

「OECD FORUM 2008, Climate Change, Growth, Stability, Hight」 Observer, OECD 2008年11月刊を読む

デンマーク型の雇用のフレシキュリティとは

- 1 . Marie-Louise Knuppert said, turning back to Europe, that although Denmark's "flexicurity" model is much touted as a solution for labour market reform in heavily regulated economics, governments must remember that it is based on high education levels and widely available retraining. The real basis for Denmark's model remains education: the country's famously high tax levels are only a part of the solution. More important, she said, is the strong partnership between unions, governments and companies - a system that allows agreements to be reached through high stakeholder participation.
- 2 . But without consensus between Danish political parties, the all-important trust factor that provides the foundation for such system would crumble. These underlying principles are enshrined by confidence that the system, while adaptable to different situations, will remain constant. "Everyone knows that a new government will not come in and change policy", she said. Unions advocate a genuine and realistic approach, tailoring their demands to economic reality: "We do not go and say we want a 20% raise-when we negotiate, we say we want a 4% raise but also funds for (lifelong learning) projects." Above all, she said, "the focus should not be on rules but on the ability for workers to be mobile."

[コメント]

昨年(2008年)の6月にパリのOECD本部で開かれたOECD2008を紹介したOECDの月刊誌、Observerの記事である。

Job and Growth(仕事と成長)のセッションで、デンマーク型の雇用のフレシキュリティを短いコメントの中で紹介したデンマーク労働組合連合の書記マリーさんは、失業率を1.8%までに下げたデンマークの取り組みを flexicurity として説明。とても参考になった。

- 2009年1月24日林明夫記 -