

The EMF recommends strongly that all collective agreements should include equal opportunities elements and conditions.

Regional collective bargaining networks

Since 1996 the possibility of creating regional collective bargaining networks within the framework of the EMF has always been an important part of our overall coordination strategy. These networks emphasise that collective bargaining is no longer simply of national interest and they play an important role in practical coordination of bargaining policies. We have had in the past a mixed success in both creating these networks in all regions as well as in the general functioning of these networks.

The EMF remains convinced of the usefulness and necessity of these networks, however they are organised. As such, we need to strengthen this part of our strategy and make an overview and evaluation of these regional networks in relation to the next Collective Bargaining Conference in 2013. The EMF will also launch an initiative to exchange 'good practices' regarding these regional collective bargaining networks.

Migrant labour

The number of migrant workers - both intra- and extra-Europe - is increasing rapidly and they play an important social and economic role in Europe. The EMF clearly states that all workers should be covered by collective agreements, the welfare state and social security systems without any kind of discrimination. To achieve this we have to make maximum use of existing collective bargaining systems to ensure the same rights to all workers, regardless of their status or origin. The debate should therefore focus on all aspects of this issue and include that of increased inter-European labour mobility as well as immigrant workers and undocumented immigration in Europe.

Migrant workers are the typical target for precarious employment both in terms of contracts and labour conditions. The results of the EMF Second Common Demand on precarious employment provide solutions for this issue. In times of economic turmoil and its aftermath a horizontal approach to migrant workers is needed across all metalworking sectors. Adoption of the principle of country of residence for all wage and working conditions is a major possibility in order to prevent any downward spiral of competition on wages, working conditions and the labour market. Organising migrant workers is a priority for trade unions also in order to avoid their exploitation in the informal sector.

Better integration of migrant workers and their families in the community is vital and here trade unions play an important role. This includes providing possibilities for health care, housing, training, language courses, holiday periods and career opportunities. A comprehensive overview of all EU legislation related to issues where migrant workers are likely to be victims of discrimination and exploitation through irregular work is necessary, including a review of immigration policies, social welfare, housing provisions and working conditions.

Stereotypes linked to recognised minorities must be fought and equal rights guaranteed. The collective punishment of minority groups threatens the situation for all migrants. Fighting racism and xenophobia is a cornerstone of trade union work in this context and vital for a comprehensive approach to the defence of workers' rights. Maintaining contacts with civil society is useful in this context.

Collective bargaining can play a specific role by providing possibilities for training, language courses, holiday periods and career opportunities, etc.

White-Collar working group

Besides the follow-up of all relevant topics in this work programme, the ad hoc SWP white-collars will also continue its current activities in the domain of organizing methods, membership structure and exchange of best practices. Moreover, these topics should be