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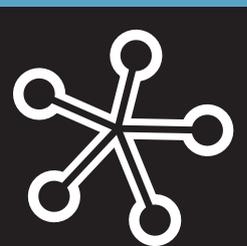


**Amsterdam Institute for  
Advanced labour Studies**

Labour markets and industrial relations  
in the Netherlands

# **Collective bargaining in the Dutch metal and electrical engineering industry**

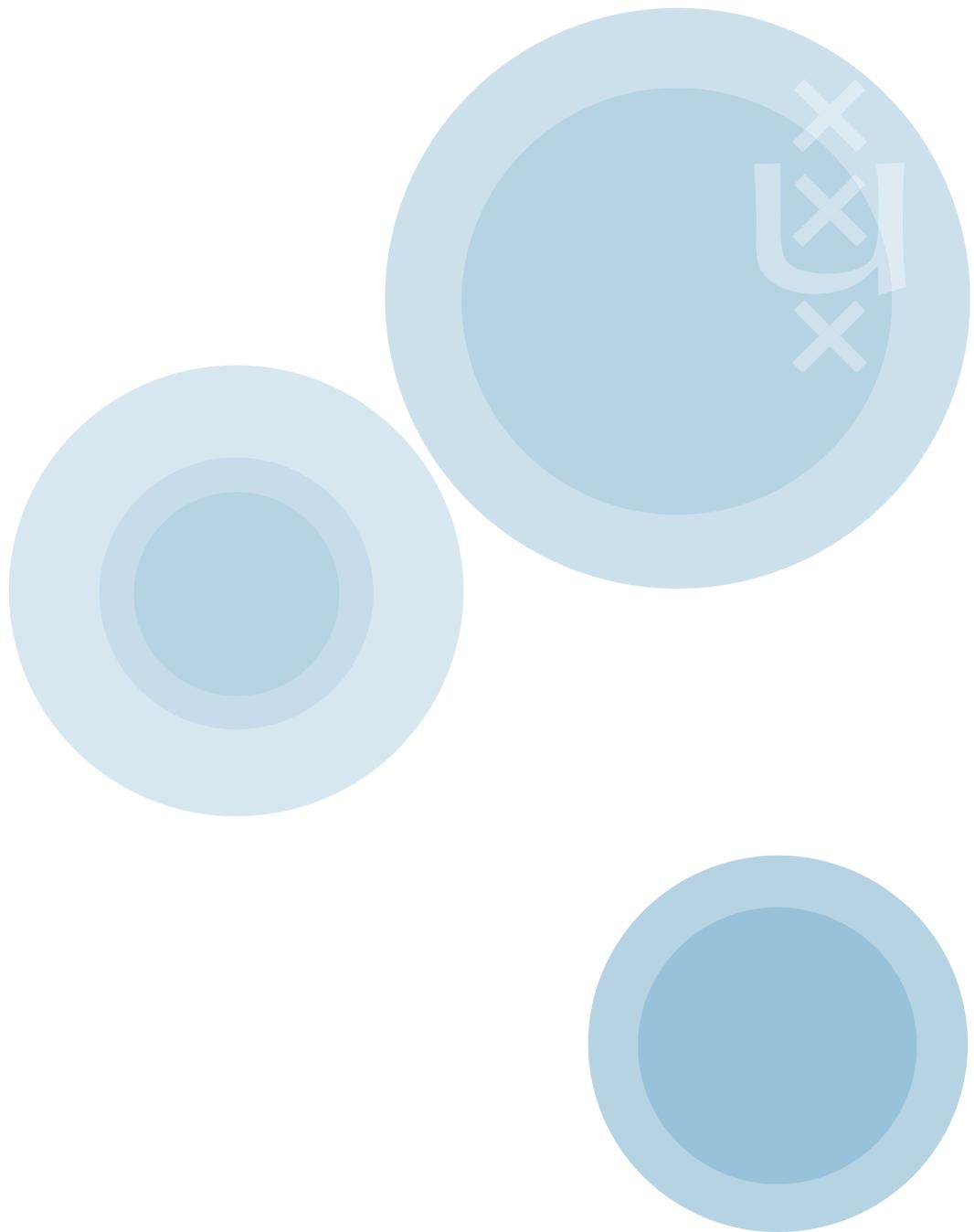
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# Collective bargaining in the Dutch metal and electrical engineering industry

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# 1. The story of the metal and electrical engineering collective agreement

The current collective labour agreement covering the Dutch metal and electrical engineering industry dates as of 1985, when the earlier agreement was divided in an agreement for firms with 31 or more employees (the ‘large metal industry’) and for smaller firms (the ‘small metal industry’). We concentrate on the first one, called in Dutch *CAO Metaal/Elektrotechnische industrie*, currently covering about 150,000 employees. In the 1980s, this agreement remained the wage leader in the Dutch industrial relations like its predecessor had been before, but in the 1990s the collective agreement gradually lost its leadership; the collective agreement for banking, soon to be split up in agreements for the various large banks, took over. Most recently, while wage increases remained slightly higher in the *CAO Metaal/Elektrotechnische industrie*, the small metal industry contained more innovative elements. Major explanations may be found in the heavy international competition to which large parts of ‘large metal’ were exposed, in the fact that small metal firms seem more inclined to negotiate integrative elements, in particular concerning training, with the trade unions, and a remarkably successful strike mobilisation of the union membership in small firms.

In the course of the 2000s the *CAO Metaal/Elektrotechnische industrie* has seen the introduction a growing number of clauses on new subjects under the so-called B-regime, allowing negative derogations at lower levels of negotiations. Only to a limited extent the unions succeeded in giving this clauses a compulsory character through promoting them to an A-status, as has been the case with the issue of employment guarantees. A large majority of all clauses in the CAO actually have a ‘B’ character, mainly except those concerning occupational disablement, early retirement and pensions. This development can be regarded as the main form of decentralisation of collective bargaining in the industry. Moreover, a number of arrangements concerning working time, leave arrangements and child care, in which the metal agreement had been leading, were overtaken by legal provisions. More general, the attention for training has remained a constant factor throughout the 2000s.

Survey results indicate that recently about 80% of the respondents working in the metal industry perceives to be covered by collective agreement. Remarkably, this outcome was about the same for men and women, for the different age groups and for wage deciles; only the top decile (top 10%) of wage-earners in the metal industry perceived to be covered to a lower extent (58%). These results confirm that the collective agreement in question continues to have wide coverage, that means, for those wage-earners that are formally

employed by the metal and electrical engineering companies covered by the agreement; the trend towards outsourcing (within the Netherlands) may have changed that situation for considerable numbers of workers, in this industry possibly 25-30% of the total currently employed; yet, treating the consequences of this trend for collective bargaining is beyond the scope of this report.

Bargaining in the large metal industry in the 2000s witnessed a clear shift from distributive to integrative elements. This shift was recognized by the unions negotiators we interviewed. They explained that this shift partly had to do with the limited 'wage space' existing throughout the decade, and partly with the experience that bargainers from both sides developed in negotiating issues like training. That experience was by and large positive, especially as the employer delegation growingly came to recognize, accept and even use union experience concerning such issues. Especially between 2002 and 2007, there was a 'positive sum game' going on. Opinions of the interviewees differed whether this was still the case during the crisis years 2008-2010. Overall, the conclusion dominated that these years had 'frozen' the negotiation agenda.

## 2. Methodology and scope

For this report, several sources have been used:

- 1) The collective agreements database of the largest trade union confederation, the *FNV CAO Databank 2011*, which holds coded information of collective labour agreements since the late 1990s. In Dutch a collective labour agreement (CLA) is abbreviated as CAO, and we maintain this abbreviation in this report. This report will focus solely on the *CAO Metaal/Elektrotechnische industrie* (Metalworking and electrical engineering industry, in Dutch shorthand *Metalektro*) and covers mainly five successive CAOs operational from 2000-2010. The table presents these CAOs and the number of employees covered according to the *CAO Databank* (code 315).
- 2) Data from the worldwide *WageIndicator* websurvey, selection Netherlands 2010 Selection metal industry (for more information Tjildens *et al*, 2010).
- 3) Data from Statistics Netherlands (CBS) concerning employment (jobs and contracts) in the industry.
- 4) Issues of the monthly *AIAS-ETUI Collective Bargaining Newsletter*.
- 5) Interviews with trade union negotiators of the *FNV Bondgenoten* union.
- 6) Other publications, see the reference list.

Note that this paper explicitly and solely focuses on the Dutch metal and electrotechnical industry. It does not include any comparisons to employees or CAOs in other industries in the Netherlands.

The CAO which is the subject of this report, covers medium-sized and larger companies in the ‘large metal’ industry mentioned above. It is the only CAO for these companies, covering most recently about 154,000 employees directly. There are two major exceptions in the industry: Philips Electronics (in 2009 14,000 employed in the Netherlands) and Tata Steel (from 2000-2008 Corus Steel, before 2000 Hoogovens; in 2009 9,500 employed in the Netherlands) have continuously had separate company CAOs, originating in respectively 1949 and the early 1950s. The formal yardsticks to be covered by the *CAO Metaal/Elektrotechnische industrie* are related to the size of the workforce: a. a minimum number of 1,200 working hours per week, which implies a lower limit of firms with 31 employees to be covered; b. a period of at least three years, in which continuously at least 1,200 hours should be worked (or 2,000 hours during at least two years, or at least 3,000 hours during at least one year). Companies that meet these yardsticks are covered by the *CAO Metaal and Elektrotechniek*; if they do meet but are not yet covered, they have to change to this CAO. Smaller

companies are covered by the *CAO Metaalbewerking*, one of the five CAOs in the sub-sector *Metaal & Techniek* ('small metal industry'). In 1985, the social partners made the division between the two CAOs definitive. Companies that met the size yardstick, by then had the choice which CAO to apply, and a considerable number of these relatively large companies preferred application of the *CAO Metaalbewerking*. Till the current day these are the so-called 'dispensated companies'. After 1985, the yardsticks for the division between the collective agreements have been strictly applied (Korevaar, 2000; website CAO Metaaltechniek). The *CAO Metaalbewerking* for 2009-2011 covered 110,000 employees (FNV CAO Databank).

There are two special features to be treated concerning the *CAO Metaal/Elektrotechnische industrie*. First, as a matter of fact it consists of four CAOs:

- the Basic CAO;
- the CAO for higher personnel ('HP');
- an additional CAO concerning the system of working conditions;
- the CAO concerning labour market and education ('A + O')

Yet, the social partners involved and the Ministry of Social Affairs and Employment all use the term '*CAO Metaal/Elektrotechnische industrie*' for the combination of four CAOs, unless specification is needed.

Second, the contents of the *CAO Metaal/Elektrotechnische industrie* currently have a decentralised character (Cf. Royer, 2002, 46). The so-called A clauses only allow derogations that are positive for employees, whereas the so-called B clauses also allow negative derogations and are freely negotiable at lower levels. The latter clauses are jointly called the 'MetalektroB-CAO'. A large majority of all clauses in the CAO at large actually have a 'B' character, mainly except those concerning occupational disablement, early retirement and pensions. Thus, formally the scope for downward derogations from the workers' point of view may have been widened. Yet, the union negotiators interviewed argued that in practice they allow 'fine-tuning' to situations at lower (sub-sector, company, plant) levels. It should be noted that basically the same paid officials remain in control of the bargaining processes at these lower levels, and that lay officials are mostly not included in these processes.

The number of companies covered by the *CAO Metaal/Elektrotechnische industrie* is currently slightly over 1,300, and has obviously hardly changed in the last decade; in 2000 their number was 1,280. As can be derived from Table 2 below, the average size of the firms at stake is slightly under 150 employees. According to the FNV CAO Databank, the successive CAOs were<sup>1</sup>:

*Table 1 The collective agreements in the metal and electrotechnical industry*

Cao year	Name	Start date	End date
2010	Metaal/Elektrotechnische industrie	01/02/2010	30/04/2011
2007	Metaal/Elektrotechnische industrie	01/11/2007	31/01/2010
2004	Metaal/Elektrotechnische industrie	01/07/2004	31/10/2007
2002	Metaal/Elektrotechnische industrie	01/07/2002	30/06/2004
2000	Metaal/Elektrotechnische industrie	02/07/2000	30/06/2002

Source: FNV CAO databank 2011.

According to the Databank, the following numbers of employees were successively covered:

*Table 2 Number of employees covered by the collective agreements in the metal and electrotechnical industry*

Cao year	No. employees	Explanation employees	No. AVV employees	AVV employees Explanation
2010	153942	Of which HP 32642	168132	Of which HP 33832
2007	121301	Of which HP 32642	134302	Of which HP 33832
2004	170500		187792	
2002	170500		187500	
2000	-		-	

Source: FNV CAO databank 2011.

HP = Higher Personnel

Note: The term *AVV* refers to mandatory extension (ME) of the collective agreement by the Minister of Social Affairs and Employment

It has to be noted that the figures presented are not quite reliable. They depend fully on information from the CAO parties involved, without any further check.

<sup>1</sup> Recently, on 19 April 2011, a new basic collective agreement has been agreed for the Metalektro industry, with a duration of 26 months (01/05/2011 – 30/06/2013). This agreement has not been included in our Tables. It has been accepted by the membership of the four unions involved in June 2011. Central are measures to retain workers and have them reaching the pension age in a healthy way. The wage increase is 4.75%, divided as follows: 1.15% by 1 July 2011; 1.0% by 1 January 2012; 1.1% by 1 July 2012, and 1% by 1 January 2013. The employers will pay the full fee for the transitional arrangement for early pensioning, which implies an extra net wage advantage of 0.5%. The youth wage scales for over 22 of age will be abolished, implying that entrants in that age group will be paid the wages of craft workers (AIAS-ETUI Collective Bargaining Newsletter, April and June 2011)



## 3. Substantive issues

### 3.1. Jobs and contracts

#### 3.1.1. Employment

Table 3 shows the official employment figures for the Dutch metal industry for 2006 – 2009 (in head-counts), the most recent data currently available for a detailed breakdown by sub-sector. At this level of comparison, the official data before 2006 are not very well comparable with the available data from 2006 on. In 2007, employment grew, followed by a decrease in 2008 and a dramatic fall of 20,000 in 2009. The table reveals that employment between 2006 and 2009 dropped in nearly all industries under study, apart from 31 - Manufacturing of other electrical machinery. The decline in employment in these four years ranged from 0.5% in 29 - Manufacturing of machines and equipment to even 45% in 32 - Manufacturing of audio, video and telecommunication equipment.

Total employment in 2009 was 229,000. If one detracts Philips and Tata Steel from this figure, about 205,000 would be left. Yet, as the *CAO Metaal/Elektrotechnische industrie* only covers companies with over 30 employees and as these cannot be isolated from the official figures, it is not possible to use this data for calculating a more detailed collective bargaining coverage rate. A further complicating factor is that some minor parts from other sub-sectors are covered by “our” CAO as well.

Table 3 Total employment and female shares in metal industry sub-sectors, 2006-2009 (x 1,000 head-count)

SBI '93 (NACE1.2-codes)	2006	2007	2008	2009
27 Basic metal industry	21.1	21.2	22.6	20.7
females	8%	8%	8%	8%
28 Manufacturing of metal products	93.8	96.1	93.2	83.3
females	11%	11%	12%	11%
29 Manufacturing of machines and equipment	90.9	97.6	95.4	90.4
females	12%	13%	12%	12%
30 Manufacturing of office equipment and computers	4.9	4.7	4.0	3.7
females	16%	17%	18%	16%
31 Manufacturing of other electrical machinery	17.0	22.3	22.7	21.3
females	17%	18%	18%	18%
32 Manufacturing of audio, video and telecommunication equipment	17.7	11.3	11.1	9.6
females	21%	21%	21%	21%
Total	245.4	253.2	249.0	229.0

Source: Centraal Bureau voor de Statistiek (Statistics Netherlands), Den Haag/Heerlen, accessed 30-04-2011

The table indicates that the female shares are rather limited, in 2009 varying from on top 21% in the manufacturing of audio, video and telecommunication equipment to a low 8% in the basic metal industry. Over the four years, these female shares remained stable, with only a small increase in the manufacturing of other electrical machinery.

### 3.1.2. Dismissal protection

In the 2000s, the CAO *Metaal/Elektrotechnische industrie* never contained general clauses concerning dismissal protection. The only clause of this kind was and is that concerning the protection of lay union officers, including protection related to dismissal, payment and careering.

### 3.1.3. Employment guarantees

In 2010, the CAO *Metaal/Elektrotechnische industrie* for the first time included a kind of employment clause (see Table 4), stating that the industry would undertake an additional and massive effort in the domain of labour market and training measures, for which an additional Euro 30 million was available, to be spent through the industry's Foundation Labour Market and Education ('A + O'). The Foundation's activities would primarily be aimed at retaining skilled workers, keeping up the number of apprentices and if possible increase their intake, and ensuring the skill development of employees. From 2007 on, based on a rather abstract clause in the CAO 2007, such arrangements had already been agreed in a number of regions and sub-sectors under the 'B-CAO' regime. More specifically, in the 2010 Basic CAO it was agreed that:

- initiatives would be supported to retain employees for the industry that had lost their jobs because of the economic crisis or are in danger of doing so;
- support a foundation (TechniekTalent.nu) aiming at attracting young people to technical occupations and improve the cooperation between companies and schools in this respect;
- a stronger focus in existing industry-level training programs on vacancies that are difficult to fulfill and on workers that encounter difficulties in being placed.

Yet, an apprenticeship employment agreement as agreed in 2007 (to be offered for an indefinite period to apprentice-employees that successfully completed their training) was judged counter-productive in 2010 by the social partners, and therefore not prolonged. A decade earlier, in 1997, an industry foundation for employment protection and creation was introduced in the CAO. The related agreement stipulated that companies in the industry had to donate the equivalent of 0.5% of their wage sum for 1997 and 0.25% each

for 1998 and 1999. The foundation aimed to increase the employability of personnel, reallocating the funding to firms with employment plans (Van Velzen, 2002; see next section). We did not find any mentioning of this foundation and funding in the 2000s.

Table 4 Employment clauses in the *Metaal/Elektrotechnische industrie CAO*

CAO year	Intake new jobs	Employment clause	Explanation employment clause	Sub-sector clauses	Regional clauses
2010	No	Yes	a.o. training programs for vacancies difficult to fulfill/workers with difficulties to be placed	Yes	Yes
2007	Yes	Intention clause	-	Yes	Yes
2004	No	No	-	No	No
2002	No	No	-	No	No
2000	No	No	-	No	No

Sources: FNV CAO databank 2011; CAO *Metaal/Elektrotechnische industrie CAO 2010-2011*

### 3.1.4. Re-employment assistance in case of dismissal

The Stork Mobile project has been the most well-known example of the employment projects supported by the industry foundation mentioned above. Yet, this initiative dates already from 1995. A labour pool was created, partly owned by the Stork Group, by the time a 22,500-workers-strong diversified metal company, and partly by the Start temporary work agency. The pool initially covered 3,200 Stork employees in one region, later adding 3,800 in another region. A representative of the *FNV Bondgenoten* union played a major role in the project (Nordbeck and Van Velzen, 2000; Van Velzen, 2002). The 2000s did not show examples of re-employment assistance of a similar magnitude; there have been new initiatives, but their scope was much smaller.

### 3.1.5. Promotion of mobility within enterprise, within sector, outside sector

The current CAO *Metaal/Elektrotechnische industrie* does not include clauses concerning the promotion of mobility.

### 3.1.6. Use fixed-term, part-time contracts, agency workers, foreign labour

The current CAO *Metaal/Elektrotechnische industrie* regulates the inflow of temporary agency workers in the industry: see Table 5. In the CAO clauses are included stating that only temporary workers from (NEN-) certified temporary work agencies (TWAs) can be hired, and that temporary workers need to be paid similar to the company's permanent staff, including shift and overtime payments. The CAO neither lays down maximum numbers and / or shares for temporary agency workers, nor for any other particular group of workers like foreign workers.

Table 5 Temp agency workers in the Metaal/Elektrotechnische industrie CAO

Cao year	Max temp staf f	Only hired from certified TWAs	Equal pay for equal work	Duty to check correct pay by TWA
2010	0	Yes	Yes	Yes
2007	0	Yes	-	-
2004	0	-	-	-
2002	0	-	-	-
2000	0	-	-	-

Source: FNV CAO databank 2011.

For part-time contracts see section 3.2.3.

## 3.2. Working time flexibility

### 3.2.1. Flexible working time schedules, reduced working time and holidays

Normal working hours in the metalektro industry are agreed in the CAO *Metaal/Elektrotechnische industrie*. Since 2000 they are set at 38 hours per week. Table 6 (next page) reveals that in 2007 the working hours regime changed from working hours per week to an annualised regime, based on and counting in hours worked per year. In line with this arrangement, the basis for shortening working hours (*arbeidstijdverkorting, ATV*) changed from days per year to hours per year. In 2007, the number of holidays per year was increased from 25 to 27.

In addition to paid holidays, the following days are considered paid free days too: 1 January, Easter Monday, Ascension Day, Whit Monday, Queens day (30 April), Christmas-day and Boxing Day.

The CAO *Metaal/Elektrotechnische industrie* was one of the first Dutch CAOs in which annualisation of hours was included. As for comparison, in September 2004-March 2007 only 1% of the Dutch respondents to the *WageIndicator* survey answered that their employment contract included annualised hours (Van Klaveren and Tijdens, 2008, 28).

Table 6 Working hours in the Metaal/Elektrotechnische industrie CAO

Cao year	Working hours per hour	ATV days per year	Working hours per year	ATV hours per year	Holidays per year
2010	0		1728	104	27
2007	0		1728	104	27
2004	38	0	0	104	25
2002	38	13	0	0	25
2000	38	13	0	0	25

Source: FNV CAO databank 2011.

### 3.2.2. Time banking schedules in the metal industry

Like a number of Dutch collective agreements in the early 2000s, the CAO Metaal/Elektrotechnische industrie in 2002 introduced a time banking schedule (in ‘Dutch’: CAO a la carte, where CAO has a limited connotation and refers to only a part of the agreement). Table 7 shows the course of developments.

Table 7 Input items in time banking in the Metaal/Elektrotechnische industrie CAO

Cao year	Cao a la carte	Holidays	ATV days	Overtime
2010	Yes	Yes	Yes	Yes
2007	Yes	Yes	No	No
2004	Yes	Yes	No	No
2002	Yes	Yes	No	No
2000	No	No	No	No

Source: FNV CAO databank 2011.

From the start in 2002, holidays could be swapped, but only since 2010 also ATV (shorter working hours) days and overtime could be included in the time bank. Yet, at the same time some other elements have been removed. The following monetary elements are *not* included in the current *CAO a la carte*: overtime bonuses; fees for consignment; pre-pension days-off; saved hours-off; end-of-year payments; extra allowances; profit sharing; the official wage saving schemes; and one-time benefits.

Table 8 Input items in time banking in the Metaal/Elektrotechnische industrie CAO

Cao year	Extra free days	Career break	Early retirement	Pension increase	Wage in kind	Payment of days-off
2010	Yes	Yes	Yes	No	No	Yes
2007	Yes	Yes	Yes	Yes	No	Yes
2004	Yes	Yes	Yes	Yes	Yes	Yes
2002	Yes	Yes	Yes	Yes	Yes	Yes
2000	No	No	No	No	No	No

Source: FNV CAO databank 2011.

The table reveals that currently the *CAO a la carte* could be used for extra days-off; payment of days-off; career break; early retirement; and wages in kind. The following output elements are not included: parent-hood leave; educational leave; costs of education / training; costs of filling gaps in legal arrangements; car lease; allowances for buying a bike; share plans; sickness insurance fees; and trade union fees. The *CAO a la carte* or time banking schemes can be regarded as the employees’ equivalent for the employer’s annualisation schemes.

### 3.2.3. Part-time work in the metal industry

Employees in the metal industry are entitled to ask their employer to work fewer hours with an equivalent decrease in pay: see Table 9. The entitlement to work part-time is regulated by Dutch law and is con-

firmed in the CAO. The CAO states that all employees, regardless their job level, can ask for shorter working hours and that there is no minimum with regard to the number of hours worked. From 2010 on, the CAO entitles part-time employees to ask for an *extension* of working hours, though never above the standard working week. This will only be allowed through individual negotiations, and for the additional hours no overtime premium will be paid.

Table 9 Part-time work in the Metaal/Elektrotechnische industrie CAO

CAO year	Right to work part-time	All jobs and levels	Minimal number of hours	Legal position	Extension of hours possible	Extension of hours possible: Explanation	Overtime premium?
2010	Yes	Yes	No	Yes	Yes	negotiable	No
2007	Yes	Yes	No	Yes	No	-	No
2004	Yes	Yes	No	Yes	No	-	No
2002	Yes	Yes	No	Yes	No	-	No
2000	Yes	Yes	No	Yes	No	-	No

Source: FNV CAO databank 2011

### 3.2.4. Leave arrangements in the metal industry

In the 2000s, the *CAO Metaal/Elektrotechnische industrie* never included a clause concerning *long-term* care leave. In 2007 it contained for the first time a clause concerning *short-term* care leave, opening up for the employee the possibility to take this leave on own costs. In 2010, this clause was re-phrased in accordance with the new WAZO Law. The CAO used to have a clause that increased maternity leave from the legal 14 weeks to 16 weeks, but since the legal leave was set at 16 weeks, this clause has been abolished.

From 2007 on, the CAO provides a one-day unpaid confinement leave for the partner, which is in accordance to the WAZO Law. The CAO does not provide for maternity leave; neither does it provide for parental leave beyond the legal minimum regulation.

Table 10 Short-term care leave in the Metaal/Elektrotechnische industrie CAO

Cao year	Short-term care leave	In conformity with law	Maternity leave above legal entitlements	weeks
2010	No	Yes	No	-
2007	Yes	Yes	No	-
2004	No	No	Yes	16
2002	No	No	Yes	16
2000	No	No	Yes	16

Source: FNV CAO databank 2011

## 4. Education and training

### 4.2.1. Training in the metal industry

Traditionally, the *CAO Metaal/Elektrotechnische industrie* has a rather strong focus on training and has contained several clauses about training. Table 11, below, shows that the industry has a continuous training plan. In 2010 the social partners explicitly agreed to encourage the training of women, as part of wider policies to promote equal opportunities. In 2007 they had already agreed to make arrangements concerning the recognition of competences gathered elsewhere (*elders verworven kwalificaties*, *EVC*). It was agreed by then that from 2008 on within five years a foreign-born employee is entitled to test his/her competences; the employer will reimburse maximum Euro 750 for test costs. The CAO states that firms should make arrangements concerning careering, training, and education not related to specific jobs. The 2010 text moreover states that the Labour Market and Education (A + O) Foundation linked up with the CAO will continue to support companies in the industry in drawing up training plans.

The 2010 CAO text stresses that employees themselves are held responsible for their own development. On behalf of those employees in the industry under the national part-time unemployment scheme that was in place between April 2009 and June 2011 (Tijdens *et al*, 2011), a project was started up in 2009 involving career coaches as to provide information about training opportunities. As the government had already announced to end the part-time unemployment scheme, the 2010 text states that the CAO parties will extend and expand this project.

In addition (not in Table 11), the CAO allows employees to ask for reimbursement of study costs and days off for study, though the final decision about the reimbursement is with the employer and the days off are set at maximum two a year. No clauses have been included about outplacement activities.

Table 11 Education in the Metaal/Elektrotechnische industrie CAO

CAO year	Continuous industry / sub-sector training plan	Continuous industry / sub-sector training plan: explanation	Arrangements competences - elsewhere	Arrangement s competences - elsewhere Explanation	Career arrangements	Training arrangements	Arrangements on education not related to specific jobs
2010	Yes	a.o. promote participation of women	Yes	in 5 yrs test cost max Euro 750	Yes	Yes	Yes
2007	Yes		Yes	From 2008 in 5 yrs max Euro 750	Yes	Yes	Yes
2004	Yes	Euro 750	-	-	-	-	No
2002	Yes	Euro 750	-	-	-	-	No
2000	Yes	-	-	-	-	-	No

Source: FNV CAO databank 2011

#### 4.2.2. Work experience, apprenticeships, and target groups in the metal industry

The CAO *Metaal/Elektrotechnische industrie* has a tradition of providing traineeships. In 2010 the social partners agreed on a temporary arrangement concerning stimulating training and apprentice workplaces during 2010 and 2011. In addition, the 2010 CAO text contained recommendations to pay extra attention to handicapped people and foreign-born employees. Only in the 2004 CAO, a specific target had been mentioned, namely the yearly provision of 200 apprenticeships in the industry. This was related to the efforts of the national (inter-sectoral) Taskforce (against) Youth Unemployment active at the time. Table 12 (next page) gives the overview.

Table 12 Arrangements concerning work experience, apprenticeships, and target groups in the Metaal/Elektrotechnische industrie CAO

CAO year	Work-places	Euro	Workplaces: Explanation	Target groups	Target groups: Explanation
2010	-	0	Temporary scheme stimulating training & apprenticeships in 2010-11	Yes	Recommendation action at company level, extra attention for handicapped and foreign-born employees
2007	-	0	-	No	-
2004	200 yearly	0	apprentices	Yes	Jointly with Taskforce Youth Unemployment
2002	0	0	-	No	-
2000	0	0	-	No	-

Source: FNV CAO databank 2011

## 4.1. Work organisation

The *CAO Metaal/Elektrotechnische industrie* does not include statements concerning the work organisation of firms, and never has. Yet, working conditions –of course intertwined with work organisation—have attained some attention in the 2010 CAO, notably linked up with the budget for labour market and education measures (A + O Foundation). Moreover, as indicated, the CAO at large includes a separate additional CAO laying down the system of working conditions. As a matter of fact, the latter CAO has not so much to do with working conditions as such, but merely with (changes in) job classification and grading systems in which working conditions (physical workload) play a role.

## 4.2. Wages

### 4.2.1. Long-term wage trends in the metal industry

Table 13 (p. 13) provides an overview of wage increases agreed in the CAO Metaal/Elektrotechnische industrie during four decades. In the first two decades, the CAO was undoubtedly wage leader in Dutch industrial relations, maintaining (at least for a while) old attainments while at the same time introducing new elements (Van Doorn et al, 1976; Hueting et al, 1983):

- A floor in the wage increase (see Minimal wage increase) in order to reach a more equal wage distribution, attained in July 1973 after a wave of strikes during 1972-73.
- Continuation of the so-called automatic price compensation (or indexation) during 1977-1984, while in most other collective agreements this mechanism was already successively expelled; in February 1977 a strike movement in the metal industry had continuation of the indexation clause as its main goal, and was successful in this respect.
- Yet, in the 1970s and 1980s the wage outcomes measured in weekly or monthly terms were not clearly higher than in other (manufacturing) industries, as the Metalektro CAO was in the forefront of realizing ‘immaterial demands’ as they were called at the time, in particular shorter hours (implying that the agreed hourly wages until the mid 1990s were relatively high).
- In the 1990s, the CAO Metaal/Elektrotechnische industrie gradually lost its leadership in the collective bargaining landscape.
- In the 2000s, the wage increases agreed in the agreement have been in line with the broader trend in the manufacturing industry.

Obviously, the position of the *CAO Metaal/Elektrotechnische industrie* in the Dutch industrial relations landscape has changed. Its less prominent position that already became visible in the 1990s, became more clearly manifest after the turn of the century. According to union negotiators, in the last 20- years new elements are not any longer per se first introduced in this CAO. The annualisation of hours was likely a last major exception, though this issue was initiated by the employers. In recent years it even seems that on the union side in the manufacturing industry the small metal industry CAO has taken over a vanguard role. In particular the CAO agreed in this last industry in spring 2011 is regarded more ‘innovative’ by notably FNV Bondgenoten officers (Cf. *AIAS-ETUI Collective Bargaining Newsletter*, April 2011).<sup>2</sup> Major explanations may be found in the heavy international competition to which large parts of ‘large metal’ still producing in the Netherlands have recently been exposed, in the fact that small metal firms seem more inclined to negotiate integrative elements, in particular concerning training, with the trade unions, and in the remarkably successful strike mobilisation of the union membership in small firms.

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2 On 6 April 2011, two weeks before the basic collective agreement was agreed for the Metalektro industry, a 25-month basic agreement was agreed in the small metals and electric-technical sector. Cf. *AIAS-ETUI Collective Bargaining Newsletter*, April 2011: “The pay package worth 4.45%, to be paid in four steps, is expected to set the pace for other major contracts in manufacturing (...) “The employers didn’t want a fight and we were quickly mobilising through strike action”, said Jan Berghuis, main negotiator for FNV Bondgenoten, who called the deal “trendsetting””.

Table 13 Wage increases in the Metaal/Elektrotechnische industrie CAO, 1970-2010

Year	Month	Nominal wage increase	Of which price compensation	Minimal wage increase	Minimum year / month	Once only pay
1970	Jan	4.75%				
1970	Jul	2.5%				
1971	Jan	3.0%				Hfl 400.00
1971	Apr	1.0%				
1971	Jul	6.7%				
1972	Jan	3.0%				
1972	Apr	1.5%				
1972	Jul	4.7%				
1973	Jan	1.0%				
1973	Jul	3.88%		Hfl 48.50	month	
1973	Dec	3.1%		Hfl 38.75	month	
1974	Jan			Hfl 30.00	month	
1974	Apr	3.0%		Hfl 37.50	month	
1974	Jul	3.74%		Hfl 51.33	month	
1974	Dec	3.28%		Hfl 160.00	year	
1975	Mar	1.4%		Hfl 20.50	month	
1975	Jul	5.17%		Hfl 75.48	month	
1975	Dec	4.53%		Hfl 69.95	month	
1976	Nov			Hfl 60.00	month	
1977	Mar	4.0%	3.0%	Hfl 64.00	month	
1977	Jul	4.06%	3.31%	Hfl 64.96	month	
1977	Dec	1.94%		Hfl 32.30	month	
1978	Jul	1.62%	1.12%	Hfl 27.69	month	
1978	Dec	2.21%	2.21%			
1979	Jul	1.83%	1.83%			
1979	Dec	2.54%	2.54%			
1980	Jul			Hfl 26.00	month	
1981	Jan	1.03%	0.78%			
1981	Jul	3.23%	3.23%			
1982	Jan	3.57%	3.57%			
1982	Jul	2.46%	2.46%			
1983	Jan	2.06%	2.06%			
1983	Jul	0.44%	0.44%			
1984	Jan	1.92%	1.92%			
1984	Jul	0.77%	0.77%			
1984	Dec	1.44%	1.44%			
1985	May	1.5%				
1985	Oct					0.5%
1986	Jul	0.5%				
1986	Nov					1.25%
1987	Jan	1.25%				
1987	Jul	0.5%				
1988	Apr	1.0%				
1989	Apr	1.5%				

(to be continued)

(continued)

Year	Month	Nominal wage increase	Of which price compensation	Minimal wage increase	Minimum year / month	Once only pay
1989	Sept					0.4%
1990	Apr	3.0%				
1990	Oct					1.25%
1991	Jan	0.75%				
1991	May	3.0%				
1992	Jan	0.75%				
1992	Apr	1.5%				
1972	Jun	4.5%				
1993	Apr	4.75%				
1995	Jul	1.75%				
1995	Oct					1.0%
1996	Jan	2.25%				
1997	Jun	2.75%				
1997	Oct					0.75%
1998	Jan	2.25%				
1998	Oct					0.75%
1999	Jan	0.75%				
1999	Jul	3.0%				
2000	Jan					0.5%
2000	Sep	3.8%				
2001	Jan	1.9%				
2001	Oct	3.49%				
2002	Nov					1.25%
2003	Jan	3.25%				
2004	Apr	2.75%				
2005	Jul	0.5%				
2005	Sep					0.5%
2006	Jan	1.25%				
2006	Jul					0.75%
2007	Jul	1.25%				
2007	Dec					Euro 225
2008	Jan	3.0%				
2008	Jul	0.5%				
2009	Jan	2.5%				
2009	Jul	1.0%				
2010	Jan	0.75%				
2010	Jul	0.5%				
2011	Jan	1.15%				

Sources: archive M. van Klaveren; FNV CAO Databank 2011

#### 4.2.2. Recent wage situation in the metal industry

Based on *WageIndicator* data, Table 14 (next page) shows a mean gross hourly wage of Euro 28.03 in 2010 in the metal industry. This table includes a breakdown by gender and age group, revealing that over that year the women on average had lower earnings than men (a gender wage gap of exactly 10%) and the older

workers have on average considerable higher earnings than younger workers (See for a separate treatment of the development of the gender wage gap section 5.4).

Table 14 Gross hourly wages in 2010 in the metal industry

	Mean	N	Std. Dev
Male	28.57	480	46.03
Female	24.74	79	41.42
Total	28.03	559	45.39
Age < 35	24.98	185	48.76
Age 35 – 50	28.20	249	41.33
Age > 50	32.19	125	47.91
Total	28.03	559	45.39

Source: WageIndicator data 2010. Selection Netherlands, metal industry.

### 4.2.3. Bonuses in the metal industry

In the *CAO Metaal/Elektrotechnische industrie*, neither a Christmas bonus, end-of-year bonus nor a 13<sup>th</sup> month are mentioned. The holiday bonus is agreed at 8% with, in 2010, a minimum of Euro 154.67 per month: see Table 15.

Table 15 Holiday bonus in the Metaal/Elektrotechnische industrie CAO (amounts in Euro)

CAO year	Percentage	Floor 1st year	Floor 2nd year	Floor: Explanation
2010	8	154.67	156.45	gross per month
2007	8	146.81	147.55	151,24 per 01-01-09, 152,75 per 01-07-09, 153,90 per 01-01-2010
2004	8	140.78	142.54	in July 2005 = 139,04
2002	8	1615.80 / 134.65	1660.20 / 138.85	gross per year / per month
2000	8	0	0	

Source: FNV CAO databank 2011

### 4.2.4. Lowest salary scales in the metal industry

Table 16 shows that in the 2010 text the age of 23 was still regarded the threshold adult age for wages in the *CAO Metaal/Elektrotechnische industrie*. This threshold is in line with the Dutch Law on Minimum Wage, but is heavily questioned by in particular union youth groups. The lowering of the lowest scale in the 2010 CAO has been carried out in preparation of the abolishment of the youth wage scales for notably the 21- and 22-year-aged, which was expected to be negotiated in the 2011 bargaining round (and indeed was: see footnote 1). It made the connection with their salaries from 2011 on more logical, though union negotiators explained that in 2010-2011 it did not lead to a *de facto* wage decrease.

Table 16 Lowest salary scales in the Metaal/Elektrotechnische industrie CAO

CAO year	Mature employee age	Lowest scale start date	Lowest scale (Explanation)	Amount lowest salary scale (mature employees)/per month
2010	23	01FEB2010	A	1608.68
2007	23	01JAN2007	II	1659.86
2004	0			
2002	0			
2000	0			

Source: FNV CAO databank 2011

### 4.3. Retirement

The current retirement age in the Netherlands is 65. It is agreed in the *CAO Metaal/Elektrotechnische industrie* 2010 that:

- 1) Overtime work is not obliged for workers 55 and older
- 2) Shift work is not obliged for workers 55 and older
- 3) Elderly workers do not get additional free days.

Since 2006, a special provision has been included in the CAO jointly with the Pension Fund for the Metal Industry as to continue allowing early retirement for 60-64-year-olds. From 2008 on, an employer accepting this obligation has to accept 50% of the extra pension claims resulting from this decision. The provision is quite complex, most likely partly also as it goes against official government policy, that since the mid-2000s want to get rid of early retirement ('VUT' in Dutch) arrangements.

### 4.4. Environment

The *CAO Metaal/Elektrotechnische industrie* does not contain a regulation concerning greening of the workplace. Yet, the CAO 2010 includes the recommendation that companies start up an internal environmental care system.

## 5. Horizontal issues

### 5.1. Linkages

In the 2000s, the *CAO Metaal/Elektrotechnische industrie* showed quite limited steps towards the flexibilisation of working time. The main step was that towards annualisation of hours, in 2007. Formally, there has become more leeway for companies to follow own policies in this respect, but in the last few years working time issues do not seem to have been prominent on the bargaining agenda, other than (in 2009-2010) linked up with the governmental part-time unemployment scheme. In these crisis years, union negotiators have invested quite some time and energy in stimulating companies to participate in this scheme, also as they had to include training facilities. The union interviewees stressed that these efforts were worthwhile as a number of companies was able to survive and quite some skilled workers could be kept on board, but also that the scale on which this was attained remained rather limited compared to that in notably Germany (confirmed by Tijdens *et al*, 2011). They also emphasized that in quite some cases they had to take the initiative and guide employers to the government scheme.

### 5.2. Life-course approaches

In the 2007 *CAO Metaal/Elektrotechnische industrie* the social partners agreed to establish activities with regard to Life-course approaches (Age-conscious policies). In the 2010 CAO they only agreed to continue the activities of the working group of CAO partners with regard to Life-course approaches. Clearly, this activity is still in its infancy.

Table 17 *Life-course approaches (Age-conscious policies) in the Metaal/Elektrotechnische industrie CAO*

CAO year	Life course approaches	Life course approaches Explanation
2010	Yes	Continuation work of working group, carrying out new policies in 2010-2011
2007	Yes	Starting up working group
2004	-	-
2002	-	-
2000	-	-

Source: FNV CAO databank 2011

### 5.3. Different treatment of target groups

The *CAO Metaal/Elektrotechnische industrie* contains only a few references to special groups in the workforce. In this respect, the focus is primarily on handicapped workers and on foreign-born employees.

Table 18 Target groups in the *Metaal/Elektrotechnische industrie CAO*.

CAO year	Target groups	Target groups Explanation
2010	Yes	Recommendation at company level, extra attention for handicapped and foreign-born employees
2007	No	-
2004	Yes	Jointly with Taskforce Youth Unemployment
2002	No	-
2000	No	-

Source: FNV CAO databank 2011

### 5.4. Measures anticipating restructuring

The *CAO Metaal/Elektrotechnische industrie* does not refer directly to measures anticipating restructuring at firm level. The main regulations in the 2010 text concern employer's considerations to close a company or part thereof and/or to carry through major changes in employment, with obligations for the employer to consider the social consequences of such decisions, to inform the trade unions and to invite them to talks. Subsequently, the unions and the staff representation (mostly the Works Council) have to be involved in talks about which measures should be taken within which time frame, with the goal to avoid forced lay-offs. If the unions want so, the employer is obliged to ask the advice of the CWI (official labour agency) about the replacement perspectives of the employees at stake.

According to the *WageIndicator* survey, one in five employees in the metal industry in 2010 reported that their workplace was affected by a reorganisation in the past 12 months, the males double that much as the females. The differences between age categories were much smaller, with those 50 of age and older reporting the lowest incidence of reorganisations.

Table 19 Reorganisations in 2010 in the metal industry: Answer Y/N to the survey question if in the organisation reorganisations have affected the workplace in past 12 months

	Mean	N	Std. Dev
Male	23%	124	0.42
Female	10%	20	0.31
Total	21%	144	0.41
Age < 35	22%	37	0.42
Age 35 – 50	22%	74	0.41
Age > 50	18%	33	0.39
Total	21%	144	0.41

Source: WageIndicator data 2010. Selection Netherlands, metal industry. The data are not weighted across industries.

## 5.5. Measures prompted by threat of relocation

The *CAO Metaal/Elektrotechnische industrie* does not include measures prompted by the threat of relocation; neither does it include opening clauses or similar arrangements in that direction.

## 5.6. Crisis-induced measures to ensure business survival

Jointly with the construction and the chemical industries, the metal industry in 2009 and the first half of 2010 was a major user of the governmental part-time unemployment scheme aimed at supporting companies to retain employees throughout the economic crisis in the Netherlands, rather similar to the *Kurzarbeit* scheme in Germany (Bispinck *et al*, 2011; Tijdens *et al*, 2011). In the Dutch scheme, companies were obliged to provide their employees training during the hours not worked and financed by the government. For some, mainly smaller, firms this obligation clearly was a bone of contention, though it was obviously not for the employer representatives negotiating the *CAO Metaal/Elektrotechnische industrie*. In the 2010 CAO, it was agreed that the career coaches project originating from the metal industry's involvement in the part-time unemployment scheme would be extended and expanded (also after that scheme has ended).



## 6. Integrative and distributive outcomes

### 6.1. Negotiations as deliberative and/or integrative

The above contains sufficient evidence that bargaining in the large metal industry the 2000s witnessed a clear shift from distributive to integrative elements. This shift was recognized by the unions negotiators we interviewed. They explained that this shift partly had to do with the limited ‘wage space’ existing throughout the decade, notably in 2002-2004 and from 2008-2010, as well as with the defensive attitude that was logic on the union side in view of the rapid movement of production abroad, and partly with the experience that bargainers from both sides developed in negotiating issues like training. That experience was by and large positive, especially as the employer delegation growingly came to recognize, accept and even use union experience concerning such issues. Especially between 2002 and 2007, there was a ‘positive sum game’ going on. Opinions of the interviewees differed whether this was still the case during the crisis years 2008-2010; some tended to regard these years as a *de facto* standstill, partly as it took so much effort on the union side to guide (individual) employers to the government’s part-time unemployment scheme. (These interviewees did not link these experiences directly to the bargaining process at industry level, but regarded individual employer behaviour as “irrationally negative towards government support”). Overall, the conclusion dominated that the crisis years had ‘frozen’ the negotiation agenda. Some interviewees said to regard this as inherent to the crisis conditions, and were after all not unhappy with the conclusion that bargaining issues in the end did not narrow, others talked about a “chance missed” and were disappointed about the agenda that was not broadened.

### 6.2. Gender

It may be remarkable that the *CAO Metaal/Elektrotechnische industrie* contains no clauses with relation to gender, apart from the one mentioned in Section 3.3.1 about training. Earlier research on behalf of the FNV Bondgenoten union revealed that the industry’s gender wage gap, with over 17% still substantial in 2005, was diminishing: see Table 20 (next page). Against this backdrop, the gender wage gap of 10% we found for 2010 might be a major step forward (Though one need to be careful here in drawing conclusions because of the limited number of respondents).

Tabel 20 Differences in gross hourly wages ((m-f) in % m), 1995-2005

union	sector / SBI code	1995	2000	2003	2005
FNV BG	Metal and electrotechn. industry (27-35)	23.0	20.0	18.4	17.4

Source: materials for Van Klaveren et al, 2007, based on Statistics Netherlands, Statline

It should be added that some arrangements related to gender have been overtaken by legal provisions. For instance, in the 1990s in the *CAO Metaal/Elektrotechnische industrie* CAO child care arrangements were agreed for female employees only. In 1997, the social partners started a discussion about opening the arrangements for male workers too (Van den Brekel and Tijdens, 1997). Shortly after their study on the costs involved with such a clause was completed, the clause was included in the CAO. However, changes in the legal framework and the funding of child care in the Netherlands in 2006-07 made this clause superfluous and in 2007 it was subsequently removed.

## 7. Procedural dimension to collective bargaining

### 7.1. Decentralisation/centralisation

For decades, an industry-wide agreement has been agreed in the metalektro industry. As such, the level in the Dutch industrial relations on which the agreement has been agreed upon has not been subject to either centralisation or decentralisation. Yet, in the last two decades a certain decentralisation has taken place in the contents of the CAO, as the ‘MetalektroB-CAO’ covers a growing number of arrangements. Actually, mainly the clauses concerning occupational disablement, early retirement and pensions are still A-clauses. The ‘MetalektroB-CAO’ allows derogations that may be negative for employees. In practice also this kind of decentralisation remains limited. The union negotiators interviewed conclude a number of arrangements for sub-sectors and some larger companies, which they describe as ‘fine-tuning’ according to the specific situation of the sub-sector or company. They said that recently there has been definitely no substantial downward derogation going on (Obviously they meant in 2010; some examples indicate that in 2008-2009 this has been otherwise). The union negotiators (paid officials) that are responsible for the main CAO are also involved in negotiating these arrangements, jointly with some colleagues (also paid officials) with more specific regional and company responsibilities.

### 7.2. Coverage of collective agreements

The *CAO Metaal/Elektrotechnische industrie* is legally binding for –or mandatory extended to– the industry at large (except Philips and Tata Steel), as the Ministry of Social Affairs and Employment approves (and has approved) each successive agreement. We earlier noted that, comparing the available official figures, it was not possible to calculate with some exactitude the collective bargaining coverage. Yet, the *WageIndicator* web-survey provides figures concerning the *perception* of respondents that they are covered by collective agreement. Table 21 (next page) shows that in 2010 80% of the workers in the metal industry perceives to be covered by a collective agreement. With 84%, among females this share was even somewhat higher. The differences in perceived shares across age categories were small; with 77%, those under age 35 perceived a bit less to be covered. In reality, the percentages might have been higher, because a small percentage of the

respondents ticked ‘I don’t know’ to the question posed: Are you covered by a collective agreement? The latter cases are not included in the analyses.

*Table 21 Share of workers in the metal industry that perceives to be covered by collective agreement, 2010, breakdown by gender and by age*

	Mean	N	Std. Dev
Gender			
Male	80%	477	0.40
Female	84%	82	0.37
Total	80%	559	0.40
Age			
< 35	77%	211	0.40
35 – 50	81%	310	0.41
> 50	82%	159	0.38
Total	80%	680	0.40

*Source: WageIndicator data 2010. Selection Netherlands, metal industry, with valid answer to the coverage question. The data are not weighted across industries.*

Table 22 provides a breakdown of these perception figures by wage decile. It shows that 90% of the respondents, in the deciles 1 to 9, have a coverage that in 2010 varied from nearly 75% (deciles 3 and 9) to 92% (decile 5). As could be expected, the highest or best-paid decile 10 had with 58% a lower coverage: in many firms, the highest paid are not included in the CAO wage scales. Yet, against this backdrop 58% is a rather high figure. The same holds for the lowest decile 1; the expectation of some union negotiators that the low-paid are much less covered by collective agreement because of subcontracting practices, is not confirmed by the 78% that we found. Based on the WageIndicator data, we may conclude that there are no specific groups of workers that are excluded in practice from being covered by the CAO Metaal/Elektro-technische industrie.

*Table 22 Share of workers in the metal industry that perceives to be covered by collective agreement, 2010, breakdown by wage decile*

wagedecile	Mean	N	Std. Deviation
1 lowest	78.0%	50	.418
2	88.2%	51	.325
3	74.5%	51	.440
4	78.0%	50	.418
5	92.0%	50	.274
6	76.9%	52	.425
7	84.3%	51	.367
8	84.0%	50	.370
9	74.5%	51	.440
10 highest	58.0%	50	.499
Total	78.9%	506	.409

*Source: WageIndicator data 2010. Selection Netherlands, metal industry, observations with valid wage data and valid coverage data only.*

*The data are not weighted across industries.*

### 7.3. Assessment and procedures

In the 2010 CAO, the parties have agreed upon the installation of a working group as to study the accessibility of the CAO texts and the possibilities of simplifying them. This was a union initiative. It may be illustrative that the 2010 CAO at large contains 155 pages, of which 104 for the basic CAO. Union negotiators confirmed that the complexity and lack of accessibility of the agreement text is a recurrent issue of complaint in meetings with the rank and file, in particular in preparing negotiations.



## 8. Actors and institutions

### 8.1. Employers' organisation

On the employers' side, collective bargaining is strongly centralised. The only association representing the employers' side in the metalektro industry and negotiating the *CAO Metaal/Elektrotechnische industrie* is the *Vereniging FME-CWM*, calling itself (in translation) 'employers' federation for the technological industry'. It may be estimated that its membership rate among the about 1,300 companies covered by the CAO is about 85%. This means that the CAO can be regularly extended by the Minister of Social Affairs and Employment, as the lower limit here is 60% (cf. Royer, 2002).

### 8.2. Trade union organisation

Four trade unions are negotiating partners in the metal industry, namely FNV Bondgenoten, the CNV Vakmensen, De Unie, and VHP2. The first three pretend to be general unions, though De Unie mainly organises white-collar staff. As already included in its name, VHP2 focuses on middle management and higher ('HP') staff. As indicated in the tables concerning the scope of the CAO, the collective agreement covers nearly 34,000 'HP', or about 20% of all employees.

Current union density in the metal industry may be estimated at about 25%. The latest figures published by Statistics Netherlands are somewhat outdated; they show that union density was slowly declining in the mining and manufacturing industry at large, from 28% in 2000 to 25% in 2006, or in numbers from 290,000 in 2000 to less than 230,000 six years later. Unfortunately, Statistics Netherlands does neither provide more recent figures nor more details by industry. However, mining is an industry with little employment in the Netherlands, and therefore the table can be interpreted as being applicable to the Dutch manufacturing industry at large. It may be estimated that 75 to 80% of the union members in the metal industry are members of FNV Bondgenoten, and about 15% of CNV Vakmensen.

Table 23 Union density and union members in the mining &amp; manufacturing industry, 2000-2006

Year	Union density %	Men 15 - 65 year	Women 15 - 65 year	All 15 - 25 year	All 25 - 45 year	All 45 - 65 year
2000	28	32	15	.	25	40
2001	27	30	17	.	24	38
2002	28	32	15	.	24	39
2003	29	32	19	16	25	39
2004	27	30	14	.	24	35
2006	25	28	14	.	21	35
Year	Union members x 1 000	Men 15 - 65 year	Women 15 - 65 year	All 15 - 25 year	All 25 - 45 year	All 45 - 65 year
2000	290.8	259.7	31.2	.	157.0	124.0
2001	278.5	241.4	37.0	.	145.9	125.2
2002	276.6	246.6	30.0	.	137.5	130.0
2003	273.5	234.6	39.0	12.6	133.5	127.5
2004	251.0	223.1	27.8	.	129.2	112.7
2006	229.7	202.7	27	.	103.5	117.7

Source: Centraal Bureau voor de Statistiek, Den Haag/Heerlen, accessed 2-5-2011

In the *WageIndicator* survey 2010 25% of the respondents in the metal industry ticked that they were union member: see Table 24 below. Union density was 7%points higher among males compared to females; it was also higher among employees aged 50 and older compared to younger employees. As in general in the Netherlands, those under 35 of age have a quite low density rate, here 11%.

Table 24 Trade union density in the metal industry, 2010, according to *WageIndicator* survey

	Mean	N	Std. Dev		Mean	N	Std. Dev
Male	26%	443	0.44	Age < 35	11%	171	0.31
Female	19%	73	0.40	Age 35 – 50	27%	236	0.44
				Age > 50	44%	109	0.50
Total	25%	516	0.43	Total	25%	516	0.43

Source: *WageIndicator* data 2010. Selection Netherlands, metal industry.  
The data are not weighted across industries.

### 8.3. Bargaining and extension arrangements

As indicated, the Dutch metal industry is covered by an industry-wide collective agreement, called *CAO Metaal & Elektrotechnische industrie*. As Table 1 showed, the duration of the agreement varies from 15 months in 2010-2011, to three years between 2007 – 2010 and 2004-2007. The two earlier periods covered two years. The latest (basic) agreement for 2011-2013 has a duration of 26 months. As for the preparation of the negotiations, the negotiations as such and for compliance with the agreement, CAO parties co-operate in the Foundation for the Negotiation Council in the Metalektro (*Stichting Raad van Overleg in de Metalektro, ROM*),

which has a secretariat of its own.

Table 2 already showed the number of employees covered by the collective agreement. This table also showed that due to mandatory extension the total number of employees covered is increased by approximately 10%.

## 1.1 Workplace representation

In the 1970s, the *CAO Metaal & Elektrotechnische industrie* was the first collective agreement in the Netherlands in which a number of rights of lay union officers was laid down (as by then it became clear that the legal framework that successive administrations had promised in this respect, would not be materialized). According to the CAO, the lay officers of the unions (in Dutch *'kaderleden'*) are entitled to receive information from the company. The company also has to provide them a meeting place and (facilitate) training, as well as legal protection related to dismissal, payment and careering (in which 'legal' does not mean 'protected by law' but 'in a court case' i.e. by jurisprudence). However, the lay officers are not entitled to be involved in the collective bargaining process. In the 2000s, no changes took place in these arrangements: Table 25.

Table 25 Rights of lay union officers in the *Metaal/Elektrotechnische industrie CAO*

CAO year	Information	General affairs	Meeting place	Training	Legal protection	Collective bargaining
2010	Yes	Yes	Yes	Yes	Yes	No
2007	Yes	Yes	Yes	Yes	Yes	No
2004	Yes	Yes	Yes	Yes	Yes	No
2002	Yes	Yes	Yes	Yes	Yes	No
2000	Yes	Yes	Yes	Yes	Yes	No

Source: FNV CAO databank 2011



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