



Working environment department

The main duties of the Department are:

- The Working Environment Act – changes and updating of the legislation
- Follow up of decisions of the LO's Congress (every 4th year) in the working environment area
- Prepare upcoming issues in the working environment area for the next LO Congress



Working environment department

- Follow up and complete tasks given by LO's elected confederation representatives
- Support to LO's unions in working environment matters
- Coordinate LO unions' and LO's views when writing consultative statements



Working environment department

The main work areas for the Department are:

- Regulatory work, mainly connected to the Working Environment Act
- Working Environment Committees and Safety Delegates
- Occupational Health Services
- Work Organization



Working environment department

Psychosocial issues as:

- Bullying, harassment and violence at work
- Protection of privacy at work

Physical and chemical health and safety issues

Inclusive work life

Research - projects



Important organizations and authorities

- The Norwegian Labour Inspection Authority
- The Petroleum Safety Authority Norway
- The Norwegian Pollution Control Authority
- Ministry of Labour and Social Inclusion
- Ministry of the Environment



Important organizations and authorities

- Ministry of Health and Care Services
- Confederation of Norwegian Enterprise (NHO)
- The Federation of Norwegian commercial and service enterprises (HSH)
- Other employers and employees organizations



Tripartite cooperation

- Social Dialog in Europe/EU
- Framework Agreements – stress - harassment and violence
- Implementation in Norway
- Different campaigns and projects
- The OSH-committee in EU



Basic Act

- From 1956 The Worker Protection Act
- To 1977 The Working Environment Act. Which was amended in 2005



Safety representatives(reps)

Based on The Working Environment Act:

- Safety reps shall be elected among the workers at the workplace for two years
- Can also be elected by the union who represents the majority of workers



Safety Reps

- Safety reps became mandatory for all enterprises with more than 10 employees
- Enterprises with more than one safety representative shall have a senior safety representative who is responsible for coordinating the activities of the safety reps
- Their duty is to safeguard the interest of the employees in matters relating to work environment and represent workers on issues related to health, safety and welfare



Safety Reps

- Shall receive necessary training in occupational health and safety
- Shall be consulted during planning and implementation of measures for work environment and occupational health and safety issues.



Safety Reps

- Have the right to halt (stop) dangerous work
- Work may be halted until the Labour Inspection Authority has decided whether work may continue.
- The safety representative is not liable for any loss suffered by the reps decisions.



Survey on OSH-issues in 2007

- 30 years after the institution was established, the safety representatives are well integrated part of Norwegian work life.
- The safety reps and management are equally active as driving forces in OSH- issues.



Survey on OSH-issues in 2007

- Show that the relationship between management and safety representatives is in general is high degree of cooperation.
- Show that the safety representatives sometimes had to take a stand and use their right to protect the workers.
- The relationship between management and safety representatives is one of both “boxing and dancing”, not either or.



Survey on OSH-issues in 2007

- The safety reps is dominant in safety and health issues connected to the physical/chemical work environment.
- This is not the case when it comes to psychosocial/organisational work environment issues.



Survey on OSH-issues in 2007

- “Stop in the name of safety”
- A majority of the safety representatives claimed that they had been supported by the enterprises when halting work



Working environment committees

Based on The Working Environment Act:

- Enterprises with at least 50 employees shall have a working environment committee
- Labour Inspection Authority can decide that enterprises less than 50 employees must also have working environment committees
- Employer, employees, safety rep and other OSH personnel are represented



Working environment committees

- When the committees is established, this shall be reported to the local Labour Inspectorate.
- The employer and the employees shall have equal number of representatives on the committee.
- Both parties shall alternately elected as chairman of the committee. The Chairman can use casting vote.



Working environment committees

- Shall make an effort to establish a fully satisfactory working environment in the workplace
- Participate in the planning of safety and environmental issues
- Shall follow up closely all questions relating to the safety, health and welfare of the employees.



Working environment committees

- If the working environment committee considers it necessary in order to protect the life or health of employees, it may decide that the employer shall implement specific measures to improve the working environment.
- If the employer finds that he is unable to implement the committee's decision, the matter shall be submitted without undue delay to the Labour Inspection Authority for decision



Risk Assessment

- Prevention
- Plan for action
- Follow-up



Health and safety training

- Act
- Agreement