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Huelgas laborales en el estado español (1976-2005): tendencias, motivos, distribución y convocantes

STRIKES ON THE SPANISH STATE (1976-2005): TRENDS, REASONS, DISTRIBUTIONS AND STRIKE CALLERS

In this work an analysis of the strikes in Spain from the middle of the seventies (when they reach their zenith at the second half of the twentieth century) to nowadays is carried out. At this survey, we try to establish strike levels, reasons sectorial and geographical distribution, strike callers, deriving tendencies as well as to show the existing interdependences with a series of economic and social facts when possible. This is basically a descriptive survey starting from statistical sources from the Ministry of Work.

Some of the first ideas which guide this kind of research about strikes are: first of all, their link with the stages of the economic cycle; secondly, that their development is related to the efficiency of the devices already established so as to guide collective disputes and, thirdly, that they are connected with the composition of the manpower of the period since they are shaped in a singular way not just technically but also politically in a long process. They are assumptions consolidated with the exam of strike tendencies in long periods of time and which, “operativized” according to the available information, may help to a better explanation of the observed phenomena.

KEYWORDS: STRIKES, INDUSTRIAL RELATIONS

MARTÍN ARTILES, Antonio

¿Modelo social europeo de bajo coste?

EUROPEAN SOCIAL MODEL OF LOW COST?

In this test I maintain that the difficulties of the European economy to generate sufficient employment and to maintain the Welfare State during the last decade, are giving rise to policies oriented towards the construction of a “social model of low cost”, supported in the idea of “flexsecurity” and in the development of the employment deposits. The policy of employment and the social policy appear overlapping through the precariousness. In addition, I suggest critically, which the Nordic model of “flexsecurity”, proposed like alternative by the European Union, as a magical triangle that combines the flexibility in the employment, continuous formation and the provision of public security, does not seem very reasonable for the countries of the Mediterranean.

KEYWORDS: EUROPEAN SOCIAL MODEL, LOW COST SOCIETY, EMPLOYMENT ACTIVE POLICIES, LOW WAGES, SOCIAL POLARISATION

SANTOS ORTEGA, Antonio

Las relaciones laborales en los márgenes del mercado de trabajo

LABOUR RELATIONS IN THE MARGIN OF LABOUR MARKET

The aim of this article is to explore the current dynamics of labour precariousness in the world and how it impact in the labour relations. After an introduction in which there appear some of these precarious dynamics, there are approached two types of problems in which the worst effects of the precariousness are accumulated in the frame of the labour relations and of the conditions of work. The first one is the area of the bad jobs - here called lumpen-jobs-and of the managerial practices that surround them and the second one is that of the effects on the workers of the lockout. In both cases, it is a question of relating the two dynamics to the weakening of the labour sociable ness.

KEY WORDS: WORK, LABOR RELATIONS, BAD JOBS, LABOUR PRECARIOUSNESS, FLEXIBILITY

VIDAL, Sergi; JÓDAR, Pere; ALÓS, Ramón

La relación entre afiliados y sindicatos. Un análisis de la participación

THE RELATIONSHIP BETWEEN TRADEUNIONS AND THE AFFILIATED WORKERS. AN ANALYSIS OF PARTICIPATION

Using data from the Affiliation Survey of a regional Spanish labour union (Comisiones Obreras) in 2003, the manuscript shows evidence of diverse hypotheses about union participation. Logistic regression results discard instrumental orientations of union participation and commitment seems to be conditional to unionised labour environments. The last effect is stronger when unions at workplace enhance participation. The results allow us to discuss with the institutional setting, where industrial relations systems which benefit all workers, unconditional to union affiliation, do not incentive participation of union members with instrumental orientations. Unlike, reasons to union participation must be associated to identity and sociability orientations.

KEYWORDS: TRADEUNIONS, INDUSTRIAL RELATIONS

PÉREZ INFANTE, José Ignacio

Negociación colectiva y salarios: aspectos metodológicos, evolución y situación actual.

COLLECTIVE BARGAINING AND WAGES: METHODOLOGICAL ASPECTS, EVOLUTION AND PRESENT SITUATION

The paper intends to analyse the evolution and the current status of “the agreed wages” upon the “collective bargaining” and “gross wages” perceived by workers, both nominal and real. Firstly, it is considered the Methodological problems posed by the “wage statistics”. And secondly, it is discussed the main objective of the article, the evolution and current wages, differentiating the increases of the “bargaining wages” in collective bargaining of the real received by workers. From the analyses of the “nominal wages”, “agreed” and “grossed”, It is observed a significant restraint from the Covenants of the “Moncloa”, which is parallel to the reduction of inflation. However, the few years in which that moderation wage match with years that also are an heightened “inflation” and where the economy behaves from an expansive way. The differences between the evolution of the “agreed wages” and the “gross wages” received and the called “drift wage”, behaves anti-cyclical. And this anti-cyclical behaviour of the “wage drift”, which causes decrease in the expansives phases of the economy, such as the current one, is due in large part to the bigger increased of employment of the lower wages than the average (women and immigrants) workers. That is what it could justify that in recent years the decline in the real wages of the whole economy, without necessarily affecting the purchasing power of individual workers.

KEYWORDS: COLLECTIVE BARGAINING, WAGES

RIGBY, Mike

La intervención de los sindicatos españoles en el sistema de formación continua (1993-2007)

THE INVOLVEMENT OF SPANISH TRADE UNIONS IN THE CONTINUING TRAINING SYSTEM (1993-2007)

This paper examines the involvement of Spanish trade unions during the past two decades. It argues that this involvement has enabled the unions to make a significant contribution to improving training provision in Spain resulted but that important challenges still remain, challenges which have not been reduced by recent changes in the organization and financing of the system. The paper begins with a review of literature on trade union intervention in training, it then examines the development of the Spanish national system of continuous training which was developed with union support from 1993 and finally seeks to reach an assessment of the trade union contribution to continuous training in Spain and of what trade unions have achieved through their involvement

MARTÍNEZ LUCIO, Miguel

¿Todavía organizadores del descontento? Los retos de las estrategias de renovación sindical en España

STILL MANAGERS OF DISCONTENT? TRADE UNION RENEWAL AND THE BURDEN OF NEW ROLES IN SPANISH LABOUR RELATIONS

The paper is a discursive intervention into the question of change and renewal within the Spanish labour trade unions. Whilst trade unions have seen - to varying degrees - a decline in union membership and mobilising capacity, they have nevertheless been considering and enacting a range of strategies and changes in terms of how they represent working people. The paper starts with a discussion of a selection of the American and British literature. There is no assumption that these cases of trade union renewal are more important and effective than any others. In addition to this, the paper will then discuss how union renewal has been approached in Spain. The paper will look at how reaching out to, and organising, a new workforce has been deliberated on and engaged with by the two main trade union confederations. Having done this the paper will then show that the challenges facing trade unions in Spain are extensive and tend to create difficult barriers in terms of creating coherent and consistent forms of regulation across the entire workforce. Finally, the paper will argue that the discussions on renovation tend to focus on professional and structural changes which do not sit easily with political or ideological forms of renovation: this may be inevitable given social and identity based changes but the paper ends with two narratives and two different ways of understanding these changes.

KEYWORDS: TRADE UNIONS, RENEWAL OF TRADE UNIONISM

