

Report:

IndustriALL Global Union Regional Conference

**“Towards Sustainable Industrial and Energy Policy”**

24-25 April 2014, Manila, Philippines

Day 1: Thursday, 24 April 2014

**Opening Messages**

Annie Adviento, Regional Secretary of IndustriALL Global Union, and Gus Cerdena, Program Officer of Friedrich Ebert Stiftung, welcome the participants to the conference by providing an introduction to the work of each organization and a rationale to the conference.

Message of **Annie Adviento**, IndustriALL

Annie Adviento, Regional Secretary of IndustriALL Global Union, welcomed and thanked the participants for attending the conference.

Highlights of Annie’s opening comments:

We face complex, challenging issues. There are many hostilities towards trade unions, for example colleagues in Cambodia are struggling to increase minimum wage; one colleague is charged with criminal offenses and banned from traveling outside the country, which we believe is related to their trade union activities. Violations of workers’ rights are observed in all the countries represented in this conference.

IndustriALL will have its next World Congress in 2016 (venue is yet to be finalized). We are focussing on five strategic areas: Build Union Power; Confront Global Capital; Defend Workers’ Rights; Fight Precarious Work; and Ensure Sustainable Industrial Employment.

This last goal means developing our understanding of sustainable industrial policy which is the focus of this meeting. Brian is the expert on sustainable industrial policy. He is here as our main resource person.

We will discuss how IndustriALL will address the issue of sustainability. We aim to collect your inputs and ideas, have a discussion on this topic; contribute to building a policy that will be discussed in our congress. We are working in fourteen different industrial sectors, plus cross-cutting issues such as women’s issues.

We will have two days of discussions here. I hope everyone will be active in the discussion, will contribute what is on your minds. We hope to get ideas on moving forward. We hope that we will have something to bring to the regional conference discussion.

This Conference is realized with the support of Friedrich Ebert Stiftung (FES). FES supports many IndustriALL activities and we are very grateful. The FES Philippines office has been very helpful and efficient in organizing this conference.

## Message of **Gus Cerdena**, FES

Gus welcomed participants of IndustriALL (the newest global union) to the conference on behalf of FES Philippines Office. Gus provided an overview of FES for the benefit of participants who are new to IndustriALL and FES activities. He noted how significant the topic is for FES' work.

### Highlights of Gus' opening comments:

Friedrich Ebert Stiftung is present in the Philippines, as well as in 90 other countries all over the world. We have two "parents", the SPD (Social Democratic Party of Germany) and the German trade unions. Thus, FES has two main tasks: promote social democracy, and to support trade union activities. Union work was our original mandate; our original goal was the education of children of workers in Germany. Now our mandate is to spread democracy and work with many actors to promote democracy. We work with a lot of change actors in many countries.

Sustainability is a very important work for us. It is one of the biggest challenges. In the Philippines, we had Typhoon Haiyan wiping out several provinces in the Central Visayas. IndustriALL have extended solidarity support in the Philippines. In a disaster like this, all industries are wiped out. Now the task is one of rebuilding.

What do we mean by sustainability? What do we mean by the changing landscape? In the transition, what happens? Brian coined the phrase "Just Transition" even before the big discussions on climate change began. What are the costs? Who are the winners, who are the losers, in the transition to a greener economy?

Since 2007, FES Philippines has been conducting conferences on the subject of energy. Ninety percent of sustainability/climate policy pertains to energy. Unions are at the forefront of those impacted by energy policies; workers are first to be hit when energy/power crises strike. An energy shift is happening in Europe, particularly in Germany. Now the shift is coming to Asia. Europeans are selling nuclear power to Asian governments. Opening nuclear power plant is not the problem, but turning it off is the problem. Once you turn it on, you cannot turn it off. What are alternative sources of power? Who should control these sources?

Union should arm themselves with arguments on the social safety nets that will cover the labor movement through the transition.

Sustainable industrial policy is also important. We don't have it in this country of 100 million. Who determines the industrial policy? Not the workers but the captains of the economy. For the last years we have been discussing with labor unions the appropriate labor policies and industrial policies in the country. Which industries are winning or losing? Which should be prioritized? Who should receive incentives? If the crafting of the policies is not transparent, there will be no accountability.

We hope that this conference will not be a talk shop but an action shop. Agree on targets and goals, work in your local regions and countries. Act locally but think globally as we prepare for climate change.

### **Introductory Session: Global Concepts Presentation** *Presentation of the IndustriALL concept paper*

The IndustriALL discussion paper, "Towards Sustainable Industrial Policy" was presented using the

standard powerpoint developed for this purpose. However, the narrative accompanying the presentation and elaborating the slides emphasized very strongly:

- (1) the three dimension of sustainability (environmental, social, and economic)
- (2) climate change and the link to energy choices;
- (3) the concept and application of Just Transition

The intent of this emphasis was to encourage the group to approach the subsequent sessions from the perspective of sustainability, and to avoid having the conversation descend towards a traditional trade-union discussion of industrial policy.

A traditional trade-union discussion of industrial policy tends to look at primarily at economic development, and social beneficitation in the form of job creation. Other social indicators tend to become subsumed in the economic arguments; and the environmental dimension of sustainability tends to be entirely ignored.

Sustainability or sustainable development is a concept that is simultaneously complex, subtle, and radical. Therefore correct framing of the discussion in the opening presentation and remarks of any conference on sustainability is crucial.

**Brian Kohler** gave a presentation of the IndustriALL discussion paper (Towards Sustainable Industrial Policy). Brian noted that he came to learn, as well, from all the participants. He noted that sustainable industrial policy is perhaps the most difficult subject for unionists. He challenged the participants to imagine a future, different from that of the so-called captains of the economy.

Highlights of Brian's opening comments:

Sustainability has been defined as "meeting the needs of the present without compromising the ability of future generations to meet theirs". Sustainability must therefore address a mixture of needs: social, environmental, and economic. Considering the complexity of doing this, sustainability is really a very radical concept. We have not been able to describe a compelling vision of the future as an alternative to the "casino economy" system we have today. Perhaps sustainability is that vision.

Industrial Policy is a plan to encourage desired patterns of industrial development and growth. We need to marry this discussion to the concept of sustainability. It is not always easy. As a case in point: the largest energy union in Canada initially found it difficult to talk about climate change and sustainable energy, but finally did. It developed a very progressive policy on energy, climate change, and Just Transition.

On the other hand, not every example is a good one. Case in point: we had twenty years of warning that tetraethyllead (a gasoline additive containing lead) would be phased out. Twenty years to imagine an alternative future for the workers who manufactured this chemical. However, we did not do anything. We only talked about it when our members were losing their jobs and trying to negotiate a severance package while the plant closed.

We have to look at the facts. Climate change is real. A transition will come to many of our industries, like it or not. If there is to be a Just Transition, we must plan for it and fight for it. Otherwise, an unjust transition is guaranteed.

The world faces a triple crisis. The environment is in crisis; e.g. climate talks are in failure mode;

pollution and resource depletion are already killing people. The economy is in crisis; governments have forgotten the real wealth must be created somewhere through the production of actual goods and services. We live in an age of “casino capitalism” where paper with no actual value, no tangible reality are traded and flipped in what is better described as gambling than investment. Our priorities are skewed. The world agonizes over a \$100 billion USD climate fund, yet \$14 trillion were produced at the snap of a finger after the 2008 economic collapse to bail out criminal banksters. The world spends many times more on its militaries than would be needed to address climate change. It is not a problem of resources, it is a problem of priorities. Finally, society is in crisis because we – and especially our children – are being asked to pay for incompetence and greed of others. Consider the austerity measures being imposed in many countries to pay for the bankster bailouts. Working people are being asked to pay for this bailout, not the incompetent businessmen, not the criminal banksters. Too many politicians are either willfully ignorant, or corrupt, or both.

Too put it bluntly, we are in a race to the bottom. The historic link between wages and productivity is broken. The global supply chain has become uncontrollable – subcontractors of subcontractors of subcontractors. Rana Plaza is the result: I stood in front of the ruins of Rana Plaza not long after the catastrophic building collapse, and smelled the decaying remains of what were once young women and girls.

All of these topics are linked to our talks of sustainability. We propose a positive vision of the future: promoting equity; harnessing technology for people’s benefit; advancing labour standards.

To build sustainable industry in a globalised world requires change in our current patterns of production and consumption. That is why we cannot talk about sustainability without talking about a Just Transition. To achieve a Just Transition, we will need comprehensive industrial policies and progressive social programs that will not just protect workers through the changes, but will allow workers to benefit from change. That means present-day workers, not just potential future workers in hypothetical green industries.

The question is whether we can describe a future that is appealing to us, one that we can buy into? The billionaire Koch brothers, who fund much of the climate-change denialism, know what they want. It is to further enrich themselves, the rest of us (and even their own children) be damned. It is not the future we want. By the way, climate change denial has nothing to do with science, and nothing to do with any real concern about jobs. The Koch brothers and their fellow travellers are the same people that have viciously fought working people’s rights at every turn. Climate change denial has everything to do with trillions of dollars of resources whose value may be affected if the world gets serious about climate change. These people are not our friends despite their pretenses.

If there are to be costs and benefits associated with building a sustainable future, they must be shared fairly. It is not fair for workers to pay all the costs. However, it is not an option to pretend that problems do not exist, and to try to be the last defenders of the indefensible. Some unions have tried this; and lost all of their credibility, power, and ultimately their membership in the process.

How then to get to a sustainable future? First, we must remember that sustainability means the integration of social, environmental, and economic imperatives. Second, we must ignore the extreme right anti-government rhetoric that has infected our democracies. A Just Transition won’t happen without government planning and intervention, sustainable industrial policies, and strong social safety nets. The free market cannot create sustainable development, we can’t shop our way to sustainability at Walmart. The government has to be part of it; and unions must be part of industrial policy formulation.

Climate change poses risks to our livelihoods, our health, and ultimately our very lives. It is working people and the world's poorest populations who will bear the brunt of the negative impacts while billionaires are already setting up safe havens for themselves and their money. Remember this: only those who must eventually accept a risk have the moral authority to assess it.

Financing a shift to a sustainable future is a challenge, but it is a trivial amount of money compared to the costs of not dealing with it. It is a trivial amount of money compared to the resources we have, but spend on other questionable priorities. We can also: limit excessive corporate profits, encourage investment over shareholder dividends and stock buy-backs, reassess government spending priorities, support industrial change through government investment, close tax loopholes and recover missing tax revenue, improve access to financing for sustainable production, or introduce a financial transactions tax.

Resistance to a financial transactions tax is fierce. Why would a government not want to simultaneously increase its revenues and protect the stability of its own currency against predatory speculation? I can only think of corruption as a reason for this.

IndustriALL has a critical role by virtue of the industrial sectors we represent: energy, resource extraction, manufacturing, processing. FES has chosen a focus on climate change and energy. The reason for this is also clear: if you could imagine a world with unlimited clean energy, then most of the world's environmental problems start to disappear. In this workshop, we have participants from the energy industries, but also a few from energy-using industries.

Part of IndustriALL's mission as stated at its founding Congress is to usher in a new global economic and social model that puts people first, based on democracy and social justice. That is also what IndustriALL's Sustainable Industrial Policy initiative is about, and your role in this workshop is to guide us in that task.

Before continuing, one minute of silence was held in remembrance of 1,138 garment workers killed at Rana Plaza on 24 April 2013. IndustriALL Global Union – fighting to ensure workers' safety in Bangladesh #RPNeverAgain

Introduction of Participants

There were 29 participants coming from India, Indonesia, Vietnam, Cambodia, Nepal, Papua New Guinea, Sri Lanka, Thailand, Philippines, Bangladesh, and Malaysia.

### **Session One: Global Concepts Analysis**

*Facilitated full group discussion/brainstorming of concepts. What should trade unionists have to say on sustainability's social, economic and environmental dimensions? How should energy issues and climate constraints shape industrial policies?*

*Discussion Points*

- 1. What issues are most important to you?*
- 2. How can the particular challenges and concerns of different regions and industrial sectors be taken into account?*
- 3. How can we increase affiliates' capacity to promote the policy in their countries?*
- 4. Which other actors must IndustriALL and its affiliates engage with?*

India and Indonesia

<u><i>Social Dimension</i></u>	<u><i>Environmental Dimension</i></u>	<u><i>Economic Dimension</i></u>
<ul style="list-style-type: none"> <li>- laws/rights – advocacy: no exploitation!</li> <li>- checkmate potential: this is a humankind problem that we as workers need to face along with the traditional social partners and civil society</li> <li>- education and training: workers (tend to) stop at grades 6-7</li> <li>- must ensure a comprehensive just transition</li> <li>- social crises: there has been a massive increase of temporary, precarious work</li> <li>- social programs, e.g. pensions and health care</li> <li>- union organizing, increase number of affiliations, build union power</li> <li>- stronger communication between IndustriALL and its affiliates, affiliates' regional networking, to build union power</li> <li>- precarious work and low quality employment in the energy industries (both public and private, and in all sectors from resource extraction to refining to electricity generation and distribution) often in violation of Indonesian law.</li> <li>- government must respect the law within its own operations and corporations; core work should be done by permanent direct employees</li> </ul>	<ul style="list-style-type: none"> <li>- energy production: oil, gas, palm oil, diesel, coal are produced (and used) here. Governments can create the optimal conditions because they are the investors, operators, and regulators of these industries</li> <li>- energy production and distribution: scarcity must be addressed; security of supply and stability of price are needed</li> <li>- energy use: decrease or phase out the use of coal and other energy sources that will harm the environment in favour of renewables e.g. hydro, wind, solar, bio-fuels (e.g. palm oil), tidal, wave, geothermal to reduce impact on the environment; but ensure a Just Transition</li> <li>- destruction of the natural environment will ultimately destroy jobs</li> </ul>	<ul style="list-style-type: none"> <li>- energy price versus consumption</li> <li>- energy efficient buildings: new and retrofit</li> <li>- sustainable production is linked to economic factors such as prices and taxes, supply and demand. Energy must be securely available at a reasonable price</li> <li>- need for government policies (sustainable industrial policies) vis-a-vis technology, capital investments, and research and development</li> <li>- we need quality employment (decent, secure work that pays a living wage; stop precarious work practices in both the public and private sector</li> </ul>

Thailand/Papua New Guinea/Sri Lanka

<u><i>Social Dimension</i></u>	<u><i>Environmental Dimension</i></u>	<u><i>Economic Dimension</i></u>
<ul style="list-style-type: none"> <li>- wellbeing of people (especially workers) is intimately connected to the wellbeing of the environment</li> <li>- human health effects of environmental contaminants</li> </ul>	<ul style="list-style-type: none"> <li>- government does not implement or enforce its environmental policies resulting in pollution of air/ water/ land and health impacts on local communities - increased</li> </ul>	<ul style="list-style-type: none"> <li>- overproduction = necessity to decrease production without detriment to workers</li> <li>- development projects</li> <li>- export processing zones lack union presence/ strength;</li> </ul>

<ul style="list-style-type: none"> <li>- increased awareness needed</li> <li>- lack of trade union engagement/involvement in government policy-making</li> <li>- precarious work, and contractualization: the use of contract/ precarious workers is rampant especially within the export processing zones; this must be capped or prohibited by government – regularization must be promoted</li> </ul>	<p>awareness needed on issues of waste production and waste management</p> <ul style="list-style-type: none"> <li>- overproduction = environmental destruction</li> <li>- lack of trade union research and policies on environmental issues</li> <li>- industrial and manufacturing wastes carelessly disposed of</li> </ul>	<p>governments must change policies to allow trade union organizers to enter and organize workers within the zone</p>
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### Philippines

<p><u>Social Dimension</u></p> <ul style="list-style-type: none"> <li>- there needs to be a clear trade union platform and case for industrial sustainability with a blueprint for sustainable, renewable energy and green(er) jobs</li> <li>- build trade union power, and understanding of the issues (17 affiliates of IndustriALL in the Philippines is not optimal)</li> <li>- health care; access to substantial health care facilities</li> <li>- advocate/ promote non-toxic, healthy farming practices</li> </ul>	<p><u>Environmental Dimension</u></p> <ul style="list-style-type: none"> <li>- renewable energy: solar, wind, hydro, geothermal, bio-fuels, wave, biomass</li> <li>- global agreement to reduce the use of polluting energy</li> <li>- reduce consumption</li> <li>- maximize energy efficiency with green building designs</li> <li>- waste management, recycling</li> <li>- save natural “commons” e.g. forests; water</li> <li>- climate change and GHG emissions: must face up to needs for not only remediation but adaptation, “climate change resiliency”</li> <li>- ozone layer depletion</li> </ul>	<p><u>Economic Dimension</u></p> <ul style="list-style-type: none"> <li>- energy costs (electricity and fuels) can drag down the economy</li> <li>- oppose the liberalization, deregulation and privatization of basic services</li> <li>- need to avoid contractualization and the race to the bottom; instead, create secure, quality jobs</li> <li>- need to find more investment for research into new technologies</li> <li>- governments must support these investments</li> </ul>
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### Bangladesh and Malaysia

<p><u>Social Dimension</u></p> <ul style="list-style-type: none"> <li>- socialize the energy industry to promote green(er) energy and greater energy accessibility</li> <li>- sustainable industry</li> <li>- decent work</li> <li>- trade union rights</li> <li>- occupational health and safety (e.g. Bangladesh)</li> <li>- better social dialogue; and bring other actors into the conversation e.g. NGOs, academia, researchers, investors, MNEs, think tanks</li> <li>- need much more dialogue</li> </ul>	<p><u>Environmental Dimension</u></p> <ul style="list-style-type: none"> <li>- many overall energy policy questions remain, e.g. future of nuclear energy in Malaysia - environment</li> <li>- governmental legislative/ regulatory/ policy framework</li> <li>- renewable energy production</li> <li>- reduced energy consumption</li> <li>- innovative energy distribution</li> <li>- environmental rehabilitation (e.g. at the end of life of a mining project)</li> </ul>	<p><u>Economic Dimension</u></p> <ul style="list-style-type: none"> <li>- energy access and cost</li> <li>- development projects</li> <li>- governmental legislative/ regulatory/ policy framework</li> <li>- investment policies</li> <li>- sustainable industrial policies</li> <li>- re-dedicate (the government and the economy) to the public good; there is a lack of policies, a lack of education, a lack of capacity on sustainability: social, environmental and economic aspects</li> <li>- eliminate precarious work;</li> </ul>
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<p>between trade unions in different countries, to learn from each other</p> <ul style="list-style-type: none"> <li>- Just Transition</li> <li>- legislative and regulatory framework; and enforcement of laws – legislation in the public interest</li> <li>- education of society: trade unions and civil society must dedicate themselves to changing minds and behaviours for a sustainable future through education and communication</li> </ul>		create decent work
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### Vietnam, Cambodia and Nepal

<p><u><i>Social Dimension</i></u></p> <ul style="list-style-type: none"> <li>- unsustainability created by the west; they have no solution, but we might have a solution!</li> <li>- democratic government necessary, government must involve the trade union(s) in policy and legislation on economic, environmental and social issues; along with other social partners, academia, NGOs, businesses, etc.</li> <li>- government must implement policies and enforce legislation</li> <li>- good social conditions and regular opportunities are needed for sustainability: education, skills training, (e.g. language training), living wage, health care, poverty alleviation and wealth distribution</li> <li>- labour unions' strategy and orientation must revolve around the need to take care of their members, protect workers' rights and benefits at all levels</li> <li>- happiness is a sustainability endpoint: an unhappy future is not what we want!</li> <li>- occupational (and general) health and safety</li> <li>- medical monitoring needed, but there are concerns</li> </ul>	<p><u><i>Environmental Dimension</i></u></p> <ul style="list-style-type: none"> <li>- what is done, can also be undone</li> <li>- developed countries do not have all the solutions, we must seek ours</li> <li>- unions have to learn about health, safety, and environmental issues</li> <li>- workers at all levels, top to bottom, must know how to protect themselves from accidents and diseases; and must fully understand and strictly follow health and safety practices</li> <li>- emergency procedures must be practised (e.g. escape drills)</li> </ul>	<p><u><i>Economic Dimension</i></u></p> <ul style="list-style-type: none"> <li>- sustainable industrial policy must acknowledge the problem of (energy) resource scarcities</li> <li>- need to catch up in industrialization</li> <li>- investment; access to financing needed</li> <li>- need modern science and environmental technology</li> <li>- education and training</li> <li>- productivity and profits will (eventually) benefit workers through increased wages and benefits</li> <li>- workers must contribute to productivity and the development effort (e.g. Vietnamese petroleum sector)</li> <li>- economic development is the one solution for all workers</li> <li>- need decent work, living wage, good nutrition etc.</li> </ul>
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<ul style="list-style-type: none"> <li>- unions' social support (fund) for needy members</li> <li>- unions can organize culture and sports activities</li> <li>- leadership skills are important</li> </ul>		
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#### Additional General Comments on Session One:

All participants clearly recognized energy as a crucial issue, as a driver of social and economic development as well as the key to environmental sustainability. Renewable energy was raised as the solution, but what sources of energy are truly renewable? Participants recognized that the claims for some energy systems are difficult to believe. No matter what industrial direction we take, government planning and intervention will be necessary to ensure a Just Transition – for example, training and education will play a crucial role. A key question for trade unions is the lack of credible policies on sustainable development. There is a difference between a green job, and a sustainable job, since a job may be green in the environmental sense yet impose horrible conditions on the workers. The social partners (labour, industry, government) plus players such as NGOs and academia all need to be involved.

#### **Session Two: Participants' Experiences**

*Small group discussions: evaluation and discussions of the status of sustainability/unsustainability on the basis of actual situations in workplaces and in their surrounding communities, regions and nations.*

#### India and Indonesia

<p><u>Social Dimension</u></p> <ul style="list-style-type: none"> <li>- social dialogue lacking: need better relationships with management, we need social partners involved in the issues in a tripartite fashion involving governments, employers (and their associations) and trade unions plus NGOs, and others</li> <li>- body level basics must be provided such as nutrition, water, safety, health</li> <li>- social security for workers and families e.g. pensions, education, minimum wages</li> <li>- decent work (quality of employment) and an end to precarious, contract and agency labour particularly in public and publicly-regulated sectors</li> <li>- good legislative and regulatory framework, along with enforcement</li> </ul>	<p><u>Environmental Dimension</u></p> <ul style="list-style-type: none"> <li>- environmental policies, e.g. energy supply mix (power generation), energy distribution technologies, and energy consumption especially in larger industries and projects</li> <li>- opportunities exist for the expansion of renewable energy at the community level</li> </ul>	<p><u>Economic Dimension-</u> need greater investments in science and technology</p> <ul style="list-style-type: none"> <li>- the multinational corporations and capital investors in general are against us, uninterested in implementing sustainability in developing countries</li> <li>- build union power for strong collective bargaining agreements</li> </ul>
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Thailand/Papua New Guinea/Sri Lanka

<u>Social Dimension</u>	<u>Environmental Dimension</u>	<u>Economic Dimension</u>
<ul style="list-style-type: none"> <li>- in water source contamination incident, trade unions DID NOTHING at great harm to trade unions' images; a missed opportunity to mobilize support and possibly organize</li> <li>- proposal CILT (organization of IndustriALL affiliates in Thailand) develops environmental policies and implements with affiliates and members. CILT campaign with government at the national level.</li> <li>- lack of enforcement of regulations and standards is a serious problem</li> </ul>	<ul style="list-style-type: none"> <li>- fire at landfill in industrial area which persisted for 8 days, and affected 100 communities in 6 districts</li> <li>- oil leaks/spills in the ocean from state-owned oil refinery; affected tourism</li> <li>- in an incident in which industrial waste was dumped in community water source, only community and environmental groups took actions</li> <li>- only community and environmental groups took up these issues; trade unions DID NOTHING at great harm to trade unions' images; a missed opportunity to mobilize support and possibly organize</li> <li>- trade union silence on environmental issues e.g. global warming makes us irrelevant to community organizers, youth</li> </ul>	<ul style="list-style-type: none"> <li>- runaway production weakens trade unions</li> <li>- unions have had little impact on trade issues, also of course relevant to social and environmental dimensions of sustainability</li> </ul>

Philippines

<u>Social Dimension</u>	<u>Environmental Dimension</u>	<u>Economic Dimension</u>
<ul style="list-style-type: none"> <li>- social protection</li> <li>- increasing precarious work (contractualization) results in reductions and weakening of union membership which in turn results in a weakening of bargaining power</li> <li>- workers are underpaid, low or zero benefits, cannot afford decent housing and often live in unsafe and unhealthy conditions</li> </ul>	<ul style="list-style-type: none"> <li>- mining and resource depletion is one problem; another is e.g. the remediation of mining sites after the mine's useful economic life is over or e.g. the entire issue of reforestation</li> <li>- underpaid and precarious workers are the most vulnerable to the effects of e.g. climate change</li> <li>- careless disposal of industrial wastes resulting in pollution of land, water and air and causing public health problems</li> <li>- solutions may be complex; e.g. ban on plastic bags may result in greater deforestation, yet plastic bags implicated in flooding due to improper disposal</li> </ul>	<ul style="list-style-type: none"> <li>- high energy costs resulting from privatization and collusion between energy producing companies is affecting the competitiveness of industries e.g. metals, materials industries: the high cost of electricity means a high cost of doing business, putting pressure on wages and benefits</li> <li>- consequent to the preceding point, there is now significant importation of products that were formerly made here, causing closure of businesses</li> <li>- many raw materials for many different industries are global commodities, now imported e.g. colours and fragrances</li> <li>- the global supply chain is not</li> </ul>

		<p>conscious of local conditions</p> <ul style="list-style-type: none"> <li>- MNEs have high overhead costs, but the labour cost of production is often small.</li> <li>- use job blackmail, threaten to relocate to even lower-standard countries e.g. Myanmar</li> <li>- in the cement industry, in particular, four major issues were identified: (1) technological change/ automation, (2) subcontracting (precarious work); (3) reductions in permanent staffing levels and thus reductions in union membership leading to weakened ability to negotiate good CBAs; (4) dumping of imported cement in the domestic market (consequent to the unrealistically low cost of international transport)</li> <li>- externalized costs</li> <li>- exploitative wages and benefits</li> </ul>
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### Bangladesh and Malaysia

<u>Social Dimension</u>	<u>Environmental Dimension</u>	<u>Economic Dimension</u>
<ul style="list-style-type: none"> <li>- occupational health and safety</li> <li>- lack of implementation, inspection and enforcement of ILO standards and national laws</li> <li>- workers and their unions must participate fully in health and safety matters; e.g. workplace inspections</li> <li>- decent work, and a living wage</li> <li>- precarious work, and the need to eliminate or limit contract and agency labour</li> <li>- workers' and human rights</li> <li>- accessibility to training and education</li> <li>- social dialogue involving all of the social partners: trade</li> </ul>	<ul style="list-style-type: none"> <li>- controversy over proposed nuclear power project</li> <li>- west Malaysian hazy air attributed to palm oil plantations</li> <li>- without a healthy environment, we will have nothing</li> <li>- must pay attention to global warming / GHG emissions</li> <li>- employers are careless about pollution from industries; the health of nearby communities is being visibly affected e.g. skin diseases, cancer</li> <li>- national infrastructure is unable to withstand a natural disaster</li> </ul>	<ul style="list-style-type: none"> <li>- precarious work, and the need to eliminate or limit contract and agency labour</li> <li>- corruption is the sin that prevents all other problems from being addressed; must have complete transparency and corruption must be rooted out: do not fail to look at yourself (do not give or receive bribes)</li> <li>- participation of public officials in corruption</li> <li>- collective bargaining agreements are weak because union density is low</li> </ul>

unions, multinational corporations, governments - corruption is the sin that prevents all other problems from being addressed; must have complete transparency and corruption must be rooted out: do not fail to look at yourself (do not give or receive bribes)		
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### Vietnam, Cambodia and Nepal

<u>Social Dimension</u>	<u>Environmental Dimension</u>	<u>Economic Dimension</u>
<ul style="list-style-type: none"> <li>- shortage of quality educated and trained professional staff for difficult projects e.g. offshore oil</li> <li>- occupational health and safety is part of sustainability; safety is a product of good social dialogue to build policies and programs. Regular inspections and audits of the organization and the individuals in it, with monthly/ quarterly/ yearly targets. All employees must understand how to work safely; and governments must strictly regulate and enforce safety.</li> <li>- reduce consumption of alcohol and other harmful practices</li> <li>- dialogue between the traditional social partners, plus ENGOs and others, is essential. In particular unions should seek a rapport with (some) ENGOs</li> </ul>	<ul style="list-style-type: none"> <li>- scarcity of resources, especially energy resources despite increased offshore activity</li> <li>- there is in effect, and energy crisis</li> <li>- not jobs versus the environment: if we fail to protect the environment, there will ultimately be no jobs</li> </ul>	<ul style="list-style-type: none"> <li>- security of energy supply and stability of energy price mentioned as a key to economic development. However, this is far from assured in Vietnam</li> <li>- energy costs becoming a problem for families, consumers</li> <li>- technology transfers and research and development needed</li> </ul>

### Additional General Comments on Session Two:

When unions fail to speak out about environmental degradation it harms our image (especially with younger workers) and harms our ability to organise and build union power. We must remain relevant by engaging the issues that matter to people. Security of energy supply and stability of energy price are important for industrial development generally. Energy privatization has failed on both of these counts and made an essential commodity subject to speculation. Participants recognized that a significant shift to renewable energy will have implications for workers in existing energy industries such as coal. While unions value collective bargaining it is not a solution to every problem. For example, Just Transition must be delivered primarily through government social programming. It is not viable to negotiate a Just Transition with individual employers. First, it could only be achieved if workers were to make a possible future need a priority over present wages and

benefits. Second, even it was achieved, the time of need for a Just Transition is precisely the time when the employer will probably be in financial and management crisis, and may be unable to deliver it no matter what agreement exists. Participants committed to formulate environmental and sustainable development policies with a view to engaging public support and pressuring governments for adoption. Corporate sustainability reports are not always trustworthy, although some companies seem sincere in their desire to improve. There is a close connection between occupational health and environmental issues, and there was general agreement on the principle of making the polluter pay; and full-life-cycle product stewardship. Issues of environmental injustice (e.g. locating toxic industries and wastes in poorer regions) must be resisted. On trade issues, participants mentioned the need for tariffs to resist dumping, harmonization of benefits, and the need for regulation and bargaining to deal with mergers, restructuring etc. that may result. Better social dialogue would help but corruption of public officials limits the possibilities.

#### Day 1 Summary/ Impressions for the day

Below are the impressions of the participants for Day One:

- India: educate the people – it is important to involve the people
- Indonesia: sustainable industry and energy policy – it is our business, all of us, as humans, as workers. As a union, we have to encourage our governments and our employers to use less energy and develop renewable energy for more sustainability
- Indonesia: follow the rules (problem with enforcement) – we have good regulation from the national to local government but there is poor implementation. Law enforcement is the weakness. We need social dialog, tripartite structures, to solve our problem.
- PNG: Sustainable industrial and energy policies – so many countries with different issues to deal with. Our issues in PNG, we are a small country, but trade unions are also the election watchdogs. Most of these issues are discussed in a roundtable arrangement.
- Sri Lanka: main energy is hydro power but because of corruption we have now coal and diesel power, and we need to pay more. We know it is not good for our environment.
- Sri Lanka: pesticides, insecticides, fertilizers are affecting thousands of people (e.g. we are seeing diseases from arsenic). These products are often not preferred, or are banned, in the country of origin (e.g. USA) but they are producing and selling it to other (less developed) countries such as ours. As unions we need to do something about it.
- Government are also using precarious work. There are laws against precarious work but the laws are not implemented and are not enforced.
- Thailand: we have many laws, including our occupational and health safety law, but no enforcement. Yet we lack laws pertaining to community rights. Lawmakers only propose laws that benefit the capitalist. For unions, it is difficult. For example, in the case of the landfill fire, the community leaders who fought against it were killed. We in the CILT must focus on working with communities.
- Thailand: in years serving a union leader I have joined a number of campaigns with the national union movement. The most important one is the amendment of the social security act. The labour movement proposed amendments to include a social security fund for workers by collecting signatures of workers. And this social security bill by the labor movement was dropped in the parliament. So what stuck in my mind today is how we can enhance the power of trade union in law making processes of the country. And the solution to that challenge is for us to form the new political party. We believe that is the solution for us and maybe a solution for other countries too.
- Thailand (F): one solution is industrial unionism; we need to strengthen our power, so we can negotiate with government and companies.
- Bangladesh: Energy efficiently is a key pillar to sustainability which will sustain the

workers' jobs, for job sustainability. But in line with global agreements with IndustriALL and UNI, should we put forward for a proposal to have agreement with MNCs for securing sustainable energy and stopping emissions of carbon dioxide? Can we put pressure on MNCs which are in oil and mining explorations?

- Philippines: I learned the 3 dimensions of sustainable industrial policy (social, environmental, economic). There is greed, even if we know that oil burning is bad for our environment, we still do it. Neoliberal globalization is the root cause of our problem. Also greed. There are many union leaders who have good ideas on the solutions, but it is not happening because in our country we have fragmented unions, thus fragmented power. It is a basic need for us to unite the working class. The effort and strategy should be focused on uniting the workers.

- Philippines: we already have a plan, and your input is very helpful. We are planning to invite government and present an industry work plan/roadmaps. We plan to incorporate the IndustriALL paper in our policy/roadmap.

- Philippines: It's good that IndustriALL is coming up with sustainable industrial policy. I realize that we are experiencing similar problems in our country. We can take this opportunity as well to extend solidarity to our co-workers in the USA and India, who are experiencing problems, as of this moment.

- Philippines: it is our first encounter with this agenda. We hope to follow up on this discussion, so we can also work on bringing this down to our members.

- Philippines.: we know that MNCs main agenda is profit, it is impacting our environment. We need to reduce the profit as well as the damage to the environment. We also need to ensure that the profit is being shared to the workers.

- Philippines: How do we merge it in different development communities? Green economy, green jobs? How do we sell sustainable industrial policy? Just Transition? Comparisons and benchmarking are how management deals with sustainability policies, but here we need a trade union perspective.

- Cambodia: problems are created by developed countries. But they don't have solution to this problem. Perhaps the developing countries have solutions. Sustainable industrial policy should be high on the trade union agenda. There seems to be some disagreements between environmentalists and unions, but we need to work together.

- Brian: green jobs, green economy has come up a lot of times. Is it the same thing as sustainable jobs and a sustainable economy? Unfortunately, there is no such a thing as green job if by "green" is meant zero environmental impact. Every industrial activity will have environmental impact. Our goal is to make the jobs green-er. There is no perfect activity out there. Unsustainability was the focus of our discussion today. This is how we start the discussion; by talking about the problems. Tomorrow we talk about sustainability. Positive ideas that we can move forward with.

Day 2: Friday, 25 April 2014

### **Session Three: Solutions – Options and Tools**

*Brainstorming possible solutions, including different options. Small group discussions to examine and elaborate on some of the brainstormed solutions and options, with each group proposing possible tools for their successful achievement and implementation.*

Recap of Day 1

From the documentation from Day 1, Brian used Wordle – an online application that generates

word clouds which illustrates the frequency of word mentions. Using Wordle generated word clouds, Brian provided a review/overview of what the discussion emphasized from Day 1. Below are some of the most frequently mentioned words from Day 1:

- Social: Just Transition, Precarious, Solidarity, Policies, Human rights
- Environmental: Renewable, climate change, pollution, biofuels, enforcements, hydro power, risk assessments
- Economic: privatization, enforcement, infrastructure, wealth-creation, corruption, growth, costs, precarious, standards

“The goal for today is to come up with a Plan to save the world.” This is how Brian describe the tasks for the participants for Day 2. The first workshop for Day 2 pertains to brainstorming of possible solutions, including different options. Below are the output from the workshop groups:

Note that the discussion in this session was not differentiated into specific regions

	<u><i>Environmental Dimension</i></u>	<u><i>Economic Dimension</i></u>
<p>Social Dimension- democratic government is necessary in the country: good legislative and regulatory framework, public policies in the public interest taking a long term view, implementation and enforcement of regulations and standards, government inspection: sustainable industrial policies and remind governments of the centrality of industry, production, and industrial workers, in wealth creation/ the economy: labour law amendments to make it more democratic; labour laws must be enforced/ implemented</p> <ul style="list-style-type: none"> <li>- use international standards as a tool (ILO Standards, OECD Guidelines, Global Framework Agreements, ISO 26000, UN Global Compact). Push for implementation: police corporate social responsibility claims; insist trade associations ensure their businesses based on fairness and social protection</li> <li>- unions have a legitimate role in setting social, environmental and economic policies</li> <li>- unions develop policies, programmes with employers and governments: e.g. in OHS - how to prevent accidents and</li> </ul>	<ul style="list-style-type: none"> <li>- yes to energy-efficiency</li> <li>- yes to promoting renewable energy alternatives: e.g. the Renewable Energy Act exists; but awareness of this law is low; renewable energy campaigns are corporate driven: a massive information campaign is required to drive it down to the local levels</li> <li>- renewable and alternative energy systems (to fossil fuels) require more research</li> <li>- reduce carbon emissions; carbon capture and storage/ sequestration</li> <li>- no to nuclear</li> <li>- environmental problems e.g. climate change do not respect national borders; global agreements are needed</li> <li>- government policies for preparedness/adaptation to climate change; advocate climate-change resilient infrastructure: but with transparency – funding for typhoon resilient structures has been diverted due to corruption</li> <li>- assessment of environmental risks (only those who must eventually accept a risk, have the moral authority to assess it)</li> <li>- risk assessment should be included in school curriculum</li> </ul>	<ul style="list-style-type: none"> <li>- energy access and cost</li> <li>- build employment of people in renewable and sustainable industries (e.g. forestry, which is potentially sustainable)</li> <li>- privatization of essential services such as water and energy is a failed strategy; we must instead expand the public sector; protest against future and ongoing privatization plans; campaign for all public services to be state owned, and educate workers and the public on the impacts of privatization</li> <li>- privatization of basic services is wrong-headed; government argues lack of budget in maintaining services e.g. privatization of hospitals but privatization reduces access</li> <li>- financing for water treatment</li> <li>- government policies to promote assist and support responsible (sustainable) investment: sustainable industrial policies e.g. government incentives for green buildings; capital availability</li> <li>- cease unnecessary production, such as arms</li> <li>- encourage regularization of jobs (end precarious, contract and agency work)</li> </ul>

<p>illnesses; training; wellness (smoking, alcohol, drugs, etc.); emergency procedures (including helicopter evacuation, under-water escape and rescue, for offshore workers)</p> <ul style="list-style-type: none"> <li>- social dialogue and co-determination: at the company level with worker representation in the management and decision-making systems; at the national level strengthen communications between workers and government and/or tripartite consultations</li> <li>- unions play a role in enforcement whether formally or by generating complaints</li> <li>- unions must take a part in policy making at the national level</li> <li>- risk assessment: how to judge the relative priority of high-frequency, low-impact risks versus low-frequency but high-impact risks: the only people with the moral authority to assess a risk are those who must ultimately accept (face) it</li> <li>- emergency preparedness</li> <li>- create employment (secure, quality jobs) in sustainable industries such as renewable energy: both new sustainable jobs and existing jobs transformed</li> <li>- encourage regularization of jobs (end precarious, contract and agency work)</li> <li>- cease unnecessary production, such as arms</li> <li>- change the way we do education (especially union education) make it more inclusive, more practical, less theoretical</li> <li>- opportunities to upgrade skills, e.g. regular training</li> </ul>	<ul style="list-style-type: none"> <li>- must establish realistic and localized Disaster Risk Reduction and Management (DRRM) plans</li> <li>- discourage unsustainable use of resources (e.g. raw materials extracted from the earth) and restrict these to necessary production of fuel and raw materials</li> <li>- be mindful of deforestation; the sustainability of forests and other resources</li> <li>- access to clean drinking water: preserve clean water, allocate sufficient resources for water treatment</li> <li>- greener building design could reduce energy use, contribute a lot to overall solutions</li> <li>- educate union members and the public to increase awareness of crucial issues: climate change, pollution, ozone depletion, resource use</li> <li>- avoid using materials that harm the environment; manage wastes (reduce-reuse-recycle), r</li> <li>- unions need to do their policy development work</li> <li>- legislation, regulation, and enforcement (of environmental standards and best practices): campaign and advocate for laws and enforcement with all concerned government agencies at all levels ( national, regional, local)</li> <li>- develop more advanced technologies</li> <li>- trade must be in compliance with the OECD Guidelines Chapter VI on environmental management</li> </ul>	<ul style="list-style-type: none"> <li>- research and development of new technologies; technology transfer</li> <li>- question of beneficiation from natural resources: who profits, how is wealth distributed?</li> <li>- creation of new jobs and save the forest</li> <li>- export processing zones: difficult for unions to organize and penetrate; yet EPZs are often where high carbon industries are</li> <li>- governments should pass policies for labor organizing in the EPZs</li> <li>- corruption is a big problem, must combat it with transparency</li> <li>- OECD Guidelines, Chapter III; disclosure as a tool</li> <li>- upgrading national infra-structures contributes to safety and sustainable development</li> <li>- workers must understand the value that they are contributing to the final product (e.g. oil products), and the development of the company</li> <li>- with good laws we can reduce corruption, we cannot really remove it: start from yourself, educate people, don't cooperate with corruption, participate in fight against corruption: IndustriALL should add its voice to global campaigns against corruption</li> </ul>
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<p>(skill, safety, language, etc.)</p> <ul style="list-style-type: none"> <li>- must educate and organize contract workers, and dialogue with employers and governments</li> <li>- educate workers and the public on the need for action for protection of environment; involve trade union and society to save nature, forests and ecosystems; change mindset and behavior through education</li> <li>- a Just Transition for workers in polluting industries to transform existing industries or create a pathway to new, greener jobs: requires government intervention and strong social programs</li> <li>- must eliminate or reduce precarious jobs through (1) CBAs and (2) pressure for changes to the law and enforcement/interpretation of it: precarious work is especially rampant in EPZs; government should prohibit contractualization e.g. a security of tenure bill has been languishing in our congress for 12 years; ILO can formulate a convention for contract work to pressure governments to address the issue</li> <li>- decent work, decent wage – no precarious work; minimum wage, living wage, starting wage ( based on definition) in regional standard to avoid country hopping of MNCs and mobility of capital</li> <li>- support fund for poor workers</li> <li>- build union power and solidarity to achieve better CBAs to improve working conditions: start from joint interest ( there are times that we cannot agree on everything); trust ( we are afraid of being betrayed); and put political</li> </ul>		
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<p>ideology aside</p> <ul style="list-style-type: none"> <li>- choose labour leaders for their wide knowledge, communications skills, dedication to protect the rights of workers and enthusiasm</li> <li>- seek more affiliates, organize (build union power)</li> <li>- all of these qualities must be closely linked with each other for IndustriALL to become strong and defend workers' rights globally</li> <li>- international solidarity</li> <li>- union corporate networking</li> <li>- access to clean drinking water</li> <li>- more emphasis on health e.g. periodic medical examinations (although there are issues)</li> <li>- compliance inspection of health and safety measures should have union participation</li> <li>- health care as a social good: affected people should have access to health care facilities; PHL devotes only 3% of GDP (against 6% international standard); there is a need to lobby for higher budget</li> <li>- happiness is rarely mentioned as an endpoint; but there is no point in working for a future in which we will be unhappy. Labour unions need to protect the rights and benefits of all workers. Organized cultural and sporting events contribute to individual growth, development, and happiness</li> <li>- must ensure that food is good and safe for consumption</li> </ul>		
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Additional General Comments on Session Three:

Sustainable mining is an interesting phrase: some say there is no such thing; but one definition is “if you plan for the day when the mine will be depleted and have something to offer in return that is just as good or better, then that is sustainable”. We will continue to need to extract resources from mines, even with increased recycling. Green job creation: there are many studies that indicate that a shift to sustainability will create a lot of greener jobs, but the problem is that it will not be the same jobs, and not for the same people, not in the same place. The key in a Just Transition plan. We must

remember and emphasize what trade unions can do, and what they cannot. We cannot match the economic power of business. Emphasize our strengths as trade unions to negotiate, organize and campaign. Precarious work has been mentioned a lot. It shows how decent work is tied to the social dimension of sustainability. The role of governments has also come up repeatedly: the so-called free market will not deliver sustainability; governments must push correct policies such as renewable energy, and health care (if your population is sick, then you cannot discuss sustainability). Risk assessment can be very problematic: in principle, we can agree that there is a need to prioritize (frequency versus severity); but when the assessment gets professionalized, stakeholders lose out. The OECD Guidelines (as well as other international standards) are not strong, but provide interesting provisions that are useful to us. We can't simply call for a ban on polluting industries, we have to do it as safely and sustainably as possible, with Just Transition plans in place. Social programs for workers and workers' happiness and satisfaction – this is a discussion on the philosophical underpinnings of work, an important point that should also be taken into account.

#### **Session Four: A plan of Action**

*Brainstorming and discussion of points to include in an action plan Small groups critique and prioritize the proposed action plan points and develop strategies to actualize them. Final report-back from small groups and compilation of final output of the conference. Discussion of follow-up activities*

*- sustainable industrial policies for the country/region; specific actions for your union; specific actions for IndustriALL*

Note that the discussion in this session was not differentiated into specific regions

#### Country or Regional Level

<u><i>Social Dimension</i></u>	<u><i>Environmental Dimension</i></u>	<u><i>Economic Dimension</i></u>
<ul style="list-style-type: none"> <li>- unions must face reality, make environmental issues their own</li> <li>- Just Transition tools are the essential prerequisite to protect workers' rights during an industrial/energy shift</li> <li>- need democratic governments and democratic law reform (e.g. labour law, corporate law, occupational health and safety law, environmental law)</li> <li>- it is the role of governments to ensure that essential or basic services are provided and are resilient in the face of environmental degradation (e.g. climate change)</li> <li>- governments and politicians must take a longer-term view (e.g. multi-year, consider future generations)</li> <li>- labour/ trade unions must engage the policy-making and</li> </ul>	<ul style="list-style-type: none"> <li>- promote a shift towards renewable energy: there is a perception that there is a lot of potential for geothermal energy in the region (up to 33% of total world accessible geothermal in Indonesia) and largest production of palm oil in the world (perceived as a good thing; negative aspects of palm oil as seen from the Global North such as land use changes and knock-on effects on forestry or agriculture were not identified by the participants)</li> <li>- role of governments: regulatory requirements for renewable energy must be in place</li> <li>- need democratic law reform (e.g. labour law, corporate law, environmental law)</li> </ul>	<ul style="list-style-type: none"> <li>- implement policies to create a lot of green(er) jobs that are decent, secure, quality jobs</li> <li>- need democratic law reform (e.g. labour law, corporate law, environmental law)</li> <li>- need economic growth and jobs that pay a living wage: poverty is unsustainable</li> <li>- end economic policies and incentives that encourage contractualization</li> <li>- corporations must take a longer-term view (e.g. multi-year, consider even future generations)</li> <li>- end abusive hiring practices e.g. hiring should prioritize workers from the region where the factory is located</li> <li>- tariff wall if necessary to prevent dumping</li> <li>- union preservation/ succession</li> </ul>

<p>legislative process on economic, environmental and social questions</p> <ul style="list-style-type: none"> <li>- labour/ trade unions must work to build real social dialogue and a real consensus involving all stakeholders</li> <li>- it is not sufficient to have good laws and policies, they must be implemented and enforced</li> <li>- end economic policies and incentives that encourage contractualization</li> <li>- build sustainability into the school curriculum, even at early ages</li> <li>- realistic emergency preparedness / Disaster Risk Reduction and Management (DDRM) plans</li> <li>- union preservation/ succession rules in corporate restructuring</li> </ul>		<p>rules in corporate restructuring</p>
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(National) Union Level

<p><u><i>Social Dimension</i></u></p> <ul style="list-style-type: none"> <li>- demand decent, secure, quality jobs: precarious work is a barrier to the social dimension of sustainability and can only be overcome by reducing the number of precarious jobs through collective bargaining, pressure on governments to amend laws, organizing and educating the membership, and social dialogue</li> <li>- “talakayan”: continuing dialogue including labour and management to be a regular process to defend and extend good practices in collective bargaining and participate in corporate decision-making</li> <li>- campaign, political action for better social and environmental protections</li> <li>- denounce privatization;</li> </ul>	<p><u><i>Environmental Dimension</i></u></p> <ul style="list-style-type: none"> <li>- environmental protection and the promotion of sustainable energy requires a sound legislative and regulatory environment; trade unions must push governments to adopt these</li> <li>- raise awareness, develop environmental policies and implement them with affiliates and their members</li> <li>- the lack of a trade union presence in this policy area creates the perception that unions do not care: e.g. it is shameful that trade unions were silent during the water contamination event in Thailand</li> <li>- research and development in better environmental technology</li> </ul>	<p><u><i>Economic Dimension</i></u></p> <ul style="list-style-type: none"> <li>- outreach to public: inform about the causes and effects of high energy prices</li> <li>- expand the public sector; stop privatization especially of essential services and common goods: all such essentials should be state owned and delivered publicly as a matter of rights</li> <li>- seek harmonization of wages and benefits (end race to the bottom)</li> <li>- implement fair tariffs against dumping</li> <li>- unions must have an effective strategy to address corporate mergers and restructuring</li> <li>- sustainable industrial policy: need a coherent union platform on industrial sustainability</li> </ul>
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<p>educate workers, the public and government representatives on the negative impacts of privatization</p> <ul style="list-style-type: none"> <li>- educate members and society on the issues of sustainable industrial policy, causes and effects of energy availability and pricing issues, renewable energy, climate change.</li> <li>- build relations between workers and environmentalists</li> <li>- make environmental issues, trade union issues: there are no jobs on a dead planet!</li> <li>- sustainable industrial policy: need a coherent union platform on industrial sustainability</li> <li>- unions should be proactive: draft their own national sustainability policy and advocate for its implementation</li> <li>- trade unions at the local, regional and national levels must become engaged in the ILO Decent Work Agenda; and promote industrial policies to achieve it</li> <li>- build union power; organize! a union movement with strong negotiating power can more easily advocate with the government for better laws</li> <li>- build trade union unity</li> <li>- encourage related unions to affiliate with IndustriALL</li> <li>- publication(s) on sustainable industrial policy for members</li> <li>- model CBAs for local sections to follow, including language guidance on sustainability</li> <li>- step forward to “champion” or lead a network among local or regional affiliates for e.g. organizing</li> </ul>	<ul style="list-style-type: none"> <li>- sustainable industrial policy: need a coherent union platform on industrial sustainability</li> </ul>	
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## (International) IndustriALL level

<u>Social Dimension</u>	<u>Environmental Dimension</u>	<u>Economic Dimension</u>
<ul style="list-style-type: none"> <li>- lobby governments to advance sustainability e.g. require use of renewable energy</li> <li>- denounce deregulation and privatization of critical sectors such as water, electricity, fuel</li> <li>- build social dialogue, relationships with employers, governments, or in tripartite structures wherever possible</li> <li>- Global Framework Agreements on/ inclusive of sustainability</li> <li>- Just Transition policies and programmes as a tool to transform existing industries and build new sustainable industries while protecting workers, working relationships, workers' rights and unions</li> <li>- sustainable industrial policy: need a coherent union platform on industrial sustainability</li> <li>- build union power: organize; increase number and strength of affiliates: essential to engage and influence governments</li> <li>- create solid network among related unions in an industrial sector (e.g. energy, petroleum sectors); exchange information between unions representing workers at the same multinational corporations; and between affiliates in a region (e.g. south and southeast Asia), and between IndustriALL staff and affiliates to provide mutual support, share experiences, strengthen advocacy campaigns, get feedback from affiliates and membership. IndustriALL needs to work on all of these issues at the global level, but remain sensitive to the different challenges and issues in each region</li> </ul>	<ul style="list-style-type: none"> <li>- lobby for the allocation of more resources for (science and technology) identifying, research and development, and implementation of alternative energy systems</li> <li>- sustainable industrial policy: need a coherent union platform on industrial sustainability by sector; promoting renewable energy, reduced consumption of fossil fuels</li> <li>- provide a model; campaign and pressure governments to adopt sustainable energy policies: get feedback from affiliates</li> <li>- IndustriALL produce more relevant publications on energy and climate issues</li> <li>- IndustriALL could create an education/ study or discussion group on energy policies or sustainability broadly: need much more</li> <li>- IndustriALL continued involvement needed in e.g. global climate talks: our goal must be a fair, ambitious and globally binding agreement</li> <li>- develop environmental policies and implement them with affiliates and their members</li> <li>- trade union policy work is important! - research on sustainability and environmental issues and communication with affiliates at the sectoral/ regional/ national levels</li> <li>- corporations must pay appropriate/ effective environmental taxes</li> </ul>	<ul style="list-style-type: none"> <li>- allocate more funds to finding/ implementing alternative energy systems</li> <li>- demand corporate transparency especially for energy and extractive industries</li> <li>- denounce deregulation and privatization, particularly of critical sectors such as water, electricity, fuel: these sectors must be under the control of governments</li> <li>- Global Framework Agreements on/ inclusive of sustainability</li> <li>- monitor/ challenge corporate reports or declarations of sustainability</li> <li>- sustainable industrial policy: need a coherent union platform on industrial sustainability</li> <li>- reduce working hours without loss of pay</li> <li>- corporations must pay appropriate/ effective environmental taxes, including the establishment of a fund to compensate for damages</li> <li>- minimum wage campaigns</li> <li>- precarious work is not the future we want; we must lobby hard to get decent, regularized jobs</li> <li>- migratory workers also tend to be precarious; we should prefer hiring of local workers</li> <li>- examine military production: is the weapons industry sustainable? Can IndustriALL forge ties to the peace movement?</li> <li>- global trade deals are not intended to create work, they are intended to concentrate wealth. We must challenge them.</li> <li>- demand a voice and role for</li> </ul>

<ul style="list-style-type: none"> <li>- more IndustriALL meetings themed on sustainability issues</li> <li>- keep high priority on occupational health and safety</li> </ul>		<ul style="list-style-type: none"> <li>unions during corporate mergers and restructuring</li> </ul>
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#### Additional General Comments on Session Four:

Participants consider it crucial that IndustriALL develop and communicate a strong and progressive position on sustainable industrial policy. Using this, affiliates can be activated and they in turn can activate local level trade unions or a core group thereof for campaigns to achieve decent work, sustainable development, and a healthy environment. A progressive position on sustainability and industrial policy will help attract more members, especially younger workers, and build union unity and power. This will, however, require a lot of education and communication activity on issues such as renewable energy. Additionally, it is difficult to lobby governments without a coherent, progressive policy of our own to present, even where we have sympathetic politicians who would be willing to “champion” it. A campaign to achieve sustainable industrial policies can be framed by IndustriALL Global Union; but of necessity there will be differences in sectoral emphasis as well as regional differences and since legislation is ultimately made at the national or sub-national level, follow-up at these levels by IndustriALL affiliates will be necessary.

Sustainability is not a topic with which trade unions are familiar. Over the last thirty to forty years, it has evolved from a mainly technical discussion to a complex issue that attempts to integrate social, environmental and economic indicators and desired endpoints. This workshop is therefore more demanding of the participants than a typical union workshop tends to be. The participants at this workshop are to be commended for their insightful and thoughtful interventions.

#### Next Steps

This conference will provide input to IndustriALL Global Union’s work developing sustainable industrial policies, along with input from other streams. Ideas in this report can be immediately taken on board by affiliates who are ready/able to do so.

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With thanks to Marlon Cornelio, who took extensive notes during the meeting.