

European Employment relations as multi-level bargaining arenas in Transformation

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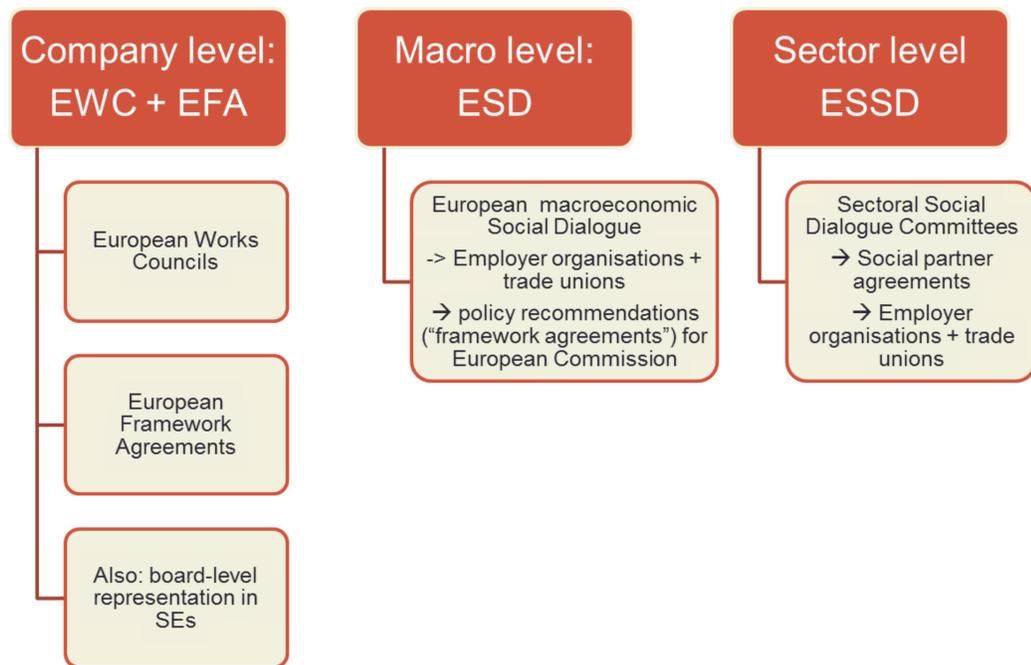
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Employment Relations (ER) in the European Union

„**Transnationalization** has not had the effect of displacing the national level, which remains the dominant locus of industrial relations. Its effect, however, has been to redraw and **increase the complexity of the industrial relations map**, adding new levels, actors and institutions, and creating new horizontal and vertical relationships and interdependences among company, sectoral, national and transnational public and private actors.“ (Keune and Marginson 2013: 474)

“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)

Topic: Multi-level arenas of ER (Marginson and Sisson 2004)



Multi-level employment relations in TNCs

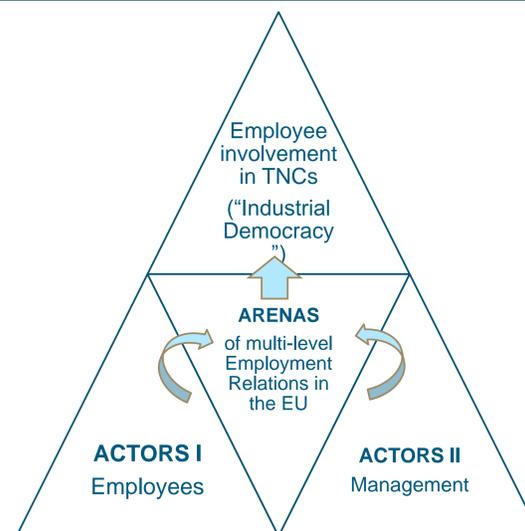
agency-focus: looking at actors, their interests and relations

Industrial relations as social interactions between players who hold different resources

The MNC as a political complex: historically formed and consolidated set of power relations (“conflict lines”) between internal and external interest groups

(Köhler and González Begega 2010)

Theory: Industrial Democracy (Fritz Naphtali 1928)



Research Questions

How do **actors** (management and employees) perceive their position in relation to each other? What are their attitudes, interests and power resources?

How do actors perceive the European **arenas** of social dialogue in relation to national arenas?

In how far do existing arenas of employment relations in Europe contribute to **European industrial democracy**?

Comparative Research Design: “nested case studies” (Lieberman 2005)

