

- European, National and Transnational Industrial Relations: Visible and Invisible Hands in European and National Wage Setting -

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Introduction

Wage policy and the relevant industrial relations structures and mechanisms, i.e. industrial relations systems, have become increasingly important in recent years at the European and national level. Changes in economic governance, in particular within the European Semester, prompted discussions on European wage policies, industrial relations structures and mechanisms and their implementation in the European Union (EU) member states. Questions on the efficacy of different industrial relations structures and mechanisms in different EU member states as well as the idea of “strategic” and transitional economic governance in the EU have become increasingly important for the functioning of the European Monetary Union (EMU).

About ENTIRE View

The purpose of this research project is to focus on industrial relations and its capacity building for social partners at national level in order to strengthen their involvement in the Europe 2020 strategy. In this sense, the main goal of the research project is to identify the prerequisites of industrial relations structures and mechanisms, in particular of social dialogue and collective bargaining systems, in order to be able to plan, control and implement national and European policies successfully.

This project aims to augment previous studies to identify generalizable conclusions. Furthermore, with regards to European policies, the research project aims to identify the capacity, i.e. ability, of industrial relations systems in different countries to implement the policies from the commitments made in the Euro Plus Pact and the recommendations made by the European Commission (EC) in the framework of the European Semester. In addition, the results of the research project should provide conclusions and informed recommendations for policy makers upon how industrial relations structures and mechanisms, i.e. wage setting systems, might be changed in order to increase their capacity and efficacy.

Aims

- To identify and map potential clusters of countries with similar wage developments and similar characteristics of the industrial relations system (with a focus on the governability of wage developments).
- Identify how deep industrial relations actors in the European Union are ‘interconnected’ with each other and what networks exist (i.e. sector or country).
- Highlight which industrial relations structures and mechanisms in what country (or group of countries) are able to coordinate their behaviour and outcomes transnationally in order to meet transnational (defined) policy goals which are thus compatible with European policies arising from the European Semester but also from a common currency.

This project is funded by the European Commission, DG Employment, Social Affairs and Inclusion under Agreement No. VS/2018/0017.

Entitled ‘European, National and Transnational Industrial Relations: Visible and Invisible Hands in European and National Wage Setting – ENTIRE VIEW – this international project is carried out in collaboration with project partners in the Netherlands, Poland and Spain.

Different Dimensions

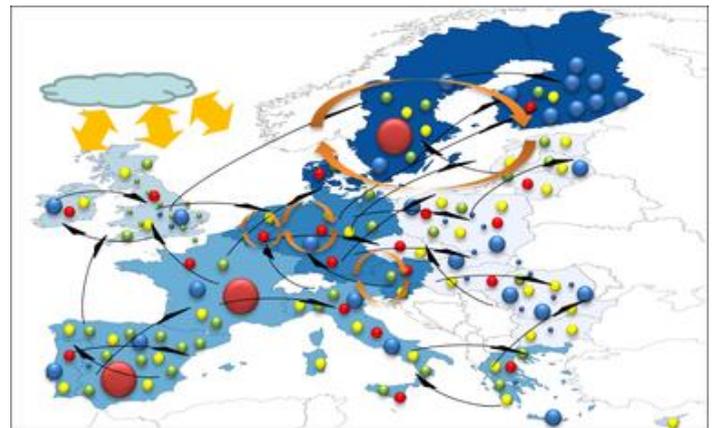
The project consists of various transnational dimensions, from partnerships with research organisations throughout Europe to the methodology, which is comparative and analyses industrial relations structures and mechanisms in all member states of the European Union. The project integrates a common (i.e. European) dimension of industrial relations. It is this dimension of the project which rests on the transnational scope of the European Semester and of the single currency (for some European countries), therefore will highlight how industrial relations institutions and mechanisms adapt to different transnational strategies.

Therefore this project will analyse if and how industrial relations structures and mechanisms can cope with changes to the socioeconomic environment and in particular with policies derived from the European Semester and the Economic and Monetary Union, but also with the goals defined in the Europe 2020 strategy.

The Puzzle (Origins of EV)

The inspiration behind this project comes from the complex nature of wage developments within the European Union and the 'chaotic' nature of different actors being embedded in in very different environments (e.g. companies, sectors, companies) who are determining wages. The analysis of wage developments becomes challenging given that in a transnational economy (like the European Common Market) actors' outcomes influence others, and vice-versa.

How to disentangle this complex web of wage information? By focusing on the behaviour of actors and analysing the role of different wage setting criteria they are using, which includes an investigation of the interdependent factors of different actors for wage setting and the identification of the relevance and size of 'networks' between wage setting units within and across countries, will help explain clusters and the influences in the development of wages. Institutional factors are also important and will be investigated as actors are embedded into different 'environments' and are exposed or inhibited to different factors that influence their behaviour.



Highlighting the complex web of influences across the EU



The first meeting of the ENTIRE View researchers took place on 03 April 2018 at Durham University Business School to kick off the project hosted by Bernd Brandl and Barbara Bechter. Pictured (L-R) Bernd Brandl, Oscar Molina from the Autonomous University of Barcelona, Alex Lehr from Radboud University, Barbara Bechter, Dominik Owczarek from the Institute of Public Affairs (Warsaw).

Updates

- The second meeting took place at Durham University Business School in July 2018 with researchers and advisory committee members to address the *methodology*. Combining the use of existing secondary data with an ambitious primary data collection method involving multiple questionnaires for ‘experts’ and ‘actors’ will allow for a complete analysis of current industrial relations and wage developments within EU member states.
- The third meeting took place at the Institute of Public Affairs (Warsaw, Poland) to discuss and finalise the data collection methods to be used in the project. Primary data collection methods were reviewed extensively given the ambitious scope to ensure good, quality responses are obtained.
- Industry experts have been identified in all EU member states and the “Expert questionnaire” has been distributed, with the aim to collect data on trade union representation, employer’s organisations and collective bargaining structures. The teams in Warsaw, Barcelona and Durham continue to oversee and support the data collection.
- The wage setting “Actor’s questionnaire” has been finalised and is currently being translated in all EU languages. A pilot will be conducted over the coming weeks.
- The development of a database is ongoing and synonymous with the data collection activities.



*Methodology meeting with researchers and advisory committee members
Durham University Business School (02 – 03 July 2018)*

Stakeholders

The ENTIRE View project will discuss and disseminate the results through different target groups (e.g. social partner organisations, think tanks, journalists and researchers) who will be identified and individually informed about the results.

The project intends to culminate with a final conference with key stakeholders including the European Central Bank, The Organisation for Economic Co-operation and Development and European Social Partners in Brussels to present findings and recommendations.

Contribution

The ENTIRE VIEW project will produce a comprehensive picture of today’s wage setting and wage setting mechanisms, i.e. of collective bargaining, in all member states of the European Union. Furthermore the project will present the development in wage setting and wage setting mechanism from the past decade.

These developments will be presented in a comprehensive comparative report which includes analyses of the reasons behind these developments. In addition to that, a database will be generated on wage setting and wage setting mechanisms that allows further analyses and investigations. In that way, the project will produce results that directly help informed policy making with respect to wage policy in Europe but also indirectly provide a basis for further studies.

Who We Are



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Data collection meeting with researchers
Institute of Public Affairs: Warsaw (19 October 2018)

More information about the ENTIRE View project is available on the webpage:

<https://entireview.uk/>

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Where to Find Us Next

ENTIRE View meetings

- Barcelona
 - September 2019

Conferences

- ESA Conference 2019
 - Manchester, 20 – 23 August 2019
- IREC 2019
 - Bielefeld, 2 – 3 September 2019
- ILERA European Congress 2019
 - Düsseldorf, 5 – 7 September 2019

