

Overview of Results of ICEM Survey

An **ICEM** survey of its affiliates on the issue of Contract and Agency Labour (CAL) was carried out in the second half of 2008. Over 100 ICEM affiliates replied, from 49 different countries, from all continents.

(Where possible, this overview gives an indication of the results of a similar survey by the International Metalworkers' Federation, IMF, who queried its affiliates in 2007 on some of the same issues. References below indicate results which were similar and, in some cases, identical.)

- **88%** responded that the share of Contract and Agency Labour has **increased** in their sector(s) in their country during the last five years.

IMF survey: Nine out of ten respondents replied that the share of precarious workers in the metal sector had increased during the last five years.

- Around **half** of the respondents indicated that **CAL employment comprised less than one-fifth of the total work** in their sector. Another **33%** said such jobs accounted for **between 20% and 50%** of their nation's sectoral workforce. And for **14%** of the respondents, CAL work makes up **more than half their respective employment** in the sector.

IMF survey: One-third of the unions indicated that precarious jobs comprised up to one-fifth of the workforce in their country's metalworking sector. Another 44 % said such jobs accounted for between one-fifth and a half of their nation's metal sector workforce. 13 % of IMF respondents said precarious work makes up more than half of respective employment in the sector.

- **78%** replied that **wages of CAL workers are less** than for permanent employees in similar jobs. **20%** answered that these wages were **less than half** of what permanent employees received. **48%** said that CAL workers receive **50 to 75% of permanent employee wages**, and **12%** indicated that CAL workers receive **75 to 100% of permanent workers wages**.

IMF survey: Wages of precarious workers are much less than for permanent workers, said two-thirds of respondents. Among the unions replying that this is so, one-third indicated that wages of precarious workers were less than 50 % of those of permanent workers. Another quarter of the respondents indicated that wages of precarious workers were from 50 % to less than 75 % of that of permanent co-workers.

- CAL workers live in **fear of dismissal** (or of other ways of harassment). Fear is seen, **by far** (4.2 out of a total 5) as the **major obstacle to union organising** of contract and agency workers. Government legislation (2.8), union rules and/or structure (2.0) and opposition of existing union members (1.9) score significantly lower.

- **83%** of the trade unions indicate that **workers**, in general, **feel less secure** due to these changing employment relations.

IMF Survey: Nine out of ten unions responding indicate workers in their country feel less secure as a result of changing employment relations.

- Almost **nine out of ten** respondents indicate that **CAL workers** are (where they are organised) **mainly organised inside existing trade union** structures.

IMF survey: The actions identified as most important among union strategies regarding precarious workers include first and foremost recruiting these workers into existing unions.

- The unions' **Top 4 collective bargaining objectives**, with companies regarding contract and agency labour work are: **%Ensure trade union rights+** (4.5 . out of a total 5); **%Guarantee equal pay for similar work+** (4.4), **%Ensure non-discrimination+** (4.4) and **%Protect against dismissals+** (4.4).

IMF survey: Survey findings indicate that collective bargaining objectives of trade union responses to precarious work exist in three groups. The top group of collective bargaining objectives includes converting precarious jobs to permanent, guaranteeing equal pay for similar work, and ensuring trade union rights. A second group of such objectives includes ensuring non-discrimination, protection against dismissals, and reducing/limiting allowable time periods. Finally, a third level objective for responding includes training and upgrading skills.

- And finally, an interesting statistic: Almost **half of the respondents** indicate that their unions have ever **made use of labour inspection services to offset CAL abuses**. In **57%** of the cases, the **experience was positive**.