

Recent developments in wage setting and collective bargaining in the wake of the global economic crisis

Background paper

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Introduction

The recently adopted Pact for the Euro establishes a mechanism for the coordination of economic policies. The Pact emphasises the importance of increasing competitiveness and promoting employment along with strengthening and stabilising public finances. One of its proposals, that competitiveness could be improved by adjusting wage-setting arrangements or wage-indexation mechanisms, has sparked a debate across Europe.

As part of the pact, governments of the Euro area have agreed to see to it that costs are kept in line with productivity, while respecting national traditions of social dialogue and industrial relations and the autonomy of the social partners in the collective bargaining process. While monitoring unit labour costs, wage-setting arrangements and ‘where necessary, the degree of centralisation in the bargaining process’, and indexation mechanisms will be reviewed. Additionally it has been agreed that wage settlements in the public sector should support competitiveness efforts in the private sector. This is expected to have an impact on wage-related collective bargaining in 2011 and beyond in some countries.

This short note provides an overview of recent developments in wage setting in the EU Member States by providing

- a brief overview of wage setting mechanisms currently in place within the Member States and Norway
- an overview of “average” collectively agreed pay in 2009 and 2010 for those countries where databases of collective agreements are available
- recent information available from the European Industrial Relations Observatory (EIRO) on wage-related collective bargaining in 2011 as well as discussions on the reforms of wage setting mechanisms.

Wage setting in the EU

Systems of wage setting in the majority of the Member States are based on collective bargaining between the employer and employee representatives. However, there are great differences between countries as regards the predominant level of collective bargaining, articulation of the various levels, extensions, and the role of legislation. (In some countries the outcomes of collective bargaining are underpinned by legislation or legislation plays a more prominent role than collective bargaining which then repeats the provisions of legislation).

In some countries wage determination is interlinked between the various levels so that high-level wage bargaining sets the framework for or provides recommendations for subsequent levels, for example sectoral and company. This is the case for countries such as Belgium, Bulgaria, Hungary and Spain. The sectoral level dominates in many countries but there has been a trend recently towards further decentralisation to the company level. Finland, Greece and Germany present such examples. Additionally, a system of “automatic wage adjustment procedures” or “wage indexation” is applied in a few countries. This system is in place in Belgium, Cyprus, Luxembourg and Malta but some form of indexation is taking place also in Spain. A number of other countries where such a system existed in the past have now abolished it. Wage indexation aims to link wage development to the actual evolution of living costs to ensure that real wages are not overtaken by inflation. The issue of “wage indexation” has been under scrutiny recently in various policy debates with a view to reflect better developments in labour productivity and competitiveness.

In addition, in many countries, an increase in the incident of performance-related pay has become evident recently. Eurofound’s European Company Survey (2009) clearly indicates that 1/3 of European companies with 10 or more employees provide specific elements of pay related to the performance of the individual, team, or department.

Overview of wage setting mechanisms in EU Member States (and Norway)

Country	Wage setting mechanism	Development of collectively agreed pay in 2010
Austria	Sectoral and regional collective bargaining (CB).	Decline of pay increases. Average: 2009: 3.4%, 2010 1.6%.
Belgium	1. Indexation 2. Sectoral and intersectoral CB	Decline of pay increases. Intersectoral agreement foresaw no pay increases, but lump sum payments of 125 Euro in 2009 and 2010 in the form of eco-cheques. Automatic indexation of wages prolonged. 2009: Average: 2.5%, 2010: 1%.
Bulgaria	Recommendations by social partners at intersectoral level (not given in 2010). Sectoral level bargaining.	no data available
Cyprus	1. Indexation (COLA) 2. Sectoral CB	Indexation: Cost of living index percentage increased: 2009: +0.82%, 2010: 2.85%
Czech Republic	1. Sectoral CB sets minimum standards and conditions, 2. company level	Decline of pay increases. Average: 2009: 4.6%, 2010: 3.1%.
Denmark	1. Pace setting agreement: Industry. 2. Sectoral CB	Decline of pay increases in the pace setting industry level agreement (2009: 2.4%, 2010: 1.1%)
Estonia	Company level bargaining, CB has little importance overall.	Most of the collective agreements that were in effect before the crisis (in 2007–2008) have been put on hold, freezing wage levels. This includes the national minimum wage agreement.
Finland	1. Pace setting agreement: Industry. (however, in 2010 shift towards more decentralised bargaining, only with recommendations from the intersectoral level). 2. Sectoral level	Decline of pay increases. National level negotiations stopped in 2008, replaced by sectoral and local bargaining. Index on negotiated wages: 2009: +3.6%, 2010: +2%.
France	Sectoral CB	Average: 2009: 0.8%, 2010: to be published in June
Germany	Sectoral/regional CB	Decline of pay increases. Average: 2009:2.6%, 2010: 1.8%.
Greece	1. National intersectoral agreements set overall minimum wage increases and serve as basis for 2. Sectoral CB	Pay freezes in the public sectors stipulated by law.
Hungary	1. Recommendations at national level, minimum wages serves as base 2. sectoral and company level	Recommendation of OET: 4-6% nominal increase (2010), with an inflation rate of 4.9%. 2009 recommendation: stick to real level.
Ireland	Pre-crisis: 1. National/intersectoral agreements Now: decentralisation – company level. Sectoral agreement mechanisms to be revised.	Pre-crisis: 1. National/intersectoral agreements Now: decentralisation – company level. Sectoral agreement mechanisms to be revised.
Italy	1. Interconfederal agreement provides max. level of pay increase (linked to inflation) to be 2. agreed in industry level agreements.	Decline of pay increases. Average: 2009: 3.1%, 2010: 2.1%.
Latvia	Company level bargaining, CB has little importance overall.	No data available
Lithuania	Company level bargaining, predominant, but in 2009 first time a national level tripartite agreement was reached. To be renegotiated. CB has little importance overall.	No data on collectively agreed pay available
Luxembourg	1. Indexation 2. Sectoral CB	Level of indexation: 2009: X% 2010: +2.5%

Country	Wage setting mechanism	Development of collectively agreed pay in 2010
Malta	1. Indexation (COLA) 2. Company level bargaining	Increase of average agreed pay increases: 2009: 1.8%; 2010: 2.5% Increase of COLA: 2009: +4.08 Euro per week; 2010: +5.82 Euro per week
Netherlands	Sectoral CB	Decline of pay increases: Average: 2009: 2.7%, 2010: 1.0%
Norway	1. Trend setting agreement (LO/NHO) 2. Sector level bargaining	No LO/NHO bargaining round in 2010. Most common outcome of negotiations slightly higher than in previous year. Data are however not comparable.
Poland	Company level bargaining,	Wage indexation law revoked in 2009. Now company level bargaining.
Portugal	Sector level bargaining	Decline of pay increases: Average: 2009: 2.9%, 2010: 2.4%.
Romania	1. National collective agreements set the minimum wage increases (basis for other levels) 2. Sectoral CB	National minimum (which serves as starting point for other levels' bargaining) was set lower by government decision than stipulated in the tripartite agreement. 2009: 11.1%; No increase in 2010 (0%).
Slovakia	Sectoral level CB	Strong decline of pay increases: 2009: 5.5%, 2010: 2.2%
Slovenia	Sectoral level CB	n.a.
Spain	1. Intersectoral level bargaining with reference to inflation set the framework for national sectoral, provincial sectoral, company levels (indexation) 2. Sectoral level In 2010 max. level of pay increase was agreed within intersectoral agreement.	Decline of pay increases; more substantial when pay review clause is taken into account. Nominally agreed pay increases on average in 2010 (1.45% - 2.17%) higher than the one's agreed in the national agreement (1%). Average 2009: 2.25%. Pay cuts in the public sector.
Sweden	1. Trend setting agreement: industry 2. Sectoral CB In 2010: deviation at sectoral level from the trend setting agreement	Decline of pay increases. Typically the Industry agreement has served as trend setting agreement. 2009: 3.3%; 2010: 2.1%. In 2010 however, subsequent negotiations at sectoral level deviated from this agreement. Average: 2009: 3.3%, 2010: 2.4%.
United Kingdom	Company level bargaining,	Decline of pay increases. Average: 2009: 2.4%, 2010: 1.75%.

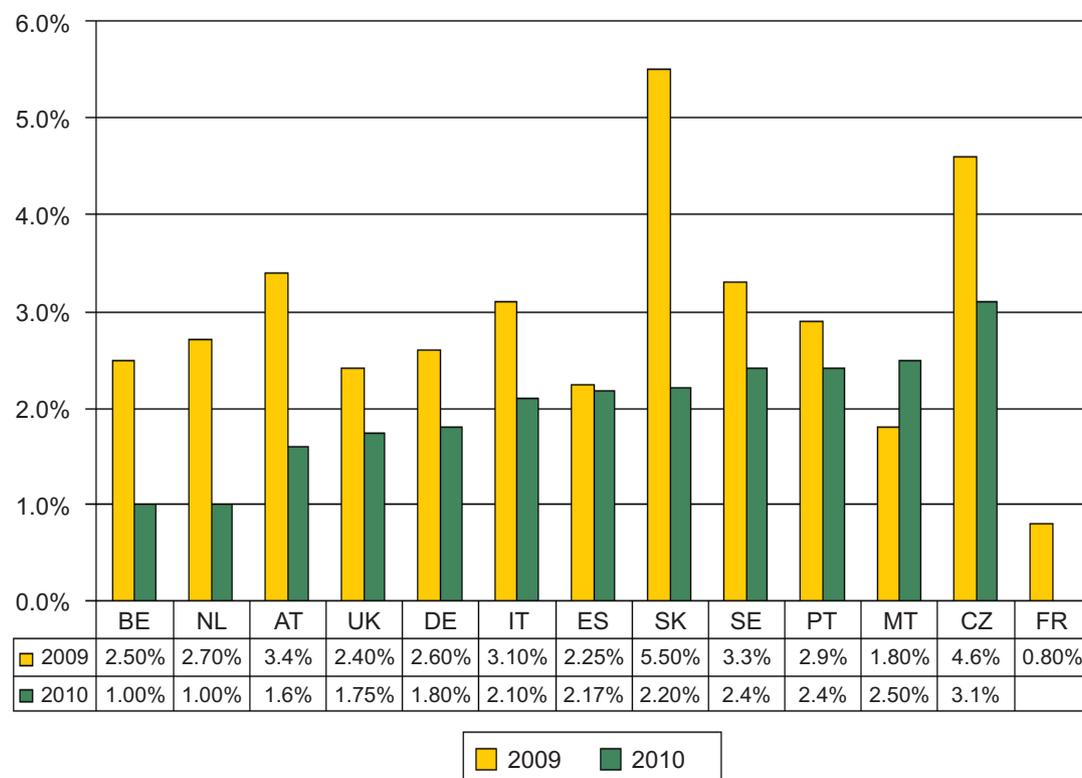
Note: in most of the countries, also company level bargaining is in place (to a different extent within different sectors and with different links between the levels. E.g. sometimes companies may only top up pay increases set at national or sectoral level, sometimes they are allowed to derogate from higher level agreements). This has not been included in this table. See also: Eurofound, Wage formation in the European Union (2008) <http://www.eurofound.europa.eu/eiro/studies/tn0808019s/tn0808019s.htm>

Recent developments in collective bargaining: outcomes and reform of wage bargaining systems

Almost half of the European Member States have databases recording collective agreements. These databases might be run by official authorities, statistical offices or private providers. The scope of these databases varies: some refer to the full number of collective agreements concluded (for instance in Spain or Sweden), while other list only major agreements (for example in the Slovak Republic and Italy). A note of caution: Owing to the fact that collectively agreed pay setting is of different importance for the various countries, takes place at different levels, and is differently recorded and analysed within these databases, cross country comparisons should be made with utmost caution. More important are comparisons within a country and over time.

“Average” collectively agreed pay in 2009 and 2010

Figure 1: “Average” nominal collectively agreed pay increase based on collective agreements databases



Source: National collective agreements databases, as reported by EIRO national correspondents. A detailed description of the contents of these databases as well as data collection and methodology used for calculating averages can be found in the forthcoming EIRO publication “Developments in collectively agreed pay 2010”.

As is clear from figure 1, the year 2010 has been one of reduced and often moderate collectively agreed pay increases in almost all countries for which average figures are available. The exception is Malta, where the average collectively agreed pay increase in 2010 was at 2.5% in comparison to 1.8% in 2009.

For the remaining countries, no “average” figures can be provided, however there is some trend indication available:

- In those countries that have automatic **wage indexation**, the increases were as follows: Cyprus (COLA increased by 2.85% in 2010, 0.82% in 2009), Malta (COLA increased by 5.82 EUR per week 2010, 4.08 p.w. in 2009), Luxembourg (+2.5% in 2010). Also in Italy and Spain most collective agreement are linked to forecasted inflation rates and subject to revision at later stages.
- In some countries **intersectoral agreements or recommendations** have been made at national level; these are linked to lower level bargaining in various ways and bind their signatories to different degrees. In Greece the National General Collective Agreement for 2010-2012 foresees no minimum wage increases for 2010 and from mid 2011 onwards a link to European inflation. For the first time derogations from sectoral collective agreements can be made in Greece at local level. In Hungary the OET recommended to private sector negotiators to remain within a 4-6% nominally in agreements (with an inflation rate of 4.9%). In Spain social partners agreed on a moderate increase of 1% in 2010 after no agreement has been reached in 2009. Actual average collectively agreed increases turned out to be higher, though. In Romania, government set the national minimum wage (which serves as basic level for increases elsewhere) at lower rates than those stipulated in the tripartite agreement (2009: 11.1%, 2010: 0%).

- **Trend setting agreements** usually serve as indication for further bargaining in the Nordic countries. In Denmark the Industry Agreement recorded a moderate increase of 1.1% in 2010 as compared to 2.4% in 2009. In the three other countries, a deviation from this general tradition was seen in 2010: In Norway no LO/LHO (private sector) joint bargaining round was carried out. The most common outcome of separate negotiations however resulted in an increase of NOK 1.5 per hour compared to NOK 1 in 2009. In Sweden not all sectoral social partners were signing the industry agreement (with an increase of 2.6% over 18 months). The service sector, on the other hand, used the Industry agreement as model to establish for the first time a pace setting agreement for service sectors. In Finland, the National level negotiations, which covered the whole economy, have been discontinued in 2008. Now the employer organisation, EK, only provides recommendations for the negotiations at industry level. The average general wage increase has been 1% with an average duration of 15 months.

Reforms of wage bargaining systems

The following information is taken from information updates from the European Industrial Relations Observatory (EIRO). The information provided¹ mainly stems from recent discussions in 2010 and 2011, so they are not a response to the recommendations issued by the European Commission. Some Member States, however, seemed to have anticipated these recommendations. The information is summarised under the following headings:

- Decentralised wage setting and linking pay with productivity
- Reforms and non-reforms of wage setting mechanisms
- No conclusion of agreement
- Further public sector pay moderation or cuts

Decentralised wage setting and linking pay with productivity

Social partners in some countries are currently discussing the issues of competitiveness, and how to make sure – mostly via decentralised ways of bargaining – that wages are in line with productivity developments.

In **Finland** the system of bargaining has been discussed repeatedly: while the Prime Minister calls for wage coordination and a framework for tripartite cooperation, the Confederation of Finnish Industries (EK) opposes the proposal for a return to the centralised tripartite bargaining structure. Instead it sets policy guidelines for employers' negotiators to expand opportunities for local- or company-level wage formation; ensure that wage settlements would boost cost competitiveness, economic growth and employment. As a response to EKs coordinated policy approach, also the unions are promoting cooperation among themselves.

In **Greece** several Memoranda were agreed on in 2010, which stipulated the reform of the legal framework for wage bargaining in the private sector, The new National General Collective Agreement for the period 2010-2012 foresees no (minimum wage) pay increases for the whole year 2010. Only in mid 2011 (1st July), minimum pay will be increased by a percentage equal to the rate of the annual change of the European inflation rate for the year 2010 and the same mechanism will apply until 2012. Furthermore, it has been set out in new legislation that "local territorial pacts shall set wage increases below sectoral agreements and introduce variable pay to link wages to productivity performance at company level". This is the first time that such a derogation mechanism from sectoral collective agreements is in place for Greece.

¹ The numbers in the brackets refer to the related information updates, which are available online. Links are provided in the Bibliography section.

For **Germany** the outlook for 2011 is more promising: According to a survey by the Cologne Institute for Economic Research, 55% of German companies expect an increase in production in 2011. While the economic upswing has not reached all sectors, some companies have announced plans to bring collectively agreed pay rises forward by two months so that employees can profit from the improved economic situation. The social partners are discussing the effects of such pay rises, and whether they could be more widely applied. Current pay agreements in, for example, the metal and electrical industry in Baden-Württemberg and North Rhine-Westphalia allow for rises of 2.7% from 1 April 2011. However, in early 2010 the social partners in this sector had included a clause allowing this date to be altered by two months through individual works agreements, giving companies a degree of flexibility to adjust collective regulations to their particular circumstances.

In example of a recent failure of decentralised bargaining can be found in the **Swedish** banking sector: In February 2011, negotiations between the major social partners in the Swedish banking sector broke down because of a disagreement over whether wages should be negotiated at individual company level or centrally. ...The union (Finansförbundet) demanded centrally determined pay increases that apply to all members. BAO wanted totally decentralised negotiations so that pay, working time and the minimum wage would all be decided locally. Since the financial crisis is over and Swedish banks made a profit in 2010 of over SEK 50 billion (about €5.5 billion as of 12 April 2011), the union claimed that the industry could afford a guaranteed pay increase of 3% which would cost the employers approximately SEK 600 million (€66.7 million as of 12 April 2011) for all members.

Reforms and non-reforms of wage setting mechanisms

In **Belgium**, social partners have agreed on a margin for wage increases within their cross sectoral agreement 2011-2012. This agreement does not foresee any revocation of the automatic indexation mechanism. A matter of disagreement is the maintenance of the automatic indexation mechanism: unions are in favour, employers are against. In case of non-agreement, it will be the government's decision.

In **Ireland**, the Minister for Enterprise, Trade and Innovation has undertaken a review of sectoral wage agreements (REAs: Registered Employment Agreements and EROs Employment Regulation Orders). Pay rates in these sectoral agreements are typically above the national minimum wage (NMW) and, in some cases, significantly higher. The agreements were criticised by some for fuelling 'labour market rigidity by preventing wage levels from adjusting'.

In **Luxembourg**, the indexation mechanism was the most contentious issue discussed in the 2010 tripartite spring negotiations, which subsequently led to its failure. A bipartite agreement on this was reached on 29 September between the government and the most representative national trade unions: This agreement meant the government agreed, in principle, to the indexation of salaries for 2011, while trade unions agreed to the postponement of the pay rise to the third quarter of the year, so as to soften the impact of a predicted rise in oil prices. The parties also agreed to increase the minimum wage by 1.9%, which was criticised by employers.

In the **Slovak Republic** collective bargaining laws, brought in by the previous Slovakian government, have sparked strong opposition from employers since taking effect from 1 January 2010. The legislation means the Ministry of Labour, Social Affairs and Family can extend a multi-employer collective agreement to cover a whole sector or branch, without the consent of the employer, if recommended by a special advisory committee. However, unions oppose plans by the new government to limit the extensions. Employers criticised the existing extension mechanism and tried to avoid extensions as much as possible, and called for changes to the existing extension mechanism. The government coalition MPs have proposed changes in the law to prevent the extension of collective agreements to those employers not represented by the contracting employer association. The government accepted the proposals on 20 October 2010, and the draft bill will be discussed by parliament. Trade unions affiliated to the Confederation of Trade Unions (KOZ SR) are opposing the draft bill. They are citing the negative experience they had with the radical reduction of extensions in Slovakia between 2005 and 2008.

For **Sweden** it still remains to be seen if the events of 2010 (i.e. the deviation from the trend setting Industry agreement) will affect the Swedish wage-setting model in the long run. However, based on recent events, the disagreement was most probably temporary. The risk of a wage battle is unlikely since the white-collar and blue-collar manufacturing unions have agreed to start negotiations on the same date. There are hopes in Sweden that last year's disagreement between white-collar and blue-collar unions has been resolved, and that fears of a wage battle in the 2011 bargaining round will be groundless. These fears arose when negotiations in 2010 modified the 1997 framework for wage setting. This led to several different agreements and a concern that Sweden's economy could be destabilised. However, in 2011, the manufacturing unions aim for a joint agreement.

No Conclusion of Agreement

In **Lithuania** the first national agreement between the Lithuanian government and social partners in October 2009, expired at the end of 2010. The social partners feel the agreement is crucial to the development of relations between them and the government, even though it has not been fully implemented. Suggestions for a new agreement include calls for more involvement of the social partners, proposals to combat the shadow economy and for reforms in education, health and social security. The Lithuanian Labour Federation (LDF) emphasises that trade unions will seek an increase in the minimum wage, the indexation of wages and salaries to inflation, and amendments to the Law on Trade Unions in the new agreement.

Hopes in **Romania** that a new four-year national collective agreement would take effect from January 2011 have been dashed. Only four of the 13 national employers' confederations signed the new agreement on 15 December 2010, meaning that it cannot be registered at the Labour Ministry, and thus cannot be put into practice. Some of the employers' opposition stems from the government's intention to start public debates over amending the Social Dialogue Code and the Labour Code.

Further public sector pay moderation or cuts

Pay moderation and cuts in the public sector are expected in 2011 in some countries:

In **Denmark** as social partners begin a new bargaining round in 2011, the repercussions of the economic crisis still hamper collective bargaining in Denmark, as does a formula for public sector pay agreed in 2008 which encouraged wage rises to outstrip those in the private sector. New strategies to resolve these problems are being explored but there is little economic room for manoeuvre and for the first time in decades it may be difficult to safeguard public employees' real wages.

In the **Czech Republic** the wages of public sector employees are to be cut, in order to save 10% of the public wage bill. This resulted in a strike of public sector workers end of 2010.

In **Ireland** further cuts will be made in public sector pay and pensions. In terms of public service pay, €1.2 billion in annual savings are to be generated over the four years, amounting to an 8% decline in the pay bill from 2010 levels. The cost savings are to be relatively evenly spread from 2011 to 2014 inclusive, with €400 million sought in 2011, €300 million each in 2012 and 2013, and €200 million in 2014.

In **Italy** government reached an agreement with unions on 4 February 2011 over productivity-linked pay increases in the public sector. The agreement also covers negotiations for a framework agreement on industrial relations in the public sector until 2012, as collective bargaining is frozen until then. The General Confederation of Italian Workers did not sign the agreement because it is based on the 2009 reform of the bargaining system, which they had also not signed. Due to the financial intervention package passed by the government in July 2010, the renewal of collective agreements in the public sector has been suspended from 2010–2012.

In **Latvia** talks on setting up a collective agreement for employees of the Latvian Interior Ministry began in December 2010. Linda Mūrniece, Minister of the Interior, wants to establish cooperation with the relevant unions while state organisations are being forced to cut expenditure on salaries, long-service bonuses and early retirement at the age of 50.

In **Romania** cuts in the wages of thousands of Romanian tax officials and finance workers sparked spontaneous protests on 13 October 2010, which spread to workers in pension, health insurance and employment offices. The National Trade Union Confederation 'Cartel Alfa' called for a total strike by public employees and the National Trade Union Bloc expressed solidarity with them, while the Alliance of Employers' Confederations warned the protests could harm economic stability.

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Recent and upcoming Eurofound Research

- Annual update on collectively agreed pay: 2010 (to be published end of July 2011) (incl.: 2010: metal, banking, local governments, minimum wages and gender aspects)
- Performance pay and employment relations in European establishments (2011)
- The European Company survey, <http://www.eurofound.europa.eu/surveys/ecs/2009/>
- Wage indexation in the European Union, working paper (2010)
<http://www.eurofound.europa.eu/pubdocs/2010/22/en/1/EF1022EN.pdf>
- Derogation clauses on wages in sectoral collective agreements in seven European Countries (2010) (AT, BE, FR, DE, IE, IT and ES, incl. legal context, use of derogations, social partners' opinions)
<http://www.eurofound.europa.eu/publications/htmlfiles/ef1087.htm>
- Wage flexibility (2009) (Focus on wage flexibility and collective bargaining)
<http://www.eurofound.europa.eu/eiro/studies/tn0803019s/tn0803019s.htm>
- Wage formation in the European Union (2008)
<http://www.eurofound.europa.eu/eiro/studies/tn0808019s/tn0808019s.htm>

Bibliography

Year 2010

Country	Title	Link and publication date
Austria	Negotiations on working time in metalworking industry terminated	AT1004011I (28 Jul 2010)
Austria	Metalworking agreement averts threat of industrial action	AT1002029I (8 Mar 2010)
Cyprus	Bargaining deadlocked in metalworking industry	CY1012029I (17 Feb 2011)
Cyprus	PEO adopts moderate wage policy	CY0912039I (17 Feb 2011)
Cyprus	Minimum wage exceeds 60% of average wage	CY0912029I 26 Jan 2010
Czech Republic	Large-scale dismissals and salary cuts target civil service	CZ0910029I (17 Feb 2010)
Denmark	Difficult collective bargaining in light of economic crisis	DK1001019I (3 Feb 2010)
Denmark	Innovative concession agreement in manufacturing sector	DK1003011I (23 April 2010)
Estonia	Salaries continue to decline	EE1006019I (23 Jul 2010)
Finland	National wage negotiations at a standstill	FI0911019I (23 Dec 2009)
Finland	Mixed reaction from unions to tax freeze in exchange for wage moderation	FI0912019I (18 Jan 2010)
Finland	Slow progress in negotiations on new collective agreements	FI0912029I (26 Jan 2010)
Finland	Autumn 2010 collective bargaining round	FI1010021I (13 Dec 2010)
France	Fourth year without a boost in statutory minimum pay	FR1001039I (17 Feb 2010)
Germany	New package of wage agreements for steel industry	DE1010019I (14 Jun 2011)
Germany	New national minimum wages for care workers	DE1008019I (31 Aug 2010)
Germany	Agreement to safeguard jobs signed in metalworking industry	DE1004029I (10 May 2010)
Germany	Latest labour market figures spark debate on 2010 wage increases	DE1001019I (16 Mar 2010)
Greece	New law facilitates dismissals and cuts labour costs	GR1007019I (17 Sep 2010)
Ireland	Croke Park deal delivers cost containment and promises major change in public sector	IE1007039I (28 Jul 2010)
Ireland	Social partners agree voluntary private sector pay protocol	IE1005029I (1 Jun 2010)
Ireland	Government cuts pay of most public servants by up to 8%	IE0912029I (17 Feb 2010)
Italy	Agreement on public sector salaries	IT1008019I (3 Sep 2010)
Italy	New national agreement for construction sector provides for pay increase	IT1005019I (1 Jun 2010)
Italy	Renewal of national collective agreement for tourism industry	IT1004019I (1 Jun 2010)
Italy	Trade unions split over metalworking sector agreement	IT0911029I (5 Feb 2010)
Luxembourg	Failure of Tripartite Coordination Committee talks	LU1007021I (23 Sep 2010)
Malta	Employers protest against mandatory cost of living allowance	MT0910029I (17 Dec 2009)
Netherlands	Social partners agree wage increase despite economic crisis	NL0907019I (16 Sep 2009)
Norway	Many working days lost to labour disputes in 2010 pay bargaining round	NO1006019I (24 Aug 2010)
Norway	New agreements concluded in key private sector accord areas	NO1004019I (1 Jul 2010)
Poland	Social partners suggest amendments to anti-crisis legislation	PL1002039I (16 Mar 2010)
Poland	Employees increasingly assertive in pay demands	PL1002019I (8 Mar 2010)
Portugal	Employer and union in banking differ on amount of pay increase	PT1003059I (10 May 2010)
Portugal	Public sector unions demonstrate against wage freeze and reduced pensions	PT1002019I (8 Mar 2010)
Portugal	Employers dispute statutory minimum wage increase	PT0912029I (17 Feb 2010)
Romania	National trade union confederations set up crisis committee	RO1005019I (9 Jul 2010)

Recent developments in wage setting and collective bargaining in the wake of the global economic crisis

Country	Title	Link and publication date
Slovak Republic	Trade unions accept small pay increase in public sector	SK0911029I (23 Dec 2009)
Slovak Republic	Social partners disagree over minimum wage level	SK0910019I (23 Dec 2009)
Slovenia	Austerity pay deal signed in public sector	SI0903029I (30 Apr 2009)
Spain	Agreement reached on employment and collective bargaining 2010–2012	ES1002019I (31 Mar 2010)
Spain	Government endorses plan to cut public deficit	ES1006011I (28 Jul 2010)
Sweden	Wage bargaining round for 2010 concludes	SE1006019I (24 Aug 2010)
Sweden	Largest employer organisation in industry leaves industrial agreement	SE1005019I (23 Jun 2010)
Sweden	Retailers urge manufacturers to reach trend-setting collective agreement	SE1003019I (31 Mar 2010)
Sweden	Heated debate among social partners on reform of labour market model	SE0910019I (23 Dec 2009)
Sweden	Divergent social partner positions prior to 2010 bargaining round	SE0910029I (23 Dec 2009)
Sweden	New procedure for collective bargaining in services sector	SE0911019I (23 Dec 2009)

Year 2011

Country	Title	Link and publication date
Austria	Pay rises and new minimum wage in metalworking and retail sectors	AT1012011I (28 Jan 2011)
Belgium	Bargaining begins on cross-industry agreement	BE1010011I (3 Jan 2011)
Belgium	Reactions to 2011–2012 cross-sectoral agreement	BE1102011I (10 Mar 2011)
Czech Republic	Public servants strike against government budget cuts	BE1102011I (10 Mar 2011)
Czech Republic	Trade unionists demonstrate against civil servant pay cuts	CZ1009019I (1 Nov 2010)
Denmark	Trade unionists demonstrate against civil servant pay cuts	DK1101029I (8 Mar 2011)
European Union	EU agrees pact for the euro	EU1104011I
Finland	Prime Minister calls for tripartite cooperation	FI1102041I (5 May 2011)
Germany	2010 bargaining round examined	DE1102019I (15 Mar 2011)
Germany	Social partners debate pay rises	DE1012019I (28 Jan 2011)
Greece	Changes in the determination of minimum wages	GR1011029I (10 Jan 2011)
Greece	Radical changes in collective employment relationships	GR1102029I (5 May 2011)
Ireland	Impact of government's four-year plan on minimum wage and sectoral wage agreements	IE1012029I (17 Feb 2011)
Ireland	Court ratifies construction industry pay cut	IE1102019I (15 Mar 2011)
Italy	Italian government launches financial intervention package	IT1102049I (2 Mar 2011)
Latvia	Ministry of the Interior starts talks on collective agreement	LV1101029I (2 May 2011)
Lithuania	Social partners discuss how to raise minimum wage	LT1102019I (29 Apr 2011)
Lithuania	Social partners discuss renewal of national agreement	LT1011019I (28 Jan 2011)
Luxembourg	Social dialogue under pressure	LU1102011I (19 Apr 2011)
Romania	National deadlock over collective agreement	RO1102039I (19 Apr 2011)
Romania	Public institutions blocked by protests	RO1010019I (20 Jan 2011)
Slovak Republic	Government plans changes to collective bargaining laws	SK1010029I (23 Nov 2010)
Sweden	Industrial conflict avoided in the banking sector	SE1102029I (5 May 2011)
Sweden	Upcoming wage bargaining round of 2011	SE1101019I (2 Mar 2011)

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