



European
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EUROPEAN SOCIAL CHARTER

Responses to the ECSR additional questions
on the
21st National Report on the implementation of the European
Social Charter

submitted by

THE GOVERNMENT OF NORWAY

Articles 2, 3, 4, 5, 6, and 20

Responses registered by the Secretariat on
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CYCLE 2026

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Norway - additional questions concerning the 21st national report

The Norwegian Ministry of Labour and Social Affairs refers to your letter dated 9 July 2026 requesting additional information in respect of the 21st report from Norway on the implementation of the revised European Social Charter.

Please find below additional information:

Article 3.1

Please provide information on the content and implementation of national policies on psychosocial or new and emerging risks in jobs requiring intense attention or high performance.

Norway addresses psychosocial risks in jobs requiring intense attention, sustained concentration or high performance through a combination of statutory requirements, research, guidance and labour inspection activities.

The Norwegian Working Environment Act (WEA) is sector-neutral and applies across industries where employees may be exposed to high cognitive demands, time pressure, complex decision-making, emotional demands or sustained attention. Examples include healthcare, education, transport, information and communication technology, emergency services and other knowledge-intensive occupations.

The WEA requires employers to ensure a fully satisfactory working environment, including psychosocial working conditions. In January 2026, Section 4-3 of the WEA concerning psychosocial working environment was updated to make psychosocial risk factors more visible and easier to address systematically. The provision highlights factors relating to the

organisation, planning and execution of work, including workload, work intensity, role clarity, conflicting demands, support from managers and colleagues, opportunities for participation and influence, and exposure to undesirable conduct. Employers are required to assess such risks and implement preventive measures as part of their systematic health, safety and environment (HSE) work.

In addition to the amendments to the WEA, more detailed provisions concerning psychosocial working conditions entered into force on 1 January 2026 through amendments to the Regulations concerning the Performance of Work (Norwegian: "Forskrift om utførelse av arbeid")¹. The amendments were adopted to strengthen employers' preventive and systematic management of psychosocial risks and to provide greater clarity regarding regulatory expectations. The regulations specify requirements for risk assessment and preventive measures related to factors such as high workload and work intensity, unclear or conflicting demands, self-determination and influence at work, emotionally demanding work, exposure to violence, threats and harassment, and other organisational conditions that may adversely affect employees' health, safety or welfare. These factors are not exhaustive. The amendments aim to support employers in translating the general requirements of the WEA into practical and systematic workplace measures, and form part of Norway's broader efforts to strengthen the prevention of psychosocial risks in working life.

The WEA also contains requirements that are particularly relevant for jobs requiring intense attention or high performance. Under Section 4-1 and Section 4-2, work must be organised and arranged so that employees are not exposed to adverse physical or psychological strain. Work organisation, staffing, management systems, working time arrangements and technological solutions must therefore be designed in a manner that safeguards employees' health, safety and welfare.

Working time regulation is also an important preventive measure. The WEA establishes limits on daily and weekly working hours, requirements for rest periods and restrictions on extensive overtime. These provisions are intended, among other things, to reduce the risk of fatigue, reduced attention and psychological strain associated with excessive workloads and prolonged working hours.

The Norwegian Labour Inspection Authority applies a risk-based and knowledge-based approach to supervision. Psychosocial risk factors, including high job demands, low decision latitude, emotional strain and inadequate organisational conditions, form part of the Authority's analyses and inspection priorities. Through inspections, guidance and enforcement activities, the Authority promotes systematic risk assessment and preventive management of psychosocial risks in enterprises where such challenges are present. In addition, the Authority provides general guidance on the management of psychosocial working conditions through interactive means of action such as webinars. The aim is to strengthen employers' ability to identify, assess and manage psychosocial risks, including

¹ [Regulations concerning the performance of work, psychosocial working environment, use of work equipment and related technical requirements \(Regulations concerning the performance of work\) - Lovdata](#)

those arising in jobs characterised by intense attention, high performance expectations and complex cognitive demands.

Knowledge development plays a central role in national policy. The National Institute of Occupational Health (STAMI) conducts research on psychosocial and organisational working environment factors, including workload, job demands, control over work, emotional demands and work-related stress. This research contributes to the authorities' knowledge base and informs both guidance activities and policy development. STAMI had 25 active research projects on psychosocial and organisational working environment in 2025.² Five of these projects were finalised in 2025, while the remaining 20 projects are still ongoing in 2026.³ 11% of their research projects of 2025 were related to the psychosocial working environment, while an additional 14% were related to the organisational aspects.⁴

One of STAMI's areas of focus is to research how new technology and new ways to work might affect the working environment and working health. This may introduce new risk factors that affect workers' health and increase sickness absence. STAMI will therefore strengthen its research efforts in the following areas:

- The effects of organisational change and workplace transformations on the work environment and occupational health
- Algorithmic management and remote leadership
- Activity-based and/or location-independent workplaces
- Digital work tools, artificial intelligence, and the use of robots and other technologies

The Norwegian Government is currently developing a new national working environment strategy, which will highlight some selected priority areas, proposed on the basis of known risks, preventive potential, or the need for targeted efforts in the years ahead. These priority areas will also help mobilize attention and ensure clearer strategic focus and prioritization. Both the psychosocial working environment and consequences of technological development and artificial intelligence will be addressed in the strategy.

As is illustrated above the Norwegian system does not have separate regulatory framework for jobs requiring intense attention or high performance but rather integrates this through the general occupational safety and health regulations. The Norwegian Government is however interested in gathering knowledge of risk factors in both general and specific fields, before incorporating possible solution in the general framework. As such, the Ministry of Labour and Social Inclusion commissioned a research project on artificial intelligence and algorithmic management at the workplace, in light of the Norwegian tripartite cooperation.⁵ The Ministry recently received the report that identifies the following questions as some emerging risks:

- The export of governance and control mechanisms from the gig economy to traditional sectors.

² STAMI annual report 2025, page 20

³ STAMI annual report 2025, page 20

⁴ STAMI annual report 2025, page 15

⁵ [ki-og-arbeidsliv-juni-2026.pdf](#)

- Definitions of employee status and employment relationships in algorithmically managed work arrangements.
- Data- and AI-intensive production environments in traditional organisations.
- The impact of AI on meaning, identity, and belonging at work; the practical regulation of AI in working life.
- How AI and algorithmic management are addressed within social dialogue and labour-management cooperation.

Some of these questions might be resolved through EU directive 2024/2831 on improving working conditions in platform work, and ILO Convention No. 193 on Decent Work in the Platform Economy Convention. The Norwegian Ministry of Labour and Social Inclusion is currently assessing how to implement the EU directive into national legislation, and whether to ratify the Convention.

Overall, Norway's approach is based on integrating psychosocial risk prevention into general occupational safety and health regulation and workplace management systems, rather than establishing separate regulatory frameworks for individual occupations or sectors.

Article 5

Police and Armed forces: Please provide information on whether and to what extent members of the police and armed forces are guaranteed the right to organise.

Employees in the police service and military personnel enjoy the right to organise in Norway. They may freely establish and join trade unions and professional organisations and are covered by the ordinary legal framework governing freedom of association in the public sector.

Police employees and military personnel are represented by trade unions and organisations affiliated to the main confederations participating in the state collective bargaining system. Through these organisations, they are represented in consultations and negotiations concerning pay and working conditions and are covered by collective agreements in the state sector.

Union density and collective agreement coverage are high in both sectors. The Norwegian Government therefore consider that police employees and military personnel enjoy effective freedom of association and practical opportunities to defend their occupational interests through representative organisations.

Article 6.4

Do members of the armed forces have means, other than the exercise of the right to strike, allowing them to effectively negotiate the terms and conditions of employment, including remuneration?

Military personnel do not have the right to strike in Norway. However, they enjoy the right to

organise and to participate in collective bargaining through the ordinary state collective bargaining system (see the reply under Article 5).

Military personnel are only excluded from the use of industrial action. They have full access to collective bargaining and mediation procedures. Where the parties fail to reach agreement in negotiations, the dispute is subject to mediation. If mediation does not result in a settlement, the dispute must be decided by the National Wage Board (Rikslønnsnemnda) pursuant to Section 26 a of the Act relating to public service disputes (tjenestetvistloven). The Board's decision is binding on the parties.

The Norwegian Government therefore considers that military personnel have effective means, other than the right to strike, to negotiate and influence their terms and conditions of employment, including remuneration, through collective bargaining, mediation and binding dispute resolution.

Yours sincerely

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This document is signed electronically and has therefore no handwritten signature