

EUROPEAN TRADE UNION INSTITUTE

COLLECTIVE BARGAINING IN WESTERN EUROPE IN 1985 AND PROSPECTS FOR 1986



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It was established in 1978 at the initiative of the European Trade Union Confederation (ETUC) to deal with European aspects of economic, social and political developments of particular importance for workers and their trade unions.
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Publisher: Günter Köpke. ETUI. Boulevard de l'Impératrice. 66. 1000 Bruxelles.

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FOREWORD

This is the seventh annual review of collective bargaining in Western Europe to be published by the European Trade Union Institute. The previous reports have proved to be of great interest both within the trade union movement itself and in political and government circles, international organisations, the European Community and amongst experts and researchers in this field.

This report describes the trade union claims and settlements reached in 1985 and also looks ahead to 1986. It is a continuation of the systematic comparative study of collective bargaining developments in 18 Western European countries.

However, this report for the first time restricts its coverage to two areas of special importance in collective bargaining, namely, wages, purchasing power and wage systems, on the one hand, and working hours, on the other. After due consideration, the ETUI has decided to concentrate on these two major areas while at the same time describing the background to the collective bargaining and looking ahead to future developments.

This means that the areas of social benefits, industrial democracy and trade union rights, as well as job protection and creation, which were previously covered in these reports, will in future be dealt with in comprehensive reports to appear every 2 to 3 years. Alternatively, they may form the subject of special reports.

In this way we can offer a more concise yearly report on collective bargaining. Meanwhile, we have also begun to record new current developments in collective bargaining in the quarterly ETUI newsletter.

This report describes the different situations existing in the individual countries and gives an overall comparative view of the collective bargaining scene in Western Europe. Its main emphasis is to describe the outcome of the wage negotiations. The first three chapters are divided into two sections. The first section gives an overview of the general situation in Western Europe and attempts to identify any major trends. The second section describes the situation in individual countries. These are set out in French alphabetical order. Where no new developments have occurred in a given country during the period under review, this country is omitted from the chapter in question.

The main source of information for this report has been replies from national trade union centres belonging to the ETUC to a questionnaire on collective bargaining. In the main, these replies were received at the end of 1985. The questionnaire used is given in an annex to this report. In some cases, the information has been supplemented with information from those responsible for monitoring collective bargaining in various national centres, information available at the ETUI, reports from European Industry Committees and discussions in the ETUC Collective Bargaining Committee.

The following national trade unions centres sent the ETUI information in reply to the questionnaire :

ÖGB (Austria)
CSC-FGTB : joint report (Belgium)
SEK (Cyprus)
LO and FTF (Denmark)
UGT and ELA-STV (Spain)
SAK and TVK : joint report (Finland)
CFDT and CGT-FO (France)
TUC (Great Britain)
GSEE (Greece)
ICTU (Ireland)
ASI (Iceland)
CGIL-CISL-UIL : joint report (Italy)
CGT and LCGB (Luxembourg)
CMTU (Malta)
LO (Norway)
FNV and CNV (Netherlands)
UGT-P (Portugal)
DGB (Federal Republic of Germany)
LO and TCO (Sweden)
SGB (Switzerland)

However, responsibility for the contents of this report and the views contained in it rests with the ETUI.

As was the case for previous reports, this year's review of collective bargaining in Europe was prepared jointly by all the ETUI research staff, but it would have been impossible to produce this report without the active co-operation of the unions' national centres. Our particular thanks go once again to those colleagues responsible for collective bargaining and research, to the many individual trade unions and to the ETUC Collective Bargaining Committee for their advice.

Brussels, May 1986

Günter Köpke
Director

Languages
This report was produced simultaneously in English, French and German. It will subsequently also become available in Norwegian, Dutch and Italian.

N.B. The deadline for submission of copy for this report was mid-May 1986. Accordingly, no account could be taken of developments occurring after that date.

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