

Government Intervention and Industrial Conflict: Comparative Policy Research*

Yun-jie Lee

Ph.D in Public Policy Analysis, University of North Carolina Chapel Hill. Associate Professor.
Department of Public Administration. National Chung-Cheng University.

ABSTRACT

This study is partly motivated by the attempts to advance the existing literature of industrial conflict which are based primarily on case studies of single Western countries. These previous studies, utilizing the background factors of labor markets, such as unemployment rates, wage-change rates, inflation, and union membership, rarely yield consistent or consensual conclusions regarding the theoretical generalization of the causes of industrial conflict. To overcome the methodological limitations and substantive shortcomings of previous literature, we establish a more generalized framework of government policy to explain the variation of industrial conflict by expanding observations to six countries across three different regions of the world, including North America, North Europe, and East Asia.

Based on historical-institutional investigations combined with quantitative pooled-data analysis, our research results consistently indicate that the degree of government intervention in industrial relations has a superior overall explanatory power in determining the variations of industrial disputes. Differences in industrial relations policy appear to account for the probability of the unions and employers to initiate work

* Special thanks are due to Dr. Michael I. Luger, Dr. William Keech, and Dr. Gary Marks for their substantive contributions and suggestive comments to this study. I am grateful to Dr. David Lowery and Dr. Guang Guo for useful comments on this work. Of course, the responsibility for the weaknesses and errors contained in the final product rests solely with the author. I am also grateful for the financial support of the Curriculum in Public Policy Analysis of the University of North Carolina at Chapel Hill.

(Received : December 6, 1996; Accepted : May 19, 1997)

政府介入與工業衝突：比較政策研究

李允傑

美國北卡羅萊納大學公共政策博士；
國立空中大學公共行政系專任副教授

摘 要

本研究旨在於針對現存有關工業衝突的文獻，提出不同的新觀點。過去工業衝突的相關文獻大多是西方國家的個案研究；另一方面，這些研究大多用勞動市場的背景因素來解釋工業衝突的現象（譬如：失業率、工資變動率、通貨膨脹以及工會組織率等變項），但這些研究未提出在理論意義上具有一致性的結論來解釋影響工業衝突的因子。爲了克服過去相關文獻所出現的方法論上的限制和實質的缺點，本研究將觀察的對象擴展爲跨越洲際的六個國家，其中包括美洲的美國、加拿大、歐洲的瑞典、挪威，以及東南亞的台灣、南韓，進而建立一個較具解釋力的分析架構。

本文的主要假設是工業衝突的變化受到政府在工業關係上的介入程度所影響。爲了檢定假設，我們採用整合性的策略，即融合歷史制度分析方法（historical-institutional analysis）和混合部門間與時間序列資料分析法（pooled cross-sectional and time series data analysis）

研究結果一致顯示：政府對於工業關係的介入程度，在解釋勞資爭議的變化上的確具有相當強的解釋力。換言之，工業關係政策的差異顯著地影響勞資雙方採取衝突行動的機率高低。另一方面，經由跨國資料的假設檢定，我們也發現過去研究模型中的勞動市場因素或勞工組織因素並不見有明顯而一致的解釋效力。