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**Role of collective bargaining
in shaping work-life balance
in public service sector**
– challenges and perspectives



Role of collective bargaining in shaping work-life balance in public service sector – challenges and perspectives

BENEFICIARY:

CSIT Union Profesional - Spain

CO-APPLICANTS:

1. University of Warsaw - Poland
2. University of Belgrade Faculty of Philosophy - Serbia
3. University of Thessaly – Greece
4. University Nova Lisbon – Portugal
5. OPZZ - Poland

SUMMARY:

The project seeks to improve the experience in the field of industrial relations, to build on and contribute to two dimensions of knowledge: collective bargaining in the public sector and the work-family research field. The main objective of the research project is to identify the factors that influence work-family balance (WLB) policies within collective bargaining in the public services sector, taking into account the effects of economic crises and austerity measures and union commitment with WBL issues and intervention strategies.

The final result of the research will be a country-specific comparative study, which should provide evidence-based data on current trends in 4 EU Member States and 1 candidate country with specific and different labor relations in the public services sector and provide recommendations.

OBJETIVES:

1. To identify WLB policies in place in public service sector in Spain, Greece, Portugal, Poland and Serbia.
2. To identify role and impact of collective bargaining to achieving flexible working arrangements.
3. To identify role and impact of collective bargaining on achieving employee-oriented parental leave duration and mainstreaming gender equality.
4. To identify the public service employees' perspectives for family and work life balance policies.
5. To identify the impact of crisis and austerity measures in public service sector on the role of collective bargaining and work life balance policies.
6. To elaborate findings and draw conclusions concerning the methods of cooperation of social partners on improvements of work life balance.

ACTIVITIES:

1. Networking Meeting in Brussels - 1 day.
2. Kick off meeting and training for national interviews - 2 days in Spain - September 2020.
3. Data collection through on-line survey.
4. Meeting of researcher group and project partners - 1 day in Poland – February 2021.
5. National focus groups - In-depth interviews through 3 focus groups per country.
6. International focus group - 1 day in Serbia – September 2021.
7. Launching publication - international seminar - 1 day in Greece – December 2021.