

Project 101052292

# Improving Collective Bargaining in European Union. Comparison of Different Industrial Relations Regimes

**ImproCollBar**



co-funded by EU

# Aims of the project

1. To research the national context, existing political and economic conditions related to social dialogue and industrial relations, the challenges, threats and opportunities faced by Trade Unions in expanding their power and the scope and coverage of collective agreements;
2. To study the impact of the legal and institutional framework on the social dialogue and collective bargaining, including evaluation of the state's incentives for the development of collective bargaining;
3. To evaluate the capacity and the power of trade unions to intervene in different sectors and at different levels through a diverse set of strategies and practices, including negotiations with social partners' organisations and state institutions, coalition building with civil society organisations and social movements, mobilizations of industrial actions such as strikes, demonstrations and symbolic actions;
4. To make a comparative analysis of the trends and characteristics of industrial relations regimes in the partner countries
5. Within the context of the European Directive for Minimum Wages and the Covid-19 pandemic to exchange experience, strategies and practices in improving industrial relations and specifically collective bargaining;
6. To map successful practices of collective bargaining and social dialogue in the partners' countries and the way those were achieved;
7. To organise discussions and exchange between experts, policymakers, workers' and employers' representatives on the role of collective bargaining;
8. To contribute to the literature of industrial relations in EU and to promote positive outcomes of the collective bargaining and the role and impact the social dialogue can play in the process for industrial relations development in the partner countries and the other EU Member States.





- Quantitative and Qualitative Analysis on the main characteristics of industrial relations regimes in Belgium, Bulgaria, Romania, Greece, Italy, France and Croatia;
- Comparative analysis of the Country reports, including the main conclusions and remarks;
- Map of Successful Collective Bargaining Practices across EU;
- European Round table and Final European Conference to present and discuss the conclusions, outcomes and recommendations of the project, to disseminate the key findings, to provoke a debate on how to improve industrial relations through increasing the scope and coverage of collective bargaining.

# Methodology



The research will be undertaken in four stages:

- 1. Stage 1 DESK RESEARCH:** desk research is applied to expand the scientific understanding of industrial relations and collective bargaining in the beneficiary countries. The associated organisations could also contribute at this stage by providing available information and data. It aims to offer an overview of the socio-economic, political and legal conditions for trade unions, social dialogue and collective bargaining.
- 2. Stage 2 QUANTITATIVE ANALYSIS:** this phase includes collection and analysis of statistical data for industrial relations regimes characteristics: distribution of union density across sites and industries, scope, frequency and measures of tripartite and bipartite collective agreements, locations, claims and outcomes of collective disputes and collective actions, including workers' strikes, demonstrations, symbolic actions, letters and petitions. This part of the analysis will shed light on the general dynamics and characteristics of the development of the industrial relation in the 5 beneficiary countries. In addition, it will help in understanding the relationship between trends of union density and the scope of collective agreements, collective disputes and collective actions.
- 3. Stage 3 QUALITATIVE ANALYSIS:** qualitative analysis with the means of structured interviews with trade unionist and employer representatives, and documents analysis of selected collective agreements, labour disputes and collective actions' letters, petitions, and declarations in the five beneficiary organisations' countries.
- 4. Stage 4 COMPARATIVE ANALYSIS:** this phase will include the comparative analysis of the Country reports, including the main conclusions and remarks; Based on the collected data and conducted national research, a Map of Successful Collective Bargaining Practices will be compiled and disseminated at the Final Project Conference, on the websites of the beneficiary and associated organisations;

## Co-beneficiaries



CITUB,  
Bulgaria



University of  
Pisa,  
Italy



Panteion  
University of  
Social and  
Political  
Sciences,  
Greece



HIVA CU  
Leuven,  
Belgium



CNSLR-  
FRATIA,  
Romania

## Associated partners



ACV-CSC  
Confederation  
of Christian  
Trade Unions,  
Belgium



Force  
Ouvrière,  
France

**B** baza za  
**R** radničku  
**I** inicijativu i  
**D** demokratizaciju

OWID  
Organization  
for Workers'  
Initiative and  
Democratization  
(BRID),  
Croatia