



European Foundation
for the Improvement
of Living and Working
Conditions

The tripartite EU Agency providing knowledge
to assist in the development of better social,
employment and work-related policies

Collective bargaining practices in Member States with a low labour union participation rate

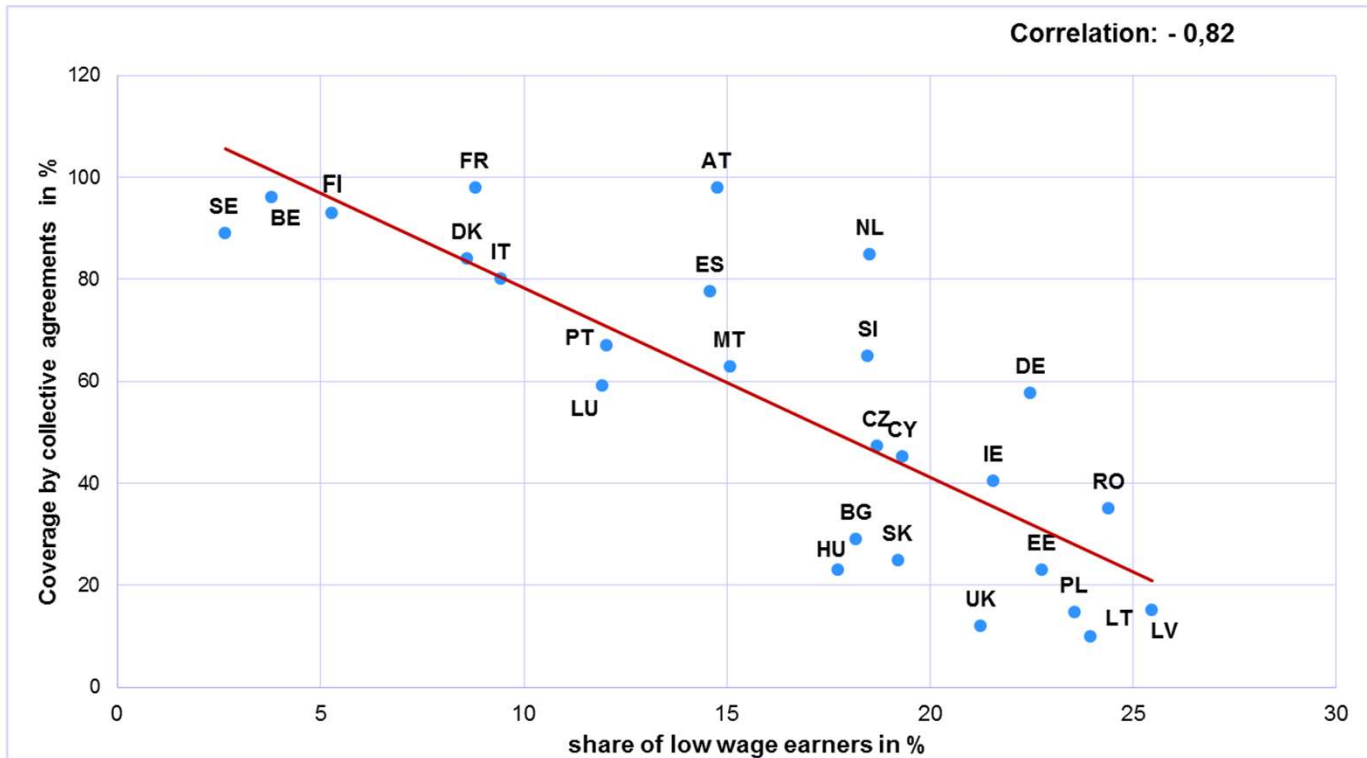
David Foden
Eurofound

EESC/LMO hearing

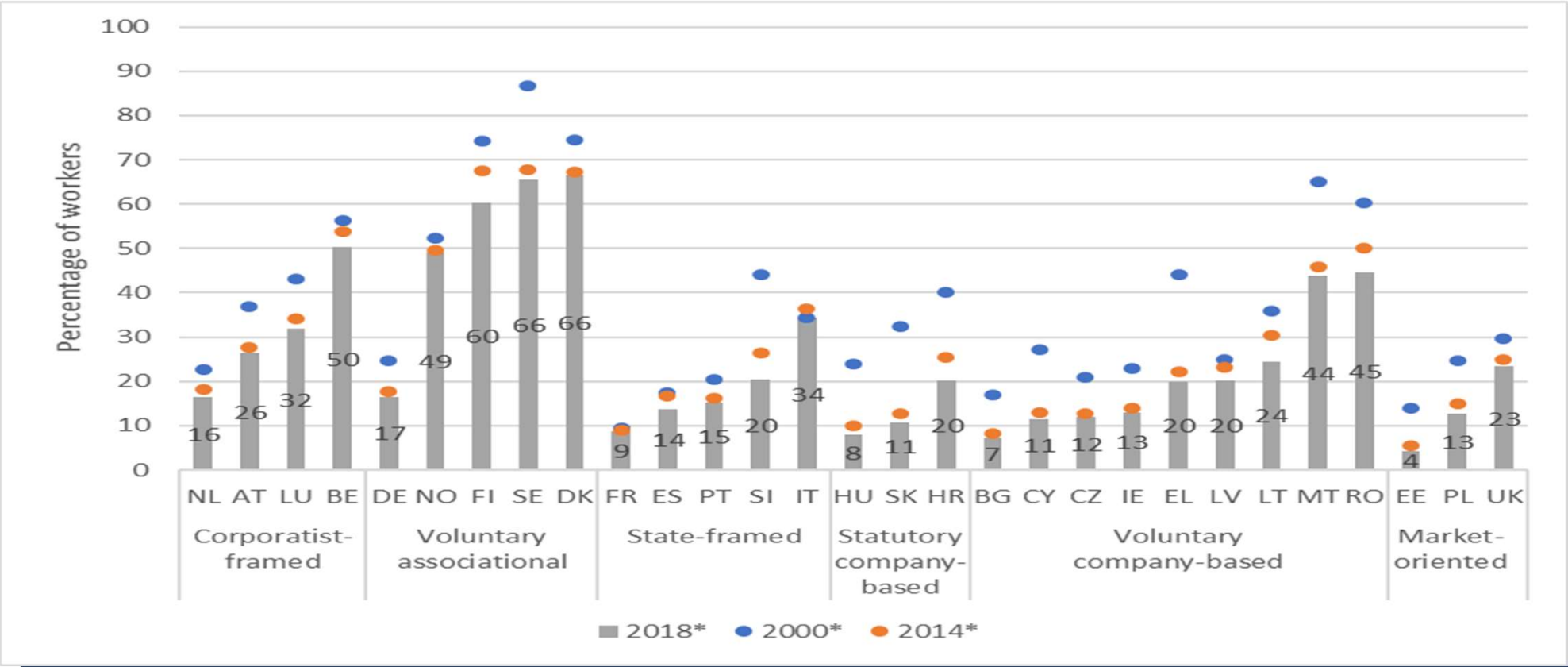
September 6th

CB coverage and share of low-wage work in the EU (2014)

Source: G Bosch calculations from Visser 2015, Eurostat

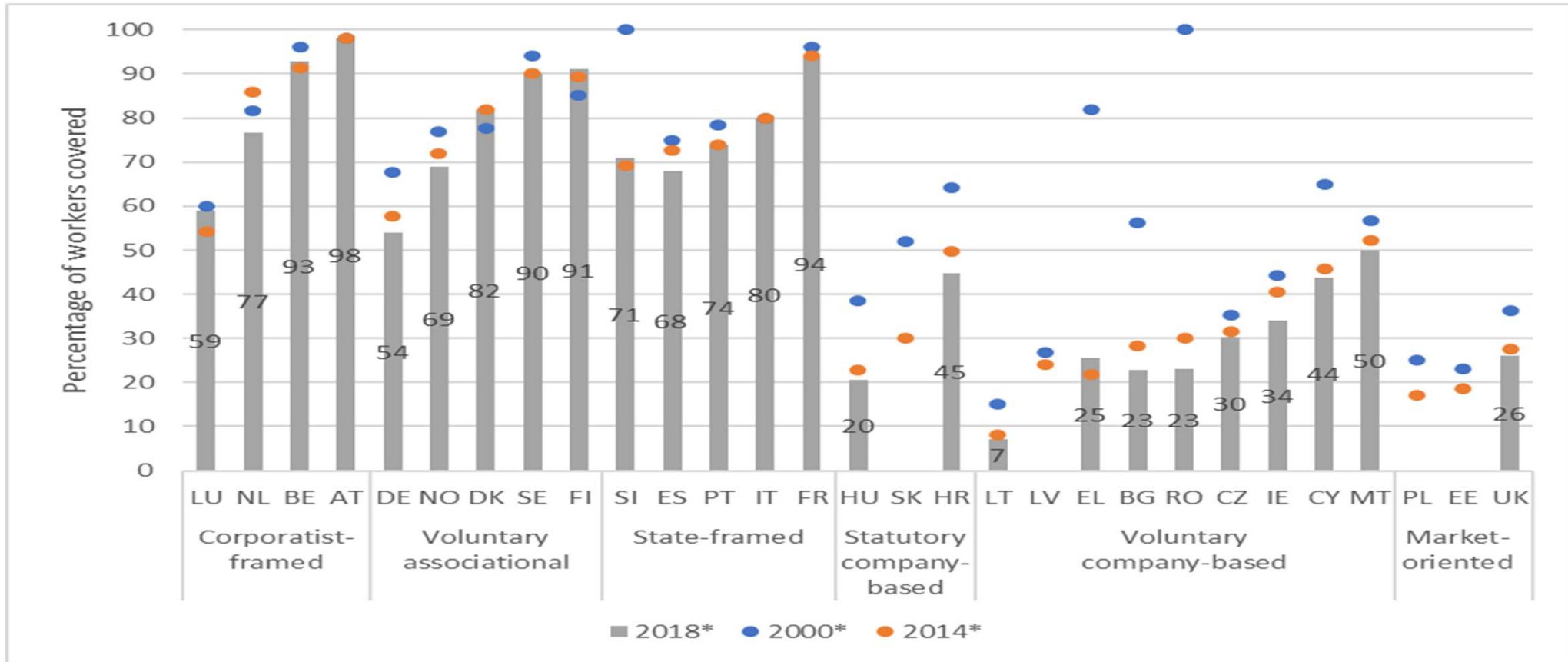


Trade union density rates by industrial democracy cluster, 2000–2014–2018



Source: Authors' own calculations, based on ICTWSS 6.1, variable UD

Collective bargaining coverage rates by industrial democracy cluster - 2000, 2014 and 2018

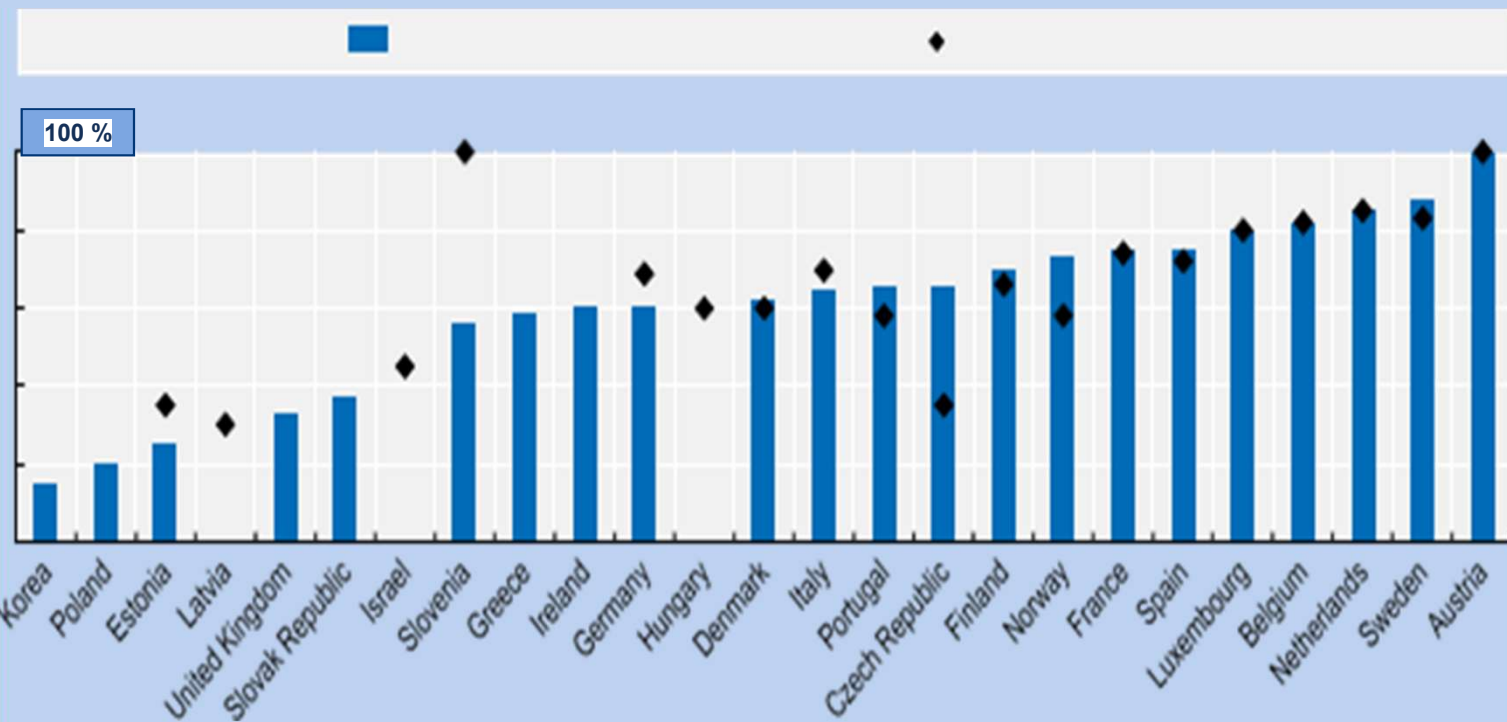


Source: Authors' own calculations, based on ICTWSS 6.1

Employer organisation density over time

latest year

2000 or nearest



Dimensions and indicators of industrial democracy

- Associational governance
 - CB centralisation, CB coverage, wage coordination, extension mechanisms, employer organisation density, institutional or routine social partner role in policy
- Representation and participation rights at company level
 - Board-level employee representation, status and rights of works councils
- Social dialogue at company level
 - Employee representation, information provision, influence on decision-making
- Trade union strength and government intervention in IR
 - Trade union density, minimum wage (statutory), intervention in CB

Industrial democracy clusters

Cluster	Countries
Corporatist-framed	Austria, Belgium, Luxembourg, Netherlands
Voluntary associational	Denmark, Finland, Germany, Sweden
State-framed	France, Italy, Portugal, Slovenia, Spain (and Greece for 2008–2012)
Statutory company-based	Croatia, Hungary, Slovakia
Voluntary company-based	Bulgaria, Cyprus, Czechia, Ireland, Latvia, Lithuania, Malta, Romania (and Greece for 2013–2017)
Market-oriented	Estonia, Poland, UK

Eurofound material

- [Industrial relations: Developments 2015–2019 | Eurofound \(europa.eu\)](#)
- [Minimum wages in 2021: Annual review | Eurofound \(europa.eu\)](#)
- [Impact of the COVID-19 crisis on wages and wage setting | Eurofound \(europa.eu\)](#)
- [Mixed impacts of COVID-19 on social dialogue and collective \(europa.eu\)](#)
- [Involvement of social partners in policymaking during the COVID-19 \(europa.eu\)](#)
- [Country profiles | Eurofound \(europa.eu\)](#)