

# GLOBALG.A.P. Risk-Assessment on Social Practice (GRASP)

## GRASP Module – Interpretation for Faroe Islands

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English Version

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The Faroe Islands are a self-governing nation under the sovereignty of the Kingdom of Denmark. They have exclusive competence to legislate and govern independently in a wide range of areas. These include the conservation and management of living marine resources within the 200-mile fisheries zone, protection of the marine environment, sub-surface resources, trade, fiscal and industrial relations, transport, communications, culture, education and research.

Control Point	Compliance Criteria	Interpretation for Faroe Islands
<b>EMPLOYEES' REPRESENTATIVE(S)</b>		
1	Is there at least one employee or an employees' council to represent the interests of the staff to the management through regular meetings where labor issues are addressed?	<p>Documentation is available which demonstrates that a clearly identified, named employees' representative(s) or an employees' council representing the interests of the employees to the management is elected or in exceptional cases nominated by all employees and recognised by the management. The election or nomination takes place in the ongoing year or production period and is communicated to all employees. The employees' representative(s) shall be aware of his/her/their role and rights and be able to discuss complaints and suggestions with the management. Meetings between employees' representative(s) and the management occur at accurate frequency. The dialogue taking place in such meetings is duly documented.</p> <p>For GRASP compliance, in addition to the local law, the farm shall have a representative or a form of representation when the farm has <b>more than 1 employee</b> (employee concept is defined in section 9.2 of the GRASP General Rules).  <b>Any producer with minimum of one (1) employee</b> shall have a form of employees' representation that can be applied to meet the GRASP requirements as indicated in the different control points with respect to the employees' representative (ER).  The ER or in alternative scenarios, the person (people) responsible for the system of representation shall be present during the assessment.</p> <p>This form or representation could take any form (could be a person, group of people, several temporally appointed people, etc.) as long as:</p> <ul style="list-style-type: none"> <li>• It is independent from management</li> <li>• It is decided by the employees</li> <li>• It is communicated to the employees</li> <li>• It is recognized by the employees</li> </ul> <p>Freedom of association is stated in the Danish Constitution<sup>1</sup>:  Section 78 [Freedom of Association]: (1) The citizens shall be entitled without previous permission to form associations for any lawful purpose.</p> <p>Føroya Arbeiðarafelag, (Faroese General Workers' Union) is the trade Union of the aquaculture sector Føroya Arbeiðarafelag (<a href="http://www.fafelag.fo">http://www.fafelag.fo</a>).  The umbrella organization for Faroese employers associations in the private sector is: Føroya Arbeiðsgevarafelag</p>

<sup>1</sup> The Danish Constitutions applies to the Faroe Islands

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			<p>They negotiated a collective bargaining agreement that states that a shop steward scheme shall apply to all salaried workers...<sup>2</sup> The scheme allows for workers with 5 or more works to elect their worker representative (or “shop steward”). The scheme further details the rights and duties of the worker representatives. This includes entitlement to “time off work to tend to board duties, negotiations and courses”<sup>3</sup></p> <p>There is a legal requirement for companies with more than 20 employees to establish health and safety committees with representatives from workers included<sup>4</sup></p> <p>Union membership is voluntary but according to the umbrella organization for employers “both employers and workers usually choose to join an association or union. According to Føroya Arbeiðarafelg, most workers within the aquaculture sector are organized and are members of Føroya Arbeiðarafelag (<a href="http://www.fafelag.fo">http://www.fafelag.fo</a>).</p> <p>The compliance of this control point can be taken by the trade union representative if they are accessible to the employees.</p>
<b>COMPLAINT PROCEDURE</b>			
2	Is there a complaint and suggestion procedure available and implemented in the company through which employees can make a complaint or suggestion?	A complaint and suggestion procedure appropriate to the size of the company exists. The employees are regularly informed about its existence, complaints and suggestions can be made without being penalized and are discussed in meetings between the employees’ representative(s) and the management. The procedure specifies a time frame to answer complaints and suggestions	<p>Farm management shall indicate clearly the system for complaints according to their needs and the local law.</p> <p>The employees’ representative shall inform the auditor about the efficiency of the system and how this is evaluated considered in the meeting with management.</p> <p>The relevant requirement regarding complaint and suggestion procedures is embodied in the collective bargaining agreement<sup>5</sup>. A worker representative shall be elected and “shall convey any</p>

<sup>2</sup> Wage Agreement between Føroya Arbeiðarafelag and Føroya Arbeiðsgevarafelag, 2016, Art 8

<sup>3</sup> Wage Agreement between Føroya Arbeiðarafelag and Føroya Arbeiðsgevarafelag, 2016, Art. 10

<sup>4</sup> [Løgtingslóg nr. 70 frá 11. mai 2000 um arbeiðsumhvørvi](#) cited from [http://vinnuhusid.fo/sattmalar-loenir/arbeiðsmarknaðarloggava/aðrar-logir/#Arbei\\_smarkna\\_areftirl\\_nargrunnurin](http://vinnuhusid.fo/sattmalar-loenir/arbeiðsmarknaðarloggava/aðrar-logir/#Arbei_smarkna_areftirl_nargrunnurin)

<sup>5</sup> “Wage Agreement between Føroya Arbeiðarafelag and Føroya Arbeiðsgevarafelag, 2016, Section “Shop steward scheme”

Control Point	Compliance Criteria	Interpretation for Faroe Islands
	and take corrective actions. Complaints, suggestions and follow-up solutions from the last 24 months are documented.	complaints or recommendations from their colleagues to their employer” Further, the employer is required to ensure that “Potential complaints regarding health or wellbeing are immediately registered and dealt with by management.”
<b>SELF-DECLARATION ON GOOD SOCIAL PRACTICES</b>		
3	Has a self-declaration on good social practice regarding human rights been signed by the management and the employees’ representative and has this been communicated to the employees?	The management and the employees’ representative(s) have signed, displayed and put in practice a self-declaration assuring good social practice and human rights of all employees. This declaration contains at least commitment to the ILO core labor conventions (ILO Conventions 111 on discrimination, 138 and 182 on minimum age and child labor, 29 and 105 on forced labor, 87 on freedom of association, 98 on the right to organize and collective bargaining, 100 on equal remuneration and 99 on minimum wage) and transparent and non-discriminative hiring procedures and the complaint procedure. The self-declaration states that the employees’ representative(s) can file complaints without personal sanctions. The employees have been informed about the self-declaration and it is revised at least every 3 years or whenever necessary.
<p data-bbox="1163 370 1967 435">Subcontracted labor shall be included in the scope of GRASP and its obligations. Verify if there is any national legislation on data protection that does not allow to share documents or to visit premises of the subcontractor.</p> <p data-bbox="1163 557 1967 711">Given the status of Faroe Islands, it is Denmark that is ratifying ILO conventions whereas Faroe Islands can then decide which of the ratified ILO conventions to be applied in Faroe Islands. The list of conventions applied in Faroe Islands is given in the appendix.</p> <p data-bbox="1163 735 1967 768">See also the database of ILO, Normlex<sup>6</sup></p> <p data-bbox="1163 800 1967 865"><a href="https://www.ilo.org/dyn/normlex/en/f?p=1000:11200:0::NO:11200:P11200_COUNTRY_ID:103698">https://www.ilo.org/dyn/normlex/en/f?p=1000:11200:0::NO:11200:P11200_COUNTRY_ID:103698</a></p> <p data-bbox="1163 898 1967 1011">The self-declaration shall indicate farm consideration even for those ILO conventions that were not ratified by the respective country. The self-declaration shall include the willingness to comply and actively have processes to protect those rights.</p>		
<b>ACCESS TO NATIONAL LABOR REGULATIONS</b>		
4	Do the person responsible for the implementation of GRASP (RGSP) and the employees’	The responsible person for the implementation of GRASP (RGSP) and the employees’ representative(s) have knowledge of or access to national regulations such as gross and minimum
It shall be guaranteed, that access to the labor regulations is always available when the employees’ representative and RGSP are present on the farm.		

<sup>6</sup> [http://www.ilo.org/dyn/normlex/en/f?p=1000:11200:15442694920060:::P11200\\_INSTRUMENT\\_SORT:3](http://www.ilo.org/dyn/normlex/en/f?p=1000:11200:15442694920060:::P11200_INSTRUMENT_SORT:3)

Control Point		Compliance Criteria	Interpretation for Faroe Islands
	representative(s) have knowledge of or access to recent national labor regulations?	wages, working hours, trade union membership, anti-discrimination, child labor, labor contracts, holiday and maternity leave. Both the RGSP and the employees' representative(s) know the essential points of working conditions in agriculture as formulated in the applicable GRASP National Interpretation Guidelines.	<p>If the access is electronically provided, the auditor shall check what resources are provided to guarantee access to the information every time that workers are present.</p> <p>In case the workers do not elect an employees' representative, an alternative system shall be in place to provide for the role of the employees' representation in this CP.</p> <p>An overview of relevant national regulations and collective bargaining agreements is given in the appendix, part 4.</p>
<b>WORKING CONTRACTS</b>			
5	Can valid copies of working contracts be shown for the employees? Are the working contracts compliant with applicable legislation and/or collective bargaining agreements and do they indicate at least full names, a job description, date of birth, date of entry, wage and the period of employment? Have they been signed by both the employee and the employer?	For every employee, a contract can be shown to the assessor on request (on a sample basis). Both the employees as well as the employer have signed them. Records contain at least full names, nationality, job description, date of birth, the regular working time, wage and the period of employment (e.g. permanent, period or day laborer etc.) and for non-national employees their legal status and working permit. The contract does not show any contradiction to the self-declaration on good social practices. Records of the employees must be accessible for the last 24 months.	<p>All employees shall be informed in writing and with comprehensible data about their employment conditions and its compliance with national legal requirements.</p> <p>Employers are required (by law and by the collective bargaining agreement) to issue written contracts for all workers working more than 8 hours a week for more than a full month<sup>7</sup>. Contracts shall include</p> <ol style="list-style-type: none"> <li>1) - Name and address of employer and wage/salary earner</li> <li>2) - Place and area of work</li> <li>3) - Job title</li> <li>4) - Date of employment</li> <li>5) - Term of employment, in the case of temporary work</li> <li>6) - Paid holiday entitlements</li> <li>7) - Term of notice for dismissal and resignation</li> <li>8) - Ordinary working hours</li> <li>9) - Length of service</li> <li>10) - Terms and conditions of wages</li> <li>11) - Applicable agreement</li> <li>12) - Any other agreements reached regarding employment, if applicable.</li> </ol>

<sup>7</sup> Løgtingslóg nr. 20 frá 8. mai 2008 um skyldu arbeiðsgevarans at fráboða løntakaranum treytirnar fyri setanarviðurskiftunum, source: <http://logir.fo/Logtingslog/20-fra-08-05-2008-um-skyldu-arbeidsgevarans-at-fraboda-lontakaranum-treytirnar-fyri-setanarvidurskiftunum>

Control Point		Compliance Criteria	Interpretation for Faroe Islands
			<p>Include all the data from the compliance criteria, including data on date of birth and evidence of working pemirt when required and nationality.</p> <p>See also: Løgtingslóg nr. 20 frá 8. mai 2008 um skyldu arbeiðsgevarans at fráboða løntakaranum treytirnar fyri setanarviðurskiftunum, source: <a href="http://logir.fo/Logtingslog/20-fra-08-05-2008-um-skyldu-arbeidsgevarans-at-fraboda-lontakaranum-treytirnar-fyri-setanarvidurskiftunum">http://logir.fo/Logtingslog/20-fra-08-05-2008-um-skyldu-arbeidsgevarans-at-fraboda-lontakaranum-treytirnar-fyri-setanarvidurskiftunum</a></p>
<b>PAYSLIPS</b>			
6	Is there documented evidence indicating regular payment of salaries corresponding to the contract clause?	The employer shows adequate documentation of the salary transfer (e.g. employee's signature on pay slip, bank transfer). Employees sign or receive copies of pay slips / pay register that make the payment transparent and comprehensible for them. Regular payment of all employees during the last 24 months is documented.	<p>Pay slips shall consider language or education barrier to potential understanding of evidence of payment. Ensure that all the information requested by the local laws is transparent and comprehensible for workers in the pay slips.</p> <p>The collective bargaining agreement states that "Each payment [of wages] shall be accompanied by a payslip"<sup>8</sup> This could be in paper or electronically. Any system will provide how much have been paid, the number of hours worked, and other details regarding overtime, holiday</p>
<b>WAGES</b>			
7	Do pay slips / pay registers indicate the conformity of payment with at least legal regulations and/or collective bargaining agreements?	Wages and overtime payment documented on the pay slips / pay registers indicate compliance with legal regulations (minimum wages) and/or collective bargaining agreements as specified in the GRASP National Interpretation Guideline. If payment is calculated per unit, employees shall be able to gain at least the legal minimum wage (on average) within regular working hours.	<p>Minimum wages for the workers within the aquaculture industry is negotiated through the collective bargaining agreement between Faroese Employers Association (Føroya arbeiðsgevarafelag) and the trade union Føroya Arbeiðarafelag).</p> <p>As a main rule wages are not regulated by law in the Faroe Islands and there is, for instance, no general minimum wage. Wages may be defined in collective agreements or contracts between the employers' federation and unions<sup>9</sup></p> <p><b>Wages for ordinary workers</b></p>

<sup>8</sup> Wage Agreement between Føroya Arbeiðarafelag and Føroya Arbeiðsgevarafelag, 2016, Art 12, Payment of Wages

<sup>9</sup> [http://samtak.fo/?page\\_id=492](http://samtak.fo/?page_id=492)

Control Point	Compliance Criteria	Interpretation for Faroe Islands
		<p>The valid agreement can be found here:  <a href="http://www.fafelag.fo/sattmalar/galdandi-sattmalar/">http://www.fafelag.fo/sattmalar/galdandi-sattmalar/</a></p> <p>Minimum wages can be found here:  <a href="http://www.fafelag.fo/timalon/">http://www.fafelag.fo/timalon/</a></p> <p>Overtime pay is to be paid at a premium of no less than 35% and up to 100% of full standard wages. Details are given in the agreement<sup>10</sup></p> <p>Wage discrimination based upon gender is not allowed and same payment for same work is required for men and women.</p> <p><b>Wages for young workers:</b>  Even though the normal minimum age for workers is 15, there are some exceptions for younger children to participate in light work (see next section on “non employment of minors”. The regulations for wages for young workers under 18 years is as follows:  “Young workers aged 14 shall receive 50% of adult wages and overtime pay. Workers aged 15 and 16 shall receive 75% of adult wages and overtime pay. Workers aged 17 shall receive full pay”<sup>11</sup></p> <p>See also the general law on payment of salaries to workers is “Lov nr. 95 af 7. April 1936 om arbejdsløns udbetaling på Færøerne, sum broytt við løgtingslóg nr. 53 frá 15. oktober 1959»  <a href="http://www.logir.fo/Lov/95-af-07-04-1936-om-arbejdslons-udbetaling-pa-Faeroerne-sum-broytt-vid-logtingslog-nr-53">http://www.logir.fo/Lov/95-af-07-04-1936-om-arbejdslons-udbetaling-pa-Faeroerne-sum-broytt-vid-logtingslog-nr-53</a></p>
NON-EMPLOYMENT OF MINORS		

<sup>10</sup> See «Overtime Pay and Non-Working Days, Art 8, in “Wage Agreement between Føroya Arbeiðarafelag and Føroya Arbeiðsgevarafelag, 2016

<sup>11</sup> Wage Agreement between Føroya Arbeiðarafelag and Føroya Arbeiðsgevarafelag, 2016, Art 7



Control Point	Compliance Criteria	Interpretation for Faroe Islands
<p>8 Do records indicate that no minors are employed at the company?</p>	<p>Records indicate compliance with national legislation regarding minimum age of employment. If not covered by national legislation, children below the age of 15 are not employed. If children -as core family members- are working at the company, they are not engaged in work that is dangerous to their health and safety, jeopardizes their development or prevents them from finishing their compulsory school education.</p>	<p>Children or young workers of company management shall be included in the GRASP assessment.</p> <p>For GRASP compliance, no young worker (between 15 and 18) shall work in any activity that is dangerous to their health and safety, jeopardizes their development or prevents them from finishing their compulsory school education.</p> <p>The law regarding young workers is given in chapter 9, §49, §50 and §50 a, in the Labour law Løgtingslóg nr. 70 frá 11. mai 2000 um arbeiðsumhvørvi, sum seinast broytt við løgtingslóg nr. 52 frá 4. mai 2017 <a href="http://logir.fo/Logtingslog/70-fra-11-05-2000-um-arbeidsumhvorvi-sum-broytt-vid-logtingslog-nr-18-fra-8-mai#chapter-2c7c0bd2-7518-4621-8b70-9feffae7a750">http://logir.fo/Logtingslog/70-fra-11-05-2000-um-arbeidsumhvorvi-sum-broytt-vid-logtingslog-nr-18-fra-8-mai#chapter-2c7c0bd2-7518-4621-8b70-9feffae7a750</a></p> <p>The main legal requirements are the following:</p> <p><b>Regulations of the work (§ 49)</b></p> <ul style="list-style-type: none"> <li>• In general, children below 15 years shall not work, except from light work during harvesting season and under conditions specified under part 8 and 9 of the same paragraph</li> <li>• When employing young workers under 18, the work shall particularly take health and safety precautions and ensure that the work is not interfering with school attendance</li> <li>• Necessary training shall be provided</li> <li>• Young workers shall not handle potentially dangerous tools or machinery</li> </ul> <p><b>Working hours (§ 50)</b></p> <ul style="list-style-type: none"> <li>• The working hour for young workers below 17 years of age shall not exceed 10 hours a day.</li> <li>• Work hours shall in no way be detrimental to the health and safety of the young worker.</li> <li>• Young workers below 17 years shall in general not work during night.</li> </ul>

Control Point		Compliance Criteria	Interpretation for Faroe Islands
			<ul style="list-style-type: none"> <li>If the daily work hours exceed 4,5 hours, the young worker below 17 years shall have a break of at least 30 minutes.</li> </ul> <p><b>Rest and holidays (§ 50 a)</b></p> <ul style="list-style-type: none"> <li>Young workers below 17 years shall have a consecutive rest of at least 12 hours a day. Young workers below 15 years shall have consecutive rest of at least 14 hours a day.</li> <li>Before every work period of 7 days, young workers below 17 shall have two consecutive days off.</li> <li>Days off shall be organized so that it take into consideration the age, the type of work, health and safety of the worker.</li> </ul> <p>In addition, the collective bargaining agreement states that “Sunday and holiday work is only permitted when there is a risk of loss of Faroese production assets”<sup>12</sup></p>
<b>ACCESS TO COMPULSORY SCHOOL EDUCATION</b>			
9	Do the children of employees living on the company’s production/ handling sites have access to compulsory school education?	There is documented evidence that children of employees at compulsory schooling age (according to national legislation) living on the company’s production/ handling sites have access to compulsory school education, either through provided transport to a public school or through on-site schooling.	<p>It is a GRASP requirement, that when there are minors living in the farm premises, the administration shall:</p> <ol style="list-style-type: none"> <li>Keep a list with the location, name, age, parents’ information of the minors</li> <li>Provide evidence that the families have been notified of the necessity that their children go to school.</li> </ol> <p>This control point only can be marked as non-applicable when there are no minors living on the premises.</p> <p>Education is compulsory in the Faroe Islands for everyone between the ages of 6-7 and 16:</p>

<sup>12</sup> Wage Agreement between Føroya Arbeiðarafelag and Føroya Arbeiðsgevarafelag, 2016, Art 26

Control Point		Compliance Criteria	Interpretation for Faroe Islands
			<p>Source: Løgtingslóg nr. 125 frá 20. juni 1997 um fólkkáskúlan, sum seinast broytt við løgtingslóg nr. 52 frá 7. mai 2019  : <a href="https://logir.fo/Logtingslog/125-fra-20-06-1997-um-folkaskulan-sum-seinast-broytt-vid-logtingslog-nr-34-fra-28#chapter-29b06ac3-a5e2-4be7-8477-aa33bf7445f1">https://logir.fo/Logtingslog/125-fra-20-06-1997-um-folkaskulan-sum-seinast-broytt-vid-logtingslog-nr-34-fra-28#chapter-29b06ac3-a5e2-4be7-8477-aa33bf7445f1</a></p>
<b>TIME RECORDING SYSTEM</b>			
10	Is there a time recording system that shows working time and overtime on a daily basis for the employees?	There is a time recording system implemented appropriate to the size of the company that makes working hours and overtime transparent for both employees and employer on a daily basis. Working times of the employees during the last 24 months are documented. Records are regularly approved by the employees and accessible for the employees' representative(s).	<p>Records are regularly revised by the employees and accessible for the employees' representative(s).  Farm management shall look for an alternative means of employees' representation to avoid non-compliance in those CPCCs. The alternative means shall keep the objectivity, be decided, appointed or elected by the workers and keep the separation from the management.</p> <p>If a daily time recording system is not implemented (e.g. fixed contracts, fixed working hours, fixed monthly salary), alternative way(s) of recording working hours shall be available. Evidence and explanation shall be provided.</p> <p><i>Each producer shall show evidence of a time recording system that provides enough information to the worker. The system report shall be shown to the worker often and validated by him. It shall allow for observations, request of information or rectifications.</i></p>
<b>WORKING HOURS AND BREAKS</b>			
11	Do working hours and breaks documented in the time records comply with applicant legislation and/or collective bargaining agreements?	Documented working hours, breaks and rest days are in line with applicant legislation and/or collective bargaining agreements. If not regulated more strictly by legislation, records indicate that regular weekly working hours do not exceed a maximum of 48 hours, during peak season (harvest), weekly	<p>For GRASP compliance, even when permitted by the law, the total number of hours, including overtime and ordinary, <b>SHALL NOT</b> exceed 60 hours per week in any week of the year.  This shall be checked by auditor.</p>

Control Point		Compliance Criteria	Interpretation for Faroe Islands
		working time does not exceed a maximum of 60 hours. Rest breaks/days are also guaranteed during peak season.	
<b>ONLY APPLICABLE FOR PRODUCER GROUPS INTEGRATION INTO QMS</b>			
QMS	Does the assessment of the Quality Management System (QMS) of the producer group show evidence of the correct implementation of GRASP for all participating producer group members?	The assessment of the Quality Management System of the producer group demonstrates that GRASP is correctly implemented and internally assessed. Non-compliances are identified and corrective actions are taken to enable compliance of all participating producer group members.	
<b>ADDITIONAL SOCIAL BENEFITS</b>			
R 1	What other forms of social benefit does the company offer to employees, their families and/or the community? Please specify incentives for good and safe working performance, bonus payment, support of professional development, social benefits, child care, improvement of social surroundings etc.).		

## Annex to GRASP Interpretation for Faroe Islands

### Control Point 3: Self-declaration on good social practices

The list of ILO conventions ratified and applicable for Faroe Islands (core labour conventions highlighted in yellow)

Convention	Date	Status
<b>C005 - Minimum Age (Industry) Convention, 1919 (No. 5)</b>	04 Jan 1923	Applicable
<b>C006 - Night Work of Young Persons (Industry) Convention, 1919 (No. 6)</b>	04 Jan 1923	Applicable
<b>C011 - Right of Association (Agriculture) Convention, 1921 (No. 11)</b>	28 Sep 1960	Applicable
<b>C012 - Workmen's Compensation (Agriculture) Convention, 1921 (No. 12)</b>	28 Sep 1960	Applicable
<b>C014 - Weekly Rest (Industry) Convention, 1921 (No. 14)</b>	30 Aug 1935	Applicable
<b>C018 - Workmen's Compensation (Occupational Diseases) Convention, 1925 (No. 18)</b>	18 Jun 1934	Applicable
<b>C019 - Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19)</b>	31 Mar 1928	Applicable
<b>C027 - Marking of Weight (Packages Transported by Vessels) Convention, 1929 (No. 27)</b>	01 Oct 1981	Applicable
<b>C029 - Forced Labour Convention, 1930 (No. 29)</b>	11 Feb 1932	Applicable
<b>C052 - Holidays with Pay Convention, 1936 (No. 52)</b>	15 Jun 1961	Applicable
<b>C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)</b>	28 Sep 1960	Applicable
<b>C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98)</b>	28 Sep 1960	Applicable
<b>C105 - Abolition of Forced Labour Convention, 1957 (No. 105)</b>	17 Jan 1958	Applicable
<b>C106 - Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)</b>	02 Jun 1958	Applicable

Convention	Date	Status
<b>C108 - Seafarers' Identity Documents Convention, 1958 (No. 108)</b>	30 May 2017	Applicable
<b>C126 - Accommodation of Crews (Fishermen) Convention, 1966 (No. 126)</b>	06 Jun 1978	Applicable
<b>MLC, 2006 - Maritime Labour Convention, 2006 (MLC, 2006)<i>In accordance with Standard A4.5 (2) and (10), the Government has specified the following branches of social security: medical care; sickness benefit; employment injury benefit and maternity benefit.</i></b>	09 Jul 2013	Applicable

## Control Point 4:

[Access to national labour legislation – list of relevant labour legislation](#)

**The law on working conditions:** Løgtingslóg nr. 70 frá 11. mai 2000 um arbeiðsumhvørvi, sum seinast broytt við løgtingslóg nr. 52 frá 4. mai 2017: <http://logir.fo/Logtingslog/70-fra-11-05-2000-um-arbeidsumhvorvi-sum-broytt-vid-logtingslog-nr-18-fra-8-mai>

**The law on workers contracts:** Løgtingslóg nr. 20 frá 8. mai 2008 um skyldu arbeiðsgevarans at fráboða løntakaranum treytirnar fyri setanarviðurskiftunum. <http://logir.fo/Logtingslog/20-fra-08-05-2008-um-skyldu-arbeidsgevarans-at-fraboda-lontakaranum-treytirnar-fyri-setanarvidurskiftunum>

**The law on 40 hour work week:** Løgtingslóg nr. 37 frá 1. juni 1978 um 40 tímars arbeiðsviku. <http://logir.fo/Logtingslog/37-fra-01-06-1978-um-40-timars-arbeidsviku--40-timers-arbejdsuge>

**The law on leisure time:** Løgtingslóg no. 30 frá 7. apríl 1986 um frítíð við løn, sum seinast broytt við løgtingslóg nr. 56 frá 16. mai 2006. <http://logir.fo/Logtingslog/30-fra-07-04-1986-um-fritid-vid-lon-sum-seinast-broytt-vid-logtingslog-nr-56>

**The law on insurance against the consequences of work injury:** Løgtingslóg nr. 67 frá 25. mai 2009 um trygging móti avleiðingunum av arbeiðsskaða, sum seinast broytt við løgtingslóg nr. 51 frá 12. mai 2015: <http://logir.fo/Logtingslog/67-fra-25-05-2009-um-trygging-moti-avleiðingunum-av-arbeidsskada-sum-broytt-vid-logtingslog-nr>

**Law on pensions and retirement:** Løgtingslóg nr. 39 frá 7. mai 1991 um arbeiðsmarknaðareftirlønargrunn, sum seinast broytt við løgtingslóg nr. 103 frá 3. november 2016: <http://logir.fo/Logtingslog/39-fra-07-05-1991-um-arbeidsmarknadareftirlonargrunn-sum-seinast-broytt-vid-logtingslog-nr149-fra-20-desember#chapter-a104030f-24ea-4d3e-98d2-ab82a0f1e6c5>

**Law on maturity leave:** Løgtingslóg nr. 48 frá 3. apríl 2001 um barsilsskipan, sum seinast broytt við løgtingslóg nr. 137 frá 16. desember 2015: <http://logir.fo/Logtingslog/48-fra-03-04-2001-um-barsilsskipan-sum-seinast-broytt-vid-logtingslog-nr-123-fra-22>

**Law on right to sick leave:** Løgtingslóg no. 67 frá 25. mai 2009 um trygging móti avleiðingunum av arbeiðsskaða, sum seinast broytt við løgtingslóg nr. 51 frá 12. mai 2015: <http://logir.fo/Logtingslog/67-fra-25-05-2009-um-trygging-moti-avleiðingunum-av-arbeidsskada-sum-broytt-vid-logtingslog-nr>

**The general law on payment of salaries to workers is** “Lov nr. 95 af 7. April 1936 om arbejdsløns udbetaling på Færøerne, sum broytt við løgtingslóg nr. 53 frá 15. oktober 1959»: <http://logir.fo/Lov/95-af-07-04-1936-om-arbejdslons-udbetaling-pa-Faeroerne-sum-broytt-vid-logtingslog-nr-53>

**The general law on public shool** “Løgtingslóg nr. 125 frá 20. juni 1997 um fólkaskúlan, sum seinast broytt við løgtingslóg nr. 52 frá 7. mai 2019» <https://logir.fo/Logtingslog/125-fra-20-06-1997-um-folkaskulan-sum-seinast-broytt-vid-logtingslog-nr-34-fra-28#chapter-29b06ac3-a5e2-4be7-8477-aa33bf7445f1>

**The Danish Constitution:** <http://www.ft.dk/da/dokumenter/bestil-publikationer/publikationer/grundloven/danmarks-riges-grundlov>

[http://www.stm.dk/a\\_2956.Html](http://www.stm.dk/a_2956.Html) **from Denmark**

Collective bargaining agreement:

- a) Wage Agreement between Føroya Arbeiðarafelag and Føroya Arbeiðsgevarafelag, 2016. The Faroese version is available at <http://www.fafelag.fo/media/1009/2016-høvuðssáttmálin.pdf>. The english translation of the same agreement is attached and provided by Faroese Employers Association.
  
- b) Additional and supplementary agreement for aquaculture: “Sersáttmáli millum Føroya Arbeiðarafelag, Havnar Arbeiðsmannafelag, Havnar Arbeiðskvinnufelag, Klaksvíkar Arbeiðskvinnufelag og Klaksvíkar Arbeiðsmannafelag og Føroya arbeiðsgevarafelag um alivinnuna”, May 6<sup>th</sup> 2014. <http://industry.fo/sattmalar-loenir/sattmalar/arbeiðarafeloegini/sersattmalar/sattmali-fyri-alivinnuna>