

Sheet 2: Levels of collective bargaining

	Relative importance of the different levels of collective bargaining		
	National	Sector	Company
Austria	-	***	*
Belgium	***	**	*
Cyprus	-	***	*
Czech Republic	-	*	***
Denmark	*	***	**
Estonia	-	*	***
Finland	***	**	*
France	-	*	***
Germany	-	***	*
Greece	**	**	*
Hungary	*	*	***
Ireland	***	-	*
Italy	*	***	**
Latvia	-	*	***
Lithuania	-	*	***
Luxembourg	-	**	**
Malta	-	*	***
Netherlands	*	***	*
Poland	-	*	***
Portugal	*	***	*
Slovakia	*	**	**
Slovenia	**	**	*
Spain	*	**	**
Sweden	-	***	*
United Kingdom	-	-	***

*** = principal or dominant bargaining level; ** = important but not dominant level;
* = existing level of bargaining; - = non-existent.

Collective bargaining can take place at the national level, the sectoral level and the company level. With the exception of the UK, in all European countries collective bargaining takes place at two or three levels. Most countries have a dominant bargaining level, however:

National level dominant: Belgium, Finland, Ireland.

Sectoral level dominant: Austria, Cyprus, Denmark, Germany, Italy, the Netherlands, Portugal, Sweden.

Company level dominant: Czech Republic, Estonia, France, Hungary, Latvia, Lithuania, Malta, Poland, United Kingdom.

In five countries there is no clearly dominant level. In Greece and Slovenia the national and sectoral levels are more or less equally important, while in Luxembourg, Slovakia and Spain this applies to the sectoral and company levels.