

Different ways of strengthening Collective Bargaining in Europe

Strengthening from below

Union Power at the Workplace

- Organizing and defending/enforcing bargaining coverage
- Scandalizing non-coverage
- Mutual exchange on organizing experiences
- Transnational support and solidarity action

Strengthening from above

State/Politics/Society

- Extension of agreements
- Labour clauses in public procurement
- Supporting regulation for multi-employer bargaining
- Public discourse on the value of CB

Increase of Collective Bargaining Coverage

Monetary Union And Collective Bargaining In Europe Work And Society

Kerstin Hamann



Monetary Union And Collective Bargaining In Europe Work And Society:

Monetary Union and Collective Bargaining in Europe Philippe Pochet, 1999 The contributors to this study examine the ways in which monetary union will affect collective bargaining in the six states that are adhering to the principles laid down in the Maastricht Treaty on convergence and monetary union *The Role of Unions in the Twenty-first Century* Tito Boeri, Agar Brugiavini, Lars Calmfors, 2001-08-16 In this book first rate international scholars in the field explore the role that unions are likely to play in the changed economic environment of the new century Questions discussed include What will unions look like in the years to come Which kind of interest groups will they represent How important will be the broader political role of unions To what extent do unions care about future generations Part One documents a tendency towards greater decentralization in collective bargaining and declining union membership rates in most European countries The process of decentralization may only be partly reversed by social pacts of the type that occurred in several EU countries in the run up to EMU Yet this type of co ordination is likely to be increasingly unstable in a context where membership is falling hence will inevitably require government intervention Not all governments may wish to intervene in wage setting however as there are strong reasons to believe that such intervention could impose wage rigidities in some parts of the economy and lead to non enforcement in other parts Moreover under EMU what matters is ultimately co ordination of bargaining at the pan European level rather than simply at the national level Such higher level transnational co ordination is not likely to occur for a long time to come because of the huge costs that it involves Some transnational co ordination may occur within multinational firms however as costs are likely to be much lower at this level Part Two characterizes the intergenerational conflicts present within unions Unions may be able to better respond to the needs of the unemployed without losing the support of current employees when they become involved in the running of unemployment benefit systems as has been the case in those countries applying the so called Ghent system They may also succeed in making the system more efficient by for example contributing to the reduction of moral hazard problems associated with the provision of unemployment insurance Unions are however unlikely to solve the latent conflict between their younger and older members in a context where the population is ageing since they tend to preserve the status quo when it comes to cutting pension benefits in order to deal with demographic transition The cost of these dynamic inefficiencies may be accepted by younger generations as long as an intergenerational contract can be enforced whereby unions guarantee that the status quo will be preserved and are credible in their commitment Unions could play a key role in this implicit intergenerational pact because they are long lived agents certainly longer lived than many governments but under present conditions this pact may be no longer credible **The Enlarged European Union** Peter Mair, Jan Zielonka, 2002 The European Union will be a much more diversified entity after the forthcoming eastward enlargement The applicant states from Eastern Europe are much poorer than the current member states from Western Europe Their democracy and in some cases even their statehood is newly established and presumably

more fragile Their economic legal and administrative structures are less developed This collection of essays will try to examine the origin nature scale and implications of this divergence How much divergence is likely to be imported by the Union and will it hamper the process of European integration This volume looks at differences and similarities in the field of macro economics welfare systems democracy institutional infrastructure civic orientations and popular culture The book shows that the map of convergence and divergence in the future EU will be very complex and will not correspond exactly with the old east west divide Moreover the division lines are constantly changing with the enlargement process representing an important factor pushing individual states into a single regulatory frame if not in a common political direction However there are other unifying factors at play globalization produces different models and loyalties than Europeanization Moreover the European pulling effect works unevenly in different functional fields and in different countries There are also many factors that produce greater divergence rather than convergence across the European Union a certain degree of divergence is thus unavoidable The book shows in particular that certain types of divergence can be beneficial rather than merely detrimental in the process of European integration

The European Social Dialogue Under Articles 138 and 139 of the EC Treaty Christian Welz, 2008-01-01 Describes analyses and assesses the European social dialogue from a combined theoretical and normative perspective and applies theoretical strands stemming from industrial relations EC law and political theory to an understanding and assessment of the genesis actors processes and outcomes of the European social dialogue through 2007

Towards a European Labour Identity Michael Whittall, Herman Knudsen, Fred Huijgen, 2007-05-07 Bringing together a collection of respected contributors this book explores how employee representatives perform their jobs as members of the European Works Councils

The Politics of Industrial Relations Kerstin Hamann, 2012-02-20 As unions in most other industrialized democracies continue to decline unions in Spain have been able to regain and maintain strength despite unfavorable institutional political and economic conditions The Politics of Industrial Relations provides a comprehensive analysis of Spanish unions from the Franco dictatorship until the present It builds on industrial relations comparative politics and political economy literature to investigate the trajectory of Spanish unions The book analyzes unions as political actors that is their interaction and involvement with governments political parties and nationwide policy making processes to explain why Spanish unions appear in some ways as atypical in West European comparison The development of Spanish unions and industrial relations is framed in a historical institutionalist approach while also taking into account globalization and Europeanization processes Using the case of the Spanish transition to democracy the book demonstrates that the historical sequencing of institutional reforms in the political and industrial relations arenas holds significant and long lasting consequences for the nature of unions and labor relations The book concludes that by understanding unions as political actors the history of Spanish unionism and industrial relations institutions is more easily accommodated than looking at unions as industrial actors alone Comprehensive in its theoretical scope and empirical depth The Politics of Industrial

Relations presents Spain as an anomaly and thus as a test case for a multitude of theories developed in the political economy and industrial relations literatures

European Union Law for the Twenty-First Century: Volume 2 Takis Tridimas,Paolisa Nebbia,2004-12-06 This book to be published in two volumes is based on the contributions made to the W G Hart Workshop 2003 It contains more than forty contributions by leading experts seeking to assess the state of development of EU law some fifty years after the establishment of the Communities and contribute to the current debate on the European Constitution The second volume focuses on challenges in the field of the internal market and external relations looking at diverse areas of European Law including free movement competition law and merger control public procurement consumer law enlargement WTO third country nationals sex equality ets Authors include Tony Arnall George Bermann Marise Cremona Paul Craig Eileen Denza Piet Eeckhout Koen Lenaerts Steve Peers Wulf Henning Roth Francis Snyder Erika Szyszczak Takis Tridimas and Stephen Weatherill

European Union - European Industrial Relations? Wolfgang Lecher,Hans-Wolfgang Platzer,1997-11-06 This book explores the prospects for the emergence of a distinctly European pattern of industrial relations in which the European level organisations representing employers and trade unions gain in importance vis a vis their national organisations In particular the impact of the Social Chapter to the Maastricht Treaty is considered The study also considers the likelihood of European level collective bargaining and what effect mandatory European Works Councils might have on existing national systems of employee representation and offers a trilateral comparison between industrial relations in Europe North America and Japan

Trade Unions in Western Europe Rebecca Gumbrell-McCormick,Richard Hyman,2013-09 The book presents the findings of a four year study of the challenges facing trade unions and their responses in ten west European countries The project involved a substantial number of interviews with key union representatives and academic experts in each country together with the collection of a large amount of union documentation and background material The book gives an account of trade unionism in each country the main recent challenges that unions have faced and responses in terms of recruitment and mobilisation organizational restructuring new approaches to collective bargaining changing political strategies and international activities The analytical starting point is that trade unions are conservative institutions containing significant veto points to organizational change but at the same time can display dynamism and innovation and that external challenges can therefore stimulate important internal adaptation The book engages with the debates of the past two decades on union modernization and revitalization and more generally with theories of institutional change and with the literature on varieties of capitalism The central theme is that while trade unions do not easily change identities and core practices they are not locked into inertia Trade unions are not unitary actors but are internally contested organizations and internal conflict is itself a potential source of dynamism The literature on revitalization has tended to divide between the over optimistic and the over pessimistic this study presents a more nuanced and differentiated account In particular it attempts to identify some of the key internal and external conditions for effective strategic innovation

European Union Law for the Twenty-First Century: Volume 2 Τάκης Τριδίμας, Paolisa Nebbia, 2004-10 This book assesses the state of EU law fifty years after the Communities were established contributing to the debate on the European Constitution

The Effects of the Eurozone Sovereign Debt Crisis Christian Schweiger, Jose Magone, 2017-10-02 The book analyses the emerging centre periphery divisions within the European Union which result from the unprecedented conditions created by the 2008 09 global financial crisis and the subsequent Eurozone sovereign debt crisis The multiple layers of policy coordination which emerged in response to the crisis have initiated a process by which the EU is increasingly divided in terms of the level of vertical integration between the Eurozone core group and differentiated peripheries amongst the outsiders At the same time the sovereign debt crisis has created a periphery of predominantly Southern European countries within the Eurozone that became dependent on external financial support from the other member states The contributions in this book critically examine various aspects of the emerging internal post crisis constellation of the EU The main focus lies on national and supranational governance issues national dynamics and dynamics in the Eurozone core as well as in the periphery This book was originally published as a special issue of Perspectives on European Politics and Society

European Trade Union Yearbook..., 1999

European Unions Roland Erne, 2011-05-02 Roland Erne's view of transnational trade union networks challenges the assertion that no realistic prospect exists for remedying the European Union's democratic deficit that is its domination by corporate interests and lack of a cohesive European people His book describes the emergence of a European trade union movement that crosses national boundaries Erne assesses national and EU level trade union politics in two core areas wage bargaining in the European Monetary Union and job protection during transnational corporate mergers and restructuring The wage coordination policies of the European metal and construction workers unions and the unions responses in the ABB Alstom Power and Alcan Pechiney Algroup merger cases Erne finds show that the activities of labor are not confined to the national level labor's policies have undergone Europeanization This cross national borrowing of tactics is itself proof of the increasing integration of European states and societies European Unions is based on an exceptionally wide range of research methods including statistical analysis participant observation and interviews with EU level national and local trade unionists and works councilors It also draws on a wide range of European German French Italian and Swiss union documents and a multilingual body of academic literature across several disciplines including political science sociology and law Erne's multilevel inquiry goes beyond country by country comparisons of national cases and his book will prove of great relevance to readers interested in the future of labor social justice and democracy in an increasingly integrated world

The Role of Employer Associations and Labour Unions in the EMU Gerhard Huemer, Franz Traxler, 2018-11-07 First published in 1999 this volume recognises that in the course of European integration national economic policy makers lose some effective policy instruments Contributors to this omnibus volume analyse the room for maneuvering available to national and EU economic and social policies under the conditions of the

Economic and Monetary Union EMU They explore the possibilities for European coordination and discuss the tasks of employers associations and labour unions on the national and EU level in wage employment and macroeconomic policies Section 1 of the book deals with the strengths and weaknesses of the EU in the context of global competition In spite of national differences many of the EU member countries share important characteristics Section 2 addresses the need for and the feasibility of policy coordination in the EMU With the start of the EMU wage policy will have to bear the main burden of absorbing asymmetrical economic shocks The authors from the DIW argue that a wage policy favourable to economic growth employment and convergence has to be guided by the inflation target set by the European Central Bank ECB and by the long term increase of productivity in individual countries A precondition for this kind of wage policy is coordination between the main actors of EU economic policy ECB EcoFin social partners

The Political Theory of Global Citizenship April Carter, 2013-07-04 This book provides a comprehensive overview of the meaning of cosmopolitanism and world citizenship in the history of Western political thought and in the evolution of international politics since 1500 Providing an invaluable overview of earlier political thought recent theoretical literature and current debates this book also discusses recent developments in international politics and transnational protest It will be of great interest to those specialising in political theory International Relations and peace conflict studies It will also interest those already acting as global citizens

Work and Welfare in the Enlarging Euroland Michael Dauberstadt, Lothar Witte, 2002 Focuses on the question how to provide social justice in a deepening and widening Europe

European Social Models from Crisis to Crisis Jon Erik Dølvik, Andrew Martin, 2015 This book analyzes the interaction of European social models the institutions structuring labor markets supply side and their turbulent macroeconomic environment from the deep Europe wide recession ending Germanys post unification boom through monetary union s establishment to the Great Recession following the recent financial crisis The analysis reaches two conclusions challenging the dominant view that the social models caused unemployment by impairing labor markets efficiency in the name of equity First the social models employment and distributive effects are far outweighed by their macroeconomic environment especially in the Eurozone where its truncated structure of economic governance transformed the Great Recession into a sovereign debt crisis Second instead of a trade off between efficiency and equity the employment effects of counteracting markets tendency to generate inequality depends on the macroeconomic conditions under which it occurs and how it is done

Contemporary Issues in Employment Relations David Lewin, 2006 Provides a new thematic treatment of key employment relations issues Includes collective bargaining worker disability the return to work alternative dispute resolution managerial misclassification and violations of overtime law new developments in performance based pay and retirement from work and managing one s own money

Developments in German Industrial Relations Gerd Grözinger, Wenzel Matiaske, 2016-05-11 This book presents a review of the last twenty years of research in German industrial relations Divided into three parts it begins by exploring the major developments in this field of research It

then describes the academic field of industrial relations in Germany from different perspectives looking back on twenty years of Industrielle Beziehungen the German Journal of Industrial Relations This is rounded off by an analysis of the changes in the real world of the German model and its major institutions namely the DGB trade unions and co determination on the establishment level In addition the book discusses the contributions of neighbouring disciplines particularly human resource management economics and labour law As the German model and its developments are interesting not only for researchers in industrial relations but also for practitioners in business and administration this volume addresses both groups of readers

The State of the European Union Vol. 7 Nicolas Jabko, Craig Parsons, 2005-08-04 Twenty first century Europeans are suddenly confronting new choices about their place in the world The most immediate challenges reflect tensions in the transatlantic partnership long the keystone of European worldviews In the Iraqi conflict President Bush posed a blunt general question to the world Are you with us or against us and much of Europe chose the latter More than at any time since 1945 Europeans are uncertain about the future of transatlantic cooperation Internal European developments combine with this external shift to create the impression of a continental turning point The fifty year project of the European Union is entering a new phase The Single Market program and monetary union realized the most ambitious visions of the EU s founding fathers Most thinking about further integration is exceedingly vague Simultaneous EU enlargement to the east and beyond to Turkey may create opportunities to reopen the Union s basic bargains This book proposes to help students and scholars understand the many trends of change that have brought Europe to these crossroads Its approach is novel in two ways First most similar scholarship either seeks a single grand theory of European change or implies that European politics is too complex to map change broadly This book takes a middle ground position positing several distinct mechanisms of change and tracing them across policies and institutional settings Second it uses the United States as a reference point to chart European change The aim is not comparative the focus remains on Europe but the volume maps out EU trends against American policy positions and institutional patterns thus providing a useful comparative anchor for complex patterns This is the seventh volume in the biennial series State of the European Union launched in 1991 and produced under the auspices of the European Union Studies Association EUSA

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