

Table 1.1: Participants in the Survey of the First Common Demand

| Organisation | Country | Answered? |
|--|------------------------|--------------------|
| GMNT | Austria | Yes |
| LBC-NVK | Belgium | No |
| SETCA-BBTK | Belgium | No |
| CNE | Belgium | No |
| ABVV | Belgium | Yes (Joint answer) |
| CGSLB Metal | Belgium | |
| CCMB | Belgium | |
| MWB-FGTB | Belgium | |
| Sindikát Metalaca Bosne I Hercogovine | Bosnia and Herzegovina | |
| NTUF Metal-Electro-CITUB | Bulgaria | No |
| TUOFEMI/NFTINI "Podkrepa" CL - Joi | Bulgaria | No |
| SFMM "Podkrepa" | Bulgaria | No |
| NF "Metallurgy"CL"Podkrepa" | Bulgaria | No |
| Metalicy | Bulgaria | Yes |
| NFTINI "Podkrepa" CL/TUFOEMI - Joi | Bulgaria | No |
| Metalworkers' Union of Croatia - SMH | Croatia | Yes |
| OVIEK-SEK | Cyprus | No |
| OS KOVO | Czech Republic | Yes |
| CO-Industri | Denmark | Yes |
| IDA | Denmark | Yes |
| Finnish Electrical Worker's Union | Finland | Yes |
| Metalli | Finland | Yes |
| UIL | Finland | No |
| TU ry | Finland | No |
| TEK | Finland | No |
| FGMM-CFDT | France | Yes |
| CGT | France | No |
| FO Defense | France | No |
| FNTE-CGT | France | No |
| FOM (FO Metaux) | France | Yes |
| FEAE-CFDT | France | No |
| FM-CFTC | France | Yes |
| IG Metall | Germany | Yes |
| POEM | Greece | No |
| VASAS | Hungary | Yes |
| IIF | Iceland | No |
| SIPTU | Ireland | No |
| FIM-CISL | Italy | Yes (Joint answer) |
| UILM | Italy | |
| FIOM-CGIL | Italy | |
| Independent Trade Union of Metalworkers of Kosova (SPMK) | Kosovo | No |

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|---|-----------------|--|
| OGB-L | Luxembourg | No |
| LCGB | Luxembourg | No |
| SIER | Macedonia | No |
| GWU | Malta | No |
| MTUM | Montenegro | No |
| FNV Bondgenoten | Netherlands | Yes (Joint answer from all Dutch TU's) |
| CNV-Bedrijvenbond | Netherlands | |
| De Unie | Netherlands | |
| VHP-Metalektro | Netherlands | |
| NITO | Norway | Yes |
| Fellesforbundet | Norway | Yes |
| Tekna | Norway | Yes |
| Handel og Kontor | Norway | No |
| NSZZ Solidarnosc | Poland | No |
| OPZZ | Poland | Yes |
| FEQUIMETAL | Portugal | No |
| SIMA | Portugal | No |
| FNS Solidaritatea Metal (SMETAL) | Romania | No |
| FSS Metarom | Romania | No |
| FSLI-Metal | Romania | No |
| GSM Nezavisnost | Serbia | No |
| OZ KOVO | Slovak Republic | Yes |
| SKEI | Slovenia | Yes |
| MCA UGT | Spain | Yes (Joint answer) |
| FTM-ELA | Spain | |
| FM/CC.OO | Spain | |
| USO | Spain | |
| Swedish Association of Graduate Engineers | Sweden | Yes |
| IF Metall | Sweden | Yes |
| Unionen | Sweden | Yes |
| SYNA | Switzerland | No |
| UNIA | Switzerland | Yes |
| Birlesik Metal-IS DISK | Turkey | No |
| Unite (Amicus section) | UK | Yes |
| GMB | UK | No |
| Community | UK | No |
| Unite (TGWU section) | UK | Yes |

Table 1.2: Involvement head of the department the FCD Survey

| Country: | Name of organisation: | Name: | Head of collective bargaining? | How was the head of collective bargaining of your organisation was involved in the answering of this questionnaire? |
|---------------------------------------|--|---|---------------------------------------|---|
| Austria | GMTN | Manfred Anderle | No | there is no separate collective bargaining department within the GMTN, but I am in charge of European coordination of collective bargaining. A long term and founding member of the SWP and the Collective Bargaining Committee of the EMF |
| Belgium | CCMB, ABVV-Metaal, MWB-Fgtb, ACLVB | Nathalie Diesbecq, Frans Biebaut, Benoît Gerits, Kurt Marysse | No | In consultation with the head of collective bargaining of my organisation and also in consultation with the other metal trade unions in Belgium. See list below. |
| Bosnia and Herzegovina | Trade Union of metalworkers of Bosnia and Herzegovina | Amra C | No | The head of collective bargaining was informed about this questionnaire. |
| Bulgaria | TU 'Metalicy' Metalworkers | Reneta Petrova | Yes | The questionnaire was delivered to Mrs Reneta Petrova by the head of the International Department |
| Croatia Republic - Republika Hrvatska | Trade Union of Croatia - SMH (Sindikats metalaca Hrvatske) | Vesna Mlinaric | Yes | Head of the department answered answered the questionnaire by herself. To clarify, as an assistant to the President. I am in charge of tariff policy and collective bargaining. SMH has a small staff in order for me to be a head of department, however I do the maximum to coordinate that work. |
| Czech Republic | OS KOVO | Jaroslav Soucek and Lucie Studnicna | Yes | Involved fully |
| Denmark | CO-industri | Jens Bundvad | No | This answer has been approved by General Secretary Arne Sørensen, CO-industri and CO-industri's member of the EMF collective Bargaining Policy Committee, Vice President Claus Jensen |

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| Denmark | The Danish Society of Engineers, IDA | Lisbeth Andersen | No | By Consultation |
| Finland | Finnish Electrical Workers' Union | Antti Nieminen | No | We do not have any specific head of collective bargaining of our organisation, but I am the responsible officer of the industrial sectors. |
| Finland | Finnish Metalworkers' Union | Kari Hyytiä, Deputy Head of Bargaining Department | No | Head of Department has been fully responsible. |
| FRANCE | FGMM-CFDT | Blandine LANDAS | No | François HONORE, Deputy General Secretary in charge for the coordination of collective bargaining in the FGMM and Patricia BLANCARD, National Secretary in charge for Training, life long learning and qualification was involved in the answering of this questionnaire |
| France | CFTC Métallurgie | Patrick Correa | No | The answer was written with the head of collective bargaining department and the general secretary cabinet. |
| France | FO Métaux | Marie-Josée Millan | No | There's not one person in charge of the all CB except our General Secretary Frédéric Homez, we are several sharing this responsibility according to our sectors. For example, in charge of Machinism, Jewelry, White Collars, Equal opportunities, in these domains I'm at the head of CB. |
| Germany | IG Metall | Kay Ohl | Yes | in co-operation with Rudolf Welzmüller (member of the EMB CBC) |
| Hungary | Hungarian Metalworkers' Federation (VASAS) | HÓDI, Zoltan | Yes | Mr Hódi gave the answers to all questions.(The questionnaire was translated into Hungarian, Mr Hódi answered the questions in Hungarian,then the answers he provided were translated into English.) |
| italia | fim cgil, fim cisl, uilm uil | marcelli maurizio | No | meeting |
| Norway | Fellesforbundet | Ander Skattkjæt | Yes | We arranged a meeting with the Secretary(Officer)responsible for this Collective Agreement and we made a joint reply to the questiones. |
| Norway | NITO | Lasse Breen | Yes | I do it myself. |
| Norway | Tekna | David Mannes | No | She is consulted |
| Norway | Norwegian Union of Commercial and Office Employees | Margit Glomm | Yes | See 2.5 |

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|-----------------|--|----------------------------------|-----|---|
| Poland | Federacja Z. Zawodowych Metalowcy | Romuald Wojtkowiak | Yes | The head of collective bargaining of our organisation has a control over realization of trainings, seminars, workshops. We choose the topics dependant on request of members of trade union. |
| Slovakia | OZ KOVO | Stanislav Tarnovsky | No | the answers are result of discussion |
| Slovenia | SKEI | Lidija Jerkic (Bogdan Ivanovich) | Yes | The head of collective bargaining was involved as president of organization and as the head of common bargaining group of branch trade unions in Slovenia. But only SKEI is member of EMF. |
| SPAIN | FM CC.OO., MCA UGT, ELA, USO | Antonio CAMACHO | No | His responsibility is to make our criteria about all collective bargaining metal sector and to negotiate, directly, two national wage agreements. We have 52 provincials agreements and thousands factories' wage agreements. |
| Sweden | Unionen | Kennet Morin | No | AS in 3.2 below we would like to clarify that this is a joint answer from Sweden and the three trade unions Unionen, IF Metall and Sveriges Ingenjörer. The process has been to discuss the questions internally at each trade union and then discussed them together at a joint meeting with the three trade unions where the respective presidents and heads of collective bargaining participated. |
| Switzerland | Unia | Pascal Pfister | No | The responsible persons for the collective agreements of Unia in the industry sector were questioned by Pascal Pfister. |
| The Netherlands | FNV Bondgenoten, CNV Bedrijvenbond, De Unie, VHP | Jacqie van Stigt | No | I'm mandated by my negotiator of the metal sector and I'm part of the negotiation delegation. |
| UK & Ireland | UNITE the Union | Jonathan Hayward | No | Because of the fragmented nature of the UK's collective bargaining system, UNITE does not have a 'Collective Bargaining Unit' and therefore there is no head. Collective bargaining is carried out by national officers (who have special responsibility for a sector or industry), regional officers or Shop Stewards at the company level. |

Table 1.3: Why was the First Common Demand not raised?

| Country: | Name of organisation: | Describe the main reasons why the First Common Demand was not raised: |
|---------------------------------------|---|--|
| Austria | GMTN | |
| Belgium | CCMB, ABVV-Metaal, MWB-Fgtb, ACLVB | |
| Bosnia and Herzegovina | Trade Union of metalworkers of Bosnia and Herzegovina | We are country with a lot of social, financial and other tips of problems like these, but we will care about this in the future as soon as possible. |
| Bulgaria | TU 'Metalicy' | |
| Croatia Republic - Republika Hrvatska | Union of Croatia - SMH (Sindikat metalaca Hrvatske) | |
| Czech Republic | OS KOVO | |
| Denmark | CO-industri | |
| Denmark | The Danish Society of Engineers, IDA | |
| Finland | Finnish Electrical Workers' Union | |
| Finland | Finnish Metalworkers' Union | |
| FRANCE | FGMM-CFDT | |
| France | CFTC Métallurgie | |
| France | FO Métaux | |
| Germany | IG Metall | |
| Hungary | Hungarian Metalworkers' Federation (VASAS) | |
| Italia | fiom cgil, fim cisl, uilm uil | |
| Norway | Fellesforbundet | |
| Norway | NITO | |
| Norway | Tekna | Tekna became a member after the First Common Demand was raised |
| Norway | Norwegian Union of Commercial and Office Employees | This demand was never raised by our members. We do have certain rights in connection with individual formal training. |
| Poland | Federacja Z. Zawodowych Metalowcy | |
| Slovakia | OZ KOVO | |
| Slovenia | SKEI | |
| SPAIN | FM CC.OO., MCA UGT, ELA, USO | |
| Sweden | Unionen | |
| Switzerland | Unia | As the First Common Demand was raised after our agreements have been concluded already. |

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| The Netherlands | FNV Bondgenoten, CNV Bedrijvenbond, De Unie, VHP | |
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Table 1.4: How did you ensure that the objective of the First Common Demand was integrated in your organisation?

| Country: | Name of organisation: | How did you ensure that the objective of the First Common Demand was integrated in your organisation? |
|---------------------------------------|---|---|
| Austria | GMTN | Paid training leave always a key trade union issue, was then introduced in collective bargaining rounds first in the electricity supplier sector, then in the metal sector. |
| Belgium | CCMB, ABVV-Metaal, MWB-Fgtb, ACLVB | We did raise the first common demand through collective bargaining at sector level, and this together with the other trade unions mentioned in the survey. It is customary to formulate common requirements, together with all metal unions. |
| Bosnia and Herzegovina | Trade Union of metalworkers of Bosnia and Herzegovina | |
| Bulgaria | TU 'Metalicy' Metalworkers | In the Collective labour agreement at branch level and in all collective agreements at company level it was agreed with the employers 1. to be worked out an annual training programme 2. to be ensured by the employer financial resources for requalification of the employees 3. financing for vocational training aimed at professional growth 4. financing for specific forms of training /foreign languages, computer skills/ |
| Croatia Republic - Republika Hrvatska | Trade Union of Croatia - SMH (Sindikat metalaca Hrvatske) | |
| Czech Republic | OS KOVO | Promotion, publication of the First Common Demand as Common European EMF demand in: - our OS KOVO Trade union weekly Kovák - Metodological support document for OS KOVO collective bargaining/negotiators (all OS KOVO company organisations received this document) - in the national-wide OS KOVO campaign on collective bargaining 2008 - in the OS KOVO document approved by all OS KOVO bodies - intranet, web-side |
| Denmark | CO-industri | The first common demand fit into an ongoing discussion on the necessity to improve the existing training clauses of our collective agreement. Thus the demand for improvements of the training clauses had been raised from both workplaces and local general assemblies in the springtime of 2006. Besides this a series of local meetings especially on training was held prior to the collective bargaining round. Also in the regional meetings preparing the bargaining round, the issue of training was an important element. |

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| Denmark | The Danish Society of Engineers, IDA | By information of the relevant colleagues in IDA |
| Finland | Finnish Electrical Workers' Union | There are regulations in the collective agreement about the training of shop stewards. According to the collective agreement, the employer compensates the direct costs that come from the vocational training, and the loss of incomes of the permanent working time. |
| Finland | Finnish Metalworkers' Union | |
| FRANCE | FGMM-CFDT | The individual right to training was already a part of our own demands. We participated actively in the elaboration of this first common demand. After the adoption of it, this European demand was integrated so naturally and relieved by the negotiators. |
| France | CFTC Métallurgie | The first common demand was raised jointly by all the french affiliates. The demand was raised in CFTC Métallurgie executive committee and the publicity was made in our newspaper and our website (the first common demand logo was put in our website frontpage during 3 months, then put in our collective bargaining and european website sections). A letter was sent to all the CFTC Métallurgie trade unions (focusing our 2 demands) with the copy of the material given by the EMF secretariat. |
| France | FO Métaux | As it was an interpro agreement in 2003, the training responsible in our confédération ensures the agreement objectives. As we had a branch agreement in May 2004, our responsible does like all unionist, either elected or mandated in our enterprises, through the instances... |
| Germany | IG Metall | Information and discussion among all political secretaries (responsible for collective bargaining) of the seven IG Metall-Regions (Bezirke) * topic at our collective bargaining Conference 2005 * articles in IG-Metall news-papers *topic at our meetings of transnational trade union networks * presentation of our common demand by a representative of the EMF at the first negotiation round in North-Rhine-Westfalia |
| Hungary | Hungarian Metalworkers' Federation (VASAS) | |
| italia | fiom cgil, fim cisl, uilm uil | |
| Norway | Fellesforbundet | Since 1995, all the LO Unions has been working for the right to Lifelong Learning together with the TUC,- a Joint Action Plan was made out that contained all the Elements of the First Common Demand. It has been an issue ever since. |
| Norway | NITO | Discussed with the shop stewards in our local groups /company level and agreement in the central responsible committee of NITO: |
| Norway | Tekna | |

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| Norway | Norwegian Union of Commercial and Office Employees | |
| Poland | Federacja Zawodowych Metalowcy | Through trainings, seminars, workshops. |
| Slovakia | OZ KOVO | cooperation |
| Slovenia | SKEI | With special resolution adopted at SKEI congress in 2006 |
| SPAIN | FM CC.OO., MCA UGT, ELA, USO | Including in our demands to life long learning for all workforces |
| Sweden | Unionen | Through information and discussions with local trade union representatives prior to setting our demands for the collective bargaining. The three trade unions had the exact same demands. |
| Switzerland | Unia | |
| The Netherlands | FNV Bondgenoten, CNV Bedrijvenbond, De Unie, VHP | as employability and life long learning are already accepted and important issues for years in our policy, acceptance of the specific EMF demand (5 days of training as an individual right) was not difficult. We organized an interview with Bart Samyn as well in our member magazine |
| UK & Ireland | UNITE the Union | |

Table 1.5: Which elements of the First Common Demand have you raised/demanded so far (other items)

| Country: | Name of organisation: | Other Items: |
|---------------------------------------|--|--|
| Austria | GMTN | |
| Belgium | CCMB, ABVV-Metaal, MWB-Fgtb, ACLVB | A financial contribution of 0.10% of gross wage to be devoted to training efforts through training funds and institutions. This special and separately collected contribution of 0,1 % is payed by all employers of the sector, automatically via the social security system. So this is not something voluntary for the employers. |
| Bosnia and Herzegovina | Trade Union of metalworkers of Bosnia and Herzegovina | |
| Bulgaria | TU 'Metalicy' | |
| Croatia Republic - Republika Hrvatska | Metalworkers Trade Union of Croatia - SMH (Sindikat metalaca Hrvatske) | Our additional demands towards the employers were the following: 1. Time off from work, with wage compensation, for the purposes of obligatory education, for attending courses and 2-3 days before each examination for primary education, secondary education and the faculty. 2. Foreign languages learning, specialized courses and other skills: - time off from work in the duration of at least 7 days or depending on the majority of trainees who are currently in the education system: 3.Payment by the employer and scholarships to individuals from companies for certain qualifications. |
| Czech Republic | OS KOVO | |
| Denmark | CO-industri | We also raised the demand that elements of the right to training should only be for organised trade union members. This was unsuccessful |
| Denmark | The Danish Society of Engineers, IDA | |
| Finland | Finnish Electrical Workers' Union | |
| Finland | Finnish Metalworkers' Union | |
| FRANCE | FGMM-CFDT | |
| France | CFTC Métallurgie | 5 days of annual training for the workers |
| France | FO Métaux | In France, every worker has 20 hours per year starting in the metal branch in 2004, giving 120 hours credit, few used up to now but transferable in agreement at the moment... |
| Germany | IG Metall | |
| Hungary | Hungarian Metalworkers' Federation (VASAS) | |

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| Italia | fiom cgil, fim cisl, uilm uil | |
| Norway | Fellesforbundet | |
| Norway | NITO | |
| Norway | Tekna | |
| Norway | Norwegian Union of Commercial and Office Employees | |
| Poland | Federacja Z. Zawodowych Metalowcy | |
| Slovakia | OZ KOVO | |
| Slovenia | SKEI | |
| SPAIN | FM CC.OO., MCA UGT, ELA, USO | |
| Sweden | Unionen | *Wage system/wage structure shall be designed to support a development of the workers' competence and work tasks. *A worker shall not be in danger of being made redundant due to lack of qualifications/competence if the employer has neglected to give the worker the necessary training. |
| Switzerland | Unia | |
| The Netherlands | FNV Bondgenoten, CNV Bedrijvenbond, De Unie, VHP | an annual plan of training and voactional training (sometimes partly) free of cost were already achieved in the past |

1.6: Which elements of the First Common Demand have you achieved so far? (Other items)

| Country: | Name of your organisation: | Other items: |
|---------------------------------------|---|---|
| Austria | GMTN | One week paid training leave for preparation purposes ahead of graduation examinations, unpaid training leave up to two weeks (CA metalindustry), entitlement to paid training leave up to 3/5 of their normal weekly working hours since 1.1.2008, from 1.1.2010 to 4/5 of their normal weekly working hours and from 1.1.2012 5/5 of their weekly working hours (CA electrical and electronics industry) |
| Belgium | CCMB, ABVV-Metaal, MWB-Fgtb, ACLVB | |
| Bosnia and Herzegovina | Trade Union of metalworkers of Bosnia and Herzegovina | |
| Bulgaria | TU 'Metalicy' | |
| Croatia Republic - Republika Hrvatska | Metalworkers Trade Union of Croatia - SMH (Sindikats metalaca Hrvatske) | In other issues that I indicated, we partly managed to agree days off and the need and obligation in terms of education. There have been some results, however they depend on the size of company and on the employer. The size of the company always presumes the seriousness of the manager in the field of human resources. Small companies are not dealing with this, and this is where the problem will be in the forthcoming period. Due to the lack of certain qualifications, employers often agree everything with education and training centers. |
| Czech Republic | OS KOVO | |
| Denmark | CO-industri | The answers to this question only reflect what was achieved in the 2007 bargaining round. A number of other elements in the list above were already achieved in prior bargaining rounds: Annual training plan, Trade union involvement, Training as a right in case of dismissals and restructuring. Also the concept of individual lifelong learning is deeply ingrained in the Danish labour market |
| Denmark | The Danish Society of Engineers, IDA | No specifically agreements, only 'statements of intention' |

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| Finland | Finnish Electrical Workers' Union | |
| Finland | Finnish Metalworkers' Union | Vocational training: Coll.agreement enables a vocational qualification by practical demonstration of skills and employer grants a stipend if needed. Trade union involvement: annual agreements on rtrade union training measures by union and employer Training as a right: training rights by coll. agreement for shop stewards and H&S reps plus various company level agreements on training |
| FRANCE | FGMM-CFDT | |
| France | CFTC Métallurgie | |
| France | FO Métaux | Up to 2006, the credit of 60 hours was not used very much : 1,3 % in 2005, 3,6 % in 2006. No more recent figures for the 120 hours possible in 2009, but agreements on discusion to use this right for precarious workers, part time unemployed due to the critical context and the crisis. |
| Germany | IG Metall | |
| Hungary | Hungarian Metalworkers' Federation (VASAS) | |
| italia | fiom cgil, fim cisl, uilm uil | |
| Norway | Fellesforbundet | |
| Norway | NITO | |
| Norway | Tekna | |
| Norway | Norwegian Union of Commercial and Office Employees | Educational funds have been set up under two of our collective agreements. Our union is closely involved in the systems of formal education within our agreement area. |
| Poland | Federacja Z. Zawodowych Metalowcy | |
| Slovakia | OZ KOVO | |
| Slovenia | SKEI | |

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| SPAIN | FM CC.OO., MCA UGT, ELA, USO | |
| Sweden | Unionen | See also separate e-mail to Rene Johansen. *Agreement was made in cross industrial sectors for a common working group too look and try to find systems to get long term sick people back to the workplace. *The Parties shall also look closer at a system for validation of occupational competence. *The Parties shall also look for securing the need for competence in the future (Company and The Employees). |
| Switzerland | Unia | |
| The Netherlands | FNV Bondgenoten, CNV Bedrijvenbond, De Unie, VHP | we achieved one day of training as an individual right in 2009 and 2 days in 2010. |

Table 1.7.1: Results on training issues 2005 EUCOBAN report

| | |
|------------------------|--|
| Austria | Not negotiated |
| Belgium | <ul style="list-style-type: none"> - Maintaining contribution of 0,1% for training of specific groups (e.g;. long-term unemployed, unskilled, immigrants, youngsters....) - Maintaining the existing training efforts at company level: 0,9% of total working hours of blue-collar workers should be spent on vocational training. If no efforts are to be seen , no financial sectoral support - New: 0,1% contribution for regional training facilities |
| Croatia | Not negotiated |
| Cyprus | Not negotiated |
| Czech Republic | Not negotiated |
| Denmark | Collective agreement 2004 still valid; no changes |
| France | National collective agreement 2004 still valid; no changes |
| Finland | Not negotiated |
| Germany | Collective agreement 2004 still valid; no changes |
| Hungary | Not negotiated |
| Italy | Not negotiated |
| Netherlands | <ul style="list-style-type: none"> - 0.45% of the wage sum for 2005, 0.45% in 2006 and 0.4% in 2007 and 0.2 for the first 3 months in 2008 for employment and training fund. - Employability: developing best practices - Extra employment for youngsters: 200 unemployed youngsters per year can obtain training. - Recognition of Gained Competences: employers can get 750€ per employee under this project. |
| Norway | Not negotiated |
| Poland | Not negotiated |
| Slovak Republic | Not negotiated |
| Slovenia | Employer cannot terminate job contract for economic reasons or reason of incapacity if the employer did not to provide training according to work needs. |
| Spain | Not negotiated |
| Sweden | Collective agreement 2004 still valid; no changes |
| Switzerland | Not negotiated |

Table 1.7.2 Results on training issues 2006 EUCOBAN report

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|------------------------|---|
| Austria | <ul style="list-style-type: none"> - Electrical and electronics industries: Breakthrough for educational leave for all workers/employees ! For 2006 and 2007 annual educational leave of two paid working days; gradual extension to a full week off for educational purpose foreseen. - Temporary Agency Workers: The social partners agreed on educational leave for temporary workers in caring professions in hospitals for a maximum of 8 hours per year on the basis of a at least 4 month employment with the hiring out agency. Continuation of work within the bilateral working group on a common cross company educational fund for temporary agency workers. |
| Belgium | <ul style="list-style-type: none"> - Maintaining contribution of 0,1% for training of specific groups (e.g.: long-term unemployed, unskilled, immigrants, youngsters...) - Maintaining the existing training efforts at company level: 0,9% of total working hours of blue-collar workers should be spent on vocational training. If no efforts are to be seen , no financial sectoral support - New: 0,1% contribution for regional training facilities |
| Croatia | Not negotiated |
| Czech Republic | Implementation of the EMF common demand in reduced scope |
| Denmark | Collective agreement 2004 still valid; no changes |
| France | National collective agreement 2004 still valid; no changes |
| Germany | <p>An agreement has been concluded which is pretty similar to the already existing collective agreement valid for the region of Baden-Württemberg (South-West of Germany).Main contents:</p> <ul style="list-style-type: none"> - Right of each employee to an annual consultation about his individual need for training and about appropriate measures to meet that need. - Companies are obliged to give an annual training report and to develop an annual training concept, containing the training measures planned, and to discuss it with the works council - Costs and time off for training: Generally speaking, all measures which are supposed to maintain or to enhance the skills needed at the work-place are completely financed by the company. Training and further education for personal purposes have to be paid by the employee but can be supported by the company. |
| Greece | Not negotiated |
| Hungary | Not negotiated |
| Italy | A lot of hours for training and education of the young workers in the new National Collective Agreement for Apprenticeship |
| Ireland | If workers get a week off for training in a year this would be worth 2% to them |
| Netherlands | <ul style="list-style-type: none"> - 0.45% of the wage sum for 2005, 0.45% in 2006 and 0.4% in 2007 and 0.2 for the first 3 months in 2008 for employment and training fund. - Employability: developing best practices - Extra employment for youngsters: 200 unemployed youngsters per year can obtain training. - Recognition of Gained Competences: employers can get 750€ per employee under this project. |
| Norway | Every worker has the right to have their competence documented |
| Slovak Republic | Employers agreed on global commitment to get free time for lifelong learning, the concrete agreements have to be agreed on company level |
| Slovenia | Not negotiated |
| Sweden | No changes (Collective agreement still valid) |
| Switzerland | Not negotiated |

Table 1.7.3 Results on training issues 2007 EUCOBAN report

| Country | Organi-sation(s) | National/Se-ctor/Compa-ny | Results |
|----------------|---|----------------------------------|--|
| Austria | GMTN | Electrical and electronics | None |
| Austria | GMTN | Metalworking and Mining | None |
| Austria | GMTN | Metalworking Crafts | None |
| Austria | GMTN | Temporary Workers | Obligation for employers to offer further training facilities should have a positive impact on employability as well as on the length of assignment of hired out workers in individual user companies. If temporary employment agencies fail to provide the requested training measures themselves, they have to pay into a specially created fund for further training measures. Result in the framework of the first Common European Demand Requested minimum amount for training measures: Employers will be obliged to pay 2,20€ for each person currently in full-time employment; the minimum contribution in the case of part-time employment of up to 20 hours per week is 1,10€. |
| | | | All real costs arising for further training measures, as well as 50% of the gross income, falling due during the training measure, are eligible to be taken into account as requested expenditure for further training. If creditable costs for projected training measures fall below the required minimum expenditure, the deficient amount for each calendar year has to be transferred to a specially created and jointly administered fund by 31 January of the following year. Promotion of training activities by the fund As from calendar year 2008 the fund is entitled to support training activities of individual companies or provide own training facilities in accordance with the money it receives. |
| Belgium | CCMB, ABVV Metaal, ACLVB/CGS LB and MWB | National | An increase in respect of the training efforts: 0,9 % of the hours worked (at company level) is spent on training. This will increased by 0,15 % each year, thus providing a training effort of 1,05 % in 2007 and 1,2 % in 2008. From 2008 on, each blue-collar worker will have an individual training curriculum vitae. Each company with 50 employees has to make a training plan each year and discuss this with union representatives in the company. |
| Croatia | SMH | National | No result |
| Cyprus | OVIK-SEK | National | No demand / No result |

| | | | |
|-----------------------|---|---------------------|---|
| Czech Republic | OS KOVO | Aircraft production | Employer prepares vocational training and education plans, including content and timeframe, for the respective groups of employees. These plans are discussed with the trade union. The intention is to allow employees to improve in areas corresponding to the employer's needs and goals but also to let the employee improve in other areas in order to increase his/her employability. |
| Czech Republic | OS KOVO | Electrotechnical | No demand / No result |
| Czech Republic | OS KOVO | Foundries | No demand / No result |
| Denmark | CO-Industri | National | Right to 2 weeks vocational training with full pay per year for training which is not relevant to the employee's current job or to the current employer but is still relevant within manufacturing industry as a whole. A "Competency Fund" is established to finance such training. This fund will be active from 1 April 2009. If the company has more than 100 employees, and providing an educational committee is established, this fund can be established in-house. A company educational committee must be a joint committee and the workers' side will be represented by shop stewards. |
| Finland | Metalli | National | No demand / No result |
| Finland | TU | National | No demand / No result |
| France | CFDT-FGMM, CFE-CGC, CFTC, FOM and FTM-CGT | Selected companies | None |
| Germany | IG Metall | National | None |
| Hungary | VASAS | National | None |
| Italy | FIOM-CGIL, FIM-CISL, UILM | National | Still negotiating |
| Ireland | SIPTU | National | No percentage value. Agreement reached on workplace learning and upskilling - no percentage value |
| Malta | GWU | National | No demand |
| Netherlands | CNV Bedrijven Bond, FNV Bondgenoten, De Unie, VHP | National | For years we try to abolish the youth scales |

| | | | |
|------------------------|---|---------------------------------------|--|
| Norway | Fellesforbundet | National | No demand / No result |
| Norway | NITO | National | Members have the right to a yearly meeting with his/her leader concerning training needs and how to meet them. All kind of training concerning maintenance and development of necessary competence shall be paid by the company. The companies are learning areas. The competence the members achieve by working there shall be documented when leaving the company. |
| Norway | Tekna | National | Members have the right to an individual training plan. The training is paid by the company. The company shall evaluate the training each year. |
| Portugal | Fiequimetal | National | No demand / No result |
| Slovak Republic | OZ KOVO | Electrotechnical industry | None |
| Slovak Republic | OZ KOVO | Metallurgy | None |
| Slovak Republic | OZ KOVO | Engineering sector | Days off but without pay compensation. |
| Slovak Republic | OZ KOVO | IS Divident | None |
| Slovenia | SKEI | National | None |
| Spain | MCA-UGT | Selected companies | Mechanisms have been set up in the signed agreements that will enable the workers' representatives to be involved more in all issues relating to training, including continuing education and training, and the establishment of Joint Committees for Training which handle all aspects of training of workers in the company. |
| Sweden | Swedish association of graduate engineers | National | None |
| Sweden | SIF | National | None |
| Sweden | IF Metall | National | Agreement was reached in the cross-industrial sector for a common working group for the purpose of securing the need for competence in the future via a better education system for young people. The parties to the agreement shall also look closer at a system for validation of occupational competence. They shall also try to find systems to help the long-term sick return to the workplace. |
| Switzerland | Unia | Mechanical and electrical engineering | Training leave minimum 3 working days |
| Switzerland | Unia | Watch and microtechnical | None |

Table 1.7.4 Results on training issues 2008 EUCOBAN report

| Country: | Organisation: | Sector: | Please describe the results on 'Training' briefly: |
|------------------------|--|--|---|
| Austria | GMTN | Metalworking Industry | One week of paid training leave for preparation purposes ahead of exams |
| Austria | GMTN | Electro and Electronics industry | NI |
| Austria | GMTN | Hiring out of labour sector (temporary agency workers) | Temporary agency workers in health care and nursing occupations will be entitled to training measures after 3 months' employment instead of the current 4 months. |
| Austria | GMTN | Metalworking Small Craft | NI |
| Belgium | CCMB, ABBV Metal, ACLVB - CGSLB, MWB | National | NI |
| Bosnia and Herzegovina | Sindikata Metalaca Bosne I Hercogovine | National | NI |
| Bulgaria | NF "Metallurgy"CL"Podkr epa" | National | NI |
| Bulgaria | TU 'Metalicy' | National | NI |
| Croatia | Metalworkers' Union of Croatia - SMH | National | NI |
| Czech Republic | OS Kovo | Electrotechnical industry | NI |
| Czech Republic | OS KOVO | Aerospace industry | NI |
| Czech Republic | OS KOVO | Metallurgy | NI |
| Denmark | CO-Industri | National | NI |
| Denmark | The Danish Society of Engineers, IDA | National | NI |
| Finland | Finnish Electrical Workers' Union | National | NI |
| Finland | Metalli | Metal | NI |

Table 1.8: In what ways have you dealt with the FCD? (Other ways)

| Country: | Organisation: | Other ways: |
|-------------------------------------|--|--|
| Austria | GMTN | |
| Belgium | CCMB, ABVV-Metaal, MWB-Fgtb, ACLVB | We did several campaigns on this matter, although they're may be small differences between the trade unions. We also introduced a "training and vocational training CURRICULUM VITAE", which offers the possibility to show to other possible employers what are the skills of an employee. (Blue collar worker) |
| Bosnia and Herzegovina | Trade Union of metalworkers of Bosnia and Herzegovina | |
| Bulgaria | TU 'Metalicy' Metalworkers | |
| Croatia Republic Republika Hrvatska | Trade Union of Croatia - SMH (Sindikatski metalaca Hrvatske) | |
| Czech Republic | OS KOVO | In Labour Code we achieved to include individual right to training for all employees amounting 5 days a year paid by the employers. |
| Denmark | CO-industri | |
| Denmark | The Danish Society of Engineers, IDA | Negotiation at company level. IDA has no central collective agreements in the private sector. |
| Finland | Finnish Electrical Workers' Union | |
| Finland | Finnish Metalworkers' Union | The question has been raised in common fora and working groups and both bargaining parties consider it to be of essential importance. |
| FRANCE | FGMM-CFDT | |

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|-----------------|---|---|
| France | CFTC Métallurgie | |
| France | FO Métaux | In enterprise agreements to obtain better conditions than the law or the branch when possible. |
| Germany | IG Metall | |
| Hungary | Hungarian Metalworkers' Federation (VASAS) | |
| Italia | fim cgil, fim cisl, uilm uil | |
| Norway | Fellesforbundet | 'The Main Agreement'- Cross Sector Agreement with TUC and National Federation of Employers |
| Norway | NITO | The result of our demand assumes that the activities take place on the company level and carried out by the shop stewards in cooperation with the management of the company |
| Norway | Tekna | |
| Norway | Norwegian Union of Commercial and Office Emploees | |
| Poland | Federacja Z. Zawodowych Metalowcy | |
| Slovakia | OZ KOVO | |
| Slovenia | SKEI | Social dialogue at company level and annual training plan. |
| SPAIN | FM CC.OO., MCA UGT, ELA, USO | |
| Sweden | Unionen | |
| Switzerland | Unia | |
| The Netherlands | FNV Bondgenoten, CNV Bedrijvenbond, De Unie, VHP | training as a individual right is a part of our general policy |

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| UK & Ireland | UNITE the Union | |
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**Table 1.9: Working with the first common demand
How did the use of the following tools show that? (Logo)**

| Country: | Name of organisation: | Logo: |
|---------------------------------------|---|---|
| Austria | GMTN | |
| Belgium | CCMB, ABVV-Metaal, MWB-Fgtb, ACLVB | We introduced the logo in our trade unions documents and websites. |
| Bosnia and Herzegovina | Trade Union of metalworkers of Bosnia and Herzegovina | |
| Bulgaria | TU 'Metalicy' | |
| Croatia Republic - Republika Hrvatska | Metalworkers Trade Union of Croatia - SMH (Sindikata metalaca Hrvatske) | |
| Czech Republic | OS KOVO | Used in the campaign, methodological support document, Kovák, web-side, intranet. |
| Denmark | CO-industri | The logo was not used |
| Denmark | The Danish Society of Engineers, IDA | no |
| Finland | Finnish Electrical Workers' Union | |
| Finland | Finnish Metalworkers' Union | |
| FRANCE | FGMM-CFDT | Yes on all documents which was used during the campaign and after |
| France | CFTC Métallurgie | Website, Newspaper, bulletin, letter to trade unions |
| France | FO Métaux | |
| Germany | IG Metall | we distributed the logo as a sticker |
| Hungary | Hungarian Metalworkers' Federation (VASAS) | yes |
| italia | fiom cgil, fim cisl, uilm uil | no |
| Norway | Fellesforbundet | X |
| Norway | NITO | |

| | | |
|-----------------|--|--|
| Norway | Tekna | |
| Norway | Norwegian Union of Commercial and Office Employees | |
| Poland | Federacja Z. Zawodowych Metalowcy | We don't have |
| Slovakia | OZ KOVO | |
| Slovenia | SKEI | Yes |
| SPAIN | FM CC.OO., MCA UGT, ELA, USO | |
| Sweden | Unionen | The logo has not been used on bargaining material or on the website. |
| Switzerland | Unia | |
| The Netherlands | FNV Bondgenoten, CNV Bedrijvenbond, De Unie, VHP | |
| UK & Ireland | UNITE the Union | it was on information distributed to officials |

**Table 1.10: Working with the first common demand
How did the use of the following tools show that? (Website)**

| Country: | Name of organisation: | Website: |
|---------------------------------------|--|--|
| Austria | GMTN | |
| Belgium | CCMB, ABVV-Metaal, MWB-Fgtb, ACLVB | |
| Bosnia and Herzegovina | Trade Union of metalworkers of Bosnia and Herzegovina | |
| Bulgaria | TU 'Metalicy' | in our website /www.metalicy-bg.com/ there is a link to the website of the EMF |
| Croatia Republic - Republika Hrvatska | Metalworkers Trade Union of Croatia - SMH (Sindikat metalaca Hrvatske) | SMH has a link to EMF, so the visitors of our web page are connected to EMF. |
| Czech Republic | OS KOVO | |
| Denmark | CO-industri | The website was not used |
| Denmark | The Danish Society of Engineers, IDA | no |
| Finland | Finnish Electrical Workers' Union | www.sahkoliitto.fi |
| Finland | Finnish Metalworkers' Union | Partly |
| FRANCE | FGMM-CFDT | Yes (see Logo) |
| France | CFTC Métallurgie | The link was created in our website |
| France | FO Métaux | |
| Germany | IG Metall | in explaining our demand for training we made clear that this was part of a coordinated common demand of the EMF |
| Hungary | Hungarian Metalworkers' Federation (VASAS) | no |
| italia | fim cgil, fim cisl, uilm uil | no |
| Norway | Fellesforbundet | X - For information |
| Norway | NITO | NITOs website. |
| Norway | Tekna | |
| Norway | Norwegian Union of Commercial and Office Employees | |
| Poland | Federacja Z. Zawodowych Metalowcy | www.federacja-metalowcy.org.pl |
| Slovakia | OZ KOVO | yes |
| Slovenia | SKEI | Yes |

| | | |
|-----------------|--|--|
| SPAIN | FM CC.OO., MCA UGT, ELA, USO | |
| Sweden | Unionen | The trade unions have not had a link to the EMF website. |
| Switzerland | Unia | |
| The Netherlands | FNV Bondgenoten, CNV Bedrijvenbond, De Unie, VHP | |
| UK & Ireland | UNITE the Union | |

**Table 1.11: Working with the first common demand
How did the use of the following tools show that? (Resolution)**

| Country: | Name of organisation: | Resolution 2005 Rome conference: |
|---------------------------------------|--|---|
| Austria | GMTN | |
| Belgium | CCMB, ABVV-Metaal, MWB-Fgtb, ACLVB | |
| Bosnia and Herzegovina | Trade Union of metalworkers of Bosnia and Herzegovina | |
| Bulgaria | TU 'Metalicy' | we have disseminated the resolution to all our trade union structures |
| Croatia Republic - Republika Hrvatska | Metalworkers Trade Union of Croatia - SMH (Sindikat metalaca Hrvatske) | Rome Conference resolutions were distributed within the Report to all members of our Main Committee, the highest decision making body between the congresses, and it was published in the 'Sindikalna Akcija', trade union newsletter of our umbrella organization UATUC. |
| Czech Republic | OS KOVO | YES |
| Denmark | CO-industri | The resolution from the Rome conference was reported in the CO-industri magazine and mentioned several times at the CO-industri Central Board as well as in other internal meetings for shop stewards and educational responsables |
| Denmark | The Danish Society of Engineers, IDA | no |
| Finland | Finnish Electrical Workers' Union | |
| Finland | Finnish Metalworkers' Union | Yes |
| FRANCE | FGMM-CFDT | Yes for the presentation of the first common demand |
| France | CFTC Métallurgie | Website, Newspaper, |
| France | FO Métaux | |
| Germany | IG Metall | was distributed among political secretaries |
| Hungary | Hungarian Metalworkers' Federation (VASAS) | the main points were translated into Hungarian |
| italia | fim cgil, fim cisl, uilm uil | yes |
| Norway | Fellesforbundet | X - Strenghtening the argumentation for raising the demand. |
| Norway | NITO | |
| Appendix: | Tekna | |

| | | |
|-----------------|--|--|
| Norway | Norwegian Union of Commercial and Office Employees | |
| Poland | Federacja Z. Zawodowych Metalowcy | no |
| Slovakia | OZ KOVO | yes |
| Slovenia | SKEI | Yes |
| SPAIN | FM CC.OO., MCA UGT, ELA, USO | |
| Sweden | Unionen | The trade unions have distributed the resolution to the decision makers within the respective trade union. |
| Switzerland | Unia | |
| The Netherlands | FNV Bondgenoten, CNV Bedrijvenbond, De Unie, VHP | |
| UK & Ireland | UNITE the Union | |

Appendix:

**Table 1.12: Working with the first common demand
How did the use of the following tools show that? (Other Tools)**

| Country: | Name of your organisation: | Other tools: |
|---------------------------------------|---|--|
| Austria | GMTN | |
| Belgium | CCMB, ABVV-Metaal, MWB-Fgtb, ACLVB | We talked about the common demand in our bilateral training funds. |
| Bosnia and Herzegovina | Trade Union of metalworkers of Bosnia and Herzegovina | |
| Bulgaria | TU 'Metalicy' | |
| Croatia Republic - Republika Hrvatska | Metalworkers Trade Union of Croatia - SMH (Sindikata metalaca Hrvatske) | |
| Czech Republic | OS KOVO | |
| Denmark | CO-industri | Information on the results achieved in the collective bargaining rounds in neighbouring countries. These results were made available through the Eucob@n system |
| Denmark | The Danish Society of Engineers, IDA | no, because the negotiations was at company level. |
| Finland | Finnish Electrical Workers' Union | |
| Finland | Finnish Metalworkers' Union | |
| FRANCE | FGMM-CFDT | |
| France | CFTC Métallurgie | |
| France | FO Métaux | We already have tools with this French new right raised in 2004. This right not enough used we pay attention not to have people lost with different messages but when it's possible we don't hesitate to ensure the people of the importance of such right claimed and/or used in all european countries thanks to EMF coordination. |
| Germany | IG Metall | |
| Hungary | Hungarian Metalworkers' Federation (VASAS) | |
| italia | fiom cgil, fim cisl, uilm uil | |
| Norway | Fellesforbundet | |
| Norway | NITO | |
| Norway | Tekna | |
| Norway | Norwegian Union of Commercial and Office Employees | |
| Poland | Federacja Z. Zawodowych Metalowcy | no |

| | | |
|-----------------|--|---|
| Slovakia | OZ KOVO | |
| Slovenia | SKEI | Trade union resolution |
| SPAIN | FM CC.OO., MCA UGT, ELA, USO | Mainly wage agreement |
| Sweden | Unionen | |
| Switzerland | Unia | |
| The Netherlands | FNV Bondgenoten, CNV Bedrijvenbond, De Unie, VHP | interview with Bart Samyn in our member magazine before making our letter of proposal |
| UK & Ireland | UNITE the Union | |

**Table 1.13: FCD as a European Demand
How did you succeed in showing to the following groups? (Members)**

| Country: | Name Organisation: | Trade Union members: |
|---------------------------------------|--|---|
| Austria | GMTN | information on it on our website |
| Belgium | CCMB, ABVV-Metaal, MWB-Fgtb, ACLVB | Via trade union press and in the respective technical commissions. |
| Bosnia and Herzegovina | Trade Union of metalworkers of Bosnia and Herzegovina | |
| Bulgaria | TU 'Metalicy' | we have made all our members meet with the ideas of the First common demand /we have disseminated copies of the First common demand to all our local structures/ |
| Croatia Republic - Republika Hrvatska | Metalworkers Trade Union of Croatia - SMH (Sindikat metalaca Hrvatske) | Through chief shop stewards who got all the materials. |
| Czech Republic | OS KOVO | Kováč, methodological support document, campaign on CB, CB strategy, web-side, intranet. |
| Denmark | CO-industri | After the closing of the agreement, the fact that training was a common European demand was stressed in regional meetings |
| Denmark | The Danish Society of Engineers, IDA | We did not |
| Finland | Finnish Electrical Workers' Union | we tell the members about our goals, through the links we have towards them |
| Finland | Finnish Metalworkers' Union | At a large scale in trade union courses and seminars and union publications |
| FRANCE | FGMM-CFDT | Yes in our trade-union publications and tools and in our our trade-union meetings |
| France | CFTC Métallurgie | With articles in our Newspaper, bulletin and website. |
| France | FO Métaux | Distributing the EMF materials. |
| Germany | IG Metall | by articles in our trade union media * by logo-stickers |
| Hungary | Hungarian Metalworkers' Federation (VASAS) | We published the the first common demand on the website of the trade union as well as in the monthly paper called VASAS Newsletter. Furthermore we discussed it with our TU officers during trainings and meetings. |
| Italia | fiom cgil, fim cisl, uilm uil | meetings assemblies |
| Norway | Fellesforbundet | Satisfactory |
| Norway | NITO | |

| | | |
|-----------------|--|--|
| Norway | Tekna | |
| Norway | Norwegian Union of Commercial and Office Employees | |
| Poland | Federacja Z. Zawodowych Metalowcy | All information are transfered to individual trade union. |
| Slovakia | OZ KOVO | yes |
| Slovenia | SKEI | Trade union members supported common demand |
| SPAIN | FM CC.OO., MCA UGT, ELA, USO | thousands members are increase its skill |
| Sweden | Unionen | At meetings with a decision mandate information on the common demand has been given. |
| Switzerland | Unia | |
| The Netherlands | FNV Bondgenoten, CNV Bedrijvenbond, De Unie, VHP | see above |
| UK & Ireland | UNITE the Union | Any information distributed highlighted that is it was a European Common Demand |

Table 1.14: FCD as a European Demand
How did you succeed in showing to the following groups? (Employer organisations)

| Country: | Name of organisation: | Employer organisations: |
|---------------------------------------|--|--|
| Austria | GMTN | |
| Belgium | CCMB, ABVV-Metaal, MWB-Fgtb, ACLVB | During collective bargaining rounds in the industrial branches. |
| Bosnia and Herzegovina | Trade Union of metalworkers of Bosnia and Herzegovina | |
| Bulgaria | TU 'Metalicy' | We have made the Bulgarian association of metal industry /BAMI/ meet with the ideas of the First common demand. |
| Croatia Republic - Republika Hrvatska | Metalworkers Trade Union of Croatia - SMH (Sindikat metalaca Hrvatske) | Not directly, apart from the then web page, since the web page was changed somewhat before the IV Congress. |
| Czech Republic | OS KOVO | At collective bargaining round of the sectoral agreements. |
| Denmark | CO-industri | The fact that this was a common European demand played in reality little role in relation to the employers. The success of the demand was founded on the anchoring in the membership and among shop stewards in the enterprises. Had the economic and bargaining situation surrounding the bargaining round been less favourable and the employers raised the issue of competitiveness at the bargaining table, the fact of a common demand would have been a very useful argument |
| Denmark | The Danish Society of Engineers, IDA | |
| Finland | Finnish Electrical Workers' Union | by collective bargaining |
| Finland | Finnish Metalworkers' Union | Has been discussed with the employers and been considered an important issue |
| FRANCE | FGMM-CFDT | Yes in the national collective bargaining meetings at the branch (sectoral) level and in the collective bargaining at the company level |
| France | CFTC Métallurgie | In the letter that sent them with the copy of the Rome resolution. |
| France | FO Métaux | Posting EMF materials in establishments each time it's possible. |
| Germany | IG Metall | by explaining our demand as part of a coordinated EMF-demand * by presenting the demand by a representative of the EMF-secretariat at the first negotiation round |

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| Hungary | Hungarian Metalworkers' Federation (VASAS) | At sectoral level (machinery and metallurgy) we represented and delienated it during the negotiations about the amendments of laws concerning professional training and adult training/education in the Sectoral Dialogue Committee. |
| italia | fiom cgil, fim cisl, uilm uil | |
| Norway | Fellesforbundet | Satisfactory |
| Norway | NITO | |
| Norway | Tekna | |
| Norway | Norwegian Union of Commercial and Office Employees | |
| Poland | Federacja Z. Zawodowych Metalowcy | |
| Slovakia | OZ KOVO | yes |
| Slovenia | SKEI | Employer organizations asked for displacement negotiations after renew labour law and education law. |
| SPAIN | FM CC.OO., MCA UGT, ELA, USO | Both, trade unions and employer organisations take part in the training into the companies |
| Sweden | Unionen | When the trade unions collective bargaining demands where handed over to the employers it was stressed that training was a common demand within the entire EMF family. |
| Switzerland | Unia | |
| The Netherlands | FNV Bondgenoten, CNV Bedrijvenbond, De Unie, VHP | |
| UK & Ireland | UNITE the Union | No negotiations take place with employer organisations |

Table 1.15: FCD as a European Demand

How did you succeed in showing to the following groups? (Employer organisations - Reaction)

| Country: | Name of organisation: | Reaction of the employer organisations: |
|---------------------------------------|---|---|
| Austria | GMTN | one week paid training leave was raised as a first common demand in metalworking industry annual bargaining round in 2006 and rejected fiercely by the employers against the background of apparent lack of qualified labour |
| Belgium | CCMB, ABVV-Metaal, MWB-Fgtb, ACLVB | |
| Bosnia and Herzegovina | Trade Union of metalworkers of Bosnia and Herzegovina | |
| Bulgaria | TU 'Metalicy' | The reaction of the BAMl was positive |
| Croatia Republic - Republika Hrvatska | Metalworkers Trade Union of Croatia - SMH (Sindikata metalaca Hrvatske) | There was no reactions at that time. |
| Czech Republic | OS KOVO | Neutral reactions - they have met with such common European approach for the first time. Vocational training needs are in the Czech Metal industry perceived as very important. |
| Denmark | CO-industri | None |
| Denmark | The Danish Society of Engineers, IDA | |
| Finland | Finnish Electrical Workers' Union | the employer organisations react very negative on everything that cause costs. |
| Finland | Finnish Metalworkers' Union | Discussions are on-going |
| FRANCE | FGMM-CFDT | The fact whether it is an European common demand was an element very dynamic and very well perceived at first with our members. Besides EMF 1st common demand was very useful from a strategic point of view in negotiations and discussions with the employers. 5 days a year as common claiming objective was a support to ask the employers that they about the existing individual right in France of 20 hours a year per employee (cumulable over several years) until concurrence of 5 effective days a year. |
| France | CFTC Métallurgie | No reaction |
| France | FO Métaux | |
| Germany | IG Metall | our employer-organization (GESAMTMETALL) rejected the demand |

| | | |
|-----------------|--|--|
| Hungary | Hungarian Metalworkers' Federation (VASAS) | They supported our suggestions concerning life-long learning, the training of the unemployed, and further development and improvement of the now training system. |
| Italia | fiom cgil, fim cisl, uilm uil | closed in the negotiations |
| Norway | Fellesforbundet | Positiv |
| Norway | NITO | They were not surprised. The employers organisation had heard about it before the start of the negotiations. |
| Norway | Tekna | |
| Norway | Norwegian Union of Commercial and Office Employees | |
| Poland | Federacja Z. Zawodowych Metalowcy | |
| Slovakia | OZ KOVO | |
| Slovenia | SKEI | They agreed that training is very important for competention. |
| SPAIN | FM CC.OO., MCA UGT, ELA, USO | At the begining they were very exceptic, but at then they decided to partcipe together with the trade unions |
| Sweden | Unionen | The demand was treated in the same way as the other demands that the trade unions presented, i.e. there was no particular reaction from the employers to this in particular. |
| Switzerland | Unia | |
| The Netherlands | FNV Bondgenoten, CNV Bedrijvenbond, De Unie, VHP | |
| UK & Ireland | UNITE the Union | N/A |

Table 1.16: FCD as a European Demand
How did you succeed in showing to the following groups? (Stakeholder Training)

| Country: | Name of organisation: | Stakeholders involved in training: |
|---------------------------------------|---|---|
| Austria | GMTN | |
| Belgium | CCMB, ABVV-Metaal, MWB-Fgtb, ACLVB | |
| Bosnia and Herzegovina | Trade Union of metalworkers of Bosnia and Herzegovina | |
| Bulgaria | TU 'Metalicy' | |
| Croatia Republic - Republika Hrvatska | Metalworkers Trade Union of Croatia - SMH (Sindikata metalaca Hrvatske) | Individual employers and mostly high schools and vocational schools, workers. |
| Czech Republic | OS KOVO | No - we do not have such institutions. |
| Denmark | CO-industri | Not discussed |
| Denmark | The Danish Society of Engineers, IDA | |
| Finland | Finnish Electrical Workers' Union | |
| Finland | Finnish Metalworkers' Union | |
| FRANCE | FGMM-CFDT | yes in the metal branch fund (OPCAIM) |
| France | CFTC Métallurgie | |
| France | FO Métaux | It's our confederation responsibility, no information yet. |
| Germany | IG Metall | they backed the demand |
| Hungary | Hungarian Metalworkers' Federation (VASAS) | The Government, local governments (municipalities), economic chambers supported the idea of improving the present system of professional training and the training of the unemployed. The training system should fulfil the requirements of the employers, too. |
| italia | fiom cgil, fim cisl, uilm uil | yes realisation education plans |
| Norway | Fellesforbundet | Positiv |
| Norway | NITO | |
| Norway | Tekna | |

| | | |
|-----------------|--|-----|
| Norway | Norwegian Union of Commercial and Office Employees | |
| Poland | Federacja Z. Zawodowych Metalowcy | |
| Slovakia | OZ KOVO | |
| Slovenia | SKEI | |
| SPAIN | FM CC.OO., MCA UGT, ELA, USO | no |
| Sweden | Unionen | |
| Switzerland | Unia | |
| The Netherlands | FNV Bondgenoten, CNV Bedrijvenbond, De Unie, VHP | |
| UK & Ireland | UNITE the Union | N/A |

Table 1.17: FCD as a European Demand
How did you succeed in showing to the following groups? (general public)

| Country: | Name of your organisation: | General public: |
|---------------------------------------|--|---|
| Austria | GMTN | Leaving through once again our publications, we have to admit that though the vital importance of the demand for paid training leave was underlined, it was not sufficiently pointed out that this is actually a common European demand |
| Belgium | CCMB, ABVV-Metaal, MWB-Fgtb, ACLVB | |
| Bosnia and Herzegovina | Trade Union of metalworkers of Bosnia and Herzegovina | |
| Bulgaria | TU 'Metalicy' | |
| Croatia Republic - Republika Hrvatska | Metalworkers Trade Union of Croatia - SMH (Sindikat metalaca Hrvatske) | |
| Czech Republic | OS KOVO | No negative reactions. |
| Denmark | CO-industri | Not discussed |
| Denmark | The Danish Society of Engineers, IDA | |
| Finland | Finnish Electrical Workers' Union | through our membership bulletin |
| Finland | Finnish Metalworkers' Union | Not visibly enough |
| FRANCE | FGMM-CFDT | Organising a common press conference (FGMM-CFDT, FO Métallurgie, FTM-CGT, Métallurgie CFTC, Métallurgie CGC) in Paris with the participation of the EMF (Bart SAMYN) and press release |
| France | CFTC Métallurgie | |
| France | FO Métaux | Confederation responsibility and action each time it's possible... |
| Germany | IG Metall | the general public supported the demand strongly, some emphasized the importance of this demand and described it as a smart move of the |
| Hungary | Hungarian Metalworkers' Federation (VASAS) | no data |
| Italia | fiom cgil, fim cisl, uilm uil | |
| Norway | Fellesforbundet | Positiv |

| | | |
|-----------------|---|---|
| Norway | NITO | |
| Norway | Tekna | |
| Norway | Norwegian Union of Commercial and Office Employees | |
| Poland | Federacja Z. Zawodowych Metalowcy | |
| Slovakia | OZ KOVO | |
| Slovenia | SKEI | General public supported common demand. |
| SPAIN | FM CC.OO., MCA UGT, ELA, USO | no |
| Sweden | Unionen | |
| Switzerland | Unia | |
| The Netherlands | FNV Bondgenoten, CNV Bedrijvenbond, De Unie, VHP | positive |
| UK & Ireland | UNITE the Union | |

Table 1.18: Which elements of the FCD would you raise again?

| Country: | Name of organisation: | If yes, which elements would you raise again? |
|---------------------------------------|--|---|
| Austria | GMTN | at least 5 days paid training leave for all employees |
| Belgium | CCMB, ABVV-Metaal, MWB-Fgtb, ACLVB | All the elements that have not yet 100% have been achieved. |
| Bosnia and Herzegovina | Trade Union of metalworkers of Bosnia and Herzegovina | |
| Bulgaria | TU 'Metalicy' | vocational training, free of cost for employees, an annual training plan,, trade union involvement at all levels, certification for qualification, training as a right in the event of dismissals and restructuring, individual right to life long learning, at least 5 days of training per year for all employees |
| Croatia Republic - Republika Hrvatska | Metalworkers Trade Union of Croatia - SMH (Sindikat metalaca Hrvatske) | We should always insist on workers rights and encourage them to use them. We would raise all the elements that have not been achieved so far, and with those employers where we have not managed to agree certain rights. However, please take note that SMH bargains only at the company level. |
| Czech Republic | OS KOVO | Individual right to training, vocational training free for employees, annual training plan, training as a right in case of dismissals and restructuring. |
| Denmark | CO-industri | The agreement and the structure established by the 2007 agreement needs adjustments and the payment for the training period can be improved. Also the fund established to finance the right to training will need to have increased payments if the number of requests for training among our members is as we expect. It is also possible that the requirement for advanced level and more expensive training will be higher than expected. In that case we also need to adjust the system |
| Denmark | The Danish Society of Engineers, IDA | It is not decided yet. |
| Finland | Finnish Electrical Workers' Union | training of the shop stewards (it is incomplete)* vocational further training |
| Finland | Finnish Metalworkers' Union | Vocational training, development of qualifications, in the next agreement we will have better introduction in the workplace for young employees and immigrants |

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| FRANCE | FGMM-CFDT | All elements because none of them was fully achieved. For us individual right to training and life long learning is a priority and especially the effective using of this right and the effective access to vocational training for all categories of workers but particularly the less or lowest qualified workars which have no (or less) access to training. |
| France | CFTC Métallurgie | In the collective bargaining agenda with the employers (UIMM) |
| France | FO Métaux | Obtain the 5 days raised by EMF for everybody each year. |
| Germany | IG Metall | |
| Hungary | Hungarian Metalworkers' Federation (VASAS) | For all employees at least a 5-day training should be provided. The professional traning must be free for them. |
| italia | fim cgil, fim cisl, uilm uil | we don't know yet |
| Norway | Fellesforbundet | The same elements but for all Sectors, ref. point 6.5 |
| Norway | NITO | That is not yet decided. |
| Norway | Tekna | We have not yet taken this into consideration. Training is always an important issue for our members. |
| Norway | Norwegian Union of Commercial and Office Employees | That depends upon membership demands. |
| Poland | Federacja Z. Zawodowych Metalowcy | |
| Slovakia | OZ KOVO | Most of the sectoral collective agreements are valid until 31.12.2009. Currently our aim si just to maintain the level of actual obligations, as well as the employment. Due to the economic crisis, we can expect some kind of employers´ discretion in collective bargaining and the restructuring of economic areas, which will show the real needs for professional re-qualification. |
| Slovenia | SKEI | All open questions, prefer at least 5 days of training per year for each employee, certificaton for qualyfications, annual training plan, trade union involvement at all levels (take into acount thath in Slovenia exist 2 collective bargaining levels: branch and company). |
| SPAIN | FM CC.OO., MCA UGT, ELA, USO | the same matters |

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| Sweden | Unionen | *Maybe (but apparently that option is no longer available for this question). It is too early to answer yes or no to this question as our collective bargaining demands will be set this coming autumn. |
| Switzerland | Unia | |
| The Netherlands | FNV Bondgenoten, CNV Bedrijvenbond, De Unie, VHP | to achieve more days |
| UK & Ireland | UNITE the Union | We could still raise the issue with more employers |

Table 1.19: What impact has the process of a second common demand?

| Country: | Name of organisation: | What impact has the process of a Second Common Demand got on your continued work with the First Common Demand? |
|---------------------------------------|---|--|
| Austria | GMTN | If it should be decided that the Second Common Demand should be precarious work then qualification and training will be of crucial importance and demands for paid training leave also integrated in the bargaining agenda for temporary agency workers (so far our CA for the blue-collar temporary agency workers stipulates a jointly financed training fund] |
| Belgium | CCMB, ABVV-Metaal, MWB-Fgtb, ACLVB | Both common demands are related in the long term process of qualifying workers to evade precarious employment. |
| Bosnia and Herzegovina | Trade Union of metalworkers of Bosnia and Herzegovina | |
| Bulgaria | TU 'Metalicy' | We will continue to raise the elements of the First common demand in the collective bargaining process. |
| Croatia Republic - Republika Hrvatska | Metalworkers Trade Union of Croatia - SMH (Sindikata metalaca Hrvatske) | It will definitely have impact, because if the majority workers will have precarious work, than the first demand becomes step by step useless. It is necessary to have a system of any education on the burden of workers and employers (because worker gives apart of his free time, and sometimes even the money) if the majority of workers will have precarious work? Can the employers in such way ensure the stability of economic activity? These and other issues should be continuously raised and discussed as a manner of pressure on the governments and employers. In Croatia 85% of newly employed have concluded an employment contract for some kind of precarious work. These are primarily young workers, however older workers too are not in the enviable position. SMH has always raised and won the right to education and training and total or partial leave from work for those in the educational system. The very Act on Labour in Croatia has stipulated the obligation of both the workers and the employers for education. |
| Czech Republic | OS KOVO | No impact, we would continue with the First demand also. |

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| Denmark | CO-industri | We intend to pursue the first common demand further. This is also underlined by the stress put on the first demand in meetings and discussions after the agreement was signed. Also it is our clear impression that there are still outstanding elements of the system, we established, which needs improvements and adjustments. |
| Denmark | The Danish Society of Engineers, IDA | |
| Finland | Finnish Electrical Workers' Union | -- |
| Finland | Finnish Metalworkers' Union | Useful for gathering experiences for future common demands. |
| FRANCE | FGMM-CFDT | The first common demand stays anyway on the agenda of negotiations at all levels (branch/sectoral and company level). The right and the access to training stay as a claiming priority. The gap between the right and the effective access remains indeed very important. As intermediate objective (which can be reached) we aim at the obtaining of the individual right of 5 days a year for the lowest qualified workers. For us, training (right and access) has very strong relations with employment and anticipating management of employment and competences. All the employees having a level of qualification lower or equal to level 5 are considered priority for the access to the training (volume of 1200 hours of training for 1 year). And so in the second demand we can take in charge the concrete implementation and application of the first common demand particularly for the precarious workers who have no or few access to the training. |

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| France | CFTC Métallurgie | about question 6.3 : it was usefull because it was the firts time that the french metal trade union had a common request to send, ask to the employeurs. And the fact that it was an european strategy helped to make that possible. The main difficulty that we had is that almost what exists in the first common demand already exists in France. So it was impossible for us to achieve the 100% of that demand and the employers where not interested in opening again a negotiation that was made not long time ago. The second difficulty is that there was the 'UIMM scandal' and there was no negociation in the national metal branch for a long time. The very important issue for the CFTC metal is to assure that the individual right to training is really fonctionning and that all the workers are awared of that right and that they can really use it... Question 6.5: as it was a common position of all the french affiliates, the CFTC Métallurgie will continue to ask the improvement of the right to individual training agreement with 2 demands that we asked. |
| France | FO Métaux | Enforce action at supra levels a critical success factor for union action for the future : more common demands we could raise better it is to validate supra action and interest to do so... |
| Germany | IG Metall | IG Metall knows that a continous effort must be made to improve the implentation of the agreement on training at plant level. Therefore, special advices and a detailed manual for shop stewards/works council-members were prepared and given to them. |
| Hungary | Hungarian Metalworkers' Federation (VASAS) | Developing the skills of hired employees by training gives them a good opportunity / chance to become permanent employees. We have some examples of this at certain companies. |
| italia | fiom cgil, fim cisl, uilm uil | no impact |
| Norway | Fellesforbundet | If a Second Demand, - we will still be working on First Common Demand because it has been rooted in the members needs and demands to the organisation to reach further results. |
| Norway | NITO | |
| Norway | Tekna | None |
| Norway | Norwegian Union of Commercial and Office Employees | None |

| | | |
|-----------------|--|---|
| Poland | Federacja Z. Zawodowych Metalowcy | |
| Slovakia | OZ KOVO | All the common activities of trade unions within European Union are really helpful in supporting of common interests of trade unions in the European Union. |
| Slovenia | SKEI | We will continue negotiations with open questions of first common demand and wilstart with negotiations of second common demand. |
| SPAIN | FM CC.OO., MCA UGT, ELA, USO | A huge impact because of the high level of the precarious work existing in Spain |
| Sweden | Unionen | The trade unions ar right now in the process or preparing for the next collective bargaining round in 2010. If the trade unions will make the issue of insecure employment, which within the EMF has been discussed as a probable second command demand, is too early to say as is if the trade unions will push for the first common demand again. We will know the answer to these questions during the autumn in 2009. |
| Switzerland | Unia | |
| The Netherlands | FNV Bondgenoten, CNV Bedrijvenbond, De Unie, VHP | we still keep training as an individual right on the agenda |
| UK & Ireland | UNITE the Union | I think it will be possible to raise a second common demand in conjunction with the first common demand |