**EAPN TASK FORCE ON DECENT WORK**

***Towards an EAPN Living Wage Campaign***

Feasibility Questionnaire

What is EAPN’s Decent Work Task Force?

The objective of the Task Force is to elaborate a Concept and Feasibility Note regarding the implementation of an EAPN-wide Living Wage Campaign, and to prepare a Campaign Guide and other ancillary campaign materials to support members in implementing such an initiative. [The Scottish Living Wage Campaign](http://slw.povertyalliance.org/) will be used as a model, and the role of the Task Force is to see to what extent it can be transposed, as well as improved, for use across the EAPN membership. You can find all information about the Task Force, its mandate, its members, and its work [here](http://www.eapn.eu/en/members-room/task-forces/task-force-on-decent-work) (username: eapn; password: 1515).

What is the Scottish Living Wage Campaign?

As low pay still is a very real problem in Scotland, the Living Wage campaigns decided to take demands directly to employers and try to make a difference, building on the earlier success of such campaigns in London and elsewhere. The campaigns are based on a dual approach, combining lobbying employers, with the help of trade unions, with supporting grassroots organisations to put pressure on local employers to take ownership of the campaign. The campaign has proved remarkably successful: important institutions have become Living Wage employers, such as The Glasgow City Council, Scottish Enterprise (the agency responsible for business development in Scotland) and Employers in Voluntary Housing. The Glasgow City Council also started their own Glasgow Living Wage Campaign, signing up more than 130 employers as ‘living wage’ employers. The Living Wage has also been debated twice in the Scottish Parliament. As the target were employers and not the State, thus placing on the former the responsibility to fight poverty, it was easier to garner political support. The campaigns also helped forge new links between local community organisations, trade unions, faith-based organisations and other civil-society organisations.

What we need to know from you

For the elaboration of the Concept and Feasibility Note, the Task Force needs to collect some baseline information, regarding the current capacity of EAPN networks to develop and implement such a campaign, so that it can make pertinent recommendations regarding the adoption and adaptation of the Scottish model.

**Please take a moment to answer briefly the questions below:**

Questions:

1. **What level of support exists in your country for a decent/living wage approach?** Please refer to political context, but also employers’ attitudes.

*Mainly, the approach at Romanian level is focused on employers’ compliance with the minimum wage at national level. Initiatives regarding a living/decent wage are mainly initiated by TUs and NGOs, without having concrete support at political level.*

*Employers’ support is essential to promote the implementation of living wage practices on the labour market, especially of large transnational companies. CSR and Corporate Accountability are 2 important tools in relation to large national and transnational companies.*

*In conclusion, progress on this topic at Romanian level should happen through out CSO’s pressure on both employers and decision makers, through out intense advocacy and campaigning actions.*

**2. What is the state of collective bargaining in your country** – what is the coverage? Are agreements binding or optional? Are they at sector or company level? Do they cover workers in traditionally low-paid sectors?

*Collective bargaining is traditionally considered an important tool for the protection of workers’ rights at Romanian level and TUs at all levels focused during the past 20 years a large part of their activity into the intensive negotiations processes at company, sector and national levels.*

*Unfortunately the legal reforms from recent years had a negative impact at national level on collective bargaining and social dialogue. The national collective bargaining agreement (CBA) was taken out of use in 2011, fact that that reduced dramatically employees’ coverage and protection. CBA is mandatory at company level only for companies with more than 20 employees (companies with less than 20 employees reach up to more than 90% of the national total active companies and more than 25% of employees). Another legislative change concerns the replacement of branch CBAs with sector ones, which conducted to a social dialogue blocking due to representation levels. By November 2012, only one sector CBA was signed (education sector) and 7 CBAs at company group level (5 of them in the public sector).*

*Another significant change with negative impacts concerns the coverage of sector CBAs, previously covering all sector employees no matter if their employer company is a member of the employee associations singing the agreement. Labour market studies confirm the fact that employers show a low interest in getting sector representation in order to be able to engage into sector CBAs negotiations, therefore the negotiation processes at sector levels are in general blocked.*

*At company level, the number of registered CBAs for 2011 -2012 has dropped to half of the amount of previous years. In general the registered CBAs belong to the public sector, where wages are not subject of negotiation being stipulated by law.*

**3. What are your ideas about how to come up with a concrete figure for a living wage?** Has work in this sense already been done in your network/country that you could build on?

*Previous campaigning work was done in connection to the other living wage campaigns within Europe and Asia (Asia Floor Wage).*

*At the moment the minimum wage is calculated by taking as focal reference the “month goods and services basket”, without a direct connection to MIS. Future living wage campaigning work at Romanian level should take into account the connection, as well as the differences between Living wage and Minimum wage, MIS and “goods and services basket”.*

**4. Who do you think could be useful allies in such a campaign?**

Trade Union Confederations, as well as other strong CSOs Networks (such as FOND, the national NGDOs network).

**5. What obstacles can you already foresee** – in terms of your networks’ capacity to implement such a campaign, or other?

*Insufficient and inadequate funding:*

* *to carry out sustainable campaigning activities at national level;*
* *to activate all national member organisations to take an active part in the campaign.*

**6. Does your network have a track record in implementing campaigns, including EAPN ones?** What resources (time, staff, connections, alliances, other) does your network have?

RENASIS has previous experience in implementing EAPN Campaigns (not extensive, but existing), but its membership, especially the core active membership has extensive expertise in implementing national and international campaigns.

RENASIS strategic campaign resources:

* large national NGOs as active members, with extensive reach at national level both to decision making bodies and the active citizens
* existing partnerships with large TU confederations
* existing partnerships with other national networks and alliances

**7. Anything else to add?**

Please return this fiche, filled-in, to amana.ferro@eapn.eu, by **Friday, 21 February 2014.**

*Thank you in advance for your cooperation!*