

Tripartite cooperation and the Nordic model

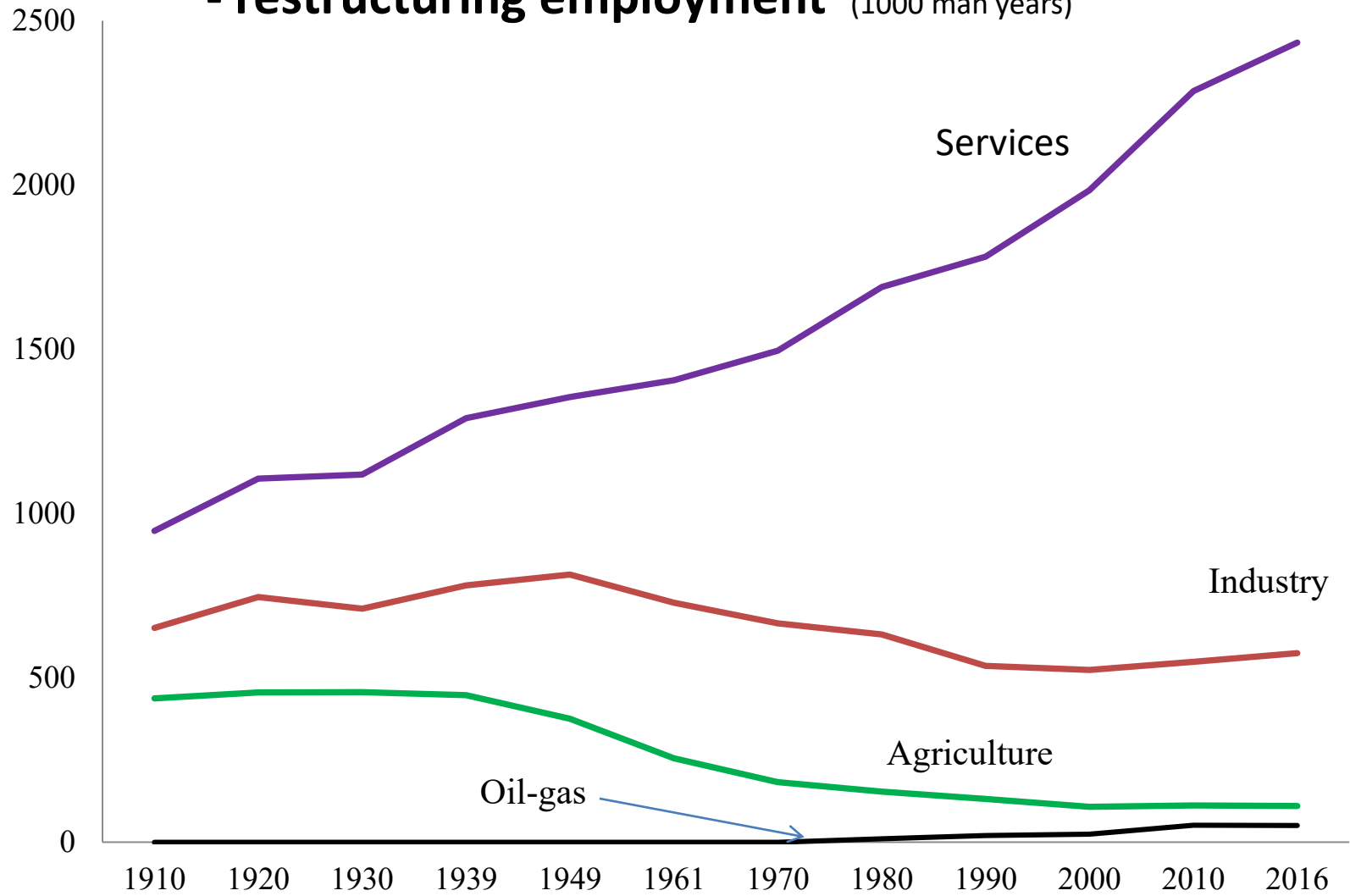
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Stein Reegård, senior economist

stein.reegard@lo.no



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

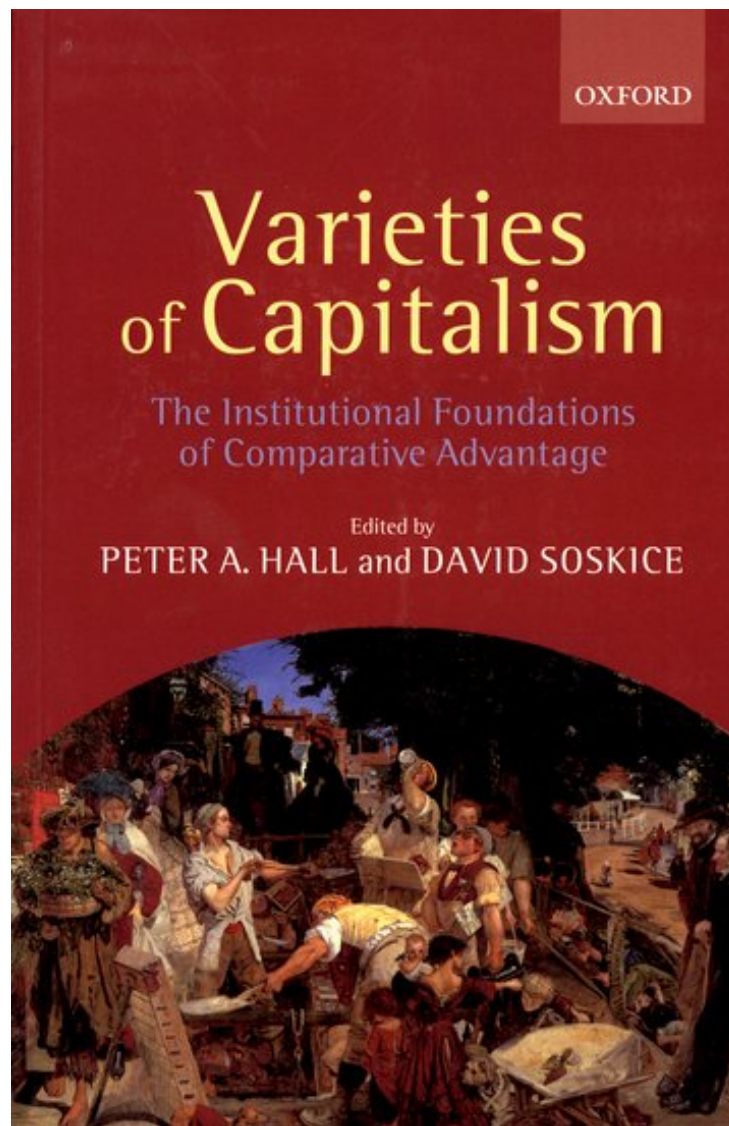


CME s

(coordinated
market
economies)

Nordics
Germany
Austria

Switzerland?



LME s

(liberal market
economies)

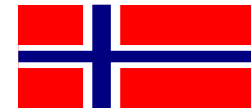
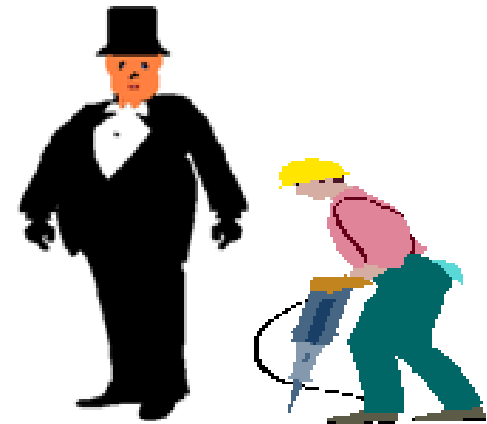
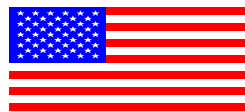
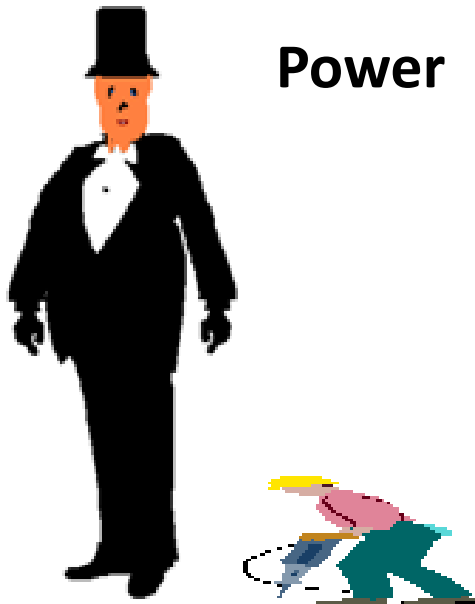
US
UK
Ireland
NZ
Aus

Southern: France, Italy,
Spain,,Greece

CRUCIAL POINT IN NORDIC MODEL

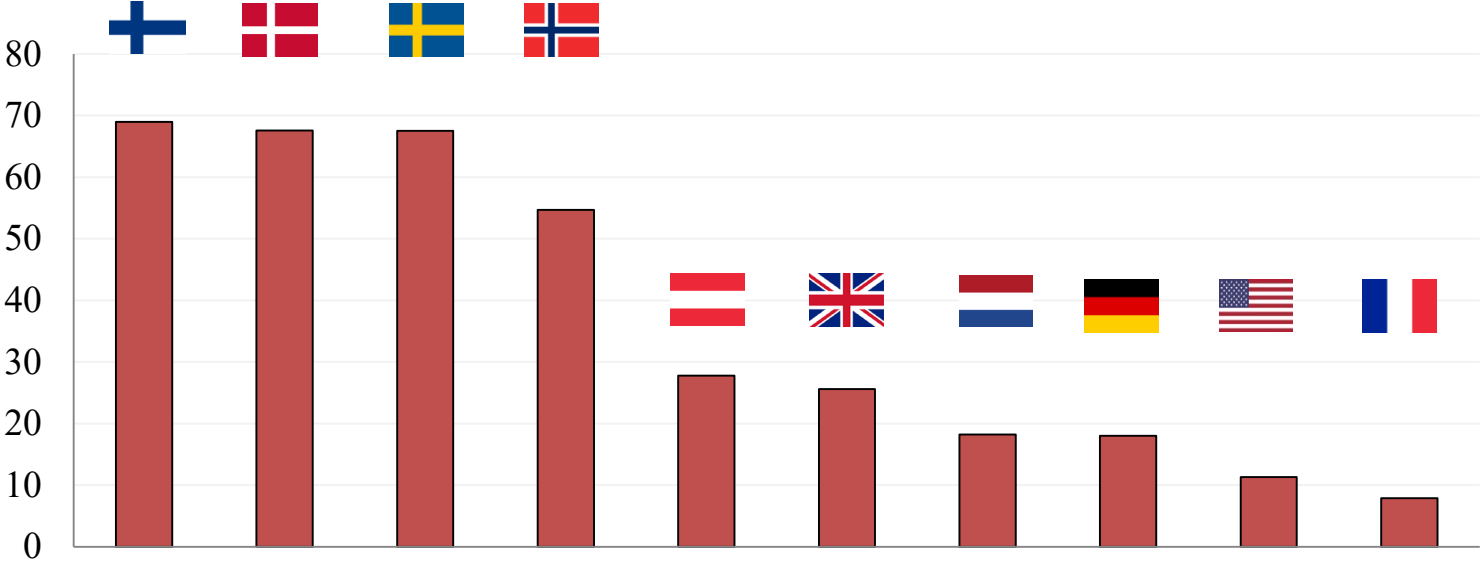
MORE EQUALITY IN TERMS OF:

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

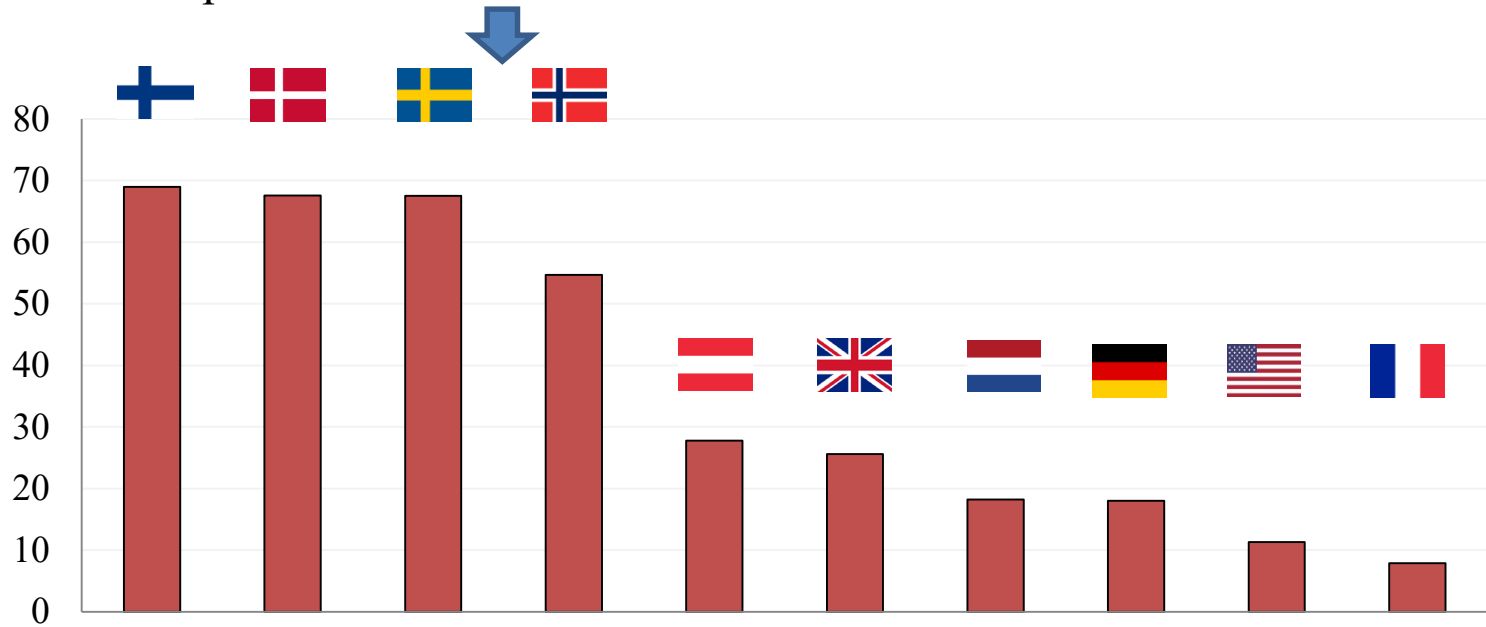
Ref NordMod
www.faf.no



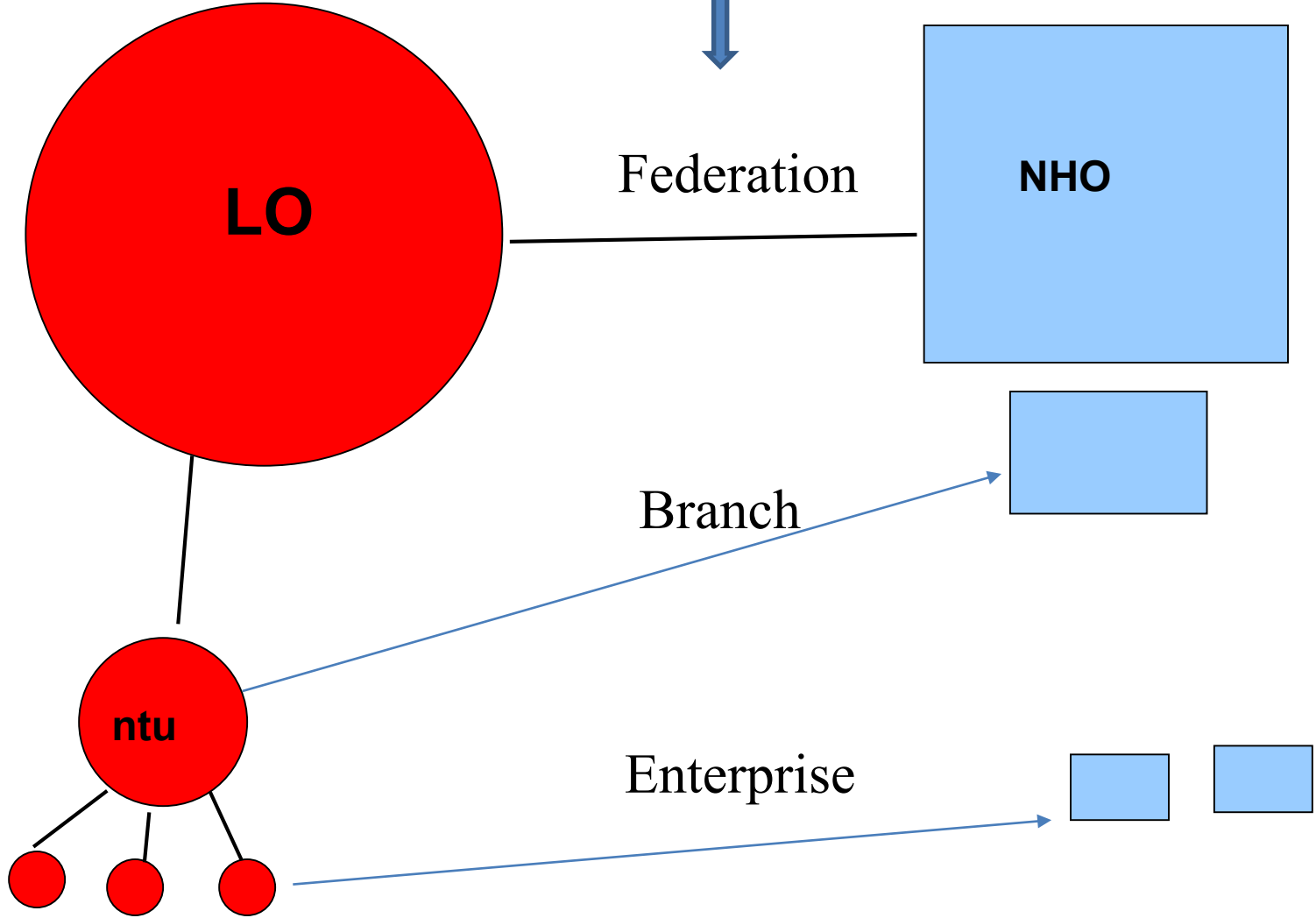
To Coordinate

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.faf.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>

