

Strategic Unionism and Partnership

Boxing or Dancing?



Edited by Tony Huzzard,
Denis Gregory and Regan Scott



Strategic Unionism

This is the first book to chronicle the overwhelming choice of European trade unions to opt into social partnership politics.

Written by trade union backroom experts and consultants, it is based on the insiders' views of the 'strategic choices' made at country level by leading union organisations in six European member states. These are set in the context of Social Europe's overall industrial relations project. American and Romanian experience act as external benchmarks, and structured case studies seek to anchor macro issues in real life projects and developments.

The book frankly faces up to the co-presence of union decline with the cooperative project of European social partnership, and sets an agenda for academic research by codifying the variety, qualities and dynamics of social partnership projects and agreements.

The book will be of interest to policy makers on both sides of what the authors call the 'dance floor', as well as to critics of social partnership. Its strong basic theme of tension between conflict (boxing) and cooperation (dancing) sends signals that European industrial relations politics is by no means settled or predictable. Cutting through formal rhetoric, whether from the policy makers or academic commentators, it avoids preaching that the dominant strategic choice for social partnership can be either consolidated, developed or set aside.

The book results from a four-year exchange programme for trade union researchers and practitioners supported by the Swedish National Institute for Working Life under its SALTSA Programme.



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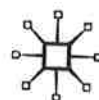
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List of Abbreviations

AB	aktiebolag (public limited company, Sweden)	DAG	Deutsche Angestellten-Gewerkschaft (German White-Collar Trade Union)
ACTU	Australian Council of Trade Unions	DBB	Deutscher Beamtenbund (German Public Servants Federation)
ADAPT	Adaptation of the workforce to industrial change (EU fifth framework project)	DG5	Office of the Director General for Employment and Social Affairs (EU)
AFL-CIO	American Federation of Labor – Congress of Industrial Organizations	DGB	Deutscher Gewerkschaftsbund (German Trade Union Federation)
AG	joint-stock company (Germany)	DPG	Deutsche Postgewerkschaft (Postal Trade Union, Germany)
AIB	Allied Irish Banks	DSM	Current name and former abbreviation for De Staatsmijnen (Dutch state mines that later developed into a leading player in the chemical industry)
AMICUS	acronym for engineering and electrical union, UK	EDC	European Distribution Centre
AT&T	American Telephone and Telegraph Company	EEC	European Economic Community
AWG	Anglian Water Group	EFTA	European Free Trade Area
AWS	Anglian Water Services	EIRO	European Industrial Relations Observatory
AWVN	National Employers' Service Institute (Netherlands)	EJIR	European Journal of Industrial Relations
B and D	boxing and dancing	EMF	European Metalworkers Federation
CAE	European company representatives (Italy)	EMU	European Monetary Union
CB	collective bargaining	ESOP	employee share ownership plan
CBI	Confederation of British Industry	ETUC	European Trades Union Confederation
CEECs	Central and Eastern European Countries	ETUI	ETUC Research Institute
CEEP	European Centre of Enterprises with Public Participation and of Enterprises of General Economic Interest	EU	European Union
CEO	Chief Executive Officer	EUR	area of Rome where the CGIL Congress has taken place, Italy
CF	Swedish Association of Graduate Engineers	EVC	Communist Trade Union Confederation (Netherlands)
CGB	Christlicher Gewerkschaftsbund Deutschlands (Christian Trade Union Federation, Germany)	EWC	European Works Councils
CGIL	Confederazione Generale Italiana del Lavoro (The General Confederation of Italian Workers)	EWON	European Work Organisation Network
CGT	Confédération Générale du Travail (General Confederation of Unions, France)	FEMCA	Federazione energia, moda, chimica e affini (Federation of Energy, Fashion, Chemical and Allied Workers , Italy)
CISL	Confederazione Italiana Sindacati Lavoratori (The Italian Confederation of Workers' Unions)	FIE	see IBEC
CNSRL	Confederatia Nationala a Sindicatelor Romane Libere (The National Free Trade Union Confederation of Romania)	FILCEA	Federazione Italiana Lavoratori Chimici (Italian Federation of Chemical Workers)
CNV	Christelijk Nationaal Vakverbond (Christian National Trade Union Confederation, the Netherlands)	FIM-CISL	Federazione italiana metalmeccanici (Italian Federation of Metalworkers)
CSE	Comhlucht Siúicre Éireann Teoranta (former state owned sugar producer, Ireland)	FIOM	CGIL Federazione italiana operai metallurgici (Italian Federation of Manual Metalworkers)
CWA	Communications Workers Union (USA)	FNV	Federatie Nederlandse Vakbeweging (Confederation of Netherlands Trade Unions)
		GDP	gross domestic product
		GEW	Gewerkschaft Erziehung und Wissenschaft (Education and Science Trade Union, Germany)
		GHR	Rotterdam Port Authority
		GMB	General, Municipal and Boilermakers Union, UK

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GNP	gross national product
GSO	Government Stationery Office (Ireland)
GWC	Global Works Council
HBV	Gewerkschaft Handel, Banken und Versicherungen (Trade, Banking and Insurance Trade Union, Germany)
HRM	human resource management
IBEC	Irish Business and Employers Confederation
IBOA	Irish Bank Officials' Association
ICFTU	International Congress of Free Trade Unions
ICI	Imperial Chemicals Industries
ICT	information and communications technology
ICTU	Irish Congress of Trade Unions
IG BAU	Industriegewerkschaft Bauen-Agrar-Umwelt (Construction, Agriculture and Environment Industrial Union, Germany)
IG BCE	Industriegewerkschaft Bergbau, Chemie, Energie (Mining, Chemicals and Energy Industrial Union, Germany)
IMF	International Monetary Fund
ILO	International Labour Organisation
IOD	Institute of Directors (UK)
IPA	Institute of Public Administration (Ireland)
IR	industrial relations
IT	information technology
IWU	Industriefacket (Swedish Industrial Workers Union)
LF	Lärarförbundet (The Swedish Union of Teachers)
LO	Landsorganisationen (Swedish blue-collar union confederation)
LR	Lärarnas Riksförbund (The National Union of Teachers in Sweden)
MBL	Medbestämmandelagen (Swedish Co-determination Act)
ME	Law on Mandatory Extension (Netherlands)
MHP	Vakcentrale voor Middengroepen en Hoger Personeel – (Trade Union Confederation for White Collar Groups, the Netherlands)
MNC	multinational company
MST	modern socio-technical approach
NAPs	National Action Plans for Jobs
NCPP	National Centre for Partnership and Performance (Ireland)
NER	Non-union Employee Relations
NET	Nítrigin Éireann Teoranta (former state owned fertiliser manufacturer, Ireland)
NGG	Gewerkschaft Nahrung-Genuss-Gaststätten (Food, Beverages and Catering Trade Union, Germany)
NGOs	non-governmental organisations

NKV	Nederlands Katholiek Vakverbond (Netherlands Catholic Trade Union Confederation)
NRC	Current name and former abbreviation for Nieuwe Rotterdamse Courant (New Rotterdams Newspaper)
NS	Dutch Railways
NVV	Nederlands Verbond van Vakverenigingen (Netherlands Confederation of Trade Unions)
OECD	Organisation for Economic Co-operation and Development
OFWAT	Office of Water Regulation (UK)
OMC	open method of co-ordination
OPEC	Organization of the Petroleum Exporting countries
OPEL	group work agreements (Germany)
OT	organisation theory
ÖTV	Gewerkschaft Öffentliche Dienste, Transport und Verkehr (Public Services, Transport and Traffic Trade Union, Germany)
PCW	Programme for Competitiveness and Work (Ireland)
PESP	Programme for Social and Economic Progress (Ireland)
PNR	Programme for National Recovery (Ireland)
PPF	Programme for Prosperity and Fairness (Ireland)
QWL	quality of working life
R & D	research and development
RIL	Rotterdam Internal Logistics
RSU	Rappresentanze sindacali unitarie (Union unitary representatives – Italy)
RUD	The Union Role in Workplace Development (LO, Sweden)
SACO	Sveriges Akademikers Centralorganisation (The Swedish Confederation of Professional Associations)
SAF	Svenska Arbetsgivareförening (Swedish Employers Confederation)
SAP	Svenska Arbetarnas Partiet (Swedish Social Democratic Party)
SAYE	Save-as-you-Earn
SEK	Swedish Kronor
SER	Social-Economic Council (Netherlands)
SIF	Sif (Swedish Association for Professional and Technical Workers in Industry)
SIPTU	Services, Industrial, Professional and Technical Union (Ireland)
SME	small and medium sized enterprise
STAR	Foundation of Labour (Netherlands)
SVZ	Port Employers Federation (Rotterdam)
TCO	Tjänstemannens Centralorganisation (the Swedish Confederation of Professional Employees)
TGWU	Transport and General Workers Union, UK
TUAC	Trade Union Advisory Committee (ILO)
TUC	Trades Union Congress (UK)

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