

Presentation prepared for the
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The national systems of industrial relations

A comparative analysis

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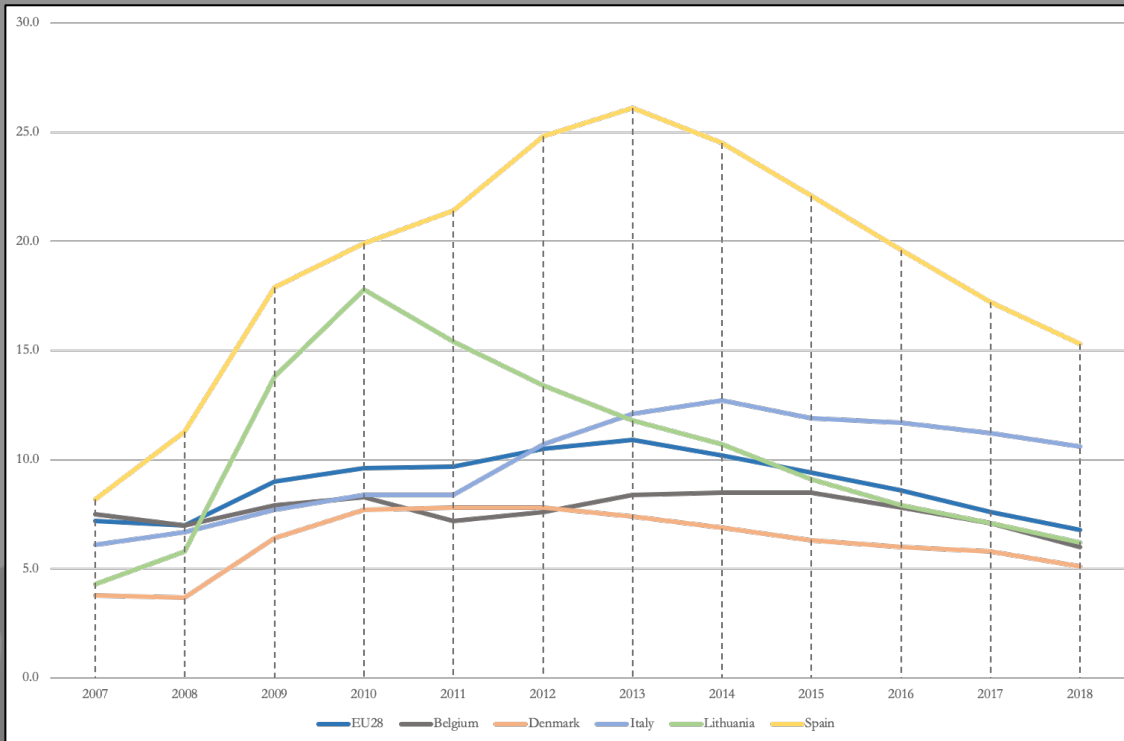
SECTION A

BASELINE INFORMATION



The unemployment crisis

Trends in unemployment rates (2007-2018)

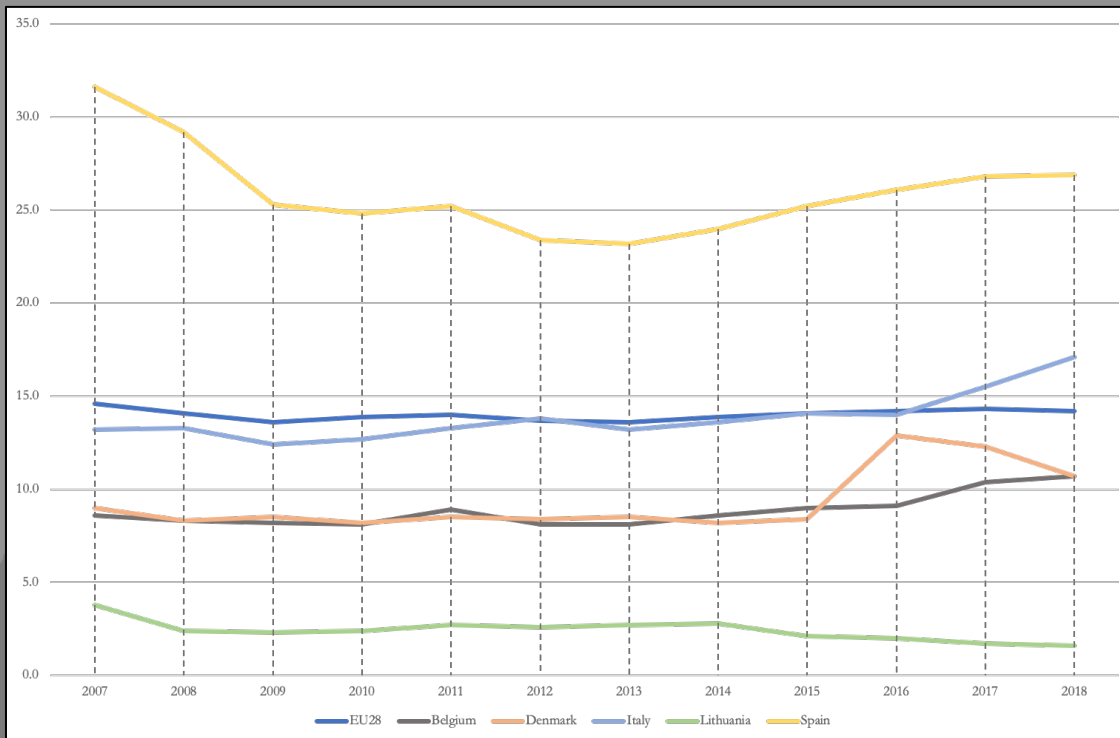


Source: Eurostat

- Spain, Italy: still far above the EU28 average
- Lithuania: the fastest recovery, now below the EU28 average
- Denmark: the lowest unemployment rate, but still above the pre-crisis level
- Belgium: lower variations in the period

The increase in temporary employment

Trends in temporary employment rates (percentage, 2007-2018)



Source: Eurostat

- Spain: the most flexible labour market
- Spain, Italy, Denmark, Belgium: recovery sustained by the growth of temporary employment
- Lithuania: still a manufacturing-led economy, low diffusion of atypical contracts

Different models (1): social performances

		Temporary employment		
		Above EU average	Below EU average but increasing	Below EU average
Unemployment	Below EU average		Belgium	Denmark, Lithuania*
	Above EU average	Italy, Spain		

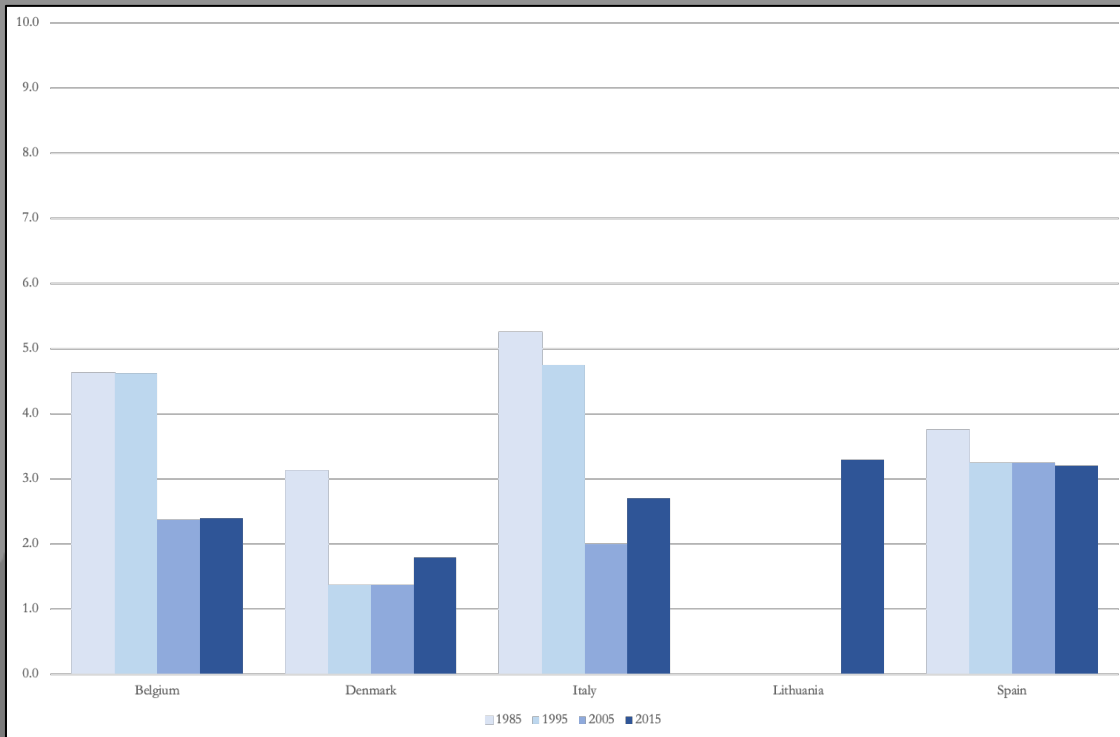
- In general, the mix of high unemployment and diffused temporary jobs (and involuntary part-time) makes growth in the recovery from the crisis unstable
 - Spain and Italy have the worst mixes
 - *Lithuania is a peculiar case: low unemployment holds back outgoing migrations; in-work poverty is also an issue
- A further erosion of the potential social basis of trade unions (that is, WSEE)



What effects on union membership?

The deregulation of labour markets

Strictness of employment protection: temporary employment (1985-2015)



Source: Eurostat

- Spain: a liberalization process occurred between the 1980s and the 1990s
- Denmark: ...in the 1990s
- Belgium, Italy: ...in the 2000s

The decentralization of collective bargaining

Centralization, coverage and extension of collective bargaining (2018)

	Level	BargCent	Adjcov	Ext
Belgium	5↑	4.6↑	92.9↑	3
Denmark	3	2.3	82.0↑	0
Italy	3	2.4↓	80.0	0
Lithuania	1	1.0	7.1↓	1
Spain	3	2.1↓	68.0↓	3



Level: Predominant level at which wage bargaining takes place (1-5)

BargCent: Centralisation of wage bargaining (1-5)

Adjcov: Employees covered by collective agreements as a proportion of WSEE (%)

Ext: Mandatory extension of collective agreements to non-organised employers (0-3)

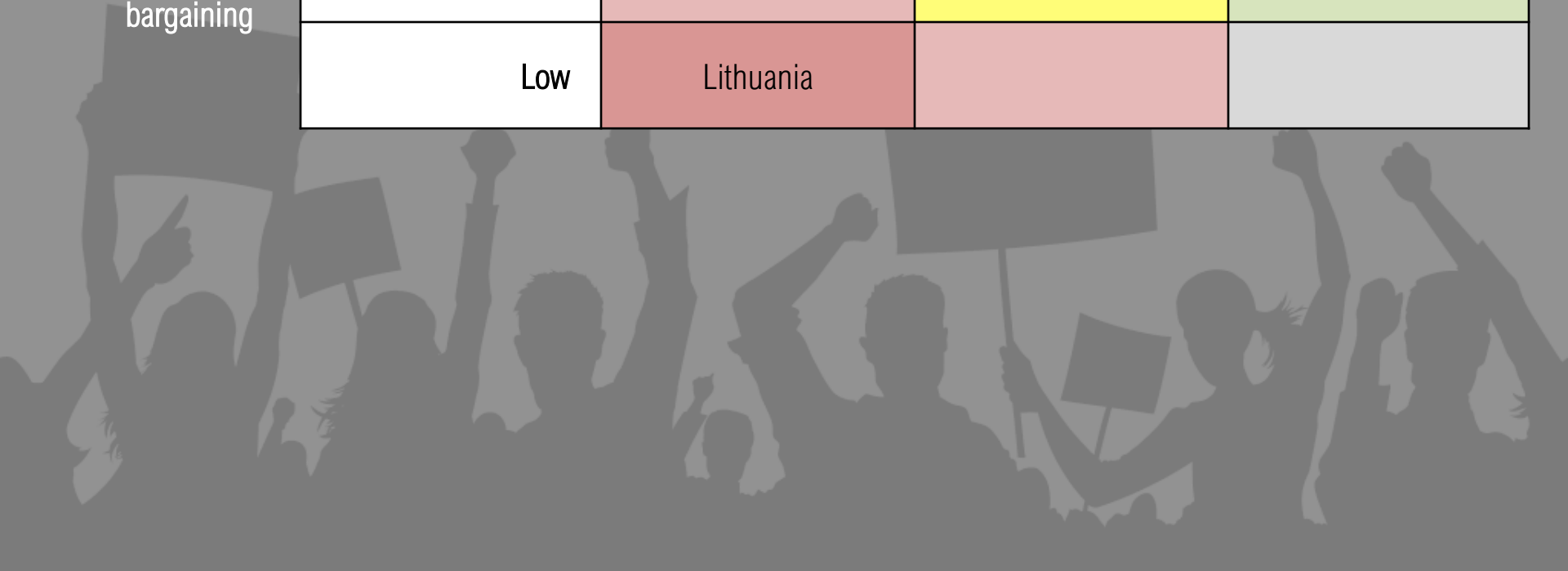
Note: Arrows indicate a change from 2007 to 2018

Source: Visser (2019)

- **Belgium:** highly centralized (cross-sectoral), and generalized coverage
- **Italy, Denmark:** two-tier system (sector, predominant), high coverage despite no extension mechanism (*but in Italy, judges extend minimum wages defined in industry-wide agreements to all workers*)
- **Spain:** disorganized decentralization, lower coverage despite extension mechanisms do exist
- **Lithuania:** highly decentralized (company), and very low coverage

Different models (2): institutional contexts

		Bargaining coverage		
		Low	Medium	High
Centralization of collective bargaining	High			Belgium
	Medium			Denmark, Italy, Spain
	Low	Lithuania		



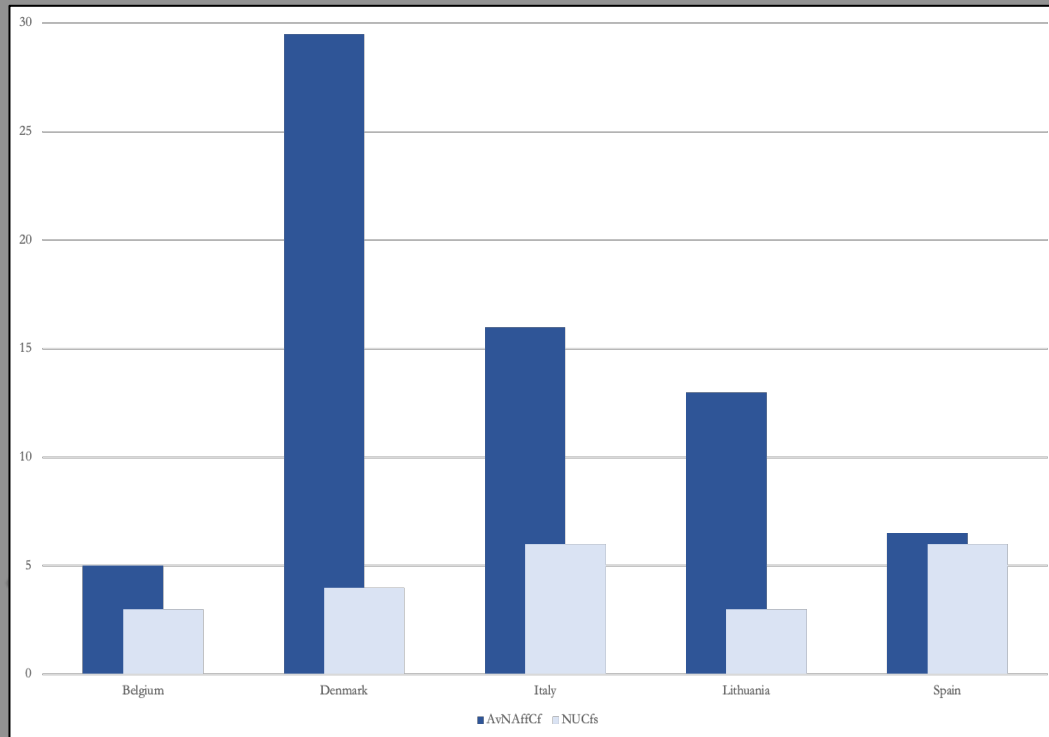
SECTION B

TRADE UNIONS



Union fragmentation

Confederations and average number of affiliated unions (2016)



- **Italy:** high external (NUCfs) and moderately high internal (AvNAffCf) fragmentation
- **Spain:** high external but low internal fragmentation
- **Belgium:** low fragmentation
- **Lithuania:** low external but moderately high internal fragmentation
- **Denmark:** low external but very high internal fragmentation

NUCfs: number of confederations (only central organisations with membership that exceeds 5%)


AvNAffCf: average number of affiliates per confederation

Source: Visser (2019)

Different cleavages

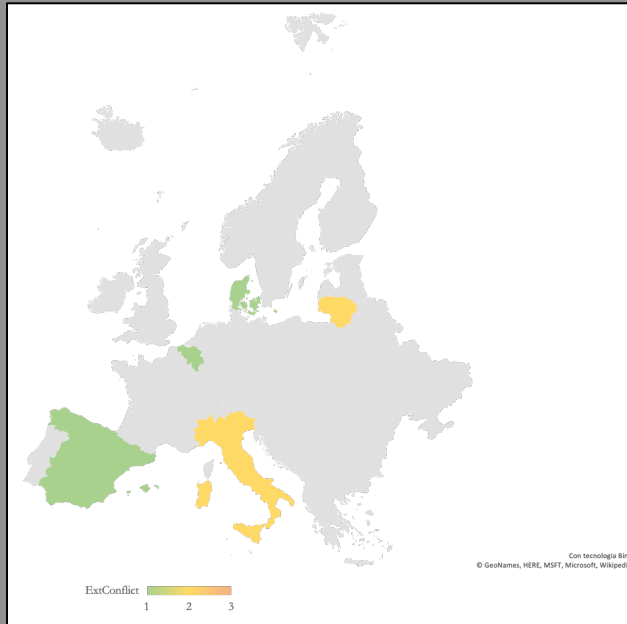
Main trade unions (2017)

Belgium	<ul style="list-style-type: none">• ACV-CSC (Confederation of Christian Trade Unions)• ABVV-FGTB (General Federation of Belgian Labour)• ACLVB-CGSLB (Confederation of Liberal Trade Unions of Belgium)
Denmark	<ul style="list-style-type: none">• FH (Danish Trade Union Confederation)• AC (Danish confederation of Professional Associations)• LH (Association of Managers and Executives)
Italy	<ul style="list-style-type: none">• CGIL (Italian General Confederation of Work)• CISL (Italian Confederation of Workers' Unions)• UIL (Union of Italian Workers)
Lithuania	<ul style="list-style-type: none">• LPSK (Lithuanian Trade Union Confederation)• LPSF (Lithuanian Trade Union «Solidarumas»)• LPS (Lithuanian Trade Union «Sandrauga»)
Spain	<ul style="list-style-type: none">• CCOO (Trade Union Confederation of Workers' Commissions)• UGT (General Workers' Confederation)

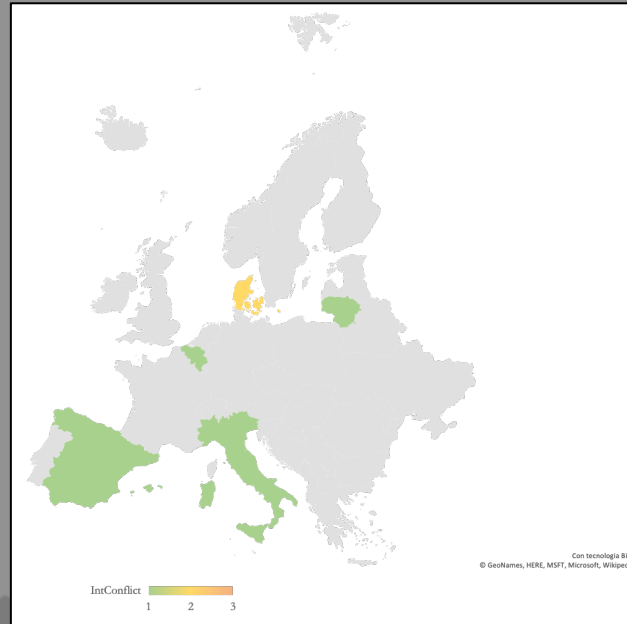
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- **Belgium:** three unions, expressions of political-religious and linguistic-regional divisions
 - **Denmark:** three main unions, based on occupations, plus several alternative unions
 - **Italy:** three main unions, expressions of political-religious divisions, plus many independent, sectoral, occupational and rank-and-file unions
 - **Lithuania:** three main unions, plus other independent unions
 - **Spain:** two main unions, expressions of a political cleavage, plus two smaller unions (USO, CGT), some regionally-based confederations and other independent sectoral unions

Union conflict

Conflict *between* confederations (2017)




Conflict *within* confederations (2017)



ExtConflict: joint bargaining (1), occasional bargaining (2) or separate bargaining (3)

IntConflict: no conflict (1), moderate conflict (2) or sharp conflict (3) over policies and members

Source: Visser (2019)

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- Italy and Lithuania: moderate external conflict, no internal conflict
 - Denmark: no external conflict, moderate internal conflict
 - Belgium and Spain: no external or internal conflict

Different models (3): union competition

		Conflict		
		Internal	Absent	External
Fragmentation	External		Spain	Italy
	Absent	Denmark		
	Internal		Belgium (Spain)	Lithuania (Italy)

- A heterogeneous picture
 - **Italy**: external (and internal) fragmentation with moderate inter-union conflict
 - **Spain**: external (and internal) fragmentation with no conflict
 - **Denmark**: no fragmentation but moderate intra-union conflict
 - **Belgium**: internal fragmentation with no conflict
 - **Lithuania**: internal fragmentation with no intra-union conflict, but some inter-union conflict

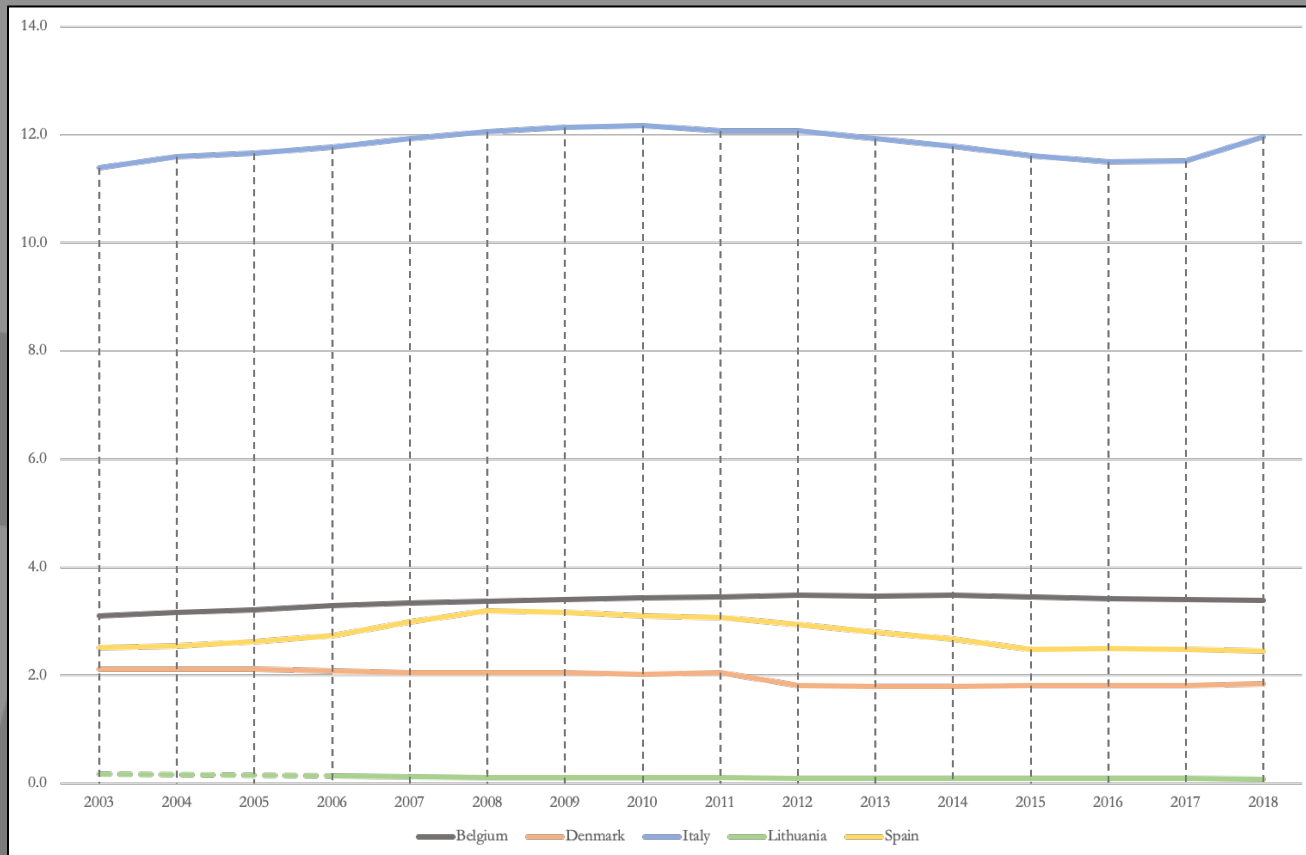
SECTION C

MEMBERSHIP TRENDS



Total union membership (1)

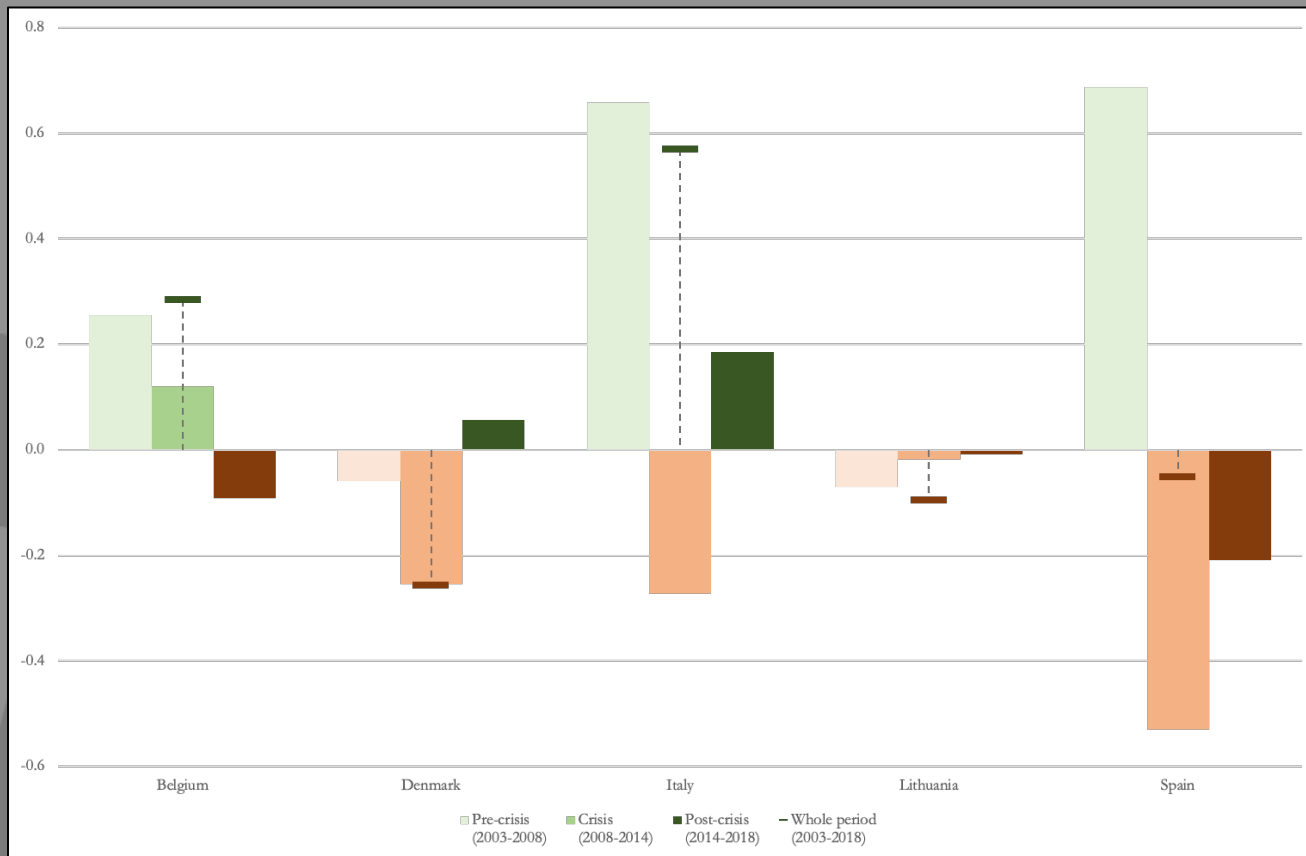
Trends in total union membership (number, millions, 2003-2018)



Source: Visser (2019)

Total union membership (2)

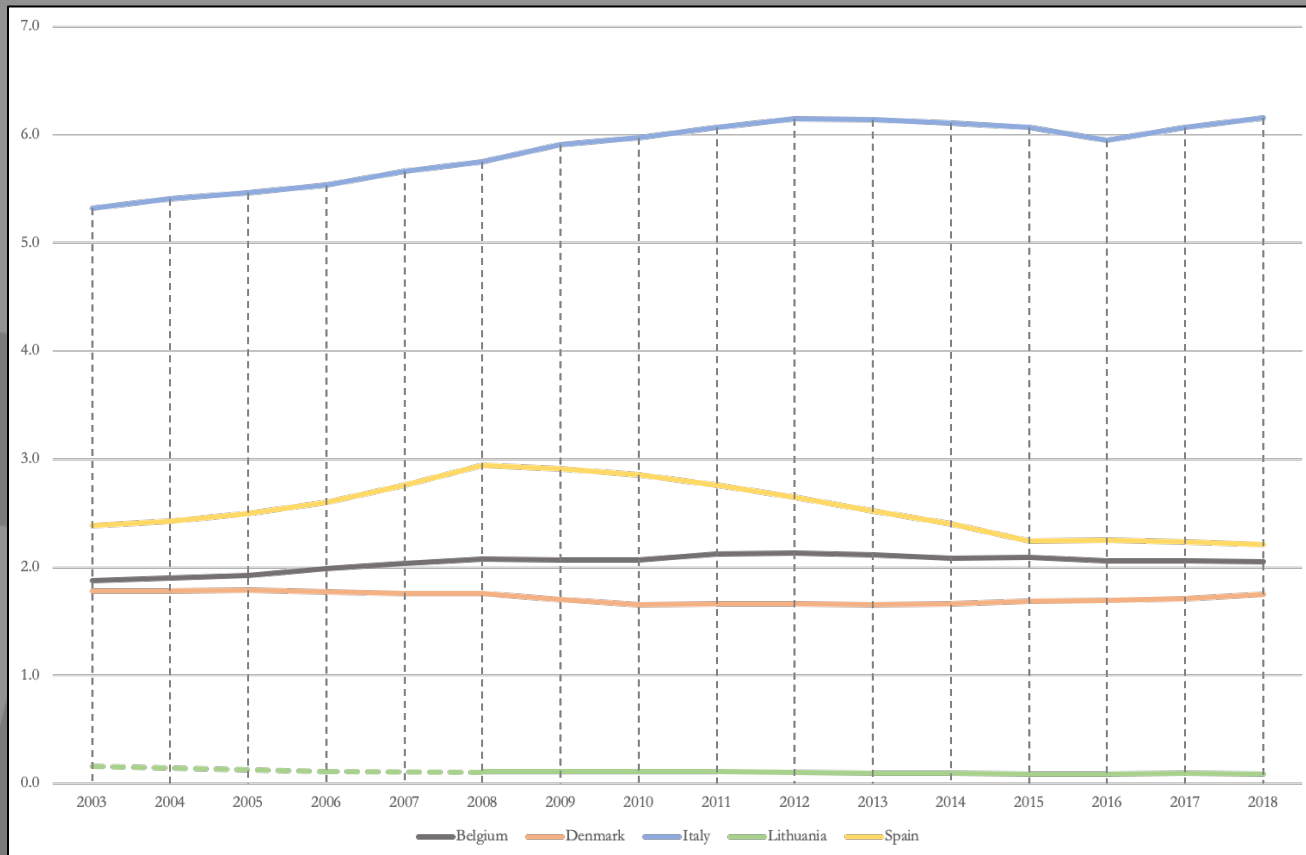
Changes in total union membership (number, millions, various periods)



Source: Visser (2019)

Net union membership (1)

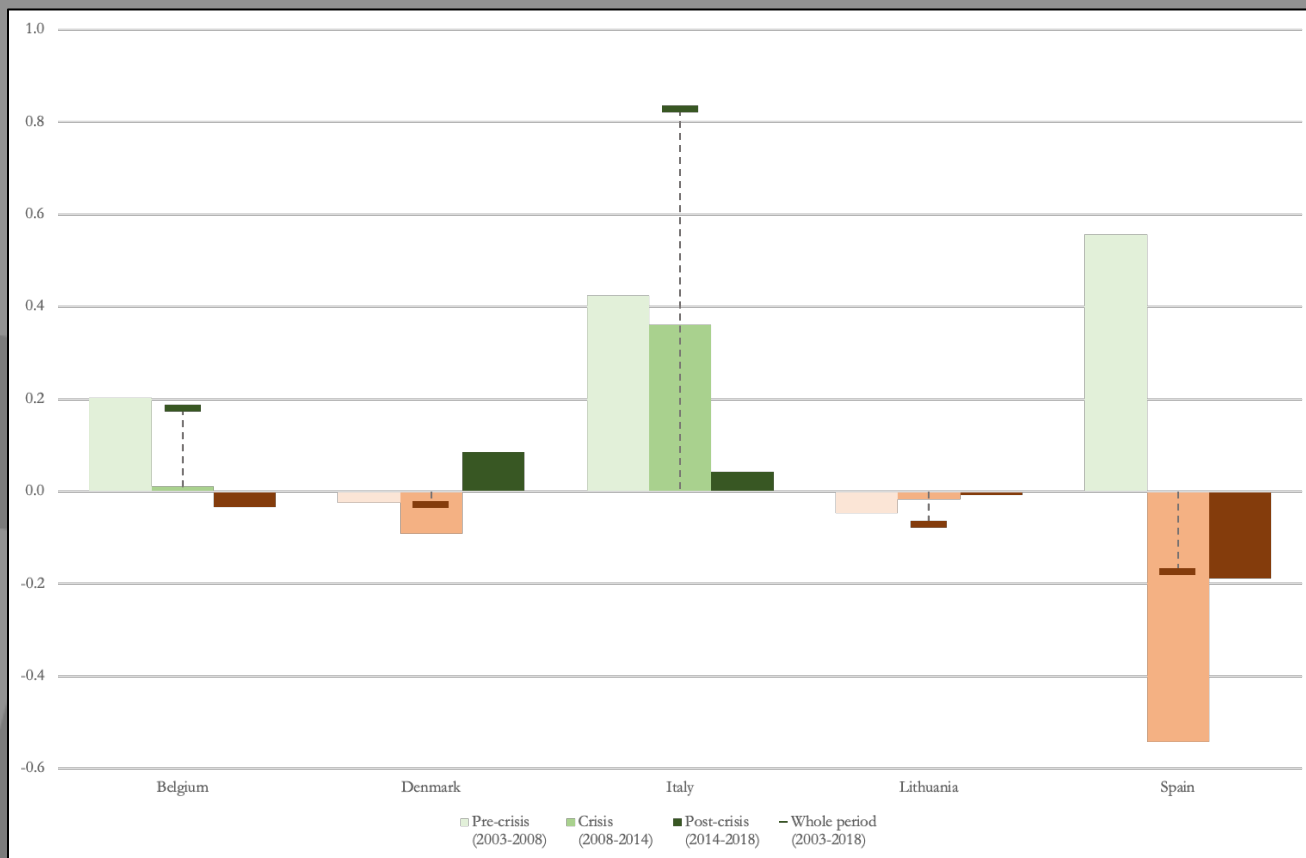
Trends in net union membership (number, millions, 2003-2018)



Source: Visser (2019)

Net union membership (2)

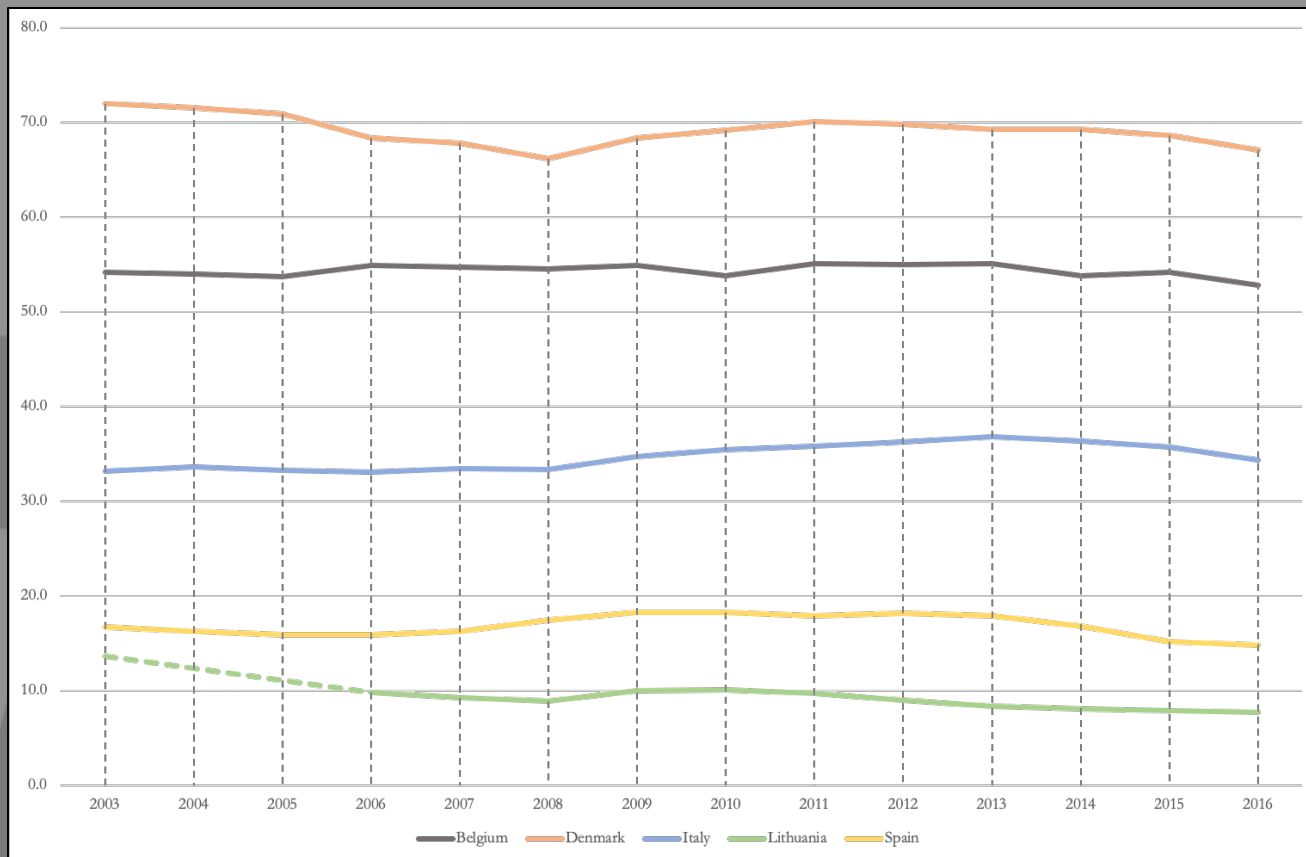
Changes in net union membership (number, millions, 2003-2018)



Source: Visser (2019)

Union density (1)

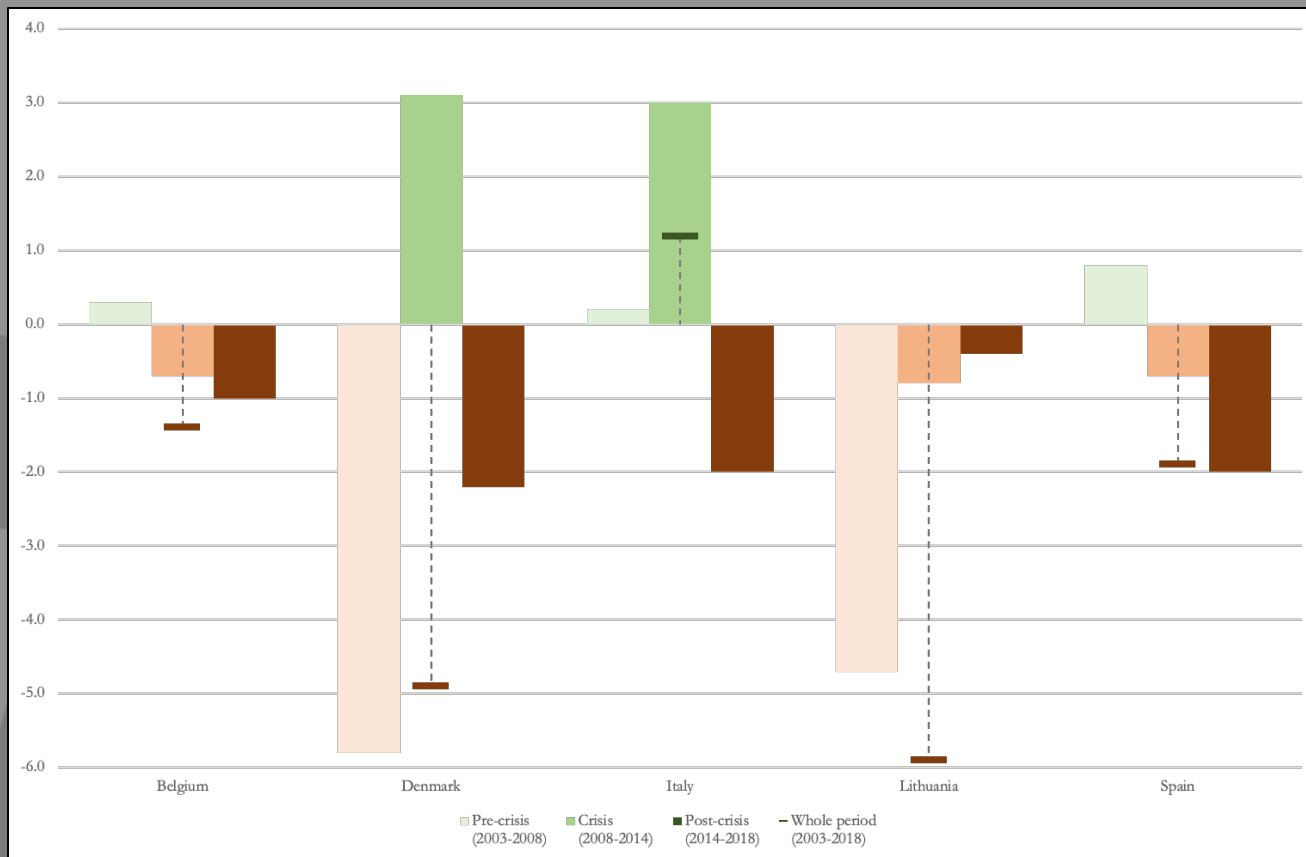
Trends in union density (percentage, 2003-2017)



Source: Visser (2019)

Union density (2)

Changes in union density (percentage points, various periods)



Source: Visser (2019)

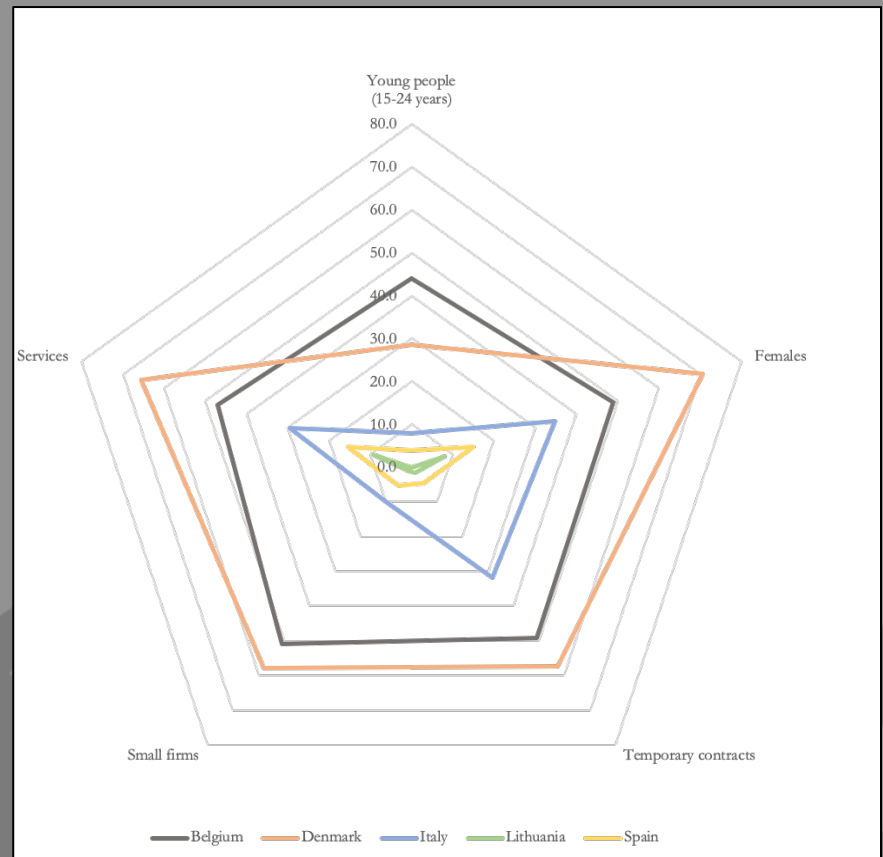
Union density (3)

Union density in “strong” groups
(percentage, last available data)



Source: Visser (2019)

Union density in “vulnerable” groups
(percentage, last available data)



Source: Visser (2019)

Different models (4): membership

Union density in vulnerable groups

		Union density in vulnerable groups		
		Low	Medium	High
Union density	High			Belgium, Denmark
	Medium		Italy	
	Low	Lithuania, Spain		

- Main figures concerning union density
 - Denmark: high, but relatively low among young people
 - Belgium: slightly lower than in Denmark, but higher among young people
 - Italy: right in the middle, but very low among young people and in small firms
 - Lithuania and Spain: extremely low

CONCLUSIONS



A synthesis

Bargaining coverage and centralization are predictors of union organization (is this true also for unorganized groups?)

