

## Management Opposition, Strikes, and Union Threats

**Authors :** Patrick Nüß

**Abstract :** I estimate management opposition against unions in terms of hiring discrimination by a large scale field experiment in the German labor market. The results show that callback rates for union members decrease significantly in the presence of high sectoral union density and large firm size. I further explore how this effect varies with regional and sectoral labor dispute intensity and find that management opposition is stronger when a sector is exposed to an intense labor dispute. There is evidence that the observed management opposition can be explained by sectoral union threat effects. Sectors with lower hiring discrimination have lower coverage of collective agreements, and in the absence of a collective agreement, they are less likely to follow the collective agreement wage setting.

**Keywords :** trade unions, Industrial relations, management opposition, union threat, labor disputes, field experiments

**Conference Title :** ICLELR 2022 : International Conference on Labor Economics and Labor Relations

**Conference Location :** Rome, Italy

**Conference Dates :** February 17-18, 2022