

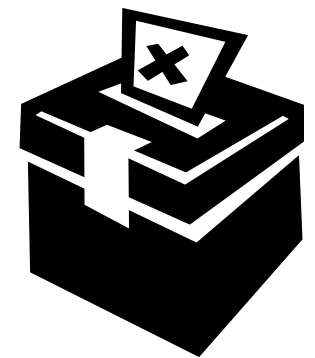


# Codetermination, Basic agreement

General  
and  
Public sector

# In the beginning....

- No rules, (The landlord)
- Handcraft (1870)
- Workers with no skills (1890)
- The right to vote (1898, men)  
(1913, women)



# The Industrial Revolution



- In the cities:
  - Norsk Arbeidsmanns forbund (1895)
  - Arbeidernes faglige landsorganisasjon (1899) (LO)
  - Norsk arbeidsgiverforening (1900) (NHO)
  - Basic agreement 1935 (LO/NHO)



# Basic agreement

- Basic agreement (1935, LO/NHO)
- Today: several basic agreements
- 8 organizations:

## **Workers**

LO

Unio

YS

Akademikerne

## **Employers**

NHO

KS

Spekter

Virke

# Development, working hours

## Collective agreement

- 1915, LO demanded 8 h a day 48 h a week
- 1919 8 h a day 48 h a week
- 1959 45 h a week
- 1970 40 h a week (skift)
- 1986 37,5 h a week

## Law

- 1915: max 10 h a day, 54 h a week
- 1920 max 48 h a week
- 1936 Became almost general
- 1959 max 46,5 h a week (1960, 45 h a week)
- 1968 (42,5 h a week)
- 1972 40 h a week (skift)
- 1976 40 h a week



# Codetermination

- Constitution § 110

Nærmere Bestemmelser om Ansattes  
Medbestemmelsesret paa deres  
Arbejdsplads, fastsættes ved Lov.



# Judicial framework

- Work environment (from 1892)
- Collective bargaining (from 1915)
- Codetermination in enterprises
- EU/EMC/UN/ILO

# Practical; Basic agreement in public sector (1980)

- Purpose
  1. Codetermination
  2. Rights and duties of the Parties
  3. Rules that supplement the civil service disputes act
  4. Disputes concerning interpretation, duration of agreement





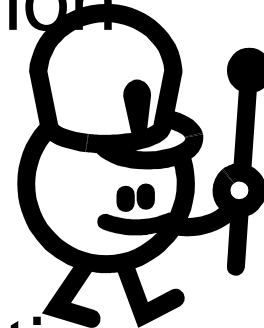
# § 1 Purpose of the agreement an intentions of the parties

1. Prinsipal purpose
2. Distinction between political democracy and democracy at the workplace
3. Inclusive working life
4. Instrument for restructuring
5. Equal parties
6. Exercise of the right of codetermination



# § 1 Purpose of the agreement an intentions of the parties

7. The duties of the elected union representatives
8. The management
9. Information and communications technology
10. The basis personnel policy
11. Follow up and training



# Codetermination

Section 11

Information

- as early as possible

Section 12

Discussions

- for making the best decisions

Section 13

Negotiations

- within the sphere of the employers authority

