have an overview of the enterprise's organisation, including how responsibilities, tasks and authority for health, safety and environmental work are allocated,	Must be documented in writing
6. identify hazards and problems and, on this basis, assess risk , and prepare appurtenant plans and measures to reduce these risk factors ,	Must be documented in writing
7. implement routines to detect, rectify and prevent violations of requirements laid down in or pursuant to health, safety and environmental legislation,	Must be documented in writing
8. conduct systematic monitoring and review of internal control to ensure that it functions as intended,	Must be documented in writing

Circle of HSE-Action – the proper way



The three HSE-questions

- ▶ What wrong can happen?
- ▶ What can we do to avoid it to happen?
- ▶ What do we do if it happens, to avoid danger?

What is harrasment?

- ▶ Unwanted behaviour physical or verbal (or even *suggested*), that makes a reasonable person feel uncomfortable, humiliated, or mentally distressed.
- ▶ Tell the person, the Safety Security representative or the persons leader
- ▶ Remember where the problem lies, for your own healing
- ▶ Check out § 4.3 (3) comments

Risk-evaluation and HSE-procedure

- ▶ Goal: **No harrasments here** (WEA §4.3 (3))
- ▶ Risk evaluation:
 - ▶ How often do we experience it? Every week
 - ▶ How dangerous is it? Very, you can be sick
- ▶ How do we fight it? **Making rules of behaviour**
 - ▶ **All employees must participate**
 - ▶ If rules are broken, and harassment occur....

Risk Evaluation and HSE-procedure

- ▶ Goal: **Good working temperature** (WEA §4.4 (19-26 degrees in TWR))
- ▶ Risk evaluation:
 - ▶ How often do we experience wrong temperature? Summer and winter
 - ▶ How dangerous is it? If it last, you can be sick
- ▶ How do we fight it? Make sure the temperature is between 19-26 degrees, by....
- ▶ If not, use remedial measures
 - ▶ **All employees must participate**
 - ▶ If rules are broken, and it gets very cold....

WHY?

- ▶ Making people owning responsibility
- ▶ Giving knowledge to the leader
- ▶ Giving knowledge to the employee
- ▶ Creating the same sense of reality-understanding
- ▶ Making sure challenges are smartly solved
- ▶ Making the most productive working environment
- ▶ **Minimizing unnecessary sick-leave**

The reality

- ▶ The government demands more focus on the working Environment committee
- ▶ The government demands more focus on the psychosocial working environment
- ▶ Many companies neglect this system, even if it is demanded by law
- ▶ Norway has the highest sick-leave in the world, 30% is work-related.
- ▶ 5,6%, 69,6 billion

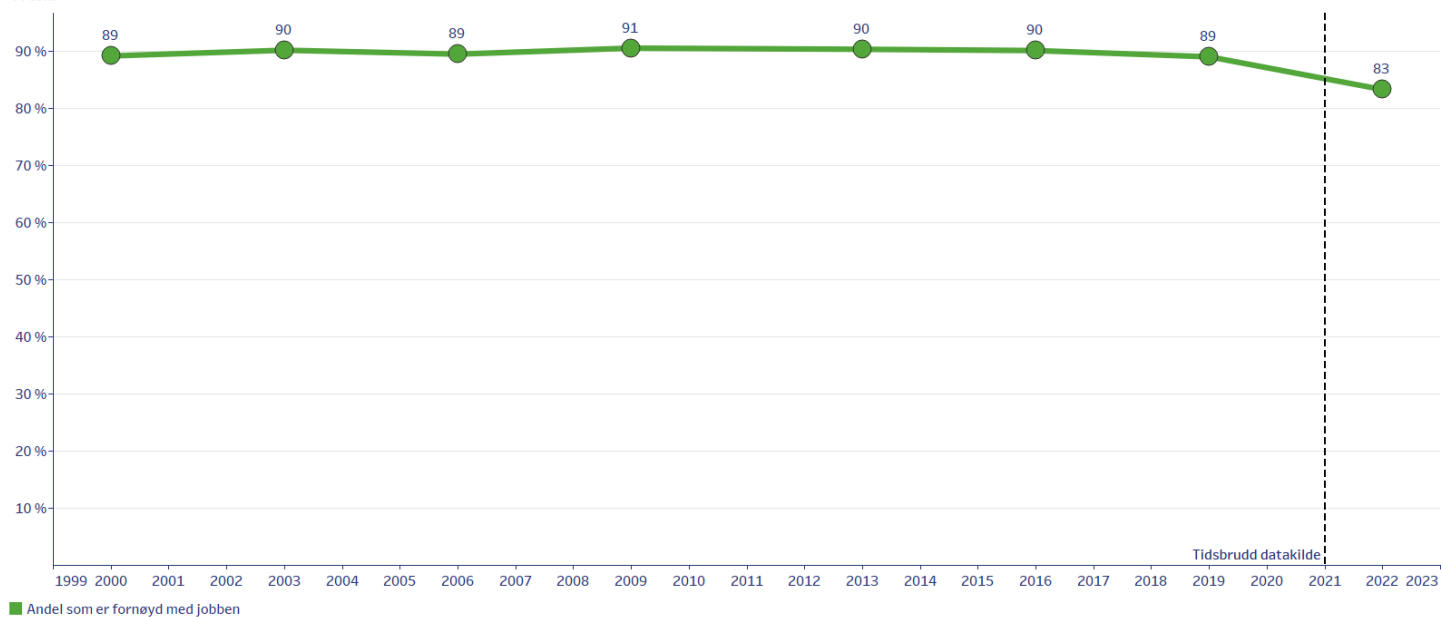
Satisfaction with the work

83% er fornøyd med jobben sin

Det tilsvarer om lag 2 200 000 personer

Figur viser andelen av de sysselsatte som oppgir at de er ganske eller svært fornøyd med jobben sin.

Trend



Kilde: STAMI/NOA (SSB/LKU-A)

Conflicts at work 16 %

VELG:

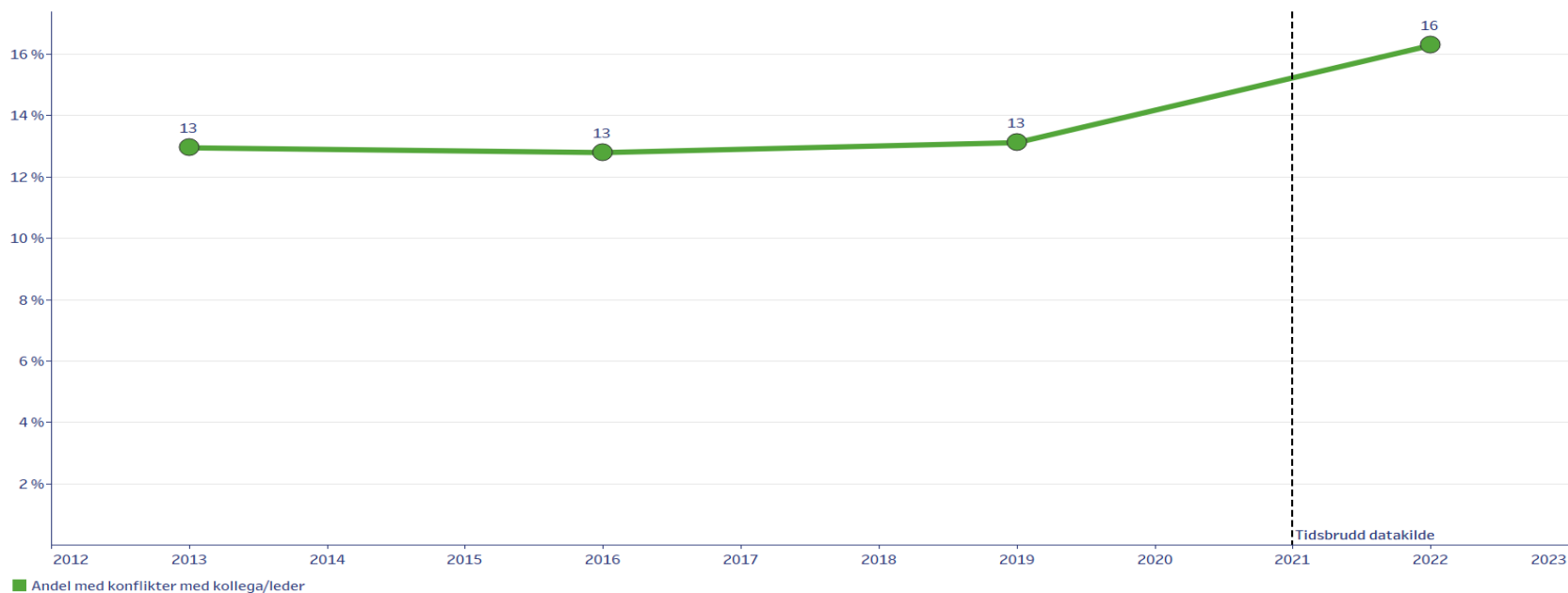
- Konflikter med leder eller kollega
- Konflikter med kunder

16% opplever konflikter med leder eller kollegaer

Det tilsvarer om lag 400 000 personer

Figur viser andelen av de ansatte som oppgir at de ofte eller av og til er involvert i ubehagelige konflikter med overordnede eller kollegaer på arbeidsplassen.

Trend



Tidsbrudd datakilde

Kilde: STAMI/NOA (SSB/LKU-A)

Sick-leave – work-related

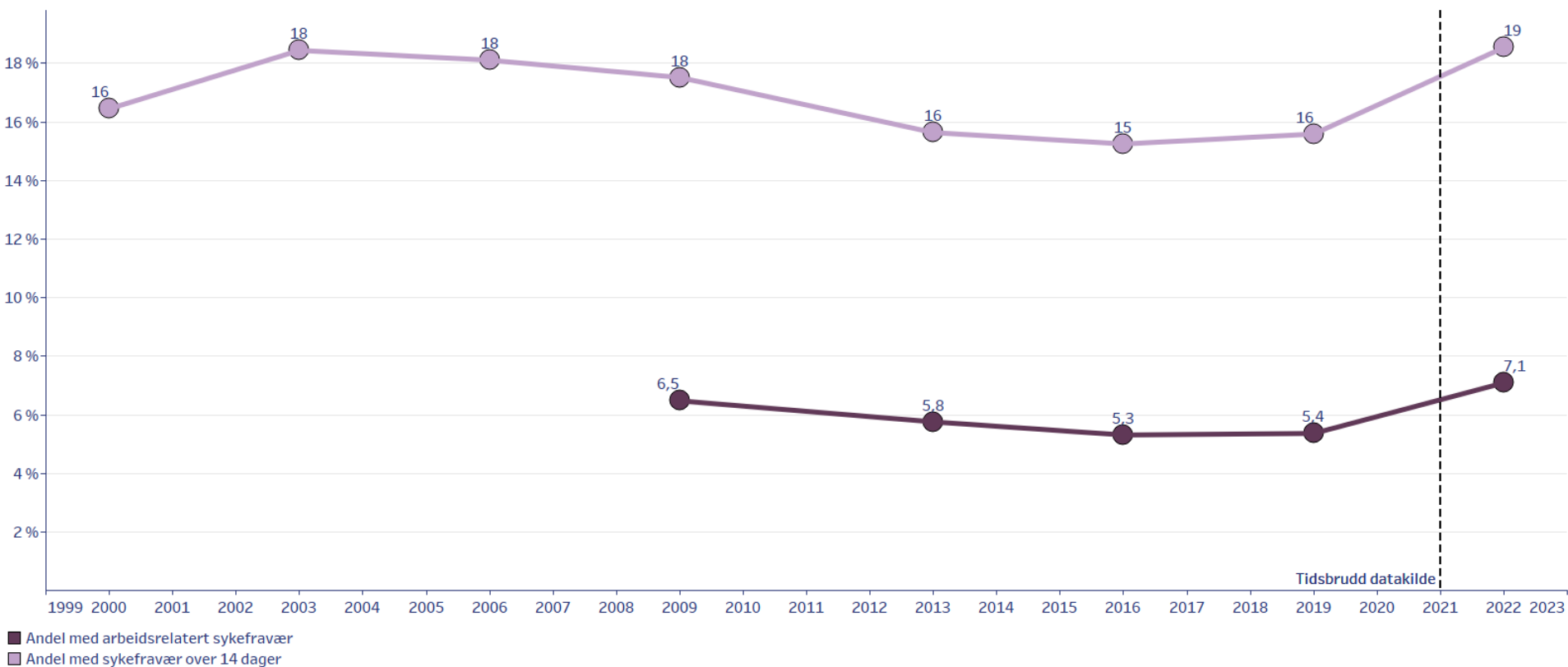
7,1% har arbeidsrelatert sykefravær over 14 dager

Totalt har 19 % sykefravær over 14 dager

Dvs. at mer enn **1 av 3** med sykefravær oppgir at fraværet er arbeidsrelatert

Figur viser andelen av de sysselsatte som oppgir at de har hatt sammenhengende sykefravær over 14 dager det siste året, og at dette helt eller delvis skyldes helseproblemer forårsaket av nåværende jobb (arbeidsrelatert fravær).

Trend



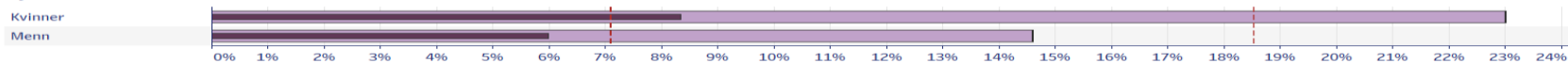
Gender/age/education

7,1 % har arbeidsrelatert sykefravær over 14 dager

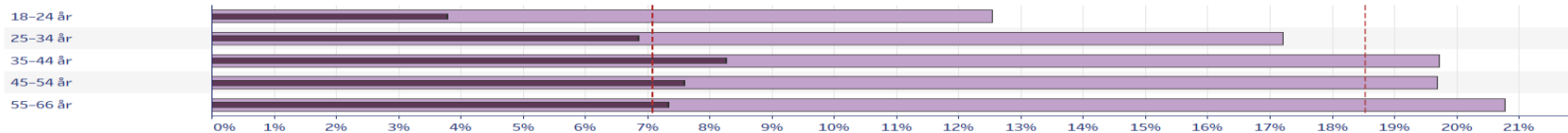
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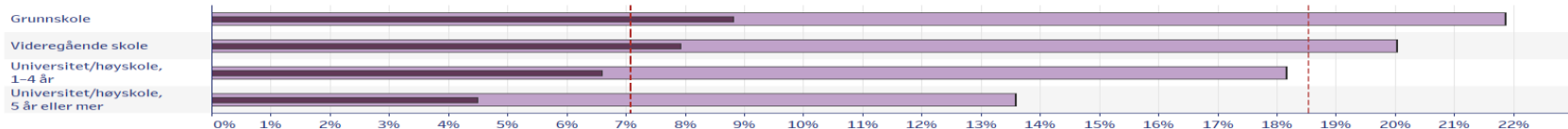
Kjønn



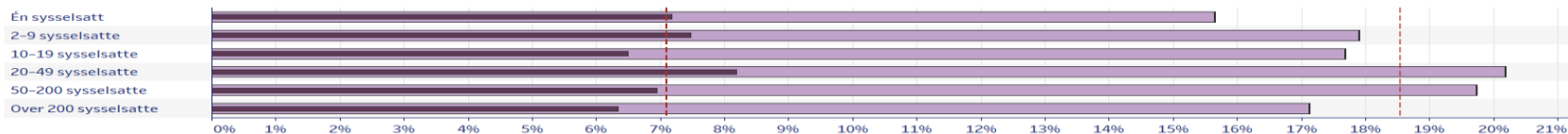
Alder



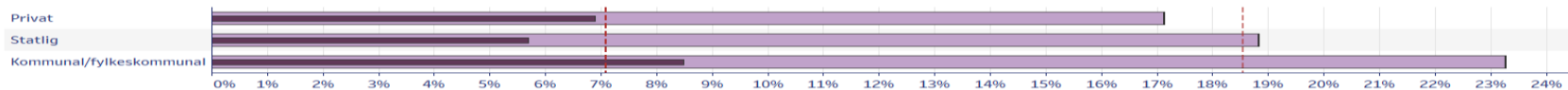
Utdanning



Virksomhetsstørrelse



Sektor



■ Andel med sykefravær over 14 dager
■ Andel med arbeidsrelatert sykefravær

The HSE-potentials

- ▶ What are your experiences?
- ▶ What could be better where you work?
- ▶ What is not to understand where you work?
- ▶ What is the best at your work?

Whistleblowing – Chapter 2A

An employee has the right to report issues of concern in the employer's undertaking.

- a danger to life or health, climate and the environment

- corruption or other **economic crime**, and the **abuse** of authority

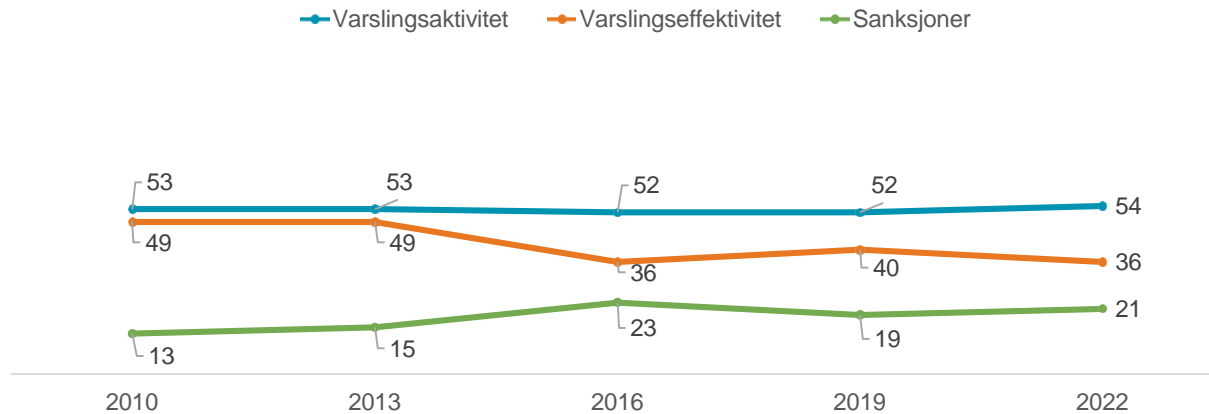
- an unsatisfactory working environment, and breach of personal data security

An employee may report issues of concern **externally to the media** or the public at large if:

good faith, concerns issues of public interest, **reason to believe that internal whistleblowing would not be appropriate.**

Trend wistleblowing 2010- 2022

(Sissel Trygstad, FAFO 2022)



The solution

- ▶ Working environmental sick-leave is the major challenge
- ▶ We have to be more systematic in the HSE-work
- ▶ We have to acknowledge the value of systems
- ▶ We have to make our colleagues and leaders behave and make them able to receive constructive criticism
- ▶ **We have to learn from others**
- ▶ **A good Safety Security Representative makes this easier**

Your contribution: Core Quadrant theory



Core quality:

Focused

Empathic

Positivt motsatt

Too
much
→
of it

Pitfall:

Too quick – too strict

Lack of boundaries

Positivt motsatt

Allergy:

Only asking others

**Having boundaries for
evcerybody**

Too
much
←
of it

Challenge:

Pause and ask others -
open

Make boundaries

Be polite and constructive in the criticism – and support the qualities

Advices

- ▶ Learn the HSE-structure at your working place
 - ▶ Who is Safety Security Officer these two years?
 - ▶ What system do we have in the circle of action here?
 - ▶ How do we report deviations?
- ▶ Make sure your education counts correct
- ▶ Ask questions – do not tell....
- ▶ Show support, but be careful
- ▶ If something is really wrong, do a risk-evaluation
- ▶ Thank you for your wonderful effort!

Best of luck to you all!
Thank you!
Contact me, if questions

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