

# collective bargaining

Issue 10/2016 October

This newsletter presents up-to-date information on collective bargaining developments across Europe since February 2008. It aims to facilitate information exchange between trade unions and to support the work of the ETUC's collective bargaining committee.



AMSTERDAM INSTITUTE FOR ADVANCED LABOUR STUDIES  
UNIVERSITEIT VAN AMSTERDAM



etui.

## contents

---

### European sources

Job segregation and working time as driving factors of the gender gap  
Growth in agency work  
Social partner agreement in fishery transposed into EU Directive  
The income of retired workers in arduous jobs  
Social indicators documented  
Report on teachers' salaries  
Trends in labour costs in Europe 2015

---

### Austria

Metal workers negotiate still with no result  
Agreement in breweries and in transport

---

### Belgium

Negotiations at Bombardier after job cuts announcement  
Job cuts at ING lead to sharp criticism  
Union opens website for agency workers

---

### Bulgaria

Lowest monthly wage in the EU

---

### Croatia

Net wage increases as from 1 January 2017  
Second pillar of pension system discussed

---

### Cyprus

Teachers strike started  
Work stoppage of doctors

---

### Czech Republic

Mafia profits from labour shortages  
Higher minimum wage agreed

---

### Denmark

Trade union 3F opposes age lowering bar personnel  
Fund assists posted workers

---

### Estonia

Pay satisfaction spread uneven

---

### Finland

IT and retail sectors hit by redundancies  
Unions oppose new cuts in unemployment benefits

---

### France

EDF workers on strike  
Assessment of bargaining in 2015  
Metal sector agreement without the CGT  
Alstom plant stays open

---

### Germany

Cabin crew and flight attendants strike  
Diverging figures on coverage rate  
Toolbox in the campaign against gender pay gap  
Relation between wages and labour market conditions  
Wage and income distribution report 2016

---

### Greece

TV workers protest against job cuts  
Health care workers held a strike

---

### Hungary

Wages unpaid for months  
Protest against overnight closure

---

### Iceland

Women leave work earlier to protest against pay gap

---

### Ireland

Garda work-to-rule action as members reject pay deal  
Campaign for equal pay for younger teachers  
Industrial action if Expressway is separated

---

### Italy

Alarming figures on poverty among pensioners  
Banks envisage massive lay-offs  
Day of general strike  
Union wants joint bargaining action for decent contracts

---

### Latvia

Minimum wage goes up in 2017  
Employment portal reports on labour market survey

---

### Liechtenstein

Labour market remains stable  
Webpage with collective agreements

---

### Lithuania

Plea for import of labour

---

### Luxembourg

Union delegation concludes social plan  
Lunch vouchers increase in value  
Parental leave law approved

---

### Malta

Industrial action ordered at the law courts

---

### Netherlands

Low income and child poverty  
Union acts on behalf of migrant worker in Qatar  
Wages outpace inflation

---

### **Norway**

Electrical workers expand strike  
Train engineers back into mediation

---

### **Poland**

LFS report on 2nd quarter of 2016  
Protest against education reform

---

### **Portugal**

Call centre employees demand end casual work  
Too many people live in poverty

---

### **Romania**

Postal workers on strike  
Subway workers plan strike

---

### **Serbia**

Serious shortages in health care

---

### **Slovakia**

Teachers end strike  
Increase of minimum wage settled

---

### **Slovenia**

Decent pay for assistants in education  
Collective agreement for agri-food signed

---

### **Spain**

Court decides in favour of sectoral agreement  
School strike against reform  
Statement on social dialogue

---

### **Sweden**

Trade unions coordinate bargaining round 2017  
Radio documents illegal practices of Uber

---

### **Switzerland**

Human Relations Barometer

---

### **Turkey**

Child labour for EU retailers

---

### **United Kingdom**

Uber drivers win employment rights tribunal case  
Annual survey of earnings 2016  
Weaker growth of National Living Wage  
Teachers' pay lower than the OECD average  
Cleaners do not accept wage cuts after outsourcing  
Labour market strength and weaknesses assessed

---

## **European sources**

**Job segregation and working time as driving factors of the gender gap**  
*October 25, 2016*

Four different reports pay attention to the size and impact of the gender pay gap. An *IAB-paper* estimates size and impact factors of the gender pay gap in Europe. The authors analyse 21 EU countries plus Norway, which clearly exceeds the scope of existing microdata studies. They also examine the sources of the unexplained gap. The sectoral segregation of genders is identified as the most important barrier to gender pay equality. In addition, the fact that part-time positions are more frequent among women notably contributes to the gap. The authors conclude that policies aiming at closing the gender pay gap should focus more on the sector level than on the aggregate economy. In its *Global Gender Gap Report*, the World Economic Forum quantifies the magnitude of gender disparities and tracks their progress over time, with a specific focus on the relative gaps between women and men across four key areas: health, education, economy and politics. It reveals that, despite a high regional average compared to the rest of the world, there is wide spread of outcomes among the European countries, with the Western region performing better than Eastern Europe. In a detailed Eurofound report on women's labour participation and the consequences of the gender gap, it is revealed that, on average, women in the EU earned around 16.1% less per hour than men in 2014. In spite of more than 30 years of equal pay legislation, the gender pay gap remained persistent across all Member States, regardless of the overall level of female employment, national welfare models or equality legislation. The London-based business comparison site Expert Market has mapped gender pay gap data from 40 European nations to show exactly when in the year women effectively start working for free.

English: [http://doku.iab.de/discussionpapers ...](http://doku.iab.de/discussionpapers...)

[http://www3.weforum.org/docs ...](http://www3.weforum.org/docs...)

<http://www.expertmarket.co.uk/gender-pay-gap-in-europe>

[http://www.eurofound.europa.eu/sites/default/files ...](http://www.eurofound.europa.eu/sites/default/files...)

### **Growth in agency work**

*October 21, 2016*

The average number of hours worked by agency workers across Europe in October grew 2.8% year-on-year compared with the same period in 2015, according to figures from the World Employment Confederation Europe (previously known as Eurociett). The figures showed that Denmark had the highest growth at 10.3% while Switzerland saw a return to growth at 3.5% and Norway stabilised. Italy continues to show a year-on-year decline. Though Germany is not included, data collected by IW Köln (Cologne Institute for Economic Research) and BAP show an increase of agency workers by 5% from January to May 2016.

English: [http://www2.staffingindustry.com/eng/Editorial/Daily-News/Europe-Growth ...](http://www2.staffingindustry.com/eng/Editorial/Daily-News/Europe-Growth...)

### **Social partner agreement in fishery transposed into EU Directive**

*October 14, 2016*

The EU Council has approved a Directive regulating working conditions in the fisheries sector, following a long-standing request from the European social partners (the European Transport Workers' Federation, Europêche and Cogeca). In 2012, the European organisations reached a pivotal agreement within the Social Dialogue Committee for Sea Fisheries (SSDC-F) on a text which would transpose the ILO Work in Fishing Convention 2007 (C188) into EU Law. Since then, the Social Partners have been urging the EU institutions to implement the agreement through a Directive whose aim is to ensure better working conditions for more than 150,000 fishermen in Europe regardless of the size of the vessel.

English: [http://www.etf-europe.org/etf-press-area ...](http://www.etf-europe.org/etf-press-area...)

### **The income of retired workers in arduous jobs**

*October 7, 2016*

In a synthesis report commissioned by DG EMPL of the European Commission on the situation of workers in arduous jobs, one chapter is dedicated to the income, notably once they retire. The report is based on country reports and looks after the actual retirement pathway which workers in arduous and hazardous jobs follow in the scrutinised countries. It identifies the national policy measures, and the number of workers that have access to them. Also described are the main characteristics of the retirement pattern, especially the effective retirement age, as compared with that of ordinary workers. The report provides information on the level of income with a focus on pension benefits, comparing the benefits (through special schemes, special rules of early and/or disability benefits) with the pension benefits provided for ordinary workers.

English: [http://ec.europa.eu/social ...](http://ec.europa.eu/social...)

Country reports: [http://ec.europa.eu/social/keyDocuments ...](http://ec.europa.eu/social/keyDocuments...)

### **Social indicators documented**

*October 5, 2016*

The OECD has published its 8<sup>th</sup> edition of *Society at a Glance*, a biennial overview of social indicators. The overview provides a rich variety of data and graphs on general items like employment, (household) income, migration and demography. Part 5 of the report is dedicated to equity indicators (income inequality, poverty, living on benefits, social spending and recipients of out-of-work benefits). Special attention is given to the position of youngsters on the labour market, with 15% of the youth population being neither in employment, education nor training in 2015, about 40 million young people. Young people with no more than lower-secondary education account for over 30% of this group.

English: [http://www.oecd.org/social/society-at-a-glance ...](http://www.oecd.org/social/society-at-a-glance...)

Read online: [http://www.keepeek.com/Digital-Asset-Management/oecd/social ...](http://www.keepeek.com/Digital-Asset-Management/oecd/social...)

### **Report on teachers' salaries**

*October 5, 2016*

The Eurydice network published an annual report on teachers' and school heads' salaries and allowances in Europe for the period 2015-2016. It analyses statutory salaries and allowances for teachers and school heads in 40 European countries and regions and looks into how they have changed as compared to 2014/2015. The report points out that in about 30 out of 40 surveyed countries, the minimum annual statutory salaries for teachers are lower than the Gross Domestic Product (GDP) per capita. In most of the countries where an increase took place, it amounted only to 1-4% (Spain and the UK: 1 %, Serbia and Macedonia: 4%), while in some countries the increase was just a compensation for inflation (Germany) or a lagged effect of the reforms implemented several years earlier (Slovakia: reforms in 2009, Hungary: 2012, Estonia: 2013).

English: [https://webgate.ec.europa.eu/fpfis/mwikis/eurydice ...](https://webgate.ec.europa.eu/fpfis/mwikis/eurydice...)

### **Trends in labour costs in Europe 2015**

*October 1, 2016*

Based on Eurostat data the Macroeconomic Policy Institute (IMK) regularly analyses the development of labour costs and unit labour costs in Europe. In a recent report IMK presents labour cost trends in the private sector, disaggregated for private as well as public services, and in manufacturing industry, for a selection of European countries, the Euro Area and the EU. A special focus is put on the effects of the statutory minimum wage of € 8.50 per hour, introduced at the beginning of 2015 in Germany, on the increase in labour costs. Subsequently, the report examines the development of unit labour costs in Europe and its impact on price competitiveness.

English: [http://www.boeckler.de/pdf ...](http://www.boeckler.de/pdf...)

---

## **Austria**

### **Metal workers negotiate still with no result**

*October 25, 2016*

The trade unions will intensify the pressure on the employers in the metal sector, as the negotiations for a collective agreement are not yet successful. It took ten hours in a third round of negotiations without any agreement. The actual agreement expires 1 November 2016. The trade unions PRO-GE and GPA-djp that demand a pay increase of 3%, with special attention for the low-paid, have announced regional manifestations and, if necessary, protest meetings at plant level. The next negotiations are in November.

German: [http://www.oegb.at/cms ...](http://www.oegb.at/cms...)

### **Agreement in breweries and in transport**

*October 17, 2016*

The website [www.kollektivvertrag.at](http://www.kollektivvertrag.at) reports that in several industries new agreements have been concluded. Trade unions PRO-GE and GPA-djp reached a 12-month deal in the brewery sector with a 1.25% pay increase. In the freight transport industry, the unions and the employers signed an agreement with a 2.7% pay increase, starting 1 January 2017.

German: [http://www.kollektivvertrag.at/cms/KV ...](http://www.kollektivvertrag.at/cms/KV...)

[http://www.kleinezeitung.at/wirtschaft ...](http://www.kleinezeitung.at/wirtschaft...)

---

## Belgium

### **Negotiations at Bombardier after job cuts announcement**

*October 21, 2016*

Plane and train maker Bombardier will shed jobs for the second time in 2016, cutting about 10% of its global workforce over two years as it deepens turnaround efforts at its rail division. The Montreal-based company, which struggled in recent years with cost overruns in its aerospace unit, said it will cut about 7,500 jobs globally with about two-thirds of those in Bombardier Transportation. The other cuts will be made in the aerospace division. Workers at a Bruges factory of Bombardier went on strike after the alarming news. During a meeting with the trade unions the local management indicated that the consequences for the factory would be rather modest, because the workforce had already been reduced during an earlier restructuring.

English: <http://fortune.com/2016/10/21/bombardier-7500-jobs-layoffs/>

Dutch: [http://deredactie.be/cm/vrtnieuws/economie ...](http://deredactie.be/cm/vrtnieuws/economie...)

### **Job cuts at ING lead to sharp criticism**

*October 3, 2016*

ING bank's decision to shed 12% of staff in favour of digital investment prompts threat of strike action from workers. ING's plans to shed 7,000 jobs and invest in its digital platforms to make annual savings of €900m by 2021 has drawn swift criticism of the Netherlands' largest financial services company from unions. The Unions in the Netherlands and Belgium have been highly critical on this decision, especially taking into account that the Dutch government kept ING afloat with bailout money. In Belgium, the unions were informed at a works council meeting. They called the announced measures beyond all proportions.

English: [https://www.theguardian.com/business/2016/oct ...](https://www.theguardian.com/business/2016/oct...)

[http://deredactie.be/cm/vrtnieuws.english/News ...](http://deredactie.be/cm/vrtnieuws.english/News...)

### **Union opens website for agency workers**

*October 1, 2016*

Trade union confederation FGTB/ABVV has opened a website with special services for agency workers. One of the main reasons is the fact that, starting from 1 October 2016, the right to receive a labour contract before the work starts has been introduced in the agency sector. The signature of the contract is possible in the traditional way (hard copy) or digital. The site also includes a YouTube-instruction for agency workers.

French: [http://www.droitsdesinterimaires.be/fr-BE/article/des-le-1er-octobre-le-contrat-d-abord ...](http://www.droitsdesinterimaires.be/fr-BE/article/des-le-1er-octobre-le-contrat-d-abord...)

[https://www.youtube.com/watch ...](https://www.youtube.com/watch...)

Dutch: [http://www.interimcontract.be/nl-BE/content/vanaf-1-oktober-eerst-je-contract ...](http://www.interimcontract.be/nl-BE/content/vanaf-1-oktober-eerst-je-contract...)

[https://www.youtube.com/watch ...](https://www.youtube.com/watch...)

---

## Bulgaria

### **Lowest monthly wage in the EU**

*October 26, 2016*

Bulgaria ranks last in terms of income not only among EU member-states but also in the region, shows a survey of the Confederation of Independent Syndicates in Bulgaria (KNSB). The nominal amount of the average monthly wage of 420 euro is about 5.5 times lower than the average levels for the EU, where it is 2,293 euro. The monthly wage in the country is 12 times lower than that in Switzerland and about 6.2 times lower than the monthly wage in Germany. It lags significantly behind monthly wages in Balkan countries.

English: [http://www.novinite.com/articles/177059/Bulgaria ...](http://www.novinite.com/articles/177059/Bulgaria...)

---

## Croatia

### **Net wage increases as from 1 January 2017**

*October 22, 2016*

The finance minister announced an increase in net salaries from January 2017. The idea of the ministry is to implement a complete, comprehensive reform. Income tax is just one of several segments. For individuals with the highest incomes, who pay the highest marginal tax rate, there will be some changes. The government wants to protect social equality and there will be changes in other segments as well. The finance minister assured that the changes will not jeopardize the budget and public debt policies. The planned net wages increase shall be noticed by the vast majority of citizens.

English: [https://www.total-croatia-news.com/item/14557-net-salaries-in-croatia-to-increase ...](https://www.total-croatia-news.com/item/14557-net-salaries-in-croatia-to-increase...)

## **Second pillar of pension system discussed**

*October 21, 2016*

A conference on 'Croatian Pension System and Sustainability of Its Second Pillar' was dedicated to the future needs in the field of pensions. The mandatory second pillar system with individual accounts started operating in 2002 with defined contribution schemes. Experts who took part in the conference were divided over whether the second pillar, which consists of individual savings accounts, was unsustainable and ultimately less favourable for retirees or whether it was a good solution given the unfavourable demographic trends and aging population.

English: [https://www.total-croatia-news.com/item/14551-experts-divided-about-sustainability ...](https://www.total-croatia-news.com/item/14551-experts-divided-about-sustainability...)

---

## **Cyprus**

### **Teachers strike started**

*October 25, 2016*

Primary school teachers' trade union Poed urged Limassol parents to drop off their children an hour later at school, as the first of a number of one-hour work stoppages began. The five one-hour work stoppages, which were announced earlier on by Poed, will take place on rotation in each district every Wednesday morning, meaning schools in one district at a time will all start later. Teachers in Limassol's preschool, primary and special education schools are the first to strike. Teachers will also march on 3 November from the finance ministry to the Presidential Palace. Poed's key demand is for 12-month contracts to be given to temporary teachers instead of 10-month ones. The union's board said that the strike was also about serious problems primary schools face related to pre-schools, special education, illiteracy, children whose mother tongue is not Greek and juvenile delinquency.

English: <http://cyprus-mail.com/2016/10/25/primary-school-strikes-start-limassol-wednesday/>

### **Work stoppage of doctors**

*October 17, 2016*

State doctors went on a three-hour strike at Makarios hospital in Nicosia to protest the health ministry's decision to train students from University of Cyprus' (UCy) medical school in public hospitals. The work stoppage, by trade union Pasyki and the doctors' branch of civil servants' union Pasydy, began, after the dean of the UCy's medical school went to the Makarios hospital to assume duties at the children's surgery clinic, as part of the cooperation agreement between the UCy and the health ministry. Both unions are against the cooperation agreement between the ministry and the university. According to the agreement each hospital department will have two heads – the existing manager and a university doctor – while the latter will also have under his or her supervision a number of medical staff of the department. The university doctor will take three to four physicians from the already understaffed clinic who will be under his supervision. The unions consider that this will create chaos. The unions also protest against the difference in salaries as university doctors' annual income will be more than three times that of state doctors.

English: [http://cyprus-mail.com/2016/10/17/doctors-threaten-new-strike-action ...](http://cyprus-mail.com/2016/10/17/doctors-threaten-new-strike-action...)

---

## **Czech Republic**

### **Mafia profits from labour shortages**

*October 27, 2016*

A newspaper reported about the practice that Ukrainians who want to work in the Czech Republic must first pay protection money of up to 2000 euro per capita to the mafia. Industry is short of 70,000 workers, according to an analysis of the Association of Exporters, and the employers' demand for the Ukrainian labour force has been steeply rising. Moreover, most firms must pay extra money to intermediaries for their Ukrainian workers

English: [http://praguemonitor.com/2016/10/27/mfd-ukrainians-must-pay-mafia ...](http://praguemonitor.com/2016/10/27/mfd-ukrainians-must-pay-mafia...)

### **Higher minimum wage agreed**

*October 7, 2016*

The three parties in government have agreed to rise the country's monthly minimum wage from the current 9,900 to 11,000 crowns (around 400 euro). This increase is aimed at improving the pay for around 115,000 workers. Earlier on, trade union leaders had called for an increase in 2017 of minimum wages in the private sector to 11,500 crowns (425 euro) a month.

English: [http://radio.cz/en/section/curraffrs/government-agrees-on-minimum-wage ...](http://radio.cz/en/section/curraffrs/government-agrees-on-minimum-wage...)

---

## Denmark

### **Trade union 3F opposes age lowering bar personnel**

*October 25, 2016*

The government is moving to allow 15-year-olds to serve alcohol in restaurants. Currently, the minimum age is 18. The current law forbids minors from working in places that serve spirits (hard liquor). The government's proposal would allow 15-year-olds to clean and wash up, and would also permit them to serve customers until 11 pm under the supervision of an adult. Trade union 3F and opposition party SF are strongly against the government's proposal that could create situations whereby youngsters become responsible for the further intake of people 'who have become too drunk'.

English: [http://cphpost.dk/news/danish-government-would-allow-minors-to-serve-alcohol ...](http://cphpost.dk/news/danish-government-would-allow-minors-to-serve-alcohol...)

### **Fund assists posted workers**

*October 1, 2016*

A new fund will help foreign posted workers receive their wages. Posted Workers who are covered by a Danish collective agreement can, from October 2016, receive their wages via the Danish Labour Market Fund for Posted Workers. Foreign posted workers can only receive their wages from the fund if they are posted from an EU or EEA country, have had their wage claim upheld in the industrial dispute settlement system and have unsuccessfully attempted to receive their wage from their employer. The trade union that pursued the industrial dispute case can represent the worker.

English: <https://workplacedenmark.dk/en/working-conditions/danish-labour-market-fund>

---

## Estonia

### **Pay satisfaction spread uneven**

*October 18, 2016*

A commercial recruitment portal held a web based poll and found that pay satisfaction has grown the most in Estonia among its Baltic clients. Compared to 2013, pay satisfaction had risen by 14% in Estonia and 13% in Latvia, but dropped by 2% in Lithuania. A spokesperson explained that the primary reasons for the rise in pay satisfaction were shortage of labour and modest economic growth. This means better work conditions, including an increase in pay, for job-seekers and working people alike. Across the Baltics, people connected with IT, recruitment, agriculture and environmental protection were the most satisfied with their pay whereas more than 70% of employees in healthcare, social work, education and research, and catering fields found that they were underpaid. 60% of top executives, 45% of mid-level managers and 42% of sales personnel stated that their remuneration was in accordance with their contributions; in contrast, this opinion was shared by just a quarter of skilled and unskilled workers and customer service personnel.

English: [http://news.err.ee/v/business ...](http://news.err.ee/v/business...)



---

## Finland

### **IT and retail sectors hit by redundancies**

*October 21, 2016*

According to statistics compiled by the Central Organisation of Finnish Trade Unions SAK, the number of people under threat of redundancy during the third quarter of 2016 was 11,849. This figure is the lowest in the last five years. The Act of Cooperation stipulates that in all undertakings with more than 20 employees, any planned redundancies are subject to mandatory consultation with personnel representatives. The final number of redundancies in such cases invariably remains open. The statistics are based on information made publicly available and do not include the municipal sector. This means that in real terms the actual figures are greater. Many of the latest announcements which threaten unemployment or redundancies come from IT and hardware companies such as Ericsson, Tecnotree and Fujitsu Finland.

English: [http://heikkijokinen.info/en/trade-union-news-from-finland ...](http://heikkijokinen.info/en/trade-union-news-from-finland...)

### **Unions oppose new cuts in unemployment benefits**

*October 7, 2016*

The union for the public and welfare sector JHL is concerned about the Government's plans to continually cut earnings-related unemployment benefits. By government's decision the maximum length of earnings-related unemployment benefit will already be cut by 100 days, from 500 days to 400 days in the beginning of 2017. For those who have been active in working life less than three years the number of days will be cut from 400 to 300. Currently the government is planning further cuts in unemployment benefits in a new pact for employment. JHL has expressed its opposition to this plan.

English: [http://www.jhl.fi/portal/en ...](http://www.jhl.fi/portal/en...)

---

## France

### **EDF workers on strike**

*October 19, 2016*

Workers at electric utility EDF went on strike for 24 hours starting on 19 October 2016. EDF announced the action in a note posted on the website of the grid operator RTE. This action follows a demonstration organised by the union FNME against a possible cut in the unions' financing. This follows another previous collective action in the sector. On 15 September 2016, another strike was led by several unions including the energy industry union FNME-CGT against the adoption of the new labour code.

English: [http://www.platts.com/latest-news/electric-power/london/frances-edf ...](http://www.platts.com/latest-news/electric-power/london/frances-edf...)

### **Assessment of bargaining in 2015**

*October 10, 2016*

The content, impact and scope of collective bargaining in 2015 was evaluated in a short assessment. The total number of concluded (sectoral) agreements increased slightly, with 38 professional agreements (31 in 2014) and 5 agreements at national level (2 in 2014). In the ranking of the most important themes, wages are still the number one, followed by new contract regulations and the financing of vocational training. Working time lost a lot of attention in this round of bargaining. The assessment signals large wage disparities.

French: [http://www.editions-tissot.fr/actualite/droit-du-travail ...](http://www.editions-tissot.fr/actualite/droit-du-travail...)

### **Metal sector agreement without the CGT**

*October 5, 2016*

An agreement concluded by four unions in the metal sector (CFE-CGC, CFDT, FO and CFTC) and the employers (UIMM) was not approved by the CGT. The deal was reached after a dialogue that started in October 2015. The signatures had agreed to keep the possibility open for a signature from the side of the CGT until 5 October. Part of the agreement is the renewal of the legal base, the introduction of innovative practices and flexible working time patterns over a three years' period. The CGT said its proposals in the field of job security, wages and production chains were not taken serious in the course of the negotiations.

French: [http://www.lefigaro.fr/flash-eco ...](http://www.lefigaro.fr/flash-eco...)

<https://ftm-cgt.fr/display ...>

## **Alstom plant stays open**

*October 4, 2016*

The government will buy 15 new high-speed trains as part of a plan to save a historic manufacturing site from closure and rescue hundreds of jobs. The plant belongs to Alstom, a partially state-owned engineering company that has global reach — it will build high-speed trains in the U.S. and makes trams and subway lines around the world. Alstom had announced that it would close the plant, a closure that would have led to 400 job cuts and redeployed employees to other sites in the country.

English: <http://www.france24.com/en/20161004-france-buys-fast-trains ...>

---

## **Germany**

### **Cabin crew and flight attendants strike**

*October 27, 2016*

After failed negotiations on details of part-time work contracts for flight attendants, the categorical union UFO announced that cabin crew and flight attendants at Lufthansa's low-budget subsidiary Germanwings would join a strike of their Eurowings colleagues. The dispute between Eurowings and UFO has been simmering for more than two years. UFO insisted it had offered to take the labour dispute with Eurowings to mediation to avert industrial action, but management had failed to make a decision on the matter. Chances for a settlement improved when management put forward a new offer, including an average pay increase of around 7 percent for about 400 flight staff at the carrier. After a one day strike the talks were reopened. The negotiations are also complicated because of the competition between UFO and the larger trade union ver.di.

English: <http://www.dw.com/en/two-more-days-of-eurowings-strikes-threatened ...>

German: <http://www.n-tv.de/ticker/Eurowings-und-Ufo-nehmen-Gespraech ...>

### **Diverging figures on coverage rate**

*October 26, 2016*

According to figures for 2014, published by Federal Statistical Office Destatis, roughly 45% of the employees in Germany worked in businesses bound by collective agreements, that is, in businesses subject to either a branch-specific collective agreement (41%) or a company agreement (4%). Based on the results of the structure of earnings survey, Destatis also reports that the proportion of businesses subject to collective agreements was just under 15% in 2014. These figures are rather different from actual figures presented by the Institute IAB that calculated a coverage rate (branch and company level combined) of 57%.

English: <https://www.destatis.de/EN/PressServices ...>

German: <https://www.destatis.de/DE/PresseService ...>

IAB-data (in German): <http://www.boeckler.de/cps ...>

### **Toolbox in the campaign against gender pay gap**

*October 14, 2016*

The education department of the trade union confederation DGB and Arbeit und Leben have developed a toolbox in the campaign against the existing wage gap between men and women. The toolbox was promoted at a proclaimed 'Day of the equal pay at company level'. During this day, the trade unions took the opportunity to schedule the item of equal pay on the agenda in the companies, to discuss it and to start initiatives that lead to a better distribution of wages.

German: <http://www.dgb.de/themen ...>

The toolbox (in German): <http://www.was-verdient-die-frau.de/toolbox>

### **Relation between wages and labour market conditions**

*October 6, 2016*

Using administrative data, an IAB-paper analyses the relation between wages and past and current labour market conditions. The data suggests that wages are related to past labour market conditions as contract theories postulate. However, past labour market conditions also affect contemporaneous wages through the evolution of the match qualities over a worker's job history - the main hypothesis of the selection model.

Refining the selection model by taking into account within company job regrading, the authors find that wages of workers who switched employers and occupations at the same time respond stronger to the cycle than wages of job stayers. In contrast, wages of workers who only switch employers or occupations are not more cyclical than wages of workers who stay at their previous employer and in their previous occupation.

English: [http://doku.iab.de/discussionpapers/2016 ...](http://doku.iab.de/discussionpapers/2016...)

## **Wage and income distribution report 2016**

*October 6, 2016*

The Institute of Economic and Social Research (WSI) Wage and income distribution report 2016 concludes that the wage gap between rich and poor freezes. The income distribution strongly stalled in recent decades. Especially in East Germany, the mobility between income classes has declined sharply since the reunification. In order to change these tendencies several measures have to be taken: the redistribution of taxation, the reduction of long-term unemployment and the dismantling of inequalities in the education system. The plea is to develop a policy of social inclusion that transfers workers with high labour market risks into more secure and stable jobs, with decent wages.

German: [http://www.boeckler.de/pdf ...](http://www.boeckler.de/pdf...)

---

## **Greece**

### **TV workers protest against job cuts**

*October 10, 2016*

About 200 journalists and other workers in private TV stations have held a peaceful protest outside Prime Minister Alexis Tsipras' office over feared job losses in the sector. Some of the demonstrators pushed through a police cordon to hang a protest banner on the outer fence of the central Athens building. Protesters said almost 2,000 jobs will be lost in five of the seven currently functioning TV stations that have not secured licenses in an auction of broadcasting rights held in September 2016.

English: [http://www.dailymail.co.uk/wires ...](http://www.dailymail.co.uk/wires...)

### **Health care workers held a strike**

*October 6, 2016*

Health care workers held a 24-hour strike, leaving hospitals running with emergency staff. Protesters marched past 10 state-run hospitals before reaching the health ministry. Per capita spending on health has been axed by nearly a third since 2009 as the government made cuts required by its bailout programs, according to estimates by the OECD. That has created longer waiting lists for treatment, staff shortages, and frequent medical equipment failure at hospitals. The trade unions accuse the government of delaying plans to hire more hospital staff, which they argue would cover just 20% of jobs lost due to austerity measures.

English: [http://www.canadianbusiness.com/business-news/greek-doctors-paramedics ...](http://www.canadianbusiness.com/business-news/greek-doctors-paramedics...)

---

## **Hungary**

### **Wages unpaid for months**

*October 27, 2016*

Editors and journalists at weekly magazine 168 Óra have not received salaries for months, even as the magazine's parent company hires expensive new journalists, reports the news site Átlátszó. British-owned Brit Media Kft. bought the magazine's publisher one year ago, but is now reportedly struggling with liquidity problems. The investigation by Átlátszó found that simple liquidity is not the issue keeping the staff from their salaries, which reportedly amount to several million forints in back wages.

English: [http://budapestbeacon.com/news-in-brief/168-ora-journalists-not-receiving-wages ...](http://budapestbeacon.com/news-in-brief/168-ora-journalists-not-receiving-wages...)

### **Protest against overnight closure**

*October 25, 2016*

Around 2,000 citizens protested in Budapest following the closure of the country's leading leftist newspaper, Népszabadság (People's Freedom). The paper's owner company Mediaworks, owned by Austrian firm Vienna Capital Partners, unexpectedly announced on 8 October 2016 that it would suspend both the print and online editions. The executive co-chairman of Hungarian Press Union (HPU) said that 'The closure of the newspaper is a violation of media freedom and a violation of labour rights.' Mediaworks said the paper was operating at a 'considerable' loss and struggled with dropping circulation. But civil rights groups said the newspaper had been shut down because it had published critical items against the government. Two weeks later it became clear that a close collaborator of the government purchased Mediaworks Hungary. Critics fear that this is another contribution to the steady decline of media freedom.

English: [http://www.ifj.org/nc/news ...](http://www.ifj.org/nc/news...)

[http://budapestbeacon.com/media-issues/guess-just-bought-mediaworks ...](http://budapestbeacon.com/media-issues/guess-just-bought-mediaworks...)

---

## Iceland

### **Women leave work earlier to protest against pay gap**

*October 24, 2016*

Women were encouraged by trade unions and women's organizations to walk out of their workplaces on 24 October 2016 to demand equal pay for similar work. In Reykjavík, they convened on Austurvöllur square, where they gathered to protest the gender pay gap. Similar protests were planned all over the country. The timing, 2:38 pm, was no coincidence. Compared to men's earnings, women work without pay after that hour every day. The fight for equal pay is not over: based on trends in the past decade, it appears it will take 52 years to eliminate the gender pay gap.

English: [http://icelandreview.com/news/2016/10/24/women-iceland-leave-work ...](http://icelandreview.com/news/2016/10/24/women-iceland-leave-work...)

---

## Ireland

### **Garda work-to-rule action as members reject pay deal**

*October 29, 2016*

The Association of Garda Sergeants and Inspectors (AGSI) escalated their work-to-rule as part of their campaign seeking pay restoration and negotiating rights. Trade union Garda Representative Association (GRA) has decided to join AGSI after GRA members rejected the accord by a margin of about 87% to 11%. An all-out strike by rank and file Gardaí as well as Garda sergeants and Inspectors is looking increasingly likely. Members of the AGSI began limited industrial action over a 16.5 per cent pay claim and access to the State's industrial relations machinery such as the Labour Court and Workplace Relations Commission. The AGSI reached a deal with the government some months ago which brought its 2,000 members into the Lansdowne Road public sector pay agreement. However, the AGSI has revised its position after establishing that an ongoing review of Garda pay and industrial relations will not deliver the immediate increases it is seeking.

English: [http://www.irishtimes.com/news/ireland/irish-news/rank-and-file-garda ...](http://www.irishtimes.com/news/ireland/irish-news/rank-and-file-garda...)

[https://www.rte.ie/news/2016/1027 ...](https://www.rte.ie/news/2016/1027...)

[https://www.rte.ie/news/2016/1017 ...](https://www.rte.ie/news/2016/1017...)

### **Campaign for equal pay for younger teachers**

*October 20, 2016*

Efforts to avoid the first of seven second-level school strikes going ahead from the last week of October 2016 will go to the wire after talks between the Association of Secondary Teachers Ireland and Department of Education were suspended without any progress. The union's 18,000 members are due to picket more than 500 second-level schools in a campaign for equal pay for younger teachers. However, schools could remain shut for weeks after the mid-term break when a separate industrial action will see ASTI members stop supervising students outside class times, or substituting for absent colleagues from 7 November 2016. Secondary school teachers in the TUI have been directed not to undertake any work normally done by ASTI members who are involved in industrial action.

English: [http://www.irishtimes.com/ireland/efforts-to-halt-school-strikes-will-go-to-wire ...](http://www.irishtimes.com/ireland/efforts-to-halt-school-strikes-will-go-to-wire...)

### **Industrial action if Expressway is separated**

October 20, 2016

According to the general secretary of the union NBRU, widespread industrial action across the public transport network is inevitable unless Bus Éireann backs away from plans to separate the Expressway service from the rest of the company. Unions have warned that a 'conflict scenario' is developing if the company adopts unilateral changes to the terms and conditions of staff. Bus Éireann has indicated that it wants to separate Expressway from the rest of the company, reduce the staff number and introduce pay cuts. Compulsory redundancies have not been ruled out and unions will ballot for industrial action over the issue.

English: [http://www.independent.ie/irish-news/allout-transport-strike-inevitable-if ...](http://www.independent.ie/irish-news/allout-transport-strike-inevitable-if-...)

---

## Italy

### **Alarming figures on poverty among pensioners**

October 28, 2016

A report of the pensions and social security agency INPS reveals that 6.4 million people claiming state pensions, 39.6% of the total, have to make ends meet with less than 1000 euro a month. This percentage is much higher among women (48.3%) than men (29.8%). The average amount of the pension benefit is 12,136 euro a year, with, in total, 16.2 million people benefitting.

English: [http://www.gazzettadelsud.it/news/english ...](http://www.gazzettadelsud.it/news/english-...)

INPS Report (in Italian): [https://www.inps.it/banchedatistatistiche/menu/casellario ...](https://www.inps.it/banchedatistatistiche/menu/casellario-...)

### **Banks envisage massive lay-offs**

October 26, 2016

The trade unions were invited to be informed about a new business plan at Banca Monte dei Paschi di Siena. The plan envisages 1,600 layoffs until 2019, on top of another 1,400 previously announced. A union representative told this to the press as he was entering the premises where the bank's board was discussing the new business plan. He also said the new plan would include 300 new hires. The bank plans to lay off a tenth of its staff, shut branches and sell assets to win investor backing for a €5-billion cash call. Another bank, the Banca Popolare di Vicenza, announced cuts between 1300 and 1500 jobs. The bank said that it wanted to convince the trade unions of the necessity of these redundancies.

English: [http://uk.reuters.com/article/uk-eurozone-banks-montepaschi-layoffs ...](http://uk.reuters.com/article/uk-eurozone-banks-montepaschi-layoffs-...)

[http://www.gazzettadelsud.it/news/english/218215/banca-pop-vicenza-to-shed ...](http://www.gazzettadelsud.it/news/english/218215/banca-pop-vicenza-to-shed-...)

### **Day of general strike**

October 25, 2016

On 21 October 2016, a 24-hour general strike has affected public transport, air traffic, and the public sector. Protesters from all over the country packed the streets of Rome to express their anger at labour market reforms, one of the main building blocks of the government's policy. Up to 1 million people flooded the streets of the capital, the organizers of the rally said. According to the unions, the prime minister's upcoming referendum and proposed constitutional reforms are a huge source of grievance. Renzi eyes changing employee protection rules. In September, the plan won backing from his party. Critics say the amendments would result in companies not hiring enough staff and creating the risks of chronic economic weakness.

English: <https://www.rt.com/news/199256-italy-protest-labour-reform/>

### **Union wants joint bargaining action for decent contracts**

October 18, 2016

The leadership of trade union confederation CGIL has made an appeal to the other two large confederations CISL and UIL to join in action calling for the renewal of many collective agreements for both public and private sector workers. It was added that this joint action could take the form of a major national protest of different groups of workers. CGIL also stated that the government had not allocated enough money for pay raises in the public sector.

English: [http://www.gazzettadelsud.it/news/english ...](http://www.gazzettadelsud.it/news/english-...)

---

## Latvia

### **Minimum wage goes up in 2017**

*October 25, 2016*

The government has announced that the minimum wage will go up, as from 1 January 2017, from 370 to 380 euro. Figures of the Central Statistical Bureau revealed that there were 177,800 employed persons in April of 2016 who received a monthly salary of 370 euro or less. 144,500 of these employed persons worked in the private sector, 30,600 in the public sector.

English: [http://www.baltic-course.com/eng/finances ...](http://www.baltic-course.com/eng/finances...)

### **Employment portal reports on labour market survey**

*October 21, 2016*

According to a survey carried out by the employment portal cvmarket.lv, 86 % of employees have official employment contracts and pay all taxes. 4 % of respondents said that they were paid under the table, and another 4 % said that part of their salaries was paid under the table. Compared to the 2015 survey, when 380 respondents were interviewed, the situation has not improved much. In 2015, 82 % said their full wages were reported to the state, while 5 % confessed that their wages were paid cash-in-hand.

English: [http://www.baltic-course.com/eng/analytics ...](http://www.baltic-course.com/eng/analytics...)

---

## Liechtenstein

### **Labour market remains stable**

*October 7, 2016*

The unemployment rate at the end of September 2016 was 2.2%, the same as the previous month. The unemployment rate also remained unchanged compared to September 2015, when 16 more people registered as unemployed. The unemployment rate among 15 to 24-year-olds fell by 1.4% compared to the previous month and is now at 3.1%. 25 to 49-year-olds were less affected by unemployment than the previous month: month-over-month, the rate sank by 3.4%, and by 6.2 when compared to the previous year.

English: [http://www.liechtenstein-business.li/en/news-detail/article/liechtensteins-arbeitsmarkt ...](http://www.liechtenstein-business.li/en/news-detail/article/liechtensteins-arbeitsmarkt...)

### **Webpage with collective agreements**

*October 3, 2016*

Trade union LANV has a webpage (in German) that provides an up-to-date overview of all current collective agreements that are concluded in several sectors. Also featured are the applicable minimum wages, the pay scales and the working time arrangements in force. The webpage has an archive and it signals ongoing negotiations.

German: <http://www.lanv.li/GAV/GAVinLiechtenstein.aspx>

---

## Lithuania

### **Plea for import of labour**

*October 18, 2016*

The state-run social insurance fund Sodra warns that if several thousand more people enter the labour market than leave it in 2017 and 2018, the total number of the insured will remain unchanged and the labour market will come close to its bottom. The fund predicts negative employment growth as soon as in 2019, due primarily to negative demographic trends. An economist came with a similar message and said that the country must think about a coordinated import of labour from abroad. This could be done via the education system, for example, by inviting young Ukrainians or Belarusians to study and then stay to work. According to the International Monetary Fund, losing workers to other countries has already cost 21 central and eastern Europe nations an average of about 7 percentage points of gross domestic product. The IMF predicts a hit of as much as 9 percentage points over the next 14 years should current trends continue.

English: <http://www.baltic-course.com/eng/analytics ...>

---

## Luxembourg

### **Union delegation concludes social plan**

*October 27, 2016*

Trade union OGBL announced that a social plan had been signed by the management and staff delegation members at the Twinerg electric turbo-gas-vapour centre in Esch-sur-Alzette. Fourteen workers who will be made redundant by the closure of the power plant have signed a social plan, ensuring a financial and social package of measures. The closure was announced in July 2016. Among the measures agreed for staff in the plan are extra-legal benefits related to seniority, compensation linked to family situation and the possibility to extend the notice period for workers who have not found work after the legal notice period.

English: <http://www.wort.lu/en/business/luxembourg-union-ogbl ...>

### **Lunch vouchers increase in value**

*October 20, 2016*

The trade unions have been asking for it for quite some time, and now it will take place. The system of lunch vouchers will be modified. As of January 2017, the value of 'chèques-repas' vouchers, currently at €8.40 each, will increase to €10.80. Lunch vouchers include a contribution by employers to their employees, largely exempt from taxation. The 30% increase is foreseen as part of the tax reform, and the adjustment is welcome by many: from trade unions to restaurant operators, to providers managing the vouchers, not to mention the roughly 60,000 employees who benefit from them. It's the first time in over 20 years that the value has increased; in 2002, however, the increase was only by one cent.

English: <http://www.wort.lu/en/luxembourg/cheques-repas ...>

### **Parental leave law approved**

*October 18, 2016*

The parliament has approved the new law on parental leave, which enters into force on December 1, 2016. The Act provides for more flexibility, enabling a parent to take four or six months' full-time leave; eight or twelve months' part-time leave; one day of parental leave per week for 20 months and four individuals months of parental leave within 20 months. In all cases, the flexible models require the prior consent of the employer. The part-time and single-time models can therefore be rejected by an employer.

English: <http://www.arendt.com/publications ...>

---

## Malta

### **Industrial action ordered at the law courts**

*October 13, 2016*

Three separate cases of industrial action were initiated at the law courts by the union Voice of the Workers Unjoni Haddiema Mghaquidin (UHM) over a number of outstanding issues affecting clerks, messengers and other court workers. A non-concluded collective agreement, discrimination in job applications and health and safety issues are among the issues that the UHM is seeking to address through the started industrial action. The negotiations for an agreement for clerks and registrars at the law courts have been going on for over two years now. The industrial action orders workers not to send or read e-mails, not to respond to telephone calls, and not to upload court judgments. A UHM-representative said that it is unacceptable for an agreement not to be concluded within such a large amount of time.

English: <http://www.independent.com.mt/articles/2016-10-13/local-news/Industrial-action ...>

---

## Netherlands

### **Low income and child poverty**

October 11, 2016

Two NGOs, Save the Children and Defence for Children Concrete, presented a four-step action plan with measures that are needed to lift children growing up in the poorest families out of poverty. These recommendations were formulated during an expert meeting in the frame of the consultation and debate with the government and the European Commission on the EU Social Pillar. Recent figures from the national statistics office CBS show 421,000 children are growing up in minimum income households. Of them, 131,000 live in families who have had very low incomes for years.

English: [http://www.dutchnews.nl/news/archives/2016/10/action-needed-to-combat ...](http://www.dutchnews.nl/news/archives/2016/10/action-needed-to-combat...)

The recommendations (in Dutch): [https://www.defenceforchildren.nl/images ...](https://www.defenceforchildren.nl/images...)

### **Union acts on behalf of migrant worker in Qatar**

October 10, 2016

Trade union FNV has initiated legal action against world soccer organisation FIFA in Swiss courts over its alleged complicity in the mistreatment of migrant workers in Qatar ahead of the 2022 World Cup. The union argues that the football body should have demanded abolition of kafala migrant labour system ahead of 2022 World Cup. Since Fifa voted in December 2010 to hold the World Cup in Qatar, the country has faced intense criticism over the plight of an army of migrant workers that soared to 1.7 million as the country embarked on a construction spree to build the stadiums and infrastructure required. But the legal challenge, brought by the FNV on behalf of a Bangladeshi migrant worker, is the first time that Fifa has been made directly accountable before the court. If the action is successful it could open the door for hundreds of thousands of migrant workers to make similar claims that could run into tens of millions of euro.

English: [http://www.volkskrant.nl/sport/fifa-charged-with-complicity ...](http://www.volkskrant.nl/sport/fifa-charged-with-complicity...)

[http://www.volkskrant.nl/sport/inside-the-hell-of-qatar ...](http://www.volkskrant.nl/sport/inside-the-hell-of-qatar...)

Letter to the court: [https://www.fnv.nl/site/over-de-fnv/fnv-internationaal ...](https://www.fnv.nl/site/over-de-fnv/fnv-internationaal...)

### **Wages outpace inflation**

October 6, 2016

The increase of collectively agreed wages has reached a seven-year high in the 3<sup>rd</sup> quarter of 2016. Compared to last year, wages went up with 2.1%. Statistical data indicate that, since the 3<sup>rd</sup> quarter of 2014, the increase of collectively agreed wages outpaces inflation. The difference between the wage increase and the inflation (at 0.1%) has reached a size that was last noted in 1986. Wages increased most for civil servants, who benefited from a 3.5% rise after several years of frozen pay. Private sector wages increased by an average of 1.9% and in public organisations by 1.1%.

English: [http://www.dutchnews.nl/news/archives/2016/10/pay-rises ...](http://www.dutchnews.nl/news/archives/2016/10/pay-rises...)

Dutch (with graphs): [https://www.cbs.nl/nl-nl/nieuws/2016/40/grootste-cao-loonstijging ...](https://www.cbs.nl/nl-nl/nieuws/2016/40/grootste-cao-loonstijging...)

---

## Norway

### **Electrical workers expand strike**

October 25, 2016

Hundreds of thousands of electricity customers may be affected by a strike of electrical workers. The strike has been underway since talks broke down more than a month ago between four trade unions and municipal employers' organisation KS Bedrift. Members of trade unions EL og IT Forbundet, Fagforbundet, Delta and Parat were first called off the job on 22 September 2016. The strike has been expanded since then and now, with 1,091 employees in 74 energy companies off the job, does it seriously threaten to result in electrical power failures, because many of those who maintain and repair power lines and stations are on strike. Companies affected by the strike serve around 380,000 of the 2.5 million electricity customers. The conflict is over how much compensatory time workers can take off after being on long duty shifts that can run for seven days in a row. The unions want to insert three compensation days into labour contracts, instead of the two days guaranteed under state labour law. The employers find that compensation exceeding benefits provided in labour law must be negotiated locally and not in a national agreement.

English: <http://www.norhouse.com/norway-news/>

### **Train engineers back into mediation**

October 25, 2016



Locomotive engineers working for state railway NSB were gearing for a meeting at the national mediator's office on 15 October 2015. The worker representatives announced that they were preparing a proposal for a possible settlement. The strike at Norwegian State Railways (NSB) and CargoNet began on 29 September 2016. The trade union of train personnel (NLF) said that drivers had to intensify their action because there had been no contacts between the union and the employers. NSB and CargoNet – both state owned – have introduced plans to drastically reduce the training programs for locomotive drivers. The NLF is demanding that the companies accept a national training program as the basis for all locomotive drivers training and that this program is developed on a tripartite level by the authorities, employers and trade unions.

English: <http://www.norhouse.com/norway-news/>

[http://www.itfglobal.org/en/news-events/news/2016/october/support-norways-train-drivers ...](http://www.itfglobal.org/en/news-events/news/2016/october/support-norways-train-drivers...)

---

## Poland

### **LFS report on 2<sup>nd</sup> quarter of 2016**

*October 26, 2016*

The results of the Labour Force Survey (presented with tables in Polish and English) for the second quarter of 2016 indicate a growth in the employed population, compared to the second quarter of 2015, (similar for men and woman), with a simultaneous significant decline in the population of the unemployed (greater for woman), a decrease in the number of the economically inactive and an increase in the total employment rate. This indicator increased slightly more in the male population than among women. Also updated was the overview of average gross wages and salaries.

English: [http://stat.gov.pl/en/topics/labour-market/working-unemployed-economically-inactive ...](http://stat.gov.pl/en/topics/labour-market/working-unemployed-economically-inactive...)

[http://stat.gov.pl/en/topics/labour-market/working-employed-wages-and-salaries-cost-of-labour ...](http://stat.gov.pl/en/topics/labour-market/working-employed-wages-and-salaries-cost-of-labour...)

### **Protest against education reform**

*October 21, 2016*

The teacher union Związek Nauczycielstwa Polskiego (ZNP) organised teacher protests in 17 cities all over the country, including in Warsaw in a protest against the draft education reform. The draft reform envisages to abolish lower secondary (gymnasiums) and the extension of primary school education from six to eight years and upper secondary education (lyceums) from three to four years. ZNP reported that the overall education time would be shortened by one year. The introduction of eight years of primary school teaching would result in teachers' having to work in two shifts. It could lead to massive costs which would be allocated to administrative measures rather than to the modernisation of classrooms.

English: [https://www.csee-etuice.org/en/news/archive/1671-poland-protest-actions ...](https://www.csee-etuice.org/en/news/archive/1671-poland-protest-actions...)

---

## Portugal

### **Call centre employees demand end casual work**

*October 20, 2016*

Employees of multinational services company Randstad who work in Lisbon call centres on behalf of Energias de Portugal have approved two motions demanding for an end to casual/atypical work contracts. The employees have submitted the document to EDP and to the Parliament, where officials from the largest trade union federation, the CGTP, backed their protest.

English: [http://www.theportugalnews.com/news/call-centre-employees-on-edp-contract-demand ...](http://www.theportugalnews.com/news/call-centre-employees-on-edp-contract-demand...)

### **Too many people live in poverty**

*October 17, 2016*

Based on publications of the Francisco Manuel dos Santos Foundation alarming figures have been revealed about the poverty rate in the country. This was admitted by the ministry of labour in a message to mark the International Day for the Eradication of Poverty. In a study released by the Foundation, called 'Portugal Desigual,' it is written that the number of poor increased between 2009 and 2014 by 116,000 to 2.02 million, a quarter of them children and 10.7% of them represented by workers living below the poverty line. Today, one in five live with a monthly income below €422, with incomes falling by 12% since 2009.

English: [http://algarvedailynews.com/news/10129-portugal-has-too-much-poverty ...](http://algarvedailynews.com/news/10129-portugal-has-too-much-poverty...)  
Data (Portuguese): <http://portugaldesigual.ffms.pt/>

---

## Romania

### Postal workers on strike

*October 28, 2016*

Workers at Posta Romana are on strike over pay since 27 October. The company proposed to the workers two plans to increase wages. The first proposes increases between RON 60 and 200 (13 and 44 euro), while the second one proposes increases between RON 60 and 140 (13 and 31 euro). Both schemes could be implemented starting 1 January 2017. Both salary schemes are targeting 22,303 employees, specifically those with wages between RON 1,250 and 2,202 (277 and 489 euro). The first focuses on the employees with the smallest wages, which will also benefit from the biggest increase. The second scheme proposes a RON 140 increase for employees with the smallest wages, while those with the biggest wages will receive RON 60.

English: [http://www.business-review.eu/news/romanian-post-employees-strike-caused ...](http://www.business-review.eu/news/romanian-post-employees-strike-caused...)

### Subway workers plan strike

*October 14, 2016*

The Bucharest subway workers' union USLM might trigger a collective labour conflict that could lead to a general strike after a new round of negotiations for the 2016-2017 collective work agreement failed to get them the expected results. The general strike could block the traffic at the Bucharest subway. The negotiations between USLM and metro operator Metrorex ended with some of the topics included on the agenda unsolved, especially those related to improving working conditions, according to union representatives. The current collective work agreement expires on 23 October 2016.

English: [http://www.romania-insider.com/bucharest-subway-workers-plan-strike ...](http://www.romania-insider.com/bucharest-subway-workers-plan-strike...)

---

## Serbia

### Serious shortages in health care

*October 25, 2016*

Trade unions rang the alarm bell over serious shortages in health care. The public health system is under growing pressure as health workers stream out of the country in search of better jobs abroad. As a result of this situation, the Serbian system is in danger of slow collapse, health trade unions say.

English: [http://www.balkaninsight.com/en/article/medical-exodus-leaves-serbian-health ...](http://www.balkaninsight.com/en/article/medical-exodus-leaves-serbian-health...)

---

## Slovakia

### Teachers end strike

*October 22, 2016*

The Slovak Teachers Initiative (ISU) announced the end of the 'graded strike' they launched in September, on 19 October, during a protest march called The March of Responsibility. Originally, teachers declared the gradual strike would continue until 25 October when four lessons would have been dropped at some schools. The ISU believes that it's now up to the Education and Science Employees Trade Union Association (OZPSaV) to take over the initiative and insist on the demands included in a declaration signed by school organisations in February. These requirements include a demand for an increase in teachers' salaries of 25% as of 1 January 2017 and by 10% annually in following years.

English: [http://spectator.sme.sk/c/20361681/dissatisfied-teachers-end-graded-strike ...](http://spectator.sme.sk/c/20361681/dissatisfied-teachers-end-graded-strike...)

### Increase of minimum wage settled

*October 18, 2016*

People working for the minimum wage will be receiving €435 per month in 2017, according to the regulations signed by the government. The representatives of the government, employers and trade unions have been repeatedly negotiating the minimum wage hike, but they failed to come to an agreement. Thus,

the Labour Ministry became responsible for proposing the amount. This hike means that the minimum wage will represent 52 percent of the average monthly salary. The minimum wage stands at €405 per month in 2016, which is an increase of €25 compared to 2015.

English: <http://spectator.sme.sk/c/20359765/minimum-wage-should-rise-to-500.html>

---

## Slovenia

### **Decent pay for assistants in education**

*October 4, 2016*

For many years, the Education, Science and Culture Trade Union of Slovenia (ESTUS) has consistently pointed out and appealed to the government and the Ministry of Education, Science and Sport that the situation of teacher assistants has been deteriorating. The government has recognised the teacher assistants' low salary; nevertheless, the situation has worsened. Therefore, ESTUS called for a protest action in front of the government headquarters in Ljubljana. 2,500 teacher assistants from across the country gathered. With this protest, having waited for 8 years, ESTUS called the government to immediate negotiations and to fulfil the commitment to guarantee quality education based on decent working conditions of those providing education in pre-schools and other education institutions.

English: [https://www.csee-etuice.org/en/news/archive/1625-slovenia-decent-pay ...](https://www.csee-etuice.org/en/news/archive/1625-slovenia-decent-pay...)

### **Collective agreement for agri-food signed**

*October 3, 2016*

After more than three years of negotiations, a collective bargaining agreement was signed for the agri-food industry, bringing a 0.9% increase in basic gross pay. The Chamber of Commerce and Industry (GZS) stated that the deal ensures social peace and hence further growth and development. The trade unions and the Cooperatives' Association were a bit more reserved and pointed to several issues that still needed to be tackled, such as better pay for workers. The trade unions announced fresh negotiations to start in spring 2017, after operating results are in, to tackle issues such as travel and meal allowances. According to the trade union's data, the lowest pay in the sector is now 462 euro gross, which is upgraded by company contracts. The average gross monthly salary is estimated at roughly 1,150 euro.

English: <http://www.sloveniatimes.com/collective-agreement-for-agri-food-industry-signed>

---

## Spain

### **Court decides in favour of sectoral agreement**

*October 26, 2016*

The Supreme Court of Cantabria has determined that the applicable agreement to workers, hired by the agency Acciona Multiservicios SA and working at a Nissan plant in Los Corrales de Buelna, must be the regional agreement for the iron and steel industry and not the own company agreement. The management of the Japanese multinational wanted to use an own agreement. The local action committee and the trade unions USO, UGT and CCOO said that this will implicate an increase of more than 35% on the monthly salary for each worker.

Spanish: [http://www.uso.es/el-tsjc-determina-la-aplicacion-del-convenio-del-metal ...](http://www.uso.es/el-tsjc-determina-la-aplicacion-del-convenio-del-metal...)

### **School strike against reform**

*October 26, 2016*

Thousands of school students were protesting in Madrid on 26 October 2016 against new school-education 'reforms' which will apply more tests to qualify for university. The new exams are part of the LOMCE education Act, which teachers, parents and students say will restrict the curriculum to the needs of the state and business, crush wider learning and critical thinking, and is tantamount to indoctrination. The law also increases the drive to privatisation. The protesters were joined by thousands of parents and teachers, also protesting against the LOMCE reforms and for the defence of public education. The main teachers' unions had not organised a national strike joining the students' action but some teachers' unions were supporting the action. The Ministry of Education has estimated that 12% of school teachers joined this strike.

English: [http://www.teachersolidarity.com/blog/spanish-school-students-strike-today ...](http://www.teachersolidarity.com/blog/spanish-school-students-strike-today...)

Spanish: [http://www.abc.es/sociedad/abci-educacion-solo-12-por-ciento-profesores ...](http://www.abc.es/sociedad/abci-educacion-solo-12-por-ciento-profesores...)

## **Statement on social dialogue**

*October 17, 2016*

The minister of Employment and Social Security, the general secretaries of the trade unions CCOO and UGT and the presidents of the employers' Associations CEOE and CEPYME met at the Ministry to advance on dialogue social. They analysed the situation raised by recent rulings of the EU Court of Justice regarding temporary workers and its impact on labour law. In order to provide legal certainty for companies and strengthen the stability of workers, they agreed to establish a group of experts that will issue a report on a proposal for an agreed tripartite reform. The government and the social partners also analysed the situation of long-term unemployed and the impact and possible renewal of the Activation Program for Employment. Besides, they confirmed their commitment to find an agreement on a reform of the pension system to try to assure its sustainability.

Spanish: [http://www.ugt.es/Documentos ...](http://www.ugt.es/Documentos...)

---

## **Sweden**

### **Trade unions coordinate bargaining round 2017**

*October 27, 2016*

All 14 trade unions affiliated to trade union confederation LO have agreed on joint demands ahead of the 2017 bargaining round. The joint demands include focusing on low-wage groups, which means that the lowest-paid members of LO affiliates will receive an extra increment in kronor. This means an initiative that could give 50% of all female LO members pay increases at individual level. To tackle the abuse of temporary employment contracts, LO's General Council also decided to set up a working group in which the affiliates together with LO are to review the entire Employment Protection Act ahead of negotiations with the Confederation of Swedish Enterprise.

English: [http://www.lo.se/english/news/co\\_ordinated\\_pay\\_demands ...](http://www.lo.se/english/news/co_ordinated_pay_demands...)

### **Radio documents illegal practices of Uber**

*October 10, 2016*

The low-cost spin-off of US-founded Uber was touted as a car-sharing service, which in theory would allow it to accept drivers without taxi licences. However, the courts took a different view, and the brakes were eventually put on the app by its parent company last spring after a series of convictions of drivers. By May, around 21 drivers for UberPOP had been found guilty of driving taxis illegally, and the tally of convictions is now said to be as high as 60. Sverige Radio produced several files about the case.

English: <https://www.thelocal.se/20161010/60-former-uberpop-drivers-convicted-in-sweden>

Dossier (in Swedish): [http://sverigesradio.se/sida/artikel ...](http://sverigesradio.se/sida/artikel...)

---

## **Switzerland**

### **Human Relations Barometer**

*October 13, 2016*

The Human Relations Barometer of the ETH Institute in Zürich gathers data on how employees experience their work situation. The 2016 edition focused on the relationship between employees and employers to understand how they both experience and demonstrate loyalty and cynicism. The results reveal that while the majority of employees feels loyalty to their company, a third is not satisfied with their boss and colleagues. In addition, the trend analysis shows that the discrepancy between work conditions and expectations, especially with regard to wages and the opportunity to develop, is growing. In order to better prepare employees for uncertain times, companies should promote the financial security and above all, the employability of those affected. The necessary measures for systematic career planning, such as career assessments or mentoring have still not been taken by many companies.

English: [https://www.ethz.ch/en/news-and-events ...](https://www.ethz.ch/en/news-and-events...)

The report (executive summaries in English, German, French and Italian): [http://www.hr-barometer ...](http://www.hr-barometer...)

---

## Turkey

### **Child labour for EU retailers**

October 24, 2016

An undercover BBC investigation has found Syrian refugee children have been making clothes on factories for EU retailers. The investigated factories were producing clothes for retailers such as Marks and Spencer, Asos, Mango and Inditex. Many clothes for EU brands are now made in Turkey because it is closer to Europe and producers are used to dealing with last-minute orders. Concerns are rising about the exploitation of workers after the arrival of almost three million Syrian refugees. Some workers interviewed felt that they were being exploited, because of pitiful wages and terrible working conditions. All investigated companies say they carefully monitor their supply chains and do not tolerate the exploitation of refugees or children.

English: [http://www.bbc.com/news/business ...](http://www.bbc.com/news/business...)

---

## United Kingdom

### **Uber drivers win employment rights tribunal case**

October 28, 2016

Uber has lost a tribunal case on the employment rights of drivers, a ruling which could affect thousands of other workers. Two drivers, supported by the GMB trade union, brought legal action against the private hire firm, arguing that they should be entitled to holiday pay, a guaranteed minimum wage and breaks. The Central London Employment Tribunal ruled in their favour. The GMB said the outcome could have 'major' implications for more than 30,000 drivers across England and Wales. Uber says it will appeal the judgement. The case centred on whether drivers with the firm, where passengers hail cars using an app, are employees.

English: [https://www.newscientist.com/article/2110799-uber-loses-tribunal ...](https://www.newscientist.com/article/2110799-uber-loses-tribunal...)

Uber dossier (The Guardian): <https://www.theguardian.com/technology/uber>

### **Annual survey of earnings 2016**

October 26, 2016

The Office for national Statistics has published its *Annual Survey of Hours and Earnings: 2016 provisional results*. The Statistical bulletin provides a rich variety of data on levels, distribution and make-up of earnings and hours worked for employees by sex and full-time or part-time status in all industries and occupations. Based on these statistics, trade union confederation TUC has calculated that women earn less than men annually at every stage in their careers. The gender pay gap begins as soon as women start their careers. This increases steadily through her 20s, when a woman earns on average £1,944 less a year than men of a similar age and 30s, when the annual pay gap hits £3,034. However, the gender pay gap is at its widest when a woman hits 50. Then, a woman earns £85,040 less over the course of this decade than a full-time man.

English: [http://www.ons.gov.uk/employmentandlabourmarket/peopleinwork ...](http://www.ons.gov.uk/employmentandlabourmarket/peopleinwork...)

[http://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours ...](http://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours...)

[https://www.tuc.org.uk/equality-issues/gender-equality/equal-pay/women-earn ...](https://www.tuc.org.uk/equality-issues/gender-equality/equal-pay/women-earn...)

### **Weaker growth of National Living Wage**

October 12, 2016

The report *Low Pay Britain 2016*, published by independent think-tank the Resolution Foundation, shows that forecasts of weaker pay growth in the wake of the Brexit vote mean that the National Living Wage is unlikely to reach £9 by the end of the parliament, as projected by the Office for Budget Responsibility in March 2016. The Foundation now forecasts that it will reach £8.60 by 2020. This is lower than previously estimated due to the NLW being linked to how the pay of typical workers rises, providing an important connection to wider wage growth and the health of the economy. NLW is still set to transform the low pay landscape, despite it rising slightly slower than originally forecast. It is expected to lift more than 800,000 workers out of low pay by 2020 – the first significant fall in the number of low paid workers in over two decades. There are currently 5.7 million low paid workers across Britain, three-fifths of whom are women.

English: [http://www.resolutionfoundation.org/media/press-releases/national-living-wage ...](http://www.resolutionfoundation.org/media/press-releases/national-living-wage...)

## Teachers' pay lower than the OECD average

October 10, 2016

The *Education Policy Institute* published comparative figures showing teachers in England are working longer hours than in most other OECD countries. Full time teachers work an average of 48.2 hours per week – the third highest out of jurisdictions compared, 19% longer than the average elsewhere, with a fifth of teachers putting in 60 or more hours per week. However, this extra time went towards lesson planning and filling in forms, with teachers spending only slightly more time in class than international peers. What's more, they are not rewarded with higher pay or perks. Starting pay is actually 16% lower than the OECD average, and many suffer burnout from stress early on in their careers, with only 48% having more than ten years' experience compared with the OECD average of 64%.

English: <http://epi.org.uk/report/teacherworkload/>

The report: [http://epi.org.uk/wp-content/uploads/2016/10/TeacherWorkload ...](http://epi.org.uk/wp-content/uploads/2016/10/TeacherWorkload...)

## Cleaners do not accept wage cuts after outsourcing

October 9, 2016

Primary school cleaners in West Yorkshire are entering a long period of strike over claims their wages and conditions have been cut since a private company took over the contract. In the last years, thousands of schools around the country were turned into academies and the cleaning was outsourced to a private firm. This change meant school support staff has seen cuts on their wages, pensions, sick pay and holiday entitlement. Once the contract switched from Wakefield council to C&D Cleaning, they had their wages cut from £7.85 an hour to £7.20, the minimum wage.

English: [https://www.theguardian.com/uk-news/2016/oct/09/kinsley-school-cleaners ...](https://www.theguardian.com/uk-news/2016/oct/09/kinsley-school-cleaners...)

Twitter: <https://twitter.com/KinsleyCandD>

## Labour market strength and weaknesses assessed

October 6, 2016

The Centre for European Reform published a critical analysis of the strength and weaknesses of the economy and labour market. Contrary to much of the received wisdom, the UK has not been one of Europe's economic stars over the last 15 years. In terms of economic growth per head, the performance has been in line with France. The citizens are no richer relative to the EU-15 average than they were 15 years ago, and the average worker has to work more hours than the EU-15 average to achieve that income. Productivity performance has been woeful, falling to just 90% of the EU-15 average. Wages have risen by much less than their French and German counterparts over the last 15 years. Moreover, the country is highly dependent on London and its environs. Apart from London, just one region (the south-east) has a GDP per capita in excess of the EU-15 average. The latest Office for National Statistics (ONS) report confirms the assessment. Productivity has been 'unusually weak' since the recession, slowing to just 0.1% per quarter since the end of 2008 compared with 0.5% in the decade prior. This has made the recovery from the downturn more fragile than in any other economic depression over the past 50 years. Growth in 'quality' was just 1.4% in 2015, its slowest rate since 2011, which points towards an increase in the proportion of jobs that are low-skilled and low-paid.

English: [http://www.freightweek.org/index ...](http://www.freightweek.org/index...)

The ONS-report: [https://www.ons.gov.uk/economy/economicoutputandproductivity ...](https://www.ons.gov.uk/economy/economicoutputandproductivity...)

The CER-report: [http://www.cer.org.uk/sites/default ...](http://www.cer.org.uk/sites/default...)

---

For more information, please contact the editor Jan Cremers, Amsterdam Institute for Advanced Labour Studies (AIAS) [cbn-aias@uva.nl](mailto:cbn-aias@uva.nl) or the Head of communications at the ETUI, Willy De Backer [wdebacker@etui.org](mailto:wdebacker@etui.org). For previous full issues of the *Collective bargaining newsletter* please visit [www.etui.org/E-Newsletters/Collective-bargaining-newsletter](http://www.etui.org/E-Newsletters/Collective-bargaining-newsletter) or consult the archive with all articles in our database at [www.cbnarchive.eu](http://www.cbnarchive.eu).

You may find further information on the ETUI at [www.etui.org](http://www.etui.org), and on the AIAS at [www.uva-aias.net](http://www.uva-aias.net).

© ETUI aisbl, Brussels 2016. All rights reserved. We encourage the distribution of this newsletter and of the information it contains, for non-commercial purposes and provided the source is credited. The ETUI is not responsible for the content of external internet sites. The ETUI is financially supported by the European Union. The European Union is not responsible for any use made of the information contained in this publication.

This email is sent from [www.etui.org](http://www.etui.org).

To unsubscribe from this newsletter, click here [{action.unsubscribeUrl}](#)

To never receive email from the ETUI, click here [{action.optOutUrl}](#)

This email is sent from {domain.address}

