

Decent Work – Tripartite Dialogue

Liss Schanke – KS and
Anne K Grimsrud – Fagforbundet/NUMGE,
Czech delegation, March 18, 2013



Presentation

Tor Jørgensen

1. Objective, history and results
 - What is the objective of the Nordic social dialogue?
When was it initiated – and why?
 - What is the present substance and results?
2. Cooperation NUMGE/KS
 - How is the dialogue between NUMGE and KS?
3. Social dialogue and Third Party Violence
 - Can social dialogue reduce Third Party Violence?

KS and NUMGE: Employers and trade unions

NUMGE:

- The largest union in LO (The Norwegian Confederation of Trade Unions)
- More than 330.000 members (increasing), working for local and county government, in hospitals and in the private sector. More than 100 different occupational groups

KS:

- Norwegian Association of Local and Regional Authorities
- Members: 429 municipalities, 19 counties, 500 enterprises

Example of international cooperation : Norway Grants programme “Decent Work and Tripartite Dialogue” 2012-2014

KS + NUMGE are joint project
partners in 6 countries, regarding
social dialogue challenges in
municipal sector, including
Third Party violence.



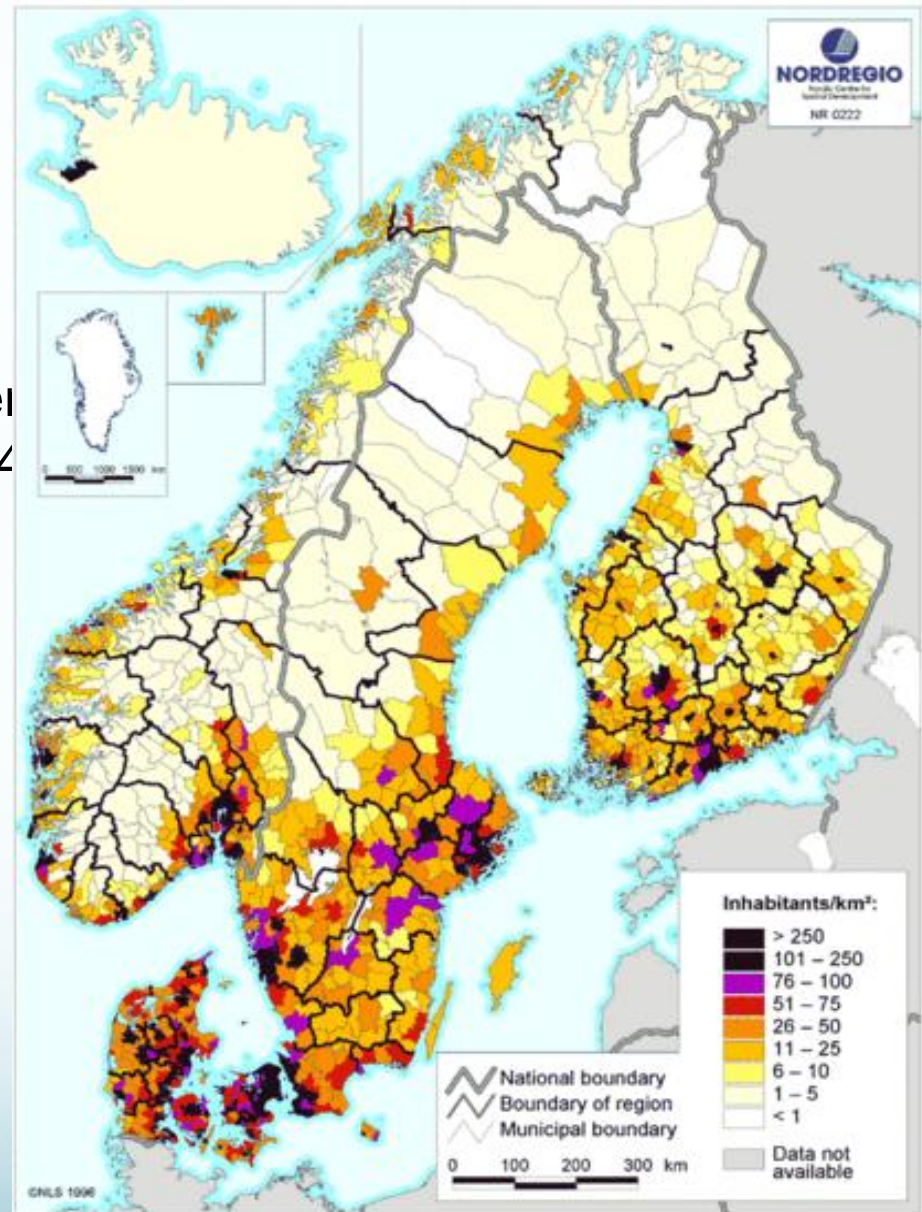
Key Focus: Cooperation and trust

The Nordic model

5 Northern countries with
25 million inhabitants: Sweden
9.5, Denmark 5.6, Finland 5.4
Norway 5, Iceland 300.000.

Common labour market characteristics:

- Large public sector
- Welfare state
- Tripartite cooperation
- Labour «flexicurity»
- Active Labour Market Pol.
- Compressed wages



Collaboration - Old model in Norway

Renewed attention....

- **History** – going back to the 1930s
 - Different roles but also mutual interest and dialogue: National Union of employees + National Association of employers + Government= tripartite collaboration
- **Social dialogue is producing results,**
 - UN: “The best country to live in”, children, elderly, disabled, **positive social indicators**,
 - But also sound economic growth, high productivity, high competitiveness, **positive economic indicators** - stability
- New attention: World Bank/IMF, World Economic Forum, EU, EEA-program etc.

WHY? and HOW?

- Purpose, values, dialogue and process
- Social Capital

Social dialogue and tripartite collaboration

- **Values**
 - Democracy – participation and involvement
 - Humanistic tradition – a positive view on human abilities
 - Equality, Respect, Trust
- **Dialogue**, no winners or losers
 - Common interests and understanding
 - human capital as our driving force – source of energy
- **Tripartite collaboration**;
 - Legitimate organizations, institutions
 - Different roles and experiences, but mutually interdependent
 - We achieve more together: $1+1+1>3$
 - Common interests in creating jobs, creating a sound economic foundation for our societies/lives
 - Common interests in developing society, our communities, services to our citizens

Model of collaboration

- **National level.** Negotiation and consultation between trade unions and employer associations + representatives of national government, when needed
 - Sharing of profits, regulation of salaries/tripartite wage-setting
 - Full employment: policy of “front-runners” - branches most exposed to competition set the standard in negotiations for salaries
 - “Constitution of the Labor market” – laws and regulations
 - Institute for negotiations, conflict resolution, labor court
- Collaboration, but also conflict and strike - if, and when needed
- **District and local level:** Unions play a key role in most activities. Democracy at the work place. Representation, legally binding agreements + general laws. Safety representatives etc.

National Tripartite programmes:

I "Quality Services in Municipalities" (2006-09)

II "Together for a better municipality" (2010-15)



Target areas:

- I: 1) Improving quality in local health care and education through dialogue with relatives, parents, NGOs
- 2) Sick leave reduction, improving work environment
- II: 1) Part-time reduction: Establish a "full-time culture"
- 2) Sick leave reduction: Establish a «culture of presence»
- 3) Competence & Recruitment: Strengthen the ability for strategic competence planning
- 4) Strengthen the image/reputation of the municipalities

Programme partners:

State: Ministry of Local and Regional Government

Trade Unions: NUMGE + three others

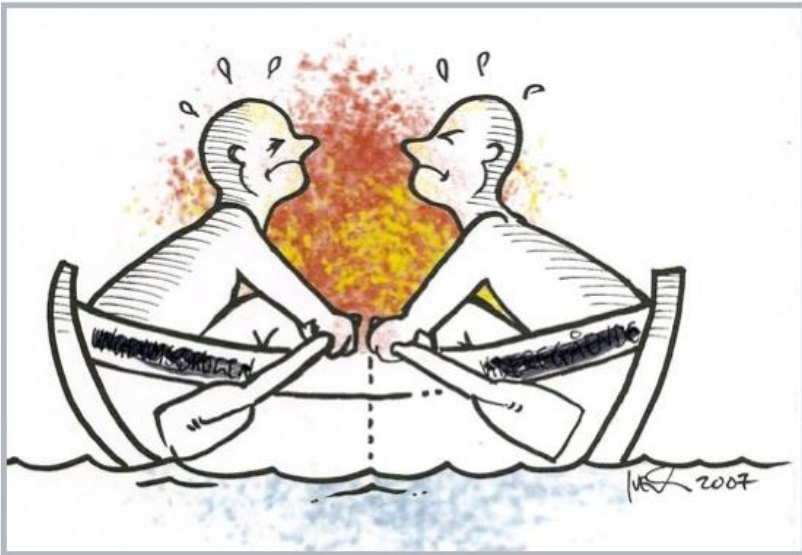
Employer: KS



How is the social dialogue between KS and Fagforbundet/NUMGE?

- Defining common interests;
 - Collaboration on national programmes
 - Joint working groups to prepare new policies
 - Key responsibility for the reputation of local services and municipal sector
- Role models at national level, developing tripartite dialogue at municipal level.
- Examples of results achieved;
 - Municipalities more effective in executing decisions
 - Better quality services
 - More energy to improve, innovate..... More FUN!
- But also different roles, interests, moving with different speed

Our choice – our alternative



Can social dialogue reduce third party violence?

- May not reduce (ex Norway)
- But need a systematic approach to handle it
 - Collaboration to assess risks, prevent, handle situation, follow up
 - Common reality – different roles and responsibilities
- Why? Who? How?
- Examples

Third Party Violence: an issue for Tripartite Dialogue?

- **The individual, i.e. the staff member**
 - Prevent and tackle threats and violence from users and clients
- **The employees, i.e. the trade union**
 - Protect rights, working conditions and salaries for local government employees
- **The local governments, i.e. the employer**
 - Ensure good rules and guidelines regarding safe payments and visits
 - Ensure adequate number of staff and time for the different users and clients
 - Ensure training for staff members who are exposed to TPV
- **The state**
 - Ensure adequate funding of local government and local government services
 - Ensure social dialogue before reducing benefits or services
 - Ensure regular labour inspection monitoring, data and reports

Sharing, learning from each other

- Share ideas, be inspired, turn it into your own
- Differences, but also common interests
- In it together
 - Future for Europe
 - mutual interests between our countries and people

