COLLECTIVE BARGAINING AND LABOR VULNERABILITY: A SECTORAL AND MULTILEVEL APPROACH

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BRIEF DESCRIPTION OF THE PROJECT

➢ BARSORIS Project (Bargaining for Social Rights at Sectoral Level)

➢ Countries involved:
  ▪ Netherlands (Coord.), Italy, Germany, UK, Slovakia, Denmark and Spain.

➢ Focus of the study:
  ▪ Is the sectoral level adequate to fight against precariousness?
  ▪ What approaches and initiatives do the social actors take on in SD and CB in order to tackle with it?
METHODOLOGY (I)

Research based on:

- Statistical data concerning ‘non-regular’ work/vulnerable workers
- Desk research (literature, current legislation, collective agreements, etc.)
- Interviews (Trade Unions and Employers Associations representatives)

Main data quantitative data sources:

<table>
<thead>
<tr>
<th>Source</th>
<th>Variables</th>
<th>Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quality of Work Life Survey (ECVT)</td>
<td>Institutional variables (voice, representation, etc)</td>
<td>2001-2010</td>
</tr>
<tr>
<td>Continuous Working-Life Survey (MCVL)</td>
<td>Sectoral data on working conditions</td>
<td>2007-2011</td>
</tr>
<tr>
<td>Labor Statistics Jornal (BEL)</td>
<td>Strikes and coverage of collective bargaining, etc.</td>
<td>2000-2013</td>
</tr>
</tbody>
</table>
METHODOLOGY (II)

Dynamics of Precariousness
- Labour Market legislation
- Social Dialogue

Sectoral Analysis
- Construction
- Hospitals and Care
- Industrial Cleaning
- TAW
### Starting Points

<table>
<thead>
<tr>
<th>Consensus</th>
<th>Flexibility ≠ Precariousness</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strong association</td>
<td></td>
</tr>
<tr>
<td>Result of</td>
<td>Organizational practices</td>
</tr>
<tr>
<td></td>
<td>Institutional context</td>
</tr>
<tr>
<td>Concept</td>
<td>Multi-dimensional</td>
</tr>
<tr>
<td></td>
<td>Dependent of IR frameworks</td>
</tr>
</tbody>
</table>
MULTI-DIMENSIONALITY

QUALITY OF EMPLOYMENT

Skills & Development

Salary

Social Dialogue

Stability

Work Environment

Time
INSTITUTIONAL AND IR CONTEXT

- Important role of law in regulating working conditions
  - little space left for autonomous regulation

- Collective bargaining ➔ issues covered ➔ Bottom of LM

- Early extension of non-standard employment
  - obstacle for higher unionization
RECENT DEVELOPMENTS IN THE CONTEXT OF THE CRISIS

LM Reform 2012:
- Employers ➔ Unilateral change of working conditions
- Non application of agreements
- New balance in the collective bargaining structure:
  - Priority given to lower level collective agreements

Reactive dynamics of SD
- Most important LM reforms not resulted agreements between unions and employers
RENEWAL OF COLLECTIVE AGREEMENTS
TEMPORARY AND PART-TIME EMPLOYMENT

European Union (15 countries)
Spain
INTERNAL DEVALUATION

- Low Pay: 12% of working population have salary equal and/or below minimum wage (8789 euros per year)
- More stringent conditions to access some benefits, including unemployment (max. Duration at 2 years)
- Decreasing firm size + externalization + self-employment
- “Better a bad job than no job”
<table>
<thead>
<tr>
<th>Industry</th>
<th>Dominant form of Atypical Employment</th>
<th>Changes as a result of the economic crisis</th>
<th>Industrial Relations - Voice</th>
<th>Social Protection - Lower coverage of unemployment benefits</th>
<th>Positions of Unions and Employers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Industrial Cleaning</td>
<td>-Part-time (Low pay)</td>
<td>-Increase in part-time and self-employment</td>
<td>-Self-employment and decreasing average firm size mean less voice</td>
<td>-Unions fight for maintaining jobs, New initiatives to improve the conditions of workers, mostly aimed at hiring new employees</td>
<td></td>
</tr>
<tr>
<td>Construction</td>
<td>-Temporary; fixed-term and contract by work</td>
<td>-Instability, in the context of high unemployment, becomes more precarious</td>
<td>-Self-employment and decreasing average firm size mean less voice</td>
<td>-Lower coverage of unemployment benefits; contract by work employees</td>
<td>-Unions and employers agree on the need to moderate wages</td>
</tr>
<tr>
<td>TAW</td>
<td>-Temporary</td>
<td>-Increase in part-time</td>
<td>-Since 2012, the sectoral collective agreement has not been renewed</td>
<td>-Lower coverage of unemployment benefits</td>
<td>-Disagreements on basic working conditions; pay, maximum working time</td>
</tr>
<tr>
<td>Hospitals and Care</td>
<td>-Self-employment (Private hospitals)</td>
<td>-Increase in part-time (care sector)</td>
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<td>Lower coverage of unemployment benefits</td>
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</tr>
<tr>
<td></td>
<td>-Part-time (low pay) (care sector)</td>
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CONCLUSIONS

- Lack of consensus about “precariousness”

- Relevant sectoral dynamics
  - Sector as “locus” for regulation

- Long-term trends: Outsourcing (construction, Industrial Cleaning and TAW)

- Short-term trends: public investment reduction
  - Reduction of labor cost in Industrial Cleaning and Construction

- Limited articulation between european and national level
  - Low capacity to give responses to several scenarios related to internalization