

Case Study of Sweden

Enhancing the effectiveness of social dialogue articulation in Europe:
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Bengt Larsson & Ylva Ulfsdotter Eriksson,
Dept. of Sociology and Work Science, University of Gothenburg

The Swedish industrial relations regime: an example of *Nordic Organized Corporatism*:

- **High density** of trade unions and employer organisations
- **Good access to government** in dialogue/consultation
- **Delimited though strong legal regulation**: leave, empl. protection, H&S, co-determination.
- **CB is bipartite and autonomous**: no stat. minimum wages
- **High coverage of CB**, but no legal extension
- **Main CB-level = sector**, with some central coordination and local adjustment

SE engagement in ESD and ESSD comm. and topics:

- **Strong engagement** in ESD and the ESSDs of Commerce, Construction and Hospitals – less in Education
- **All topics** discussed in *ESD*, and in *ESSDs in Commerce and Hospitals*, are said to be relevant also at national level
- Generally the partners are **already working nationally** on the same topics in CB and cooperation: ESSD is an extra arena
- However, *Education* is seen as a national competence, and in *Construction* there exist some tension regarding certain topics
- **Some topics** the partners prefer to keep at national level = wages and some sectoral and country specific issues

SE view on ESD and ESSD outcomes and effectiveness

- SE Partners bring a **national approach** to ESD/ESSD: bottom-up articulation; prefer soft outcomes to hard regulation
- Have been a bit **reactive** in ESD/ESSD, with little “uploading” of topics, but are moving towards a more proactive stance.
- **Hard regulation** in H&S is accepted, otherwise they avoid it if it may affect the Swedish model (CB-autonomy) negatively
- **Outcomes not that important** in SE, because of high national standards; however, they can strengthen ongoing efforts in CB
- **Effectiveness** in ESD/ESSD is seen as quite low, but learning and information exchange is seen as important.

Conclusions from the Swedish case

- **Strong similarities** in SE partners view on ESD/ESSD outcomes and effectiveness = defence of Swedish model, and preference for learning, trust building and soft tools
- **Quite low expectations** on ESD/ESSD to change much at home in Sweden, even though they find it very important
- **Quite some divergence in engagement and interaction** in sectoral ESSD between the four sectors
- **Suggestions for improvements of ESD/ESSD:**
 - Capacity building of national SD in countries needing that
 - Let the partners work autonomously from the EC

Thank You!