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## Industrial Relations Foresight 2025: Sweden Compared to EU15, EU12 and Global 7 Countries

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2009

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*Citation for published version (APA):*

Kjellberg, A. (2009). *Industrial Relations Foresight 2025: Sweden Compared to EU15, EU12 and Global 7 Countries*. Department of Sociology, Lund University.

*Total number of authors:*

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# **INDUSTRIAL RELATIONS FORESIGHT 2025: SWEDEN COMPARED TO EU15, EU12 AND GLOBAL 7 COUNTRIES**

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Sweden  
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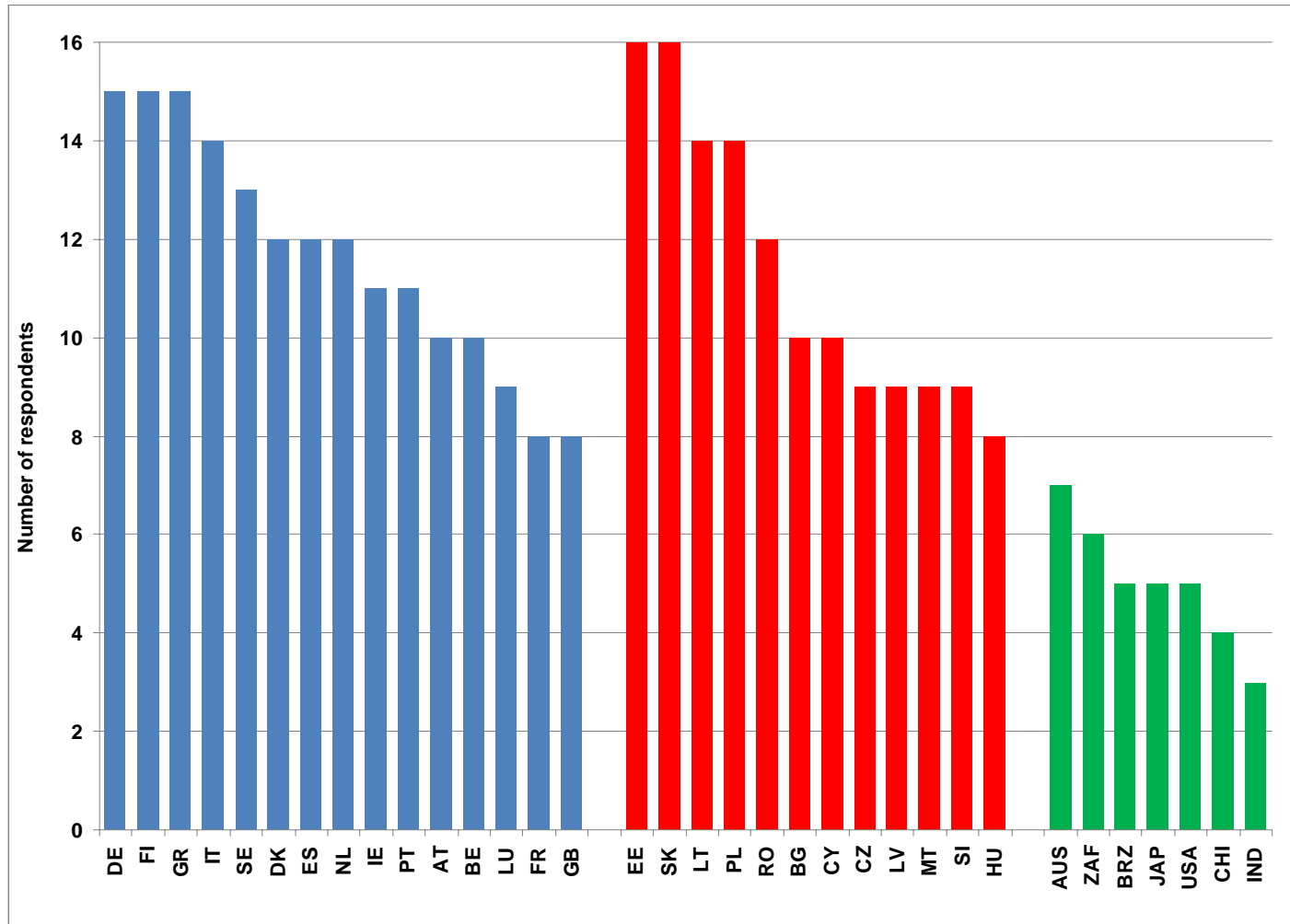
# EXPERT FORESIGHT SURVEY

- An electronic expert survey was carried out by Eurofound in 2007.
- The questionnaire consisted of 16 questions to obtain respondents' opinions about future industrial relations as regards actors, processes, outcomes and general trends in the industrial relations environment.

# RESPONDENTS OF THE SURVEY

- Minimum target from each EU27 member state :
  - 2 trade union representatives (4 in Sweden).
  - 2 employer organisations representatives (4 in Sweden).
  - 2 government representatives (2 in Sweden).
  - 2 academic experts (3 in Sweden).
- Minimum target from Global 7 countries was to get responses from 3 academic experts
- In total 346 responses were received from 34 countries (of which 13 responses from Sweden)

# NUMBER OF RESPONDENTS



**SE: 4 trade union representatives, 4 employer organisations representatives, 2 government representatives and 3 academic experts**

# **INDUSTRIAL RELATIONS ENVIRONMENT**

# FORESIGHT ON WORKING LIFE TRENDS 2007-2025: SWEDEN

Aspect of working life environment	Decrease	Remain the same	Increase	Not applicable
Liberalism in economic policy		53.8	46.2	
Individualism		30.8	69.2	
Flexibility in working life		7.7	92.3	
Job security	76.9	23.1		
Social security	46.2	53.8		
Self-employment		30.8	69.2	
Atypical employment	15.4	15.4	53.8	15.4

# FORESIGHT ON WORKING LIFE TRENDS 2007-2025: SWEDEN

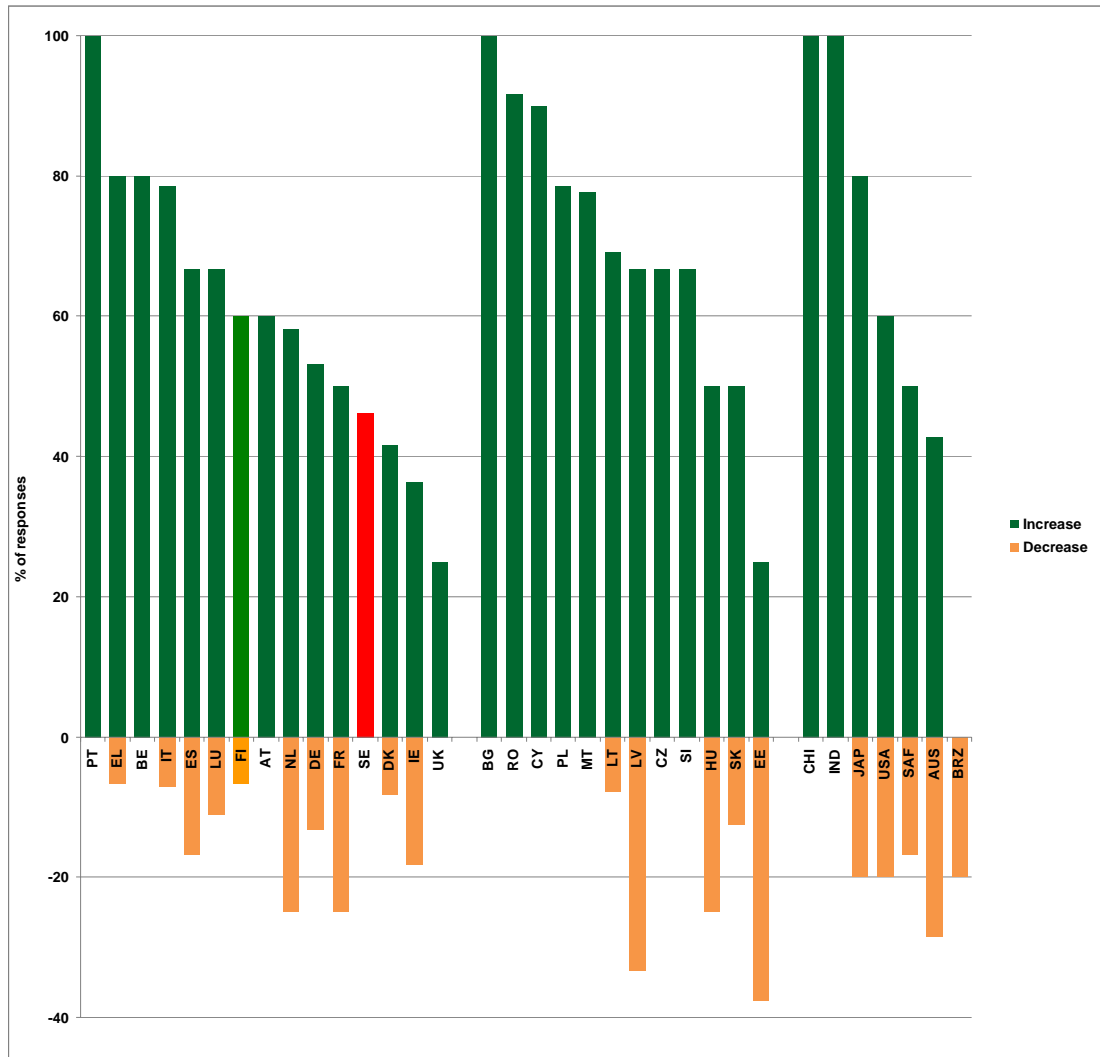
Aspect of working life environment	Decrease	Remain the same	Increase	Not applicable
Inequality in incomes	7.7	7.7	84.6	
Equal opportunities in labour market	15.4	30.8	53.8	
Wage gap between men and women	76.9	7.7	15.4	
Public support to workers' trade unions	61.5	38.5		
Public support to employer organisations	30.8	53.8		15.4
European Commissions role as regulator of working life aspects	15.4	30.8	53.8	



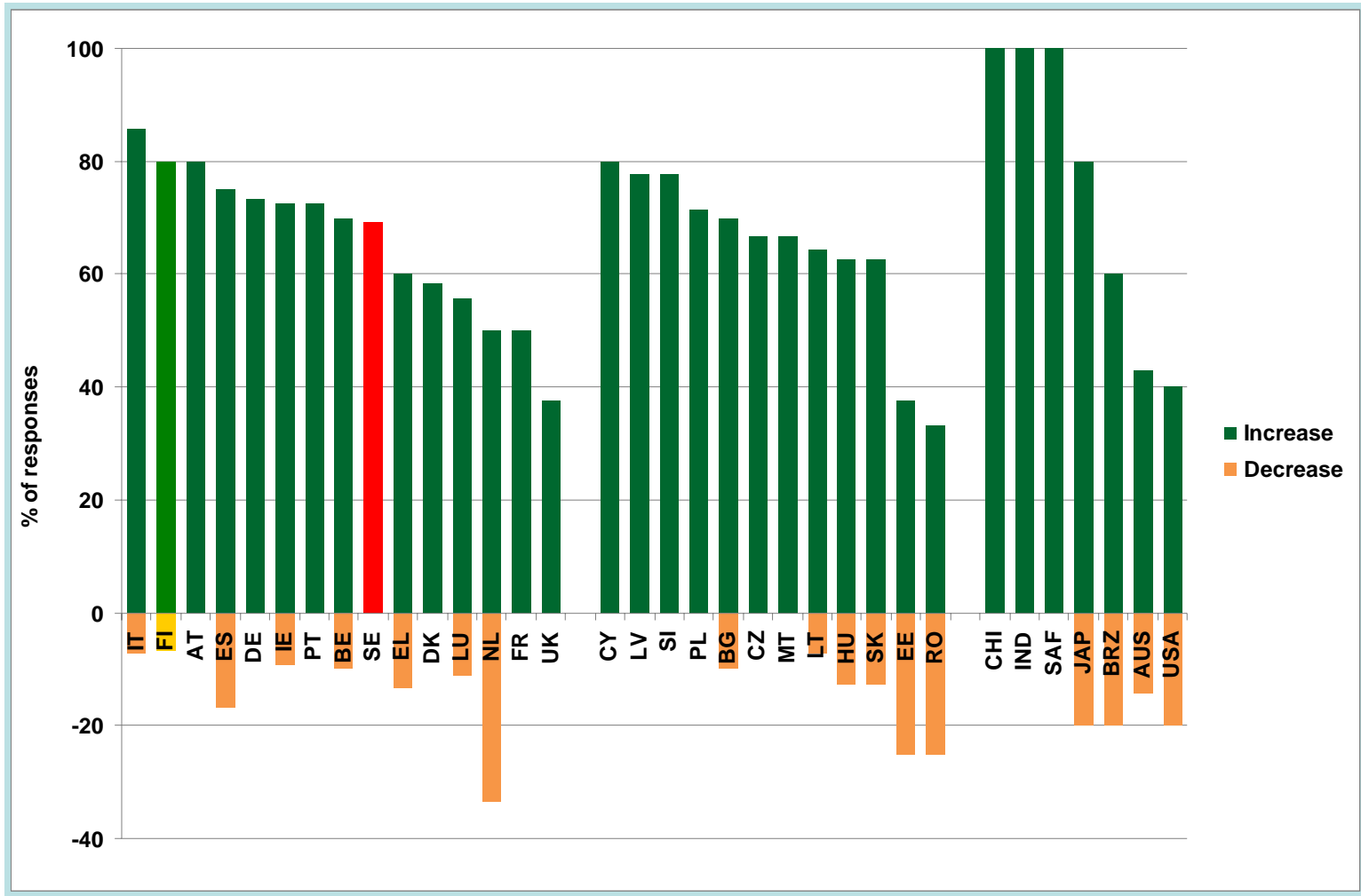
# NB!

Observe that the category  
"remain the same" is not included  
in the following diagrams, but just  
"increase" and "decrease".

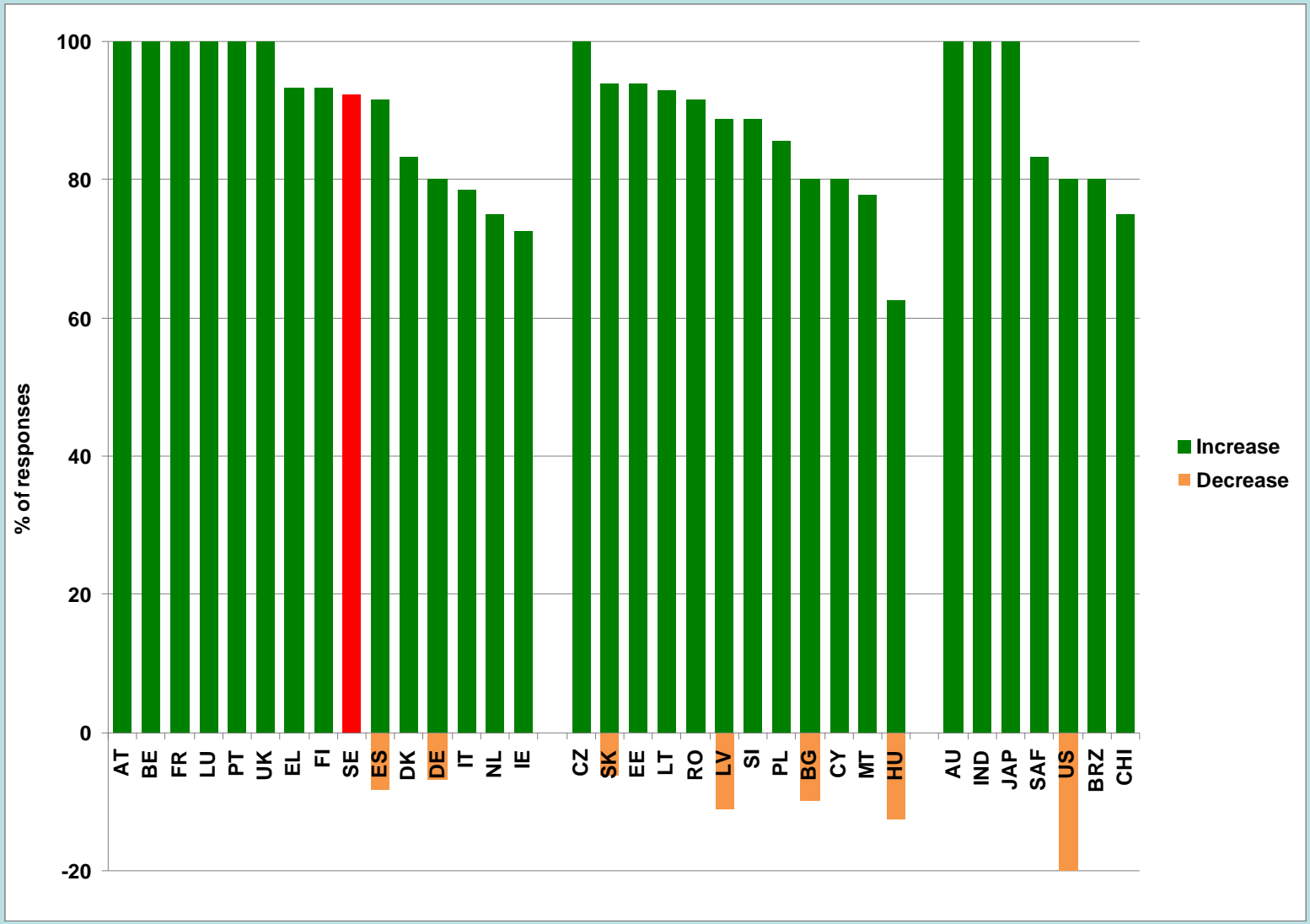
# FORESIGHT ON LIBERALISM



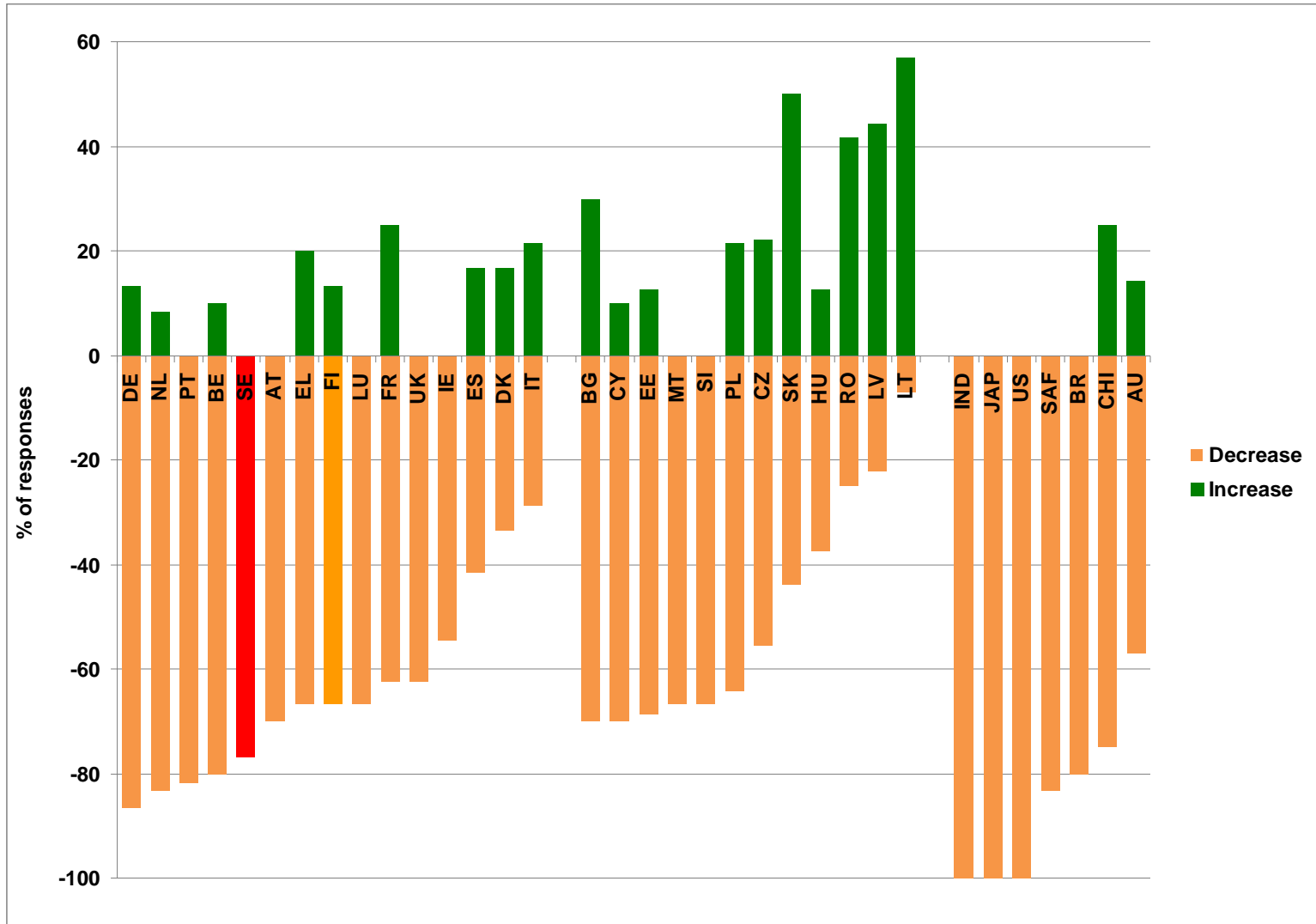
# FORESIGHT ON INDIVIDUALISM



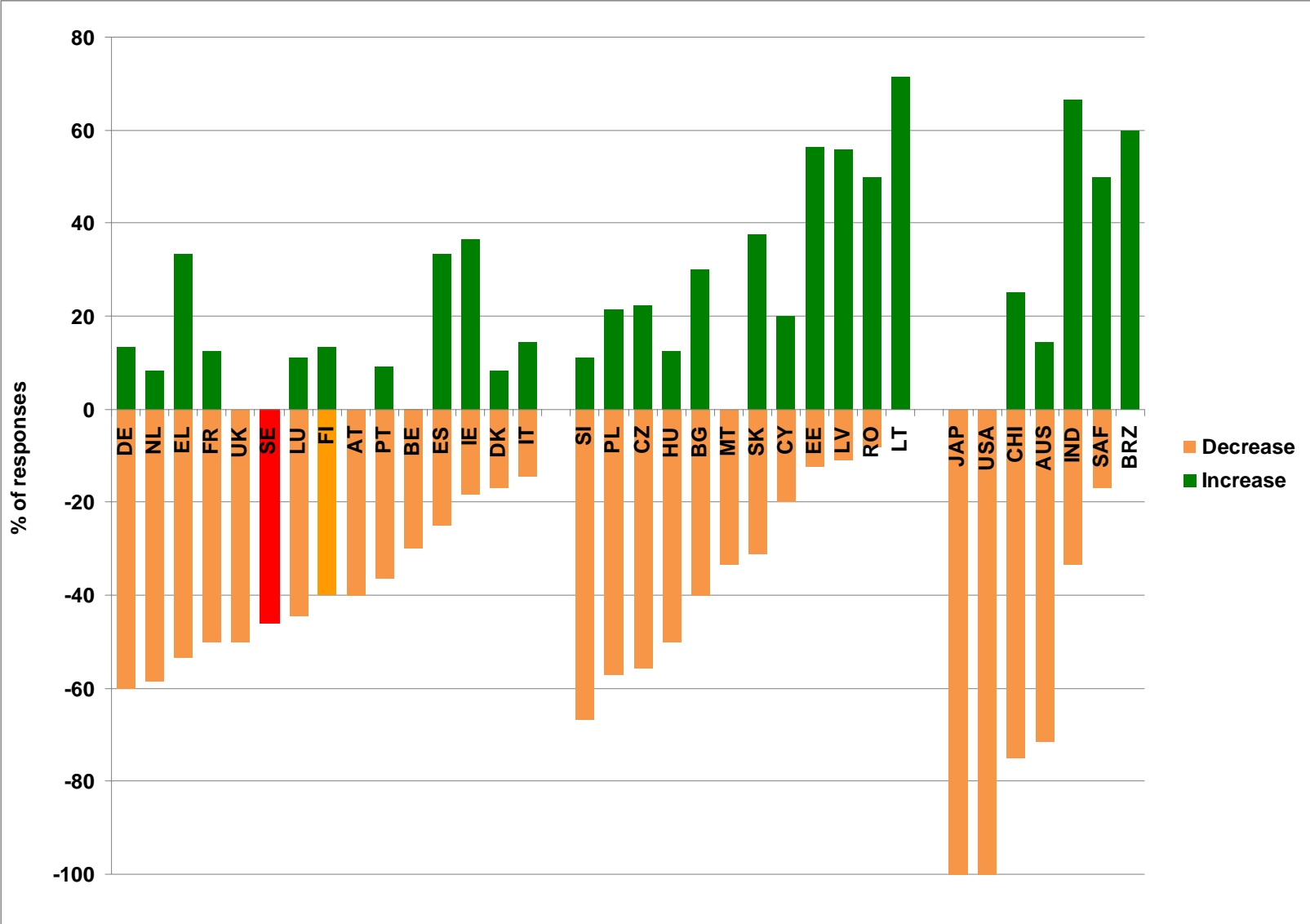
# FORESIGHT ON FLEXIBILITY



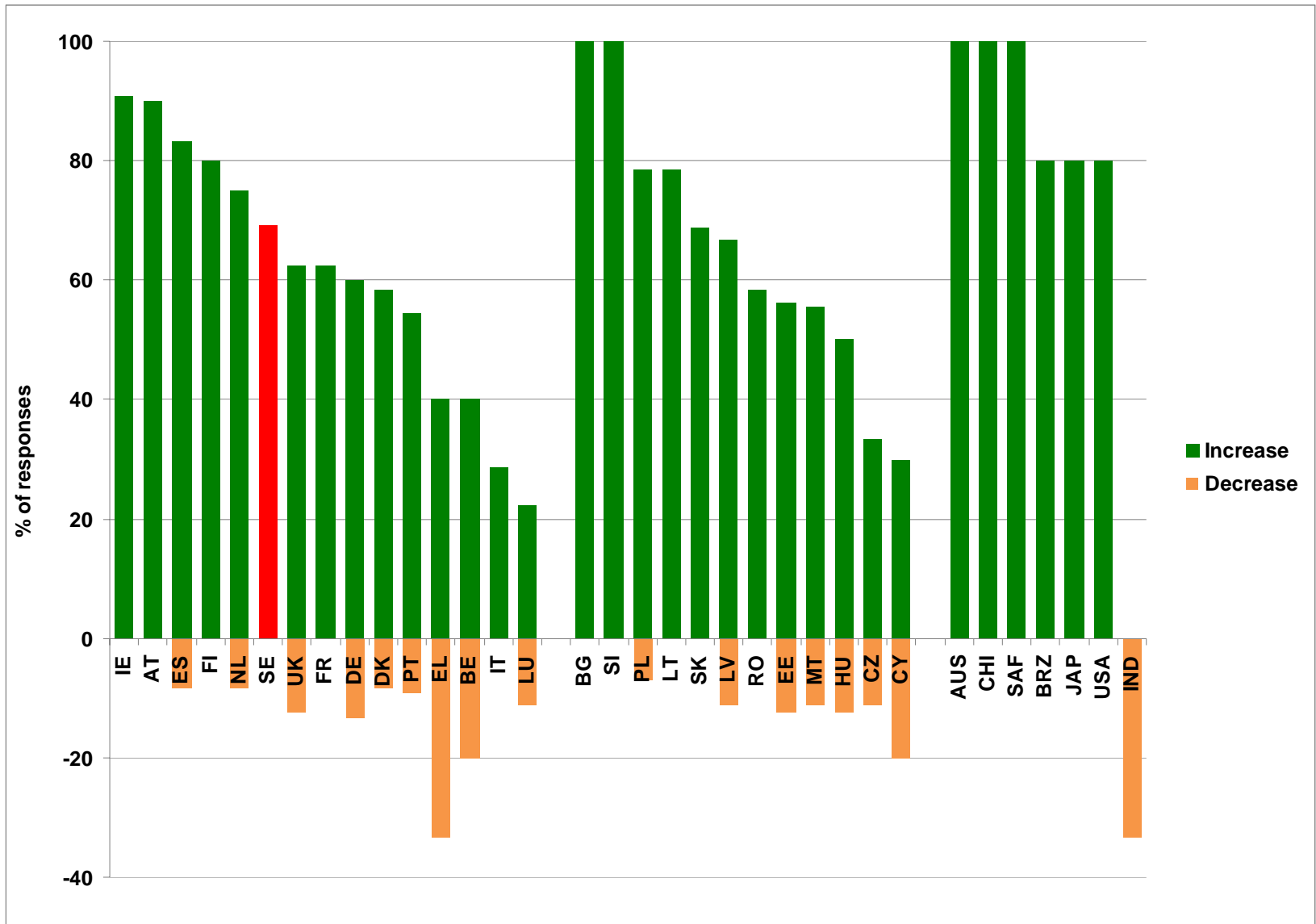
# FORESIGHT ON JOB SECURITY



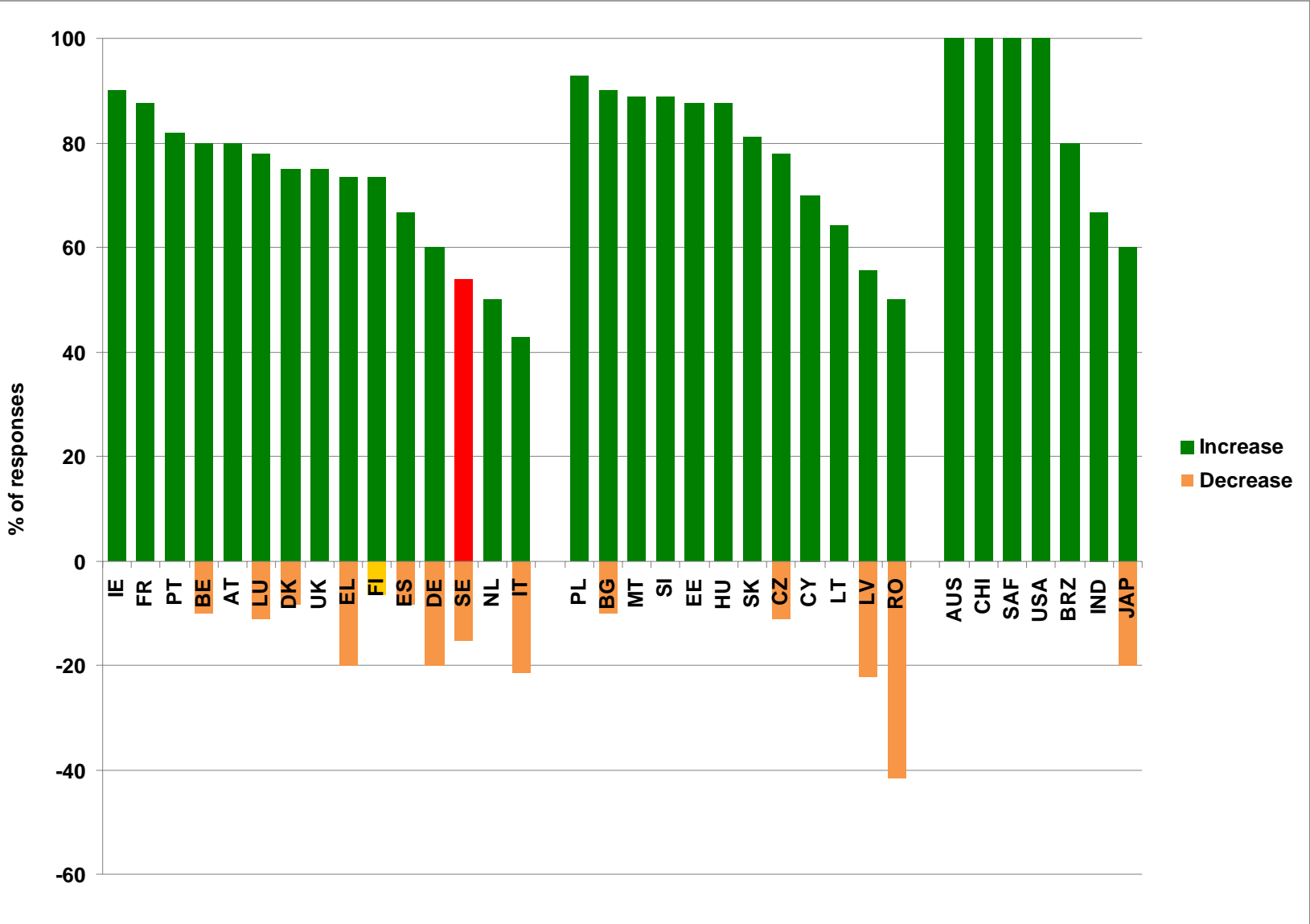
# FORESIGHT ON SOCIAL SECURITY



# FORESIGHT ON SELF-EMPLOYMENT

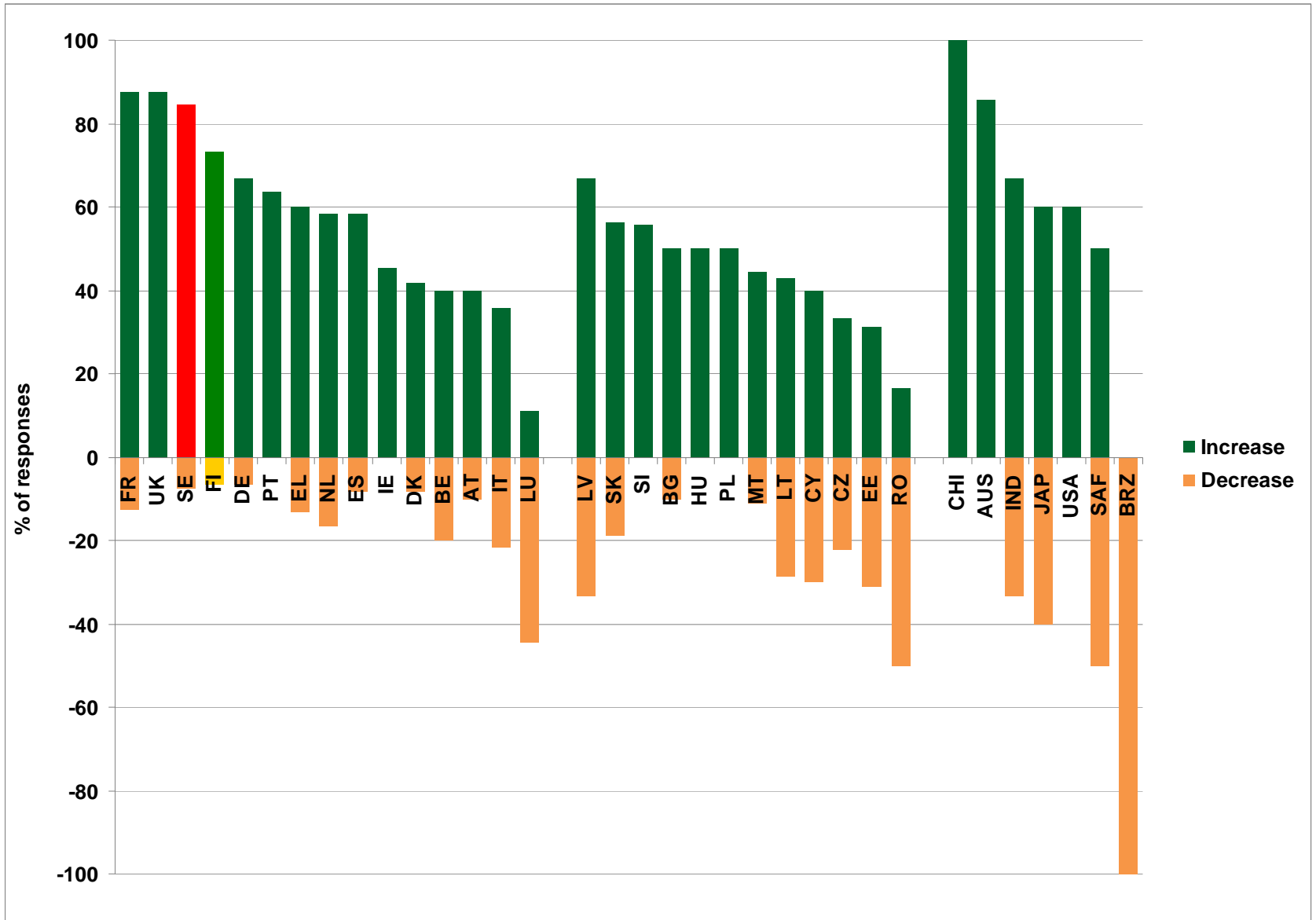


# FORESIGHT ON ATYPICAL EMPLOYMENT

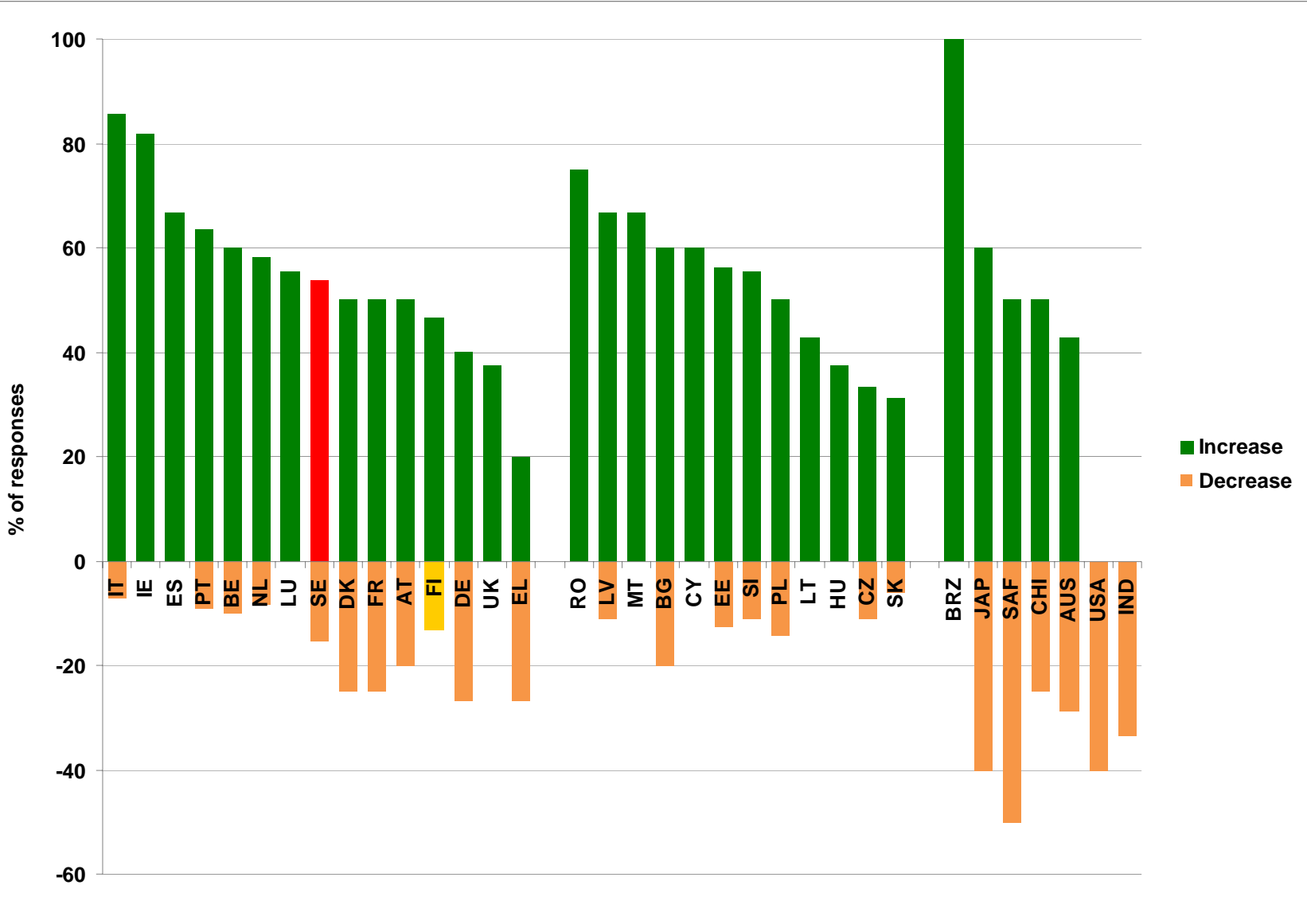




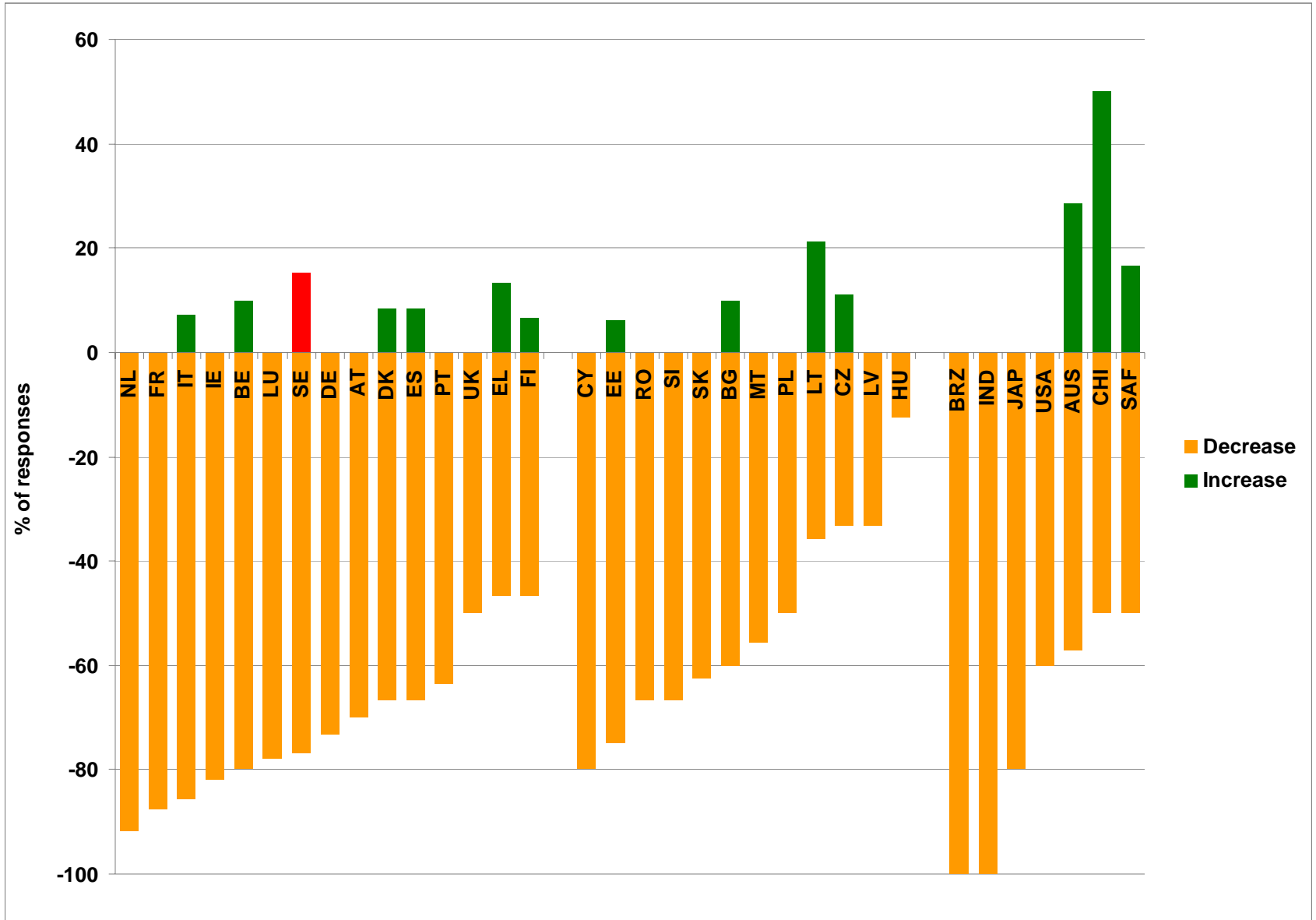
# FORESIGHT ON INCOME INEQUALITY



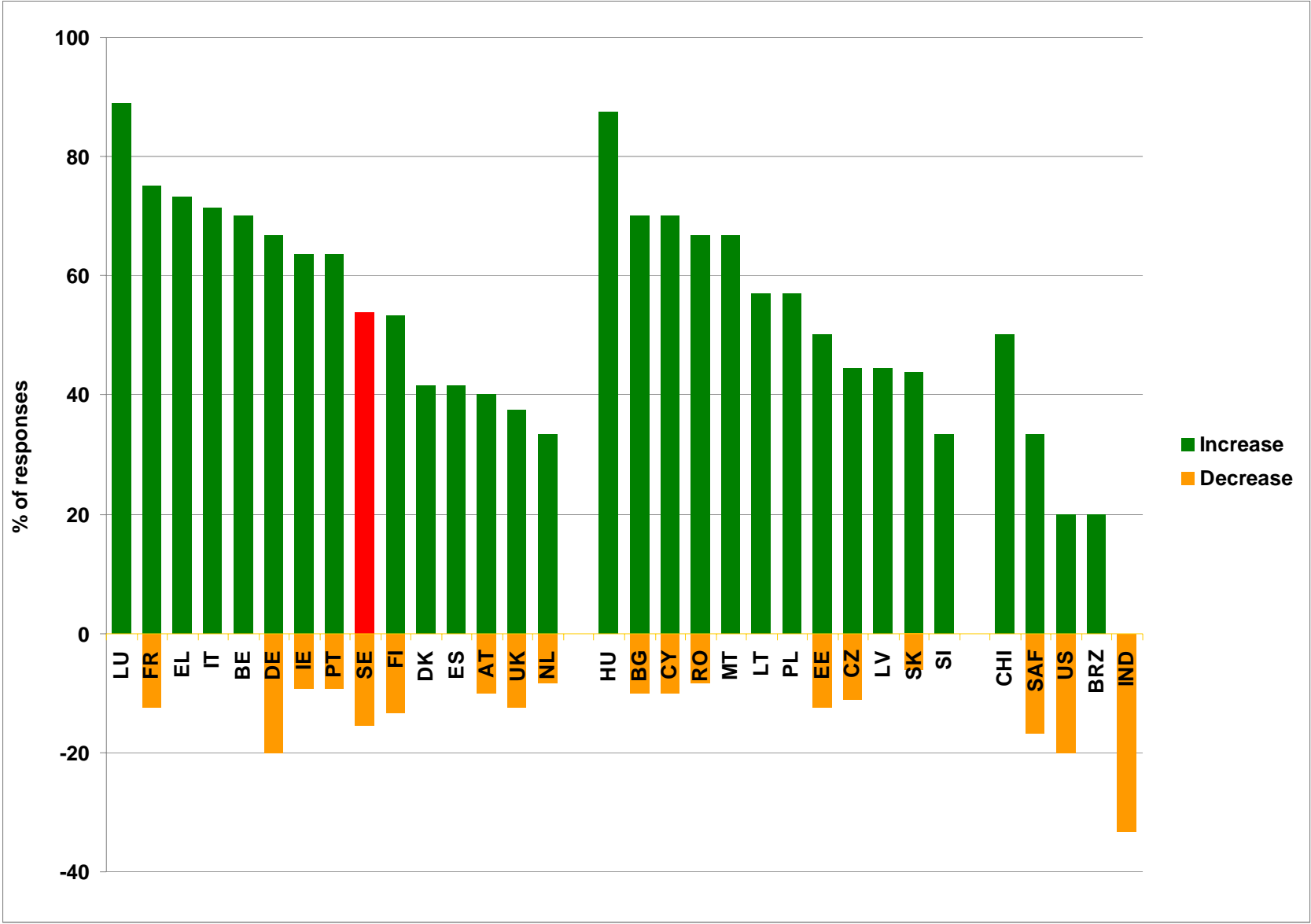
# FORESIGHT ON EQUAL OPPORTUNITIES



# FORESIGHT ON WAGE GAP BETWEEN MEN AND WOMEN



# FORESIGHT ON EUROPEAN COMMISSIONS' ROLE

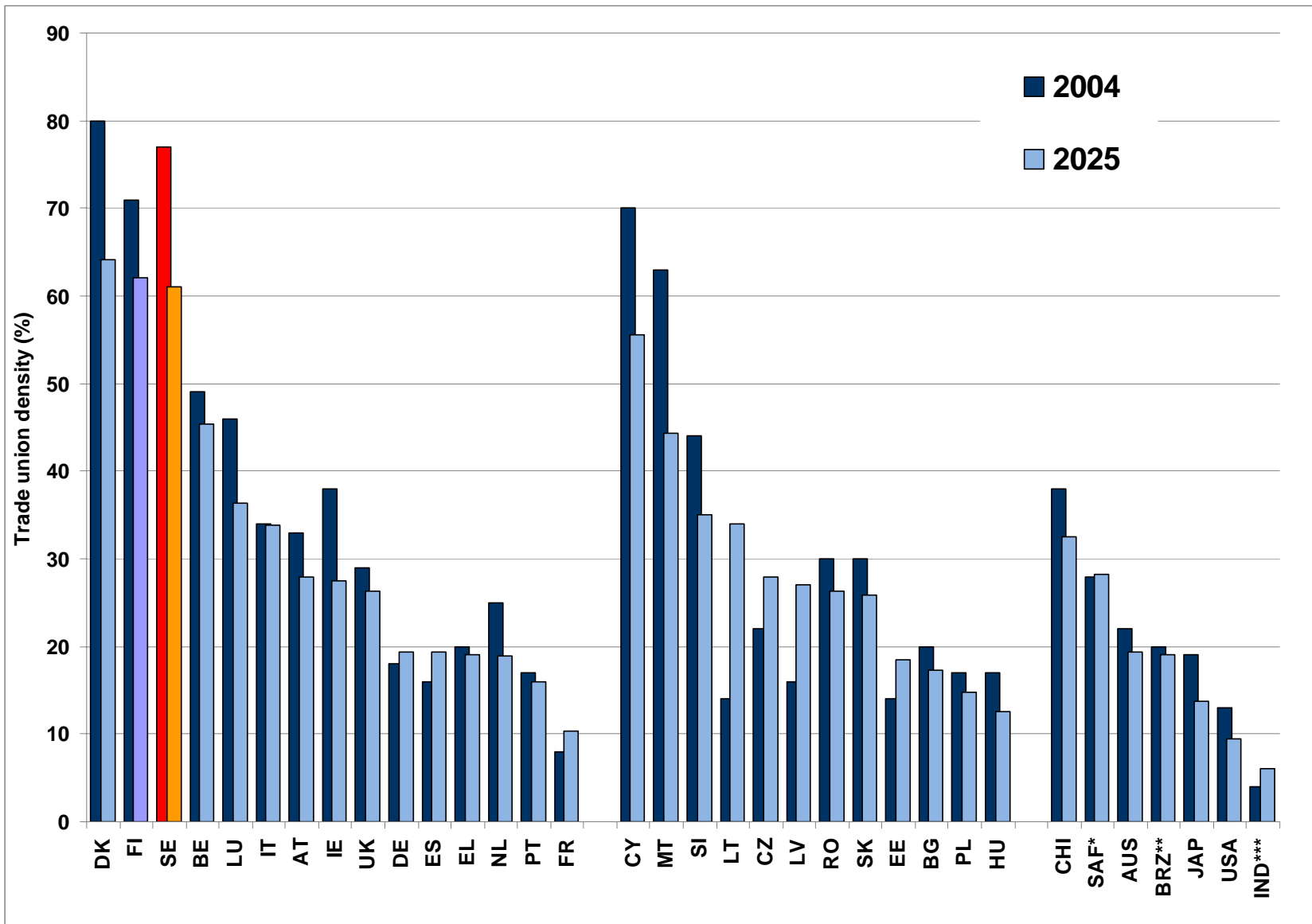


# **INDUSTRIAL RELATIONS ACTORS**

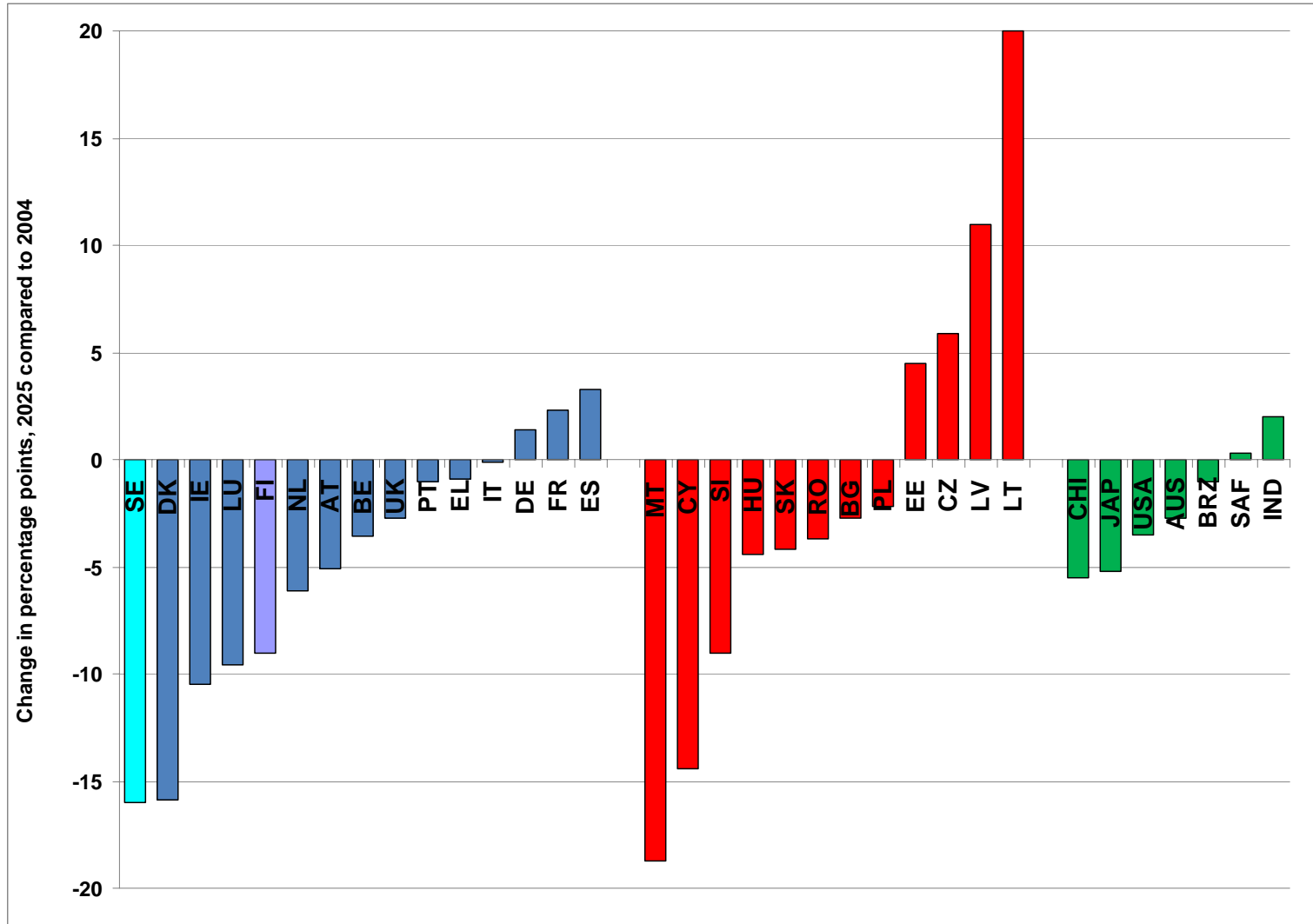
# TRADE UNION DENSITY RATES 2004 AND 2025: SWEDEN

<b>2004</b>	<b>2025</b>				<b>2025 compared to 2004</b>
	<b>Average</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>	
<b>77</b>	<b>61</b>	<b>65</b>	<b>20</b>	<b>77</b>	<b>-16</b>

# TRADE UNION DENSITY RATES. 2004 AND 2025



# EXPECTED CHANGES IN TRADE UNION DENSITY RATES. 2025 COMPARED TO 2004

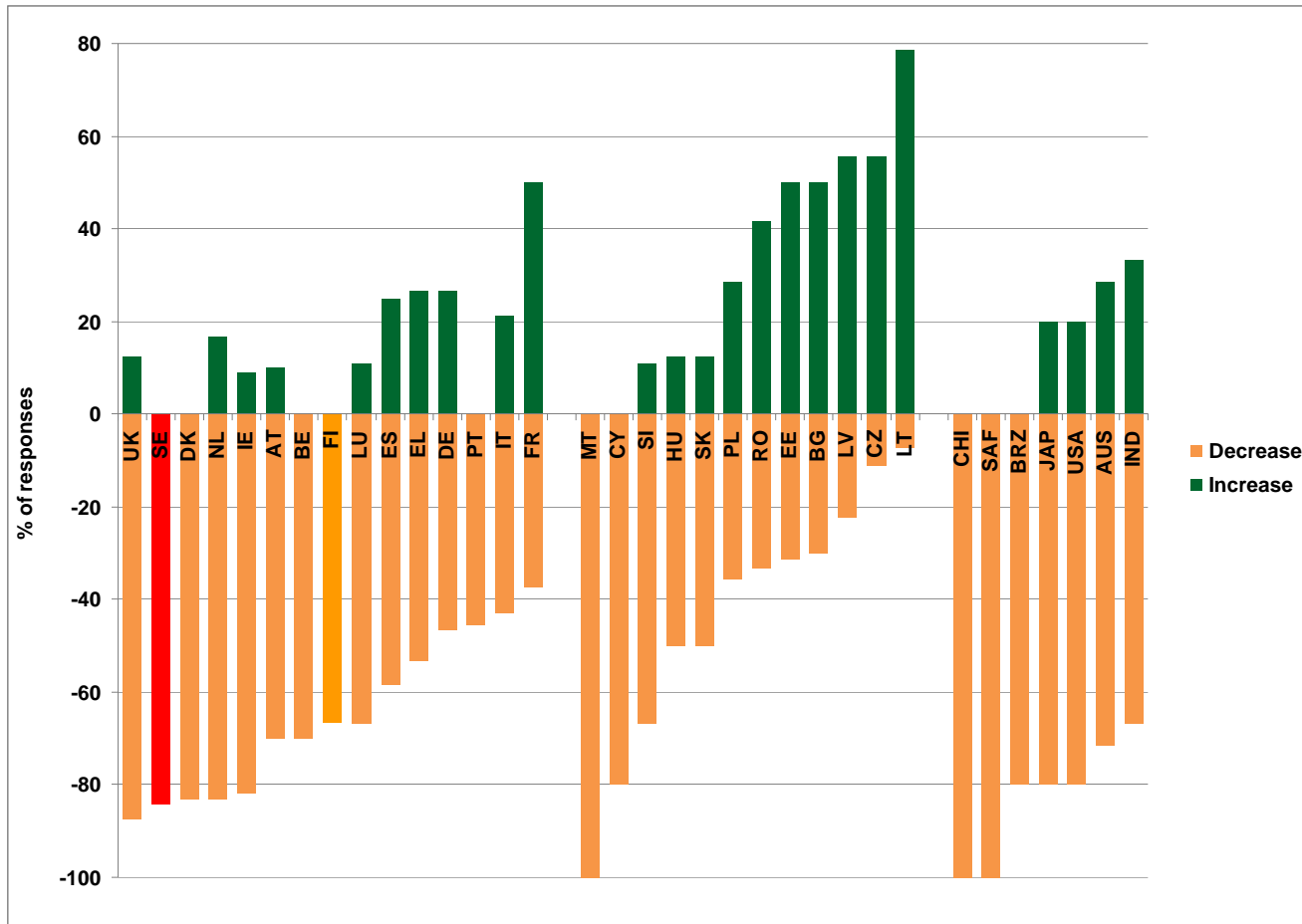




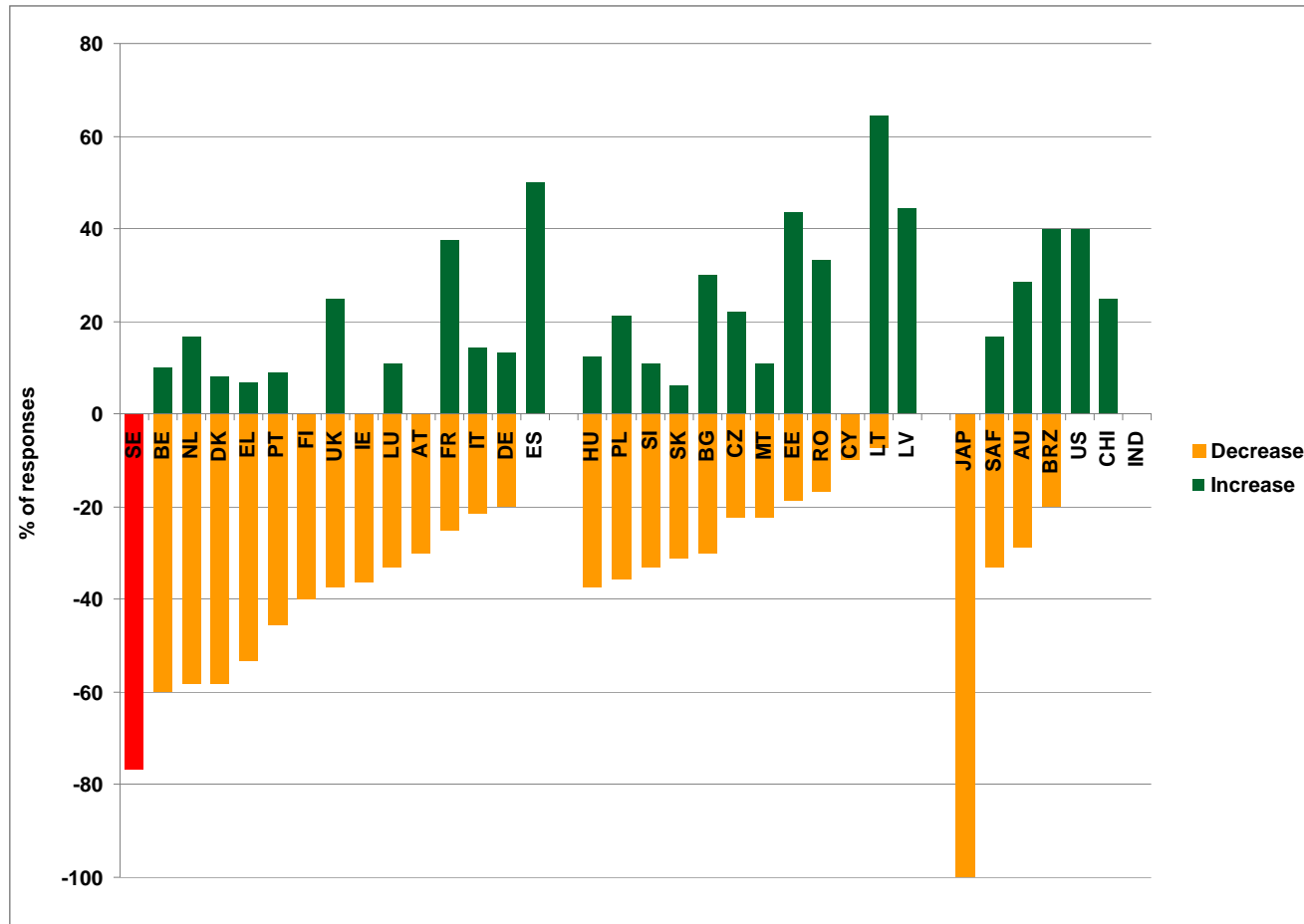
# FORESIGHT ON PRIVATE AND PUBLIC SECTOR TRADE UNION DENSITY: SWEDEN

<b>Trade union density</b>	<b>Decrease</b>	<b>Remain the same</b>	<b>Increase</b>
... in private sector	84.6	15.4	
... in public sector	76.9	23.1	

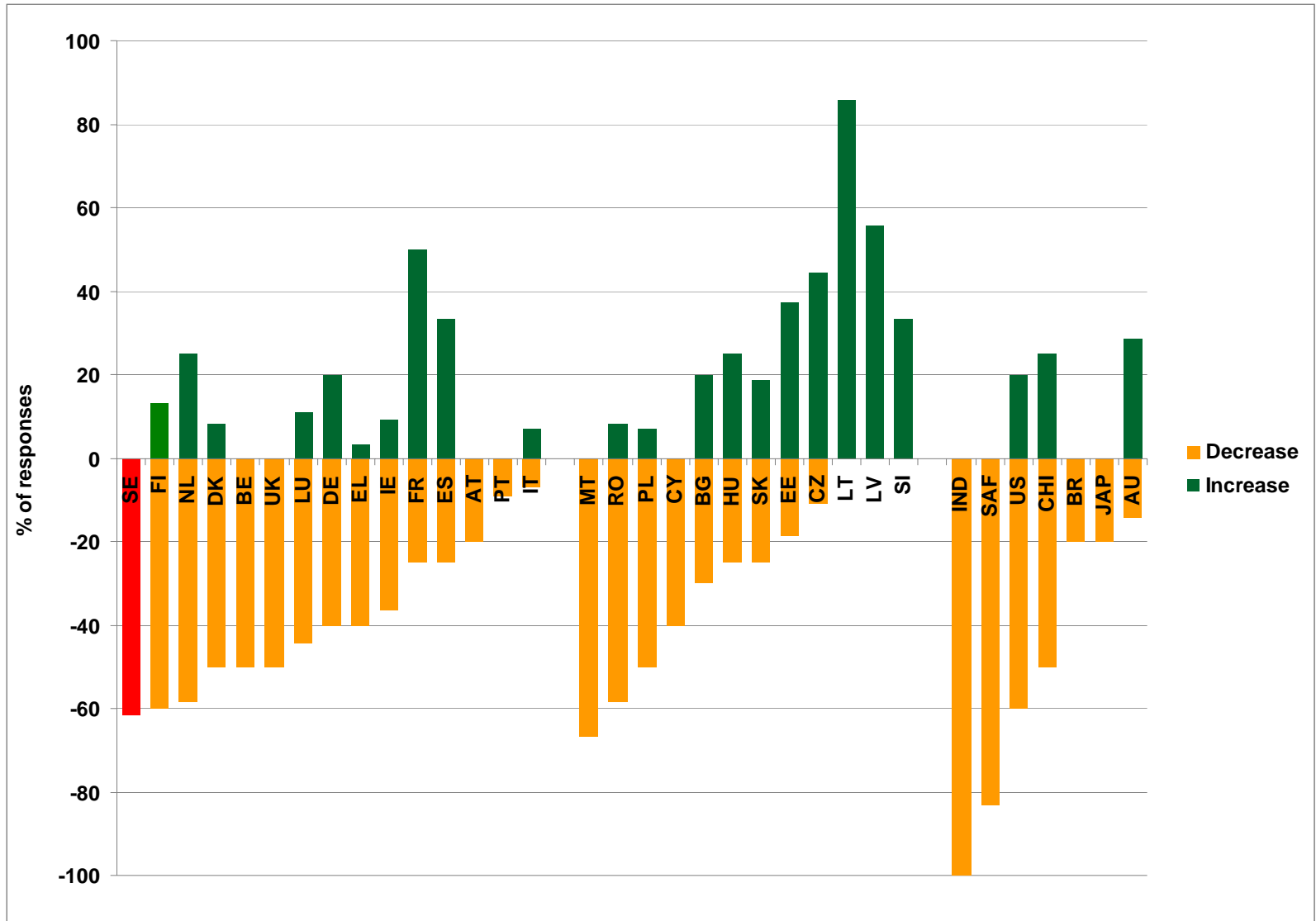
# FORESIGHT ON PRIVATE SECTOR TRADE UNION DENSITY IN 2025



# FORESIGHT ON PUBLIC SECTOR TRADE UNION DENSITY IN 2025



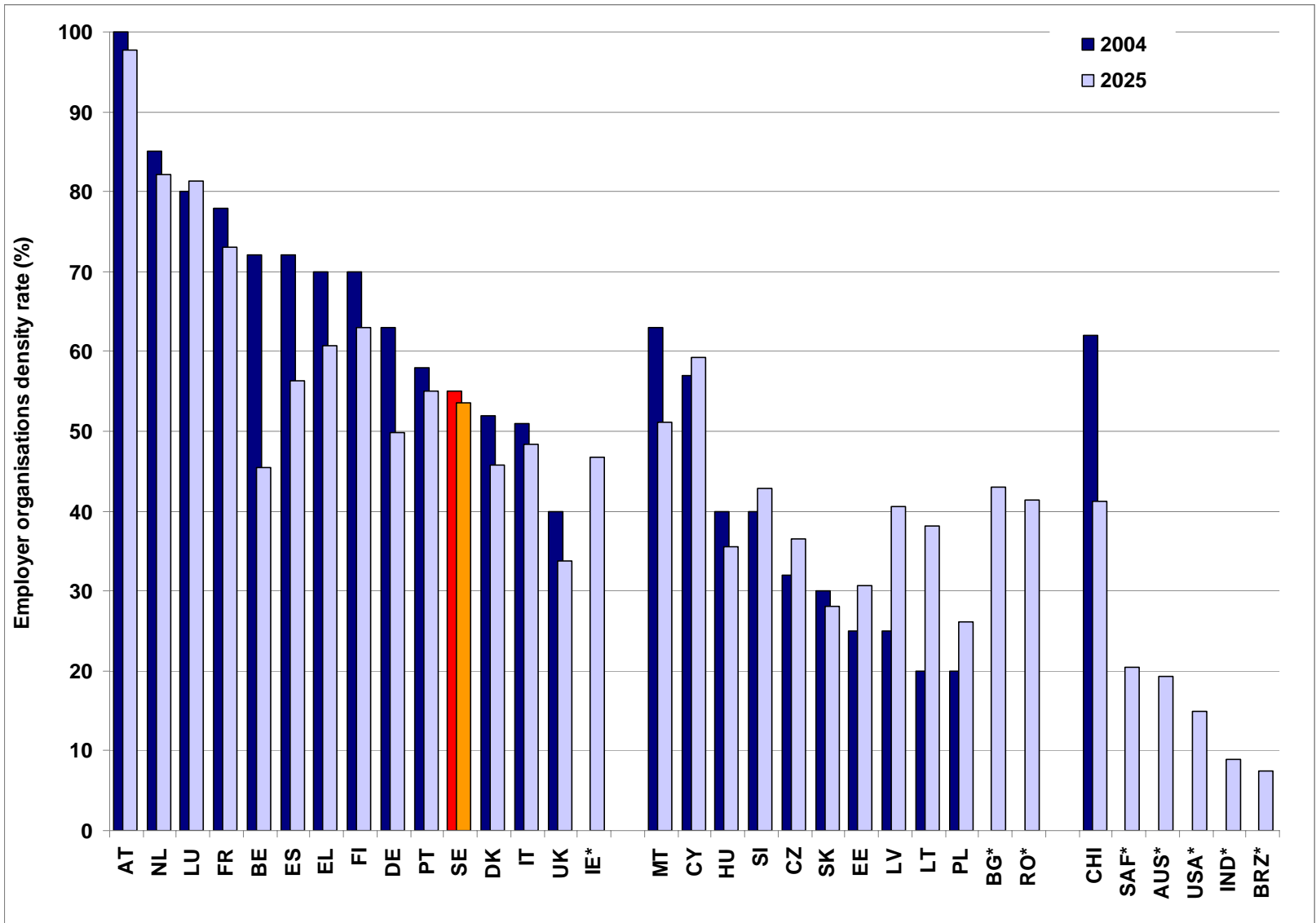
# FORESIGHT ON PUBLIC SUPPORT TO TRADE UNIONS



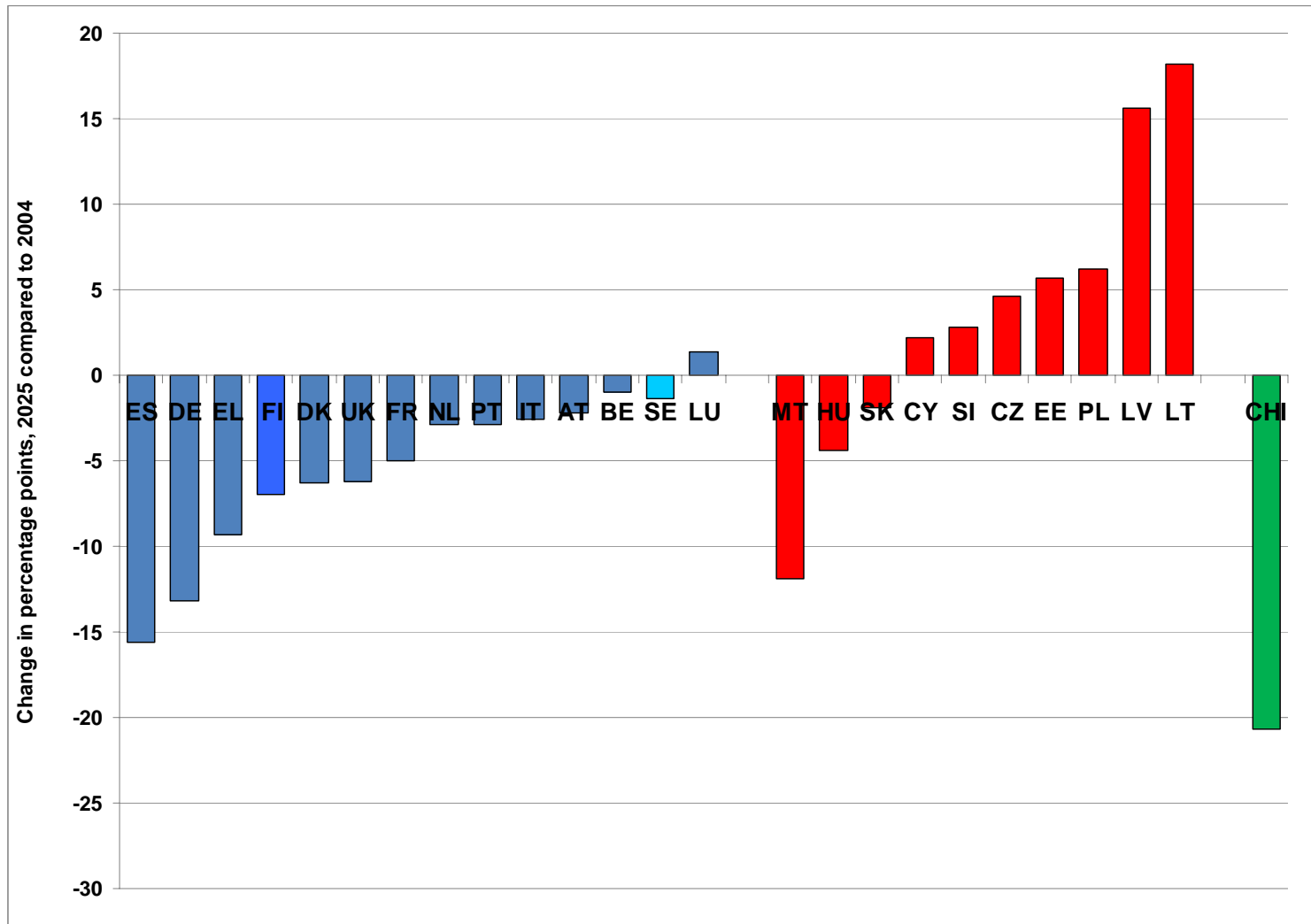
# DENSITY OF EMPLOYERS' ORGANISATIONS 2004 AND 2025: SWEDEN

2004	2025				2025 compared to 2004
	Average	Median	Minimum	Maximum	
55*	54	50	30	75	-1

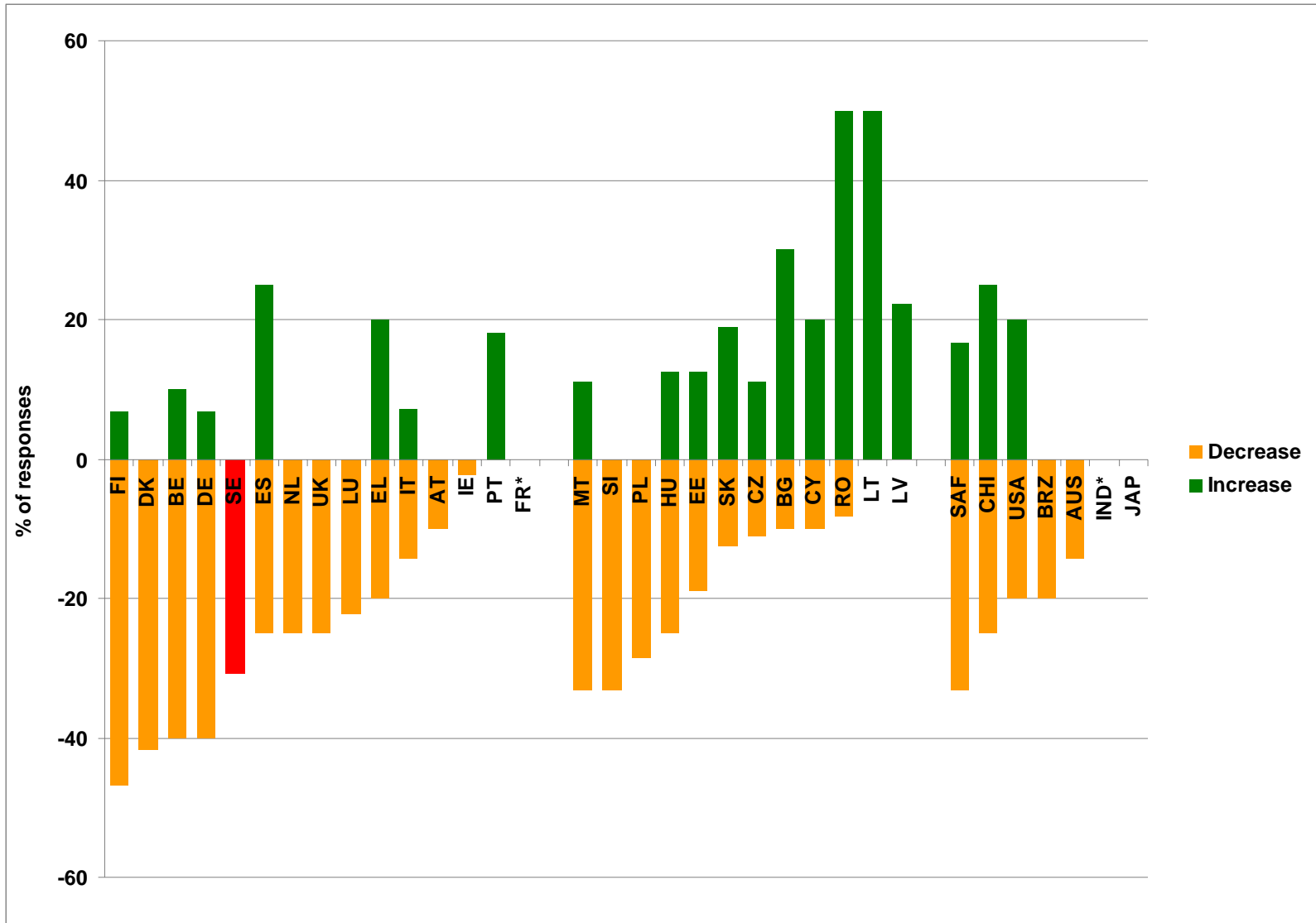
# EMPLOYER ORGANISATIONS DENSITY RATES. 2004 AND 2025



# EXPECTED CHANGES IN EMPLOYER ORGANISATIONS DENSITY RATES. 2025 COMPARED TO 2004



# FORESIGHT ON PUBLIC SUPPORT TO EMPLOYER ORGANISATIONS





# FORESIGHT ON IMPACTS OF SOCIAL PARTNERS AT THE DIFFERENT NEGOTIATIONS LEVELS IN 2025: SWEDEN

Negotiation level	Decrease	Remain the same	Increase	No answer
<b>International level (e.g. European Union level)</b>				
Trade unions	7.7	15.4	69.2	
Employer organisations	7.7	23.1	61.5	
<b>National level</b>				
Trade unions	53.8	30.8	7.7	
Employer organisations	38.5	46.2	7.7	
Government	23.1	53.8	6.7	7.7

# FORESIGHT ON IMPACTS OF SOCIAL PARTNERS AT THE DIFFERENT NEGOTIATIONS LEVELS IN 2025: SWEDEN

Negotiation level	Decrease	Remain the same	Increase	No answer
<b>Sector/branch level</b>				
Trade unions	23.1	38.5	38.5	
Employer organisations	23.1	38.5	38.5	
Government	23.1	46.2		7.7
<b>Enterprise level</b>				
Trade unions	30.8	38.5	30.8	
Employer organisations	46.2	30.8	23.1	

# **NEW ACTORS IN INDUSTRIAL RELATIONS SYSTEMS: SWEDEN**

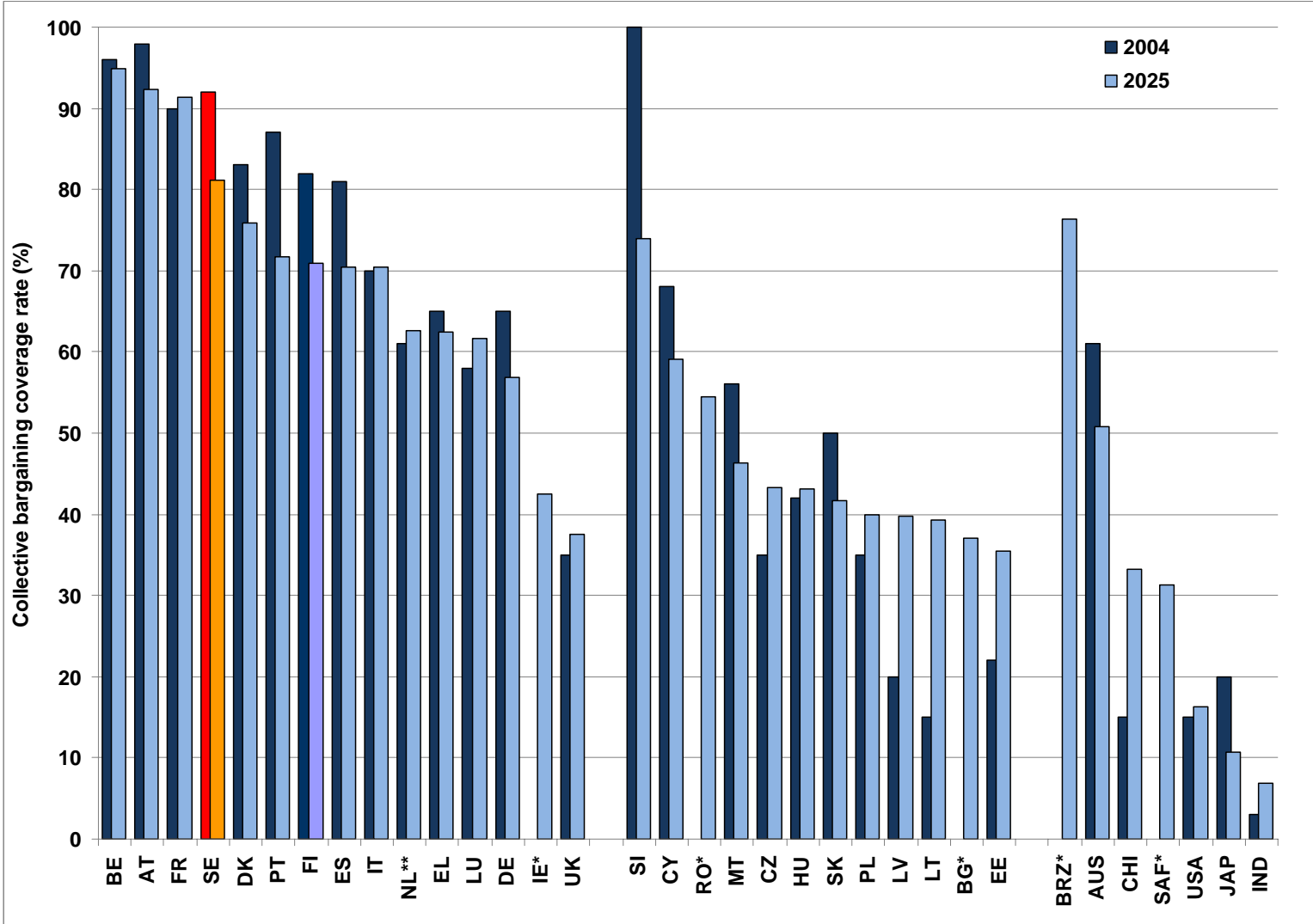
- Two of the 13 Swedish respondents proposed that there might be new actors in the industrial relations systems in 2025.
- These might be NGOs representing interests of migrant and female workers.

# **INDUSTRIAL RELATIONS PROCESSES**

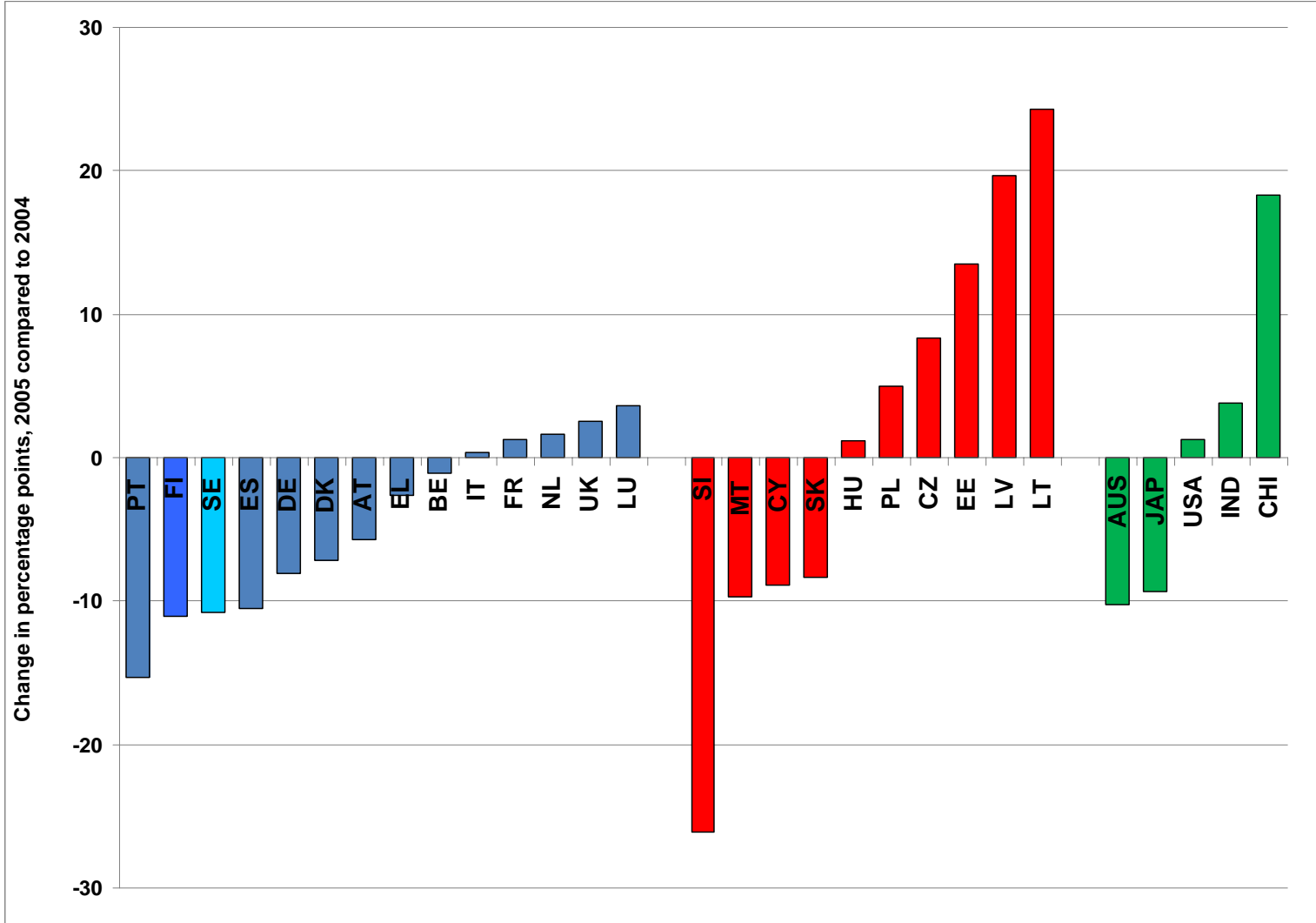
# **COLLECTIVE BARGAINING COVERAGE RATE 2004 AND 2025: SWEDEN**

<b>2004</b>	<b>2025</b>				<b>2025 compared to 2004</b>
	<b>Average</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>	
<b>92</b>	<b>81</b>	<b>85</b>	<b>50</b>	<b>94</b>	<b>-11</b>

# COLLECTIVE BARGAINING COVERAGE RATE. 2004 AND 2025



# FORESIGHT ON COLLECTIVE BARGAINING COVERAGE RATES. 2025 COMPARED TO 2004

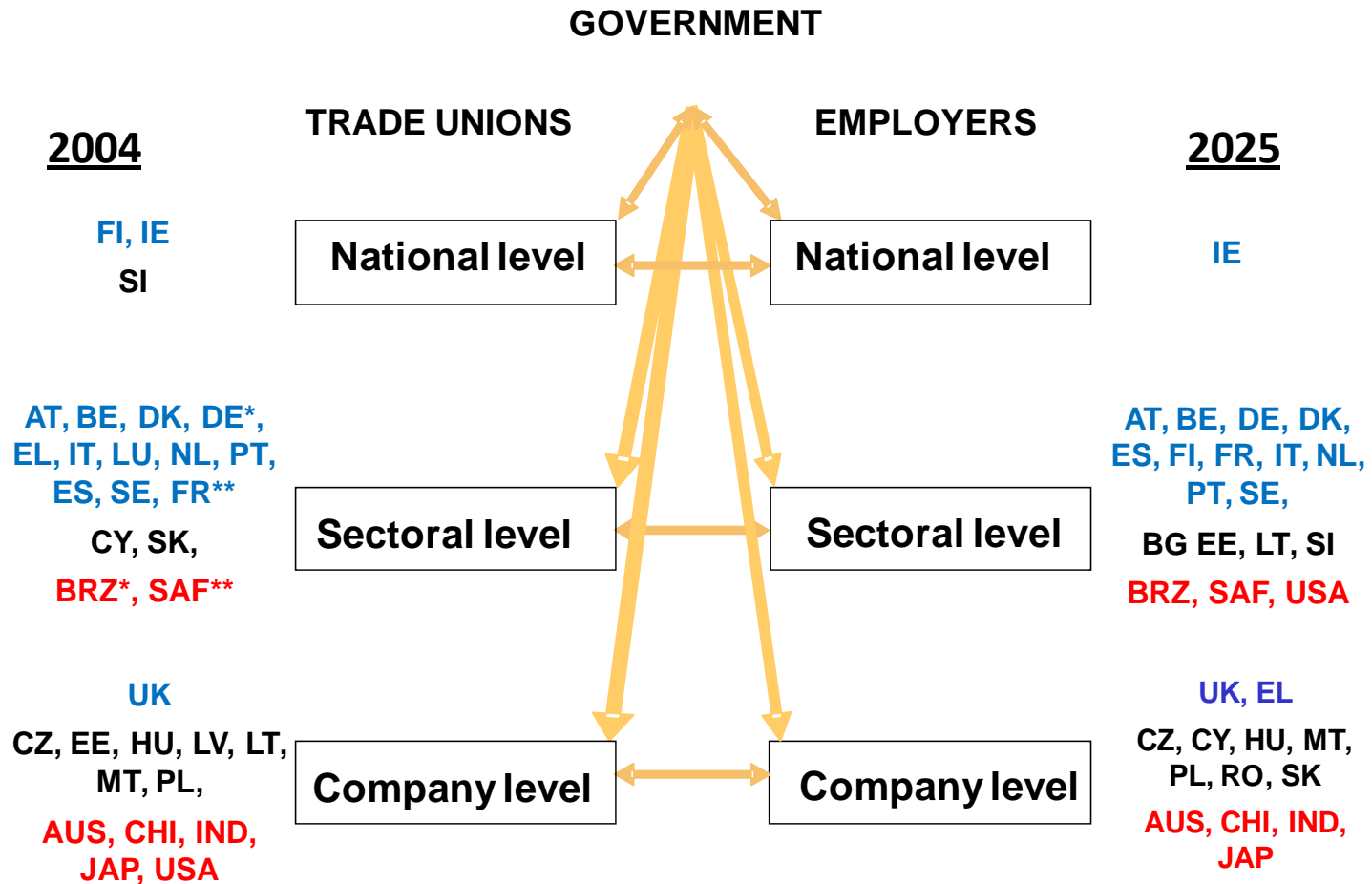


# FORESIGHT ON COLLECTIVE BARGAINING LEVELS IN 2025: SWEDEN

Bargaining level	Decrease	Remain the same	Increase	Not applicable
International level		15.4	76.9	7.7
National level (tripartite)	38.5	15.4	7.7	38.5
National level (bipartite)	46.2	38.5	7.7	7.7
Sector/branch level	15.4	61.5	23.1	
State/regional level	15.4	30.8		53.8
Enterprise level	15.4	23.1	61.5	



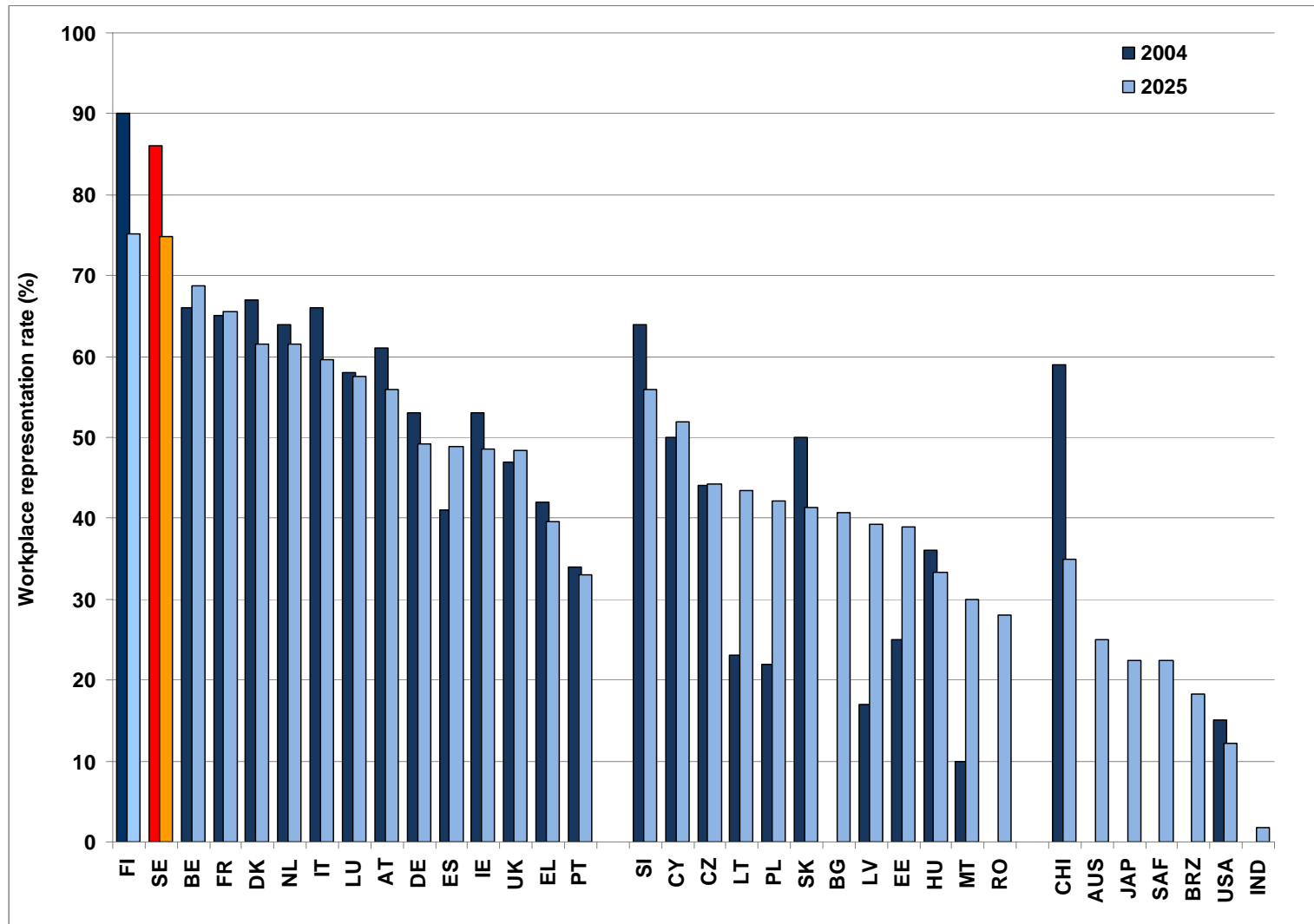
# FORESIGHT ON DOMINANT COLLECTIVE BARGAINING LEVEL



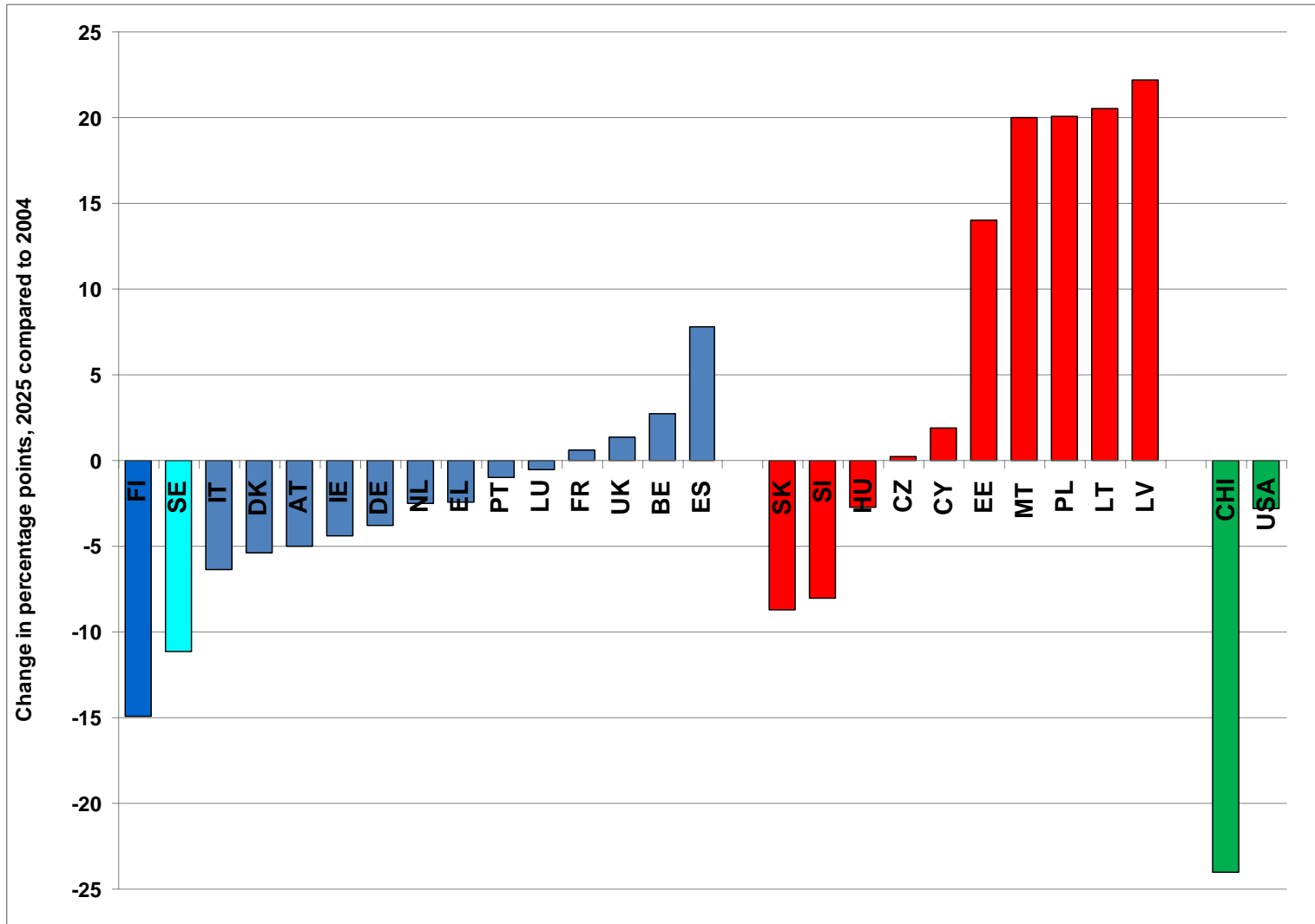
# SHARE OF WORKPLACES WITH UNION REPRESENTATIVES 2004 AND 2025: SWEDEN

2004	2025				2025 compared to 2004
	Average	Median	Minimum	Maximum	
86	75	79	50	86	-11

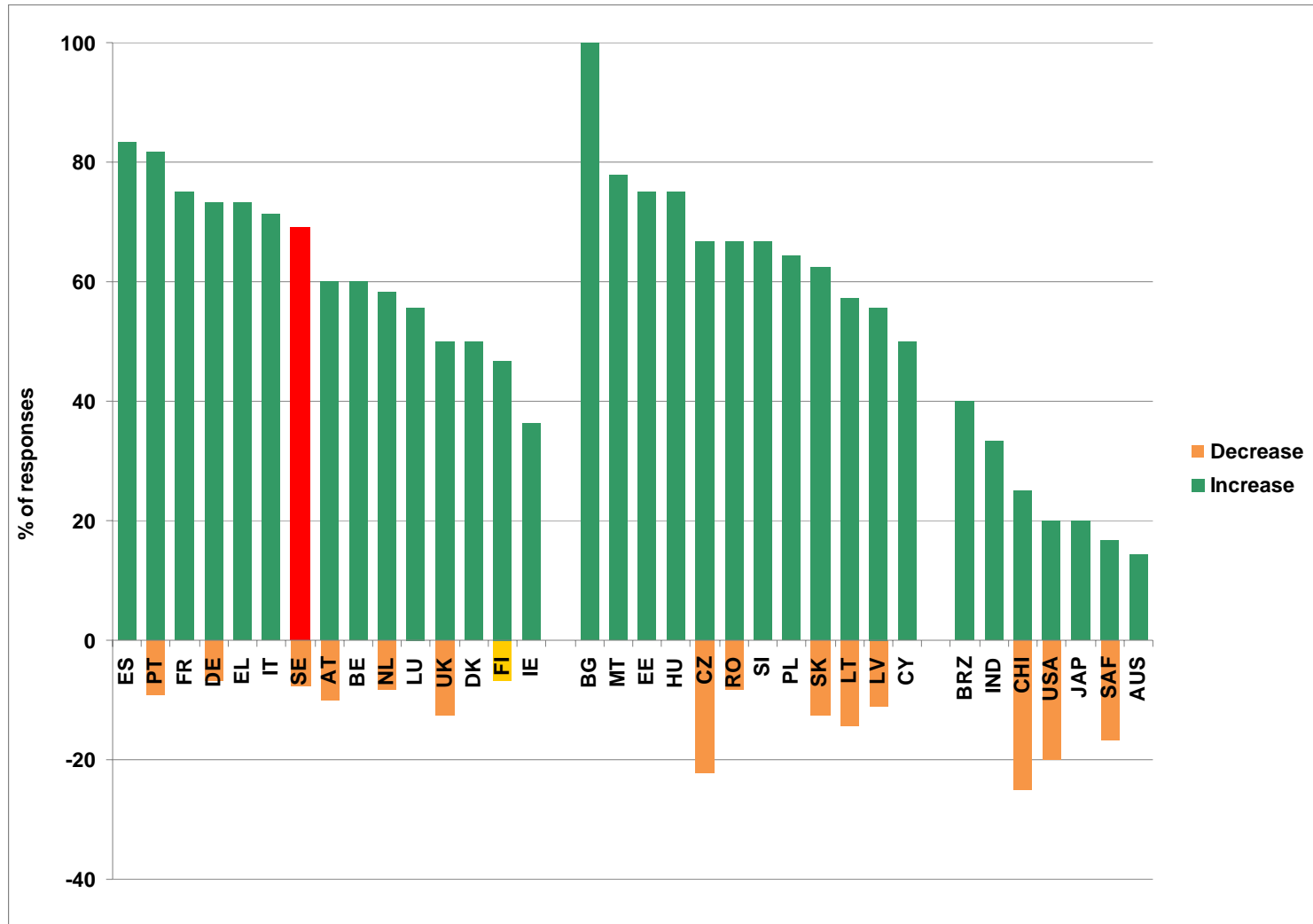
# WORKPLACE REPRESENTATION RATES. 2004 AND 2025



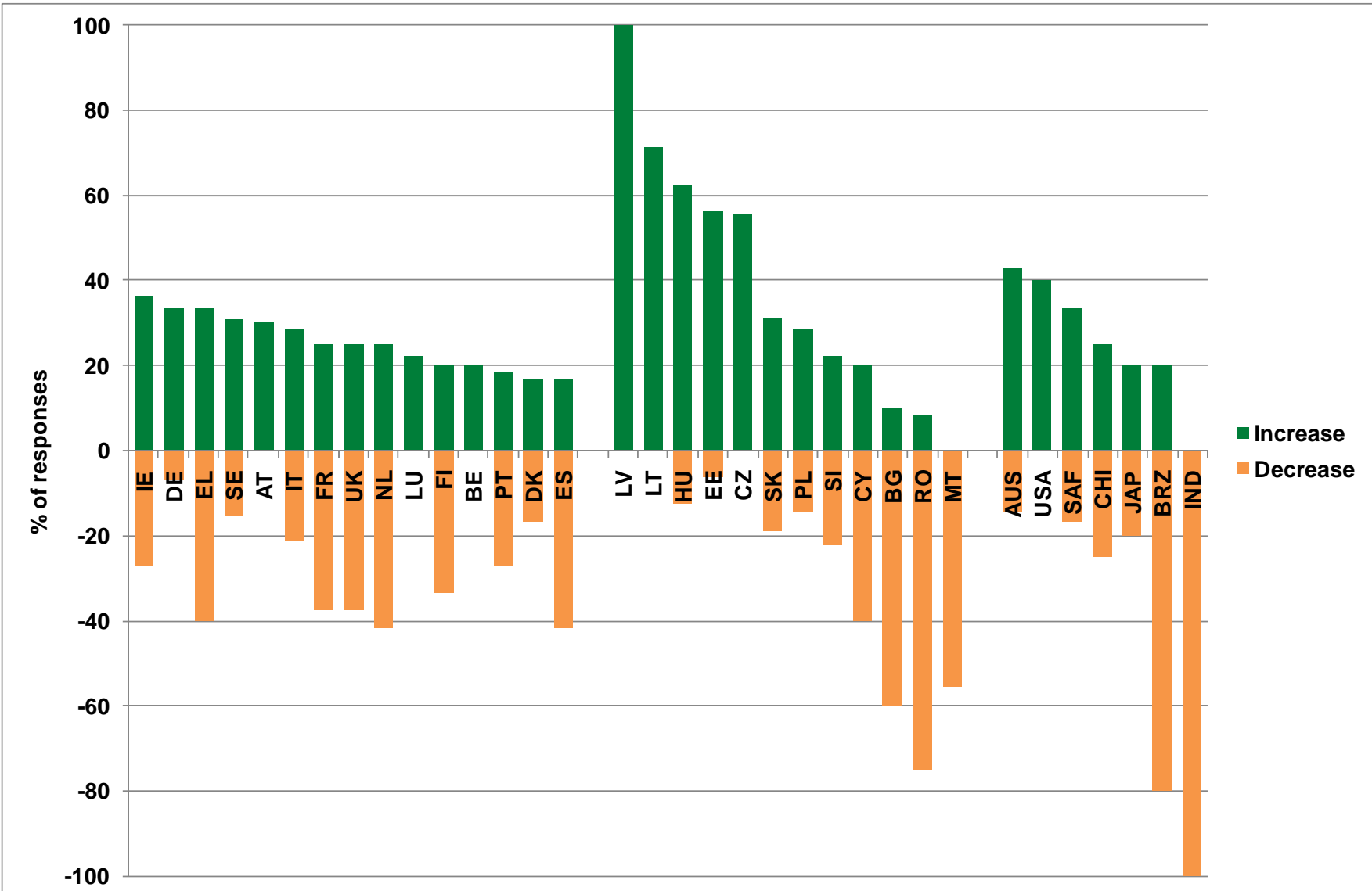
# EXPECTED CHANGES IN WORKPLACE REPRESENTATION RATE. 2025 COMPARED TO 2004



# FORESIGHT ON IMPORTANCE OF EUROPEAN WORKS COUNCILS



# Foresight on the number of industrial actions by 2025 (% of responses)



# **INDUSTRIAL RELATIONS OUTCOMES**

# FORESIGHT ON WAYS ON REGULATING DIFFERENT WORKING CONDITIONS IN 2025: SWEDEN

	WAGES		MINIMUM WAGES	
	2007	2025	2007	2025
Individual contracts		15.4		
Workplace/enterprise level collective agreements	7.7	30.8	7.7	7.7
Sector/branch level collective agreements	84.6	53.8	76.8	46.2
National level collective agreements	7.7		15.4	
National legislation				38.5
International agreements (incl. EU directives)				
No answer				7.7

Green colour: dominating level; yellow colour: dominating levels



# FORESIGHT ON WAYS ON REGULATING DIFFERENT WORKING CONDITIONS IN 2025: SWEDEN

	WORKING TIME		HEALTH AND SAFETY ISSUES	
	2007	2025	2007	2025
Individual contracts		7.7		
Workplace/enterprise level collective agreements	7.7	15.4		7.7
Sector/branch level collective agreements	38.5	30.8	15.4	23.1
National level collective agreements	15.4			
National legislation	38.5	30.8	84.6	61.5
International agreements (incl. EU directives)		15.4		7.7
No answer				

# FORESIGHT ON WAYS ON REGULATING DIFFERENT WORKING CONDITIONS IN 2025: SWEDEN

	TRAINING AND SKILL UPGRADING		ADDITIONAL BONUSES	
	2007	2025	2007	2025
Individual contracts	23.1	46.2	15.4	38.5
Workplace/enterprise level collective agreements	46.2	30.8	84.6	61.5
Sector/branch level collective agreements	15.4	15.4		
National level collective agreements	7.7			
National legislation	7.7	7.7		
International agreements (incl. EU directives)				
No answer				

# FORESIGHT ON GOVERNMENT'S ROLE AS LEGISLATOR IN INDUSTRIAL RELATIONS IN 2025: SWEDEN

Working conditions	De-crease	Remain the same	Increase	Not applicable	No answer
Wages		76.6	7.7	15.4	
Minimum wages		53.8	38.5	7.7	
Working time	23.1	69.2	7.7		
Flexible employment arrangement (telework, temporary agency work etc.)	15.4	61.5	23.1		
Health and safety issues	15.4	61.5	23.1		

# REFERENCE

- Kjellberg, Anders (2009) *Industrial Relations Foresight for Sweden: Presentation of Results and Comments.* Department of Sociology, Lund University

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