

The Netherlands – Agreement in metal electro sector ensures

9% better pay

June 2024

On 13 May 2024, FNV Metaal, CNV Vakmensen, De Unie and VHP2 reached agreements with their employers' counterpart for the Metalworking and Electrical Engineering Industry (metal electro).

The parties reaffirmed commitments already made for the years 2022-2027 agreed to set out an action plan to raise awareness of the sector in all its aspects, both at national and regional level. One of the aims is to improve the sector's image. The plan will be launched in September.

The social partners agreed to take the following actions to promote labour relations:

- To organise joint visits to companies during which management and employees of the companies will be able hold discussions with sectoral parties to the collective agreement.
- To draw up an action plan to improve labour relations at local level.

The actual wages will be increased by:

- 2.75% from 1 June 2024
- 3.25% from 1 January 2025
- 3.0% from 1 June 2025
- A one-off bonus will be phased out from 1 January 2025.

The main agreement will apply for 19 months, from 1 June 2024 until 31 December 2025.

In addition to pay, there are improvements in the fields of:

- Working time in terms of flexibility and work-life balance
- Trade union facilities
- Consultations at company level
- Training and life-long learning
- Tax exemptions for union fees
- Recruitment of female workers (campaign)
- Combination of work and informal care
- And early retirement scheme will be prolonged until 2031 and schemes for older workers will be evaluated

Edited by industriAll Europe