Strengthening capacity of trade union organisations in EFFAT and industriAll sectors

European Social Dialogue Outcomes in EMCEF (industriAll) sectors

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The issues

• Structure and scope of industriAll’s SD activities
• What does Social Dialogue mean to us
• Issues in the sectoral SD
• Case – SSD Paper & pulp industry
• Case - SSD Chemical Industry: Declaration on the global economic crisis
• Challenges for the future
Structure of SSD

- **industriAll**: 11 out of 42 officially recognised SSD committees + NEPSI
  - EMCEF activities in SD: 5 SSD committees + NEPSI
  - EMCEF’s newest SSD committee: Paper sector

- A corresponding industrial sector committee for each SSDC => develops trade union agenda for social dialogue
What does Social Dialogue mean – in general?

• European SD contributes to the construction of Europe by integrating a successful and sustainable social dimension

• **SD is a tool and a platform to promote trade unions’ policies vis-à-vis European industry and employers associations and the European institutions Opportunity for the social partners**
  – Since the Maastricht, Amsterdam and Lissabon Treaty changes – also to forward recommendations or positions concerning European social legislation

• Possibility for the trade unions to discuss and negotiate with European Employers Federations on social matters

• Important issues of the individual sectors

• The precondition: Sectoral social partners have to introduce a joint application for recognition by the EU Commission
  – Problem: many employers’ industry federations do not have mandates to hold discussions with trade unions at European level

• Social dialogue is getting more and more important, even for the EU Commission
  – See Treaty of Lisbon
And: Our understanding as EMCEF

- Social dialogues could help better to **improve** conditions for both partners than confrontation
- Mutual recognition means to identify and express **common interest** where possible, but also to understand, where **differences** are
- Employers associations and trade unions are part of civil society mandated in a democratic way by membership
- This gives them right to take part in decision making on EU-level
- Important: Cooperation with the national social partners ⇔ **IMPLEMENTATION, SUPERVISION**
Sectoral Social Dialogue - Preconditions and role of the Social partners and the EU Commission

• Social partners (SP) have to be/have:
  – **Representative** for the sector
  – **Organized** at European level
  – The **capacity to negotiate** agreements

• Only the **SP** decide on the work program, rules and agendas

• EU Commission offers consultation and administrative support
  – Advantage: Funding for interpretation in the meetings and for travel and hotel **cost reimbursement** of participants
industriAll activities in SD

• statutory SD Policy Committee / 2 meetings year
  – Coordination of sectoral SD

• industriAll is represented as a social partner in 11 European Sector Social Dialogue Committees (SSDC)
  – MET industries, Steel, Shipbuilding, Textile & Clothing, Footwear, Tanning & Leather
  – In addition: NEPSI (multi-sectoral SD 2006)
    • European Network for Crystalline Silica; SD agreement 25.10.2006

• Our understanding: SD on European and national level needs to contribute to improvement of social standards
The Social Dialogue Policy Committee of industriAll

- SDPC is responsible for summarising SSD activities and ensuring better cross-sectoral interface and coordination in our activities.
- Examines the content of the work done by SSD committees covered by industriAll.
- SDPC acts as “resource” for sectors trying to establish new SSDCs.
- SDPC tresses the importance of SD in times when the European economic and social mode faces constant change.
- Dominant issue during the last 4-5 years: the global financial and economic crisis and its impacts on SD.
Social Dialogue in EMCEF Sectors

- **SD Paper**
  - Joint papers (e.g. Sulphur Directive)
  - Project on H&S (health and safety)

- **SD Chemical Industry**
  - Biannual work program 2011-2012
  - REACH finished – ECHA Agency
  - Projects on H&S and Restructuring
  - Joint Declaration on the global economic crisis
  - Common Declaration “The framework conditions for a sustainable chemical industry in Europe”
  - Project on “Active ageing and demographic change”
  - Project on “Sector skills councils”
  - European agreement on competences profiles for process operator and first line supervisor in the chemical industry

- **SD Extractive industries** (as a continuation to the ECSC)
  - Project on “Causes for accidents”

- **SD Electricity** (together with EPSU)
  - Project on “Demographic change”
  - Project on “Future of skills and jobs in Europe’s Electricity sector”
  - Energy Community workshop on SD in Western Balkan 2012

- **SD Gas** (together with EPSU)
  - Project on “Qualification and Competences”
  - Project on “Skill mapping”
  - Joint position on the Energy roadmap 2050

- **NEPSI** (together with EMF)
  - Good Practice Guide, online reporting software – information on implementation of NEPSI agreement
SSDC - Paper

After long negotiations SD Paper plenary in April 2010 approved internal rules of procedure and annual work program

- Plenary, steering group, ad hoc working groups
- Work programme 2012:
  - 2 plenary meetings, 3 steering group meetings
  - Program builds upon cooperation developed in the last years
  - Health and Safety ”Healthy workplace” campaign
  - Skills and Qualifications; Demographic Change
  - Resources and raw material policies
- EMCEF and CEPI agreed on a position paper on the Sulphur Directive in December 2011
- A report on good H&S practices (especially in maintenance) will be published in September 2012
  - Joint project of EMCEF and CEPI, with the financial support of the Commission
Internal rules of procedure for a European Paper Sector Social Dialogue Committee

Article 1: Objectives

The European Paper Sector Social Dialogue Committee has the following objectives:

– to give common opinions to the European Commission on issues of social or economic concern to the paper sector;
and

– to enhance and develop the social dialogue and understanding within the sector at the European level.
SSDC - Paper (3)

Joint project of the Best H&S Practice Guide

- Joint application by EMCEF and CEPI (co-ordinator)
  - Follow-up to the Health and Safety Seminar held under the auspices of the Social dialogue in October 2010
  - Fits with the EU-OSHA « Healthy Workplace » campaign (Focus on maintenance) - EMCEF and CEPI were partners of the campaign
  - Total grant from the EU: EUR 150 000

- Result: A report of good health and safety practices in the European pulp and paper industry (60 pages, 22 practices)
  - Covering health and safety issues in
    - Daily operations
    - Maintenance (special emphasis)
    - Transport and handling
    - Health
  - Available in 3 languages (EN, DE, FR)
  - Wide dissemination (brochure, conference, press)
No Paper Without Skill
Healthy and Safe People

Guide of Good Health and Safety Practice
in the European Pulp and Paper Industry
Five Minutes Daily for Occupational Safety

Germany

SECTOR RELEVANCE
- Pulp mill
- Paper mill
- Cardboard mill

IMPLEMENTATION AREA
- Daily operations
- Transport and handling
- Maintenance
- Health

Background:
Health and Safety issues are very important but they are not considered enough during normal daily working activities. To make workers more aware of Health and Safety issues, the “Five Minutes Daily for Occupational Safety” practice was implemented.

Description of the good practice:
Each week, this “Five Minutes” practice has different Health and Safety key sub-topics with short descriptions explaining the important issues. The topic for each week is also made available as posters with pictograms at all machines, break areas, bulletin boards and offices.

Who is implementing the Practice?
This practice is implemented by the mill management team and a fresh topic is chosen each week by the responsible managers.
Nearly every mill worker participates in “Five Minutes Daily for Occupational Safety”, every day.

What benefits does the good practice bring?
The practice is a very useful tool to make workers aware of the different risks at their working place. With the help of this practice, minor accidents in particular have declined dramatically.

Additional source of information:
The German Safety insurance association provides a CD with training materials.
EU-OSHA’s new campaign “Working together for risk prevention”

- Two-year Healthy workplaces Campaign 2012-2013
- WHY? - Still every year there are 6.9 million workplace accidents and millions more work-related diseases
- The economic cost is estimated at 490 billion euros a year - more than half the current cost of the EU's financial crisis bailout fund
- The new campaign turns the spotlight on the importance of management leadership and worker participation in improving workplace safety and health.
- IndustriAll and CEPI are partners of the campaign
- Activites on the paper & pulp mill level?
Issues in the sectoral SD’s

- Sector-based issues of European integration
- Energy policy
- Raw material policy
- Environment
- Restructuring
- Occupational Health & Safety
- Demographic challenges
- Employment

- Corporate Social Responsibility (CSR)
- Equal opportunities
- Stress and violence at work
- Life-long learning
- Possibilities of sectoral social dialogue in the context of the new financial and economical situation
Energy and raw material policy

• EU ETS (Emissions trading) - Common positions of Social Dialogues:
  – Extractive Industry
  – Chemical Industry

• European Energy Community – Energy roadmap 2050 – Common positions of SD
  – Electricity
  – Gas

• Employment effects of the opening of the electricity and gas market - Common position of the SD
  – Electricity

• EU Mineral Resources Strategy - Common position of the SD
  – Extractive Industry
Restructuring, environment, demographic change, CSR

• **SD Electricity**
  – Projects:
    • “Restructuring in the Electricity Industry”
    • "Climate Change, Employment Impact and Just Employment Transition Principles for the European Electricity Sector”
    • Project on “Demographic change“
    • Project on “Future of skills and jobs in Europe’s Electricity sector”

• **SD Chemical Industries**
  – Projects:
    • " Joint Lessons Learned on Restructuring, Managing Change, Competitiveness and Employment”
    • Project on Consequences of Demographic Change approved by Commission (Survey, case studies and a toolkit, European conference)

• **SD Gas**
  – Projects:
    • Demographic Change and its Consequences on Employment in the Gas sector
    • 3rd Energy package and climate change policy
    • Skills mapping project
    • Survey analysis about CSR activities
Health & Safety

• **SD Chemical Industry**
  – Project on Improvement of H&S at the workplace as target for Social Dialogues
    "Going beyond REACH – H&S: a responsibility for social Partners“

• **SD Extractive Industries**
  – Project “Recognizing trends in accidents causes and promoting relevant guidelines and best practices”
  – Project on the future of mining industry approved by EU Commission

• **SD Paper**
  – A report on good **H&S practices** (especially in maintenance) will be published in September 2012

• **NEPSI**: The first cross-sectoral agreement
SD Chemical Industry – a case study

• Successful SD during many years, especially since the creation of SSDC in December 2004

• Standing items on the agenda (Plenum, Working Groups):
  – Competitiveness, Employment and Industrial Policy
  – Health and Safety and Responsible Care
  – Education, training and lifelong learning; demographic change

• Concerning the current crisis: four documents
  – 1) Joint Lessons Learned on Restructuring, Managing Change, Competitiveness and Employment in 2008
  – 2) Joint Declaration on Education, Training and Lifelong Learning 2009
  – 3) EMCEF ECEG Declaration on the global economic crisis on 13 May 2009
  – 4) Common declaration on Framework conditions for a sustainable chemical industry in Europe
SD Chemical Industry – a case study (2)

• These four documents contain measures aimed to be taken into consideration by relevant public authorities, national and local level Social Partners

• Measures (f.e.):
  – Necessary restructurings – information, consultation ”as early and as detailed as possible”, EWC’s should be involved
  – If measures to reduce working time have to be introduced, then ”every effort should be made to use the opportunities of this available time for improving skills by training and education”
  – EU, National and Local Governments should provide financial and other support for businesses and employees during layoffs and short time working or when dismissal occur
  – EU, Governments: to make additional funds available for training and qualification of employees
  – Existing European funds should be used to ease the situation of the industry
SD Chemical Industry – a case study (3)

• Did we succeed in using these documents?

• The 2010 survey on the impact of the crisis on EMCEF sectors shows that in some countries our affiliated unions managed to use successfully the Declaration of May 2009 in their collective agreement negotiations and in SD with the employers’ organisations and companies

• Examples:
Examples:

- **Germany**: Employment security through use of working time and pay reduction + part compensation of wage losses; some companies made use of the short-time work for training measures

- **Netherlands**: Shorter working hours plus training: employer has to organize training to improve skills during those hours

- **Finland**: Agreement based on the declaration (white-collars)

- **France**: Agreement to improve temporary unemployment (FCE CFDT)

- **Greece**: Some general measures

- **Italy**: Taken into account in the national collective agreement 2010-2012

- **Poland**: Some companies signed relevant agreement

- **Spain**: Trying to negotiate joint declaration in Spain

- **Slovakia**: Measures for shorter working hours were introduced, but no training or other training possibilities were offered (ECHOZ)

- **Belgium**: National employers’ association, Essencia, refuses to go further than the governmental measures

- **Denmark**: Provisions already exist
Challenges for the future

• In view of the Lissabon Treaty, the consultations with the social partners became more important and ambitious
• Strengthening of social dialogue; the employers’ organisations mandates
• Negotiations on sectoral and company level
• **Binding agreements?**
  – Need for European level legal framework and mandate procedures for negotiations
  – Implementation through national negotiations
  – Topics: Demographic change; Health and Safety; Restructuring; Qualifications and skills
  – Not: working time, wages, other working conditions (?)
• Extension of social dialogues also on national level; implementation and supervision
• Strengthening of SD in CEE: capacity building
Challenges for the future: Issues and Role of SSD?

- **SSD at the moment:**
  - Mostly restricted to exchanging information, sharing best practices and building a joint appreciation of a limited number of issues
  - This is very good, too, but...

- **EMCEF action and strategy plan for 2008-2012**
  - Intention to "reach binding agreements that commit signatories"

- **Motion of EMCEF 4th Congress 2008**
  - Agreements should be "converted into directive"

- SSD Chemical industry: first European agreement on competences profiles for process operator and first line supervisor in the chemical industry

- However, keep in mind: Differences between SD and collective bargaining