

International Metalworkers' Federation

Reports of Affiliates





International Metalworkers' Federation

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32nd IMF World Congress

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INTRODUCTION

by **Marcello Malentacchi,**
IMF General Secretary

I am pleased to be able to present to you the Reports of Affiliates covering the period 2005-2009. The reports in this booklet provide a unique insight into the struggles and achievements of IMF affiliates since the last IMF Congress in Vienna in 2005.

They give us an opportunity to take stock of the global situation of trade unions and to make international comparisons of union approaches to key issues.

For this report for the first time we have asked affiliates to report specifically on the situation of precarious workers and how unions are responding. These reports collectively form an excellent basis for our discussions at this year's Congress in Gothenburg on theme of 'Secure Jobs for a Secure Future'. They will also be used into the future to help direct our continuing campaign against precarious work and its consequences for workers.

I have always found these reports extremely valuable in confirming where IMF must place its priorities in order to be able to meet the needs of our affiliates. A newcomer to international activities should consider them an excellent introduction to the goals of the labour movement and the strategies it employs to achieve them.

These reports give a clear indication of our collective strengths and weaknesses and provide an excellent means of promoting solidarity between affiliates by enabling each of us to share in each others struggles and triumphs.

In fact, many of the debates at Congress are likely to reflect events and disputes described in this booklet at plant, national and international level.

I urge you to put these reports to good use in your own organisations, whether for educational purposes or to learn from strategies used by other unions (both what to do and sometimes what not to do!) and I look forward to continuing our debates on the floor of the Congress.

AFRICA

ANGOLA

**Federação Sindicatos das Indústrias Metalúrgica, Extractiva,
Energia e Química de Angola - FSIMEQ**
*(National Federation of Workers in Metal, Energy, and Chemical Industries
in Angola)*

Uniting metalworkers

In order to better respond to global challenges in countries where there is more than one IMF affiliate, it is essential for these affiliates to unite, with a view to strengthening the trade union metalworking family. FSIMEQ therefore understands that it should make every effort in this direction and take the following steps:

- a) Leaders of IMF affiliates should reflect on this issue and become aware of the need and usefulness of trade union unity.
- b) Once the leaders have agreed on unity in principle, they should organise a campaign to raise the awareness of their members so that all of them accept the ideas of a merger and trade union unity.
- c) In order for such a proposal to be successful, the respective leaders should explore the best way forward, prepare appropriate documentation and reach agreement on the distribution of union positions, in a peaceful climate characterised by mutual understanding.

Transnational companies

FSIMEQ does not feel the need for International Framework Agreements (IFAs) or for developing strategies for dealing with transnational companies, because there are no companies at this level or with these dimensions in Angola. However, in our job of defending workers, we have focused on negotiating collective agreements, in a climate of social dialogue, at some foreign companies in Angola where we have members, such as Petromar and CEGELEC.

Collective bargaining

Collective bargaining is without doubt the best way of dealing with conflicts between employers and workers. It aims to establish a climate of dialogue and social peace, which is indispensable for stability and development. To this effect, the government of Angola passed a law on the right to collective bargaining (Law No.20-A/92, 14 August), which regulates collective bargaining.

We have given precise guidelines to provincial unions on the importance of negotiating collective agreements. FSIMEQ has organised training seminars on collective bargaining, with precise instructions about how to obtain a good agreement with the employer. Unfortunately, there is still no culture of collective bargaining in Angola. However, we have recently signed such agreements with Petromar, COMETA and others, and we have identified other companies as possible targets for collective bargaining.

International solidarity

The FSIMEQ has followed IMF guidelines on international solidarity and taken action, in the form of writing letters to IMF affiliates in other countries, especially on the subject of asbestos. The union has also signed a Memorandum of Understanding with SINTIME in Mozambique, with a view to promoting closer relations and, in the short term, organising bilateral cooperation in various fields.

Organising the unorganised

	2005	2006	2007	2008
Total number of members			17,920	18,456
of whom with the IMF			7,612	7,911
of whom women			1,062	1,039
of whom non-manual (white-collar)			642	658

Women workers

The union has a National Committee for Women Trade Unionists, which coordinates provincial committees (organised by provincial unions), and these, in turn, coordinate groups of women trade union members at the company level. The women's groups at company level meet monthly; while the provincial committees meet quarterly. The national committee only meets annually because of the high cost of air travel, accommodation and food involved with such meetings. Each committee or group has a coordinator, a secretary, and an officer responsible for social action.

Precarious work

The fight against precarious work is a major concern for national and international organisations. In order to improve working conditions of precarious workers, the union has organised courses about this kind of work and made specific interventions in an attempt to resolve all of the cases that have come to our attention. In addition, the union took note of the IMF decision communicated in Circular no.7 of 10 March 2008, and organised a seminar and other sessions to discuss precarious work and disseminate the information. Other events are programmed for 7 October 2008.

Workers' rights

Considering the importance of core labour rights, as set out in the ILO's Core Labour Standards, FSIMEQ is diligent in:

- a) distributing Conventions and other international labour legislation to all provincial unions affiliated to FSIMEQ;
- b) ensuring that affiliated unions distribute copies of these documents to the workers at the company level or pin them up on noticeboards.

CAMEROON

FENASIMECAM - Fédération Nationale des Syndicats des Industries Métallurgiques et Mécaniques

Uniting metalworkers

The IMF has only one affiliate in Cameroon, i.e. our organisation, FENASIMECAM. Nevertheless, since 2006, with the support of the Regional Office in Johannesburg, we have undertaken to approach other union organisations of industrial workers, particularly in the food, textile, chemical, and the paper and related products industries, with a view to establishing a single union of industrial workers in Cameroon. That process led to the holding of the General Constituent Assembly of the Confederation of Unions of Workers of the Industries of Cameroon (USTIC) in Douala from 13 to 15 November. That organisation will replace FENASIMECAM as the IMF affiliate in Cameroon.

Transnational companies

In our sector of activity, there are no transnational companies headquartered in Cameroon. Thus, we have not had an opportunity to raise the problem of international framework agreements (IFAs). However, in Cameroon we do have subsidiaries of multinationals such as ALUCAM, a subsidiary of the Rio Tinto-Alcan Group specialising in aluminum production. Other subsidiaries of multinationals are active in brewing, cement, chemicals, agriculture, oil.

Collective bargaining

In 2006, our organisation achieved the renegotiation of the pay scale contained in the National Collective Contract of the Transforming Industries negotiated in 2002. Those negotiations enabled us to increase pay of industrial workers in Cameroon by 0.5% to 5.5%.

With our support, our members at the local level signed agreements in their enterprises: establishment agreement, protocol of agreement to early retirement, protocol of agreement for a workers' pension fund and so on.

Those agreements take into account the ILO Core Labour Standards and prevailing national legislation concerning freedom of association and the right to bargaining, as well as occupational health and safety.

International solidarity

Through its affiliates around the world the IMF constitutes one big chain of international solidarity.

Whenever we have had the opportunity, we have given our support and solidarity to our colleagues in other IMF affiliates involved in conflicts which they cannot resolve themselves.

Organising the unorganised

	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>
Total membership (metal industries)	5,500	5,500	5,500	5,500
of whom with the IMF	1,800	2,000	2,000	2,000
of whom women	150	175	175	175
of whom non-manual (white-collar)	175	200	200	200

Our federation has two departmental unions active in the cities of Douala and Edéa; they have 2000 members, of whom 1400 actually pay dues.

The main problem of organising in our sector is the non-respect for freedom of association by national employers, who run almost all small and medium-sized enterprises and are thus the largest users of labour. We have been continually bringing this problem to the attention of the political authorities.

Women workers

Our organisation strives to interest women in union action. It must be said that this is not easy in our context.

Among our members we have 175 women, who are generally employed in secretarial offices, administrative services and medical services. Progress in women's membership remains limited, given the specific nature of our sector, whose jobs are very often done by men.

We have two women in our organisation's executive. We will have to increase their number at our next Congress.

In the two main departmental unions in Douala and Edea, our federation has set up Metal Industry 'Compo-Femmes', which are structures composed exclusively of women and in which they conduct their specific activities. Other activities are also conducted there, in particular those related to combating HIV/AIDS.

Precarious work

Aside from work in the informal sector, precarious employment has been developing in the large industrial and commercial enterprises, taking the form of outsourcing, temporary work, extended training periods, and so on.

Outsourcing and temporary work are well-regulated by laws and regulations which, unfortunately, are ignored by employers and especially by the administrations in charge of labour and social security.

More and more conflicts have been arising today in Cameroon due to this state of affairs. On 7 October 2008 our federation organised a large information meeting attended by 500 personnel delegates and union leaders, in order to explain and recall the detrimental effects of precarious employment, and the legislative and regulatory provisions which govern that type of employment.

Workers' rights

From 2005 to 2008, our federation organised eight seminars for personnel delegates on various topics related to freedom of association and individual and collective bargaining, and building a strong union.

In addition, we have benefited from four training workshops organised by the IMF Regional Office for personnel delegates and union leaders.

We have brought to the Ministry of Employment the cases of employers who do not respect freedom of association and refuse to organise elections for personnel delegates.

Our organisation has assisted our colleagues in enterprises in cases of mergers and other closures to ensure respect of their rights during negotiations of protocols of agreement. In addition, we systematically help our colleagues in the courts when necessary.

During the social elections of 2005 and 2007, our federation obtained 99% of the seats subject to competition in our sector.

GHANA

Industrial and Commercial Workers' Union - ICU

Introduction

The Industrial and Commercial Workers' Union (ICU) has a number of locals under the ambit of the IMF. From 2005 to 2008, there has been progress and a number of interventions have been made at these branches with regard to the implementation and monitoring of the Action Programme adopted by all IMF affiliates at the last World Congress.

ICU has made great strides in the areas of organising, collective bargaining, international solidarity, improving the rights of workers, a fair and balance representation of women at both the local and national level, among others.

This notwithstanding, the struggle is a never ending one, because some employers resisted in helping to improve the conditions of service of its workers. Nevertheless, ICU has been able to advance for social and sustainable development in the face of the elimination of protective laws for labour.

Uniting metalworkers

ICU recognises the importance of strength in numbers. In Ghana, ICU is the only affiliate with the IMF. However, the Union associated and united with other affiliates in the sub-region. This we achieved by nominating a worker from an IMF-affiliated branch to participate in IMF conferences in a bid to foster unity towards the building of a strong unified metalworkers organisation.

Transnational companies

The National Union has made progress in negotiating collective agreements in some of the multinational companies. Collective agreements highlighted employment and non-employment conditions of workers underscoring core labour standards.

In spite of this, ICU faced the challenge of the global nature of these companies due to its inability to transcend beyond borders. Some policies were misguided because more economic and social foundations of society were being undermined. ICU, with its unrelenting nature, ensured that the bottom line for the IMF – that minimum standards are part of every agreement – is upheld by all. The Union was also able to monitor the implementation of such agreements, by ensuring that copies of the agreement are made available to workers as a check to minimise violations and non-compliance.

Collective bargaining

This has been one of the areas where the National Union made much success. The ability to understand and communicate critical issues accounted for this success, and thus much improved salaries and conditions of work for its members were achieved.

Some major challenges encountered in this area include: delay in some cases caused by employers in negotiating collective agreements; and unwarranted and illegal strikes created some difficulty for the Union. However, the Union has been able, on average, to negotiate a supplementary benefit to the national Pension Scheme in the form of a provident fund.

International solidarity

ICU agrees with the importance of international solidarity as a tool for providing support necessary to continue the struggle. Indeed, a global union is needed in the face of this global economies. This is demonstrated by promptly sending protest letters, solidarity messages, fraternal messages, and congratulatory messages to other affiliates across the world. Notable messages are those on asbestos, and to Toyota Philippines. We believe international solidarity is capable of creating a lot more respect for labour in an effort in achieving trade union goals.

ICU will always embrace international solidarity to the full.

Organising

The Union is committed to organising as an integral part of our activities. New members are essentially to sustain and expand on collective action. With this in mind, efforts are directed into aggressive organising. A system of giving bonuses to staff/members who organise a new branch has, by and large, whipped up interest in organising and has led to an increase in membership.

In particular reference is the increase in organising women and young adults in the export processing zones. This notwithstanding, fear of losing jobs, discrimination and victimisation had led to fewer women and young people, on average, joining trade unions. It should also be noted that, due to the nature of jobs undertaken at these companies, fewer women are employed.

In an effort to address these concerns, ICU has increased awareness through education and training programmes. Issues specifically related to these group of people are given prominence.

With regard to the non-manual workers, ICU has enrolled a number into its fold, mostly comprising senior staff.

We would like to emphasize that ICU was faced with the challenge of redundancies for the period under review. Some of our members were declared redundant and this has affected our membership. A case in point is where a major player in the industry, VALCO, was closed down and about 1,200 of our members were laid off. Nevertheless, the union has enrolled two new branches in the industry into its fold. They are B5 Steel and Western Steel and Forging Limited.

The table below reflects a decrease in membership over the last four years' figures, as a result of the redundancies suffered.

	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>
Total number of members	58,023	60,432	61,312	(projected) 62,000
of whom with the IMF	1,339	1,508	2,604	2,698
of whom women	489	601	642	660
of whom non-manual (white-collar)	188	203	210	229

Women workers

The union recognises the potential of women and utilises it in the fight for equal rights for all workers. This commitment is supported by the creation of women's desk to address the needs of women members.

Further, ICU has incorporated into its decision-making structures, a representation of women. For instance two out of seven members of the previous leadership are women.

Internal structures, policies and programmes of the Union are also in place directed towards the strengthening and the promotion of gender equality. For example, the Union has given priority to the recruitment of women in recent times. Of a total staff of 73, 21 are women. Provision has also been made for an automatic inclusion of women on the executive committees from the local branches to national levels of the Union's structures.

Precarious work

The union condemns precarious work, which is gradually permeating the fabric of the world of work.

Outsourcing and casualisation of labour pose a permanent threat which is decimating the unions. These activities of employers are strengthened by the Labour Act 2003 (Act 651) which legalises contract-based employment.

This, however, does not deter the union in its fight against precarious work. Through its interventions, the union is able to enroll thousand precarious workers. There are also instances where the Union negotiates with a third party (contractor) for conditions of service for the casuals.

Steps are further underway to get more precarious workers unionised through the enforcement of the freedom of association and collective bargaining.

Workers' rights

The promotion of ILO Core Labour Standards is one of the many objectives of ICU. In ensuring this, we monitor activities in companies and bring to order those employers who violate the right of workers. A recent case in point is when a multinational financial institution refused to allow its senior staff to join the union.

In seeking redress, the Union is posed with a major challenge of the lack of resources as well as the ineffectiveness of the National Labour Commission. Cases of violations reported take a much longer time to be dealt with, therefore waning down the interest of workers.

Provisions in the Labour Act 2003 (Act 651) have also ensured Core Labour Standards. Some of these are termination, health and safety, redundancy etc. For instance, workers can remove themselves from a working environment when it is detrimental to their health.

Notwithstanding, through dialogue with employers and other stakeholders, the union has ensured the upholding of the constitutional rights of workers.

In conclusion, the union embraces the Action Programmes as presented as the basis of strategies to meet challenges facing trade unions. It has been able to defend labour rights and build social progress based on solidarity. The Union is limited by its inability to transcend borders. It is therefore imperative to pool resources and knowledge with other global unions together, in order to be universally understood and accepted by workers, government and employers alike.

SOUTH AFRICA, REP. OF

National Union of Metalworkers of South Africa - NUMSA

Uniting metalworkers

Presently in South Africa there are two IMF affiliates, the Metal & Allied Workers' Union (MEWUSA) and the National Union of Metalworkers' Union of South Africa (NUMSA). The two unions belong to two different national centres, with MEWUSA affiliating to National Congress of Trade Unions (NACTU) and NUMSA to the Congress of South African Trade Unions (COSATU).

The two unions sit together in the national industry bargaining council for the metal and engineering sector and some few companies where we have joint membership.

NUMSA's constitution obliges the union to strive to build one metalworkers' union in the country. We have sought to achieve this unity in terms of the following:

- We have constantly raised the matter in the IMF Southern Africa meetings to request the IMF as a 'neutral party' to use its authority to bring the two unions together.
- We have written letters to the executive of MEWUSA requesting meetings to discuss the merger.

NUMSA believes that the unity of metalworkers is more important than any differences that exist.

It is also the intention of NUMSA in 2009 to build more relations and joint activities with the ICEM affiliates in South Africa especially the chemical union (CEPPAWU) and the National Union of Mineworkers (NUM).

Transnational companies

We have identified the following companies that could be targeted for international framework agreements (IFA): Metalbox/Nampak, a can manufacturing company which has factories in most African countries; and BHP – Billiton and Eskom – a South African energy company which exists in 30 African countries.

We did not negotiate an IFA with these companies, as we believe this is the work of the IMF with NUMSA playing an important supporting role.

In 2007, we conducted meetings with our shop stewards in the identified companies to discuss their companies' presence in other countries, networking and the possibility of negotiating an IFA. They agreed on the process, and what we need is coordination with the IMF to ensure that other unions outside South Africa are on board and agree to this negotiation.

There are several companies that we are organised in that have signed IFAs, including BMW, Daimler Chrysler, Bosch, SKF. While conditions are better in these companies, it has been a struggle to ensure that their suppliers adhere to good working conditions. The problems lie in the non-binding language in the agreement whereby companies only commit to talk or encourage offending companies to change their situation. Because of a drive to lower costs,

companies outsource most of their activities to companies flouting health and safety standards including employing the so-called 'illegal' immigrants. Therefore, there have been fewer achievements in suppliers to improve conditions.

One of the most important achievements of the IFA is in building solidarity bonds between workers in the main companies and workers in the supplier companies, as our shop stewards take up most of their issues.

Collective bargaining

The major struggles around collective bargaining have been around: improving the purchasing power of members' wages; eradicating the Apartheid wage gap; reduction of job classifications; reducing wage differentials between classifications; focussing on skills and development; negotiating measures to deal with the HIV-Aids pandemic, health, safety and the environment; limiting the use of labour hire companies in the industry; and also engaging with employers and government around sectoral industrial policies.

In 2007 the union embarked on several national strikes to force employers to agree to the demands. Gains were made on wages but were eroded by high price increases on food and other basic necessities. The union made gains in regulating the use of labour hire companies.

The union therefore participated in general strikes called by COSATU in protest against the rise in food, electricity and other basic commodities prices.

International solidarity

NUMSA has always participated in solidarity actions through organising protest actions or demonstrations in-front of embassies, work stoppages or other pressure tactics in support of other workers in distress. We have done that in support of several causes or in support of other workers whether in South Korea, Argentina, Mozambique, Swaziland, Colombia, Philippines, Mexico or USA. The solidarity actions had always been successful in resolving the dispute in favour of workers. The major issues facing the union movement in terms of solidarity action is lack of education to members on international issues, no-strike clauses existing in most agreements in the North, and the reluctance of the IMF to pursue the resolution of the Sydney Congress on legalising sympathy strikes across borders within transnational companies.

Organising the unorganised

The union has increased its membership by 17.5% in the last four years. This has enabled the union to survive the retrenchments, plant closures and liquidations caused by the companies and economic restructuring. Recruitment is mainly carried by a brigade of shop steward volunteers who target unorganised areas and companies. The union has also employed specialists organisers to recruit members in the motor retail and service sector, which is growing and employs a lot of vulnerable workers. The only campaign which has not registered much success is the one on white collar workers.

Women workers

Women workers make up 19.5% of the union membership. The union has a dedicated gender desk to focus on gender issues including mobilising women to take part in union activities. The union has agreed on 20% quota for leadership position in all its structures. The focus of work is on recruiting women workers, dealing with equity and women's

employment, sexual harassment, gender consciousness, healthy and safety, training and development for women workers and linking with non-governmental organisations and political organisations working with women.

Precarious work

The main demand of the union in all collective bargain rounds is to ban labour brokers or labour hire companies. As a result of this campaign, agreements have been reached with employers that the usages of labour hire companies will be limited to a period of four months with the following conditions:

- all labour hire companies to comply will all relevant legislation, including observing the wages and conditions of employment prescribed in the industry by collective bargaining agreements
- that after four months the workers of the labour hire company should be absorbed by the primary employer
- employers will inform the bargaining council on usage of temporary labour including conditions attached to that usage.

The campaign is continuing and also involves negotiating with companies on the number of temporary workers to be allowed inside the company, their areas of work, no replacement of permanent workers with temporary workers, access to skill training and other matters.

Workers' rights

South Africa has enacted most progressive labour laws, although they have been criticised for being too flexible in allowing the growth of precarious employment. Trade unions are vigilant that these laws are not sacrificed at the altar of neo-liberalism.

Asia & Pacific

AUSTRALIA

Australian Manufacturing Workers' Union - AMWU

Uniting metalworkers

The three Australian affiliates of the IMF have all worked very cooperatively and closely on the key campaigns affecting metalworkers. In particular, we worked closely on the campaigns around the unfair industrial laws and the removal of the Howard Government and also campaigns around the protection of manufacturing jobs. There have been no significant issues of conflict between the unions.

Transnational companies

During the period since the last Congress the AMWU (on behalf of the IMF) negotiated an International Framework Agreement (IFA) with Brunel. The AMWU has utilised this agreement to set better standards for the engagement of temporary migrant workers in Australia and has, in conjunction with the ACTU, spread the standards set by the Brunel agreement to a number of other companies seeking to engage temporary migrant labour in Australia. We have also linked this to a broader public campaign for better rights for temporary migrant workers and to activity that has been successful in organising groups of such workers.

The AMWU has sought to monitor the implementation of IFAs in companies that operate in Australia, where we have significant membership. Bosch is probably the most important of these companies for the AMWU. Bosch has been hostile to the efforts of the AMWU in seeking to organise more of the white collar workers at Bosch in Australia.

Collective bargaining

Collective bargaining has been extremely difficult because of the laws introduced by the Howard Government.

Among other things, these laws:

- Make it illegal to include many matters in agreements or take action in support of such matters. This includes prohibition on any matters that relate to the workers' union – union training, union meetings, delegates recognition, and deduction of union dues. It also prohibits many matters that limit managerial prerogative – control of precarious work, control of contractors, job security, and limits on outsourcing or plant closures.
- Severely limit the capacity to take industrial action. For instance, the laws have introduced Government-controlled secret ballots. Legislation also prohibits common claims between workplaces and on bargaining beyond the enterprise level, removes the union's capacity for action when there is harm to a third party or a part of an industry, gives employers the capacity to use replacement labour and offensive lockouts, and very large penalties (including, in some cases, imprisonment) have been introduced for such industrial action.
- Encourage individual contracts and non-union collective agreements. Individual contracts can override and replace collective agreements and can be made a condition of employment for new employees.

- Severely limit union access to worksites, and rights and protections for union delegates.
- Strongly promote the growth of precarious forms of employment and have removed any protection from dismissal for the vast majority of workers.

Despite the legal restrictions, the AMWU has succeeded in maintaining collective agreement coverage for its membership. Individual contracts became dominant in the mining sector, particularly in Western Australia, but we succeeded in largely resisting their spread elsewhere. AMWU succeeded in protecting workers conditions despite the massive employer and Government attack. However, few advances in conditions were won during the period.

AMWU succeeded in maintaining wage increases in collective agreements at 4–5% per annum. Price inflation during the period was around 3%.

A strong focus in collective bargaining remained around the issue of protection of workers entitlements. Many firms engaged in 'sham restructuring' to avoid workers' entitlements – for example, the assets of the firm held in a separate entity to the entity which employs the workers. The increasing use of precarious employment increased this problem. The AMWU engaged in a number of high-profile struggles around the protection of entitlements, and also around control of contracting and precarious employment, even though much of the industrial action taken was illegal.

International solidarity

We distribute *Metalworld* to a large number of our workplace delegates as part of the AMWU's commitment to build international solidarity. We also include international perspectives in our training programmes for workplace delegates and officials (particularly in respect to bargaining with transnational corporations).

We have made the struggle around asbestos a major campaign priority. We succeeded in banning the production, importation and use of asbestos. We fought for – and won – compensation for victims of asbestos from James Hardie. We support asbestos victims and community organisation around these issues. We have also been raising this issue in solidarity and training support we provide to unions in Vietnam.

The AMWU strongly supported the campaign around Toyota Philippines. We engaged our membership at Toyota in Australia in the campaign and held meetings with Toyota members and distributed materials to them. We organised demonstrations against Toyota in all major Australian cities, and raised the matter directly with the Toyota management and the Japanese consulates.

The AMWU supported the campaigns about Mexico and organised protest letters and made representations to Mexican representatives in Australia.

Organising the unorganised

The Howard industrial legislation has made organising in new workplaces extremely difficult. Workers who join the union often lose their jobs as a result. Access to workers is made extremely difficult. The number of organised workplaces has reduced because of outsourcing to China; and there is an increase in the use of precarious employment and contractors. The resources boom (driven by China's demand for Australian minerals) and high interest rates produced a 40% appreciation in the value of the Australian dollar over the period since the last Congress. This has had a devastating effect on sections of our manufacturing industry. The auto sector has been particularly hard hit and the Howard Government did nothing to

encourage new investment in the industry. As a result, the membership of the AMWU has declined significantly.

In response, we have had a major review of organising. This review has been deep and wide ranging, and has resulted in 20% of the union's resources being shifted to 'new member organising' (previously 3%). It also resulted in a major change to our culture, accountability systems and education programmes. This new strategy was agreed approximately 12 months ago, and such a major change takes time to properly implement. However, there is no doubt that significant change has already been achieved and it has reduced the rate of decline in union membership. As part of the strategy, new techniques for organising are being more widely adopted – this involves greater research of targeted companies, a more planned approach, contact with workers in the community rather than the workplace, and better linkage of our bargaining campaigns with union growth.

We have also focused our attention on new groups of workers. Temporary migrant workers, non-manual (white collar) workers, young people and workers in new hi-tech areas such as medical equipment manufacturing have been a particular focus. We have had some success with temporary migrant workers, medical equipment manufacturing and non-manual workers but much less success with young and women workers.

	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>
Total number of members	145,000	139,000	132,000	125,000
of whom with the IMF	80,000	80,000	80,000	80,000
of whom women	10%	10%	10%	10%
of whom non-manual (white-collar)	9%	9%	9%	9%

Women workers

The AMWU women's committee has been actively involved in the review of organising. This is leading to stronger strategies to focus on organising women. There are requirements under the rules for proportional representation of women on the National Council of the union, and at the 2008 Conference the decision was taken to extend this to all other bodies and committees in the union structures.

Precarious work

The issues around precarious work have been a major focus in the campaign against the Howard Government industrial laws, and also in collective bargaining. Our activities were reported in detail to the IMF Central Committee meeting in Sao Paulo. The current focus is on the drafting of new industrial legislation to be introduced into the Australian Parliament in late 2008 by the new Labor Government. The employers are pushing the new government to maintain the restrictions on bargaining that relate to the control of contracting out of work and job security. The AMWU and other unions are seeking to mobilise workers and the community to demand the freedom to bargain about matters the parties choose, so that we can regulate precarious work through collective bargaining.

Workers' rights

The ILO Core Labour Standards have been a focus of our campaigns around the Howard Government's industrial laws. The ILO has found, on a number of occasions, that the Australian labour laws breach the ILO Core Standards, particularly on the matters of freedom of association and collective bargaining. At the end of 2007 the Labor Party defeated Howard, and we succeeded in getting the new government to commit to support Core Labour Standards. However, there are still aspects of the draft new legislation which breach Core Labour Standards and limit the capacity for parties to choose what they bargain about and the level of bargaining, and which still severely and unreasonably restrict industrial action. We are continuing to campaign around these questions in the broader community and in the workplaces. This includes use of the paid media (advertisements) and mobilisation.

We have also raised awareness about breach of Labour Standards by multinational companies and governments outside Australia, with a particular focus on the situation in the Philippines, Columbia, Thailand, China and Indonesia.

The Australian Workers' Union - AWU

Uniting Metalworkers

The Australian Workers' Union (AWU) is the largest blue collar union representing a variety of industries including manufacturing workers. Due to the broad spectrum of our membership and industry representation there is substantial cooperation with the AMWU and the CEPU, Australia's other IMF affiliates:

- At an organiser level the AWU and the CEPU communicate to ensure they are getting the best employment conditions for each union's members.
- In November 2007 the AWU co-hosted, with the AMWU, the International Metalworkers' Federation BHP Billiton Global Unions meeting and helped facilitate a global trade union strategy for BHP.
- The AWU has carried out joint membership surveys with the AMWU and co-chairs a collective bargaining committee in the aviation industry.
- The new leadership of the AWU and the AMWU have forged a warm and positive relationship, which will help to bring about future cooperation and unity.

Transnational companies

In an effort to harmonise negotiations with transnational companies, the AWU has forged fraternal relationships with the United Steelworkers (USW) and the International Association of Machinists and Aerospace Workers (IAMAW), in the United States, with Community and Unite in the United Kingdom, and the EPMU in New Zealand. These relationships help unify negotiations with Boeing, Alcoa and BHP Billiton.

The AWU is committed to maintaining and strengthening these fraternal relationships by sending representatives to appropriate international union events. The Union also invites representatives to come to work with us so as to share ideas, successes and challenges.

- In August 2008 Paul Howes, AWU National Secretary, attended the National Conference of the Machinist Union where he was asked to speak on the AWU's experience in the industrial action taken by our members against Boeing.
- In September 2008 a representative from the Strategic Campaigns, Global Bargaining and International affairs department of the USW travelled to Sydney to spend two months working with the AWU National Office. This helped the AWU and the USW to strategise bargaining action with their shared employers on a global scale and to build a stronger personal relationship between the AWU and the USW.

Although no International Framework Agreements (IFAs) have yet been put in place, the AWU has undertaken two major attempts to engage international companies at a global level.

- In March 2007 the AWU attended the joint IMF/IAM Boeing World Conference in Portland, Oregon.
- In November 2007 the AWU co-hosted the International Metalworkers' Federation BHP Billiton Global Unions meeting, where the Union helped facilitate a global trade union strategy for BHP. Although BHP declined to send a representative, the meeting was still successful in organising a global engagement strategy.
- The AWU and the USW made a submission to Alcoa prior to their 2007 AGM regarding Chinese workers' rights. The company did respond by directing their business unit leads in China to speak with AmCham and express Alcoa's concern regarding the Chinese Draft Legislation on labour contract law and workers' rights.
- The AWU was represented at the Alcoa Global Union meeting in 2007.
- The AWU was represented at the Alcoa Global Union meeting in 2008. Alcoa's executive was met with on the last day of the meeting and a request for ongoing global dialogue was put forward and considered by Alcoa.

Collective bargaining

March 2005 The AWU collectively bargains for workers at Melbourne's Eastlink road project and wins better wages and conditions for all members

July 2005 The AWU collectively bargains for workers at Sandown and Caulfield race tracks and wins 13.5% pay increase

Jan 2006 The AWU and workers at Hardy Wines near Mildura take legally protected industrial action after the company refused to meet a minimum award condition, and to protect workers against being unfairly dismissed. The Australian Workers' Union and the workers were taking the action as a last resort, after their employer had dragged its feet during four months of negotiations for a new Enterprise Bargaining Agreement.

October 2006 AWU Boeing workers win the right to negotiate a collective agreement after a 265-day strike.

December 2006 The AWU and AJAX workers – stood down without pay for nearly a fortnight – marched on the doorsteps of Holden, Ford and brake manufacturer PBR before marching through the streets of Geelong. Australian Workers' Union National Secretary Bill Shorten led the contingent, which travelled by bus from AJAX's Braeside factory to PBR's Bentleigh East factory, Holden's Fishermans Bend plant and Ford's Geelong plant.

June 2008 AWU pushes for minimum wage claims of 5% at CSR Sugar, Orica, OneSteel, Bluescope, and Blue Circle Cement.

July 2008 The AWU argues that the Federal Government should consider giving emission permits not just to employers – but also to the workforce. The AWU states 'If corporations are to get tradeable emissions permits – so should the workers in these industries.' The AWU sees it as carbon insurance for workers in the emissions-intensive trade-exposed industries.

August 2008 An Australian Workers' Union action in the Federal Court in Brisbane takes the WorkChoices laws and AWAs off the shoulders of local government workers.

September 2008 Queensland construction and maintenance workers vote for a collective union agreement which includes:

- a 6.5% pay increase
- improved hourly rates
- recognition of multi-skilling with significant wage rate improvements associated
- job security.

September 2008 Queensland hospital workers begin industrial action as part of their collective bargaining negotiations with the QLD government.

International solidarity

January 2008 The AWU backed some of the talented writers in Los Angeles who are behind our most popular TV programmes which we all enjoy nightly. AWU National Secretary, Paul Howes, joined the American writers – who have been on strike for two months – in a picket line action in Los Angeles.

May 2008 Motion of AWU Aluminium Industry members in support of union independence in South America.

June 2008 The AWU Supported 'the Big Picture in Zimbabwe'. Britain's Trade Union Congress (TUC) made a giant photo mosaic of the President and General Secretary of the Zimbabwe Congress of Trade Unions (ZCTU), using pictures of hundreds of their supporters from around the world. The AWU put a call out to all its members to support the cause by sending in one of their photos. Then the TUC printed the image on a large banner as a focus for a rally in London on 23 June, and distributed copies of the image to other international demonstrations and to the media.

September 2008 The AWU encouraged expatriate New Zealanders living in Australia to take part in voting and protecting workers rights with their vote. Their vote could prevent backwards steps for workers' rights, big public sector job cuts and the privatisation of assets such as ACC and Kiwibank.

Organising the unorganised

In early 2008 the AWU made the decision to build campaigning and organising capabilities at a national level and throughout the branches. With this renewed focus, the Union has worked to develop a National Growth Organising Plan, which is now in place across the Union. The growth plan outlined the need to focus on existing workplaces to build the Union's strength in our major industries. To do this, the AWU has provided training and support to our organisers across the Union.

The AWU's renewed focus has meant some shifts in the way we connect with our members and potential members. As part of the Union's further training programme for all its

organisers, structured (one-to-one) conversations have been introduced. There is no doubt that this is the most effective way of communicating and to build the Union.

The AWU is currently reviewing our training for our delegates and activists to move in line with the training provided to our organisers. To date, the growth organising campaign has led to an increase in membership despite battling the continued downsizing of many of our industries.

Women workers

Since 2005 the AWU has recruited six women to official positions within the Union structure. The positions filled by these women are those of Organiser, Industrial Advocate, Workers' Compensation Officer and Return to Work Officer. They join the many other female officials already employed by the union pre-2005.

In 2006, the AWU began hosting an annual AWU Women's Day in conjunction with International Women's Day. Its purpose is to encourage our female members and activists and in the future to be the foundation of an AWU Womens' Forum.

Precarious work

February 2005 AWU successfully campaigns for mandatory inquests into workplace fatalities. After a long campaign by the AWU, the Tasmanian Government introduced an amendment to the Coroner's Act to ensure that workplace deaths are the subjects of coronial inquests.

April 2006 The AWU establishes a fund to support the families affected by the collapse at the Beaconsfield mine in Tasmania. Two men were trapped 15 metres underground for 14 days. Their workmate lost his life in the same event. AWU members were actively encouraged to make donations to the fund.

June 2007 The AWU and the Maritime Union of Australia (MUA) organised a joint offshore union alliance, at a meeting hosted by the West Australian Branch of the MUA in Fremantle, due to concerns that workers on individual contracts in the offshore industry were being intimidated into accepting unsafe work practices.

December 2007 A team of Australian Workers' Union officials attended Fosterville Gold Mine near Bendigo, Victoria, to carry out a safety investigation into an underground explosion at the mine which resulted in 12 workers requiring hospital attention.

March 2008 The AWU banned work on the laying of a pipeline in Victoria after more than one dozen construction workers were exposed to asbestos. The AWU found that AJ Lucas, a Queensland company with the contract to lay the pipeline from Lara to Brooklyn, had been extremely careless with their workers' safety. Following the intervention of the AWU, WorkSafe issued two prohibition notices against the project and requested that a proper safety management plan be put in place before work could restart.

May 2008 The AWU organised the largest asbestos survey and research programme ever to be undertaken at a single work site in Australia. This was undertaken for two reasons: the presence of asbestos building materials at the Cement Australia site at Railton, Tasmania; and because Goliath Cement (an earlier company on the same site), manufactured and distributed asbestos-containing materials between 1947 and 1986. As a result, an extensive survey and research programme, as well as an accelerated removal programme, have been developed by the AWU and Cement Australia.

June 2008 BlueScope Steel in Port Kembla held a 'Stop for Safety' campaign in response to a New South Wales-wide ban by the Australian Workers' Union on the use of high pressure hoses. Workers at BlueScope Steel were asked to take part in a 'Stop for Safety' campaign in remembrance of Setaleki Kolomaka, a co-worker and AWU member, who died at the company's Springhill street site in Port Kembla in May. Mr Kolomaka died after he was hit in the chest by a high-pressure stream of water while cleaning a catchment sump. The AWU stated that until design alterations were made to the equipment, workers would not be using the hose.

July 2008 AWU Union leaders headed to Far North Queensland to put the spotlight on safety, training and workplace conditions in the fast growing but unregulated diving industry. Australia's diving industry is booming but lacks critical unified safety standards and professional training.

Workers' rights

From 2005 to 2008 the AWU has worked hard to promote all the ILO Core Labour Standards in all its negotiations with industry and government. The AWU has actively campaigned for changes to legislation promoting the ILO standards through the media, through our own website and by communicating concerns of breaches to the standards to our members and the public.

BANGLADESH

Bangladesh Metalworkers' Federation - BMF

Uniting metalworkers

The two affiliates of the IMF in Bangladesh – the BMF and the BML – have been working very closely for a long time. We conduct all programmes, including education programmes, together with a view to bringing leaders at different levels to know each other, discuss issues of common interest and realise the necessity of gaining greater strength through unity. It is working well.

Transnational companies

The BMF has three affiliates in Philips, but the companies were sold to a Bangladeshi businessman and these industries are no longer owned by a transnational company.

Collective bargaining

The country has been under a State of Emergency since January 2007, and the trade union movement is practically banned. However, we have succeeded in concluding several collective bargaining agreements during the reporting period.

The most important one was with the management of National Fans Ltd., BISIC Industrial Area, Tongi, Ghazipur where, among other major achievements, around 300 temporary workers who had been working for 10 to 15 years were made permanent. The minimum monthly wage was increased by 600 to 900 Bangladesh Taka per worker.

International solidarity

BMF has always participated in solidarity support programmes/campaigns including those on asbestos, Toyota Philippines and union independence in Mexico, as decided/advised by the IMF HQ and or the IMF South Asian Office.

Organising the unorganised

Due to the fact that the office is closed for Emergency, we are unable to provide the exact numbers now. However, the number of members has been reduced by around 4000 during the period due to closure of factories where we had unions. In addition, the Khulna Shipyard was handed over to the Bangladesh Navy which sacked all old workers and re-employed some of them temporarily and declared the union banned. We gathered around 1200 new members by affiliating unions and organising workers in small industries/small towns during the period.

Women workers

The BMF organised four programmes on leadership development for the women workers at national and plant level during 2005–2006. We have raised the capacity of women leaders and

activists at both plant and national level, and raised involvement of them in the organisation. However, as the number of women workers is only around 7% of the total membership, we could raise the number of women in the central committee from 2 to 5 out of 30.

Precarious work

This is an area that we have had to give a lot of attention during the last few years because more and more of our members are becoming precarious workers in their own work places. But for the last two years we could not progress due to restrictions on the trade union movement. We have started the work again. Our leaders have started organising the precarious workers, unions are putting their issues in the charter of demands and we, at national level, are trying to improve labour law and the proper implementation thereof.

Workers' rights

The BMF, in collaboration with the BML and other trade unions, has been trying to promote core labour standards in the country. This is a priority issue of the whole trade union movement in the country.

Bangladesh Metalworkers' League - BML

Uniting metalworkers

In Bangladesh IMF has two affiliates – BML and BMF. Both the affiliates work very closely to protect the rights of workers. BMF and BML carry out many activities including education jointly.

Transnational companies

BML has not made any agreement with transnational companies.

Collective bargaining

For the last two years, trade union activities have been banned, so collective bargaining was not possible. In 2005, 2006 BML affiliates signed collective agreements in 12 enterprises. The major struggle was to raise wages/salary. They also bargained, fixing a minimum wage for new recruit workers. Majority unions achieved their goals; others have achieved 40–50% of their demands.

International solidarity

BML has always supported and shown solidarity with workers of other countries when is was asked by IMF or regional office or by the union itself. Yes, we participated in IMF solidarity campaign on asbestos, Toyota Philippines and others.

Organising the unorganised

BML has already reported loss of membership due to closure of some key metal industries in Bangladesh. However, we are trying to organise new workers and also engage in organising youth and women workers. Recently, two unions from Chittagong have joined BML with 1,000 membership.

Women workers

BML attaches importance to organise women, because the number of women workers is increasing in the metal sector. Yet the number is negligible, except in hi-tech IT, electronics etc. sectors. We are encouraging women to join the union structure and to become members in the executive committee. There are only three women in BML Executive Committee.

Precarious work

BML has taken this issue of precarious workers as very important issue. But due to emergency we could not move to this issue. At present, trade union activities have been allowed with nine conditions. We hope that when trade union activities will be allowed, BML will work on this issue.

Workers' rights

We are always in struggle to promote and properly implementation ILO Core Labour Standards. Bangladesh has ratified seven out of the eight ILO Core Conventions, but they were not fully implemented. And in 2007 and 2008 we are under state emergency. From 4th September 2008, limited trade union activities have been allowed with nine conditions. Workers' rights position is never good in Bangladesh. Workers and their trade unions are always in struggle to improve and promote democratic labour laws consistence with ILO core conventions ratified by Bangladesh.

HONG KONG

Committee of Metal Industry Unions - CMIU

Uniting metalworkers

CMIU and HKTUC-MCC are both IMF affiliates in Hong Kong. Although there are differences between the unions in terms of cultural background and political stances, to a certain extent CMIU and HKTUC-MCC are still strategic partners either on IMF issues or local concerns. Unfortunately, HKTUC-MCC did not participate actively in IMF activities probably for financial reasons. Recently we have contacted HKTUC-MCC several times asking for their willingness to participate in the IMF conferences.

In addition, CMIU keeps inviting HKTUC-MCC to struggle together for workers' rights locally. For example, in responding to the IMF global action in October, 2008, CMIU and HKTUC-MCC already had a preliminary agreement on the joint action to be held for the topic of standard working hours and minimum wages.

Transnational companies

Despite the fact that unions in Hong Kong are not as strong to fight against transnational companies, it does not mean there is nothing we can do. For example, in the case of the GP Batteries cadmium poisoning, thousands of workers, including Hong Kong workers, were affected. CMIU, HKFLU and other unions had organised a protest against the GP Company. We sent letters to GP Company asking for compensation and possible treatment for the affected workers. It was also our concern that the company should be responsible for providing protective equipment to the workers.

Collective bargaining

Unions in Hong Kong do not have collective bargaining power. This makes the situation of workers' unions worse because we do not have the legislation to force employers to negotiate with the unions.

Since 2000 CMIU, together with the coalitions, has kept lobbying the government in struggling for the right of collective bargaining.

Although we do not have the collective bargaining power, CMIU and our affiliates are trying to achieve the goal in alternative ways. Unions force the employers to the negotiating table by unifying workers in workplaces, pressuring the government to intervene, which functions as the tripartite consultation etc. to ensure unions as well as the workers are in the best position in dealing with the employers.

International solidarity

CMIU always fully supports fellow unions from other countries. We always respond positively to IMF's requests, for example, by sending supporting letters to other unions' workers who were in struggles. In December 2006, we sent letters of support on the issue of independence of the Mexican union and called for the Mexican government to stop suppressing the union leader. In addition, international news is published and reported to our

members in FLU's journals, in helping our members to understand more about the circumstances.

As well as drafting support letters, we also organise activities corresponding to the international movement. In May Day 2007, CMIU and its affiliates held a parade which asked for setting up the minimum wage and standard working hours, objecting to outsourcing, and supporting civil servants' request for stopping the transformation of jobs from permanent to contract.

Organising the unorganised

The number of members in CMIU is quite constant in past few years. The following diagram shows the data from 2005–2008.

	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>
Total numbers of members	10,288	10,174	9,971	10,235
of whom with the IMF	10,288	5,000	4,963	5,011
of whom women	2,548	1,597	1,612	1,635
of whom non-manual (white-collar)	2,057	1,153	1,246	1,259

Educating the members is CMIU's main strategy in union development. We publish journals for news of international union movements; and frequently hold workshops on various topics, including occupational safety and health, occupational deafness, the international movements for workers.

Recruiting new members is crucial to the union's survival and development. CMIU is trying very hard to attract people to join the union. For example, every year we hold occupational health and safety workshops and contests to promote job safety and health for the members. Together with other recreational activities these are all platforms for recruiting new members and building a closer relationship among members. As well as organising activities, we also offer a membership development campaign (2008) which encourages members to invite more friends and colleagues to join our unions, and awards will be given to those who can recruit many new members.

Women workers

As one of the most important targets, CMIU always encourages the participation of women workers. The number of woman representatives in various conferences and activities is increasing. We also encourage more women to attend IMF conferences. In 2005 the 9th IMF-JC East and Southeast Asian Metalworkers' Solidarity Seminar, two of our representatives were women. In June 2006, a woman from CMIU participated in the sub-regional committee meeting. At IMF Women's Meeting on 30 March 2007, CMIU had six women representatives participating in the conference. In June 2007, CMIU also nominated Ms. Ng to participate in the IMF Liaison Conference. And in 2008, women are still frequently promoted to attend the IMF conference as well as other meetings. In other local activities held by CMIU, women members are more active and targeting, that is why the number of women members has risen for three consecutive years.

In the union structure, women have become the powerful base in the decision-making level. For example, nine out of 15 Executive Committee members in the Hong Kong & Kowloon

Electronics Industry Employees' General Union are women; and nearly all our affiliates have women representatives in their Executive Committees.

Precarious work

As the mode of jobs changes, the strategies of unions should also change. These days more working sectors have shifted from permanent jobs to precarious jobs. CMIU's concern about precarious workers is growing. We have kept urging the government to reject outsourcing, which mainly provides the precarious jobs; to reject those who are using contractual works to replace permanent jobs and – most importantly – we are still struggling for abolishing the current '4.1.18 regulation'. This regulation claims that a worker should work for the employer no less than 4 consecutive weeks with minimum 18 working hours per week before they will be protected by labour law. This regulation provides an opportunity for employers to exploit workers by cutting their working hours or working continuity in order to evade their benefits towards the employees. We believe that only eliminating this regulation can help to restrict the trends of precarious jobs.

Workers' rights

Paid educational leave

CMIU and HKFLU are the only groups that keep fighting with this issue, because we think that this is important for workers to upgrade themselves in job-related skills as well as other knowledge. Workers in Hong Kong find it hard to participate in further education because of the long working hours, so paid vacation offered can help to solve this problem. Since education is also the right of labour, CMIU has visited some chambers of commerce and companies to express our opinions, and will also send letters to other unions asking for support.

Qualification framework

The Qualification Framework is a standardised ladder set up in different sectors in order to let workers gain qualifications step by step. This will be very helpful in ensuring job security for workers as well as safety and health during the process of qualification verifying. So CMIU fully supports this and participates in the establishment of the qualification breakdown to make sure the policy is really fitting workers' needs.

Migrant workers policy

CMIU and our affiliates are lobbying the government on limiting the migrant workers' applications in order to secure jobs for local workers. We believe that the government should have a mechanism to ensure that companies are not abusing the policy and recruiting cheap workers instead of actual needs. Local workers should be prioritised when recruiting.

INDIA

Atlas Copco Employees' Federation
Sandvik Asia Employees Union c/o Sandvik Asia Ltd.
SKF Bearing India Employees' Union
Philips & B. C. Components Employees' Union

Uniting metalworkers

Today, IMF Pune has four members, out of which 3 members are Swedish based companies and one member is from another country of origin. The IMF Pune affiliates are:

- 1] **Atlas Copco Employees' Federation.** Atlas Copco has been in business since 1960. Today, nearly 1100 employees are working in the company, out of which only 210 are unionised. Today, sales, orders and profits are touching historical highs.
- 2] **Sandvik Asia Workers' Union.** Today, nearly 1800 employees are working in the company. Only 220 are unionised. Today, sales, orders and profits are touching new highs.
- 3] **SKF Bearings Workers' Union:** SKF established its business in 1958. Today, approximately 350,000 employees are working in the company, out of which only 650 are unionised. Today, sales, orders and profits are touching new scales. For more than twelve months they have been fighting for new wage settlement, but due to negative management approach, this wage settlement is pending.
- 4] **Philips BC Component Union:** Local mafias are taken for help to form the new unions and destroy the original union. A number of unfair labour practices are going on with the help of local mafias. All union representatives have been suspended and dismissed.

Today, IMF Pune Affiliates are facing a lot of similar problems and, mainly, they have to fight for their survival. The nature of problems are:

- 1] Strength of workers is reduced day by day
- 2] Contractual labours are employed
- 3] Out-sourcing of work increasing day by day
- 4] Corrupt government organisation/machinery
- 5] Misuse of apprentices and trainees
- 6] Recruitment of highly qualified workers in low skill job
- 7] Offering high wages to un-unionised people

Shramik Ekta Mahasangh – (Federation of United Labours)

In the Pune industrial belt, 70% unions are non-political and individual. Due to individualistic approach of these unions, they were facing lot of different problems. To help each other, four years ago, 37 unions formed a common platform under the name Shramik Ekta Mahasangh i.e. Federation of United Labours) which is registered under the Union Act 1926.

Collective bargaining

Bajaj Auto Struggle: Under the banner of Shramik Ekta Mahasangha, we fought this struggle. This lasted for one year and the entire country was keeping an eye on this and taking note of the day-to-day happenings. **I am very happy to state that the auto workshop conducted by IMF at Chennai has helped us a lot. We won this struggle.**

SKF Contract Worker Union Pune struggle: This struggle has started because one fine morning, all the contract workers are dismissed by the company without any notice. Shramik Ekta Mahasangha is fighting this. This is not over yet but the key success point is that Government of Maharashtra, Workers Department has recommended to the Top Government to stop the total contract labour system in SKF Unit.

John Dheere India Ltd., Shirur, Pune: This company has started working in the last 6 to 7 years. Today, the financial position and order book position is very good, but at present, there is a lock-out in this unit and Shramik Ekta Mahasangha is fighting for the workers' rights. However, all the managements in this region are taking help from local mafia and with all these elements with the help of 37 unions, Shramik Ekta Mahasangha is fighting.

Organising the unorganised

In 1927–28, there were 29 workers unions and approximately 4000 workers were the members. Today, in India, there are 65,000 workers' trade unions and the average membership of union is around 700. Around 7% to 8% workers are united and the rest are working in an unorganised sector or unorganised manner.

All the above matters make a deep impact on the Pune IMF Affiliates. IMF Pune Unit members are all facing the same problems. Even criminals or mafia groups are getting contracts to destroy the workers' unity by using the unlawful wages.

Precarious work

In the contractual labour system there are temporary workers, trainees, and apprentices. Out of total work, 70% work is done by temporary contractual labour.

EXPECTATIONS FROM IMF

In 2007–2008, representatives of IF Metall & SIF visited along with press reporters. Due to their visits, unions in Atlas Copco, Sandvik Asia, Alfa Lavel, Tetra Pack, and Sico have received moral support. Their visits give fresh hope to all of us. Relations between Indian and Swedish unions strengthen. I am sure it will help both of us a lot.

Steel, Metal & Engineering Workers' Federation of India

Uniting metalworkers

The major focus of the Steel, Metal & Engineering Workers Federation of India (SMEFI) executive committee is on strategies to strengthen the federation through unity of metal workers and unions while organising precarious workers.

The metal industry in India constitutes about one quarter of all the manufacturing industry and has also, on average, grown at a much faster rate than manufacturing growth overall. But it is observed that, in the organised sector, many large engineering companies have closed down or declined, introduced voluntary or compulsory redundancies resulting into a large-scale loss of permanent jobs. At the same time nearly 1.4 million new jobs that have been created in the metal industry in the last decade and a half are under the contract labour system or are casual or temporary.

International solidarity

The Indian Social Forum (ISF) 2006 was organised to take forward the World Social Forum (WSF) theme 'Another World is Possible' and on the same lines various seminars were held on national and international issues. SMEFI (HMS) played a vital role in making ISF 2006 a success.

A SMEFI delegation met the Japanese Consulate General in Mumbai and submitted a petition expressing support to Philippines workers and demanding withdrawal of anti-labour and anti-union actions of management for settlement of disputes.

SMEFI observed 11th December 2006 as a protest day and accordingly submitted a protest letter to the Mexican Consulate General in Mumbai in order to support the mine workers' struggle in Mexico.

Organising the unorganised

SMEFI has been able to maintain its membership at around 200,000 (two hundred thousand) in spite of large scale outsourcing and closure of units.

SMEFI has therefore taken up the task of unionising a new labour force in new areas such as Special Economic Zones (SEZ), gold smiths, secondary and allied steel, sponge iron industries/units, shipbreaking workers, small scale units, engineering workers, auto and auto ancillary units and so on.

In all the state, intense organising drives were also conducted by the affiliates and new membership and new unions were formed.

During this period many special training programmes/workshops were conducted by SMEFI in different parts of India.

In Orrisa, in the unorganised refineries sector, mines were organised. Efforts are also being made to organise the workers of new steel plant – Posco – as well as a proposed petrochemical refinery.

In Haryana state, major auto companies' workers were exploited. These companies were setup on lands acquired from local people. However, the local people who had been given employment are not paid proper wages and conditions of service. Haryana SMEFI units not only organised these workers but also successfully revised their wages and introduced a new wage component. The workers in the shipbreaking industry are the most exploited workers in India, probably in the world. The work is most hazardous and also of extremely casual nature. In Alang, SMEFI has succeeded in unionising the nearly 400 workers in the largest shipbreaking yard in the world employing over 70,000 workers into the union Alang Soshiya Ship Recycling & General Workers Association. Our work is appreciated even internationally, particularly in European countries.

The Union insists on preventive and protective steps to safeguard the health of workers. The increasing support from the workers in organising them is our great achievement.

Women workers

Women were historically kept out by employers from the engineering and metal industry as being 'unfit' for such work. Hence so far they have performed the lowest category of jobs, if at all, in housekeeping and sanitary services. With the increasing pressure of globalisation, in specific sub-sectors, employers are recruiting women workers on a large scale, particularly in the electrical and electronics components industry. This has also been the trend in the computer hardware industry, BPO, IT, and other service sectors.

In order to promote and protect the interest of the women workers, our affiliates are instructed to give special attention to their problems. As a result, more and more women have shown awareness and raised issues such as, discrimination against women at work, disparity in wages, promotion and working condition, etc. Meetings are held periodically to empower the women workers to bargain collectively for their demands. SMEFI has taken women representatives in the Executive Committee at the Apex level and several affiliates too have taken similar steps at the enterprise union level to include women in their Executive Bodies. Separate meetings of women workers and Women's Committee form a regular part of the activities of the affiliates.

Precarious work

During the last four years the labour component in the industrial sector has undergone major change due to outsourcing and contracting out, coupled with import liberalisation. Even the vacancies arising due to retirement, resignation, death etc., are not filled with permanent employees and these types of perennial and core jobs are shifted to contractors. Over the years such a trend has increased the unorganised sector, with fragile employment relations in order to keep them away from unionisation. As well as the above, there is a constant decline in the number of permanent workers due to closure of industries and resultant redundancies.

As per the policy of SMEFI the affiliates throughout the country have been constantly attempting to organise the unorganised contract workers, and due to such constant attempts the permanent workers have now come forward to support their fellow contract workers in the same unit to unionise under the SMEFI banner. The change of mindset of permanent workers is a major positive development which helped SMEFI units to increase the membership.

The metal industry in Uttar Pradesh employs more than 1 million workers. The majority of workers employed are contract, casual workers, particularly in the engineering industry. The UP unit of SMEFI conducted a long campaign for proper wages and conditions of service for contract workers. The employers were reluctant to even pay statutory minimum wages,

and after a sustain struggle (organisational and legal) justice was given to contract workers by restoration of their wages as per minimum wages.

As directed by IMF, SMEFI held campaign programmes through meetings, display of posters, demonstrations against 'precarious work' throughout India. SMEFI state units submitted memorandum to Hon. Labour Minister, Hon. State Chief Ministers and other labour authorities, demanding settlement of issues. In Mumbai, a protest demonstration was held against precarious work, demanding absorption of all contract workers, casual and temporary workers and extension of social security measures as well as health and safety measures to precarious workers. The programme was also implemented in states of Haryana, Maharashtra, Karnataka, Andhra Pradesh, Jharkhand, West Bengal, Orissa, Chattisgarh, Uttar Pradesh with massive participation of workers.

The following demands were submitted to various state governments and central government on behalf of SMEFI:

1. Stop contractualisation of jobs which are core and permanent in nature.
2. Absorption of all existing contract, casual or temporary workers as permanent workers.
3. Effective implementation of health and safety measures at work site.
4. Immediate enactment of 'Unorganised Sector Workers Bill' with all amendment suggested by Hind Mazdoor Sabha (HMS).
5. Filling of all vacancies in public sectors.
6. Wage board for workers in engineering industry.
7. Declaration of shipbreaking activity as 'industry' and extension of social security and other benefits as per the existing labour laws.
8. Stop outsourcing of jobs from the main production unit.
9. Implementation of all labour law legislation to all workers.
10. Strict compliance of payment of minimum wages to all the workers.
11. Extension of Provident Fund and ESIC facility to all the workers.

Workers' rights

The long-standing demand and continuing struggle by all workers organisation for universal social security cover has so far remained unaddressed for over a decade by various governments. Despite several drafts of unorganised sector social security bills and a National Commission recommendation on the issue, the social security legislation is still pending. SMEFI has now intensified its struggle for enactment of proper social security legislation.

To halt the ever-increasing incidence of unemployment in the country and to pressure the government to provide jobs to the unemployed, one of the surest strategies over the past one and half decades is to make 'work' a fundamental right of every citizen. With this in mind, a nationwide campaign has been launched and several programmes were organised by the Youth Committee of HMS to prevail and pressurise the government to accept its demand.

To intensify the campaign, a demonstration before Parliament was organised on 1st March 2007. Over 10,000 people, including a large number of SMEFI activists from various parts of country, participated.

The average daily income of unskilled workers Rs. 112/- as specified under the Minimum Wage Act. This is also the wage fixed for engineering industry units employing less than 50 workers. The wage for engineering industries employing more than 50 workers was fixed by the state government in a notification in 2000. The employers, however, got a 'stay order' against this notification from the High Court, resulting in the workers receiving only their previous wages, namely Rs. 2042/ for unskilled workers, Rs. 2,355 for the semi-skilled. After a long struggle and about 10 regional rallies organised by the UP SMEFI the state government put on pressure to get the 'stay order' removed and finally the High Court gave

its judgment in favour of the workers and ordered the employers to pay the fixed wages with arrears.

SMEFI has been conducting an sustained campaign against the central government's reckless policy of setting up of mass-scale SEZs. As a matter of fact, SMEFI was the first to start a campaign against setting up of SEZs on agricultural land immediately after the central government had sent signals of introducing an SEZ bill in parliament. SMEFI played a leading role in organising a joint forum 'Vishesh Arthik Khsetra Kruti Samiti' (VAKKS).

Various action programmes have been conducted demanding the scrapping of the Navi Mumbai Maha Mumbai SEZ and the SEZ Act 2005. This campaign is yielding results and promoters of SEZs and the state government are on the defensive.

INDONESIA

Federasi Serikat Pekerja Metal Indonesia - FSPMI (*Federation of Indonesian Metal Workers' Union*)

Uniting metalworkers

The FSPMI vision is to develop a democratic, free, representative, independent metalworkers' union to strive for welfare and social justice.

- Our mission is to increase the quality of life and livelihood of the Indonesian workers and their families that is reasonable based on humanity, fairness and civilised behaviour. This will involve: increasing solidarity and friendship of workers and their families; increasing work productivity, work requirements, and work conditions; and developing workers' solidarity.
- To achieve our mission, we will: become an active member of the International Metalworkers' Federation (IMF); and be active in labour politics, by making a politics ethic code for the organisation.

During the third FSPMI Congress, we identified five pillars to support FSPMI, as follows:

- *Metal Guard*: A tool for organising mass gatherings and demonstrations on labour issues, national issues and International Solidarity issues.
- *Institution for Legal Aid (LBH) of FSPMI*: Officially noted under the notary and the Jakarta State Court of Justice, this tool has the function of providing advocacy for FSPMI workers (or other workers) in resolving labour conflict cases – civil cases as well as criminal cases.
- *The Perdjoengan newspaper issued by FSPMI*: A tool of the organisation that can be used to help our local struggles, and for propaganda about labour issues at the national level, because until now there have not been any national newspapers informing on labour issues.
- *The Mother Cooperative of the Indonesian Metal Workers (INKOPBUMI)*: This tool will help in our efforts to increase, manage and develop the economic potency present among the workers of FSPMI (Indonesian Labor), as well as to increase the economy of the organisation.
- *Labor Education Centre (Training Centre) owned by FSPMI*: The Centre enables us to continuously prepare new activists, equipped with the knowledge, the loyalty and militancy to struggle for the interests of the members and the nation of Indonesia.

The main issues we are working to address are: reasonable wages; opposition to outsourcing; protection through Collective Labour Agreements in favour of the workers (including strengthening the supervision functions, social security, strengthening the implementation of the basic rights of labour such as work hours, overtime, leave, bonus, severance pay); and protection in the event of job termination.

Collective bargaining

We are working to:

- increase the quality and quantity of Collective Labour Agreements (CLAs);
- promote the implementation of laws on wages that refer to the national reasonable wage system and the sector wage system;

- implement the social security net through a social assurance system for workers, and health care assurances.

There has been an increase in collective bargaining, as follows:

	2005	2006	2007	Aug 2008
Sector: Metal	33	37	42	45
Sector: Electronic Electric	27	34	36	36
Sector: Automotive	38	42	48	55
Total CLA	98	113	126	136
<i>Total Plant Level (PUK)</i>	238	271	336	360

Our strategy to increase the number of CLAs includes:

- Training on CLAs.
- Producing a CLA handbook and distributing it to plant units.
- Having supervision teams at branch and national level to help those whose want to have a CLA.
- Giving every sector 10 'model' CLAs as guidance (to include details of: the necessary requirements for a CLA, health and safety, wages system, welfare system and bonus system, social security system, pension scheme, industrial relations, permanent workers, contract and outsourcing workers).

International solidarity

We have been active in developing communication with other workers' unions at the national as well as the international level.

We have been active and cooperated in conducting education activities with international labour organisations, such as IMF, ACILS, FNV, FES, IF METAL.

FSPMI follows IMF activities and shows solidarity with workers from other countries. For example, union independence in Mexico, Toyota Philippines, solidarity for the President of KCTU when he was in jail, and taking part in the IMF's global action against precarious work.

Organising the unorganised

Organise the unorganised workers within a membership target of 250,000 members and 500 plant level until the year 2011.

Promote discipline of members in paying dues amounting to 1% of the wage.

	Dec-05			Dec-06			Dec-07			Aug-08		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Automotive	19,684	1,831	21,515	23,692	4,582	28,274	25,152	4,675	29,827	29,171	4,812	33,983
Electronic E	19,558	31,197	50,755	19,335	29,434	48,769	22,178	34,952	57,130	21,384	32,443	53,827
Metal	15,178	3,374	18,552	15,726	3,269	18,995	16,989	2,704	19,693	17,184	3,919	21,103
Shipyard	62	-	62	47	-	47	682	30	712	910	33	943
Various Industries									369			369
Precarious work			15,163			15,163			15,151			15,151
Grand Total	54,482	36,402	106,047	58,800	37,285	111,248	65,001	42,361	122,882	68,649	41,207	125,376

Women workers

As stated during the 3rd FSPMI Congress, our work on women's empowerment for the period 2006–2011 includes: building women's representation at all levels, by the formation of a women's directorate and bureau in all the levels of the organisation; conducting socialisation and campaigning on gender and issues of women workers; and to urge women workers to be active in the organisation and involved in decision making, by increasing the role and programme of the women's directorate.

- Our Central Board structure has been changed so that there is better representation of women. In 2001-2006 there were 15 men on the Central Board; now there are a total of 20 representatives – four women and 16 men. We now have women's bureau in two sectors, with total women in charge: Electronics/Electric Sector – 7 women; and Automotive Sector – 8 women.
- Activities to encourage the empowerment of women workers through the bureau include: increasing communication and consolidating the number of women members (consolidation and networking); pro-active involvement during national law reform; organising free talks/discussions with women; visits to branch/plant units with a large proportion of women workers (once a month); writing an article on women workers; and pro-active monitoring of plant level/branch level elections to make sure that sufficient women are involved in the organisation (in accordance with 30% quota).

Precarious work

Our strategy against precarious work, which is not in line in Indonesia labour law, is to coordinate and consolidate with branch officers on outsourcing issues at plant level, and to request meetings with company management to discuss the outsourcing problem and to inform the company that FSPMI has a policy of refusing outsourcing and will strike if needed.

At the branch level, we aim to hold a special meeting with Regent/Mayor in their area, and to inform the Regent, Mayor, Regional Parliament that FSPMI is against precarious work, which is not in line with Indonesian labour law.

- We have been engaged in monitoring, coordinating and supporting an action programme against precarious work, and informing government and management of companies that outsourcing is illegal and against labour law.

Results include: some of the companies have completely removed the system of precarious work (for example, Honda and Hino); at plant level, some refused to insert precarious work in the collective labour agreement (CLA); and letters have been sent to Regents/Mayors (for example, Bekasi Regent, Karawang Regent) to refuse using precarious work (outsourcing).

Workers' rights

On the implementation of ILO Core Labour Standard, we have been pro-actively involved during the consultation phase for making legislation No. 21 (2000) regarding union as implementation of ILO Convention no. 87. We have undertaken pro-active supervision during the making of a collective labour agreement (CLA) on the company (FSPMI member) as implementation of ILO Convention no. 98. We have also been pro-active in discussions and recommendations to government and parliament (DPR) for no discrimination, as stated in ILO Convention no. 111; and we have actively campaigned and socialised about gender and gender auditing, working together with the ILO office Jakarta.

JAPAN

Japan Council of Metalworkers' Unions (IMF-JC)

Uniting metalworkers

IMF-JC was established in the form of Japan Council of IMF in 1964 by four industrial federations and two company-based workers' unions, in order to strengthen and to promote unification of the unions in the metal industry in Japan and to be a contact point to the IMF. Today, IMF has five industrial federations, representing workers in the metal industry in Japan.

IMF-JC effectively promotes and coordinates collective bargaining, organising, education and international activities with firm standpoints of 'private sector', 'manufacturing' and 'metal industry'.

Transnational companies

To ensure observance of the international labour standards, we continuously made efforts to conclude International Framework Agreements (IFAs) with the Japanese multinational companies. However, no conclusion has been achieved so far because of strong refusal of the companies.

The lesson is that the Japanese multinationals were not ready for IFAs. In 2006, as a step towards IFAs, we started to conduct seminars two or three times a year as a new approach focusing on the importance of observing international labour standards at overseas operations of Japanese multinational companies. Not only representatives from company-based workers' unions but also managements of respective companies have attended the seminars. We are trying to raise awareness among the seminar participants regarding the importance of observing international labour standards. Also, we conduct information sharing and discussions on case studies of industrial conflict and international activities of workers' unions. We also provide educational materials along with the seminars. In addition to the above activities of the IMF-JC, our affiliated industrial federations also conduct similar seminars and preventative approaches to industrial conflict at overseas operations of Japanese multinational companies to maintain international labour standards.

As an educational activity for our members, we run an International Labour Education Programme. We form a delegation and send them to foreign countries to meet the IMF affiliates there to promote awareness of international labour standards, to share experience of international activities and especially to promote direct communications with workers' unions overseas. We sent a delegation to Malaysia and Thailand in 2008 and the meetings with them were fruitful and meaningful. We would like to express our thanks to the IMF affiliates in these countries.

Collective bargaining

IMF-JC and our affiliated industrial federations support our affiliated company-based unions regarding collective bargaining. Company-based unions are directly responsible for collective bargaining with respective companies. We concentrate on collective bargaining in spring time to promote its effectiveness or synergy effects. We call this 'Struggle for comprehensive improvement of living in spring time: SHUNKI SEIKATSU TOSO', also known as 'SHUNTO'. We negotiate wages, bonuses, minimum standard wages, working hours and

other items in company-based collective agreements in general. Among them, IMF-JC and our affiliated industrial federations and workers' unions share a common philosophy and strategies for the struggle and synchronise the negotiation period, in order to ensure synergetic effects. We call this 'IMF-JC Joint-Struggle: JC KYOTO'. These coordinated efforts have a huge influence on wage negotiations in other sectors.

We usually start discussions on the basic policy of our demands for the JC KYOTO in September and finalise our policy in December. Based on the policy on demands, our affiliated industrial federations and company-based workers' unions set up their industrial policies. Then they launch negotiations by presenting the demands to the management in the middle of February. At a certain date in March, after a series of collective bargaining meetings, unions in major companies in JC KYOTO receive final responses from the managements. The result of JC KYOTO has been regarded as a benchmark for other sectors since the 1960s, so it is important that we achieve satisfactory results in order to extend positive effects to the rest of the affiliates of IMF-JC, as well as to workers in other sectors.

In addition to our efforts for collective bargaining, we also actively participate in the decision-making process for the Statutory Industrial Minimum Wages. This is a minimum regulation on wages appropriate for workers in metal industry, regulating a higher level of wages than the Statutory Regional Minimum Wages as the national standard. About 170 standards of minimum wages are established by industry and by prefecture in the metal sector throughout the country and most of them are 10% to 20% higher than regional standards of minimum wages.

Average Wage Increment in IMF-JC (weighted average) Yen in amount of increment by monthly wage			
<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>
4,747	5,252	5,419	5,529

International solidarity

IMF-JC holds periodic bilateral meetings with IMF affiliates such as IG Metall, Nordic IN and the IMF affiliates in the Republic of Korea to share experience, knowledge, strategies for mutual developments and also to promote international solidarity.

IMF-JC cooperates with IMF affiliates in Asia to hold the 'Asian Metalworkers' Liaison Conference' as a development of the Asian Solidarity Seminar. This is a forum for all the IMF affiliates in Asia to actively participate in IMF activities in Asia and Pacific, and to further develop the labour movement of metalworkers in Asia. Its first meeting was held in Kuala Lumpur in June 2008. We discussed issues of precarious work including activities on the global day of action against precarious work and organising the unorganised.

For the global day of action against precarious work, IMF-JC handed a petition of demands to the government on 7 October and organised a mass rally with JTUC-RENGO (Japanese Trade Union Confederation) and other Japanese Affiliates' Council of GUFs (global union federations) on 9 October 2008.

We take a preventative approach to industrial conflict at the overseas operations of Japanese multinational companies, which should respect Core Labour Standards. In case a conflict occurs we support local workers in their struggle for a better solution through coordinated efforts with our affiliated industrial federations and workers' unions.

Organising the unorganised

One of the most critical issues for us has been organising atypical (precarious) workers. As a result of coordinated efforts, we have seen achievement of organising part-time workers and periodical workers by major company-based unions.

	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>
Membership (official figures)	1,988,538	1,947,042	1,990,632	2,008,651
of whom women	215,921	208,612	218,165	

Women workers

Corresponding actively to the IMF Sub-regional Women's Meeting for East Asia, IMF-JC has set up its women's coordinating meeting. We also share information among IMF-JC affiliates and coordinate international activities including those of IMF. Our affiliates are actively taking part in women's activities of JTUC-RENGO.

Precarious work

In April 2004, by the enforcement of the Amendment of Law on Workers Dispatching (Law for Securing the Proper Operation of Worker Dispatching Undertakings and Improved Working Conditions for Dispatched Workers), firms were permitted to employ agency workers on production lines and regular-based employees have been replaced gradually by atypical workers. Currently, more than 30% of employees in Japan are atypical workers.

Under the circumstances, we conduct the above-mentioned organising activities in an effort to improve working conditions of atypical workers in cooperation with the Center for Non-regular Workers of JTUC-RENGO. Also we demand the government to amend laws and system with regard to atypical workers.

Workers' rights

In Japan, major labour rights, such as the right to organise, bargain and act collectively, are guaranteed. However, some workers' unions are facing unfair labour practices. It is not so easy to organise workers due to interference of management, as is the case in other countries.

One of our policy demands is the creation of quality work and observance of Core Labour Standards all over the world. We demand the government of Japan to establish fundamental conventions of the ILO as the international basic rules by strengthening the ILO. Also we demand immediate ratification of ILO conventions No.105 and No.111 which are not ratified yet.

We adopted a resolution including the following demands at the 47th National Convention of the IMF-JC held on 2 September 2008.

- The government and company management should make the utmost efforts to create quality employment.
- 'Quality employment' means humane, long-term stable employment, or short-term employment when so chosen by the individual, that offers balanced and fair treatment through the principle of equal pay for equal work.

- The eradication of fake contracts, elimination of day-to-day hiring, and strict controls on the double instability of short-term and indirect hiring are essential.
- Young workers' trial employment and the job card system should be utilised to promote full-time work. Plus, expanded support from the government for living wages and housing is necessary.
- Both the quality and quantity of nurseries and after-school programmes should be expanded. Conditions should be arranged so that single parents can work with stability and raise their children with peace of mind.
- Plans for correction and stricter control of the training systems for foreign workers, which have been riddled with problems due to abuse of the systems, and further improvement of the system for workers of Japanese descent are necessary.
- At all workplaces throughout the world, there should be compliance with Core Labour Standards, equality among labour and management, and fair and equal distribution of the fruits of labour.

MALAYSIA

**Electrical Industries Workers' Union
Metal Industry Employees' Union
National Union of Transport Equipment & Allied Ind. Workers**

Uniting metalworkers

The IMF affiliates in Malaysia are: the Electrical Industries Workers' Union, the Metal Industry Employees' Union, and the National Union of Transport Equipment & Allied Ind. Workers.

- In line with the IMF action programme, the three affiliated unions formed the Country Council in 2005. In this formation we take a common strategy to tackle situations and gather support from members in advocating decent work, negotiations and so on.

The three affiliates played an important role by joining hands with the Malaysian Trades Union Congress (MTUC) to oppose the amendments to the existing labour laws, where a nation wide picket was held as a mark of protest.

Despite the protest and voicing of dissatisfaction to the amendments, the government went ahead with the amendments and the law came into force during February 2008.

Another area in our action plan was our continued discussion with in-house unions to merge with National Unions, and this is an on-going effort by us.

However, the nation is promoting seriously the 'Look East Policy' in emulating the Japanese model in industrial developments. The strict adherence to this policy also requires the government to encourage the development of in-house unions in the country. The introduction of in-house unions has led to the break-away from large unions at the encouragement of employers, who then manipulate the in-house unions. There is no uniformity in wage negotiations and this has left many workers at the mercy of employers.

Collective bargaining

The rise in the price of fuel and the global rise in the price of consumer goods dealt a serious blow to the ability of the workers to sustain a decent living, given the minimal wage the workers draw in Malaysia. In a concerted effort, we were consistent in our approach to urge companies to grant some subsidy even though CBAs have been concluded. Employers reciprocated in a luke-warm manner but we managed to convince a few employers, if not all, to grant that subsidy.

Organising the unorganised

Perhaps the most glaring issue we have faced is in respect of organising the workforce to join the union. The Trade Union Act and the Industrial Relations Act, and the provisions therein, are intended to aid the claim for recognition.

However, employers these days are very fond of challenging the decision of the Minister of Human Resources, who has ordered the company to recognise the union, to the High Court.

These proceedings in the High Court are time-consuming and it is a tedious and expensive matter for any union or national union.

Organising workers in the electronic sector is yet another struggle to get the workers organised and the government has been very reluctant to accord recognition. While some progress is being made, it is at a snail's pace. After much pressure from the union it appears that the government may agree to the formation of state-based unions.

IMF-MC too are very strongly behind this struggle and we urge the IMF to extend some solidarity assistance, so that a pro-tem committee formed recently can get underway to face future challenges and be prepared for what the future might hold for the workers in this sector.

With regard to the metal-based companies in the country, we find that the companies are fast replacing workforce by introduction of automation. We are also experiencing a spate of retrenchments recently. Closure/relocation and merger are also reasons that are contributing to the dwindling of the union membership.

In the wake of trade liberalisation, many companies are changing ownership overnight. Often, the new owners do not want to continue the recognition granted by the former. In this situation the workers are not protected by a union, whereas, the union on the other hand losing its membership and needs to start the entire organising process. This organising process will take at least two years to complete.

The three affiliates are constantly organising training courses for the members, including leadership programmes, and also on organising and on grievance handling. Recently, in collaboration with the American Center for International Labor Solidarity (ACILS), Malaysia Council conducted a five-day training course for Organisers, and this training has started to bear fruits.

Women workers

Women's participation in trade union struggles is slowly on the rise. We started by including women in the Union Worksite Committee, and some even make to the level of Executive Council Members. All the three unions have at least two women representatives holding key positions in their respective unions.

Precarious work

Although globalisation did not spare us, it appears to be even worse than the natural disaster that we see happening around the world. Where greed sets in, the employment of precarious work is certainly on the rise, and again this battle with employers is on-going and with employers seeking to justify such type of employment, every trade union is opposed to such type of employment.

From the union's point of view, all three affiliates are at loggerheads with employers, urging and staging protests (pickets) to eliminate precarious work. Companies are asking unions to be patient, as some have promised to slowly phase out precarious work. Often, the surge in production and the sudden demands for products appears to be the reason for the employment of precarious work, but constant checking reveals that the real intention is to employ them long term for obvious reasons.

Workers' rights

At the national level, in the wake of our discussion into C111, the Minister of Human Resources was seen to be directly probing and investigating some reported discrimination at work in respect of some estate workers, and came out strongly condemning such discrimination at work and warned that culprits would be brought to justice.

Another reason why the government should rectify this convention is the influx of foreign labour in the country, both documented and undocumented, which has the staggering figure of two million documented workers and an equal amount of undocumented foreign labour in the country.

The current climate (in respect of the foreign workers' rights under the law) is definitely not favouring them. Every time these workers are suppressed – and most commonly we hear that the wages are not paid duly – and wanting to take action against the employer by turning up at the labour department, the employer cancels the work permit and they become illegal immediately and the immigration authorities move in.

NEPAL

Nepal Factory Labour Congress - NFLC

Uniting metalworkers

We have only one IMF affiliate in Nepal, and we are organising and recruiting new members, focusing on youth and women.

Transnational companies

To date we have not negotiated any International Framework Agreements (IFAs) based on the model of IMF. However, as a strong trade union, we have participated in lots of negotiations with transnational companies that have businesses in Nepal.

Collective bargaining

We have been involved in many struggles, agitations and strikes relating to collective bargaining in those factories in Nepal where there are metal workers. We have successfully negotiated improvements in social securities and benefits such as special allowances, food allowances, education allowance, life insurance. We are also negotiating for minimum wages in central level with government.

International solidarity

We have extended our solidarity to workers from other countries. For example, we sent protest letters to Toyota (Philippines) and campaigned for union independence in Mexico.

Organising the unorganised

	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>
Total number of members	7385	7485	7605	7975
of whom with the IMF	7010	7050	7080	7250
of whom women	250	300	375	520
of whom non-manual (white-collar)	125	135	150	205

We regularly offer different types of organising and trade union education programmes in every part of the country for different groups of workers, focusing on youth and women.

Women workers

Recently, we have formed a women's committee, and we have already decided to secure a post for women in the top leadership of our union – as vice president.

Precarious work

We are working to bring precarious workers within unions, so that we can work together to solve their problems.

Workers' rights

We are concentrating on awareness-raising and education programmes about the ILO Core Labour Standard.

SRI LANKA

Jathika Sewaka Sangamaya Metalworkers' Federation

Uniting metalworkers

In the relevant period, the two affiliates in Sri Lanka – JSSMF and SLNSS – have been working together on many issues. It is the IMF South Asian regional office which encourages us to work together. Initially, we started conducting educational programmes together, but today we take a common stand on privatisation, labour law reforms, precarious employment, day-to-day industrial disputes, and the existing ethnic issues in Sri Lanka. All this is despite having different political affiliations.

Collective bargaining

After a long agitation and work stoppage we (JSSMF) were able to sign a collective agreement with the Indian auto giant Ashok Leyland. Also, we were able to settle amicably a major dispute at United Motors (Mitsubishi Agent in Sri Lanka). We successfully signed a collective agreement at Lanka Asoke Leyland after a long struggle (2006). There was a successful settlement of issues at Mitsubishi Agent (2005). And we successfully settled a major dispute at Lanka Quartz (manufacture of Quartz Powder), an EPZ Company.

International solidarity

In all instances we express our solidarity by statements and in some instances by submitting letters of protest to the relevant embassy.

Organising the unorganised

During the relevant period, 2006–2008, we conducted successful campaigning in organising the unorganised in the EPZ sector. We conducted educational programmes, a living wage campaign, and May Day processions, through which we organised EPZ workers.

	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>
Total number of members			7,000	13,800
With the IMF			250	5,600
Percentage of Women				65%
Non-manual (white-collar)				110

Central & Eastern Europe

BELARUS

Trade Union of Workers of Radio & Electronics Industry, Automobile Machinery, Metalworking Industry and Other Branches of the National Economy - REPAM

Uniting metalworkers

The REPAM was formed in 2004, and is the only IMF affiliate in Belarus.

The REPAM maintains close relations with independent trade unions affiliated with the Belorussian Congress of Democratic Trade Unions (BKDP). At present the REPAM is involved in consultations and negotiations towards joining the BKDP, which should consolidate the efforts of independent unions in their struggle for workers' rights and against the dictatorship of President Lukashenko.

The REPAM has its offices in major industrial centres: Brest, Gomel, Grodno, Vitebsk, Minsk, Mogilev. Because the current Belorussian regime persecutes independent unions there is no possibility for the trade unions to become registered at plants or to engage in collective bargaining with employers. However, the REPAM, along with the union members, has support groups functioning underground at many enterprises.

The REPAM publishes and distributes five small regional newsletters for workers, defends the workers in labour conflicts and in court.

In the reporting period the following activities have been conducted:

- 2772 cases of legal counselling
- 330 writs have been submitted to court
- 89 law suits were won.

As a result of court proceedings, about 50,000 US dollars have been returned to the victims of the employers' abuse of power, the money unjustly taken from the workers' salaries.

During the report period, the REPAM conducted seven social campaigns against the contract system of employment and precarious employment, against withdrawal of allowances for children, disabled and retired workers to pay their public transportation expenses. The union also has been a regular initiator and participant in May Day marches.

The active position that the REPAM takes causes the Belorussian authorities acute displeasure, but promotes unity and solidarity among workers who support an independent trade union movement.

Transnational companies

Due to current political circumstances the REPAM practically does not participate in International Framework Agreement (IFA) negotiations.

Collective bargaining

Belorussian authorities intentionally do not register REPAM local unions and do not permit the trade union to participate in collective bargaining. Twelve unions have been registered –

four territorial and eight industrial. The authorities refused eight times without any grounds to register the Mogilev union. Due to the small membership in the local plant unions and constant pressure from the employer it is extremely difficult to start bargaining and sign a collective bargain.

At present we have only three collective agreements signed and effective.

International solidarity

The REPAM joined the campaigns of solidarity with the Russian trade union at the Ford works; we sent telegrams in support of the Toyota Philippines workers, and in solidarity with the independent trade union in Mexico.

Organising the unorganised

	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>
Total number of members	830	1025	1208	1612
of whom with the IMF				
of whom women	250	360	495	650
of whom non-manual (white-collar)	125	160	187	210

Women workers

A women's network was set up in the REPAM. In 2006 a conference was held for women REPAM members. The women's network holds annual conferences and seminars dedicated to various aspects of the gender policy.

Precarious work

In Belarus' President Lukashenko's decree introduced an overall system of short-term (one year) work contracts. Practically over 90% of the workforce are engaged in precarious employment. The REPAM actively struggles against short-term contracts. Each year we conduct various protest actions, law-making initiatives, and proposals for a General Agreement aimed at opposing the policy of signing short-term work contracts and other forms of precarious employment.

In November 2008 the REPAM held an action to distribute information against precarious employment at the plant gates.

Workers' rights

The REPAM assists the ILO in the monitoring of the violation of the workers' rights in Belarus. Since 2000 the ILO has been handling case no. 2090 'On violation of workers' rights'.

Between 2005 and 2008, the REPAM has regularly been supplying data on the violation of the rights of workers, trade unions and international labour standards.

The REPAM has put forward a legislative initiative to ratify the ILO convention no. 158 on the Termination of Employment.

BOSNIA-HERZEGOVINA

Trade Union of Metalworkers - TUM

Uniting metalworkers

It is very hard to make a unity, but we will try to as best as we can at that area. We have increased the number of members from member companies and new membership in future member companies; we have signed a special agreement according with Collective agreement for our branch; and we have achieved higher wages, better working condition, and education for our members in company level. We are going to try to unite only trade unions from industry and we would like to unite trade union for metalworkers on the level of state.

Our aim is to work together with other industrial trade unions in order to strengthen the unions and implement the activities with a final goal of founding an association of industrial trade unions.

Transnational corporations

We do not have anything special to report about strategies to engage transnational corporations. We just hope that we will work more on collective bargaining with, for example, Arcelor Mittal Steel company, and also to give our best to protect natural environment around the factory.

Solidarity and organising

Year 2008 for us was successful. We had negotiations with Federal Government and we obtained some promises from them. We hope that this government will help to make better conditions for work in our country. We had conflicts in some firms where leadership does not want to respect some parts of our collective agreement, but we cooperate with them now to make things better.

For example, we gave support to Union 'Nezavisnost' from Serbia when they had some problems in their union.

	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>
Total number of members				12,747
of whom with the IMF				12,747
of whom women				2.500
of whom non-manual (white-collar)				We do not have exact number

At Conference held in Sarajevo on 28 and 29 June 2007 we accepted a Declaration which includes a lot of things about women workers and their rights. Participants were agreed about women's places in metal industry, about their work conditions, salaries, and special conditions for women-mothers. Participants also agreed about no discrimination women in metal industry. Unions must ensure proportional number of women in this industry and in unions too.

We had a lot of collective bargaining and as a result of that, we signed several collective agreements with different companies. We will also take some actions on precarious work in October and remind our officials about this issue as much as we can.

A social dimension to economic globalisation

The main social reforms now that we pressure government and parliament for are exchange and additional law of labour, law of strike, law of pension and contribution, privatisation, adopted new law for protection on the work, etc.

Social dialogue has to be implemented as the only democratic mode for all the problems – economic and social progress – especially about some eventual problems and questions which are about workers rights.

In other words, there is no alternative to social dialogue.

BULGARIA

Trade Union - "Metalicy"

Uniting metalworkers

At its Congress in 2006, Metalicy adopted a resolution that it should take positive action to consolidate trade union structures in the Metal sector. In pursuance of this resolution, Metalicy has held several information and consultation meetings with the other metalworkers' trade unions in Bulgaria, with the aim of undertaking common actions and proposals for changes to legislation. As a result, we have signed common documents, and statements regarding the pension–insurance system and social code changes have been submitted to the government and parliament. In addition, Metalicy has sent messages of support and our members have participated in activities to support the protect actions of colleagues.

Transnational companies

Like the agreement concluded between the IMF and ArcelorMittal, Metalicy has concluded such an agreement with the likely purchaser of Kremikovtzi AD ArcelorMittal. This agreement sets out our commitments for future common actions as social partners, if ArcelorMittal acquires the biggest metallurgic plant in Bulgaria.

Collective bargaining

A collective labour agreement has been reached for our Metallurgy branch. We have also established collective labour agreements in all metallurgic plants in Bulgaria, based on the Branch collective labour agreement.

During the collective bargaining process, our main priorities are: increasing metalworkers' incomes; protecting trade union members against dismissals; saving workplaces and social benefits; and improving working conditions and living standards.

Achievements for Metallurgy branch: income increase for 2006 with 15%, for 2007 with 20% and for 2008 with 25%. We have successfully negotiated additional voluntary health insurance, preservation in case of changes in the legislation or collective labour agreements of the additional leave for work in harmful environment, free food for work under specific work conditions, extra payments for professional experience gained, and bonuses for discomfort and risk for work in metallurgy.

International solidarity

Metalicy has shown solidarity by sending letters of support to workers at Denco Hassas Kontrollu Klima Sist. End. Ve Tic.As (Turkey), Siemens SKV (Czech Republic), and Boeing (Kansas, Oregon and Washington State). We have also expressed our willingness to support our Serbian colleagues from GSM Nezavisnost in solving their disputes with UGS Nezavisnost.

Organising the unorganised

	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>
Total number of members	13 000	10 000	7 347	8 000
of whom with the IMF	13 000	10 000	7 347	8 000
of whom women	2 600	1 800	1 176	1 200
of whom non-manual (white-collar)				2 800

The membership decrease is a result of outsourcing, restructuring processes and follow-up dismissals, early and natural retirement, and a sharp cut in personnel in Metallurgy.

Organising activities have included: disseminating brochures with information about us, providing legal guidance to members at work, meeting with employees, offering individual member services such as holidays, excursions, preferential terms for loans and credit cards, and discounts with mobile phone companies.

Organising young people – We have held seminars and training events, organised and held sporting events, involved young trade union members and officers in international training courses, and organising training specifically aimed at finding and training young trade union leaders.

Women workers

We have established committees for women, covering all aspects of the workplace, and we have adopted an action plan for women metalworkers. The aim is for all collective labour agreements to include stipulations on: flexible working time for women; the employer's commitment to pay the kindergarten fees and summer camps for children; lack of discrimination regarding the wages; maintaining women's qualifications and status during and after maternity leave through inviting them to training events and seminars.

Women make up 40% of Metalicy's Coordination council, and 20% of the Executive Council. In the leading bodies of trade union organisations in plants the women's representation is 20%.

Precarious work

Metalicy participates actively in the work of the bodies and institutions that are involved in developing and implementing legislation regarding labour and social-insurance matters. Being a direct participant in the process gives us the opportunity to try to restrict the prevalence of precarious work, by insisting that legislation creates conditions for equal treatment for precarious workers, provides security in the workplace, offers opportunities for personal development and social integration, and delivers equality of opportunity and treatment for all workers. In order to promote flexible employment that guarantees social protection, Metalicy is working to ensure that the term 'flexicurity' not only finds its place in Bulgarian labour legislation, but that 'flexicurity' is put into practice by becoming part of the employers' policies.

During collective bargaining we insist on including criteria for hiring outside firms and maintenance organisations, including terms guaranteeing workers' fundamental social rights.

Metalicy has actively joined in the campaign 'Mobilising globally against precarious work'. From the end of August, Metalicy began holding information meetings at larger metallurgic plants in Bulgaria, and this initiative will continue till the beginning of October. The subject of 'precarious work' was discussed at our Coordination Council meeting in September, and a declaration was adopted and submitted to the Bulgarian government and parliament. To help promote the campaign, we produced and disseminated information leaflet, poster and T-shirts.

Workers' rights

Metalicy introduced annual seminars aimed at promoting the ILO Core Standards in Bulgaria, thanks to the kind support of Friedrich Ebert Stiftung. The inaugural meeting was held in 2005, where we welcomed the participation of the ILO official correspondent for Bulgaria Mrs Plamenka Markova.

CROATIA

Metal Workers' Trade Union of Croatia

Uniting metalworkers

In Croatia there are three metalworkers' trade unions, but only the Metal Workers Trade Union of Croatia (SMH) is affiliated to both the International and European Metalworkers Federations. SMH is the largest trade union with 22,000 members, while the other two trade unions have about 8,000 members of whom 5,000 are in the shipbuilding sector. Organisation, trade union policy and relations towards the government of the other two trade unions are such that any kind of integration is hardly achievable. However, all three trade unions cooperate in collective bargaining processes, which the Labour Act obliges us to do.

With the aim of strengthening and integrating trade unions, at the Congress in 2006 SMH started the initiative to merge with Autonomous Trade Union of Workers in Power Industry, Chemistry and Non-Metal Industry of Croatia (EKN), and the process still continues. The final integration is expected at Congress in 2010.

Transnational companies

In spite of the fact that International Framework Agreements (IFAs) also cover suppliers, SMH cannot monitor that. We add here that in Croatia there is no company in the automobile industry, so SMH has no members in this sector.

Collective bargaining

Negotiations regarding a national collective agreement have been on-going for a few years because the Croatian Employers' Association obstructs the pace, the form and the content of negotiations. The Croatian Employers' Association would only keep provisions and amounts stipulated by law and in that case we do not need a collective agreement.

Because of this, for the last ten years SMH has been concluding collective agreements at the company level. So far, we have concluded 184 collective agreements, of which 112 are active. The difference between the number concluded and the number of active collective agreements is caused by the fact that many companies went bankrupt, some three or four employers have cancelled the collective agreements, some companies have merged, and so on. Collective agreements concluded by SMH apply to 32,358 workers employed in companies where SMH has members. We are now in the process of negotiating another 29 collective agreements in companies that employ 6,312 workers.

The basic problem is that about 95 small enterprises (having up to 50 employees) do not have collective agreements, and some of those companies employ fewer than 20 employees. According to the Labour Act, such companies do not have to conclude collective agreements. (Large companies with more than 250 up to 1,000 employees have collective agreements.)

SMH is constantly active in changing collective agreements for many reasons: trade union pressures, legal changes and EU guidelines. For example, in just one year SMH concluded 20 new collective agreements and 22 were amended with annexes which regulate increases in wages.

We will continue our efforts in concluding a national collective agreement (in order to cover small enterprises) but will also not give up concluding agreements at company level.

International solidarity

- Australian Manufacturing Workers' Union – support to membership and workers in Cochlear Sydney, 23 August 2007.
- Support to Austrian metalworkers' trade unions regarding strike in 'Antwerp' corporation in which workers demanded preservation of their jobs, August 2007.
- Letter of support to the members of OS KOVO trade union in Siemens Prague, 20 August 2008.
- Regarding asbestos – due to the fact that members from companies belong to different trade unions, the national trade union confederation, UATUC, participated in international conference.
- Support to the strike of French trade union CGT, 3 April 2006.
- Support to Greek trade unions regarding pension and health reform, because the regulations proposed stricter conditions for retiring, and so on.

Organising the unorganised

	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>30 June 2008</i>
Total number of members	23,434	21,735	22,025	22,064
of whom women	4,512	4,171	3,909	3,826
Percentage of women	23.8%	23.7%	21.6%	17.34%

Women workers

In 2007 a Women's Section was organised within SMH.

Representation of women in SMH bodies elected at the Congress in 2006, for the period from 2006 and 2010, is the following:

SMH bodies elected for the period 2006–2010	Number of members in the body	Representation of women in the body	Percentage of women
Number of shop stewards in SMH local branches in companies	199	23	11.6%
Main Committee (the highest decision-making body between two congresses)	35	7	20%
Executive Committee	10	0	0
Statutory Committee	7	1	14.3
Auditing Committee	7	2	28.5%

Precarious work

Unfortunately in Croatia about 85% of newly employed workers have fixed-term employment contracts. We have taken the following actions:

- At the level of the UATUC, the campaign 'Stop Undeclared Work' has been underway since 2005 (the year of the fight against undeclared work). Within the campaign agreements are signed with towns and cities on stopping undeclared work.
- In collective agreements, SMH tried to shorten the period of fixed-term employment (according to the Labour Act this period is three years, and SMH reduced it to two years). SMH negotiated at different levels the reduction of fixed-term jobs within the organisational structure of each company. We also managed to include similar provisions on reduction of fixed-term jobs in company level collective agreements, and tried to include these in national level collective agreement, which is one of the obstacles for the conclusion of a national collective agreement with the Croatian Employers' Association.
- SMH reported employers who violate provisions of the Labour Act to the Labour Inspectors, and Labour Inspectors reviewed the overall compliance with the Labour Act. Even when employers reported not to have undeclared workers and other such issues, the Inspectors found workers with fixed-term jobs who were undeclared.
- In June 2008 the Minimum Wage Act was adopted, after long negotiations with the government and employers.
- The new Act on Contributions was also adopted and enters into force as of 1 January 2009. The aim of this Act is to prevent payment of a part of workers' wages in cash.

Workers' rights

- SMH includes ILO Core Labour Standards in our collective agreements. In almost all collective agreements there are provisions regulating the activities of works councils, trade unions and shop stewards, equality of men and women in regards to wages, etc. The data show that wages of men and women are not the same, but this is due to other regulations, such as the regulation on the payment of contributions during maternity leave and sick leave due to illness of a child. But we believe that this problem will be solved with the harmonisation of the Labour Act and other regulations with EU Directives.
- In the case of prohibiting joining trade unions or reduction of trade union rights, SMH directly uses eight ILO Conventions. In Croatia there are no problems related to the compliance with the Convention on Prohibition of Child Labour.

CZECH REPUBLIC

Metalworkers' Federation in the Czech Republic - OS KOVO

Uniting metalworkers

In the Czech Republic there is only one trade union organising metalworkers (blue- and white-collar workers) – OS KOVO.

Transnational companies

There are not many transnational companies with an International Framework Agreement (IFA) operating in the Czech Republic. They are: Volkswagen (Škoda Auto Mladá Boleslav), PSA (TPCA Kolín), ArcelorMittal (plants in Ostrava and Frýdek-Místek), Bosch (Bosch Diesel Jihlava), and Rheinmetall (KS Kolbenschmidt). In all these companies the social dialogue is on a good level and good collective agreements are concluded which cover all the provisions of the IFA agreements. Only in TPCA Kolín there were at the beginning problems of understanding the role of trade unions as employees' representatives.

Collective bargaining

Collective bargaining in the Czech Republic is led mainly on the company level. OS KOVO's strategy sets minimum standards for collective bargaining. These are, on the one hand, short-term containing targets in reducing working time, wage increases and remuneration systems, health and safety, and conditions for trade union activities; and on the other hand, long-term objectives include education and training, support of older workers' employment and balancing work and life. From the internal evaluation of the company collective agreements we can see that the company organisations are aiming to fulfil the targets and the arrangements on wage increases are rising. Positive trends are observed also in arrangements on training, more frequent are also arrangements on improvements to the situation of older employees.

In the context of the public finances reform, a number of laws came into force on 1 January 2008, which resulted in sharp increase of prices and therefore decline in living standards for the population in the Czech Republic. OS KOVO activated its members, with the aim to negotiate wage increases compensating for the negative impacts of this reform. This aim has been reached – negotiated wage increases would cover current high inflation at least. Moreover, we can see in long-term perspective that actual wage increase is higher than negotiated increase in collective agreements, which is proved by official statistics.

A serious problem is negotiating branch/sectoral agreements. Employers are not interested in being associated in employers' structures, and legislation allows that. Even if they are associated, social dialogue and collective bargaining are not priorities for them. In frame of metal industry we can find only three sectoral agreements – in the aerospace industry, which is not large from the employment point of view, foundry industry and electrotechnical industry, the latter example using all legal instruments including mediation and arbitration, which shows the difficulty to conclude this type of agreement.

There have only been a few strike alerts/strikes on the company level in recent years (Škoda Auto, AVX Lanškroun). All of them led to acceptable results for both parties. The most

important fight was at Siemens, against relocation Mobility division plant SKV from Praha (June–September 2008). The employer intending to leave the plant in Praha after finishing orders without any compensation for employees, but was forced to sign agreement ensuring good financial condition for workers until June 2009, in order to sell a well-operating company and in case of failure good satisfaction for fired employees (16- to 24-months wages).

International solidarity

OS KOVO is involved in solidarity campaigns, especially on the European level in the individual company cases, as well as on more general issues.

Organising the unorganised

	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>
Total number of members	131,009	124,733	124,625	124,009
of whom with the IMF	131,009	124,733	124,625	124,009
of whom women	46,201	45,885	44,163	44,025

Organising young members

One of the main problems is the non-existence of apprentice education. Therefore young people come in contact with trade unions for the first time at the age 18–20 years. OS KOVO has a national structure for young members – OS KOVO Youth Commission. The activities of this Commission are focused on developing promotion materials on trade union work, what membership could bring to young people, what are their rights and how to get them. This has resulted in a continuous increase of young OS KOVO members. In 2007 OS KOVO organised 11,781 new members – mainly young members.

Women workers

OS KOVO does not organise any activities specifically for women, but it is represented in the CMKOS Committee for equal opportunities. This committee organises activities or conveys individual federations' representatives participation at different events dealing with equal opportunities issues not only on men–women topic (seminars, conferences) but in broader scope, e.g., work-life balance. OS KOVO education and training is not focused specifically on women, but around one third of participants on training courses are women.

Women representation in OS KOVO structures in 2008:

- 26% of total membership
- 105 company organisations chairwomen out of total 718 chairpersons
- 7 members of OS KOVO Council out of total 83 members
- 5 members of OS KOVO Control Commission out of total 15 members
- 1 member of OS KOVO Collective Bargaining Commission
- 3 members in sectoral agreements negotiating teams.

Precarious work

OS KOVO perceives, very negatively, attempts of the Government (hand-in-hand with employers) to decrease employees' protection in the labour legislation. One aspect of these attempts is the 'flexibilisation' of work by introducing new regimes of work (work on call, work without given timetable, job sharing, etc.), chaining fixed-term contracts, prolonged trial periods, simplifying dismissals. Moreover, hand-in-hand with decreasing workers' protection go attempts to weaken the trade union's role and make workers representation difficult. OS KOVO refused these attempts! If trade union comments and proposal are not taken into account at the tripartite and other bodies, other means are used – demonstrations, warning strikes and, if necessary, also general strike.

The most widespread form of precarious work in the Czech Republic is agency work. Already some years ago OS KOVO started to point out the problems connected with agency work. The Government gives permission to employment agent services without any deliberation (at present time there are more than 2,000 agencies in the Czech Republic) and does not control or penalise law-breaking by these agencies. Employers particularly break their obligation to ensure that the work and wage conditions are not worse compared with the core employees of the company. Wages are partly 'paid' in other forms, with implications for tax evasion as well as social and health insurance evasions. Despite this Government does nothing. OS KOVO mobilised the Confederation to negotiate with respective authorities in this matter: detailed analysis of agency work has been carried out, Ministry of Labour requires more thorough information obligation of agencies, new arrangements have been included into the Labour Inspection Law on agency workers' equal treatment.

OS KOVO also opened dialogue with the association of agencies and cooperation in this sphere could be envisaged. Due to OS KOVO activities, agency work became a topical issue in the media and in public, and therefore also legislation.

OS KOVO tackles precarious work also through collective bargaining and collective agreements. In company agreements we can already find arrangements limiting agency employment by setting fixed percentage of agency workers in the company or excluding some professions from agency employment, specifying information and consultation obligations, etc. Collective agreements also stipulate work timetable so that the employees know when they should actually work and how much in advance the notification about the changes must come. OS KOVO also prepared a leaflet for agency workers on their basic contract entitlements (working time, remuneration, health and safety, etc.). Company trade unions at Škoda Auto, which is the company with highest number of agency workers in the Czech Republic, established an Advisory Centre for Agency Workers. OS KOVO specialists actively cooperate with this centre and provide assistance.

In October 2008, a Conference on precarious work with participation of Memorandum group representatives takes place in frame of the Global action day against precarious employment. OS KOVO Presidium adopted Appeal to Governmental bodies, employers associations and agencies. Agencies are called upon to follow legislation, employers to employ core employees in preference, and Governmental bodies to detailed control.

HUNGARY

Vasas Szakszervezeti Szövetség (Federation of Hungarian Metalworkers' Union - VASAS)

Uniting metalworkers

In spite of the fact that there are some trade unions (three) in the metal sector, the Federation of Hungarian Metalworkers' Union (VASAS) is the only one representing workers at international level in EMF and IMF. The other trade unions do not belong to any sectoral European or world-wide organisations.

Transnational companies

Growing globalisation and decisions of transnational companies on closing down or delocalisation of plants and factories present a constant and continuous challenge for our trade union. In the field falling within the competency of VASAS there are more than 100 companies owned by foreign investors. This means that one third of the trade union's local organisations have to cooperate with foreign stakeholders.

After Hungary joined the European Union (1st May 2004) the involvement of Hungarian representatives in the European Works Councils (EWCs) accelerated. At present, there are 36 works councils with Hungarian representatives and there are six more concerns where negotiations have started with the Special Negotiating Body (SNB) to set up a European Works Council.

According to our experience we think that European Works Councils have significantly contributed to and promoted the opportunities of employees:

- to get information on the exact situation of those concerned
- to voice their opinion before decisions are made
- to improve the protection of interests at local level.

The Hungarian Metalworkers' Union have regularly participated in meetings to help set up SNBs and/or EWCs. Also, we have organised international conferences in order to get information about the activities of EWCs, as well as to provide an opportunity for exchanging experience. As 80% of the Hungarian members of the EWC are members of the Hungarian Metalworkers' Union, articulating the trade union's viewpoint and providing cooperation are guaranteed by our officers. Our federation welcomes and considers all efforts of IMF important that are made in the interest of international framework agreements (Bosch, VW, Leoni, Daimler, etc.). The initiation and preparation of the possible composition of the agreements are preceded by a reconciliation on the part of the trade unions. Depending on our possibilities we took part in the preparatory meetings.

We think it vital for the employees to know the exact contents of the agreements already signed and for the management (employer) to operate in accordance with the agreement. Furthermore, the observance of the agreement should be monitored by the employees' representatives.

Collective bargaining/collective agreements (CAs)

Generally speaking, CAs are concluded at three levels in Hungary:

Macro-level: *Three-party agreements* which are concluded on minimum wages and also include a recommendation on the increase of wages concerning the whole of the nation's economy. The agreement is proclaimed in the form of an order by the Minister of Labour.

Medium-level: *Two-party agreements.* Sectoral trade unions can conclude agreements with the employers' organisations operating in a given sector.

Local level (At the workplace): *Two-party agreements.* This sort of agreement has its own traditions in Hungary.

The types of workplace CAs:

- collective contracts
- yearly wage agreements.

From the point of view of collective wage negotiations it is important for the partners operating at macro (national) level to agree on a wage offer for the upcoming year.

Consequently, the lower levels tend to keep to that offer. However, the results of further agreements are basically affected by the profitable (and profit-oriented) operation of companies and industries.

Hungarian trade unions – with VASAS playing a leading role – achieved a significant result by signing an agreement with the employers and the government on minimum wages.

According to this agreement the guaranteed minimum wages in Hungary from the 1st of January 2008 are as follows:

- minimum wage: 69.000 HUF (€270)
- guaranteed wage for jobs where intermediate qualification needed in case of 0- to 2-year routine: 82.800 HUF (€325)
- above 2 years of routine: 86.300 HUF (€338).

In the area of VASAS we don't see the possibility to conclude agreements at sectoral level, so we concentrate on bargaining at local level (at the workplace). We assist the negotiation process by providing experts, information and technical facilities. Our goal is to achieve an increase of real wages in the sector which surpasses those at national level, because the productivity of the sectors represented by us is greater than that of industry in general. Our expectation in connection with this is that companies should appropriate as large a proportion as possible (but at least 50%) of the profit deriving from the increase of productivity on increase of wages. The majority of companies expect us and pay attention to our wage offers. For instance, the offered increase of wages at national level in 2008 was 5–7%. In the sector represented by VASAS this increase was higher, around 6%, and more than 55,000 employees were covered by the wage agreements signed in the first half of the year.

International solidarity

The Federation of Hungarian Metalworkers' Trade Union (VASAS) plays an active role in the field of international solidarity.

We participate – together with other countries such as Austria, Germany (IG Metall Bavaria), Slovenia, Slovakia, the Czech Republic – in the Inter-regional Collective Bargaining Policy Network. This network is not only for exchanging information on collective bargaining, but also a means to support and strengthen each other's activities and actions through solidarity.

Keeping this principle in mind, we took part in several demonstrations as well as supported our brothers and sisters fighting for their rightful demands (e.g. IG Metall Bavaria, SKEI, OS KOVO, OZ KOVO). Following the appeals of IMF, we organised a demonstration at the Embassy of Australia, sent letters to the management of international companies (Electrolux, Siemens) and gave support to our brother organisations (Dutch, Spanish, Mexico, etc.)

Organising the unorganised

We have been conducting our recruiting activities in accordance with the deliberations of our Presidium. We have leafleted our members and approached our members directly. We also studied maps, to identify the potential for establishing new local workplaces. We have prepared a publication that describes all the values and good reasons for being a union member, and specified all kinds of services our union is capable of offering. Direct letters were sent out to every single fresh graduate member at apprentices schools, introducing them to the possibilities of maintaining union membership. Brand new methods are also applied for recruiting. All festive occasions (awards ceremonies, celebration programs, etc.) are used for recruiting. We also paid special attention to this sort of activity at our multilevel training projects and sessions.

In spite of all our efforts the tendency of decrease in the number of trade union members still continues. The fall in the number of members from 31,000 to 27,500 can be primarily explained by the changes in the structures of companies (restructuring, cut-backs etc.)

A slight result of our organising efforts is that during the last five years we have been able to establish 34 new local branches. Twenty per cent of these belong to the communication-information technologies branches, where nearly half of the new members are females.

Number of trade union members between 2005 and 2008:

	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>
Total number of members	30,186	29,800	28,856	27,472
of whom with the IMF	30,186	29,800	28,856	27,472
of whom women	12,600	13,708	13,273	14,776
of whom non-manual (white-collar)	3,960	3,520	3,110	2,980

Women workers

Ratio of women in VASAS representative bodies:

- Presidium: 17%
- Confederational Council: 26.4%
- Shop stewards: 39%
- Union secretaries: 32%

The Women's Committee of our Confederation has always been acting for interest protection and representation as an independent stratum. It deliberates its own activity in accordance with its own specific order of business and activity program.

It could be regarded as a matter of high importance that our Confederation, among the many branch organisations, was first take the political decision of incorporating equality of sexes into its overall union activities. This political decision has been followed by the development of an Equal Opportunity Programme.

Fulfilment of this programme is a long-term challenge because it requires a change of attitude among both employers and workplace locals. Nevertheless, it is important for the employees to recognise their disadvantageous situation and possible discrimination against them in the world of labour. In order to facilitate this, our Women's Committee has been paying great attention to the training and education of our women activists and officials.

Precarious work

The Federation of Hungarian Metalworkers' Union consistently fights against the growing tendency of precarious work. Some of our local unions (at company level) were successful in limiting the rate of precarious workers to 5%, as is the case at Audi. To deviate from this rate can be done only with the agreement of the trade union. Companies in the competence areas of VASAS employ only a few per cent of hired (precarious) workers, mainly during production peaks and to ensure flexibility. However, in the case of certain multinational companies the rate of precarious workers reaches 50%.

Experiencing that this form of employment causes a growing stress at the workplaces, in 2006 we carried out (at the initiative of the Sectoral Dialogue Committee for ICT and Machine Industry) a research project together with experts from the University of Pécs. As a result of the research we made definite proposals to improve the situation of hired (precarious) workers.

Following this, through national trade union confederations we were successful in achieving the amendment of the Labour Code. According to this, a hired employee (employee with a fixed-term work contract) after six months of employment is entitled to the same wages and salaries as an employee with a permanent work contract. Depending on the employer's decision, hired employees can be entitled to other social benefits guaranteed in the collective agreement.

Within the framework of the Inter-regional Collective Bargaining Policy Network we organised and participated in several conferences where the main topic of discussion was the proportion and dangers of precarious work.

On the IMF World Action Day we organised a demonstration against precarious work and for decent work and wages.

MACEDONIA, REPUBLIC OF (FYROM)

Trade Union of Industry, Energy and Mining of Macedonia - SIER

Uniting metalworkers

SIER has paid high attention to further building of the structures in this period. Our priority was to re-organise existing members, before the liquidation of their companies. Since the companies were sold and restarted, SIER had to re-organise again. This meant that we got three new organisations in the mines of lead and zinc, and we are working on one new organisation in foundry. We also gained members from the chemical industry. Unfortunately, in spite of all those activities, the total number of members has not increased because the process of decrease of number of employees (and by that of members) is constant.

SIER's biggest problem is the lack of professional staff that will be able to pursue the programme goals and implement decisions brought by the bodies. Therefore, one step forward is the establishing of own regional network. (So far SIER and all other branch unions are relying on confederation's regional network.) At the time of writing, two regional offices have been opened, although the regional representatives are on a voluntary basis. We expect to grow to seven regional offices and to increase the number of professional staff gradually.

Collective bargaining

In the period 2005–2008 SIER worked constantly on collective bargaining. Because of changes in national legislation in 2006, since February 2006 all existing collective agreements were annulled and had to be renegotiated. SIER prepared for broad campaign, which was successful in collective bargaining at the employer level, but unsuccessful on level of sector/branch.

The main issue is that employers in Macedonia are too reluctant to organise. There is no employers' association for the employers in the metal sector (or in any other sector) registered yet. SIER has no partner for negotiations. We have twice initiated activities for urging the employers to organise, but there is still little interest and there is no action in that direction. Therefore, although the Law on Labour Relations prescribes negotiations and collective agreements on three levels – national general (for private and public sector), branch, and local – there are no conditions to come to branch collective agreement. The government is not creating any policy for encouraging the social dialogue and it is generally very weak in the country.

When it became obvious that it would take time to develop a branch collective agreement, SIER started to campaign for negotiation of collective agreements at the employer level, which is legal and legitimate action. The process of negotiations has been successful. Although the collective agreements are not signed in all companies where SIER is organised, the process of negotiations is opened, and the results achieved so far are encouraging. Namely, more than 50% of our members are covered by collective agreements at the moment, and the process is on-going. The stipulations negotiated and signed so far are satisfactory – we usually come to much better solutions than guaranteed by the law, particularly regarding the vacations, notice procedures, redundancy criteria, the level of wages and all payments over the base wage, etc.

SIER has held a Central Committee meeting for the global day of action against precarious work, which was opened for to the public and the media. The national confederation called for demonstrations against the most recent changes, and SIER participated in all activities with all other branch unions.

International solidarity

SIER had active bilateral and multilateral cooperation in the region and under the GUFs we are members of. We have been following the activities of all brother organisations and given our support in letters of solidarity and support wherever necessary.

SIER was particularly interested in participating in both IMF-organised conferences on Arcelor-Mittal, and we contributed as much as we could to their success.

One planned activity that had to be postponed (due to current problems in both organisations) is joint seminar for members of the women's sections of SIER and SPMK - Metalworkers' Union of Kosovo. We shall put maximum effort into finishing it in near future.

Organising the unorganised

SIER has paid most attention to education and training. The turnover of shop-stewards is still high, and there is constant need of basic education for new union representatives. Besides, the labour legislation changes often too, hence there is need to follow up the changes and explain them to the members.

In this period SIER had 5–6 seminars a year, mostly on issues such as: collective bargaining techniques; changes in labour legislation; content of the collective agreement, etc. Some of the seminars are held for participants from three industrial unions (including SIER) and some are just for SIER union representatives.

At the moment SIER is seriously involved in two important projects:

- organising new members and education of potential regional representatives;
- health and safety education for the 104 SIER health and safety shop-stewards.

The first project is expected to contribute to faster and more successful changes in the organisational structure and establishment of a regional network. The second project is connected to implementation of new legislation on health and safety, which stipulates workers' representatives on health and safety, with high responsibilities. The IMF project on health and safety for our region will contribute additionally for better success of our own project.

The web-page of SIER was started this year, although at the beginning only in the local (Macedonian) language. It is expected to make it at least Macedonian/English in near future.

Women workers

In this period SIER was working to facilitate higher involvement of women in union activities and better representation in union structures. Our women's section was established officially in February 2006. Unfortunately, representation in the bodies is not satisfactory, mainly because the number of women shop-stewards is very low.

However, the awareness of women workers is raising and the interest has already been stimulated. With some changes in the statute on the next congress the issue of representation in the bodies can be overcome too.

Regarding the work with the young workers, the problem is more serious, since the number of young workers is very low. The average age of workers in the industry is increasing and the interest in schools for industrial workers is dramatically dropping. Yet, there is no social and general awareness of the seriousness of this problem and how it will affect all manufacturing industries in the future.

Precarious work

The law has recently been changed again, and all changes increase the possibilities of precarious work. Therefore, the position of the unions is somewhat entrenched, but their social responsibility is even higher and the struggle goes on.

There were no redundancies in this period, but in the natural process of retirement the workers are usually not replaced, or they are replaced with contracted temporary workers.

It is good to emphasise that SIER recently organised our first 20 workers who are engaged through Agency for temporary employment. We expect this process to continue and to rise.

RUSSIA

Miners' & Metallurgical Workers' Union of Russia - MMWU

Uniting metalworkers

The seven all-Russian trade unions are affiliated to the International Metalworkers Federation: Automobile and Farm Machinery Workers' Union (AFW), Miners & Metallurgical Workers' Union of Russia (MMWU), Engineering Workers' Union of Russia (EWU), Shipbuilding Workers' Union of Russia (SWU), Russian Radio-Electronics Industry Workers' Union (REIWU), All-Russian Defence Industry Workers' Union (ARDIWU), and the Russian Aircraft Industry Workers' Trade Union 'Profavia'.

Empowerment of the right to share in production management, and protection of individual and collective social, labour, professional, economic and other rights and interests of trade union members are exercised and coordinated through the offices of the Federation of Independent Trade Unions of Russia, the Association of All-Russian Trade Unions and also the Coordination Council of the IMF Affiliates in Russia.

The issue of building strong metalworkers' organisations in Russia has been discussed at the unions' congresses.

Transnational companies

The International Framework Agreement (IFA) of the transnational Indesit Company covers just one company plant in Russia, the Lipetsk-based JSC Indesit International.

The MMWU deals with transnational corporations via social partnership bodies such as social councils that are formed of employer (managing company) representatives and workers (enterprise workforce) representatives on principles of parity. These bodies are designed to balance the social and economic interests of the two sides, promote production efficiency and company competitiveness, and improve the well-being and social protection of workers.

As of 1 September 2008 such bodies were active in six of the largest companies.

Collective bargaining

The Industrial Tariff Agreement signed in 2006 covers 98.7% of the workforce employed in the Russian mining and metallurgical industries for the period 2006–2008.

The agreement guarantees that workers who have spent the required share of the monthly working time and performed their duties under normal working conditions will have a minimal wage that will be at least equal in 2006–2008 to 1.2 times subsistence wages for able-bodied people in their constituent entity of the Russian Federation. During the term of the agreement the ratio of the average wages of blue-collar workers to the subsistence level should never fall below four. For the entire industry that ratio is supposed to be about five at the end of 2008 and about six for skilled labour. The permanent part of the average wage must total 60%.

The union gives special attention to organising and holding annual collective bargaining campaigns. Collective agreements cover 98.8% of the total workforce at plants where the union is present.

Recently, collective bargaining proceeds in an increasingly tense fashion; strong discussions with employers are commonplace.

Organising the unorganised

	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>
Total number of members	1,138,465	1,108,345	1,088,787	1,049,234
Including working MMWU members (miners & metallurgical workers)	827,400	793,234	767,619	730,165
of whom with the IMF	7	?	?	?
of whom non-manual (white-collar)	?	?	?	?
of whom students	42,537	40,800	38,485	34,265
of whom non-working pensioners and unemployed persons	268,528	274,311	282,683	284,804
of whom women	452,045	430,819	443,198	439,929
women rate (%)	39.7	38.9	40.7	41.9

As of January 1 of each year.

Women workers

The Central Council of MMWU was guided in its 2004–2007 activities by the MMWU Action Programme under which promotion of gender equality called for improvement of activities at the industrial, regional and local levels aimed at stepping up for social guarantees for workers who have families, by including special provisions in industrial and regional agreements and collective agreements.

The Central Council's commission on women's work and social protection held six visiting meetings during 2004–2007 in an effort to promote gender equality at the sector, regional and organisation levels, attract the attention of trade union bodies and employers to the need to improve the working and living conditions of women workers, solve their problems, and implement the equal rights and opportunities of men and women.

The CC commission's meetings analysed collective agreements as far as social guarantees for women and persons with family obligations, improvement of their working, living and rest conditions, protection of the family, motherhood and childhood are concerned, and discussed preparation for MMWU reporting and election campaigns and numerous other aspects of union activities.

At the invitation of the Austrian Metal, Textile and Food Workers' Union in May 2006, a delegation representing women's councils at local unions of various large works visited Austria as part of a programme of cooperation between the two unions. The delegation attended a workshop on women's work and social protection, and saw for themselves the activities of the Austrian union in work among women workers and for improvement of their working conditions and environment.

At the time of writing, gender inequality commissions have been set up and are operating in over 70 plants of the industry. They concentrate, at present, on improving the working conditions for women, protecting their health and involving women in the plant's social life.

Meetings with local trade union activists have been held for rendering practical assistance in the daily proceedings of women's commissions, developing agreed positions on advocacy for women's legal rights and interests. These meetings have resulted in increasing the number of participants from among the leaders of women's organisations and councils attached to local trade unions. On the other hand, the Central Council admits that such meetings have revealed that gender inequality commissions at the plant level are not effective enough. More could be done to instil equality of sexes, while union members are not fully aware of the need for doing so, and stereotyped thinking of traditional roles to be played by women and men still prevail at plants and in society at large. Workers must wake up to the need to promote equality of sexes and go beyond understanding this activity as only protecting the interests of women.

According to union statistics as of 1 January 2008, nearly 29,000 women have been elected to protect the interests of all workers in the industry as well as women. Seeing decline in jobs in the industry and continuing restructuring in the mining and metallurgical industry, the total union membership is decreasing but the table below shows that the number of women in elected union positions has increased on 2005. The actual percentage of men and women in trade union leadership positions suggests that there is a misbalance between them. While women make up over 56% of workshop union leaders their representation drops to 46% among chairpersons of local union organisations.

	<i>Total number of MMWU members 2008/2005</i>	<i>of whom women</i>	<i>women rate (%) 2008/2005</i>
MMWU elected offices			
Trade union group organisers (leaders)	22,042/19,957	8,975/9,252	40.7/46.4
Shop stewards' committee chairpersons	5,301/4,284	3,006/2,480	56.7/57.9
Chairpersons of primary (local) trade union organisations	647/550	256/254	39.6/46.2
Chairpersons of MMWU territorial (regional) organisations	30/28	1/2	3.3/7.1
MMWU Central Council members	85/77	10/10	11/8/13.0
MMWU Audit Commission members	9/9	5/5	55.6/55.6
Members of audit commissions in primary (local) trade union organisations	1,627/1,403	1,275/1,111	78.4/79.2
CC Executive Committee members	15/13	2/2	13.3/15.4
MMWU leaders (President and Vice-Presidents)	3/1	1/1	33.3/33.3
Members of trade union committees (without chairpersons)	5,289/4,834	2,224/2,441	42.0/50.5
Members of all commissions of trade union committees	7,398/6,252	3,704/3,226	50.1/51.2
Members of shop stewards' committees	22,027/19,950	10,557/9,824	47.9/49.2

Precarious work

As the restructuring process of Russian mining and smelting enterprises is gaining momentum, outsourcing and agency labour are used increasingly extensively.

The tripartite labour relations arising from the use of agency labour is excluded from Russian legislation, attacks the workers' rights to work under decent conditions and on a permanent basis, and is not compatible with labour code standards.

In this light the MMWU priority is to counteract legalisation of agency labour.

The 9th MMWU Plenary Session called on union organisations to use all legal forms of protest to prevent the passage of a law legalising agency labour and worked out a strategy of resisting agency labour and the entailed reduction of wages, social benefits and guarantees in using outsourcing.

The 6th MMWU Congress passed a resolution on agency labour that calls on all the MMWU local organisations to act in a resolute and principled way in countering legalisation of agency labour in Russia.

Workers' rights

The MMWU held its 5th and 6th Congresses in February 2004 and January 2008 respectively and passed resolutions on reforming the mandatory social insurance system, wages, employment, and agency labour, which the MMWU followed up by practical activities aimed at adjusting Russia's labour and pension legislation to international standards.

In the spring of 2007 the MMWU joined in an all-Russian trade union action taken to press for aligning pension legislation with international standards. In that action trade unions demanded that, as of 1 December 2008, minimum wages and pensions be set at a level at least equal to the subsistence level and ratification of the ILO Social Security (Minimum Standards) Convention No. 102, which requires that workers be paid at least 40% of their wage if they cannot work through no fault of their own. The Federation of Independent Trade Unions of Russia (FNPR), of which the MMWU is a member organisation, called on the Chairman of Government of the Russian Federation to increase the level of pensions and start the process of ratifying the ILO Convention No.102. As a consequence of that action the state Duma called on the government to submit the Convention for ratification.

During the reporting period, the MMWU has repeatedly sent its remarks to the Russian Trilateral Commission for Regulating Social and Labour Relations on the observance in Russian employment legislation of the provisions of the ILO Employment Promotion and Protection against Unemployment Convention No. 168 in adjusting the amount of unemployment allowance. Concerted efforts of Russian trade unions have succeeded in increasing the allowance by 7.8%.

The reforming of the Labour Code of the Russian Federation in line with international legal acts is underway. The MMWU contributes to this process by submitting proposals aimed at amending the Code in particular in line with the ILO Termination of Employment Convention No. 158 and Protection of Wages Convention No. 95.

Engineering Workers' Union of Russia - EWU

Uniting metalworkers

In an effort to improve our position in relations with the authorities and employers, the Engineering Workers' Union of Russia (EWU) joins efforts with the Automobile & Farm Machinery Workers' Union of Russia and the All-Russian Committee of the Electrotechnical Industry Workers' Union 'Electroprofsoyuz' in the framework of a recently set up Association of Machine Building Industry Workers' Unions, and we coordinate our activities with other industrial trade unions in the framework of bilateral contacts and the Federation of Independent Trade Unions of Russia, of which our union is a member organisation.

Transnational companies

Numerous joint stock companies, where the EWU organisations are active, are incorporated in various corporations, companies, holdings, financial-and-industrial groups, etc. that have factories inside Russia and abroad, in particular in CIS member nations.

For this reason, in protecting the interests of working people the EWU uses the tripartite system of social partnership based on sectoral and regional industrial agreements and collective agreements, and in drafting these agreements we abide by provisions of the General Agreement that the Federation of Independent Trade Unions of Russia has signed with the Government of the Russian Federation and the Russian Association of Employers and similar agreements at the level of the constituents of the Russian Federation.

At present, the possibility is under discussion of signing an agreement with the Transport Machinery Holding that incorporates factories manufacturing railroad equipment. An agreement of this kind was signed in 2003–05 with the 'Power Machinery' Corporation, which has since ceased to exist when its assets were liquidated. In signing that agreement the EWU used experience accumulated in the trade union movement such as experience gained in signing International Framework Agreements (IFAs).

Collective bargaining

In the framework of a social dialogue regulated by the Labor Code of the Russian Federation, the Trade Union Law of the Russian Federation and other documents, the EWU and its territorial and local organisations negotiate and sign the following kinds of agreements:

- sectoral collective agreement (2) both for the national machine-building complex and for Federal Technical Regulation Service system's organisations
- regional sectoral collective agreements (unfortunately, not in all the constituents of the Russian Federation)
- collective agreements at the plant or agency level.

More than 93% of the EWU membership is covered by these agreements.

The EWU also shares in drafting and adopting General Agreement (at a nationwide level) and territorial agreements (at constituents of the Russian Federation level).

The EWU, jointly with parties to the agreements, regularly consider:

- implementation of collective agreements (twice a year)
- implementation of agreements at least once or twice a year (and more frequently with respect to specific sections and provisions if the socio-economic situation in the country and in the industry warrants this).

In recent years (2006–2008), wages increased at a rate in excess of 20%; at present the average wage exceeds \$542 per month, which is certainly inadequate. Employers have already paid back practically in full the wage arrears of previous years.

International solidarity

The Engineering Workers' Union of Russia has stated in its basic documents such as the EWU Rules and the EWU Action Programme, that one of the main areas of our activity is to express solidarity with unions that are member organisations of national and international associations to which the EWU is affiliated, as well as with unions and workers that are illegally persecuted by governmental authorities and employers. In particular, we have expressed solidarity with and support of trade unions in Belarus, Georgia, Ukraine, South Korea and others.

Organising the unorganised

	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>
Total number of members	365,500	333,700	309,500	289,900
of whom with the IMF	-	15,900	18,900	21,969
of whom women	161,900	142,600	136,600	123,800
of whom non-manual (white-collar)	115,700	91,400	110,500	104,400

The reduction in union membership results, above all, from enterprises restructuring and cutting their workforce, as well as from withdrawing non-manual employees and middle and first-line managers from trade union membership, including under the pressure brought to bear on them by employers.

The EWU and its bodies do their best to motivate non-union workers, in particular, young workers under 30 years, to join the union and to involve them in trade union activities.

A total of 10,520 young working people joined the union in 2006 and 14,714 joined in 2007.

As of 1 January 2008, young workers accounted for 27.2% of the EWU working membership and over 25,000 students of technical schools and colleges are registered in the union ranks.

Trade union motivation activity is underway also in enterprises with the participation of foreign capital. In particular, trade union organisations have been set up at the AEK enterprise in Karelia, the Betsema company in Moscow region, at the RUS branch of the SMITHEIENMANI in Leningrad region, as well as at the Ford plant in Leningrad region that seceded from the Engineering Workers' Union of Russia in 2006.

Women workers

Women are fairly widely represented in the union. They accounted for 43.3% of the active union membership as of 1 January 2008. The women workers are considerably engaged in various trade union structures: in trade union groups, shop floor committees, audit commissions, trade union commissions (from 50% to 82%), among local union leaders (over 40%), among leaders of territorial trade union organisations (over 26%), and among the EWU Central Committee members (25%).

Precarious work

Precarious work at mechanical-engineering enterprises has only started to spread. Above all, it takes place at certain legal entities that have been set up after reorganisation of enterprises engaged in repair and construction, catering, transport, area cleaning and other activities. Where the union has maintained its membership and its organisations, collective agreements are signed and workers are covered by earlier agreements, the union provides their legal protection and supervises over health and safety regulations. In its pure form precarious work (temporary agency work) exists at particular enterprises but tends to expand.

Workers' rights

The EWU is affiliated to the Federation of Independent Trade Unions of Russia and in the framework of joint activities works with the Government of the Russian Federation; and uses other methods of trade union struggle for ratification by Russia of ILO Conventions such as C-97; 102; 117; 131; 132; 135; 144; 154; 168; 173; 183; etc and promotion of ILO Core Labour Standards, primarily in Russian labour legislation (when adopting and amending the Russian Labor Code), as well as using certain provisions of Conventions not ratified in collective agreements. On the other hand, in recent years the Government of the Russian Federation has been extremely unwilling to ratify ILO Conventions and lags behind even CIS member nations in this context.

All Russian Defence Industry Workers' Union - ARDIWU

Uniting metalworkers

The All-Russian Defence Industry Workers' Union is working to reinforce its negotiating position in dealing with state agencies and employers. To do this, we join with the Russian Aircraft Industry Workers' Trade Union and the Russian Radio-Electronics Industry Workers' Union in the framework of the Association of Russian Trade Unions of the Defence Sectors of Industry (ARTUDSI), and we also coordinate our activities with other industrial trade unions in the framework of bilateral contacts such as the Federation of Independent Trade Unions of Russia (FNPR) and the General Confederation of Trade Unions (GCTU) of which the latter is a member. Furthermore, we maintain continuous contact with the Trade Union of Defence Industry Workers of Ukraine and the Belorussian Trade Union of Industrial Workers in the framework of the International Association of Defence Industry Workers' Trade Unions (IADIWTU).

We have succeeded in assuring higher wage rates, reducing the gap in wages between workers in the defence sectors of industry and in Russia's national economy, reducing the number of loss-making enterprises and writing off liabilities attributable to state management agencies of numerous enterprises.

These successes have become possible thanks to the setting up of the Military-Industrial Commission (VPK) under the Government of the Russian Federation and the Governmental Commission for prevention of bankruptcy of strategic enterprises and organisations, as well as organisations of military-industrial complex. The Commission and its two working groups include three representatives of central committees of trade unions of the defence sectors of industry (nominated on behalf of the ARTUDSI), two of which represent our union.

On the other hand, average wages in most of our enterprises are still lagging behind those across the Russian Federation, amounting to \$454 in sector 1 and to \$662 in sector 2.

The number of people employed in the industry continues to recede. Over six years it reduced by 36.4% in industries where the union is active.

The financial, economic and social situation of these enterprises is adversely affected by a shortage of personnel, delays in financing government orders, worn out equipment, and the continuing rises of raw material and electric and heating power prices. In numerous enterprises in our industries, arrears of wages range from three to seven months.

The latest restructuring of the defence industrial management – the 13th such exercise in over 15 years – also affects the situation defence industry enterprises find themselves in.

Transnational companies

As our industries are being restructured, production-integrated structures such as corporations and concerns are being set up, some of which are inter-industrial.

There are no transnational corporations in our industries.

Collective bargaining

The union tries to make use of the social partnership system whereby inter-industrial and regional industrial agreements and collective agreements are signed. In drafting the agreements the union tries to promote provisions of the General Agreement that the FNPR has signed with the Russian Government and the Russian Association of Employers.

Following up on the expiry in December 2008 of the Federal Inter-Industrial Agreement on the Industry of Conventional Armaments and the Industry of Ammunition and Special Chemicals of the Russian Federation for the period 2006–2008, the union is considering the possibility of signing two agreements, one with the Ministry of Industry and Trade of the Russian Federation and the other with Rostekhnologia, the state-owned corporation that will manage enterprises of our industries.

In the framework of a social dialogue regulated by the Russian Federation's legislation, our union and our territorial branches and local trade unions conclude:

- industrial tariff agreements
- regional industrial tariff agreements (in certain constituent entities of the Russian Federation)
- collective agreements in enterprises and organisations.

The agreements cover over 97% of union members.

We also share in drafting and adopting a General Agreement (at the federal level) and territorial agreements (at constituent entities of the Russian Federation).

Our union bodies regularly discuss with contracting partners: implementation of collective agreements – twice a year; and implementation of agreements at least once or twice a year.

International solidarity

In line with the union's and action programme, approved by the union's 11th Congress, we express solidarity with trade unions that are member organisations of the national federation and international associations and unions and activists that are illegally persecuted by state agencies and employers. In recent years we expressed solidarity with and support for trade unions of Belarus, Georgia, Ukraine, South Korea and other countries.

Our union and its organisations shared in national protest actions staged by trade unions and in actions staged by trade unions of defence-industrial complex workers that demanded payment by the state of back wages, ending mass reduction of work force and higher wages.

Organising the unorganised

	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>
Total number of members	365,600	327,100	309,100	278,400
of whom with the IMF				25,000
of whom women	192,700	183,200	174,700	149,600
of whom non-manual (white-collar)	106,800	94,500	87,600	74,300

Non-working pensioners account for over 10% of the union's membership, and students in special schools and colleges for nearly 3%, workers of defence, cultural and knowledge promoting, physical culture and sporting and medical prevention institutions (or not directly involved in metalworking or engineering) – for over 30%.

In keeping with the reduction of the work force, the union membership has, over three years, shrunk by 33.1%.

A total of 73.9% of the workforce and 68.9% of students are union members.

People younger than 35 years account for 26.7% of working Union members. Union organisations and their bodies do their best to motivate and involve young people in the Union and its activities.

A total of 10,500 young people joined the union in 2006 and 12,700 in 2007.

Women workers

As of 1 January 2008 women accounted for 54.2% of working Union members. Women are represented in trade union groups, shop committees and revision commissions at every level of the union's structure. Women account for 50–79% of trade union committee members, approximately 38% of local trade unions chairpersons, 23% of territorial union organisation leaders and 28% of the union's Central Committee.

Precarious work

Agency labour is employed in enterprises formed following restructuring of non-productive divisions such as those engaged in repair activities, catering, transport, area cleaning, etc.

Workers' rights

In the framework of the FNPR the union cooperates with the Russian Government and the State Duma and we use other ways to press for Russia's ratification of ILO Conventions and promotion of ILO Core Labour Standards, above all in Russia's labour legislation (in adoption and amendment of the Russian Federation's Labour Code) and for inclusion of certain provisions of ILO Conventions not yet ratified by Russia in collective agreements.

SERBIA

Autonomous Metalworkers Union of Serbia - AMUS

Uniting metalworkers

Leaders of the Autonomous Metalworkers Union of Serbia have good cooperation with leaders of the UGS Nezavisnost. We have cooperated on Branch Collective Agreement development. Talks on closer cooperation have not started yet.

Transnational companies

In Serbia, more significant negotiations on International Frame Agreements (IFAs) on the basis of the IMF model have not commenced yet. This is where we need some assistance.

Collective bargaining

In the reporting period, we have carried out two major activities. The result of the first one is that 95% of companies have a collective agreement. The second one is on-going and is aimed at concluding with the employer a collective agreement on safety and health at work. Negotiations on the branch collective agreement development with the Employers' Association of Serbia are under way.

International solidarity

We have had no activities in this field so far.

Organising the unorganised

Membership of our union was established at 85,000 members in 2005. In succeeding years, the membership decreased due to redundancies in the privatisation process. That was why it has been difficult to have accurate information on membership number and structure. Today, 50,000 metal workers are members of our union, out of which 25,000 pay membership dues.

Women workers

During the present mandate, we have established a Women's Section which is very active, primarily carrying out education of women workers on their labour and legal status. However, participation of women in the trade union structure is very low.

Precarious work

On the basis of a document we received from the IMF, at the meeting of our Management held on 11 September 2008 we adopted our Activity Plan on the struggle against precarious work. After that, on 15 September we organised a press conference where we announced our activities on this issue.

Workers' rights

The basic ILO Core Labour Standards – such as the right to free association, right to collective bargaining and conclusion of collective agreements, elimination of child labour and all forms of discrimination, equal pay for equal work etc. – have been built in the Labour Law of our country. In addition, the law on safety and health at work that encompasses the ILO recommendations and conventions offers a good basis for workers' protection at work.

SLOVAK REPUBLIC

Metalworkers' Federation Kovo in the Slovak Republic - OZ KOVO

Uniting metalworkers

In the Slovak Republic there is just one IMF affiliate – OZ KOVO.

Transnational companies

We have recently experienced the implementation and monitoring of an International Framework Agreement (IFA). We used these documents during our bargaining with the management of VW, BSH and Kromberg & Schubert. We can say that this has been a very good and powerful instrument.

Collective bargaining

VW – discriminations of the workers. In Slovakia there is one VW company with two plants in two different cities. We found out that the workers in Martin are less paid than the workers in Bratislava for the same work activities. During a long bargaining process, we reached an agreement to get the same pay level for all the workers and also the payment of the different pay for the last period. During this bargaining process, we have had strong and active support from IG Metall.

BSH – increase of the salaries. In the last four years the salaries of the workers in BSH Michalovce haven't been increased – not even an inflation increase in salaries. The workers decided to start the collective bargaining and, if it was not possible to reach an agreement, to go on strike. During this long and very hard bargaining process, we reached a salary increase and other benefits.

Kromberg & Schubert – discrimination against TU reps and not respecting their rights. The biggest and hardest collective bargaining process we have had was in the multinational company Kromberg & Schubert, which is a supplier for Audi. In this company the rights of the trade union representatives have not been respected. After long and unsuccessful negotiations the workers decided to go on strike. The strike took two days and stopped the whole production in the plant. After this we have got the agreement with the management. During the whole period we have been very strongly supported by our colleagues from GMTN Austria and from IG Metall Germany.

International solidarity

OZ KOVO supported most of the IMF solidarity calls. We put all information to our web site and publish it in our union newspaper. If there is some struggle in the multinational companies, which are represented in the Slovak Republic, we inform our union reps about all the ongoing struggles.

Organising the unorganised

	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>
Total number of members	62,117	54,220	48,320	43,215
of whom with the IMF				
of whom women				
of whom non-manual (white-collar)				

Women workers

We do not organise separate activities for women.

Precarious work

In the year 2007 a major amendment of the labour code was introduced, including one part that deals also with precarious work conditions. The new labour code applies from 1 September 2007. This novel addition was prepared by active participation of the trade unions based on the fact that there is now a strong social–democratic coalition in the government which has very good cooperation with the trade unions in Slovakia.

It provides higher security for the employees who work on the basis of a short-hours contract. The new labour code says that their full legal security applies starting with contract of 15 hours in a week (before it was only from 20 hours in a week). New conditions have also been introduced for work with terminated time period contract. For example: it is forbidden to extend the contract for a longer period.

The most precarious group is that of agency workers. The new labour code says that these employees have to have the same conditions as the permanent employees of the company, if they are working for the same company for more than three months (previously only after six months). The aim of the trade union is to ensure that the conditions of these workers will be the same from the first day they work for the company.

Workers' rights

OZ KOVO has been actively participating in the ILO project to improve workers' right. One of the parts of the project has been held in Slovakia. The ILO conventions are one of the parts of the training activities of our trade union.

SLOVENIA

Sindikat Kovinske in Elektroindustrije Slovenije - SKEI

Uniting metalworkers

SKEI is the only metalworkers' trade union in Slovenia affiliated to IMF.

Transnational companies

SKEI helps to establish European Works Councils (EWCs). Company trade unions try to promote and extend company business culture and philosophy. We have not yet had a case of an International Framework Agreement (IFA).

Collective bargaining

SKEI announced a warning of strike action, demanding a wage increase in 2008, but we made an agreement with the employers before strike day.

International solidarity

We sent support letters and, for campaigns on asbestos, we demanded reports from employers on conditions in companies.

Organising the unorganised

	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>
Total number of members	36,653	34,648	35,003	35,409
of whom with the IMF				
of whom women	54%	52%	51%	52%
of whom non-manual (white-collar)				

Women workers

We continue with activities. Representation of women in the main bodies is still not good, although the president of the Union is female.

Precarious work

- We performed common conferences with trade unions in region and memorandum group.
- In collective agreements, we try to limit all kinds of precarious work.
- We support decent work as a rule.

Workers' rights

In labour law and collective agreements we have standards on ILO promotion or better for employees.

UKRAINE

Automobile & Agricultural Machinery Workers' Union of Ukraine - AAMWU

Uniting metalworkers

There are several metalworkers' unions in Ukraine, some of them are affiliated to the IMF, while others are not.

To coordinate activities of the IMF affiliates the Coordination Council was set up in Ukraine. It includes the leaders of the IMF affiliated unions with the rotating chairmanship.

There have been long discussions in Ukraine of creating an Association of the Industrial Unions or merging all trade unions into one metalworkers union. However, so far no agreement has been reached.

Transnational companies

In Ukraine there are several transnational companies which have signed International Framework Agreements (IFAs) with IMF (SKF, Leoni).

There are no particular problems with SKF; while the Leoni management blocks the setting up of a local union, not allowing union representatives to meet with the workers of the plant.

Collective bargaining

The AAMWU Central Council, jointly with machine building and defense industry workers' unions of Ukraine, signs industrial agreements with the Ministry of Industrial Policy of Ukraine, the State Property Fund of Ukraine and the Federation of Employers of Ukraine. In the car servicing industry, the AAMWU Central Council signs an Agreement with the Board of Directors of garage joint stock companies.

The agreements were signed for 2005–2006. We have not seen any counteraction on behalf of the Board of Directors of garage joint stock companies to negotiations, updating the Agreement and its extension up to and including 2009.

As for the agreement in the industrial sphere, one of the main parties on the side of the owner – the Federation of Employers of Ukraine – refused to participate in the negotiations. Due to this situation no new agreement was signed for 2007. After lengthy discussions an industrial agreement for 2008–2009 was finally signed with the Ministry for Industrial Policy of Ukraine, the State Property Fund of Ukraine and the All-Ukraine Association of Employers in Machine-Building and Metalworking Industries 'Metalindustria-Ukraine'.

Collective agreements have been signed at the majority of the plants. However, there are some cases when the negotiations failed. The collective agreements were not signed at JSCs Lvovselmash Plant and Ternopol Combine Works.

Collective bargaining in the period of 2005–2008 succeeded in increasing the minimal tariff rate from 328 grivnas to 756 grivnas; in car servicing from 314 grivnas to 726 grivnas, or 2.3 times.

As a result, an average wage in the car-making industry exceeded the subsistence level in 2005 by 2.33 times, in 2006 by 2.34 times, in 2007 by 2.83 times, and in the first half of 2008 by 3.72 times. In machine building for agro-industrial complex, respectively: in 2005 by 1.6 times; in 2006 by 1.87 times; in 2007 by 2.38 times; and in the first half of 2008 by 2.62 times.

Of no less importance for the union is the issue of employment protection for workers. With this end in view, the agreements propose the obligation of the employers not to undertake mass reduction in workforce and, to the contrary, adopt measures to create new jobs. As a result, the number of employees in the last three years has stabilised.

International solidarity

The union participated in all IMF campaigns in support of trade unions in other countries.

We sent by e-mail the letters of protest or support to the respective addresses.

Organising the unorganised

	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>
Total number of members	144,847	133,133	128,302	Data are due in February 2009
of whom with the IMF	144,847	30,000	15,000	
of whom women	53,259	11,488	5,942	
of whom non-manual (white-collar)	No separate statistics			

The trade union members account for 98.2% of the total workforce at the plants of the sector.

We do not have any problems of organising the workers at the existing plants, including women workers and young workers. We do face a problem of organising at new plants – in particular, at the ones created jointly with foreign companies. This is an issue that our trade union works on constantly.

Women workers

The AAMWU Central Council treats as its priorities the organising of women workers and young workers.

The AAMWU Central Council set up a commission on equal gender rights, and similar commissions are set up under other regional (territorial) union councils. The commissions function according to approved working plans and report at the meetings of trade union bodies of all levels.

The result of organising women is obvious – they account for about 40% of the total trade union membership.

A similar approach is taken in the trade union with respect to young workers. Special commissions are set up by the Union's Central Council for organising young workers locally.

Seminars are conducted according to special programmes where, among other discussion issues, particular attention is given to the problem of attracting young workers to the trade union.

Today, young workers account for about 27% of the total union membership.

Women representation in trade union structures:

- members of the AAMWU Central Council (women) – 12 from 48 CC members, i.e. 25%
- members of the AAMWU CC Executive Committee – 3 from 13 of the Executive members, i.e. 23%
- chairpersons of local unions (women) – 118 from 257 local unions, i.e. 46%.

Precarious work

Precarious employment is not yet widespread. Most frequently it is the case when signing contracts with other legal entities for site security or servicing different social centers (recreation, rehabilitation) which involves hiring a workforce for seasonal employment.

To cover precarious employment the industrial agreement has the following provisions:

- decision on the conditions of using foreign workers at the plants is to be taken only when agreed with the trade union committee
- decision on using at the plants workers from other enterprises of Ukraine is to be taken only after ensuring full productive employment to the workers of the respective specialties, agreement on their working and payment conditions with the local trade union.

Moreover, the AAMWU Central Council and other union bodies do the outreach work informing of the possible negative consequences the labour collective, trade unions, and precariously employed workers.

To facilitate this outreach work, information materials describing the practices of using this form of employment in other industries have been prepared and distributed.

Workers' rights

The Automobile & Agricultural Machinery Workers' Union of Ukraine promotes the ILO Core Labour Standards, as a rule, by lobbying this issue via deputies of the Supreme Council of Ukraine and by joint activities with other unions in the Federation of Trade Unions of Ukraine, and with the Federation itself.

Radio Electronics & Mechanical Engineering Workers' Trade Union of Ukraine - REMEWU

Uniting metalworkers

There are seven IMF affiliates in Ukraine. Our union has called for their merger into one union. This call was not supported; neither was our proposal to set up an association of Ukrainian industrial trade unions.

Transnational companies

Our trade union is not active in any transnational corporation with which the IMF has signed an international framework agreement (IFA).

Collective bargaining

Our union is a party to negotiations and signing a General Agreement between Ukrainian trade unions, the Cabinet of Ministers and the Federation of Ukrainian Employers. Furthermore, jointly with related mechanical engineering trade unions, we have signed an industrial agreement with the Ministry of Industrial Policy of Ukraine, State Property Fund of Ukraine and the Federation of Ukrainian Employers.

The industrial agreement defines minimum wage guarantees, requirements to work safety and social guarantees, and also guarantees trade union activities at enterprises. Collective agreements that embed provisions of the industrial agreement have been signed in nearly all enterprises. Our union has so far failed to resolve certain basic problems, as follows:

- to achieve full employment
- to cease bankruptcy processes
- to assure timely payment of wages
- to cease firing union members for this reason.

International solidarity

Our union has invariably responded to IMF appeals for solidarity with working people in other countries, in particular workers of Toyota Philippines and trade union independence in Mexico. In addition, we have repeatedly sent letters of support to working people of Russia, Belarus and Ukraine.

Organising the unorganised

	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>
Total number of members	49,684	41,940	37,931	
of whom with the IMF	7,219	6,009	5,111	
of whom women	4,403	3,425	2,862	
of whom non-manual (white-collar)	1,711	1,587	1,226	

The table suggests that, for the union, organising of women is no problem. What is a problem is setting up union organisations in new private enterprises where electronic products are made.

Women workers

Women account for 60% of the total union membership, six out of 20 (or 30%) of Central Committee members, and three out of eight (or 38%) of Executive Committee members.

Precarious work

Problems are fortunately not widespread in our enterprises.

Still, our Central Committee discussed this issue at its meeting on 9–10 September 2008. The Central Committee told chairmen of primary trade union organisations to explain to union members the evil of precarious work. It supported the IMF initiative and told all union organisations to support global trade union actions against precarious work on 7 October 2008.

Workers' rights

Our union shares in the Trade Union Federation of Ukraine's activities promoting ILO international standards through the signing of a General Agreement that is included in the industrial agreement and collective agreements.

In 2004–2008 the Ukraine ratified the following ILO Conventions:

- 2004 – Labour Administration Convention No. 150 (1978)
- 2004 – Labour Inspection Convention No. 81 (1947)
- 2006 – Minimum Wage Fixing Convention No. 131 (1970)
- 2006 – Protection of Workers' Claims (Employer's Insolvency) Convention No. 173 (1992)
- 2008 – Hours of Work and Rest Periods (Road Transport) Convention No. 153 (1979).

Trade Union of Aircraft Builders of Ukraine - TUAB

Uniting metalworkers

In Ukraine, seven industrial unions are affiliated with the IMF. The membership of these unions ranges from 37,000 to 149,000. In the reporting period (2005–2008) neither real actions nor even declarations to unify all or some of the unions into one metalworkers' organisation have been done. This is explained, to a large extent, by the continued reforming of some of the sectors in Ukraine, instability and unclear prospects for their future development.

Transnational companies

There are no transnational corporations or international groups in the aircraft building sector of Ukraine today. Hence, there is no experience whatsoever of conducting negotiations and signing International Framework Agreements (IFAs).

Collective bargaining

In 2005–2008 the union continued further developing and updating the text of the industrial agreement for the aircraft building sector, as well as finalising the mechanism of conducting the annual bargaining campaign. The main achievements in the reporting period are as follows.

An industrial agreement is signed annually by the trade union (representing interests of employees at the plants in the sector), on the one side, and by the central body of the executive power (Ministry of Industrial Policy of Ukraine), the State Property Fund of Ukraine and the Association of Aerospace Manufacturers of Ukraine 'Ukraviaprom' (representing interests of the employers – chiefs executives of the plants in the sector), on the other side.

The industrial agreement has been supplemented with new sections, which deal with attracting young workers to the plants of the sector, rendering social support to women workers and families with children, furthering the social partnership of employers and the trade union.

It also includes an appendix (a table) stating guaranteed minimum wages to representatives of a specific labour category in the sector – flight officers of the plants.

Every year the union works out its approach to collective bargaining and the contents of the collective agreements and publish them in the form of an instruction material (issued by the Union's Central Committee) for the local unions at the plants.

Every year more and more norms and conditions – from the industrial agreement – form a basis for decision-making in administrative, managerial, financial-economic and social matters both at the level of individual plants and in the sector at large.

For instance, norm 3.3.7. in the agreement stating that '...plant mergers are possible only on a voluntary basis, with the agreement of every plant participating in the merger ..., with due account for the opinion of the working collectives ...' influenced the sector reforming

processes – i.e. the establishment of the 'Antonov' corporation, and later of the concern 'Aviation of Ukraine' and, possibly, of the next merger is done with the obligatory participation of the unions.

The wage of the workers at most plants is established based on the norms and guaranteed minimum wages, as stipulated in section 5 of the industrial agreement.

Firing workers on the initiative of the employer, including dismissal due to the staff reduction, is done according to the norm 4.2.2. of the industrial agreement – no more than 4% of the staff number during a calendar year.

International solidarity

The Trade Union of Aircraft Builders of Ukraine is affiliated to a number of international trade union organisations – IMF, International Association of Trade Unions of Aircraft Builders of CIS (with its headquarters in Moscow), International Euro-Asian Metalworkers' Federation (with headquarters in Ankara) – and, as an affiliate, participates in their current activities, including the solidarity campaigns in different countries. For instance, our union took part in the campaign in support of the Toyota-Philippines workers.

Organising the unorganised

Below we present the membership dynamics of the Trade Union of Aircraft Builders of Ukraine).

	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>
Total number of workers in the sector	78,101	74,888	71,913	69,619
of whom trade union members	74,443	70,023	66,455	63,491*
of whom women trade union members	33,537	31,730	30,976	29,116
of whom non-manual workers - trade union members	No separate statistics			
Data shown are as of 1 January each year.				
* due to the unstable situation in the sector, difficult financial status of the plants, and the existing system of collecting trade union membership fees the union membership for the purpose of membership subscription to be paid to the IMF is much lower (see union's reports).				

Women workers

As seen from the above table women workers account for more than 45% in the Trade Union of Aircraft Builders of Ukraine, and this ratio has been growing in recent years. This is why the union addresses the problems faced by women workers with special attention.

For example, the union's Rules state as one of the priority tasks – '... attention to social and working problems of women workers, promoting equal rights and opportunities for workers, both women and men ...' (2.2.13).

The industrial agreement has a special section – section 11 – which, as requested by the trade union, covers issues of social support to women and families with children

Women workers are also represented in the union's elected bodies:

- 5 women are members of the union's Central Committee
- 19 out of 50 chairpersons of local trade unions are women workers
- 13 women workers have been elected vice-chairpersons of local trade unions.

Precarious work

In Ukraine the regular employment is governed by the norms of the current Labour Code – be it the signing of the work contract or discontinuing it, working conditions, job safety, remuneration, working hours or vacations.

In our sector, that of aircraft building of Ukraine, regular employment is usually used. The exceptions include:

- hiring professional employees (both blue- and white-collar workers) to do certain volume of work under a fixed-term employment contract or temporary employment contract
- hiring workers for seasonal works, dealing mainly with services in the social centers (recreation, rehabilitation), belonging to the plants of the sector.

To protect the rights of the precariously employed employees, as well as to limit this type of employment, the trade union insisted on including in the industrial agreement section 4.2.7. stating:

'... Decision of using foreign work force at a plant is to be taken after preliminary discussions with respective trade union committees.

'Decision on temporary employment at the plants of the sector of employees of other enterprises of Ukraine is to be taken after reaching an agreement on their working and payment conditions with the trade union committees ...'

It has to be noted that, so far, Ukrainian law does not have the notion of precarious employment and of its control. However, now that the private sector is growing this problem is discussed more and more, both by society and by the trade unions.

Meanwhile the union's Rules propose that the union is open for joining, not only for regular plant workers of the sector, but also for the workers who '... are employed by individuals using hired labour or are self-employed ...' (which in essence implies precarious employment).

Workers' rights

The union's activities in the sphere of promoting ILO international labour standards are fulfilled through the Federation of Trade Unions of Ukraine, which is a national trade union association of which the Trade Union of Aircraft Builders of Ukraine is a member.

Latin America & Caribbean

BRAZIL

Confederação Nacional dos Metalúrgicos - CNM/CUT

Uniting metalworkers

The two main national bodies representing metalworkers in Brazil – CNM/CUT and CNTM/Força Sindical – are both affiliated to the IMF. The two bodies have tried to undertake joint action, especially in the struggle for a national collective agreement – an option not provided for in labour legislation, and which, therefore, requires a greater degree of organisation at the national level and a greater degree of unity among metalworkers.

Transnational companies

CNM/CUT has approximately 30 trade union committees and/or networks at the company level. Some are national, while others are international. Companies where we have trade union committees include: Daimler, Ford, VW, ThyssenKrupp, ZF, ArcelorMittal, Gerdau, Vale and LG.

In addition to facilitating an exchange of information between workers, these committees make it possible to identify differences in company conduct at each location. It helps with the organisation of joint struggles, whether they involve taking solidarity action in support of a specific location or whether they promote united initiatives at all plants. The networks facilitate sector-level organisation and are important instruments in the development of a strategy for national collective bargaining.

International Framework Agreements (IFAs) are strategically important for achieving and ensuring respect for labour rights at each of the companies that have signed such an agreement.

We have IFAs in the following companies: Indesit, Volkswagen, Daimler, Leoni, GEA, SKF, Rheinmetall (KS Pistões), Bosch, PSA Peugeot Citroën, Renault, BMW, EADS, Röchling, ArcelorMittal, Brunel, Unicore and V&M. A significant characteristic of IFAs is that the companies concerned take responsibility for their suppliers. Trade unions must find a way of using this major opportunity to intervene in companies that have not signed IFAs. We can illustrate this with the case of Mercedes-Benz and GROB (see <http://www.cnmcut.org.br/2008/verCont.asp?id=7026>).

However, because it is a new form of organisation, a new paradigm, especially in the history of trade union organisation in Brazil, we need to work hard to convince the trade union movement itself to formulate strategies able to carve out areas of negotiation and political legitimacy for the committees and for negotiations at these new levels.

In this context, and having understood the importance of trying to negotiate more agreements of this kind, the CNM/CUT has been organising training activities and the exchange of experiences so that its activists understand the importance of IFAs and how to use them to the advantage of workers – for example, the IMF-supported meeting on IFAs on October 2007, attended by 45 trade union leaders.

Collective bargaining

A survey of CNM/CUT affiliated unions that had completed their annual round of collective bargaining by September this year, found that the results were very positive. Most agreements included real pay rises of between 2.01% and 2.50% and all agreements included pay rises at least in line with inflation.

The average pay increase in the sector at the national level was 9.2% in total and the average real pay rise was 2.4%. The average accumulated real pay rise in the period 2004–2008 was 12.03%.

Most unions negotiated a rise in the minimum wage for the sector higher than the pay rise, resulting in 58% of agreements including rises in the minimum wage.

CNM/CUT is investigating the scope for national collective bargaining, even though the country's legislation does not provide for such negotiations.

After the IMF Global Auto Sector Council Meeting, held in Brazil in June 2008, the CNM/CUT and CNTM/Força Sindical also had a national meeting on collective bargaining, attended by leaders from the auto and steel sectors. This meeting was supported by the IMF. Union leaders formulated strategies and defined a National Unified List of Demands which was submitted to several national employer associations and several companies that have more than one plant in Brazil.

International solidarity

International solidarity forms part of the CNM/CUT's trade union action and organisation policy. We understand that without this principle our conquests will never be safe and our strategies to deal with capital will be insufficient. This is mainly due to the way in which companies are organised and the relationship they establish with each country, as a result of their national, regional and local diversity.

We take many solidarity initiatives, including the following:

- Letters of solidarity are sent whenever the IMF or individual unions request such action.
- We follow the progress of conflicts and we post news of them on our website (www.cnmcut.org.br).
- We also use our website to denounce anti-trade union actions by companies and we monitor what companies are doing so that Brazilian workers have access to the information and can formulate new strategies accordingly.
- We participate in solidarity campaigns organised by the IMF or individual unions, for example, against precarious work.
- When the companies in question are Brazilian, we try to maintain close contact with workers in the countries where they operate and we put pressure on the companies if those workers have a problem (<http://www.cnmcut.org.br/2008/verCont.asp?id=9675>).
- Solidarity campaign with Gerdau workers in the United States, in 2005, when Gerdau locked out its workers at a factory in Texas for six months to force workers to relinquish benefits.
- Global campaign for improved health and safety conditions at all Gerdau plants (2007).

Organising the unorganised

	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>
Total number of members *	40%	+3.8%	+4.01%	+10%
of whom with the IMF *	40%	+3.8%	+4.01%	+10%
of whom women	N/A	28%	N/A	N/A
of whom non-manual (white collar)	N/A	N/A	N/A	N/A

* This is an estimated increase in trade union membership, considering the growth in employment in the metalworking sector in the country. It is important to understand that national legislation provides that CNM/CUT affiliated unions represents all workers employed in the sector (union members and non-members) in their area so collective bargaining 'covers' all workers.

Women workers

The CNM/CUT has developed a training and organisation programme specifically for women metalworkers. The CNM/CUT's guidelines for work on gender was set out at its 6th Congress and updated at its 7th Congress in 2007. The main problems faced by women in Brazilian society, especially women metalworkers, are as follows:

- Women in our society are treated unequally in the labour market and in political decision-making forums.
- Women are still responsible for looking after the family and home. These activities form part of the social work necessary for the reproduction of society, but the overwhelming majority are done by women and without the importance of this work being recognised.
- Unequal and unfair treatment of women leads to them being victims of physical and psychological violence.
- Women metalworkers earn 27% less than male metalworkers and account for only 15.9% of workers in the sector.
- Employers in the metalworking sector discriminate against women with regard to employment, promotion, professional training courses. Ironically, women are given priority when employers need to dismiss workers.
- Women occupy only 6% of leadership positions in CNM/CUT affiliated unions:
 - 2002 – 117 women in CNM/CUT affiliated unions
 - 2004 – 130 women in CNM/CUT affiliated unions
 - 2006 – 130 women in CNM/CUT affiliated unions (this is the most recent survey available).
- Women believe that, in addition to economic improvements for workers, there is a need to change the cultural values reproduced and disseminated by all of us, including in our own unions, and we need to change our attitude if we want to build a new world.

CNM/CUT initiatives on this issue are divided into the following groups: Gender and Health; Gender and Education; Gender and Race; Stopping Violence against Women; Gender and the Labour Market; Women and Politics.

Precarious work

In line with the programme defined by the Central Committee in 2007, CNM/CUT activities are as follows:

- **Labour relations**: reduce variations in pay, which can be as much as 60% in some regions of the country; reduce the working week, which, as well as being a long working week, at 44 hours, is made even longer by the regular use of overtime, which can make the average working week as long as 52 hours (reduction of the working week to 40 hours and the elimination of overtime would improve the quality of life and create around 270,000 new jobs); fight precarious work by negotiating better local collective agreements and negotiating a national collective agreement.
- **Political-legal**: vote for candidates that support workers; Forums and institutions created by the current government, which discuss improvements in working and living conditions; debate and draft proposals for laws that regulate the Brazilian labour market, especially the proposed law drafted by the Brazilian trade union movement that proposes (1) a ban on outsourcing of core activities; (2) equal conditions and rights for workers employed on outsourced non-core jobs, in which case, a dialogue should be established with the workers through their respective trade union representatives; (3) the right to information is a basic requirement for the development of more democratic labour relations; (4) The subcontractor must observe employee labour and welfare rights but if this does not happen, the main contractor assumes responsibility.
- **International**: organisation of national and international Workers Networks and Committees, with a view to establishing National and International Agreements setting out minimum standards for decent work and equal conditions for all workers.

Workers' rights

During this period, there has been discussion and development of a new model of labour relations in Brazil, as proposed by the federal government. Employers, workers and government representatives have defined a new organisational and negotiating framework that includes collective bargaining at the national level (which is not currently provided for in legislation).

However, the proposed law, drafted on a consensual basis, is being blocked by the National Congress and is currently at a standstill there.

Even so, the mobilisation of workers has achieved the following important objectives in this period:

- The CNM/CUT was officially recognised as the body representing metalworker unions affiliated to CUT. National legislation lays down that there can be only one body representing workers at local, state and national sector level (metal, food, chemicals, etc.). So although the existence of two national confederations was recognised on a pragmatic political basis, only one had legal recognition. CNM/CUT achieved official legal recognition in 2005.
- In 2008, the trade union centrals, which till then had no legal position, were legally recognised.

DOMINICAN REPUBLIC

Federación Nacional de Trabajadores Mineros y Metalúrgicos - FENATRAMIM

Collective bargaining

We participated in the National Pay Commission talks on new rates for steel/ironworkers, welders and electricians in the construction industry. Since 2002, they have been paid as follows: steel/ironworkers (120 pesos/foot), welders (100, 80, 60 pesos/hour) and electricians (120 pesos/call-out[C1]). No agreement has yet been reached and negotiations will continue next year.

We organised a workshop in Hato Mayor on collective bargaining in the metalworking sector for unions in that province.

International solidarity

FENATRAMIM has participated in IMF solidarity campaigns and written letters of support to unions in dispute, including the Mexican miners and Napoleón Gómez. We presented a protest letter to the Mexican embassy in the Dominican Republic.

FENATRAMIM has made contact with the Puerto Rican trade union, the CPT. We sought this contact with a view to establishing relations that could lead to the CPT joining the IMF. We understand that the CPT organises mechanics, electricians and welders.

We also had contact with the union of workers in the contracting and electrical industry (UTICE). We plan to meet them when we next have the opportunity of visiting Puerto Rico.

We had contact with a worker at SARTI in El Salvador, which manufactures components for sugar refineries, and also with a representative of CTD who is organising some contacts with other individuals and organisations in the metalworking sector.

Through the president of the Alas de Igualdad Foundation, which is based at the CNTD for workers in Haiti, we are making contacts with an Association of Haiti Metalworkers. The union has members in the mechanics and component sale sectors, in Puerto Principe, Haiti, and we are planning to visit them.

Organising the unorganised

We organised a seminar for members at the Enriquillo mechanics' union, in the south of the country. It was attended by 60 members.

We organised a workshop in Manzanillo on labour relations for unions in that province.

We established a metalworking union in the informal sector in a place called Sosua, in the north of the island. It has 70 members.

We are in the process of establishing a union of mechanics and welders in Puerto Plata, in one of the provinces where the tourist industry is strongest and where there are many metalworkers.

FENATRAMIM, with the help of Felipe Santos, is conducting a study on free trade zones with the aim of collecting data that will help define future union work in the sector.

We continue to make frequent visits to unions, meeting them and developing new organising objectives.

Women workers

We organised a seminar for women metalworkers, where new members joined the National Commission of Women Metalworkers.

Precarious work

We participated in a march against precarious work in Salvador Bahía, part of IMF's campaign, while in the city for a meeting of the executive committee.

The IMF campaign against precarious work publicised the harm done to workers by precarious work, the production system and labour relations, and highlighted the violation of international conventions. FENATRAMIM and the country's trade unions supported the calls for decent work and against precarious work.

On 29 April 2008, our federation held its 8th ordinary congress, on the theme of 'free trade treaties and precarious work'. It was attended by representatives from all affiliated unions, as well as representatives from IMF.

Workers' rights

FENATRAMIM actively participated in two marches and a picket of the National Employers' Council to protest at the delays in introducing family health insurance. Employers postponed the date on a further six occasions. Along with the CNTD and other organisations, we managed to reach an agreement with the government for the system to come into force on 5 September 2007.

HONDURAS

Federación de Trabajadores Mineros y Metalúrgicos de Honduras - FETRAMIMH

Uniting metalworkers

As well as a project to build 139 apartments for workers, which we began in 2005 and recently concluded and which is called Residencial Sitiama, for the period 1 April 2008 to 31 August 2009 our Federation has initiated a 'Strategic Plan for Metalworking Consolidation and Development' which is based on four components: organisation, union-technical training, communications, and union social action.

Each of these committees has a well-defined and structured Action Plan fully consistent with the IMF Action Programme, based on our situation and taking into account our own strengths and weaknesses.

For the **organisation** component, we have design and implemented a programme to organise more workers in locals of the Union of Workers of the Steel, Metal and Related Industries (SITIAMA), the main union affiliated with the Federation, and also to organise and train the rest of the workers in the industry at the level of the Federation.

This programme consists of an organisation space which, aside from its own Action Plan, has its organic structure through the Organisation Committee.

For the second component, **union-technical training**, our plan includes training of future educators and instructors, and builds capacity through the use of modern methods of union training.

This component provides training of at least 150 workers, as well as the creation and maintenance of the Tomas Erazo Peña Basic Union Training School in five quarters, between 2008 and 2009.

For the third component, **communications**, we have introduced a dissemination and socialisation plan. This component is intended to transmit the scope and benefits of the organisation programme, union-technical training and union social action as well as everything related to the Strategic Plan, labour controversies, promoting the rights of the working class, the people's movement and union solidarity.

The fourth component, **union social action**, comprises ten activities designed to developing an ambitious but feasible programme of activities of a union social nature aimed at strengthening and consolidating the organisation, as well as projecting a positive image of the union organisation within the unions and towards non-members and national public opinion.

As part of the development of this 'Strategic Plan for Metalworking Consolidation and Development', the following activities have been conducted:

1. A consumer shop has been organised and started up, where both members and non-members who buy there are given the best prices and qualities of products of the basic basket; and interest-free credit for two or three weeks to beneficiaries of the project. The shop has been in operation since 13 June 2008. We began with five products and presently have 19 products of the basic basket. This project has been producing significant results and satisfies one of the main objectives of the Strategic Plan, which is to strengthen the image of the organisation.

2. Over the past three months three Union Training Workshop Seminars have been held, directed by colleagues in the Executive Committee of the Strategic Plan with a view to creating a well-prepared union team which can successfully accomplish its mission.
3. We provided the first Technical Seminar in the field of computing, which finished on 24 October 2008. This is the first experiment in this field, and so far it has been proceeding satisfactorily. The participants have shown strong interest and discipline and have performed well.
4. In August 2007 we started the Tomas Erazo Peña Basic Union Training School, which has operated one and a half hours per week at workplaces; to date 840 hours of ongoing union training have been dispensed. This basic course concludes on 30 August 2009.
5. We intend to sign an agreement with the National Vocational Training Institute (INFOP), an official institution with tripartite membership, for training in the following areas: dressmaking, baking, beauty, cooking, carpentry, cabinetmaking and sheet metal working, bricklaying, refrigeration, small businesses, handicrafts, welding, English, first-aid.

In this respect we believe we are headed in the right direction towards building stronger union organisations.

Transnational companies

In this area nothing has been done because we do not have any transnational corporations which are organised.

Collective bargaining

The most significant development was the negotiation of the seventh Collective Contract on Working Conditions in the company Inmsa Argo Internacional, the main enterprise whose employees are affiliated with SITIAMA, in which we achieved:

- 12% pay increase for all workers
- 12–14% increases for promotions
- increases in scholarships for workers and/or their children
- interest-free loans for family hardships and for housing of Lps. 5,000 and 10,000
- 64% increase in pay for contract work in some departments
- improvement in life insurance.

International solidarity

We participated in the following activities coordinated by the IMF.

With regard to attacks on union independence in Mexico by the Mexican government, against the National Union of Mine and Metal Workers of the Mexican Republic (SNTMMSRM).

We participated in those solidarity actions, both in the IMF campaign and those promoted by the SNTMMSRM itself, which has heroically resisted the attacks by management in collusion with the present government.

We commend the IMF for not letting down its guard on this subject which should be a matter of permanent solidarity of the labour movement throughout the world, as hitherto.

Our Federation will continue to support every effort to achieve respect for union independence in Mexico and in particular with our Brother Napoleón Gómez Urrutia.

Organising the unorganised

We are in the first phase of execution of our 'Strategic Plan for Metalworking Consolidation and Development', therefore we can only report that we have a Development Plan for one year (2008–2009), which will be extended for four more years up to the year 2013.

	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>
Total number of members	1,000	950	950	950
of whom with the IMF	1,000	950	950	950
of whom women	50	50	50	50
of whom non-manual (white collar)	0	0	0	0

Women workers

To date there are no concrete activities being undertaken, although the 'Strategic Plan for Metalworking Consolidation and Development' does call for such activities including workers' wives or partners.

There is little participation of women in the Executive bodies but they do make an active contribution to activities such as Assemblies, Seminars, etc.

Precarious work

Through promotion committees, the unions have proposed to give permanent status to workers who have been under precarious employment. That objective is gradually being achieved.

From 30 September to 7 October 2008, we participated in the IMF world campaign on precarious employment with information actions and dissemination of leaflets published by the IMF and printed by the Communications Committee.

We have incorporated the topic of precarious employment in the themes that we cover in union training.

Workers' rights

We orient our activities consistently with the union rights contained in national laws and international ILO conventions.

In the Union Training Plan of Action we have included issues related to dissemination and study of labour laws of the country and fundamental rights such as collective bargaining, as well as child labour, women's employment and precarious employment.

MEXICO

Sindicato de Trabajadores de la Industria Metal-Mecánica, Automotriz, Similares y Conexos de la República Mexicana - SITIMM

Uniting metalworkers

Efforts to promote greater unity of metalworkers started in 2004 when the National Council of Metalworkers was set up by trade unions affiliated to the IMF, with a view to promoting greater contact with other unions in the sector that are not affiliated to the IMF. We organised a series of activities in 2004, 2005 and 2006, including seminars, conferences and meetings. Activity declined in 2007, but increased again towards the end of 2008.

Transnational companies

Not much is done here to identify companies in Mexico that have signed International Framework Agreements (IFAs). We are currently analysing the situation.

Collective bargaining

Collective bargaining in Mexico takes place within parameters that are based on nationally negotiated minimum pay rises, which have varied between 3% and 5% in recent years – percentages that are to some extent linked to official inflation figures, which have been more or less around these values. Pay also depends on the situation in each company: the pay rise agreed with the American company Gear and Axle in the 2008 round of negotiations included a normal percentage rise plus various bonuses totalling 11.5% for all union members.

Precarious work

We participated in an IMF international campaign against precarious work in Mexico City on 7 October 2008, where we made a presentation on 'Social Development and Precarious Work'. We called for the government and the other organisations on the National Council of Metalworkers of Mexico to prevent the development of precarious work.

Workers' rights

On 19 August 2008, we celebrated the seventh anniversary of SITIMM's Labour Training Centre. At this event, there were two excellent talks to an audience of the most important trade union, government and employer representatives in the centre of the country. The first was by an ILO representative on the topic 'Social justice for a more equitable globalisation' and the second was by the Minister of the Interior of the state of Guanajuato on 'Companies and social responsibility'. The speakers said these issues are two sides of the same coin and that we must attack the negative effects of globalisation and promote the ILO's decent work campaign with a view to more equitable sharing of production at a time of savage competition.

North America

CANADA

National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada)

Uniting metalworkers

In addition to the CAW, there are a number of unions in Canada with members in metalworking industries. As an active participant in the struggles and activities of the broader labour movement, the CAW works in concert with other metalworkers' unions through the Canadian Labour Congress (CLC) at the community labour council level, through the work of the provincial federations of labour, and nationally. This work involves a broad range of political, legislative and community initiatives.

A particular focus in recent years has been the escalating crisis gripping Canada's manufacturing sector. Canada has lost nearly 400,000 manufacturing jobs over the last five years as a result of an unregulated surge in the value of the Canadian currency, unbalanced global trade, and near complete inaction by most levels of government. The job losses are escalating across high-tech, resource-based and labour-intensive manufacturing industries and we face ongoing mass layoffs and workplace closures.

In response to these conditions, the CAW joined with the CLC, and other unions in metalworking industries, to develop a cross-country 'Manufacturing Matters' campaign to raise awareness and call for action. Starting in early 2007, the CAW conducted educational sessions among our leadership and activists across the country, and worked through local labour councils to coordinate community events and rallies.

This initial phase of the campaign culminated in Ottawa (the national capital) in May 2007, organised around a community forum, a coordinated cross-union lobby of elected federal representatives, and a mass rally of several thousand in front of the federal parliament. Since then, the CAW and other unions have continued efforts to raise public awareness regarding the crisis in manufacturing and have pushed for government action at all opportunities. These joint efforts have contributed to strengthening the position of metalworkers' unions in Canada.

Collective bargaining

As a diverse union representing 250,000 members in sixteen different sectors of the economy (ranging from manufacturing, services, transportation to primary industries), our collective bargaining outcomes reflect a number of different priorities and trends. Some sectors of the Canadian economy have been performing very strongly in recent years (for example, energy-based resources, construction, primary metals and those sectors driven by general consumer demand). In contrast, Canada's export-led manufacturing industries have been severely challenged by several factors, including a soaring currency, unbalanced trade and government inaction.

In those areas of the economy where conditions have been more favourable, we have continued to make strong gains for our membership in terms of wages, pensions, benefits and working conditions. However, in the manufacturing sector, our ability to make gains has been severely constrained in recent years, with efforts focused largely on maintaining relative conditions, securing future investment and safeguarding our most important union principles.

Although we have become a far more diverse union over the course of our history, the automotive sector remains central (accounting for nearly 1 in 4 members), and has historically played a prominent pattern-setting role for other manufacturing industries. In particular, our triennial collective bargaining with the North American-based automakers (Ford, Chrysler and General Motors) typically gains a high profile and plays a prominent pattern-setting role throughout the Canadian economy.

In face of the most difficult economic challenges faced by the domestic automakers in a generation, we entered negotiations with the three companies in the spring of 2008 (a few months ahead of our traditional bargaining timeframe). The employers entered negotiations having proclaimed their desire to implement 'two-tier' wages and benefits (whereby conditions for new hires are permanently lower than those for existing employees). The companies hoped to follow the approach adopted throughout major auto parts makers in the US, and ultimately adopted among the US unionised automakers.

Facing a different, albeit very difficult, economic situation in Canada compared to the US, marked notably by our public health care system (as well as a lower ratio of retirees to active employees), we were determined to resist two-tier collective agreements. Viewing the advent of 'lower-tier' workers and members within the union as contrary to our most fundamental union principles of solidarity, we mobilised on the issue among our membership, as well as on the underlying challenges in the industry (which, in our view, cannot be addressed through workers' concessions).

The resulting collective agreements were strongly supported in ratification by the membership and contained modest economic improvements, much stronger protections for workers facing job loss, and we ultimately rejected the two-tier approach.

International solidarity

An active and enthusiastic participant in IMF activities for many decades, the CAW maintains strong bilateral ties with unions in every part of the globe.

In order to build stronger links, information is shared on common employers; messages of support are sent during industrial disputes and trade union repression, and by exchanging delegations of worker leaders.

CAW places a priority on international solidarity, for example, by continuing to negotiate into collective agreements support for the union's social justice fund (SJF). With active projects around the world, the SJF continues to show tangible solidarity with workers' struggles in the south. The CAW-SJF has joined with the IMF in supporting IMF affiliates in building stronger unions to better serve their members.

Many of the projects we support, like our work with CNM-CUT Brazil, have a strong gender component; others, like the projects which supported the work of the IMF in Belarus or in Export Processing Zones in Central America and Brazil, build solidarity and create strong representative and democratic unions.

Organising the unorganised

	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008 (Jan-Aug)</i>
New members organised each year	6,328	2,624	4,619	3,093
of whom with the IMF				
of whom women	1,835	760	1,340	900
of whom non-manual (white-collar)				

Women workers

The number of women members in the CAW has grown remarkably since the early 1980s, with female membership in the union more than doubling. Today, women represent some thirty three percent (33%) of the membership compared to only twenty percent (20%) in 1991 and fourteen percent (14%) in the 1980s. A key influence affecting women's decisions to join the CAW is our longstanding and very public commitment to equality.

The most recent developments for women in the CAW took place at the CAW Constitutional Convention. Delegates unanimously adopted a policy paper entitled *Building the Union through Diversity, Equality and Solidarity*. The new policy paper built on our equality paper *Solidarity and Diversity*, adopted at the CAW 1991 Convention.

The 1991 policy resulted in many positive actions, such as the development and successful implementation of education programmes and initiatives specifically designed for women, mandatory seats for women and workers of colour on the National Executive Board and a commitment to organising women. The document also passed recommendations that created space within the union to ensure all groups are represented in the structures, education programmes and activities of the union.

The new CAW policy paper continues to build on those gains, with new progressive recommendations such as creating a bargaining course specifically for women, identifying woman staff in regional offices responsible for advancing women's participation in the union, developing a new organising brochure aimed at women, and a commitment to increase the number of women on workplace bargaining committees and at the national and local levels.

The CAW has an impressive record at the bargaining table and is recognised as a leader for negotiating innovative language for our members. To build and grow a strong, effective union for the future we will continue to monitor our progress on gender and equity issues at the bargaining table, in the workplace and also within the structures of the union.

Precarious work

The growth of several forms of precarious work has come increasingly to define the Canadian labour market, as employers aim to develop as much flexibility as possible through the use of contract, temporary, casual and part-time labour.

Historically, the CAW has fought efforts to transform workplaces away from permanent, secure and full-time work and towards precarious work. We have achieved this through a number of strategies, most notably through bargaining rules around the hours of work, the use of casual labour and against contracting-out.

Where precarious work in Canada was once largely confined to certain sectors (such as retail or other services), increasingly employers in metalworking industries (and manufacturing generally) have pursued a strategy of integrating a permanently precarious substrata of workers into workplaces alongside permanent, full-time workers. For example, many non-unionised auto parts companies (and even auto assemblers) have developed large networks of low-paid contract, casual and part-time workers to supplement a secure 'core' of permanent workers. The CAW continues to challenge this direction through collective bargaining, organising unorganised workplaces and working to improve employment legislation.

In contrast, our union also represents many members outside the metalworking industries that have traditionally been defined by more precarious forms of work (such as in the retail and hospitality sectors), where our goals are to ensure equality among workers regardless of their hours or employment status, and to improve conditions and rights for part-time workers. For example, one of our bargaining goals in these situations centres on workers' rights to 'maximise hours', ensuring part-time workers have greater rights to transform their work into full-time work should they choose.

A recent phenomenon in Canada has been the advent of 'temporary foreign workers' under a new programme designed to fast-track workers through the immigration process to come to Canada on a temporary basis to address so-called labour shortages in certain regions and industries. In the majority of cases these workers are brought from around the world to live in extremely poor conditions in Canada, are being paid far below market rates and face severe exploitation while they live in a precarious situation that affords them few rights. Long an advocate for the rights of immigrants, the CAW has joined with allies in the social movements to condemn these practices, while seeking to implement greater controls on the programme and the conditions faced by these workers.

**United Steel, Paper & Forestry, Rubber, Manufacturing, Energy,
Allied Industrial & Service Workers International Union
(United Steelworkers - USW)**

Uniting metalworkers

The United Steelworkers in Canada is working with other IMF affiliates in an ongoing campaign to save jobs as the manufacturing crisis deepens; 2007 was particularly active and became the year of plant occupations. Steelworkers got the support of the International Association of Machinists and other affiliates in the Ontario Federation of Labour when an occupation at the Masonite International plant in Mississauga, ON, ended with a commitment by the company to continue negotiating a closure agreement.

The peaceful occupation began about 3 p.m. as part of a day of protest and job action throughout the province drawing attention to the massive job losses that have hit the manufacturing sector since the 2003 election of a Liberal government under Dalton McGuinty. Doormaker Masonite was shifting production to its US facilities and went from more than 300 employees in 2005 to zero by August 10, 2007.

A plant occupation at Hamilton Specialty Bar by members of USW Local 4752 ended after the company agreed to the union's terms for ending the sit-in, including reinstating retirees' benefits and providing active employees with vacation pay and unpaid wages in advance of the plant's shutdown. The plant was reopened later in 2007 under new ownership.

After an almost 24-hour work stoppage and occupation, a settlement was reached at two auto parts factories owned by US-based Collins and Aikman Corporation in Port Hope and Mississauga. The settlement secured members' severance pay with an \$11.5-million escrow fund, provided for an immediate return to work with no loss in pay for time lost during the dispute, a guarantee of no reprisals from the company and calls for immediate bargaining for a full closure agreement.

A mass lobby on Parliament Hill with Canadian Labour Congress affiliates also continued a focus on the crisis. Saving jobs in manufacturing, including auto parts, fabricating and milling, is an issue for working Canadians in every political arena in 2008.

Transnational companies

Increasingly in a global economy, collective bargaining in Canada is more connected to workers' struggles with common employers from other countries. During the last three years, for example, USW locals at Brazilian-owned Gerdau in Canada, together with USW Gerdau locals in the US, united with Constramet (Confederation of Chilean Metalworkers, representing Gerdau employees in Chile) and the CNM-CUT (National Confederation of Metalworkers representing Gerdau employees in Brazil) to oppose Gerdau's attacks on workers' living standards and protections. Solidarity actions included drawing public attention around Gerdau meetings and supporting Gerdau workers at company operations in Beaumont, Texas and in Culombia.

The USW and unions from six of the world's nations came together in 2007 and signed a global union accord designed to advance the interests of workers employed by the rapidly growing Companhia Vale do Rio Doce (Vale), which purchased Canadian nickel giant Inco in 2006. The Sudbury Unity Accord was developed by USW members from across Canada, along with union leaders from Brazil, Mozambique and New Caledonia. As well, unions representing Vale employees in Norway and Australia signed on to the accord.

The Accord sets out five common goals: increasingly stronger collective agreements; capital expenditures by Vale to support new facilities, exploration, the highest environmental standards and new developments; safe and healthy workplaces and environmentally sustainable operations; respect for the human rights of communities affected by corporate operations; full access to information about corporate acquisitions, mergers or other reorganisations; and the elimination of corporate outsourcing/contracting out.

In the steel industry, Canadian Steelworkers have actively built global union networks. Steelworkers from District 5 (Quebec) visited Algeria in the fall of 2005 to meet with workers from Mittal Steel. Steelworkers employed at Tenaris in Sault Ste. Marie, Ontario, were well received by Argentinean trade unionists in 2005 and 2007. In the last three years seven different delegations of Canadian Steelworkers visited miners' unions in New Caledonia, Peru, Chile and Brazil to discuss common strategies on collective bargaining, health and safety and workers' rights generally.

The most ambitious strategy for facing global corporations was started at the USW National Policy Conference in Ottawa in 2007 with the signing of a formal process by USW international union and British unions Amicus and the Transportation & General Workers Union, now jointly known as Unite, to begin the formal process of working towards the first transatlantic union.

Collective bargaining

A number of collective bargaining campaigns have taken place since 2005, notably campaigns to get agreements with Goodyear Tire and Rubber across North America and the three-month strike by forestry workers on Canada's west coast. At the time of writing, the USW is involved in a strike against the hugely profitable Potash Corporation of Saskatchewan and has actively pursued PCS senior executives at national and international meetings.

International solidarity

Besides the ongoing activities of the Steelworkers Humanity Fund in Canada and around the world, Canadian Steelworkers have been actively engaged in the effort to protect the life and status of exiled Mexican mineworkers' union leader Napoleon Gomez. Gomez was removed by the government from his position as Los Mineros General Secretary after he protested the deaths of 65 miners at Grupo Mexico's Pasta de Conchos mine in Coahuila state. He was then prosecuted under trumped-up charges of misappropriation of union funds.

Gomez and his family have been in Canada since March 2006 and still do not feel safe enough to return to Mexico. Even in exile, Gomez continues to be re-elected to his position and an independent audit of Los Mineros funds exonerated Gomez. The USW, the IMF and Los Mineros have demanded that the charges against him be dropped.

Canadian Steelworkers have also participated in the pressure to stop a Free Trade Agreement with Colombia.

Organising the unorganised

The USW is Canada's most diverse union, with more than 280,000 members working in every sector of the economy. In spite of serious job losses in manufacturing and the crisis in forestry (one of the union's largest sectors since the 2004 merger with the former Industrial Wood and Allied Workers Union), organising new members is being pursued in every sector. More than 13,000 new members have joined and dozens of first collective agreements have been achieved over the last three years.

Here are the numbers of new members (note that we do not track by sector or gender):

- 2004 – 5,023
- 2005 – 4,597
- 2006 – 4,240
- 2007 – 4,764.

Women workers

National conferences on human rights and women's issues over the last few years have featured workshops and plenary activities to help members advance equality issues through local committees, collective bargaining and political action.

For years the USW in Canada has developed and updated a successful anti-harassment workplace training programme, which has now reached more than 40,000 front-line managers and Steelworker members. It has proved to be the most effective tool to help members discuss workplace harassment and discrimination, and find ways to help prevent and deal with issues that can cause conflict and division.

In addition to national committees, support from the national union is available to the Western Canada Aboriginal Working Group, looking at how to better reach out and involve the union's Aboriginal membership and Aboriginal allies in Canada's Labour Movement.

Workers' rights

Steelworkers have teamed up with Migrante-Ontario, a community-based organisation that aims to promote and protect the rights and welfare of immigrant workers from the Philippines in Canada. The coalition is known as the Independent Workers Association Home Workers Section and it will offer a unique form of representation, based on a union model, to workers living in Canada under the Live-in Caregiver Program (LCP).

The coalition's first act was to fight on behalf of a terminally ill caregiver, who came to Canada under the LCP, which was created by the federal government in response to the demand for domestic workers in the homes of well-to-do Canadian families. Although she fulfilled all the requirements, a medical examination revealed that Juana Tejada had contracted cancer while working the required length of time to be eligible for permanent residency under the programme. The coalition fought and won a reversal of a decision to deport her. Now, it is moving forward to fight for a change in the immigration act to get rid of the requirement for a second medical for live-in caregivers once they have completed all other requirements under the LCP.

The 'Juana Tejada Law' would mean that no more otherwise-worthy candidates for permanent residency would be rejected on the basis of illnesses contracted during their three years of working in Canada under the programme.

Live-in caregivers are currently at the mercy of agencies both in their country of origin and here in Canada. The majority of these home workers are from the Philippines.

The USW is committed to finding ways to defend the interests of marginalised workers who do not have traditional bargaining relationships with employers.

International Association of Machinists and Aerospace Workers - (IAM-Canada)

Uniting metalworkers

The IAM is one of several unions in Canada which represent metalworkers. Increasingly, all unions are taking a broad view of jurisdiction, and organising workers wherever they are employed. The IAM has, for decades, represented workers in a wide range of sectors. As service sectors have been the primary area of employment growth, virtually all unions have been actively organising in service industries, even where such sectors have been outside their traditional jurisdiction.

There has been some consolidation of unions in Canada over the last couple of decades, as smaller unions have merged with larger unions, but there has been no move towards merger among the larger unions active in the metalworking sectors.

There is, however, cooperation, generally under the auspices of the Canadian Labour Congress and provincial labour federations, in political and public policy activities.

Transnational companies

Because of the high level of foreign ownership in the Canadian economy, the IAM in Canada has long had to deal with the transnationals. We have not had any success in negotiating or using International Framework Agreements (IFAs) in Canada. (Please see the IAM's North American submission for a more detailed discussion of the IAM's experience with and concerns about IFAs.)

Collective bargaining

While the Canadian economy exhibited steady growth in output and employment in the 2005–2007 period, this growth was very unevenly distributed. Rising global markets for energy and mineral products sparked a boom in western Canada (and a rising Canadian dollar), which disguised (and contributed to) a continuing dramatic decline in the manufacturing sector, largely based in central Canada (Ontario and Quebec). Since 2002, net manufacturing employment in Canada has declined by more than 10%.

Most Canadian employment growth in recent years took place in the service sectors. To a large degree, poorly paid, part-time, contingent, non-union employment replacing well-paid, stable, unionised manufacturing jobs. Matters have deteriorated further as the 2008 recession has taken hold.

In this difficult economic context, negotiated wage settlements have not generally provided increases significantly above the rate of inflation, except in the booming areas of western Canada, where living costs were also rising rapidly. Much of collective bargaining focussed on ensuring continuing employment, and job security issues, such as limits on contracting out. In many cases, bargaining was restricted to negotiating plant shutdown agreements, to provide the best possible severance and retraining provisions to assist displaced workers.

IAM political action over the last several years has focussed on trying to get Canadian governments to respond to the manufacturing jobs crisis and its negative impact on secure, well-paid employment. The IAM has called for active industrial policies, including Canadian procurement policies, the tying of government funding and support to good Canadian employment, and active public investment in infrastructure and green jobs, to rebuild Canadian manufacturing.

International solidarity

The IAM continues to support the efforts of workers around the world for fundamental human rights.

Organising the unorganised

The IAM has put its top priority on organising the unorganised. Over two-thirds of Canadian workers (and over 80% of private sector workers) are not unionised. While the IAM continues to work to organise large non-unionised plants in the manufacturing sector (including a campaign at the Toyota assembly plant in Cambridge, Ontario), much of the organising effort is focussed on the service sectors. These campaigns typically involved smaller workplaces, with a large representation of women, immigrants, and young workers. The prevalence of part-time and precarious work in these workplaces make organising more difficult, but also more important.

Because successful organising campaigns have largely been in small and medium-sized workplaces, the numbers of new members gained has not fully offset the losses from large plant shutdowns over the last several years. This has resulted in a gradual reduction in overall IAM membership in Canada.

IAM Dues-Paying Members in Canada:

<i>Year</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>
<i>2004</i>	39,028	33,954	5,074
<i>2005</i>	38,852	33,801	5,051
<i>2006</i>	38,203	33,237	4,966
<i>2007</i>	37,275	32,429	4,846

Women workers

While woman workers have belonged to the IAM for almost a century, they remain a minority of the workforce in the IAM's traditional sectors. Women currently account for 13% of the IAM's Canadian membership. Over the last decade, the union has made an enhanced effort to increase women's participation in the union.

In Canada, under the auspices of the Women's Coordinator and the National Women's Committee, training and mentoring programmes specifically for women have been developed and delivered. The Women's Committee has also been active in promoting issues of particular interest to women – child care, elder care, family leave, pay equity, employment equity – both in collective bargaining and in political action for legislative change.

Precarious work

The most important element of the IAM's efforts on precarious work has been organising workers and negotiating the protection that vulnerable workers need – not only decent wages and benefits, but also seniority protection, guaranteed hours, freedom from favouritism, harassment and threats.

In the legislative arena, the IAM has been active, with the Canadian Labour Congress and provincial labour federations, in seeking improved minimum standards and protections in the various labour codes for non-unionised workers, particularly those in precarious employment. We have also campaigned for improvements to the national unemployment insurance system to better protect displaced workers.

The Canadian labour movement successfully campaigned for a national programme to protect workers in the event of the bankruptcy of their employers, through a wage-earner protection fund (covering unpaid wages up to \$3,000 per worker), introduced in 2008, and higher priority for other worker claims in bankruptcy proceedings.

Workers' rights

Along with other unions, the IAM has been fighting to enshrine workers' rights and the right to unionise in legislation. Campaigns have been mounted to remove impediments to unionisation in the various Canadian jurisdictions, through changes like card-check certification.

In 2007, the Supreme Court of Canada for the first time ruled that the right to collectively bargain is a fundamental right protected under the Charter of Rights and Freedoms of the 1982 Canadian Constitution. While falling well short of guaranteeing every Canadian worker a right to join a union and bargain freely, this decision was an important step towards full legal recognition of workers' rights.

The IAM is also actively opposing trade agreements that do not effectively protect workers rights, in particular opposing the expansion of the North American Free Trade Agreement through the so-called Security and Prosperity Initiative, and the introduction of inter-provincial deals that would prevent provincial governments from enacting and enforcing worker protections.

USA

International Association of Machinists and Aerospace Workers - IAMAW

Uniting metalworkers

The IAM is a diversified North American Union representing workers in a variety of industries, manufacturing, aerospace, woodworking, transportation, electronics, and shipbuilding, to name just a few. The IAM has strengthened its efforts towards achieving unity among metalworkers throughout the world by undertaking a number of endeavours. In addition to our affiliations in global union federations, including the International Metalworkers' Federation, the International Transport Workers' Federation, and the Building and Woodworkers' International, we continue to build strong relationships with numerous individual unions, entering into formal alliance agreements with strategically selected metalworking unions. Each of these alliance agreements outlines a vision for global collective bargaining and organising the unorganised.

Efforts have also been undertaken with other metalworker federations to develop joint positions on critical aerospace issues. These issues include facing the challenges that stem from outsourcing to China, Mexico and other countries where internationally recognised labour standards are neither recognised nor enforced.

The IAM has hosted numerous meetings for metalworkers throughout the world. In March 2007 the IAM hosted a meeting of the Boeing Company's unions and its suppliers' unions, the first time such a meeting was ever held.

Transnational companies

The IAM continues its work with individual unions, works councils, supervisory boards and other formal structures to engage transnational companies. The IAM actively participated in deliberations to improve the IMF's model International Framework Agreement (IFA). In addition, the IAM issued its own comprehensive evaluation of the IMF's IFAs, providing concrete suggestions for making fundamental improvements in the IMF's effort. The IAM in the past has posted IFAs on its website and the IAM has put on workshops and distributed other materials for its members on IFAs.

Despite the basic difficulties in raising IFAs with North American companies, the IAM continues to seek opportunities to do so. Given the lack of social dialogue in North America, labour laws that are heavily tilted towards employers, a corporate culture that has little interest in dialogue but would rather keep workers from earning a fair wage and from organising free and independent unions, and the inability to force companies to negotiate framework agreements, progress has been slow. That said, efforts have also been made to introduce ILO Conventions in other forums. These efforts are discussed later in this report.

The IAM's experience with implementing IFAs that have been negotiated in Europe has, in general, not been positive.

The Bosch IFA serves as a good example of how an IFA may become ineffective if it does not include an adequate enforcement mechanism. In November 2005, the IAM went on strike at the Bosch/Doboy facility in Richmond, Wisconsin. The IAM sent a letter to the IMF asking if the company's conduct concerning a variety of issues constituted a violation of the IFA. The IMF responded in the affirmative, and later stated that it was 'demanding that

German Bosch management responsible for implementing the IFA recognise that such an action is not in accordance with the IFA and prevent their US management from breaching it in this way'. Since there was no definitive dispute resolution mechanism in the IFA, the dispute had nowhere to go after the matter was raised with the company.

Collective bargaining

Despite the loss of over one million manufacturing jobs in North America, due to outsourcing and the severe financial crises brought on by deregulation, mismanagement, and a corporate culture that ignores the rights of workers, the IAM has negotiated industry-leading wage settlements. The IAM has nearly 3,500 collective bargaining agreements that are in effect. During this period, many major negotiations took place, including the contract at Boeing, where the IAM's 57-day strike led to another industry-leading contract.

International solidarity

The IAM continues to be an active supporter on behalf of IMF Executive Committee Member and President of SNTMMS, Napoleon Gomez. The IAM also actively supported the IMF's efforts with respect to Toyota Philippines and solidarity campaigns regarding asbestos and precarious work, as well as giving enormous support to workers in Columbia, South Korea, Zimbabwe, Burma, China, and many other countries where fundamental human rights are violated.

Organising the unorganised

The IAM has created a multi-million dollar fund dedicated to organising. In 2005, over 900 IAM delegates and staff met in an Organising Summit to brainstorm tactics, discuss targets and coordinate all organising throughout the IAM. In 2006 the IAM's organising emphasis continued with the unveiling of a web-based organising campaign networking registry. This new networking tool has been important for communication between IAM organisers. The new network likely played a part in the IAM achieving the highest-winning percentage of any AFL-CIO union for NLRB elections.

The IAM has also launched other innovative activities to organise, such as our massive 'directly speaking' mailing and online campaign. The programme relies on the vitality of the rank and file to collect organising targets and identify volunteers for organising campaigns. The IAM is also engaged in nation-wide targets using cross-union teams to seek unionisation in key industries and strategic sectors of the economy, including those dominated by precarious work. Meanwhile in-plant organising amid public sector units, and other areas, has received renewed attention and focus.

As discussed in other sections of this report, the IAM continues to focus much of its organising activities on a variety of industries and categories of workers including women, younger workers, and non-manual workers.

The following chart lists the percentage of our membership by female/male percentage:

**Dues-paying members
% female and % male by industry**

<i>Industry</i>	<i>% Female</i>	<i>% Male</i>
Aerospace	16 %	84 %
Air transportation	39%	61%
Automotive	4%	96%
Grand Lodge	36%	64%
Misc. manufacturing	20%	80%
Metalworking and machinery	16%	84%
Public sector and utilities	27%	73%
Railroad	20%	80%
Shipbuilding	7%	93%
Wood and paper products	13%	87%
All industries	20%	80%

Women workers

The IAM's Women's Action Program, developed in 1997, serves to guide the department in its activities. Since the implementation of the Program, several Women's Conferences have been held providing guidance in an environment conducive to IAM's sisters coming together to share experiences and to acquire additional skills to improve their lives and that of their fellow trade unionists.

The past two Women's Conferences were designed specifically to engage sisters in organising activities. Sisters participated in organising training. They also engaged in activities to identify obstacles and barriers for women. Through the 'Sister of the Month' programme, many sisters from both the US and Canada have been identified as role models. The IAM also provides support to sisters who have yet to seek a leadership position within their lodge.

Every IAM lodge has been directed, by convention mandate and order of the International President, to establish women's committees and human rights committees, which serve a vital function in our union. The IAM continues to work with our locals and districts to accomplish that goal and assist these committees in understanding their responsibilities.

Precarious work

The IAM continues to work with international institutions, such as the ILO, to achieve fundamental human rights for precarious workers. In North America, we have conducted many organising campaigns for precarious workers, lobbied legislatures to enact laws to protect precarious workers, and have coordinated efforts with many of our sister organisations.

Workers' rights

The activities of the IAM regarding the promotion of ILO Core Labour Standards extend to a number of international and domestic organisations that have an impact on our members and workers around the world. The IAM has participated in annual ILO meetings in Geneva, Switzerland, serving as a technical advisor to the ILO Committee on Standards and Applications. The IAM has also been actively involved in submissions to the Organization for Economic Cooperation and Development (OECD), concerning international labour standards, and has participated in OECD meetings with respect to export credit agencies, insisting that ILO Core Labour Standards must be included in OECD guidelines.

The IAM also continues to fight for the inclusion of ILO Core Labour Standards in all trade agreements and organisations, and has worked tirelessly for the defeat of bilateral trade agreements with Columbia, Peru, Panama, South Korea, and others, as well as multi-lateral agreements such as the Free Trade Area of the Americas.

The IAM is also fighting for international labour standards at home, serving as a leader in the fight for labour law reform through what is known in the US as 'The Employee Free Choice Act'.

International Union, United Automobile, Aerospace and Agricultural Implement Workers of America - UAW

Uniting metalworkers

Beyond common affiliation with the AFL-CIO, one of two major central labour bodies in the United States, the large American metalworkers' unions have worked together on a variety of economic policy and political issues over the past four years, including electing democratic majorities in both houses of Congress and the election of Barack Obama as President of the United States. UAW has been particularly active in working with the United Steelworkers of America (USWA) on critical issues of health care and pension benefit reform and other issues of industrial policy, and in promoting US labour law reform. There have been no serious merger discussions among the IMF affiliated unions in the United States over the past four years.

Transnational companies

The UAW has not negotiated International Framework Agreements (IFAs) based on the IMF model at the major automobile companies operating in the United States. We have, however, worked with European unions and others, in an effort to implement and/or enforce IFAs with European companies operating in the US. In addition, UAW efforts were made to incorporate the ILO Core Labour Standards into the agreements with independent parts suppliers (IPS). Since the last IMF Congress, the UAW has increased its participation in auto-related IMF company councils, networks, and action committees. Delegates to the IMF World Auto Council meeting in Sao Paulo, Brazil in June 2008 stressed the critical need for engaging all auto-related affiliates in these company-based activities.

Collective bargaining

Negotiated settlements with the major domestic automakers (Chrysler, Ford, and General Motors) in 2007 set the pattern of collective bargaining in the industry. UAW negotiators faced enormous challenges during 2007 negotiations because of the state of the domestic auto industry and financial difficulties faced by the 'Big 3'. The general goals for these contracts were achieved, namely, new product investment and enhanced job security, and greater protection of retiree benefits. We secured retiree health care for current and future UAW retirees through the establishment of Voluntary Employee Beneficiary Associations (VEBAs). The companies also agreed to in-source additional jobs, enhanced health and safety protections, and substantial economic gains. Despite these improvements, the global financial crisis and the competitive difficulties of the domestic automakers have placed tremendous pressure on the UAW to find further solutions to advancing the interests of our members and retirees.

International solidarity

UAW supported unions from around the world through a variety of solidarity actions and interventions. UAW provided support for workers in Mexico fighting against government repression of their unions, including support for Napoleon Gomez, President of the National Union of Mine and Metallurgical Workers of the Republic of Mexico. UAW consistently opposed the negotiation of the free trade agreement with Central America (CAFTA) as harmful to the economic interests of workers throughout the Americas. After the Guatemalan congress approved the agreement, unions and other civic organisations peacefully protested, but were violently attacked by police. UAW sent a stern letter to Guatemala to protest the government's use of excessive force, to demand the withdrawal of the arrest warrants for trade union leaders and to insist on the Guatemalan government respecting civil and labour rights.

UAW provided financial and political support to the striking Ford union in St Petersburg, Russia (IATU) in its successful strike during the winter of 2007. UAW also expressed outrage to the Government of Korea on the arrest and repression of KMWU officers and members for their opposition to the Korea-US Free Trade Agreement (KORUS FTA). The UAW and KMWU also worked closely on issues related to common employers such as Delphi, General Motors, and Hyundai/Kia.

Organising the unorganised

UAW has organised approximately 25,000 workers over the past four years, with about half of those being through 'card check' agreements. These modest figures highlight the difficulties of organising under current US labour law (National Labor Relations Act), which essentially permits employer intimidation, and the obstruction of employees' fundamental right to organise and bargain collectively. The American labour movement has devoted considerable efforts in passing the Employee Free Choice Act (EFCA), which would provide greater balance to the process. EFCA's passage would complement organising efforts taking advantage of International Framework Agreements (IFAs). Thousands of American workers are employed by auto companies covered by IFAs. In the majority of cases, however, the UAW and the unions in the companies' home countries have lacked sufficient leverage to enforce the labour rights standards contained in these agreements.

Women workers

UAW Secretary-Treasurer, Elizabeth Bunn serves as the head of the UAW Women's Department. The Women's Department was created in 1955 to focus attention on issues and concerns of women in the workplace. The department provides education aimed at motivating women to become active in their union. Working in coalition with other progressive groups, such as the Coalition of Labor Union Women (CLUW), the Women's Department is active in grassroots lobbying and in educating women and men alike on such issues as domestic violence, sexual harassment awareness, pay equity and child care.

A member of the Women's Department serves on the National Committee on Pay Equity, a national coalition which the UAW helped found. The Women's Department assists regions and local unions in implementing UAW policies on equality. The department is also an advocate for promoting organising, pay equity, freedom from sexual harassment and protection from domestic violence.

Precarious work

Precarious work in the United States has expanded drastically over the past two decades as union density declined throughout the industrial sector of the economy. In the vast majority of union contracts, precarious or temporary workers are afforded similar benefits and protections as regular workers. In addition, UAW contracts limit the use of part-time, temporary workers in our organised shops. While US legal protections apply to most precarious workers, they are difficult to enforce in unorganised locations. Thus, the fight against precarious work in the US essentially mirrors the fight for labour law reform that would enhance the rights of workers to join unions and bargain collectively. The UAW and labour movement in the United States have also sought legislative solutions (including immigration reform) that would prevent the exploitation of 'non-regular' workers in all sectors of the economy.

United Steelworkers - USW

Uniting metalworkers

The United Steelworkers (USW) in the United States has long maintained working relationships with the United Auto Workers (UAW) and the International Association of Machinists (IAM), among other IMF affiliates. There is regular dialogue, information exchanges and meetings.

The USW and the UAW also participate in a political alliance with two other unions – the Communications Workers of America (CWA) and the International Federation of Professional and Technical Engineers (IFPTE).

The alliance members have committed to sharing resources around four key priorities for union members and working families: jobs and fair trade, retirement security, improved health care and passage of the Employee Free Choice Act, which would make union representation elections more fair and efficient.

Transnational companies

The USW is locking arms with unions internationally to curb corporate globalisation and to help prevent workers from being crushed in an endless international race to the bottom.

The biggest step so far occurred at the USW's 2008 Constitutional Convention when the USW and Unite the Union, the largest industrial union in Great Britain and the Republic of Ireland, agreed to create the first trans-Atlantic labour union.

The new union, 'Workers Uniting – the Global Union,' will initially draw on the energies of more than three million active and retired workers from the United States, Canada, Great Britain and Ireland who work in virtually every sector of the economy including manufacturing, service, mining and transportation.

Early joint efforts included extensive discussions on strategies for saving manufacturing capacity and on collective bargaining with common employers in the titanium, paper and chemical industries.

The structure was set up to accommodate other unions from around the globe if they wish to join. Early interest has been expressed from Australia, Eastern Europe and Latin America.

To meet its charge of challenging 'exploitation anywhere in the global economy,' the new union is creating a Global Labor Rights Network that will have staff in Central America, the Middle East, Asia, Eastern Europe, Africa and other regions.

In addition, the USW is engaged in strategic alliances with unions in Australia, Brazil, Germany and Mexico that commit the parties to coordinate bargaining and organising with common employers, to support each other during strikes and disputes with common employers and to coordinate and implement industry sector activities and policies.

Collective bargaining

The USW's collective bargaining objectives include maintaining and improving jobs, maintaining quality health care for active and retired members, and securing capital investment in our plants and factories so they can remain competitive in a punishing global environment.

For the last eight years, bargaining has been conducted in a climate made hostile by a National Labor Relations Board that has worked to restrict and weaken already ineffective workers' rights in the United States. Yet in 2008 the USW achieved its main objectives in historic negotiations with two of the largest steelmakers in the United States, US Steel and Arcelor Mittal.

Both contracts secure retiree health care benefits, increase wages and benefits, and bring pensions up to levels that far surpass most industries in the US. In addition to economic gains, the agreements require the two companies to make significant capital investments in their US plants.

International solidarity

The USW's work in Liberia, Mexico and Colombia are examples of our commitment to helping workers and their unions around the world.

In Liberia, the USW helped workers at the Firestone Rubber Plantation build a democratically elected union against great odds to represent 4,000 agricultural workers.

The Firestone Agricultural Workers Union won the AFL-CIO's 2007 George Meany-Lane Kirkland Human Rights Award for their efforts.

The election of the union and its first successful contract negotiations were milestones in Liberia's transition to fledgling democracy after a long civil war that decimated the country and the 240 square-mile plantation.

In addition to instituting the federation with the UK union, Unite the Union, the USW has created more than a dozen global networks with other unions to cover workers in major multinational companies in metals, rubber and tyre, paper, mining, glass and chemicals.

The USW's involvement in Mexico illustrates the significances of those alliances. In 2005, USW International President Leo W. Gerard signed a strategic alliance with Napoleon Gomez Urrutia, leader of Los Mineros, the mining and steel union in Mexico. They pledged cooperation and assistance during struggles, particularly with Grupo Mexico, a common employer.

In response to our strike against Ray Mines in Arizona, owned by ASARCO, which was then owned by Grupo Mexico, Los Mineros staged its first ever protest in Mexico on behalf of an American union. Less than six months later, Los Mineros turned to the USW for help, asking for aid in getting Napoleon Gomez out of the country when the government illegally froze union funds and removed him as general secretary in blatant violation of Mexican law.

The USW continues to assist in secluding the Gomez family because of ongoing death threats.

In addition to helping give Gomez asylum in Canada, the USW has asked its local unions to financially adopt the families of Mexican copper miners locked in a strike against Grupo Mexico.

The USW has been on the forefront of the Colombian labour solidarity movement in the United States, and continues to press human rights claims against Drummond Coal Co. and The Coca-Cola Co. for their roles in the torture and murder of unionists in Colombia.

In addition, the USW continues to fight against the passage of the Colombian Free Trade Agreement, which is opposed by all three major union confederations in Colombia, and which will greatly undermine labour and human rights in that country.

Finally, the USW is leading an effort to support the strike of over 10,000 sugar cane workers in Colombia, having helped to raise over \$10,000 for this effort.

Organising the unorganised

Nearly 33,000 workers decided to become members of the USW in the three years between 2005 and 2008. And it wasn't an easy road for them to travel.

Recent decisions by the National Labor Relations Board have overturned decades of precedent and established new rules that make it more difficult for workers to freely join and form unions. That's why the USW is in the forefront of the fight to pass the Employee Free Choice Act, which would guarantee workers the ability to choose a union through a democratic majority sign-up procedure.

Since the merger of the United Steelworkers of America and the former PACE union, the USW has continued to grow in the industrial sectors where both unions were traditionally strong. It now represents an estimated 1.2 million active and retired workers.

More than 10,000 of the members who were organised during those three years came to the union through 'card check' and neutrality agreements with employers. Examples include Gamesa Corp., a maker of wind energy turbines that employs 400 USW members, and Dana Corp., where the USW organised 1,300 new members. A first contract was reached quickly at Dana, in part because there was no contentious election process.

Even though Alcoa is the largest aluminium company in the world and was making record profits, the company opened bargaining in 2006 demanding concessions, including shocking increases in health care costs and no pension plans for new hires. Some 9,000 members in 18 locals at 15 plant sites stood strong, securing a deal only hours before picket lines would have gone up. The four-year agreement included wage increases, a ratification bonus, continued health insurance for retirees, a single family plan for all workers, pension increases and greater protection against contracting out jobs and against layoffs.

Another showdown was provoked by Brazilian-owned Gerdau Ameristeel when it locked out nearly 300 USW members in Beaumont, Texas. The USW sent the dispute home to the Gerdau family, flying members, a former Congressman, even a US Senator, to Porto Alegre to explain to fellow workers there, the government, the community and, especially, to associates of Jorge Gerdau Johannpeter, how antagonistically the Brazilian industrialist treated Beaumont workers. Gerdau workers from Brazil assisted protests at Gerdau headquarters in Tampa.

Gerdau eventually relented and recalled the Beaumont workers. But that was just the beginning. Gerdau workers from Canada to Brazil stood together as other agreements were finalised for a total of 12 US and Canadian plants.

Then, in November of 2007, Gerdau bought MacSteel, giving the USW 3,000 members at Gerdau-owned facilities. This time a contract was quickly negotiated.

In the end, Gerdau blinked on its union-busting strategy. The CEO was replaced and USW members received fair contracts.

Women workers

Women represent approximately 20% of the USW's membership and in turn hold an estimated 20% of elected offices in local unions.

In 2008, Canadian union activist Carol Landry was sworn in as a Vice President at Large, becoming the first woman ever added to the USW's International Executive Board.

At the 2005 Constitutional Convention, the USW made it a requirement for each local union with female members to have a local union women's committee. Regardless of their industry or job, all female USW members are considered Women of Steel.

The educational and activist-based Women of Steel programme gives USW women an understanding of how the union works and encourages them to become community and union activists and leaders.

Women of Steel participate in political, legislative and international actions. As part of the USW's Toxic Trade Campaign, which was kicked off at the 2007 International Women's Conference, USW sisters hosted 'Get the Lead Out' safe-home sessions informing the public about dangerous trade laws and the harm posed to children and their families.

Precarious work

In Los Angeles, the USW is working in partnership with the AFL-CIO and the local Community Labor Environmental Action Network to organise thousands of car wash workers, most of whom are immigrants.

Car wash workers frequently work in appalling conditions for low or, in many instances, no wages except for customer tips and no benefits. Employers often violate basic labour and immigration laws with little risk of penalty.

In Boston, the USW is helping taxi drivers organise for a voice in their work and industry. The Boston Taxi Drivers' Association is a chapter of the Steelworkers' Associate Member Program.

The taxi drivers in Boston are coming together as USW Associate Members because they are considered to be independent contractors, not employees. As contractors, they are not permitted by law to join a union and collectively bargain under the protection of the National Labor Relations Act.

The USW is also working to resist the practice of contracting out, a form of precarious work that threatens the livelihoods of union members in the United States. Contracting out is the use of non-bargaining forces to do work that can be done by union members.

Seeking to preserve jobs, the USW uses the collective bargaining process to limit or prevent employers from contracting out work that the union's members are capable of doing. Such contract protections can preserve traditional work and recover full-time work.

Workers' rights

The USW works closely with the International Metalworkers' Federation (IMF) and its 200 member unions around the world as well as the International Federation of Chemical, Energy, Mine and General Workers' Unions.

Western Europe

AUSTRIA

Gewerkschaft Metall-Textil-Nahrung - GMTN

Uniting metalworkers

The Trade Union for Metal-Textile-Food (GMTN), which is affiliated to the umbrella association ÖGB (Austrian Trade Union Federation), is the only IMF member in Austria.

Transnational companies

In connection with the IMF Conference on International Framework Agreements in September 2006, a meeting was convened to examine progress towards the implementation of an international framework agreement (IFA) at BMW, which was also attended by representatives from the site in Austria. Securing the agreement of subcontracting companies for the implementation of an IFA is a major challenge. The works council asked the company for a list of subcontractors, with a view to establishing a network of focal points in the individual firms with the help of the trade union. Information on the framework agreement has appeared in Austrian employee publications and trade union journals (e.g. an article in *Glück auf*, in BMW Steyr's works council newsletter).

In early September 2008, the federal province of Styria (Austria) hosted an SKF World Trade Union Committee meeting, which was attended by 43 participants from 19 countries. SKF has 39,000 employees in 80 companies in 22 countries. The meeting also served to provide feedback on the SKF Code of Conduct agreed in November 2003, with an emphasis on working hours and protection of female employees.

Collective bargaining

Also during the period 2005–2008, GMTN hammered out collective wage agreements to further improve the working conditions and living standards of employees in the branches in question. In the yearly negotiations, in addition to inflation, the emphasis was placed on productivity increases, the overall economic climate, and the situation in the individual firms. Over and above pay raises (minimum and actual wages), allowances for apprentices and bonuses, we strove to improve basic working conditions for our female colleagues.

With the introduction of a standardised pay system for the electrical engineering and electronics industry and the metal industry in 2005, we achieved a long-standing goal: workers and employees now have a standardised pay scale, with upgrading for female employees as well.

The new common pay system features the following:

- 11 new employment groups
- 5 upgrades – 2 'major' and 3 'minor'
- Upgrades after 2, 4, 6, 9 and 12 years in an employment group.

The new system covers all employees. Transitional agreements were applied from 2005 to 2008 to ensure that all employees were upgraded at least once between November 2005 and October 2008.

In the 2006 and 2007 negotiations, further improvements in basic training and advanced training were sought from a general legal perspective. In addition to permanent rises in minimum and actual wages, agreement was reached on so-called 'distribution options' for the individual allocation of shares of actual pay increases at a company-wide level and one-off payments.

International solidarity

Also during the period under review, the GMTN participated in letter-writing campaigns to protest and express solidarity with IMF actions and campaigns, with coverage in its newsletter for members and its website (participation in the IMF day of action for Mexico, 'Appeal for Justice' on 11 December 2006, and day of action for Toyota Motor Philippines on 12 September 2006). To express its support for the Belarusian trade union REPAM, which faces political persecution by the Lukachenko regime, the GMTN transferred funds into the IMF solidarity account in 2006 and 2008.

Organising the unorganised

	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>
Total number of members	202,477	224,687	223,280	
of whom with the IMF	180,000	180,000	180,000	
of whom women	33,768	38,834	37,884	
of whom non-manual (white-collar)	–	–	–	–

* GMTN does not represent non-manual workers

Women workers

In 2005–2008, female members accounted for an average 17% of GMTN membership. There are 62 female colleagues on GMTN's Federal Board who are entitled to vote. The share of women on the Board, the highest governing body in our organisation is fortunately above average.

In 2005, there was much debate as to the new law on part-time work for parents. For the first time, parents in Austria were legally entitled to opt for part-time work after a child was born. However, this new law raised a great many questions regarding differentiating between prerequisites for claims, as a result of which we spent a lot of time seeking clarifications.

In order to raise awareness of the fact that many illnesses and work-related accidents are due to work and stress, in 2005 the Women's Department organised a survey entitled 'Frustration Leads to Problems'. The high percentage of female members of works councils guarantees that this topic will remain an important component of our work in the future.

The main emphasis in 2006 was on preparing for and implementing the merger of the two trade unions for metal and textiles and for farming-food-leisure into the present trade union for metal-textile-food. In many meetings at the provincial and federal level, women's committees were set up or new members were appointed. The level of cooperation with female colleagues in all of our branches is excellent because we have much in common.

In early 2008, an amendment to the present law on children's allowances came into effect. The trade unions wished to ensure that in the future, parents would be able to choose how long they stayed home to look after their child after birth.

There are many topics we have been dealing with for years and will continue to deal with: closing the income gap; promoting equality between men and women in the working world; encouraging women to become employee representatives; and attracting new members in our field. The Women's Department has also played a key role in training our female works council members.

Precarious work

In January 2002, our trade union managed for the first time to sign a specific collective wage agreement for blue collar part-time and temporary workers employed in the job placement sector. This was preceded by an intensive campaign in which guidelines were sought as to outstanding wages and bonuses. Since 2002, we have managed to negotiate new collective wage agreements annually for female workers in the sector. Such agreements ensure that the collective wage agreement for employees is not undermined. There are clear rules covering down time between assignments as well, on the one hand with regard to remuneration and on the other hand with regard to a five-day ban on dismissal as from the end of an assignment. The aim is to strike a balance between the employer's goal/practice of a company-wide minimum wage and the employees' demand for a corporate actual wage through maximum convergence towards actual wages in the branch.

Meanwhile, despite extremely difficult conditions we managed to negotiate a collective wage agreement every year for the branch. The latest collective wage agreement went into effect on 1 January 2008 and included a 3.5% rise in minimum wages, a 2.5% increase in the daily pay rate for work over and above the first five hours, as well as further training for part-time or temporary workers (entitlement to training after three months' service).

Since we cannot, realistically speaking, prevent temporary or part-time work, the point is to ensure that such work takes place under the best possible social conditions. This includes the protection of permanent posts (that is, temporary work must not exceed the upper limit of 5% of total employment in the company) as well as possibilities for workers placed in the firm to turn temporary jobs into permanent positions.

In addition, female works council members should endeavour to recruit temporary workers and encourage them to set up works councils. Eighteen such bodies have been set up, among others in such leading job placement firms as Trenkwalder, Adecco and Manpower. Unfortunately, this is only a drop in the ocean, as only 1% of all companies in this field are concerned.

Workers' rights

Austria has ratified all ILO Core Labour Standards on basic working rights. The law stipulates that employees may form and join trade unions without prior approval or undue formalities, and employees are able to enjoy this right in practice. No one is barred from joining a trade union. The law authorises trade unions to provide information on their activities without any interference, and the government enforces this right in practice. In addition, collective bargaining agreements enjoy legal protection and are conducted freely. The right to strike is not explicitly mentioned in law but is guaranteed in the Constitution through human rights conventions. Although there is no single set of rules and regulations in this respect, the government recognises this right in practice. Retaliatory measures against strikers are prohibited by law, and the government applies this law effectively.

The ILO's Committee of Experts on the Application of Conventions and Recommendations had for several years urged the government to amend § 53(1) of the Law on Employment in order to make foreign workers eligible for election to works councils, and this was finally done in 2006.

This is one example of how human rights in Austria are exercised as a 'developing country theme' and how the activities of CSR Austria in the human rights field are only getting under way, which is why understanding of this field is still limited. In order to promote social responsibility in internationally active companies, care should be taken, in our view, when awarding contracts and promoting exports to provide a stronger incentive encouraging socially responsible companies to tie labour contracts and loan-granting to human rights standards (UN Covenants, ILO Conventions, OECD Guidelines for Multinational Enterprises).

The bodies responsible for representing workers' interests (trade unions, chambers of labour) advocate the binding introduction of and compliance with the ILO Core Labour Standards in bilateral EU trade unions, and are calling for mechanisms to ensure compliance with these norms.

BELGIUM

Algemeen Belgisch Vakverbond - ABVV-Metaal

Uniting metalworkers

As a consequence of the historical evolution of the Belgian labour movement, there are three unions of different ideological colours active in Belgium, both at the inter-professional level and in the metalworking sector: one socialist, one Christian and one liberal. Since Belgium is one of the rare countries that make a distinction between blue- and white-collar workers, the blue- and white-collar unions operate separately in the sector and in enterprises. None of the unions has taken initiatives either at the inter-professional level or in the metalworking industry. However, the unions do cooperate actively at the enterprise level, as at the sectoral level (e.g. during sectoral negotiations) and whenever possible they try to present common lists of demands.

Collective bargaining

The biennial sectoral negotiations are particularly important. The 2005–2006 negotiations took place under difficult conditions from the economic viewpoint. The 2005–2006 agreement went down in history as a relatively poor agreement. Nevertheless, we did manage to achieve a guaranteed increase in purchasing power of 4.3%. We were able to avoid pay increases linked to results and also an 'all-in' agreement. Pre-retirement provisions were extended without change. Conditions were substantially more favourable during the 2007–2008 negotiations, which resulted in a pay increase of 5%, an increase in the participation in sectoral complementary pensions of 0.1% and intensified training efforts.

The auto sector was under heavy pressure during this period (General Motors, Volkswagen, Ford), but despite difficult restructuring, we succeeded in preserving a significant industrial sector in Belgium. The restructuring often entailed extended action, strikes and demonstrations.

In 2005 a major inter-professional action was organised to protest against government plans to raise the pre-retirement age and to make access to pre-retirement regimes more difficult. The 'solidarity covenant between generations' has had a tremendous impact on existing pre-retirement regimes. The opposition to those plans came first from the metalworking sector, and ABVV-Metaal was one of the driving forces behind that opposition. The 24-hour national strike action and the large demonstration which was part of it, as well as lightning strikes by the Confederation, were supported by our activists and in particular by those affiliated to our sector. Although we did not succeed in fundamentally changing the plans, we did manage to ensure that the existing pre-retirement regimes would only be eliminated gradually.

In early 2008 we had to confront a sharp increase in inflation which led to a flurry of action in favour of purchasing power in the metalworking sector in Flanders. Altogether, 200 collective contracts in favour of purchasing power were concluded in the first half of the year.

International solidarity

As part of international solidarity, there are a number of projects underway in partnership with several unions around the world. Since a complete enumeration of the projects would take us too far, we would like to mention just a few of them, in particular:

- We have launched a project in cooperation with KEWU, the Kenyan metalworkers' union, which is aimed at strengthening union structures and working on the problem of AIDS at work.
- We have set up a training project for union leaders in partnership with the metalworkers' union in Vietnam.
- In Brazil there are several projects underway in cooperation with Força Sindical.

Organising the unorganised

Given that Belgium has a high rate of unionisation (over 80%), we have not engaged in projects or initiatives targeted specifically at unorganised workers. Thanks to the work of the ABVV-Metaal Youth Service, the score achieved by young people in the social elections was very favourable, having risen to 10.5%.

	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>
Total number of members	99,025	99,891	99,891	99,891
of whom with the IMF	55,000	55,000	55,000	55,000
of whom women	17%	17%	17%	17%
of whom non-manual (white collar)				

Women workers

In FGTB-Métal, a committee dedicated to women meets at least four times a year. Efforts to promote women's representation have achieved the following results:

- the proportion of women in the joint commissions covered by ABVV-Metaal is slightly more than 9%
- 17% of our members are women
- the proportion of women elected to the works council for prevention, protection and well-being at the workplace is 16%
- the proportion of women in managing bodies (at every level of our organisation) is 16%
- the number of permanent members (elected secretaries) is 6.5%.

The number of women members and activists is certainly representative of the number of women working in the metalworking industries which serve as a source of recruitment and hence also as a point of reference. In general, that also applies to the number of women serving in managing bodies of the confederation.

Precarious employment

ABVV-Metaal has been very active in the area of precarious employment. The action is sorely needed, given that one third of all temporary workers are employed in the metalworking sectors. We have sought through negotiations to gain the same rights for fixed-term contract workers as for permanent workers, as regards both pay and complementary pension.

With regard to actions, in a supplier enterprise for Ford where more than 40% of the employees were working under fixed-term contracts, and as part of the IMF campaign against precarious employment, ABVV-Metaal launched a web-site on the topic: www.stopmisbruik.be.

CSC-Métal - Centrale Chrétienne des Métallurgistes de Belgique (ACV-Metaal)

Uniting metalworkers

There are several metal unions in our country, organised in three inter-professional or inter-sectoral confederations. There is no unique status for workers. A distinction is made between different categories of workers: blue-collar workers and white-collar workers. CSC Métal is the biggest metal union and is part of the ACV-CSC Confederation on the same basis as the two white-collar organisations – LBC-NVK and CNE. All of these organisations are active members of the IMF and the ITUC.

There is no strategy aimed at achieving a single union. Indeed, that is not necessary, given union pluralism in Belgium, particularly in the industrial sectors of metalworking, and especially since all negotiations are conducted in a common front with the other union organisations. For more than 30 years – without interruption – we have been concluding national collective contracts after the introduction of common demands and joint negotiations. The same goes for joint union action and sectoral strikes. Even after the split of the former ABVV-FGTB-Metal into the ABVV Metaal (Flanders) and the MWB (Brussels-Wallonia), we maintain that form of cooperation.

Transnational corporations

At the last IMF and CSC-Métal congresses, in response to the appeal by the IMF, the CCMB took the initiative of concluding a first international labour contract with a Belgian multinational, Umicore. The CCMB had been in contact with management in 2006, and after preliminary talks, negotiations began between the Umicore management, on the one hand, and the International Federation of Chemical, Energy, Mine and General Workers' Unions (ICEM) and CCMB (representing Belgian unions) on the other hand. This resulted in the signing of an International Framework Agreement (IFA) in September 2007. This was the first IFA in Belgium, and the first one negotiated and signed at the same time by the IMF and the ICEM. The agreement also involved the setting up of a joint monitoring committee,

which has already met several times. A joint visit to one or more Umicore locations has also been planned for before the end of 2008.

In general, it may be said that the Umicore IFA is a good agreement, with clear decisions in the area of monitoring. The short-term challenge will be to conclude IFAs with other Belgian multinationals in the metal sector. Specific training courses will be given separately to company delegates.

Collective bargaining

For the CCMB (metal sector and related sectors), 2005–2009 covers two periods of collective bargaining for all the workers in our sectors (white-collar workers and supervisors have a different status and bargain separately).

The periods were: 2005–2006 and 2007–2008.

Our first concern has always been to improve purchasing power, in particular through maintaining our system of automatic indexing. In addition, pay also increases based on productivity and profitability of enterprises. Thanks to our system of ratification by royal decree, all workers in all the sectors/sub-sectors of the metal industry are covered by these agreements.

Our second concern is maintaining the early-retirement system (enterprise agreements starting at the age of 55 and sectoral arrangements starting at 57–58). Furthermore, we have fought to develop the right to training (vocational training) for our workers in every sector and to improve all 'security of existence' (social security) systems.

Since 1999–2000, we have been organising a pension system supplementary to the sectoral plan, in addition to the legal pension. The goal is to increase the employer's share of contributions.

International solidarity

The CCMB has supported various solidarity campaigns in recent years, and has actively participated in the struggle for union rights in Turkey. Seminars have been organised with our partner Birlesik-IS, both in Belgium and in Turkey. In addition, progress has been made towards recognition of Birlesik-IS representatives in the enterprises of AREVA and Bosal. At Bosal the issue was safeguarding union rights after attempts by management to erode those rights.

In 2008, a cooperation project was initiated with our partner GSM Nezavisnost in Serbia. Seminars will be organised jointly and other concrete action for support has been taken.

Similarly, the CCMB has actively supported cooperation projects in the Congo through the CSC confederation.

The CCMB has also participated in action to demand freedom of association and against killings of activists in the Philippines.

The CCMB has also provided financial support for microfinance projects, particularly through INCOFIN.

Organising the unorganised

	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>
Total number of members	184,781	182,669	181,017	-
Affiliated with IMF	110,000	110,000	110,000	110,000
of which, women:	12%	12%	12%	12%
of which, non-manuals:	members of LBC-NVK and CNE	-	-	-

Our main objective remains the defence of rights, of workers (men and women) and strengthening of solidarity.

More than ever, the world is changing rapidly and communication is becoming ever more important. For that reason, CSC-Métal is constantly developing new initiatives oriented resolutely to the future.

Under the slogan 'So many advantages to being united', CSC-Métal has launched a campaign of information, communication and securing loyal followers for all of its members:

- Each CSC-Métal member receives an 'Advantages Brochure' listing all the advantages of CSC-Métal membership: not only our main objectives, our membership services, and so on, but also exclusive advantages (negotiated with third parties) reserved for CSC-Métal members, such as a series of unique vacation offers or reduced rates for mobile telephones.
- Action directed at target audiences was conducted in 2008, e.g. toward young members.
- This campaign has been supported by many publications as well as by the development of a website www.jamaisseul.be to further facilitate dialog.

Precarious employment

The metal agreements provide for an improvement in the rights of temporary workers. The system in force in Belgium requires that temporaries are entitled to the same working and pay conditions as permanent employees in the same enterprise. Special measures also exist for the end-of-year bonus and the 'security of existence' (social security) of those temporaries.

It also should be noted that the union delegation must indicate its consent to the hiring of temporaries in the event of an increase in the workload.

In September 2008, we started our information campaign on precarious employment, which includes temporary work, but also stand-by contracts, jobs requiring a great degree of flexibility, etc. To that end, we have published a brochure for our activists as well as a questionnaire for our members, with a view to the forthcoming negotiations and our demands for the period 2008–2009.

Workers' rights

In 2005, the theme of the CCMB congress was 'globalisation'. Three aspects were dealt with in depth: the economy, social affairs and sustainable development. In several forums, the consequences of globalisation were discussed with Belgian and foreign guests.

Following those discussions, congress decisions were made to promote the conclusion of IFAs in Belgian multinationals. In addition, it was agreed to integrate the international aspect into every level of the operation of our union.

As indicated above, the CCMB also supports projects in the Congo. In particular, we monitor the operation of mines in Katanga to ensure that they comply with ILO standards.

The CCMB also participated in the 'Decent work – precarious work' campaign of 7 October 2008. Through surveys and informing workers, we have been mobilising our activists and urging them to put this issue on the agenda of works councils/union delegations. The CCMB also plays a key role in ensuring that workers in metal industry enterprises wear 'clean' work clothes, i.e. made under decent social and pay conditions (cf. the 'Clean Clothes at Work' campaign).

Finally, since the president of our confederation, the CSC, is also the head of the workers' group delegation in the ILO Standards Committee, we give full attention to the ILO conference in June, in particular to the Standards Committee.

CYPRUS

Cyprus Industrial Workers' Federation - OVIEK-SEK

Uniting metalworkers

OVIEK-SEK is the only IMF affiliate in Cyprus.

Transnational companies

There are no transnational companies in Cyprus in the sector.

Collective bargaining

In 2007 we achieved the renewal of all the collective agreements in every sector covered by our Federation, smoothly and without facing any serious problems. The renewal of the collective agreements was the result of successful negotiations and they are in force for three years (2007–2009). Approximately 2.5–3% was gained in wages and salary increases as well as in terms of benefits. More specifically, 2.3–2.6% was gained in relation to salary and wages and 0.2–0.4% in terms of improving fringe benefits. We have to admit that during the three year period, the agreements were fully respected and implemented in all sectors without facing any problems.

It is worth mentioning that, through the existing collective agreement, we have achieved a contribution by the employers to the welfare fund established by our Federation in support and promotion of our members' welfare. This contribution is at 0.5% for each worker.

International solidarity

OVIEK-SEK follows and supports IMF campaigns and activities related to the promotion of international solidarity.

Organising the unorganised

		<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>
	Total number of members	9,473	9,180	9,864	
	of whom with the IMF	4,000	4,000	4,000	4,000
	of whom women	2,850	2,700	2,655	
	of whom non-manual (white-collar)	103	100	100	

Women workers

Unfortunately, we have to admit that women's representation in our Federation's structures is still very limited. There are only two women participating in our General Council, representing approximately 10% of the council's members. However, our women members participate very actively in the Women's Departments of the Confederation (SEK), both in the structures of these departments as well as in the activities.

Precarious work

Our Federation is in close cooperation with the Confederation in monitoring the situation and implementing policies aimed at minimising the threat related to precarious work.

Workers' rights

ILO Core Labour Standards are mostly included in collective agreements and labour legislation. These standards are normally promoted both by special information meetings and publication of leaflets, as well as by the participation of the Federation's General Secretary in various tripartite and official bodies.

DENMARK

Centralorganisationen af Industriansatte i Danmark CO-industri

Uniting metalworkers

The LO-unions in the metal industry have had the Central Organisation of Metalworkers as a cooperation body for collective bargaining issues since before World War I. This structure was strengthened in 1992 by the extension of its scope of operation from the metal industry to the entire manufacturing industry. In this connection it changed its name from CO-Metal to CO-industri. Since 1997, CO-industri has also been responsible for coordinating the international cooperation of the manufacturing industry.

CO-industri is a strong and effective cooperation body solving a large number of tasks for its affiliates.

Transnational companies

Denmark has a relatively small number of headquarters of transnational enterprises. During the reporting period, we have with success focussed on ensuring that these enterprises are covered by agreements on European Works Councils. On the issue of International Framework Agreements (IFAs), it is our assessment that they will work best if they build on European agreements, because they should be combined with a global contact network between union representatives in the production sites of the enterprise worldwide.

Concretely, we have continued our efforts to ensure that Danish enterprises operating in other countries are organised and covered by collective agreements. One of the enterprises where this has been successful is LEGO, whose enterprise in the Czech Republic is now organised by OS KOVO. We have also had success in organising the Danish-owned shipyard in Kleipeda, Lithuania.

Collective bargaining

We signed a three-year collective agreement in 2007. The agreement contained a number of groundbreaking clauses:

- The right to two weeks' education of your own choice with a 85% wage compensation. This is an expansion of the existing regulation for enterprise-relevant training, and it means that CO-industri has achieved a good result in relation to the EMF common demand for the right to training.
- Parental leave reserved for the father and the mother respectively. The agreement expands the period where you receive full pay during parental leave. In that connection three weeks were reserved for the mother and three weeks were reserved for the father. If the father does not take this leave it is lost.
- Increased pension payments in relation to maternity leave. The purpose is to reduce the pension gap, which is caused by lower pension payments for women during maternity leave.

- Compensation for shop stewards. A system is introduced whereby shop stewards receive a contribution as compensation for the extra time they spend beyond their normal working hours. The amount is fixed, but it varies according to how many employees the shop steward represents.

As well as these groundbreaking clauses, the article ensured that 12% of income is now paid into the pension system which is additional to the state pension: 4% is paid by the employee and 8% by the employer.

After this collective bargaining round we have had two rounds of enterprise-level wage negotiations. These negotiations have provided an increase of 4.6% in 2007 and an expected increase above 4% for 2008.

International solidarity

CO-industri, together with our affiliate Danish Metalworkers' Union, carried out a successful bilateral project together with INMF in Rajasthan. One of the goals of the project was better organising among the precariously employed workers in the many mines in Rajasthan.

In Tanzania CO-industri has supported work on occupational health and safety, at regional and enterprise level, for a number of years. The work has been successful and the project will continue over the next years.

CO-industri has also contributed to a tripartite project directed at strengthening the occupational health and safety work in Morocco. This project is also continuing.

These projects have received support from the Danish International Development Agency, DANIDA.

Our affiliate, Danish Metalworkers' Union, has implemented a project for training mechanics in Bangladesh using its own funds.

In the area of solidarity in general, CO-industri has supported the IMF actions in relation to the campaign for organisational independence in Mexico.

Finally, we have been involved in a number of solidarity actions relating to the activities of Danish enterprises in other countries. These are described above.

Organising the unorganised

The membership development of CO-industri since last congress is as follows:

	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>
Total number of members	306,511	306,674	291,134	283,002
of whom with the IMF	200,000	200,000	200,000	184,797
of whom women	40,000	40,000	40,000	36,959
of whom non-manual (white collar)	41,000	41,000	41,000	37,883

CO-industri is a trade union cartel. Our members come from the trade unions below (figures for 2008):

United Federation of Danish Workers – 3F	125,564
Danish Metalworkers' Union	100,050
Union of Commercial and Clerical Employees in Denmark – HK/Privat	34,844
The Danish Association of Professional Technicians	10,500
Danish Electricians Union	8,000
The Timber Industry and Construction Workers' Union in Denmark – TIB	2,555
Danish Union of Plumbers and Allied Workers	1,100
Danish Union of Painters	250
Danish Union of Workers in Service Trades	139
Total membership	283,002

As the table above indicates, the membership of CO-industri has been constantly declining since 2005. The small increase in 2006 is the result of the postal area affiliating to CO-industri because the Danish Postal Service joined our employers' association.

In general, the decline in membership is primarily due to reduced employment in the manufacturing industry:

Manufacturing employment as share of total employment	
2004=100	
2005	96.9
2006	94.4
2007	94.2
2008	92.6

In general, the situation is such that a high level of organisation is maintained relatively well in Denmark, but that the overall membership base is shrinking. There is no major difference in the organisation level of men and women.

We have, however, seen a number of structures emerging over recent years which are, in reality, just unemployment insurances, but who claim to be trade unions. They offer membership at prices substantially below the normal Danish trade union affiliation fee, and in reality they do no trade union work. The low price has been a temptation for certain membership groups, not least in the light of the currently very high Danish employment. We do targeted work to inform our members about the risk if transferring to these insurances and it seems like their growth has been somewhat reduced.

Women workers

CO-industri has an important focus on the special problems for women workers. The main effort in the congress period has happened through the collective agreements, where important results have been achieved for gender equality.

Precarious work

The current excellent employment situation in Denmark means that few groups have precarious employment. We do, however, have a major increase in the number of agency workers and of the number of temporary agencies. Some of these new agencies are not serious or in good standing, and we have an increasing number of cases where colleagues are underpaid or cheated for part of their entitlements. To a large extent, but not exclusively, this hits foreign colleagues. Our campaign against this problem takes place within the framework of our regular trade union activities, because our collective agreements contain clauses stipulating that agency workers must receive the same wages and conditions as the normal full-time employees of the user company.

FINLAND

Metallityöväen Liitto r.y. (Finnish Metalworkers' Union)

Uniting metalworkers

The Finnish Metalworkers' Union has discussed a possible merger process with several brother unions in Finland. Electrical Workers' Union (also a member of the IMF) is one of these unions. It is our aim to merge to a new Industrial Workers' Union by 1 January 2010.

Transnational companies

The Finnish Metalworkers' Union, together with other Finnish unions, has trained shop stewards in multinational enterprises to urge International Framework Agreements (IFAs) also in Finnish companies. The aim is to convince companies to an agreement procedure. So far we have not succeeded in our efforts to sign an IFA in a Finnish owned multinational company.

Collective bargaining

Most important changes are:

- *Model of wage increase* – a new element, in addition to regular general rise, is a relatively high part of the increase that is locally negotiated (for example, the 1 October 2008 general rise is 2.5% + local element 1.6%).
- *Improvement of the status of shop stewards* – concerning their rights, duties and the negotiating process. The aim is to strengthen the position of the personnel in the local negotiations. (Continuous improvement of the level of competence through training.)

International solidarity

The Finnish Metalworkers' Union has demanded the implementation of trade union rights in Mexico by approaching, for example, the Mexican Embassy in Finland, and by supporting the building of free trade unions in Mexico by financing projects and activities in the country.

We actively participated in several aspects of the campaign to prevent the weakening of the law on shop stewards in Estonia.

In addition, we have participated in campaigns to support trade union rights in Zimbabwe and Australia.

During the whole Congress period the Finnish Metalworkers' Union has supported training, organising and health and safety projects together with local metalworkers' unions, the IMF and the Trade Union Solidarity Centre of Finland (SASK) in South America, Asia and Africa. In the neighbouring areas to Finland we have supported projects of our brother unions and local trade union committees. In Estonia the goals of cooperation have been recruiting members and strengthening of union structures. In Russia, Petrozavodsk, the focus has been on health and safety, wage development and organising and in the area of Saint Petersburg we have concentrated on health and safety.

Our union reserves 1% of the yearly net membership fee income for solidarity projects.

Organising the unorganised

	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008 (30.June)</i>
Total number of members	166,085	165,506	167,300	167,567
of whom with the IMF	163,452	162,959	164,862	165,000
of whom women	32,997	32,567	32,805	32,443
of whom non-manual (white-collar)	–	–	–	–

In 2007, 10,800 new members joined the union; 7,000 of them are under 30 years old. Nine thousand members resigned the union, mainly due to the change of employment in different industries.

Since 2000, 60,000 new members have joined the union, and almost 50,000 of them are still members.

There are more than 4,000 student members, which is more than ever and means that the rate of organisation of vocational school students is around 25% to 30%.

Unionisation among workers in small enterprises without a shop steward is lowest, although workers don't directly resist organising. This shows that an active trade union organisation at workplace level is crucial when recruiting members. This fact is very much emphasised in our trade union training and information. It is very important that membership is offered at the beginning of employment. The biggest potential is in small workplaces.

To support recruiting new members the union has prepared materials for shop stewards and brochures for new members. We also emphasise the importance of these measures to the local branches. Changing workplace structures, increasing number of temporary contracts and contract work, as well as the more active role of the Private Unemployment Fund, are all challenges that we face. More emphasis is also put on organising migrant workers by providing training, producing materials in several languages and hiring personnel to assist migrant workers.

Some 50 organisers ('spokespersons') visit vocational schools and provide information on labour markets and student membership. The union sponsors student members' membership card of SAKKI (Organisation of Vocational Students), which entitles them for instance to 50% discounts in bus and train tickets.

Women workers

The proportion of women in our membership is 19.5%. The share is slightly declining due to redundancies, after which women are more often employed by other sectors, such as services or commerce.

For female members the union provides special courses on promotion of gender equality as well as employment and wages. We also encourage women to take an active role in the decision making at all levels in trade unions and the society. Women participate actively in trade union training; their share of participants is approximately 30%.

However, the share of women in the Union's administration has not grown.

The Congress in 2008 elected 10 women (18%) to the National Council. The corresponding figure in 2004 was 11 women (18.6%). There is only one woman (5 %) on the Executive Committee.

The share of female Congress delegates increased to 18.3% in 2008 (from 16.5% in 2004). Women also participated in Congress elections more actively than men. This applies especially to middle aged and younger age groups.

We have accepted an Equality Programme, according to which the membership structure is to be considered when members to various committees and administration are nominated. Special emphasis is put on female and young members.

Workers' rights

The union participates in the Finnish government's communications to the ILO concerning the implementation of the ILO Conventions in Finland. The Finnish Metalworkers' Union demands of all Finnish companies to apply the ILO Conventions of basic labour rights wherever these companies operate.

Toimihenkilöunioni - TU (Union of Salaried Employees)

Uniting metalworkers

Our union has not entered any negotiations concerning mergers with the other metal unions in Finland, but we have good cooperation with them concerning international matters. However, we have had negotiations concerning mergers with other unions in the service sector.

Transnational companies

The Union of Salaried Employees (TU), together with other Finnish Unions, has trained shop stewards in multinational enterprises to urge international framework agreements

(IFAs) also in Finnish companies. The aim is to convince companies to an agreement procedure. So far, we have not succeeded in our efforts to sign an IFA in a Finnish-owned multinational company.

Collective bargaining

The agreement concerning adjustment support, which was an initiative of the Union of Salaried Employees, became legislation as of the 1 July 2005.

In 2007, the agreement negotiations were very difficult. There was a limited strike, which lasted about a week, in the technology industry (Metal). The results were good, leading to increased salaries.

The agreement also contains improvements in operating conditions for those elected (representatives and industrial welfare councillors).

International solidarity

The Union of Salaried Employees has demanded the implementation of trade union rights in Mexico by supporting the building of free trade unions in Mexico and by financing project activities in the country.

We actively participated on several issues in the campaign to prevent the weakening of the law on shop stewards in Estonia.

In addition, we have participated in other campaigns, for example, the campaign to support trade union rights in Zimbabwe.

During the whole Congress period, our Union has supported training, organising and health and safety projects together with local metalworkers' unions, the IMF and the Trade Union Solidarity Centre of Finland (SASK) in South America, Asia and Africa. Nearer to Finland, we have supported projects of our affiliated unions and local trade union committees. In Estonia, the goals of cooperation have been recruiting members and strengthening the union structures.

Organising the unorganised

The figures below refer to the so-called 'active members' when referring to the members of the metal branch. The convention in 2005 changed the articles so that those who retire after the convention in 2005 can no longer be members of the union. Otherwise, we would be paying more membership fees to the IMF than we have active members. The changes in the articles led to a decrease in membership numbers in the year 2007 when a separate union was founded for those retired.

	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>
Total number of members	125,084	125,382	113,754	112,964
of whom members in IMF	22,468	22,271	22,696	22,828
of whom women	8,298	8,376	8,567	8,584
of whom salaried employees	100%	100%	100%	100%

In the period between the congresses, we have taken special measures for membership recruitment. In February 2005, a two-year project for membership recruitment at work was launched. The aim was partly to recruit new members, and partly to build a model for recruitment at work. In November, the project was merged with another project aiming to improve the level of organisation and our position as an interest group and influence in society. The project consists of recruitment and the forming of recruitment teams and Union of Salaried Employees' clubs.

In 2007, the activities continued as more than 30 events were organised around the country. In particular, recruitment was discussed at these meetings. At the end of the year, a grand tour was planned and it was carried out at the beginning of the year 2008.

The tour was aimed at making the Union of Salaried Employees' clubs more efficient but also to help with the recruitment of members.

In the period between the congresses, we aimed special measures at Nokia, as it is the most important company within the high-tech sector.

There are no free trade zones in Finland.

Women workers

Our congress in 2005 approved new articles emphasising that the board and council must contain women and men in proportion to the number of women and men at the workplace. Despite this, there are not that many women on the board (33%) nor in the council (38%). The number of women of the total number of members is approximately 47–48% and within the metal section, approximately 38%.

Our union has a separate programme covering issues on equality. There is also a paragraph in the collective agreement on equality, emphasising its importance. The union has also had a special project together with the confederation of Finnish industries. The aim of the project was to create a model for technology companies on how to improve the equality of the sexes and to reduce segregation.

Workers' rights

The union participates in the communication by the Finnish government to the ILO concerning the implementation of the ILO conventions in Finland. The Union of Salaried Employees demands that all Finnish companies apply the ILO conventions on basic labour rights wherever these companies operate.

FRANCE

Fédération Confédérée 'Force Ouvrière' de la Métallurgie - FO

Uniting metalworkers

The FO Metalworkers' Federation held its 20th Congress in Marseilles, 4–6 June 2008. It was attended by 800 delegates.

Our themes were:

- to be a constructive force in defending the industry
- to defend collective bargaining
- to increase trade union membership.

During the three days of the Congress, delegates discussed support for the industry, pensions, changes to the system of representation, and purchasing power, with a view to strengthening our activities and defending collective bargaining between workers and companies.

In the context of globalisation, which is one of the most important revolutions that the modern world has known, we need a genuine strategy on industrial policy. This we have produced, in the form of a 'White Paper' on the industry. We must act on issues such as employment, pay and working conditions, which are the very essence of activism.

The White Paper comprises the proposals that we put forward at a press conference at the Federation offices, attended by the General Secretary of our confederation and repeated in the regions.

The challenges we face mean we should do even more to strengthen our most important tool, which is collective bargaining, but also to increase our influence in order to prepare ourselves for the years to come.

Transnational companies

To face the issues brought about by globalisation, we have taken many actions with the IMF for example in the framework of regional conferences on the different sectors.

International Framework Agreements (IFAs) have been signed with four major European and French groups, thanks to the active participation of our union, which took the lead in this area: RENAULT, EADS, PCA et ARCELOR.

The IFAs generally contain the ILO Core Labour Standards, the promotion of which is one of IMF's priority tasks.

Collective bargaining

Our Federation continues to attach great importance to collective bargaining as the only way to guarantee working conditions. However, collective bargaining is under pressure from the law passed on 20 August 2008, which is unprecedented in trade union and social affairs during the last 50 years. This law attacks collective bargaining, makes a mockery of freedom of association, promotes social dumping and is already threatening the 35-hour week.

In terms of guaranteeing working conditions, there is no doubt that pay is the top priority for the Federation's unions and branches. In many companies, we have been able to maintain workers' purchasing power. Here, it is the same story, wages are highest where we have a collective agreement in place.

We have supported our confederation's initiatives on pay, and our unions and activists have participated in many local and national demonstrations.

We have also taken specific action targeting groups of workers where union membership is low.

Collective bargaining among our different sectors has been very active. The 12 agreements concluded in the metal sector were all signed by our trade union. However, the employers' position was such that negotiations on social dialogue and job classification were unsuccessful.

On social dialogue, the employers' position was to counter the free establishment of trade unions in enterprises.. Unfortunately, the problems associated with negotiating on an inter-sectoral basis, coupled with the positions of two trade union organisations, helped the employers to achieve their objective.

On job classifications, working groups had been created, but we were forced to block negotiations because we did not accept the challenge to basic pay thresholds for new employees with diplomas and the seniority bonus.

In the future, we hope to negotiate on issues such as work for disabled people, dangerous work, harm prevention (especially for high risk work) and working conditions.

International solidarity

We have participated in many IMF working groups and training events for unions, especially in eastern Europe. In the past, we had exchanges of this kind with Bulgaria and Romania, but we have now broadened our actions by organising 'train the trainer' programmes with several trade union federations in the Ukraine and Russia.

Organising the unorganised

The FO Metalworkers' Federation has 70,000 members affiliated to the IMF, out of a total workforce of 2,350,000 employees covered by our collective agreements, 1,605,563 of which are in the metalworking sector.

The FO Metalworkers' Federation membership continues to grow, despite increasing job losses in France since 2001. In recent years more than 230,000 jobs have been transferred from manufacturing to services and other growth sectors.

This is why we have, for several years, focused our strategy and campaigns on developing the organisation and especially to increasing the number of workplaces where we have members, which is clearly reflected in the increase in the number of members.

This is all the more important in the context of the new law on trade union representation and funding, even though, strengthened by our continuous development, we have nothing in principle to fear from elections to define representation.

We have diversified our membership, particularly towards groups of workers where union membership is low, for example, women, young people, and engineers and we continue to intensify our work in a more traditional way in our day-to-day work in factories, workshops and offices.

All of these actions are positively reflected in the election results for Works Councils and for shop stewards, and of course, union membership. This is thanks to the work carried out by shop stewards, Works Council representatives, health and safety representatives, trade union representatives, central trade union representatives, all the different teams working in the unions and union branches, the metalworking trade unions and training staff, with a special mention for the dues collectors. The latter continue to be fundamental to the union's strength and independence because of their regular contact with our members.

In order to give continuity to our work and to our very successful conference for young people, we have created a working group of young activists from our affiliated unions. This has allowed us to produce, for example, a pamphlet for young people and other communication tools for this group of workers, which we hope to organise to a greater degree.

Youth Commissions in the unions and the actions undertaken are the best response that we have used. Young people's capacity to adapt to change is extremely useful during the kind of industrial, economic, technical and social developments we are experiencing.

The Federation organised a training event specifically for young people, in the form of a round table, which was also attended by IG Metall and UNIA representatives.

Through the National Union of Metalworking Industry Engineers and Professional Staff (Syndicat National des Ingénieurs Cadres de la Métallurgie SNICM) and the professional staff's working group, we have promoted union membership in this sector, which is growing quickly in line with growth in professional work. The Federation has produced materials, including a newsletter for professionals, a pamphlet and other documentation on pensions and the defence of manufacturing to help trade unions and union sections increase recruitment of professionals and engineers, who are workers like everyone else, with expectations that are just as important.

Women workers

Our working group which includes men and women continues to meet and monitor the law, the inter-sectoral agreement of 1 March 2004, and company agreements. The biggest problems occur in the implementation of the law and application of the agreements. The working group was very helpful in preparing sector negotiations that resulted in a national agreement and the 2007 tripartite conference, organised by the government.

Precarious work

A joint international mobilisation was organised as part of the global day of action against precarious work on 7 October 2008. Five French metalworking federations made a joint statement on the issue, including statistical data. However, we regret that some French trade unions added slogans to the joint declaration, which had the effect of diluting the slogan for this international day.

Fédération Générale des Mines et de la Métallurgie - FGMM-CFDT

Transnational companies

The concept of corporate social responsibility (CSR), as defined at our Congress in Rheims in 2004, includes social and environmental aspects. We think it represents an opportunity and that it involves more than simply the way companies communicate. Trade unions can use it as a lever to achieve their objectives. CSR should cover company behaviour towards their employees, the employees of their clients and suppliers and consumers, wherever they are in the world. In the last few years, the FGMM has developed its views on CSR, especially in relation to training trade union leaders and the central trade union delegates at large companies. Each trade union should understand CSR and incorporate it into its strategy. In autumn 2005, we published a document entitled 'Mondialisation, capitalisme, entreprise' (Globalisation, capitalism, company), in which we developed our analysis of the world and our strategy, including on CSR. We examined this concept from the 'company governance' angle. We are planning a new set of guidelines in a document entitled 'Capitalisme financier et gouvernance des entreprises: le syndicalisme doit prendre toute sa place' (Finance capitalism and company governance: trade unionism should play a role). Several trade union teams have also experimented with developing practices that integrate CSR and its tools into our trade union strategy: company reports from listed companies, required by the New Economic Regulation Law, extra-financial observation of companies, the negotiation and implementation of International Framework Agreements (IFAs).

IFAs are an instrument for promoting basic rights in transnational companies and for social and trade union regulation. We have recently signed IFAs with four mainly French metalworking companies (Arcelor, EADS, PSA, Renault). We are actively supporting them during the initial stages, prior to negotiations proper. Monitoring and implementation of these agreements are of crucial importance for us. We aim to publicise their existence and ensure they are respected. The FGMM teams in the relevant companies will play an indispensable role in this task. Moreover, we want to use the European works councils to help promote and defend IFAs.

In addition to the clauses and commitments on social and trade union rights, we want to see IFAs making a genuine attempt to address sustainable development in all its dimensions – social, economic and environmental. The national plan of work formulated at our last congress in Saint-Étienne, in May 2008, therefore proposed to begin a discussion on how we can include climate change among the provisions of IFAs and experiment with them on this

issue. In the same way, we advocate the introduction of clauses in IFAs aimed at reducing industrial risks, which is part and parcel of corporate social responsibility.

Collective bargaining

Persistent mass unemployment is a union priority. We have taken a series of actions to promote employment:

- Implementation of a sector agreement on vocational training, which created an individual right to 20 hours' training per year per employee at the employer's cost.
- Implementation of a law that obliges companies to negotiate on projected employment levels and skills.
- Many struggles on company restructuring involving collective redundancies.
- Promotion of industry and industrial jobs with the French and European authorities.

An increase in inflation and a surge in the price of certain basic products and services (transport, housing, food, etc.) has provoked increasing dissatisfaction with wages. We have negotiated some increases in minimum pay in the sector, including a transport bonus that employers have agreed to pay and that will be introduced soon.

However, we need to revise the pay scales in the sector so that they take account of the qualifications of workers as the main determinant of pay.

Despite technical progress and consequent improved working conditions in industrial installations, there has been an increase in the rate of fatal accidents and the incidence of occupational diseases. The increasing level of precarious work, new forms of work organisation that increase the pressure on all types of workers and outsourcing of the most difficult and dangerous activities to contractors and subcontractors are the main reason for these developments. Musculoskeletal and psychosocial disorders are becoming more common. An agreement on stress at work has just been concluded that transposes European legislation to French national legislation. Negotiations on strenuous work have failed, although a proposed law will raise this issue again.

International solidarity

The FGMM has taken several organising initiatives on the deadly scourge of asbestos since 2005. We have called for a global ban on asbestos, prosecution of those responsible for its use, a review of the Fauchon law, increased compensation for affected workers and their families, increased benefits for asbestos victims who are forced to retire early, the implementation of all possible measures by the government and employers to preserve the health of workers and citizens, and proper care regarding the dangers of products and materials used to replace asbestos. On the global day of action dedicated to asbestos victims organised by the IMF in 2006, the FGMM helped to produce a joint trade union document in France. We will continue our campaign to ban asbestos, because only 40 out of the world's 178 countries, including European Union countries, have banned asbestos.

The FGMM also participated in the IMF campaign to promote trade union rights in Mexico. We distributed IMF materials to our activists and covered the campaign in our national newsletters. The French metalworking federations (CFDT, CFTC, CGT, FO) wrote joint letters to the Mexican government and visited the Mexican embassy in Paris in December 2006.

More generally, the FGMM systematically seeks to participate in IMF campaigns and initiatives, especially those that defend trade union rights. We involve the members and

activists that are most directly concerned, for example, when we involved the CFDT at Toyota Valenciennes.

We have begun a partnership with the French section of Amnesty International in support of the core conventions of the International Labour Organization (ILO) and against attacks on economic, social and cultural human rights. This partnership takes the form of initiatives with Amnesty International's trade union and corporate commissions.

Organising the unorganised

	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>
Total number of members	80,000	80,000	80,000	80,000
of whom with the IMF	80,000	80,000	80,000	80,000
of whom women	18%	18%	18%	18%
of whom non-manual (white collar)	29%	29%	29%	29%

Not many young people are union members and this weakens us. We have twice as many members who are over 50 than are under 30. As progress to greater responsibilities and leadership positions is relatively gradual, there is a risk we will have major problems finding new activists and leaders. Moreover, there is a risk of a large reduction in membership and even the disappearance of trade union branches at company level in the long run.

The FGMM has therefore undertaken a project targeted at making contact with young people. To help us do this, we have established links with youth organisations. Congress approved a programme called '100 young metalworkers – new blood for the FGMM CFDT', which aims to involve all our structures in this challenge.

Although employment is falling in industry, the number of professional staff and managers has increased from 15% to 20% of the population in four years. In certain regions, for example, Ile de France and Grenoble, the figure is over 30%. Forecasts show that this percentage will continue to increase. However, this sector of the workforce remains under-represented among our membership. The IMF organised a meeting on non-manual workers on the issue of 'career development and lifelong learning' to discuss using lifelong learning as a leverage for organising this group of workers. The FGMM represented the French trade unions at this conference.

The latest report on employment in the sector predicts that 38,000–45,000 metalworkers will retire every year during the next ten years. The FGMM has decided to allow retirees to continue as union members if they wish to do so. The number of members in this group is increasing.

Women workers

Traditionally, there are not many women in the sector's workforce (only 21% of employees). Significant differences remain in terms of the distribution of women workers in the workforce and regarding promotion, training and pay. As there is nothing to justify these differences, FGMM's action, which often also benefits men, aims to reduce gender inequalities at work by using the law, the 'gender equality agreement' concluded in June 2007 in the metalworking sector and company level agreements.

At the same time, we want to increase our understanding of the factors promoting inequality and the extent of inequality (access to employment, working conditions and changes in employment) between men and women. Our action is also aimed at welcoming youth, especially young women. In order to promote the access of women to jobs in the sector, we need to create the employment conditions that will allow this to take place.

To reduce gender inequalities at work, company level work is the most relevant because we can see the inequalities at first hand and meet the people concerned. It also allows us to quantify the necessary improvements. At the obligatory annual negotiations on pay and on staff representation bodies (works councils), we should demand reports comparing the situation of men and women. This would prove useful when negotiating agreements on gender equality at work, during consultations on training, dealing with the organisation of working time and monitoring gender equality agreements. The FGMM-CFDT calls for specific training of elected gender equality representatives, paid for by employers. In addition, in order to promote male involvement in family responsibilities we need to negotiate paid paternity leave as well as maternity leave.

To fight gender inequalities at work and promote the recognition of women's work, we need to increase the representation of women in positions of responsibility within trade unions, especially on staff representative bodies and among elected officers (trade union delegates, trade union representatives, etc.) When presenting lists of candidates at workplace elections and when making appointments to positions of responsibility, we will seek a gender balance in proportion to the gender balance in the workforce in question.

Precarious work

First Employment Contract (Contrat Première Embauche – CPE)

The government's attempt to create a new precarious employment contract in 2006, without any consultation, provoked several massive demonstrations that were attended by more than a million people, especially youth. The prime minister had to withdraw the proposal in the face of such social opposition, which also had an impact on the government's credibility. A few months later, the government introduced a law on the 'modernisation of social dialogue', which provides for consultation prior to social reforms.

The national industry-wide agreement of 11 January 2008 on the modernisation of the labour market is a platform for achieving our objectives on career paths and reducing precarious work. Sector negotiations must cover this type of contract.

Fédération des Travailleurs de la Métallurgie - FTM CGT

Uniting metalworkers

The trade union situation in France is such that we cannot foresee short term unification of IMF affiliates. In the meantime, the FTM CGT evaluates the scope for joint action before taking any initiative and asks colleagues to cooperate in organising the most united mobilisations possible. We invite our members to do the same at all levels. At the company level, it should be noted that many claims are made on a joint basis.

Transnational companies

A new International Framework Agreement (IFA) was signed for a French multinational during the period under review.

The union has a mixed response to the Renault and Peugeot agreements. The reports issued by the employer do not take into consideration the independent trade union analysis of the situation in the group's companies. Inadequate resources means there is not much opportunity to put forward our own opinions based on our own observations.

Employer representatives visit all sites and this is paid for by the company, which is normal. The company should also pay for IMF-affiliated union delegations to visit workplaces of their choosing to evaluate implementation of the IFA for themselves. Our assessment may be different to their assessment.

Where an IFA exists, a world trade union committee is in a position to pool information and analysis from different unions and is able to issue recommendations, identify actions in support of demands, and therefore make the agreement work better in practice.

Collective bargaining

The main issue during the last few years has been pay. Negotiations on pay in France take place at company level. Where workers are organised in trade unions, there are hundreds of actions in support of demands, often including strikes. Workers have made gains, with pay rises a little over inflation. We are demanding a 10% pay rise to compensate for inflation, productivity gains, the improved qualifications of the workforce and to catch up from previous years.

The struggle against discrimination on the grounds of trade union membership and origin have resulted in improvements to workers' pay and job grade and the payment of compensation, being included in agreements with major groups such as Airbus, Renault and Bosch, to mention the most recent cases.

Initiatives to support undocumented workers have been successful. The authorities have issued papers and employers have issued employment contracts. The FTM CGT's struggle to achieve the regularisation of all workers without papers is part of our fight against precarious work, local social dumping and clandestine work that is not subject to labour law.

The outstanding struggle in this period was against the First Employment Contract (Contrat Première Embauché – CPE), which restricted rights for workers under the age of 26. Three

months of action by young workers in a unified struggle with all other trade unions, including very big unified demonstrations, forced the government to repeal the law.

International solidarity

The Federation has worked with specialist associations to organise many initiatives on the issue of asbestos, including demonstrations and legal action. The great majority of employers taken to court have been ordered to pay significant levels of compensation and the courts have recognised that employers made 'inexcusable mistakes' in more than 10,000 cases. In 2006, 33,000 workers who had been forced into early retirement because of asbestos-related diseases were paid €852 million in benefits. In addition, and still in 2006, an additional 49,500 workers, victims of asbestos, received €824 million in compensation. In the first half of 2007, demands for compensation have increased by 40%.

The Federation has organised joint seminars on health and safety at work issues with colleagues from several countries. The FTM CGT has systematically taken action in response to IMF requests to support affiliates. At the same time as working within the IMF framework, we continue to develop bilateral relations with metalworkers across the world.

Organising the unorganised

In the recent period, FTM CGT membership has remained stable after enjoying an increase in membership in the previous period.

A working group organised by two officers at the Federation's headquarters deals with trade union initiatives among female workers. Another structure deals with the Federation's demands for non-manual workers. The objective of these structures is to propose activities in support of specific demands within the framework of the Federation's overall demands. Thanks to this organising, there has been a small increase in the number of non-manual members.

	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>
Total number of members	63,700	62,300	62,500*	40,000**
of whom with IMF	100%	100%	100%	100%
of whom women	Approximately 10 %.			
of whom non-manual (white-collar)	4,350	4,350	4,950*	3,500**

* final figures are not yet available.

** current year.

Women workers

The Federation's office has a total of 19 employees, six of whom are women.

Nineteen women sit on the 73-member federal executive committee.

Despite our efforts in recent years, the aim of having 50% of leadership positions occupied by women is yet to be achieved. It is a constant concern and we systematically include women in FTM CGT delegations for all the union's initiatives. The scope for progress is limited by the realities of the workforce in the metalworking sector in France (78% men, 22% women) and the structure of union membership (90% men, 10% women)

A working group organises the Federation's activities in this area. It produces materials for union use at company level, monitors the situation at workplaces and keeps records of struggles and gains made in promoting equality between men and women at work. It proposes initiatives, including legal initiatives, to increase participation and promote success. Men actively participate in this group. The whole Federation tackles the question of equal opportunities and the struggle against all forms of discrimination.

A national sector agreement, signed by the FTM CGT in June 2007 on 'equality at work and measures to reduce pay differentials between men and women' has led to practical improvements at company level. A methodology to diagnose differentials, steps to promote women's participation, the provision of post-maternity-leave training and, most important of all, budgets specifically allocated to allow women to catch up, have been made available by large companies, such as EADS and Renault Trucks.

Precarious work

The FTM CGT has developed two areas of work on this issue.

The first is to pressure companies to give temporary workers permanent contracts. We work with temporary workers, inviting them to meetings and organising them. Struggles are often successful and allow the union to grow among temporary workers despite the high level of anti-trade-union blackmail after they have been formally employed by the company. Legal action by unions at the company level has resulted in the conviction of employers for the 'abusive use of temporary workers'. Several dozen cases of this kind are known to the Federation, mainly in the major industrial groups.

The second area of work is to press for workers employed at sites that do not belong to the main company (usually employed by a subcontractor) to be given the right to vote and be elected to represent the workforce.

More generally, the CGT has opposed and refused to sign the national agreement on the so-called 'modernisation of the labour market'. This document makes work more precarious because it introduces:

- Termination of employment contracts 'on friendly terms' (à l'amiable), allowing the termination of employment contracts for no valid reason and representing a change in French law.
- A new type of fixed-term contract called 'defined objective' (objet défini). This is yet another precarious contract to add to the existing 30 such contracts. It is a fixed-term contract for engineers and managers to complete a specific task within a period of between 18 and 36 months.
- Longer probationary periods: two months instead of one month for workers and four months instead of three months for managers.
- New flexibility measures that benefit employers but do nothing to make jobs more secure.

Workers' rights

A specific module on international issues is included in training courses for members so that they can understand this subject when representing their union on diverse bodies. This module presents the ILO, how it works, standards, declarations and work, and includes useful documents for members tackling globalisation-related issues.

Fédération de la Métallurgie - CFE-CGC

Uniting metalworkers

We have not had time to develop this area very much, because we only recently affiliated to the IMF (July 2007).

Transnational companies

The CFE-CGC Metalworkers' Federation participates in all company negotiations, including those where the company has an International Framework Agreement (IFA). Elected representatives and trade union delegates monitor the implementation of all agreements with companies, including the IFAs.

Collective bargaining

Our union has signed many national agreements between 2005 and 2008.

International solidarity

Our Federation has supported IMF action to promote trade union independence in Mexico by encouraging its activists and members to sign the IMF petition. We only recently affiliated to the IMF, in July 2007, so were unable to participate in the other initiatives.

We also supported a Spanish colleague employed by Renault, a trade unionist who had been unfairly dismissed.

Organising the unorganised

	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>
Total number of members	28,472	28,610	29,564	30,240
of whom with the IMF	28,472	28,472	28,472	28,472
of whom women	3,345	3,797	4,129	4,353
of whom non-manual (white-collar)	24,770	25,082	25,009	25,009

Since 1990, membership of the Federation has not grown quickly enough. There are three aspects to union building being pursued:

- membership recruitment
- creation of trade union branches
- recruitment and training of activists.

Several training modules are available to members, men and women, general and specialised workers. Between 2004 and 2007, the Federation trained more than 5,000 members and organised 241 courses.

The number of trade union delegates has increased from 2006 in 2005 to 2148 in 2007 and reached 2183 on 30 September 2008.

Women workers

Our Federation has created a network, called Equilibre (Balance), composed of men and women in many companies in the sector.

Created in December 2005, the first Equilibre networks allowed women and men, whether CFE-CGC members or non-members, to meet to discuss and deal with all issues related to gender equality at work, especially reconciling the demands of working and home life.

The various Equilibre networks have prompted negotiations on gender equality with managements. In companies where a network exists, there have been specific agreements on gender equality at work pursued, in the biggest companies, by labelling. The AFAQ/AFNOR Egalit  Professionnelle label has been awarded to Airbus France Toulouse, Airbus Central Entity, Astrium, EADS France, Eurocopter, Matra Electronique, IBM, Peugeot. The CFE-CGC has just assumed the presidency of the AFAQ/AFNOR office.

Thanks to the hard work of members of the Equilibre network, the CFE-CGC has negotiated full paternity pay in many companies, and improved and succeeded in increasing the number of days off allowed to care for sick children. It has also negotiated that parental leave should be taken as much by women as by men. Departures on and returns from maternity leave have also been maintained. Courses, recruitment and training have been shared more equitably between women and men. Part-time workers have been specifically monitored. Part-time work is still often considered as a hardship even though many women work part-time because they want to.

Many companies have evaluated the difficulty that women experience in being appointed to senior positions and leadership posts. Some companies have put in place specific supervisory,

training and career-monitoring measures for women (the glass ceiling is still in place in too many cases).

Members of our Federation have drafted an Agreement on Gender Equality in the Metalworking Sector and submitted it to UIMM (employers). The CFE-CGC Metalworkers' Federation, the UIMM and all the trade unions signed a national agreement on gender equality at work on 17 June 2007 and on measures allowing the elimination of the pay gap between men and women.

The CFE-CGC Metalworkers' Federation also seeks a gender balance in its decision-making bodies. Three women are members of the national office, four women are members of the executive committee and 13 women are members of the National Council. A total of 246 women are either local or central trade union delegates.

Precarious work

The CFE-CGC Metalworkers' Federation participates in all sector negotiations, including those related to collective agreements in the metalworking industry and also those in peripheral sectors, such as waste treatment, auto services, agricultural machinery, sailing, jewellery, refrigeration and toys. Whenever possible, we seek to develop open-ended contracts and to monitor changes in the number of subcontractors and temporary workers in all companies in the sector. We also monitor the career development of women, young people and older people on a continuous basis at the company level.

Workers' rights

The CFE-CGC Metalworkers' Federation encourages all activists to negotiate agreements on trade union rights in their companies, guaranteeing basic rights and giving them the necessary means to carry out their trade union activities. The CFE-CGC has negotiated agreements at PSA (Peugeot-Citroën), Renault, EADS, SAFRAN, Thalesaleniaspace, Thales, and others.

The CFE-CGC Metalworkers' Federation participates in all negotiations related to working conditions, working time, health and safety, pay and any other company or workplace agreement through our trade union delegates, staff representatives, members of enterprise committees or Health, Safety and Working Conditions committees (CHSCT).

GERMANY

Industriegewerkschaft Metall - IG METALL

Unity of metalworkers

No activities, since the problem does not exist.

Transnational corporations

In 2005, IG Metall concluded International Framework Agreements (IFAs) with BMW (auto industry), EADS (aerospace), Gebrüder Röchling (motor vehicle supplier) and Swan Stabilo (writing materials, BHI). That was followed in 2006 by an agreement with Staedtler Mars GmbH & CoKG (writing implements, BHI), and in 2008 by one with the steel group Vallourec-Mannesmann. Negotiations with the steel group ThyssenKrupp and the auto supplier Mahle ended in failure. Since then ThyssenKrupp has signed an agreement on social responsibility in labour relations with the Group and European Works Council (EWC). Altogether, IG Metall has negotiated 18 IFAs, of which two, Ford Europe and GM Europe, only apply at the European level.

Experience with implementing and monitoring the agreement has shown that, without intensive work by employee representatives at every level, management itself usually takes no action to ensure implementation. As regards employee representative entities, in a number of countries with plants of the groups in question we have observed a lack of interest, lack of information on possible action to implement the agreements, and weakness in the union representation. Monitoring of the IFAs has also shown that without unions or committed employee representatives it is almost impossible. Breaches have also been a problem, usually due to insufficient information concerning such instances on the part of the employee representatives, but also due to the unwillingness of companies as a whole or their local managements to comply with the agreements and eliminate breaches. Moreover, in many companies it is often unclear how complaints should be handled (reporting to whom, what is done then, what steps follow).

Collective bargaining

The most important labour struggles and results of negotiations of IG Metall in the metal industry are as follows:

2005: Iron and steel industry

Our original demand was for a 6.5% pay increase for a period of 12 months. The negotiations were accompanied by four waves of warning strikes involving 40,000 employees. The result eventually achieved at the sixth round of negotiations, after the Executive had already decided on a strike ballot, consisted of €100 per month for the period from April to August; trainees receive a one-time payment of €100; 3.5% pay increase as of 1 September 2005 for 12 months. (Total term 17 months.)

2005/2006: Metal and electric/electronics industry

We were aiming for a 5% increase in pay and training compensation for a period of 12 months, together with collective contracts on employer contributions to employee savings schemes; and on training and innovation. An acceptable result could only be achieved after massive warning strikes involving over 937,000 colleagues and consisted of a one-time payment of €310 which could, by voluntary enterprise agreement and depending on the company's situation, be postponed, reduced to zero or as much as doubled. We also agreed a 3% increase with a term of 10 months; a collective contract on retirement benefits and a collective contract on training.

2006: Iron and steel industry

After the strong participation of 20,000 colleagues in warning strikes we achieved a 3.8% pay increase with a term of 13 months; and a one-time payment of €1,250. We also secured our demands for full reimbursement of cost of study materials for trainees, and a collective contract on demographic change.

2007: Metal and electric/electronics industry

This year our aim was for a 6.5% increase in pay and training compensation with a term of 12 months. There were five rounds of negotiations (36 negotiations in all pay areas), and 475,000 employees participated in warning strikes. The conclusion was achieved, only a few days after the end of the mandatory peace, as follows: A €400 lump sum, two increases of 4.1% and 1.7% and an additional 0.7% one-time payment. Like the second pay increase, by enterprise agreement that one-time payment can be postponed in time until the end of the term. (Total term: 19 months.)

2008: Iron and steel industry

The negotiations took place against the background of the third boom year and full order books. We were aiming for an 8% pay increase for a term of 12 months, an increase in training compensation of €100.00, and negotiations on common compensation framework collective contract (GERT). The result was achieved in the fourth round of negotiations, and 40,000 workers took part in the warning strikes. Results: a one-time payment of €200; a 5.2% increase in pay; a €70 increase of training compensation per month in each training year, and an agreement on introduction of GERT by mid-2009, resulting in no disadvantages for employees.

International solidarity

IG Metall maintains bilateral relations with many unions around the world. In addition to joint conferences, workshops and seminars on a broad variety of topics of interest to both sides, there was cooperation with a number of unions in the struggle against violations of human, union and worker rights in general, and in multinational corporations which are German-owned or of German origin in particular. This affected, for example, Brazil, the USA, Mexico, South Korea, Indonesia, Thailand, South Africa, Turkey, Russia, Ukraine, Belarus and others. Within the European Union, the European Works Councils (EWCs) and the related union networks were used for mutual support.

In addition, IG Metall has been involved in IMF campaigns for Toyota Philippines and the campaign for union independence in Mexico. Work has already been going on concerning asbestos as part of our occupational health and safety work, hence we did not actively participate in the IMF campaign on that topic. IG Metall has participated in the campaign against precarious employment as part of its own campaign 'Equal Pay for Equal Work' among others, by participating in the IMF international Action Day of 7 October 2008 (see Precarious work, below).

Organising the unorganised

Membership: Total and 1%-payers – all groups, women and white-collar workers 2005 to 2007 (December), 2008 (August)

Year	Group	Total membership	1%-payers (= full dues payers)
2005	1: Total	2,376,225	1,513,129
2005	2: Women	432,565	229,975
2005	3: White-collar	418,903	260,103
2006	1: Total	2,332,720	1,491,986
2006	2: Women	422,254	226,358
2006	3: White-collar	418,021	260,676
2007	1: Total	2,306,283	1,495,535
2007	2: Women	413,469	224,843
2007	3: White-collar	416,463	261,993
2008	1: Total	2,279,512	1,497,637
2008	2: Women	404,939	224,121
2008	3: White-collar	415,719	263,819

While IG Metall experienced another slight decline in its total membership, the most important figure of 'members belonging to enterprises' rose in 2006. The proportion of employed members has remained more or less constant in recent years, although it has undergone some fluctuation. On the other hand, the proportion of women members has experienced an unbroken downward trend – although the analysis of membership and potential which we commissioned last year showed that women members are actually somewhat more satisfied with IG Metall than men. There is still no real analysis of the reasons for the decline or interpretation of the data. Presently there are no decisive activities underway to organise women. This may certainly be seen as a weakness in IG Metall's orientation.

In recent years IG Metall's white-collar policy has unfortunately not been able to gain any sustainable momentum. Successes in high-tech or IT companies are isolated cases – mostly in times of deep business crises – and usually not linked with lasting organising successes. Nevertheless, we have managed to build up a small core of union activists in the segment of high-skilled technical workers (e.g. engineers). With a project set up for that target group in 2007 we intend to strengthen our position in this segment. But there are not likely to be any major organising breakthroughs in the short term.

With regard to young people, IG Metall has continued its solid development. A lively youth policy conducted in the form of campaigns and targeting teachers has ensured a strong position in that traditional segment. There have also been some initial successes in organising students in a dual training course (vocational training plus study). The growing area of trainees outside enterprises, however, remains to a great extent unaffected by organising efforts.

The real substantial organising achievements of recent years, as reflected in continually growing new membership (75,400 in 2003 to 104,000) have been due to participatory approaches and the targeted addressing of the subjects of conflicts in enterprise and pay policy, which are not based on target group approaches but rather address the bargaining and fighting ability of enterprises. Here in practice there has been a return to the organising model in the context the specific situation of IG Metall. For us the main thing is to take

those steps that can reduce the continuing high degree of membership loss and to concentrate our efforts on opening up blank areas and new enterprises.

To that end, for some time now IG Metall has had five key targets to which its political and organizing efforts have been geared:

- strengthening and expansion of the position in enterprises
- stabilising the ability to achieve goals in collective bargaining
- strengthening the union's influence in the political arena
- modernising and stabilising organisational structures
- media attention and campaign planning.

Women workers

While the number of women in works councils of our organisation more or less corresponds to their numbers in the membership, there is still some catching up to be done among union representatives and supervisory council members. In addition, it is important for us to strengthen the presence of women, particularly in the leading union positions.

In our activity we have primarily concentrated on network efforts. Direct exchanges with other women activists of experience, methods, strategies and good practices is an essential factor for the success of efforts aimed at achieving equality at the workplace, and is the engine of enterprise equality policy.

To support work in the field and also for the EWCs, we have developed seminar programmes, Internet modules and aids for action. Workshops have been held on important topics such as: pay, skills, social policy and enterprise restructuring.

Precarious employment

With regard to precarious employment, IG Metall has concentrated on temporary work which, in Germany, is overwhelmingly precarious in form. Since the beginning of 2008, IG Metall has been conducting a campaign on temporary work. Under the title 'Equal Pay for Equal Work', the purpose of the campaign is to organise temporary employees into unions and to achieve equality of conditions in temporary hiring enterprises, and thus to set limits on the increasing use of temporary workers. As part of the campaign, action and public information work has been conducted at the supra-regional, regional and enterprise levels. So far the campaign has been quite successful, and many equal treatment arrangements (enterprise agreements and collective contracts) have been concluded.

In addition, IG Metall has also been working on plans to involve temporary workers in collective bargaining in order to counteract the division among employees created by the massive use of temporary employment.

Since 2003, IG Metall has been implementing the 'Good Work' project. In addition to questions of working time and physical and mental stress, one of the main topics of the project is 'Containing Precarious Employment – Reducing Stress and Risks'. A tool for enterprise practitioners was developed to help them compare pay and working conditions of regular employees and temporaries (Equal Treatment Monitor). At the initiative of IG Metall the topic of temporary work and occupational health and safety was made a priority area in the National Occupational Safety Strategy, i.e. the legal institution for all important occupational health and safety actors. In addition, we have managed to establish a large, state-financed research project on temporary work, prevention and health. IG Metall will work to implement the conclusions of that study in practice.

Workers' rights

One focus of IG Metall's work in the period 2005–2009 has been the negotiation of International Framework Agreements (IFAs) (see Transnational companies, above). In addition, IG Metall has been active in the 'round table' on Codes of Conduct since it was set up by the German federal government in 2001. The main purpose of the round table is to develop a common understanding as to how voluntary agreements can be implemented in an effective, transparent and participatory manner.

In order to strengthen the social debate on economic and political action of enterprises and to intervene in favour of binding political instruments with which enterprises can be obligated to respect human rights and internationally recognized social and environmental standards, in 2007 IG Metall joined the Network for Corporate Accountability (CorA).

Because IG Metall supports global social obligations for corporations, it has also been cooperating in the reporting period with the national contact point to implement the OECD Guidelines for multinational corporations.

For IG Metall, cooperation with the movement critical of globalisation is of special importance. In this context, IG Metall has participated in all European and world social forums during the reporting period.

GREECE

Panhellenic Metalworkers Federation - PMF

Uniting metalworkers

There are decisions of Greek General Confederation of Labor on the matter. However, they have not been implemented for several reasons such as organisational disagreements.

Transnational companies

We do not participate and do not monitor these agreements.

Collective bargaining

Under free negotiations, we have conclude four collective labour agreements which provide for wage increases of 6.5% for 2008 and 6.6% for 2009.

International solidarity

Since we have the information we express our solidarity to those organisations which faced problems.

Organising the unorganised

	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>
Total number of members	15,000	15,000	12,451	12,451
of whom with the IMF				
of whom women	10%	10%	10%	10%
of whom non-manual (white-collar)	3%	3%	3%	3%

Women workers

Regulations on issues that concern women are fixed by the National General Collective Labor Agreement which is signed by the Greek General Confederation of Labor and have to do with the maternity and a reduced age limit concerning retirement.

Precarious work

We have decided a pan-hellenic mobilisation of all our trade union members on 7 October 2008. This includes: workers' meetings at workplaces, press release and notifications, posters. In addition we plan events on the same matter in the cities that have the largest metalworking centres in Greece (Athens, Thessaloniki, Volos).

Workers' rights

The trade union rights and democratic freedoms of the workers are legally fortified in Greece after long and hard struggles.

ITALY

Federazione Lavoratori Metalmeccanici - FLM (*Fim-Cisl, Fiom-Cgil, Uilm-Uil*)

Uniting metalworkers

Following the phase of union division that had characterised the contract renewals of 2001, unity of action was again achieved in the area determining joint rules for consulting the workers, to give the unions the mandate to negotiate, and to approve national and enterprise collective contracts. This made possible joint and unified handling of the contract renewal for 2005–2006 (on pay) and of the 2007–2010 National Collective Contract (CCNL) (on pay and rules). That in turn strengthened the joint initiative of the metalworking unions both at the European level in the EMF and at the global level in the IMF.

As the Fiom-Cgil in 2005, the coordinating office for migrants was set up and in the following years the following events were held: the National Migrants' Conference in 2006 (for national contract and for new legislation); various meetings of migrant delegates on working conditions, collective bargaining, equality and rights in 2007 and 2008. All of this helped the election of migrant workers to managing bodies of the union. In 2007 the Fim-Cisl started a special project on immigrants to promote their integration and their occupation of posts of responsibility in the union structures at various levels.

Transnational companies

Negotiations are underway for renewal of the supplemental enterprise agreement of the Piaggio Group which, among other things, contains the demand that management undertake to negotiate an International Framework Agreement (IFA) with the IMF and interested national unions. A similar demand has been included in the provisional platform for renewal of the supplemental enterprise agreements of the Fiat Group and the Brembo Group. The objective of negotiating an IFA was on the agenda of the 2nd world union meeting of the Tenaris Group in October 2008 in Calgary, Canada. To date there have been no developments in other transnational companies (TNCs) referred to in the previous report, either in the Italian parent company such as Candy and ST Microelectronic, or in the parent company of other countries in which the proportion of Italian workers is significant, such as ABB and Electrolux.

The only IFA in force in TNCs headquartered in Italy is that of the Indesit Company (formerly Merloni Elettrodomestici) signed in 2001. In March 2006 an IMF seminar was held in Rome with affiliated unions from the United Kingdom, Italy and Russia aimed at improving and coordinating implementation of the agreement, in light of the changes in the company's profile and the industrial perimeter of the Group. On 24 October 2006 and 2 March 2007 the IMF and interested affiliates renegotiated with management some of the modalities for the concrete application of the agreement, from presentation of a list of all suppliers in various countries including China, to the establishment of an international verification and monitoring board to include the IMF. At the organisational level, there remain two critical issues, concerning the unionisation of the four production sites in Poland, at which the NSZZ Solidarnosc has a minority presence to the advantage of a local independent union, and the presence of the union TURK METAL in the single production site in Turkey.

As regards the strengthening of global union networks in the TNCs, Italian metalworkers' unions have participated actively at meetings and actions coordinated on a global scale

conducted by the IMF in the following groups: Alcoa, ArcelorMittal, Boeing, Bosch, IBM, SKF and Tenaris. In addition, FIM-FIOM-UILM, together with the IMF, organised the world meeting of the FIAT Group held on 5 September 2008 in Turin, bringing together union representatives from Brazil, Poland, Serbia and Turkey to launch the negotiation of the IFA and to schedule an initial IMF meeting of the World Trade Union Council for 2009. Finally, in recent years the FIM-FIOM-UILM have organised meetings of union representatives of the Candy Group in Italy with union representatives of OS KOVO from the Czech Republic and BIRLESIK METAL from Turkey which represent workers at Candy's sites in those countries, as well as union representatives of the Tenaris Dalmine Group with union representatives of METAROM from Romania, which represents the workers of the Tenaris Silcotub.

Collective bargaining

In January 2006, after 11 months of negotiations and a 62-hour strike, the national collective contract was concluded for an average monthly increase of minimum wages (base pay) equal to €100 for the period 1 February 2006 to 30 June 2007, while for the previous period 1 January 2005 to 31 January 2006 the workers were granted a single payment of €406. In January 2008 the CCNL (National Collective Contract) was renewed both for pay and rules. The main results of the contract renewal concern the following points:

- improvement of the system of union relations at the national level and of the system of information and consultation of workers at the enterprise level
- confirmation of permanent employment as the prevailing employment relationship and conversion of precarious work (in its various forms) to permanent employment after 44 months, including non-consecutive months
- commitment to redefine the new system of professional classification, based on the present single organisation of blue- and white-collar workers and supervisors
- unification of existing rules among blue- and white-collar workers and supervisors
- greater flexibility of working time over several months and annually
- increase in paid leave for Workers' Safety Representatives (RLS)
- improvement of rights for training and for immigrant workers
- average monthly increase of minimum wages (base pay) equal to €127, for the period 1 July 2007 to 31 December 2009 plus a one-time payment of €300.

In addition, collective bargaining at the enterprise level proceeded at the normal intervals (supplemental to national collective bargaining), which in the metalworking industry in Italy covers about 40% of enterprises employing some 70% of metalworkers.

At the national and European levels, there were many labour disputes concerning the processes of restructuring of enterprises and in defence of jobs: ThyssenKrupp, FIAT and auto parts, Electrolux, Getronics, Nokia-Siemens, Fincantieri, etc. In 2005 there was a national strike of metalworkers for a new industrial and sectoral policy. In 2007 and 2008 there were strikes and coordinated initiatives at the national level for health and safety in the workplace and on the problem of asbestos. Finally, to support the phase of collective bargaining with greater knowledge of the actual situation and to let the workers speak directly, the FIOM-CGIL conducted a national survey at workplaces with 100,000 replies on working conditions, pay, the working environment and health. The survey was conducted directly by factory delegates (and may be consulted at www.fiom.cgil.it, also in English).

International solidarity

FIM-CISL, FIOM-CGIL and UILM-UIL have participated in all the campaigns organised by the IMF for a global ban on asbestos, and those organised by the global unions on 'zero occupational cancer'; they also participated in solidarity actions coordinated by the IMF to support freedom of association for the workers at Toyota Philippines, workers' rights and freedom of association in China and Turkey, and union independence in Mexico. In addition, they supported the struggle of farmers in Singur (West Bengal, India) to defend their lands confiscated to provide a place for an industrial site of Tata Motors, the main industrial partner of FIAT. As well as solidarity initiatives coordinated jointly by FIM-FIOM-UILM, there were also solidarity and international cooperation actions conducted by each union federation and described below.

FIM-CISL

In eastern Europe and the Balkans in recent years cooperation, interchanges and solidarity have proceeded with the metalworkers' unions of GSM-Nezavisnost (Serbia), METAROM (Romania), OS Kovo (Czech Republic), NSZZ-Solidarnosc (Poland) and Birlesik Metal (Turkey). In the rest of the world, cooperation, interchanges and solidarity have developed in particular with the CNM-CUT of Brazil, the industrial federation of the CTA in Argentina, with the USW in Canada and the USA, with the IAM&AW in the USA, with the MMWU in Russia and with the SINTIME in Mozambique.

With the SINTIME, in coordination with the IMF regional office for Africa, since 2007 we have been carrying out a project against the spread of the HIV-AIDS virus at the workplace and against discrimination and stigmatisation of people who are HIV-positive. The project has been accompanied by initiatives to strengthen the SINTIME's organisation at the factory level and among young people and women.

FIOM-CGIL

In 2005, 2006 and 2007 actions were conducted to support the Palestinian metalworkers union and the Palestinian workers and population in general. Furthermore, actions were conducted against wars and occupations in Afghanistan, Iraq, Lebanon and the Palestinian occupied territories, and solidarity projects in 2008 against the Gaza siege.

In 2005 and 2006 two national FIOM seminars were held for union leaders on international policy (collective bargaining; international trade and model of development; peace).

In 2007: training course for delegates from multinationals present in Italy and Turkey, with Birlesik Metal, on union history, working conditions and rights, bargaining, support for fundamental rights in Turkey (freedom of association, right to collective bargaining). Work is underway with unions, associations and centers for rights in the Mediterranean area (Egypt, Morocco, Algeria, Balkans) as in cooperation with other Italian associations and non-governmental organisations (NGOs) involved in the same areas (medlink network).

Furthermore, ongoing relations have been maintained with CNM-CUT Brazil and the metalworkers' union of Betim (exchange of information, training, invitations to initiatives in Italy) and support was given to organising campaigns by the IAM and UAW in the USA.

UILM-UIL

Since January 2005, the UILM has undertaken a number of initiatives with Egyptian, Libyan and Brazilian unions.

Together with other Federations belonging to the UIL union confederation, bilateral issues have been addressed with the Libyan delegation to establish broader relations in various sectors and to organise targeted initiatives, in view of the growing presence of Italian companies in Libya and the need to ensure adequate working conditions and respect for union rights.

With the Brazilian union Força Sindical, other initiatives have been expanded by the UILM, in particular one on union training. The Italian union's experience in recent years, particularly regarding collective bargaining, the participatory model and the labour market, were the topics of discussions between the respective union organisations.

Organising the Unorganised

		<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>
Total number of members		260,000	260,000	260,000	260,000
of whom IMF affiliates		260,000	260,000	260,000	260,000
	of whom women	52,000	52,000	52,000	52,000
	of whom non-manual (white-collar)	30,000	30,000	30,000	30,000

women workers

At the joint level, as the FLM, there have been no activities directed specifically at women. Women union leaders of the FIOM-CGIL and the FIM-CISL organised a meeting with parliamentarians to criticise legislative measures on labour and social status, opposing those measures to exclude overtime from taxable income and to increase pay linked to productivity, both of which increase the difference in pay between men and women.

FIM-CISL - With the national organisational assembly in 2007, a 'women's project' was initiated to encourage positive action in territorial union structures to promote greater responsibility of women in managing bodies and in secretariats at various levels (territorial, regional and national). The objective is to eliminate the imbalance which still exists between the percentage of women members in the union and that of women occupying managing positions.

FIOM-CGIL - In 2008 two national seminars were held with women delegates from the workplace and union leaders on the topics of: labour rights and bargaining; against government attacks on the Social State and public services; civil rights; against the attack on Law 194 (free choice of motherhood).

UILM-UIL - During the past four years there has been an increase in training courses at various union levels, with account being taken to ensure equal participation by women and men representatives of the metalworking sector. The result was a conspicuous presence of young women workers who participated actively in the proceedings of the UILM Organisational Congress of June 2008. In addition, the UILM participates in the initiatives of its own confederation, the UIL, through the National Coordinating Office for Equal Opportunity in the hope that women will be ever more numerous at every level of society in general and the union in particular. The Coordinating Office prepares specific projects related to new needs and new requirements, taking into account the profound changes taking place in the working world, social policies, and old rights and new that must be preserved and negotiated.

Precarious work

To improve the condition of precarious workers and to contain the spread of precarious work, the FIM-FIOM-UILM, as well as opposing and changing some norms at the legislative level and endeavouring to organise those workers, have also been pushing a bargaining strategy at the national level (see 'Collective bargaining' above) and at the enterprise level. Bargaining in enterprises has been developing in two directions, each with the objective of limiting the phenomenon of precarious employment and stabilising it in the form of permanent employment: the first point is to introduce a maximum percentage limit on non-standard employment relationships within each production unit and at the same time to reduce the period of 44 months set in the CCNL for the transition from temporary to permanent status; the second direction provides for the creation of a 'pool' consisting of all fixed-term employees in the enterprise (fixed-term contracts and temporary work), from which the enterprise must draw when hiring on a permanent basis, and according to criteria of priority which are transparent supported by all.

In 2006, the **FIOM-CGIL** held a national convention on precarious work and collective bargaining, together with labour lawyers and economists; it organised a 'stop precarious work now' campaign, and participated in the national demonstration calling for the repeal of Law 30 which deregulates the employment relationship and expands precarious work. Subsequently the government introduced a few adjustments.

On 2 October 2008, during the global week against precarious work launched by the IMF, the FIOM-CGIL also held a national assembly with 400 delegates, at which the General Secretaries of the EMF and IMF spoke.

Workers' rights

Joint initiatives were directed primarily at supporting unions still struggling in their respective countries for full recognition of the principles of freedom, independence and union pluralism enshrined by the ILO.

At the European level, the FIM-FIOM-UILM participated in the campaign and demonstration in Brussels against the 'Bolkestein Directive', organised by the ETUC and many associations and movements.

At the internal level, a number of actions also involving other associations and movements of civil society were conducted to explore, discuss and raise public awareness of the role of transnational corporations in the world and their social and environmental responsibility, the unfair rules of international trade, the promotion of ILO fundamental labour standards and respect for human rights.

The FIOM-CGIL and FIM-CISL participated actively at the World Social Forums held in Porto Alegre in 2005 and Bamako, Caracas and Karachi in 2006, in Nairobi in 2007 and, on the world action day organised by the WSF, in 2008 a meeting was organised jointly by the FIM-FIOM-UILM together with the IMF involving associations and movements, and entitled 'From the tragedy of the ThyssenKrupp workers to the expropriation of the lands of Indian farmers by Tata Motors. How to respond to the disasters of the multinationals?'

The FIOM-CGIL also participated with its own delegations in the European Social Forums of Athens and Malmö, and the Mediterranean Social Forum in Barcelona, with initiatives on the issues of work, rights and peace.

NORWAY

Fellesforbundet

Uniting metalworkers

There are two Norwegian union members of the IMF: Fellesforbundet and HK (Norwegian Union of Commercial and Office Employees). Fellesforbundet represents the ordinary blue collar workers and HK the office staff. In addition, we have unions representing engineers and graduated engineers, NITO and TEKNA respectively, neither of them members of the Norwegian Confederation of Trade Unions, but both members of the EMF and Nordic IN.

We have a longstanding relationship and a cooperation agreement with NITO, and a couple of years ago we entered into a cooperation agreement with TEKNA. Both these agreements cover several topics, including cooperation on international work.

Transnational corporations

There are few transnational corporations based in Norway. Given the broad industrial base of Fellesforbundet, we have been involved in the signing of two International Framework Agreements (IFAs). One for Norske Skog, a pulp and paper giant, signed in 2002 and one for Veidekke, a construction company, signed in 2005. In the last congress period we conducted, in cooperation with the IMF, negotiations with two metal companies, but neither of them has resulted in an agreement at the time of writing (August 2008).

In the two companies where we have agreements, there have been yearly meetings with management; one has set up a global Works Council; and both have been able to solve major problems for workers in Asia and Africa as a result of the agreements.

Collective bargaining

We have bargained solid real wage increases for all the years of the congress period. But the major question solved during the last years' negotiations is a compulsory retirement scheme implemented in law and a continuation of an early retirement scheme for all our members who work in a company with a collective agreement.

International solidarity

Fellesforbundet has been involved in most of the solidarity campaigns introduced by the IMF. In addition to this, we have engaged in solidarity campaigns in Norwegian companies in countries such as Malaysia, Tanzania, USA and the UK.

Organising the unorganised

Membership development is shown in the table below (paying members):

	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>
Total number of members	91,169	97,112	102,040	112,396
of whom with the IMF	43,040	42,025	45,284	45,787
of whom women				
of whom non-manual (white-collar)				

We do not have the exact numbers for women workers in our sectors and do not organise white-collar workers. On average, women membership in the metal sector has been around 12%.

In recent years, Fellesforbundet has had a strong commitment to recruiting. We have devoted both financial and personnel resources to this work. In particular, we have focussed on recruiting amongst the more than 100,000 workers coming to work in Norway after the accession of 12 new member states in the European Union. Although we still have no more than 3,000–4,000 members from these states, we have developed a solid reputation, especially among Polish and Baltic labour, and hopefully this will lay the foundation for more concrete results in the years to come.

Women workers

Although the number of female workers has been small, Fellesforbundet has always had an active equal opportunities policy. We have had a committee working with equality questions since the early days of Fellesforbundet. In the engineering agreement we have included wording on equal pay, no discrimination and special provisions for women before and after giving birth.

Fellesforbundet has long had female representation at least according to membership in executive levels of the organisation. Today, female membership accounts for 20% of our total membership, up from 12% before the merger with the graphical workers union and the hotel and restaurant workers union.

Precarious work

Compared with much of the rest of the world we cannot say that we have precarious work to any great extent. There are problems with our migrant workforce, and in the past years we have put a lot of effort into securing working conditions for these workers on the level prevailing in our collective agreements.

On the 7th October 2008, we focussed on one aspect of precarious work which is becoming more and more prevalent in Norwegian working life – the right to open-ended contracts is important for us to secure all workers in Norway access to decent working conditions. We challenged the political parties on their views on labour contracts, and hopefully we succeeded in convincing them that open-ended contracts are preferable for all walks of society.

Workers' rights

Fellesforbundet engaged actively in preparing the Norwegian government to raise the question of the social dimension in the running WTO-negotiations. Norway was one of few governments that openly and actively supported this important claim during the Doha round.

Fellesforbundet also engaged the Norwegian Olympic Committee in the run up to the 2008 Beijing Olympics. We had meetings with the president of the committee and the Norwegian vice president of the IOC, and they both promised to bring our concerns to the attention of the IOC executive committee, which they did.

We also engage Norwegian multinationals both regarding IFAs and in general on their conduct in other parts of the world. We have, in some instances, been able to successfully help colleagues in other countries who have faced work-related problems working for Norwegian companies.

PORTUGAL

Sindicato das Industrias Metalúrgicas e Afins - SIMA

Uniting metalworkers

Despite the fact that we are the only IMF member in Portugal, we can say that there has been an improvement in the activities with the other union of the sector. Some joint actions have taken place at company level (the last one at Delphi), and also at a higher level, such as the organisation of the EMF's Congress, in Lisbon, and the European shipyard week.

Transnational companies

International Framework Agreements (IFAs) have clearly been a priority over recent years, and we can say that there has been a wide diffusion, through SIMA's action, of these instruments through several initiatives/events, using the information and consultation procedures. IFAs are instruments that play a real role in the restructuring processes – an issue that has had a significant impact in Portugal in the last years and will undoubtedly do so in the future. SIMA has even tried to develop IFAs within smaller enterprises and companies present in Portugal and Spain, in specific regions.

In some cases we have turned to these instruments in order to help to solve different problems, such as the case of Bosch and the case of Volkswagen. In the case of Bosch, the most basic union rights were under threat; and in the second case, at Volkswagen, it was a supplier company and the problem was also linked with the violation of trade union rights.

Collective bargaining

Collective bargaining was quite affected in 2003 with the introduction of a new labour law, and even now, after all these years, we still suffer from that change. There is now a project of a new law that may lead, in 2009, to a worse situation. Despite this scenario, and after a dispute with government and employers where they were trying to reduce and cut down most of the trade union rights, in some cases the result has been the opposite to what was expected. For instance, in the electric and electronic sector a complete new agreement was signed; and the same happened at company level where the existing agreements have been regularly revised. However, in the metal sector, the employers have a strong policy of intransigence, and now they just want to get rid of the collective agreements and even went for a legal suit despite the Labour Ministry not agreeing with their position. This situation has caused a conflict even among their own associates because there are companies against the position of their association. In the car sector, there has been a little negotiation and the companies are trying, locally, to reach an agreement at company level.

During this period, long battles took place leading to an increase in the number of strikes, protests, movements, workers' meetings, press conferences and TV broadcasts in the case of closures of Johnson Controls, Lear, Yazaki, GM, KEMET, TAP, Delphi. In some cases the closure has been postponed; in other cases the workers have reached some of the best agreements ever reached, for instance at Johnson Controls.

International solidarity

SIMA has indeed developed and taken part in several solidarity actions throughout the world, promoted by the IMF and the EMF, for instance in Estonia due to the decrease of rights, and for Skoda workers. While we do think that such actions are necessary and SIMA always tries to contribute to them, SIMA has developed some support actions by ourselves, for instance with SINTIME, Mozambique. On the other hand, SIMA has been target of several solidarity actions, solidarity received in cases such as Delphi, GM and Johnson Controls.

Women workers

Women are present in all the trade union's bodies (in the executive committee as well as in other statutory and other bodies) and SIMA always integrated women in its structure and in its action, once we supported gender equality. We have also organised some actions directed to discuss and to take some measures on women's representation and to debate the problems that are affecting them, because during this period some cases of sexual harassment have been reported to us.

Precarious work

This is undoubtedly one of the major problems that we are facing in Portugal. In Portugal this reality is quite well implemented, despite the strong efforts made. Companies are more and more looking for this sort of work and SIMA fights on a daily basis against this. We shall say that the labour code is not the ideal instrument to end this, and for that reason SIMA tries to include some restrictions to this, by collective agreement, but it has been difficult as there is a strong opposition from the employers, from the companies. SIMA also seeks the equality of all the workers within a company, because there are plenty of cases where such workers are discriminated against not only at wage level but also in what concerns their other rights. For that reason SIMA has carried out some initiatives in order to call attention to precarious work and how it should be minimised. The legal department of SIMA has been working hard to fight this reality through legal avenues.

The project of a new labour law has not been approved yet but we do hope that it will bring some changes on this matter.

Workers' rights

We have indeed suffered some of the worst cases and perhaps a regression. There have been many cases that led to labour inspection, and one even went to the criminal court. This also led to some mass union actions in some plants. There are companies where there have been cases of pressure and an attempt to pressure and threaten the people who became unionised. It is quite popular nowadays to call those persons to the HR department so that they confirm their affiliation. This is, indeed, a pressure and threat to those people, especially if you are at the company on a precarious basis. Also, in many cases the union leader at the company was targeted for dismissal or some harassment leading to their dismissal. There have been also some attempts to stop strike actions, and there is a case where an employer hired workers to replace the workers on strike, but in the presence of the labour inspector, hid them throughout the plant (of course they were found!).

Actions on the results of the global economy took place – conferences, meetings, etc. – in order to promote new approaches on the social dialogue instruments, anticipating restructuring scenarios. You can find some more information at SIMA's web page www.sima.org.pt.

SPAIN

Federación del Metal, Construcción y Afines de UGT - MCA-UGT

Uniting metalworkers

The MCA-UGT has expanded and consolidated its union cooperation at the base level with IG-Metall, continuing the agreement reached on 21 November 2003.

Presently there are agreements between IG-Metall NRW (North Rhine Westphalia) and IG-Metall Wolfsburg, and MCA-UGT Catalonia, MCA-UGT Andalusia and MCA-UGT Asturias. Both unions organise meetings and seminars in the different countries.

This year, together with the IMF, MCA-UGT/ISCOD is participating in two union strengthening programmes – one in the Balkan region concentrated on occupational safety in the steel and non-ferrous metal industries, and a second project in the Maghreb intended to advance the human rights of workers and union activists in electronics enterprises owned by European multinationals.

The MCA-UGT is also working intensively in its region (southwest region of Western Europe), coordinating its representation in the Executive Committee and strengthening participation of the unions involved.

Transnational corporations

With regard to transnational corporations, we have been working in close cooperation with the European and international federations with which we are affiliated, the EMF and IMF, following the policy guidelines of those organisations.

There are not many Spanish transnational corporations. Of them, ROCA has had a European Works Council since 2000 and a member of the MCA-UGT Executive Committee is responsible for its coordination.

There are other Spanish multinationals which still have no EWC, such as FICOSA, ANTOLÍN and CELSA. In the latter, attempts have been made to initiate the process of establishing a EWC, but that has been rejected by management. This led us to submit a complaint to the courts, and we are still awaiting a verdict. It is the MCA-UGT's intention, through consolidating these European Works Councils, to initiate the procedure for signing International Framework Agreements (IFAs) in those companies.

The MCA-UGT has participated actively in negotiations to establish European Works Councils in transformations of multinational corporations into SEs, as was the case with SE Klöckner & Co.

Regarding IFAs, we have participated in the negotiation of agreements signed in this period, such as those with EADS, ARCELOR and PSA Peugeot.

At the EADS centres in Spain the IFA is being applied well in areas such as occupational health, non-hiring of minors, and equality between men and women. On the whole, at centres in Spain the agreement has been effectively applied.

The MCA-UGT has also participated actively, through its coordinator in the European Works Council, in the development of a 'worldwide agreement on health and safety' between ARCELOR and the unions in May 2008, by improving the provision to identify safety and health problems and developing solutions more quickly.

In June 2007 the MCA-UGT participated in the meeting organised by the IMF on the application of the IFA in the Rheinmetall Group.

Collective bargaining

The MCA-UGT negotiates 60 contracts of a territorial nature in the metal industry. Of those, 52 are contracts in the iron and steel industry and eight in various sub-sectors (cutlery, automobile repair, etc.). There are also 544 enterprise agreements. In terms of content, these agreements, both territorial and enterprise, are generally very similar.

Diversity is manifested in social matters, such as supplements for temporary disability, life and accident insurance, aid for study, personal loans, aid for cafeterias, etc., and here there are significant inequalities in the many agreements negotiated in the sector.

Given this situation, the MCA-UGT has called for greater concentration of collective bargaining, by developing a general agreement or contract, thereby strengthening bargaining.

To that end, in 1994 the MCA-UGT initiated a bargaining process that resulted in the signing of a State Agreement in the Metal Sector on 17 April 2008, which embodies in a single text the various agreements on specific issues.

Outstanding aspects of collective bargaining in recent years have been the pay raise of 3.13% in 2005, 1.13% above the officially forecast increase of the consumer price index (CPI); the 3.33% raise in 2006, 1.33% above the official forecast; and the 2.98% increase in 2007, 0.98% above the official forecast.

Aspects related to hiring were included, such as clauses on the conversion of temporary contracts to permanent contracts, in percentages of 25% and 30%. There is also: the 'relief contract' as a way of rejuvenating the staff in enterprises and harmonising new knowledge with acquired experience; issues related to occupational safety, with the creation of joint committees; in the area of equality, rights (leave, bonuses, and so on) have been expanded for *de facto* couples, and some agreements extend maternity/paternity leave to cases of adoption; 33 agreements have reduced working time, with an average per worker of 4.79 hours/year in the revised agreements, and 2.48 hours/year in the new agreements.

International solidarity

The MCA-UGT has participated in solidarity action with workers in enterprises where there have been situations of non-respect for workers' basic rights, such as non-respect for the right to information and consultation in instances of restructuring of the enterprises which have led to massive job losses. In some cases that participation has taken the form of sending letters to company managements, solidarity messages to the workers, work stoppages, action days, demonstrations and rallies in front of corporate headquarters. Of particular importance are the cases of BOSAL in Turkey, Siemens Thessalonica, the acquisition of EDS by HP, GM São José do Campos and GM Powertrain in Strasbourg, Rio Tinto and ex-Alcan, Boeing, DELPHI Ponte Sor, Electrolux Florence, ALCOA (Noblejas-Toledo in Spain).

Organising the unorganised

One of the most intensive campaigns conducted by the MCA-UGT since 2006 has been aimed at young people, to encourage them to join the union. The MCA-UGT has organised a series of meetings of young people throughout Spain. These meetings also promote debate among young people through workshops on topics such as equality and immigration, employment policy, occupational health and safety, and the environment, land and housing, and pooling of conclusions concerning existing problems and their possible solutions.

Women workers

The MCA-UGT has created an Equality Secretariat which includes a Women's Department in charge of planning, development and execution of actions in the area of equal opportunity.

The MCA-UGT is involved in the areas of equality, reconciling personal, family and working life, and gender-based violence. It has also put into practice certain measures such as the establishment of control mechanisms for collective contracts to detect situations of discrimination and eliminate them; to set transparent and non-sexist criteria for hiring, evaluation and promotion in contracts; to realise concrete actions for specific training, providing opportunities in collective bargaining to ensure that workers with family obligations undergo such training during working hours; increase in participation of women in the bargaining committees; revision of the language of contracts to correct sexist expressions; inclusion in contracts of specific clauses containing improvements concerning sexual and moral harassment for reasons of gender.

Precarious work

The MCA-UGT has participated in activities organised by the UGT in its campaign against precarious work, by holding meetings in enterprises, gathering signatures, rallies and demonstrations on the World Day of Action on 7 October, producing and distributing a manifesto for decent work, against the working time directive, against poverty and inequality, and for international solidarity.

The fight against precarious work is a priority on the union agenda both at the enterprise level and at the institutional level. Efforts in territorial and enterprise negotiations have been aimed at eradicating it.

Workers' rights

Through its Immigration Secretariat the MCA-UGT has undertaken to encourage and carry out action in the area of immigration, developing the analysis of migratory flows, knowledge of the situation of immigrant workers in the sectors of influence, and developing programmes geared to immigrant workers.

The MCA-UGT is implementing measures such as inclusion of action in collective bargaining to facilitate social integration of immigrant workers; design and execution of specific campaigns among the various groups of immigrant workers; training aimed at capacity building, professional retraining and social integration of immigrant workers with training activities which include teaching the Spanish language or the corresponding language of the autonomous community, vocational training and prevention of occupational risks, among other things; union training for immigrant workers; and encouragement of active participation by immigrant workers in union affairs and in their own unions. In this regard, we can refer to the appointment of the Spanish representative to the European Works Council of Johnson Control, whose representative for MCA-UGT is presently a Moroccan worker.

Federación del Metal de ELA-STV Solidaridad de Trabajadores Vascos

Uniting metalworkers

At present, a number of unions affiliated with the IMF are represented in our area of the Basque Country. We must admit that we have not succeeded in conducting joint collective actions on a regular basis. At work centres, on the other hand, relations among various unions has been better.

Transnational companies

ELA has negotiated and reached agreements with transnational companies in the enterprise area. Our situation is that virtually all companies negotiate a contract for their work centre. In this context, we have reached important agreements and in general they have been properly implemented.

Collective bargaining

In the last four years many companies have participated in major struggles. We have had 11 companies in which a strike lasted longer than one month. In 2008 there was a nine-day strike at the CIE Legazpi company, and a three-day strike at the Bellota tool multinational. In both cases, management wanted to increase working time, but we succeeded in keeping the work week at 35 hours.

International solidarity

Recently we have shown our solidarity with Polish workers at the Fagor plant who have been trying to achieve decent conditions.

Organising the unorganised

	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>
ELA METALA members	31,272	31,319	31,331	31,633
ELA METALA women members	3,658	3,718	3,817	3,931

Precarious work

Our efforts are directed mainly to those who are worse off in the labour market. For that reason, work is concentrated on groups who suffer from poor conditions: women, young people and immigrants.

Some of our fiercest struggles involved eliminating pay scales which discriminated against those groups. For us, membership is synonymous with good organisation in the enterprise. For that reason we consider that training of our delegates is very important. The union locals are the basis of our work.

Federación Minerometalúrgica de Comisiones Obreras - FM/CC.OO.

Uniting metalworkers

We have achieved unity in action with the MCA UGT for more than 90% of collective agreements. In these cases, both organisations participated and signed the agreements jointly.

Transnational companies

The FM CC.OO and the MCA UGT are not party to any IFAs in Spain.

Collective bargaining

The FM CC.OO and MCA UGT have defended the provincial sectoral agreements in Euskadi, as opposed to the nationalist trade unions (ELA), which relies exclusively on collective bargaining at the company level.

The FM CC.OO and MCA UGT jointly formulated a list of demands for provincial sectoral collective bargaining, with reference to the criteria established by their national organisations.

International solidarity

The FM CC.OO has actively participated in the campaign to support miners at Pasta de Conchos in Mexico. We collected more than 4,000 signatures of Spanish miners for a petition requesting intervention by the Mexican government. We handed this petition to the Mexican embassy in Spain.

Organising the Unorganised

		<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>
Total number of members		100,000	100,000	100,000	100,000
	of whom with IMF affiliates				85,000
	of whom women	14,026	14,711	15,616	17,992
	of whom non-manual (white-collar)	No data	–	–	–

Women workers

The FM CC.OO actively participates in gender equality programmes at company level and combats gender-based violence through social dialogue and collective bargaining.

We support the integration of women into the labour market through the Equality Law (conciliation of working and family life).

Our statutes establish that women should participate in the governing bodies (national executive, federal council) in proportion to the number of women members in affiliated unions, which is currently 10%.

Precarious work

The FM CC.OO supported legislation aimed at improving working conditions and creating jobs, which has involved converting temporary employment contracts into permanent contracts, affecting around one million workers.

The law establishes criteria to identify the illegal transfer of labour to contractors and subcontractors.

It also establishes limits to the number of times workers can be offered temporary contracts while working in the same post.

Workers' rights

The FM CC.OO is trying to deal with standards and agreements regarding the integration of disabled people into the labour market.

SWEDEN

Industrifacket Metall - IF Metall

Uniting metalworkers

In Sweden the three different confederations (blue-collar, white-collar and academics) work together on a number of issues. The most obvious cooperation we have is during collective bargaining at the national level, where we coordinate our demands and our action in the bargaining process.

We consider that we have a strong labour movement in the metal industry with an average degree of organisation of approximately 80%. On the other hand, there have been no discussions about merging the three different affiliated confederations.

Transnational companies

In connection with the congress for the unification of the Industrial Workers' Union and the Swedish Metalworkers Confederation, which took place at the turn of the year 2005/2006, international issues were given hitherto unprecedented prominence. This was confirmed at the confederation's first regular congress in the Spring of 2008.

International framework agreements (IFAs) are one of the union tools that IF Metall would like to see realised in Swedish multinationals as a means of ensuring acceptable working conditions throughout the world.

In order to achieve that, a number of priority multinationals have been selected. Union representatives have invited people to training courses/seminars where competency building concerning IFAs has been conducted. In addition, strategies for how we can achieve IFAs were discussed. In that connection, we noted that there is a great need to expand training efforts for IFAs in Sweden, but also abroad, among union representatives in multinational corporations.

During the period under review, IF Metall produced a training material/ handbook for work with IFAs.

At the confederation's congress in May 2008, IF Metall's chairman Stefan Löfven invited a number of large Swedish MNCs to discussions on how companies can ensure decent working conditions, of which IFAs, in our opinion, are the most important.

Collective bargaining

The Waxholm Conflict

IF Metall was not involved in the most important conflict in the Swedish labour market during the period under review. Nevertheless, we did send a sympathy message in connection with the conflict between the Swedish construction and electrical workers' union and a Latvian construction company over the fact that they had refused to sign a collective contract in the Autumn of 2005. The whole conflict was subsequently the subject of legal proceedings in both the Swedish courts and the EU court in Luxembourg. The Latvian company claimed, with the support of Swedish employer organisations, that the conflict measures were

inadmissible because the Swedish union's demand for minimum pay did not refer to the EU's Directive concerning the posting of workers.

The so-called Swedish model is built on the idea that there are parties in the labour market who generally resolve conflicts. The minimum pay indicated in our collective contracts has no normative effect on the labour market because there are very few employees who make the minimum pay contained in the collective contract. For that reason it was thought that, when implementing the Directive, the question of pay would be resolved directly between the parties in the labour market, i.e. in negotiations between the union and employer. The EU court ruled that this view was incorrect and that therefore the Swedish implementation was wrong and the conflict inadmissible.

At the time of writing (autumn 2008), a public inquiry is underway to review the question. We cannot have a system that allows pay dumping for employees in foreign companies performing jobs in Sweden. We have also taken up the question in talks with our opponents. We will probably find a solution to the problem in the spring of 2009.

Pay negotiations in 2007

In the spring of 2007, we conducted pay negotiations for all contractual areas in the union. The value of the pay negotiations for the period 2007–2010 totals 10.2%, of which pay increases amount to approximately 9.6%. One substantial gain in the negotiations was that in a transition period we will build up pension security for our members so that conditions should be equal for all employees in the Swedish private-sector labour market.

International solidarity

IF Metall has actively participated in a number of solidarity actions, through letters of protest and solidarity, at the request of the IMF.

For example, we have worked actively for the establishment of union rights in Mexico and recognition of the mineworkers' union. In that connection, aside from protest letters, our union has contacted the Mexican ambassador to Sweden through a personal meeting at which protest letters from our confederation and a number of local unions were transmitted.

In addition, through joint projects, our confederation has supported the independent union in Belarus, REPAM. Aside from project work, IF Metall has supported REPAM through economic contributions to the IMF's Belarus fund.

IF Metall regularly publishes information on the confederation's homepage on conditions and events in the international labour market.

Organising the unorganised

	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>
Total number of members		343,824	338,283	315,925
of whom with the IMF		270,830	272,636	254,648
of whom women		?	?	?
of whom non-manual (white-collar)		0	0	0

Women workers

In 2005, IF Metall established increasing equality in the union as a priority issue. A number of guidelines have been established to achieve that goal. The most important of them are:

- Equality is a question of knowledge. In addition, it is not exclusively a women's problem. More knowledge and education are needed.
- Plans for equality must be prepared for each organisational level. Responsibility for equality lies with the leadership at the respective organisational levels.
- In IF Metall's decision-making body at least 30% of members must be women.

Development is measured regularly with the help of an accounting ratio. The results are as follows:

- According to the latest measurement (August 2008) there were 21.29% women members and 16.80% women representatives. The proportion of women representatives has significantly increased in recent years.
- The union executive consists of 42% women. The 2008 Congress consisted of 26% women. Other bodies vary considerably, but in general there has been a noticeable increase in the representation of women.

Precarious work

In 2006, a conservative government came to power in Sweden. Within a few months they began to restrict citizens' employment security, on the pretext that insecure employment creates more jobs. During contract negotiations in 2007 we took up the issue of hiring and firing with our largest counterpart, Teknikföretagen. An agreement was reached to introduce rules on fixed-term employment in the collective contract different to those proposed by legislation.

Sweden is one of the few countries with a comprehensive collective contract for workers in the temporary employment sector. The contract provides that temporary employees should enjoy the same conditions as those of employees in the contracting enterprise. The temporary sector is also one of the areas where we have found it difficult to organise, due to the high degree of mobility, but despite that it is one of the areas where we have devoted the most effort to seeking new members.

Workers' rights

The confederation participates actively in the national contact point's work to implement the OECD Guidelines for Multinational Companies.

In addition, the confederation, together with LO and other LO unions, conducts intensive work to secure decent working conditions for employees in Sweden, as well as abroad.

Both in national and international training activities which we conduct, the ILO Core Labour Standards are of fundamental importance.

The Swedish labour movement has also pushed the demand for ratification of ILO Convention no. 94 on Public Contracts.

In addition, see above for work with IFAs.

Unionen

Uniting metalworkers

In Sweden the three confederations (blue-collar workers, white-collar workers and professionals) cooperate on a number of various issues. The most obvious cooperation is in the area of collective bargaining at the national level, where we coordinate various demands and also coordinate ourselves in the negotiating process vis-à-vis the employers.

We consider that we have a strong trade union movement in the metal industry, with an average organisation rate of about 80%. On the other hand, there have been no discussions of a merger of the three separate member confederations.

The unions within the industry cooperate with each other and have signed the 'Cooperation Agreement on Industrial Development and Pay' (Industry Agreement). The six unions are: the Swedish Association of Graduate Engineers, IF Metall, Unionen, the Swedish Food Workers' Union, the Swedish Paper Workers' Union and the Forest and Wood Workers' Union. In addition, the Swedish Graphic Workers' Union participates in union cooperation.

Transnational companies

Unionen has produced a practical tutorial, a training material/handbook for work with codes of conduct and global framework agreements.

Unionen has also conducted a study surveying 19 corporate codes of conduct, in companies which are either Swedish (with headquarters in Sweden), or have a strong Swedish connection. The purpose of the study was to investigate the contents of the corporate codes of conduct with respect to trade union rights and ILO core conventions.

Unionen has conducted the project 'Local influence locally'. In May 2005 the SIF executive decided to allocate resources to conduct a project to increase the influence of Sif/Unionen locals in foreign-owned companies. The objective of the project was to ensure that, by the Congress in 2008, Sif/Unionen should have achieved a different way of working in the locals to avoid unnecessary job losses. The position of Sif/Unionen elected officials in foreign-owned companies should be strengthened and the local union work should be developed from monitoring to taking the initiative. Within the project framework, new tools and methods for increased influence in internationally controlled companies should be produced. The experience and results from the project should lead to new training programmes for elected officials and ombudsmen in Unionen.

In general it can be said that 'Local influence globally' was a development project highly valued by the participating locals. The methods and tools produced have also been used 'in acute situations'. The project has given locals greater self-confidence, which has been further strengthened when they have succeeded in having an effect. The working method that has been developed has shown more ways to increase union influence in foreign companies.

Organising the unorganised

	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>
	Sif	Sif	Sif	Unionen
Total number of members*	301,086	294,481	287,958	412,354
of whom with the IMF	123,549	122,600	121,000	121,000
of whom women (total in Sif/Unionen)	114,026	110,809	107,739	186,899
of whom non-manual (white-collar)	100 %	100 %	100 %	100 %

* Excluding retirees, students, self-employed (all data, as of 1 January that year)

Precarious work

Sweden is one of the few countries that have comprehensive collective contracts for employees of temporary employment firms. The contract stipulates that employees in temporary employment firms must have the same conditions as the employees in the client company. The temporary sector is also one of the areas where we have found it difficult to organise members due to the high degree of mobility, but nevertheless it is one of the areas where we have been having the largest increase in membership in the union today.

Workers' rights

Unionen participates actively in the work of the National Contact Point to implement the OECD Guidelines for Multinational Companies.

In national and international training activities which we conduct, the ILO's Core Labour Standards are of fundamental significance.

The Swedish trade union movement also backs the demand to ratify ILO Convention 94 on public contracts.

For the rest, see above, under work with IFAs.

Sveriges Ingenjörer **(The Swedish Association of Graduate Engineers)**

Uniting metalworkers

Within the framework of the industry unions there is bargaining cooperation between Sveriges Ingenjörer, the Swedish Association of Graduate Engineers, Unionen and IF Metall. The three unions jointly develop the bargaining policy platform before the negotiating round starts.

Through SACO (Sveriges Akademikers Centralorganisation, the Swedish Confederation of Professional Associations) Sveriges Ingenjörer belongs to the International Trade Union Confederation (ITUC).

Transnational companies

Sveriges Ingenjörer also belongs to the global union industry federations IMF, ICEM and UNI. These global federations have in common their endeavours within their industrial areas to establish and support trade union activities in all parts of the world, not least in developing countries, but also to sign International Framework Agreements (IFAs).

Collective bargaining

The latest collective bargaining rounds at national level for the period 2007–2010 were preceded by very exhaustive negotiations. Despite extremely difficult and occasionally unreasonable employers Sverige Ingenjörer managed to achieve good improvements for our members, thanks to the strength of the union and not least because of the good solidarity on the trade union side, with a common negotiating structure.

The following developments for Sveriges Ingenjörer should be mentioned:

- good conditions for members to obtain real salary increases
- a decrease of working hours amounting to a total of 8.5 days paid holiday per annum
- those who have negotiated away their right to overtime pay should not be treated unfairly, but will in future be paid equivalent compensation
- the right to paid parental leave from the employer is increased from three to four months
- recent recruits have the right to one hour's trade union information in working hours from their professional association.

Sveriges Ingenjörer also managed to put a stop to a number of changes for the worse that the employers were demanding, such as

- non-existent pay increases for many members
- the use of opening clauses to force local union branches to deviate from the national collective bargaining agreements and impairing employment conditions for members

locally. (Such departures from national agreements were also to have been permissible for companies to apply at individual level.)

- an increase in the proportion of insecure temporary employment at the expense of secure permanent employment.

International solidarity

Sveriges Ingenjörer has not participated in any of the solidarity campaigns mentioned.

Organising the unorganised

After the change of government in Sweden, alterations have been made to the system of unemployment insurance, which has produced more expensive fees to the unemployment benefit funds. This has had a negative effect on the level of union organisation, primarily for the unions belonging to LO and TCO; SACO's affiliates have not lost members to the same degree. Sveriges Ingenjörer has intensified its recruitment activities and works persistently with its brand and to gain more notice in public discussions, as well as by offering more and better services. Activities are targeted, depending on which groups we are contacting.

We work systematically to get activities going in the districts to strengthen our local presence. We also work on developing and revising current support material to our elected officers. This means that it is easier for our officers to demonstrate the usefulness of being a member of Sveriges Ingenjörer, both for current and potential members. We also work to support women's networks and have targeted efforts at establishing local branches for IT and consultancy staff. Efforts are also made to recruit in industry. Some of these activities take place in cooperation with other professional unions.

There are intensive efforts at universities to recruit students and to make technology students understand the meaning and value of trade union membership. We continue working on producing and improving the material used in salary negotiations and the processes when enterprises have to cut back. A tool kit for elected officers has been produced and is available on the internet. There is ongoing training and exchanges of experience between trade union officials, which is of use both directly and indirectly to members and local branches.

	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>
Total number of members	~105,000	~106,000	~117,000	~116,000
of whom with IMF	~22,000	~22,000	~22,000	~22,000
of whom women				~5,000
of which non-manual (white-collar)				~22,000

Women workers

Our union has over 20% women members. The proportion of women managers among members is roughly equivalent to the percentage of women members. Half of the executive committee of Sveriges Ingenjörer are women.

The union organises regular training on matters relating to equal opportunities and parental leave for elected officers (aimed at both women and men). There are regular statistical comparisons of starting salaries for recently graduated female and male engineers. The results

are used to create debate about the issue, which (naturally) is aimed at eliminating irrelevant salary differences. There are many women's networks all over the country, which contribute to increased contacts and exchanges of information between women engineers.

Precarious work

During the 2007 collective bargaining round some progress was made regarding precarious work. There have been:

- improvements for people on parental leave through increased periods of paid parental leave
- an introductory 'trade union hour' for all new employees, which improves knowledge of the employment conditions of staff
- a number of working parties have been created to strengthen the working conditions of women in the labour market for several bargaining areas.

Sveriges Ingenjörer also responds to many government inquiries regarding precarious employment conditions before bills are introduced in parliament, including one on changes in temporary employment. We also participate in checking employment conditions for people from outside the European Union applying for work permits.

Workers' rights

Sveriges Ingenjörer represents SACO, Sweden, in the National Contact Point for the OECD's guidelines for multinational enterprises and in the Trade Union Advisory Committee (TUAC) at the OECD in Paris, and its working party on global trade and investments.

SWITZERLAND

UNIA

Global Structures

Unia has been active in Switzerland since 1 October 2005. It is an inter-professional trade union which arose through the merger of the unions SMUV (Metalworkers), GBI (construction, chemicals, trade), VHTL (sales, food service, food processing, transport) and Unia/action, which was active in sales and food service.

Its founding marked not only the emergence of a strong metalworkers' organisation, but that of a strong industrial union in general.

Transnational companies

With regard to transnational corporations, we have concentrated on the activities of and cooperation with the European Works Councils.

In Switzerland we have managed to continue and expand activities in the European Works Councils, in particular with transnational groups such as Rieter, Rio Tinto (formerly Alcan) and Novelis, as well as initiating the establishment of an EWC in Johnson Electric (formerly Saia Burgess).

In addition, 'behind the scenes' and within the limits of our capacity, we have cooperated with or engaged in active assistance of the EWCs of transnational corporations such as ABB, Alstom, Sulzer, Siemens, Schindler, Bosch, Leica, Georg Fischer, Agie Charmilles, Bucher Industries, Bühler, Geberit, Huber und Suhner, Von Roll Isola and others.

Despite tremendous efforts, we have unfortunately not succeeded at the international level in establishing global works councils in such corporations as ABB, Sulzer, Georg Fischer and others.

Also in this reporting period, at the request of IMF member unions, we have undertaken clarifications and obtained information on investors and changes in ownership.

Collective bargaining

With the collective contract of the machine, electric and metal industry, we managed to renew our most important collective contract as of 1 January 2005 for five years until 31 December 2010. In arduous and intensive negotiations our union succeeded in maintaining the existing contract and in some points expanding and improving it.

In enterprise negotiations between the respective managements and works councils (staff committees), in general we were able to achieve significant pay increases within the limits of the respective annual inflation, i.e. maintaining purchasing power.

International solidarity

We have engaged in strong supportive action for our Korean colleagues of the KCTF union of the Tetra Pak firm who, at the decision to close plant in Korea, conducted a hunger strike in front of the corporate headquarters in Fribourg.

Solidarity actions were held for the closing of Nokia in Germany.

Financial contributions were made in favour of union colleagues in Belarus.

Messages of solidarity were sent in instances of labour conflicts.

Organising the unorganised

Inter-professionalism is one of Unia's strongest concerns. We are active in every area with employment contracts under private law. One major area of our work is in the area of service occupations in which many women are employed. In the first four years since Unia was founded, membership figures in the service sector increased substantially. In the Service Occupation Sector already 50% of members are women.

With every passing year Unia has been getting younger. Just over 70% of members are below the age of 40. About 7% of members are apprentices, for whom targeted campaigns are conducted in vocational schools.

For the time being we have not succeeded in gaining a foothold in the area of white-collar workers. Various programmes have been conducted, mainly in the traditional industrial sectors, and aimed at winning a larger share of white-collar workers for Unia. In the coming years we will continue our efforts to gain greater support also in the area of the white-collar workers.

	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008 *</i>
Total membership	189,126	186,261	182,282	181,000?
of whom with the IMF	62,064	57,293	57,293	57,000?
of whom women	33,797	33,916	34,015	34,000?
of whom non-manual (white-collar)	13,000	13,000	13,000	13,000?

* Results for 2008 expected at the time of preparation of this report.

Women workers

The number of women members of Unia who belong to the Industry sector has been increasing regularly since 2005. Although they represent only 6% of total membership in all sectors taken together, in 2008 they reached 22% of membership in the Industry sector. Half of the women in industry work in watchmaking, 25% work in the machine sector and the other 25% of women in industry are distributed among the chemical, textile and food sectors. The Unia Industry sector has been setting up meeting platforms for women members; those fora for participation are intended to provide union training and motivation to struggle actively.

Precarious work

In 2008 a collective contract was negotiated for temporary firms.

With reference to freedom of movement of persons in Europe, supporting measures (law) have been continually strengthened in order to prevent pay and social dumping.

Workers' rights

A complaint submitted by the Swiss unions to the ILO was approved.

The Swiss government still refuses to regulate the protection of personnel representatives by law. It prefers to see that matter regulated by new collective contracts.

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