CA = Collective Agreement CB = Colletive Bargaining EO = Employers’ Organisation

| **VIRAL****IR pre-Covid-19** | **Denmark** | **France** | **Germany** | **Italy** | **Ireland** | **Poland** | **Spain** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **1** | **The main actors** | The peak confederations Dansk Arbejdsgiverforening – (DA Danish Employers’ Confederation) and FH (Fagbevægelsens Hovedorganisation – Danish Trade Union Confederation) are setting the frame and general politics for employers and unions respectively.Actual collective bargaining is on sector level. Trendsetters in the private sector the big employers’ organisations:- Confederation of Danish Industry (DI – Dansk Industri)- Danish Chamber of Commerce or (DE - Dansk Erhverv), and - Danish Construction Association (Dansk Byggeri)Major counterparts on the union side are:- The Central Organisation of Industrial Employees in Denmark- CO-industri)- United Federation of Danish Workers (3F -Fagligt Fælles Forbund)- Danish Union of Metalworkers (Dansk Metal, member of CO-industri)- Union of Commercial and Clerical Employees in Denmark (HK Handels- og Kontorfunktionærernes Forbund)  |  | Employer federations - Bundesvereinigung der Deutschen Arbeitgeberverbänd (Federation of 14 state employer associations and 48 branch associations – lobby work), Bundesvereinigung der Deutschen Arbeitgeberverbänd (Federation of 38 industrial employer associations, lobbyist).DGB is the trade union federation, representing the interests of its 8 affiliates. Of these affiliates, two, the IG Metall and Verdi (service) organize nearly two thirds of all union members. In addition, there are 14 so-called employee associations, five of which undertake collective bargaining – these are not affiliated to the DGB.  |  |  |  |  |
| **2** | **State or social partners – degree of voluntarism****(partly overlapping with Q5 and Q6)** | Social partners are autonomously regulating majority of labour market through collective bargaining every 2-3 years, supported by legislation. |  | Supported by legislation, in particular the German constitution and the collective bargaining act, employer associations and unions autonomously undertake collective bargaining  |  |  |  |  |
| **3** | **Form of employee representation** | * Cooperation Committees (akin to work councils) are wide-spread in medium sized and big enterprises
* They work in close cooperation with shop-stewards, who are members of Cooperation Committees’
* Shop steward density is 52 % (2010)
* DK has many very small companies w/o shop steward or Cooperation Committee, hence the low shop steward density.
* H&S rep. and H&S organisation is mandatory according to the law; H&S representative density is 82 % (2010).
 |  | * Works councils (density rate - 41% West and 36% East). The percentage of works councils amongst small to medium size companies is low
* Shop steward committees mainly in large old industrial firms.
* Supervisory boards
 |  |  |  |  |
| **4** | **Union density** | 2019: 68.4 %, hereof 11.4 % yellow unions |  | 2019:* DGB. 5.8 million members (roughly 14%), IG Metall 38% of all DGB members, Verdi 33%.
* Vereinigung Cockpit (Pilots union) 9,300 members - ≥ 80%. Unabhängige Flugbegleiter Organisation (cabin crew) 10,000 members – over 25 % of all cabin crew members

  |  |  |  |  |
| **Employers’ organisation density**  | 2015:Private: 53 %Public: 100 % |  |  |  |  |  |  |
| **Collective bargaining coverage** | 2015:Private: 74 %Public: 100 % |  | 2019:* West 28%
* East 20 %
 |  |  |  |  |
| **5** | **Social partners strength vis-á-vis the state** | Unions as well as EOs are respected partners. They dominate regulation of the labour market and are often involved in tri-partite negotiation when major well-fare issues are at stake (pension, paternity leave, vocational training etc.) |  | There are no available stats regarding membership, the collective bargaining coverage suggests that the percentage is low due to the fact that membership traditionally means you are covered by CB. In 2000, 47% of West German companies were involved in CB and 27 in the East.  |  |  |  |  |
| **6** | **The balance btw. Social partners and the state (overlapping with Q5 and Q2)** |  |  |  |  |  |  |  |
| **7** | **Legislation vs. collective agreements in labour market regulation** | Legislation is playing a withdrawn role while CA are regulating the majority of the issues. Often, legislation copies from CA to cover those w/o CA. Health & safety is legislatively regulated. |  | As indicated above the state sets the parameters but is not allowed to get involved in CB. Although recently the state has passed legislation, in particular the minimum wage and collective bargaining law, which has seen employers and unions suggest legislators are contravening the autonomous principle.  |  |  |  |  |
| **8** | **Bargaining on sector, industry and/or company level** | While the general political lines are laid out by confederations (DA and FH in private sector), actual collective bargaining is on sector level. |  | Traditionally CB has taken place at the branch level between the recognized unions and employer associations. In recent years though, there has been an inflation in the number of company level agreements as well as firms that although not covered by CB base their pay increases of CB agreements. |  |  |  |  |
| **9** | **Leading branches in the negotiations?** | The sector dominating the bargaining is the metal sector. This sector is setting the frame for all other sectors, as this is the sector most exposed to international competition. This spills over to other sectors, including the public sector, and as such, the industrial sector is setting the overall level for wages and working conditions in the Danish economy. |  | The metal sector has traditionally set the tone for other branches to follow –its bargaining orientation influenced heavily by productivity levels.  |  |  |  |  |
| **10.** | **Changes from** **2010 to 2020:****(de)centralisation** | Decentralization took place from late 1980’s onwards and was further enhanced through 2010 where the CA opened up for local agreements deviating from the collective agreement if local consensus at company level could be obtained |  | As in other EU countries Germany has experienced the development of various forms of decentralized CB, such as company and plant bargaining as well as so-called open-clauses, branch level collective agreements providing site/company actors room to customize such agreements. |  |  |  |  |
| **Changes from** **2010 to 2020:****Power balance state vs. social partners** | Social partners are still considered important cooperators in dealing with welfare problems and are involved irrespective of the orientation of the incumbent government |  | German law sets aside a strong role for social partners to influence labour market, vocational training and finance legislation. The tripartite system came into its own in managing the 2008-2010 financial crisis.  |  |  |  |  |
| **Changes from** **2010 to 2020:****Power balance btw. employers(‘ organisation) and unions** | While the EOs has had a stable membership base, unions have lost members over the last two decades. Partly due to better education, but more importantly they have lost members to yellow unions. However, an important feature in the Danish model is that employers have a vested interest in strong unions as only through a strong partnership btw. social partners it will be possible to keep the state out of labour market regulations. |  | Since the 1990s, especially after the implementation of Agenda 2010, a radical labour market reform designed to promote atypical employment arrangements, relations between the two parties have declined. There has even been a well- documented debate about the value of the social partnership concept. Certainly, in the aviation industry there have been a series industrial stoppages deemed alien to the idea of a win-win situation central to German IR.  |  |  |  |  |