

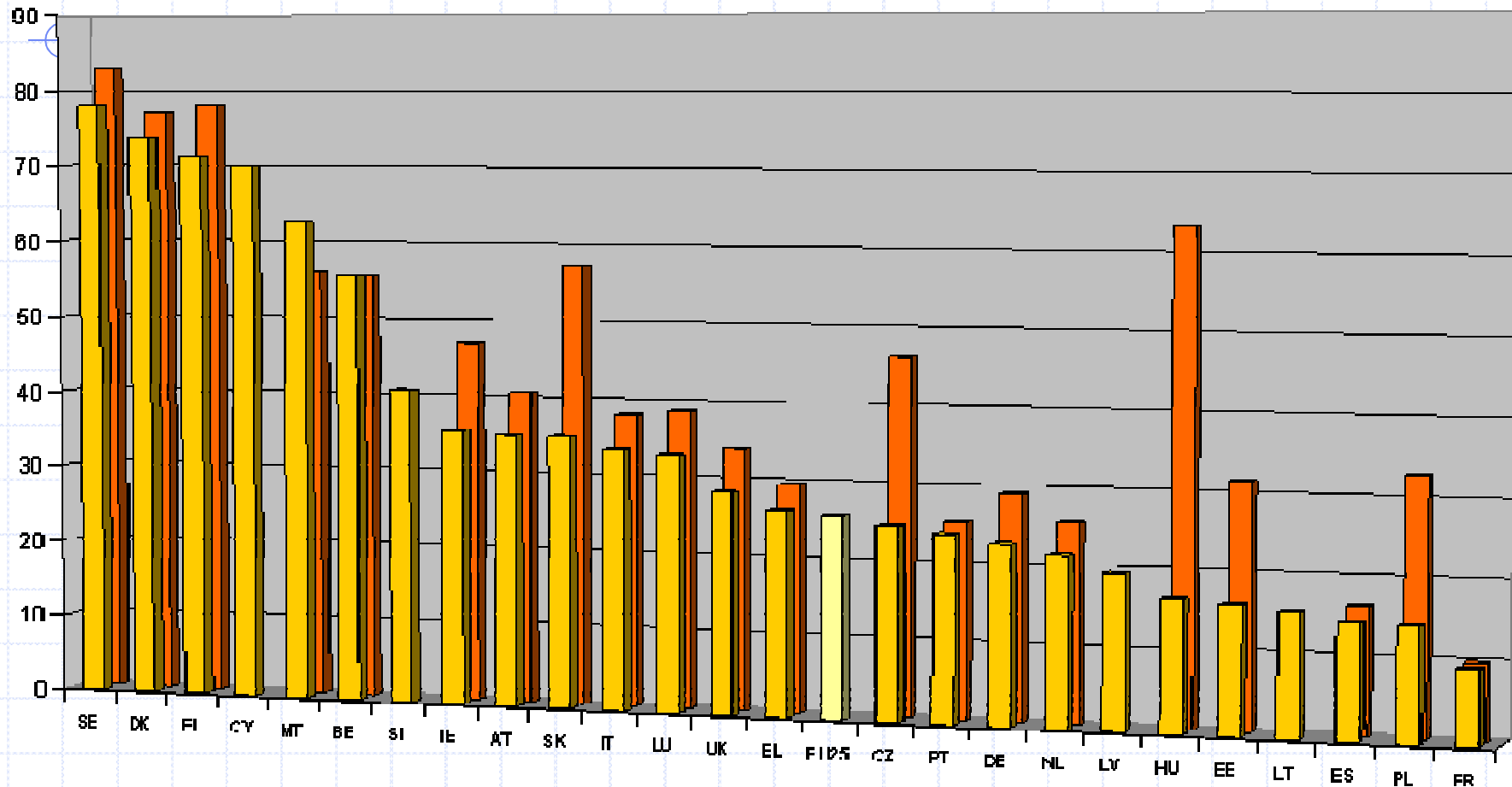
Union organisation of employees in atypical and precariuos work in Italy

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Trade Unions in Europe: 1995-2005



| | SE | DK | FI | CY | MT | BE | SI | IE | AT | SK | IT | LU | UK | EL | EU25 | CZ | PT | DE | NL | LV | HU | EE | LT | ES | PL |
|------|----|----|----|----|----|----|----|----|----|----|----|----|----|----|------|----|----|----|----|----|----|----|----|----|----|
| 1995 | 78 | 74 | 71 | 70 | 63 | 56 | 41 | 36 | 35 | 35 | 34 | 34 | 29 | 27 | 29 | 25 | 24 | 23 | 22 | 20 | 17 | 17 | 16 | 15 | 15 |
| 2005 | 83 | 77 | 70 | 56 | 56 | 56 | 41 | 47 | 41 | 57 | 30 | 39 | 34 | 30 | 46 | 25 | 25 | 29 | 23 | 20 | 63 | 17 | 32 | 16 | 30 |

Trade unions membership: 1970-2006

| Year | Sweden | Italy | UK | Germany | Spain | France | USA |
|------|--------|-------|------|------------------------|-------|--------|------|
| 1970 | 67.7 | 37.0 | 44.8 | 32.0 | | 21.7 | 23.5 |
| 1980 | 78.0 | 49.6 | 50.7 | 34.9 | 12.9 | 18.3 | 19.5 |
| 1990 | 80.8 | 38.8 | 39.3 | 31.2 | 12.5 | 10.1 | 15.5 |
| 2000 | 79.1 | 34.9 | 29.7 | 25.0 | 16.1 | 8.1 | 12.8 |
| 2006 | 76 | 34 | 29 | 23 (17% in 2008) | 15 | 10 | 12.3 |

J. Visser, *Union membership statistics in 24 countries*, in “Monthly Labor Review”, 2006.

Number of total members of CGIL, CISL e UIL (1980-2006)

| Year | CGIL | CISL | UIL | Total |
|------|-----------|-----------|-----------|-------------------|
| 1980 | 4.599.050 | 3.059.845 | 1.346.900 | 9.005.795 |
| 1990 | 5.150.376 | 3.508.391 | 1.148.758 | 10.144.525 |
| 1998 | 5.231.360 | 3.847.388 | 1.603.940 | 10.682.688 |
| 2006 | 5.659.942 | 4.346.952 | 1.733.375 | 11.731.269 |

- 5.964.166 – 51% = active workers
- 5.767.103 – 49% = retired workers

11.731.269 total members

The main causes of the unions density decline

- 1) **The sunset of the sectors/branches where the unions settlement had been traditionally much stronger -> the private tertiarization of the employment**
- 2) **Expansion of the SMEs**
- 3) **The traditional juridical partition between the autonomy of the self-employees and the subordination of the dependent workers is now eroded by the huge increase of a grey zone in the middle**
- 4) **A deep and broad cultural change; de-traditionalisation of the social links; individualisation of the styles of life; the death of the old ideologies of '900; the crisis of the traditional cultures of solidarity**

Italian Labour Market and Flexibility

Employment rates: 58% (EU27: 65,3%)

Employment rates women: 46% (EU27: 58,2%)

Unemployment rates: 5,9% (EU27: 7,1%)

Unemployment rates of youth: 18,6 (EU27: 15,2%)

- Part-time: 12,8% (EU25: 18%)
- Fixed-Term workers: 12,3% (EU27: 13,7%)
- Agency workers: 1,2% (EU15: 2%).
- Self-employed: 17,5%
- Quasi-subordinated: 4,3%
- Undeclared jobs: 10-15%

Italian trade unions distinguishing traits

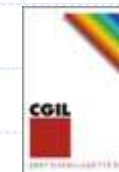
- ◆ A pluralism of organisations which goes back to the cold war
- ◆ Substantial unity of action among CGIL, CISL and UIL;
- ◆ Confederate primacy over a network of 12-15 medium-sized industry-wide federations;
- ◆ A strong membership among retired workers; organised separately, outside the industry-wide federations;
- ◆ Important role played by horizontal and territorial structures;
- ◆ A single-channel system of workplace representation;
- ◆ A strong capacity for mobilisation, industrial action and strikes;
- ◆ A strong propensity for concertation and tripartite social pacts;
- ◆ Abstention of law in the area of industrial relations, ruled by tripartite agreements and not by the law (except that in the public sector).



CGIL MEMBERSHIP

Year 2007

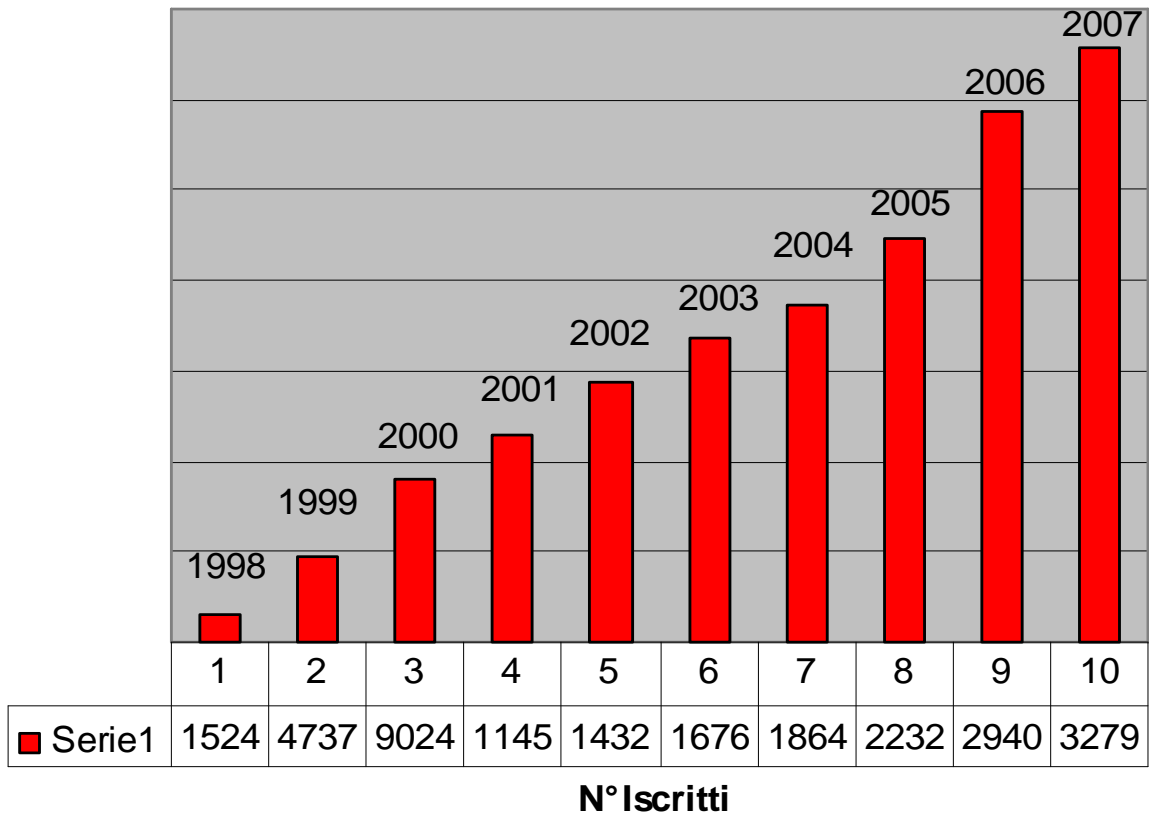
5.697.000 members



| SECTOR | Total |
|------------------------------------|---------------|
| FILLEA (constr.) | 357.955 |
| FIOM (metal) | 359.669 |
| FILTEA (textile) | 102.120 |
| FILCAMS (services) | 345.372 |
| FILT (transport) | 147.225 |
| FUNZ.PUBBLICA (public workers) | 404.697 |
| FISAC (bank and insurance) | 87.962 |
| FLAI (food and agriculture) | 287.786 |
| SLC (media) | 95.909 |
| NidiL (atypical workers) | 32.799 |
| MISTE (mixed) | 30.196 |
| FLC (school and knowledge workers) | 18.1596 |
| FILCEM (chemical and energy) | 162.530 |
| SPI (retired) | 2.886.628 |
| SPI PROVVISORIE | 105.020 |
| UNEMPLOYED | 17.277 |

NidIL-CGIL members: 1998-2007

Storico ultimi dieci anni



Servicing atypical members

- Legal and fiscal advice (*also on line*)
- Advice on contracts
- Advice on legislation
- Information about work opportunities
- Trade union education
- Social/Economic research about flexible work
- Vocational training (*with the employers*)
- Micro-credit assistance (*idem*)

What the atypical workers ask to the unions?

Which policies?

- ◆ More job stability
- ◆ More income security

How?

- ◆ A new concept of subordination
- ◆ A new and more inclusive welfare system