

The background of the slide is a photograph of a modern glass-fronted building with a concrete base. The building has a sign above the entrance that reads "NÆRINGSLIVETS HUS". Large green trees are in the foreground, partially obscuring the building. A blue banner is at the bottom of the slide.

Confederation of Norwegian Enterprise

Henrik Munthe, attorney at law
Presentation, Bulgarian
delegation 2 October
2023

This is NHO



Members:

33 000



FTE's:

690 000



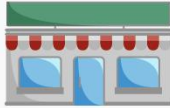
Smaller businesses:

91%



Medium businesses:

5%



Large companies:

4%

FTE's in NHOs 100 largest members:



216 867



Regional offices:

10



Sectoral Federations:

17



Processed legal cases:

200+

The members in focus

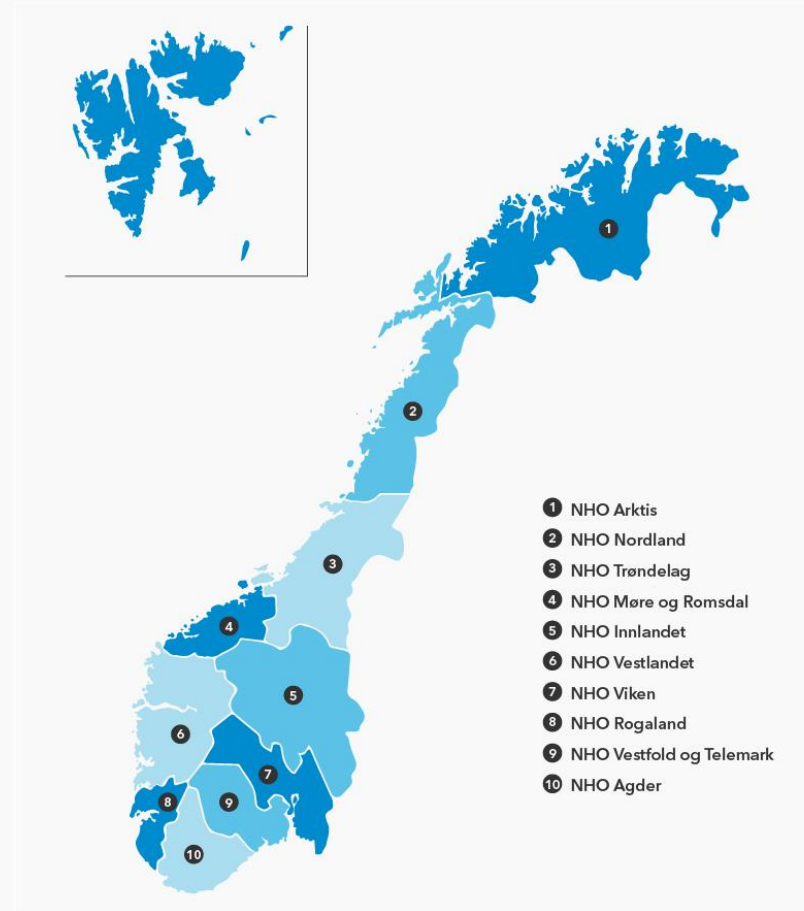
As an NHO member, you are part of a large community with extensive experience and huge expertise.

NHO central office
10 regional offices
17 sectoral federations

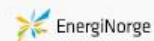


NHO's 10 regional offices assist members throughout Norway

A unique membership benefit that NHO provides locally.



Sectoral federations



Departments

- Social policy
- Communication/Lobbying
- Industrial affairs
- International affairs
- Internal matters (finance, ict, property)

Membership

- Dual membership mandatory for all companies
- The sector federations are not members of NHO
- Competition with other EBMOs

International affairs

- Split between Soc policy and Industrial Policy dept
- Most important: EU/EEA/BE
- ILO/IOE
- OECD/BIAC
- UNGC

Relationship Sector fed - NHO

- Not regarded as a group, the federations have a lot of freedom
- Social policy; all in line
- Industrial policy; disagreement

NHO is a respected social partner

- An organisation for responsible companies
- Works to combat corruption and undeclared labour
- A mark of quality for companies
- Close dialogue with the authorities

Industrial relations and social dialogue in Norway

Collective Agreements in a brief historical view – the starting point

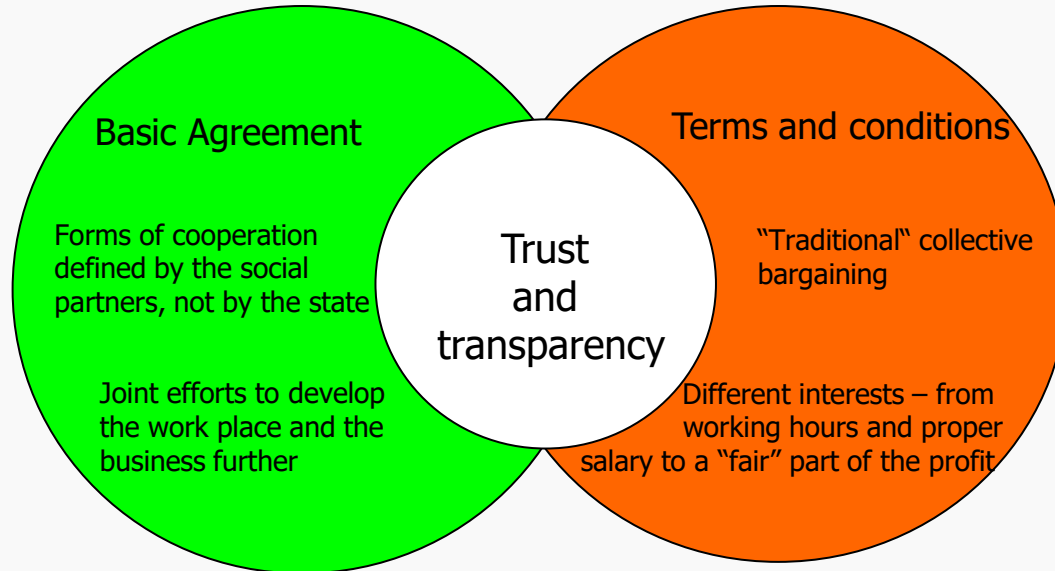
- Confederation of Norwegian Enterprise (NHO) was established in 1900 (a merger between three org)
 - An answer to the creation of LO (1899)
 - Same organizational structure as LO
- The first national Collective Agreement (CA) at branch level concluded in 1907
 - Mainly about terms and conditions
 - But also the starting point for social dialogue
 - This CA is still the "mother" of all our CAs for blue collar workers

Wage formation in Norway



- No national minimum salary
 - For some sectors the Government makes the actual CBA temporary mandatory for all companies operating within the sector (shipbuilding, construction and agriculture)
- Approximately 50 percent of employees (white collar) in private sector have individual salary agreed directly with management.
 - The role of their union is to locally negotiate with the employer the total increase of the salary budget for their members.
 - The national CBA gives the right to negotiate – a framework agreement
- Centralized negotiations
 - Technical committee (TBU), National mediator, Labour court
 - General minimum increase
 - Minimum salary adjustments
 - The pace setting model
 - CBA signed – local negotiations starts

Our **philosophy** forms the basis for Industrial Relations in Norway



Workers and management have a mutual interest in making the company competitive

Tripartite dialogue

- Bodies for cooperation with the government
- Easy access to ministers
- Hearings

Wage negotiations at enterprise level

Background, context

- After the sector negotiations are concluded
- Based solely on the local situation

The four criterias

- The financial situation of the company
- Productivity
- The future outlook
- The competitiveness of the company
 - These criterias are part of all collective agreements