

Employee representation and voice in SMEs

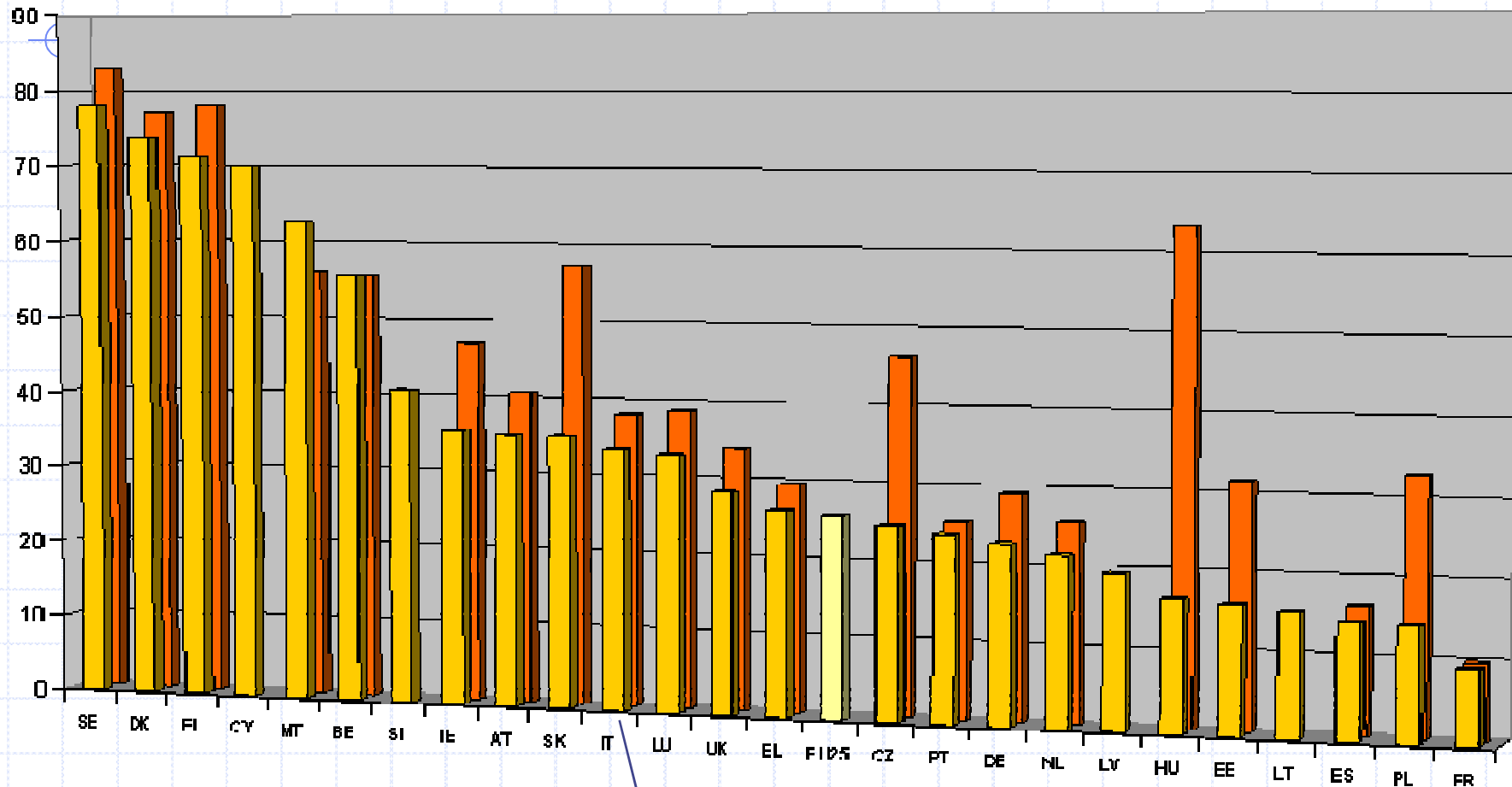
By Salvo Leonardi,

IRES – Rome

Primosten (Croatia); 5 June 2008

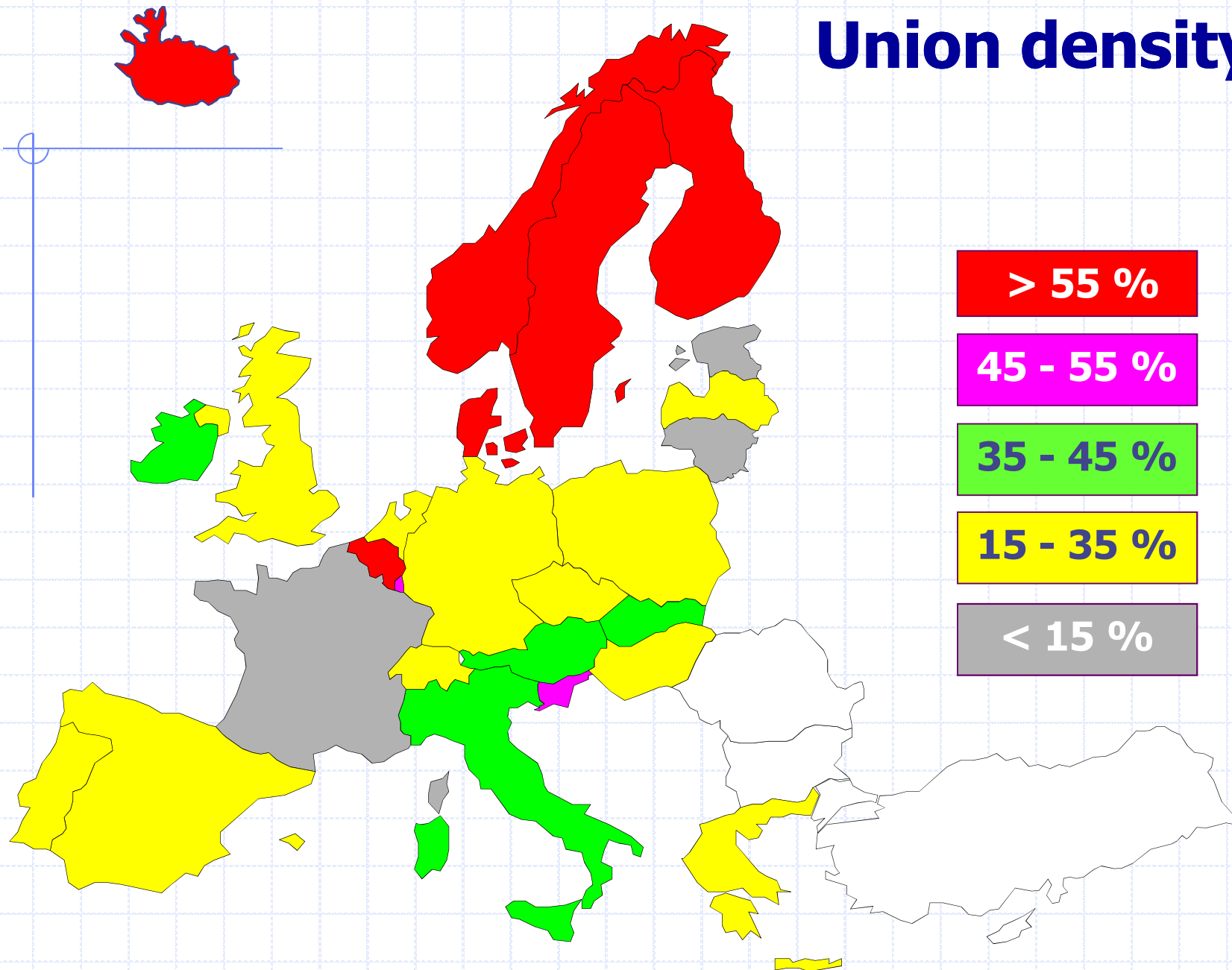


Trade Unions density in Europe: 1995-2005



	SE	DK	FI	CY	MT	BE	SI	IE	AT	SK	IT	LU	UK	EL	EU25	CZ	PT	DE	NL	LV	HU	EE	LT	ES	PL
1995	78	74	71	70	69	56	41	36	35	35	34	34	29	27	26	25	24	23	22	20	17	17	16	15	15
2005	77	77	70	70	58	56	41	47	41	57	30	38	34	30	46	25	25	29	28	20	60	32	16	16	30

Union density



Prescribed threshold for establishing the body

- ◆ In all firms
 - Finland (1), Sweden
 - Germany(2), Austria, Cyprus (S)
 - Cyprus (N)
 - Italy (3), Romania (4)
 - Slovenia,
 - Denmark
 - Greece, Spain, France, Netherlands (5), Hungary
 - Belgium (6)
 - Luxembourg
 - Ireland, United Kingdom, Estonia, Portugal, Czech Republic, Slovak Republic, Bulgaria, Turkey, Malta
 - Lithuania (7), Latvia, Poland (8)
- ◆ from 5 employees
- ◆ from 10 employees
- ◆ from 15 employees
- ◆ from 20 employees
- ◆ from 35 employees
- ◆ from 50 employees
- ◆ from 100 employees
- ◆ from 150 employees
- ◆ no obligation: by voluntary agreement
- ◆ on request

Prescribed threshold for establishing the body (nota)

(1) Finland: Co-determination from 30 employees upwards.

(2) Germany: now includes teleworkers, homeworkers and sales reps.

(3) Italy: Threshold is 5 employees for agricultural businesses.

(4) Romania: From 15 union members rather than just 15 employees.

(5) Netherlands: In establishments with between 10 and 50 employees, a works council must be established on application by the majority of workers.

(6) Belgium: Between 50 and 100 employees, a Safety Committee or a shop stewards' committee fulfils the requirement.

(7) Lithuania: At the request of at least 30 employees or 1/5th of the entire workforce, with a minimum of 3.

(8) Poland: At the request of 10 employees.

Other forms of workplace employee representation

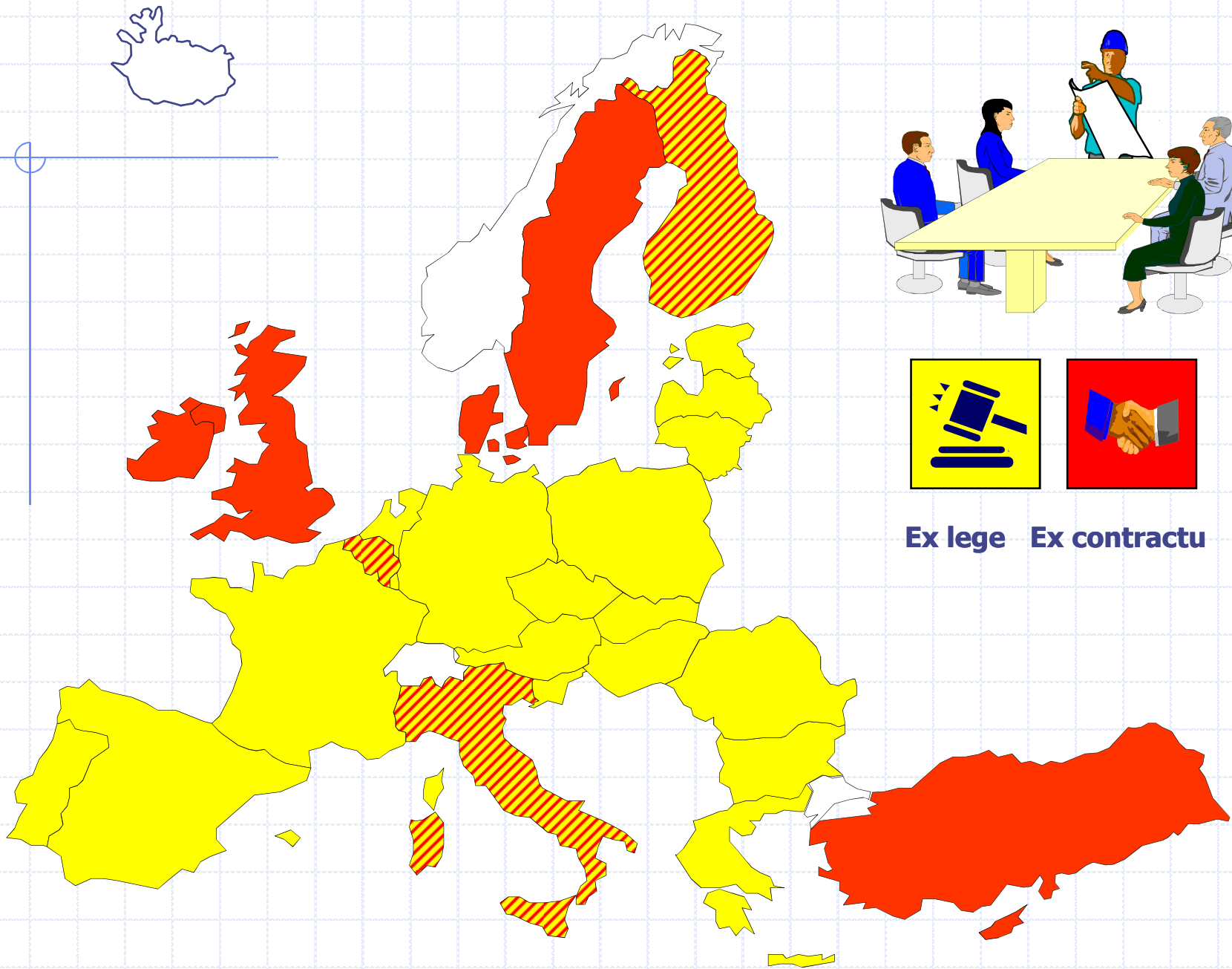
- ◆ Employee delegates
 - Spain, France, Luxembourg
- ◆ Health and safety committee or representative
 - All countries (1)
- ◆ Representation on board of directors or supervisory board
 - Slovenia, Netherlands, Sweden, Slovak Republic, Czech Republic, Austria, Denmark, Germany, Finland, France, Poland, Greece (2), Ireland(2), Luxembourg, Romania (3)

Other forms of workplace employee representation (nota)

(1) In Germany and Poland, the works council has exclusive jurisdiction over health and safety.

(2) In Ireland and in Greece, in the public sector only

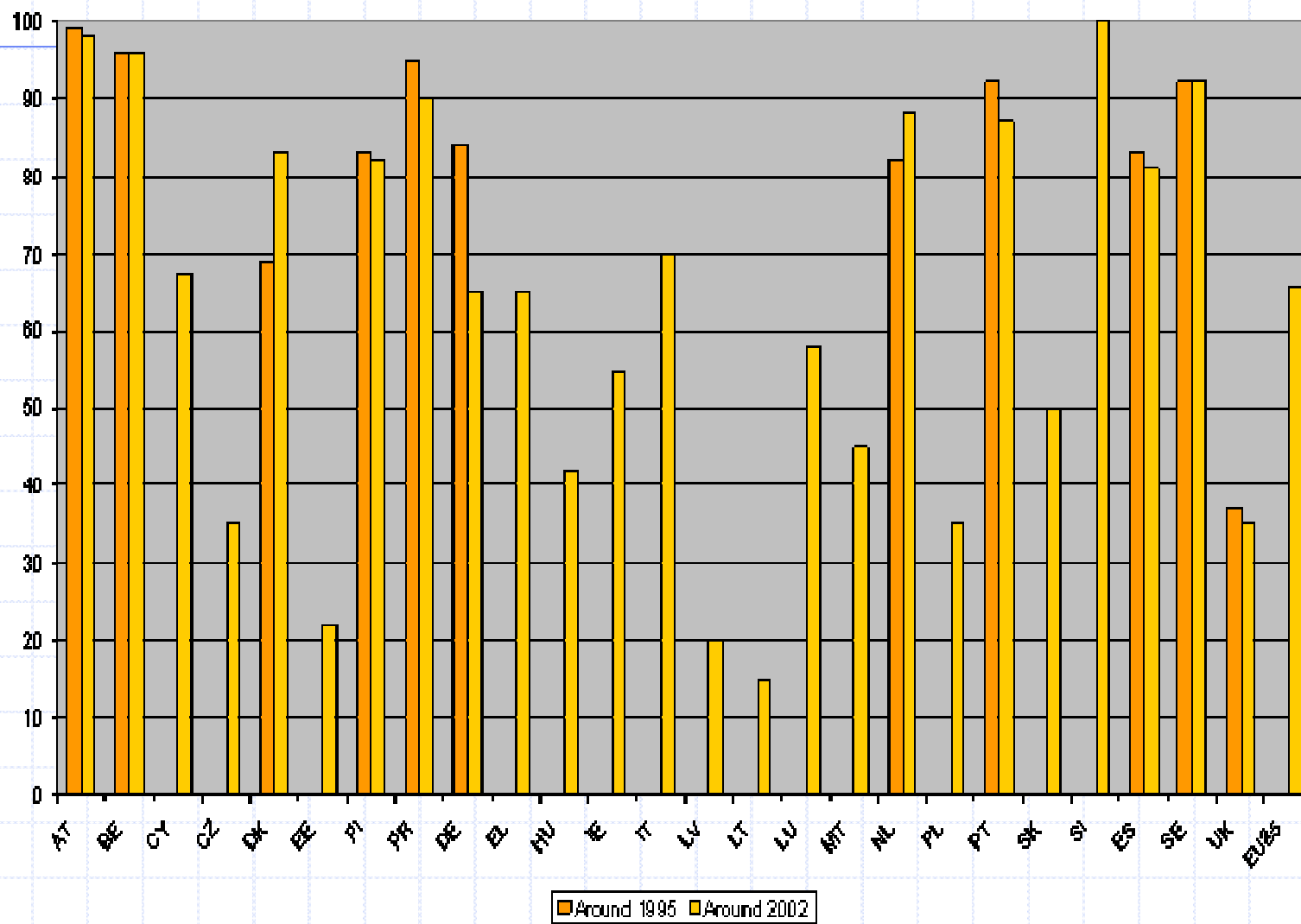
(3) Romania: Union reps attend meetings, but have no voting rights.



Ex lege Ex contractu

	contrattazione			Copertura contrattuale*	za della concertazione tripartita	Salario minimo Per legge
	Livello intersettoriale	Livello settoriale	Livello aziendale			
Livello dominante intersettoriale						
Belgio	XXX	X	X	> 90%	Si	Si
Finlandia	XXX	X	X	+/- 85%	Si	No
Irlanda	XXX	X	X	+/- 45%	Si	Si
Slovenia	XXX	X	X	> 95%	Si	Si
Livello dominante settoriale						
Austria		XXX	X	> 95 %	No	No
Bulgaria	X	XXX	X	25%-30%	Si	Si
Danimarca	X	XXX	XX	+/- 80%	No	No
Germania**		XXX	X	+/- 65%	No	No
Grecia	(XXX)	XXX	X	60%-70%	No	Si
Italia	XX	XXX	X	+/- 85%	Si	No
Olanda	X	XXX	X	+/- 80%	Si	Si
Norvegia	XX	XXX	X	70%-75%	Si	No
Spagna	XX	XXX	X	+/- 80%	Si	Si
Slovacchia		XXX	X	+/- 40%	Si	Si
Svezia		XXX	X	> 90%	No	No
Manca un livello chiaramente dominante						
Francia	X	XX	XX	+/- 90%	No	Si
Livello dominante aziendale						
Cipro		X	XXX	27%	No	No
Rep.		x	xxx	25%-	Si	Si

Collective bargaining coverage 25-EU



Degree of collective bargaining centralisation

