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**Transnational Company Bargaining and the Europeanization of Industrial Relations**

Prospects for a Negotiated Order
Translated by Pete Burgess

Oxford, Bern, Berlin, Bruxelles, Frankfurt am Main, New York, Wien, 2013. XX, 313 pp., 18 fig., 7 tables

Trade Unions Past, Present and Future. Vol. 19
Edited by Craig Phelan

Print:  ISBN 978-3-0343-0909-7  pb. (Softcover)
SFR 75.00 / €* 66.30 / €** 68.20 / £ 50.00 / US$ 80.95

eBook:  ISBN 978-3-0353-0355-1
SFR 79.00 / €* 73.78 / €** 74.40 / £ 62.00 / US$ 80.95

**Order online:** [www.peterlang.com](http://www.peterlang.com)

**Book synopsis**

Over the past decade, European company-level employment regulation has emerged: European Works Councils (EWCs) and trade unions have begun to negotiate company-level collective agreements which have a far-reaching impact across borders on issues as diverse as company restructuring, health and safety, and profit-sharing. The negotiating parties have thus begun to fill the gap left by low levels of regulation and little formal structure, necessarily leading them to also bargain about the negotiating process itself.

This study is the first to provide a detailed analysis of the process of negotiating European company-level agreements based on ten company case studies as well as a quantitative study of European company-level bargaining in the metalworking industry. The study provides a comprehensive overview of the emerging order of European company-level industrial relations and the strategies and assessments of the key actors, with a particular focus on the emergence of a new and dynamic interplay between EWCs and trade unions at the national and European levels. The findings are also placed in the wider context of political science research into European integration and thus contribute to European governance debates that go beyond the employment and industrial relations field.

**Contents**


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Stefan Rüb works as a senior researcher at the University of Applied Sciences, Fulda, Germany. He is a founding member of the European and Global Industrial Relations Research Group at the University of Applied Sciences, Fulda.

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Europeanization of national societies focuses on the comparative study of national socialization processes and the analysis of transnational, especially European socialization processes. From a primarily sociological point of view, this area aims at studying the change of social spaces. The different national concepts of orders of space, labor, education, knowledge as well as normative orders on an international level and the opening and expansion of national spaces in different fields (labor and innovation, knowledge, education and private living forms, urbanization, social inequalities and The study of Europeanization acquired its first major impetus with the development of the European Communities. It dealt with the appreciation of processes taking place in post-second world war Western Europe and the impact on member states, what has been termed "Europeanization, Western style." This first reading of Europeanization was linked to changes inside the European Community itself and the adaptive capabilities of its member states. It drew heavily from the experiences of Western European politics and societies. Europeanization took a new turn with the collapse of commu