

NETWIR - Networked Coordination of Industrial Relations

Please read carefully the Informed Consent and the Policy and Confidentiality Policy before giving your consent to participate in this study.

Informed consent

NETWIR is a research project funded by the European Commission – DG Employment, Social Affairs & Inclusion (agreement number VP/2018/0023). The NETWIR project aims to shed light on actual mechanisms that industrial relations actors deploy to solve coordination problems by applying Social Network Analysis to the analysis of collective bargaining.

You will collaborate with the implementation of the project through a brief survey of 10-15 mins.

The NETWIR project is coordinated by Dr. OSCAR MOLINA ROMO, professor at the Department of Sociology of the Universitat Autònoma de Barcelona. If you have questions or doubts regarding this study, you can contact him (phone +34935812419, email: oscar.molina@uab.cat).

You have no obligation to participate in this study. Your participation is completely voluntary. You can decide to stop participating at any time. You will have the option of not answering a question if you do not wish to do so.

Privacy and Confidentiality Policy

This privacy statement explains the reason for the processing, the way we collect, handle and ensure protection of all personal data provided, how that information is used and what rights you may exercise in relation to your data (the right to access, rectify, block etc.).

Your identity will be confidential to the extent legally marked. That will protect your identity and responses in relation to third parties. There is no risk in your participation.

The data collected will be used exclusively for the purposes of the research project and all the data presented will be fully anonymised in the outputs of the project.

Disclaimer

This Project is Funded by the European Commission – DG Employment, Social Affairs & Inclusion (agreement number VP/2018/0023).

The European Commission bear no responsibility for the uses of the data collected in this survey, or for interpretations or inferences based on these.

Project description

You can read the project description through this [link](#).

We request that you sign this consent:

- I have read the description of the study and I decide to participate.
- I understand that my participation is voluntary.
- I understand that I can withdraw from the study at any time and request that my personal data be removed from the research and deleted without any further explanations.

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1. Introduction

In this section we ask you a few questions about your role in relation to wage-setting and / or collective bargaining in your current organization.

1.1. Describe your position in the organization you're currently involved.

1.2. How long have you been involved in your current organization?

- Less than one year
- Up to 2 years
- Up to 5 years
- More than 5 years

1.3. Please mark the answer that better describes your position in relation to wage setting or collective bargaining negotiations in SECTOR X.

- I have been directly involved in wage-setting in SECTOR X.
- I have been indirectly involved in wage-setting in SECTOR X.

Note:

- *By direct involvement we mean the active participation in negotiations around wage-setting or collective bargaining in your sector, such as attendance to meetings*
- *By indirect involvement we mean having knowledge about the process, such as preparation of documents and background information for other actors involved.*

1.4. Briefly explain what is your role in relation to wage-setting or collective bargaining in your current organization.

1.5. How long have you been involved in collective bargaining or wage-setting in this sector?

- Less than one year
- Up to 2 years
- Up to 5 years
- More than five years

1.6. Have you been involved in wage setting or collective bargaining in other sectors?

- Yes
- No

In case of answering "Yes", please list those other sectors where you've been involved.

Sector 1

Sector 2

Sector 3

Sector 4

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2. Wage-setting / Collective bargaining in SECTOR X

The information here refers to the sector where you're currently involved.

2.1. Please mark the answer that better describes the predominant form of collective bargaining in SECTOR X.

- Company level bargaining
- Sector-level collective bargaining
- Unilateral wage-setting by the state
- Other (please specify)

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2. Wage-setting / Collective bargaining in SECTOR X

Does any firm have a role as pace setter in your sector?

- Yes
- No

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2. Wage-setting / Collective bargaining in SECTOR X

Could you please click on those companies that are pattern setters for wage-setting or collective bargaining in your sector?

- | | |
|---|-------------------------------------|
| <input type="checkbox"/> Company 1 | <input type="checkbox"/> Company 6 |
| <input type="checkbox"/> Company 2 | <input type="checkbox"/> Company 7 |
| <input type="checkbox"/> Company 3 | <input type="checkbox"/> Company 8 |
| <input type="checkbox"/> Company 4 | <input type="checkbox"/> Company 9 |
| <input type="checkbox"/> Company 5 | <input type="checkbox"/> Company 10 |
| <input type="checkbox"/> Other (please specify) | |

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2. Wage-setting / Collective bargaining in SECTOR X

Is there any sector that sets the pattern for negotiations in your own sector?

- Yes
- No

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2. Wage-setting / Collective bargaining in SECTOR X

Could you please list those (sectorial) collective agreements that are pattern setters in wage-setting or collective bargaining for your sector?

Sector 1

Sector 2

Sector 3

Sector 4

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2. Wage-setting / Collective bargaining in SECTOR X

2.2. It is often difficult to find consensus around certain issues in collective bargaining. Could you please point out how important are the following challenges for coordinating wages in your sector?

	1 Irrelevant	2	3	4	5 Extremely important
Lack of trust between actors involved	<input type="radio"/>				
Power differences make it difficult to reach an agreement	<input type="radio"/>				
Fragmentation in the representation of workers and / or companies	<input type="radio"/>				
Economic and / or sectorial context poses obstacles to negotiate and / or reach agreements	<input type="radio"/>				
Other important issues	<input type="text"/>				

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3. Inter-organizational coordination

This section is focused on inter-personal relationships among people who participated in the last wage setting / collective bargaining process. Because of the methodology employed in this project, some questions require to gather information regarding your attendance to particular events or your coordination with particular individuals involved in the last wage setting / bargaining process. In the data analysis stage all of this information will be anonymised and data will be subject to standard policies of confidentiality in research.

3.1. Wage-setting negotiations not only may involve several individual actors, but the way these actors negotiate or prepare negotiations may take different forms. In your sector, which is the predominant form of interaction when a new bargaining round starts? Please rank them from the most important to the least important.

	Least important			Most important
Informal bilateral meetings (2 actors)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Formal bilateral meetings (2 actors)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Informal multilateral meetings (+3 actors)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Formal multilateral meetings (+3 actors)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3.2. Below you'll find a list of events¹ for wage-setting / collective bargaining in the X SECTOR. Using this list, please mark the events that you have attended.

- Event 1
- Event 2
- Event 3
- Event 4
- Event 5
- Event 6
- Event 7
- Event 8
- Event 9
- Event 10

Please indicate in the box below any other event not listed above but that you consider relevant for wage-setting / collective bargaining

¹Note: By events, we refer to any significant development for wage-setting in this sector where more than two persons / organizations are involved and interact. Both formal (formal meeting, press conference, seminar, press conference) and informal events (dinner, etc.) are considered here and have been included. Events at micro (company) or macro (economy) level are also included, whenever they occurred in the period under consideration and had a direct influence / impact on the wage-setting process in this sector. This may also include strikes.

3.2.1. On a scale from 1 (Irrelevant) to 5 (Extremely important), please rate the importance² of the events for wage-setting / collective bargaining in the X SECTOR. Even if you haven't been involved in an event, but you know it, you can also express your perception about the importance of that event.

	1 Irrelevant	2	3	4	5 Extremely important
Event 1	<input type="radio"/>				
Event 2	<input type="radio"/>				
Event 3	<input type="radio"/>				
Event 4	<input type="radio"/>				
Event 5	<input type="radio"/>				
Event 6	<input type="radio"/>				
Event 7	<input type="radio"/>				
Event 8	<input type="radio"/>				
Event 9	<input type="radio"/>				
Event 10	<input type="radio"/>				

²Note: By importance, we refer to the perceived impact this event had on the wage-setting process. A relevant event would be one that shapes perceptions and / or attitudes of actors involved; or that plays an important role in unraveling negotiations.

3.3. Collective bargaining involves a number of individuals representing a diversity of actors. Below you will find a list of individuals who have been involved in the last wage-setting / collective bargaining process in your sector.

Note 1. Please indicate from 1 (never) to 5 (very frequently) the frequency you have met with each of these individuals, either physically, by text messages, by phone or video-conference, during the last wage-setting / bargaining process. Both formal and informal relations are considered.

Note 2. Moreover, please indicate from 1 (very weak) to 5 (very strong) how influential you perceive each of the individuals in the list in relation to his/her influence on wage settling / collective bargaining.

	Frequency of relation (1-Never / 5-Very frequently)	Influence on wage-setting (1-Very weak / 5-Very strong)
Individual 1	<input type="text"/>	<input type="text"/>
Individual 2	<input type="text"/>	<input type="text"/>
Individual 3	<input type="text"/>	<input type="text"/>
Individual 4	<input type="text"/>	<input type="text"/>
Individual 5	<input type="text"/>	<input type="text"/>
Individual 6	<input type="text"/>	<input type="text"/>
Individual 7	<input type="text"/>	<input type="text"/>
Individual 8	<input type="text"/>	<input type="text"/>
Individual 9	<input type="text"/>	<input type="text"/>
Individual 10	<input type="text"/>	<input type="text"/>

3.3.1. Please, add in the box any other person that is not in the above list, but that you think should be included because he/she played a relevant role in last wage-setting/collective bargaining process.

3.4. Collective bargaining implies confronting different views in negotiations. Indicate in the list below how close your view / position on wage-setting target was to that of the other individuals involved. Indicate from 1 (totally opposite views) to 5 (fully shared views)

	(Totally opposite views) 1	2	3	4	(Fully shared views) 5	It's my organization
Individual 1	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Individual 2	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Individual 3	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Individual 4	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Individual 5	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Individual 6	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Individual 7	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Individual 8	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Individual 9	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Individual 10	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



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