

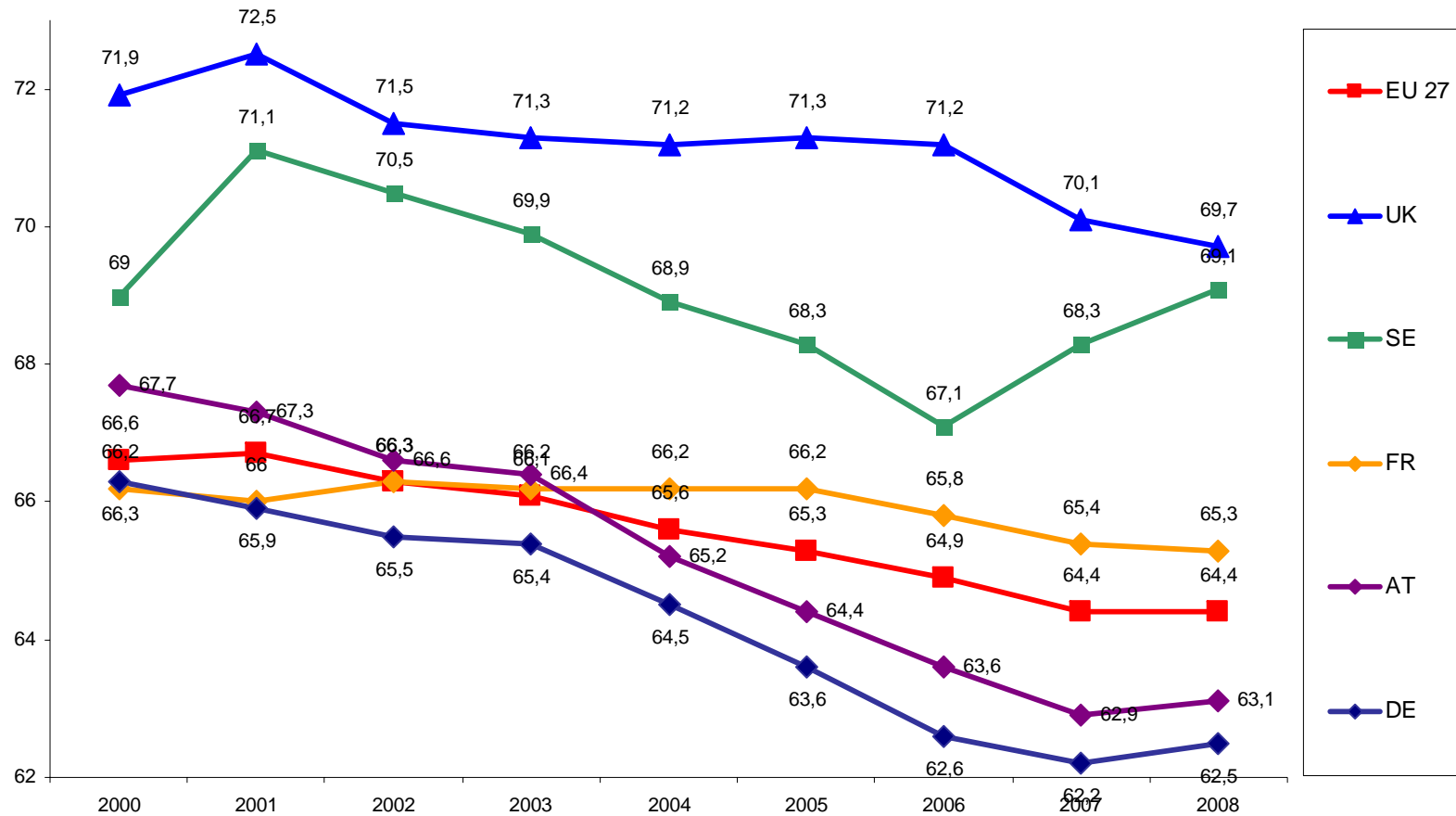
Collective bargaining in Europe in crisis: Between erosion and stabilization

Reinhard Bispinck

Agenda

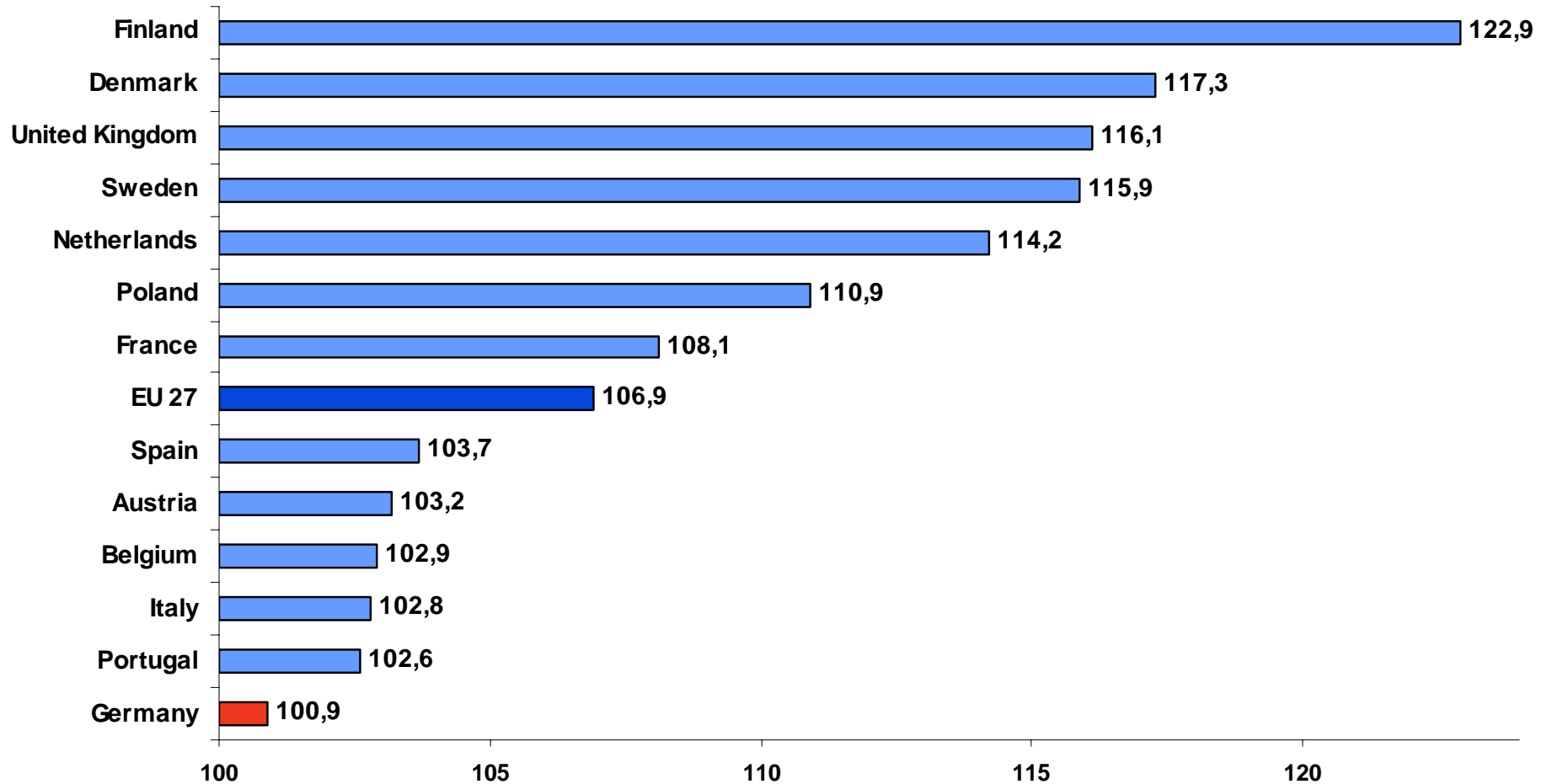
- Economic crisis and collective bargaining
- How stable are collective bargaining systems in Europe?
- Conclusions

Wage share 2000 - 2008



Real compensation

2000 - 2009 (2000=100)



Quelle: AMECO-Datenbank

Economic crisis

- ETUC-Report -

- Employers on the offensive
- Pressure on pay and conditions
 - Delayed pay rise, cuts in extra pay, flexibilization of working time
- Trend to company-level bargaining
 - Wage concessions
- Labour market regulation and minimum wages under critique

Resistance

- ETUC-Report -

- Company- and sector-level activities against crisis
- Strengthening of social dialogue cooperative structures
- Strike against plant-closing and dismissals
- Intensive union cooperation

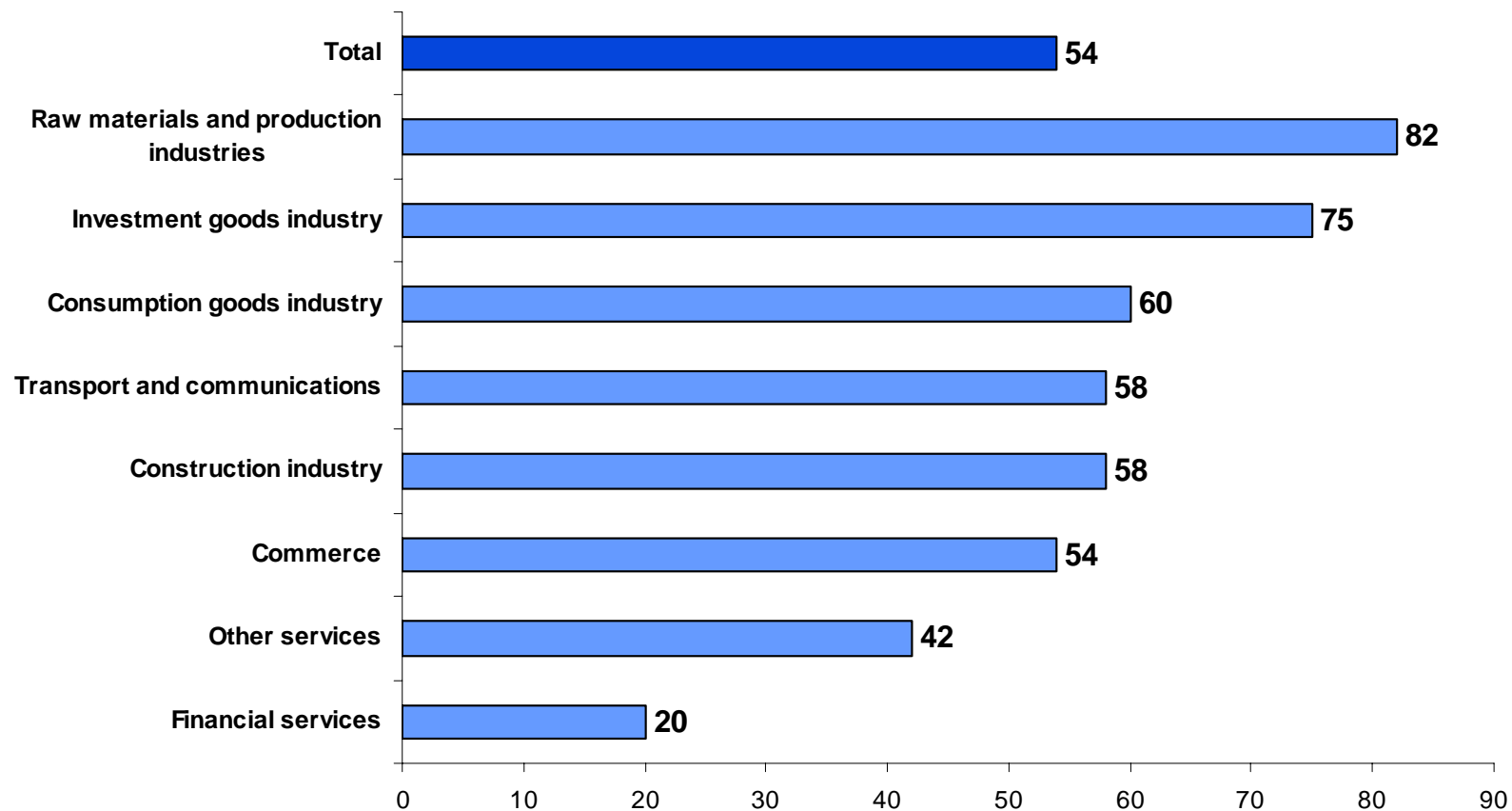
A look at Germany ...

Companies with activities to safeguard jobs

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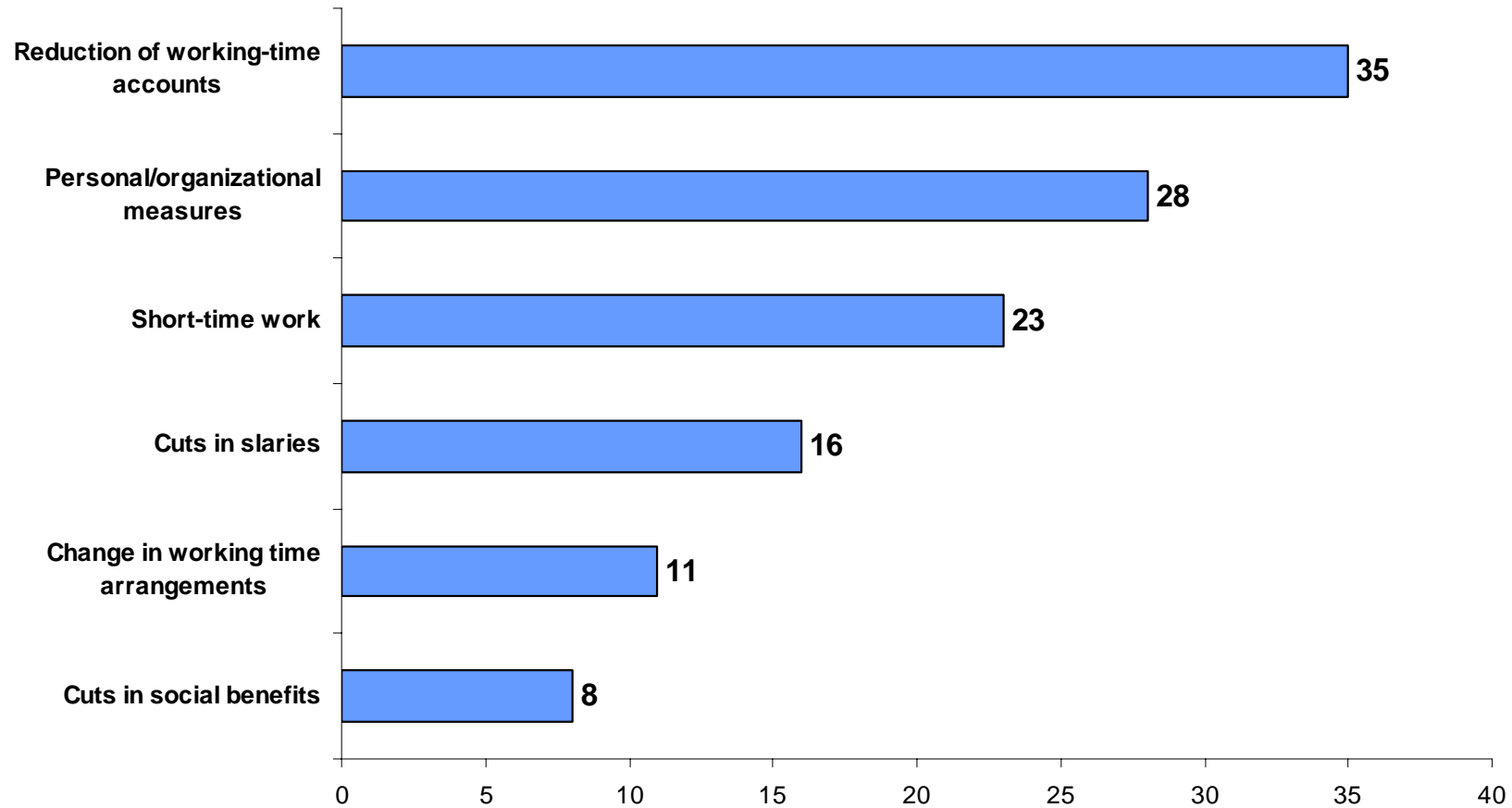
Statements of works councils in %



WSI-Works council survey 2009

Company measures (realized or planned)

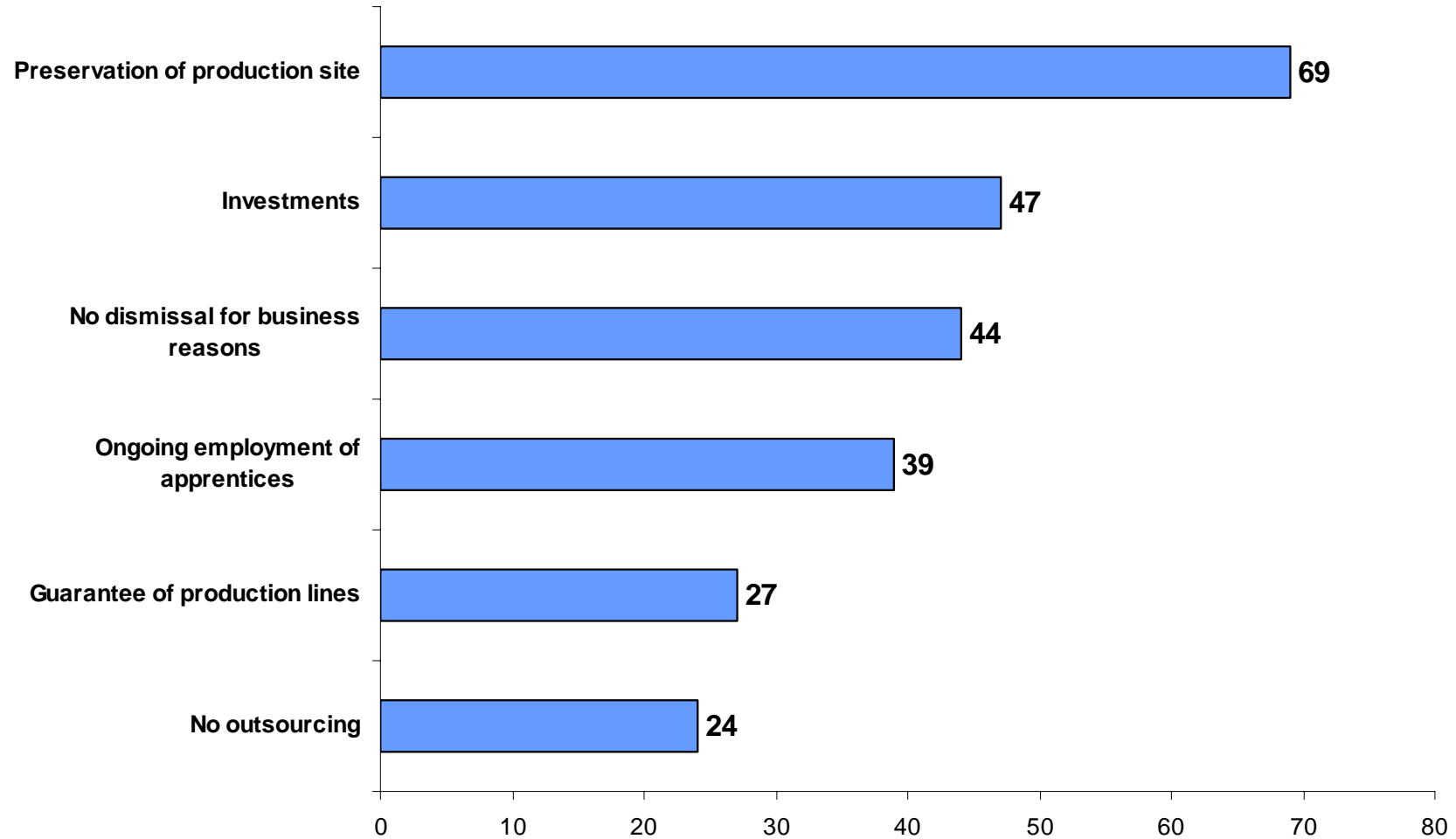
Statements of works councils in %



WSI-Works council survey 2009

Employers' commitments

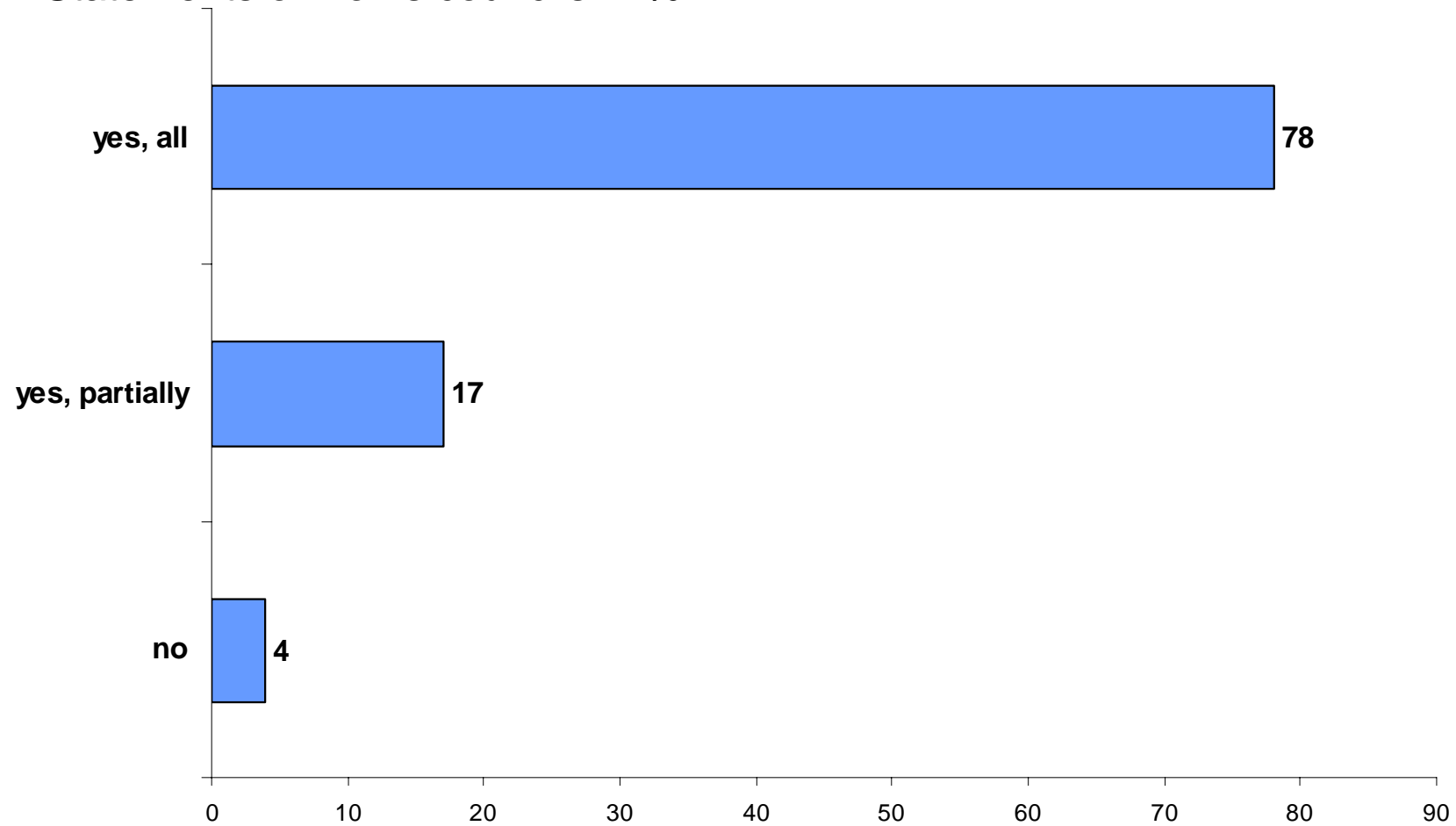
Statements of works councils in %



WSI-Works council survey 2009

Compliance with commitments

Statements of works councils in %



WSI-Works council survey 2009

How stable are collective bargaining systems in Europe?

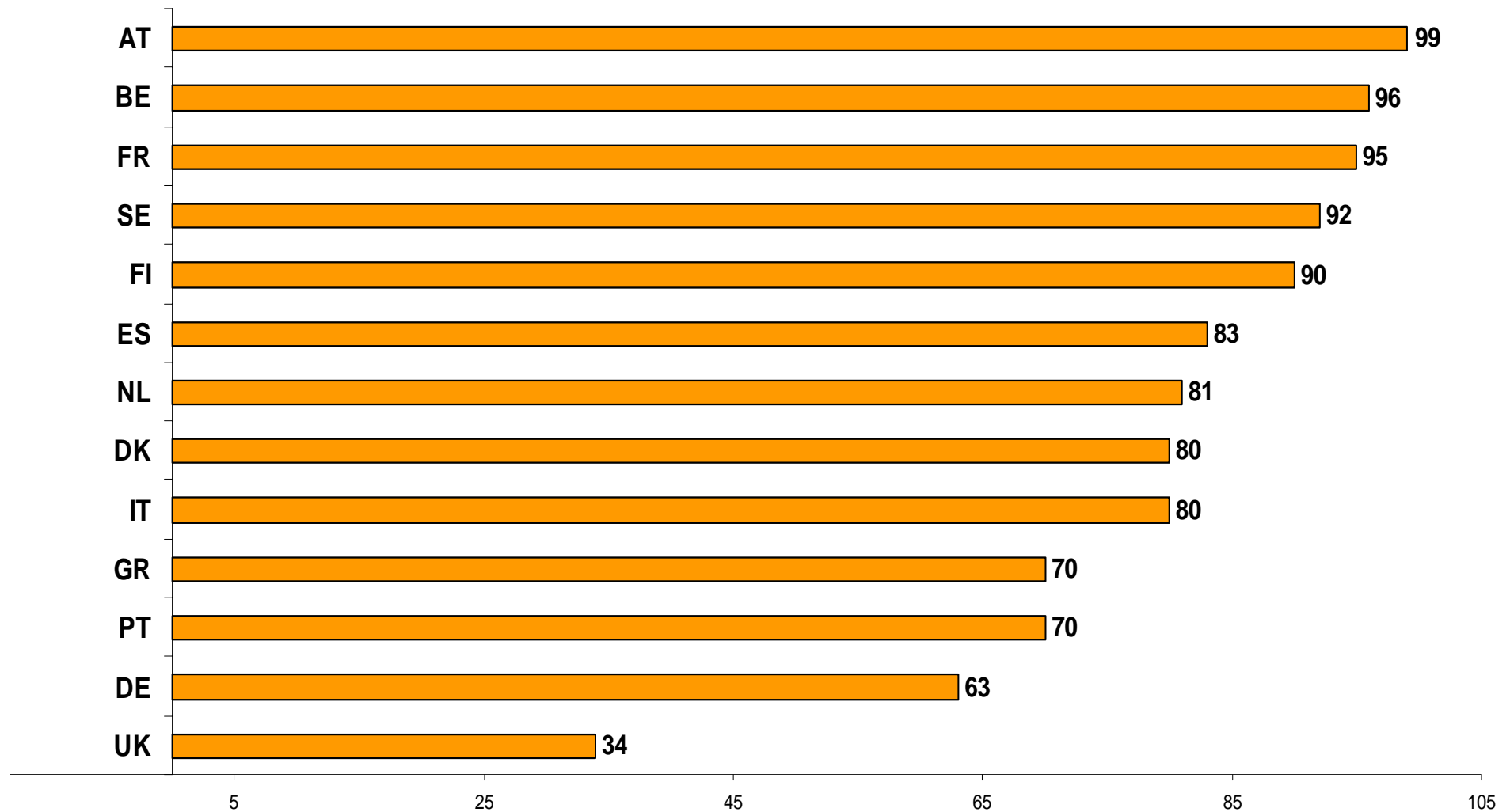
- Bargaining systems
- Coverage
- Union density
- Stable or instable?

Bargaining systems in Europe

	Inter-sectoral	Sector	Company		Inter-sectoral	Sector	Company
Belgien	XXX	X	X	Frankreich	X	XX	XX
Finnland	XXX	X	X				
Irland	XXX	X	X				
Slowenien	XXX	X	X				
Bulgarien	X	XXX	X	Estland	(XXX)	X	XXX
Dänemark	X	XXX	X	Großbritannien		X	XXX
Deutschland		XXX	X	Lettland		X	XXX
Griechenland	(XXX)	XXX	X	Litauen	(XXX)	X	XXX
Italien		XXX	X	Luxemburg		X	XXX
Niederlande	X	XXX	X	Malta		X	XXX
Norwegen	X	XXX	X	Polen		X	XXX
Österreich		XXX	X	Rumänien	(XXX)	X	XXX
Portugal		XXX	X	Schweiz		X	XXX
Slowakei		XXX	X	Tschechien		X	XXX
Spanien	X	XXX	X	Ungarn	(XXX)	X	XXX
Schweden		XXX	X	Zypern		X	XXX

Collective bargaining coverage in Europe 2005/2006

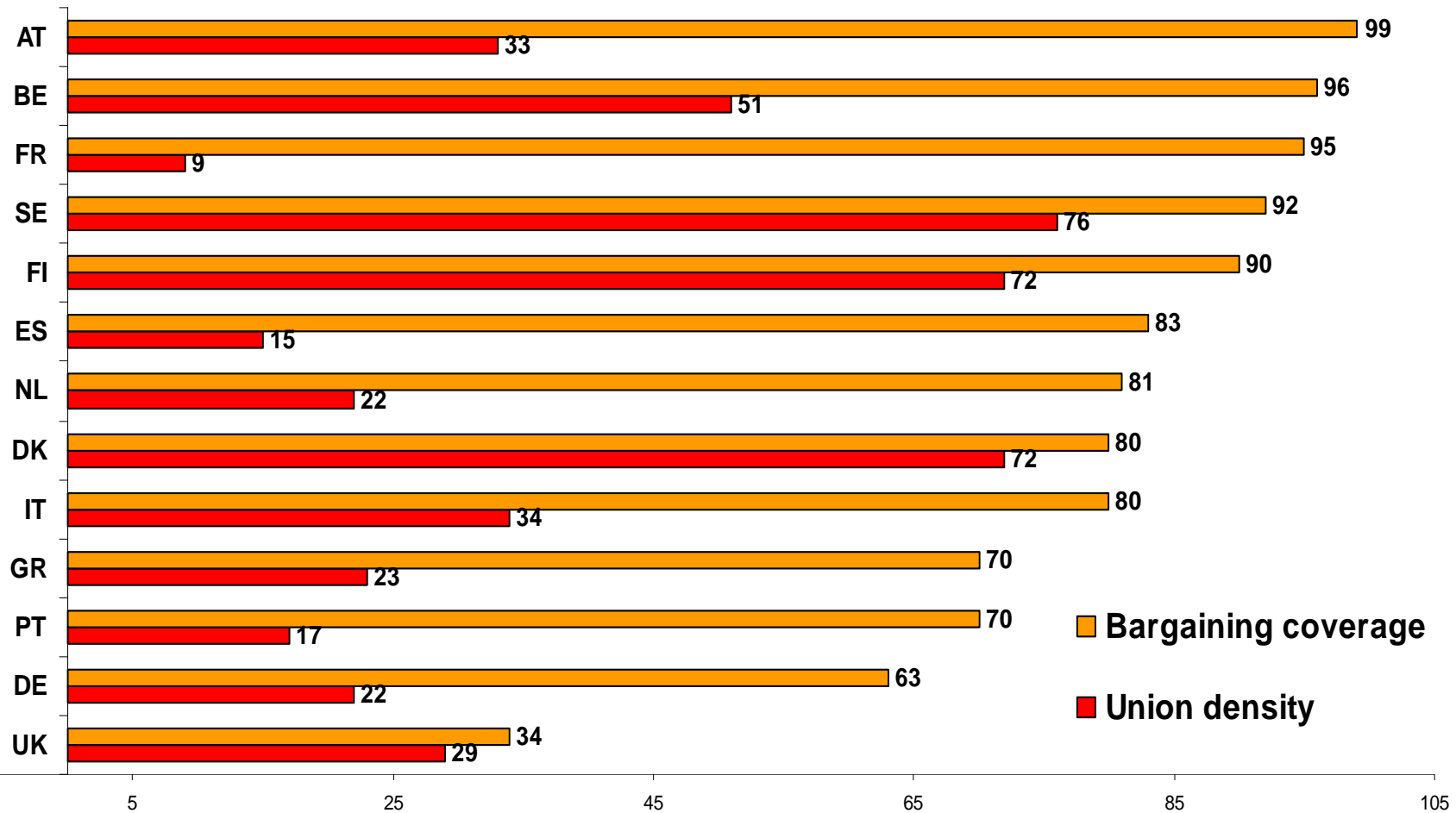
(in % of employees)



Collective bargaining coverage and union density

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Extension of collective agreements or functional equivalents

EXT

- **BE:** EXT widespread
- **FR:** EXT widespread
- **ES:** AVE widespread
- **NL:** EXT widespread
- **PT:** EXT widespread
- **DE:** EXT unfrequent
- **UK:** -

Equivalents

- **IT:** indirect EXT via enforceable coll. agreed pay
- **AT:** compulsory membership of employers-association
- **SE:** High union density (Gent-system)

(In-)Stability of collective bargaining systems in Europe

- ➔ **Erosion of multi-employer bargaining** is no inevitable and irreversible process
- ➔ No **explicit relation** between union density and collective bargaining coverage
- ➔ Decisive for the stability of the bargaining system is the **political support of the state** (e.g. via extension of c.a.)

Conclusion

- As a result of the economic crisis collectively agreed pay and conditions are under strong pressure - in some countries real compensation is decreasing
- At company level concession bargaining is spreading quickly
- In some cases collective bargaining systems turn out to be rather stable.
- Re-stabilization of bargaining systems by revitalizing of union power.
- At the same time the state is responsible for the strengthening of the bargaining system by a solid regulation framework and sufficient minimum standards

Thank you!

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The screenshot shows the website interface for WSI-Tarifarchiv. At the top left is the Hans Böckler Stiftung logo with the tagline 'Fakten für eine faire Arbeitswelt.'. To the right of the logo is a search bar with 'Einstieg für...' and 'Schnellsuche' buttons, and links for 'Profisuche' and 'Sitemap'. Below the logo is a navigation menu with 'Hauptbereiche' and 'WSI-Tarifarchiv' selected. The main content area is titled 'WSI-Tarifarchiv' and 'Neues im Tarifarchiv'. It features a 'Tagesaktuelle Tarifchronik' with several entries: '08.10.2009 Tarifeinigung für Filmschaffende', '06.10.2009 Deutsche Post AG: ver.di fordert Rationalisierungsschutz', '02.10.2009 Warnstreiks im Gebäudereinigerhandwerk', '02.10.2009 Tarifeinigung bei Air Berlin und LTU', and '29.09.2009 IG Metall will im Osten 35-Stundenwoche'. Below the chronik is a link for 'Weitere Einträge aus der Chronik'. A news article titled 'Bereits Berufsanfängerinnen verdienen weniger als ihre männlichen Kollegen' is also visible, with a summary and a link to the full study. On the right side, there are social media links for 'WSI-Tarifarchiv twittert' and 'www.lohnspiegel.de', and a link to the 'Tarifhandbuch 2009'.