

# APPLICATION FORM

Country/project name: ICEM Global Contract & Agency Labour Project  
Project No. (if any): 50015 (LO-TCO) and 2007NICEM7 (LO Norway)

Implementing organisation: ICEM  
Approving (National Req. Org.): ICEM Affiliates Norway & Sweden

Project period (years): 1+3  
Application period: 2009 and 2010-2012

## 1. EXECUTIVE SUMMARY

### Background and previous experiences:

The issue of contract and agency labour (CAL) was set as a key priority for the ICEM at its World Congress in 2003, when a first motion on the subject matter was adopted. At the most recent ICEM World Congress in Bangkok, in November 2007, as well as during the global CAL conference that immediately preceded it, virtually all participants talked about the continuous growth of the phenomenon, and of the problems that are the result of this. Time and again, reference was made to a clear need for continued action on this issue. Consequently, a new congress motion on contract and agency labour was adopted, which can be found here: <http://www.icem.org/en/?id=184&doc=2577>.

The ICEM's contract and agency labour project started in 2005, developing an initial exchange of information and strategy during the first 2-year cycle. Following this, a much broader approach was adopted for the period 2007 - 2008.

Issues that have been central to the project from the beginning have included awareness raising, exchange of information and strategy exchange between affiliates, as well as practical assistance and solidarity support. Through the work of both the global consultant/coordinator and the full-time regional coordinators, a wide variety of activities have been undertaken, reaching, with varying levels of details, all ICEM affiliates in all countries, regions and continents. The ICEM has also been able to take the lead as the coordinating organisation in the multi-GUF/ITUC/TUAC effort on the "work relationship" issue, an area closely linked to the issue of contract and agency labour and other forms of precarious employment.

The work will be continued that has started throughout the previous project cycles, as much more remains to be done. However, an effort will also be made to get involved in additional areas of CAL work, such as, for example, organising new members.

### Problem analysis

Participants at global and regional meetings have listed a wide variety of problems in relation to the increased use of contract and agency labour, ranging from employment insecurity and inferior salaries over pension rights issues and working time problems to major health and safety drama's and outright abuse of workers.

CAL is being seen by almost all ICEM affiliates now as a major threat and the phenomenon is widely regarded as leading the way towards inferior working conditions. In addition to that, it is also a threat to the organisations that represent the workers, as the "new and changing ways of employment" are often simply misused as a tool to put pressure on workers not to join a union.

An overview of the specific problems that the project intends to continue to address includes:

- Lack of understanding about successful union strategies in addressing the issues surrounding contract & agency labour
- Lack of coherent international and regional coordination and response to the problem
- Lack of development of organised initiatives towards governmental policies
- Lack of "best practice examples", especially in the area of negotiations with companies, and, more in particular, for collective bargaining purposes.

- Lack of high level and dedicated regional research, supporting union negotiators and leadership in their campaigns
- High demand for information, exchange and training by ICEM affiliates, requiring much higher degrees of coordination and expertise

### **Strategy analysis**

The overall strategy of the project is to develop informed and concentrated efforts to use the existing experience of affiliates to promote strong and coordinated responses at national, regional and international levels. In addition, the ICEM campaign aims to support affiliates with practical assistance, when and where needed.

Work is ongoing, and in need to be prolonged, at three different levels - at legal level, company level and trade union level. The coordination work at the multi-GUF level will also be sustained and increased.

### **Development objective**

The overall objective is to implement practical and strategic union responses to contract and agency labour in ICEM sectors.

### **Project Objective**

- Maintaining and developing information and strategy exchanges between ICEM affiliates, both at global and at regional level, as well as with other GUFs
- Coordinating between affiliates to promote union strategies, campaigns and international support for union initiatives in response to contract and agency labour
- Providing advice and information for affiliates dealing with contract and agency labour
- Providing technical support to negotiators at national, regional and international levels, that are carrying out direct company negotiations on the issue of contract and agency labour
- Coordinating specific research exercises carried out by academic and support organisations

### **Expected results**

- Information is developed and exchanged between ICEM affiliates on a global and on a regional level, as well as with other GUFs
- Coordinated solidarity action in support of the campaign and activities, including in support for activities organised at the global level
- Maintain the promotion and awareness raising amongst ICEM's affiliates in all regions on union strategies, organising, negotiating and campaigns in response to contract and agency labour
- Continuation, and further development of global strategies and initiatives on dealing with contract and agency labour at the level of the ICEM and the other Global Union Federations
- The issue of contract and agency labour is taken up into collective bargaining processes
- A coordinated Western European Team of trade unionists continues to be able to carry out training and coordinated solidarity action in support of the campaign
- Development of dedicated high level research to support both the campaign and union negotiators

## **Activities**

- Global coordination
- Research
- Publications/materials
- Regional coordination
- Negotiators Training x 15/per year
- Regional Exchanges
- Western European Team

## **Project Coordination**

The global ICEM CAL project is coordinated and administrated at the ICEM headquarters' level. A part-time global CAL project consultant/coordinator is also employed at this level.

Two full-time regional coordinators further continue to be employed by the project, one in Asia and one in Latin America. It is anticipated that a third regional CAL coordinator can be appointed through a separate project on CAL in Sub-Saharan Africa, funded by Finnish ICEM affiliates and SASK.

The project management team will be composed of the following:

- The ICEM global CAL consultant/coordinator
- The Asia and Latin American project coordinators
- The Sub-Saharan regional coordinator
- ICEM projects officer

## **Project duration**

This project application is prepared with two consecutive cycles in mind. The first cycle, to which the budget applies, is the year 2009. This cycle would be followed by a 3-year cycle, covering 2010-2012.