

collective bargaining

Issue 9/2020 | September

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

Opinion on EU minimum wages

September 22, 2020

The European Economic and Social Committee (EESC) has adopted an opinion following the European Parliament’s request for an exploratory opinion on minimum wages. The request was made after the Commission announced that it was considering proposing a legal instrument to ensure that every EU worker is entitled to a minimum wage allowing a decent standard of living. The EESC recognises concerns regarding possible EU action in this area and does not underestimate the complexities of the issues involved. It therefore stresses that any such EU initiative must be shaped on the basis of an accurate analysis of the situation in the Member States, and must fully respect the social partners’ role and autonomy, as well as the different industrial relations models.

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Employment and social developments

September 15, 2020

The European Commission's 'Employment and Social Developments in Europe' report highlights the following aspects: Adequate minimum wages and minimum incomes can have a beneficial effect on the social mobility of Europeans. Strengthening social fairness, including through investments in people, pays off. Closing gender-related gaps brings particularly high returns, while extending working lives, and raising educational attainment also have positive effects. Short-time work schemes are protecting jobs effectively.

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Integrating migrants and refugees into the labour market

September 7, 2020

The Commission, trade unions, chambers of commerce and employers' organisations are renewing their cooperation to enhance the integration of migrants and refugees into the labour market. In a joint statement, they highlight areas for future focus, and express interest in cooperating further in the area of labour migration under the European Partnership on Integration launched in 2017.

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Austria

Collective agreement for the metal technology industry

September 25, 2020

Despite the wish of the Association of the Metal Technology Industry (FMTI) to postpone the talks, the negotiations about a new agreement in the metal industry started on September 24, 2020. After one round of negotiations, social partners struck a collective agreement applicable to the sector's 190,000 employees (40,000 of whom are currently on short-time work). They agreed on a wage increase of 1.45% from November. This is the same as the inflation rate of the past twelve months. Companies that perform well should pay out a voluntary corona bonus of €150 to their employees.

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Unemployment level high on the political agenda

September 15, 2020

Because unemployment has increased by almost 100,000 compared to the same period in 2019, unemployment is high on the agenda of politicians. Both the national trade union federation ÖGB and the Chamber of Labour invited the Minister of Labour and the Minister of Social Affairs to talks. They discussed the necessary measures to fight unemployment by investing more in the economy.

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Belgium

Health workers demonstrate for more funding

September 13, 2020

Around 4,000 health workers demonstrated in Brussels, demanding more spending on the healthcare system. The protesters want politicians to increase pay and healthcare funding. The demonstration was organised by the health workers group 'La Santé en Lutte'.

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Strike at beer brewery and depots

September 8, 2020

In several places, workers at beer breweries and depots went on strike after several confirmed Coronavirus infections among their colleagues. The strike started at the Jupiler brewery in Jupille. Later depot workers in Liège, Charleroi, and Anderlecht followed suit. In response to the strike, the management invited the trade unions to a reconciliation meeting.

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Bulgaria

EU Funds led to wage growth

September 24, 2020

EU funds have led to an increase in wages by 8.2% for the period 2014 to mid-2020. For the same period, the country's GDP grew by 7.7% compared to the baseline scenario without EU funds, according to an analysis by the Ministry of Finance on the effect of EU funds on the national economy.

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Unemployment data

September 15, 2020

Unemployment in August was 2.2 percentage points higher than one a year ago. At the end of August, the Employment Agencies registered 245,774 unemployed, an increase of 12,779 compared to July the decrease is 12,779 people. The increase of unemployment compared to August 2019 is 73,131 people.

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Croatia

Applications for part-time support

September 29, 2020

Applications for support for the month of September started for employers and enterprises for which the Government's job preservation measures (ORM) were extended until the end of the year. For those enterprises eligible for part-time support, which was introduced in the middle of the year, the deadline for submitting applications for the period from September to the end of the year expired at the end of August, and applications for support start in October.

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Calls for more flexible labour legislation

September 28, 2020

The Chamber of Commerce (HGK) informed that Croatia needs a more flexible labour legislation that would put emphasis on teleworking and the possibility to lay off workers more easily than now is the case. Organising remote work in a better manner and flexible employment contracts are to be regulated by the new law, on which the Labour Minister and 35 business people presented their views at a meeting organised by the HGK in Zagreb.

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Workers protest at shipyard

September 4, 2020

About 20 workers of the shipyard B.T.HULL, which operates as part of the Brodotrogir group, demonstrated outside the shipyard in Trogir, demanding their unpaid wages for the last two months and if there was no work, the shipyard should file for bankruptcy so that they would get severance packages..

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Cyprus

Government workers on strike

September 23, 2020

Government workers went on strike for an hour to protest delays to local government reform. The one-hour strike also aimed to raise awareness of several other issues the workers are facing, such as staff shortages. The unions are blaming the staffing issues on the government's decision to introduce stricter policies to approve new positions.

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End bus drivers' strike after agreement

September 3, 2020

The public transport company CPT announced that strike action in Nicosia and Larnaca has ended following an agreement with staff unions. In a statement, CPT said the workers' union had accepted the agreement which was signed with its representatives on Tuesday.

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Czechia

Government agrees on short-time working scheme

September 24, 2020

The government has agreed on rules for introducing short-time work. Under these new regulations employees will get 70% percent of their net salaries – if they do not exceed the national average wage – for hours not worked. Employers, for their part, will have to pay social security contributions on 70% of gross earnings, and health insurance on the basis of the entire current salary. Both trade unions and employers are against the proposals. The unions demand greater financial input from the state, and employers resist the idea of paying social security contributions for time not worked.

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Skoda Auto to shift production

September 10, 2020

According to their trade union, Skoda Auto (a subsidiary of Volkswagen) wants to shift production of some luxury models to Volkswagen plants in other countries (Slovakia, Germany, and Spain). Skoda is battling to get back from shutdowns due to the Coronavirus crisis and now faces uncertainty.

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Denmark

Freelancers to get sick pay if their children have tested positive

September 20, 2020

Freelancers and self-employed people who stay home with children who have either tested positive for coronavirus or who are waiting for test results will be eligible for payments under the new government scheme which comes into force in October.

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Temporary maternity benefits

September 10, 2020

The Government has agreed on a temporary right for parents to receive maternity benefits if their child is sent home due to the coronavirus. The agreement is to help parents who will have to stay at home for a period of time while their children wait for a coronavirus test. According to the agreement, the parents are entitled to a compensation at the level of the maternity benefit. The scheme covers parents who have children up to 13 years old.

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Estonia

Wage increase at public authorities

September 14, 2020

Wages of staff at public authorities increased by almost 10% in 2019. Last year, 27,628 civil servants worked in state and local government agencies. In 2019, the average gross monthly basic salary of state authorities increased by 9.8% to €1,599. In comparison, the average gross monthly salary in Estonia was €1,407, an increase by 7.4% compared to the previous year.

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Disagreement on proposal for wage compensation in tourism sector

September 3, 2020

The Minister of Social Affairs does not agree with the proposal of the shipping line Tallink CEO to provide wage compensation for people working in the tourism sector to the end of 2020, due to uncertainty when the sector might return to pre-pandemic levels. Tallink Grupp announced there are more than 2,000 jobs at risk if salary compensation schemes are not extended.

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Finland

Change of law in preparation to improve position of foreign workers

September 29, 2020

The Government is working on a new set of laws to protect foreign workers' rights, according to the Minister of Employment. The law aims to address the problem of exploited foreign workers who are hesitant to seek help from Finnish authorities for fear of losing their jobs.

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Lidl to raise wages of its warehouse workers

September 1, 2020

LIDL has announced to raise the wages of all of its 750 warehouse workers in Finland. The raises are worth up to hundreds of euros a month and reflect the grocery retailer's effort to attract and retain the best logistics workers amid what it describes as fierce competition for skilled and motivated labour.

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France

Ferry trips suspended due to strike

September 24, 2020

Cross-Channel ferry crossings were disrupted due to strike action in French ports. The port of Calais, a hub for cross-Channel trade and travel, was shut by striking workers who want higher pay to deal with Brexit-related complications and coronavirus rules.

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Transit workers strike

September 17, 2020

Trade unions called for a strike and protest to denounce the job losses during the pandemic and demand wage increases. The unions taking part include the country's second largest trade union General Confederation of Labour (CGT), a group of trade unions Solidaires, the Federation Syndicale Unitaire (FSU), the main education union and the largest public sector trade union, as well as several youth organisations. The "national day of inter-professional action" takes place over many of France's major cities.

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Bosch France agrees on long-term short-time working

September 15, 2020

An agreement for Bosch France was unanimously signed by the trade unions that sets the framework for the use of new official long-term short-time working provisions, which aim to enable companies to reduce their business over the long-term while benefiting from a more advantageous salary subsidy, on the proviso that they negotiate an agreement and commit to maintain jobs.

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Protection parents' wages

September 10, 2020

The government introduced a new measure to help those parents whose children were sent home. A total of 32 schools and 524 individual classes have closed because of COVID-19 outbreaks. The government announced that parents affected by the closures would be granted access to "chomage partiel", the economic aid scheme bolstered by the government at the beginning of the lockdown in March to help businesses foot their employees' salaries to prevent mass layoffs. Parents who could not work from home would get access to the scheme with retroactive effect starting September 1st, the government said.

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Germany

Auto supplier Mahle cuts jobs

September 25, 2020

Two plants with almost 400 employees will be closed as part of the tightened austerity program of auto supplier Mahle. A spokesman of the company did not want to confirm that around 100 temporary workers were also affected by the measure. The company has cut 6,700 jobs worldwide since 2018. The present measure is being negotiated with the works council.

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Public-sector workers on strike to press pay demands

September 22, 2020

Trade union Ver.di demands a 4.8% increase, or a minimum of €150 per month, for some 2.3 million federal and local employees over the next year. Because the first round of negotiations with the employers failed, the union launched a campaign of short strikes to press their demand, including hospital and child care centre employees and drainage workers. The next round of negotiations is scheduled for October 23 and 24.

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Deutsche Welle workers on strike

September 11, 2020

Summoned by trade union Ver.di, some 500 employees of broadcasting company Deutsche Welle in Berlin went on strike to support the union during the negotiations on fair pay and decent working conditions. The strike action caused part of the programming to be either cancelled or replaced by shelf programmes. The warning strike is in response to the withdrawal by the management of already agreed pay increases for 1,700 employees and 4,000 freelancers. The broadcaster withdrew the accord to increase pay by 6.2% within a 33-month period, and now offers only 1% per year for three years.

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Volkswagen sees no need for a four-day week

September 5, 2020

In response to IG Metall's proposal to implement a four-day week across the industry to secure jobs, Volkswagen's head of labour relations declared that the company sees no need for a four-day week. The company is confident that the existing cost-cutting plan, including reducing the workforce without compulsory layoffs, will be enough to overcome the Coronavirus crisis. The plan will also help Volkswagen with the transition to building more electric cars.

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Greece

Employment in supermarkets increases

September 29, 2020

The food retail sector saw a 3.2% increase in employment in the first half of 2020, largely due to increased staff numbers at supermarkets due to the COVID-19 pandemic. In the wider retail sector, employment

numbers were down 0.4% in the same period, according to IELKA, Greece's consumer goods research institute. IELKA estimates that the number of food retail jobs increased by 7,000 in the first half of 2020, compared to the previous year.

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Doctors on strike

September 24, 2020

Hospital doctors met in front of the Ministry of Health in Athens for what their federation called “tragic shortages in staff and infrastructure”. The Federation of Hospital Doctor Associations of Greece (OENGE) said that “67% of ICU beds set aside for COVID-19 are already occupied and the future ahead promises to be tougher.”

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Hungary

Students protest against reforms

September 4, 2020

Students have been blocking the main entrance of a university over a government reform they fear will undermine its academic autonomy. The heads of the University of Theatre and Film Arts (SZFE) quit over recent management changes brought by the government.

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Public employee union calls for strike

September 2, 2020

The trade union of civil servants and public employees (MKKSZ) called for a three-day strike by local government civil servants. The union wants anomalies in the system of local council budget financing to be resolved and expenses linked to the coronavirus crisis at local government level to be reimbursed by the central government.

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Iceland

Uphold of collective agreement

September 29, 2020

The executive board of the Confederation of Enterprise (SA) unanimously decided to uphold the collective agreement signed with the unions in April 2019. The collective agreement covers over 100,000 workers. Valid until November 1, 2022, the agreement raises minimum wage by ISK 90,000 (€550) over the contract period. Due to the current economic crisis, caused by the global pandemic, the Confederation of Enterprise considered the premises for the wage agreement broken.

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Ireland

Thousands of jobs in sport at risk

September 29, 2020

There are many thousands of jobs and hundreds of millions of euro of output at risk in the sports sector because of COVID-19 restrictions. The employment and economic impact of sport is probably higher than recent estimates if one takes account of Labour Force Survey figures, part-time jobs and the higher number of households.

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Teachers' union to ballot members over school strike

September 19, 2020

The union for secondary school teachers ASTI has agreed to ballot members on possible strike action. ASTI says the move followed concerns from its members over a number of key issues which have emerged since schools reopened. The union's Central Executive Committee met to discuss the health and safety issues of its members. Some of the issues raised related to physical distancing in schools, the provision of PPE, the definition of close contacts, testing, and test turnaround times.

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New employment wage subsidy scheme

September 1, 2020

The new Employment Wage Subsidy Scheme has come into effect and will continue to support workers until the end of March 2021. The scheme will replace the former Temporary Wage Subsidy scheme, which supported the wages of almost 370,000 employees. The previous scheme came into effect in March to support business during the peak of the coronavirus pandemic. The new Employment Wage Subsidy Scheme has tighter criteria for workers to be eligible.

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Italy

Employee benefits more attractive to employers

September 24, 2020

The Government has introduced a tax rule for 2020 that makes in-kind benefits more attractive to employers. More and more employers are using in-kind employee welfare benefits as an opportunity both for the business and the employees. These benefits are goods and services provided by the employer to employees on top of their normal salary to support their purchasing power and to improve the quality of their private and family life.

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Renewal collective agreement rubber & plastics sector

September 17, 2020

The social partners in the rubber & plastics sector signed an agreement to renew their national collective agreement, which covers approximately 130,000 workers, including employees of multinational tyre companies such as Pirelli, Michelin, and Bridgestone. Subject to employee approval, the agreement will run until 31 December 2022 and includes a provision for a €63 increase in minimum salaries, health and safety advances as well as minor improvements in work-life balance.

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Collective agreement for delivery riders

September 17, 2020

The employers' organisation Assodelivery, which includes the main food delivery platforms (Uber Eats, Deliveroo, Glovo, Just Eat and more), and the Unione Generale del Lavoro (UGL) trade union signed Italy's first ever collective agreement for the gig economy.

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Latvia

Low teachers' wages

September 10, 2020

Almost all groups of teachers in Latvia are paid half as much for their work compared to teachers on average in member states of the Organisation for Economic Cooperation and Development (OECD), as detailed in the organisation's report Education at a Glance 2020.

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Average monthly wage increase

September 1, 2020

According to data from the Central Statistical Bureau in April 2020 the average gross monthly wages and salaries increased by 3.6% compared to April 2019, reaching €1 113. Annual growth rate in May was the lowest – 2.5% (€1,105), but in June it rose to 5.6% (€1,134),

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Liechtenstein

Majority of the employees are commuters

September 14, 2020

According to the Office for Statistics, the number of people employed grew by 2.5% to 40,611 in 2019. Of this workforce 55.9% were commuters who cross the border every day. 57.4% of those commuting lived in Switzerland, 38.6% in Austria, 2.9% in Germany, and 1.2% came from other countries. A total of 62.9% of the workforce were employed in services, 36.5% in industry, and 0.6% in agriculture.

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Lithuania

Unemployment rate rises

September 11, 2020

The registered unemployment rate stood at 13.7% on September 1 according to the Employment Service. Although labour demand is recovering after shrinking until April, the number of registered unemployed people is much higher than last year, the Employment Service notes.

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Luxembourg

Media group to cut 80 jobs

September 17, 2020

After being bought by the Belgium Mediahuis in April, media group Saint-Paul announced a job cut of 80 because advertising revenues were too low during the Coronavirus crisis. The company owns the Luxembourg Times and the Luxemburger Wort newspapers. The company will be focusing on digital activities to retain and acquire more readers. Negotiations with the trade union on a social plan will start soon.

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Malta

Cooperation agreement between employers' associations

September 30, 2020

Malta Enterprise and the Malta Employers Association signed a cooperation agreement which will enhance collaboration between the two entities in the area of employment relations as well as contributing to MEAINDEX, an online resource for entrepreneurs.

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Employment increase

September 9, 2020

Malta was the only EU member state to register an increase in employment from April to June 2020, Eurostat statistics show. Throughout the second quarter of 2020, i.e. from April to June, the number of people in employment decreased in all other member states when compared to the previous quarter. However, Malta saw an increase of 0.6%.

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Netherlands

Civil servants get home working allowance

September 29, 2020

Trade unions have won a €363 annual payment for civil servants who work at home in their latest collective agreement. It is the first time that a specific payment for home working has been included in a statutory pay deal. The FNV trade union federation said at the time it planned to make a home working payment part of the coming pay round. The new civil service pay deal also includes a 0.7% pay rise, on top of the 2% increase earlier this year, a €225 one-off bonus and bike lease scheme.

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Labour inspectorate receives COVID-19 related complaints

September 24, 2020

The Social Affairs and Employment Inspectorate received over 3,500 complaints and reports about the lack of a safe and healthy work environment during the Coronavirus crisis. Many of the complaints involved a

lack of social distancing at work. Other issues were about employers not allowing working from home, despite employees being able to do it.

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Employees work harder

September 18, 2020

Based on a survey among over 10,000 people, research agency TNO found that employees worked more hours during the Coronavirus pandemic, both people who worked from home and those who still went to the office. However, this extra workload did not result in extra stress or burnout symptoms. More than four-fifths of employees still describe their health as good to very good.

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Norway

Oil workers' strike

September 30, 2020

Oil workers organised by the Lederne trade union will go on strike following a breakdown of wage talks. The strike among 43 workers will trigger a shutdown of Equinor's Johan Sverdrup oilfield, the largest oil-producing field in Western Europe, Lederne said. Members of two other unions, Industri Energi and Safe, separately said they will not go on strike.

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Ongoing bus strikes

September 28, 2020

A wide-reaching bus strike in combination with increasing COVID-19 cases is creating concern amongst health services. The strikes, which took place in several locations across the country are set to continue. Many people are likely to have to find other means of transport, leading to concerns as to whether appointments at hospitals can be kept and employees can get to work.

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Collective agreement in retail sector

September 21, 2020

A new collective agreement in the retail sector provides for implementation of a skills map amid the context of changing professions and makes the environment a topic of social dialogue at firms. As is now the accepted rule in most Nordic countries, negotiations over collective pay agreements on a confederation level have given way to bargaining on an industry branch level. Negotiations commenced in the industry sector, which sets the tone as it is an export industry subject to international competition. Other sectors followed, such as that of retail, which signed a particularly innovative agreement on 12 September.

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Poland

Agreement on closing the coal mines

September 25, 2020

The government closed a deal with trade unions to gradually close the coal mines by 2049. In response to demonstrations by environmentalists but at the same time pressed by miners' underground protests against closures, the government and the unions came to a deal. There will be no compulsory redundancies, with workers moving to mines that remain open until they retire. The first mine will probably already close in 2021.

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Plans for minimum wage hike

September 15, 2020

The government has approved a plan to increase the country's minimum wage to PLN 2,800 (€630) a month as of January. The minimum hourly rate will go up to PLN 18.30 (€4.10) by January 1, 2021. Last year the Prime Minister said that increasing the minimum wage should be regarded as an investment in the country's future.

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Portugal

Discussion of recovery plan with social partners

September 30, 2020

The Permanent Commission for Social Consultation (CPCS), formed by members of the government and the social partners, met in Lisbon to discuss the present COVID-19 situation and the Recovery and Resilience Plan. This is the strategic document in which Portugal will report on the reforms and investments it intends to make using the nearly €15 billion it will receive from the post-COVID-19 EU Recovery Fund.

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Workers protest for higher minimum wage

September 28, 2020

During the peaceful protests, organized by the trade union confederation CGTP, workers wearing masks and keeping a safe distance urged the country's Socialist government to raise the national minimum wage from the current €635, the lowest in western Europe, to €850.

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Romania

Registered unemployment rate slightly up

September 30, 2020

The registered unemployment rate in August stood at 3.3%, 0.26 percentage points above the value in the same month of 2019, according to data from the National Agency for Employment (ANOFM). The rate increased by 0.03 percentage points compared to July.

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Wages keep rising

September 9, 2020

The average net wage rose to RON 3,372 (€696) in July, 8.1% more than in the same month last year. In real terms, the net wages rose by 5.2% year-on-year, close to the pre-crisis levels (+5.9% year-on-year in February).

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Serbia

Salaries and employment in capital

September 23, 2020

According to data from the analysis on regional economic asymmetry for the second quarter of 2020, compiled by the State Statistical Office, the highest salaries are recorded in Belgrade and are 124% of the national average. The capital also has the highest employment rate, 7% above the national average.

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Positive impact of support measures

September 15, 2020

The Government provided financial assistance in the form of employment retention subsidies, which for micro and small and medium-sized enterprises amounted to about 65% of total labour costs. This package successfully contained the expansion of poverty caused by the coronavirus pandemic, but challenges remain according to the European Bank for Reconstruction and Development (EBRD). The coronavirus pandemic hit micro enterprises the hardest and led to a decline in working hours during the second quarter of 2020 equivalent to the loss of 510,000 full-time jobs.

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Slovakia

Increase minimum wage in 2021

September 23, 2020

The Government has submitted a bill to Parliament to increase the minimum wage to €623 gross per month, up from the current €580. With this latest 7.5% rise the hourly minimum wage would reach €3.58 next year, compared to €3.33 today. The new minimum wage, which would represent 57% of last year's average wage, would come into force on January 1, 2021.

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Slovenia

Car parts maker shuts down

September 21, 2020

Car parts manufacturer Cimos permanently terminated production at its plant in the town of Maribor due to lasting financial difficulties related to problems in the sector and the coronavirus pandemic. The management will offer the plant's 150 workers a severance pay package or employment at the company's subsidiaries.

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Precarious work rises

September 8, 2020

For several years now different forms of precarious forms of labour which mostly exclude the right to paid sick leave, holiday, lunch and transport allowances, have been on the rise. The COVID-19 pandemic has only made the situation worse and while NGOs, calling for systemic changes, are pessimistic, the Labour Ministry is planning some steps in the autumn.

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Spain

Social partners agree on extension of temporary layoffs schemes

September 30, 2020

The Government approved the extension of the temporary layoffs programs (ERTE) until January 31, 2021. This came in the wake of the pre-agreement reached with all social partners, unions and employers. The agreement raises the exemptions of the business quotas in the case of ERTes for COVID-19 resurgence, those that companies can present if their activity is affected by restrictions imposed by the authorities.

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Spanish unions call on aerospace workers to strike

September 8, 2020

Workers in the aerospace sector that includes various Airbus facilities went on strike in a bid to protect their jobs amid the economic fallout from the COVID-19 pandemic, the UGT and CCOO unions informed. In a statement calling to industrial action, the unions demanded solutions to protect jobs. The sector directly employs 108,000 workers.

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Employment decreases

September 1, 2020

Between April and June, employment in Spain decreased by 7.5% according to Eurostat. This comes on top of a 1% decline in the first quarter of the year. In other words, the number of employed persons dropped by around 8% in the first half of the year. Figures provided by the National Statistics Institute (INE) show that the number of employed individuals fell by 1.35 million between January and June.

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Sweden

Increased funding for support to sole traders

September 23, 2020

The Government has proposed further measures within the framework of a tenth additional amending budget for 2020. Among other things, increased funding is proposed in order to enable a new form of financial support to sole traders (one-person-businesses) along with an extension of the reorientation support to companies, increased financial support to sport and cultural activities and an extension of certain temporary measures in the field of sickness insurance.

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More rights for posted workers

September 4, 2020

Employment rights for posted workers to Sweden are to be more comprehensive, and include such things as equivalency of pay (as compared with local workers) and broader applicability of rules around working conditions. This is part of the implementation in Sweden of the European Union revised Directive on the Posting of Workers. Also, employers will have enhanced administrative obligations, e.g., foreign employers must report every posting to the Swedish Work Environment Authority and appoint a contact person in Sweden.

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Switzerland

Voters approve raise of minimum wage

September 28, 2020

On September 27th, voters in Geneva approved what is set to become the highest minimum wage anywhere in the world. When implemented, workers will be paid a minimum of CHF 23 (€21) per hour in the western canton. It makes Geneva the fourth Swiss canton to have approved a minimum wage, although only two currently have fully implemented one.

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Court confirms Uber status as ‘employer’

September 16, 2020

An earlier ruling (April 2019) which concluded that a former Uber driver wrongly lost his job because he was an employee of the firm and not an independent contractor, was now confirmed by the cantonal appeal court. This latest ruling was hailed by legal experts and trade unions as a ‘landmark decision’. The company can take the case to a higher court, but its position has been weakened by a recent decision in Geneva clarifying the meal delivery service Uber Eats is also an employer.

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Women are still under-represented in business top ranks

September 10, 2020

According to the fourth Gender Intelligence Report, half of employees in non-management levels at major companies are women, but promotion rates between men and women remain far from equal. The report analysed data of 302,000 employees across 75 organisations. Only 29% of management positions are taken by women, while they take 49% of non-management roles. Higher up the ladder their representation even drops to 18%. The authors recommend that companies consider gender promotion targets. For example, if women make up 33% of one management band then a third of promotions to the next hierarchical level should be women. Despite this complaint, the report also acknowledges progress in some areas.

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Turkey

New plan to boost employment of youth and elderly

September 30, 2020

The Government’s New Economic Program (NEP) for the 2021-23 period is set to cover policies that will be implemented not only to support economic recovery from the coronavirus crisis and provide sustainable

growth in the coming years, but are also likely to facilitate the employment of young people and people over a certain age and encourage short-term and flexible working models.

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United Kingdom

Young people hit hard by COVID-19

September 28, 2020

Young people have been particularly hard hit by the pandemic's disruption to the jobs market. The under-25s saw the biggest rise in unemployment during lockdown, and some graduate or entry level roles attracted thousands more applications than usual.

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New Job Support Scheme to start on 1 November

September 24, 2020

The new Job Support Scheme will start on 1 November and replace the existing Job Retention Scheme which was introduced in March 2020. Under the new scheme, the government will cover 22% of pay for workers facing short-time work in companies where business is slow, for the next six months. The employer will pay 55%, meaning that the worker will receive 77% of their usual monthly wage in total. The support package is designed to help fend off mass unemployment in the wake of the new restrictions imposed to contain the coronavirus.

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