

Why democracy at work matters, for all of us!

Stan De Spiegelaere

Director of policy and Research, UNI Europa

19 March 2024, Brussels
HBS workers' voice conference





🍴 Restaurants

🏨 Hotels

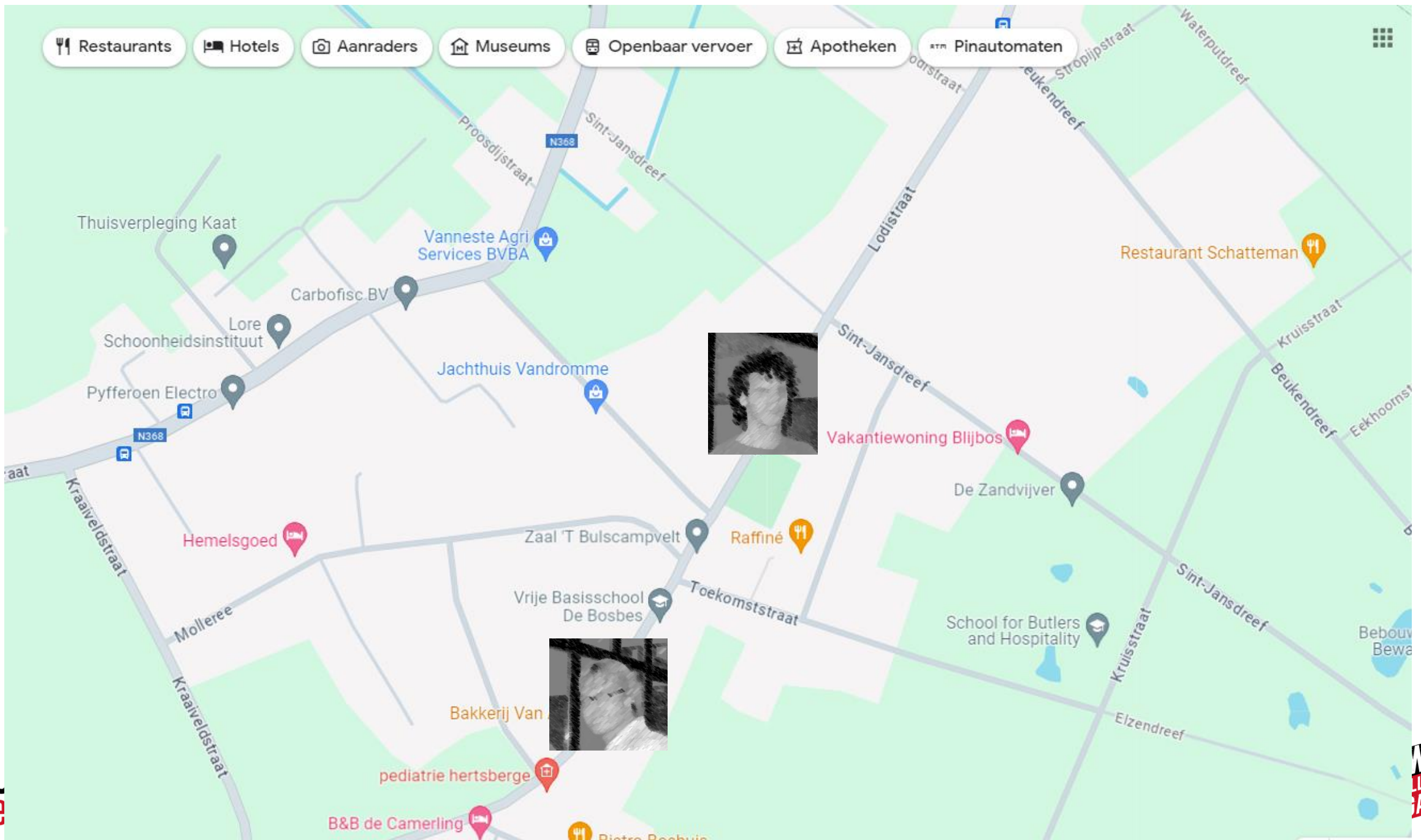
📷 Aanraders

🏛 Museums

🚊 Openbaar vervoer

🏠 Apotheken

🏧 Pinautomaten





Imagine living under a dictator for *more* than 40 hours per week!



LEARNING ABOUT DEMOCRACY AT WORK:
CROSS-NATIONAL EVIDENCE ON INDIVIDUAL
EMPLOYEE VOICE INFLUENCING POLITICAL
PARTICIPATION IN CIVIL SOCIETY

JOHN W. BUDD, J. RYAN LAMARE, AND ANDREW

Carole Pateman
**Participation
and
Democratic
Theory**



APPLIED
PSYCHOLOGY



APPLIED PSYCHOLOGY: AN INTERNATIONAL REVIEW, 2020, 69 (3), 1009–1071
doi: 10.1111/apps.12205

**Psychological Research on Organisational
Democracy: A Meta-Analysis of Individual,
Organisational, and Societal Outcomes**

gang G. Weber*, Christine Unterrainer and Thomas Höge
University of Innsbruck

Carole Pateman

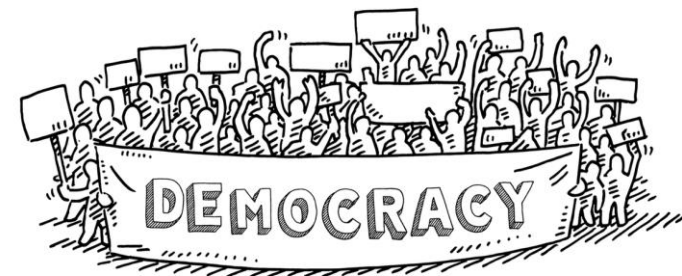
Participation and Democratic Theory



- You **are** what you **do**
- You **learn** by **doing**
- **Confidence** comes with **practice**



duolingo



Article | [Open access](#) | [Published: 26 May 2020](#)

Participatory practices at work change attitudes and behavior toward societal authority and justice

[Sherry Jueyu Wu](#)  & [Elizabeth Levy Paluck](#)

[Nature Communications](#) **11**, Article number: 2633 (2020) | [Cite this article](#)

8517 Accesses | **16** Citations | **115** Altmetric | [Metrics](#)



Lesson no 1

**Our political democracies
cannot work without
democracy at work**

Lesson no 2

**Democracy at work is
collective and union**







Johannes Kiess, Alina Wesser-
Saalfrank, Sophie Bose, Andre Schmidt,
Elmar Brähler & Oliver Decker

Arbeitswelt und Demokratie in Ostdeutschland

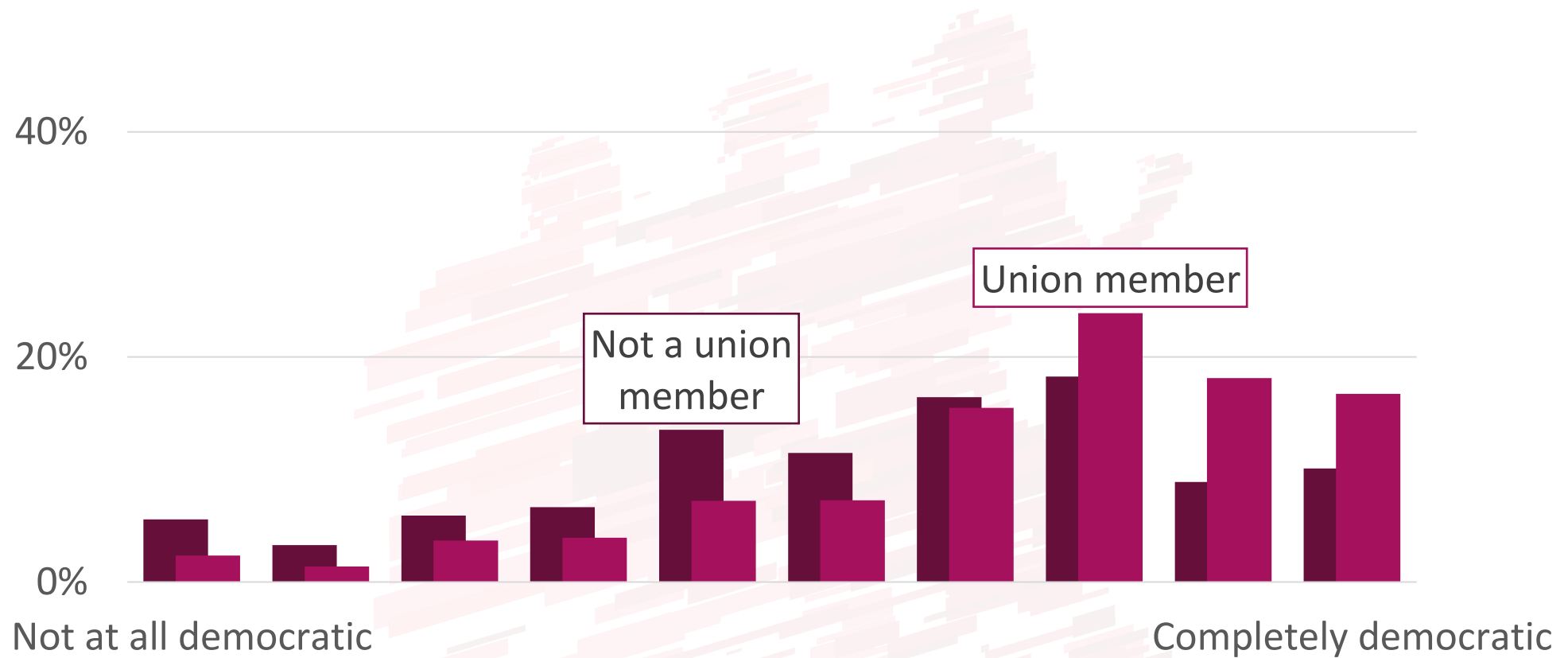
Erlebte Handlungsfähigkeit im Betrieb
und (anti)demokratische Einstellungen

How **important** is it for you to live in a country that is governed **democratically**



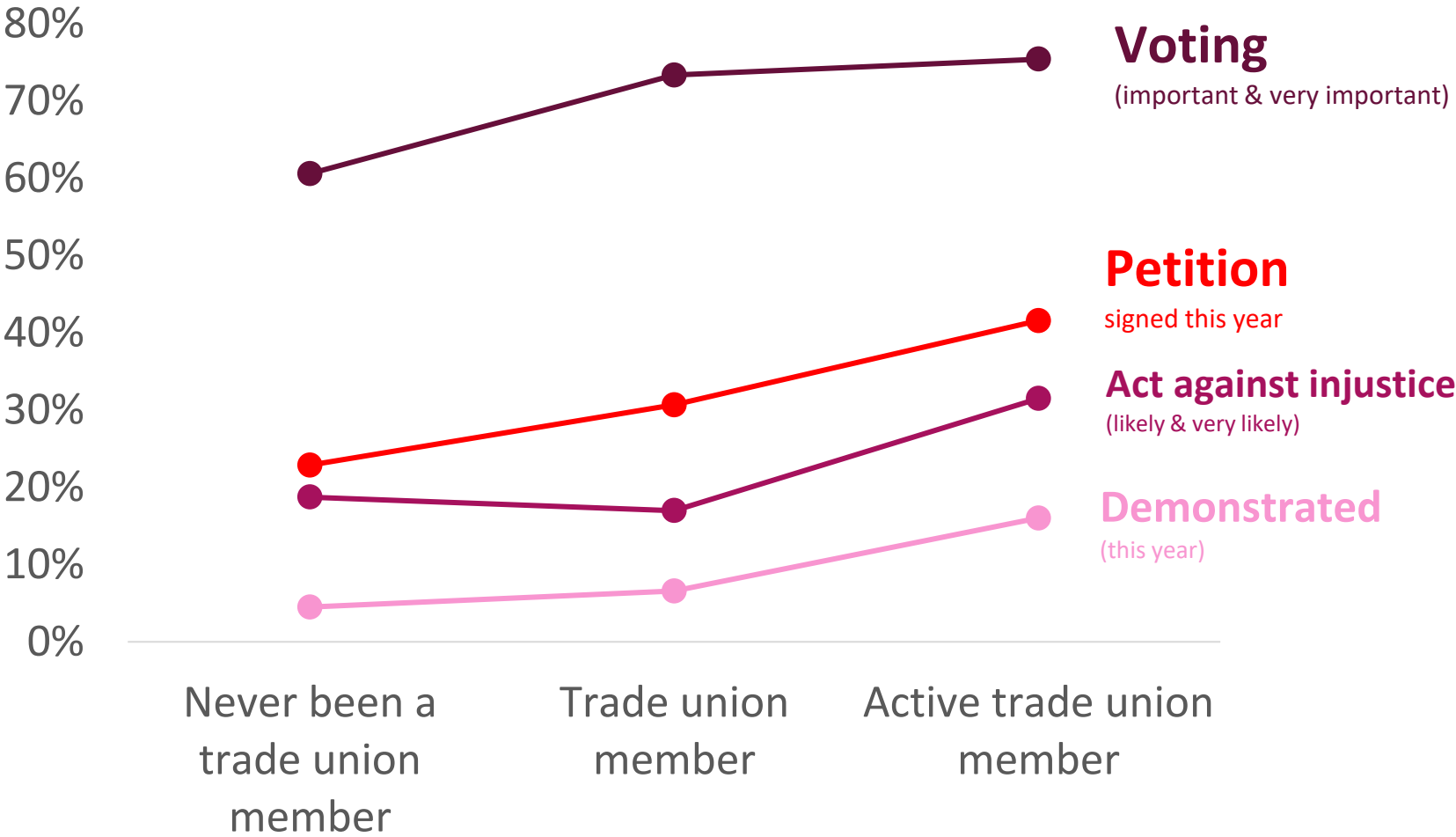
Data: European Value Survey 2017, only EU countries selected. Unweighted data
@Stan_ds

How **democratically** is this country being governed today

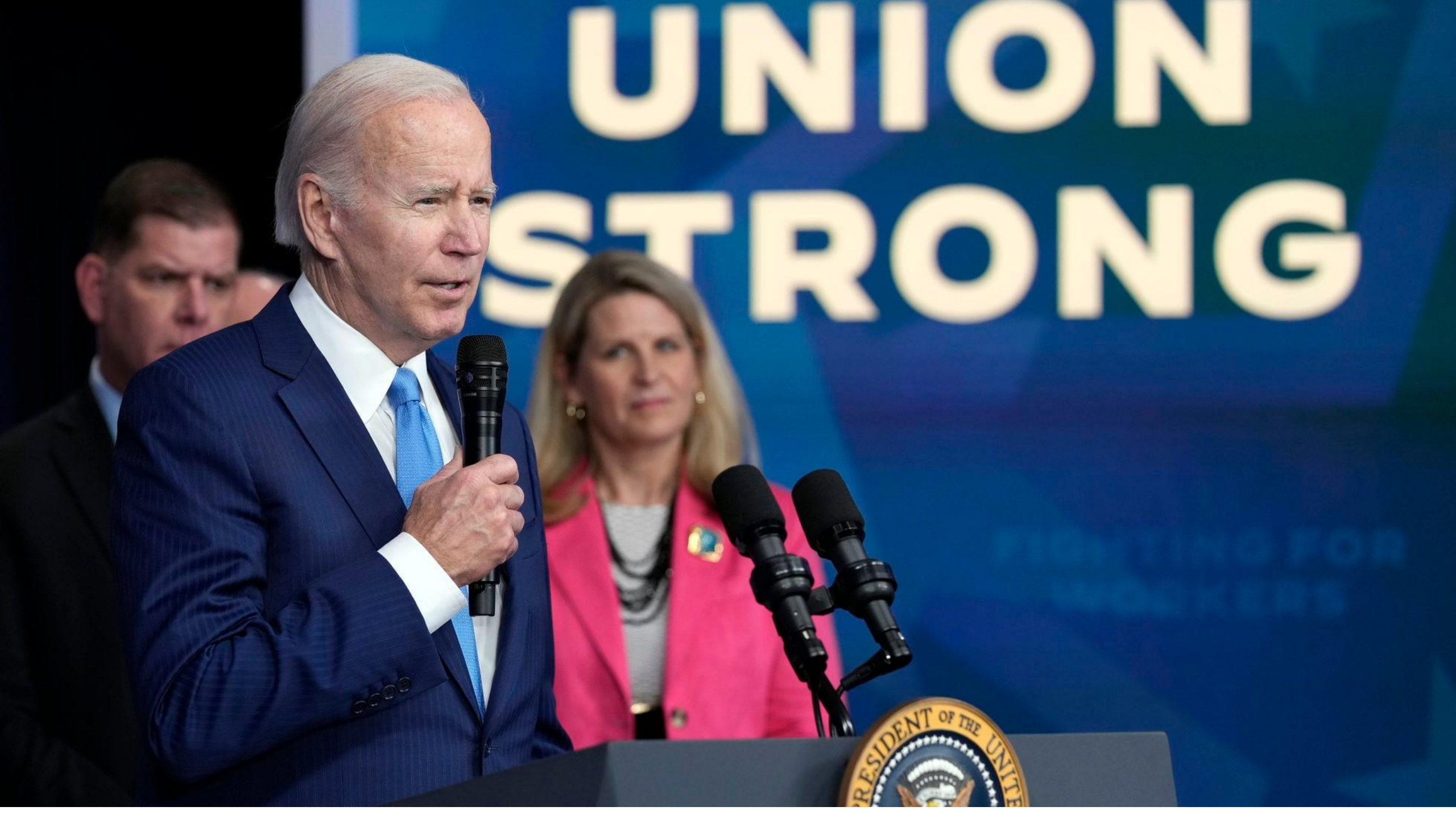


Data: European Value Survey 2017, only EU countries selected. Unweighted data
@Stan_ds

Political democracy & democracy at work



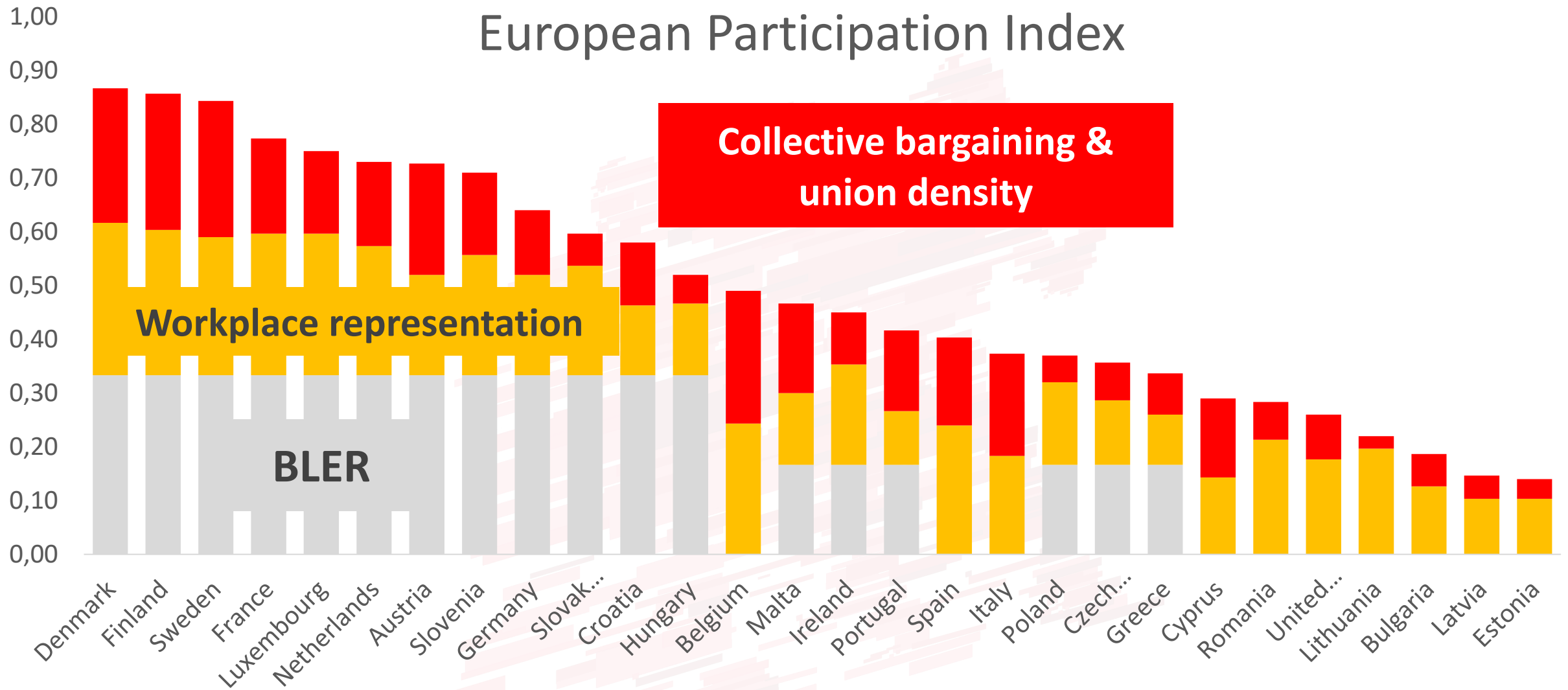
Source: ISSP 2014. Only EU countries selected plus Norway and Switzerland. unweighted data



Lesson no 3

**Countries with democracy at
work do better on almost
everything**

European Participation Index



Europeanparticipationindex.eu



A better world with more democracy at work



- **Lesson 1:** Our political democracies cannot work without democracy at work
- **Lesson 2:** Democracy at work is collective and union
- **Lesson 3:** Countries with democracy at work do better on almost everything

