

SCUOLA EUROPEA DI RELAZIONI INDUSTRIALI*

COLLECTIVE BARGAINING AS INDUSTRIAL DEMOCRACY

Call For Papers

*SERI – Scuola Europea di Relazioni Industriali is a RESEARCH UNIT set up by an agreement between the UNIVERSITY OF ROME “TOR VERGATA” and the NATIONAL RESEARCH INSTITUTE “ITALIAN INSTITUTE OF GERMAN STUDIES” - IISG. Such agreement implements the project “Method, Hermeneutic, Translation in Transnational Law” (Seminario L.R. Levi Sandri), approved and financed by MIUR (Department for Education – Italian Government) and included in the National Scientific Program. According to an interdisciplinary approach, SERI investigates Industrial and Labor Relations from different viewpoints. SERI is coordinated by Michele Faioli (Tor Vergata University) and Fabrizio Cambi (Chair – IISG/Italian Institute of German Studies). SERI research team is composed by scholars and experts of Industrial and Labor Relations. SERI cooperates with **Fondazione Giacomo Brodolini**. See also <http://www.studigermanici.it/iniziativa/scuola-europea-di-relazioni-industriali> – or http://works.bepress.com/michele_faioli/

SERI - SCUOLA EUROPEA DI RELAZIONI INDUSTRIALI

2013 Call for Papers

Special Issue and Annual Conference on International Comparisons

<<COLLECTIVE BARGAINING AS INDUSTRIAL DEMOCRACY>>

Key issues	European Crisis – Industrial Relations Reaction - Collective Bargaining Reaction - Decentralized Collective Bargaining - Industrial Relation Institutions - Labor Standards – Competition - Changing International Markets - Increased Competition in Manufacturing and Services - Demographic Change and New Technologies – SMEs and Industrial Relations
Key matters	Industrial Relations - Labor Law - Labor Economics - Comparative and Translation Studies – European Studies - Philosophy - Sociology – Gender Studies

SERI is calling for papers for a conference and subsequent special issue devoted to international comparisons on **COLLECTIVE BARGAINING AS INDUSTRIAL DEMOCRACY**. **PhD Students, young scholars and young unionists** interested in participating should submit a paper to **SERI Scientific Committee**. Abstracts (not more than 500 words) and CVs must be submitted electronically (michele.faioli@uniroma2.it) **by February 15, 2013**. Accepted proposals will be announced by **March 15, 2013**. SERI strongly promotes interdisciplinary and pragmatic approaches.

Silvana Sciarra (University of Florence) will chair the Scientific Committee. Thomas Haipeter (University of Duisburg-Essen, Institute for Work, Skills and Training), Giuseppe Croce (Sapienza University of Rome), Fabrizio Cambi (IISG), Michele Faioli (Tor Vergata University) are members of the Scientific Committee.

Authors whose papers are accepted will be invited to a conference to be held at SERI summer outreach - EREMO di MONTE GIOVE in FANO (Italy) - www.eremomontegiove.it - week end of May 17-19, 2013. Papers presented at this conference should be suitable for immediate submission to external reviewers. Based on discussions at the conference, authors may be asked to undertake revisions with the expectation that their papers will be published in the special issue.

Conference expenses will be partially subsidized by SERI (accommodation fees will be required - i.e. per person a total amount of Euro 130,00 - week end of May 17/19, 2013).

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The issue of collective bargaining is crucial for Europe in time of crisis and uncertainties. In some European countries social partners have responded to crisis with creative arrangements. Uncertainties caused by the recent economic and financial downturns are also addressed through a new discourse around the notion of solidarity at European Union level (Sciarra, 2010). Collective bargaining and industrial relations systems have been significantly reconfigured over the past two decades in order to deal with new challenges (changing international markets, increased competition in manufacturing and services,

demographic change and new technologies). Such reconfigurations mainly regard relationships between (i) centralized collective bargaining vs. firm based bargaining, (ii) collective bargaining vs. labor market deregulation, (iii) collective bargaining vs. welfare systems recasting (Palier - Thelen, 2010). Centralized collective bargaining have delegated more and more issues to firm-based bargaining. Labor markets have not been deregulated wholesale, but the number of “atypical” or “non-standard” employment relationships has risen severely in recent years. Welfare institutions and programs have been “recast” in ways that make them very detached from those that prevailed some years ago. In this frame it should be considered that also paritarian institutions (i.e. the social protection institutions jointly managed by social partners) are requested to develop new protection regimes and strategies.

During the crisis a view appears to become commonplace that labor law acts as a distorting factor in the operation of the single market and currency union (Deakin, 2012). Also in relation to the EPP (EURO PLUS PACT) that was agreed at the European Council meeting of 24/25 March 2011 by the euro area Heads of State or government those three element above mentioned (collective bargaining, labor market, welfare systems) are requested to be modernized. The EPP underlines the following (Barnard, 2012) that the (i) “progress will be assessed on the basis of wage and productivity developments and competitiveness adjustment needs. To assess whether wages are evolving in line with productivity, unit labor costs (ULC) will be monitored over a period of time, by comparing with developments in other euro area countries and in the main comparable trading partners. For each country, ULCs will be assessed for the economy as a whole and for each major sector (manufacturing; services; as well as tradable and non-tradable sectors)”, (ii) “a well-functioning labor market is key for the competitiveness of the euro area. Progress will be assessed on the basis of the following indicators: long term and youth unemployment rates, and labor participation rates”, (iii) contribute further to the sustainability of public finances (highest attention will be paid to the sustainability of pensions, healthcare and social benefits).

In light of the above, this 2013 SERI Call For Papers is mainly focused on the dialectic between institutions and activism because such dialectic in the long run appears more important than “one-dimensional analyses of economic and social policy reform, social movement mobilization, or organizational behavior in established institutional contexts [...] Yet a universe of social interaction is complex and messy, defying determinist explanation. Given particular institutions, social context, politics, economic circumstances, culture, identities, and other factors, we can examine causal processes and predict what is likely. No matter how sharp the analysis, however, organizations and individuals can and do often surprise us with the choices they make” (Turner, 2009).

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