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# Industrial Action Monitor

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Data Forum on Data Pooling: Opportunities and Challenges

CELSI-WageIndicator, Bratislava, 10-11 October 2019

# Industrial Action Monitor

The Industrial Action Monitor is a Eurofound pilot project for an EU wide regular data collection on labour disputes and their associated industrial action events.

## Media monitoring

National newspapers, media outlets and social partner websites provide information on labour disputes



## Coding

Eurofound, with the support of the NEC, codes labour disputes and their associated industrial action events, third party interventions and outcomes

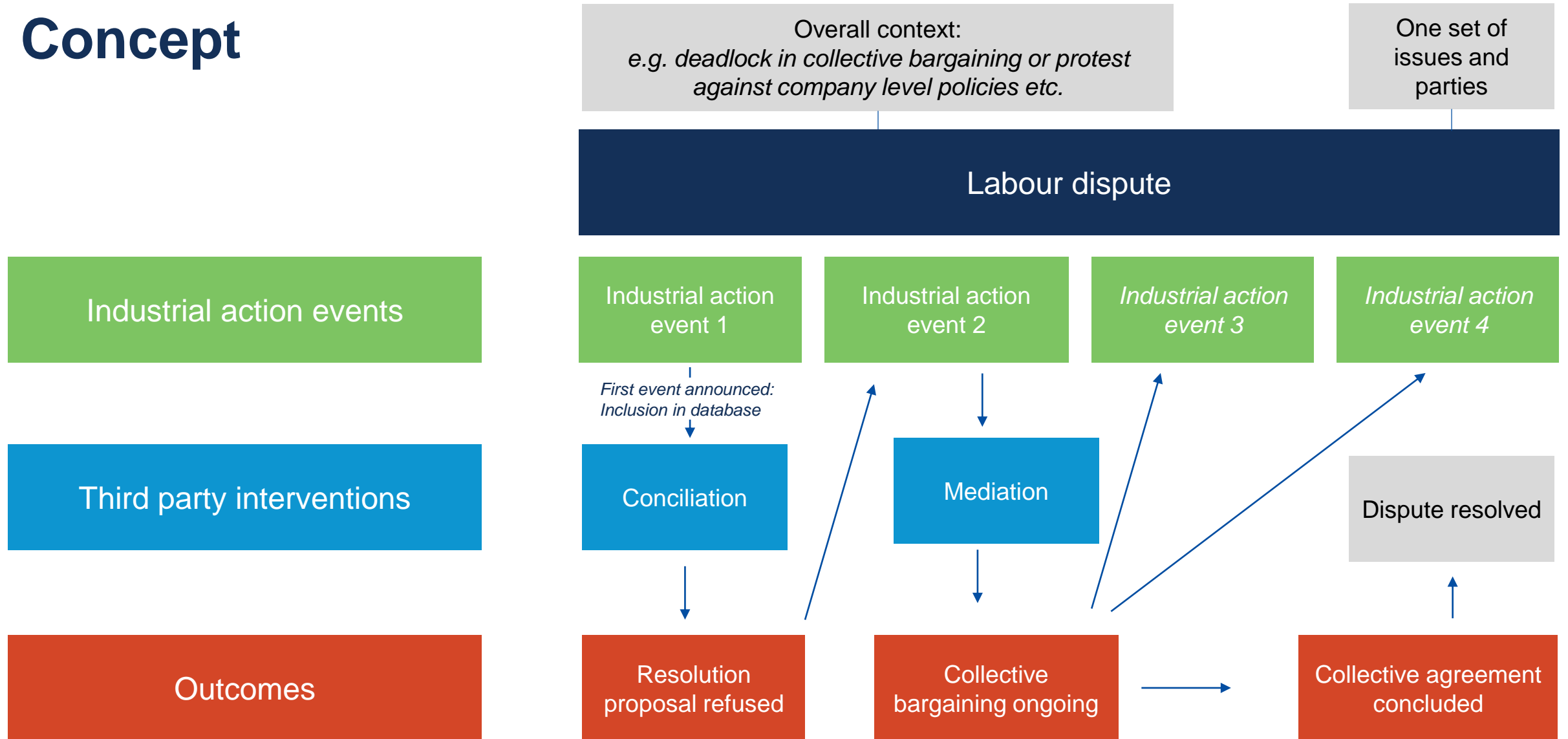


## Data

Final data contain a wide array of policy relevant information, including sectors, countries, regions, dispute issues and contexts, outcomes and more



# Concept



# Categories and types of events

In addition to **industrial action events**, we added **third party interventions** and **outcomes** to the types of events captured by the monitor. This is to ensure that the whole evolution of a labour dispute can be analysed.

Industrial action	Third party intervention	Outcome
Strike	Compulsory Mediation	Dispute resolution
Lock-out	Voluntary Mediation	Termination without resolution
Refusal to do overtime	Conciliation and Facilitation	Interlocutory agreement
Short work stoppage / assembly	Court decision	Resolution proposal refused
Withdrawal of cooperation	Compulsory arbitration	
Boycotts	Voluntary arbitration	
Go-slow		
Picketing		
Protest or demonstration		
Other forms of IAE affecting work		

# Contexts and Dispute Issues

## Contexts

Collective bargaining \*

Restructuring

Grievances over company level policies

Grievances over public policies

Other

\* Collective bargaining is further specified:

- Disagreement over application of specific agreement
- Renewal of an existing collective agreement
- Negotiation of entirely new collective agreement
- Refusal to enter into collective agreement

## Issues \*\*

Problems concerning pay

Problems concerning working time

Problems concerning other aspects of working conditions

Employment problems

Trade union issues

Other problems related to the work-place

Sympathy and solidarity

Protest

Unknown

\*\* These categories are broken down to a total of 53 individual dispute issues (multiple choice)

# Sources

- Media monitoring – currently provided by mBrain
- Keyword tagging
- Local knowledge of Eurofound national correspondents
- Similar data collections at national level
  - By academia, for example IISH project "Global Hub Labour Conflicts“, “Streikmonitor” in Germany, etc.
  - By national statistical offices, available for around 15 countries, but highly heterogeneous

# Eurofound data vs official statistics

Eurofound	Official statistics
Realized and purely announced events, no thresholds	Only realized events, usually with thresholds
Focus on qualitative information (issues, contexts, reasons, involved sectors / occupations, etc.), evolution of single disputes	Focus on quantitative information, usually aggregated
Based on media monitoring	Often based on mandatory reporting by involved actors (affected establishments or unions who call strike)
Comparability at EU level	National principles and definitions apply

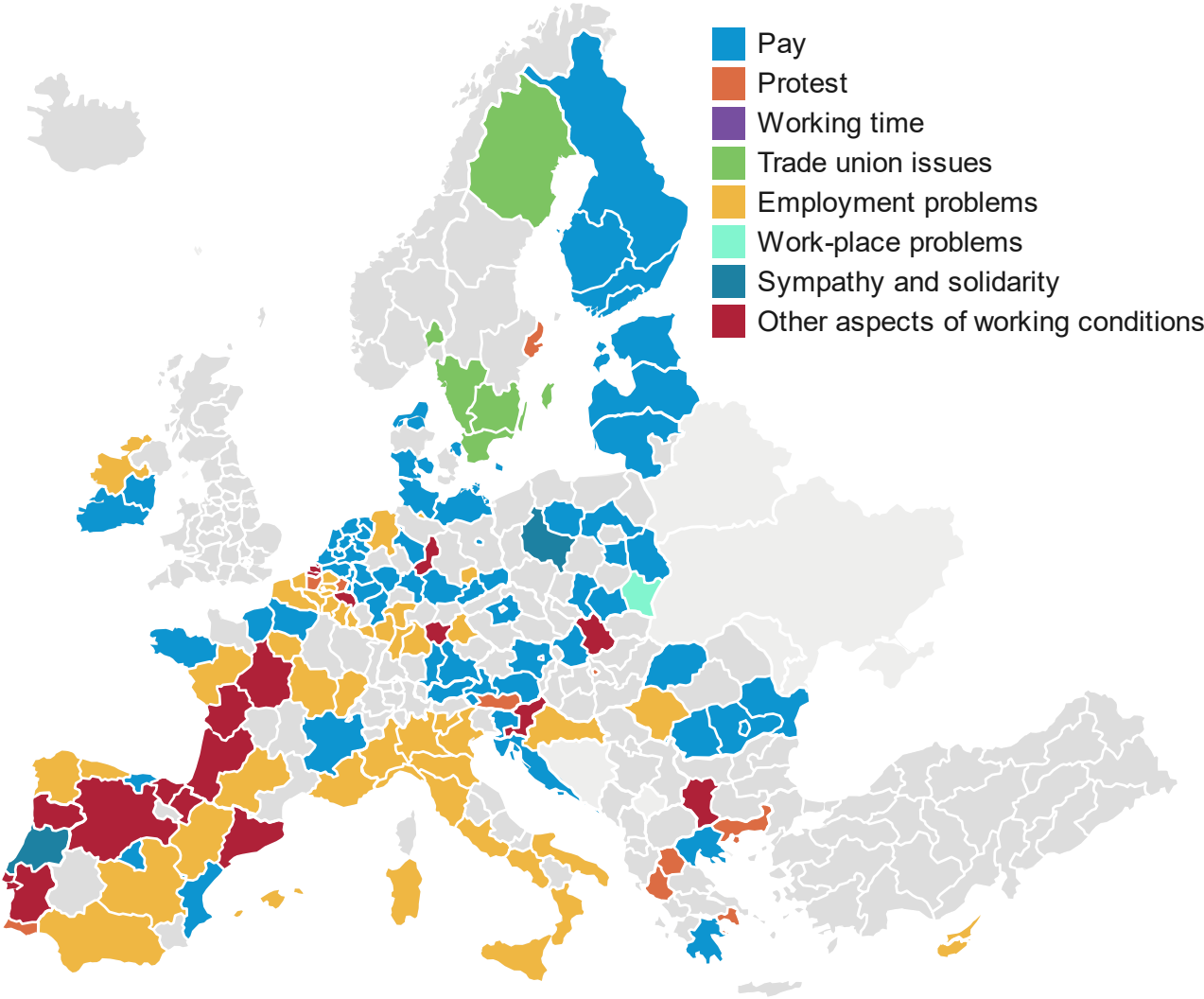
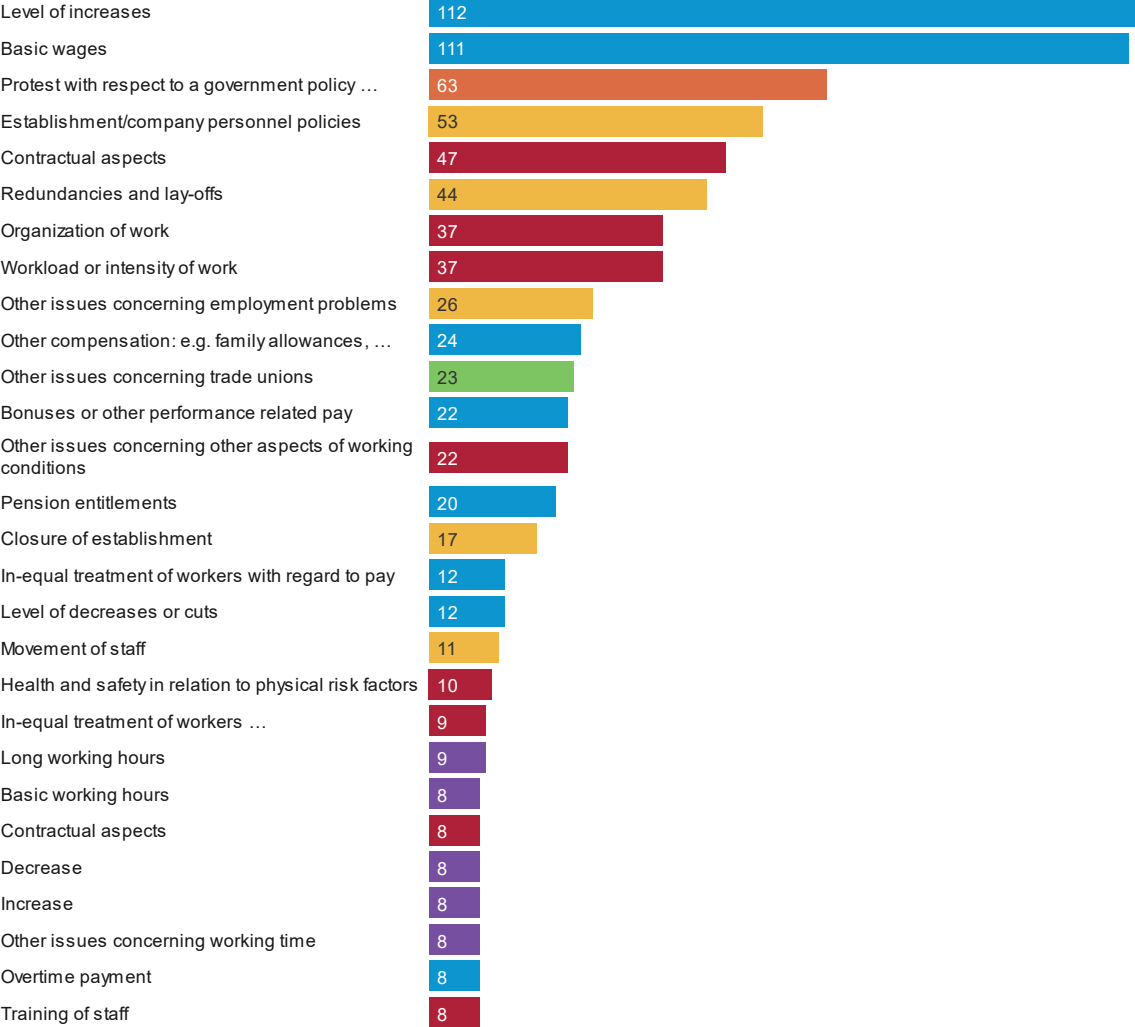
# Labour disputes with realized industrial action

- **83%** of identified labour disputes contain **at least one realized** industrial action event
- From that follows that **17%** of identified labour disputes are **purely announced**
  - either because industrial action was announced but never realized,
  - or because the dispute is still ongoing and industrial action might be realized at a later stage

Realized industrial action	Labour disputes	Share of total
1	194	60.0%
2	55	17.0%
3	29	9.0%
4	17	5.0%
5	11	3.0%
6 - 10	16	5.0%
11 - 15	0	0.0%
16 - 20	0	0.0%
20 - 30	1	0.3%

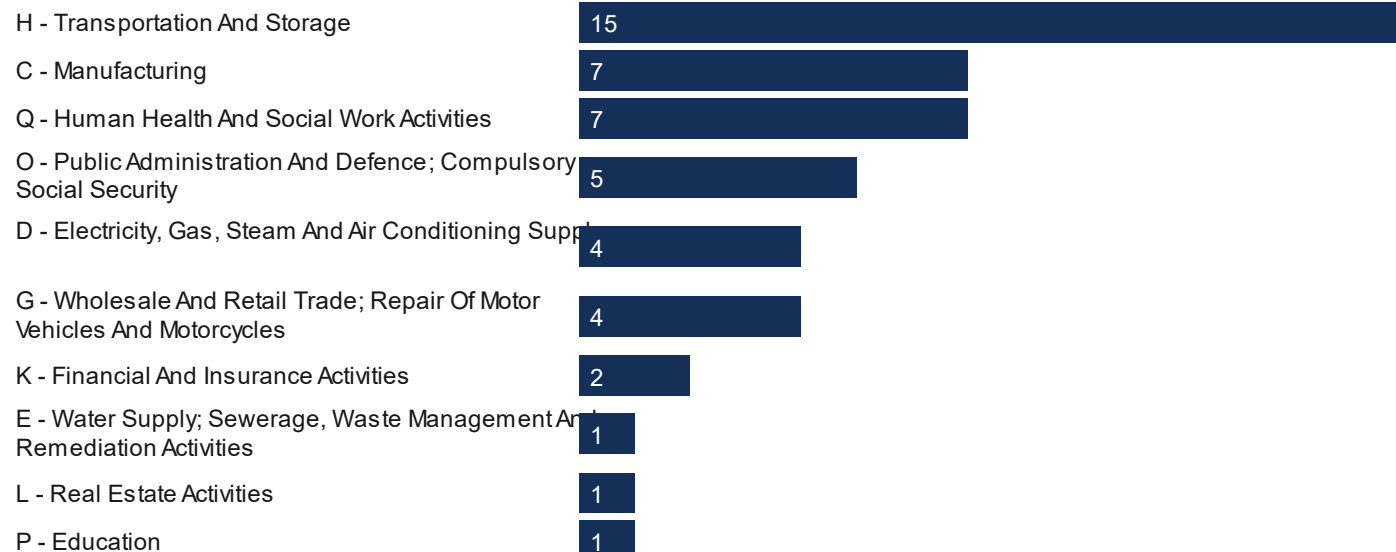


# Addressing policy issues: Disputes issues



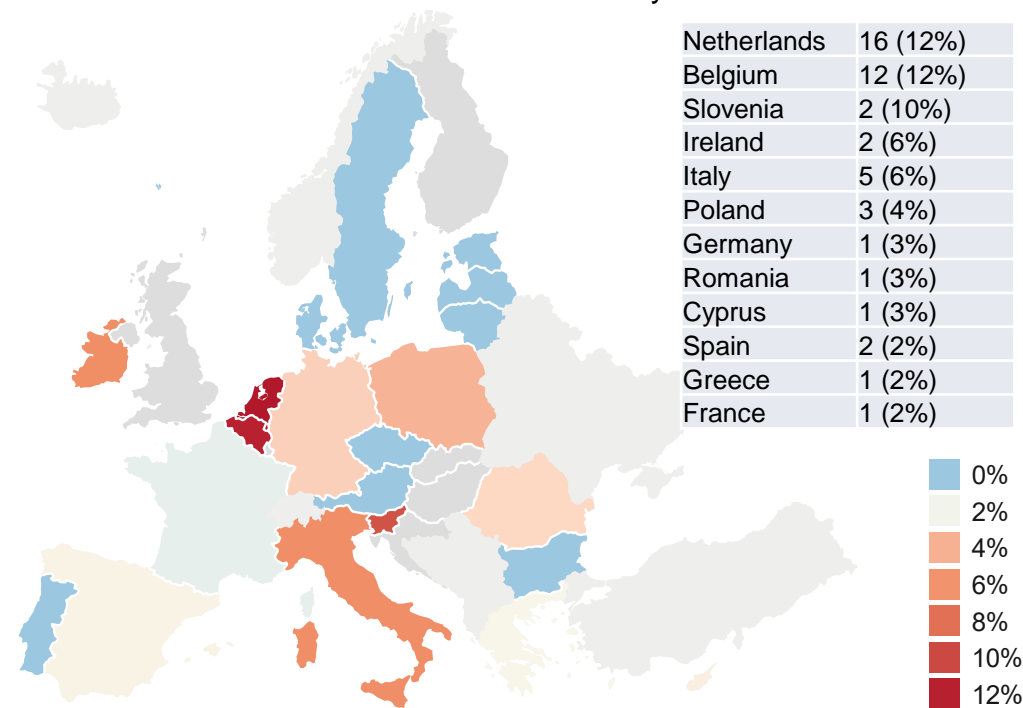
# Dispute issue: Workload and intensity of work

## By sector (47 cases in total)



## By country

Percentage of labour disputes per country that feature issues over workload and intensity of work



# Dispute issue: Health and Safety

Health and safety issues in the **workplace**, in relation to **physical risks** and in relation to **psychosocial risks**

## Sectors – add total identified nr. Of cases here

H - Transportation and Storage	11
A - Agriculture, Forestry and Fishing	1
B - Mining and Quarrying	1
C - Manufacturing	1
E - Water Supply [...]	1
J - Information and Communication	1
N - Administrative [...] Activities	1
P - Education	1

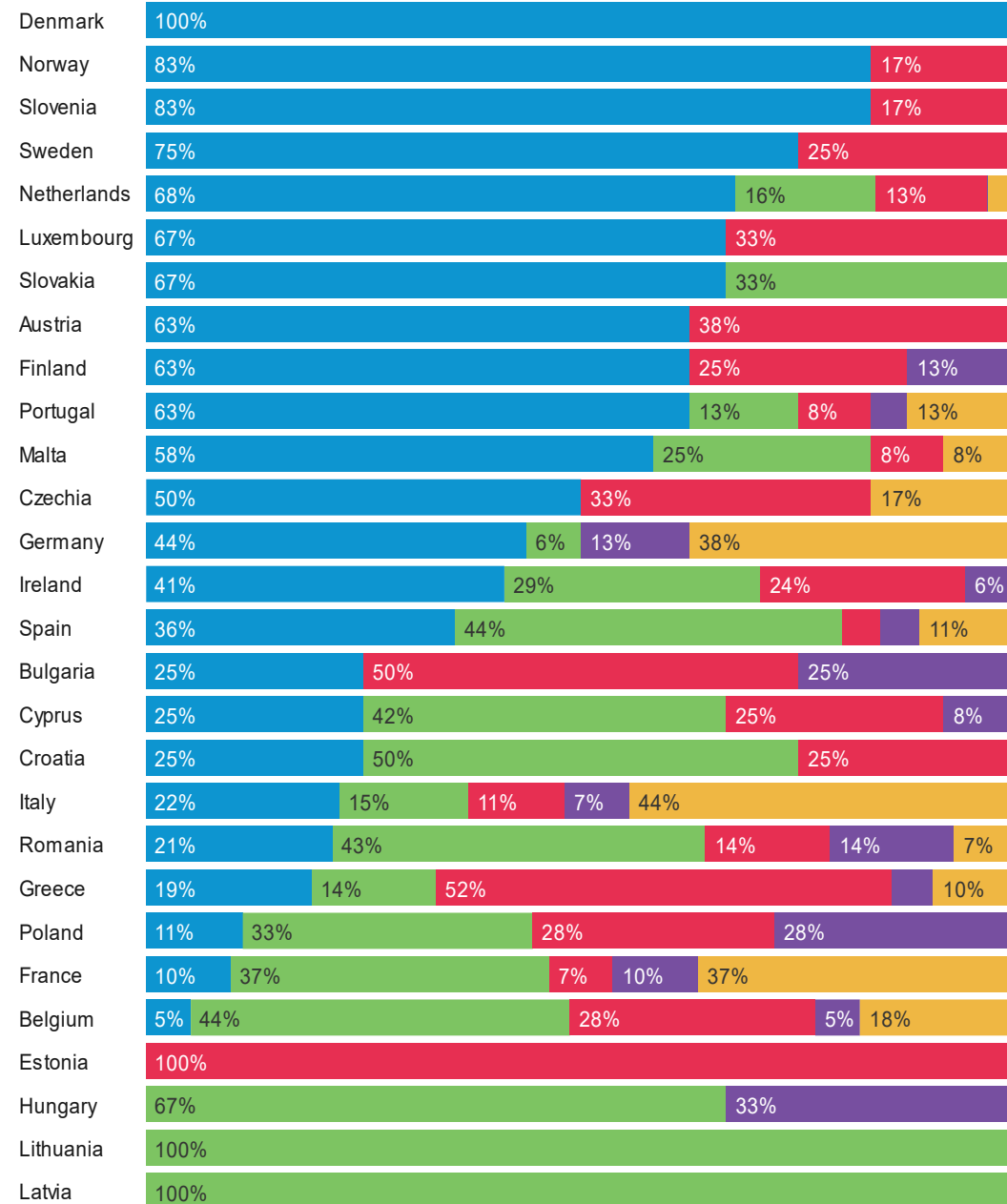
## Occupations

Bus and tram drivers	3
Locomotive engine drivers	3
Freight handlers	2
Cashiers and ticket clerks	1
Garbage and recycling collectors	1
Security guards	1
Teaching Professionals	1
Transport conductors	1

76% of labour disputes with health and safety issues have an occupational dimension

Health and Safety issues occur mostly in **Spain** (4 labour disputes), followed by **Cyprus, France and Netherlands** (each 2 labour disputes)

# Context of labour disputes



Source: Eurofound, Industrial Action Monitor, pilot data. Preliminary, 5 September 2019.  
N = 442 Labour disputes.

# Outcomes of labour disputes

<i>Context v Outcome</i>	Dispute resolution	Dispute settlement	Interlocutory agreement	No outcome identified	Resolution proposal refused	Termination without resolution
<b>Collective bargaining</b>	40 (36.04%)	2 (1.80%)	8 (7.21%)	58 (52.25%)	2 (1.80%)	1 (0.90%)
Grievances over company level policies	25 (29.41%)	1 (1.18%)	2 (2.35%)	50 (58.82%)	3 (3.53%)	4 (4.71%)
Grievances over public policies	8 (15.38%)	-	2 (3.85%)	40 (76.92%)	1 (1.92%)	1 (1.92%)
Other	-	-	-	14 (87.50%)	1 (6.25%)	1 (6.25%)
Restructuring	14 (35.90%)	-	2 (5.13%)	20 (51.28%)	-	3 (7.69%)
<b>Total</b>	<b>87</b>	<b>3</b>	<b>14</b>	<b>182</b>	<b>7</b>	<b>10</b>

Successful
Potentially successful
Unknown
Unsuccessful

**130 days** are needed on average to successfully find a **dispute resolution**. Median: 75.5 days

Disputes in the context of **collective bargaining** have the highest chance of a successful resolution. **Grievances over public policies** the lowest.

# Challenges

- Quantifying labour disputes – what is one dispute, what are many?
- When does a labour dispute end?
- In many cases, missing data:
  - Workers directly involved
  - Workers indirectly involved
  - Provision of minimum services
- Comparability with national statistics

Range of directly involved workers	No. of events	% of events
1 - 9	7	1%
10 - 49	33	4%
50 - 99	42	5%
100 - 499	145	18%
500 - 999	51	6%
1,000 – 4,999	67	8%
5,000 – 9,999	13	2%
10,000 or more	44	5%
Missing information	419	51%

# Outlook

- Pilot project to be evaluated in 2020 Q4
- If positive, an annual data release is envisaged
  - Factsheets for individual disputes
  - Interactive visualisation / database to explore the data
  - Statistical indicators for quantitative research
- Further finetuning of data model to answer policy relevant questions
  - Example: European Commissions interest in minimum wages – Industrial Action Monitor could help to identify how many labour disputes arise around issues over pay

# Contact

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