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Factsheet for case NO-2020-11/739

NOT IN SCOPE - Negotiations in the wage settlements for 2020 postponed until August 2020

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Country	Norway, applies nationwide
Time period	Temporary, 13 March 2020 - 21 August 2020
Type	Bipartite collective agreement
Category	Supporting businesses to get back-to-normal – Other (Postponement of wage negotiations)
Case created	20 April 2020 (updated 23 April 2020)

Background information

The main part of the yearly wage settlements in Norway take place during the spring months. On Friday 13 March 2020 the front runners in the negotiations, The Norwegian United Federation of Trade Unions (Fellesforbundet) and The Federation of Norwegian Industries (Norsk Industri), agreed to postpone negotiations on the collective agreements until August 2020. The reason was the situation that has arisen in connection with the Covid-19 pandemic. This led to agreement among all other parties as well, to postpone the negotiations in the wage settlement of 2020 to the autumn. In an understanding between the National Mediator and the main organisations, all mediation was postponed until September 2020.

Content of measure

On Friday, March 13, The Norwegian United Federation of Trade Unions (Fellesforbundet) and The Federation of Norwegian Industries (Norsk Industri), agreed to postpone the negotiations on the Industry Agreement until August 2020, due to the Covid-19 crisis. Negotiations will be reopened on August 3, 2020 and the agreement will be prolonged until August 21, 2020. The leader of Fellesforbundet Jørn Eggum said this is the only responsible thing to do in this situation, and he argued the parties will be able to uphold the principles of Norwegian wage formation although such postponement never has taken place before. The postponement of the negotiations on the Industry Agreement led to agreements among all the other parties to postpone their negotiations as well. The National Mediator Mats Wilhelm Ruland informed in a press release that he - in understanding and consultation with all the main organisations - has decided to postpone

the start of this year's mediations until autumn 2020. In practice, this means that all the renegotiations of nationwide collective agreements are postponed until there is a settlement in the Industry Agreement that is the leading sector. Until then, the tariff agreements for the period 2018-2020 will continue to apply. Such a delay is unique in Norway and shows that there is considerable financial uncertainty associated with the situation that has arisen. At the same time, it would also be practically demanding to conduct negotiations given the measures that have been taken to avoid infection of Covid-19.

Use of measure

The postponement comprise the whole labour market.

Actors, target groups and funding

Actors	Target groups	Funding
National government Social partners jointly Trade unions Employers' organisations Company / Companies Local / regional government	Employees All companies	No special funding required

Social partners

Role of social partners	Agreed (outcome)
Form of involvement	Bi-or tripartite social dialogue bodies

Parties to collective agreements in all sectors agreed to postpone negotiations in the the wage settlement until the autumn.

Sectors and occupations

This case is not sector-specific.

This case is not occupation-specific.

Sources

- 13 March 2020: The wage settlement is postponed (www.fellesforbundet.no)
- 13 March 2020: Press release - postponement of tariff brokers in spring 2020 (www.riksmekleren.no)
- 14 March 2020: The wage settlement is postponed until the autumn (www.regjeringen.no)
- 17 March 2020: Wage settlement 2020 (spekter.no)