



Explaining collective bargaining coverage across 8 EU member states

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Legal basis


- **Collective bargaining**
 - Secured by national Constitution
 - > Finland, Germany, Hungary, Poland, Spain
 - Laws on bargaining
 - > Belgium, Netherlands
 - Agreement between trade unions and employers
 - > Denmark
 - No statutory regulation
 - > United Kingdom

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Topics

- **Core of collective bargaining**
 - Wages
 - Working hours
 - Earnings inequality
- **Other topics vary across countries**
 - Working conditions
 - Vocational training
- **databases on bargaining topics are lacking**


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Bargaining levels

- **national bargaining**
 - bipartite or tripartite
 - union confederations, central employers' associations and government agencies
 - taking into account macroeconomic goals
- **industry bargaining**
 - bipartite
 - trade union(s), employers' associations
 - preventing wage competition within the industry
- **company bargaining**
 - bipartite
 - trade union(s), employer
 - fluctuates with company results

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Measurement CBC

- **Common definition CBC**
 - employees covered by a collective agreement
 - as a proportion of all employees potentially to be covered
 - count based on reports from social partners
- **our definition, using survey data**
 - employee's organization is covered by a collective agreement-> respondent too
 - employee's organization is covered but person not necessarily -> FI, DK, NL
- **high percentage 'don't know'**
 - from 29% in Belgium to 5% in Denmark

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