

## IndustriALL Global Union's World Conference for the Base Metal Industries

**21-22 November 2016, Duisburg, Germany**

### Action Plan

#### **Preamble**

Having met on 21-22 November 2016 in Duisburg, Germany to celebrate the IndustriALL Global Union's World Conference for the Base Metals Industries, comprising some hundred delegates and guests from around 32 unions in 24 countries;

Having discussed and debated over two days the crucial challenges facing the global base metals sector, particularly in the context of the overcapacity and the weak regulation for protecting our industries against dumping;

Having due regard for IndustriALL Global Union's five strategic objectives and goals endorsed by the Congress in Rio de Janeiro; and

Taking in account special Declaration on the Global Steel Crisis during the Conference;

Hereby commit to the following action plan for the next four-year inter-Congress period;

#### **1. Build Union Power by Union Organizing and Campaigns:**

- Support the establishment and development of strong, democratic and independent unions;
- Support affiliates in developing strategic research and leverage capacity drawing on the resources of our affiliates, global unions, Committee for Workers' Capital etc.;
- Support affiliates in strategic organizing campaigns with clear, measurable and accountable goals, objectives and time frames to strengthen collective bargaining capacity and combat precarious work in global supply chains, with a focus on incorporation of women and young workers;
- Support the current organizing efforts of affiliates through National Organizing Projects in Mozambique, Indonesia, Zambia, Mozambique and the Philippines, Chile, Colombia, India, Thailand and other countries;
- Ensure the unity and collaboration of national trade unions in organizing campaigns;
- Consolidate the role of global, regional and national networks in base metals sector;

- Support the efforts to build strong national structures based in principles of democracy, accountability, and inclusion of women, young workers, LGBTQ workers, racial, ethnic and religious minorities, immigrants, and precarious workers;
- Strengthen the research capacity of affiliates to enable them to deal effectively with corporate restructuring and the cyclical nature of commodity markets;
- Share information on collective bargaining agreements and working conditions to establish a basis for coordinated bargaining;

## 2. Confront Global Capital:

- Coordinate and support global corporate campaigns;
- Support efforts for the networks in the base metals sectors, such as Gerdau, Tenaris/Ternium, Alcoa/Arconic;
- Develop a supply chain strategy by cooperating with mining sector with the development of networking activities at the companies, such as Rio Tinto, Glencore, AngloAmerican, Vale, BHP Billiton/South32;
- Give special attention to information sharing, training and capacity building in union networks;
- Reinforce implementation of the Health and Safety Agreement and revitalize the global framework agreement with the largest steel producer ArcelorMittal with an objective to make it a benchmark for other multinational companies in the sector;
- Endeavor to use the current global framework agreements with Norsk Hydro, Vallourec and ThyssenKrupp, and to negotiate and sign new global agreements with other leading companies;
- Research and develop the possibility of a global collective bargaining strategy to harmonise conditions of employment;
- Coordinate initiatives by affiliates to oppose Market Economy Status (MES) for China, to combat unfair dumping and to strengthen trade union participation in the development and implementation of trade defence instruments and trade policies;
- Participate actively in the OECD Steel Committee and the G-20 forum on steel overcapacity;
- Cooperate with IndustriAll European Trade Union to collaborate in raising trade-related issues in European forums;
- Work with International Labor Organization (ILO) on cross-border social dialogue practices with multinational base metals companies through deep research and a subsequent tripartite meeting;

- Assist affiliates to engage effectively with local communities, indigenous, human rights and environmental organizations through coordinated initiatives including the Extractive Industries Transparency Initiative (EITI), Initiative for Responsible Mining Assurance (IRMA), Aluminium Stewardship Initiative (ASI) and Responsible Mining Index, and the National Action Plans implementing the UN Guiding Principles on Business and Human Rights.

### **3. Defend Workers Rights:**

- Initiate domestic and international solidarity campaigns against multinational companies and governments in defence of workers' rights;
- Demand that all trade and investment agreements include binding and enforceable labour, union and social rights, with violations of these rights subject to the same dispute mechanisms as commercial violations;
- Ensure that workers' rights are part of best practice sustainable development standards;

### **4. Fighting Precarious Work**

- Continue to initiate and coordinate joint action by affiliated unions as part of the Fight Against Precarious Work;
- Coordinate actions to ensure that the ILO Convention on Decent Work in Global Supply Chains becomes an effective instrument to prevent the expansion of precarious work;
- Support national and local legislation and legal action to combat the expansion of precarious work, including in public contracting;
- Promote language in collective bargaining agreements to limit the use of precarious workers in collective bargaining agreements (CBAs) through the sharing of good practices between the affiliates, through global framework agreements, company networks and other mechanisms;
- Foster tripartite collaboration for dealing with temporary and other forms of precarious employment;
- Ensure precarious work is an essential part of the growth strategies for the global network, organizing and justice for young workers and women;
- Share of information, education and training related to precarious work;

### **5. Ensure sustainable industrial employment Policy**

- Policy level engagement towards diversification and sustainable industrial development;
- Insist 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;



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- Support IndustriALL Global Union's demands for a Just Transition, which would include setting up an emissions trading system that supports the environment as well as protecting and generating decent industrial jobs.
- Call on governments and employers to support the COP21 goals by taking measures to limit climate change, invest in clean energy and industrial energy efficiency, and revitalize infrastructure to make it sustainable and resilient. Specifically, companies and governments should invest in Combined Heat and Power (CHP)/Waste Heat to Power (WHP) and carbon capture and storage (CCS) technologies.
- Assist our affiliates to educate their members about climate change and the global trade union movement's proposals for Just Transition as well as national initiatives
- Organize to hold employers accountable for health and safety impacts on communities and the environment as well as at the workplace.
- Help affiliates to engage with communities and environmental advocates to develop dialogue and a common program of action.