

Collective bargaining in Sweden: A challenged but stable bipartite model

Peer Review on “The organisation, outcomes and effectiveness of social dialogue”

Brussels, 23-24 October 2018

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The Swedish model of collective bargaining

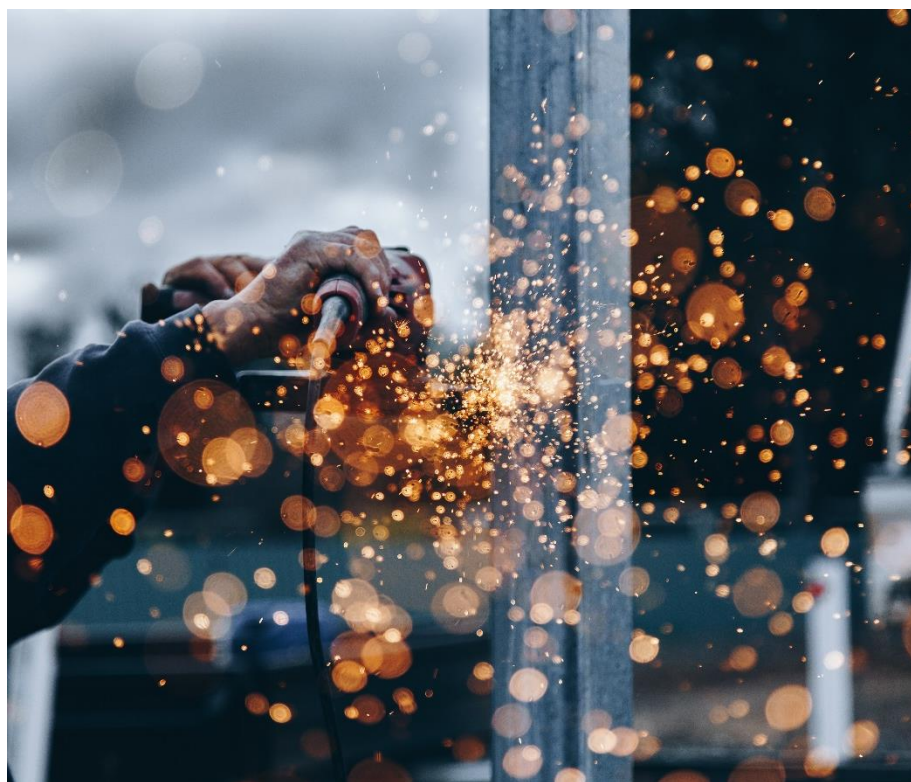
- A bipartite system (with government support)
- Minimum conditions set in law, everything else in CBAs
- High rates of organisation among both employees and employers
- CBA coverage: 90%
- A peaceful labour market

Union density

- Membership rate: 69%
- High but declining (especially among blue-collar workers)
- International trend, but also local conditions
- Implications for collective bargaining coverage?



Restructuring



- Changing labour market structure
- Restructuring support – a bipartite commitment
- Flexible model = flexible labour market?

The wage norm

- A producer of real wage growth
- Popular yet contested
- Longevity of the wage norm questioned



Questions

- How has Belgium been able to **maintain such a high union density rate** while similar countries have struggled? The author mentions a fear among the social partners that the downward trend might soon become visible also in Belgium. Do social partners and/or the government have any strategies to combat such a development?
- What types of **restructuring support** are there in Belgium? How are the social partners involved?
- Have any analyses been conducted into **how the wage norm affects inter-sectoral wage differences**? For example between male and female-dominated sectors? Is the wage norm generally favoured by the parties affected by it?