

EUROPEAN TRADE UNION INSTITUTE

COLLECTIVE BARGAINING IN WESTERN EUROPE IN 1989 AND PROSPECTS FOR 1990

ETUI

331.89

The European Trade Union Institute (ETUI) is the research, information/documentation and educational instrument of the European trade union movement.
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 with particular importance for the workers and their trade unions.
The following national trade union centres are members of the ETUC; at the same time they are also members of the ETUI, and as such constitute its governing bodies:

AUSTRIA	ÖGB
BELGIUM	CSC/ACV FGTB/ABVV
CYPRUS	SEK TURK-SEN
DENMARK	LO FTF
FEDERAL REPUBLIC OF GERMANY	DGB
FINLAND	SAK TVK
FRANCE	CFDT CGT-FO
GREAT-BRITAIN	TUC
GREECE	GGCL
ICELAND	ASI BSRB
IRELAND	ICTU
ITALY	CGIL CISL UIL
LUXEMBOURG	CGT-LUX LCGB
MALTA	GWU CMTU
NETHERLANDS	FNV CNV
NORWAY	LO
PORTUGAL	UGT-P
SPAIN	UGT STV-ELA
SWEDEN	LO TCO
SWITZERLAND	SGB CNG
TURKEY	DISK TÜRK-IS

Publisher : Günter Köpke. ETUI, boulevard de l'Impératrice, 66, 1000 Bruxelles.

331.89
7765.
NCI Library
3 9006 01054034 4
NATIONAL COLLEGE OF INDUSTRIAL RELATIONS
RN 7908
LIBRARY
This book is due for return on or before the last date shown below.
-9 DEC 1991
15 FEB 1993
22 MAR 1994
-5 NOV 1997
Cat. No. 1208
DG 02242/

COLLECTIVE BARGAINING IN WESTERN EUROPE IN 1989 AND PROSPECTS FOR 1990

NATIONAL COLLEGE
Pr 7908
LIBRARY
OF INDUSTRIAL RELATIONS

FOREWORD

This is the eleventh annual review of collective bargaining in Western Europe to be published by the European Trade Union Institute. The systematic comparative study of the most important collective bargaining developments covers twenty countries. The report gives some insight into the various situations and developments prevailing in the individual countries, as well as providing general descriptions and overall trends.

The report consists of four chapters. The first chapter looks at the social and economic background against which collective bargaining took place in 1989. The second and third chapters describe the progress and outcome of the collective bargaining as regards the central issues of pay, purchasing power and working time. The fourth chapter outlines the most likely developments to be expected in 1990.

The countries are presented in French alphabetical order.

At its meeting on 19 and 20 April 1990 the ETUC Executive Committee adopted a *Guideline Declaration on Collective Bargaining*. In this paper the ETUC proposes that, with a view to coordinating collective bargaining strategies in the different countries of Europe and the different sectors concerned, attention should in future be focused on four main areas. The four areas, which are covered by the ETUI reports, including this one, are as follows : working time reduction and working time organisation, part-time work, pay policy, and the particular situation of pay policy in the public sector. The full text of the guideline declaration in question is reproduced in an annex to this report.

The main source of information for this report has been replies to a questionnaire on collective bargaining received from national trade union centres belonging to the ETUC. In the main, these replies were received at the end of March 1989. 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 union centres sent the ETUI information in reply to the questionnaire :

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

Chapters I and IV of the report were written by David Foden, Chapter II by Giuseppe Fajertag, and Chapter III by Jean-Jacques Danis, all research officers at the ETUI.

Responsibility for the report and its contents as a whole lies with the whole ETUI team.

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, June 1990

Günter Köpke
Director

Technical notes

- Languages : this report was produced simultaneously in English, French and German and is initially published in these three languages. It will subsequently be published also in Spanish, Italian, Dutch and Norwegian.

- Deadline for copy : the deadline for submission of copy for this report was mid-April 1990. In most cases, developments occurring after that date could not be taken into account.

NATIONAL COLLEGE OF INDUSTRIAL RELATIONS
RN 7902
LIBRARY

CONTENTS

		Page
FOREWORD		3
CONTENTS		5
I.	THE BACKGROUND TO COLLECTIVE BARGAINING IN 1988	7
	1. General situation	7
	2. Situation by country	12
II.	WAGES, PURCHASING POWER AND PAY SYSTEMS	27
	1. General situation	27
	2. Situation by country	35
III.	WORKING TIME	49
	1. General situation	49
	2. Situation by country	59
IV.	PROSPECTS FOR 1990	67
	1. General situation	67
	2. Situation by country	68
ANNEXES		
1.	Guideline Declaration on Collective Bargaining adopted by the ETUC Executive Committee in April 1990	77
2.	ETUI questionnaire to affiliated organisations	83
List of published research reports and Infos		87
Terms of purchase of ETUI publications		95

EUROPEAN TRADE UNION INSTITUTE
Boulevard de l'Impératrice 66 (Bte 4) 1000 Bruxelles tel. 02/512.30.70
telegram cable : Euroinst téléfax 514.17.31