

COLLECTIVE BARGAINING AND UNION ACTIONS AUTUMN 2022 (updated 19/10/2022)

Country	Union	Strikes and actions	CB demands ad results	Demands for crisis measures
Austria	PRO-GE	<ul style="list-style-type: none"> • Demonstration 17 September 	<ul style="list-style-type: none"> • Minimum wage of €2,000 • Other wage demands to be disclosed when bargaining starts. Demand for the metal sector collective bargaining round: 10.6% 	<ul style="list-style-type: none"> • Price cap on energy • Taxation of windfall profits
Belgium		<ul style="list-style-type: none"> • Demonstration 21 September • General strike 9 November 		
Bulgaria	CITUB - several affiliates in manufacturing industries.		<ul style="list-style-type: none"> • Demand for 2023 campaign: 15% wage rise to keep up with inflation and productivity developments. In addition, actions and demands transpose the Directive on Adequate Minimum Wages, the Directive on Pay Transparency and the Directive on Due Diligence to the best of workers in Bulgaria. 	

Czechia	KOVO	<p>The confederation, KOVO, called a mass demonstration on 5 September and staged another one on 8 October. The latter focused on demands such as:</p> <ul style="list-style-type: none"> • The government must act to avoid a deep recession. • Price regulation and price control for all basic necessities of life – food, heat and hot water, rent and fuel and other fuels. • Further decline in real wages and salaries be stopped in 2023 and that the decline in real wages and salaries be compensated for in 2022 as quickly as possible. • Government support for collective bargaining 2023 in order to maintain the purchasing power of wages and salaries. • Government must immediately take action to address the living cost crisis. It is necessary that the Government immediately increase not only the minimum wage, but also social benefits, including care allowance and parental allowance. • Government must prepare and implement as quickly as possible a national anti-crisis plan with the participation of social partners. • Nationalisation of critical infrastructure in the field of energy or water management. 	<ul style="list-style-type: none"> • Demand: Increased minimum wage 	<ul style="list-style-type: none"> • Substantive price and profit control • Help with energy prices • Preservation of real earnings • Thoughtful economic concept. Social peace • Attributing the growth of company profits to the earnings of employees • The state to respect its people • Letter sent on 7 September to Prime Minister requesting speedy completion of short-term work and SURE programme to support and maintain employment. Demand for early retirement for strenuous workers in a meeting with the labour ministry 14 September.
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Denmark			<ul style="list-style-type: none"> • Collective bargaining demands in preparation. 	
Finland	Industrial		<ul style="list-style-type: none"> • Negotiating now in two sectors. Wage demands are not public. The first encounter in the tech industry ended without result as there is a very long distance between the parties. They will continue in 2023 after the expiry of the collective agreement in the sector. 	
France	CGT including its energy union.	<ul style="list-style-type: none"> • CGT's energy and gas union went on strike 13 September. At confederal level a demonstration took place on 29 September with CGT, Solidaires, FSU, UNEF and high school organisations involved. CGT also calls an interprofessional strike. • CFE-CGC metallurgy has sent a letter to the employers in nuclear energy regarding uncertain employment in the sector. • The energy workers' unions of four confederations ask the government in a letter to address the root of the problems, namely the liberalisation of the energy market. • FNME-CGT called on their local unions to broaden the strike in all energy companies. Beyond the deployment campaign, and in response to the government's provocation to requisition refinery workers, they demanded respect 	<ul style="list-style-type: none"> • Demand a radical break with the policy maintained for more than 10 years on general increases (SNB). CGT refuses one-off bonuses which do not address the problem of purchasing power in the long-term. • Another one-day strike to be staged on 6 October in this sector after "pathetic" offer from employers. 	

		for the fundamental and constitutional right to strike. They went on strike on 18 October with broad participation.		
Germany	IG Metall		<ul style="list-style-type: none"> • Demand in metal and electrical: 8% pay rise 	
Germany	IGBCE		<ul style="list-style-type: none"> • Sectoral bargaining starts in October. IGBCE will try to integrate a new tax-free inflation premium of €3,000 into their collective agreements. 	

			<ul style="list-style-type: none"> In the chemical industry, the parties have already agreed a 6.5% wage rise in two steps. The agreement is valid for 20 months. The bonus comes on top of that and will be split into two payments of €1,500 each. 	
I Italy	FIOM-CGIL	<ul style="list-style-type: none"> Demonstrations held 7 September and 8 October. Commemoration of fascist attack against CGIL building 9 October. 	<ul style="list-style-type: none"> Inflation is 8.4%. The food basket has gone up by 9.7% in one year. Increases in national metal agreement do not solve the unsustainable situation. Unions struggle to achieve a sufficient pay rise, including bonuses, that keeps up with inflation. They demand higher wages by redistributing record profits made by companies. 	<p>Union demands:</p> <ul style="list-style-type: none"> Tax extra profits in the energy sector Reduce the 'tax wedge' in favour of workers only Extend social safety nets to precarious workers and unstable labor relations and stop layoffs Adjust the ceiling of the wage compensation fund Increase wages by redistributing the record profits made by companies Extend social safety nets to precarious and unstable employment and stop redundancies

Lithuania	Industry Trade Union Federation	<ul style="list-style-type: none"> • Campaign for higher wages to cover basic needs. • Demonstration on 7 October. 		
Luxembourg			<ul style="list-style-type: none"> • A political decision to suspend the automatic indexation of wages has been reversed after strong criticism from the unions. 	
Netherlands			<ul style="list-style-type: none"> • The wage demand is price compensation plus €100 for all workers. So far, FNV has succeeded in 10% of the collective agreements, and in some industry agreements as well. • The national minimum wage will be increased again, due to a union campaign. • New: 11% pay rise agreed in metal sector in two steps. • Furthermore, 10% increase in minimum wage in 2023 compared to 2022. New level 1,932 euro, second highest in EU. 	<ul style="list-style-type: none"> • In 2022, FNV has broad plan to tackle income crisis including decreasing tax on labour, increasing tax on capital, fair pay for all, no youth wages when you are 18 or older, increasing social benefits, and government must do much more to compensate energy prices for all.

Norway		<ul style="list-style-type: none"> • 9 days strike in the electro-chemical sector. 		<ul style="list-style-type: none"> • 3.7% wage increase agreed in the spring of 2022 and this is far from enough. Next national round in 2023. Big differences in outcomes at company level this autumn.
Portugal	Fiequimetal	<ul style="list-style-type: none"> • Confederation CGTP has called for a month of "Mobilisation and Struggle", from 15 September to 15 October, under the slogan "Wage and pension increase - national emergency! There will be meetings, demonstrations and strikes. They will stage demonstrations in Lisbon and Oporto on 15 October, to demand an immediate response to the workers' demands. • National demonstration also on 9 October. 	<ul style="list-style-type: none"> • Unions demand an increase of the wages of all workers by EUR 90. • In addition, an extraordinary increase of minimum wage to 800 euros with immediate effect. 	<ul style="list-style-type: none"> • Demand for an extraordinary increase of all pensions that restores purchasing power. Increase of social support benefits, repeal of the onerous rules of labour law. Ceilings on prices of essential goods and services. Tax on the colossal profits of big companies.
Slovakia	OZ KOVO		<ul style="list-style-type: none"> • Protests discussed at confederal level due to government's inaction regarding energy prices and layoffs by production plants. Rising poverty causes social unrest and the situation is explosive. • Collective agreements signed in electrotechnical and metallurgy with good pay rise, particularly in the former. 	<ul style="list-style-type: none"> • Minimum wage will be 700 euro from 1 January 2023 (increase 8.36%). Inflation currently stands at 14%. Union recommends demands of 20% pay rise at sectoral and company level.

Sweden			<ul style="list-style-type: none">• Wage demands to be adopted before New Year.	
Spain	CC.OO	<ul style="list-style-type: none">• Plans for comprehensive mobilisation against the employers' refusal to negotiate wage increases that keep up with the inflation.	<ul style="list-style-type: none">• CC.OO announces demand for a minimum wage of 1,100 euro in 2023, up from 1,000 in 2022.	