

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							<p>The main trade unions are: Comisiones Obreras (CCOO) (35% works council members) y Unión General de Trabajadores (UGT) (32% works council members)</p> <p>The main employers' organisation is: Confederación Española de Organizaciones Empresariales (CEOE), to which the main organisation of small and medium-sized enterprises (CEPYME) and the main organisation of self-employed workers (ATA) are associated.</p>
2	State or social partners – degree of voluntarism (partly overlapping with Q5 and Q6)							Intense regulation by the State of all the institutions of the industrial relations system, both from an individual and collective

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								perspective. State legislation establishes basic working conditions. National legislation establishes the basic working conditions; collective bargaining plays a complementary role, adjusting to the needs of the sector, the territory, the professions and the companies.
3	Form of employee representation							Spain has a dual system of worker representation in the company (trade union representation and works councils). There is a certain distribution of space between the two representations, so that the representative activity in the company is assumed by the works councils, although controlled by the trade union

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								organisations, not only because the members of the works councils are strongly unionised, but also because the representative activity in the supra-company spheres is carried out directly by the trade unions. Micro-enterprises lack worker representation.
4	Union density							2019: CCOO: 976,910 members UGT: 941,485 members Trade union density data have a relative impact on the functioning of the industrial relations system. The role of trade union organisations depends on the results obtained in works council elections. This determines their percentage of

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								representativeness, which serves as a yardstick for their trade union activity as a whole, especially in terms of their role in collective bargaining and social dialogue.
	Employers' organisation							There is no reliable data on membership rates among employers' organizations. The organizational unity of the business associations within the CEOE means that it is considered fully representative for all purposes.
	Collective bargaining coverage							The most reliable estimate puts the coverage rate at over 90 %.
5	Social partners strength vis-à-vis the state							The dynamics of social dialogue on structural reforms were interrupted during the financial crisis from 2010 onwards.

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								In the run-up to the COVID-19 pandemic, social dialogue practices began to recover as a result of the change of Government.
6	The balance btw. Social partners and the state (overlapping with Q5 and Q2)							The agreements on labour legislation and social security, frequent during the previous years, disappeared during the years of the financial crisis in which the Partido Popular Government imposed a reformist agenda, based on the idea of austerity, promoted by the institutions of the European Union, especially the European Central Bank. These reforms, together with the sharp rise in unemployment rates, led to a significant loss of trade union influence.

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7	Legislation vs. collective agreements in labour market regulation							Collective bargaining, which is strongly encouraged by the public authorities, plays a complementary role in managing wage income policy and adapting legally established working conditions to the specific characteristics of sectors, companies, regions and occupations. Recently, collective bargaining and, more specifically, information and consultation procedures have been given important roles in corporate restructuring processes and, therefore, in the control of corporate flexibility policies.
8	Bargaining on sector, industry and/or company level							the social partners full freedom in the choice of bargaining levels. The most representative

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								trade union and employers' organisations determine the structure of collective bargaining through inter-federal collective bargaining agreements.
9	Leading branches in the negotiations?							Interconfederal collective bargaining agreements assume the role of setting the guidelines for collective bargaining. There are some 5,000 collective agreements, which determine a collective bargaining structure with a high degree of decentralisation due to the high incidence of sectoral collective agreements at the provincial level.
10.	Changes from 2010 to 2020: (de)centralisation							The 2012 labor law reform was intended to

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							strengthen the weight of collective bargaining at the company level, although this has generally not been successful. After ten years in force, company-level collective bargaining agreements account for barely 8% of workers, while sectoral (provincial or national) collective bargaining accounts for around 90%.
	Changes from 2010 to 2020: Power balance state vs. social partners						Legal reforms introduced during the financial crisis, austerity policies, and rising unemployment led to a loss of bargaining power for trade unions. There has been a significant reduction in the public business sector and, with the emergence of new business opportunities in

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							the private sector, which has also led to the emergence of new collective bargaining agreements, in this case mainly at the company level.
							The organizational and technological changes that have taken place in recent years have had an impact on the industrial relations system, both in the internal organization of trade unions and employers' organizations and in the structure of collective bargaining. Moreover, pressure from the 2010 financial crisis and some elements of the 2012 labour reform have led to a certain weakness in the bargaining power of trade unions.