

The content of sectoral collective agreements in Belgium explained?

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Figure 1 An analytical framework for collective bargaining at the sector level

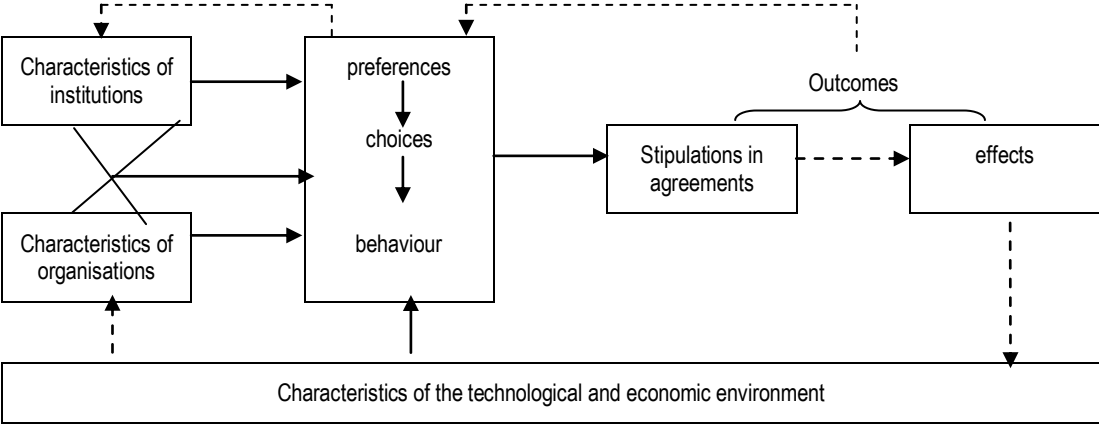


Table 1 Sample: sectors according to the NACE-bel classification and number and name of the associated JCs.

sector nr.	name of NACE sector	nr. JC	name of JC
15	<i>Food industry</i>	118	food industry - blue-collar workers
		220	food industry - white-collar employees
17	Textiles	120	textiles industry - blue-collar workers
		214	textiles industry - white-collar employees
18	<i>Clothing</i>	109	blue-collar workers in the clothing and finishing industry
		215	white-collar employees in clothing and finishing etc.
21	<i>Paper and cardboard</i>	129	blue-collar workers in paper and cardboard production
		221	white-collar employees in paper and cardboard production
		136	blue-collar workers in paper and cardboard processing
		222	white-collar employees in paper and cardboard processing
22	<i>Graphical industry</i>	130.01	blue-collar workers in the printing industry
23	<i>Oil industry</i>	117	blue-collar workers - oil industry
		127	blue-collar workers - fuel trading
		211	white-collar employees - oil industry
24+25	<i>Chemical industry</i>	116	blue-collar workers - chemical industry
		207	white-collar employees - chemical industry
27	<i>Steel and non-ferrous</i>	104	blue-collar workers in iron and steel industry
		210	white-collar employees in iron and steel industry
		105	blue-collar workers - non-ferrous
		224	white-collar employees - non-ferrous
28-35	<i>Metalworking</i>	111.01&02	blue-collar workers - metalworking
		209	white-collar employees - metalworking
40	<i>Energy</i>	326	gas and electricity
45	<i>Construction</i>	124	blue-collar workers - construction
		149.01	electricians
50	<i>Garages</i>	112	blue-collar workers - garages
		149.02	blue-collar workers - bodywork
52	<i>Retail</i>	119	blue-collar workers - trading in food products
		201	white-collar employees - independent retail
		202	white-collar employees - food retail
		311	large retail businesses
		312	department stores
55	<i>Hotels, restaurants and cafés</i>	302	hotels, restaurants, cafés
60	<i>Transport</i>	140.04	blue-collar workers - goods transport
65	<i>Banks</i>	310	banking – all employees
66	<i>Insurance</i>	306	insurance – all employees
		307	brokers and insurance agents

Table 2 **Centralisation of collective bargaining and employment arrangements in the collective agreement (Pearson correlation)**

<i>Institutional characteristics</i>	<i>Employment in the collective agreement</i>
degree of centralisation of collective bargaining	.51**
controlled for density rate on employer side	.64**
controlled for union density rate	.58**

** level of significance $p < .01$

Table 3 Union density rates and employment arrangements in the collective agreement (Pearson correlation)

	<i>employment in the collective agreement</i>
union density rate	.51**
controlled for the degree of centralisation of collective bargaining	.57**
controlled for the density rate on the employer side	.50**

** level of significance $p < .01$

Table 4 **Density rate on employer side and employment arrangements in the collective agreement (Pearson correlation)**

	<i>employment in the collective agreement</i>
density rate on employer side	.12
controlled for the degree of centralisation of collective bargaining	.46**
controlled for union density rate	-.02

** level of significance $p < .01$

Table 5 Type of bargaining system, density rate on employer side and employment in the collective agreement: averages (standard deviations)

	<i>employment arrangements in the collective agreement</i>
Layered bargaining systems (Type II)	Average (std dev)
Sub-group 1: (N= 7) <i>Density rate of employers is higher than 85%</i>	3.23 (1.56)
Centralised bargaining systems (Type I)	
Sub-group 2: (N= 16) <i>Density rate of employers is lower than 85%</i>	2.65 (1.25)
Sub-group 3: (N= 4) <i>Density rate of employers is higher than 85%</i>	3.13 (0.69)
Decentralised bargaining systems (Type III)	
Sub-group 4: (N= 3) <i>Density rate of employers is lower than 85%</i>	1.76 (0.77)
Sub-group 5: (N= 7) <i>Density rate of employers is higher than 85%</i>	1.89 (1.11)
total (N=37)	2.60 (1.26)

Table 6 **Socio-economic characteristics and employment arrangements in the collective agreement**

<i>Socio-economic characteristics</i>	<i>employment in the collective agreement</i>
change in employment 1992-1997 (in %) ¹	.12
controlled for company size (% employees in companies with more than 100 employees) ¹	.12
average annual change in employment 1992-1997 (in %) ¹	.14
controlled for company size (% employees in companies with more than 100 employees) ¹	.14
level of competition (general) ²	-.07
level of competition on the basis of pay and flexibility of labour ²	.01
level of competition on the basis of quality and innovation ²	-.17
¹ Pearson correlation	
² Kendall's tau	
* level of significance p<.05	
** level of significance p<.01	

Table 7 *Stepwise multiple regression analysis (N = 37), prediction of employment in the collective agreement*

<i>Step</i>	<i>Variable</i>	<i>R</i>	<i>R</i> ²	<i>R</i> ² - <i>change</i>	<i>p</i> <	<i>β</i>
1.	Density rate on employer side x degree of centralisation (interaction)	.63	.40	.40	.001	.35
2.	union density rate	.76	.58	.18	.001	.54
3.	Market orientation	.83	.69	.11	.001	.36
4.	Preferences of ACV trade union federation in relation to employment	.88	.78	.09	.001	.32

Table 8 **Bargaining regime and macro-responsiveness of the collective agreement**

<i>dominant level of negotiation</i>	<i>Strength of interest organisations</i>	
	strong	weak
centralised	macro-responsiveness = high	macro-responsiveness = moderate to low
decentralised	macro-responsiveness = moderate to low	macro-responsiveness = low