



European Graphical and Packaging Sector

An analysis of the 2016 collective bargaining round

This document represents the 15th independent analysis of collective bargaining within the European Graphical and Packaging industry. These analyses have been published annually since 2000 and provide a unique insight into the sector, its employers and its workers.

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March 2017





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INTRODUCTION

The 2016 collective bargaining round proved to be contentious and challenging as the same pressures on wages and conditions, experienced in previous years', continue and even harden - and there are no signs of abatement, anywhere in Europe. If anything, the complete opposite appears to be the truth. For some years, the national agreement for the graphical sector in the UK has been absent and hopes for its return appear more naïve as each year passes. The attitude of employers to improve the sector's competitiveness without investment leads only one way. Workers across Europe are facing enormous pressures from opportunistic employers attempting to cut the costs of labour wherever and whenever they see an opening for them to do so.

Collective agreements came under extreme pressure in 2016 and resistance, if not downright hostility, of employers has tangibly increased and events in Germany clearly demonstrate the very real dangers arising from the current economic and political climate in Europe. In 2016 Ver.di, the union representing graphical workers, submitted a claim for a 5.0% increase in wages for its members working in commercial printing, newsprint and packaging.

But the resistance of employers to reach a settlement forced workers into considering further action beyond negotiation. Over 5,000 workers participated in the subsequent strike action, which helped the union to secure a deal with the employers, for a 2% increase in wages for 2016 and 1.8% for 2017. This example demonstrates the tough stance of the employers and the increasing need for workers to take collective action simply to achieve a modest real wage increase.

Although the national agreement in Germany remains in place and the union and its members continued to fight on, the capacity of social dialogue alone to deliver improvements in the standard of living looks more precarious and increasingly vulnerable. The situation in Italy has deteriorated and, while industrial action saved one of Europe's key agreements, the determination of workers has been insufficient to counter the fiercely hostile attitude of the employers which eventually sealed the fate of the country's historic national agreement.

Against the backdrop of the fall of the UK's national agreement, the historically influential agreement in Germany looking more vulnerable than ever before and the breakdown of social dialogue in Italy, the demise of the national agreement in Austria, another key set of negotiations, is profoundly troubling. Experiences in 2016 suggest there is an urgent need for reflection and for a re-evaluation of current practice and approaches to protecting the industrial relations machinery of the European graphical sector.

In contrast to the severe hostility of employers elsewhere, developments in Denmark certainly provide a glimmer of optimism and some hope that not all employers are determined to cut and run from their role as a responsible social partner and negotiating partner. UNIEG Danish affiliate has provided information about the Cooperation Fund, that provides financial support to the activities of the social partners. Since 2014 all companies in Denmark have been obliged make an annual contribution into the Fund on behalf of each employee (currently set at €33). Each year the fund is split 50:50 between employer organisations and trade unions and is an important financial contributor towards their work programme.

The referendum in the UK to end its membership of the European Union is continuing to cause uncertainty across Europe and far beyond. The British government will trigger Article 50 before the end of March and the country is expected to exit the EU by the same time in 2019. Rather alarmingly the UK government appears to be heading towards a 'hard Brexit', meaning that the country will lose access to the European single market and businesses will have to trade under WTO rules. In the absence of a new trading agreement with the EU, the UK will have little choice than to adherence to the WTO's rules, which impose non-negotiable tariffs on imported and exported goods and services. The tariffs imposed on goods and services under WTO rules are higher than is the case for the UK today, under its membership of the EU. Ultimately this will push up the price for goods and services for UK consumers, some quite significantly.

In preparation for Brexit, the government is undertaking a review of employment legislation, prompting fears that it is doing so purely to make revoking legislation, that in any way limits management's control in the workplace and hinders to any extent the free market, a far simpler process. The government will publish a Reform Bill, through which it will transfer, *en masse*, all currently applicable EU legislation to UK law. The government will then be able to

cherry pick those legal aspects it wishes to keep and those it wants to remove – and protection for temporary and agency workers, the provisions of the Working Time Directive and the rights for workers to be informed and consulted are known publicly to be within the government's sights. Worse still, the government will have a free hand to revoke legislation with little or no Parliamentary scrutiny and without requiring Parliament's approval for doing so. Put simply, no further legislation will be required to strike employment laws off the statute book – the process will be akin to Donald Trump's now infamous executive orders.

The election of Donald Trump as US President caused the world to take a sharp intake of breath. The administration's agenda **will do nothing to quell global unrest and is perhaps more likely to exacerbate and multiply the existing tensions** around the globe. Europe now looks to governmental elections in France, the Netherlands and in Germany and the real danger of a shift to the within some of the EUs most powerful member states.

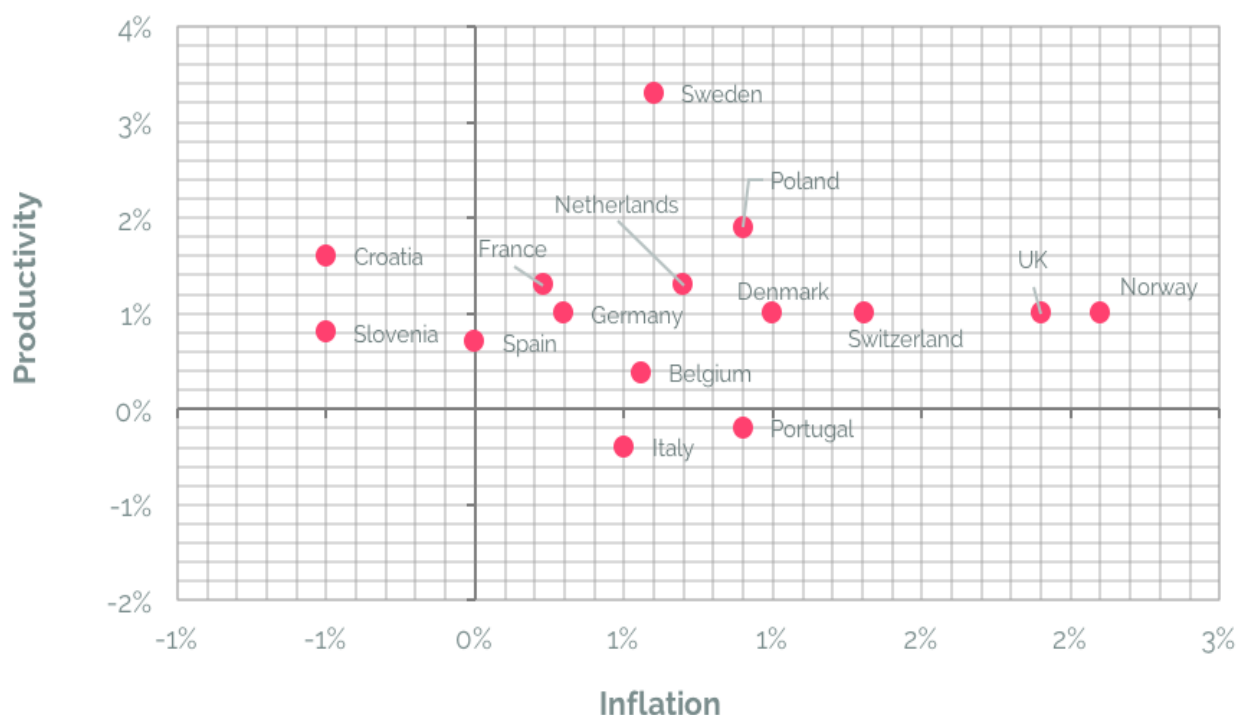
It is impossible to judge the overall health of the European graphical sector's trade union movement simply from the replies to a questionnaire, without including the outcomes of this year's negotiations. Despite another round of attacks on the wages and non-financial elements of their members' jobs, UNIEG affiliates have, with few exceptions, successfully defended the interests of graphical workers across Europe. The gloom must not overcloud the successes of UNIEG affiliated in 2016 to secure agreements, gain real wage increases for graphical workers and continue to organise and support the sector's workforce. But very clearly graphical workers and their trade unions enter 2017 faced with an uncertain future.

The challenges ahead are going to be tremendous and perhaps the most difficult. As our movement confronts this future it must do so united and determined. The discussions at the 15th UNIEG Collective Bargaining conference towards the end of 2016 clearly demonstrated that this is the case and affiliates have already begun preparing for what lies ahead.

ECONOMIC BACKGROUND

While year-on-year productivity gains (Dec 2015 to Dec 2016) in most countries within the sample stood at less than one per cent, increases still varied widely. The graph below shows the levels for both inflation and productivity (year-on-year) for the countries in the sample, with the exception of Iceland.¹ Excluding Sweden, year-on-year productivity gains for all countries in the survey was well below two per cent, but the variations in national inflation rates are significant: from -0.5 per cent to just over two per cent.

Graph 1: Inflation and productivity rates in selected countries in 2016



Negotiating a real wage increase is always difficult, even when economies appear healthy, but when negotiators are confronted with other macroeconomic headwinds then a real increase in workers' income becomes almost impossible. For example, unemployment in Croatia stood at more than 16 per cent in 2016, providing a depressing context for constructive wage talks in that country.

¹ At the time of publication, estimates or actual figures for sector productivity in Iceland (or economy generally) were unavailable.

The table below shows rates of productivity and inflation for affiliates' countries in 2016. The relatively low levels of inflation illustrate the harsh environment in which affiliates were negotiating.

Table 1: Productivity and Inflation 2016

Country	Productivity	Inflation
Belgium	0.38%	0.56%
Croatia	1.60%	-0.50%
Denmark	1.00%	1.00%
France	1.30%	0.23%
Germany	1.00%	0.30%
Iceland	-	0.90%
Norway	1.00%	2.10%
Slovenia	0.80%	-0.50%
Spain	0.70%	0.00%
Sweden	3.30%	0.60%
Switzerland	1.00%	1.31%
UK	1.00%	1.90%

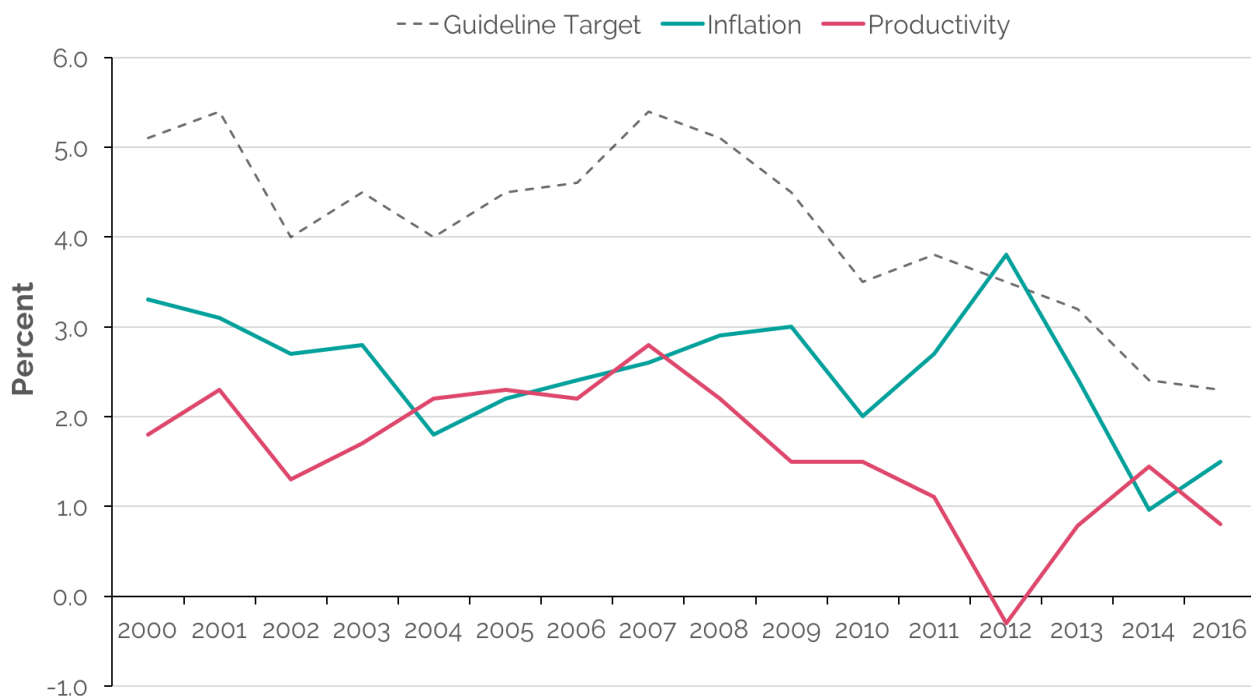
The relative differences between the two sets of figures meant that the UNIEG Guideline Target was lower in 2016 than in any other year since this report was first published. In 2016 the UNIEG Guideline Target, given by calculating an average of national productivity and inflation figures – as a result of lower productivity gains and inflation rates for 2016 – was the lowest it has been in any year.

The graph below shows that higher relative levels of inflation, in all but one of the previous annual bargaining rounds,² required affiliates to negotiate increases greater than three per cent for their members to receive a real wage increase.

² Average annual inflation rates have been higher than 3% since the survey began, apart from in 2014. However, although average inflation in 2014 was at its lowest level in the survey, productivity gains nevertheless pushed the Guideline Target higher than in 2016.



Graph 2: Average rates of productivity and inflation in UNIEG affiliates' countries



In 2016, with the exception of 2014, average levels of both productivity and inflation³ were lower than at any time since the first bargaining analysis was in 2000, as shown in the graph above.

Lower values for both of these measurements reduce the threshold for achieving a real wage increase (the Guideline Target). Consequently, in these conditions, an uplift in the standard of living for graphical workers can be achieved through modest wage increases. However, in 2016, any potential relief was heavily dampened by the harsh economic reality of life across Europe over the past 12 months.

³ Figures for productivity and inflation, in both the graph and table, refer to national rates from the countries of affiliates

COLLECTIVE AGREEMENTS IN 2016

More replies were received in 2016 than in the previous bargaining analysis, with affiliates returning 24 completed questionnaires. This number provides an acceptable sample size, which gave crucial information about collective agreements already in existence before 2016 and information about the outcomes of the most recent negotiations in the sector.

In total, there were 12 pre-existing agreements at the time the analysis was undertaken, previously negotiated by seven affiliates. The following tables give information about pre-existing agreements and new agreements that were concluded in 2016. Information about the duration of both sets of agreements and the subsectors they cover is also included in the table. Many of the agreements in table 2A will be reaching the date at which they will cease to apply and affiliates will be preparing for negotiations to conclude a new agreement to begin immediately after this date.

Table 2A Pre-existing agreements

Country	Subsector	Start date	End date
Slovenia	Commercial Printing	01/03/2000	Open ended
	Newsprint	01/03/2000	Open ended
	Packaging	01/01/2014	Open ended
Spain	Commercial Printing, Newsprint, Packaging	01/01/2014	31/12/2016
Croatia	Commercial Printing, Newsprint, Packaging and the Media	14 Company level agreements	Duration of one or more years
Denmark	Commercial Printing, Newsprint	01/03/2014	01/03/2017
	Packaging	01/03/2014	01/03/2017
France	Commercial Printing		Open ended
Iceland	Commercial Printing, Newsprint, Packaging	01/05/2015	31/12/2018
Belgium	Commercial Printing	01/01/2015	31/12/2016
	Newsprint	01/01/2015	31/12/2016
	Packaging	01/01/2015	31/12/2016

In total five affiliates concluded 12 new agreements in 2016, as shown in the table below. The subsectors covered and start and end dates of new agreements are also shown. Six of these new agreements will apply for more than 12 months.

Table 2B: New agreements in 2016

Country	Subsector	Start date	End date
Germany	Commercial Printing, Newsprint	01/04/2016	31/08/2018
	Packaging	01/11/2016	31/10/2018
Norway	Commercial Printing	01/04/2016	31/03/2018
	Newsprint	01/04/2016	31/03/2018
	Packaging	01/04/2016	31/03/2018
Sweden	Commercial Printing	01/04/2016	31/03/2017
	Newsprint	01/05/2016	03/04/2017
	Packaging	01/04/2016	31/03/2017
Switzerland	Commercial Printing	01/01/2016	31/12/2018
UK	Packaging	01/09/2016	31/08/2017
	Newsprint	N/A	
	Commercial Printing	N/A	

The table below breaks down replies by country and affiliate and shows the number of agreements, workforce footprint and subsector coverage: Commercial Print, Newsprint and Packaging. Four agreements were negotiated at company level in Croatia and the UK.

Table 3: Subsectors and number of workers within scope of agreements in 2016

Country	Affiliate	No. of agreements	No. of workers within scope	Scope of agreements		
				Newsprint	Commercial Print	Packaging
Belgium	ACV	3	22,197	X	X	X
Croatia	Print & Pub	1 ⁴	8,915	X	X	X
Denmark	3F	1	5,000	X	X	X
	HK	1				
France	CFDT	1	47,000		X	
Germany	Ver.di	2	120,000	X	X	X
Iceland	Grafia	1	950		X	
Norway	Fellesforbundet	3	3,059	X	X	X
Slovenia	KSS Pergam	3	7,551	X	X	X
Spain	CCOO	1	100,000	X	X	X
Sweden	GS	3	10,200	X	X	X
Switzerland	Syndicom	1	9,000		X	
UK	Unite the union	3 ⁵	4,000			X

⁴ The affiliate in Croatia returned a single survey that contained provisions from 14 separate company level collective agreements

⁵ The main UK survey contained information about the national agreement in the corrugated packaging subsector and two other surveys provided general information about the conditions in newsprint and commercial print.

Despite the efforts of the trade unions in Italy, the dogged determination by the employers finally took their toll on the sector's industrial relations and negotiations became so difficult that it became impossible to reach an agreement over wages for 2016. According to the trade unions the gap between the two sides is now so great the very existence of the agreement is now under threat. With no agreement to regulate the terms and conditions of the country's graphical sector workers, Italy will join the UK and others in a growing list of countries whose graphical workers' terms and conditions are determined at company level.

The national agreement in daily newspapers has been absent for several years, largely a result of the reduction in newspaper advertising and the subsequent reduction of income. In the long-term interests of their membership, the trade unions compromised and supported a transitional agreement in exchange for an increase in wages. On these conditions the employers then agreed to begin negotiations, despite the lack of support from one trade union. According to Italian rules on collective bargaining, a single veto from one union invalidates any sectoral agreement. In the sector's collective interests the union gave its agreement and a deal was reached with the employers. Two meetings were concluded but the risk remains of these talks stalling and the sector left without an agreement once again.

In 2016 and without notice Verband Druck & Medientechnik, the Austrian employers' association for the print sector, altered its legal status. Consequently, the association is no longer the competent body for concluding agreements. The legal right to negotiate collective agreements on behalf of employers now rests with the Austrian Economic Chambers at the federal level.

Previously, the national agreement for the print sector, negotiated by UNIEG affiliate GPA-djp, covered 8,500 workers (30 per cent of the sector's workforce) and was considered an important agreement in the context of the European print industry.

In addition to the most obvious consequences of there no longer being a collective agreement representing workers in the Austrian printing sector, two points are worth noting:

- newly recruited workers will no longer be covered by a collective agreement.
- employers no longer obliged to negotiate changes to terms and conditions of employment and now able to dismiss workers then recruit employees on new terms.

The table below provides information on the subsector, bargaining level and number of workers covered by all agreements in 2016. The vast majority of agreements concluded in 2016 were negotiated at the national level, with a duration ranging from one to more than three years. The table above provides data on agreements reached in 2016, the number of workers covered by each agreement, the level of negotiations and the start and end date of each agreement.

Table 4: Aspects of graphical and packaging sector agreements in 2016

Country	Affiliate	Subsector	Level*	No. of workers within scope	Start date	End date
Belgium	ACV	Commercial Printing	N	8,069	01/01/2015	31/12/2016
		Newsprint	N	8,069	01/01/2015	31/12/2016
		Packaging	N	6,059	01/01/2015	31/12/2016
Croatia	Print & Publishing	Commercial Printing, Newsprint, Packaging	C	8,915		
Denmark	HK	Commercial Printing, Newsprint	N	3,000	01/03/2014	01/03/2017
	3F	Packaging	N	2,000	01/03/2014	01/03/2017
France	F3C CFDT	Commercial Printing	N	47,000		
Germany	Ver.di	Packaging	N	50,000	01/11/2016	31/10/2018
		Commercial Printing, Newsprint	N	70,000	01/04/2016	31/08/2018
Iceland	Grafia	Commercial Printing, Newsprint, Packaging	N	950	01/05/2015	31/12/2018
Norway	Fellesforbundet	Commercial Printing	N	1,590	01/04/2016	31/03/2018
		Newsprint	N	1,000	01/04/2016	31/03/2018
		Packaging	N	469	01/04/2016	31/03/2018
Slovenia	KSS Pergam	Commercial Printing	N	3,808	01/03/2000	Open ended
		Newsprint	N	1,088	01/03/2000	Open ended
		Packaging	N	2,655	01/01/2014	Open ended
Spain	CCOO	Commercial Printing, Newsprint, Packaging	N	100,000	01/01/2014	31/12/2016
Sweden	GS	Commercial Printing	N	4,800	01/04/2016	31/03/2017
		Newsprint	N	1,900	01/05/2016	03/04/2017
		Packaging	N	3,500	01/04/2016	31/03/2017
Switzerland	Syndicom	Commercial Printing	N	9,000	01/01/2016	31/12/2018
UK	Unite the union	Packaging	N	4,000	01/09/2016	31/08/2017
		Newsprint	C	N/A	N/A	
		Commercial Printing	C	N/A	N/A	

With the exception of the agreement reached in Croatia and two of the three agreements from the UK, all were negotiated at the national level and collectively determine the terms and conditions of employment of almost 340,000 workers, across one or more of the three subsectors. The largest number of new agreements in 2016 came in Newsprint (four agreements), followed by Packaging and Commercial Print (three each).

WAGES

The following table shows the outcomes of the 2016 wage bargaining round and the extent to which UNIEG affiliates achieved the Guideline Target. In all but one case (Switzerland) UNIEG affiliates achieved a wage increase for their members. With the exception of the affiliate in Norway (due to the relatively high rate of inflation), all affiliates that returned a survey achieved an above inflation wage increase

Table 5: Outcomes of wage negotiations in relation to key economic indicators

Country	Subsector	Inflation	Productivity	Target	Outcome	Delta
Belgium	Commercial Print	0.56%	0.38%	0.94%	1.97%	1.03%
	Newsprint	0.56%	0.38%	0.94%	1.96%	1.02%
	Packaging	0.56%	0.38%	0.94%	1.04%	0.10%
Croatia	Commercial Print	-0.50%	1.60%	1.10%	1.03%	-0.07%
Denmark	Commercial Print, Newsprint	1.00%	1.00%	2.00%	1.66%	-0.34%
	Packaging	1.00%	1.00%	2.00%	1.66%	-0.34%
France	Commercial Print	0.23%	1.30%	1.53%	1.01%	-0.52%
Germany	Packaging	0.30%	1.00%	1.30%	2.60%	1.30%
	Commercial Print, Newsprint	0.30%	1.00%	1.30%	2.00%	0.70%
Iceland	Commercial Printing, Newsprint, Packaging	0.90%	Not Available	N/A	6.20%	N/A
Norway	Commercial Print	2.10%	1.00%	3.10%	1.50%	-1.60%
	Newsprint	2.10%	1.00%	3.10%	3.40%	0.30%
	Packaging	2.10%	1.00%	3.10%	1.80%	-1.30%
Slovenia	Commercial Print	-0.50%	0.80%	0.80%	0.90%	0.10%
	Newsprint	-0.50%	0.80%	0.80%	4.10%	3.30%
	Packaging	-0.50%	0.80%	0.80%	0.80%	0.80%
Spain	Commercial Print, Newsprint, Packaging	0.00%	0.70%	0.70%	0.80%	0.10%
Sweden	Commercial Print	0.60%	3.30%	3.90%	2.00%	-1.90%
	Newsprint	0.60%	3.30%	3.90%	2.20%	-1.70%
	Packaging	0.60%	3.30%	3.90%	2.00%	-1.90%
Switzerland	Commercial Print	-1.31%	1.00%	1.00%	No Change	- 1.00%
UK	Packaging	1.90%	1.00%	2.90%	2.00%	-0.90%
	Newsprint	1.90%	1.00%	2.90%	N/A	N/A
	Commercial Print	1.90%	1.00%	2.90%	N/A	N/A

The extent to which UNIEG affiliates can negotiate a real wage increase for their members is a key measure of their relative strength and organisation. But while a real wage increase is

good news for workers, particularly at a time when companies are working hard to hold down, or even reduce, labour costs, ultimately the most equitable outcome for workers is, in addition to maintaining their purchasing power, capturing improvements in productivity too. The following section assess the extent to which affiliates have been able to do this.

UNI Europa Graphical's Guideline Target is the benchmark used to assess the degree to which workers in the graphical sector benefit from, not just a real wage increase, but an increase that includes gains in productivity in the workplace, and is calculated as follows:

- **Guideline Target** = national inflation + year on year gain in sector productivity

Table 6: Pay awards in relation to the guideline target

Year	Same or more than Target	Bargained wage increases that are within ...				No. of Affiliates
		0.5 of Target	0.6 to 1.0 of Target	1.1 to 1.5 of Target	> 1.6 of Target	
2000	1	3	0	0	10	14
2001	1	0	2	1	10	14
2002	2	4	4	2	7	14
2003	2	0	1	3	7	14
2004	2	0	2	1	7	12
2005	0	4	3	4	2	13
2006	2	1	1	0	9	13
2007	3	2	2	2	9	18
2008	1	3	1	3	5	12
2009	1	2	0	2	7	12
2010	0	1	2	1	6	10
2011	1	1	5	1	6	14
2012	4	1	0	0	3	7
2013	8	0	0	2	2	12
2014	7	3	1	3	0	14
2016	6	0	1	1	4	12

The overall outcome of affiliates' wage negotiations in 2016 is positive due to the comparatively large number that exceeded the national rate of inflation. The number of new agreements in which wage settlements fell short of the Target by more than 1.6 percentage points was higher than those reported in the previous two Collective Bargaining reports (one-third of new agreements in 2016). However, such a comparison masks the reality that this figure is one of the lowest, as a percentage of the total, in the entire 16 year history of this report.

The table below shows where affiliates secured wage increases at, or above, the UNIEG Guideline Target.

Table 7A: Affiliates gaining a wage increase at or above the Target

Country	Subsector	Inflation	Productivity	Target	Outcome	ppts over target
Slovenia	Newsprint	-0.50%	0.80%	0.80%	4.10%	3.30
Germany	Packaging	0.30%	1.00%	1.30%	2.60%	1.30
Belgium	Commercial Print	0.56%	0.38%	0.94%	1.97%	1.03
Belgium	Newsprint	0.56%	0.38%	0.94%	1.96%	1.02
Slovenia	Packaging	-0.50%	0.80%	0.80%	0.80%	0.80
Germany	Commercial Print, Newsprint	0.30%	1.00%	1.30%	2.00%	0.70
Norway	Newsprint	2.10%	1.00%	3.10%	3.40%	0.30
Belgium	Packaging	0.56%	0.38%	0.94%	1.04%	0.10
Slovenia	Commercial Print	-0.50%	0.80%	0.80%	0.90%	0.10
Spain	Commercial Print, Newsprint, Packaging	0.00%	0.70%	0.70%	0.80%	0.10
Iceland	Commercial Print, Newsprint, Packaging	0.90%	-	-	6.20%	

Affiliates unable to achieve the Target are shown in the table below. In all but two cases (both agreements in Norway) affiliates secured deals above inflation and that will therefore provide their members with a real wage increase in 2016. In Sweden, reaching the Target was made all the more difficult due to high productivity levels in the subsectors concerned.

Table 7B: Affiliates gaining below Target wage increases

Country	Subsector	Inflation	Productivity	Target	Outcome	ppts below Target
Croatia	Commercial Print	-0.50%	1.60%	1.10%	1.03%	0.07
Denmark	Commercial Print, Newsprint	1.00%	1.00%	2.00%	1.66%	0.34
	Packaging	1.00%	1.00%	2.00%	1.66%	0.34
France	Commercial Print	0.23%	1.30%	1.53%	1.01%	0.52
UK	Packaging	1.90%	1.00%	2.90%	2.00%	0.90
Norway	Packaging	2.10%	1.00%	3.10%	1.80%	1.30
	Commercial Print	2.10%	1.00%	3.10%	1.50%	1.60
Sweden	Newsprint	0.60%	3.30%	3.90%	2.20%	1.70
	Commercial Print	0.60%	3.30%	3.90%	2.00%	1.90
	Packaging	0.60%	3.30%	3.90%	2.00%	1.90

Minimum wages

Minimum rates of pay in the sector are, in the vast majority of cases, determined by national agreement.⁶ Although the minimum wage applies to all workers included within the scope of a national agreement, its value in reality can be somewhat different. Like for so many other countries in the survey, the national agreements in Denmark and Norway determine the level of the minimum wage.

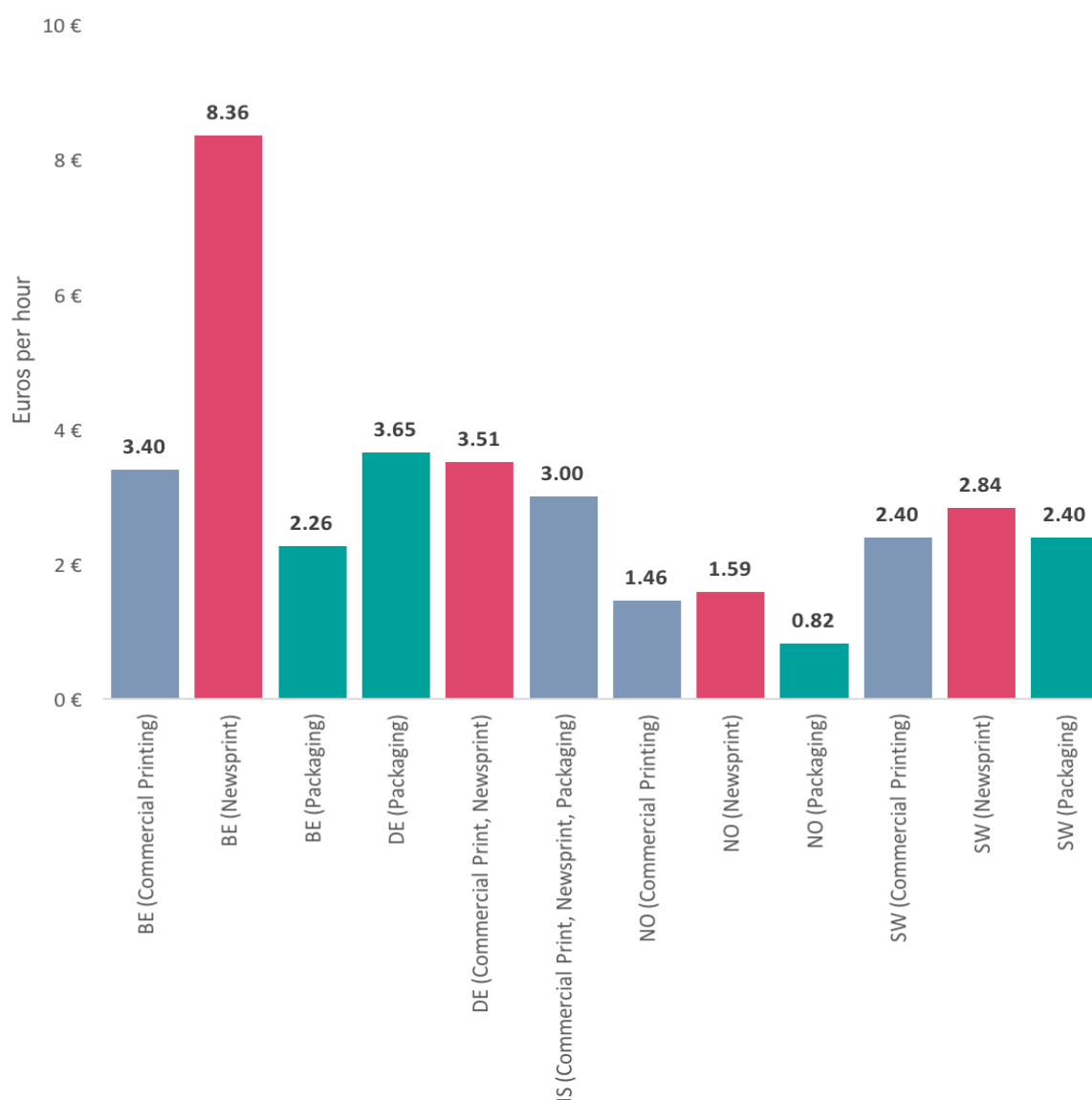
Although there is an expectation that local negotiations will lift wages above this minimum, negotiations to deliver this improvement are subject to the usual factors such as extent of union organisation and the strength of the union locally. In Belgium wages in the sector are linked to the level of inflation, but this is the only example of wage indexation from among countries in the survey. In Denmark, the collective agreement obliges employers to make a payment equal to two per cent of an individual worker's wages into the workers' personal Optional Pay Account. At a future date, the worker can decide to either take the money to use as they see fit or to use it as an additional contribution to their pension.

⁶ Minimum wages are determined by legislation in only three of the 12 countries covered by the 2016 survey.

Rates of pay for skilled and unskilled workers

The differences between the minimum wages for skilled and unskilled workers vary from country to country and are shown in the graph below. The differences are particularly pronounced among those working in Newsprint in Belgium where the gap is well over €8 per hour. In this case, and based on a 37-hour working week, an unskilled Newsprint worker in Belgium could expect to earn just over €300 per week less than their skilled counterpart in the same sector. The smallest gaps between the two are in Norway where it ranges from 82 cents p/hr (packaging) to €1.59 (newsprint). However, in Croatia, Denmark, Slovenia and the UK, both groups are paid at identical hourly rates.

Graph 3: Differences in the minimum hourly wages of skilled and unskilled workers in the Graphical Sector



An analysis of the wage differentials between skilled and unskilled workers also reveals an interesting trend. While gaps exist between the wages of the sector's skilled and unskilled workers, it does appear that increases in 2016 have been less biased toward either group of workers, and in fact have been rather neutral in this context. The two tables below show wages increases in 2016 and the relative weighting for each of the two groups, using the information provided by affiliates in the survey and where the data provided could be used comparably.

Table 8A: Distribution of increases in average hourly wages in 2016 for skilled and unskilled workers

Country	Subsector	Skilled	Unskilled	Weight
Belgium	Commercial Printing	0.33	0.28	Skilled
	Newsprint	0.37	0.29	Skilled
	Packaging	0.14	0.13	Skilled
Denmark	Commercial Printing, Newsprint	0.50	0.20	Skilled
France	Packaging	0.50	1.01%	Skilled
	Commercial Printing	1.01%	1.01%	Parity
Germany	Packaging	2.6%	2.6%	Parity
Iceland	Newsprint	2.0%	2.0%	Parity
	Commercial Printing, Newsprint, Packaging	14.5% ⁶	14%	Skilled
Norway	Commercial Printing	1.5%	1.0%	Skilled
Spain	Newsprint	3.4%	3.0%	Skilled
	Packaging	1.8%	1.6%	Skilled
	Commercial Printing, Newsprint, Packaging	0.90%	0.90%	Parity
Sweden	Commercial Printing	4.10%	4.10%	Parity
Switzerland	Newsprint	0.80%	0.80%	Parity
	Packaging	0.80%	0.80%	Parity
	Commercial Printing	2.0%	2.0%	Parity
UK	Packaging	11.0%	11.0%	Parity
	Newsprint	2.0%	2.0%	Parity
	Commercial Printing	2.0%	2.0%	Parity

As both tables show, the gap between the two groups has widened further as a result of the 2016 bargaining round, as the relative pay for skilled workers continuing to outperform that of their colleagues. However, with regards to average hourly wage increases, the number of increases that were differential neutral, or held parity is highly significant. In total, more than half (55%) of all new wage increases maintained the status-quo. Although wage differentials in over half of agreements remain constant, the gap between skilled and unskilled workers has not widened

Table 8B: Distribution of increases in average minimum wages in 2016 for skilled and unskilled workers

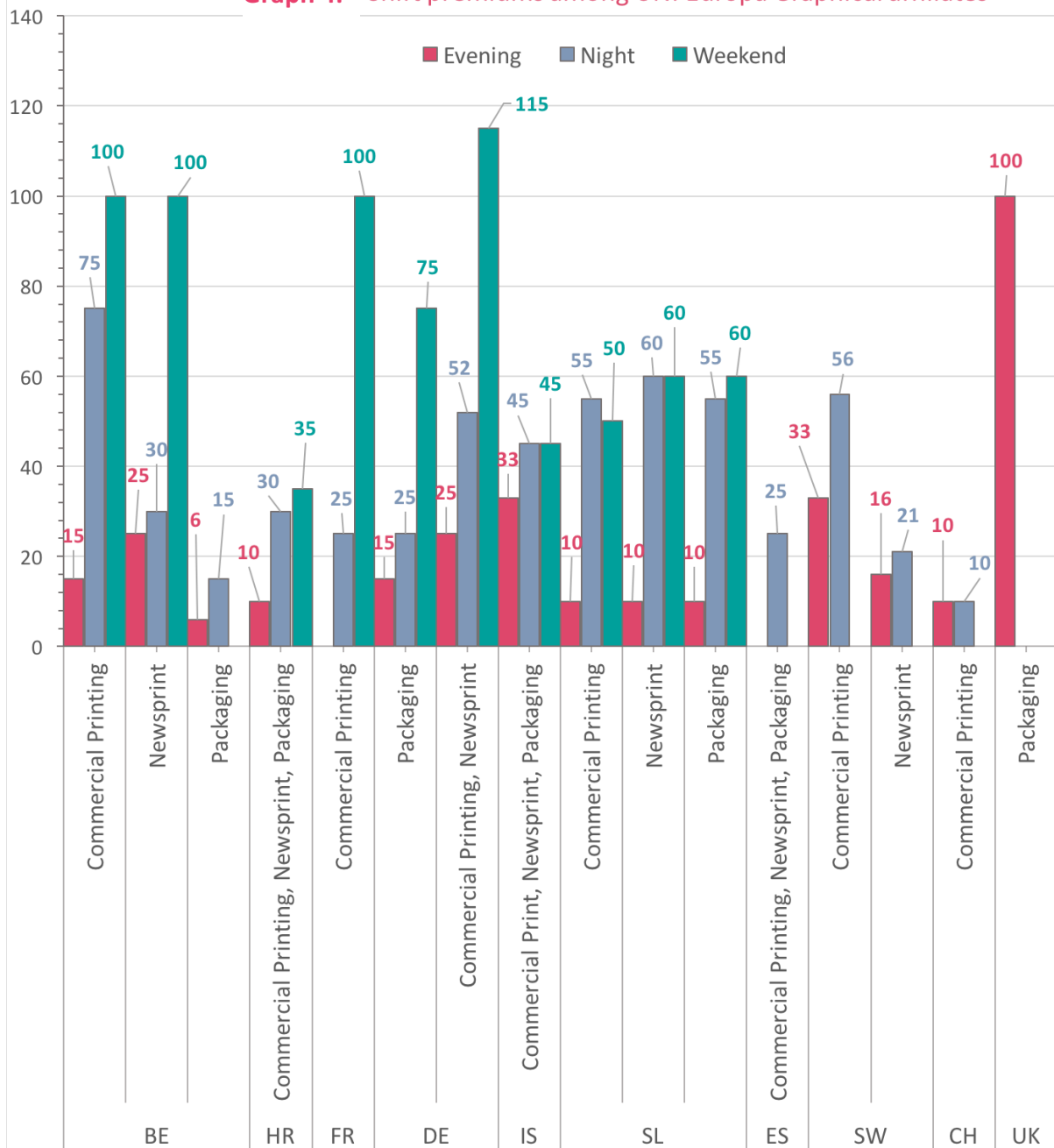
Country	Subsector	Skilled	Unskilled	Weight
Belgium	Commercial Printing	0.3021	0.2354	Skilled
	Newsprint	0.4334	0.2696	Skilled
	Packaging	0.141	0.1169	Skilled
Croatia	Commercial Printing, Newsprint, Packaging	2.28%	2.28%	Parity
Denmark	Commercial Printing, Newsprint, Packaging	0.11	0.11	Parity
France	Commercial Printing	1.01%	1.01%	Parity
Germany	Packaging	2.60%	2.60%	Parity
	Commercial Print, Newsprint	2.0% (2017 1.8%)	2.0% (2017 1.8%)	Parity
Iceland	Commercial Printing, Newsprint, Packaging	6.20%	6.20%	Parity
Norway	Commercial Printing	1.80%	1.80%	Parity
	Newsprint	3.00%	3.00%	Parity
	Packaging	0.60%	0.60%	Parity
Spain	Commercial Printing, Newsprint, Packaging	0.50%	0.50%	Parity
Sweden	Commercial Printing	2.00%	2.00%	Parity
	Newsprint	10.60%	22.00%	Unskilled
	Packaging	2.00%	2.00%	Parity

The impact of wage increases in 2016 on the minimum hourly wages for the two groups is even more significant. Three-quarters (75%) of all increases maintained the status-quo, or rather did not widen the gap between skilled and unskilled workers. In a fifth of cases (20%) increases were weighted to skilled workers, with unskilled workers benefiting from a relative increase over skilled workers in only 6 per cent of new agreements in 2016.

Shift Premiums

Work performed outside the typical working day, but within the duration of the working week, tends to attract a shift-premium, in addition to the usual hourly wage. Shift-premiums are paid to compensate workers for working during unsocial hours. The graph below gives the relative value of shift-premiums in different countries in the survey. It also shows that in the majority of cases shift-premiums are expressed as a percentage of the usual hourly wage rate.

Graph 4: Shift premiums among UNI Europa Graphical affiliates

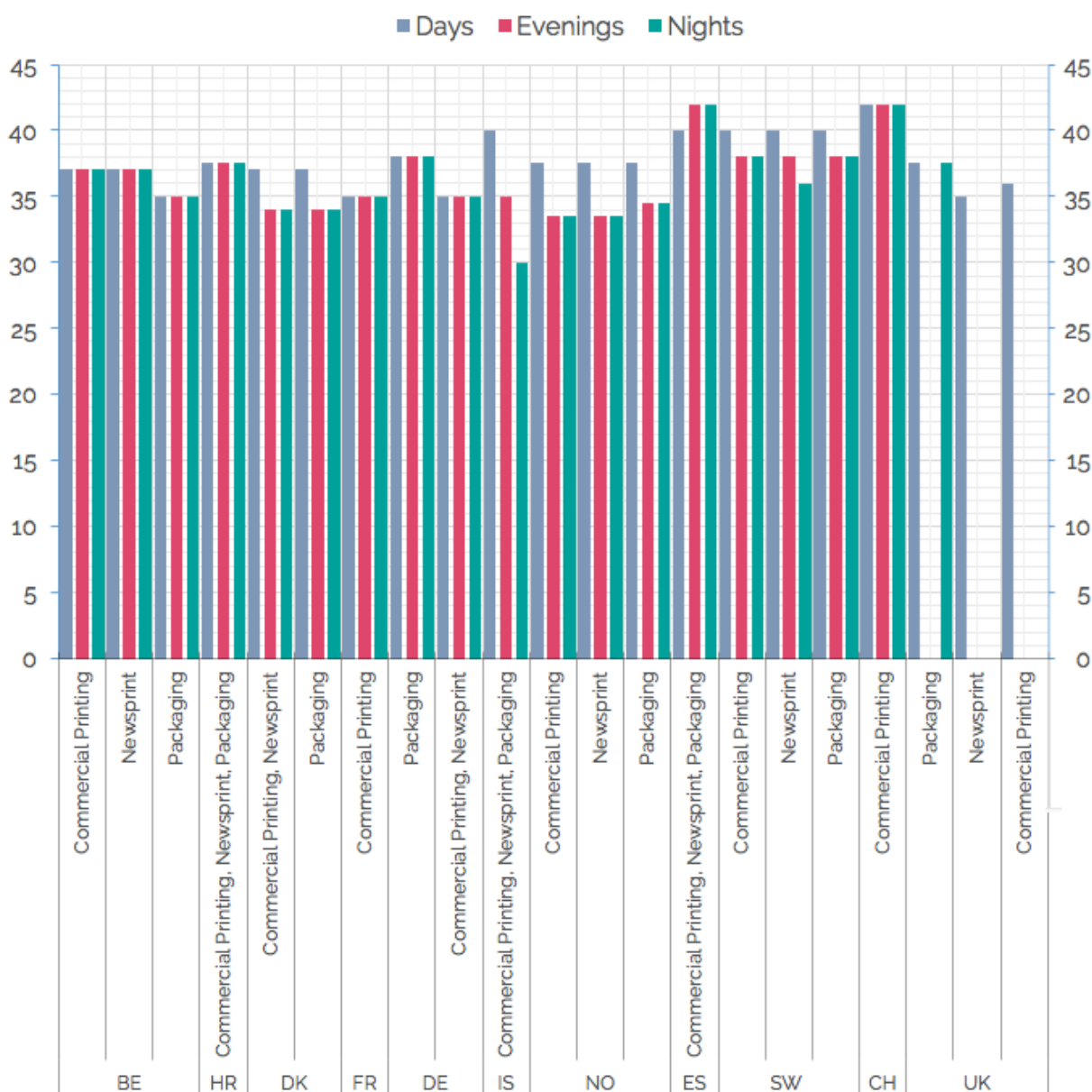


However, in Denmark and Norway the premium comes in the form of a fixed payment, although the premium for weekend work in the Norwegian commercial print subsector is fixed at additional 50% of the hourly rate. The 2016 survey asked affiliates for information about changes to shift-premiums, as a result of the annual negotiations. The highest increase in such premiums was achieved by the affiliate in Norway, where all premiums increased by 3.2%. The only exception to this was the premium paid for weekend working in the Graphical sector, which increased by 1.5% in 2016.

WORKING TIME

Working time is generally regulated by national agreements. In Germany (Newsprint and Packaging), Belgium (Newsprint) and France (Graphic industry), the average is around 35 hours per week, followed by Belgium (Graphic industry and Packaging), Croatia (all shifts), the UK (Packaging), Denmark and Norway with an average of 37 to 37.5 hours per week. A higher number of hours are worked in Iceland, Spain and Sweden (average of 40 hours per week) and in Switzerland (up to 42 hours per week).

Graph 5: Weekly working hours in the Graphical sector (shift, country and subsector)



Very often the duration of working time for evening and night shifts is shorter than it is for working during the day. The length of working time during the day is often the same as for working in the evening or through the night. The exceptions to this are to be found in Iceland, Denmark, Sweden and Norway.

Weekend working is permitted by collective agreements in most countries covered by the survey, but the duration of work varies. Workers in France, Denmark and Norway, for example, will work only 24 hours (but paid for 37 hours), compared to the weekdays, whereas in Germany there appears to be no difference in the duration of work between day or night working.

Paid time off work

The legal provisions for time off work are, primarily, derived from national legislation and tend to apply to all workers in a country. In the graphical sector the legal minimum number of days off work and paid for by the employer is often supplemented by additional paid days off work and according to the terms of a collective agreement.

In addition to paid time off work, for general use, workers may have the right for paid time off work in specific circumstances. Such rights are set out by national legislation and can also be supplemented by the provisions of a collective agreement.

Provisions vary by country - the collective agreement for newsprint in Belgium entitles workers to one additional specific day off work with pay, called a Community holiday. Workers employed in packaging can take up to two days paid additional holiday, while additional paid time off work for those in commercial print is based on their length of service (seniority). In Germany, a basic entitlement of 20 days' paid time off work is provided by law and this is extended to 30 days by collective agreement. The collective agreement in France entitles workers to take paid time off work specifically for family related reasons. In Switzerland, collective agreement entitles employees to take one day off work with pay and a further eight without.

The table below provides both the legal minimum number of paid days and any additional entitlement provided by collective agreement and includes paid time off work for a specified purpose.

Table 9: Provisions for paid time off work, by national law and collective agreement

Country	Subsector	Basic (days)		Additional (days)	
		Legal ⁶	CA ⁷	Legal	CA
Belgium	Commercial Print	20	2	10 Public	1 to 3 based on seniority
	Newsprint		1		
	Packaging		2		2 for spouse/child death
Croatia	Commercial Print	20	10 ⁸	7	7
Denmark	Commercial Print Newsprint, Packaging	25	5	9 Public	3
France	Commercial Print	24	Family specific		
Germany	Commercial Print, Newsprint, Packaging	20	30	9	1 to 2 marriage/birth/death
Iceland	Commercial Print, Newsprint, Packaging	24	25 then 30 after 10 yrs in sector		Max. 35 after 10 yrs
Norway	Commercial Print Newsprint, Packaging	20+1	4	2	1 Public
Slovenia	Commercial Printing	20		Family marriage/death	Flood/fire/homemove etc
Spain	Commercial Print, Newsprint, Packaging	22		14 Public	
Sweden	Commercial Print Newsprint, Packaging	25	4 or more		
Switzerland	Commercial Print	20	25-30	1 (8 unpaid)	
UK	Packaging	20	26 + 8	8 public	

Workers in Norway are granted four weeks', plus one additional day, paid time off work by law and a further four days by collective agreement, which equates to five full working weeks' paid time off. While the law in the majority of countries in the 2016 survey is limited to providing a minimum floor for the right to paid time off work, national legislation in Slovenia goes as far to stipulate that employers are obliged to grant time off work with wages in the event of the marriage or death of a member of the workers' family.

⁷ Legal provisions for paid time off work are rooted in the Working Time Directive, and delivered through national legislation. Workers in the sector in EU countries are entitled to a minimum of 20 days' paid time off work. However, this entitlement does not include any nationally designated public holidays to which workers may also be entitled.

⁸ Refers to provisions in Collective Agreements

⁹ In Croatia, the collective agreement provides for an additional 10 days paid time off work. These additional days are subject to specific criteria such as seniority, skill level etc.

REDUNDANCY PAY

The regulation of the process and compensation for redundancy varies from country to country, as the table below shows. In some cases, the process is regulated by collective agreement and in others by legislation. In Germany and Slovenia, for example, redundancies in the Newsprint and Packaging subsectors are regulated by law, whereas making redundancies in Commercial Print, Newsprint, Packaging in Iceland is governed by collective agreement.

Table 10: Redundancy provisions in 2016 agreements

Country	Subsector	Redundancy provisions by collective agreement
Belgium	Commercial Print Newsprint, Packaging	Compensation for closure/severance relates to seniority
Croatia	Commercial Print, Newsprint, Packaging	After 2yrs' service worker receives 1/3 monthly wage for every year. Some companies limit to 6 months, but not all.
Denmark	Commercial Print, Newsprint, Packaging	After 3yrs' service compensation is €660; after 6yrs €1,320; after 8yrs €1,980
Germany	Packaging, Commercial Printing	No legal right to compensation for collective redundancies
Iceland	Commercial Print, Newsprint, Packaging	After 3 yrs then 3 months' paid notice. Employer discretion if worked. Unemployment benefit 70% of last salary for 3 months.
Sweden	Commercial Print Newsprint, Packaging	Specific redundancy fund (jointly managed by employer organisation and unions) provides payment of €3,563 from age 40; €5,184 from age 60.
Switzerland	Commercial Print	Law requires social plan if dismissals on economic grounds. If not then affected workers get compensation of 6 months' wages
UK	Packaging	Compensation is agreed locally, or legal redundancy payment due
	Newsprint	Two weeks' pay per year of service
	Commercial Print	Statutory: ½ week's pay for each year service that worker was under 22yrs; 1 week for 22 yrs or older, but under 41; 1 ½ weeks older than 41. However, length of service capped at 20 years.

For all affiliates, the length of service is the key determinant for calculating the level of compensation due to redundancy, but in some countries the law requires the employer to do more than simply compensate workers. In Switzerland, for example, legislation requires the employer to create a social plan if the redundancies are based on economic grounds. The law also obliges the employer to compensate affected workers with six months' salary if the reason for the dismissals is found not to be based on economic grounds.

In Sweden, collective agreement determines the compensation levels and there is a specific collective redundancy insurance fund that pays out to workers made redundant. In Germany, there is no entitlement to compensation for collective redundancies. However, the works council will ensure that the social plan to mitigate the impact of the redundancies includes provisions for compensation.



VOCATIONAL TRAINING

Vocational training was also an important feature in the 2016 negotiations as the table below shows. The majority of employers tend to fund VET, due to the success of trade unions in previous negotiations, as the table shows.

Table 11: Provisions for VET contained in 2016 agreements

Country	Subsector	VET provisions by collective agreement		
		Employer finances?	Access to time off?	Paid time off?
Belgium	Commercial Print Newsprint, Packaging	Yes	One day per year	Yes
Croatia	Commercial Print, Newsprint, Packaging	If in employer's interest	If in employer's interest	If in employer's interest
Denmark	Commercial Print, Newsprint, Packaging	After 9 months' service worker is entitled to two weeks VET fully paid by company	Unused time accumulated so individual can have six weeks' off for VET every 3 years.	85% of wages covered by a fund to which employer contributes €69.34 p.a per employee
France	Commercial Print	Yes	Yes	Yes
Germany	Packaging, Commercial Printing	No	Yes	Yes
Iceland	Commercial Print, Newsprint, Packaging	80% training costs are refundable through a training fund	Yes	24hrs per year. Unused time carried forward to a maximum of 40hrs every two years.
Norway	Commercial Print Newsprint Packaging	Yes, there is an education fund.	Yes	No
Slovenia	Commercial Print Newsprint, Packaging	If in employer's interest	If in employer's interest	For the first-time exams are taken
Spain	Commercial Print, Newsprint, Packaging	Yes	No data	20 hrs p.a
Switzerland	Commercial Print	Yes	Yes	Yes

So, the majority of the sector's collective agreements oblige the employer to both fund the direct costs of VET courses (if related to the job) and to pay workers for the time off to undertake their studies. In Denmark, after nine months of employment workers are entitled to two weeks off for vocational training, for which they are entitled to receive full pay. In

Iceland, financial support from the employer is limited to 85% of the cost of the training and in Croatia, providing the training is work related, all costs are met by the employer.

Both in Slovenia and Croatia, vocational training only attracts the support of the employer (funding; time off etc.) if it is of clear benefit to the employer. In Iceland workers are provided 24 hours per year, that can be carried forward to a maximum of 40 hours every two years and in Spain there is an individual right of 200 hours per year. Other countries such as France, Belgium, Switzerland and Germany also offer the right to paid time off.

In 2017, the UK's Apprenticeship Levy will be introduced and businesses with a payroll higher than £3m will, from April 2017, pay a 0.5% levy on its total wage bill. However, the government has promised that this money will be returned to businesses in the form of training credits to use on government-approved training courses. In addition, every company will get a £15,000 allowance to spend on apprenticeship training.



SICK PAY

Another key topic for collective negotiations is the protection of salary in the event of absence from work due to sickness. In most cases, the regulations provide for a partial or full payment of salary, depending on the individual's seniority within the company and the duration of the absence (in some cases there are limits).

In France, an individual's salary can be paid to cover an absence from work for up to three years, with a qualifying period of three days, during which time the employee has zero entitlement. Since 2014 in Belgium the period of guaranteed sick pay begins on the first calendar day of the individual's inability to work and is regulated by law. In Denmark individuals are permitted up to 56 weeks of sick leave which are fully paid, but to qualify they must have been a union member for 13 weeks.

Table 12: Provisions for sick pay contained in 2016 agreements

Country	Subsector	Sick pay provisions by collective agreement
Croatia	Commercial Print, Newsprint, Packaging	70 to 80% of wages
Denmark	Commercial Print, Newsprint, Packaging	Full wages up to 56 weeks after 13 weeks' membership of the trade union
France	Commercial Print	Maintain 3 years' salary after a 3-day waiting.
Germany	Packaging	Supplemental pay of up to 3 months on a 'no fault' basis beyond 6 weeks
Germany	Commercial Print, Newsprint	6 weeks full pay
Iceland	Commercial Print, Newsprint, Packaging	Starting entitlement is 3 days p/month. After 3 yrs max pay is 3 months' salary.
Norway	Commercial Print Newsprint	Yes, beyond the statutory minimum of six months
Spain	Commercial Print, Newsprint, Packaging	60% of wages from 4th to 20th day; 75% from 21st; Hospitalisation due to illness 100% from 5th to 20th day; Accident/occupational illness 100% from 5th day.
Sweden	Newsprint	15-360 days' gross pay
	Packaging	
Switzerland	Commercial Print	No change
UK	Packaging	70% of salary capped at 17 weeks
	Newsprint	Wages from 1 st day of sickness for 26 weeks
	Commercial Print	

In Norway, as per collective agreement, sick pay is provided beyond the statutory minimum of six months and in Iceland, after 3 years in the job, three months' salary is paid. In Switzerland, the employer must continue to pay wages during a period of illness every 720 days (a premium is paid 50:50 by employer and employee). The level of wages for being absent at work due to sickness corresponds to the net salary (before deductions for social insurance).

In Spain, in the event of contracting an illness, an employee is granted 60% of their usual wages from the fourth to the twentieth day and 75% from the twenty-first. In the event of hospitalisation due to illness, the fifth day to the twentieth and 100% salary; and in case of an accident or occupational injury, from the fifth day, again with 100% salary. In the UK only 70% of salary is granted, the same as in Croatia (70-80% of wages). Finally, sick pay in Slovenia is regulated by national law, not collective agreement.

PENSIONS

Early retirement is a regular topic for the negotiations for collective agreements and the table below provides some of the outcomes.

Table 13: Provisions for pensions contained in 2016 agreements

Country	Subsector	Pension provisions by collective agreement
Belgium	Commercial Print, Newsprint, Packaging	Early retirement: 60 yrs after 40 yrs' service; 58 after 33 yrs (incl. 20 years of night work); 58 after 33 yrs' service but must have done 5 yrs 'arduous' work in last 15yrs.
Croatia	Commercial Print, Newsprint, Packaging	Employer pays €1,050 to individuals upon retirement
Denmark	Commercial Print, Newsprint, Packaging	Employer pays 8% and employee pays 4%
France	Commercial Print	Disabilities ranked by severity in agreement. If disability incurred at work then pension benefits available.
Iceland	Commercial Print, Newsprint, Packaging	Today employee pays 4% and employer 8%. From 2018 employer will pay 11.5%.
Norway	Commercial Print, Newsprint, Packaging	Supplementary pension part of collective agreement and provides a min. level of income.
Slovenia	Commercial Print, Newsprint, Packaging	Regulated by law
Sweden	Newsprint, Packaging	Additional 4.5% of earned salary for retirement
Switzerland	Commercial Print	Additional 4.5% of earned salary for retirement
UK	Packaging	Today employer pays 1% and employee 0.8% From 2019 employer to pay 3% and employee 4%.

In Belgium, there are specific circumstances under which workers can retire early. In Germany, there are no sector regulations at the national level, nor in Switzerland where an attempt by the unions to introduce such a measure failed during the last negotiations. In Iceland, the employee pays 4% and the employer currently pays 8.5%, due to increase to 11.5% of the individual's salary by 1st July 2018.

OTHER MEASURES

Other measures contained in collective agreements and highlighted in the surveys are anticipating change (France), work-life balance (Belgium), and the reimbursement of transportation costs to and from work, Christmas bonuses (Croatia), the possibility of a partial pension from the age of 60 (Sweden), and pay for overtime (Norway).

Table 14: Provisions for other topics in collective agreements

Country	Subsector	Topic	Other provisions by collective agreement
Belgium	Newsprint	Health and well-being	Companies will give greater focus to removing factors that contribute to making a job less 'workable' (such as preventative measures for combatting burn-out etc.). New measures to support and introduce new (young) people into work.
Croatia	Commercial Print, Newsprint, Packaging	Pay	New additional payment per year set at 0.5% of wages; Travel costs to and from work now reimbursed; Christmas Bonus...
Denmark	Commercial Print, Newsprint, Packaging	Pay	Employer makes a payment of 2% of an individual worker's salary in their own Optional Pay Account. The worker decides to either: Receive pay for leisure time OR put the amount into their pension.
		Social Dialogue	From 2014 companies make an annual contribution for each employee (€33) and each year the fund is split 50:50 between employer organisations and trade unions to financially support their work
Germany	Commercial Print, Newsprint, Packaging	Notice Periods	Alteration of termination periods
Norway	Newsprint	Health and well-being	Insurance to cover wages for a period upon death of employee.
Sweden	Newsprint	Health and well-being	Working time can be reduced by 50% from age 60
Switzerland	Commercial Print	Collective agreements	Affiliate has begun the procedure for the collective agreement to be declared legally binding by the government.

In Norway paid leave is granted for periods of absence from work for personal reasons and an insurance to cover wages for a set period upon the death of an employee. In Belgium, there are specific circumstances under which workers can retire early. In Germany, there are no sector regulations at the national level, nor in Switzerland where an attempt by the unions to introduce such a measure failed during the last annual negotiations. In Iceland, the

employee pays 4% and the employer currently pays 8.5%, and these contributions are due to increase to 11.5% of the individual's salary by 1st July 2018.

The new agreements in Denmark specifically make provisions for a dismissed employee to take two hours paid time off, to seek advice of their trade union, as soon as possible after they have been notified of their dismissal. The qualifying period for this right is 6 months of employment.

TRADE UNION PRIORITIES FOR 2017

Trade union issues identified as priorities concern work-life balance, the movement of work, increases in the minimum wage, real wage increases, flexible working hours, training and the potential impact of Brexit. The table below provides the priorities for UNIEG affiliates.

Table 15: Priorities of affiliates in 2017

Country	Affiliate	Subsector	Priorities
Belgium	ACV	Commercial Print	Retirement age increased. Greater flexibility for employer. Working time at risk of increasing. Union wants decent jobs and will defend workers' social rights
		Newsprint	
		Packaging	
Croatia	Union for Print and Publishing	Commercial Print, Newsprint, Packaging	Provisions for continuous VET and to maintain, or increase, rights at work.
Denmark	HK	Commercial Print, Newsprint	Real wage increase; strengthen dismissal rights; new rights for further training and an additional subject for training to be chosen by the employee
	3F	Packaging	
France	F3C CFDT	Commercial Print	Maintain employment
Germany	Ver.di	Packaging	Demand for wage increase in to be 5% in 2017
Iceland	Grafia	Commercial Print, Newsprint, Packaging	Trade union movement working to develop a standard negotiation model for all sectors to provide stability
Norway	Fellesforbundet	Commercial Print	To deal with job losses and downsizing; problem associated with fixed employment, full-time; employer offensive against wages, working conditions.
		Newsprint	
		Packaging	
Slovenia	KSS Pergam	Commercial Print	New CA being negotiated and priority is to increase wages
		Newsprint	
		Packaging	Last agreement increased lowest wages but need to further increase wages by collective agreement.
Spain	CCOO	Commercial Print, Newsprint, Packaging	Negotiations began again in January 2017 and priorities were wage increase, decrease in working time, better regulation of equal rights and safety
Sweden	GS	Newsprint	Making provisions for part-time; increase in the minimum wage; emphasis on working hours and part-time positions
		Packaging	Increasing provisions for partial retirement; real wage increases; flexible working hours.
UK	Unite the union	Newsprint	Pay, training, jobs, agency workers, free movement of workers, Brexit
		Commercial Print	

CONCLUSIONS

Sadly, 2016 marked another turbulent year for UNIEG affiliates and their membership and there can be little doubt that the consequences of the financial crisis, that struck in 2008, remain with us and undiminished. Europe's graphical workers have endured another year of attacks to their terms and conditions of employment within the context of an extremely tough negotiating environment. The impact of Britain's referendum on its EU membership and Donald Trump's electoral success in the States are of such a magnitude it would be foolhardy to imagine the that sector be any less hostile or challenging for workers and the European union movement. One can only assume greater uncertainty for the future of the EU and a worsening of hostilities between workers and their employers.

For decades, an open-minded, economically stable and an increasingly social Europe was considered essential to provide stability and generate solidarity for over 350 million people. The dark periods of nationalism, protectionism and fascism had been consigned to history. But these underpinning expectations have been weakened and seem to be crumbling as we watch helplessly.

Despite all of this gloom, UNIEG affiliates managed, albeit not through negotiations alone in every case, to maintain security and provide workers with a better standard of living. The survey and the report have highlighted some the key aspects of this process and the conclusions of the analyses are as follows:

The economic and political conditions for the 2016 collective bargaining round may have been the most hostile environments for wage bargaining. Employer attitudes, already a perennial obstacle to the most innovative and patient negotiators, darkened beyond the norm as employer organisations sought to undermine the very existence of national agreements in major graphical countries. Although employers were unsuccessful in doing so in Germany, they did achieve this objective in Italy and in Austria the traditional employers' body no longer qualifies as having the competence to negotiate and sign off agreements. The Italian and Austrian experiences generate further concern of the future of the social dialogue model, so long a central tenet of EU membership – and the demise, at least for now, of two more influential graphical sector agreements. Meanwhile, British employers successfully maintained opposition to the resurrection of the country's printing industry national agreement for the seventh consecutive year.

The conclusions from the 2016 bargaining round are:

- UNIEG Affiliates returned 24 completed surveys representing a higher than average return rate.
- Surveys contained information on 10 existing agreements and 12 new agreements concluded in 2016. The remaining two are from the UK and were negotiated at company level. They are included as an illustration of the UK situation but are not included in the overall analysis.
- The agreements in the surveys have a collective footprint of almost 350,000 workers.
- Despite the extremely harsh negotiating environment, only 2 affiliates failed to achieve above inflation pay increases for graphical workers.
- Smaller annual productivity gains combined with relative low levels of inflation to compressed the UNIEG Guideline Target, shifting the prospects of a real wage increase for graphical workers a towards the realm of what was possible in extremely challenging conditions.
- Six affiliates achieved wage increases above the UNIEG Guideline Target.
- In 2016, of the 12 new agreements, only two from Norway failed to achieve a real wage increase (above inflation) for graphical workers. However, inflation in Norway was higher than in any other country in the 2016 survey.
- In addition to quantitative outcomes, unions achieved a number of qualitative improvements in 2016
- Wage increases in 2016 maintained, rather than exacerbated, wage differentials between skilled and unskilled workers.

Purpose of the Survey

The main aims of the Annual Collective Bargaining Survey are to:

- ▶ Provide an overview of collective bargaining developments in the year.
- ▶ Monitor progress on meeting the Guidelines for Common Collective Bargaining.
- ▶ Objectives as established by the Annual Conference on Collective Bargaining.
- ▶ Assist the Conference to identify, and to establish the key priorities for the next collective bargaining round with national graphical employers' organisations.
- ▶ Improve the exchange of information to affiliates on national collective bargaining rounds and assist UNI-Europa Graphical (UNIEG) to influence discussion at the ETUC about defining and coordinating a common collective bargaining agenda.

This section of the report draws heavily on an analysis of the answers from UNIEG affiliate trade unions to questions regarding the context, nature and form of negotiations between representatives of employers and trade unions across Europe 2016. Questions regarding quantitative and qualitative aspects of collective bargaining in the Graphical, Printing and Packaging industry were posed by the 2016 survey to gather information on the level of negotiation of the collective agreements, changes of working time, average sector wages, training plans, redundancy payments and retirement plans.

The 2016 questionnaire included questions on:

- ▶ Start and end date of the agreement.
- ▶ Average annual increase of national productivity in each country for 2016.
- ▶ Inflation rate in each country at the time the changes introduced in 2016
- ▶ Level of unemployment in (a) the country as a whole (b) country's graphical industry
- ▶ Number of workers covered by the agreement.
- ▶ Bargained wage increase for 2016.
- ▶ Redundancy payments.
- ▶ Bargained changes in working time, paid holiday entitlement, sick pay, vocational training and pensions.

Guidelines for Common Collective Bargaining Objectives

Agreed at 2007 Collective Bargaining Conference

1. Provision of Information

- Update regularly the Collective Bargaining Survey
- Reporting of national agreements concluded to UNIEG
- Assessment of the bargaining results
- Continuous monitoring
- All affiliates are required to participate in the Annual Collective Bargaining Conference

2. Information and consultation of the UNI-EG affiliates

Each UNI-EG affiliate commits itself to inform and consult the other UNI-EG affiliates on:

- Its claims (before the opening of national collective bargaining).
- The results/developments of ongoing collective bargaining.

The UNI-EG secretariat will coordinate the information and the consultation of its affiliates.

3. Social Dialogue

All affiliates are required to exert pressure on national employer organizations to engage in European Social Dialogue/Collective bargaining.

4. Regional Collective Bargaining

Support for regional/sub regional collective bargaining Committee.

5. Guidelines for Bargaining Claim

Wages plus qualitative aspects (see below) should be at least equal to inflation plus national productivity.

The qualitative aspects cover:

a. Working Hours

Standard working time should not exceed 1,750 hours per year for a full-time worker.

The maximum amount of paid overtime should not exceed 100 hours per year after which compensatory time off (at bonus rates) arrangements should be encouraged as an alternative to paid overtime and to maximize employment opportunities.

b. Further Vocational Training (FVT)

- Link between FVT, improvement of qualification and wage increases.
- Establishment of an annual plan for FVT.
- Obligation on employers to inform each employee of the FVT plan.
- Individual right of each employee to FVT.
- Full union involvement in FVT.
- Cost free for employees (except with union consent or by collective agreement).
- All time spent on FVT is working time – normally it should take place during normal working hours (specifications could be made by collective agreement).
- Establishment of monitoring committees in companies.

c. Further Opportunities for Older Workers

- Oppose all forms of direct and indirect age discrimination.
- Guarantee that older workers enjoy the same rights to training, post education and further education as all other employees.
- Through the distribution of information and in debates, emphasize that also older employees are an important resource in working life and at the same time they must be motivated to participate in training programs and in further education.
- Ensure that any employees, who are forced to leave active working life before reaching pensionable age due to failing health or unavailability of work, should be guaranteed financial security.
- Ensure that this policy will be an integral part of UNI-EG and its affiliate's political agenda.

d. Equality

- Preparation of negotiating aims/guidelines with equality officers.
- Equal pay audits to establish existing situations regarding pay.
- Concrete steps to achieve equality of wages between men and women as stipulated in the European Treaty.
- Family friendly policies for good work/life balance.

e. Occupational Pension Schemes

In bargaining with employers over occupational pension schemes, affiliates should seek to achieve minimum standards of:

- The employer's contribution to the pension fund is twice that of the employee.
- The maximum length of employment in the industry to qualify for full pension is 40 years.
- The final pension as a percentage of average pay be 50 percent of the three highest years of earnings
- Pension arrangements be transferable between graphical employers.
- Pension funds be jointly managed by employee and employer representatives.

f. Health, Safety and Working Environment

6. Transnational Companies

CBC will be asked to look at transnational company level

7. Transnational Solidarity

Restructuring Procedure

All UNI-Europa Graphical affiliates agree that should any request be received from any affiliate – through the UNI-Europa Graphical secretariat – regarding restructuring in any multinational company, a bi-lateral or multinational meeting to discuss the issue and agree any appropriate action will be arranged within seven days of receiving the request.