

Crisis in railroad collective bargaining - a study of institutional impediments to change in the industrial relations systems.

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Table 2.8 Labour markets, welfare states and main industrial relations characteristics in the CEECs after EU accession (2004-2008)				
	Liberation countries (EU)	Barriers (EU)	Welfare state (EU)	Corporate governance (EU)
Labour markets	Private, high work related regulation from firms and market	Private, high work related regulation from firms and market	Regulated markets, work related regulation from firms and market	Regulated, low
Welfare state	Marketised	Marketised	Regulation have to include general level of social conditions, lack of enforcement	Regulation, low
Employee representation (union density)	Fragmented trade union density (below 15%)	Higher union density (20-40%)	Fragmented trade unions in Poland, hierarchy in the Czech Republic, union density fragmented	Union density almost non-existent, no union presence, low union fragmentation
Employer representation (shareholders, board)	Significant foreign ownership in individual companies, limited interest in cooperation with workers	Significant foreign ownership in individual companies, limited interest in cooperation with workers	20-35% majority shareholder, partnership and cooperation with workers	20-35% majority shareholder, partnership and cooperation with workers
Directors' bargaining level	Individual company level	Individual company and sector industry bargaining	Regulated corporate level bargaining, PL	Regulated corporate level bargaining, PL
Bargaining coverage	15-25%	40% (EU)	30% (EU), 35% (PL), 40% (SK)	30% (EU), 35% (PL), 40% (SK)
Legal extension of collective agreement	Not available (L, LT) Available (PL, SK)	Not available (PL) Available (SK)	Available (EU)	Available (EU)
Importance of collective agreements	Only formal institutions EU pension agencies	More evolution of pension agencies in the 2000s	Long standing formal institutions, limited power of centralized bodies, political environment, but importance of collective agreements since the early 1990s	Long standing formal institutions, limited power of centralized bodies, political environment, but importance of collective agreements since the early 1990s

Source: elaborated based on Brinks and Enderwick (2011), Stumpf (2005) and the CEPSIS database, version 2.0 (2011).

Description: -

-crisis in railroad collective bargaining - a study of institutional impediments to change in the industrial relations systems.

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Notes: Thesis (Ph. D.) - University of Pennsylvania, 1972.

This edition was published in 1972



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