



**The Follow-up to the Second Common Demand –
A First Outlook**



European Metalworkers' Federation

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2. Introduction

“In recent decades there has been a dramatic increase in precarious work in all countries in Europe as well as in the whole world. Not only is there a persistently high rate of unemployment in many EU Member States, but there is also an erosion of what are classified as the ‘norm’, ‘standard’ or ‘typical’ forms of employment. This undoubtedly endangers and reduces the opportunity for employees to obtain decent employment thus making them, in these rapidly changing circumstances, the first victims of the system and of the current economic crisis.”

These were the first words of the resolution that was adopted by the 6th EMF Collective Bargaining Conference in Madrid on 17th and 18th November 2009. The title of the second common demand is as follows: “For more secure employment – against precarious work”.

The idea behind the common demands is to highlight one of the major elements within the collective bargaining rounds in all European countries. EMF’s common demands are a step in the co-ordination of national collective bargaining policies.

The evaluation of the common demands – both the first and the second – will go on continuously. As a first step, the affiliates have been asked to send in road maps (brief questionnaires).

These roadmaps should include:

- What kind of campaign/negotiations the affiliates would use
- On which level or levels campaign/negotiations would take place
- When the affiliates intend to launch the campaign/negotiations
- What the concrete goals of the affiliates are

- What the expected time frames are

This report is the first step in the evaluation of the 2CD and is aimed at providing the information platform necessary for the EMF and its member organisations to discuss how to proceed with the work in future.

3. Methodology

The information used in this evaluation stems from a questionnaire which was sent out in December 2009. Electronic software was not used for this survey. The respondents were contacted by e-mail and invited to complete the questionnaires in word files.

The original deadline was 10 February 2010. Some unions answered promptly, others had to wait and see how this year's collective bargaining went. The EMF sent out one general reminder and some specific reminders to selected unions/countries. A second general reminder was sent out in April 2010.

The questions in the road maps are based on a previous road map (the first common demand). Obviously, the questions have been relevant. No unions asked for clarifications and no unions left any questions open.

The length of the answers varies, as one could expect. Some roadmaps include comprehensive replies to the question on goals unions are aiming at in their work with precarious employment. The tables in this report contain only an extract (condensed version) of

these replies. The full text of the road maps can be found in the appendix to the report.

The vast majority of the road maps have been answered in English, except 4 in French and 1 in German.

4. Participation

All 78 member organisations of the EMF were invited to participate in the survey. We received 23 roadmaps, see table 1. Some unions cooperated and filled in their road maps jointly. In total 28 unions participated, representing 36% of the affiliated unions. Almost all of the biggest countries filled in the road map.

The EMF has more than one member organisation in several countries and if we instead look at the number of countries where at least one member organisation has answered we had a response from 17 out of the 34 countries where the EMF has member organisations, corresponding to an answer rate of 50%.

There have also been several replies from typical white-collar unions like Danish IDA and Norwegian NITO. When the report contains answers from both blue-collar unions and white-collar unions, it gives a broader perspective on precarious work.

COUNTRY	PARTICIPANTS	NON-RESPONDENTS
Austria	PRO-GE	
Belgium	ACV-CSC, MWB-FGTB/ABVV-M	LBC-NVK, CNE, CGSLB , SETCa/BBTK
Bosnia		Sindikato

Bulgaria	Metallicy	TUFOEMI/NFTINI, NTUF Metal-Electro, NF Metallurgy, NFTINI Pod
Croatia	Sindikata Metalaca	
Cyprus		OVIEK-SEK
Czech R	OS KOVO	
Denmark	CO Industri, IDA	
Finland		UIL Ry, TEK, TU ry, Metall, Finnish Electrical Workers' Union
France	All EMF affiliates	
Germany	IG Metall	
Greece		POEM
Hungary		VASAS
Iceland		IIF
Ireland		SIPTU
Italy	FIOM-CGIL	UILM, FIM-CISL
Kosovo		SPMK
Luxembourg		OGB-L, LCGB
Macedonia		SIER
Malta		General Workers' Union
Montenegro		MTUM
The Netherlands	FNV Bondgenoten	CNV Vakmensen, DE UNIE, VHP2
Norway	Fellesfor., NITO	TEKNA, Handel og Kontor
Poland	NSZZ Solidarnosc	OPZZ
Portugal		SIMA, FIEQUIMETAL
Romania		FSLI-Metal, FNS, FSS Metarom
Serbia		Autonomous Metalworkers, GSM, ISS
Slovak R	OZ KOVO	
Slovenia	SKEI	
Spain	CCOO, MCA-UGT	FTM-ELA, USO
Sweden	Unionen, IF Metall	Sveriges ingenjörer
Switzerland	UNIA	SYNA
Turkey		Birlesik
UK		GMB, UNITE, UNITE (Amicus), Comm

All the 8 EMF regions took part in the survey, except for the British region. There was only one answer from the southern region (FIOM/CGIL-Italy). 6 of the 15 Nordic affiliates sent in road maps.

Region	Countries	Road maps
Nordic	3	6
Benelux	2	3
British	0	0
Central	3	3
Eastern	4	4
Southern	1	1
South East	2	2
South West	2	4

7 regions, 17 countries and 28 unions have so far participated by filling in 23 road maps. Thus one can conclude that the participation is acceptable. But obviously one could wish that it will increase further during the four-year period.

5. Kinds of campaign/negotiations

A main question in the survey was about the type of campaign the unions would undertake in order to promote the second common demand.

In the table "CB" means collective bargaining and "CA" means collective agreement. "TAWs" mean temporary agency workers.

In general, the table below contains key points in a somewhat simplified language (too keep it short of course).

The information is listed country by country. For countries from which the EMF received more than one road map, the name of the relevant organisations can be found in brackets.

The EMF affiliates use media and communication tools more and more. They report on press initiatives, dissemination of materials, use of web sites and also petition campaigns. The affiliates lobby their political authorities and take common initiatives with the employers when it is possible and considered strategically wise.

COUNTRY	CAMPAIGNS/NEGOTIATIONS
Austria	CB. Petition campaign for a foundation ("Arbeitsstiftung") in the field of further training for unemployed temporary workers. Campaigns in the fields of protection against dismissals for agency workers and equal distribution between capital and labour.
Belgium	CB 2011-12. Distribute a one-day newspaper for one day about TAW (ABVV/MWB). Evaluate and try to improve collective agreements (ACV_CSC).
Bulgaria	Special meeting with social partner. Publish 2CD on website and disseminate it among the members.
Croatia	CB, protests, press conferences. A lot of lobbying was done in when the new labour code was adopted.
Czech R	Media campaign, lobbying. Specialists from the regional OS KOVO offices will provide consultancy to agency workers.
Denmark	CB and a joint project with the employers (CO-I). CB, political initiatives and press articles (IDA).
France	Joint press release in March 2010, press conference to launch call to metal employers. Joint letter to employers. Distribution of material to shop stewards and local unions.
Germany	CB 2010, CA for TAWs, political campaigns.
Italy	CB, congress in April and all communication tools.
The Netherland	CB.
Norway	CB, the Norwegian legal system, common initiatives with the employers (Fellesforbundet). CB (NITO).
Poland	CB, disseminate materials, adopt resolution in congress.
Slovak R	CB, initiation of legislative changes, mass media communication, own magazines.
Slovenia	CB
Spain	CB, media articles, web site and blog (MCA-UGT). CB (CCOO).
Sweden	CB. (IF Metall and Unionen).
Switzerland	CB, information to works councils and the press.

6. Concrete goals

The EMF affiliates have ambitions both in relation to their collective bargaining, political lobbying, and information work and so on. Some unions, like for example Fellesforbundet, have already accomplished a lot in their country (see comprehensive description in the enclosed road map). In a table like the one below there is only a limited space for each country.

The table shows a variety of initiatives aimed at improving the situation for precarious workers. This should not come as a surprise since the “choice list” in the text of the second common demand included as many as eight items:

- Temporary agency work
- Fixed-term contracts
- Bogus self-employed
- Project-based contracts
- Zero hour contracts
- Part-time work
- Outsourcing
- Non-solicitation agreements

At the same time, we know that a lot of workers with open-ended contracts might become precarious.

So far, there has been little mention of the so-called most affected groups (women workers, young workers and migrant workers).

COUNTRY	CONCRETE GOALS
Austria	Higher minimum wage, better payment to unemployed, improvements regarding working time.
Belgium	Train trainers, inform members (ACV-CSC). Limit use of agency work, limit number of consecutive fixed-term contracts, improved information on subcontracting, and

	elaborate a code of conduct about respect for safety regulations. (ABVV/MWB).
Bulgaria	Inform our members, reach a joint statement with employers and transpose it into a collective agreement.
Croatia	Reduce duration of fixed-term work (now 3 years).
Czech R	Minimise precarious work (and the risk of it).
Denmark	Further improve the workers' right to training and to implement the TAW directive (CO-I). Look at eliminating fixed-term contracts, bogus self-employment and non-solicitation through collective bargaining (IDA).
France	Stocktaking of situation followed by evaluation of all existing guarantees in CAs. Identify potential negotiation topics for joint demands to employers.
Germany	Secure employment, also for apprentices. Improve conditions for agency workers, reduce TAW and regulate equal pay.
Italy	Drastic reduction of precarious work.
The Netherlands	Clarify collective agreements; promote awareness of hired foreign workers and other groups. We also want obligation for employers to ensure correct wages and benefits for TAWs.
Norway	Sign more collective agreements with agencies. Consider extending sectoral CAs to include agencies. Stricter regulations on fixed-term contracts. Clearer legal definition of a worker. (Fellesforbundet). Too early to tell (NITO).
Poland	Adopt a resolution on the 2CD in the Solidarnosc congress.
Slovak R	Legislation: More liberal conditions for foreigners; shorten the period for re-extension of fixed-term work; equal pay for agency workers and permanent employees; establish a chamber of employees. CB: Limit the use of TAWs, better protection for workers with long experience before lay-offs. Mass media, political lobbying and co-operation with employers.
Slovenia	Monitor and limit all kinds of precarious work.
Spain	Improve job security and quality, improve conditions for job-training contracts, limit the use of temporary contracts, and address the relation between principal enterprise and subcontractors (UGT).
Sweden	Lower the limit of time for fixed-term contracts. (IF Metall). Better conditions from employees who have been laid off. Improved training rights and improved rights to re-employment, instead of hiring workers (Unionen).
Switzerland	Limit the number of temporary workers; highlight the gender wage gap.

7. Implementation level

In some countries the demands, campaigns etc. will be promoted on more than one level.

LEVEL	COUNTRIES	COUNTRIES
National (sectoral and intersectoral)	<ul style="list-style-type: none"> • Austria • Belgium • Croatia • Czech • Denmark (CO-I) • France • Germany 	<ul style="list-style-type: none"> • Italy • The Netherlands • Norway (FF, NITO) • Slovak • Slovenia • Spain • Sweden (IF, Unionen) • Switzerland
Regional (sectoral and intersectoral)	<ul style="list-style-type: none"> • Bulgaria • Czech • France • Germany 	<ul style="list-style-type: none"> • Italy • Norway (FF) • Spain • Switzerland
Local (company)	<ul style="list-style-type: none"> • Bulgaria • Croatia • Czech • Denmark (IDA) • France • Germany 	<ul style="list-style-type: none"> • Italy • Norway (FF) • Slovak • Spain • Sweden (Unionen) • Switzerland

8. The common demand calendar

Some unions have already started their campaign against precarious work, others will begin shortly.

Not all unions were able to state an exact time of the year (or month) when their campaigns would start. Some stated more than one month, others like for example Danish IDA, said that collective agreements will be renewed in 2010 and 2011. FGMM-CFDT said that their campaigns would start in the spring of 2010 and go on from there. In Italy the FIOM-CGIL is working continuously and has not given a specific time for the start of a campaign.

But still, the calendar below gives a fairly good indication of the time schedule for the follow-up to the second EMF common demand.

This calendar will be made available on the precarious work web site and updated as the unions report on new campaigns and initiatives in their countries.

Since the evaluation will go on continuously, the reports from the EMF will also in time include results from the national campaigns.

MON/ YEAR	JAN	FEB	MAR	APR	SEP	OCT	DEC
2009						CZ	SLOVA, SWE (IF)
2010	NL, DK (CO), SPA (CCO), SWE (IF, UN)	AUS,GE R SLOVE, POL*, SPA (UGT)*, SWI.	BULG, NOR (FF), FRA*	NOR (NITO) *	BEL (ACV)*,	CRO*	
2011	BEL (ABVV/ MWB),	DK (IDA)*					

*Approximately/presumably

9. Further work with the second common demand

As can be seen from the common demand calendar, we are in the beginning of a process. The demand that was adopted in Madrid in November 2009 applies for four years. The 7th EMF collective bargaining conference will be held in 2013.

10. Conclusions and recommendations

The second common demand has been raised in many European countries already. The EMF affiliates are working enthusiastically with the second common demand. They focus on a wide range of policy areas and a wide range of possible strategies.