

-

가 -

2003. 12.

• •

【 】 1

I. 가 7

II. 11

1. ‘ 가 ’ 11

2. 14

3. 18

II. 25

1. ‘ ’ 25

2. 27

IV. 33

1. 33

2. 37

V. 40

1. 40

2. 45

VI. 51

..... 55

..... 56

● ●

<	-1>	GDP	(1970 ~ 2002).....	26
<	-2>		(1980 ~ 99).....	29
<	-1>		(1987 ~ 2005).....	36
<	-1>		41
<	-2>	가	가	43
<	-3>		(2001).....	46
<	-4>		47

● ●

<	-1>	FDI	17
<	-1>		44

가?

- 가? 가?

- 가?

- 가?

- /

- 가?

가?

- 1987 1

‘ , .

< 1> GDP (1970 ~ 2002)

: %

		1970 ~ 79	1980 ~ 85	1986 ~ 88	1989 ~ 91	1992 ~ 94	1995 ~ 98	1999 ~ 2002
GDP		4.9	2.7	3.2	5.2	4.5	9.4	8.3
	EU	3.2	2.3	3.3	2.7	1.1	2.4	2.2
가		0.7	-1.0	0.3	1.3	1.8	4.5	2.3*
	EU	0.2	-0.2	1.2	1.1	-1.2	0.6	1.3

: OECD Economic Outlook 2003

: * 1999 ~ 2001.

· 1 : 3 3,700 (2002), : 4.2% (2002)
 - (FDI)
 가 ()
).
 · (2002): GDP 14.1% 190
 1,400 .

< 2 >

: , %

		1990 ~ 95 ()	1996	1997	1998	1999	2000	2001
FDI	FDI	1,139	2,618	2,743	11,035	14,929	24,117	9,775
	FDI	375	727	1,008	3,906	4,267	3,973	5,396
FDI가	FDI	12.8	19.2	17.0	58.4	67.0	107.1	
	FDI	4.0	5.3	6.2	20.7	19.2	176	

: UNCTAD, World Investment Report 2002.

-
 · () (),
 · (cash grant) ,
 · (2002 10%, 12.5%)
 · (IDA)
 ·

聲

- 1980 (, ,) 1987 1 ‘

가 (Programme for National Recovery)

. 3

2003 6 ‘ 가 (Sustainable Progress)

- (NESF)

NESF

(social closure)

(),

- ,

가

,

.

聲

- ‘ 가 , ‘ , 가

.

-

가 . ‘ (negotiated globali-
zation)

(social inclusion)

(‘ (regulated globalaization)).

-

‘ 가 (race to the bottom)

(all else is same)

가

廳

-

가

-

(strategic choice)

40%

聲

- 1999
가
가 .
- 가
가
가
(:).
(11%)
가 .
- ' ,
가 (' (coordinated decentralization)
) .
- ' ,
가 .
가

I. 가

‘ , .
‘ , .
, ,
(globalization)가
가
(Elgar et al.,
1999)
가
가
가
, , 가 (Leisink,
1999).

가

(World Bank, 1995).

가

(control)

(adaptation)

(junior partner)

(Waddington, 1999; Guillen, 2001).

(Ferner et al., 1998).

가

(nation state)

가

가

(voluntarism)

(corporatist model)

.

가

1) 1990

가

(bureaucratic developmental state : BDS)

가 (flexible developmental state : FDS)
(O Riain, 2000; , 2003)²⁾

.

가

(, 2003).

(regulated

globalization)가

.

1) UNCTAD가 (transnationality index)
2 35.7 (UNCTAD, 2002).

2) O Riain(2000: 158) 가

FDS

가?

가
가?

가?
가?

가

가

(social

inclusion)

II

1. ‘가’

(Rowley et al., 2000:1).

가

(interdependence)

가

가

3)

가

가 가

(neoliberal globalization)

(Waddington, 1999).

3) distance)

UNCTAD(2002)

(the death of

(standardization) (uniformity), (convergence)

, ' 가 '

가

가

Harrod

(2002)

가

가 (Ohmae, 1995; Rowley et al., 2000). Waddington(1999) (footloose capital) 가

가

가

. , R & D
 가 .
 가 .
 가가 ‘ (empty shell)
 (Elgar et al., 1999; Leisink, 1999). 가
 가
 가 (supranational) 가
 (intergovernmental) (Waddington,
 1999). Guillen (2001)
 가 .
 가
 .
 (Eder,
 2002: 183).
 .
 ‘ 가 ’
 가

2.

가
(Eaton, 2000)

가 FDI

(capital-output ratio)

가 , ' (the race to the bottom)

4) Streeck(1999)

(regime shopping)

가 가 ⁵⁾ 가

FDI 가

FDI 3/4 (triad)

60% 가 가

FDI 20~30%

70% (UNCTAD, 2002; Koehler, 2003).

(Harrod et al., 2002).

가

(investment risk)

가

가

R&D

UNCTAD(2002)

5)

O Brian(2002: 222) 'contest)

(deregulation beauty

, /
.
(business facilitation)
(< -1 >).⁶⁾ Cooke(2003: 69)가
“ (all else is the same)
가 FDI
.
가
?
(),
FDI
.
Cooke(2003)
, 가 가
Kleiner (2003) 가

6) 가
() 가 ,
(
, 2003).

가 , 가 가 ,

(Cooke, 2003).

?

, ‘ ’

3.

1998 1 , IMF

가

가

‘ ’ (

, 1998 ; , 1998 ; , 1998) ‘ (, 2000 : 188) 가가 . 가 ‘ , . 가 . (random shock) (Mills et al., 2003). (lean production system) (Waddington, 1999).

1987 가 (Mani
1992 Pulite:) (technocrat) 가

가

(Visser, 2001).⁷⁾

가

가

7)

) , ((fragmented) 가

가

8)

(articulated organiza-
tion: Crouch, 1993),
가 (Baccaro,
2000; , 2001).
가
(compliance)
'(coordinated diversity ; Hyman, 1999)

가

가

가

'(negotiated adaptation)

가

(Elgar

et al., 1999).

가

8) Schmitter and Grote(1997) '

'(corporatist Sisyphus)

Schmitter(1979)

“
” “ (capabilities) ”
“ ”

가

(Visser, 1999 : 87).

’(the last resort)

9)

(coordination)

(social wage)

9)

tion)
1998 : xv-xvi).

(accommoda-
(Ferner and Hyman,

10)

- (class compromise) 가
(, 2003).

(Elger, 1999 ; Fairbrother et al., 2000)

(political exchange)

가 (, 2003).

(coordinated decentralization)

(centralized decentralization) 가

가 ,

10)

Baccaro, 2003

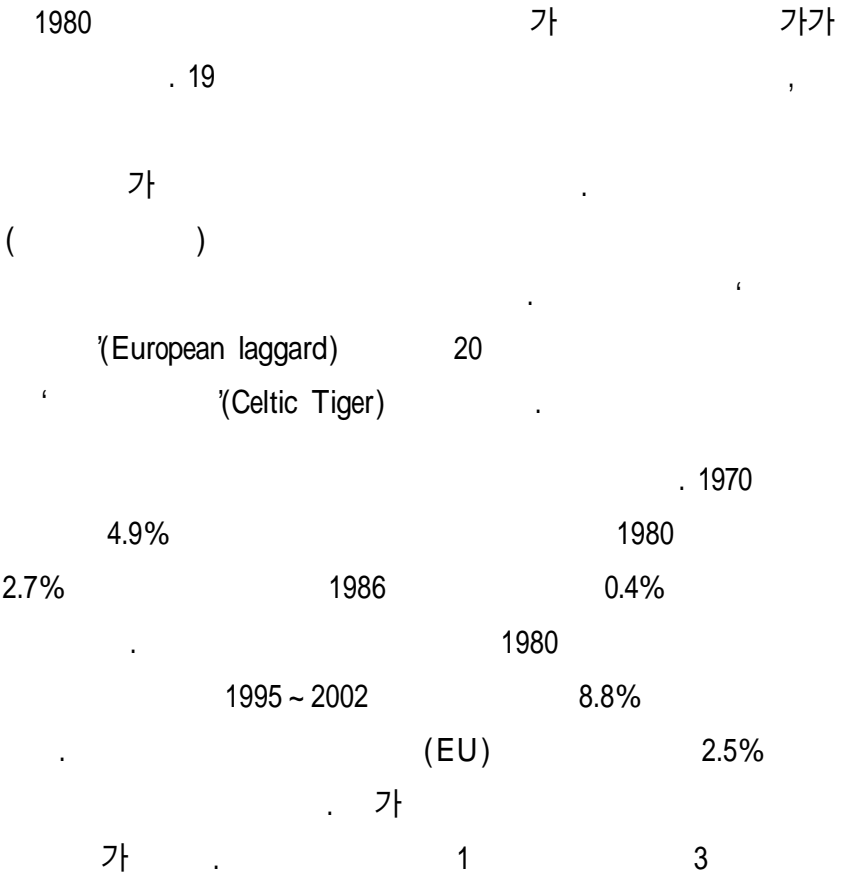
Visser et al., 1997

가

가

III

1. ‘ ’



(3 3,716 , 2002) (2 4,027) (2
4,191), (2 5,385) 가 .¹¹⁾

가

. 1987 16.8%

. 1990 ~ 2000 3.8% 가
(EU 0.5%) 2001 3.9% .
2002 가 4.2%
가 (EU) 8.0%

(OECD, 2003a).

가 가 1990 60.1% 2002
67.9% (78.8%, 57.3%) 가 EU
69.8%

가

< -1> GDP (1970 ~ 2002)

: %

		1970 ~ 79	1980 ~ 85	1986 ~ 88	1989 ~ 91	1992 ~ 94	1995 ~ 98	1999 ~ 2002
GDP		4.9	2.7	3.2	5.2	4.5	9.4	8.3
	EU	3.2	2.3	3.3	2.7	1.1	2.4	2.2*
가		0.7	-1.0	0.3	1.3	1.8	4.5	2.3*
	EU	0.2	-0.2	1.2	1.1	-1.2	0.6	1.3

: OECD Economic Outlook 2003

: * 1999 ~ 2001.

11) 1988 GDP 1 8 1996 2
(1986 ~ 91)

1987

가

가 . 1985 1 6,400
 2000 241
 100 760 .

가,

(O'Hearn, 2000).

2.

(, 1996).

1985 61.3% 1999 44.5%
 (D'Art et al., 2003).
 가 ,
 ,
 (EIRO, 2003a).
 51 6,000 56
 2,000 9% 가 . 가 1990
 가
 (Irish
 Congress of Trade Unions : ICTU)가 . 2001 ICTU 64
 , 76 () . ICTU
 가 . ICTU 48 ,
 54 4,000 , 36 , 21 5,000
 . 44% (ICTU
 webpage). ICTU 가
 . . (Services, Industrial, Professional
 and Technical Union : SIPTU) 1999 22
 8,000 .
 (local branches) (shop stewards) .

< -2>

(1980 ~ 99)

			(%)
1980	86	499,744	61.93
1981	86	552,041	
1982	83	546,668	
1983	80	546,512	
1984	78	520,943	
1985	77	516,019	61.31
1986	77	517,327	
1987	76	483,889	
1988	74	483,515	
1989	68	486,966	
1990	67	482,990	57.10
1991	62	474,019	
1992	59	477,369	
1993	59	487,816	
1994	56	499,727	
1995	56	518,708	53.07
1996	56	539,130	
1997	55	538,433	
1998	47	545,324	
1999	46	561,793	44.50

: Labour Relations Commission(LRC),

D 'Art et al., 2003.

(Irish Business and Employers ')

Confederation IBEC)

. IBEC

3,700

30

가

(Labour Court)

가

(ICTU,

)

1946

1981

1982

가

1982

가

1986

가

(O Kelly, 2000 : 349). 1

가 . ICT가

가

가

가

. ICTU

가

(Baccaro, 2003 : 690).

1991 ~ 97

51%

44%

가

5%

(O Riain, 2000 : 193).

(workplace representation structures)

(Schmitter, 1979 ; , 2001).

(compliance)

가

IV.

1.

1987
가
가 GNP 140% 가 가 1980¹²⁾

Fianna Fail 3

ICTU

가 가 (Bac-

caro, 2003 : 692).

Fianna Fail (Progressive Democrats)

Fianna Fail 1987

(PDs)

12) 가 가 가 (Visser et al., 1997 ;
Baccaro, 2000).

¹³⁾

1987 , 3 ‘ 가
(Programme for National Recovery : PNR) .

2%

가 .

ICTU 가

가 3

(Amalgamated Transport and General

Workers' Union: ATGWU)

ICTU

181 114

PNR

가

ICTU

(coordination)

(Baccaro, 2003 : 693-4).

13)

가

가

¹⁴⁾

(strategic choice:

, 2002)

가

가

가 (Baccaro, 2003 : 700).

1987

PNR

2000

3

가

(social exclusion)

1 ~ 3

가

90

4

(

2

)

< -1 >

14)

corporatism)

. Baccaro(2002)
'(democratic

< -1>

(1987 ~ 2005)

가 (Programme for National Recovery: PNR)	1987 ~ 1990	- - - - -	.
(Programme for Economic and Social Progress: PESP)	1990 ~ 1993	- - GNP	(3%)
(Programme for Competitiveness and Work: PCW)	1994 ~ 1996	- -	
2000(Partnership 2000 for Inclusion, Employment and Competitiveness Partnership 2000)	1997 ~ 2000	- - -	/
(Programme for Prosperity and Fairness : PPF)	2000 ~ 2003	- - -	
(Sustainable Progress)	2003 ~ 2005	- - -	가

: * NCP : National Centre for Partnership and Performance.

2.

(National Economic and Social Forum :NESF)

. NESF 1993 “ 가 ”

1998 NESF . NESF

(community and voluntary sector)

NESF (1) (1) 4 가
 () ,
 2

(Department of the Taoiseach)

- 2002 62
- (i) 1 1
- (ii) (15)
- (iii) (5) , (5) , (5)¹⁵⁾

15) 2002 GDP 3.0%
 177 6.4% 11 4,000

- (iv) ¹⁶⁾ : (3), (3), (3),
 (1), (1), (1), (1), (2)
- (v) : (5), (5), (5)

NESF 가
 (management committee),

12

4~6

NESF 3 13

가

2000

(National Implementation Body : NIB)가

. NIB () ICTU IBEC

. NESF 2003 1 NAPS(National Action

Plan)

NESF가 1

(National Economic and Social Council :

16) 48%(NESF 65%가 가 32
 , 2003 10).

NESC) NESF 가 . NESC 1973

. NESC NESF
 가 (5), (5), (5),
 (community and voluntary) (5) (10)

3 . NESC NESF

가
 NESC NESF (liaison committee)가

Baccaro(2003 687)

가

V.

1.

가
가
FitzPatrick
(2001)
(EU) 가 ,

(O Donnell et al., 2000 : 241).

가
1990 ~ 95 11
1998 100 2000 241
FDI

가 2000 107.1% (< -1>).

1,500

1998 36.8% 가 (UNCTAD, 2002 : 16).

74.9%(1998) 가가 40.2%(1999) , 90%(1999) . R&D 65.6%(1997) .

가

< -1>

: , %

		1990 ~ 95 ()	1996	1997	1998	1999	2000	2001
FDI	FDI	1,139	2,618	2,743	11,035	14,929	24,117	9,775
	FDI	375	727	1,008	3,906	4,267	3,973	5,396
FDI가	FDI	12.8	19.2	17.0	58.4	67.0	107.1	
	FDI	4.0	5.3	6.2	20.7	19.2	17.6	

: UNCTAD, World Investment Report 2002.

(Industrial
Development Authority of Ireland : IDA)

. IDA

(Shannon Free Trade Zone) ¹⁷⁾,
(cash grant)
(Harrod et al., 2002).

1987

(wage moderation)

2001

13.28 (20.32), (19.59) (16.14
) , (22.86) , (15.88) (19.29)
(Bureau of Labor Statistics, US. ;
CSO)¹⁸⁾ 1995 ~ 2001

17) 28% 2002 10%,
12.5%

18) 10
2001 13.28 1999 13.61
(CSO, 2003).

2.7% (<
 -2>). 1987
 PNR

가 가
 가 ¹⁹⁾

90 90

< -2> 가 가 ()
 : %

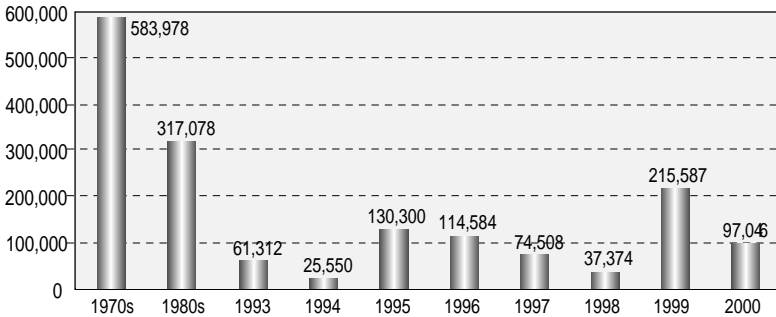
	1970	1980	1990 ~ 95	1995 ~ 2001
	-	-	-1.5	-0.4
	0.6	-1.5	-1.0	-0.2
	0.4	-1.1	1.8	-1.0
	0.9	-1.8	-0.6	-0.1
	0.4	0.1	-2.0	0.7
	0.7	-0.4	-2.2	-0.9
	0.0	-2.3	-0.9	-2.7
	0.4	-1.4	-0.5	-0.8
	0.0	-0.5	-0.5	-0.3
	2.0	-0.5	-2.4	-3.4
OECD	0.0	-1.7	-1.0	-0.5

: OECD Employment Outlook 2003:61.

19) 가 가
 가 (profitability)

1999
 가 1990
 20
 1970 58 , 1980
 32 가 1987
 30 . 1990 1990 1999
 가 20 (< -
 1>).
 가 가 .
 1,000
 20)

< -1> () :



: Labor Relations Commission(LRC).

20) 1,000 1998 ~ 2001
 EU 가 3 19 82.6 (461.7),
 (173.1), (94.8) 4
 18 60.6 (EIRO, 2003b).

2.

가
 10
 ()
 (O Hearn, 2000).
 ,
 , 가
 GDP
 1987 ~ 2000 71% 56.9%
 (Baccaro, 2003 : 702).

1995 ~ 2002
 20.1% 2 (14.6%)
 (8.7%), (7.6%)
 (IDA, 2003)²¹⁾

21) 3 ~ 5% (O Hearn: 76).

가 20%
 GDP GNP
 가
 가
 (O Hearn, 2000:78)

가,
 1994 ~
 2000 4.2% 가
 12.6% 가 (NSEC, 2003:14) 2001
 18.4%, 4.7%
 (OECD, 2003b).

< -3> (2001)

: %									
	14.5	13.8	17.6	33.0	24.9	23.0	12.2	13.0	18.4
	9.4	14.9	12.7	14.3	12.8	6.7	9.5	4.0	4.7

: OECD Employment Outlook 2003.
 : 30

22) 2002 GNP(1,034) GDP(1,293) 77.6%
 . 1995 GNP/GDP 88.7% .

가
 . 1990 2000
 14% 가
 22 ~ 23%
 (EIRO, 2003a).

. < -4> 1990 ~ 99
 21%

(derecognition)
 가
 (D'Art et al., 2003).

< -4>

: %

		1960	1960 ~ 69	1970 ~ 79	1980 ~ 89	1990 ~ 99
		71	77	61	39	21
		70	62	51	36	37
		83	91	67	25	0
		49	35	32	28	51
		48	26	27	25	55
		46	46	33	33	20

: Cranefield European HRM Survey, 1999, Turner et al., 2003

15

(social vulnerabilities)

가 (NESC, 203 : 130).

(Kirby, 2002)

Kirby (2002)

가

4

2000 '(1997 ~ 2000)

2000'

4

(IEP)

‘ 2000 ’ ‘
(PPF : 2000-2003) . PPF

. PPF .

가

²³⁾

가

‘(the race to the bottom)’

23)

‘(social corporatism)

‘(laissez-faire)

‘(competitive corporatism)

(Regini 2000 : 20).

‘ (all else is same) 가 FDI
(Cooke,
2003 : 69)

VI

(Ragini, 2000)

가

(neo-corporatism)

가

가

(Baccaro, 2003 ; NESC, 2003).

(political exchange)

(O'Donnell et al., 2003 : 250).

가 .

‘ (social closure : O ’
Donnell et al., 2000 :251) .

‘ (Ferner et al., 1998)가
가

‘ ,
(centralized decentralization, Traxler, 1998 ; , 2002)가가

1980 가
가

가 , 가 , 가²⁴⁾ .

가

가

24) ‘ ’

‘ , ’

가

(Standing, 1997)

가

가

(Ancelovici, 2000). 가

“ 가

”

가

(Barr, 2002)

-
- CSO : Central Statistics Office of Ireland()
- EU : European Union()
- FDI : Foreign Direct Investment()
- GDP : Gross Domestic Product()
- GNP : Gross National Product()
- IBEC Irish Business and Employers ' Confederation()
- ICTU : Irish Congress of Trade Unions()
- IDA : Industrial Development Authority of Ireland()
- NESC : National Economic and Social Council()
- NESF : National Economic and Social Forum()
- OECD : Organization for Economic Cooperation and Development()
- P2000 : Partnership 2000 for Inclusion, Employment and Competitive-
ness(, 2000)
- PNR : Programme for National Recovery(가)
- PPF : Programme for Prosperity and Fairness()
- UNCTAD : United Nations Conference on Trade and Development()

< >

, 1998. “ IMF : ”

, “ IMF ”

↓

, 1998. “ IMF , ” “

」 30 (3).

, 2000. “ : ”

“ , “ ” ↓

, 2002. “ : ” 가

, 1998. “ ” “ ” ?

3 , “ ” “ ” “ ” ? ” T/F , 2003. “

”

, 2003. “

”(9).

, 2002. “ ” , “ 21 ”

↓ . pp. 27 ~ 60.

, 1996. “ ” , “

EU 가 ↓ .

, 2003. “ :
 ”; <http://web.kyunghee.ac.kr/~khsso/pro/24/index03.html>
 , 2001. “ 3 :
 (compliance) ”, 17 ,
 「 ↓ .
 , 2003. “ ” 「
 ↓ .
 , 2002. “ :
 ”,
 .

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