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

**Title:** Collective action is not dead: Entering an ‘after Trade Unions’ era?

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**Abstract:**

The economic crisis spreading, since 2008, around Europe reveal and deepen transformations in the Industrial relations systems. Social Dialogue processes have been significantly modified and mostly weakened, while social partners’ organisations have been shaken, in both the way they organise and the role they could play in the revised settings.

Due to their intrinsic collective nature, Trade unions are particularly jeopardized by the overall transformations. Across Europe, some austerity measures addressing the crisis issues specifically impact trade unions’ membership and role. Moreover, both features have already been under threat during the last century, given the development and changes experimented in the workforce, the employment relationship and industrial relations processes. Consequently, devising collective interests and appropriate strategies to address them, reveal to be increasingly difficult.

Nevertheless the need for a collective workforce’s voice is clearly alive. Indeed some transformations have already occurred, and more should follow as the very nature of work still remains collective. Therefore there is a need for organising the voice of workers, in view to mediate the impacts of organisational changes.

*Trade unions- Workers’ voice- collective actions*