

# **Collective bargaining in Europe: towards an endgame**

Volume IV – Source materials

—

Edited by

**Torsten Müller, Kurt Vandaele and Jeremy Waddington**

**etui.**



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Volume IV



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## Appendix A1

### Indicators relevant to collective bargaining

The following tables comprise the raw data that are utilised in the graphs presented in Chapter 1 ‘Setting the scene: collective bargaining under neoliberalism’; they are referred to throughout the 28 country chapters. The ‘standard’ country acronyms set out in the table below are applied.

#### Country acronyms

Austria	AT	Italy	IT
Belgium	BE	Latvia	LV
Bulgaria	BG	Lithuania	LT
Croatia	HR	Luxembourg	LU
Cyprus	CY	Malta	MT
Czechia	CZ	Netherlands	NL
Denmark	DK	Poland	PL
Estonia	EE	Portugal	PT
Finland	FI	Romania	RO
France	FR	Slovakia	SK
Germany	DE	Slovenia	SI
Greece	GR	Spain	ES
Hungary	HU	Sweden	SE
Ireland	IE	United Kingdom	UK

Table A1.A Bargaining coverage, 1980s, 1990s and 2000–2016 (%)

Year	AT	BE	BG	HR	CY	CZ	DK	EE	FI	FR	DE	GR	HU	IE	IT	LV	LT	LU	MT	NL	PL	PT	RO	SK	SI	ES	SE	UK
1980s	95	96	-	-	-	-	83	-	77	82	85	85	-	-	80	-	-	60	-	75	-	73	-	-	-	81	90	67
1990s	98	96	-	-	-	65	84	-	83	94	77	85	44	-	80	-	-	60	68	77	-	75	-	-	100	91	93	38
2000	98	96	-	71*	-	48	85	-	85	94*	68	-	-	44	80	-	-	60	-	82	25	78	-	51	100	83	94	36
2001	-	-	-	71*	-	38	85*	28	-	94*	69	-	37	-	80	-	-	59	-	86	-	74	-	48	100	82	-	36
2002	-	96	56	69*	63	43	85*	-	91	94*	68	82	-	-	80	18	15	58	60	93	-	73	-	48	100	79	94	35
2003	-	-	40	67*	-	46	85*	28	91	94*	68	82	34	-	80	-	15	58	-	80	-	80	-	-	100	78	-	36
2004	-	-	-	63*	-	43	85	28	91	96	66	82	-	-	80	-	-	58	-	85	-	80	-	40	100	76	-	35
2005	98	-	-	63*	-	42	85*	25	88	98*	65	82	25	42	80	15	-	58	-	87	-	83	85	-	100	76	94	35
2006	-	-	35	59*	-	50	84	-	88	98*	63	82	-	-	80	-	11	58	-	67	-	80	85	40	96	75	-	33
2007	-	-	-	56*	-	50	81	25	-	97*	62	83	25	-	80	22	10	58	-	79	16	86	98	40*	94	76	91	35
2008	98	96	-	54*	54	50	83*	-	87	98	61	83	-	-	80	-	10	59	61	79	-	86	98	40	92	79	-	34
2009	-	-	-	60	54	44	82	24	79	98	62	83	27	41	80	21	11	-	61	83	-	84	98	40*	92	81	-	33
2010	98	-	33	57*	51	51	83	-	78	98*	60	64	27	-	80	20	11	59*	62	90	-	77	98	30-35*	80	77	-	31
2011	-	-	33	57*	49	49	83*	23	90	98*	59	60	26	-	80	20	11	54	62	87	15	76	35	35	75	77	88	31
2012	-	-	29	57*	47	50	84*	23	90	98	58	51	26	-	80	19	10	-	63	85	15	73	35	30-35*	70	77	-	29
2013	98	96	14*	57*	45	47	84	-	93	98*	58	40	26	-	80	15	-	-	-	86	-	75	35	30	65	81	89	30
2014	98	-	14*	59*	-	45	89*	-	89	99	58	-	23	34	80	15	-	55	-	86	-	73	-	30-35*	65	80	-	28
2015	98	96	14*	57*	-	46	84	19	89	98*	57	-	-	-	80	15	7	-	-	79	-	72	-	24	65	77	90	28
2016	98	96	12*	54*	-	-	-	-	-	98*	56	-	-	-	-	14	-	-	-	79	-	88*	-	-	-	73	-	26

Note: Bargaining coverage expresses the number of employees whose terms and conditions are set by collective bargaining as a proportion of the labour force (adjicov). If inconsistencies occur between Visser (2016) and OECD, then OECD data is selected. Annual averages for the 1980s and 1990s based upon: AT (1980, 1985, 1990 and 1995), BE (1980-81, 1985, 1990 and 1995), DK (1980, 1985, 1990, 1993 and 1997), FI (1980, 1985, 1989 and 1995), FR (1980-81, 1985, 1990 and 1997), DE (1980, 1985, 1990 and 1995-99), GR (1985, 1990 and 1995-99), IT (1980, 1985, 1990 and 1995), HU (1992-99), LU (1980, 1985, 1990 and 1998), MT (1990 and 1995), NL (1980-89, 1990, 1992-93 and 1996), PT (1980, 1982, 1985, 1990, 1995 and 1999), SI (1990-99), ES (1980-81, 1985, 1990 and 1995-99), SE (1980, 1985, 1990, 1994-95 and 1998) and UK (1980, 1983, 1985, 1990 and 1994-99). Source: Visser (2016) and OECD. \*Eurofound (2018). Latest update 14 November 2018.

Table A1.B Wage share as a percentage of GDP, 1980s, 1990s and 2000–2017 (%)

Year	AT	BE	BG	HR	CY	CZ	DK	EE	FI	FR	DE	GR	HU	IE	IT	LV	LT	LU	MT	NL	PL	PT	RO	SK	SI	ES	SE	UK
1980s	61.2	63.1	-	-	-	-	58.8	-	62.5	62.8	61.6*	55.3	-	61.1	61.2	-	-	54.8	-	64.9	-	60.8	-	-	-	62.3	51.6	56.2
1990s	58.8	61.5	44.4	63.3	53.4	44.7	55.9	53.4	58.2	57.3	59.1	49.6	53.3	54.2	55.3	49.5	47.6	51.1	53.0	61.5	58.9	59.2	68.0	44.6	63.6	60.5	49.0	54.7
2000	56.0	60.0	49.7	67.1	51.7	45.0	53.9	49.5	53.1	55.9	58.8	49.5	52.6	47.2	51.1	48.7	48.6	49.7	49.2	59.3	56.8	60.2	71.8	61.7	44.6	58.4	53.1	53.1
2001	55.5	61.3	50.8	63.0	50.9	45.0	54.8	48.4	52.7	56.0	58.0	48.7	52.6	46.7	51.2	47.3	47.2	52.7	51.1	58.4	58.5	60.4	75.7	61.9	43.7	57.9	52.7	52.7
2002	55.0	61.4	49.1	64.6	52.3	46.8	55.3	48.0	52.8	56.5	57.7	51.4	51.6	44.7	51.5	44.5	47.9	53.4	50.1	58.9	56.0	59.8	61.5	61.0	43.8	57.4	52.8	52.8
2003	55.1	60.9	48.9	64.6	54.1	47.7	55.7	48.6	52.8	56.6	57.7	51.2	52.6	45.3	52.0	44.2	48.6	52.8	50.3	59.1	53.9	59.9	60.1	60.3	43.1	56.9	52.8	52.8
2004	54.1	59.2	47.4	63.3	53.3	47.2	54.5	48.8	52.6	56.1	56.7	50.6	52.5	45.9	52.0	44.0	49.3	52.6	51.0	58.3	50.6	58.6	53.8	60.4	41.7	56.3	52.6	52.6
2005	53.3	58.6	46.7	63.0	55.0	46.9	54.3	47.5	53.3	56.2	56.1	53.9	52.8	46.5	52.1	45.6	49.1	52.2	49.3	57.0	49.7	58.6	58.5	60.4	42.3	55.9	53.3	53.3
2006	53.0	58.6	44.9	61.4	54.1	46.8	54.2	47.7	53.4	56.0	54.9	51.7	51.9	46.7	52.3	46.9	51.5	50.2	49.9	55.7	48.5	57.2	55.4	59.8	41.7	55.6	53.4	53.4
2007	52.4	58.4	43.8	60.8	52.6	46.3	55.6	49.9	52.2	55.4	53.7	51.3	51.6	48.4	52.0	49.7	49.7	49.6	49.5	55.6	48.3	56.1	49.1	58.9	41.4	56.0	52.2	52.2
2008	53.4	60.0	45.7	60.5	51.8	47.0	56.5	54.2	53.6	55.7	54.5	51.8	51.3	52.5	52.9	53.9	49.7	52.1	49.6	56.3	50.1	56.7	52.5	60.0	41.9	58.0	53.6	53.6
2009	55.0	61.5	48.4	62.9	55.8	47.0	58.8	55.1	57.1	57.5	56.9	54.1	50.7	52.8	54.2	53.1	50.5	55.2	51.0	59.2	48.7	57.6	51.2	63.0	45.1	58.7	57.1	57.1
2010	54.6	59.9	49.9	62.0	54.6	47.8	56.4	51.7	56.0	57.5	55.8	54.3	49.4	50.1	54.1	48.6	45.9	52.7	49.2	57.9	49.0	56.5	54.6	64.0	44.3	57.7	56.0	56.0
2011	53.9	60.3	48.2	61.0	54.5	48.1	56.0	49.1	55.9	57.5	55.6	53.1	49.1	48.3	53.6	44.6	44.0	51.5	50.5	58.4	47.9	55.5	49.1	62.8	44.0	57.1	55.9	55.9
2012	54.5	61.1	49.9	59.5	54.3	48.8	55.2	49.9	57.1	58.1	56.5	52.2	49.2	47.4	53.7	45.2	43.8	52.5	51.2	59.2	47.8	54.0	47.9	63.0	43.9	55.6	57.1	57.1
2013	55.0	61.7	54.1	57.2	52.0	48.4	55.1	50.2	56.4	58.4	56.5	49.8	48.2	47.3	53.4	46.9	44.6	51.9	50.9	58.9	47.7	53.7	46.2	62.3	43.8	55.1	56.4	56.4
2014	55.0	61.4	56.1	55.7	50.7	47.4	54.9	50.9	56.1	58.5	56.3	49.8	47.2	45.0	53.0	48.5	45.5	51.4	49.0	58.8	47.8	52.7	47.3	61.0	44.1	55.0	56.1	56.1
2015	54.5	60.3	56.2	55.3	50.4	46.5	55.4	52.5	55.7	58.0	56.2	49.4	45.1	35.6	52.9	51.4	47.7	51.8	47.6	57.6	47.1	51.6	44.6	60.6	44.7	55.1	55.7	55.7
2016	54.7	59.4	56.3	54.3	50.0	47.3	55.9	53.3	54.9	58.1	56.2	49.3	47.1	36.2	52.6	53.4	50.0	52.1	47.7	57.7	48.2	51.4	47.3	61.2	45.5	54.5	54.9	54.9
2017	54.3	59.4	58.9	52.8	49.5	48.3	55.2	53.7	53.0	58.1	56.3	49.3	47.2	34.9	52.2	53.4	49.8	53.7	46.6	57.4	48.4	51.7	48.1	61.0	46.9	53.9	53.0	53.0

Note: Adjusted wage share, total economy: as a percentage of GDP at current prices. Annual averages for 1980s and 1990s except BG (1995–99), CZ (1993–99), DE (1991–99), EE (1993–99), HR (1995–99), CY (1995–99), LV (1992–99), LT (1993–99), IT (1993–99), MT (1993–99), HU (1995–99), PL (1992–99), SK (1995–99) and SI (1995–99). \* West Germany. Source: European Commission, AMECO Database. Last update: 21 November 2018.

Table A1.C The growth of real wages, 2001–2017

Year	AT	BE	BG	HR	CY	CZ	DK	EE	FI	FR	DE	GR	HU	IE	IT	LV	LT	LU	MT	NL	PL	PT	RO	SK	SI	ES	SE	UK
2001	-0.8	1.2	6.0	-3.4	1.8	3.8	1.9	4.4	1.0	0.5	0.0	2.0	6.4	4.0	0.6	1.6	5.5	1.0	2.5	-1.7	4.7	-0.2	20.5	-1.5	3.0	0.9	1.6	4.6
2002	0.4	2.4	0.2	7.2	2.0	6.4	1.3	6.9	-0.3	1.2	-0.1	6.8	6.0	0.5	0.7	2.4	4.6	2.0	0.9	1.1	0.5	-0.1	-5.8	5.4	0.8	-0.1	1.3	1.3
2003	0.4	0.5	1.8	4.3	3.9	7.8	1.6	9.7	0.9	0.7	0.5	4.2	6.8	2.5	1.5	9.2	10.0	-1.4	4.4	1.8	1.0	0.4	12.1	-0.3	2.1	0.4	1.4	3.3
2004	0.1	-0.1	0.0	2.1	0.3	5.3	2.3	9.2	3.4	1.1	-1.6	1.3	3.1	2.9	1.3	8.7	10.9	0.6	0.2	1.3	-1.2	0.3	1.9	0.5	4.0	0.2	3.2	3.4
2005	0.0	-0.7	3.3	2.6	4.6	2.3	1.6	6.4	2.7	1.1	-1.7	5.0	4.1	3.1	0.7	19.4	11.1	0.3	-1.2	0.2	-0.1	2.5	20.0	6.3	3.6	0.3	2.2	1.4
2006	1.4	1.2	-1.1	-0.1	2.0	3.8	1.7	10.4	2.1	1.2	-0.8	-0.2	1.3	1.7	0.3	15.9	17.0	1.3	1.8	0.1	0.9	-1.2	5.8	3.7	2.8	0.4	1.6	3.6
2007	0.8	1.7	5.1	5.5	-0.3	3.2	2.2	18.8	1.7	1.0	-1.4	1.6	-2.3	2.9	0.4	24.8	8.3	1.7	3.0	2.0	3.1	1.0	11.1	6.8	2.4	1.9	3.6	3.1
2008	0.1	-0.8	4.8	-2.4	-1.1	-2.2	0.3	0.0	0.4	-0.5	-0.6	-0.6	1.3	0.8	0.2	2.4	3.0	-1.4	-0.6	1.5	4.1	0.0	24.3	2.7	1.7	2.7	0.3	-3.0
2009	1.2	1.1	5.6	-2.5	5.5	-1.1	1.7	-3.1	0.3	1.7	0.0	1.7	-5.4	0.6	1.5	14.2	13.5	1.6	1.1	1.8	-0.6	3.3	-7.8	1.6	1.0	4.6	0.8	0.2
2010	-0.6	-1.0	6.9	1.1	-1.9	2.1	1.0	-0.1	0.5	1.4	1.4	-6.7	-4.1	-2.0	1.0	-5.4	-1.3	0.0	-0.1	-0.3	6.3	0.7	-4.2	4.7	1.9	-1.0	0.3	-0.1
2011	-1.5	-0.2	3.4	2.2	-1.4	0.7	-1.2	-4.3	0.3	0.2	0.5	-6.9	-0.8	-0.8	-1.8	-1.8	2.2	-1.9	0.8	-0.1	1.4	-5.4	-9.9	-2.1	-0.5	-2.2	1.8	-3.4
2012	0.1	0.5	5.3	-3.3	-1.6	-1.8	-0.6	2.3	-0.4	0.2	0.4	-4.1	-3.7	-1.1	-2.9	5.4	1.1	-1.1	0.3	-0.3	-0.1	-5.9	6.0	-1.2	-3.8	-3.0	2.1	-1.1
2013	0.0	1.2	8.4	2.9	-5.8	-1.7	0.6	1.4	-0.9	0.6	0.2	-6.6	-0.1	0.9	0.0	5.5	4.2	0.6	0.9	-0.4	0.9	3.2	0.6	1.1	-1.5	-0.1	1.5	-0.5
2014	0.4	0.5	7.2	-5.7	-3.4	2.2	1.5	3.8	-0.2	0.6	2.0	-0.7	1.3	1.5	-0.4	7.9	4.5	1.9	0.3	1.3	2.1	-1.6	5.4	1.9	0.9	0.1	2.0	-1.1
2015	1.3	-0.6	6.8	0.6	0.3	2.7	1.5	3.3	1.6	0.8	2.5	-1.2	-1.6	2.2	0.9	7.5	6.5	3.0	3.9	-0.5	2.4	-0.1	2.3	3.8	2.2	2.3	2.0	1.0
2016	1.4	-1.6	7.2	0.4	0.5	3.9	1.3	5.0	0.9	0.7	1.8	-0.9	3.5	2.3	0.3	6.7	5.5	0.7	2.0	1.1	5.2	1.4	11.3	2.8	3.0	0.0	1.6	2.6
2017	-0.6	-0.5	6.3	-2.4	0.1	4.2	0.3	1.7	-1.9	0.7	0.9	-1.0	5.4	2.7	-1.0	4.9	5.2	0.7	-0.1	0.2	2.3	-0.4	14.7	2.6	1.2	-1.9	0.2	0.2

Note: Nominal compensation per employee deflated with consumer price index; change in percentage compared with previous year.  
Source: European Commission, AMECO Database. Last update: 21 November 2018.

Table A1.D Productivity growth, 1980s, 1990s and 2000–2017 (%)

Year	AT	BE	BG	HR	CY	CZ	DK	EE	FI	FR	DE	GR	HU	IE	IT	LV	LT	LU	MT	NL	PL	PT	RO	SK	SI	ES	SE	UK
1980s	1.8	2.0	-	-	-	-	1.4	-	2.7	1.9	1.0*	-0.3	-	3.5	1.8	-	-	3.0	-	1.3	-	3.2	-	-	-	2.3	1.5	2.0
1990s	2.0	1.6	-2.5	3.2	2.5	2.5	2.1	6.6	2.7	1.6	1.4	1.2	1.5	3.3	1.6	-1.8	-2.9	1.3	3.5	1.5	5.5	2.5	0.3	4.4	4.7	1.1	2.4	2.0
2000	2.4	1.6	6.8	3.7	4.1	4.9	2.9	8.8	3.3	1.2	0.7	3.4	3.1	4.6	2.0	8.2	7.6	2.7	7.1	2.6	5.9	1.8	3.1	3.4	2.6	0.4	2.2	2.2
2001	0.4	-0.5	4.5	4.0	1.8	3.1	-0.2	5.7	1.1	0.1	2.0	3.7	3.9	2.1	0.0	5.0	9.7	-3.1	-1.1	0.7	3.4	0.0	6.4	2.8	2.2	0.5	-0.5	2.0
2002	1.7	1.8	5.5	4.1	1.5	1.0	0.4	5.4	0.6	0.3	0.3	1.3	4.4	4.1	-0.8	4.7	2.7	0.9	2.7	0.4	4.9	0.3	14.6	4.1	2.2	0.4	2.0	1.6
2003	0.3	0.9	1.8	2.9	-0.9	4.2	1.3	5.1	1.8	0.8	0.5	4.3	3.7	1.0	-0.5	7.5	8.0	-0.2	2.9	1.3	4.5	0.3	5.4	3.9	3.0	0.2	2.9	2.3
2004	2.1	2.5	4.0	3.0	1.1	4.9	3.1	6.1	3.1	2.5	0.8	2.4	5.7	3.0	1.1	7.5	6.9	1.2	0.0	2.7	3.9	2.3	9.1	5.3	4.1	0.4	4.8	1.1
2005	1.0	0.6	3.9	3.0	1.1	4.3	0.9	6.5	1.2	0.9	0.6	-0.4	4.5	0.7	0.9	8.9	6.5	0.3	2.5	1.7	1.3	1.2	5.6	5.1	4.2	0.2	2.5	2.0
2006	1.6	1.4	3.2	1.7	2.7	5.2	1.6	5.0	2.2	1.0	2.8	3.7	3.3	0.4	0.3	5.5	7.0	1.3	0.3	1.2	2.7	1.1	6.7	5.9	3.8	0.5	2.9	1.5
2007	1.9	1.8	4.1	2.0	0.6	3.3	-1.4	6.9	2.8	0.9	1.4	1.9	0.3	0.9	0.4	5.6	8.3	3.7	1.7	1.0	2.4	2.5	6.1	7.8	3.4	0.4	1.1	1.8
2008	-0.5	-1.1	3.5	0.0	0.2	0.5	-1.7	-5.3	-1.4	-0.1	-0.2	-1.6	2.8	-3.9	-0.6	-2.9	4.0	-6.2	0.7	0.3	0.3	-0.3	7.6	2.3	0.8	1.1	-1.5	-1.3
2009	-3.4	-2.1	-2.0	-7.1	-2.1	-3.1	-1.8	-5.2	-6.5	-1.8	-6.1	-4.0	-4.4	3.0	-2.9	0.0	-8.6	-5.6	-2.5	-2.6	2.4	-0.3	-4.2	-3.8	-6.6	2.6	-2.9	-2.8
2010	1.1	2.1	4.8	2.3	0.8	3.2	4.1	7.1	3.6	1.9	3.7	-3.1	1.7	6.3	2.6	2.8	7.1	2.9	1.7	1.9	6.1	3.3	-2.6	6.1	3.4	2.7	4.7	1.5
2011	1.4	0.4	4.2	3.5	0.4	2.0	1.4	0.7	1.3	1.6	2.2	-2.3	1.6	5.4	0.4	4.5	5.1	-0.4	-1.5	1.0	4.3	0.3	2.7	1.3	2.3	1.7	0.5	1.1
2012	-0.4	-0.1	2.7	1.3	0.2	-1.2	0.9	2.5	-2.4	0.3	-0.6	-1.1	-1.8	0.7	-1.5	2.6	2.1	-2.8	0.0	-0.4	1.5	0.0	6.8	1.6	-1.8	1.9	-1.0	0.4
2013	-0.3	0.5	0.9	2.2	0.2	-0.8	1.0	0.7	0.0	0.4	-0.2	-0.7	1.0	-1.7	0.8	0.0	2.0	1.7	1.0	1.1	1.4	1.9	4.2	2.1	0.0	1.7	0.3	0.9
2014	-0.3	0.8	1.3	-2.8	0.4	2.1	0.7	2.1	-0.1	0.6	1.4	-0.2	-0.6	5.6	-0.2	3.0	1.6	1.7	2.7	1.5	1.6	-0.5	2.6	1.2	2.6	0.3	1.2	0.5
2015	0.5	0.8	3.0	1.1	0.6	3.7	0.2	-1.1	0.3	0.7	0.8	-1.1	1.1	17.3	0.3	1.7	0.8	1.3	5.1	1.0	2.2	0.3	4.9	2.1	0.8	0.3	2.8	0.7
2016	0.7	0.1	3.3	3.1	0.2	0.8	0.4	3.1	2.0	0.5	0.9	-0.7	-0.8	1.2	-0.2	2.4	0.4	-0.6	1.1	0.7	2.5	0.3	5.7	0.9	1.3	0.2	0.8	0.4
2017	0.8	0.4	2.0	0.7	0.2	2.6	0.7	2.3	1.6	1.1	0.6	0.0	2.0	4.0	0.6	4.3	4.5	-1.9	1.3	0.6	3.2	-0.3	4.2	0.9	2.0	0.2	-0.2	0.7

Note: Annual GDP growth, at 2010 reference levels per person employed. Annual averages for the 1980s and 1990s except BG (1996–99), CZ (1994–99), DE (1992–99), EE (1994–99), HR (1996–99), CY (1996–99), LV (1993–99), LT (1994–99), MT (1991–99), HU (1996–99), PL (1993–99), RO (1991–99), SK (1996–99) and SI (1996–99). \* West Germany.  
Source: European Commission, AMECO Database. Last update: 21 November 2018.

Table A1.E Gini coefficient of equivalised disposable income, 2000–2017 (%)

Year	AT	BE	BG	HR	CY	CZ	DK	EE	FI	FR	DE	GR	HU	IE	IT	LV	LT	LU	MT	NL	PL	PT	RO	SK	SI	ES	SE	UK
2000	24	30	25	-	-	-	-	36	24	28	25	33	26	30	29	34	31	26	30	29	30	36	29	-	22	32	-	32
2001	24	28	26	-	-	25	22	35	27	27	25	33	25	29	29	-	31	27	-	27	30	37	30	-	22	33	24	35
2002	-	-	26	-	-	-	-	35	26	27	-	-	24	-	-	-	-	-	-	27	-	-	30	-	22	31	23	35
2003	27.4	28.3	-	-	-	-	24.8	-	-	-	-	34.7	-	30.6	-	-	-	27.6	-	-	-	-	-	-	-	-	-	-
2004	25.8	26.1	-	-	-	-	23.9	37.4	25.5	28.2	-	33.0	-	31.5	32.9	-	-	26.5	-	-	-	37.8	-	-	-	31.0	23.0	-
2005	26.3	28.0	-	-	28.7	26.0	23.9	34.1	26.0	27.7	26.1	33.2	27.6	31.9	32.7	36.2	36.3	26.5	27.0	26.9	35.6	38.1	-	26.2	23.8	32.2	23.4	34.6
2006	25.3	27.8	31.2	-	28.8	25.3	23.7	33.1	25.9	27.3	26.8	34.3	33.3	31.9	32.1	38.9	35.0	27.8	27.1	26.4	33.3	37.7	-	28.1	23.7	31.9	24.0	32.5
2007	26.2	26.3	35.3	-	29.8	25.3	25.2	33.4	26.2	26.6	30.4	34.3	25.6	31.3	32.0	35.4	33.8	27.4	26.3	27.6	32.2	36.8	38.3	24.5	23.2	31.9	23.4	32.6
2008	27.7	27.5	35.9	-	29.0	24.7	25.1	30.9	26.3	29.8	30.2	33.4	25.2	29.9	31.2	37.5	34.5	27.7	28.1	27.6	32.0	35.8	35.9	23.7	23.4	32.4	25.1	33.9
2009	27.5	26.4	33.4	-	29.5	25.1	26.9	31.4	25.9	29.9	29.1	33.1	24.7	28.8	31.8	37.5	35.9	29.2	27.4	27.2	31.4	35.4	34.5	24.8	22.7	32.9	26.3	32.4
2010	28.3	26.6	33.2	31.6	30.1	24.9	26.9	31.3	25.4	29.8	29.3	32.9	24.1	30.7	31.7	35.9	37.0	27.9	28.6	25.5	31.1	33.7	33.5	25.9	23.8	33.5	25.5	32.9
2011	27.4	26.3	35.0	31.2	29.2	25.2	26.6	31.9	25.8	30.8	29.0	33.5	26.9	29.8	32.5	35.1	33.0	27.2	27.2	25.8	31.1	34.2	33.5	25.7	23.8	34.0	26.0	33.0
2012	27.6	26.5	33.6	30.9	31.0	24.9	26.5	32.5	25.9	30.5	28.3	34.3	27.2	30.5	32.4	35.7	32.0	28.0	27.1	25.4	30.9	34.5	34.0	25.3	23.7	34.2	26.0	31.3
2013	27.0	25.9	35.4	30.9	32.4	24.6	26.8	32.9	25.4	30.1	29.7	34.4	28.3	30.7	32.8	35.2	34.6	30.4	27.9	25.1	30.7	34.2	34.6	24.2	24.4	33.7	26.0	30.2
2014	27.6	25.9	35.4	30.2	34.8	25.1	27.7	35.6	25.6	29.2	30.7	34.5	28.6	31.1	32.4	35.5	35.0	28.7	27.7	26.2	30.8	34.5	35.0	26.1	25.0	34.7	26.9	31.6
2015	27.2	26.2	37.0	30.4	33.6	25.0	27.4	34.8	25.2	29.2	30.1	34.2	28.2	29.8	32.4	35.4	37.9	28.5	28.1	26.7	30.6	34.0	37.4	23.7	24.5	34.6	26.7	32.4
2016	27.2	26.3	37.7	29.8	32.1	25.1	27.7	32.7	25.4	29.3	29.5	34.3	28.2	29.5	33.1	34.5	37.0	31.0	28.5	26.9	29.8	33.9	34.7	24.3	24.4	34.5	27.6	31.5
2017	27.9	26.0	40.2	29.9	30.8	24.5	27.6	31.6	25.3	29.3	29.1	33.4	28.1	-	32.7	34.5	37.6	30.9	28.3	27.1	29.2	33.5	33.1	23.2	23.7	34.1	28.0	-

Source: Eurostat, EU-SILC survey [ilc\_dti2]. Last update: 21 November 2018.



Table A1.F Unemployment rates, 1980s, 1990s and 2000–2017 (%)

Year	AT	BE	BG	HR	CY	CZ	DK	EE	FI	FR	DE	GR	HU	IE	IT	LV	LT	LU	MT	NL	PL	PT	RO	SK	SI	ES	SE	UK
1980s	3.2	9.5	-	-	-	-	6.7	-	4.8	7.6	5.8	6.1	-	14.1	8.4	-	-	2.5	-	8.4	-	8.2	-	-	-	16.3	2.7	9.5
1990s	4.1	8.5	10.9	-	-	5.1	6.9	9.2	11.9	9.7	7.8	9.1	8.9	12.1	10.2	9.8	6	2.5	5.6	6.3	12.7	6.5	8.3	12.8	7.1	18	7.2	8
2000	3.9	6.9	16.4	15.6	4.8	8.8	4.3	14.6	9.8	8.6	7.9	11.2	6.3	4.5	10.0	14.3	16.4	2.2	7.2	3.7	16.1	5.1	7.6	18.9	6.7	11.9	6.7	5.4
2001	4.0	6.6	19.5	16.0	3.9	8.1	4.5	13.0	9.1	7.8	7.8	10.7	5.6	4.2	9.0	13.5	17.4	1.9	8.0	3.1	18.3	5.1	7.4	19.5	6.2	10.6	5.8	5.0
2002	4.4	7.5	18.2	15.3	3.5	7.3	4.6	11.2	9.1	7.9	8.6	10.3	5.6	4.7	8.5	12.5	13.8	2.6	7.5	3.7	20.0	6.2	8.3	18.8	6.3	11.5	6.0	5.1
2003	4.8	8.2	13.7	14.1	4.1	7.8	5.4	10.3	9.0	8.5	9.7	9.7	5.8	4.8	8.4	11.6	12.4	3.8	8.0	4.8	19.8	7.4	7.7	17.7	6.7	11.5	6.6	5.0
2004	5.5	8.4	12.1	13.8	4.6	8.3	5.5	10.1	8.8	8.9	10.4	10.6	6.1	4.7	8.0	11.7	10.9	5.0	7.6	5.7	19.1	7.8	8.0	18.4	6.3	11.0	7.4	4.7
2005	5.6	8.5	10.1	13.0	5.3	7.9	4.8	8.0	8.4	8.9	11.2	10.0	7.2	4.6	7.7	10.0	8.3	4.6	7.4	5.9	17.9	8.8	7.1	16.4	6.5	9.2	7.7	4.8
2006	5.3	8.3	9.0	11.6	4.6	7.1	3.9	5.9	7.7	8.8	10.1	9.0	7.5	4.8	6.8	7.0	5.8	4.6	7.3	5.0	13.9	8.9	7.2	13.5	6.0	8.5	7.1	5.4
2007	4.9	7.5	6.9	9.9	3.9	5.3	3.8	4.6	6.9	8.0	8.5	8.4	7.4	5.0	6.1	6.1	4.3	4.2	7.0	4.2	9.6	9.1	6.4	11.2	4.9	8.2	6.1	5.3
2008	4.1	7.0	5.6	8.6	3.7	4.4	3.4	5.5	6.4	7.4	7.4	7.8	7.8	6.8	6.7	7.7	5.8	4.9	6.5	3.7	7.1	8.8	5.6	9.6	4.4	11.3	6.2	5.6
2009	5.3	7.9	6.8	9.3	5.4	6.7	6.0	13.5	8.2	9.1	7.6	9.6	10.0	12.6	7.7	17.5	13.8	5.1	7.3	4.4	8.1	10.7	6.5	12.1	5.9	17.9	8.3	7.6
2010	4.8	8.3	10.3	11.8	6.3	7.3	7.5	16.7	8.4	9.3	7.0	12.7	11.2	14.6	8.4	19.5	17.8	4.6	7.3	5.0	9.7	12.0	7.0	14.5	7.3	19.9	8.6	7.8
2011	4.6	7.2	11.3	13.7	7.9	6.7	7.6	12.3	7.8	9.2	5.8	17.9	11.0	15.4	8.4	16.2	15.4	4.8	6.8	5.0	9.7	12.9	7.2	13.7	8.2	21.4	7.8	8.1
2012	4.9	7.6	12.3	15.8	11.9	7.0	7.5	10.0	7.7	9.8	5.4	24.5	11.0	15.5	10.7	15.0	13.4	5.1	6.8	5.8	10.1	15.8	6.8	14.0	8.9	24.8	8.0	7.9
2013	5.4	8.4	13.0	17.4	15.9	7.0	7.0	8.6	8.2	10.3	5.2	27.5	10.2	13.8	12.1	11.9	11.8	5.9	6.8	7.3	10.3	16.4	7.1	14.2	10.1	26.1	8.0	7.5
2014	5.6	8.5	11.4	17.2	16.1	6.1	6.6	7.4	8.7	10.3	5.0	26.5	7.7	11.9	12.7	10.8	10.7	6.0	6.3	7.4	9.0	14.1	6.8	13.2	9.7	24.5	7.9	6.1
2015	5.7	8.5	9.2	16.1	15.0	5.1	6.2	6.2	9.4	10.4	4.6	24.9	6.8	10.0	11.9	9.9	9.1	6.5	5.9	6.9	7.5	12.6	6.8	11.5	9.0	22.1	7.4	5.3
2016	6.0	7.8	7.6	13.4	13.0	4.0	6.2	6.8	8.8	10.1	4.1	23.6	5.1	8.4	11.7	9.6	7.9	6.3	5.2	6.0	6.2	11.2	5.9	9.7	8.0	19.6	6.9	4.8
2017	5.5	7.1	6.2	11.1	11.1	2.9	5.7	5.8	8.6	9.4	3.8	21.5	4.2	6.7	11.2	8.7	7.1	5.6	4.6	4.9	4.9	9.0	4.9	8.1	6.6	17.2	6.7	4.4

Note: Unemployment as a proportion of the active population aged 15–74. Annual averages for 1980s and 1990s except for BG (1995–99), CZ (1993–99), EE (1993–99), HU (1995–99), PL (1992–99), RO (1992–99), SK (1995–99) and SI (1995–99).

Source: European Commission, AMECO Database. Last update: 21 November 2018.

Table A1.G The coverage of employers' associations, 1980s, 1990s and 2000–2014 (%)

Year	AT	BE	BG	HR	CY	CZ	DK	EE	FI	FR	DE	GR	HU	IE	IT	LV	LT	LU	MT	NL	PL	PT	RO	SK	SI	ES	SE	UK
1980s	100	-	-	-	-	-	-	-	65	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1990s	100	-	-	-	-	-	58	-	63	74	-	-	-	-	-	-	-	-	-	-	-	-	-	100	-	86	-	
2000	100	-	-	-	-	-	-	-	66	-	-	-	60	62	-	-	-	80	-	85	-	-	-	100	-	83	-	
2001	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	80	100	-	-	-	
2002	100	82	-	-	60	35	60	35	-	74	63	-	60	62	20	-	80	-	-	85	-	58	-	33	100	72	-	40
2003	100	-	-	-	-	-	-	-	67	-	-	-	-	-	-	-	-	-	63	-	-	-	-	100	-	-	-	
2004	100	82	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	29	100	-	-	-	
2005	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	-	85	-	
2006	100	-	-	-	-	-	-	-	73	-	-	-	-	-	25	-	-	-	-	-	-	-	-	100	-	84	-	
2007	100	-	55	-	-	35	58	25	-	-	-	-	40	-	-	20	-	-	-	-	20	-	60	100	-	83	-	
2008	100	-	55	-	63	-	-	23	-	75	60	44	40	-	58	35	-	80	60	85	-	40	-	-	85	75	-	35
2009	100	82	-	-	-	35	-	24	-	-	-	-	-	-	34	-	-	-	-	-	-	-	-	-	-	83	-	
2010	100	-	-	-	-	-	68	-	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	-	-	-	-	
2011	100	-	-	34	-	41	-	25	-	-	58	-	60	-	-	-	-	-	-	85	-	38	-	32	68	-	82	-
2012	100	82	50	-	-	-	-	-	70	75	-	-	-	-	56	14	80	-	-	-	20	-	-	-	-	-	-	
2013	100	-	-	32	-	-	-	-	-	-	-	-	-	-	41	-	-	-	-	-	-	-	-	31	60	-	-	
2014	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

Notes: The organisational rate of the employers' associations is calculated as a proportion of workers in employment. Annual averages for the 1980s and 1990s based upon: DK (1997), FI (1989 and 1993), FR (1990) and SE (1995).

Source: Visser (2016). Last update: 21 November 2018.

Table A1.H Trade union density, 1980s, 1990s and 2000–2016 (%)

Year	AT	BE	BG	HR	CY	CZ	DK	EE	FI	FR	DE	GR	HU	IE	IT	LV	LT	LU	MT	NL	PL	PT	RO	SK	SI	ES	SE	UK
1980s	51	52	99	-	-	-	78	70	15	34	39	98	55	45	-	51	60	30	45	48	100	-	-	-	12	80	59	
1990s	42	55	52	-	72	44	76	46	78	9	31	33	66	50	38	29	42	44	64	25	29	32	65	60	61	15	85	40
2000	37	56	23	37	65	27	74	14	75	8	25	-	-	36	34	-	-	60	23	18	-	-	-	32	41	16	80	30
2001	36	56	-	-	62	24	73	-	74	8	24	25	20	35	34	-	17	-	59	22	16	-	-	31	41	16	77	29
2002	36	56	-	-	63	22	72	13	73	8	24	25	-	35	33	-	-	59	22	14	21	35	27	45	16	77	29	
2003	35	54	23	-	64	22	72	12	73	8	23	-	18	35	33	21	14	43	59	21	19	21	36	26	44	16	76	29
2004	35	54	-	38	63	21	71	-	71	8	22	24	-	34	34	-	-	59	21	19	22	-	24	40	15	77	28	
2005	34	54	19	-	61	19	71	10	70	8	22	24	17	32	33	-	-	57	21	18	-	-	23	37	15	76	27	
2006	32	55	-	-	59	18	68	-	70	8	21	24	-	32	33	18	10	40	57	20	16	21	36	21	31	14	73	27
2007	30	55	17	-	55	17	68	8	70	8	20	-	15	31	33	17	9	-	56	19	16	-	36	19	29	15	71	27
2008	30	54	17	34	54	17	66	7	69	8	19	24	14	31	33	15	9	37	52	19	15	21	36	17	27	17	69	27
2009	29	55	17	34	54	17	68	8	69	8	19	-	-	32	35	15	10	-	52	19	15	-	-	16	26	17	70	27
2010	29	54	-	33	51	16	69	8	68	8	19	-	-	34	36	15	10	35	52	19	15	20	-	15	25	17	69	27
2011	28	55	-	31	49	15	70	7	67	8	18	23	-	33	36	14	10	-	52	19	14	19	-	14	23	17	68	26
2012	28	55	18	31	47	15	70	6	67	8	18	-	12	-	36	13	9	35	53	19	13	-	20	14	22	17	67	26
2013	28	55	-	-	45	14	69	-	66	8	18	25	-	31	37	13	8	-	-	18	13	-	-	13	21	17	-	25
2014	28	54	-	-	-	13	69	-	67	8	18	-	10	-	36	13	8	34	-	18	12	17	-	-	20	16	-	25
2015	27	54	-	-	-	12	69	-	66	8	18	-	9	-	36	13	8	-	18	-	16	-	16	11	20	14	67	24
2016	27	-	-	-	-	10	67	-	65	8	17	-	9	27	34	-	8	-	17	-	-	-	-	-	-	-	-	24

Notes: Union density is calculated by expressing net union membership as a proportion of wage earners in employment. Annual averages for 1980s and 1990s except BG (1985, 1990, 1993 and 1997–98), CY (1990, 1993, 1995 and 1998), CZ (1993–99), EE (1992–96 and 1998), GR (1980, 1983, 1985, 1990, 1992, 1995 and 1998), HU (1987, 1990, 1995 and 1998), LV (1995), LT (1995), LU (1980–81, 1987, 1993 and 1997–98), MT (1983–89 and 1990–99), PL (1981, 1984–85, 1989 and 1990–99), PT (1980–89, 1990, 1995 and 1997), RO (1980, 1991, 1993 and 1998), SK (1994–99) and SI (1991–99).

Source: OECD and Visser (2016) for Bulgaria, Croatia, Cyprus, Malta and Romania. Last update: 21 November 2018.

Table A1.1 Strike volume, 1990s and 2000–2017

Year	AT	BE	BG	HR	CY	CZ	DK	EE	FI	FR	DE	GR	HU	IE	IT	LV	LT	LU	MT	NL	PL	PT	RO	SK	SI	ES	SE	UK
1990s	4	95	-	-	138	1	170	0	170	77	11	1870	20	120	158	11	-	29	44	22	43	30	63	1	149	313	49	29
2000	1	77	-	-	5	-	51	2	124	120	0	-	198	72	59	0	9	12	38	1	7	11	96	0	9	295	0	21
2001	0	135	-	-	20	-	23	0	29	86	1	-	4	82	67	0	2	0	22	6	0	11	0	0	33	150	3	22
2002	3	18	-	-	29	-	78	0	36	47	10	314	0	15	310	4	3	3	6	34	0	29	6	37	29	365	0	55
2003	402	70	-	-	28	-	23	38	32	202	5	-	0	26	123	0	0	16	26	2	1	15	2	0	22	56	162	21
2004	0	47	-	-	36	-	31	3	20	33	4	-	2	14	43	0	0	35	13	9	0	12	4	0	5	304	4	37
2005	0	187	-	-	58	-	21	0	322	187	6	-	0	17	55	0	1	5	10	6	0	7	2	10	46	61	0	6
2006	0	25	-	-	97	-	34	0	40	145	50	-	5	4	33	0	0	36	23	2	3	12	4	0	5	57	1	30
2007	0	34	-	-	34	-	36	0	44	140	22	-	9	3	55	0	8	151	43	4	16	8	80	0	0	70	3	42
2008	0	69	-	-	3	-	727	0	7	141	16	-	7	2	42	4	26	-	13	16	23	-	22	0	-	90	26	30
2009	0	43	-	-	6	-	6	0	44	167	12	-	2	200	-	0	0	-	56	1	1	-	-	0	-	82	0	19
2010	0	42	-	-	1	-	8	0	149	356	5	-	5	4	-	0	0	-	0	8	1	19	-	0	-	43	7	15
2011	16	99	-	-	78	-	6	0	60	97	9	-	-	2	-	0	0	-	4	3	2	17	-	0	-	32	0	57
2012	0	90	-	-	151	-	4	55	8	62	18	-	0	5	-	1	3	-	8	31	1	32	-	0	-	89	9	10
2013	1	60	-	-	2024	-	387	0	12	80	16	-	-	9	-	0	0	-	1	3	1	23	-	0	-	78	2	18
2014	1	221	-	-	100	-	7	0	19	81	11	-	-	27	-	0	2	-	5	6	0	7	-	0	-	44	1	31
2015	0	67	-	-	44	-	4	0	53	74	57	-	-	19	-	0	2	-	21	7	9	5	-	0	-	34	0	7
2016	0	124	-	-	116	-	6	0	3	-	13	-	9	41	-	-	31	-	0	3	1	3	-	0	-	26	2	12
2017	0	63	-	-	12	-	11	0	11	-	6	-	1	27	-	-	0	-	0	43	3	-	-	0	-	54	1	10

Note: Strike volume is calculated as days not worked due to industrial action per 1,000 employees in employment. Source: ETUI (2018) based on ILO and National Statistical Offices. Last update: 21 November 2018.

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## Appendix A2

### Glossary of terms

This glossary is based on the official glossary compiled by the OECD and published in the 2017 edition of its flagship publication *OECD Employment Outlook* (OECD 2017: 172–173). Where necessary, the explanations have been slightly amended for the purposes of this publication. Because the meaning of the terms and concepts included in this glossary may vary across countries, the aim here is to provide a common understanding in order to ensure terminological consistency across the different chapters.

#### **Collective bargaining**

Collective bargaining refers to all negotiations that take place between an employer, a group of employers or one or more employers' organisations, on one hand, and one or more trade unions, on the other. According to Article 2, ILO Convention No. 154, collective bargaining serves the following purposes:

- determining working conditions and terms of employment;
- regulating relations between employers and workers and/or between their organisations.

Collective bargaining normally results in a written document, namely a collective agreement, that is mutually binding for a stipulated time.

#### **Company- or firm-level agreement**

Collective agreement between an employer and a trade union or between an employer and an employee body elected and/or mandated by the workforce of a company or firm.

#### **Cross-industry agreement**

Collective agreement signed by peak-level employers' organisations and trade unions covering the entire economy, the entire private sector or several industries.

#### **Derogations (from the law or higher-level agreements)**

Opening or derogation clause in a collective agreement or legislation that allows the setting of less favourable standards for workers in a general way and not specifically related to economic difficulties (in the latter case see 'opt out').

#### **Erga omnes**

Latin meaning 'towards everybody'. In labour law it refers to the extension of agreements at company or firm level to all workers of the respective company or firm, not only

the members of signatory unions. For cases in which an industry-level agreement is extended to non-signatory companies or firms see ‘extension’.

### **Extension**

Extending the terms of collective agreements concluded at industrial or sectoral level to workers in companies or firms that have not signed the agreements or are not affiliated to an employers’ association signatory to the agreement. This also includes automatic extensions, which therefore do not require a formal legal act but rely on standard administrative practice or jurisprudence: for instance, related to the setting of minimum wages, working hours or social insurance contributions and entitlements. See also Appendix A3.

### **Favourability principle**

On this basis the conditions most favourable to employees shall apply in case of diverging standards in different agreements covering the same employee.

### **Industrial agreement**

Collective agreement signed by trade unions and employers’ associations that represent employees and employers of a specific industry or sector. In this publication a national economy is regarded as comprising three sectors: manufacturing, public and private services. Each sector comprises a number of industries. The manufacturing sector, for example, comprises industries such as metalworking, chemicals and textiles. Private sector services comprise industries such as banking, retail, cleaning and catering.

### **Opt-out clause**

Temporary clauses that allow for the suspension, deferral or renegotiation of – parts of – a collective agreement in case of economic hardship.

### **Peace clause**

Clause establishing that unions signatory to a collective agreement, and their members, cannot lawfully strike on issues regulated in the agreement.

### **Retroactivity**

Extension of the provisions of a newly signed collective agreement to cover a period before the agreement was signed, usually the period between the expiry of the previous agreement and the entry into force of the new one. As a rule, this implies the payment of arrears corresponding to the increase in negotiated wages.

### **Social pact**

A peak-level arrangement over a comprehensive public policy package negotiated between government, trade unions and employers’ associations.

### **Ultra-activity**

Validity of a collective agreement beyond its expiry date.



**Wage coordination**

Coordination between and/or within trade unions and/or employers' associations to lay down formal or informal objectives with regard to wage developments. Wage coordination can take different forms: for instance, 'pattern bargaining' in which one sector, industry or region starts the process and others follow; formal or informal inter- or intra-organisational guidelines to be followed when negotiating; or wage developments agreed in the context of a social pact or national agreement.

**Works council**

Official company- or firm-level body that represents workers. Works councils are usually directly elected by employees and are therefore not official union structures. Works councils are thus different from unions and union branches at company/firm level.



## Appendix A3

### Extension mechanisms in Europe

#### Extension of collective agreements in the EU28

Country	Procedure	Criteria	Frequency of use
Austria	A collective agreement can be extended at the request of one of the parties to it. The final decision is taken by the tripartite Federal Arbitration Board. In practice, this option is rarely used. Companies' compulsory membership of the Chamber of the Economy serves as a functional equivalent of collective agreement extension to ensure high collective bargaining coverage.	Collective agreements must be of 'overwhelming importance'; in other words, they must usually cover more than 50 per cent of employees in the relevant industry or sector.	Rare – but membership of the Chamber of the Economy serves as functional equivalent.
Belgium	Collective agreements can be extended by Royal Decree at the formal request of the respective Joint Industry Committee or by an organisation represented on the Committee.	Trade unions and employers' associations in the Joint Industry Committee must be representative.	Very common.
Bulgaria	At the joint request of the collective bargaining parties a collective agreement can be extended by ministerial decree. In practice, this option has rarely been used, mainly in the period 2011–2015; since then, no agreement has been extended.	Representativeness of collective bargaining parties; an agreement needs to be concluded by all representative organisations of the employees' and of the employers' side of the respective industry.	Limited to a few industries.
Croatia	A collective agreement can be extended by the Ministry of Labour at the joint request of all parties to it. In practice, the number of extensions has been falling since 2009 because some extended agreements have been cancelled and more restrictive criteria were introduced in the 2014 Labour Act.	Collective agreements must be signed by the 'most representative' trade unions and employers' associations and the extension must be in the public interest.	Very common until 2009; declining importance since then.
Cyprus	There is no extension mechanism or functional equivalent; in the northern part of the country, however, public sector workers are covered by a peak-level agreement, a so-called 'protocol', signed by the government and trade unions. This 'protocol' applies to all public sector workers regardless of whether they are union members. In practice, no 'protocol' has been signed since 2007.		No extension mechanism.
Czechia	At the joint request of the bargaining parties the Ministry of Labour and Social Affairs can extend a collective agreement. SMEs with fewer than 20 employees and firms in financial difficulties can be exempted from extension.	Trade unions and employers' associations must represent the 'largest number' of employees in a sector or industry.	Limited.

Country	Procedure	Criteria	Frequency of use
Denmark	There is no extension mechanism in Denmark.		No extension mechanism.
Estonia	Industry- and national-level agreements may be extended by agreement of the parties through a clause in the collective agreement. Such an extension is limited to provisions on wages and working time. The scope of extension is determined in the collective agreement.	The agreement must be signed by an employers' confederation or federation and needs to be registered in the Estonian collective agreements register, administered by the Ministry of Labour. In January 2018 the peak-level organisations of trade unions and employers – EAKL and ETK – signed an agreement on good extension practices that lays out two more criteria: (i) the organisation with the highest membership in the industry shall conclude the agreement that is to be extended; (ii) the bargaining parties should inform the public of their intent to conclude an agreement to be extended and make available the draft and final agreement.	Rare.
Finland	Extension is quasi-automatic. No application is needed because a tripartite commission under the Ministry of Social Affairs and Health checks automatically whether a collective agreement meets the representativeness criteria.	Representativeness of the agreement in accordance with the following three criteria: (i) at least 50 per cent bargaining coverage of all employees; (ii) agreement concluded for the appropriate sector by representative union/employers' organisation; (iii) valid for the whole of Finland.	Very common.
France	Collective agreements can be extended at the request of one or both of the bargaining parties or on the initiative of the Ministry of Labour after consulting the national collective bargaining commission, which is composed equally of representative peak-level trade union confederations and employers' organisations.	Collective agreements must be signed by representative trade unions, which need to have received at least 30 per cent of the votes at the last workplace elections. The agreement should, furthermore, not be opposed by any trade union that received more than 50 per cent of the votes, nor by sectoral employers' organisations representing more than 50 per cent of the employees of companies affiliated to a sectoral employers' organisation.	Very common.
Germany	Collective agreements can be extended under the Collective Bargaining Act (CBA) or under the Posted Workers Act (PWA). Under the CBA, extension can be effected by the federal or the regional ministries of labour at the joint request of the bargaining parties and based on the approval of the bipartite Collective Bargaining Committee. Under the PWA, extensions are restricted to the minimum wage and other minimum standards; furthermore, they require nationwide collective agreements and are administered at national rather than at regional level.	Until 2015, extensions under the CBA were possible only if the agreement covered more than 50 per cent of the employees in the relevant bargaining area. With the introduction of a new law in August 2014, this condition was dropped. Thus, since 2015 the extension of an agreement needs to be in the public interest. One important criterion for this is the 'predominant importance' of the agreement, which takes account not only of the coverage rate but also, for instance, of whether the agreement provides orientation in other ways.	Limited.

Country	Procedure	Criteria	Frequency of use
Greece	As part of crisis management under the aegis of the Troika, legislation introduced in 2011 'temporarily' suspended the extension mechanism. This suspension is still in place so that, currently, collective agreements are binding only for members of the signatory parties. Until 2011, extension was automatic in the case of national agreements, while in the case of industry-level or occupational agreements it was at the request of the collective bargaining parties or the initiative of the Ministry.	Under the 'temporarily' suspended procedure, extensions of industry-level or occupational agreements are possible only if the employers employ at least 51 per cent of the workers in the respective industry or occupation. This criterion was waived under national general agreements from 1990 to 2010.	No extension mechanism; very common before 2011, no extensions since then.
Hungary	Industry-level collective agreements can be extended by the Ministry at the joint request of the collective bargaining parties.	Employers' organisations have to represent at least 50 per cent of the employees.	Rare (only four cases since 1992).
Ireland	The option to extend agreements is limited to those sectors covered by 'sectoral employment orders' (SEOs) or by 'employment regulation orders' (EROs). At the time of writing (February 2019) SEOs apply to the construction and electrical contracting sector, while EROs set wages and working conditions in low-pay industries, such as security and cleaning services. Both are issued by the (tripartite) Labour Court and approved by the Minister for Jobs.	When issuing a SEO or an ERO the court must take into consideration the potential implications for competitiveness and employment levels.	Limited.
Italy	There is no formal extension mechanism but the Constitutional obligation to pay a 'fair wage' serves as functional equivalent because judicial practice has traditionally used the minimum wage set in the relevant collective agreement as the reference to determine what a 'fair wage' is.		No extension mechanism, but there is a functional equivalent.
Latvia	A collective agreement concluded at industrial or territorial level is generally binding and applies to all workers and firms of that industry or territory if the threshold criteria are met.	The signatory employers' associations have to represent at least 50 per cent of the employees and generate at least 50 per cent of the turnover in the relevant industry or territory.	Limited.
Lithuania	In principle, collective agreements can be extended by the Minister of Social Security and Labour at the request of both parties to the agreement. This procedure has never been used in practice, however.	No special criteria, but the parties have to specify the motives for extending the collective agreement.	Not used.
Luxembourg	The Ministry of Labour can issue an extension at the request of one of the collective bargaining parties.	The National Conciliation Office, in which employers and trade unions are represented, must support the extension.	Very common.
Malta	There is no extension mechanism in Malta.	No extension mechanism.	Very common.

Country	Procedure	Criteria	Frequency of use
Netherlands	Extension is quasi-automatic if the threshold criteria are met. Formally, industry-level agreements are extended by the Ministry of Labour at the request of one of the collective bargaining parties and after non-binding advice by a bipartite Council. A distinction is made between: (i) 'normative' (or substantive) provisions that regulate issues such as wages, working time and other terms and conditions; and (ii) 'obligation' (or procedural) clauses that define the mutual rights and obligations of the bargaining parties, such as a peace obligation. Extensions apply only to normative provisions.	Employers' organisations must cover at least 60 per cent of employees in an industry or sector (55 per cent in special cases). More generally, extension must not conflict with the 'general interest'.	Common.
Poland	Multi-employer agreements can be extended by decree of the Labour Ministry at the joint request of an employers' organisation and multi-employer trade union. In practice, this option has not been used since 2009 because there are hardly any multi-employer collective agreements.	Extension must satisfy a 'vital social interest'.	Not used.
Portugal	Extensions are issued by the Ministry of Labour at the request of one or both collective bargaining parties. Collective agreements were extended quasi-automatically until 2011. Since then extensions have been linked to certain criteria.	Until 2011 no representativeness criteria applied. Following a restrictive change in legislation in 2012 an extension was possible only if the signatory employers' association represented at least 50 per cent of the employees in the respective industry and the potential implications for competitiveness had to be taken into consideration. The resulting dramatic decline in the number of extensions prompted another change of the criteria in 2014, allowing extensions also when at least 30 per cent of the members of employers' associations were micro, small and medium-sized enterprises. Another legal change in 2017 removed the representativeness criteria and replaced them with more inclusive criteria based on the constitutional principle of 'equal pay for equal work'.	Very common until 2011, followed by a near standstill until 2013 and a recent recovery.
Romania	Until 2011, collective agreements at all levels were extended automatically. Legislative changes in 2011 abolished cross-industry collective bargaining and automatic extension for industry-level agreements. Automatic extension is restricted to company-level agreements. Extensions are issued by the Ministry of Labour at the joint request of the bargaining parties and the approval of the tripartite national council.	Extension of industry-level agreements requires that the signatory employers' organisation represent at least 50 per cent of the relevant employees.	Very common before 2011; no extension has been issued for industry-level agreements since 2011.

Country	Procedure	Criteria	Frequency of use
Slovakia	Extensions of industry-level agreements are issued by the Ministry of Labour at the request of one or both parties to the collective agreement and after binding advice has been given by the tripartite commission. A legislative change in September 2017 allows for automatic extension of 'representative' multi-employer agreements.	In the period 2010–2012, the concept of 'voluntary' extensions applied, which means that extensions depended on the consent of the employers concerned, which essentially secured them a veto right. According to the new rules introduced in September 2017 a multi-employer agreement needs to be 'representative'. This means that in the respective industry trade unions need to be established in at least 30 per cent of the members of the employers' association that signed the industry-level collective agreement.	Common until 2009; none in 2010–2012; re-established since then but with only limited use.
Slovenia	From 1990 to 2006, there were two general national collective agreements, one for the private and one for the public sector, which applied to all employers in the respective sectors. The one for the public sector still exists. Furthermore, until 2006, companies' compulsory membership of the Slovenian Chamber of Commerce and Industry served as functional equivalent to extensions, ensuring high bargaining coverage. In 2006 compulsory membership of the Chamber was abolished and an extension mechanism was introduced. Extensions are issued by the Ministry of Labour at the request of one or both collective bargaining parties.	To extend a collective agreement the following conditions must be fulfilled: (i) the collective agreement covers one or more industries; (ii) at least one representative trade union and employers' association has signed the agreement; (iii) one of the signatories may propose that the Minister of Labour extend the whole or parts of the agreement to all employers in the respective industry; (iv) more than 50 per cent of workers are employed by employers subject to the collective agreement for which an extension is proposed.	Very common until 2006, and common after 2006.
Spain	Collective agreements are extended automatically to all enterprises in the relevant bargaining area (industry or region).	The signatory bargaining parties need to be 'representative', in other words, represent at least 50 per cent of the relevant employees.	Very common.
Sweden	There is no extension mechanism in Sweden.		No extension mechanism.
United Kingdom	There is no extension mechanism in the United Kingdom.		No extension mechanism.

Source: Country chapters in this volume, supplemented with the following sources:

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## **Collective bargaining in Europe: towards an endgame** Volume IV– Source materials

Edited by  
Torsten Müller, Kurt Vandaele and Jeremy Waddington

This book is one of four volumes that chart the development of collective bargaining since the year 2000 in the 28 EU Member States. Although collective bargaining is an integral part of the European social model, it does not sit easy with the dominant political and economic discourse in the EU. Advocates of the neoliberal policy agenda view collective bargaining and trade unions as 'rigidities' in the labour market that restrict economic growth and impair entrepreneurship. Declaring their intention to achieve greater labour market flexibility and improve competitiveness, policymakers at national and European level have sought to decentralise collective bargaining in order to limit its regulatory capacity.

Clearly, collective bargaining systems are under pressure. These four volumes document how the institutions of collective bargaining have been removed, fundamentally altered or markedly narrowed in scope in all 28 EU Member States. However, there are also positive examples to be found. Some collective bargaining systems have proven more resilient than others in maintaining multi-employer bargaining arrangements.

Based on the evidence presented in the country-focused chapters, the key policy issue addressed in this book is how the reduction of the importance of collective bargaining as a tool to jointly regulate the employment relationship can be reversed. The struggle to fend off the neoliberal assault on collective bargaining in Europe is moving towards an endgame. The outcome is still open.

