



*Bericht über die
Tarifverhandlungen 2001*

Einführung

Mit großer Freude kann Ihnen UNI-Europa Graphical nun die Ergebnisse des jährlichen Gutachtens über die Tarifverhandlungen 2001 vorstellen. Gleichzeitig danken wir der John-Gennard-Universität von Strathclyde für ihre ausgezeichnete Arbeit, die sie mit der Zusammenstellung dieses Gutachtens geleistet hat, Simon Dubbins für seine umfangreiche Unterstützung bei der Sammlung der Informationen und François Ballestero.

Das ist das vierte Jahresgutachten und wie seine Vorgänger soll es einen Überblick über die Trends und Entwicklungen der Tarifverhandlungen im europäischen graphischen Sektor geben. Genaue Informationen und ein guter Überblick sind eine wesentliche Voraussetzung, um die Koordination auf europäischer Ebene zu verbessern, und diese wird mit der fortschreitenden wirtschaftlichen Integration des Kontinents immer wichtiger. Ab Januar 2002 werden die Euro-Banknoten und -Münzen im Umlauf sein, und ich bin überzeugt, dass das erhebliche Auswirkungen auf die Tarifverhandlungen in der gesamten EU haben wird, besonders weil die Unterschiede in den Löhnen und Abgaben plötzlich viel transparenter werden. Aufgrund des Abschwungs der Weltwirtschaft nach den Anschlägen vom 11. September in New York und des kontinuierlichen Globalisierungsprozesses wird die Verbesserung der Koordination und Zusammenarbeit auf europäischer Ebene wichtiger denn je.

In Übereinstimmung mit der EMF und der Doorn Group hat sich UNI-Europa Graphical verpflichtet, in den Tarifverhandlungen eine politische Leitlinie der Inflationsrate plus des größtmöglichen Produktivitätsanteils zu verfolgen. Uns liegen jetzt die Ergebnisse von drei Jahren vor, anhand derer wir die Erfolge unserer Mitglieder bei der Durchsetzung des in den Leitlinien bestimmten Niveaus beurteilen können, und aus verschiedenen Gründen ergibt sich ein äußerst gemischtes Bild. Einige Gewerkschaften erreichten Steigerungen, die den Vorgaben entsprechen oder diese übersteigen, während andere deutlich geringere Erhöhungen erreicht haben.

Auch auf anderen Gebieten gab es Fortschritte; so haben einige Länder eine Verkürzung der Arbeitszeit und andere Verbesserungen der Gleichstellungs- und Ausbildungsbestimmungen erreicht. Eine ausführlichere Diskussion können die Mitglieder auf der Konferenz über die Tarifverhandlungen im März 2002 in Italien führen, wo wir auch die Gelegenheit haben, unsere Leitlinien weiter auszufeuern und Wege für die weitere Stärkung der Koordination und Zusammenarbeit auf europäischer Ebene zu prüfen.

Ferner möchten wir darauf aufmerksam machen, dass UNI-Europa Graphical jetzt am Projekt „Dialog-On“ der Europäischen Gewerkschaftsakademie teilnimmt. Durch dieses Projekt dürften wir in der Lage sein, unsere Datenerfassungssysteme auf europäischer Ebene zu verbessern und weiterzuentwickeln. Die Strathclyde Universität hat bereits eine Basiswebsite für die Tarifverhandlungen entwickelt, die auf der Jahreskonferenz vorgestellt wird, und das Schulungsprojekt der Europäischen Gewerkschaftsakademie dürfte zu ihrer Weiterentwicklung beitragen.

Ich bin sicher, dass Sie diesen Bericht als informativ und sehr gut zusammengestellt ansehen werden, und ich freue mich auf die Möglichkeit, auf der Konferenz im März eingehender über die von ihm angesprochenen Probleme zu diskutieren.

Mit besten Wünschen für das Jahr 2002

Tony Dubbins
Präsident von UNI-Europa Graphical



DEPARTMENT OF HUMAN RESOURCE
MANAGEMENT

UNI-EUROPA Graphical Sector

ANNUAL COLLECTIVE BARGAINING SURVEY 2001

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EXECUTIVE SUMMARY

In the 2001 collective bargaining round with national graphical employers' organisations:

- ? Twelve affiliates negotiated revisions to their existing collective agreements. Six affiliates were parties to one year agreements, a further five to two year agreements and one to a three year agreement.
- ? The majority of these revised agreements became effective in either March or April.
- ? The range of national pay increases negotiated for graphical workers varied from a low of +1.5% to a high of +7.5%. The average annual wage increases for graphical workers was 2.2%.
- ? In nine countries, affiliated unions negotiated for their members pay increases in excess of the increase in the rate of inflation.
- ? In only two countries (Netherlands and Croatia) did graphical workers succeed in negotiating pay rises in excess of the sum of inflation plus national productivity increases. In six other countries, graphical workers achieved pay increases almost equal to this sum. The largest shortfalls in the gap between pay increases and the sum of inflation plus national productivity increases were in Finland, Germany, Spain and Belgium.
- ? In six countries (Denmark, France, Ireland, Norway, Sweden and the UK) where pay increases were less than inflation plus productivity increases, the shortfall was probably more than offset by negotiated improvements to qualitative aspects of the agreement.
- ? In France and Spain, important reductions in working time were negotiated, whilst in Italy and Sweden, increases in paid holiday entitlement were agreed. The Swedish newspaper sector also negotiated an entitlement for each employee of five days per year to undertake vocational training as well as enhanced parental leave provision.

An analysis of the progress made by affiliates over the two collective bargaining rounds of 2000 and 2001 in meeting the guidelines for bargaining claims, shows

- ? Only in the Netherlands did graphical unions manage to obtain pay increases in excess of the sum of inflation plus national productivity increases.
- ? Norway and Sweden achieved pay increases in the two bargaining rounds almost equal to the Guideline. The biggest shortfalls were in Finland, Belgium, Ireland, Austria, Luxembourg and Spain. The average shortfall between pay increases and the sum of the increases in inflation plus national productivity over the full two year period was 2.35 percentage points.
- ? Taking the full two year period, of the countries where there was a shortfall in the wage guidelines in **five**, the gap declined whilst in **five** others the gap widened.
- ? Again, taking the full two year period, in **seven** countries, (Croatia, Denmark, Iceland, Netherlands, Norway, Sweden and the UK), graphical workers received pay increases greater than the rate of increase in inflation.
- ? In **three** countries (Denmark, Sweden and Denmark) where over the full two year period pay increases were less than inflation plus productivity increases the shortfall was probably more than offset by negotiated improvements to the qualitative aspects of the agreements.
- ? The assessment of progress towards meeting the guideline of pay increases at least equal to the sum of increases in inflation plus national productivity should not be seen as a *“performance”* exercise. Rather the comparison is intended to help affiliates in one country to understand why affiliates in other countries cannot, for one reason or another, meet the guideline eg employer resistance.
- ? In developing the Collective Bargaining Survey, more attention should, in future, be paid to qualitative aspects as these are obviously as important to affiliates as the quantitative aspects. The problem, however, is calculating the costs of the improvements in these qualitative aspects.

INTRODUCTION

This report analyses the outcome of the 2001 collective bargaining round with national graphical employers' organisations against the common bargaining agenda agreed at the Collective Bargaining Conference of Negotiators held in Strasbourg, France 26 and 27 November 2000. It also evaluates the progress made by affiliates in meeting the guidelines for bargaining claims contained in the 2000 and in the 2001 Agreement on European Co-ordination of Collective Bargaining.

THE PURPOSE OF THE SURVEY

The main aims of the Annual Collective Bargaining Survey are fourfold. First, it provides an overview of collective bargaining developments in the year. Second, it monitors progress on meeting the collective bargaining agenda objectives for the year as established by the Annual Collective Bargaining Conference held each November. Third, it helps that Conference to identify, and to establish, the key priorities for the next collective bargaining round with national graphical employers' organisations. Finally, it improves the exchange of information on national bargaining rounds amongst affiliates and assists UNI-Europa Graphical (UNI-EG) to influence discussions about co-ordinating a common bargaining agenda at the ETUC level.

THE 2001 AGREEMENT ON CO-ORDINATION OF COLLECTIVE BARGAINING

These were agreed at the November 2000 Collective Bargaining Conference of Negotiators. The guidelines are shown in Figure 1. This conference made, relative to the 2000 bargaining round, the guidelines for improvements in working conditions more specific. In the 2001 bargaining round, the objective of national bargaining with graphical employers was to achieve outcomes in which improvements in employment conditions were at least equal to the sum of the annual increase in inflation plus the annual increase in national productivity. Nominal wage increases could be lower than this sum being offset by the sum of cost effective qualitative improvements in working conditions (eg hours of work, holidays) and non-cost effective qualitative improvements (eg vocational training, equality issues and health and safety).

FIGURE 1:

AGREEMENT ON COMMON COLLECTIVE BARGAINING OBJECTIVES FOR 2001 MADE AT THE 2000 COLLECTIVE BARGAINING CONFERENCE

1. Provision of Information
 - a. update regularly the Collective Bargaining Survey
 - b. reporting of national agreements concluded to UNI-EG
 - c. continuous monitoring
 - d. all affiliates are required to participate in the Annual Collective Bargaining Conference

2. Social Dialogue

All affiliates are required to exert pressure on national employer organisations to engage in European Social Dialogue/collective bargaining.

3. Regional Collective Bargaining

Support for regional/sub regional collective bargaining through UNI-EG group structure co-ordinated by the Collective Bargaining Committee.

4. Guidelines for Bargaining Claim

Wages plus (+) qualitative aspects should be at least equal to inflation plus national productivity.

5. Cost Effective Qualitative Aspects
 - a. Working Hours

Standard hours of 1,750 hours per year. The CBC will examine in 2001 the overtime question with a view to drawing up guideline proposals for the next Conference to consider.

6. Non Cost Effective Qualitative Aspects
 - a. vocational training
 - b. equality – including race, disability and gender
 - c. health, safety and working environment

In consultation with the appropriate UNI-EG Committees, statements covering minimum standards on the above to be developed during 2001.

7. Transnational Companies

CBC will be asked to look at transnational company level co-ordination

8. Transnational Solidarity

All UNI-EG affiliates will act and provide transnational solidarity in pursuit of these claims.

9. 2001 Collective Bargaining Conference

The next Collective Bargaining Conference will be held in Quorn. Its objective will be to monitor and to evaluate the progress made during 2001 with a view to propose a policy for 2002.

THE QUESTIONNAIRE/INTERVIEWS

The data upon which this report is based was collected by a questionnaire sent to UNI-EG affiliates. Fourteen useable questionnaires were returned. The number of affiliates for which information concerning the 2001 collective bargaining round was collected was then increased by telephone and face-to-face interviews with the appropriate union's key negotiators. The face-to-face interviews were conducted at the UNI World Congress held in Berlin in September 2001 and at the UNI-EG Annual Conference held in Prague in October 2001. Simon Dubbins acted as the interpreter. Such interviews were also conducted at the same venues to obtain from the appropriate affiliate union official, clarification of information provided in the returned questionnaires.

Table 1 shows different elements raised in the questionnaires and the face-to-face interviews and whether replies were provided to these issues. A tick (✓) denotes information was provided whilst an 'x' means no information was provided. In 2001, five affiliates (Austria, Croatia, the Czech Republic, Luxembourg and the Russian Cultural Workers) negotiated changes to existing agreements which contained no changes in their qualitative elements. In Austria, however, qualitative employment issues are covered by a general overall agreement which normally lasts for five years. Negotiations to revise this agreement began in mid 2001.

DATES AND DURATION OF AGREEMENTS

Longer Term Agreements Signed in 2000

In 2001, in seven countries, affiliates were working under agreements negotiated in 2000 and which were over one year in duration. In Denmark and Iceland, four year agreements (terminating in 2004)

were operating whilst in Germany, the Netherlands and Norway two year agreements were in existence and which will be subject to re-negotiation in 2002. In Ireland, the Prosperity and Fairness agreement made at the confederal level in May 2000, terminates in February 2003 – a period of two years and nine months. In Sweden, a 2½ year agreement covering the graphical sector (excluding newspapers), made in April 2000, operates in the graphical sector until October 2002.

**TABLE 1
ELEMENTS IN THE QUESTIONNAIRE/INTERVIEWS**

Country	Start and Finish Date of Agreement	Quantitative Elements	Qualitative Elements					
		Wage Increase	Working Time	Holidays	Vocational Training	Equality Issues	Health & Safety	Other
Austria	☞	☞	X	X	X	X	X	X
Belgium	☞	☞	X	☞	☞	X	X	☞
Croatia	☞	☞	X	X	X	X	X	X
Czech Rep	☞	☞	X	X	X	X	X	X
Denmark	☞	☞	2000 agreement	X	2000 agreement	2000 agreement	X	☞
Finland	☞	☞	X	X	☞	☞	☞	☞
France	☞	☞	☞	X	X	X	X	X
Germany	☞	☞	2000 agreement	X	X	X	X	X
Iceland	☞	☞	X	X	X	X	X	X
Ireland	☞	☞	X	X	☞	☞	X	X
Italy	☞	☞	X	X	2000 agreement	X	☞	X
Luxembourg	☞	☞	X	X	X	X	X	X
Netherlands	☞	☞	X	X	X	X	☞	X
Norway	☞	☞	X	2000 agreement	2000 agreement	X	X	X
Portugal	NO NEW NATIONAL AGREEMENT IN 2001							
Russia	☞	☞	X	X	X	X	X	X
Spain	☞	☞	☞	X	X	X	X	☞
Sweden	☞	☞	X	☞	☞	☞	X	X
Switzerland	NO NEW NATIONAL AGREEMENT IN 2001							
UK	☞	☞	X	X	X	☞	X	X

Agreements Made in 2001

In the 2001 collective bargaining round, affiliates in six countries [Austria, Croatia, the Czech Republic, France (the newspaper sector), Italy and the United Kingdom] concluded one year agreements whilst in seven other countries, affiliates signed longer term agreements. In Russia, the Swedish newspaper sector, Luxembourg, Belgium and Finland, two year agreements were signed. In Spain, a three year agreement was concluded. However, in two countries – Portugal and Switzerland – no agreements, as had been in the case in 2000, at the national level were concluded in 2001.

Of the 18 collective agreements analysed, in the 2001 survey (see Table 2) in ten a wage increase became effective in March (four agreements) or April (six agreements) 2001. Three became effective in January 2001 and a further two in February 2001. Wage increases also became effective in May 2001 (Spain), in August 2001 (Swedish Newspaper Sector) and November 2001 (Croatia). This indicates the co-ordination of the anniversary dates of agreements might be envisaged as most of the annual bargaining in the graphical industries of Europe takes place in similar months.

TABLE 2
DATES OF AGREEMENTS

COUNTRY	DATES AND DURATION OF AGREEMENTS
Austria	1 year agreements (1/4/01-31/3/02); 5 year (1996-2001) general overall agreement
Belgium	2 year agreement (1/1/01-31/12/02)
Croatia	1 year agreement (1/11/01-30/10/02)
Czech Republic	1 year agreement (1/4/01-31/3/02)
Denmark	4 year agreement (1/3/00-29/2/04)
Finland	2 year agreement (1/2/01-31/1/03)
France	1 year agreement (1/1/01-31/12/01) – Newspaper Sector only
Germany	2 year agreement (1/4/00-31/3/02)
Iceland	4 year agreement (1/3/00-28/2/04)
Ireland	2 year 9 month agreement (1/4/00-31/3/02)
Italy	1 year agreement (wages) – Newspaper Sector only 1/1/01-31/12/01; 3 year (non wages) 1/1/99-31/12/02) 2 year agreement (Graphical Sector) 1/1/00-31/12/01); 4 year (non wage) 1/1/00-31/12/03) 3 year agreement (graphical agreement for small companies – 1/1/01-31/12/04)
Luxembourg	2 year agreement (1/3/01-28/2/03)
Netherlands	2 year agreement (1/2/00-31/1/02)
Norway	2 year agreement (1/4/00-31/3/02)
Portugal	No national wage agreement – trying to negotiate a new agreement since April 2000
Russia	2 year agreement (19/3/01-31/12/03)
Spain	3 year agreement (4/5/01-3/5/04)
Sweden	2½ year agreement (1/4/00-31/10/02) – graphical industry 2 year agreement (1/8/01-31/3/03) – Newspaper Sector only
Switzerland	No national wage agreement – trying to negotiate a new agreement since 2000
United Kingdom	1 year agreement (24/4/01-23/4/02)

BARGAINED WAGE INCREASES IN 2001

Actual Pay Increases

Column four of Table 3 shows the percentage increases in pay negotiated in national pay bargaining for graphical workers in 18 European countries. It also shows that the range of percentage increases in wages they received varied from a low of 1.5% in Luxembourg to a high of 7.5% in Ireland. The average annual wage increases for graphical workers resulting from national collective bargaining activities in 2001 was 3.3%. In six west European countries – Denmark, Ireland, the Netherlands, Norway, Sweden and the UK – graphical workers received annual pay increases in excess of the annual rate of increase in the rate of inflation. This was also the case for graphical workers in the Czech Republic, Croatia and Russia.

In France, 2001 saw the successful negotiation of a revised collective agreement in the newspaper sector providing for an increase of 2.5% payable in three stages. In the graphical sector, a new national agreement was negotiated which, although did not cover wages, provided for employees, on certain conditions, to retire from work at age 57. The sector also saw an agreement to give effect to the implementation of the 35 hour working week in companies employing less than 20. Increases in pay, in 2001, in the graphical sector were negotiated at company, not national level.

TABLE 3
QUANTITATIVE ASPECTS OF THE 2001 GUIDELINES : WAGE RISES

Country	1	2	3	4	Difference Col 4 Minus Col 3
	Guideline Determinants		Inflation Plus Productivity	Bargained Wage Increase %	
	Increase in Inflation %	Increase in National Productivity %			
Austria	+2.9	+2.2	+5.1	+2.3	-2.8
Belgium	+3.8	+1.3	+5.1	+2.2	-2.9
Croatia	+3.6	+4.0	+7.6	+8.0	+0.4
Czech Republic	+4.7	na	na	+5.2	na
Denmark	+3.1	+1.9	+5.0	+3.8	-1.2
Finland	+3.2	+3.4	+6.6	+2.3	-4.3
France	+2.5	+1.5	+4.0	+2.5	-1.5
Germany	+3.6	+3.0	+6.6	+2.5	-4.1
Iceland	+5.6	na	na	+3.0	na
Ireland	+4.1	+4.7	+8.8	+7.5	-1.3
Italy	+2.9	+1.8	+4.7	+2.5	-2.2
Luxembourg	+2.1	+1.9	+4.0	+1.5	-2.5
Netherlands	+2.1	+1.4	+3.5	+4.0	+0.5
Norway	+4.0	+1.8	+5.8	+4.2	-1.6
Russia	+20.0	na	na	+33.0	na
Spain	+4.2	+2.5	+6.7	+3.0	-3.7
Sweden	+3.1	+2.3	+5.4	+4.5	-0.9
United Kingdom	+2.6	+2.2	+4.8	+3.1	-1.7

Notes:

1. The figures for inflation and national productivity are from Eurostat.

In April 2000 in Ireland, the Programme for Prosperity and Fairness (PPF) was implemented and was to operate until 31 March 2002. It comprises a mixture of pay increases (5% in 2000 and in 2001 and 4% in 2002), cuts in taxation and provisions relating to wider social policy areas such as equal opportunities, pensions, family friendly policies and partnership. During 2000, a number of factors, including the inflation rate increasing faster than expected to reach 6.2% per annum by August 2000, led to strains and the possibility of its collapse. In December 2000, the ICTU and IBEC reached

agreement on an adjustment to the PPF whereby unions and employers could negotiate an additional pay increase of 2% on top of the 5% already agreed for April 2001. Graphical workers in Dublin and the Irish Provinces received this additional increase from Irish graphical employers thereby giving them a 7.5% wage increase in April 2001

The agreement for the graphical industry reached in Spain in May 2001 operates for three years. It provides a 3% wage increase in 2001, a further 2.9% in 2002 and an additional 2.8% in 2003. The agreement was signed by the UGT graphical union but not the FCT-CC-00 union which had engaged in industrial action to gain improved terms. It was unhappy the agreement contains no clause which permits the re-opening of negotiations over pay if the inflation rate increases faster than anticipated during the lifetime of the agreement.

The 4.5% increase in wages in Table 3 for Sweden relates to a two year agreement, operating from 1 August 2001, covering the newspaper sector. In addition to the minimum increase of 4.5% for all workers there was a 5% increase to existing shift work premium payments. Employees in the graphical industry received an annual increase, in 2001 of 540 kr per person under a 2½ year agreement operating from April 2000.

In the UK, changes to the national agreement in the English and Welsh graphical industry saw a wage increase of 3.1%. Another improvement was in the industry's Sick Pay Scheme with an increase in the level of sick pay from 60% of the agreed Agreement minimum to 75% of that minimum.

No new national agreements were concluded in 2001 in Portugal and Switzerland. It is the first time since 1945 that there has not been a national agreement in the Swiss graphical industry. There had also been no negotiated national agreement in 2000. The 2001 demand from COMEDIA was for a 5% increase in wages and the achievement of a minimum wage for all graphical workers of 3,000 Swiss Francs. The claim is designed to help the lower paid workers, the majority of whom are women. The

Swiss employers refuse to negotiate a new national agreement, arguing that the company is the most appropriate level at which to settle pay. In reality, in 2001 employers in Switzerland have simply imposed unilaterally small increases in pay.

MEETING THE QUANTITATIVE ASPECTS OF THE 2001 GUIDELINES

Table 3 assesses the 2001 pay bargaining outcomes in the graphical industry of 18 European countries against the agreed guideline of achieving wages improvements at least equal to the sum of increases in the annual rate of inflation plus the annual rate of increase in national productivity. In only two countries (the Netherlands and Croatia) was this guideline target exceeded. In six countries, however, (Denmark, France, Ireland, Norway, Sweden and UK), the pay increase in the graphical industry was almost equal to the guidelines. Although in these six countries the pay increase was below the sum of inflation plus productivity it was above that for the annual increase in the rate of inflation. This means real wages (ie the purchasing power) of graphical workers in these countries improved in the 2001 round of national bargaining with national graphical employers' organisations.

For the 15 countries for which complete data is available, Table 3 shows an average shortfall of 2.4 percentage points between pay increases and the sum of inflation and productivity increases. The largest shortfalls were registered in Finland, Germany, Spain and Belgium. However, of the 13 countries below the 2001 wage guideline, 11 succeeded in negotiating improvements to the cost and non-cost effective qualitative aspects of their agreements (see Figure 2). Seven of these agreements (Belgium, Finland, France, Italy, Spain, Sweden and the UK) were negotiated in the 2001 wage round. In Denmark, Germany, Ireland and Norway, graphical workers benefited from the implementation in 2001 of improvements in the qualitative aspects of their agreements negotiated in 2000 as part of longer duration agreements. Although the costs of these qualitative aspects are not easy to calculate, when they are taken into account they probably more than offset the 2001 shortfall between pay rises and the sum of inflation and productivity increases in Denmark, France, Ireland, Norway, Sweden and the United Kingdom.

BARGAINED CHANGES IN 2001: QUALITATIVE ASPECTS

Reduced Working Time

2001 saw in France the conclusion of two agreements designed to increase employment opportunities. In the graphical sector, FILPAC and the national employers' organisation concluded an agreement under which whereby employees could retire from work at the age of 57 provided they had contributed to the social security system for at least 40 years. Agreement was also reached on the introduction of the 35 hour working week in companies employing less than 20 employees. In France, the law permits employees to work a maximum of 150 paid hours of overtime. Any overtime hours worked in excess of this figure must be compensated for by time off in lieu. To assist the flexible introduction of the 35 hour working week into small companies, the 150 maximum paid overtime hours limit is raised for such companies to 170 hours.

FIGURE 2

COST AND NON COST EFFECTIVE QUALITATIVE ASPECTS CHANGES TO AGREEMENTS : 2001

Reduction in Working Time	Increases in Holiday Entitlement	Improvements in Vocational Training Arrangements	Equality Provisions	Health and Safety Provisions	Other Significant Changes
<p>FRANCE (2001)</p> <p>Introduction of 35 hour working week into companies employing less than 20</p> <p>Provisions for early retirement</p>	<p>ITALY (2001)</p> <p>Transfer of overtime hours worked into extra rest days</p>	<p>BELGIUM (2001)</p> <p>Increases in the % of total wages and salary costs to fund the training of the workforce</p>	<p>FINLAND (2001)</p> <p>A framework programme to promote equality in working life</p>	<p>ITALY (2001)</p> <p>Acceptance by employers that worker representatives have a role in the management of health and safety at the workplace</p>	<p>FINLAND (2001)</p> <p>Shop stewards received an increase in pay for hours they spend on trade union duties</p>
<p>SPAIN (2001)</p> <p>Annual working hours reduced by 8 hours</p>	<p>SWEDEN (2001)</p> <p>Two additional days paid holiday for employees 40 years or more</p>	<p>FINLAND (2001)</p> <p>National legislation covering workplace learning transposed into the collective agreement</p>	<p>SWEDEN (2001)</p> <p>improved parental leave provisions</p>		<p>SPAIN (2000)</p> <p>Modernise the pay structure</p>
<p>GERMANY (2000-02)</p> <p>Partial retirement for shiftworkers</p>	<p>NORWAY (2000-02)</p> <p>One week extra paid holidays plus a further extra week for employees over 60 years of age</p>	<p>SWEDEN (2001)</p> <p>5 days per year per employee to undertake industrial training</p>	<p>UK (2001)</p> <p>Equality in respect to pension and parental leave rights entitlement to same sex partners</p>		

The two-year agreement negotiated in Germany in 2000 provided for partial retirement for shift workers. Such workers (ie workers employed on permanent night shifts or alternative shifts) are entitled legally to partial retirement from the age of 57 onwards for a maximum of six years provided they have been continuously employed in the company for 10 years. The request for partial retirement is limited to 5% of the industrial workforce and a maximum of 8% of shift workers. The same limits also apply to non-manual employees. During partial retirement, workers receive 85% of their previous net income. Employees, other than shift workers, can only obtain partial retirement on a voluntary basis ie with the agreement of the company. If such voluntary agreements are concluded then during partial retirement the employee will receive a minimum amount of 80% of their previous net income.

The three year graphical industry agreement in Spain signed in 2001 provided for the total annual working hours to be reduced from 1,792 to 1,784. This eight hour reduction provides for a standard working week of 40 hours.

Increase in Holiday Entitlement

2001 saw in Italy an agreement covering small graphical companies permitting employees to transfer worked overtime hours into extra rest days. The banking of working hours at the company level is to be worked out on an individual-by-individual basis.

The Swedish newspaper sector agreement provided for an increase of two extra days paid holiday entitlement. One becomes effective in 2002 and the other in 2003. This change makes the paid holiday entitlement of employees who are 40 years or over 27 days. The two year agreement (April 2000-March 2002) in the Norwegian graphical industry also provided for increased paid holidays. All workers in the packaging sector received an additional weeks paid holiday to bring their total entitlement to five weeks. This additional holiday entitlement is being phased in. Two extra days were introduced in 2001. The other three days are to be implemented in 2002. Under the same agreement, all employees who are aged 60 and over are to receive one weeks paid additional holiday entitlement,

to give a total entitlement by the end of 2002, of six weeks. Again, the increased entitlement is phased. Two extra days came on stream in 2001 and the remaining three additional days will be introduced during 2002.

Vocational Training

The 2001 agreement in Swedish newspapers, provides the right for every employee to undergo each year five days of vocational training. The individual's training programme is agreed jointly between themselves and their employer. However, at the workplace, shop stewards discuss with the employer the training needs for the next 12 months for all employees. The individual's five days of training are fitted into these staffing plans.

In Finland, national legislation covering workplace learning opportunities was transposed in 2001 into the printing industry agreement whilst in Belgium the agreements in both the graphical and the newspaper sectors increased by 0.1% the proportion of the total wage and salary bill to be used to finance vocational training. In addition, 0.05% of the total wages and salary bill was to be made available as a fund to assist the training and re-training of workers aged 45 years and over.

In 2001, in the UK, the British Printing Industries Federation (BPIF) agreed to join the GPMU in an approach to the UK government for the introduction of a statutory Training Framework for the industry. The government indicated that, providing the social partners jointly recommended the introduction of a framework, they would introduce the necessary legislation to give effect to it.

Equality

In Finland, the 2001 collective bargaining round resulted in the central trade union and employer bodies agreeing to draw up a framework programme to promote equality, particularly gender equality, in working life. The Swedish newspaper sector agreement introduced full paid parental leave. 10% of this sum is paid by the employer with the remaining 90% provided from state funds. This change in the

agreement is in reality a supplement to the state system. In the UK, the 2001 wage agreement committed the union and the employers to non-discrimination on grounds of sexual orientation. The employers organisation agreed to encourage its members to see that occupational pension schemes and parental leave rights apply to some sex partners and that where companies offer paternity leave they would also advise members to extend it to same sex partners.

Health and Safety Issues

In Italy in 2001 under the three year non-wage agreement (1 January 2000 to 31 December 2001) an increase in the amount of paid time off for union health and safety representatives was implemented.

Other Significant Changes

The Finnish agreement provided shop stewards with a 10% increase in pay for the hours they spend on trade union duties. Shop stewards, depending on the size of the firm, are allowed a number of hours off work to undertake trade union duties. They are entitled to a number of hours of pay for that time. For example, in an enterprise employing 20-49 employees, a shop steward is entitled to three hours per week on trade union duties. For these three hours the shop steward receives the equivalent four hours pay.

2001 saw in Spain, improvements in the pay of lower paid graphical workers by the combining of the lowest three points on the pay scale. At the same time, the parties committed themselves to review, and modernise, the existing categories included in the pay structure, particularly as some of the categories no longer exist.

A significant feature of the UK agreement was an exchange of letters between the GPMU and the BPIF, recognising the GPMU as being the appropriate union in the industry for white collar recruitment and organisation.

PROGRESS TO MEETING THE 2000 AND 2001 AGREEMENTS ON EUROPEAN CO-ORDINATION OF COLLECTIVE BARGAINING

Graphical unions across Europe have experienced some difficulties in achieving bargaining settlements that equal the sum of inflation and national productivity increases. Table 4 provides data for 14 countries for the bargaining rounds of 2001 and 2000. It shows that over the full two year period, only in the Netherlands did graphical unions, by a margin of +0.1 percentage points, manage to exceed this target. Norway and Sweden came the closest with shortfalls of -1.9 percentage points and -0.6 percentage points respectively.

The biggest shortfalls were in Finland, Belgium, Ireland, Austria, Luxembourg and Spain. The table also shows an average shortfall over the two year period of 2.35 percentage points between pay rises and the sum of inflation and productivity increases. The corresponding figures for each of the years separately is 2.3 percentage points for the 2000 collective bargaining round and -2.4 percentage points for the 2001 round. Taking the full two year period, of the countries where there is a shortfall between bargained pay increases and the sum of increases in inflation and national productivity, in five (Austria, Belgium Ireland, Luxembourg and the United Kingdom), the gap declined in 2001 relative to 2000. On the other hand, in another five (Finland, Germany, Italy, Norway and Spain) the gap widened in 2001 relative to 2000.

Table 4 also reveals that over the full two year period in seven countries (Croatia, Denmark, Ireland, the Netherlands, Norway, Sweden and the United Kingdom), graphical workers received pay increases greater than the increase in the rate of inflation. In these countries, real wages were thus improved. Graphical workers in Germany and Italy came the closest to maintaining their real purchasing power with shortfalls of -0.6 percentage points.

Taking the full two year period, in 11 of the 14 countries shown in Table 4, graphical workers succeeded in gaining improvements to the cost effective qualitative aspects of their collective

agreements. When the costs of these improvements are taken into account, in addition to those in the Netherlands, graphical workers in Denmark, Sweden and Norway have probably received improvements in pay and employment conditions in excess of the sum of increases in inflation plus increases in national productivity.

TABLE 4

2000 AND 2001 GUIDELINES : PROGRESS ON ACHIEVEMENT

Country	Guideline Determinants		3	4	5	Qualitative Aspects	
	Increase in Inflation %	Increase in National Productivity %	Inflation + Productivity	Bargained Wage Increase %	Difference Col 4 Minus Col 3		
AUSTRIA	2000	+3.0	+2.4	+5.5	+2.0	-3.4	NO
	2001	+2.9	+2.2	+5.1	+2.3	-2.8	
	Total	+5.9	+4.6	+10.5	+4.3	-6.2	
BELGIUM	2000	+3.2	+1.2	+4.6	+1.0	-3.6	YES
	2001	+3.8	+1.3	+5.1	+2.2	-2.9	
	Total	+7.0	+2.5	+9.7	+3.2	-6.5	
CROATIA	2000	+6.4	+3.5	+9.9	+6.0	-3.9	NO
	2001	+3.6	+4.0	+7.6	+8.0	+0.4	
	Total	+10.0	+7.5	+17.5	+14.0	-2.5	
DENMARK	2000	+2.9	+1.8	+4.7	+3.7	-1.0	YES
	2001	+3.1	+1.9	+5.0	+3.8	-1.2	
	Total	+6.0	+3.7	+9.7	+7.5	-2.2	
FINLAND	2000	+4.2	+1.6	+5.8	+3.1	-2.7	YES
	2001	+3.2	+3.4	+6.6	+2.3	-4.3	
	Total	+7.4	+5.0	+12.4	+5.4	-7.0	
GERMANY	2000	+2.5	+1.1	+3.6	+3.0	-0.6	YES
	2001	+3.6	+3.0	+6.6	+2.5	-4.1	
	Total	+6.1	+4.1	+10.2	+5.5	-4.7	
IRELAND	2000	+6.2	+3.9	+10.1	+5.0	-5.1	YES
	2001	+4.1	+4.7	+8.8	+7.5	-1.3	
	Total	+10.3	+8.6	+18.9	+12.5	-6.4	
ITALY	2000	+2.7	+0.3	+3.0	+2.5	-0.5	YES
	2001	+2.9	+1.8	+4.7	+2.5	-2.2	
	Total	+5.6	+2.1	+7.7	+5.0	-2.7	
LUXEMBOURG	2000	+3.2	+1.6	+4.8	+1.5	-3.3	NO
	2001	+2.1	+1.9	+4.0	+1.5	-2.5	
	Total	+5.3	+3.5	+8.8	+3.0	-5.8	
NETHERLANDS	2000	+2.9	+1.5	+4.4	+4.0	-0.4	YES
	2001	+2.1	+1.4	+3.5	+4.0	+0.5	
	Total	+5.0	+2.9	+7.9	+8.0	+0.1	

Country	Guideline Determinants		3	4	5	Qualitative Aspects
	Increase in Inflation %	Increase in National Productivity %	Inflation + Productivity	Bargained Wage Increase %	Difference Col 4 Minus Col 3	
NORWAY						
2000	+3.5	+0.6	+4.1	+3.8	-0.3	YES
2001	+4.0	+1.8	+5.8	+4.2	-1.6	
Total	+7.5	+2.4	+9.9	+8.0	-1.9	
SPAIN						
2000	+3.0	+2.2	+5.2	+3.1	-2.1	YES
2001	+4.2	+2.5	+6.7	+3.0	-3.7	
Total	+7.2	+4.7	+11.9	+6.1	-5.8	
SWEDEN						
2000	+1.0	+2.5	+3.5	+3.8	+0.3	YES
2001	+3.1	+2.3	+5.4	+4.5	-0.9	
Total	+4.1	+4.8	+8.9	+8.3	-0.6	
UNITED KINGDOM						
2000	+3.3	+2.3	+5.6	+2.9	+2.7	YES
2001	+2.6	+2.2	+4.8	+3.1	-1.7	
Total	+5.9	+4.5	+10.4	+6.0	-4.4	

SCHLUSSFOLGERUNGEN

In der Tarifverhandlungsrunde 2001 mit den nationalen Arbeitgeberorganisationen des grafischen Sektors erhielten die Arbeitnehmer nur in zwei Ländern Lohnerhöhungen, die über die Inflationsrate und den Produktivitätszuwachs hinausgingen. In sechs anderen Ländern erreichten die Arbeitnehmer des Grafiksektors Lohnerhöhungen in fast ähnlicher Höhe. Dennoch ist in diesen Ländern der Lohnzuwachs der Arbeitnehmer des Grafiksektors größer als die jährliche Zunahme der Inflationsrate, wodurch ihre reale Kaufkraft zunimmt. In 11 der 13 Länder, in denen die Lohnerhöhung der Arbeitnehmer des Grafiksektors nicht der Inflation zuzüglich der nationalen Produktivitätssteigerung entsprach, gelang es ihren Gewerkschaften, Verbesserungen in den kostenwirksamen und – unwirksamen qualitativen Aspekten ihrer Tarifvereinbarungen zu verhandeln. Obwohl die Kosten dieser qualitativen Aspekte schwierig zu ermitteln sind, wenn sie zu den erreichten Lohnerhöhungen hinzugerechnet werden, sind sie wahrscheinlich mehr als ein Ausgleich des Fehlbetrags zwischen dem Lohnanstieg und der Inflationssumme und den Produktivitätssteigerungen in wenigstens sechs weiteren Ländern.

Im gesamten Zweijahreszeitraum (Tarifverhandlungsrunden 2000 und 2001) schafften es allein die Arbeitnehmer des Grafiksektors in den Niederlanden, Lohnerhöhungen durchzusetzen, die über der Inflationssumme zuzüglich der nationalen Produktivität liegen. Über den gesamten Zweijahreszeitraum gerechnet, erhielt in den Ländern, in denen es einen Fehlbetrag zwischen der verhandelten Lohnerhöhung und der Summe der Inflations- und Produktivitätssteigerung gab, jeder siebte Arbeitnehmer des Grafiksektors Lohnerhöhungen über der Inflationsrate.

Rechnet man die Tarifverhandlungsrunden 2000 und 2001 in den 11 Ländern zusammen, so ergeben sich für die Arbeitnehmer des Grafiksektors Verbesserungen einer oder mehrerer Urlaubsansprüche, Verringerungen der jährlichen Arbeitsstunden, Verbesserungen der Berufsbildungsmaßnahmen und in Gleichstellungsfragen. Obwohl es für einen Arbeitgeber schwierig ist, die Mehrkosten zu bestimmen, die durch diese qualitativen Aspekte des Arbeitsverhältnisses entstehen, kann man wahrscheinlich mit

Recht behaupten, dass, wenn diese Kosten zu den 2000 und 2001 erreichten Lohnerhöhungen hinzugerechnet werden, die Arbeitnehmer des Grafiksektors in mindestens vier Ländern Europas (Niederlande, Dänemark, Schweden und Norwegen) in dem Zweijahreszeitraum Verbesserungen ihres Lohns und ihrer Arbeitsbedingungen erzielten, die über die Summe der Inflationserhöhungen und nationalen Produktivitätssteigerungen hinausgehen.

Die Beurteilung der Fortschritte beim Erreichen der Zielvorgabe der Lohnerhöhungen, die mindestens den Inflationserhöhungen und nationalen Produktivitätssteigerungen entsprechen, sollte von den Mitgliedern nicht als Wettlauf oder Test mit Gewinnern und Verlierern, das heißt jenen, die besser und jenen, die schlechter als die Zielvorgabe abschneiden, aufgefasst werden. Es sollte darin keine „Leistungsübung“ gesehen werden. Der Vergleich sollte vielmehr Mitgliedern einzelner Länder bei der Ermittlung der Ursachen helfen, aufgrund derer die Zielvorgaben in anderen Ländern nicht erreicht werden können, zum Beispiel aufgrund des Widerstands der Arbeitgeber gegen solche Forderungen, aufgrund der Fokussierung der makroökonomischen Politik der Zentralregierung auf die Begrenzung von Lohnerhöhungen, und aufgrund dessen, dass ein Mitglied möglicherweise seine eigenen spezifischen Tarifverhandlungsziele verfolgt, die im Widerstreit mit den Zielvorgaben stehen. Am besten wird es als Weg gesehen, den Austausch von Informationen über die gegenwärtige nationale Situation zu verbessern, und als Gelegenheit für die Mitglieder eines jeden Landes, aus ähnlichen Erfahrungen in der Vergangenheit oder Gegenwart zu lernen, die ein oder mehrere Mitglieder in einem anderen Land bereits gemacht haben.

Die qualitativen Aspekte der Zielvorgaben sind für die Mitglieder bei der Beurteilung der Lohnerhöhungen und anderer Aspekte der Tarifverhandlungen wichtig. Bei der Entwicklung der Übersicht zur Tarifverhandlung sollte qualitativen Aspekten in Zukunft mehr Beachtung geschenkt werden, da sie für die Mitglieder offenkundig genauso wichtig wie die quantitativen Aspekte sind. Wie die Erhebung für 2001 zeigt, wurden in einigen Ländern Defizite zwischen den Lohnerhöhungen und der Inflationssumme zuzüglich der nationalen Produktivitätssteigerungen durch Verbesserungen qualitativer Aspekte zumindest ausgeglichen. Dennoch scheinen die Mitglieder derzeit nicht in der Lage

zu sein, Veränderungen qualitativer Aspekte zu messen. Falls die Kosten der qualitativen Aspekte nicht durch Zahlen belegt werden können, sollten die Mitglieder bei zukünftigen Tarifverhandlungsumfragen um umfassende Einzelheiten der politischen Initiativen oder Veränderungen an bestehenden Vereinbarungen im Zusammenhang mit den fünf qualitativen Aspekten der Untersuchung gebeten werden.