

Una lotta comune

Lavoratori e lavoratrici degli appalti, gli scioperi di questi giorni riguardano anche voi. Soprattutto voi.

Sapete bene, per diretta esperienza, che la costruzione delle navi, grandi e piccole, in questo cantiere e negli altri cantieri, deve molto, moltissimo al vostro lavoro - un lavoro **prezioso**, ma pagato con salari sempre più bassi e quasi sempre in ritardo; svolto in condizioni spesso pericolose e con orari fuori da ogni regola; un lavoro sottoposto a ricatti di ogni tipo e a licenziamenti senza tutela.

Negli anni passati la Fincantieri ha fatto di tutto per frantumare il più possibile gli appalti, allargare l'area dei sub-appalti e impedire che i lavoratori degli appalti si organizzassero sindacalmente. Il risultato è che oggi nel cantiere di Marghera c'è una sola ditta sindacalizzata nella quale viene rispettato, solo in parte, il contratto. Il resto è **una vera e propria giungla di sfruttamento e di supersfruttamento**.

Per i boss della Fincantieri tutto ciò è assolutamente normale, e deve continuare. Anzi, nella piattaforma presentata giorni fa dall'azienda c'è qualcosa di peggio: è l'intenzione di ricorrere sempre più alle agenzie interinali, aumentando così la precarietà e la ricattabilità degli operai degli appalti, e la frantumazione dei vostri orari di lavoro. Per quello che riguarda il lavoro degli appalti, Fincantieri dichiara di avere un "obiettivo primario": la **riduzione dei costi**. Che significa: la riduzione ulteriore dei salari e il peggioramento generale delle vostre condizioni di lavoro.

L'attacco della Fincantieri, quindi, non è rivolto solo ai suoi dipendenti diretti; è rivolto altrettanto, e anche di più, **contro di voi**. Ecco perché non si tratta solo di dare solidarietà alla lotta dei lavoratori Fincantieri, rifiutando le minacce e i ricatti di Fincantieri e dei vostri padroni e padroncini; si tratta di sviluppare una **lotta comune tra voi e i lavoratori Fincantieri**, e di imporre con questa lotta un miglioramento delle vostre condizioni di lavoro e di vita.

Per raggiungere questo obiettivo, è necessario rompere con la passività e la paura, e **organizzarvi, auto-organizzarvi in un comitato di lotta dei lavoratori dei cantieri** con una **piattaforma unitaria**, rivendicando l'immediato pagamento dei salari arretrati; la parità di trattamento tra i lavoratori Fincantieri e i lavoratori degli appalti che svolgono la stessa attività; l'applicazione integrale dei contratti nazionali di lavoro; migliori condizioni di sicurezza sul lavoro; il diritto alla mensa alla pari dei lavoratori Fincantieri; la stabilizzazione del rapporto di lavoro, a cominciare da quanti lavorano in cantiere da molti anni; la fine dei sub-appalti con l'assorbimento dei lavoratori dei sub-appalti nelle ditte appaltanti; la costituzione nei cantieri di un'unica r.s.u. che comprenda sia i lavoratori Fincantieri che i lavoratori degli appalti. Inoltre Fincantieri deve assumersi la piena responsabilità delle malattie professionali contratte nei suoi cantieri e delle cure necessarie.

E' possibile far valere questi bisogni solo con la lotta. Lo hanno dimostrato negli ultimi anni i lavoratori degli appalti e delle cooperative della logistica, organizzati con il Si-Cobas alla TNT, alla Bartolini, alla BRT, alla GLS, alla SDA, etc. - lavoratori in grande maggioranza immigrati -, che hanno imposto il rispetto del contratto collettivo nazionale di lavoro e ottenuto anche condizioni migliori rispetto ad esso.

La prepotenza e l'arroganza padronale è grande. Ma la forza di una lotta unitaria dei lavoratori di questo cantiere e di tutti i cantieri è ancora più grande!

Marghera, 8 aprile 2015

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This is a common struggle

Contract workers of Fincantieri, the strikes of these last days concern you all directly. Especially you.

As you already know from your own experience, in this shipyard and in the others, great and small ships' construction owes much to your work - a **precious work**, but paid with low wages and almost always with delay; a work that is often carried out in dangerous conditions and with work schedules out of every rule; a work that is subjected to blackmails of every type and layoffs without protections.

Over the past years, Fincantieri did everything possible to crush the contracting system, increase the volume of sub-contracts and prevent workers of subcontracting firms from organizing themselves in trade unions. The result is that today in the Marghera shipyard there is only one unionized firm within which national labour contract is (only partially) fulfilled. All the rest is a **veritable jungle of exploitation and overexploitation**.

For the Fincantieri bosses and executives this is absolutely normal, and for them it should continue. Indeed, in the platform presented a few days ago by the company, there is something even worse: there is the intention of increasingly resorting to temporary agencies, thereby increasing insecurity and the blackmail of the subcontracting system's workers, as well as the fragmentation of work schedules. With regard to the subcontracting system, Fincantieri's bosses and executives claim to have a "primary objective": the **cost reduction**. It means: a further reduction of wages and a general worsening of your working conditions.

Hence, the frontal attack of Fincantieri is not affecting only its direct employees; it is also directed, and even more, **against you**. This is why it is not only about showing solidarity to the struggles of Fincantieri's workers, or rejecting threats and blackmails of Fincantieri bosses, all bosses, that means your bosses as well; the real issue here is to develop a **common struggle involving all the Fincantieri workers: direct employees and contract workers**, with the aim to impose an improvement in your work and life condition.

To achieve this goal, you need to break with passivity and fear; it is necessary for **you to organize yourself in independent committees as contract workers and build a unitary platform** in order to demand the immediate payment of overdue salaries; the equal treatment of contract workers and direct Fincantieri employees carrying on the same activities; the full implementation of the national labour contracts; better safety conditions in the workplace; right to a proper canteen as for direct Fincantieri employees; the stabilization of the employment relationship, beginning with those working in the shipyard for many years; the end of sub-contracts with the absorption of workers of sub-contracting firms in the mother company; the constitution in the shipyard of a single union representation including both workers of Fincantieri and workers of the contracting system. Besides Fincantieri must assume the responsibility for occupational diseases contracted in its shipyards and for the needed treatment.

You can enforce these needs **only by fighting**. Workers employed in the logistics sector, in the subcontracting system and the cooperatives at TNT, Bartolini, BRT, GLS, SDA, and so on, organized through the SI-Cobas union, have recently demonstrated that **it can be done**. These workers - mostly immigrants - have been able to impose the implementation of the national collective contract of employment and obtain even better working conditions from those provided therein.

The bosses' arrogance is big. However, the strength of an unitary struggle of all the workers of Fincantieri, of all yards, can be bigger!

Marghera, 8th April, 2015

O LUPȚĂ COMUNĂ

Muncitori și muncitoare cu contracte prin apalt, grevele din aceste zile vă privesc și pe voi. În special pe voi.

Știți prea bine, prin exsperiența directă,că construirea navelor,mari si mici în acest șantier și în alte șantiere,datorează mult,foarte mult muncii voastre - **o muncă prețioasă**, dar platită cu un salariu tot mai joas și aproape mereu în intirziere;efectuat in condiții mereu periculoase și cu orare în afara oricăror reguli;o muncă supusă șantajului de orice tip și a concedierii fără protecție.

În anii trecuți la Fincantieri au făcut de toate pentru a fărîmița cît a fost posibil apaltele,pentru a lărge zona de parasubordonat (sub-apalt) și a împiedica muncitorilor cu contracte prin apalt sa se organizeze sindical. In rezultat astazi în șantierul de la Marghera este doar o singură companie sindicalizată unde vine respectat ,numai in parte, contractul. În rest este **o adevărată junglă de exploatare si superexploatare**.

Pentru boșii de la Fincantieri toate acestea sunt absolut normale, si trebuie să continue așa. Dimpotrivă în platforma prezentată zilele trecute este și ceva mai rău: au intenția de a apela cît mai des la agențiile interimare, mărind așa nesiguranța și șantajul muncitorilor cu contracte prin apalt, fărîmițarea programului vostru de muncă .Pentru cit privește muncile cu contract prin apalt, Fincantieri declară de a avea un “obiectiv primar”: **reducerea costurilor**. Ce înseamna,micșorarea din nou a salariului și agravarea generală a condițiilor de muncă și de viață.

Atacul de la Fincantieri, deci,nu este îndreptată doar împotriva lucrătorilor direcți; este îndreptată mai ales **împotriva voastră**. Din acest motiv nu se tratează numai de a da solidaritate luptei muncitorilor de la Fincantieri, refuzînd amenințările și șantajul din partea la Fincantieri și a stăpînilor și stăpînașilor voștri; dar se tratează de a dezvolta o **luptă comună între voi și muncitorii de la Fincantieri**,de a impune cu această luptă o îmbunătățire a condițiilor voastre de muncă și de viață.

Pentru a ajunge acest obiectiv,este necesară ruperea pasivității și fricii, **de a vă organiza, de a vă auto-organiza intr-un comitet de luptă a muncitorilor șantierului** cu o **platformă unitară**, pentru revendicarea imediată a salariilor restante; egalității de tratament între muncitorii de la Fincantieri și muncitorii cu contract prin apalt care indeplinesc aceiași muncă; aplicarea integrală a contractelor naționale de muncă; îmbunătățirea condițiilor securității muncii; dreptul la cantina, la paritate cu muncitorii de la Fincantieri; stabilizarea raportului de muncă, începînd cu cei care muncesc de mulți ani; sfîrsitul sub-apaltelor cu absorbția muncitorilor de sub-apalte de către firmele care apalteaza; constuirea în șantiere de o singură r.s.u. care include atit muncitorii de la Fincantieri cît și muncitorii cu contract prin apalt.

În Plus este necesar că Fincantieri să-și asume responsabilitatea referitor la bolile profesionale întîlnite în șantierele sale și îngrijirea care se necesită.

Este posibilă aplicarea acestor necesități doar cu lupta. A fost demonstrata in anii trecuti de catre muncitorii cu contracte prin apalt si cooperativele de la logistică, organizați cu Si-Cobas la TNT, la Bartolini, la BRT, la GLS, la SDA, și altele-muncitori in majoritate imigranti care au impus respectarea contractului colectiv national de munca si obținînd respectiv chiar conditii mai bune.

Supraputerea și aroganța de stăpîn este mare. Dar rezistență unei lupte unitare a muncitorilor acestui șantier, și de la toate șantierele este mult mai mare!

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ফিনকানতিয়েরি চুক্তিভিত্তিক শ্রমিকগণ, সাম্প্রতিক সময়ের ধর্মঘটগুলো সরাসরি আপনাদের স্বার্থেই আয়োজিত, বিশেষত আপনাদেরই জন্য নিবেদিত।

আপনারা নিজেদের অভিজ্ঞতা থেকেই জানেন, অন্যসব জায়গার মতো এখানকার জাহাজ তৈরীর আড়তে ছোটবড় সব জাহাজ বানানোর ক্ষেত্রে আপনাদের অবদান অনেক, আপনাদের **কাজ তাই অনেক গুরুত্বপূর্ণ**। কিন্তু আপনাদেরকে অনেক কম মজুরী দেয়া হয়, এবং বেশীরভাগ ক্ষেত্রেই তাতে অনেক দেরী হয়। অনেক সময় আপনাদেরকে ঝুঁকিপূর্ণ পরিবেশে কাজ করতে হয়। আপনাদের কাজের সময়সূচীও সমস্ত নিয়ম ভেঙ্গে তৈরী। সব ধরনের প্রতারণা আর ছাটাইয়ের বিরুদ্ধে আপনারা প্রতিকারহীন।

গত কয়েক বছর ধরে ফিনকানতিয়েরি চুক্তি প্রথাকে চূড়মাড় করার সব ব্যবস্থা নিয়েছে, উপ-চুক্তির পরিমাণ বাড়িয়েছে, উপ-চুক্তিতে নিয়োগদানকারী সংস্থার শ্রমিকদের সংঘবদ্ধ হওয়াকে প্রতিহত করেছে। ফলে মারঘেরা জাহাজ নির্মাণ আড়তে এখন একটিমাত্র শ্রমিক সংগঠন সহ নিয়োগদানকারী সংস্থা আছে যেখানে জাতীয় শ্রমিক চুক্তির আংশিক বাস্তবায়ন সম্ভব। বাদবাকী সবই **শোষণ আর নিষেধণের অভ্যাস**।

ফিনকানতিয়েরির মালিক আর কর্তাব্যক্তিদের জন্য এই সবই একদম স্বাভাবিক, তাই তারা চান এইরকমই চলতে থাকুক। কয়দিন আগে সংস্থাটি যে প্রস্তাব দেয় তাতে অবস্থা আসলে বেশী খারাপ হবে। অস্থায়ী এজেন্সীর উপর আরো বেশী নির্ভর করার কথা আছে, যা কিনা উপ-চুক্তিতে নিয়োগপ্রাপ্ত শ্রমিকদের অনিরাপত্তা ও প্রভাবিত হওয়ার সম্ভাবনা আর তার পাশাপাশি কাজের সময়সূচীর ক্ষুদ্রতাকে আরো বাড়িয়ে তুলবে। উপ-চুক্তিতে নিয়োগদানের পদ্ধতি সম্পর্কে ফিনকানতিয়েরির মালিক আর কর্তাব্যক্তিদের “প্রাথমিক লক্ষ্য” হচ্ছে: **খরচ বাঁচানো**, এই দাবী করা হয়েছে। এর অর্থ হচ্ছে মজুরী আরো কমানো আর কাজের পরিবেশের সার্বিক অধোগতি।

এই কারণে ফিনকানতিয়েরির আগ বাড়িয়ে সংঘর্ষ শুধুমাত্র এর সরাসরি নিয়োজিত কর্মীদেরই আঘাত করছে না, এটা আপনাদেরকে আরো বেশী আক্রান্ত করবে, কারণ **আপনারা এর প্রতিপক্ষ**। এই কারণেই ফিনকানতিয়েরির শ্রমিকদের সাথে আপনাদের কেবল সংহতি প্রকাশ নয়, অথবা নয় শুধুমাত্র ফিনকানতিয়েরির সকল মালিকের, আপনার মালিকেরও অবশ্যই, ভয়ভীতি আর প্রতারণা উপেক্ষা করা। মূল বিষয়টি হচ্ছে **ফিনকানতিয়েরিতে সরাসরি এবং চুক্তিতে নিয়োগপ্রাপ্ত সকল শ্রমিককে একত্রিত করে একটা সার্বিক আন্দোলন গড়ে তোলা** যার ফলে আপনার কাজের ও জীবনের মান উন্নয়নের বিধান অর্জিত হবে।

এই লক্ষ্য অর্জনের জন্য আমাদেরকে নিক্রিয়তা আর ভীতির হাত থেকে ছাড়া পেতে হবে। আপনাদের কাজ হবে **নিজেদেরকে চুক্তিতে নিয়োজিত শ্রমিকদের স্বাধীন কমিটিতে সংঘবদ্ধ করে একতার মঞ্চ গড়ে তোলা** যাতে করে আপনারা বহুদিনের পাওনা মজুরী সম্বন্ধ মিটিয়ে দেবার; ফিনকানতিয়েরির সরাসরি নিয়োজিত কর্মীদের মতো একই কাজে নিয়োজিত চুক্তিভিত্তিক শ্রমিকদের সম মর্যাদা দেবার; জাতীয় শ্রমিক চুক্তির পূর্ণ বাস্তবায়নের; কাজের ক্ষেত্রে নিরাপত্তা জোরদার করবার; ফিনকানতিয়েরির সরাসরি নিয়োজিত কর্মীদের মতো ভাল ক্যান্টিন পাবার; নিয়োগপ্রাপ্ত সম্পর্কের স্থিতিশীলতা দানের; জাহাজ নির্মাণ আড়তে যারা অনেকদিন ধরে কাজ করছেন তাদেরকে দিয়ে এই উন্নয়ন শুরু করার; উপ-চুক্তিতে নিয়োগদানকারী প্রতিষ্ঠানের শ্রমিকদের মূল কোম্পানীর অঙ্গীভূত হবার পর উপ-চুক্তির অবসানের; জাহাজ তৈরীর আড়তে ফিনকানতিয়েরির কর্মী আর চুক্তিতে আগত কর্মীদের দাবী-দাওয়া তুলে ধরতে একক শ্রমিক সংগঠন গড়ে তোলার দাবী করতে পারেন। তাছাড়া, জাহাজ তৈরীর আড়তে পেশাজনীন রোগ ও সেসবের চিকিৎসার জন্য ফিনকানতিয়েরিকে অবশ্যই দায়ীত্ব নিতে হবে।

এইসব দাবী আদায়ের একমাত্র পথ হচ্ছে **তার জন্য লড়াই করা**। এসাই-কোবাস সংগঠনের মাধ্যমে সরবরাহ ক্ষেত্রে নিয়োজিত, উপ-চুক্তি প্রথার অংশীদার, এবং টিএনটি, বার্টোলিনি, বিআরটি, জিএলএস, এসডিএ এরকম অনেক সংস্থার সমবায়ী শ্রমিক সম্প্রতি দেখিয়ে দিয়েছে দাবী আদায়ে **কিভাবে সচেষ্ট হওয়া সম্ভব**। মূলত অভিবাসী এই শ্রমিকরা নিয়োগপ্রাপ্তীর সম্বন্ধীত জাতীয় চুক্তির এবং সেখানে উল্লিখিত কাজের পরিবেশের চাইতেও ভাল অবস্থার বাস্তবায়নে সফল হয়েছেন।

মালিকদের ঔদ্ধত্য প্রবল। তার পরও, ফিনকানতিয়েরিতে এবং অন্য সকল আড়তে নিয়োগপ্রাপ্ত সকল শ্রমিকের একত্রিত আন্দোলনের শক্তি এর চেয়েও প্রবলতর হতে পারে।