

# **Bargaining for Productivity in the Netherlands**

**Paul de Beer & Frank Tros**

**Amsterdam Institute for Advanced labour Studies (AIAS)**

# Contents

## National level

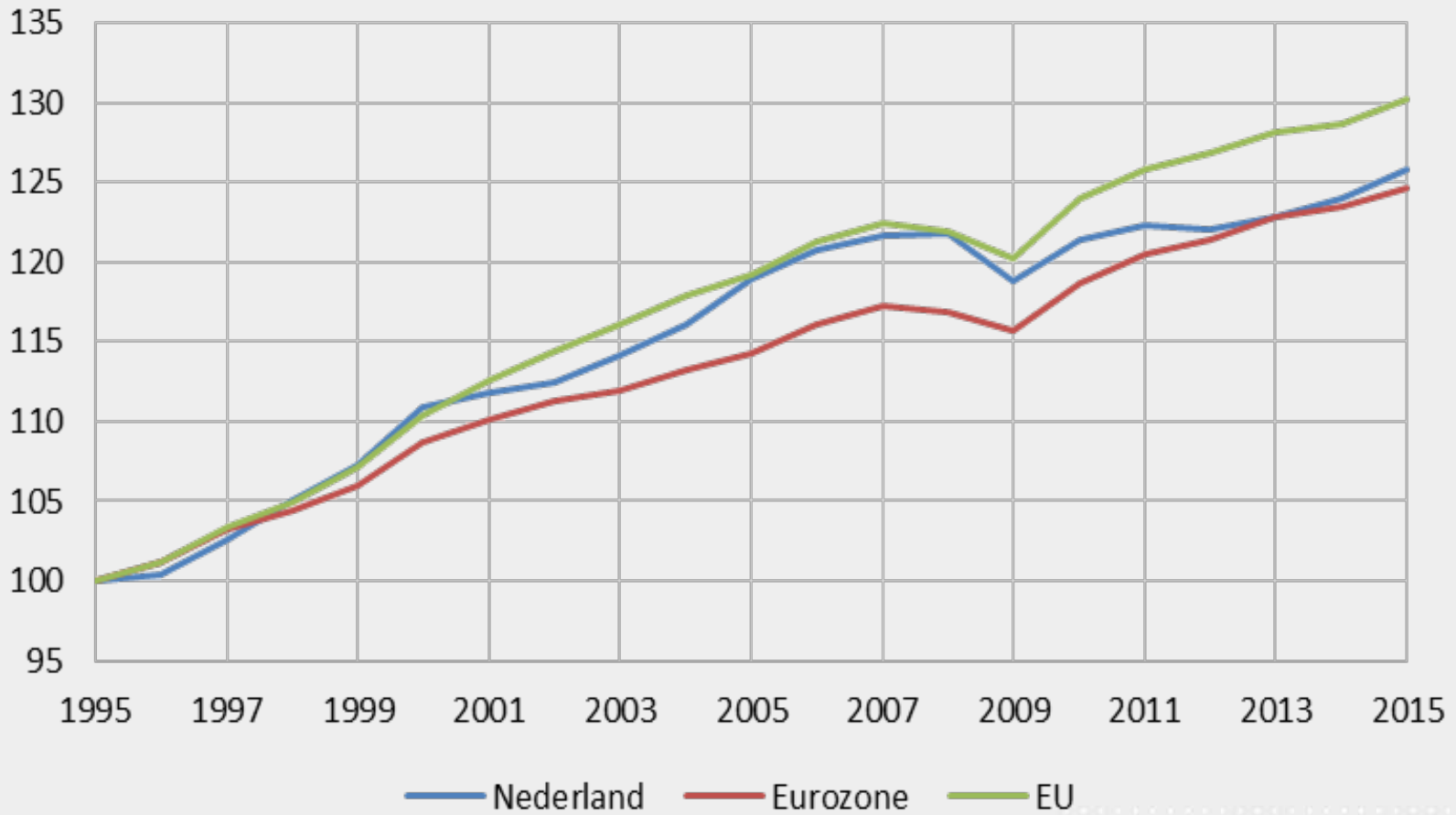
- Developments in labour productivity
- Policies in productivity growth

## Sector level

- Developments in labour productivity
- Bargaining results and views of social partners

## Conclusions

## Arbeidsproductiviteit (1995=100)



# National policies on labour productivity

1950-1980: National industrial policy in stimulating productivity

Since 1982: Social pacts on wage moderation in all sectors

- competitive wage costs in exporting sectors
- trade-off with low unemployment

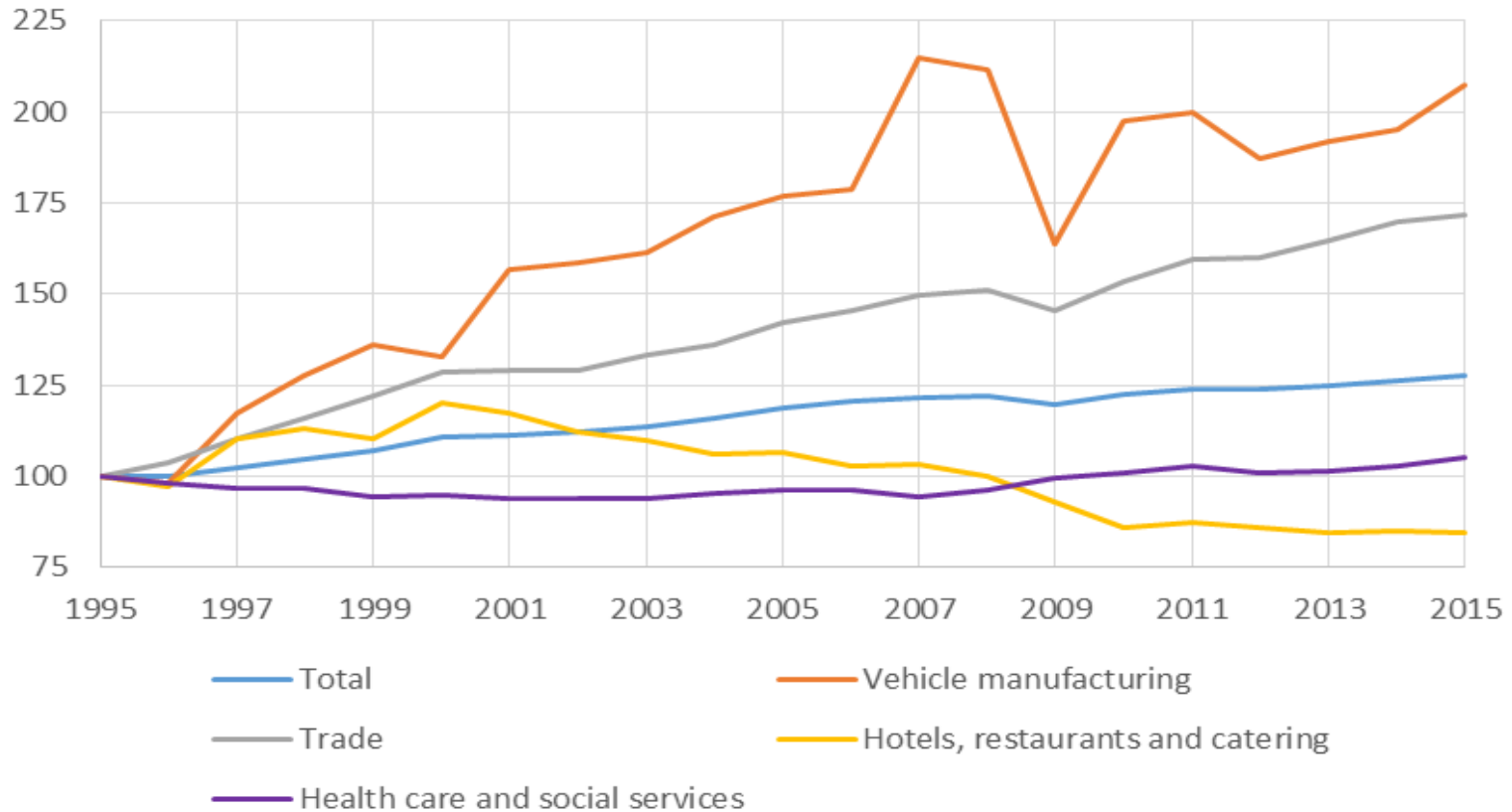
2005: Labour Foundation: '*Towards a more productive economy*'

- employability, performance-related pay, flex hours

2011: Social partners' manifest

*'Towards new labour relations'* (social innovations)

### Productivity per hour worked (1995=100)





## Conclusions

Overall: sector bargaining is dominant in NL

- wage incentives to maintain productivity levels (incl. SME)

Increased **differentiations** between sectors ...

- ... in labour productivity developments +
- ... in bargaining results in higher/lower productivity roads
- ... in views and practices on '*integrated bargaining*',  
depending on degrees of trust relations  
and long-term approaches.