

Sheet 4: Who is covered by collective agreements

In some countries, all employees that work for an employer who falls under a collective agreement are covered by that agreement. In other countries only the employees who belong to the parties that signed the agreement (e.g. only the members of the union(s) concluding the agreement) are covered.

Only employees who belong to the parties that signed an agreement are covered by it: Estonia, Finland (however, if a collective agreement covers half of the employees in a given sector, it applies to all employees), Germany, Ireland, Latvia, Lithuania (for national and sectoral agreements), Portugal, Sweden, United Kingdom.

All employees working for an employer that falls under an agreement are covered: Austria, Belgium, Cyprus, Czech Republic, Denmark, France, Greece, Hungary, Italy, Lithuania (for company agreements), Luxembourg, Malta, the Netherlands, Poland, Slovakia, Slovenia, Spain.