



ROYAL NORWEGIAN MINISTRY  
OF LABOUR AND SOCIAL INCLUSION

# Labour relations in the working environment area in Norway

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# Labour relations in general in Norway

- Some characteristics of the Norwegian model:
  - Universal welfare arrangement
  - A large public sector
  - High employment – both men and women
  - Centrally coordinated wage formation
  - Long traditions of collective agreements and public regulation of the industrial conflicts
  - Close cooperation between the government, employers associations and trade unions
  - Workers' participation and co-determination at company level

# Four pillars of Norwegian labour relations

- Tripartite cooperation between the state and the employers' and workers' organizations on national level
- Cooperation between employers and employees at company level
- Co-determination and representation on the board of directors
- Individual labour law that protect workers' rights and at the same time emphasis workers' obligation to participate in creating a sound working environment

# Cooperation between the government, employers associations and trade unions

- Traditionally
  - Wage determination
  - Mediation
  - Settlements of disputes
  - Statutory regulations of workers' rights
- Gradually extended to cover many work-life issues

# Cooperation forums between the government, employers associations and trade unions

- The Employment Policy Council- from 2003
- Inclusive Workplace Agreement – 2001-2009
- Council to the Labour Inspection Authority
- Forum for regulation - 2006
- Participation in different ad hoc committees

# Working environment committees at company level

- Compulsory in all enterprises having more than 50 employees
- Compulsory in enterprises having between 20 – 50 employees - if required by one of the parties
- Equal number of representatives from each side
- Work for establishment of a fully satisfactory working environment in the enterprise
- Have decision authority in certain cases

# Safety representatives at company level

- Compulsory in all enterprises
- Companies having fewer than 10 employees may agree upon another arrangement
- The number of representatives depends on the size of the enterprise
- Shall safeguard the interests of the employees in matters relating to working environment
- Shall ensure that the enterprise is arranged, maintained and work is performed in a manner that safeguard the safety, health and welfare
- Has the authority to halt the work

# Committee to evaluate today's provisions related to workers participation

- The Ministry of Labour and Inclusion has appointed a committee to evaluate and reassess all the law-based systems for workers co-participation and co-decision.
- The committee is asked to put forward proposals regarding legislation or other measures make the systems better and more suitable today.
- The committee shall deliver its report 1 March 2010.