

European Crime Prevention Network

Good practice template

The European Crime Prevention Network (EUCPN) serves as a conduit for good practices in crime prevention. These good practices rely on current evidence and other quality criteria that assist the target groups in selecting effective preventive action to address their own crime problem in their own context. It simultaneously facilitates efforts at knowledge synthesis across projects.

This template serves as a formal framework for extracting information on the nature of potential good practices. All questions are to be completed in English.

With this completed template, the applicant aims to

Share good practice for inclusion on the EUCPN's channels (Knowledge centre, newsletter, publications, etc.)

Participate at the European Crime Prevention Award (ECPA)¹

The applicant gives permission to publish this information and her/his contact details on the EUCPN's website.

General information

1. What is the name of the intervention?

Fair competition in the Swedish construction industry

2. Country of application

Sweden

3. Who is responsible for completing this template?

Organisation responsible for this application: Byggföretagen Sverige (the Swedish Construction Federation)

Contact person: Johan Flodin

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If different, please provide contact details to ask for additional information:

4. Timing

Start date of the intervention: 1/01/2018

Is the intervention still running: Yes No

If not, please provide the end date of the intervention: Click or tap to enter a date.

5. Where can we find more information about the intervention? Please provide links to the intervention's website or online reports or publications (preferably in English).

<https://byggforetagen.se/vara-fragor/sund-konkurrens/>

6. Please give a **short summary** of the intervention (**Max. 600 words**).

Byggföretagen is Sweden's premier trade and industry federation in the construction industry. We organize 4000 membership companies employing 115 000 employees. We are the main negotiator with the trade unions regarding the collective agreement. We are therefore a central part of upholding the Swedish model on the Swedish labor market. Byggföretagen has 160 employees at 26 regional offices across Sweden.

In the project *Sund konkurrens* (Fair competition) Byggföretagen are working with a wide range of measures and decisions that contributes to the effort of making it harder exploiting workers and thereby gaining unfair competitive advantages through it in the construction industry. Over the years our work has contributed to both national legislations, industry wide policy changes and hands-on services. All with the aim to reduce the number of workers that gets exploited in the construction industry.

We are the founders and largest owner of the industry-owned personal identification system ID06. The ID06 system is widely applied in the Swedish construction industry and is gaining traction in other industries as well. We are continuously developing the ID06 system and adding new functions, such as automated digital monitoring of sub-contractors. The ID06-system is managed in a not-for-profit inc. company owned jointly between trade federations in different industries. The ID06 is a key solution in our efforts to reduce exploitation of workers as it makes it harder to fabricate identities and hide those who aren't supposed to be working in Sweden. By making it harder we are helping those who are getting exploited.

Amongst our multitude of hands-on activities, there are a few that stand out as especially important in the Swedish constructions industries efforts to combat exploitation of construction workers, and other workplace related crimes. They are as listed below:

Workplace Inspections (Arbetsplatskontroller): The effort involving 234 workplace inspections has a proactive crime deterrent effect. It has also identified errors and deficiencies that have been addressed, including workers lacking work permits in Sweden. Furthermore, it has led to an increased number of workplace inspections by other stakeholders. Collaboratively, the industry is using these experiences to develop a Swedish standard for workplace inspections.

Fair Builders (Schyssta byggare) This initiative has a preventive effect by informing and guiding consumers and inexperienced buyers towards controlled and reputable construction companies. The measure reduces the opportunities for criminal enterprises to gain market share and misuse workers to earn revenues.

Education in Fair Competition (Sund konkurrens-utbildning) has a preventive effect primarily because it imparts knowledge about what workplace crime and exploitation entails and how it can be prevented. For example, the education goes in an easy-to-understand manner through what documents are needed to be able to work in Sweden, and how to detect fraudulent ones. This makes it harder for those seeking to exploit workers. This training is designed for both developers and construction companies. Additionally, it has the advantage of creating a common language and a shared understanding of what constitutes unhealthy competition at a construction site. This common understanding facilitates further initiatives within the field, enabling coordinated efforts to combat workplace crime effectively.

Description of the crime problem(s) the activity wishes to address

7. What problem does the intervention wish to address? Please elaborate on its nature, scale, context, involved actors (offenders, victims, other involved parties), causes, risk and protective factors, etc. **(Max. 200 words)**

The work within our *Fair competition* focus area is primarily centered around combating workplace crime. There are significant issues with labor exploitation in the construction industry in Sweden. This causes suffering for individuals and fuels criminal activity. Additionally, it creates unfair competition and undermines legitimate businesses. And as a result, the government loses substantial tax revenues.

For this reason, Byggföretagen invest significant resources in combating workplace crime. Together with companies in the construction sector, government authorities, and trade unions, we are working towards a construction industry free from workplace crime and exploitation of workers.

The most common patterns we observe involve foreign workers (both EU citizens and third-country nationals) being exploited through lower wages, longer working hours, and fewer benefits than Swedish workers covered by Swedish collective agreements. This primarily occurs within foreign companies or Swedish subsidiaries of foreign-owned companies. The severity of these situations varies, from someone receiving wages a bit below the collectively agreed upon level to various forms of modern-day slavery.

A particular challenge in the construction industry is dealing with subcontractor chains. Main contractors often lose control over which companies and workers are present at their worksites as subcontractor chains grow. Simultaneously, a modern construction industry demands a high degree of specialization that is challenging to achieve without specialized subcontractor firms.

We have also funded a research anthology that studies labor exploitation.

8. Was the problem and its context analysed before the intervention was initiated and in what way (How, and by whom? Which data were used?)? If so, in what way did this analysis inform the set-up and implementation of the intervention? **(Max. 150 words)**

The situation concerning workplace crime has been consistently assessed and monitored by both the industry and government authorities. In 2018, Byggföretagen brought together the construction industry to develop a strategy for fair competition and fair construction practices. This was done in collaboration with stakeholders within and around the construction and civil engineering sector. This strategy outlines the industry's focal

points in addressing fair competition and workplace crime.

Bygghuset participates in a joint cooperation with government agencies and the labor union Byggnads, addressing workplace crime. The government agencies include the Police, the Tax Agency, the Economic Crime Authority, and the Work Environment Authority. The exchange of experiences and collaboration in this context is highly valuable for advancing our efforts against exploitation of workers and workplace crime in general within the construction sector.

Bygghuset initiated and funded the Construction Market Commission, which was tasked with analysing and describing the area of fair competition in the construction industry.

9. What is/are the objective(s) of the intervention? Please, if applicable, distinguish between main and sub-objectives.¹ (**Max. 150 words**)

To succeed with the main goal of reducing the prevalence of workplace crime in the Swedish construction industry, the following sub-goals need to be achieved:

- Develop tools and methods for both government authorities and industry companies to combat workplace crime and labor exploitation effectively.
- Continuously monitor and map the situation. This is essential both to obtain the most accurate possible picture of the current state of affairs and to detect new criminal methods and approaches.
- Exchange experiences and disseminate knowledge about crimes against the labor force within the construction industry.

Description of the way in which the intervention addresses the identified problem(s) and why it is expected to be effective

10. What is the target of the intervention? Please motivate your answer (**Max. 150 words**)

¹ **Main objectives** define what changes you desire with respect to the previously defined problem and/or within the target group. In other words, if you achieve these strategic goals, then the project achieves its purpose of preventing and/or reducing crime or fear of crime.

Sub-objectives are more short-term and establish the objectives of specific actions. Achieving these goals is necessary to achieve the main objectives.

☒ Universal prevention: the intervention targets potential offenders and victims in the general population, or general places or systems.

☒ Selective prevention: the intervention targets groups whose members have a higher risk of committing deviant behaviour or being victimised, or specific places or systems that are at an increased risk of becoming the scene of a crime.

☒ Indicated prevention: the intervention targets individuals who are already exhibiting problem behaviour, with the aim of preventing re-offending, or those systems or places that are the scene of crime.

Motivation:

We provide efforts across all areas, encompassing both preventive, informative, and educational initiatives, as well as proactive and reactive audits of member companies.

Examples of preventive and informative work include the "Schyssta Byggare" service: <https://schysstabyggare.se/>

Bygghöretagen has also developed guidelines for public and private clients, housing cooperatives, individuals, foreign companies, and foreign workers.

Examples of educational efforts include our free training program on "Sund Konkurrens" : <https://buc.se/utbildningar/sund-konkurrens/>

Examples of proactive and reactive audits are the extensive workplace inspections we have conducted.

The ID06 system has a substantial proactive deterrent effect on workplace crime. Gaining information and control over which individuals and companies are present at construction sites significantly hinders fraud and criminal activities.

Bygghöretagens' membership audit unit conducts comprehensive checks on our members. Through the analysis of collectively agreed-upon reported wages and times, reports on collectively agreed-upon insurances to Fora, and credit reporting services, we continuously monitor our members. In case we suspect any irregularities, investigations are carried out.

11. How is the intervention expected to achieve its goals on a practical level? In other words, what are the activities of the intervention, its outputs and its outcomes? If possible, you can describe the **Logic Model**² of the intervention here. (**Max. 200 words**)

² A **Logic Model** represents the relationship between the project's key activities and the intended outcomes in a way that shows the underlying logic behind the project. It usually presents this relationship in a diagram that plots the resources that the intervention employs (i.e. inputs), the action designed to achieve the outcomes (i.e., activities), the expected and unexpected changes produced by the activities (i.e., outcomes), and the units of service or

ID06: This initiative aims to provide control and oversight of individuals and companies present at construction sites. It has a significant crime-preventive effect and enables the reactive identification of individuals and companies that have violated laws related to workplace crime.

Workplace Inspections: The effort involving 234 workplace inspections has a proactive crime deterrent effect. It has also identified errors and deficiencies that have been addressed. Furthermore, it has led to an increased number of workplace inspections by other stakeholders. Collaboratively, the industry is using these experiences to develop a Swedish standard for workplace inspections.

Schyssta Byggare (Fair Builders): This initiative has a preventive effect by informing and guiding consumers and inexperienced buyers towards controlled and reputable construction companies. The measure reduces the opportunities for criminal enterprises to gain market share.

Education in Fair Competition (Sund konkurrens-utbildning) has a preventive effect primarily because it imparts knowledge about what workplace crime entails and how it can be prevented. This training is designed for both developers and construction companies. Additionally, it has the advantage of creating a common language and a shared understanding of what constitutes unhealthy competition at a construction site. This common understanding facilitates further initiatives within the field, enabling coordinated efforts to combat workplace crime effectively.

12. How is the intervention expected to have an effect on the identified problem? In other words, is the intervention based on any particular **crime prevention/reduction mechanism(s)³ or principle(s)**? Please, also explain if and how the activation of this/these crime prevention mechanisms is dependent on the particular context of the intervention (**Max. 200 words**)

It is an ongoing effort to progressively make it more difficult for workplace criminals to operate in Sweden and exploit workers. This is achieved through securing the identities of workers, supervising companies operating on Swedish construction sites, and conducting regular physical workplace inspections to further thwart irregularities and enhance crime

products (e.g., the number of workshops with young people to prevent juvenile delinquency, the number of talks with elderly people to prevent victimisation through fraud and theft, etc.) that the activities generate (i.e., outputs).

³ **Mechanisms** are how the intervention has its effects on a particular problem, within a specific context. For a list of potential mechanisms, see final page of this document.

prevention.

Educational initiatives, communication, and collaboration with governmental and labor union actors are also central to this endeavour.

Description of outcome evaluation results or indications of theoretical plausibility

13. Has there been an outcome⁴ or impact⁵ evaluation? and what were the main results? Please, also describe which indicators were used to measure the effects of your intervention. (**Max. 300 words**)

The work with *Fair competition* is continuously followed up and shows a promising effect on the industry when it comes to work against labour exploitation and work-crime. We can see an increase in the awareness of the problem and willingness to contribute to fair competition. We see the results that:

- We have a high number of ID06 users, above 740 000 individuals
- Registered companies with ID06: Above 92,000 companies
- Visitors to Schyssta Byggare website: 84,436 unique visitors since 2021
- Number of participants in Sund konkurrens-utbildning: 1000 participens since may 2023
- Performed Workplace inspections: 234 by Byggföretagen (above 1000 in the construction industry in total) (For further reading and results, please see our final report: <https://byggforetagen.se/app/uploads/2023/08/Byggforetagen-Arbetsplatskontroller2023.pdf>)
- Membership companies in Byggföretagen: 4000 companies, employing 115 000 employees.
- Increased satisfaction amongst membership companies regarding fair competition efforts: 23 % increase from 2019 to 2022
- Number of regional joint cooperation between government agencies, labor union, and Byggföretagen: 7 regional committees

⁴ **Outcome evaluation:** Measures the **direct effect** (i.e., extent of the changes) **of the intervention on the target group, population, or geographic area**. The information produced by the outcome evaluation determines at what level the **objectives were achieved**.

⁵ **Impact evaluation:** Measures **long-term effects** of the intervention on the target group, as well as **indirect effects** on the broader community. The information produced by the impact evaluation determines at what level the **ultimate goals** of the intervention were achieved.

14. If applicable, please provide more information on the quality of the evaluation(s). For example: who conducted the evaluation (internally or externally?), what evaluation approach (pre-post-test design, randomised controlled trial, theory-based evaluation,...) was selected, what data and data collection method(s) were used, etc. **(Max. 150 words)**

The workplace controls are being conducted by a third party, a company who performs security-classified analyses and controls of companies and workplaces with the purpose to prevent workplace crime and maintain a fair competition. Their analyses are conducted through one-site data collection and digital access to staff ledgers.

15. If no outcome or impact evaluation has been conducted, are there any theoretical indications that the intervention might be successful? If applicable, please motivate these indications. **(Max. 150 words)**

The high numbers of ID06 users indicates an awareness in the industry of the problem with labour exploitation and a will to change that. We also have a lot of participants on our online-courses, which leads to an increased knowledge about the Swedish law by providing information on current agreements, rules and laws that apply in the building and construction sector.

16. Has a cost-benefit analysis⁶ been carried out? If so, describe the results of this analysis, including how and by whom it was carried out. **(Max. 150 words)**

No cost-benefit analysis has been done. But the economical effects we can see is that requirements for ID06 cards, identity checks etc. make it more difficult and thus less profitable to engage in this type of crime. As mentioned before, this type of crime also leads to the government losing substantial tax revenues, which this project will prevent.

Description of the nature of the intervention, its original context, and its implementation

⁶ **Cost-benefit analysis:** A type of economic evaluation that compares the direct and indirect cost of the resources employed in the intervention, with the equivalent economic value of the benefits. If no outcome evaluation has been conducted, a cost-benefit analysis is simply not possible.

17. What are the costs of the intervention in terms of finances, material and human resources? If needed, please provide an adequate timeframe to contextualise the costs (e.g. cost per participant, cost per month of keeping the project running, cost including/excluding personnel costs) (**Max. 150 words**)

Resource allocation from Byggföretagen:

3 million SEK per year

1,5 full time employee resources

6 regional employee resources (24 employees dedicating 25% of their time towards fair competition and workplace crimes)

Resource allocation from other organizations is difficult to assess, but is mainly employee resources allocating hours.

18. Were external reviewers, evaluators or researchers involved in the evaluation, and if so, what was their role in the evaluation? (**Max. 150 words**)

The workplace controls are being conducted by a third party, a company who performs security-classified analyses and controls of companies and workplaces with the purpose to prevent workplace crime and maintain a fair competition. Their analyses are conducted through one-site data collection with the help of inspectors and digital access to staff ledgers.

19. Which partners or stakeholders are involved in the intervention and why? What is the level of their involvement? What was their role in the evaluation? How well does this partnership function in practice? (**Max. 200 words**)

Partnership ID06-system:

Byggföretagen, Byggherrarna, Maskinentreprenörerna, Transportföretagen, Fastighetsägarna, Sveriges allmännyttan, Glasbranschföreningen, Måleriföretagen, Plåt & Ventföretagen, installatörsföretagen, Säkerhetsföretagen

The partnership organizations are all part owners of ID06 inc. and are members of the board.

Partnership regarding Workplace inspections:

Byggföretagen, Moxy ID, almost all membership companies that are main contractors on at least one work site, such as Skanska, Peab, NCC, Veidekke.

Moxy ID is the provider of on-site workplace inspections and analysis as a consultant.

Partnership regarding Schyssta byggare:

Byggföretagen, Maskinentreprenörerna, Glasbranschföreningen, Måleriföretagen, Plåt & Ventföretagen, installatörsföretagen, Byggnads

The partnership organization takes part in the ongoing evaluation and development of the education through joint meetings.

Partnership regarding education in fair competition:

BUC (Byggbranschens Utbildningscenter), referral to over 200 organizations in the developing process

Regional joint cooperation with governmental agencies:

Polisen, Ekobrottsmyndigheten, Skatteverket, Arbetsmiljöverket, Migrationsverket, Byggnads (labor union)

20. Describe the implementation of the intervention's activities and its outputs⁷.
(Max.200 words)

Our work, in collaboration with our partner organizations, is highly hands-on in its approach and implementation. All initiatives are integrated into our, or our partners, ongoing operations.

The implementation of ID06 has been an ongoing effort since 2006. Currently, the focus is on introducing digital monitoring of companies and the subcontractor chain through a digital system called ID06 Company Declaration (Bolagsdeklaration). This is being done through pilot projects, with selected companies using the system in their construction projects. The experiences gained are then provided as feedback to ID06 in order to up-scale it's use.

Schyssta Byggare largely involves communicating existing registers of pre-cleared companies to consumers and developers. The development of web interfaces for searches in our member database, marketing, and knowledge-enhancing efforts are central actions in this project.

The workplace inspections have been carried out by an external consulting and security company. Together with them, we have developed a method for conducting the inspections,

⁷ **Outputs** refer to the units of service or products (e.g., the number of workshops with young people to prevent juvenile delinquency, the number of talks with elderly people to prevent victimisation through fraud and theft, etc.)

what they should investigate, and how the results should be reported. This work is done in collaboration with the 100 largest construction companies in Sweden, who provide access to their construction sites for inspections.

The development of education within Fair Competition has been carried out in dialogue with companies in the construction industry, government agencies, and trade unions. Broad-based support is crucial for the education to gain traction and create the common platform for addressing workplace crime that we aim to achieve. The development and management of the education has been carried out by the third-party provider BUC – the Construction Industry Education Center (Byggbranschens Utbildningscenter)

21. Has there been a process evaluation⁸ and what were the main results? Please, also describe what indicators were used to measure the implementation of your intervention? **(Max. 300 words)**

There hasn't been any process evaluation, but we follow the results of ID06 users, participants on our courses and the result of the workplace controls to see if it indicates any more or different measures to reach the main goal (reducing the prevalence of workplace crime in the Swedish construction industry).

22. If applicable, please provide more information on the quality of the evaluation(s). E.g., what data and data collection method(s) were used, what research methodology, etc. **(Max. 150 words)**

Not applicable

23. What, if any, contextual factors/circumstances may have caused this project succeed in your own country/region/locality that won't necessarily exist when practitioners in other places try to replicate it? If applicable, mention organisational, institutional, and socioeconomic contextual factors. **(Max. 150 words)**

How a joint industry effort against workplace crime can be organized and operated should be relatively straightforward to transfer. Many of the individual initiatives can also be replicated, such as educational efforts, conferences, action commissions, and more. Collaboration within the Nordic region is ongoing, and within the framework of the EU, we participate alongside relevant authorities in the work to enhance control and monitoring

⁸ **Process evaluation:** A process evaluation documents **how the activities were implemented** in order to determine any deviations from the original planning. It facilitates finding explanations for when the results of the intervention are not as expected.

(see question 25).

Several of the implemented initiatives require, or are significantly strengthened by, collaboration between businesses, trade organizations, and government agencies. When all parties share the same understanding of the reality and work towards the same goals, the efforts to combat workplace crime become more effective.

This requires clear rules and regulations that govern the relationship between government agencies and private companies to avoid the risk of inhibiting fair competition in the efforts for combating workplace related crimes. Each party involved needs to understand their mandate and where it ends to ensure effective collaboration while respecting their particular roles and responsibilities.

Additional ECPA questions

24. How is the intervention innovative in its methods and/or approaches? (**Max. 150 words**)

It is a collectively driven, sustainable, and broad effort that brings together the employer side, the trade union side and is coordinated with the work of government authorities. It is unique in its scope in Sweden. This work delivers tangible results and will continue to do so in the future.

Our efforts also demonstrate that even with relatively modest resources, in relation to for example the annual turnover of the whole construction industry in Sweden, is it possible to make targeted, hands-on interventions that make a difference for those at risk of exploitation in the construction industry.

25. How is the intervention relevant for other Member States? (**Max. 150 words**).

The EU's freedom of movement brings significant benefits to both the Swedish and European economies. However, it also makes it easier for companies that do not adhere to the law to operate across borders in Europe. Cross-border cooperation is key to combating the exploitation of individuals facilitated by the EU's freedom of movement.

Initiatives such as a common European labor identity card is very important steps towards making it harder for workers exploitation within the EU. The same goes for the efforts regarding digitalization of documents such as the A1- certificates.

As the efforts to bring forth an EU-wide social ID card increases with new the initiative from the EFBWW, the ID06 is an important stakeholder with their experience from up-scaling and managing an industry wide personal identification card solution.

Translating the training programs developed within our work for fair competition would be a straightforward process.

Using industry financed workplace inspections is a cost-effective way of reducing labor exploitation and related crimes. It is something that can be done in other member states.

List of potential crime prevention mechanisms⁹

- **Establishing and maintaining normative barriers to committing criminal acts**
 - e.g. 'Offenders, we are watching you' campaigns
- **Reducing recruitment** to criminal social environments and activities by eliminating or reducing the social and individual causes and processes that lead to criminality
 - e.g. social and financial support for disadvantaged families
- **Deterring** potential perpetrators from committing crimes through the threat of punishment
 - e.g. decreasing the time between arrest and punishment
- **Disrupting** criminal acts by stopping them before they are carried out
 - e.g. increasing police patrols in vulnerable areas
- **Protecting vulnerable targets** by reducing opportunities and make it more demanding to carry out criminal acts
 - e.g. placing locks and cameras
- **Reducing the harmful consequences** of criminal acts
 - e.g. initiatives to recover stolen goods
- **Reducing the rewards** from criminal acts
 - e.g. restorative justice programmes
- **Incapacitating** (or neutralising) perpetrators by denying them the ability (capacity) to carry out new criminal acts
 - e.g. imprisonment of key gang members
- **Encouraging** desistance from crime and rehabilitating former offenders so they are able to settle back into a normal life
 - e.g. prison rehabilitation programs



This tool was funded by the European Union's Internal Security Fund — Police.

⁹ T. Bjørgero, *Preventing Crime: A Holistic Approach*, Basingstoke: Palgrave Macmillan, 2016.