



IndustriALL Global Union's World Conference for the Automotive Industry

14-16 November 2016, Munich, Germany

Action Plan

Preamble

Having met on 14-16 November 2016 in Munich, Germany for IndustriALL Global Union's World Conference for the Automotive Industry, comprising some 150 delegates from around 50 national unions in about 30 countries;

Having discussed and debated, throughout the Conference, main challenges, difficulties and opportunities facing the global automotive industry's trade unions, particularly in the context of electro-mobility, new mobility systems and digitalization;

Having due regard for IndustriALL Global Union's five strategic objectives and goals;

Having confirmed the particular resolutions taken by the 2nd Congress of IndustriALL Global Union about Volkswagen and Ford;

The IndustriALL Automotive sector hereby commits to the following action plan for the next four-year inter-Congress period;

1. Build Union Power by Union Organizing and Campaigns:

- Reinforcing union organizing efforts in the auto industry by engaging in different campaigns in various countries targeting auto and supplier companies;
- Continuing country activities in India, Russia, Turkey, Mexico and China, and activities in the MENA region and Eastern Europe aimed at organizing and union-building;
- Supporting the establishment and development of strong, democratic and independent unions across the entire automotive supply chain;
- Convening a high-level union meeting to discuss new approaches on organizing in North America;
- Working towards unity and cooperation in the automobile industry;

2. Confront Global Capital

- Engaging with automotive companies and negotiating global framework agreements in line with the general policies of IndustriALL Global Union with effective implementation, monitoring and conflict resolution mechanisms;

- Consolidating the role of the Automotive Working Group, including additional participants from Asia, Latin America and Africa, and strengthening women participation;
- Developing efforts of the existing company-based automotive networks, i.e. Volvo, GM, BMW, Daimler, VW, PSA Peugeot Citroën and Renault;
- Supporting the reactivation of the Hyundai/Kia network;
- Ensuring recognition by management of the Fiat/Chrysler network;
- Strengthening efforts to build global company-based networks at Asian, particularly, Japanese automobile companies;
- Working towards creation of networks at supplier companies, such as Mahle, ZF, Faurecia, Valeo and Schaeffler;
- Developing strategy on the auto supply chain:
 - Giving more priority to OEM Part suppliers
 - waging efforts to reach own GFAs
 - using GFA of main producer companies
 - Reinforcing supply chain organizing strategy in supplier sectors such as tire, rubber, chemical, textile, glass, leather
 - Preparing affiliates and trade union networks
 - Capacity Building over knowledge and good practices on proactive and reactive actions, particularly problem-solving in supply chains
 - Selecting concrete targets

3. Defend Workers' Rights

- Initiating and/or continuing to support domestic and international solidarity actions against multinational automotive companies and auto suppliers, and governments in defence of workers' rights;
- Ensuring that workers' rights are part of best practice sustainable development standards;
- Pursuing dialogue with automotive companies to find solutions to cases of workers' rights abuses in problematic countries;

4. Fighting Precarious Work

- Continuing to initiate joint action by affiliated unions as part of the Fight Against Precarious Work;
- Strengthening efforts to organize precarious workers;
- Seeking the elimination, at least minimization, of precarious work in collective bargaining agreements in the automotive sector, and equal payment and treatment for precarious workers;
- Using the auto networks to take action against abusive use of precarious work and violation of rights of precarious workers in a number of countries;
- Promoting long-term employment relationships and demanding governments and employers to establish mechanisms that favour long term or permanent employment;
- Ensuring the sharing of information, education and training related to precarious work in the various automotive networks and the automotive working group;
- Addressing the social impact of precarious work on the communities.

5. Ensure sustainable industrial employment policy

- Sharing good examples of addressing sustainable employment policy in the auto industry;
- Establishing a group of union experts to address changes in the auto industry;
- Giving special attention to effects of climate change and digitalization/Industry 4.0 in automobile industry;
- Insisting on the importance of the social dimension of sustainability including full recognition of the challenges faced by women and young people in a changing climate sensitive economy;
- Supporting IndustriALL Global Union's demands for a Just Transition in the context of sustainable industrial employment for automotive workers.