

**Report on
collective bargaining and
collective agreements**

2009

EN

Introduction

1. Collective bargaining and wage dynamics in 2009

2009 was the first year of the severe job crisis facing Europe, but despite the economy being hit by the worst recession since the founding of the European Union, collective bargaining on wages in Europe held its ground. Indeed, with outcomes between 2 and 3%, and with inflation dropping to a low of 0.5%, collective bargaining succeeded in increasing the purchasing power of wages in most European countries in 2009.

Two factors can explain this resilience of collective bargaining in 2009. On the one hand, trade unions prepared for the 2009 collective bargaining rounds with a view to recovering some of the purchasing power lost due to the hike in oil prices and inflation in 2008. On the other hand, full awareness of the seriousness of the crisis and its impact on jobs only kicked in after most agreements had been signed.

However, this does not mean that collective bargaining and wage dynamics were unaffected by the recession in 2009. Growth in collectively bargained wages did slow down, from between 3 and 4% or more in 2008 to between 2 and 3% in 2009. Moreover, opening clauses at the company level and the suppression of flexible components of wages (profit-sharing schemes for example) mean that actual wage growth is weaker than rises in collectively agreed wages. Of particular concern is the fact that nominal wage cuts have become significant and widespread in the Baltic countries and Ireland. In many cases, public-sector wages have become a prime target for governments to cut the overall public deficit and to 'set an example' for wage negotiations in the private sector.

Finally, the improvement in real wages in 2009 should be viewed alongside the fact that major job restructuring began at a time when many other jobs were maintained by cutting working hours. The latter point explains the collapse in the dynamics of wages per worker (or per head), which were actually halved from 3.3% in 2008 to 1.7% in 2009 for Europe as a whole. Summing up, then, the mass of real wages earned by European workers fell by 0.5% in 2009 (Commission's autumn forecast).

2. Collective bargaining in 2010 and beyond: difficult times lie ahead

The current 'recovery' is far too weak to neutralise the ongoing job losses resulting from the 2009 collapse in economic activity. Unemployment is expected to rise to 10% (EU 27) or even 11% (Euro zone) by 2011, with not much prospect of any subsequent major decline in the rate of unemployment after that. High and persistent unemployment and the fear of losing one's job will inevitably weaken the bargaining position of trade unions and workers throughout Europe.

The employers are already mounting an offensive aimed at paring back wage growth. In several EU Member States, including some of the larger countries, they are not simply looking for slightly more restrained wage growth, but rather pushing for generalised wage freezes and even cuts in nominal wage levels, using pay renegotiations at company level as the main instrument for achieving this.

Adding to this pressure from private-sector employers is the fact that the crisis has also pushed up public deficits. Pressure from financial markets, the Stability Pact and central banks, plus concerns about the longer-term sustainability of public finances, will induce governments to try and cut the wage bill for the public sector and other associated sectors like health and education.

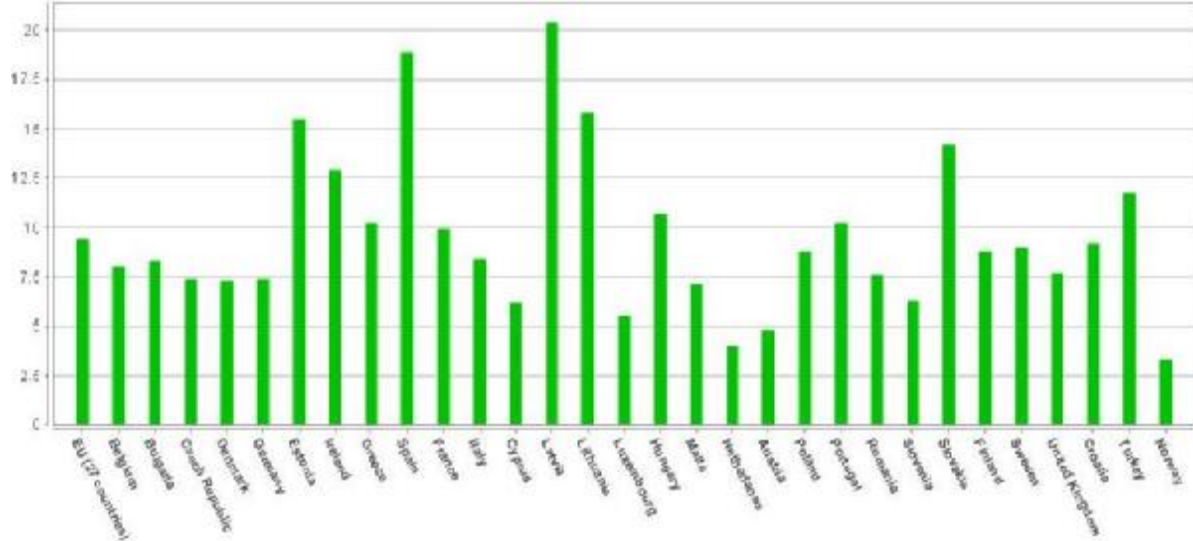
Moreover, wages will not be the only things targeted. Working conditions in general (working time, flexibility; job protection, unemployment benefits....) are also in danger of becoming the focus of a competitive downward spiral, and pressure will be exerted on collective bargaining to deviate from the more favourable levels of workers' rights stipulated in labour laws or to consent to the downgrading of labour law as such. High and rising unemployment rates for particular groups on the labour market, such as young people, lesser skilled workers, female workers and migrant workers will be used as an alibi to divide workers into 'insiders' and 'outsiders' and push for a general downgrading of working conditions for all.

3. The latest available statistics

(source Eurostat)

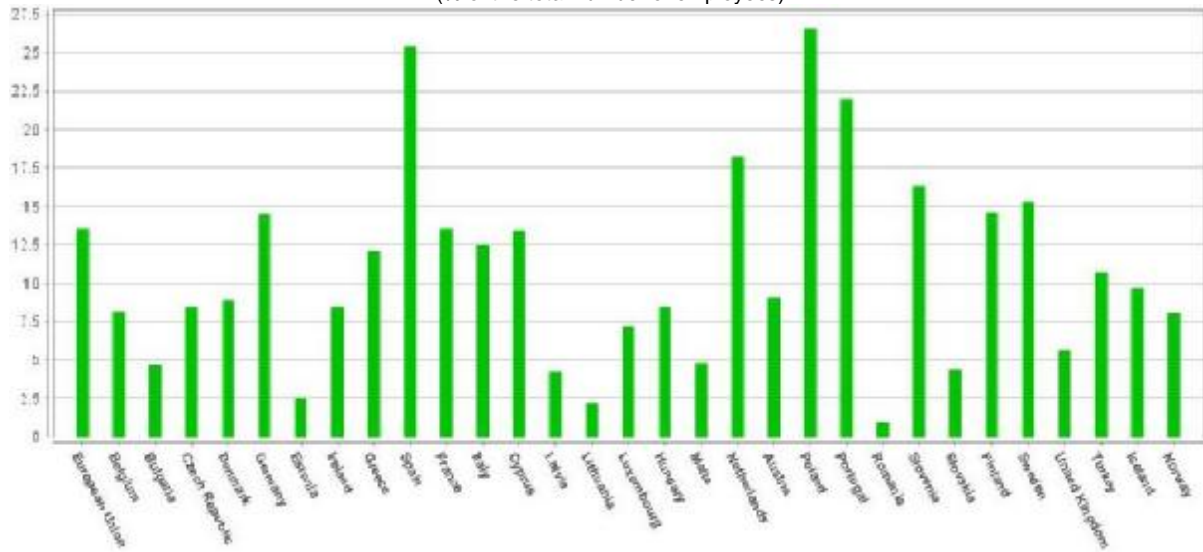
Unemployment rate

The unemployment rate represents unemployed persons as a percentage of the labour force as of December 2009

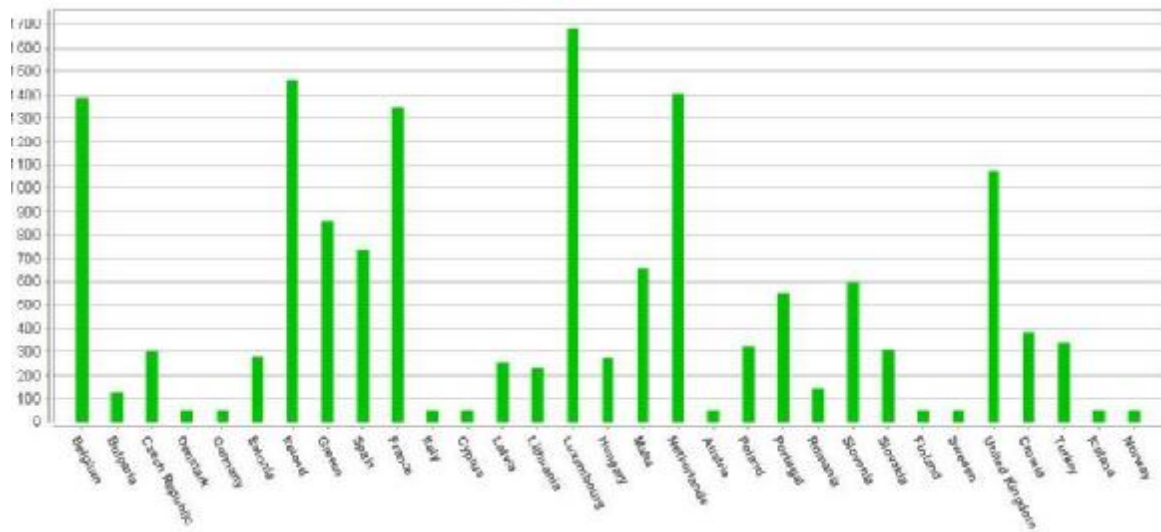


Fixed-term contract

(% of the total number of employees)

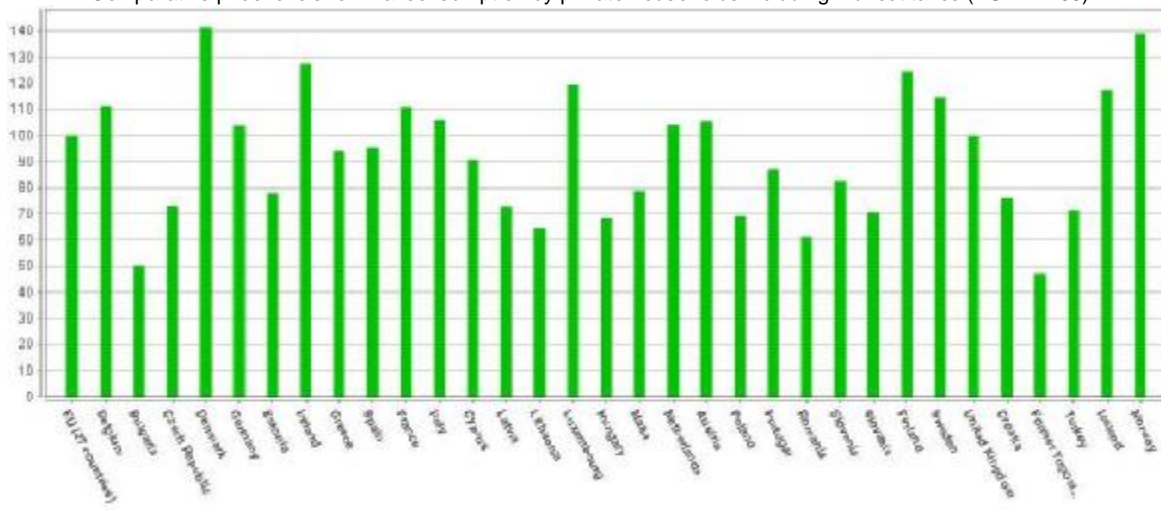


Minimum wage (euro per month)



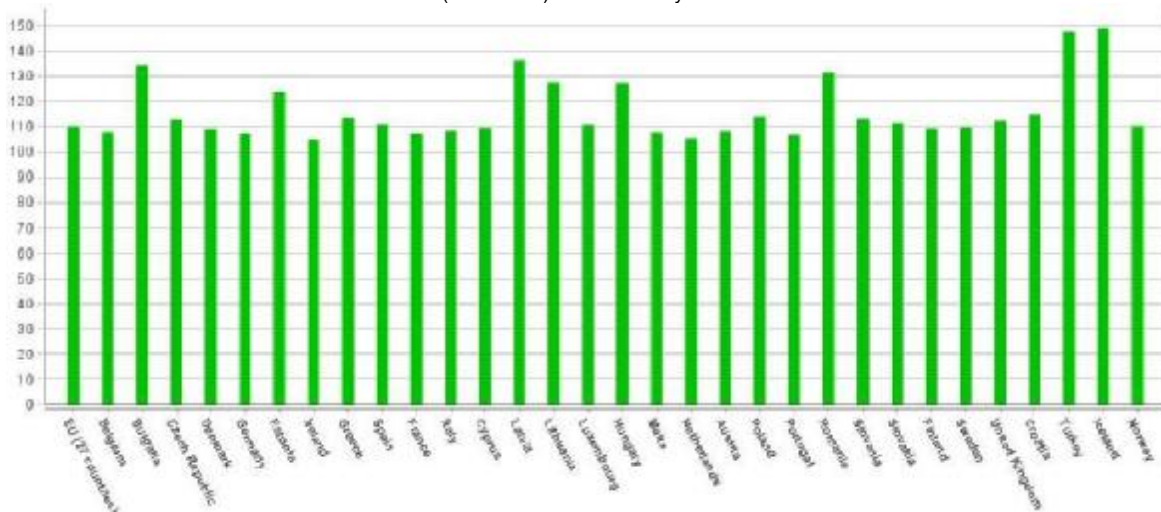
Comparative price levels

Comparative price levels for final consumption by private households including indirect taxes (EU-27=100)



Inflation rate

(2005=100) as of January 2010



4. EFFAT priorities for collective bargaining

a) Annual exercise to gather information about all pre-selected subsectors

Like every year, EFFAT will produce a report on seven sectors (bakery, brewery, dairy, hospitality, meat, sugar and tobacco) based on responses to surveys from its member organisations. The approach is based on an annual spring report on developments in EFFAT subsectors, which has included an introduction on general issues since 2006. The report is drawn up by the Secretariat and is only available as a pdf file (displayed electronically).

b) Further use and prolongation of the EUCOB@N website

The development of internet-based tools is enabling EFFAT and its member organisations to expand and improve their activities aimed at improving information and coordination on collective bargaining at European level. The priorities for EUCOB@N are:

- To improve the functioning of the EUCOB@N website, notably by creating a system of notification for all member organisations;
- to build up a network of collective bargaining contacts, with each member organisation nominating one collective bargaining contact person to be responsible for managing information on collective agreements and labour disputes on the EUCOB@N website;
- measures designed to provide our member organisations with better information about EUCOB@N (presentations during Executive Committee meetings, General Assemblies, a new circular, etc.);
- with the support of ETUI, organise a training session to instruct and train specific contact persons on how to work with the EUCOB@N website;
- in cooperation with the EWC-TNC coordinator, changes will be made to the website to include some multinational companies. For the time being, AB InBev is the only company featured. Coca-Cola Enterprise, Kraft Foods and Danish Crown are also due to be added soon. These companies will be used as pilot projects during 2010.

c) Common demands and objectives in collective agreements with regard to precarious work and with the aim of combating social dumping

The objective is to agree on joint proposals for a common European job policy, taking account of good practices, calling for better contractual conditions and employment relationships, especially for workers with precarious jobs, and demanding limits on outsourcing and the use of temporary agency workers. Joint proposals on the promotion of education, training and lifelong learning or joint responses on company restructuring could also be envisaged.

d) Displaying scheduled negotiations

As a first step towards formulating common demands, we should be able to inform all the organisations about the scheduled negotiations taking place in the 7 identified sub-sectors and also in multinationals. This schedule is to be displayed on the EUCOB@N webpage.

e) Collective Bargaining Committee (CBC)

Other measures will be agreed on at meetings of the Collective Bargaining Committee. The CBC is responsible for developing specific proposals for the Executive Committee. Depending on developments with regard to the common demands and objectives, a meeting of the CBC may be organised in 2010.

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Country & union	Duration of agreement	Date next negotiation	Number of employees/members	Kind of negotiation	Contact person
Belgium CSC	01/01/2009 – 31/12/2010	01/2011	F: 45,000 M: 15,000	NS	Bart Vannetelbosch b.vannetelbosch@acv-csc.be
Belgium FGTB Horval	01/01/2009 – 31/12/2010	01/2011	F: 15,504 M: 43,546	NC	Sonja Broucke sonja.broucke@horval.be
Denmark NNF (Food Workers' Union)	01/03/2009 – 01/03/2012 01/02/2009 – 01/02/2010		F: 1,050 M: 2,450	NS	Flemming Mogensen iso@nnf.dk
Finland TU	26/04/2007 – 31/03/2010	11/04/2010 – 31/03/2012	264	NS	Teija Sinisalo Teija.sinisalo@toimihenkilouioni.fi
Iceland SGS	Until the end of November 2010	11/2010	6,600	NC	Skuli Thoroddsen Skuli@sgs.is
Spain CC.OO.	2008-2010		873	C	Margot Sastre msastre@agroalimentaria.ccoo.es
Sweden KOMMUNAL	01/06/2007 – 30/05/2010		/	NC	Jörgen Gustavsson Jorgen.gustavsson@kommunal.se

NC= national cross-sectoral; NS= national sectoral; RC= regional cross-sectoral; RS= regional sectoral; C= company level; L= local (site) level

Country & union	1. Conclusions	
	Bargained wage increase	Other factors/Qualitative items
Belgium CSC	<ul style="list-style-type: none"> * 2009: €125 per worker per annum in the form of eco cheques: this is a new benefit created at the cross-sectoral level in Belgium that is not subject to social security contributions or tax (so the gross and net payments are identical). Workers receiving these cheques can use them to buy certain environmental products * 2010: wage increase of €0.08 per hour * Transposition of the existing annual purchasing power allowance into hourly salary, resulting in a wage increase of €0.08 per hour * Increase in employers' contributions to the sectoral pension plan of 0.10% on 1 January 2011 * 5.4% increase in all fixed benefits/amounts existing at sectoral level (shift bonuses, night work bonuses, additional benefits in the event of illness or unemployment) * Possibility of converting these benefits into other advantages at company level subject to a company-level collective agreement (to the tune of €125 per worker in 2009 and €125 per worker in 2010, i.e. a total of €250 per annum as from 2010) * A higher employers' contribution towards public transport costs 	<ul style="list-style-type: none"> * Training: <ul style="list-style-type: none"> • More training, to the tune of 1.10% of hours worked by all the workers in a company (previously 0.90%) + special training measures by the sectoral training institute to face up to the impact of the economic crisis • Prolongation of early retirement schemes (early retirement at the age of 56/58) • Temporary supplement to employment benefit for an unlimited number of days (previously limited to 60 days per year)
Belgium FGTB Horval	<ul style="list-style-type: none"> * Companies where no agreement was reached prior to 30 June 2009: <ul style="list-style-type: none"> • Eco cheques worth €125 in 2009 • Real wage increase of €0.08 on 01/01/2010 * Increase of €0.08 in sectoral minimum wages on 01/01/2010 * Integration of the annual bonus of €175 into the hourly wage (dates and details will depend on the sub-sectors involved) * Adaptation of the lump-sum amounts for various bonuses and payments in line with wage increases (approximately 5%) * Automatic annual indexation depending on wage inflation on 1 January of each year (up 4.68% on 01/01/2009 and down 0.42% on 01/01/2010) * The contribution towards the use of public transport rises to 75% (the level for private transport remains 60%) * Company-level bargaining: in all food industry companies and all the 'major' bakeries, the benefits of the multi-sector agreement (€125/€250) may be converted, subject to the conclusion of a collective agreement before 30/06/2009 	<ul style="list-style-type: none"> * Prolongation of sectoral agreements * Prolongation of all existing early retirement schemes * Second pillar: contribution raised by 0.10% + contribution of €0.50 by the solidarity fund in the event of temporary unemployment for economic reasons * International solidarity: 0.05% of the wage bill to be spent on international projects aimed at improving the food chain and introduced by NGOs * Training: <ul style="list-style-type: none"> • Minimal training time will rise from 0.9% to 1% of working time in 2009 and 1.1% in 2010 • The works council (or trade union delegation) is to be consulted on planned training
Denmark NNF (Food Workers' Union)	<ul style="list-style-type: none"> * DKK 3.75/hour, DKK 4.00/hour, DKK 3.75/hour 	<ul style="list-style-type: none"> * A fund for maintaining collective agreements

Country & union	1. Conclusions	
	Bargained wage increase	Other factors/Qualitative items
Finland TU	* 01/04/2009: €80/month, at least 3.5% * 01/10/2009: €17/month, at least 0.6%	/
Iceland SGS	/	/
Spain CC.OO.	* % wage increase, consumer price index (CPI) guarantee clauses, minimum wage, etc... * Years 2008-2010: forecast CPI: + 0.4% with clause for wage adjustment in accordance with real CPI and maintenance of 0.4% of real increase. Wage brackets under the agreement: €27,200/year to €16,000/year	* Amendment of the new legislation on equality as regards leave, reduction of working time and career breaks
Sweden KOMMUNAL	* Agreed wage increase: 12,09% über einen Zeitraum von 3 Jahren über einen Zeitraum von 3 Jahren	/

Country & union	2. Other information	
	Main demands	Comments
Belgium CSC	<ul style="list-style-type: none"> * Prolongation of existing early retirement schemes * Purchasing power: €125 in 2009 and €250 starting in 2010. Possibility of converting sectoral benefits into other company-level benefits subject to a company-level collective agreement provided that minimum wages are respected + a company-level envelope * Higher contribution towards transport costs * Boost to company-level training 	<ul style="list-style-type: none"> * Automatic index-linking (linkage to the consumer price index) of all wages when implementing sectoral collective agreements: up 4.68% on 1 January 2009 and down 0.42% on 1 January 2010
Belgium FGTB Horval	<ul style="list-style-type: none"> * Implementation of an exceptional cross-sectoral agreement (€125/€250 net) * Higher bonuses and allowances * Integration of the annual purchasing power bonus into wages * Higher contributions to the Second pillar (sectoral complementary pension) * Prolongation of early retirement schemes * Prolongation of sectoral agreements * Possibility of company-level negotiations 	<ul style="list-style-type: none"> * Negotiations took place within the framework of the exceptional cross-sectoral agreement, setting guidelines for a 'net' amount, though the government is not offering the possibility of awarding a net bonus by way of an exception. * The integration of the annual purchasing power bonus into wages means that this benefit is now index-linked on 1 January of each year in line with inflation.
Denmark NNF (Food Workers' Union)	<ul style="list-style-type: none"> * Wages * Education * Maintenance account 	<ul style="list-style-type: none"> * The fund for financial support for collective bargaining * Pension for women on maternity leave
Finland TU	See comments	/
Iceland SGS	/	<ul style="list-style-type: none"> * Signature of the Stability Pact in June 2009 * In tandem with the conclusion of this pact, the social partners have joined forces to remove uncertainty on the labour market by concluding collective bargaining agreements that will apply until the end of November 2010, with the emphasis on improving the situation facing the groups earning the lowest incomes
Spain CC.OO.	<ul style="list-style-type: none"> * Gender equality plan 	<ul style="list-style-type: none"> * Create a joint committee to draw up a plan for improvements * No accumulation of minor, serious or very serious failings, with the exception of redundancies * Elimination of personal benefits through legally admissible all-inclusive formulas
Sweden KOMMUNAL	/	/

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Germany NGG	2009-2010		25,151	RS	Heinz Süsselbeck Hv.brauwirtschaft@ngg.net
Finland TU	26/04/2007 – 31/03/2010	11/04/2010 – 31/03/2012	F: 259 M: 406	NS	Teija Sinisalo Teija.sinisalo@toimihenkilouioni.fi
France FGA-CFDT	Agreement for an unlimited period		3,845	NS	Régis Degouy rdegouy@fga.cfdt.fr
France FO	16/06/2009 (12 months)		10,500	NS	Jean-Jacques Cazaumayou jj.cazaumayou@fgta-fo.org
Iceland SGS	/	11/2010	6,600	NC	Skuli Thoroddsen skuli@sgs.is
Italy FLAI-CGIL	01/06/2007 – 31/05/2011		All food sector: 367,141 F: 123,422 M: 243,719	NC	Stefania Crogi Stefania.crogi@flai.it
Spain CC.OO.	2008-2011		2,400	C	Margot Sastre msastre@agroalimentaria.ccoo.es
Sweden KOMMUNAL	01/06/2007 – 30/05/2010		/	NC	Jörgen Gustavsson Jorgen.gustavsson@kommunal.se

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Belgium FGTB HORVAL	<ul style="list-style-type: none"> * Companies where no agreement was reached prior to 30 June 2009: <ul style="list-style-type: none"> • Eco cheques worth €125 in 2009 • Real wage increase of €0.08 on 01/01/2010 * Increase of €0.08 in sectoral minimum wages on 01/01/2010 * Integration of the annual bonus of €175 into the hourly wage (dates and details will depend on the sub-sectors involved) * Adaptation of the lump-sum amounts for various bonuses and payments in line with wage increases (approximately 5%) * Automatic annual indexation depending on wage inflation on 1 January of each year (up 4.68% on 01/01/2009 and down 0.42% on 01/01/2010) * The contribution towards the use of public transport rises to 75% (the level for private transport remains 60%) * Company-level bargaining: in all food industry companies and all the 'major' bakeries, the benefits of the multi-sector agreement (€125/€250) may be converted, subject to the conclusion of a collective agreement before 30/06/2009 	<ul style="list-style-type: none"> * Prolongation of sectoral agreements * Prolongation of all existing early retirement schemes * Second pillar: contribution raised by 0.10% + contribution of €0.50 by the solidarity fund in the event of temporary unemployment for economic reasons * International solidarity: 0.05% of the wage bill to be spent on international projects aimed at improving the food chain and introduced by NGOs * Training: <ul style="list-style-type: none"> • Minimal training time will rise from 0.9% to 1% of working time in 2009 and 1.1% in 2010 • The works council (or trade union delegation) is to be consulted on planned training
Germany NGG	<ul style="list-style-type: none"> * From April/May 2009 to May/June 2010 up 3% on average * From May/June 2001 to May/June 2011 up 2.5% * In some German <i>Länder</i> the term of the collective agreement was limited to just one year 	<ul style="list-style-type: none"> * In addition, collectively agreed pension plans up €200-220 per annum

Finland TU	* 01/04/2009: €80/month, at least 3.5% * 01/10/2009: €17/month, at least 0.6%	/
France FGA-CFDT	* 1.7%	* Promoting the professional qualification certificate of the sector by way of leaflets for workers and companies
France FO	* €16 added to minimum wages in the sector	/
Iceland SGS	/	/
Italy FLAI-CGIL	* 16% on average	/
Spain/Damm CC.OO.	* Real CPI last year: a real increase of 0.5% every year between 2008 and 2011. The minimum wage under the agreement is €21,243; the maximum is €37,780	* Special leave of 8 hours in 2008 * Improvement of all bonuses, social security benefits and pensions and a special bonus for fourth-shift work * Better distribution of holidays in a shift * Special contribution to the pension plan of €100/person/year * Create a committee to draw up an equality plan * Improve hiring, turning two temporary contracts into a third fixed-term contract
Sweden KOMMUNAL	* Agreed wage increase: 12.09% over a period of 3 years	/

Country & union	2. Other information	
	Main demands	Comments
Belgium CSC	<ul style="list-style-type: none"> * Prolongation of existing early retirement schemes * Purchasing power: €125 in 2009 and €250 starting in 2010. Possibility of converting sectoral benefits into other company-level benefits subject to a company-level collective agreement provided that minimum wages are respected + a company-level envelope * Higher contribution towards transport costs * Boost to company-level training 	<ul style="list-style-type: none"> * Automatic index-linking (linkage to the consumer price index) of all wages when implementing sectoral collective agreements: up 4.68% on 1 January 2009 and down 0.42% on 1 January 2010
Belgium FGTB HORVAL	<ul style="list-style-type: none"> * Implementation of an exceptional cross-sectoral agreement (€125/€250 net) * Higher bonuses and allowances * Integration of the annual purchasing power bonus into wages * Higher contributions to the Second pillar (sectoral complementary pension) * Prolongation of early retirement schemes * Prolongation of sectoral agreements * Possibility of company-level negotiations 	<ul style="list-style-type: none"> * Negotiations took place within the framework of the exceptional cross-sectoral agreement, setting guidelines for a 'net' amount, though the government is not offering the possibility of awarding a net bonus by way of an exception. * The integration of the annual purchasing power bonus into wages means that this benefit is now index-linked on 1 January of each year in line with inflation.
Germany NGG	<ul style="list-style-type: none"> * Wage increase of 4-5% 	<ul style="list-style-type: none"> * 18 warning strikes
Finland TU	/	/
France FGA-CFDT	3% wage increase	/
France FO	<ul style="list-style-type: none"> * €20 for all wages 	<ul style="list-style-type: none"> * Agreement signed by FO
Iceland SGS	/	<ul style="list-style-type: none"> * Signature of the Stability Pact in June 2009 * In tandem with the conclusion of this pact, the social partners have joined forces to remove uncertainty on the labour market by concluding collective bargaining agreements that will apply until the end of November 2010, with the emphasis on improving the situation facing the groups earning the lowest incomes
Italy FLAI-CGIL	<ul style="list-style-type: none"> * Bilateral observatory on food trends, both from a market and social point of view * Regulation of contract work: workers' rights and company constraints * Support for equal opportunities * Update of salary and skills schemes * Wage increase * Health and safety * Regulation of sales people's work 	<ul style="list-style-type: none"> * An observatory could enable trade union groups anticipating trends that impact negatively on jobs. The agreement constitutes the first step towards bargaining via a unified process, rather than holding negotiations within single companies

Spain/Damm CC.OO.	* Compliance with legislation on equal opportunities for men and women through declarations and the establishment of a committee on equality * Higher bonuses and the creation of fixed-term employment	/
Sweden KOMMUNAL	* Wage increase: 12.90%	/

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Finland TU	01/10/2007 – 31/03/2010	01/03/2010 – 31/03/2012	F: 900 M: 600	NS	Teija Sinisalo Teija.sinisalo@toimihenkilouioni.fi
France FO (dairy cooperatives)	01/04/2009		9,203	NS	Jean-Jacques Cazaumayou jj.cazaumayou@fgta-fo.org
France FO (the dairy industry)	/		33,954	NS	Jean-Jacques Cazaumayou jj.cazaumayou@fgta-fo.org
Germany NGG					
Molkereien und Käsereien NRW	01/04/2009 – 28/02/2010				
Humana Milchindustrie GmbH	01/04/2009 – 28/02/2010				
Molkereien Niedersachsen/Bremen	01/04/2009 – 28/02/2010				
Meiereien Hamburg/Schleswig- Holstein	01/04/2009 – 28/02/2010				Peter Störling Peter.stoerling@ngg.net
Milchindustrie Norddeutschland	01/04/2009 – 28/02/2010				
Molkereien Weser-Ems	01/05/2009 – 31/03/2010				
Nordmilch	01/04/2009 – 28/02/2010				
Meierei Trittau	01/03/2009 – 28/02/2010				
Molkereien Rheinland- Pfalz	01/04/2009 – 31/03/2010				
Iceland SGS	/	11/2010	6,600	NC	Skuli Thoroddsen skuli@sgs.is
Spain CC.OO.	01/01/2008 – 31/12/2012		12,000	NS	Margot Sastre msastre@agroalimentaria.ccoo.es
Sweden KOMMUNAI	01/06/2007 – 30/05/2010		/	NC	Jörgen Gustavsson Jorgen.gustavsson@kommunal.se

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Country & union	1. Conclusions	
	Bargained wage increase	Other factors/Qualitative items
Belgium CSC	<ul style="list-style-type: none"> * 2009: €125 per worker per annum in the form of eco cheques: this is a new benefit created at the cross-sectoral level in Belgium that is not subject to social security contributions or tax (so the gross and net payments are identical). Workers receiving these cheques can use them to buy certain environmental products * 2010: wage increase of €0.08 per hour * Transposition of the existing annual purchasing power allowance into hourly salary, resulting in a wage increase of €0.08 per hour * Increase in employers' contributions to the sectoral pension plan of 0.10% on 1 January 2011 * 5.4% increase in all fixed benefits/amounts existing at sectoral level (shift bonuses, night work bonuses, additional benefits in the event of illness or unemployment) * Possibility of converting these benefits into other advantages at company level subject to a company-level collective agreement (to the tune of €125 per worker in 2009 and €125 per worker in 2010, i.e. a total of €250 per annum as from 2010) * A higher employers' contribution towards public transport costs 	<ul style="list-style-type: none"> * Training: <ul style="list-style-type: none"> • More training, to the tune of 1.10% of hours worked by all the workers in a company (previously 0.90%) + special training measures by the sectoral training institute to face up to the impact of the economic crisis • Prolongation of early retirement schemes (early retirement at the age of 56/58) • Temporary supplement to employment benefit for an unlimited number of days (previously limited to 60 days per year)
Belgium FGTB Horval	<ul style="list-style-type: none"> * Companies where no agreement was reached prior to 30 June 2009: <ul style="list-style-type: none"> • Eco cheques worth €125 in 2009 • Real wage increase of €0.08 on 01/01/2010 * Increase of €0.08 in sectoral minimum wages on 01/01/2010 * Integration of the annual bonus of €175 into the hourly wage (dates and details will depend on the sub-sectors involved) * Adaptation of the lump-sum amounts for various bonuses and payments in line with wage increases (approximately 5%) * Automatic annual indexation depending on wage 'inflation' on 1 January of each year (up 4.68% on 01/01/2009 and down 0.42% on 01/01/2010) * The contribution towards the use of public transport rises to 75% (the level for private transport remains 60%) * Company-level bargaining: in all food industry companies and all the 'major' bakeries, the benefits of the multi-sector agreement (€125/€250) may be converted, subject to the conclusion of a collective agreement before 30/06/2009 	<ul style="list-style-type: none"> * Prolongation of sectoral agreements * Prolongation of all existing early retirement schemes * Second pillar: contribution raised by 0.10% + contribution of €0.50 by the solidarity fund in the event of temporary unemployment for economic reasons * International solidarity: 0.05% of the wage bill to be spent on international projects aimed at improving the food chain and introduced by NGOs * Training: <ul style="list-style-type: none"> • Minimal training time will rise from 0.9% to 1% of working time in 2009 and 1.1% in 2010 • The works council (or trade union delegation) is to be consulted on planned training

Country & union	1. Conclusions	
	Bargained wage increase	Other factors/Qualitative items
Finland TU	* 01/04/2009: €80/month, at least 3.5% * 01/10/2009: €17/month, at least 0.6% * 0.65% technical personnel	/
France FO (dairy cooperatives)	/	/
France FO (the dairy industry)	* €20 of the coefficient 120 at the coefficient 320 * 1.1% for the coefficients starting from 325	* Annual bonus = 1.1%
Germany NGG:		
Molkereien und Käsereien NRW	* 2.8% increase in wages, salaries and apprenticeship pay	* Plus €65 paid into the pension plan * Prolongation of industry-wide collective agreement * Arrangement for taking on trainees prolonged until 31/07/2010
Humana Milchindustrie GmbH	* 2.8% increase in wages, salaries and apprenticeship pay	* Plus €65 paid into the pension plan * Arrangement for taking on trainees prolonged until 31/07/2010
Molkereien Niedersachsen/Bremen	2.8% increase in wages, salaries and apprenticeship pay	* Plus €65 paid into the pension plan
Meiereien Hamburg/Schleswig- Holstein	2.8% increase in wages, salaries and apprenticeship pay	* Plus €65 paid into the pension plan
Milchindustrie Norddeutschland	2.8% increase in wages, salaries and apprenticeship pay	* Plus €65 paid into the pension plan
Molkereien Weser-Ems	3% increase in salaries and apprenticeship pay	/
Nordmilch	2.8% increase in salaries, apprenticeship pay up €25	* Plus €65 paid into the pension plan
Meierei Tritttau	2.8% increase in salaries and apprenticeship pay	* For April/May a net recuperation allowance of €130 will be paid out * For trainees €65
Molkereien Rheinland- Pfalz	* Increase in wages, salaries and apprenticeship pay: 2% rise from 01/04/2009 and a 1% rise from 01/08/2009	* Plus €65 paid into the pension plan
Iceland SGS	/	/

Country & union	1. Conclusions	
	Bargained wage increase	Other factors/Qualitative items
Spain CC.OO.	<ul style="list-style-type: none"> * 01/01/2010: all employees should receive a minimum salary of €1,000/15months * The CPI is guaranteed each year, (for 2008 it rose by 3.5% provisional) 	<ul style="list-style-type: none"> * At least 20 minutes of a lunch break will be considered effective work (overall reduction of more than 80 hours per year). This will be progressively achieved during the term of the agreement, unless workers already enjoy a better deal * Inter-plant committees may be established to support trade union activities * Some bonuses and fixed extra pay will become part of the basic salary, constituting a direct improvement in bonuses paid for night work, seniority and overtime * Pay concept will henceforth include the calculation of benefits for accidents at work or occupational illness. The sections of the agreement on occupational health, career breaks, equality and retirement have been improved
Sweden KOMMUNAL	<ul style="list-style-type: none"> * Agreed wage increase: 12.09% over a period of 3 years 	/

Country & union	2. Other information	
	Main demands	Comments
Belgium CSC	<ul style="list-style-type: none"> * Prolongation of existing early retirement schemes * Purchasing power: €125 in 2009 and €250 starting in 2010. Possibility of converting sectoral benefits into other company-level benefits subject to a company-level collective agreement provided that minimum wages are respected + a company-level envelope * Higher contribution towards transport costs * Boost to company-level training 	<ul style="list-style-type: none"> * Automatic index-linking (linkage to the consumer price index) of all wages when implementing sectoral collective agreements: up 4.68% on 1 January 2009 and down 0.42% on 1 January 2010
Belgium FGTB Horval	<ul style="list-style-type: none"> * Implementation of an exceptional cross-sectoral agreement (€125/€250 net) * Higher bonuses and allowances * Integration of the annual purchasing power bonus into wages * Higher contributions to the Second pillar (sectoral complementary pension) * Prolongation of early retirement schemes * Prolongation of sectoral agreements * Possibility of company-level negotiations 	<ul style="list-style-type: none"> * Negotiations took place within the framework of the exceptional cross-sectoral agreement, setting guidelines for a 'net' amount, though the government is not offering the possibility of awarding a net bonus by way of an exception. * The integration of the annual purchasing power bonus into wages means that this benefit is now index-linked on 1 January of each year in line with inflation.
Finland TU	/	/
France FO (dairy cooperatives)	<ul style="list-style-type: none"> * 1.5% increase in monthly and annual pay * 1.5% increase in seniority bonuses 	<ul style="list-style-type: none"> * No sectoral agreement on minimum wages
France FO (the dairy industry)	<ul style="list-style-type: none"> * 1.5% increase in monthly and annual pay * 1.5% increase in seniority bonuses 	<ul style="list-style-type: none"> * Agreement signed by FO
Germany NGG:	/	/
Molkereien und Käsereien NRW	/	/
Humana Milchindustrie GmbH	/	/
Molkereien Niedersachsen/Bremen	/	/
Meiereien Hamburg/Schleswig- Holstein	/	/
Milchindustrie Norddeutschland	/	/
Molkereien Weser-Ems	/	/

Country & union	2. Other information	
	Main demands	Comments
Nordmilch	/	/
Meierei Trittau	/	/
Molkereien Rheinland-Pfalz	/	/
Iceland SGS	/	* Signature of the Stability Pact in June 2009 * In tandem with the conclusion of this pact, the social partners have joined forces to remove uncertainty on the labour market by concluding collective bargaining agreements that will apply until the end of November 2010, with the emphasis on improving the situation facing the groups earning the lowest incomes
Spain CC.OO.	/	/
Sweden KOMMUNAI	* Wage increase: 12.90%	/

Country & Union	Duration of agreement	Date next negotiation	Number of employees/members	Kind of negotiation	Contact person
Austria VIDA	12 months		180,000	NS	Valérie Kühr Valerie.kihr@vida.at
Belgium CSC	01/01/2009 – 31/12/2010	01/2011	More than 110,000	NS	Frans Dirix Frans.dirix@acv-csc.be
Belgium FGTB-HORVAL	01/02/2009 – 31/12/2010	01/2011	F: 15,504 M: 43,546	NC	Sonja Broucke Sonja.broucke@horval.be
Czech Republic COS PHRC	1 – 2 years		F: 18,000 M: 27,000	NC L	Gavlasova Dagmar Gavlasova.dagmar@cmkos.cz
Denmark 3F	01/03/2007 – 01/03/2010		F: 33,000 M: 22,000	NS	Aage Jensen Aage.jensen@3f.dk
Finland PAM	01/10/2007 – 31/03/2010	February 2013* (new agreement signed in April 2010)	F: 48,000 M: 12,000	NS	Annika Rönni-Sällinen Annika.ronni-sallinen@pam.fi
Germany NGG	12 months	05/05/2010	F: 477,800 M: 350,641	RC	Guido Zeittes Hv.hotels@ngg.net
Iceland SGS	/	11/2010	6,600	NC	Skuli Thoroddsen skuli@sgs.is
Italy UILTUCS	4 years		/	NC NS	Fagnoli Emilio uiltucs@tin.it
Norway FELLESFORBUNDET	/	15/04/2010	/	/	Atle Hoie Atle.hoie@fellesforbundet.no
Slovakia OZPOCR	2010		39,556	NS	Bozena Peracekova gahr@mail.t-com.sk
Spain FECOHT-CC.OO.	2 years (24% of agreements) 3 years (49% of agreements) 4 years (20% of agreements)		58,200	RS C	Margot Sastre msastre@agroalimentaria.ccoo.es
Sweden HRF	2007 – 2010	01/05/2010	F: 25,000 M: 20,000	NS	Chaker Nassar Chaker.nassar@hrf.net
Sweden KOMMUNAL	01/06/2007 – 30/05/2010		/	NC	Jörgen Gustavsson Jorgen.gustavsson@kommunal.se

NC= national cross-sectoral; NS= national sectoral; RC= regional cross-sectoral; RS= regional sectoral; C= company level; L= local (site) level

Country & union	1. Conclusions	
	Bargained wage increase	Other factors/Qualitative items
Austria VIDA	* 2.45%	/
Belgium CSC	* €125 in 2009 and €250 in 2010. These amounts are paid in the form of eco cheques	* The social partners envisage taking measures to increase contributions to training by 5%. The collective agreement governing the status of the trade union delegation will also be improved
Belgium FGTB-HORVAL	<ul style="list-style-type: none"> * Companies where no agreement was reached prior to 30 June 2009: <ul style="list-style-type: none"> • Eco cheques worth €125 in 2009 • Real wage increase of €0.08 on 01/01/2010 * Increase of €0.08 in sectoral minimum wages on 01/01/2010 * Integration of the annual bonus of €175 into the hourly wage (dates and details will depend on the sub-sectors involved) * Adaptation of the lump-sum amounts for various bonuses and payments in line with wage increases (approximately 5%) * Automatic annual indexation depending on wage inflation on 1 January of each year (up 4.68% on 01/01/2009 and down 0.42% on 01/01/2010) * The contribution towards the use of public transport rises to 75% (the level for private transport remains 60%) * Company-level bargaining: in all food industry companies and all the 'major' bakeries, the benefits of the multi-sector agreement (€125/€250) may be converted, subject to the conclusion of a collective agreement before 30/06/2009 	<ul style="list-style-type: none"> * Prolongation of sectoral agreements * Prolongation of all existing early retirement schemes * Second pillar: contribution raised by 0.10% + contribution of €0.50 by the solidarity fund in the event of temporary unemployment for economic reasons * International solidarity: 0.05% of the wage bill to be spent on international projects aimed at improving the food chain and introduced by NGOs * Training: <ul style="list-style-type: none"> • Minimal training time will rise from 0.9% to 1% of working time in 2009 and 1.1% in 2010 • The works council (or trade union delegation) is to be consulted on planned training
Czech Republic COS PHRC	* 0%	* Surprisingly, the political instability in the Czech Republic has so far had good results for the unions. The right-wing government didn't succeed in enforcing changes in the Labour Code, which would have impacted negatively on worker-employer relations. Unfortunately, it was also impossible to push through the unions' proposal to raise minimum wages and minimum wage tariffs in the business domain
Denmark 3F	<ul style="list-style-type: none"> * Roughly 4.8% * Increase in the minimum wage: <ul style="list-style-type: none"> • 03/2008: €0.35/hour • 03/2009: €0.35/hour 	<ul style="list-style-type: none"> * holiday allowance up 12.5% * Maternity leave: full wage for 14 weeks plus an additional contribution of €110 by employers to the national scheme * Supplementary pension scheme: <ul style="list-style-type: none"> • 01/07/2008: up 7.4% • 01/07/2009: up 8.0% * Increase in financial compensation for shop stewards

Country & union	1. Conclusions	
	Bargained wage increase	Other factors/Qualitative items
Finland PAM	/	/
Germany NGG	* 2.5%	/
Iceland SGS	/	/
Italy UILTUCS	* €140	/
Norway FELLESFORBUNDET	* General: NOK 1.50 per hour for everyone * Low: NOK 1.00 per hour for everyone * Equal: NOK 0.50 per worker per hour to level out discriminatory differences between the wages of men and women at individual sites * Minimum wages in NOK 2.50 per hour	/
Slovakia OZPOCR	* Depending on the kind of work	/
Spain FECOHT-CC.OO.	* 3.97% * Inclusion of a revision clause in 75 agreements	* Provisions for a better balance between private and professional life * Various provisions to regulate terms and conditions of employment in 95% of agreements
Sweden HRF	* 01/05/2007: 4.8% = SEK 850 * 01/05/2008: 4.4% = SEK 825 * 01/05/2009: 4.1% = SEK 800	* Pay for inconvenient working hours, extra holiday and higher pay for public holidays in Sweden * A new agreement on pensions
Sweden KOMMUNAL	* 12.09% over a period of 3 years	/

Country & union	2. Other information	
	Main demands	Comments
Austria VIDA	<ul style="list-style-type: none"> * Shorter working hours * Assumption of apprentices' boarding costs * Increase in wages and bonuses and rise in trainees' pay * Uniform pay scale 	/
Belgium CSC	<ul style="list-style-type: none"> * Increase in the purchasing power of all workers (€125/€250 net) * Increase in employers' contributions towards travel expenses * Feasibility study re the creation of a second pillar for sectoral pensions * Improvement of consultations on industrial relations (improvement of the agreement governing trade union delegations, lowering of the threshold for setting up a trade union delegation, and creation of a socio-economic database on companies with fewer than 50 workers) * Increase in the trade union allowance * Anchoring of the end-of-year bonus (all workers are entitled to such a bonus) * Improve workers' rights to undergo training * Prolongation of existing collective agreements (primarily concerning early retirement) 	/
Belgium FGTB-HORVAL	<ul style="list-style-type: none"> * Implementation of an exceptional cross-sectoral agreement (€125/€250 net) * Higher bonuses and allowances * Integration of the annual purchasing power bonus into wages * Higher contributions to the second pillar (sectoral complementary pension) * Prolongation of early retirement schemes * Prolongation of sectoral agreements * Possibility of company-level negotiations 	<ul style="list-style-type: none"> * Negotiations took place within the framework of the exceptional cross-sectoral agreement, setting guidelines for a 'net' amount, though the government is not offering the possibility of awarding a net bonus by way of an exception. * The integration of the annual purchasing power bonus into wages means that this benefit is now index-linked on 1 January of each year in line with inflation.
Czech Republic COS PHRC	<ul style="list-style-type: none"> * Keeping the real wage at 1% inflation per annum * Wage compensation during the first 3 days of sick leave when sick pay is not awarded * Preserve or increase employers' contributions to pensions and life insurance * A wider range of paid impediments in work * Providing of a personal catering with pay limit for employees 	<ul style="list-style-type: none"> * The conditions of collective bargaining in some organisations, especially those with foreign owners, are continuing to deteriorate. The persisting deep economic crisis is impacting on bargaining, particularly negotiations on wages and unclaimable parts of wages
Denmark 3F	<ul style="list-style-type: none"> * Skilled chef: 160.33hours per month and €2,450 (minimum wage) * Unskilled hotel worker: 160.33hr/month and €2260 (minimum wage) * All nuisance bonus increase every year by 3% 	<ul style="list-style-type: none"> * Minimum wage: employees can negotiate their wage (e.g. average wage for a chef is about €450-€500 above) * Set-up of a foundation for development and quality, financed by companies (€53/worker/year). It will support: 2 weeks of training/year for each worker and improvement of conditions for shop stewards

Country & union	2. Other information	
	Main demands	Comments
Finland PAM	/	/
Germany NGG	* 5% increase in salaries * Application of the minimum recuperation claim of €7.50	/
Iceland SGS	/	* Signature of the Stability Pact in June 2009 * In tandem with the conclusion of this pact, the social partners have joined forces to remove uncertainty on the labour market by concluding collective bargaining agreements that will apply until the end of November 2010, with the emphasis on improving the situation facing the groups earning the lowest incomes.
Italy UILTUCS	* Wage increase * Welfare (health plan, complementary pension plan) * Tertiary demands	/
Norway FELLESFORBUNDET	/	* The agreement is good for the low paid and promotes equal pay. The delegation unanimously recommends this agreement to our members
Slovakia OZPOCR	* Wages * Wage premium * Social benefits	* The economic crisis is slowing negotiations on wages, extra allowances (e.g. food and transport) and other benefits (arguments brought by employers)
Spain FECOHT-CC.OO.	* Wage increase of 4% = (2% for inflation + a real wage increase of 2%) * Revision clause if inflation is higher than forecast	* Agreements were negotiated at the Acuerdo Interconfederal de Negociación Colectiva (AINC 2006) and signed by the confederations CC.OO, UGT and the employers' organisation CEOE-CEPYME
Sweden HRF	* Pay rise: €300 over a period of 3 years * Full-time work * More extra holidays (National Day) * A new pension agreement	/
Sweden KOMMUNAL	* Wage increase: 12.90% over a periode of 3 years	/

Country & Union	Duration of agreement	Date next negotiation	Number of employees/ members	Kind of negotiation	Contact person
Belgium ABVV-FGTB Horval	01/01/2009 – 31/12/2010	01/2011	F: 15,504 M: 43,546	NC	Sonja Broucke sonja.broucke@horval.be
Belgium CSC	01/01/2009 – 31/12/2010		F: 45,000 M: 15,000	NS	Bart Vannetelbosch b.vannetelbosch@acv-csc.be
Bulgaria FITU-FOOD	2 years		F: 55% M: 45%	NS L	Slavcho Petrov fitu.food@mail.bg
Finland TU	26/04/2007 – 31/03/2010	11/04/2010 – 31/03/2012	F: 470 M: 320	NS	Teija Sinisalo Teija.sinisalo@toimihenkilounioni.fi
Germany NGG:					
Fleischerhandwerk	31/12/2009		20,000	RS C L	Bernd Maiweg Bernd.maiweg@ngg.net
Schlachtindustrie-Vion Südfleisch Moksel	31/09/2010		1,000	L	
Schlachtindustrie-Vion Food Hamburg	31/09/2010		1,400	L	
Schlachtindustrie- Westfleisch	31/03/2010		2,000	L	
Iceland SGS	Until the end of November 2010	11/2010	F: 6,600	NC	Skuli Thoroddsen skuli@sgs.is
Spain FECOTH-CC.OO.	* 3 years, 13 agreements (41.94%) * 4 years, 10 agreements (32.26%) * Other items, 9 agreements (29.03%)		492,000	RS	Fernando Medina fmedina@fecoht.ccoo.es
Sweden KOMMUNAL	01/06/2007 – 30/05/2010		/	NC	Jörgen Gustavsson Jorgen.gustavsson@kommunal.se
Sweden UNIONEN	01/04/2007 – 31/03/2010		F: 3,020 M: 3,840	NC	Torbjörn Olsson Torbjorn.olsson@unionen.se

NC= national cross-sectoral; NS= national sectoral; RC= regional cross-sectoral; RS= regional sectoral; C= company level; L= local (site) level

Country & union	1. Conclusions	
	Bargained wage increase	Other factors/Qualitative items
Belgium ABVV-FGTB Horval	<ul style="list-style-type: none"> * Companies where no agreement was reached prior to 30 June 2009: <ul style="list-style-type: none"> • Eco cheques worth €125 in 2009 • Real wage increase of €0.08 on 1 January 2010 * Increase of €0.08 in sectoral minimum wages on 01/01/2010 * Integration of the annual bonus of €175 into the hourly wage (dates and details will depend on the sub-sectors involved) * Adaptation of the lump-sum amounts for various bonuses and payments in line with wage increases (approximately 5%) * Automatic annual indexation depending on wage 'inflation on 1 January of each year (up 4.68% on 01/01/2009 and down 0.42% on 01/01/2010) * The contribution towards the use of public transport rises to 75% (the level for private transport remains 60%) * Company-level bargaining: in all food industry companies and all the 'major' bakeries, the benefits of the multi-sector agreement (€125/€250) may be converted, subject to the conclusion of a collective agreement before 30/06/2009 	<ul style="list-style-type: none"> * Prolongation of sectoral agreements and all existing early retirement schemes * Second pillar: contribution raised by 0.10% + contribution of €0.50 by the solidarity fund in the event of temporary unemployment for economic reasons * International solidarity: 0.05% of the wage bill to be spent on international projects aimed at improving the food chain and introduced by NGOs * Training: <ul style="list-style-type: none"> • Minimal training time will rise from 0.9% to 1% of working time in 2009 and 1.1% in 2010 • The works council (or trade union delegation) is to be consulted on planned training
Belgium CSC	<ul style="list-style-type: none"> * 2009: €125 per worker per annum in the form of eco cheques: this is a new benefit created at the cross-sectoral level in Belgium that is not subject to social security contributions or tax (so the gross and net payments are identical). Workers receiving these cheques can use them to buy certain environmental products * 2010: wage increase of €0.08 per hour * Transposition of the existing annual purchasing power allowance into hourly salary, resulting in a wage increase of €0.08 per hour * Increase in employers' contributions to the sectoral pension plan of 0.10% on 1 January 2011 * 5.4% increase in all fixed benefits/amounts existing at sectoral level (shift bonuses, night work bonuses, additional benefits in the event of illness or unemployment) * Possibility of converting these benefits into other advantages at company level subject to a company-level collective agreement (to the tune of €125 per worker in 2009 and €125 per worker in 2010, i.e. a total of €250 per annum as from 2010) * A higher employers' contribution towards public transport costs 	<ul style="list-style-type: none"> * Training: <ul style="list-style-type: none"> • More training, to the tune of 1.10% of hours worked by all the workers in a company (previously 0.90%) + special training measures by the sectoral training institute to face up to the impact of the economic crisis • Prolongation of early retirement schemes (early retirement at the age of 56/58) • Temporary supplement to employment benefit for an unlimited number of days (previously limited to 60 days per year)

Country & union	1. Conclusions	
	Bargained wage increase	Other factors/Qualitative items
Bulgaria FITU-FOOD	* Annually after the respective negotiations, consequently the minimum insurance thresholds are rising and the minimum wage is increasing, prompting an increase in gross wages	* In transnational enterprises workers are paid end-of-year quality-related bonuses
Finland TU	* 01/04/2009: €80/month, at least 3.5% * 01/10/2009: €17/month, at least 0.6%	/
Germany NGG: Fleischerhandwerk	* Up to 3.0% in some cases	* Temporary agency workers and migrant workers
Schlachtindustrie-Vion Südfleisch Moksel	* Wage increase: 0.0%	* Temporary agency workers and migrant workers
Schlachtindustrie-Vion Food Hamburg	* 2.0%	* Temporary agency workers and migrant workers
Schlachtindustrie- Westfleisch	* Wage increase: 3.0%	* Temporary agency workers and migrant workers
Iceland SGS	/	/
Spain FECOHT-CC.OO.	* 2.77%: average wage increase	* Wage revision clause in 25 agreements (80.56% of the total number) * With retroactive effect from January 2009 in 19 agreements (61.29%) * Increase in purchasing power in 14 agreements (45.16%) * Guaranteed increase in real CPI (increase in prices) in 9 agreements (29.03%)
Sweden KOMMUNAL	* Agreed wage increase: 12.90% over a period of 3 yrs	/
Sweden UNIONEN	* In 2008, the agreed rise was a minimum of 3.3% of the total amount of our members' wages, to be negotiated locally * The 3-year agreement is worth a minimum of 10.2% * The wages for our female members went up by 4.2%; for our male members the increase was 3.6%	/

Country & union	2. Other information	
	Main demands	Comments
Belgium ABVV-FGTB Horval	<ul style="list-style-type: none"> * Implementation of an exceptional cross-sectoral agreement (€125/€250 net) * Higher bonuses and allowances * Integration of the annual purchasing power bonus into wages * Higher contributions to the Second pillar (sectoral complementary pension) * Prolongation of early retirement schemes * Prolongation of sectoral agreements * Possibility of company-level negotiations 	<ul style="list-style-type: none"> * Negotiations took place within the framework of the exceptional cross-sectoral agreement, setting guidelines for a 'net' amount, though the government is not offering the possibility of awarding a net bonus by way of an exception. * The integration of the annual purchasing power bonus into wages means that this benefit is now index-linked on 1 January of each year in line with inflation.
Belgium CSC	<ul style="list-style-type: none"> * Prolongation of existing early retirement schemes * Purchasing power: <ul style="list-style-type: none"> • €125 in 2009 and €250 starting in 2010 • Possibility of converting sectoral benefits into other company-level benefits subject to a company-level collective agreement provided that minimum wages are respected + a company-level envelope * Higher contribution towards transport costs * Boost to company-level training 	<ul style="list-style-type: none"> * Automatic index-linking (linkage to the consumer price index) of all wages when implementing sectoral collective agreements: up 4.68% on 1 January 2009 and down 0.42% in 2010
Bulgaria FITU-FOOD	<ul style="list-style-type: none"> * Wages * Holidays * Services rendered owing to the cancellation of employment contracts * Wage complements for additional hours worked, night work or any other topic covered by the collective agreement * Committee for social cooperation and maintenance of the Social Dialogue * Social package for workers 	<ul style="list-style-type: none"> * A social dialogue in the sector * 56 collective agreements have been signed * Based on sectoral contracts, wages may go up by more than 10% (in practice this is not happening everywhere)
Finland TU		
Germany NGG: Fleischerhandwerk	<ul style="list-style-type: none"> * Numerous 'small' units * Bad organisational structure 	/
Schlachtindustrie-Vion Südfleisch Moksel	<ul style="list-style-type: none"> * Cut in working hours and wage increase unenforceable 	<ul style="list-style-type: none"> * The employer is extending working time by 4 hours a week to 42 hours without the union's agreement and without wage compensation
Schlachtindustrie-Vion Food Hamburg	<ul style="list-style-type: none"> * 2.0% 	<ul style="list-style-type: none"> * The employer is extending working time by 4 hours a week to 42 hours without the union's agreement and without wage compensation
Schlachtindustrie- Westfleisch	<ul style="list-style-type: none"> * 3.0% 	/

Country & union	2. Other information	
	Main demands	Comments
Iceland SGS	/	<ul style="list-style-type: none"> * Signature of the Stability Pact in June 2009 * In tandem with the conclusion of this pact, the social partners have joined forces to remove uncertainty on the labour market by concluding collective bargaining agreements that will apply until the end of November 2010, with the emphasis on improving the situation facing the groups earning the lowest incomes.
Spain FECOHT-CC.OO.	<ul style="list-style-type: none"> * The wage-increase objective was set against the backdrop of a moderate increase in purchasing power based on official predictions concerning inflation (2%). This objective was hindered by ongoing deflationary during the first three quarters of the year, although the ultimate consumer price index (CPI) figure was 0.8% 	<ul style="list-style-type: none"> * The crisis has been reflected by far lower wage increases than in previous years. Wage revision clauses are suggesting fewer measures to promote increased purchasing power and there has been a slight increase in the number of clauses seeking solely to bring about price recovery * There was a significant delay in negotiating the 2009 agreements on account of the refusal by employers (now overcome) to apply the wage revision clauses agreed upon in the multiannual agreements. This situation led to various calls for industrial action in the sector although many strikes were never ultimately staged after employers changed their position. There was also considerably more involvement on the part of the labour courts than in previous years given the situation outlined above; in most cases, the courts found in favour of the trade unions as regards the application of wage revision clauses * In terms of reconciling work and family life, although progress is slow, there has nevertheless been an ongoing trend towards increasing provision being made for such considerations. Another prominent feature of sectoral agreements has been the failure to introduce equal treatment. * Provisions concerning hiring and employment have remained largely unchanged.
Sweden KOMMUNAL	* Wage increase: 12.90%	/
Sweden UNIONEN	/	* Local negotiations in 2008 resulted in 3.87% in our members' overall wages

Country & Union	Duration of agreement	Date next negotiation	Number of employees/members	Kind of negotiation	Contact person
Belgium CSC	01/01/2009 – 31/12/2010		F: 45,000 M: 15,000	NS	Bart Vannetelbosch b.vannetelbosch@acv-csc.be
Belgium FGTB HORVAL	01/01/2009 – 31/12/2010	01/2011	F: 15,504 M: 43,546	NC	Sonja Broucke sonja.broucke@horval.be
Bulgaria FITU-FOOD	2 years		F: 55% M: 45%	NS L	Slavcho Petrov fitu.food@mail.bg
Finland TU	26/04/2007 – 31/03/2010	11/04/2010 – 31/03/2012	70	NS	Teija Sinisalo Teija.sinisalo@toimihenkilounioni.fi
France FO	01/07/2009		6,000	NS	Jean-Jacques Cazaumayou jj.cazumayou@fgta-fo.org
Germany NGG	31/03/2010		5,000	NS	Bernd Maiweg Bernd.maiweg@ngg.net
Iceland SGS	/	11/2010	6,600	NC	Skuli Thoroddsen Skuli@sgs.is
Italy FLAI-CGIL	01/06/2007 – 31/05/2011		Entire food sector: 367,141 F: 123,422 M: 243,719	NC	Stefania Crogi Stefania.crogi@flai.it
Spain CC.OO.	2009-2010		/	NS	Margot Sastre msastre@agroalimentaria.ccoo.es
Sweden KOMMUNAL	/		/	NC	Jörgen Gustavsson Jorgen.gustavsson@kommunal.se

NC= national cross-sectoral; NS= national sectoral; RC= regional cross-sectoral; RS= regional sectoral; C= company level; L= local (site) level

Country & union	1. Conclusions	
	Bargained wage increase	Other factors/Qualitative items
Belgium CSC	<ul style="list-style-type: none"> * 2009: €125 per worker per annum in the form of eco cheques: this is a new benefit created at the cross-sectoral level in Belgium that is not subject to social security contributions or tax (so the gross and net payments are identical). Workers receiving these cheques can use them to buy certain environmental products * 2010: wage increase of €0.08 per hour * Transposition of the existing annual purchasing power allowance into hourly salary, resulting in a wage increase of €0.08 per hour * Increase in employers' contributions to the sectoral pension plan of 0.10% on 1 January 2011 * 5.4% increase in all fixed benefits/amounts existing at sectoral level (shift bonuses, night work bonuses, additional benefits in the event of illness or unemployment) * Possibility of converting these benefits into other advantages at company level subject to a company-level collective agreement (to the tune of €125 per worker in 2009 and €125 per worker in 2010, i.e. a total of €250 per annum as from 2010) * A higher employers' contribution towards public transport costs 	<ul style="list-style-type: none"> * Training: <ul style="list-style-type: none"> • More training, to the tune of 1.10% of hours worked by all the workers in a company (previously 0.90%) + special training measures by the sectoral training institute to face up to the impact of the economic crisis • Prolongation of early retirement schemes (early retirement at the age of 56/58) • Temporary supplement to employment benefit for an unlimited number of days (previously limited to 60 days per year)
Belgium FGTB HORVAL	<ul style="list-style-type: none"> * Companies where no agreement was reached prior to 30 June 2009: <ul style="list-style-type: none"> • Eco cheques worth €125 in 2009 • Real wage increase of €0.08 on 01/01/2010 * Increase of €0.08 in sectoral minimum wages on 01/01/2010 * Integration of the annual bonus of €175 into the hourly wage (dates and details will depend on the sub-sectors involved) * Adaptation of the lump-sum amounts for various bonuses and payments in line with wage increases (approximately 5%) * Automatic annual indexation depending on wage inflation on 1 January of each year (up 4.68% on 01/01/2009 and down 0.42% on 01/01/2010) * The contribution towards the use of public transport rises to 75% (the level for private transport remains 60%) * Company-level bargaining: in all food industry companies and all the 'major' bakeries, the benefits of the multi-sector agreement (€125/€250) may be converted, subject to the conclusion of a collective agreement before 30/06/2009 	<ul style="list-style-type: none"> * Prolongation of sectoral agreements and all existing early retirement schemes * Second pillar: contribution raised by 0.10% + contribution of €0.50 by the solidarity fund in the event of temporary unemployment for economic reasons * International solidarity: 0.05% of the wage bill to be spent on international projects aimed at improving the food chain and introduced by NGOs * Training: <ul style="list-style-type: none"> • Minimal training time will rise from 0.9% to 1% of working time in 2009 and 1.1% in 2010 • The works council (or trade union delegation) is to be consulted on planned training

Country & union	1. Conclusions	
	Bargained wage increase	Other factors/Qualitative items
Bulgaria FITU-FOOD	* Annually after the respective negotiations, consequently the minimum insurance thresholds are rising and the minimum wage is increasing, prompting an increase in gross wages	* In transnational enterprises workers are paid end-of-year quality-related bonuses
Finland TU	* 01/04/2009: €80/month, at least 3.5% * 01/10/2009: €17/month, at least 0.6%	/
France FO	/	/
Germany NGG	* Negotiated wage increase: 2.9%	/
Iceland SGS	/	/
Italy FLAI-CGIL	* 16% on average	/
Spain CC.OO.	* 2009: 2% increase * 2010: same percentage increase in wages as in the CPI. Including revision clause guaranteeing 0.3% above real inflation until the end of 2010	* Includes assistance of €1,500 for mentally or physically disabled children
Sweden KOMMUNAL	* Agreed wage increase: 12.09% over a period of 3 years	/

Country & union	2. Other information	
	Main demands	Comments
Belgium CSC	<ul style="list-style-type: none"> * Prolongation of existing early retirement schemes * Purchasing power: €125 in 2009 and €250 starting in 2010. Possibility of converting sectoral benefits into other company-level benefits subject to a company-level collective agreement provided that minimum wages are respected + a company-level envelope * Higher contribution towards transport costs * Boost to company-level training 	<ul style="list-style-type: none"> * Automatic index-linking (linkage to the consumer price index) of all wages when implementing sectoral collective agreements: up 4.68% on 1 January 2009 and down 0.42% in 2010
Belgium FGTB HORVAL	<ul style="list-style-type: none"> * Implementation of an exceptional cross-sectoral agreement (€125/€250 net) * Higher bonuses and allowances * Integration of the annual purchasing power bonus into wages * Higher contributions to the Second pillar (sectoral complementary pension) * Prolongation of early retirement schemes * Prolongation of sectoral agreements * Possibility of company-level negotiations 	<ul style="list-style-type: none"> * Negotiations took place within the framework of the exceptional cross-sectoral agreement, setting guidelines for a 'net' amount, though the government is not offering the possibility of awarding a net bonus by way of an exception. * The integration of the annual purchasing power bonus into wages means that this benefit is now index-linked on 1 January of each year in line with inflation.
Bulgaria FITU-FOOD	<ul style="list-style-type: none"> * Wages * Holidays * Services rendered owing to the cancellation of employment contracts * Wage complements for additional hours worked, night work or any other topic covered by the collective agreement * Committee for social cooperation and maintenance of the Social Dialogue * Social package for workers 	<ul style="list-style-type: none"> * A social dialogue in the sector * 56 collective agreements have been signed * Based on sectoral contracts, wages may go up by more than 10% (in practice this is not happening everywhere)
Finland TU	/	/
France FO	<ul style="list-style-type: none"> * 1.5% increase in monthly pay * 1.5% rise in annual pay 	<ul style="list-style-type: none"> * No wage agreement on minimum wages
Germany NGG	<ul style="list-style-type: none"> * 2.9% 	/
Iceland SGS	/	<ul style="list-style-type: none"> * Signature of the Stability Pact in June 2009 * In tandem with the conclusion of this pact, the social partners have joined forces to remove uncertainty on the labour market by concluding collective bargaining agreements that will apply until the end of November 2010, with the emphasis on improving the situation facing the groups earning the lowest incomes.

Country & union	2. Other information	
	Main demands	Comments
Italy FLAI-CGIL	<ul style="list-style-type: none"> * Joint observatory on food trends, from both a market and social point of view * Regulation of contract work: worker rights and company constraints * Equal opportunities support * Update of salary and competences schemes * Wage increase * Health and safety * Regulation of salesmen's work 	<ul style="list-style-type: none"> * An effective observatory could enable trade groups anticipating those trends which can negatively affect jobs * The agreement is the first step towards bargaining throughout a whole process, rather than in single companies
Spain CC.OO.	<ul style="list-style-type: none"> * Agreement includes the manufacture of biofuels from agricultural produce * Increase of 5% in end-of-year bonus * Increase of 4% in retirement pay * Creation of a bonus of €2.50 a day for each shift-work system 	<ul style="list-style-type: none"> * Includes maternity, paternity and adoption leave for domestic partners
Sweden KOMMUNAL	<ul style="list-style-type: none"> * Wage increase: 12.90% over a three-year period 	/

Country & Union	Duration of agreement	Date next negotiation	Number of employees/members	Kind of negotiation	Contact person
Belgium ACV-CSC	2009 – 2010		4.000	NS	Chantal Schreurs chantal.schreurs@acv-csc.be
Germany NGG	01/10/2008 – 30/09/2010		10,100	NS	Michael Bergstreser michael.bergstreser@ngg.net

NC= national cross-sectoral; NS= national sectoral; RC= regional cross-sectoral; RS= regional sectoral; C= company level; L= local (site) level

Country & union	1. Conclusions	
	Bargained wage increase	Other factors/Qualitative items
Belgium ACV-CSC	/	/
Denmark		
Germany NGG	* 01/10/2008: up 4% * January 2009: €150 on a one-off basis * 01/10/2009: up 2.8%	/
Poland		
	2. Other information	
	Main demands	Comments
Belgium ACV-CSC	* Purchasing power: 2009: €125 in eco cheques 2010 and subsequent years: €250 in a complementary pension plan	/
Denmark		
Germany NGG	* Wage increase: 8.5% * Pension scheme	/
Poland		