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The Norwegian Model on HSE

Some facts about Norway

- Constitutional monarchy with a parliamentary system
- Population: 4 842 000
- 78% of the population in urban settlements
- At beginning of the 20th century; a poor country
- Economic development after the Second World War based on hydraulic energy (electrochemistry, electrometallurgy, timber processing), and the sea (maritime trade, mechanical engineering, aqua farming).
- Development continued after 1970 on account of the exploitation of petroleum and gas in the North Sea.
- Norway is the third largest exporter of crude oil after Saudi Arabia and Russia
- Unemployment rate is 3,2%. (August 2009)
- Employment rate is about 70% (15 to 74 years), 73% among men and 67% among women. (August 2008)
- Member of the EFTA and partner in the EEA-agreement



Foundation: **Cooperation**

Basic for:

- Stability
- Development
- Democracy

Long tradition in cooperation

- 1935 - Basic Agreement LO/NAF
- 1946 - Production Committees
- 1960's - Cooperative Workplace projects
- 1966 - Cooperation Council LO/NAF
- 1973 - Representation at the Company Boards
- 1975 - Technology agreement LO/NAF
- 1977 - Working Environment Act
- 1982 - Additional Agreement on Enterprise development
- 1994 - Enterprise Development 2000 (R&D Programme)
- 2001 - Value Creation 2010 (R&D Programme)

Industrial Democracy

Representative



Laws /Agreements



Elected representatives



"Seat at the Table"

Influence on
decisionmaking.

Negotiations

Spokesperson

Guarantists for broad

Participation

Participation



Laws/Agreements



All the employees



Using their creativity, skills and
competence.

Contribute and participate in
cooperation projects ownership
to challenges, processes and
results.

Each and one been taking
seriously.

None of the two democracy arrangements
do work alone. Only in combination





Important organizations and authorities

- The Norwegian Labour Inspection Authority
- The Petroleum Safety Authority Norway
- The Norwegian Pollution Control Authority
- Ministry of Labour and Social Inclusion
- Ministry of the Environment
- Ministry of Health and Care Services
- Confederation of Norwegian Enterprise (NHO)
- The Federation of Norwegian commercial and service enterprises (HSH)
- Other employers and employees organizations





Tripartite cooperation

- Social Dialog in Europe/EU
- Framework Agreements - stress - harassment and violence
- Implementation in Norway
- Different campaigns and projects
- The OSH-committee in EU



Health, Safety and Environment (HSE) -some Laws and Regulations

The Working Environment Act

Regulations relating to HSE in the Petroleum activities

The Gender Equality Act

The National Holidays Act

Certain Sections of The Smoking Act

The Working Environment Act

- Systematic Health, Environmental and Safety Activities in Enterprises
- Internal Control Regulations
- Consequences of Violating The Working Environment Act: Orders, Coercive Fines and Shutdown of Operations
- Objectives and Strategies: Supervision, Internal Control Audits, Verifications / Inspections, Investigating Accidents and Guidance and Information
- Campaigns and Projects



The Basic Agreement (NHO - LO)

- The Basic Agreement is an agreement between the Confederation of Norwegian Enterprise (NHO) including all its national and local associations and individual enterprises, and LO Norway including all its unions and associations (divisions).
- Agreement in no way affects or alters relations between parties to other collective agreements.
- The Basic Agreement is the first part of all collective agreements for workers that have been or may be concluded by the organisations named in the heading and/or their members, and which are not covered by other Basic Agreements.
- Part B of the Basic Agreement applies to industrial and craft enterprises in the same way as the former agreement on production committees. It is the intention that NHO and LO and the interested employer and employee associations may at any time enter into negotiations aimed at making Part B of the Basic Agreement applicable or at adapting the rules in Part B to other commercial sectors than industry and crafts.

Nomination of most appropriate representatives (reps)

Working Environment Act.

Chapter 6. Safety representatives

Section 6-1. *Obligation to elect safety representatives*

Section 6-2. *Duties of safety representatives*

Section 6-3. *The safety representative's right to halt dangerous work*

Section 6-4. *Special local or regional safety representatives*

Section 6-5. *Costs, training, etc.*



Basic agreement 2006-2009

LO - NHO

CHAPTER VII

SAFETY WORK AND HSE PERSONNEL

§ 7-1 Safety delegates

§ 7-2 Working environment committees

§ 7-3 Occupational health service

Safety reps.

- Safety reps shall be elected among the workers at the workplace for two years
- Can also be elected by the union who represents the majority of workers
- Safety reps became mandatory for all enterprises with more than 10 employees
- Enterprises with more than one safety representative shall have a senior safety representative who is responsible for coordinating the activities of the safety reps
- Their duty is to safeguard the interest of the employees in matters relating to work environment and represent workers on issues related to health, safety and welfare

Safety reps. (continue)

- Shall receive necessary training in occupational health and safety
- Shall be consulted during planning and implementation of measures for work environment and occupational health and safety issues.
- Have the right to halt (stop) dangerous work
- Work may be halted until the Labour Inspection Authority has decided whether work may continue.
- The safety representative is not liable for any loss suffered by the reps decisions.

Working environment committees

Based on The Working Environment Act:

- Enterprises with at least 50 employees shall have a working environment committee
- Labour Inspection Authority can decide that enterprises less than 50 employees must also have working environment committees
- Employer, employees, safety rep and other OSH personnel are represented
- When the committees is established, this shall be reported to the local Labour Inspectorate.
- The employer and the employees shall have equal number of representatives on the committee.
- Both parties shall alternately elected as chairman of the committee.
- The Chairman can use casting vote.

Working environment committees (continues)

- Shall make an effort to establish a fully satisfactory working environment in the workplace
- Participate in the planning of safety and environmental issues
- Shall follow up closely all questions relating to the safety, health and welfare of the employees.
- If the working environment committee considers it necessary in order to protect the life or health of employees, it may decide that the employer shall implement specific measures to improve the working environment.
- If the employer finds that he is unable to implement the committee's decision, the matter shall be submitted without undue delay to the Labour Inspection Authority for decision

Information and training channels to deepen and enlarge gradually their knowledge and skills

SUPPLEMENTARY AGREEMENT III

Agreement on in-company training in safety and environmental work for safety delegates and members of the work environment committee (amu)

Introduction

1. The agreement concerns
2. Object and content of the training
3. Length of training
4. Implementing the training
 - Training providers
5. Further training
6. Plan for training in the enterprise
7. Deadlines, courses during/outside working hours and costs of courses
8. Disputes



Organising health and safety actions and campaigns an example

Framework agreement on Harassment and violence at the work place

1. Introduction
2. Aim
3. Description
4. Prevention, Identification and management of problems of harassment and violence
5. Implementation and follow up

http://resourcecentre.etuc.org/linked_files/documents/Final_joint_table_2009%20harassment_violence_EN.pdf



Implementation

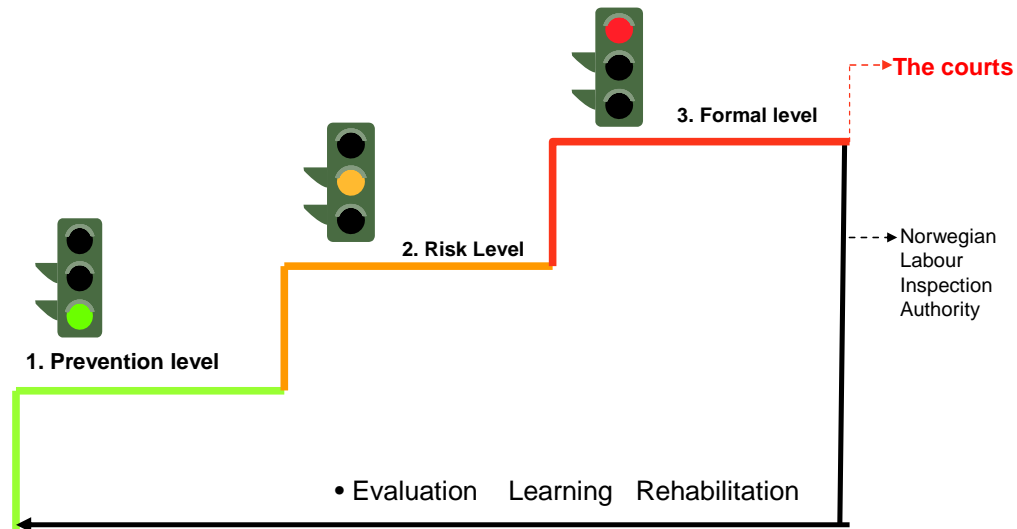
Joint report from the Social partners and the Government:

1. **The working group** established in 2008 arranged a national conference in 2009
2. **Guidelines and information in progress:**
 - **The Norwegian Labour Authority in cooperation with the social partners:** Guideline for preventing threats and violence at the workplace.
 - **KS, HSH, Spekter, LO and Unio in cooperation:** Guidelines to reduce threats and violence at the workplace in health/care-sector. Methods for reducing violence and threats by third party at workplaces based on identification, preventing and making procedures for dealing with harassment and violence.
 - **Unio and KS in cooperation:** Guidelines and information for the local employers and workers to identify prevent and manage problems of harassment and violence at work in schools.
3. **Legislation.** The Working Environment Act contains separate provisions that protect workers from harassment and violence at work, and threats from third party.
 - In 2009, a new paragraph in this Act was approved which entails that the employer has to assess/reduce risk factors when the employee works alone.
 - The employee's organisations want detailed regulations in order to prevent harassment and violence at work.
4. **Nordic level:**
 - The social partners in municipal sector at Nordic level discuss the Framework Agreement in their annual conference.



Available programmes and action plans, an example

A model for preventing and dealing with conflicts and bullying



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JOBGING UTEN MOBBING
inkluderende arbeidsliv



International collaboration within the same multinational company

SUPPLEMENTARY AGREEMENT VIII

Agreement on European Works Councils or equivalent procedures for information/consultation

§ 1 Object

§ 2 Scope

§ 3 Establishment of consultation arrangements

§ 4 Procedure for establishing the arrangements

§ 5 Contents of the Agreement

§ 6 Practical work of the European Works Council

§ 7 Renegotiation

§ 8 Confidentiality

§ 9 Deadlines for completing negotiations etc..

§ 10 Disputes

§ 11 Relation to agreements in force



Thank you,

-and good luck with the
work for developing on
HSE

