KEY FEATURES OF THE COLLECTIVE BARGAINING SYSTEM IN 2015

<table>
<thead>
<tr>
<th>Feature</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Predominant level</td>
<td>Company/Sectoral</td>
</tr>
<tr>
<td>Degree of centralisation/decentralisation</td>
<td>Decentralised</td>
</tr>
<tr>
<td>Co-ordination</td>
<td>No</td>
</tr>
<tr>
<td>Trade union density in the private sector</td>
<td>10-20%</td>
</tr>
<tr>
<td>Employer's organisation density</td>
<td>Information not available</td>
</tr>
<tr>
<td>Collective bargaining coverage rate</td>
<td>20-30%</td>
</tr>
<tr>
<td>Quality of labour relations</td>
<td>Low</td>
</tr>
</tbody>
</table>

TRENDS IN INDUSTRIAL RELATIONS IN ISRAEL, 1985-2015

Disclaimer: Information for Israel are supplied by and under the responsibility of the relevant Israeli authorities. The use of such data by the OECD is without prejudice to the status of the Golan Heights, East Jerusalem and Israeli settlements in the West Bank under the terms of international law.
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 | Yes, but uncommon. |
| Procedure | The Ministry issues the extension (even without request) upon a binding advice of a tripartite Commission. |
| Representativeness criteria | Employer organisations have to be the dominant organisations. The decision is at the Minister's discretion, according to the weight of the employer organisation in the sector. The agreement has to be signed by the most representative trade union. |
| Public interest criteria | No |
| Exemptions or possibility of appeal | Firms can be exempted but no appeal. |

### Duration of collective agreements

| Average duration | 24 months |
| Maximum duration of collective agreements | Yes, agreed by social partners (at firm and sectoral levels). |
| Can contracting parties terminate an agreement before its expiry date? | Yes but parties have to renegotiate it. |

### Ultra-activity of collective agreements

| Is maximum duration of after-life/ultra-activity of agreements fixed by law? | Yes, but social partners can deviate. |

### Retroactivity of agreements

| Do firms have to pay arrears in case of late renewal? | No |
| Does retroactivity apply only to members of signatory parties or does it cover all parties? | Not relevant |
## Use of the favourability principle
- Favourability principle always applies.

## Use and scope of derogations and opt-out
- **Derogations from the law**
  - Not relevant
- **Derogations from collective agreements**
  - **Scope**
    - Not relevant
  - **Topics**
    - Not relevant
  - **Rationale**
    - Not relevant
  - **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?**
    - Yes
  - **Do agreements typically include a mediation/arbitration procedure?**
    - Yes
  - **Is it compulsory?**
    - Yes

## Worker representation at the workplace
- Union or union representatives.

## Board-level employee representation
- **Public sector**
  - Yes
- **Private sector**
  - No
- **Scope**
  - >100
- **Proportion/number of workers’ representatives**
  - Two
- **Nomination of candidates**
  - Not relevant
- **Appointment mechanism**
  - Not relevant