

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:

Source	Variables	Period
Quality of Work Life Survey (ECVT)	Institutional variables (voice, representation, etc)	2001-2010
Continuous Working-Life Survey (MCVL)	Sectoral data on working conditions	2007-2011
Labor Statistics Journal (BEL)	Strikes and coverage of collective bargaining, etc.	2000-2013

# METHODOLOGY (II)

## Dynamics of Precariousness

- Labour Market legislation
- Social Dialogue

## Sectoral Analysis

- Construction
- Hospitals and Care
- Industrial Cleaning
- TAW

# STARTING POINTS

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Consensus    Flexibility  $\neq$  Precariousness

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Strong association

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Result of    Organizational practices

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Institutional context

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Concept    Multi-dimensional

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Dependent of IR frameworks

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# MULTI-DIMENSIONALITY



# 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:

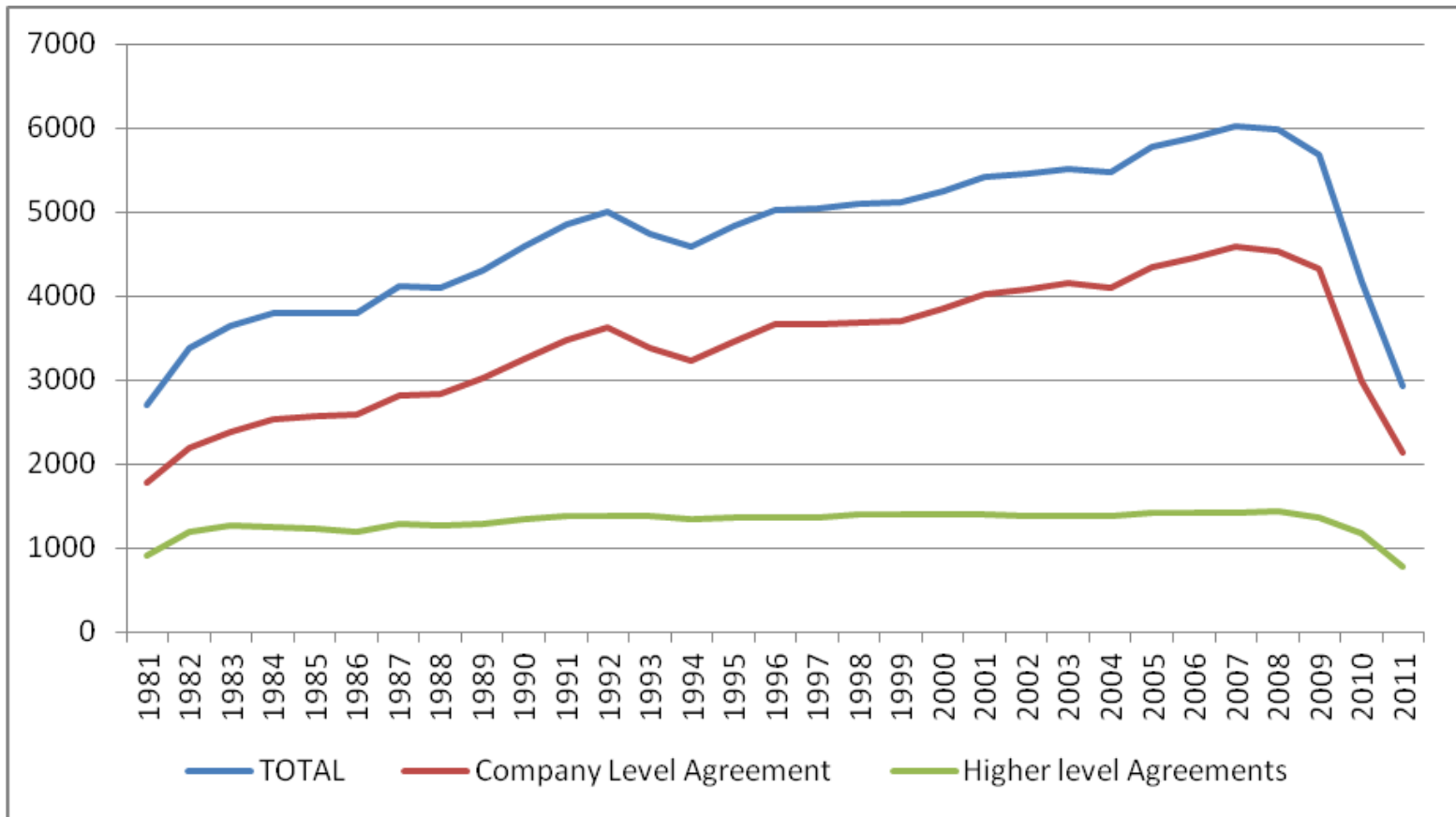
- Employers → Unilateral change of working conditions
- Non application of agreements
- New balance in the collective bargaining structure:
  - Priority given to lower level collective agreements

## Reactive dynamics of SD

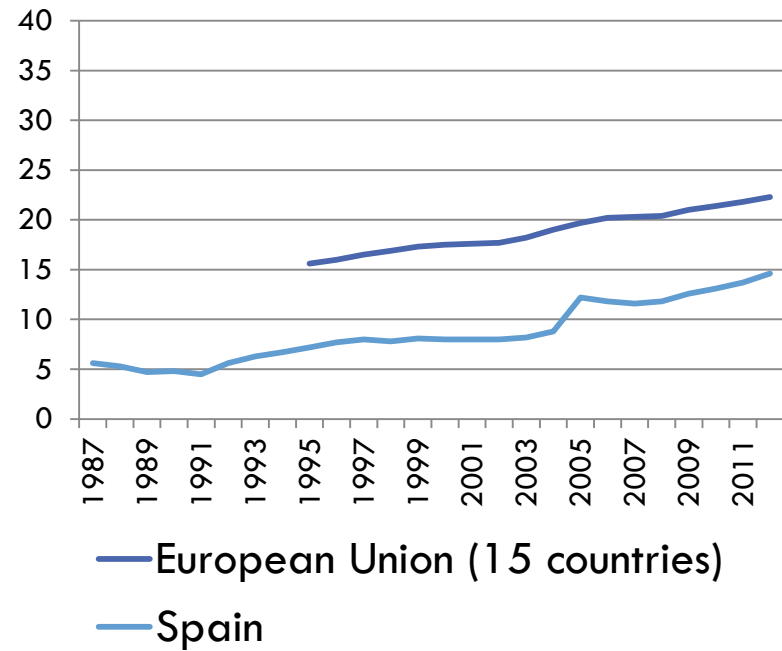
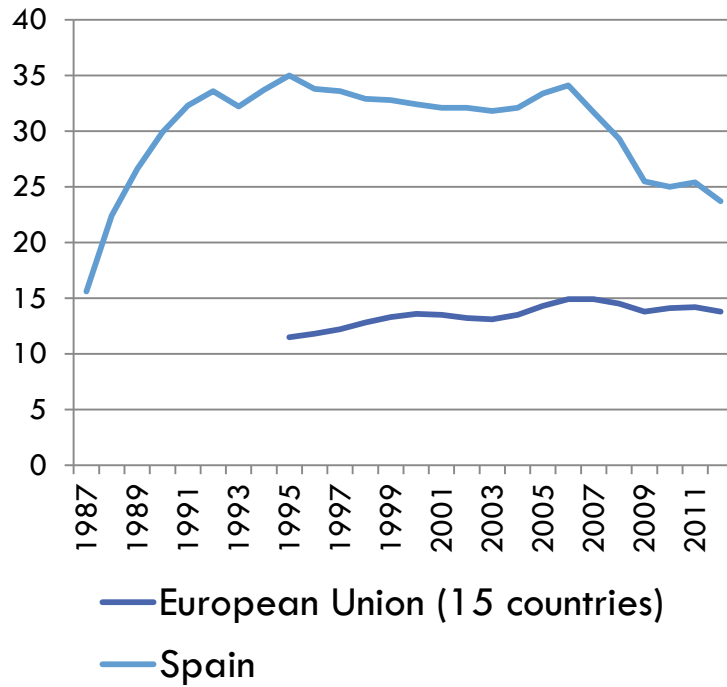
- Most important LM reforms not resulted agreements between unions and employers



# RENEWAL OF COLLECTIVE AGREEMENTS



# TEMPORARY AND PART-TIME EMPLOYMENT



# 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”

	Dominant form of Atypical Employment	Changes as a result of the economic crisis	Industrial Relations - Voice	Social Protection	Positions of Unions and Employers
Industrial Cleaning	-Part-time (Low pay)	-Increase in part-time and self-employment	-Self-employment and decreasing average firm size mean less voice	-Lower coverage of unemployment benefits	-Unions fight for maintaining jobs -New initiatives to improve the conditions of workers, mostly aimed at hiring new employees
Construction	-Temporary; fixed-term and contract by work	-Instability, in the context of high unemployment, becomes more precarious	- Self-employment and decreasing average firm size mean less voice	- Lower coverage of unemployment benefits; contract by work employees	-Unions and employers agree on the need to moderate wages
TAW	-Temporary	-Increase in part-time	-Since 2012, the sectoral collective agreement has not been renewed	- Lower coverage of unemployment benefits	-Disagreements on basic working conditions; pay, maximum working time
Hospitals and Care	-Self-employment (Private hospitals) -Part-time (low pay) (care sector)	-Increase in part-time (care sector)	--	Lower coverage of unemployment benefits	--

# 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