

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



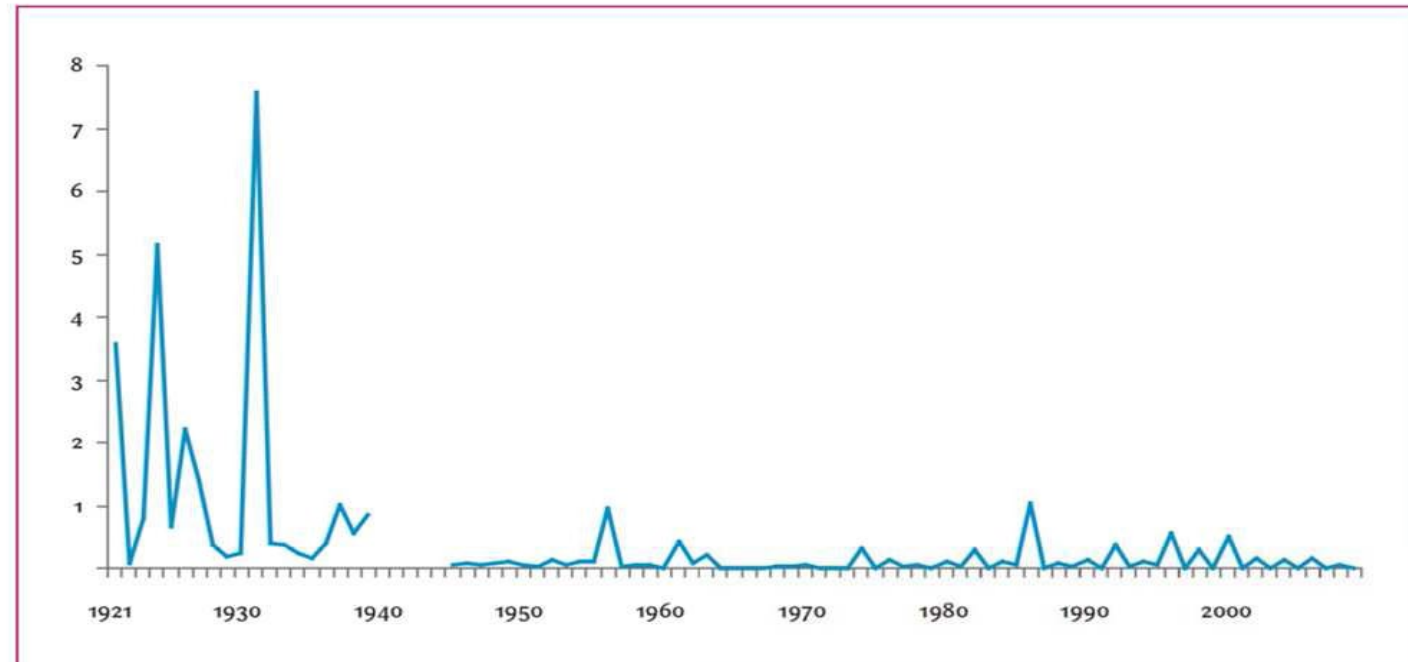


The Norwegian model. Trust-based labor relations

- **Why should the world look at the Nordic Countries?**

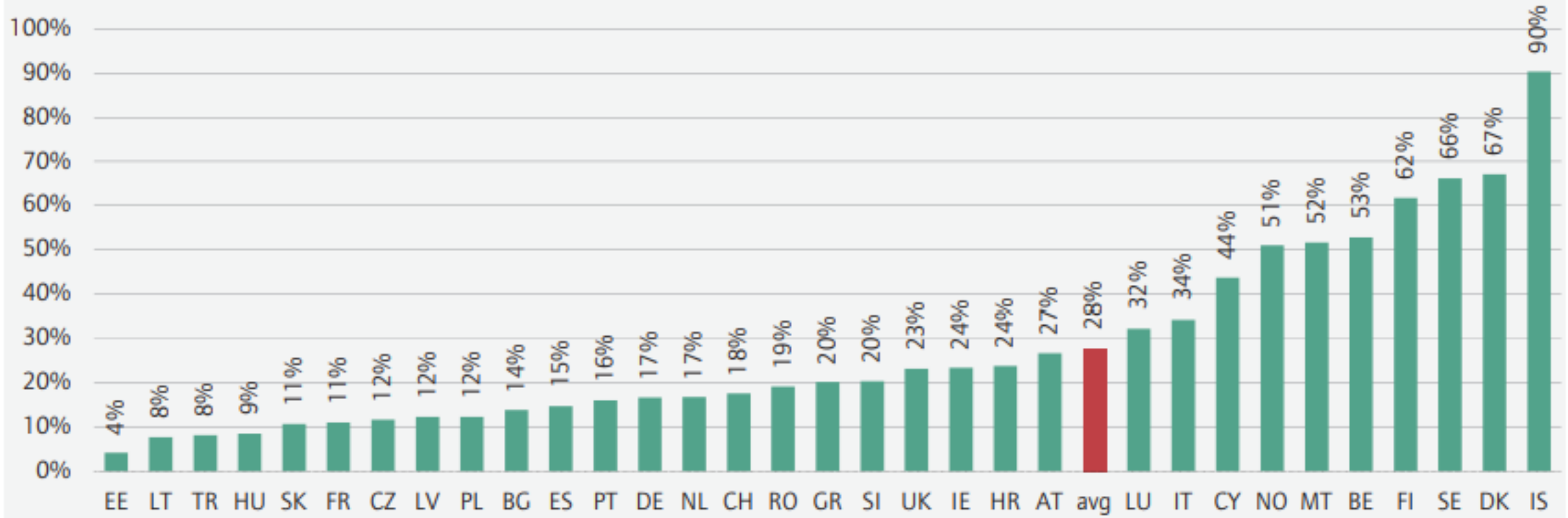
- Amount of lost working days (in millions) due to labour conflicts in Norway

Figur 1 Tapte arbeidsdager i millioner

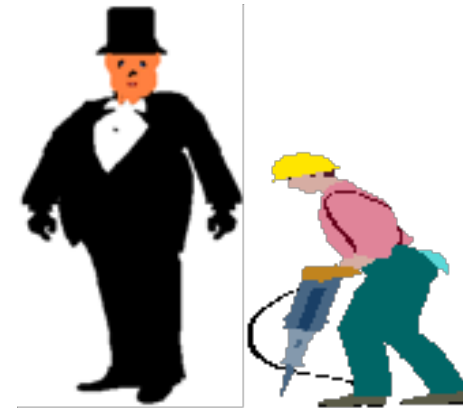
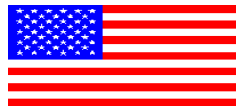
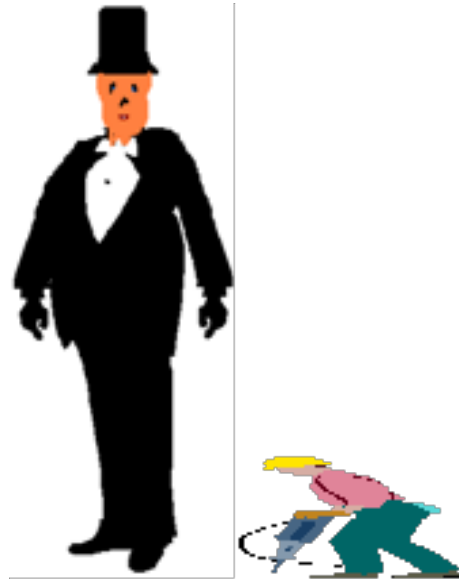


Kilde: SSB, Historisk statistikk.

Figure 7. Union density in 32 European countries, 2017 (or latest year available)



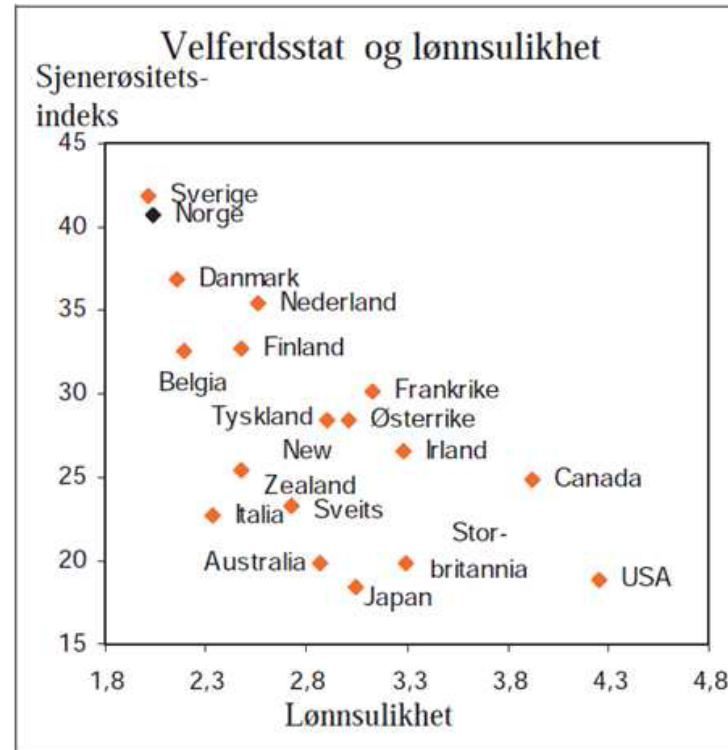
Income and wealth inequality



The Nordic Model

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

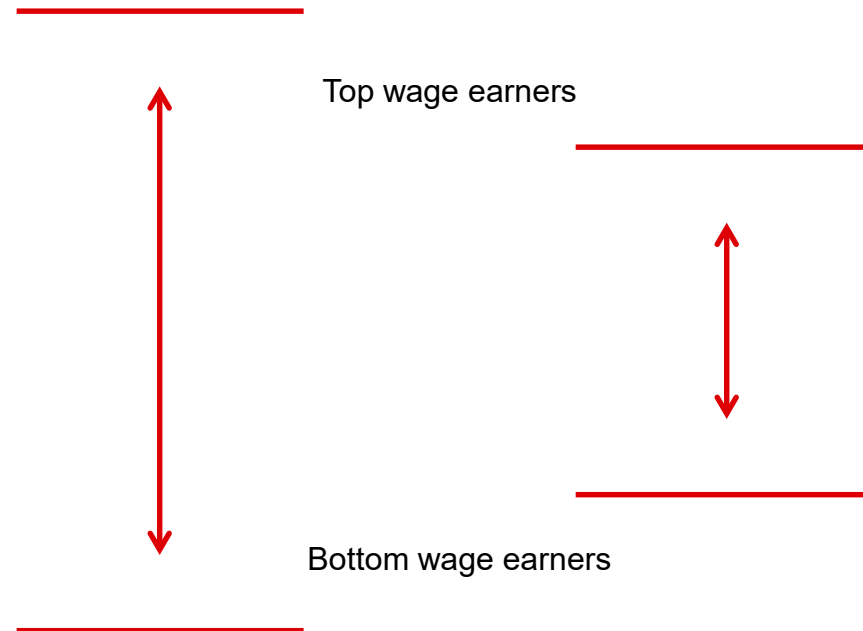
Level of “generosity”



Level of wage disparity

The Nordic Model

- **The importance of the compressed wage structure**



The Nordic Model

▪ A Role Model?

▪ Model	American Model	Nordic
▪ 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