

Memorandum of Understanding on the Responsible Introduction and Use of Artificial Intelligence in the Workplace (the AI Agreement)

Entered into between the Government, represented by the Prime Minister, and the main labor organizations for the period October 2, 2026 – December 31, 2029.

Purpose

Developments in artificial intelligence (AI) are advancing at a rapid pace and will transform Norwegian working life and society. These developments in Norway take place within the framework of EU/EEA regulations. The Norwegian model—with its organized labor market, tripartite cooperation, and effective collaboration and participation arrangements within individual organizations and companies—combined with a traditionally high rate of adaptation and a skilled workforce, gives Norway a distinct advantage in navigating the technology-driven transformation that society is set to undergo.

At the same time, these developments may also challenge the values and foundations on which the Norwegian model rests, in part because the technological solutions and digital services being adopted are largely developed, owned, and operated by international actors outside Norway and Europe.

The purpose of the agreement is to ensure that the Norwegian labor market model serves as the foundation when AI is introduced and implemented in the workplace. The introduction of AI must be carried out through transparency and participation in technological development, where the Working Environment Act and employee participation are applied in a way that provides advantages and enables individual businesses in the private and public sectors to adopt new technology quickly in order to maintain competitiveness, create value, and provide better services to citizens.

The agreement shall promote transparency and knowledge sharing regarding opportunities and challenges. In addition, it shall ensure that the benefits of the introduction and use of AI accrue to society, the business community, enterprises, and employees, in line with Norwegian traditions.

Parties and Other Participants

The AI Agreement has the following parties:

- The Government, represented by the Ministry of Digitalization and Public Administration.
- The main organizations in Norwegian working life, represented by NHO, KS, Virke, and Spekter on the employer side, and LO, Unio, Akademikerne, and YS on the employee side.

The Government, represented by the Ministry of Digitalization and Public Administration, administers the KI Agreement in consultation with the Ministry of Labor and Inclusion, the Ministry of Finance, the Ministry of Education and Research, and the Ministry of Trade, Industry, and Fisheries.

A coordination group will be established to follow up on the agreement.

The following entities participate on a permanent basis in the group alongside the parties to the agreement:

- The government agencies KI Norway within the Norwegian Digitalization Agency (Digdir), the Norwegian Communications Authority (Nkom), the Norwegian Agency for Public Management and Financial Management (DFØ), the Norwegian Data Protection Authority, the National Institute of Occupational Health (Stami), and the Norwegian Labor Inspection Authority.
- The national AI research centers TRUST (University of Oslo) and AI Learn (University of Bergen).

The above-mentioned entities are not parties to the agreement but contribute, in addition to the parties to the agreement, by sharing knowledge and experience.

Other entities, such as sectoral supervisory authorities, other public agencies, or private entities, may be invited to contribute their knowledge and experience to specific meetings or on particular topics. It may also be appropriate to adjust the list of permanent participants during the term of the agreement.

Obligations

Joint obligations of the government and the social partners

The consequences of KI are uncertain. The technology, experience with it, and the knowledge base are all evolving rapidly. A key purpose of the agreement is therefore to identify opportunities and challenges as they arise and ensure that the parties discuss these together with a view to how they can be addressed in the workplace.

The parties to the agreement shall discuss how AI can contribute to increased productivity and competitiveness, in order to strengthen Norway's competitiveness and overall welfare. The parties shall regularly assess how AI development is changing skill requirements in the Norwegian workforce and highlight developments in occupations and sectors that are particularly vulnerable to the consequences of AI-driven transformation, in both the private and public sectors. These discussions and topics will be coordinated with the "Skills Policy Council."

The parties shall also pay particular attention to the advantages, disadvantages, and risks regarding the work environment, inclusion, long-term exclusion, and skill requirements. In addition, the parties shall focus on the rules regarding participation, co-determination, and cooperation in the workplace, as well as the rules regarding oversight and various types of oversight systems. They should also ensure that their own members are well informed about these matters.

To kick off the collaboration, the government and the parties to the agreement will discuss principles for the responsible introduction and use of AI in the workplace and how businesses can implement these principles based on their own goals and tasks. To support the follow-up of the agreement, they will also discuss the parties' reporting to the coordination group during the term of the agreement.

The Government's Commitments

The government will ensure that the AI transition in the workplace takes place within the framework of the Norwegian labor market model, and that government agencies prioritize the agreement's objectives in their work. The government will allocate funds for the secretariat and the administration of the agreement.

Obligations of the social partners

The social partners shall contribute to ensuring that the Working Environment Act and collectively agreed mechanisms for participation and co-determination are actively utilized during the introduction and use of AI. This shall be achieved through the involvement of employee representatives and employees in individual workplaces, and within the framework of the Norwegian labor market model. The social partners shall also encourage their own member organizations and local parties to actively contribute to ensuring that discussions regarding AI are conducted in accordance with the principles of responsible use.

As with any change or transition, access to expertise is crucial when introducing AI in individual workplaces. The social partners shall help ensure that their respective members and employee representatives are reminded of the importance of the responsibility that both employers and employees have for continuous professional development.

It will also be appropriate to consider the possibility of utilizing skills development measures within existing skills development programs in the respective collective bargaining areas.

Expectations for the key stakeholders

Government agencies and research centers shall support the purpose of the agreement and share knowledge about KI with the parties to the agreement.

Administration and Follow-up of the AI Agreement

The Ministry of Digitalization and Public Administration (DFD) administers the AI agreement in consultation with the Ministry of Labor and Inclusion, the Ministry of Finance, the Ministry of Education and Research, and the Ministry of Trade, Industry, and Fisheries.

DFD is responsible for secretariat duties, including organizing meetings, ensuring progress, and facilitating gatherings. Up to six meetings of the KI Coordination Group will be held during the first year. The meetings are chaired by the Minister of Digitalization and Public Administration.

The parties share responsibility for bringing relevant issues to the attention of the coordination group. If necessary, working groups may be established for specific initiatives or efforts to follow up on the agreement.

It may also be appropriate to raise specific topics arising from the work of the Government's Digitalization Forum (RDF), the Council for Labor and Pension Policy (ALPR), or the Council for Skills Policy.

James John
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The Government, represented by the Prime Minister

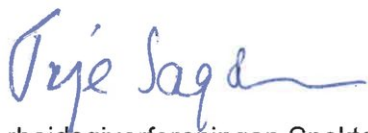


Hovedorganisasjon Virke



Hovedorganisasjon Akademikerne

Confederation of Norwegian Enterprise (NHO)
Norwegian Confederation of Trade Unions (LO)
Norwegian Association of Local and Regional Authorities (KS)
Unio Confederation
Virke Confederation
Akademikerne Confederation
Spekter Employers' Association
Central Federation of Professional Organizations (YS)



Yrkesorganisasjonens Sentralforbund (YS)

