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Social Relations in Turbulent Times

## Abstract Book

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because the EU legislation defines that a SE may not be registered before employee representatives and the company's management have tried to reach an agreement on employee involvement. For the last years there has been a dynamic development as the number of SEs has steadily increased. By December 2010 around 700 European Companies had been established – although just 171 companies can be classified as so called 'normal SEs' which are both economically active and have employees. Among them are some big European companies such as BASF, Allianz and MAN. All in all, negotiated forms of employee involvement are empirically important, as they are already effective for more than a hundred thousand of employees in the EEA.

The paper examines for the normal SEs what types of arrangements the employee representatives and the management made up and thereby analyzes what kind of European forms of industrial relations are evolving. It focuses thereby on the question whether the involvement procedures differ from those, which had existed before the SE was established. Based on considerations of the negotiated order approach and the path dependence theory it is argued that there are four different types of developments that differ regarding their involvement scope and their degree of change: The first type is characterized by path stabilization, which is combined with a higher participation degree because the existing participation forms are mainly preserved. The second type is also characterized by path stabilization but it is combined with a lower participation degree because participation forms hadn't have existed neither before nor after the SE establishment. The third type is characterized by a path switch, which leads to a higher degree of participation because entirely new participation forms are established. A path switch also characterizes the fourth type but in this case it leads to a lower degree of participation because existing participation forms are taken back. Based on a document analysis and case studies it is explored how these types fit the empirical cases and how they possibly vary with corporate characteristics like size, sector or ownership structure.

#### EMPLOYER ASSOCIATIONS IN DENMARK - EMPLOYER BEHAVIOR IN DENMARK IN A COMPARATIVE PERSPECTIVE

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*Abstract:* In this article we will focus on analysing employers, their forms of organization and their influence in relation to developments in national employment relations systems. We will mainly focus on the private parts of the labour market in Denmark. The analysis has an double aim. Firstly we will focus on the forms of organization among business and employers. We will identify and analyse characteristics about employers forms of organizations with respect to their organizational forms (e.g. domain representation), their participation in collective bargaining etc. Secondly we will try to identify how and why employers and their associations have tried to influence the development of national employment relations systems. The article focus especially in Denmark but compare Denmark to other European countries. has a comparative starting point looking on forms of organization in two European countries. In the employment relation literature there is quite a comprehensive debate about the character of the different national employment relation systems and about the possibility to identify more generalized models of employment relations [Fbblinghaus 1999, Commis-

sion of the European Community 2004]. Establishing an employers association can be seen as a result of companies and employers interests in dealing with types of problems that are common for them. Employers associations are the solution to a problem or a field of problems that can not be solved by a single company or by the single employer, where collective action are more successful than individual action. Employers organise in an employers association because they expect to safeguard their interest through membership. Employers associations are in the employment relation literature often analysed through an optic focusing on the relation between collective and individual interests and forms of action (Traxler et al. 2001, Traxler 2004, Croucher et al. 2006). This means that theories dealing with free-rider problems (Olson 1965) often plays an important role when the formation and action of employers associations are understood. Employers associations are in this respect seen as organisations that should be able to provide the single company or the single employer with goods and services they see as attractive goods or services.

#### THE COLLECTIVE BARGAINING IN A WORKPLACE: THE INTERNAL AGREEMENTS AND THE LEGAL FRAMEWORK

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*Abstract:* Labour relations in Portugal have been marked by a set of blocks resulting from the change in the balance of power between capital and labor. These blocks, one of the most significant has been associated with low degree of effectiveness of instruments for regulating collective bargaining has long exceeded the practices of human resource management policies adopted by companies and "tolerated" by society. It has passed a certain inability of the actors of collective bargaining in (re) construct a new compromise between capital and labor, which opened the way for a package of reforms, more or less consensual, the legal framework that regulates the system of labor relations, which aimed at increasing decentralization of bargaining levels.

In this context, as part of an ongoing research project, called the reinvention of negotiation and collective representation of employees in Portugal, to present some results achieved by the development of the contents of collective bargaining in the automotive sector and the articulation of such content to the negotiation enterprise level translated into what some authors have called the internal business agreements.

*Keywords:* labor relations, collective bargaining, human resource management, internal agreements

#### THE INTERNATIONAL LABOUR ORGANIZATION IN THE PORTUGUESE LABOUR LAW: REPERCUSSIONS AND CONSTRAINTS OF A SOCIO-LEGAL PARADIGM

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