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** |  | Employers’ confederations:Mouvement des Entreprises de France (MEDEF)Confédération des petites et moyennes entreprises (CPME)Union des Entreprises de Proximité (U2P)Main trade unions :Confédération Générale du Travail (CGT)Confédération Française Démocratique du Travail (CFDT)Force Ouvrière (CGT-FO)Confédération Française des Travailleurs Chrétiens (CFTC), Confédération Française de l'Encadrement - Confédération Générale des Cadres (CFE-CGC) |  |  |  |  |  |
| **2** | **State or social partners – degree of voluntarism****(partly overlapping with Q5 and Q6)** |  | State-centric system of industrial relations.Collective agreements regulate a large part of working conditions but the system is heavily institutionalized and relies on state machinery (extension of binding force of collective agreements) |  |  |  |  |  |
| **3** | **Form of employee representation** |  | Trade union representation coexists with elected representatives. However, the latter are generally supported and picked by the trade unions, ensuring a large degree of coherence between the two channels. |  |  |  |  |  |
| **4** | **Union density** |  | Very low (8.4% in the private sector) |  |  |  |  |  |
| **Employers’ organisation**  |  | 25% of companies employing around 75% of the workforce in the private sector |  |  |  |  |  |
| **Collective bargaining coverage** |  | 90%+ |  |  |  |  |  |
| **5** | **Social partners strength vis-á-vis the state** |  | Unions have been weakened in recent years by divisions over their stance vis-à-vis the profound reforms of labour laws adopted by the French government. |  |  |  |  |  |
| **6** | **The balance btw. Social partners and the state (overlapping with Q5 and Q2)** |  |  |  |  |  |  |  |
| **7** | **Legislation vs. collective agreements in labour market regulation** |  | Collective agreements are relevant for setting working conditions. However, legislation underpins the whole functioning of social dialogue and plays a very relevant role in certain areas (such as the setting of the national minimum wage) |  |  |  |  |  |
| **8** | **Bargaining on sector, industry and/or company level** |  | The sectoral level remains the most important in terms of coverage.However, the reforms enacted in recent years have brought about an organized decentralization of the system, with company-level agreements now legally prevailing over sectoral ones in a large number of subjects. |  |  |  |  |  |
| **9** | **Leading branches in the negotiations?** |  | N/A |  |  |  |  |  |
| **10.** | **Changes from** **2010 to 2020:****(de)centralisation** |  | The reforms enacted since the 2000s and even culminating in 2016-2017 have completely changed the legal landscape of collective bargaining, allowing company level agreements to take precedence over sectoral ones. |  |  |  |  |  |
| **Changes from** **2010 to 2020:****Power balance state vs. social partners** |  | Social partners have been weakened by divisions and by a confrontational political strategy of French governments which have abandoned tripartite negotiations in favor of top-down legislation. |  |  |  |  |  |
| **Changes from** **2010 to 2020:****Power balance btw. employers(‘ organisation) and unions** |  | The main element upsetting this balance is to be found in the ideological composition of the subsequent French governments and parliamentary majorities. |  |  |  |  |  |