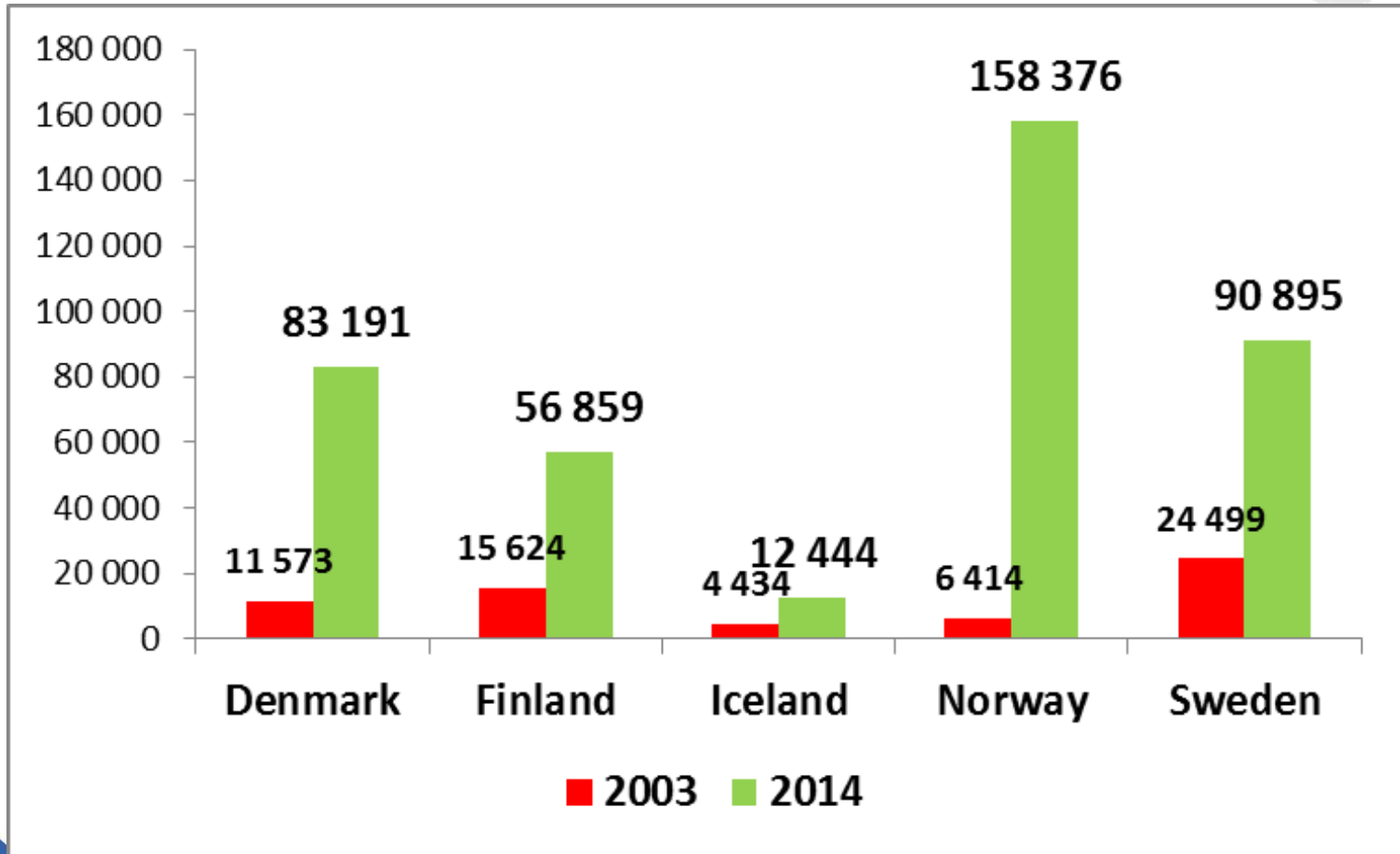


Labour mobility to Norway: The trade union's role and policy against social dumping

Anne Mette Ødegård & Sissel C. Trygstad
Fafo Institute for Labour and Social
Research, Norway



Mass movement of workers



Research-questions

- What are the shop steward's experiences with the **labour migration**?
- How do the **trade unions** assess the different regulations that have been introduced?
- What are the conditions for making these regulations **effective tools** in combating social dumping?

The concept of «social dumping»

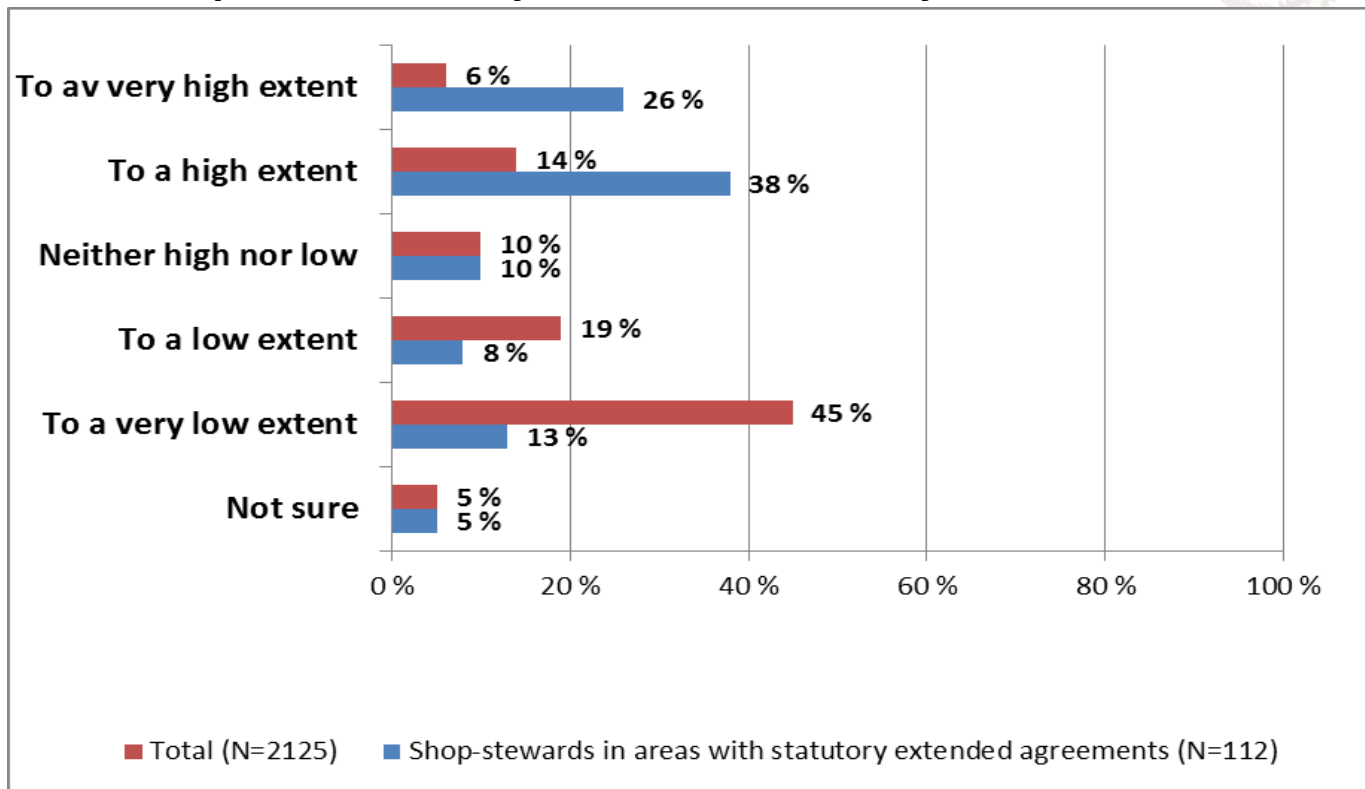
- Unacceptable low **wages**
- Unacceptable working standards: long **working hours**, poor **health and safety** standards
- Bad **housing** (provided by employer)



New regulations

- Statutory extension of collective agreement
 - Contractors are liable for missing wage payment
 - Trade unions have the right to inspect wages and labour conditions
- ID-cards in construction and cleaning

Unacceptable wages and workings conditions - widespread in your industry?



Source: Fafo: study among shop stewards , 2013

Useful measures to reduce unacceptable conditions



Source: Nergaard & Trygstad 2012: study among shop stewards.

Do shop stewards use their tools?

The practical enforcement is partly missing

- Complicated (lack of training)
- «Our employer will do what's right»
- Conflict of interest



Conclusions

- Weaknesses in the Norwegian model have surfaced
- Informal and illegal activities are persistent
- Need of more empowered and active shop stewards

