
BARCOM

With innovative tools for bargaining support in the commerce sector
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Multinationals' collective agreements in Europe and the 'Swedish-premium'

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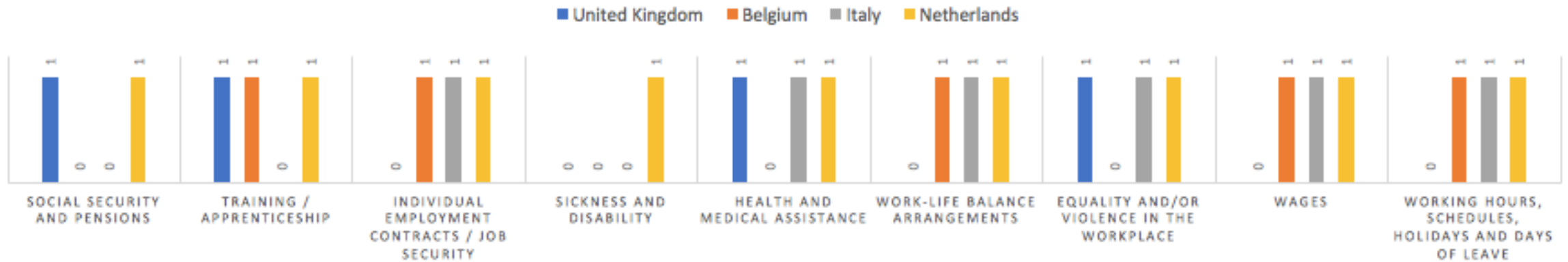
BRUSSELS, 28th February 2018

We collected and analysed 4 CBAs from a Swedish multinational, from 4 countries:

VALIDITY

- Belgium 1989 (no expiry date, but updated many times)
- Italy 2016 (no expiry date)
- Netherlands 2014-2016
- United Kingdom 2008 (no expiry date, but it's only a RECOGNITION AND PROCEDURAL AGREEMENT, which offers consultative provisions but not rights to collective negotiations)

CLAUSES ABOUT THE 9 TOPICS IN SWEDISH MULTINATIONAL'S CBAS



United Kingdom: 4/9

Belgium: 5/9

Italy: 6/9

Netherlands: 9/9

CLAUSES ABOUT THE 9 TOPICS IN SWEDISH MULTINATIONAL'S CBAS

■ United Kingdom ■ Belgium ■ Italy ■ Netherlands



SOCIAL SECURITY AND PENSIONS

	Does the agreement have clauses on social security and pensions?	Does the employer pay contributions to a pension fund for its employees?	Does the employer pay contributions to the disability fund for its employees?	Does the employer pay contributions to the unemployment fund for its employees?
UK	yes	yes	no	no
Netherlands	yes	yes	yes	no
Belgium	no			
Italy	no			

CLAUSES ABOUT THE 9 TOPICS IN SWEDISH MULTINATIONAL'S CBAS

■ United Kingdom ■ Belgium ■ Italy ■ Netherlands



- In BE, NL and UK, CBAs refer to training programmes for the employees.
- Only in NL --> clauses also on apprenticeship and on contributions to training funds for employees.

	Does the agreement provide for training/apprenticeship?	Does the agreement refer to training programmes for the employees?	Does the agreement have clauses on apprenticeships?	Does the employer pay contributions to a training fund from which its employees can benefit?
UK	yes	yes	no	no
Netherlands	yes	yes	yes	yes
Belgium	yes	yes	no	no
Italy	no			

CLAUSES ABOUT THE 9 TOPICS IN SWEDISH MULTINATIONAL'S CBAS

■ United Kingdom ■ Belgium ■ Italy ■ Netherlands



- In BE and NL a trial period is agreed when commencing employment.
- Trial period is of 60 days in NL and 90 days in BE.
- Only in IT there is a provision about severance pay.

	Does the agreement have clauses on individual employment contracts and job security?	Is a trial period agreed when commencing employment?	How long is the trial period for a manual skilled worker in DAYS (including renewal)?	Is severance pay agreed in case of ending the employment contract?	Does the pay relate to the years of service?	Are part-time workers explicitly excluded from any of the provisions of the CBA?	Does the agreement contain any provision about temporary agency workers?	Are apprentices explicitly excluded from any of the provisions of the CBA?	Are minijobs / student jobs explicitly excluded from any of the provisions of the CBA?	From which provisions are they excluded?
UK	no									
Netherlands	yes	yes	60	no		no	yes	yes	no	All except article 34
Belgium	yes	yes	90	no		no	no	no	no	
Italy	yes	no		yes	yes	no	no	no	no	

CLAUSES ABOUT THE 9 TOPICS IN SWEDISH MULTINATIONAL'S CBAS

■ United Kingdom ■ Belgium ■ Italy ■ Netherlands



	Does the agreement provide for health or medical assistance for employees?	Does the agreement have clauses on subsidized medical assistance for sick employees?	Is the access to medical assistance also available for employees' relatives?	Does the agreement provide for employer contribution to health insurance of employees?	Does the health insurance also cover the employees' relatives?	Does the agreement refer to a health and safety workplace policy?	Does the agreement contain clauses stating that the employer will provide protective clothing/gear/tools for employees?	Does the agreement contain clauses stating that Occupational Safety and Health Law or Code of Practice will be adhered to?	Does the agreement provide for health and safety training?	Does the agreement refer to regular or yearly medical checkup or visits provided by the employer?	The agreement contains clauses for monitoring: Professional Work risks	The agreement includes safety provisions regarding: accidents	Does the agreement provide funeral assistance or related benefits for employees or their relatives?
UK	yes	no	no	no	no	yes	no	yes	no	no			no
Netherlands	yes	yes	yes	no	yes	no							yes
Belgium	no												
Italy	yes	yes	no	no	no	yes	no	yes	yes	no			no

CLAUSES ABOUT THE 9 TOPICS IN SWEDISH MULTINATIONAL'S CBAS

■ United Kingdom ■ Belgium ■ Italy ■ Netherlands



	Does the agreement contain clauses on work and family arrangements?	Does the agreement contain clauses on maternity leave?	Are all female employees eligible for paid maternity leave?	Does the agreement provide for the % of basic wage to be paid during maternity leave?	What percentage of basic wage is paid during maternity leave?	Does the agreement contain clauses on paid leave to care for dependent relatives (children in particular)?	What is the total duration of paid leave per year in case of caring for relatives (children in particular) in days?	Does the agreement provide for paid leave in case of death of relatives?	What is the duration of leave paid in DAYS?	Does the agreement have clauses on paternity leave?	What is the total duration in days of paid paternity leave at the time of delivery?	Does the agreement provide for the % of basic wage to be paid during paternity leave?	What percentage?	Does the agreement contain clauses on employer-provided childcare facilities?
UK	no													
Netherlands	yes	yes	yes	yes	100	yes	15	yes	15	yes	4	yes	100	no
Belgium	yes	no				yes	12	no		no				yes
Italy	yes	no				no		no		yes	not provided	no		no

CLAUSES ABOUT THE 9 TOPICS IN SWEDISH MULTINATIONAL'S CBAS

■ United Kingdom ■ Belgium ■ Italy ■ Netherlands

- NL and IT address discrimination at work
- GB and NL --> clauses on equal opportunities for promotion for women workers
- Sexual harassment and violence in the workplace are addressed only in UK
- IT --> special leave for workers subjected to domestic or intimate partner violence (and stalking)



	Does the agreement contain any clauses concerning equality and/or violence in the workplace?	Does the agreement contain clauses on equal pay of equal value?	Does the agreement contain clauses addressing discrimination at work?	Does the CBA contain clauses on equal opportunities for promotion for women workers?	Does the CBA contain clauses on equal opportunities for training and retraining for women workers?	Does the CBA contain clauses which provide for a gender equality trade union officer at the workplace?	Does the agreement contain clauses addressing sexual harassment at work?	Does the agreement contain clauses addressing violence at work?	Does the agreement provide for a special leave for workers subjected to domestic or intimate partner violence?	Does the agreement provide for support for women workers with disabilities?	Does the agreement contain clauses for monitoring gender equality?
UK	yes	no	no	yes	no	no	yes	yes	no	no	no
Netherlands	yes	no	yes	yes	no	no	no	no	no	no	no
Belgium	no										
Italy	yes	no	yes	no	no	no	no	no	yes	no	no

CLAUSES ABOUT THE 9 TOPICS IN SWEDISH MULTINATIONAL'S CBAS

1/2

■ United Kingdom ■ Belgium ■ Italy ■ Netherlands

- NL and BE have pay scales
- NL and BE provide for a premium (+50%) for evening / night work. +100% if it's on a weekend



	Does the agreement have clauses on wages?	Are wages determined in the CBA by means of pay scales?	Are wages determined in the CBA by occupations/jobtitles/skill levels?	Is a structural wage increase agreed?	Extra payment in % for all MONTHS	Is a once-only extra payment agreed?	Extra YEARLY payment in amount for a worker one year of experience?	Is this extra payment related to the company's performance?	Is there another agreed once-only extra payment?	Is this extra payment related to the company's performance?	Is a premium for evening or night work agreed?	What percentage of regular hourly wage is paid as premium for evening or night work?	Comments regarding evening or night work:
UK	no												
Netherlands	yes	yes	yes	yes	2.8	yes	250 euros	no	yes	yes	yes	50	100% premium for evening/night work in weekends
Belgium	yes	yes	yes	yes		yes		yes	no		yes	50	100% premium if work is on Saturday evening
Italy	yes	no	no	no		yes		yes	no		no		

CLAUSES ABOUT THE 9 TOPICS IN SWEDISH MULTINATIONAL'S CBAS

2/2

■ United Kingdom ■ Belgium ■ Italy ■ Netherlands

- Only in NL --> compensation (+25%) for overtime (hours above 40/hours per week)
- Premium for Sunday work: + 100% in NL and BE, +60% in IT
- NL and BE provide for a commuting transport allowance



	Is a payment for standby/on-call/available/consignment work agreed?	Is an extra payment for the paid annual leave agreed?	Extra payment in % of basic wage:	Is there compensation for overtime work?	How is the overtime compensation for hours above 48 hours/week agreed?	How is the overtime compensation for hours above the stipulated working week agreed?	What percentage of regular wage for hours above the stipulated working week is paid as overtime payment?	What percentage of regular wage for hours above 48 hours/week is paid as overtime payment?	Comments regarding overtime work:	Is a premium for Sunday work agreed?	Premium in % of basic wage:	Is a commuting transport allowance agreed?
UK												
Netherlands	yes	yes	8	yes	yes	yes	25	25	Overtime applies to hours above 40/week	yes	100	yes
Belgium	no	no		no						yes	100	yes
Italy	no	no		no						yes	60	no

CLAUSES ABOUT THE 9 TOPICS IN SWEDISH MULTINATIONAL'S CBAS

1/2

■ United Kingdom ■ Belgium ■ Italy ■ Netherlands

- Only NL has a clause on paid annual leave (27 days)
- NL and IT provide for a weekly rest period of at least one day per week



	Does the agreement have clauses on standard working hours, schedules, holidays and days of leave?	How many working hours per day are agreed?	How many working hours per week are agreed?	How many working days per week are agreed?	Are maximum overtime hours agreed?	How many days for paid annual leave are agreed for a worker with one year of service?	Is paid leave agreed for specific bank holidays?	Are employees are entitled to weekly rest periods of at least one day per week?
UK	no							
Netherlands	yes		36	5	no	27	yes	yes
Belgium	yes	4	18		no			
Italy	yes				no			yes

CLAUSES ABOUT THE 9 TOPICS IN SWEDISH MULTINATIONAL'S CBAS

2/2

■ United Kingdom ■ Belgium ■ Italy ■ Netherlands

- SUNDAY WORK --> Only NL provides for a maximum number of Sundays / bank holidays that can be worked in a year (18). NL and BE set a maximum number of consecutive worked Sundays: 3 in NL, 6 in BE. In NL employees can refuse Sunday work.

- FLEXIBLE WORK --> NL provides for extended leave (leave saving), IT provides for flexible hours with T.I.M.E. (automatic scheduling system where workers can give their preference and organise among themselves).



	How many Sundays / bank holidays can be worked in a year, maximum?	How many consecutive Sundays are specified?	Comments regarding work on Sundays:	Does the agreement provide for paid leave for trade union activities?	Does the agreement have clauses on flexible work arrangements?	Which option is provided?
UK						
Netherlands	18	3	Employees have the right to refuse Sunday work	no	yes	Extended leave
Belgium		6		no	no	
Italy				yes	yes	Flexible hours

The ‘Sweden-premium’: is there an advantage in working for a Swedish multinational (compared to other companies in the country)?

Belgium (comparison with 7 other CBAs)	Italy (comparison with 8 other CBAs)	Netherlands (comparison with 9 other CBAs)	United Kingdom (comparison with 10 other CBAs)
Employer-provided childcare facilities	Special leave for workers subjected to domestic or intimate partner violence, and stalking	Access to free or subsidized medical assistance for sick employees, also for the employees' relatives	Employer-paid contributions to a pension fund for employees
Specified premium for evening/night work (+50%) and for Sunday work (+100%)		Paid leave to care for dependent relatives (15 days), also in case of death of partner, child or co-habiting parents	
Maximum number of consecutive Sundays (6)		Paternity leave of 4 days	
Paid leave to care for dependent relatives (12 days)		Commuting transport allowance	
		Paid annual leave of 27 days	
		Maximum number of Sundays in a year (18) and of consecutive Sundays (3)	

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Thank you!