



Strengthening of Coordination of Collective Bargaining

South East Region Workshop: 24 – 25 April 2018, Bucharest

Priorities of industriAll Europe

- Economic and social policy that supports a sustainable recovery, quality jobs, upward convergence and fight inequalities
- Coordinate our trade union strategies: preparation of the CB Conference (December 2018)
- Make the most of the EPSR (EPSR, ELA...)
- Posting of workers
- Pay rise campaign
- Impact of digitalisation

Preparation of the Collective Bargaining Conference December 2018

- Title: “Labour 4.0: strong Collective Bargaining to shape digitalization”

Main issues:

- Tendencies in Collective Bargaining over the last 4 years
- Wages and Collective Bargaining in the aftermath of the crisis
- New World of Work: towards Better Jobs or more precarity?
- Industry 4.0: Towards a more individualised employment relationship? new collective strategies by the trade Union

● Main documents:

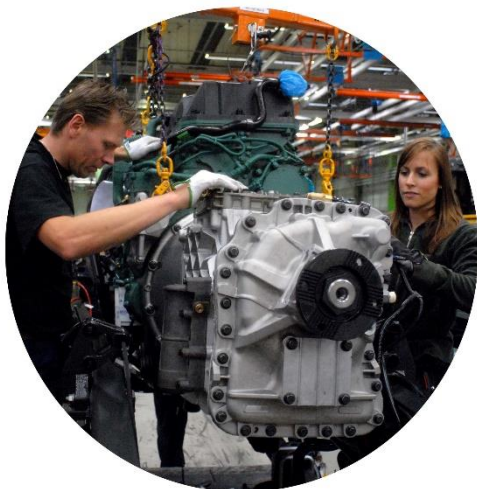
- General political resolution
- Wage policy and wage coordination rule
- Working time
- Pensions systems



Working Time: Initial situation

- Real working time and flexibilisation are increasing, as well as unpaid work
- Impact of digitalization: workers can work anywhere and anytime
- Rising health problems related to prolonged working time and increasing stress
- Pressure from employers
- Still high number of unemployed (youth) in some countries
- Deal with ageing workforce
- Aspirations of workers (W/L balance + self-determination)
- Impact of digitalisation ?





Issues (overview)

- Aim: no race to the bottom + send a common message
- Working time policy of trade unions can improve the workers situation:
 - Employment security,
 - Health and Safety at the workplace,
 - Humanisation of work
 - Work/life balance



Pay rise campaign and upward wage convergence: European Alliance



- Launched a year ago
- Many national organisations involved
- IndustriAll Europe: focus on wage convergence
- European Alliance for Upward Wage Convergence: first concept
- Possible target group: European Commission, national governments, employers organisations and relevant companies.
- Support from: Bulgaria, Croatia, Rumania, Slovakia and Hungary, France, Sweden, Portugal and Luxembourg
- The Commission is also sensitive to the issue

European Pillar of Social Rights

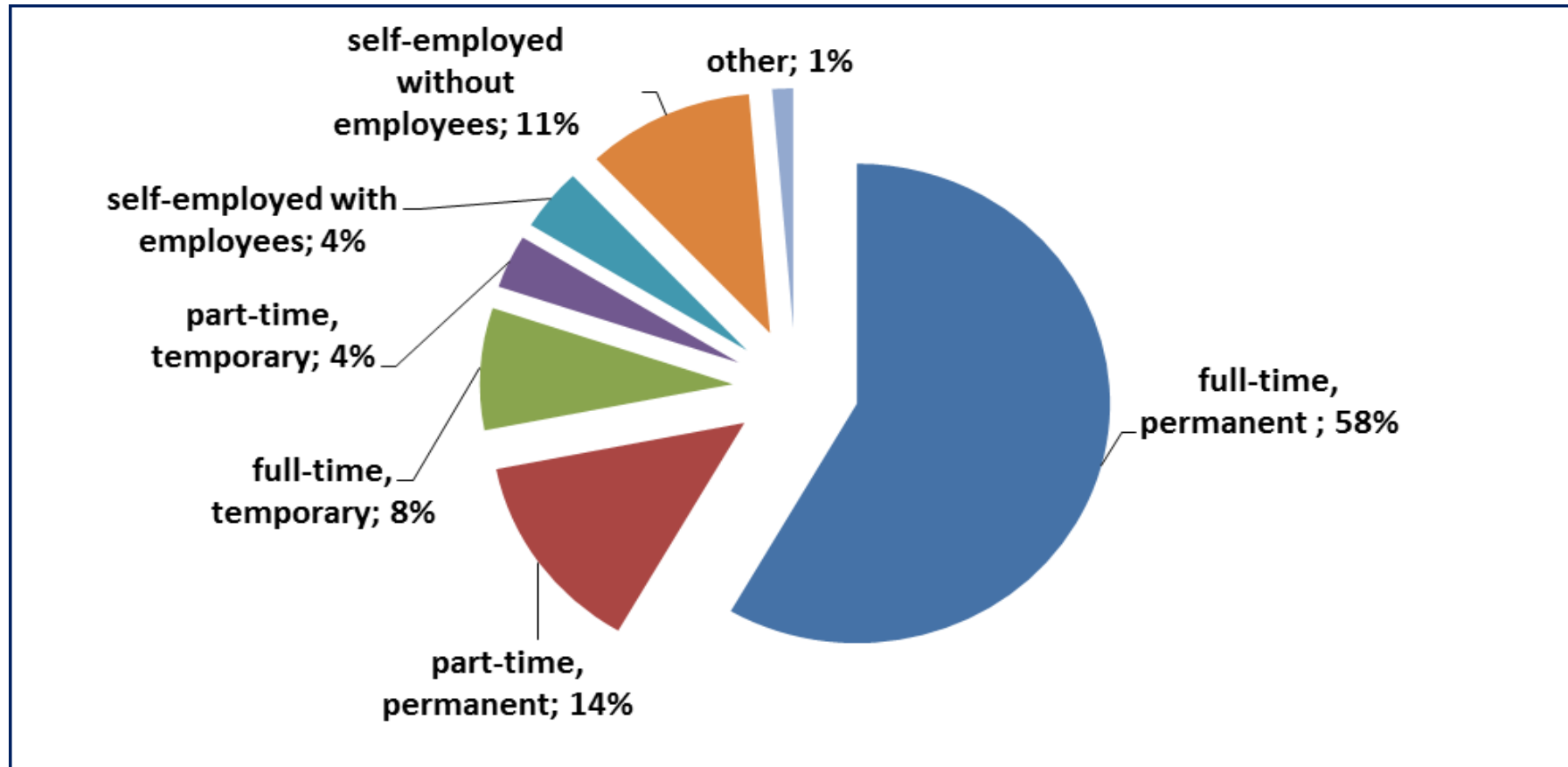
20 Principles
and Rights



Trust in EU and national governments

	Spring 2007		Spring 2010		Autumn 2013		Autumn 2016	
	EU	Nat. Gov.	EU	Nat. Gov.	EU	Nat. Gov.	EU	Nat. Gov.
GR	63	41	42	25	21	10	20	9
ES	65	52	43	20	21	9	34	20
DE	56	49	37	32	29	38	37	51
AT	46	57	41	54	39	50	35	40
BE	73	62	57	22	49	48	48	41
NL	69	73	53	47	38	37	42	59
LU	62	66	52	66	42	51	51	66
EU	57	41	42	29	31	23	36	31

Figure 1: Extent of different types of employment relationship in the EU28 in 2015



Fair working conditions

- Employment relationships that lead to precarious working conditions shall be prevented, including by prohibiting abuse of atypical contracts. Any probation period should be of reasonable duration.
- Workers have the right to be informed in writing at the start of employment about their rights and obligations resulting from the employment relationship, including on probation period
- **Reform of Written Statement Directive ...**
- **Draft Directive on transparent and predictable working conditions**

Life on a Zero Hour contract means:

- No Control over your working hours
- Never having a steady income
- Always living on the verge of unemployment

Don't let hard-working people sign their lives away

SAY NO to Zero Hour Contracts

UPLIFT
PEOPLE POWERED CHANGE



Wages

EPSR

- a. Workers have the right to fair wages that provide for a decent standard of living.
- b. Adequate minimum wages shall be ensured, in a way that provides for the satisfaction of the needs of the worker and his / her family in the light of national economic and social conditions, whilst safeguarding access to employment and incentives to seek work. In-work poverty shall be prevented.
- c. All wages shall be set in a transparent and predictable way according to national practices and respecting the autonomy of the social partners.



Trade Union Demands for Immediate Action for Social Europe

1. **The European Pillar of Social Rights needs an 'Action Plan' for implementation** this has to include a road map on how the rights will be achieved.
2. **EU laws to enforce the rights:** Workers need new workplace rights and better enforcement of existing rights. There needs to be an end to all forms of Social Dumping.
3. **EU Economic Policy:** The European Pillar of Rights should be able to change the course of EU economic policy 'governance'. The EU economic policy-making 'Semester', should be turned into an Economic and Social Semester that achieves social as well as economic objectives (not just fiscal and budgetary rules). - Method: indicators (respecting the right to CB) + benchmarks This requires working with social partners at national level to identify social recommendations, set standards and targets for upward convergence and enforcement

Implementation: where are we?

- **Economic and social European Semester:** implementing the principles and rights set out in the European Pillar of Social Rights, notably through the European Semester of Policy Coordination and in the Member States' 2018 National Reform Programmes
- **Published Legislative Proposals:**
 - A draft Directive on Work Life Balance
 - Draft Directive on transparent and predictable working conditions (Minimum Floor of Rights)
 - Draft Recommendation on access to social protection including self-employed
 - Draft Regulation establishing a European Labour Authority
 - Single European Social Security Number



W/L balance initiative: objectives

Implementation of the principle of equality b/w men and women

Facilitate W/L balance & encourage men to take leave

Proposal:

- ✓ Maintain existing rights
- ✓ Flexible up-take of the 4 months parental leave (paid at sick pay level) until the child is 12 – not transferable
- ✓ 10 days paternity leave (paid at sick pay level)
- ✓ 5 days for carers (paid at sick pay level)
- ✓ No extension of the maternity leave
- ✓ Right to request flexible working arrangements



Directive on transparent and predictable working conditions in the EU

- Minimum Rights Directive
- One definition of a worker instead of several ones
- *worker means “a natural person who for a certain period of time performs services for and under the direction of another person in return for remuneration”*
- new matters that must be included in the written statement, for example in relation to training and social security coverage
- Statement provided the day the employment starts

New rights:

- “may request another form of employment” but no obligation to justify the refusal
- Right to more predictability (Zero-hour contract: limitations but no ban)
- Maximum duration of any probationary period of 6 months



Access to social protection including self-employed

- ✓ Not binding
- ✓ Non-standard employment arrangements or self-employed s
- ✓ BUT grey zone
- ✓ Social protection: social benefits such as unemployment, sickness, occupational accident/illness, old-age, invalidity and maternity benefits, along with healthcare and long-term care
- ✓ Employment services include guidance, placement, training and rehabilitation measures



European Labour Authority

- Objectives and Tasks:
- Provide **mediation and resolution support** in cases of **cross border disputes between national authorities** or in case of **labour market disruptions** affecting more than one MS, such as **large-scale restructuring events or major projects** impacting employment in border regions.
- Support **cooperation** between the different **national authorities** when addressing **cross-border issues**, including facilitating joint inspections (for example, in the case of posting of workers).
- Provide **EU citizens and employers with information** on employment, apprenticeship, mobility, hiring, and training opportunities as well as information on the rights and duties pertaining to living and working in another MS

European Labour Authority

Comments from industriAll Europe:

- The mandate of the ELA should be strong enough to make a difference in relation with cross-border abuses and workers' rights enforcement.
- At the same time national industrial relations systems should be respected.
- SP must be fully involved in the government of the ELA
- Ensure the autonomy of the SP and involvement of trade unions in national inspection and enforcement systems
- Use the ELA to shape the labor inspectorate (capacity?)
- Deal with serious breach of health and safety
- About protection of workers

Posting of workers Directive: political agreement in the COREPER

- About provisions of cross-borders services but abuses and misuses to circumvent rules
- Rebalancing free movement of services and protection of workers: legal base not enlarged to Art 153 but Art 1: the Directive is about protection of workers
- The principle of equal remuneration, as defined by the host Member State is secured
- the respect of all collective agreements (including generally applicable collective agreements which are frequent at branch level)
- The mandatory reimbursement of travel, board and lodging expenses (all posting costs covered and not deducted from salary)
- **Temporary work agencies** are to guarantee to posted workers the same terms and conditions which apply to temporary workers hired in the member state where the work is carried out.
- Exclusion of road transport
- Step together with the ELA but mobility is a broader problem

The Challenge of Digitisation

- Which impact of automation (robotisation and artificial intelligence) on the volume and the quality of jobs ?
- routine tasks but also high-skilled jobs
- Polarisation of the labour market: demand for manual work (that can't be automated) and high-skilled profiles is still increasing;
- Jobs content will change – new tasks
- Impact on jobs difficult to predict but the importance of training is growing
- Impact on quality of jobs and work organisation is unclear
- Work anytime anywhere
- Use of “big-data”
- Towards a transformation of the work relation?
- Impact on the trade unions?



Join us on

www.industrial-europe.eu



industriAll_EU



industriAll Europe

**WE COUNT
ON YOU!**

