

# **Tripartism in Norwegian municipalities**

**Unio**

**The Confederation of Unions for Professionals**



# Regulation of local cooperation



# Tripartite cooperation in municipalities

- 428 municipalities in Norway
- Decentralized tripartism in the municipalities
- Cooperation rather than conflict
- Confidence is essential

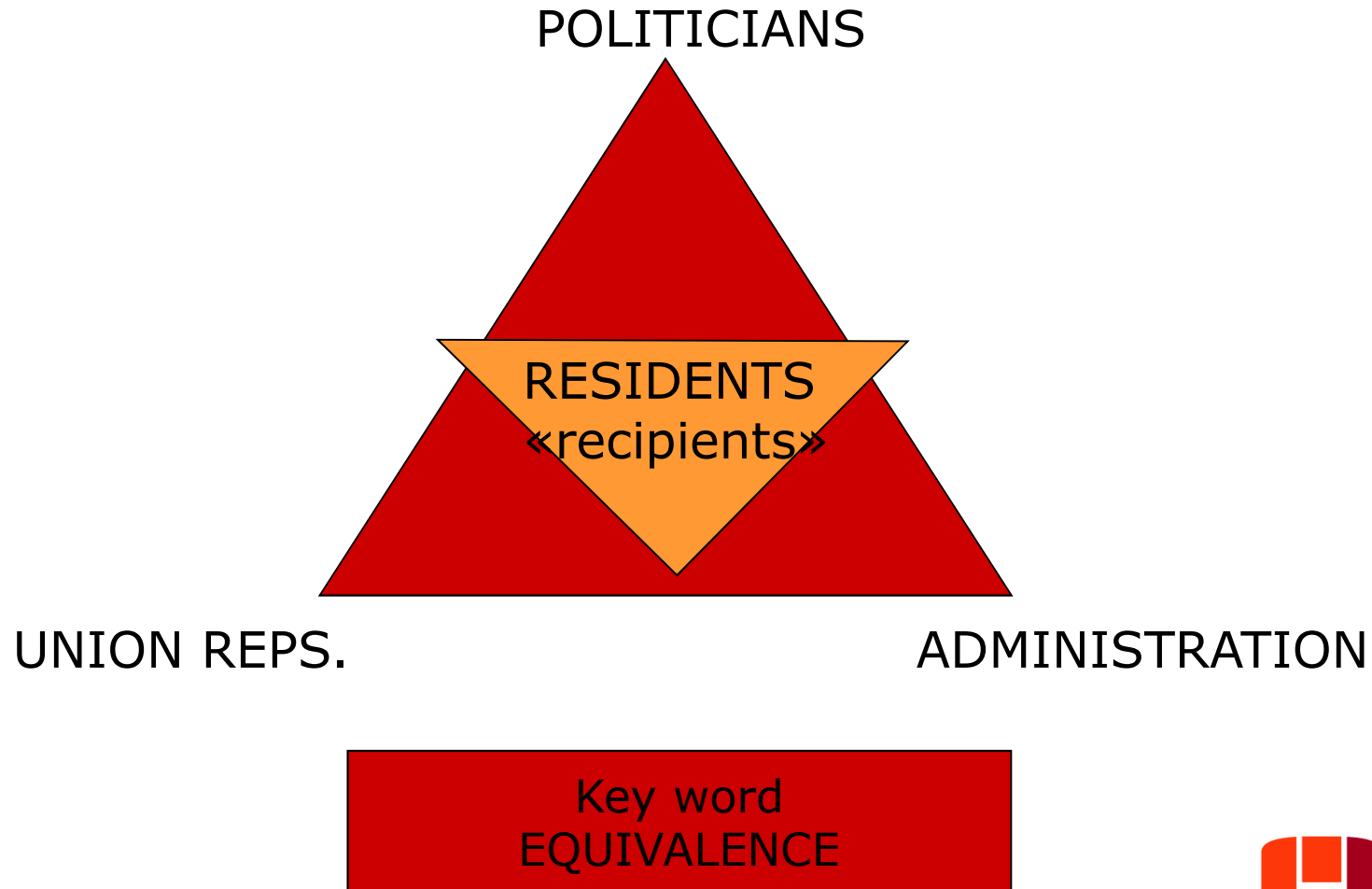
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- **Politicians:** ombudsman for residents and employer
- **Administrative leaders:** daily responsible for implementation of tasks and management
- **Union representatives:** represent workers and organisations, are messengers, ambassadors...

# What is there to gain?

- Common ownership to challenges and solutions
- More knowledge and understand between the parties
- Common responsibility – better implementation

# Illustration - Øvre Eiker



# Together for a better municipality

- Government program for municipalities
- Local solutions and municipal grounding
- Local development projects focusing on:
  - Part time/full time work
  - Sickness absence
  - Competence/recruitment
  - Reputation
- Tripartism a precondition!



Saman om ein betre  
KOMMUNE



# Wage negotiations

- The collective agreement covers everybody hired in all municipalities in Norway
- Negotiations every (second) year
- Centrally and locally



Although we cooperate, we also do strike...

