



## **45<sup>th</sup> congress of ASÍ ASÍ priorities 2022 – 2024**

### **Wages, conditions and the labour market**

#### **ASÍ priorities**

- The basic legal framework on workers' and employers' rights and duties, and on the interrelations of the social partners and the government must be improved to protect and develop a just labour market.
- Strict supervision of the labour market needs to be ensured to prevent laws and collective agreements being broken and workers being abused. Penalties are needed for wage theft.
- The demand of labour is that changes in technology and working methods lead to improved working and living conditions for workers.
- The irregular work, the breakup of regular employment, and non-traditional hiring terms, such as making workers contractors, should not lead to worse wages and conditions for working people.

#### **ASÍ tasks**

- Work on and push for improvements in a basic legislation, in line with the promises made by the government along with the 2019 collective agreements<sup>1</sup>, which defines a framework on the relation of the government and the social partners, as well as penalties for breaches in the labour market, on the basis of workers' interests. Other related items are actions on kennitala-hopping, chain responsibility, a standing coordination platform of government and social partners to fight crime, as well as organized cooperation of government and social partners on supervision in the labour market.
- The labour movement's workplace inspections need to be strengthened and it must demand its expansions in terms of sectors supervised. ASÍ demands that penalties in the form of fines be implemented against breaches of the law on professions and against illegal operations. The workplace inspection apparatus needs methods to immediately stop employers caught in such acts.

- Review how the movement can assist all survivors of abuse and trafficking, whether they are union members or not.
- Guard the “right to disconnect”, and the rights defined by collective agreements on limits between work and private life, including the right to payments for being on call and for being called out to work outside regular hours according to collective agreements. There is no less of a need to guard the right to disconnect in cases where workers are absent from work due to illness or their children’s illness.
- Follow up on the rights of those working from home or being remotely surveilled, according to an ASÍ-SA agreement from 2006<sup>2</sup> and the VER regulations on health and safety during remote work<sup>3</sup>. Monitor developments in remote work and analyse the need for improvements.
- Follow through on changes to and shortening of working hours in the Icelandic labour market and push for further changes, with a view to allowing all workers to enjoy them.
- Guarding the unemployment insurance system, which is based on compassion and respect for those seeking employment. Push for making the system one which secures the income of the unemployed, includes opportunities to upgrade skills, offers efficient support in looking for work and leads to a secure hiring relationship.<sup>4</sup>
- Working on improving collective bargaining, such that one contract takes over from the last, on pain of daily fines.

## Report

Big changes are afoot in the Icelandic economy and labour market due to migration, technological developments and environmental challenges. International shocks can also affect the Icelandic labour market, as the recent Covid-19 pandemic showed, especially the mass unemployment that it led to.

Alongside this are changes in methods of work – its organization and the connection of those who sell their labour and those who buy it. These changes include worse job security and looser hiring relations than the traditional ones, based on collective agreements.

To deal with these changes, it is important to strengthen the foundations of a labour market system which is based on strong unions, collective agreements with total labour market coverage, rules on hiring relations and a safety net which provides for all. Strong supervision is also needed to ensure that the wages and conditions of workers are respected and strong penalties are needed for wage theft and other breaches committed by employers against workers.