



Improving Collective Bargaining in European Union.
Comparison of Different Industrial Relations Regimes
ImproCollBar 101052292



Funded by the
European Union

Adequate Minimum Wage Directive (2022/2041)

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Adequate Minimum Wage Directive (2022/2041)

□ Three parts:

- Minimum wage: 60% of gross median wage / 50% of gross average wage (Art 5.4)
- Promotion of sectoral / cross-industrial level bargaining (Art 4.1 (a))
- Target of collective bargaining coverage of 80% (Art 4.2)

Improving Collective Bargaining

<https://improcollbar.eu/>

European Commission funded Project

■ Five EU Member States:

- Belgium
- Bulgaria
- Italy
- Greece
- Romania

**Final Project
Conference
Sofia, July 2024**

Collective Bargaining: Belgium

- Level of unionisation – 49.1% (2019)
- Level of collective bargaining coverage – 96% (2019)
- Collective bargaining: 3 levels
 - ❖ National (national employers' organisations and the 3 trade union confederations)
 - ❖ Intermediate (sectoral through joint committees – main collective bargaining level!!)
 - ❖ Companies / enterprises
- Hierarchical – lower-level agreements can **ONLY** be improved

Collective Bargaining: Bulgaria

- **Unionisation – 15% (2022)**
- **Collective bargaining coverage – 30% (2022)**
 - ❖ **Sectoral agreements - 22.7% (2022)**
 - ❖ **Company / enterprise agreements -15.6% (2021)**
- **Sectors:**
 - ❖ **Nine services sectors**
 - ❖ **Six industrial sectors**
 - ❖ **Seven Public sectors**
 - ❖ **Mining – 66%**
 - ❖ **Breweries – 100%**
 - ❖ **Construction – 1.4%**
 - ❖ **Hospitality – 1.2%**

Collective Bargaining: Italy

- ❑ Unionisation: 32.5%
- ❑ Collective Bargaining at three levels:
 - National – 100% (?)
 - Regional – application of national agreements
 - Enterprise / Industrial – 80% (i.e. minimum wage; local conditions, etc.)
- ❑ Changes:
 - TUs fragmented and membership declining; legal changes on right to representation allows for emergence of other forms of workers' orgs.
 - Decentralisation of bargaining, employers' opting out of agreements,

Collective Bargaining: Romania

- ❖ **Unionisation – 23%**
- ❖ **Collective Bargaining is mandatory in work sites with 10+ employees; and at the sectoral level**
 - **Collective wage bargaining agreements – 48% of workforce (Eurofound 2019)**
- ❖ **New Social Dialogue legislation since 2022 (Law 367/2022)**
 - **Improvements in collective bargaining**
 - **TU representation of at least 35% of workers in a workplace**
 - **A TU can be formed if at least 10 employees in a work unit or with at least 20 employees in different workplaces in a sector opt to join**
 - **Re-introduces the possibility of National Collective Agreements**
- ❖ **National Tripartite Council for Social Dialogue**

Collective Bargaining: Greece

- **Unionisation - 21.5% (2021) *** (OECD, 2021, puts it at 20.3%)
- **Collective bargaining coverage – 14% (2021)**
 - ✓ **Sectoral / occupational levels**
 - ✓ **Enterprise level**
- **OMED plays a key role in the settlement of disputes**
- **Era of *Memoranda 2010-2018* (Troika)**
 - ✓ **Changes to collective bargaining:**
 - Abolition of sectoral bargaining
 - Promotion of enterprise-level bargaining

Collective Bargaining: Greece

- Unionisation - 21.5% (2021) * (OECD, 2021, puts it at 20.3%)
- Collective bargaining coverage – 14% (2021)
 - ✓ Sectoral / occupational levels
 - ✓ Enterprise level
- OMED plays a key role in the settlement of disputes
- Era of *Memoranda 2010-2018* (Troika)
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Improving Collective Bargaining: Country Comparisons + Ireland

	TRADE UNION DENSITY	COLLECTIVE BARGAINING COVERAGE
BELGIUM	49.1%	96%
BULGARIA	15%	30%
ITALY	32.5%	100%
GREECE	21.5%	14%
ROMANIA	23%	48%
IRELAND	29%	34%

COLLECTIVE BARGAINING COVERAGE: SUMMARY

- **Eight Member States have more than 80%**
Italy 100%; France 98%; Austria 98%; Belgium 96%;
Finland 89%; Sweden 88%; Denmark 80%
- **The three lowest: Poland 13%; Greece 14%; Romania 15%**
Ireland 34%

A LONG WAY TO GO!!



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Go raibh maith agat

Thank you

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