Does one-size fit all?
Restructuring collective bargaining institutions in Romania and Greece during the crisis

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**Theme 2: Industrial relations around Europe: What future in Europe for collective voice and response to the employment crisis?**

This paper examines the impact of the recent crisis on collective bargaining institutions in Romania and Greece. Both countries have been severely affected by the crisis, requiring bail-out deals provided by the ‘Troika’ followed by the implementation of austerity measures. While pre-crisis the collective bargaining systems in both countries were based on an elaborate system of multi-level collective bargaining, there were significant differences with respect to issues around the competitiveness of the national economies and the overall type of capitalism adopted, i.e. Romania has a special type of neoliberal capitalism whilst Greece was traditionally represented as an example of a ‘Mediterranean style of capitalism’. Despite these country specificities, including the fact that labour market rigidities were considered responsible for the lack of economic competitiveness only in Greece, Troika pushed for employment deregulation and decentralisation of collective bargaining in both countries. This paper compares the process for the implementation of these reforms, the direction of national policy and the social actors’ approach, and critically assesses the implications of the reforms for the role of collective bargaining in regulating the employment relationship.

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