

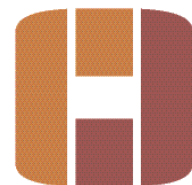
# Labour relations in Norway

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# Social partners in Norway



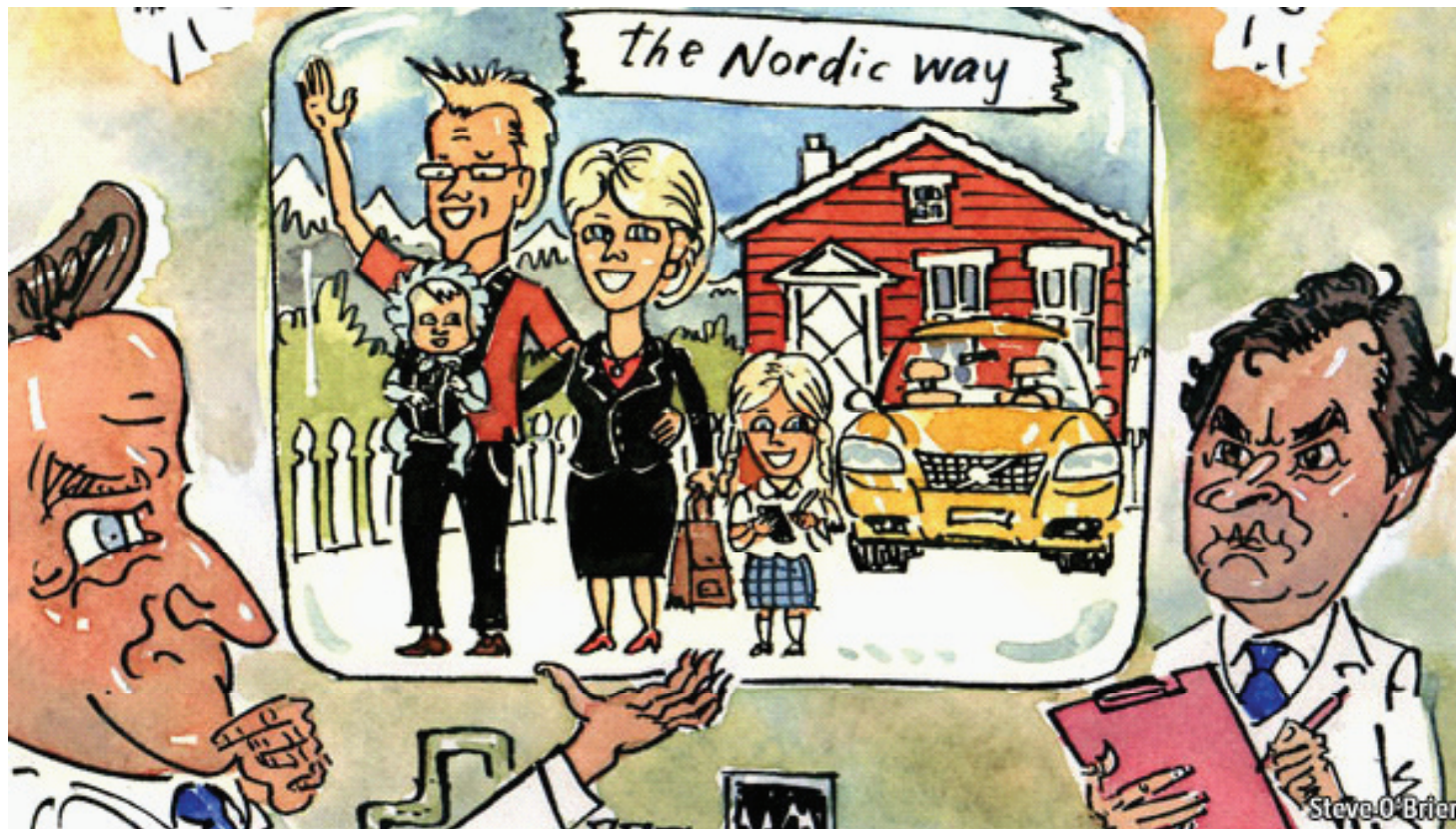
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# The basis for the model of labour relations

## General characteristics:

- Universal welfare and a large public sector
- High employment (both men and women)
- Small wage differences
- Strong collective actors
- Centrally coordinated wage formation and local bargaining at enterprise level
- Close cooperation between the government, the employers' associations and trade unions as well as co-determination on enterprise level

## The model affects all policy areas



# Social dialogue

- Institutions
- Regulations
  - both government and collective
- Traditions
- Trust – cultural
- Two partite and three partite
- On national, industry and enterprise levels
- AND between employer – employee
- Dialogue on a wide range of topics
- Dialogue does not mean no conflict
  - or conflict of interest

## Wage formation – an important area left to the social partners

- An area left to
  - the employees' and employers' organisations to regulate by collective agreements or
  - the employee and the employer by individual employment contracts
- No minimum wages regulated by law
- Act relating to general application of wage agreements
- The Tariff Board – authorized to impose extension of collective agreements. In certain branches.