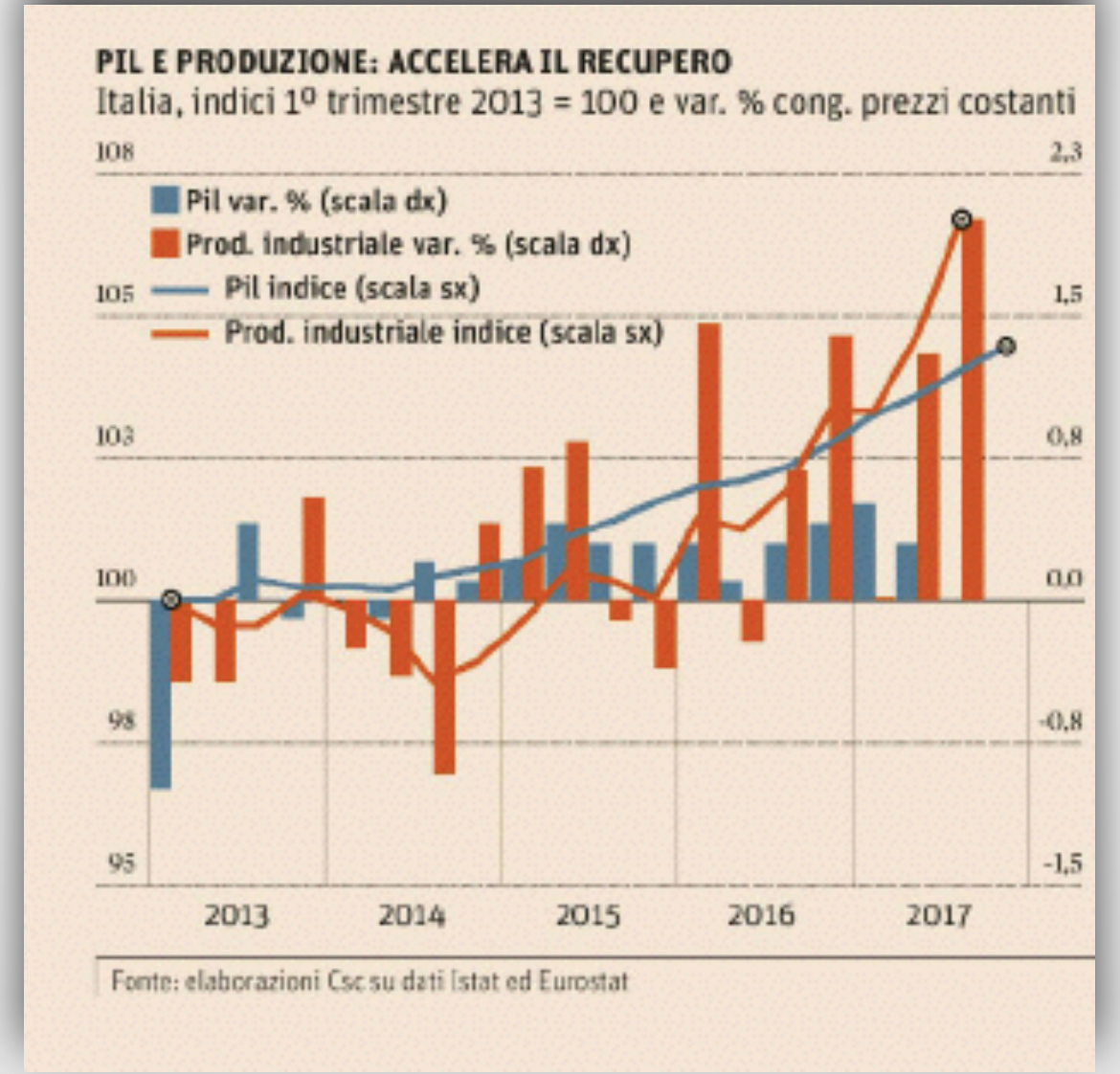
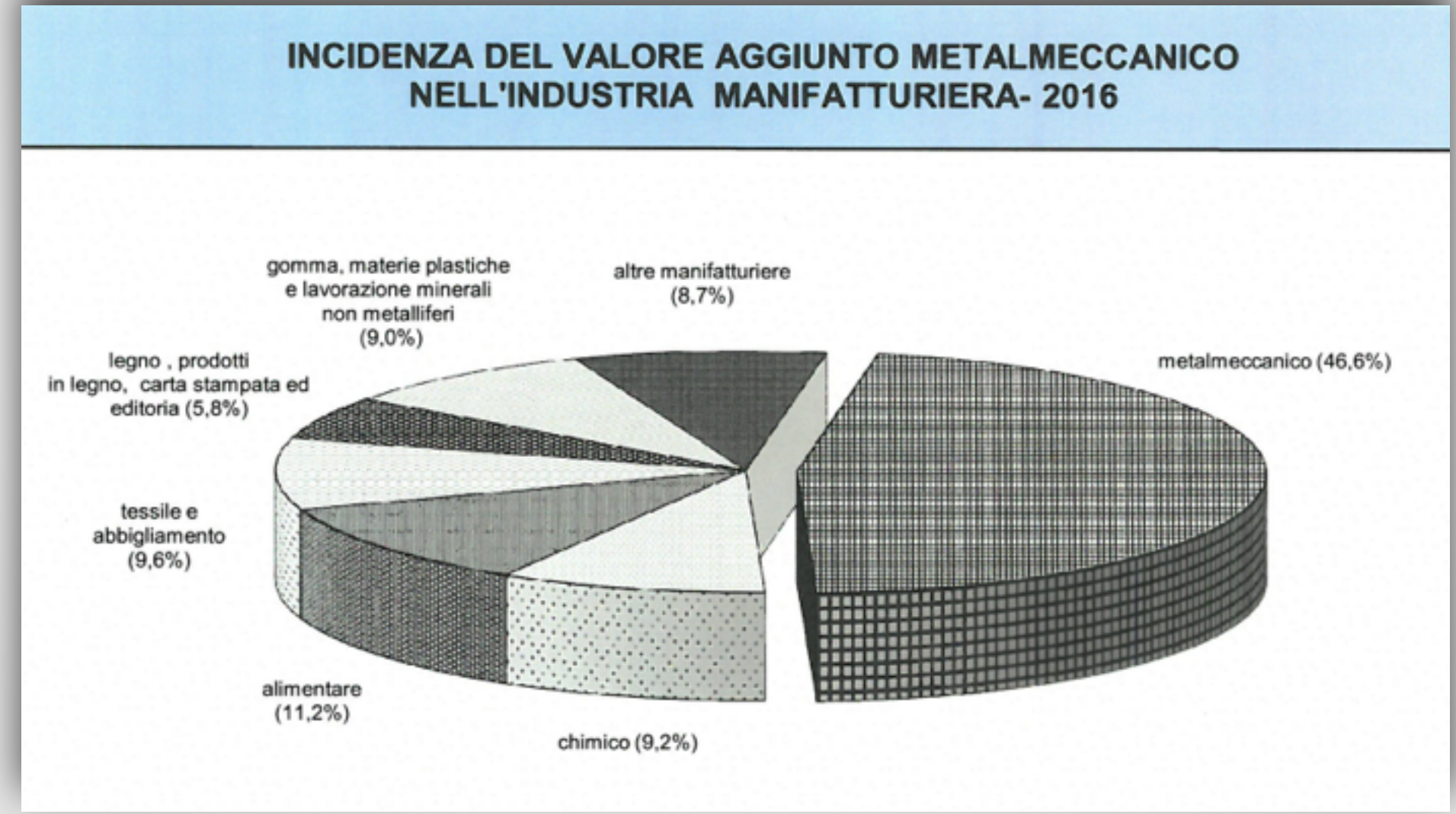
industria metalmeccanica, sindacalizzazione, contrattazione in Italia

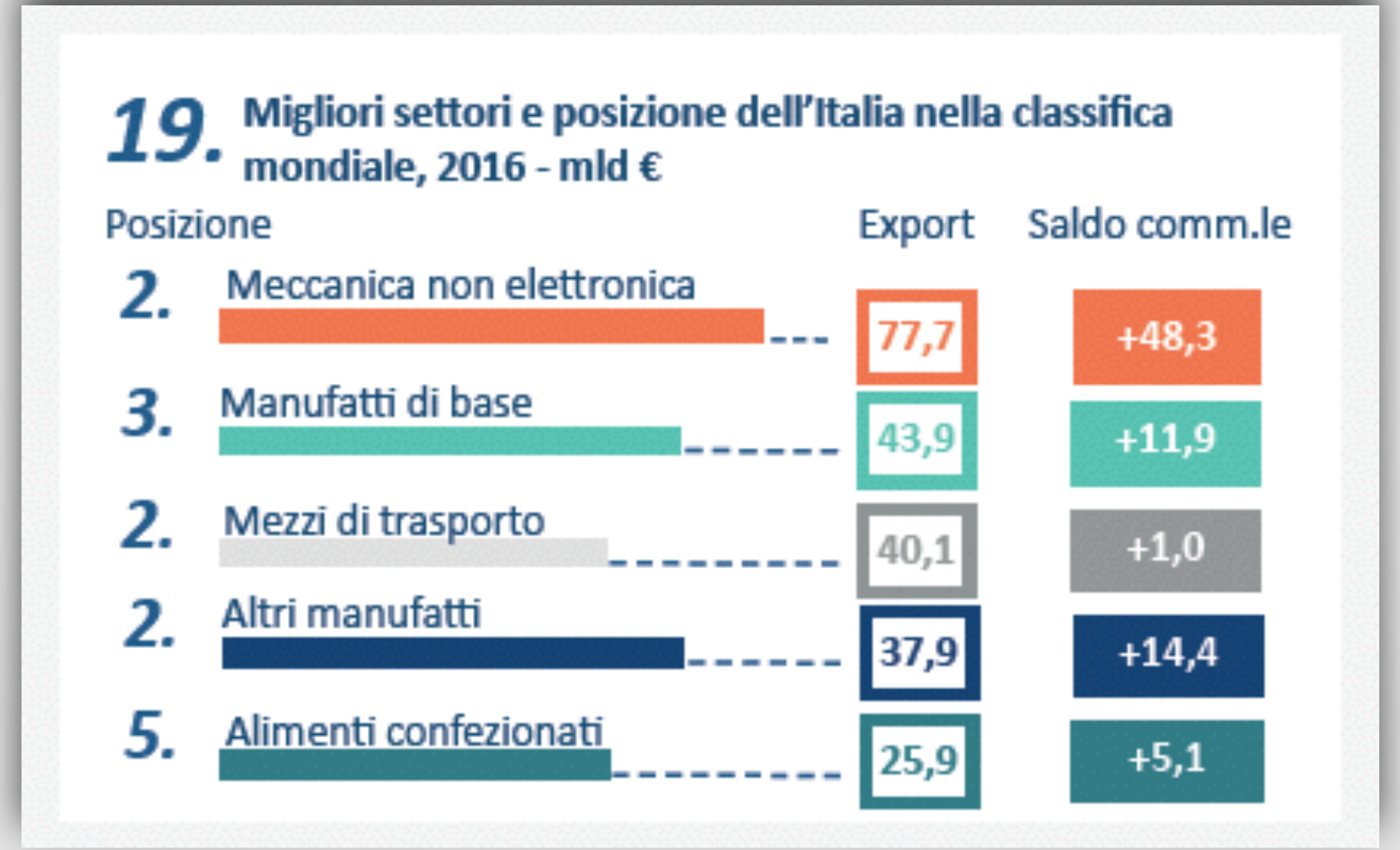
PIL e produzione industriale



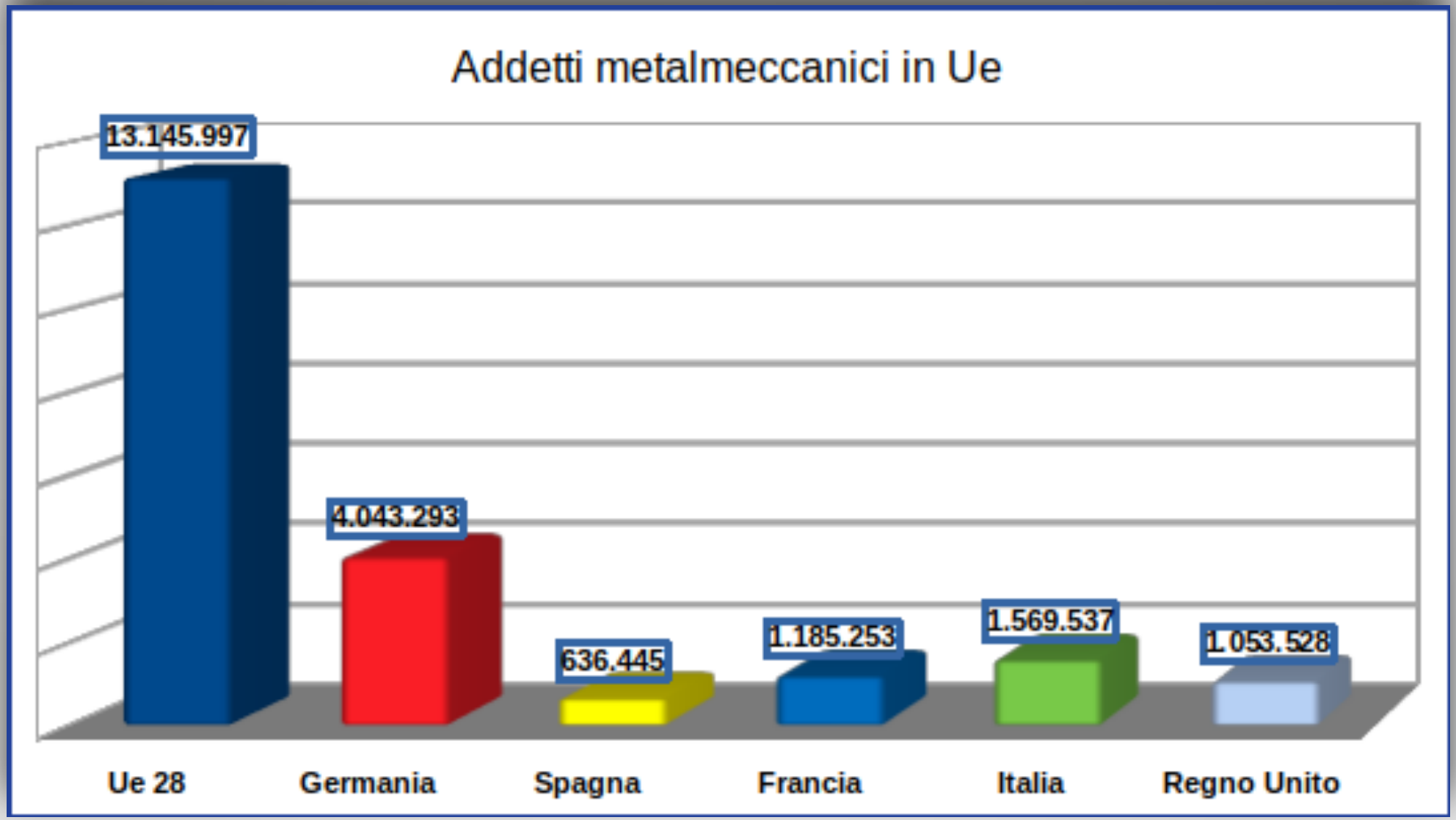
Valore aggiunto



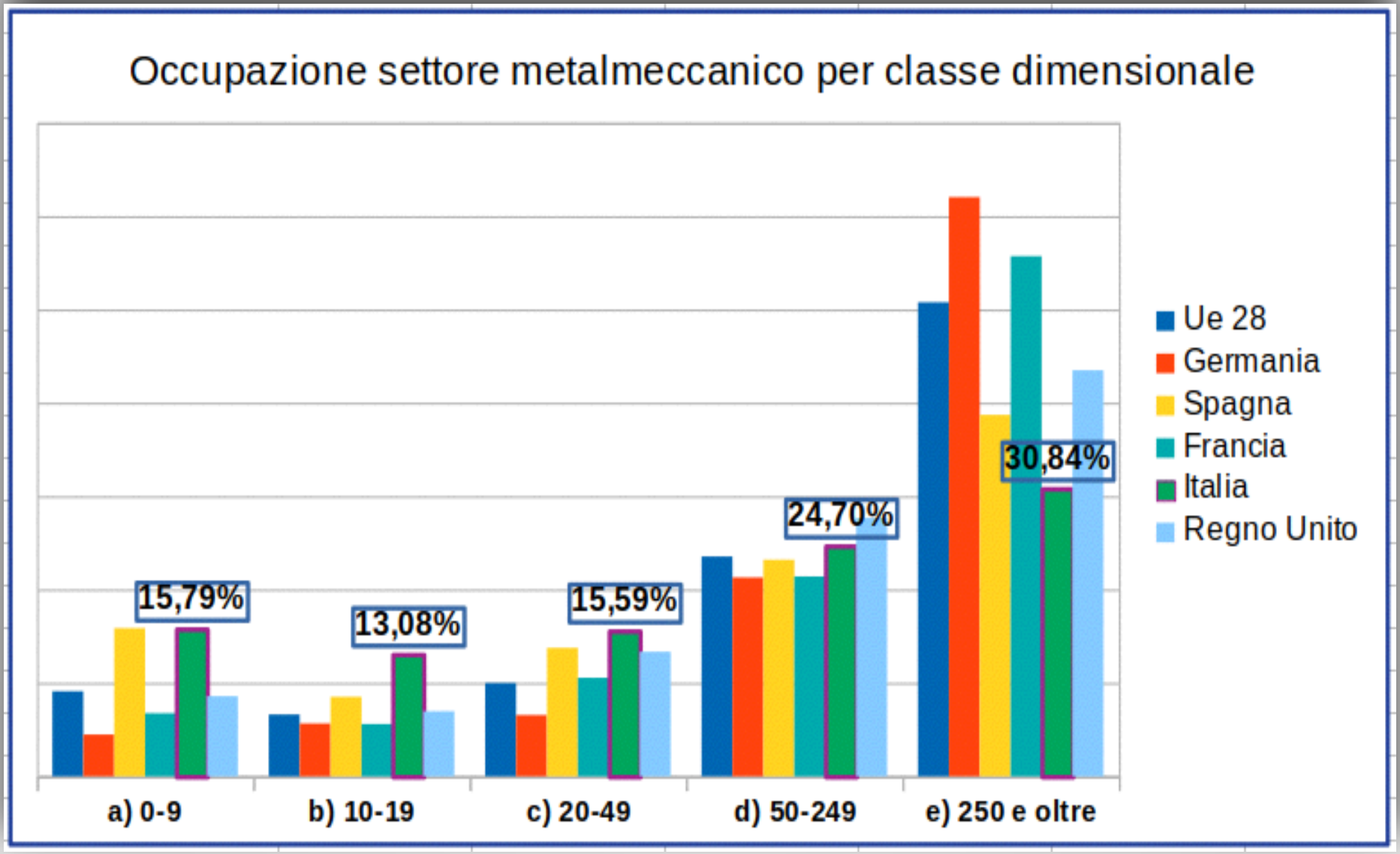
Valore aggiunto



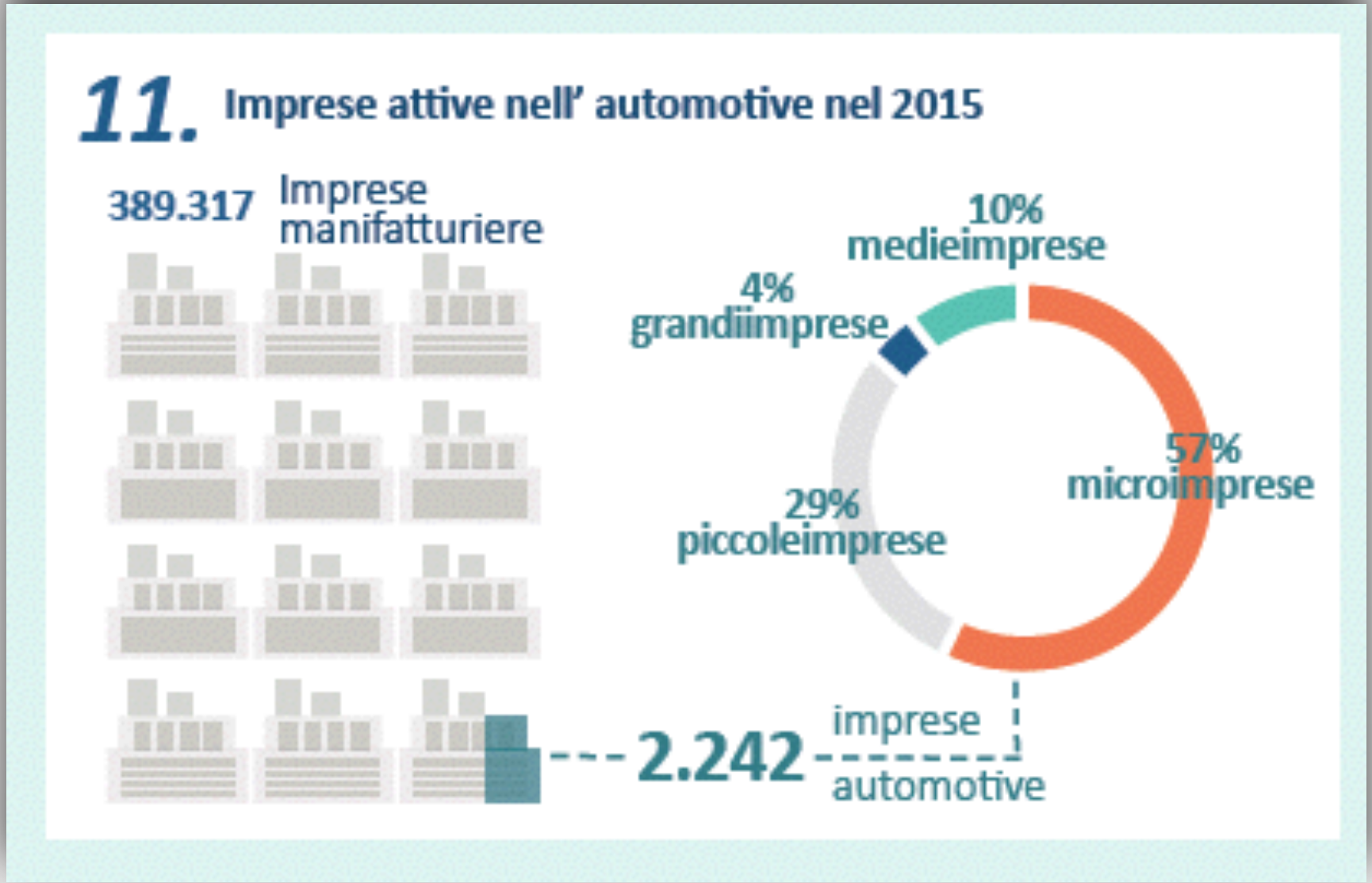
Metalmeccanici in Europa



Classi dimensionali in Europa



L’automotive in Italia



L’automotive in Italia

12. Gli **occupati** dell’automotive rappresentano il **5%** del manifatturiero

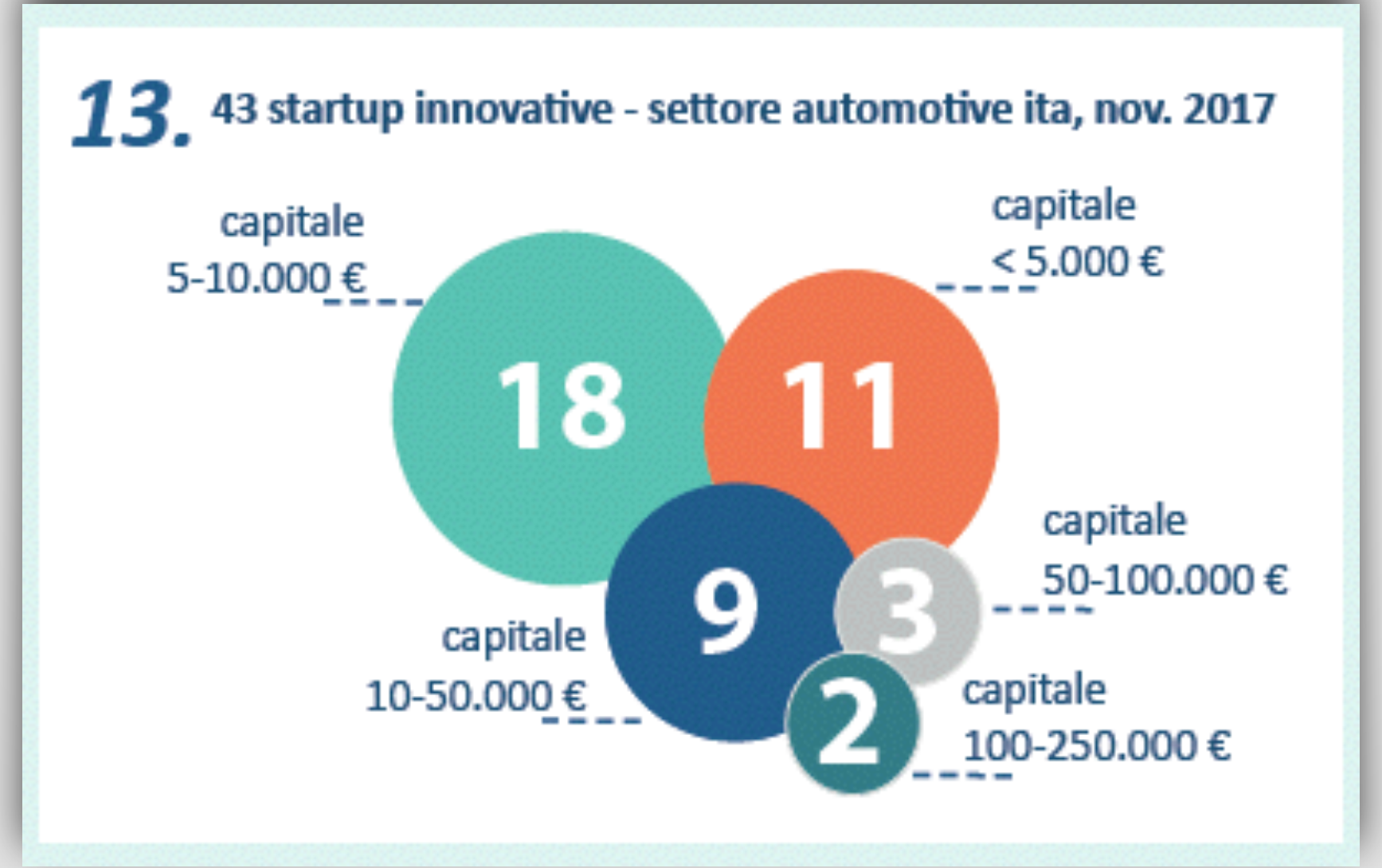
170.455 occupati nel 2015

94% addetti

6% lavoratorei esterni o temporanei

- **98,6%** è un lavoratore dipendente (157.900)
- **1,4%** è un lavoratore indipendente (2.246)

L’automotive in Italia



L’automotive in Italia

14. **23.762 €** è lo stipendio medio di un **operaio del settore automotive**

1% in più rispetto al corrispettivo manifatturiero

5% in più rispetto alla media generale

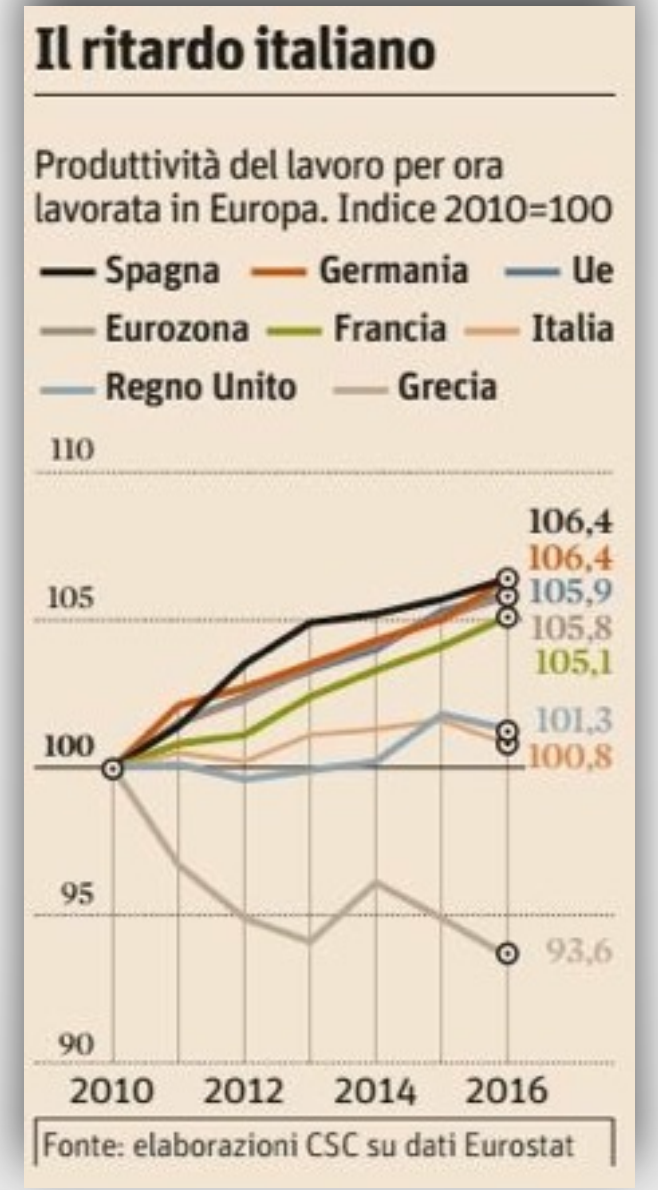
23.762 €

23.568 €

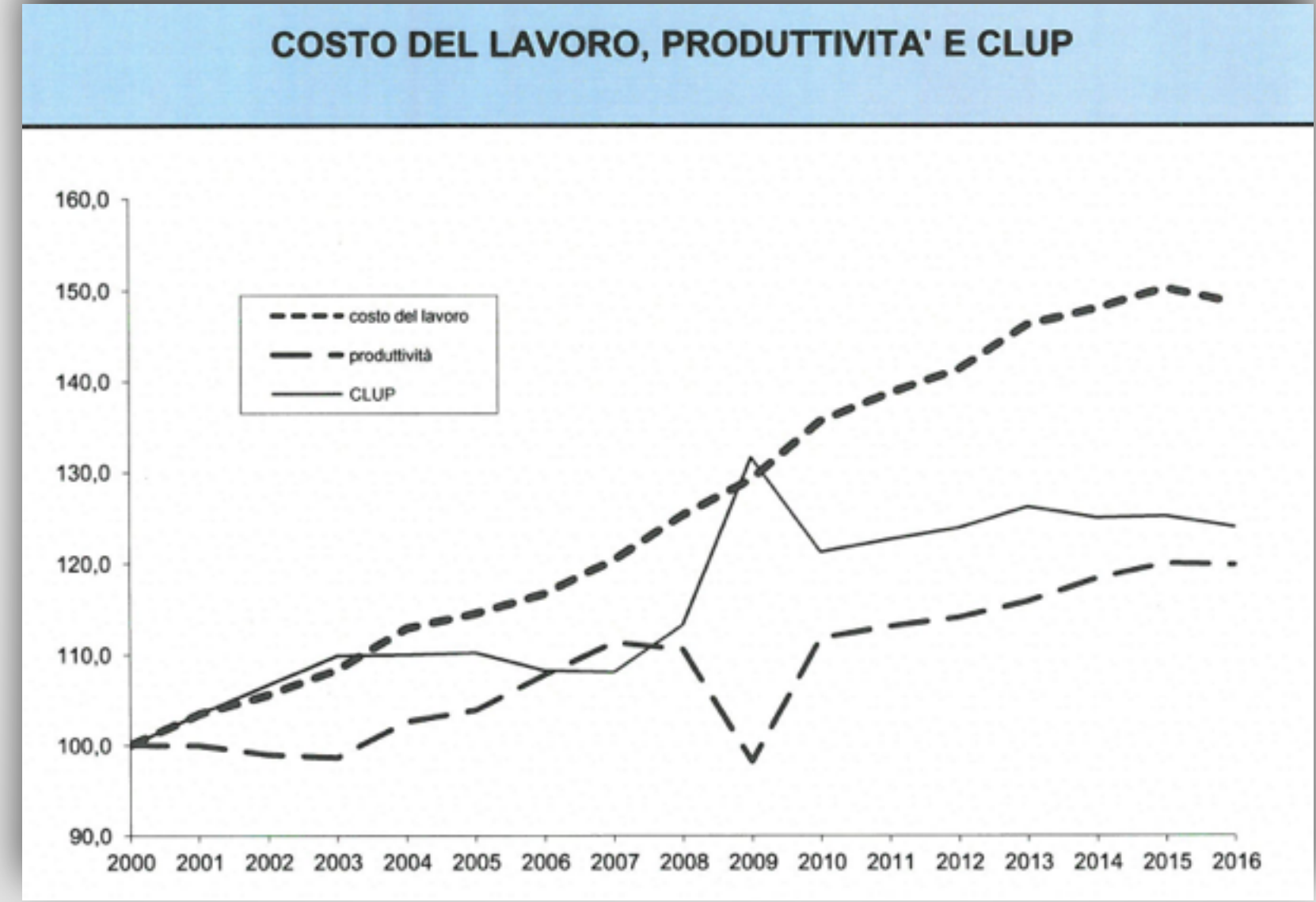
22.700 €

Stipendio medio

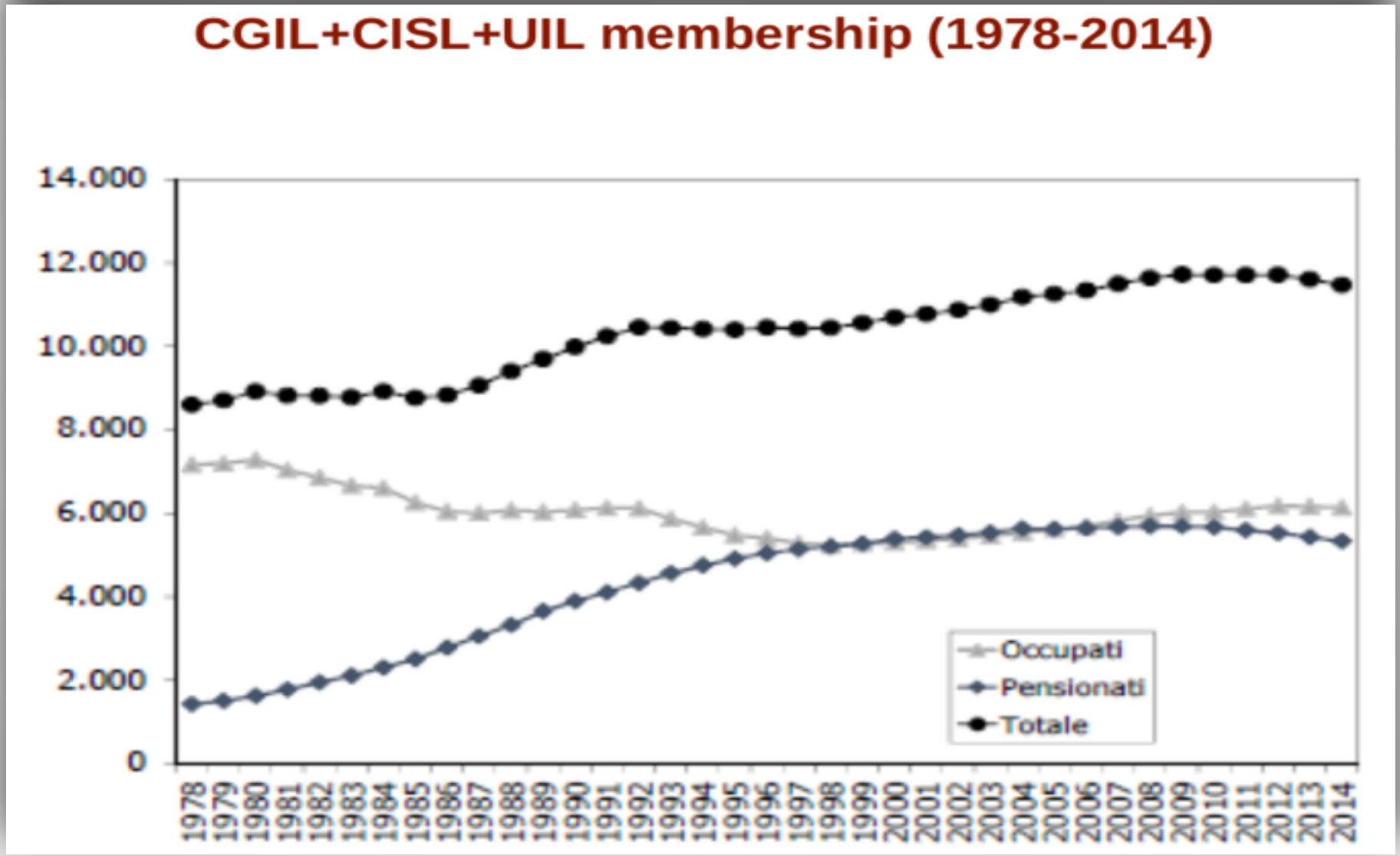
Produttività



Produttività e Clup

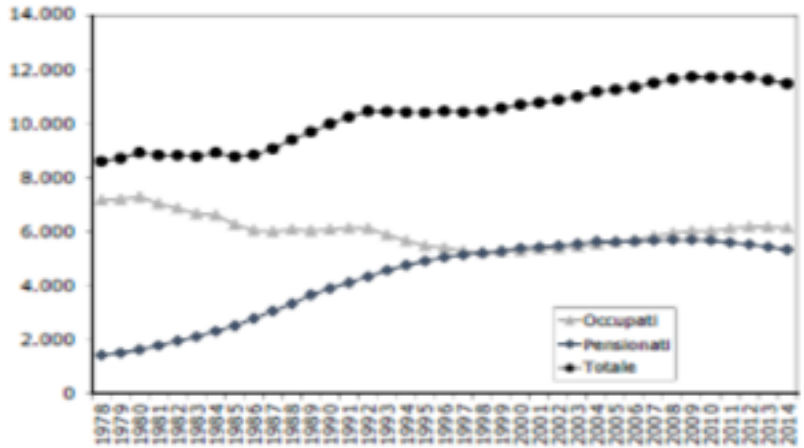


Iscritti ai sindacati confederali

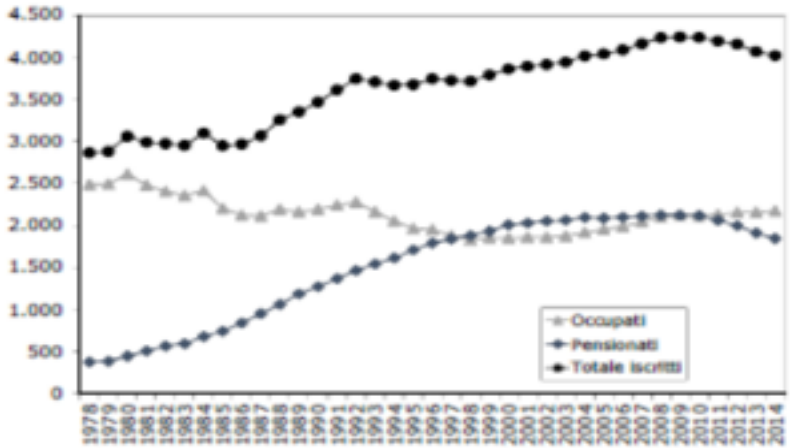


Iscritti ai sindacati confederali

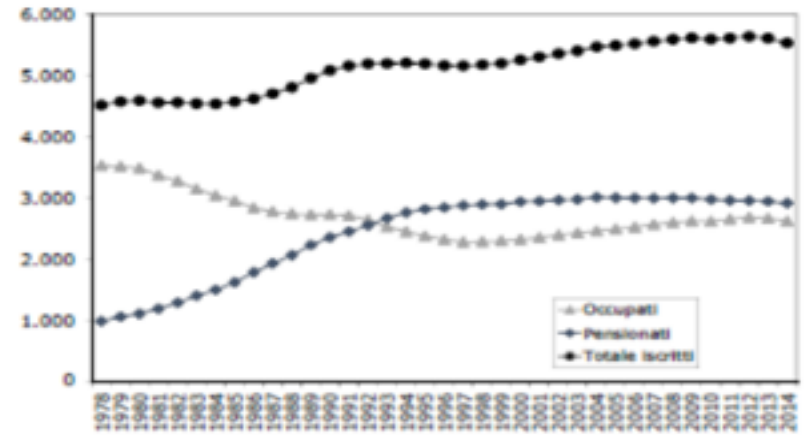
Totale iscritti (Cisl+Cgil+Uil)



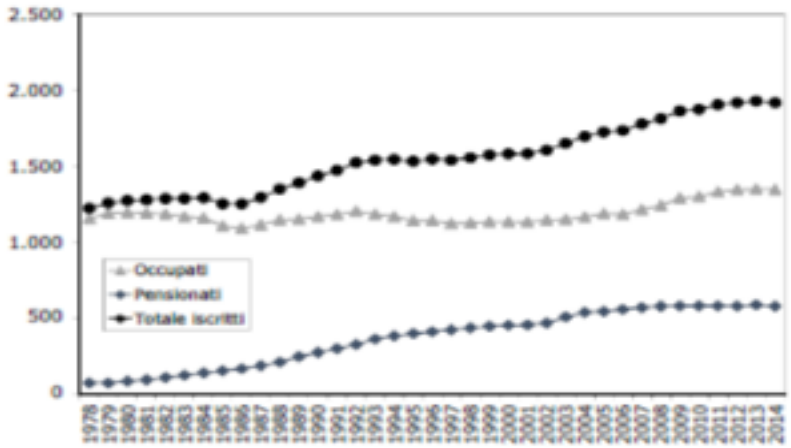
Cisl



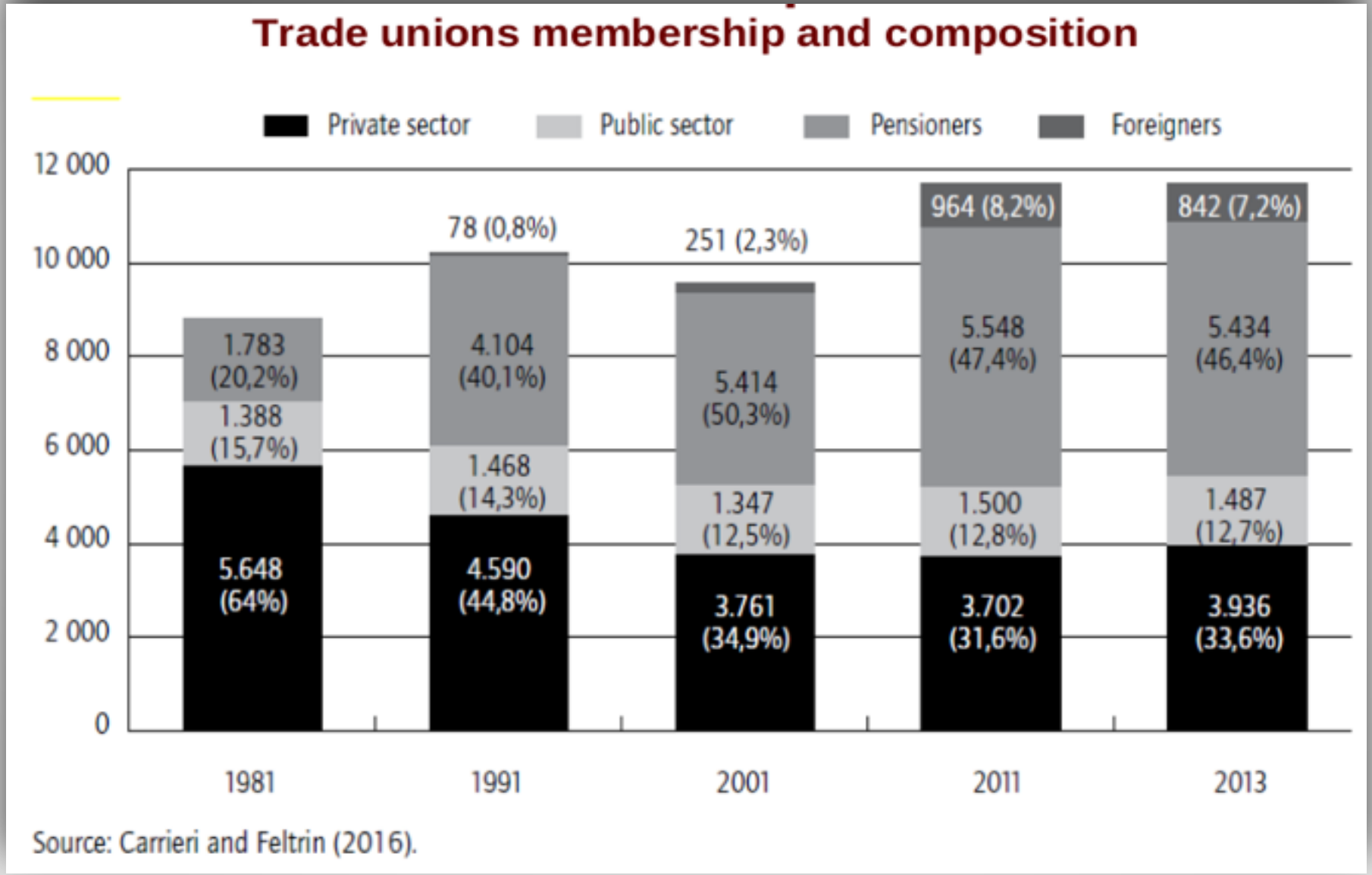
Cgil



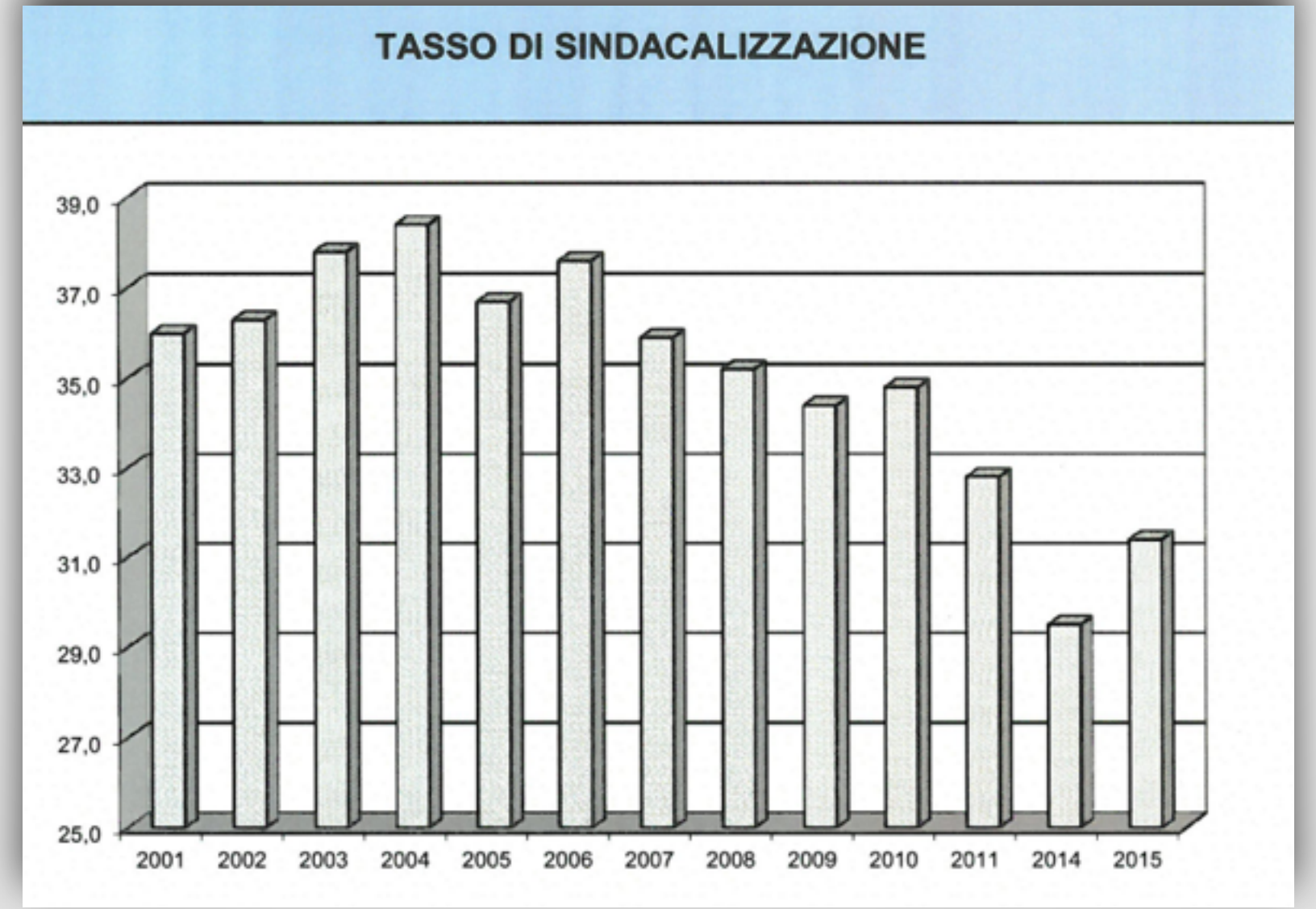
Uil



Iscritti ai sindacati confederali



Tasso di sindacalizzazione metalmeccanici



workers members' trend in FIM-CISL, FIOM-CGIL, UILM-UIL 2010-2015

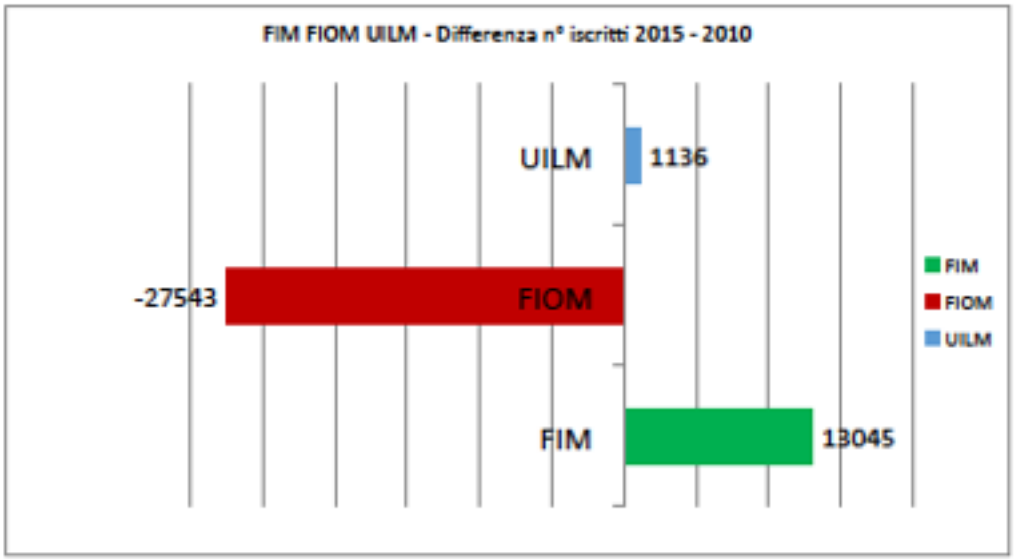
Tabella 3 - Dinamica Iscritti FIM - FIOM - UILM

	2010	2011	2012	2013	2014	2015
FIM - CISL	212.377	212.705	217.365	221.349	221.711	225.422
FIOM - CGIL	362.667	358.722	356.976	351.432	343.443	335.124
UILM - UIL	90.280	90.416	90.423	90.438	90.627	91.416

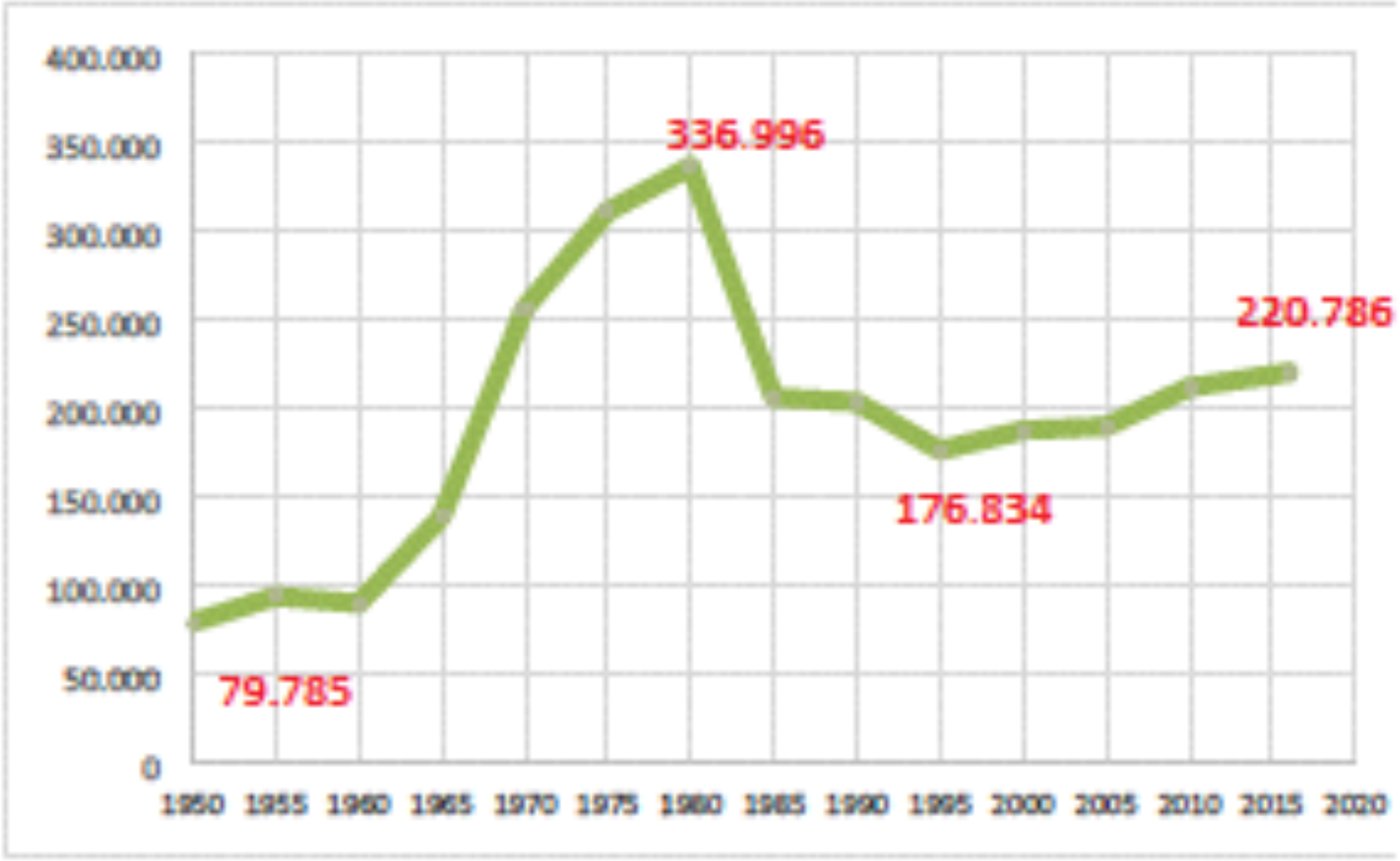
Differenza n° iscritti 2015 su 2010

FIM	13045
FIOM	-27543
UILM	1136

FIM FIOM UILM - Differenza n°iscritti 2015 - 2010



trend of the FIM-CISL members 1950-2016



comparison of gender and age classes of members, workers representatives and unionists

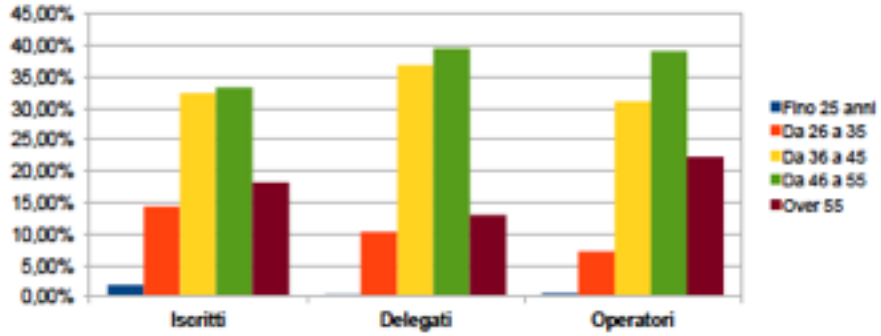
Tabella 16 – Iscritti – delegati – operatori: confronto composizione di genere

	Donne	Uomini
Iscritti	17,27%	82,73%
Delegati	14,78%	85,22%
Operatori	19,90%	80,10%

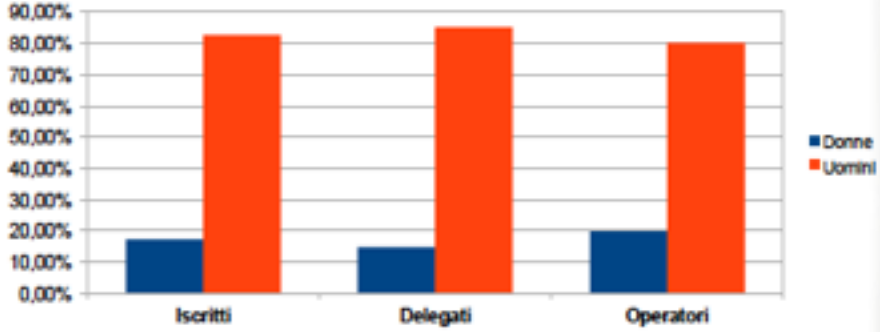
Tabella 17 – Iscritti – delegati – operatori: confronto composizione per classi di età

	Fino a 25 anni	Da 26 a 35	Da 36 a 45	Da 46 a 55	Over 55
Iscritti	1,86%	14,35%	32,38%	33,28%	18,13%
Delegati	0,39%	10,30%	36,79%	39,48%	13,05%
Operatori	0,52%	7,24%	31,01%	39,02%	22,22%

Classi di età iscritti, delegati, operatori

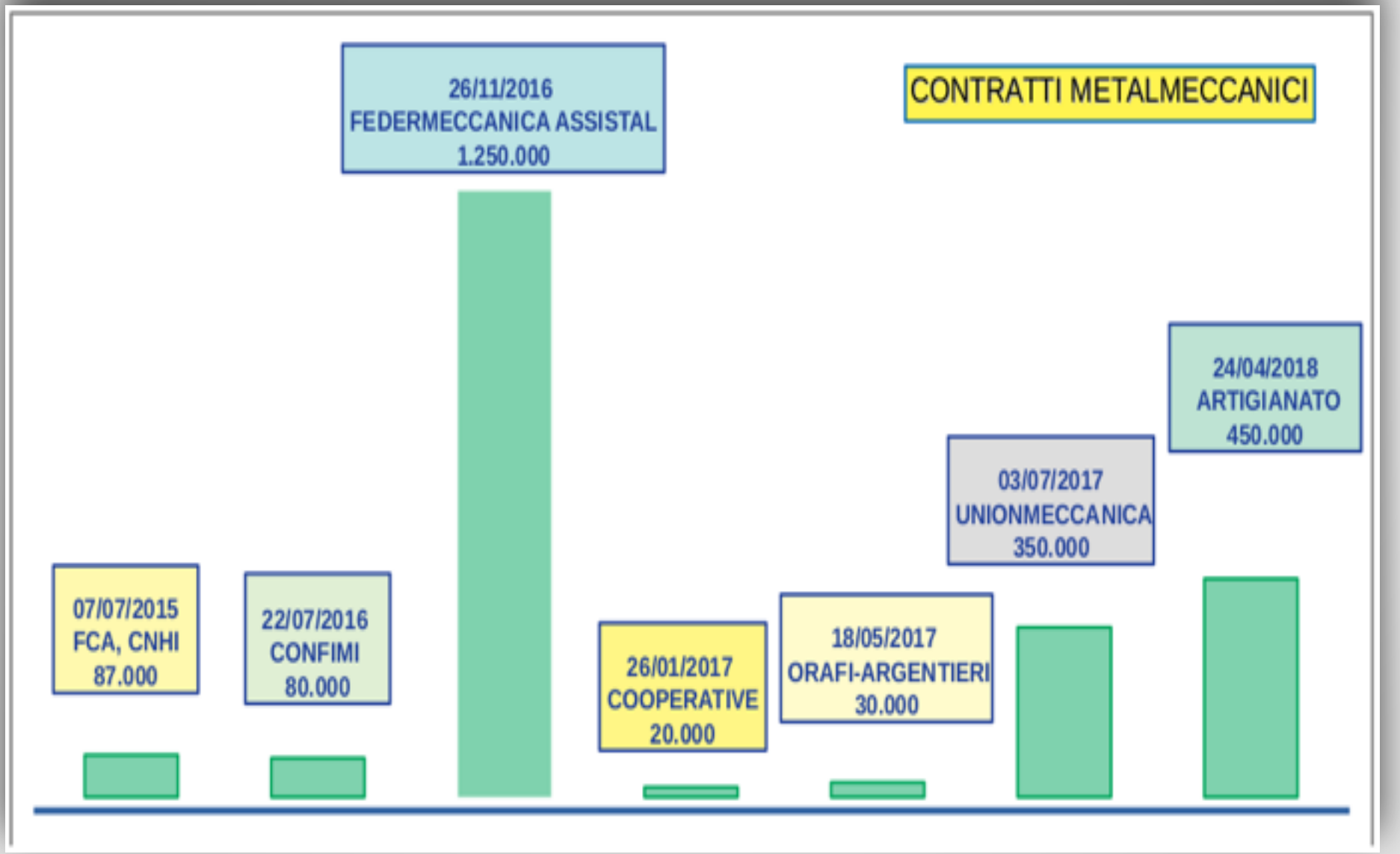


Composizione di genere iscritti, delegati, operatori

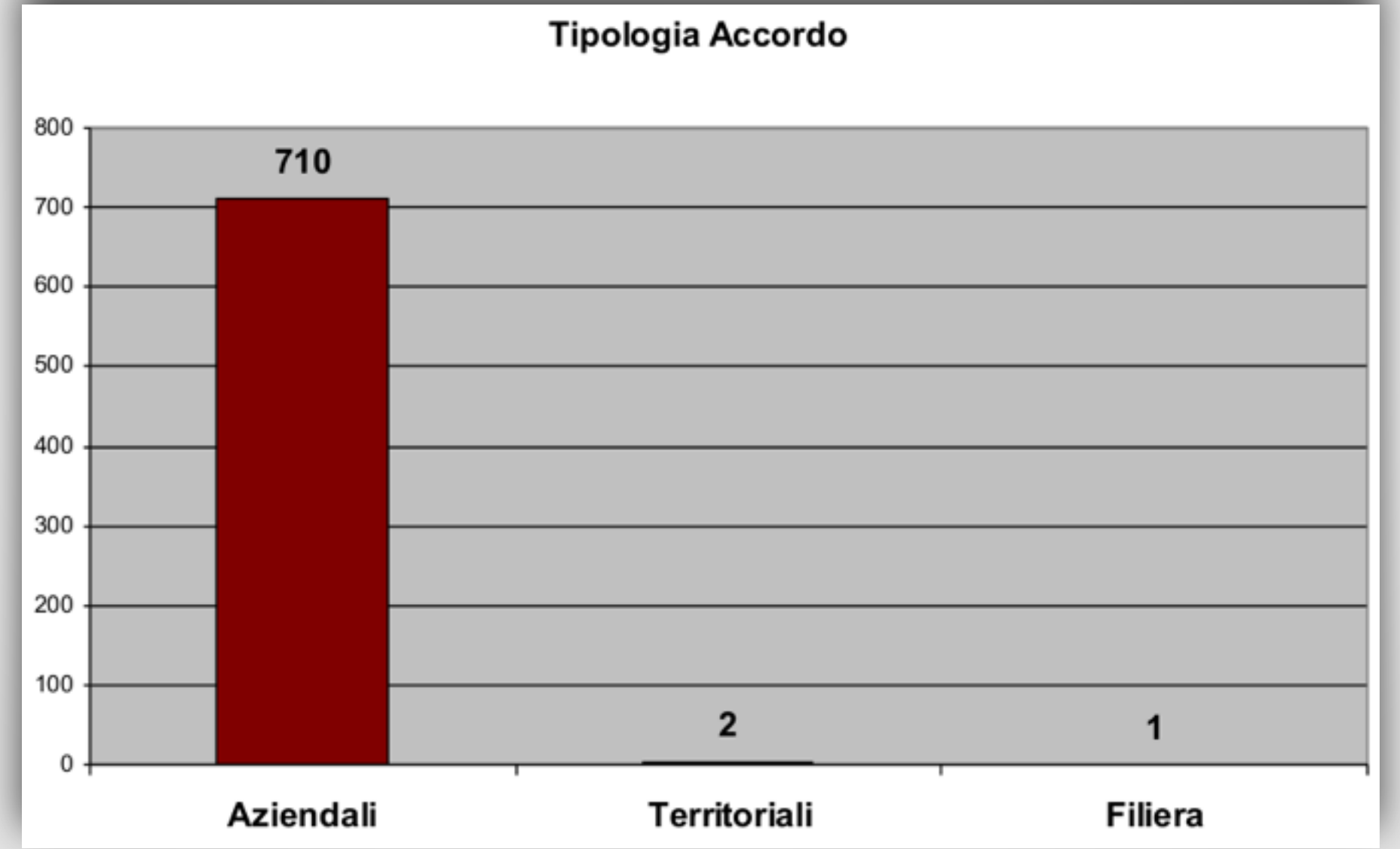


- **220.786 members** *of which 16% young people 38.130 women and 31.771 immigrants*
- **25.453 companies unionized**
- **6.861 workers representatives** *of which 3.672 new*
- **330 unionist and 57 staff persons**
- **5 national collective agreements of first level + thousand of companies collective agreements of second level**

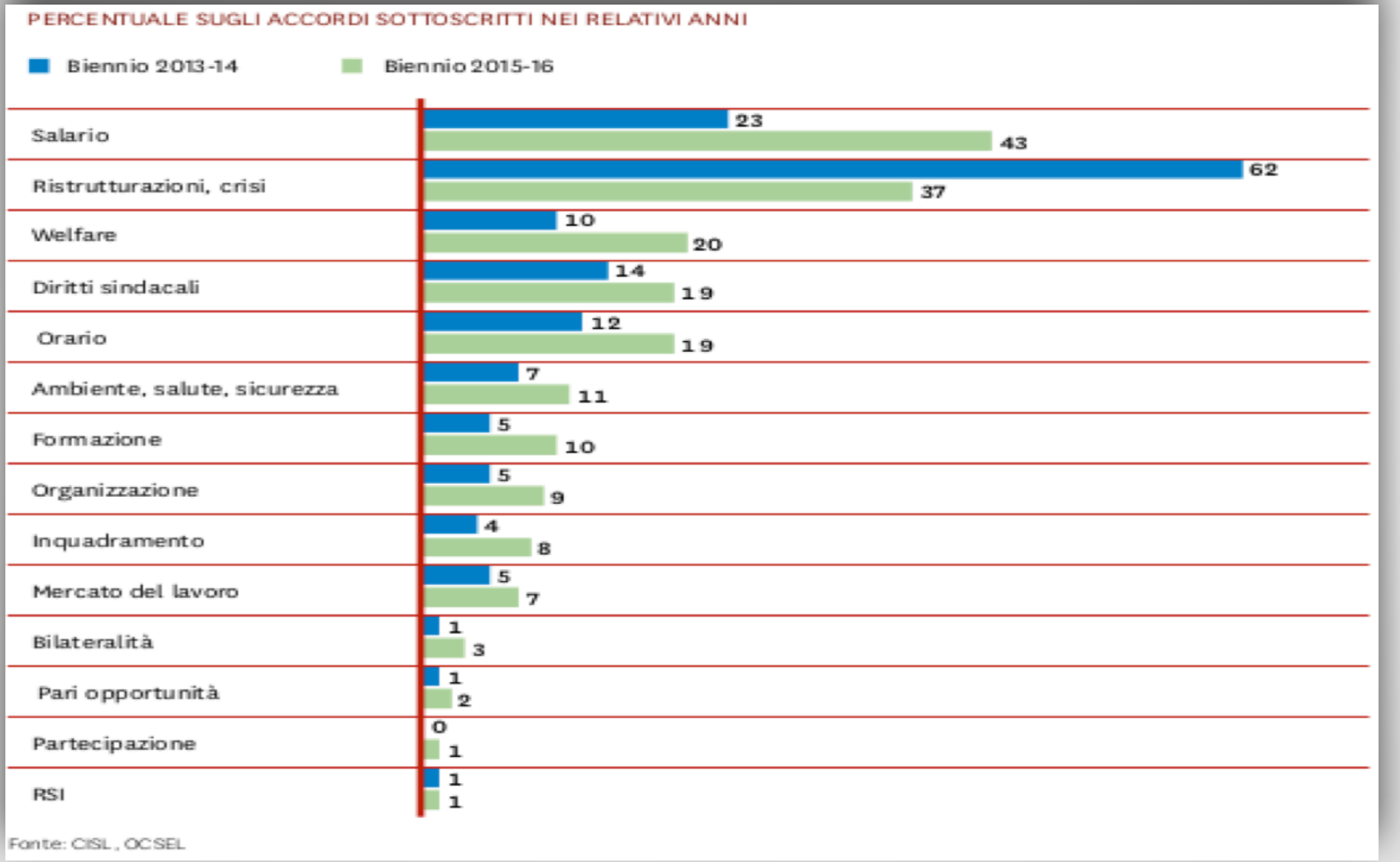
I contratti nazionali dei metalmeccanici



Contrattazione di secondo livello-2014-2015



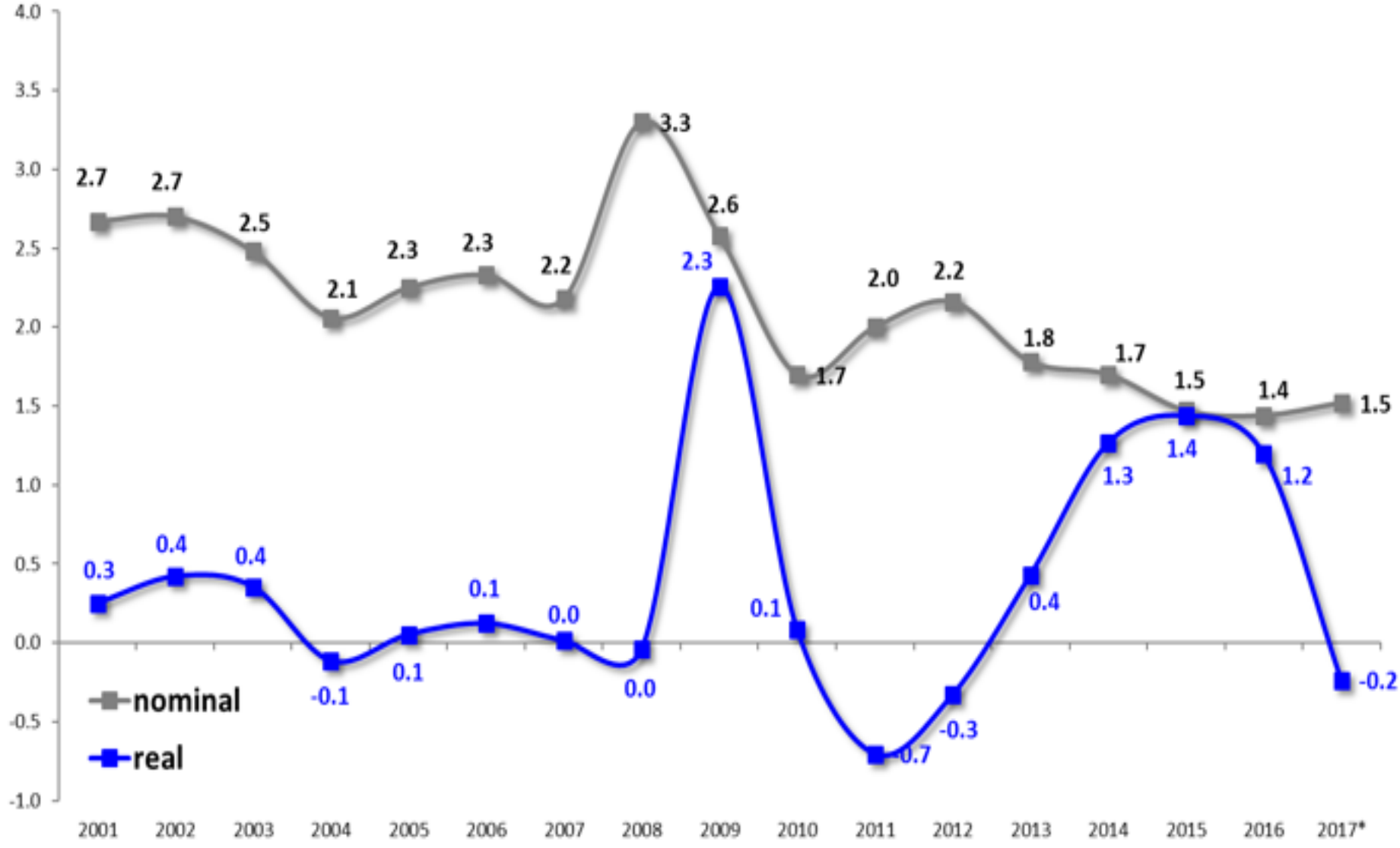
Temi della contrattazione di 2° livello



Peso dei livelli di contrattazione

Development of negotiated wages in the Euro area, 2001-2017*

Change in % over previous year

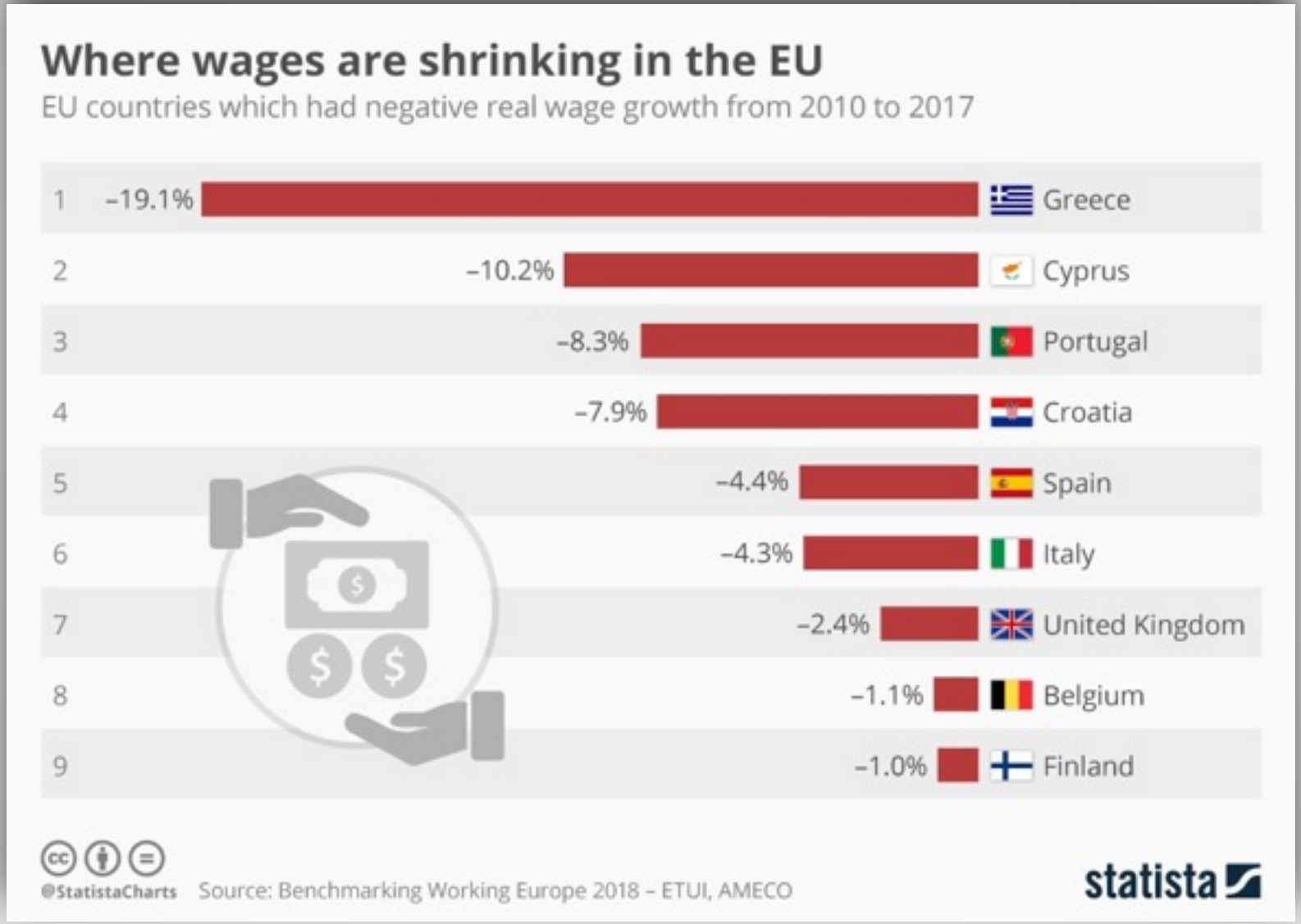


* Real growth deflated by the Harmonised Index of Consumer Prices (HICP); data for 2017 refer to the first quarter.

Sources: European Central Bank (negotiated wages) and Eurostat (HICP), calculations by the authors.

WSI

Paesi UE dove i salari reali sono diminuiti



Rilanciare la contrattazione

- **Attuazione del Ccnl** – inquadramento, formazione, conciliazione e politiche attive, salute e sicurezza
- **Estensione 2° livello** – assente nel 65% di aziende e per il 35% di lavoratori
  - Contratti territoriali per piccole aziende Federmeccanica, Confimi, Confapi
- **Qualificazione 2° livello** su premi di risultato, organizzazione del lavoro e innovazione tecnologica, gestione orari nelle aziende con presenza Fim
- **Rafforzamento reti Rsu e Rls** Fim di zona e territorio per supporto su welfare e prevenzione salute e sicurezza sul lavoro
- **Iniziative** su sindacalizzazione e organizzazione Fim nelle aziende