



IG Metall Küste/Agentur für Struktur- und Personalentwicklung GmbH
Heino Bade/Thorsten Ludwig

IndustriALL Global Union

World Conference on Shipbuilding-Shipbreaking

Section 2:

Organizing and Fighting against Precarious Work

10-12 November 2014

Huis Ten Bosch/Nagasaki Prefecture, Japan



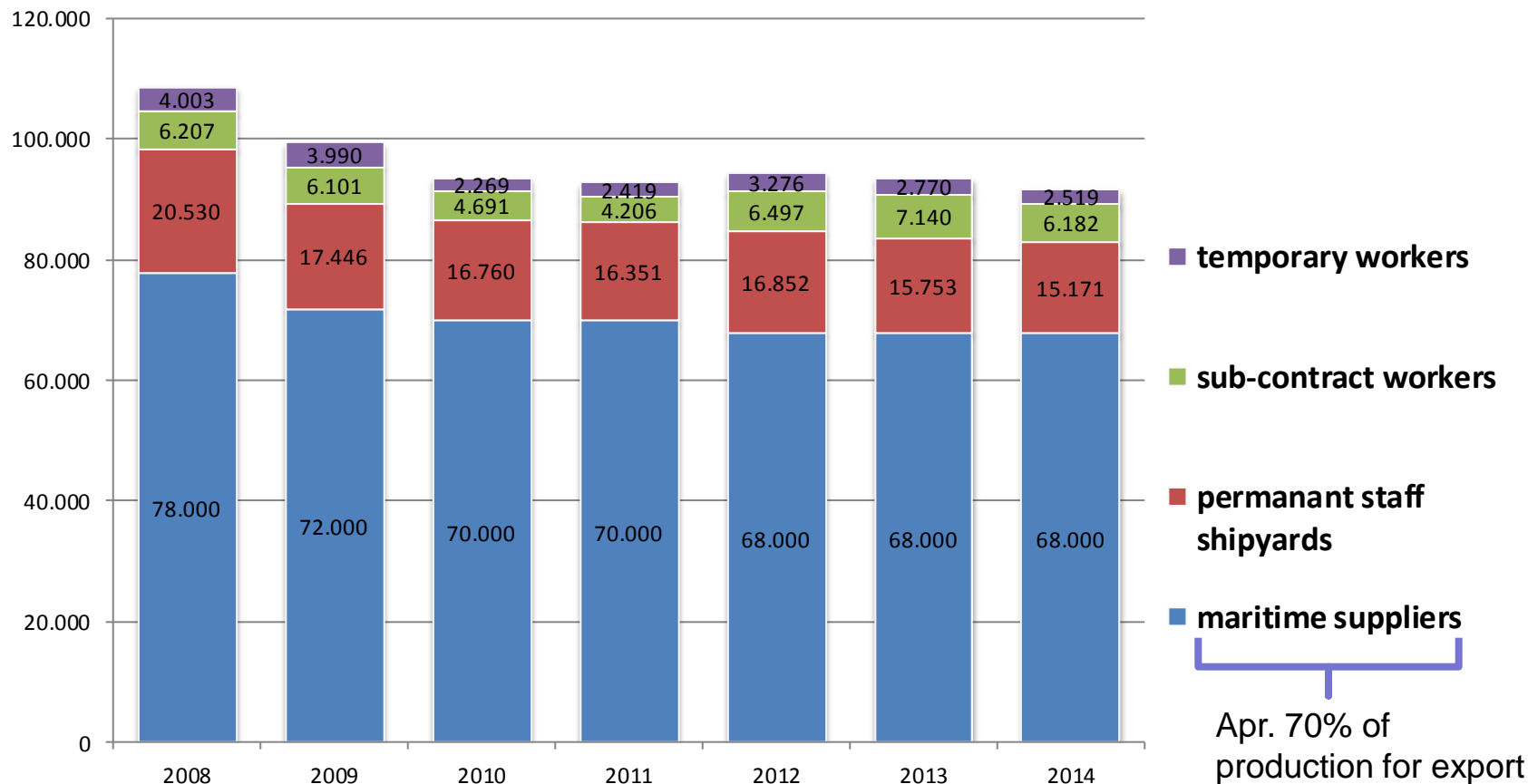
Content

- 1. The German shipbuilding industry:
Selected facts & figures**
2. Fighting against precarious work in
German shipbuilding: The case of sub-
contract workers



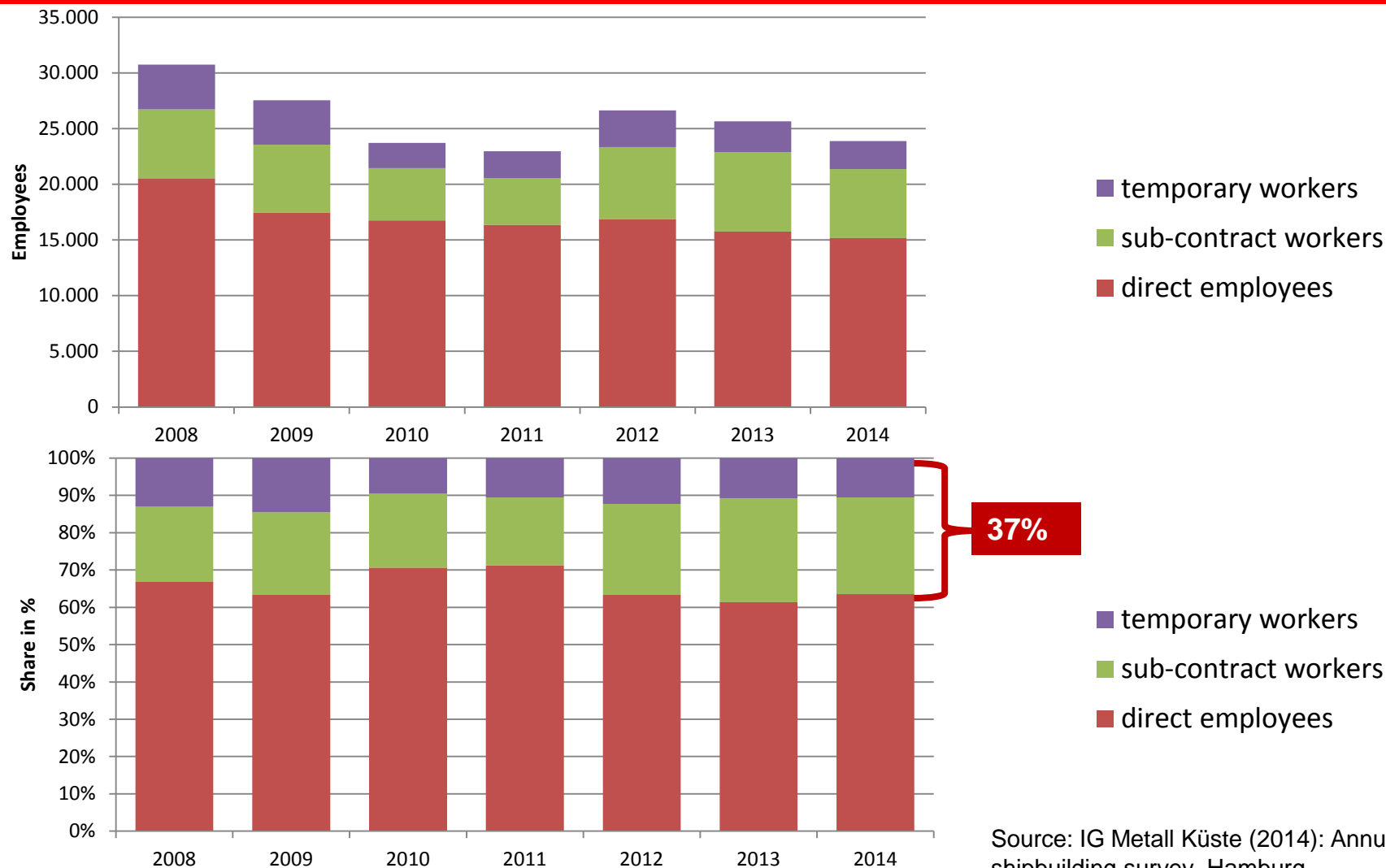
Apr. 100.000 employees are working in German shipbuilding industry

German shipbuilding: Employment 2008-2014



Source: IG Metall Küste (2014): Annual shipbuilding survey, Hamburg

Employment in German shipyards (2008-2014)



37%

Source: IG Metall Küste (2014): Annual shipbuilding survey, Hamburg



Shipyard employees: Selected facts

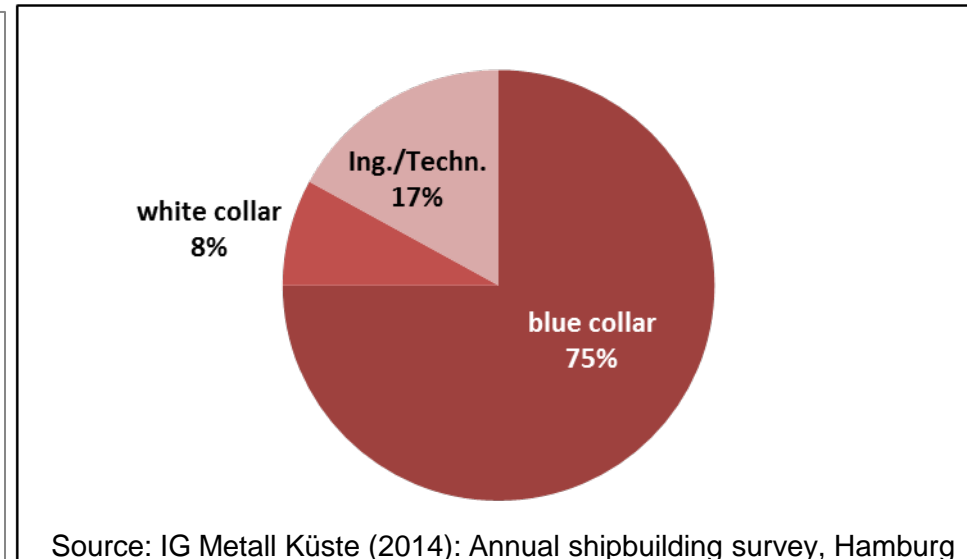
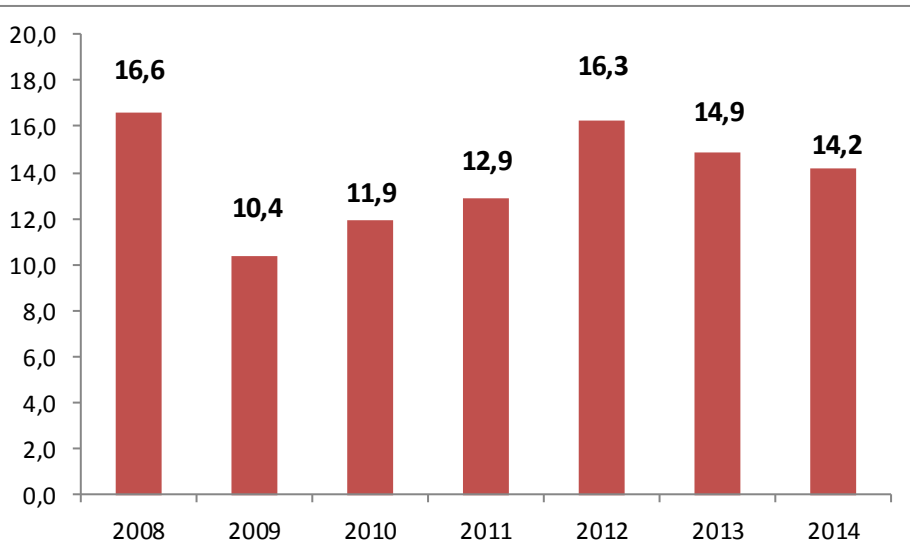
- ➔ **99 % of the permanent staff is working in shipyards covered by collective agreements.**
- ➔ **Apr. 13% of the permanent staff are working under conditions above the regulations of the collective agreements.**
- ➔ **32% of the engineers/technicians are covered by regulations above the collective agreements.**
- ➔ **The share of female employees stays unchanged at 10%.**
- ➔ **25% of the employees of German shipyards are working as engineers or technicians.**
- ➔ **Only 4% of the employees are covered by time-limited working-contracts.**
- ➔ **Apr. 20% of the new hired permanent staff were temporary workers before.**
- ➔ **50% of all shipyards have problems to recruit qualified staff.**
- ➔ **Nearly 30% of all shipyard workers are involved in naval shipbuilding.**
- ➔ **Orderbook 2009: 106 ships (9,7 bill. €); Orderbook 2013: 46 ships (9,3 bill. €)**

Temporary workers: Decreasing quota since 2012

- Quota of temporary workers: 14.2%
- Increasing usage of temporary workers in Engineering
- Collective agreement for temporary workers is used in all shipyards

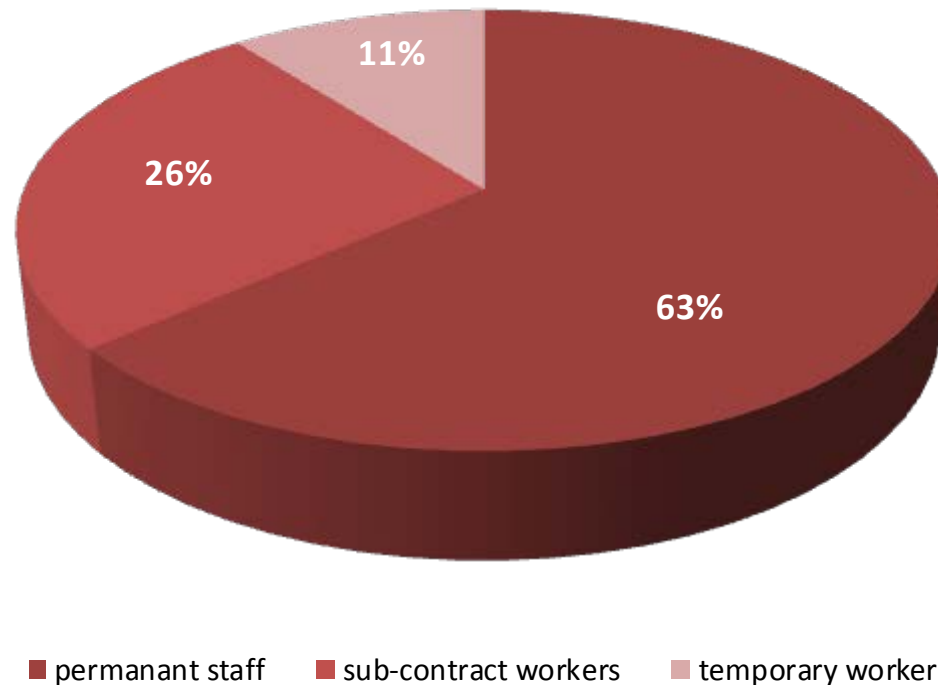
Quotas of temporary workers in German shipyard industry in % (2008 2014)

Usage of temporary workers by area in %



Employment-structure in German shipyards in 2014

Employment in German shipyards by status of employment (in sum: 23.872 employees)



Source: IG Metall Küste (2014): Annual shipbuilding survey,
Hamburg



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Forms of precarious work

- ➔ Time limited contracts ➔ Not really a problem in shipbuilding
- ➔ Part-time employment ➔ Mainly problematic in the case of social security (general minimum wages in 2015)
- ➔ Temporary work ➔ Regulated by collective agreements with IG Metall – some problems remain
- ➔ Indirect employment through intermediary ➔ typically used by sub-contractors – collective agreements on yard-level
- ➔ Subordinate and dependent contractors disguised as autonomous workers ➔ Not really a problem in shipbuilding

Fighting against precarious work: The case of Meyer Werft



- 25 % of the value added is produced by the Meyer Werft
- 75 % of the value added is produced by sub-contractors/suppliers

Average employment-structure of Meyer Werft in 2013 :

- 3.200 employees (permanent staff)
- 300 apprentices
- 630 temporary workers
- 1.500 sub-contract workers

(Source: Task-Force-Report, p. 8ff.)





Fighting against precarious work: The case of Meyer Werft

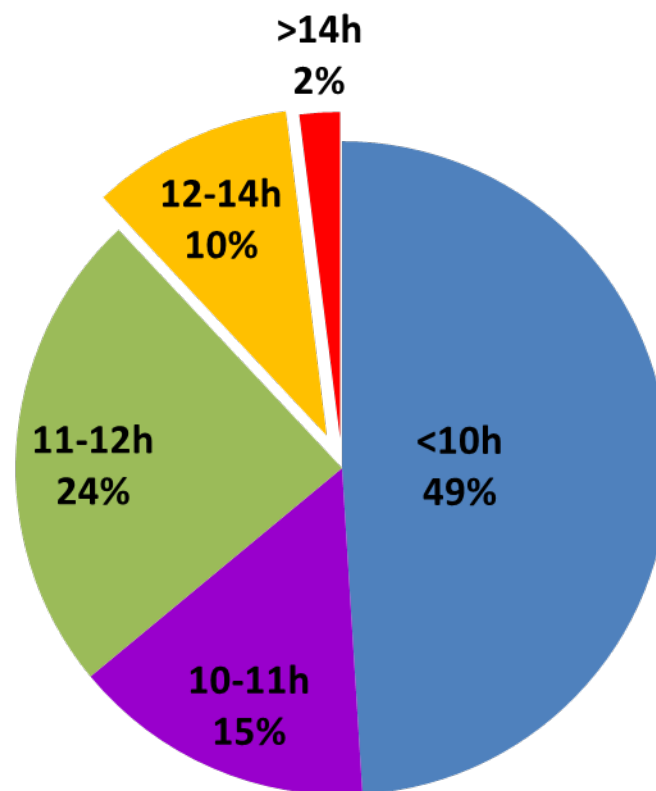
- Apr. 2.000 companies are working with Meyer Werft
- In 2013 Meyer Werft registered 7.913 person allowed to work on the yard (without apprentices, permanent staff and visitors)
 - Apr. 1.500 of them came from Bulgaria and Romania
- 21 sub-contractors which mainly hired people from Eastern Europe have been evaluated by the Task-Force
- Evaluation-criteria (01.03.2013 – 31.08.2013):
 - Working times
 - Payment
 - OHS
 - Usage of the yard's infrastructure

Fighting against precarious work: Living conditions of sub-contract workers in Mecklenburg-Vorpommern



Fighting against precarious work: The case of Meyer Werft

Sub-contract workers: Presence times on the Meyer Werft (01.03.-31.08.2013)



- Collective agreement in autumn 2013 on minimum standards for sub-contract workers, working times, controlling of living conditions by public administration etc.

Source: TASK-Force-Report

Thanks!

