

Reconciliation of working and family life

Sofia 27 March 2014, Henrik Munthe, Attorney at Law



A magnifying glass with a black handle and frame is positioned over a document. The lens is focused on the NHO logo, which consists of a blue stylized 'N' shape above the letters 'NHO' in a bold, sans-serif font. The background of the document is light blue and white. The magnifying glass is held at an angle, creating a sense of depth and focus on the logo.

This is NHO

- Norway's largest stakeholder organisation for businesses
- 22,500 members and 545,000 employees in member companies

photo: Olav Heggo

Part of a larger
community

NHO
central

15
regional
offices

20
national
sector
federations

Our national sector federations



NORGES
BILBRANSJEFORBUND



NORSK TEKNOLOGI
Vi moderniserer Norge

abela



EnergiNorge

BYGGENÆRINGENS
LANDSFORENING  bnll

 Norsk Industri



MEDIEBEDRIFTENE



NHO
LOGISTIKK OG TRANSPORT



NHO
SJØFART



NHO
KIOSK BENSIN SERVICE



NHO
HANDEL



Norsk olje & gass



FHL

Fiskeri- og havbruksnæringens landsforening



NHO
MAT OG DRIKKE



NHO
MAT OG LANDBRUK



NHO
REISELIV



NHO
SERVICE



NHO
TRANSPORT



NHO
LUFTFART



NHO
IDRETT

Wage settlement

- Determines the frameworks for wage development in Norway
- Ensures predictable wage and working conditions
- Competitive development in relation to trade partners



photo: Scanpix



NHO's priority issues

- A solid foundation for value creation
- Working life for the future
- Research and innovation
- Quality in education
- Well-functioning public sector
- Sustainable energy and climate policy
- Good transport solutions
- Global competitiveness

Foto: Hans Fredrik Asbjørnsen

Women are key to Norway's growth and welfare

- Very high female employment rate (74 %)
- Women's contribution is crucial to the Norwegian community and economy

- Challenges:
 - Traditional career choices
 - Labour market divided by gender
 - Few female managers



A good social infrastructure

- Allowing men and women to combine work and family life

photo: Jo Michael



Legal provisions

- Kindergartens, obligation for the local municipalities (kommuner) to offer a place for all children above one year of age
- Heavily subsidised
- The most important tool to raise the female participation on the labour market



Legal provisions II

- Parental leave; 56 months with 80% pay, or 46 weeks with 100 % pay up to a ceiling. Paid by the state
- A quota reserved for the father, controversial, politically disagreement
- Collective agreements or individual labour contracts re the gap
- One year in addition, unpaid



Legal provisions III

- Time off for nursing mothers; at least 30 minutes per day for breastfeeding the baby.
- No provisions on pay in the legislation, only for time off



Legal provisions IV

- Child's or childminder's sickness
- Employees are entitled to to leave when necessary to attend a sick child (up to the child's twelfth birthday). Ten days per year for each of the parents.
- The same applies when the childminder is sick.
- Special, more generous rules, for single mothers and for children with cronical sickness.



Legal provisions V

- Reduction of working hours
- "An employee who has reached the age of 62 or who for health, social or other weighty welfare reasons so needs, shall have the right to reduction of his or her working hours if the reduction of working hours can be arranged without major inconvenience to the undertaking"
- A difficult balancing act. Dispute Resolution Board, not before the courts.



Legal provisions VI

- Preferential right to full time.
- "Other conditions being equal, an employee working reduced hours shall have a preferential right to increase working hours in the event of vacancy in the undertaking provided that the post wholly or essentially is assigned the same tasks."



How do the employers handle these provisions?

- Micro vs macro
- Problematic for small companies
- Part-time (reduced working hours) result in more part-time

