



European Trade Union Confederation [ETUC]  
Confédération européenne des syndicats [CES]

## COLLECTIVE BARGAINING INFORMATION BULLETIN 2006/4

Cooperation on collective bargaining by the trade union confederations from Belgium, Germany, France, the Netherlands and Luxembourg.

8<sup>th</sup> conference

5 and 6 October 2006 in Brussels, Belgium

**The Doorn  
initiative**

Brussels, 06/10/2006

### **Declaration for the Doorn Group political meeting of 6 October 2006**

The Doorn Group met on 6 October for its 8th political conference in the presence of John Monks, General Secretary of the European Trade Union Confederation. Since 1997, the Doorn Group has brought together unions from Germany (DGB), France (CGT, CFDT, FO, CFTC), the Netherlands (FNV, CNV), Luxembourg (CGT-L, LCGB) and Belgium (FGTB, CSC, CGSLB) to discuss the coordination of collective bargaining.

Information sharing enables the national unions to compare and complete the information provided to them in their own country with what is happening or being prepared in other countries.

The Doorn Group notes the emergence of an economic recovery in Europe in the last few months, in particular in the Euro zone. It supports the European Trade Union Confederation's calls to the European Central Bank to take action to brace and strengthen this growth, in particular through the introduction of real coordination by all the parties (European Parliament, Euro-Ecofin) based on consultation of the social partners.

The Doorn Group reviewed collective bargaining, noting for recent years:

- an unequal sharing of the fruits of growth at the expense of employees, in all the countries concerned;
- a significant rise in profits, which are not necessarily being used by companies for productive and job-creating investments or for a greater effort to provide training;
- excessive rises in top managers' salaries in some countries;
- an increase in the number of low-wage jobs.

In unison with the European Trade Union Confederation, the Doorn Group therefore reiterates its will to coordinate collective bargaining as a means of avoiding wage competition and enabling the unions to develop bargaining strategies that can lead to real salary increases. Accordingly, it wishes to take as its starting point a margin of negotiation that takes inflation and productivity gains into account. The Group stresses the necessity of considering unions as fully-fledged players in the elaboration of a clear and precise national and European strategy for developing outstanding innovation and R&D, in accordance with the recommendations of the initial Lisbon Strategy.

The Doorn Group notes the importance it attaches to implementing its action plan for the coordination of collective bargaining and therefore will invest considerable effort in the preparation of the forthcoming Congress of the European Trade Union Confederation, to be held in May 2007.

Accordingly, the Doorn Group:

- Declares that free and responsible collective bargaining is an essential instrument of a genuine wage policy. The minimum wage must constitute an effective instrument for combating a downward spiral of wages and must guarantee a sufficient standard of living. In the Doorn Group countries where a minimum wage does not yet exist, it must be introduced as a matter of urgency. To keep the minimum wage from creating a wage trap however (owing to low wages), it is important to be careful not to play only on taxation and special taxes to increase buying power. Likewise, there is a need to ensure that gross increases in lower salaries are not cancelled out by decreases in existing aid schemes for low-income workers. Finally, increases in benefit must be tied to the evolution of real wages.
- Is of the opinion that the increase in the salaries of top managers must go hand in hand with an increase in employees' salaries and considers that there is a need to curb excessive rises in the pay of top managers.
- Wishes, in the context of a knowledge-based economy, to conclude firm agreements with employers as a contribution to bolstering investments in training and developing workers' right to lifelong learning.
- Is opposed to attempts to increase working time. The Doorn Group is concerned over discussions on the Working Time Directive, which aims to protect the health and safety of workers, and recalls its attachment to the phasing out of opt-out clauses. It urges the ETUC to be particularly attentive in the coming months to the Green Paper on the evolution of labour law and on action taken in that connection.

### **Annexe(s):**

- **Evolution of the negotiated salaries 2003-2006 and the formula of Doorn (on the basis of Trade Union source.)**
- **Evolution of the effective salaries 2003-2006 and the formula of Doorn (Based on the figures from the Commission)**

**Annexe I: Evolution of the negotiated salaries 2003-2006 and the formula of Doorn (on the basis of Trade Union source)**

**Negotiated wages 2003-2006**

**Trade union figures**

**Doorn formulae**

Inflation+increase in productivity = wage growth

**Margins for wage growth stabilising the share of wages in GDP**

Country/year	Inflation	Productivity per hour	Neutral wage margin	Wage increase	Result
	A	p	C=A*B		E=D/C
<b>B</b>					
2003	1,6	1,3	2,9	1,8	-1,1
2004	2,1	1,9	4,0	2,4	-1,6
2005	2,8	0,2	3,0	2,4	-0,6
2006	1,9	1,6	3,5	2,4	-1,1
<b>B 2003-2006</b>	<b>8,7</b>	<b>5,1</b>	<b>14,2</b>	<b>9,3</b>	<b>-4,3</b>
<b>GE</b>					
2003	1,1	1,2	2,3	2,5	0,2
2004	1,6	0,9	2,5	2,0	-0,5
2005	2,0	1,5	3,5	1,6	-1,9
2006	1,7	2,0	3,7	1,5	-2,2
<b>GE 2003-2006</b>	<b>6,6</b>	<b>5,7</b>	<b>12,6</b>	<b>7,8</b>	<b>-4,3</b>
<b>NL</b>					
2003	1,9	0,8	2,7	2,7	0,0
2004	0,9	4,3	5,2	1,5	-3,6
2005	1,4	2,7	4,1	0,7	-3,3
2006	1,5	2,8	4,3	1,3	-2,9
<b>NL 2003-2006</b>	<b>5,8</b>	<b>10,9</b>	<b>17,4</b>	<b>6,3</b>	<b>-9,4</b>
<b>F</b>					
2003	2,2	1,3	3,5	3,0	-0,5
2004	2,1	0,8	2,9	3,0	0,1
2005	1,5	na	#VALUE!	3,3	#VALUE!
2006	2,1	na	#VALUE!	3,2	#VALUE!
<b>F 2003-2006</b>	<b>8,1</b>	<b>#VALUE!</b>	<b>#VALUE!</b>	<b>13,1</b>	<b>#VALUE!</b>
<b>Lux</b>					
2003	2,0	-0,1	1,9	1,8	-0,1

2004	2,2	1,4	3,6	4,1	0,5
2005	2,5	4,5	7,1	4,2	-2,7
2006	2,9	na	#VALUE!	na	#VALUE!
<b>L 2003-2006</b>	<b>9,9</b>	<b>#VALUE!</b>	<b>#VALUE!</b>	<b>#VALUE!</b>	<b>#VALUE!</b>

**Annexe II: • Evolution of the effective salaries 2003-2006 and the formula of Doorn (on the basis of the amount of the Commission)**

**Wage developments 2003-2006**

Doorn formulae

Commission figures

Inflation + productivity = wage increases

**Wage growth stabilising the share of labour in GDP**

Country/year	Inflation	Productivity	Room for wage increases	Wages per head	Result
	A	B	C=A*B	D	E=D/C
<b>F</b>					
2003	2,2	0,7	2,9	2,4	-0,5
2004	2,3	2,5	4,9	3,1	-1,7
2005	1,9	1,2	3,1	3,2	0,1
2006	1,9	1,4	3,3	3,3	0,0
<b>F 2003-2006</b>	<b>8,6</b>	<b>5,9</b>	<b>15,0</b>	<b>12,5</b>	<b>-2,1</b>
<b>LUX</b>					
2003	2,5	0,2	2,7	1,8	-0,9
2004	3,2	1,9	5,2	4,1	-1,0
2005	3,8	1,3	5,1	3,7	-1,4
2006	4,1	1,3	5,5	3,5	-1,9
<b>L 2003-2006</b>	<b>14,3</b>	<b>4,8</b>	<b>19,8</b>	<b>13,7</b>	<b>-5,0</b>
<b>GE</b>					
2003	1,0	0,8	1,8	2,4	0,6
2004	1,8	1,3	3,1	1,4	-1,7
2005	1,9	1,1	3,0	0,2	-2,7
2006	1,7	1,4	3,1	0,2	-2,8
<b>GE 2003-2006</b>	<b>6,6</b>	<b>4,7</b>	<b>11,5</b>	<b>4,2</b>	<b>-6,5</b>
<b>NL</b>					
2003	2,2	0,7	2,9	4,0	1,1
2004	1,4	3,4	4,8	3,3	-1,5
2005	1,50	1,3	2,82	1,40	-1,4
2006	1,80	1,80	3,63	2,20	-1,4
<b>NL 2003-2006</b>	<b>7,1</b>	<b>7,4</b>	<b>15,0</b>	<b>11,3</b>	<b>-3,2</b>
<b>BE</b>					
2003,00	1,50	1,00	2,52	1,70	-0,80
2004,00	1,90	2,00	3,94	2,10	-1,77
2005,00	2,50	0,30	2,81	2,40	-0,40
2006,00	2,40	1,30	3,73	2,40	-1,28
<b>BE 2003-</b>	<b>8,56</b>	<b>4,67</b>	<b>13,63</b>	<b>8,88</b>	<b>-4,18</b>

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