



European Foundation for the Improvement of Living and Working Conditions

EPSU Conference
**Social Dialogue and
Collective Bargaining**
Brussels, 16 December 2013

EUROFOUND RESOURCES ON PAY AND WAGE TRENDS

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What is Eurofound?

- A tripartite European agency
- Comparative socio-economic research
- Budget: EUR 20.7m (2013)
- 115 people in Dublin and Brussels combined
- Established in 1975





Eurofound

Main activities

EPSU Conference
**Social Dialogue and
Collective Bargaining**
Brussels, 16 December 2013





European Working Conditions Survey (EWCS)

1990/91; 1995/96; 2000; 2005; 2010; **2015**

European Quality of Life Survey (EQLS)

2003; 2007/8; 2011/12; **2016**

European Company Survey (ECS)

2004; 2009; **2013**



eironline
european industrial relations observatory on-line

EWCO
European Working Conditions Observatory

EMCC
european monitoring centre on change



The screenshot shows the Eurofound website homepage. At the top, there is a navigation bar with links to Eurofound, EIRO, EMCC, and EWCO. A red arrow points to the Eurofound logo. Below the navigation bar, there is a search bar and a list of links: A-Z index, Site Map, F.A.Q., Help, Contact. The main content area features a large image of three people working together, with the text: "Eurofound, a tripartite European Union Agency, provides knowledge to assist in the development of social and work-related policies". Below this, there is a section titled "You are here: Eurofound" and a list of links: About Eurofound, Areas of expertise, Events, Press, Current research, Surveys, Publications, Eurofound News, Working with us. A sidebar on the right contains sections for "Highlights" (Annual and four year work programmes, Survey Mapping Tool - EOLS 2012, Eurofound and the Lithuanian Presidency, European industrial relations dictionary) and "Case studies" (Restructuring in SMEs, Greening of industries in the EU, Workers with care responsibilities, Tackling undeclared work, All case studies). The main content area also features a "Spotlight on ..." section with three articles: "Youth issues a top priority" (5 December 2013), "Employment - jobs in Europe" (9 December 2013), and "Quality of life, citizens and public services" (7 November 2013). Below this, there is a section titled "Tell us what you think - take the user satisfaction survey!". At the bottom, there is a section titled "European Year of Citizens 2013" and a section titled "Eurofound Company Survey" with a date of 26 November 2013. The bottom right corner features a section titled "7 November 2013 Press release Inequalities in well-being rise in Europe during crisis" with a photo of a man.

Eurofound | EIRO | EMCC | EWCO

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Eurofound, a tripartite European Union Agency, provides knowledge to assist in the development of social and work-related policies

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5 December 2013 [Just published](#) [ERM Annual report 2013](#)
The economic crisis has significantly reduced the rate of offshoring in Europe, according to the 2013 annual report of the European Restructuring Monitor (ERM) - Monitoring and managing restructuring in the 21st century. The report is launched at a high-level EU-Japan tripartite meeting on employment and social issues in Tokyo today.

26 November 2013 [News](#) [Despite recession, EU companies have difficulties in finding workers with the right skills](#)
In the midst of Europe's greatest recession, 40% of all EU companies have difficulties finding workers with the right skills. For innovative companies, this is even more challenging. This emerges from Eurofound's third European Company Survey (ECS), launched in Brussels today, which provides a snapshot of human resource management practices, employee participation and social dialogue at the workplace, and performance and innovation.

19 November 2013 [News](#) [International Men's Day](#)
Objectives of International Men's Day include a focus on men's and boys' health, improving gender relations, promoting gender equality, and highlighting positive male role models. It is an occasion for men to celebrate their achievements and contributions, in particular their contributions to community, family, marriage, and child care while highlighting the discrimination against them. Eurofound takes this opportunity to highlight its work in the areas of gender, equal opportunities for women and men and their living and working conditions in Europe.

7 November 2013 [Press release](#) [Inequalities in well-being rise in Europe during crisis](#)
While life satisfaction increased marginally across the European Union between 2007 and 2011, happiness and optimism levels have fallen and perceived social exclusion

Highlights

- [Annual and four year work programmes](#)
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 **European Year of Citizens 2013**
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 **Eurofound Company Survey**

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relations dictionary

→ Highlights, 06 Dec 2013

• 06 Dec 2013

[Ireland: Management retains 'soft side' during crisis](#)

A new study has found that human resource management in Ireland has retained its 'soft side' despite the difficulties posed by the economic crisis. 'Soft' methods connected with development of staff have been used, rather than 'hard' HR, characterised by curbing pay rises, cutting jobs and cutting working time. Unions meanwhile have played a defensive role, with their focus being on job retention and minimising the impact of cuts to employment terms and conditions.

• 06 Dec 2013

[Italy: Agreement safeguards more than 900 jobs at tyre plant](#)

Workers at a Bridgestone Tyres production plant in southern Italy have had their jobs safeguarded six months after a plan was announced to close the factory. On 30 September 2013, Bridgestone Europe signed an agreement for a €31 million investment programme at the plant with unions and the Italian government. Production will shift to general-use tyres, enabling the plant to compete with low-cost imports. It is thought that more than 900 jobs have been saved.

• 06 Dec 2013

[Romania: Health workers demand major changes to system](#)

Health professionals in Romania have joined forces to call for reforms to the country's healthcare system. Romania has the most poorly funded health system in Europe and the situation has been made worse by the current economic crisis, resulting in the steady migration of Romania's health professionals to work in other countries. The new Health Professionals Coalition has been formed to lobby for changes to a system in which junior doctors are paid as little as €250 a month.

• 29 Nov 2013

[Bulgaria: Postal workers' protest ends in victory](#)

Latest studies

■ **New** [UK - Impact of the recession on workplaces and on employment relations](#)

■ [Industrial relations and working conditions developments in Europe 2012](#)

■ [Social partners' involvement in pension reform in the EU](#)

■ [Representativeness of the European social partner organisations: Textiles and clothing sector](#)

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12 November 2013: [Industrial relations and working conditions developments in Europe 2012](#)

[or view as  size 3047 kb]

This annual review describes the main developments in industrial relations and working conditions in 2012 in the former 27 EU Member States and in Croatia and Norway, at both national and EU level. The report first sketches the current economic situation in these 29 countries, pointing to relevant political and legislative developments in individual countries. It discusses trends in industrial relations, including changes in the role and organisation of the social partners and the impact of government measures and legislation. The report highlights policies and initiatives, legislative developments and collective bargaining landmarks in five areas – employment conditions, wages, health and safety, skills and competencies, and working time – from the dual perspective of working conditions and industrial relations developments.

11 July 2013: [Developments in collectively agreed pay 2012](#) [or view as size 1310 kb]

EIRO's annual analysis of collectively agreed pay for 2012 finds that although average nominal agreed increases were slightly greater than in 2011 in many countries, the rise in prices diminished people's purchasing power. In real terms, only a handful of countries had positive collective pay increases on average – and, if so, then very modest. In 2012, these were Sweden (+1.7%), Austria (+0.8%), Germany (+0.6%), France (+0.4%) and Belgium (+0.4%, already including indexation). In the case of Austria, this was a return to positive figures after two years of real decline on average. In countries where some form of pay indexation mechanisms are in place, the increases set via these mechanisms did – by and large (with the exception of Italy) – compensate for the rise in prices in 2012, while they had failed to do so in 2011. The report also examines collectively agreed pay increases in three selected sectors (metal, banking and local government) and developments in statutory minimum wages.

26 June 2013: [Developments in collectively agreed working time 2012](#) [or view as size 1686 kb]

In 2012, average collectively agreed weekly working time in the European Union, including Croatia, stood at 38.1 hours, the same as for the EU27 in 2011. The working week was on average 30 minutes shorter in the pre-2004 EU15 countries and over 1 hour and 30 minutes longer in the new Member States. Agreed normal annual working time averaged nearly 1,712 hours in the European Union as a whole – 1,678 hours in the EU15 and 1,824 hours in the new Member States. Of the three sectors examined, banking recorded the shortest average agreed normal weekly working hours with 37.6 hours, although this represents an increase of 0.2 hours on 2011. In the local government sector the average was 37.8 hours and in metalworking it was 37.9 hours. When collectively agreed paid annual leave entitlements are accounted for, average annual leave stood at 25.3 days across the EU, including Croatia, being slightly higher in the EU15 countries (26.7 days) and considerably lower in the new Member States (20.8 days).

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→ Developments in collectively agreed pay 2012

July 2013

[Annual update](#) [ size 1310 kb]

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The annual update was compiled on the basis of individual national reports submitted by the EIRO correspondents. The text of each of these national reports is available below. The national reports have not been subject to Eurofound's standard editorial process. The national reports were drawn up in response to a [questionnaire](#) and should be read in conjunction with it.

Contributing articles:

- | | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> • Austria • Belgium • Bulgaria • Croatia • Cyprus • Czech Republic • Denmark • Estonia • Finland • France | <ul style="list-style-type: none"> • Germany • Greece • Hungary • Ireland • Italy • Latvia • Lithuania • Luxembourg • Malta • Netherlands | <ul style="list-style-type: none"> • Norway • Poland • Portugal • Romania • Slovakia • Slovenia • Spain • Sweden • United Kingdom |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

Collective wage bargaining

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Collective wage bargaining

Explore Eurofound's quantitative and qualitative information on collectively agreed pay developments from 1999 onwards and other related pay data. The context of the pay bargaining system in the different EU Member States is also explained.

The bargaining system in the EU Member States is depicted in the map below, drawing on two central indicators: the primary level at which pay is set in the respective country and the degree of coordination. These data stem mainly from Jelle Visser's ICTWSS (4.0) database, but have been updated and in some cases also slightly revised by Eurofound's EIRO correspondents.

Context

Outcomes

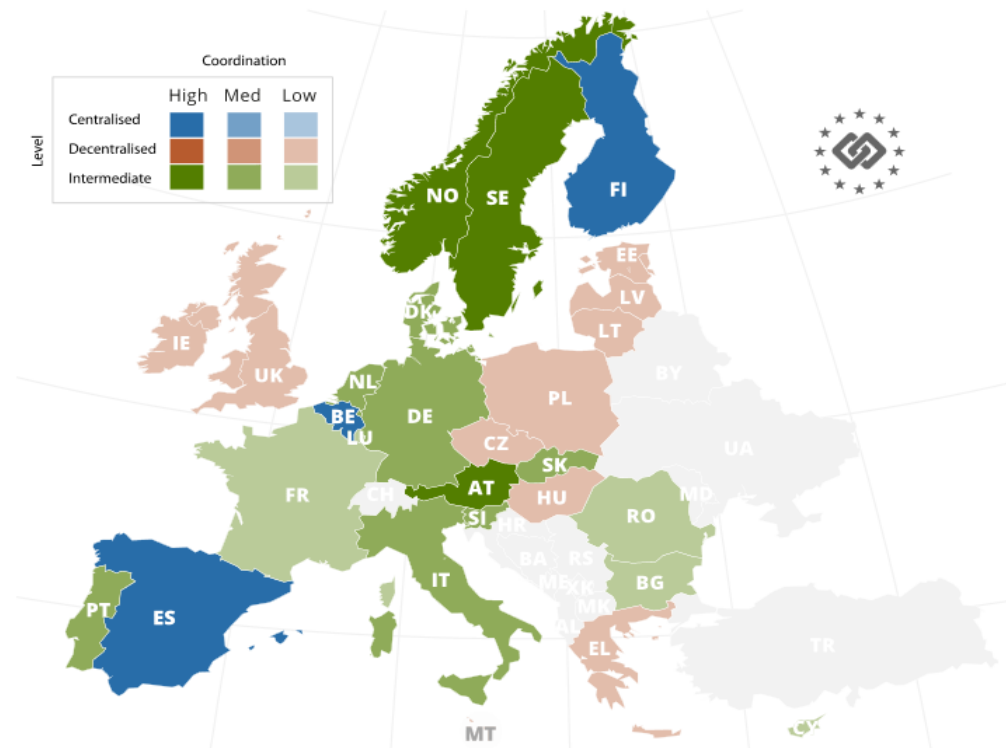
Time line

Sources

Year

2012

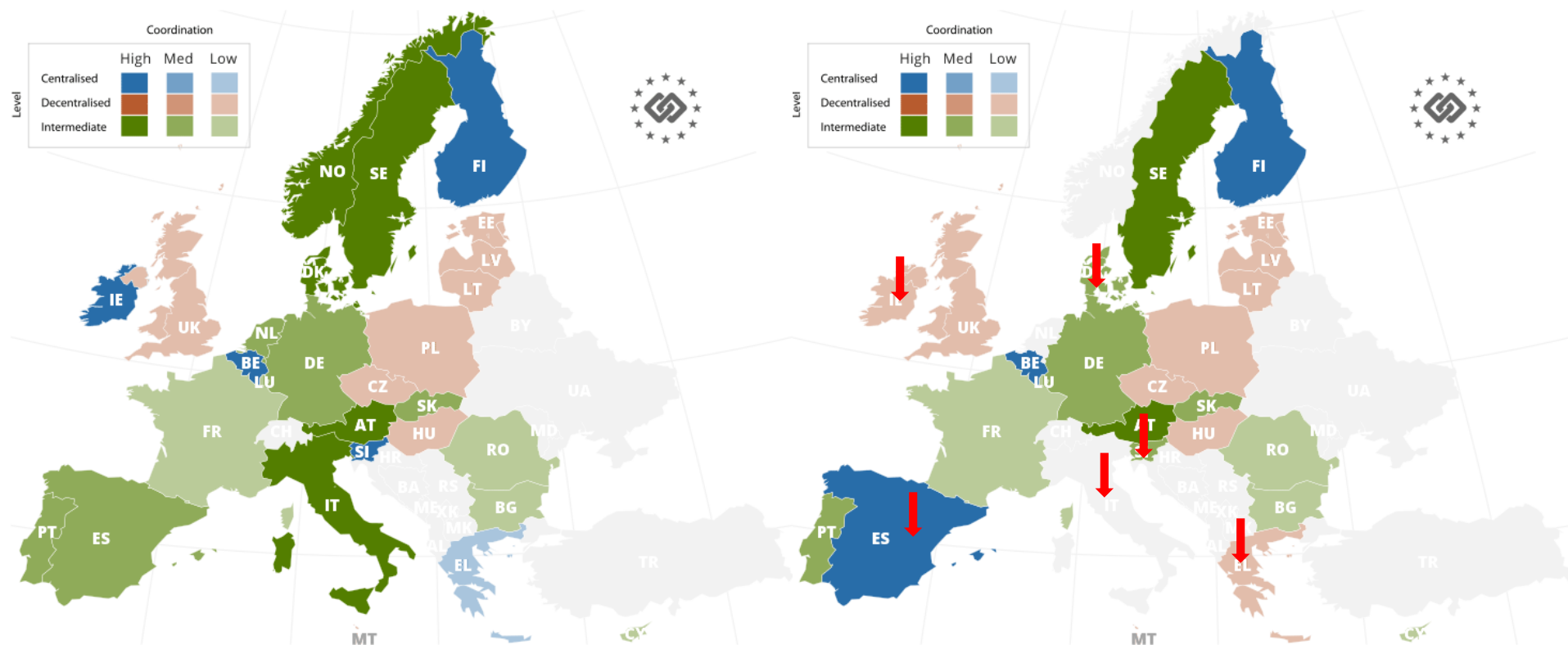
Level of wage bargaining and degree of coordination year 2012



Dominant bargaining level and degree of coordination

1999

2012



Collective wage bargaining

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Collective wage bargaining

Explore Eurofound's quantitative and qualitative information on collectively agreed pay developments from 1999 onwards and other related pay data. The context of the pay bargaining system in the different EU Member States is also explained

The map below presents a consistent time series of collectively agreed pay outcomes from 1998 to 2012. These time series data stem from various national sources .

Firstly, they are taken from databases that record collective agreements on an ongoing basis. These are either run by national statistical offices or private organisations. Some Member States also conduct regular surveys. Where neither of these sources are available, other proxies for collectively agreed pay over time have been reported, where feasible. Examples of such proxies are outcomes of national-level agreements, tripartite recommendations at national level or outcomes of pace-setting agreements. Data related to the six sectors reported here (metal, chemicals, retail, banking, civil service and local government) also either stem from databases or from a consistent series of individual collective agreements at the sectoral level.

Note of caution: Owing to the multitude of sources used, the data are to be read in conjunction with the related sources information (see 'Sources' tab).

Context
Outcomes
Time line
Sources

Year
2012

Sector
Total economy
Metal
Chemicals
Retail
Banking
Civil service
Local government

Collectively agreed pay
Nominal % change to previous year
Real % change to previous year

Source: Various national sources
Tabular column name: CAPNP

2012 > Total economy > All > Nominal, % change to previous year



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Denmark

In Denmark, all issues related to the development of wages are regulated by collective agreements at sectoral level and at company level. There is no statutory or collectively agreed minimum wage in Denmark. Minimum wages or rather minimum pay rates are laid down in the different sectoral agreements. The largest part of the agreements on wages is related to the so-called minimum-wage system, by which a minimum increase in the hourly pay is settled at sectoral level while the actual wages are negotiated at company level.

Time series

Time line

On wage bargaining

Sector

Local government

Scope / Employee

- Any -

Series ID

- Any -

Type

☒ Nominal

☐ Real

Unit

☒ % change to previous year

☐ Index

Variables

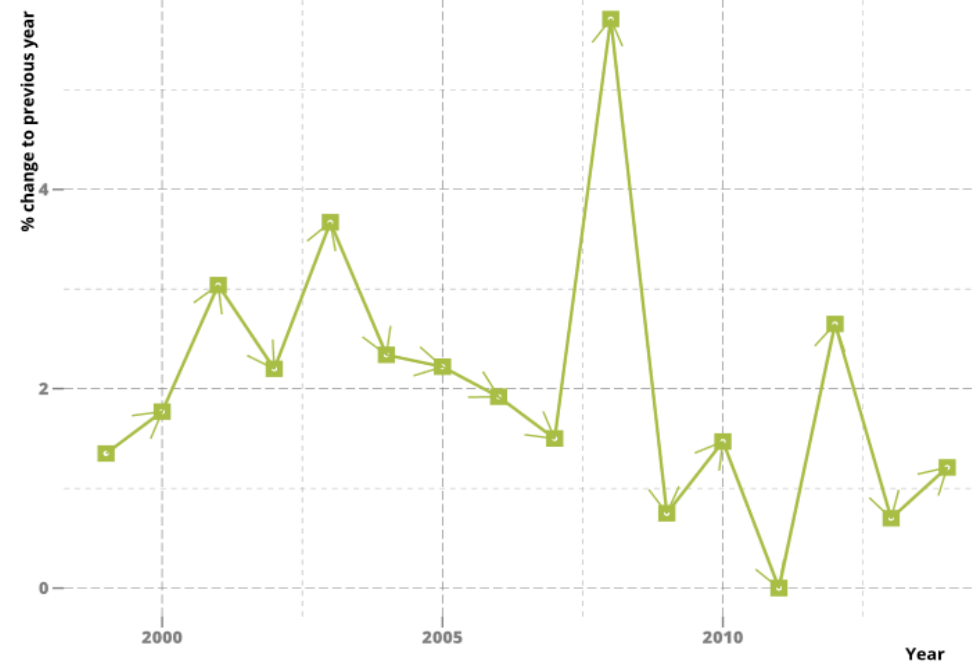
☒ Collectively agreed pay

☐ Unit labour costs

☐ Labour productivity

☐ Compensation per employee

Sector: Local government Scope / Employee: All



Variable ■ CAPNP

Three sets of information are available for each country: Quantitative data on collective bargaining outcomes and other pay-related data can be found under 'Time series'. Qualitative information collected by Eurofound on pay and bargaining developments can be found under 'Time line'. More country-specific information on pay bargaining can be found under 'On wage bargaining'.

Export

 Figure (PNG)  EPS  PDF

Year	^ CAPNP ↕
1999	1.35%
2000	1.77%
2001	3.04%
2002	2.2%
2003	3.67%
2004	2.34%
2005	2.22%
2006	1.92%
2007	1.5%
2008	5.71%
2009	0.75%
2010	1.47%
2011	0%
2012	2.65%
2013	0.7%
2014	1.21%

Signatory parties:


The bargaining cartel of unions in municipalities and regions, The Association of Local Government Employees' Organisations (KTO) and Local Government Denmark (KL)

Collective agreement:

Agreement of the municipalities (The KTO-KL agreement)

NACE:

Elements of 84 and 85.

 Sources for Denmark

 Industrial Relations for Denmark

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→ **Belgium**

Wage bargaining in Belgium is known for its high degree of coordination. A traditional three-level structure is framed by two-year intersectoral bargaining, automatic wage indexation, a central wage norm and a legal minimum wage. The monitoring of collectively agreed wages follows occupation-specific wage evolutions. Although seriously hampered by some technical deficiencies, a Laspeyres-type index is available for the whole economy and sector level.



Time series



Time line



On wage bargaining

Bargaining system

Wage bargaining in Belgium is known for its high degree of coordination. Wage bargaining is highly structured through three interlinked levels: the highest level with centralised cross-sectoral agreements covering the entire economy; an important intermediate level covering specific sectors; and company-level negotiations as a complement or substitute for the sector-level bargaining. In principle, lower-level agreements can only improve (from the employees' perspective) what has been negotiated at a higher level. Every company and employee is assigned to a sector joint committee. This traditional three level structure is framed by two-year intersectoral bargaining, automatic wage indexation, a central wage norm and a legal minimum wage. While collective agreements are the legal instrument used in the private sector, the employment relationship in the public sector is organised by law. Bargaining takes the form of either negotiation or consultation. Negotiation can lead to agreements that are laid down in protocols. These protocols are not legally binding, as the government can act unilaterally, but nevertheless hard to waive on moral and political grounds. Wage bargaining in Belgium is highly structured through three interlinked levels: the highest level with centralised cross-sectoral agreements covering the entire economy; an important intermediate level covering specific sectors; and company-level negotiations as a complement or substitute for the sector-level bargaining. In principle, lower-level agreements can only improve (from the employees' perspective) what has been negotiated at a higher level. Every company and employee is assigned to a sector joint committee. This traditional three-level structure is framed by two-year intersectoral bargaining, automatic wage indexation, a central wage norm and a legal minimum wage. While collective agreements are the legal instrument used in the private sector, the employment relationship in the public sector is organised by law. Bargaining takes the form of either negotiation or consultation. Negotiation can lead to agreements that are laid down in protocols. These protocols are not legally binding, as the government can act unilaterally, but are nevertheless hard to waive on moral and political grounds.

Timing

Collective bargaining rounds (in the private sector) are organised every two years. They start in the autumn with a possible intersectoral agreement and an indicative wage norm. If there is no agreement, the government can impose the wage norm. Usually, this agreement is settled between January and February. Spring is then used to bargain most of the agreements (sector or company). Late settlements run until the end of summer. As stated above, they normally run for two years and start on 1 January (sometimes thus retrospectively).

Bargaining on public sector protocols is much more dispersed and is bound by the political situation. However, like the private sector, the public sector has automatic wage indexation as an important system of wage increases.

Derogation

Derogation is possible in some sectors and for specific wage agreements. It is however a very exceptional practice. Extension of collective agreements is quite a pervasive practice.



Industrial Relations for Belgium



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Collective wage bargaining



Context



Outcomes



Time line



Sources

Country

Austria



Level

- Any -

☐ Company

☒ Sectoral



Info for

- Any -

- Any -
Bargaining system
CA extension
Equal pay
Financial participation
Gender pay gap
Indexation mechanisms
Labour dispute
Minimum wage
Outcome of CB
Performance-related pay
Severance pay
Subsidised wages
Wage setting
Wage structure

July 2013

Sectoral: New collective agreement for journalists



APRIL 2013

Sectoral: New agreement for social and health services

After four years of tough negotiations, a new collective agreement for journalists has finally been concluded, effective from 1 July 2013. The collective agreement covers both print and online journalists, and gives equal treatment to the two employee groups for the first time. The deal also means regularly employed freelance journalists are covered by the agreement. Last year the employers had threatened to pull out of talks and cancel journalists' contracts.

Sectoral: New collective agreement for journalists



Industrial Relations for Austria



European Observatory of Working Life

New website presentation

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Eurofound, a tripartite European Union Agency, provides knowledge to assist in the development of social and work-related policies

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12 December 2013 **Just published** [Industrial relations and working conditions developments in Europe 2012](#)
This annual review describes the main developments in industrial relations and working conditions in 2012 in 29 countries, at both national and EU level. The report first sketches the current economic situation, pointing to relevant political and legislative developments in individual countries. It discusses trends in industrial relations, including changes in the role and organisation of the social partners and the impact of government measures and legislation.


European Year of Citizens 2013
www.europea.eu/citizens-2013

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