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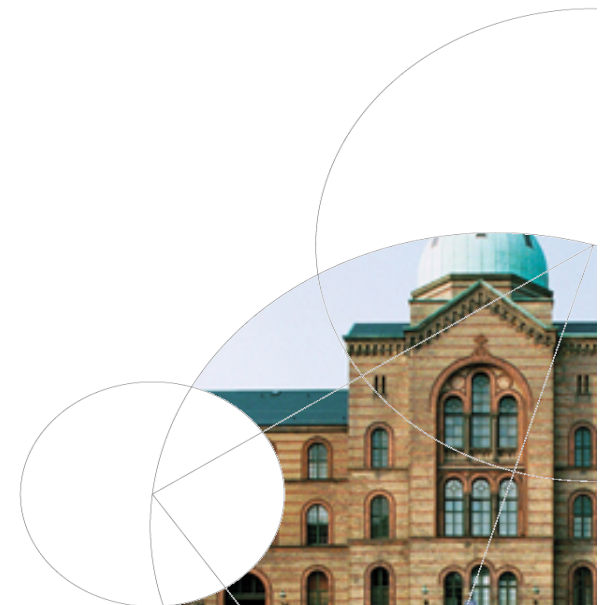
Yellow Unions in High Union Density Industrial Relations - The Case of Denmark

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Dias 1



Agenda

1. What is a yellow union?
2. The Danish IR model - collective bargaining
3. Yellow challenges – central level
4. Yellow challenges – local level
5. Is the Danish model challenged by yellow unions?

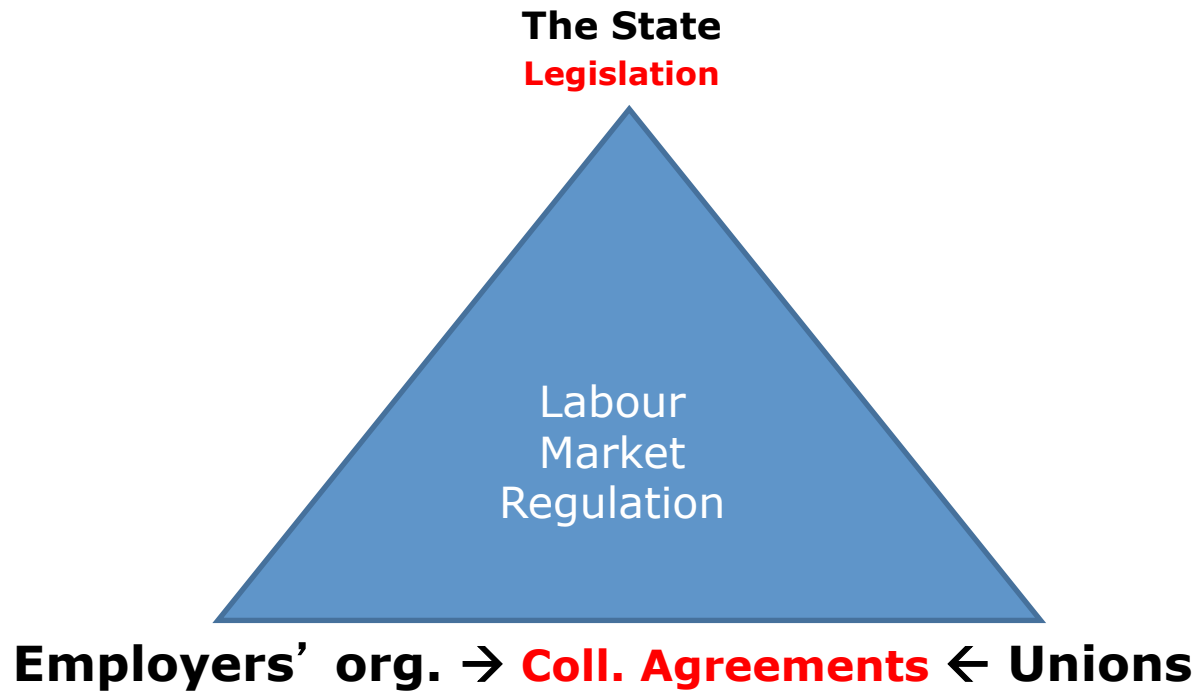


Yellow unions – characteristics

- Fundamental ideology: No conflict of interests between employers and workers
- Hence, no basic conflict possible
- Do not engage in collective bargaining
- But do administer collective agreements, signed by traditional ‘red’ unions
- Have a lower union fee (as they do not need an apparatus to negotiate collective agreements)
- Often affiliated to christian organisations



The Danish IR Model



Conditions for the Danish Model

Collective agreements as main means of regulations necessitates:

- Strong, representative bodies of unions and employers organisations (high union density)
- High coverage of collective agreements
- → high level of membership



The Threat!!

Low(er) union density

- Questions the legitimacy of the negotiating parties
- Might lead government to consider more legislation
- Fewer shop stewards → weak local bargaining power
→ centralisation

Low(er) collective agreement bargaining:

- Segmentation as fewer are covered by social benefits (pension etc.)
- Coverages through legislation
→ Weakening of the Model

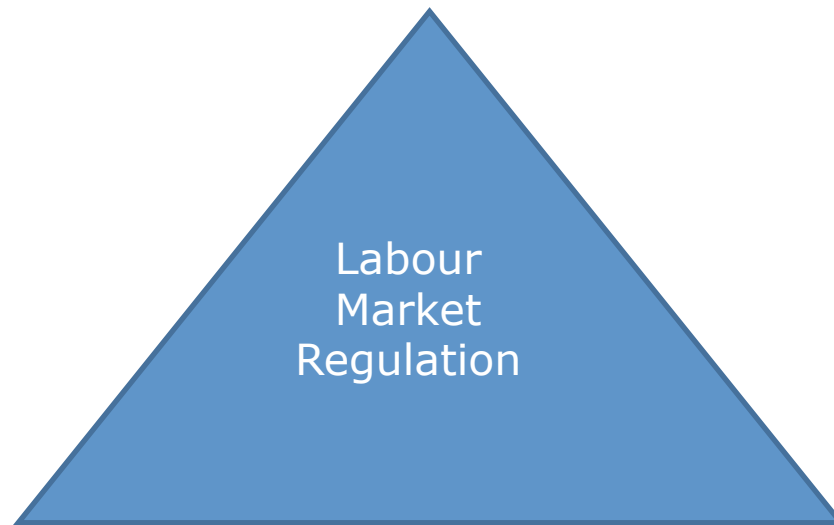
Weakening of unions and employers' organisations:

→ *Weak political influence*



The Danish IR Model

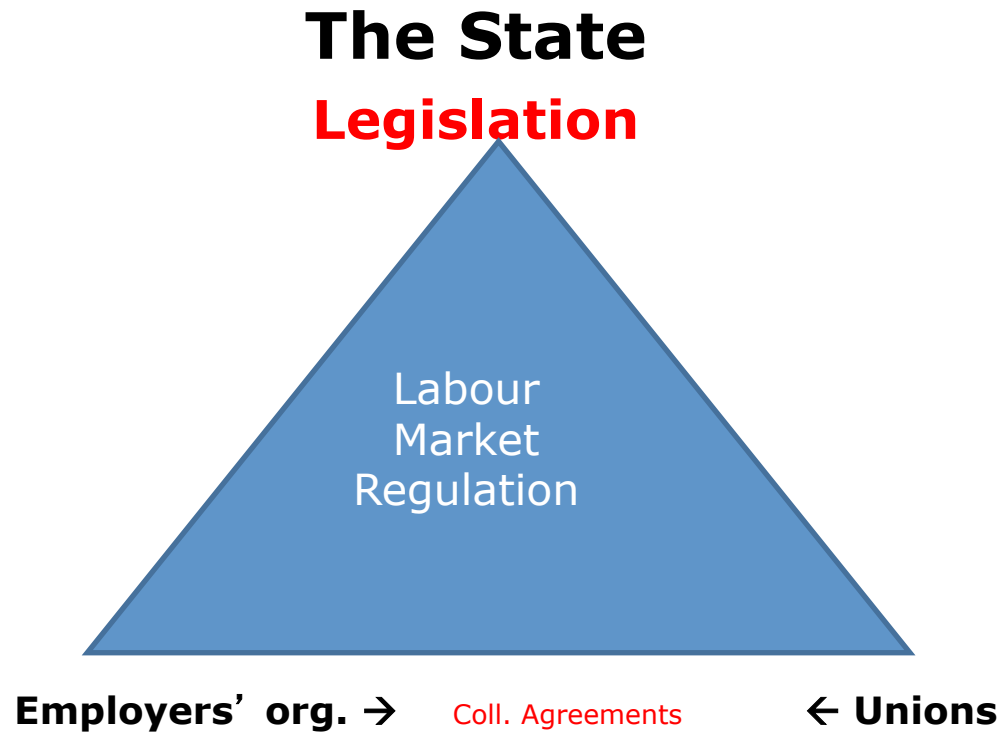
The State
Legislation



Employers' org. → Coll. Agreements ← Unions



The Danish IR Model on retreat



The reality: The Danish model of Industrial Relations

Most labor market issues regulated through collective agreements → voluntaristic model

The Danish bargaining model in numbers - in per cent (2010)

Signed collective agreement	70
Union density	67
Shop steward coverage	52
Companies in employers' organisation	58

→ *Thoroughly regulated labor market*



The reality over two decades – more bleak...

Union density:

	1985	1995	2012
All in all	70 %	73 %	67 %
Traditional unions	69 %	71 %	59 %
Yellow unions	1 %	2 %	8 %

Collective agreement coverage:

	1995	2012
Private sector	75 %	70 %
Private – not-member employers	60 %	40 %
Public sector	100 %	100 %



Yellow unions – local level consequences

Shop steward survey 1998 and 2010:

Shop stewards with one or more ‘yellow’ co-workers:

1998: 32 % 2010: 64 %

More than 25 % yellow: On 17 % of work places

More than 60 % of shop stewards states that the presence of ‘yellow’ co-workers makes their job as shop steward more difficult – or creates conflicts



Yellow unions – managements' perspective

Mangements view on non-organiserd/ yellow unions (per cent)	
I prefer non-organised employees	2
I do not interfere in my employees' union affiliations	69
I actively supports and encourages my employees to be member of a union	28
DNK	1
Total	100
n = 1583	

17 % of managers states that the presence of 'yellow' employees weakens the shop stewards' mandate



Summing up – yellow unions and the Danish Model of IR

Stronger yellow unions

- More difficult tripartite negotiations
- Example: pension reform in 1987- not possible
- Legislation more likely

Ownership: Social partners do not own labour market regulations

- Conflicts and strikes more likely

BUT:

Yellow unions do not have any policy

- Do not deliver over-all solutions for the challenges meeting the welfare state
- No support from responsible political parties or employers' organizations
- Not really an alternative for the political parties or employers
- *But a very real alternative for employees!!!*



Summing up Union strategies and shop stewards

Unions: Explain advantages of membership: 93 %

Shop stewards following this strategy: 62 %

One in four lack arguments as of why to join the union!!

Unions: Do not help and assist non-union members: 56 %

Shop stewards: 48 % follows this strategy....

...but 39% do help and assist non-union members

Insufficient narrative/framing – no clear-cut strategy

One in four lack arguments as of why to join the union!!

