



EUROPEAN COMMISSION
Employment, Social Affairs and Inclusion DG
 BUDGET HEADING 04-03-01-05
 Information and training measures for workers' organisations

Reinforce the Social Dialogue and Collective Bargaining, at sectoral and company level, for a continuous improvement of employment and productivity in the textile, clothing, leather and footwear industries
 Grant Agreement - VS/2015/0234

1ST WORKSHOP OUTCOMES
 Date: 03 / 10 / 2016
 Venue: OS TOK NÁM. WINSTONA CHURCHILLA 2,
 130 00 PRAGUE, CZECH REPUBLIC

<p>Participants: ZDENEK HELLER (OS TOK PRESIDENT) MILOS KONECNY (OS TOK VICE-PRESIDENT) ZDENEK FRYBORT (OS TOK; REGIONAL OFFICER/MEMBER OF BARGAINING TEAM) OLGA HOLOSOVA (OS TOK LAWYER/ MEMBER OF BARGAINING TEAM) ALENA NÁROVCOVÁ (OS TOK ADVISOR/EU RELATIONS/PROJECTS) STANISLAV SEDLACEK (ATOK - ASSOCIATION OF TEXTILE-CLOTHING-LEATHER INDUSTRY)</p>	<p>FRANCISCA VIDAL (FESETE) BRUNO FREITAS (FESETE) KIVANC ELIACIK (DISK TEKSTIL) HALIL ERGUN ISERİ (DISK TEKSTIL) VINCIANE MORTIER (ACV-CSC) KOEN DEKETELE (ACV-CSC)</p>
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1. Good Practices in Collective Bargaining	
1st Group (Union)	2nd Group (Employer Association)
<ul style="list-style-type: none"> • Difficult to give examples of good practices. • The 3 partite consultation works because of the crises, the unfair concurrence. Previously it did not exist. The government didn't want to know about unions. • Every year in textile sector there is a bargaining round, is not the case for footwear. • In some cases we reach compromises, in other we don't. But there is a will. • To be covered by a collective agreement is very important in times of unfair competition. • Employers are more open for discussion about prevention, occupational diseases, better conditions for +55,.... • Why : because the working force grows older, hence (pre)pension becomes a more important issue. The problem is that there are not enough young people to replace them. • Reason : bad salaries. • A sector agreement is a minimum framework. Bargaining at company level is much better. Normally you get more, the sector agreement is the basis. 	<p>There are 31 branch associations Chamber of commerce deals with SMS-companies The Industry association deals with big companies</p> <p>Since 1994 tripartite social dialogue CA (collective agreements) cover up to 31% of the companies & 30% of the workers. Coverage rate is falling. Extension possibility: When social partners agree, but is not binding for companies <20 workers</p> <p>Till 2008, CA run for 2 years. Since the crisis, only 1 year.</p> <p>Negotiations usually start with an informal preparation. Exploratory talks and consultations run from May till August. End of August, 1st out of 2 or 3 official meetings. By the end of November, final consultations of the affiliates. Half of December: parties sign the agreement.</p>



2. Participation of the associated in the preparation and conception of the proposals for Collective Bargaining

1st Group (Union)	2nd Group (Employer Association)
<ul style="list-style-type: none"> Before starting Collective Bargaining, the Confederation gives a recommendation concerning the salary,... The negotiation team consist of the (vice) President, the lawyer, representatives from the company level, ... They bring their experience with them from the company. Our task is to know what is important for the workers. They prepare a proposal, a draft. The representatives take it to the company to discuss with the workers, process and the bargaining team take it to the negotiations. 	-----

3. Which themes are more relevant for each partner in the process of Collective Bargaining, with the exception of the retribution?

1st Group (Union)	2nd Group (Employer Association)
<ul style="list-style-type: none"> Length of annual holiday – now 20 days, 4 weeks. They want 5 days extra. Preferably for all employees, sometimes possible for all employees after company negotiations. Employers want to allow it only for workers who doing heavy work. But what is heavy work? What are the criteria? → it depends of the conditions of the company. Shorter working time Now 40H/weekly. They want 37,5h/weekly for all employees of the sector, same salary. This theme is already for 18 years at the negotiation table ! A sector agreement is not possible. Maybe a company agreement ? Minimum wage in textile = 9900 krone (366€) It will be increase to 10100 krone. 	<ol style="list-style-type: none"> Salary Trade unions want + 5% Employers +3% Minimum wage = 9900 krn = +/- 350 EUR, Czeck Republic is 26th in the EU. There is an ongoing discussion to increase this minimum wage. Employers propose a minimum wage of 10.660 KRN, government 11.000 KRN and Unions 11.500 Wage structure in textile industry 60% fix salary 40% merit (depending on targets, and the extent to which they are met) There are 12 wage groups, going from 9.900 KRN up to 20.000 KRN per month. (average wage in the industry = 26.000 KRN) Problem: if you raise the minimum wage, one should raise all the salary groups with the same amount or %. Should that happen, employers would lower the merit part. Holidays 1990-97: 4 weeks + extra days according to merit system agreement (targets), maximum of 1 additional week 97 => 1 week or nothing, and only for heavy work. OsTok wants extension to all workers Working time 40/per week Overtime: max 150h/year Shift work: +10% (pay)



4. The Collective Agreements respect the international recommendations in matter of Gender Equality?	
1st Group (Union)	2nd Group (Employer Association)
<ul style="list-style-type: none"> YES ! It is implemented in all legislation. There is no difference between man and woman. 	<ul style="list-style-type: none"> 80% of the workers are women. There are no problems linked to gender inequality or discrimination.

5. Evaluation of the consequences of unfair competition generated by the WTO, where there are no social and environmental rules	
1st Group (Union)	2nd Group (Employer Association)
<ul style="list-style-type: none"> '90 : privatization → the country was no ready : result : closures and bankruptcy Second wave of damaging effects in 2005 : a lot of companies left Czech Republic → unfair competitions, unfair trade, globalization,... Now some companies return to the country because of the wage increase in Asia, the high costs of transport and the bad quality. They start again production in Czech Republic. 	<p>-----</p>

Describe the major Strengths, Weaknesses, Opportunities and Threats that will influence the future evolution of the Sector in your country. Elaborate on the ones that are considered to be more important			
STRENGTHS	WEAKNESSES	OPPORTUNITIES	THREATS
<ul style="list-style-type: none"> Good quality of the production. Qualified workers. 	<ul style="list-style-type: none"> Almost all textile schools have disappeared! There is only 1 left. => very difficult to find qualified workers. Sectoral vocational training is a part of the solution. But not <i>the</i> solution as the sector has lost a lot of its attractiveness (low salaries,...) 	<ul style="list-style-type: none"> Technical textiles are a booming industry. 	<ul style="list-style-type: none"> Changing conditions on the world market. The automotive sector is the strongest branch of the manufacturing industry. Textiles represent 9% of the manufacturing industry.