

# **IndustriALL Global Union's World Conference on ICT, Electrical & Electronics**

**11-12 June 2015, Petaling Jaya, Malaysia**

## **(Draft) Action Plan**

Having met on 11-12 June 2015 in Petaling Jaya, Malaysia, for IndustriALL Global Union's World Conference on ICT, Electrical & Electronics, around 100 delegates from 32 organizations in 16 countries declare their firm commitment to the following action plan in the upcoming four-year period:

### **1. Build Union Power throughout the world by:**

- Focusing on organizing, gaining union density, improving collective bargaining rights and social dialogue in the Information and Communications Technology (ICT), Electrical and Electronics industry and its supply chains;
- In this regard, the World Conference expresses its strong support organizing campaigns and projects, particularly the special project covering six Asian countries for a year-term with concrete results on the ground;
- Supporting the development of strong, democratic, independent, representative and sustainable trade unions in the entire industry;
- Reaching out to unorganized workers, precarious workers (agency workers, contract workers, migrant workers, etc.), women and young workers, non-manual employees to include them in the protection of a collective agreement;
- Overcoming divisions in the union movement and strengthening activities on building unity among workers and unions

### **2. Confront global capital by:**

- Developing and advancing the processes of creating strong trade union networks at all levels, such as Multinational Corporations (MNCs), commercial sectors, regions, and countries for strengthening solidarity among affiliated trade union organizations;
- The World Conference pledges full support for the creation of new trade union networks at major multinational companies such as Samsung, Foxconn, Schneider and others as well as reinforcing existing networks such as Siemens, IBM.
- Improving and enforcing the provisions, monitoring and implementation of current global framework agreements in the ICT, Electrical and Electronics Industries, and seeking opportunities to negotiate new ones with the major brand-name ICT wherever possible;
- the World Conference underlines the important connections that can be built through trade union networks and global framework agreements, and encourages the development of an Electrolux global union network for activating the global framework agreement with the company;
- the World Conference expresses its strong view on the continuation of the GFA with Indesit following its acquisition by Whirlpool and instructs the Secretariat to take the necessary actions in cooperation with relevant affiliates;

- Being a powerful voice for workers at the institutions of global governance with a special attention to trade agreements such as TPP, ASEAN and others with their possible effects on the ICT, Electrical and Electronics Industries;
- Deepening mutual understanding and cooperation on MNCs with Chinese workers in line with the political orientation adopted by the Executive Committee as well as conclusions of the Mission realized on 13-17 January 2014 in China;
- Pursuing agreements with MNCs to establish mechanisms for regular social dialogue at the global and/or regional levels to enable global level negotiations with MNCs;
- Developing effective campaigning strategies against companies exhibiting bad behaviour including companies related to them through their entire value chain, with a view to build union power in ICT, Electrical and Electronics Industries;

### **3. Defend workers' rights by:**

- Taking solidarity actions supporting affiliates who are fighting for their rights or for decent work against governments and employers in the industry and Initiating solidarity action against attacks on workers' rights wherever they occur;
- Demanding governments strictly implement international rules such as the ILO core labour standards, throughout the supply chains.
- Promoting fundamental rights on occupational health and safety (OHS) and sustainable employment with effective workplace protection through collective bargaining and full access to information on all workplace materials;
- Removing barriers to women and continuing to increase women's participation rate at all levels of union activities;
- Developing and maintaining cooperation and collaborative actions with other organizations such as non-governmental organizations (NGOs) and civil society with a view to form an alliance against common challenges;

### **4. Fight precarious work by:**

- Continuing to initiate joint action by affiliated unions as part of the Fight Against Precarious Work Campaign by profiling the phenomenon in the sector through special surveys at sectoral and company level, and increasing awareness via sector-wide communications;
- Seeking the elimination, at least minimization, of clauses that limit the coverage of precarious workers in collective bargaining agreements;
- Increasing the number of clauses limiting the use of precarious workers in collective bargaining agreements (CBAs) through the sharing of good practices between the affiliates;
- Promoting long-term employment relationships and demanding governments and employers to establish mechanisms that favour them;
- Fostering tripartite collaboration for dealing with temporary and other forms of precarious employment as per the points of consensus of the ILO Global Dialogue Forum on Adaptability of Companies to Deal With Fluctuating Demands and Incidence of Temporary and other Forms of Employment in Electronics that took place on 9-11 December 2014 in Geneva;
- Developing trade union networks to fight against the growth of precarious work in the sector and to defend ICT, electrical and electronics workers' rights;
- Expanding education and training activities related to workers' basic rights including social security and living wages;
- Organizing precarious workers, women workers, young workers and migrant workers;

### **5. Ensure sustainable industrial employment by:**

- Building affiliates' capacity to develop their own vision of sustainable industrial development and gaining the ability to utilize various tools to implement it;

- Pursuing union participation in all aspects of industrial policy development and implementation;
- Developing sustainable industrial policy and strengthening demands on governments in cooperation with the national centers and other industrial unions in their respective countries;
- Developing collaborative activities and seeking synergies to effect sustainable industrial policies, with other related sectors such as electric power sector;
- Continuing IndustriALL's collaboration with the NGOs Good Electronics and International Campaign for Responsible Technology; in particular endorsing and promoting the "Challenge to the Electronics Industry" (2014) and its accompanying document "Meeting the Challenge" (2015).