

## **EMF COMMON DEMAND**

**„THE INDIVIDUAL RIGHT TO TRAINING  
GUARANTEED BY COLLECTIVE AGREEMENTS“**



**INDIVIDUAL RIGHT TO TRAINING  
DROIT INDIVIDUEL À LA FORMATION  
DAS PERSÖNLICHE RECHT AUF QUALIFIZIERUNG**

European Metalworkers' Federation | [www.emf-fem.org](http://www.emf-fem.org)

**OVERVIEW ON THE ROADMAPS  
(UPDATE 12. APRIL 2006)**

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# **1 EXECUTIVE SUMMARY**

## **1.1 Introduction**

The EMF affiliates discussed and adopted the First EMF Common Demand "The individual right to training guaranteed by collective agreements" on the 5<sup>th</sup> EMF Collective Bargaining Conference in Rome on the 11<sup>th</sup> and 12<sup>th</sup> October 2005 in Rome.

At the so-called Rome-conference the EMF decided on the broad political goals, the method of implementation ("Open Method of Coordination" including some specific qualitative and quantitative indicators and benchmarks as well as an evaluation procedure), a time frame and a political campaign.

In the implementation procedure it is a crucial point to translate the European goals into a national implementation policy. To do so, the EMF affiliates were asked to prepare so-called "roadmaps" where they should describe how they intend to implement the Common Demand in their national collective bargaining systems.

These roadmaps should include:

- What concrete goals they intend to implement: The EMF provided an open choice list to give them some ideas.
- How they intend to implement the Common Demand: Means that they should provide some information on the negotiating levels and the kind of negotiations they plan.
- And when they are planning to launch the campaign and the negotiations on the Common Demand

These roadmaps should have been sent to the EMF secretariat until End of January 2006. It has been foreseen to provide an overview of when, where and how the trade unions intend to negotiate the Common Demand in their countries and to have a first benchmark on the implementation.

Until today (05. April 2006) the EMF received 21 roadmaps from 16 countries.

## **1.2 Common Demand Calendar**

The Common Demand Calendar shows that trade unions from The Czech Republic, France, Portugal, Slovakia and Switzerland started with the implementation by campaigning or negotiating the Common Demand objectives already in 2005.

In the year 2006 a bulk of campaigning and/or negotiating will take place (Austria, Belgium, Czech Republic, Denmark, Germany, Netherlands, Norway, Slovenia, Spain, UK).

While the trade unions from the Netherlands will start the campaigning in 2006, the negotiations will be launched in 2007. In that year also Denmark (company level), Finland, Norway and Sweden will negotiate the Common Demand.

For 2008 we can currently see that only IDA from Denmark seems to negotiate that year, but we expect to get more information on that year later this year.

**Table 1** Common Demand Calendar (update: April 2006)

Months/ Year	1	2	3	4	5	6	7	8	9	10	11	12
2005					CZ <sup>(1)</sup>				CH <sup>(1)</sup> PT <sup>(2)</sup>	SK <sup>(1)</sup>		F
2006	ES	D	Nor <sup>(3)</sup>	NL <sup>(4)</sup>	CZ; UK <sup>(4)</sup>	DK <sup>(5)</sup> SLO			AT		B UK <sup>(6)</sup>	DK <sup>(7)</sup>
2007	S		FIN		NOR <sup>(8)</sup>	DK <sup>(5)</sup>					NL <sup>(6)</sup>	
2008						DK <sup>(5)</sup>						

- (1) Negotiated the Common Demand already in 2005
- (2) SIMA presented the Common Demand in all its sectors
- (3) Fellesforbund
- (4) Start of campaigning
- (5) IDA: ongoing negotiations on company level during the 3 years
- (6) Start of negotiations
- (7) CO-industri
- (8) NITO

### 1.3 Levels of Implementation

Analysing the intended levels of implementation does not lead to surprises: The trade unions want to implement the Common Demand along their existing systems of collective bargaining on the national (sectoral and intersectoral), regional (sectoral and intersectoral) and local company level.

In most of the countries a multi-level-system is existing so that the campaigning and the negotiations will take place on more than one level e.g. on national and on local level.

See an overview in table 2:

**Table 2 Levels of Implementation**

Level	Countries (trade unions)
National (sectoral and intersectoral)	<ul style="list-style-type: none"> <li>• Austria (GMT)</li> <li>• Belgium (CCMB, CMB, ACLVB, BBTK-SETCa)</li> <li>• Denmark (CO-industri)</li> <li>• Finland (TU)</li> <li>• Finland (IL / TEK)</li> <li>• France (CFDT / CFTC / CGT / FOM)</li> <li>• Germany (IG Metall; national decision making)</li> <li>• Netherlands (FNV BG / CNV BB)</li> <li>• Norway (Fellesforbund)</li> <li>• Norway (NITO)</li> <li>• Portugal (SIMA)</li> <li>• Slovakia (OZ KOVO)</li> <li>• Slovenia (Skei)</li> <li>• Sweden (IF Metall, SIF, CF)</li> </ul>
Regional (sectoral and intersectoral)	<ul style="list-style-type: none"> <li>• Czech Republic (OS KOVO regional association)</li> <li>• France (CFDT / CFTC / CGT / FOM)</li> <li>• Germany (IG Metall; regional negotiations)</li> <li>• Slovakia (OZ KOVO)</li> <li>• Spain (MCA-UGT)</li> </ul>
Local (company)	<ul style="list-style-type: none"> <li>• Denmark (IDA)</li> <li>• France (CFDT / CFTC / CGT / FOM)</li> <li>• Slovenia (Skei)</li> <li>• Spain (MCA-UGT)</li> <li>• Switzerland (implementation on national agreement)</li> <li>• UK (amicus)</li> </ul>

The fact that there will be loads of campaigns and negotiations leads to the need for good information. Therefore EMF asks its affiliates to report pretty regular about actions that will or have been taken via the EUCOB@ correspondents.

#### **1.4 Concrete Trade Unions Demands**

To list all the trade union demands concerning the Common Demand would go beyond the scope of that overview. Therefore we decided to summarise in this part and to provide you the extended versions in the roadmaps in chapter 2.

Like it could be expected the EMF affiliates' aims are mainly concentrated on the "process" how to reach more and better training for the colleagues and not so much on the "content" of training programmes.

Basis for all action is a collective agreement between the social partners on training and qualification that includes an individual right to training for the employees (most of the trade unions are going for 5 days) and the employers' understanding that training and qualification leads to better production processes and increased chances for innovation in the company.

All the roadmaps analysed and summarised we come to the "state of art" how training- independent from the national collective bargaining systems - could be organised on company level:

First off all the trade unions demand an annual **report on future production and product changes** in the company.

Based on that report the social partners would be able to set up an **overview on qualification needs**.

That needs could be discussed in **individual qualification talks** including employer, employee and employee representatives on the concrete training schemes. That talk has to include the opportunity to mention the employer's needs but also the employee's wishes. There should also be introduced a method how to deal in case the employer and employee do not come to a joint solution.

Afterwards the qualification measures should be done in **training facilities accredited by the social partners**.

Finally a good **documentation** on the training should be made sure.

As you will see in the attached roadmaps not all trade unions need to go for that "full monty" dependent on existing systems and already reached progress in training and qualification.

## **1.5 Planned Campaigning**

The campaigning as coloured as the concrete demands itself: Most of the trade unions go in a first step for campaigns to arise awareness on the needs and advantages of training and skills development and they do also surveys on the actual behaviour concerning training in the companies.

During the negotiations on the common demand the trade unions will make press work and initiatives within their own decision bodies. Here the EMF is also foreseen to play an active role e.g. as participant in press conferences.

## **2 EMF AFFILIATES' ROADMAPS**

### **2.1 Austria (GMT)**

- *Intended date of the launch of campaigning or negotiations on the Common Demand*  
Autumn 2006
- *Level or levels (national, regional, company level etc.) where campaigning or negotiations will presumably take place*  
On national level
- *Kind of campaigning or negotiations to reach the Common Demand*  
Collective bargaining negotiations
- *Concrete goals ("choice list") that the trade union is aiming*  
Goal is to reach at least 5 days of training for each employee
- *Intended time frame to reach the Common Demand*  
Start: September 2006  
Finish: ...

## 2.2 Belgium

### 2.2.1 ABVV-Metaal / ACV-Metaal / ACLVB

- *Intended date of the launch of campaigning or negotiations on the Common Demand:*

At the negotiation round 2007-2008 that will start End of 2006

- *Level or levels (national, regional, company level etc.) where campaigning or negotiations will presumably take place:*

At the sectoral level of every metal branch that is covered by the trade unions

- *Kind of campaigning or negotiations to reach the Common Demand:*

It will be an issue on trade union demands list of negotiations. If agreed, the individual right of training will be implemented by the training institutes of the respective branches. The board of these institutes is composed of trade unions and employers organisations.

- *Concrete goals ("choice list") that the trade union is aiming*

The crucial point will be the negotiations during the first three months of 2007. Trade unions will try to warm up the minds of our representatives and more important the employers about the importance of this common demand. In October 2006 trade unions will organize a conference on career aspects working in the sector of garages, of the car body repair, and metal trade. The individual right of training will be an issue on this conference.

The Belgian government will take measures to increase the training efforts in the companies. The governmental goal is to achieve in 2010 that 1 out of 2 workers gets a training during a current year. We will use the slipstream of these measures to launch our common demand in the metal branch.

- *Intended time frame to reach the Common Demand*

Campaign starts already in 2006 – negotiations in 2007.

### 2.2.2 BBTK-SETCa

- *Intended date of the launch of campaigning or negotiations on the Common Demand*

During the collective bargaining round 2007-2008

- *Level or levels (national, regional, company level etc.) where campaigning or negotiations will presumably take place*

National and regional level

- *Kind of campaigning or negotiations to reach the Common Demand*

Collective agreement

- *Concrete goals ("choice list") that the trade union is aiming*

No Information

- *Intended time frame to reach the Common Demand*

Campaign starts already in 2006 – negotiations in 2007.

## 2.3 Czech Republic (OS-KOVO)

- *Intended date of the launch of campaigning or negotiations on the Common Demand*

Negotiation on the common demand (CD) has been launched in frame of the collective bargaining for 2006.

CD has been discussed and developed for further implementation in the OS KOVO commission for collective bargaining – official advisory commission of executive OS KOVO bodies for collective bargaining issues - in the first quarter 2005. One of the important attributes influencing CD implementation into the collective agreements is the Czech legislation. According to current Labour Code the education/training issues cannot be dealt with in the company agreements but only in the higher/sectorial agreements (KSVS). Due to this situation the Commission for collective bargaining adopted recommendation to include CD into the draft sectorial agreements 2006 in following wording:

“The employer would in cooperation with the respective trade union body design plan of vocational training and education of employees in such way that each employee would have at least 5 days guaranteed education/training a year. The aim is to allow systematic education/training for employees for their work and to improve their employability.”

Regular joint meetings of company representatives according to the individual sectorial agreements together with the OS KOVO staff have been held during second quarter 2005 to prepare draft sectorial agreements for 2006. Participants were at these meetings the informed in details on all issues and also about the conclusions of the OS KOVO collective bargaining commission regarding the CD. Above mentioned wording was incorporated into the draft sectorial agreements for 2006 and in this way also adopted by the OS KOVO Presidium.

These proposals have been subsequently presented to the employers associations’ representatives. The CD issue and its incorporation into the draft agreements 2006 has been explained to them in detail at this occasion.

In the second half 2005 the negotiations have been conducted and sectorial agreements for 2006 were signed. Drafted text of CD have been in the respective sectorial agreements adopted in following modifications:

### *Electrotechnical Industry Sectorial Collective Agreement:*

“The employer informs the respective trade union body about the vocational education and training plan for employees, which would establish especially content and necessary time frame of this vocational training. The aim is to allow to the employees systematic education which is in line with the needs and aims of the employer.”

### *Aircraft Sectorial Collective Agreement:*

“The employer would design plan of vocational training and education of employees that would include for respective employees especially content

and necessary time frame and would discuss it with the respective trade union body. The aim is to allow apart from the systematic education/training in line with the needs and aims of employer also to improve the employability of employees.”

*Metallurgy Sectorial Collective Agreement:*

“The employer would in cooperation with the respective trade union body design strategy including apart from others also the scope and time frame of vocational training and education of employees. The aim is to allow systematic education/training for employees for their work eventually to improve their employability.”

Due to the fact that sectorial collective agreements cover only ca 7% of workforce in metall industry in the Czech Republic it is obvious, that the main part of the work is still ahead of us.

OS KOVO is together with the trade union confederation ČMKOS attempting to influence the wording of currently discussed new Labour Code in the Czech Parliament in such way that the CD could be legally negotiated on the company level in the company agreements. Adoption of the new Labour Code that would not prohibit to negotiate this issue on this level is expected in the second quarter 2006.

OS KOVO is launching in May 2006 campaign on collective bargaining of company collective agreements for 2007. One of the demands in this campaign would be incorporation of CD into all draft agreements in line with above mentioned adoption of new Labour Code.

- *Level or levels (national, regional, company level etc.) where campaigning or negotiations will presumably take place*

Trade union campaign on collective bargaining of company collective agreements should take place on the regional (OS KOVO regional association), branch/sectorial and company level.

- *Kind of campaigning or negotiations to reach the Common Demand*

OS KOVO would incorporate common demand into the document called “OS KOVO strategy in collective bargaining for 2007” as one the concrete issues for the labour relations with the aim to improve quality of currently negotiated issues in sectorial agreements and to use this demand in drafted company collective agreements.

OS KOVO would publish and promote this topic in following ways:

- opening press conference at the starting meeting of OS KOVO campaign on collective bargaining (common demand is one of the demands used in this campaign) in May 2006 in Ostrava;
- information about CD in our metalworkers weekly KOVÁK that is distributed into all OS KOVO company organisations;
- information about CD in SONDY – weekly for social issues;
- leaflets promoting collective bargaining including CD should be distributed to all company organisations in frame of the campaign on collective bargaining.

On the national level:

- need of continuous learning should be raised and accentuated by the OS KOVO representative in the Governmental Council for the Human resources Development.

On the OS KOVO regional associations level:

- presentation of the CD in frame of the conference (meeting) on collective bargaining;
- support and promotion of establishing regional collective bargaining committees also for discussing this issue in the regions;
- promotion in the regional media.

On the branch/sectorial level:

- presentation of the CD on OS KOVO company representatives meetings of individual branches;
- negotiation with the employers on improving quality of already negotiated issues in the sectorial agreements;
- supporting joint projects with employers (e.g. in the automotive industry – IQ Auto project).

On the company level:

- CD topic and proposals how to incorporate it into the company agreements should be dealt with in the OS KOVO guidelines for collective bargaining that is regularly issued;
- promotion and support from the OS KOVO regional offices;
- training of negotiators on the company level.

- *Concrete goals ("choice list") that the trade union is aiming*

Aim of the campaign on collective bargaining is to influence in a positive way:

- OS KOVO members and officials
- employers
- public meaning (information in media)

with the motto: **Continuously lifelong educated employee is the prerequisite for keeping and development of business environment in metal industry in the Czech Republic.**

The aim to be reached in collective bargaining with employers at all levels is to get step-by-step such results that would as much as possible observe the content of the common demand.

- *Intended time frame to reach the Common Demand*

Intended start: 2005 (collective bargaining for sectorial collective agreements 2006)

Intended end:

- campaign for collective bargaining – end of 2006
- bargaining – continuous process with the aim to improve the quality of negotiated issues in sectorial as well as in the company agreements

## 2.4 Denmark

### 2.4.1 CO-industri

- *Intended date of the launch of campaigning or negotiations on the Common Demand*

In connection with the next collective bargaining round, which will start December 06/January 07

- *Level or levels (national, regional, company level etc.) where campaigning or negotiations will presumably take place*

On national level

- *Kind of campaigning or negotiations to reach the Common Demand*

Collective Bargaining. It is worth noticing however that the Danish vocational training system has since long been based on tripartite and bipartite bodies. The issue of education will of course come up there, but the main focus will be on the national collective bargaining round 2007.

In this connection a wide process of information and discussion is taking place across our affiliates and across the country. In this process a special effort is being made to anchor the demand for training among our members. This is a precondition for success in the bargaining of the issue.

- *Concrete goals ("choice list") that the trade union is aiming*

CO-industri will collect specific demands for the round from their affiliates late September early October 2006. After that time negotiation themes will be chosen. Education and Training will of course be one of these. Trade unions do not enter negotiations in Denmark with specific demands, and large parts of the negotiations take place without exchange of papers between us and the employers, so it is doubtful if it will be possible to inform on concrete goals.

- *Intended time frame to reach the Common Demand*

Intended start: December 2006

Intended finish: February 2007

## 2.4.2 IDA

- *Intended date of the launch of campaigning or negotiations on the Common Demand*

In connection with the next round of negotiations, which will take place over the next three years.

- *Level or levels (national, regional, company level etc.) where campaigning or negotiations will presumably take place*

Formulation of demands for collective agreements in the private sector takes place at company level.

A project on development of competences by assuring better conditions for tests and feedback within the companies is applied on a regional level.

A communication strategy in order to put focus on the necessity of training and development of competences for those IDA members who are not covered by collective agreements is established at national level.

- *Kind of campaigning or negotiations to reach the Common Demand*

*Collective bargaining:* IDA provides a range of different suggestions, with the objective of inspiring and contributing to local level formulation of demands. The "IDA palette" of suggestions includes the following:

- Right to receive training every year.
- Right to an annual plan for development of competences outlining individual goals, means and time schedules for training. Attention should be given to how the employee can utilize new skills in his or her daily work. Evaluation should be conducted.
- Right to receive an annual minimum of 5 days paid training.
- Right to receive a minimum of 10 days paid training in connection with dismissal.
- Right to company funding of individual education and training outside working time.

*Project on development of competences:* Three regional conferences will be held with the aim to discuss the most important challenges as regard development of competences. Social partners, political representatives and experts will attend the conferences. Based on the conferences two or three pilot projects with focus on implementing concrete tools for development of competences are initiated.

*Communication strategy:* A strategy will be developed on how to communicate the common demands and results on training and development of competences out via the press. The strategy will also consider the spreading of conclusions and major findings within the project on development of competences.

- *Concrete goals ("choice list") that the trade union is aiming*
  - Focus on training and development of competences in local bargaining. All local demands and results are collected and send to the EMF to be used for statistics and best practices.
  - Focus on how to implement better conditions for tests, evaluation and reflection upon new knowledge and new competences within the companies.
  - Focus on new finding, concrete tools and best practises in communication via the press.

- 

- *Intended time frame to reach the Common Demand*

Intended start: 2006

Intended end: 2008

## 2.5 Finland

### 2.5.1 TU (Toimihenkilöunioni)

- *Intended date of the launch of campaigning or negotiations on the Common Demand*

The ongoing collective agreement expires in 30.9.2007. EMF Common Demand will be part of TU's list of demands in the next negotiation round.

- *Level or levels (national, regional, company level etc.) where campaigning or negotiations will presumably take place*

National level

- *Kind of campaigning or negotiations to reach the Common Demand*

Implementation will be most likely via collective bargaining. TU's intention is to expand this common demand also to other industrial and service sectors where they make collective agreements.

- *Concrete goals ("choice list") that the trade union is aiming*

They have not decided those yet.

- *Intended time frame to reach the Common Demand*

Intended start: Preliminary preparations starts at 10<sup>th</sup> of march 2006 when we will give an introduction of this subject to our advisory committee. Current collective agreement expires in 30.9.2007. The preparation for actual negotiations starts in early 2007 and concrete goals (also concerning training) for the next collective bargaining round are set in spring 2007.

Intended end: 30.9.2007

## 2.5.2 IL (Insinööriliitto) / TEK (Tekniikan Akateemisten Liitto)

- *Intended date of the launch of campaigning or negotiations on the Common Demand*

The ongoing collective agreement expires in 30.9.2007. EMF Common Demand will be part of TU's list of demands in the next negotiation round.

- *Level or levels (national, regional, company level etc.) where campaigning or negotiations will presumably take place*

National level

- *Kind of campaigning or negotiations to reach the Common Demand*

Collective bargaining. Together with other Finnish metal sector trade unions. There will be the same demand for all Finnish trade unions.

- *Concrete goals ("choice list") that the trade union is aiming*

The concrete demands have not been decided yet – they will be decided together with the other Finnish trade unions.

- *Intended time frame to reach the Common Demand*

Intended start: They will begin the preparation and discussion in September 2006. The negotiations will start in spring 2007.

Intended finish: Probably end of September 2007.

## 2.6 France

### 2.6.1 CGT

- *Intended date of the launch of campaigning or negotiations on the Common Demand*

Campagne lancée en décembre 2005; Rencontre le 28 février 2006 avec les adhérents français

- *Level or levels (national, regional, company level etc.) where campaigning or negotiations will presumably take place*

Common Demand will be implemented via the following levels:

- Instances de négociations UIMM
  - Commission Paritaire Nationale Pour l'Emploi CNPE
  - Commission Paritaire Territoriale Pour la Formation Professionnelle CPTFP
  - Dans les structures Régionales de la CGT (Comités Régionaux), départementales (USTM, UD), locales (UL) et dans nos syndicats d'entreprise.
- *Kind of campaigning or negotiations to reach the Common Demand*

Notre campagne s'articule autour de 3 axes de travail :

- Pousser les axes de la revendication commune de la FEM non inclus dans nos accords, dans les négociations avec l'UIMM.
- Obtenir dans toutes les entreprises un accord spécifique à la Formation Professionnelle en travaillant sur les bonnes pratiques.
- Sensibiliser les salariés de la Métallurgie à l'utilisation de leurs droits dans une convergence d'intérêts entre Salariés et Entreprises.

Les différents droits et dispositifs prévus par l'ANI du 5 décembre 2003, la loi du 5 mai 2004 et l'accord métallurgie du 20 juillet 2004 permettent de mettre en oeuvre en France, un ensemble de droits (DIF, VAE) et dispositifs (Contrats de Professionnalisation, Périodes de Professionnalisation, établissement du Plan de Formation) qui contribuent fortement à la mise en oeuvre de la revendication commune.

Néanmoins certains points de la revendication ne sont pas couverts par nos accords français en particulier :

- La garantie de 5 journées de formation pour tous les travailleurs.
- La certification des qualifications.

Notre campagne consiste donc à pousser dans chaque négociation avec l'UIMM, ces 2 aspects revendicatifs.

Par ailleurs, considérant que pour gagner une mise en œuvre conforme aux objectifs fixés dans nos accords, dans la loi, et dans la revendication commune notre campagne est construite sur une démarche de demande de négociation au niveau des groupes ou d'une entreprise d'un accord spécifique Formation Professionnelle. Pour mener à bien cette campagne, la FTM procède par l'analyse des accords existants et par la formalisation et la diffusion des bonnes pratiques en matière de modalités de mise en œuvre des droits et des dispositifs Ces bonnes pratiques seront portées à la connaissance de la FEM pour alimenter les travaux du groupe permanent CEEMET-FEM.

Enfin, notre campagne vise à sensibiliser les salariés de la Métallurgie à l'utilisation de leurs droits dans une convergence d'intérêts entre Salariés et Entreprises, posture qui a guidée la CGT dans la négociation de nos accords.

- *Concrete goals ("choice list") that the trade union is aiming*

Des droits individuels attachés à la personne, garantis collectivement, transférables et opposables à l'employeur, s'inscrivant dans une Sécurité Sociale Professionnelle.

Des modalités de mise en œuvre de ces droits visant à supprimer la discrimination constatée dans l'accès à la formation professionnelle. En particulier ces modalités ne doivent induire aucun effet discriminant d'accès à la formation des salariés des niveaux de qualification les plus faibles et des populations féminines. Le Droit Individuel à la Formation demandé par la revendication commune doit contenir de façon concrète une liste des critères qui pourraient conduire à la discrimination des publics suscités (par exemple pas de proratisation du volume de formation pour les salariés en temps partiel).

Un volume de droits à la formation suffisant pour construire un parcours aboutissant à un titre ou un diplôme.

Une certification des parcours de formation associée à la reconnaissance salariale en terme de classifications.

- *Intended time frame to reach the Common Demand*

Start: December 2005

Finish:

## 2.6.2 CFDT / CFTC / CGT / FOM

- *Intended date of the launch of campaigning or negotiations on the Common Demand*

Joint press conference together with EMF on 19. April 2006 where the trade unions will declare how to implement the Common Demand.

- *Level or levels (national, regional, company level etc.) where campaigning or negotiations will presumably take place*
- *Kind of campaigning or negotiations to reach the Common Demand*
- *Concrete goals ("choice list") that the trade union is aiming*
- *Intended time frame to reach the Common Demand*

## **2.7 Germany (IG Metall)**

- *Intended date of the launch of campaigning or negotiations on the Common Demand*

The Demand was adopted on 20 January 2006.

Negotiations began on 8 February 2006.

- *Level or levels (national, regional, company level etc.) where campaigning or negotiations will presumably take place*

Nationally (except for one regional area that already has a collective agreement on continuing training)

- *Kind of campaigning or negotiations to reach the Common Demand*

Campaign - Workers are taking part in surveys in various districts. The aim in collecting this information is to pinpoint current deficits and ascertain workforces' expectations. The results will be presented at press conferences.

Negotiations: Skills are a factor in four components of the Demand.

- *Concrete goals ("choice list") that the trade union is aiming*

The aim is to establish a guaranteed, collectively agreed individual right to acquire skills and to shore up the collective instruments for representing workers' interests with respect to gaining qualifications. - Qualifications should be gained during working time, not at the expense of workers' free time. - Any such training should be paid for by the employer.

- *Intended time frame to reach the Common Demand*

Scheduled start date: Already under way (see above)

Scheduled end: Not yet known, probably after Easter 2006

## **2.8 Netherlands (FNV Bondgenoten / CNV Bedrijven Bond)**

- *Intended date of the launch of campaigning or negotiations on the Common Demand*

In both metal sectors (metal industry and metal SMEs I) both trade unions want to launch the campaign, after their members will have agreed with the demand, probably second half of this year, and then trade unions will add it in our letter of proposal for their next CA rounds (end of 2007). And trade unions already have put the individual right to learning in our general policy of terms of employment note for 2006

- *Level or levels (national, regional, company level etc.) where campaigning or negotiations will presumably take place*

National and sectoral level

- *Kind of campaigning or negotiations to reach the Common Demand*

Campaign must be about the individual right for life long learning, influencing the Dutch public opinion, and more specific trade unions want to negotiate about the individual right of a minimum of 5 days vocational training per year in the next CA in both metal sectors. Not only by bargaining, but also by joint projects with employers

*Concrete goals ("choice list") that the trade union is aiming*

Individual right of 5 days vocational training per year; for all workers of all ages.

Now in the SME metal sector workers older than 45 years have a right of 1 day a year at least. And this is given form in a personally development plan. Trade unions want this for everybody.

Trade unions already have experiences with certification for qualification, but they want to expand this agreement (more money). Same for life long learning (Trade unions have a vague agreement on this).

Same for training for the employed (one of our key policy objectives already, work goes before income), same for training as a right in case of restructuring and dismissals.

*Intended time frame to reach the Common Demand*

Intended start: Campaign this year

Intended end: End of 2007/beginning of 2008, if we have realised this goal in the CAs.

## 2.9 Norway

### 2.9.1 Fellesforbund

- *Intended date of the launch of campaigning or negotiations on the Common Demand*

#### To be checked

- *Level or levels (national, regional, company level etc.) where campaigning or negotiations will presumably take place*

National level.

- *Kind of campaigning or negotiations to reach the Common Demand*

No information

- *Concrete goals ("choice list") that the trade union is aiming*

Fellesforbund states that they are doing follow up on the EMF demands and will focus on three areas (most demands are otherwise covered by law or regulations).

- Demand that agreements that are preserving the workers' rights to have their capabilities documented should clearly state this right in the text.
- Follow up on the EMF demand to make education a right at restructurings and terminations.
- After- and continuous education should receive financing from the employer, worker and authorities. Fellesforbund will follow up this demand also politically in connection with the tariff agreement.

- *Intended time frame to reach the Common Demand*

No information

## 2.9.2 NITO

- *Intended date of the launch of campaigning or negotiations on the Common Demand*

With the revision of the NITO collective agreement in June 2006

- *Level or levels (national, regional, company level etc.) where campaigning or negotiations will presumably take place*

National negotiations

- *Kind of campaigning or negotiations to reach the Common Demand*

Collective bargaining

- *Concrete goals ("choice list") that the trade union is aiming*

The discussion is not finished yet.

- *Intended time frame to reach the Common Demand*

Intended start: May / June 2006

Intended finish: September / October 2006

## 2.10 Slovakia (OZ-KOVO)

- *Intended date of the launch of campaigning or negotiations on the Common Demand*

The Common Demand campaign OZ-KOVO launched on the end of the year 2005 and that on two levels – on the branch and company level.

On the branch level OZ-KOVO made steps with respect to the stage of the collective bargaining (on which stage the CB have been at the moment) of the different collective agreements. Considering the fact that just in one branch collective agreement – electrotechnic - has been any obligation towards education/training of the employees, OZ-KOVO enforced in the framework of the proceed CB the employer's obligation to train the employees. Electrotechnic CA for the years 2006 – 2007 has been signed on 18<sup>th</sup> of January 2006. This obligation as well the obligations from the others branch CA are more on the level of declaration without concrete extend of claims for example number of days for the training which are paid, because there is the precondition this have to be negotiated on the company level.

On the company level OZ-KOVO implemented first step in the way that we informed in our OZ KOVO newspaper about the action and the results from the EMF Collective Bargaining Conference (Roma, October 2005) and call upon their company organisations to implement this results in the proceed collective bargaining.

- *Level or levels (national, regional, company level etc.) where campaigning or negotiations will presumably take place*

This campaign will take place on the national level in framework of the relation with the government – the issue of the training for unemployed people because for this group are all the obligations from the CA not valid. Taking in consideration that this year is the election's year in Slovakia the trade union can suppose that this will real be done first in the year 2007.

On the national level the campaign will take place also in the frame of branch CB but OZ-KOVO is expecting some problems because in the last time there is big pressure from the employers side no to negotiate about the concrete claims within the branch CA, but to do so first on the company level.

- *Kind of campaigning or negotiations to reach the Common Demand*

In the frame of OZ KOVO CBC they will look for possible solutions (ideas) for the national CA, which will fit with Common Demand.

CB on the branch level: frame obligations for employees training (individual right for training, training plans, common position approach of employers and employees towards the government in the questions of the unemployed's education)

CB on the company level: concrete obligations (training planes in the cooperation with trade union, paid days off, certification of the education)

- *Concrete goals ("choice list") that the trade union is aiming*
  - To distil the right for training and long life education of employees into the CA on the branch and company level (including training plans)
  - To distil the right for education of the unemployed into the legislative.
- *Intended time frame to reach the Common Demand*

Intended start: 2006

Intended finish: 2008

## **2.11 Slovenia (Skei)**

- *Intended date of the launch of campaigning or negotiations on the Common Demand*

After 5<sup>th</sup> Trade Union Congress 15<sup>th</sup> June 2006 - Congress Resolution

- *Level or levels (national, regional, company level etc.) where campaigning or negotiations will presumably take place*

At branch national level and at company level

- *Kind of campaigning or negotiations to reach the Common Demand*

"Round table" and collective bargaining with employers' organisations

- *Concrete goals ("choice list") that the trade union is aiming*

Minimum pay days or hours per year for professional training. Skei didn't reach this goal in last collective bargaining in 2005.

- *Intended time frame to reach the Common Demand*

Intended start: Autumn 2006

Intended end: When we will reach goal

## 2.12 Spain (MGA-UGT)

- *Intended date of the launch of campaigning or negotiations on the Common Demand*

MCA-UGT every year produces a document collecting all the demands to be put forward on the negotiation boards for collective agreements belonging to our sectors. This document is one of the pillars of our debates within the annual "Trade Union Policy and Collective Bargaining Conference", run before negotiations start. In these conferences participate all the colleagues in charge of collective bargaining within the different organisation levels of our union. The last conference was held in November, 2005 where the EMF training Campaign for a common demand was spread.

- *Level or levels (national, regional, company level etc.) where campaigning or negotiations will presumably take place*

In Spain we do not have a collective agreement at national level. There are 50 regional agreements and quite a lot of agreements at company level. Therefore, the EMF Common Demand Campaign will be developed both at regional and enterprise levels.

- *Kind of campaigning or negotiations to reach the Common Demand*

In this first phase we will try to include the Common Demand for the agreements to be negotiated in 2006.

- *Concrete goals ("choice list") that the trade union is aiming*

These concrete goals to be raised and achieved during the 2006 collective agreement round with regards to training are the following ones:

- Individual right to continuing training and learning.
- Training annual programme, including training activities connected with workers and enterprise's needs.
- Training participation for those groups in difficulties to have access to training
- Skills' recognition
- Right to training in restructuring and redundancies cases.

- *Intended time frame to reach the Common Demand*

Collective bargaining round starts in the beginning of January, running throughout the year, although during the last years most of the agreements have been signed during the second or third quarter of the year.

## **2.13 Sweden (IF Metal / SIF / CF)**

- *Intended date of the launch of campaigning or negotiations on the Common Demand*

The current national collective agreements were settled for a three years period and will expire end of March 2007. At the moment the collective bargaining discussions are on a very initial level and will become more focused during autumn 2006.

- *Level or levels (national, regional, company level etc.) where campaigning or negotiations will presumably take place*

National level.

- *Kind of campaigning or negotiations to reach the Common Demand*

Collective bargaining.

- *Concrete goals ("choice list") that the trade union is aiming*

The concrete demands will be decided later.

- *Intended time frame to reach the Common Demand*

The time frame will be decided later.

## 2.14 Switzerland (UNIA)

- *Intended date of the launch of campaigning or negotiations on the Common Demand*

During the latter half of 2005 a new collective agreement for the mechanical/electrical engineering and metal industries, entitled the *Vereinbarung in der Maschinen-, Elektro- und Metallindustrie* was negotiated. This important agreement entered into force on 1 January 2006, covers 600 companies and roughly 120,000 workers (19,000 women and 101,000 men), and contains numerous provisions governing continuing training, whereby the newly negotiated provisions flesh out the existing ones. Here are some excerpts from the new agreement, taken from Articles 22 & 23:

"Continuing vocational training must be encouraged irrespectively of an individual's age, gender, nationality and job description."

"Workers are entitled to paid leave to undergo continuing vocational training either within or outside their company, provided that the training in question covers their present or future specialism or languages of use to them in their profession, enhances their personal technical capabilities and performance at work or improves their social skills. Continuing training may serve to prepare workers for a new activity outside the company if it is known that they will have to leave their present job and cannot be offered alternative employment within their present company ..."

"Companies are recommended to set aside at least 3 days per full-time job per annum, or corresponding financial resources, for continuing training. The number of days of continuing training and/or available financial resources are to be negotiated annually between the management and workforce representatives. Both the management and workforce representatives are to inform workers about any opportunities they have to undergo continuing training. Where extensive continuing training is involved, it is recommended that a written agreement be concluded between employers and workers, covering the respective individual contributions to be made towards such training."

Otherwise, attention is drawn to an arrangement that has already been a feature of this collective agreement for many years, namely the *Weiterbildungsbeitrag* or contribution towards continuing training (currently CHF 24 per worker per annum) which is at present divided equally between workers and employers.

Finally, it should be added that on top of this leading collective agreement, Unia has concluded numerous other collective agreements with individual companies and endeavoured to ensure that these also include similar provisions on continuing training.

- *Level or levels (national, regional, company level etc.) where campaigning or negotiations will presumably take place*

At company level, within the framework of the aforementioned general collective agreement. During the term of the agreement that has just entered into force and will run from 2006 to the end of 2010, a model arrangement regarding in-company training and continuing training will be drawn up. There are also plans to conduct surveys on how agreed provisions are actually implemented in practice, and take any necessary follow-up measures that may be required.

- *Kind of campaigning or negotiations to reach the Common Demand*

The training centre (*Stiftung*, literally foundation) run jointly by the parties to the agreement (employer and labour organisations) has existed for years already, serving to promote and offer its own training and continuing training courses in applied business management for skilled workers. We believe it is important to ensure that the training on offer is constantly in step with modern requirements.

- *Concrete goals ("choice list") that the trade union is aiming*

First and foremost fostering employability; the ability to inspire, support and promote promising innovations. At the same time, improving social skills and promoting linguistic ability.

- *Intended time frame to reach the Common Demand*

Scheduled start: Immediately

Scheduled end: The present time horizon coincides with the term of the agreement (ending on 31 December 2010). The experience gained over the next few years will be used to formulate demands for the new version of the agreement.

## 2.15 United Kingdom (amicus)

- *Intended date of the launch of campaigning or negotiations on the Common Demand*

See time table below

- Level or levels (national, regional, company level etc.) where campaigning or negotiations will presumably take place

Target Companies: Advice will be sought from National Officers and Regional Officers regarding possible target companies. Any existing training and learning agreements will need to be taken into account.

The campaign could be rolled out over four tranches:

- Large and winnable companies (those that are sympathetic and where we are well organised)
- Large and unsympathetic
- SMEs that are winnable
- SMEs that are unsympathetic

Monitoring: Workplace Committees comprising Stewards and Union Learning Reps need to be established to monitor operation of Campaign.

- *Kind of campaigning or negotiations to reach the Common Demand*

Prior to the campaign, an audit of existing agreements between employers and Amicus across the Metalwork sector needs to be carried out. This is currently being undertaken and will help identify potential target companies and provide data for benchmarking.

- *Concrete goals ("choice list") that the trade union is aiming*

The EMF has cited out some concrete demands that could be reached. Given the existence of Union Learning Reps in the UK amicus can add a number of other issues to our demands such as:

- Acknowledgement by employers of the role of ULRs
- Time off and facilities for ULRs
- Company-wide learning agreements
- Audit of existing agreements

- *Intended time frame to reach the Common Demand*

<b>Date</b>	<b>Action</b>
	<i>YEAR 2006</i>
May/June	Audit of existing agreements covering training National Officers to give information on companies and the dates of bargaining rounds
July	Companies identified for all four waves of campaign EMF Campaign materials available
Aug/Sept	Briefings undertaken for Regional Officers, Learning Organisers and Organisers Guidance in form of documents given to Officers.
Sept/Oct	Union Learning Reps and other workplace reps from 1 <sup>st</sup> Tranche target companies briefed
Oct	Publicity – Amicus magazines, website etc.
Nov	Kick Off campaign – 1 <sup>st</sup> Tranche 2 <sup>nd</sup> Tranche Reps briefed
	<i>YEAR 2007</i>
Jan 2007	2 <sup>nd</sup> Tranche Campaign begins Briefings for 3 <sup>rd</sup> Tranche Reps
March	3 <sup>rd</sup> Tranche Campaign begins Briefings for 4 <sup>th</sup> Tranche Reps
May	4 <sup>th</sup> Tranche Campaign begins
June	Evaluation of exercise