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

| **VIRAL**  **IR pre-Covid-19** | | **Denmark** | **France** | **Germany** | **Italy** | **Ireland** | **Poland** | **Spain** |
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| **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. |  |  | The main actors in industrial relations are the trade unions : 1/OPZZ- the All-Poland Alliance of Trade Unions - Ogólnopolskie Porozumienie Związków Zawodowych,  2/NSZZ „Solidarność” – the Independent and Self-Govering Trade Union -Niezależny Samorządny Związek Zawodowy “Solidarność”  3/FZZ – the Trade Unions’ Forum - Forum Związków Zawodowych, which includes 75 trade union organizations. |  |
| **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 undertake collective bargaining |  |  | Supported by legislation (art. 1 of Act on Trade Unions of 23 May 1991) |  |
| **3** | **Form of employee representation** | * 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. |  | * 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 |  |  | Works councils in big and medium size companies. |  |
| **4** | **Union density** | 2019:  68.4 %, hereof 11.4 % yellow |  | 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 |  |  | The largest number of organizations is present in the most industrialized areas. The largest number (14.9%) of trade unions was located in the Silesian Voivodeship in 2018, slightly lower (12.5%) in the Mazowieckie Voivodeship, including in the capital area – 7.9%. On the other hand, the lowest number of workers' organizations was in the Lubuskie, Opolskie and Podlaskie provinces (up to 3% of all unions). |  |
| **Employers’ organisation** | 2015:  Private: 53 %  Public: 100 % |  |  |  |  |  |  |
| **Collective bargaining coverage** | 2015:  Private: 74 %  Public: 100 % |  | 2019:   * West 28% * East 20 % |  |  | 2019: on average 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. |  |  | Generally unions are respected partners, but the position depends on the relationship in the company and the sector. |  |
| **6** | **The balance btw. Social partners and the state (overlapping with Q5 and Q2)** |  |  |  |  |  | There is no balance. |  |
| **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. |  |  | In line with the Constitutional Court ruling of 20 January 1988, collective agreements are not normative acts adopted by state bodies, but rather special sources of labour law |  |
| **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. |  |  | Depending on the problem being solved, negotiations may concern the central level and take place between representatives of trade unions and representatives of the ministry, that is for example ZNP negotiated improvement in working conditions and increase of salaries for all teachers. |  |
| **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. |  |  | Some industry sectors carry out negotiations. However, negotiations at the sector level do not translate into changes at the national level. |  |
| **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. |  |  | In the last few years in Poland the number of trade unions has experienced a small decrease. The percentage of trade unionists has go down too. Description of changes in the report. |  |
| **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. |  |  |  |  |