

## Individual and collective strategies to improve unsatisfactory working conditions

The project starts from the observation that in recent decades working conditions have been deteriorating, resulting in insecurity, unsatisfactory wages and increasing work pressure.

The declining trade union membership rates during this same period suggest that only a small number of workers actively adopted collective strategies to improve working conditions. In line with broader societal trends like individualization and flexibilization, they developed individual strategies to enhance working conditions. A recent example from the Netherlands is the increasing number of self-employed nurses who, in response to the tight labor market, negotiate improved working conditions compared to when they were employed. The employed strategies by workers signal cooperation problems in the labour market and have consequences beyond the individual.

Using a combination of qualitative and quantitative methods, this project seeks to set light on the conditions under which workers opt for individual and collective strategies used by workers to improve their working conditions and the consequences of these strategies for organizations/companies and labour market institutions.

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Location:

Groningen