

# IndustriALL Global Union's World Conference on "Industry 4.0: Implications for Trade Unions and Sustainable Industrial Policy"

26 - 27 October 2017, Geneva, Switzerland

## ACTION PLAN

In the emerging borderless, connected, and globalized economy new strategies will be key to maintaining and increasing the importance of the global trade union movement.

The Political Resolution adopted by IndustriALL Global Union's 2<sup>nd</sup> Congress which took place in Rio de Janeiro, Brazil from 5 to 7 October 2016 referred to "Digitization and Industry 4.0" and resolved to develop a Sustainable Industrial Policy on Digitalization and Industry 4.0 and to campaign against any transformation that does not further much needed social justice and include a Just Transition for affected workers.

Sustainable industrial policy must be based on an assessment of how to steer towards a destination we desire as a society, rather than a destination that is favourable to only a few.

IndustriALL Global Union wants a future of work that embraces the positive impacts that Industry 4.0 may bring for all of society while making sure that workers aren't left to pay the social debts of companies, with governments unwilling to make this transition socially responsible. We cannot allow the benefits to be privatized and the costs to be socialized.

Where digitalization and advanced technologies are presented as advantageous by employers or governments, we must ask what the benefit will be to workers, and to society at large, of their introduction. We must make technology work for us and not simply allow Industry 4.0 to define a new wave of intensified work and more precarious work.

We must promote collective responses to technology, and limit the power of capital and its desire to promote inequality. We demand that governments in developed nations also take into account the possible consequences this has on developing nations' economies: clearly, national trade union strategies should also account for other national interests in our globalized economy.

For trade unions to remain strong and relevant, some new thinking and structures are needed - "Trade Union / Labor 4.0" needs to be invented and implemented to respond to the impacts of Industry 4.0.

In the framework of this political background:

- Having met on 26-27 October 2017 in Geneva, Switzerland, comprising over 100 delegates from over 60 affiliated national unions in around 40 countries from each continent of the world;
- Having discussed and debated over two days the implications of Industry 4.0 for trade unions and sustainable industrial policy;

- In consideration of IndustriALL Global Union's five strategic objectives and goals endorsed by its 2016 Congress in Rio de Janeiro;

The World Conference recommends the following Plan of Action to address the challenges of Industry 4.0:

### **1. Build Union Power:**

- Propagate IndustriALL Global Union's Sustainable Industrial Policy objectives and operational program through the regional and country networks, using workshops and conferences as appropriate, to build awareness and capacity among the affiliates in order to lobby and struggle on these issues;
- Encourage affiliates to seek proper labor market policies, including improved national education, training, re-training and skilling policies that consider the changing skills and qualifications demanded by Industry 4.0, and also to be a part of the design and delivery of such education and training;
- Renew efforts to reach out to, and organize, young workers, women workers, and precarious workers;
- Develop a communication and implementation strategy for trade unions to find ways to organize workers in new and non-traditional jobs and professions.

### **2. Confront Global Capital:**

- Improve communication and networking at global, regional, country and company levels, and ensure that all of the relevant discussions include the impacts of Industry 4.0;
- Develop guidelines for bargaining, clarifying the components of a Sustainable Industrial Policy, integrating Industry 4.0 issues in all of its economic, social, and environmental dimensions;
- Demand that existing and future Global Framework Agreements address both the opportunities and challenges of Industry 4.0.

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

- Formulate and implement a consistent and extensive Just Transition program to be part of any discussions with governments and companies;
- As the digitalisation of the workplace progresses, several new rights must be demanded for all categories of workers, whether blue collar or white collar:
  - the right to information and consultation rights by workers representatives, at the local, regional, national and international levels;
  - the right to education and training – life-long learning;
  - the right to defined levels of privacy, at work and at home.
- Reject job blackmail and push back against employer anti-union pressure and actions;
- Engage intensively with the ILO as well as the UN and other international institutions to ensure that the commitment to decent work embodied in the Sustainable Development Goals (SDGs) take full account of the impacts of Industry 4.0; to ensure that it does not simply result in greater inequalities or create new obstacles to development;
- Include a gender perspective in the discussion and the development of policies on Industry 4.0, notably in the discussion and design of education, lifelong learning and anti-discrimination strategies;

#### **4. Fight Precarious Work:**

- Conduct research and study on changing nature of employment in the context of Industry 4.0 and give assistance and guidance to affiliates;
- Develop programs to reach out to precarious workers in new working environments as the result of Industry 4.0 to profile out their concerns and challenges, and seek opportunities to organize them through special projects;
- Establish opportunities for affiliates to exchange their experiences in addressing the problems of precarious workers.

#### **5. Create Sustainable Industrial Employment:**

- Continue work refining Industry 4.0 policy and Just Transition;
- Integrate Industry 4.0 issues within IndustriALL's Sustainable Industrial Policy action plan;
- Insist on a voice for workers in global, regional, national and company level discussions on Industry 4.0;
- Partner with other institutions and organizations as appropriate to advance our understanding and influence within these important debates;
- Demand that employers consult fully with us on the implementation of these technologies, when the fates of millions of workers, their families, and communities, are decided upon.