



Lucio Baccaro

The Future of Employment Relations in Advanced Capitalism

Biography

Lucio (officially: Pasquale Vincenzo) Baccaro is interested in the interaction of social and economic forces and in how such interaction shapes the norms that regulate contemporary capitalist societies, particularly in so far as labour markets and welfare states are concerned. Prior to joining the University of Geneva, Baccaro was a faculty member at MIT, Sloan School of Management, Institute for Work and Employment Research (2006-2008), a Senior Research Officer at the International Institute for Labour Studies, International Labour Organization (2000-2005), and a faculty member at Case Western Reserve University (1998-2000). He holds a PhD in Industrial Relations and Political Science from MIT. His research is mostly macro-comparative and combines quantitative analysis of large datasets with in-depth investigation of case studies based on field research. A related interest of his is the emergence of new forms of democratic governance centering on participatory and deliberative institutions. His work has appeared in various outlets, including the British Journal of Industrial Relations, Comparative Political Studies, Economic and Industrial Democracy, European Journal of Industrial Relations, *Giornale di Diritto del Lavoro e Relazioni Industriali*, *Industrial and Labor Relations Review*, *Industrial Relations*, *Industrial Relations Journal*, *International Organization*, *Quaderni di Rassenga Sindacale*, *Socio-Economic Review*, and *Stato e Mercato*.

Summary of the conference

What will be the likely future of the regulatory regime known as 'collective employment relations', a regime in which trade unions and collective bargaining (including political bargaining of the corporatist kind) play a crucial role in the determination of wage and working conditions, as well as in the definition of

various forms of public policy? We seek to answer this question by extrapolating from recent historical trends. We consider the aggregate macro evidence for 25 capitalist countries between 1990 and the current period, looking at the evolution of both institutional features and socio-economic outcomes. Our conclusion is pessimistic: employment relations are in crisis everywhere, not just in liberal market economies (LMEs) and former communist countries from Central and Eastern Europe (CEE), where they have been traditionally less institutionalized than elsewhere, but in coordinated market economies (CMEs) and Scandinavian countries, the decline is more advanced, and hence more visible, in some countries and less in others, but the trajectory of decline is present everywhere.