

CA = Collective Agreement

CB = Colletive Bargaining

EO = Employers' Organisation

VIRAL IR pre-Covid-19		Denmark	Germany	Ireland
1	The main actors	Confederations DA (EO) and FH (unions) setting the frame and general politics. Actual collective bargaining (CB) is on sector level with DI, DE and DB as trendsetters.	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.	ICTU (union confederation); Ibec (employers).
2	State or social partners – degree of voluntarism (partly overlapping with Q5 and Q6)	Social partners are regulating majority of labour market through collective bargaining every 2-3 years	Supported by legislation, in particular the German constitution and the collective bargaining act, employer associations and unions autonomously	Generally, voluntarist system; legislation. Some (limited) erga omnes

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			undertake collective bargaining	sectoral bargaining (NB construction).
3	Form of employee representation	<ul style="list-style-type: none"> • Works councils are wide-spread • Close cooperation with shop-stewards • Shop steward density is 52 % (2010) • Many very small companies in DK → do not have neither shop steward nor works council – but a H&S rep. 	<ul style="list-style-type: none"> • 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 	<p>Trade unions; no works councils.</p> <p>No obligation on employers to bargain at any level with trade unions</p>
4	Union density	2019: 68.4 %, hereof 11.4 % yellow	2019: <ul style="list-style-type: none"> • 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 	ICTU unions: approx. 26% (15% in private sector)

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			members – over 25 % of all cabin crew members	
	Employers' organisation	2015: Private: 53 % Public: 100 %		N/A. Employer rep groups do not engage in CB (some CB in construction)
	Collective bargaining coverage	2015: Private: 74 % Public: 100 %	2019: <ul style="list-style-type: none"> • West 28% • East 20 % 	35%
5	Social partners strength vis-à-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.	The government established the Labour Employer Economic Forum (LEEF), envisaged as a space where the main trade union and employer representative bodies (led by ICTU and Ibec) can meet to discuss areas of shared concern affecting the economy, employment, and labour relations. Social partners are widely consulted on all legislative/ policy matters

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6	The balance btw. Social partners and the state (overlapping with Q5 and Q2)			1987-2010: tripartite social pacts Since then, no formal bargaining/ negotiation, but SPs have a strong lobby voice/ are consulted on labour issues
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.	Mostly legislation. Some limited erga omnes CB (NB construction) CA at enterprise level
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	Limited to certain sectors, notably construction. Provisions for CB in low-pay sectors (retail; hotels, etc) but not currently operating (operating in

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			pay increases of CB agreements.	cleaning and security sectors)
9	Leading branches in the negotiations?	The sector dominating the bargaining is the metal sector. This 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 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.	N/A
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.	Decentralisation (in sense tripartite pacts finished in 2010). Current moves to strengthen some sectoral mechanisms
	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	German law sets aside a strong role for social partners to influence labour market, vocational training and finance legislation. The tripartite	

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	orientation of the incumbent government	system came into its own in managing the 2008-2010 financial crisis.	
<p>Changes from 2010 to 2020: Power balance btw. employers(' organisation) and unions</p>	<p>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.</p>	<p>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.</p>	<p>Trade unions and large employer representative groups continue to play an important role at the national political level, and continue to be important stakeholders in socio-economic governance. Ibec has called for a more extensive social dialogue model which, it argues, is vital in a time of crisis and recovery. This is undoubtedly also influenced by the proposed EU Directive on Minimum Wages, and its support for measures to facilitate greater collective bargaining coverage in the Member States. The Irish government has</p>

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			<p>convened a tri-partite High-Level Working Group to review collective bargaining and the industrial relations landscape in Ireland, including the issue of trade union recognition and collective bargaining processes. The Group is due to report in 2022.</p>