

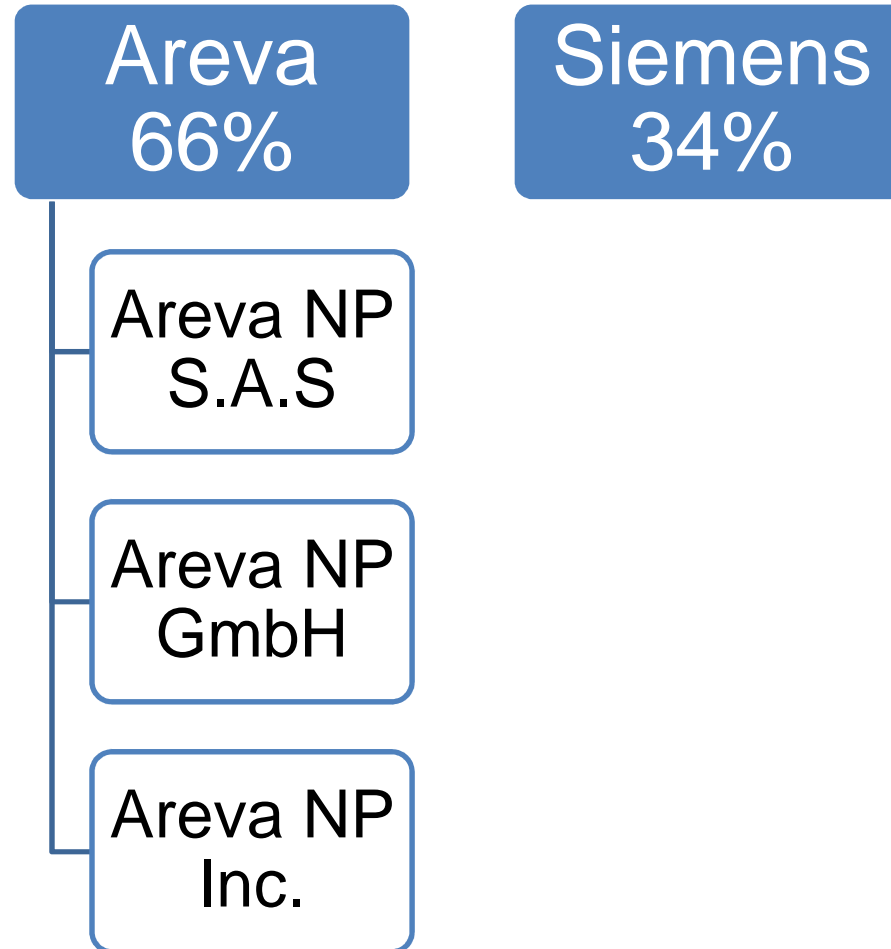


# **OL 3 Power Plant**

## **A Learning Experience about Posted Workers**



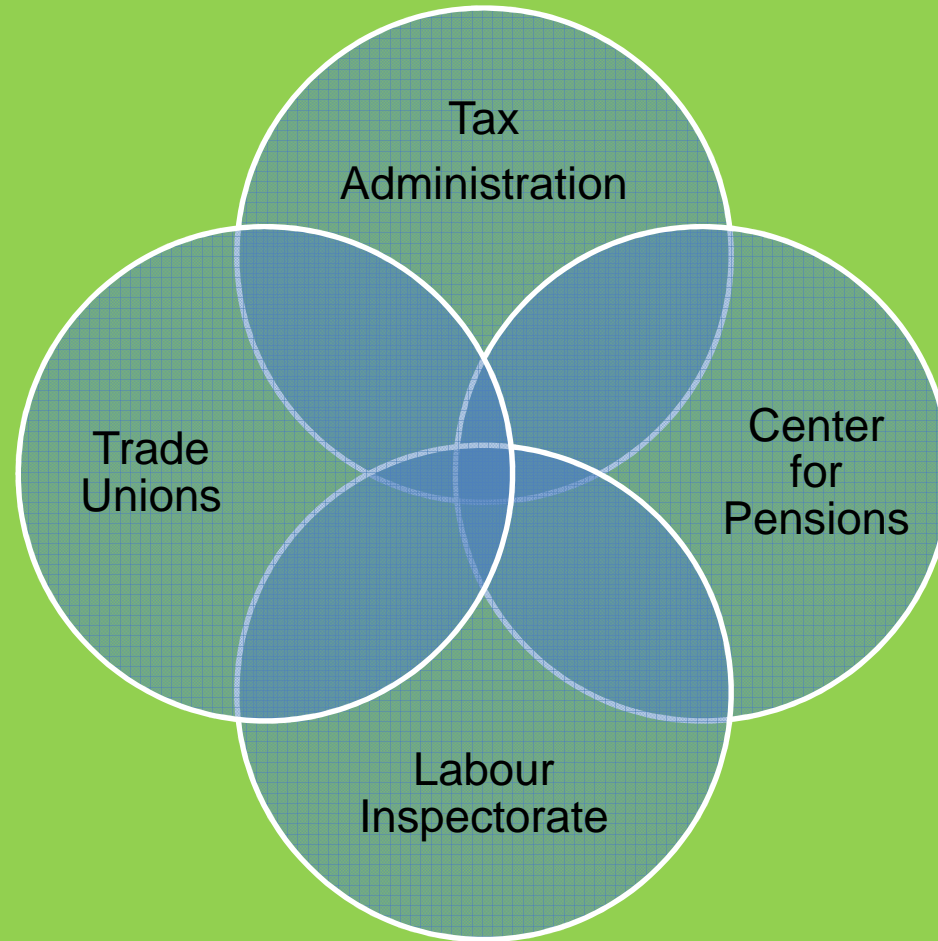
# Builder



> 2000 companies  
~ 30 000 workers of 60 different nationalities



# Cooperation



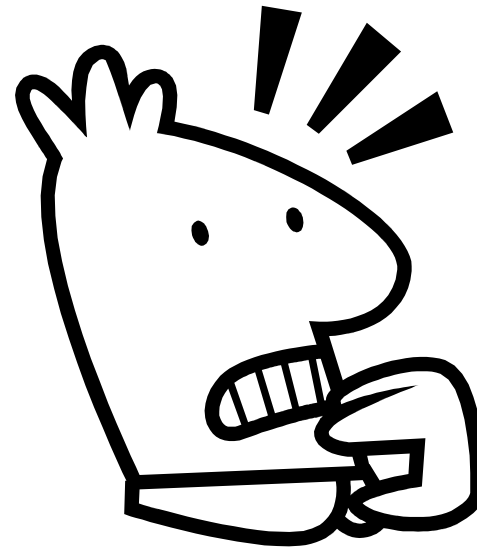
# Hard to cope

- Subcontracting extensive
- Finnish rules ignored
- No Finnish organized employer
- Frequent circulation of workers

# Reciprocal Difficulties

- Quality - different work methods
- Work culture
- Language problems
- Cultural differences
- Prejudice

# No Help Wanted!



- Need for money
- Weak working relationship
- Professional crime involved



# The Invisible Village





ALTERNATYWY 4

# Lots of Questions

- ✓ Wages, terms of employment?
  - ✓ Insurance?
  - ✓ Health Care?
  - ✓ Accomodation?
    - ✓ Pensions?
    - ✓ Taxes?

# SUPERVISION & MONITORING

*Monitor workplaces:*

safety and employment matters

Enforce

- *safety and health legislation* and legislation relating to *employment matters*
- *posting legislation* and other relevant legislation (social security, *work permits*)
- generally binding *collective agreements*

Give *advice and guidance* to both

posting employers and posted workers

# MAIN GOALS

To safeguard \* the **minimum level** of employment terms and conditions for working, \***equal treatment** and \* **employment protection** for employees

- to prevent **discrimination**
- to prevent enterprises from gaining **competitive advantage from violation** the minimum terms

Labor authorities do not represent the interests of the parties, but are monitoring that the legislation is obeyed.

# The most **COMMON PROBLEMS** at **OL3-site**

- **ignorance of legislation**
- too many **working hours** compared to regular working hours,
- no **working hours bookkeeping** or inadequate bookkeeping,
- too much **overtime work** and no overtime compensations,
- no **compensations** for working on Sunday or other lack of compensations,
- no occupational health care contract and lack of necessary documents on the site
- Real employer is another company than mentioned in pictorial identification card
  - ***Work discrimination, Extortionate work discrimination***
  - ***Violation of the working hours regulations, Working hours offence***

# CO-OPERATION at OL3-site

- Partners:
  - Representatives of The Finnish trade unions (construction, metal, electrical, clericals)
  - Occupational safety delegate (work safety delegate) at the site
  - Main contractor's representative for OHS issues
  - Continuously follow-up at the site
  - Background information for inspections

# CO-OPERATION between AUTHORITIES

## Inspections through joint efforts

- Regional State Administrative Agency/OSH
- The Finnish Police
- The Finnish Border Guard
- The Finnish Tax Administration
- the Finnish Centre for Pensions
- The Finnish Customs
- National administrative authority for enforcement



# LEARNING EXPERIENCE

**Real co-operation** between authorities, construction site parties and unions both for employees and employers

Co-operation must be **launched before actual work starts at the site**

**Contact persons**, regular meetings

Increase the **knowlegde of legislation & employment rights**: simple leaflets, easy access, "OSH-day"/seminar for advice and guidance to prevent problems, lower the threshold of contacting authority

# Future

- Continue and deepen co-operation
- Develop new creative thinking together
- System solutions
- Plan ahead; agreements
- Publicity (?)