

# MIGRANT AND ETHNIC MINORITY WORKERS: CHALLENGING TRADE UNIONS...

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EUROPEAN TRADE UNION CONFEDERATION



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This report looks at trade union practice in Europe in relation to migrant and ethnic minority workers. It is based on responses to a questionnaire sent to national trade union confederations affiliated to the ETUC. The responses received come from 24 confederations covering all the European Union states with the exception of Greece, plus Norway, the Czech Republic and Poland.

## **The difficulties faced by migrants and ethnic minorities in the labour market**

Almost all the confederations, 21 out of 24, agreed that migrants and ethnic minorities faced particular problems in the labour market, with higher levels of unemployment being identified most frequently, followed by lower pay and slower promotion. For women, lower pay was the problem most commonly reported.

These difficulties were explained in most countries by a combination of factors. Although language difficulties, was the most frequently cited factor, no confederation thought it was the only reason for the difficulties migrants and ethnic minorities faced. The other reasons identified most frequently were lack of accepted qualifications, prejudice in the host country and problems in understanding the system.

## **The position of migrants and ethnic minorities within unions**

There are concerns in some union confederations about whether and how to hold information about members who are migrants or members of ethnic minority communities. However, only two confederations said that they were opposed in principle to collecting such information. For most confederations practical difficulties are the main reason why the information is limited.

Twelve confederations, half the total, have information on the proportion of total membership who are migrant or ethnic minority workers and the proportions range from under 1% to 35%, although the definitions used by the confederations vary greatly. The available information also suggests that the rate of unionisation of migrants and ethnic minorities is below the average.

Just over half, 13 out of 24 confederations, have a strategy to increase the proportion of migrant and ethnic minority members and in some cases have invested substantial resources and political commitment in doing so. In practical terms 11 confederations have produced recruitment material in other languages.

Only two confederations, plus some national unions in Germany, have information on the extent to which union activists come from migrant and ethnic minority communities, although more confederations are trying to obtain this information. Despite this nine confederations have a strategy to increase the number of union activists from these communities.

The situation is very similar for elected workplace representatives such as members of works councils. Only four of the confederations responding, plus some individual unions, had such details, although eight have a strategy to increase the number.

There are four countries where legislation limits the rights of migrants to hold elected office and the situation is particularly severe in Austria.

Getting a higher proportion of migrants and members of ethnic minorities onto trade union decision-making bodies is a high priority for some confederations, although others feel that it is not a crucial factor.

Seven confederations are able to provide information on the number of congress delegates who are migrants and members of ethnic minorities; five have a policy to increase the number; and others have taken action to do so.

At executive committee level, 14 confederations can provide information on the numbers of migrants and ethnic minorities who are members and four have a policy to increase the number. The TUC in the UK is alone in having reserved seats.

At steering committee level, 14 confederations have information and three confederations have a policy to increase the number of migrant and ethnic minority members.

Fifteen confederations have information on the number of paid staff coming from the migrant and ethnic minority communities. The figures range from 18% to zero. Eleven have taken measures to increase this number.

## **Special structures for migrants and ethnic minority members**

Almost all confederations, 22 out of 24 have staff with a particular responsibility for issues affecting migrants and ethnic minority workers. The numbers range from 30 to just one.

Overall the most important area of their work is seen to be producing policies on discrimination and integration. This is followed closely by campaigning at a political level on these issues and combating prejudice among the broader membership. However, for some confederations campaigning on migration is very important.

Two-thirds of the confederations, 16 out of 24, have a special committee for issues of concern to migrants and ethnic minorities. They normally meet at least quarterly and their composition varies between confederations ranging from elected committees of activists to paid union experts. Several confederations can point to concrete results which have come from these committees.

Only seven confederations have conferences for migrant and ethnic minority workers and in only four cases do they meet regularly.

## **Union services**

Three quarters of union confederations, 18 out of 24, provide legal or advice services linked to the specific position of migrants and ethnic minorities, with just over half of this number providing it to all who ask, while the rest limit it to members only. Eleven confederations also provide advice to workers in the country illegally, with this being a crucial part of union work in both Spain and Portugal. In addition two confederations refer on

migrants in this position to other organisations and one provides this service at a regional level. The most important issue overall on which unions provide legal advice is discrimination at work.

Fifteen confederations provide training on issues linked to migrants and ethnic minorities. In terms of training directed at members of these communities, five confederations provide language training; seven provide occupational training; eight provide training on trade union issues; and eight provide training on nationality and discrimination issues, although the target audience for this often goes beyond migrant and ethnic minority members. Only three confederations provide training on these issues particularly for women. However, twelve confederations provide anti-discrimination training, such as anti-racist training for the wider membership.

## **Publications and campaigns**

Most confederations, 21 out of 24, have published material on issues linked to migrant and ethnic minority workers, and the issue most frequently taken up is discrimination. Leaflets and posters and special publications are the main methods used to get the message across. Fourteen confederations have translated material into other languages. Trade union members are the main intended audience of the material, followed by emigrant and ethnic minority members who are in the union.

Almost as many confederations, 19 out of 24, have undertaken campaigns on these issues. Again the key issue taken up is combating discrimination at work. Sixteen confederations have campaigned on this, twice as many as on the next two most popular issues, trade union rights and the concerns of women. The most commonly used methods of campaigning are working with NGOs, followed by meetings and circulating material.

## **Union statutes, policy and links**

Thirteen confederations, just over half, have something in their statutes on combating racism, including, in some cases a clear commitment to a multi-ethnic society. A larger number, 18, have a general declaration on immigration policy and/or anti-racism. Sixteen confederations have

a policy on immigration but only 12 have a policy on migrants who are in the country illegally and the content of these policies is diverse.

Fifteen confederations have links with trade union confederations in the countries from which migrants come.

## **Collective bargaining**

Eleven confederations have guidelines on collective bargaining which cover issues of specific concern to migrant and ethnic minority workers. General statements on equality and on equal access to training promotion and other workplace benefits are the most frequently included elements in such guidelines.

Eleven confederations can point to successes in collective bargaining on issues of concern to migrant and ethnic minority workers. However, in a number of cases the fact that the confederations are not directly involved in collective bargaining may mean that the extent of success is underestimated.

In terms of the issues covered, agreed statements on equality and progress on equal access again come top of the list. However, confederations can also report progress on more specific issues. Six report agreed changes in working time to accommodate religious practices, for example,

The details provided of specific agreements indicate the wide range of arrangements negotiated across Europe, although the comments from some confederations indicate the need to ensure that practice matches what has been agreed.



# INTRODUCTION

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This report examines how trade unions in Europe have responded to the problems faced by recent migrant workers and their descendants. It is based on a questionnaire sent to national trade union confederations affiliated to the European Trade Union Confederation (ETUC).

The answers provided make it clear that the overwhelming majority of confederations recognise that recent migrants and their descendants face particular problems in the labour market and that they are acting to address those problems. Union confederations are also acting to involve recent migrants and their descendants in their own structures and in some cases are making major changes to take account of their concerns.

However, although there are common features across Europe, it is important to recognise that the context and history of recent migration varies from country to country.

There are those countries, like the Belgium, France, Germany, the Netherlands, Luxembourg and the UK, which attracted substantial numbers of migrants in the period after the recovery from World War II, while in other countries, like Denmark, immigration came later.

In some countries, particularly France, the Netherlands and the UK, migrants were primarily attracted from former colonies. In others they were drawn from countries elsewhere in Europe or on Europe's borders, with, for example, large numbers of Italian, Spanish and Turkish workers in Germany and Moroccans in Belgium.

Some of the countries, like Italy and Spain, which used to export labour to their northern neighbours now have substantial immigrant communities themselves. Finland, whose workers used to move to Sweden, and

Ireland, with past substantial migration to the UK, have also become countries of immigration rather than emigration.

The position continues to change, particularly with the arrival of new groups of migrants into Western Europe from Central and Eastern Europe. For example, there are still large numbers of Portuguese workers employed elsewhere in Europe, but workers from the Ukraine, Moldavia and Romania work in Portugal, along with migrants from Africa and Brazil. (For an examination of the position of migrants in the labour market see the 2001 annual report of the European Monitoring Centre on Racism and Xenophobia: Diversity and Equality for Europe.)

The legal position of migrants and their descendants also varies substantially, depending both on where they come from and the countries they have settled in. While migrants from elsewhere in the European Economic Area (the 15 countries of the EU plus, Norway, Iceland and Liechtenstein) can now move freely, those from outside, including those from the accession states, face much greater difficulties. At the same time, while, for example, most of the migrants who came to the UK from the former colonies in the 1960s and 1970s, had full civic rights, such as the right to vote, from the start, Turkish workers in Germany were and often remain foreigners. (This does not, incidentally, mean that either group has yet obtained full equality in society.)

These differences mean that the language used to refer to recent migrants and their descendants varies across Europe. Foreigners, immigrants, ethnic minorities, non-Community citizens are all terms which are used. Indeed it is not just that the language varies, the way of thinking that is reflected in the language is not shared across Europe. For example, the UK approach of classification by ethnicity, with white, Asian, black, mixed and Chinese groups, is rejected by many in France.

The trade union confederations too vary in their capacity to respond to the problems faced by migrants and second generation migrants/ethnic minorities (the term normally used in this report). For example, while the Belgian confederations negotiate a framework-agreement every two years, other confederations such as the DGB in Germany are not involved in collective bargaining. The relationship between the confederations and



the individual unions or federations that are affiliated to them also varies across Europe.

Despite this, it is possible to make comparisons and these are presented in the remainder of this report. They show the extent to which unions are making progress in this area, as well as the distance that has still to be covered.



# THE SURVEY

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The survey is based on a questionnaire, covering a range of union practice, sent to the national confederations affiliated to the ETUC. The questionnaire was available in both English and French and responses could be made in these two languages as well as German, Italian and Spanish.

A total of 24 responses were received, including one reply, from CKMOS in the Czech Republic, in the form of a detailed statement answering many of the questions rather than a completed questionnaire.

These 24 responses came from all EU states except Greece, plus Norway, Poland and the Czech Republic. In the case of Belgium, France, Norway, Portugal and Spain responses were received from two confederations, while three Swedish confederations responded. In the case of Finland the response from SAK also covered the position in the other two confederations (STTK and AKAVA) as all three confederations “have the same kind of situation so there are no separate answers”. The FGTV/ABVV in Belgium responded with two completed questionnaires, one for the whole confederation and one for Flanders. In addition one of the responses from France was completed jointly by two confederations CFDT and UNSA.

The ETUC and the Labour Research Department is grateful to all those who completed the questionnaires, which provide a unique picture of the current situation.

The full list of the confederations, whose answers are included in the report is set out below.

**THE FULL LIST OF THE CONFEDERATIONS, WHOSE ANSWERS ARE INCLUDED IN THE REPORT IS SET OUT BELOW.**

<b>Country</b>	<b>Confederation</b>
Austria	ÖGB
Belgium	CSC/ACV
Belgium	FGTB/ABVV
Czech Republic	CKMOS
Denmark	LO
Finland	SAK
France	CFDT and UNSA
France	FO
Germany	DGB
Ireland	ICTU
Italy	UIL
Luxembourg	OGB-L
Netherlands	FNV
Norway	LO
Norway	YS
Poland	Solidarnosc
Portugal	CGTP-IN
Portugal	UGT
Spain	CCOO
Spain	UGT
Sweden	LO
Sweden	SACO
Sweden	TCO
UK	TUC

# THE DIFFICULTIES FACED BY MIGRANTS AND SECOND GENERATION MIGRANTS/ ETHNIC MINORITIES IN THE LABOUR MARKET

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## The overall problem

The confederations are in no doubt that migrants and second generation migrants/ethnic minorities face difficulties in the labour market. There are only three out of 24 confederations, CKMOS in the Czech Republic, the ICTU in Ireland and UGT in Portugal, which do not identify specific problems confronting migrant and ethnic minority workers.

In the case of CKMOS, this reflects the fact that the full questionnaire was not completed, while the UGT in Portugal comments that official data is not available. The position of the ICTU reflects the different Irish situation. As a report published by the ICTU in 2001 points out “the Irish immigrant population is very different most of these migrant communities [elsewhere in Europe] with a very high proportion being very recent arrivals, high skilled and from high income countries”. (Migration and Immigration: changing the face of Irish society). This may in future change with increasing number of workers in agriculture and the hotel and catering industry coming from Latvia, Poland and Lithuania.

All the other confederations consider that migrants and ethnic minorities faced difficulties relative to the rest of the workforce. The problem identified most frequently is higher unemployment – 20 confederations report this – followed by lower pay and slower promotion. Bullying at work is reported less frequently (see table).

## DIFFICULTIES IN THE LABOUR MARKET

Main difficulties faced by migrants and ethnic minorities in the labour market	Number of confederations
Higher unemployment	20
Lower pay	16
Slower promotion	16
Lower initial qualifications	15
Face bullying at work	11

There are some differences between the responses from different federations and each confederation has a slightly different story to tell. The CSC/ACV, for example, reports from Belgium, a country with a long experience of migration, that:

“Moroccans and Turks are particularly affected by higher unemployment. Their promotion is also slower because of their precarious status, their lower qualifications, and their knowledge of the language (above all of Dutch) which is insufficient to enable them to follow courses of qualification. Moroccans and Turks who have been in the Belgian education system face discrimination and are often seen as presenting ‘problems’”.

SAK in Finland, where immigration is a relatively new phenomenon, states that:

“Migrants from Iraq, the former Yugoslavia, Somalia, Bosnia-Herzegovina, Iran, Morocco, Vietnams and Russia are most affected by higher unemployment rates. Overall the unemployment for foreigners is around 30% compared to 10% for Finns. However, the situation has improved compared to five years ago, when 95% of foreigners were unemployed. Migrants are paid less, because they work in low-paying sectors. A number of academic studies indicate the worse position for migrants.”

However, what is striking is the similarities between the problems faced by migrants and ethnic minorities in different countries.

They are more likely to be unemployed and as FO, CFDT and UNSA and the CGTP-IN note, many public sector jobs are closed to non-nationals.

They are worse paid, often “concentrated in the lower paying sections of the labour market” (ÖGB) or those with no collective agreements, such as the hospitality sector (ÖGB-L). To find out more the FNV, UGT in Spain and the TUC have carried out surveys on the pay of migrant and ethnic minority workers

They are less likely to be promoted, facing “structural discrimination in the non-recognition of foreign qualifications” (DGB).

Their initial qualifications may sometimes be lower because they come from countries which “due to huge needs or wars, provide less qualifying schooling systems” (CGTP-IN)

And “they also face harassment at work, although the racism is often latent”, (FGTB/ABVV).

These problems are not faced by all migrant and ethnic minority workers. As SACO in Sweden points out they are “a very heterogeneous group”. In addition as the responses from SAK and LO Sweden point out, in some cases their have been improvements. But the difficulties are sufficiently widespread to indicate that these are problems which confront large number of workers in their daily lives.

## DIFFICULTIES IN THE LABOUR MARKET BY CONFEDERATION

Country	Confederation	Higher unemployment	Lowerpay	Slower promotion	Lower initial qualifications	Face bullying at work
Austria	ÖGB	Yes	Yes			
Belgium	CSC/ACV	Yes		Yes	Yes	Yes
Belgium	FGTB/ABVV	Yes	Yes	Yes	Yes	Yes
Czech Republic	CKMOS					
Denmark	LO	Yes				
Finland	SAK	Yes	Yes	Yes	Yes	Yes

Country	Confederation	Higher unemployment	Lower pay	Slower promotion	Lower initial qualifications	Face bullying at work
France	CFDT & UNSA	Yes	Yes	Yes	Yes	
France	FO	Yes	Yes	Yes	Yes	
Germany	DGB	Yes		Yes	Yes	Yes
Ireland	ICTU					
Italy	UIL		Yes	Yes	Yes	Yes
Luxembourg	OGB-L	Yes	Yes	Yes	Yes	Yes
Netherlands	FNV	Yes	Yes	Yes	Yes	
Norway	LO	Yes	Yes	Yes		
Norway	YS	Yes	Yes		Yes	
Poland	Solidarnosc	Yes	Yes	Yes		
Portugal	CGTP-IN	Yes	Yes	Yes	Yes	
Portugal	UGT					
Spain	CCOO	Yes	Yes	Yes	Yes	Yes
Spain	UGT	Yes	Yes	Yes	Yes	Yes
Sweden	LO	Yes			Yes	Yes
Sweden	SACO	Yes			Yes	
Sweden	TCO	Yes	Yes	Yes		Yes
UK	TUC	Yes	Yes	Yes		Yes

## The position of women

Slightly fewer confederations responded to the questions on the particular difficulties facing women, from migrant and ethnic minority communities, in some cases because of a lack of data.

Nineteen of the 24 confederations considered that women in these communities faced particular difficulties, although for them lower pay was found more frequently than higher unemployment (see table).

As the ÖGB comments, “Women are less affected by unemployment than men but suffer from lower pay because of the sectors of the labour market they work in”.



## DIFFICULTIES FACED BY WOMEN IN THE LABOUR MARKET

Main difficulties faced by women migrants and ethnic minorities in the labour market	Number of confederations
Lower pay	15
Higher unemployment	14
Slower promotion	10
Lower initial qualifications	9
Face bullying at work	8

Comments from the OGB-L and the CCOO both point to the same problems.

“Women migrants also work in low-paying sectors and those without collective agreements or a career structure. Sectors such as cleaning often do not require previous work experience and are heavily ‘feminised’.” (OGB-L)

“Women face higher unemployment, because the range of work on offer is more limited. Collective agreements are also often not respected in sectors that take on women. They have no possibility of promotion, when they are employed in domestic work, and they work generally in worse positions. Harassment is made easier because of the lack of administrative checks and difficulties in implementing effective trade union controls.” (CCOO)

Details of each of the confederations are set out below.

## DIFFICULTIES FACED BY WOMEN IN THE LABOUR MARKET BY CONFEDERATION

Country	Confederation	Higher unemployment	Lowerpay	Slower promotion	Lower initial qualifications	Face bullying at work
Austria	ÖGB		Yes			
Belgium	CSC/ACV		Yes			Yes
Belgium	FGTB/ABVV	Yes	Yes	Yes	Yes	
Czech Republic	CKMOS					
Denmark	LO					

Country	Confederation	Higher unemployment	Lowerpay	Slower promotion	Lower initial qualifications	Face bullying at work
Finland	SAK	Yes			Yes	Yes
France	CFDT & UNSA	Yes	Yes	Yes	Yes	
France	FO	Yes	Yes	Yes	Yes	Yes
Germany	DGB					
Ireland	ICTU					
Italy	UIL			Yes	Yes	Yes
Luxembourg	OGB-L	Yes	Yes	Yes	Yes	
Netherlands	FNV	Yes	Yes	Yes		
Norway	LO	Yes	Yes			
Norway	YS	Yes	Yes		Yes	
Poland	Solidarnosc	Yes	Yes	Yes		
Portugal	CGTP-IN					
Portugal	UGT		Yes	Yes		Yes
Spain	CCOO	Yes	Yes	Yes	Yes	Yes
Spain	UGT	Yes	Yes	Yes	Yes	
Sweden	LO	Yes	Yes			
Sweden	SACO	Yes				
Sweden	TCO	Yes				
UK	TUC		Yes			Yes

## Reasons for difficulties

The questionnaire also asked about the reasons why migrant and ethnic minority workers face difficulties in the labour market. The most commonly quoted reason, listed by 19 confederations, was language difficulties. However, it is clear that this alone does not explain the problems they face. In fact in no case were difficulties with the language given as the only reason for the problems migrants and ethnic minorities confront.

Typically the problems they face are produced by a mixture of factors, as the response from UIL makes clear.

“Lack of regular training in Italian language. Lack of regular training on Italian laws and norms. Italy doesn’t accept college and university

degrees from most of the other countries. The media focuses news on the problems caused by migrant people and almost never on the positive values of their presence in Italy.”

In fact the four elements identified in the UIL response, language difficulties, problems in understanding the system, lack of accepted qualifications and prejudice in the host country, are the most commonly identified factors by all the confederations (see table).

## REASONS FOR DIFFICULTIES FACING MIGRANT AND ETHNIC MINORITY WORKERS

Reasons for difficulties	Number of confederations
Language difficulties	19
Lack of accepted qualifications	16
Prejudice in host country	14
Problems in understanding the system	12
Lack of residency rights	8
Legal limitations on work permitted	6
Lack of access to social security	4

The differences between the confederations are explained to a large extent by their particular circumstances.

On language difficulties, for example, both the Belgian confederations refer to the fact that the country has two main official languages, French and Dutch. As CSC/ACV points out, “the language problems are found above all in Flanders [Dutch speaking] for the Turks and Moroccans of both the first and second generation and the new arrivals”, while FGTB/ABVV points to difficulties in Brussels, where officially both languages are needed. SAK states that “language is one of the biggest problems in Finland, since the Finnish language is difficult” and LO Sweden refers to the fact that “Sweden has quite a small linguistic area; outside the country there is only a small linguistic minority in Finland that speaks Swedish”. In Portugal the UGT comments that “workers from the Ukraine, Moldova, Pakistan, India and China, face particular language problems”.

Problems in having qualifications recognised are found across most confederations. The CGTP-IN, for example, notes that “workers from Central and Eastern Europe face difficulties with the language and recognition of technical and vocational qualifications”, while in the Netherlands the FNV points out that, “there is no national office or guidelines for validating qualifications gained outside the EU”.

Prejudice is also widely acknowledged as a reason for the problems facing migrant and ethnic minority workers. Both TCO and the TUC list it as the key reason, with the TCO commenting “prejudice in Sweden is clear from the reports of the special Ombudsman for ethnic discrimination”. Even if other factors are listed, prejudice plays a part. CFDT and UNSA refer to problems with language and qualifications but also states: “there is prejudice towards migrants from Algeria, Morocco and other parts of Africa”.

The impact of external events in heightening prejudice is highlighted by the CCOO: “those from the Mahgreb face harassment at work because of the poor relations between Morocco and Spain and those of Muslim origin face rejection following the terrorist attacks of 11 September 2001”.

The number of confederations referring to lack of residency rights is more limited but where this is a problem it may be of central importance. The UGT in Spain, for example, explains how the new legislation now makes it impossible for immigrants working irregularly to legalise their situation even where they and their employer wish to do so. And the CCOO states that “all nationalities have problems with residency rights”. For OGB-L “migrants from Cap Verde, Kosovo and Bosnia have problems with residency permits.”

Details of the response from each of the confederations are set out in the table.

## REASONS FOR DIFFICULTIES FACING MIGRANT AND ETHNIC MINORITY WORKERS BY CONFEDERATION

Country	Confederation	Lack of residency rights	Legal limitations on work permitted	Lack of access to social security	Language difficulties	Problems in understanding the system	Lack of accepted qualifications	Prejudice in host country
Austria	ÖGB							
Belgium	CSC/ACV				Yes		Yes	
Belgium	FGTB/ABVV	Yes (No Flanders)		Yes	Yes		Yes (Flanders)	Yes (Flanders)
Czech Republic	CKMOS							
Denmark	LO				Yes		Yes	
Finland	SAK				Yes	Yes	Yes	Yes
France	CFDT & UNSA		Yes		Yes	Yes	Yes	Yes
France	FO	Yes			Yes	Yes		Yes
Germany	DGB	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Ireland	ICTU							
Italy	UIL	Yes			Yes	Yes	Yes	Yes
Luxembourg	OGB-L	Yes	Yes		Yes		Yes	
Netherlands	FNV				Yes	Yes	Yes	Yes
Norway	LO				Yes	Yes	Yes	Yes
Norway	YS				Yes	Yes	Yes	Yes
Poland	Solidarnosc				Yes	Yes		
Portugal	CGTP-IN	Yes	Yes		Yes	Yes	Yes	
Portugal	UGT				Yes	Yes	Yes	
Spain	CCOO	Yes	Yes	Yes	Yes			Yes
Spain	UGT	Yes	Yes	Yes	Yes		Yes	Yes
Sweden	LO				Yes		Yes	Yes
Sweden	SACO				Yes	Yes	Yes	
Sweden	TCO							Yes
UK	TUC							Yes

However, the elements listed above may not be the whole story. As the response from LO Sweden points out broader societal factors are also at work:

“We know too little about the reasons as to why there are differences. It is evidently about structural power between different groups in society and between women and men. Yet all of it is not direct discrimination. When people voluntarily move or are forced to flee to another country they lose their network of social contacts and in most cases their mother tongue in public life .... We need statistics and lots of knowledge in order to struggle against myths and delusions.”

There is also the role played by unscrupulous employers always looking for a new section of the workforce to exploit. The response from the UGT in Spain indicates how this works:

“Moroccan workers are being replaced by workers of other nationalities, with excuses like their absenteeism or tendency to make trouble. This hides the real reason, which is that this group of workers has spent more time in Spain and so they know about their employment rights and demand them from their employers. The employers now prefer workers who have less experience but do not, for example, demand to be paid the collectively agreed rates. Initially the Moroccans were replaced by workers from Latin America (particular from Ecuador whose workers were seen to be “more submissive”) but now these workers are themselves being replaced by workers coming from countries in Eastern Europe such as Romania.”

The UGT response also indicates what lies behind these moves:

“At bottom what is happening is that the workers who have recently arrived accept work in worse conditions, for lower wages and have less possibility of defending themselves than those who have been in Spain for longer, know their rights and know where to look for help.”

# POSITION OF MIGRANTS AND SECOND GENERATION MIGRANTS/ETHNIC MINORITIES IN UNIONS

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## Attitude to collecting information

The extent to which union confederations hold information about the position of migrants and second generation migrants/ethnic minorities is not a purely practical question of where statistics are held and how detailed they are. It is also a question of overall policy, as to whether the confederation wishes to identify different groups within its membership.

The CFDT-UNSA response from France makes this clear. It states that “at the point of joining no information is asked for on nationality or origin”. The ÖGB from Austria makes the same point. “The ÖGB does distinguish between its members as to whether they are foreigners or not. No record is kept on the membership application. We distinguish between two types of employees, those who are union members and those who are not – without ethnic background.”

This point is also made by LO Sweden, one of only two confederations which stated that it had substantial information on the position of migrants within the confederation. Its response made clear that “we have no register of our members on the basis of ethnic background and we do not intend under any circumstances to do so”. However, the position of LO Sweden is that it is possible to obtain this information using “other national statistical registers that give very reliable exact results”.

Overall, two confederations said that they were opposed in principle to collecting this information, nine said that practical difficulties made collection impossible, eight said that they had some information but practical difficulties made it impossible to collect it all, two said that the information was available at the level of individual unions or federations, leaving only two which stated that they had substantial information.

The position of each of the confederations is set out in the table.

## ATTITUDE TO COLLECTING INFORMATION

Country	Confederation	Opposed in principle	Practical difficulties make it impossible	Some information but practical difficulties make it impossible to collect it all	Available at federation/individual union level	Substantial information
Austria	ÖGB					
Belgium	CSC/ACV		✓			
Belgium	FGTB/ABVV		✓			
Czech Republic	CKMOS		✓			
Denmark	LO			✓		
Finland	SAK			✓		
France	CFDT-UNSA	✓				
France	FO			✓		
Germany	DGB		✓			
Ireland	ICTU				✓	
Italy	UIL			✓		
Luxembourg	OGB-L			✓		
Netherlands	FNV		✓			
Norway	LO		✓			
Norway	YS		✓			
Poland	Solidarnosc			✓		
Portugal	CGTP-IN		✓			
Portugal	UGT			✓		
Spain	CCOO					✓
Spain	UGT		✓			
Sweden	LO					✓
Sweden	SACO	✓				
Sweden	TCO			✓		
UK	TUC				✓	
<b>Total</b>		2	9	8	2	2



## Information on membership

In these circumstances it is not surprising that the amount of information available on the number of migrants and second generation migrants/ethnic minorities who are members of unions is limited. In the questionnaire replies only 12 of the confederations, half of the total, have details of the number or proportion of union membership who fall into these groups. Among those who did respond the figures ranged from under 1% in Solidarnosc in Poland to 35% in OGB-L in Luxembourg, although there is no standard definition on who this covers.

LO Sweden has substantial information on its membership, with 21% having a “foreign background”, that is having at least one parent born outside Sweden and 13% being an immigrant, in other words being born outside Sweden. Of the 13% born outside Sweden, 4% were born in other Nordic countries, 4% in other parts of Europe and the USA, Canada, Japan, Australia and New Zealand, and 5% born in the rest of the world. The figures for women are 4% Nordic, 4% rest of Europe USA etc, and 4% rest of the world, total 12%. For men they are 4% Nordic, 5% rest of Europe, USA etc, and 5% rest of the world, total 14%.

These figures come from the Swedish National Board of Statistics and they also provide details on the two other Swedish confederations. Of TCO members 7% were born abroad, 3% Nordic, 2% rest of Europe USA etc, and 2% rest of the world, with another 8% having at least one parent born abroad. The figures for SACO are similar: 7% born abroad, of which 2% Nordic, 3% rest of Europe USA etc, and 2% rest of the world, with another 8% having at least one parent born abroad.

LO Sweden also has figures for those who were either born abroad or have one parent born abroad broken down by individual union. The Hotel and Restaurant Workers union has the highest proportion of workers with foreign backgrounds – 37% and the Swedish Electricians Union the lowest at 9% (see table).

## PROPORTION OF MEMBERS WITH FOREIGN BACKGROUND IN VARIOUS TRADE UNIONS

Union	Born abroad %	At least one parent born abroad %	Total with foreign background %
Hotel & Restaurant Workers	28	9	37
Building Workers	28	8	36
Food Workers	21	8	29
Industrial Workers	19	8	27
Metalworkers	17	8	25
Commercial Employees	10	9	19
Graphics & Media Workers	10	9	19
Municipal Workers	12	7	19
Paper Workers	13	6	19
Transport Workers	9	7	16
Service/communication employees	8	7	15
Construction workers	7	7	14
Forest and Wood Trade	8	5	13
Electricians	5	4	9
<b>Total LO</b>	<b>13</b>	<b>8</b>	<b>21</b>

Source LO from Swedish Board of Statistics 2001

However, most confederations are not able to provide as much detail as this and the table below shows all the responses.

It should also be emphasised that the basis on which the figures in the table have been compiled is very varied. For example, if the UK figures were on the same basis as the Swedish figures the percentage of “foreign background” trade unionists would be much higher as there are large number of UK trade unionists who themselves were born in Ireland, or at least one of whose parents were.

## MEMBERSHIP AND PERCENTAGE OF MIGRANTS AND SECOND GENERATION MIGRANTS/ETHNIC MINORITIES

Country	Confederation	Total membership	Proportion of migrants and second generation migrants/ethnic minorities	Details
Austria	ÖGB	1.4m	No details on proportions	The ÖGB does not distinguish between its members as to whether they are foreigners or not. No record is kept on the membership application. We distinguish between two types of employees, those who are union members and those who are not – without ethnic background.
Belgium	CSC/ACV	1.5m	Not known	
Belgium	FGTB/ABVV	1.2m	Not known	
Czech Republic	CKMOS		Not known	Lower level than among Czech nationals. Around 10% of migrant workers are unionised.
Denmark	LO	1.4m	6% in total (5.6% migrant and 0.4% second generation)	
Finland	SAK		No official figures available	
France	CFDT-UNSA	Not known	Not known	No information is collected at the time of joining, either on nationality or origin
France	FO		Not known	For both legal reasons and because we think that it is inappropriate to collect this information
Germany	DGB	7.5m	9%	
Ireland	ICTU	No response	No response	
Italy	UIL		2.9% (50,000)	
Luxembourg	OGB-L	52,000	35%	Portuguese 16%, French 18%, Italians 5%
Netherlands	FNV	1.28m	4% to 5%	
Norway	LO	No response	No response	

Country	Confederation	Total membership	Proportion of migrants and second generation migrants/ethnic minorities	Details
Norway	YS	200,000	No response	
Poland	Solidarnosc	900,000	Under 1%	
Portugal	CGTP-IN		No data	
Portugal	UGT		No data	
Spain	CCOO	950,000	2.3%	22,000 migrant workers are members
Spain	UGT	Not given	3%	
Sweden	LO		21% foreign-background (440,000)	Foreign background means one parent born abroad or immigrant. Immigrants alone 13%
Sweden	SACO		15% foreign background	Foreign background means one parent born abroad or immigrant. Immigrants alone 7%
Sweden	TCO		15% foreign background	Foreign background means one parent born abroad or immigrant. Immigrants alone 7%
UK	TUC		5% of union membership is non-white	Figures come from official Labour Force Survey. Using the descriptions used in the survey, 2% are Asian or Asian British, 2% are black or black British and 1% are Chinese and other ethnic groups

Where information is available it seems to suggest that the rate of union organisation among workers who are who are migrants or belong to second generation migrant or ethnic minority communities is lower than the average.

The UK Labour Force Survey figures show that on average 29% of all employees are union members in the UK. The figure for non-white employees is 26%, although there are differences between different ethnic groups: while the figure for Asian or Asian British is 25% and the figure for Chinese and other ethnic groups is 22%, the figure for Black or Black British is above the average at 30%.

The situation in Sweden is more complex, although recent migrants who are not from Europe or the most developed economies have a lower rate of unionisation. The precise figures for LO (manual workers) are set out in the table below. But as an example, while the overall figures are 87.2% for women and 82.6% for men, they are 76.7% for women born outside Europe and the USA, Canada, Japan, Australia and New Zealand, who have not been in Sweden for 10 years. There are no comparable figures for men.

## TRADE UNION ORGANISATION BY ORIGIN IN LO SWEDEN

The rate of trade union organisation in the first quarter of 2000. Female and male workers born in different countries (percentage)		
	Women	Men
Born in Sweden with two Swedish born parents	87.8	82.9
Born in Sweden with one foreign born parent	79.6	78.4
Born in Sweden with two foreign born parents	84.7	75.0
Born in other Nordic countries, resident in Sweden for at least 10 years	93.6	88.7
Born in other Nordic countries, resident in Sweden for at most 9 years	*	*
Born outside the Nordic countries, but in Europe, USA, Canada, Japan or Australia and New Zealand resident in Sweden for at least 10 years.	84.6	85.5
Born outside the Nordic countries, but in Europe, USA, Canada, Japan or Australia and New Zealand resident in Sweden for at most 9 years.	76.8	82.2
Born in the rest of the world, resident in Sweden for at least 10 years	84.6	80.3
Born in the rest of the world, resident in Sweden for at most 9 years.	76.7	*
Everyone (irrespective of ethnic background)	87.2	82.6

\* Amount in the selection is too small.

Source: LO-report "Facklig organisationsgrad 2000" August 2000.

In Germany figures on the extent to which foreigners are members of German unions show a lower-than average percentage. Provided on a national basis for 2001 the figures are 26.8% for Turks, 22.0% for those coming from the former Yugoslavia, 20.5% for Italians and 21.2% for Greeks. The average figure is around 28%.

It is also striking that the level of membership among foreign workers in Germany has approximately halved since 1985, when, for example, 51.4% of Turks in employment were in a union. However, the reasons for this decline are complex, including changes in the structure of the foreign population, higher unemployment in the industries in which they have traditionally worked and increasing trend within these communities to take German citizenship.

In the Czech Republic CKMOS also estimates that the level of unionisation among migrants is lower than in the workforce as a whole.

In the Netherlands figures from the Central Office of Statistics (CBS) show a similar gap. The average level of trade union organisation is 25%, but for those born outside the Netherlands in the countries of the EU and the USA, Canada, Japan, Australia and New Zealand it is 21% and for those born in the rest of the world it is 17%.

### **Strategy to increase the proportion of migrants and second generation migrants/ethnic minorities**

In the light of these generally lower levels of organisation among migrant workers and workers belonging to second generation migrant or ethnic minority communities the questionnaire asked whether the confederation had “any strategy to increase the proportion of migrants and second generation migrants/ethnic minorities” within it.

In total 13 of the 24 responses, just over half, said that they had such a strategy. The responses only provide a general indication of priority given to this strategy, or how far it has been developed but it seems clear that for some unions it is taken very seriously. This seems to be case for the two Spanish confederations, CCOO and UGT, in the light of the resources which they devote to it. In both cases they have set up extensive networks of advice centres for migrants, although they are now also integrating them into the normal structures of the confederations.

The situation with UIL, as well with one of the other Italian confederations, CGIL, which unfortunately did not complete a questionnaire, seems similar. CGIL has 70 offices to assist immigrants across Italy.

LO Sweden took the decision to make its “Equal value – equal rights” campaign for integration in working life and in trade union activities its top priority for 2002 and one of its main priorities in the five year period 2000 to 2004. (There is both a five year campaign for all levels of LO and a five year project for LO and its affiliated unions.) One of the guiding principles of the “Equal value – equal rights” campaign is that “there is discrimination in working life and in society at large. This is unacceptable. Every action taken by the LO should be designed to combat discrimination”. Although action against discrimination goes beyond issues connected with migrants and ethnic communities, they are certainly part of the campaign. LO also makes the point that while the whole organisation needs to be committed to the programme: “those who suffer most from injustice must participate in the process of change”.

Details of all the responses are set out below. The response from the FTGB relates to Flanders.

### STRATEGY TO INCREASE THE PROPORTION OF MIGRANTS AND SECOND GENERATION MIGRANTS/ETHNIC MINORITIES

Country	confederation	Has strategy	Details
Austria	ÖGB	✓	The ÖGB supports and initiates projects (Equal) in the area of anti-racism and work with migrants. We support the important migrant organisations on a very generous basis and we organise common events (festivals and discussions). The ÖGB has its own mother tongue advice service for colleagues from ex-Yugoslavia and Turkey
Belgium	CSC/ACV	No	There is an openness and a willingness to engage with immigrants but no strategy has been adopted.

Country	confederation	Has strategy	Details
Belgium	FGTB/ABVV	✓	Almost all the regions have a service for immigrants and second generation migrants with two aims: to provide specific services, such as advice on unemployment benefits or family allowances (with one official who speaks Turkish and another who speaks Arabic) as well as developing campaigns against discrimination and in favour of integration
Czech Republic	CKMOS	✓	Trade unions have deployed recruitment activities among migrant workers offering them full participation in union activities. There has also been assistance aimed at the particular difficulties they face
Denmark	LO	No	
Finland	SAK	✓	Developing employment strategies on a tri-partite basis to increase the employment rate of migrants. At work there is an organising campaign with some unions putting special emphasis on migrant workers
France	CFDT-UNSA	✓	Trade union developments, better representativity, taking into account of social issues
France	FO	No	
Germany	DGB	✓	The Foreigners Promotion Programme of an individual union, IG Metall. This calls for the drawing up of plans at the workplace to "strengthen the rate of trade union organisation" among foreign workers.
Ireland	ICTU	No response	
Italy	UIL	✓	The Confederation is organising a national network of local organisations active in migrant themes, with a strategy to increase their presence in UIL
Luxembourg	OGB-L	✓	Employing full-time officials who are both first and second-generation immigrants. Creation of an Immigrants Department. Specific publications and translations
Netherlands	FNV	No	
Norway	LO	✓	We are at the very beginning of organising ethnic minorities
Norway	YS	No	
Poland	Solidarnosc	No	
Portugal	CGTP-IN	No	There is no affiliation strategy specifically geared to immigrants; our affiliation campaigns are geared to all the workers working in Portugal. Of course, the trade unions with a higher concentration of immigrants give a special attention to the affiliation of immigrants



Country	confederation	Has strategy	Details
Portugal	UGT	✓	Encouraging trade unionism among immigrants with leaflets urging them to join the union
Spain	CCOO	✓	Conference decision to increase the number of migrant members, primarily through the network of advice centres CITE, first established in 1986. During the period 1991-1996 the network was expanded. 120 Centres were opened, linked by a computer network. This network also provided a database making it possible to track the immigration situation in regions (CAs) and in sectors such as the hotel trade and agriculture. As well as CITE there is now a structure within the unions at regional level which focuses on immigration problems and organises the protection of migrant workers' interests. A number of trade union officials working within the CITES are paid by the confederation, except for vocational and trade union training activities.
Spain	UGT	✓	The 2002 Congress created the Department of Migrations which raised the profile of this area of activity. Secretaries for migration were also appointed at the same time in some of the UGT's regions. In four cases the person in this post is a non-EU national. In 1991 the UGT set up Guidance Centres for migrants, aimed at helping migrants to regularise their situation. This was the main method of getting these workers to join the union. The current strategy is to include migrant workers within our overall union actions and also to visit them at their places of work.
Sweden	LO	✓	LO has a project Equal worth – equal rights programme. The education of the people within the unions is the key to the work as well as working with recruitment organisations, mobilisations and general questions dealing with education.
Sweden	SACO	No	
Sweden	TCO	No	This is more a question for affiliates
UK	TUC	✓	Reserved seats on executive bodies, specialised conferences and training events

In some countries one measure of the activity devoted to recruitment of migrants as members of trade unions is whether the confederation produces recruitment literature in other languages. The questionnaire therefore asked whether this had occurred.

Eleven of the 24 confederations report that they have done so and they are listed below. This may not be a complete picture as in some cases recruitment is organised through individual unions or through federations and is not the responsibility of the confederation. The TUC, for example, states that direct recruitment is done by individual UK unions. One of them, the GMB has produced recruitment literature in 15 languages. This material was distributed in London and it is also often the case in other confederations that action is taken on a regional and local level rather than at a national level.

One potential problem about producing material in other languages is the increasing diversity of the countries whose citizens and now living and working in Europe. This is highlighted by the Swedish response.

“Previously we have given out union journals in five languages: English, Arabic, Finnish, Spanish and Serbian/Bosnian. At the moment an investigation is going on concerning information and how it will look in the future including which languages that will be used. Earlier, during the 50s and 60s we made use of four languages thereby covering 90% of the members. Now there is a much broader diversity and spread in languages, therefore it demands new strategies.”

**CONFEDERATION PRODUCED RECRUITMENT LITERATURE IN OTHER LANGUAGES**

Country	confederation	Has recruitment literature in other languages	Details
Austria	ÖGB	✓	Leaflets and booklets produced in English, Turkish, Croatian and Serb
Belgium	CSC/ACV	No	
Belgium	FGTB/ABVV	No	
Czech Republic	CKMOS	No response	

Country	confederation	Has recruitment literature in other languages	Details
Denmark	LO	No	
Finland	SAK	✓	Some unions have their own material (Examples include Services United PAM, Communal Workers KTV and Building workers union)
France	CFDT-UNSA	No	
France	FO	No	
Germany	DGB	✓	Produced by 2 individual unions IGBCE (Dialogue) and IG Metall (Residency Rights)
Ireland	ICTU	✓	Affiliated unions have application forms and other material in multiple languages
Italy	UIL	✓	
Luxembourg	OGB-L	✓	OGB-L visiting card in French, German and Portuguese
Netherlands	FNV	No	
Norway	LO	✓	Pamphlets in English, Spanish, German, Urdu and Arabic
Norway	YS	No	
Poland	Solidarnosc	No	
Portugal	CGTP-IN		
Portugal	UGT	No	
Spain	CCOO	✓	Material above all in Arabic, French and English
Spain	UGT	✓	Leaflets and other materials on issues such as work and residency permits, seasonal work and workplace risks in agriculture
Sweden	LO	✓	Until recently union journals produced in five languages, English, Arabic, Finnish, Spanish and Serbian/Bosnian. However, number of languages being reviewed because of increasing diversity
Sweden	SACO	No	
Sweden	TCO	✓	Has been done but only to a modest extent. It will be one of our targets in the future
UK	TUC	No	Undertaken by individual unions

## Information on activists

With relatively little information available on the proportion of union members who are migrants and second generation migrants/ethnic minorities, it is no surprise to find that there is virtually no information on the proportion of union activists in these categories. Only the OGB-L in Luxembourg and UIL in Italy are able to provide these details. The OGB-L states that there are 5,000 union activists, defined as those are part of a local body, who are immigrants. This is 30% of the total and they are particularly important in the unions for construction and cleaning. UIL has 126 immigrants who are activists, 0.5% of the total. It defines activists as “trade unionists with a political responsibility”.

In addition the IG Metall, an individual union within the DGB, has statistics on the number of non-German citizens among its local union representatives (Vertrauensleute). In 2000 7,270 local union representatives, 12.2% of the total, were not German, with Turkish citizens making up the largest group – 3,872 or 6.5% of the total.

There may be more information on the proportion of activists elsewhere in Europe in the future. The CSC/ACV in Belgium hopes to have figures later this year as does LO Sweden, while the TUC in the UK is asking individual unions for details on the number of “stewards or workplace reps” and “branch officials and officers” who are “black members” as part of its equality audit.

There are also problems with the definition of “activist”. In Austria, for example, union activists are those who have been elected as workplace representatives (see next section), while in other countries, particularly where overall levels of union membership are low, there is no distinction between a member and an activist.

Despite this, nine confederations, over a third of the total, state that they have a strategy to increase the number of activists who are migrants or come from second generation migrant/ethnic minority communities.

The details of all the responses are set out below.

## STRATEGY TO INCREASE THE NUMBER OF UNION ACTIVISTS WHO ARE MIGRANTS AND SECOND GENERATION MIGRANTS/ETHNIC MINORITIES

Country	confederation	Strategy to increase	Details of strategy	Other details
Austria	ÖGB		Activists defined as works council members – see next section	Legally at present only EU citizens can be Works Council members. The result is that there are virtually no migrants who are activists in the confederation
Belgium	CSC/ACV	✓	Awareness leaflets for all activists to convince them to look for activists among migrant workers	Figures will be available from June 2003
Belgium	FGTB/ABVV	No	But the inter-regional committees undertake action on this	
Czech Republic	CKMOS			
Denmark	LO	✓		
Finland	SAK	No		There are some but we have no exact figures
France	CFDT-UNSA	✓	Adaptation of teaching tools to the reality of immigration but the training is open to all	
France	FO			For both legal reasons and because we think that it is inappropriate, this information is not collected
Germany	DGB	✓	Activists defined as works council members – see next section	But details on IG Metall (see text)
Ireland	ICTU			
Italy	UIL			
Luxembourg	OGB-L	✓	Specific training courses for immigrants	
Netherlands	FNV			
Norway	LO	No		
Norway	YS	No		
Poland	Solidarnosc			
Portugal	CGTP-IN	No		

Country	confederation	Strategy to increase	Details of strategy	Other details
Portugal	UGT			We have no distinction between members and activists
Spain	CCOO	✓		
Spain	UGT	No		We see activists as members who do not have an official position and we have no details at all on them, either Spanish or immigrant
Sweden	LO	✓	Through the LO project Equal worth – equal rights	
Sweden	SACO	No		
Sweden	TCO	✓	Special courses for immigrants and campaigns aimed at changing negative attitudes among “Swedish” members	
UK	TUC	✓	Through specialised conferences and training events as well as through the TUC Equality Audit	

## Elected workplace representatives

As with union activists, only a few countries have statistics on the number of elected workplace representatives who are migrants and second generation migrants/ethnic minorities. The OGB-L in Luxembourg has 1,800 members of works councils, chambers of labour and social security institutions, who are in this category, 28% of the total. In Italy UIL has 68 works council members (RSU delegates) and CGIL has 230 immigrant delegates (including one on the European Works Council of IKEA), although the CGIL figures do not come from the questionnaire.

The majority of the other confederations do not have figures, although in Germany two individual unions, IG Metall and IGBCE have collected statistics while the UGT in Portugal states that the information is not collected

at confederation level. The IG Metall figures show that in 2002 3,643 works council members were non-German citizens. This is about 5% of the total.

In Spain the UGT says that the number is very small, perhaps only one or two individuals, while in Poland Solidarnosc says that there are none. There are also no works council members from outside the EU in Austria, as the law does not allow them (see below), despite strong objections from the ÖGB.

As with activists, again around one third of the confederations, eight out of 24, state that they have a strategy to increase the number of elected representatives from migrant and ethnic/minority communities. This may be part of a general strategy as in CFDT-UNSA in France or it may be more specific as with the CSC/ACV in Belgium, where there are leaflets designed to look for representatives among migrant workers.

The details of the situation in each of the confederations are set out below.

## ELECTED WORKPLACE REPRESENTATIVES WHO ARE MIGRANTS AND SECOND GENERATION MIGRANTS/ETHNIC MINORITIES

Country	confederation	Strategy to increase	Details of strategy	Other details
Austria	ÖGB		Despite the fact that non-EU citizens do not have the right to stand as candidates in Works Council elections, the ÖGB offers training courses for migrants to give them the basics of employment law. The idea is that when they finally have the right to stand they will have the necessary training. Trade union schools are a major part of the training effort of the ÖGB and places are reserved for migrants. They are distributed through migrant organisations and have a good take-up.	Legally at present only EU citizens can be Works Council members.

Belgium	CSC/ACV	✓	Specific leaflets for the elections for workplace representatives to look for candidates among migrant workers and achieve a balance	
Belgium	FGTB/ABVV	No		
Czech Republic	CKMOS			
Denmark	LO	No		
Finland	SAK	No		There are some but we have no exact figures
France	CFDT-UNSA	✓	Training and development of trade union membership	
France	FO			For both legal reasons and because we think that it is inappropriate, this information is not collected IG Metall and IGBCE collect statistics on the number of foreign works council members
Germany	DGB	✓	Foreigners' promotion programme	
Ireland	ICTU			
Italy	UIL			
Luxembourg	OGB-L	✓	In the elections we take account of the nationalities present at the national, sectoral and company level	
Netherlands	FNV			
Norway	LO	No		
Norway	YS	No		No information at Confederation level
Poland	Solidarnosc	No		
Portugal	CGTP-IN	No	We have no specific strategy geared to the election of migrant representatives. Our organisation campaign promotes the election of shop stewards in companies. In the sectors with a larger number of immigrant workers trade unions develop a greater effort towards the election of immigrant shop stewards	
Portugal	UGT			
Spain	CCOO	✓	Positive discrimination in the short term	
Spain	UGT	No	Just as part of our overall strategy to increase the number of union members who are migrants	
Sweden	LO	✓	Through the LO project Equal worth – equal rights	
Sweden	SACO	No		



Sweden	TCO	✓	Special courses for immigrants and campaigns aimed at changing negative attitudes among "Swedish" members
UK	TUC	✓	Through the TUC Equality Audit

The survey indicated that there are currently only four countries where national legislation has an impact on the ability of employees to elect who they wish as their representatives. The legislation seems most draconian in Austria, where non-EU citizens are barred completely, and Spain, where immigrants whose position is irregular cannot join unions at all.

The reports for the confederations in these four countries are as follows.

#### **LEGISLATION LIMITING THE RIGHTS OF MIGRANTS AND SECOND GENERATION MIGRANTS/ETHNIC MINORITIES TO BE ELECTED WORKPLACE REPRESENTATIVES**

Country	Confederation	The impact of the legislation
Austria	ÖGB	The impact of the legislation Legally at present only EU citizens can be Works Council members. The result is that there are virtually no migrants who are activists in the confederation
France	CFDT-UNSA	Since 1982 foreigners had been able to be elected to the works council (comité d'entreprise), as an employee delegate (délégué du personnel) or as a trade union delegate (délégué syndical). The only position to which they cannot be elected is as the employee representative in the employment tribunals (Prud'hommes).
Spain	UGT	Indirect, because most immigrants have temporary contracts and you need six months service to stand as a candidate. Also migrants work in sectors that are difficult to organise and where it is difficult to hold elections. In addition foreigners whose situation is irregular do not have the right to join a union,

		meet, demonstrate or strike. The ILO has accepted that this legislation is in breach of its conventions
Sweden	LO	Certain professions linked to safety require Swedish citizenship

The confederations have been active in both Austria and Spain in trying to get the discrimination against immigrants and non-nationals reversed.

In Austria the ÖGB reports:

“ÖGB representatives in Parliament have already several times introduced a motion to give the right to be elected [to non-EU citizens]. Each time this has been rejected by the conservative majority in Parliament. A change in the law has so far not been possible. The ÖGB will, however, continue to do everything possible to push through this very important point. Unfortunately we have no other mechanism but a change in the law through the Austrian Parliament. The demand for passive election rights [the right to be elected] has been passed by the ÖGB Congress several times but not implemented by those in government. The ÖGB will nevertheless with full power and intensity continue to try to achieve election rights for migrants. Equal rights for all employees!”

In Spain the UGT presented a complaint to the ILO on the changes to the law on the rights of foreigners introduced by the Spanish government in 2000. This removed the rights of “affiliation, assembly, demonstration and strike” from those present in Spain without the appropriate documentation. The ILO found in favour of the complaint and called on the Spanish government to “take account of Article 2 of Convention 87” on “Freedom of Association and Protection of the Right to Organise”. This states that “workers, without distinction whatsoever, have the right to join organisations of their own choosing”.

## Trade union decision-making bodies

For some union confederations obtaining information on the proportion of migrants or second generation migrants/ethnic minorities who are in decision-making positions within their structures is a key part of their

overall policy. This is the case, for example, for the TUC. Its equality audit, which is to be undertaken every two years, asks specifically about the number of black members, as well as women, disabled, lesbian, gay and transsexual, and young members who attend the annual TUC Congress or have senior positions within the union. It also has reserved seats for these groups on its Executive Committee (in the case of the TUC known as the General Council) and encourages unions to send black members to its Black Members Conference.

The IG Metall in Germany, with 2.7m members the second largest affiliate of the DGB, is also committed to increasing the number of foreign workers in leadership positions, agreeing a new programme in April 2003. The “foreigners promotion programme” notes that the “current representation of foreign members in the decision-making structures of IG Metall is not in line with the extent to which they are organised and the proportion of the union they make up”. It therefore agrees that in elections to these structures “account should be taken of foreign members in line with their proportion of the membership”. There is no commitment to quotas, but the aim is “to improve substantially” the representation of foreign members in decision-making bodies through political means and improved training and support.

Other confederations however, take a very different approach. The FO in France is an example. In its response to the questionnaire it first states that there are legal and practical reasons which make it difficult to go beyond the distinction between French citizens and those who are not French citizens. However, it goes on to say that “we consider that the fact that an individual belongs to a particular category (French, foreign, young women etc) should not be a determining factor in the representation of that group or in taking responsibility at whatever level particularly in a trade union”. In the view of FO “these ‘positive’ measures do not correspond to our approach which has as its goal the equality of all in employment and civil society”.

These very different attitudes mean that there are substantial differences both in the extent to which information is available on the presence of migrants or second generation migrants/ethnic minorities in decision-making bodies and whether any action is taken to increase their presence.

## Congress delegates

Only seven confederations were able to give information on the number of migrants or second generation migrants/ethnic minorities who were delegates to their national congress. This is around one third of the total as YS in Norway does not have a congress but rather a purely federal structure.

Of these seven, four, SAK in Finland, LO in Norway, Solidarnosc in Poland and the UGT in Spain, said that they had no delegates from migrant or ethnic minority communities at their national congress. The CCOO in Spain said that it had four individuals. UIL in Italy said that 1% of its delegates were migrants and OGB-L in Luxembourg reported that 11% of the delegates to its last national congress in 1999 were non-nationals with representation from Portuguese, French, Belgians and Italians.

All the other confederations were unable to give a figure.

Asked whether they had a policy or declaration to increase the proportion of migrants or second generation migrants/ethnic minorities who were delegates to their national congress, five, the CSC/ACV, FNV, CCOO, LO Sweden and TUC, said they had and their responses are set out below.

### CONFEDERATIONS WITH A POLICY TO INCREASE THE PROPORTION OF CONGRESS DELEGATES FROM MIGRANTS OR SECOND GENERATION MIGRANTS/ETHNIC MINORITIES

Country	Confederation	The impact of the legislation
Belgium	CSC/ACV	1998 Congress document states that together with young people and those looking for work, "migrants should equally be assured of the representation of their interests at all levels". It also says that all organisations should set up a plan to this effect "before the end of 1999"
Netherlands	FNV	Workgroup does research to increase the proportion of women, ethnic minorities and young people.
Spain	CCOO	Confederal Conference decision
Sweden	LO	Through the LO project Equal worth – equal rights
UK	TUC	Through TUC rule change requiring affiliated unions to have "a clear commitment to promote equality" and through the TUC Equality Audit

The table above, listing policy commitments, does not, however, give a full picture of the measures to increase the proportions of migrant and ethnic minorities members who attend congress as delegates. The CFDT and UNSA in France and the FGTB/ABVV in Belgium (Flanders) all state that there are campaigns to increase participation and follow-up evaluation. The DGB in Germany points out that “there is a constant obligation to campaign to improve participation and there is also training”. The OGB-L in Luxembourg, the FNV in the Netherlands, and the CCOO in Spain all elect congress delegates from bodies representing migrants or second generation migrants/ethnic minorities. The CCOO also encourages the participation of migrants in the congress, while the UGT in Spain reports that “this year there will be a campaign of awareness whose aim is to make immigrant members more visible. There have been similar campaigns in both 2001 and 2002”. The TUC has follow-up evaluation.

## Executive committee

The confederations have more information on the presence of representatives from migrants or second generation migrants/ethnic minorities on their executive committees, perhaps because they are generally smaller bodies or because they meet more frequently.

In total 14 out of the 24 confederations responding give a figure on numbers. However, in ten cases, for the ÖGB, LO Denmark, SAK, DGB, UIL, FNV, LO Norway, Solidarnosc, CCOO and TCO, the figure is zero. YS in Norway has one non-Norwegian on its 40 strong executive committee, the Representantskap, who comes from Sweden. The UGT in Spain has one migrant, from Morocco, on its 193-member executive, the Confederal Committee. The CGTP-IN has four immigrants on its National Council, 1.7% of the total of 234. In Luxembourg 21% of the executive committee of the OGB-L, the Comité National, are non-nationals, coming from the Portuguese, French, Belgian, Italian and German communities.

In addition in Italy the CGIL, which did not complete a questionnaire reports that there are now four representatives of migrant workers on the executive of the confederation. There are also immigrants holding key positions in federations and regional branches in the metal-working, construction, food and agriculture and hotel sectors.

Again only a small number of confederations have a policy to increase the proportion of executive committee members who are migrants or second generation migrants/ethnic minorities. The policies of the four that do so, CFDT-UNSA, FNV, LO and the TUC, are set out below.

### **CONFEDERATIONS WITH A POLICY TO INCREASE THE PROPORTION OF EXECUTIVE COMMITTEE MEMBERS FROM MIGRANTS OR SECOND GENERATION MIGRANTS/ETHNIC MINORITIES**

Country	Confederation	The impact of the legislation
France	CFDT-UNSA	A general policy of the two organisations of taking into account the necessity of a better representation of migrant activists
Netherlands	FNV	There is a Congress resolution to start a training programme for ethnic minorities “on the way to the top”
Sweden	LO	Through the LO project Equal worth – equal rights
UK	TUC	Through TUC rule change requiring affiliated unions to have “a clear commitment to promote equality” and through the TUC Equality Audit

As with congress delegates, confederations are also taking action to increase the proportion of executive committee members from migrant and ethnic minority communities. As well as general encouragement, there is follow-up evaluation in the CFDT, while in the OGB-L and the CCOO the executive committee contains members elected from bodies representing migrant workers. In the UGT the head of the structure on migrant issues can attend and speak at the executive but not vote.

However, only the TUC has reserved places on its executive committee, the General Council, for representatives of ethnic minority workers. There are three, one of who must be a woman, on the currently 56-strong body.

The ability of the confederation to influence the composition of the executive committee may sometimes be limited. As the DGB points out membership of the executive committee “is a matter for the member unions”.

## The steering committee

In terms of information, the position of steering committee in the confederations is similar to that for the executive meeting itself. (Only 23 confederations provided information as the TCO in Sweden does not have this type of committee.)

There are 14 confederations (15 if CFDT and UNSA are taken separately) who have information on the proportion of members from migrant and ethnic minority communities on their steering committees, the decision-making body between meetings of the executive. Eleven say that they have no steering committee members from these groups. These are the ÖGB, LO Denmark, SAK, DGB, UIL, FNV, LO Norway, Solidarnosc, CGTP-IN, UGT Portugal and UGT Spain. However, the UGT in Spain also points out that the head of the structure for migrant issues attends the steering committee but cannot vote.

In addition in YS in Norway, one of the eight members of its steering committee, the Sentralstyret, is a non-national, from Sweden, and five of the 42-strong steering committee in the OGB-L, the Comité Executif, are non-nationals, from Portugal, France, Belgium and Italy. In France the CFDT has two out of its 9 members who are non-French (22.2%) and UNSA has one out of eight (12.5%).

Three confederations, FNV, LO Sweden and the TUC have a policy to increase the proportion of executive committee members from migrants or second generation migrants/ethnic minorities on their steering committees and the details are set out below.

### CONFEDERATIONS WITH A POLICY TO INCREASE THE PROPORTION OF EXECUTIVE COMMITTEE MEMBERS FROM MIGRANTS OR SECOND GENERATION MIGRANTS/ETHNIC MINORITIES

Country	Confederation	The impact of the legislation
Netherlands	FNV	There is a Congress resolution to start a training programme for ethnic minorities "on the way to the top"
Sweden	LO	Through the LO project Equal worth – equal rights
UK	TUC	Through TUC rule change requiring affiliated unions to have "a clear commitment to promote equality" and through the TUC Equality Audit

In terms of action, the position on the steering committee almost precisely reflects that for the executive committee. As well as general encouragement, there is follow-up evaluation in the CFDT, while in the OGB-L and the CCOO the committee contains members elected from bodies representing migrant workers. In the UGT the head of the structure on migrant issues can attend and speak at the executive but not vote. The TUC has reserved places on its steering committee, called the Executive Committee, for representatives of ethnic minority workers.

## **Paid employees**

Confederations had more information about the number of paid employees who were migrants or second generation migrants/ethnic minorities.

In total 15 out of 25 confederations responding (UNSA and CFDT gave separate details) were able at least to make an estimate of the number of workers from migrant and ethnic minority communities who they employed.

One interesting point which emerged was that the figures for the CFDT, which cover officials with a leading political role rather than all employees came from a survey carried out by the Prime Minister's department. The survey looked into senior levels of several French institutions, including ministries and companies, as well as the CFDT.

The proportions varied from 18% in the OGB-L in Luxembourg to zero in YS in Norway. The figures also give an insight into the varying numbers employed by the confederations.



Country	confederation	Total number of paid employees	Proportion of employees who are migrants and second generation migrants/ethnic minorities	Details
Austria	ÖGB	2,000	2%	
Belgium	CSC/ACV	294	4%	
Belgium	FGTB/ABVV	Not given	Not known	
Czech Republic	CKMOS	Not given	Not given	
Denmark	LO	155	3.2%	
Finland	SAK	140	2.1% (working on EU projects)	Two from Estonia and one from Africa
France	CFDT	Not given	11.1% first and second generation immigrants at leadership level	Among those of non-French origin 15% came from the Maghreb, the rest of Africa and Indo China and 68% from other European countries
France	UNSA	34	5.9% (2)	Officials rather than employees
France	FO	Not given	Not given	
Germany	DGB	900-1,200	4%	Figures for DGB only
Ireland	ICTU	Not given	Not given	
Italy	UIL	1,500	2.9%	
Luxembourg	OGB-L	31	18%	Portuguese Italian Belgian French
Netherlands	FNV	230	12%	People from Surinam Morocco Turkey the Molluccas and Chile
Norway	LO	265	5%	
Norway	YS	23	0%	
Poland	Solidarnosc	159	Under 1%	
Portugal	CGTP-IN	Not given		
Portugal	UGT	Not given	Not given	
Spain	CCOO	Not given	3 individuals	
Spain	UGT	Not given	About 1% but no systematic information available	
Sweden	LO	Not given	No details registered	
Sweden	SACO	Not given	No details registered	
Sweden	TCO	60	No details registered	Illegal to register at workplace
UK	TUC	Not given	Not given	

Eleven of the 25 stated that they had taken measures to increase the proportion of their employees who are who are migrants and second generation migrants/ethnic minorities. These are the ÖGB, FGTB/ABVV, LO Denmark, CFDT, UNSA, OGB-L, FNV, CCOO, LO Sweden, TCO and TUC. The details of the measures are set out below. The UGT Spain also drew attention to the problems that can sometimes prevent it taking on migrant employees: “There is often a difficulty in that the qualifications of migrant workers may not be recognised and so they cannot be taken one at levels which correspond to their abilities”.

### **MEASURES TAKEN TO INCREASE THE PROPORTION OF EMPLOYEES WHO ARE WHO ARE MIGRANTS AND SECOND GENERATION MIGRANTS/ETHNIC MINORITIES**

Country	Confederation	Details of measures
Austria	ÖGB	The ÖGB has tried step by step in all the Federal States to introduce mother tongue advice. This is linked to the strategy of appointing officials with an immigrant background.
Belgium	FGTB/ABVV	Resolution adopted at last Congress on support for diversity, called on all levels of the union “to develop plans of diversity in their own management of personnel”
Denmark	LO	Recruitment policy
France	CFDT	Building awareness, taking account of the role and responsibility of the union
France	UNSA	Building awareness, taking account of the role and responsibility of the union
Luxembourg	OGB-L	A permanent official for the Department of Immigrants
Netherlands	FNV	Collective agreement includes (positive action) promotion of equal opportunities for all ethnic minority groups
Spain	CCOO	Positive discrimination in the short term. In the long term more employees from migrant groups will be the consequence of a policy of trade union organisation among migrants
Sweden	LO	All LO's work is permeated with a perspective of integration. This includes it own role as an employer.
Sweden	TCO	Encourage immigrants to apply for jobs through special advertisements in immigrant magazines and radio channels
UK	TUC	No details provided

# SPECIAL STRUCTURES FOR MIGRANTS AND SECOND GENERATION MIGRANTS/ ETHNIC MINORITIES

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## Paid staff

Having at least some paid staff with a particularly responsibility for issues affecting migrants and second generation migrants/ethnic minorities, is probably the essential if a confederation is to be able to take any action on the issue. It is therefore no surprise that 90% of the confederations responding, 22 out of 24, say that they have staff of this type. The two confederations which do not state that they have such staff are CKMOS in the Czech Republic and Solidarnosc in Poland.

There are substantial differences in the number of staff employed with responsibilities in this area, with UIL and the UGT in Spain giving the highest numbers, each with 30. However, this does not necessarily reflect the priority given to the issue. It also reflects the extent to which the issue is dealt with in other parts of the union structure, such as in individual union or federations or at regional level. It is also linked to the overall size and economic strength of the confederation.

In terms of the future numbers of paid staff, most confederations expect no change. Of the 20 who answered this question 14 said that they expected the numbers of staff dealing with migrant and ethnic minority issues to stay the same. Six said they expected an increase, but none expected a decrease.

Details of all the respondents are set out below.

## PAID STAFF WITH PARTICULAR RESPONSIBILITY FOR MIGRANTS AND SECOND GENERATION MIGRANTS/ETHNIC MINORITIES

Country	Confederation	Do you have paid staff with a particular responsibility?	How many	How many (FTE)	Increase or decrease
Austria	ÖGB	✓	About 10	About 10	Increase
Belgium	CSC/ACV	✓	3	2.5	
Belgium	FGTB/ABVV	✓	2 (plus 13 in Flanders)	2 (plus 12 in Flanders)	Stay the same (increase in Flanders)
Czech Republic	CKMOS	No response			
Denmark	LO	✓	1	0.5	Stay the same
Finland	SAK	✓	3	3	Stay the same
France	CFDT-UNSA	✓	2	2	Increase
France	FO	✓	3		Stay the same
Germany	DGB	✓	20	20	Stay the same
Ireland	ICTU	✓	1		Stay the same
Italy	UIL	✓	30	30	Increase
Luxembourg	OGB-L	✓	2	1.6	
Netherlands	FNV	✓	3	2.5	Stay the same
Norway	LO	✓	1	5 to 6 people have involvement	some Stay the same
Norway	YS	✓	0	0.4	Stay the same
Poland	Solidarnosc	No			
Portugal	CGTP-IN	✓	3	1.5	Increase
Portugal	UGT	✓	1	1	Stay the same
Spain	CCOO	✓	19	Not given	Increase

Spain	UGT	✓	30 (at Confederation level) In addition each region (CA) has its own programmes and employees on the issue	46,800 hours + 1 FTE	Stay the same
Sweden	LO	✓	2 1 1 2	3.5 (One full time, one part time, another member of staff spends 60% of time on this and another 25% - integration policy work is mainstreamed within LO)	Stay the same
Sweden	SACO	✓		0.1 0.5	Increase Stay the same
Sweden	TCO	✓		2	same
UK	TUC	✓			Stay the same

## Responsibilities of paid staff

The questionnaire asked the respondents to rank the areas which were of greatest importance for the paid staff, where 5 was “very important” and 1 was “not at all important”.

The overall results show that work on discrimination and integration had the highest priority with production of policies on this issue scoring an average of 4.5, while campaigning on the same issue scored 4.1. This was followed by combating prejudice among the broader membership including anti-racist work at 3.9. Developing training was seen as least important (see table).

## THE MOST IMPORTANT AREAS OF WORK FOR PAID STAFF – AVERAGE\*

Production of policies on discrimination and integration	4.5
Campaigning at a political level on discrimination and integration	4.1
Combating prejudice among the broader membership including anti-racist work	3.9
Working with migrant groups	3.6
Production of policy on migration	3.5
Campaigning on migration	3.2
Legal services	3.1
Developing training	2.9

\* Average scores on a scale 1 (Least important) to 5 (Most important)

These average figures conceal some significant variations. For example, campaigning on migration, which normally had a relatively low score was seen as very important by the UGT in Spain, LO Sweden (which saw almost all issues as being very important) and the TUC. Similar the provision of legal services, which scored 3.1 overall, was given the top position with a score of five by the ÖGB, UIL, UGT in both Portugal and Spain and LO Sweden.

It is difficult to see a clear pattern and the results for the individual confederations are set out below. These are the responses for the FGTB/ABVV as a whole. The responses from Flanders gave less emphasis to developing policies and campaigns on migration and more emphasis to policies and campaigns on discrimination and integration, anti racist work, and, in particular services provided to immigrants.

## MOST IMPORTANT AREAS OF WORK FOR STAFF WITH PARTICULAR RESPONSIBILITY FOR FOR MIGRANTS AND SECOND GENERATION MIGRANTS/ETHNIC MINORITIES

Country	Confederation	Policy on migration	Policies on discrimination and integration	Campaigning on migration	Campaigning on discrimination	Developing training	Combating prejudice including anti-	Legal services	Working with migrant groups	Other areas
Austria	ÖGB	3	4	4	4	2	4	5	5	5
Belgium	CSC/ACV	2	5	1	5	2	4	1	3	
Belgium	FGTB/ABVV	2	3	2	2	1	2	1	3	
Czech Republic	CKMOS									
Denmark	LO	4	4	2	3	4	4	2	2	
Finland	SAK	2	4	3	3	4	4	3	4	
France	CFDT & UNSA	2	5	2	5	3	4	2	3	4
France	FO	3	5	3	5	3	5	4		
Germany	DGB	5	5	4	4	5	3	2	3	
Ireland	ICTU	4	5	4	5	5	5	3	4	
Italy	UIL	3	3	3	3	3	2	5	2	
Luxembourg	OGB-L	4	3	4	3	2	3	4	5	5
Netherlands	FNV	3	5	3	5	1	5	3	5	5
Norway	LO	1	5	1	3	5	5	4	5	
Norway	YS	3	5	3	5	2	4	2	4	
Poland	Solidarnosc									
Portugal	CGTP-IN	5	5	4	5	2	5	4	4	
Portugal	UGT	5	5	3	4	2	5	5	4	5
Spain	CCOO	3	3	3	3	3	2	4	2	
Spain	UGT	5	5	5	5	3	5	5	4	5
Sweden	LO	5	5	5	5	5	5	5	4	5
Sweden	SACO	4	5	2	3	1	1	1	1	
Sweden	TCO	4	4	4	5	3	3	2	4	4
UK	TUC	4	5	5	5	3	5	2	5	

A number of confederations also gave a high priority to other areas. The ÖGB in Austria saw “help with housing questions, support in legal cases, legal issues for foreigners, help with marital law and support in all types

of official dealings” as very important. CFDT and UNSA emphasised “institutional representation and the urban dimension”. The OGB-L referred to its work with radio programmes. The FNV gave a high priority to “developing labour market policy”. The UGT in Portugal said that “participation in national consultative structures for the definition of policies linked to immigration and exclusion” was very important. The UGT in Spain made a similar point saying that “participation in consultative bodies where legislative proposals relevant to migrants are evaluated; also in the forums for the social integration of immigrants” is a high priority. And for LO Sweden another very important area of work is “information and developing training for all members on social and ethical integration issues”.

Most confederations do not have different members of staff dealing with different groupings of migrants on the basis of their country of origin or ethnic group. LO Sweden made it clear that it would be opposed to such an approach, “because it is extremely important to develop a collective approach and not shatter the collective into different ethnic groups”.

The FGTB/ABVV in Flanders pointed out that there were no divisions of responsibility on campaigning for integration. However, in the provision of advice services there was often one official who could speak Turkish and so dealt with that community, while another was able to speak Arabic and dealt with the Arabic speaking migrants

## **Special committees for migrants and second generation migrants/ethnic minorities**

Two thirds of the confederations, 16 out of 24, have a special committee for migrants and second generation migrants/ethnic minorities. They deal with the range of issues faced by migrants and ethnic minorities, although there are some differences of emphasis as the table shows. The UGT Spain’s Departments of Migration, for example, which exist at regional as well as at national level, deal with emigration and returned emigrants together with immigration. This reflects Spain’s past as a country of outward migration. The TUC Race Relations Committee on the other hand deals with matters relating to race equality. The table below provides details on committees operating at a confederation level. There are also other committees at regional level in some confederations, such as the Integration Committee of the CSC for Wallonia, the French-speaking south of Belgium and Brussels.



These committees meet regularly, with the most common frequency being quarterly (five confederations report this), although some meet more frequently. The Immigrant Affairs Committee in LO Norway meets monthly, as does the committee of the FGFB/ABVV in Flanders. Interestingly six have either been set up for the first time or been reconstituted within the last three years.

Details of each of the confederations with a special committee are set out below.

### **SPECIAL COMMITTEES FOR MIGRANTS AND SECOND GENERATION MIGRANTS/ETHNIC MINORITIES – FREQUENCY AND ISSUES**

Country	confederation	When set up	Name	Frequency	Issues
Belgium	FGTB/ABVV	1997 and 2002 nationally In Flanders in 1990	Immigration Commission and working group on immigration. There is also a regional committee (CEM) in Flanders	4 times a year Once a month for the Flanders committee	Brochure, non discrimination, study day, work permits etc. In Flanders developing policy and campaigns on the discrimination and integration of migrants
Denmark	LO		Migration Integration Committee	4 times a year	Migrant integration in the labour market
Finland	SAK	Autumn 2002	Multicultural Working Group	Plan to meet 6 times a year	Collect information on migrant workers, plan statements policies and actions
Germany	DGB	1973	AK Migration- working group	3 times a year	Migration, anti-discrimination, incentive measures for job-training
Ireland	ICTU		North/South Anti Racist Taskforce Interact Project Trade Union Advisory Group		
Italy	UIL	November 2002	Cordinamento Nazionale Responsabili Politiche Migratorie	Every 2 or 3 months	Reinforcing the local organisation active on migrant issues, providing legal and advice services for migrants; developing focused training; monitoring of the application of the new immigration law
Luxembourg	OGB-L	1985	Department des Immigres	10 times a year	All issues specific to immigrants

Netherlands	FNV	1980	Contact committee for ethnic minorities	4 times a year	Antiracism policy, labour market and integration, development of integration, income position etc
Norway	LO	2000	Immigrant Affairs Forum	12 times a year	Following up a strategy paper on LO's work on ethnic minorities and anti-racism
Portugal	CGTP-IN	End of 1980s	Migration and Ethnic Minorities Specific Committee	4 or 5 times a year but it can meet more frequently	Migration situation (emigration and immigration); government proposals; union policy and guidelines
Portugal	UGT	1996	Department of Immigration and Social Exclusion		Everything dealing with the issue, especially analysing proposed laws and the preparation of meetings
Spain	CCOO	1986	Information Centre for foreign workers (CITE)	4 times a year	Co-ordination, orientation, follow-up
Spain	UGT	2002	Departments of Migration - replaced the previous Areas of Migration	Stable structure	All issues related to migration: immigration, emigration and returned emigrants
Sweden	LO	Many years ago but changed in 1999	Integration committee	6 times a year	
Sweden	TCO	Two or three years ago	Network for integration and ethnic diversity	6 times a year	Integration in the labour market, improving affiliates work in these areas
UK	TUC		TUC Race Relations Committee	4 times a year	All matters relating to race equality

In most cases the members of these committees are appointed or volunteer rather than being elected. The two exceptions are the TUC, where most of the members are elected at the annual TUC Black Workers Conference, and the OGB-L where the members are elected at the immigrant assemblies. The membership is varied. In SAK in Finland, for example, they are all paid members of union staff and the situation is similar in a number of other confederations. In the OGB-L on the other hand they are all immigrants.

The powers of the committees also vary, with eight confederations saying they are essentially consultative. Two say they are both consultative and decision-making, while the committee at UGT Portugal carries out the policies of the executive committee.

The links with other bodies within the confederation range from making proposals and requests to other bodies to direct representation on the executive, at OGB-L. The TUC committee reports both to the executive body of the TUC and to the Black Workers Conference (see below).

It is also noticeable that in a number of case individuals on the committee also have leading positions in other structures. For example at FNV, the chair of the committee is vice chair of the FNV, while in LO Sweden the committee works with the Commission for the union project Equal Worth-Equal value, which is chaired by Wanja Lundby-Wedlin, the chair of LO.

Details of the individual confederations which have these committees are set out below.

### **SPECIAL COMMITTEES FOR MIGRANTS AND SECOND GENERATION MIGRANTS/ETHNIC MINORITIES – MEMBERS, POWERS AND LINKS**

Country	confederation	How chosen	Who can be delegate	Powers	Links
Belgium	FGTB/ ABVV	Appointed. In Flanders volunteers	Those responsible for the issue at regional level. In Flanders those who are interested and knowledgeable	Consultative both nationally and in Flanders	Can make proposals. In Flanders no formal links
Denmark	LO	Appointed by Executive Committee	Members of staff and elected representatives from individual unions	Both decision-making and consultative	
Finland	SAK	Appointed by SAK or member unions	Paid staff of union. There are no migrants among the members	Consultative	Similar to other working groups - it can make recommendations and arrange seminars and draft statements or programmes
Germany	DGB	Member unions and DGB regional offices send members plus experts plus Italian representatives		Both decision-making and consultative	Can present requests to Executive Committee

Ireland	ICTU	No details			
Italy	UIL	Each local UIL provides someone for the committee	Italians and non-Italians active on the issue and with political responsibility		
Luxembourg	OGB-L	At the general assemblies of immigrants	Immigrants	Provide advice and make proposals	Elect representatives to higher bodies in the Confederation
Netherlands	FNV	Not elected	Representatives of individual unions	Consultative	The chair of the committee is vice chair of the FNV and all members are members of individual unions
Norway	LO	Representatives from the unions	Individuals employed by unions	Consultative	Through the leader of the forum, who is a member of the executive committee and the steering committee
Portugal	CGTP-IN	Chosen by unions, sectoral federation and trades councils	Trade unionists	Consultative - provides opinions to Executive Committee	Person responsible for committee co-ordinates work
Portugal	UGT	Appointed	The head of the department plus specialists	Carries out the policies of the Confederation	Co-ordinated through the Executive
Spain	CCOO	Seconded or recruited	Must be workers	Consultative and supportive	Liaison body with the various levels of the union
Spain	UGT	Members appointed by the Executive Committees in each of the regional structure of the UGT	Any affiliate	Depends on the Executive Committees	The officials of the Departments must be ratified by the Executive Committees. They can participate in the meetings of the Executive Committees at both national and regional level but do not have a vote
Sweden	LO		Committee consists of those responsible for integration within the union, the network of active union immigrants, Workers Education Association and		Also works with the Commission for the union project Equal Worth-Equal value, which is chaired by Wanja Lundby-Wedlin, the chair of LO

			the Swedish Social Democratic Party		
Sweden	TCO	Loose network	All employees and activists who wish to participate	Consultative but nevertheless with strong voice	Not linked
UK	TUC	Mainly elected at annual TUC Black Workers' Conference plus members of the General Council	General Council members and delegates elected at Black Workers' Conference	Consultative	Reports to General Council and TUC Black Members' Conference

The committees are able to point to a number of positive results from their work. In Flanders the FGTV/ABVV points out that “almost all the campaigns which the regional committee has led (for example the clause on non-discrimination at work, management, management for coloured staff, positive action ...) have been launched by the CEM”. The DGB notes that its committee changed union positions on migration and anti-discrimination law. The committee in UGT Portugal produced a series of proposals for changes to laws. CITE in the CCOO produced up-dated material on migration. In Sweden the work of the Network for integration and ethnic diversity of the TCO led to the start of courses to help immigrants to become union activists. Finally, the TUC Race Relations Committee contributed heavily to the work of the Stephen Lawrence Task Group (a TUC group set up following the murder of Stephen Lawrence, a black teenager) and the subsequent Audit project. These are both key elements in the development of TUC action and policy in this area.

## Special conferences for migrants and second generation migrants/ethnic minorities

Many fewer confederations have established special conferences for migrants and second generation migrants/ethnic minorities. Only seven confederations report that they have them, less than half the number that have special committees, and one of these the FGTV/ABVV will only be setting up the committee later this year.

The issues dealt with are similar to those covered by the special committees. For example the FNV's conference, Landlelijke dag etnische min-

derheiten, covers antiracism policy, labour market policy, participation and integration and equal rights.

Only four of the confederations have conferences that meet regularly. These are the TUC, once a year, the FNV and CGTP-IN, both once every two years, and the OGB-L, once every five years. The FGTB/ABVV's conference has not yet met.

The conferences organised by the UGT in Portugal and the CCOO in Spain had a different character. They were one-off events called to establish a policy framework.

In addition LO Sweden does not have a conference of its own but gives support to the Network of Active Union Immigrants who organise conferences and activities, while in Germany two of the individual union affiliated to the DGB, Verdi and IGBCE, have special conferences.

The details of those organised by the confederations are set out below.

### **SPECIAL CONFERENCES FOR MIGRANTS AND SECOND GENERATION MIGRANTS/ETHNIC MINORITIES – FREQUENCY AND ISSUES**

Country	confederation	When set up	Name	Frequency	Issues
Belgium	FGTB/ABVV	To be set up in September 2003	Not yet chosen	This will be the first meeting	Combating discrimination and examining new legislation in the area
Luxembourg	OGB-L	1999	National Conference of Immigration	Every five years	All issues specific to immigrants to determine the policies and priorities of the Department of Immigrants
Netherlands	FNV	1995	National body for ethnic minorities (Landelijke dag etnische minderheiten)	Every two years	Antiracism policy, labour market policy, participation and integration, equal rights
Portugal	CGTP-IN	End of 1980s	Migration Meeting	Every two years	Migratory flows CGTP-IN's positions and demands
Portugal	UGT	In September 2002		One-off conference	Looked at the new reality of migration in Portugal
Spain	CCOO	In March 1998	Conference of the Confederal Council on Migration	One only so far	The key guidelines for the union in this area
UK	TUC	1993	TUC Black Workers' Conference	Annually	Any issue concerning black workers submitted in motion form by affiliates

Members of the special conferences are largely elected in the OGB-L and the TUC. In the CCOO those attending the conference were a part of the elected membership of the executive committee. The members are invited from the ethnic minorities in the FNV and are immigrants in OGB-L, while in the TUC “unions are encouraged to send black delegates”.

In most cases their powers are essentially consultative, although the one-off conference held by CCOO had the same decision-making power as the Confederal Council, as it was made up of Confederal Council members. The Migration Meeting of the CGTP-IN also has the power to approve or reject documents after debate. These documents come from Executive Committee (migration department).

### **SPECIAL CONFERENCES FOR MIGRANTS AND SECOND GENERATION MIGRANTS/ETHNIC MINORITIES – MEMBERS, POWERS AND LINKS**

Country	confederation	How chosen	Who can be delegate	Powers	Links
Belgium	FGTB/ABVV	Is an information conference			
Luxembourg	OGB-L	Elected by 6 regional committees	Immigrants who are elected		
Netherlands	FNV	Unions invite people from ethnic minorities		Consultative	Through the Contact Committee
Portugal	CGTP-IN	Chosen by affiliated organisations	Trade union leaders, workplace representatives and workers	Approve or reject documents after debate. Documents come from Executive Committee (migration department)	Through the participants who participate in other forums of the union
Portugal	UGT	No details			
Spain	CCOO	Members of the Confederal Council	Two thirds were delegates of the council plus those invited from the regions and unions most affected	Same decision-making power as Confederal Council	Congress decides when such conferences will be held
UK	TUC	Chosen/elected by affiliated unions	Anyone chosen or elected, although unions are encouraged to send black delegates	Recommendation/suggestions to TUC Race Relations Committee, General Council, Unions or other outside bodies	Can recommend action to any part of the TUC

In terms of positive results the CCOO reports that the conference in March 1998 “developed new lines of action for the union in this area”, while the TUC view is that its annual conference has “made tackling institutional racism a higher priority”.



# UNION SERVICES

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The responses to the question on the most important areas of work for paid staff indicate that for most unions the provision of union services, such as legal advice or training, are not the highest priority. The provision of legal services scored 3.1 on average out of a maximum 5.0 and training was at the bottom of the table at 2.9.

However, for some unions these areas are important, both in themselves and because they provide a link to migrant and ethnic minority communities. For example CCOO points out that its information centres for migrant workers (CITE) which offer legal advice, language and vocational training courses and help with administrative formalities for regularisation are crucial in awakening interest in trade unionism among migrant workers.

Training can also play a role in the broader aims of unions to encourage union activists and elected representatives to come forward from the migrant and ethnic minority communities, as well as in tackling prejudice in the broader membership.

## Legal and advice services

The questionnaire asked whether the confederations provided legal and/or advice services on issues linked to the specific position of migrants and second generation migrants/ethnic minorities.

It found that 18 out of 24 – three-quarters – did so, although one confederation qualified its response. The CFDT and UNSA response stated that the confederations offered “orientation information”. Just over half of those providing this service, ten out of 18, offer it to “all who ask” with seven restricting it to “members only”. One confederation did not provide information on this issue and in the FGTB/ABVV, the situation nationally is different to that in Flanders. Nationally advice is provided only to members but in Flanders non-members get one consultation but are asked to join on the next occasion.

Only a relatively small number, five out of the 18, provide advice particular aimed at women.

The details of all the confederations are set out below.

### **PROVISION OF LEGAL AND/OR ADVICE SERVICES ON ISSUES LINKED TO THE SPECIFIC POSITION OF MIGRANTS AND SECOND GENERATION MIGRANTS/ETHNIC MINORITIES**

Country	Confederation	Legal and advice services provided	Members only/ All who ask	Particularly for women	Details
Austria	ÖGB	Yes	All who ask	No	
Belgium	CSC/ACV	Yes	Members only	No	
Belgium	FGTB/ABVV	Yes	Members only (All who ask in Flanders)	No	In Flanders asked to join on the next occasion
Czech Republic	CKMOS	Yes			
Denmark	LO	No			
Finland	SAK	Yes	All who ask	No	
France	CFDT & UNSA	Yes orientation information	All who ask	No	Aimed at both
France	FO	Yes	All who ask	Yes	
Germany	DGB	Yes	All who ask	Yes	
Ireland	ICTU				
Italy	UIL	Yes	All who ask		
Luxembourg	ÖGB-L	Yes	Members only	No	
Netherlands	FNV	Yes	All who ask	No	
Norway	LO	Yes	Members only	Yes	Network of immigrant women
Norway	YS	No			
Poland	Solidarnosc	No			
Portugal	CGTP-IN	Yes	Members only	Yes	No discrimination on grounds of gender
Portugal	UGT	Yes	All who ask	No	
Spain	CCOO	Yes	All who ask	Yes	Linked to their situation as women and immigrants
Spain	UGT	Yes	All who ask	No	Work has been done specifically with women (see text)

Sweden	LO	Yes	Members only	No	Both men and women receive a range of specialised advice, including issues that only concern women
Sweden	SACO	No			
Sweden	TCO	No	Provided by affiliated unions		
UK	TUC	Yes	Members only		

The questionnaire also asked whether these services were provided to migrant workers in the country illegally. Eleven of the confederations plus the Flanders region of the FGTB/ABVV said that they provided services to these workers and for some, such as the UGT in Portugal and the CCOO and UGT in Spain this was a crucial element of their work. The UGT in Spain commented: “Via our centres we advise all migrants, irrespective of their membership of the union or their legal status on all questions linked with regularising their position, asking for or extending work and residency permits etc”. The CGTP-IN in Portugal indicated how its support has been of very direct benefit to workers whose position is irregular, although the situation is about to change. “In accordance with the legislation on immigration, the trade union can also certify that the illegal migrant worker has a labour relation with an employer (when there is no labour contract) to allow his/her legalisation. (This legislation is about to be changed by the current government.)”

Two other confederations, the ÖGB and LO Sweden, do not provide legal and advice services themselves but provide links to organisations which offer these services to migrants whose position has not been regularised. Also the FGTB/ABVV nationally reports that as well as Flanders, Brussels has taken the initiative in providing support to workers in the country illegally.

## PROVISION OF LEGAL AND/OR ADVICE SERVICES ON TO MIGRANT WORKERS WHO ARE IN THE COUNTRY ILLEGALLY

Country	confederation	Services provided ?	Details
Austria	ÖGB		Provides link with an NGO "Asylum in Need" which gives support
Belgium	CSC/ACV	Yes	Members go to the centres or federations where they are members, not to the confederation except in specific cases. Non-affiliates get information but not a legal service
Belgium	FGTB/ABVV	No but yes in Flanders	In Flanders they receive the same advice as the others or information about their irregular situation. An initiative has also been taken in Brussels
Czech Republic	CKMOS		
Denmark	LO		
Finland	SAK	No	Non-members get help if time permits. There is also an EU funded programme in Estonia, which aims to tell people about the Finnish labour market and prevent people coming to work illegally in Finland
France	CFDT & UNSA	Yes	Problems linked to work and the residency situation
France	FO	Yes	
Germany	DGB	Yes	We do not ask about their status
Ireland	ICTU		
Italy	UIL	Yes	
Luxembourg	OGB-L	Yes	We give information to all members and do not ask about their status
Netherlands	FNV	Yes	Pilot project in The Hague which gives information about collective agreements and payment
Norway	LO	No	
Norway	YS		
Poland	Solidarnosc		Legal services only provided for trade union members
Portugal	CGTP-IN	Yes	Every affiliated worker, both in a legal and illegal situation, is supported by the trade union in labour conflicts. In accordance with the legislation on immigration, the trade union can also certify that the illegal migrant worker has a labour relation with an employer (when there is no labour contract) to allow his/her legalisation (this legislation is about to be changed by the current government) Help to people working illegally aiming to legalise their situation, particularly during the three previous periods when it was possible to do so
Portugal	UGT	Yes	
Spain	CCOO	Yes	It is not necessary to have papers in order to join the union or benefit from its services

Spain	UGT	Yes	Via our centres we advise all migrants, irrespective of their membership of the union or their legal status on all question linked with regularising their position, asking for or extending work and residency permits etc
Sweden	LO	No	No guidance is given to non-members or illegal immigrants but we co-operate and support organisations that provide this service
Sweden	SACO		
Sweden	TCO		
UK	TUC		

In terms of the type of advice service provided, the questionnaire asked which were the most important areas. Overall advice on discrimination on work was seen as most important, scoring 3.9 out of a maximum 5.0 and advice on social issues was seen as least important.

**MOST IMPORTANT AREAS OF LEGAL SERVICE AND/OR ADVICE PROVIDED – AVERAGE\***

Advice and services on discrimination at work	3.9
Advice and services on nationality/immigration issues (including work permits and amnesties)	3.4
Advice and services on social issues such as access to housing, health or education	2.7

\* Average scores on a scale 1 (Least important) to 5 (Most important)

However, there are differences between confederations. For example, for the ÖGB, CFDT and UNSA, UIL, CGTP-IN, UGT Portugal and UGT Spain advice on nationality and immigration issues was very important. It scored above all others in the CFDT and UNSA, UIL and UGT Portugal and was on equal terms with advice on discrimination at work for the ÖGB and CGTP-IN and with advice on social issues for UGT Spain.

The UGT in Spain also explains why advice on discrimination at work is less important in that country. Its response states: “So far there have been very few consultations on this issue; in fact discrimination is hardly reported. What we have found on many occasions is that irregular workers report the non-payment of their wages”. The implication of this com-

ment is not that discrimination is absent but rather that it is not reported because it is so common.

Details of each of the confederations are set out below. The figures for the FGTB/ABVV are based solely on the response from Flanders.

### **MOST IMPORTANT AREAS OF LEGAL SERVICE ADVICE PROVIDED**

Country	confederation	Nationality	Social services	Discrimination at work
Austria	ÖGB	5	4	5
Belgium	CSC/ACV	1	1	3
Belgium	FGTB/ABVV	4	4	4
Finland	SAK	4	3	2
France	CFDT & UNSA	5	3	3
France	FO	4	4	5
Germany	DGB	2	3	4
Italy	UIL	5	4	3
Luxembourg	ÖGB-L	3	1	2
Netherlands	FNV	2	2	5
Norway	LO	1	3	5
Portugal	CGTP-IN	5	2	5
Portugal	UGT	5	3	4
Spain	CCOO	4	2	3
Spain	UGT	5	5	3
Sweden	LO	1	1	5
UK	TUC	3	2	5

A number of confederations also referred to other issues on which advice was provided, many of which come under the general heading of employment rights.

In Finland, where collective agreements are legally binding, SAK provides information on collective agreements and other working conditions and especially on labour law. In fact the confederation goes beyond this as its response states.

“The union works together with the police force and makes investigations in the workplace to check that the law and collective agreements are followed, also among those migrant workers who are not members of the unions and they also check the work permits.”

At CFDT and UNSA advice is given on asylum rights and position of students. FO states that it deals with all issues of concern to foreigners. The DGB gives advice on labour and social law. The OGB-L provides guidance on pay, redundancies and work permits. The FNV gives advice on labour market issues. UGT Portugal specifically refers to the help with legalisation. The UGT in Spain also provides migrants with advice on labour issues but it points out that when the issues dealt with are purely to do with employment, they are dealt with not by the advice centres for migrants but by the legal advisers of the individual industry federations.

## Training

Training is an important mechanism for trade unions in this area, whether it is training for migrants and second generation migrants/ethnic minorities themselves, or training directed at the wider membership. The questionnaire therefore asked about training across a range of issues.

In total 15 of the 24 confederations stated that they provided some sort of training, either for migrant/ethnic minority workers or for the wider membership about the particular problems they face. However, this is not a complete picture of the union training that takes place on these issues. Several confederations make clear that training is the responsibility of and is provided by individual unions or federations and in other cases the state authorities provide training.

The position also varies from confederation to confederation depending on the issue involved. Details on each of the different types of training asked about are set out separately.

## Language training

Only five confederations, the ÖGB, DGB UIL, CGTP-IN and CCOO, state that they provide language training for migrants and ethnic minorities (see table). However, in three other confederations the CSC/ACV, SAK in Finland and the UGT in Portugal, this training is provided at individual union/federation level. SAK, for example, comments: “Some member unions have

arranged training (for example the Community Workers Union and Services united PAM)”. The UGT in Spain now asks other organisations to provide language training, while LO Sweden states: “Used to provide this training but it now provided by the municipalities”. In the case of the FGTB/ABVV language training is provided by a number of bodies in Flanders.

## LANGUAGE TRAINING PROVIDED TO MIGRANTS AND SECOND GENERATION MIGRANTS/ETHNIC MINORITIES

Country	Confederation	Details of language training
Austria	ÖGB	Individual unions support migrants taking languages courses with specific occupational content. The training department of the confederation also offers German courses.
Germany	DGB	Labour and language training provided by a number of bodies
Italy	UIL	Training provided
Portugal	CGTP-IN	Especially for those from Central and Eastern Europe
Spain	CCOO	Spanish language and literacy training

## Occupational training

The position is similar for occupational training. Seven confederations state that they provide it, the ÖGB, DGB, UIL, CGTP-IN, CCOO, UGT Spain and TUC, but in the FNV it is the responsibility of individual unions and the state, and in Finland (SAK) and Sweden (LO) it is provided by the state.

The two Spanish confederations, CCOO and UGT, clearly make substantial efforts in this area, developing and running courses in the occupations which have high numbers of migrant workers, such as work in hotels and catering, construction, driving and domestic work. The aim of the longer courses is to enable migrants to gain recognised qualifications and so break out of purely unskilled work. The shorter courses on applying chemicals in agriculture and cleaning are intended to provide protection against safety risks at work.



## OCCUPATIONAL TRAINING PROVIDED TO MIGRANTS AND SECOND GENERATION MIGRANTS/ETHNIC MINORITIES

Country	Confederation	Details of occupational training
Austria	ÖGB	Special training in making applications for young people with a migrant background
Germany	DGB	Provided by a number of training bodies
Italy	UIL	Training provided
Portugal	CGTP-IN	Through the CGTP-IN's Vocational Training Centre
Spain	CCOO	Hospitality industry, construction and dealing with chemical products in agriculture
Spain	UGT	4 courses organised in 2002 on cleaning (150 hours), on driving and delivery (150), on the application of cleaning products (20 hours) and on domestic help (200) hours. Normally occupational courses, which are also provided at regional level are not specifically for migrant workers
UK	TUC	Training provided

### Training on trade union issues

Unsurprisingly, training on trade issues for migrants and members of ethnic communities is more widespread. Eight confederations provide training of this type the ÖGB, DGB, OGB-L, UGT Portugal, CCOO, UGT Spain, LO Sweden and the TUC (see table below for details).

The detailed information provided by some confederations shows the effort that are made to involve migrant communities. In Austria the ÖGB was able to organise its events on employment rights in mosques for the first time in 2002. However, comments by the UGT in Spain indicate that getting a commitment to attend course may sometimes be difficult with immigrants “given that their main priority is economic survival and they dedicate 100% of their time to that”.

The list of confederations below is again not the complete picture. In SAK and in the FNV this training is carried on by individual unions, while in CGTP-IN there are courses on the theme courses on the theme “immigration and trade union activity”. In the Czech Republic Project 2001 (a

survey on the position of migrants in which CKMOS was involved) showed the need for migrants to participate in the trade union training system.

### **TRAINING ON TRADE UNION ISSUES PROVIDED TO MIGRANTS AND SECOND GENERATION MIGRANTS/ETHNIC MINORITIES**

Country	Confederation	Details of training on trade union issues
Austria	ÖGB	Organises an annual series of events called "My rights at work" with NGOs. These take place in places used by migrants and deal with employment rights and political issues. For the first time last year there were organised in mosques.
Germany	DGB	Provided by DGB, individual unions and DGB Bildungswerke
Luxembourg	ÖGB-L	Trade union training, rights at work, social security, pensions
Portugal	UGT	Done within the framework of our general training programme
Spain	CCOO	Explanation of union and its role and training of senior representatives
Spain	UGT	Discussion with immigrants rather than training. It is also difficult for immigrants to come to training on a regular basis as they need to devote all their efforts to survival
Sweden	LO	Special courses at central, regional and even local level
UK	TUC	Numerous courses at national and local level

### **Training on nationality and discrimination issues**

Eight confederations also provide training on nationality and discrimination issues. They are the ÖGB, FO, DGB, UIL, ÖGB-L, CCOO, UGT Spain, LO Sweden and the TUC.

For the FO this is part of their general training effort, "training on these issues and other equality issues provided to all on union training courses". However, in other confederations the training is more specific. CCOO provides a specific subsidy directed to train immigrants in migration issues. In this as in other training matters, within the FNV the responsibility for

this type of training lies with individual unions. Details of those providing this training are set out in the table below.

### **TRAINING ON NATIONALITY AND DISCRIMINATION ISSUES PROVIDED TO MIGRANTS AND SECOND GENERATION MIGRANTS/ETHNIC MINORITIES**

Country	Confederation	Details of training on nationality and discrimination issues
Austria	ÖGB	Supports seminars organised by other NGOs
France	FO	Training on these issues and other equality issues provided to all on union training courses
Germany	DGB	Provided by DGB, individual unions and DGB Bildungswerke
Italy	UIL	Training provided
Luxembourg	OGB-L	Training provided
Spain	CCOO	Specific subsidy directed to train immigrants in migration issues
Spain	UGT	Information discussions in our information centres to resolve specific problems
Sweden	LO	Sometimes arranges special conferences
UK	TUC	Training provided

### **Training intended particularly for women**

Only three of the confederations, CCOO, LO Sweden and the TUC, said that some of the training for migrants and second generation migrants/ethnic minorities was particularly for women.

The CCOO identified the language and orientation course for domestic workers that it provides, while LO Sweden said that it would have a more systematic programme for women migrants after 6 March 2003.

The UGT in Spain said it did not organise specific courses, “because the situation is similar for men and women”. But it pointed out that “women migrants can participate in courses organised by the women's department”.

## TRAINING FOR MIGRANTS AND SECOND GENERATION MIGRANTS/ETHNIC MINORITIES PARTICULARLY INTENDED FOR WOMEN

Country	Confederation	Details of training for women
Spain	CCOO	Language and orientation courses for domestic workers
Sweden	LO	In the past only occasionally but from 6 March 2002 will be more organised
UK	TUC	Training provided

### Anti-discrimination training for the membership

Anti-discrimination training, such as anti-racist training, for the membership is provided by a larger a number of confederations. Twelve, half the total, said that they organised this.

They are the ÖGB, CSC/ACV, FGTB/ABVV, CFDT & UNSA, FO, DGB, UGT Portugal, CCOO, UGT Spain, LO Sweden, TCO and the TUC. In the Netherlands this work is the responsibility of individual unions.

In addition in LO Norway a project is under way to develop this type of training, although experience from the other Norwegian confederation YS, indicates the difficulties. Its response reports, “some work has been done in developing this kind of training but interest among the membership has not been overwhelming”.

However, the responses from other confederations make it clear that substantial work is underway. For example, the ÖGB reports that it “organises a large number of anti-racist training sessions. These are seminars on the issue of xenophobia. The themes dealt with are “Conflicts” and “Learning with one another/Living with one another”. The ÖGB also works very actively in four EQUAL Projects in the area of racism as a strategic and active partner. The ÖGB has in fact founded its own association with the Catholic Church to intensify this work”.

In Belgium the FGTB/ABVV works together with an external body to provide training for full-time officers.

Details of each of the confederations are set out below.

## ANTI-DISCRIMINATION TRAINING FOR THE BROADER MEMBERSHIP

Country	Confederation	Details on broader anti-discrimination training
Austria	ÖGB	Confederation organises a large number of anti-racist training sessions and seminars on the issue of xenophobia (see text)
Belgium	CSC/ACV	Provided to full-time Belgian officials covering questions of discrimination. In Wallonia and Brussels the CSC has organised training on issues linked to migration, such as a day course on Islam and a four-day course covering EU enlargement, discrimination, exclusion and union action.
Belgium	FGTB/ABVV	Training is provided in collaboration with the Centre for Equal Opportunities to legal and non-legal officers to give them an understanding of the new legislation. The FGTB/ABVV has had an agreement with the centre since 1994. In Flanders there were 8 days of training on positive action, involving 500 activists and officials in 2001. There is also a "Training the Trainers" course which lasts five days and takes place twice a year.
France	CFDT & UNSA	Training courses, information tools, awareness raising and studies
France	FO	Training on these issues and other equality issues provided to all on union training courses
Germany	DGB	Part of union training programme
Portugal	UGT	Numerous seminars and the inclusion of these issues in the curriculum of our training
Spain	CCOO	Courses and campaigns
Spain	UGT	Campaigns of awareness raising, using leaflets and posters
Sweden	LO	Variety of training courses
Sweden	TCO	Two campaigns will start this year
UK	TUC	Training provided



# PUBLICATIONS AND CAMPAIGNS

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Publications and campaigns are important in getting a trade union message across, both within the membership and to a wider public and a substantial majority of confederations use both on issues linked to migrant and ethnic minority workers.

## Publications

The overwhelming majority of confederations, 21 out of 24 – 88%, have published material on the issues linked to migrant workers and second generation/ethnic minority workers. The only confederations which report that they have not done so are the two in central Europe, Solidarnosc and CKMOS, and UIL in Italy, although UIL's response also indicates that it has produced material in a language other than Italian.

Some confederations, such as the DGB, LO Sweden and the TUC, have produced a great deal of material covering a wide range of issues. In other confederations the topics covered so far may be more limited. For example YS in Norway has published articles about diversity in the workplace and ethnic minority women, who have received the YS Gender Equality Award.

To make some comparison possible the questionnaire asked about the issues covered by the publications, the way the material was published and the main intended audience and details of each are set out below.

In terms of the extent to which the issues are covered, they fall into two groups. Information on rights on discrimination at work and union policies on discrimination are at the top, followed almost immediately by general trade union rights for migrant and ethnic minority workers, and union policies on immigration. Legal rights on nationality, anti-racist material and the particular concerns of women have been covered less frequently (see table). LO Sweden also drew attention to the material it has published on the labour market and trade union activity.

## ISSUES COVERED IN PUBLICATIONS

Issue covered in publications	Number of confederations covering it
Legal rights on discrimination at work	16
Union policies on discrimination	16
General trade union rights for migrant workers	15
Union policies on immigration	15
Legal rights on nationality	11
Anti-racist material	11
Particular concerns of women	9

However, looking at the details for each of the confederations it is difficult to see a pattern, although some confederations cover all the issues (see table).

## ISSUES COVERED IN PUBLICATIONS BY CONFEDERATION

Country	Confederation	Legal rights on nationality	Legal rights on discrimination at work	Anti-racist material	General trade union rights for migrant workers	Union policies on immigration	Union policies on discrimination	Particular concerns of women
Austria	ÖGB	Yes	Yes	Yes	Yes	Yes	Yes	
Belgium	CSC/ACV					Yes	Yes	
Belgium	FGTB/ABVV							
	(National only)	Yes	Yes	Yes			Yes	
Czech Republic	CKMOS							
Denmark	LO				Yes	Yes	Yes	
Finland	SAK	Yes	Yes		Yes			
France	CFDT & UNSA	Yes	Yes	Yes	Yes	Yes	Yes	Yes
France	FO		Yes		Yes		Yes	Yes
Germany	DGB	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Ireland	ICTU		Yes			Yes		
Italy	UIL							



Luxembourg	OGB-L		Yes	Yes	Yes			Yes
Netherlands	FNV	Yes	Yes	Yes	Yes	Yes	Yes	
Norway	LO				Yes		Yes	Yes
Norway	YS					Yes	Yes	Yes
Poland	Solidarnosc							
Portugal	CGTP-IN	Yes	Yes	Yes	Yes	Yes	Yes	
Portugal	UGT	Yes	Yes		Yes	Yes	Yes	
Spain	CCOO	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Spain	UGT	Yes	Yes			Yes		Yes
Sweden	LO		Yes	Yes	Yes	Yes	Yes	
Sweden	SACO			Yes	Yes	Yes		
Sweden	TCO		Yes			Yes		
UK	TUC	Yes	Yes	Yes	Yes		Yes	Yes

Leaflets and posters and special publications are the main methods used to get the message across. Eighteen of the 21 confederations publishing material linked to migrant and ethnic minority workers used this method. Regular publications were less likely to be the vehicle for material on this issue (see table).

## METHOD OF PUBLICATION

Method of publication	Number of confedeations using this method
Leaflets & posters	18
Special publications	18
Internet	12
Regular publications	11
Non-national languages	14

The questionnaire also asked separately whether any material was translated into other languages and 14, including UIL, said that it was. The languages into which the material has been translated include:

English, Italian, Arabic and Turkish (FGTB/ABVV Flanders), Estonian, English, Russian and Polish (SAK), Arabic, Spanish, Portuguese and Italian (FO), German, French and Portuguese (OGB-L), English, German, Span-

ish, Russian, Urdu and Arabic (LO Norway), French, English and Russian (CGTP-IN), Arabic, French and English (CCOO), Arabic, French, English, Portuguese and Polish (UGT Spain) and Portuguese (TUC).

However, not all confederations provided details. The DGB, for example, said only that it used eight additional languages in one series of publications and two on its web site, while TCO said it produced materials in the “most common immigrant languages”.

LO Sweden drew attention to the increasing diverse range of languages being spoken by migrants, pointing out that “it demands new strategies” (see earlier section on recruitment literature for fuller details).

Details of the methods used are set out below.

## METHOD OF PUBLICATION BY CONFEDERATION

Country	Confederation	Regular publications	Special publications	Leaflets & posters	Internet	Non-national languages
Austria	ÖGB		Yes	Yes	Yes	
Belgium (both national and in Flanders)	CSC/ACV	Yes	Yes	Yes		
Belgium	FGTB/ABVV	Yes	Yes	Yes	Yes	Yes
Czech Republic	CKMOS					
Denmark	LO	Yes	Yes	Yes		
Finland	SAK			Yes	Yes	Yes
France	CFDT & UNSA	Yes	Yes	Yes	Yes	Yes
France	FO		Yes	Yes		Yes
Germany	DGB	Yes	Yes	Yes	Yes	Yes
Ireland	ICTU		Yes		Yes	
Italy	UIL					Yes
Luxembourg	ÖGB-L	Yes	Yes	Yes		Yes
Netherlands	FNV	Yes	Yes	Yes		
Norway	LO		Yes	Yes	Yes	Yes
Norway	YS					
Poland	Solidarnosc					
Portugal	CGTP-IN		Yes	Yes		
Portugal	UGT	Yes		Yes		
Spain	CCOO	Yes	Yes	Yes	Yes	Yes
Spain	UGT	Yes	Yes	Yes	Yes	Yes
Sweden	LO	Yes	Yes	Yes	Yes	Yes
Sweden	SACO		Yes	Yes		
Sweden	TCO		Yes			
UK	TUC		Yes	Yes	Yes	Yes

Trade union members are the main target audience for the publications, with 17 of the 21 confederations producing material on the issue saying that they targeted them. They are followed by migrant and ethnic minority workers who are in the union with 16 positive responses and the general public and workers each with 14. The main method of getting information to trade union members is special publications, although leaflets and posters are also important for them and other target groups (see table).

Main intended audience	Method of publication				
	Overall	Regular publications	Special publications	Leaflets/Posters	Internet
	Number of confederations				
General public	14	9	7	10	9
Workers	14	7	7	9	8
Employers	8	2	5	2	6
Trade union members	17	11	14	13	10
Trade union activists	14	10	12	9	10
Migrant and ethnic minority workers in union	16	8	13	13	9
Migrant and ethnic minority workers not in union	12	4	4	7	9
Those advising migrant and ethnic minority workers	12	6	7	7	9
Women	9	3	6	8	5

## Campaigns

As with publications, the majority of confederations have undertaken campaigns on issues linked to migrant workers and second generation migrant/ethnic minority workers. Campaigns have been undertaken in 19 of the 24 confederations, while SAK says it has not done so yet and YS notes that, although it has not organised any campaigns itself, it has “taken part in the network of Norwegian NGOs preparing for the UN World Conference on Racism”.

Those which do not give details of campaigns are CKMOS, UIL and Solidarnosc.

The questionnaire asked for details of the campaigns and in response some confederations provided substantial detail. The UGT in Spain, for example, listed: Against Racism and Xenophobia - 'Mix in' (1997); Campaign on domestic service and women immigrants (1996-1997); Permanent Campaign for intercultural living together and against racism and xenophobia - 'Live and live together' (2001, 2002, 2003). The UGT in Portugal responded as follows: "Campaign on integration from 1998 onwards, which was under taken in parts of Lisbon with high levels of immigrant population. Campaign on legalisation of immigrants during the three periods when this was possible. The UGT opened 72 information points across Portugal in 2000. Campaign on equality and citizenship, an awareness raising campaign in 1999."

Others simply indicated the main areas on which they were campaigning, such as "discrimination at the work-place", for the DGB or "campaign in favour of asylum, campaign against discrimination in the world of work and other campaigns", for CFDT and UNSA.

Combating discrimination at work was by far the most popular issue to campaign on. Sixteen of the confederations plus the FGTB/ABVV in Flanders said they had campaigned on this, twice as many as on the next two most popular issues, trade union rights and on the concerns of women migrants. (CGIL, which unfortunately did not complete a questionnaire, has recently begun campaigning on "women and immigration".)

The issue which was least taken up in campaigns was that of individual immigration/asylum cases, in which only four confederations were involved (see table).

## ISSUES TAKEN UP IN CAMPAIGNS

Issues taken up	Number of confederations
Combating discrimination at work	16
For trade union rights	8
On issues affecting women migrants	8
Against racist groups	8
Less restrictive immigration laws	7
Individual immigration/asylum cases	4

Details of campaigns on a confederation by confederation basis are set up in the table below. In addition to the items listed, the DGB said that it had campaigned on safe residency status, while the FNV has campaigned on the income position of ethnic minorities.

## ISSUES TAKEN UP IN CAMPAIGNS BY CONFEDERATION

Country	Confederation	Less restrictive immigration laws	Individual immigration/asylum cases	Combating discrimination at work	Against racist groups	For trade union rights	For women
Austria	ÖGB			Yes	Yes	Yes	Yes
Belgium	CSC/ACV			Yes	Yes		
Belgium	FGTB/ABVV in Flanders			Yes			
Czech Republic	CKMOS						
Denmark	LO	Yes					
Finland	SAK						
France	CFDT & UNSA	Yes	Yes	Yes	Yes	Yes	Yes
France	FO			Yes			
Germany	DGB	Yes		Yes		Yes	
Ireland	ICTU		Yes	Yes			
Italy	UIL						
Luxembourg	OGB-L	Yes				Yes	
Netherlands	FNV			Yes			
Norway	LO			Yes		Yes	Yes
Norway	YS						
Poland	Solidarnosc						
Portugal	CGTP-IN	Yes	Yes	Yes	Yes	Yes	Yes
Portugal	UGT			Yes		Yes	
Spain	CCOO	Yes		Yes		Yes	Yes
Spain	UGT			Yes			Yes
Sweden	LO			Yes	Yes		Yes
Sweden	SACO			Yes	Yes		
Sweden	TCO			Yes	Yes		
UK	TUC	Yes	Yes	Yes	Yes		Yes

The most popular method of campaigning used was working with Non-Governmental Organisations (NGOs). Sixteen confederations plus the FGTB/ABVV in Flanders said they had done this in their campaigns. But other methods, such as meetings, circulating material within the confederation and working with the press were also widely used. The least popular campaigning tool was paid advertisements on TV and radio (see table).

**METHODS USED IN CAMPAIGNS**

Methods used in campaigning	Number of confederations
Working with NGOs	16
Meetings	13
Circulating material within confederation	13
Press	12
Advertisements (print)	8
Surveys	8
Demonstrations	8
Advertisements (TV & radio)	2

Details of the methods used are set out in the table. In addition at least five confederations indicated that they had used cultural events as a campaigning tool. This was the case for the DGB, CCOO, UGT Spain, LO Sweden, which had produced films, and the TUC which has regularly organised a major music event, the Respect Festival.

## METHODS USED IN CAMPAIGNS BY CONFEDERATION

Country	Confederation	Circulating material within	Press	Advertisements – print	Advertisements TV & radio/ies	Meetings	Demonstrations	Working with NGOs	Surveys
Austria	ÖGB	Yes	Yes	Yes		Yes	Yes	Yes	
Belgium	CSC/ACV						Yes	Yes	
Belgium	FGTB/ABVV								
Czech Republic	CKMOS								
Denmark	LO							Yes	
Finland	SAK								
France	CFDT & UNSA	Yes	Yes			Yes	Yes	Yes	Yes
France	FO	Yes				Yes			
Germany	DGB	Yes	Yes	Yes	Yes	Yes		Yes	Yes
Ireland	ICTU		Yes					Yes	Yes
Italy	UIL								
Luxembourg	ÖGB-L		Yes	Yes		Yes	Yes	Yes	
Netherlands	FNV		Yes			Yes		Yes	
Norway	LO	Yes	Yes	Yes		Yes		Yes	Yes
Norway	YS								
Poland	Solidarnosc								
Portugal	CGTP-IN	Yes	Yes			Yes	Yes	Yes	
Portugal	UGT	Yes				Yes		Yes	
Spain	CCOO	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Spain	UGT	Yes				Yes		Yes	
Sweden	LO	Yes	Yes	Yes		Yes	Yes	Yes	Yes
Sweden	SACO	Yes	Yes	Yes					Yes
Sweden	TCO	Yes						Yes	
UK	TUC	Yes	Yes	Yes		Yes	Yes	Yes	Yes

In a separate question the confederations were asked if they had a policy of including the images and experiences of migrant and ethnic minority workers in their general material. Nine said they had. They are the ÖGB, SAK, DGB, ÖGB-L, UGT Portugal, CCOO, UGT Spain, LO Sweden and the TUC.





# UNION STATUTES, POLICY AND LINKS

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## Statutes and policy

The majority of the questionnaire dealt with union action but one part looked at confederation rules and policies. Rules can certainly be important in this area. For example, in 2001 as a result of its work on institutional racism the TUC decided that it needed to change its rules to make a "commitment to promote equality" and the elimination of discrimination a requirement of any TUC affiliate. The UK confederation hopes that this will not just be a symbolic act but will also lead to practical changes in the way that individual unions tackle the issue.

The survey found that 13 union confederations stated that they had something in their rules or statutes on combating racism. In some cases this is a general statement on equality. LO Sweden, for example, points out that its "constitution is based on ground principles of equal rights and equal value", while in UGT Portugal the "statutes oppose any form of discrimination".

However, some go further. The FNV reports that "the Confederation and individual unions have anti-racism rules in their statutes". As already noted, the TUC has changed its rules to make elimination of discrimination a requirement of any affiliated union. The statutes of the FGTB/ABVV state "there is no place for racist and fascist ideas and behaviour nor for hatred of foreigners". The YS has a very clear statement in its declaration of principles. This is that:

"Norwegian society is becoming increasingly multi-ethnic and multi-cultural. A good society is dependent on integration and utilisation of the diversity and skills of immigrants ... people who publicly express discriminatory or neo-Nazi/racist opinions have no place in the organisation"

The CCOO statutes state that the confederation "will combat racism and xenophobia and will promote values of respect, tolerance and living together between the members of different ethnic groups and peoples".

An even larger number of confederations, 18 – three-quarters, have a general declaration on immigration policy and/or anti-racism, although these vary substantially in the areas they cover and how detailed they are. Some examples include: FO with a congress resolution committing the confederation to the struggle against discrimination and racism; the DGB with a series of statements on the issue, including the Commission Report on Right-wing Extremism; LO Norway which has Programme of Action on anti-racism for 2001-2004 and a Strategy paper on LO's work on ethnic minorities and anti-racism; UGT Portugal, which approved a resolution in February 2002 stating that "a multi-cultural society is necessarily a richer society" and LO Sweden, which has an "entire policy against Nazism and racism".

SAK, which does not say it has a statement on the issues, nevertheless signed a joint statement with the employers in 2001, insisting that foreign labour was a positive resource and not a threat and that joint measures must be found to change people's attitudes and behaviour towards non nationals.

Sixteen confederations have a policy on immigration, while SAK again states that although it has not got a policy it has a number of statements. For CFDT and UNSA the key to its immigration policy is "access to rights, struggle against discrimination in the workplace, struggle against racism and xenophobia"; while LO Sweden states that it is "in favour of a generous immigration policy especially for refugees and their families".

However, the number of confederations that have a policy on those who are in the country illegally is considerably smaller – just 12. The content of these policies is diverse. SAK has "demanded clear rules on work permits for foreign labour", while OGB-L works in a "common platform with NGOs for the regularisation of those without papers" and the UGT Spain states: "They have the right to join the union and benefit from its services. Also we use Article 59 of the Foreigners Law, accusing the employers of exploiting the workers, whose papers are not in order. This also results in their regularisation." The position of the CGTP-IN is similar as its response makes clear. "CGTP-IN demands the legalisation of the immigrant workers, based on principles of solidarity and also as a way to fight against the vulnerability of immigrant workers, which reduces their ability to demand equal conditions."

Information on the confederations which have rules, declarations or policy in this area is set out below.

## RULES OR STATUTES, DECLARATIONS AND POLICIES

Country	Confederation	Rules or statutes	Declaration	Policy on immigration	Policy on migrants in country illegally
Austria	ÖGB	Yes	Yes	Yes	Yes
Belgium	CSC/ACV (National and in Flanders)	Yes	Yes	No	No
Belgium	FGTB/ABVV	Yes	Yes	Yes	
Czech Republic	CKMOS				
Denmark	LO	Yes	No	No	No
Finland	SAK	No	No	No	Yes
France	CFDT & UNSA	Yes	Yes	Yes	Yes
France	FO	No	Yes	Yes	
Germany	DGB	No	Yes	Yes	No
Ireland	ICTU				
Italy	UIL	No	Yes	Yes	Yes
Luxembourg	OGB-L		Yes	Yes	Yes
Netherlands	FNV	Yes	No	Yes	Yes
Norway	LO	Yes	Yes	No	No
Norway	YS	Yes	Yes	Yes	No
Poland	Solidarnosc	No	No	No	Yes
Portugal	CGTP-IN	Yes	Yes	Yes	Yes
Portugal	UGT	Yes	Yes	Yes	Yes
Spain	CCOO	Yes	Yes	Yes	Yes
Spain	UGT		Yes	Yes	Yes
Sweden	LO	Yes	Yes	Yes	No
Sweden	SACO		Yes	Yes	Yes
Sweden	TCO	No	Yes	No	No
UK	TUC	Yes	Yes	Yes	No

## Links with confederations in countries from which migrants come

Making links with trade union confederations in the countries from which migrants come can help provide a better links with migrant and ethnic minority community and 15 confederations have established them, almost two-thirds of the total.

Many of the links reflect long-established migration patterns, such as those of the Spanish confederations with Latin America, or the TUC's links with Commonwealth countries through the Commonwealth Trade Union Council. But other links have also been established, such as that between LO Sweden and confederations in Latin America or between CGTP-IN and unions in the Ukraine. In some cases the links are through the departments

dealing with migrant and ethnic minority issues, in others they are through the confederation's international departments.

The details of the links are set out below.

## **LINKS WITH CONFEDERATION IN COUNTRIES FROM WHICH MIGRANTS INITIALLY COME**

Country	Confederation	Details
Austria	ÖGB	Range of co-operation projects going across frontiers. There is also good contact with the unions in the countries from which migrants come. In addition the ÖGB works closely with unions in the countries from which workers commute on a daily basis to work in Austria.
Belgium	CSC/ACV	Links exist
Belgium	FGTB/ABVV	Through international department but not systematic
Finland	SAK	With Estonian trade unions through the Estonian project and with Russian trade union movement
France	CFDT & UNSA	Long-standing links for CFDT, just being set up for UNSA. The links involve meetings and common strategies
France	FO	Links exist
Italy	UIL	Links exist
Luxembourg	ÖGB-L	Co-operation agreements with CGIL and UIL in Italy, CGTP and UGT in Portugal and UNIC-CS in Cape Verde
Poland	Solidarnosc	With the Confederations of Eastern and Central Europe
Portugal	CGTP-IN	Especially with Confederations from Cape Verde and the Ukraine
Portugal	UGT	Links exist
Spain	CCOO	With the union of the Mahgreb and South America
Spain	UGT	These are organised through the International Department
Sweden	LO	Substantial resources devoted to Nordic Countries. There are also links with other sender countries, for example in Latin America
UK	TUC	Commonwealth Trade Union Council and recently also with Portuguese unions

# COLLECTIVE BARGAINING

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Collective bargaining, negotiating better pay and improved working conditions, is at the heart of trade union activity.

Like other union members, as well as many who are not, migrants and members of ethnic minority communities benefit directly from collective bargaining successes, in terms of their pay and working conditions.

However, unions have increasingly come to realise that they can use collective bargaining as a lever specifically to improve the position of migrants, second generation migrants and ethnic minority workers. Unions can include issues of help to this group of workers in their negotiating demands. Collective bargaining can help migrants and ethnic minority workers make progress towards equality in their workplaces in a way that may be more difficult in society as a whole.

The questionnaire looked at what confederations had done about collective bargaining, both in terms of targets set and results achieved. However, in analysing the answers it has to be recognised that the pattern of collective bargaining differs widely across Europe, with some countries having a fairly centralised system and others very decentralised arrangements. The role of the confederations is also very varied, with some, like the Belgian confederations being directly involved in negotiations with employers, while in others, like the DGB, this is entirely the responsibility of the individual unions.

## Guidelines for collective bargaining

The questionnaire asked whether the confederation had any guidelines for negotiators encouraging them to take up issues of concern to migrants and second generation migrants/ethnic minorities. Twelve confederations,

half the total said that they had such guidelines. They are the CSC/ACV, FGTB/ABVV, LO Denmark, CFTD & UNSA, FO, FNV, CGTP-IN, UGT Portugal, CCOO, UGT Spain, LO Sweden and the TUC.

The questionnaire went on to ask which issues these guidelines covered and provided a list of ten potential topics. The issue most commonly covered by such guidelines was a general statement on equality of treatment. Eleven of the confederations said that their guidelines covered this. This was followed by access to training, promotion and other workplace benefits, with ten confederations reporting that this was included in their guidelines, and outlawing harassment with eight. More specific issues, linked to religious practices such as working time, canteen food and dress, were much less likely to be the subject of guidelines for negotiators. In each case only one or two confederations reported having guidelines on these issues.

## GUIDELINES FOR NEGOTIATORS

Have guidelines on	Number of confederations
General statements	11
Access to training, promotion and other workplace benefits	10
Outlawing harassment	8
Language training	5
Recognition of foreign qualifications	4
Organising leave	4
Special training for migrants	3
Religious practices and food in canteen	2
Religious practices and working time	1
Religious practices and uniform or dress	1

There are significant differences between confederations in the extent to which issues are covered in the guidelines they have produced, with most confederations dealing with less than half the topics listed in the questionnaire. In some cases this may reflect the particular circumstances of the country. LO Sweden pointed to the difficulties it faced in responding to the question, although its comments concentrate on the equal treatment aspect of the

bargaining agenda, rather than those issues, like accommodating religious practices, faced by some migrant workers.

“The question is rather difficult to answer from a Swedish perspective. The legislation concerning anti-discrimination in working-life is a part of the whole legislation regulating the rights of the employed as well as the responsibilities of the employee. So it is the trade unions that monitor these rights and duties. Any complaint or suspected case of discrimination is supposed to be put forward to a trade union. The Trade Union will represent the employed in a special court”

The TUC was an exception, providing guidance on them all. All ten issues were covered in a booklet “Union action for race equality – a negotiators guide” published in 1998, which included a negotiators’ checklist.

However, even where a confederation states that it has not produced guidelines as such, this does not mean that nothing is happening. For example the DGB is not included in the table of confederations with guidelines, but it produces training material on using workplace agreements to tackle issues linked to migrant workers.

Some confederations said that they had also produced guidelines on other issues. The FGTB/ABVV stated that it had called for collective agreements to “Include workers of foreign origin among the ‘groups at risk’ who can benefit from specific funds for training at sectoral level”. The UGT in Spain had included in its guidelines “time off to deal with issues such as renewing work permits; extra days of leave when they need to return home for issues such as bereavement; health and safety - information in other languages; reduction or elimination of temporary contracts”.

Details of the issues covered by guidelines are set out in the table.

## GUIDELINES FOR NEGOTIATORS BY CONFEDERATION

Country	Confederation	General statements	Outlawing harassment	Access to training, promotion and other workplace benefits	Language training	Special training for migrants	Recognition of foreign qualifications	Organising leave	Religious practices and working time	Religious practices and food in canteen	Religious practices and uniform or dress
Belgium	CSC/ACV	Yes	Yes	Yes	Yes						
Belgium	FGTB/ABVV	Yes									
Denmark	LO			Yes	Yes	Yes	Yes				
France	CFDT & UNSA	Yes	Yes	Yes			Yes	Yes			
France	FO	Yes		Yes							
Netherlands	FNV	Yes	Yes	Yes	Yes		Yes				
Portugal	CGTP-IN	Yes	Yes	Yes	Yes			Yes			
Portugal	UGT	Yes	Yes	Yes							
Spain	CCOO	Yes	Yes	Yes	Yes	Yes				Yes	
Spain	UGT	Yes		Yes				Yes			
Sweden	LO	Yes	Yes								
UK	TUC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Five confederations responded to the question on who had produced the guidelines. In the CCOO and the UGT in Spain they were produced jointly by those responsible for issues linked to migrant workers and those responsible for drawing up other material on collective bargaining. In the FNV they were the responsibility of the “the labour market and collective bargaining department of the FNV”, and in the CGTP-IN they had been produced by “Congress and other leading bodies”, while in LO Denmark they had been produced by a steering committee.



## Collective bargaining successes

As well as asking about guidelines, the questionnaire also asked whether confederations were aware of agreements reached on issues of specific concerns to migrant and ethnic minority workers. Eleven of the confederations – almost half – said that they or their affiliates had reached such agreements. They are the CSC/ACV, FGTB/ABVV, LO Denmark, the CFDT, although not UNSA, DGB, UIL, FNV, UGT Portugal, CCOO, UGT Spain and the TUC. The precise nature of these agreements varies, ranging from joint guidelines agreed with the employers at national level to agreements reached with specific employers in specific workplaces.

In terms of the issues covered, confederations and their affiliates have been most successful in negotiating general statements on equality of treatment. Eleven confederations are aware of negotiating successes in this area. This is followed by access to training, promotion and other workplace benefits with nine confederations reporting successes and outlawing harassment with eight reaching agreements. This pattern of successful negotiations is very close to the pattern of guidelines for negotiators.

However, slightly more confederations or their affiliates have been successful in negotiating on specific issues linked to religious practices, than have guidelines on the issue. Six confederations report agreements on religious practices and working time, three report agreements on religious practices and canteen food, and two point to agreements on religious practices and dress.

### ISSUES ON WHICH AGREEMENTS REACHED

Have successfully negotiated	Number of confederations
General statements	11
Access to training, promotion and other workplace benefits	9
Outlawing harassment	8
Language training	5
Recognition of foreign qualifications	3
Organising leave	4
Special training for migrants	2
Religious practices and food in canteen	3
Religious practices and working time	6
Religious practices and uniform or dress	2

As with the collective bargaining guidelines, there are substantial differences between the confederations on the extent to which agreements have been reached on the issues asked about. Most confederations have agreements on fewer than half the topics. But both UIL and the DGB and its affiliates have covered eight of the ten, while the TUC and its affiliates have covered seven.

To some degree this difference may simply reflect the extent to which confederations are directly involved in collective bargaining. The response to the question on who was responsible for negotiating these agreements makes it clear that it was the normal negotiating bodies, which in most cases will not be the confederations.

The ÖGB made this point clearly in its response. It said: "It is utterly impossible for us to complete this section exactly and conscientiously. The responsibility for this issue belongs clearly to the individual unions". The TCO also points out that it is prohibited from becoming involved in the collective bargaining process.

However, the case of the DGB, which is not involved in negotiations either, indicates that some confederations are aware of the results of negotiations even if they are not involved with them. In fact many of the German agreements were signed by works councils rather than unions themselves.

Details of the issues covered in agreements in each of the confederations are set out below.

## ISSUES ON WHICH AGREEMENTS REACHED BY CONFEDERATION

Country	Confederation	General statements	Outlawing harassment	Access to training, promotion and other workplace benefits	Language training	Special training for migrants	Recognition of foreign qualifications	Organising leave	Religious practices and working time	Religious practices and food in canteen	Religious practices and uniform or dress
Belgium	CSC/ACV	Yes		Yes							
Belgium	FGTB/ABVV	Yes	Yes	Yes							
Denmark	LO			Yes	Yes	Yes	Yes				
France	CFDT & UNSA	Yes	Yes								
Germany	DGB	Yes	Yes	Yes			Yes	Yes	Yes	Yes	Yes
Italy	UIL	Yes	Yes	Yes	Yes			Yes	Yes	Yes	Yes
Netherlands	FNV	Yes	Yes	Yes	Yes	Yes		Yes	Yes		
Portugal	UGT	Yes	Yes	Yes							
Spain	CCOO	Yes			Yes				Yes	Yes	
Spain	UGT	Yes							Yes		
Sweden	LO	Yes	Yes	Yes							
UK	TUC	Yes	Yes	Yes	Yes		Yes	Yes	Yes		

## Details of specific agreements

Confederations were also asked to provide details of specific collective agreements. From the responses received, together with information from other sources, a picture emerges of the range of agreements reached on issues of concern to migrant and ethnic minority workers across Europe.

This is certainly not complete. For example, there are relatively few agreements from the Netherlands, although a report by the Labour Inspectorate in 2001, based on 139 collective agreements (all those covering more than 5,000 employees) found that 104 – three-quarters of the total – included sections on issues of concern to ethnic minorities. These dealt with issues such as discrimination, efforts to increase the proportion of ethnic minority employees, training and other arrangements, like industry-wide co-ordination, to improve their position.

The agreements listed below seem to match the responses to the questionnaire, both in terms of the countries whose agreements appear and the issues which are covered. However, it also includes some joint statements with the employers at national level, which the confederations may not feel are collective agreements as such.

It is also clear that, unsurprisingly, agreements reached at national or sectoral level provide much less detail on their implementation than those at company level.

## EXAMPLES OF AGREEMENTS NEGOTIATED

Country	Employer	Details
Belgium	Employers association in Flanders	Social partners are committed to implementing positive action measures in order to obtain a rate of employment for ethnic workers which is proportionate to their percentage of the population, by 2010.
Belgium	Metal industry	Agreement states that companies should be recommended to introduce a non-discrimination clause in their works rules
Belgium	National employers association	National agreement No 38 ter of July 1998 requires employers to treat all applicants equally in recruitment. Procedures which depend on race, colour, ethnic or national origin are forbidden, except where they are explicitly required by law.
Belgium	National employers association	Agreement for 2003-2004 permits migrant workers to count twice towards the quota system that requires that at least 3% of the workforce of larger employers (with more than 50 employees) are young workers. In other words if an employer has to employ three young people, (under what is known as the Rosetta plan), it is sufficient to have just two if one of them is a migrant worker.
Belgium	Temporary workers employers' association	Agreement signed in 1996 includes a code of best practice which prohibits the use of any criteria in placing the employee, such as race colour ethnic or national origin, which are irrelevant to the job involved. This information can neither be collected nor passed on to the potential employer of the temporary worker. Employers of temporary workers should take steps to enable those speaking other languages to understand the appropriate instructions, especially in the area of health and safety.
Denmark	National employers association	Jointly agreed statement in January 2002 calls for immigrants to have rapid access to Danish language courses, which could take place during working hours and should be at the company or near to it. This

		<p>was followed by a more detailed agreement between the unions, employers and the municipal authorities in May 2002. This provides for a three-stage process to integrate migrant workers into the labour market: workplace induction, workplace training and ordinary employment. During the first stage of induction, which lasts between 13 and 26 week, immigrants, who will be financially supported by the state will be given Danish language training at work, paid for by the municipal authorities. They will not be employed during this period, but they will be at a workplace. During the second period, the individual will be taken on by the employer and trained to improve their skills, although payment will only start when the individual begins work. The third period is normal employment when the individual enjoys the same rights as any other Danish worker.</p>
Finland	National employers association	<p>Social partners signed a joint statement in 2001 insisting that foreign labour was a positive resource and not a threat and that joint measures must be found to change people's attitudes and behaviour towards non nationals</p>
Germany	Aventis Pharma	<p>The agreement with the works council, signed in 2000, deals with harassment, including discrimination on the grounds of "race, origin, nationality, skin colour, religion". In extreme case those found harassing other colleagues may be dismissed.</p>
Germany	Betrieb für Beschäftigungsförderung - municipal company in Leipzig	<p>Agreement with the works council (2001) for a policy of equal opportunity aimed particularly at migrants and ethnic minorities rather than as part of an overall equal opportunities policy. The agreement also commits the company to oppose discrimination against migrant workers. Languages other than German are to be used where required in informing the workforce. There is a joint commission which can be involved in recruitment where requested and regular evaluation.</p>
Germany	Deutsche Bahn - German Railways	<p>The company agreement with the works council (2000) includes protection against discrimination and a requirement to take action in the case of racist remarks or actions not just within the organisation, but also in its dealings with customers. There is also a commitment to promote equality of opportunity. To aid the process, the agreement set up a joint body to provide support for those affected and investigate complaints. There is also to be a report back on progress after two years.</p>
Germany	Deutsche Telekom	<p>The agreement with the union (2000) requires both sides to try to influence those being trained (apprentices) towards a "tolerant and non-violent approach".</p>
Germany	EKO Stahl	<p>Agreement with works council in 2002 guarantees the active intervention of management against "discrimination, bullying or sexual harassment". Discrimination specifically refers to "verbal remarks, unpleasant treatment and aggression on the grounds of race, origin, nationality, skin colour, religion, gender or the choice of a same-sex partner". Those</p>

		found to be discriminating can face disciplinary measures including dismissal, but can also be offered counselling and therapy.
Germany	Ford-Werke	General policy against discrimination, includes, "race, religion, nationality, origin" as well as gender and sexual orientation agreed with the works council in 2002. A joint body provides advice in the company
Germany	Fraport	Agreement with works council (2001) has three main elements. These are: the promotion of equal treatment through the recognition of qualifications gained elsewhere, taking account of equal opportunities in the distribution of tasks and jobs, and training and education; measures against discrimination, through a process that can end in dismissal; and the prevention of xenophobia through management training and the involvement of the works council. An annual evaluation report is published.
Germany	Jenoptik	Agreement signed with works council in 2000 commits company to establish real equality among all employees "irrespective of their nationality, sex or religion". Colleagues "have an obligation, within the scope of their job, to oppose racism, right-wing extremism and xenophobia". There is a mechanism for complaints where this policy has been breached, which in the most serious cases can lead to dismissal". Personnel policy is to take account of the promotion of equal opportunities and that includes using languages other than German in some cases, taking account of qualifications acquired outside Germany, and making specific training (including where appropriate language training) available to employees of foreign origin. The agreement also states: "In the planning of shift work and holidays, the interests of employees of foreign origin and German nationals are to be balanced appropriately".
Germany	Letter post Frankfurt	Provides protection against discrimination on grounds of ethnic origin and against racist remarks (agreed 1998).
Germany	Ruhrkohle AG	Agreement with the works council in 1997 commits both sides to "foster the integration of foreign employees and promote good relationships between them and German employees". It provides a mechanism for complaint about discrimination and commits the company to continue to work with an educational institute and a training body to promote the integration of foreign employees.
Germany	Sartorius	The works council and the company agreed a policy in 1998 to combat harassment and discrimination in the workplace. Discrimination can be on the grounds of "race, xenophobia or religion" and can be verbal, written or expressed through actions. The ultimate sanction for this behaviour is dismissal.
Germany	S-Bahn Berlin	Agreement signed with works council in 2001 is very similar in wording to that of Jenoptik in its general commitment to equality, the mechanisms for protecting employees against discrimination and harass-

		ment. It is less specific on the use of languages other than German and there is no reference to holidays. It does, however, state that "the principle of non-discrimination and the promotion of equal opportunities also apply when allocating new tasks and changing jobs as a result of changes in the way work is organised".
Germany	TWB Presswerk	Covers equal treatment, recruitment and promotion, signed in 1997.
Germany	Voigt and Müller	The agreement with the works council in 2001 aims to prevent direct and indirect discrimination, including on grounds of ethnic origin and promote equal treatment. The promotion of equal treatment involves the recognition of foreign qualifications, training and development programmes for individuals. As well as disciplinary measures including dismissal for direct discrimination, individuals suffering from indirect discrimination may be entitled to compensation payments.
Germany	Volkswagen	Protection against discrimination against migrant and ethnic minority workers is part of an overall anti discrimination policy agreed by the works council in 1996. It also covers discrimination on the grounds of gender and sexual orientation and provides for sanctions which can go so far as dismissal. Management and the works council have also undertaken a substantial education programme, including a detailed joint booklet for all employees.
Italy	Emilia Romagna	Agreement between the social partners and the province on housing and training for migrant workers
Italy	Friuli-Venezia-Giulia	Agreement between the social partners and the province on housing and training for migrant workers.
Italy	Textile industry	Agreement provides possibility of taking longer holidays and specific places for prayers
Italy Italy	Turin Bank Veneto	Agreement to provide vocational training to 11 migrant women workers Agreement in 2000 between the social partners and the province on housing and training for migrant workers. The agreement emphasises learning Italian and encourages employees to use the existing right to take 150 hours paid time for study for this purpose
Italy	Zanussi	The company has set up an integration commission made up of trade unions and management. Examples of innovative aspects of the agreement are: Holidays: The company shuts down for August and many of the migrant workers return home, often to be reunited with family. Management noted a trend that following the holiday period many of the migrant workers did not return to work, resulting in very high staff turnover. They have now found a solution to this turnover problem – after 3 years of service, the staff member is entitled to an extra months leave with the guarantee that she/he can return to the same job. The company also

		<p>actively tries to re-unite families – they try to find jobs for the spouses of migrant workers to increase the likelihood that that person will continue to work for the company.</p> <p>Religion: Time for prayer is allowed during breaks, and prayers can be said anywhere rather than forcing employees to go to a designated area (having to go to a designated area had caused problems in the past as often this prayer area was some distance from the actual work station)</p> <p>Career development and language training are also provided for migrant workers.</p>
Netherlands	Construction industry	Collective agreement signed in 1997 provides that within three years 10% of the new trainees will consist of the long-term unemployed, women, ethnic minorities and school leavers who have been unemployed for at least six months.
Netherlands	TNT	The employer agrees to “make efforts to improve the position of ethnic minorities in both quantitative and qualitative terms”. This is to be done together with the works council and the local employment authorities
Netherlands	Furniture industry	Agreement in 1999 to increase the numbers of migrant and ethnic minority workers in the industry by taking on at least 40 per year
Netherlands	National employers association	Agreement “More possibilities with minorities” (Met Minderheden Meer Mogelijkheden) signed in 1996 aimed at improving the position of ethnic minorities in the labour market
Netherlands	Wholesale fruit and vegetables	Employees can choose to take non-Christian religious holidays instead of the normal holidays or can take them in addition on an unpaid basis
Portugal	Portugalia (Airport)	Agreement specifically states that there should be equal treatment between migrant and Portuguese workers
Spain	Construction industry	Working time can be adjusted during the month of ramadan
Spain	Hospitality industry	Working time can be adjusted during the month of ramadan
Sweden	Metalworking industry	Agreement signed by the metalworking federation of LO in 1990 provides for equality of treatment and action against discrimination
Sweden	National employers associations	Joint guidelines agreed by employers and all union confederations, LO, TCO and SACO, on integration into working life. The guidelines, which are the latest in a series, cover equal opportunities and discrimination, as well as the benefits of integrating migrants into Swedish working life.
UK	BT	Includes harassment in its disciplinary code



UK	Ford	Following the intervention of the union T&G Ford agreed in 2000 to set up a joint equal opportunities and diversity committee both at national level and at each plant. It also established the new post of diversity manager, responsible for implementing new policies. Ford agreed that the head of Ford Europe, rather than local management, would be responsible for seeing the new policies implemented. Ford agreed clear targets and timing for action to tackle racism and discrimination. These cover policy and planning; auditing for equality; selection; developing and retaining employees; communication and corporate image; and corporate citizenship.
UK	Fox's Biscuits	The company states that it will "make every effort" to accommodate feast days, by altering work patterns. However, it requires employees to give at least one month's notice of their need to take time off.
UK	GEC Marine	Equal opportunities agreement one part of which points out that recruitment literature should not, for example, by use of photographs, imply that there is a preference for one group of applicants.
UK	GKN Westland	Provision for a prayer room within the company buildings
UK	Grattans	There is a discretionary right for employees to "bank" up to 10 days a year over two years to take 20 days off to visit relatives abroad.
UK	Wessex Trains	Equal opportunities policy identifies both direct and indirect discrimination and states that managers and supervisors at all levels have a duty to implement the policy. Union representatives can be involved if requested.
UK	Wirral Hospital Trust	Agreement on a range of equal opportunities issues. On recruitment it states that selectors "must guard against unconscious discrimination which arises from stereotyping and generalised assumptions about the characteristics, capabilities and motivation of different racial groups". It also warns against questions at interviews which could lead the candidate to believe that discrimination has occurred. These would include questions about nationality, place of birth and length of residence in this country. On training it states that the trust will not discriminate in the provision of training. It specifically provides that the trust "will take positive steps to ensure that disadvantaged groups are afforded, through training, equal opportunities for promotion and career development".

The fact that these agreements exist is certainly positive but it is important that the commitments they contain should actually be carried out and here it is clear that there is still much to do.

In Belgium the unions and employers in Flanders have agreed a joint campaign to promote a human resources policy which reflects the diver-

sity of the population. In other words, to try to ensure that companies employ migrant workers in proportion to their numbers in the region. However, as the FGTB/ABVV response reveals, “an evaluation of the application of this agreement has revealed the difficulty of adopting an approach which is proactive but not binding”. The union is considering the next steps.

The response from the UGT in Spain also highlights the gap that often exists between theory and practice, when asked about positive results.

“So far it is difficult to talk about practical results and often the general statements against discrimination or the establishment of a Committee for Equality have not have a real practical impact and at present unfortunately remain theoretical.”

The CGTP-IN in Portugal makes a similar point and indicates the distance that is still to be travelled.

“In Portugal there is a law against racial discrimination which guarantees the same labour conditions to national and migrant workers. The collective agreements (organised and negotiated by trade unions or sectoral federations) include the general principle of equal rights, regardless of the workers’ nationality, and there are some agreements with specific clauses on migrants’ rights. However, most employers infringe, or try to infringe, legal and labour legislation.”

The situation in the Netherlands, where all companies with more than 35 workers must by law submit a annual report about their personnel policy and the placement of ethnic minorities, is one way of ensuring that what is happening is monitored. But monitoring and progress are not the same thing. Progress requires both continuing trade union commitment and continuing trade union activity.

As LO Sweden comments in its five-year plan “The mustering of strength for integration” success will depend above all on two things: “organisation – a prerequisite for all trade union work and the utilisation of the members interest and involvement” and “mobilisation – a prerequisite for participation, influence and change”.

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Please send me ..... copies of the booklet:  
« MIGRANT AND ETHNIC MINORITY WORKERS: CHALLENGING TRADE UNIONS... ».

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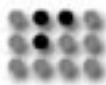
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