

IndustriALL Global Union's World Conference for the Mining and DGOJP Industries

30-31 May 2016, Leipzig, Germany

Action Plan

Preamble

Having met on 30-31 May 2016 in Leipzig, Germany for IndustriALL Global Union's World Conference for the Mining and DGOJP Industries, comprising some hundred delegates from around 50 national unions in 32 countries;

Having discussed and debated over two days the endemic challenges facing the global mining and DGJOP sectors' trade unions, particularly in the context of the current commodities' crises and the boom and bust cyclical nature of the industry;

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

Noting that:

1. The commodities' crisis has brought into sharp focus the fragility of labour and community relations in the Mining and DGJOP industries and the escalation of the inherent tensions;
2. It is a mere four years ago that the Mining and DGJOP industries experienced a commodities boom brought on by a super-cycle in the commodities with resultant unimagined profits;
3. The irresponsible and reckless management of the Mining and DGJOP industries during the commodities boom and the cost containment responses to the commodities crises has led to a jobs bloodbath across the mining world, environmental and ecological disasters in Argentina, Mexico, Colombia and Brazil and severe decline in the economic growth prospects of commodity depended rich countries;
4. The cost containment measures have resulted in greater precarious employment in the mining industry, associated rise in health and safety incidents and fatalities, and a decline in trade union membership;
5. Collective bargaining is the first casualty in times of crises, with preference instead for consultation measures;
6. The mining industries' response has led to the closure of mines, restructuring of assets, mothballing and care and maintenance and the spinning of other assets into independent companies;
7. While women have made great strides in the mining sector, and in some countries commanding higher pay scales than men, they are still challenged by the male stereotype of the industry and related challenges of discrimination, pay and income disparity, health and safety issues, and skills development;
8. Climate Change Paris Accord, although a promising step in mitigating the climate change impact, and recognising the improvement in the "just transition" language

and IndustriALL Global Union's Executive Committee adoption of the Paris Accord, it still present huge challenges for coal mining sector unions within IndustriALL Global Union;

9. The critical and indispensable role that Mining Company Global Union Networks, Regional Networks and National Networks, play as instruments and vehicles for the implementation of IndustriALL Global Union's five key strategic goals and objectives;

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

1. Build Union Power by Union Organizing and Campaigns:

- Ensure the unity of trade unions in organizing campaigns through joint organizing efforts by different unions organizing in the same sector.
- Consolidate the role of global, regional and national networks in the mining and DGJOP sectors;
- Build on the targets already achieved in the various networks in the mining sector;
- Support the efforts of the following mining networks:
 - Rio Tinto Global Network
 - Glencore Global and Regional Networks
 - Anglo American Global and Regional Networks
 - AngloGold Ashanti Global and Regional Networks
 - Coal Unions' Sub-sectorial Global Network
 - Latin America Regional Mining Unions' Network;
- Support the reactivation of the networks:
 - BHP Billiton Global Network
 - Diamond and DGJOP Network
- Support the organizing efforts of the National Organizing Projects in Mozambique, Indonesia, Zambia, and the Philippines.
- Information sharing, Training and Capacity building
- Address the critical decline in membership through organizing the unorganized, precarious workers, the youth and women.
- Research the impact of companies spinning assets into different, independent companies
- Research prospects for collective bargaining to take into account boom and bust cyclical nature of the mining industry and to raise possibility of campaigns around job losses.
- Supporting the establishment and development of strong, democratic and independent unions.

2. Confront Global Capital

- Engage in global corporate campaigns following through mapping and researching possibilities for leverage
- Appreciating progress and success in Rio Tinto global corporate campaign, continuation to develop campaigns in mining and DGOJP industries targeting different multinational companies on the basis of democratic collective discussions and decisions
- Influence and consolidate policy engagement at a global and national level in response to

the commodities crises, at the national government levels, mining sector industrial chamber levels, International Mining Chamber levels and Multi-Lateral institutional levels.

- Research and develop the possibility of a global collective bargaining strategy to harmonise conditions of employment and use collective bargaining to address the challenges of precarious work
- Making possible engagements towards global framework agreements in line with the general policies of IndustriALL Global Union
- Joint organizing campaigns and joint campaigns against precarious work
- Outreach to communities to defend common interests

3. Defend Workers Rights

- Consolidate global networks
- Implement Global Corporate Campaigns
- Use Collective Bargaining to address precarious work practice
- Initiate domestic and international solidarity against multinational mining companies, and governments in defence of workers' rights
- Ensure that workers' rights are part of best practice sustainable development standards
- Expansion of social security as a safeguard for mitigating impacts of the commodities crises.
- Ensure the adoption and ratification of the ILO Convention 176 through IndustriALL Global Union's campaign on health and safety

4. Fighting Precarious Work

- Continuing to initiate joint action by affiliated unions as part of the Fight Against Precarious Work
- 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 favor long term or permanent employment
- Fostering 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
- Sharing 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
- Support IndustriALL Global Union's demands for a Just Transition in the context of

sustainable industrial employment for mine workers.

- Support and follow-up of the IndustriALL Global Union's 2015 Hannover Global Coal Meeting concluding statement
- Insist on a sustainable industrial policy that recognises the importance of mining social plans over beneficiation