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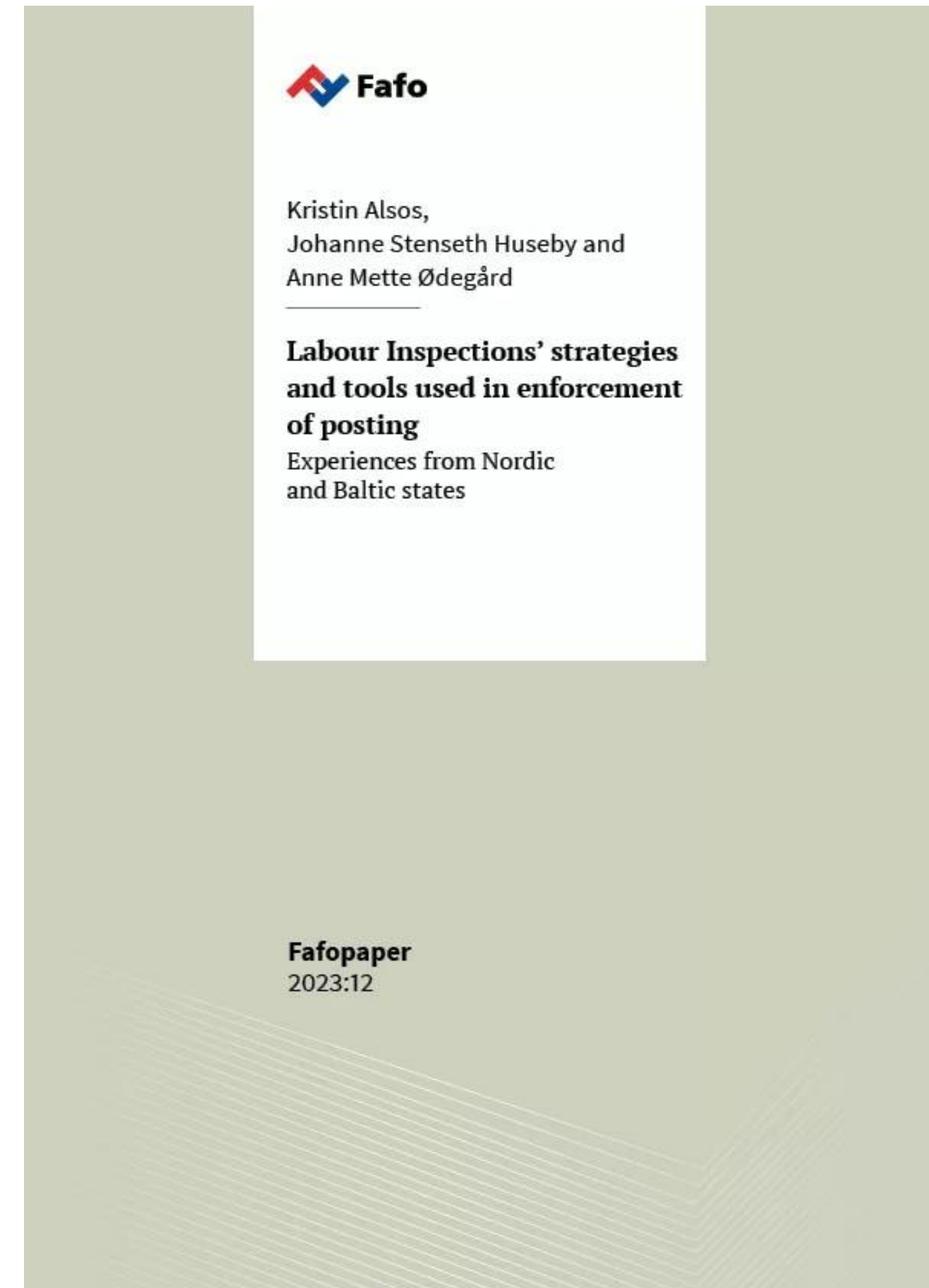
On transnational cooperation between labour inspectorates

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How to improve cross-border inspections of posted work?

- What are the main barriers to transnational cooperation between labour inspectorates?
- What improvements are possible?



What is posted work, and what are the challenges?



A posted worker is an employee that is employed in one EU/EEA country and sent by their employer to work temporarily in another EU/EEA state.



This is done as part of the employer providing a service in the receiving state.



Posted workers are more exposed to unfair practices and remuneration than other workers.

Enforcement at the national level

- The EU regulatory framework for posted work is implemented in different ways in the Member States, as it is applied in a variety of national industrial relations and collective bargaining systems
- Labour inspectorates' competences differ

	Denmark	Estonia	Finland	Iceland	Latvia	Lithuania	Norway
Occupational health and safety (OHS)	x	x	(x)		(x)	(x)	(x)
Request ID-documents	x	x	x	x		x	x
Wages		x	x	x	x	x	(x)
Working Hours	(x)	x	x	x	x	x	x
Employment contracts		x	x	x	x	x	x
Accommodation	(x)				(x)	(x)	(x)

Table 1: Competences among labour inspectorates in the Nordic-Baltic countries



Why do we need transnational cooperation?

- National actors have neither the geographical scope nor the authority to enforce service-based free movement effectively in an integrated market
- Good practices cannot always be adopted from one country to another, but elements, ideas, and experiences can be of help and inspiration



Forms of transnational cooperation

Bilateral cooperation/agreements

Joint and concerted inspections

Staff exchange

Exchange of information, and the Internal Market Information System (IMI)

Main barriers for transnational cooperation



National authorities are not necessarily aware of what competences the authorities who oversee labour inspection issues in the other countries have.



Commitment in terms of resources, time, and money.



Incompatible legal frameworks within different Member States, or limited prospects for the sharing of data.



A lack of information concerning companies who post workers they employ.



Possible improvements for transnational cooperation

- Combining formal and informal cooperation at the transnational level
- Keeping transnational cooperation at the “same level”
- Making it easier to share information
- Cooperation between the labour inspectorate and the authority that collects fines





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