BUILDING TRADE UNION POWER

Planned activities at industriAll Europe 2017-2018

Document adopted by the 11th meeting of the industriAll Europe Executive Committee
London, 8th June 2017

What’s happened so far:
- June 2016: BTUP priority defined at industriAll Europe Congress in Madrid
- September 2016: First Task Force Meeting Building Trade Union Power (BTUP) took place. It involved a general exchange of views.
- November 2016: Report to Executive Committee
- November 2016: Ghent seminar took place. There was a debate on content and possible future actions.
- February 2017: Second Task Force BTUP took place, the action plan was fine-tuned.

KEY-WORDS:
- There should be CENTRAL FOCUS on ORGANISING in everything we do
- CAPACITY BUILDING: strengthening structures and capacity to deliver to potential members
- STRENGTHENING NEGOTIATION AND COLLECTIVE BARGAINING POWER

This is a:
- TRANSVERSAL RESPONSIBILITY: We (committee, sector, ...) must all contribute
- LOCAL as well as TRANSNATIONAL activity: we must accept the responsibility we have towards each other in assisting each other’s organising activities.
That is how we shape INTERNATIONAL SOLIDARITY. That is how we shape a STRONGER EUROPEAN INDUSTRIAL TRADE UNION. If one gets stronger, we all get stronger.

1. Workshop ‘Best practice: Organising and Building Power’

Date: 13 to 15 November 2017 (in cooperation with FES)

Location: to be confirmed

Target group:
- organising departments of large trade unions
- interested organisations from Eastern, South-Eastern, Southern regions etc.
- connecting company level trade union representatives from targeted companies

Purpose / Programme:
- exchange on best practice
- making direct links for future assistance/cooperation between trade unions at national level and company level representatives
- planning for further joint activities at bilateral and company level
2. Company level organising

Purpose:
- The first test phase will involve organising 2 to 4 previously unorganised companies, through transnational cooperation

Defining the targeted companies:

**STEP 1:**
- Local trade unions must be willing to take local action, cooperate and contribute in an action plan
- Target companies must be part of MNCs with headquarters in Europe and with a strong trade union presence in their HQ country and other countries. Other criteria include:
  - Presence of a European Works Council, and/or
  - Presence of Board Level Representation in headquarter country, and/or
  - Presence of a Global Framework Agreement (that includes the right to organise), and/or
  - Presence of trade union networks (through EWC or bi-lateral contacts), and/or
  - Presence and active involvement of an industriAll EWC Coordinator

How:
- IndustriAll Europe will send a request (March 2017) for identifying potential target companies to all trade unions in East and South-East region. Local trade unions must be able to develop activities in these companies, in cooperation and with assistance of the other European trade unions.

Purpose: identifying interest and willingness among trade unions
- Request will also be repeated during the regional meetings: East Region, Budapest – 29/30 March 2017; South East Region, Zagreb – 24/25 April 2017
- The Company Policy Committee will also assist in identifying these target companies at the CPC meeting – 23/24 March 2017

**STEP 2:**
The industriAll Europe secretariat will analyse the proposals and contact main stakeholders: trade unions that submitted names of potential companies, trade unions where the company HQ’s are based, EWC Coordinator, other involved trade unions, ...
Based on those contacts, a list of 2-4 companies will be identified (May – June 2017). The BTUP Task Force will be consulted on a final list.

**STEP 3: ACTION**
Contacts between all main stakeholders: Trade Unions of MNC HQ country, Trade Unions of country where targeted company is based, involvement of EWC and other Trade Unions, ...

- Develop an action plan and start with the action

Where possible and necessary, industriAll Europe will assist, but the main responsibility is in hands of involved trade unions.

**STEP 4: FOLLOW-UP**
IndustriAll Europe will organise, in cooperation with ETUI, a training seminar from 22 to 25 January 2018

Target group:
- members of Company Policy Committee and Task Force BTUP
- directly involved trade representatives from the 2 to 4 targeted companies

Purpose:
- first intermediate evaluation of the actions in the target companies
- towards a second stage of company actions

3. **industriAll Europe Collective Bargaining Project**

industriAll Europe conducts a Collective Bargaining project in 2017 and 2018

In the 5 regional workshops (between May 2017 and February 2018), a session will be dedicated to the Building Trade Union Power topic. Focus can be given to specific regional points, including:
- Organising youth, woman and white collars
- Organising migrant workers
- Strengthening collective bargaining structures and coverage of collective bargaining
- Organising workers from specific sectors such as ICT

Strengthening Collective Bargaining, and linking Collective Bargaining to ‘organising’ is one of the best tools trade unions must employ to strengthen trade union power.

4. **industriAll Europe Industrial Policy Project**

Since 2016, industriAll Europe (in cooperation with EFFAT) has run a project on Industrial Policy in South East Europe.

The purpose is to develop an IP platform at national and regional level in HR, SERB, MN, MK, BG and RO that allows our affiliates to discuss with government and employers’ organisations policy proposal to reinforce the industrial strengths in the country and the region.

This project must allow affiliates to get involved in these discussions and demonstrate capacity to play a role in these debates and political choices.

5. **ETUC Pay Rise campaign**

IndustriAll Europe is deeply involved in the ETUC Pay Rise campaign, launched in February 2017.

Three topics are central for us in this campaign:
- Equal Pay for Equal Work: implementation of our congress resolution into concrete actions at bilateral and regional level
- Reinstating Collective Bargaining structures where they have been destroyed due to austerity programmes
- Increasing the level of coverage of Collective Bargaining agreements
The overall involvement of all trade unions, is important to succeed and make a difference, at bilateral and transnational level.
The Executive Committee will debate about the topic and give follow-up to the concrete implementation of the Congress Resolution ‘Equal Pay for Equal Work’ and the ETUC Pay Rise Campaign.

6. Focus on sectors and regions where needs are highest

Lowest pay, worst working conditions, and a low level of trade union organising is currently the reality in South East Europe (ALB, MK, SERB, BiH, MN, BG, RO) but also in other Eastern European Countries like Poland, especially in the Textile Sectors (Garment, Footwear, Leather).

IndustriAll Europe will submit a project proposal to the European Commission in the first half of 2017. The focus of this project is:
- Mapping the Textile, Garment, Footwear supply chain in East / South East Europe and analysing existing supply chains (companies, number of workers, working conditions, respect of ILO Labour Standards, costumers ...)
- Building Power and Capacity with our local trade unions, NGO’s active in the region and the sector
- Making brands and customers that use these companies more accountable.
- Final result: higher pay, better working conditions, stronger trade unions through negotiation and specific campaigns

If the project is accepted, activities will start in the second half of 2017.

7. Stronger cooperation with IndustriALL Global Union

industriAll European Trade Union and IndustriALL Global Union are sister organisations. Creating the highest level of possible cooperation, increasing effectiveness in joint action and activities is a logical demand from our European affiliates.

While industriAll Europe has proved to be a strong political and negotiating organisation in its work with the European Institutions and Multinational Companies, IndustriALL Global has proved itself to be strong at organising and campaigning. Using each other’s know-how and experience, and not looking at geographical borders, makes it obvious that on organising and building trade union power, industriAll Global can assist industriAll Europe in its actions and activities in Europe.

8. Towards a European Organising Academy?

Organising happens on the ground, in companies. Sometimes, local trade unions or company level representatives do not know how to start. They need to backed up by colleagues from the same company in other countries (Headquarter country, EWC members, Trade Union network, ...) but they also need to be trained on how to start organising.
We must continue to reflect on how we can shape a training programme, tailor-made for those representatives that would like to start organising campaigns in their company.

9. Supporting activities of affiliated organisations

Several affiliates take their own initiatives on transnational capacity building or organising. Two examples of our own affiliates were presented at the Ghent seminar (November 2015):
- the Baltic Organising Academy: Nordic industrial trade unions support Baltic trade unions in organizing companies
- IG Metall cooperation in Hungary with the local trade union VASAS: organising the automotive clusters in Hungary

IG Metall organises a transnational conference on organising from 6 to 8 September 2017 (in Berlin). The aim is to target specific companies and gather representatives from those companies to define action plans to organise as yet unorganised companies. IndustriAll Europe will actively participate in this conference.

10. Regular feedback and debate at the Executive Committee

The Executive Committee will regularly be updated on progress that is made. It will also have the possibility to re-direct actions or to propose/decide on new actions.