

## **6th EMF Collective Bargaining Policy Conference "Jobs, Rights and Collective Bargaining"**

**Madrid, 17<sup>th</sup> & 18<sup>th</sup> November 2009**

### **THE CONCEPT OF A COMMON DEMAND**

The European Metalworker's Federation has taken an important step in the further coordination of national collective bargaining policies by launching the principle of having European wide-common demands. The idea behind this is to highlight one of the major important elements within the collective bargaining rounds in all European countries. In that sense it is clearly understood that this is only one demand out of the many that can be made in the national collective bargaining rounds, it is also not exhaustive or restrictive. Trade Unions are invited to act upon this common demand in an open and creative way, adapting it to the system in their countries.

An important element of a common demand is to give a clear political message to the employers: that the topic is of great interest to the workers in the whole of Europe and that the trade unions are determined to work closely together in this field. It is also relevant to demonstrate the importance of both the topic and the political message to all of our trade union members as well as to the decision-makers in the national governments and the EU parliament and Commission. In this respect we expect the national trade unions to make large use of the logo of the EMF as well as the campaign logo in their activities, in their publications and on their websites, etc. in order to create a European image and give visibility of our common demand strategy.

A common demand is launched by the EMF Collective Bargaining Conference and endorsed by the Executive Committee of the EMF. It is highlighted in the activities of the EMF and the affiliated organisations during the period between two Conferences – 4 years – but is not in the least limited to that period. Once a common demand is launched it remains important and will be continuously followed up. There will not necessarily be a common demand each four years; this remains to be decided by the EMF Executive Committee, based on the evaluation of these common demands and the usefulness, necessity and topicality of certain items to be raised.

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

### ***First Step:***

An Agreement on the political goals at European level at the EMF Collective Bargaining Policy Conference - after receiving the green light from the Executive Committee on the principle of the common demand as well as the topic. The Conference decides on the broad political goals, an evaluation procedure and a timeframe. The next Executive Committee endorses the decision.

### ***Second Step:***

Translation of the EMF objectives into national implementation policy by the EMF affiliates. The affiliates define the most appropriate implementing measures in a "roadmap":

- What? (Out of the choice list, given as examples and not limitative, used in a creative way and adapted to the national systems)
- How ? (What actions, what publications, which collective bargaining round, what level of negotiations, etc.)
- When ? (Timeframe)
- Success criteria ? (What does the trade union regard as a success regarding the Common Demand – Is it the process and/or the results?)

These roadmaps have to be sent to the EMF Secretariat within a 4-month period after the decision in the Collective Bargaining Conference. 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. During the campaign period the EMF will ask the member organisations for yearly updates on their roadmaps.

### ***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 possible further EMF initiatives.

## ***Campaign on the Common Demand***

### ACTORS

### ACTIONS

EMF Secretariat

Kick-off with Press Conference  
Maximised use of website  
Implementation Calendar (timetable)  
Involvement of other EMF committees, ETUC, other EIFs, IMF and CEEMET  
Evaluation ("best practice") in EMF Executive Committee,  
Evaluation Report

EMF Affiliates

Press conferences at start of negotiations on the Common Demand  
Publications in trade union magazines  
Link: affiliates' websites to EMF special website.  
Yearly update of Roadmap if necessary  
Participation in mid-term and final evaluation of the Common Demand.  
Extensive reporting to the EUCOBAN system, especially when information regarding the Common Demand is available in order to provide and help other member organisations in their work on the Common Demand.  
If possible invite representatives from other member organisations to participate as observers in the national collective bargaining rounds on issues related to the Common Demand.

Material for the campaign

Slogan, logo, posters (also posters that can be adapted with affiliates' own logos), brochure, etc.

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