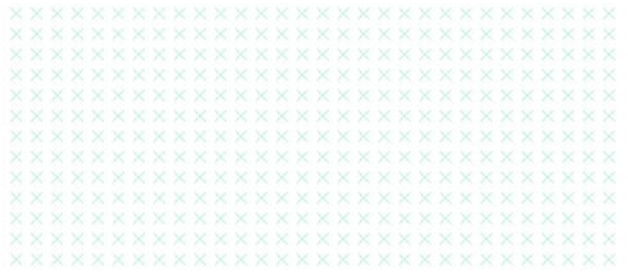


The Norwegian Labour Inspection Authority's project – better competence and coordination between public agencies on whistleblowing

Peer Review 14-15 February 2019



Research findings

- The right to notify public agencies is not well known to employers and employees
- Only two per cent of employees notify public agencies
- Public agencies are little aware of their role as whistleblowing recipients
- Public agencies' information to whistleblowers can be made simpler and more accessible

Assignment from the Ministry of Labour and Social Affairs

- On the basis of decision by the Storting the Ministry of Labour and Social Affairs requested the Norwegian Labour Inspection Authority to manage a project between relevant public agencies for better coordination on whistleblowing

Invitation to cooperation with 13 other public agencies

- Norwegian Data Inspectorate
- Financial Supervisory Authority of Norway
- County Governors represented by the County Governor of Rogaland
- Norwegian Competition Authority
- Equality and Anti-discrimination Ombudsman
- Civil Aviation Authority
- Directorate of Taxes
- Norwegian Board of Health
- Norwegian Railway Inspectorate
- National Authority for Investigation and Prosecution of Economic and Environmental Crime
- Norwegian Food Safety Authority
- Norwegian Environment Agency
- Petroleum Safety Authority

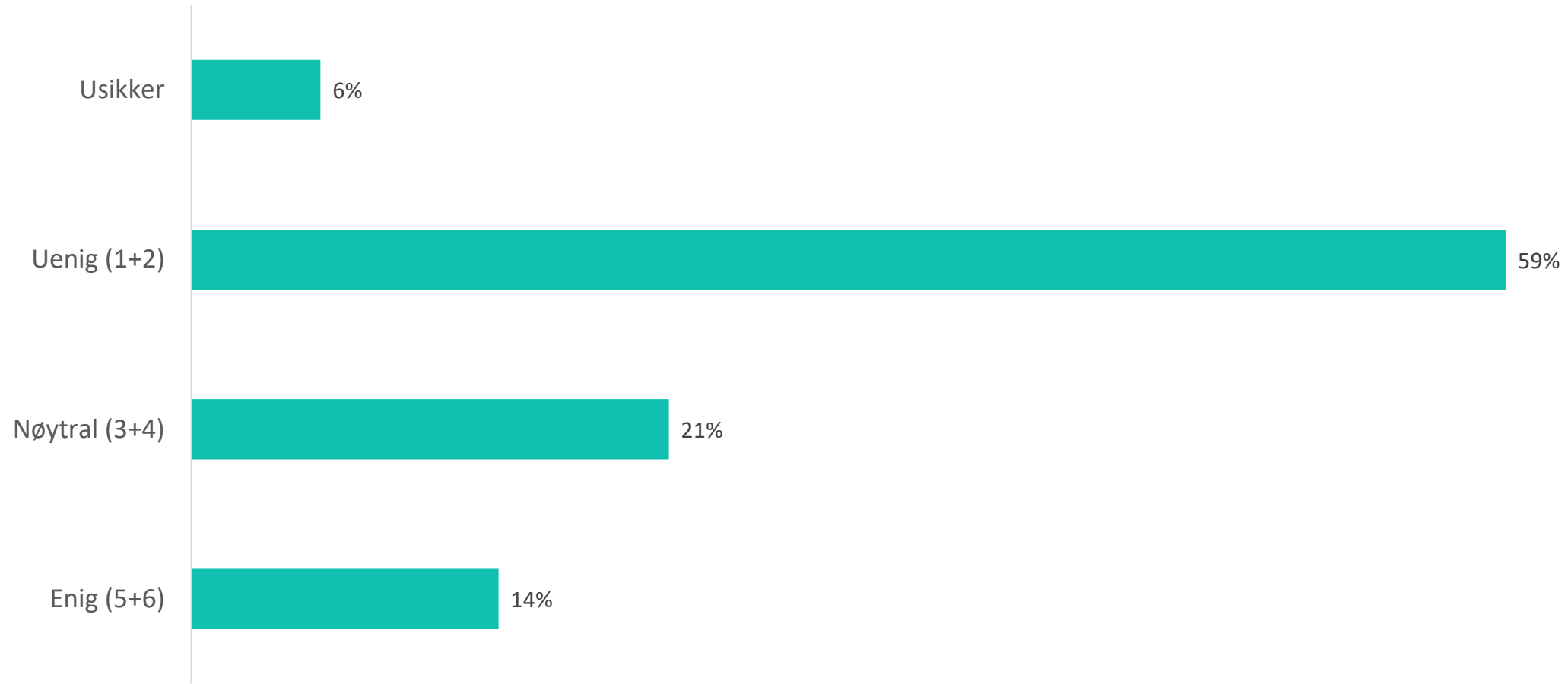
Main findings from the cooperation between public agencies

- Considerable uncertainty concerning what notification of censurable conditions involves
- The agencies have very little awareness of what being a whistleblowing recipient involves
- Very few public agencies have procedures for receipt and processing of external whistleblowing reports

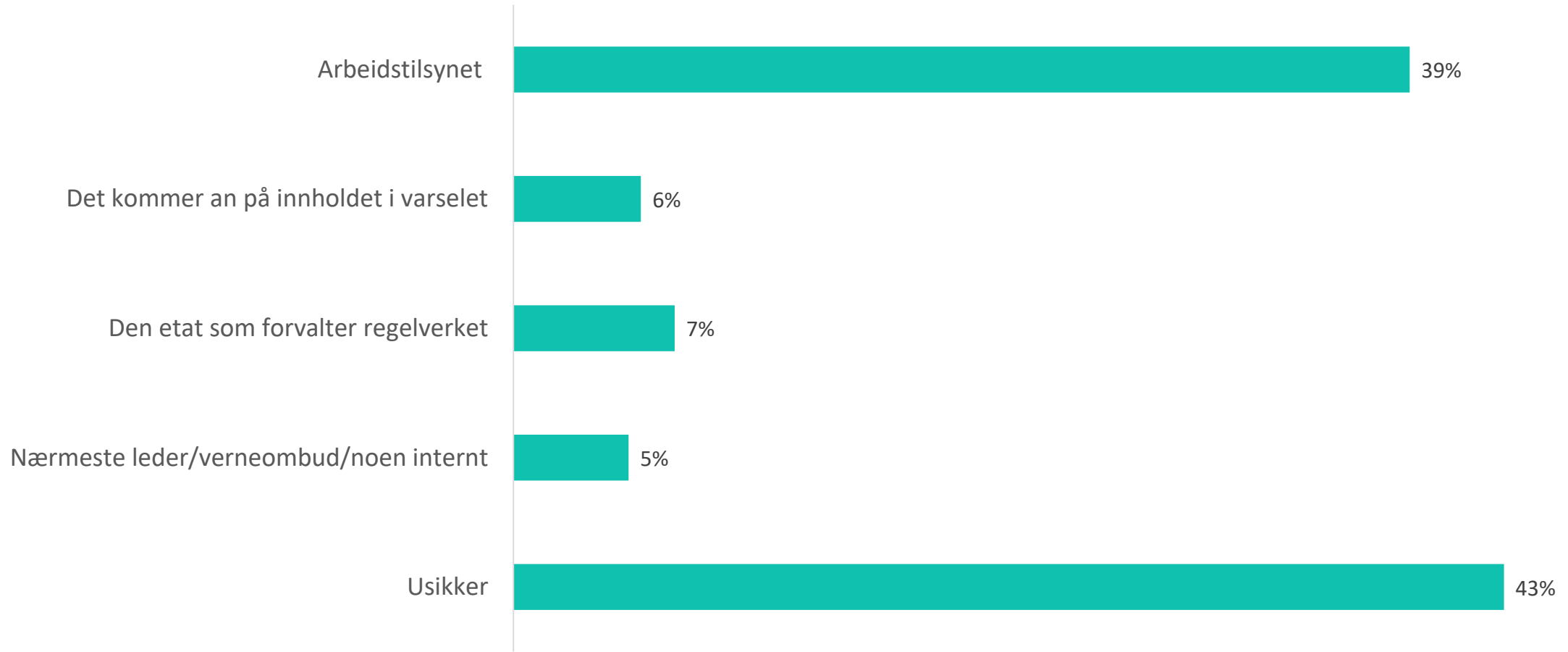
I feel sure of what to do if I receive a notification of censurable conditions



I have received training in external whistleblowing to my agency



If a whistleblower needs guidance, which agency/ies would you refer the whistleblower to?



Joint plan of action for better competence and coordination between public agencies on whistleblowing

Training measures

1. E-learning courses on whistleblowing to public agencies (general users)
2. One-day course on whistleblowing to public agencies (super users)



3. Guidelines for receipt and processing of external whistleblowing reports to public agencies

4. Guide: Guidance to whistleblowers



Example: Work-related crime and whistleblowing to public agencies



Fictitious pay and contract system

- The cooks worked 10-12 hours a day, 6-7 days a week for one and a half years .
- The employer accompanied the cooks to the bank, where they opened bank accounts and were issued with bank tokens. The employer operated the accounts and took charge of the security tokens.
- Two sets of pay and contract systems were employed
 - a fictitious system for the Norwegian authorities including the Directorate of Immigration (37.5 hours a week, minimum wage, etc.)
 - one real system, where employees were paid approximately
 - NOK 5000 wages (paid in India)
 - between NOK 800 and NOK 1200 per month paid in cash
- Pay slips were produced that satisfied the requirements of the Norwegian authorities. Wages were paid into the employees' accounts. On the same day, the employer transferred the money back from the employees' accounts to his own private account.







cm

Ceiling height in working area 1.60







Sprinkler system









How can better whistleblower protection contribute to revealing work-related crime and other breaches of the law and wrongdoings at the workplace?

- The right to notify public agencies must be known
- It must be simple to notify the agencies
- Public agencies must be familiar with the legislation concerning whistleblowing
- Public agencies must receive and process the whistleblowing report
- Public agencies must provide guidance to whistleblowers
- Public agencies must cooperate

It is our belief that professional agencies wish to increase the likelihood of whistleblowing and protection of whistleblowers