COLLECTIVE BARGAINING IN THE EUROPEAN METAL INDUSTRY

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EUCOB@ REPORT 2006

EUCOB@ - The European Collective Bargaining Correspondent Network

of the

European Metalworkers' Federation EMF
Fédération Européenne des Métallurgistes FEM
Europäischen Metallgewerkschaftsbund EMB

Concluded: November 2006

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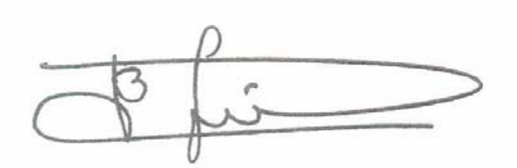
1 PART I: Introduction and Overview

1.1 Preface

Since the start of the EMF EUCOB@ REPORT series in the year 2000, its EUCOB@ EUROPEAN CORRESPONDENT NETWORK has become the backbone of the EMF's European co-ordination approach. The concept was adopted by the EMF Collective Bargaining Committee in November 1999 and the first EUCOB@ REPORT was presented in March 2000. A section on the evaluation of the EMF co-ordination rule has been included in every subsequent report.
Last year, special reports for countries with decentralised collective bargaining (especially France and the UK) were included for the first time. For France, the results for the current situation are published in this report. For the UK, the composition and the method is under review in order to improve the picture of the developments in the UK metal sector. In future years, this approach should be extended to other countries, especially in the new member and accession countries of the European Union.
In a permanent attempt to improve the quality of the EUCOB@ report, several changes to the report are under discussion. One aspect is to provide the reader with selected data on macroeconomic developments that are useful in understanding the wage developments and that are useful for collective bargainers on the national to company level. Further, methods to harmonise the collected data and thus improve the quality are discussed. Hence, the appearance of the report might change in the coming years, as it did in the past.



Bart SAMYN	Dirk Bergrath
Deputy General Secretary	EUCOB@ Coordinator

1.2 The EUCOB@ INFORMATION SYSTEM

The EUCOB@ INFORMATION SYSTEM is part of the threefold EMF co-ordination approach to avoid social and wage dumping and to manage the growing competition between locations/countries. The other two pillars are the co-ordination of national collective bargaining policy by co-ordination rules and minimum standards and the interregional networks. The EUCOBA Information System is a tool to improve and enhance the EMF co-ordination approach as well as a tool to strengthen national collective bargaining across Europe by a structured and permanent information exchange and consultation process.
The heart of the EUCOBA Information System is the EUCOB@ CORRESPONDENT NETWORK, which is organised within the EMF Secretariat in Brussels, under the section Collective Bargaining,
This network consists of correspondents from the EMF affiliates. In order to be representative there has to be at least one correspondent per country. The means of communication is a structured and daily E-mail exchange. The working language is English. Currently there are 48 correspondents in 26 European countries.
The current "products" of the EUCOBA Information System are:

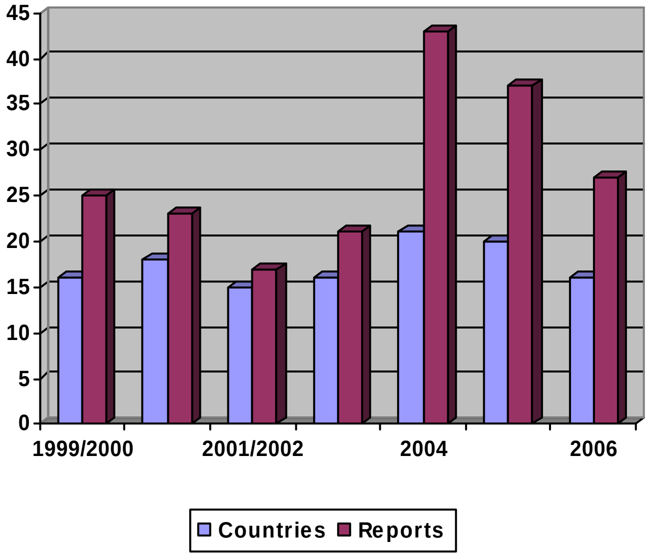
- EUCOB@ CORRESPONDENT NETWORK: The day-by-day information exchange
- EUCOB@ DAY-BY-DAY INFORMATION ARCHIVE where the information exchange is documented
- The annual EUCOB@ REPORT
- Periodical EUCOB@ SURVEYS on special issues
- The EUCOB@ INFORMATION PLATFORM that delivers support in cases of industrial action
- Integration of the support for solidarity action.

In addition to this, EUCOBA also operates in cooperation and co-ordination with other European Industry Federations and the ETUC, the ETUI and the IMF.

1.3 Participation in the EUCOB@ REPORT

This year we received 27 reports from 16 European countries (Austria, Belgium, Croatia, Czech Republic, Denmark, France, Germany, Greece, Hungary, Ireland, Italy, Malta, Netherlands, Norway, Slovak Republic, Slovenia, Sweden and Switzerland). In general, participation rate is satisfactory. However, it is slightly lower than in recent years (see Chart 1) and further efforts are necessary to increase the participation rate. While some countries are constantly missing over the past years, others (e.g. Ireland) participated in the report for the first time.

Chart 1: Participation in the EUCOB@ REPORT 1999-2006



A mayor problem to participation is not the (un-)willingness of the national reporters involved but might be the increasing difficulties of getting a full picture of the national collective bargaining agreements due to increased company-level bargaining. Among the Western European countries, France and the United Kingdom traditionally bargain at the company level as do many Central- und Eastern European countries. However, also in countries traditionally bargaining on the sectoral, national and or regional level the negotiations on company level become more and more important (see Tab. 3). Since last year, ‘small working groups’ on EUCOB@ have been installed with France and the UK in order to get a better picture of the developments on the basis of a company panel. While the panel was kept constant in France, the British sample has been adopted to give a better breakdown of collective bargaining agreements in the UK. Possibly, other countries will follow this example.

2 European Collective Bargaining Basics

In this chapter we give an overview of the development in collective bargaining in the surveyed countries for the period summer 2005 to summer 2006.

2.1 Collective Bargaining Calendar

Based on the information given in the questionnaires the following can be concluded as regards the collective bargaining calendar:

a) Collective bargaining took place in many European countries (Austria, Czech Republic, Germany, Greece, Norway, Slovak Republic, Slovenia, and Switzerland).

b) A number of countries have collective agreements that were negotiated and signed in 2005 or earlier and are valid for two or more years (Belgium, Denmark, Italy, and Sweden).

c) In Croatia, France, Hungary and the United Kingdom collective bargaining takes place mainly at company level. Therefore, we will show an overview in the chapter "Collective Agreements at Company Level in Croatia, Hungary, France and UK". The same is true for Malta that is included in this report for the first time.

Table 1: European Collective Bargaining Calendar
(Metal Industry – NACE Codes DJ, DK, DL and DM)

Country	**Organisation**	**Current agreements valid**		**Terms in years**	**Next negotiation:**		**Current situation**
		from	To		start	finished	
Austria (Electrical and Electronics industry)	Metal-Textile-Food Workers' Union (GMTN)	01.05.2006	unlimited	Renegotiated annually	Presumably in spring 2007	Not yet fixed	
Austria (Metal and Mining industry)	Metal-Textile-Food Workers' Union (GMTN)	01.11.2005	unlimited	Renegotiated annually	Presumably in autumn 2006	Not yet fixed	
Belgium	CCMB, CMB and ACLVB	01.01.2005	31.12.2006	2 years	01/2007	05/2007	Implementation completed
Croatia	SMH						Ongoing negotiations
Czech Republic (Aircraft production)	OS KOVO	01.01.2006	31.12.2006	1	9/2006	11/2006	Preparation of consultations with company trade unions and preliminary talks with employers' organisations
Czech Republic (Electrotechnical industry)	OS KOVO	01.01.2005	31.12.2006	2	9/2006	11/2006	
Czech Republic (Foundry)	OS KOVO	01.01.2006	31.12.2006	1	9/2006	11/2006	
Denmark (national agreement)	CO-industri	01.04.2004	28.02.2007	3	12/2006	03/2007	
Denmark (additional Company agreements)	IDA (graduate engineers): DTI TDC A/S CSC CPH TG	 01.04.2004 01.04.2004 01.04.2004 01.03.2004 01.03.2004	 01.04.2008 31.03.2007 31.03.2007 31.03.2007 01.03.2007	 4 3 3 3 3			
France	- CFTC - FGMM-CFDT - FOM - FTM-CGT	See Chapter "Collective bargaining at company level"					
Germany	IG Metall	01.03.2006	13.03.2006	13 months	02/2007		Implementation of contract
Greece	POEM	01.01.2006	31.12.2007	2 years	01/2008		
Hungary	VASAS	See Chapter "Collective bargaining at company level"					

Italy	- FIOM-CGIL - FIM-CISL - UILM	12.2004	30.06.2007	2,5 years	06/2007		
Malta	GWU	06.2006		1 year	06/2007		
Netherlands	- CNV Bedrijven Bond - FNV Bondgenoten - De Unie - VHP	01.07.2005	01.11.2007	2.5 years	09/2007		
Norway	Fellesforbundet, Nito	01.04.2006 01.06.2004	30.03.2008 31.05.2006	2 years 2 years	03/2008 24.10.2006	03/2008	
Slovak Republic (Electrotechnical Industry)	OZ KOVO	01.01.2006	31.12 2007	2 years	11/2006	01/2007	
Slovak Republic (Metallurgy)	OZ KOVO	01.09.2006	31.12.2007	3 years	11/2005	12/2005	Preparation of addendum for 2007 salary
Slovak Republic (Engineering)	OZ KOVO	01.01.2006	31.12.2006	1 year	11/2006	03/2006	Preparation of CA draft for 2007
Slovak Republic (IS Divident)	OZ KOVO	01.03.2006	31.12.2008	2 years 9 months	11/2006	02/2007	
Slovenia	SKEI	01.07.2005	30.06.2007	2	03/2006	Stopped 04/2006	
Sweden	Svenska Metall, CF and SIF	01.04.2004	31.03.2007	3	01/2007	03/2007	
Switzerland	Swiss Union of Metalworkers and Watchmakers	01.01.2006	31.12.2010	5	08/2010		
United Kingdom	Amicus	See Chapter “Collective bargaining at company level”					

Table 2: European Collective Bargaining Calendar
(other NACE-codes)

Country	***Organisation***	***Current agreements valid***		***Terms in years***	***Next negotiation:***		***Current situation***
		from	*To*		*start*	*finished*	
Austria (Small trade-crafts)	Metal-Textile-Food Workers’ Union (GMTN)	01.01.2006	unlimited	Renegotiated annually	Presumably in autumn 2006	Not yet fixed	
Austria (Temporary agency workers)	Metal-Textile-Food Workers’ Union (GMTN)	01.01.2006	unlimited	Renegotiated annually	Presumably in autumn 2006	Not yet fixed	

2.2 Bargaining Levels

"Bargaining levels" are important to understand the structures of collective bargaining in the member countries. These structures have changed in recent years.
A detailed overview of the trends in collective bargaining structures is documented in the 2004 EUCOB@-Report: Seemingly, the importance of collective agreements at national level ("National Employment Pacts") and at company level ("additional" or "variation" agreements) is rising. In most of the New Member States and accession countries collective bargaining at company level is the rule. Currently we see that, in contrast to the previously described developments in some countries, national cross-sectoral agreements and sectoral agreements do not exist (Croatia, Hungary, and UK) or are "only" framework agreements that have to be implemented at company level (France). In Germany, the singed agreement allows the lump-sum payment to vary between 0 and 620 € on special agreement at the company level.

Table 3: Classification: Bargaining Levels

Country	National Intersectoral	National Sectoral	Regional Sectoral	Local/company	National/Regional Sub-sectors
Austria		X			
Belgium	X (law)	X	X	X	
Croatia				X	
Cyprus		X			
Czech Republic		X		X	NACE CODES
Denmark		X		X	
France	X	X	X	X	
Finland		X			
Germany			X	X	
Greece		X		X	
Hungary	X (law)			X	
Italy		X		X	
Malta				X	
Netherlands	X (CA)	X			
Norway	X (Nito: text only)	X		X	
Poland		X		X	
Romania	X			X	
Slovak Republic		X			NACE CODES
Slovenia		X		X	
Spain			X	X	
Sweden		X		X	
Switzerland		X		X	
UK				X	

For countries, not participating in this year's report the classification refers to the 2005 EUCOB@-Report.

2.3 Coverage of Collective Agreements

The political relevance of the concluded collective agreements also depends on the scope of the labour relations they cover.
As the overview in Table 4 shows there are at least three important facts that have to be taken into account when comparing the reports. First, the different descriptions of the "branch" where the collective agreement is valid, second the different "group of employees" (white- or blue-collar workers, engineers) and finally whether it is possible to declare the agreement generally binding by law in a given country.

Table 4: Classification: Coverage of the agreement

Country	*Organisation*	*Number of members affected*	*Number of employees affected*	*Total workforce in the metal sector*	*Blue/ white-collar workers affected?*
Austria Metal industry	GMTN + Austrian White-collar Workers Union (GPA)		104.000 blue-collar workers 57.000 white-collar workers	277.703 (163.919 blue collar; 113.7845 white-collar)	Joint negotiations, but separate agreements for each category
Austria Small trade-crafts industry	GMTN		107.000 blue-collar workers		
Austria Electrical and Electronic Industry	GMTN + GPA		27.185 blue-collar workers 30.025 white-collar workers		
Austria Temporary workers	GMTN		37.436 blue-collar workers		Separate agreements for blue- and white-collar workers in the TAW branches
Belgium	- CCMB - CMB - ACLVB		160.000 blue-collar workers	160.000 blue-collar workers	
Croatia	SMH in individual companies	19.561	29.580	81.164	Blue- and white-collar
Czech Republic Aircraft production	OS KOVO - Aircraft production	1.457	4.483	576.325	both
Czech Republic Electro-technical industry	OS KOVO – Electro-technical industry	4.176	15.489		
Czech Republic Foundries	OS-KOVO - Foundries	2.125	4.889		
Denmark - National agreement	CO-industri	300.000	300.000 plus 100.000 indirectly	178.000	Agreement covers not only metal but all manufacturing industry
Denmark – additional agreements at company level	IDA (graduate engineers) - DTI - TDC - CSC - CPH - TG	 250 200 100 50 14			Only white-collar workers
France	- FGMM-CFDT - FOM - FTM-CGT	- All employees in the metal industry (for collective agreements at national level) - For the regional level, all blue-collar metal workers employed in the region - For the white-collar workers in the metal industry, there is a national collective agreement for specific guarantees (for example : minimum wages)		1 700 000 It depends. 310 000	All blue-and white-collar workers All blue-collar workers Same number

Country	*Organisation*	*Number of members affected*	*Number of employees affected*	*Total work-force in the metal sector*	*Blue/ white-collar workers affected?*
Germany	IG Metall	1,35 Mil.	3,3 Mil.	3,3 Mil.	60% blue-collar
Greece	POEM	100.000			blue-collar
Hungary		32.000		338.100	both
Italy	FLM	600.000	1,85 Mil.	1.85 Mil.	both
Ireland	SIPTU	2.468		15.000	Mainly blue collar
Malta	GWU			4.021	1.810 metal manufacturing 2.221 shipyards Both, but mainly blue collar
Netherlands	Unions: - CNV Bedrijven Bond - De Unie - FNV Bondgeno-ten Metal industry	 40.000	 180.000	340.000 220.000	 Both Both Both 180.000 covered by nat. agreement; rest by company agreements
Norway	Fellesforbundet Nito	40.000 15.000	n.a.	n.a.	Blue-collar White-collar
Slovak Republic Metallurgy	OZ KOVO	8.000	11.000	28.000	both
Slovak Republic Electro-tech. industry	OZ KOVO	9.500	17.000	59.200	both
Slovak Republic IS Divident	OZ KOVO				both
Slovenia	SKEI	60.000	100.000	105.783	- both
Sweden	- IF Metall - SIF - CF	263.000 27.000	300.000	310.000	(blue-collar) (white-collar) (white-collar)
Switzerland	UNIA; ASM; VSAM; SYNA; SKO; KVS		120.000	266.000	

3 Collective Agreements at company level in Croatia, France, Hungary and UK

There is an ongoing trend to decentralise collective bargaining from the national and sectoral to the company level. In order to pay more attention to this trend and to describe and analyse collective bargaining systems in countries in which the trade unions have experience (sometimes long-standing experience) of negotiations at company level: France and the UK from the "Old Member States", Hungary as a New Member State and Croatia as an accession country.
The idea is on the one hand to document how collective bargaining works in these countries and on the other hand to find ways in which the EUCOB@ INFORMATION SYSTEM can develop methods to adapt the EUCOB@ questionnaires and reports to the changing structures and needs. This year we describe the structures and content of negotiations in Croatia, France and Hungary and detailed information is provided on results from France. The sample and the method for the UK are under review and will be attached to the EUCOB@ report as soon as possible.

3.1 Croatia

In Croatia for metal and electro industry no national collective agreement has been signed, since the Metalworkers' Trade Union of Croatia did not "find a common ground" with the Croatian Employers' Association, the authorized negotiator at the national level, regarding the level of workers' rights which are already implemented in companies in which collective agreement has been signed, and there is a large number of such companies. In 2004 and at the beginning of 2005, after many written proposals by all sides, the Draft national collective agreement was developed, which by its structure and part of proposed rights can be a basis for negotiations. However, in February 2006, the Croatian Employers' Association sent another text of the National Collective Agreement for the metal and electro-industry, which in its proposal contains even lower workers' rights. SMH, trying to respect the social dialogue with the Croatian Employers' Association, accepted this other draft of the Collective Agreement for negotiations. Thus the Protocol on managing negotiations has been signed, and it stipulates that negotiations will be held almost every Wednesday and that they will be concluded by 30 June 2006. Five meetings were held, and the notes were taken, which were signed by both parties. During these five rounds of negotiations the differences in opinions between the trade union's and employers' side were established. After that, during May-June there was a standstill in which both sides had to consult the competent bodies, since the parties did not have the mandate to adopt the draft of the other side in negotiations. After agreed break period, on 7th June 2006 the last round of bargaining was held in which the employers declared themselves in an oral way, but changing completely the method of bargaining. They no longer accept negotiations on open issues which were determined in the notes, and accordingly they no longer accept further negotiations based on "article by article" principle; they state the following:

- Out of 64 articles in the first round of bargaining, about 30 have been agreed upon, i.e. about 50%.
- For some 6 non-agreed articles, probably the both parties would come to an agreement.

However, there are about 26 articles for which the Executive Board of the Employers' Association said that the drafts are completely unacceptable, and which refer to past labour, heavy working conditions, standard, duration and calculation of annual leave, wage and other material rights. The proposed rights, if they were agreed, would as a consequence have the increase of the total price of work by 30%, which is unacceptable both for the competitiveness of the companies and when compared to other EU countries. Considering a large number of signed collective agreements, the trade unions (apart from SMH, additional two trade unions are negotiating) should take a decision on the national collective agreement in terms whether they want to use it to increase workers' rights and in relation to the company collective agreements, or agree the minimum rights for workers who are not organized. Such position of the employers is contrary to the signed Protocol on the collective bargaining for the Collective Agreement for the metal and electro-industry.

What are the important items of dispute?

1. The trade unions have proposed limitation in % of signed fixed-term employment contracts, what had to be defined in future bargaining rounds
2. Limitation of number of days of annual leave to the number of 30, and employers proposed 22 days
3. They also insist on including and counting Saturdays as days of annual leave
4. Distribution of working hours in five, and not six days of week
5. Stipulated wage for 174 hours of work per month for the coefficient 1.00 for the simplest jobs to the amount of the minimum basis for the payment of contribution, which now, for the year 2006 amounts to 297.20 Euro gross amount.
6. Other workers' financial rights such as right to wage increase for hours of work if worker works:
7. On Sunday - by 30%, on holidays and Easter by 50%, in shifts by 10-20%, etc., and for all these categories employers offered only 20%. Note: in all company collective agreements these rights are stipulated based on the trade union proposal.
8. The rights and conditions of trade union work in the local union, and some other significant rights, such as right to bonus for travelling expense to/from work, right to Christmas bonus, time-in-service award, solidarity help, right to severance pay in case of termination of employment contract. All these rights have been stipulated at the company level as obligation, and employers propose these rights as a possibility which in Croatia would never again be workers' rights if trade unions accepted the situation in which rights are not stipulated by the national collective agreement.

Finally, on 7 July 2006 it was agreed that employers, in the written form, declare themselves with regard to proposals of the trade union side, and that their position is submitted by 14 June 2006. The employers did not express their positions by that deadline, but were 13 days late. On 12 July 2006 the meeting of the Main Committee of SMH was held, the highest body between two congresses, on which it was concluded that it was necessary to develop a declaration of the trade union side and try to continue with negotiations even during annual leave period in order to "maintain" negotiations by autumn, when it is necessary to organize all legally allowed actions, including a demonstration towards such Croatian Employers' Association. In any case, in autumn it is necessary to agree gradual activities for putting pressure on Croatian Employers' Association, and on the Government of the Republic of Croatia.

3.2 France

In France, generally all collective agreements (at national, regional or company level) are concluded for an indefinite period (with rare exceptions). An agreement is valid from the signature or from the effective date and to the moment when it is terminated or modified. For wages, which are negotiated at company level, there is an obligation to negotiate every year. When an agreement is signed, it is valid for one year.

3.2.1 **Demands for company wage negotiations.**

FGMM-CFDT demands for companies wage negotiations: Collective wage increases which guarantee at least the preservation of the purchasing power (in link with inflation) with a priority for the lowest wages (with a guarantee of minimum amount) and which guarantee a progress of the work payment in link with the company economic situation.
Individual increases have to guarantee a wage progress in direct link with the evolution of competencies and qualifications. They have to be a complement to collective wage increases and do not substitute for general wage increases. Individual wage increases must be based on objective criteria of professional qualities.
FTM- CGT requires during the obligatory annual negotiations in the companies and in front of the employers of the metallurgy, the requirement of a national collective agreement of paid metallurgy, with like support a single grid of classification, the workman to the framework and like starting point a SMIC at 1500 euros. In all the negotiations, it asks like requirement a wage increase of 8%, being based on the level of the inflation, 50 % of the profits of productivity realized in the profession and to catch up with the purchasing power. CGT requires the respect of the thresholds of recruiting according to the diplomas and a real unfolding making it possible to double its wages of recruiting and its coefficient during the professional career.
CFTC Métallurgie demands for annual companies wages negotiations: At the minimum, CFTC asks for the maintenance of the purchasing power for all the workers (blue and white collars) by the general increases of the companies' wages. CFTC is against a wage policy only based on the individual increases. The individual increases are a complement with the policy of the general increases which must ensure a development of the wages for workers according to objective criteria's.

3.2.2 **Some examples of company's wage negotiations for 2006**

Electronic (ICT) and defence sector: ALCATEL CIT, THALES, THERMODYN

Automotive sector (cars and equipements): PEUGEOT (PSA), RENAULT, FAURECIA, VALEO

Aerospace sector: DASSAULT, EADS Group (AIRBUS, EADS, EUROCPTER, ASTRIUM), SAFRAN Group (SNECMA Moteurs, SAGEM)

SME: REXROTH

3.2.2.1 Electronic (ICT) and defence sector

ALCATEL CIT (7300 employees, 2/3 of ALCATEL Group)
No agreement for 2006. Wage measures a/3pplied one-sidedly by the company. *In ALCATEL Group, there are no general (collective) wage increases since 1997 and no agreement on wages.* Only individual wage increase for all workers (blue and white-collar workers).
Individual wage increase of +3,5% for 2006. Individual wage increases are attributed according to the individual performances.
About 1 % of the employees have no wage increase. The other employees have the guarantee at least a wage increase of 1,5 %.

THALES GROUP (32 000 employees)
In the group, wage negotiations take place company by company (society by society). Nevertheless there is a group policy and wage increases are similar from a company to the other one. There is no wage agreement in all the companies. When there is no wage agreement, wage increases are applied one-sidedly by the company.

Blue-collar workers (level I to IV): General increases from +1% to +2%. In some cases there is a minimum increase guaranteed around 30€. Individual increases are from +0,8% to +2%.
Blue-collar workers (level V): In most of cases, there are only individual increases from 0,5% to 2%. In the other cases, general increases from +0,7 to +1,5 % and individual increases from +0,8 to +2,5%.
White-collar workers: only individual increases but in most of cases differentiated according to level of classification (3 or 4 levels). Increases are from +1,5% to +2,4%. To note that for the white-collar workers, variable pay (which adds to individual increases) represents evaluated amount between 0% and 30% of the annual payment, according to the evaluation of the employee and his level of classification.

THERMODYN
Agreement signed by CFDT, CGC, CGT
General wage increase +1,5% on March 1st (minimum 30 €) and individual wage increase +1,5% on July 1st for blue-collar workers
General wage increase +0,5% on March 1st and individual wage increase +2,8% on July 1st for white-collar workers

3.2.2.2 Automotive sector (cars and equipments)

PEUGEOT (100 000 employees)
Agreement signed by CFTC, FO, and CGC
General wage increase +1,85% for wages until 2000€ on March 1st . Guarantee of +1,6% or 30€ on the totality of basic pay.
Individual wage increase for manufacturing workers +1% (with a minimum of 20€), for skilled workers +1% (with a minimum of 25 €), for administrative employees and technicians +1,45% (with a minimum of 40 €).
Minimum recruitment wages = 1290 € (manufacture workers), 1340€ (skilled workers)
Annual minimum pay = 18 600€

RENAULT (45 000 employees)
Agreement signed by CFTC, and CGC
General wage increase :+1% (with a minimum of 15 €) on March 1st +0,6% on October 1st (with a minimum of 10 €)
Individual increase :1,5% for manufacture agents and for administrative employees and technicians.

VALEO Systèmes Thermiques
Agreement signed by CFTC, FO, CGC
General wage increases from 0% to 1,7%, depending the level of classification
Individual wage increases from 0,7% to 2,4 % depending on the level of classification
The sum of general wage increase and individual wage increase = +2,4% for each level

FAURECIA Group (> 7000employees)
Practically no agreement signed by unions for 2006. The company applies wage increases in a one-sided way.
For all sites of the group, wage increases are on average 2,2%.
For the blue-collar workers, the general wage increase is 1,8 % (with a minimum of 27 euros) and individual wage increase is 0,5 %.
For the white-collar workers, general wage increase is 1,2% (with a minimum of 22 euros) and individual wage increase is 1 %.
Increase of the holiday premium for 2006 (100 euros).

3.2.2.3 Aerospace sector

DASSAULT Aviation (8120 employees)

Agreement signed by CFDT, CFTC, FO and CGC
General wage increase +1,9%, Individual wages increases+1,7% for Blue-collar workers and + 4,4% for White collar workers. For all workers, payment of a premium of 225€.

AIRBUS / EADS Group (21 000 employees)
Agreement signed by CFDT, CFTC, FO and CGC
General wages increase +1,5% on June 1st. Individual wages increase: +2,3% for Blue-collar workers and +3,8% for White-collar workers

EADS France / EADS Group (1100 employees)
Agreement signed by CFDT, CFTC, FO, CGC
General wages increase + 1,5% on 1st of March and Individual wages increase: +1,1% on 1st of April and +0,8 % on October 1st with a minimum of 50 € for Blue-collar workers. Individual wages increase: +3,1 % on April 1st with a minimum of 100 € or 3,1% with a minimum of 200€ for White-collar workers (depending on the level of classification).

EUROCOPTER / EADS Group (6800 employees)
Agreement for blue-collar workers signed by CFDT, CFTC, CGC and FO. General wages increase +1,2% on 1st of July 2006 with a minimum guarantee of 45€. Individual wage increases+1% on 1st of April and 1,3% on 1st of October.
Agreement for white-collar workers signed by CFDT, CFTC, CGC, CGT and FO. Individual wage increase +1,5% on April 1st and 2% on October 1st or 2,5% on July 1st (depending on categories) with a minimum guarantee of 110€ or 130€ (depending on the level of classification).

ASTRIUM Groupe EADS (2340 employees)
Agreement signed by CFTC, FO, CGC. General wage increase +1,7% (mini 37€) and individual wages increase +1,7% on 1st of January for Blue-collar workers. Individual wage increase for White-collar workers +3,4 or 2,5% (depending on categories) with a minimum guarantee

SNECMA Moteurs / SAFRAN Group (10 452 employees)
Agreement signed by CFDT, CFTC, CGC
Blue-collar workers
General wage increases +1% on January 1st (minimum of 22 €) and 0,5 % on October 1st (minimum of 11 €). Individual wages increases +0,7% on May 1st and 0,7% on October 1st
White-collar workers
Individual wage increases +3,1% on April 1st. Same results for all companies (30 000 employees) of SAFRAN Group except for SAGEM.

SAGEM Communication / SAFRAN Group (4500 employees)
Agreement signed by CFDT, CFTC, FO, CGC
General wage increase +1,3% (mini 300€) and individual wage increase +0,4% on 1st of January for blue-collar workers. Individual wage increase for white-collar workers +1,3% (minimum). Specific measure for wages from 1 SMIC to 1,11 SMIC

SAGEM Défense / SAFRAN Group (6300 employees)
Agreement signed by CFDT, CFTC, FO
General wage increase +1,4% (mini 300€) and individual wage increase +0,4% on 1st of January for blue-collar workers. Individual wage increase for white-collar workers +1,3% (minimum). Specific measure for wages from 1 SMIC to 1,2 SMIC

SME (Small and Medium sized enterprises)

REXROTH
Agreement CFDT, CGT, CGC: Lump sum = 30 € in January 1st and individual wage increase +1% for blue collar workers
Individual wage increase +2,7 % for white collar workers

3.3 Hungary

For Hungary we will give an overview of the collective bargaining system and contents. The intention to have a sample of representative companies could not be realised until now. Collective agreements are settled at company level in Hungary. So the collective agreements (CAs) and agreements on yearly wage increases cover only the local companies. The basic regulation of conditions is the Labour Court; this is detailed (not just a framework), so in many cases there is in fact no CA or no deviation from the Court. The quality of the agreements depends on the arm-twisting force of the local union, the economical situation of the employer, the branch and the geographical position of the company.
The period covered by the CAs is usually indefinite. The yearly wage agreements are appendices to the company-level CAs, but it is not established practice to review the working conditions and the other contents of the CA every year - we negotiate only about the wages and the fringe benefits. The CA is modified when one of the partners initiates this, or in case of modifications from the Labour Court when the CA must be adapted in order to avoid penalties.
As mentioned, the wage increase agreements are settled at company level, too. There is no direct wage level regulating system at national level that could force the employers to give increases. The highest level of conciliation – the National Conciliation Council (NCC) – issues a “Recommendation” every year, but it is not compulsory for the employers to follow this. It simply indicates an „ideal” measure for the yearly wage increase in line with the country’s economic indicators. (This Recommendation is very problematic and the unions are not in favour of it. Either the employers do not treat it as an obligation and are not willing to go higher then this „ideal” measure – 5-6 % in 2006 – or they treat it as simply a recommendation and give a lower level of increase.) The yearly minimum wage and the tax-free benefits measures are also defined in this recommendation. This is the only macro-level wage-regulating tool.
Branch and sectoral level agreements are not usual in Hungary. Sectoral joint committees have been set up in the last two years and their work has just begun, but there are considerable differences in the type of agreement, mostly because of the lack of organisation on the employer’s side, and the economic situation of the individual employers. There is only one branch-level agreement in the steel industry, and it is only a wide framework agreement. It does not cover the whole branch, so it is compulsory only for the companies that signed it, and they can break the agreement whenever they want. In fact it covers only 30 % of the steel industry workers. The last time it was reviewed was in 2002.
The CAs cover 96,4 % of the steel industry workers (company-level CAs): 34,2 % in casting, 70% in the electronics industry, 52% in the mechanical engineering industry and 73,5 % in the tool-making industry.
Wage increases largely mean increases in the basic rate. These are achieved between wide frames: 2 – 12 in 2006. The trade unions’ basic intention was for the wage increase to be settled by ex post facto effect: it must take effect in January unless the agreement was established later. The trade unions were only forced to use arm-twisting means to reach their aims three times during the negotiations, but held a warning strike at the longest point. In companies where there is no new wage agreement this year the most important aim is to maintain the continuous employment level and the stability of the company’s economic position in order to safeguard jobs.

3.4 UK

A problem with the EMF's national collective bargaining co-ordination in a European context policy is the absence of a national agreement in the UK metal trades' industry. To gain some insights, however, into the outcome of collective bargaining in this sector AMICUS in 2005 undertook a survey based on a representative sample of 29 large companies operating in five different sectors – vehicle and vehicle component manufacture, iron and steel manufacture, shipbuilding and ship repair, aerospace, electrical engineering and general engineering – of the metal trades. The source of information on the outcome of collective bargaining (namely agreements) was the Labour Research Department Payline Service. The results of this AMICUS survey were submitted to the EMF in November 2005.

Although the Payline Service is a useful source of information it has limitations in terms of its coverage and does not provide adequate detail on the content of agreements. To improve the quality of information on the outcome of collective bargaining in the UK metal trades in 2005/06 AMICUS decided to use a different, but more comprehensive, source of data. This was the Incomes Data Service (IDS) report entitled Pay and Conditions in Engineering 2005/06.

3.4.1 The Sample

The IDS Report draws on information from 140, companies employing over 320,000 staff. This represents 25% of the 1.3m estimated by the Engineering Employers' Federation to be employed in the engineering industry. The 140 companies were parties to 180 collective agreements of which 169 (94%) covered manual workers. Only 11 agreements (covering 19,000 employees) related to administrative, technical and clerical staff. Some of the 140 companies negotiated their collective agreements on a company wide basis but others concluded their agreements on a plant by plant basis. The breakdown of the 180 agreements by size of firm in employment terms was as follows:

Size of Firm	Number	%
100 or less	15	8
101 – 299	47	26
300 – 499	31	17
500 – 749	34	19
750 – 999	16	9
1,000 – 2,499	18	10
2,500 – 4,999	11	6
5,000 and over	8	4
TOTAL	**180**	**100**

3.4.2 Executive Summary

Of the 180 agreements 28 were of more than one year duration. 1 agreement had a lifespan of 18 months, 20 had a duration of 2 years, five were to last for three years and 2 for four years.

The wage co-ordination rule (inflation and productivity) for the metal trades in the UK for 2005/06 is 4.1% (inflation +2.2%, productivity +1.9%). Based on information from 180 collective bargaining agreements covering 140 companies and 320,000 employees the outcome of collective bargaining in the UK metal trades in 2005/06 shows:

a) An average bargained wage increase of +3% which is -1.1% below the wage co-ordination rule.
b) Taking collective agreements covering at least 1,000 employees then the average bargained wage increase is below the wage co-ordination rule by -0.3 in the

aerospace and general engineering sectors, by -0.6 in the vehicle and vehicle component manufacture, by -0.7 in shipbuilding and ship repair and by -1.2 in the electrical engineering sector.

c) In the vehicle and vehicle component manufacturing sector improvements were negotiated in holiday entitlement, sick pay, bereavement leave, pensions and maternity benefits. If a monetary value were to be assigned to these improvements then it is likely that in that sector the outcome of collective bargaining will be at least equal to, if not in excess, of the wage co-ordination rule.

The full report on the outcome of Collective Bargaining in the UK Metal Trades in 2005/06 is published by the EMF separately.

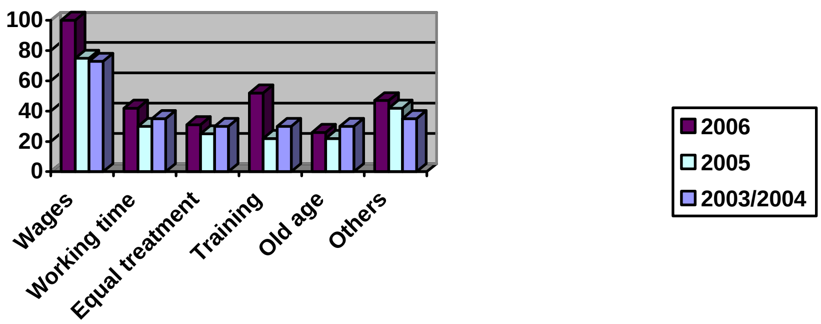
4 European Collective Bargaining - Demands and Results

In order to cover the whole process of the collective bargaining rounds in Europe we present the results of the agreements as well as the trade union demands vis-à-vis the employers' organisations. This allows us to get a clearer "picture" of the situation trade unions are confronted within their country as this may help to identify general trends in Europe.

4.1 Overview of trade union demands

If we compare the policy areas where the trade unions have demands for their collective bargaining round we can see that wages still count as the most important issue. Collective bargaining without wage demands is mostly in respect of framework agreements at national level (i.e. the collective agreement on training in France). Generally, the 2005 seemed to be a year of increased trade union activity in the area of collective bargaining. Especially trade union's demands for training experienced a sharp increase, reflecting the implementation of the EMF common demand.

Chart 2: Trade Union Demands in 2003/2004 and 2005
(percentage of demands mentioned in the reports)



4.1.1 Demand: Wages

The main points of the European trade unions' wage increase demands are the increase of minimum wages / salaries and the increase of the tariff wage / salary increases.

In 2005 the "minimal" wage demand was to at least maintain recent purchasing power. The wage demands in "real figures" were generally higher in the New Member States than in the old Member States and this is related to the fact that inflation and productivity growth are much higher there than in the rest of Europe.

Table 5: Demand: Wages

Austria	Increases in minimum and effective real wages and salaries (without defining any particular percentage rises), plus equivalent increases in additional payments and apprentices' remuneration,
Belgium	The margin on the wage increase fixed at inter-sectoral level was 4,5%. We managed to get a 4,3% direct wage increase and a 0,2% indirect wage increase (pension scheme + vocational training)
Croatia	Wages are at the core of bargaining for all collective agreements. If the collective agreement stipulates the fixed amount of the basic wage, then this demands almost continuous bargaining on the issue of wages, and obligatorily every year. If the basic wage is stipulated in the percentage from the average achieved at the national level, then the issue of wages need not be negotiated because the indexing is somehow stipulated, i.e. each year wage is calculated according to the agreed formula. Basic wage for the simplest work and for 174 hours per month is, in SMH, as a rule, agreed in the amount of the minimum wage which, according to the Collective Agreement on the level and amount of minimum wage and valid regulations, changes once a year at the beginning of every calendar year, and is applied for the period of that year. For 2006 it amounts 2.169,65 kuna. In bargaining there are some cases where higher basic wage has been agreed for the coefficient 1.00. Metalworkers' Trade Union of Croatia (SMH), in the period of one year, negotiated about 20 collective agreements/amendments at the company level and achieved the increase of the basic wage of 2 to 10%.
Czech Republic Aircraft production	5,0 %
Czech Republic Electrotechnical Industry	4,0%
Czech Republic Foundries	Wage tariffs increase has been demanded on the level of the minimum wages increase determined in the Governmental decree (7,0%).
Denmark	The actual wage negotiations take place at company-level. Here demands are formulated by each company without interference from national level. The minimum wage level is agreed at the national bargaining round, and there was a demand for an increase in this. There was also a demand for better pay for students and apprentices
France	FGMM-CFDT demands for companies wage negotiations. • Collective wage increases which guarantee at least the preservation of the purchasing power (in link with inflation) with a priority for the lowest wages (with a guarantee of minimum amount) and which guarantee a progress of the work payment in link with the company economic situation. • Individual increases have to guarantee a wage progress in direct link with the evolution of competencies and qualifications. They have to be a complement to collective wage increases and do not substitute for general wage increases. Individual wage increases must be based on objective criteria of professional qualities. FTM- CGT requires during the obligatory annual negotiations in the companies and in front of the employers of the metallurgy, the requirement of a national collective agreement of paid metallurgy, with like support a single grid of classification, the workman to the framework and like starting point a SMIC at 1500 euros. In all the negotiations, it asks like requirement a wage increase of 8%, being based on the level of the inflation, 50 % of the profits of productivity realized in the profession and to catch up with the purchasing power. CGT requires the respect of the thresholds of recruiting according to the diplomas and a real unfolding making it possible to double its wages of recruiting and its coefficient during the professional career. CFTC Métallurgie demands for annual companies wages negotiations: At the minimum, CFTC asks for the maintenance of the purchasing power for all the workers (blue and white collars) by the general increases of the companies' wages. CFTC is against a wage policy only based on the individual increases. The individual increases are a complement with the policy of the general increases which must ensure a development of the wages for workers according to objective criteria's.
Germany	General pay increase of 5%
Greece	8% increase (3,2% inflation + 3,8% share to NGP + 1% in order to reach the average of the European wages – is now at 83% of the European wages)
Hungary	The recommended wage increase shall be 5-6 %, but unfortunately, it hasn't achieved
Ireland	Unions looked for a wage increase to cover inflation and productivity. We wanted 5% in year one and 5% in year two.
Italy	Wage's increase for all metalworkers: + 105,00 euros/month (on average) with regard to inflation, in relation to professional classification system. More: Wage increase for all metalworkers without company collective agreements: + 25,00 euros/month in relation to professional classification system.
Malta	Wage increase.
Netherlands	FNV Bondgenoten: 1.25% wage increase per year (co-ordinated demand)
Norway	Increased purchasing power for all our members with special weight on the members with the lowest wage.
Slovak Republic *Electrotech. Industry*	6,7%
Slovak Republic *Metallurgy*	Only in this sector we do not bargain independent growth of salaries but we do bargain average monthly growth of labour costs. The TU demand in 2005 = 1500 Sk/Month, in 2006 = 1800 Sk/Month
Slovak Republic *Engineering*	8,2%
Slovak Republic *IS Divident*	6,0%
Slovenia	Wages increase for 2, 0% on inflation. Additional wages increase on productivity of work
Sweden	IF Metall: 3% per year; CF,SIF: no new demand
Switzerland	Real wages increases & minimum wages not under ca. 2'370 € (for full employment)

4.1.2 Demand: Working time

Traditionally, the reduction of working time is another important issue on trade union's collective bargaining agenda. However, the number of demands on working time decreased slightly over the last years. Working time demands range from "maintain recent working time" to "collectively decreased working time". Only one trade union in our survey has demanded a general decrease of working time, a demand that was more common in past years.

Table 6: Demand: Working Time

Austria	No demand
Belgium	No demand
Croatia	The bargaining did not include "working time", but the problem is monitoring the implementation of the regulations of the collective agreement and Labour Code, and not the bargaining itself.
Cyprus	No demand
Czech Republic	No demand
Denmark	No new demand (Running collective agreement)
France	No demand
Germany	To maintain the paid break in Baden-Württemberg
Great Britain	No demand
Greece	N.a., this issue is covered by legislation or the National General CLA
Hungary	In macro level: the lunch break must be the part of the paid working time, it'll be current in the 2007 negotiations
Italy	No demand
Ireland	No demand
Malta	No demand
Netherlands	To keep the 38-hour week, and more possibilities for workers to save time (i.e. overtime,) in order to take more free time whenever they like
Norway	No demand
Slovak Republic	No demand
Slovenia	No demand
Sweden	IF Metall: Reduction of 0,5 % per year; CF, SIF: No demand
Switzerland	Refuse again the "year labour time"

4.1.3 Demand: Training

Training is an issue that is mainly organised at company level. Trade union demands intend therefore to implement regulations to improve the employees' possibilities to follow vocational and further training in the sector collective agreements. The survey shows, that the EMF's Common Demand on the individual right to training has been implemented in trade union's demand.

Table 7: Demand: Training

Austria	No demand
Belgium	TUs asked for an individual right of training for every worker.
Croatia	No demand
Czech Republic	Implementing EMF common demand
Denmark	No new demand (collective agreement still running)
France	No demand
Germany	Individual right of each employee to training (in line with EMF Common Demand)
Greece	No demand
Hungary	Each of the employers shall do Training plans, that are the part of the CA., but unfortunately, its not characteristic
Italy	To state a lot of hours for training and education of the young workers in the new National Collective Agreement for Apprenticeship
Ireland	Unions looked for initiatives to increase the levels workplace learning and upskilling for workers.
Netherlands	Employability: individual training rights; Extra employment for youngsters; Recognition of Gained Competences
Norway	– Every worker has the right to have their competence documented – Training is a right in the event of restructuring and dismissals

	– Further and continuous training should receive founding from the employer, worker and authorities
Slovak Republic	Electrotech. Industry: demand to have frame commitment which will guarantee education of the employees
Slovenia	5 days per week
Sweden	Financing the costs for social partners committees for training issues
Switzerland	No demand

4.1.4 Demand "Older workers"

Collective bargaining agreements on regulations for "older workers" contain at least two possible areas: firstly, "work organization" for older colleagues, such as special working time arrangements or the possibility of part-time jobs to enable them to work as per their physical situation; and secondly, the arrangement of fair conditions if older colleagues decide to stop their active working life. Here we find for example regulations on early retirement systems or pension systems.

Table 8: Demand: Older Workers

Austria	No demand
Belgium	Maintenance of the conditions for early retirement possibilities and an increase of 0,1% in the contribution to the sectoral pension scheme to fund solidarity within the pension system
Croatia	No demand
Czech Republic	No demand
Denmark	No demand (collective agreement still running)
France	No demand
Germany	Payment for an individual pension scheme. (Remark: This is not a specific topic for "older employees" but it is related to the issue of income security for all employees in case of a forthcoming retirement)
Greece	N.a., this issue is ruled by legislation or the National General CLA
Hungary	No demand
Italy	No demand
Ireland	Mandatory pensions for workers if target of 50% of population in pension schemes could not be achieved
Malta	No demand
Netherlands	To maintain our pension system, without increasing the premiums, and retirement at 62. But also to keep the agreements on protective measures for older workers.
Norway	No demand
Slovak Republic	No demand
Slovenia	No demand
Sweden	No demand
Switzerland	Flexible and early retirement

4.1.5 Demand: Equal Treatment

Equal treatment is an ongoing trade union demand. Trade unions demands are for non-discrimination concerning wage scales and all other working conditions.

Table 9: Demand "Equal Treatment"

Austria	No demand
Belgium	No demand
Croatia	No demand
Cyprus	No demand
Czech Republic	No demand
Denmark	No demand (running collective agreement)
France	No demand
Germany	No demand
Hungary	Each company should do an Equal Treatment Plan
Italy	To state rights for atypical work contracts: maximum limitations to use, guarantees to go past at standard work contract (time indefinite)
Ireland	Unions wanted the continuation of two existing National Framework Committees for Equal Opportunities and on Work Life Balance to continue
Malta	No demand

Netherlands	For years we try to abolish the youth scales
Norway	No demand
Slovak Republic	No demand
Slovenia	No demand
Sweden	To produce a joint guideline for wage analyzes in between the social partners. To be used at the Company level
Switzerland	Binding measures for wage equality between men and women

4.1.6 Demand: Other issues

The trade union list of "other issues" is still growing. As mentioned above, this again makes it very clear that the variety of jobs the trade unions have to do is steadily increasing.

Table 10: Demand: Other Issues

Austria	– Common pay scheme for blue and white collar workers agreed for the metalworking industry 2004. This system as the final breakthrough to equal treatment of both workers´ categories should finally go into force – Equal travel allowance for blue and white collar workers – Provision for additional wage component for temporary workers, hired out in branches where the common pay scheme for blue and white collar workers will take effect, which will provide automatic pay increases also for blue collar workers
Belgium	No demands
Croatia	Often related to financial rights to anniversary awards, Christmas bonus, Easter bonus, vacation bonus, higher rights to those stipulated for the sick leave
Czech Republic	No demand
Denmark	No demand (collective agreement still running)
France	No demand
Germany	No demand
Greece	No demand
Hungary	Macro level: 24th of December to become bank holiday
Italy	To state rules for the expansion collective bargaining of second level in all small and micro companies trough territorial (or local) collective agreements
Ireland	Increase in number of labour inspectors and strengthening of labour standards
Malta	Flexible and multi-skilled workers to receive a special allowance
Netherlands	– Reintegration of ill workers. Due to our Social Agreement in November 2004 social partners agreed to do much more in order to reintegrate (partly) ill workers into workforce again., if possible in the same company and job(if not, there is an obligation for employers to search for a job outside the company). We wanted 100% wage in the 1st year of illness and 100% in the 2nd year. – Child care: we want employers to pay 1/6 of all costs concerning childcare of the employees (in line with our new law Childcare).
Norway	No demand
Slovak Republic	Increase of health benefits in the time of illness (first 10 days have to be paid by employer)
Slovenia	At least 145.000 SIT (604 €) reimbursement for leave
Sweden	No demand
Switzerland	No demand

4.2 Collective Bargaining results in Europe

The economic background for collective bargaining in 2005 - as in previous years - has not been an easy one. Economic development in the old Member States is still affected by low economic growth and high unemployment, but also with low inflation rates and low productivity growth. In general, the New Member States had higher economic growth and a higher increase of productivity, but here high unemployment rates compared with high inflation rates lead to problems.
Generally-speaking, the results of the collective bargaining have been pretty "responsible", i.e. the value is below or in line with inflation plus productivity (see next chapter).
Below you will find the detailed results that have been reached in 2004 and / or 2005.

4.2.1 Results: Wages

There is no need to repeat in every annual EUCOB@ REPORT that it is difficult to compare the reported figures, so we will not complain about that this year. Below you will find the detailed wage increases (as a percentage or in national currency). In Chapter 5 you will find the mid-term evaluation of the collective agreements in the light of the co-ordination rule. This comparison reduces the difficulty surrounding the fact that a) wage increases in Europe are just one part of collective agreements and that b) it does not make sense to look simply at the wage increase of one single year.

Table 11: Results: Wages

Austria (Electrical and Electronics Industry)	– Increase in collectively agreed minimum wages by 2,8 % (new minimum wage thus stands at € 1.317,70) – Increase in effectively paid wages by 2,6 % – Distribution option on basis of a plant agreement between works council and employer. Is this the case, then the total wage bill has to be increased by 2,9 percent; the individual pay increase can be different, but has to be not lower than 2,4 % – Increase in apprentices´ remunerations by 2,8 % and rounding off to the next full € – Equal expenses allowances for both blue and white collar workers in the framework of a new common regulations for travel expenses – Educational leave
Austria (Metal and Mining Industry)	– New common remuneration system for blue and collar workers come into effect – Increase in collectively agreed minimum wages by 3,1 percent (new minimum wage thus now stands at € 1.319,29) – Increase in effectively paid wages by 3,1 percent – Increase in apprentices´ remunerations by 3,1 percent – Increase in reimbursements for expenses incurred by 3,1 percent – regulation of statutory mileage allowance in order to reduce burden caused by soaring fuel prices
Austria (metalworking craft sector)	– Increase in collectively agreed minimum wages by 3,1 % (new minimum wage thus stands at € 1.319,29) – Increase in effectively paid wages by 2,8 % – Increase in apprentices´ remunerations by 2,8% – Increase in allowances and additional payments by 2,8%; travel allowance by 2,6% – Analog to metalworking deal, social partners agreed on rise in car mileage allowances
Austria (TAW)	– Increase in collectively agreed minimum wages in occupational groups B to F (former wage groups 1-5) : 3,1 % in occupational group A (former wage group 6): 3,3% – new collectively agreed minimum wage stands at € 1.158,40 – Maintenance of existing payment over the collectively agreed basic rate – Agreement on additional wage component in branches, introducing the new common pay scheme with automatic pay
Belgium	– First General Wage increase or Purchasing power trough Local company budget: 0,6% (1/1/2006) & increase of minimum wages with 0,07 € per hour (01.01.2006). – Real inflation rate 2005: 2,26% (automatic adaptation of the real and minimum wages on 01.07.2005) – Real inflation rate 2006: 1,65 % (automatic adaptation of the real and minimum wages on 01.07.2006) – Second General Wage increase: 0,4% (when the real inflation rate for 2 years is more 3,7% there will be no wage increase): As the real inflation rate for 2 years is more than 3,7 % there will be no second general wage increase (2,26 % + 1.65 % = 3,91 %). The minimum wages though, will be increased with 0,07 € per hour on 01.09.2006.
Croatia	Increase in minimum wage 4,2% (2.169,65 kn) Applies for about 2.000 employees in the metal sector Increase in shipbuilding by 7%
Czech Republic (Aerospace)	Increase of 2-3,5%
Czech Republic	Minimum wages increase by 5,4 % in the 12-grades scale since 1. 1. 2006

(Electro-technical Industry)	
Czech Republic (Foundries)	Increase of 3%
Denmark (national sectoral agreement)	- Minimum pay, formerly 92,90 DKr /hour (approx. €12,40), was increased by 2.25 Dkr/hr (approx. .€ 0,30) on 1 March 2006. - Allowances for shift work, night work etc. are regulated by an average of 3% per year. - Payment of apprentices increased by an average of 4.5% per year - Payment for public holidays is increased per 1 January 2005 from a total of 3.5% to a total of 4.0 % of pay- and 24 December will be included in this payment in future - This agreement is followed by agreements at company level In total, the agreement was calculated to have a value of 0,95% on national level for each of the three years. To this must be added what the result has been at enterprise level. On average this has been 2,3% from last quarter 2004 to last quarter 2005.. This produces a total value of the agreement for 2005 of: 3,25%
France	Company agreements (see Chapter "Agreements on company level")
Germany	– 3 % for 1.6.2006 till 31.3.2007, plus 310 € for 1.3.2006 till 30.4.2006. – That lump sum payment can vary from company to company on condition that the parties (works council and management) negotiate and settle an agreement. If they reach an agreement, then the lump sum can vary between 0 € and 620 €; if they do not reach an agreement at company level, then the company is obliged to pay at least 310 €. – That lump sum payment equals an increase of at least 3.4 percent – calculated against the reference pay of a skilled employee (differs a little bit according to the different IGM-regions)
Greece	2006: 3% from 01.01.2006 + 3% from 01.09.2006 2007: 3% from 01.01.2007 + 3% from 01.09.2007
Hungary	On average 2 to 12 % wage increase (company agreements)
Italy	– + 6% with regard to inflation, equivalent to +100,00 euros for month (on average) – A lump sum payment of 320,00 euros (160,00 euros with payment of February 2006 and plus 160,00 euros with payment of July 2006) for all metalworkers with regard to make up for lost time in collective bargaining 2005 – Experimental wage's increase for metalworkers without company collective agreements trough payment of 130,00 euros for year, starting from June 2007
Ireland	For the vast majority of trade union members the increases will apply as follows – but if not these dates then from the expiry of the old agreement – that is, there is no 'pay pause' – 3% - January 1, 2006 for 6 months – 2% July 1, 2006 – for 9 months – an extra 0.5% is available for workers who earn €10.25 or less an hour – 2.5% April 1, 2007 for 6 months – 2.5% October 1, 2007 for 6 months –
Malta	Increase in wages become effective every 1st January of each year. They tend to be given in fixed amounts rather than as percentages. Average pay rise is of approx. €2.5-3 per week.
Netherlands	– On average 1.33% per year: 01.07.2006: 0.5% structural 01.09.2006: 0.5% one time 01.01.2006: 1.25% structural 01.07.2006: 0.75% one time 01.07.2007: 1.25% – plus: less pension – premium structural: 1.4%
Norway	Increase from 2005-2006: 3,3% One-off payment from 1st .April 2006 1 NOK = 0,6%
Slovak Republic (Electro-technical Industry)	01.01.2006: 6,2% increase
Slovak Republic (Engineering)	01.01.2006: 6,1% increase
Slovak Republic (Metallurgy)	Grow of average monthly labour cost in year 2005 – 900 Sk/Month = cca. 4 % of salary growth. Grow of average monthly labour cost in year 2006 – 1 100 Sk/Month = cca. 4,3 % of salary growth.
Slovak Republic (IS Divident)	01.03.2006: 4% increase
Slovenia	01.08.2006: 2% increase (result of negotiations on country level)
Sweden	01.04.2004: 1,7 %; 01.04.2005: 2,5 %; 01.04.2006: 2,6 %
Switzerland	2006: real wages increases between 1% and 2% (differs according to the company)

4.2.2 Results: Working time

As in former years, some trade unions were faced with a tough attack from the employers aimed at increasing weekly or annual working time or at least making working time more flexible. Trade unions are busy maintaining recent collectively agreed working time or – as mentioned before – are trying to shorten working time by obtaining additional days or hours off (Christmas, lunch-breaks, etc.).

Table 12: Results: Working Time

Austria	– Metal industry: Extension of reference period for averaging out working time to 38,5 from six to nine weeks, providing that hours per week can run to 48 without bonus. Hours that could not be averaged out attract overtime premium. – Electrical and electronics industries: Improvements regarding reconciliation of work and family duties (flexibility measures, night-, shift work in line with personal needs, interests of workers concerned). Application of Extended bandwidth model (working time scheme varying between 32 and 45 hours) also for shift work (normal two-three shift operation); reference period for averaging out extended from 52 weeks to a 78 weeks
Belgium	No changes
Croatia	Not negotiated
Czech Republic	Not negotiated
Denmark	Collective agreement 2004 still valid: - Special clauses are introduced on varied weekly working time No changes in the maximum period of variation. Where today the majority of workers in a group had to accept varied weekly working time and it applied to the whole group, a system can now be introduced on a voluntary basis, provided the shop-steward approves. - The clause, introduced in the agreement in 2000, which made it possible to make experimental schemes which might modify the agreement, primarily on working time, has been changed to allow such a scheme to go ahead on the basis of local agreements between the shop-stewards and the enterprise. It is no longer necessary to acquire approval by the unions. This possibility exists only where there is a shop-steward. This clause expires with the expiration of the agreement and will have to be specifically renewed in 2007 if we want to continue it.
France	Agreement signed which integrates all the new flexibilities offered by the last legislative regulations: – Concerning overtime, the annual contingent (Possible number of extra hours a year and by employee) is increased from 180 to 220 hours at the free disposal of the employer and from 150 to 175 hours in case of annualized schedule. – Legal rises will be applied from the first overtime (extra hour) except for the small companies (20 employees or less) which stay in the current derogatory system (Possibility of decreasing the rise of the payment/premium for overtime), and companies having concluded a different agreement before the new branch agreement. – It is also possible to go beyond this contingent depending on the work organization for those employees who so wish. – Working time account can be transformed in payment and it is the employer who clarifies the reserved mode of valuation. It is also the employer who decides on the use of the working time account (liquidation, transfer or financing of a leave or a part-time). The employer can foresee in regular periodicity the liquidation (the end) of a part or a totality of vested interests registered on the account. The rate of appreciation for the capitalized elements, which was 3 %, fell back to 2,50 % on February 1st, 2006. – The possibility of calculating working time on the basis of a fixed number of days a year is opened (for certain professions) to the employees not white collar workers (the manual workers) from the coefficient 190.
Germany	Paid Break (affects only the Region of Baden-Württemberg): An agreement was concluded to the issue of paid break and other regulations about working time conditions for assembly-line-workers, piecework workers etc. in the South-West of Germany. All those workers who have to do repetitive manual work within short cycle and who have to do jobs which require high concentration (test and control jobs) will still have the right to a 5-minute paid break per hour. The definition, whether a job belongs to that group or not, is a matter of negotiations between works council and management. Approximately 90 thousand workers are affected by that agreement.
Greece	Not negotiated
Hungary	No changes
Italy	Experimental hourly flexibility for market reasons (beyond to work overtime): 64 hours/year to use for weekly working hours from 32 h. minimum to 48 h. maximum. Those experimental schedules of working hours must to be negotiated with workers representatives in the plant. The experimentation will finish on 31st July 2006, if will not be successful the negotiation about atypical work contracts (clause of guarantee)
Ireland	Not negotiated
Malta	Not negotiated
Netherlands	38 hours, but longer is possible under restrictions: at company level the employer can decide with the Works Council to work 39 hours a week. Individual workers have to right to refuse that if they wish to keep the extra free time (24 hours per year). At collective level the 38-hour working week is still the standard norm.
Norway	Not negotiated
Slovak Republic	Not negotiated
Slovenia	Not negotiated
Sweden	01.04.2006: Reduction with 0,5% (10 min per week)
Switzerland	No substantial variations, current stand: 2'080 h/year (40 h/week)

4.2.3 Results: Training

In contrast to former years, training was the main focus of trade unions beside the negotiations on wages. Hence, we can see the implementation of the EMF Common Demand for

2005-2008. Due to its important a special report of the Collective Demand will be published soon.

Table 13: Results: Training

Austria	– Electrical and electronics industries: Breakthrough for educational leave for all workers/employees! For 2006 and 2007 annual educational leave of two paid working days; gradual extension to a full week off for educational purpose foreseen. – Temporary Agency Workers: The social partners agreed on educational leave for temporary workers in caring professions in hospitals for a maximum of 8 hours per year on the basis of at least 4-months employment with the hiring out agency. Continuation of work within the bilateral working group on a common cross company educational fund for temporary agency workers.
Belgium	- Maintaining contribution of 0,1% for training of specific groups (e.g. long-term unemployed, unskilled, immigrants, youngsters….) - Maintaining the existing training efforts at company level: 0,9% of total working hours of blue-collar workers should be spent on vocational training. If no efforts are to be seen , no financial sectoral support - New: 0,1% contribution for regional training facilities
Croatia	Not negotiated
Czech Republic	Implementation of the EMF common demand in reduced scope
Denmark	Collective agreement 2004 still valid; no changes
France	National collective agreement 2004 still valid; no changes
Germany	An agreement has been concluded which is pretty similar to the already existing collective agreement valid for the region of Baden-Württemberg (South-West of Germany).Main contents: - Right of each employee to an annual consultation about his individual need for training and about appropriate measures to meet that need. - Companies are obliged to give an annual training report and to develop an annual training concept, containing the training measures planned, and to discuss it with the works council - Costs and time off for training: Generally speaking, all measures which are supposed to maintain or to enhance the skills needed at the work-place are completely financed by the company. Training and further education for personal purposes have to be paid by the employee but can be supported by the company.
Greece	Not negotiated
Hungary	Not negotiated
Italy	A lot of hours for training and education of the young workers in the new National Collective Agreement for Apprenticeship
Ireland	If workers get a week off for training in a year this would be wroth 2% to them
Netherlands	- 0.45% of the wage sum for 2005, 0.45% in 2006 and 0.4% in 2007 and 0.2 for the first 3 months in 2008 for employment and training fund. - Employability: developing best practices - Extra employment for youngsters: 200 unemployed youngsters per year can obtain training. - Recognition of Gained Competences: employers can get 750€ per employee under this project.
Norway	Every worker has the right to have their competence documented
Slovak Republic	Employers agreed on global commitment to get free time for lifelong learning, the concrete agreements have to be agreed on company level
Slovenia	Not negotiated
Sweden	No changes (Collective agreement still valid)
Switzerland	Not negotiated

4.2.4 Results: Older workers

“Older Workers” have always played an important role for the trade unions with both solutions for “active aging” within the company (e.g. part-time work solutions) and regulations for ensuring a good standard of living after finishing active working life (e.g. early retirement, additional retirement payments) being obtained.

Table 14: Results: Older workers

Austria	Not negotiated
Belgium	Early retirement: - At the age of 58 for men and women after a career of 25 years - At the age of 56 for men and women after a career of 33 years of which 20 years’ night work - At the age of 55 for women after a career of 38 years - At the age of 55 for men and women working part-time At regional or company level: if agreements exist they are continued
Croatia	Not negotiated
Czech Republic	Not negotiated
Denmark	National agreement 2004 still valid: Pensions payments will be increased as follows: Blue-collar Employers' contribution / Workers' Contribution 1. July 2005: 0,6 % 0,3 % 1. July 2006: 0,6 % 0,3 % White-collar Employers' contribution / Workers' Contribution

	1. July 2005: 0,6 % 0,3 % 1. July 2006: 0,6 % 0,3 % This means that the white-collar groups will catch up with the percentage of the blue-collar workers. The difference until now was for historical reasons.
France	Not negotiated
Germany	Capital building payment of 319 € annually (that contract was expired!) will continue - but the purpose of the payment will be transformed and restricted to a payment for an additional pension.
Greece	Not negotiated
Hungary	Not negotiated
Italy	Not negotiated
Ireland	Outcome is not such that it can be quantified in percentage terms
Malta	Not negotiated
Netherlands	We keep our pension system, without increasing the premiums, and retirement at 62. We achieve this by using the full fiscal space that makes it possible to do so without extra costs. There is an extra possibility to save time or money for leave during your working life or leave employment earlier, but it is an individual saving system, fiscally arranged by our government. (i.e. only for the richer people).
Norway	Not negotiated
Slovak Republic	Not negotiated
Slovenia	Not negotiated
Sweden	Not negotiated
Switzerland	Not negotiated

4.2.5 Results: Equal treatment

Equal treatment is an important and broad policy field. The harmonization of labour conditions, e.g. for men and women as well as the integration of handicapped persons, is gradually improving within the collective agreements. Although the share of trade union demands have slightly increased in comparison which recent years, the topic is not of increasing relevance when it is coming to the results of the negotiation process.

Table 15: Results "Equal treatment"

Austria	Not negotiated
Belgium	Not negotiated
Croatia	Not negotiated
Czech Republic	Not negotiated
Denmark	Running collective agreement; no changes
France	Not negotiated
Germany	Not negotiated
Greece	Not negotiated
Hungary	No agreement
Italy	Not negotiated
Ireland	Outcome is not such that it can be quantified in percentage terms
Malta	Not negotiated
Netherlands	Running collective agreement; no changes
Norway	Not negotiated
Slovak Republic	Not negotiated
Slovenia	Not negotiated
Sweden	Running collective agreement; no changes
Switzerland	Not negotiated

4.2.6 Results "other issues"

Since the results in this chapter are even broader and more diversified than those under "equal treatment", we have not attempted to summarise or establish the average of the results. Please find them listed in Table 16.

Table 16: Results "other issues"

Austria (Electrical and Electronics Industry)	– Electrical and Electronics industry: Common travel allowance scheme for both workers categories takes effect-last step to equal treatment of blue and white collar workers also in the payment of per-diem allowances : common allowance rates for overnight/per-diem allowances – Metal and Mining Industry: The common pay system for blue and white collar workers, agreed during last year´ s bargaining round, will finally come into force on 1 November 2005. The introduction of a new modern-

	ised pay system marks the end of the traditional unequal treatment of blue collar workers also in terms of pay and job classification, while equal application of labour law was achieved by GPA and GMT gradually over the last years. The new pay and grading system specifies – 11 newly designed grades; 5 automatic pay increments (increase), fixed as a certain percentage of the collectively agreed minimum pay for each grade, with 2 higher and 3 lower pay increments – Pay increments (increases) in each grade will fall due after 2,4,6,9,12 years in a grade The new system applies to all employees/workers, not only to newly recruited ones. Transitional provisions should guarantee that each worker will receive at least one pay increment (automatic pay increase) from 1 November 2005 till October 2008. – Car mileage increase to the amount of statutory car mileage rate
Belgium	Not negotiated
Cyprus	Launch of employers' contribution (0,3-0,5%) to the welfare fund
Czech Republic	Not negotiated
Denmark	Running collective agreement; no changes
France	Not negotiated
Germany	Not negotiated
Greece	Not negotiated
Hungary	Not negotiated
Italy	Ongoing negotiation about the rights for atypical work contracts: maximum limitations to use, guarantees to go past at standard work contract (time indefinite). NO result about the rules for the expansion collective bargaining of second level in all small and micro companies' trough territorial (or local) collective agreements. With regard this issue the only result have been the payment of 130,00 euros/year to title "Element of guarantee" for all metalworkers without company collective agreement
Ireland	Outcome is not such that it can be quantified in percentage terms
Malta	Not negotiated
Netherlands	– Reintegration of ill workers. If possible reintegration in the same company and job, if not, there is an obligation for employers to search for a job outside the company. 100% wage in the 1st year of illness and 80% in the 2nd year. Workers who return to work part-time (because of their health problems) get 100% in the 1st year and 90% in the 2nd year. – Childcare: employers pay 1/6th of the costs, 0.3% of the wage sum.
Norway	– Secured pension agreement who gives the employees opportunity to retire by the age of 62 until 2010. Then we will have a new Social Security Act in Norway which will give all citizens the opportunity to retire by the age of 62. The retirement age in Norway today is 67 by law. – Social dumping agreement we made who gives the local union representatives the right to get documented wage and working conditions to hired workers in the plant. The local employer has the duty to document this information.
Slovak Republic	No agreement
Slovenia	Not negotiated
Sweden	Running collective agreement; no changes
Switzerland	Not negotiated

5 Evaluation of the EMF Co-ordination Rule

The EMF co-ordination rule was proposed by the 3rd Collective Bargaining Conference in 1998 and later confirmed by the EMF Executive Committee and the EMF Congress in 1999. It is an important part of the overall EMF political project: to strengthen the co-ordination of collective bargaining policies and provide an answer to the possible downward spiral of cost-competitive wage bargaining.

We would just like to recall that the EMF co-ordination rule states "that the main reference point for the EMF affiliates must be to maintain purchasing power and achieve a balanced participation in productivity increases". The implementation is part of the sovereignty of the individual unions, and among other elements mentions income redistribution, improved wages and salaries, job-creation, including training and reduced working time, new forms of work organisation, fostering equal opportunities and early retirement. The co-ordination rule should be interpreted to include the "whole collective bargaining package" – and not only the wage elements.

We maintain that:

a) The bargaining figure to enter into the comparison is at all times the nationally reported figure for the whole collective bargaining package; in the report we call it "the value of the whole agreement" (VOWA)

b) VOWA is then compared with the inflation and productivity figures delivered by the national trade unions. These statistics are the basis for the negotiations and are sometimes estimations (usually the foreseen inflation or productivity rate) or special figures (like the producer prices that the Dutch colleagues use). The advantage of this comparison is that these are the figures that trade unions actually deal with in their own countries and they are the basis for their legitimacy vis-à-vis their members. The disadvantage is that they are of no use for European comparison and benchmarking.

b) To ensure the European comparability of the figures, the national bargaining results are then compared with the Eurostat figures for consumer price inflation for the entire economy and the OECD figures for productivity growth.

c) Since last year, productivity growth should be included as "Productivity per hour worked". The advantages of this kind of figures are described in the chapter below. As 2005 and 2006 figures are not available until now, the growth of the GDP per head is used as a proxy but will be substituted as soon as proper data are available. For countries not members of the EU, we have to rely on OECD data. This is not a satisfying solution because Eurostat and OECD data are not consistent.

This EUCOB@ REPORT intends to continue the good tradition of the "economic" evaluation of the national collective agreements in the light of the EMF co-ordination rule. We know that an economic type of evaluation such as this can be only one part of an evaluation of the EMF co-ordination rule, because it focuses only on the collective bargaining "result" side and is not able to include the negotiation "processes" and the role of the EMF co-ordination rule in that respect. But it has always been clear that the EMF co-ordination rule is a "policy rule" and not just a mathematic formula. Therefore a "political evaluation" of the EMF co-ordination rule will be provided at the EMF Collective Bargaining Conference in October 2005 in Rome. This assessment will be subsequently added to the EUCOB@ REPORT 2005 as an appendix.

5.1 The economic data: "National figures" or "European figures"?

Collective bargaining negotiations are based on economic developments (inflation, productivity) that will occur in the future. In order to give an evaluation of the collective bargaining results we decided to show both the Eurostat figures and the figures used by the trade unions at the very beginning of their negotiations with the employers' organisations.

This permits at least two things: firstly, a comparison of the two sets of figures (Eurostat and trade union figures) to see how precise the estimations have been, and secondly, if there are huge differences between the trade unions estimations and the definitive Eurostat figures, to see why that has occurred.

Table 17: Macro-economic parameters 2005 (as a %)

	Price development		Productivity		Unemployment (TU figures)
	TU	EUROSTAT (HICP) (1)	TU	OECD (per hour worked) (2)	
Austria	+2,5	+2,1	+0,8	+1,2	4,6 %(Eurostat) 7,2 % (national figure)
Belgium	+2,26	+2,5		-0,5	
Croatia	+3,3	+ 3,3(3)	+3,6	n.d.	18,0
Czech Republic	+1,7	+3,5		+6,8	
Denmark	+1,8	+1,7	+2,1	+1,4	4,8
France	+1,8	+1,9		+1,4	9,5
Germany	+2,0	+1,9	+1,4	+1,2	9,1
Greece		+3,5		+2,7	
Hungary	+3,6	+3,5	+1,0	+4,2	7,3
Ireland	+2,5	+2,2	+2,0	+1,1	n.d.
Italy	+2,2	+2,2	+0,4 (sectoral)	+0,4	7,7
Malta	+2,4	+2,5		n.d.	
Netherlands	+1,25	+1,5	+2,25	+0,7	7,0
Norway	+1,6	+1,6		+1,5	3,0
Slovak Republic	+2,7	+2,5	8,8	+4,4	16,2
Slovenia	+2,7	+2,5	+5,2 (added value) +3,9 GDP	n.d.	6,6 (ILO) 10,0 (registered)
Sweden	+2 %	+0,8	+3,0	+2,1	4,5
Switzerland	+1,2	+1,2	+2,6	+2,8	3,76

(1) Source: Eurostat
(2) Source: OECD Economic Outlook December 2006, forthcoming
(3) Source: World Economic Outlook Database, September 2006

Table 18: Macro-economic parameters 2006 estimates (as a %)

	Price development		Productivity		Unemployment (TU figures)
	TU	EUROSTAT (HCPI)*	TU	OECD (per hour worked)	
Austria	+1,9	+1,9	+1,1	not available	2,5
Belgium	+1,65	+2,6			
Croatia		+3,5(2)	+4,6		17,6
Czech Republic	+0,98	+2,4			
Denmark	+2,0	+2,0	+1,8		4,4
France	+1,9	+2,1			8,9
Germany	+1,6	+2,1	+1,7		8,4
Greece		+3,5			
Hungary	+4,0	+3,0			
Ireland	+2,7	+2,7	+2,0		4,0
Italy	+2,1	+2,3	+1,1		7,6
Malta	+3,1	+3,1			
Netherlands		+1,7			
Norway	+2,1	+2,2			2,8
Slovak Republic	+3,5	+4,1	-2,8		15,8
Slovenia	+2,3	+2,7	+4,0		6,6 (ILO) 9,6 (registered)
Sweden	+2,0	+1,4	+3,0		4,5
Switzerland	+1,1	+1,2	+1,6		3,6

(1) Source: Eurostat
(2): World Economic Outlook Database, September 2006

What we can see in general is that both the inflation rates and productivity growth are at a relatively low level. The exceptions are most of the NMS where both inflation and productivity growth is higher than the average. Unfortunately, the unemployment rate is moving only slightly and remains at a relatively high level.

5.2 Productivity: “per Person” or “per hour worked”?

As we underlined in the EMF Co-ordination Rule, productivity – as well as the inflation rate – is a key contributor to income levels. Using more capital and bringing more people into the labour force can help to increase total production in the European economy. But this may do little to increase average incomes for individual employees.

Trade union policy is based on the fact that increases in productivity, that are needed to increase average incomes, require a combination of:

- The entrepreneurial drive to identify and take advantage of new market opportunities for innovative products and services. This requires ongoing efforts to understand international and domestic markets, the capability to come up with and develop innovative ideas, and the capability to effectively manage firm growth and meet customer needs;
- increasing the amount produced from investment and labour. This, too, requires an appropriately skilled labour force.

The composition of the labour force has changed significantly over time. More jobs are non-standard (i.e. part-time, temporary, self-employed) and the distribution of hour worked has become more polarised. If labour input is measured in terms of the number of workers, comparisons through time and across countries can be adversely affected by differences in the mix of standard and non-standard workers. Accordingly, the ILO recommends measuring labour input as the total number of hour worked (ILO, 1962). The 1993 manual for the System of National Accounts refers to the same definition when describing the total hours of work as the most appropriate measure of the total volume of work (System of National Accounts 1993, p. 410).

Until the 2004 report, EUCOB@ has used Eurostat productivity statistics. Eurostat produces the structural indicators from the ratio between GDP expressed in purchasing power standards and the number of persons employed or the hours actually worked in the economy. For the EU and its Member States, Eurostat uses National Accounts labour data for both total persons employed and hour worked. However, hours actually worked data do not always reach the same standard of reliability as other national accounts data. This problem is currently addressed within the European Statistical System, and hour worked data is expected to achieve a higher degree of harmonisation in the mid-term future. Eurostat does not currently receive explicit data in respect of hour worked from some Member States, and therefore multiplies the number of persons employed by average hour worked per year. In most cases, the figure for average hour worked per person are drawn from OECD’s published figures. Because of this, it seems reasonable to use those “original” figures. However, the disadvantage is a delay in time, as the OECD has not published 2005 figures until now. They will be added to the report as soon as possible.

Table 19: Comparison Productivity growth, year 2005, annual growth rate in percent

	Eurostat: real GDP per employed	OECD: productivity per hour worked	Trade Unions: national productivity
Austria	+1,3	+1,2	+0,8
Belgium	+0,3	-0,5	
Croatia		n.d.	+3,6
Czech Republic	+5,0	+6,8	
Denmark	+2,4	+1,4	+2,1
France	+1,2	+1,4	
Germany	+1,5	+1,2	+1,4
Greece		+2,7	
Hungary	+3,7	+4,2	+1,0
Ireland	-0,1	+1,1	+2,0
Italy	+0,4	+0,4	+0,4 (sectoral)
Malta	+1,9	n.d.	
Netherlands	+1,7	+0,7	+2,25
Norway		+1,5	
Slovak Republic	+3,8	+4,4	8,8
Slovenia	+3,1	n.d.	+5,2 (added value) +3,9 GDP
Sweden	+2,0	+2,1	+3,0
Switzerland	+2,6	+2,8	+2,6

5.3 The value of the whole agreement (VOWA)

In contrast to recent years, an explicit question on the VOWA was missing in this year's questionnaire. The intention was to calculate the VOWA based on the reported results of the collective bargaining rounds in a uniform manner and, hence, improve the quality of the report. Although this approach is leading in the right direction, it turns out that questions on the negotiated results did not lead to an improved quality of the data. Consequently, the reliability of the reported VOWA could not be improved. For the future, questions that are more detailed should be included in the questionnaire that allow EUCOB@ reporters on the national level to report the value of the agreement in an improved and harmonised manner.

Table 20: Value of the whole agreement (VOWA) 2005 (as a %)

	Wages	Working time	Vocational training	Pensions, early retirement	Equal treatment	Other elements	VOWA
Austria	n.d.						n.d.
Belgium	2,26		+0,1			+0,1	+2,46
Croatia	6,5						+ 6,5
Czech Republic	Min. 2,0 Max 7,3						Min. 2,0 Max 7,3
Denmark	3,25						3,25
Germany	+2,6						+2,6
Greece	n.d.						n.d.
Hungary	+6,5						+6,5
Ireland	n.d.						n.d.
Italy	n.d.						n.d.
Malta	n.d.						n.d.
Netherlands	+1,0		+0,45			+0,3	+1,75
Norway	n.d.						n.d.
Slovak Republic (Engineering)	E1: +10,0 E2: +4,5						E1: +10,0 E2: +4,5
Slovak Republic (Metallurgy)	4,0						4,0
Slovak Republic (Forging and foundry)	+0,0						+0,0
Slovenia	n.d.						n.d.
Sweden	2,3						2,3
Switzerland	2,3						2,3

Table 21: Value of the whole agreement (VOWA) 2006 (as a %)
The trade union focus in 2005 and 2006, as in previous years, is on wages.

	Wages	Working time	Voca-tional training	Pensions, early re-tirement	Equal treat-ment	Other elements	VOWA
Austria (Electrical & Electronics)	2,6						2,6
Austria (Metal and Mining)	3,1						3,1
Austria (Craft sector)	2,8						2,8
Belgium	2,56		+0,1				+2,66
Croatia	5,6						5,6
Czech Republic (Aerospace)	2-3,5						2,75
Czech Republic (Electro-technical)	5,4						5,4
Czech Republic (Foundries)	3,0						3,0
Denmark	0,95 + x[1]						n.d.
Germany	3,4						3,4
Greece	4,0						4,0
Hungary	Min. 2,0 Max. 12,0						Min. 2,0 Max. 12,0
Ireland	4,03						4,03
Italy	3,88						3,88
Malta	1,0						1,0
Netherlands	1,33		+0,45			+0,3	+1,75
Norway	3,35						
Slovak Republic (Engineering)	6,1						6,1
Slovak Republic (Metallurgy)	4,3						4,3
Slovak Republic (Forging and foundry)	3,4						3,4
Slovenia	2,0						2,0
Sweden	2,575	0,375					2,95
Switzerland	1,5						1,5

[1] A substantial part of the VOWA stems from negotiations at enterprise level. The figures for 2006 will not be available before springtime 2007.

5.4 The balance sheet of VOWA in the light of the co-ordination rule

The next step we have to deal with is the evaluation of the concluded agreements in the light of the EMF co-ordination rule.
The EMF co-ordination rule states that the main reference points should be "maintaining purchasing power" and "achieving a balanced participation in productivity increases".
Thus, the first step is to compare the VOWA with the inflation rates. In order to be in line with the EMF co-ordination rule the VOWA has to be at least above the inflation rate.
Secondly, we have to compare the remaining value with labour productivity. The EMF co-ordination rule states that based on the sovereignty of the individual unions it is up to them to decide how the leeway of bargaining is taken up; different elements are mentioned: income redistribution, improved wages and salaries, job-creation, including training and reduced working time, new forms of work organisation, fostering equal opportunities and early retirement.
We know that the trade unions have different interpretations as to what "a balanced participation" means. What we do, however, is to compare the complete value of the productivity development with the VOWA. We leave the interpretation, i.e. as to whether they have reached a "balanced" participation or not, to the trade unions in accordance with their sovereignty.
As stated earlier, we decided to take both the figures delivered by the trade unions and the Eurostat / OECD figures into consideration. This allows us to describe the situation from a

national point of view (with the national figures) as well as have a comparative benchmark.
In recent years, the VOWA was calculated by the trade unions themselves and a special question on the VOWA was included in the questionnaires that go to the correspondents. This question was missing in this year's questionnaire with the intention to calculate the VOWA in the framework of the EMF secretariat and, hence, have a more harmonised picture of the developments. However, it turned out to be a somewhat complicated task and in the future more detailed questions on the results of the bargaining process must be included in the questionnaire in order to achieve this aim.

5.4.1 Balance sheet 2005 and 2006 with Trade Union figures

In **2005** all of the EMF affiliates that have sent figures concluded agreements that are higher than the inflation rate, the only negative OIR occurs in the forging and foundry sector of the Slovak Republic. However, the full amount of inflation plus productivity could not be realised throughout the participating countries.

Table 22: Balance Sheet 2005 (TU Figures) (as a %)

		minus		**minus**	
	VOWA[1]	**Price development[1]**	OIR (offset inflation rate)	**Productivity development[1]**	BPPG (balanced participation productivity growth)
Austria	n.d.	2,5		0,8	
Belgium	2,46	2,26	**0,2**		
Croatia	6,5	3,3	**3,2**	3,6	**-0,4**
Czech Republic	Min. 2,0 Max 7,3	1,7	**Min. 0,3** **Max. 5,6**		
Denmark	3,25	1,8	**1,45**	2,1	**-0,65**
Germany	2,6	2,0	**0,6**	1,4	**-0,8**
Greece	n.d.				
Ireland	n.d.	2,5		2,0	
Italy	n.d.	2,2		0,4	
Malta	n.d.	2,4			
Netherlands	1,75	1,25	**0,5**	2,25	**-1,75**
Norway	n.d.	1,6			
Slovak Republic (Engineering)	E1: +10,0 E2: +4,5	2,7	**E1: 7,3** **E2 1,8**	8,8	**E1: -1,5** **E2: -7,0**
Slovak Republic (Metallurgy)	4,0	2,7	**1,3**	8,8	**-7,5**
Slovak Republic (Forging and foundry)	+0,0	2,7	**-2,7**	8,8	**-11,5**
Slovenia	n.d.	2,7		3,9	
Sweden	2,3	2,0	**0,3**	3,0	**-2,7**
Switzerland	2,3	1,2	**1,1**	2,6	**-1,5**

(1) Source: Trade unions

In **2006** most of the countries will be equal or above the inflation rate. As far as the balanced participation in productivity growth (BPPG) is concerned - based on the current figures - only the metal and mining industries in Austria and the agreements in Germany as well as Italy may reach or exceed the full amount of inflation plus productivity. For the rest of the surveyed countries the results are still unknown or forecasts are below the margin.

Table 23: Balance sheet 2006 (TU figures) (as a %)

		minus	**=**	**minus**	**=**
	VOWA[1]	**Inflation[1]**	**OIR**	**Productiv-ity[1]**	**BPPG**
Austria (Electrical & Electronics)	2,6	1,9	**0,7**	1,1	**-0,4**
Austria (Metal and Mining)	3,1	1,9	**1,2**	1,1	**+0,1**
Austria (Craft sector)	2,8	1,9	**0,9**	1,1	**-0,2**
Belgium	+2,66	1,65	**1,01**		
Croatia	5,6			4,6	
Czech Republic (Aerospace)	2,75	0,98	**1,77**		
Czech Republic (Electro-technical)	5,4	0,98	**4,42**		
Czech Republic (Foundries)	3,0	0,98	**2,02**		
Denmark		2,0		1,8	
Germany	3,4	1,6	**1,8**	1,7	**+0,1**
Greece	4,0				
Hungary	Min. 2,0 Max. 12,0	4,0	**Min. -2,0** **Max. 8,0**		
Ireland	4,03	2,7	**1,33**	2,0	**-0,67**
Italy	3,88	2,1	**1,78**	1,1	**+0,68**
Malta	1,0	3,1	**-2,1**		
Netherlands	+1,75				
Norway		2,1			
Slovak Republic (Engineering)	6,1	3,5	**2,6**	2,8	**-0,2**
Slovak Republic (Metallurgy)	4,3	3,5	**0,8**	2,8	**-2,0**
Slovak Republic (Forging and foundry)	3,4	3,5	**-0,1**	2,8	**-2,9**
Slovenia	2,0	2,3	**-0,3**	4,0	**-4,3**
Sweden	2,95	2,0	**0,95**	3,0	**-2,05**
Switzerland	1,5	1,1	**0,4**	1,6	**-1,2**

(1) Source: Trade unions

5.4.2 Balance sheet 2005 and 2006 with official figures

In **2005** most EMF affiliates that have sent figures concluded agreements that are higher than the inflation rate. Seemingly, only Belgium and parts of the engineering sector of the Slovak Republic achieved the full amount of inflation plus productivity. In Belgium this is only due to the negative growth of productivity in 2005.

Table 24: Balance Sheet 2005 (Eurostat / OECD figures) (as a %)

		minus		**minus**	
	VOWA(1)	**Price development**(2)	OIR (offset inflation rate)	**Productivity development** (GDP per hour worked) (3)	BPPG (balanced participation productivity growth)
Austria	n.d.	2,1		*1,2*	
Belgium	2,46	2,5	**-0,04**	*-0,5*	***0,46***
Croatia	6,5	3,3(4)	**3,2**	*4,3*(4)	***-1,1***
Czech Republic	Min. 2,0 Max 7,3	3,5	**Min. -1,5 Max. 3,8**	*6,8*	***Min. -8,3 Max. -3,0***
Denmark	3,25	1,7	**1,55**	*1,4*	***-0,15***
Germany	2,6	1,9	**0,7**	*1,3*	***-0,6***
Greece	n.d.	3,5		*2,7*	
Hungary	6,5	3,5	**3,0**	*4,2*	***-1,2***
Ireland	n.d.	2,2		*1,1*	
Italy	n.d.	2,2		*0,4*	
Malta	n.d.	2,5			
Netherlands	1,75	1,5	**0,25**	*0,7*	***-0,45***
Norway	n.d.	1,6		*1,5*	
Slovak Republic (Engineering)	E1: +10,0 E2: +4,5	2,5	**E1: 7,5 E2: 2,0**	*4,4*	***E1: 3,7 E2: -1,8***
Slovak Republic (Metallurgy)	4,0	2,5	**1,5**	*4,4*	***-2,3***
Slovak Republic (Forging and foundry)	0,0	2,5	**-2,5**	*4,4*	***-6,3***
Slovenia	n.d.	2,5			
Sweden	2,3	0,8	**1,5**	*2,1*	***-0,6***
Switzerland	2,3	1,2	**1,1**	*2,8*	***-1,7***

(1) Source: Trade unions
(2) Source: Eurostat
(3) Source: OECD
(4) Source: World Economic Outlook Database, September 2006; Productivity GDP per head

Table 25 shows that in **2006** most of the countries (Austria, Belgium, Croatia, Czech Republic, Germany, Greece, Hungary, Ireland, Italy, the Netherlands, the Slovak Republic, Sweden and Switzerland) will be above the inflation rate. For some countries it is too early to say what the final result will be (Denmark, Norway).
The following can be said as far as the balanced participation in productivity growth (BPPG) is concerned: based on the current projections Italy and Germany may reach or transgress the full amount of inflation plus productivity, with Sweden being very close to BPPG.
As OECD-data on productivity per hour worked is not available now, the forecasts of the European Commission for the growth of GDP per Head are used as a first-hand proxy. The limitations and problems of this concept have been discussed before and the OECD data will be included as soon as possible.

Table 25: Balance sheet 2006 (Eurostat/OECD figures) (as a %)

		minus		**minus**	
	VOWA(1)	**Price devel-opment**(2)	OIR (offset inflation rate)	**Productivity development** *(provisional GDP/head)* (3)	BPPG (balanced participation productivity growth)
Austria (Electrical & Electronics)	2,6	1,8	**0,8**	*1,9*	***-1,1***
Austria (Metal and Mining)	3,1	1,8	**1,3**	*1,9*	***-0,6***
Austria (Craft sector)	2,8	1,8	**1,0**	*1,9*	***-0,9***
Belgium	2,66	2,5	**0,16**	*1,3*	***-1,14***
Croatia	5,6	3,5(4)	**2,1**	*4,6*(4)	***-2,5***
Czech Republic (Aerospace)	2,75	2,4	**0,35**	*4,6*	***-4,25***
Czech Republic (Electro-technical)	5,4	2,4	**3,0**	*4,6*	***-1,6***
Czech Republic (Foundries)	3,0	2,4	**0,6**	*4,6*	***-4,0***
Denmark		1,9		*2,7*	
Germany	3,4	2,0	**1,4**	*1,4*	***0,0***
Greece	4,0	3,4	**0,6**	*2,2*	***-1,6***
Hungary	Min. 2,0 Max. 12,0	3,2	**Min. -1,2** **Max. 10,8**	*4,1*	***Min. – 5,3*** ***Max. 6,7***
Ireland	4,03	2,6	**1,43**	*2,0*	***-0,57***
Italy	3,88	2,3	**1,58**	*1,1*	***0,48***
Malta	1,0	3,2	**-2,2**	*1,4*	***-3,6***
Netherlands	1,75	1,7	**0,05**	*1,8*	***-1,75***
Norway		2,2		*0,8*	
Slovak Republic (Engineering)	6,1	4,3	**1,8**	*4,8*	***-3,0***
Slovak Republic (Metallurgy)	4,3	4,3	**0,0**	*4,8*	***-4,8***
Slovak Republic (Forging and foundry)	3,4	4,3	**-0,9**	*4,8*	***-5,7***
Slovenia	2,0	2,6	**-0,6**	*3,7*	***-4,3***
Sweden	2,95	1,4	**1,55**	*1,8*	***-0,25***
Switzerland	1,5	1,1	**0,4**	*1,4*	***-1,0***

(1) Source: Trade unions
(2) Source: Eurostat, September 2006
(3) Source: European Commission, European Economy Spring 2006, own calculations
(4) Source: World Economic Outlook Database, September 2006; Productivity GDP per head

5.5 Mid-term evaluation of collective agreements

There are many reasons for comparing the trade union collective agreement outcome figures not just on a single year basis but over the long term. Here is just one example: most of the agreements are valid for more than one year, as seen in Chapter 2.1. Traditionally trade unions try to put the higher wage increase at the beginning of the period of validity of the agreement. So, in a 2-year agreement, they could for example lie above the EMF co-ordination rule in the first year and below the sum of inflation and productivity increase in the second year. They could however attain the “goal” of the EMF co-ordination rule on average.
For comparability reasons, we use in this chapter the results obtained from the comparison of VOWA with the Eurostat and OECD figures. As said before, this ensures provision of a neutral evaluation of the collective bargaining results in the light of the EMF wage coordination rule.

5.6 Year-by-year analysis 2000 - 2006

As we can see in Tables 26 and 27 most of the countries regularly manage to maintain the purchasing power of their members (Austria, Belgium, Croatia, Czech Republic, Denmark, Finland, Germany, Greece, Hungary, Ireland, Netherlands, Norway and Switzerland). In Italy and Sweden, the situation has improved compared to recent years.

Table 26: OIR of Collective Agreements 2000-2006
(VOWA compared with Eurostat / OECD statistics)

	OIR = Offset Inflation Rate (VOWA minus HICP)						
	2000	**2001**	**2002**	**2003**	**2004**	**2005**	**2006**
Austria	+1,5	+0,6	+0,94	+0,8 – 1,1	+0,5	n.d.	+0,8 – +1,3
Belgium	+0,5	+3,17	+1,6	+0,95	+1,42 - +1,72	-0,04	+0,16
Croatia					+4,4	+3,2	+2,1
Czech Republic				2,6-10,01	+0,3	-1,5 to 3,8	+0,35 – +3,0
Denmark	+1,4	+1,8	+1,5	+1,6	+1,65	+1,55	n.d.
Germany	+1,9	+0,5	+2,7	+2,1	+1,6	+0,7	+1,4
Greece	+2,1	+1,3	-0,9	n.d.	n.d.	n.d.	+0,6
Hungary	N.d.			+3,9	+1,7	+3,0	-1,2 – +10,8
Ireland	+0,2	0	n.d.		n.d.	n.d.	+1,43
Italy	-1,4	-0,55	-0,85	-0,5	+0,1	n.d.	+1,58
Malta						n.d.	-2,2
Netherlands	+1,5	-0,1	-1,65	+1,05	+2,25	+0,25	+0,05
Norway	+2,3	+2,1	n.d.	+2,0	+1,9		
Slovak Rep.	n.d.				- 3,1 – +11,5	-2,5 – +7,5	-0,9 – +1,8
Slovenia	n.d.			-1,6 – -0,6	+1,33	n.d.	-0,6
Sweden	+1,8	+1,1	+1,0	-0,9	+1,0	+1,5	+1,55
Switzerland	n.d.			+1,2	+1,6	+1,1	+0,4

Table 27: BPPG of Collective Agreements 2000-2006
(VOWA compared with Eurostat / OECD statistics)

	BPPG = Balanced participation productivity growth (OIR minus productivity)						
	2000	**2001**	**2002**	**2003**	**2004**	**2005**	**2006**
Austria	-0,4	+0,5	-0,46	+0,3 – 0,6	-0,7	n.d.	-1,1 – -0,6
Belgium	-1,4	+3,97	+0,6	-0,02	-2,08 - -1,88	+0,46	-1,14
Croatia					-0,6	-1,1	-2,5
Czech Republic				-1,1 –. +6,31	-8,0	-8,3 – -3,0	-1,6 – -4,25
Denmark	-0,9	+1,6	-0,1	+0,3	-0,65	-0,15	n.d.
Germany	+0,8	+0,1	+1,9	+1,1	+0,4	-0,6	+0,0
Greece	-2,1	-3,1	-4,7	N.d.	n.d.	n.d.	-1,6
Hungary				+1,5	-0,9	-0,7	-5,3 – +6,7
Ireland	-5,0	-3,1			n.d.	n.d.	-0,57
Italy	-2,7	-0,45	+0,05	-0,3	-0,8	n.d.	+0,48
Malta						n.d.	-3,6
Netherlands	-0,1	-1,55	-0,5	+0,85	+0,25	n.d.	-1,75
Norway	+0,1	-0,1	N.d.	+0,1	+1,1	n.d.	n.d.
Slovak Rep.					-10,4 – +8,0	-6,3 – +3,7	-3,0 – -5,7
Slovenia				-0,1 – +6,5	-3,17	n.d.	-4,3
Sweden	-0,1	+0,1	-0,9	-1,0	-1,7	-0,5	-0,25
Switzerland				+1,7	+0,3	-0,6	-1,0

6 Empirical Results: Average OIR and BPPG 2000 – 2006

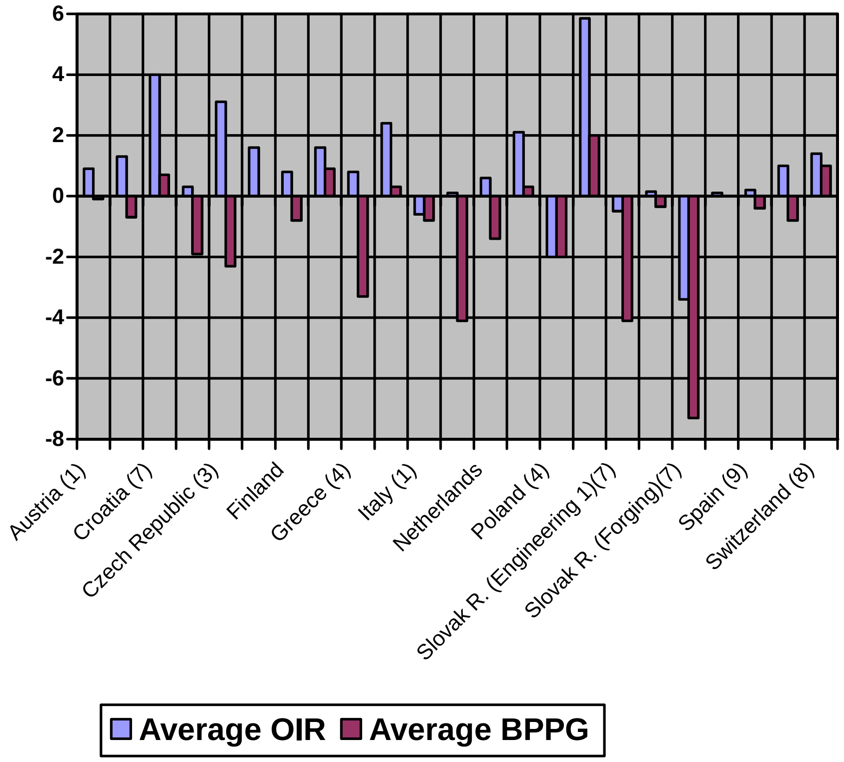
As we can see in Chart 3 it is possible to identify three patterns concerning the average results in the years 2000 to 2005:

a) Countries above inflation and above the full amount of productivity growth
b) Countries above inflation but below the full amount of productivity growth
c) Countries below inflation and below the full amount of productivity growth

In more detail:

a) Countries above inflation and above productivity growth:
The value of the collective agreements in Belgium, Denmark, Germany, Hungary, Norway, the electro-technical sector in the Slovak Republic and Switzerland have been on average equal to or above the sum of Inflation plus productivity growth in the years 2000 to 2005.
b) Countries above inflation but below the full amount of productivity growth:
Beside the above mentioned countries - which achieved the full amount of inflation plus productivity - most of the remaining countries reached a positive OIR, i.e. they reached at least the inflation rate: Austria, Cyprus, Czech Republic, Finland, Greece, Ireland, Netherlands, Engineering 2 in Slovakia, Spain and Sweden.
Agreements where it was possible to reach the inflation rate but which are just slightly below (up to -2%) the whole amount of “inflation plus productivity” (on average in the period 2000 to 2005) have been signed by the trade unions in Austria, Cyprus, Finland, the Netherlands, Engineering 2 in Slovakia, Spain and Sweden. The gap between reaching the whole amount of inflation and productivity was more than 2% in the Czech Republic, Greece, and Ireland.
c) Countries below inflation and below productivity growth:
Italy, Poland, the engineering 1 and the forging and foundry sector in the Slovak Republic secured agreements where VOWA was on average below the inflation rate and below productivity growth and hence did not achieve the minimum goal of maintaining purchasing power within that timeframe.

Chart 3: Average OIR and BPPG 2000-2006



(1) 2000-2004; (2) only 2004, (3) 2003-2005; (4) 2000-2002; (5) 2000 + 2001; (6) without 2002; (7) 2004-2005; (8) 2003 + 2004; (9) only 2005;

However, the EMF has pointed out on several occasions that it is important not to reduce the co-ordination approach to rules and formulas, and insists instead on a political approach. Being below the full amount of inflation plus productivity growth does not necessarily mean that the trade unions "breach" the EMF Coordination Rule or that automatically social dumping is occurring.

The EMF Wage Coordination Rule says that the trade unions via their collective agreements have to cover at least price development. Furthermore, they should reach a "balanced participation of the productivity growth", referred to as "BPPG" in this report. As previously mentioned - and this was part of the compromise to establish the EMF Coordination Rule, there are different definitions of what "BPPG" actually is. The full productivity growth, half of it, a third or even less? For future assessments it would be helpful to let the trade unions define what they think BPPG is, from their point of view, and if consider they have reached it or not.

Furthermore, the problem of wage-drift is becoming bigger. It has to do with the increasing number of 'deviating' collective agreements at company level. This can lead to the contradictory situation where the trade unions sign agreements at sectoral level that are completely in line with the EMF Coordination Rule but these are transgressed or undermined by 'deviating' agreements at company level. This can lead to a significant wage increase at company level despite a moderate wage policy (as in the Netherlands some years ago) or to a situation in which wages grow less at company level than what was agreed at sectoral level (as currently in Germany), even if additional agreements only freeze the current wages or reduce the share of incomes that has been paid above the wage patterns agreed at sectoral level,.

However, from an EMF perspective, there are at the moment no indicators based on our EUCOB@ information to show that wage dumping is taking place. Wage moderation is mostly a part of national social pacts or sometimes it is just difficult for trade unions to

successfully achieve their current demands. These figures are important but they are only one side of the ‚co-ordination medal‘.
The other side is the political impact on the EMF policy as a whole and the policies of the EMF affiliates. The basic impact of the co-ordination rule in the EMF view has been to establish a moral claim and trade union policy that no negotiations are a national issue alone, but that all have implications beyond national borders and consequently are a shared responsibility.

7 Appendix

Table 28: EUCOB@ CORRESPONDENTS (update September 2006)

COUNTRY / ORGANISATION	NAME	E-MAIL	TELEPHONE
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TEK			
GR - Greece			
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Samiðn samband iðnfélaga			
L - Luxembourg			
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LCGB			
M - Malta			
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N - Norway			
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Handel og Kontor i Norge - HK			
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P - Portugal			
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NSZZ Solidarnosc		*solidmet@silesia.top.pl*	*Tel: +48 32 25 38 723* *Fax: +48 32 25 38 723*
RO - Romania			
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