



ImproCollBar

Improving Collective Bargaining in
European Union. Comparison of
Different Industrial Relations
Regimes – ImproCollBar 101052292

Description of the project

European Roundtable – 23/10/2023, Leuven, Belgium

Ina Atanasova, CITUB – manager of the project



Project aim and specific objectives

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The project ImproCollBar aims to expand the expertise in the field of industrial relations in 5 EU-member states (Belgium, Bulgaria, Romania, Greece and Italy) through comparative research of the factors and mechanisms that improve the scope and coverage of collective bargaining in different industrial relations regimes in the context of the European directive for minimum wages and the Covid-19 pandemic. The specific 8 objectives of the project are as follows:

1. To study 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;



Project aim and specific objectives

2. To study the impact of the legal and institutional framework for social dialogue and collective bargaining, including evaluation of the state's incentives for the development of collective bargaining;
3. To study the capacity and 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



Project aim and specific objectives

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 path through which favourable collective agreement was reached (through negotiations, coalition building, and/or industrial actions);
 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.
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Project
beneficiaries and
Associated
organizations

PROJECT BENEFICIARIES

- **CITUB**, Bulgaria
- **University of Pisa**, Italy
- **Panteion University of Social and Political Sciences**, Greece
- **CNSLR- FRATIA**, Romania
- **Katholieke universiteit Leuven**, Belgium

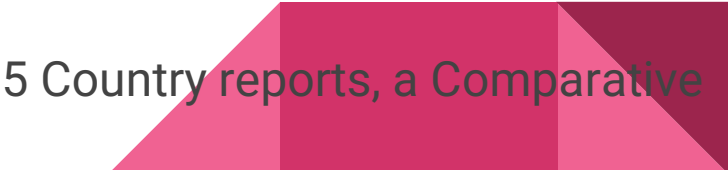
ASSOCIATED PARTNERS

- **Confederation of Christian Trade Unions, ACV/CSC**, Belgium;
 - **Force Ouvrière**, France,
 - **Organization for Workers' Initiative and Democratization (BRID)**, Croatia
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Expected results

Expected results

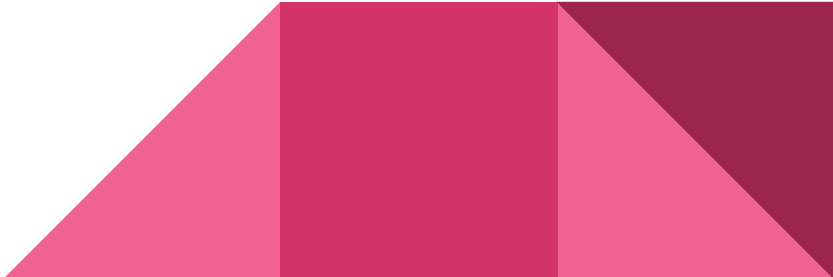
1. Developed Framework of the 4 Stages of the research; Developed questionnaires for all targeted groups of respondents;
 2. Developed online research tool;
 3. Development of 5 Country reports;
 4. Development of a Comparative report;
 5. Development of a Map of successful practices of collective bargaining;
 4. Organized and carried out a European Round table;
 5. Organized and carried-out Final conference;
 6. Translation and Publication of all the research and analysis documents – 5 Country reports, a Comparative report and Map of successful practices of collective bargaining.
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Workpackages and time frame

Workpackages and time frame

WP 1 - Project Management and Coordination (1-24 months)

- Internal Cooperation Agreements
 - Evaluation and Dissemination reports
 - Progress and Final Implementation and Financial Reports
 - Online Research Tool
 - SC meetings and meetings of the Research team -six project SC meetings (1 kick-off meeting, SC meeting following the European Round Table and Final Project meeting)
 - Translations and Publications
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Workpackages and time frame

WP 2 - Research and Analysis (3-21 months)

- Analytic framework of the research
 - Guidelines for the content and structure of the Country Reports – the desk research and quantitative and qualitative data collection and analysis
 - Developed questionnaires for the data collection
 - 5 Country reports
 - 1 Comparative report containing the analysis from the five Country Reports, including some outcomes, recommendations and conclusions from the European Round Table
 - 1 Map of Successful Collective Bargaining Practices
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Workpackages and time frame

WP 3 - Dissemination and Communication Activities (3-24 months)

- European Round Table - in the 14th month of the project (one day event) in Belgium with a participation of a diverse set of actors
 - Final International Conference in Sofia, Bulgaria - one day event in the 23d month of the project for presenting the project outcomes, to make recommendations to the national and EU policy makers and to foster the adoption/implementation of the proposed European Directive on Minimum Wage
 - Dissemination of the published books of the Country Reports, the Comparative Analysis, The Map of Successful Collective Bargaining Practices (in English and the national languages of the BENs)
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