

# NFS DECENT WORK CONFERENCE

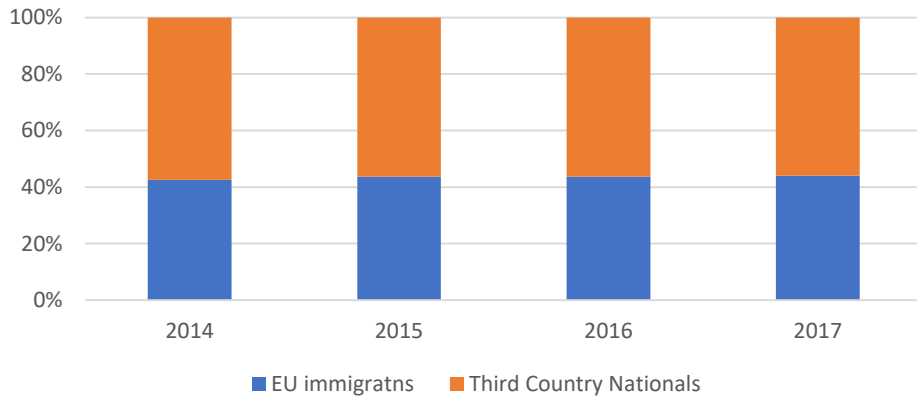
3 October – RIGA

# STRUCTURES TO ENSURE FAIR CONDITIONS FOR MOBILE WORKERS

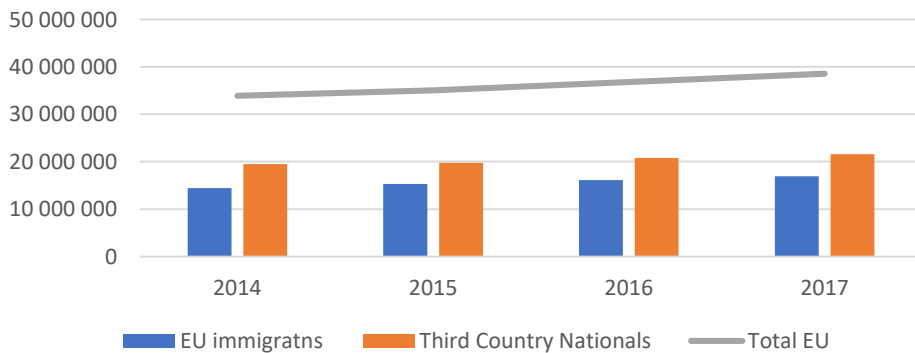
- Analysis: where we are with free movement.
- Legal aspects
- Economic aspects
- What to do

# HOW MANY?

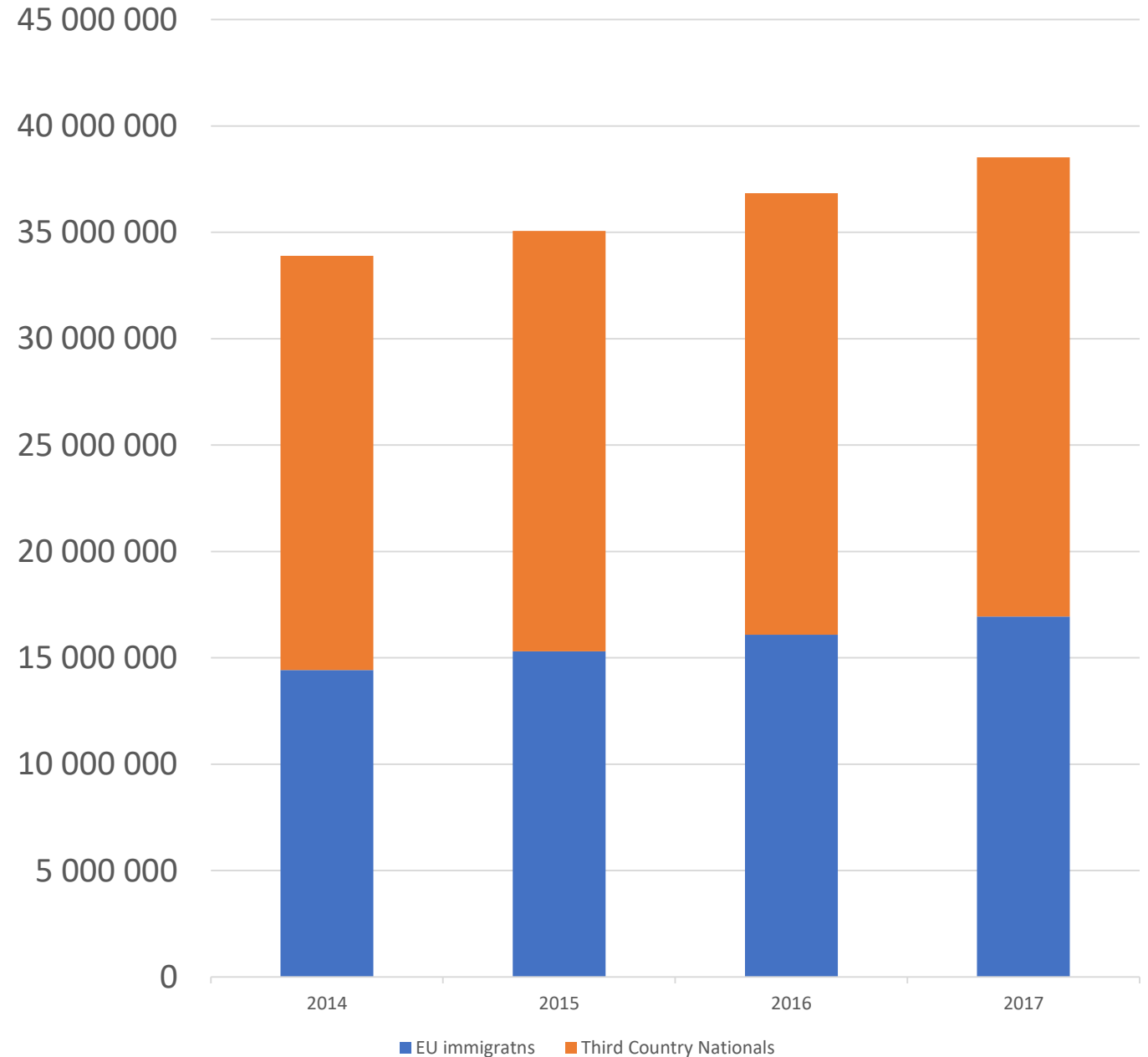
## Immigrants by Nationality Broad Groups (%)



## Immigrants by Nationality Broad Groups EU28 (Total)



## Immigrants by Nationality Broad Groups (Total)



# Who migrants are

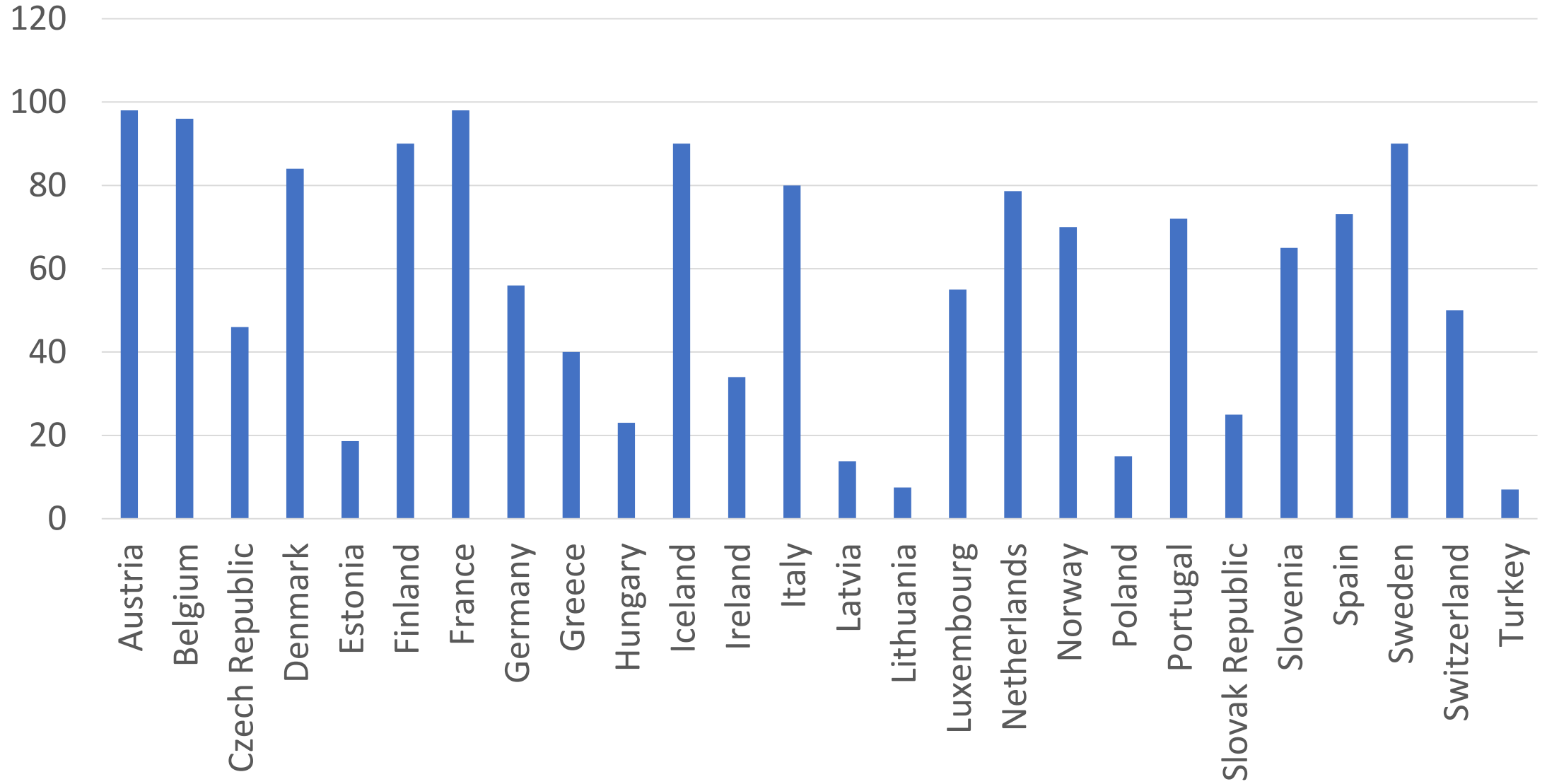
- People “in free movement” are generally
- younger than the average of domestic population
- more educated than third-country nationals
- More likely to be overqualified than domestic workers, but less likely than third country nationals
- Suffer from discrimination gaps but less than third-country nationals

# CHALLENGES

- WOMEN ARE 50% OF MOBILE WORKERS
- THERE IS A SYSTEMIC DISCRIMINATION BETWEEN DOMESTIC WORKERS AND MIGRANTS. BUT THIRD COUNTRY NATIONALS ARE WORSE OFF
- DISCRIMINATION APPEARS UNDER THE FORM OF OVERQUALIFICATION, LOWER WAGES, ACCESS TO SOCIAL PROTECTION



## CB COVERAGE



# COMBATING IN-WORK POVERTY

In work poverty is low where collective bargaining coverage is higher

Highest CB Coverage	
Belgium	5
Denmark	5,3
Spain	13,1
France	7,9
Italy	12,2
Netherlands	5,9
Austria	5,9
Finland	2,7
Sweden	6,7
Average	7,1

7,1% is our benchmark

## Countries below the benchmark

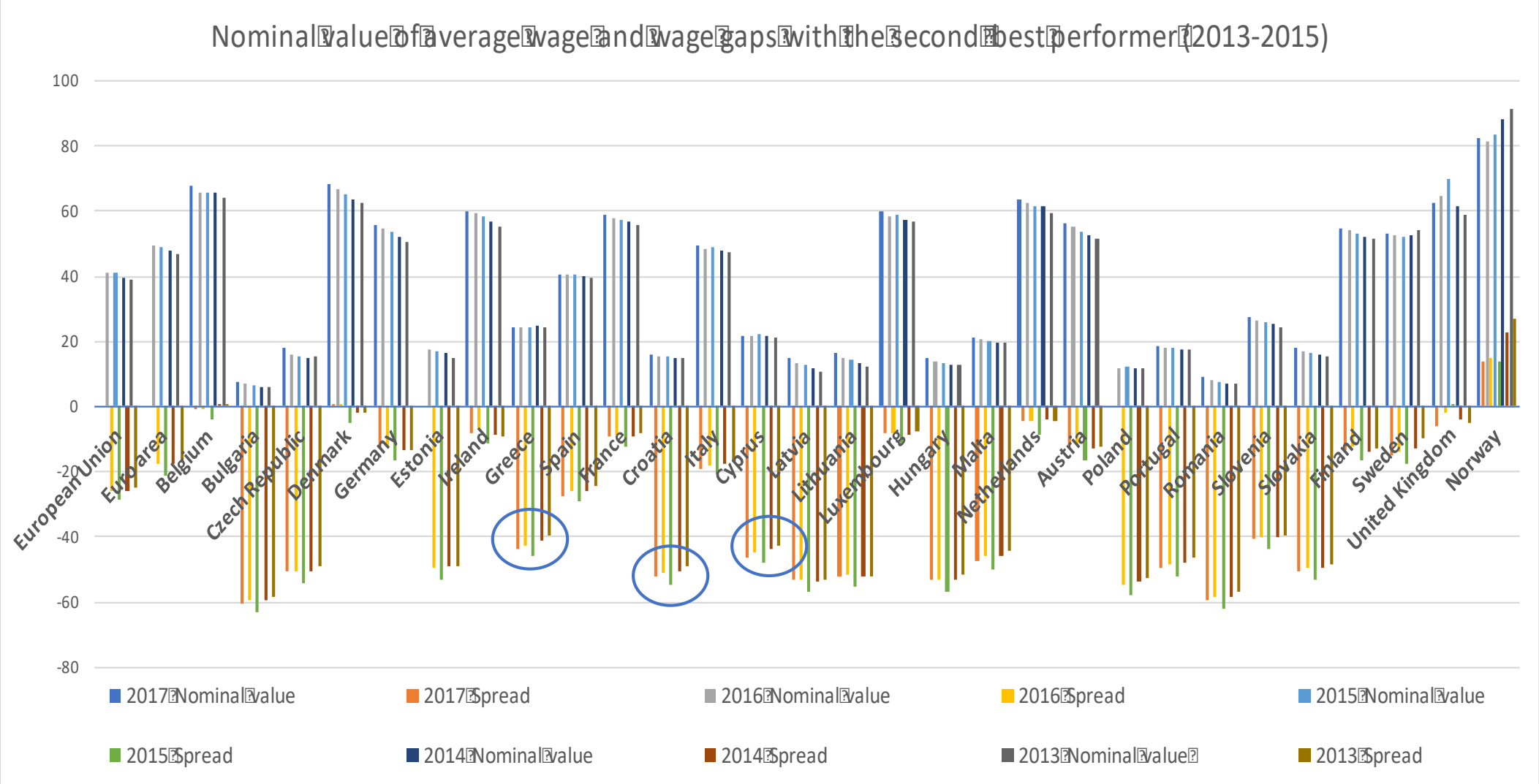
geo\time	2013	2014	2015	2016	2017
Belgium	4,4	4,8	4,6	4,7	5
Bulgaria	7,2	9,2	7,7	11,4	9,9
Czech Rep	4	3,6	4	3,8	3,5
Denmark	5,5	4,9	5,5	5,3	5,3
Germany	8,6	9,9	9,7	9,5	:
Estonia	7,6	11,8	10	9,6	9,3
Ireland	5	5,4	4,8	4,8	:
Greece	13,1	13,4	13,4	14,1	12,9
Spain	10,5	12,5	13,1	13,1	13,1
France	7,8	8	7,5	7,9	:
Croatia	6,2	5,7	5,9	5,6	:
Italy	11	11	11,5	11,7	12,2
Cyprus	8,9	7,8	9,1	8,2	:
Latvia	8,9	8,1	9,2	8,3	8,8
Lithuania	9,1	8,3	9,9	8,5	:
Luxembourg	11,2	11,1	11,6	12	:
Hungary	7	6,7	9,3	9,6	10,2
Malta	5,9	5,7	5,4	5,8	5,9
Netherland	4,5	5,3	5	5,6	5,9
Austria	7,9	7,2	7,9	8,3	7,7
Poland	10,7	10,6	11,2	10,8	9,9
Portugal	10,5	10,7	10,9	10,9	10,8
Romania	18,4	19,8	18,8	18,9	17,4
Slovenia	7,1	6,4	6,7	6,1	6,6
Slovakia	5,7	5,7	6	6,5	:
Finland	3,7	3,7	3,5	3,1	2,7
Sweden	7,6	7,7	8	6,7	:
United King	8,4	8,7	8,1	8,6	:
Iceland	6,1	4,6	6,5	6,5	:
Norway	5,6	5	5,5	5,7	7,5
Switzerland	7,6	6,3	8,2	7,3	:
Former Yu	11,1	9,8	8,9	9	:
Serbia	14,9	15	13,5	12,6	:
Turkey	14,9	14,4	13,7	:	:

Countries that are not progressing toward the benchmark

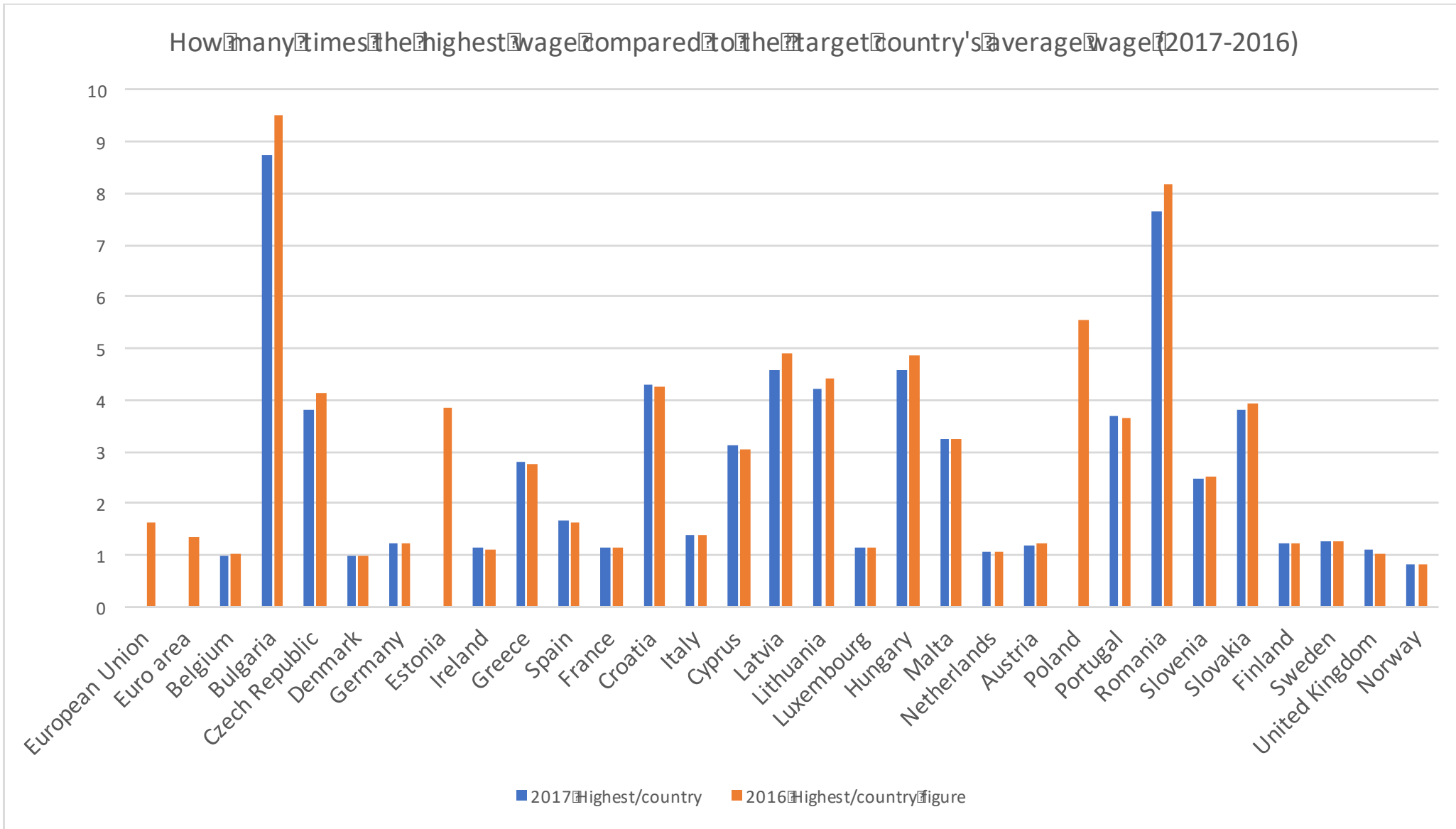
geo\time	2013	2014	2015	2016	2017
Belgium		0,4	-0,2	0,1	0,3
Bulgaria		2,0	-1,5	3,7	-1,5
Czech Republic		-0,4	0,4	-0,2	-0,3
Denmark		-0,6	0,6	-0,2	0,0
Germany		1,3	-0,2	-0,2	
Estonia		4,2	-1,8	-0,4	-0,3
Ireland		0,4	-0,6	0,0	
Greece		0,3	0,0	0,7	-1,2
Spain		2,0	0,6	0,0	0,0
France		0,2	-0,5	0,4	
Croatia		-0,5	0,2	-0,3	
Italy		0,0	0,5	0,2	0,5
Cyprus		-1,1	1,3	-0,9	
Latvia		-0,8	1,1	-0,9	0,5
Lithuania		-0,8	1,6	-1,4	
Luxembourg		-0,1	0,5	0,4	
Hungary		-0,3	2,6	0,3	0,6
Malta		-0,2	-0,3	0,4	0,1
Netherlands		0,8	-0,3	0,6	0,3
Austria		-0,7	0,7	0,4	-0,6
Poland		-0,1	0,6	-0,4	-0,9
Portugal		0,2	0,2	0,0	-0,1
Romania		1,4	-1,0	0,1	-1,5
Slovenia		-0,7	0,3	-0,6	0,5
Slovakia		0,0	0,3	0,5	
Finland		0,0	-0,2	-0,4	-0,4
Sweden		0,1	0,3	-1,3	
United Kingdom		0,3	-0,6	0,5	
Iceland		-1,5	1,9	0,0	
Norway		-0,6	0,5	0,2	1,8
Switzerland		-1,3	1,9	-0,9	
Former Yugoslav Rep		-1,3	-0,9	0,1	
Serbia		0,1	-1,5	-0,9	
Turkey		-0,5	-0,7		



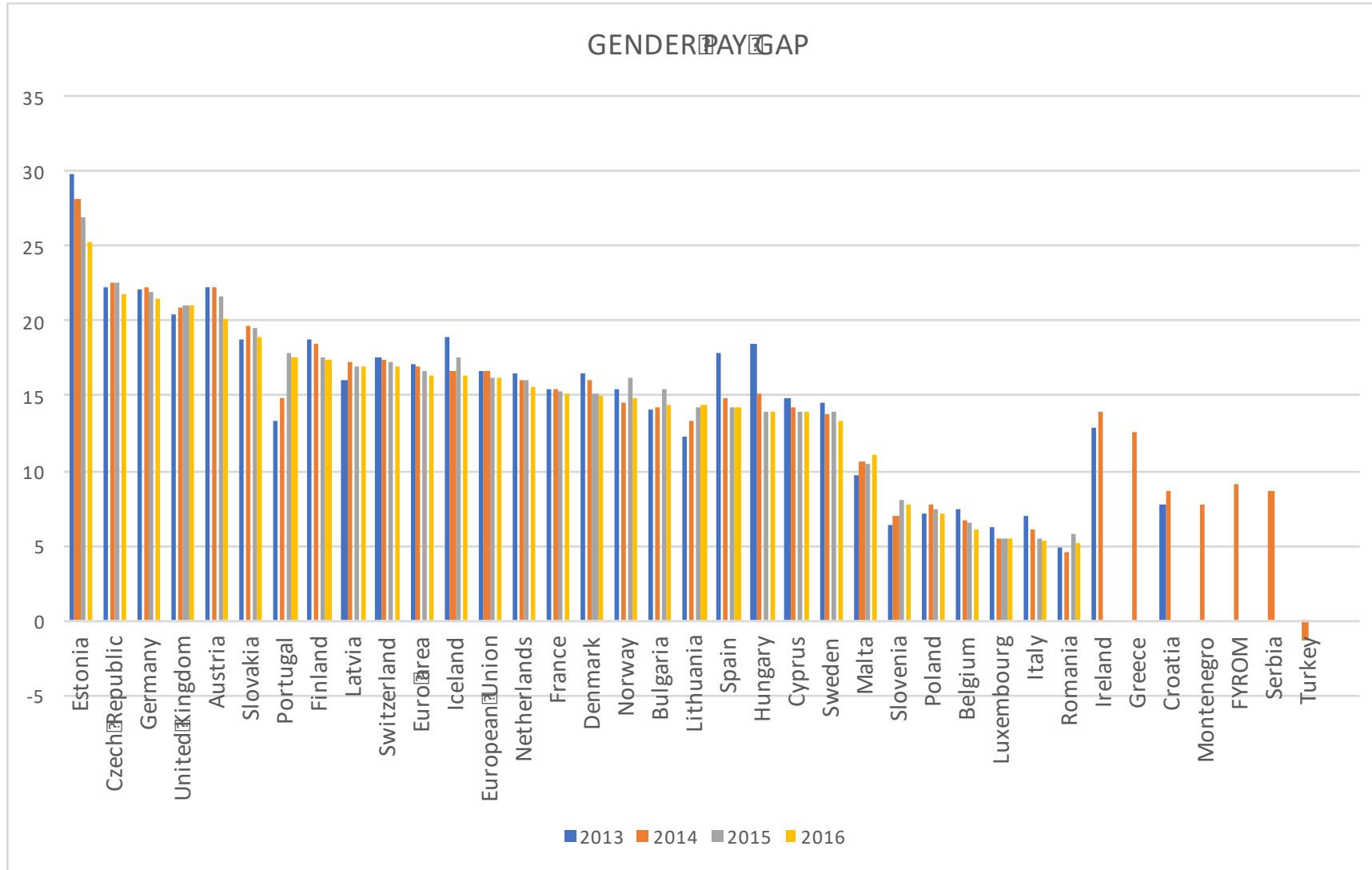
# P2: CONVERGENCE



# P2: Convergence



# P4: Gender Pay Gap



# CHALLENGES

- Labour mobility is a factor of adjustment of economic imbalances. Indeed, free movement boomed during the crisis. However, it is less “elastic” than expected.
- Within the EU, free movement is strongly linked to gaps and huge differences in working conditions and opportunities on the labour market. Free movement is not an act of freedom but a necessity that often hides very difficult living conditions of people. It is associated with sufferance and not with opportunities. EPSR is what we need to trigger convergence.
- It creates pressure on labour markets in both origin and destination countries. However, there are little evidence that people movement is influencing wage dynamics. Dumping on working conditions (including wages) comes from other factors.
- A potential emergency may still come from cross-border posting of workers. It is business driven mobility that directly and immediately exploits wage spreads to generate undue profits. What we have seen in these years it is a typical example of war among poorer. The capacity of the trade union movement to reach a common position on the revision of the directive is a strong message to the market. We often underestimate the successes of the cross-border cooperation among unions.
- Immigration > it is a risk for the EU because
  - Labour market shortages will persist and we are unable to build a common policy in the EU.
  - “Nationalism” is a racist attitude and will create less or low quality participation of migrants (and women) in the labour market.

# STRUCTURES FOR MOBILITY

- convergence of living and working conditions in EU with SDGs and the EPSR.
- Investing in quality labour mobility. Reinforcing skill matching also at cross border levels. Continuing deepening coordination of social protection systems and making the non-discrimination principle a real boundary for all.
- It means that “investing in people” is a common objective of the member states and education and VET systems should be in the remit of the EU shared competences.
- Creating cooperation among member states when designing their ALMP in order to offer the cross-border mobility in the package.
- Deepening the legal aspects of the equal treatment principle. Protection of employees must be real, factual and not only formal.
- Creation of the ELA and implementing the new Cross-border of posting directive.

# TU PRIORITIES

- Developing cross-border network that becomes a point of reference for mobile workers (UnionMigrantNet has more potentials than Eures). Cross-border cooperation among unions already exist but it is fragmented and with low visibility. We need a ETUC platform for mutual recognition of membership and services tailored on migrants' needs.
- Cross-border collective bargaining is key. Starting from TCA we should explore possibility to manage transnational aspects of the labour market. I would not underestimate the role that social partners have to play to make the new posting of workers directive delivering concrete results.
- A antiracism campaign is crucial. If workers become racists, we the trade unions will have no reasons to exist any longer.
- Reinforcing collective bargaining in general. Collective bargaining responds to the needs of workers immediately when they materialise.

# TU ACTION

We can be quite quicker than institutions. But we need:

- Coordinated and centralised levels of industrial relations
- More participation on the workplace
- Higher coverage of collective agreements
- Resources for capacity building for collective bargaining that includes factual solidarity among countries.

The ETUC is offering:

- new campaign on wages and collective bargaining
- a new capacity building for collective bargaining platform
- a wage and collective bargaining scoreboard to help multilateral cooperation