**A qualitative study of Volkswagen Navarra's collective bargaining agreements during the Great Recession**

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**Abstract (resumen de 100-250 palabras):**

During the Great Recession (2007-2013), the European automotive sector suffered a large fall of its sales levels, forcing the automotive companies to reduce the number of vehicles produced those years. Consequently, the companies of the sector went through a restructuring process in which was changed the distribution of workload among the different assembly plants. Those plants competed against each other in order to attract the investment of the companies’ headquarters via costs’ reduction. That decrease of costs was carried out mostly through an increase of the flexibility levels of their workers or cuts in labor costs.

Through a qualitative study of the last four collective bargaining agreements of VW Navarra (2005-2016), it has been possible to see the evolution of the key points used to reduce the labor costs of the Pamplona’s plant during the recession. Some of those key points are: calendar flexibility, functional flexibility, and changes in wages. What is more, that information is complemented with three qualitative interviews made to three members of trade unions of this plant, who actively participated in the negotiations of the studied agreements; and that will provide a better insight about the changes on the key points that affected the plant in that period.

**Materias o Palabras claves (máximo 5):** Great Recession, Collective bargaining agreement, automotive sector