

# collective bargaining

Issue 9/2016 September

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



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## European sources

### Key dimensions of industrial relations

*September 30, 2016*

Eurofound published a report that maps, analyses and discusses key dimensions and indicators for a comparative framework of industrial relations. It identifies and assesses existing data sources that can be used to measure the different dimensions of the comparative framework. It also identifies possible data gaps that may be filled through Eurofound's future work. An important part of the analysis is dedicated to collective bargaining. The findings highlight the relevance of the key dimensions to governments and social partners. The conceptual framework and the key dimensions may serve as a monitoring instrument to assess the developments in principles, values and their operational application in the industrial relations systems.

English: <http://www.eurofound.europa.eu/sites/default ...>

### Assessment of social dialogue agreement

*September 21, 2016*

DG Employment published an assessment of the national implementation of the agreement that the European social partners BUSINESSEUROPE, UEAPME, CEEP and ETUC signed on 26 April 2007. The autonomous framework agreement on violence and harassment at work required the member federations of signatory parties to cooperate on the improvement of working conditions by establishing and promoting

mechanisms to identify, prevent and manage problems of harassment and violence occurring at the workplace. The study and annexes take into account the procedures and practices specific to management and labour in each country, as well as information on the extent of the phenomenon across Europe.

English: <http://ec.europa.eu/social/main ...>

### **OECD Better Life Index**

*September 21, 2016*

The OECD has published an index that compares well-being across countries, based on 11 topics the OECD has identified as essential, in the areas of material living conditions and quality of life. The latest evidence on well-being in 11 different dimensions of life suggests that OECD countries have diverse patterns of strengths and weaknesses. Predictably, countries ranking in the top third of the OECD in gross domestic product (GDP) per capita terms tend to do well overall, especially in relation to material well-being outcomes such as household income and earnings. Nonetheless, countries can have comparative weaknesses in areas such as job security, air quality, housing affordability, and work life balance at any level of GDP per capita. This report shows where even richer OECD countries still have room to improve the well-being of their citizens.

English: <http://www.oecdbetterlifeindex.org ...>

OECD data: <http://stats.oecd.org/Index ...>

### **Important ruling on fixed-term contracts**

*September 14, 2016*

The ECJ has dealt with a case of a nurse, who has worked at the University Hospital of Madrid from 5 February 2009 to 31 July 2013. The reason given for her appointment was to 'provide certain services of a temporary, auxiliary or extraordinary nature'. The appointment was renewed seven times under identically types of fixed-term contracts. She brought an appeal against the decision to terminate her employment relationship. She argued that her successive appointments were not intended to meet an auxiliary or extraordinary need of the health services, but in fact corresponded to a permanent activity. In this landmark ruling (Case C-16/15) the Court finds that EU law –in particular Council Directive 1999/70/EC of 28 June 1999 concerning the framework agreement on fixed-term work concluded by ETUC, UNICE and CEEP - precludes national legislation which allows the renewal of fixed-term contracts to cover temporary staff needs, when those needs are, in fact, permanent.

English: <http://curia.europa.eu/jcms ...>

### **Income inequality and the top earners**

*September 13, 2016*

An OECD observer blog discusses the fact that, in recent decades, the share of national income taken by the top 1% of earners has risen. The rise has been particularly striking in the United States: in 1980, the top 1% of income recipients in the US earned 8% of all pre-tax income; by 2012, their share had risen to over 19%. Other OECD countries also saw big rises, including the UK. The rising income share of the 1% has become a hot issue, but some observers believe this focus actually misses much of the story of rising income inequality. As well as looking at the top 1% of earners, they argue, we should also look at an even smaller segment—the top 0.1% of earners (1 in 1,000), and even the top 0.01% of earners (1 in 10,000).

English: <http://www.oecdobserver.org/news/fullstory ...>

### **Developments in working life**

*September 5, 2016*

*Developments in Working Life in Europe* is part of a series of annual reviews published by Eurofound. It provides an overview of the latest developments in industrial relations and working conditions across the EU and Norway. The Annual Review collates information based on reports from a network of European correspondents throughout 2015, complemented by research findings, including data from Eurofound's European working conditions survey (EWCS) and Eurofound's company survey (ECS). The review contains 10 thematic chapters, each of which provides an overview of the current situation and explores European and national level developments. Chapter 4 provides an updated overview of trends and developments in collective bargaining.

English: <http://www.eurofound.europa.eu/sites/default ...>

### **Variable pay in Europe**

September 1, 2016

The Eurofound report *Changes in remuneration and rewards systems* reveals that performance-related pay and employee reward systems in Europe are often unevenly distributed among different groups of workers; particularly benefitting men, highly-skilled and highly ranked workers. Without robust monitoring and transparency, supplementary employee reward systems could potentially exacerbate pre-existing pay inequalities. The use of supplementary employee reward systems has become a well-established practice. These are schemes used by companies to reward performance and motivate employees both as individuals and as a group.

English: <http://www.eurofound.europa.eu/news ...>

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## Austria

### Earnings and working life of crowd workers

September 6, 2016

The University of Hertfordshire and Ipsos MORI, in association with the Foundation for European Progressive Studies (FEPS), UNI Europa and AK Wien carried out a *Gig Economy Survey* in Austria. It revealed that a substantial minority of workers (18%) earns today a significant part of its income through sharing economy platforms such as Upwork, Uber or Handy, although this income is often modest. Almost half (48%) of crowd workers in the survey who divulged their earnings earn less than €18,000 a year. A particular feature of the gig economy is the fact that the range of work types is extremely broad, from high-skill professional work at one extreme to running errands at the other. The most common type of crowd work, done by some 74% of crowd workers, is office work, short tasks or 'click work' done online – but almost equally large numbers say they are doing creative or IT work (62%) or professional work (49%).

English: <http://pr.euractiv.com/pr/austrian-study-shows-gig-economy-rise ...>

German: <https://media.arbeiterkammer.at/wien/PDF/studien/digitalerwandel ...>

The brochure: <http://www.uni-europa.org/wp-content ...>

### Agreement for bus services

September 1, 2016

Trade union GPF has concluded a collective agreement for the workers in the bus service ÖBB-Postbus GmbH. The outcome of the negotiations is a wage increase between 1.6 and 1.9%, with a minimum of 40 euro. The union stated that this result (with a duration until 31 August 2017) is a success, given the current inflation rate (0.8%) and the difficult conditions in the ÖBB-Group.

German: <http://www.gpf.at/news ...>

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## Belgium

### Age-related discrimination at the workplace

September 26, 2016

The Interfederal Centre for Equal Opportunities (Unia) is reporting an increasing number of files following claims of age-related discrimination. Over the first eight months of 2016, Unia opened 74 files following reports of aged-based discrimination circumstances. This figure is an increase of 60% across the whole of 2015. Amongst these files, nearly six out of ten relate to people over 45 years. The director of Unia laments that age-related discrimination cases are rarely taken seriously and that taking into account that the ageing population is a reality in Europe, this growing proportion of the population faces a significant risk of discrimination in the workplace. To counter age-related prejudices, the institution has launched an awareness-raising campaign specifically targeting key employment players, trade union organisations, the sectors linked to the over 50s persons and the youth.

English: <http://www.brusselstimes.com/belgium ...>

### Relocation and closure at Caterpillar

September 20, 2016

The management of Caterpillar has announced at a works council meeting that it will close its headquarters at Gosselies, Charleroi, in April 2017, and make all 2,200 workers redundant. A number of IndustriALL Global Union affiliates from the Caterpillar network (FGTB/ABVV-Metal and Centrale Nationale des Employés-CNE, ACV-CSC METEA, Fédération des Métallurgistes FGTB Hainaut-Namur and SETCA-BBTK - Syndicat des Employés, Techniciens et Cadres de Belgique) are meeting to determine a joint response. In a press release, Caterpillar announced that production will shift to Grenoble, France, and to other sites outside Europe. Caterpillar made the decision to reduce headcount to boost profit, and plans to cut 10,000 jobs worldwide by 2018. The company has already cut 30,000 jobs since 2012.

English: [https://www.socialeurope.eu/2016/09/caterpillar-opportunity-rethink ...](https://www.socialeurope.eu/2016/09/caterpillar-opportunity-rethink...)  
<http://www.industrialunion.org/caterpillar-plant-closure-threatens-2200-belgian-jobs>

Dossier (French): [http://live.lesoir.be/Event/Conseil\\_dentreprise\\_extraordinaire ...](http://live.lesoir.be/Event/Conseil_dentreprise_extraordinaire...)

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## Bulgaria

### **Minimum wage increase foreseen in 2017**

*September 16, 2016*

The three-year budget forecast envisages a gradual increase of the minimum monthly wage to BGN 460 (235 euro) during 2017. The government wants to take into account several parameters when calculating by how much the minimum monthly wage can be increased. However, there is no mechanism for this approved by neither employers, nor trade unions. Therefore, the state is moving forward in an administrative manner, in accordance with the stipulations of the Labour Code.

English: [http://www.novinite.com/articles/176320/Minimum+Monthly+Wage ...](http://www.novinite.com/articles/176320/Minimum+Monthly+Wage...)

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## Croatia

### **Broken promises could become expensive**

*September 21, 2016*

The new government, which is still subject of coalition negotiations, will almost immediately have to make a number of tough financial decisions. In 2017, the country must refinance about 30 billion kuna in debts (excluding treasury bills) and negotiations will need to start with trade unions representing workers in the public sector about pay increases, which had been promised to them. The Association of Croatian Trade Unions stated that, if no agreement is reached by the end of 2016, the trade unions will take legal action and demand the payment of about seven billion kuna. About 180,000 employees in public services and about 63,000 employees in the civil service have the right to an increase of base salary by 6%, since GDP has increased by at least 2% in two consecutive quarters. That was settled in an agreement signed in 2009, at the beginning of the financial crisis when the union accepted a delay in the pay raise they were promised earlier.

English: [https://www.total-croatia-news.com/item/14152-trade-unions-to-sue-government ...](https://www.total-croatia-news.com/item/14152-trade-unions-to-sue-government...)

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## Cyprus

### **Teachers consider strike**

*September 12, 2016*

The workers of the Episkopi desalination plant went on an indefinite strike after their request for negotiating a collective agreement was ignored by the employer. Limassol Water Co Ltd. SEK trade union's representative at the company told that the employees, who work 12-hour shifts on a 24-hour basis seven days per week, had been warning the company of strike action since August. The unions submitted a request for a collective agreement ten months ago. After several meetings with the management and the labour ministry without agreement between the parties, the labour ministry submitted a mediation proposal. According to the union PEO, the offer was rejected by the unions as 'unacceptable'. The workers decided to take strike action until there is a new proposal from the company for negotiating working conditions. The company management said that the strike is 'arbitrary and violates the code of industrial relations'.

English: [http://cyprus-mail.com/2016/09/12/desalination-plant-workers-strike ...](http://cyprus-mail.com/2016/09/12/desalination-plant-workers-strike...)

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## Czech Republic

### Companies increasingly rely on foreign labour

September 22, 2016

The economic growth has left many companies short-staffed and desperately seeking employees in order to be able to meet demand. Although labour offices currently register 390 thousand unemployed, companies are increasingly dependent on foreign labour. Construction company Abydos based in Cheb, has more orders than it can take. With 200 employees, it employs 40 Romanian workers. The company operates its own Romania HR office. Many others, such as pencil maker Koh-i-noor, and underwear company Triola are in a similar position. The companies claim that the government should be more efficient in promoting matching of labour demand and supply. The policy to open the market to more foreign workers has centred mainly around highly-skilled staff, not the manual workers that many companies require. So companies seek workers abroad themselves, using various means to do so, setting up recruitment offices, holding recruitment days in selected countries and Skyping with potential candidates. A chief economist said that the companies in question face genuine problems, which could be solved with a simple solution to attract employees, namely to increase wages. Between 2014 and 2015 companies brought an additional 49 thousand foreign workers to the country and, while the economic boom lasts, the trend is expected to continue.

English: [http://radio.cz/en/section/business/czech-companies-increasingly-relying ...](http://radio.cz/en/section/business/czech-companies-increasingly-relying...)

### Unions want higher minimum wage

September 7, 2016

Union leaders and representatives from across the country called for an increase in 2017 of minimum wages in the private sector to 11,500 crowns (425 euro) a month from the current level of 9,900 crowns (366 euro). A meeting was organised in Prague by the Czech and Moravian Confederation of Trades Union, the biggest association grouping trades unions in the country, under the overall banner *End Cheap Labour*.

English: [http://radio.cz/en/section/news/union-groups-call-for-hike-in-minimum-wage ...](http://radio.cz/en/section/news/union-groups-call-for-hike-in-minimum-wage...)

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## Denmark

### Restructuring and job losses at Maersk

September 22, 2016

The trade, shipping and energy conglomerate AP Møller-Maersk Group has entered a turbulent stage of restructuring. Maersk announced a split into two separate divisions: Transport & Logistics and Energy. Its units APM Terminals, Maersk Line, Svitser, Maersk Container Industry and Damco will be consolidated in the Transport division, while Maersk Oil, Maersk Drilling, Maersk Tankers and Maersk Supply Services will be grouped in the Energy division. The consequences for workers are unclear. Notably the energy division is in bad weather. In August Maersk Drilling laid off 122 employees after one of its rigs, the Maersk Valiant, lost a contract prematurely to one of its customers last week. Later that month, Maersk announced plans to lay off about 400 employees as part of the company's austerity measures. Management referred to an unprecedented market situation that forces the company to adjust the volume of employees.

English: <http://cphpost.dk/news/business/maersk-to-split-into-two-divisions.html>  
<http://cphpost.dk/news/business/maersk-to-lay-off-400-employees.html>

### Labour market faces shortages

September 21, 2016

After a lustre recovery from the 2008 financial crisis, the central bank has warned that the labour market faces a squeeze as unemployment falls, the population ages and young people shun vocational jobs. In a report issued on 16 September 2016 the bank says that the country is technically at full employment and that the economy could be hit if the country does not find ways of growing its labour force. According the central bank 3rd quarterly 2016 report, unemployment has now reached its 'structural level'. There are no labour reserves among the unemployed and signs of pressures on the labour market. The statement added that the clearest indications are reporting of labour shortages in both the construction and manufacturing sectors.

English: [https://www.thelocal.dk/20160921/denmark-eyes-looming-skills-shortage ...](https://www.thelocal.dk/20160921/denmark-eyes-looming-skills-shortage...)  
<https://www.thelocal.dk/20160915/danish-central-bank-warns-country-at-full-employment>

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## Estonia

### **Wage gap deepens**

September 23, 2016

According to a study carried out by the consultation company Fontes, the wage gap between women and men has increased this year by 1 percentage point compared with 2015. The total wage gap between men and women was 8% in 2015 and 9% in 2016. The methodology used somewhat differs from the methodologies used by previously introduced studies carried out by Eurostat since it compares wage differences inside job families, offering a more detailed overview.

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

### **Youngsters' pay expectation investigated**

September 14, 2016

Young people expressed in a survey to expect their monthly salary to be between 800 and 1500 euro. According to the results, 44% of young people are working, 27% are studying, and just one fifth of them are doing both at the same time. Forty-two per cent of the young people working today earn more than 800 euro per month after taxes; among those who are working while studying, this number is 19%. Almost every second 18-25-year-old expects their monthly net income to be 800–1500 euros in five years from now.

English: [http://www.seb.ee/eng/news/2016-09-14/seb-survey-young-people ...](http://www.seb.ee/eng/news/2016-09-14/seb-survey-young-people...)

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## Finland

### **Uber drivers lose test case**

September 21, 2016

The Helsinki District Court has ruled, for the first time, that the ride-sharing Uber service is an unauthorised form of entrepreneurship. The rulings were handed down in two trials of Uber drivers, and dozens more are awaiting investigation and prosecution. The court found that the drivers' actions counted as professional transportation necessitating a taxi operating license, which neither defendant had.

English: [http://yle.fi/uutiset/osasto/news/uber\\_drivers\\_lose\\_test\\_case ...](http://yle.fi/uutiset/osasto/news/uber_drivers_lose_test_case...)

### **Annual report 2016 online**

September 1, 2016

This summer, the statistical office published the annual report *Finland in figures 2016*. The report can be downloaded and provides a broad collection of statistics and data, ranging from sector information to population, prices and costs. Three separate sections are dedicated to respectively *Income and Consumption*, *Labour Market issues* and *Wages, Salaries and Labour Costs*.

English: [http://www.stat.fi/tup/julkaisut/tiedostot/julkaisuluettelo ...](http://www.stat.fi/tup/julkaisut/tiedostot/julkaisuluettelo...)

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## France

### **Strike against power grid privatisation**

September 20, 2016

Trade union CGT has called for an action day on 21 September 2016 against the privatisation of power grid operator RTE. The CGT opposes this first step towards the privatization of the electricity grid which might lead to the degradation of user service by means of tariff increase and reduction of the maintenance network. The union is of the opinion that this could lead to the undermining of social benefits.

English: [http://www.platts.com/latest-news/electric-power/london/french-union-cgt ...](http://www.platts.com/latest-news/electric-power/london/french-union-cgt...)

### **Industrial action over production stop**



September 14, 2016

Trade unions at train maker Alstom called on a strike on 27 September 2016 to protest plans to stop locomotive production at the company's historic Belfort plant in eastern France. President Hollande has urged Alstom, in which the state holds a 20 percent stake, not to go ahead with the plans, which would see production shifted to another plant in France while workers would be relocated to other sites. Alstom's four main unions said they would strike at sites across the country and would protest outside the company's corporate headquarters in Paris's northern suburbs.

English: [http://uk.reuters.com/article/uk-france-alstom ...](http://uk.reuters.com/article/uk-france-alstom)

### **Unions challenge nuclear investment plans**

September 1, 2016

Trade union officials started legal action against a decision by energy giant EDF to go ahead with the project of setting up a new nuclear power station at Hinkley Point in the UK. Five directors of EDF, representing workers, started proceedings in Paris aimed at annulment of the group's investment in the £18 billion scheme. EDF's board has voted to press ahead with building the power station in Somerset, but the UK government has made an announcement that it wanted time to study the already-delayed scheme. A decision is now expected in the autumn 2026, following speculation that Prime Minister May is concerned about the involvement of Chinese state-owned CGN in the project.

English: [https://www.energyvoice.com/other-news/118154/french-unions-challenge-hinkley ...](https://www.energyvoice.com/other-news/118154/french-unions-challenge-hinkley)

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## Germany

### **Job cuts expected at Air Berlin**

September 26, 2016

In an effort to improve efficiency and reduce costs, carrier Air Berlin will 'rigorously continue its current restructuring program'. The Süddeutsche Zeitung reported that the struggling airline was aiming to reduce its payroll by 1,000 jobs and downsizing its fleet to about 70 airplanes by the end of 2016. So far, trade union ver.di has not been invited to start talks. In its internal bulletin for the Air Berlin section, the union writes that many rumours are going on without a clear signal to the workforce about the impact of the operation.

English: [http://www.dw.com/en/air-berlin-said-to-weigh-massive-downsizing ...](http://www.dw.com/en/air-berlin-said-to-weigh-massive-downsizing)

Trade union Info (in German): [https://verkehr.verdi.de/branchen/luftverkehr ...](https://verkehr.verdi.de/branchen/luftverkehr)

### **Commerzbank restructuring leads to massive job losses**

September 23, 2016

Negotiations have not yet started, but it is clear that an announced restructuring at Commerzbank will lead to massive job losses. The country's second-largest lender would need to shed some extra 5,000 positions, a 10-percent reduction in the lender's overall workforce of roughly 50,000. It said the proposed cuts would mainly hit administrative and managerial workers. Earlier this month a trade union representative in the bank's board had qualified the idea that Commerzbank and Deutsche Bank better could merge 'absurd'.

English: [http://www.dw.com/en/germanys-commerzbank-facing-massive-job-cuts ...](http://www.dw.com/en/germanys-commerzbank-facing-massive-job-cuts)

### **Union demands for agency sector**

September 22, 2016

Trade union confederation DGB has formulated its demands for the wages and working conditions in the agency sector. Agency workers earn on average around two third of the wage of the permanent staff. Therefore, the union comes with the proposal for a 6% pay increase. Moreover, also the gap between the workers in the Western and eastern parts of the country has to disappear. In a survey that was organised before the actual negotiations, an overwhelming majority of the agency workers (in East and West) approved the alignment of the wages in both parts of the country.

Dossier (in German): <http://www.dgb.de/tarifrunde-leiharbeit>  
[http://www.dgb.de/themen ...](http://www.dgb.de/themen)

### **Third party damages resulting from industrial action**

September 8, 2016

The Federal Labour Court has ruled that third parties, which are indirectly affected by strike action, are not entitled to damages. In a global labour column, the decision is commented. According to the author, the decision is tremendously important beyond German borders in upholding workers' right to strike. The ruling was made after strike action by air traffic controllers at Stuttgart Airport in March 2009 against the airport operator. Business was affected and several airlines claimed for damages, but the court, basing its judgement on common principles of tort law, ruled against the claims for compensation that were being made by the affected airlines.

English: [http://column.global-labour-university.org/2016/09/reingard-zimmer-trade-unions ...](http://column.global-labour-university.org/2016/09/reingard-zimmer-trade-unions...)

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## Greece

### **Another round of reform and privatisation**

September 25, 2016

An omnibus draft law containing a second list of state-run utilities and enterprises whose publicly-owned shares will be transferred to a new holding company -- essentially a 'super privatisation fund' -- will be tabled in the Parliament. The development is one of more than a dozen 'prior actions' currently demanded by creditors. Besides the ambitious privatisation fund, the draft legislation includes EU-enforced reforms in the domestic electricity market, changes in the social security regime for self-employed professionals, merchants and craftsmen, and even hoteliers. Trade unions fear that this could lead to further watering of labour rights at the state-run companies.

English: [http://www.dw.com/en/greece-approves-plan-to-transfer-state-utilities ...](http://www.dw.com/en/greece-approves-plan-to-transfer-state-utilities...)  
[http://www.tornosnews.gr/en/tourism-businesses/new-investments ...](http://www.tornosnews.gr/en/tourism-businesses/new-investments...)

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## Hungary

### **Slowdown of gross wage growth**

September 20, 2016

The average monthly wage increased by an annual 5.1 percent to 256,900 forints (835 euro) in July 2016, the Central Statistical Office (KSH) reported in September 2016. Wage growth slowed for the third month in a row after peaking this year at 6.5 percent in March and April. Net wages rose at a faster clip during the period, climbing 6.7 percent to 170,800 forints (578 euro) on the back of a one percentage point reduction in the personal income tax rate. In January-July 2016, gross wages grew by an annual 5.9 percent. KSH attributed the increase to a 5.7 percent rise in the minimum wages for skilled and unskilled workers, higher stipends for the armed forces and a salary top-up for workers in social services.

English: <http://dailynewshungary.com/hungarys-gross-wage-growth-continues-slow-july/>

### **Higher wages to cure the labour shortages**

September 13, 2016

Two-thirds of the companies handle the increasing labour shortages by raising wages, an online survey conducted by legjobbmunkadok.hu reveals. The site surveyed more than 150 companies employing more than 100 000 people about the effects of the current labour shortages. The survey found that the companies suffer from a shortage of skilled workers mostly. Moreover, almost half of the respondents (47 %) have stated it is difficult to find intellectual workers as well, while 48 % of them have identified the shortage of semi-skilled workers.

English: [http://dailynewshungary.com/hungarian-companies-raise-wages-cure-labour ...](http://dailynewshungary.com/hungarian-companies-raise-wages-cure-labour...)

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## Iceland

### **Elderly citizens demonstrate**

September 9, 2016

Older people in Iceland are suffering shortages and have problems to make ends meet. The elderly citizens' association Grái herinn organised a demonstration in protest against cutbacks in income and what they call 'a lack of interest among the political class in issues concerning them'. A statement from Grái herinn indicates that wages for older people need urgently to be raised and welfare cutbacks scrapped.

English: [http://icelandmonitor.mbl.is/news/politics\\_and\\_society ...](http://icelandmonitor.mbl.is/news/politics_and_society ...)

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## Ireland

### **Exploratory talks at Dublin bus**

*September 26, 2016*

The threat of an all-out transport strike looms as trade unions warn that bus and rail workers will join forces to bring the country to a complete standstill. The possibility of this combined action has been publicised after the largest union at Bus Éireann announced a ballot over plans to turn Expressway into a 'low-wage bus service'. The company revealed plans to implement new terms and conditions for Expressway workers, separate the business from the rest of Bus Éireann and sub-contract some routes. An all-out strike would be most likely if Bus Éireann and Irish Rail staff joined the picket lines in support of members of their unions at Dublin Bus. The result could ultimately be a crippling series of rolling strikes or an all-out strike among workers at CIÉ companies. Exploratory talks between unions representing transport workers (SIPTU and the National Bus and Rail Union, NBRU) and management at Dublin Bus aimed at averting further strikes has started on 26 September 2016. This meeting follows the intervention of the Workplace Relations Commission inviting the parties to engage in these talks without preconditions to try to find a joint resolution.

English: <http://www.independent.ie/irish-news/triple-strike-threat-to-bring-public-transport ...>  
<http://www.irishtimes.com/news/ireland/irish-news/dublin-bus-strike-unions-to-meet ...>

### **Pay deal at Garda**

*September 25, 2016*

A proposed pay deal has been concluded between the Department of Justice and the Garda Representative Association following months of negotiations. The deal, if backed by members, could see the threat of industrial action by the union averted. Talks between the Department and the largest Garda union on pay had been on-going since June.

English: <http://www.rte.ie/news ...>

### **TUI members receive €800 pay restoration**

*September 16, 2016*

Second-level teachers belonging to the Teachers Union of Ireland are due to receive the first restoration of supervision and substitution payments worth €800 on 13 October. However, members of the Association of Secondary Teachers of Ireland will not receive the payment because they have rejected the Lansdowne Road Agreement.

English: <http://www.rte.ie/news ...>

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## Italy

### **Government talks to unions about pensions**

*September 29, 2016*

The government has planned to earmark 6 billion euro over three years for measures affecting the pension and social security system. This was stated in a report that was presented during a meeting with the trade unions at the labour ministry. Aim of the meeting was to find maximum support for the proposals. One of the key measures in next years' budget is to cancel the consequences of a 2011 reform on the pension system that was always contested by the trade union movement.

English: <http://www.gazzettadelsud.it/news/english ...>

### **Day labourers exploited**

September 22, 2016

A protocol, signed by the government and backed up by the trade unions and NGO's, that calls for coordination of the local police, the labour inspectorate and other officials to trace and root out workers' exploitation, to protect workers and punish exploiters has led to the discovery of severe exploitation. A gang master that acted as a broker for day labourers in the grape harvest was identified. Labourers were confronted with illegally demanded rent, withholding money from their hourly pay and degrading living conditions. A government bill to fight gang masters is still on its way to parliament.

English: [http://www.gazzettadelsud.it/news/english/213677/gangmaster-busted ...](http://www.gazzettadelsud.it/news/english/213677/gangmaster-busted...)

### **Worker killed in picket line**

September 16, 2016

Several trade unions have called for a massive rally in Piacenza on Saturday, 17 September, following the death of Abd Elsalam Ahmed Eldanf, a GLS delivery worker who was hit by a lorry while striking on September 14. According to the workers, the truck driver was ordered to break the picket line by the Chief of Staff at the plant. A strike had been called against the company contracted to run the plant, the SEAM. The company had fired 37 temporary workers, as well as a group of workers organised with the USB base union, who were actively leading struggles on the workplace. SEAM had previously agreed to re-hire 13 of the workers, but later on it rejected the agreement. Therefore, the workers immediately went on strike and blocked the exit of trucks from the plant.

English: [http://newsvideo.su/video ...](http://newsvideo.su/video...)

[https://libcom.org/blog/logistics-worker-killed-while-strike-piacenza-italy ...](https://libcom.org/blog/logistics-worker-killed-while-strike-piacenza-italy...)

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## Latvia

### **Two wage surveys**

September 20, 2016

A conducted survey revealed that citizens would like their monthly income to be at least 1,216 euro. This is the highest average sum so far named in similar surveys, beating the earlier highest sum of 1,146 euro registered in 2008. In another survey, 57% of young people expressed that a monthly salary of at least 800 euro is adequate for their knowledge and skill level. Of the young persons surveyed, 36% of them received a monthly salary of between 501 to 800 per months, 19% received a monthly salary of over 800 euro, 29% had a monthly salary between 301 and 500 euro per month, while 16% earned less than 300 euro per month.

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

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

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## Liechtenstein

### **Youth unemployment increases**

September 6, 2016

The situation on the labour market worsened for youth in August compared to July, but overall the unemployment rate remained virtually unchanged. Job vacancies increased sharply in comparison to August 2015. By the end of August, 435 unemployed people had registered with the Labour Market Service (AMS FL). The unemployment rate in August 2016 (2.2%) remained unchanged compared to July. Youth unemployment increased in August by 19 people – or 35.8% – to 72 people between the ages of 15 and 24 compared to the previous month to reach 3.1%.

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

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## Lithuania

### **Long debated labour reform adopted**

September 16, 2016

The long debated labour reform passed the parliament, overruling the veto of the country's president. The reform foresees longer working hours and fewer vacation days for employees as well as shorter notice periods. Employers have called the criticism of the new laws that are to come into effect in 2017 completely disproportionate. Workers and their unions, as well as many young workers have been protesting the changes and claim that the legislation will not improve the situation of workers and young people. They see the changes all as more flexibility for the employer and less security and weaker protection for workers. The most critical stand comes from an article that has been published in 'open access' on the website of the journal Critical Discourse Studies.

English: [http://pramprof.lt/en/index.php/news1/9-epsu-lithuanian-government-promoted ...](http://pramprof.lt/en/index.php/news1/9-epsu-lithuanian-government-promoted...)  
<https://www.eurotopics.net/en/166259/is-lithuania-s-labour-market-reform-too-unsocial>  
Article (Critical Discourse Studies): [http://charleswoolfson.com/lithuania\\_labour\\_code.pdf](http://charleswoolfson.com/lithuania_labour_code.pdf)

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## Luxembourg

### **Wage indexation expected before the end of 2016**

*September 7, 2016*

There might come a wage indexation before the end of 2016, as consumer prices inch closer to the threshold for wages to be indexed. According to data analysts Stateg, the indexation segment, as the inflation-pegged wage rise is known, could be applied to earnings and pensions as soon as the end of 2016. The consumer price index rose by 1.16% from July to August 2016, whilst the inflation rate, which had stabilised at 0% in July, increased 0.2% in August. This brings the six-month average increase to 2.2% since the last time wages were indexed, close to the 2.5% threshold needed for a wage adjustment.

English: [http://www.statistiques.public.lu/en/news/economy-finance/prices ...](http://www.statistiques.public.lu/en/news/economy-finance/prices...)

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## Malta

### **Unions hand over different proposals to the government**

*September 12, 2016*

Trade union UHM submitted to the government a new budget proposal for an increase in the annual statutory bonus received by workers, to be based on basic wage and paid by through a cheque from the Treasury. According to UHM, the scheme, if adopted, would affect over 75,000 workers. Earlier on, the General Workers Union had recommended all public holidays which fell on a weekend to be given back to workers. Cutting those public holidays was a measure introduced in 2005, when economic growth was slow. The UHM's proposal offers the government an alternative to that re-introduction.

English: [http://www.independent.com.mt/articles/2016-09-12/local-news/UHM-proposes ...](http://www.independent.com.mt/articles/2016-09-12/local-news/UHM-proposes...)  
[http://www.independent.com.mt/articles/2016-09-12/local-news/GWU-MEA-agree ...](http://www.independent.com.mt/articles/2016-09-12/local-news/GWU-MEA-agree...)

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## Netherlands

### **Increase of temporary and on-call work**

*September 26, 2016*

Statistics Netherlands (CBS) has published detailed figures on the total number of hours worked in temporary jobs and on-call work. Temporary jobs increased by 2.9 percent in the second quarter of 2016 compared to the first quarter. Both the number of hours worked in short-term and long-term temporary contracts increased. More alarming is the increase of on-call work. Between 2010 and 2015, the number of workers on-call increased with 143,000 workers (+36%). Notably in hospitality, the size of on-call work has grown to a substantial proportion (26% of the workforce in the sector), with kitchen aid on top (44%), followed by bartenders and waiters. At the same time, the hospitality sector pays the lowest hourly wage (less than 10 euro). Many on-call workers are youngsters that earn the (reduced) youth minimum wage.

English: [https://www.cbs.nl/en-gb/news/2016/35/number-of-hours-worked ...](https://www.cbs.nl/en-gb/news/2016/35/number-of-hours-worked...)  
On-call work data (in Dutch): [https://www.cbs.nl/nl-nl/nieuws/2016/39/aantal-oproepbanen ...](https://www.cbs.nl/nl-nl/nieuws/2016/39/aantal-oproepbanen...)

### **Dispute over staffing of trains**

September 16, 2016

Trade union FNV is threatening railway company NS with collective actions including strikes if the company goes through with its plan to remove the second conductor from some double-decker trains. The union gave NS an ultimatum to meet their demands, or actions will start. Unions officials defend the need of two conductors on all double-deckers to reduce freeloaders. Otherwise the social security will continue to deteriorate. The parliament wants everyone in public transport to work on measures against freeloaders. Thus, the unions consider that there should be no reduction of train personnel, especially taking into account the physical strain in double-deckers train.

English: [http://www.nltimes.nl/2016/09/16/train-workers-threaten-strike ...](http://www.nltimes.nl/2016/09/16/train-workers-threaten-strike...)

### **Ground crew deal at KLM**

September 6, 2016

The flag carrier KLM and the trade union FNV concluded a pay deal for the airline's 14,500 ground crew, heading off the risk of further strike action. The agreement, which still has to be approved by members, involves 'more money', more permanent jobs for staffing agency workers and ensures older workers will keep their extra days off until 2023, the FNV said. The union said in a statement that herewith KLM has ended its race to the bottom.

English: [http://www.dutchnews.nl/news/archives/2016/09/airline-klm-and-trade-union-fnv ...](http://www.dutchnews.nl/news/archives/2016/09/airline-klm-and-trade-union-fnv...)

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## Norway

### **Oil service strike broadens up**

September 27, 2016

A strike in the oil service sector is steadily putting drilling rigs out of service. Trade union Industri Energi called 300 of its oil service worker members off the job, after mediation by the State-appointed official failed and wage talks broke down. The head of the employers' organisation Norsk olje og gass refused to meet the union demands for pay raises and claimed that the employers proposals are higher than what other industries have received this year, not least at a time when nearly 40,000 jobs in the oil and gas industry have been cut since oil prices sank. The union wants claims catering and drilling personnel has received with raises of as much as NOK 13,000 per year, while its members have only been offered NOK 3,000. More workers will be called out on strike if demands are not met.

English: <http://www.newsinenglish.no/2016/09/27/oil-service-strike-halts-drilling-rigs/>  
<https://www.industrienergi.no/nyheter/oil-service-is-on-strike/>

### **Doctors' strike intensifies**

September 19, 2016

Mediations between trade union Akademikerne and employer association Spekter broke down shortly after a deadline. As a result, 194 union members, including 100 doctors, walked off the job at hospitals in Oslo, Bergen, Stavanger and Finnmark. Around 100 of the striking workers are doctors. The work stoppage intensified when an additional 498 hospital workers joined the strike. Trade union Akademikerne has said that another 35 doctors and psychologists will join the protests. That will bring the total number of striking workers to 533. The heart of conflict has to do with working hours. The union qualifies the working time arrangements are irresponsible - both for the workers and for patient safety.

English: <https://www.thelocal.no/20160919/ongoing-norway-doctors-strike-intensifies>

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## Poland

### **Health workers demand higher wages**

September 28, 2016

Health workers demanding higher pay have called for a meeting with the Prime Minister after a disappointing meeting with the health minister. The two main issues raised were increasing spending on healthcare and higher wages. The health minister had qualified the trade unions' demand to urgently increase healthcare spending to 6.8 per cent of GDP 'completely unrealistic'.

English: [http://www.thenews.pl/1/9/Artykul/272917,Protesting-health-workers-call ...](http://www.thenews.pl/1/9/Artykul/272917,Protesting-health-workers-call...)

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## Portugal

### **Employment perspective more positive**

*September 15, 2016*

A study by global consulting firm Mercer has found that one in every two companies will be hiring new staff this year. The 'Total Compensation Portugal 2016' survey covered over 160,000 jobs in 305 Portuguese companies. A further 44 percent of the companies involved in the survey said they would be keeping the same number of workers on their books. Only a small number (0.7 percent) of respondents said they would be reducing employee numbers.

English: [http://theportugalnews.com/news/one-in-two-portuguese-companies ...](http://theportugalnews.com/news/one-in-two-portuguese-companies...)

### **Trade union warns for transfer of bus company**

*September 1, 2016*

The Federation of Transport and Communications Unions (Fectrans), the trade union representing transport workers, expressed 'immense reservations' regarding the transfer of Lisbon's bus and tram operator to the city council. The union fears that the authority could in future move to subcontract such services and pleads for a good alternative, namely the creation of a Metropolitan Transport Authority for the management and organisation of the public service of the various companies.

English: [http://www.theportugalnews.com/news/transport-union-reservations ...](http://www.theportugalnews.com/news/transport-union-reservations...)

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## Romania

### **Net wage goes up 9.5%**

*September 28, 2016*

In the second quarter of 2016, the employment rate for working age population (15-64 years) was 61.8%, increasing as against the one recorded during the first quarter. Data over the year 2015 reveal that the average net salary in 2015 amounted to 418 euro, up 9.5% compared to the previous year 2014. The salaries in the financial intermediation and insurance sector were 2.2 times higher compared to the national average salary. At the other end, people who worked in hotels and restaurants earned 42% less than the national average salary. Women earned on average 7% less than men in 2015.

English: <http://www.romania-insider.com/average-net-salary-romania-goes-9-5/>

Press releases: [http://www.insse.ro/cms/sites/default ...](http://www.insse.ro/cms/sites/default...)

[http://www.insse.ro/cms/sites/default ...](http://www.insse.ro/cms/sites/default...)

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## Serbia

### **Statistics cover up fragile work**

*September 6, 2016*

While official figures show unemployment to be at its lowest point since 2009, the 'in-work' figure includes many working part-time or only informally. Statistics on employment count every person who worked for at least one hour during a surveyed week as being 'in-work'. The methodology explains part of the marked jump in employment that the Prime Minister presented in the summer of 2016.

English: [http://www.balkaninsight.com/en/article/sharp-drop-in-jobless-rate-masks ...](http://www.balkaninsight.com/en/article/sharp-drop-in-jobless-rate-masks...)

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## Slovakia

### **Agreement nearby at Volkswagen Slovakia**

September 22, 2016

Observers say that the management of Bratislava-based carmaker Volkswagen Slovakia and the trade unions are heading towards an agreement. The trade union delegate at the company has said the management has accepted some of the union's points, including jointly preparing measures to support senior employees and other points concerning social welfare and improving relations between the management and workers. Earlier on 13 September 2016, hundreds of members of the staff at Volkswagen Slovakia joined a protest in front of the factory in Bratislava over what they call discrimination against longer-term employees by the management. Some employees are uneasy over the fact that the management is giving out extraordinary perks in order to attract new employees. As opposed to existing staff, new employees are entitled to free transport for six months and a one-off bonus of €500.

English: [http://spectator.sme.sk/c/20283363/no-plans-for-further-staff-protests ...](http://spectator.sme.sk/c/20283363/no-plans-for-further-staff-protests...)

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## Slovenia

### **Unions against signing of trade agreement**

September 12, 2016

The Education, Science and Culture Trade Union of Slovenia (ESTUS), along with other trade unions, non-government organisations (NGOs), and consumer associations presented a warning letter addressed to members of the national Parliament. The parliament will have the final say and vote on the official position of Republic of Slovenia regarding the conclusion of the EU-Canada Comprehensive Economic and Trade Agreement (CETA). The unions warned of possible consequences of the negative listing approach in the liberalisation of services, affecting the organisation and provision of public services, including education.

English: [https://www.ei-ie.org/en/news ...](https://www.ei-ie.org/en/news...)

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## Spain

### **Unions say government has to comply with EU case law**

September 23, 2016

The trade union confederations UGT and CCOO say that it is necessary to adopt legislative measures amending the Workers' Statute, the legislation applicable to public employees and to employees of the public health services, as provided in the recent ECJ rulings dated September 14, 2016 (handed down in cases C-16/15 and C-184/15 - C-197/15) The general secretaries of the unions have sent a letter to the Ministry of Employment and Social Security, demanding that the Government will take the necessary legislative measures to comply with clause 4.1 of Directive 199/70/EC on the Framework Agreement signed by the European Trade Union Confederation and the employers' organisations UNICE and CEEP on fixed-term work that prohibits less favourable treatment to workers with temporary contracts in relations with permanent workers.

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

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### **Regional orchestra on strike**

September 16, 2016

Musicians of the Filarmonica de Gran Canarias voted in favour of strike on 16 September 2016. The vote was overwhelming: 68-14. The cultural council, Consejero de Cultura, has said the orchestra might be shut down. Although the strike is not backed by the trade union FSC-CCOO, the union has asked from the government a 'sensible solution' to the strike and to avoid the closure of the Foundation.

English: <http://www.pizzicato.lu/musicians-of-filarmonica-de-gran-canaria-on-strike/>

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## Sweden

### **Police union criticises merger**

September 30, 2016



Following the release of a government commissioned report from the Agency for Public Management (Statskontoret) into the reorganisation of the country's polices the Police Union has described the country's police authority as 'in crisis'. The report on the merger is critical of how new managerial appointments have been made, and says that local police work has not been prioritised sufficiently. While the police union said it shared many of the conclusions in the study, it does not believe it is sufficiently critical.

English: <https://www.thelocal.se/20160930/swedish-police-in-crisis-union-head>

### **Public service unions discuss migration policy**

*September 22, 2016*

Delegates from global trade union Public Services International (PSI) met with the Sweden's state secretary for Migration, on the week of the UN High Level Summit on Migrants and Refugees in New York. PSI shared its concerns on the outcome of the summit, underscoring the need to see real and concrete commitments among States in equitably sharing the responsibility for refugees. The state secretary shared the country's long-standing tradition of welcoming asylum seekers and refugees and explained how the government is working towards promoting inclusion and self-reliance through its fast-track programme. In collaboration with the trade unions, the fast-track programme, works to shorten the waiting period for a refugee to integrate into the labour market. Both delegations agree on the important role of the unions in addressing the situation of migrants and refugees.

English: <http://www.world-psi.org/en/psi-meets-swedish-state-secretary-migration>

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## Switzerland

### **Union formulates demands for bargaining season**

*September 6, 2016*

Trade union confederation SGB/USS has formulated its demands for the next bargaining round. The trade union notes that the economic outlook is rather positive with an increase in export and no serious budgetary problems. In order to strengthen the purchase power, in a situation with low inflation (at a 0.5% rate), the demands vary from nominal amounts to a 1.5% wage increase combined with sickness allowances.

French: [http://www.uss.ch/themes/economie/article/details/des-augmentations-de-salaires ...](http://www.uss.ch/themes/economie/article/details/des-augmentations-de-salaires...)

German: [http://www.sgb.ch/themen/wirtschaft/artikel/details/lohnerhoehungen-bis-zu-15 ...](http://www.sgb.ch/themen/wirtschaft/artikel/details/lohnerhoehungen-bis-zu-15...)

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## Turkey

### **Union demands Inditex to comply with global agreement**

*September 11, 2016*

Bravo and BRV are two garment producing companies that operate (since 2010) mainly as suppliers of Industria de Diseno Textil, S.A. (Inditex). The two companies shut down their operations at the end of July 2016. Most of the 155 workers of these companies did not get any wages for 4 months before the shutdown. Moreover, they have not get any severance and notice payments, which are legal rights of workers according to the labour law. The trade union of textile workers, Bagimsiz-Sen, which has members in the companies, is taking the necessary legal measures on behalf of the workers against Inditex to demand the due remaining payments. The union legal representatives have filed an official application demanding the company to fulfil its obligations concerning wages, severance and notice payments, so far without success. Inditex signed a Global Framework Agreement with IndustriALL Global Union to protect the rights of workers in its supply chain. Refusing to pay outstanding claims regarding wages (and severance and notice payments) by a supplier firm of Inditex is an open violation of the provisions of that Global Framework Agreement.

English: [http://www.bagimsizsen.org/155-turkish-textile-workers-are-victimized ... /](http://www.bagimsizsen.org/155-turkish-textile-workers-are-victimized.../)

### **Dismissals and suspensions continue**

*September 2, 2016*

The government is accelerating the process of converting suspensions of public workers allegedly affiliated to the Fethullah Gulen movement into permanent dismissals as further clues also emerged about the criteria used to identify Gulenists. A decree published in the Official Gazette on 1 September announced the dismissal of more than 10,000 public sector workers, ranging from academics to healthcare personnel. In

public universities, 2,346 academics were dismissed while the number of lay-offs by the health ministry stood at 1,825 including administrative and healthcare staff.

English: [http://www.middleeasteye.net/news/turkey-sacks-10000-public-staff-gulenist-hunt ...](http://www.middleeasteye.net/news/turkey-sacks-10000-public-staff-gulenist-hunt)

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## United Kingdom

### **Tata Steel is set for talks with unions**

*September 26, 2016*

Indian steel giant Tata Steel is set for talks with trade union representatives of its UK steelworks to settle the deadlock over a 15-billion-pound pension scheme for its workers, the main obstacle in its merger with German rival ThyssenKrupp. The company called two days of pension talks to try to secure a merger of its European operations with those of ThyssenKrupp. The aim on the meetings will be on breaking a deadlock over a 15-billion-pound pension scheme, which is the main obstacle to a rescue of the company's Port Talbot unit in Wales.

English: [http://www.firstpost.com/business/tata-steel-set-for-pension-talks ...](http://www.firstpost.com/business/tata-steel-set-for-pension-talks)

### **North Sea Platforms dispute ends**

*September 22, 2016*

Members of Scotland's biggest offshore union have voted to end an industrial dispute that led to the first North Sea strike in a generation. In July 2016, members of trade union Unite working on Shell platforms across the North Sea started strike action after rejecting proposed cuts by their employer, the oil facilities company Wood Group. The workers faced losing up to 30% in pay and allowances. A proposal to end the dispute was put to members on 12 September 2016 and the union members have accepted it by 105 votes to 82. Unite regional officer said that their negotiations with Wood Group allowed to reduce the levels of cuts being proposed to our members' wages and terms and conditions.

English: [http://www.unitetheunion.org/how-we-help/listofregions/scotland/latestnews ...](http://www.unitetheunion.org/how-we-help/listofregions/scotland/latestnews)

### **Living wage fails to provide basic needs for lower paid**

*September 21, 2016*

The 'national living wage' falls short of providing a decent standard of income to low-paid staff because of rising rents and slowing wages growth. After a six-month review, the Living Wage Commission said it had assessed the 'best available evidence on living standards' and concluded that the £7.20 an hour national living wage for the over 25s, introduced in April 2016, was failing to provide the basic needs of low-paid households. The commission said the fall in take-home pay across the country after the 2008 banking collapse, and slow wages growth in the past eight years, had left millions of workers struggling to make ends meet. Wages need to increase at a faster rate than rising rents, petrol prices and heating bills to continue closing the gap with higher-paid workers, the commission said.

English: [https://www.theguardian.com/uk-news/2016/sep/21/national-living-wage ...](https://www.theguardian.com/uk-news/2016/sep/21/national-living-wage)

Report: [http://www.livingwage.org.uk/sites/default ...](http://www.livingwage.org.uk/sites/default)

### **Record bonus pay**

*September 15, 2016*

An article from the Office for National Statistics examines total bonus payments received across the whole economy in the financial year ending 2016 (April 2015 to March 2016) with analyses presented by month paid, by sector and industry. In this period, the combined value of all bonuses paid was a record £44.3 billion, surpassing the previous highest amount seen in the financial year ending 2008 and 4.4% higher than in the financial year ending 2015. Bonuses as a percentage of total pay were 6.0% overall in the financial year ending 2016, a small increase on the previous year, but still well below the financial year ending 2008 peak of 7.1%. Financial and insurance activities industries paid the highest average bonus per employee, at £13,400, while health and social work sectors paid the lowest average bonus per employee at close to zero.

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

### **Large increase of zero-hours contracts**

*September 9, 2016*

Figures from the Office for National Statistics show that 903,000 workers are on a zero-hours contract compared with 747,000 in 2015. The number of workers saying they are on a zero-hours contract for their main job has increased by over 20% in one year. Women and young people aged between 16 and 24 are revealed to be more likely than male and older workers to be on zero-hours contracts, and almost one third (31%) of those on the contracts want to work more hours than they are currently provided. Furthermore, the statistics understate the number of jobs that are held under zero-hours contracts, as some workers may not be aware of their status and others may hold a casual job as a secondary means of income. The Institute of Employment Rights has been tracking the growing problem of casualised labour, releasing the booklet *Re-Regulating Zero-Hours Contracts*. It explains how the rise of such contracts is contributing to a weakened and unproductive economy, as well as how the government's approach to providing welfare for unemployed and disabled people incentivises people to take poor quality jobs, and businesses to create more of them.

English: [http://www.ier.org.uk/news/ier-calls-changes-law-after-zero-hours-contracts ...](http://www.ier.org.uk/news/ier-calls-changes-law-after-zero-hours-contracts...)

The report: [https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork ...](https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork...)

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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).

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