

# **Tripartite cooperation and the Nordic model**

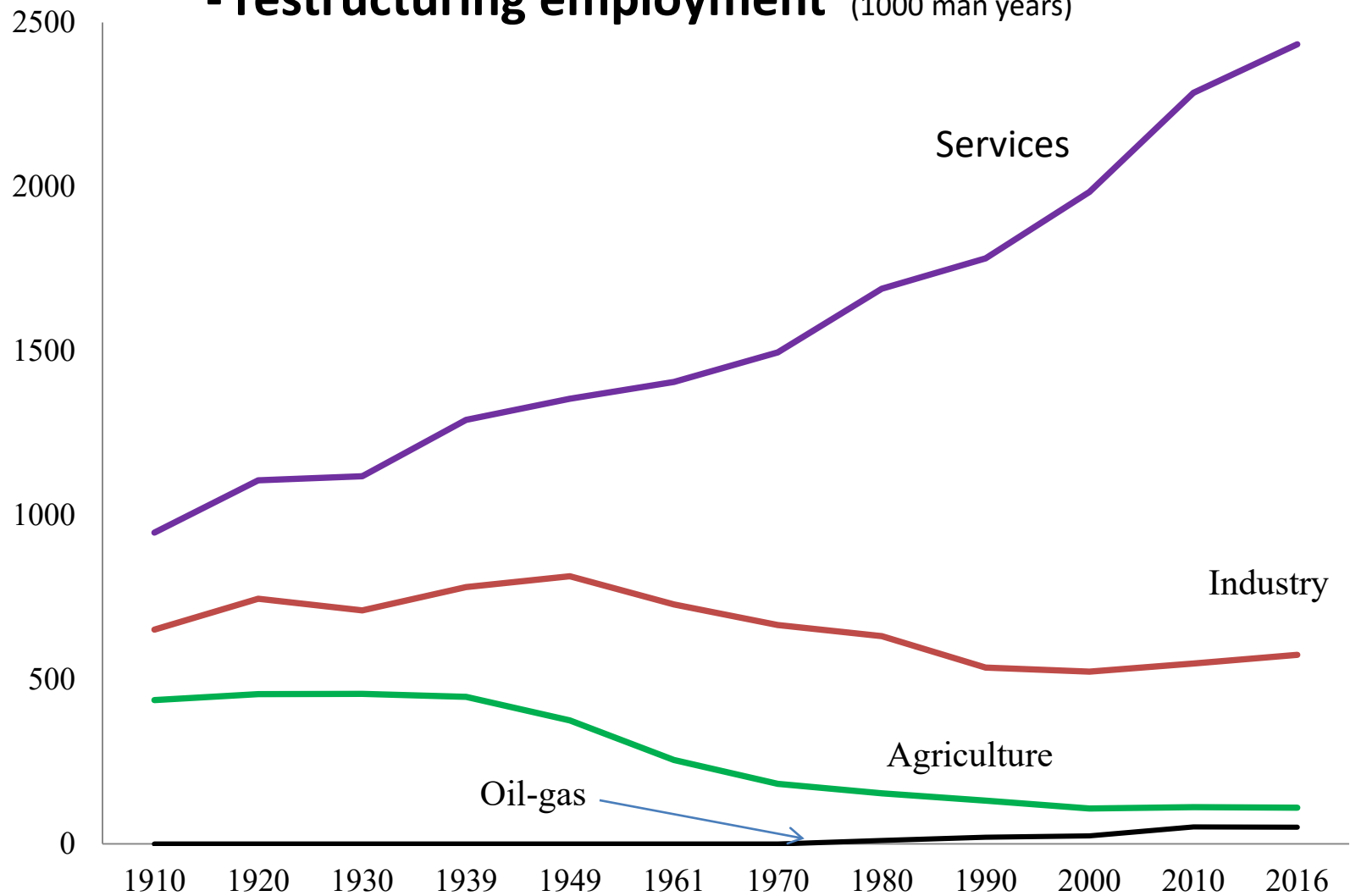
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# All rich countries; long journey - restructuring employment (1000 man years)

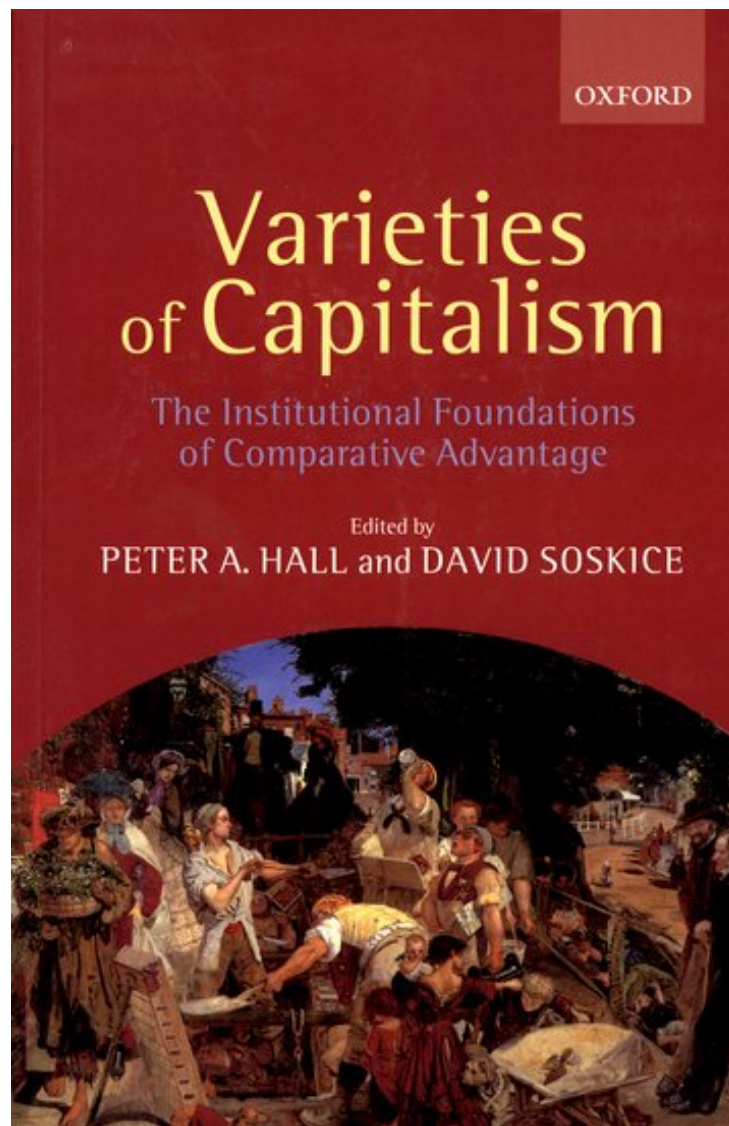


**CME s**

(coordinated  
market  
economies)

Nordics  
Germany  
Austria

Switzerland?



**LME s**

(liberal market  
economies)

US  
UK  
Ireland  
NZ  
Aus

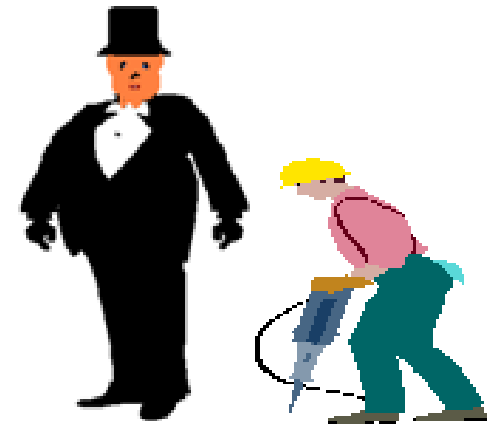
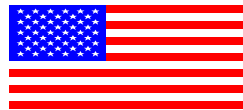
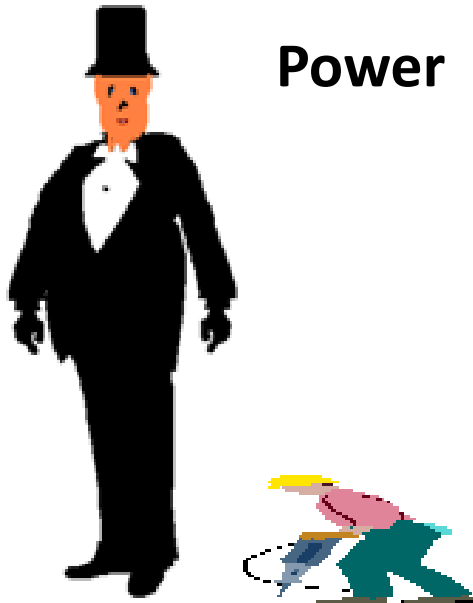
**Southern:** France, Italy,  
Spain,,Greece



# CRUCIAL POINT IN NORDIC MODEL

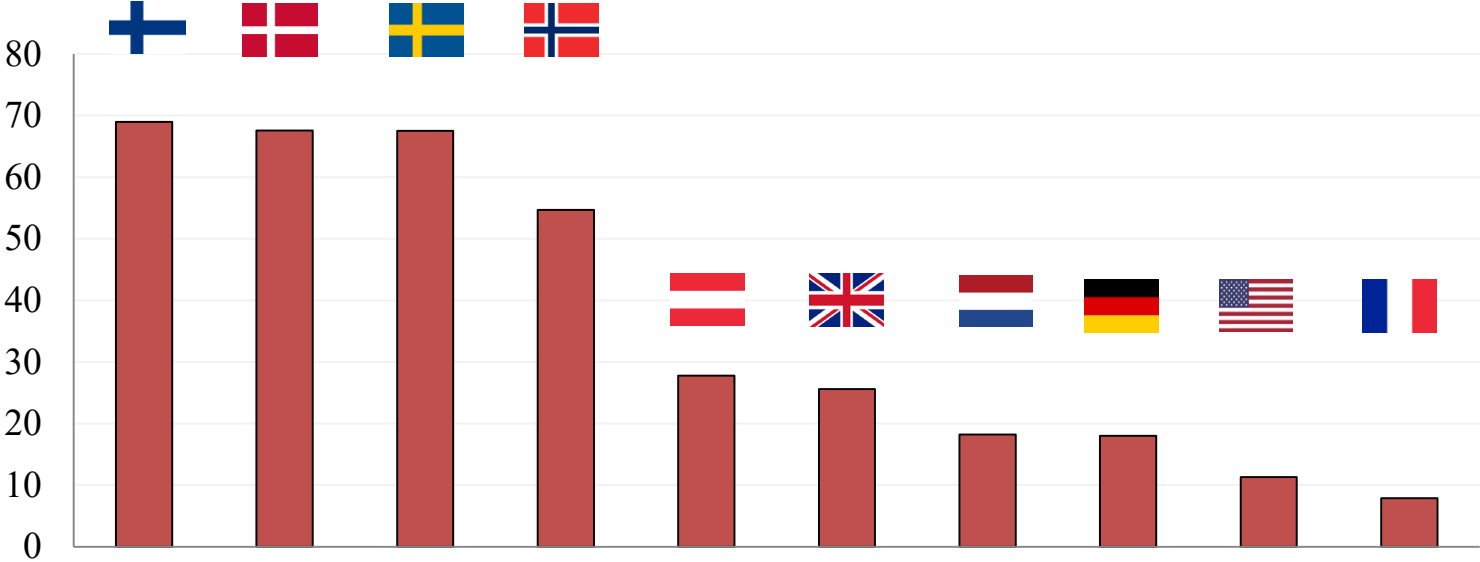
MORE EQUALITY IN TERMS OF:

Power and Income



# Labour market organisation the big difference

Union Density, OECD Data Base Share of workers member of trade unions in pct



# MAIN MECHANISMS

## BASIC REGULATIONS OF LABOUR MARKET (Law or collective agreement)

- 1. Right to organize and achieve collective agreement** (membership)
- 2. Employment protection** (job security)
- 3. Working time legislation**  
(protection of health and family planning)



# AROUND THE SAME TABLE: TECHNICAL COMMITTEE

Experts

LO

TU2

TU3

Min  
Finance

Researcher



Experts

NHO

EA 2

EA3

Min  
Labour



Secretariat Staff  
Central Bureau Statistics

## **LO** (Norwegian Confederation of Trade Unions)

1872 First national trade union

1887 Labour Party

1899 LO

1907 Nation-wide collective agreement on wages

1935 LO-NHO Basic Agreement





# **MAIN ELEMENTS IN NORDIC MODEL**

**More universal public service**  
(health,schools,university, kindergarten,social care...)

**More state and universal social security**

**More mandate to federal level in labour market coordinating wages and economic policy**

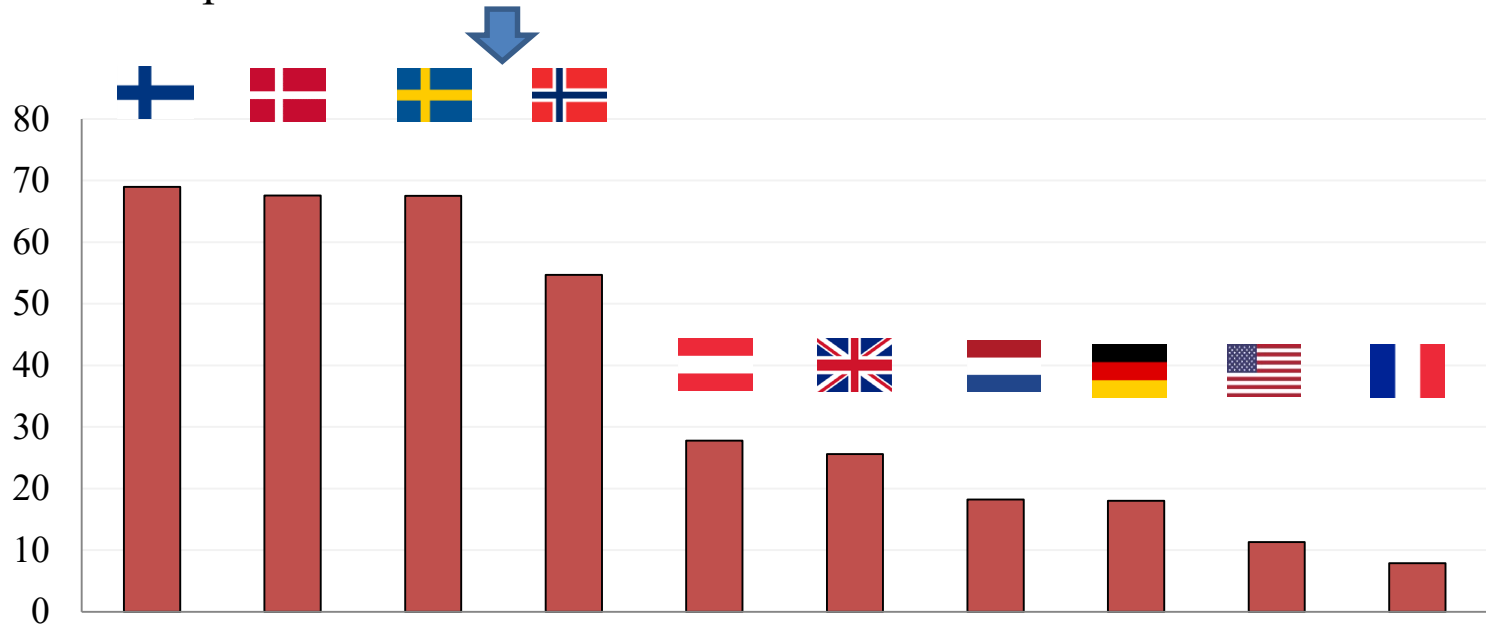
Ref NordMod  
[www.fafo.no](http://www.fafo.no)



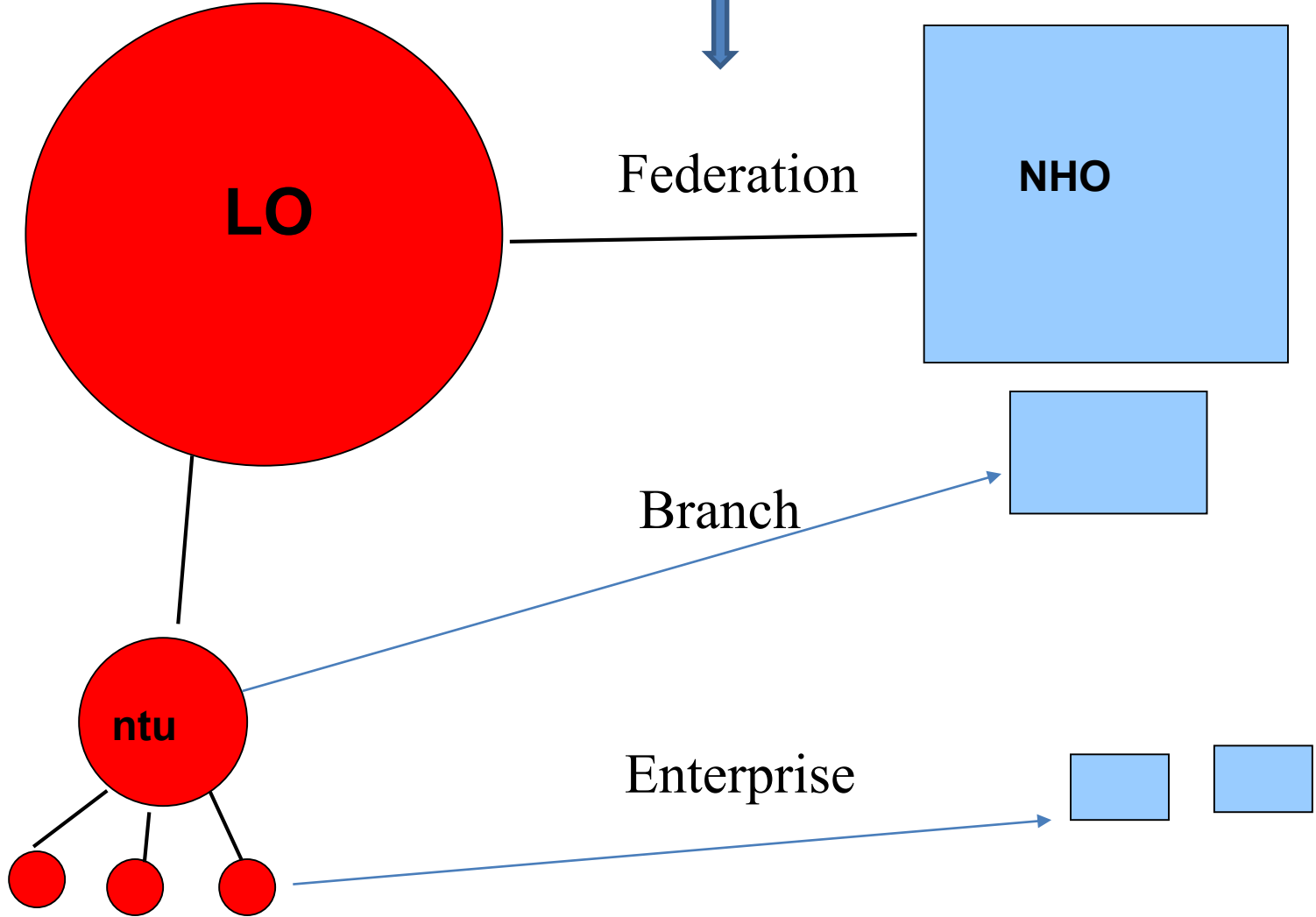
# To Coordinate

1. More central power (federation level)

2. Less profession based



# DIFFERENT LEVELS of POWER



# The Basic Agreement 1935

”The constitution” of work life in Norway

Renegotiated between NHO and LO every 4th year

- negotiation procedures and conflict solving procedures
- rights/obligations of shop stewards
- Workers’ involvement; cooperation, information, consultation rights

# LONG JOURNEY

Since Ca 1920 Resolved position of Moscow communism in LO  
Era of Social Democracy

1935 Compromise between Capital and Labour

Basic Agreement

Peace obligation; right to organize and negotiate

Compulsory mediation in wage conflicts

Labour Court (1915)

1962 Social Dialogue Committee chaired by Prime Minister

1968 Technical committee on wages and macro economy



# **PRACTICAL EXCAMPLES of TOOLS**

Organizing (employer collect trade union fee)

Tripartite governance on vocational training

Tripartite agreement to prevent Sick Leave

Criminalize wage theft

Restrict temp agencies



**ONLY 30 pages: Efficient story on Nordic Model  
Told by US-professor in Economics**



<http://www.fafo.no/pub/rapp/20312/20312.pdf>



Friedrich Ebert Stiftung, 2014

**Trade Unions in Norway**  
Coordinated Wage Bargaining and  
Workplace Level Co-determination

<https://library.fes.de/pdf-files/id-moe/11021.pdf>

