

Social Dialogue and tripartite cooperation in Norway

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Topics

- LO-The Confederation of Trade Unions
- Historical point of view – the way towards social dialogue and tripartite cooperation
- The Nordic Model

The overview – Norwegian trade unions

	LO	Unio	YS	AK
Members	970 000	389 000	229 000	208 000
Members profil	All professions	Academician Bachelor	Skilled worker	Academician Master
Established	1899	2001	1977	1997
		 Unio		 akademikerne

The Norwegian Confederation of Trade Unions -LO

- Established in 1899
- 25 affiliated branch unions
- About 970.000 members
- More than 50 % of our members are women
- 60.000 shop stewards on all levels
- Experienced participant in tripartite relations and Norwegian Social Dialogue



The Norwegian model. Trust-based labor relations



Why should the world look at the Nordic Countries?

The way towards social dialogue

- 1872: Establishment of the first national trade union
- 1907: First nationwide labour dispute in Norway, first **nationwide collective agreement**. Established a minimum wage in industrial sector
- 1915 the Labour Disputes Act was passed by the Parliament, establishing among others a system for mediation in industrial conflicts
- 1935: First **basic collective agreement** between LO and the Employers Association (NHO)
- 1938: The Unemployment Insurance Act and a Workers protection Act

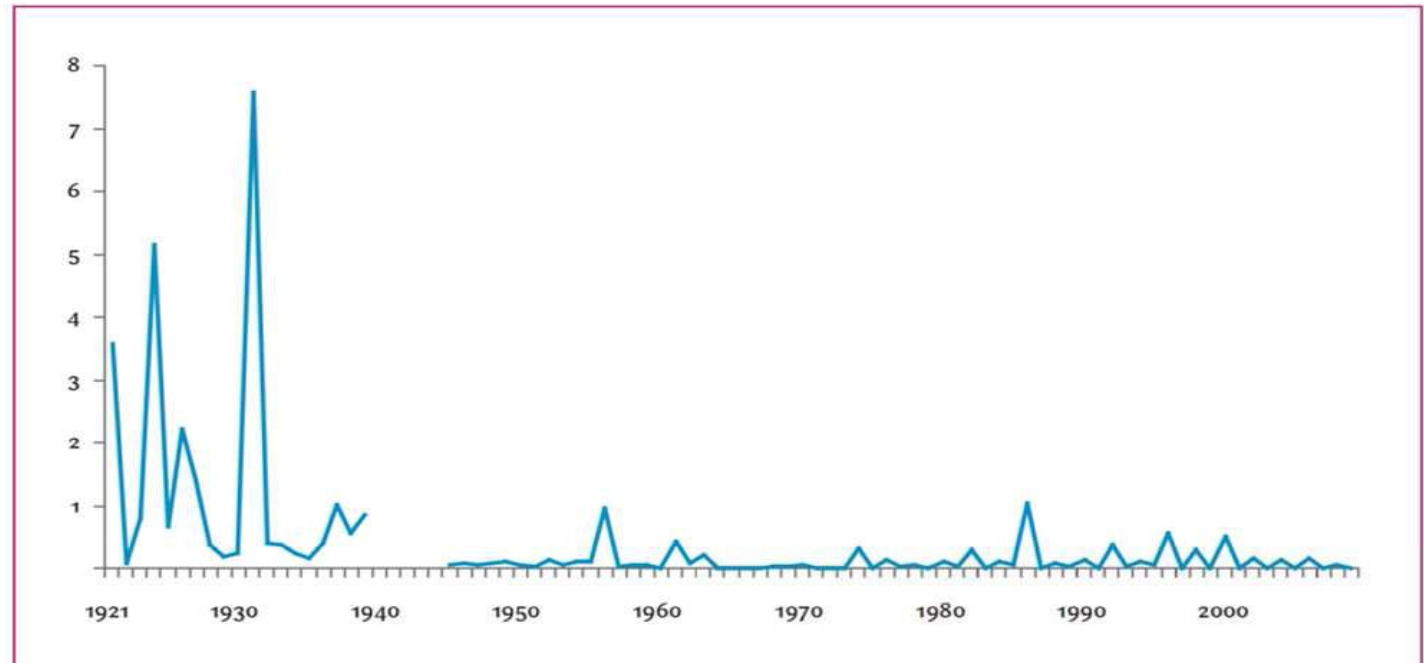
The way towards social dialogue

- 1945-1965: Introduction of several social reforms, including 4 weeks paid holiday
- 1976: 40 hour week adopted
- 1977: New and extended law on the working environment.
- 1978: Full pay during illness and an Act on Gender Equality
- 1982: As part of the Basic agreement between LO and NHO- the social partners joint action program (HF)
- 1986: Collective agreements: 7,5-hour day, 37,5- hour week

The way towards social dialogue

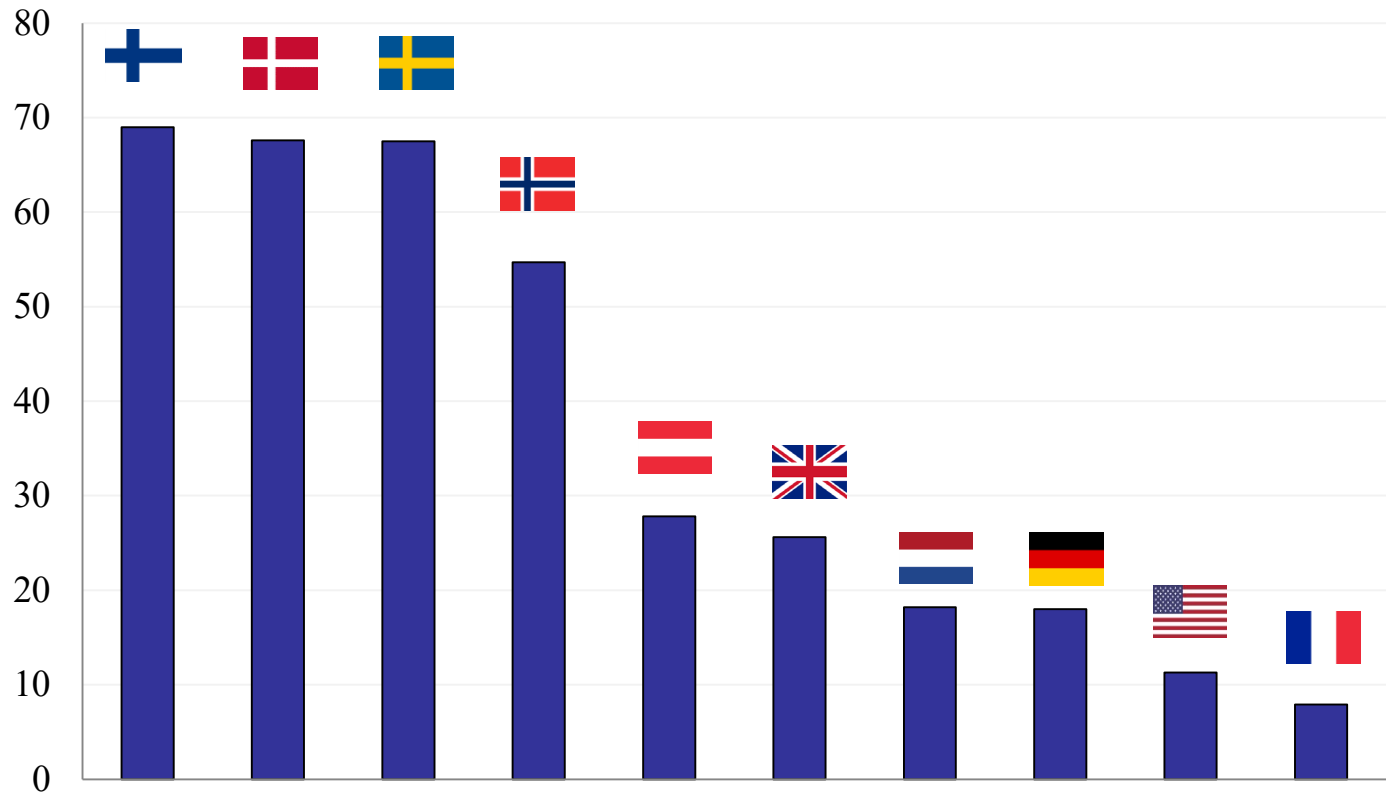
Amount of lost working days (in millions) due to labour conflicts in Norway

Figur 1 Tapte arbeidsdager i millioner

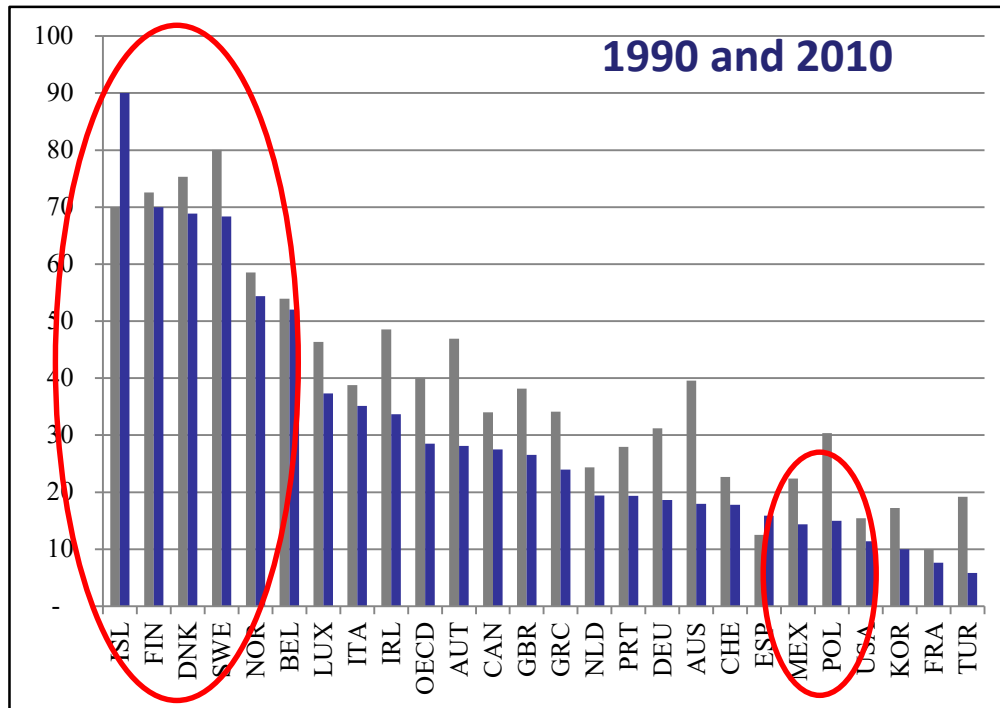


Kilde: SSB, Historisk statistikk.

Trade Union Density



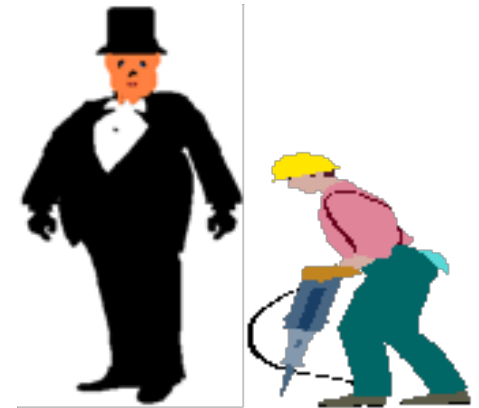
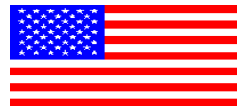
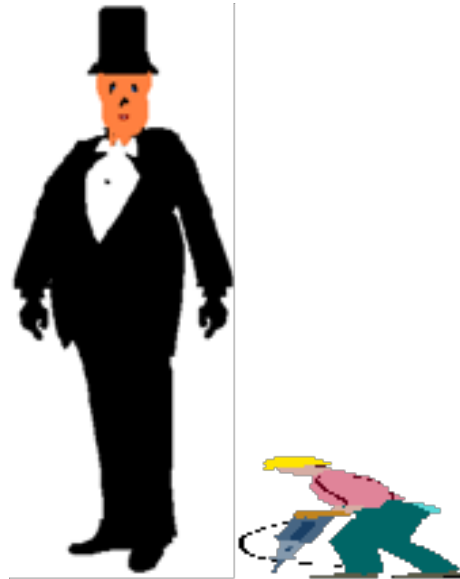
Scandinavia: The world's strongest unions



Sources:
OECD.stat +
ASI for Island.

FaOS

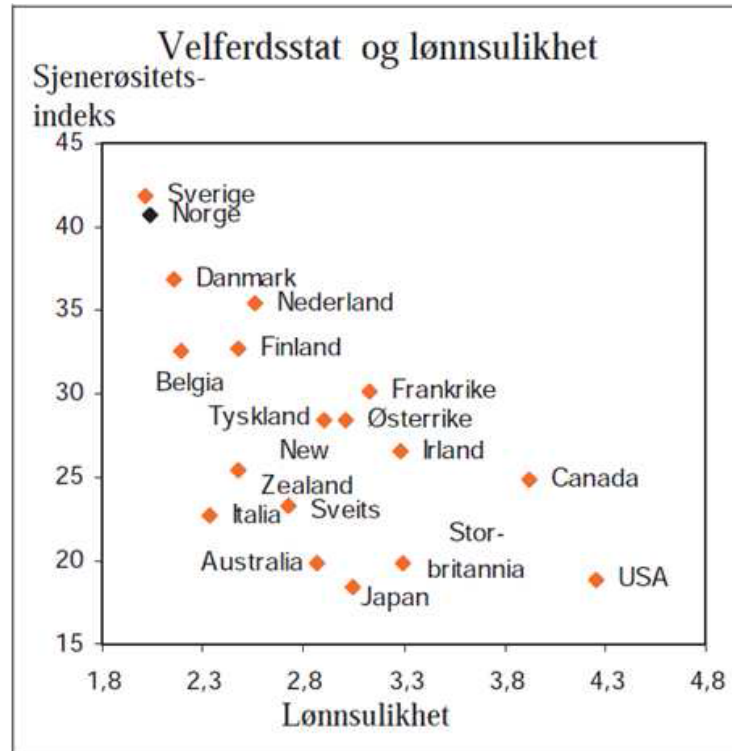
Income and wealth inequality



The Nordic Model

Is there a correlation between the level of welfare in a society and the level of wage disparity?

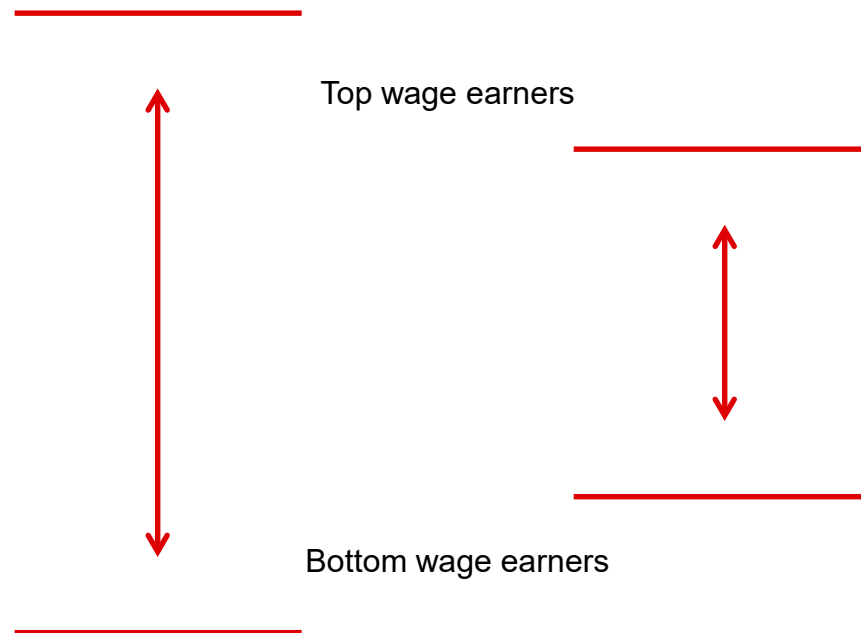
Level of “generosity”



Level of wage disparity

The Nordic Model

The importance of the compressed wage structure



The Nordic Model

A Role Model?

	American Model	Nordic Model
Hourly wage, average	100	100
Lowest wage level	30	60
Highest wage level	20 000	1000
Poverty	20 %	5 %
Trade union density	12 %	50 – 75 %
Labor market regulation	Low	High
Public sector	14,5 %	37,5 %

The Nordic model

- **Universal** welfare arrangements and a large public sector
- **High** employment rates, both among men and women
- **Small** wage differences and a large degree of social mobility
- **Strong** employers' organizations and trade unions
- **Centrally** coordinated wage formation and **local** bargaining at company level
- **Close** cooperation between the government, employers' associations and the trade union confederations as well as a **strong** co-determination and participation at company level