



ImproCollBar

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

Presentation of the implemented research

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

Objectives of ImproCollBar

To expand the expertise in the field of industrial relations in EU through examination of the **factors and mechanisms that improve the scope and coverage of collective bargaining** in the context of the Covid-19 pandemic and the proposed European Directive for Minimum Wages.

Contribution:

- 1) to shed lights on the **factors and mechanism** which lead to improvement of the scope and coverage of collective bargaining through bridging scholarship of industrial relations and social movement studies.
- 2) the quantitative and qualitative findings will increase the **awareness of industrial relations** and **collective bargaining** in a context of scares large-scale datasets and interpretation by actors involved in the processes



Specific objectives

To study the **national context** faced by trade unions in terms of CB and CAs;

To study the **capacity and power of trade unions** to intervene through diverse set of strategies and practices;

To make a **comparative analysis** of the trends and characteristics of industrial relations regimes;

To **exchange experience** in improving industrial relations and specifically CB, including discussions with experts, policymakers, workers' and employers' representatives on the role of CB;

To map **successful practices of collective bargaining** and social dialogue in the partners' countries;

To **contribute to the literature** of industrial relations in EU and to **promote positive outcomes** regarding the role of CB and social dialogue in the partner countries;

Research design

RQ1: What characterizes the industrial relations regimes in the selected countries?

RQ2: What explains the collective bargaining coverage and scope?

RQ3: How collective bargaining coverage can be improved?

Case selection according to **variation of industrial relations regimes:**

3 transitional/fragmented regime: Bulgaria, Croatia and Romania

1 social partnership regime: Belgium

3 polarized/state-centered regime: Italy, France and Greece

Theoretical framework

Bridging industrial relations literature (IR) with social movement studies (SMS).

Tapia, Elfström and Roca-Servat recently noted (2018) in a review of the IR and SMS literature, currently these two scholarships tend to be divided for a long time.

Collective bargaining (dependent variable)

Explanatory factors:

Political-economic opportunity structure (PEOS): openings or constraints at the structural level (state's repression, rights for demonstrations and strikes, division within the elite etc., legal framework) may produce opportunity, challenge or threat;

Relational mechanisms: coalition-building and mobilizing collective actions;



Outcomes

5 country reports (per 50 pages): in national languages of the partners and translated into EN covering the desk research, qualitative and quantitative data collection and analysis, conclusions and recommendations for each partner country; - every country team responsible for delivering this

Comparative report (100 pages): in EN and translated in the national languages of the partners containing the analysis from the five Country Reports, including some outcomes, recommendations and conclusions from the European Round Table; Project Research Team

Map of Successful Collective Bargaining Practices in the partners' countries following the results and recommendations from the Country reports and the Comparative report (40 pages in EN and translated in the national languages of the partners; Project Research Team



Methodology

Desk research

an overview of the historical, political and legal conditions for trade unions, social dialogue and collective bargaining

Quantitative data

collection of protest events by trade unions

Qualitative data

structured interviews with trade unionist and employer representatives; social movements, politicians.

Comparison

the comparative analysis of the Country reports, including the main conclusions and remarks;

a **Map of Successful Collective Bargaining Practices**

Timeline

We are here



First year

Analytical framework

Revision and final approval of **analytical framework**: theories, research methodology and techniques, research structure.

Guideline for desk research.

Online meetings for coordination.

Desk Research

Examination of **industrial relations regimes and the national context**: historical, political and legal conditions

Online meetings for coordination.

Quantitative data

Collection of **original data for trade unions protest** events in the latest 2 years.

Sources: newswire state agencies;

Guideline and codebook for quantitative data

Qualitative data

Interviews with trade unionists, business representatives, social movements, politicians.