

Against market rules

NAVAL GIJÓN 1985-2009

A shipyard nobody wanted
(except workers)



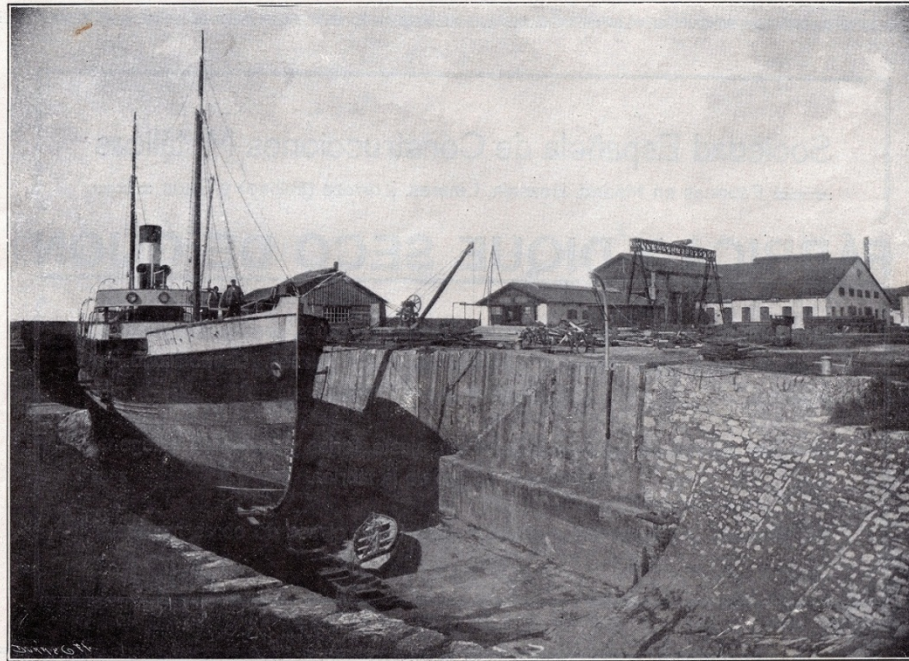
Date of creation: december 1984

Workforce: 742

Property: private (50% Duro Felguera + 50% Grupo Orejas)

Origin: merger of two previous shipyards (Dique Duro Felguera + Marítima del Musel)

Context: Industrial Policies of Restructuring. Socialist Government



53

EL DIQUE

Sociedad Española de Construcciones Metálicas,

Precedents

Both companies are linked to two strong industrial groups firmly rooted in Asturias

The Dock: shipyard created in 1888, owned by Duro Felguera since 1941

Marítima del Musel: shipyard created in 1953, owned by Orejas family

Medium size shipyards of building and repair



Good times (1868-1975)

Since 1968, activity highly grows and subcontract companies became more important
Various auxiliary companies provide abundant labor that works within the shipyard but does not belong to its permanent workforce

Young workers incorporate into the labor market between 1968 and 1975 in conditions of abundant jobs, increased wages, temporary recruitment and frequent conflicts

In 1975, when crisis is coming, conflicts became widespread and casual workers get the integration as fixed workforce in shipyards

EL «JUICIO DE LOS EVENTUALES» -CINCO HORAS DE SESION-,
TERMINO SIN FALLO, POR AVENENCIA DE LOS DEMANDADOS

GANARON LOS TRABAJADORES



ESPERA EN EL «HALL» DEL TRIBUNAL

- LA EMPRESA DURO-FELGUERA SE COMPROMETIO A ADMITIR EN PLANTILLA A LOS 95 DEMANDANTES, EN CALIDAD DE FIJOS Y SIN PERIODO DE PRUEBA.

plantilla del «Dique-Duro Felguera», y sin período de pruebas, a los 95 trabajadores despedidos de «Construcciones Metálicas Gijón».

La propuesta, que fue aceptada sin titubeos, iba acompañada del pago por parte de «Construcciones Metálicas Gijón», de diez días de salario y de la liquidación correspondiente.

Con este K. O. técnico a favor de los trabajadores despedidos terminaba un combate de cinco horas, durante



Organized workers (1975-1978)

The result will be high number of fixed workers, strongly unionized and selfconfident on mobilization as their main weapon

At the same time, Spanish political change reinforces strikes, leaderships and union basis among a workforce which will remain stable for a long time

Collective action based on assemblies and streets mobilization makes possible obtain better working conditions, higher wages and union rights

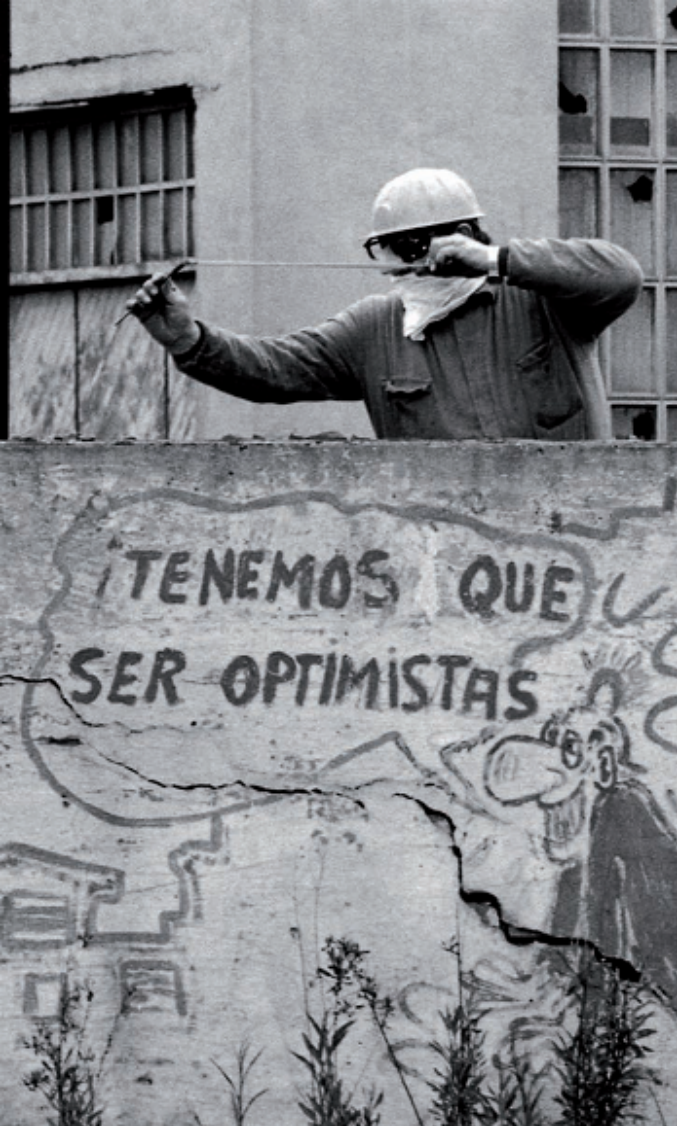


Crisis becomes present (1978-1982)

From 1978 to 1982, the situation of companies gets worse because of lack of workload but governments delay restructuring policies.

Well organized workers, with a high capacity for mobilization are successful in defending their conditions.

Only when socialists reach government, with parliamentary majority and supported by a great union (UGT), a policy of restructuring is faced.



Shipbuilding restructuring policy (1983-1985)

High level of labor and social unrest (harsh mobilization of workers and general strikes in the affected cities).

Reduction in size of the sector (closures of yards, set of workforce) without investment or strategy for the future.

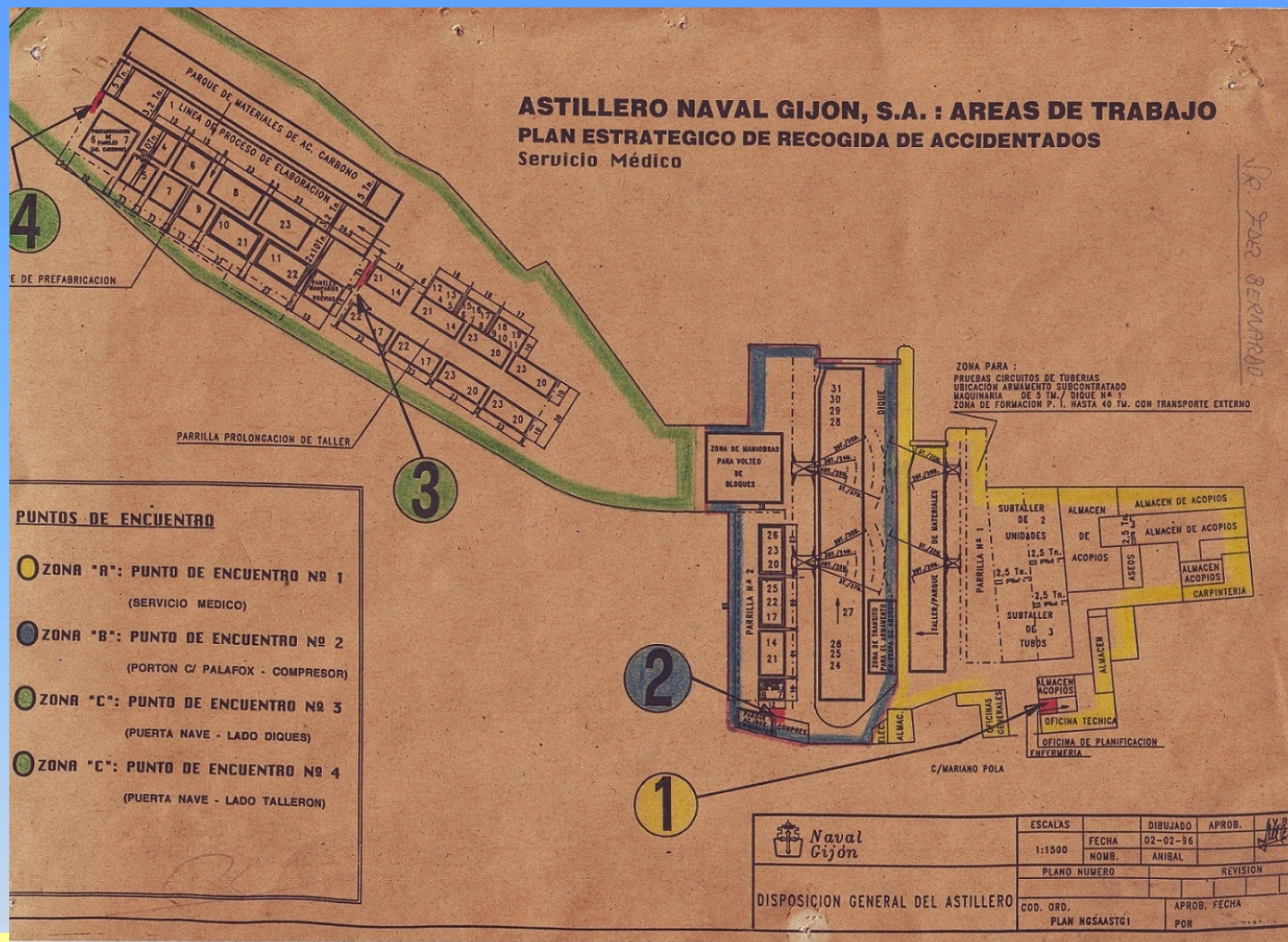
State plays the main role, with entrepreneurs in the background (policy designed by the Government, public funds).

Trade union division.

High level of protection for the surplus workers (early retirement or promises of relocation in new jobs).

NAVAL GIJON:

**A COMPANY WITHOUT
ENTREPRENEUR**



Starting conditions (1985)

Undercapitalization

Technological obsolescence

Lack of workload

Owners without project nor desire to stay

Workers highly conflicting

RECONVERSION NAVAL GIJÓN (1985)

PREVIOUSWORKFORCE (31-12-84)	SURPLUS WORKERS	FINAL WORKFORCE (1985)
1.095	353	742

SURPLUS WORKERS	EARLY RETIREMENT (Age: more than 59)	PREVIOUS RETIREMENT (Age: 55-59)	NEW JOBS RELOCATION (Age: lower tan 55)	OTHERS
353	27	71	253	2



Ten years without truce (1985-1995)

No investment

Permanent underemployment of workers

Mobilizations demanding workload and relocation of surplus companions

Political pressures replace the absence of business management

The leaving of the main partner of the company cause radical actions

Hoy, día 22 de julio de 1997, a las 6 y 15 de la madrugada se flotó con éxito la construcción 550 del Astillero Naval Gijón, CONTRA VIENTO Y MAREA y no precisamente porque estas fueran las condiciones meteorológicas, ya que los elementos naturales, en este día, eran favorables.

Esta botadura marca un hito en la nueva empresa que se forja ahora con la unión del Accionista, Trabajadores, Dirección, Ayuntamiento y Principado para devolver a Asturias la tradición industrial de su mirada hacia el mar.



A short Spring (1996-2000)

Workers mobilization gets a technology transfer

A new management changes the company strategy

Co-management based on harmony with radical unionism

New investments

Abundant workload

Creation of new employments for young workers

Strict respect for labor and union rights

Better public image of the company



The beginning of the end (2000)

Dismissal of casual workers

A strike against dismissal lasts a month and ends in defeat

Harmony between company and workers breaks definitively



A long agony (2000-2009)



Various workforce reductions through early retirements

Progressive offshoring and outsourcing of tasks

A growing debt causes a change ownership

The property passes into the hands of a mixed (public and private) society without an interest in the yard

Trial and imprisonment of two union leaders

End of political supports



NAVAL GIJÓN WORKFORCE EVOLUTION

YEAR	WORKERS
1985	742
1987	745
1990	595
1994	582
2000	349
2003	183
2005	109
2009	96

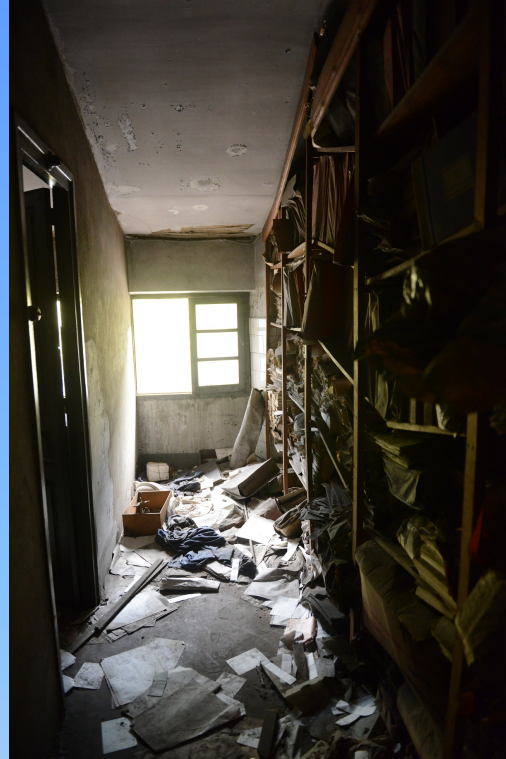


After the closure (2009-today)

- May 2009: activity ceases , 54 workers early retired and 42 relocation promises
- Immediate dismantling of facilities
- Failure of promises of relocation
- New workers protests
- Union activity still continues today



An uncomfortable memory
Destroyed Archaeological Heritage



Abandoned archive

