

# **Collective Bargaining 2007**

**EN**

# Introduction

## 1. The economic and political context at European level

With the return of stronger growth as from 2006, the overall context for collective bargaining and the formation of wages has undergone a sea change in Europe. On the one hand, lower unemployment and a stronger dynamic of job creation make workers often less vulnerable to being blackmailed by employers claiming that the existing jobs need to be saved by practising wage moderation. On the other, with many order books once again nicely full, companies can afford less in the way of labour unrest and actions.

Nevertheless, pressure on collective bargaining remains. Despite these improved economic conditions, we note that pressure from the 'political' players to pursue the policy of wage moderation remains, and is even becoming more pronounced. This pressure comes in particular from the European Central Bank, but also from the Council of Finance Ministers (Ecofin).

The European Central Bank continuously calls on the trade unions to preach wage moderation. The ECB's basic idea seems to be that any acceleration in the formation of wages poses a threat for inflation. So the ECB makes no distinction between a certain upturn in nominal wage growth starting from a very modest level on the one hand, and an inflationary wage drift on the other. The ECB tries to conceal this fundamental error by invoking a whole string of reasons which are not always so persuasive. The ECB's view is that moderation is necessary in order to create jobs, as a response to the increase in the euro exchange rate, to offset the rise in raw material prices, to rebalance the competitive positions within the euro zone, to combat inflation. There has never been any mention of the role of wages as a factor in demand and stabilisation against general falls in price levels, securing purchasing power and consumption.

The Council of Finance Ministers (Ecofin) takes a paradoxical approach: on the one hand, Ecofin has discovered that the share of wages in added value in the European countries is experiencing a structural trend downwards and gets involved in discussions about this phenomenon, while on the other, and instead of drawing the logical conclusion that wage moderation is excessive and that collective bargaining needs to be beefed up, the president of the Eurogroup announces that we need to examine alternatives such as non-contractual profit-sharing.

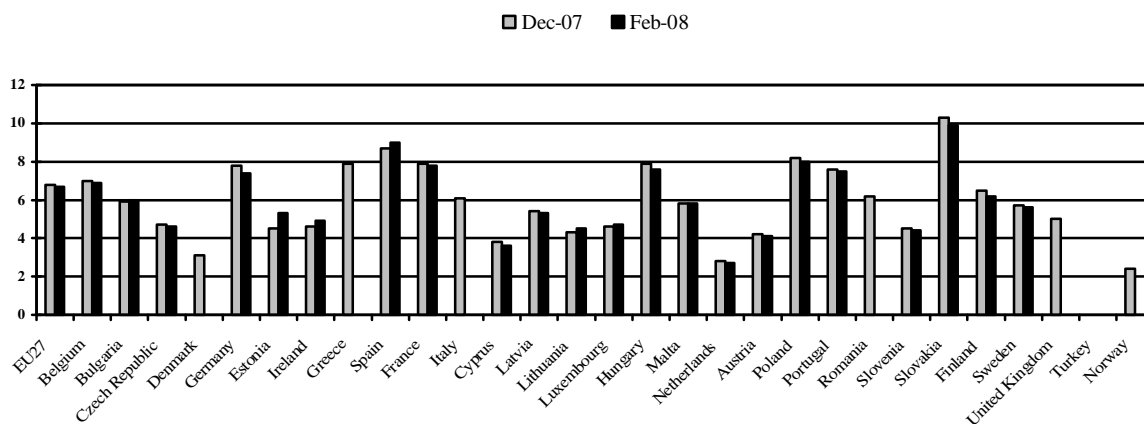
It is important not to underestimate the political signal that the decision-making power for remuneration should be transferred back to the employers, ignoring the role that the trade unions and collective bargaining need to play in achieving a fair division of the benefits of growth. Aside from this paradoxical approach on non-contractual profit-sharing, the Ecofin also focuses on the formation of public-sector wages, claiming that this formation of wages in the public sector is stronger than in the private sector, and is liable to operate in a 'pro-cyclical' manner.

We note that the Ecofin seems to be basing itself on incorrect data. The point is that the results of the ETUC questionnaire show that in recent years, the dynamic of wages in the public sector has been lower than the (already very small) rises in the private sector. The finance ministers cannot have it all ways: wage moderation to abide by the standard of 3% maximum deficit and an extension of that moderation also when the deficit has virtually disappeared on average across the euro zone.

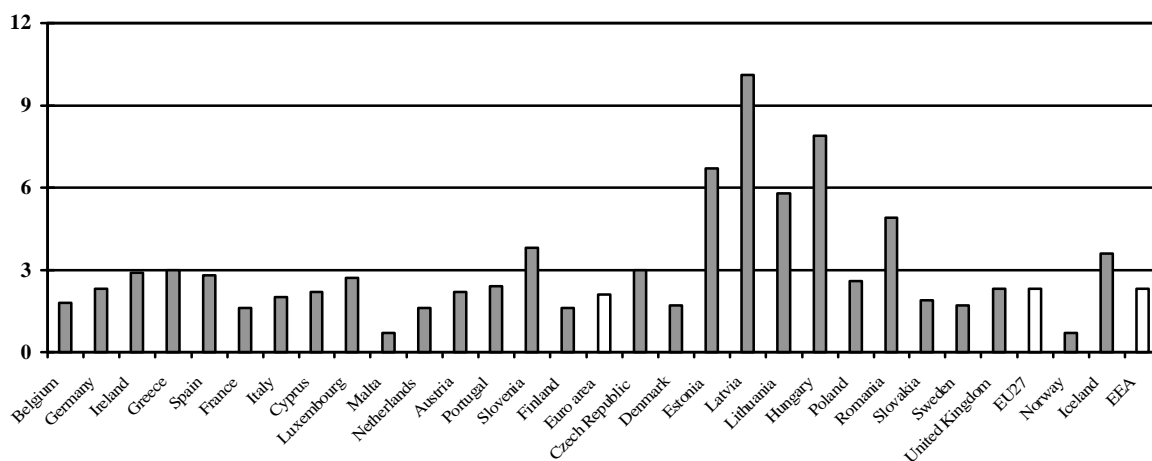
## 2. Latest statistics available

(source Eurostat)

### Unemployment rate

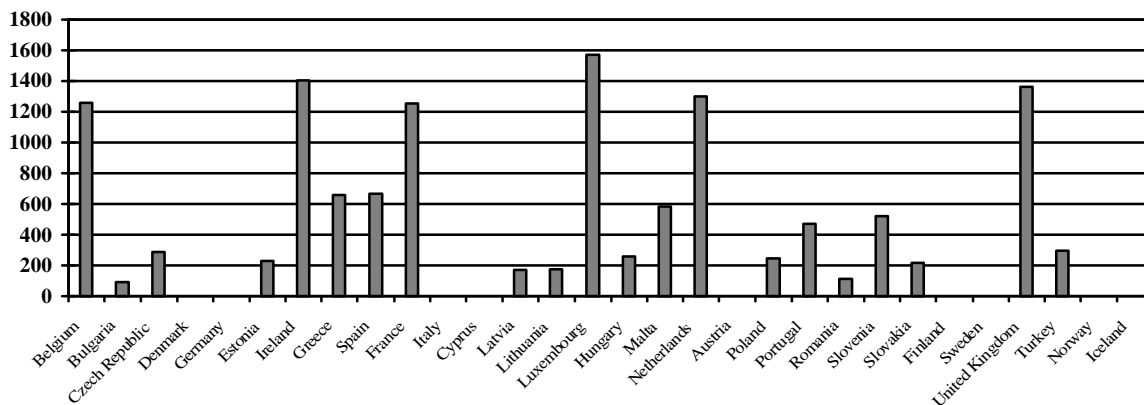


### Inflation rate in 2007



### Minimum wage

(eur/month - enforced by law and applicable nationwide to a majority of employees)



### **3. Perspectives for collective bargaining in 2008**

Collective bargaining on the formation of wages is particularly important in 2008. Continued economic growth in 2008 will depend on boosting household consumption; but the surge in raw material prices and energy is once again busily chipping away at purchasing power. It is suspicious that since summer 2007 and since the 'sub-prime' financial crisis, raw material prices and food prices have started to rocket. International speculative capital, having lost confidence in the traditional investments within the OECD countries, has clearly shifted its investments, speculating on increases in raw material prices. For example, it is extremely odd that the price of oil should be increasing when at the same time, the margin for the surplus between global supply and global demand is allegedly set to increase in 2008.

Moreover, in some countries; the governments are intending to go ahead with an 'internal devaluation', which is a less well-known element in Danish-style 'flexicurity'. By increasing VAT and then reducing employers' charges on labour, the result is a nominal reduction (instead of moderation) of the wage bill in favour of the employer and in addition, part of this operation is funded by exporters from the other (European) countries.

Considering these challenges, union negotiators in Europe could demand the biggest possible increase in purchasing power. With regard to the price of raw materials, it is not acceptable to see why wages should be the only adjustment variable and only workers should have to pay because of inflationary financial speculation. Here, a re-regulation of the financial markets to achieve productive and non-speculative use of the cash created, coupled with policies to tax profits from speculation, needs to be implemented to escape even more excessive wage moderation. If internal devaluation does happen, negotiators could try to achieve an additional wage increase to offset the effect on consumer prices. In more practical terms, the formula guiding wage increases in light of the total of inflation and structural productivity is still a useful tool to the trade union negotiators.

Next to the demand for an increase of the purchasing power and real wage, demands in relation to more qualitative elements do remain at a prominent place. Creation of jobs, quality of employment, training, financial participation have been in the past years on the agenda of the negotiations. Improvement and commitments from the employers with regard to these themes are also goals for the trade union negotiators.

### **4. ETUC action in pursuit of higher pay**

Wages and purchasing power are one of the main concerns of European citizens. At present, wages and salaries in Europe are on a downward spiral. The share of wages in gross domestic product (GDP) is falling steadily while company profits continue to increase. The immediate results are a drop in purchasing power together with growing inequalities.

The ETUC's Seville Congress agreed to launch a campaign calling for pay rises, and making clear demands on European decision-makers. The European trade union movement strongly urges the European Central Bank to end its repeated calls for wage moderation. It calls on governments and employers to stop thinking of wage moderation as the only adjustment variable.

35,000 trade unionists from all over Europe responded to the ETUC call to take part in the demonstration in Ljubljana on Saturday 5 April 2008 to demand higher wages. More than 50 trade union organisations from some 30 countries took to the streets of Ljubljana in Slovenia, proving that stagnating wages and purchasing power is a common problem hitting workers across Europe. A trade union delegation earlier met Slovenian Prime Minister Janez Janša to

present the demonstrators' demands. This Euro-demonstration is the first of its kind to be organised in one of the newer Member States of the EU. The strong support of the ETUC's Slovenian affiliate organisation the ZSSS (Slovenian Association of Free Trade Unions), made a major contribution to the success of the event.

A big demonstration has been taking place as well on 12 April in Zagreb, Croatia. The main demands were the increase of wages in line with the increase of productivity and costs of living, the limitation of fixed-term employment, the adoption of the Minimum Wage Act and better and safer working conditions.

Considering that citizens from the new member states and candidate countries are allocating a very substantial share of their income to essential spending such as for food and housing (75% of the total spending for a Croatian family) and considering the severe increase of prices of products, it is therefore logic that such events have to take place in these countries.

## **5. Transnational agreements**

Since 2006, the Commission has been involved in the identification and evaluation of the transnational companies' agreements. We know that the number of transnational agreements has risen from 92 (2005) to 147 (2007), with at least a fourth of them concerning the food and drink and the hospitality industries. Accordingly, the trend and the dynamic are quite strong. Two thirds of these texts have an exclusively European dimension, and they relate to all the biggest European multinational groups. Consequently, the problem of clarifying which players have the representative character to give a mandate to the negotiations and the power of signature remains unresolved, and needs urgently to be settled, like the definition of clear procedures on the implementation of the texts signed.

Obviously, the texts do not all have the same status. Some are restricted to the signature of declarations of principle, while others, on the contrary, relate directly to restructuring and relocation processes. In that connection, the clarification on the procedures for the application of the agreements is becoming a thorny issue: one which the Federations need to resolve on a case-by-case basis without a reference framework.

The existence of the transnational companies' agreements is a fact. In our views, it is up to the trade unions to negotiate but we do miss a European framework. The European Commission has signaled the launch of a communication on the subject before the end of the year 2008. The role of the EWCs also remains unclear, however they should not undermine the responsibilities and competences of the trade union officers in charge of the collective bargaining. This is why EFFAT will keep on closely monitoring the developments on this issue, making of this issue an item of the agenda of the meeting of the transnational companies working group/ EWCs coordinators. The secretariat will come with a draft decision at the next Executive Committee.

## **6. EFFAT demands and actions**

The objective of this reporting system is to give EFFAT affiliates first hand European information on the situation in other to European countries. The present report is based on two pillars: firstly data of general interest to give framework of information on collective bargaining at European level and secondly the replies from the member organisations to the questionnaire circulated by the secretariat. The success of this survey is utterly dependent

upon the rate of response. Without response from all countries and sectors we cannot turn this survey into the valuable tool for affiliates that it could be.

This year again, the participation to the survey has been quantitatively low, although slightly increasing (excepted for the Hotels and Tobacco sectors) compared with last year. The secretariat received replies from 16 countries presenting the outcomes of negotiations having taking place in 2006 or earlier. This is still far less than the first survey in 2001.

Number of replies in 2006 and 2007							
	Bakery	Brewery	Dairy	Hotels	Meat	Sugar	Tobacco
2006	13	14	14	12	15	14	6
2007	8	10	9	11	9	9	8

When looking at the replies to the questionnaire sent back by the member organisations, increase of bargained wage remains the cornerstone of the different collective bargaining rounds. Such demands are made to counter an erosion of employment, social or pay conditions or in order to get a fairer repartition of the increased profits.

Next the wage issue, the diversity of the other issues on the agenda of the member organisations are reflecting the diversity of the social and employment conditions in the member states and in the sectors as well as the trade union traditions. Topic of significant importance such as training, pension schemes, working time, employment, trade union rights, classification of work positions and healthcare schemes and health and safety are all equally present in the negotiations.

This notably implies that each organisation has its own priorities and agenda, sometimes very different from which of the unions from the neighbouring countries. Therefore, in line with this diversity, EFFAT affiliates demand on collective bargaining are also focusing on:

- a rise in real salaries to boost purchasing power,
- decent minimum wages to combat poverty,
- genuine equal pay between men and women,
- improvement of the training schemes and rights,
- stronger collective bargaining, including at European level,
- calls for wage moderation by the ECB must be addressed to senior managers.

Moreover, on the basis of ETUC first yearly evaluation of gender pay gap, EFFAT is convinced that a lot remains to be done for a real equal pay.

Equal pay continues to be a key issue for nearly all trade unions that took part in the survey. Many agree that the actual pay gap is in fact significantly higher than estimated by the European Commission, underlining the need for trade unions to continue their work in this area.

Moreover, we remind you that the agriculture sector has set up an “agri-info” portal providing information on wages and working conditions in agriculture in Europe. Based on a survey of agricultural trade unions, it brings the important data together on employment situation, collectively agreed wages and costs of labour, holidays, regulations regarding social security, conditions regarding health and safety at work, trade union influence, socio-economic minimum standards and on trade union involvement. The address of this website is [www.agri-info.eu](http://www.agri-info.eu) .

Finally, we would like also to remind you that the Commission has set up back in 1990 a Mutual Information System on Social Protection (MISSOC) to promote a continuous exchange of information on social protection among the EU Member States. It is providing

information about social protection and standards in the various European countries and can be used to compare social protection systems and standards in several countries in more detail and also allows studying changes in social protection over time. The tables are available at the following address: [http://ec.europa.eu/employment\\_social/spsi/missoc\\_en.htm](http://ec.europa.eu/employment_social/spsi/missoc_en.htm) .

## **Conclusions**

The continuity of EFFAT work in the field of collective bargaining is at a crossroad. The proper implementation of the Code of Conduct for European Industrial Policy requires a revived approach on both methodology and outcomes. We are now at a preliminary stage where it is necessary for the secretariat to present proposals to launch the discussion. It is planned to continue the discussion during the meeting of the working party on the Congress to be held on 21 May, as it is crucial to get a clear EFFAT policy. So far the main lines of possible future activities are as follows:

- Continuation of EFFAT annual reporting,
- Creation of an internet based structure for both questionnaire and annual report,
- Development of a company approach with the transnational companies, as they are the one which are playing off the workers against each other,
- Identification of best practices in response to outsourcing and temporary agency work.

Decision:

- Take note and endorse the report and the proposal;
- Support ETUC campaign.

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1. Bakery ..... p 1-4
2. Brewery ..... p 5-9
3. Dairy..... p 10-13
4. Horeca ..... p 14-18
5. Meat..... p 19-22
6. Sugar..... p 23-26
7. Tobacco ..... p 27-30

## Collective Bargaining 2007 Sector : Bakery

Country /Union	Contact person / e-mail	Number of Employees / Members	Kind of negotiation *
Austria GMTN	Erwin A. Kinslechner <a href="mailto:Erwin.kinslechner@gmtn.at">Erwin.kinslechner@gmtn.at</a>	Industrie M: 800 F: 300  Commerce M 10 000 F : 6 000	NS
Belgium CSC	Bart Vannetelbosch <a href="mailto:b.vannetelbosch@acv-csc.be">b.vannetelbosch@acv-csc.be</a>	M : 15 000 F : 45 000	NS
Finland PAM	Teija Sinisalo <a href="mailto:Teija.sinisalo@toimihenkilounioni.tu">Teija.sinisalo@toimihenkilounioni.tu</a>	M: 164 F: 251	NS
Germany NGG	Peter Stör ling <a href="mailto:Peter.stoerling@ngg.net">Peter.stoerling@ngg.net</a>	220 000 M: 60% F: 40 %	RS
Italy FLAI - CGIL	Stefania Crogi <a href="mailto:Stefania.crogi@flai.it">Stefania.crogi@flai.it</a>	All food sector: 367.141  F: 123.422 M: 243.719	NC
Norway NNN	Inger Furmyr <a href="mailto:Inger.furmyr@nnn.no">Inger.furmyr@nnn.no</a>	-	NC
Switzerland UNIA	Natalie Imboden <a href="mailto:Natalie.imboden@unia.ch">Natalie.imboden@unia.ch</a>	-	NS
Turkey TEKGIDA-IS	Burcu Ayan <a href="mailto:ayanb@tekgida.org.tr">ayanb@tekgida.org.tr</a>	M: 13 414 F: 10 688	-

\*NC = national cross-sectoral

NS = national sectoral

RC = regional cross sectoral

RS = regional sectoral

C = company level

L = local (site) level

## Collective Bargaining 2007 Sector : Bakery

	Austria	Belgium	Finland
<b>Duration of Collective Agreement</b>	From 1 October 2007 until 30 September 2008	From 1 January 2007 until 31 December 2008	From 24 April 2007 until 31 March 2010
<b>Main demands</b>	3,6%	Maximum wage increases Extension of early retirement schemes	<ul style="list-style-type: none"> <li>• Wage increase, more for lower wages</li> <li>• substitute compensation</li> <li>• wage compensation for teaching work skills</li> <li>• strengthening position of job steward and more information</li> <li>• Wage compensation in 3 shift work time</li> </ul>
<b><u>Conclusions</u> :</b> <b>Bargained wage increase</b>	<ul style="list-style-type: none"> <li>• Bargained wage increase: 2,30%</li> <li>• Compensation for supervision of trainees</li> <li>• Increase of SEG bonus</li> <li>• Increase of meal vouchers</li> <li>• Increase of daily allowances</li> </ul>	4,75% (from which 3,45% to cover inflation rate)	<ul style="list-style-type: none"> <li>• April 2007 total 75€/ month</li> <li>• 1/5/2007: 70€ or at least 3% / month</li> </ul>
<b>Other factors / Qualitative items</b>	-	<ul style="list-style-type: none"> <li>• In the companies “ that are doing well economically”, additional benefits can be negotiated to the amount of 0,40% of the salaries</li> <li>• Sectoral pension scheme: increase of the gross contribution from 1,18% to 1,33% from 1 January 2008</li> <li>• Extension of all existing early retirement systems</li> <li>• Adaptation of the lump sum of the different premiums and allowances such as salaries (5%)</li> </ul>	<ul style="list-style-type: none"> <li>• Substitute compensation</li> <li>• Wage compensation for teaching work skills</li> </ul>
<b>Total value of agreement</b>	-	5% for the whole sector but agreements at company level are possible	About 4 %
<b>Comments</b>	-	Agreement for blue collars only: <ul style="list-style-type: none"> <li>• <u>Restriction of use of temporary work</u> :               <ul style="list-style-type: none"> <li>• Integration into the sectoral pension scheme in the food industry:</li> <li>• Collective bargaining committees are responsible for ensuring the application of the legislation</li> <li>• Establishment of a sectoral committee for abuses in temporary work.</li> </ul> </li> </ul>	-

## Collective Bargaining 2007 Sector : Bakery

	Germany	Italy	Norway
<b>Duration of Collective Agreement</b>	Depending on regions	From 1 <sup>st</sup> June 2007 until 31 <sup>st</sup> May 2011	From 1 October 2007 until 30 September 2008
<b>Main demands</b>	5%	<ul style="list-style-type: none"> <li>• Bilateral observatory on food trends, both from a market and social point of view;</li> <li>• Regulation of contract work: worker rights and company constraints;</li> <li>• Equal opportunities support;</li> <li>• Update of salary and competences schemes;</li> <li>• Wage increase;</li> <li>• Health and safety;</li> <li>• Regulation of salesmen work.</li> </ul>	<ul style="list-style-type: none"> <li>• Wage increase/purchasing power for all members.</li> <li>• Extra money for the lowest wages</li> </ul>
<b>Conclusions : Bargained wage increase</b>	Average : 2,8%	16 % on average	0,44 €per hour for sectors with an average wage under 90%
<b>Other factors / Qualitative items</b>	-	-	0,31 for sectors over 90% of the industry
<b>Total value of agreement</b>	-	Much higher than the 16 % of the wage increase itself, due to trade groups requests in terms of equal opportunities, salary scheme update, etc.,	Average industry wage was 20,38 €per hour
<b>Comments</b>	Notice of strike in Bavaria in the bread industry	<ul style="list-style-type: none"> <li>• An effective observatory could enable trade groups anticipating those trends which can negatively affect jobs;</li> <li>• The agreement is the first step towards bargaining throughout a whole process, rather than in single companies</li> </ul>	-

## Collective Bargaining 2007 Sector : Bakery

	Switzerland	Turkey	
<b>Duration of Collective Agreement</b>	-	From 1 January 2007 until 31 December 2008	
<b>Main demands</b>	-	<ul style="list-style-type: none"> <li>• Improvement of working conditions</li> <li>• Providing job security</li> <li>• Increasing wages and social benefits based on the increase of inflation and level of welfare</li> <li>• Improving occupational safety and health</li> <li>• Enabling more seasonal workers to have permanent jobs</li> <li>• Strengthening position of shop stewards and enabling them job security</li> </ul>	
<b>Conclusions : Bargained wage increase</b>	<ul style="list-style-type: none"> <li>• Bakery-confectionery sector :2%</li> <li>• Bakery confectionery association SBKV : inflation from 0,7%, general increase of 30 francs per month</li> <li>• Individual salary adaptation possible</li> <li>• Confectionery association SKCV: 1% for inflation and real wage increase for all</li> <li>• 1% calculated for each employee</li> </ul>	Pay increase over 10%	
<b>Other factors / Qualitative items</b>	-	Forming committees for social dialogue including 3 parties: the employers, the union management and representatives and the labour, obtaining excuse permits	
<b>Total value of agreement</b>	-	-	
<b>Comments</b>	-	-	

## Collective Bargaining 2007 Sector : Brewery

Country /Union	Contact person / e-mail	Number of Employees / Members	Kind of negotiation *
Austria GMTN	Franz Rigler <a href="mailto:Franz.rigler@gmtn.at">Franz.rigler@gmtn.at</a>	4000 From which M : 2500 F : 1500	NS
Belgium CSC	Bart Vannetelbosch <a href="mailto:b.vannetelbosch@acv-csc.be">b.vannetelbosch@acv-csc.be</a>	M : 15 000 F : 45 000	NS
Bulgaria CITUB	Krassimir Pashtrapanski <a href="mailto:nadyadas@yahoo.com">nadyadas@yahoo.com</a>	F: 2 300	NS
Finland PAM	Teija Sinisalo <a href="mailto:Teija.sinisalo@toimihenkilouioni.tu">Teija.sinisalo@toimihenkilouioni.tu</a>	M: 406 F: 257	NS
France FGA-CFDT	Régis Degouy <a href="mailto:rdegouy@fga.cfdt.fr">rdegouy@fga.cfdt.fr</a>	3845 workers	NS
Italy FLAI -CGIL	Stefania Crogi <a href="mailto:Stefania.crogi@flai.it">Stefania.crogi@flai.it</a>	All food sector: 367.141 F: 123.422 M: 243.719	NC
Netherlands FNV-BG	Toon Wennekers <a href="mailto:t.wennekers@bg.fnv.nl">t.wennekers@bg.fnv.nl</a>	Heineken: 5.000	C
Norway NNN	Inger Furmyr <a href="mailto:Inger.furmyr@nnn.no">Inger.furmyr@nnn.no</a>	-	NC
Switzerland UNIA	Natalie Imboden <a href="mailto:Natalie.imboden@unia.ch">Natalie.imboden@unia.ch</a>	1400	NS
Turkey TEKGIDA IS	Burcu Ayan <a href="mailto:ayanb@tekgida.org.tr">ayanb@tekgida.org.tr</a>	M: 13 414 F: 10 688	-

\*NC = national cross-sectoral

NS = national sectoral

RC = regional cross sectoral

RS = regional sectoral

C = company level

L = local (site) level

## Collective Bargaining 2007 Sector : Brewery

	Austria	Belgium	Bulgaria
<b>Duration of Collective Agreement</b>	1 year (validity date 01/09/2007)	From 1 January 2007 until 31 December 2008	2007-2009
<b>Main demands</b>	Increase of wages and allowances	<ul style="list-style-type: none"> <li>• Maximum wage increases</li> <li>• Extension of early retirement schemes</li> </ul>	<ul style="list-style-type: none"> <li>• Preservation of jobs</li> <li>• Increasing remuneration according to inflation and productivity increase</li> <li>• Working conditions</li> <li>• Vocational training measures</li> <li>• Fringe social benefits</li> </ul>
<b><u>Conclusions :</u> Bargained wage increase</b>	Wages: + 3,00% Allowances: + 3,50%	4,75% (from which 3,45% to cover inflation rate)	12 %
<b>Other factors / Qualitative items</b>	-	<ul style="list-style-type: none"> <li>• In the companies “ that are doing well”, additional benefits can be negotiated to the amount of 0,40% of the salaries</li> <li>• Sectoral pension scheme: increase of the gross contribution from 1,18% to 1,33% from 1 January 2008</li> <li>• Extension of all existing early retirement systems</li> <li>• Adaptation of the lump sum of the different premiums and allowances such as salaries (5%)</li> </ul>	<ul style="list-style-type: none"> <li>• Compensation in case of closure of the enterprise – based on seniority – one gross wage for each year of service</li> <li>• 2 extra days paid leave for poor working conditions</li> <li>• 5 days paid leave for vocational training for each employee</li> <li>• extra pay for Christmas, Easter and vacation equal to 1/2 -1/3 wage depending on the financial situation of the company</li> <li>• free food at EUR 30 per month</li> <li>• Adopted: Code of ethical standards, Code for corporate social responsibility</li> </ul>
<b>Total value of agreement</b>	-	5% for the whole sector but agreements at company level are possible	-
<b>Comments</b>	-	Agreement for blue collars only: <ul style="list-style-type: none"> <li>• <u>Restriction of use of temporary work</u> :               <ul style="list-style-type: none"> <li>• Integration into the sectoral pension scheme in the food industry</li> <li>• Collective bargaining committees are responsible for the legislation</li> </ul> </li> </ul>	-

## Collective Bargaining 2007 Sector : Brewery

	Finland	France	Italy
<b>Duration of Collective Agreement</b>	From 1 April 2007 until 1 April 2008	Agreement for an unlimited period	From 1 <sup>st</sup> June 2007 until 31 <sup>st</sup> May 2011
<b>Main demands</b>	<ul style="list-style-type: none"> <li>• Wage increase, especially for lower wages</li> <li>• substitute compensation</li> <li>• wage compensation for teaching work skills</li> <li>• strengthening position of job steward and more information</li> <li>• Wage compensation in 3 shift work time</li> </ul>	Increase of wages : 3%	<ul style="list-style-type: none"> <li>• Bilateral observatory on food trends, both from a market and social point of view;</li> <li>• Regulation of contract work: worker rights and company constraints;</li> <li>• Equal opportunities support;</li> <li>• Update of salary and competences schemes;</li> <li>• Wage increase;</li> <li>• Health and safety;</li> <li>• Regulation of salesmen work.</li> </ul>
<b><u>Conclusions :</u> <u>Bargained wage increase</u></b>	April 2007 total 75€/ month 1/5/2007: 70€ or at least 3%	1,7%	16 % on average
<b>Other factors / Qualitative items</b>	<ul style="list-style-type: none"> <li>• Substitute compensation</li> <li>• Wage compensation for teaching work skills</li> </ul>	<ul style="list-style-type: none"> <li>• Promoting the professional qualification certificate of the sector by leaflets for the employees and companies</li> <li>• Agreement on health and safety at work</li> </ul>	-
<b>Total value of agreement</b>	About 3,2%	-	Much higher than the 16 % of the wage increase itself, due to trade groups requests in terms of equal opportunities, salary scheme update, etc.,
<b>Comments</b>	-	-	<ul style="list-style-type: none"> <li>• An effective observatory could enable trade groups anticipating those trends which can negatively affect jobs;</li> <li>• The agreement is the first step towards bargaining throughout a whole process, rather than in single companies</li> </ul>

## Collective Bargaining 2007 Sector : Brewery

	Netherlands	Norway	Switzerland										
<b>Duration of Collective Agreement</b>	From 1 <sup>st</sup> April 2006 until 1 <sup>st</sup> July 2008	From 1 October 2007 until 30 September 2008	-										
<b>Main demands</b>	<ul style="list-style-type: none"> <li>• Wage increase: +2,5% per 12 months;</li> <li>• Bonus built in salary;</li> <li>• 12% <del>à</del> 8% raise of normal salary;</li> <li>• 4% less pay for employees for pension;</li> <li>• Demands concerning more flexible working hours and influence on working time by workers;</li> <li>• Demands concerning sickness;</li> <li>• Project concerning ageing.</li> </ul>	<ul style="list-style-type: none"> <li>• Wage increase/purchasing power for all members</li> <li>• Extra money for the lowest wages</li> </ul>	<ul style="list-style-type: none"> <li>• Full inflation adjustment allowance for all</li> <li>• Real wage increase of minimum 2 to 3% (+ inflation)</li> <li>• Priority is given to general wage increases</li> <li>• To adapt the women's wages: in addition 1% of the wage amount</li> <li>• With a view to reach the wage equality between women and men.</li> </ul>										
<b>Conclusions :</b> <b>Bargained wage increase</b>	<table style="width: 100%; border: none;"> <tr> <td style="width: 15%;">01.04.06:</td> <td style="width: 15%;">0.75%</td> </tr> <tr> <td>01.10.06:</td> <td>0.5%</td> </tr> <tr> <td>01.04.07:</td> <td>0.75%</td> </tr> <tr> <td>01.10.07:</td> <td>1.75%</td> </tr> <tr> <td>01.04.08:</td> <td>1%</td> </tr> </table>	01.04.06:	0.75%	01.10.06:	0.5%	01.04.07:	0.75%	01.10.07:	1.75%	01.04.08:	1%	0,44 €per hour for sectors with an average wage under 90%	<ul style="list-style-type: none"> <li>• Swiss Brewery Association :2,15% ; 50 Swiss Francs for all</li> <li>• Heineken Switzerland: increase of the wage amount of around 1,905%</li> <li>• Felschlössen Getränke AG: increase of the wage amount of 2,0% <ul style="list-style-type: none"> <li>• MA receive a wage increase of minimum 50 francs</li> <li>• Minimum wage increases for peak periods , promotions and special performances up to 0,50%</li> </ul> </li> </ul>
01.04.06:	0.75%												
01.10.06:	0.5%												
01.04.07:	0.75%												
01.10.07:	1.75%												
01.04.08:	1%												
<b>Other factors / Qualitative items</b>	Other main demands are realized	0,31€for sectors over 90% of the industry	-										
<b>Total value of agreement</b>	App. €200 million	Average industry wage was 20,38 €per hour	-										
<b>Comments</b>	-		-										

**Collective Bargaining 2007**  
**Sector : Brewery**

	<b>Turkey</b>		
<b>Duration of Collective Agreement</b>	<ul style="list-style-type: none"> <li>• From 1 January t2007 until 31 December 2008</li> </ul>		
<b>Main demands</b>	<ul style="list-style-type: none"> <li>• Improvement of working conditions</li> <li>• Providing the job security</li> <li>• Increasing the wages and social benefits based on the increase of inflation and level of welfare</li> <li>• Improving the occupational safety and health</li> <li>• Enabling more seasonal workers to have permanent jobs</li> <li>• Strengthening position of shop stewards and enabling them job security</li> </ul>		
<b><u>Conclusions :</u></b> <b>Bargained wage increase</b>	Pay increase over 10%		
<b>Other factors / Qualitative items</b>	Forming committees for social dialogue including 3 parties: the employers, the union management and representatives and the labour, obtaining excuse permits		
<b>Total value of agreement</b>	-		
<b>Comments</b>	-		

## Collective Bargaining 2007 Sector : Dairy

Country /Union	Contact person / e-mail	Number of Employees / Members	Kind of negotiation *
Austria GMTN	Franz Galler <a href="mailto:Franz.galler@gmtn.at">Franz.galler@gmtn.at</a>	M : 2.000 F : 600	NS
Belgium CSC	Bart Vannetelbosch <a href="mailto:b.vannetelbosch@acv-csc.be">b.vannetelbosch@acv-csc.be</a>	M : 15 000 F : 45 000	NS
Finland PAM	Teija Sinisalo <a href="mailto:Teija.sinisalo@toimihenkilouioni.tu">Teija.sinisalo@toimihenkilouioni.tu</a>	M: 1.149 F: 928	NS
Germany NGG	Peter Störling <a href="mailto:Peter.Stoerling@ngg.net">Peter.Stoerling@ngg.net</a>	32 000	RS
Italy FLAI -CGIL	Stefania Crogi <a href="mailto:Stefania.crogi@flai.it">Stefania.crogi@flai.it</a>	All food sector: 367.141 F: 123.422 M: 243.719	NC
Norway NNN	Inger Furmyr <a href="mailto:Inger.furmyr@nnn.no">Inger.furmyr@nnn.no</a>	-	NC
Poland NSZZ	Zbigniew Sikorski <a href="mailto:Zbigniew_sikorski@o2.pl">Zbigniew_sikorski@o2.pl</a>	10.800 M: 5.600 F: 5.200	C
Switzerland UNIA	Natalie Imboden <a href="mailto:Natalie.imboden@unia.ch">Natalie.imboden@unia.ch</a>	-	C
Turkey TEKGIDA IS	Burcu Ayan <a href="mailto:ayanb@tekgida.org.tr">ayanb@tekgida.org.tr</a>	M: 13 414 F: 10 688	-

\*NC = national cross-sectoral

NS = national sectoral

RC = regional cross sectoral

RS = regional sectoral

C = company level

L = local (site) level

## Collective Bargaining 2007 Sector : Dairy

	Austria	Belgium	Finland
<b>Duration of Collective Agreement</b>	From 1 November 2007 until 31 Oktober 2008	From 1 January 2007 until 31 December 2008	From 1 October 2007 until 31 March 2010
<b>Main demands</b>	<ul style="list-style-type: none"> <li>• Increase of monthly wages</li> <li>• Allowance for length of service</li> <li>• Daily allowances</li> <li>• Apprenticeship allowance</li> <li>• Introduction of a shift premium</li> </ul>	<ul style="list-style-type: none"> <li>• Maximum wage increases</li> <li>• Extension of early retirement schemes</li> </ul>	<ul style="list-style-type: none"> <li>• Wage increase, more for lower wages</li> <li>• substitute compensation</li> <li>• wage compensation for teaching work skills</li> <li>• strengthening position of job steward and more information</li> <li>• Wage compensation in 3 shift work time</li> </ul>
<b>Conclusions : Bargained wage increase</b>	<ul style="list-style-type: none"> <li>• From 2,8% to 3% = 2,92% average increase</li> <li>• Apprenticeship allowance: +2,9%</li> <li>• New minimum wage: 1.385,82 €</li> </ul>	4,75% (from which 3,45% to cover inflation rate)	April 2007 : 75€/ month on 1/5/2007: 70 € or at least 3% a month
<b>Other factors / Qualitative items</b>	It was agreed that negotiations on the collective agreement will take place in 2008	<ul style="list-style-type: none"> <li>• In the companies “ that are doing well economically”, additional benefits can be negotiated to the amount of 0,40% of the salaries</li> <li>• Sectoral pension scheme: increase of the gross contribution from 1,18% to 1,33% from 1 January 2008</li> <li>• Extension of all existing early retirement systems</li> <li>• Adaptation of the lump sum of the different premiums and allowances such as salaries (5%)</li> </ul>	<ul style="list-style-type: none"> <li>• Substitute compensation</li> <li>• Wage compensation for teaching work skills</li> </ul>
<b>Total value of agreement</b>	+ 3,5%	5% for the whole sector but agreements at company level are possible	About 3,8%
<b>Comments</b>	<ul style="list-style-type: none"> <li>• 5 rounds of negotiations, among which 1 conference of the works councils took place.</li> <li>• Around 90% of the works councils attended this conference.</li> </ul>	Agreement for blue collars only: <ul style="list-style-type: none"> <li>• <u>Restriction of use of temporary work</u> :               <ul style="list-style-type: none"> <li>• Integration into the sectoral pension scheme in the food industry:</li> <li>• Collective bargaining committees are responsible for ensuring the application of the legislation</li> <li>• Establishment of a sectoral committee for abuses in temporary work.</li> </ul> </li> </ul>	-

## Collective Bargaining 2007 Sector : Dairy

	Germany	Italy	Norway
<b>Duration of Collective Agreement</b>	Depending on the "Länder"	From 1 <sup>st</sup> June 2007 until 31 <sup>st</sup> May 2011	From 1 April 2007 until 1 April 2008
<b>Main demands</b>	5%	<ul style="list-style-type: none"> <li>• Bilateral observatory on food trends, both from a market and social point of view;</li> <li>• Regulation of contract work: worker rights and company constraints;</li> <li>• Equal opportunities support;</li> <li>• Update of salary and competences schemes;</li> <li>• Wage increase;</li> <li>• Health and safety;</li> <li>• Regulation of salesmen work.</li> </ul>	<ul style="list-style-type: none"> <li>• Wage increase/purchasing power for all members.</li> <li>• Extra money for the lowest wages</li> </ul>
<b><u>Conclusions</u> :</b> <b>Bargained wage increase</b>	on average +2,7%	16 % on average	0,44 €per hour for sectors with an average wage under 90%
<b>Other factors / Qualitative items</b>	<ul style="list-style-type: none"> <li>• Partly increased holiday allowance</li> <li>• Take over measures for trainees</li> </ul>	-	0.31 for sectors over 90% of the industry
<b>Total value of agreement</b>	-	Much higher than the 16 % of the wage increase itself, due to trade groups requests in terms of equal opportunities, salary scheme update, etc.,	Average industry wage was 20,38 €per hour
<b>Comments</b>	-	<ul style="list-style-type: none"> <li>• An effective observatory could enable trade groups anticipating those trends which can negatively affect jobs;</li> <li>• The agreement is the first step towards bargaining throughout a whole process, rather than in single companies</li> </ul>	-

**Collective Bargaining 2007**  
**Sector : Dairy**

	<b>Poland</b>	<b>Switzerland</b>	<b>Turkey</b>
<b>Duration of Collective Agreement</b>	40 days	-	From 1 January 2007 until 31 December 2008
<b>Main demands</b>	Rise of payments	<ul style="list-style-type: none"> <li>• Full inflation adjustment allowance for all : 0,5 to 1,0%</li> <li>• Real wage increase of minimum 2 to 3% (+ inflation) Priority is given to general wage increases</li> <li>• To adapt the women's wages : in addition 1% of the wage amount. With a view to reach the wage equality between women and men.</li> </ul>	<ul style="list-style-type: none"> <li>• Improvement of working conditions</li> <li>• Providing the job security</li> <li>• Increasing the wages and social benefits based on the increase of inflation and level of welfare</li> <li>• Improving the occupational safety and health</li> <li>• Enabling more seasonal workers to have permanent jobs</li> <li>• Strengthening position of shop stewards and enabling them job security</li> </ul>
<b><u>Conclusions :</u></b> <b>Bargained wage increase</b>	7-10%	According to CREMO: increase of 100,- CHF (Swiss Francs) for all till a yearly income of CHF 80.000 – CHF 35,- for each full-time job made available, distributed per performance. The minimum wages will be raised by 100,- CHF each.	Pay increase over 10%
<b>Other factors / Qualitative items</b>	Guarantee of maintaining production	-	Forming committees for social dialogue including 3 parties: the employers, the union management and representatives and the labour, obtaining excuse permits
<b>Total value of agreement</b>	Increase of efficiency of our activities	-	-
<b>Comments</b>	-	-	-

## Collective Bargaining 2007 Sector : Horeca

Country /Union	Contact person / e-mail	Number of Employees / Members	Kind of negotiation *
Belgium CSC	Yves Giets <a href="mailto:y.giets@acv-csc.be">y.giets@acv-csc.be</a>	M : 65 000 F : 59 000	NS
Czech Republic CMOS PHCR	Dagmar Gavlasova <a href="mailto:Gavlasova.dagmar@cmkos.cz">Gavlasova.dagmar@cmkos.cz</a>	45 000 M : 27 000 F : 18 000	NC/L
Denmark 3F	Aage Jensen <a href="mailto:aage.jensen@3f.dk">aage.jensen@3f.dk</a>	F: ca 33.000 M: ca 22.000	NS
Finland PAM	Annika Rönni-Sällinen <a href="mailto:Annika.ronni-sallinen@pam.fi">Annika.ronni-sallinen@pam.fi</a>	Appr. 48 000 F: 12 000	NS
Germany NGG	Guido Zeitler <a href="mailto:hv.hotels@ngg.net">hv.hotels@ngg.net</a>	M: 415 000 F: 320 000	RC
Italy UILTUCS	Fargnoli Emilio <a href="mailto:uiltucs@tin.it">uiltucs@tin.it</a>	-	NC/NS
Norway NNN	Inger Furmyr <a href="mailto:Inger.furmyr@nnn.no">Inger.furmyr@nnn.no</a>	-	NC
Poland NSZZ	Eugeniusz Grodecki <a href="mailto:solidcracovia@poczta.onet.pl">solidcracovia@poczta.onet.pl</a>	3200 M : 1100 F : 2100	NS
Spain FECOHT CCOO	Fernando Medina <a href="mailto:fmedina@fecoht.ccoo.es">fmedina@fecoht.ccoo.es</a>	58 200	RS/C
Sweden HRF	Chaker Nassar <a href="mailto:Chaker.nassar@hrf.net">Chaker.nassar@hrf.net</a>	45 000 M : 20 000 F : 25 000	NS
Switzerland UNIA	Mauro Moretto <a href="mailto:Mauro.moretto@unia.ch">Mauro.moretto@unia.ch</a>	227 000 M : 57,9%	NC

\*NC = national cross-sectoral

NS = national sectoral

RC = regional cross sectoral

RS = regional sectoral

C = company level

L = local (site) level

## Collective Bargaining 2007 Sector : Horeca

	Belgium	Czech Republic	Denmark
<b>Duration of Collective Agreement</b>	2007-2008	1-2 years	From 1st March 2007 until 1st March 2010
<b>Main demands</b>	<ul style="list-style-type: none"> <li>• Increase of minimum wages</li> <li>• Compensation for Sundays and holiday work and for cover of travel costs</li> <li>• Redefinition of the concept of night work</li> <li>• Demand in relation to the aspects of end-of-year bonus, early retirement and training</li> <li>• improvement of the statutes of workers representatives</li> <li>• working period : introduction of a week of 5 days</li> </ul>	<ul style="list-style-type: none"> <li>• Increase in the overtime bonus (by 8%)</li> <li>• Increase in average nominal wages by 5% on average</li> <li>• Increase in the employer's contribution to additional pension insurance by 25% on average</li> <li>• Refund of employee's wages for the first 3 unpaid days of sick leave</li> <li>• Prolongation of holidays by one week in about 30% of collective agreements</li> <li>• Larger extent of paid impediments to work on the employee's side</li> <li>• Provision of canteen meals with limited payments made by the employee</li> </ul>	<ul style="list-style-type: none"> <li>• Skilled Chef: 160.33 hr/month &amp; €2450 (minimum wage)</li> <li>• Unskilled hotel worker: 160.33 hr/month &amp; €2260 (minimum wage)</li> <li>• All nuisance bonus increase every year by 3%</li> </ul>
<b>Conclusions : Bargained wage increase</b>	<ul style="list-style-type: none"> <li>• wage increase for all workers 16,49€per month</li> <li>• From 1 January 2008: all salaries are indexed (in 2007, only the minimum wages were indexed)</li> <li>• Increase of minimum wages</li> </ul>	3-4%	<ul style="list-style-type: none"> <li>• Bargained wage increase: ca 4.8%</li> <li>• Increase of the minimum wage: 03/2008: €0.35/hr 03/2009: €0.35/hr</li> </ul>
<b>Other factors / Qualitative items</b>	<ul style="list-style-type: none"> <li>• Increase of compensation for travel costs</li> <li>• Reimbursement of work clothing, bonus for night work and supplement of flexibility in catering companies.</li> <li>• Reimbursement in case of economical unemployment: possible after 9 months of seniority (instead of 12 months)</li> <li>• Bonus for work on Sundays and public holidays</li> <li>• End-of-year bonus: specific provisions with regard to early retirement at the age of 58 and 56 and for part time workers at the age of 55.</li> <li>• Training : Increase of financial means for the organization of training for workers</li> </ul>	-	<ul style="list-style-type: none"> <li>• +12.5% holiday allowance</li> <li>• Maternity leave: full wage during 14 weeks + an extra contribution of €110 from employers to the national scheme</li> <li>• Supplementary pension scheme: 01/07/08: + 7.4% 01/07/09: + 8.0%</li> <li>• Increase of the financial compensation for the shop stewards</li> </ul>
<b>Total value of agreement</b>	5,5%	Cannot be calculated	-
<b>Comments</b>	<ul style="list-style-type: none"> <li>• -Quality of work</li> <li>• Recommendation to organise workers work during maximum 5 days a week</li> <li>• Recommendation to offer the possibility to workers with schoolgoing children to take holidays during the school holidays</li> </ul>	Continuous worsening of preconditions for collective bargaining, the employers' failure to respect the rights of trade union organizations and, above all, worsening of relations between social partners at a sectoral level endangering the conclusion of sectoral collective agreement for 2008 due to reluctance of the employers' organization to accept an adjustment of wages to a steep of inflation rise and a decrease in volume of employees' wage benefits in 2007.	<ul style="list-style-type: none"> <li>• Minimum wage: employees can negotiate their wage (e.g. average wage for a chef is about €450-500 above).</li> <li>• 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</li> </ul>

## Collective Bargaining 2007 Sector : Horeca

	Finland	Germany	Italy
<b>Duration of Collective Agreement</b>	From 1 October 2007 until 31 March 2010	1-2 years	4 years
<b>Main demands</b>	98 euros /month	<ul style="list-style-type: none"> <li>• To end with absence of collective agreement</li> <li>• Wage increase of 3%</li> </ul>	<ul style="list-style-type: none"> <li>• Wage increase;</li> <li>• Welfare ( sanitary plan - complementary pension plan)</li> <li>• Tertiary demands</li> </ul>
<b><u>Conclusions :</u> Bargained wage increase</b>	8,9%	1,5 -2,2%	€140
<b>Other factors / Qualitative items</b>	<ul style="list-style-type: none"> <li>• Paid parental leaves ( 3 months salary for maternity leave and 6 days for paternity leave)</li> <li>• Seniority increment based on experience in the branch /occupation in stead of certain employer (old system)</li> </ul>	-	-
<b>Total value of agreement</b>	10,2%	-	€1.607,89
<b>Comments</b>	PAM was the first union in Finland who negotiated salary for paternity leave	-	-

## Collective Bargaining 2007 Sector : Horeca

	Norway	Poland	Spain
<b>Duration of Collective Agreement</b>	From 1 April 2007 until 1 April 2008	From June 2007 until 15 September 2007	2 years (24% of the agreements) 3 years ( 49% of the agreements) 4 years (20% of the agreements)
<b>Main demands</b>	<ul style="list-style-type: none"> <li>• Wage increase/purchasing power for all members.</li> <li>• Extra money for the lowest wages</li> </ul>	Rise of payments	<ul style="list-style-type: none"> <li>• Wage increase of 4% = (2% for the inflation rate + 2% for real wage increase)</li> <li>• Revision clause if the inflation is higher than planned</li> </ul>
<b><u>Conclusions</u> :</b> <b>Bargained wage increase</b>	0,44 €per hour for sectors with an average wage under 90%	12 %	<ul style="list-style-type: none"> <li>• Wage increase : 3,97%</li> <li>• Inclusion of a revision clause in 75 of the agreements</li> </ul>
<b>Other factors / Qualitative items</b>	0,31 for sectors over 90% of the industry	Bargained changes in benefits connected with 13th and 14th payment	<ul style="list-style-type: none"> <li>• Provisions for a better balance between private and professional life</li> <li>• Various provisions to regulate terms and conditions of employment in 95% of the agreements</li> </ul>
<b>Total value of agreement</b>	Average industry wage was 20,38 €per hour	Rise of payments	Most frequent basic wage (without any bonus) 13.920 euros
<b>Comments</b>	-	During negotiations in the view of divergent point of views, people from our organization were reconsidering enter in the corporate dispute	The negotiation of agreements are realized during the Acuerdo Interconfederal de Negociación Colectiva (AINC 2006) and are signed by the confederations CC.OO , UGT and the employers' CEOE-Cepyme

## Collective Bargaining 2007 Sector : Horeca

	Sweden	Switzerland	
<b>Duration of Collective Agreement</b>	2007-2008	Agreement for an indefinite period	
<b>Main demands</b>	<ul style="list-style-type: none"> <li>• Pay rise:300€for 3 years</li> <li>• Fulltime working hours</li> <li>• More extra holiday (national day)</li> <li>• New pensions agreement</li> </ul>	Introduction of 13 <sup>th</sup> month wage or real wage increase of minimum wage by 2,5%	
<b><u>Conclusions :</u> Bargained wage increase</b>	1/5-2007 (4,8%=850 SEK) 1/5-2008 (4,4%=825 SEK) 1/5/2009 (4,1%=800 SEK)	Minimum wage increased by 1,8 until 2,1 %	
<b>Other factors / Qualitative items</b>	<ul style="list-style-type: none"> <li>• Pay for inconvenient working hours</li> <li>• Extra holiday</li> <li>• More compensation for National-day</li> <li>• A new pensions agreement</li> </ul>	-	
<b>Total value of agreement</b>	-	In average real increase of minimum wage by 1,3%	
<b>Comments</b>	-	-	

## Collective Bargaining 2007 Sector : Meat

Country /Union	Contact person / e-mail	Number of Employees / Members	Kind of negotiation *
Austria GMTN	Erwin A. Kinslechner <a href="mailto:Erwin.kinslechner@gmtn.at">Erwin.kinslechner@gmtn.at</a>	Industry: M: 1700 F 600  Occupation M: 7000 F: 4500	NS
Belgium ACV-CSC	Bart Vannetelbosch <a href="mailto:b.vannetelbosch@acv-csc.be">b.vannetelbosch@acv-csc.be</a>	M : 15 000 F : 45 000	NS
Denmark NNF	Jim Jensen <a href="mailto:iso@nnf.dk">iso@nnf.dk</a>	Industry slaughterers: F: 2.600 M: 7.900  meat processing: F: 1.000 M: 500	NC
Finland PAM	Teija Sinisalo <a href="mailto:Teija.sinisalo@toimihenkilouioni.tu">Teija.sinisalo@toimihenkilouioni.tu</a>	M: 354 F: 534	NS
Germany NGG	Wolfgang Endling <a href="mailto:Wolfgang.endling@ngg.net">Wolfgang.endling@ngg.net</a>	-	RS
Italy FLAI -CGIL	Stefania Crogi <a href="mailto:Stefania.crogi@flai.it">Stefania.crogi@flai.it</a>	All food sector: 367.141  F: 123.422 M: 243.719	NC
Norway NNN	Inger Furmyr <a href="mailto:Inger.furmyr@nnn.no">Inger.furmyr@nnn.no</a>	-	NC
Turkey TEKGIDA IS	Burcu Ayan <a href="mailto:ayanb@tekgida.org.tr">ayanb@tekgida.org.tr</a>	M: 13 414 F: 10 688	-

\*NC = national cross-sectoral

NS = national sectoral

RC = regional cross sectoral

RS = regional sectoral

C = company level

L = local (site) level

## Collective Bargaining 2007 Sector : Meat

	Austria	Belgium	Denmark
<b>Duration of Collective Agreement</b>	From 1 July 2007 until 30 June 2008	From 1 January 2007 until 31 December 2008	3 years expiring February 28, 2010
<b>Main demands</b>	3,4%	<ul style="list-style-type: none"> <li>• Maximum wage increases</li> <li>• Extension of early retirement schemes</li> </ul>	<ul style="list-style-type: none"> <li>• Education</li> <li>• Working hours (less hours/time off/holidays etc)</li> <li>• Salary</li> </ul>
<b>Conclusions : Bargained wage increase</b>	2,10%	4,75% (from which 3,45% to cover inflation rate)	<ul style="list-style-type: none"> <li>• + DKK 19 over 3 years</li> <li>• 3% nuisance bonus</li> <li>• Min. salary slaughter chain and cutting area of DKK 175/hour, independent of piece-work</li> <li>• Agreement on the possibility of deciding higher salary for shop stewards</li> <li>• Increase of the rate for employees on maternity leave</li> </ul>
<b>Other factors / Qualitative items</b>	<ul style="list-style-type: none"> <li>• Increase of compensation for students : 2,10%</li> <li>• Increase of the retirement pension: 2,10%</li> <li>• Increase luncheon vouchers : 2,10%</li> </ul>	<ul style="list-style-type: none"> <li>• In the companies “ that are doing well economically”, additional benefits can be negotiated to the amount of 0,40% of the salaries</li> <li>• Sectoral pension scheme: increase of the gross contribution from 1,18% to 1,33% from 1 January 2008</li> <li>• Extension of all existing early retirement systems</li> <li>• Adaptation of the lump sum of the different premiums and allowances such as salaries (5%)</li> </ul>	<ul style="list-style-type: none"> <li>• Increase of the pension rate</li> <li>• Education of employees and shop stewards</li> <li>• Rules for differential treatment (gender, age, religion, etc.)</li> <li>• Framework agreement on the recruitment of Foreign workers</li> <li>• Plus nine weeks’ maternity leave to be split between the parents</li> </ul>
<b>Total value of agreement</b>	2,10%	5% for the whole sector but agreements at company level are possible	12,8%
<b>Comments</b>	<ul style="list-style-type: none"> <li>• Social Partnership measures against illegal work.</li> <li>• Common national collective agreement in the meat sector</li> </ul>	<p>Agreement for blue collars only:</p> <ul style="list-style-type: none"> <li>• <u>Restriction of use of temporary work</u> : <ul style="list-style-type: none"> <li>• Integration into the sectoral pension scheme in the food industry:</li> <li>• Collective bargaining committees are responsible for ensuring the application of the legislation</li> <li>• Establishment of a sectoral committee for abuses in temporary work.</li> </ul> </li> <li>• <u>Training</u>: using 0,90% of the hours worked by the workers for training (previously 0,70%)</li> </ul>	-

## Collective Bargaining 2007 Sector : Meat

	Denmark	Finland	Germany
<b>Duration of Collective Agreement</b>	3 years expiring February 28, 2010	From 25 April 2007 until 31 March 2010	-
<b>Main demands</b>	<ul style="list-style-type: none"> <li>• Salary</li> <li>• Education vocational</li> <li>• Education individual choice</li> <li>• Pension</li> </ul>	<ul style="list-style-type: none"> <li>• Wage increase, more for lower wages</li> <li>• substitute compensation</li> <li>• wage compensation for teaching work skills</li> <li>• strengthening position of job stewards in getting more information</li> <li>• Wage compensation in 3 shift work time</li> </ul>	<ul style="list-style-type: none"> <li>• Increase in terms of percentage (on average 4,5%)</li> <li>• An adequate contribution to the success of the company</li> </ul>
<b>Conclusions : Bargained wage increase</b>	<ul style="list-style-type: none"> <li>• + DKK 5.25 / hour / year</li> <li>• 3% nuisance bonus</li> <li>• Payment during maternity leave increase</li> </ul>	<p>April 2007 total 75€/ month 1/5/2007: 70€ or at least 3% / month</p>	The increases of remuneration amount to 2,5% These also include to some extent one-time payments to the employees. They also include education months.
<b>Other factors / Qualitative items</b>	<ul style="list-style-type: none"> <li>• Increase of the pension rate</li> <li>• Education of employees and shop stewards</li> <li>• Protocol on industrial procedure for differential treatment (gender, age, religion, etc.)</li> <li>• Protocol on violence and harassment at work</li> <li>• Protocol on decent treatment of foreign workers</li> </ul>	<ul style="list-style-type: none"> <li>• Substitute compensation</li> <li>• Wage compensation for teaching work skills</li> </ul>	During current negotiations employers are creating reasons for reaching individual agreements with workers or are making company y agreements in contravention of tariff regulations
<b>Total value of agreement</b>	12,8%	About 4 %	-
<b>Comments</b>	-	-	The industry is characterised by a multitude of in-house agreements. In general the tendency towards termination of the MTV by employer is undiminished. The employers' main demand is for an extension of working time. In this respect a conscious contravention of the tariff by employers is also discernible. In the same way there is an increased use of outside personnel in work contracts.

## Collective Bargaining 2007 Sector : Meat

	Italy	Norway	Turkey
<b>Duration of Collective Agreement</b>	From 1 <sup>st</sup> June 2007 until 31 <sup>st</sup> May 2011	From 1 October 2007 to 30 September 2008	From 1 January 2007 until 31 December 2008
<b>Main demands</b>	<ul style="list-style-type: none"> <li>• Bilateral observatory on food trends, both from a market and social point of view;</li> <li>• Regulation of contract work: worker rights and company constraints;</li> <li>• Equal opportunities support;</li> <li>• Update of salary and competences schemes;</li> <li>• Wage increase;</li> <li>• Health and safety;</li> <li>• Regulation of salesmen work.</li> </ul>	<ul style="list-style-type: none"> <li>• Wage increase/purchasing power for all members.</li> <li>• Extra money for the lowest wages</li> </ul>	<p>Improvement of working conditions</p> <ul style="list-style-type: none"> <li>• Providing the job security</li> <li>• Increasing the wages and social benefits based on the increase of inflation and level of welfare</li> <li>• Improving the occupational safety and health</li> <li>• Enabling more seasonal workers to have permanent jobs</li> <li>• Strengthening position of shop stewards and enabling them job security</li> </ul>
<b>Conclusions :</b> <b>Bargained wage increase</b>	16 % on average	0,44 €per hour for sectors with an average wage under 90%	Pay increase over 10%
<b>Other factors / Qualitative items</b>	-	0,31 for sectors over 90% of the industry	Forming committees for social dialogue including 3 parties: the employers, the union management and representatives and the labour, obtaining excuse permits
<b>Total value of agreement</b>	Much higher than the 16 % of the wage increase itself, due to trade groups requests in terms of equal opportunities, salary scheme update, etc.,	Average industry wage was 20,38 €per hour	-
<b>Comments</b>	<ul style="list-style-type: none"> <li>• An effective observatory could enable trade groups anticipating those trends which can negatively affect jobs;</li> <li>• The agreement is the first step towards bargaining throughout a whole process, rather than in single companies</li> </ul>	-	-

## Collective Bargaining 2007 Sector : Sugar

Country /Union	Contact person / e-mail	Number of Employees / Members	Kind of negotiation *
Austria GMTN	Wolfgang Zuser <a href="mailto:Wolfgang.zuser@gmtn.at">Wolfgang.zuser@gmtn.at</a>	1000 Including seasonal workers	C
Belgium CSC	Bart Vannetelbosch <a href="mailto:b.vannetelbosch@acv-csc.be">b.vannetelbosch@acv-csc.be</a>	M : 15 000 F : 45 000	NS
Finland PAM	Teija Sinisalo <a href="mailto:Teija.sinisalo@toimihenkilounioni.tu">Teija.sinisalo@toimihenkilounioni.tu</a>	M: 50 F: 25	NS
France FGA-CFDT	Régis Degouy <a href="mailto:rdegouy@fga.cfdt.fr">rdegouy@fga.cfdt.fr</a>	5000 permanent workers 2000 seasonal workers	NS
Germany NGG	Wolfgang Endling <a href="mailto:Wolfgang.endling@ngg.net">Wolfgang.endling@ngg.net</a>	5 373	NS
Italy FLAI -CGIL	Stefania Crogi <a href="mailto:Stefania.crogi@flai.it">Stefania.crogi@flai.it</a>	All food sector: 367.141 F: 123.422 M: 243.719	NC
Norway NNN	Inger Furmyr <a href="mailto:Inger.furmyr@nnn.no">Inger.furmyr@nnn.no</a>	-	NC
Switzerland UNIA	Beda Moor <a href="mailto:Beda.moor@unia.ch">Beda.moor@unia.ch</a>	227 from which M: 239 F: 38	NC
Turkey TEKGIDA IS	Burcu Ayan <a href="mailto:ayanb@tekgida.org.tr">ayanb@tekgida.org.tr</a>	M: 13 414 F: 10 688	-

\*NC = national cross-sectoral

NS = national sectoral

RC = regional cross sectoral

RS = regional sectoral

C = company level

L = local (site) level

## Collective Bargaining 2007 Sector : Sugar

	Austria	Belgium	Finland
<b>Duration of Collective Agreement</b>	12 months (until 1 September 2007)	From 1 January 2007 until 31 December 2008	From 25 April 2007 until 31 March 2010
<b>Main demands</b>	Increase of wage for all categories of workers	<ul style="list-style-type: none"> <li>• Maximum wage increases</li> <li>• Extension of early retirement schemes</li> </ul>	<ul style="list-style-type: none"> <li>• Wage increase, more for lower wages</li> <li>• substitute compensation</li> <li>• wage compensation for teaching work skills</li> <li>• strengthening position of job steward and more information</li> <li>• Wage compensation in 3 shift work time</li> </ul>
<b><u>Conclusions</u> :</b> <b>Bargained wage increase</b>	2,3% for all categories	4,75% (from which 3,45% to cover inflation rate)	April 2007: total 75€/ month 1/5/2007: 70 € or at least 3% a month
<b>Other factors / Qualitative items</b>	-	<ul style="list-style-type: none"> <li>• In the companies “ that are doing well economically”, additional benefits can be negotiated to the amount of 0,40% of the salaries</li> <li>• Sectoral pension scheme: increase of the gross contribution from 1,18% to 1,33% from 1 January 2008</li> <li>• Extension of all existing early retirement systems</li> <li>• Adaptation of the lump sum of the different premiums and allowances such as salaries (5%)</li> </ul>	<ul style="list-style-type: none"> <li>• Substitute compensation</li> <li>• Wage compensation for teaching work skills</li> </ul>
<b>Total value of agreement</b>	2,3%	5% for the whole sector but agreements at company level are possible	About 3,5%
<b>Comments</b>	Attempts from management to make savings (up to 15%) on each employee has been blocked.	Agreement for blue collars only: <ul style="list-style-type: none"> <li>• <u>Restriction of use of temporary work</u> :               <ul style="list-style-type: none"> <li>• Integration into the sectoral pension scheme in the food industry:</li> <li>• Collective bargaining committees are responsible for ensuring the application of the legislation</li> <li>• Establishment of a sectoral committee for abuses in temporary work.</li> </ul> </li> <li>• <u>Training</u>: using 0,90% of the hours worked by the workers for training (previously 0,70%)</li> </ul>	-

## Collective Bargaining 2007 Sector : Sugar

	France	Germany	Italy
<b>Duration of Collective Agreement</b>	Agreement for an unlimited period	From 1 April 2007 until 31 March 2008	From 1 <sup>st</sup> June 2007 until 31 <sup>st</sup> May 2011
<b>Main demands</b>	Increase of wages :3%	Increase of payments: 5,4%	<ul style="list-style-type: none"> <li>• Bilateral observatory on food trends, both from a market and social point of view;</li> <li>• Regulation of contract work: worker rights and company constraints;</li> <li>• Equal opportunities support;</li> <li>• Update of salary and competences schemes;</li> <li>• Wage increase;</li> <li>• Health and safety;</li> <li>• Regulation of salesmen work.</li> </ul>
<b><u>Conclusions</u> :</b> <b>Bargained wage increase</b>	1,6%	2,8%	16 % on average
<b>Other factors / Qualitative items</b>	<ul style="list-style-type: none"> <li>• Minimum wage ( without seniority) on 1 January 2008 : 16638,38 €</li> <li>• Agreement on health and safety at work</li> <li>• On 1 January 2008</li> <li>• agreement on classification of classified criteria</li> <li>• new wage scale for minimum wages</li> <li>• make the collective agreement in accordance with the labour legislation</li> </ul>	-	-
<b>Total value of agreement</b>	-	-	Much higher than the 16 % of the wage increase itself, due to trade groups requests in terms of equal opportunities, salary scheme update, etc.,
<b>Comments</b>	-	-	<ul style="list-style-type: none"> <li>• An effective observatory could enable trade groups anticipating those trends which can negatively affect jobs;</li> <li>• The agreement is the first step towards bargaining throughout a whole process, rather than in single companies</li> </ul>

## Collective Bargaining 2007 Sector : Sugar

	Norway	Switzerland	Turkey
<b>Duration of Collective Agreement</b>	From 1 October 2007 to 30 September 2008	From 1 January 2006 until 30 September 2010	From 1 January 2007 until 31 December 2008
<b>Main demands</b>	<ul style="list-style-type: none"> <li>• Wage increase/purchasing power for all members.</li> <li>• Extra money for the lowest wages</li> </ul>	<p>Increase of wages: 3% (general increase of 2% and individual of 1%)</p>	<ul style="list-style-type: none"> <li>• Improvement of working conditions</li> <li>• Providing the job security</li> <li>• Increasing the wages and social benefits based on the increase of inflation and level of welfare</li> <li>• Improving the occupational safety and health</li> <li>• Enabling more seasonal workers to have permanent jobs</li> <li>• Strengthening position of shop stewards and enabling them job security</li> </ul>
<b><u>Conclusions</u> :</b> <b>Bargained wage increase</b>	0,44 €per hour for sectors with an average wage under 90%	2% (calculated per employee)	Pay increase over 10%
<b>Other factors / Qualitative items</b>	0,31 for sectors over 90% of the industry	-	Forming committees for social dialogue including 3 parties: the employers, the union management and representatives and the labour, obtaining excuse permits
<b>Total value of agreement</b>	Average industry wage was 20,38 €per hour	Swiss Franc: 1870 including 13 <sup>th</sup> month and extra social contributions per employee	-
<b>Comments</b>	-	-	-

**Collective Bargaining 2007**  
**Sector : Tobacco**

<b>Country /Union</b>	<b>Contact person / e-mail</b>	<b>Number of Employees / Members</b>	<b>Kind of negotiation *</b>
Austria GMTN	Franz Rigler <a href="mailto:Franz.rigler@gmtn.at">Franz.rigler@gmtn.at</a>	1000 M: 600 F: 400	NS
Belgium CSC	Bart Vannetelbosch <a href="mailto:b.vannetelbosch@acv-csc.be">b.vannetelbosch@acv-csc.be</a>	M : 15 000 F : 45 000	NS
Denmark NNF	Erna Lange <a href="mailto:el@nnf.dk">el@nnf.dk</a>	M: 300 F: 450	NS
Germany NGG	Michael Bergstreser <a href="mailto:Michael.bergstreser@ngg.net">Michael.bergstreser@ngg.net</a>	-	-
Norway NNN	Inger Furmyr <a href="mailto:Inger.furmyr@nnn.no">Inger.furmyr@nnn.no</a>	-	NC
Poland NSZZ	Franciszek Sójka <a href="mailto:f.sojka@interia.pl">f.sojka@interia.pl</a>	1 561 M: 1 104 F: 457	C
Switzerland UNIA	Natalie Imboden <a href="mailto:Natalie.imboden@unia.ch">Natalie.imboden@unia.ch</a>	1 300	L
Turkey TEKGIDA IS	Burcu Ayan <a href="mailto:ayanb@tekgida.org.tr">ayanb@tekgida.org.tr</a>	M: 10 132 F: 2 724	-

\*NC = national cross-sectoral

NS = national sectoral

RC = regional cross sectoral

RS = regional sectoral

C = company level

L = local (site) level

## Collective Bargaining 2007 Sector : Tobacco

	Austria	Denmark	Germany
<b>Duration of Collective Agreement</b>	12 months		From 1 <sup>st</sup> October 2006 until 30 <sup>th</sup> September 2008
<b>Main demands</b>	<ul style="list-style-type: none"> <li>• Increase of wages</li> <li>• Increase of retirement pension</li> <li>• Increase of other allowances</li> </ul>	<ul style="list-style-type: none"> <li>• Wages</li> <li>• Training</li> <li>• Working hours</li> <li>• pension</li> </ul>	<ul style="list-style-type: none"> <li>• Cigarettes: 4,8% increase of compensation and training bonuses</li> <li>• Cigars: 3,5% increase of wages and training bonuses</li> </ul>
<b><u>Conclusions</u> :</b> <b>Bargained wage increase</b>	Total: +3,72%	DKK 5,25 in 2007 DKK 4,75 in 2008 DKK 4,75 in 2009 per hour 3% increase of all bonuses	<ul style="list-style-type: none"> <li>• <u>Cigarettes</u>: From 1<sup>st</sup> October 2006: +2,5% From 1<sup>st</sup> October 2007: +2,3% The payment agreements run to 30 Sep .2008</li> <li>• <u>Cigars</u>: Extension of collective agreements until 30th June 2008;</li> <li>• For wage group 2 and for Akkord employees +1.7% to 1 May 2006 and to 1 May 2007 respectively</li> <li>• For other groups and training bonuses: +1,4% on 1 May 2006 and 01 May 2007 respectively.</li> </ul>
<b>Other factors / Qualitative items</b>	Non recurrent allowance 550,00 EURO for January/February (displacement of the period of validity)	Pension increase to 12% in 2009	-
<b>Total value of agreement</b>	-	13,5 % in total over a period of 3 years	-
<b>Comments</b>	-	<ul style="list-style-type: none"> <li>• 3 months children leave for fathers</li> <li>• Better agreements for shop stewards</li> </ul>	-

## Collective Bargaining 2007 Sector : Tobacco

	Norway	Poland	Switzerland
<b>Duration of Collective Agreement</b>	From 1 Oktober 2007 to 30 September 2008	From 1 February 2007 until 5 March 2007	-
<b>Main demands</b>	<ul style="list-style-type: none"> <li>Wage increase/purchasing power for all members.</li> <li>Extra money for the lowest wages</li> </ul>	Rise of payments by 6% n rise of bonuses for work on Sunday (120.00 zl)	<ul style="list-style-type: none"> <li>Full inflation adjustment allowance for all</li> <li>Real wage increase of minimum 2 to 3% (+ inflation)</li> <li>Priority is given to general wage increases</li> <li>To adapt the women's wages: in addition 1% of the wage amount</li> <li>With a view to reach the wage equality between women and men.</li> </ul>
<b>Conclusions :</b> <b>Bargained wage increase</b>	0,44 €per hour for sectors with an average wage under 90%	<ul style="list-style-type: none"> <li>Bargained wage increase: 2%</li> <li>0,5% of payments budget placed for individual regulations for employees in the ranking category of 1-5, according to accepted rules.</li> <li>Workes work on Sunday receive bonus equal 85.00 zl but also one-off bonus equal 500,00 zl</li> <li>Workers employed in the category 1-3 receive additional from Social Funds 1000 zl</li> <li>In category 4-6 900 zl</li> <li>In category 7 and higher 250 zl</li> <li>Moreover in November employees receive additionally from firm's budget 400,00 zl</li> </ul>	<ul style="list-style-type: none"> <li>Philip Morris Increase of wages : + 3%, from which 2,45% individually and 0,46 structurally</li> <li>UCIFA: 40 Swiss Francs for all workers</li> </ul>
<b>Other factors / Qualitative items</b>	0.31 for sectors over 90% of the industry		-
<b>Total value of agreement</b>	Average industry wage was 20,38 €per hour	with respect to structural rising and every one off payments, increase of the annual payment in comparison to previous year equals about 7%	-
<b>Comments</b>	-	<p>Negotiations from year to year are more difficult because labour legislation is on employers side</p> <p>Employer for example can employ people for lower positions in company though Temporary Job Agency or can employ somebody for temporary contract.</p>	-

## Collective Bargaining 2007 Sector : Tobacco

	<b>Turkey</b>		
<b>Duration of Collective Agreement</b>	From 1 March 2007 to 28 February 2009		
<b>Main demands</b>	<ul style="list-style-type: none"> <li>• Increasing the wages and social benefits based on the increase of inflation and level of welfare</li> <li>• Improvement of working conditions</li> <li>• Improving the occupational safety and health</li> <li>• Extra pay for overtime work</li> <li>• 100% pay increase for working during national holidays</li> </ul>		
<b><u>Conclusions</u> : Bargained wage increase</b>	<ul style="list-style-type: none"> <li>• Pay increase over 10% for the first year</li> <li>• 3% pay increase at the second year for the first 6 months period (as of 01-03-2008)</li> <li>• 3% pay increase at the second year for the second 6 months period (as of 01-09-2008)</li> </ul>		
<b>Other factors / Qualitative items</b>	Extra increase for the lower wages, obtaining excuse permits		
<b>Total value of agreement</b>	-		
<b>Comments</b>	<ul style="list-style-type: none"> <li>• Tekel, the tobacco monopoly is the public enterprise which is purchased by BAT recently and due to privatisation 5 factories out of 6 will be closed and totally 10.000 workers will lose their jobs.</li> <li>• Tekgida-Is Trade Union and Tobacco Experts Association jointly sue for the cancellation of the transaction. We claim that there is no superior public interest on the privatization of Tobacco monopoly because of its profitable and strategic structure.</li> </ul>		