



Miniguide for crossborder commuters in the Nordic countries

*who seek work or are already
working in the hotel, catering and
tourism (HCT) industry*



The following unions in the Nordic area have signed collective agreements for and organise workers in the HCT industry.

Iceland

Matvis, www.matvis.is
SGS, www.sgs.is

Sweden

Hotell og Restaurang Facket, www.hrf.net
Unionen, www.unionen.se

Norway

Fellesforbundet, www.fellesforbundet.no

Finland

PAM, www.pam.fi

Denmark

Privat Service, Hotel og Restauration, www.3f.dk



This folder gives you a brief outline of current pay and working conditions, including current minimum wages. We do not provide information about all wage rates for sick days, maternity or paternity leave and pensions as laid down in collective agreements, as many different rule sets apply. You will be able to get all relevant information when you join the local union and receive a copy of the collective agreement together with other relevant material.

The pay amounts stated are in the currency of the country in question.

At the website of NU HRCT, www.nu-hrct.dk, you can find further information about the Nordic unions and the labour markets in the Nordic countries. There are also several links to other relevant websites.

NOTE: It is a statutory requirement that your employer gives you a contract of employment containing a job description and information about your job title, weekly working hours, wages, etc.

We suggest that you contact the tax authorities in your own country and ask them to calculate what effect taking up residence in another Nordic country will have on your taxes and pensions. There are a number of equalisation agreements based on various criteria, for example whether you are married, have children, own your home and, of course, how long you intend to stay in the other country. If you work in more than one country at the same time, and one of them is your country of residence, you will generally be covered by the rules of social security protection in your country of residence.

The general rule with regard to unemployment insurance is that you must be insured in the country where you work. One important point to remember in this respect is that you need not start at level one again in terms of your insurance: you can transfer your periods of work and insurance coverage from the unemployment insurance system in one Nordic country to the equivalent system in another Nordic country. All Nordic countries are covered by the EEA agreement, which means that you can apply for work in another Nordic country for up to three months* without losing your right to claim unemployment benefits in your home country.

*(From 1 May 2010 individual countries have been allowed to extend the period by an additional three months according to new rules on the coordination of social security systems set out Regulation (EC) 883/04.)

You must apply for transfer/protection of your rights before you leave, using Form E 303. Please note that your job centre may not fill in the form until four weeks before your date of departure. Your application will be processed by your unemployment insurance fund. If the unemployment insurance fund receives your application no later than two weeks before you leave it will be possible to issue the E 303 form about one week before your date of departure. In some circumstances, an exemption from the four-week requirement may be granted. You can ask your job centre or unemployment insurance fund for more information.

Where can you find more information?

Denmark:

About social security systems, etc: www.sist.dk

About unemployment and sickness benefits: www.adir.dk

Finland:

About labour market pension, Form E 101: www.etk.fi

About income-based unemployment allow: www.tyj.fi

Iceland:

About pensions, healthcare insurance, etc: www.tr.is

About unemployment: www.vinnumalastofnun.is

Sweden:

About pensions, sickness benefits, etc: www.forsakringskassan.se

About unemployment: www.iaf.se

Border service: www.gtm.nu

Norway:

About pensions, unemployment, etc: www.nav.no

www.grensetjansten.no

Tax and national registration in the Nordic countries

Shared Nordic tax portal www.nordisketax.net/

Job seeking:

<http://eures.europa.eu>

Nordic labour markets

General information

www.hallonorden.org

www.arbeidslivinorden.org

www.udiverden.dk

www.syoguiden.com

www.oresundsinfo.org/se

www.nordsoc.org

We suggest that you contact your local trade union branch in the area where you are looking for work or find employment. You can find information about local trade union branches on the websites of the various unions, or you can ask for help in your local branch before you travel to another country. Your local branch can tell you what your rights are, and it is also your local branch that can provide competent help and assistance if you do not receive the pay you are entitled to according to the collective agreement that applies to the area in which you work.

We know that many receptionists, chefs, cooks and waiters go to another Nordic country on short- or long-term stays to learn more about their trade and other cultures.

This is part of our shared professional traditions; it adds to the competencies of each individual person who goes abroad; it benefits the people who visit our restaurants; and it disseminates knowledge of Nordic produce and products and of national food habits and cultural traditions.

With this folder, NU HRCT hopes to help keep this tradition alive and that it will make it easier and less worrying for you to seek work outside the borders of your own country.

The Nordic food is unique, Nordic council has also spotted it, you can see more on www.nynordiskmad.org

We wish you the best of luck with your stay and would appreciate receiving your tips and learning about your experiences. Please send your tips to us at nordisk.union@3f.dk. We will then upload them to our website www.nu-hrct.dk

NU HRCT Secretariat, May 2010



Notater/notes:



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