Collective agreements deliver on higher pay for carers and migrant workers

Norway

The Fagforbundet public services union is working to ensure that its members benefit from provisions in collective agreements - in this case in the municipal sector and covering childcare - that ensure that workers are paid the appropriate wage for their experience and qualifications. Workers can get up to six years of service-related pay if they have been away from work because of caring responsibilities. Migrant workers can also get qualifications and experience from other countries taken into account. The union gives the example of a childcare worker from Lithuania who saw a NOK 104000 (EUR 10700) increase in annual pay once her seven years of home caring responsibilities and six years of childcare work in Lithuania were taken into account. A cleaner got the same increase once the local authority checked that she had had to spend seven years caring for her husband and once they had corrected her service details.

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