

# Strategic trade union research UNI Europa

TURI network meeting

Stan De Spiegelaere





UNI Europa

UNI Europa priorities & research needs

Beyond UNI Europa

# UNI Europa

	Global	UNI Europa	Other regions
Commerce			
Finance			
Tourism			
Property services			
Post and logistics			
ICTS			
Hair and Beauty			
Care			
Gaming			
Graphical and packaging			
Temporary agency work			
Media, entertainment and art			

**UNI Europa represents 272 national trade unions in 50 countries.**

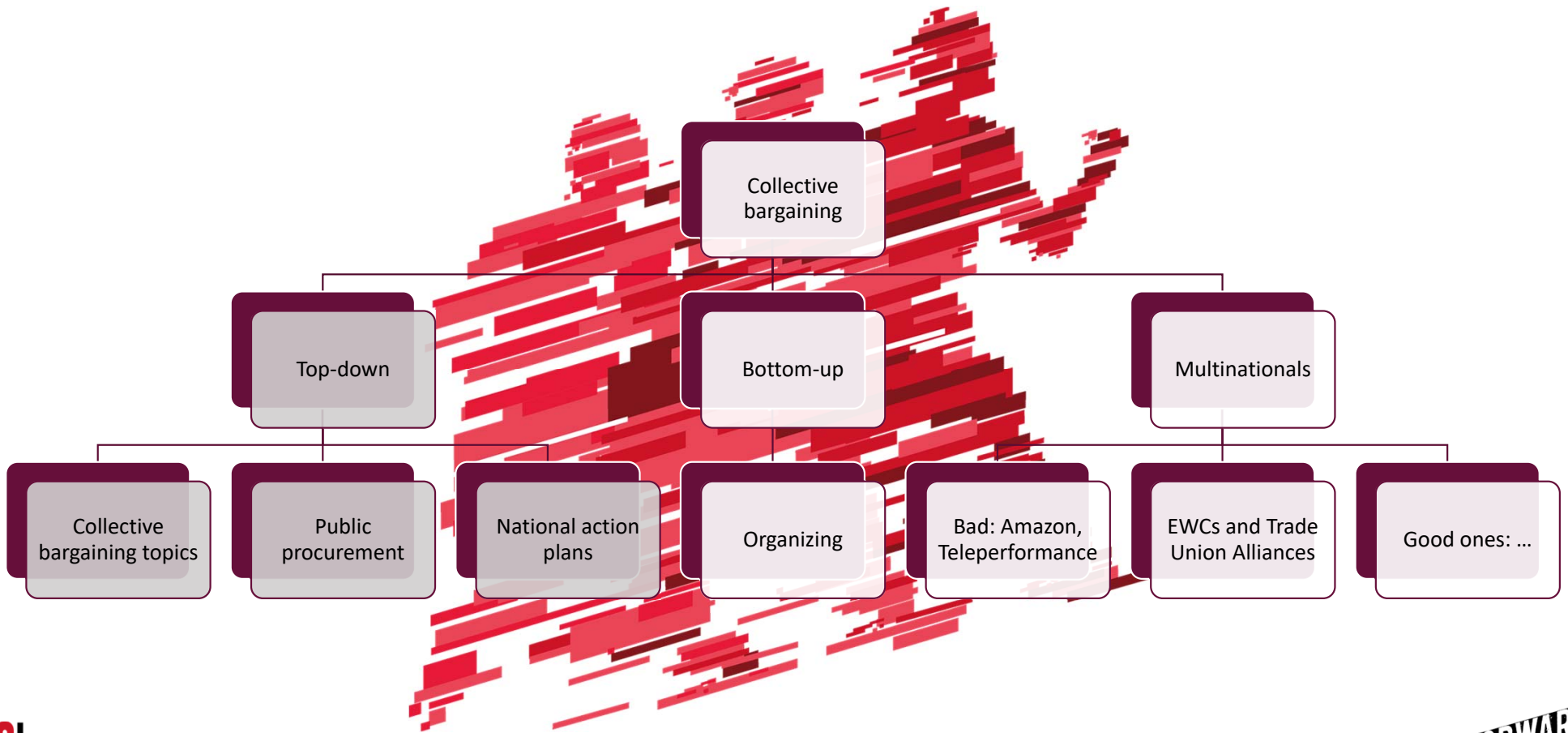
**Equal opportunities  
Youth  
Professionals & managers**



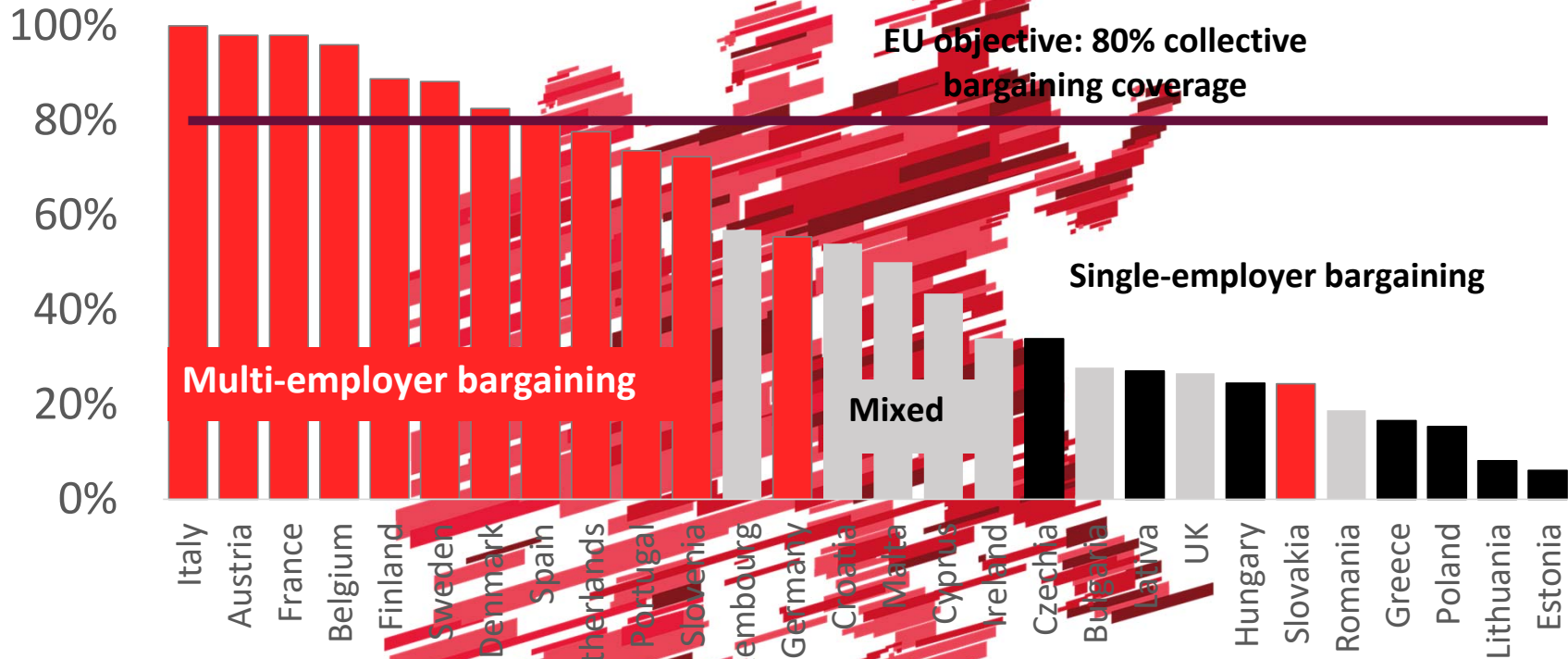
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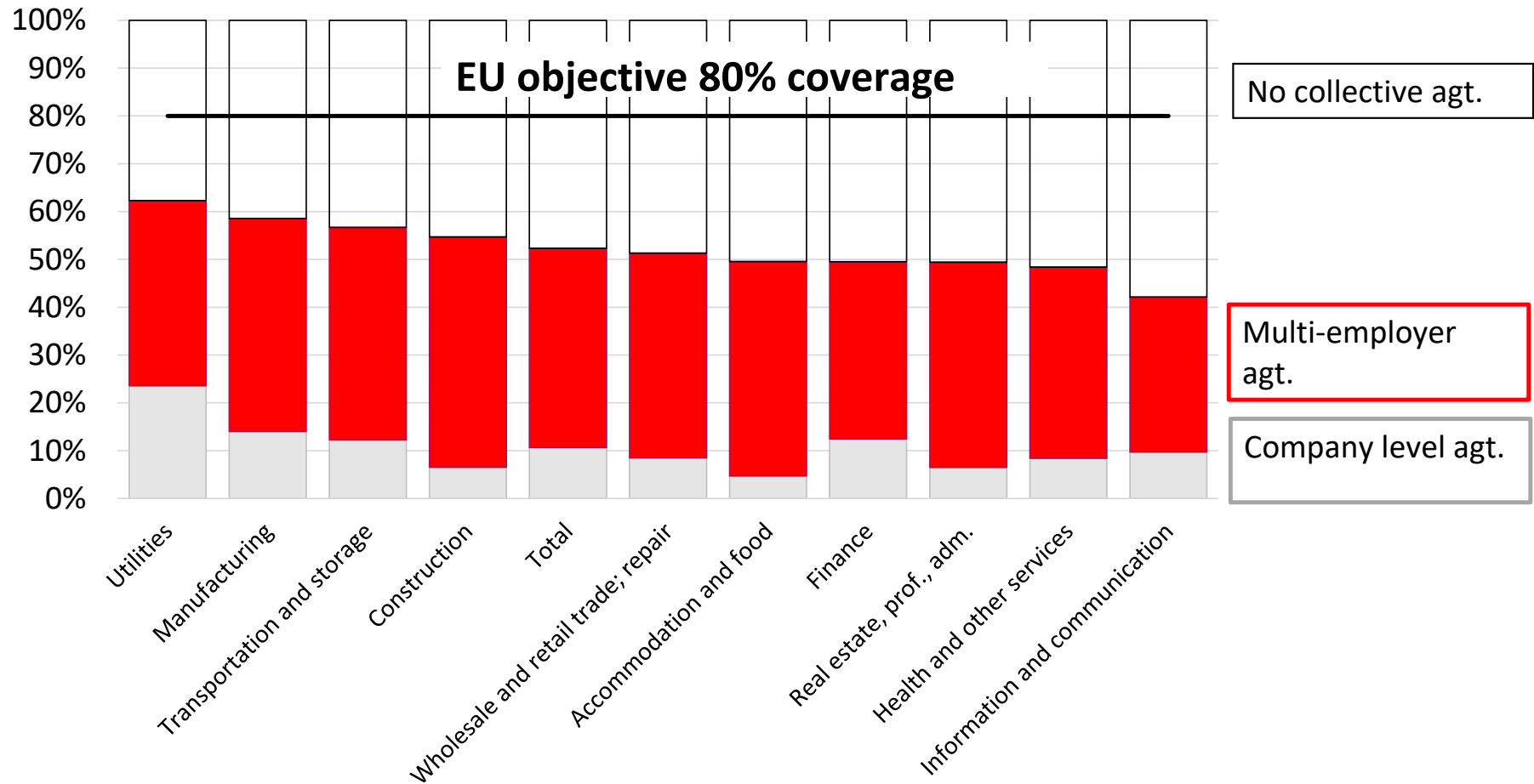


# Collective bargaining coverage



Source: ICTWSS, latest years

## Collective bargaining coverage by sector



# Collective bargaining and minimum wage directive

## Specific content

- All countries need to ensure **bargaining capacity** and facilitate sectoral bargaining
- Aim is to reach 80% bargaining coverage, if not, **national action plans** are to be made
- All countries need to take action on **protection** of employee reps.
- All countries need to ensure sufficient enforcement, particularly through **inspection services**
- All countries need to ensure **public procurement** doesn't corrode collective bargaining
- All countries need to provide **data** on collective bargaining



# Collective bargaining – top down



- Multiemployer bargaining (MEB) strategies
- Extension light
- Capacity building
- Workers' reps protection
- Enforcement & inspection
- Sectoral employers' organizations
- Sector structures
- .....

# Public procurement

Trillions every year

Public money for the social good

- Avoid union busting
  - Promote fundamental rights to organizing
  - Secure and strengthen (sectoral) collective bargaining
  - Advance democracy at work
- “From a **barrier**, EU public procurement policy should become an **engine of social progress**”



# Public procurement - research

- Why there's a problem
  - Bad practice, race to the bottom...
  - Sectoral developments related to procurement
- Why good policy can help
  - Good practice
  - Good procurement and competition (~ prevailing wages)
  - Good procurement & quality, costs, innovation...
- What should be changed
  - Legal changes

# Collective bargaining - Topics

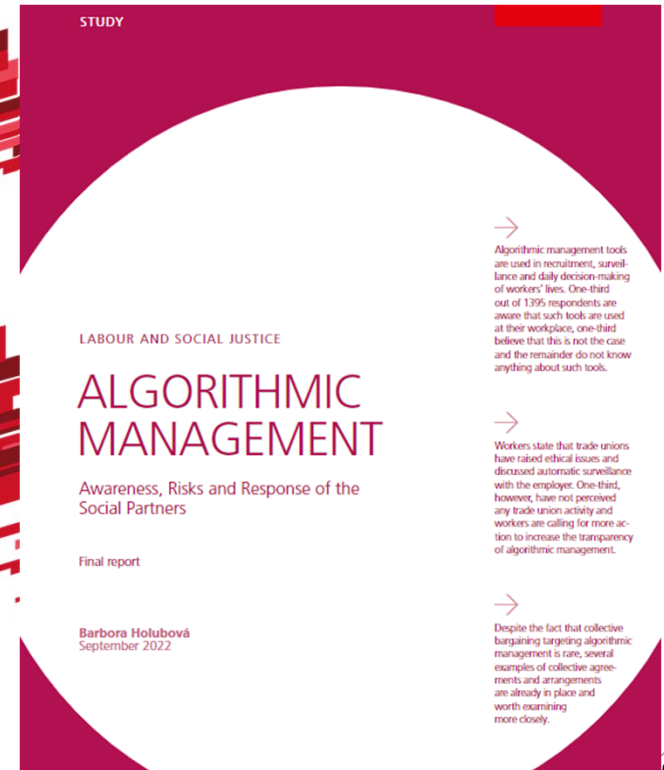
## Back to the Dark Ages? The rise of a new retail model

Dark stores are popping up across Europe. But is this a positive innovation, or is the sector relying on an unsustainable squeezing of low-paid and poorly protected workers? This session includes early insights from cross-country research.



**UI**  
global  
union

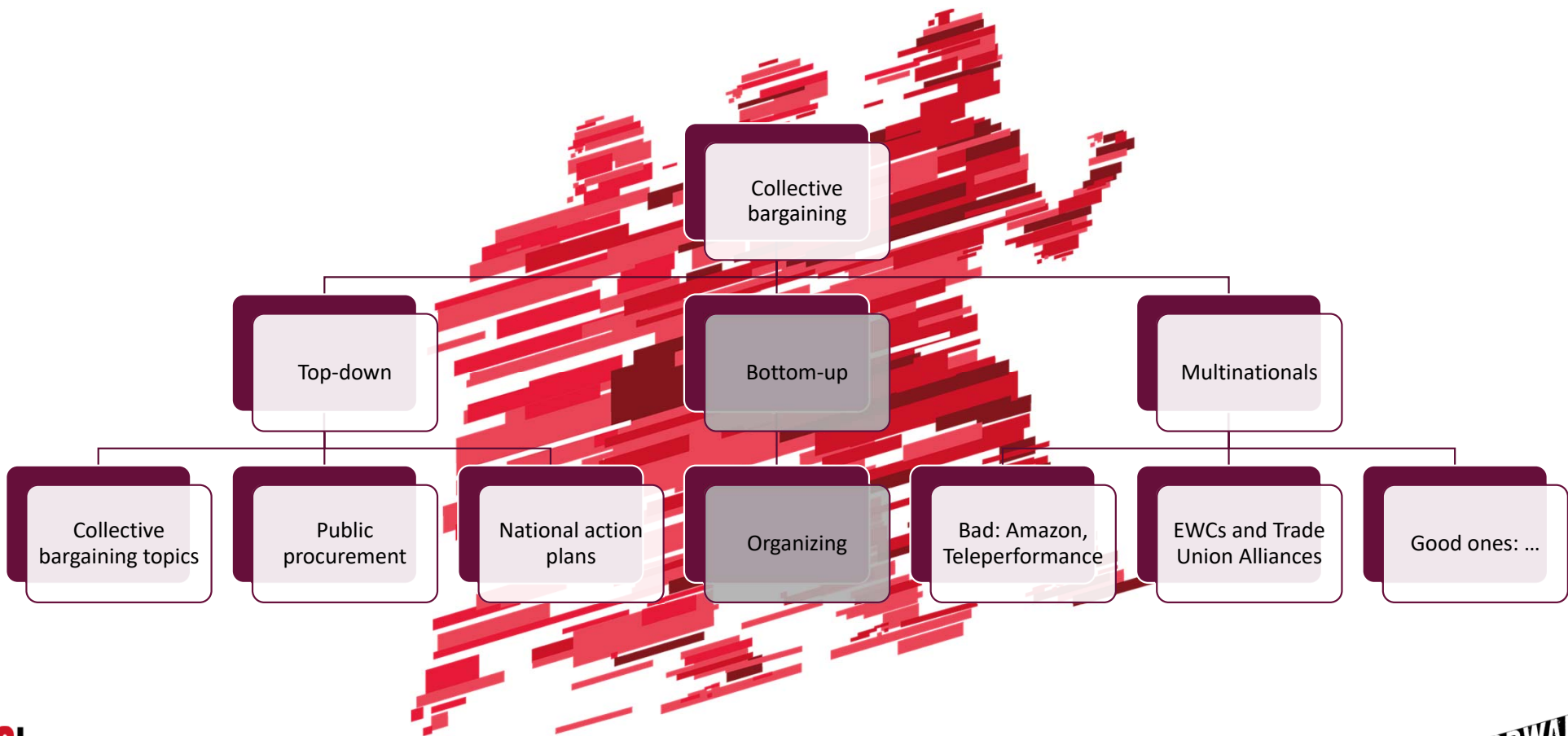
**KEY TRADE UNION  
PRINCIPLES  
FOR ENSURING  
WORKERS' RIGHTS  
WHEN WORKING  
REMOTELY**



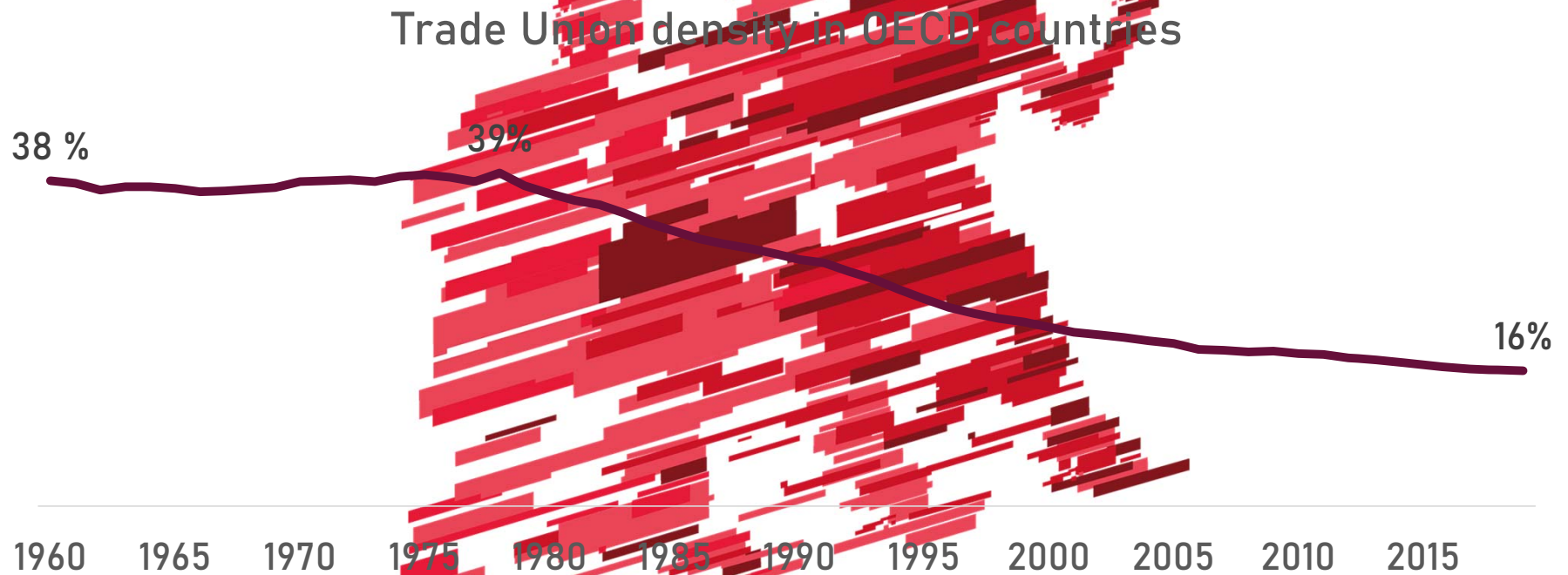
→ Algorithmic management tools are used in recruitment, surveillance and daily decision-making of workers' lives. One-third out of 1395 respondents are aware that such tools are used at their workplace, one-third believe that this is not the case and the remainder do not know anything about such tools.

→ Workers state that trade unions have raised ethical issues and discussed automatic surveillance with the employer. One-third, however, have not perceived any trade union activity and workers are calling for more action to increase the transparency of algorithmic management.

→ Despite the fact that collective bargaining targeting algorithmic management is rare, several examples of collective agreements and arrangements are already in place and worth examining more closely.

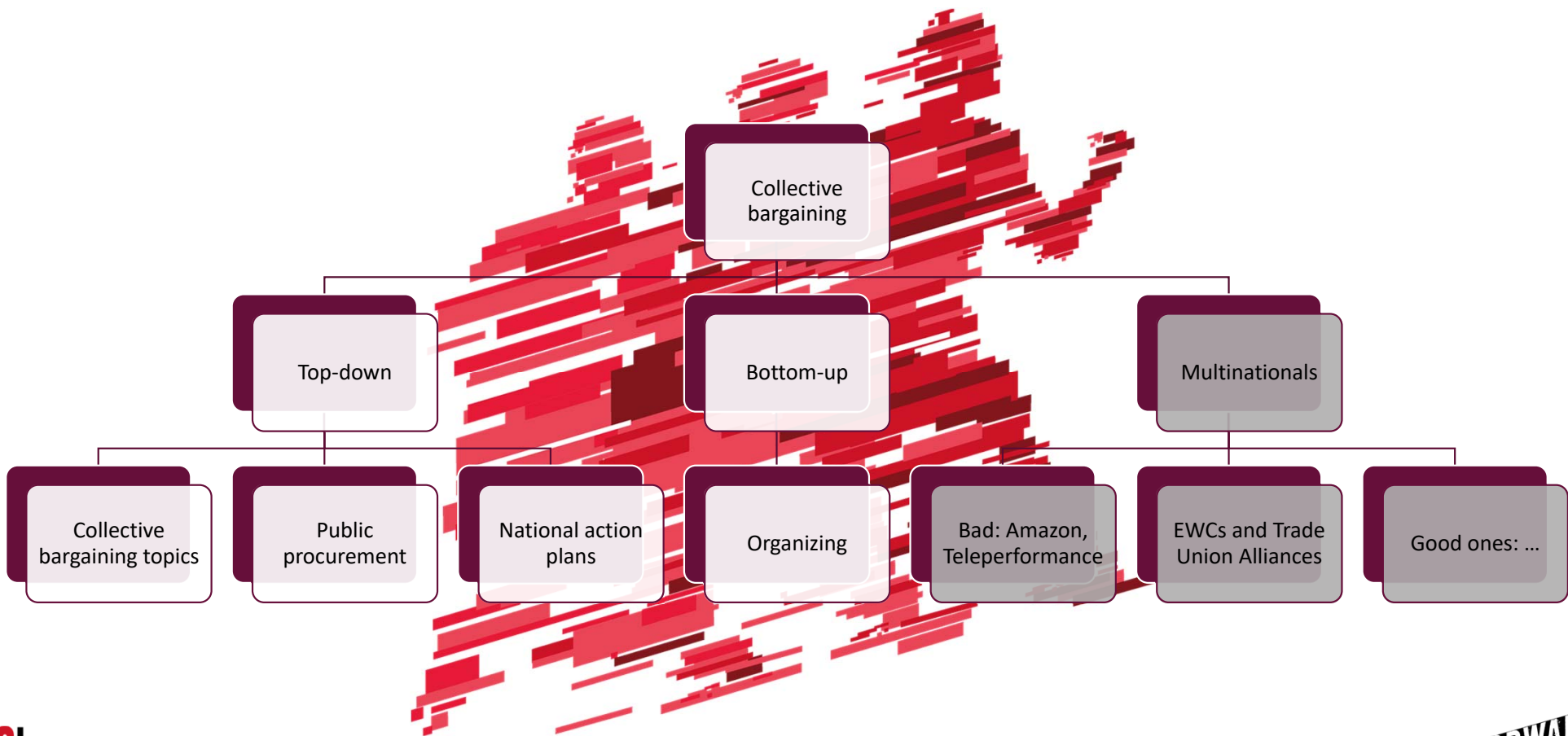


# Organizing & trade union renewal



# Bottom-up

- Trade union organizing -> “organizing for sectoral bargaining”
  - Impact studies
  - Comparative studies (~ mobilization theory)
  - Recruitment and retention
    - Survival analysis on union databases
    - Messaging, framing...
- Union strategies for MEB
  - Historical insights
  - Recognition agreements
  - Defence campaigns
  - Employer buy-in campaigns
  - Linking the company with the sectoral level





# Collective bargaining – Multinationals

- Bad guys
  - Amazon
  - Teleperformance
- Trade Union Alliances & European Works Councils
- Good guys
  - ...



**FORWARD**  
THROUGH COLLECTIVE  
BARGAINING



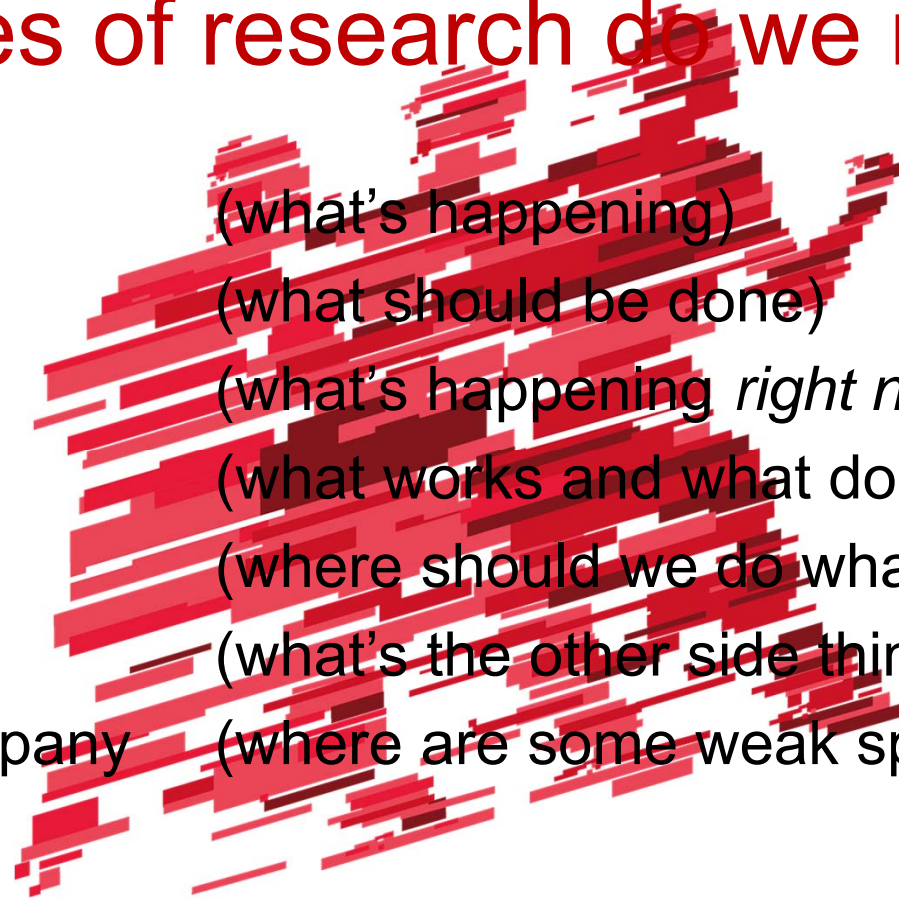
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# What types of research do we need

- Descriptive (what's happening)
- Prospective (what should be done)
- Monitoring (what's happening *right now*)
- Intervention (what works and what doesn't work, and why)
- Strategic (where should we do what and when)
- Employers (what's the other side thinking)
- Strategic company (where are some weak spots)



# Strategic trade union research

Eurofound representativeness studies

\* Unique data on sectoral bargaining, trade union presence, employment concentration etc.

Research

- \* What are the necessary and sufficient conditions for MEB?
- \* Qualitative Comparative Analysis

Outliers

- Which ones have MEB but shouldn't
- Which ones should have MEB but don't

Next steps

- Discuss with the sectors
- Think about trade union strategies to make MEB

# UNI Europa as a partner?

## Conditions

- Linked to our strategic priorities
- Clear link with our sectors

## Our offer

- Access to national trade unions , trade union/ health & safety reps and workers globally and not only in Europe
- Our knowledge of the different sectors, our networks ( trade union alliances, EWCs )



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