

What are thinking retail actors: workers, unions and firms at retail sector in Spain

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The objective of this paper is to deepen the strategies and perceptions of agents that make up a system of industrial relations in the sector of retail in Spain for a set of labour dimensions. The dimensions to study will focus on the conditions of employment and labour and the organization of work (days and organization of working time, forms of entry and exit or labour rotation, contractual forms used, labour flexibility, wage policy, etc.).

Through case studies focused on certain retail companies considered representative of a particular model of competition and personnel management and based on the conduct of interviews to workers, union representatives and managers of these companies will proceed to discuss strategies of these agents and the perception that respect to how impacting the working conditions of the sector.

In a complementary way shall be conducted a study of the collective agreements applied by the companies analyzed and current legislation that will put the regulatory context in which these agents operate and the key areas in which focus the processes of collective bargaining and the demands of the actors involved in this scheme.