

Presentation prepared for the  
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# **The national systems of industrial relations**

## **A comparative analysis**

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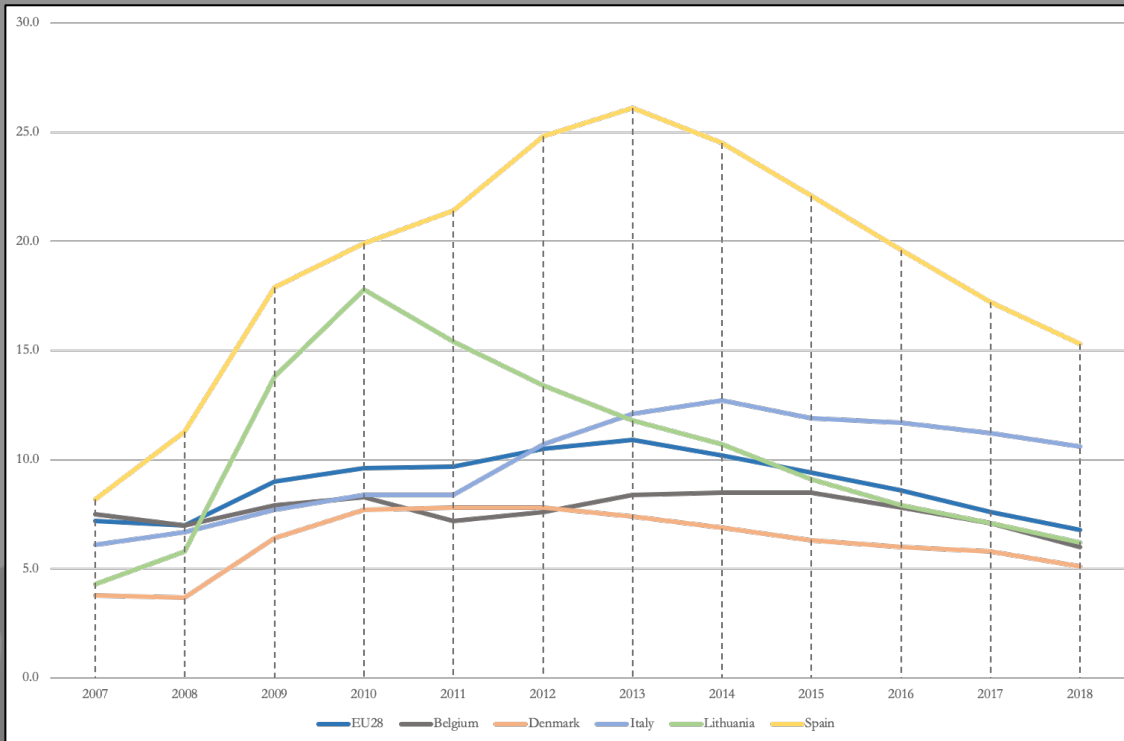
# **SECTION A**

## **BASELINE INFORMATION**



# The unemployment crisis

Trends in unemployment rates (2007-2018)

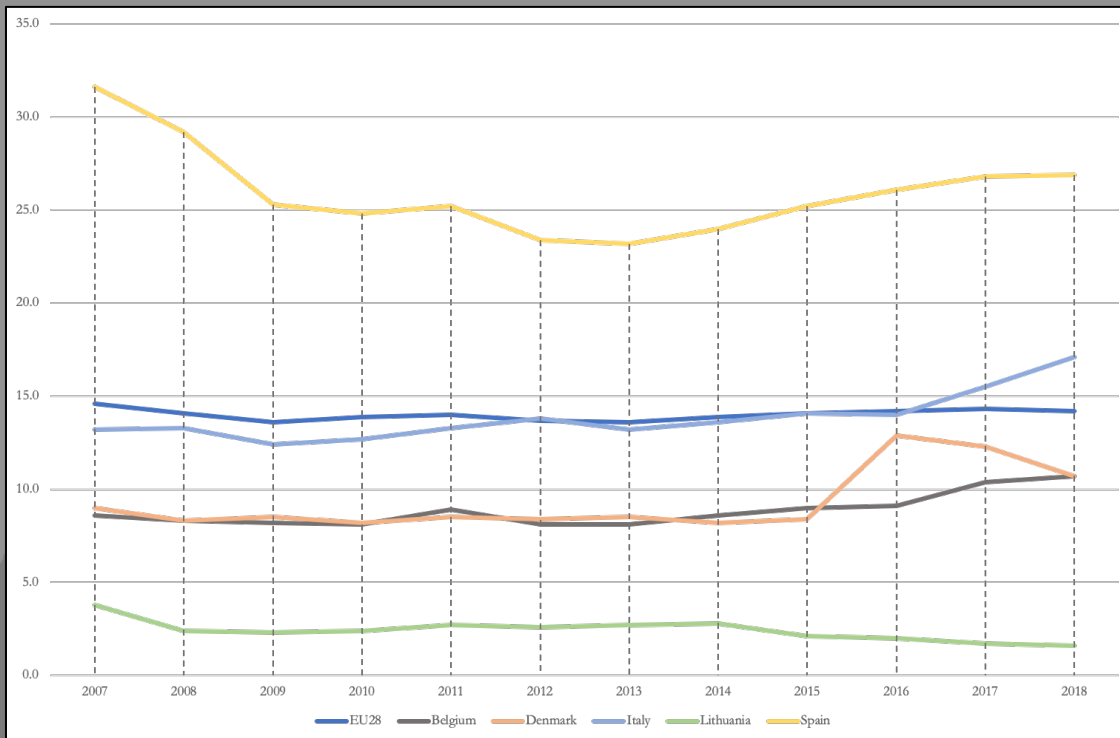


Source: Eurostat

- 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		

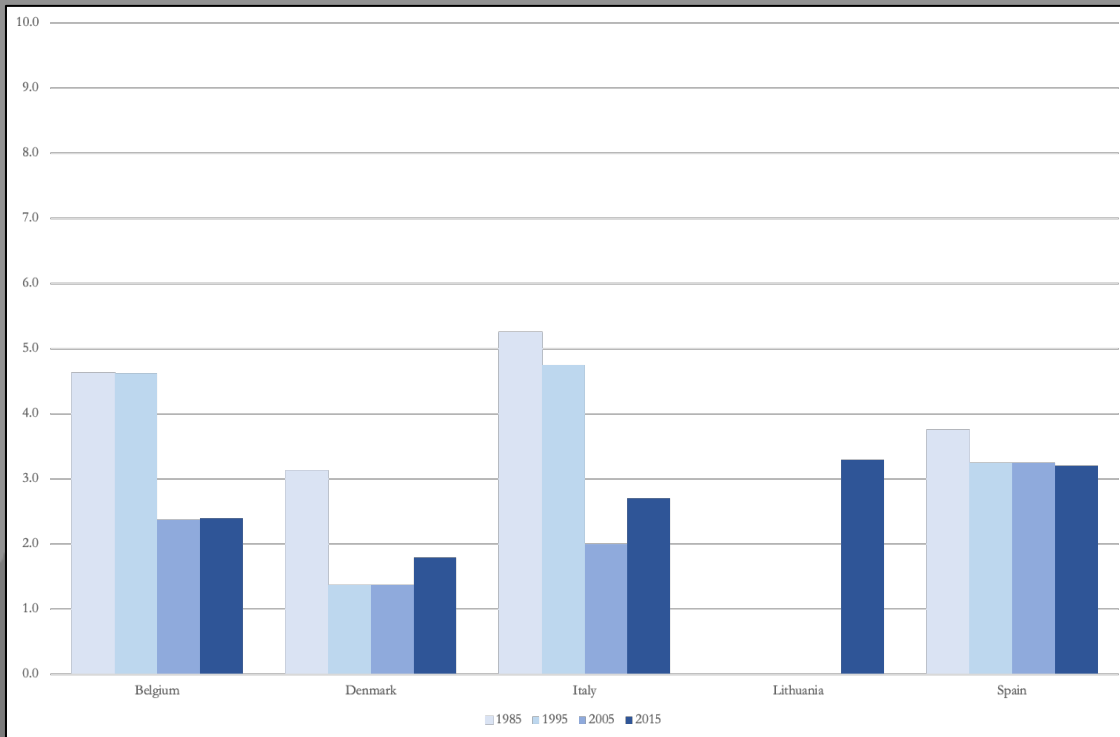
- In general, the mix of high unemployment and diffused temporary jobs (and involuntary part-time) makes growth in the recovery from the crisis unstable
  - Spain and Italy have the worst mixes
  - \*Lithuania is a peculiar case: low unemployment holds back outgoing migrations; in-work poverty is also 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
<b>Belgium</b>	5↑	4.6↑	92.9↑	3
<b>Denmark</b>	3	2.3	82.0↑	0
<b>Italy</b>	3	2.4↓	80.0	0
<b>Lithuania</b>	1	1.0	7.1↓	1
<b>Spain</b>	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

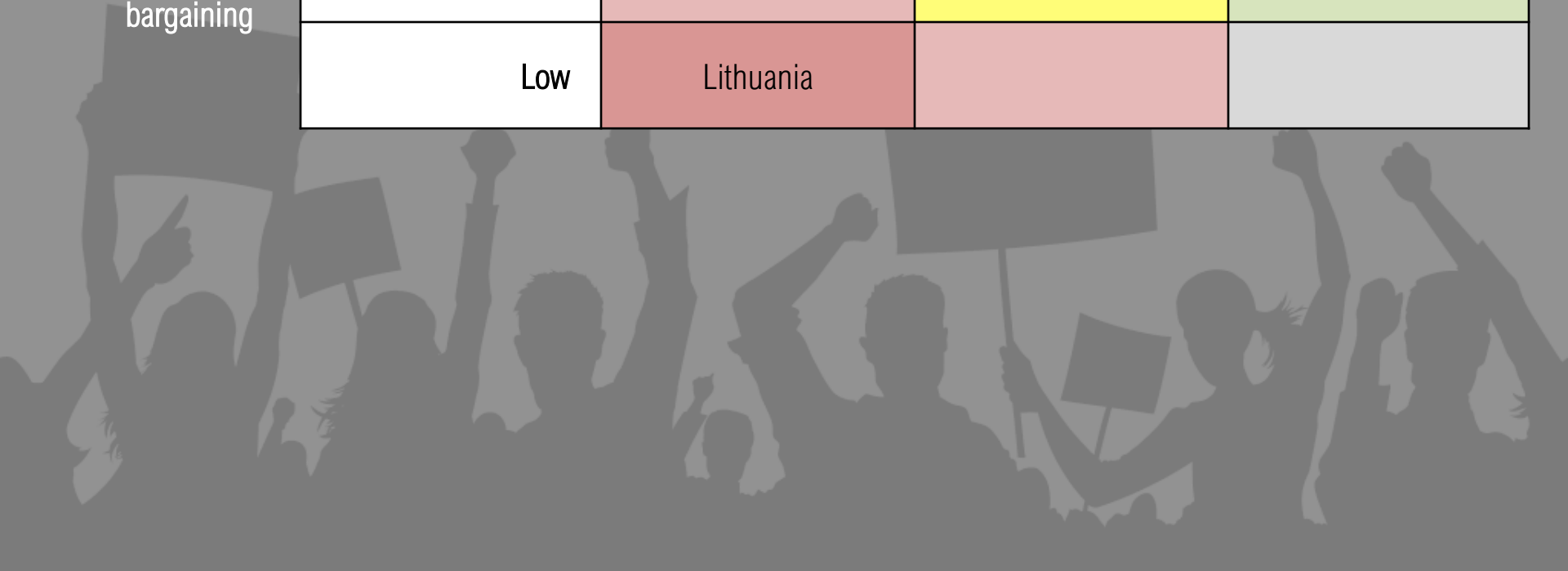
**Source:** Visser (2019)

- **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		



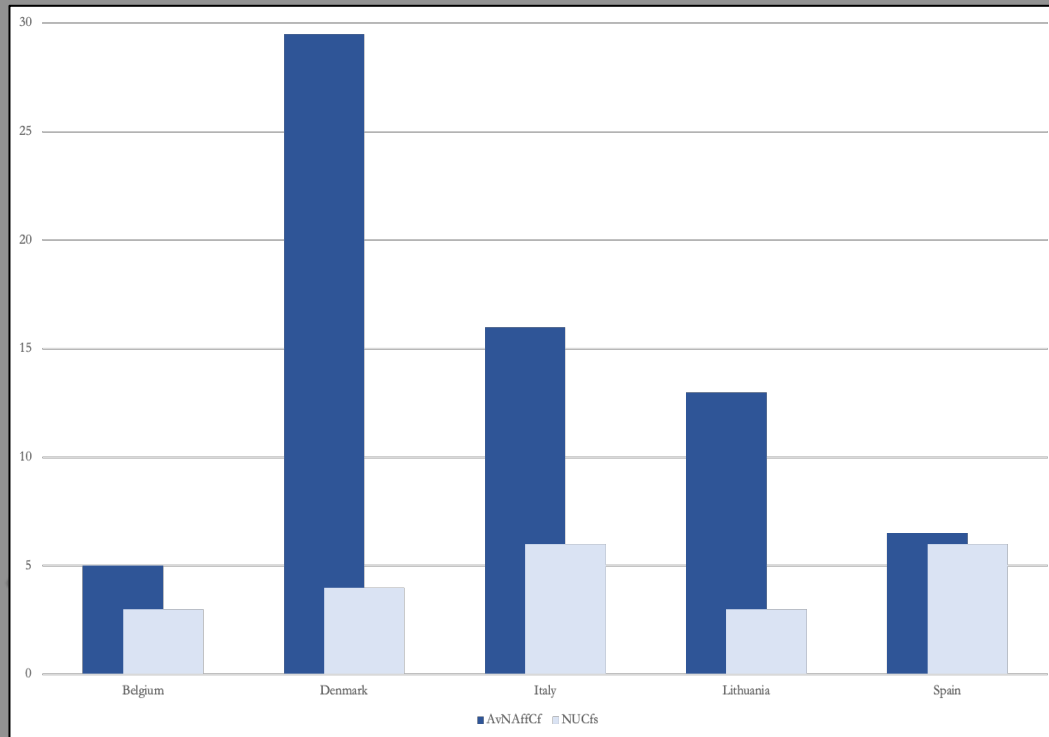
# **SECTION B**

## **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

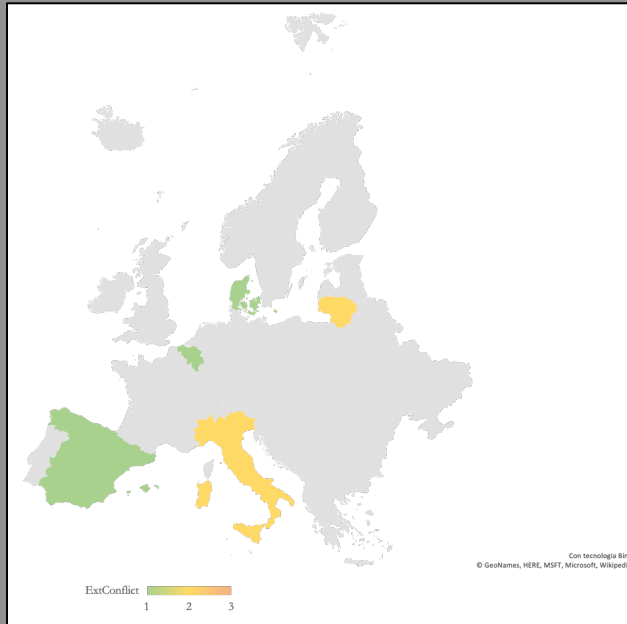
## Main trade unions (2017)

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

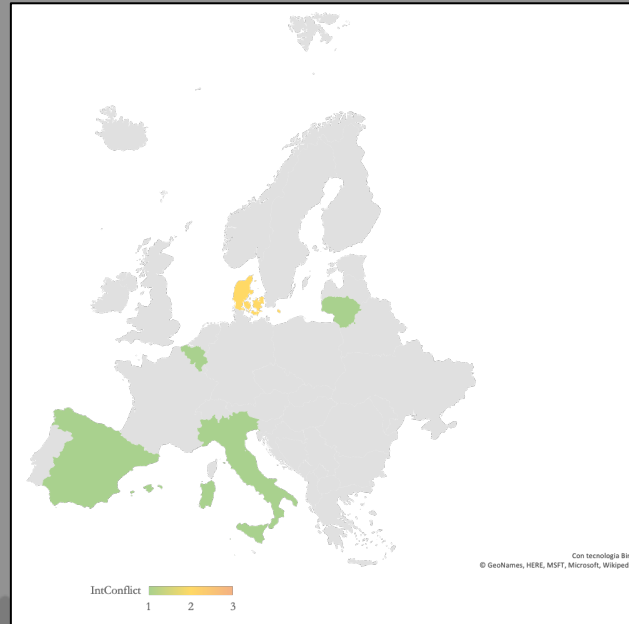
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- **Belgium:** three unions, expressions of political-religious and linguistic-regional divisions
  - **Denmark:** three main unions, based on occupations, plus several alternative unions
  - **Italy:** three main unions, expressions of political-religious 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

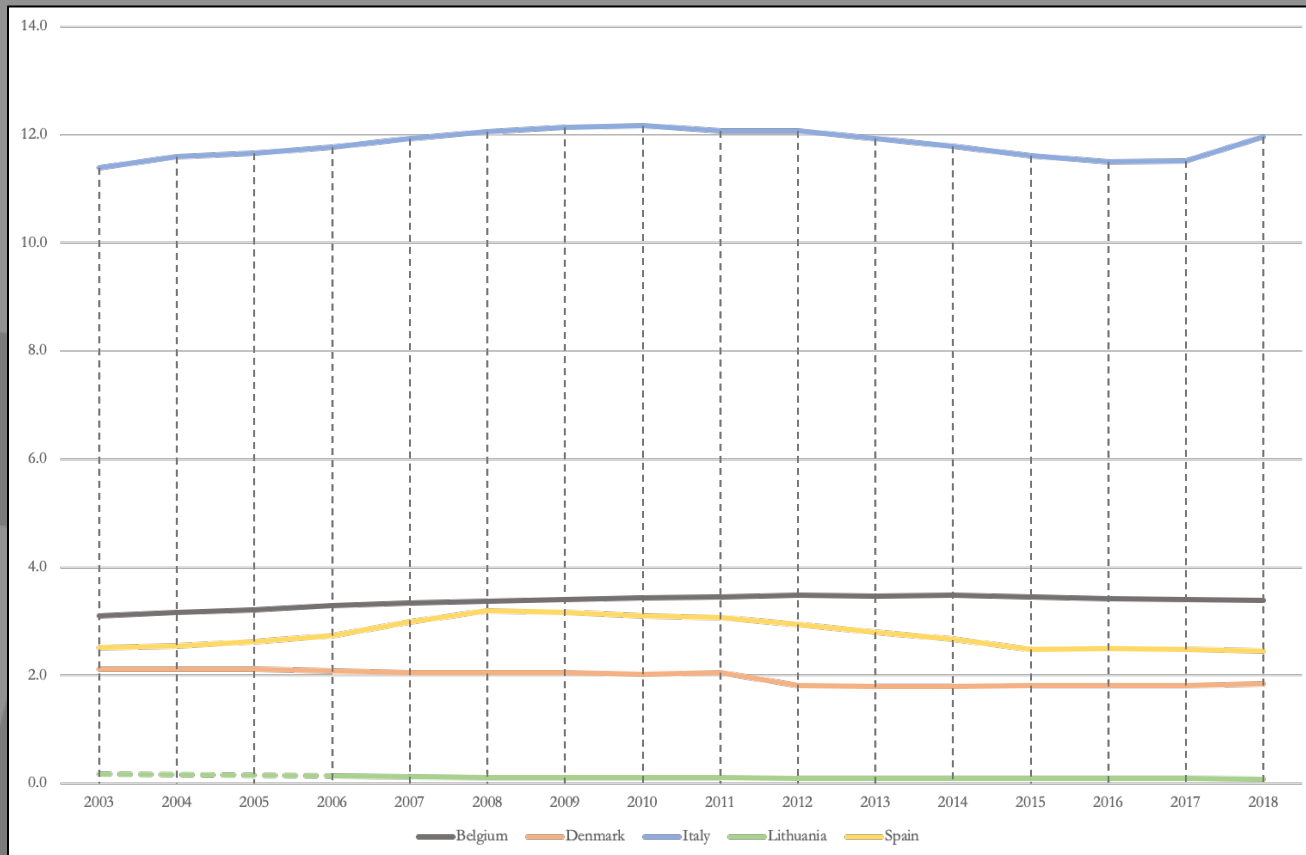
# **SECTION C**

## **MEMBERSHIP TRENDS**



# Total union membership (1)

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

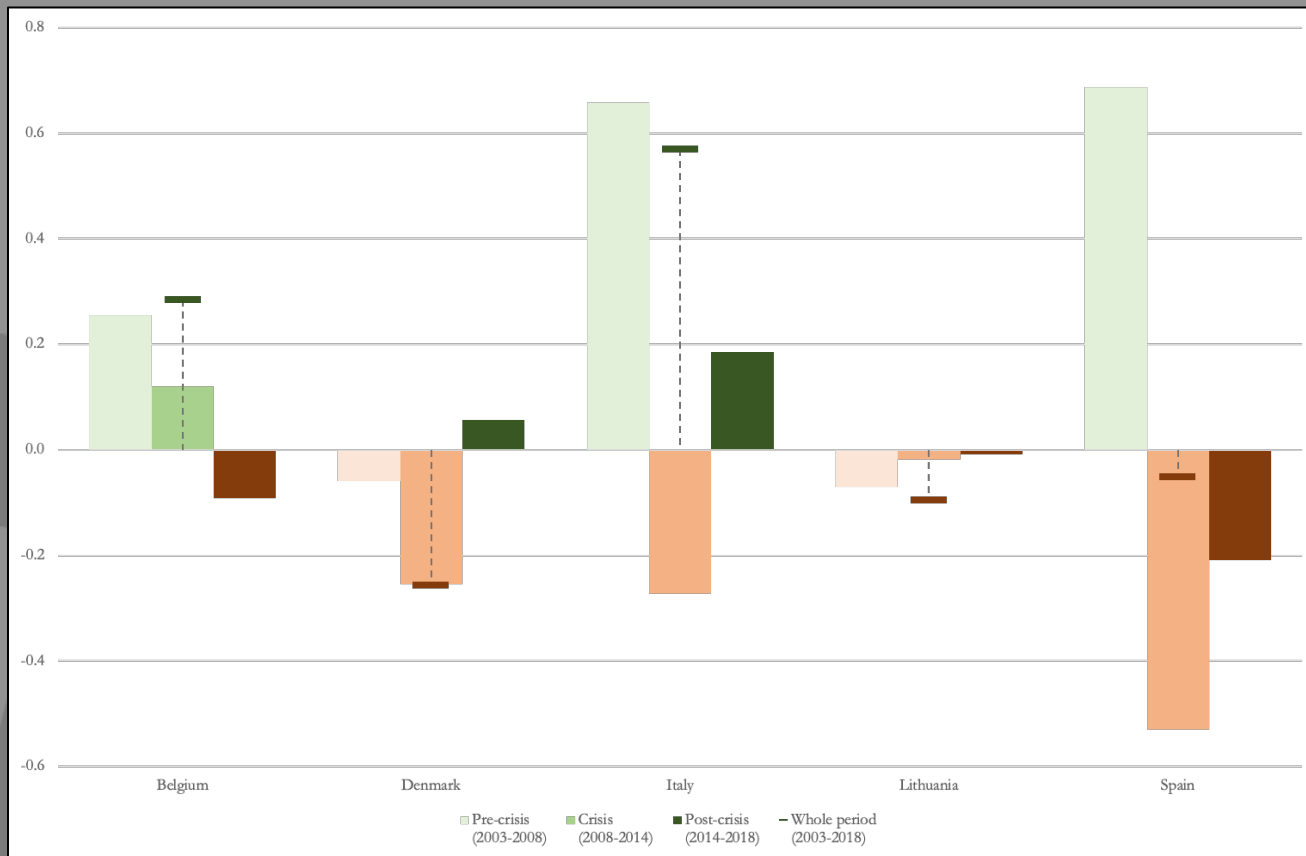


Source: Visser (2019)



# Total union membership (2)

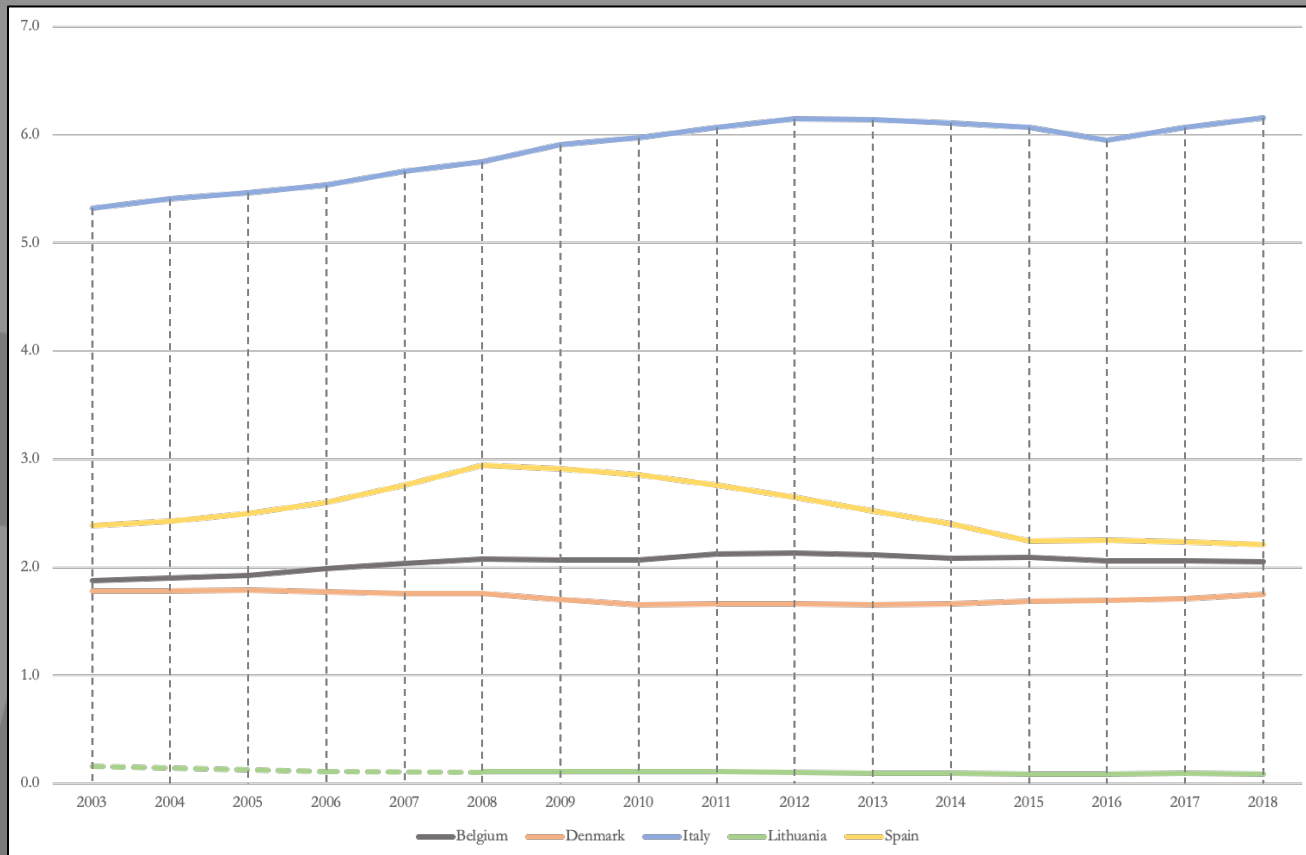
Changes in total union membership (number, millions, various periods)



Source: Visser (2019)

# Net union membership (1)

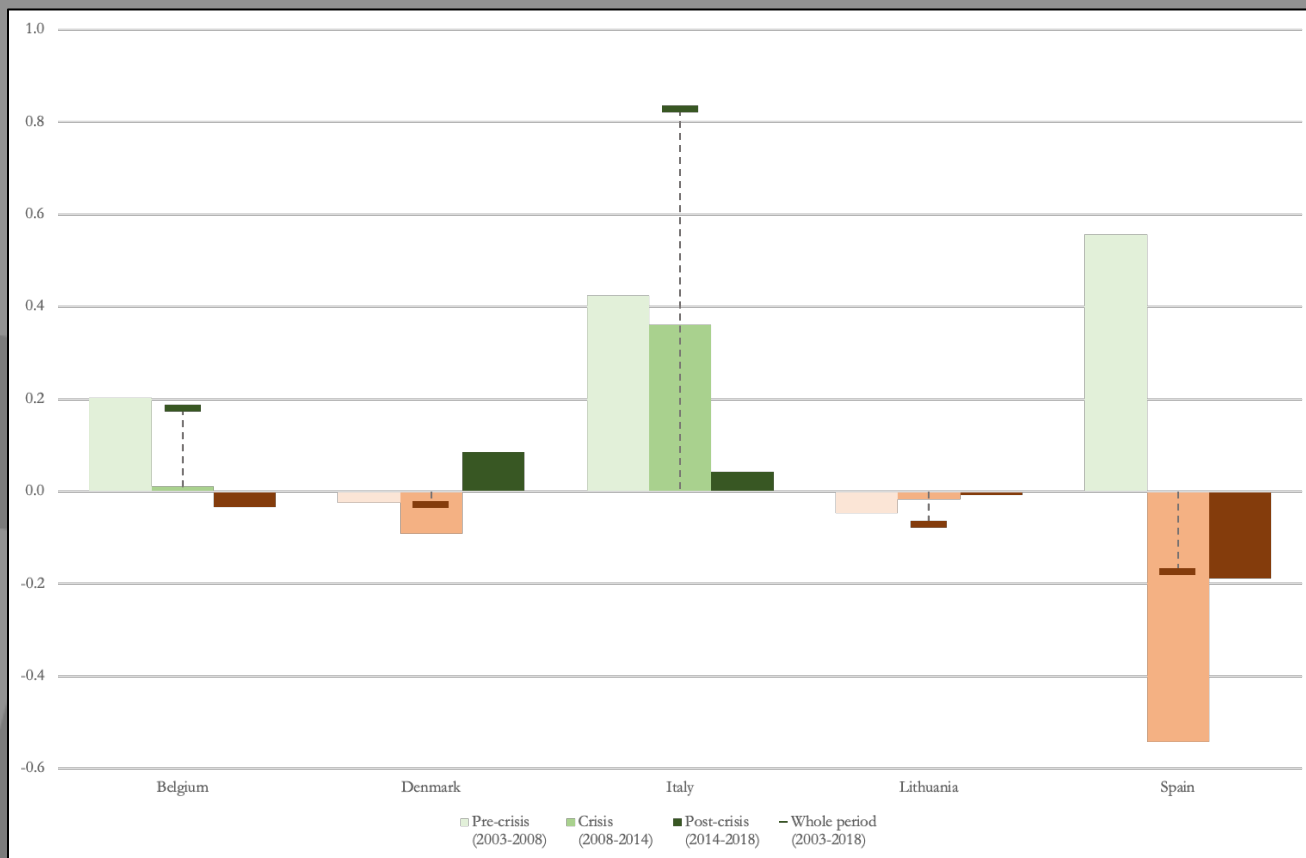
Trends in net union membership (number, millions, 2003-2018)



Source: Visser (2019)

# Net union membership (2)

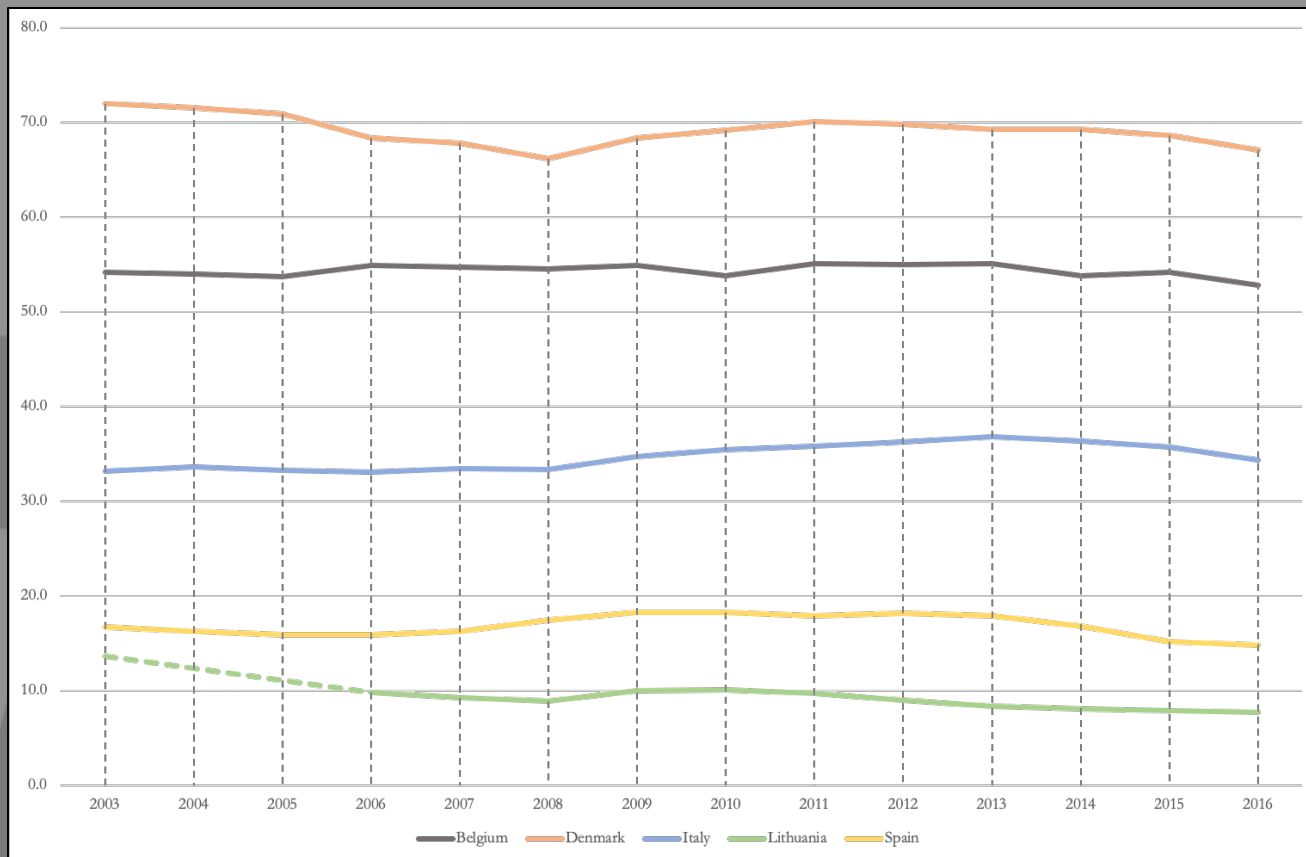
Changes in net union membership (number, millions, 2003-2018)



Source: Visser (2019)

# Union density (1)

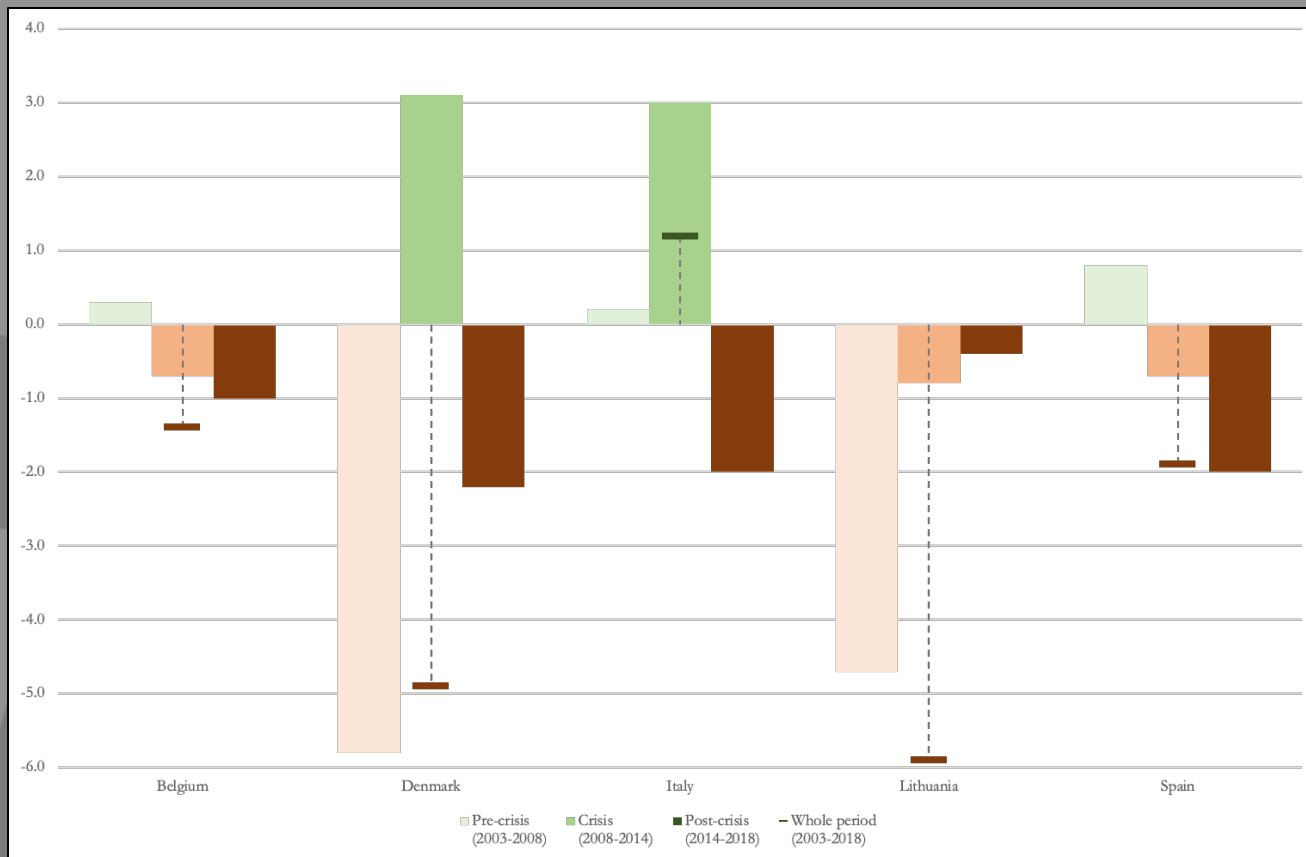
Trends in union density (percentage, 2003-2017)



Source: Visser (2019)

# Union density (2)

Changes in union density (percentage points, various periods)



Source: Visser (2019)

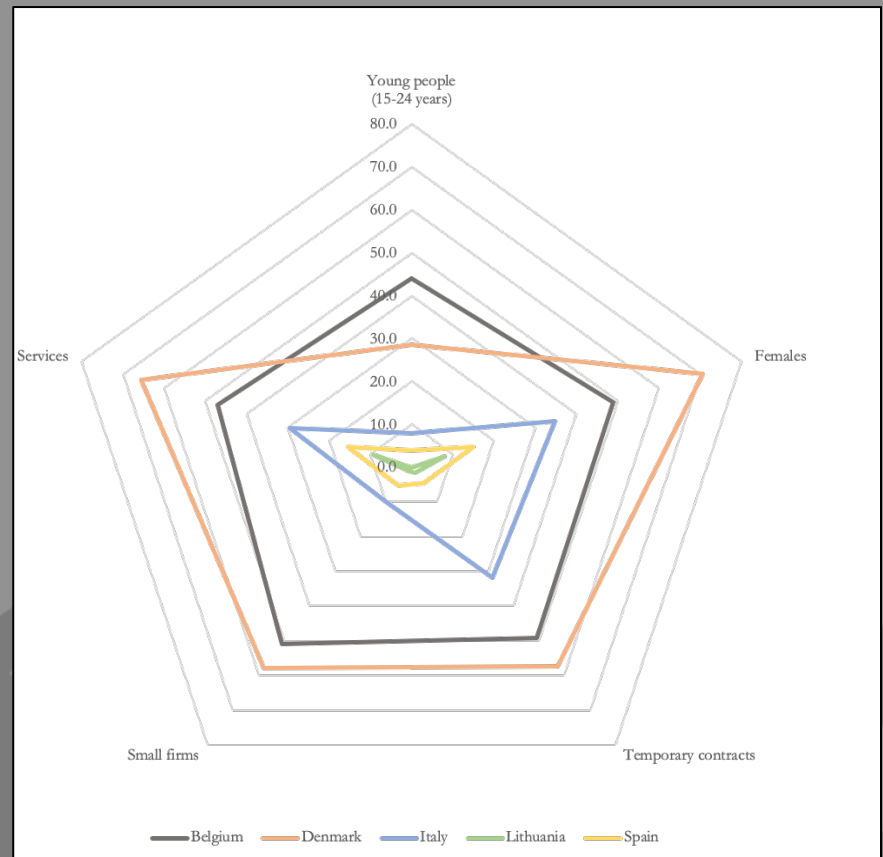
# Union density (3)

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?)

