



Fellesforbundet

Norway: Sectoral collective bargaining regulation and practice

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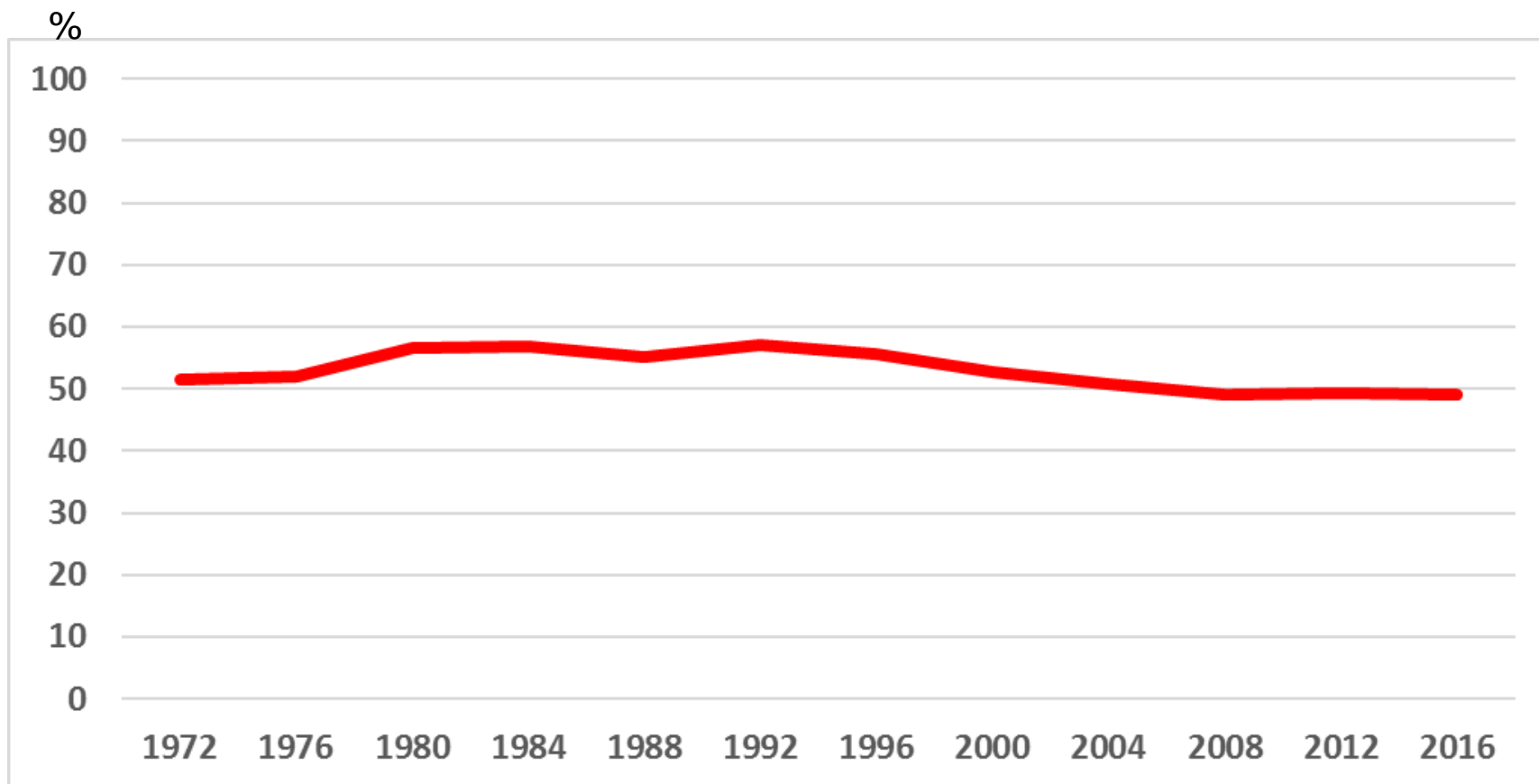


About Fellesforbundet

- Affiliated to LO – The Norwegian Confederation of Trade Unions
- Largest private sector union in Norway: 140 000 members in metal industry, ship-building, construction, agriculture, aquaculture, hotels, restaurants and other sectors
- 31 sectoral collective agreements, supplemented with bargaining at company level
- Fellesforbundet has a longstanding cooperation with Latvijas Būvniecības nozares arodbiedrību (LBNA) - the Latvian Building sector trade union



Trade union density in Norway 1972-2016: a stable picture





Collective bargaining coverage 2001-2004



Public sector: 100 % coverage



Legal extension of collective agreements: Main features



- Provisions of a collective agreement is made generally binding for a whole industry or profession
- Unorganised companies with non-unionised employees must conform to the extended minimum provisions
- Support of collective bargaining systems – without direct interference in the bargaining autonomy



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	Legal extension	Statutory minimum wage
Belgia		
Bulgaria		
Estland		
Frankrike		
Hellas		
Irland		
Latvia		
Litauen		
Luxembourg		
Nederland		
Polen		
Portugal		
Romania		
Slovakia		
Slovenia		
Spania		
Tjekkia		
Tyskland		
Storbritannia		
Østerrike		
Finland		
Island		
Norge		
Danmark		
Sverige		
Italia		



Legal extension of collective agreements in Norway

- There is no statutory minimum wage in Norway
- The **Act Related to General Application of Wage Agreements** came into force in 1994, but was not in use until 2004
- The purpose of the act is **to protect foreign workers and to ensure fair competition** for companies in Norway
- Only wages and individual working conditions can be extended



The extension process

- Only representative unions or employers' organisations may apply for extensions
- The criterion for extension is that it is **probable** that foreign workers perform work under conditions that are generally inferior to the norms in nationwide collective agreements, or to the general conditions prevailing in the sector
 - This must be documented
- The decision is made by *Tariffnemnda*, a board that is appointed by the government
 - *3 independent members*
 - *1 from the trade unions*
 - *1 from the employers' organisations*
- The provisions that are extended are made generally binding by administrative regulations – and cover all workers in the affected sectors



Tariffnemnda



Legally extended collective agreements per 2018:

- ✓ Construction
- ✓ Ship-building
- ✓ Agriculture
- ✓ Electrical work
- ✓ Cleaning
- ✓ Fish industry
- ✓ Transport
- ✓ Hotels and restaurants

Approx. 200 000 workers not working in companies with CAs are covered by extended agreements in these sectors



Outlook

- Although stability is the main picture, there is reason to worry about the developments in some sectors
- The internationalisation of the labour market has exposed weaknesses in our regulatory system
- Legal extension of collective agreements has been the strongest and most important response
 - Positive effects, but has been challenged by EU regulations