

«Lavoro precario, precarietà, lavoro precario»  
L. 100/2001 (Riforma) adotta un  
MODELLO NUOVO di lavoro  
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PRECARIOUS WORK affects us all



# **EUROPEAN TRADE UNIONS AND 'PRECARIOUS' WORKERS**

**Fórum de Outono**

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# OVERVIEW

- **Introduction**
- **the crisis and globalisation – the roots of ‘atypical’ work**
- **varieties of ‘atypical’ and ‘precarious’ employment**
- **trade unions: challenges and responses**
- **concluding remarks**

# **GLOBLISATION AND 'THE CRISIS': THE ROOTS OF 'PRECARITY'?**

- bargaining decentralisation and increased international competition and capital flight (globalisation)
- neo-liberalism, reduced political influence, crisis and austerity...
- effect of 'the crisis' beginning in 2007 – 8 but now seemingly permanent: increased unemployment, state deficits, the Troika – decline of national decision-making powers

# **'ATYPICAL' AND 'PRECARIOUS' EMPLOYMENT**

- **part-time work on the increase, especially among women**
  - **precarious – not necessarily !**
- **temporary work also increasing (but depends on level of labour protection in each country)**
  - **but what is 'permanent' ?**
- **temporary agency work, especially young workers**
- **subcontracting / outsourcing, result of privatisation**
- **dependent self-employment**
- **posted workers**
- **'informal' or undocumented work, especially BME, migrants**
- **cross-national variation in regulation and deregulation but precarious work increasing in all countries, especially among young, female and minority workers**
- **insecurity: a major cause of stress at work**

# LABOUR MARKET INSECURITY, AGE 15-24 (% , 2011)

	<b>Unemployment</b>	<b>Fixed-term contracts</b>
<b>SE</b>	<b>22.9</b>	<b>57.3</b>
<b>DK</b>	<b>14.2</b>	<b>22.1</b>
<b>DE</b>	<b>8.6</b>	<b>56.0</b>
<b>AT</b>	<b>8.3</b>	<b>37.2</b>
<b>NL</b>	<b>7.6</b>	<b>47.7</b>
<b>BE</b>	<b>18.7</b>	<b>34.3</b>
<b>FR</b>	<b>22.9</b>	<b>55.1</b>
<b>IT</b>	<b>29.1</b>	<b>49.9</b>
<b>UK</b>	<b>21.1</b>	<b>13.5</b>
<b>IE</b>	<b>29.4</b>	<b>33.8</b>
<b>ES</b>	<b>45.4</b>	<b>61.4</b>
<b>GR</b>	<b>44.4</b>	<b>30.1</b>



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# **TRADE UNIONS: CHALLENGES AND RESPONSES 1**

- **threat and/or opportunity for unions**
- **almost universally low unionisation rate of these workers – why? workers, unions, or both?**
- **key strategic choice: exclude or include? historical dimension and ideological difference**
- **recruitment, representation, mobilisation**
- **new forms of organisation, incl. separate unions**
- **campaigns and alliances**
- **political pressure for improved regulation and protection**
- **EU dimension**

# TRADE UNIONS: CHALLENGES AND RESPONSES 2

- **selective adaptation of 'organizing model' :**
  - **NL: Schiphol strike 2009-10**
  - **DE: ver.di and supermarkets, IG Metall and agency workers**
- **redefining interests and constituencies**
  - **IT: 'atypical' workers – separate unions**
  - **FR: CGT and *sans papiers***
- **public campaigning**
  - **DE: minimum wage**
  - **Cooperation between unions, NGOs and youth/student organisations**
- **cross-national cooperation**
  - **Can we increase international cooperation and networking on precarious work?**

# CONCLUDING REMARKS

- **complex picture: variations across countries depending on types of unions, role of employers, state and regulation**
- **parallels / interaction of atypical work with age, gender, ethnicity**
- **union responses: resist, control, include**
- **organising workers or regulating work: will, capacity and resource allocation**
- **but some success stories !**



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