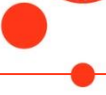




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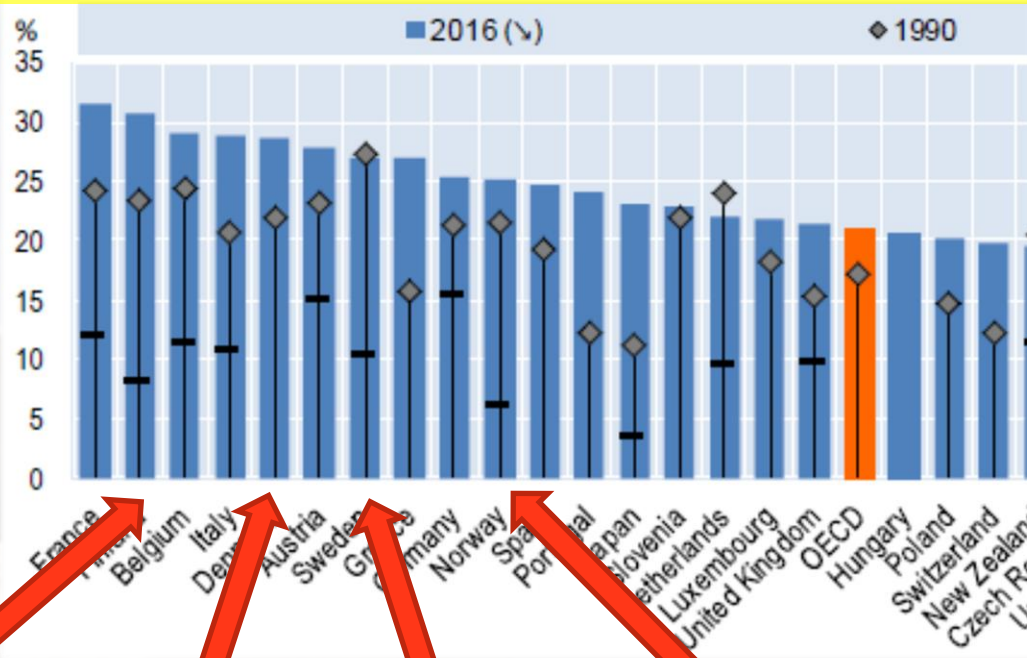
The Nordic collective bargaining systems; attractive for advanced businesses?

Søren Kaj Andersen

Director, Associate Professor, FAOS, University of Copenhagen



Public social expenditure as a percent of GDP



FINLAND

DENMARK

SWEDEN

NORWAY

ICELAND

The top 10 most competitive global economies



Country	Global rank*
Switzerland	1
Singapore	2
United States	3
Germany	4
Netherlands	5
Japan	6
Hong Kong SAR	7
✘ Finland	8
✘ Sweden	9
United Kingdom	10

*Source: The Global Competitiveness Report 2015-2016
 *2015-2016 rank out of top 100 economies

Norway

Denmark

Iceland

11
12

29



TABLE 1.1 Ease of doing business ranking

DB 2018 Rank	Economy	DTF score	DTF change
1	New Zealand	86.55	-0.18
2	Singapore	84.57	+0.04
✘ 3	Denmark	84.06	-0.01
4	Korea, Rep.	83.92	0.00
5	Hong Kong SAR, China	83.44	+0.29
6	United States	82.54	-0.01
7	United Kingdom	82.22	-0.12
✘ 8	Norway	82.16	-0.25
9	Georgia	82.04	+2.12
✘ 10	Sweden	81.27	+0.03
11	Macedonia, FYR	81.18	-0.21
12	Estonia	80.80	+0.05
✘ 13	Finland	80.37	-0.11

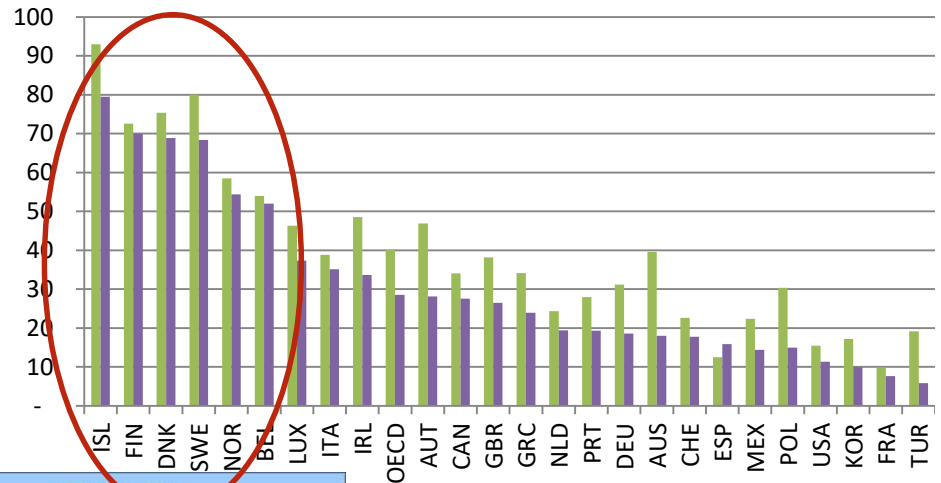
✘ 23 Iceland



The Nordic success story ... includes the collective bargaining systems

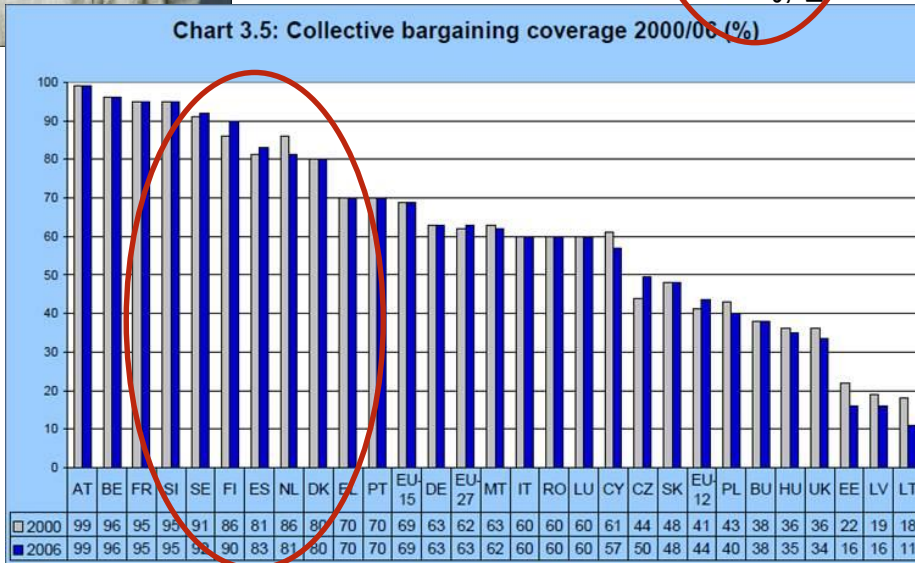


Rate of unionization 1990, 2010



OECD, 1990 (green) og 2010 (purple)

Chart 3.5: Collective bargaining coverage 2000/06 (%)

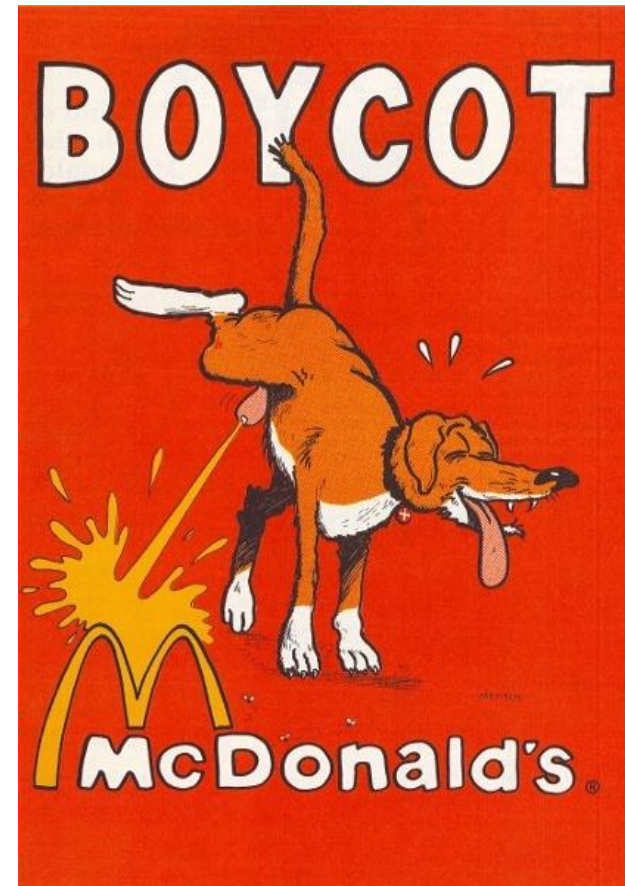


Trade union strength...

Union decline, but still ...

Power relations

Unions – employers - the wider society





HELSENKI September 2015

Finnish employers – the response

Export industry employers' (metal, chemical, forest) taking the lead: Unhappy with government initiative!

- “ill prepared” + “Underestimating trade union strength”
- Decentralized bargaining via negotiations – not legislation
- Aiming at a “Swedish solution”?

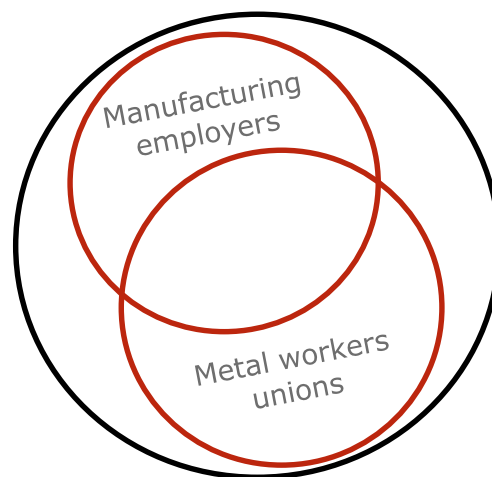
Theory: Cross-Class Alliances

Employer motives:

- a) To regulate their internal competition
- b) To control cost of labour in supplier industries
- c) Ensure international competitiveness

The industrial core

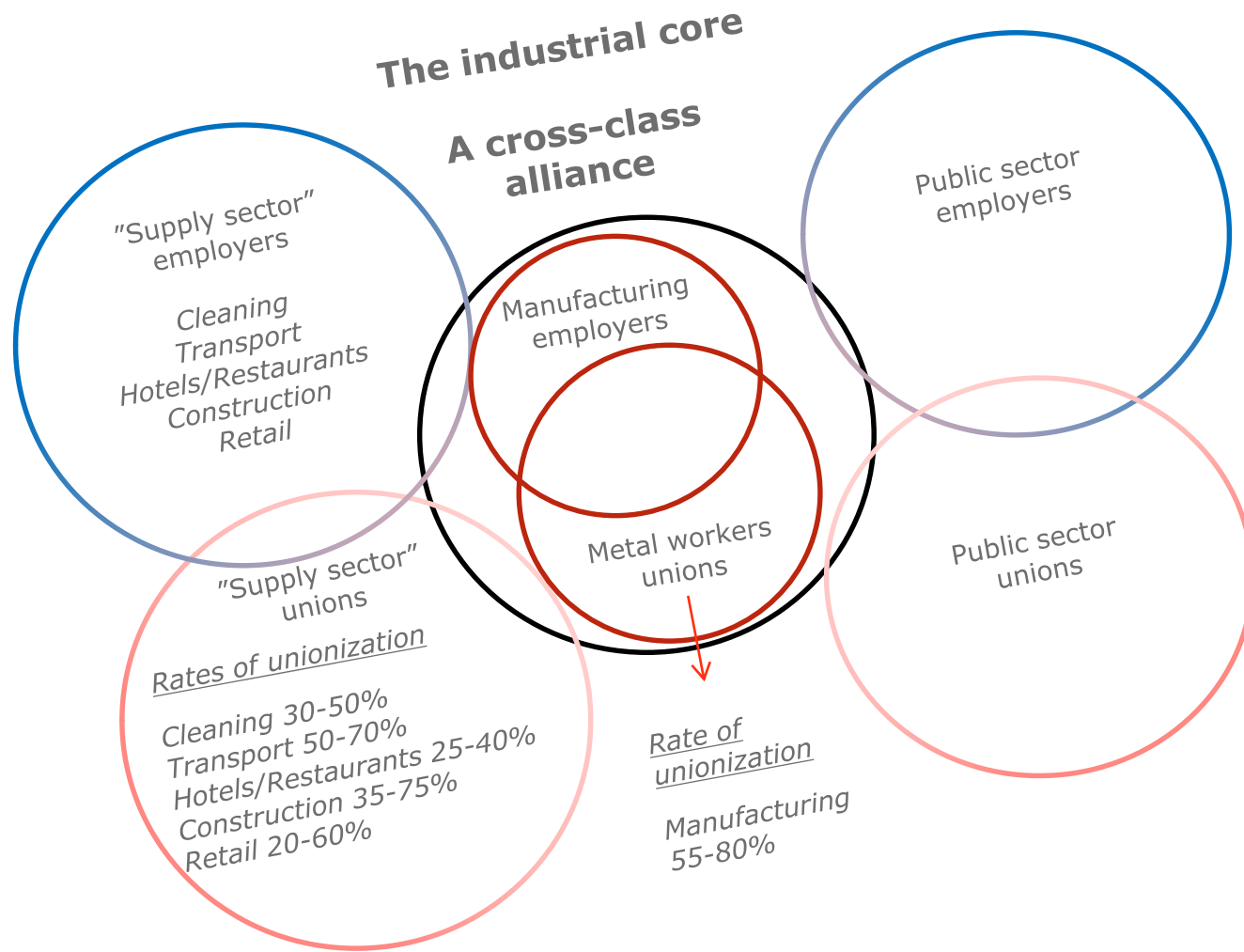
A cross-class alliance



Trade union motives:

- a) To ensure a 'fair wage' for all groups on the labour market
- b) Take wages out of competition
- c) Securing jobs and job creation

Collective bargaining in the Nordic States



What do advanced businesses get from the collective bargaining system?

“The “industrial core” can negotiate collective agreements that set a framework for ...

1. frameworks for negotiated flexibility and adjustment
2. conflict resolution and industrial peace
3. attractive workplace easing recruitment
4. mutual recognition of conflicting interests
5. stability (in production / services) and dialogue
6. high commitment – high performance

What I want you to remember!

The Nordic collective bargaining systems; attractive for advanced businesses?

(Yes / No)

There is a workable paradox in the relations between welfare state costs, competitiveness and collective bargaining

Collective bargaining departing from the “industrial core” offer a HIGH ROAD ...

.... high performance, high employment and high costs!

Any snakes in the Nordic paradise?

Thank you for your attention



Ragnar Kjartansson, 'Scandinavian Pain (twilight),' 2006
Moderna Museet, Stockholm