RUHR-UNIVERSITÄT BOCHUM

Industrial Restructuring and Co-Determination

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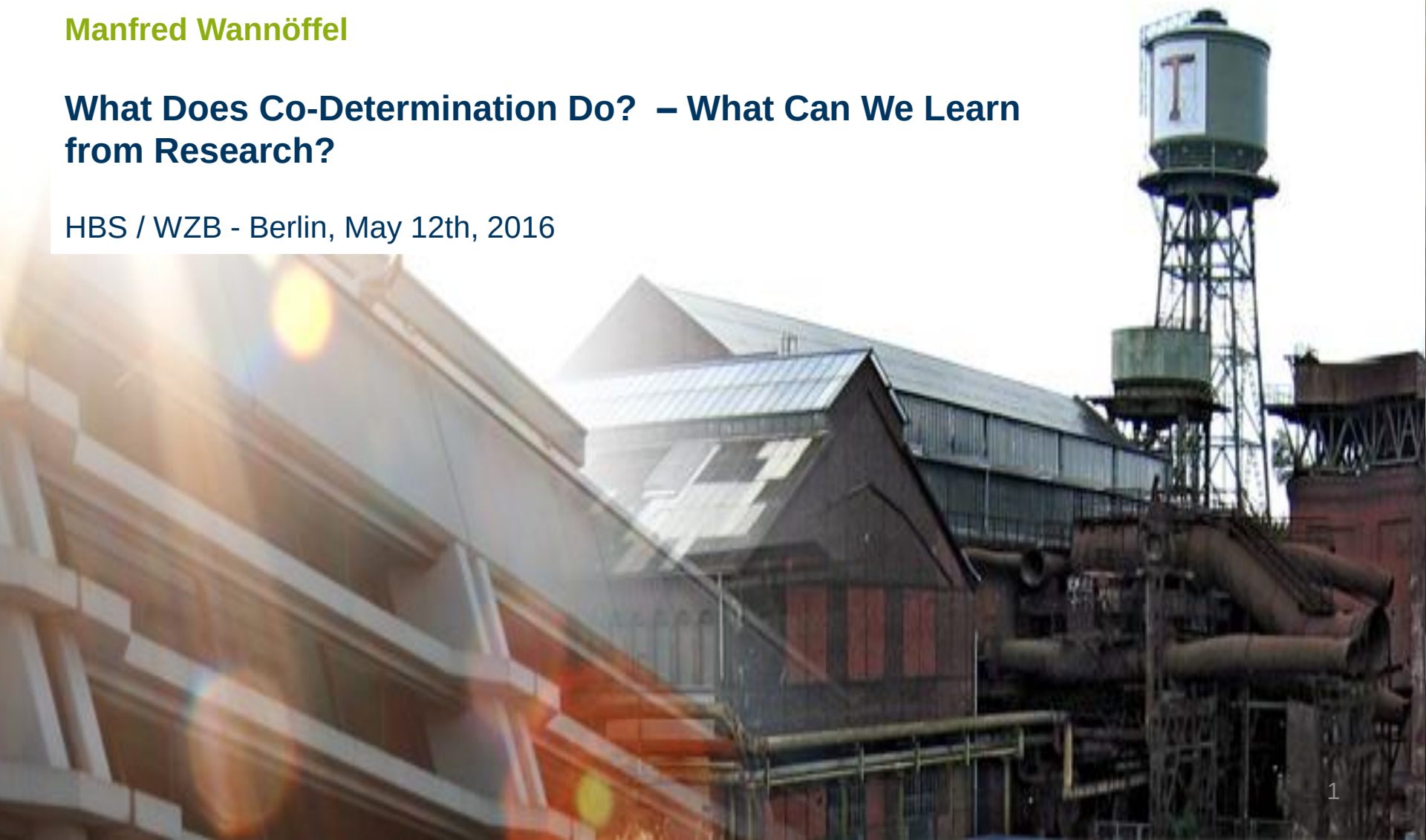
What Does Co-Determination Do? – What Can We Learn from Research?

HBS / WZB - Berlin, May 12th, 2016



What Does Co-Determination Do?

76.1% of all employees of the Bochum Opel plant refused a collective agreement
GM – IGM, 3/2013

Collective Agreement 3/2013 between GM and IGM

Rüsselsheim:

Expanding the variety of car models
Transfer of the Bochum model

Eisenach:

Expanding the variety of car models

Kaiserslautern:

Extending and development of further component production strategies

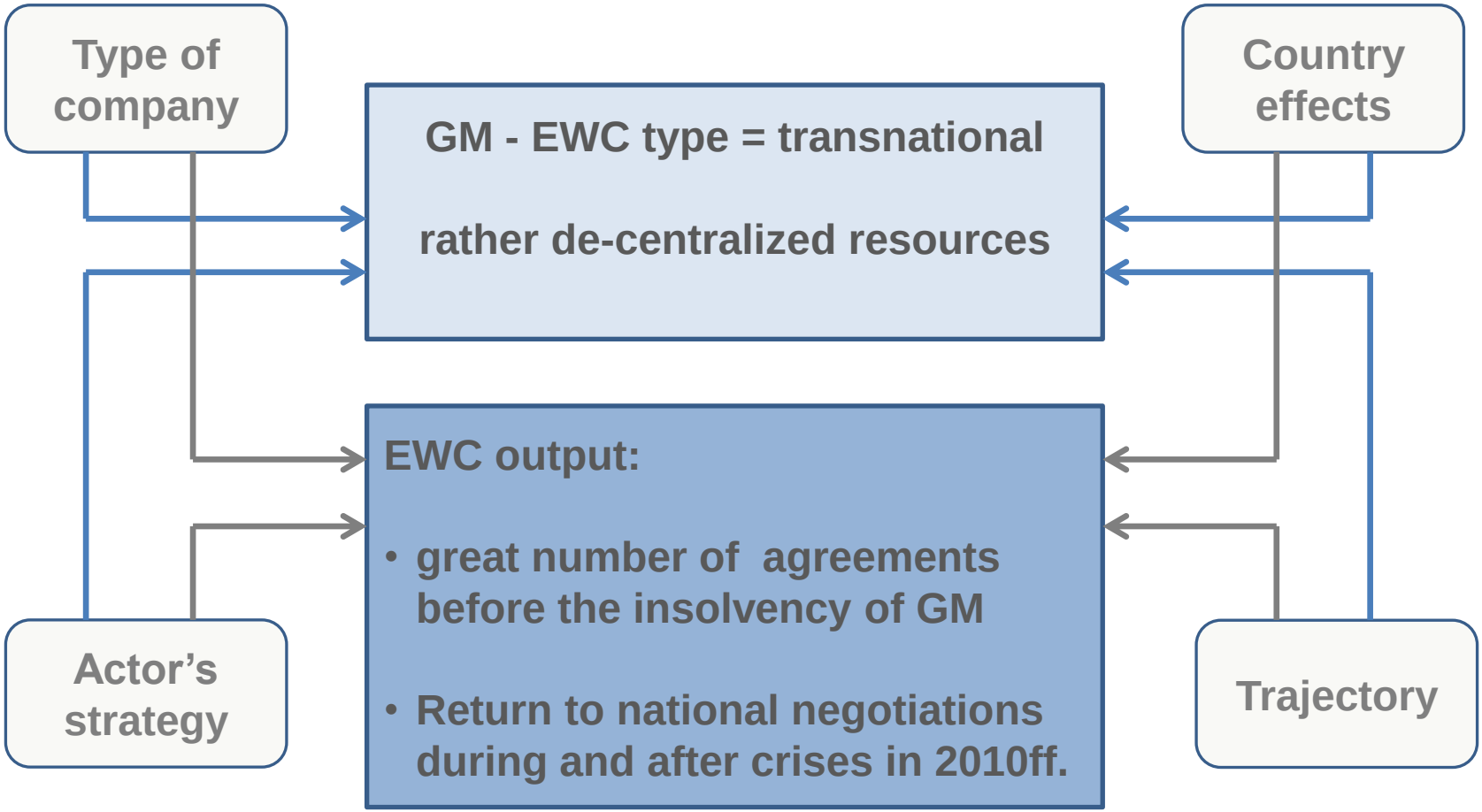
Bochum:

Closure of car production in 12 / 2016
Closure of component production 12 / 2014

Social Collective Agreement Opel Bochum, 11/2013

- Closure of car production in 12 / 2014
- Closure of component production 12 / 2013
- Preservation and enlargement of warehouse
- Support of RUB Learning Factory by GM/Opel

Theoretical Framework



Source: Hauser-Ditz et. al. (2016)

Country / Regional Effects

Quelle: http://www.bochumer-bunker.de

Ruhr "Valley": Laboratory of co-determination

- joint participation in the supervisory board
- strong work councils

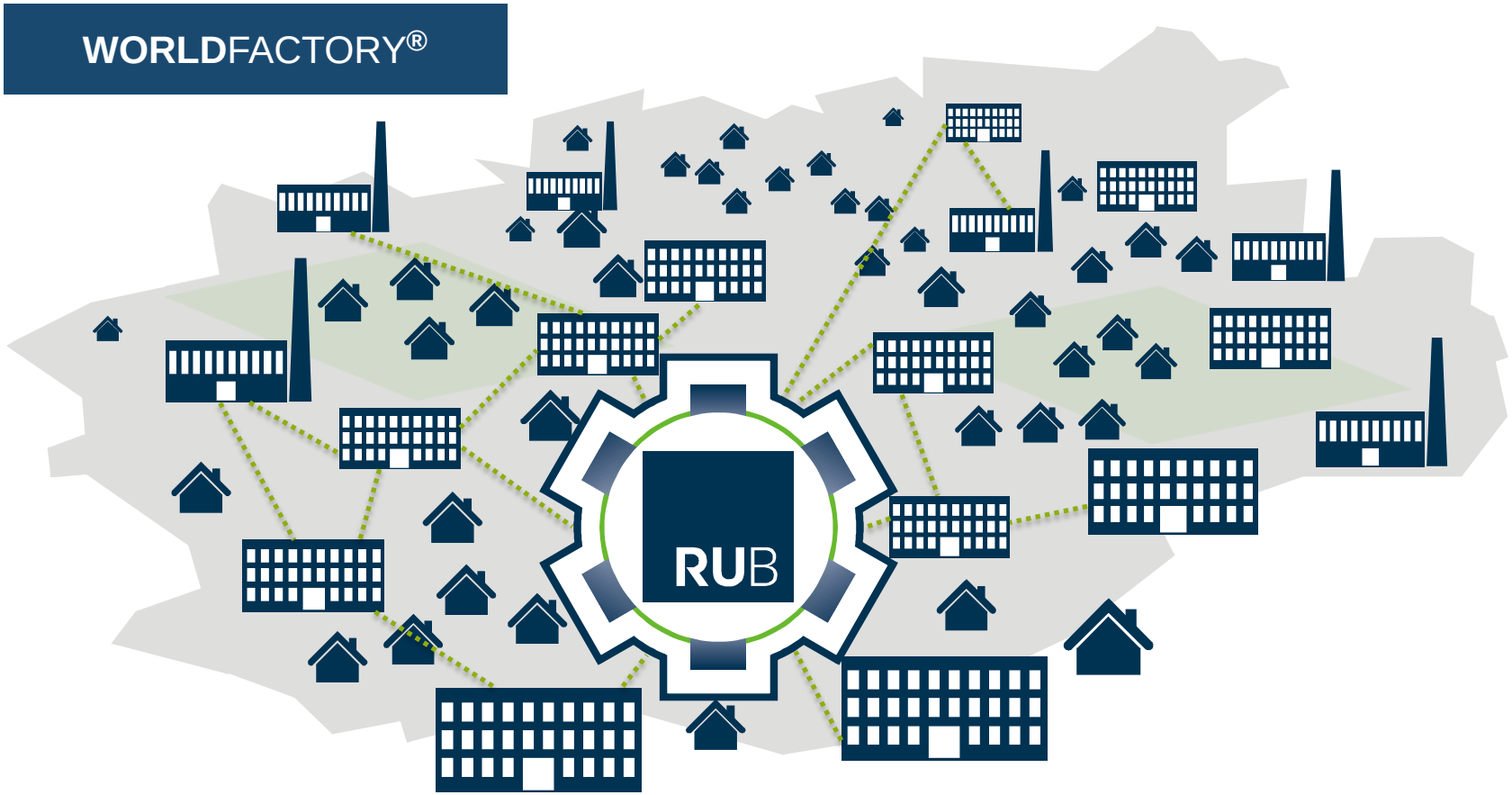
Long tradition with processes of industrial restructuring

- social partnership of conflict solutions
- no experience with mass redundancies until closure of Nokia

Quelle: INQA/Uwe Völkner/Fox

Quelle: Uni Bochum

Industrial Development through Co-Determination



Source: RUB

What Can We Learn from Research?

- Employees demanding justice (Kratzer, Menz, Tulius, Wolf 2015)
- Regional experience in industrial restructuring (Müller-Jentsch 1998)
- Break down of European cooperation (Hauser-Ditz et. al. 2016)
- Continous involvement of work councils in networks for regional employment strategies (Blöcker et.al. 2013)

Thank you very much for your attention!

Werbeanzeige der Adam Opel AG 1962

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