

VARIETIES OF EMBEDDED FLEXIBILITY: INSTITUTIONAL STRUCTURINGS OF MARKETS IN DENMARK AND IRELAND



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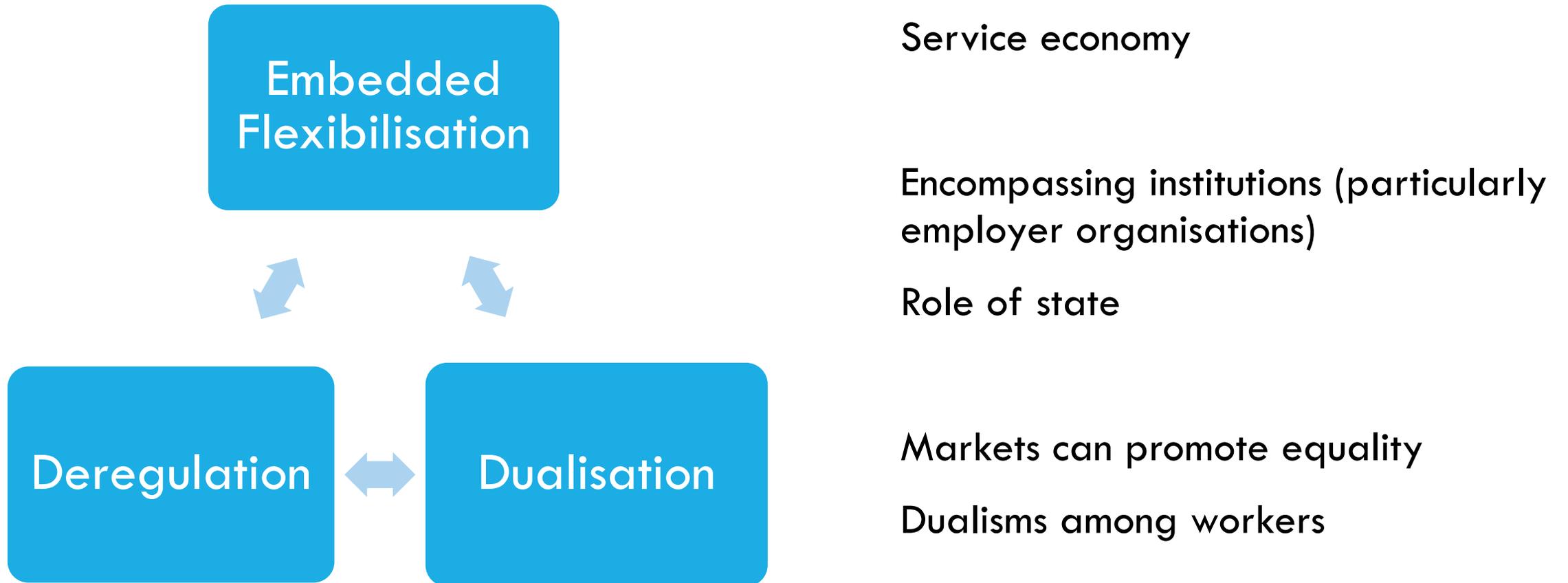
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VARIETIES OF LIBERALISATION (THELEN)



EMBEDDED FLEXIBILISATIONS

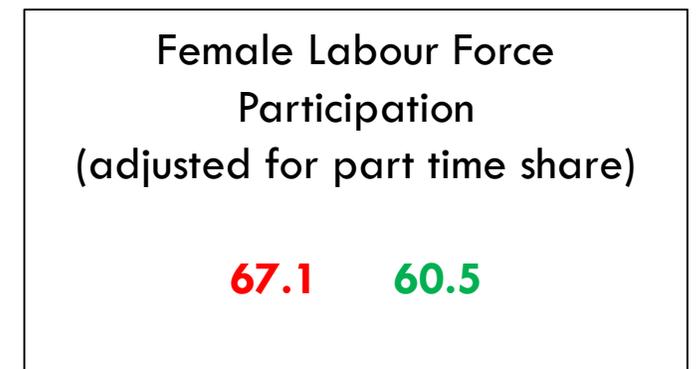
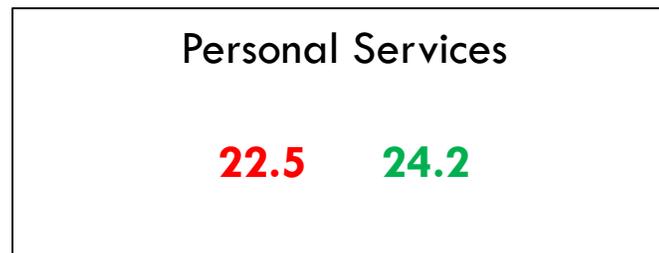
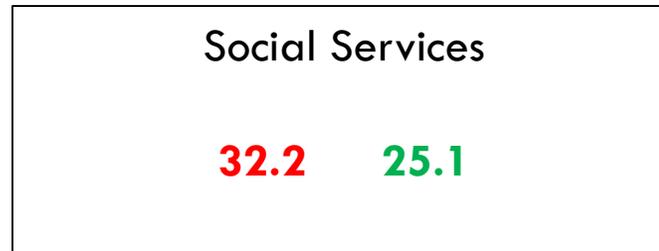
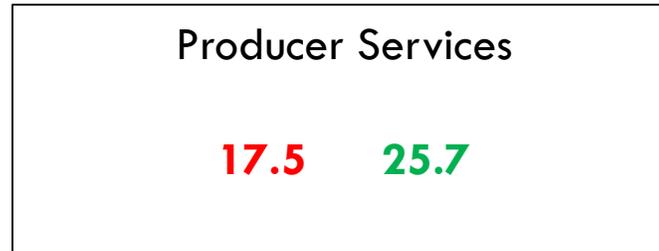
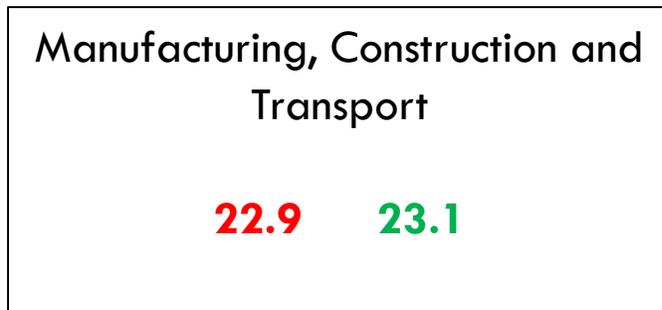
If markets are 'always embedded' then all capitalisms are forms of embedded flexibilisations

Flexibilities increasingly arrive as 'global scripts'

- What are the various forms of embedded flexibilisation?
- Will flexibilities undermine embeddednesses?
- What dualisations are produced by the varieties of embedded flexibilisations?

POSTINDUSTRIAL PATHWAYS

Denmark
Ireland



INFORMATION TECHNOLOGY

Global Script: 'The Silicon Valley Start Up'

Denmark

Norms of cooperation, legal requirements
for some consultation

Shadow of collective agreements

The norm of the 'good manager'

Work-life balance as a responsibility of the
manager

*Intensified work with boundaries negotiated
in the shadow of the collective agreements*

Ireland

Between US HR strategies and small firm
management

Arbitrary character of management
Workers strategise to manage work
pressures

*Career success within uncertainty and
unpredictability*

RETAIL

Global Script: '24/7 Retail Networks'

Denmark

Liberalisation of working hours 2012

Union agreements around extent of part-time work, wages, conditions

Delicate compromise between protecting 'standard retail employment' and expanding use of (mainly student) 'skilled casual' workforce

Ireland

Liberalisation of working hours 1980s

**Attack on remaining unions in the sectors
Embedded within national 'bargain' around low wage work – bad jobs facilitated by tax and welfare system**

***Degradation of existing jobs
Competition for new positions from more highly educated young workers***

HEALTH

Global Script: 'Lean Healthcare'

Denmark

Doctors lead hospital governance
Massive transformational investment

Doctors enable hospital change
(e.g. managing patient flow)
Nursing Work: partial empowerment
under pressurised conditions

Professional alliance with the state

Ireland

Doctors protect autonomy from hospitals
Rising funding on an incremental basis

Doctors in conflict with hospital change
(e.g. doctor authority and patient flow)
Nursing Work: chaotic, varied experiences

*Professional authority between state and
market*

IRELAND: IS LIBERALISM A FORM OF EMBEDDED FLEXIBILISATION?

Less 'encompassing coordination', in that sense it is 'deregulated' (and more chaotic)

However, the kinds of flexibilities that emerge are shaped by social and institutional actors and practices

Embeddednesses:

- Hierarchies within markets – MNCs, managers, lead firms in supplier networks, professionals (doctors)
- Resistance is sporadic and disruptive – networked strategies and outbursts of conflict
- State involved – regulation through rules, using state instruments directly (tax and welfare in low wage; developmental state in IT)

Dualisms: Segmented around hierarchies and protective strategies

DENMARK: DO FLEXIBILITIES UNDERMINE EMBEDDEDNESS?

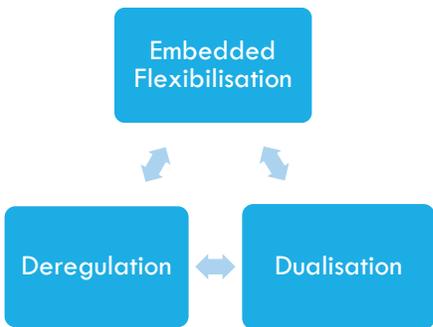
Continuing role for bargaining, strong norms supported by national institutions

The 'embeddedness' is variable and at places tenuous

- Individualisation at the top
- 'Encompassing institutions' less densely networked and interdependent than before

Dualism: The state as the lowest level of collective provision with 'high end benefits' provided through middle class employment

CAN WE RETHINK VARIETIES OF LIBERALISATION?



	Emb Flex: Rule making	Deregulation: Individualisation	Dualisation
<i>'Social Democratic'</i>	Negotiated collective institutions	'Drift' at top - Wages - Welfare	Segemented collective welfare
<i>'Liberal'</i>	Hierarchical authorities (esp. Corporate)	Extensive	Class in markets; Segmented protective strategies
<i>'Christian Democratic'</i>	Negotiated collective institutions	Growing at bottom, less than in Liberal?	Limits of Negotiated Protection