



Networked Coordination of Industrial Relations

Newsletter

Contents

The Project

Objectives

The team

Partner in depth

News and Events

THE PROJECT

NETWIR - Networked Coordination of Industrial Relations- is a research project funded by the EU – DG Employment, Social Affairs & Inclusion.

Coordination of collective bargaining and in particular, wage-setting coordination is considered a critical variable in order to understand how collective bargaining systems work and what their impact on economic performance is. Despite growing research on the comparative analysis of collective bargaining coordination and its impact, we still lack deeper knowledge about the mechanisms sustaining coordination. The NETWIR project aims to shed light on actual mechanisms that industrial relations actors deploy to solve coordination problems by applying a new

methodology to the field of industrial relations and in particular, to the analysis of collective bargaining coordination, the Social Network Analysis.

The objective of this project is to provide an alternative assessment of how coordination takes places in different collective bargaining systems and sectors. In order to do so, the project will adopt a behavioral and relational view based on the methodological and analytical tools of Social Network Analysis (SNA).

By doing so, it will provide very valuable complementary evidence on collective bargaining coordination to the one already available.

OBJECTIVES

The relational view on coordination pays attention to the actual roles and interactions of actors, not their formal attributions in the collective bargaining structure. Social network methods are particularly well suited for dealing with multiple levels of analysis and multi-modal data structures, as is the case of collective bargaining systems in most EU countries. In particular, two-mode networks provide a specific type of network where actors are embedded in networks (organisations) that are embedded in networks (collective bargaining).

In this vein, the NETWIR project has three main goals:

- To apply a new methodology to the analysis of industrial relations, and in particular, to the study of collective bargaining coordination
- To achieve a better understanding of the mechanisms sustaining collective bargaining coordination in different countries and sectors.
- To provide new data on the relations of power, conflict and trust between industrial relations



THE TEAM

Four research centres with a very strong record on the comparative analysis of industrial relations will be involved:



Centre d'Estudis Sociològics sobre la Vida Quotidiana i el Treball (QUIT)
Universitat Autònoma de Barcelona

Oscar Molina (project coordinator)
Alejandro Godino
Joan Miquel Verd
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Amsterdam Institute for Advanced Labour Studies (AIAS)
University of Amsterdam

Marteen Keune
Wike Been

School of Politics and International Relations
University College Dublin

Aidan Regan
Liam Kneafsey



PARTNER IN DEPTH

In each newsletter, we present the different teams within the NETWIR consortium. In this issue the coordinating team

Sociological Research Centre on Everyday Life and Work - QUIT

The Centre d'Estudis Sociològics sobre la Vida Quotidiana i el Treball – QUIT (Sociological Research Centre on Everyday Life and Work) was first established in 1991 at the Universitat Autònoma de Barcelona to create and advance knowledge in the fields of work, employment and everyday life and to make positive contributions to improving public policies, organizational practices, and institutions.

The QUIT conducts both basic and applied research into the employment-related research areas such as:

- **Relationship between time, work, and everyday life:**

Our research focuses on the new demands for time reorganisation. The latter are analysed by looking at the need to reduce working time and on the current changes of “city-time”. In addition, our research examines time strategies and management at individual and corporate levels.

- **Labour markets, employment and working conditions:**

Our research focuses on labour market segmentation, migration, gender inequalities, absenteeism, the crisis of employment as well as its on going and future development. In addition, our analysis of the development of the Spanish labour market is compared and contrasted with other European countries as well as understood within the context of the European employment strategies.



- In line with previous QUIT's research, we investigate **social partners with a specific focus on trade unions, social strategies, and the challenges emerging from the changing nature of work environments and markets.** We also conduct research on managerial strategies and human resources, more specifically in their relationships with work organisation, flexibility and the changes in the labour market impacting industrial relations.

- **Gender inequalities on the labour market and the domestic sphere.** We research the relationships between work and family life, gender equality policies and, finally, the provision of public social care services and their impacts on working women.

- The crisis of the traditional production model, the environmental crisis, and new social demands. Taken together, these three phenomena have raised a growing concern toward the role of local-level development strategies in the context of globalisation and their impact on labour organisation and the welfare state.

QUIT, together with ISTAS, represents the Spanish correspondent in the Network of Eurofound Correspondents, reporting updated information on the industrial relations, working conditions, labour markets and employment in Spain.

For more information: <https://quit.uab.cat>

NEWS AND EVENTS

Kick-off meeting, 6-7 March 2018

The first international meeting of the project was held in Barcelona on 6-7 March 2018. Even though most partners knew each other quite well after working together on previous projects, the meeting was a great opportunity to welcome the new researchers.

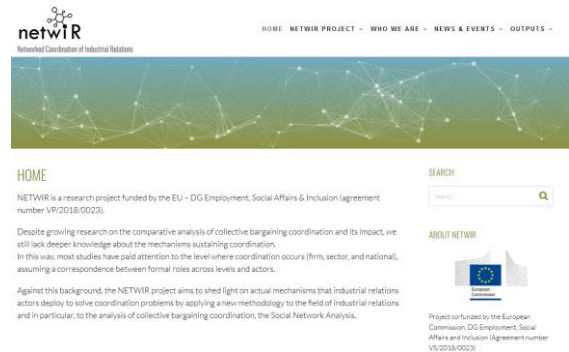
The objective of the meeting was mainly to review the research questions, the definition and discussion of collective bargaining coordination and the use of social network analysis. For this reason, the meeting contained an introduction to Social Network Analysis made by the UAB team. Given the innovative character of the methodology used, most of the meeting consisted in discussing the application and implementation of social network analysis to the industrial relations field, and more specifically, collective bargaining coordination.

It was also decided to implement the analysis in two sectors, pharmaceuticals and large retail. These two sectors respond to different combinations of the two criteria used in order to select them: skill component of the workforce and openness to international competition.



NETWIR project website

We have established a website that contains a description of the objectives and methodology of the project, the consortium, the research team, as well as an update of important dates and events and official documents to consult: newsletters, national reports, etc. It also contains an access to the NETWIR RELAB dataset results. <http://netw-ir.eu/>



Social profiles for NETWIR

You can follow the latest news about the project and partners on:



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