

Contents

<i>List of Figures</i>	x
<i>List of Tables</i>	xi
<i>List of Abbreviations</i>	xiii
<i>Foreword</i>	xv
<i>Preface</i>	xvii
1 Introduction: Contested Terrain	1
EMU and its implications – threats and opportunities?	3
EMU and industrial relations – competing perspectives?	8
Wider considerations	17
Multi-level governance in the making?	24
2 The Starting Point: Three Key Dimensions	28
The economic dimension – a regional bloc within a global economy	28
The political dimension – a developed political space	34
The social dimension – a mix of EU framework and national systems	37
Summary and conclusion	52
3 Multi-Level Governance in the Making: Introducing the Key Processes	54
Collective bargaining – traditional process in a state of flux?	55
Coordinated bargaining – not necessarily second best?	63
The rise of benchmarking	70
Coping with common constraints: the informal processes of ‘isomorphism’	76
Conclusion: complementary rather than alternative processes?	78
4 Industrial Relations at EU Community and Sector Levels: a Glass Half Full as Well as Half Empty?	81
The <i>acquis communautaire</i>	82
Wages, employment and ‘open coordination’ – benchmarking towards ‘Europeanization’?	92

The sector dimension – encountering variable terrain	97
Conclusions and implications	115
5 National 'Social Pacts': A Case of 'Re-nationalization' and 'Europeanization'?	118
Key features	120
A common logic?	130
'Regime competition' or 'regime collaboration'?	135
Future prospects	138
Conclusions and implications	141
6 National Sector Agreements: The Foundations under Threat?	143
A contested logic?	144
EMU exacerbates the pressures	153
The challenge of unorganized activities	161
Reform, erosion or abolition? A range of responses	163
Conclusions and implications	172
7 The Changing Balance between Sector and Company Bargaining: Two Sectors Compared	174
The countries and sectors in focus	176
Further decentralization: the changing role of sector agreements	180
Pull-down as well as top-down: the nature and extent of company-level bargaining	186
The role of large companies: reform rather than revolution?	190
Handling new and reconfigured business activities: a choice point	200
The cross-border dimension	204
Converging divergencies	208
Conclusions and implications	212
8 The Euro-Company: Focal Point for the Europeanization of Industrial Relations?	216
Social dumping: the worst excesses avoided?	219
Two dimensions of cross-border management practice	223
European Works Councils – providing the platform for 'Europeanization'?	228
Conclusions and implications	242

9 Wage Developments in a Multi-Level System: A Case of 'Convergence Without Coordination'?	246
Aggregate wages	248
The sector dimension – a case of 'converging divergences'?	261
Conclusions	269
10 Working Time Patterns: Confirming the Significance of the Sector	271
The duration of working time	274
The flexibility of working time	277
Conclusions	287
11 'One Europe' and 'Several Europes'? A Review of the Findings	289
The genesis of Europe's multi-level system	290
The effects of Europe's multi-level system	293
The impact of enlargement: more of the same or an unravelling of the balance?	301
12 Implications	306
Policy and practice – promoting 'regime collaboration'	306
Theoretical implications	311
<i>Appendix: The Research Base</i>	319
<i>References</i>	327
<i>Index</i>	348