



Relaunching Collective Bargaining Coverage in Outsourced Services

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INTRODUCING RECOVER

Collective bargaining coverage is an important element of industrial relations systems as it determines the capacity of collective agreements to protect workers. Moreover, it has also been identified as a key institution reducing earnings disparities and limiting labour market dualisation. Ensuring high coverage is accordingly key to guarantee an inclusive and socially sustainable recovery.

One of the factors exerting a strongest impact on collective bargaining institutions is the growth in outsourcing and subcontracting, as they not only reshape company boundaries, but at the same time fragment the representation base of trade unions.

The RECOVER project addresses the aim of EU to improve knowledge on industrial relations institutions and practices across the EU

Funded by the European Commission DG Employment, Social Affairs and Inclusion (Agreement number VS/2016/0351) and involving 5 European partners, the RECOVER project addresses the aim of EU to improve knowledge on industrial relations institutions and practices across the EU. In particular RECOVER analyses whether and how the growth in outsourcing and subcontracting is triggering coverage problems for workers in these outsourced services. The project will accordingly compare cases of collective bargaining coverage gaps in outsourced services at sectoral and company level in six countries.

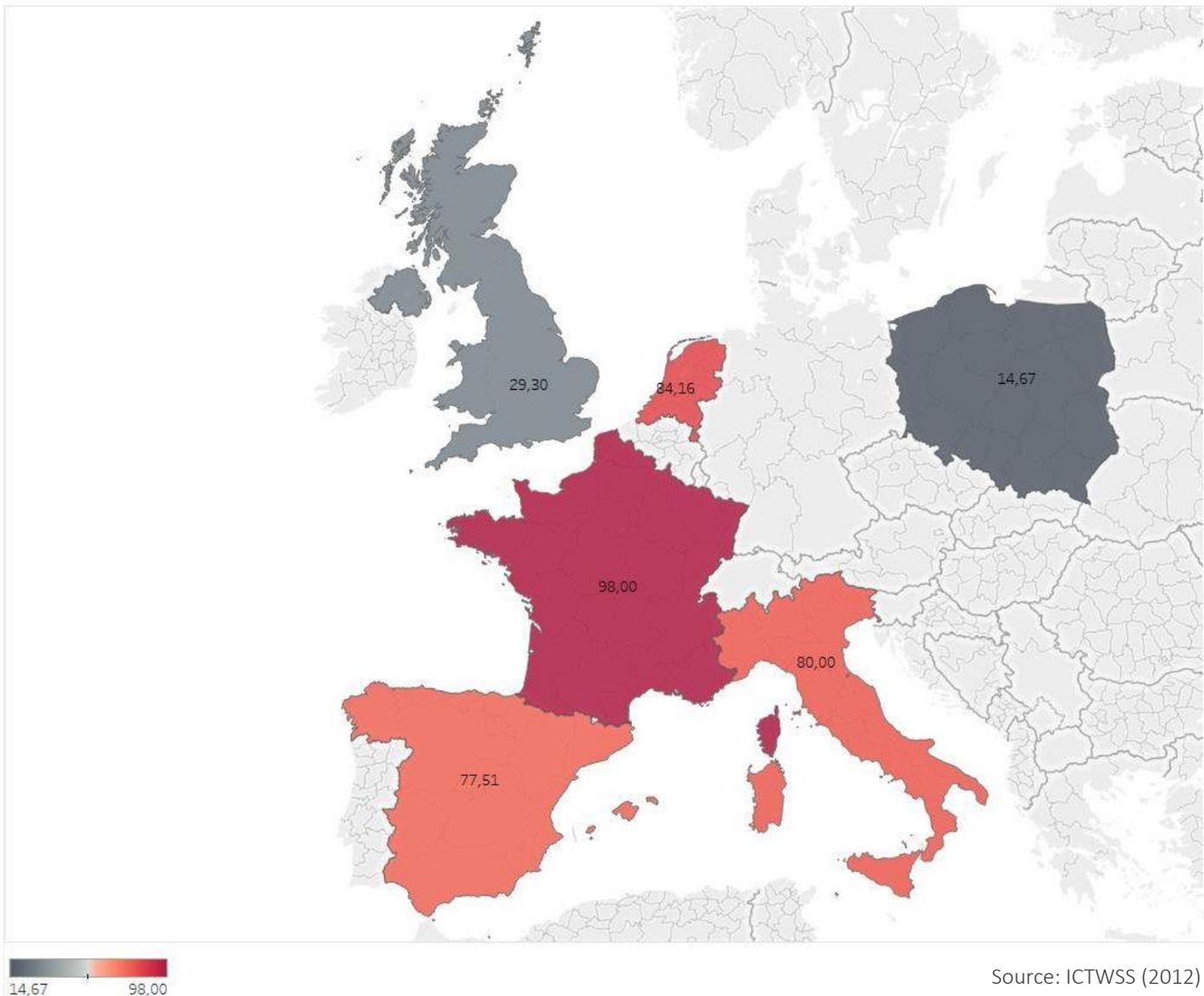
What are the objectives of RECOVER?

- to analyse collective bargaining coverage in outsourced services with a view to identify coverage problems;
- to study the capacity of existing institutions in dealing with collective bargaining coverage problems;
- to analyse the incidence of coverage gaps across different types of workers;
- to analyse the strategies deployed by social partners in order to address these problems and provide actors with some policy guidance in order to ensure inclusive and effective coverage.

THE RESEARCH

The RECOVER project will compare cases of collective bargaining coverage gaps and/or conflicts of workers in outsourced services at sectoral and company level across six countries (France, Italy, Netherlands, Poland, Spain and United Kingdom) relying on a mix of qualitative and quantitative methods. In that sense, we understand as coverage gaps those situations when workers in outsourced services are not covered by the collective agreement that applies to the rest of workers performing similar tasks in the client company, or are applied a different collective agreement establishing lower standards. Those situations can be referred to both outsourced services within the same activity and within different economic activities.

The collective bargaining coverage in Europe



Source: ICTWSS (2012)

RECOVER CONTRIBUTION

The RECOVER project will produce national reports (Spain, France, Netherlands, UK, Poland and Italy) both at sectoral and company level. These reports will feed the cross-country comparative report, including an analysis of the supra-national level. In addition, during the dissemination phase, the team will develop several academic publications and recommendations papers in order to disseminate the results of the study of the collective agreement coverage challenges in outsourced. In that way, the project will extrapolate the results to elaborate policy recommendations to improve the protection of vulnerable collectives affected by outsourcing practices.



STAKEHOLDERS & DISSEMINATION

RECOVER will discuss its findings and previous results in joint researcher-stakeholder encounters. Specifically, a National Advisory Board in every country will council to each partner in order to focus the analysis and will take part in the national knowledge sharing conferences. As well as, an International Advisory Board will participate in the international workshop and final conferences and will also provide feedback on the comparative report.

The reports of RECOVER will be available on the website. Additional disseminations activities include:

- Newsletters: will provide updates on the implementation of the project, relevant theoretical and analytical debates as well as cross-country evidence on some of the issues explored in the project.
- Policy briefs: will contain policy recommendations and best practices on how to address collective bargaining coverage gaps and conflicts.
- Policy papers: will summarise the main outcomes of the research carried out by each of the teams involved in the project.

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WHO WE ARE

The consortium consists of five partners and more than 11 experts that represent a wide range of labour market models.



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EVENTS OF INTEREST

Industrial Relations in Europe Conference 2017

Between Core and Peripheries, Warsaw 7-8 September
2017

Prospective participants are asked to submit abstracts
of max 400 words by 31 March 2017 via the submission
form available at:

<http://irec2017.uw.edu.pl/submission-form/>

NEXT STEPS

National-level meetings (April - May 2017)

Meetings with National Advisory Board members in
order to be advised about sectoral selection and other
project issues.

Durham mid-term meeting (22 June 2017)

Internal meeting discussing fieldwork development,
national advisory board guidance and next steps.



More info in the RECOVER official web:

<http://pagines.uab.cat/recoverproject>



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