



Swedish Agency for Work
Environment Expertise

Work-related Crime and the impact on Work Environment

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Perceptions of the relationship between work-related crime and the work environment– an interview study regarding the knowledge and experiences of work environment stakeholders

Author: Anders Fredriksson, PhD, Vilna AB

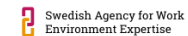


Impact of Work-related Crime on the Work Environment – a literature review

Author: Monica Kaltenbrunner, PhD, The Swedish Agency for Work Environment Expertise



Uppfattningar om sambandet
mellan arbetslivskriminalitet
och arbetsmiljö
– en intervjustudie om arbetsmiljöaktörers
kunskaper och erfarenheter



The Impact of
Work-related Crime
on the Work Environment

Systematic literature review 2024:2



Method

The interview study

- 30 interviews
- Stakeholders who possess specialized knowledge in the fields of work-related crime and occupational safety and health
- Representatives of Swedish government authorities, labor unions, employer and industry associations, civil society organizations and Danish and Norwegian Work Environment Authorities



The literature review

- Searched in PsycInfo, Scopus and Sociological Abstracts & Social Service Abstracts.
- Published between 2013 and 2024.
- Literature from EU, Norway, and Canada.
- Employee perspective.
- Scientific studies (n=33) and grey literature (n=6) were included.



Industries represented

- Land-based industry
- Hotel and restaurant
- Health and welfare/domestic work
- Construction
- Vehicles and transport
- Cleaning

Participants

Men and women

18–68 years

The majority originally came from Central and Eastern Europe, Asia, Africa, or South America



Results

Overall, the results show that work-related crime

- can have a negative impact on the work environment,
- can contribute to poor health or fatal accidents,
- expose employees to various risks and safety hazards.



The physical work environment

- High temperatures with limited ventilation and opportunities for recovery
- Unpleasant odors
- Poor lighting
- Dust
- Safety issues

The psychosocial work environment

- High demands
- Low control
- Low support



Health

The results from the interview study show that work-related crime can be harmful

- Physical.
- Mental.
- Fatal accidents.



Safety

- Negative attitudes towards following safety regulations
- Employees had to pay for training and safety equipment
- Limited or no access to personal protective equipment
- Language barriers
- Harassment
- Threats



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“Numerous reports have indicated a high prevalence of threats and violence.”

Labor union representative



Health promoting factors

Despite exploitation, some employees describe

- Support from their employer,
- influence over their work,
- job satisfaction,
- a sense of meaning,
- belonging.



Contributions and knowledge gaps

Contributions: This literature review is one of few that focuses on the work environment from an employee perspective working at workplaces where work-related crime occurs.

Knowledge gaps:

- focus on work-related crime and the work environment,
- current challenges,
- describe and compare different groups,
- follow changes over time.

To consider, the results are context-dependent and thus not generalisable.

Thank you for your attention!



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