

**COLLECTIVE BARGAINING AND UNION ACTIONS AUTUMN
2022 (updated 05/12/2022)**

| Country | Union | Strikes and actions | CB demands and results | Demands for crisis measures |
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| Austria | PRO-GE | <ul style="list-style-type: none"> • Demonstration 17 September • Warning strikes staged throughout the metal industry. • A nation-wide conference of company representatives with 2,000 participants was convened on 2 November. • Youth organisations rallied for €1,000 a month in the first year of apprenticeship. | <ul style="list-style-type: none"> • Agreement reached in the metal collective bargaining round, a combination of percentage increase and a lump sum that is expected to give a higher pay rise than inflation in the next twelve months. 7.4% on average, but a higher increase for the lowest paid workers due to a lump sum of €75. They get 8.9%. | <ul style="list-style-type: none"> • Price cap on energy • Taxation of windfall profits |
| Belgium | All three confederations | <ul style="list-style-type: none"> • Demonstration 21 September • General strike 9 November • General mobilisation 16 December to protest the government's attitude towards bargaining in 2023-24. All affiliates of industriAll Europe will be invited to take part. | | |
| Bulgaria | CITUB - several affiliates in manufacturing industries. | <ul style="list-style-type: none"> • Actions and demands to 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. • From October 3, 2022 NFT "Chemistry and Industry" - CITUB staged a campaign of negotiations for decent pay with urgent demand for a drastic increase in wages. | <ul style="list-style-type: none"> • Demand for 2023: 15% wage rise to keep up with inflation and productivity developments. • (by 12.5% on average per year), primarily increasing the minimum wage (by 18.5% on average). This will provide us with: • By 2023, the minimum wage should be no less than 50% of the average wage for the half of the previous year and by 2026, no less than 50% of the average for the current year. • At least half of employed workers should receive a "living wage" by 2025-2026. • The minimum wage should exceed 80% of the "living wage" by 2026. | |

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| Czechia | ČMKOS/OS KOVO | The confederation, KOVO, called a mass demonstration on 5 September and staged another one on 8 October. | <ul style="list-style-type: none"> • Demand: Increased minimum wage • Further decline in real wages and salaries must be stopped in 2023 and that the decline in real wages and salaries be compensated for in 2022 as quickly as possible. • Fundamental Government support for collective bargaining 2023 in order to maintain the purchasing power of wages and salaries. • Real wages are falling sharply. • Only one sectoral agreement has been struck this autumn, in the electricity sector. • Company bargaining has so far led to mixed results. • The government is trying to eliminate a system of graded minimum wages that takes criteria such as arduous work and responsibility into consideration. | <ul style="list-style-type: none"> • 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. • Government must act and solve the real problems of people and companies before the Czech economy falls into a deep recession. • Immediate introduction of strict price regulation and price control for all basic necessities of life – food, heat and hot water, rent and fuel and other fuels. • Government must take immediate 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 stop the disintegration of public finances and ensure sufficient budget revenues needed to help businesses and citizens by increasing solidarity in the tax system. • Government needs to prepare and implement as quickly as possible a national anti-crisis plan with the participation of social partners. • Nationalisation of the state's critical infrastructure in the field of energy or water management. |
| Denmark | CO-industri | | <ul style="list-style-type: none"> • Collective bargaining demands in preparation for three-year agreement starting in 2023.. | |
| Finland | Industrial Union | | <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 | |

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| | | | 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 inter-professional 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. They went on strike one day on 6 October. • 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 for the fundamental and constitutional right to strike. They went on strike on 18 October with broad participation. | <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 a "pathetic" offer from the employers. • In response to the government's provocation to requisition refinery workers, CGT demands respect for the fundamental and constitutional right to strike and to make demands in the interests of workers. | |
| Germany | IG Metall | | <ul style="list-style-type: none"> • Agreement reached in the metal and electrical sector for Baden-Württemberg after warning strikes. Agreement for 24 months, 8.5% pay rise plus €3,000 as a one-off premium, both to be paid out in two steps. The premium is tax-free, an opportunity granted by the government to employers, due to the high inflation. It will be integrated into the sectoral collective agreement. | |

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| Germany | IGBCE | | <ul style="list-style-type: none"> • In the chemical industry, the parties have agreed to 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. • There is also agreement in the paper sector with solid pay rise over 24 months. Inflation bonus will be split into three increases. | |
| Greece | INE-GSEE confederation | <p>General strike organised with manifestation in Athens due to sharp decline in purchasing power, especially for workers on minimum wages.</p> | | |

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| Hungary | VASAS and VDSZ | | Pay rise of 8-19% in metal and 12% on average in chemical. Renegotiations in some cases due to the high inflation which was 21.9% in October 2022. | |
| 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. • Mobilisations at large metal companies. | <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 • 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. | | |

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| | | <ul style="list-style-type: none"> • 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. FNV has succeeded in a number of the collective agreements, and in some sectoral agreements as well. • 11% pay rise agreed in the metal sector in two steps over 18 months. More than 80% voted for the deal in a ballot among FNV's members. • 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 a broad plan to tackle the 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 the government must do much more to compensate energy prices for all. |
| Norway | Fellesforbundet and Industri Energi | <ul style="list-style-type: none"> • A 9-day strike has taken place 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. This is around 3% less than the inflation. Next national round in 2023. Big differences in incomes at company level this autumn. |
| Poland | Solidarnosc | <ul style="list-style-type: none"> • There was a national manifestation on 17 November focused on energy prices, wage increases and early retirement. | | |

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| Portugal | Fiequimetal | <ul style="list-style-type: none"> Confederation CGTP 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 staged demonstrations in Lisbon and Oporto on 15 October, to demand an immediate response to the workers' demands. National demonstration also took place on 9 October. Company strike at Volkswagen | <p>Agreement between Government and Social Partners on income, wages and competitiveness signed on 23 October by the prime minister, the four employers' confederations and UGT.</p> <p>The key element is a 5.1% increase in wages next year and 4.8% the following year, an increase in the national minimum wage from the current 705 euros to 760 euros in 2023.</p> | <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. Special tax on the windfall profits of big companies. |
| Romania | | <ul style="list-style-type: none"> Demonstration in Bucharest on 27 October. | <ul style="list-style-type: none"> Some good agreements with pay rise have been achieved at company level by unions such as Petrom and Metarom. But a huge problem in Romania is the lack of national, sectoral agreements and no possibility for extensions. | |
| Slovakia | OZ KOVO | | <ul style="list-style-type: none"> Protests discussed at confederal level due to the government's inaction regarding energy prices and layoffs by production plants. Rising poverty causes social unrest and the situation is explosive. Collective agreement signed in electrotechnical with a decent pay rise. There has been a 4.5% real wage decrease in metallurgy despite a new collective agreement. | <ul style="list-style-type: none"> Minimum wage will be 700 euro from 1 January 2023 (increase 8.36%). Inflation currently stands at 14%. OZ KOVO recommends a demand for 20% pay rise at sectoral and company level. |
| Slovenia | SKEI | | <ul style="list-style-type: none"> Demand of 6% adopted ahead of the next bargaining round. | |

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| Sweden | | | <ul style="list-style-type: none"> • Wage demands to be adopted before New Year. | |
| Spain | CCOO, UGT | <ul style="list-style-type: none"> • On 22 October, 15,000 workers across sectors mobilised in Madrid for higher wages and pensions in line with consumer prices. • UGT and CCOO called for another big demonstration on 3 November in Madrid under the slogan: "Wages or Conflict", in parallel to numerous strikes in companies and sectors to recover the purchasing power of wages. | <ul style="list-style-type: none"> • CCOO demands a minimum wage of 1,100 euro in 2023, up from 1,000 in 2022. | |