

# Social and Civil Dialogue in a Time of National and European Crisis

*‘Moving Beyond Process’*

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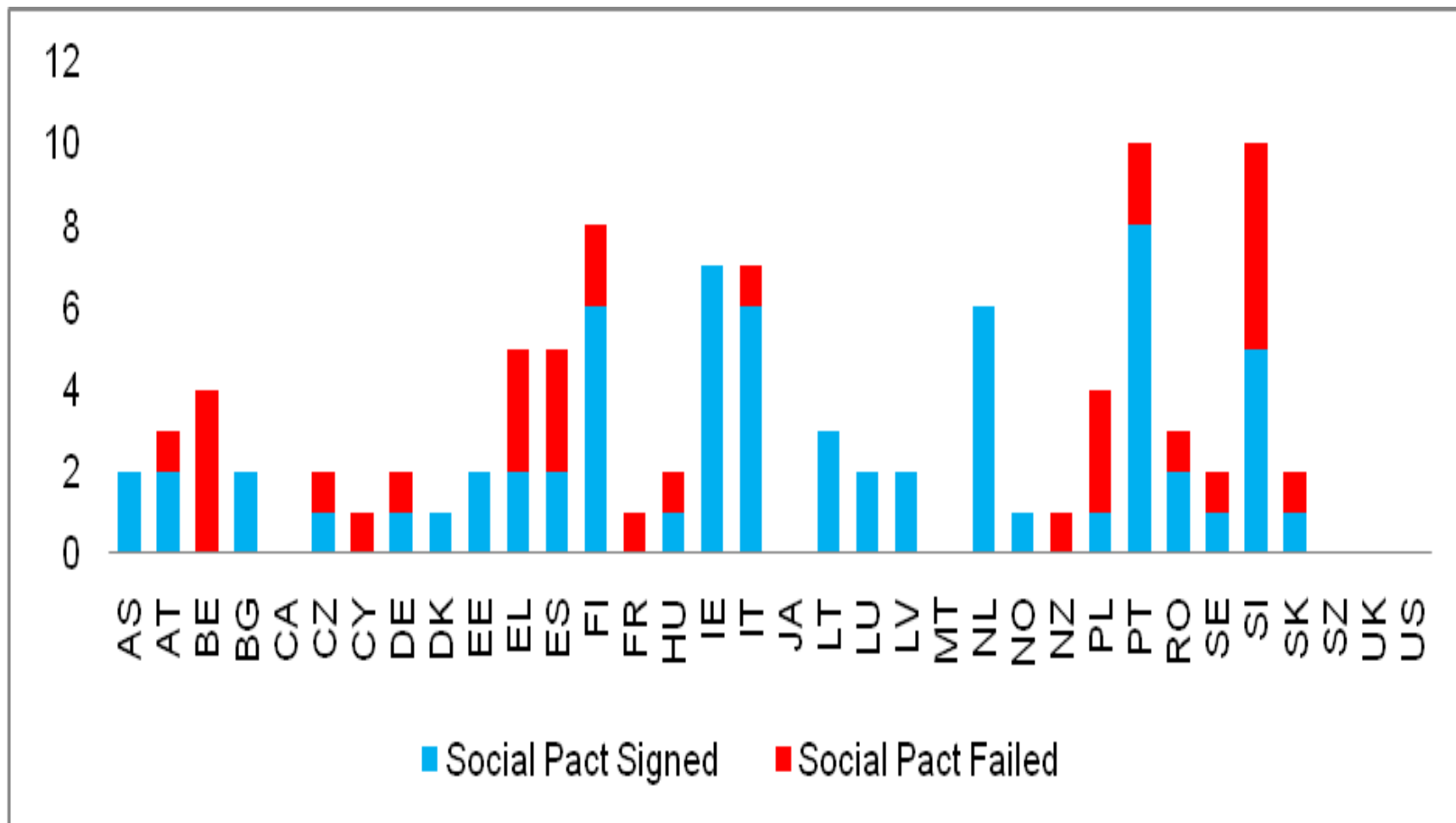
# Outline

- Introducing the concept
- Trends before the crisis
- Explanations pre-EMU
- Trends after the crisis
- National examples
- Explaining post-crisis trends
- Conclusion

# An Elusive Concept?

- Social dialogue primarily refers to the engagement of trade unions and employers with government in the formulation (as opposed to consultation) of public policy.
- But a process of social dialogue that does not produce a pact or a series of trade-offs between the actors is a relatively symbolic affair (i.e. at transnational European level)
- Therefore what is the relationship between social dialogue, labour market coordination and the role of government under conditions of crisis?.
- Can national economic and social councils broaden the reform agenda to include civic interests?

# Trends Before the Crisis



<b>Country</b>	<b>Years: Social pact signed (1987-2007)</b>
Australia	1987, 1988, 1990
Austria	1995, 1997
Bulgaria	1997, 2006
Czech Republic	1998
Denmark	1998
Estonia	1992, 1999
Finland	1991, 1995, 1998, 2001, 2003, 2005
Germany	1998
Greece	1997, 2002
Hungary	2002
Ireland	1987, 1991, 1994, 1997, 2000, 2003, 2006, 2008
Italy	1993, 1995, 1996, 1998, 2002, 2007
Lithuania	1995, 1999, 2005
Luxembourg	2001, 2006
Netherlands	1989, 1993, 1997, 2002, 2003, 2004
Norway	1993
Poland	1993
Portugal	1988, 1990, 1991, 1992, 1996, 2001, 2006, 2007
Romania	2002, 2004
Slovakia	2006
Slovenia	1994, 1995, 1996, 2003, 2007
Spain	1997, 2006
Sweden	1991

# Explaining the Renaissance of Social Dialogue in the 1990's

- Economic crisis
- Role of government
- Weakened trade unions
- Strong employers
- Political and information exchange
- Legitimacy
- National industrial relations institutions

# National Responses After the Crisis

- Tripartite legacy
- Extent of the crisis (i.e. Euro constraints or not)
- Union strength
- Employer coordination
- Government fiscal constraints

# Interesting Examples

- **Non-European**

- Brazil
- South Africa
- Japan

Central role for national economic & social councils

- **European**

- Germany
- Netherlands
- Slovenia

- Central role for coordinated labour market institutions

# Explaining the New Patterns

- Severity of the crisis
- Weakness of trade unions
- Coordinating capacity of employers
- Government willingness to fund employment
- Architecture of national political economy
- Core/periphery tension in the Euro

# The Future?

- Moving beyond the *process* of social dialogue to coordinating labour market and social policy outcomes.
- Social partnership is more than a wage agreement, it is an embedded form of participatory governance.
- Learning from the historical institutions of Netherlands, Austria, Denmark and Sweden.
- In the current crisis, what is the role of national economic and social councils? Can they encourage a new wave of civic dialogue?

# References/Links

Lucio Baccaro and Stefan Heeb (2011) Social Dialogue During the Financial Crisis, Results from the ILO/World Bank Inventory, Using a Boolean Analysis on 44 Countries. ILO Employment Working Papers

European Industrial Relations Observatory (EIRO)

Jelle Visser (2009). Database on the Institutional Characteristics of Trade Unions, Wage Setting, State Intervention, and Social Pacts in 34 Countries between 1960-2007 (ICTWSS)