

CHINA CROSSROADS

Friday, April 10th, 2026, 19:30 – 21:00

The Nordic Labour Model and China's Changing World of Work

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The Nordic labour model has attracted global attention for its ability to combine an inclusive labour market, economic competitiveness, and strong social protection. Built through cooperation between organized labour, employers, and government, it demonstrates how balanced redistribution and collective bargaining can support economic growth and social stability. In this talk, representatives from Norwegian labour union LO and employer organization NHO will share from their experience working with Chinese partners on questions related to the world of work, including social dialogue, tripartite cooperation and gender equality. LO and NHO have worked with Chinese partners on these questions for almost 40 years. This lecture presents how the Norwegian model functions and discusses how these experiences may offer insights for China. The Norwegian Social Partners represented by the Norwegian Confederation of Trade Unions (LO) and the Confederation of Norwegian Enterprise (NHO) are the main actors in the Norwegian model. Both LO and NHO have more than 40 years experience of engagement in China through their bilateral cooperation with their Chinese counterparts and the joint tripartite cooperation between Norway and China.

[Wei Chen](#) is a Senior Economist and Special Adviser in the Economic and Social Affairs Department and the International Department at the Norwegian Confederation of Trade Unions (LO). He has 30 years of service in the organization. He specializes in the macroeconomic analyses supporting each year's collective bargaining. He has also served as the Chief Coordinator for China Affairs for the Norwegian Trade Unions and played a key role in the bilateral contact and cooperation between the Norwegian and the Chinese Trade Unions as well as in the tripartite cooperation between China and Norway in the past 30 years. He holds a Master-degree in economics from the University of Oslo.

[Nina Mjøberg](#) is a Special Adviser working in the International Department at the Norwegian Confederation of Trade Unions (LO). With 40 years of experience in international and trade union solidarity work, she has been actively engaged in promoting cooperation between Norwegian trade unions and their international counterparts as well as working and cooperating within the framework of International Labour Organisation (ILO). She has also been involved and in charge of many trade unions' aid and development projects funded/co-funded by the Norwegian Agency for Development and Cooperation (NORAD).

[Reinaart Pretorius](#) is a Project Manager in the International Department at the Confederation of Norwegian Enterprise (NHO) and leads NHO's International Cooperation Programme (ICP). He has extensive experience in international business development and private sector development, particularly in Africa and Asia. Pretorius has previously served as a director at Norges Vel and KPMG, where he worked with sustainable business development and bilateral cooperation within agriculture, aquaculture, and renewable energy. He holds a bachelor's degree in economics from Stellenbosch University in South Africa.

[Inger Dyrnes](#) is a Senior Advisor in the International Department at the Confederation of Norwegian Enterprise (NHO). She has extensive experience in the fields of skills and education, particularly in vocational education and training as well as continuing and further education. Dyrnes was involved in establishing the National Centre for Vocational Education, which opened in 2025, and serves on the portfolio board for Welfare and Education at the Research Council of Norway. She has previously worked at the Norwegian Labour and Welfare Directorate and at the Directorate for Higher Education and Skills. She holds a master's degree in public policy from Maastricht Graduate School of Governance in the Netherlands.

[China Crossroads](#) hosts talks on all topics related to China, including business, foreign policy, and other areas as they relate to China, the idea being that China is both already a "crossroads" of the world and itself at a "crossroads" in terms of its future global influence.