



Coordinated Bargaining Reemerges in Ireland As Economy Recovers from the Great Recession

by Bill Roche and Tom Gormley

Following the collapse of Ireland's 22-year social partnership model in 2009, collective bargaining up until 2011 was focused around pay concessions. With the gradual revival and then dramatic rebound of the Irish economy, collective bargaining for pay rises has again become an established feature of Irish industrial relations. In spite of the collapse of social partnership, coordinated pay bargaining has remained a striking feature of pay bargaining in Ireland, as revealed in two empirical studies (Roche, W. K., and Gormley, T. (2017) [*The advent of pattern bargaining in Irish industrial relations*](#). *Industrial Relations Journal*, 48: 442–462; Roche, W. K., and Gormley, T. (2017) [*The durability of coordinated bargaining: Crisis, recovery and pay fixing in Ireland*](#). *Economic and Industrial Democracy*).

With the advent of economic revival from 2011, unions targeted profitable multinational firms in the pharmaceutical sector to establish a 2% pay norm, which set the pattern for pay deals throughout the private sector each year over the period to 2017. Unions saw major advantages in 'pattern bargaining' and show little interest in returning to centralized tripartite pay determination. With full employment approaching and high recurring levels of economic growth, we suggest that the future of coordinated pay bargaining nevertheless hangs in the balance.

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