



Industrial democracy and worker's participation in Norway

Eivind Falkum

Bridging the conflicts between labor and capital



Number of labour conflicts in . . . : www.eiro.eurofound.eu



	1999	2001
Danmark	1079	954
Finland	65	84
Sverige	10	20
Norge	15	3
Spania	739	729
Frankrike	1398	1089
Nederland	24	16

Positions around 1920



The labour party

The Labour Union

**Constitution § 105
Private property right**



**Norwegian Employers
Association**

Positions around 1925



The labour party

The Labour Union

**Constitution § 105
Private property right**



**Norwegian Employers
Association**

Positions in 1935

Constitution § 105
Private property right



Labour Union (LO)

Main agreement

Employers association
(N.A.F.)

Construction of the party based model

Legal regulations

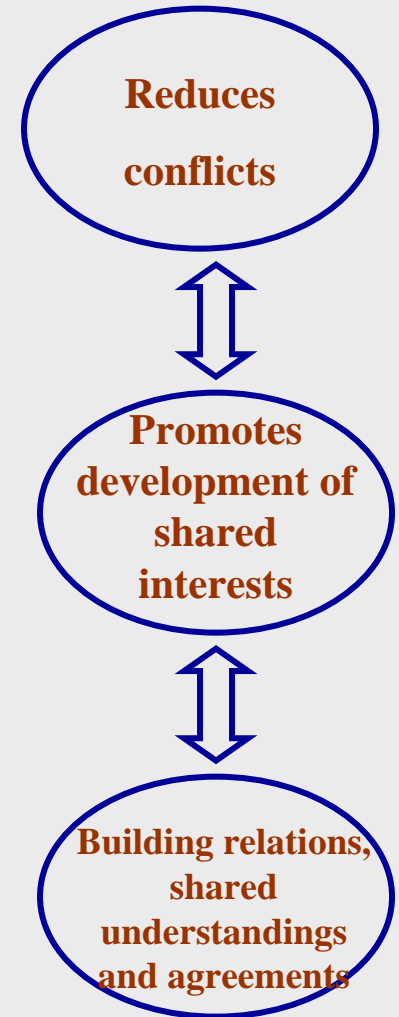
Labour protection and work environment acts (1892 – 2005)
Joint stock company act 1972 (employee board representation)
Welfare rights (education, social insurance, etc)

Social partner's agreements

Agreement in mechanical industry 1907
Main agreement 1935 (negotiation rights)
Productivity agreement 1946 (create and share)
Part B in 1966 (codetermination and participation)

The system of cooperation

National: tripartisme (negotiating agreements, wages, politics)
In companies: company assembly, company board, company representative advisory board (BU), work environment representative advisory board (AMU), department representative advisory board, negotiation representative advisory board



A progressive union perspective on national productivity:

- "We have insisted it more important to create new work places than to preserve old and maybe obsolete ones."

Jan Balstad, former second leader of LO, on why LO did not demand stronger collective labour protections
- Protections against collective/mass lay offs or down sizing are weak, but individual protections are strong
- There are traditions for generous compensations from employers when downsizing and lay offs are implemented (cooperative structures' impact on work life culture)
- During the financial crisis we have seen solitary solutions to enterprise problems: reducing work days from five a week to three a week for all, instead of laying off some

Some changes in Norwegian work life from 1981 - 2006

GNP per capita has increased more than 70 percent

Number of female employees about 40 percent higher

The part of higher educated employees are doubled

Industry reduced with 100 000 man years while productivity rose

Public and private services had 50 percent increase

Every fourth employee changed job in 2005

Labour market changes by the EU expansion in 2004

Ongoing projects:

**The StatoilHydro merger: evaluating the integration process
in cooperation with IRIS & SNF, 9 manyears finish 2010**

Down-sizing in

Norske Skog (paper industry) 1997 – 2001

Dagbladet 2005 / 2008

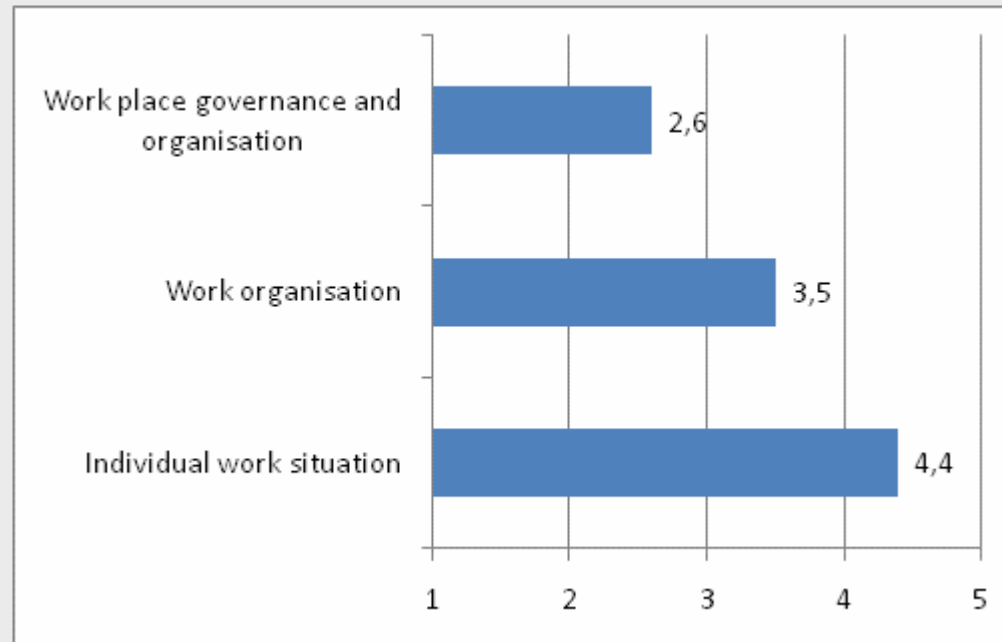
VG 2007

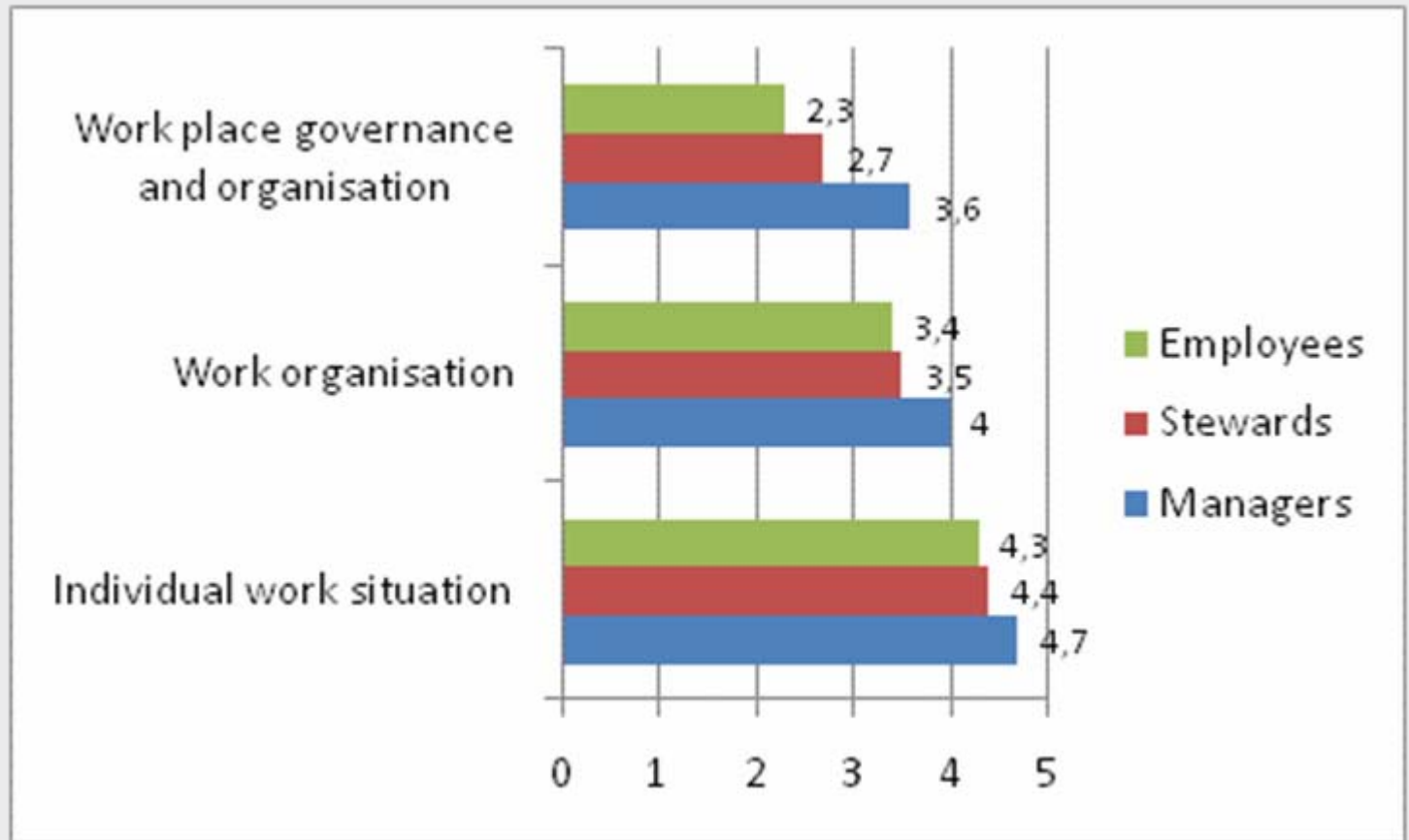
Prevent loss of competence in Aker Solutions 2008

**Representative study of industrial democratic arrangements,
praxis and impacts 2009**

Some results from the survey on industrial democracy (to be published next week)

Employees (included managers/leaders) influence. Average scores on a scale from 1 = no influence to 5 = huge influence (n=3071 – 2244)





The more collective and individual influence for employees, the higher score on:

managerial legitimacy among employees

accept of organisational structures among employees

economic performance, distribution of resources
and personal development among employees

efficiency estimated by employees

accept of change and restructuring



”Modern times”

The national stability provides local flexibility