# Work Package 3: Industrial Relations pre-Covid19

## Introduction

The objective of work package 3 is to describe industrial relations within the aviation industry in the seven countries before the COVID-19 epidemic, with a specific focus mainly on the respective legacy airlines/flagship carriers of your country and Ryanair. The report should furthermore focus mainly on pilots, cabin crew and ground staff. Other actors/airline companies can be included in the report if deemed relevant to understand industrial relations in the country in question.

The report has two interlocking functions:

1. A description of the general features of the industrial relations in your country
2. A description of the industrial relations in aviation pre-COVID-19

This template has to be followed for three reasons: Firstly, the reporting has to enable us to compare general features of Industrial Relations (IR) across countries. Second, variations in IR in aviation compared with each countries specific IR system enables us to point out specificities of aviation IR (like the volatility of labour within aviation, the power of unions in national IR system vis-á-vis employers in aviation etc.)[[1]](#footnote-1) Third, the WP3 is an important background information for WP4 and WP5 in order to understand the changes in IR in aviation during and after COVID-19. In other words, most of the issues described in WP3 about the pre-COVID-19 IR has to be revisited when we do WP4 and WP5.

## Part I: General overview of Industrial Relations in [your country] pre-COVID-19

## (3-5 pages)

Here, we need a short description of the national IR systems in your country pre-COVID-19 – with a clear understanding of *developments* within the systems: [[2]](#footnote-2)

1. Who are the main actors?
2. Is your system highly regulated by the state? Here, it would be good to know something about the character of your IR regime, i.e. regulated or voluntarist in character.
3. What kind of employee representation is prevalent in your country?
   1. Union representation
   2. Works councils
   3. Both? If yes, how do these two levels interact? Do they work together or compete with each other.
4. What is
   1. Union density in your country
   2. Employers’ organisations rates in your country
   3. Collective bargaining rate in your country
5. How strong are unions, respectively employers’ organisations vis-á-vis the state?
6. What is the balance between social partners and the state?
7. How important is legislation vs. collective agreements in regulation of labour market?
8. How is the bargaining primarily organized - sector, industry/branch and/or company level – and what does that mean for the power balance?
9. Are certain branches leading in negotiations? (e.g. in Germany and Denmark the metal sectors collective agreements can set the standard for wages and working condition across most sectors, including the public sector)
10. What has changed over the 10 years leading up to COVID-19?
    1. centralized vs. decentralized negotiations
    2. strengthening or weakening of social partners
    3. strengthening or weakening of one of the parties (unions or employers)

## Part II: Industrial Relations in aviation pre-COVID-19 (7-8 pages)

Here, we need a description of the IR in aviation pre-COVID-19 – with a clear understanding of *developments* within the systems before COVID-19:

1. Who are the main actors in aviation?
2. How has the financial situation and employment situation in aviation in your country developed prior to COVID-19?
3. What kind of employee representation is prevalent in the aviation industry in your country?[[3]](#footnote-3)
   1. Union representation
   2. Works councils
   3. Both? If yes, how do these two levels interact? Do they work together or compete with each other.
4. What is
   1. Union density in aviation
   2. Employers’ organizations rates in aviation
   3. Collective bargaining rate in aviation
5. What is the role of the state in aviation in your country?
6. Has legislation been passed that specifically affects IR in the aviation industry in your country?
7. How is bargaining primarily organized in the aviation industry, that is, sector, industry/branch and/or company level, and does Ryanair comply with the traditional mode of bargaining?
8. What is the balance of power between employee representatives and employers? Here you should focus on agreements, specifically whether they involve employees having to agree to concessions. Naturally, there will be quite huge differences between the legacy airlines and Ryanair.
9. What tensions and conflicts (e.g. strikes, lock-outs or other labour conflicts) can be identified in the decade before 2020?
10. What has changed over the 10 years leading up to COVID-19 in the aviation industry and are these developments in line with the overall way the industrial relations system has changed?
    1. centralized vs. decentralized negotiations
    2. strengthening or weakening of social partners
    3. strengthening or weakening of one of the parties (unions or employers)

## Conclusion (between 2-3 pages)

## The role of international regulation in aviation in your country

(To be done by lead applicant UdA)

## TIPS TO GET INFORMATION FOR WP3

1. Many of the teams have already done a solid groundwork on the IR-system in the respective country in our Meat-Up Ffire project – this could be good starting point to write the first section (although some of the information will more than likely need to be up-dated).
2. Beware that a lot of information on Industrial Relations in your country could be found in the EuroFound files.
3. Also, at this very moment, EuroFound is working on a comparative of IR in aviation during COVID-19. The deadline was mid-October, but at the time of writing, I do not know when it is to be published – probably primo 2022.
4. You might consider contacting union officers and employer representatives, that is, a telephone interview to get some of the necessary information. You could quote these individuals as reliable sources.

1. For example, in Germany the notion of Einheitsgewerckschaft has been the dominant form of organizing employees since the 1940s. Central to this idea, is the notion that employees should be collectively organized across sectors, each sector designated a union. In recent years, though, this principle has been challenged by the emergence of professional unions, which has led to the existence of more than one union within a company and so inter-union competition. This is a new development within German IR, one that breaks with tradition, and one that is being pioneered within aviation. [↑](#footnote-ref-1)
2. For example, in Germany and Denmark a degree of erosion can be observed, that is, a decline in union membership rates and decentralization and subsequent weakening of collective bargaining. [↑](#footnote-ref-2)
3. You might need to consider that there will be differences between the legacy and low cost airlines, i.e. between your designated legacy airline and Ryanair, the former recognizing trade unions whilst Ryanair refuses to work with any form of employee representation. [↑](#footnote-ref-3)