Enforcement of rights for immigrant labour

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Fafo
CEE-workers in Norway

Living in Norway
Short term

Fafo
Labour Inspectorate - challenges
Regulations and tools

- Transitional arrangements (2009, 2012)
- General extension of collective agreements
- Health and safety-cards at the workplace (construction and cleaning)
- Chain liability
- Monitoring contractors
- Cooperation and common inspections between different authorities
- Sanctions (including fines)
Enforcement directive

Available at the work-place for posted workers:

- Payslips, time-sheets indicating the beginning, end and duration of the daily working time
- Proof of payment of wages or copies of equivalent documents

Information may be given to the responsible authorities of another EEA-state without prejudice to Statutory duty of confidentiality
The role of the trade unions

• Enforcement of collectively agreed rights – are depended on trade union presence at company level
• Much in favour of extension of collective agreements - do also play an important role for some of the measure
• Pressure and silently approval
Nordic Labour Inspectorates – how to deal with foreign firms and posted workers

• Common problems, different regulations and tools.
• Denmark: Systematic registration of and visits to foreign firms with posted workers – RUT.
• Denmark and Norway: Dedicated «social dumping» - inspections.
Ongoing project
«Protecting Mobility through Improving Labour Rights Enforcement in Europe» (2017-2018)
* national labour protection system
* institutions, practices and channels for industrial democracy
* collection of data relevant to making informed posted worker policy decision.