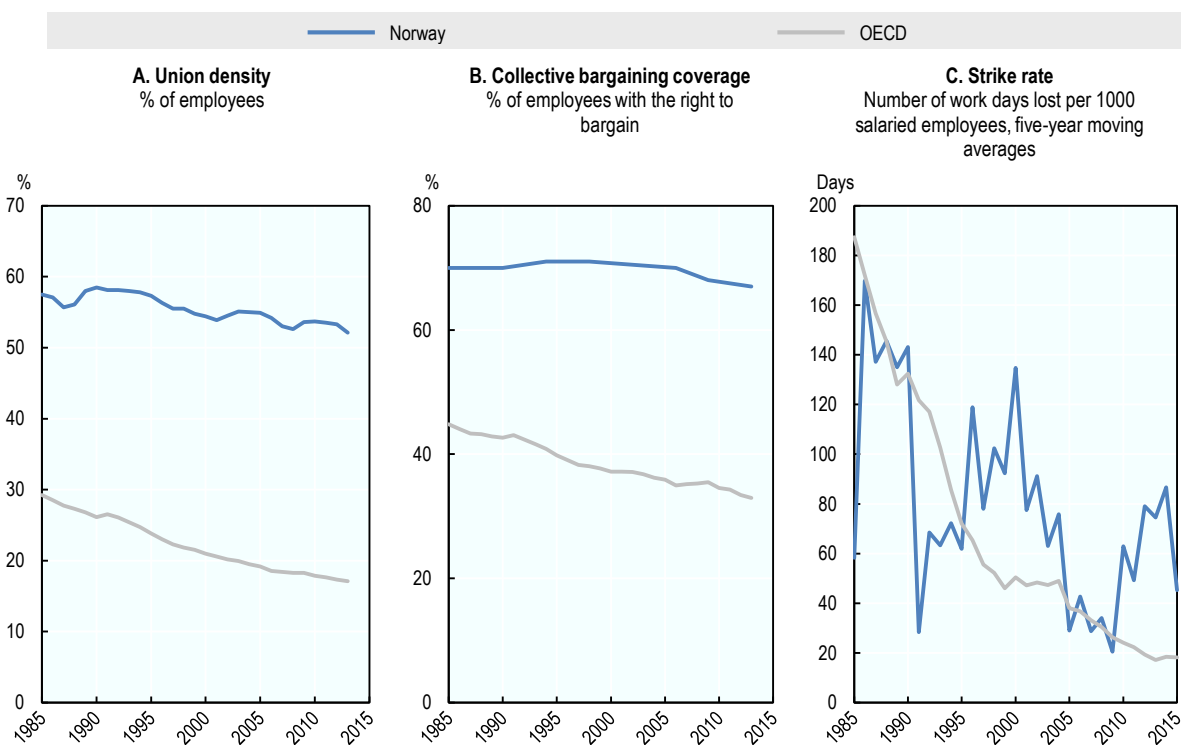


Norway

KEY FEATURES OF THE COLLECTIVE BARGAINING SYSTEM IN 2015

Predominant level	Sectoral
Degree of centralisation/decentralisation	Organised decentralised
Co-ordination	High
Trade union density in the private sector	30-40%
Employer's organisation density	60-70%
Collective bargaining coverage rate	60-70%
Quality of labour relations	High

TRENDS IN INDUSTRIAL RELATIONS IN NORWAY, 1985-2015



BUILDING BLOCKS OF COLLECTIVE BARGAINING

The detailed description of the building blocks of collective bargaining mainly relies on information provided by the responses to the policy questionnaires that were sent to Labour Ministries, employer organisations and trade unions in 2016. The information reported in the questionnaires represents the situation in **December 2015**.

Use of *erga omnes* clauses

Legal application of a sector level agreement in the absence of administrative extensions	An employer is not bound by a collective agreement merely through affiliation to a signing organisation. The collective agreement must also explicitly be invoked in the firm.
Legal application of a firm-level agreement	Formally only union members but de facto to all.

Use and coverage of extensions

Use of extensions of sectoral collective agreements	Yes, but rare.
Procedure	The Ministry issues the extension building on the decision by the Tariff Board usually upon request of one of the parties but can also proceed without.
Representativeness criteria	No
Public interest criteria	Extensions are issued when non-Norwegian workers are proven to work or could work on terms that are overall worse than the standard set by the collective agreement. Extensions are not issued when only Norwegian workers are employed.
Exemptions or possibility of appeal	No

Duration of collective agreements

Average duration	24 months
Maximum duration of collective agreements	Yes, by law 36 months, but the social partners are free to agree on other terms of duration, usually 24 months (at firm and sectoral levels).
Can contracting parties terminate an agreement before its expiry date?	No, agreements remain valid until the end.

Ultra-activity of collective agreements

Is maximum duration of after-life/ultra-activity of agreements fixed by law?	No rule.
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Retroactivity of agreements

Do firms have to pay arrears in case of late renewal?	Yes
Does retroactivity apply only to members of signatory parties or does it cover all parties?	To signatory parties including the non-union members in member firms of signatory employer organisation.

Use of the favourability principle

Application of the favourability principle is entirely a matter for the bargainers.

Use and scope of derogations and opt-out

Derogations from the law

Possible to derogate upon an agreement. Conditions depend on the issue, e.g. in some cases derogations are allowed only with agreements signed by national trade unions, in other cases by the employees' elected representatives.

Derogations from collective agreements

Scope

No

Topics

Not relevant

Rationale

Not relevant

Criteria

Not relevant

Other

Not relevant

Forms of co-ordination

Mode of co-ordination

Pattern bargaining or inter/intra associational

Degree of co-ordination

Strong

Enforcement of collective agreements

Sector-level agreements

Firm-level agreements

Do agreements typically include a peace clause?

Yes

Yes, common.

Do agreements typically include a mediation/arbitration procedure?

No

No

Is it compulsory?

Not relevant

Not relevant

Worker representation at the workplace

Work council and union or union representatives but union predominant.

Board-level employee representation

Public sector

Yes

Private sector

Yes

Scope

>30 and request by a majority of employees in companies.

Proportion/number of workers' representatives

Min. one member up to 1/3 of the board and one member (depending on the size of the company and the existence of a corporate assembly)

Nomination of candidates

Trade union

Appointment mechanism

ORGANISATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT
PARIS, SEPTEMBER 2017