

Kommunal.

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Kommunal - The Swedish Municipal Workers' Union

More than 500,000 members

230 different occupational groups

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Personal assistant, carer, supported living assistant, support assistant, teaching assistant, attendant, habilitation assistant, childminders, relief worker, veterinary nurse/animal keeper, poultry keeper, golf course keeper, groom, machine operator, park keeper, tractor driver, landscape gardener, gardener, enrolled nurse, carer, paramedic, chiropodist, autopsy technician, sterile processing technician, occupational therapy assistant, chefs/cooks, cold buffet managers, mealtime supervisors, kitchen assistants, full-time firefighters, reserve firefighters, caretaker, cleaner and staff in swimming pool and sports centres, tram drivers, workshop assistants, repairers, vehicle servicing staff, cleaners, laundry workers, garage assistants, transport attendants, churchyard gardeners, churchyard caretakers, crematorium technicians, gardeners, handymen, drivers, machinists, masons, cleaners, day custodians, sextons, matrons, those in charge of children's activities enrolled nurses, health care assistants, etc.

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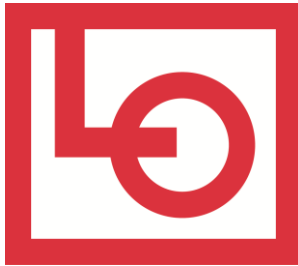
Elderly care is Kommunal's biggest sector, in which
about one third of its members work.

The biggest groups are assistant nurses and care
assistants.

78 percent are women

Kommunal is an affiliate in the Swedish Trade Union
Confederation (LO)

The trade union movement in Sweden



The Swedish Trade Union Confederation

“Blue-collar workers”



The Swedish Confederation of Professional Employees

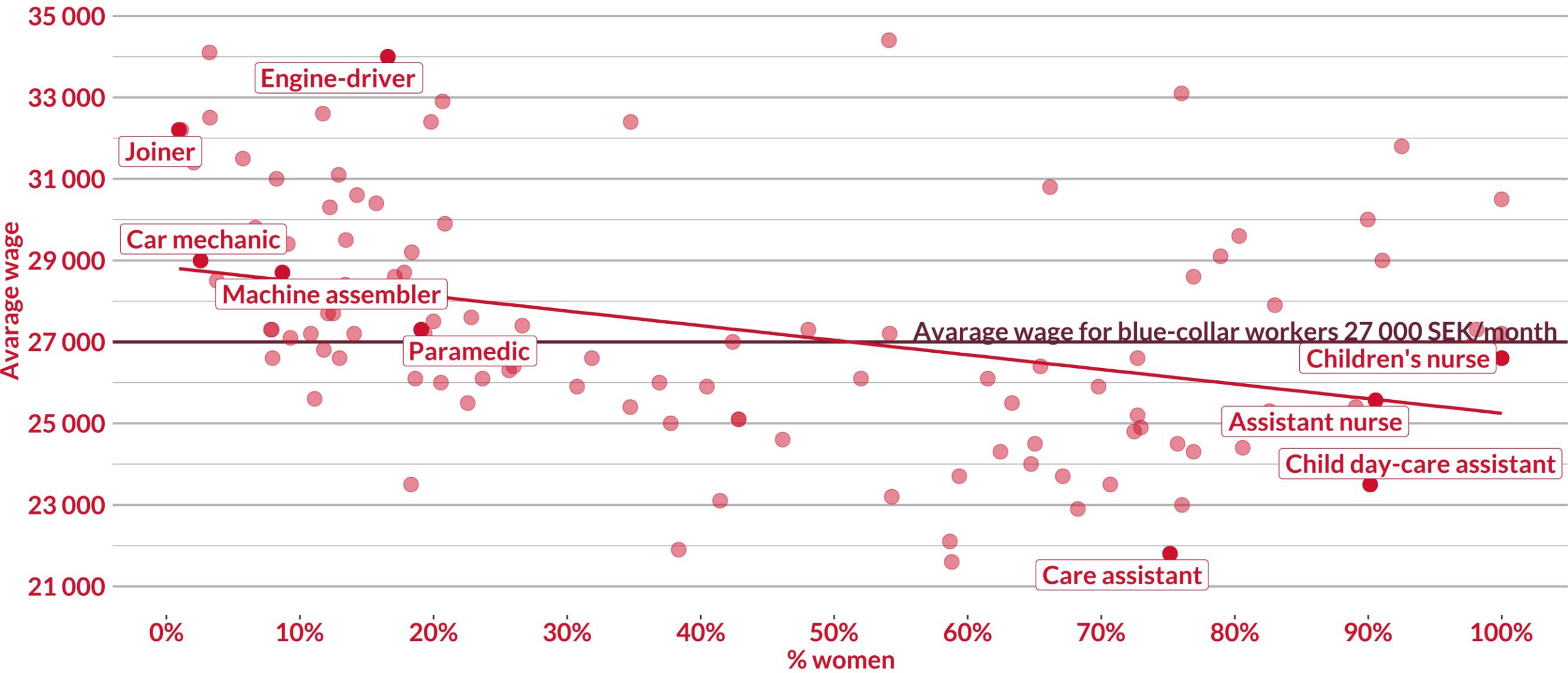
“White-collar workers”



The Swedish Confederation of Professional Associations

“University graduates”

Wage differences between male and female professions



The wage bargaining process in Sweden

Wages and other employment conditions are largely regulated by collective bargaining.

There are no statutory minimum wages or legal procedures for extending collective agreements.

In the mid-1990s high nominal wage increases threatened Swedish competitiveness.

1997 employer organizations and trade unions within the industry signed the Industrial agreement.

Five unions are covered by the Industrial Agreement



The Swedish union of
Forestry, Wood and
Graphical Workers'

The Food Workers' Union

The Industrial and Metal
Workers' Union



Unionen



The Swedish Association of
Graduate Engineers

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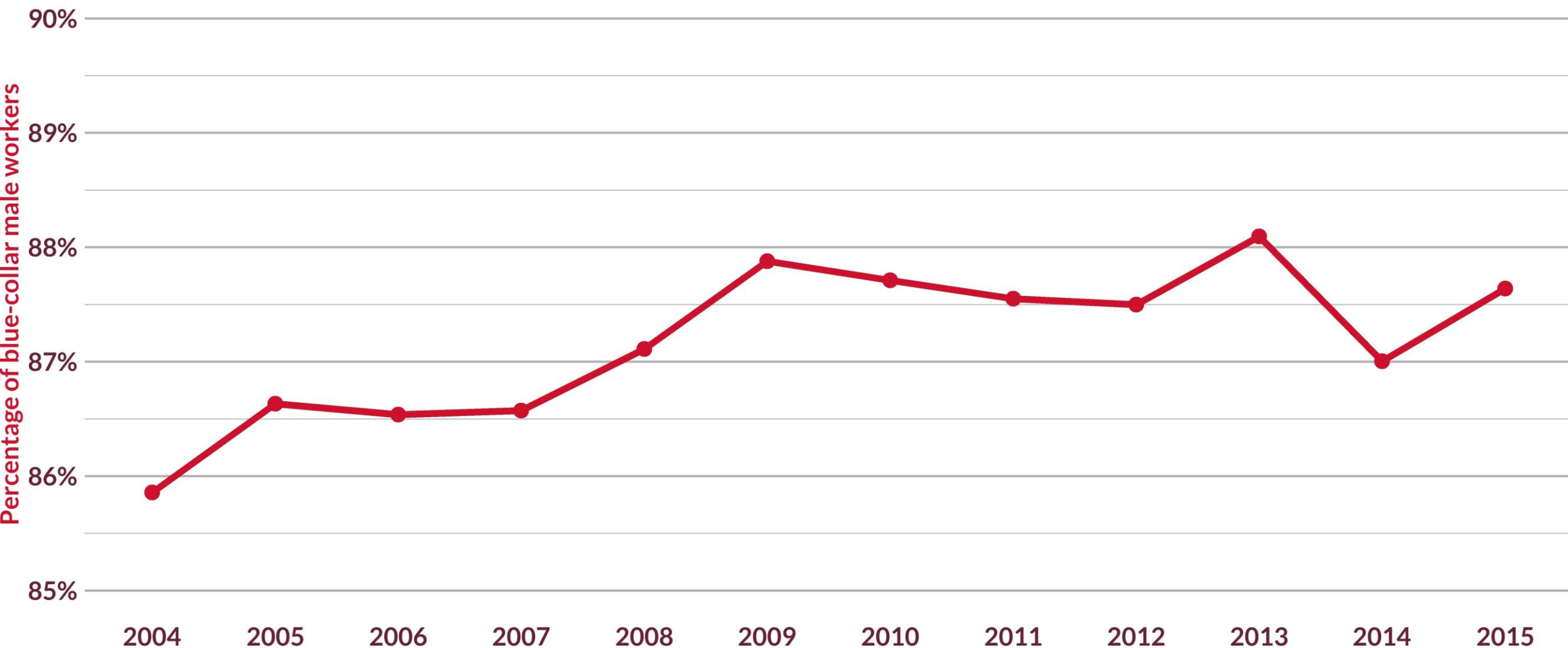
In the mid-1990s high nominal wage increases threatened Swedish competitiveness.

1997 employer organizations and trade unions within the industry signed the Industrial agreement (the Agreement on Industrial Development and Wage Formation).

The Industrial Agreement stressed the principle that no wage increases should be higher than those in the industry - the industry norm.

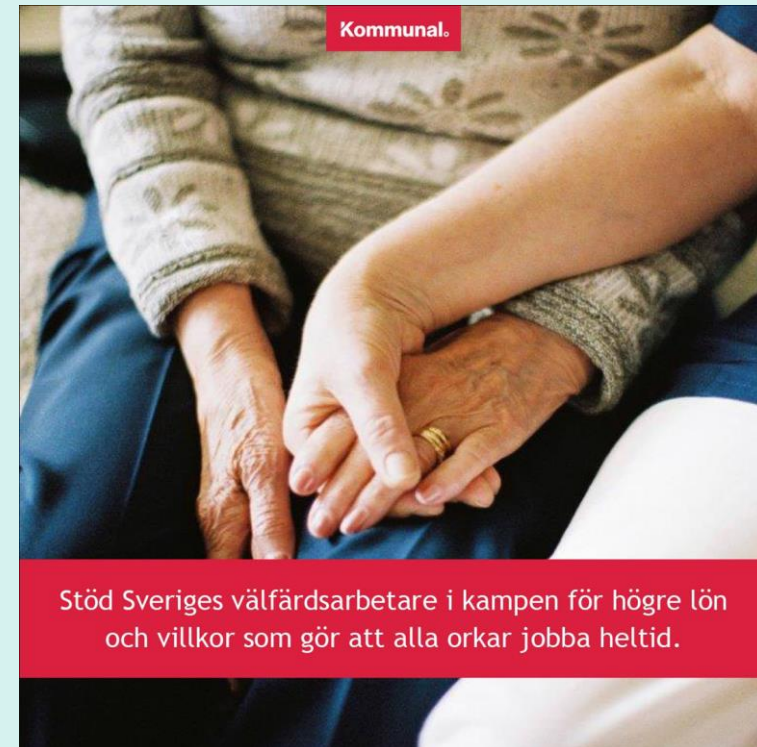
The Swedish National Mediation Office, established in 2000, is explicitly ordered to foster the wage-leading role of the export sector.

Female blue-collar worker salary as percentage of male blue-collar worker salary



The discussion with the trade unions within the industry.

- "Not all women can have the wrong salary!"
- "Pick one group!"
- Kommunal picked assistant nurses - the largest group at the Swedish labour market.
- "You have done what we asked for..."



"Support Sweden's welfare workers in the fight for higher wages and conditions that allow everyone to work full time."

Campaign for public support



"During a workday, an assistant nurse helps in average 26 persons."



"Be a man!"



"Is it okay that it is valued higher to take care of machines than people?"

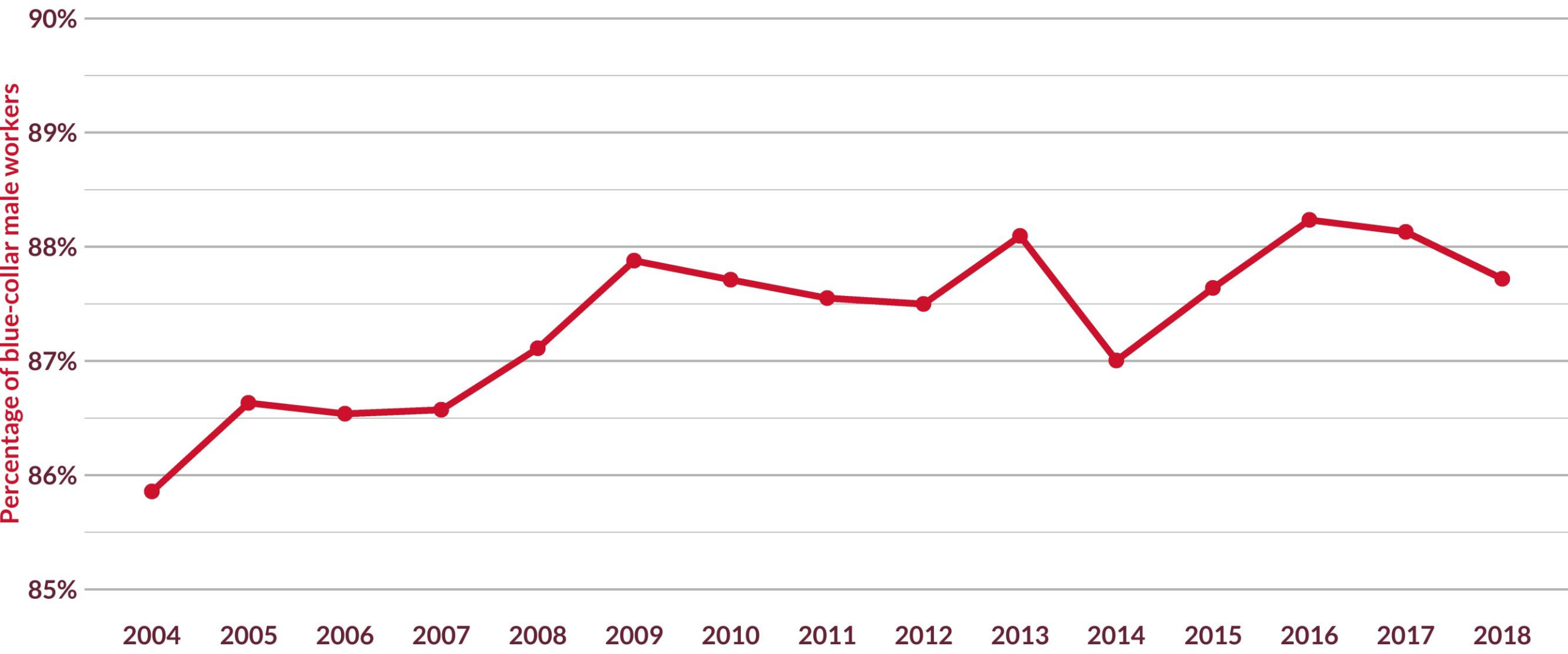
Kommunal.

A success



Kommunal.

Still a long way to go



Thank you for listening!

Kommunal.