

FUND

FOR DECENT WORK
AND TRIPARTITE DIALOGUE





Anniken Huitfeldt
Norwegian Minister
of Labour

The present uneven economic development in Europe features a sharp increase in unemployment combined with skill shortages in some sectors. The labour market is also facing many challenges, including those of discrimination and gender equality issues. Through the Agreement on the European Economic Area (EEA), the Norwegian government wants to contribute to stimulate social dialogue and co-operation between labour market partners.

The International Labour Organisation's (ILO) decent work agenda is strongly supported by the Norwegian Government. We have in fact established our own decent work agenda to promote workers' rights globally. I am therefore glad that the Global Fund for Decent Work and Tripartite Dialogue now is used for crafting partnerships for tripartite dialogue. The Fund aims to improve cooperation between employers' organisations, trade unions and public authorities supporting fair and sustainable economic and social development.

Norway has a strong tradition of tripartite consultations, bringing together workers, employers and governments in formulating and negotiating labour standards and policies. To take advantage of this experience, we offer cooperation with Norwegian social partners. The Norwegian partners in projects under the Fund are those best able to explain these experiences.

A handwritten signature in black ink, appearing to be 'Anniken Huitfeldt', written over a light grey background.

Norway provides €8 million for projects promoting decent work and tripartite dialogue in 12 EU countries.



POLAND



PROJECT: Social dialogue in the local government sector

> Budget

€ 440.000

> Partners

Association of Polish Cities (APC) and Norwegian Association of Local and Regional Authorities (KS)

The project focuses on social dialogue in local government services and enterprises, aiming at sharing best practices from both countries. The project will involve employees and trade unions in Poland, as well as the largest Norwegian trade union, Norwegian Union of Municipal and General employees, NUMGE.

Mr Andrzej Porawski, Executive Director of the Association of Polish Cities (APC):

“For us, this is a very interesting project. Norway and Poland are two very different countries, but we have common challenges at the local level, e.g. recruiting and keeping competent and motivated employees. Polish research shows that the size of salary in itself is insufficient as a motivational factor for employees – personal development and challenges are also important.”

Ms Sigrun Vågeng, Executive Director of the Norwegian Association of Local and Regional Authorities (KS):

“The Norwegian Association of Local and Regional Authorities (KS) will underline that tripartite cooperation for the Norwegian local government sector is far more than the formal annual negotiations at national level – it is an ongoing cooperation at local level as a basis for better services to the population.”



HUNGARY



**Ms Adrienne Bálint,
Project Manager:**

“We will prepare labour law-related hand-outs and materials for developing negotiation techniques, with specialized content for collective bargaining. We will also introduce the system of Norwegian social dialogue as best practice. Up to 200 representatives from the social partners will be directly involved and the training system will serve the improvement of social dialogue in the long run.”

**Mr Rolf Negård,
Director, the Confederation of
Norwegian Enterprise (NHO):**

“Hungary is undergoing major changes. Labour legislation has changed dramatically, and room for action for employer and employees organizations has improved. Exchanging experiences will be of value for both parties.”

PROJECT:

The world of labour in bilateral agreements

> **Budget**

€ 188.000

> **Partners**

Confederation of Hungarian Employers and Industrialist and Confederation of Norwegian Enterprise (NHO)

The new Hungarian Labour Code entered into force in July 2012. It introduced a new structure in the regulations of working conditions, by ensuring wider room for agreement of workers and employers. The aim of the project is to provide a new training system preparing representatives from the social partners for the new content and their role in collective bargaining.



BULGARIA



PROJECT:

Decent work and dialogue – good practices exchange

> Budget

€ 220.000

> Partners

Confederation of Independent Trade Unions in Bulgaria (CITUB), Bulgarian Industrial Association (BIA), Confederation of Norwegian Enterprise (NHO), Norwegian Confederation of Trade Unions (LO)

The project will strengthen the dialogue and tripartite cooperation between the social partners in Bulgaria. It will also introduce a decent work agenda. Activities will include comparative studies on how this is done in Bulgaria and Norway.

Ms Yuliya Simeonova, Project Manager:

“We will introduce four best practices within communication, negotiation, decision making processes and practices on different levels. One hundred and twenty representatives from the social partners will be trained in social dialogue. We will also establish an e-forum on decent work topics.”

Hans Øyvind Nilsen , Advisor, the Norwegian Confederation of Trade Unions (LO):

“LO Norway is very pleased that the Fund for Decent Work and Tripartite Dialogue has given the possibility to further broaden the cooperation and strengthen the relations with CITUB.”

Mr Rolf Negård, Director, the Confederation of Norwegian Enterprise (NHO):

“NHO has supported the Norwegian Government’s initiative to strengthen the ability of the social partners in 12 EU-countries to further develop their social dialogue. We look forward to broaden our contacts with BIA as partner in this project.”



About the Fund for Decent Work and Tripartite Dialogue

The Fund will promote the decent work agenda and foster the tripartite dialogue. By improving this dialogue, the social partners will be able to more effectively contribute to a more sustainable economic and social development. Fifty-two projects in the 12 beneficiary countries have been approved. The majority of the projects will be implemented in cooperation with Norwegian social partners.

Innovation Norway, a state owned enterprise, is the programme operator. The programme was the first to be launched under the 2009 – 2014 Norway Grants in October 2011. All project promoters report to Innovation Norway on project implementation at least twice a year.

About the EEA and Norway Grants

Through the EEA and Norway Grants, Iceland, Liechtenstein and Norway contribute to reducing disparities in Europe and to strengthening bilateral relations with 15 countries in Central and Southern Europe. Funding worth €1.788 billion has been set aside for 2009 to 2014. Norway contributes 97% of the funding. Key areas of support include environment and climate change, civil society, human and social development, cultural heritage, research and scholarships, decent work and justice and home affairs.



Useful links:

www.decentwork.no

www.mfa.no

www.norwaygrants.org

