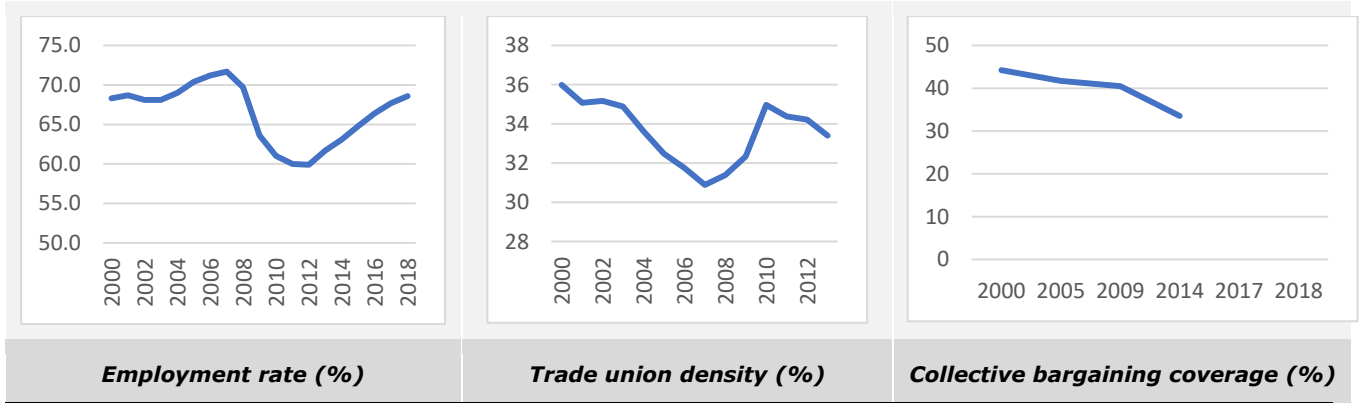


# Enhancing the Effectiveness of Social Dialogue Articulation in Europe (VS/2017/0434)



## Ireland

### General indicators for labour markets and industrial relations\*



### National social dialogue

- **Anglo-Saxon model** of industrial relations with low levels of worker participation, **voluntarist** labour relations and dependence on a state regulatory framework
- **ICTU**: main trade union confederation
- **IBEC**: main employer association
- **WRC**: independent statutory body in industrial relations

1. Collapse of national social partnership with economic crisis (2008-2009)
2. Decentralisation of social dialogue to sector or company level
3. Revival of social dialogue in some sectors only
4. Collective bargaining is a desired social dialogue outcome

#### Industrial relations and main cross-sectoral actors

#### Priorities and issues

### Sectoral social dialogue: priorities and main issues

- Sector generally characterised by poor working conditions with precarious contracts
- Issues of union recognition by employers to hamper social dialogue
- Limited effectiveness of social dialogue that is fragmented

- Health and safety as well as working conditions are key priorities
- Sectoral Employment Orders (collective agreement) govern pay and working conditions

- Europe 2020 agenda influential in education policy
- Pay restoration and improvement after the crisis are major issues
- Right to permanent contract as a successful social dialogue outcome

- The majority of health sector is covered by Public Sector Agreement (limited company-level collective bargaining for private healthcare)
- Major issues are pay, health and safety and absenteeism related to working conditions

#### COMMERCE

#### CONSTRUCTION

#### EDUCATION

#### HEALTHCARE

### Interaction with EU level social dialogue structures

- Irish social partners are actively engaged with European level actors at cross-sectoral level as well as in specific sectors
- Social partners are not very much involved in European Semester process

#### Main priorities

1. Stronger social dialogue is sought by many social partners
2. Bottom-up articulation is emphasised
3. Industrial action when social dialogue does not achieve
4. Looking for new cross-border partnerships after Brexit

### Further information

Akgüç, M. and L. Westhoff (2019). "Social Dialogue Articulation and Effectiveness: Country Report for Ireland" EESDA Deliverable 3.2, Brussels.  
 \*Sources: Employment rate for population aged 15-64 is taken from Eurostat. Trade union density and collective bargaining coverage are taken from the OECD.