

Appendix for the 2008 EMF EUCOBAN report

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Important remark: The abbreviation NI used in the tables, means No Information.

Last update 10.11.2008 by RJ

Table 1.1 Participants in the EUCOBAN 2008 Survey

Country:	Organisation(s):	Name of respondent(s):	Nr. of reports:
Austria	GMTN	Manfred Anderle	4
Belgium	CCMB, ABBV Metal, ACLVB - CGSLB, MWB	Nathalie Diesbecq	1
Bosnia and Herzegovina	Sindikatski Metalacni Savez Bosne i Hercegovine	Ismet Bajramovic	1
Bulgaria	NF "Metallurgy"CL"Podkrepa"	Tsvetelina Boneva	1
Bulgaria	TU 'Metalicy'	Reneta Petrova	1
Croatia	Metalworkers' Union of Croatia - SMH	Vesna Mlinaric	1
Czech Republic	OS KOVO	Lucie Studnicna	3
Denmark	CO-Industri	Jens Bundvad	1
Denmark	The Danish Society of Engineers, IDA	Lisbeth Andersen	1
France	FEAE-CFDT	Luc Scappini	1
France	FGMM-CFDT, FTM-CGT, FO Metallurgie, Metallurgie CFTC	Blandine Landas, Daniel Pellet Robert, Marie-Josée Millan Noirault, Patrick Correa	1
Finland	Finnish Electrical Workers' Union	Sauli Vääntti	1
Finland	Metalli	Veli-Matti Kauppinen	1
Finland	TU ry	Roni Jokinen	1
Hungary	VASAS	Zoltán Hódi	1
Germany	IG Metall	Rudolf Welzmueller	1
Greece	POEM	Dimitrio Tsioumpris	2
Iceland	Samidn	Thorbjorn Gudmundsson	1
Italy	FIOM-CGIL, Fim-Cisl, Uilm-Uil	Sabina Petrucci	1
Macedonia	SIER	Suzana Babunska	1
Montenegro	MTUM	Dragan Mijanovic	1
Netherlands	FNV Bondgenoten, CNV Bedrijvenbond, De Unie, VHP	Jacqie van Stigt	1
Norway	Fellesforbundet	Liv Christiansen	1
Norway	NITO	Lasse Breen	1
Norway	TEKNA	Anne Cathrine Hunstad	1
Poland	NSZZ Solidarnosc	Dorota Miklos	1
Slovak Republic	OZ KOVO	Anton Mifka	3
Slovenia	SKEI	Bogdan Ivanovic	3
Spain	MCA-UGT	ISABEL AGAN MORENO	1
Sweden	IF Metall	Roger Nilsson	1

Table 1.1 Participants in the EUCOBAN 2008 Survey, cont.

Country:	Organisation(s):	Name of respondent(s):	Nr. of reports:
Sweden	Unionen	Kennet Morin	1
Sweden	Swedish Association of Graduate Engineers	Anders Tihkan	1
Switzerland	UNIA	Pascal Pfister	1
Turkey	Birlesik Metal-IS DISK	Gaye Yilmaz	1
<u>25</u>	<u>45</u>		<u>44</u>

Table 1.2 Non-respondents for the EUCOBAN 2008 Survey

Country:	Organisation(s):
Belgium	LBC-NVK, CNE, SETCa/BBTK
Bulgaria	NFTINI "Podkrepa" CL/TUFOEMI - Joi, TUFOEMI/NFTINI "Podkrepa" CL - Joi, NTUF Metal-Electro - CITUB, SFMM "Podkrepa"
Cyprus	OVIEK-SEK
Finland	TEK, UIL ry
France	FO Defense, FNTE/CFDT
Ireland	SIPTU
Luxembourg	LCGB, OGB-L
Malta	General Workers' Union
Norway	Handel og Kontor
Poland	Metalowcy
Portugal	SIMA, FIEQUIMETAL
Romania	FNS Solidaritatea Metal, FSLI-Metal, FSS Metarom
Serbia	GSM "Nezavisnost", SPMK
Spain	USO, FM/CC.OO, FTM-ELA
Switzerland	SYNA
UK	Community, UNITE (TGWU), UNITE (Amicus), GMB
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Table 2.1: European Collective Bargaining Calendar

Latest collective bargaining round							Next bargaining round		
Country:	Organisation(s):	Sector:	When was the agreement concluded?	From:	To:	Number of years:	Start:	Finish:	What main issues will you probably deal with in the next bargaining round?
Austria	GMTN	Metalworking Industry	30.10.2007	1.11.2007	unlimited	unlimited, annual renegotiation	26.09.2008		Securing the employees' purchasing power against the background of high inflation, which is set to drive up to 3,5% this year, and squeeze of household real income. Renewed demands from the employers regarding one-off payments while we will insist on permanent wage increase with a lasting effect on future pay
Austria	GMTN	Electro and Electronics industry	14.05.2008	1.May 2008	unlimited duration	unlimited, annual renegotiation	mai-09		Compensation of inflation rate
Austria	GMTN	hiring out of labour sector (temporary agency workers)	26.11.2007	1.January 2008	unlimited	unlimited, annual renegotiation	nov-08	undetermined	Provision that collectively-agreed one-off payments for permanent workers should also be granted to temporary agency workers
Austria	GMTN	Metalworking Small Craft	Metalworking Small Craft	1. January 2008	unlimited duration	unlimited, annual renegotiation			
Belgium	CCMB, ABBV Metal, ACLVB - CGSLB, MWB						déc-08	may or june 2009	Wages, (real wage increase and all-in formula (including automatic indexation as a variant element of the formula) early retirement, training and education

Table 2.1: European Collective Bargaining Calendar, cont.

Latest collective bargaining round							Next bargaining round		
Country:	Organisation(s):	Sector:	When was the agreement concluded?	From:	To:	Number of years:	Start:	Finish:	What main issues will you probably deal with in the next bargaining round?
Bosnia and Herzegovina	Sindikat Metalaca Bosne I Hercegovine	No sectors.	10.10.2007.	10.10.2007.	10.10.2008.	1	we will start as soon as possible	as soon as possible	It will again focus on wages and maybe some other elements.
Bulgaria	NF "Metallurgy"CL" Podkrepa"						October	December	
Bulgaria	TU 'Metalicy'						sept-08	déc-08	Wage increase, social benefits increase, protection of trade union members against dismissals, improvement of working conditions
Croatia	Metalworkers' Union of Croatia - SMH						Not expected because the employers' association does not in fact want to negotiate with the aim of concluding a collective agreement for metal and electrical industry.	-	At company level about wages and other financial issues, conclusion of collective agreements where they do not exist.

Table 2.1: European Collective Bargaining Calendar, cont.

Latest collective bargaining round							Next bargaining round		
Country:	Organisation(s):	Sector:	When was the agreement concluded?	From:	To:	Number of years:	Start:	Finish:	What main issues will you probably deal with in the next bargaining round?
Czech Republic	OS Kovo	Electrotechnical industry	Supplement no. 4 to the collective agreement for 2008 has been concluded 29. 2. 2008, valid from 1. 1. 2008	1. 1. 2005	31. 12. 2008	4	sept-08	déc-08	Labour relations and wages
Czech Republic	OS KOVO	Aerospace industry	14. 2. 2008	1. 1. 2008	31. 12. 2008	1	sept-08	déc-08	Industrial relations, wages
Czech Republic	OS KOVO	Metallurgy	Annex 3 of the Agreement for 2008 concluded 11. 6. 2008, valid since 1. 6. 2008	1. 1. 2006	31. 12. 2011	6	sept-08	déc-08	Wages
Denmark	CO-Industri						déc-09	mars-10	
Denmark	The Danish Society of Engineers, IDA								
France	FEAE-CFDT								
France	FGMM-CFDT, FTM-CGT, FO Metallurgie, Metallurgie CFTC	NI	NI	NI	NI	NI			
Germany	IG Metall						oct-08	déc-08	pay increase

Table 2.1: European Collective Bargaining Calendar, cont.

Latest collective bargaining round							Next bargaining round		
Country:	Organisation(s):	Sector:	When was the agreement concluded?	From:	To:	Number of years:	Start:	Finish:	What main issues will you probably deal with in the next bargaining round?
Finland	Finnish Electrical Workers' Union						February/ March 2009	31st May 2009	The scope of the sector collective agreement
Finland	Metalli	Metal	1.10.2007	1.10.2007	30.4.2009	2,5	1.4.2008	31.5.2008	Wages and working time for older workers
Finland	TU ry	Technology industries	26.10.2007	26.10.2007	30.4.2010	2 1/2	April - May 2009	End May 2009	Not yet decided
Greece	POEM	Metal Industry	1.07.08	01.01.2008	31.12.2009	2	janv-10	mai-10	Wages, allowances and working conditions
Greece	POEM	small metal enterprises	24.06.2008	01.01.2008	31.12.2009	2	After the expiry of this CLA (early 2010)		Wages, working time, allowances
Hungary	VASAS						-	-	There is no sector-level collective bargaining as there is no potential partner at that level. At national level the main goals are to increase minimum wages and secure a proportionate increase in the guaranteed minimum wage with special emphasis on skilled workers. At company level: to safeguard real wages.

Table 2.1: European Collective Bargaining Calendar, cont.

Latest collective bargaining round							Next bargaining round		
Country:	Organisation(s):	Sector:	When was the agreement concluded?	From:	To:	Number of years:	Start:	Finish:	What main issues will you probably deal with in the next bargaining round?
Iceland	Samidn	Samidn represents both metal and non-metal sector (building industry, horticulturists and hairdressers) in Iceland.	1. February 2008	1. February 2008	30. November 2010	2,5	Beginning of 2011	?	Depends on the economy, high inflation and purchasing power.
Italy	FIOM-CGIL	private sector	January 20, 2008	January 1st, 2008	December 31, 2011 (December 31, 2009 for the wages)	4 (2 for the wages)	At the end of 2009 will start the bargaining for the wages	The last two agreements needed 13 and 7 months of negotiations. We hope less time for the next one	Wage increase
Macedonia	SIER								The main problem is that employers are not organized and not interested in negotiating at sector level.
Montenegro	MTUM						nov-08	févr-08	Health&safety, minimum wage rate, job creation
Netherlands	FNV Bondgenoten, CNV Bedrijvenbond, De Unie, VHP	Metal industry	Autumn 2007	1 11 2007	1 2 2010	26 months	déc-09	févr-10	Individual right to training, more days wage employability how to prolong employment and health of older workers, how to attract youth, women, etc.

Table 2.1: European Collective Bargaining Calendar, cont.

Latest collective bargaining round							Next bargaining round		
Country:	Organisation(s):	Sector:	When was the agreement concluded?	From:	To:	Number of years:	Start:	Finish:	What main issues will you probably deal with in the next bargaining round?
Norway	Fellesforbundet	Mechanical Engineering Industry Agreement	1-avr-08	1-avr-08	30-mars-10	2	mars-10	avr-10	Difficult to say right now, but wages will be a main issue, as usual, as well as working time for offshore workers
Norway	NITO						Ongoing no. Pr. 31 of May 2008.	Too early to say.	
Norway	TEKNA						oct-08	oct-08	Working time issues
Poland	NSZZ Solidarnosc						September 2008	Spring 2009	All sections. We have to negotiate a new collective agreement
Slovak Republic	OZ KOVO	Engineering	13.03.2008	01.03.2008	31.12.2009	2 (22 months)	oct-08	déc-08	Tarif wages for the year 2007
Slovak Republic	OZ KOVO	Electro-technic	31.01.2008	01.01.2008	31.12.2009	2	October 2008	December 2008	Wage increases
Slovak Republic	OZ KOVO	Metallurgy	Not yet	-	-	-			
Slovenia	SKEI	Metal sector	juin-08	juin-08	mai-09	1	sept-08	déc-08	- 40 hours paid training per year - mobbing - equality for women and agency workers
Slovenia	SKEI	Mfr. of basic metal&fabricated product	juin-08	juin-08	mai-09	1	sept-08	déc-08	- 40 hours paid training per year - mobbing - equality for women and agency workers
Slovenia	SKEI	Mfr. of electrical and optical equipment	juin-08	juin-08	mai-09	1	sept-08	déc-08	- 40 hours paid training per year - mobbing - equality for women and agency workers

Table 2.1: European Collective Bargaining Calendar, cont.

Latest collective bargaining round							Next bargaining round		
Country:	Organisation(s):	Sector:	When was the agreement concluded?	From:	To:	Number of years:	Start:	Finish:	
Spain	MCA-UGT	Metal	See section 3.2 in the report	See section 3.2 in the report	See section 3.2 in the report	See section 3.2 in the report	Beginning 2009	Regional agreements reached at different points in time	It is intended to negotiate the pending matters in the Metal Sector National Agreement in order to definitively achieve a National Agreement for the Sector. Other matters: - Contracting - Migration - Extension of trade union rights
Sweden	IF Metall	Engineering	16th March 2007	1st April 2007	31st March 2010		3 October 2009	April 2010	Will be reported in October of next year
Sweden	Unionen						1/01/2010	31/03/2010	Demands will be decided next year.
Sweden	Swedish Association of Graduate Engineers						December 31st , 2009	March 31st, 2010	
			When was the agreement concluded?	From:	To:	Number of years:	Start:	Finish:	What main issues will you probably deal with in the next bargaining round?
Switzerland	UNIA						2010	31.12.2010	2008: Given the 2,6% increase in prices in Switzerland, wages have to increase by at least the same plus 1.5-2.5% for higher productivity. Another issue: to reduce the gap between men's wages and women's wages.
Turkey	Birlesik Metal-IS DISK	We have signed the collective agreement for I.S.I.C Rev.3 and 27-34 sector codes.	2006	1st September 2006	1st September 2008		1st September 2008		We are continuing the collective bargaining period, but negotiations are blocked as regards the issues of wages and flexibility.

Table 2.2: Classification: Bargaining Levels

Country:	Organisation:	Sector:	National		Regional		Local	Company
			Inter-sectoral	Sectoral	Inter-sectoral	Sectoral		
Austria	GMTN	Metalworking Industry		X				
Austria	GMTN	Electro and Electronics industry	X	X				
Austria	GMTN	hiring out of labour sector (temporary agency workers)	X	X				
Austria	GMTN	Metalworking Small Craft	X	X				
Belgium	CCMB, ABBV Metal, ACLVB - CGSLB, MWB							X
Bosnia and Herzegovina	Sindikata Metalaca Bosne i Hercegovine	No sectors.		X				
Bulgaria	NF "Metallurgy" CL "Podkrepa"					X		
Bulgaria	TU "Metalicy"							X
Croatia	Metalworkers' Union of Croatia - SMH		n.i.	n.i.	n.i.	n.i.	n.i.	n.i.
Czech Republic	OS Kovo	Electrotechnical industry		X				X
Czech Republic	OS KOVO	Aerospace industry		X				
Czech Republic	OS KOVO	Metallurgy		X				
Denmark	CO-Industri		n.i.	n.i.	n.i.	n.i.	n.i.	n.i.
Denmark	The Danish Society of Engineers, IDA		n.i.	n.i.	n.i.	n.i.	n.i.	n.i.
Finland	Finnish Electrical Workers' Union		n.i.	n.i.	n.i.	n.i.	n.i.	n.i.
Finland	Metalli	Metal	X					
Finland	TU ry	Technology Industries	X	X				
France	FEAE-CFDT		n.i.	n.i.	n.i.	n.i.	n.i.	n.i.
France	FGMM-CFDT, FTM-CGT, FO Metallurgie, Metallurgie CFTC		n.i.	n.i.	n.i.	n.i.	n.i.	n.i.
Germany	IG Metall		n.i.	n.i.	n.i.	n.i.	n.i.	n.i.
Greece	POEM	Metal Industry		X				X

Table 2.2: Classification: Bargaining Levels cont.

Sweden	Swedish Association of Graduate Engineers		n.i.	n.i.	n.i.	n.i.	n.i.	n.i.
Switzerland	UNIA		n.i.	n.i.	n.i.	n.i.	n.i.	n.i.
Turkey	Birlesik Metal-IS DISK	We have signed the collective agreement for I.S.I.C Rev.3 and 27-34 sector codes.		X				X

Table 2.3: Classification: Coverage of the agreement

Country:	Organisation:	Sector:	Blue Collar TU members affected by the collective agreement?	Blue Collar employees affected by the collective agreement?	White Collar TU members affected by the collective agreement?	White Collar employees affected by the collective agreement?	Number of Blue Collar workers in the metal industry?	Number of White Collar workers in the metal industry?
Austria	GMTN	Metalworking Industry	Erga omnes agreement	104.000	Erga omnes agreement	60.000	137.000	74.000
Austria	GMTN	Electro and Electronics industry	Erga omnes agreement	23.063	Erga omnes agreement	26.034	137.000	74.000
Austria	GMTN	hiring out of labour sector (temporary agency workers)	Erga omnes agreement	56.000	Erga omnes agreement	present collective agreement applies only to blue collar temporary agency workers	137.000	74.000
Austria	GMTN	Metalworking Small Craft	Erga omnes agreement	112.000	Present collective agreement applies only to blue-collar temporary agency workers	NI	137.000	74.000
Belgium	CCMB, ABBV Metal, ACLVB - CGSLB, MWB	National	NI	NI	NI	NI	NI	NI
Bosnia and Herzegovina	Sindikato Metalaca Bosne i Hercegovine	National	NI	NI	NI	All	NI	NI

Table 2.3: Classification: Coverage of the agreement, cont.

Country:	Organisation:	Sector:	Blue Collar TU members affected by the collective agreement?	Blue Collar employees affected by the collective agreement?	White Collar TU members affected by the collective agreement?	White Collar employees affected by the collective agreement?	Number of Blue Collar workers in the metal industry?	Number of White Collar workers in the metal industry?
Bulgaria	NF "Metallurgy"CL "Podkrepa"	National	NI	NI	NI	NI	NI	NI
Bulgaria	TU 'Metalicy'	National	NI	NI	NI	NI	NI	NI
Croatia	Metalworkers' Union of Croatia - SMH	National	NI	NI	NI	NI	NI	NI
Czech Republic	OS Kovo	Electrotechnical industry	This CA covers both blue and white collar workers	This CA covers both blue and white collar workers	This CA covers both blue and white collar workers	This CA covers both blue and white collar workers	In metal industry there are 639 071 workers.	In metal industry there are 639 071 workers.
Czech Republic	OS KOVO	Aerospace industry	This collective agreement is binding for 1 265 trade unionists - both blue and white collars.	This collective agreement is binding for 4 535 employees in the sector - blue and white collars (out of 7 225 employees in the sector)	This collective agreement is binding for 1 265 trade unionists - both blue and white collars	This agreement is binding for 5 379 employees - both blue and white collars (out of 19 019 in metallurgy)	There are 639 071 employees in the metal industry in the Czech Republic, blue and white collars.	There are 639 071 employees in the metal industry in the Czech Republic, blue and white collars.
Czech Republic	OS KOVO	Metallurgy	This agreement is binding for 1 509 trade unionists - blue and white collars.	This agreement is binding for 5 379 employees - both blue and white collars (out of 19 019 in metallurgy)	This agreement is binding for 1 509 trade unionists - blue and white collars.		Metal industry employees 639 071 employees - both blue and white collars.	Metal industry employees 639 071 employees - both blue and white collars.
Denmark	CO-Industri	National	NI	NI	NI	NI	NI	NI

Table 2.3: Classification: Coverage of the agreement, cont.

Country:	Organisation:	Sector:	Blue Collar TU members affected by the collective agreement?	Blue Collar employees affected by the collective agreement?	White Collar TU members affected by the collective agreement?	White Collar employees affected by the collective agreement?	Number of Blue Collar workers in the metal industry?	Number of White Collar workers in the metal industry?
Denmark	The Danish Society of Engineers, IDA	National	NI	NI	NI	NI	NI	NI
Finland	Finnish Electrical Workers' Union		NI	NI	NI	NI	NI	NI
Finland	Metalli	Metal	120 000	134 000			134 000	
Finland	TU ry	Technology industries			23000	30000		
France	FEAE-CFDT	National	NI	NI	NI	NI	NI	NI
France	FGMM-CFDT, FTM-CGT, FO Metallurgie, Metallurgie CFTC	National	See section 3.1 of the EUCOBAN report	See section 3.1 of the EUCOBAN report	See section 3.1 of the EUCOBAN report	See section 3.1 of the EUCOBAN report	See section 3.1 of the EUCOBAN report	See section 3.1 of the EUCOBAN report
Germany	IG Metall	National	NI	NI	NI	NI	NI	NI
Greece	POEM	Metal Industry	15.000	20.000	-	-	20.000	3.000
Greece	POEM	small metal enterprises	7.000	50.000	500	1.500		
Hungary	VASAS		NI	NI	NI	NI	NI	NI
Iceland	Samidn	National	Around 2000	Around 2500	Around 5000	Around 5500	Around 1000	Around 3000
Italy	FIOM-CGIL	private sector	All	All	All		circa 1.320.000	circa 880.000
Macedonia	SIER	National	NI	NI	NI	NI	NI	NI
Montenegro	MTUM	National	NI	NI	NI	NI	NI	NI

Table 2.3: Classification: Coverage of the agreement, cont.

Country:	Organisation:	Sector:	Blue Collar TU members affected by the collective agreement?	Blue Collar employees affected by the collective agreement?	White Collar TU members affected by the collective agreement?	White Collar employees affected by the collective agreement?	Number of Blue Collar workers in the metal industry?	Number of White Collar workers in the metal industry?
Netherlands	FNV Bondgenoten, CNV Bedrijvenbond, De Unie, VHP	Metal industry	50.000 workers incl. White collar members	180.000 workers incl. white collar workers	we don't register that	they are covered by a separate CLA, but the wage scales are not part of this CLA: only working time (excl. overtime), holiday, pensions etc. are part of this CLA	180.000 incl. white collar workers (this agreement is generally applied to the whole sector)	-
Norway	Fellesforbundet	Mechanical Engeneering Industry Agreement	36 500	NA	We do not organise White Collar workers	NA	NA	NA
Norway	NITO	National	NI	NI	NI	NI	NI	NI
Norway	TEKNA	National	NI	NI	NI	NI	NI	NI
Poland	NSZZ Solidarnosc		NI	NI	NI	NI	NI	NI
Slovak Republic	OZ KOVO	Engineering	15260 - we do not have separate CA for blue and white collar	21800 - - we do not have separate CA for blue and white collar			127400 - we do not have separate CA for blue and white collar	

Table 2.3: Classification: Coverage of the agreement, cont.

Country:	Organisation:	Sector:	Blue Collar TU members affected by the collective agreement?	Blue Collar employees affected by the collective agreement?	White Collar TU members affected by the collective agreement?	White Collar employees affected by the collective agreement?	Number of Blue Collar workers in the metal industry?	Number of White Collar workers in the metal industry?
Slovak Republic	OZ KOVO	Electro-technic	All members - not just blue-collar workers = 2150	All employees = 3100	-	-	All employees in the metal industry = 226000, including 73 439 in the electro-technical industry	-
Slovak Republic	OZ KOVO	Metallurgy						
Slovenia	SKEI	Metal sector	NI	NI	NI	NI	NI	Collective agreement effected on 100.000 employees (in Slovenia not divide on blue and white collar employees) and for 60.000 members of trade unions
Slovenia	SKEI	Mfr. of basic metal&fabricated product	NI	NI	NI	NI	NI	NI
Slovenia	SKEI	Mfr. of electrical and optical equipment	NI	NI	NI	NI	NI	NI

Table 2.3: Classification: Coverage of the agreement, cont.

Country:	Organisation:	Sector:	Blue Collar TU members affected by the collective agreement?	Blue Collar employees affected by the collective agreement?	White Collar TU members affected by the collective agreement?	White Collar employees affected by the collective agreement?	Number of Blue Collar workers in the metal industry?	Number of White Collar workers in the metal industry?
Spain	MCA-UGT	Metal	NI	797876 (blue + white)	NI	NI	1.134.000 (blue + white)	NI
Sweden	IF Metall	Engineering	148 000	Approx 160 000			In the engineering sector 162 000	
Sweden	Unionen	National	NI	NI	NI	NI	NI	NI
Sweden	Swedish Association of Graduate Engineers	National	NI	NI	NI	NI	NI	NI
Switzerland	UNIA	National	NI	NI	NI	NI	NI	NI
Turkey	Birlesik Metal-IS DISK	We have signed the collective agreement for I.S.I.C Rev.3 and 27-34 sector codes.	94000	145000	They are not covered by the collective agreements.		986.000	246.00

NI: No information. Either due to lack of reporting or not having negotiated in the period July 2007 - July 2008

Table 4.1: Demand Wages

Country:	Organisation:	Sector:	Please describe the demand on 'Wages' briefly:
Austria	GMTN	Metalworking Industry	•Increase in minimum wages/salaries (without defining any particular percentage rises)
Austria	GMTN	Electro and Electronics industry	• An increase in minimum wages/salaries • An increase in effectively paid wages/salaries • An increase in collectively agreed additional allowances by the percentage of pay increase in minimum wages/salaries and effectively paid wages/salaries respectively, • An increase in apprentices' remuneration by the percentage of pay increase in minimum wages/salaries
Austria	GMTN	Hiring out of labour sector (temporary agency workers)	Increase in minimum collectively agreed wages Increase in allowances and additional payments (expense-, daily allowances) Maintenance of loval overpayment above collectively agreed rate for temporary agency workers
Austria	GMTN	Metalworking Small Craft	•Increase in collectively agreed minimum wages •Increase in collectively agreed effective wages •Increase in apprentices' remunerations by the amount of the increase in minimum wages •Increase in additional payments/allowances by the amount of the increase in minimum wages
Belgium	CCMB, ABBV Metal, ACLVB - CGSLB, MWB	National	NI
Bosnia and Herzegovina	Sindikata Metalaca Bosne I Hercogovine	National	We needed to set coefficients for wages for all workers and somehow make them more comfortable and secure at their jobs.
Bulgaria	NF "Metallurgy"CL"Podkrepa"	National	NI
Bulgaria	TU 'Metalicy'	National	NI
Croatia	Metalworkers' Union of Croatia - SMH	National	NI
Czech Republic	OS Kovo	Electrotechnical industry	Average 5% nominal wage increase at individual employers.
Czech Republic	OS KOVO	Aerospace industry	9% increase of the average nominal wages at individual employers
Czech Republic	OS KOVO	Metallurgy	NI
Denmark	CO-Industri	National	NI
Denmark	The Danish Society of Engineers, IDA	National	NI

Table 4.1: Demand Wages, cont.

Country:	Organisation:	Sector:	Please describe the demand on 'Wages' briefly:
Finland	Finnish Electrical Workers' Union		NI
Finland	Metalli	Metal	We demanded wages increases of around 6 %
Finland	TU ty	Technology Industry	We demanded wages increases of around 6 % per year
France	FEAE-CFDT	National	NI
France	FGMM-CFDT, FTM-CGT, FO Metallurgie, Metallurgie CFTC	National	See section 3.1 of the EUCOBAN report
Germany	IG Metall	National	NI
Greece	POEM	Metal Industry	POEM's demand: 10,5%
Greece	POEM	small metal industries	Our demand was a wage increase that would cover the inflation rate (3,5%)+ 2,4% of the predictable productivity increase, an additional increase of 0,6% for the gradual convergence of our wages to the average wage of the EU, plus an increase of 4% to compensating for the loss of wages due to the rise in prices. Total:10,5%
Hungary	VASAS		NI
Iceland	Samidn	Samidn represents both metal and non-metal industries (building industry, horticulturists and hairdressers) in Iceland.	Increase in minimum wages in order to minimize the difference between minimum wages and market wages
Italy	FIOM-CGIL	private sector	A medium wage increase of 117 euro at level 5 of the professional scale. Increase of the pay element for those workers who do not have collective bargaining at company level but only the national minimum wage from 130 euro to 520 euro per year.
Macedonia	SIER	National	NI
Montenegro	MTUM	National	NI

Table 4.1: Demand Wages, cont.

Country:	Organisation:	Sector:	Please describe the demand on 'Wages' briefly:
Netherlands	FNV Bondgenoten, CNV Bedrijvenbond, De Unie, VHP	Metal industry	3.5% increase in actual salaries by 1 November 2007. - A lump sum payment in addition to the structural salary increase. - Revision of youth scales, anticipation of the profession-adult age and passage of ages to experience scales
Norway	Fellesforbundet	Mechanical Engineering Industry Agreement	Our demand was that all our members should at least maintain their purchasing power. A special increase for all agreements below 90% of the average. Women will especially benefit from this low wage increase.
Norway	NITO	National	NI
Norway	TEKNA	National	NI
Poland	NSZZ Solidarnosc		NI
Slovak Republic	OZ KOVO	Engineering	7,1 % increase of basic wages
Slovak Republic	OZ KOVO	Electro-technic	7,1 % wage increase
Slovak Republic	OZ KOVO	Metallurgy	NI
Slovenia	SKEI	Metal sector	To increase lowest basic wages by 6,6%
Slovenia	SKEI	Mfr. of basic metal&fabricated products	To increase lowest basic wages by 6,6% (negotiations at branch level) To obtain a real increase in basic wages based on productivity rates (negotiations at company level)
Slovenia	SKEI	Mfr. of electrical and optical equipment	To increase lowest basic wages by 6,6% (negotiations at branch level) To obtain a real increase in basic wages based on productivity rates (negotiations at company level)
Spain	MCA-UGT	Metal	The wage bargaining model proposed by MCA-UGT in the 2008 round uses the following elements as a reference, to quantify wage increases: <ul style="list-style-type: none"> * Inflation: the official forecast for inflation as prices reference (2%) * Productivity: increases resulting from productive development * Review clauses: in case of possible CPI drifts (31.12.2008) with regard to the initial forecast, it is necessary to include wage review clauses in order to ensure the purchasing power profit initially agreed and its retroactive application.
Sweden	IF Metall	Engineering	A special demand for higher increase of minimum salaries in the collective agreement A demand of approx. 3,9%.
Sweden	Unionen	National	NI

Table 4.1: Demand Wages, cont.

Country:	Organisation:	Sector:	Please describe the demand on 'Wages' briefly:
Sweden	Swedish Association of Graduate Engineers	National	NI
Switzerland	UNIA	National	NI
Turkey	Birlesik Metal-IS DISK	We signed the collective agreement for I.S.I.C Rev.3 and 27-34 sector codes.	20% for the first 6 months, and the inflation rate for the other six months.

Table 4.2: Demand Working Time

Country:	Organisation:	Sector:	Please describe the demand on 'Working Time' briefly:
Austria	GMTN	Metalworking Industry	NI
Austria	GMTN	Electro and Electronics industry	NI
Austria	GMTN	Hiring out of labour sector (temporary agency workers)	NI
Austria	GMTN	Metalworking Small Craft	NI
Belgium	CCMB, ABBV Metal, ACLVB - CGSLB, MWB	National	NI
Bosnia and Herzegovina	Sindikato Metalaca Bosne i Hercegovine	National	NI
Bulgaria	NF "Metallurgy"CL"Podkrepa"	National	NI
Bulgaria	TU 'Metalicy'	National	NI
Croatia	Metalworkers' Union of Croatia - SMH	National	NI
Czech Republic	OS Kovo	Electrotechnical industry	NI
Czech Republic	OS KOVO	Aerospace industry	NI
Czech Republic	OS KOVO	Metallurgy	NI
Denmark	CO-Industri	National	NI
Denmark	The Danish Society of Engineers, IDA	National	NI
Finland	Finnish Electrical Workers' Union	National	NI
Finland	Metalli	Metal	NI
Finland	TU ry	Technology Industries	NI
France	FEAE-CFDT	National	NI
France	FGMM-CFDT, FTM-CGT, FO Metallurgie, Metallurgie CFTC	National	See section 3.1 of the EUCOBAN report
Germany	IG Metall	National	NI
Greece	POEM	Metal Industry	NI

Table 4.2: Demand Working Time, cont.

Country:	Organisation:	Sector:	Please describe the demand on 'Working Time' briefly:
Greece	POEM	Small metal industries	Weekly working time of 35 hours - 5 working days per week with no reduction in wages
Hungary	VASAS	National	NI
Iceland	Samidn	Samidn represents both metal and non-metal industries (building industry, horticulturists and hairdressers) in Iceland.	NI
Italy	FIOM-CGIL	private sector	Confirmation of 40 hours per week. Maintaining the role of Rsu (workers' and union representatives at company level) in control and negotiation of working time (incl. periods of flexibility). Payment of flexibility hours increased from 10% to 20%, and from 15% to 40% on Saturdays.
Macedonia	SIER	National	NI
Montenegro	MTUM	National	NI
Netherlands	FNV Bondgenoten, CNV Bedrijvenbond, De Unie, VHP	Metal industry	NI
Norway	Fellesforbundet	Mechanical Engineering Industry Agreement	NI
Norway	NITO	National	NI
Norway	TEKNA	National	NI
Poland	NSZZ Solidarnosc	National	NI
Slovak Republic	OZ KOVO	Engineering	Reduction of weekly working time to 37,5 hour/ week
Slovak Republic	OZ KOVO	Electro-technic	Decrease in working time to 37,5 hours a week
Slovak Republic	OZ KOVO	Metallurgy	NI
Slovenia	SKEI	Metal sector	NI
Slovenia	SKEI	Mfr. of basic metal&fabricated product	NI

Table 4.2: Demand Working Time, cont.

Country:	Organisation:	Sector:	Please describe the demand on 'Working Time' briefly:
Slovenia	SKEI	Mfr. of electrical and optical equipment	NI
			We need to make progress regarding the aim of reaching the 35-hour week for all. Working time must be adaptable and flexible, also to permit workers to achieve a good balance between their working life and personal, social and family life. There is a need for effective control of the flexible management of working time by the workers' representatives.
Spain	MCA-UGT	Metal	
Sweden	IF Metall	Engineering	NI
Sweden	Unionen	National	NI
Sweden	Swedish Association of Graduate Engineers	National	NI
Switzerland	UNIA	National	NI
Turkey	Birlesik Metal-IS DISK	We have signed the collective agreement for I.S.I.C Rev.3 and 27-34 sector codes.	45-hour working week.

Table 4.3: Demand Training

Country:	Organisation:	Sector:	Please describe the demand on 'Training' briefly:
Austria	GMTN	Metalworking Industry	Demand for individual right to one week of paid training leave
Austria	GMTN	Electro and Electronics industry	NI
Austria	GMTN	Hiring out of labour sector (temporary agency workers)	NI
Austria	GMTN	Metalworking Small Craft	NI
Belgium	CCMB, ABBV Metal, ACLVB - CGSLB, MWB	National	NI
Bosnia and Herzegovina	Sindikata Metalaca Bosne i Hercegovine	National	NI
Bulgaria	NF "Metallurgy"CL"Podkrepa"	National	NI
Bulgaria	TU 'Metalicy'	National	NI
Croatia	Metalworkers' Union of Croatia - SMH	National	NI
Czech Republic	OS Kovo	Electrotechnical industry	NI
Czech Republic	OS KOVO	Aerospace industry	NI
Czech Republic	OS KOVO	Metallurgy	NI
Denmark	CO-Industri	National	NI
Denmark	The Danish Society of Engineers, IDA	National	NI
France	FEAE-CFDT	National	NI
France	FGMM-CFDT, FTM-CGT, FO Metallurgie, Metallurgie CFTC	National	See section 3.1 of the EUCOBAN report
Finland	Finnish Electrical Workers' Union	No	
Finland	Metalli	Metal	We had several demands which were linked to EMF's first common demand

Table 4.3: Demand Training, cont.

Country:	Organisation:	Sector:	Please describe the demand on 'Training' briefly:
Finland	TU ry	collective agreement for salaried employees in Technology industries	We had several demands which were linked to EMF's first common demand
Germany	IG Metall	National	NI
Greece	POEM	Metal Industry	NI
Greece	POEM	small metal industries	Education - training in the new technologies. Our slogan is: ' The knowledge is our strenght'
Hungary	VASAS	No	
Iceland	Samidn	Samidn represents both metal and non-metal industries (building industry, horticulturists and hairdressers) in Iceland.	Employees have the right to attend training courses in company time, without any loss of wages.
Italy	FIOM-CGIL	Private sector	The right to vocational training for all the workers during their working life.
Macedonia	SIER	National	NI
Montenegro	MTUM	National	NI
Netherlands	FNV Bondgenoten, CNV Bedrijvenbond, De Unie, VHP	Metal industry	Improvement in learning workplaces: more places, improved remuneration, accompaniment and perspective. - Granting of 5 training days which can be used by employees as they choose. Granting of an individual training budget, aimed at the current
Norway	Fellesforbundet	Mechanical Engineering Industry Agreement	Apprentices should receive the same pay as ordinary employees when they work overtime.
Norway	NITO	National	NI
Norway	TEKNA	National	NI
Poland	NSZZ Solidarnosc	No	NI
Slovak Republic	OZ KOVO	Engineering	Training leave period for workers for new qualification, increase or deepening of their current qualification
Slovak Republic	OZ KOVO	Electrotechnic	Free time for employees in order to obtain, raise or extend their qualifications.
Slovak Republic	OZ KOVO	Metallurgy	

Table 4.3: Demand Training, cont.

Country:	Organisation:	Sector:	Please describe the demand on 'Training' briefly:
Slovenia	SKEI	Metal sector	NI
Slovenia	SKEI	Mfr. of basic metal&fabricated product	NI
Slovenia	SKEI	Mfr. of electrical and optical equipement	NI
Spain	MCA-UGT	Metal	Union participation must be promoted within the company training plan and management process. The approval of individual training leave is very important.
Sweden	IF Metall	Engineering	Special efforts regarding training for long-term sick workers.
Sweden	Unionen	National	NI
Sweden	Swedish Association of Graduate Engineers	National	NI
Switzerland	UNIA	National	NI
Turkey	Birlesik Metal-IS DISK	We signed the collective agreement for I.S.I.C Rev.3 and 27-34 sector codes.	

Table 4.4: Demand Old Age

Country:	Organisation:	Sector:	Please describe the demand on 'Old Age' briefly:
Austria	GMTN	Metalworking Industry	NI
Austria	GMTN	Electro and Electronics industry	NI
Austria	GMTN	hiring out of labour sector (temporary agency workers)	NI
Austria	GMTN	Metalworking Small Craft	NI
Belgium	CCMB, ABBV Metal, ACLVB - CGSLB, MWB	National	NI
Bosnia and Herzegovina	Sindikata Metalaca Bosne I Hercegovine	National	NI
Bulgaria	NF "Metallurgy"CL"Podkrepa"	National	NI
Bulgaria	TU 'Metalicy'	National	NI
Croatia	Metalworkers' Union of Croatia - SMH	National	NI
Czech Republic	OS Kovo	Electrotechnical industry	NI
Czech Republic	OS KOVO	Aerospace industry	NI
Czech Republic	OS KOVO	Metallurgy	NI
Denmark	CO-Industri	National	NI
Denmark	The Danish Society of Engineers, IDA	National	NI
Finland	Finnish Electrical Workers' Union	National	NI
Finland	Metalli	Metal	NI
Finland	TU ry	Technology Industries	NI
France	FEAE-CFDT	National	NI
France	FGMM-CFDT, FTM-CGT, FO Metallurgie, Metallurgie CFTC	National	See section 3.1 of the EUCOBAN report
Germany	IG Metall	National	NI
Greece	POEM	Metal Industry	NI
Greece	POEM	small metal industries	
Hungary	VASAS	No	

Table 4.4: Demand Old Age, cont.

Country:	Organisation:	Sector:	Please describe the demand on 'Old Age' briefly:
Iceland	Samidn	Samidn represents both metal and non-metal industries (building industry, horticulturists and hairdressers) in Iceland.	NI
Italy	FIOM-CGIL	private sector	NI
Macedonia	SIER	National	NI
Montenegro	MTUM	National	NI
Netherlands	FNV Bondgenoten, CNV Bedrijvenbond, De Unie, VHP	Metal industry	Health: Employees whose work capacity is reduced by up to 35% cannot be dismissed for reasons of their incapacity for work. The employer offers the employee an insurance against income loss for incapacity for work of less than 35% and pays the required premium. Setting-up of an employer's contribution to health insurance. Engagement of catalogue of labour conditions as collective labour agreement. Labour conditions levy for the financing of structural activities, such as extension of training.
Norway	Fellesforbundet	Mechanical Engineering Industry Agreement	I suppose this is the box 'old age' See Question 7
Norway	NITO	National	NI
Norway	TEKNA	National	NI
Poland	NSZZ Solidarnosc	No	
Slovak Republic	OZ KOVO	Engineering	OLDER Workers: protection of older workers against dismissal
Slovak Republic	OZ KOVO	Electrotechnic	Increased protection against dismissal for older workers
Slovak Republic	OZ KOVO	Metallurgy	
Slovenia	SKEI	Metal sector	NI
Slovenia	SKEI	Mfr. of basic metal&fabricated product	NI
Slovenia	SKEI	Mfr. of electrical and optical equipment	NI
Spain	MCA-UGT	Metal	NI

Table 4.4: Demand Old Age, cont.

Country:	Organisation:	Sector:	Please describe the demand on 'Old Age' briefly:
Sweden	IF Metall	Engineering	NI
Sweden	Unionen	National	NI
Sweden	Swedish Association of Graduate Engineers	National	NI
Switzerland	UNIA	National	NI
Turkey	Birlesik Metal-IS DISK	We have signed a collective agreement for I.S.I.C Rev.3 and 27-34 sector codes.	NI

Table 4.5: Demand Equal Oppurtunities

Country:	Organisation:	Sector:	Please describe the demand on 'Equal Oppurtunities' briefly:
Austria	GMTN	Metalworking Industry	NI
Austria	GMTN	Electro and Electronics industry	NI
Austria	GMTN	Hiring out of labour sector (temporary agency workers)	NI
Austria	GMTN	Metalworking Small Craft	NI
Belgium	CCMB, ABBV Metal, ACLVB - CGSLB, MWB	National	NI
Bosnia and Herzegovina	Sindikata Metalaca Bosne i Hercegovine	National	NI
Bulgaria	NF "Metallurgy"CL"Podkrepa"	National	NI
Bulgaria	TU 'Metalicy'	National	NI
Croatia	Metalworkers' Union of Croatia - SMH	National	NI
Czech Republic	OS Kovo	Electrotechnical industry	NI
Czech Republic	OS KOVO	Aerospace industry	NI
Czech Republic	OS KOVO	Metallurgy	NI
Denmark	CO-Industri	National	NI
Denmark	The Danish Society of Engineers, IDA	National	NI
Finland	Finnish Electrical Workers' Union	National	NI
Finland	Metalli	Metal	
Finland	TU ry	Technology Industries	NI
France	FEAE-CFDT	National	NI
France	FGMM-CFDT, FTM-CGT, FO Metallurgie, Metallurgie CFTC	National	See section 3.1 of the EUCOBAN report
Germany	IG Metall	National	NI
Greece	POEM	Metal Industry	NI
Greece	POEM	small metal industries	NI

Table 4.5: Demand Equal Oppurtunities, cont.

Country:	Organisation:	Sector:	Please describe the demand on 'Equal Oppurtunities' briefly:
Hungary	VASAS	National	NI
Iceland	Samidn	Samidn represents both metal and non-metal industries (building industry, horticulturists and hairdressers) in Iceland.	NI
Italy	FIOM-CGIL	Private sector	NI
Macedonia	SIER	National	NI
Montenegro	MTUM	National	NI
Netherlands	FNV Bondgenoten, CNV Bedrijvenbond, De Unie, VHP	Metal industry	NI
Norway	Fellesforbundet	Mechanical Engineering Industry Agreement	I suppose this is box 'equal treatment' Employees on maternity leave should not lose ny wage increases.
Norway	NITO	National	NI
Norway	TEKNA	National	NI
Poland	NSZZ Solidarnosc	No	NI
Slovak Republic	OZ KOVO	Engineering	EQUAL OPPORTUNITIES: prohibitoin of discrimination in the field of remuneration (based on the regional principle)
Slovak Republic	OZ KOVO	Electrotechnic	Prohibition of discrimination (based on the regional principle)
Slovak Republic	OZ KOVO	Metallurgy	
Slovenia	SKEI	Metal sector	NI
Slovenia	SKEI	Mfr. of basic metal&fabricated product	NI
Slovenia	SKEI	Mfr. of electrical and optical equipement	NI
Spain	MCA-UGT	Metal	Agreements must contain the obligation to draw up and implement Equal Schemes (in accordance with 3/2007 Act of 22 March for effective equal treatment). Issues related to job access, continuance, promotion and training, equal wages and reconciliation of personal, family and working life.

Table 4.5: Demand Equal Oppurtunities, cont.

Country:	Organisation:	Sector:	Please describe the demand on 'Equal Oppurtunities' briefly:
Sweden	IF Metall	Engineering	Working group for common analysis of former agreements of the system for wage analysis at local level between men and women.
Sweden	Unionen	National	NI
Sweden	Swedish Association of Graduate Engineers	National	NI
Switzerland	UNIA	National	NI
Turkey	Birlesik Metal-IS DISK	We hve signed the collective agreement for I.S.I.C Rev.3 and 27-34 sector codes.	

Table 4.6: Demand Other Items

Country:	Organisation:	Sector:	Please describe the demand on 'Other Items' briefly:
Austria	GMTN	Metalworking Industry	NI
Austria	GMTN	Electro and Electronics industry	NI
Austria	GMTN	hiring out of labour sector (temporary agency workers)	NI
Austria	GMTN	Metalworking Small Craft	NI
Belgium	CCMB, ABBV Metal, ACLVB - CGSLB, MWB	National	NI
Bosnia and Herzegovina	Sindikata Metalaca Bosne I Hercegovine	National	NI
Bulgaria	NF "Metallurgy"CL"Podkrepa"	National	NI
Bulgaria	TU 'Metalicy'	National	NI
Croatia	Metalworkers' Union of Croatia - SMH	National	NI
Czech Republic	OS Kovo	Electrotechnical industry	Other demand: Implementation of the Agreement on harassment and violence at the workplace.
Czech Republic	OS KOVO	Aerospace industry	NI
Czech Republic	OS KOVO	Metallurgy	Implementation of the Agreement on harassment and violence at the workplace, adaptation of the industrial relations section linked to new legislation.
Denmark	CO-Industri	National	NI
Denmark	The Danish Society of Engineers, IDA	National	NI
Finland	Finnish Electrical Workers Union	National	NI
Finland	Metalli	Metal	NI
Finland	TU ry	Technology Industries	NI
France	FEAE-CFDT	National	NI
France	FGMM-CFDT, FTM-CGT, FO Metallurgie, Metallurgie CFTC	National	See section 3.1 of the EUCOBAN report
Germany	IG Metall	National	NI
Greece	POEM	Metal Industry	NI
Greece	POEM	Small metal enterprises	NI
Hungary	VASAS	NI	NI

Table 4.6: Demand Other Items, cont.

Country:	Organisation:	Sector:	Please describe the demand on 'Other Items' briefly:
Iceland	Samidn	Samidn represents both metal and non-metal industries (building industry, horticulturists and hairdressers) in Iceland.	NI
Italy	FIOM-CGIL	private sector	NI
Macedonia	SIER	National	NI
Montenegro	MTUM	National	NI
Netherlands	FNV Bondgenoten, CNV Bedrijvenbond, De Unie, VHP	Metal industry	NI
Norway	Fellesforbundet	Mechanical Engineering Industry Agreement	NI
Norway	NITO	National	NI
Norway	TEKNA	National	NI
Poland	NSZZ Solidarnosc	National	NI
Slovak Republic	OZ KOVO	Engineering	OTHERS: agreement to create a common procedure in the case of the CA extension
Slovak Republic	OZ KOVO	Electrotechnic	Agreement on the procedure of the extension of this CA to other companies
Slovak Republic	OZ KOVO	Metallurgy	
Slovenia	SKEI	Metal sector	NI
Slovenia	SKEI	Mfr. of basic metal&fabricated product	NI
Slovenia	SKEI	Mfr. of electrical and optical equipment	NI

Table 4.6: Demand Other Items, cont.

Country:	Organisation:	Sector:	Please describe the demand on 'Other Items' briefly:
Spain	MCA-UGT	Metal	Employment: more and better jobs. Health and Safety: working places to meet the minimum health and safety standards. Migration: equal conditions to those of other workers. Trade union rights: increase in the information, consultation and participation mechanism.
Sweden	IF Metall	Engineering	Equal right to pension benefits for white- and blue-collar workers.
Sweden	Unionen	National	NI
Sweden	Swedish Association of Graduate Engineers	National	NI
Switzerland	UNIA	National	NI
Turkey	Birlesik Metal-IS DISK	We have signed the collective agreement for I.S.I.C Rev.3 and 27-34 sector codes.	

Table 4.7: Results Wages

Country:	Organisation:	Sector:	Please describe the results on 'Wages' briefly:
Austria	GMTN	Metalworking Industry	Permanent increases * Increase in minimum by 3,6% and effectively paid wages/salaries by 3,5% * •Apprentices' remuneration will increase by 3, 6 percent. In addition, they will receive half of the amount of the extra one-off payment. • Any additional allowances, including reimbursement allowances, will increase by 3, 6 percent. Flexible increases * Distribution option: 0,3% of the effective wage increase may be distributed flexibly by the employer among certain-lower paid-employee groups
Austria	GMTN	Electro and Electronics industry	Permanent wage increases: •Minimum wages/salaries will increase by 3, 5%
Austria	GMTN	hiring out of labour sector (temporary agency workers)	Permanent wage increases: •Increase in collectively agreed minimum wages by 3,5 percent •The new collectively agreed minimum wage thus amounts to € 1.230,39
Austria	GMTN	Metalworking Small Craft	Permanent wage increases: •Increase in collectively agreed minimum wages by 3,5 percent •The new minimum wage thus amounts to 1.399,46€ •Increase in collectively agreed effective wages by 3,1 percent •Increase in apprentices' remunerations by 3,5 percent •Increase in additional payments/allowances by 3,5 percent •Increase in reimbursement allowances by 3,5 percent one-off payment: •Additional 100 € one off payment
Belgium	CCMB, ABBV Metal, ACLVB - CGSLB, MWB	National	NI
Bosnia and Herzegovina	Sindikat Metalaca Bosne i Hercegovine	National	We made a deal about coefficients of wages. Our workers are very content with this.
Bulgaria	NF "Metallurgy"CL"Podkrepa"	National	NI
Bulgaria	TU 'Metalicy'	National	NI
Croatia	Metalworkers' Union of Croatia - SMH	National	NI
Czech Republic	OS Kovo	Electrotechnical industry	Average nominal wage increase of 4% at individual employers.
Czech Republic	OS KOVO	Aerospace industry	Average nominal wage increase of 6% at individual employers.
Czech Republic	OS KOVO	Metallurgy	NI

Table 4.7: Results Wages, cont.

Country:	Organisation:	Sector:	Please describe the results on 'Wages' briefly:
Denmark	CO-Industri	National	NI
Denmark	The Danish Society of Engineers, IDA	National	NI
Finland	Finnish Electrical Workers' Union	National	NI
Finland	Metalli	Metal	<p>Wage increase of 30 cents per hour, amounting to a rise of not less than 3.4%, as of the wage payment period beginning 1st October 2007 or soonest thereafter. An enterprise or 'workplace-specific' component amounting to 0.7% or 1.0% of average hourly earnings in the fourth quarter of 2006, multiplied by the number of employees falling within the scope of the collective agreement at the workplace or enterprise, shall be used for wage increases from the start of the wage payment period beginning 1 October 2007 or soonest thereafter. The purpose of the 'workplace-specific' component is to support incentives for wage formulation, an equitable wage structure, and productivity enhancement in businesses. The use of the component, and the principles governing its distribution, shall be negotiated locally, and the basis for determining the component and the amount thereof shall also be explained to the shop stewards. The component shall be 1.0% if the manner of its use is agreed pursuant to the common guidelines of the federations. The component shall be 0.7% where no such agreement is reached.</p>

Table 4.7: Results Wages, cont.

Country:	Organisation:	Sector:	Please describe the results on 'Wages' briefly:
Finland	TU ry	Technology Industries	<p>Permanent wage increases. General increase on 1 October 2007: There shall be a general increase of 90€, but not less than 4.4%, in monthly salaries, including benefits in kind, as of the salary payment period beginning 1 October 2007 or soonest thereafter. This general increase shall be based on the salary level as of 30 September 2007. If the salary increased in this way is lower than the appropriate minimum salary according to point 1 of section 4 of the collective agreement, then the salary shall be increased to the minimum salary at the time of the general increase.</p> <p>General increase on 1 October 2008 There shall be a general increase of 2.5% in monthly salaries, including benefits in kind, as of the salary payment period beginning on 1 October 2008 or soonest thereafter.</p> <p>This general increase shall be based on the salary level as of 30 September 2008. If the salary increased in this way is lower than the appropriate minimum salary according to point 1 of section 4 of the collective agreement, then the salary shall be increased to the minimum salary at the time of the general increase. 'Workplace-specific element' : Salaries shall also be increased by an enterprise or 'workplacespecific' element of 1.6% based on the wage sum for regular working hours (monthly salary including benefits in kind) reckoned as of 30 September 2008, or as of some other agreed date, of salaried employees falling within the scope of the collective agreement. The purpose of this element is to support incentives for wage formulation, an equitable wage structure, and productivity enhancement in businesses. Use of the element, and the time of its implementation, shall be locally agreed between the employer and the shop steward.</p>

			<p>The federations shall jointly prepare guidelines on use of the element. If negotiations between the local parties are inconclusive, then the federations shall assist in securing a local settlement in accordance with the common guidelines. If the local parties, even with federation support, remain unable to agree on the principles for using the element, then the element shall be shared as follows: 1% of the salary of salaried employees that was current on 30 September 2008 shall be distributed as a general increase and an element of 0.6% reckoned from the wage sum in the foregoing manner shall be distributed by the employer having regard to the foregoing principles, and the employer shall implement the use of the element. These increases shall be implemented from the start of the wage payment period beginning on 1 October 2008 or soonest thereafter:</p> <p>The shop steward or other representative of salaried employees shall be entitled to an account of the allocation of the local element within a reasonable time after the salary increases have been implemented, insofar as the said allocation was agreed or the employer decides on its use. The said account shall specify the number of salaried employees receiving the increase and the total sum of the local element distributed to them.</p>
France	FEAE-CFDT	National	NI
France	FGMM-CFDT, FTM-CGT, FO Metallurgie, Metallurgie CFTC	National	See section 3.1 of the EUCOBAN report
Germany	IG Metall	National	NI
Greece	POEM	Metal Industry	Increase in permanent wage: 6,5% for 2008 in two stages (January-September) 6,6% for 2009 in two stages (January-September)
Greece	POEM	Small metal enterprises	Increase of 6,5% for 2008 - Increase of 6,6% for 2009
Hungary	VASAS	National	NI
Iceland	Samidn	Samidn represents both metal and non-metal industries (building industry, horticulturists and hairdressers) in Iceland.	NI

Table 4.7: Results Wages, cont.

Country:	Organisation:	Sector:	Please describe the results on 'Wages' briefly:
Italy	FIOM-CGIL	private sector	For the first time we were able to sign an agreement in which the wage increase is higher than the scheduled inflation (part of productivity). The period of wage increase is 30 months (instead of the 24 months of the demands). The average wage increase is 127 euros level 5 of the professional scale. 300 euros in one-off payments. Increase from 130 euros to 260 euros per year of the pay element for those workers who do not have collective bargaining at company level but only the national minimum wage
Macedonia	SIER	National	NI
Montenegro	MTUM	National	NI
Netherlands	FNV Bondgenoten, CNV Bedrijvenbond, De Unie, VHP	Metal industry	In total 7.75% of structural wage increase over 26 months, and a single payment of 225 euro.
Norway	Fellesforbundet	Mechanical Engineering Industry Agreement	The total value of the agreement is calculated to be 5.6%, without the early retirement agreement. The increment for all members was 2 NOK per hour and NOK 3 per hour for the agreements below 90 % of average.
Norway	NITO	National	NI
Norway	TEKNA	National	NI
Poland	NSZZ Solidarnosc	National	NI
Slovak Republic	OZ KOVO	Engineering	increas of the basic wages of 6,5%
Slovak Republic	OZ KOVO	Electrotechnic	5% increase in tarif wages
Slovak Republic	OZ KOVO	Metallurgy	
Slovenia	SKEI	Metal sector	The lowest basic wages increase for I. category for 6,6% and other for inflation rate (estimate 5,2%)
Slovenia	SKEI	Mfr. of basic metal&fabricated product	The lowest wages increase by 5,8% (negotiations at branch level) Real increase in basic wages linked to productivity rate (negotiations at company level)
Slovenia	SKEI	Mfr. of electrical and optical equipement	The lowest basic wages increase for I. category for 6,6% and other for inflation rate (est. 5,2%)

Table 4.7: Results Wages, cont.

Country:	Organisation:	Sector:	Please describe the results on 'Wages' briefly:
			The average wage increase of 44 concluded agreements to the date is of 3.38%, i.e. 1.38% over the initial forecast (2%). For a total amount of 730,776 workers (91.6%), the wage increase has been accompanied by a wage review clause which will go into operation if the real CPI at the end of the year is above the forecast one (2%)
Spain	MCA-UGT	Metal	
Sweden	IF Metall	Engineering	1 400 SEK raise in minimum wages, 2,8 % wage increase
Sweden	Unionen	National	NI
Sweden	Swedish Association of Graduate Engineers	National	NI
Switzerland	UNIA	National	NI
Turkey	Birlesik Metal-IS DISK	We have signed the collective agreement for I.S.I.C Rev.3 and 27-34 sector codes.	%10 for first six months , for other three six months inflation rate.

Table 4.8: Results Working Time

Country:	Organisation:	Sector:	Please describe the results on 'Working Time' briefly:
Austria	GMTN	Metalworking Industry	NI
Austria	GMTN	Electro and Electronics industry	Calculation of extra work for part-time workers (while no legal claim for overtime allowance for extra work in order to make up for bridging days, sabbaticals, etc. can be claimed)
Austria	GMTN	Hiring out of labour sector (temporary agency workers)	NI
Austria	GMTN	Metalworking Small Craft	NI
Belgium	CCMB, ABBV Metal, ACLVB - CGSLB, MWB	National	NI
Bosnia and Herzegovina	Sindikato Metalaca Bosne i Hercegovine	National	NI
Bulgaria	NF "Metallurgy"CL"Podkrepa"	National	NI
Bulgaria	TU 'Metalicity'	National	NI
Croatia	Metalworkers' Union of Croatia SMH	National	NI
Czech Republic	OS Kovo	Electrotechnical industry	NI
Czech Republic	OS KOVO	Aerospace industry	NI
Czech Republic	OS KOVO	Metallurgy	NI
Denmark	CO-Industri	National	NI
Denmark	The Danish Society of Engineers, IDA	National	NI
France	FEAE-CFDT	National	NI
France	FGMM-CFDT, FTM-CGT, FO Metallurgie, Metallurgie CFTC	National	See section 3.1 of the EUCOBAN report
Finland	Finnish Electrical Workers' Union	National	NI
Finland	Metalli	Metal	NI
Finland	TU ry	Technology Industries	NI
Germany	IG Metall	National	NI

Table 4.8: Results Working Time, cont.

Country:	Organisation:	Sector:	Please describe the results on 'Working Time' briefly:
Greece	POEM	Metal Industry	NI
Greece	POEM	small metal enterprises	NI
Hungary	VASAS	National	NI
Iceland	Samidn	Samidn represents both metal and non-metal industries (building industry, horticulturists and hairdressers) in Iceland.	NI
Italy	FIOM-CGIL	private sector	Confirmation of 40 hours/ week (further flexibilisation not accepted by law). The role of Rsu (workers and unions representatives at company level) in control and negotiation of working time (included periods of flexibility) will be maintained. The 64 hours of flexibility negotiated at company level for seasonal products is extended also for production needs. The payment of flexibility hours increased from 10% to 15% and from 15% to 25% on Saturdays. 8 hours more of overtime per year, not negotiated with shop-stewards (from 32 to 40 per year). One of the 7 annual days of leave can be postponed to the year after or paid if the workers so request.
Macedonia	SIER	National	NI
Montenegro	MTUM	National	NI
Netherlands	FNV Bondgenoten, CNV Bedrijvenbond, De Unie, VHP	Metal industry	A part of the senior days (extra free time from the age of 50, increasing each year to up to 29 extra days when you are 64) will stay and a part will be transformed into training days plus 2 extra days of holiday for all as from 1 1 2009.
Norway	Fellesforbundet	Mechanical Engineering Industry Agreement	NI
Norway	NITO	National	NI
Norway	TEKNA	National	NI
Poland	NSZZ Solidarnosc	National	NI

Table 4.8: Results Working Time, cont.

Country:	Organisation:	Sector:	Please describe the results on 'Working Time' briefly:
Slovak Republic	OZ KOVO	Engineering	The CAs do not include a provision about the reduction of working time, but this is secured by the mechanism of the calculation of the monthly and hourly quotas
Slovak Republic	OZ KOVO	Electrotechnic	Decrease of weekly working time to 37,5 hours.
Slovak Republic	OZ KOVO	Metallurgy	
Slovenia	SKEI	Metal sector	NI
Slovenia	SKEI	Mfr. of basic metal&fabricated product	NI
Slovenia	SKEI	Mfr. of electrical and optical equipment	NI
Spain	MCA-UGT	Metal	The average working time of the 44 agreements is 1,745 hours/year. In 21 of these agreements annual working time has been reduced by an average of 2.80 hours/year/worker.
Sweden	IF Metall	Engineering	NI
Sweden	Unionen	National	NI
Sweden	Swedish Association of Graduate Engineers	National	NI
Switzerland	UNIA	National	NI
Turkey	Birlesik Metal-IS DISK	We have signed the collective agreement for I.S.I.C Rev.3 and 27-34 sector codes.	45-hour week.

Table 4.9: Results Training

Country:	Organisation:	Sector:	Please describe the results on 'Training' briefly:
Austria	GMTN	Metalworking Industry	One week of paid training leave for preparation purposes ahead of exams
Austria	GMTN	Electro and Electronics industry	NI
Austria	GMTN	Hiring out of labour sector (temporary agency workers)	Temporary agency workers in health care and nursing occupations will be entitled to training measures after 3 months' employment instead of the current 4 months.
Austria	GMTN	Metalworking Small Craft	NI
Belgium	CCMB, ABBV Metal, ACLVB - CGSLB, MWB	National	NI
Bosnia and Herzegovina	Sindikata Metalaca Bosne i Hercegovine	National	NI
Bulgaria	NF "Metallurgy"CL"Podkrep a"	National	NI
Bulgaria	TU 'Metalicy'	National	NI
Croatia	Metalworkers' Union of Croatia - SMH	National	NI
Czech Republic	OS Kovo	Electrotechnical industry	NI
Czech Republic	OS KOVO	Aerospace industry	NI
Czech Republic	OS KOVO	Metallurgy	NI
Denmark	CO-Industri	National	NI
Denmark	The Danish Society of Engineers, IDA	National	NI
Finland	Finnish Electrical Workers' Union	National	NI
Finland	Metalli	Metal	NI

Table 4.9: Results Training, cont.

Country:	Organisation:	Sector:	Please describe the results on 'Training' briefly:
Finland	TU ry	Technological sector	<p>We managed to obtain improvements in the section covering vocational training - a new paragraph stresses the importance of continuous vocational training: "Section 23 Vocational training 2. Assessing the need for training The federations stress the importance of systematically developing human resources. The employer shall, as necessary, give a salaried employee an opportunity to take part in annual vocational training enabling maintenance and improvement of the employee's vocational skills. The need for training may be verified, for example, at performance appraisals conducted between the employer and the salaried employee. N.B. It was noted that under section 16 of the Act on Co-operation within Undertakings (Laki yhteistoiminnasta yrityksissä, no. 334 of 2007) that took effect on 1 July 2007, an annual plan of human resources and training objectives must be prepared in joint negotiations in order to maintain and improve the occupational skills of salaried employees.</p> <p>Foreseeable changes in enterprise operations of evident relevance to the structure, number or occupational skills of the workforce must be considered when preparing the plan of human resources and training objectives.</p>
France	FEAE-CFDT	National	NI
France	FGMM-CFDT, FTM-CGT, FO Metallurgie, Metallurgie CFTC	National	See section 3.1 of the EUCOBAN report
Germany	IG Metall	National	NI
Greece	POEM	Metal Industry	NI
Greece	POEM	Small metal enterprises	We have signed an education protocol
Hungary	VASAS	National	NI
Iceland	Samidn	Samidn represents both metal and non-metal industries (building industry, horticulturists and hairdressers) in Iceland.	Employees have the right to 24-40 hours of training courses in company time (50%) and their own time (50%) without any loss of wages.

Table 4.9: Results Training, cont.

Country:	Organisation:	Sector:	Please describe the results on 'Training' briefly:
Italy	FIOM-CGIL	private sector	It is stipulated that all workers should have the right to vocational training during thier working life. Training committees at company level will evaluate how to put this into practice
Macedonia	SIER	National	NI
Montenegro	MTUM	National	NI
Netherlands	FNV Bondgenoten, CNV Bedrijvenbond, De Unie, VHP	Metal industry	Topics are EVC (recognition of gained competences), employability, career advice, and an individual right to training: 1 day per 1 1 2009, and 2 days per 1 1 2010. In total 0.9% of the wage bill is paid to the Labour Market and Education Fund of the sector.
Norway	Fellesforbundet	Mechanical Engineering Industry Agreement	When apprentices work overtime they will receive ordinary pay and not only the apprentices pay.
Norway	NITO	National	NI
Norway	TEKNA	National	NI
Poland	NSZZ Solidarnosc	National	NI
Slovak Republic	OZ KOVO	Engineering	NI
Slovak Republic	OZ KOVO	Electro-technic	Creation of the appropriate conditions for requalification
Slovak Republic	OZ KOVO	Metallurgy	
Slovenia	SKEI	Metal sector	NI
Slovenia	SKEI	Mfr. of basic metal&fabricated product	NI
Slovenia	SKEI	Mfr. of electrical and optical equipement	NI
Spain	MCA-UGT	Metal	A new mechanism has been established allowing for a larger participation of workers' representation in all issues related to continuing training. Joint Training Committees are set up.
Sweden	IF Metall	Engineering	Working goup
Sweden	Unionen	National	NI
Sweden	Swedish Association of Graduate Engineers	National	NI
Switzerland	UNIA	National	NI

Table 4.9: Results Training, cont.

Country:	Organisation:	Sector:	Please describe the results on 'Training' briefly:
Turkey	Birlesik Metal-IS DISK	collective agreement for I.S.I.C Rev.3 and 27-34 sector codes.	

Table 4.10: Results Old Age

Country:	Organisation:	Sector:	Please describe the results on 'Old Age' briefly:
Austria	GMTN	Metalworking Industry	NI
Austria	GMTN	Electro and Electronics industry	NI
Austria	GMTN	Hiring out of labour sector (temporary agency workers)	NI
Austria	GMTN	Metalworking Small Craft	NI
Belgium	CCMB, ABBV Metal, ACLVB - CGSLB, MWB	National	NI
Bosnia and Herzegovina	Sindikata Metalaca Bosne i Hercegovine	National	NI
Bulgaria	NF "Metallurgy"CL"Podkr epa"	National	NI
Bulgaria	TU 'Metalicy'	National	NI
Croatia	Metalworkers' Union of Croatia - SMH	National	NI
Czech Republic	OS Kovo	Electrotechnical industry	NI
Czech Republic	OS KOVO	Aerospace industry	NI
Czech Republic	OS KOVO	Metallurgy	NI
Denmark	CO-Industri	National	NI
Denmark	The Danish Society of Engineers, IDA	National	NI
Finland	Finnish Electrical Workers Union	National	NI
Finland	Metalli	National	NI
Finland	TU ry	Technological Industries	NI
France	FEAE-CFDT	National	NI

Table 4.10: Results Old Age, cont.

Country:	Organisation:	Sector:	Please describe the results on 'Old Age' briefly:
France	FGMM-CFDT, FTM-CGT, FO Metallurgie, Metallurgie CFTC	National	See section 3.1 of the EUCOBAN report
Germany	IG Metall	National	NI
Greece	POEM	Metal Industry	NI
Greece	POEM	Small Metal Industries	NI
Hungary	VASAS	National	NI
Iceland	Samidn	Samidn represents both metal and non-metal industries (building industry, horticulturists and hairdressers) in Iceland.	NI
Italy	FIOM-CGIL	private sector	NI
Macedonia	SIER	National	NI
Montenegro	MTUM	National	NI
Netherlands	FNV Bondgenoten, CNV Bedrijvenbond, De Unie, VHP	Metal industry	see working time
Norway	Fellesforbundet	Mechanical Engineering Industry Agreement	The early retirement agreement is mentioned earlier.
Norway	NITO	National	NI
Norway	TEKNA	National	NI
Poland	NSZZ Solidarnosc	National	NI
Slovak Republic	OZ KOVO	Engineering	Increased protection of older workers who need to work 5 more years to reach pension age and who have worked for one employer for more than 20 years
Slovak Republic	OZ KOVO	Electro-technic	-
Slovak Republic	OZ KOVO	Metallurgy	
Slovenia	SKEI	Metal sector	NI

Table 4.10: Results Old Age, cont.

Country:	Organisation:	Sector:	Please describe the results on 'Old Age' briefly:
Slovenia	SKEI	Mfr. of basic metal&fabricated product	NI
Slovenia	SKEI	Mfr. of electrical and optical equipement	NI
Spain	MCA-UGT	Metal	A hand-over contract has been introduced.
Sweden	IF Metall	Engineering	NI
Sweden	Unionen	National	NI
Sweden	Swedish Association of Graduate Engineers	National	NI
Switzerland	UNIA	National	NI
Turkey	Birlesik Metal-IS DISK	We have signed the collective agreement for I.S.I.C Rev.3 and 27-34 sector codes	NI

Table 4.11: Results Equal Oppurtunities

Country:	Organisation:	Sector:	Please describe the results on 'Equal Oppurtunities' briefly:
Austria	GMTN	Metalworking Industry	NI
Austria	GMTN	Electro and Electronics industry	Better access of blue-collar workers to higher occupational grades without losing their status as blue-collar worker
Austria	GMTN	Hiring out of labour sector (temporary agency workers)	NI
Austria	GMTN	Metalworking Small Craft	NI
Belgium	CCMB, ABBV Metal, ACLVB - CGSLB, MWB	National	NI
Bosnia and Herzegovina	Sindikato Metalaca Bosne i Hercegovine	National	NI
Bulgaria	NF "Metallurgy"CL"Podkrepa"	National	NI
Bulgaria	TU 'Metalicy'	National	NI
Croatia	Metalworkers' Union of Croatia - SMH	National	NI
Czech Republic	OS Kovo	Electrotechnical industry	NI
Czech Republic	OS KOVO	Aerospace industry	NI
Czech Republic	OS KOVO	Metallurgy	NI
Denmark	CO-Industri	National	NI
Denmark	The Danish Society of Engineers, IDA	National	NI
Finland	Finnish Electrical Workers' Union	National	NI
Finland	Metalli	Metal	NI

Table 4.11: Results Equal Oppurtunities, cont.

Country:	Organisation:	Sector:	Please describe the results on 'Equal Oppurtunities' briefly:
Finland	TU ry	Technological industries	NI
France	FEAE-CFDT	National	NI
France	FGMM-CFDT, FTM-CGT, FO Metallurgie, Metallurgie CFTC	National	See section 3.1 of the EUCOBAN report
Germany	IG Metall	National	NI
Greece	POEM	Metal Industry	NI
Greece	POEM	Small metal enterprises	
Hungary	VASAS	National	NI
Iceland	Samidn	Samidn represents both metal and non-metal industries (building industry, horticulturists and hairdressers) in Iceland.	White collar migrant workers have their own definition in the agreement. More difficult to hire them than blue collar workers.
Italy	FIOM-CGIL	private sector	NI
Macedonia	SIER	National	NI
Montenegro	MTUM	National	NI
Netherlands	FNV Bondgenoten, CNV Bedrijvenbond, De Unie, VHP	Metal industry	Youth scales will be integrated into the regular wage scales and thus disappear.
Norway	Fellesforbundet	Mechanical Engeneering Industry Agreement	Here we reached an agreement that parts of the workplace negotiations shall consider the wage level for employees who are on maternity leave.
Norway	NITO	National	NI
Norway	TEKNA	National	NI
Poland	NSZZ Solidarnosc	National	NI
Slovak Republic	OZ KOVO	Engineering	Prohibition of discrimination in the field of wages

Table 4.11: Results Equal Oppurtunities, cont.

Country:	Organisation:	Sector:	Please describe the results on 'Equal Oppurtunities' briefly:
Slovak Republic	OZ KOVO	Electro-technic	-
Slovak Republic	OZ KOVO	Metallurgy	
Slovenia	SKEI	Metal sector	NI
Slovenia	SKEI	Mfr. of basic metal&fabricated product	NI
Slovenia	SKEI	Mfr. of electrical and optical equipement	NI
			<p>Parental leave (13 days for birth of a child) is included in many agreements. Extension of the inclusion of all the provisions within the Act to promote reconciliation of family and working life. Commissions for Equal Treatment have been set up.</p> <p>An obligation to draw up Equal Treatment Schemes in companies with more than 250 workers is included in some agreements.</p> <p>Prevention and protection measures have been included for women subjected to harassment/violence.</p>
Spain	MCA-UGT	Metal	
Sweden	IF Metall	Engineering	NI
Sweden	Unionen	National	NI
Sweden	Swedish Association of Graduate Engineers	National	NI
Switzerland	UNIA	National	NI
Turkey	Birlesik Metal-IS DISK	We have signed the collective agreement for I.S.I.C Rev.3 and 27-34 sector codes.	NI

Table 4.12: Results Other

Country:	Organisation:	Sector:	Please describe the results on 'Other Items' briefly:
Austria	GMTN	Metalworking Industry	NI
Austria	GMTN	Electro and Electronics industry	Improvements regarding severance pay in the event of death for surviving dependents
Austria	GMTN	hiring out of labour sector (temporary agency workers)	Duration of employment: periods of assignment that have been interrupted for no longer than 90 days have to be counted in the duration of employment (previously 60 days)
Austria	GMTN	Metalworking Small Craft	The social partners agreed to continue discussions on improvement of framework regulations of the collective agreement.
Belgium	CCMB, ABBV Metal, ACLVB - CGSLB, MWB	National	NI
Bosnia and Herzegovina	Sindikata Metalaca Bosne I Hercegovine	National	NI
Bulgaria	NF "Metallurgy"CL"Podkr epa"	National	NI
Bulgaria	TU 'Metalicy'	National	NI
Croatia	Metalworkers' Union of Croatia - SMH	National	NI
Czech Republic	OS Kovo	Electrotechnical industry	Implementation of the Agreement on harassment and violence at the workplace.
Czech Republic	OS KOVO	Aerospace industry	NI
Czech Republic	OS KOVO	Metallurgy	Implementation of the Agreement on harassment and violence at the workplace, adaptation of the industrial relations part linked to new legislation.
Denmark	CO-Industri	National	NI
Denmark	The Danish Society of Engineers, IDA	National	NI
Finland	Finnish Electrical Workers Union	National	NI
Finland	Metalli	Metal	NI

Table 4.12: Results Other, cont.

Country:	Organisation:	Sector:	Please describe the results on 'Other Items' briefly:
Finland	TU ry	Technological Industries	<p>We negotiated several other changes to our agreement - some of them were just more or less technical changes but some can see as improvements. One good example is new regulation on stand by time (see below). Section 15 Standby time 1. Standby refers to circumstances in which a salaried employee in contractually required to remain on standby duty outside of working hours so that the employee may be called upon to perform duties of work. This work may be done at the workplace, on the premises of a customer, or via a remote connection. Standby time shall not constitute hours of work. 2. The employer shall be obliged to compensate the salaried employee for the restrictions on use of free time arising from standby 3. The following compensation shall be payable for standby time: a. 50 % of regular wages if the salaried employee is required to start work at no more than 2 hours' notice, b. 30 % of regular wages if the salaried employee is required to start work at no more than 4 hours' notice, c. 15 % of regular wages if the foregoing response time is more than 4 hours.</p> <p>4. Standby compensation shall be paid for the time during which the salaried employee has to remain ready for duty but without working. However, standby compensation shall be paid for not less than four hours of standby time. Other standby compensation arrangements may be agreed locally. 5. If a salaried employee on standby is called to work, then wages shall be paid for the time spent at work in accordance with other regulations of this agreement. No standby or emergency work compensation shall be paid for the said working hours. Implementation regulation: Standby arrangements shall be agreed with the salaried employee concerned in sufficient detail to prevent subsequent disputes on the nature and duration of the restriction intended. If standby time involves restriction to a specified place as in point 3 a, then the said standby time shall not permanently exceed 150 hours per calendar month unless otherwise locally agreed.</p>
France	FEAE-CFDT	National	NI
France	FGMM-CFDT, FTM-CGT, FO Metallurgie, Metallurgie CFTC	National	See section 3.1 of the EUCOBAN report
Germany	IG Metall	National	NI

Table 4.12: Results Other, cont.

Country:	Organisation:	Sector:	Please describe the results on 'Other Items' briefly:
Greece	POEM	Metal Industry	Increase of unhealthy work allowances and additional increases in respect of some specialities
Greece	POEM	small metal industries	Increase of the normal holidays' leave (+1 day)
Hungary	VASAS	National	NI
Iceland	Samidn	Samidn represents both metal and non-metal industries (building industry, horticulturists and hairdressers) in Iceland.	Increase in annual holidays, better insurance in case of accidents at work and permanent disability.
Italy	FIOM-CGIL	private sector	Professional classification: there is a committee whose task is to prepare a new professional classification based on the unions' proposal
Macedonia	SIER	National	NI
Montenegro	MTUM	National	NI
Netherlands	FNV Bondgenoten, CNV Bedrijvenbond, De Unie, VHP	Metal industry	By January 1, 2009 a collective insurance on illness will be valid for the sector. In the case of incapacity of 35% or less, the insurance (if any) raises income to 100% of last earned salary. The employer pays half the premium. The employee can choose whether to participate in this insurance. If the employee is less than 35% unfit to work and loses his job, he will be given an intensive period to find suitable work with the assistance of a re-integration agency, via the A + O fund. By January 1, 2009 a collective insurance will also be valid to cover part of the lack of income when a worker's disability is between 35% and 80%. The premium will be paid by the employee, who decides to participate in this insurance scheme on a voluntary basis. There is a Health Catalogue and a project on healthy work. Employers can only use certified (bonafide) temporary agencies, incl. foreign temp. agencies, as a part of our campaign for decent work.
Norway	Fellesforbundet	Mechanical Engineering Industry Agreement	The other additions increased by 6.0 - 6.5%, shifts, dirty work, offshore
Norway	NITO	National	NI
Norway	TEKNA	National	NI

Table 4.12: Results Other, cont.

Country:	Organisation:	Sector:	Please describe the results on 'Other Items' briefly:
Poland	NSZZ Solidarnosc	National	NI
Slovak Republic	OZ KOVO	Engineering	We have agreed on a procedure to extend the current CA to other employees
Slovak Republic	OZ KOVO	Electro-technic	Areement on the procedure for extending this CA to other companies
Slovak Republic	OZ KOVO	Metallurgy	
Slovenia	SKEI	Metal sector	Holiday pay
Slovenia	SKEI	Mfr. of basic metal&fabricated product	Holiday pay of 750 €
Slovenia	SKEI	Mfr. of electrical and optical equipement	Holiday pay of 702 €
Spain	MCA-UGT	Metal	Contracting: Some conditions of the different forms of contracting established by law have been improved. A percentage has been established in respect of the minimum number of permanent employeess at companies Clauses which promote open-ended contracts, the transformation of fixed-term contracts into open-ended conctrcts and job security.
Sweden	IF Metall	Engineering	A new agremment was reached at national level.
Sweden	Unionen	National	NI
Sweden	Swedish Association of Graduate Engineers	National	NI
Switzerland	UNIA	National	NI
Turkey	Birlesik Metal-IS DISK	We have signed the collective agreement for I.S.I.C Rev.3 and 27-34 sector codes.	NI

Table 5.1: VOWA 2007

Country:	Organisation:	Sector:	VOWA Value
Austria	GMTN	Electro and Electronics industry	3,12
Austria	GMTN	hiring out of labour sector (temporary agency workers)	2,60
Austria	GMTN	Metalworking Small Craft	2,60
Belgium	CCMB, ABBV Metal, ACLVB - CGSLB, MWB	National	2,47
Bosnia and Herzegovina	Sindikata Metalaca Bosne I Hercegovine	National	NI
Bulgaria	NF "Metallurgy"CL"Podkrepa"	National	NI
Bulgaria	TU 'Metalicy'	National	NI
Croatia	Metalworkers' Union of Croatia - SMH	National	4,00
Czech Republic	OS Kovo	Electrotechnical industry	2,50
Czech Republic	OS KOVO	Aerospace industry	3,00
Czech Republic	OS KOVO	Metallurgy	NI
Denmark	CO-Industri	National	5,80
Denmark	The Danish Society of Engineers, IDA	National	NI
Finland	Finnish Electrical Workers' Union	National	NI
Finland	Metalli	Metal	4,20
Finland	TU ry	Technological Industries	4,40
France	FEAE-CFDT	National	NI
France	FGMM-CFDT, FTM-CGT, FO Metallurgie, Metallurgie CFTC	National	NI
Germany	IG Metall	National	3,30
Greece	POEM	Metal Industry	3,00
Greece	POEM	Small Metal Industries	NI
Hungary	VASAS	National	NI
Iceland	Samidn	Samidn represents both metal and non-metal industries (building industry, horticulturists and hairdressers) in Iceland.	NI
Italy	FIOM-CGIL	private sector	NI
Macedonia	SIER	National	NI
Montenegro	MTUM	National	10,57
Netherlands	FNV Bondgenoten, CNV Bedrijvenbond, De Unie, VHP	Metal industry	1,95
Norway	Fellesforbundet	Mechanical Engineering Industry Agreement	6,00
Norway	NITO	National	5,40
Norway	TEKNA	National	NI

Table 5.1: VOWA 2007, cont.

Country:	Organisation:	Sector:	VOWA Value
Poland	NSZZ Solidarnosc	National	NI
Slovak Republic	OZ KOVO	Engineering	7,10
Slovak Republic	OZ KOVO	electrotechnic	6,70
Slovak Republic	OZ KOVO	Metallurgy	NI
Slovenia	SKEI	Metal sector	8,20
Slovenia	SKEI	Mfr. of basic metal&fabricated product	9,20
Slovenia	SKEI	Mfr. of electrical and optical equipement	10,15
Spain	MCA-UGT	Metal	NI
Sweden	IF Metall	Engineering	3,70
Sweden	Unionen	National	4,00
Sweden	Swedish Association of Graduate Engineers	National	3,50
Switzerland	UNIA	National	2,70
Turkey	Birlesik Metal-IS DISK	National	NI

Table 5.2: VOWA 2008

Country:	Organisation:	Sector:	VOWA
Austria	GMTN	Metalworking Industry	4,81
Austria	GMTN	Electro and Electronics industry	4,18
Austria	GMTN	hiring out of labour sector (temporary agency workers)	3,50
Austria	GMTN	Metalworking Small Craft	3,89
Belgium	CCMB, ABBV Metal, ACLVB - CGSLB, MWB	National	5,05
Bosnia and Herzegovina	Sindikata Metalaca Bosne i Hercegovine	No sectors.	NI
Bulgaria	NF "Metallurgy"CL"Podkrepa"	National	NI
Bulgaria	TU 'Metalicy'	National	NI
Croatia	Metalworkers' Union of Croatia - SMH	National	4,00
Czech Republic	OS Kovo	Electrotechnical industry	4,10
Czech Republic	OS KOVO	Aerospace industry	6,10
Czech Republic	OS KOVO	Metallurgy	NI
Denmark	CO-Industri	National	NI
Denmark	The Danish Society of Engineers, IDA	National	NI
Finland	Finnish Electrical Workers Union	National	NI
Finland	Metalli	Metal	3,80
Finland	TU ry	Technological Industries	4,10
France	FEAE-CFDT	National	NI
France	FGMM-CFDT, FTM-CGT, FO Metallurgie, Metallurgie CFTC	National	NI
Germany	IG Metall	National	3,10
Greece	POEM	Metal Industry	NI
Greece	POEM	Small Metal Industries	NI
Hungary	VASAS	National	NI
Iceland	Samidn	Samidn represents both metal and non-metal industries (building industry, horticulturists and hairdressers) in Iceland.	NI
Italy	FIOM-CGIL	private sector	NI
Macedonia	SIER	National	NI
Montenegro	MTUM	National	10,57
Netherlands	FNV Bondgenoten, CNV Bedrijvenbond, De Unie, VHP	Metal industry	4,00
Norway	Fellesforbundet	Mechanical Engineering Industry Agreement	5,60

Table 5.2: VOWA 2008, cont.

Country:	Organisation:	Sector:	VOWA
Norway	NITO	National	6,00
Norway	TEKNA	National	NI
Poland	NSZZ Solidarnosc	National	NI
Slovak Republic	OZ KOVO	Engineering	5,40
Slovak Republic	OZ KOVO	electrotechnic	5,00
Slovak Republic	OZ KOVO	Metallurgy	NI
Slovenia	SKEI	Metal sector	9,35
Slovenia	SKEI	Mfr. of basic metal&fabricated product	10,25
Slovenia	SKEI	Mfr. of electrical and optical equipement	7,65
Spain	MCA-UGT	Metal	NI
Sweden	IF Metall	Engineering	4,50
Sweden	Unionen	National	3,40
Sweden	Swedish Association of Graduate Engineers	National	3,20
Switzerland	UNIA	National	2,00
Turkey	Birlesik Metal-IS DISK	National	NI

Table 5.3: Balance Sheet 2007

Country	TU	Metalworking / Sector / Company	VOWA ⁽¹⁾	minus Price development ⁽²⁾	OIR (offset inflation rate)	minus Productivity development (GDP per hour worked) ⁽³⁾	BPPG (balanced participation productivity)
Austria	GMTN	Metalworking Industry	2,96	2,2	0,76	1,6	-0,84
Austria	GMTN	Electro and Electronics industry	3,12	2,2	0,92	1,6	-0,68
Austria	GMTN	hiring out of labour sector (temporary agency workers)	2,6	2,2	0,4	1,6	-1,2
Austria	GMTN	Metalworking Small Craft	2,6	2,2	0,4	1,6	-1,2
Belgium	CCMB, ABBV Metal, ACLVB - CGSLB, MWB	National	2,47	1,82	0,65	0,92	-0,27
Bosnia and Herzegovina	Sindikato Metalaca Bosne i Hercegovine	National	NI	NI	NI	NI	NI
Bulgaria	NF "Metallurgy"CL"Podkrepa"	National	NI	7,57	NI	3,35	NI
Bulgaria	TU 'Metalicy'	National	NI	7,57	NI	3,35	NI
Croatia	Metalworkers' Union of Croatia - SMH	National	4	2,90	1,10	NI	NI
Czech Republic	OS Kovo	Electrotechnical industry	2,5	2,95	-0,45	4,66	-5,11
Czech Republic	OS KOVO	Aerospace industry	3	2,95	0,05	4,66	-4,61
Czech Republic	OS KOVO	Metallurgy	NI	2,95	NI	4,66	NI
Denmark	CO-Industri	National	5,8	1,67	4,13	1,4	2,73
Denmark	The Danish Society of Engineers, IDA	National	NI	1,67	NI	1,4	NI
Finland	Finnish Electrical Workers' Union	National	NI	1,58	NI	3,08	NI
Finland	Metalli	Metal	4,2	1,58	2,62	3,08	-0,46
Finland	TU ry	Technological Industries	4,4	1,58	2,82	3,08	-0,26

Table 5.3: Balance Sheet 2007, cont.

Country	TU	Metalworking / Sector / Company	VOWA ⁽¹⁾	minus Price development ⁽²⁾	OIR (offset inflation rate)	minus Productivity development (GDP per hour worked) ⁽³⁾	BPPG (balanced participation productivity)
France	FEAE-CFDT	National	NI	1,61	NI	0,64	NI
France	FGMM-CFDT, FTM-CGT, FO Metallurgie, Metallurgie CFTC	National	NI	1,61	NI	0,64	NI
Germany	IG Metall	National	3,3	2,28	1,02	0,79	0,23
Greece	POEM	Metal Industry	3	2,99	0,01	1,61	-1,6
Greece	POEM	Small Metal Industries	NI	2,99	NI	1,61	NI
Hungary	VASAS	National	NI	7,93	NI	1,61	NI
Iceland	Samidn	Samidn represents both metal and non-metal industries (building industry, horticulturists and hairdressers) in Iceland.	NI	3,64	NI	NI	NI
Italy	FIOM-CGIL	private sector	NI	2,04	NI	-0,21	NI
Macedonia	SIER	National	NI	2,30	NI	NI	NI
Montenegro	MTUM	National	10,57	NI	NI	NI	NI
Netherlands	FNV Bondgenoten, CNV Bedrijvenbond, De Unie, VHP	Metal industry	1,95	1,58	0,37	1,07	-0,7
Norway	Fellesforbundet	Mechanical Engineering Industry Agreement	6	0,72	5,28	-0,6	5,88
Norway	NITO	National	5,4	0,72	4,68	-0,6	5,28
Norway	TEKNA	National	NI	0,72	NI	-0,6	NI
Poland	NSZZ Solidarnosc	National	NI	2,60	NI	1,97	NI
Slovak Republic	OZ KOVO	Engineering	7,1	1,89	5,21	6,39	-1,18
Slovak Republic	OZ KOVO	electrotechnic	6,7	1,89	4,81	6,39	-1,58
Slovak Republic	OZ KOVO	Metallurgy	NI	1,89	NI	6,39	NI

Table 5.3: Balance Sheet 2007, cont.

Country	TU	Metalworking / Sector / Company	VOWA ⁽¹⁾	minus Price development ⁽²⁾	OIR (offset inflation rate)	minus Productivity development (GDP per hour worked) ⁽³⁾	BPPG (balanced participation productivity)
Slovenia	SKEI	Metal sector	8,2	3,76	4,44	3,26	1,18
Slovenia	SKEI	Mfr. of basic metal&fabricated product	9,2	3,76	5,44	3,26	2,18
Slovenia	SKEI	Mfr. of electrical and optical equipement	10,15	3,76	6,39	3,26	3,13
Spain	MCA-UGT	Metal	NI	2,84	NI	1,07	NI
Sweden	IF Metall	Engineering	3,7	1,68	2,02	-0,55	2,57
Sweden	Unionen	National	4	1,68	2,32	-0,55	2,87
Sweden	Swedish Association of Graduate Engineers	National	3,5	1,68	1,82	-0,55	2,37
Switzerland	UNIA	National	2,7	0,78	1,92	1,34	0,58
Turkey	Birlesik Metal-IS DISK	National	NI	8,76	NI	NI	NI

Table 5.4: Balance Sheet 2008

Country	TU	Metalworking / Sector / Company	VOWA ⁽¹⁾	minus Price development ⁽²⁾	OIR (offset inflation rate)	minus Productivity development	BPPG (balanced participation productivity growth)
Austria	GMTN	Metalworking Industry	4,81	3,4	1,41	1,2	0,21
Austria	GMTN	Electro and Electronics industry	4,18	3,4	0,78	1,2	-0,42
Austria	GMTN	hiring out of labour sector (temporary agency workers)	3,5	3,4	0,1	1,2	-1,1
Austria	GMTN	Metalworking Small Craft	3,89	3,4	0,49	1,2	-0,71
Belgium	CCMB, ABBV Metal, ACLVB - CGSLB, MWB	National	5,05	4,7	0,35	0,79	-0,44
Bosnia and Herzegovina	Sindikata Metalaca Bosne I Hercogovine	National	NI	NI	NI	NI	NI
Bulgaria	NF "Metallurgy"CL"Podkrepa"	National	NI	12,4	NI	3,76	NI
Bulgaria	TU 'Metalicy'	National	NI	12,4	NI	3,76	NI
Croatia	Metalworkers' Union of Croatia - SMH	National	4,00	6,50	-2,5	NI	NI
Czech Republic	OS Kovo	Electrotechnical industry	4,1	6,6	-2,5	3,6	-6,1
Czech Republic	OS KOVO	Aerospace industry	6,1	6,6	-0,5	3,6	-4,1
Czech Republic	OS KOVO	Metallurgy	NI	6,6	NI	3,6	NI
Denmark	CO-Industri	National	NI	3,8	NI	1,39	NI

Table 5.4: Balance Sheet 2008, cont.

Country	TU	Metalworking / Sector / Company	VOWA ⁽¹⁾	minus Price development ⁽²⁾	OIR (offset inflation rate)	minus Productivity development	BPPG (balanced participation productivity)
Denmark	The Danish Society of Engineers, IDA	National	NI	3,8	NI	1,39	NI
Finland	Finnish Electrical Workers Union	National	NI	4,2	NI	3,08	NI
Finland	Metalli	Metal	3,8	4,2	-0,4	3,08	-3,48
Finland	TU ry	Technological Industries	4,1	4,2	-0,1	3,08	-3,18
France	FEAE-CFDI	National	NI	3,3	NI	0,92	NI
France	FGMM-CFDI, FIM-CGT, FO Metallurgie, Metallurgie CFTC	National	NI	3,3	NI	0,92	NI
Germany	IG Metall	National	3,1	3	0,1	0,74	-0,64
Greece	POEM	Metal Industry	NI	4,4	NI	2,74	NI
Greece	POEM	Small Metal Industries	NI	4,4	NI	2,74	NI
Hungary	VASAS	National	NI	6,3	NI	2,98	NI
Iceland	Samidn	Samidn represents both metal and non-metal industries (building industry, horticulturists and hairdressers) in Iceland.	NI	15,2	NI	NI	NI
Italy	FIOM-CGIL	private sector	NI	3,6	NI	0,37	NI
Macedonia	SIER	National	NI	7	NI	NI	NI
Montenegro	MTUM	National	10,57	NI	NI	NI	NI

Table 5.4: Balance Sheet 2008, cont.

Country	TU	Metalworking / Sector / Company	VOWA ⁽¹⁾	minus Price development ⁽²⁾	OIR (offset inflation rate)	minus Productivity development	BPPG (balanced participation productivity)
Netherlands	FNV Bondgenoten, CNV Bedrijvenbond, De Unie, VHP	Metal industry	4	2,5	1,5	1,34	0,16
Norway	Fellesforbundet	Mechanical Engineering Industry Agreement	5,60	3,80	1,8	NI	NI
Norway	NITO	National	6,00	3,80	2,2	NI	NI
Norway	TEKNA	National	NI	3,80	NI	NI	NI
Poland	NSZZ Solidarnosc	National	NI	4,3	NI	NI	NI
Slovak Republic	OZ KOVO	Engineering	5,4	4	1,4	4,33	-2,93
Slovak Republic	OZ KOVO	electrotechnic	5,0	4	1	4,33	-3,33
Slovak Republic	OZ KOVO	Metallurgy	NI	4	NI	4,33	NI
Slovenia	SKEI	Metal sector	9,35	6,2	3,15	3,05	0,1
Slovenia	SKEI	product	10,25	6,2	4,05	3,05	1
Slovenia	SKEI	Mfr. of electrical and optical equipment	7,65	6,2	1,45	3,05	-1,6
Spain	MCA-UGT	Metal	NI	4,2	NI	1,07	NI
Sweden	IF Metall	Engineering	4,5	3,0	1,5	2,07	-0,57
Sweden	Unionen	National	3,4	3,0	0,4	1,58	-1,18
Sweden	Swedish Association of Graduate Engineers	National	3,2	3,0	0,2	1,58	-1,38
Switzerland	UNIA	National	2,00	2,60	-0,6	1,10	-1,70
Turkey	Birlesik Metal-IS DISK	National	NI	10,30	NI	2,10	NI

Table 5.5: Balance Sheet 2000-2008 (OIR), cont.

	OIR = Offset Inflation Rate (VOWA minus HICP)								
	2000	2001	2002	2003	2004	2005	2006	2007	2008
Slovak Rep.	n.d.	n.d.	n.d.	n.d.	- 3,1 : +11,5	-2,5 : +7,5	-0,9 : +1,8	+4,81 : +5,21	+ 1,0 : +1,4
Slovenia	n.d.	n.d.	n.d.	-1,6 : -0,6	1,3	n.d.	0,5	+4,44 : +6,39	+1,45 : +4,05
Spain	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Sweden	1,8	1,1	1,0	-0,9	1,0	1,5	1,3	+1,82 : +2,32	+ 0,2 : +4,5
Switzerland	n.d.	n.d.	n.d.	1,2	1,6	1,1	0,7	+1,5 : + 1,92	-0,6
Turkey	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	1,7	n.d.	n.d.
UK	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	0,7	+0,8 : +1,6	n.d.

Table 5.6: Balance Sheet 2000-2008 (BPPG)

	BPPG = Balanced participation productivity growth (OIR minus productivity)								
	2000	2001	2002	2003	2004	2005	2006	2007	2008
Austria	-0,4	0,5	-0,46	+0,3 -0,6	-0,7	n.d.	-0,9 : -0,2	-1,2 : - 0,7	-1,1 : +0,21
Belgium	-1,4	3,97	0,6	-0,02	-0,2	0,46	-1,9	-0,3	-0,44
Bosnia Hercegovina	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Bulgaria	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	6,3
Croatia	n.d.	n.d.	n.d.	n.d.	-0,6	-1,1	-0,1 : +4,9	n.d.	n.d.
Cyprus	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	-2,2	-1,9	n.d.
Czech Republic	n.d.	n.d.	n.d.	-1,1 -- +6,31	-8	-8,3 -- -3,0	-4,25 : - 1,6	-5,11 : -4,61	-6,1 : -4,1
Denmark	-0,9	1,6	-0,1	0,3	-0,65	-0,15	1,4	2,73	n.d.
Finland	-2	0,4	-0,65	-0,8	-1,2	-0,4	-0,1	-0,46 : -0,26	-3,48 : -3,18
France	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Germany	0,8	0,1	1,9	1,1	0,4	-0,6	-0,8	0,2	-0,6
Greece	-2,1	-3,1	-4,7	N.d.	n.d.	n.d.	-1,6	-1,6	n.d.
Hungary	n.d.	n.d.	n.d.	1,5	-0,9	-0,7	-1,4 : -0,4	-4,6 : -2,1	n.d.
Iceland	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Ireland	-5	-3,1	n.d.	n.d.	n.d.	n.d.	0,5	0,7	n.d.
Italy	-2,7	-0,45	0,05	-0,3	-0,8	n.d.	0,7	n.d.	n.d.
Macedonia	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Malta	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	-3,6	n.d.	n.d.
Montenegro	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Netherlands	-0,1	-1,55	-0,5	0,85	0,25	n.d.	-1,75	-0,7	0,16
Norway	0,1	-0,1	n.d.	0,1	1,1	n.d.	+0,5 : +2,9	+5,28 : +5,88	n.d.
Portugal	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Poland	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Slovak Rep.	n.d.	n.d.	n.d.	n.d.	-10,4 -- +8,0	-6,3 -- +3,7	-3,0 -- -5,7	-1,58 : -1,18	-3,33 : -2,93

Table 5.6: Balance Sheet 2000-2008 (BPPG), cont.

	BPPG = Balanced participation productivity growth (OIR minus productivity)								
	2000	2001	2002	2003	2004	2005	2006	2007	2008
Slovenia	n.d.	n.d.	n.d.	-0,1 →6,5	-3,17	n.d.	-2,5	+1,18 : + 3,13	-1,6
Spain	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.
Sweden	-0,1	0,1	-0,9	-1	-1,7	-0,5	-1,4	+2,37 : +2,87	-1,38 : -0,57
Switzerland	n.d.	n.d.	n.d.	1,7	0,3	-0,6	-1,0	0,58	n.d.
Turkey	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	-3,1	n.d.	n.d.
UK	n.d.	n.d.	n.d.	n.d.	n.d.	n.d.	-1,9	-1,8 : -1,0	n.d.