

FME/The Netherlands

COLLECTIVE AGREEMENTS IN THE MET INDUSTRIES: RECENT OUTCOMES

Draft agreement as per 1/6/2024 (approved by the employers, under consultation of the unions), for 19 months:

- Raise in wages of 9% (average) in 3 steps (1/6/2024, 1/1/2025, 1/6/2025)
- Abolition of the 'starter scales' for new and unexperienced employees
- Raise of minimum wage to € 16 per hour

Additional 'strategic' agreements:

- Image campaign: improvement of the image of our sector, to attract more workers and to influence the attitude of politicians positively
- Boosting social dialogue: joint company visits to discuss relevant regional/local issues
- Action plan to improve local social dialogue and social partner relations
- Human capital and boosting LLL: joint funding for LLL (individual vouchers and joint projects), improvement of learning culture in companies, support to public-private projects such as Hybrid Tech Centres, development of skills passport, upscaling of the Smart Makers Academy, programme for Diversity and Inclusion, awareness and support for improved retainment of employees
- Programme for Sustainable Employability: support for employees giving informal care; awareness, prevention and improvement of physical and psychological health; personal development; personal financial planning of individual employees (prevention and control of financial debts)

Recent trends in collective bargaining – increasing decentralisation

Trend in the Netherlands: decline in the coverage ratio of cba's, from >75% in 2007 to 72% in 2022

Green clauses in collective bargaining

No green clauses in cba, except the general clause that the employer must enter social dialogue at the request of unions, for instance with regard to sustainability and energy transition. So it is more a 'union clause' than a 'green clause'.

AI management in the workplace

Not included in cba.

REMOTE WORK

Latest developments at national level

The right at working from home is not regulated by law. Two laws are relevant:

- Flexible Work Act: employees who have been with the company for at least six months can request to work from home. The employer can refuse the request but must consider it and substantiate the refusal in writing.
- Working Conditions Act: the employer is responsible for a healthy working environment at home, especially when the employer is the one requesting employees to work (partly) from home.

Remote work and the right to disconnect in collective bargaining

Not included in cba, up to individual companies and work councils/employees.

Social partner consultation

At general level only, not sectoral.
