



- First report on collective bargaining and social dialogue
- Reviews background to developing collective bargaining policy
- Outlines progress over 2002-2004



- 2000 General Assembly/2004 Congress
- ETUC guidelines - collective bargaining as key part of economic policy:

“Maintaining purchasing power and a fair share of productivity increases will contribute towards sustaining demand and thus growth, employment and social protection.”



## **Specific initiatives among EPSU affiliates**

- Nordic unions - electricity pay and conditions study
- Co-operation between unions in Hungary, Poland, Slovenia and Czech and Slovak Republics on agreements with transnationals
- EDF/GDF European works councils study of pay and conditions in five countries



## **EPSU initiatives**

- epsucob@ network
- epsucob@NEWS
- pay and conditions database



## Collective bargaining review

- Political background - predominance of centre-right governments
- Centre-left governments no guarantee of progress for public service unions
- At EU level neo-liberal policies of Commission and restrictions of Stability and Growth Pact also pose problems



## **Pensions, cuts and privatisation**

- **Pensions:** Austria, France, Italy, Netherlands, UK...
- **Cuts and privatisation:** France, Germany, Portugal, Switzerland, UK...



## Working time

- Increases imposed in Germany
- but trend still downward:
- Austria, Belgium, Czech Republic, Germany, Slovakia and Sweden



## Pay developments

- low inflation and low growth in EU15
- more volatile in new member states
- 120 pay increase figures for different sectors in 22 countries over 4 years 2001-2004



## Pay developments

- 75% (89) increase above inflation
- 25% (31) equal to or below inflation - third of these follow or precede above-inflation deals
- some countries with three- or four-year falls in real pay
- 26 out of 34 inflation-plus deals in 2004



## 2005

- new deals - UK local government 2.95% April, Spain public sector 3.5% January
- up for renewal - German public sector (February), Denmark national and local government (March), Sweden local government (March)
- delayed deals - Italy public sector
- no negotiations - France public sector



## **Strikes and protest action**

- over 40 actions in 19 different countries
- several common themes - pensions, pay, cuts and privatisation
- similar timing - potential for co-ordination



## **Social dialogue**

- Formal social dialogue in electricity since 2000 and local and regional government since January 2004
- Hospitals and National Administration stalled by representativity questions
- Progress and joint work still possible in informal arrangements



## Social dialogue

**Electricity** joint statements on telework, lifelong learning, equality and diversity and future of skill needs

Statement on lifelong learning - social partners to explore how can increase coverage in collective agreements

Equality and diversity - broad anti-discrimination proposals and forceful reference to closing pay gap



## **Social dialogue**

### **Local and regional government**

1998 equal opportunities statement, basis of later electricity statement

work programme includes support for social dialogue in new Member States where often low levels of collective bargaining coverage and lack of employer organisations



## Social dialogue

**Hospitals** - conferences discussing a range of key questions - recruitment and retention, implications of ageing working workforce, skill needs, study of why nurses leave profession

**National administration** - some discussions and roundtables - mobility, modernisation, flexibility, telework, lifelong learning



## European works councils

EPSU now involved in over 20 EWCs or negotiations to establish an EWC

Not directly linked to collective bargaining but can discuss related issues – corporate restructuring and impact on collective bargaining

Can also provide input through information – EDF/GDF pay and conditions study



## Annual report

- Format and content – is it useful?
- How could it be changed?
- What's missing?

## Co-ordination

- Possible in strike action/demonstrations?
- Elements of 2005 pay claims – equal pay – lifelong learning – low pay?