

Collective bargaining newsletter main page: [click here](#).

# collective bargaining

Issue 1/2023 | January

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

New recommendation to strengthen EU social dialogue  
New report on economic and social inequalities in EU  
Minimum wages in the EU increase, but less than prices  
Commission looks at labour migration to address staff shortages  
New report on working time and work-life balance

---

### Austria

New collective agreement in IT industry  
Sharp tones in wage negotiations for the catering industry  
Union opposes abolishment of partial retirement

---

### Belgium

Police unions announce strike  
Prison staff on strike

---

### Bulgaria

Minimum wage raised to 50% of average wage  
Ease of employment for foreign workers

---

### Croatia

Real wage declines

---

### Cyprus

Strike for cost-of-living-allowance

---

### Czechia

Strike at tire company  
Majority of firms to increase wages in 2023  
Changes to the Labour Code

---

### Denmark

Union opposes abolishment of holiday

Appeal against minimum wage directive

---

**Estonia**

Cruise company proposes seven-year agreement  
20% pay raise for healthcare workers

---

**Finland**

Strike warnings in chemical and technology industries  
Employers block progress in state and church negotiations

---

**France**

New nationwide strike against pension reform  
Ride share platforms reach agreement on drivers' minimum wage  
Trade unions united in opposition to pension reform

---

**Germany**

Collective agreement for the precious metals industry  
Strikes at Coca-Cola  
30,000 employees at Deutsche Post on strike  
Collective agreement for temporary workers  
Collective agreements in agriculture

---

**Greece**

Unemployment rate falls

---

**Hungary**

Bailout to pay wages at steelworks

---

**Iceland**

Hotel workers vote in favour of strike  
Footballer wins a landmark maternity pay dispute

---

**Ireland**

Trade union demands payment health workers  
Firefighters plan strike action

---

**Italy**

Oil Group strengthens employee welfare scheme  
Bank launches four-day working week in 2023

---

**Latvia**

Proposal to freeze officials' wages

---

**Lithuania**

New collective agreement for road maintenance workers  
12% pay rise in education and science

---

**Luxembourg**

Wage indexation by 2.5%  
Many employers in favour of working from home

---

**Malta**

New collective agreement at airport

---

### **Netherlands**

10% higher pay at liquor store  
Strike in regional transport  
Union launches industrial action in municipalities  
Agreement at PostNL

---

### **Norway**

Union supports clarification of employee status

---

### **Poland**

Minimum wage increases  
Union and Government clash over teachers' pay

---

### **Portugal**

Teachers strike, demanding better pay

---

### **Romania**

7,5% wage increase at car manufacturer  
Wages increase by 13.6% but lag behind inflation

---

### **Serbia**

Copper mine workers on strike

---

### **Slovakia**

Changes to the Employment Services Act

---

### **Slovenia**

Minimum wage increases by 12.9%

---

### **Spain**

8% rise of minimum wage  
Air traffic controllers on strike  
Timetable for implementing the state sector collective agreement

---

### **Sweden**

Wages increase by 3%, but real wages fall  
Union presents crisis winter programme

---

### **Switzerland**

Construction workers get higher wages  
Unions demand higher real wages

---

### **Turkey**

Paper workers on strike  
Striking workers achieve 84% wage increase

---

### **United Kingdom**

Unions mobilise against anti-strike law  
Plans for anti-strike law

---

## European sources

### **New recommendation to strengthen EU social dialogue**

*25 January 2023*

The European Commission presented a proposal for a recommendation comprising a series of measures to encourage the EU Member States to strengthen social dialogue at national level. The EU Commission also published a communication listing future initiatives to reinforce and promote European social dialogue, while employers continue to block several of them. The initiative empowers social dialogue to adapt to the changing world of work and new trends on the labour market, against the backdrop of the transitions to a digital and climate neutral economy and the emergence of new forms of employment. The negotiations between organisations representing employers and workers (social partners) through social dialogue and collective bargaining help improve living and working conditions, such as pay, hours of work, annual leave, parental leave, training, and health and safety measures.

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

### **New report on economic and social inequalities in EU**

*24 January 2023*

Eurofound has published a new report on economic and social inequalities in Europe in the aftermath of the COVID-19 pandemic. The findings reveal that working from home during the pandemic may have created inequalities between low- and high-income groups, where temporary workers, young people and those in precarious employment emerged as more vulnerable to crises. To ensure this does not continue in the increasingly flexible world of work post-COVID, it will be crucial for policymakers to tackle precarious work and increase the transparency and predictability of working conditions.

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

### **Minimum wages in the EU increase, but less than prices**

*10 January 2022*

Eurofound has published comparable data for statutory minimum wages in the EU in 2023, noting that minimum wage setting took place in the shadow of high levels of inflation, which hit EU Member States harshly in 2022. Despite nominal increases in statutory minimum wages reaching an all-time high between January 2022 and January 2023, minimum wage workers in most EU countries are seeing their purchasing power decline or just about compensated, based on preliminary inflation figures. With inflation expected to persist, a further depreciation of minimum wages in real terms can be expected in most Member States, as only a few foresee additional increases during the rest of 2023.

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

### **Commission looks at labour migration to address staff shortages**

*10 January 2023*

On 10 January, the European Commission convened a new body, the Labour Migration Platform, tasked with developing a policy for labour migration at a time when demand for workers and skills is at an all-time high. At the same time, several EU member states are launching reforms to address labour shortages. The new platform brings together the Commission and representatives from Member States specialising in migration and employment policy to foster close cooperation between Member States and the EU to support effective operationalisation of EU-level initiatives on legal migration and employment. The launch of the Platform is an initiative of the Skills and Talent Package and will support the objectives and actions of the proposed 2023 Year of Skills.

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

### **New report on working time and work-life balance**

*6 January 2023*

The International Labour Organization (ILO) has published a new report on working time and work-life balance that reviews working hours and working time arrangements and their effects on workers' work-life balance. It finds that over one-third of all workers are regularly working more than 48 hours per week,

while a fifth of the global workforce is at the opposite end of the spectrum working short (part-time) hours less than 35 per week. The report concludes with a summary of the key findings which suggest the need to promote reduced working time and offer flexible working time arrangements, such as flexitime and telework, more widely. It argues that these types of policies would help to improve work-life balance and thereby benefit both workers and employer

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

---

## Austria

### **New collective agreement in IT industry**

*30 January 2023*

After very difficult negotiations, the trade union GPA reached an agreement for the approximately 65,000 employees in the IT sector. A minimum amount of € 200 was agreed for individual increases in the actual salary. The actual salary will thus increase by 7.7 %. The collectively agreed minimum salaries will increase by between 7.5 % and 11.23 %. The income of apprentices are increased above average by € 150 (2nd and 3rd year of apprenticeship) and by € 100 for the 1st and 4th year of the apprenticeship.

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

### **Sharp tones in wage negotiations for the catering industry**

*29 January 2023*

The tone in Vorarlberg has become sharp in the ongoing collective bargaining for catering and tourism. Trade union vida accuses the Chamber of Commerce of twisting facts. Representatives of the Chamber of Commerce previously accused the union to pursue a blocking strategy. The first talks between the trade union and the Chamber of Commerce were held at the beginning of December.

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

### **Union opposes abolishment of partial retirement**

*11 January 2023*

The Government announced the abolition of blocked partial retirement. According to the Labour and Economics Minister, this variant is "no longer up-to-date" and does not have a positive effect on the labour market. The trade union confederation ÖGB was outraged and spoke of an "attack by the Government on older workers". Currently you can use the blocked variant, with which you first work fully and then not at all, from 60. The ÖGB spoke out clearly against the abolition and says it is an "important and necessary support" for older employees.

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

---

## Belgium

### **Police unions announce strike**

*11 January 2023*

After several hours of consultation, the police unions and Government representatives did not reach an agreement about the draft royal decree of the Minister of the Interior. This aims to change the legal position of police service personnel on the issue of non-activity prior to retirement (NAPAP). A strike notice was filed as of January 27. The trade unions SLFP police, CGSP, SNPS, and CSC public services had carried out an action earlier in the day in front of the headquarters of the federal police.

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

### **Prison staff on strike**

11 January 2023

Prison staff began a one-day strike with demands such as improvement in their wages and working conditions. The unions to which the employees are affiliated demand reorganization of salary scales and full payment of the end-of-year bonuses. It was announced that police officers were temporarily assigned to the duty of prison guards.

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

---

## Bulgaria

### **Minimum wage raised to 50% of average wage**

31 January 2023

The Parliament decided that the minimum wage should be 50% of the national average. The decision stipulates that the amount for the next year will be determined by 1 September of the current year and will be 50% of the average salary for a period of 12 months. These include the last two quarters of the previous year and the first two of the current year. The procedure starts from 1 September 2023 and takes effect from next year 2024.

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

### **Ease of employment for foreign workers**

20 January 2023

The National Assembly has approved legal changes that facilitate employment of foreign workers. The approval came during the second reading of the law on labour, migration and mobility, while the parliament also presented a flexible regime of the possibilities of remote work and also the possibilities of long-term as well as short-term.

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

---

## Croatia

### **Real wage declines**

20 January 2023

According to the Croatian Bureau of Statistics, the average net monthly wage totalled 7,914 kuna (€ 1,050) in November, down 4.9% year-on-year in real terms. In October 2022, the average net monthly salary was 4.2% lower year-on-year in real terms. Compared to the previous month, the average net monthly wage in November rose 1.3% in real terms, following an increase of 0.3% in October. The average gross monthly salary amounted to 10,758 kuna (€ 1,411) in November, down by a real 4.1% year-on-year and higher by 1.6% on the month.

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

---

## Cyprus

### **Strike for cost-of-living-allowance**

26 January 2023

Thousands of workers across all sectors went on a three-hour island-wide strike over an impasse between the Government and unions on full restoration of the cost-of-living allowance (CoLA). The message was that unions were not willing to yield. CoLA was a hard-won right that workers were not willing to give up, they said, even if they had to engage in further measures. Currently, employees who receive CoLA get 50%

of the rate as part of measures dating back to the financial crisis in 2013. Unions want it restored to 100% as promised but say they are willing to see this done in increments over the next three years.

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

---

## Czechia

### **Strike at tire company**

*26 January 2023*

Long-term negotiations between the unions and the management of the tire manufacturer Nexen Tire have not resulted in an agreement. The Kovo Nexen Tire Trade Union has therefore decided to announce an indefinite strike. The protest will begin 31 January.

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

### **Majority of firms to increase wages in 2023**

*23 January 2023*

69% of companies raised wages last year and the same proportion plans to do so in 2023, according to research from a recruitment company. Out of those who plan to raise wages, two thirds intend to increase them by 6% to 10%, a third by less than 5%, while 6% of employers plan increases of between 11% to 30%. Employers sought to mitigate last year's inflationary pressures by enhancing benefits, with 28% of companies introducing new benefits or increasing the value of the existing ones.

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

### **Changes to the Labour Code**

*4 January 2023*

Clearer guidelines for remote work, full disclosure of salaries in job advertisements, and steps to close the gender pay gap are some of the changes to the Labour Code that should come into effect this year. The minimum wage has also gone up slightly for some categories of work. An amendment to the Labour Code was approved by the Government before Christmas, and will now go before the parliament. One of the major points is a call for equal remuneration of women and men. The measures are based on the European Union directive on equal pay for equal or equivalent work.

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

---

## Denmark

### **Union opposes abolishment of holiday**

*26 January 2023*

Trade union confederation FH expressed serious reservations about the Government's plan to scrap a public holiday to maximize its defence budget. According to the union, the proposal is "a big threat to the Danish model". Great Prayer Day, observed since the 17th century, falls on the fourth Friday after Easter, but the Government wants to abolish the religious holiday to maximize revenues for its defence budget to NATO's target of 2% of GDP by 2030. An online petition started by FH has secured nearly 500,000 signatures. According to a survey 75% of the populations is against the proposal.

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

### **Appeal against minimum wage directive**

*18 January 2023*

The Government challenged the European Union minimum wage directives in the EU court, the Employment Ministry said in a statement. The Government argues that it breaches EU treaties. While the

EU has reiterated that it will not force Denmark to establish a statutory minimum wage as it respects the Danish model, the Government remains determined to see the directives completely annulled.

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

---

## Estonia

### **Cruise company proposes seven-year agreement**

*27 January 2023*

During a meeting with the national conciliator, the management of mini-cruises and passenger travel company Tallink proposed to trade union leaders a seven-year salary agreement tied to inflation and average wage growth. The union's chair said a salary settlement was possible, but Tallink's intention to amend the staffing contract that increases the workload of employees, was a major impediment. According to the proposal negotiated by a public conciliator, Tallink will equate the 2023 wage increase with the inflation in the period 2020 - 2022. The Estonian Seamen's Independent Union (EMSA), which organized a warning strike at Tallink on January 16, has previously said that it seeks a 17.5% average pay increase for service workers and a 22.5% average pay increase for technical staff. The head of EMSA said that an agreement on wage increases may be close.

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

### **20% pay raise for healthcare workers**

*18 January 2023*

The minimum hourly wage for healthcare workers is set to rise by 20% from 1 April 2023. Under a new collective agreement healthcare workers will also see their hourly minimum wage increase by a further 10% from 1 April 2024. Healthcare workers reached an agreement with their employers on the terms of a new two-year collective agreement.

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

---

## Finland

### **Strike warnings in chemical and technology industries**

*18 January 2023*

The Industrial Union, Trade Union Pro and the Federation of Professional and Managerial Staff (YTN) have issued strike warnings after breaking off collective bargaining negotiations in the chemical and technology industries. The Industrial Union stated that its strike would take place at 50 workplaces, with a combined headcount of 7,200, in the key export industries. Employee representatives broke off negotiations on new collective agreements in the chemical and technology industries, citing unbridgeable disagreements about wage increases. Negotiations in the technology industry are relevant for all wage earners as the industry typically sets the so-called general pay rises that are adopted also in other industries.

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

### **Employers block progress in state and church negotiations**

*18 January 2022*

Trade union JHL has expressed frustration at the decision of the state and church employers not to finalise negotiations over pay increases for 2023. They are apparently waiting to see how things develop in the key technology industry in the private sector. JHL raises the question of whether the church and state employers should be looking towards the private sector to influence their negotiations and also whether or not this is in effect a form of coordination that employer organisations have rejected in the past. In both

church and state negotiations there is a commitment to negotiate a pay increase in the second year of two-year agreements.

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

---

## France

### **New nationwide strike against pension reform**

*31 January 2023*

Electricity output dropped and petrol product deliveries from TotalEnergies' sites stopped as workers walked off their jobs in protest at planned pension reforms. The strike, which is a backlash against the Government's plans to make people work longer before retirement, also disrupted public transport and schools. Unions want to keep up pressure on the Government following protests earlier this month. The CGT has called for a new round of strikes at state-owned electricity utility EDF adding to a previous call for industrial action on those dates for the refining sector.

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

### **Ride share platforms reach agreement on drivers' minimum wage**

*18 January 2023*

In a 'first of its kind' ruling, ride share platforms including Uber have signed an agreement to establish minimum income per ride for drivers. Ride-share platforms (Voiture de Transport avec Chauffeur or VTCs in French) signed an agreement establishing a minimum income per ride. Unions and ride-share workers (such as Uber drivers) have been seeking to strengthen protections in the sector for several years, which led to the decision on January 18th to institute a minimum income per trip of € 7.65, "regardless of the application being used." Ride share organisations also agreed to institute a minimum price for rides of € 10.20 for the cheapest ride, which represents a rise of about 27% from previous minimum fares. The new minimum ride fares will go into effect on February 1.

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

### **Trade unions united in opposition to pension reform**

*3 January 2023*

Major trade union organisations along with student groups were involved in coordinated, nationwide strikes and protests on 19 January in opposition to Government plans to reform the pensions system. Trade unions are opposed to the increase in pension age to 64 and years of contributions required to get a full pension. They cite the independent Pensions Advisory Council that says that the financing of the pensions system is not under threat. The trade unions have set out alternative plans, including measures to support workers in their fifties to stay in work longer and emphasise that pension reform needs to address the particular challenges facing workers in arduous and dangerous occupations.

Read on: [in French...](#) Read on: [in French \(2\)...](#) Read on: [in French \(3\)...](#)

---

## Germany

### **Collective agreement for the precious metals industry**

*27 January 2023*

Union IG Metall and employers reached a wage agreement in the jewellery, watchmaking and precious metals industry in Baden-Württemberg. The monthly wages for the approximately 10,000 employees will increase by 5.2% from 1 September 2023, and by a further 3.3% from 1 August 2024. In addition, the employees receive a tax-free inflation compensation of € 3,000. The collective agreement runs until 31 December 2024.

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

### **Strikes at Coca-Cola**

*24 January 2023*

On 23 January, a "wave of warning strikes" began at Coca-Cola locations in Berlin and Brandenburg and at Appolinaris in Bad Neuenahr. The trade union NGG had called for the strikes to increase the pressure on employers in the ongoing collective bargaining round. NGG demands € 400 more pay for the approximately 6,500 employees. The second round of negotiations will start on 8 February 2023.

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

### **30,000 employees at Deutsche Post on strike**

*21 January 2023*

After the second round of negotiations at Deutsche Post (German Mail) was unsuccessful, trade union ver.di called for strikes. Around 30,000 employees in the letter and parcel centres as well as in parcel, letter and group delivery took part in the walkouts on 21 January. ver.di is demanding a 15% pay rise for the 160,000 employees. Negotiations will resume on 8 February 2023.

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

### **Collective agreement for temporary workers**

*13 January 2023*

In the third round of negotiations, trade unions and employers' associations reached an agreement for the approximately 816,000 temporary workers. In negotiations with the employers' associations iGZ and BAP, the union confederation DGB agreed on an increase in pay groups 3 to 9, which will apply in two stages from 1 April 2023 and 1 January 2024. Overall, the wages in wage groups 3 and 4 will increase in two steps by 13.07% by 31 March 2024. In wage group 9, the increase is 9.18%. The new collective agreement has a term of 12 months and will run until 31 March 2024.

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

### **Collective agreements in agriculture**

*13 January 2023*

Trade union IG BAU and employers have agreed on collective agreements in agriculture in various Länder. The base wage will increase by 13% retroactively to 1 October 2022 in Baden-Württemberg, by 18% in Lower Saxony and by 9.5% in Nordrhein and Westphalia-Lippe. There is also an inflation compensation of € 350. Part-time employees receive this benefit pro rata. Apprentices receive € 100 as a special payment. The collective agreements have a term until 31 December 2023.

Read on: [in German...](#) Read on: [in German \(2\)...](#) Read on: [in German \(3\)...](#)

---

## **Greece**

### **Unemployment rate falls**

*30 January 2023*

The unemployment rate fell in December and January respectively. Unemployment fell to 11.6% of the workforce in December 2022 from 12.9% in December 2021. According to the Statistical Authority, this figure remained unchanged from November 2022. More specifically, the number of unemployed people totalled 545,372, down 9.5% from December 2021 and up 1.1% from November 2022. The unemployment rate among women was 15.6% (17% in December 2021) and among men it fell to 8.3% from 9.6%, respectively.

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

---

## Hungary

### **Bailout to pay wages at steelworks**

*31 January 2023*

The Government will pay salaries at debt-laden steelworks ISD Dunaferri for the next six months. The Budapest municipal court ordered the liquidation of Dunaferri in December, shortly after Government opened the door to the procedure against the company which has struggled to keep operations running. The company, which makes products for the engineering, automotive and manufacturing industries, employs some 4,000 people directly, down from 11,000 in the 1960s.

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

---

## Iceland

### **Hotel workers vote in favour of strike**

*31 January 2023*

Efning Union members working at seven hotels in the capital area have voted in favour of a strike that will begin on 7 February. The Efning chairperson stated that 66% had voted in favour of the strike. The Confederation of Icelandic Enterprise (SA) believes the strike is illegal and has plans to file a lawsuit against Efning in the Labour Court. Only the workers at the affected hotels were permitted to vote on the strike, just under 300 members. According to Efning, the strike was approved with 124 votes cast in favour and 58 against. Seven voters did not take a stand on the matter.

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

### **Footballer wins a landmark maternity pay dispute**

*20 January 2023*

An Icelandic female footballer won a landmark case against her former club Olympique Lyonnais for failing to pay her full salary during pregnancy. Since January 2021, FIFA's Maternity Regulations rule that female players are entitled to be paid at a 100% during their pregnancy and until the start of their maternity leave, which is of a minimum of 14 weeks at a minimum of two-thirds of their salary. However, whilst at Lyon, the club failed to pay salary before she started her maternity leave. Through the World Players Association's Roar Room for Gender Equity and Decent Work in Sport, leaders from player associations around the world have highlighted the need for greater support for players who are mothers or hoping to become mothers as one of the key challenges and opportunities for growth in women's sport.

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

---

## Ireland

### **Trade union demands payment health workers**

*17 January 2023*

SIPTU trade union representatives have called for the intervention of the Minister for Health, to ensure that eligible health workers employed in private employment and Section 39 organisations receive their Pandemic Special Recognition Payment (PSRP) without further delay. According to SIPTU, the fact that these workers have been kept waiting for payment of PSRP is unacceptable and demands to make sure that funds are released to make these payments.

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

### **Firefighters plan strike action**

*11 January 2023*

Members of the union SIPTU working as retained firefighters have voted overwhelmingly for industrial action, including strike action, in protest against the failure to address problems in relation to pay, leave and working time. The union argues that serious recruitment and retention problems are putting extra pressure on existing staff who have also seen a decline in their pay and are finding increasingly difficult to take leave.

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

---

## Italy

### **Oil Group strengthens employee welfare scheme**

*5 January 2023*

The 'Noi' (Us) protocol signed by Eni multinational oil group and the trade unions puts new initiatives in place linked to employee well-being and health, parenthood and purchasing power support. Eni and the Filctem-Cgil, Femca-Cisl and Uiltec trade unions signed a protocol that provides for innovative initiatives in the Italian context.

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

### **Bank launches four-day working week in 2023**

*3 January 2023*

Despite a breakdown in negotiations with the trade unions, the Intensa Sanpaola bank, a large private sector employer (74,000 employees), has decided to offer some of its employees the opportunity to voluntarily work a 'short week', meaning working nine hours per day for four days per week. Intesa Sanpaolo's 'new organisational model,' which came into force in January 2023, also provides for a change in hybrid work.

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

---

## Latvia

### **Proposal to freeze officials' wages**

*12 January 2023*

The parliament asked the Government to review the system for remuneration of top state officials based on the current economic situation in the country. The decision was made after receiving the collective application signed by 10,434 citizens. This document suggests freezing wages of state officials. Authors of the initiative invite freezing the wages until the economic situation in the country and inflation has stabilised. The Prime Minister said he does not believe that the wages of leading state officials should be frozen.

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

---

## Lithuania

### **New collective agreement for road maintenance workers**

*17 January 2023*

The collective agreement of AB "Kelia bereža" has been extended on 17 January by the management and the chairman of the Road Maintenance Union "Solidarumas". Employees will be paid 15% for substitutions exceeding a continuous period of 10 working days. When passively on duty at home, the employee will be paid not less than 20% of the average monthly salary for each week of being on duty away from the

workplace. As road maintenance work in traffic is dangerous, a material benefit of € 1,000 will be granted from now on under certain conditions.

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

### **12% pay rise in education and science**

*9 January 2023*

The Education and Science Trade Union "Solidarumas" together with the Lithuanian Education and Science Trade Union, the Association of Lithuanian Higher Education Trade Unions and the Lithuanian Trade Union "Sandrauga", signed the updated collective agreement of the Lithuanian education and science branch for the year 2023, which was signed on behalf of the Government by the education, science and sports minister. From 1 January 2023 there is salary increase of 12% for teachers and educational support specialists working in pre-school, general education, non-formal education and vocational training programs.

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

---

## Luxembourg

### **Wage indexation by 2.5%**

*31 January 2023*

According to estimates from the National Institute of Statistics and Economic Studies (STATEC), the annual inflation rate of national consumer prices was 4.8% at the end of January, thus necessitating a new wage indexation. With this result, the half-yearly average of the index exceeds the threshold of 964.64 points, thus triggering a new indexation. This means that wages and pensions will be raised by 2.5% in February. Another wage indexation is already scheduled for 1 April. This measure was postponed during last year's tripartite negotiations.

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

### **Many employers in favour of working from home**

*19 January 2023*

A survey conducted by the Luxembourg Employers' Association (UEL) found that many employers were in favour of working from home. According to a study of 1,073 companies, a majority of employers would like to offer more remote work to their employees. The survey's results, which accounts for 39% of employees, are rather encouraging for remote work. In contrast, 48% of businesses which permit remote work do not extend the practice to all staff, with some categories of employees prohibited from working from home. 6% of companies do not allow cross-border staff to work from home at all. Other sectors cannot permit working from home due to the nature of the work, such as crafts, trade, construction or catering, or any activity which requires in-person work.

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

---

## Malta

### **New collective agreement at airport**

*31 January 2023*

Malta International Airport has signed a new collective agreement with the General Workers Union and UHM Voice of the Workers, the two unions representing around 76% of the company's growing workforce. Covering the five-year period between 2023 and 2027, the newly signed agreement has bolstered the company's existing employee package with added benefits. New special leave categories, including carers' leave and pet bereavement leave, have been introduced with the aim of helping employees cope with situations that bring added pressures or emotional distress. An additional two days of paternity leave have

also been added to the 10 days stipulated by law, while maternity leave continues to be offered in line with the local legislation.

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

---

## Netherlands

### **10% higher pay at liquor store**

*26 January 2023*

Employees at Refresco beverage retail company receive an additional 10% salary. This is a first success in the fight for higher wages throughout the sector of liquor stores. The management of the company will also negotiate with union FNV about its own collective agreement, a wish of the employees. About 300 employees have recently taken action, such as relay strikes for almost a week in mid-January. As a result, Refresco has increased its wage offer from 4% to 10%.

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

### **Strike in regional transport**

*20 January 2023*

Union FNV called for a two-day strike in regional transport. On the first day of the strike, 19 January, the union registered over 2,700 strikers and on the second day, 20 January, more than 2,600 strikers, which means that almost all FNV members in regional transport have participated in the strikes. Although the employers claim that they offer an 11% pay increase, according to the union, this is less than 3% on an annual basis, because this wage increase was not scheduled until 1 July 2024.

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

### **Union launches industrial action in municipalities**

*19 January 2023*

The union FNV launched a campaign of industrial action across local government on 24 January in response to the employers' failure to come up with an improved pay offer. The union is looking for an increase of 12% and general compensation for inflation; but the employers offered only an increase of 5% in February 2023 and 3% in April 2024. The collective agreement in the sector covers around 187,000 workers.

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

### **Agreement at PostNL**

*9 January 2023*

After a long negotiation process, unions CNV and BVPP have reached an agreement with PostNL (Dutch Mail). The collective agreement will run from 1 April 2022 to 31 March 2024. The largest union, FNV, was not invited for the last bargaining round and did not sign the agreement. The negotiations started in August 2022 and have been difficult from the start. The agreement includes a pay rise of 2% in June 2023, another 2% in September 2023 and 1% in January 2024. Additionally, there will be a one-off payment of 1.5% over 2022 that will be paid in February 2023. Further, travel allowances will rise.

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

---

## Norway

### **Union supports clarification of employee status**

*11 January 2023*

The Government will make it clearer who is to be considered employees and expand the employer's responsibility. Trade union confederation LO supports the Government's proposal and believes this will strengthen employees' rights and opportunities. The LO secretary points out that misclassification of employees as self-employed is a major and growing societal problem. When workers are classified as self-employed, they lose social security rights, are left without occupational injury insurance, occupational health and safety legislation does not apply, nor collective agreements, and they do not receive pension accruals, holiday pay or holiday time.

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

---

## Poland

### **Minimum wage increases**

*16 January 2023*

The year 2023 will bring many changes to labour law. Some of the most important changes coming into force at the start of the year are the increase of the minimum wage and of business-trip related allowances. In 2023, due to high inflation, the minimum wage will be increased twice. From 1 January, the minimum wage is PLN 3,490 (€ 738) (up from PLN 3,010 or € 636 in 2022), and from 1 July it will amount to PLN 3,600 (€ 763). From 1 January 2023, the daily allowance to which employees are entitled for domestic business trips has been increased to PLN 45 (€ 9.51), which represents an increase of PLN 7 (€ 1.48) compared to the previous year.

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

### **Union and Government clash over teachers' pay**

*14 January 2023*

The basic salary of some teachers is now lower than the minimum wage, the country's main teachers' union ZNP has pointed out, calling the situation "absolutely unfathomable" and "unacceptable". The education ministry, however, says that teachers' salaries will soon rise by 8%, with pay backdated to cover the period in which they fell below the minimum.

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

---

## Portugal

### **Teachers strike, demanding better pay**

*15 January 2023*

Tens of thousands of teachers and school staff marched on the streets of Lisbon demanding higher pay and better working conditions. According to the police, more than 20,000 people were at the march while the organizers — the Union of All Education Professionals (STOP) — said "more than 100,000" were present. The average monthly salary for teachers in the lowest pay category is roughly € 1,100 and even those in the highest pay category often make less than € 2,000. The Government scheduled to meet with the unions for new negotiations. The Ministry of Education revealed that it has asked the attorney general for a legal opinion on the legitimacy of the strikes.

Read on: [in English...](#) Read on: [in English \(2\)...](#) Read on: [in English \(3\)...](#)

---

## Romania

### **7,5% wage increase at car manufacturer**

*27 January 2023*

Car manufacturer Renault wants to help employees to cope with the increase in the cost of living by offering a 7.5% increase in the salary budget for 2023. The budget increase will correspond to a net salary increase of € 110 per month for about two-thirds of the workforce, and would represent the biggest increase since 1992. The negotiations started in October last year.

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

### **Wages increase by 13.6% but lag behind inflation**

*13 January 2023*

The nominal net wages increased by 13.6% year-on-year as of November to RON 4,141 (€ 842), but they still couldn't keep pace with the consumer prices. Thus, they lost 2.7% compared to the same month of 2021, in real terms, which is the sharpest decline since 2009. In fact, the average wage earned by employees has increased by double-digit rates in annual terms since February 2022 – and yet it is still losing ground gradually in real terms. Employees' expectations for further double-digit growth in their wages are supported by inflation that remains above 15%.

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

---

## Serbia

### **Copper mine workers on strike**

*26 January 2023*

Workers at a Chinese-owned copper mine held a protest on 12 January to demand higher wages and improved working conditions. Several hundred workers at Zijin Bor Copper participated in a strike calling for the company to respect the laws and workers. Negotiations between the management of Zijin and the trade unions on a collective agreement have been ongoing since the beginning of 2021. Workers are demanding the pay rise of 14.3% that was proposed by the tripartite Socio-Economic Council.

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

---

## Slovakia

### **Changes to the Employment Services Act**

*10 January 2023*

With an amendment to the Employment Services Act valid from 2023 the Government aims to make it easier for businesses to employ foreigners. One of the changes within the act aims to simplify access, but especially the stay of foreigners from third countries on the labour market. If a foreigner needs to renew his residence permit for the purpose of employment for the same job, a so-called labour market test will not be required. Other changes include the updated definition of a sheltered workshop, and the establishment of the Alliance of Sectoral Councils, to help increase the relevance of study programmes based on the needs of the labour market. The Labour Ministry, the Education Ministry, employers and trade unions will form the Alliance.

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

---

## Slovenia

### **Minimum wage increases by 12.9%**

*13 January 2023*

The government decided to increase the minimum monthly net wage by 12.9% to € 878 to reflect increased cost of living, it said. The gross minimum wage was raised by 12% to € 1,203 after it was lifted by 4.9% last year. Under the country's legislation, the minimum wage should be adjusted at least once yearly

by the amount of the increase in consumer goods prices and should stand at between 120% and 140% of the calculated minimum cost of living, which totalled € 669.83 in October 2022.

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

---

## Spain

### **8% rise of minimum wage**

*31 January 2023*

The government is set to approve an 8% rise to the national minimum wage in this election year, the Prime Minister announced. The increase would represent an additional € 93 per month, bringing the new minimum wage to € 1,259 in 12 instalments per year. Since the Prime Minister came in power in 2018, the country's minimum wage has shot up 35% from € 735 per month.

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

### **Air traffic controllers on strike**

*19 January 2023*

Trade unions have announced strike dates at 16 airports in January and February. Air traffic control members of the Usca Air Traffic Controllers Union and CCOO voted to go on strike, as announced by both unions in a statement. A decision has been made because of the 'failure of the negotiations', with 162 air traffic control workers involved in the action. They declared that negotiations with the business association APCTA had broken down.

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

### **Timetable for implementing the state sector collective agreement**

*11 January 2022*

Trade unions FeSP-UGT and FSC-CCOO have taken further steps in implementing the collective agreement covering public administration that covers a wide range of important issues including digitalisation, attracting talent, guaranteeing the 35-hour week, professional classification, partial retirement and equality plans. The second meeting of the committee that monitors implementation of the agreement focused on payment of the additional 1.5% pay rise and the re-establishment of rights cut during the austerity period.

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

---

## Sweden

### **Wages increase by 3%, but real wages fall**

*30 January 2023*

The average wage rose by 3% in November 2022, but the real wage decreased by 6.5% compared to the same month last year. Wages have developed remarkably stable in recent months, according to the Mediation Institute (Medlingsinstitut). The rate of wage increases has been stable around the same level since spring 2022, when a majority of employees last negotiated wages. The average wage growth rate for calendar year 2022 is lower than the November figure alone due to low contracted wage increases in the first quarter. As of January 2022, wages in the entire economy have increased by an average of 2.7%. The rate of increase has been higher in the private than in the public sector. The inflation rate in November amounted to 9.5%. The average real salary thus fell by 6.5% compared to the previous year.

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

### **Union presents crisis winter programme**

19 January 2022

To prevent union members from being hungry, being cold or being evicted this winter, trade union confederation LO calls for effective and rapid action by the Government. LO therefore presented a crisis winter programme with the reforms that are needed urgently. Apart from that, extensive initiatives for full employment and substantial investments in welfare are also required. The union demands include a reduction of energy and fuel prices, improvement of unemployment insurance and an extra child allowance for Christmas.

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

---

## Switzerland

### **Construction workers get higher wages**

13 January 2023

After the construction workers, the master builders' association also approved a new collective agreement. This means that construction workers receive an additional 150 francs (€ 150) a month in wages. In addition, the minimum wage will be increased by CHF 100 (€ 100). These changes apply retroactively from 1 January 2023, as announced by the Builders' Association (SBV). The agreement is valid for three years. The SBV and the unions Unia and Syna are now applying to the Federal Council for the new state framework agreement (LMV) to be declared generally binding.

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

### **Unions demand higher real wages**

9 January 2023

In 2023, the trade unions will focus on the development of wages. A real wage increase is needed, an automatic cost-of-living indexation and at least CHF 5,000 (€ 4,987) monthly wages for apprentices. Unskilled workers should receive at least CHF 4,500 (€ 4,488). The Swiss Trade Union Confederation SGB acknowledges that there have been wage increases in many sectors. But the pay gap with price increases is widening again. According to the SGB distribution report, workers with low and medium wages now receive less in real terms than in 2016.

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

---

## Turkey

### **Paper workers on strike**

16 January 2023

The majority of the 170 permanent workers at the Kartonsan paper factory in Kocaeli, have been on strike since December last year. IndustriALL Global Union affiliate Selüloz-İş called the strike after negotiations on a new collective agreement collapsed towards the end of 2022. The employer had proposed wages very close to the legal minimum wage even for workers with four years seniority at the site. The picket line is receiving visits of support from other unions and has been encouraged by the recent win by Bekaert workers, who recently won an 84% wage increase after fighting back against a strike ban.

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

### **Striking workers achieve 84% wage increase**

11 January 2023

After striking for 18 days, workers at Bekaert in Izmit, have achieved an 84% pay rise. The successful achievement is the result of strike action that started on 22 December last year, when 400 workers stood in front of the Bekaert factory demanding a fair wage increase to compensate the skyrocketing inflation. After a long strike with support from trade unions Bekaert agreed to grant its workers a pay rise of 84% on

average for a duration of six months. In March this year, there will be another increase in line with the official six-month inflation rate plus 2%.

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

---

## United Kingdom

### **Unions mobilise against anti-strike law**

*24 January 2023*

The trade union movement has been angered by the Government's draft legislation to impose minimum service levels on public service strikers. The Government claims it is bringing the UK into line with other countries. The UK legislation, if passed, would not ensure that trade unions can negotiate minimum service levels and would allow employers to dismiss workers who failed to comply with the requirement to work. Meanwhile, strikes across the public services continue with further action by the RCN nursing union and action planned by ambulance staff represented by UNISON, GMB and Unite.

Read on: [in English...](#) Read on: [in English \(2\)...](#) Read on: [in English \(3\)...](#) Read on: [in English \(4\)...](#)

### **Plans for anti-strike law**

*3 January 2023*

The Government is planning to introduce a new law forcing workers in key public sectors such as ambulance services to maintain a basic level of service during strike action or risk dismissal. In a statement the Government said it would introduce a bill in parliament in the coming weeks to set minimum safety levels for fire, ambulance and rail services. The new law, which would force a certain percentage of workers to keep coming to work on strike days, could also affect nurses, teachers and immigration officers. Workers who strike after they have been told to report to work by their employer and union could face dismissal.

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

For more information, please contact Paul de Beer or Oana Ciuca, De Burcht (Scientific Bureau for the Dutch Trade Union Movement) [p.t.debeer@uva.nl](mailto:p.t.debeer@uva.nl) or the Head of communications at the ETUI, Mehmet Koksak [mkoksak@etui.org](mailto:mkoksak@etui.org). For previous full issues of the *Collective bargaining newsletter* please visit <https://www.etui.org/Newsletters/Collective-bargaining-newsletter> or consult the archive with all articles in our database at [www.cbnarchive.eu](http://www.cbnarchive.eu).

You may find further information on the ETUI at [www.etui.org](http://www.etui.org).

© ETUI aisbl, Brussels 2022. All rights reserved. We encourage the distribution of this newsletter and of the information it contains, for non-commercial purposes and provided the source is credited. The ETUI is not responsible for the content of external internet sites. ETUI publications are published to elicit comment and to encourage debate. The views expressed are those of the author(s) alone and do not necessarily represent the views of the ETUI nor those of the members of its general assembly.

The ETUI is financially supported by the European Union. The European Union is not responsible for any use made of the information contained in this publication.

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