



Industrial relations and social dialogue

**Ireland: Metadata for the
Eurofound database of collective
agreements for low-paid workers**

Minimum wages for low-paid workers
in collective agreements

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This report documents the selection of collective agreements in the Eurofound database of collective agreements for low-paid workers. The database includes a sample of collective agreements for each of the selected low-paid sectors of interest. The documentation summarises how the task of identifying relevant agreements was approached, if and to what extent full registers of collective agreements with the required meta-data were available or, in their absence, which other approaches had to be taken. In addition, the documentation includes background information on the relevant member state's sectoral collective bargaining, its actors and functioning, and a description of the sampling approach, as well as basic information on the collective agreements proposed to be included in the database for each of the ten low paid sectors of interest.

Detailed information related to each collective agreement can be found online in the visual dashboard with a live connection to the database.

General information

There is no register or database of collective agreements in Ireland. Most collective agreements in the private sector are conducted at company level, and on a voluntary basis. In some sectors (e.g. security, construction) there is a sectoral bargaining system which means collectively agreed deals can be extended to non-signatory parties - the very fact of which is increasingly contested in the courts. Sectoral bargaining agreements are published, as per the statutory requirements. But company-level private sector agreements (the majority of collective agreements in Ireland) can only be obtained directly from the signatory parties.

While some parties did not engage with the request, other key bodies did, namely the Mandate trade union and the Communications Workers' Union. A series of engagements were required to ensure the trust of the respondents and to convince the parties of the merit of this research. A helpful approach was to emphasise the EU Directive on Adequate Minimum Wages and how this ongoing research is pertinent to that Directive, which is held in high value by Irish trade unions.

Some sectors included in this research project do not have valid collective agreements, or the level of bargaining is so low it is difficult to find information on any existing agreements. For sectors that have more attainable data, the sampling approach was to first ask the respondent representative bodies what agreements they think are representative of the sectors, in addition to applying the national centre's (Eurofound national correspondent) own knowledge on industrial relations.

1 - Agriculture

Background information

Broadly speaking, this sector has a negligible level of collective bargaining. While there are around 300,000 workers in agriculture, forestry and fishing, the bulk of that is in agriculture, which mostly consists in family-based, small farm holdings; collective bargaining in the sector is inexistent.

While some workers in the fishing industry are unionised or supported by trade unions in seeking to ensure their rights, there is no evidence of collective bargaining.

The forestry sector does have collective bargaining or unionisation, evidenced in the semi-state company Coillte. The Coillte group employs around 800 people or so, and around half of these workers might be covered by valid collective bargaining agreements.

Sampling information

The only valid collective agreements that can be obtained for this sector is at Coillte. The 'Pathway to 2020' agreement between Coillte and the Fórsa trade union, covered around 250 workers and was valid from 2017 to 2020. A separate agreement was concluded between Coillte and the SIPTU union for the years 2019 to 2020, for about 120 workers.

There are no other known applicable agreements that are relevant to this sector.

Table 1: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	250,000	250,000	CSO
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	370	500	Industrial Relations News

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 1 - Agriculture 1 collective agreements were listed, and out of these 1 were approved for coding and fully included in the database.

Pathway to 2020

Eurofound identifier	CA-IE-2402
Title (native language)	Pathway to 2020
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	250
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	250
Quality of the figure	Numbers are (relatively) precise and reliable

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 1 - Agriculture (as defined in the project)
- Most (more than 50% to 89%) of those workers in 1 - Agriculture (as defined in the project), which are covered by a collective agreement.

2 - Manufacture of food, leather, textiles, and clothes

Background information

Services Industrial Professional and Technical Union (SIPTU) is the main trade union in manufacture of food products, with Unite and Connect having a smaller presence (and generally only at large employers like Glanbia). There is no longer any union presence in textiles, wearing apparel and manufacture of leather sub sectors as these have diminished in size over several decades.

Unionisation at companies that manufacture food products generally depends on a number of factors, including number of employees and how long the manufacturer has been based in Ireland.

The large employers include Glanbia, Largo Foods, Carbery and Green Isle (the latter is not unionised). While a definitive number of agreements has not been recorded, it is estimated to be in excess of 20. There is only company-level bargaining in this sector, but some of them (like Glanbia) would apply pay terms across a number of different sites of the same company.

Sampling information

Three agreements have been selected as samples for the manufacture of food products: Glanbia, Largo Foods and Carbery. These are some of the largest employers in the sector that have collectively bargained pay rates. Glanbia agreements cover around 2,000 workers. Largo Foods employs around 370 people in Ireland (250-300 at its main site in Meath), while Carbery Food Ingredients agreements cover around 120 workers.

The coverage of these agreements would constitute somewhere between 20-30% of the sector's collective bargaining coverage. Of the entire workforce in the sector, the coverage of the three agreements would probably represent around 5% of the workforce.

Table 2: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	50,000	50,000	CSO
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	10,000	10,000	Union data

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 2 - Manufacture of food, leather, textiles, and clothes 3 collective agreements were listed, and out of these 3 were approved for coding and fully included in the database.

Glanbia 2020 pay deal

Eurofound identifier	CA-IE-2067
Title (native language)	
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	2,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	2,000
Quality of the figure	Numbers are (relatively) precise and reliable

Carbery Food Ingredients

Eurofound identifier	CA-IE-2068
Title (native language)	
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	120
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	120
Quality of the figure	Numbers are (relatively) precise and reliable

Largo Foods

Eurofound identifier	CA-IE-2069
Title (native language)	
Bargaining level	Enterprise/company or establishment level agreement

Number of workers covered by the agreement in total	250
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	250
Quality of the figure	Numbers are best estimates

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Some of all agreements related to 2 - Manufacture of food, leather, textiles, and clothes (as defined in the project)
- A good fraction (20% to 49%) of those workers in 2 - Manufacture of food, leather, textiles, and clothes (as defined in the project), which are covered by a collective agreement.

3 - Construction excl. civil engineering

Background information

The sector has traditionally been covered by sectoral wage setting but this system was disturbed in 2013 when the Supreme Court found the legal basis for sectoral wage agreements (then called registered employment agreements) to be unconstitutional. Since the legal basis for sectoral wage bargaining was reformulated in 2015, there have been multiple attempts to form SEOs (sectoral employment orders) in various industries, but most have been beset by legal challenges. The Construction SEO stands out as being less complicated in this regard. The SEO system has buy-in from all the major employers, employer representative body, CIF, and the construction unions (SIPTU, Unite, Connect, BATU, OPATSI). It covers around 50,000 general operatives, craftpersons and scaffolders.

Sampling information

The Construction SEO is a major sectoral wage agreement, covering an important sector in the Irish economy, which employs around 50,000 people. The order is set down by the Labour Court and then approved by the relevant minister.

There are no other valid collective agreements in the sector.

Table 11: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	50,000	50,000	
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	50,000	50,000	

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 3 - Construction excl. civil engineering 1 collective agreements were listed, and out of these 1 were approved for coding and fully included in the database.

SEO Construction Sector

Eurofound identifier	CA-IE-1140
Title (native language)	
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	50,000
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	50,000
Quality of the figure	Numbers are best estimates

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Virtually all agreements related to 3 - Construction excl. civil engineering (as defined in the project)
- Nearly all (90% to 100%) of those workers in 3 - Construction excl. civil engineering (as defined in the project), which are covered by a collective agreement.

4 - Retail

Background information

The main trade union in the retail sector is Mandate, with over 30,000 members. SIPTU has a smaller presence in the retail sector (specific to certain companies and locations). Ibec represents Penneys in pay talks.

The larger employers in retail (over 250 employees) are more likely to have collective bargaining and negotiate with trade unions. The main employers in this sector are Tesco, MOPI, Penneys and Boots Ireland. There would be at least 10 retail employers who negotiate with trade unions. The collective bargaining coverage rate (including 'free riders', workers who are not members of trade unions but who benefit from collectively agreed terms) would be somewhere between 25% and 33%. The union density figure would be no more than 15%.

Sampling information

The three largest employers with a collective agreement setting minimum wages in the retail sector in 2020 are included: Penneys, Boots Ireland and MOPI

The Penneys pay agreement covers around 5,000 workers. The Boots Ireland agreement covers around 1,300 workers. The MOPI agreement covers around 2,500 workers. That equates to about 3% of the total retail workforce.

The largest company that is unionised in the sector is Tesco Ireland. However, there was no valid collective agreement at Tesco during 2020, and there has not been for a number of years (there was a breakdown in relations between company management and trade unions around 2016). Tesco Ireland employs 14,000-15,000 people. The other main employer in the sector, Dunnes Stores, does not negotiate with trade unions.

Upon consultation with the representative associations in this sector, the three agreements included are deemed to be the best choices for inclusion in the database.

Table 3: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	300,000	300,000	multiple, including Ibec
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	70,000	80,000	union sources

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 4 - Retail 3 collective agreements were listed, and out of these 3 were approved for coding and fully included in the database.

Boots Ireland Mandate Trade Union

Eurofound identifier	CA-IE-2050
Title (native language)	
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	1,300
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	1,300
Quality of the figure	Numbers are (relatively) precise and reliable

Musgraves / MANDATE / SIPTU

Eurofound identifier	CA-IE-2051
Title (native language)	Musgraves / MANDATE / SIPTU
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	2,500
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	2,500
Quality of the figure	Numbers are best estimates

Primark (Penneys) and Mandate

Eurofound identifier	CA-IE-2053
Title (native language)	Primark (Penneys) and Mandate
Bargaining level	Enterprise/company or establishment level agreement

Number of workers covered by the agreement in total	5,000
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	5,000
Quality of the figure	Numbers are best estimates

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 4 - Retail (as defined in the project)
- A small sample (less than 20%) of those workers in 4 - Retail (as defined in the project), which are covered by a collective agreement.

5 - Postal, courier, land transport and warehouses

Background information

The postal and courier sector is dominated by the CWU (Communication Workers Union), with other unions (Fórsa and the Association of Higher Civil and Public Servants - AHPCS) also present at the semi state An Post company.

Across the courier sector, the only active trade union is CWU.

In warehousing, the main union would be SIPTU.

In Transport, the main unions are the CIE (Córas Iompair Éireann - Irish Transport Company) unions, which are SIPTU, NBRU (National Bus and Rail Union), Unite, Connect, and TSSA (Transport Salaried Staffs Association).

Across postal and courier there would be normally in excess of 10 standing collective agreements at any given time (though not all featuring wage rates).

In land transport, there would be over 10 collective agreements but again, not all featuring wage rates.

In warehousing, there are probably fewer than 10 agreements, as there is lower union penetration in this sub-sector.

Sampling information

One company level agreement was provided in the sector from a trade union, however upon request of confidentiality. As mentioned in the background section, there are also other agreements, but they are either unavailable or not fully consistent with the sectoral/low pay requirements.

Table 4: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	90,000	110,000	CSO, OECD
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	40,000	50,000	Union data

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then ‘fully coded’ and included in the database.

In case of 5 - Postal, courier, land transport and warehouses 1 collective agreements were listed, and out of these 1 were approved for coding and fully included in the database.

Confidential agreement

Eurofound identifier	CA-IE-2114
Title (native language)	Confidential agreement
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	
Quality of the figure	
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A small fraction of all agreements related to 5 - Postal, courier, land transport and warehouses (as defined in the project)
- A small sample (less than 20%) of those workers in 5 - Postal, courier, land transport and warehouses (as defined in the project), which are covered by a collective agreement.

6 - Hospitality

Background information

The accommodation and food service sector has an active trade union presence, but the level of collective bargaining is extremely low, with a bargaining coverage certainly below 5% of the sectoral workforce. Trade unions, especially SIPTU, want sectoral bargaining activated but employers resist this system.

There are two relevant Joint Labour Committees (Hotels and Catering) but these Committees are inactive because the employer representatives do not participate and are opposed to concluding Employment Regulation Orders (EROs).

Therefore, collective bargaining is only conducted at enterprise level, in practice.

SIPTU has negotiated a number of agreements with individual hotels, which were part of the union's 'Fair Hotels' campaign - hotels which negotiate with trade unions for collective bargaining. While that campaign appears to no longer be active, bargaining, and collective agreements might continue in some hotels. It was confirmed in July 2023 that the Fair Hotels scheme no longer exists.

Sampling information

SIPTU would represent somewhere between 1,000 and 2,000 people in hotels and a smaller number in the catering industry. Not all its membership is covered by collective bargaining. The only collective agreements that were negotiated would have been part of the 'Fair Hotels' campaign (mentioned in the Background section) category, which has included the Clayton hotel chain. It was confirmed in July 2023 that the Fair Hotels scheme no longer exists: there is no longer any reliable listing of unionised hotels.

Table 5: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	200,000	200,000	CSO
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	500	5,000	

7 - Business support services

Background information

The cleaning sector is one of the few low paid sectors where a joint labour committee has functioned effectively to create sectoral wage agreements, known as employment regulation orders (EROs). The first ERO in the sector since sectoral bargaining was legislated for in 2015, was signed in 2018. The 2020 ERO replaced this and since then there has been a third ERO signed (April 2022), further increasing pay rates.

The main actors in the sector are SIPTU, representing workers, and the Irish Contract Cleaning Association, which represents employers.

A second ERO identifiable in the sector is the security one. Signed with the trade unions SIPTU and Unite by the employers' organisations 'Irish Security Industry Association', 'National Union of Security Employers' and 'Ibec'.

Sampling information

The two listed EROs are the overarching agreements for the sectors of reference. It is unlikely that there are any other collective agreements.

The ERO for security is said to cover 20,000 workers in the sector, while the ERO for contract cleaning is estimated to cover 18,270 employees (theoretically all cleaners in the sector). The EROs also cover other terms and conditions of employment, including sick pay, annual leave, rostering, and bullying/disciplinary procedures.

Table 6: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	40,000	40,000	Industrial Relations News
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	40,000	40,000	Industrial Relations News

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 7 - Business support services 2 collective agreements were listed, and out of these 2 were approved for coding and fully included in the database.

Security Employment Regulation Order

Eurofound identifier	CA-IE-1141
Title (native language)	
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	20,000
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	20,000
Quality of the figure	Numbers are best estimates

Contract cleaning Employment Regulation Order

Eurofound identifier	CA-IE-1144
Title (native language)	
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	18,270
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	18,270
Quality of the figure	Numbers are best estimates

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Virtually all agreements related to 7 - Business support services (as defined in the project)
- Nearly all (90% to 100%) of those workers in 7 - Business support services (as defined in the project), which are covered by a collective agreement.

8 - Residential and social care

Background information

Health Care Support Assistants (HCSAs, formerly called 'Home Helps') work as residential carer providers for clients of the Health Service Executive (HSE). HCSAs typically work part-time, and their pay would be on the lower end of the health service pay scale.

HCSAs achieved earnings certainty in 2013, when a minimum hours of service agreement was secured between the HSE and the SIPTU trade union. Before 2013 Home Helps' pay varied considerably but their earnings are now plotted on a pay scale with annualised hours contracts. These terms apply to HCSAs directly employed by the HSE. There are up to 28,000 health care support assistants working in the country, most of whom are direct employees of the HSE. The pay of HCSAs employed by the HSE moves in line with public sector agreements (the current agreement being Building Momentum).

Sampling information

Health Care Support Assistants provide care to people still living in their homes. This category of workers does not include care assistants working in nursing homes. The pay for HSE-employed HCSAs is transparent and moves according to a pay scale, underpinned by the public service agreements. These pay terms do not necessarily apply to non-HSE health care support assistants, of which there are around 5,000. If you include all of the care sector (residential care and nursing homes; public and private) the pay scale for HSE-employed HCSAs would equate to just over 50% of the sector. However, if looking just at residential care, the HSE terms cover around 75% of residential care workers.

Table 7: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	28,000	28,000	IRN
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	28,000	28,000	IRN

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 8 - Residential and social care 1 collective agreements were listed, and out of these 1 were approved for coding and fully included in the database.

Health Sector Consolidated pay scales 2020

Eurofound identifier	CA-IE-2011
Title (native language)	Health Sector Consolidated pay scales 2020
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	22,500
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	27,800
Quality of the figure	Numbers are (relatively) precise and reliable

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Virtually all agreements related to 8 - Residential and social care (as defined in the project)
- Most (more than 50% to 89%) of those workers in 8 - Residential and social care (as defined in the project), which are covered by a collective agreement.

9 - Arts, gambling and sports

Background information

The signatories to the listed agreement are Screen Producers Ireland (SPI) and the ICTU Film Construction group of unions - SIPTU, Building and Allied Trades' Union (BATU), Plasterer's Union of Ireland (OPATSI) and the Irish National Painters' and Decorators' Trade Union (INPDTU). These are the main representative bodies in the industry. The other main agreement in the sector in the 2020 production crew agreement.

The construction grades agreement covers up to 300 workers. This agreement was a long time in the making, as it was due to be renewed before the COVID pandemic began. The renewal was finally agreed in mid-2022 and provides for increased hourly pay rates, overtime rates, allowances, a guaranteed working week, disputes procedures and various other industrial relations and employment provisions – all of which “replaces and supersedes all previous arrangements, understandings, representations or agreements between the parties hereto.”

The primary objectives of the agreement are for the “provision of working practices that are in accordance with best international standards subject to agreement between management and union(s)” and to provide a framework “for a positive environment for the development of cinema, TV, and television drama production in Ireland.”

The agreement runs to 31 December 2025.

Sampling information

The listed agreement is the main agreement for construction grades in the film & tv industry in Ireland. It applies for all construction grades (crafts, riggers, stagehands, chargehands, supervisors) working on productions of cinema and tv films, and tv dramas (it does not encompass animations, Irish-language productions, or micro-budget productions). In theory it should apply to 100% of construction grades on productions within scope.

There is another major agreement in the film & TV industry, often referred to as the production crew agreement. This agreement would cover more workers, but the text of the agreement has not been obtained.

Table 8: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	11,960	25,000	Screen Producers Ireland
B. Total number of employees in the sampled sectors of interest, estimated to	300	300	Industrial Relations News

be covered by collective bargaining			
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Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then ‘fully coded’ and included in the database.

In case of 9 - Arts, gambling and sports 1 collective agreements were listed, and out of these 1 were approved for coding and fully included in the database.

Feature Film and Television Drama Industry, construction workers

Eurofound identifier	CA-IE-1291
Title (native language)	Feature Film and Television Drama Industry in Ireland, construction workers
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	300
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	300
Quality of the figure	Numbers are best estimates

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Some of all agreements related to 9 - Arts, gambling and sports (as defined in the project)
- Most (more than 50% to 89%) of those workers in 9 - Arts, gambling and sports (as defined in the project), which are covered by a collective agreement.

10 - Personal services

Background information

No collective agreements or the existence of collective bargaining was detected in this sector.

Sampling information

No collective agreements or the existence of collective bargaining was detected in this sector.

Table 9: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining			
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

11 - Domestic personnel

Background information

No collective agreements or the existence of collective bargaining was detected in this sector.

Sampling information

No collective agreements or the existence of collective bargaining was detected in this sector.

Table 10: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining			
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

12- Multi-sectoral agreements

Background information

There are no multi-sectoral agreements in existence per se. The public service agreement, called 'Building Momentum', covers the entirety of the public and civil service, employing over 360,000 people. If making a distinction between the sectors of the public and civil service (for example, between education and health) then Building Momentum would be a multi sectoral agreement but that is not how it is treated at national level. Moreover, public and civil service employment cannot be realistically comprehended as low paid employment.

Sampling information

No multi sectoral agreement detected (see Background section).

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The European Foundation for the Improvement of Living and Working Conditions (Eurofound) is a tripartite European Union Agency established in 1975. Its role is to provide knowledge in the area of social, employment and work-related policies according to Regulation (EU) 2019/127.