

# First EMF Common Demand

## « THE INDIVIDUAL RIGHT TO TRAINING GUARANTEED BY COLLECTIVE AGREEMENTS »

Training is an important issue for the EMF and its affiliates. It has been an important goal for the trade unions for many years and is an area where a number of successes have already been achieved. The new campaign will focus on all possible elements of training including the following, for example:

- **Individual right to training and life-long learning**
- **5 days of training for all employees**
- **An annual training plan**
- **Vocational training cost-free for employee**
- **Certification for qualification**
- **Training as a right in the event of dismissals and restructuring**
- **Training as a right for the unemployed**
- **Trade union involvement at all levels**

### Three Steps to implement the EMF Common Demand

*The Common Demand includes:* Political goals agreed at European level, a method of implementation (“Open Method of Coordination“- OMC), a timeframe and a campaign

*First Step: Agreement on the political goals at European level at the EMF Collective Bargaining Policy Conference in Rome in October 2005*

Conference decides on the broad political goals, the specified quantitative and qualitative indicators and benchmarks, an evaluation procedure and a timeframe.

*Second Step: Translation of the EMF objectives into national implementation policy by EMF affiliates*

Affiliates define the most appropriate implementing measures in a “roadmap”:

- What? (Choice list)
- How ?(Collective bargaining, etc.)
- When ? (Timeframe)

These roadmaps have to be sent to the EMF Secretariat by end January 2006. The EMF Secretariat will produce an EMF Common Demand Calendar to deliver an overview of when, where and how trade unions intend to negotiate the Common Demand in their countries and campaign to support the implementation.

### ***Third step: Evaluation and Benchmarking***

The EMF Collective Bargaining Policy Committee will evaluate the implementation on the basis of the timeframes of the roadmaps in order to identify, evaluate and disseminate good implementation and assess whether and how good practices could be used in other countries. The final report on implementation will result in proposals regarding criteria for the selection of good practices (content and process) and their further development, follow-up and implementation of further EMF initiatives.

<b><i>Campaign on the Common Demand</i></b>	
<b><i>Actors</i></b>	<b><i>Actions</i></b>
<b>Secretariat</b>	<ul style="list-style-type: none"><li>• <b>Kick-off with Press Conference in Rome</b></li><li>• <b>Implementation Calendar (timetable)</b></li><li>• <b>Special EMF “Common Demand“ website</b></li><li>• <b>Involvement of other EMF committees, ETUC, other EIFs, IMF and CEEMET</b></li><li>• <b>Evaluation (“best practice“) in EMF Executive Committee,</b></li><li>• <b>Final Press Conference and Final Report</b></li></ul>
<b>Affiliates</b>	<ul style="list-style-type: none"><li>• <b>Press conferences at start of negotiations on the Common Demand</b></li><li>• <b>Publications in trade union magazines in October 2005</b></li><li>• <b>Link: affiliates’ websites to EMF special website</b></li></ul>
<b>Material for the campaign</b>	<b>Slogan, logo, posters (also posters that can be adapted with affiliates’ own logos), brochure, stickers, etc.</b>

**In short, the first EMF Common Demand will improve metalworkers’ living and working conditions, improve the EMF co-ordination approach and allow the EMF and its affiliates to be learning organisations.**

## **FIRST EMF COMMON DEMAND FOR COLLECTIVE BARGAINING**

### **THE INDIVIDUAL RIGHT TO TRAINING GUARANTEED BY COLLECTIVE AGREEMENTS**

The European Metalworkers' Federation has a long-standing tradition of interest in training and life-long learning. The EMF position paper on competence development and life-long learning adopted in 1999 stated clearly "The European Metalworkers' Federation demands the right and highlights the individual responsibility to competence development to enable every worker to contribute to industrial development, increased competitiveness, a high standard of living and a well-functioning democracy."

Furthermore, in 2001, the EMF approved the "EMF Training Charter" as a common guideline of how to integrate the topic of vocational training into collective agreements (Oslo Collective Bargaining Conference and December Executive Committee). Since then the EMF has continued to be active in this field, not least by creating a joint working party with the European employers' organisation CEEMET on this important subject, producing a joint good practice guide and organising a joint EMF-CEEMET Conference with the participation of actors from both sides of the industry as well as the European Commission.

This interest is a long-standing tradition in most countries. The concept that training was finalised once school was finished is outdated and was abandoned several decades ago, together with the notion that continued training is the sole responsibility of the employer. Changes in work organisation, continuous technological developments and new materials and production processes have created a need for continuous training and retraining. A successful professional career, the possibility to find another job, as well as ongoing restructuring in the metal industry, are all creating the need for highly-skilled and educated people. Equally important: the demand for people with an education restricted to secondary-level school will be further reduced from 30 % in 1995 to 18 % in 2010 (OECD survey of seven countries 1999).

Although training cannot solve all the problems, it is also clear that European industry cannot remain competitive without a highly-skilled work force. Governments, companies, employees and people in general all recognize this and agree there is an urgent need for action. They also agree that the competence of the work force of today does not meet all the stated needs. This is also an essential part of the European Lisbon strategy in as much as life-long learning is recognised as a key factor.

Within this perspective the EMF and its affiliates clearly put this topic high on the agenda. Within a broader framework of actions and activities, training, and more especially the individual right to training and life-long learning, has to become an integral worker's right guaranteed by collective agreements.

***The EMF and its affiliates therefore decide, in accordance with the Prague Congress decision of June 2003, to initiate the first EMF common demand in the coming collective bargaining rounds, on the topic of "the individual right to training guaranteed by collective agreements" and to launch a Europe-wide campaign on this issue.***

This first common demand has to be implemented within the different countries in accordance with national traditions and methods of collective bargaining and hence can also include different elements as per the current state of the art in the different countries. In the first instance, agreements have to aim at the essential individual right to training and life-long learning, but can be accompanied by other important elements.

## **AN INDIVIDUAL RIGHT TO TRAINING AND LIFE-LONG LEARNING**

An individual right to training has to be a right for all employees of a company. The training possibilities provided cannot be restricted and the trade union representatives have an organisational and controlling role in this respect. The EMF clearly states that training and life-long learning need to be an individual right, guaranteed to the complete work force and not only to a selected group.

## **A MINIMUM NUMBER OF 5 DAYS OF TRAINING FOR ALL EMPLOYEES**

The aim to ensure the right to training for all employees can be reached by different means, but an important step could be to guarantee all employees a minimum of 5 days vocational training per year.

## **THE NEED FOR AN ANNUAL TRAINING PLAN**

Each company and each employee should together make an annual plan for vocational training/education based on the employee's needs for training and the goal of the company. The plan should be approved by the local trade union representation or the company works council. The plan must include timing, elements of quality and a minimum number of days for the scheduled training. The scheduled training must be appropriate for the needs of the work and the employability of the worker. An overall company plan on training should also be provided.

## **VOCATIONAL TRAINING MUST BE COST-FREE FOR THE EMPLOYEE**

Different funding traditions exist in different countries, but one essential element remains unchanged. When the employee receives vocational training this has to be provided cost-free and access to this training should be provided during normal working hours. Vocational training outside normal working hours can only be accepted by a collective agreement which also sets out the framework for this training, including possible compensation for time.

## **FUNDING FOR TRAINING AND LIFE-LONG LEARNING**

Not all the needed and provided training is vocational training. Individual training and education in domains other than those vocationally required also forms an essential element of our knowledge-based society. Collective agreements should provide a clear framework for access to this kind of life-long learning and aim at searching for funding possibilities.

## **CERTIFICATION FOR QUALIFICATION**

After participating in training/education programmes, employees should receive documents that confirm their training and their qualification, whether this qualification is achieved through training and/or experience. Collective agreements should aim at instruments to make these certification passports recognised and accepted in all countries of the European Union and associated countries.

## **TRAINING AS A RIGHT IN CASE OF RESTRUCTURING AND DISMISSALS**

Although training is not a solution to restructuring or capable of preventing all dismissals, it could provide an extra key element in accompanying measures. Collective agreements should aim at providing a framework, funding and possibilities for training in the case of restructuring and dismissals, both to ensure the continued career opportunities and the future employment possibilities.

## **TRAINING FOR THE UNEMPLOYED**

The metal industry is undergoing heavy restructuring and losing large numbers of jobs. Nevertheless, there is still a remaining mismatch between the employment possibilities and the available work force. All too often, the qualifications of the unemployed workers do not coincide with the open job offers. Collective agreements could provide clear frameworks for the training of the unemployed and the funding of this training.

## **TRADE UNION INVOLVEMENT AT COMPANY LEVEL**

Trade union representatives at company level have to be involved in the complete training process. They should participate in discussions as well as decisions in respect of training activities and programmes. The employees and the local trade union representation or the works council should be given continuous information on the company's future needs for skilled and trained workers. They also should be given continuous information on training and education schemes, given possibilities to control the quality of it and evaluate the realisation of the programme. This right should be clearly defined in the national traditions and in the collective agreement.

# Implementation of the First EMF Common Demand

In implementing the first Common Demand via the “Method of Open Coordination” (MOC) the EMF and its affiliates are setting out on a new and challenging path.

With the MOC, which is used for other social-related issues e.g. regarding the Lisbon Strategy, the EMF establishes the general political goals, quantitative and qualitative indicators and benchmarks, an evaluation procedure and a fixed time frame. This method enables both EMF and its affiliates to assess the implementation of their Common Demand and allows them to be learning organisations.

After agreement on the broad political goal, the *Individual Right to Training guaranteed by Collective Agreements* and the defined list that contains examples of the individual training elements that can be chosen by the EMF affiliates, which are also the quantitative and qualitative indicators and benchmarks for a later evaluation, the Common Demand will be implemented in three steps:

## **Translation of the EMF objectives into national implementation policy**

The first step consists in translating the EMF objective into national collective bargaining policy.

The main goal of this stage is to make the EMF Common Demand efficient, by leaving it up to each national trade union to define the most appropriate implementing measures. These measures have to be formulated in national implementation roadmaps.

These roadmaps shall contain the list of goals chosen by the trade unions, the strategy to implement them and the scheduled time frame. Trade unions will send them to the EMF Secretariat by end January 2006 and they will be the basis for the political campaign and the implementation assessment.

On the basis of the roadmaps the EMF Secretariat will produce a Common Demand Calendar to deliver an overview when, where and how trade unions intend to negotiate the common demand in their countries and campaign to support the implementation.

## **Implementation by the EMF affiliates and campaign**

It is agreed that the way in which the EMF affiliates implement the Common Demand depends on their individual decision.

Trade unions may introduce it in accordance with their structures and traditions, i.e. by sectoral collective agreement, collective agreements at company level, regional negotiations and joint projects with employers, etc.

Implementation will be accompanied by a European Campaign on the Common Demand. EMF affiliates are asked to hold press conferences, together with an EMF

official, and to publish reports in their trade union journals/magazines when they start the negotiations on the Common Demand in their country.

After completion of the negotiations on the Common Demand, the national unions will report back to the EMF Secretariat on the ways and means used to implement the Common Demand. A final evaluation will be made on the basis of these reports.

### **Evaluation and Benchmarking**

The final step relates to evaluating and benchmarking implementation of the EMF Common Demand.

The EMF affiliates agree that the benchmark exercise, which consists of identifying the trade union performances and drawing attention to best practices as regards implementation, is a very relevant part of the implementation process. The objectives of the benchmarking are:

- To identify, evaluate and disseminate good implementation
- To develop and propose a list of methodology criteria for the selection of good practices
- To assess whether and how good practices could possibly be transferred to other countries
- To follow up and further implement the initiatives of the EMF.

Brief evaluations of how the EMF affiliates implemented the Common Demand will take place in the Collective Bargaining Policy Committee and the EMF Executive Committee in 2006 and 2007 and 2008. There both the EMF Secretariat and the affiliates will have the opportunity to report on the current situation in respect of the implementation of the Common Demand.

The EMF affiliates welcome the fact that a final evaluation and reporting on the implementation of the Common Demand will be made within the framework of a Collective Bargaining Policy Conference in autumn 2009.

For the European metalworkers' unions this final step can be considered as fundamental, permitting the EMF and its members to be learning organisations. The potential to promote policy learning is at the heart of the EMF approach of co-ordinating collective bargaining.

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