

Precarities in the labour market and role of trade unions

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**From competition to solidarity:
unionizing low wage immigrant workers**

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The aim of this speech is to illustrate the results of our research into four different experiences of unionizing low wage/weak workers in different sectors:

- Agriculture
- Commerce and hospitality industry
- Logistics and transportation







Guy Rider, ILO General Director, Report to 102 International Labour Conference



“the classic stereotype of full - time permanent job, with fixed hours, and a defined-benefit pension on the completion of a largely predictable and secure career path with a single employer, however desirable it might appear, is an increasingly infrequent reality”.



UNIVERSITÀ
DEGLI STUDI
FIRENZE

DSG
DIPARTIMENTO
DI SCIENZE GIURIDICHE

 **il Mulino**

1987-2016
30
LAVORO
E
DIRITTO

VENERDÌ 12 APRILE 2019

ORE 10

Campus delle Scienze sociali
Via delle Pandette 35 - Firenze
Aula D4 102

**Povert , lavoro
e sicurezza.**

**Riflessioni a partire
da *Lavoro e diritto*
n. 4/2018 e n. 1/2019**

SALUTI

Riccardo Del Punta
Universit  di Firenze

INTRODUCONO

I curatori dei fascicoli

INTERVENGONO

Edoardo Ales
Universit  di Napoli Parthenope
Marzia Barbera
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Enrica Morlicchio
Universit  di Napoli Federico II
Paolo Onofri
Universit  di Bologna
Associazione Prometeia

Saranno inoltre presenti
dei interventi di



Does history repeat itself?

We have to cope with a
new complexity

Economic

Social

Political

Cultural

Union action includes all of them.
Our major concern when dealing
with such complexity is looking
inadequate, as inadequacy deeply
affects unionization

We need strong unions in order

to face the present challenges and
make **collective bargaining**
effective

Counterpart

Employer (hiring formally) VS

..... client

Few, big companies VS

..... small, numerous companies

Stable, long-term companies VS

..... unstable, short living companies

Workers

Different degrees of mobility (some workers keep moving to get a job or find a better one)

Diversity in terms of origin, language, and customs

Different employment contracts

Schadenfreude

In order to occur and last Collective bargaining

Must be

CONVENIENT

for all involved parts

Its benefits must be

- **VISIBLE**
- **ENJOYABLE**
for workers

Collective bargaining is convenient when

costs without agreement > agreement costs

agreement benefits > benefits without agreement

Does our COUNTERPART

Fear lack of agreement?

perceive the benefits of agreement?

Building collective identity

- From not caring or feeling like an outsider
- To informal membership
- To formal **membership**
and appointing **representatives**

Our priority is the cultural dimension

Showing that **union is**

useful

to you

now

Collective bargaining benefits **visible and enjoyable**

VISIBLE by communicating

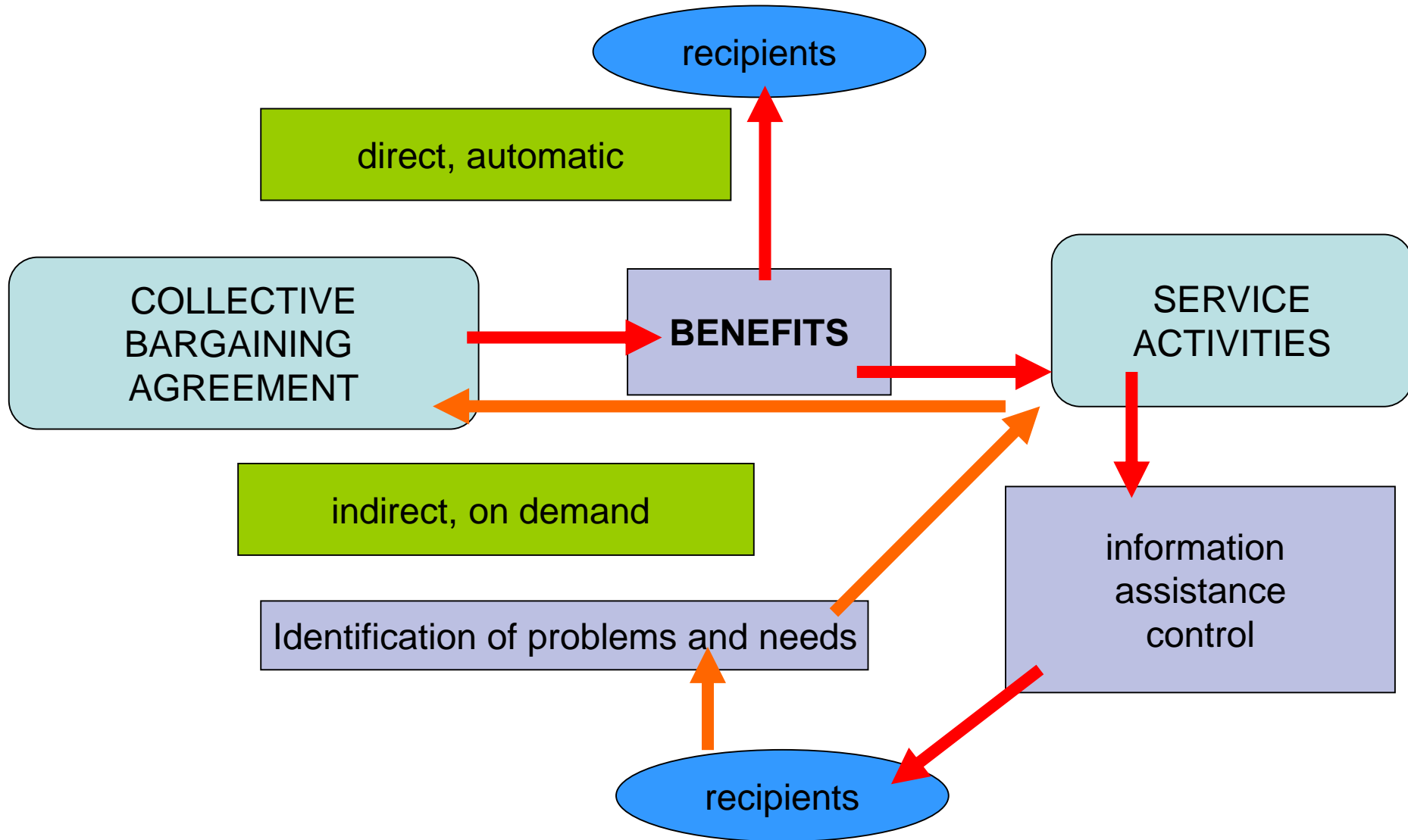
- **Objectives**
- **Processes**
- **Results**

ENJOYABLE by providing

- **service activities**

that allow people to enjoy the benefits of collective bargaining according to their interests, needs and preferences

Bargaining and Service Activities



Communication

Making use of all available tools and media according to objectives, contents, recipients

BUT

Nothing can connect people as much as eye contact does