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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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Contents

Volume I

List of figures	ix
List of tables.....	xi
List of contributors.....	xv
Preface.....	xxiii
Jeremy Waddington, Torsten Müller and Kurt Vandaele	
Chapter 1	
Setting the scene: collective bargaining under neoliberalism	1
Vera Glassner and Julia Hofmann	
Chapter 2	
Austria: from gradual change to an unknown future	33
Kurt Vandaele	
Chapter 3	
Belgium: stability on the surface, mounting tensions beneath.....	53
Vassil Kirov	
Chapter 4	
Bulgaria: collective bargaining eroding, but still existing.....	77
Dragan Bagić	
Chapter 5	
Croatia: stability amidst heterogeneous collective bargaining patterns.....	93
Gregoris Ioannou and Sertac Sonan	
Chapter 6	
Cyprus: a divided island – diverging collective bargaining patterns, weakened yet still standing	109

Martin Myant

Chapter 7

Czechia: bargaining supplements legal protection 131

Jens Lind

Chapter 8

Denmark: the sacred cow of collective bargaining is still alive 151

Epp Kallaste

Chapter 9

Estonia: simultaneous institutionalisation and waning of collective bargaining 173

Paul Jonker-Hoffrén

Chapter 10

Finland: goodbye centralised bargaining? The emergence of a new industrial bargaining regime 197

Catherine Vincent

Chapter 11

France: the rush towards prioritising the enterprise level 217

Volume II

Torsten Müller and Thorsten Schulten

Chapter 12

Germany: parallel universes of collective bargaining 239

Ioannis Katsaroumpas and Aristeia Koukiadaki

Chapter 13

Greece: 'contesting' collective bargaining 267

Szilvia Borbély and László Neumann

Chapter 14

Neglected by the state: the Hungarian experience of collective bargaining 295

Vincenzo Maccarrone, Roland Erne and Aidan Regan

Chapter 15

Ireland: life after social partnership 315

Roberto Pedersini

Chapter 16

Italy: institutionalisation and resilience in a changing economic and political environment 337

Aija Lulle and Elza Ungure

Chapter 17

Latvia: post-Soviet legacy and the impact of neoliberal ideology on collective bargaining361

Inga Blažienė, Nerijus Kasiliauskas and Ramunė Guobaitė-Kirslienė

Chapter 18

Lithuania: will new legislation increase the role of social dialogue and collective bargaining?.....381

Adrien Thomas, Vassil Kirov and Patrick Thill

Chapter 19

Luxembourg: an instance of eroding stability?.....403

Manwel Debono and Godfrey Baldacchino

Chapter 20

Malta: moving away from confrontation.....423

Wike Been and Maarten Keune

Chapter 21

The Netherlands: decentralisation and growing power imbalances within a stable institutional context.....445

Jan Czarzasty

Chapter 22

Collective bargaining in Poland: a near-death experience.....465

Volume III

Maria da Paz Campos Lima

Chapter 23

Portugal: reforms and the turn to neoliberal austerity483

Aurora Trif and Valentina Paolucci

Chapter 24

Romania: from legal support to frontal assault.....505

Marta Kahancová, Monika Martišková and Mária Sedláková

Chapter 25

Slovakia: between coordination and fragmentation525

Miroslav Stanojević and Andreja Poje

Chapter 26

Slovenia: organised decentralisation in the private sector and centralisation in the public sector545

Carlos J. Fernández Rodríguez, Rafael Ibáñez Rojo and Miguel Martínez Lucio

Chapter 27

Spain: challenges to legitimacy and representation in a context of fragmentation and neoliberal reform563

Anders Kjellberg

Chapter 28

Sweden: collective bargaining under the industry norm583

Jeremy Waddington

Chapter 29

United Kingdom: a long-term assault on collective bargaining605

Torsten Müller, Kurt Vandaele and Jeremy Waddington

Chapter 30

Conclusion: towards an endgame625

Volume IV: Source materials

Appendix A1

Indicators relevant to collective bargaining.....669

Appendix A2

Glossary of terms.....681

Appendix A3

Extension mechanisms in Europe.....685

Index..... 691

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 (ad hoc). 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), HU (1992–99), IT (1980, 1985, 1990 and 1995), LU (1980, 1985, 1990, 1994 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), LV (1992–99), CY (1995–99), IT (1993–99), MT (1990–99), RO (1990–99), 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_di12]. 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	–	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.

Sources

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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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Index

A

- absenteeism 458
- accession 93, 106, 112, 133, 361, 465, 507, 513, 520, 522, 525, 528, 545, 552
- acquis communautaire 6, 78, 84, 90, 122, 507, 667
- agency work 145, 446, 528, 549
- agreements *see* basic agreement, central agreement(s), collective agreement(s), procedural agreement(s)
- agriculture 56, 95, 109, 137, 157, 199, 222, 243, 252, 346, 348, 351, 383, 429, 438, 465, 506, 530, 575, 607
- aircraft maintenance 423
- allowances 373, 394, 395, 432, 436, 437, 457, 459, 477, 615
- antagonism 109, 438
- arbitration 87, 88, 105, 111, 118, 152, 160, 164, 166, 210, 353, 369, 391, 415, 431, 434, 455, 476, 538, 539, 557, 572, 601, 618
- articulation 12, 22, 24, 101, 114, 118, 213, 349, 370, 389, 517, 535, 572, 584, 601
- assault 2, 29, 505, 522, 605, 607, 612, 617
- associational power 528
- atypical work *see* flexi-jobs, night work, part-time, Sunday working, temporary work
- austerity (measures): Introduction 2, 16, 17, 22; Belgium 58; Cyprus 112, 113, 114, 121, 122; Denmark 169; Finland 200, 209; Greece 272, 274, 275, 276, 284, 287; Hungary 295; Ireland 316, 317, 324; Latvia 362, 369, 371; Netherlands 447; Portugal 486, 489, 490, 494, 496, 499; Romania 506, 512, 513, 519, 520; Slovenia 549, 551; Spain 563, 567, 570, 574, 576, 578, 579; United Kingdom 608; Conclusion 664
- Austria 3, 8, 9, 10, 12, 14, 18, 33–52, 585, 629, 630, 633, 636, 639, 640, 641, 642, 643, 644, 653, 669, 685; Act on temporary work (AÜG) 38; Austrian Trade Union Confederation (ÖGB) 34, 35, 39, 43; Benya formula 47; Chamber of Agriculture (LK) 35; Chamber of Labour (AK) 44; Chamber of the Economy Austria (WKO) 33, 34, 35, 36, 37, 38, 39, 48; company agreement 37, 40; dual system 35, 42; Federation of Austrian Industry (IV) 36; Freedom Party Austria (FPÖ) 36, 45, 48; Labour Constitution Act (ArbVG) 33, 45; pattern bargaining 37, 41, 48; Transport and Service Union (VIDA) 35; Union of Construction and Woodworkers (GBH) 35; Union of Postal and Telecommunications Workers (GPF) 35; Union of Production Workers (PRO-GE) 35, 46; Union of Public Services (GÖD) 35, 38; Union of Salaried Private Sector Employees, Printing, Journalism and Paper (GPA-djp) 35, 46
- automobiles 242, 251, 257, 506, 577, 610, 627
- automotive 41, 42, 240, 302, 514, 525, 527, 535, 539, 540

B

- ballot(s) 161, 235, 570, 595, 608, 616; *see also* labour dispute(s)
- Baltic states 7, 10, 361, 369, 374, 635, 643

- banking: Introduction 10; Austria 34, 37–39; Bulgaria 80; Croatia 97; Cyprus 111–112, 115, 117; Czechia 142; France 222; Germany 252, 255; Greece 272; Hungary 298–299; Ireland 318, 321, 330; Luxembourg 408–409, 412–414, 417–418; Malta 426, 429–430, 433, 435–437; Poland 475; Portugal 493, 495; Slovakia 531, 537, 539; Sweden 585, 590, 601; Appendix A2 682
- bargaining
- company 10, 11, 12, 24, 60, 218, 219, 268, 280, 285, 348, 350, 352, 425, 487, 494, 528, 532, 533, 612, 615, 619, 625, 649, 656
 - coordination 41, 42, 46, 53, 54, 72, 114, 184, 278, 279, 348, 399, 432, 535, 572, 600
 - horizontal 41, 48, 59, 272, 311, 352, 425, 513, 515, 598, 600, 601
 - vertical 41, 42, 43, 54, 66, 272, 278, 303, 311, 340, 351, 352, 425, 513, 514, 515, 525, 535, 598, 626, 627
 - coverage *see* collective agreements
 - cross-industry 12, 350, 506, 514, 515, 521, 629, 635; *see also* collective agreements
 - cycle 53, 55, 56, 61, 67, 573
 - local 40, 47, 159, 162, 203, 208, 212, 213, 302
 - multi-employer: Austria 41; Belgium 53; Germany 239, 244, 246, 249, 252, 259, 260; Romania 505, 513, 514, 515, 519; Slovakia 540; Spain 576, 577; United Kingdom 611, 612, 613, 617; Conclusion 626, 629, 631, 634, 639, 640, 646, 647, 650, 656, 659, 660, 662, 663, 664
 - pattern bargaining 37, 41, 48, 59, 184, 197, 198, 203, 213, 215, 254, 255, 263, 325, 327, 330, 333, 389, 399, 432, 584, 629, 683; *see* bargaining coordination
 - power 53, 55, 56, 61, 67, 573
 - round(s) 12, 22, 24, 41, 42, 45, 46, 68, 69, 184, 186, 199, 203, 212, 231, 258, 311, 352, 417, 479, 556, 588, 589, 591, 595, 596, 597, 598, 600, 647, 648, 651
 - single-employer 4, 6, 469, 521, 611, 627, 630, 631, 640, 645, 656, 663
 - strategy 254, 330, 432
 - tradition 42, 59, 71, 81, 386, 529, 576, 592, 650, 655, 657
 - see* depth of bargaining
 - see* extent of bargaining
 - see* level of bargaining
- basic agreement 100, 111, 590
- Belgium 53–76, 3, 8, 9, 10, 11, 14, 18, 20, 31, 81, 405, 407, 408, 629, 630, 631, 635, 636, 637, 638, 642, 643, 650, 654, 657, 660, 669, 685; bonus plan(s) 60, 65, 72; Central Economic Council (CRB/CEC) 56; competitiveness law 53–54, 56, 60, 64, 65, 67, 72; Confederation of Christian Trade Unions (ACV/CSC) 56, 76; Di Rupo government 58, 59, 65; Federal Public Service Employment, Labour and Social Dialogue (FOD WASO/SPF ETCS) 68, 76; Federation of Enterprises in Belgium (VBO/FEB) 56, 76; Flanders' Chamber of Commerce and Industry (VOKA) 57, 76; Flemish nationalist party 51, 71, 76; General Federation of Belgian Labour (ABVV/FGTB) 56, 76; 'Gentlemen's agreement' 58; Ghent system 58; 'Group of Ten' 56, 61; Health index 59, 63; indexation 59, 63, 64, 68, 72; inter-professional agreement (IPA/AIP) 76; joint committee(s) 55, 59–61, 66, 68–71; Michel I government 54–55, 57–65, 68–72; National Labour Council (NAR/CNT) 56, 76; regionalisation 60, 72; social funds 61; 'Social Pact' 55; tax shift 61, 68, 72; union premium 55, 58, 69; Verhofstadt I government 54; 'wage-index jump' 63; wage norm 53–54, 56, 60–66, 70, 72
- benefits: Introduction 5, 24–25; Austria 37; Belgium 54, 58, 64–65, 72; Bulgaria 86; Croatia 104; Cyprus 114, 118–119, 122–123, 126; Czechia 137, 142, 144–146; Denmark 153–154, 169;

- Estonia 178, 187, 189; Finland 199, 207; France 218, 225; Greece 285; Hungary 310; Ireland 329; Italy 348–350, 354–355; Latvia 362, 373; Lithuania 394, 396; Malta 429, 436; Netherlands 452; Poland 472, 474; Portugal 486, 497; Romania 517; Slovakia 527, 530, 535; Spain 569, 577; Sweden 590, 600, 601; United Kingdom 615; Conclusion 638, 657; *see also* scope of agreements
- blue-collar 38, 39, 40, 41, 46, 122, 153, 162, 175, 210, 212, 225, 244, 259, 406, 410, 413, 425, 583, 584, 585, 586, 587, 588, 590, 592, 593, 594, 595, 596, 598, 599, 602
- bonus(es) 38, 42, 60, 64, 65, 69, 72, 104, 119, 145, 212, 248, 305, 309, 310, 374, 375, 395, 436, 437, 448, 455, 457, 459, 460, 477, 478; *see also* scope of agreements
- Brexit 608
- budget 61, 62, 63, 84, 85, 106, 121, 141, 146, 175, 186, 200, 281, 301, 302, 306, 310, 344, 361, 365, 368, 370, 371, 382, 375, 397, 427, 455, 459, 478, 490, 507, 551, 652
- Bulgaria 77–92, 2, 7, 8, 12, 15, 19, 630, 636, 641–643, 669, 677, 695; Association of Democratic Trade Unions (ADS) 79, 92; Association of Industrial Capital in Bulgaria (AIKB) 81, 92; Bulgarian Chamber of Commerce and Industry (BTTP) 80, 92; Bulgarian Industrial Association (BSK) 78, 92; Bulgarian Railways (BDZ) 85, 92; Bulgarian Socialist Party (BSP) 85, 92; Citizens for European Development of Bulgaria (GERB) 84, 85, 92; Commonwealth of Free Trade Union Organizations in Bulgaria (OSSOB) 79, 92; Confederation of Employers and Industrialists in Bulgaria (KRIB) 80, 92; Confederation of Independent Trade Unions of Bulgaria (KNSB) 79, 92; Confederation of Labour (CL Podkrepa) 79, 80, 83, 88; 'Edinstvo' Independent Trade Union (NSE) 79, 92; General Headquarters of Industrial Trade Unions (GTSB) 83, 92; Movement for Rights and Freedom (DPS) 83, 92; National Council for Tripartite Cooperation (NCTC) 83; National Institute for Conciliation and Arbitration (NICA) 81, 85, 88; National Professional Union (NPS) 79, 92; Union for Economic Initiative (SSI) 81, 92; Union of Democratic Forces (SDS) 80, 92
- business associations 134, 135, 244, 302, 468, 527
- ## C
- car industry 572
- case law 58, 245, 391, 394, 396, 556
- casual employees 118, 428
- Catholic Church 406, 433
- Cecchini Report 22
- central agreement(s) 598, 599
- Central and Eastern European countries (CEE) 2, 3, 6–8, 20, 25, 27, 40, 78, 81, 82, 89, 147, 239, 381, 465, 505, 528
- centralisation 46, 72, 86, 160, 204, 303, 324, 416, 505, 545, 559, 584, 588, 592, 595, 599, 630
- chamber(s) of labour 35, 44, 45, 48, 403, 406, 416, 640
- Charter of Fundamental Rights 6, 315
- check-off system 122, 298
- child care 244, 583
- claims 86, 102, 132, 185, 190, 206, 208, 231, 254, 307, 323, 326, 327, 328, 333, 370, 371, 389, 390, 415, 416, 432, 434, 495, 512, 514, 535, 585, 595, 596, 605, 608, 609, 618
- formulation of 4, 46, 86, 102, 185, 206, 208, 254, 307, 326, 327, 370, 389, 416, 495, 514, 556, 596, 618, 648
- cleaning 69, 123, 157, 208, 276, 317, 319, 320, 325, 327, 330, 410, 417, 448, 598, 607, 613, 651, 665, 682, 687
- Clegg 5, 22, 23, 25, 27, 42, 46, 53, 105, 146, 259, 269, 281, 282, 355, 365, 478, 519, 605, 610, 618, 626, 627, 634, 650

- co-decision-making 203, 209, 536
- codetermination 44, 209, 405, 540, 590, 600
- collective agreements
- all-industry 4
 - company, company-level Introduction 26; Austria 37, 40; Belgium 58, 59, 60, 61; Bulgaria 88; Croatia 100, 101; Denmark 159; Estonia 184, 187, 188; France 217, 220, 226–229, 231–235; Germany 247, 249, 251, 256, 257; Greece 274, 277–278, 280, 282, 283; Hungary 301; Italy 346, 352, 354, 355; Latvia 371, 374; Lithuania 389; Luxembourg 409, 410, 412; Netherlands 445, 453, 459; Portugal 483, 494, 496, 497, 499; Romania 518, 520; Slovakia 529, 535, 537, 539; Slovenia 547, 551; Spain 564, 571–572, 576; Sweden 591; Conclusion 627, 631, 632, 634, 645, 651, 652, 660
 - contextual 57, 458
 - coverage: Introduction 7–10, 12–13, 15, 21–23; Austria 33–34, 37–38, 40, 43, 49; Belgium 55, 70; Bulgaria 78, 81–82, 89; Croatia 93, 96–97, 101, 105; Cyprus 118; Czechia 142; Denmark 157; Estonia 178–179, 186; Finland 205; France 223; Germany 252; Hungary 298, 303; Italy 340, 345–346; Lithuania 384, 386; Luxembourg 407; Malta 430; Netherlands 445–446, 449, 451; Portugal 486–487, 489; Romania 509; Slovakia 532; Slovenia 559; Sweden 583, 587–588; Conclusion 626–627, 640, 644
 - cross-industry 2, 56, 58, 59, 62, 70, 339, 340, 345, 351, 352, 386, 387, 388, 409, 412, 414, 431, 493, 505, 509, 511, 513, 515, 516, 517, 518, 519, 628
 - duration 24, 56, 69, 98, 100, 113, 123, 205, 206, 207, 223, 245, 258, 272, 273, 274, 287, 300, 309, 366, 387, 396, 409, 410, 429, 430, 450, 511, 589
 - enforcement 26, 141, 180, 308, 339, 517, 540, 612
 - framework agreements 24, 26, 60, 83, 88, 94, 114, 115, 203, 249, 258, 407, 409, 412, 532, 571, 578, 592, 627, 629, 631, 632, 636, 637, 651, 661
 - implementation: Introduction 24; Austria 44, 46; Belgium 62, 68, 69; Bulgaria 86; Croatia 105, 106; Cyprus 111; Czechia 132, 141, 147; Denmark 164; Estonia 190; Finland 198, 210, 211; France 232, 233; Germany 239, 254, 257; Greece 282; Hungary 307; Ireland 326; Italy 349, 353; Latvia 372; Lithuania 389, 391, 398; Luxembourg 409, 417; Poland 476; Portugal 495, 496, 500; Romania 514, 516; Slovakia 536; Slovenia 556, 557; Spain 574, 575; Sweden 594, 598, 600; United Kingdom 618; Conclusion 646, 652, 653, 659, 662
 - industrial: Introduction 3–4, 24–26; Austria 43, 48; Belgium 59–61; Czechia 136; Estonia 177; Finland 213; France 223, 224; Germany 239, 240, 247, 251; Hungary 299, 300–303; Ireland 325; Italy 337–339, 341, 343, 345, 347, 349, 352–354; Latvia 370, 371, 373; Lithuania 389, 390; Malta 431–433, 435; Netherlands 445, 449, 453–456, 460; Portugal 499; Romania 505, 506, 509–511, 513–520; Slovenia 548; Sweden 584, 588, 592, 594, 597–601; United Kingdom 613, 617; Conclusion 627, 628, 629, 631–633, 640, 642, 646, 647, 651, 652, 661; Appendix A2 682
 - local 167, 340, 455, 571, 598
 - lower-level 101, 272, 280, 445, 505, 513, 587, 628
 - minimum 453, 632, 633
 - national 84, 179, 231, 233, 303, 328, 427, 567, 570, 572, 591, 683, 687
 - peak 6, 159, 416, 584, 591, 685
 - plant 26, 228, 386, 387, 388, 389, 400
 - procedural 4, 39, 212, 213, 224, 234, 479, 540, 600
 - renewal 113, 152, 273, 280, 282, 286, 303, 328, 340, 352, 354, 366, 410, 414, 417, 568, 656
 - substitute 56, 60, 162, 167, 303, 319, 588, 589

- termination 88, 165, 188, 189, 298, 301, 304, 309, 310, 354, 368, 433, 483, 492, 498, 499, 500, 629
 types 39, 98, 103, 104, 235, 258, 279, 280, 384, 387, 407, 453, 469, 490, 493, 494, 495, 567, 600, 633
 validity 43, 88, 98, 99, 136, 206, 225, 226, 228, 260, 300, 340, 349, 366, 412, 415, 451, 484, 485, 486, 487, 492, 497, 498, 517, 518, 533, 554, 645
 colonialism 425
 command economies 6, 21, 362, 425
 commerce 71, 244, 298, 299, 342, 344, 347, 407, 529, 531, 552, 556, 590, 609
 communications (telecommunications) 116, 252, 315, 337, 370, 373, 491, 530, 575
 communist 77, 79, 82, 85, 93, 131, 132, 134, 214, 341, 362, 425, 479, 507, 508, 514, 521, 545, 655
 company union(s) 95, 102, 277, 307, 535, 546
 competition: Introduction 1, 4, 5, 13, 21; Austria 36, 37, 50; Belgium 57; Croatia 99; Denmark 153, 160, 165, 168; France 219, 235; Germany 239, 240, 241, 246; Greece 270; Hungary 302; Ireland 317; Italy 340, 355; Luxembourg 408; Malta 425; Netherlands 447, 449; Poland 475; Portugal 483, 490; Romania 513; Sweden 585, 588; United Kingdom 607, 612, 614; Conclusion 626, 647, 652, 658, 662
 competitiveness: Introduction 18; Austria 37, 46, 47; Belgium 53, 54, 56, 60, 64, 65, 67, 72; Bulgaria 77, 88, 89; Denmark 153, 165; Finland 197, 199, 200, 203, 204; France 235; Germany 239, 248; Greece 273, 286; Hungary 308; Ireland 319, 325; Italy 340, 348; Lithuania 382; Luxembourg 411; Malta 425, 436, 438; Netherlands 446; Poland 467, 478; Portugal 489, 499; Slovenia 549; Sweden 585, 601; United Kingdom 615; Conclusion 633, 635, 643, 644, 647, 663; Appendix A3 687, 688
 compliance: Austria 41, 42, 48; Belgium 69, 70; Bulgaria 87; Croatia 105; Cyprus 118, 125; Estonia 177, 184, 188, 190; France 227, 232, 233; Germany 257; Greece 282; Hungary 308; Ireland 328; Lithuania 386, 395, 397, 398; Malta 425; Netherlands 455, 457; Poland 476; Portugal 492, 495, 496; Slovakia 527, 536, 538; United Kingdom 619, 620; Conclusion 652, 653, 654
 concession bargaining 232, 235, 325, 491, 549, 559, 560, 651, 656
 conciliation 69, 152, 165, 166, 182, 185, 186, 207, 306, 309, 353, 391, 405, 415, 419, 421, 425, 433, 511, 618, 653, 654
 consensus 33, 35, 42, 66, 152, 181, 185, 197, 199, 208, 271, 331, 332, 410, 411, 412, 414, 415, 419, 420, 425, 445, 446, 452, 475, 478, 539, 548, 549, 575, 605
 conservative government 8, 36, 40, 45, 362, 567, 605, 606, 607, 608, 609, 610, 619, 620
 consociational 53
 constitution 44, 45, 57, 116, 121, 124, 151, 158, 180, 189, 207, 268, 425, 431, 536, 636, 638
 construction: Austria 35, 37, 42, 46; Belgium 69; Bulgaria 80; Croatia 93, 96, 97, 101, 104; Cyprus 112, 113, 118, 128; Czechia 135, 137; Denmark 157, 166; France 227, 237; Germany 248, 253, 255; Greece 280; Hungary 298, 299; Ireland 318, 319, 320, 321, 325, 327; Italy 346, 347, 351, 357; Latvia 370; Luxembourg 407, 408, 409, 410, 412, 414, 417, 418; Malta 438; Netherlands 455; Slovakia 529, 531; Spain 570; Sweden 594, 598, 599; United Kingdom 613; Conclusion 642, 652; Appendix A3 687
 consultation: Austria 45; Belgium 53, 62, 69; Bulgaria 78, 84, 88, 89; Croatia 102, 103; Cyprus 111; Czechia 133, 135, 140, 141; Estonia 177, 181, 189; France 229; Germany 242; Greece 282; Hungary 297, 304; Ireland 326, 331; Italy 341, 352, 353, 354; Latvia

- 368; Lithuania 392, 395, 397, 399; Luxembourg 417; Malta 425, 431, 433; Netherlands 448; Portugal 500, 518; Slovakia 528, 534; Slovenia 556; Spain 577; Conclusion 639
- consumer price index 59, 408, 478
- contracts: Introduction 5; Austria 37, 40; Cyprus 112, 113, 117, 118, 123, 125; Estonia 174, 178, 189, 191, 192; Finland 197, 198, 202, 207, 210, 211; France 219; Germany 260; Greece 273; Hungary 304; Ireland 317, 327; Italy 344, 348, 354; Latvia 372; Lithuania 396; Malta 425, 428; Netherlands 458; Poland 466, 468; Portugal 492, 493, 497, 503; Romania 507, 518, 519; Slovenia 547, 552, 554, 558; Sweden 588, 590; United Kingdom 612, 621; Conclusion 652, 664
- contractual 88, 94, 112, 305, 307, 311, 350, 355, 395, 396, 397, 418, 425, 452, 454
- corporate governance 5, 240, 241
- corporatism 7, 13, 27, 30, 31, 35, 36, 50, 53, 90, 199, 208, 215, 333, 334, 357, 425, 462, 465, 480, 503, 559, 560, 580, 603, 636, 664
- competitive 13, 53
- fake 465
- illusory 7, 465
- supply-side 13
- countervailing power 530, 559, 638, 658, 659
- coverage of bargaining *see* bargaining coverage
- creative industry 451
- crisis of 2008 2, 10, 13, 54, 61, 72, 84, 112, 404, 410, 411, 413, 418, 465, 563; *see also* austerity measures
- Croatia 93–108, 2, 8, 12, 15, 19, 295, 465, 630, 631, 636, 640–644, 650, 651, 654, 657, 669, 677, 685; Association of Croatian Trade Unions (MHS) 95; Croatian Association of Workers' Unions (HURS) 95; Croatian Employers' Association (HUP) 96; Independent Trade Union of Road Workers (NCS) 103; Independent Trade Unions of Croatia (NHS) 95; Labour Act (ZOR) 94, 97, 98, 99, 101, 108, 685; Union of Autonomous Trade Unions of Croatia (SSSH) 95, 104, 105, 108
- Cyprus 109–130, 2, 5, 8, 9, 10, 14, 17, 18, 292, 465, v, 585, 630, 631, 636, 637, 640, 641, 652, 669, 677, 685; Basic Agreement 111, 465; Code of Industrial Relations 129; Cost of Living Allowance 114, 119; Cyprus Chamber of Commerce and Industry 112, 129; Cyprus Turkish Chamber of Industry 120, 129; Cyprus Turkish Employers' Union 120, 129; Democratic Labour Federation of Cyprus 111, 129; Federation of Employers and Industrialists 112, 129; Federation of Free Labour Unions 120, 129; Federation of Turkish Cypriot Labour Unions 120, 129; Industrial Relations Code 111, 112, 116; Pancyprian Federation of Labour 117, 129; Trade Union Registrar 110, 116, 121, 123, 125; Turkish Cypriot Public Officials Trade Union 120, 129; Turkish Republic of Northern Cyprus 109, 127, 129; Union of Turkish Cypriot Public Servants 120, 129; Workers' Confederation of Cyprus 111, 117, 129
- Czechia 131–150, 2, 7, 8, 12, 19, 465, 542, 630, 631, 642, 643, 644, 646, 656, 669, 685; Association of Independent Trade Unions 133, 149; Confederation of Employers' and Entrepreneurs' Unions of the Czech Republic 134, 149; Council for Economic and Social Accord 133, 149; Czech-Moravian Confederation of Trade Unions 133, 149, 543; Czechoslovak Confederation of Trade Unions 133, 149; Federation of Locomotive Drivers of the Czech Republic 139, 149; Flexikonto 145; Labour Code 133, 143; Law on Collective Bargaining 139; Railway Workers' Union 139, 149; Union of Commercial Employees 138, 149; Union of Industry and Transport of the Czech Republic 134, 149
- Czechoslovakia 131, 133, 147, 525, 527

D

- decentralisation: Introduction 3, 6, 12, 16, 17, 27; Austria 42, 43, 47, 48; Belgium 54, 60, 72, 74; Croatia 101; Cyprus 115; Denmark 159, 160, 161, 167, 168, 169; Finland 197, 200, 203, 206, 213; France 218, 228, 235, 236, 237; Germany 239, 240, 247, 248, 249, 259, 262, 263, 264; Greece 269, 277, 281, 282, 287; Ireland 325, 327, 328; Italy 340, 348, 351, 355, 356; Luxembourg 409; Netherlands 445, 449, 453, 455, 460, 461; Poland 475; Portugal 499; Romania 506, 513, 514, 518, 520; Slovakia 525, 529, 535, 540; Slovenia 545, 548, 549; Spain 571; Sweden 584, 588, 592; United Kingdom 606, 612, 617, 618, 620; Conclusion 625, 627, 628, 629, 630, 631, 632, 633, 634, 636, 640, 647, 651, 652, 654, 656, 657, 659, 663, 664, 665, 666
- disorganised decentralisation 6, 72, 115, 249, 287, 325, 499, 506, 514, 520, 628, 630, 633, 634, 652
- organised decentralisation 6, 43, 72, 115, 249, 287, 325, 356, 445, 453, 480, 499, 506, 514, 520, 584, 628, 630, 632, 633, 634, 652, 656
- decision-making 45, 46, 66, 85, 119, 134, 145, 203, 240, 260, 296, 297, 305, 371, 393, 403, 405, 409, 411, 416, 445, 448, 540, 547, 558, 576, 596, 613, 620, 628, 649, 650, 659
- deflation 340
- degree of control of collective agreements: Introduction 26; Austria 42–44; Belgium 68–70; Bulgaria 87–88; Croatia 105–106; Cyprus 117–119, 125–126; Czechia 141–142; Denmark 164–166; Estonia 188–190; Finland 210–211; France 232–233; Germany 257; Greece 282–284; Hungary 307–308; Ireland 327–328; Italy 353–327; Latvia 372–373; Lithuania 397–398; Luxembourg 417–418; Malta 434–436; Netherlands 455; Poland 476–477; Portugal 496–497; Romania 517–518; Slovakia 537–539; Slovenia 556–557; Spain 574–576; Sweden 598–600; United Kingdom 617–618; Conclusion 651–655
- deindustrialisation 58, 95, 219, 403, 495, 572
- demands: Introduction 13, 24, 25; Austria 36, 41, 46, 47; Belgium 60, 66, 69; Bulgaria 80; Croatia 102, 103; Cyprus 117, 125, 127; Czechia 135, 138, 139, 140; Denmark 160, 161; Estonia 176, 181, 182, 185; Finland 208, 209; France 220, 225, 232; Germany 254, 255; Greece 273, 274, 281, 282, 283, 284, 287; Italy 338, 352, 353; Latvia 363, 370; Lithuania 389, 391; Malta 432, 433, 438; Netherlands 449, 451, 460; Portugal 495
- democracy 27, 28, 53, 208, 226, 313, 341, 343, 445, 448, 484, 499, 501, 503, 507, 525, 527, 544, 563, 564, 573, 579, 585, 622, 648, 649, 665
- consensus-based 199, 411, 412, 445, 446
- internal democracy 208, 448
- transition to democracy 343, 525, 563, 564
- Denmark 151–172, 3, 4, 8, 10, 14, 18, 20, 22, 30, 214, 263, 461, 501, 515, 583, 595, 603, 629–631, 633, 636, 638, 640, 646, 650–652, 654, 665, 669, 686; CFU 156, 171; Confederation of Professionals in Denmark 153, 171; DA 155, 156, 159, 171; Danish Association of Local Government Employees' Organisation 171; Danish Business 159; Danish Confederation of Academics 153, 171; Danish model 152, 154, 165, 168; Dansk Metal 153; DI 155, 156, 159, 171; FA 155, 171; HK 153, 157, 159, 167, 171; LH 154, 171; Professional House 153; Samarbejdsaftalen 166; September Compromise 3, 4; Trade Union for Unskilled Workers 153, 171; yellow unions 153, 154, 157
- depth of bargaining: Austria 46–47; Belgium 65–68; Bulgaria 86–87; Croatia 102–103; Cyprus 116–117, 124–125; Czechia 140–141; Denmark 160–163;

- Estonia 185–187; Finland 208–209; France 231; Germany 254–257; Greece 281–282; Hungary 307; Ireland 326–327; Italy 352–353; Latvia 370–372; Lithuania 389–391; Luxembourg 416–417; Malta 432–434; Netherlands 456–457; Poland 475–476; Portugal 495–496; Romania 514–516; Slovakia 536; Slovenia 556; Spain 573–574; Sweden 594–598; United Kingdom 318–620
- bargaining strategy 117, 254, 260, 307, 326, 330, 432, 496, 527, 536, 541, 573, 651, 657, 661
- involvement: Introduction 5, 24, 25; Belgium 46, 54, 55, 58, 62; Bulgaria 82, 83, 84, 86; Croatia 96, 102, 103; Czechia 138; Denmark 162, 169; France 229; Germany 248; Hungary 299, 307; Ireland 322, 326, 327, 330; Italy 351, 353; Latvia 370, 375; Lithuania 389, 390, 393, 399; Luxembourg 403, 415, 416, 418; Malta 424, 428; Netherlands 456; Poland 475, 478; Portugal 495, 503; Romania 514; Slovakia 528; Slovenia 554, 555; Spain 578, 594, 609, 636, 637, 638, 649, 650, 653
- derogation: Introduction 6, 22; Austria 34; Belgium 54, 59, 70, 71; Bulgaria 78; Cyprus 110; France 219, 228, 235; Germany 246, 248, 249; Greece 268, 278; Hungary 296; Ireland 316; Italy 339; Latvia 362; Lithuania 381, 396; Malta 424; Netherlands 445; Poland 465, 466, 469, 479; Portugal 483, 496, 497; Romania 506; Slovakia 526, 528; Slovenia 547, 548, 559; Sweden 588; Conclusion 632, 633, 656; Appendix A1 681; *see also* decentralisation
- deunionisation 58, 467
- devaluation 200, 277, 488, 499, 547, 549
- deviation 43, 279, 286, 300, 305, 307, 311, 328, 450, 453, 547, 556, 585
- discrimination 38, 104, 105, 133, 134, 140, 142, 143, 146, 396, 470, 475, 497, 608
- dismantling 495, 498, 507, 514, 515, 520, 546, 607
- dismissal(s) 38, 40, 89, 133, 220, 224, 275, 338, 347, 354, 405, 412, 486, 499, 511, 549, 550, 552, 571, 576, 608, 616, 639
- dispensation 445, 449, 453, 633
- disputes, industrial: Introduction 26; Austria 44; Belgium 68, 69; Bulgaria 85, 88; Cyprus 111, 118, 119, 125, 126; Estonia 177, 180, 182, 184, 185, 187, 190; France 233; Greece 268; 282, 284; Hungary 309, 310; Ireland 326, 327, 328; Italy 347, 353; Latvia 363, 364, 368, 373, 377; Lithuania 389, 391, 395, 396, 398, 399; Luxembourg 415; Malta 424, 430, 431, 435; Poland 476, 477; Romania 512, 517; Slovakia 538; Slovenia 557; Spain 568, 580; Sweden 590, 600; United Kingdom 608, 617, 618; Conclusion 651, 654, 660, 665, 666, 679; *see also* labour disputes, lock-out(s), strike
- disputes procedures 119, 126, 437, 477, 540, 610, 617, 618; *see also* arbitration, mediation, labour disputes
- drift 12, 24, 43, 54, 69, 212, 271, 280, 328, 417, 435, 454, 460, 537, 591, 598, 599, 600, 610, 617, 622
- ## E
- early retirement 39, 58, 119, 254, 258, 437, 539
- ECJ 1, 32
- Economic and Monetary Union 1, 2, 13, 56, 200, 329, 550; *see* EMU
- economic freedom(s) 1
- economic governance 410, 490, 689
- economic growth 1, 5, 6, 36, 47, 77, 109, 175, 203, 218, 329, 330, 355, 361, 381, 418, 432, 446, 486, 525, 541, 546, 547, 552, 563
- education: Austria 38, 41; Belgium 58, 68; Bulgaria 80, 85; Croatia 93, 96, 100; Cyprus 111, 112, 118, 120; Denmark 152, 153; Estonia 176, 178, 183, 184, 191; Finland 200; Germany 244, 254, 264; Greece 273, 285; Hungary 298,

- 299, 300, 303, 305, 311; Ireland 318;
Italy 347, 351; Latvia 363, 365, 370,
371, 372, 373, 375; Lithuania 383,
385, 387, 393, 396; Luxembourg 407,
408, 414; Malta 424, 429, 430, 433,
435; Netherlands 453, 457, 458, 459;
Poland 474, 476; Romania 505, 506,
510, 512, 514, 519; Slovakia 526,
532, 536, 537, 539, 541; Slovenia
551; Spain 572; United Kingdom 613;
Conclusion 638
- electrical industry 319, 550, 554
- electronic gaming 423, 438
- elite(s) 53, 425, 479, 507, 527, 528,
- emigration 19, 77, 311, 362, 506, 520
- employee voice 5, 147, 277, 282, 326, 364,
375, 460, 467, 520, 546
- employers' association(s): Introduction 4, 8,
24, 25; Austria 33, 34, 38, 40, 41,
43, 46; Belgium 54, 55, 56, 57, 58,
65, 66, 70; Bulgaria 78, 81; Croatia
93, 94, 97, 98, 99, 100; Cyprus 110,
120, 123; Czechia 151; Estonia 174,
183; Finland 197, 208, 213; France
223; Germany 239, 241, 244, 245,
247, 248, 249, 252, 255, 261; Greece
268, 272, 273, 278, 282, 285, 286;
Hungary 296, 299, 301, 302; Ireland
316; Italy 342, 347, 349, 355; Latvia
364, 370; Lithuania 381; Luxembourg
403, 407, 413; Malta 424, 427, 430,
431, 434, 436; Netherlands 449, 450;
Poland 468, 469; Portugal 483, 487,
489, 490, 492, 493, 496, 498, 499,
500; Romania 506, 507, 508, 509,
513, 514; Slovakia 525, 526, 527, 528,
530, 532, 533; Slovenia 546, 555,
556; Spain 564, 565, 566, 567, 573;
Sweden 583, 585, 587, 588, 589, 591,
594, 595; United Kingdom 606, 609,
610, 618, 619; Conclusion 625, 638,
640, 643, 644, 645, 646, 647, 652,
655, 656, 659, 660, 662; Appendix A1
676; Appendix A2 682, 683; Appendix
A3 685, 687, 688
- employment
- precarious 49, 118, 125, 219, 241, 252, 299,
486, 487, 526, 533, 549, 553, 554,
566, 575, 578, 579
- private sector: Introduction 5, 8, 10, 17;
 Austria 34, 36, 38, 43; Belgium 56,
60, 67; Bulgaria 81; Croatia 94, 96,
97, 98, 100, 104, 106; Cyprus 111,
112, 114, 118, 120, 121, 122, 123,
124, 125, 126; Czechia 131, 139, 143,
146; Denmark 151, 155, 156, 157,
159, 165, 166; Estonia 191; Finland
201, 205; France 221, 222, 224, 230;
Germany 242, 258, 260; Greece 285;
Hungary 295, 301, 302, 304, 308;
Ireland 315, 316, 317, 318, 319, 324,
325, 326, 327, 328, 329, 330; Italy
337, 341, 342, 344, 345, 346, 353;
Latvia 365, 366, 371, 372, 374, 375;
Lithuania 383, 384, 387, 390, 397,
399; Luxembourg 406, 413, 416; Malta
424, 425, 429, 430, 431, 434, 435,
436, 437, 438; Netherlands 456–457;
Poland 449, 454; Portugal 465, 467,
474; Slovakia 532, 533, 537, 539;
Slovenia 545, 546, 547, 548, 549, 550,
551, 552, 554, 558, 559, 560; Sweden
586, 587, 588, 590, 591, 592, 598,
599; United Kingdom 606, 609, 610,
611, 612, 613, 614, 615, 617, 618,
619, 620; Conclusion 626, 629, 631,
637, 646, 655
- public sector: Introduction 16; Austria 38,
39, 41, 43; Belgium 53, 57; Croatia 94,
96, 97, 98, 100, 104, 106; Cyprus 110,
117, 118, 121, 122, 123, 125, 127;
Czechia 131, 139, 143, 146; Denmark
153, 160; Estonia 182, 184; Finland
199, 200, 201; France 221, 222, 224,
230; Germany 242, 258, 260; Greece
285; Hungary 296, 297; Ireland 324;
Latvia 368, 371, 374; Lithuania 384;
Luxembourg 406, 407; Malta 423,
425, 432, 435, 438; Poland 467, 474;
Portugal 465, 467, 474; Romania 510,
519; Slovakia 532, 533, 537, 539; Slo-
venia 551, 552, 553, 555; Spain 578;
Sweden 584, 592, 593, 594, 599, 602;
United Kingdom 613, 619, 620

- employment contract(s): Belgium 70, 71; Bulgaria 88; Estonia 174, 182, 187, 188, 189, 190; Finland 197, 198, 202, 207, 210, 211; France 234; Hungary 305; Ireland 317; Italy 348, 354; Latvia 368, 372; Lithuania 393, 396; Poland 466, 468; Portugal 497; Romania 507, 519; Slovenia 547, 552, 554, 558; United Kingdom 613, 615
- employment protection 119, 241, 258, 279, 315, 479, 533
- employment regulation 55, 319, 337, 687
- EMU 200
- engineering 3, 4, 42, 89, 363, 532, 588, 592, 593, 594, 610, 617, 647
- enlargement 2, 6, 165, 412, 413, 667
- equality 1, 14, 41, 202, 212, 234, 396, 404, 409, 437, 490, 500, 526, 577, 578, 584, 608, 657, 660
- gender 202, 234, 396, 404, 437, 490, 657, 660
- income 5
- wage 41, 212, 584
- erga omnes 70, 113, 123, 179, 245, 268, 272, 280, 301, 347, 487, 505, 506, 509, 510, 513, 515, 517, 526, 529, 539, 640, 681
- Estonia 173–196, 2, 7, 8, 12, 15, 19, 361, 372, 630, 636, 643, 646, 654, 669, 686; Association of Estonian Energy Workers' Unions 176, 195; Association of Small and Medium Sized Companies 177, 195; Collective Agreements Act 177, 181, 183, 186, 187, 189, 193, 195, 241, 245, 265, 547, 562; Collective Labour Dispute Resolution Act 177, 193, 195; Employees' Trustee Act 177, 192, 193, 195; Employment Contracts Act 174, 186, 187, 192, 193, 195; Estonian Actors' Union 184, 195; Estonian Association of Performing Arts Institutions 184, 195; Estonian Chamber of Commerce and Industry 177, 195; Estonian Confederation of Trade Unions 175, 195; Estonian Doctors' Union 175, 195; Estonian Education Personnel Union 175, 176, 195; Estonian Employees' Unions' Confederation 175, 195; Estonian Employers' Confederation 176, 195; Estonian Nurses' Union 181, 195; Federation of Estonian Healthcare Professionals Union 181, 195
- ETUC 321, 507
- EU11 2, 8, 9, 10, 12, 14, 15, 16, 17, 18, 19, 20, 21, 22
- EU17 2, 8, 9, 10, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22
- euro 2, 13, 175, 198, 199, 203; *see also* euro zone
- Eurofound 80, 201, 317, 387, 529, 641, 670, 679
- European Central Bank (ECB) 2, 13, 32, 112, 276, 279, 320, 348, 484, 507, 626, 663
- European Court of Justice, Court of Justice of the European Union, ECJ 1, 165
- European integration 13, 77, 84, 285, 483
- European Pillar of Social Rights 1, 663
- European Trade Union Confederation 507; *see* ETUC
- Europeanisation 409, 431, 469
- euro zone 13, 36, 56, 109, 200, 269, 361, 483, 546, 548, 559, 583
- exports 36, 46, 48, 66, 72, 198, 199, 200, 202, 203, 240, 278, 295, 315, 363, 423, 446, 465, 525, 545, 548, 550, 583, 585
- export sector 197, 200, 315, 202, 278, 315, 585
- extent of bargaining: Austria 37–39; Belgium 70–71; Bulgaria 81–82; Croatia 96–98; Cyprus 113–114, 122–123; Czechia 136–138; Denmark 156–157; Estonia 178–180; Finland 204–206; France 222–224; Germany 249–254; Greece 271–274; Hungary 298–301; Ireland 317–321; Italy 344–347; Latvia 365–367; Lithuania 383–387; Luxembourg 407–409; Malta 428–430; Netherlands 449–451; Poland 469–472; Portugal 486–490; Romania 508–510; Slovakia 529–532; Slovenia 552–554; Spain 567–568; Sweden 588–589; United Kingdom 610–612

- extension mechanism: Introduction 23; Austria 34; Belgium 54; Bulgaria 78, 82, 89; Croatia 94, 98, 101; Cyprus 110, 113–114, 126; Czechia 132; Denmark 151, 157; Estonia 174, 180; Finland 198, 204–205; France 217, 223, 232; Germany 239, 252; Greece 268, 271–274, 278, 286–287; Hungary 296, 299; Ireland 316, 318–319, 327; Italy 339, 345; Latvia 362, 366–367; Lithuania 386; Luxembourg 404; Malta 424; Netherlands 445, 449–451; Poland 466; Portugal 483; Romania 506, 508, 510, 514–515; Slovakia 526, 529, 531–532; Slovenia 545, 559; Spain 564; Sweden 583, 588–589, 601; United Kingdom 606, 607, 612, 616; Conclusion 640, 642, 644–645, 655, 664; Appendix A3 685–687, 689
- F**
- facility time 639
- favourability principle: Introduction 7; Austria 34; Belgium 54, 71; Bulgaria 78, 94, 101; Cyprus 110; Czechia 132; Denmark 151, 159; Estonia 174; Finland 198; France 217–219, 220, 227–228; Germany 239, 246; Greece 268, 278–279, 286; Hungary 296, 300; Ireland 316; Italy 339–340, 351; Latvia 362, 368; Lithuania 381, 389; Luxembourg 404, 409; Malta 424; Netherlands 445; Poland 466, 469; Portugal 483–485, 491–492, 498, 500; Romania 505, 506, 511, 513, 515, 517–518; Slovakia 526; Slovenia 545, 547, 556–557, 559; Spain 564; Sweden 583; United Kingdom 606; Conclusion 628, 632–634, 639, 652, 659, 664; Appendix A2 682; *see in* *favorem*
- FDI 77, 315, 316, 322, 323, 335, 525, 527, 528; *see also* foreign direct investment
- female 155, 412, 423, 425, 446, 586, 602; *see also* gender, women
- finance 54, 97, 134, 142, 155, 173, 365, 372, 403, 404, 410, 418, 426, 430
- financial crisis: Belgium 54, 61, 62, 65, 72; Bulgaria 77, 84; Croatia 93; Cyprus 110, 112, 113, 115, 118, 126; Czechia 142, 143, 144, 145, 146; Denmark 168; Estonia 175, 185, 186; France 220, 230, 234, 235; Germany 239; Greece 267, 275, 277, 279, 281, 282, 286; Hungary 296, 309, 312; Ireland 316, 317, 318, 324, 326, 329, 330; Italy 338, 350; Latvia 361, 362, 364; Lithuania 381; Luxembourg 404, 410, 411, 413, 418; Portugal 485, 486, 489, 490, 494, 499; Romania 505, 506, 519; Slovakia 525, 529, 541; Slovenia 546, 549, 550, 551, 559; Spain 563, 564, 567, 568, 573, 576, 578; Sweden 588, 598, 599, 601; United Kingdom 608, 617; Conclusion 626, 629, 633, 636, 638, 639, 640, 656, 657, 663, 664; *see also* sub-prime and banking crisis, sub-prime and financial crisis, crisis of 2008
- financial services 212, 248, 251, 315, 325, 423, 438, 570, 588
- Finland 197–216, 3, 8, 9, 10, 11, 14, 18, 20, 22, 154, 161, 583, 585, 629, 630, 631, 633, 636, 638, 642, 643, 644, 652, 663, 669, 686; Church Employers 201, 216; Competitiveness Pact 197, 198, 200; Confederation of Finnish Industries 198, 201, 216; Confederation of Unions for Professional and Managerial Staff 200, 216; Federation of Finnish Enterprises 201, 205, 216; Federation of Salaried Employees 200, 216; Finnish Confederation of Trade Unions 200, 216; Finnish model 197, 198, 203; Law on Collective Agreements 204, 206, 207; Local Government Employers 201, 216; National Conciliator 207, 209; Office for the Government as Employer 201, 216; shop steward 166, 209, 212, 434; Technology Industries Federation 201, 216
- fishing 429, 438
- fixed-term contracts 125, 428, 507, 533, 552, 588, 652

- fixed-term employment, employees 37, 117, 549
- flexibility: Introduction 1, 8, 10, 16, 17; Austria 47; Belgium 54, 64, 65, 68, 71; Czechia 144, 145, 146; Denmark 167; Finland 206; France 232, 235; Germany 248, 261; Greece 273, 279, 280, 285; Hungary 295, 305; Ireland 327; Italy 340, 346, 348, 350, 355; Latvia 372, 375; Luxembourg 414; Malta 428, 431; Netherlands 449, 454, 460, 461; Portugal 485, 496, 497; Romania 522; Slovakia 529, 537; Slovenia 558, 559; Spain 566, 575, 576, 577, 578, 580; Sweden 588; United Kingdom 612, 615; Conclusion 633, 644, 657, 661
- flexi-jobs 69
- food 24, 229, 319, 323, 363, 383, 387, 393, 394, 491, 517, 530, 570, 591, 627
- foreign direct investment 8, 77, 315, 381, 465, 525; *see* FDI
- formalisation 3, 84, 254, 282, 407, 452, 457, 608
- fragmentation: Introduction 7, 8, 26; Belgium 54, 56; Bulgaria 86; Croatia 95, 97, 99; Cyprus 112, 115, 117, 118, 120; Czechia 133, 135, 136, 138; Denmark 160; Finland 211; France 224; Germany 240, 241, 251, 257, 259; Greece 280, 285; Ireland 317; Italy 355; Latvia 364; Luxembourg 405; Poland 466, 468, 475; Romania 507; Slovakia 541; Spain 563, 578, 579; Sweden 588; Conclusion 625, 646, 652, 656, 657, 660
- framework agreement(s) 24, 25, 26, 60, 83, 88, 94, 114, 115, 203, 249, 258, 407, 409, 412, 532, 571, 578, 592, 627, 629, 631, 632, 636, 637, 651; *see also* decentralisation
- France 217–238, 3, 4, 5, 8, 10, 18, 21, 22, 23, 53, 60, 240, 403, 405, 407, 408, 415, 492, 628, 630, 632, 633, 635, 636, 637, 640, 642, 643, 644, 646, 651, 660, 669, 686; Aurox Law 219; Confederation of Management-General Confederation of Professional and Managerial Staff (CFE-CGC) 221; Confederation of Small and Medium-Sized Enterprises (CMPE) 222, 238; French Christian Workers' Confederation (CFTC) 221, 238; French Democratic Confederation of Labour (CFDT) 220, 238; General Confederation of Labour (CGT) 220, 238, 337, 358, 565, 582; General Confederation of Labour-FO (commonly known as FO) 220, 238; Growth-linked Interprofessional Minimum Wage (SMIC) 225, 238; Labour Inspectorate 82, 88, 141, 190, 233, 308, 372, 379, 387, 393, 397, 400, 401, 410, 421, 469, 481, 538, 544, 556; Macron Ordinances 227, 229, 632; Metal Employers' Federation Metal Employers' Federation (UIMM) 224, 238; Mixed-joint committee (CMP) 233, 238; Movement of French Enterprises (MEDEF) 221, 238; National Collective Bargaining Commission (CNNC) 223; National Interprofessional Agreement (ANI) 226, 238; National Unions of Autonomous Trade Unions (UNSA) 221, 238; Trade Union 'Solidaires' (USS) 221, 238; Union of Local Businesses (U2P) 222, 238
- freedom of association 44, 57, 245, 283, 472, 491, 508, 511, 555, 635, 638
- full-time officials 46, 66, 116, 117, 118, 119, 124, 125, 249, 416
- ## G
- GDP 6, 13, 14, 22, 77, 81, 114, 173, 199, 219, 316, 361, 362, 381, 404, 405, 423, 454, 478, 506, 525, 528, 542, 567, 583, 637, 671, 673
- gender 70, 202, 209, 212, 234, 285, 396, 404, 437, 470, 490, 558, 657, 660; *see also* gender pay gap
- equality 202, 212, 234, 396, 404, 437, 490, 558, 657, 660
- general strikes 127, 139, 270, 275, 276, 546, 552, 570, 572; *see* strike
- Germany 239–266, 3, 4, 5, 8, 10, 17, 18, 22, 23, 25, 43, 46, 47, 48, 53, 60, 62,

- 81, 169, 198, 199, 200, 204, 230, 231, 403, 405, 407, 408, 461, 585, 592, 609, 628, 630, 633, 637, 639, 640, 642–645, 647, 651, 653, 654, 662, 663, 665, 669, 671, 673, 686; Building, Agriculture and Environment Workers' Union (IG BAU) 243, 265; Christian Trade Union Confederation of Germany (CGB) 243, 265; Collective Agreements Act (TVG) 177, 181, 183, 186, 187, 189, 193, 195, 241, 245, 265, 547, 562; conflictual cooperation 241; convoy principle (*Konvoiprinzip*) 254, 255; dual system of interest representation 239, 241, 257, 653; Food, Tobacco, Hotel & Allied Workers Union (NGG) 243; German Civil Service Association (DBB) 242, 243, 265; German Confederation of Trade Unions (DGB) 242, 244, 243, 244, 246, 254, 609; German Metalworkers' Union (IG Metall) 242, 243, 265; German Police Union (GdP) 243, 265; German Union of Education (GEW) 243; Institute of Employment Research (IAB) 249, 265; Mining, Chemicals and Energy Industrial Union (IG BCE) 243, 265; opening clauses 239, 240, 246, 248, 249, 261; OT membership (Ohne Tarif Mitgliedschaft) 244, 252; peace obligation (Friedenspflicht) 245, 255; Posted Workers Act (AEntG) 245, 265, 686; Railway and Transport Union (EVG) 243, 265; social market economy 30, 240, 245, 246, 259, 625, 626, 639; Socio-Economic Panel (SOEP) 250, 265
- Structure of Earnings Survey (SES) 81, 250, 265; Train Drivers' Union (GDL) 265; Union of Salaried Medical Doctors (MB) 243, 265; United Services Union (ver. di) 242, 243, 265; works agreement (Betriebsvereinbarung) 242; Works Constitution Act (BetrVG) 257; works council(s) 242, 245, 248, 249, 254, 257, 258, 259
- Ghent system 19, 20, 25, 58, 152, 154, 157, 161, 205, 206, 323, 349, 369, 583, 588, 638, 650, 660
- Gini coefficient 15, 567, 674
- globalisation 1, 2, 21, 160, 246, 491
- government decision-making
unilateral 7, 84, 223, 271, 273, 316, 320, 324, 325, 329, 340, 356, 411, 467, 478, 490, 498, 510, 513, 534, 549, 636
- Greece 267–294, 2, 4, 6, 8, 9, 11, 12, 14, 16, 17, 18, 25, 29, 109, 317, 499, 628, 629, 630, 633, 634, 636, 639, 641, 642, 643, 645, 651, 654, 661, 663, 669, 687; Association of Cooperative Banks of Greece (ESTE) 272, 293; Civil Servants' Confederation (ADEDY) 275, 293; Coalition of the Radical Left (Syriza) 269, 293; *see* Syriza; Council of State (STE) 283, 293, 654; Democratic Left (DIMAR) 276, 293; Federation of Northern Industries (SVVE) 283, 293; General Confederation of Greek Workers (GSEE) 271, 293; Hellenic Bank Association (EET) 272, 293; Hellenic Confederation of Commerce and Entrepreneurship (ESEE) 271; Hellenic Confederation of Professionals, Craftsmen and Merchants (GSEVEE) 271; Independent Greeks (ANEL) 269, 293; local employment pacts (TSA) 279; Manpower Agency of Greece (OAED) 281; Memorandum of Understanding (MoU) 320, 486; National Minimum Wage (NMW) 321; New Democracy (ND) 276, 293; Organization for Mediation and Arbitration (OMED) 268; Panhellenic Socialist Movement (PASOK) 276, 293; Workers' Welfare Organization (Ergatiki Estia) 281, 293; Hellenic Federation of Enterprises (SEV) 271
- grievances 4, 26, 42, 111, 118, 119, 126, 275, 308, 353, 374, 434, 435, 437, 455, 476, 477
- ## H
- health care 59, 63, 69, 80, 85, 93, 96, 100, 112, 124, 140, 173, 174, 176, 178,

181, 183, 184, 185, 204, 244, 303, 314, 370, 379, 613, 619, 686

health and safety: Belgium 58, 69; Bulgaria 88; Cyprus 117; Czechia 133, 142, 146; Denmark 152; Estonia 177, 188, 189, 190; France 218; Germany 254; Greece 285; Italy 354; Latvia 372, 373; Lithuania 395, 396, 397; Malta 436, 437; Netherlands 458; Portugal 497, 500; Romania 518; Slovakia 527, 538, 539; Slovenia 558; Spain 575, 577; United Kingdom 608, 614, 615

health index 59, 63

health insurance 178, 184

holidays, holiday pay 104, 118, 119, 133, 142, 145, 152, 167, 187, 190, 209, 212, 220, 258, 305, 373, 374, 395, 412, 448, 455, 459, 556, 558, 607, 614, 615

hotels and catering 134, 136, 141, 142, 222, 298, 299, 327, 365

hours of work 285; *see* working hours

HSBC 430, 434

human resource management 1, 234, 311, 428, 620

Hungary 295–314, 2, 7, 8, 12, 19, 147, 465, 630, 635, 636, 637, 639, 641, 643, 644, 646, 654, 669, 687; Central Statistical Office (KSH) 302, 312, 314; Christian Democratic People's Party (KDNP) 296, 314; Democratic Union of Social and Health Sector Workers of Hungarian Employees (MSZ EDDSZ) 303, 314; Economic Chambers of Commerce (MKIK) 299, 314; Fiatal Demokraták Szövetsége (FIDESZ) 296; FIDESZ 296, 300, 304, 314; Independent Smallholders, Agrarian Workers and Civic Party (FKGB) 314; Labour Mediation and Arbitration Service (MKDSZ) 299, 314; Hungarian Democratic Forum (MDF) 304, 314; Ministry of the National Economy (NGM) 298, 302, 314; National Council for the Reconciliation of Interests (OÉT) 296, 314, 636, 668; National Economic and Social Council (NGTT) 297, 314; National

Healthcare Services (ÁEEK) 303, 314; National Public Service Interest Reconciliation Council (OKÉT) 297, 314; Reconciliation Forum of Social Services Sector (SZÁÉF) 304, 314; Sectoral Social Dialogue Committee (ÁPB) 314; Teachers' Trade Union (PSZ) 303, 314

I

ICTWSS database 91, 201, 439, 529, 532

ILO 2, 77, 80, 85, 86, 131, 133, 270, 283, 284, 364, 375, 507, 513, 639, 503, 667; *see* International Labour Organization

ILO Convention(s) 177, 467, 513, 565, 681 No. 98 510

IMF 2, 32, 77, 92, 267, 268, 269, 270, 276, 277, 278, 279, 317, 320, 361, 502, 507, 510, 512

immigrants 40, 406, 408

immigration 40, 408

imports 198, 199, 363

income 5, 15, 16, 29, 30, 40, 70, 72, 82, 109, 110, 178, 187, 207, 254, 306, 329, 355, 381, 423, 452, 549, 550, 590, 674

distribution 5, 19, 23, 24, 43, 44, 47, 70, 104, 187, 235, 241, 298, 308, 368, 495, 592, 608, 631, 648

equality 1, 14, 41, 202, 212, 234, 396, 404, 409, 437, 462, 490, 500, 526, 577, 578, 584, 608, 657, 660

inequality 15, 70, 72, 381, 423

insurance 29, 37, 58, 74, 82, 142, 152, 154, 157, 161, 186, 207, 285, 329, 369, 408, 409, 417, 418, 429, 430, 436, 511, 530, 555, 590, 591, 601, 602, 638, 682

tax 329, 549

incomes policy 197, 199, 202, 338, 339, 340, 549

indexation 59, 63, 64, 68, 72, 404, 408, 410, 411, 427, 436, 520, 628, 637

industrial action: Introduction 1, 5, 21, 22, 24, 25; Austria 43; Belgium 57, 58, 67, 69; Bulgaria 83; Croatia 116; Czechia 139; Denmark 152, 160; Estonia 184;

- Finland 199, 206; France 225; Germany 242; Greece 274, 275, 276; Hungary 297; Ireland 327, 328; Latvia 368; Malta 424, 430, 432, 433, 437; Romania 511, 512, 517, 519; Sweden 584, 589, 590, 595, 596, 597, 601; United Kingdom 616, 618, 619; Conclusion 635, 637, 638, 648; *see* labour dispute(s)
- industrial agreement(s) *see* collective agreements
- industrial conflict 5, 152, 162, 347, 476, 581; *see* labour disputes
- industrial dispute(s) 185, 326, 391, 396, 415; *see* labour disputes
- industrial peace 168, 182, 202, 241, 246, 324, 427; *see* social peace
- industrial tribunals 435, 608
- inequality 2, 5, 13, 15, 16, 19, 22, 27, 36, 70, 72, 187, 259, 355, 356, 361, 381, 405, 423, 490, 600, 605, 620, 626
- inflation 1, 5, 13, 17, 37, 47, 54, 59, 60, 94, 112, 123, 168, 199, 202, 208, 225, 229, 254, 326, 338, 339, 352, 396, 411, 427, 515, 547, 550, 555, 556, 565, 567, 585, 599, 619
- information and consultation (rights) 45, 62, 78, 88, 89, 177, 181, 189, 242, 282, 341, 354, 392, 395, 397, 399, 448, 528, 577, 639
- institutionalisation 5, 55, 85, 113, 173, 232, 337, 340, 483, 484
- layering 271, 273, 274, 281, 282, 284, 287
- path-dependent 72, 506, 507, 520, 521
- transformation 1, 7, 25, 74, 90, 133, 134, 138, 147, 175, 177, 220, 246, 259, 267, 268, 270, 283, 284, 287, 343, 355, 423, 505, 527, 530, 533, 546, 559, 605, 658, 663, 664
- insurance 142, 252, 285, 408, 409, 417, 418, 429, 430, 530, 591, 601
- internal democracy 208, 448
- internal organisation 25, 281, 352, 404, 416, 514, 515, 648
- internationalisation 36, 46, 418
- International Labour Organization 2, 32, 270, 293, 323, 364, 507, 639, 668; *see* ILO
- International Monetary Fund 2, 32, 77, 92, 112, 267, 317, 361, 484, 507, 626; *see* IMF
- interventionist 13, 218, 584
- investment 89, 121, 246, 249, 348, 361, 605
- investors 77, 86, 89, 137, 507, 509, 513, 528
- involvement: Introduction 5, 24, 25; Austria 46; Belgium 54, 55, 58, 62; Bulgaria 82, 83, 84, 86; Croatia 96, 102, 103; Czechia 138; Denmark 162, 169; France 229; Germany 248; Hungary 299, 307; Ireland 322, 326, 327, 330; Italy 351, 353; Latvia 370, 375; Lithuania 389, 390, 393, 399; Luxembourg 403, 415, 416, 418; Malta 424, 428; Netherlands 456; Poland 475, 478; Portugal 495, 503; Romania 514; Slovakia 528; Slovenia 554, 555; Spain 578; Sweden 594; United Kingdom 609; Conclusion 636, 637, 638, 649, 650, 653
- Ireland 315–336, 2, 6, 8, 11, 12, 14, 17, 18, 440, 608, 615, 616, 628, 629, 630, 631, 639, 641–644, 654, 669, 687; Central Statistics Office (CSO) 318; Civil and Public Services Union (CPSU) 317; Croke Park agreement 325; Financial Service Union (FSU) 326; Fine Gael 319, 323, 330; foreign direct investment (FDI) 315; Industrial Development Authority (IDA) 322; Industrial Relations Acts 319, 321, 322; International Monetary Fund (IMF) 317; Irish Business and Employers' Confederation (IBEC) 317; Irish Congress of Trade Unions (ICTU) 317; Irish Municipal, Public and Civil Trade Union (IMPACT) 317; joint labour committee (JLC) 319; Memorandum of Understanding (MoU) 320; National Employment Rights Authority (NERA) 328; National Minimum Wage (NMW) 321; Nevin Economic Research Institute (NERI) 317; Programme for National Recovery 18, 324; Public Service Executive Union (PSEU) 317; Services, Industrial, Professional and Technical Union (SIPTU) 317; social partnership 315–317, 320, 321,

323–333; Technical Engineering and Electrical Union (TEEU) 317

Italy 337–360, 3, 4, 8, 10, 14, 18, 331, 333, 423, 502, 581, 630, 635, 636, 637, 640, 642, 657, 660, 663, 667, 669, 687; Agency for the Representation of Public Administrations in Collective Bargaining (ARAN) 344, 358; Christian Democrats (DC) 343, 358; Confartigianato (Italian General Confederation of Artisanal Enterprises, now Confartigianato-Imprese, Confartigianato-Enterprises (Italian General Confederation of Artisanal Enterprises, now Confartigianato-Imprese, Confartigianato-Enterprises) 342, 343, 344, 358; Confcommercio (Italian General Confederation of Enterprises, Professions and Self-Employment) 342, 343, 344, 358; Employer Association of Petroleum Enterprises (ASAP) 337, 358; Employer Associations of State-owned Enterprises (Intersind) 337, 359; Federation of Metalworkers (FLM) 337, 359; FIOM (Federation of Blue- and White-collar Metalworkers) 338, 339, 353, 359; General Confederation of Independent Workers' Trade Unions (CONFSAL) 341, 358; General Confederation of Italian Industry (Confindustria) 337, 358; General Union of Labour (UGL) 341, 359; Italian Confederation of Independent Workers' Trade Unions (CISAL) 341, 358; Italian Confederation of Workers' Trade Unions (CISL) 337, 358; Italian General Confederation of Labour (CGIL) 337, 358; Italian Union of Labour (UIL) 337, 359; National Council of the Economy and Labour (CNEL) 345, 358; National Institute of Statistics (ISTAT) 345, 359; Rank-and-file Workers' Union (USB) 341, 359; Unitary Federation of Chemical Workers (FULC) 337, 359; Unitary Trade Union Workplace Representation Structure (RSU) 341, 359

J

job
 losses 506
 reclassifications 454
 sharing 528

joint regulation 26, 241, 272, 349, 351, 356, 517, 518, 519, 521, 577, 578

juridification 58, 65, 268, 564, 575, 576

K

Keynesian 5, 13, 17, 23, 37, 565, 567

Kurzarbeit 592; *see* short-time working

L

labour acquiescence 416, 525

Labour Code(s): Introduction 7; Austria 38; Bulgaria 79, 81, 82, 83, 85, 86, 87, 88; Czechia 133, 143; France 217, 218, 223, 227; Hungary 295, 296, 299, 300, 304, 305, 306, 307, 308, 309, 310, 311; Lithuania 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 395, 396, 397, 398, 399, 400; Luxembourg 408; Poland 465, 466, 468, 469, 470, 471, 472, 474, 476, 478; Portugal 485, 489, 491, 492, 497, 498; Romania 505, 507, 518, 519, 520; Slovakia 528, 533, 535, 538, 539, 540; Conclusion 654

labour conflicts 88, 584, 595; *see* labour disputes

labour costs 6, 13, 60, 198, 199, 203, 204, 228, 246, 278, 319, 327, 351, 532, 543, 657

labour court(s) 207, 211, 315, 319, 320, 321, 322, 323, 326, 328, 590, 600, 687

labour dispute(s) 44, 68, 182, 185, 189, 193, 392, 393, 397, 398, 418, 654; *see also* strike(s), lockout(s), industrial disputes

procedures 26, 42, 44, 87, 105, 111, 118, 119, 126, 166, 210, 306, 308, 309, 321, 322, 353, 415, 434, 435, 437, 476, 492, 517, 540, 585, 610, 614,

- 615, 617, 618, 651, 654
- labour force 9, 18, 21, 22, 38, 79, 84, 109, 112, 113, 122, 123, 146, 230, 302, 408, 426, 430, 432, 506–511, 513, 585, 591, 611, 670
- labour inspection, labour inspectorate 69, 82, 88, 141, 175, 190, 224, 233, 257, 308, 328, 353, 372, 387, 393, 397, 410, 417, 455, 469, 473, 476, 496, 538, 556, 557, 564, 600, 652, 653, 655, 661
- labour migration 19, 40, 77, 311, 362, 408, 465, 506, 520, 579; *see* emigration, immigration
- labour mobility 50, 89, 234, 235, 437, 496, 575
- labour parties 1, 323, 423, 425
- labour peace 584
- labour shortage(s) 80, 145, 302, 311, 312, 506, 537, 541, 594, 600
- Latvia 361–380, 2, 7, 8, 12, 15, 19, 390, 630, 641, 643, 644, 654, 663, 669, 687; Employers' Confederation of Latvia (LDDK) 361, 379; Financial Sector Trade Union of Latvia (FNA) 371, 379; Free Trade Union Confederation of Latvia (LBAS) 361, 379; Latvian Association of Local and Regional Governments (LALRG) 361, 379; Latvian Central Statistical Bureau 365; Latvian Chamber of Commerce and Industry (LTRK) 361; National Tripartite Cooperation Council (NTSP) 78, 365, 379; Post and Telecommunications Workers' Trade Union (LSAB) 368, 379; State Labour Inspectorate (VDI) 372, 379, 387, 393, 397, 400, 401; Trade Union of Health and Social Care Employees of Latvia (LVSADA) 370, 379; Union of Latvian Interior Employees (LIDA) 366, 379
- Laval* (case) 591
- layering 271, 273, 274, 281, 282, 284, 287; *see* institutionalisation
- leave schemes
- maternity leave 167, 458
 - paternity leave 458
 - parental leave 167, 212, 411, 458
 - sick leave 119, 437
- legal experts 44, 516
- legally binding 25, 34, 38, 64, 113, 141, 223, 245, 321, 322, 328, 330, 368, 394, 395, 428, 528, 538, 617
- legislation: Introduction 12, 25; Austria 44; Bulgaria 83, 84, 86, 87, 89; Croatia 96, 98, 99, 103, 106; Cyprus 111, 112, 114, 115, 116, 121, 122; Czechia 135; Denmark 152, 154, 158, 165; Estonia 181; Finland 199, 202, 206; France 223, 224, 226, 229, 233, 235; Greece 269, 270, 271, 273, 274, 276, 278, 279, 280, 284, 285; Hungary 300, 304, 305, 308, 311, 312; Ireland 315, 317, 318, 320, 321, 322, 323, 325, 328, 329, 330; Italy 339, 340, 341, 344, 345, 348, 353; Latvia 364, 365, 366, 367, 368, 372, 373, 375; Lithuania 381, 384, 388, 390, 393, 394, 395, 396, 397, 398, 399; Luxembourg 405, 406, 411, 412, 413, 416; Malta 427, 430; Netherlands 448, 450, 452, 459, 460; Poland 475; Portugal 483, 489, 490, 491, 492, 493, 497, 498, 500; Romania 505, 507; Slovakia 528, 532, 535, 536; Slovenia 552, 555, 558, 559; Spain 564, 565, 567, 570, 573, 574, 576, 577, 579; Sweden 590, 595; United Kingdom 605, 606, 607, 608, 615, 616, 621; 626, 635, 660; Appendix A2 681; Appendix A3, 687, 688
- legitimacy 84, 151, 181, 211, 225, 331, 403, 410, 509, 515, 516, 521, 563, 567, 569, 579, 605, 662
- internal 515, 516, 521
- level of bargaining: Austria 41–42; Belgium 59–64; Bulgaria 85–86; Croatia 100–101; Cyprus 114–115, 123; Czechia 135–136; Denmark 159–160; Estonia 182–185; Finland 202–204; France 227–230; Germany 247–249; Greece 278–281; Hungary 301–303; Ireland 323–326; Italy 350–352; Latvia 369–370; Lithuania 387–389; Luxembourg 409–411; Malta 431–432; Netherlands 453–455; Poland

- 474–475; Portugal 493–494; Romania 513–514; Slovakia 532–533; Slovenia 548–552; Spain 570–573; Sweden 591–594; United Kingdom 612–613
- liberalisation 46, 241, 244, 276, 286, 319, 527, 549, 550
- Lisbon Agenda 62, 315
- Lithuania 381–402, 2, 8, 12, 15, 19, 361, 367, 630, 636, 638, 641, 643, 654, 669, 687; Association of Lithuanian Chambers of Commerce, Industry and Crafts (LPPARA) 383, 401; Chamber of Agriculture of the Republic of Lithuania (LRŽŪR) 383, 401; Chamber of Employees (CSL) 403, 406, 416, 421; Confederation of Lithuanian Employers (LDK) 383, 401; Investors' Forum (IF) 383, 401; Labour Disputes Commissions (DGK) 398; Lithuanian Business Confederation (LVK) 383, 401; Lithuanian Confederation of Industrialists (LPK) 383, 400, 401; Lithuanian Law on Works Councils 387; Lithuanian Trade Union Confederation (LPSK) 383, 400, 401; Lithuanian Trade Union of Food Producers (LMPS) 393, 401; Lithuanian trade union Sandrauga (LPS 'Sandrauga') 383, 401; Lithuanian trade union Solidarumas (LPS 'Solidarumas') 383, 401; National Joint Trade Union (RJPS) 383, 401; Public Employment Office (LDB) 394, 401; State Labour Inspectorate (VDI) 372, 379, 387, 393, 397, 400, 401; State Social Insurance Fund Board (VSDFT) 394, 401; Tripartite Council of the Republic of Lithuania (LRTT) 382, 390, 394, 401
- litigation 44, 65, 270
- living wage 608, 619; *see also* minimum wage
- lobbying 68, 81, 96, 131, 134, 201, 205, 206, 242, 295, 302, 317, 323, 468, 507, 646
- local government 96, 174, 182, 183, 184, 191, 200, 306, 369, 474, 476, 479, 533, 575, 599, 613, 618
- lockout(s) 162, 245, 368, 369, 398, 430, 491, 538, 590, 595, 596, 597, 602; *see also* labour disputes
- logic of membership 552
- Luxembourg 403–422, 8, 10, 14, 18, 585, 630, 637, 641, 642, 643, 654, 669, 687; General Confederation of the Civil Service (CGFP) 406; General Federation of the Municipal Administration (FGFC) 406; Independent Trade Union Confederation of Luxembourg (OGBL) 406, 421; Luxembourg Association of Bank and Insurance Employees (ALEBA) 406, 421; Luxembourg Bankers' Association (ABBL) 417; Luxembourg Confederation of Christian Trade Unions (LCGB) 406; Mine and Labour Inspectorate (ITM) 410, 421; National Conciliation Office (ONC) 405, 421, 643, 687; National Federation of Railroad Workers, Transport Workers, Civil Servants and Employees (FNCTTFEL) 406; National Statistical Office (STATEC) 414, 421; Union of Luxembourg Enterprises (UEL) 406

M

- Maastricht (Treaty) 128, 200, 202, 338
- Malta 423–444, 2, 8, 10, 18, 630, 631, 637, 640, 641, 669, 677, 687; Airline Pilots Association (ALPA) 426, 442; Association of Airline Engineers (Malta) (AAE) 426, 442; Bank of Valletta 430, 433, 435, 437, 439, 442; Confederation of Malta Trade Unions (CMTU) 427; Cost of Living Allowance (COLA) 424, 427, 436; Department of Industrial and Employment Relations (DIER) 430; Employment and Industrial Relations Act (EIRA) 424, 427; Forum of Maltese Unions (FORUM) 427; Imperial Government Workers Union (IGWU) 425; Malta Air Traffic Controllers Association (MATCA) 426, 442; Malta Chamber of Commerce and Industry 427; Malta Chamber of Pharmacists (MCP) 426, 442; Malta Council for Economic and Social Development (MCESD) 431; Malta Dockers Union (MDU) 426, 442;

- Malta Employers Association (MEA) 427; Malta Labour Party (MLP) 323, 423, 425, 442; Malta Psychological Association (MPA) 426, 442; Malta Transport Employees Union (MTEU) 426, 442; Malta Union of Bank Employees (MUBE) 425; Malta Union of Midwives and Nurses (MUMN) 426, 442; Malta Union of Professional Psychologists (MUPP) 426, 442; Malta Union of Teachers (MUT) 425; Malta Union of Tourist Guides (MUTG) 426, 442; Medical Association of Malta (MAM) 426, 442; Miller, Reggie 425; Professionals and Services Employees Union (PSEU) 426, 442; Public Service Management Code (PSMC) 435; Recognition of Trade Unions Regulations 424, 427, 431, 440; Technical and Clerical Staff Union of Malta Planning and Environment Authority (UTAC) 426, 443; Union for Professionals of Malta's Authority for the Environment and Planning (UPAP) 426, 443; Union for Public Sector Architects and Civil Engineers (UPISP) 426, 443; Union of TEFL Teachers (UTT) 426, 443; University of Malta Academic Staff Association (UMASA) 426, 443
- management: Introduction 1, 2, 5, 24; Austria 40, 46; Belgium 65, 70; Bulgaria 86; Croatia 103, 105; Cyprus 111, 119; Czechia 138, 139, 140, 141; Denmark 151, 167, 168, 169; Estonia 191; Finland 205, 207; France 218, 221, 228, 233, 234, 235, 237; Germany 248, 262; Hungary 295, 304, 307, 308, 311, 312; Ireland 322, 329; Italy 353, 354, 356; Latvia 368, 369, 370, 374; Lithuania 394; Luxembourg 405, 409, 419; Malta 428, 430, 433, 434, 435, 436, 438; Netherlands 448, 455; Portugal 489, 497; Romania 518, 519; Slovakia 527, 530, 542, 543; Slovenia 549, 551, 558; Spain 565, 571, 574, 575, 576, 577, 579; Sweden 594; United Kingdom 605, 606, 607, 609, 610, 611; Conclusion 615, 620, 623, 628, 636, 639, 651, 656, 657, 663; Appendix A3 687
- decision-making 169
- unilateral 65, 119, 167, 168, 295, 308–309, 311, 434, 558, 576, 610, 611, 620, 628, 636
- managerial prerogative(s) 4, 119, 234, 344, 518, 655
- manufacturing: Introduction 5, 17, 21, 24; Austria 36, 37, 39, 40, 41, 44, 49; Bulgaria 80; Croatia 96; Cyprus 123; Czechia 134, 138, 145; Denmark 156, 157, 159; Estonia 176; Finland 197, 198, 201, 203, 206, 207, 208, 209, 210, 212, 213, 215; France 221; Germany 240, 242, 248, 251, 257, 258, 259, 262, 263; Greece 280; Hungary 295, 298, 299, 311; Ireland 318, 325, 326, 329, 330, 332; Italy 337, 341, 350, 351; Latvia 363, 368; Lithuania 387; Luxembourg 403, 407, 408, 415; Malta 423, 429, 438; Netherlands 446; Portugal 484, 495; Romania 512, 517, 522; Slovakia 529; Slovenia 552, 553; Spain 576; Sweden 584, 585, 586, 587, 588, 590, 591, 592, 594, 596, 598, 600, 601, 602; United Kingdom 611; Conclusion 627, 658; Appendix A2 682
- market economy 173, 175, 240, 245, 246, 259, 295, 343, 362, 403, 465, 507, 525, 527, 565, 583, 625, 626, 639
- marketisation 606
- median wage 321, 537, 558
- mediation: Introduction 26; Belgium 63; Bulgaria 88; Croatia 105; Cyprus 111, 117, 118; Czechia 139; Finland 199, 209, 210, 211; Germany 255, 256, 257; Greece 282; Hungary 299, 309; Latvia 369; Lithuania 391; Luxembourg 415; Poland 473; Portugal 492; Slovakia 538, 539; Slovenia 557; Spain 563, 574; Sweden 600, 601, 602, 618; Conclusion 651, 653, 660
- mediator 88, 105, 112, 125, 141, 211, 282, 337, 473, 538, 595
- memorandum of understanding (MOU) 112,

- 270, 320, 372, 432, 437, 486, 491, 493, 498, 499, 504
- metal, metalworking, metallurgy: Introduction 24; Austria 37, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48; Belgium 60, 68; Bulgaria 80, 89; Croatia 95; Cyprus 113, 114, 115; Czechia 133, 146; Finland 200, 201, 212; France 224, 226, 227, 231; Germany 242, 248, 255, 263; Greece 280; Hungary 298, 299; Latvia 363; Malta 432, 433, 434, 435, 437; Netherlands 454; Poland 475; Portugal 495, 496; Romania 506, 514, 515, 516, 519; Slovakia 531, 536, 537, 539; Spain 574, 580; Sweden 586, 595
- minimum standards 5, 7, 26, 34, 56, 151, 177, 188, 198, 212, 245, 272, 273, 307, 347, 453, 496, 499, 506, 513, 528, 537, 539, 547, 557, 631, 632, 651, 655, 656, 660, 686
- minimum wage(s): Introduction 5, 7, 10; Austria 38, 40; Belgium 53, 59, 71; Bulgaria 82, 84, 85; Croatia 101; Cyprus 112, 113, 123, 126; Czechia 133, 135, 141, 142, 144; Denmark 159; Estonia 174, 178, 183, 184, 185, 187, 190, 191; France 217, 225, 227, 228, 229, 233; Germany 245, 260; Greece 268, 272, 273, 274, 280, 286, 287; Hungary 296, 297, 300, 303, 308, 310, 312; Ireland 320, 321, 328, 330; Italy 339, 345, 355; Latvia 369, 373, 374; Luxembourg 404, 408; Malta 427, 431; Netherlands 447, 452, 454; Poland 470, 478; Portugal 485, 486, 499; Romania 506, 520; Slovakia 531, 537; Slovenia 549, 555, 557, 558; Sweden 592, 601; United Kingdom 608, 619; Conclusion 636, 637, 651, 667; Appendix A3 686, 687
- living wage 608, 619, 622
- setting 7, 43, 82, 273, 286, 303
- statutory 10, 40, 82, 123, 133, 217, 225, 227, 260, 272, 273, 320, 330, 369, 485, 531, 558, 584, 589, 601, 636, 637
- mobilisation power 276, 505, 553
- mobility 234, 235, 311, 437, 496, 575
- modernisation 1, 160, 269, 274
- municipalities 78, 85, 110, 120, 126, 151, 156, 160, 167, 171, 183, 200, 222, 276, 298, 363, 370, 387, 406, 594, 598
- ## N
- NACE 298, 299, 429, 442, 510, 532
- nationalism 527
- negotiation flexibility 54, 64, 65, 68, 657
- neoliberal: Introduction 1, 2, 3, 6, 8, 9, 10, 12, 13, 14, 15, 16, 17, 20, 21, 22, 27, 28; Austria 45, 48; Bulgaria 89; Cyprus 110, 115, 127; Estonia 175; France 219; Germany 239, 241, 246, 259; Greece 272, 276, 278; Ireland 321; Latvia 361, 362, 371, 374; Lithuania 381; Netherlands 447; Poland 480; Portugal 483, 486, 491, 499; Romania 505, 515, 518; Slovenia 549; Spain 563, 566, 573, 578, 580; Sweden 583; United Kingdom 605, 606, 607, 608, 612, 613, 615, 616, 617, 620; Conclusion 625, 626, 635, 637, 639, 640, 647, 658, 659, 661, 662, 663, 664
- Netherlands 445–464, 3, 8, 10, 14, 18, 22, 43, 53, 60, 62, 223, 628, 629, 630, 633, 635, 642, 643, 644, 645, 651, 652, 660, 669, 688; 'A New Course' 453; Christian Dutch Trade Union Confederation (CNV) 447, 463; Confederation for Professionals (VCP) 447, 463; 'Dutch miracle' 446, 462; Federation of Dutch Trade Unions (FNV) 447, 463; General Employers' Organisation (AWVN) 448, 463; Labour Foundation 446; personal choice budget (PCB, persoonlijke keuzebudget) 455; 'Polder model' 446; Small and Medium-sized Enterprises Netherlands (MKB) 448; Socio-Economic Council (SER) 446, 463; Wassenaar Agreement 18, 446, 460, 635
- night work 69, 104, 395, 492, 558
- non-compliance 70, 395, 398, 455, 653
- Nordic countries 9, 180, 203, 211, 213, 375,

- 563, 583, 595, 628, 631, 653, 660, 661
 not-for-profit 57, 59, 60, 66
 nurses 122, 153, 244, 297, 347, 536, 541, 586, 593, 594, 595, 600, 609
- O**
- OECD 2, 222, 315, 403, 454, 487, 493, 533, 545, 564, 606, 28, 631, 640, 646, 670, 677, 679, 681, 689; *see* Organization of Economic Cooperation and Development
 oil shock 5, 221
 open economy 36, 173, 363, 404, 418, 445
 opening clauses 43, 198, 205, 239, 240, 246, 248, 249, 261, 278, 339, 409, 588, 592, 633, 647, 651; *see also* decentralisation, derogation
 organisational rate 25, 70, 468, 583, 587, 588, 676
 outsourcing 21, 44, 71, 112, 208, 214, 219, 239, 259, 302, 414, 487, 516, 572, 607, 613
- P**
- participation 35, 47, 65, 83, 116, 138, 139, 165, 184, 219, 221, 234, 240, 303, 309, 337, 347, 348, 349, 368, 369, 409, 411, 412, 414, 495, 578, 636, 648, 650
 part-time work 40, 423, 446, 458, 533, 555, 587, 608, 611; *see* atypical work; part-time employment
 path-dependent 72, 506, 507, 520, 521
 pay: Austria 34, 36, 38, 40, 41, 43, 48, 49; Belgium 58, 59, 64, 65, 70, 71, 72; Bulgaria 88; Croatia 104; Cyprus 113, 118, 119, 123, 125, 126; Czechia 131, 135, 137, 139, 140, 141, 142, 143, 144, 145, 146, 147; Denmark 151, 157, 159, 160, 162, 165, 167; Estonia 188, 189, 190; Finland 200, 203, 206, 209, 210; France 220, 228, 229, 232; Germany 248, 258, 264; Greece 285; Hungary 301, 305, 308, 309, 310, 312; Ireland 320, 321, 322, 323, 324, 325, 328, 329, 330, 332, 333; Italy 338, 339, 346, 348, 350, 352, 354, 355; Latvia 366, 367, 372, 375; Lithuania 395, 396; Luxembourg 413, 414; Malta 430, 431; Netherlands 453, 454, 457, 458; Poland 470, 475, 477, 478, 479; Portugal 483, 486, 490, 497, 498, 499; Romania 515, 519; Slovakia 531, 541; Slovenia 547, 552, 555, 557; Spain 570, 574, 575, 577, 578; Sweden 590, 592, 594, 598, 600, 601; United Kingdom 607, 608, 610, 611, 612, 613, 614, 615, 617, 619, 620, 621, 622; Conclusion 626, 631, 635, 636, 643, 645, 648, 655, 656, 657; Appendix A3 687, 688; *see also* wages and salaries
 bonus(es) 38, 42, 60, 64, 65, 69, 104, 119, 145, 212, 248, 305, 309, 374, 375, 395, 436, 437, 448, 455, 457, 459, 460, 477, 478, 550, 615
 low (pay, wages) 6, 40, 140, 187, 303, 317, 319, 320, 322, 373, 396, 506, 558, 591, 598, 602, 637, 687
 performance-related 228, 258, 339, 348, 350, 354, 355
 variable 38, 65, 72, 309, 475, 519, 537, 558
 payment scale 551, 558
 peace clause 69, 206, 207, 208, 491, 511, 682; *see also* labour dispute(s)
 pension age 447, 459
 pensions 36, 45, 64, 65, 72, 85, 113, 119, 167, 168, 212, 229, 233, 285, 310, 329, 338, 351, 362, 368, 457, 459, 477, 549, 555, 601
 planned economies 173, 175, 507, 546
 pluralism 56, 80, 103, 224, 341, 405, 465, 492, 495, 649
 Poland 465–482, 2, 7, 8, 12, 19, 147, 390, 630, 631, 635, 636, 641, 643, 646, 657, 664, 669, 688; Act on the Social Dialogue Council and Other Social Dialogue Bodies 467; All-Poland Alliance of Trade Unions (OPZZ) 468, 481; ArcelorMittal Poland 475, 477; Bank Gospodarki Żywnościowej 475; Bank

- Handlowy 475; Business Centre Club (BCC) 468; College of Social Arbitration 473; company social fund (ZFŚS) 478, 481; Confederation Lewiatan 468; Employers of Poland (Pracodawcy RP) 468; 'eternity clause' 465, 471; Labour Law Codification Committee 479; 'Law and Justice' (PiS) 478; multi-employer collective labour agreements (MECA) 469; National Labour Inspectorate (PIP) 469, 481; NSZZ Solidarność 467, 468; PEKAO SA 475; PKO BP 475; Polish Crafts Association (ZRP) 468, 481; Public Opinion Research Centre (CBOS) 466, 481; single-employer collective labour agreements (SECA) 469; Social Dialogue Council (RDS) 467, 472, 481; Teachers' Charter 474; Tripartite Commission for Social and Economic Affairs (TK) 467, 481; Union of Employers in Electric Power Distribution 471; Union of Employers in Electric Power Plants 471; Union of Employers in Heat-and-Power Plants 471
- Portugal 483–504, 2, 4, 6, 8, 9, 10, 12, 14, 16, 17, 18, 25, 27, 317, 320, 628, 630, 633, 636, 639, 642, 643, 644, 645, 647, 651, 655, 663, 666, 669, 688; collective labour agreement (ACT) 481, 493; Collective Labour Agreement (CLA) 481, 493; collective labour contract (CCT) 493; Confederation of Portuguese Business (CIP) 484, 504; Ecologist Green Party (PEV) 486, 504; firm-level agreements (AE) 495; General Union of Workers (UGT) 484, 504, 564, 582; Left Block (BE) 486, 504; political cycle 486; Portuguese Communist Party (PCP) 486, 504; Portuguese Confederation of Farmers (CAP) 484; Portuguese Tourism Confederation (CTP) 484; Portuguese Trade and Services Confederation (CCP) 484; Socialist Party (PS) 85, 92, 343, 359, 485, 486, 504; workers' commissions 494, 495
- post-communist 77, 79, 82, 85, 93, 479, 521, 545
- post-socialist 295, 365, 465, 505, 528
- power
 countervailing power 260, 530, 638, 658, 659
 mobilisation power 276, 505, 553
 power relations 5, 39, 47, 48, 55, 213, 267, 446, 520, 626, 648
- precarious employment, work 49, 113, 118, 125, 219, 241, 252, 299, 332, 376, 486, 487, 503, 526, 533, 543, 549, 553, 554, 560, 566, 579, 665
- precariousness 575, 578; *see also* precarity
- precarity 113, 656
- prerogative(s) 4, 111, 119, 151, 168, 169, 181, 182, 234, 249, 338, 476, 478, 484, 485, 491, 499, 605, 620, 633, 638
- printing 3, 123
- private sector: Introduction 5, 8, 10, 17, 24, 27; Austria 34, 36, 37, 38, 43; Belgium 53, 56, 60, 67; Bulgaria 81, 87; Croatia 94, 96, 97, 98, 100, 104, 106; Cyprus 111, 112, 114, 118, 120, 121, 122, 123, 124, 125, 126; Czechia 131, 139, 143, 146; Denmark 151, 155, 156, 157, 159, 165, 166; Estonia 191; Finland 201, 205; France 221, 222, 224, 230; Germany 242, 260; Greece 285; Hungary 295, 301, 302, 304, 308; Ireland 315, 316, 317, 318, 319, 324, 325, 326, 327, 328, 329, 330; Italy 337, 341, 342, 344, 345, 346, 353; Latvia 365, 366, 371, 372, 374, 375; Lithuania 383, 384, 387, 390, 399; Luxembourg 406, 413, 416; Malta 424, 425, 429, 430, 431, 434, 435, 436, 437, 438, 439; Netherlands 449, 454; Poland 465, 467, 474; Portugal 483, 485, 486, 488, 490, 493, 497; Romania 510, 514, 519; Slovakia 532, 533, 537, 539; Slovenia 545, 546, 547, 548, 549, 550, 551, 552, 554, 558, 559, 560; Sweden 586, 587, 588, 590, 591, 592, 598, 599; United Kingdom 606, 609, 610, 611, 612, 613, 614, 615, 617, 618, 619, 620; Conclusion 626, 629, 631, 637, 646, 655; Appendix A2 681

- private service sector 39, 134, 159, 198, 199, 446, 587, 594, 598, 602, 627, 633, 662, 682
- privatisation 5, 8, 36, 46, 77, 80, 81, 86, 94, 95, 98, 103, 107, 133, 177, 241, 295, 361, 374, 447, 507, 508, 525, 606, 611
- productivity growth 2, 6, 9, 16, 17, 22, 27, 47, 460, 556, 605, 615, 619, 620
- profit sharing 228, 234, 437, 457
- Programme for National Recovery 18, 324
- public expenditure 13, 41, 324
- public holidays 119, 133, 209, 395, 556, 558
- public sector: Introduction 13, 16, 22, 24;
Austria 35, 36, 38, 39, 41, 43; Belgium 53, 57; Bulgaria 80, 81, 87, 89; Croatia 93, 94, 96, 98, 100, 106; Cyprus 110, 111, 112, 114, 118, 120, 121, 122, 123, 125, 127; Czechia 134, 135, 141, 144, 146; Denmark 151, 152, 153, 156, 158, 160, 162, 165, 166, 167, 168; Estonia 182, 184, 191, 193; Finland 199, 200, 201, 205, 206, 207, 211; France 221; Germany 240, 241, 242, 245, 251, 252, 259; Greece 271, 282, 284, 285; Hungary 296, 297, 298, 300, 301, 303, 304, 305, 306; Ireland 316, 317, 318, 324, 325, 326, 327, 328, 329, 331, 333; Italy 341, 342, 347, 353; Latvia 362, 363, 365, 368, 369, 371, 372, 374, 375; Lithuania 383, 384, 387, 390, 397, 399; Luxembourg 407, 413; Malta 423, 424, 425, 428, 429, 432, 435, 436, 437, 438, 440; Netherlands 446, 449, 454, 462; Poland 465, 467, 469, 474, 476; Portugal 485, 486, 490, 498; Romania 510, 518, 519; Slovakia 526, 532, 533, 537, 542; Slovenia 545, 546, 547, 548, 549, 551, 552, 553, 554, 555, 559; Spain 572, 578; Sweden 584, 585, 592, 593, 594, 595, 599, 602, 603; United Kingdom 607, 608, 609, 610, 611, 612, 613, 615, 618, 619, 620, 623; Conclusion 629, 630, 631, 637, 638, 655, 660; Appendix A3 685, 689
- public transport 60, 306, 373, 406, 424, 491, 536
- R**
- recession 113, 221, 275, 295, 316, 329, 334, 355, 423, 435, 436, 505, 506, 510, 513, 519, 520, 549, 557, 566, 623, 667; *see also* crisis of 2008
- recognition, union: Introduction 7, 25; Austria 44; Croatia 98; Cyprus 115, 116, 124, 126; Czechia 131, 138; Denmark 166; Estonia 181, 182; Germany 240; Hungary 304; Ireland 316, 321, 322, 323, 330, 331; Italy 350; Latvia 367, 375; Malta 424, 427, 430, 431, 435, 436, 440; Poland 472; Portugal 484, 491; Romania 510, 511; Spain 569; Sweden 590; United Kingdom 608, 613, 614, 615, 616, 622; Conclusion 634, 635, 638, 660
- recovery 17, 142, 143, 144, 316, 324, 328, 355, 362, 381, 490, 499, 500, 502, 525, 542, 543, 563, 592, 647, 688
- redistribution 1, 19, 254, 557
- redundancies 82, 133, 158, 209, 235, 310, 324, 374, 413, 435, 437, 438, 467, 475, 592
- regime competition 1, 5
- representativeness criteria 57, 174, 180, 181, 300, 343, 416, 472, 490, 509, 510, 511, 512, 534, 540, 634, 635, 639, 644, 645, 659, 686, 688
- retail: Austria 37, 44; Croatia 93, 96, 97, 98, 100, 101, 104, 106; Czechia 134, 135, 136, 138; Denmark 157, 167; Estonia 173; Finland 205, 208, 213; France 224, 232, 233; Germany 244, 249, 251, 255, 260; Greece 280; Hungary 298, 302, 311; Ireland 317, 318, 320, 321, 322, 325, 330; Italy 347; Latvia 361, 365; Luxembourg 404, 408; Malta 429, 438; Netherlands 455; Romania 506, 509, 516, 517, 518, 519, 520, 521; Slovakia 529, 530, 532, 539, 540; Slovenia 550, 552, 553, 556; Spain 578; Sweden 587, 588, 591, 594, 595, 598, 601; United Kingdom 609; Conclusion 652; Appendix A2 682

right(s)

right of association 207, 223, 467, 472, 590
 right to bargain 99, 159, 181, 321, 331, 333, 508, 511, 616

right to freedom of association 555, 635

right to strike 44, 99, 116, 121, 124, 138, 140, 182, 186, 187, 207, 223, 224, 225, 245, 269, 306, 347, 348, 391, 414, 415, 473, 491, 505, 508, 511, 535, 555, 616, 660, 667

right to vote 434, 596

rigidity 1, 496, 607

Romania 505–524, 2, 7, 8, 10, 12, 14, 15, 19, 295, 499, 625, 629, 630, 631, 633, 634, 635, 636, 637, 639, 641, 642, 643, 644, 645, 661, 669, 677, 688; Concordia Employers' Confederation (Concordia) 508, 523; Confederation of Democratic Trade Unions in Romania (CSDR) 508; Employers' Confederation of Romanian Industry (CONPIROM) 508, 523; Federation of Commerce Unions (FSC) 509, 523; General Union of Romanian Industrialists 1903 (UGIR 1903) 508, 523; Law on Collective Labour Agreements 509; Meridian National Trade Union Confederation (CSN Meridian) 508, 523; National Confederation of Free Trade Unions from Romania – Frăția (CNSRL – Frăția) 508, 523; National Confederation of Romanian Employers (CNPR) 508; National Council of Private Small and Medium-sized Enterprises (CNIPMMR) 508; National Trade Union Bloc (BNS) 508, 523; National Trade Union Confederation Cartel Alfa (CNS Cartel Alfa) 508, 523; Romanian National Employers (PNR) 508, 523; Social Dialogue Act (LDS) 505, 523, 635

S

salaries 118, 119, 126, 297, 306, 374, 376, 396, 408, 430, 437, 550, 551; *see also* wages

scope of agreements: Austria 39–41; Bel-

gium 64–65; Bulgaria 88–89; Croatia 103–105; Cyprus 119, 126; Czechia 142–146; Denmark 166–168; Estonia 187–188; Finland 212; France 233–235; Germany 258–259; Greece 284–286; Hungary 308–311; Ireland 329; Italy 354–355; Latvia 373–374; Lithuania 394–397; Luxembourg 412–414; Malta 436–438; Netherlands 457–459; Poland 477–478; Portugal 497–498; Romania 518–520; Slovakia 539–540; Slovenia 558; Spain 576–578; Sweden 600–601; United Kingdom 613–615; Conclusion 655–657

Second World War 3, 35, 55, 159, 217, 218, 240, 242, 337, 446, 447

security of bargaining: Austria 44–45; Belgium 57–59; Bulgaria 82–85; Croatia 98–100; Cyprus 115, 124; Czechia 138–140; Denmark 158; Estonia 181–182; Finland 206–208; France 224–227; Germany 244–246; Greece 274–278; Hungary 304–306; Ireland 321–323; Italy 347–350; Latvia 367–369; Lithuania 392–394; Luxembourg 414–416; Malta 430–431; Netherlands 451–453; Poland 472–474; Portugal 491–492; Romania 510–513; Slovakia 533–536; Slovenia 554–556; Spain 569–570; Sweden 590; United Kingdom 615; *see also* Ghent system, minimum wage

self-employment 56, 95, 342, 358

bogus 71, 117, 549

self-regulation 340, 584, 587, 588, 590, 600, 601, 602

seniority 59, 64, 68, 71, 273, 352, 436, 477

service sector 44, 176, 199, 206, 211, 219, 256, 282, 410, 423, 429, 445, 602; *see* private services sector

shareholders 124

shop steward(s) 24, 116, 125, 126, 161, 164, 166, 167, 208, 209, 210, 211, 212, 307, 326, 327, 432, 434, 505, 512, 517, 528, 610, 639, 648, 650

- sick leave 119, 437
- sickness 40, 167, 452, 458, 459, 601
- sick pay 329; *see also* sick leave
- signatory parties, signatories: Introduction
5, 13, 24; Belgium 70, 70; Bulgaria
87; Croatia 97, 98, 100; Cyprus 111;
Czechia 138; Estonia 182, 183, 190;
France 223; Germany 245; Greece 273;
Hungary 300, 301, 309; Ireland 315;
Italy 339, 341, 343, 345, 348, 349,
352, 353; Latvia 366, 375; Lithuania
382, 386, 388, 391, 399; Luxembourg
409, 418; Malta 428, 434; Poland 476;
Portugal 485, 487, 491, 492; Romania
513, 518; Slovenia 553; Sweden 600;
Conclusion 644; Appendix A3 687
- Slovakia 525–544, 2, 7, 8, 10, 12, 19, 131,
147, 295, 390, 465, 629, 630, 631,
636, 642, 643, 646, 651, 656, 669,
689; Association of Employers' Federa-
tions (AZZZ) 527, 544; Association of
State Hospitals of the Slovak Republic
(AŠN SR) 539, 544; Communist Party
of Slovakia 527; Constitutional court
of the Slovak Republic 531; Council of
Economic and Social Accord (RHSD)
528, 534, 544; Czech-Moravian Confe-
deration of Trade Unions (ČMKOS) 527,
544; Doctors' Trade Union Federation
(LOZ) 536; Economic and Social Council
(HSR) 532; Employers' Union of the
Republic (RÚZ) 527, 544; Federation
of Mechanical Engineering (ZSP) 527,
544; Federation of the Automotive In-
dustry (ZAP) 531, 544; higher-level col-
lective agreements above the company
level (KZVS) 532; Kromberg & Schubert
Company 535; Mečiar, Vladimír 534;
Ministry of Labour, Social Affairs and
Family (MPSVR) 529, 532, 538, 542;
Modern Trade Union at Volkswagen
528; Presidency of the council of the
trade union federation 536; Revolu-
tionary Trade Union Movement (ROH)
527, 544; Slovak Banking Association
(SBA) 539, 544; Slovak Confederation
of Trade Unions Slovak Confedera-
tion of Trade Unions (KOZ SR) 527;
Trade Union Federation of Nurses and
Midwives (OZSaPA) 528, 536, 544;
Tripartism Act 534
- Slovenia 545–562, 2, 7, 8, 10, 12, 14, 15, 19,
95, 295, 505, 507, 629, 630, 631, 642,
643, 644, 647, 669, 689; Association
of Employers of Slovenia (ZDS) 550,
562; Chamber of Commerce and Indus-
try of Slovenia (GZS) 548, 562; Collec-
tive Agreements Act (ZKolP) 547, 562;
Confederation of Public Sector Trade
Unions (KSJS) 548, 562; Economic and
Social Council (ESS) 547; Education,
Science and Culture Trade Union of
Slovenia (SVIZ) 548, 562; Employment
Relationships Act (ZDR) 547, 549; ESS
547, 549, 554, 555, 562; Labour Mar-
ket Regulation Act (ZUTD) 549, 562;
law on pension and disability insurance
(ZPIZ) 555; Minimum Wage Act (ZMinP)
558, 562; Public Sector Salary System
Act (ZSPJS) 547, 551, 562; Represen-
tativeness of Trade Unions Act (ZRSin)
548, 562; Slovenian Association of Free
Trade Unions (ZSSS) 548; Slovenian
Chamber of Commerce (TZS) 550, 562,
689; Strike Act (ZStk) 555, 562; Trade
Union of Metal and Electrical Workers
of Slovenia (SKEI) 548, 562
- small and medium-sized enterprises (SMEs)
37, 56, 107, 244, 253, 273, 277, 299,
342, 365, 448, 463, 490
- small enterprises, firms 282, 449, 467, 495
- social *acquis* 507
- social agreement 212, 550
- social democratic 1, 268, 362, 425, 534, 565,
566, 585
- social democrats 54, 58, 137, 173, 534, 583
- social dialogue: Introduction 6; Belgium 56, 57,
62, 64; Bulgaria 78, 83, 84, 85; Croatia
96, 97; Cyprus 114, 119; Czechia 141;
Estonia 173, 177, 178, 183, 187, 190,
191; France 223, 228, 235; Greece
286; Hungary 300, 306; Italy 338;
Latvia 361, 362, 365, 369, 371, 375;
Lithuania 381, 382, 384, 394, 399;

- Luxembourg 403, 405, 409, 410, 411, 416; Malta 431, 438; Poland 467, 472, 475, 477; Romania 505; Slovakia 525, 532, 534, 539; Slovenia 549; Spain 563, 564, 565, 566, 567, 569, 570, 574, 575; Conclusion 625, 529, 635, 636, 660
- social dumping 69, 165, 166, 168, 325, 487, 647; *see also* *Laval* case
- social fund 61, 457, 478, 663
- socialism 97, 507, 525, 526, 527, 546
- social pact(s) 3, 55, 324, 326, 329, 338, 351, 446, 447, 459, 484, 526, 682, 683
- social partners: Introduction 5, 7, 12, 18; Austria 36, 38, 40, 42, 44, 45, 48; Belgium 53, 54, 55, 57, 58, 59, 61, 62, 63, 64, 65, 66, 68, 72; Bulgaria 79, 82, 83, 84, 85; Cyprus 111, 114, 115; Estonia 177, 178, 180, 185, 191; France 218, 225, 226, 229, 233; Greece 271, 284; Hungary 295, 296, 297; Ireland 320, 321, 324, 328; Italy 338, 340, 347, 348, 349, 350, 351, 355, 356, 357; Latvia 361, 370, 371, 372; Lithuania 382, 383, 384, 390, 393, 394, 399; Luxembourg 411, 412; Malta 424, 427, 428, 431; Netherlands 447, 459, 462; Poland 465, 466, 467, 468, 478; Portugal 485, 503; Romania 505, 509, 510, 514, 515, 517, 518, 519, 520, 521; Slovakia 533, 535, 539; Slovenia 545, 549, 550, 552, 555, 556, 557, 559, 560; Spain 563
- social partnership 83, 147, 315, 316, 317, 320, 321, 323–330, 392, 396, 424, 431, 534, 629, 640, 650
- social peace 4, 69, 71, 282, 412, 415, 467, 513
- social security 56, 57, 58, 61, 62, 64, 65, 69, 72, 78, 82, 117, 119, 123, 126, 281, 318, 350, 365, 373, 382, 446, 452, 549, 563, 636, 638
- social security contributions 58, 61, 62, 65, 72, 82, 117, 281
- solidaristic 5, 47, 197, 202, 584, 640
- Soviet Union 173, 175, 200, 343, 364
- Spain 563–582, 2, 4, 6, 8, 10, 12, 14, 16, 17, 18, 20, 25, 320, 492, 501, 502, 503, 628, 629, 630, 633, 634, 635, 636, 637, 642, 643, 644, 645, 647, 651, 660, 663, 666, 669, 689; Basque country 565, 573, 575; Collective Agreements Statistics 567; Franco, Francisco 564; General Confederation of Labour (CGT) 565, 582; General Union of Workers (UGT) 564, 582; González, Felipe 566; multi-service companies 572; National Confederation of Labour (CNT) 565, 582; Organic Law on Trade Union Freedoms 570; Popular Party (PP) 566, 582; Spanish Confederation of Employers' Organisations (CEOE) 566, 582; Spanish Confederation of Small and Medium-Sized Employers (CEPYME) 566, 582; Spanish Socialist Workers Party (PSOE) 564, 582; 'ultra-activity' 487, 568, 572; Union of the Democratic Centre 565; Union Sindical Obrera 565; Workers' Commissions (CCOO) 565, 566, 569, 570, 575, 576; Workers' Statute 565
- Stability and Growth Pact 356
- stakeholders 228, 304, 306, 366, 368, 369, 373, 541
- state intervention 5, 54, 63, 72, 91, 159, 163, 211, 218, 219, 220, 227, 245, 248, 261, 276, 340, 414, 575, 620, 646
- state-owned enterprises 41, 64, 80, 94, 134, 244, 365, 366, 369, 497, 507, 525, 527
- strike *see also* labour dispute(s), lockout(s)
 general strike 276, 546, 552, 570
 strike action 55, 119, 141, 182, 245, 327, 367, 369, 372, 412, 414, 415, 430, 472, 491, 555, 589, 596, 606, 607, 619
 strike benefit 452
 strike fund 68
 strike legislation 276, 535, 536
 strike level 67
 strike regulations 181, 390, 535, 638
- subcontracting 21, 71, 112, 118, 166, 487, 572, 595

sub-prime and banking crisis (*see also* financial crisis) 2, 10, 13, 16, 17, 18

Sunday working 232, 558

supervisory boards 35, 57, 78, 134, 240, 636

supply-side 1, 13, 37, 48, 53, 220, 320, 576

Sweden 583–604, 3, 4, 5, 8, 10, 12, 14, 18, 20, 22, 23, 154, 161, 163, 182, 197, 198, 199, 200, 204, 207, 214, 254, 629, 630, 631, 635, 636, 637, 638, 640, 646, 647, 650, 652, 669, 689; 6F 586, 598, 602, 604; Act on Code-termination 590, 600; Association of Graduate Engineers (SI) 587, 592, 595, 604; Commercial Employees' Union (Handels) 595, 604; Confederation of Swedish Enterprise (SN) 585, 602, 604; Crisis Agreement 592; Employers' Association of Swedish Banking Institutions (BAO) 585, 604; 'figureless agreements' 159, 594; Industry Agreement 584, 590, 591, 600, 601, 635; industry 'mark'; *see also* industry norm; industry norm 583, 584, 585, 587, 591, 592, 593, 594, 596, 598, 599, 600, 601, 602, 603, 631; Labour Market Council 600; Livs 587, 604; National Mediation Office (MI) 585, 602, 603, 604; Public Employees' Negotiation Council (OFR) 586; Saltsjöbaden Agreement 584, 585, 590; Scandinavian Airlines System (SAS) 588; SSR 586, 594, 604; Swedish Association of Local Authorities and Regions (SKL) 585, 604; Swedish Building Workers' Union (Byggnads) 590, 604; Swedish Confederation of Professional Associations (Saco) 585, 604; Swedish Confederation of Professional Employees (TCO) 585, 604; Swedish Municipal Workers' Union (Kommunal) 595, 604; Swedish Trade Union Confederation (LO) 584, 604; Teachers' Collaboration Council (LS) 586, 598, 604; Union of Civil Servants (ST) 604; Unions in Manufacturing (FI) 586, 587, 596; Work Environment Authority 600

T

taxation 135, 348, 550

tax shift 61, 68, 72

technological change 454

temporary contracts 123, 219, 458, 497;
see also atypical work

temporary work 37, 38, 40, 219, 455, 486, 499, 577

temporary work agencies 455

textiles and clothing 24, 80, 89, 137, 177, 242, 253, 423

tobacco 3, 59, 387

tourism 37, 93, 95, 96, 97, 101, 104, 174, 342, 346, 347, 351, 423, 577

trade surplus 240, 445

trade unions

attitudes (to) 330, 393, 415, 646

blue-collar trade unions 162

cartel of unions 24, 41, 42, 47, 151, 156, 159, 160, 343, 584, 598

company, company-level trade union 95, 97, 307, 389, 392, 393, 528

confederation(s): Belgium 54, 56, 57, 60, 64, 65, 66, 67, 68, 71; Bulgaria 79, 80, 83, 84; Croatia 94, 95; Cyprus 111; Czechia 131, 132, 134, 138; Denmark 153, 159; Estonia 173, 175, 176, 177, 178, 183, 185, 187; Finland 199, 200, 201, 202, 211; France 221, 223, 224, 225, 226; Germany 242; Greece 275; Hungary 295, 297, 304; Italy 337, 338, 341, 342, 343, 344, 351, 352; Lithuania 383; Luxembourg 406, 408, 416; Malta 425, 427; Netherlands 447, 448; Portugal 484, 486, 493; Romania 508, 509, 513; Slovenia 548, 555; Spain 565, 570, 573, 574, 575; Sweden 583, 584, 585, 587, 588, 603; Conclusion 649; Appendix A3 686

culture 405

executive committee 156, 208, 231, 596

general trade unions 609

grassroots 102, 232, 341, 535, 569, 655

house union 426

independent trade unions 111

industry-level trade unions 33, 93, 95, 102,

- 106, 249, 338, 573, 689
multi-industry unions 405, 609, 618
officials, officers 24, 46, 47, 60, 66, 106, 161, 432, 433, 434, 475, 478, 495, 496, 511, 514, 517, 520, 591, 594, 618, 648, 649
professional unions 201, 551
recruitment 49, 126, 330, 354, 426, 437, 510, 535, 583, 588, 649
retention of members 510
federation 88, 111, 116, 117, 120, 174, 175, 182, 227, 231, 232, 235, 306, 342, 345, 371, 508
membership: Introduction 25; Belgium 58; Bulgaria 80, 89; Croatia 99; Cyprus 122; Czechia 134; Denmark 152, 153, 154, 157, 158; Estonia 173, 175, 176, 178, 182, 190, 191; France 221, 231; Germany 243, 256; Greece 288; Hungary 298; Latvia 362, 372; Lithuania 383, 386, 390; Malta 425, 426, 428, 430, 431, 435; Netherlands 447, 449, 450, 460; Poland 467; Portugal 495; Romania 509; Slovakia 526, 527, 528, 529, 531; Spain 563, 565; Sweden 588, 590; United Kingdom 607, 608, 617; Conclusion 638, 644, 649, 662
occupational: Belgium 64, 72; Denmark 153, 167, 168; Estonia 177, 185, 188; Finland 212; France 228; Germany 243, 254; Greece 268, 272, 273, 278, 279, 280, 282, 283, 285, 286; Italy 341; Latvia 363, 372; Lithuania 396, 397; Luxembourg 405; Malta 432; Netherlands 447, 448, 452; Poland 472, 474, 476, 477, 478; Portugal 492, 495; Slovenia 551; Sweden 591, 601; United Kingdom 609, 612; Appendix A3 687
transnational 21, 46, 283, 284, 330, 465, 578, 583, 585
union club 591, 594
union coordination 66, 571, 584, 650
union dues 58, 221, 298, 416, 430
union structure(s) 36, 97, 117, 147, 176, 219, 231, 295, 298, 347, 352, 354, 371, 409, 416
white-collar 67, 68, 175, 584, 590, 591, 593, 595, 596, 598, 601
tradition: Austria 42, 47; Belgium 54, 59, 71; Bulgaria 81; Croatia 93, 101; Cyprus 111; Czechia 137; Denmark 158; Estonia 173; Finland 198, 211, 213; France 218, 229; Ireland 317, 318, 330; Italy 341, 347; Malta 426; Portugal 494; Slovakia 529; Spain 574, 575, 578; Sweden 592; United Kingdom 612, 615, 616; Conclusion 635, 637, 639, 642, 650, 652, 653, 654, 658, 660
training: Austria 38, 41; Belgium 58, 64; Bulgaria 88; Czechia 142, 146; Denmark 152, 153, 167; Estonia 181, 189; Finland 203; France 225, 228, 229, 233, 234, 236; Germany 242, 254; Greece 282, 286; Italy 350, 351, 354, 355; Lithuania 384, 393, 394, 396; Luxembourg 404, 406, 412, 413; Malta 437, 438; Netherlands 457, 459; Poland 475, 477; Romania 518; Spain 567, 574, 576, 578; United Kingdom 605, 614, 615; Conclusion 638
transformation 1, 7, 25, 133, 134, 138, 147, 175, 177, 219, 220, 246, 259, 267, 268, 270, 271, 283, 284, 287, 343, 344, 355, 423, 505, 527, 530, 533, 546, 559, 605, 658, 663, 664
transition 18, 21, 57, 77, 78, 79, 80, 82, 83, 86, 93, 94, 95, 99, 173, 174, 213, 239, 249, 295, 343, 374, 403, 413, 507, 525, 526, 527, 543, 546, 550, 552, 563, 564, 655
transport(ation): Austria 35; Belgium 60, 69; Czechia 134, 135, 137; Estonia 173, 174, 176, 183, 184, 185, 191; France 225, 229, 235; Germany 248; Hungary 298, 301, 306; Ireland 326; Italy 347; Latvia 363, 370, 372; Lithuania 383, 396; Luxembourg 408; Malta 424; Netherlands 458; Portugal 491; Slovenia 545; Sweden 586, 593, 598
transshipment 423
Treaty on the European Union (TEU) 1, 32
tripartism 77, 83, 84, 85, 133, 296, 351, 356, 465, 480, 526, 528, 532, 534, 535, 540

- tripartite: Introduction 7, 18, 25; Belgium 57; Bulgaria 78, 83, 84, 85; Croatia 96; Cyprus 110, 111, 113, 116; Czechia 131, 132, 133, 134, 135; Denmark 152; Estonia 178, 183, 184, 190; Finland 197, 199, 202, 216; France 218, 220, 229, 233; Hungary 295, 296, 297, 301, 303, 304, 311; Ireland 316, 319, 321, 322, 330; Italy 337, 338, 340, 341, 344, 351; Latvia 365, 371, 375, 376; Lithuania 382, 394; Luxembourg 403, 407, 409, 410, 411, 412, 413, 415, 418; Malta 431, 438; Netherlands 446, 452; Poland 465, 467, 478; Portugal 483, 484, 485, 486, 490, 492, 498, 500; Romania 509, 513; Slovakia 525, 528, 532, 533, 534, 540; Slovenia 554, 555; Spain 574, 581; Sweden 590, 592; United Kingdom 609; Conclusion 629, 636, 637, 638, 647, 660; Appendix A3 685, 686, 687, 688, 689
- Troika: Introduction 2, 9, 11, 14, 16, 17, 18, 27; Cyprus 112, 121; Greece 276, 277, 281, 284; Ireland 317, 319, 320; Portugal 484, 486, 487, 489, 491, 492, 496, 498, 499, 502; Romania 507, 513, 519; Conclusion 626, 636, 639, 644, 645, 654, 663, 664; Appendix A3 687
- typographers 3
- U**
- unemployment: Introduction 5, 8, 9, 13, 17, 18, 19, 22, 25; Austria 36, 37; Belgium 58; Bulgaria 77, 80; Cyprus 112; Denmark 152, 153, 154, 155, 157, 161; Estonia 178, 186, 187; Finland 201, 205, 206, 207, 212; France 219, 225, 233; Germany 248, 264; Greece 279, 285; Hungary 295; Italy 349, 355; Latvia 361, 371; Luxembourg 405, 411; Malta 423; Netherlands 452, 459; Portugal 486, 490, 499; Romania 506; Slovakia 525, 527, 528, 529; Slovenia 549; Spain 563, 566, 567, 577; Portugal 583, 585, 588, 590, 592, 598; United Kingdom 617; Conclusion 638
- unemployment benefits 153, 154, 178, 187, 207, 349, 452, 638; *see also* Ghent system
- unemployment insurance 58, 152, 154, 157, 161, 186, 207, 638; *see also* Ghent system
- union density: Introduction 1, 5, 19, 20, 21, 22, 24, 25, 29; Austria 34, 39, 42, 46; Belgium 54, 58, 65, 70; Bulgaria 78, 79, 80; Croatia 93, 94, 97; Cyprus 110, 113, 117, 118, 122; Czechia 132; Denmark 151; Estonia 173, 174, 175, 179; Finland 197, 198, 201, 205, 206, 207, 211, 213, 214; France 217, 222, 224; Germany 239, 243, 244, 252, 259, 260; Greece 268, 272, 287; Hungary 295, 296, 298, 299; Ireland 315, 316, 317, 318, 320, 321, 325, 327, 330, 331; Italy 339, 346, 347, 355; Latvia 362, 365, 367, 371; Lithuania 381, 383, 384, 385, 398; Luxembourg 403, 404, 408, 418; Malta 424, 428; Netherlands 445, 447; Poland 466, 467, 471; Portugal 483, 487, 494, 495, 496, 499; Romania 505, 506, 509, 511, 514, 515, 516, 519; Slovakia 525, 526; Slovenia 545, 552, 553, 554; Spain 564, 566; Sweden 583, 587, 588, 589, 603; United Kingdom 605, 606, 608, 615, 616; Conclusion 633, 637, 644, 646, 650, 655, 662; Appendix A1 677; *see* union membership
- union mobilisation 8, 19, 20, 59, 83, 505, 579
- union representatives: Introduction 24, 25; Austria 42, 43; Belgium 58, 66, 69; Croatia 99, 102; Cyprus 126; Czechia 134, 138; Denmark 161; Estonia 181, 185; Finland 203; France 226, 229, 232; Germany 254, 259; Hungary 305, 307, 309; Italy 348, 353, 354; Latvia 367, 368; Lithuania 390, 394, 396, 399; Luxembourg 413; Malta 435; Portugal 495; Romania 515; Slovakia 535, 536, 539; Slovenia 556; Spain 569, 573; Sweden 590, 591, 594; United Kingdom 617, 618; Conclusion 632, 639, 648, 650

United Kingdom 605–624, 3, 4, 5, 6, 8, 9, 10, 12, 17, 18, 23, 24, 30, 231, 240, 241, 315, 423, 515, 576, 595, 628, 630, 631, 635, 640, 647, 652, 654, 655, 656, 660, 669, 689; Advisory, Conciliation and Arbitration Service (ACAS) 618, 624, 654; coalition government 608, 619; Confederation of British Industry (CBI) 609; Conservative government 605, 606, 607, 610; GMB 609, 619, 624; Labour Force Survey (LFS) 174, 298, 610, 611; Labour government 607, 616; Pay Review Bodies 613, 619; Trades Union Congress (TUC) 609; Union of Shop, Distributive and Allied Workers (USDAW) 609; UNISON 609, 619; UNITE 609, 619; Workplace Employment Relations Survey (WERS) 610, 611

V

Visegrad countries 15, 465
Volkswagen 528, 535, 537, 541, 543, 544
voluntarism 111, 120, 151, 211, 606, 655

W

wage indexation 63, 404, 408, 410, 411, 436;
 see indexation
wage norm 53, 54, 56, 60, 61, 62, 63, 64, 65, 66, 70, 72, 208, 629
wages
 nominal wage(s) 63, 68, 71, 140, 142, 144, 316, 486, 488, 490, 498, 585
 real wage(s) 2, 6, 13, 16, 17, 22, 27, 54, 64, 72, 142, 145, 168, 227, 241, 338, 414, 423, 525, 567, 584, 585, 672
 wage bargaining 46, 48, 115, 185, 191, 203, 206, 213, 225, 227, 231, 280, 311, 323, 326, 327, 328, 340, 408, 452, 462, 478, 488, 496, 532, 619, 628, 629, 631
 wage bonus 60
 wage cuts 273, 277, 279, 324, 325, 498, 506, 519, 520, 575
 wage differentiation 5, 33, 40, 48, 70, 311, 413, 593, 600, 602

wage drift 12, 24, 43, 69, 212, 328, 417, 435, 454, 460, 591, 598, 599, 600, 610, 617
wage flexibility 47, 159, 279, 280, 431, 454, 558, 644
wage formation 200, 212, 213, 372, 375, 376, 584, 585, 591, 592, 593, 594, 595, 598, 599, 600, 602
wage frame 592, 593
wage freeze 41, 56, 63, 65, 203, 541, 546
wage grades 184, 258, 537, 651
wage groups 419, 551, 598
wage increase(s): Introduction 2, 13; Austria 40, 41, 42, 43, 46; Belgium 54, 56, 59, 60, 61, 63, 64, 65, 67, 71, 72; Cyprus 114; Czechia 141, 144; Denmark 166, 167, 168; Estonia 184, 187; Finland 197, 198, 202, 208, 211, 212, 213; France 225, 227, 228; Germany 258, 259; Hungary 297, 303, 309, 312; Ireland 326; Luxembourg 411, 414; Malta 436; Netherlands 454, 457; Portugal 485, 498; Slovakia 525, 533, 535, 537, 539; Slovenia 556; Spain 569, 570; Sweden 584, 585, 588, 591, 592, 593, 594, 598; Conclusion 631
wage inequality 19, 600, 626
wage moderation 2, 8, 13, 14, 22, 41, 53, 62, 66, 67, 72, 73, 203, 228, 235, 286, 355, 413, 446, 454, 460, 485, 548, 549, 552, 657
wage negotiations 34, 36, 72, 231, 350, 365, 584
wage restraint 47, 54, 56, 72, 297, 338, 546, 547, 548, 647
wage scale(s) 227, 235, 297, 309, 457, 490, 519
wages, seniority-based(s) 59
wage setting: Austria 41, 42, 43, 48; Belgium 54, 56, 57, 60, 61, 62, 63, 65, 66, 71, 72; Cyprus 114; Denmark 159, 160; Finland 200; France 227; Greece 273; Hungary 303; Ireland 318, 319, 320, 325, 328, 329; Latvia 372; Netherlands 447; Portugal 496; Slovakia 533, 537; Sweden 593, 595, 599, 600; Conclusion 631, 651, 656

- wage share 13, 14, 15, 19, 22, 27, 37, 316, 381, 620, 671
- wage structure 258, 436, 594, 637
- wage tariffs 531, 593
- welfare: Introduction 25; Belgium 54, 57, 64, 67, 70, 71; Croatia 100; Cyprus 114, 117, 119; Denmark 153, 169; Estonia 174; France 218, 219, 225; Greece 286; Hungary 310; Italy 348, 349, 350, 351, 354, 355, 357; Latvia 362, 369; Lithuania 396; Luxembourg 407; Netherlands 452, 462; Poland 478; Portugal 497, 503; Slovenia 560; Spain 567; United Kingdom 622; Conclusion 638, 665
- wholesale 251, 365, 429, 530
- women 20, 84, 167, 396, 397, 428, 446, 490, 558, 585, 591, 594, 596, 602, 657; *see also* gender pay gap
- workers/employees
- agency workers 38, 146, 452, 458, 459, 533, 541, 601, 624
 - independent workers 341, 358
 - migrant workers 40, 48, 109, 117, 123, 408, 409, 541
 - older workers 105, 459, 460, 575
 - posted workers 168, 245, 265, 368, 592, 599, 686
 - temporary workers 38, 219, 533, 540
 - unskilled workers 155, 156, 171, 408, 520
 - young workers 17, 59, 662, 667
- workers' committees 500
- working conditions: Introduction 1; Austria 34, 36, 38, 41, 45, 49; Bulgaria 85; Croatia 103, 104, 107; Cyprus 126; Czechia 146; Denmark 158, 160, 161, 162, 165, 168, 169; Estonia 177, 178, 179, 183, 188, 189, 191, 192; France 218, 234; Germany 241, 249, 250, 258, 259, 264; Hungary 295, 308, 309; Ireland 317, 319, 322, 323, 329; Italy 345; Latvia 374; Lithuania 384, 387, 394, 395, 396; Luxembourg 405, 413, 415, 416, 418; Malta 425, 428, 432, 434, 435, 437, 438; Netherlands 446, 450, 453, 455, 456; Poland 472, 477; Portugal 491, 497; Romania 518, 519, 520; Slovakia 528, 531, 533, 537, 540, 541, 542; Spain 570, 574, 575, 577, 580; Sweden 598; Conclusion 634, 652, 655, 662; Appendix A2 681; Appendix A3 687
- working schedules 448
- working hours 104, 133, 135, 141, 142, 145, 147, 248, 305, 329, 350, 368, 393, 412, 458, 516, 518, 569, 574, 575, 577, 588, 592, 601, 682
- working time: Austria 39, 40, 42, 48; Belgium 64, 65; Croatia 99, 104; Cyprus 113; Czechia 144, 146; Denmark 151, 163, 165, 167, 168; Estonia 174, 180, 187, 188; Finland 207, 210, 212; France 217, 218, 219, 220, 226, 227, 234, 235; Germany 248, 249, 254, 258; Greece 285, 286; Hungary 305, 309, 310; Italy 348, 352, 354, 355; Latvia 368; Lithuania 393, 396; Luxembourg 404, 409, 411, 414; Malta 436; Netherlands 446, 448, 456, 458, 459, 460; Poland 475, 477, 478, 479; Portugal 485, 486, 490, 496, 497, 498, 499, 500; Romania 505, 518, 519; Slovakia 528; Slovenia 556, 557, 559; Spain 575; Sweden 592, 600; United Kingdom 615; Conclusion 633, 652, 657; Appendix A3 686, 688; *see also* working hours
- working time reduction 40, 254, 446
- work-life balance 39, 40, 119, 203, 212, 235, 254, 259, 285, 373, 437, 460, 557, 657, 660
- workload 43, 235, 310, 505, 516, 518, 519, 551
- workplace level: Cyprus 123, 127; Denmark 159, 161, 168; Finland 197; France 217, 226, 231, 234; Germany 241, 242; Hungary 295; Ireland 332; Italy 337, 339, 344, 353, 356; Malta 431; Netherlands 447; Poland 466, 471; Portugal 499; Sweden 584, 588, 591, 592, 594, 595, 598; United Kingdom 617; Conclusion 653, 655
- work trustees 528, 536

Y

young people 280, 285, 364, 428, 439
youth employment 234, 371

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.

