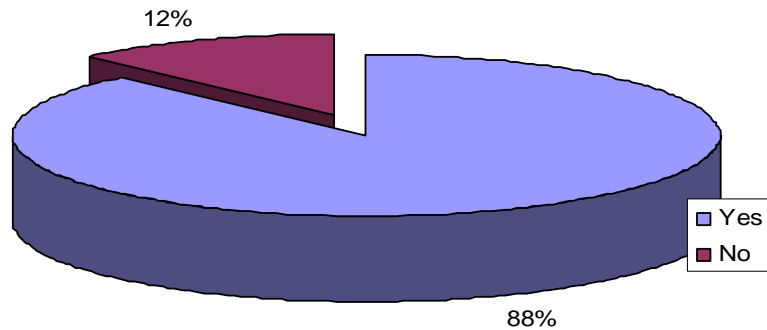
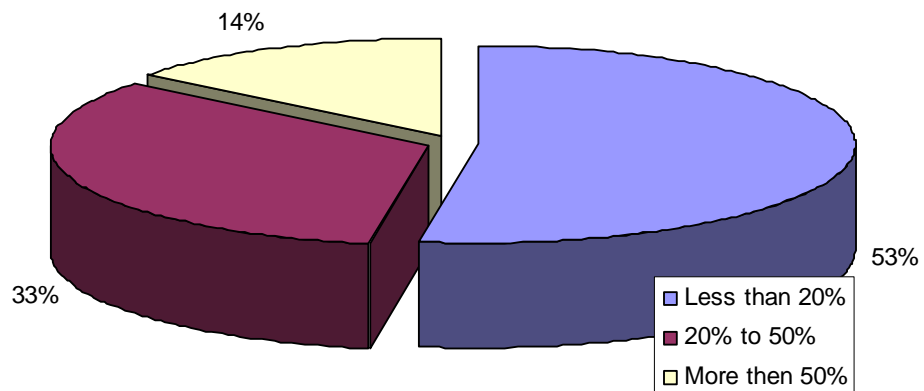


Overview of the results of the ICEM Contract and Agency Labour Survey¹

Has the share of contract and agency labour (CAL) in your sector(s) in your country increased over the last five years



Please provide an estimated share of the contract and agency labour work in your sector(s) in your country:

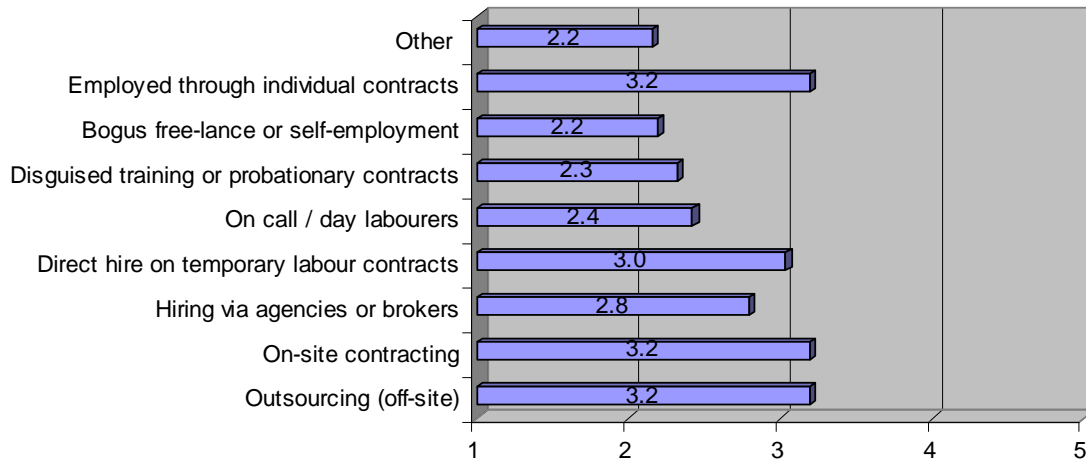


¹ The results of the ICEM survey were analysed by SOMO: www.somo.nl. A full report on the results of the survey will be published by March 2009.

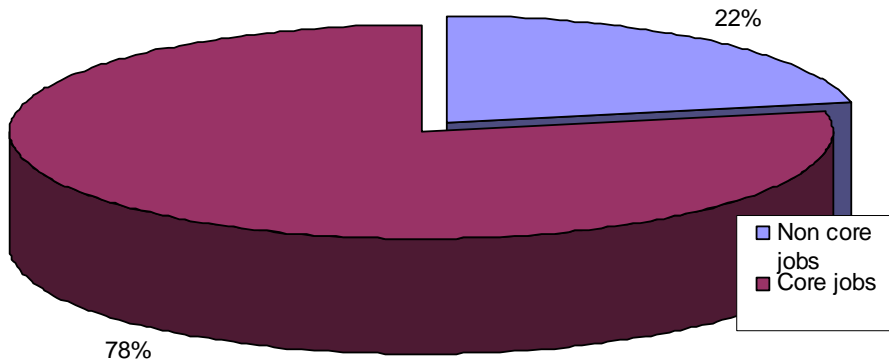
By which of the following practices do companies in your country and your sector discard / exclude workers from their permanent workforce? 1= not occurring, 5= used extensively

Employed through individual contracts	3,2
Outsourcing (off-site)	3,2
On-site contracting	3,2
Direct hire on temporary labour contracts	3,0
Hiring via agencies or brokers	2,8
On call / day labourers	2,4
Disguised training or probationary contracts	2,3
Bogus free-lance or self-employment	2,2
Other	2,2

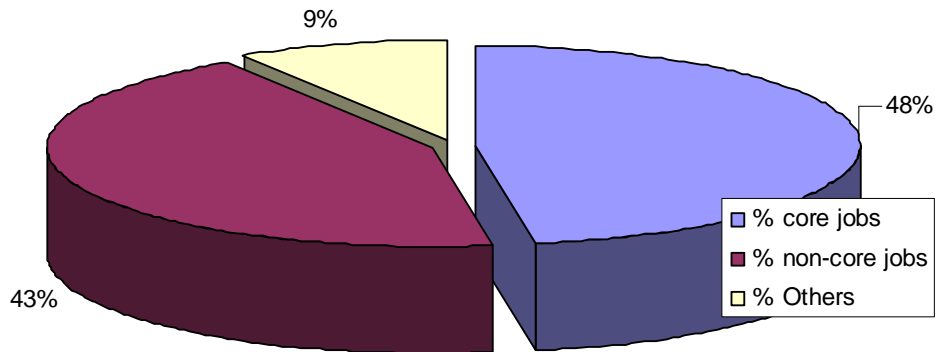
By which of the following practices do companies in your country and your sector discard / exclude workers from their permanent workforce? 1= not occurring, 5= used extensively.



Which type of job is being outsourced most in your sector(s) in your country?



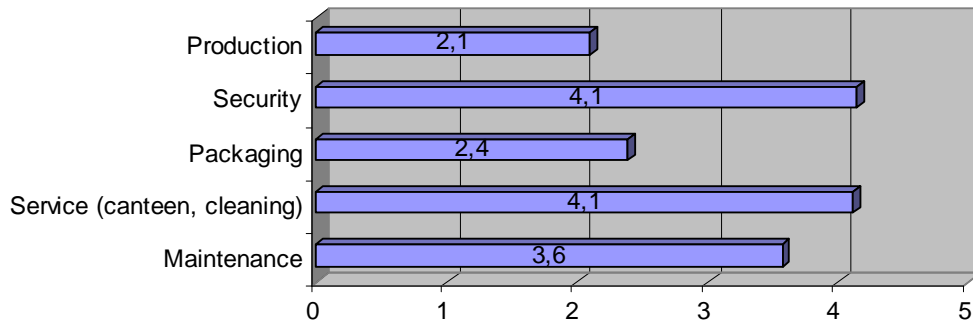
Can you provide us with an estimate of how many core jobs vs. how many non-core jobs



Where non-core jobs are outsourced, which job category is outsourced the most in your sector(s)? (1=not affected - 5= very affected)

Security	4,1
Service (canteen, cleaning)	4,1
Maintenance	3.6
Packaging	2.4
Production	2.1

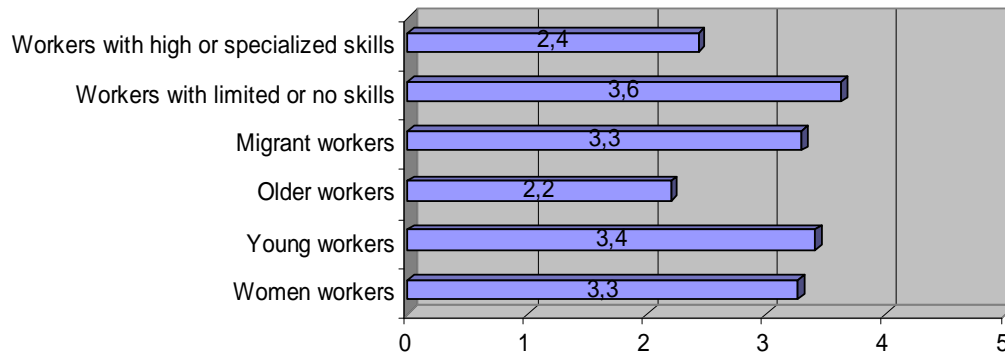
Where non-core jobs are outsourced, which job category is outsourced the most in your sector(s)? (1=not affected . 5= very affected)



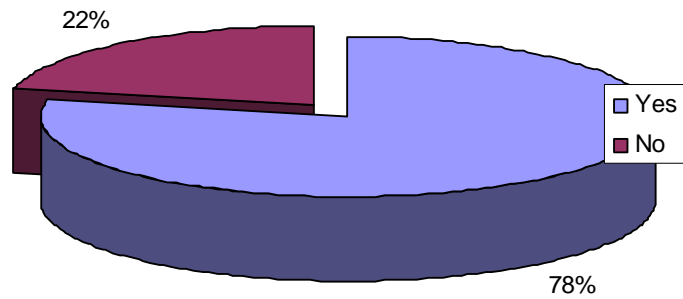
Which groups of workers in your country most often work in contract and agency labour jobs? 1 = not affected, to 5 =very often in precarious jobs.

Workers with limited or no skills	3,6
Young workers	3,4
Migrant workers	3,3
Women workers	3,3
Workers with high or specialized skills	2,4
Older workers	2,2

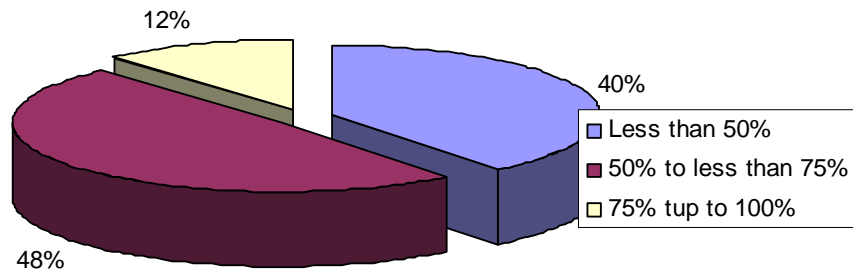
1.7 Which groups of workers in your country most often work in contract and agency labour jobs? 1 = not affected, to 5 =very often in precarious jobs.



Are wages of contract and agency labour workers in your country much less than for permanent employees in similar jobs?



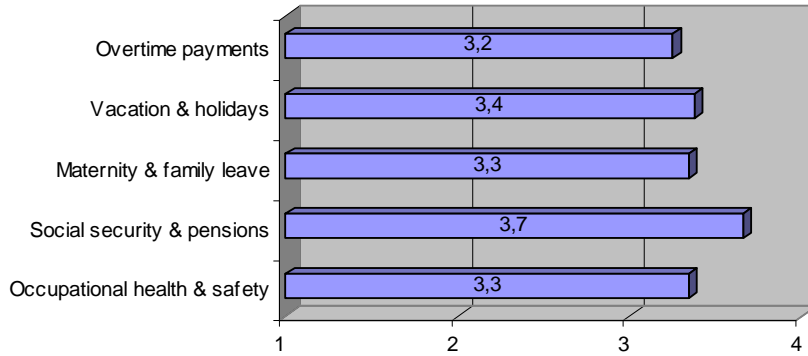
If the answer to 1.8 was yes please indicate the estimated average wages paid to contract and agency labour workers in your country as a percentage of that received by permanent employees:



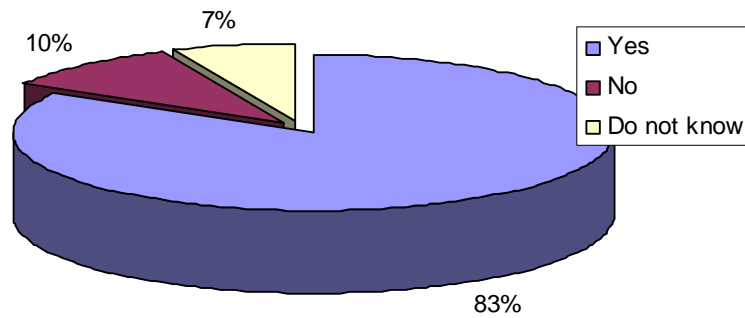
Which areas and to what degree, do employers evade their obligations to contract and agency labour workers? 1= fully complies 5=completely evades obligations.

Social security & pensions	3,7
Vacation & holidays	3,4
Maternity & family leave	3,3
Occupational health & safety	3,3
Overtime payments	3,2

In which areas and to what degree, do employers evade their obligations to contract and agency labour workers? 1= fully complies 5=completely evades obligations.

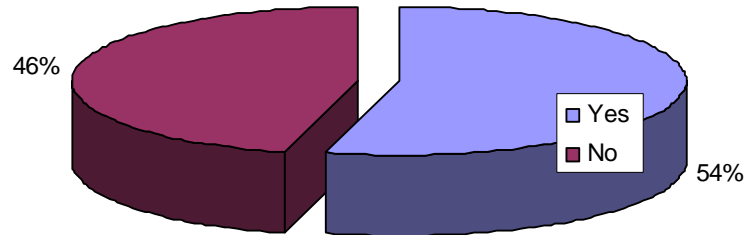


Do workers in your country generally feel less secure as a result of changing employment relations?

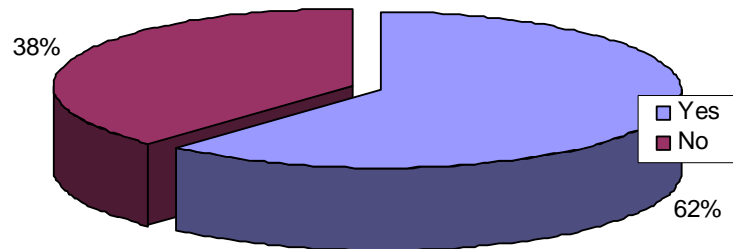


Trade unions and CAL

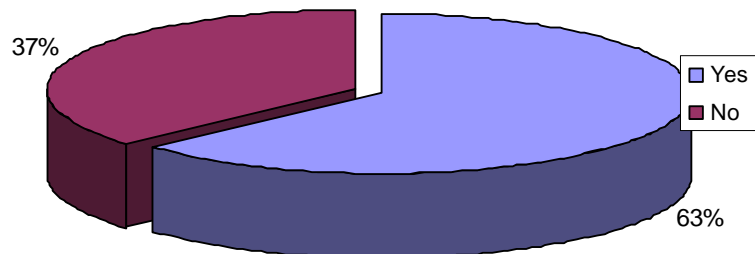
Does your union have contract and agency labour workers as members?



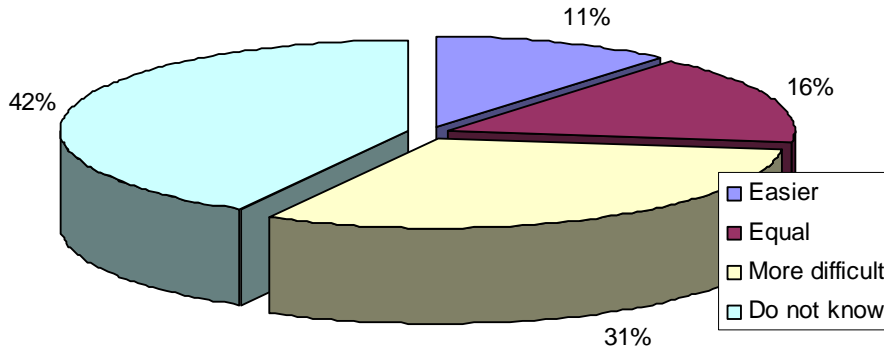
Is organising contract and agency labour workers a priority for your union?



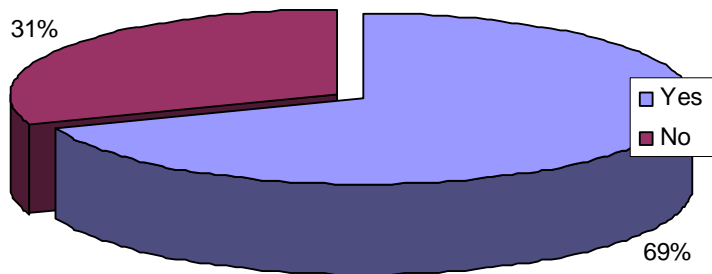
Has your union ever been involved in negotiations during a contracting out process?



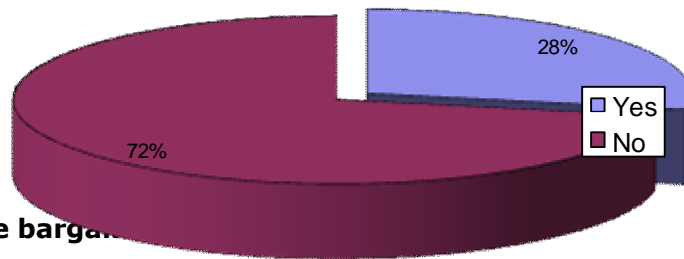
Does your union find it easier, or more difficult, to organise CAL workers in your country, compared to 5 years ago?



Does your union provide information or education on contract and agency issues to union members?



Has your union revised its rules recently to facilitate CAL workers membership?

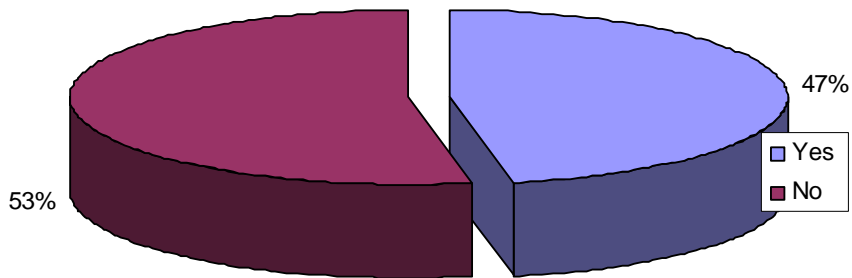


Collective bargaining

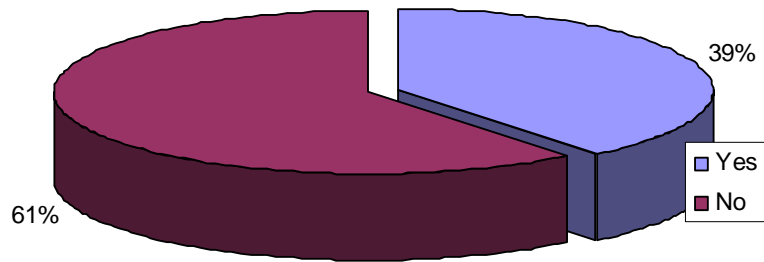
Please, indicate your union's collective bargaining objectives with (a) company(ies) regarding contract and agency labour work. 1= not an objective, to 5= very high priority

Ensure trade union rights	4,5
Guarantee equal pay for similar work	4,4
Ensure non-discrimination	4,4
Protect against dismissals	4,4
Convert precarious jobs to permanent	4,1
Ensure participation in all union activities	4,0
Provide legal counselling	3,8
Train & upgrade skills	3,7
Educate members on contract and agency work	3,6
Reduce / limit allowable time periods	3,5
Include a provision in International Framework Agreements on principal employer responsibilities on precarious work	3,5

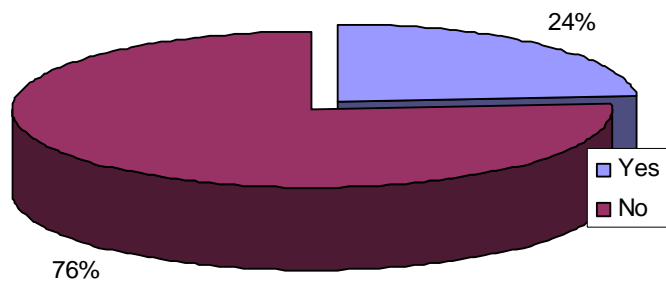
Has your union been able recently to agree, through a collective bargaining agreement with (a) company(y)(ies), on CAL-related issues?



Has your union been able to conclude a collective bargaining agreement with the same conditions for regular workers as for contract workers?



Has your union been able recently to agree, through a collective bargaining agreement at sectoral and/or national level, on CAL-related issues?

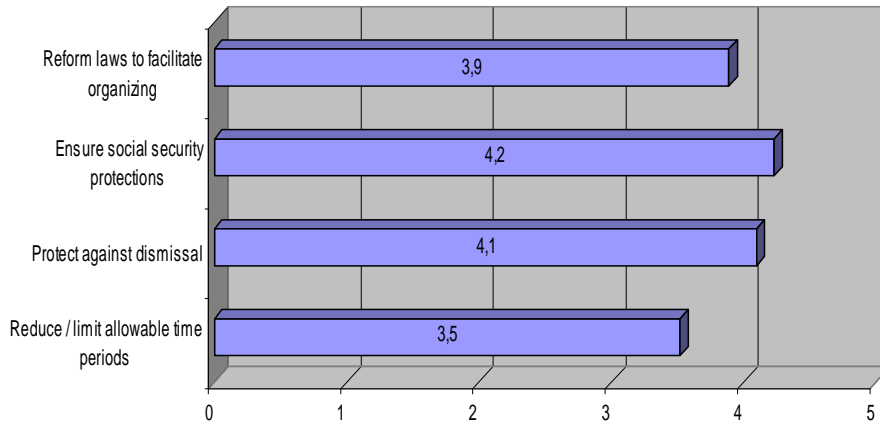


Legal matters and CAL

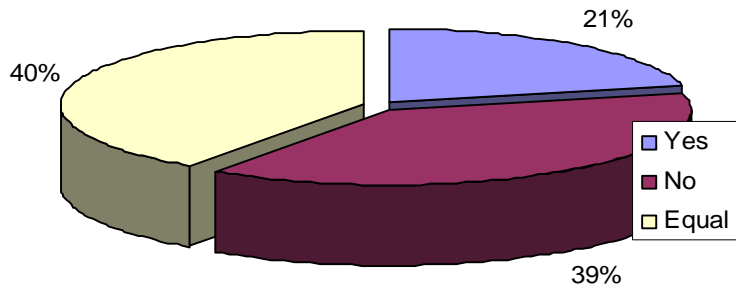
Please indicate your union's main legislative objectives regarding contract and agency labour work. 1= not an objective, to 5= very high priority.

Ensure social security protections	4,2
Protect against dismissal	4,1
Reform laws to facilitate organizing	3,9
Reduce / limit allowable time periods	3,5

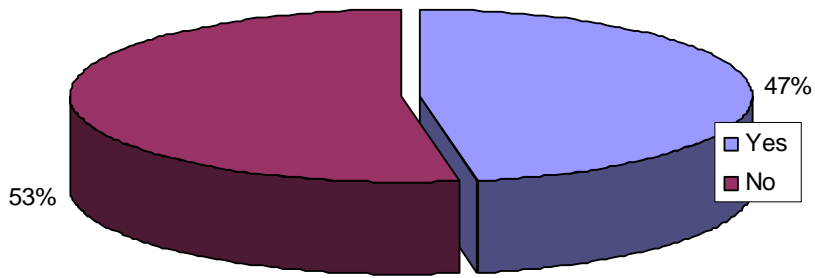
Please indicate your union's main legislative objectives regarding contract and agency labour work. 1= not an objective, to 5= very high priority.



Have there been any significant legislative changes (positive or negative) in the last 5 years (changes in the law that made it easier - or more difficult - to protect CAL workers, or to organise them)?

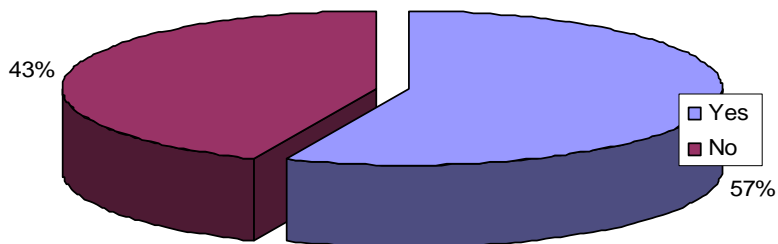


Have you ever made use of social inspection services to offset CAL abuses?



If yes, was the experience positive?

If yes, was the experience positive?

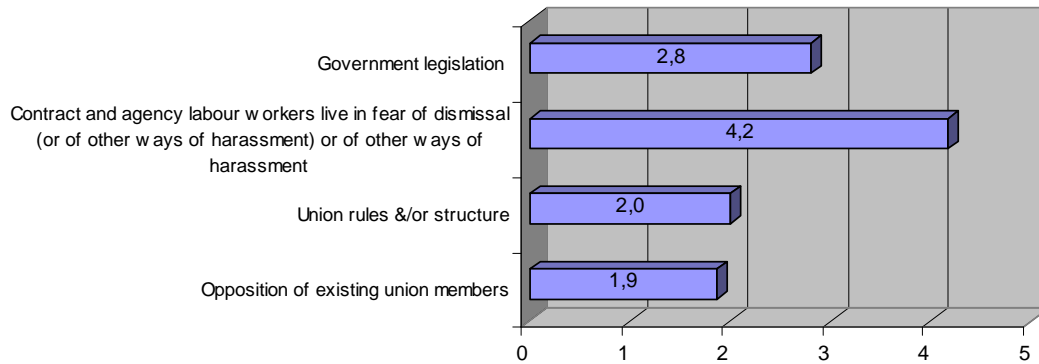


Organizing and CAL

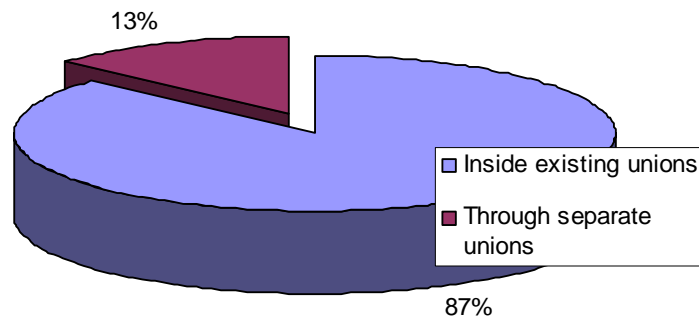
Which obstacles, if any, exist to union organising of contract and agency labour workers in your country? 1= not an obstacle, to 5= severe obstacle.

Contract and agency labour workers live in fear of dismissal (or of other ways of harassment)	4,2
Government legislation	2,8
Union rules &/or structure	2,0
Opposition of existing union members	1,9

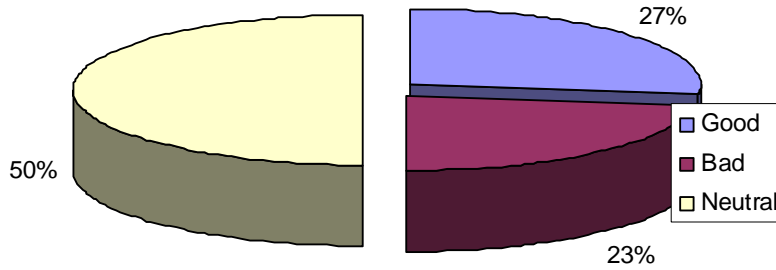
Which obstacles, if any, exist to union organising of contract and agency labour workers in your country? 1= not an obstacle, to 5= severe obstacle



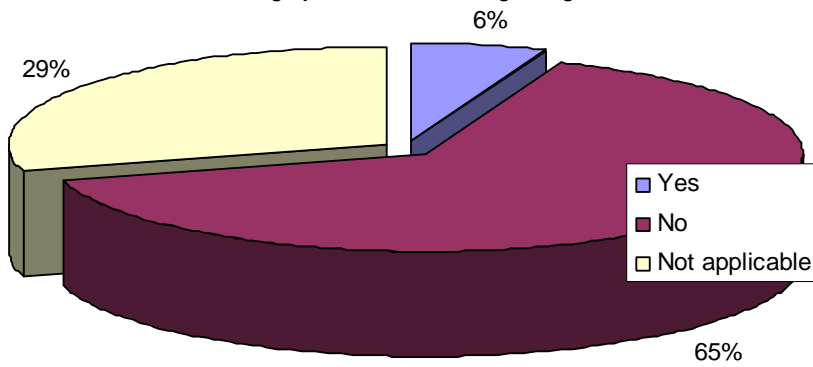
Are CAL workers, in your sector(s) in your country, mainly being organised inside existing trade union structures, or through separate trade unions, which deal (almost) exclusively with CAL workers?



Where CAL workers are organised by separate unions, would you qualify the relationship between the traditional unions and the CAL unions as good, bad or neutral?



Where CAL workers are organised through separate trade unions, has there been any cooperation with your union, for example, through joint collective bargaining?



ICEM and CAL

Has the ICEM campaign been able to influence the work inside your union on CAL?

