

# Netherlands

## *Main indicators and characteristics of collective bargaining*

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This note presents the main indicators and characteristics of collective bargaining in the Netherlands for 2019 or the latest year available. The purpose of this note is to provide a snapshot of the functioning of collective bargaining in the Netherlands that can be used for comparisons with other countries in the database. Therefore, this note does not provide a precise description of the legal provisions or standard practices in the Netherlands but only a general summary.

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The OECD/AIAS ICTWSS database together with its codebook, a note on methodology and sources and a glossary is publicly available at [www.oecd.org/employment/ictwss-database.htm](http://www.oecd.org/employment/ictwss-database.htm). For any information or correction, please contact [CollectiveBargaining@oecd.org](mailto:CollectiveBargaining@oecd.org).

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## ***The actors and scope of collective bargaining***

<i>Trade union density (% of employees)</i>	15.4% (in 2019)
<i>Adjusted bargaining (or union) coverage rate (% of employees with the right to bargain)</i>	75.6% (in 2019)
<i>Employer organisation density (% of employees)</i>	85% (in 2018)

## ***Wage setting***

<i>The predominant level at which wage bargaining takes place (in terms of coverage of employees)</i>	Bargaining predominantly takes place at the sector or industry level
<i>The combination of levels at which collective bargaining over wages takes place</i>	Sectoral (separate branches of the economy) and company, with company agreements that specify, or deviate from, sectoral agreements, guidelines or targets
<i>Reach or incidence of additional enterprise bargaining</i>	Additional enterprise bargaining on wages is rare even in large firms
<i>Favourability</i>	Hierarchy between levels is undefined and a matter for the negotiating parties (not fixed in law)
<i>Opening clauses in sectoral collective agreements</i>	Sectoral agreements contain opening clauses, allowing the renegotiation of contractual wages at enterprise level
<i>Crisis-related, temporary opening clauses in collective agreement</i>	Agreements contain no opening clauses
<i>Mandatory extension of collective agreements to non-organised employers</i>	Extension is used in many industries, but there are limitations (e.g. thresholds or the government can (and sometimes do) decide not to extend (clauses in) collective agreements)
<i>Is there a statutory minimum wage in your country?</i>	Yes, there is one or more statutory minimum wage rate(s) that cover(s) all or most employees

## **Wage co-ordination**

*Coordination of wage-setting*

Non-binding norms and/or guidelines (recommendations on maximum or minimum wage rates or wage increases) issued by a) the government or government agency, and/or the central union and employers' associations (together or alone), or b) resulting from an extensive, regularized pattern setting coupled with high degree of union concentration and authority

*Type of coordination of wage setting*

Intra-associational ("informal centralisation")

## **Works councils and employee representation in the enterprise**

*Status of works council*

Existence and rights of works council or structure for (union and non-union based) employee representation within firms or establishments confronting management are mandated by law or established through basic general agreement between unions and employers

*Involvement of works councils (or similar structures) in wage negotiations*

Works councils is formally (by law or agreement) barred from negotiating (plant-level) agreements and involvement of works councils in negotiating (plant-level) agreements is rare

## **Social pacts and agreements**

*A social pact or central agreement is signed in specified year*

Yes (refers to the year in which the pact or agreement is signed, which needs not be the year in which the pact or agreement is applied)

*Existence of a tripartite council for the purpose of negotiation, consultation or information exchange over social and economic policies*

Tripartite council with representation from the trade unions, employers' associations, and independent experts or government (-appointed) representatives