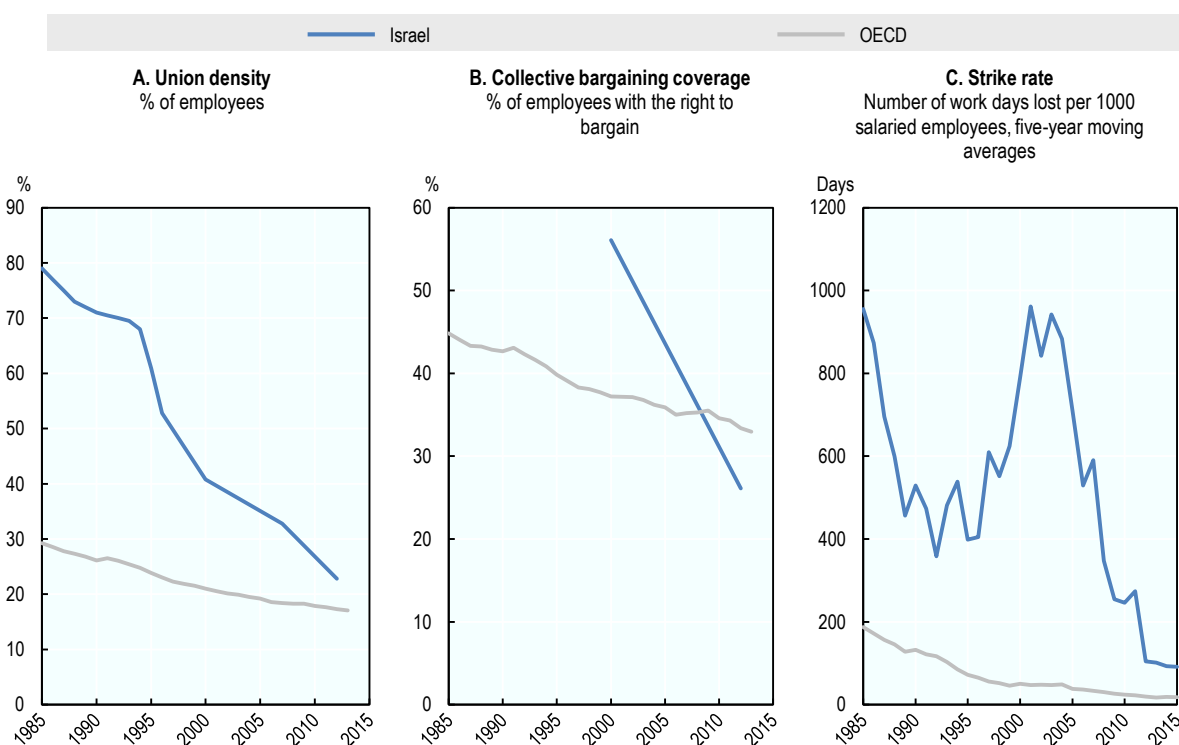


KEY FEATURES OF THE COLLECTIVE BARGAINING SYSTEM IN 2015

Predominant level	Company/Sectoral
Degree of centralisation/decentralisation	Decentralised
Co-ordination	No
Trade union density in the private sector	10-20%
Employer's organisation density	Information not available
Collective bargaining coverage rate	20-30%
Quality of labour relations	Low

TRENDS IN INDUSTRIAL RELATIONS IN ISRAEL, 1985-2015



Disclaimer: Information for Israel are supplied by and under the responsibility of the relevant Israeli authorities. The use of such data by the OECD is without prejudice to the status of the Golan Heights, East Jerusalem and Israeli settlements in the West Bank under the terms of international law.

BUILDING BLOCKS OF COLLECTIVE BARGAINING

The detailed description of the building blocks of collective bargaining mainly relies on information provided by the responses to the policy questionnaires that were sent to Labour Ministries, employer organisations and trade unions in 2016. The information reported in the questionnaires represents the situation in **December 2015**.

Use of *erga omnes* clauses

Legal application of a sector level agreement in the absence of administrative extensions *Erga omnes*

Legal application of a firm-level agreement All workers

Use and coverage of extensions

Use of extensions of sectoral collective agreements Yes, but uncommon.

Procedure The Ministry issues the extension (even without request) upon a binding advice of a tripartite Commission.

Representativeness criteria Employer organisations have to be the dominant organisations. The decision is at the Minister's discretion, according to the weight of the employer organisation in the sector. The agreement has to be signed by the most representative trade union.

Public interest criteria No

Exemptions or possibility of appeal Firms can be exempted but no appeal.

Duration of collective agreements

Average duration 24 months

Maximum duration of collective agreements Yes, agreed by social partners (at firm and sectoral levels).

Can contracting parties terminate an agreement before its expiry date? Yes but parties have to renegotiate it.

Ultra-activity of collective agreements

Is maximum duration of after-life/ultra-activity of agreements fixed by law? Yes, but social partners can deviate.

Retroactivity of agreements

Do firms have to pay arrears in case of late renewal? No

Does retroactivity apply only to members of signatory parties or does it cover all parties? Not relevant

Use of the favourability principle

Favourability principle always applies.

Use and scope of derogations and opt-out

Derogations from the law Not relevant

Derogations from collective agreements

Scope Not relevant

Topics Not relevant

Rationale Not relevant

Criteria Not relevant

Other Not relevant

Forms of co-ordination

Mode of co-ordination Not relevant

Degree of co-ordination Not relevant

Enforcement of collective agreements

	Sector-level agreements	Firm-level agreements
Do agreements typically include a peace clause?	Yes	Yes
Do agreements typically include a mediation/arbitration procedure?	Yes	Yes
Is it compulsory?	Yes	Yes

Worker representation at the workplace

Union or union representatives.

Board-level employee representation

Public sector	Yes
Private sector	No
Scope	>100
Proportion/number of workers' representatives	Two
Nomination of candidates	Not relevant
Appointment mechanism	Not relevant

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