

Collective bargaining on working time - recent European experiences

European Trade Union Institute for Research, Education, and Health and Safety - How Belgium is defeating the gender pay gap

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Notes: Includes bibliographical references.

This edition was published in 2006



Filesize: 34.66 MB

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Tags: #Collective #bargaining #put #under

Collective bargaining on working time

Stopping doing the wrong things will avoid making matters worse.

Time to put an end to union

Costa :405 notes juridification, excessive competition among unions, lack of self-regulation and recurrent state intervention as impediments to collective bargaining in Portugal. The 2010 legal reform widened the scope for the non-application of higher-level agreements on wages and other working conditions, especially working hours, at company level Molina and Miguélez : 23. Moving towards equal pay has been a deliberate government policy for decades, and one thing that has made progress easier is having some of the highest and growing levels of trade union membership in Europe.

How Belgium is defeating the gender pay gap

One should however keep in mind that the conventional policies of austerity and internal wage devaluation have failed and have brought us to a situation where the unconventional action proposed above is the only effective way out. Although the commission's ambition is to strengthen collective bargaining, the draft directive would therefore directly interfere with existing and well-functioning collective bargaining structures. These are key issues affecting all workers and are gaining momentum.

Collective bargaining

Where such systems do not exist and in several cases, such systems have been destroyed by the policy of internal wage devaluation, the ECB could suggest reintroducing a degree of coordination in the institutional framework. According to the authors Schulten and Müller, even though more and more industries have collective agreements to increase the STW compensation, they will only apply to a minority of the employees

covered by the agreement.

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