EUROPEAN EMPLOYMENT RELATIONS AS MULTI-LEVEL BARGAINING ARENAS IN TRANSFORMATION

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ECPR Winter School – Bamberg – 17Feb 2015
WB102 Comparative Researche Designs
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ChangingEmployment
Comparative Research Design: “Casing” two TNCs, two sets of social relations (thick descr.)

Company (TNC) case studies

TNC I: ArcelorMittal (steel)

TNC II: Allianz SE (insurance/finance)

Germany

Spain

Belgium
Concept a): **European employment relations as multi-level arenas (Marginson/ Sisson 2004)**

“Just as a ‘multi-level system of governance’ is the most appropriate metaphor for the emerging EU polity, so too is it for European industrial relations”.

(Marginson and Sisson 2004: 25)

**Multi-level governance: literature (selection)**


Concept b) the **firm** as a relational network: a meso-political approach
(Köhler/ Gonzalez Begega 2010; Ruikrog/ van Tulder 1995; Henderson et al 2002)

- beyond the headquarters-subsidaries divide
- **heuristic tools:** conflict lines and bargaining arenas
  - management versus employees;
  - intermanagerial conflicts;
  - shareholders versus management; etc
- ER as complex of multi-level bargaining arenas embedded in TNC
THANK YOU FOR YOUR ATTENTION

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