Industrial Restructuring and Co-Determination

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

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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

Type of company
GM - EWC type = transnational
rather de-centralized resources

Country effects
EWC output:
• great number of agreements before the insolvency of GM
• Return to national negotiations during and after crises in 2010ff.

Actor’s strategy

Source: Hauser-Ditz et. al. (2016)
Country / Regional Effects

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
Industrial Development through Co-Determination

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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)
- Continuous involvement of work councils in networks for regional employment strategies (Blöcker et al. 2013)
Thank you very much for your attention!

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