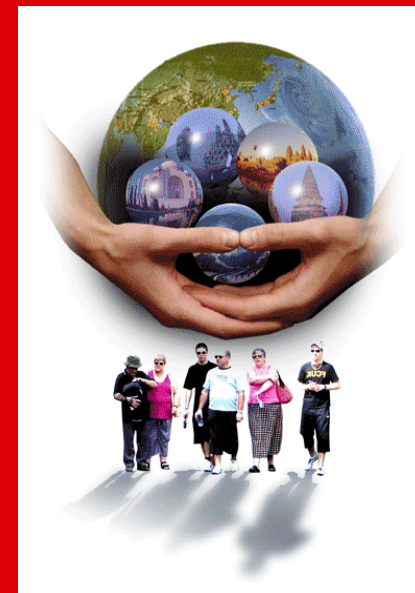




Siri Relling, Adviser, International department

Project “Strengthening Tripartite Social Dialogue in Croatia - View from the North



The Norwegian Confederation of Trade Unions

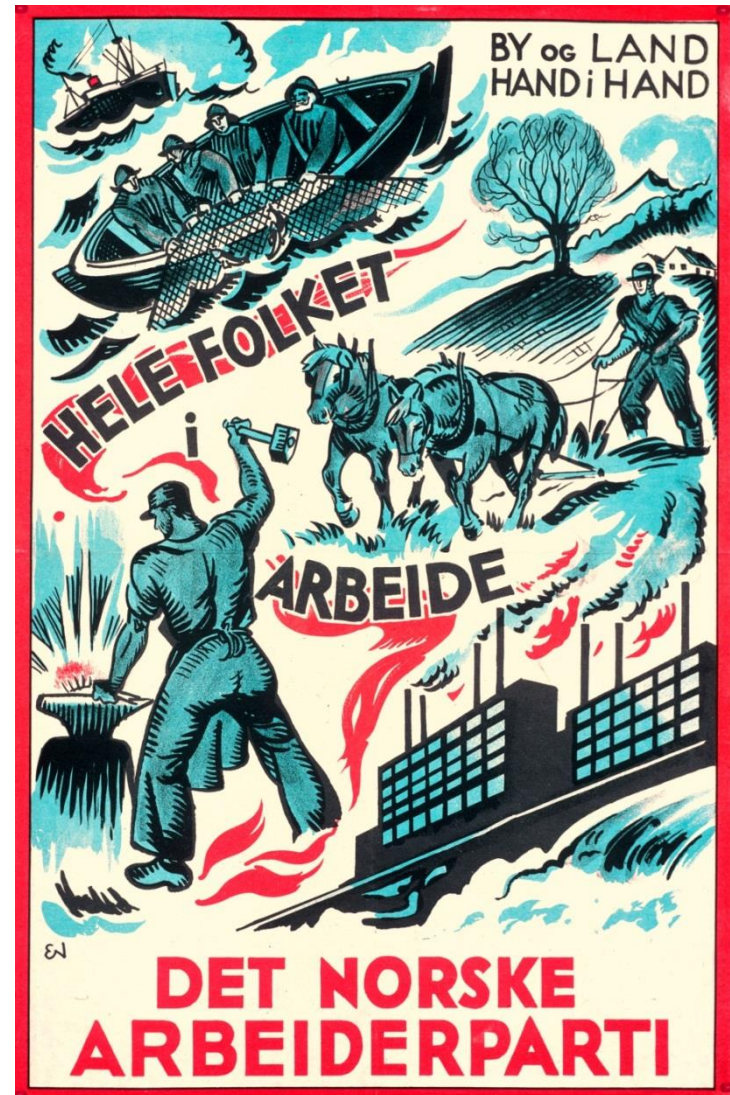
- Established in 1899
- 24 Branch unions
- About 910.000 members
- More than 50 % of our members are women
- 50.000-60.000 shop stewards on all levels
- Experienced participant in tripartite relations and Norwegian Social Dialogue

Oslo, 1889



1935:
Election campaign:
Work for all!

1st of May 2009:
Slogan:
**Work for all is
work no. 1!**



Good relations trade unions and employers

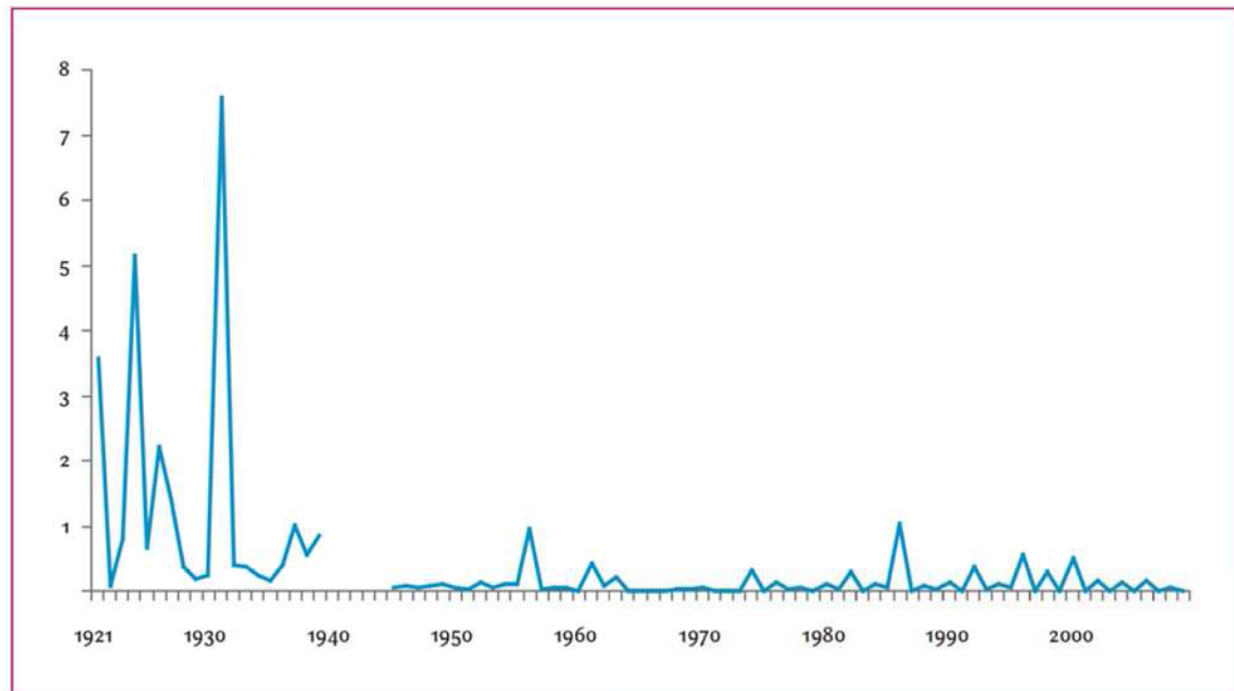
- First Basic agreement 1935 – shifted the power from the authorities to the social partners
- «Peace time»
- Authorities provide conflict solving bodies:
 - Labour Court and National mediator
- No minimum wage in Norway



The way towards social dialogue

The amount of lost working days (in millions) due to labour conflicts in Norway

Figur 1 Tapte arbeidsdager i millioner



Kilde: SSB, Historisk statistikk.

Croatia today

- After ten years of negotiations EU-member in 2013
- Nearly 5 years of recession
 - 200.000 jobs lost = 13 % of the employment
- April 2015: Unemployment 17,5 % - third highest in the EU
- Youth unemployment first quarter 2015 45,5 % - third highest in EU after Greece and Spain
- NEETs = 22 % - EU average = 16 %
- Eurostat: "The standard of living in Croatia in 2014 was among the lowest in the European Union, along with the standard of living in Romania and Bulgaria"

ILO's Decent work Agenda

A tripartite acknowledged instrument:

- 1) Creating jobs
- 2) Guaranteeing rights at work
- 3) Extending social protection
- 4) Promoting Social Dialogue



Gender equality – horizontal issue

Future challenges

- Pressure from increased competition nationally and globally
- Changes in occupational structure
- Keeping and reforming the wage formation model
- Macro-economic challenges in the medium and long term perspective
- Political and public support



Photo: Erlend Angelo

Recommendations to keep the social dialogue and tripartite cooperation - from a Norwegian point of view

Good results, but easier said than done?

- Cooperation can give superior results
- Difficult to achieve in practice
- Long term cooperation helps
- Building **trust** is essential (on all levels)
- Hard work
- Disagreement must be allowed
- Everyone must get something out of it



A relationship without trust is like having a phone with no service. And what do you do with a phone with no service? You play games.

Thank you!