

Employer constraints on trade union renewal in Chile

- Bellido de Luna D.

Abstract

The present article explores the revitalisation strategies developed by a company-level trade union in the food manufacturing industry in Chile. Using qualitative research and building on a case study, the findings suggest that predominant renewal strategies were restructuring through mergers, a variation on the Anglo-Saxon labour-management partnership, and organising based on recruiting new members and legal mobilization. The article argues that these revitalisation strategies were implemented in relation to the deployment of the employer's trade union weakening strategies, this being the central feature that drove the renewal capabilities of the researched trade union. The article contributes to enlarge the understanding of the way employer strategies and regulatory contexts shape the union revitalization framework. © Australian Labour and Employment Relations Association (ALERA) 2022 SAGE Publications Ltd, Los Angeles, London, New Delhi, Singapore and Washington DC.

Author keywords

Chile; industrial relations; Latin America; revitalisation; trade unions