

collective bargaining

Issue 10/2020 | October

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

EU directive on minimum wages

October 28, 2020

The European Commission proposed an EU directive to ensure that workers in the EU are protected by adequate minimum wages allowing for a decent living. The proposal also aims at promoting collective bargaining on wages in all Member States. The Commission's proposal will now go to the European Parliament and Council for approval. Once adopted, Member States will have two years to transpose the directive into national law. The ETUC welcomes the proposal as 'a positive step' but sees the need for improvements. BusinessEurope rejects the proposal and considers it a 'recipe for disaster'.

Read on: [in English ...](#) Read on: [in English \(2\) ...](#) Read on: [in English \(3\) ...](#)

Issuing of SURE social bonds

October 21, 2021

The European Commission issued a €17 billion inaugural social bond under the EU SURE instrument to help protect jobs and keep people in work. The €17 billion consists of two bonds, with €10 billion due for repayment in October 2030 and €7 billion in 2040.

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Launch of flagship report on social dialogue

October 20, 2020

The OECD launched the 2020 Global Deal Flagship Report “Social Dialogue, Skills and COVID-19” and presented the key findings of the report as well the commitments made by Global Deal partners. This second Global Deal Flagship Report illustrates the importance of social dialogue in managing the consequences of the coronavirus pandemic, as well as the benefits of involving social partners in adult-learning systems to prepare for the future of work. It emphasises the role that social dialogue has to play in promoting lifelong learning and skills development.

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Trade unions call for ban on unpaid internships

October 8, 2020

European trade unions support the European Parliament’s call for the Commission to ban unpaid internships and invest in quality jobs for young people amid soaring youth unemployment. The proposal is part of a Parliament resolution aimed at improving the proposal for a reinforced Youth Guarantee.

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Austria

Unemployment will rise due to second lockdown

October 30, 2020

The ‘lockdown light’ is expected to increase the unemployment rate, but the extent will depend on the measures taken. The Public Employment Service (AMS) and the Ministry of Labour are preparing for a sharp rise of unemployment to more than 500,000. The AMS is increasing the number of employees due to the corona crisis. Should the social partners agree on changes to short-time work, then the AMS can also process this retrospectively.

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Bonus for unemployed

October 21, 2020

The government announced that it will support more people who have lost their jobs recently with unemployment benefits. This applies to people who were unemployed in September, October or November. Someone who was unemployed for 15 days during this period will receive €150, someone who was unemployed for 30 days will receive €300, and people who have had no job for 45 days receive a bonus of €450. In total, the government has a budget of €200 million for these payments, and 410,000 people are expected to be affected.

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Belgium

Intention to lay off pilots and cabin crew

October 25, 2020

Ryanair announced the intention to lay off staff, pilots and cabin crew in its bases at Brussels Airport and Brussels South Charleroi Airport, and asked unions to accept a reduction of wages. According to the trade union CNE/ACV, the wages are already at the legal minimum – but at the same time, Ryanair is recruiting crews for Belgium in regions of Europe with lower wages to replace the staff made redundant.

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Temporarily unemployed could find work in crisis-affected sectors

October 24, 2020

The Labour Minister proposed to the government to authorise persons on temporary unemployment to work in crisis-hit sectors. The measure was included on the agenda of consultation between the various levels of government at the inter-ministerial conference on the economy and employment. The idea is to help cushion the effects of the crisis on severely affected sectors such as hospitals and retirement homes.

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Public transport strike

October 7, 2020

Flemish public transport company De Lijn's employees went on a 24-hour strike to protest against privatisation and potential lay-offs. The trade unions ACOD, ACV and ACLVB called on the staff to protest against the privatisation of school transport and on-call bus services. The unions criticise the fact that employees have not been guaranteed job security in case of privatisation.

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Bulgaria

Extension of employment aid scheme

October 7, 2020

The government decided to extend the duration of its 60:40 employment aid scheme until the end of 2020. Under the scheme, which was introduced in March 2020 to mitigate the economic impact of the pandemic, the government covers 60% of an employee's salary and mandatory social security and healthcare contributions, while employers cover the rest.

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Wage support scheme saves 22,000 jobs in hospitality

October 1, 2020

The wage subsidy scheme introduced by the government in March 2020 to cushion the impact of the coronavirus pandemic on employees has saved over 22,000 jobs in the hospitality sector. The support measure, part of the government's updated job retention scheme, benefits from EU financing under the Human Resources Development programme and will be in force until the end of next year.

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Croatia

New job-preserving measures

October 21, 2020

The government presented a new set of economic measures designed to preserve jobs and help the economy. The measures will be applied from October 1 until the end of the year. The main measures will be to reduce working hours and increase the maximum monthly allowance per worker.

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Redesign of employment protection measures

October 14, 2020

The Labour and Pension System Minister announced that the government, together with restaurant and bar owners, employers and trade unions will redesign employment protection measures. The reason for this move was that in recent months the revenue of restaurant and bar owners had improved and some of them no longer needed government aid.

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Cyprus

Foreign workers' agents complain

October 22, 2020

Agents who bring workers to Cyprus complained to the government about the Flight Pass platform and quarantine measures. The Pancyprian Federation of Private Employment Offices claimed that the online platform, on which people travelling to Cyprus are required to leave information prior to their flight, is far too complex.

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Auxiliary staff in education sector demand permanent contract

October 21, 2020

Auxiliary administrative staff for primary schools marched to the parliament to demand permanent employment. This followed the workers' submission of a letter to the education ministry asking for their positions to be made permanent. The union has also announced a 24-hour strike.

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Czechia

Employment support programmes

October 21, 2020

The government adopted several subsidy programmes to support businesses and employers in the sectors hardest hit by the ongoing epidemic. The most significant programmes are 'Covid-Rent' and the employment support programme 'Antivirus Plus'. In the Covid-Rent programme, companies can apply for a 50% support

subsidy to pay the rent for the period from July to September, whereas Antivirus Plus covers 80-100% of employers' payroll expenses.

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Pay rise in health and social care

October 7, 2020

The OSZSP health union secured a commitment from the government for a 10% pay increase for health and social care workers. In discussions with the health ministry the union had to intervene on the state budget to ensure that funding was available to hospitals to cover the pay increase.

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Denmark

Highest wages in EU

October 30, 2020

Danish salaries are the highest in the European Union and, given the prices, some would say they need to be. According to Eurostat, Danes earn €44.7 an hour on average, considerably more than in neighbouring countries.

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Reform of state pensions

October 7, 2020

According to the government, people should have the right to retire early on a state pension if they have been working since they were teenagers. The government presented its proposal for a pension for employees who started working at a very early age. If you have worked for at least 42 years when you reach 61, you have the right to retire on a state pension one to three years earlier than other people. Trade unions are rejoicing at the news while employers and others have their doubts.

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Estonia

Doctoral students to earn average national wage

October 23, 2020

The Ministry of Education and Research is preparing a draft law that would introduce changes to doctoral studies, including increasing the level of allowance paid to students to meet the average wage level. Currently, the base allowance for students is set at €660 per month, but the ministry is hoping to increase that number to the Estonian average wage, which was €1,433 gross for the second quarter of 2020.

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Teachers plan to strike

October 7, 2020

The government has decided to stop increasing the salaries of teachers from 2021 to 2025. The Estonian Educational Personnel Union (EPU) has responded with a possible strike threat and a grim warning that teachers may leave the profession en masse in the future.

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Finland

Forest industries withdraw from national collective bargaining

October 16, 2020

The employers in the Finnish forest industries announced their intention to withdraw from national collective bargaining and transfer future negotiations on wages and working conditions to the company level. The change is historic and significant, as the forest industry, which covers paper, pulp and wood, is one of the largest in the country. The value chain of the forest industry employs 140,000 people and accounts for about one fifth of Finland's exports in goods.

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Jobless seniors and government employment targets

October 7, 2020

An enhanced unemployment benefits scheme offered to older employees could make it harder to achieve Finland's employment target according to the chairman of the Finnish Confederation of Professionals (STTK). He referred to the so-called 'pension pipeline' scheme through which older workers who become unemployed can claim enhanced unemployment benefits through to early retirement. The arrangement is seen as a key reason for lower employment rates among older workers, and is now under threat as the government looks for ways to raise total employment rates.

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Health most common barrier to employment

October 7, 2020

Health is the most common barrier to employment in Finland, according to a study by the Organisation for Economic Cooperation and Development (OECD). The OECD estimates that nearly half of jobless people in Finland have health issues that restrict their employment opportunities.

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France

Unemployment drops in third quarter

October 27, 2020

After a sharp increase in the second quarter, the number of unemployed recorded a sharp drop (-11.5%) in the third quarter of 2020: 475,900 fewer people are registered in the so-called category A, with a decline that continued in September (-0.4%), according to figures from Dares, the research and statistics department of the Ministry of Work, Employment and Inclusion. After a strong increase in the second quarter (+815,500, or +24.5%), the number of registered category A unemployed stood at 3.673 million in the third quarter, 9.5% more than one year ago.

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Nokia France plans to reduce job cuts in its social plan

October 23, 2020

Nokia announced that it could preserve around 250 jobs as part of its social plan, presented on June 22. Its new plans include the opening of a cybersecurity centre in Lannion, which could create 112 new positions.

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Health workers strike

October 15, 2020

Several hundred health workers protested against conditions in hospitals, as the number of new coronavirus cases surged across the country. According to the General Confederation of Labour for Health and Social Work (CGT Santé et Action Sociale), hospitals and other public institutions have been operating at full capacity since the beginning of the Covid-19 pandemic, without the necessary human and physical resources.

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Germany

Unemployment falls sharply before partial lockdown

October 29, 2020

The unemployment rate fell much more than expected in October and demand for job protection schemes kept declining as the labour market continued to recover from the first wave of the coronavirus pandemic. The number of people out of work fell by 35,000 in seasonally adjusted terms to 2.863 million. The unemployment rate eased to 6.2% in October from 6.3% in the previous month. The surprisingly strong data suggest household spending should support growth in the fourth quarter, though a partial lockdown to break a second wave of infections is likely to hurt consumption.

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Collective agreement in public sector

October 25, 2020

Public services union Ver.di has negotiated a new collective agreement covering 2.3 million workers in municipal and federal government, with specific measures benefiting employees in health and social care. The agreement came after the third round of intensive negotiations, with the employers pushing for a long-term deal (up to 2023) and annual pay increases of only 1%. In the end, Ver.di was able to secure what it describes as a respectable deal that delivers a 1.4% pay rise for all workers on 1 April 2021 with a further 1.8% increase in April 2022. The agreement runs until 21 December 2022.

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Amazon workers on strike

October 13, 2020

Trade union Ver.di called on workers at seven Amazon warehouses to go on strike at the global "Prime Day" promotion event that was postponed due to operational challenges created by the coronavirus pandemic. Ver.di announced that it was organising the two-day strike as part of a long-running battle with Amazon in Germany over better pay and conditions, noting that a coronavirus bonus introduced for workers in March had been scrapped in May.

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Greece

Civil servants strike

October 15, 2020

Civil servants went on a 24-hour strike over demands that included better pay for health and education workers and to hire more workers during the coronavirus pandemic. The strike shut down public services across the country, while the participation of air traffic controllers forced airlines to cancel or reschedule flights.

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Dependent employment grows

October 13, 2020

Official figures showing a positive balance of wage employment flows in September, combined with a stable unemployment rate in July, indicate that a series of policy initiatives taken by the government managed to limit the negative impact of the pandemic crisis on the labour market, according to the Minister of Labour.

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Hungary

Unions demand wage payments

October 17, 2020

Unions at steelmaker Dunaferri staged a demonstration and demanded that the company pay employees' wages and negotiate a new collective agreement. The company unilaterally terminated the collective agreement on 14 August and has not started talks on a new deal with employees. It has also delayed payment of last month's wages.

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Alliance of unions against new healthcare law

October 15, 2020

Five unions representing healthcare workers have formed an alliance to advocate their interests against a new law affecting their sector, the unions announced in a joint statement. The unions called for talks with the government on drafting a new, more transparent bill which should be based on broad preliminary public consultations.

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Iceland

Employment rights for foreign citizens

October 22, 2020

Six Left-Green Party MPs have submitted a parliamentary resolution proposing that a working group be appointed to help increase employment rights of citizens from outside the EEA, EFTA and the Faroe Islands. The explanatory memorandum that was submitted alongside the resolution highlights that it is currently very difficult for these groups to obtain work and residence permits in Iceland.

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Immigrants and young people hit worst by employment situation

October 16, 2020

The Icelandic Confederation of Labour presented a report on the economic impact of the pandemic, which concluded that in Iceland, young people and foreign nationals have been the worst hit. Unemployment amongst foreign nationals is far above the average in the general population. Youth unemployment is also rising, and stands at 18% in the 16-24 age group.

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Wage claims

October 14, 2020

Efling Union has demanded a total amount of ISK 345 million (€2 million) of unpaid wages from employers in 2019. Non-payment of wages is becoming a huge problem in Iceland, with more and more workers turning to trades unions to demand their unpaid wages.

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Ireland

Strike ballot of public health specialists

October 31, 2020

The Irish Medical Organisation (IMO), the largest doctors' union, voted to back a possible strike by 60 public health specialists in a row over consultant contracts. The organisation has been campaigning for public health doctors to be awarded consultant contracts. It is expected that the ballot will be held next month, with the organisation saying it expects an "overwhelming mandate" for further action.

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Teachers announce strike

October 30, 2020

The Association of Secondary Teachers Ireland (ASTI) voted in favour of industrial action over school safety during Covid-19 and equal pay. The union has called for the government to put in place comprehensive Covid-19 testing across schools which are due to reopen following a mid-term break.

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Rise of jobless claims

October 7, 2020

The number of people claiming temporary jobless benefits is set to rise to around 250,000 from just over 200,000 as a result of a tightening of Covid-19 restrictions, the Prime Minister announced. The unemployment rate, including those temporarily and permanently out of work, is currently stuck just below 15%.

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Italy

Unemployment falls marginally

October 30, 2020

The unemployment rate fell marginally to 9.6% in September and employment levels were little changed from the month before. The unemployment rate came in well below expectations. A Reuters survey of six analysts had forecast a rise to 10.1% from 9.7% in August.

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Public transport strike

October 21, 2020

The transport trade union CUB called for a 24-hour strike in public transport on 22 and 23 October. Disruption was expected to public and privately owned transport services. The unrest involves all the workers of the CUB union but will probably cause more inconvenience in the public transport sector.

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Support for reducing labour costs

October 6, 2020

The European Commission has approved a €1.5 billion scheme to support companies operating in regions of southern Italy affected by the coronavirus outbreak, by reducing their labour costs and helping them maintain employment in this difficult moment. The scheme was approved under the State Aid Temporary Framework.

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Latvia

Wages rise in construction sector

October 27, 2020

Compared to September 2019, the remuneration of workers rose by 7.4% in the construction sector in September 2020. Compared to the second quarter of 2020, the remuneration of workers increased by 1.1% in the third quarter.

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High turnover of employees in state administration

October 14, 2020

A high turnover of employees in state administration is caused by uncompetitive wages and burn-out, according to the State Chancellery's Director. Tackling the topic of wages in state administration, deputies and experts were invited to a meeting which also touched on the topic of high employee turnover in this sector.

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Liechtenstein

Study on migrant care workers and domestic workers

October 7, 2020

A study has analysed the 24-hour care of elderly people performed by commuting migrants from eastern Europe. It compiles published figures on migrant care workers and domestic workers and analyses the labour law regulation of their employment. Particular attention is paid to Directive 2003/88/EC concerning

certain aspects of the organisation of working time, stand-by time and the fact that in Liechtenstein live-in domestic workers are not subject to public labour law.

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

Lithuania

Plan for paying thirteenth pension

October 10, 2020

The parliament started debating the so-called ‘thirteenth pension’ of €200. According to proponents of the initiative, the current economic situation allows such a measure to be taken. They estimate that payment of the thirteenth pension would cost €120–180 million, which could be raised through a tax on bank assets. Leaders of the ruling Farmers and Greens Unions are in favour of the idea.

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Luxembourg

New agreement on teleworking

October 29, 2020

The Economic and Social Council (CES) and the social partners LCGB, OGBL and UEL signed a new agreement on teleworking on 20 October, which will come into force once it has been declared a “general obligation” by Grand Ducal Regulation, which is expected before the end of the year. The agreement upholds the voluntary nature of teleworking for both employee and employer.

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Job loss and job growth

October 29, 2020

Around 3,000 jobs were lost between February and September in the sectors most impacted by the crisis, but a similar number of new jobs were gained in other sectors. While jobs were lost in hotels, catering, retail, industry, transport, business services and temporary work, new posts were created in healthcare and social welfare, education, public administration, construction, IT and finance.

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

Malta

Unemployment decreases

October 26, 2020

According to the National Statistics Office, unemployment continued to fall in September compared to the previous month, although it remains significantly higher than in the same month in 2019. A total of 3,385 people were registered as unemployed, a decrease from the 3,672 registered as unemployed in August.

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Teachers’ union threatens to strike

October 17, 2020

The Union of Professional Educators (UPE) has threatened to call a strike among its members at state and church schools to pressure the government to close schools and return to fully online teaching. However, the Education Ministry said it does not recognise the validity of the UPE's actions because the union does not enjoy legal recognition in Malta's teaching sector.

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Netherlands

KLM state aid package withdrawn after unions reject deal

October 31, 2020

The government has for the time being withdrawn its offer of a multi-billion euro bailout to KLM after the airline was unable to secure a commitment from all of its trade unions to accept a pay cut for up to five years. The agreement was a condition for the airline to receive a €3.4 billion package of subsidised government-backed loans. Five unions representing airline staffers approved the austere deal, but the VNV union, which represents the airline's pilots, refused to sign an agreement accepting the precondition. The FNV union, which represents many cabin crew members and ground crew workers, had not yet agreed to sign by the time the deadline came around.

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Advice for licensing employment agencies that work with migrant workers

October 31, 2020

According to a team of experts advising the government, there must be stricter supervision of the temporary work agencies that employ migrant workers in order to improve the living and working conditions of these workers. The team of experts furthermore suggested that the government require these agencies to obtain a licence, require the owners of the agencies to obtain a Certificate of Good Behaviour, and hire more inspectors to carry out check-ups on these agencies.

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Unions concerned about student loans

October 27, 2020

The student unions LSVb and FNV Young & United are concerned by the fact that more students are borrowing more money. Statistics Netherlands reported that around 70% of students are borrowing money. On average, each student loans €700 per month. The number of students who have student loans increased significantly since the basic study grant was abolished in 2015, according to the statistics office.

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Norway

Union breaks off wage talks in oilfield services

October 22, 2020

According to union and industry officials, wage negotiations between oil service companies and the trade union Safe broke down and will become subject to mandatory mediation later this year. Safe's 850 members are not permitted to strike at this point, but could do so if the next round of talks also fails to deliver an agreement. Meanwhile, the larger trade union Industri Energi said it had agreed to a wage deal covering some 6,500 workers.

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Doctors strike across five cities

October 21, 2020

Following disagreements about working hours, the biggest trade union representing doctors is calling its members to strike. According to the Norwegian Medical Association, doctors in smaller municipalities work an average of 37.7 hours in emergency care per week, in addition to a normal working week as a GP.

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Wage agreement after strike

October 10, 2020

Oil firms struck a wage bargain with trade union officials, ending a 10-day strike. The settlement also included a commitment from oil firms to sign a broader, long-term agreement by April 1, 2021.

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Poland

Trade unions sign agreement on hard coal mines

October 3, 2020

The trade unions NSZZ Solidarnosc SGIE, OPZZ ZZG w Polsce and Kadra signed an agreement with employers and the government to start negotiations on the phase-out of hard coal mining in Poland by 2049. The agreement prevented strike actions in the Silesia-Dabrowa region announced earlier in September by unions as a reaction to the Polish Energy Plan 2040.

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Unemployment rate at 3.1%

October 1, 2020

The seasonally adjusted unemployment rate reached 3.1% in August 2020, down from 3.2% in July according to Eurostat data. The number of unemployed registered in labour offices stood at 530,000 in August against 544,000 in July.

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Portugal

Employment aid scheme for Azores

October 21, 2020

The European Commission has approved a €9.35 million aid scheme for preserving employment on the Azores Islands during the coronavirus outbreak. The scheme was approved under the State Aid Temporary Framework.

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Unemployment jumps by 36%

October 20, 2020

The number of people registered as unemployed increased by 36% in September compared to a year ago, with the tourism-dependent Algarve region suffering the hardest blow as the coronavirus wiped out thousands of seasonal jobs. The total of registered unemployed rose to around 410,000 people, meaning more than 100,000 jobs have been lost across the nation since September 2019.

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Romania

Unemployment rate down to 3.26%

October 26, 2020

The unemployment rate stood at 3.26% in September, 0.26 percentage points lower than in the same month of 2019, according to data from the National Agency for Employment (ANOFM). The rate reported in September was 0.02 percentage points lower than in August 2020. The total number of unemployed registered at the end of September 2020 was 285,294, 1,368 less than at the end of August.

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Ford to put part of staff on ‘technical unemployment’

October 8, 2020

The Romanian unit of Ford informed a selection of its employees in the engine department of its factory in Craiova that it would be putting them on ‘technical unemployment’. Technical unemployment is a measure taken due to a worldwide decrease in the demand for vehicles. The engines from Craiova are produced for vehicles that are assembled in various Ford plants across the world. The automobile manufacturer currently has about 6,300 employees in Romania.

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Serbia

Agreement to increase public wages

October 16, 2020

The International Monetary Fund (IMF) has agreed to the government’s plan to increase wages in the public sector next year. The government already increased the wages in the public sector by an average of 9.6% in November 2019, which led to a rise in the average net salary in the country to €500 as of December 2019.

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Youth jobless rate at lowest level

October 9, 2020

The government announced a record low youth unemployment rate of 20.7% at the end of the first half of 2020. Youth unemployment has been declining gradually, from 29.1% in December 2018 to 25.5% at the end of 2019.

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Slovakia

Bonus for healthcare staff

October 29, 2020

The government will offer a bonus of €500 to each doctor who works at a Covid-19 testing centre. The teams working at the testing centres consist of volunteers and administrative workers, as well as members of the armed forces. However, doctors are essential, because they are the only ones allowed to take the swabs. To motivate doctors to volunteer their services, the government has promised a special bonus for them.

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More support for wages

October 14, 2020

The government has produced several proposals to help businesses impacted by the coronavirus crisis. The plans will support medical staff, entrepreneurs, culture and tourism, according to the government.

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Slovenia

Survey on working from home

October 27, 2020

A survey has shown that a vast majority (96%) of Slovenian companies are considering increasing the share of work conducted from home in the long term, meaning in post-corona times. The poll also showed that companies are more optimistic now than during the spring coronavirus wave.

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Trade union calls for extra funds for education

October 20, 2020

Trade unions have asked the government to secure an additional €90 million for the education sector in both the 2021 and the 2022 budgets, for managing the challenges of the Covid-19 epidemic. The main committee of the SVIZ trade union of teachers and culture workers also urged the Ministry of Education to do something to neutralise what the trade union believes are growing differences among pupils due to remote teaching, as not all of them have the same conditions.

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Spain

Amazon forced to give freelancers employment contract

October 15, 2020

The Labour Inspectorate has forced Amazon to give employment contracts to 4,056 delivery drivers that the online retail giant had hired in Madrid and Barcelona as “false freelancers”, according to sources familiar with the investigation and from the UGT labour union. The Spanish authorities are also demanding €6.16 million to cover the social security contributions that were not paid while the staff were providing services for the multinational in what is commonly known as the “gig economy”. The company announced that it will appeal the decision.

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Plans to change social security contributions for freelancers

October 6, 2020

Self-employed workers are one step closer to paying contributions based on their real income, rather than a fixed monthly amount regardless of how much they make. The Social Security Ministry and the Tax Agency are sharing data to come up with a new system based on income brackets, similar to what has already been done with the Spanish income tax system (IRPF). Under the current system, freelancers can choose the contribution base that they want to pay a rate on. Right now, 85% of Spain's self-employed have opted for the lowest available contribution base, which is €944.

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Labour market sets positive records in September

October 2, 2020

Despite the effect the coronavirus pandemic has had on the economy, September was a record month for the labour market. The number of registered unemployed fell by 26,329, which is the highest figure since at least 1996. Meanwhile, employment grew, with 84,013 new registrations under the social security system, also the highest figure for the month of September. This was partly due to the hiring of more teachers, drafted in across the country so that schools can cope with coronavirus measures, as well as the hiring of agricultural workers.

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Sweden

Revision of pension income prediction

October 26, 2020

The Pensions Agency has revised its prediction for a significant fall in the main component of the state pension, announcing the value of the income pension is set to fall by 0.5% in 2022, rather than by 2.7% as the authority had forecast earlier this year. In Sweden's pay-as-you-go income pension system, benefits are adjusted annually according to changes in wages.

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Negotiations over labour law review

October 20, 2020

Negotiations are underway over a set of hiring and firing laws, with the government hoping that an agreement with trade unions will help avoid a crisis. Discussions are underway to try to break a deadlock in talks between trade unions and employers' organisations. The law under review is the Employment Protection Act. One of the key principles to be discussed is the "last in, first out" rule when it comes to redundancies.

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Switzerland

Debate on home office work

October 23, 2020

Home office work is again recommended wherever possible by the government. But the legal and practical realities of teleworking are not so clear. According to the Swiss Employer's Association, there is no right to home working in Switzerland. This means that an employee who decides to work from home without their

employer's permission runs the risk of sanctions. Even during the height of the pandemic, workers belonging to the most vulnerable groups could theoretically have been obliged to turn up at their place of work.

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One in five workers left job last year

October 22, 2020

According to published figures on professional mobility, 19.2% of people changed, lost or left their jobs from 2018 to 2019. Just under 10% of those working in 2018 changed companies within a year, whereas almost 3% took a job within the same company. Less than 2% became unemployed and just under 5% left the workforce altogether.

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Turkey

Number of unemployed falls, according to Turkish Statistical Institute

October 12, 2020

The unemployment rate was 13.4% in July, a 0.5 percentage point drop compared to July 2019, according to the Turkish Statistical Institute, with the number of unemployed aged 15 and over decreasing by 369,000 to 4.22 million in this month.

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Trade union claims unemployment is double the official statistics

October 13, 2020

According to research by trade union DİSK, unemployment is more than double the official figures, at 9.8 million, because these figures do not include the millions of jobless people.

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United Kingdom

Rolls-Royce workers on strike

October 26, 2020

Workers at two Rolls-Royce factories are to go on strike over plans to move some of the production to Singapore. The company announced plans to merge its plants in Barnoldswick, Lancashire, and cut 350 jobs in August. The Unite union said its members would go on strike for three weeks from 6 November.

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One in ten young people have lost their job since pandemic outbreak

October 26, 2020

A new survey shows that more than one in ten people aged 16-25 have lost their job and just under six in ten have seen their earnings fall since the coronavirus pandemic began. The study by the London School of Economics and Political Science (LSE) and Exeter University found young workers to be twice as likely to have lost their jobs compared to older employees and that employment and earnings losses are more pronounced for women, the self-employed and those who grew up in a poor family.

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New government scheme to pay up to half of wages

October 22, 2020

The government announced that it will increase support for jobs and workers hit by Covid-19 restrictions after growing clamour from firms in “tier two” areas, in particular the hospitality sector. The government announced big changes to the Job Support Scheme (JSS), which is set to replace furlough schemes in November. Instead of a minimum requirement of paying 55% of wages for a third of hours, as announced in September at the launch of the Winter Economic Plan, employers will now have to pay for a minimum of 20% of usual hours worked, and 5% of hours not worked.

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For more information, please contact Paul de Beer, Oana Ciuca or Sjaak van der Velden, 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 <https://www.etui.org/Newsletters/Collective-bargaining-newsletter> or consult the archive with all articles in our database at www.cbnarchive.eu.

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