

collective bargaining

Issue 6/2019 | June

This newsletter presents up-to-date information on collective bargaining developments across Europe since February 2008. It aims to facilitate information exchange between trade unions and to support the work of the ETUC's collective bargaining committee.



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European sources

Gender pay gap in Europe 16% according to EIGE

June 24, 2019

On average women earn 16% less than men across the EU. This is due to many reasons: for example, women are more likely to work part-time or take career breaks to better reconcile work and family life, or tend to work in lower level and lower paid jobs. This has severe consequences for their pensions: across the EU women's pensions are on average 37% less than men's. At the end of May, the European Institute for Gender Equality (EIGE) published a research note on 'Tackling the gender pay gap: not without a better work-life balance'

Read on: [in English ...](#) Read on: [in English \(2\) ...](#)

Eurofound Annual review of working life 2018

June 6, 2019

This report describes the main developments in industrial relations and the regulations affecting working conditions at EU level during 2018. Based on data from the Network of Eurofound Correspondents, it presents information related to national social dialogue actors and working life institutions. It summarises key themes and interactions of national peak-level social dialogue.

Read on: [in English ...](#) Read the report: [in English ...](#)

Higher wages good for economic growth

June 1, 2019

The collectively agreed wages in the euro area increased on average by 2% in 2018. This is much more than in previous years. According to the latest European Collective Bargaining Report of the German WSI, this is not only good news for the employees, but also makes sense overall, because it increases internal demand. In order to improve the chances of achieving fair wages and stable domestic demand, the WSI report recommends ensuring well-functioning collective bargaining systems.

Read on: [in German ...](#) Read the report: [in German ...](#)

Austria

Negotiations in the meat industry broke off

June 27, 2019

Despite long negotiations trade unions and employers did not reach an agreement. The industry is having a hard time because the price of pigs has risen by 23% which causes a number of companies to have deficits. Disagreement about whether the time for changing clothes should be regarded as part of the working time made negotiations difficult.

Read on: [in German ...](#)

Railway work becomes more attractive

June 17, 2019

An agreement between the social partners will make working at the railways more attractive. Wages will rise by 2.6% for around 40,000 employees and regulations for short term leave will also improve. Also, the employer will have a special duty of care in case of accidents. The new agreement will make the railways more attractive to young employees.

Read on: [in German ...](#)

Scandal at Amazon

June 12, 2019

An Amazon employee reveals bad working conditions at the distribution centre in GroÙebersdorf that opened in October 2018. Strict regulations regarding control and discipline are regarded by him and his colleagues as humiliating. During the recent heat working conditions came under extreme pressure. Only 16 of the 150 employees are hired directly by Amazon, the others through subcontractors.

Read on: [in German ...](#)

Belgium

Self-employed workers work 57 hours a week

June 26, 2019

According to the HR Research Expert at Securex the self-employed in Belgium set the bar high. They work a lot, don't take many holidays and have difficulty separating their working from their personal lives. They don't divide between working time and leisure which results in working weeks of more than 50 hours, with 10% exceeding 80 hours.

Read on: [in English ...](#)

Train service reduced by half due to strike

June 15, 2019

Collectif des coursier-e-s/KoeriersCollectief took to the streets demanding justice for Deliveroo Riders. They were supported by the transport and logistics union ABVV, BTB, an ITF affiliate. An ABVV-BTB official said: “Deliveroo thinks it is above the law. We are campaigning against abuse and want a negotiation with Deliveroo to agree that couriers can choose their own contract and have everything they need to do their job, such as a bicycle or mobile phone.”

Read on: [in English ...](#)

Court rules that labour laws apply to Ryanair employees

June 17, 2019

Irish airline company Ryanair was confronted with a series of strikes in 2018. These forced Ryanair to apply national law to cabin crew and pilots based in Belgium. A recent ruling at the Mons labour court, under which employees can decide whether to be covered by Belgian or Irish labour laws, reinforces the agreement between employer and unions. It prevents the airline from taking disputes to court in Ireland. Whether the ruling will act as a precedent in other countries is to be seen.

Read on: [in English ...](#)

Bulgaria

Grey economy 30% according to trade unions

June 7, 2019

According to trade union figures the grey economy amounts to 30%. ‘Preventing and restricting undeclared work in Bulgaria’ is the topic of a roundtable organized by The Confederation of Independent Trade Unions of Bulgaria (CITUB). Trade unions will provide summary data on the share of the grey economy in the sectors of agriculture, light industry and construction, and the new mobile app of CITUB will be presented at the conference, which helps workers to report violation of labour rights or illegal practices within the grey economy to state institutions.

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Croatia

Increasing number of foreign workers to ease shortages

June 19, 2019

The Croatian government has bowed to pressure from employers to increase quotas for the employment of foreign workers after receiving warnings that the tourist season was in danger. The Croatian government approved higher quotas for foreign workers: 2,000 work permits for the tourism industry and 1,000 for the construction sector. The possibility of an additional 1,000 permits was discussed in case shortages arise in the domestic workforce in these sectors.

Read on report: [in English ...](#)

Trade unions present collected signatures for pension referendum

June 13, 2019

Unionists who launched the ‘67 is too much’ campaign to collect signatures for a referendum on restoring the statutory pension age from 67 to 65 years, submitted to the parliament a total of 65 boxes with 748,624 signatures. In order to hold a referendum on pension eligibility, at least 373,568 signatures needed to be collected.

Read on: [in English ...](#) Read on: [in English \(2\) ...](#)

Cyprus

Taxi drivers on strike

June 27, 2019

City taxi drivers went on strike to protest a number of issues including city permits, social security, and the traffic code. The grievances include social security contributions, taxi licence and registration, title transfers, unlawfulness, bus lanes, traffic code, as well as excluding private cab owners from tourism plan.

Read on: [in English ...](#)

Czechia

Lowest unemployment in 22 years

June 10, 2019

Unemployment fell to 2.6% in May from 2.7% in April, according to official figures. Some 200,675 people were out of work in May, the lowest number recorded since the same month in 1997. The drop in numbers is attributed mainly to seasonal work. In May the number of vacancies grew to almost 347,000, the Office of Labour reported.

Read on: [in English ...](#)

Significant wage growth

June 4, 2019

In the first three months of 2019 the average gross monthly nominal wage per full-time employee increased by 7.4% compared to the same period of the previous year. In real terms, adjusted for inflation, the monthly wage grew by 4.6%, according to the Czech Statistical Office.

Read on: [in English ...](#)

Denmark

New regulations of the Danish Aliens Act

June 17, 2019

New regulations to the Danish Aliens Act became effective on 1 June 2019, which changed the requirements in the labour market and study area, enabling companies in Denmark to hire and keep non-EU employees. The Danish Parliament passed a bill which introduces a number of changes which affect several of the schemes administered by the Danish Agency for International Recruitments and Integration ('SIRI'). The adopted parts of the bill came into force on 1 June 2019, making it easier for Danish companies to obtain and maintain a certification in accordance with the Fast Track scheme, and companies will be assisted by the authorities to prevent illegal employment in the future.

Read on: [in English ...](#)

Trade unions press for more welfare and labour-friendly policies

June 14, 2019

Trade unions launched a symbolic watch in front of the government building in the Christiansborg Palace in Copenhagen in order to put pressure on the ongoing inter-party negotiations, led by the Social Democrats, to form a new government in the country. The unions wanted the new government to pursue more labour-friendly policies, as opposed to the austerity policies of the previous government. The major demands of the unions include the abolition of the Budget Act, expansion of welfare, curtailment of inequality, and the abolition of the annual 2% cut on all welfare programs.

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Estonia

Academic unions call a 'warning' strike

June 1, 2019

The council of Estonia's academic trade unions has called for a warning strike of one hour on 5 June in protest against the coalition government's announcement that it would not be boosting research and development. The previous administration signed an agreement at the end of 2018 that the research spending would reach 1% of gross domestic product (GDP) in the coming year. However, the Centre-EKRE-Isamaa coalition announced, that the figure would be frozen at the current 0.71% of GDP for coming period.

Read on: [in English ...](#)

Finland

Amendments of the Employment Contracts Act

June 25, 2019

The new Amendment Act of the Employment Contracts Act, which was adopted by the Finnish Parliament last year, will come into force on 1 July 2019. As a result of the Act, the total number of personnel is taken into account at a Section level in the overall assessment of person-based termination grounds. The Act does not itself change the current legal situation, but it highlights the significance of small personnel numbers in the overall assessment of the adequacy of person-based termination grounds.

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Small wage differences

June 19, 2019

Wage differences in Finland are smaller than in most other European countries, according to a study conducted by the Labour Institute for Economic Research. The Labour Institute for Economic Research reported that full-time earners in the highest income decile were earning an average of 2.7 times more than earners in the lowest income decile in Finland in 2015. The study also showed that Finland has one of the lowest shares of low-paid workers (11.6%) in Europe.

Read on: [in English ...](#)

France

Opposition against ongoing reforms and low wages

June 20, 2019

The mobilisation on the first day of the Baccalaureate written exams, was a real success, both in terms of number of strikers and in terms of number of people joining the rallies, which made it possible to maintain opposition to the ongoing reforms and low wages in France, reported SNES-FSU. The SNES-FSU suggested to organise strikes and rallies on 27 June, starting day of exams for the National diploma at secondary level.

Read on: [in English ...](#)

Government reveals labour market reforms

June 19, 2019

The government unveiled plans to make it more difficult for the unemployed to claim benefits. The jobless benefits reforms are part of an overhaul of France's labour market that aims to boost the nation's economy. However, trade unions have denounced the plans as unfair and damaging to the country's social security system and some unions have called for protests. Business leaders have also criticised plans to introduce sanctions for companies that keep workers on short-term contracts and incentives for those that offer permanent contracts instead.

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Public service unions coordinate demands on jobs and pay

June 13, 2019

Several public service unions - CGT, CFDT, FO, UNSA, FSU, Solidaires, FA-FP, CFE-CGC and CFTC - are working together in their campaign to defend jobs and services across the public sector and secure better pay and conditions for public sector workers.

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Germany

Push for reduced hours

June 24, 2019

IG Metall wants to see that metal and electrical workers in eastern Germany have their official weekly hours reduced by three hours - something which was agreed upon in the west of the country two decades ago. The standard working week in the west of the country for this group of workers is 35 hours. IG Metall, which has nearly 2.3 million members across Germany, said it was disappointed that employers were not prepared to reduce weekly working hours to match the west of the country.

Read on: [in English ...](#)

Large job losses expected due to digital change

June 24, 2019

On the basis of data from almost 2,000 companies with a total of more than 1.7 million employees, IG Metall compiled a transformation atlas on the effects of digitization. The results indicate that digitization will primarily affect jobs in manufacturing, assembly, administration and logistics as well as technical customer service, with approximately 57% of jobs being at risk, according to IG Metall. Companies with more than 1,000 employees as well as the automotive and supplier industries are expected to see the most dramatic job reduction. 54% of companies in this sector expect job losses. According to IG Metall, most of the companies surveyed are poorly prepared for digital change.

Read on: [in English ...](#)

Strike of flight attendants announced

June 24, 2019

Trade union Independent Flight Attendants Organisations (Ufo) threatened Lufthansa with strike actions, daughter companies Eurowings und Germanwings are also involved in the conflict. Ufo asked for negotiations that were declined by the employers.

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First time ever warning strike in the pencil industry

Jun 5, 2019

Workers in the pencil industry went on a 'warning strike' for the first time in history. Trade union IG Metall warns employers who refuse a collective agreement that would benefit workers. The strike focussed on the metropolitan region of Nuremberg. The union demands a pay rise of 5% with a minimum increase of 150 euro, for a period of twelve months.

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Greece

Greek metalworkers protest for a fresh collective agreement

June 22, 2019

Workers at the steel manufacturing company Sidenor in Thessaloniki, which had their salaries and benefits cut during the economic crisis, are claiming a satisfactory collective agreement. On June 20, they staged a symbolic blockade of the street in front of the Sidenor plant and struck work for four hours.

Read on: [in English ...](#)

Greek bank workers get pay rise after decade-long salary freeze

June 14, 2019

After months of difficult and intense negotiations, workers across Greece's banking sector will finally start seeing some of their lost income return after a new sectoral collective agreement was successfully achieved by UNI's Greek affiliates OTOE. Workers have suffered 9 years of salary cuts and freezes triggered by the 2008 financial crisis and the subsequent recession.

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Hungary

Wage growth drops in public sector

June 28, 2019

Wage growth at the national level continued to decelerate due to developments in the public sector while business sector wages are still seeing double-digit increases thanks to labour shortages. Average gross and net salaries increased by 9% year-on-year in April. Moreover, this is the first single-digit salary increase since January 2017. The slower than usual wage growth is mainly due to developments in the public sector. There have been no further wage agreements of late and last year's significant bonus payments provided a high base.

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Iceland

Highest price levels of consumer goods

June 26, 2019

A new report from Eurostat, comparing price levels of consumer goods and services in 37 European countries, shows that Iceland consistently tends to have the highest prices. The report shows price level indices (PLIs) for total household final consumption expenditure (HFCE) on goods and services in 2018. The price level in Iceland is 56% above the average of the 37 European countries.

Read on: [in English ...](#) Read on the report: [in English ...](#)

Ireland

Health support staff on strike

June 5, 2019

Thirty-eight hospitals and health care facilities face industrial disruption as up to 10,000 health support staff will serve notice of a 24-hour strike on 20 June. The dispute centres on a job evaluation scheme for the grades in question, which the Government agreed to carry out during negotiations on the last Public Service Stability Agreement (PSSA). The job evaluations examine whether the roles have changed and whether pay rises are warranted.

Read on: [in English ...](#)

Italy

Ready to introduce a minimum wage?

June 18, 2019

The Italian Deputy Prime Minister is pushing for the government to introduce a minimum wage of nine euros an hour. He told ministers from his anti-establishment Five Star Movement (M5S) that the government would “introduce a minimum wage as a priority measure” along with a flat tax and a law on conflicts of interest.

Read on: [in English ...](#)

Metal workers on strike

June 14, 2019

Metal workers were on general strike in Milan, Florence and Naples on 24 June over the future of their industry. Members of three of IndustriALL Global Union's affiliates in Italy – FIM CISL, FIOM-CGIL and UILM –were taking coordinated action to call on the government and the private sector to invest in jobs creation, in environmentally sustainable industry and to increase wages through collective bargaining.

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Latvia

Trade union warns that the teachers will go on strike

June 16, 2019

The Latvian trade union of teachers warned of an indefinite strike of teachers if their pay rules are not amended as promised. The government argued, however, that under its agreement with the teachers' union, the wage increase could only follow substantial reforms in the education sector. After a meeting with partners of his centre-right cabinet, the Prime Minister told that the required education reforms were "under way" and that the government coalition was committed to providing the financing necessary for the wage increase.

Read on: [in English ...](#)

Liechtenstein

Hundreds of women on strike

June 14, 2019

The Women Strike Committee criticizes the government because there is a standstill in matters of equality. In Vaduz hundreds of women went on strike to support the demands. One of the banners said ‘This is the first strike, do we need a second one?’ to stress the urgency.

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Paternity leave

June 1, 2019

Trade union LANV (Liechtensteiner Arbeitnehmerverband) wants the government to speed up in levelling paternity leave or parental leave at the general level of the EU. So far there exists no legal right to paid parental leave. Employees only have the right to ask for an unpaid four months' leave. The EU Initiative to support work-life balance for working parents and carers provides tools to make progress.

Read the 2017 initiative by the European Commission: [in English ...](#) Read on: [in German ...](#)

Lithuania

Unsustainable wage growth?

June 3, 2019

In the first quarter of 2019 the average monthly gross income was 9.4% higher than a year before. Net wage growth in Lithuania looks even more impressive – due to the reduced tax burden, net wages grew for most

by 14.6%. The question arises, whether such growth rates can be sustained and what trends can be expected in the future?

Read on: [in English ...](#)

Luxembourg

Increased opportunities to work from home

June 28, 2019

Workers who commute to the country will get more options to regularly work from home, an issue that has been debated for years, but is beset by tax and social security complications. Of the total workforce 46% cross borders each day and lay a heavy burden on the already existing traffic glut. Tax regulations and fears of a diminishing consumer demand have so far stopped improvement of the opportunities to increase telework. Negotiations with neighbouring countries may remove these obstacles.

Read on: [in English ...](#)

Bullying affects more than 16% of the workforce

June 27, 2019

A report published by the Chamber of Employees shows that bullying affected more than 16% of the workforce in 2018. Still the government has been slow in presenting a law already announced last year. Bullying has negative impacts on health and well-being. Half of respondents affected by bullying also reported burnout symptoms and poor overall well-being. The study, which surveyed 1,689 employed people, concludes that bullying could be reduced by introducing a specific law.

Read on: [in English ...](#) Read full report: [in English ...](#)

Malta

Court upholds Air Malta request to stop pilots' industrial action

June 30, 2019

A request by Air Malta for a court to temporarily stop industrial action by the airline's pilots was upheld. The pilots launched their industrial action by delaying several flights. The industrial action was called off following the court's decision. Pilots were angry that their collective agreement was not respected, as well as aggrieved by a government decision to strike a deal with Ryanair to create a new airline, Malta Air. They are also insisting that the government, as the airline's shareholder, should guarantee that even if the airline folds, they would get an early retirement scheme.

Read on: [in English ...](#)

Small minimum wage increase

June 5, 2019

Malta had the fourth lowest minimum wage increase in 2019 in EU according to a Europe-wide review, published by Eurofound. The monthly minimum wage stood at € 762 in January, an increase of 1.9% compared to the same month in 2018. However, Maltese workers on minimum wage pay among the lowest taxes on their income.

Read on: [in English ...](#)

Netherlands

Metalworkers strike for one day

June 28, 2019

Workers issued a strike call because employers declined union proposals for a wage rise of 5% FNV Metal. On 28 June 2,000 workers participated and if necessary, the strike will continue next month.

Read on: [in Dutch ...](#)

Wages rise by 3.1%

June 18, 2019

Recent collective agreements resulted in an average pay rise of 3.1%. The FNV trade union federation is aiming at 5%. The biggest Dutch union federation has so far been involved in 105 agreements in 2019 and in 40% of these agreements have also been made about increasing the number of permanent contracts. Ten agreements closed this year so far include a pay rise of between 4% and 5%, while the cleaning sector wages will rise by 3.8%.

Read on: [in English ...](#)

New pension framework adopted

June 5, 2019

After years of discussions, strikes and demonstrations a new pension framework was adopted by the social partners and the government. Two difficult points in the pension negotiations were the state retirement age and pension for freelancers. According to the agreement the retirement age will be frozen at 66 years and 4 months for the next two years, after which it will gradually rise to 67 in 2024. After that the link to life expectancy will be reduced, so that employees must work eight months longer if longevity of Dutch people increases by one year. Union members with an overwhelming majority supported the plan.

Read on: [in English ...](#) Read an interview with a manager of the biggest pension fund APG: [in English ...](#)

Norway

Oil rig workers agree wage deal, preventing strike

June 28, 2019

Norwegian trade unions and oil rig owners agreed a wage deal, averting the outbreak of a strike that would have halted some of the Nordic country's crude production and paralysed exploration activity for new resources, the unions said. The deal between the Norwegian Shipowners' Association and the Industri Energi and Safe trade unions was brokered by a state-appointed mediator. Almost 1,600 workers had been scheduled to go on strike if the talks broke down.

Read on: [in English ...](#)

Oil and energy staff get pay increase, averting strike action

June 4, 2019

Oil, gas and energy employees in Norway are to receive a pay increase of NOK19,700 (€ 1,965) after trade unions reached an agreement on June 4. The pay deal was negotiated between the Norwegian Oil and Gas Association, a professional body and employers' association for oil and supplier organisations, and the Norwegian Organisation of Managers and Executives, also known as Lederne, which represents a total of 17,000 members who are engineers or who have management responsibilities.

Read on: [in English ...](#)

Poland

Protest against illegal dismissal of union representative

June 4, 2019

As part of an International Day of Action, unions gathered in Warsaw outside the headquarters of Orpea to protest at the healthcare provider's treatment of its employees, and in particular the illegal dismissal of

union representative Anna Bacia. The protest was organised by OPZZ Konfederacja Pracy with the full support of the Orpea Union Alliance and UNICARE.

Read on: [in English ...](#)

Strike for higher wages in education

June 2, 2019

Teachers went on strike because the government implemented reforms that reduce teachers' incomes. They protested for higher wages and more appreciation for the profession. If nothing changes new strikes may follow at the beginning of the new school year.

Read on: [in English ...](#)

Portugal

Earnings increase by 2.3%

June 14, 2019

The statistical office published its 2018 yearbook, with detailed data about, among others, earnings. According to the data from the Lists of Personnel (of the Ministry of Labour, Solidarity and Social Security), the average monthly (gross) earnings of employees in Portugal amounted to €1,130.79 in 2017. This was €25.22 (2.3%) higher than in the previous year, representing a real increase (after taking into account the change in the consumer price index) of approximately 0.9%.

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Romania

Net wages keep growing

June 10, 2019

The average net wage in Romania increased by 14.8% year-on-year to RON 3,115 (€ 605) in April, according to the National Statistics Institute (INS). The real annual growth, adjusted by the inflation rate, was 10.3%. For comparison, the net wages increased by 16.5% in the first quarter of the year, compared to the same period last year in nominal terms and by 12.4% in real terms. The steepest growth rates were in the sectors of construction (+40%, thanks to special tax regulations for the sector), education (+19%, thanks to wage hikes) but also in private, deregulated sectors: metal products manufacturing (+22.5%), pharmaceuticals manufacturing (+21%) and B2B services (+20.2%).

Read on: [in English ...](#)

Which employers pay the highest wages?

June 6, 2019

An online platform, 'Undelucram.ro', lists the Romanian employers offering the highest salaries in their activity sectors, according to data disclosed by employees and former employees of the respective companies. The platform is the largest online community of Romanian employees.

The platform also made a ranking of the local companies that offer the best professional development opportunities.

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Serbia

Decrease of minimum wage

June 1, 2019

In June 2019, the national minimum wage in Serbia remained fixed at € 307.7 per month, that is € 3,692 per year, taking into account 12 payments per year. In Serbian dinars, the national minimum wage has fallen by 43 Serbian dinars (€ 0,37) per month thus, workers have lost purchasing power in the last year.

Read on: [in English ...](#)

Slovakia

Wage growth accelerates

June 30, 2019

According to a report by the Slovak National Bank the average wage growth in the economy as a whole accelerated significantly in the first quarter of 2019. The annual rate of average wage growth rose by 1.3 percentage points, to 7.1%, owing mainly to accelerated wage growth in the public sector (from 5.9% to 11.5%). This development was caused by increases in the contractual wages of court employees (24%) and of employees working in public and state services (10%), recorded since the beginning of this year. By contrast, the private sector contributed only slightly to the accelerating wage growth. Wage growth in the private sector was stimulated by trade and services, while manufacturing had a dampening effect on wage growth.

Read chapter 3 of the report: [in English ...](#)

Slovenia

Robust employment prospects

June 12, 2019

Slovenian companies have strong demand for labour, with forecasts for the third quarter of this year suggesting that a fifth of employers plan to hire, 77% expect no change and only 2% project layoffs, according to the latest employment forecast by temping agency Manpower.

Read on: [in English ...](#)

Minimum wage ranks 9 in EU

June 8, 2019

Slovenia ranks ninth among 22 EU member states that have statutory minimum wages in terms of the gross minimum wage rate. This year's increase of the country's figure to € 886.63 was among the modest ones, says the annual report on minimum wages in the EU and Norway, published by Eurofound.

Read on: [in English ...](#)

Spain

Teachers enjoy and value their jobs

June 21, 2019

Nine out of 10 school teachers in Spain are happy in their chosen profession and say they have a good relationship with their pupils, according to the TALIS International Teaching and Learning Study recently released by the Organisation for Economic Cooperation and Development (OECD). The report reveals that 90% of primary school teachers and 85.6% of those in secondary school would choose their profession if they had their time again, and 90% believe that compulsory education allows them to influence children's development and offer a positive contribution to society.

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New working hours law

June 17, 2019

A new law came into force on May 12 requiring companies to keep a daily record of the working hours of their employees. The Spanish Ministry of Labour has assured that there will be no sanctions for businesses that don't immediately comply with the working hours directive as long as they can show that negotiations are still underway with the workers on how to implement it.

Read on: [in English ...](#)

Sweden

Expansion of parental leave rights

June 19, 2019

Currently, parental leave can be split only between people who have custody of the child, usually their biological or adoptive parents. From July 1, it is possible for parents to transfer some of their parental leave allowance to their registered partner even if that partner does not have legal custody of the child.

Read on: [in English ...](#)

'Peace obligations' expanded

June 19, 2019

A majority of collective agreements between employees and employers in Sweden include a so-called 'peace obligation' which is an agreement not to initiate combative measures such as strikes, lockouts, or blocking overtime. As of July 1, this will be expanded with new conditions required in order to announce a strike or other such measures.

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Switzerland

Women strike to demand equal pay

June 14, 2019

Hundreds of women demanded higher pay, greater equality and more respect during demonstrations all over the country. They were protesting that one of the world's wealthiest countries continues to treat half its population unfairly. The protest took the form of a 'purple wave' of pram marches, whistle concerts, extended lunch breaks, giant picnics and city-centre rallies.

Read on: [in English ...](#) Read on: [in German ...](#)

Gender wage gap starts before having a family

June 7, 2019

Women are already paid 4-5% less than men at the beginning of their careers. This gap cannot be explained from differences in education, experience or job type, researchers have found in a study for Social Change.

Read on: [in English ...](#) Read the article: [in German ...](#)

Turkey

BASF union representatives meet in Istanbul

June 27, 2019

Supported by the Friedrich-Ebert-Stiftung (FES) BASF union representatives from 16 countries met on June 25 in Istanbul. Several developments like digitalisation and global attacks on the well-being of workers that touch BASF workers all over the globe and especially in Europe, North America and Asia-Pacific were discussed. The meeting adopted an action plan to take union work forward.

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World chemical unions confront the future

June 27, 2019

In a discussion on the Fourth Industrial Revolution at the World Conference for the Chemical Industries at the headquarters of IndustriALL Global Union's affiliate Petrol-İş in Istanbul, participants from different unions expressed optimism, saying that new production technology can create skilled jobs and clean up the industry, making it safer and more secure. But concerns were also expressed that jobs would be lost, and that unions were not prepared for the changes.

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United Kingdom

University signs up living wage

June 26, 2019

UNISON workers in South Wales are celebrating the fact that the university has become an accredited living wage employer – so no-one who works on its campuses earns less than UKP 9 (€ 10.31) an hour. The announcement that the University of South Wales has been accredited by the Living Wage foundation marks the end of a six-year campaign. Workers who are directly employed by the university have been paid the living wage for the past four years, but now that has been extended to those who work for contractors.

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Government workers strike

June 18, 2019

Government workers assembled outside the BEIS (Department for Business, Energy and Industrial Strategy) building in central London to tell they are paid at rates between just above UKP 8.21 (€ 9.40) per hour - the statutory National Living Wage - and other levels under UKP 10 (€ 11.46). BEIS says it recognises that staff deserve "a fair wage for their hard work".

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Science Museum workers strike

June 10, 2019

Workers at a number of the country's top science museums have been balloted on strike action in a dispute over pay. The union said it followed a below-inflation pay rise of 1.5%, which was "galling" when the director had had his pay increase by a third in four years.

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For more information, please contact Paul de Beer, Sjaak van der Velden or Oana Ciuca, De Burcht (Scientific Bureau for the Dutch Trade Union Movement) p.t.debeer@uva.nl or the Head of communications at the ETUI, Mehmet Koksall mkoksall@etui.org. For previous full issues of the *Collective bargaining newsletter* please visit www.etui.org/E-Newsletters/Collective-bargaining-newsletter or consult the archive with all articles in our database at www.cbnarchive.eu.

You may find further information on the ETUI at www.etui.org.

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