



Editorial

On 18 November, the OECD launched its [first stand-alone report on collective bargaining](#) in which it states that collective bargaining and workers' voice can improve labour market performances but that they are currently under pressure. The publication evaluates the functioning of collective bargaining systems and workers' voice arrangements across OECD countries and demonstrates how they affect labour market performance today. We are very glad that the second presentation of the report by the authors (and the first in Brussels), will take place at an ETUI monthly forum on 11 December.

The report is proof of how the OECD's view of collective bargaining has evolved over time. While in the past, the OECD's policy recommendations (based on the 1994 Jobs Study) always pushed for the decentralisation of collective bargaining, the weakening of sectoral negotiations and the phasing out of extension mechanisms, this new 2019 report on collective bargaining emphasises the importance of sectoral bargaining systems with well-functioning vertical bargaining coordination. According to the report, such systems lead to higher wage equality, higher employment and lower unemployment. The authors also demonstrate the positive impact of strong collective bargaining systems and employee representation structures on non-monetary aspects such as job quality.

We also welcome this report as a new source of information for policymakers, trade unions, employers' organisations and researchers on the actual operation of collective bargaining and how collective bargaining can serve to best address future challenges linked to evolving labour markets and new technological developments. By explicitly paying attention to the process of collective bargaining, the report provides new insights into its functioning. However, as [TUAC rightly notes](#), it fails to address the role structural reforms have played in weakening collective bargaining systems and trade union density.

On this topic, our followers may be interested to read the ETUI's recently published [collection of four volumes](#) which chart the development of collective bargaining since the year 2000 in the 28 EU Member States. These four volumes document how the institutions of collective bargaining have been removed, fundamentally altered or markedly narrowed in scope in all 28 countries. Based on the evidence presented in the country-focused chapters, the authors show how the reduced importance of collective bargaining as a tool to jointly regulate the employment relationship can be reversed.

Philippe Pochet, General director ETUI

Video of the month

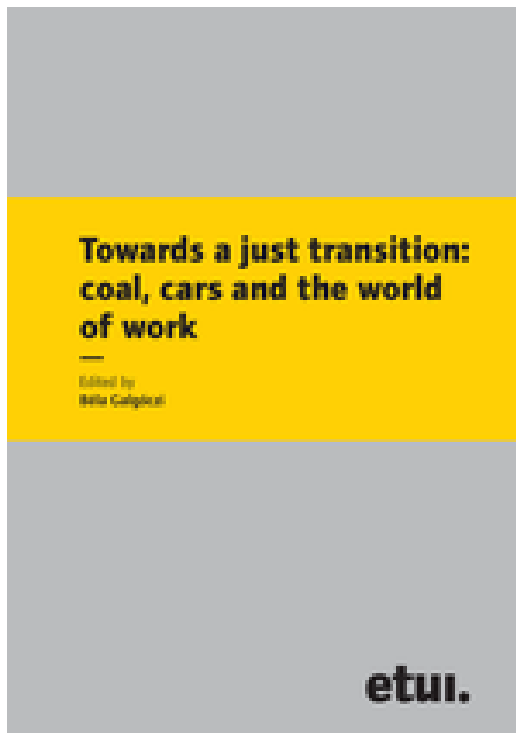


Social Europe and the European Commission

Watch Philippe Pochet in conversation with Social Europe Editor-in Chief Henning Meyer on the social policy record of the Juncker Commission and what one should expect from the new Commission.

[Watch the video here](#)

Publications



Towards a just transition: coal, cars and the world of work

The role of trade unions and social dialogue is key in demonstrating the major differences between coal-based energy generation and the automobile industry. This book presents two faces of a just transition towards a net-zero carbon economy by drawing lessons from these two carbon-intensive sectors. The authors regard just transition not as an abstract concept, but as a real practice in real workplaces. While decarbonisation itself is a common objective, particular transitions take place in work environments that are themselves determined by the state of the capital-labour relationship, with inherent conflicts of interest, during the transition process.

[Read more](#)

transfer

European Review of Labour and Research
Quarterly of the ETUI Research Department

November 2019
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Articles

- Muhammad Ferdosi**
Post-crisis labour market outcomes in worlds of welfare and varieties of capitalism p. 407
- Pablo del Rio Leizaola and Mienno Fenger**
Spanish trade unions against labour market reforms: strategic choices and outcomes p. 421
- Inger Marie Wægen and Ragnhild Steen Jensen**
Trade union representatives from ethnic minorities: Representation revisited p. 437
- Miari Masso, Deborah Foster, Liina Oulla, Balázs Bibál, Jan Czuczay, Anbrun Kloo, Malgorzata Kozłarek and Dominik Owczarek**
The influence of collective employment relations on work accommodation: case studies in Estonia, Hungary and Poland p. 451
- Adrián Tardón Sigues**
Algorithms, artificial intelligence and automated decisions concerning workers and the risks of discrimination: the necessary collective governance of data protection p. 465

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November issue of Transfer on industrial relations research in Europe

The recently published issue of Transfer, the European Review of Labour and Research, contains five articles which together illustrate the variety of industrial relations research in Europe in recent years. Two of the articles are available for free download.

In the first article (only available for free download until the end of this month) the author Mohammad Ferdosi applies theories related to welfare states and varieties of capitalism in order to examine and compare socio-economic outcomes before and after the recent crisis. His findings are sometimes unexpected and show substantial variation in the country group averages for indicators such as inequality, low pay, union density and involuntary part-time work. In general, the results point to the fact that in some areas of social and economic life, many countries have not yet returned to pre-crisis levels.

[Read more](#)

Save the date

3-4/12/2019: The future of health and safety in Europe. 30 years after the EU Framework Directive on health and safety at work, what's the way forward?

5/12/2019: Working behind bars: debate and photo exhibition

11/12/2019: Collective Bargaining in a Changing World of Work

15-16/01: Seminar on Strategic Litigation on Occupational Health and Safety.

17/12: Towards a progressive EMU governance, *more information will follow soon*

21/01: Towards a just transition: coal, cars and the world of work, *more information will follow soon*

24/01: THE PLAN that came from the bottom up, *more information will follow soon*

If you wish to receive invitations for ETUI events, please register here.

Training



EWC/SE WC training planning 2020-2024

As part of the ETUI Education effort to design a 4-year strategy, a similar planning was made for the training offer for European and SE Works Councils (EWC and SE WC). Building upon twenty years of experience, the service will develop along four main lines: company training, open seminars, online and expert support for diverse initiatives.

[Read more](#)

In the media

- De Tijd, Hogere productiviteit, iemand?, (29 Nov 2019)
- Equal Times, Ownership should not equal control: how democracy at work puts shareholders in the hot seat, (28 Nov 2019)
- Eco Politica, El Futuro de Los Sindicatos, (25 Nov 2019)
- Le Monde Diplomatique ES, Democracia real en el trabajo como respuesta a la crisis democrática, (Nov 2019)

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