

- Jim Jensen, Central Union Officer
- Responsibilities and work area:
Collective agreements and case work
within slaughtering and the processing
industry

Presentation

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- About Food Workers Union NNF / Denmark
- Wage / Social Dumping
- Trade Union Possibilities / Recommendations
- Working Poor in Denmark / EU
- Danish Crown Global Agreement

Presentation of Food Workers Union NNF

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Organizes employees within

- Tobacco industry
- Sugar-Chocolate industry
- Baker-Miller industry
- Bakers / butchers retail
- Dairy
- Slaughtering and meat processing



In total about 23.000 members



Two collective national agreements with Danish Industry – both are translated into English

- One for the meat processing area
f. inst. Tulip, F. C. Tican Food, 3-Stjernet
about 20 companies with 2.500 NNF members
- One for slaughterhouses
f. inst. Danish Crown and Tican
about 31 companies with 8.500 NNF members

Member density between 25 – 100 %

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Meat ProcessingSlaughtering

In 2000:	5.250	14.800 NNF members
In 2005:	3.550	12.600 NNF members
In 2008:	2.800	8.800 NNF members
In 2011:	2.500	8.500 NNF Members



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Wage-dumping in the European Meat Industry Possible Trade Union Strategies

A Report, of course

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The Food Workers' Union NNF experiences a growing relocation of jobs to low-wage countries. (Germany and the UK)

Race towards the bottom in the European meat industry for wages and working conditions.

Background to the Development

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Trade unions representing slaughterhouse workers loose members, resulting in a loss of both trade union and political strength.

National protective measures (agreements and legislation) are undermined in the name of free competition across borders, helped by the free movement of capital, goods, services, and labour in the EU Single Market.

Still growing groups of "cheap labour" and for that reason unfair competition through wage-dumping.

EU judgments (Laval, Viking, Rüffert, Luxembourg) complicate traditional trade union work.

Nordic models under pressure (flexicurity).

Meat Industry Development

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- Many are employed on special terms: Labour agency workers, contract workers, migrant workers.
- Low wages for these groups press the wages of the ordinary employed.
- Distortion of competition.

Meat Industry – Employment Precarious Workers ...dit arbejde - vores ansvar!

Meat	Number employed "Permanent standard contracts" approx. 300.000	Number employed "not standard contracts" approx. 200.000	In total approx. 506.150 workers employed	New investments in production machinery. Tendency
Denmark	12.000 (09)	> 5 %	approx. 12.500	Decreasing
Finland	7.500 (09)	> 5 %	approx. 8.000	Neutral
Sweden	8.000 (09)	< 20 %	approx. 9.600	Increasing
Norway	6.500 (09)	< 10 %	approx. 7.150	Neutral
Germany	100.000 (08)	< 60 %	approx. 210.000	Increasing
Netherlands	4,700 (05)	< 50 %	approx. 9.400	Decreasing
France	46.000 (04)	> 10 %	approx. 50.000	Neutral
United Kingdom	112.000 (06)	< 50 %	approx. 200.000	Increasing

- Investments and production are relocated to other countries with the greatest access to cheap labour.
- Trade unions in the above countries estimate that more than 200.000 out of in total approx. 500.000 employees are "Precarious Workers" without standard contract (direct employment) with the employer at the site where the work is done.
- "Precarious Workers" can be both migrant workers and national workers employed through a labour bureau and subcontractors, "false self-employed" or illegal immigrants.

Wages in the Meat Industry

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- Variation of hourly wage in Europe: Bottom 2€ - Top 25€.
- Top wages: Norway, Denmark, Finland, Sweden, and Netherlands.
- Bottom wages: Poland, Germany, Belgium, United Kingdom and France.
- Slaughterhouse workers' wages compared to industry workers: Variation from country to country.



Pressure on the Trade Unions

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- Pressure on the "Nordic model" is strengthened by the employers' unimpeded access to outsourcing and shopping for cheap labour in a still more liberal European market.
- Slaughterhouse workers and their trade unions in all Nordic countries have been confronted by their employer with massive demands on decrease in wages and increase of flexibility.
- There has been no increase in wages in Denmark in this sector for the last 4 years, and demands on higher productivity is an ongoing process.

Recommendations

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Cross-Border Trade Union Work in the European Meat Industry:

- Beef, pork, and poultry

Who:

- **Key trade unions' top negotiators** and key researchers and advisers.
- Key countries: Nordic (Denmark), Netherlands, Germany, United Kingdom (Ireland), France, Belgium, and Poland (Spain?)
- Countries leading wage-dumping through a race to the bottom: Poland, Germany, Belgium, and United Kingdom.

Recommendations

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What:

Common analysis, **choice of strategy** (for three years), working out an activity plan (for one year), and implementation and follow-up.

How:

Cross-border allocation of resources

Focus on workers being exploited in the race towards the bottom:

Primarily labour hired through labour agencies and subcontractors as well as "false self-employed", but also women, young people, long-term unemployed labour and migrant workers.

Recommendations

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Collective Bargaining

- Common basis for analyzing and common ways of reporting results.
- Common demands: Wages, working hours, flexibility.

Coordinated negotiations and international solidarity

- (Experiences from IMF, International Metal Federation, and the transport area).

Political Regulation of the Labour Markets

- Equal rights and welfare for all workers as well as “fair contracts”.

Common minimum standards: Wages, working hours, and employment contracts?

- Minimum wages: 60% of national median wages implemented by law or agreements.
- Eliminate all possibilities of “opt out”, especially the possibility of entering into agreements below the level of the common minimum standards.
- Implementation and enforcement of rights.

Recommendations

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The European Union

- Can EU's "Trilemma" between free movement, equal treatment, and employee rights be solved?
- Minimum and maximum standards.
- Special rules for the food industry (meat industry) in Europe (Experiences from the building sector).
- EWC and wage-dumping?

Anchoring of Initiatives

- NU Food, EFFAT, and IUF.

Problematic Items Not in the Report

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“The Danish Race towards the bottom”

- Labour imported to Denmark does not know Danish traditions and rules.
- Labour imported to Denmark is often willing to accept working hours and working conditions which others would not accept (Danish and adjusted labour).
- The local cooperation does not function, due to lacking knowledge of rights and language.
- Shop stewards find it difficult to communicate.
- Traditional periods where employers could be pressed to improvements disappear because there is always plenty of labour.

Working Poor, I 'am working, I have a job, but I can't make a living out of it ...dit arbejde - vores ansvar!

Tendencies in the EU at the moment !

- The headlines across the EU is "Crisis".
- Bank and Finance crisis has gone governmental.
- People are afraid of losing or have already lost their jobs.
- Employers are screaming "competitiveness" and better conditions.
- This is translated into lower wages, bad conditions for the workers.
- Substantial migration across the EU.

Danish Crown Negotiations Global Agreement

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- Oct. 2009 IUF Conference with the CEO Kjeld Johannesen.
- First half 2010, a proposal were made by the IUF.
- Second half 2010 dialogue is ongoing.
- 25th October 2010, IUF steering committee has a meeting and agrees on a strategy to put pressure on Danish Crown. Cases from around the world should be sent in writing.
- 1st March 2011, Danish Crown announced their CSR policy, without any agreement with the IUF. (Copy)
- What's next ?

Thank you for your attention

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Questions ?

