



THE VOICE OF 100.000 WORKERS

Main figures

People involved...



We distributed 400.000 questionnaires.

96.607 metalworkers answered, half of them are not members of a union

Interviewed are:

- 78% men - 22% women;
- 36,7% less than 35 years old - about 35% from 36 to 45 years old - 28,4% over 45 years old;
- more than 3.000 are migrants.

The survey involved:

- all Italian regions;
- all the production sectors: steel, metal, mechanical engineering, mass production, data processing companies etc;



Companies involved...



More than 4.000 companies have been involved:

- small 12%;
- medium 46,8%;
- big 41,3% (12,3% over 1.000 employees).

The majority of these companies are unionized and unions negotiate:

- working time (83,4%)
- productivity bonus (78,6%);
- work organisation (73,7%).

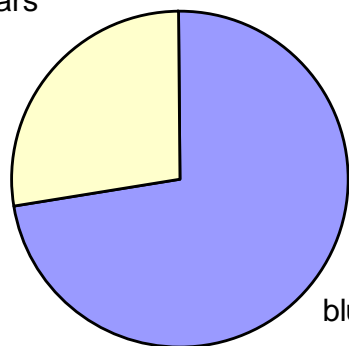
Company agreement on...



Professional level scale and type of contract



white collars
28%



blue collars
72%



BLU COLLARS*	%
up to 3th level	4,8
3th level	33,4
4th level	32,2
skilled (over 5th)	29,7
total	100,0

WHITE COLLARS*	%
clerk	60,5
- up to 5th level	60,7
- over 6th level	39,3
technician	28,4
coordinator	11,1
total	100,0

*Italian professional classification
From 1th level (lowest) to 7th (highest)

About 10% has a precarious contract (fixed-term and temporary contracts)

- among workers with less than 35 years old, the percentage of a precarious contract rises to 16%;
- the 25% of precarious workers – about one out of four – had three or more contracts with the same company.

Metalworkers women

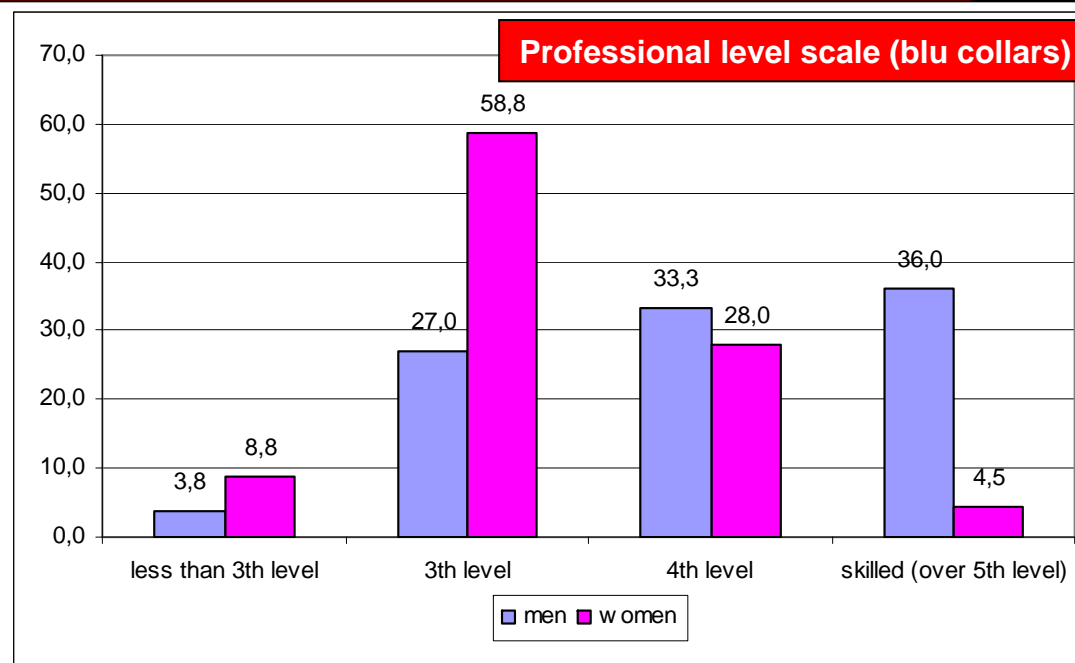


The women are the 22% of the interviewed:

- the 20% of blu collars

- in the mass production the 28% are women, the 38,6% mainly in the household appliances production;
- the 44% in the data processing companies;
- the 39,2% in the electronic sector, the 60% mainly the micro-components production;

- the 41% of white collars



The women (both blu and white collars) are in the lowest levels of the professional scale

The women have frequently precarious contracts:

- men 8,4% - women 13%;
- **a young woman blu collar out of five has a precarious contract** (the 21,2% of women blu collars with less than 35 years old).

The direct superior are all men

- it's very unusual that a woman is the direct superior of other workers (only 5,7% of the interviewed has a woman as direct superior, mainly among white collars and in data processing companies). **It's very rare that a man has a woman as direct superior** (only the 1,7% of the men blu collars)

Individual income



The monthly net-income average is 1.246 €

- the 30% of metalworkers has a monthly net-income lower than 1.100 €;
- **the monthly wage average of a blu collar is 1.170 €;**
- **the monthly wage average of a white collar is 1.370 €;**
- the monthly wage of a woman out of three (32%) is less than 1.000 €;
- monthly wages of women are always lowest than the men's, also if they have the same conditions in working time, professional level scale and seniority;
- also the precarious workers start at a disadvantage, compared with permanent workers with the same age: the monthly wages of the 60% of precarious workers is less than 1.100 €.

The income average doesn't increase even with the age:



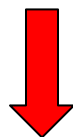
a blu collar with more than 45 years old takes only 100 euro more than another with less than 35 years old

The blu collars net-income average	euro/month
- Less than 35 years old	1.111
- From 36 to 45 years old	1.197
- More than 45 years old	1.225
TOTAL	1.170



The average of a monthly family net-income is 2.125 €

The majority of interviewed - two metalworkers out of three - bears the cost of renting a house (21,4%) or for the housing loan (42,2%)



Costs for house	%
Pay a loan	42,2
Pay a rent	21,4
Have the property of a house	36,4
Total	100%

The working time



- the 40 hours is the weekly working time for the 64% of the interviewed;
- the 26,3% - one out of four – works more than 40 hours



Weekly working time in Italy

By law: 40 hours

Averaged bargained: 38 hours and 10 minutes

About half of the interviewed (48%) would like to work less.

Only a very small numbers would accept to increase the working time



You would like to work...



The working time



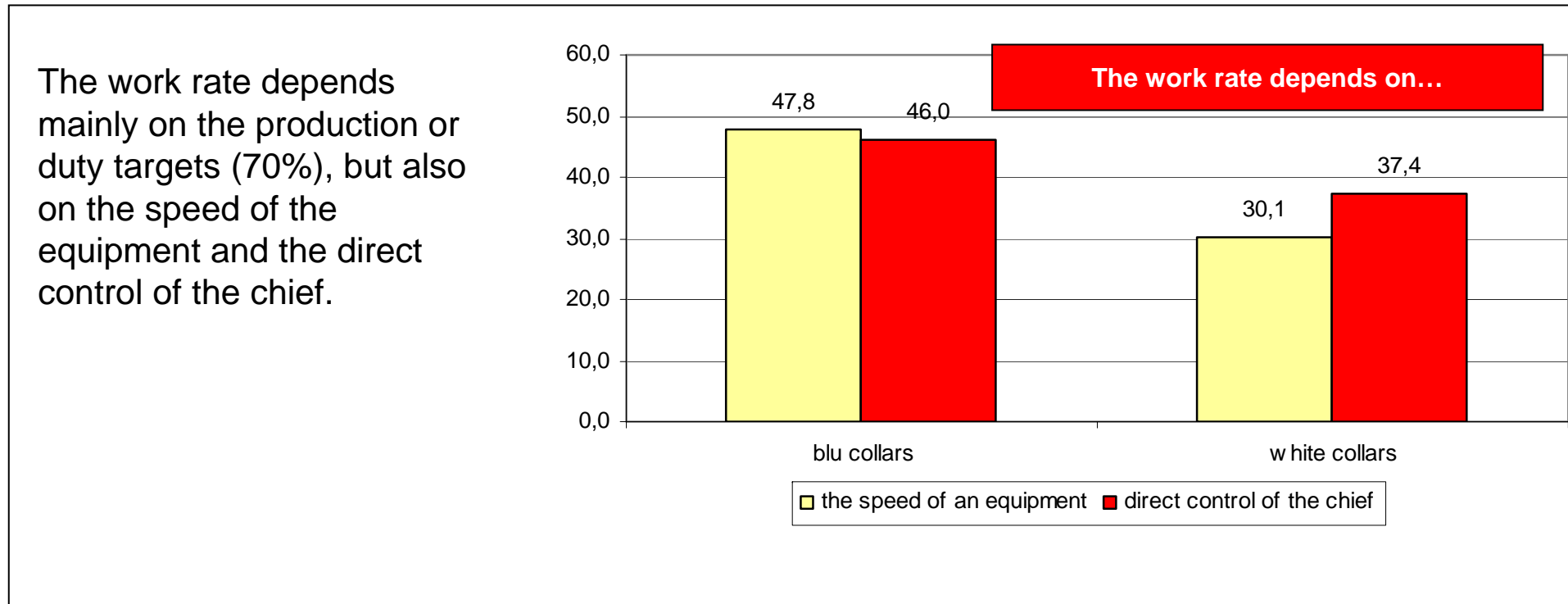
- about the 15% usually works longer once per month (more than 10 hours per day);
- about one blu collar male out of four works also in the night;
- the 57% of blu collars male works at least once per month in Saturday;
- **the migrants work more often than the italians over the standard daily and weekly working time, in the night and in the Saturday.**

**THE 31% OF WOMEN BLU COLLARS – ONE OUT OF THREE –
WORK EACH WEEK 40 HOURS FOR HER JOB
AND 20 HOURS MORE FOR HOUSEWORK AND FAMILY CARE**

Working organisation: *the taylorism*



- the 65% - mainly among women – has a work which implies **repetitive actions and movements** and they consider it shared out: one out of four says that repetitive actions and movements last less than 30 seconds;
- for more than half of the interviewed job involves **monotonous task** (mainly for blu collars but also for white collars – women more than men);
- the work **rate** is always fast for the 51% of the interviewed and the 48% has very strict and short time limits.



Working organisation: *the reduction of margins of freedom*



Among blu collars...

- the 52,3% cannot change sequence and priority of his tasks;
- about one out of three (31,5%) cannot change working method;
- the 35% cannot change the work rate;
- the 83% cannot have influence on his working time;
- the 36% doesn't have enough time to finish his work;
- the 44,3% cannot decide when to take holidays or days off;
- one out of four (24,4%) cannot take a break when he needs.

Among white collars...

- the 66,3% of white collars (the 70% of the less skilled) cannot have influence on his working time;
- the 35% cannot decide when to take holidays or days off;
- the 35,7% doesn't have enough time to finish his work.

**Independently
from their professional
level and jobs women
have always
the lowest margins of freedom**



THE MAJORITY OF THE INTERVIEWED THINKS THAT THEIR JOB MEANS...

- the respect of **quality procedures** (87%);
- **self-evaluation of quality** (73,4%);
- **self-governement solution of unexpected problems** (67,2%);
- **complicated tasks** (the 51% of all the interviewed, but only the 30% of the less skilled blu collars);
- **learning of new notions** (64,5%);

The 65,8% says that the work required coincedes with attitudes, skills and competences. But only the 17% had vocational training payed by the company.

Conditions of workplace



Many workers – especially blu collars – say that their workplace exposes them to:

- very loud noises (the 56,5% of blu collars);
- vibrations (50,3%);
- vapours, fumes, powders, chemical substances (43,3%);
- high temperatures (35,2%) or very low (18%);
- radiations (10,2%).

Many workers – among the blu collars and especially the women – work in very bad conditions:

- repetitive movements of hands and arms (the 68% among blu collars);
- uncomfortable positions that cause pains (32%);



This working condition is declared by the 93% of women blu collar working in the mass production and assigned in the lowest professional level

White collars - especially women - complain of mainly:

- repetitive movements of hands and arms (about 50%);
- permanent use of computer (the 88,7% of white collars and the 94% of women).

Health and safety



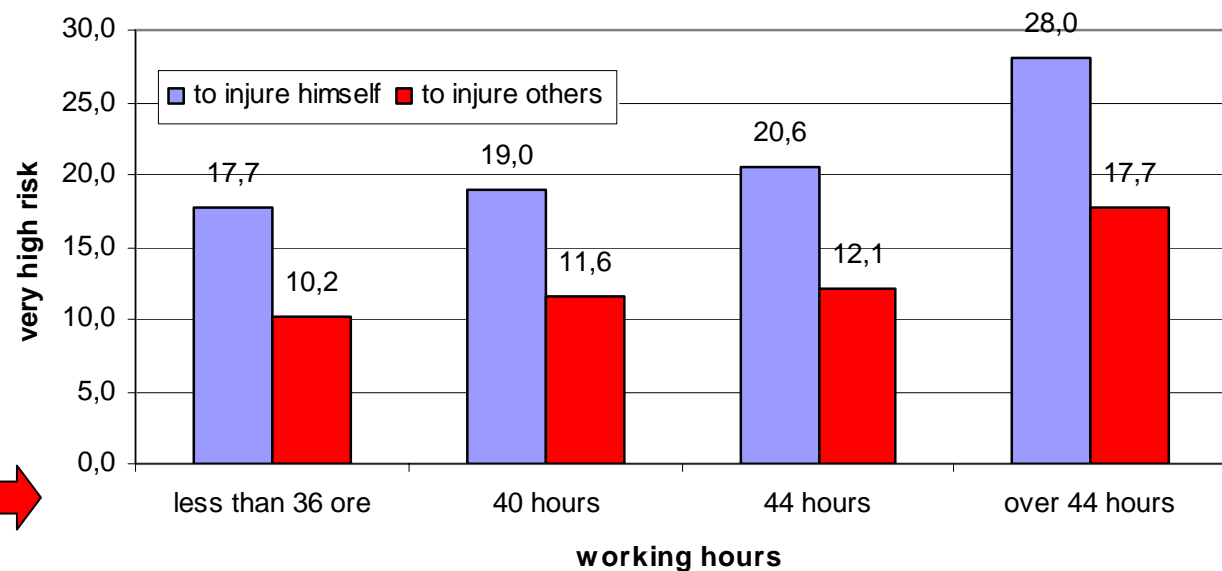
- one blu collar out of five (20%) is not satisfied about the informations received on H&S;
- the data processing workers and migrants are the less informed;
- one worker out of two didn't have any contact with H&S representative in the company;
- only the 58% of the blu collars thinks that his workplace doesn't have the standards and protections requested.

The risk to injure himself or other people and working hours

According with thier job, many blu collars think that they have a very high risk:

- to injure himself (about 20%) or other people (12%);
- to be affected by deseases (17,3%);

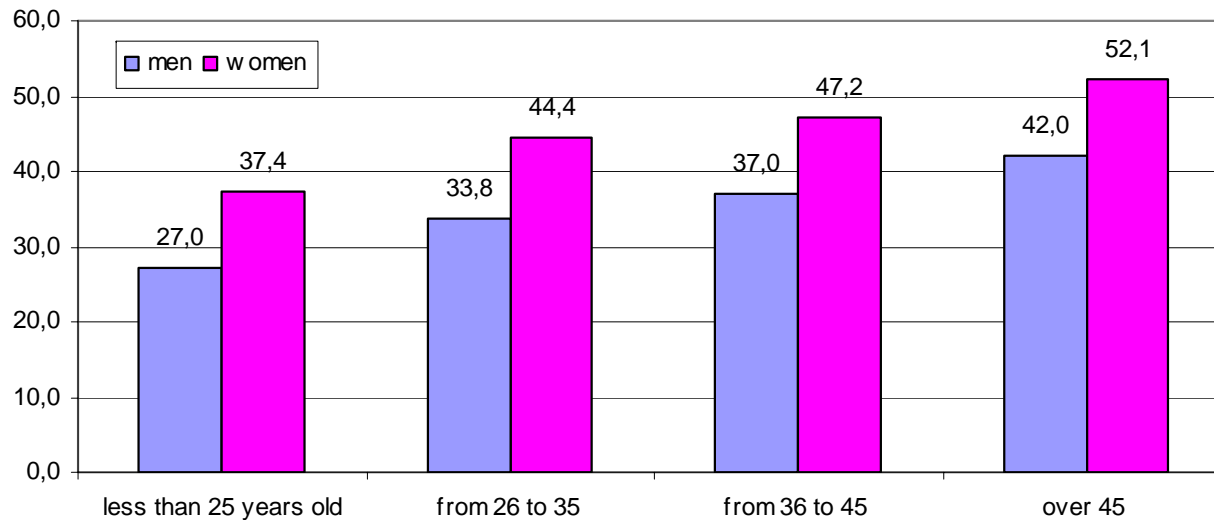
The risk to injure himself or other people is higher when people work more than 40 hours per week.



Health and safety



My job compromised my health...



About 40% thinks that their work compromised their health.

Women, especially blu collars and more aged, are more aware than men about the damages that the work produced on their health.

Blu collars complain mainly...

- Muscles and skeletal problems (40,2% skin problems; 34,2% in shoulders and neck; 30,8% in hands and arms; 25% in the legs);
- hearing problems (23,5%);
- tension and tiredness (27,8%) but also irritability (21,5%), anxiety (19%), insomnia (14,2%), stomach-ache (12%).

White collars complain mainly...

- tiredness (27,8%);
- problems with eyes and sight (27%).

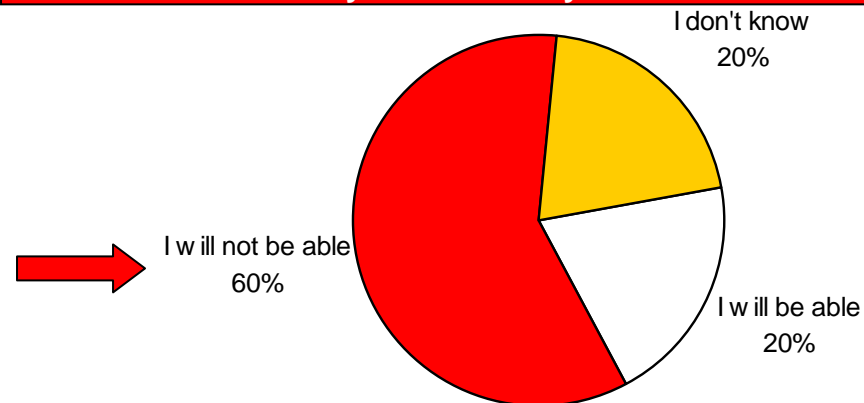
Women – both blu and white collars – complain more than men the effects that work produced on their health

The perspective of future

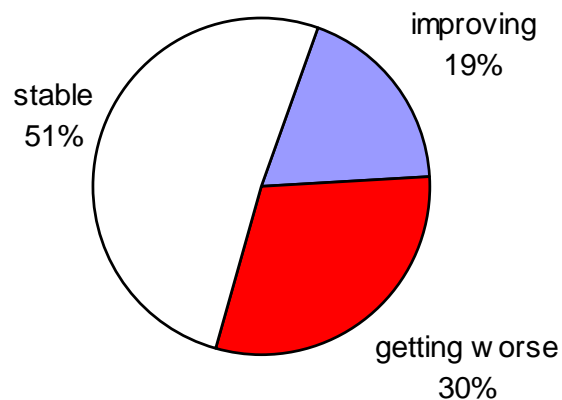


Do you think you will be able to do the same job you have now when you will be 60 years old?

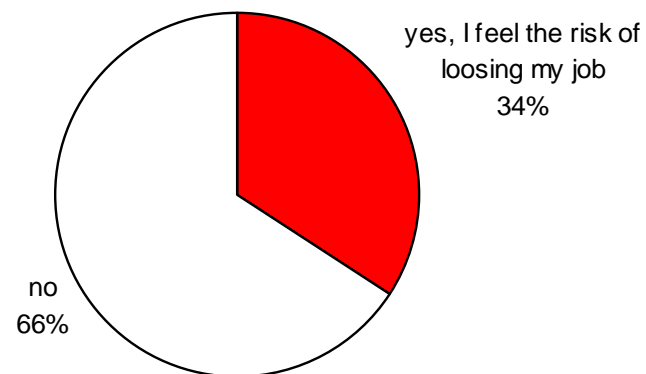
Many blu collars (60%) think that they will not be able to do the same job they have now when they will be 60 years old



In your company by the next two years, do you think the situation will be...



In your company by the next two years, do you think there will be an employment risk?



The perspective of future isn't encouraging : one worker out of three (34,1%) thinks that he has the risk to loose his job