

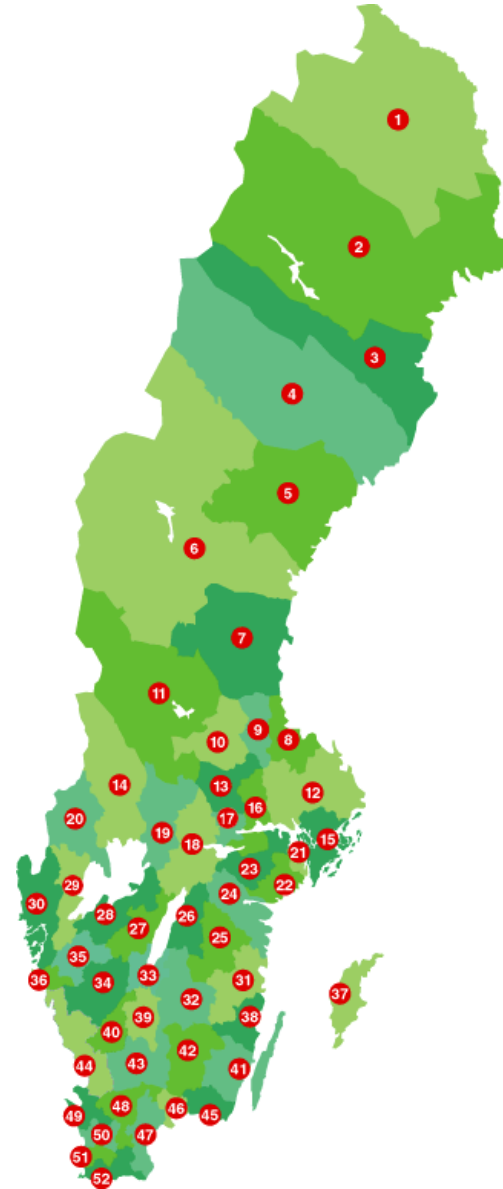
IndustriAll Aerospace Conference Berlin 1-2 July 2015

Conny Holm, IF Metall



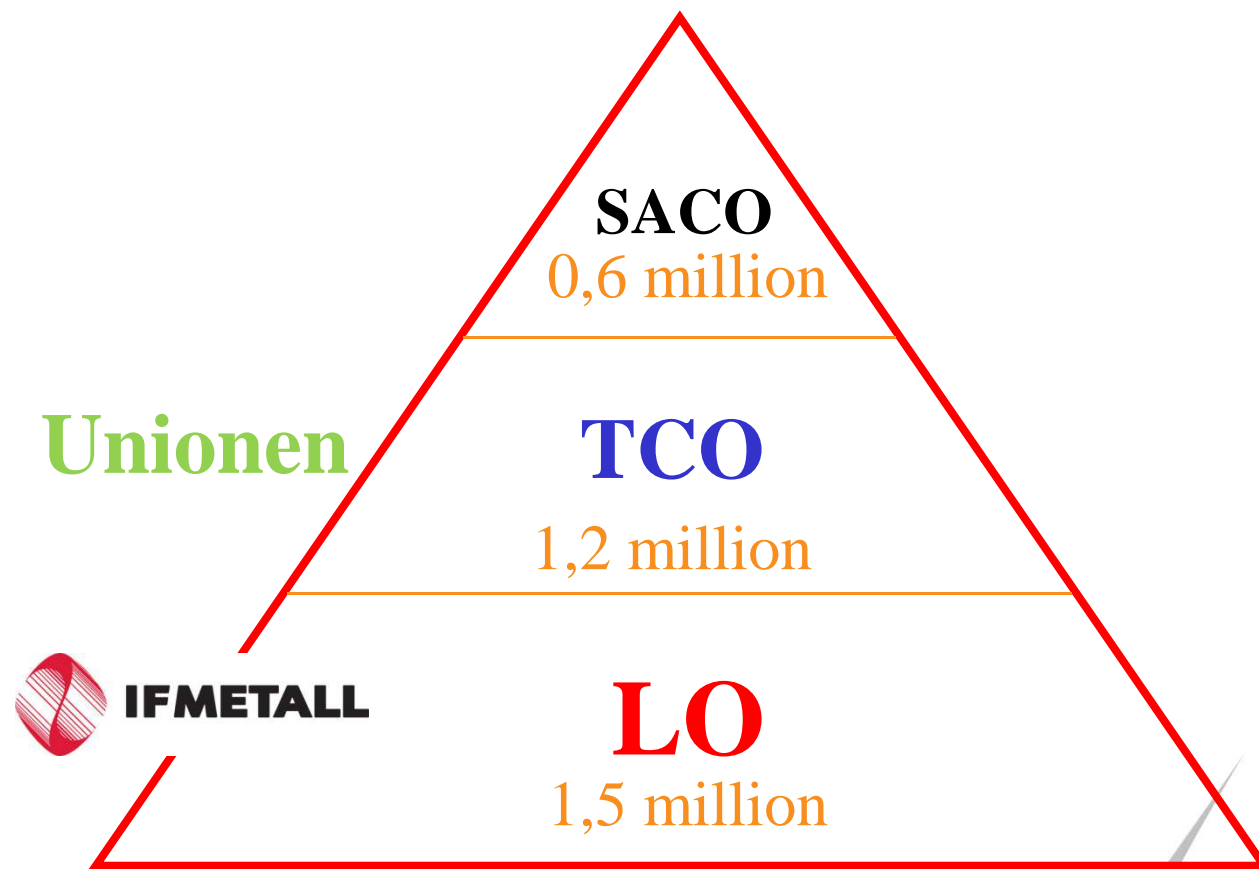
IFMETALL

- Established 1 January 2006
(through several mergers)
- 380 000 members, 85% density
- Organise blue collar workers
(chemistry, engineering, automotive,
mining, steel, pharmaceutical, glass,
textiles, etc.)



IFMETALL

Trade Union structure in Sweden





INDUSTRIAL RELATION SYSTEM

- **Strong social partners**
- **90%+ covered by collective agreement**
- **Agreement is valid for the whole sector**
- **Right to industrial action to reach an agreement**
- **No minimum wages by law**

Forms of employment

- **Permanent employment**
- **Temporary employment**
(general temporary employment, substitute,
seasonal work, older than 67)
- **Probationary**

Strategy/policy

- Employment security -

- **Secure employment on labour market**
- **Reasonable working conditions**
(wages, overtime compensation, social security, working hours, OHS, Education & training, personal development, gender, etc)
- **Protection by collective agreement**

Employment security under attack

- **Employers and conservative politicians**
 - **Flexibility**
 - **Changes in Employment Protection Act**
 - **Abolish Employment Protection Act in SME:s**
(similar to the Refit ambitions from EU-commission)
 - **Decrease wages for youth**
 - **Extend probationary employment for youth**
 - **Try to bypass the right to reemployment**

Tendencies/Development

- Insecure employment is increasing
- Agency labour in Sweden, development
 - 1994 - 5.000 employed on annual basis
 - 2000 - 43.000
 - 2006 - 35.000
 - 2011 - 63.000
 - 2014 - 65.500
- During 2014 around 167.000 workers sometime had employment at an agency company
- 480 (of total 520) Authorized Agency Companies (ex Manpower, Proffice, Adecco, Poolia,)
- Today 1,4% of employed on labour market, ambition to reach 3%

Staffing Agencies - Sweden

- Almost all staff agencies is a member of the Swedish Staffing Agencies and trade federation
- It is an employer organisation for companies dealing with staffing, outplacement and recruitment companies
- The Swedish Staffing Agencies is a member of the employers federation, Almega, who is a member of the Confederation of Swedish Enterprise,
- Members must be authorized
- Big majority of Staffing Agencies are members

Authorization Requirements

- **Follow the Association of Staff Agencies' ethical guidelines.**
- **Be a member of the Association of Staffing Agencies and the Confederation of Swedish Enterprise.**
- **Be bound by collective agreements**
- **Apply the general terms of delivery of the Association of Staffing Agencies as a minimum.**
- **Have liability insurance.**
- **Have an equality/gender plan.**
- **Operate the business as a limited company.**
- **No tax debts.**

Authorization

- **Authorization valid for one year.**
- **Authorization board consists of:**
 - **2 rep. from the Association of Staff Agencies**
 - **2 Trade Union representatives,**
 - **1 impartial chairman.**
- **The Authorization board**
 - **submits recommendations of companies to be authorized.**
 - **submits proposals on decisions regarding potential warnings or rescinding a granted authorization.**

National Collective agreement with Swedish Staff Agencies

Staff Agency

- **National agreement for all blue collar workers in the sector.**
- **100% employment. Otherwise there has to be an agreement with the local union.**
- **Individual wages. Minimum approx. 2 200 EUR/month**

On assignment:

- **Average salary at the workplace.**
- **The same working conditions as all other employees (working hours, insurances, overtime pay, pension etc.).**
- **When assignment ends: 90% of latest wage until next assignment**

Other terms and conditions in the agreement

- Right to union introduction for all agency workers
- All companies shall promote union organising within the sector
- Trade Union Membership
Increased last two years from 40 – 60%

The total cost for a company which engage a staff agency exceeds the usual labour cost with about 35%.