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collective bargaining

Issue 12/2022 | December

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.

 DE BURCHT | 

contents

European sources

Study on representativeness of the social partner organisations in civil aviation and in textile and clothing sector

Agreement on pay-transparency measures to expose gender pay gap

EU social partners release joint statement on sustainable textile

Report on living, working and COVID-19

Austria

10% higher wage for hairdressers

Higher wage for bicycle messengers

Belgium

Half a million employees get 11% pay rise

Unions protest against wage law

Bulgaria

Labour costs increase by 16.2%

First collective agreement in light industry

Croatia

Net earnings down by 4.2%

Cyprus

Bankers union against unemployment benefits decision

Czechia

New study on gender pay gap

Denmark

Danish government continues fight against EU minimum wage directive

Union confederation welcomes report on green transition

Estonia

More people of retirement age employed

Finland

Changes to unemployment benefits in 2023
SAK unions intensify their cooperation in collective bargaining

France

Unions reject proposal to reform pensions

Germany

7.6% pay increase for painters
Negotiating for better working conditions in emergency services
Collective agreement for university hospitals
8% more pay and € 3.000 inflation compensation at network operator

Greece

Large job loss

Hungary

Wages for teachers rise by only 10% instead of 21%
24% wage increase at car manufacturer

Iceland

New agreement between union and employers' federation

Ireland

Increase of minimum wage
Airline signs four-year pay deal

Italy

Agreements at telecom company
Unions organise week of action for public services
New collective agreement at banking company

Latvia

Teachers' salaries increase
Increase of minimum wage

Lithuania

Union demonstrates for collective agreement

Luxembourg

Agreement for supermarket chain

Malta

New collective agreement for lawyers

Netherlands

Parliament approves new pension legislation
New agreement for agency workers
10% pay increase for staff academic hospitals
Agreement for telecom company

Norway

Public sector unions welcome improvements to main agreement

Poland

Train drivers demand higher wages

Portugal

Wage rise in supermarket chain

Romania

More public sector employees

Minimum wage increases

More non-EU workers will be hired in 2023

Serbia

Wages increase by 14%

Union organises protest over public sector pay

Slovakia

Real wages decrease by 4%

Slovenia

Transport union threatens with strike

Union joins protest meeting of teachers

Spain

Initiative for local government social dialogue

Sweden

Real wages decreased by 6.4%

Changes in employment protection legislation

Switzerland

Paid parental leave of two weeks for adoptions

Pay rise for call centres

Turkey

Solidarity with striking workers

United Kingdom

Rail and Border Force staff strike

Health and public service unions take action

Public sector wages up only 2.7%

Strikes hit ambulance services, hospitals and trains

European sources

Study on representativeness of the social partner organisations in civil aviation and in textile and clothing sector

20 December 2022

Eurofound published two studies assessing the representativeness of the actors involved in the European sectoral social dialogue committee for the civil aviation sector and for the textile and clothing sector. These studies are part of Eurofound's series of representativeness studies which are designed to allow the European Commission to identify the employer and union organisations whom it must consult under article 154 of the Treaty on the Functioning of the European Union (TFEU). The representativeness of employer and union organisations in the respective sectors legitimises their right to be consulted, their role and effective participation in the European sectoral social dialogue and their capacity to negotiate agreements.

Read on: [in English...](#) Read on: [in English \(2\)...](#) Read on the research report: [in English...](#) Read on the factsheet: [in English...](#)

Agreement on pay-transparency measures to expose gender pay gap

15 December 2022

On 15 December, a provisional trilogue agreement on binding pay transparency measures has been reached between the European Parliament and negotiators from the EU member states. Parliament and Council will still have to formally approve the agreement. The new rules will come into force twenty days after their publication in the EU Official Journal. According to the agreement, EU companies will be required to disclose information that makes it easier to compare salaries for those working for the same employer and expose the existing gender pay gap. Pay structures to compare pay levels should be based on gender-neutral criteria and include gender-neutral job evaluation and classification systems. Vacancy notices and job titles will have to be gender neutral and recruitment processes led in a non-discriminatory manner. If pay reporting shows a gender pay gap of at least 5%, employers will have to conduct a joint pay assessment in cooperation with their workers' representatives. Member states will have to put in place effective, proportionate and dissuasive penalties, such as fines, for employers that infringe the rules.

Read on: [in English...](#) Read on: [in English \(2\)...](#)

EU social partners release joint statement on sustainable textile

15 December 2022

The European Union's strategy for sustainable and circular textiles aims to ensure, by 2030, textile products placed in the EU market are long-lived and recyclable with the industry moving from a linear to a circular business model. IndustriAll Europe and Euratex, representing the workers and employers in the textiles and clothing sectors jointly highlight both the challenges and opportunities of the forthcoming transformation of the sector and call for action to ensure that European industrial policy is fit for purpose and enables the sector to transform without negatively impacting workers or European industry.

Read on: [in English...](#)

Report on living, working and COVID-19

7 December 2022

Eurofound published a report with the results of the Living, working and COVID-19 survey which was launched in early 2020. It aims to capture the wide-ranging impact of the pandemic on the work and lives of EU citizens and those in ten neighbouring countries. The results reveal one clear commonality across respondents from all countries: serious concerns about the rising cost of living. At the same time, the results point to large differences within the EU and amongst the selected EU neighbouring countries.

Read on: [in English...](#) Read on the report: [in English...](#)

Austria

10% higher wage for hairdressers

15 December 2022

The negotiations for hairdressers have been successfully concluded by the trade union vida. The new collective agreement includes a pay rise of up to 10.48%. From 1 April 2023, employees will receive a fixed amount of € 165 gross per month as a wage increase. The allowance for apprentices increases by € 100 in

the first and second year of apprenticeship and by € 160 in the third and fourth year of apprenticeship. From January to March 2023, full-time employees will also receive a net cost-of-living bonus of € 120 per month. Apprentices get € 60 net. In March 2023 a further round of negotiations will take place about an increase of the monthly gross minimum wage to € 2,000.

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Higher wage for bicycle messengers

15 December 2022

The new collective agreement concluded by freight transport trade association in the Austrian Economic Chamber (WKÖ) and the trade union vida stipulates a wage increase of 8.6% for bicycle messengers and food delivery staff for 2023. The collective agreement started on 1 January 2023 and has a term of one year. From 2023, the monthly minimum gross salary for employed bicycle messengers will be € 1,730 for a 40-hour week. Around 4,500 bicycle messengers work in the sector throughout the country, 60% of them as freelancers. vida aims to combat bogus self-employment and to bring more bicycle messengers under the protective umbrella of the collective agreement. In September 2019, vida and the WKÖ had agreed on the world's first collective agreement for bicycle messengers and food deliverers.

Read on: [in German...](#)

Belgium

Half a million employees get 11% pay rise

24 December 2022

More than 500,000 employees will see their salaries rise by 11.08% on 1 January 2023, according to a calculation by an HR service provider. Employees who fall under the CP200, a joint commission that regulates remuneration and working conditions for certain categories of white-collar workers, have their wages adjusted to the cost of living at the beginning of each year. For these employees, who number over half a million, the wage indexation for 1 January 2023 is much higher than the 1 January 2022 rate, which was 3.58%. In fact, since the introduction of annual indexations in January of each year, 11.08% is the highest rate for the CP200 sector.

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Unions protest against wage law

16 December 2022

Over 16,000 demonstrators protested in Brussels to call for more measures to shield them from high energy prices and better pay to counter runaway inflation. Because of the protest backed by the three main unions, public services were affected throughout the country, especially rail and subway systems in and around the capital and Brussels international airport. The three trade union confederations are calling for a revision of the salary law that restricts the unions' scope to negotiate and they want to retain the pay indexation system which is under threat from the employers. Their other demands cover action on energy costs, a shift in taxation to support workers and measures to restrict flexi-jobs.

Read on: [in English...](#) Read on: [in Dutch...](#)

Bulgaria

Labour costs increase by 16.2%

21 December 2022

According to preliminary data of the National Statistical Institute, the total hourly labour cost for the third quarter of 2022 rose by 16.2% compared to the third quarter of 2021. The total hourly labour cost increased by 18.1% in industry, 16.4% in services and 16.0% in construction. The breakdown by economic activities showed that the highest annual growth in total labour costs was recorded in 'accommodation and

food service activities' by 23.4%, 'mining and quarrying' by 19.4% and 'public administration and defence; compulsory social security' by 19.2%.

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First collective agreement in light industry

15 December 2022

The multinational STS Medical Group and the Federation of Light Industry, signed their first collective agreement. The signing took place four days after a protest rally where hundreds of workers demanded adequate pay for their work. This first collective agreement means that the minimum wage for the company will increase to BGN 1,000 (€ 510). Workers will receive an increase in food vouchers from BGN 80 (€ 41) to BGN 200 (€ 102), as well as a Christmas supplement of BGN 60 (€ 31). The agreement also stipulates the participation of the trade union in internal wage negotiations and working conditions.

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Croatia

Net earnings down by 4.2%

20 December 2022

The average monthly net earnings per person in paid employment for October 2022 were nominally 8.5% higher and in real terms 4.2% lower as compared to the same month last year. The average monthly gross earnings for October 2022 were nominally 9.6% higher and in real terms 3.2% lower, as compared to the same month last year. For October 2022, the average monthly net earnings per person amounted to 7,745 kuna (€ 1,028), which represented a nominal increase of 1.6% and a real increase of 0.3%, as compared to September 2022.

Read on: [in English...](#)

Cyprus

Bankers union against unemployment benefits decision

28 December 2022

The bank workers union (Etyk) released a statement responding to the recent decision stipulating that former bank employees who left their positions by accepting voluntary exit schemes are not entitled to unemployment benefits. The specific employees are not considered to be unemployed in the traditional sense because they left through a voluntary plan, receiving redundancy and additional compensation from their employer. The union said that this decision amounts to targeting bank employees and added that the union will take every action to resolve "this great injustice".

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Czechia

New study on gender pay gap

13 December 2022

A new study has found that women get paid less than men on average for the same roles and type of work, due to motherhood and career breaks. Women employed in the same job position as men, with the same function, earn 12% less than their male counterparts. The study assessed men and women aged between 30 to 55 years in 15 different countries in order to study the effects of motherhood on professional development. The analysis also found that men earn almost 25% more on average per year than women.

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Denmark

Danish government continues fight against EU minimum wage directive

19 December 2022

According to the three-party coalition agreement, the new Danish government is to take the EU to court to prevent it from enforcing minimum wage rules in Denmark. The Danish government is opposed to the recently adopted EU directive on adequate minimum wages because of the established labour model by which wages are set through negotiations between trade unions and employers. The EU Commission has stated that it will respect the Danish model and will not force the country to introduce a statutory minimum wage, but the government wants the directive to be removed completely on the grounds that it does not comply with the EU Treaty

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Union confederation welcomes report on green transition

7 December 2022

Trade union confederation Fagbevægelsen Hovedorganisation (FH) welcomes an expert report that emphasizes the importance of ensuring good opportunities and rights to education and upskilling for employees who lose their jobs due to the green transition. The confederation says it is very positive that the experts point out that active labour market policy must be prioritised. Although the adjustment costs of the change from one job to another are temporary, they still represent a significant loss for the individual employee. This is emphasized by the experts in the latest environmental economic report.

Read on: [in Danish...](#)

Estonia

More people of retirement age employed

16 December 2022

According to the results of the 2021 Population and Housing Census, as of the end of 2021, 58% of the population was employed, indicating an increase of 6 percentage points compared with ten years ago. This increase was attributable primarily to people of retirement age remaining in employment. One in five retired persons is working, twice as much as ten years ago. Recent census data revealed a steady increase compared with previous censuses in the share of wages or salaries as the primary source of subsistence.

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Finland

Changes to unemployment benefits in 2023

20 December 2022

The amount of the basic unemployment allowance and the labour market subsidy will be increased to € 37.21 per day in 2023 (from the previous € 35.72 per day). This means an increase of approximately € 30 over a four-week payment period. As of the beginning of 2023, the services provided to employees aged 55 or over will be improved by the introduction of a new transition security allowance and transition security training. Starting 1 January 2023, jobseekers can engage in various studies without losing their unemployment benefits.

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SAK unions intensify their cooperation in collective bargaining

15 December 2022

Unions belonging to SAK are intensifying their cooperation in the ongoing collective bargaining round. SAK, the Central Organisation of Finnish Trade Unions, says this also entails organisational cooperation if necessary, to reach results in collective bargaining. The reason behind this is the total logjam in private sector collective bargaining as the employers are unwilling to agree to anything before a deal in the technology industry is struck. In practical terms, the announcement of the SAK unions means that they will not leave the Industrial Union to stand alone, though the employers are at the moment negotiating seriously only with it.

Read on: [in English...](#)

France

Unions reject proposal to reform pensions

5 December 2022

The main trade union confederations have come together along with groups representing students and young workers to reject the idea that the national pensions and retirement system needs reform or an increase in the retirement age. In a joint communique, the organisations underline that it is a major mistake for the government to come up with proposals to reform the system in the current economic and social climate. The trade unions argue that, like the vast majority of the population, they do not support any increase in the legal retirement age or in the contribution period and underline the potential impact on young workers who already face precarious employment conditions.

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Germany

7.6% pay increase for painters

13 December 2022

An agreement was reached regarding the wage increase for the around 150,000 employees in the painting and varnishing industry. Wages in the Western part of the country will rise by 5% from 1 January 2023, and a year later by another 2.6%. In the East, ten cents are added to these wage increases. There is also a tax- and social security-free inflation compensation premium of € 600. The approximately 20,000 trainees in the industry can look forward to an increase of their remuneration in the next two years on 1 August of each year by € 30 in the first year of apprenticeship and € 35 in the second and third year of apprenticeship. On top of this, they will receive an inflation premium of € 180. The collective agreement will run until September 30, 2024.

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Negotiating for better working conditions in emergency services

12 December 2022

The trade union ver.di negotiated with the VKA municipal employers' association to improve working conditions in municipal emergency services. The union is calling for a maximum working week of 44 hours (down from 48) as a first step and other measures to protect the health of employees. Ver.di agreed with employers to gradually reduce weekly working hours (including on-call time) from the current maximum of 45 hours to a maximum of 42 hours by 2028. A union survey of 7,000 emergency service workers revealed long hours, high work intensity, physical and mental stress and 84% of respondents stated that, under current conditions, they would not hold out until retirement.

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Collective agreement for university hospitals

8 December 2022

The trade union ver.di succeeded in preventing a fall in real wages due to the high inflation for the 26,000 employees of the four university hospitals in Freiburg, Heidelberg, Ulm and Tübingen. Tough negotiations and seven days of warning strikes preceded the collective agreement. All employees will receive € 250 more per month, which will take effect from October 2023. This means a pay increase of up to 10% for an employee in sterile goods processing or a service assistant. The agreement also includes two additional one-off payments of € 1,200 net each that will be paid out in December 2022 and March 2023.

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8% more pay and € 3.000 inflation compensation at network operator

7 December 2022

In the second round of negotiations for the approximately 1,100 employees of the network operator 50 Hertz, the trade union IG BCE and the employer agreed on an inflation allowance of € 3,000, of which € 2,000 will be paid in December 2022 and the remaining € 1000 in December 2023. Wages will increase by 5% on January 1, 2023 and by a further 3% on January 1, 2024. The term of the collective agreement is 24 months.

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Greece

Large job loss

28 December 2022

According to the labour ministry, with the end of the summer tourism season thousands of jobs were lost. As a matter of fact, November marked the worst unemployment rate in the last 20 years with 83,627 people having lost their jobs. Of the total jobs lost, 29,110 concerned jobs at accommodation facilities and hotels. Overall, November 2022 was short of an additional 4,498 jobs compared to November 2021.

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Hungary

Wages for teachers rise by only 10% instead of 21%

31 December 2022

On 1 January, the government raised teachers' salaries by 10% instead of 21% as originally planned. The Ministry which, in addition to education, is in charge of healthcare policies, will also increase the salaries of doctors by 11% starting in January.

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24% wage increase at car manufacturer

8 December 2022

Unions at the Mercedes-Benz plant in Hungary have agreed on a 24% wage increase in two stages. In addition, the unions have succeeded in negotiating a profit-sharing bonus, which is a new element. Starting on 1 January, Mercedes-Benz will increase base wages by 17% and by another 7% in August. Together with other elements, such as a quarterly special payment linked to inflation and a newly introduced profit-sharing scheme for employees, the total benefits package for employees could increase by more than 30% from current levels.

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Iceland

New agreement between union and employers' federation

5 December 2022

A new short-term agreement has been reached between the trade union SGS and SA, the Federation of Icelandic Employers. The agreement was reached between 17 of SGS's member organisations and SA. Rising interest rates have complicated wage negotiations between many trade unions and SA, with short-term contracts seen as a compromise to cope with the immediate impact of inflation and interest rates, without locking unions and employers into longer-term contracts that may not be suited to economic conditions in the traditional three-year period. The agreement will be valid from November 2022 until the end of January 2024. It includes a flat minimum raise, as well as more holidays and adjustments for inflation.

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Ireland

Increase of minimum wage

29 December 2022

The national minimum hourly wage rate was increased on 1 January 2023. Those aged 20 and over will receive a minimum wage of € 11.30 an hour (up from € 10.50). This increase will benefit 165,000 workers. However, several categories of employees are excluded from the national minimum wage.

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Airline signs four-year pay deal

20 December 2022

Airline company Ryanair signed a four-year pay agreement with public service union Fórsa and its pilots, which includes pay increases and pay-cut restorations. Under the deal, Ryanair's pilots in Ireland will get three years of pay increases over the next four years until March 2027. The pilots will also have pay cuts restored in their payroll of December 2022, which were agreed on during the Covid-19 pandemic.

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Italy

Agreements at telecom company

6 December 2022

The Italian business of telecoms company Vodafone has signed two agreements with trade unions SLC-Cgil, Fistel-Cisl, Uilcom and UGL Telecomunicazioni that have several aims, chiefly to bolster the skills of staff in a sector undergoing constant change and to trial a new hybrid work model. The group will launch a new reskilling programme, which will involve more than 3,900 workers and will harness the public 'New Skills' fund. In addition, agile working – introduced 10 years ago by Vodafone Italy – will be expanded for all workers, with two to three days of remote working per week, depending on the department.

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Unions organise week of action for public services

3 December 2022

Public service federations planned a week of action with protests and strikes around the country in protest at the Government's budget for 2023. The unions argue that the budget fails to provide adequate funding across a range of services with nothing to address the cost-of-living crisis, to cover the renewal of collective agreements, to increase public employment, to end precarious contracts, to improve training and to ensure quality of services from childcare to health and social care and across local and national administration.

Read on: [in Italian...](#) Read on: [in Italian \(2\)...](#)

New collective agreement at banking company

2 December 2022

Banking company UniCredit has signed collective agreements with the trade unions that include provisions for a new early retirement plan, with 850 voluntary departures fully matched by new hires. In addition, the early negotiation of the productivity bonus and a new lump sum for benefits in kind will mean UniCredit group employees can access up to € 2,400 in the coming months.

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Latvia

Teachers' salaries increase

13 December 2022

As of 2023, the lowest monthly salary rate for kindergarten, primary and secondary education, as well as vocational education teachers will increase to € 1,070, according to amendments to the law approved by the Government on December 13. In September, the Latvian Education and Science Workers' Trade Union (LIZDA) announced its intention to organize a teachers' strike, expressing dissatisfaction with the unbalanced workload in their jobs and demanding respect for predefined teacher pay principles. The government sought to agree with LIZDA so that the strike didn't take place, and made promises on wages and workloads. The Ministry of Education and Science (IZM) stated that, meeting the demands of the teachers' union, the government supported funding of nearly € 60 million in 2023.

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Increase of minimum wage

13 December 2022

The government approved amendments to the Labour Law, increasing the minimum wage from € 500 to € 620 as of 1 January 2023 and to € 700 as of 1 January 2024. The legislative amendments were adopted by the Parliament in late October.

Read on: [in English...](#)

Liechtenstein

Satisfactory pay round

16 December 2022

In all sectors union LANV demanded a general cost-of-living adjustment plus additional sector-specific real wage increases. Particular attention was paid to low incomes and the increase in minimum wages, which is essential in times of high inflation and a shortage of workers. The union succeeded in reaching general wage increases in 14 of the 17 sectors. In the other three sectors, at least the wage bills will be increased by up to 3%. Minimum wages increased by 3% to 10% in twelve sectors. In two sectors, the weekly working hours will be reduced without reduction in pay. In two other sectors, employees aged 50 and over can look forward to five weeks of vacation.

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Lithuania

Union demonstrates for collective agreement

15 December 2022

Trade union Solidarumas (“Solidarity”) organized a picket in Vilnius, demanding the dismissal of the manager and the board of directors of the public transport company UAB “Vilniaus viešasis transportas” because they do not respect the European social dialogue. The union organized a strike to back its demand to conclude a collective agreement as soon as possible.

Read on: [in Lithuanian...](#)

Luxembourg

Agreement for supermarket chain

16 December 2022

A collective agreement was reached between supermarket chain Cora and trade unions LCGB and OGBL. Discussions were lengthy, but now an agreement has been reached for the roughly 470 employees. The agreement is applied retroactively from 1 January 2022 and runs until at least 2024. The agreement foresees a new salary grid and a gross bonus that honours seniority within the company. Employees in the two stores will receive a one-off bonus of € 240 per person. On Sundays, for the four hours covered by the agreement, workers will receive a 100% increase in salary.

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Malta

New collective agreement for lawyers

16 December 2022

A new collective agreement offering better conditions to lawyers in the Attorney General’s office was signed. The collective agreement confirms the commitment to strengthening institutions and the rule of law. The collective agreement will also ensure the Attorney General’s office attracts more talent and ensure a motivated staff.

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Netherlands

Parliament approves new pension legislation

23 December 2022

Parliament has voted to approve new pension legislation that will regulate the transfer of billions of pension assets. A motion to amend the Pensions Act and other laws in connection with revision of the pension system was passed in the lower house of Parliament with 93 votes in favour and 48 against. The new legislation has been years in the making and had been subject to months of debate and negotiations.

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New agreement for agency workers

22 December 2022

Trade unions and the employers' associations of temporary work agencies ABU and NBBU have reached a new collective agreement for temp workers. With the agreement, another step is taken towards an equivalent position of temp workers and regular staff. The main points of the agreement are: work experience counts for the level of pay, better reimbursements, allowances and increments and a longer term for claiming a transition payment after the end of the contract. In case of illness, temp workers will receive 90% of their pay in the first year and 80% in the second year.

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10% pay increase for staff academic hospitals

21 December 2022

Health care unions reached an agreement with the employers' organization for academic hospitals NFU after a conflict about compliance with the collective agreement. The more than 80,000 employees in academic medical centres (UMC) will get a wage increase of more than 10% in 2023. At the end of November, the unions considered going to court, when the NFU proposed less than half of the agreed wage increase. All employees will now receive an additional 6% wage increase on 1 January 2023. This will partly make up for the loss of purchasing power in the short term. On 1 November 2023, the employees will receive a second wage increase of 4%. According to the UMC collective agreement, the wage increase for 2023 should at least equal the increase of the consumer price index according to the 2022 government budget.

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Agreement for telecom company

16 December 2022

Unions and telecom provider KPN reached a new collective agreement that will run until 31 December 2023. The agreement includes a one-off payment of € 400 net that will be paid in December 2022, introduction of a minimum hourly wage of € 14 as of 1 January 2024 and a wage increase that varies, depending on the wage scale, from 6% to 8.4%.

Read on: [in Dutch and English...](#)

Norway

Public sector unions welcome improvements to main agreement

19 December 2022

Trade unions across the three confederations have negotiated changes to the main state agreement that regulates the relations between unions and the government. With many government agencies facing restructuring, the unions are pleased that the new agreement, that runs until 2025, will strengthen co-determination and ensure trade unions are involved in tackling change and the introduction of new digital tools and processes. The agreement also reinforces the commitment of both sides to address sustainability and climate change and has clearer wording around responsibilities on gender equality and diversity issues.

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Poland

Train drivers demand higher wages

6 December 2022

Train drivers of the operator PKP Cargo are in dispute with the management board of their company. They are requesting better wages and working conditions. The trade union representing the drivers, Train

Engineers Trade Union, says that drivers are mocked by the board over their requests. PKP train drivers are asking for a salary increase because inflation does not allow them to pay their bills. In general, the trade union is unhappy with the way the train drivers are treated by their company.

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Portugal

Wage rise in supermarket chain

30 December 2022

Supermarket chain Mercadona approved wage increases for its entire workforce in Spain and Portugal, saying they would be in line with the official rate of inflation recorded in December. The measure will enter into force starting from the January payslips of the more than 96,000 employees in Spain and Portugal, matching December's Consumer Price Index (CPI) of each country. The hike will not only affect workers' base salaries, as stipulated in its collective agreement, but also their total wages including bonuses.

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Romania

More public sector employees

21 December 2022

The country has over 1.25 million public servants, far above the EU average, and it is preparing to hire more in the first part of the next year. Five months ago, the government announced that it will be freezing new hires to cut back on expenses. Nevertheless, many public institutions were allowed to make new hires as an exception.

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Minimum wage increases

12 December 2022

The government approved the increase of the gross monthly minimum salary from RON 2,550 (€ 515) to RON 3,000 (€ 610) starting on 1 January 2023. In January 2023, an employee with the minimum wage will thus receive a net monthly salary of RON 1,863 (€ 379). The government reached the decision after negotiation with employers' associations and trade unions. Almost 2.2 million workers are currently paid the minimum wage.

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More non-EU workers will be hired in 2023

9 December 2022

The government is ready to accept 100,000 non-EU workers into the national labour market in 2023, the same number as this year. By mid-September 2022, the General Inspectorate for Immigration had issued 64,894 employment/posting permits. At that time, the immigration authority also had almost 8,700 employment requests still in processing. Back in 2021, only 38,000 new employment permits were issued for non-EU workers. The number was lower in prior years, with 22,300 in 2020 and 29,800 in 2019.

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Serbia

Wages increase by 14% *26 December 2022*

Average gross salaries and wages calculated for October 2022 amounted to 104,039 RSD (€ 887), while average net salaries and wages amounted to 75,353 RSD (€ 643). The increase of gross salaries and wages in the period January–October 2022, relative to the same period last year amounted to 14.0% in nominal terms or 2.4% in real terms. Simultaneously, net salaries and wages increased by 13.9% in nominal terms and by 2.3% in real terms. Compared with the same month last year, average gross salaries and wages for October 2022 increased by 14.2% in nominal terms, and decreased by 0.7% in real terms, while average net salaries and wages increased by 14.1% in nominal terms and decreased by 0.8% in real terms.

Read on: [in English...](#)

Union organises protest over public sector pay *10 December 2022*

Trade union confederation Nezavinost has called a national demonstration outside government offices with a call for a 25% pay increase for all public sector workers. The key message of the demonstration is the need to properly value and recognise the work of public sector employees, to ensure their health and safety and guarantee compliance of employers with collective agreements.

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Slovakia

Real wages decrease by 4% *2 December 2022*

The monthly wage has been decreasing in real terms for the third quarter. According to the Statistical Office, real wages decreased due to high inflation by 4% in the 3rd quarter. Even double-digit increases in average gross wages in some sectors could not compensate for the record price increases. The real wage decreased year-on-year in all 19 monitored sectors of the economy. The average nominal monthly wage of an employee during the 3rd quarter of 2022 increased by 9.4% year-on-year to € 1,296. Despite relatively fast growth, wages did not keep up with the rate of inflation, and the average real wage dropped by 4% year-on-year.

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Slovenia

Transport union threatens with strike *19 December 2022*

The Union of Transport and Communications Workers (SPDZ) will insist on raising wages and will pose other demands, even at the cost of a strike. According to the union there are many problems in the road passenger transport sector, related to both working hours and payment for work. The union said that working hours of the driving staff are extremely unfavourable. SPDZ also demands a salary increase in all the companies with which they negotiate.

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Union joins protest meeting of teachers *16 December 2022*

The union of workers in educational and research activities in Slovenia (VIR) will participate in the protest meeting of teachers, which will take place on January 14, 2023. At the rally, they will especially advocate for decent salaries for assistants. The trade union also pointed out that they have been working for many years to ensure that the post of teacher's assistant is properly evaluated, given the complexity of the work

and comparable positions. The union has been warning for several years about the deterioration of the working conditions, as most of the assistants earn the minimum wage.

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Spain

Initiative for local government social dialogue

13 December 2022

Two public service federations met with the local government employers' organisation to agree a framework for negotiations and on setting up an observatory of the public service in local administrations. The trade unions are keen to address a range of issues including training, equality plans, occupational reclassification, digitalisation, job creation, the ageing of the workforce, the improvement and the expansion of services. The aim of the observatory will be to undertake studies and identify good practices in relation to the development of public services at the local level, with the participation of the main trade unions.

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Sweden

Real wages decreased by 6.4%

22 December 2022

According to the Mediation Institute (Medlingsinstitutet), average wages rose by 2.9% in October, but real wages decreased by 6.4% compared to the same month last year. A majority of the employees had local wage negotiations in the spring and since then the rate of wage increase each month has been close to the average of 2.9%. The average wage has increased faster for white-collar workers than for blue-collar workers in the private sector in recent years, but in October wages are expected to have increased by 3.2% for both blue-collar workers and white-collar workers when the statistics become final.

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Changes in employment protection legislation

13 December 2022

Significant updates to the Employment Protection Act (EPA) provide new protections to workers and benefits for employers. Employers now have more flexibility in making exemptions to seniority rules during a layoff. The new EPA gives all employers the right to exempt three employees from the "last in, first out" rule. Previously, organizations with up to 10 employees could exempt up to two people from the rule. The updated law also requires employers to provide "objective reasons" rather than the previous "objective grounds" for a termination for personal reasons. This change aims to make the circumstances for such terminations more predictable. New rules covering fixed-term employment seek to give a boost to these workers. Under the new rules, a special fixed-term employment automatically converts into a permanent employment either when the employee has worked for more than 12 months during a five-year period, or when the employee has had successive special fixed-term employment, substitute employment or seasonal employment engagements.

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Switzerland

Paid parental leave of two weeks for adoptions

31 December 2022

Starting on 1 January 2023, parents who adopt a child younger than four years old will be able to take two weeks of paid parental leave within one year of the adoption. The government decided about this amendment to the Loss of Earnings Compensation Act.

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Pay rise for call centres

16 December 2022

Following successful wage negotiations between the collective bargaining parties, wages for employees in the call and contact centre industry will be increased in the coming year. The minimum wages in the collective agreement will be increased by 1.5 or 3%, depending on the wage scale and taking into account the latest wage structure survey by the Federal Statistical Office. The new minimum wages will come into force as soon as they are declared generally binding by the Federal Council. The collective agreement for the contact and call centre industry has been generally binding for the approximately 4,400 employees in this segment since 2018.

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Turkey

Solidarity with striking workers

22 December 2022

European works council representatives, IndustriALL Global Union and industriAll Europe attended a solidarity event and press conference with Bekaert workers which was organized by joint affiliate Birleşik Metal İş. 400 striking workers stood in front of the Bekaert factory in Izmit. Strike action started 10 days ago following failed negotiations towards a new collective bargaining agreement. Workers asked for an increase that compensates the inflation and reflects the good financial results that have been made by workers in the company.

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United Kingdom

Rail and Border Force staff strike

28 December 2022

Border Force staff at the largest airports, including those in passport control, resumed action over pay, jobs and working conditions. The 1,000 members of the Public and Commercial Services Union (PCS) were on strike for four days until New Year's Eve. Meanwhile, members of the Transport Salaried Staffs' Association (TSSA) on Great Western Railway and West Midlands Trains joined a series of rolling strikes by the union at various operators that began on 23 December.

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Health and public service unions take action

19 December 2022

Three unions representing ambulance workers organised a first day of strike action over pay. Meanwhile, the public service union UNISON launched its targeted industrial action across central government and agencies, starting with workers in the Rural Payments Agency, Driver and Vehicle Standards Agency, National Highways, Department of Work and Pensions and Border Force.

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Public sector wages up only 2.7%

13 December 2022

The public sector wages increased by 2.7% in the year to October. According to the latest data from the Office for National Statistics, private sector workers received a 6.9% pay rise, but much of the increase was driven by bumper pay packages in the financial sector and staff in the accountancy and legal professions. The headline rate of pay rises for all workers excluding bonuses rose to 6.1% in the three months to October, from 5.7% in September.

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Strikes hit ambulance services, hospitals and trains

7 December 2022

According to statements from trade unions, more than 20,000 ambulance workers, including paramedics and call handlers, went on strike on a dispute over pay. Strikes have swept the country this year, as workers grapple with a cost-of-living crisis and stagnating wages. Consumer prices rose by 11.1% in the year to October, a 41-year high. Once inflation is taken into account, average wages fell by the biggest drop on record earlier this year, and were still declining in the June-September period. One million workers are set to strike in December and January

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