

EUROPEAN EMPLOYMENT RELATIONS AS MULTI-LEVEL BARGAINING ARENAS IN TRANSFORMATION

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WB102 Comparative Research Designs
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Comparative Research Design: “Casing” two TNCs, two sets of social relations (thick descr.)

Germany

Spain

Belgium

**Company (TNC) case
studies**

TNC I: ArcelorMittal (steel)

TNC II: Allianz SE (insurance/ finance)

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

Company level social dialogue:

European Works Councils

European Framework Agreements

Board-level representation in SEs

“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)

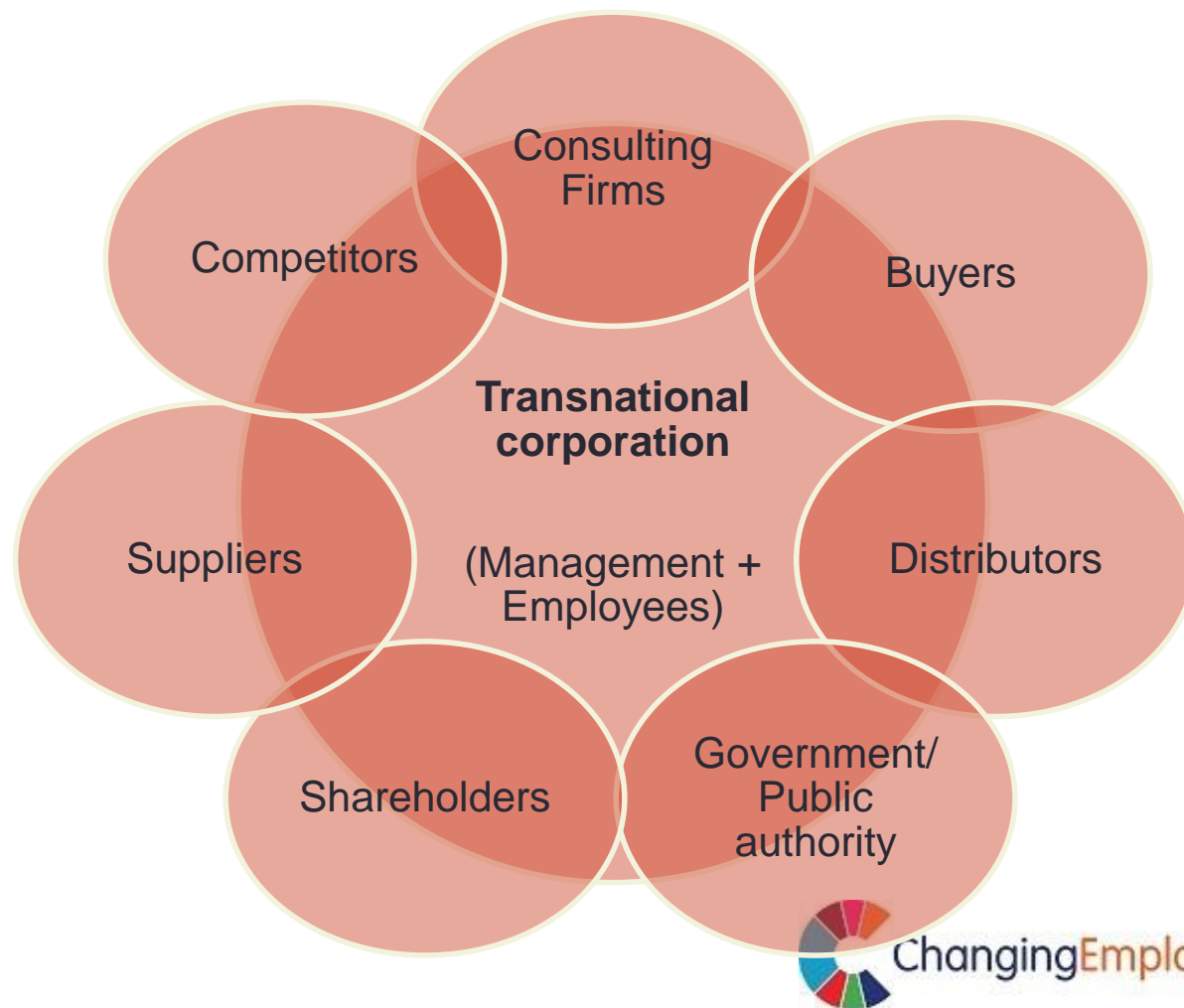
Paul Marginson and Keith Sisson (2004): European integration and industrial relations. Multi-level governance in the making.

Keune, M. and Marginson, P., (2013), "Transnational Industrial Relations as Multi-Level Governance: Interdependencies in European Social Dialogue", BJIR.

Arrowsmith, J & Pulignano, V (eds) (2013): The Transformation of Employment Relations in Europe. Institutions and Outcomes in the age of Globalization.

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



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