

**Round Table Meeting
Budapest
12 November 2007
Best Western Lido Hotel
Mattias Landgren**



History

- TAW forbidden by Law until 1992
- Little legislation due to the "Swedish model"
- Swedish model = CBA



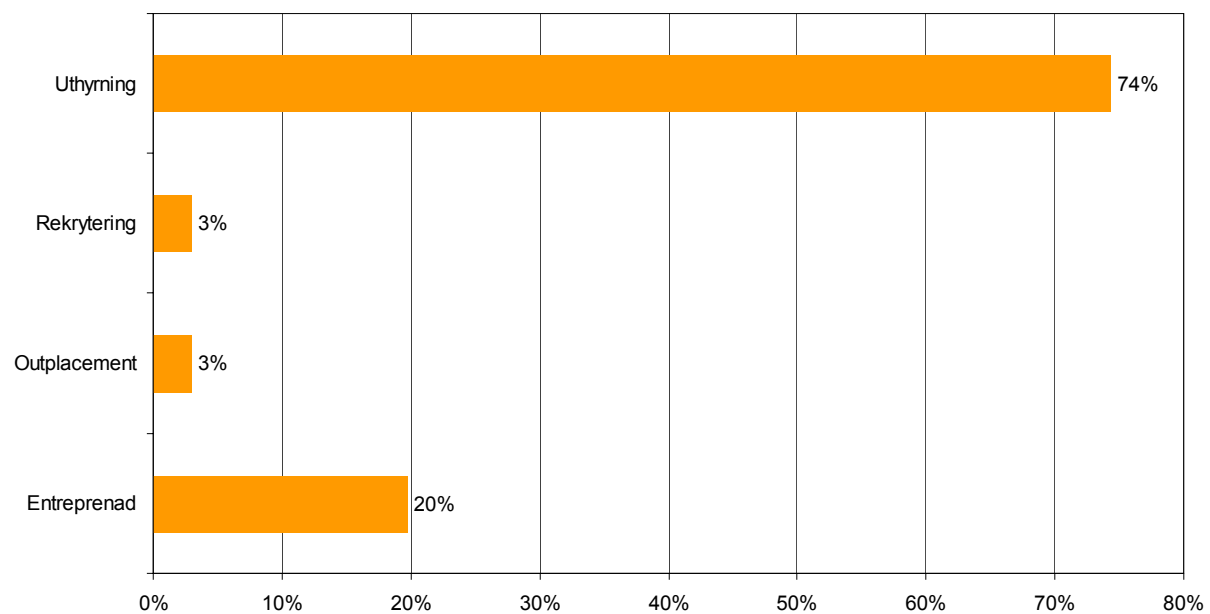
Facts

- Approximately 43 000 both blue and white collar worker
- Around 90 percent are covered by CA

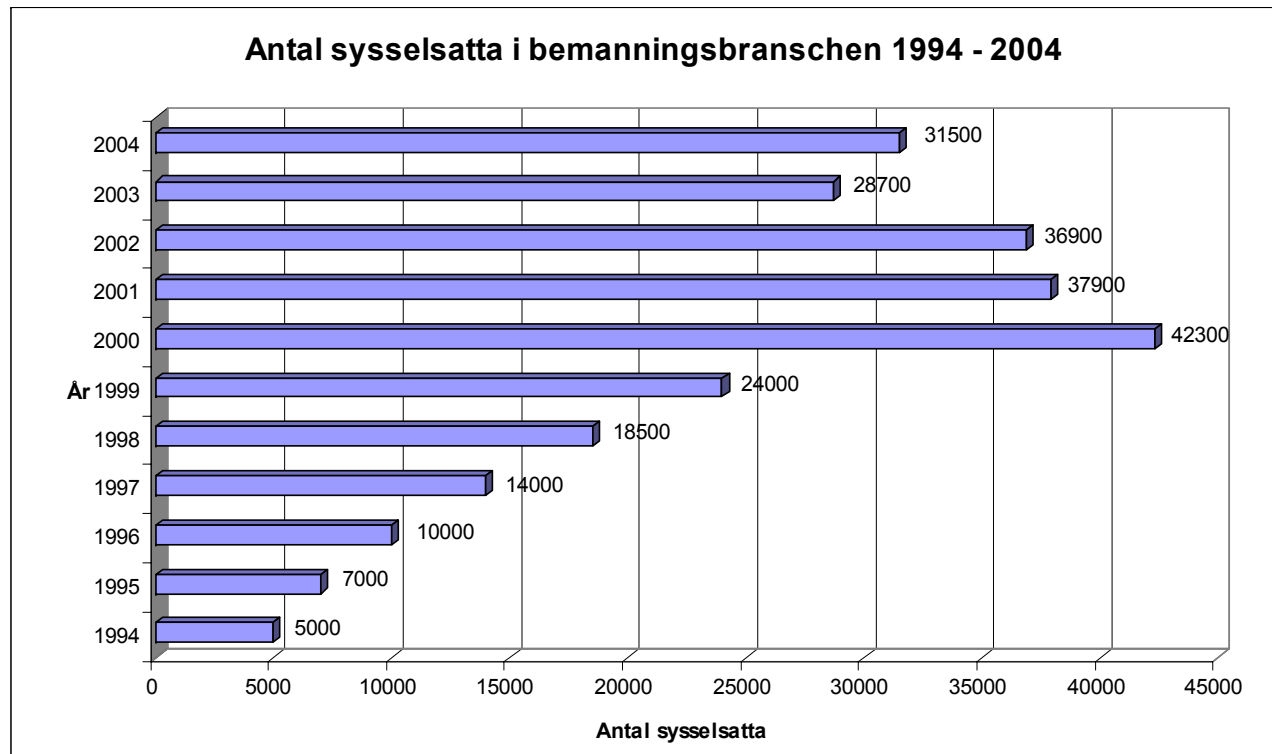


Business conducted in TAW

Omsättningens fördelning per tjänsteområde
januari-juni 2005



Number of workers in TAW



Hardly no *lex specialis* in TAW

- Worker are not bound by any agreement preventing him/her from being employed by the contractor for who he/she has been working or working for
- If a worker has terminated the employment by him/her self, and start to work for a TAW he/she is prevented from working at the old employer for a period of 6 months



Two Systems for Collective Agreement

1. White collar worker
2. Blue collar worker



Collective agreement

Payment white collar worker

- Monthly salary 16 700 kr (1 800 euro)
- Guaranteed salary $16\ 700/167 = 100$
- Fulltime employee is guaranteed
 - First 18 months 133 hours
 - After 18 months 150 hours
- In addition 8 or 16 percent salary increase will be added if you work more than 133 respective 150 hours



Collective agreement

Payment white collar worker

- $16\ 700/167=100 \times 133h = 13\ 300$ (1400 euros)
- Additional salary $108 \times 34 = 3\ 672$ (400 euros)
- $13\ 300 + 3\ 672 = 16\ 972$ (1 800 euros)



Collective agreement white collar worker

- Sick leave 90 percent
- Vacation – 25 days
 - 0,8 percent +
 - 0,5 percent
additional salary
- Additional pay for
 - Over time
 - Inconvenient hours
- Pension, labour market insurances, development agreement
 - same as the rest of the labour market



Authorisation

The social partners offer an authorisation to members

- Follow an ethical code of conduct
- Be a member of employer organization
- Be bound by CA
- Requires to apply as a minimum TAW general conditions
- Have liability insurance
- Be in the business for a minimum of 12 months
- Have an equal opportunity plan
- Has to fall under the audit law
- To promote the authorisation in ads
- Paid the fee



Authorisation

- Authorisation board consists of 4 persons
 - 2 employer side
 - 2 trade union representatives
 - Unbiased chairman former minister
- A breach may result of a revoked authorisation
- All the major actors are authorized



Vocational Training

- Special agreement
- All training ordered by the employer and training agreed within the “competence talk” is to be regarded as working time and paid by the employer



Co-operation within the TAW

- Special agreement
- Local partners are to form a co-operation council
 - Work for a high booking percentage
 - Investigate and propose means in order
 - to increase the booking percentage
 - Broader competence
 - Special monitoring for those individual who has a low booking percentage in order to increase the percentage





