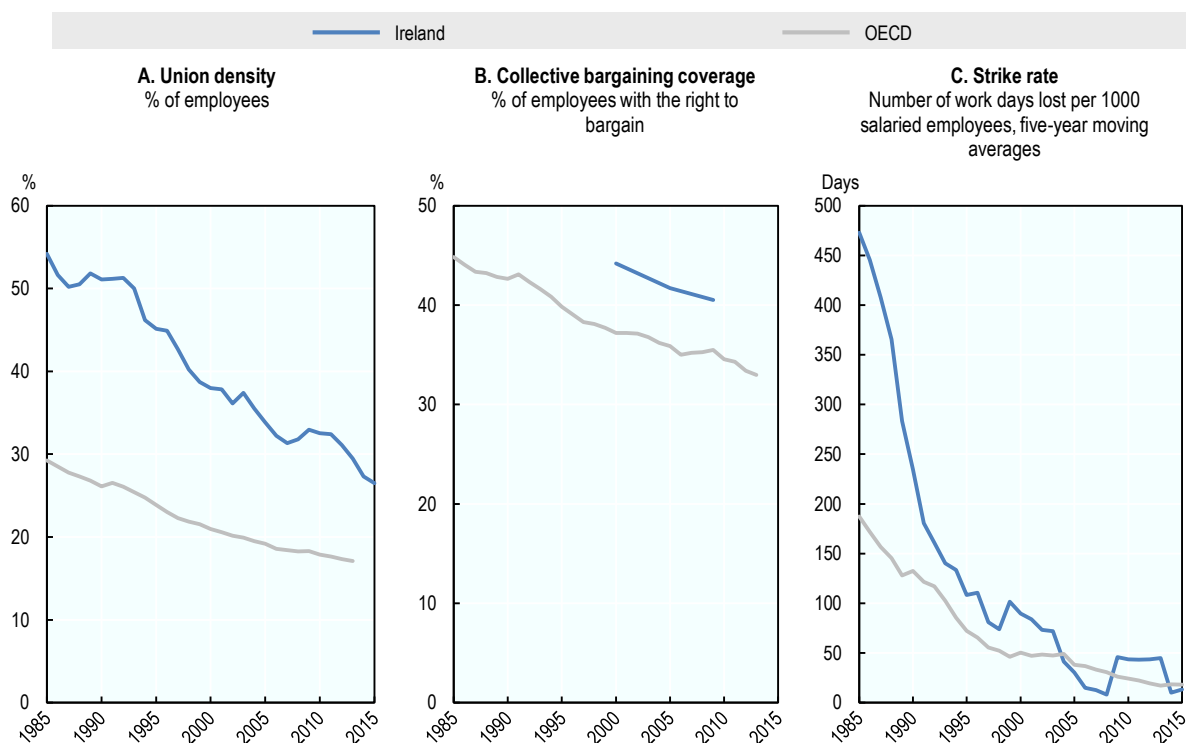


Ireland

KEY FEATURES OF THE COLLECTIVE BARGAINING SYSTEM IN 2015

Predominant level	Company
Degree of centralisation/decentralisation	Decentralised
Co-ordination	No
Trade union density in the private sector	20-30%
Employer's organisation density	50-60%
Collective bargaining coverage rate	40-50%
Quality of labour relations	Medium

TRENDS IN INDUSTRIAL RELATIONS IN IRELAND, 1985-2015



BUILDING BLOCKS OF COLLECTIVE BARGAINING

The detailed description of the building blocks of collective bargaining mainly relies on information provided by the responses to the policy questionnaires that were sent to Labour Ministries, employer organisations and trade unions in 2016. The information reported in the questionnaires represents the situation in **December 2015**.

Use of *erga omnes* clauses

Legal application of a sector level agreement in the absence of administrative extensions *Erga omnes*

Legal application of a firm-level agreement All workers

Use and coverage of extensions

Use of extensions of sectoral collective agreements Not relevant

Procedure Not relevant

Representativeness criteria Not relevant

Public interest criteria Not relevant

Exemptions or possibility of appeal Not relevant

Duration of collective agreements

Average duration Information not available

Maximum duration of collective agreements No

Can contracting parties terminate an agreement before its expiry date? Not relevant

Ultra-activity of collective agreements

Is maximum duration of after-life/ultra-activity of agreements fixed by law? No rule.

Retroactivity of agreements

Do firms have to pay arrears in case of late renewal? No legal obligation, but parties may agree on that.

Does retroactivity apply only to members of signatory parties or does it cover all parties? All firm and workers.

Use of the favourability principle

Favourability principle always applies.

Use and scope of derogations and opt-out

Derogations from the law

No

Derogations from collective agreements

Scope

Opt-out in the form of inability-to-pay clauses for specific agreements.

Topics

Not relevant

Rationale

Defensive measure.

Criteria

Not relevant

Other

Not relevant

Forms of co-ordination

Mode of co-ordination

Not relevant

Degree of co-ordination

Not relevant

Enforcement of collective agreements

Sector-level agreements

Firm-level agreements

Do agreements typically include a peace clause?

No

Yes, common.

Do agreements typically include a mediation/arbitration procedure?

Yes

Yes

Is it compulsory?

Yes

Yes

Worker representation at the workplace

Work council and union or union representatives but union predominant.

Board-level employee representation

Public sector

Yes

Private sector

No

Scope

State-owned commercial companies and state agencies.

Proportion/number of workers' representatives

1/3 of the board

Nomination of candidates

Trade union or bodies recognised for collective bargaining.

Appointment mechanism

Election (final appointment by the responsible minister).

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