

No. 15065

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**DENMARK, FINLAND, ICELAND,  
NORWAY and SWEDEN**

**Agreement concerning the legal status of staff employed in  
Nordic institutions. Signed at Reykjavik on 31 January  
1974**

*Authentic texts: Danish, Finnish, Icelandic, Norwegian and Swedish.  
Registered by Norway on 21 October 1976.*

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**DANEMARK, FINLANDE, ISLANDE,  
NORVÈGE et SUÈDE**

**Accord concernant le statut juridique du personnel employé  
auprès des institutions nordiques. Signé à Reykjavik le  
31 janvier 1974**

*Textes authentiques : danois, finnois, islandais, norvégien et suédois.  
Enregistré par la Norvège le 21 octobre 1976.*

## [TRANSLATION — TRADUCTION]

**AGREEMENT<sup>1</sup> BETWEEN DENMARK, FINLAND, ICELAND,  
NORWAY AND SWEDEN CONCERNING THE LEGAL STATUS  
OF STAFF EMPLOYED IN NORDIC INSTITUTIONS**

The Governments of Denmark, Finland, Iceland, Norway and Sweden,  
Noting that there are a number of public institutions with Nordic employees,  
Assuming that other such institutions will be established in the future,  
Considering it desirable to have uniform rules concerning the legal status,  
including terms of employment and work conditions, of employees of Nordic institutions,

Have concluded the following Agreement.

*Article 1.* The staff of Nordic institutions shall be made up of nationals of the Nordic countries. Nationals of other countries may also be employed with the approval of the Nordic Council of Ministers.

In the recruitment of staff for each individual institution an effort shall be made to ensure a reasonable balance in the distribution of the higher ranking posts among nationals of the various Nordic countries.

*Article 2.* The Council of Ministers, or whoever is so authorized by the Council, shall establish rules and regulations for the staff of Nordic institutions. The regulations shall specify the body or bodies responsible for the appointment of the staff of the institution.

Before the rules or regulations are established, the employees' organizations concerned shall be given an opportunity to state their views.

*Article 3.* Each Contracting Party to the Agreement undertakes to grant civil service staff leave of absence for up to four years to serve in a Nordic institution and to permit such staff to count their period of service there as service performed in their own country.

*Article 4.* Employment in a Nordic institution shall be governed by a contract between the Council of Ministers or the individual institution designated by the Council on the one hand, and the employee on the other hand. Unless the Council of Ministers makes other arrangements, the contract shall be drawn up on the basis of the standard contract established by the Council of Ministers.

<sup>1</sup> Came into force on 1 March 1976, the date specified by the Nordic Council of Ministers, in accordance with article 8, after deposit with the Government of Norway of the last instrument of ratification. The instruments of ratification were deposited on the dates indicated below:

<i>State</i>	<i>Date of deposit</i>
Denmark .....	2 July 1974
Finland .....	20 February 1976
Iceland .....	6 June 1975
Norway .....	14 May 1975
Sweden .....	26 September 1974

Before general terms of employment for the staff are established, the Government authorities which normally deal with matters concerning Government employment terms and work conditions in the countries concerned shall be invited to state their views. It is assumed that these authorities will, where appropriate, consult the employees' organizations before stating their views.

Before staff are appointed to posts individual institutions, negotiations shall be held concerning such terms of employment and work conditions as are not covered by the standard contract. The negotiations shall be conducted between representatives of the central Government salary authority in the country in which the institution is situated or whoever the above-mentioned salary authority authorizes for the purpose and, if necessary, representatives of the Council of Ministers on the one hand, and representatives of the employees' organizations concerned in the same country on the other hand.

*Article 5.* Each Contracting Party to the Agreement undertakes to allow employees of Nordic institutions to join the State pension scheme of the country of service on the same conditions as are applied to corresponding civil service posts in that country, where no other arrangement has been made with the employee concerned.

Any agreement which has been or may be concluded between the Nordic countries concerning co-ordination with respect to entitlements earned under Government pension schemes shall also apply to employees of Nordic institutions having pension entitlements in the Nordic countries which have signed the Agreement.

*Article 6.* When an employee is a member of an employees' organization which has concluded a collective wage agreement for the staff of the institution, the following provisions shall apply:

Any dispute concerning the interpretation of an employment contract or any other question arising from the terms of the contract shall first be submitted for mediation by two mediators, one of whom shall be appointed by the institution concerned or by the central Government salary authority and the other by the employees' organization concerned.

If no settlement is achieved, the dispute may, if the Parties agree, be settled by an arbitral tribunal consisting of three members, two of whom shall be appointed respectively by the institution and the employees' organization concerned. These two members shall appoint the third member, who shall be the chairman. If agreement on the appointment cannot be reached, the chairman shall be appointed in accordance with the law of the country of service or in the manner prescribed in the Agreement relating to the institution concerned.

If an employee is not a member of an employees' organization, the Parties may agree to submit the dispute to an arbitral tribunal consisting of three members, two of whom shall be appointed by each of the Parties. These two members shall appoint the third member, who shall be the chairman. If Agreement on the appointment cannot be reached, the chairman shall be appointed by the appropriate court or by another authority in accordance with the law of the country of service.

*Article 7.* The Council of Ministers shall decide to which institutions this Agreement shall apply.

The Council of Ministers may decide that the provisions of this Agreement shall apply only in part to a particular institution.

*Article 8.* This Agreement shall be ratified and the instruments of ratification shall be deposited as soon as possible with the Norwegian Ministry of Foreign Affairs. Certified copies shall be made available by the Norwegian Ministry of Foreign Affairs to each Party to the Agreement.

The Agreement shall enter into force on the date specified by the Nordic Council of Ministers.

*Article 9.* If a Party to the Agreement wishes to denounce this Agreement, written notice to that effect shall be given to the Norwegian Government, which shall immediately so notify the other Parties to the Agreement, specifying the date on which such notice was received.

The denunciation shall apply only in respect of the denouncing State and shall take effect six months after the month in which the Norwegian Government received the notice of denunciation.

IN WITNESS WHEREOF the undersigned plenipotentiaries have signed this Agreement.

DONE at Reykjavik on 31 January 1974 in one copy in the Danish, Finnish, Icelandic, Norwegian and Swedish languages, all texts being equally authentic.

For the Government of Denmark:

[OVE GULDBERG]

For the Government of Finland:

[PEKKA TARJANNE]

For the Government of Iceland:

[OLAFUR JOHANNESON]

For the Government of Norway:

[BJARTMAR GJERDE]

For the Government of Sweden:

[CARL LIBBOM]

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