The Nordic experience shows that there is no trade-off between equality and economic development. These models of productive welfare and solidaristic individualism are analyses how management trends like Lean, NPM, BPR, and Toyotism are adapted in the Scandinavian countries. What are the consequences and implications of these trends? How do they affect the working conditions and the overall quality of life in these countries? Does the Nordic model represent a viable alternative to the dominant capitalist system? These are some of the questions that are addressed in this book.

From the Foreword by Paul S. Adler, Professor of Management and Organization, University of Southern California

Manuel Castells, Professor Emeritus of Sociology and Planning, University of California, Berkeley

Russell Lansbury, Emeritus Professor in Work and Employment Relations, University of Sydney

Ruth Milkman, Professor of Sociology, City University of New York

The Scandinavian model of work and economy long stood for attempts to reconcile contradictory interests. The Nordic countries have long been beacons for people around the world eager to see workplaces transformed into spaces where working people could express their humanity and aspirations. Readers will find empirical models and case studies that illustrate the practical applications of these ideas. The book provides a critical analysis of the models and their limitations, as well as a vision for the future of work and management in the twenty-first century.

Åke Sandberg has produced an insightful, cohesive and very readable account of solidarity economics in practice. The book is essential reading for anyone interested in knowing more about how work in capitalist society can be organised and managed differently. The exciting analysis is timely as the relevance of such alternatives is now questioned. The Nordic models remain intact, even as the region’s labor movement faces daunting challenges. In recent years, economic crisis, globalization and imported managerial techniques have threatened to destroy the models of labor relations and research. The good news of “Nordic Lights” change as experiences grow. The capitalist alternatives in a multifaceted way. The exciting analysis is timely as the relevance of such alternatives is now questioned. Åke Sandberg describes this capitalist alternative in “Varieties of Capitalism” it constitutes a central variation. Anyone interested in knowing more about how work in capitalist society can be organised and managed differently, as well as the implications of these trends for the future of work and management, should read this thorough account of solidarity economics in practice.
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From the Foreword by Paul S. Adler, Professor of Management and Organization, University of Southern California

Twenty-five authors contribute to this book. Editor is Åke Sandberg, Professor Emeritus at Stockholm University, earlier at the National Institute for Working Life and the Royal Institute of Technology (KTH).


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