

NORWAY

Outcome of the 2025 Wage Settlement

In 2025, we have what is known as an interim settlement, which means that we only negotiate wages and not the other terms and conditions in our collective agreements. In the interim settlement, our national confederations negotiate directly.

[Enighet i lønnsoppgjøret 2025: Ansvarlig oppgjør for bedriftene](#)

Translated by ChatGPT:

"NHO, LO and YS reached an agreement on March 31 for a general wage increase of NOK 5.00 per hour for all employees, effective from April 1, 2025. For employees covered by agreements with an average wage level below 90 percent of the average industrial worker's wage, there will be an additional NOK 2.00 per hour for agreements with local bargaining rights, and a further NOK 2.00 (i.e., a total of NOK 4.00) for agreements without local bargaining rights.

The estimated framework for the wage settlement is 4.4 percent, and NHO is pleased that a larger share of the settlement will now be negotiated locally compared to previous settlements. See the assessment of the framework [here](#).

"We have agreed on a responsible wage settlement. It is positive for businesses that we have established a sound solution where a larger portion of the settlement will be negotiated locally at each individual workplace. This allows us to take into account significant differences in wage capacity across industries, while we face challenging international conditions," says NHO Director General Ole Erik Almlid.

The solution was negotiated in direct dialogue between LO and NHO ahead of the mediation process and after negotiations concluded on March 18. In turbulent times, it is highly valuable that the parties maintain a good and constructive dialogue and are able to find solutions together. The parties have acted responsibly in a difficult situation — with international trade tensions and significant disparities between domestic industries.

"It is important for the Norwegian economy that we avoid a labor conflict in uncertain times. At the same time, we recognize that the construction industry in particular is struggling, and we needed a responsible settlement where those facing the greatest challenges can conduct extensive local negotiations. We are pleased that this became the solution," says Almlid.

NHO's member companies will now enter local negotiations based on four criteria: the company's economy, productivity, future prospects, and competitiveness. The 4.4 percent framework serves as a guideline for subsequent areas of negotiation. NHO and all our national associations will keep companies informed about what the wage settlement means for them, and businesses are encouraged to get in touch if they have any questions."

For more information:

[rammebetraktning-2025.pdf](#)