

Theme 1 Workshop
‘Industrial Relations in the European Union’
(provisional title)

28.-29. January 2014

University of Oviedo (UniOvi)
Oviedo, Spain

Place: Sala Klein, Department of Sociology, Facultad de Economía y Empresa, Campus el Cristo,

Participants: ESRs Theme 1 (Sara Lafuente, Mona Aranea, Clara Aguila), Ben Egan

Workshop Concept

Background

As part of our PhD projects we are all studying worker representation in two or more of the following countries: Belgium, France, Spain, UK, and Germany. The idea of the workshop is to make use of overlaps between our research projects and exchange knowledge.

Aim

We want to gain a deeper understanding of national systems of Industrial Relations in different countries of the EU as a useful background for our PhD research. A possible outcome could be a Working Paper for the *ChangingEmployment* website, maybe on comparative industrial relations.

Method

Each participant presents the Industrial Relation System in one country (trade union structure, collective bargaining, etc). If you want to, you can (as an ad-on) relate this “national” system to the reality of industrial relations in one of the sectors you are researching. We then discuss similarities and differences between countries and sectors.

Provisional Agenda

Tuesday, 28 January

10:00-10:15 Welcome

Holm-Detlev Köhler and Mona Aranea

10:15-10:45 Introduction: Transnational Employment Relations (sectors)

European Industrial Relations: 'Sectors or Countries'

Presentation and Discussion of the paper by Bechter/Brandl/Meardi

Mona Aranea

10:45-11:00 Coffee Break

11:00-12:00 Special Input

How labor deals with restructuring: the case of Arcelor in Germany, Belgium and Spain

Holm-Detlev Köhler

12:00-13:00 National Employment Relations (countries)

(Each: 20 minutes Presentation + 10 minutes questions)

Industrial Relations in SPAIN

Sara Lafuente

Industrial Relations in BELGIUM

Ben Egan

13:00-14:30 Lunch (Cafeteria UniOvi)

14:30-15:30 National Employment Relations (countries) (continued)

Industrial Relations in GERMANY

Mona Aranea

Industrial Relations in FRANCE

Clara Aguila

Wednesday, 29 January

10:00-11:30 Sharing Literature and Research Ideas

Linking sector, enterprise and national levels of employment relations in the EU

Chair: Ben

Outline: Each participant to present/discuss one or two key papers/chapters you have read on employment relations in multinational corporations in “our” countries (preferably a case study). The focus should specifically be on how the national IR system in particular influences the developments that have taken place in a multinational subsidiary. *The point of this session is to identify and share how multinational IR intersects with workplace IR in practice.*

11:30-12:45 Discussion and Outlook

Possible complementarities of our research projects

Ideas for a ‘Changing Employment’ Working Paper and potential individual contributions

Chair: Sara

(Please note: by “Working Paper” we mean a joint literature review)

(Ben: Taxi/Bus to airport at 13:00)

13:00-14:30 Lunch (Cafeteria UniOvi)

14:30-16:00 Special Input (optional, depends on time)

Employment Relations on the EU level: an introduction to European Works Councils, European Social Dialogue and European Framework Agreements

Mona Aranea and Sergio Gonzalez

Proposed Literature

Bechter, B., Brandl, B. and Meardi, G. (2012): *Sectors of countries? Typologies and levels of analysis in comparative industrial relations*, European Journal of Industrial Relations 18(3), 1-18.

Dörrenbächer/ Geppert (2011): *Politics and Power in the MNC*.

European Commission (2013): *Industrial Relations in Europe Report 2012*, Brussels: European Commission.

Rubery, J. & Grimshaw, D. 'Multinationals and the organisation of employment' in Rubery, J. & Grimshaw, D. *The Organisation of Employment: an international perspective*. London: Palgrave, 2003.

Rüb, Stefan/ Platzer, Hans-Wolfgang/ Müller, Torsten (2013): *Transnational company bargaining and the Europeanization of industrial relations. Prospects for a negotiated order*, Oxford: Peter Lang.