



Decent Work and Tripartite Dialogue - Results and Lessons Learnt

Gunnbjørg Naavik, KS

Closing Conference Decent Work, Bucharest 11 December 2014

Characteristics of Nordic Model

- Small and open economies
- Stable economic management
- Organised labour relations
- A well developed welfare state

Norwegian team

- KS is main NO partners in 5 projects on DW
- Fagforbundet – main partner in two additional projects
- KS and NUMGE signed an agreement
- Informal agreements with the two Norwegian Ministries responsible for social dialogue: the Ministry for Labour, and, the then, Ministry of Administration and Consumer Affairs (FAD)
- Two research institutes: FaFo and STAMI
- Specific municipalities demonstrating good practices (Øvre Eiker, Fredrikstad, Lunner).
- Committee of European Municipalities and Regions – CEMR (representing the employers) and the European Federation of Public Service Unions – EPSU (representing the employees)

Challenges

- Increased global competition
- Migration and European integration
- Aging and diversification of the population
- Urbanisation
- Rising expectations for health, education and welfare

Projects on decent work and tripartite dialogue – Third Party Violence (TPV) – client-based violence

Czech Republic

Estonia

Hungary

Lithuania

Why this topic – and what does it mean ?

- TPV = threats and violence at the work place from clients and users
- The Committee for European Municipalities and Regions – CEMR adopted Guidelines in 2010 to prevent TPV and harassment at work
- Encourage employers to establish a clear framework for prevention and management of violence by third parties
- The Guidelines state that violence not only undermines the individual's health and dignity, but also has a real economic impact in terms of absence from the workplace, morale and staff turnover.

<http://www.ccre.org/en/actualites/view/1945>

Projects approach

- Surveys to map status on TPV in municipalities
- Study trips to Norway (incl municipalities) and to beneficiary country
- Pilot projects (municipalities)
- Training material - Strategic Guidelines
- Training courses – including practical training
- Training of municipal leaders
- Established procedures to monitor and investigate TPV
- Cooperation between employer and employees representatives (and the state/relevant Ministries)
- Initiating legislative changes
- Web portals
- Recommendations for future work on TPV

More about the Third Party Violence projects

<http://www.ks.no/tema/Samfunn-og-demokrati1/Internasjonalt-samarbeid1/Prosjekter/Den-norske-modellen-for-trepartsamarbeid-har-satt-av-fotavtrykk-i-Europa/>

Thank you for your attention !