

ABSTRACT

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This communication proposes an analysis of the logic of action of two employer associations in a way to better understand the dynamics of the relationship that they maintain with other actors, in particular the trade unions. By using a qualitative research methodology, we study two differentiated cases, which have been targeted on the basis of their degree of involvement in the sphere of industrial relations: an association in the hotel industry which is more actively involved since 2008 in the coordinated negotiations conducted by the union and also an association in the Aerospace industry that is engaged in multiple instances of consultation and who collaborates with unions. At the theoretical level, our analysis shows the influence of the institutional environment in which evolve actors on the capacity of coordination of the employer actions. In particular, the union context in the case of the hotel industry and the political context in the aerospace contribute to explain the logic of action of employer association. Our analysis also highlights the importance of the historical trajectory of the relations between the parties to better understand the dynamics of their relationship. We have indeed seen that long experience of socialization for stakeholders within institutions of social dialogue contribute to multiply the places where actors can exchange and to diversify the issues on which they were likely to address.