

## **IndustriALL Global Union's World Conference for the Energy Industries 25-26 July 2018, St. Petersburg, Russia**

### ***“Building Union Power in Energy Industries”***

#### **ACTION PLAN**

##### **Preamble**

Growing political, economic and social challenges are affecting trade unions all over the world. Democracy itself is under threat in many countries. When democracy is weakened, workers' rights, particularly freedom of association, right to collectively bargain and right to strike, are the first targets.

The Energy Section of IndustriALL Global Union, as part of this global struggle, will be raising its voice and standing strong for workers' rights and for democracy at these difficult times more than ever. We need to be able to build up union power and international solidarity in order to ensure democracy, peace, labour rights and good conditions for workers and their families.

Through this Action Plan, IndustriALL Global Union aims at ensuring a central role in society for sustainable, social and safe energy as a cornerstone of industrial policies at national and global levels for social wellbeing.

IndustriALL Global Union represents workers in all forms of energy extraction, production, transmission and distribution as well as industrial workers in energy intensive manufacturing industries. This unique situation gives IndustriALL Global Union the ability and obligation to develop progressive energy policies that fully take into account the interests of workers as they face rapid changes in national energy policies and structures to address climate change, and also to adapt to new technologies that substantially change the skills and qualifications required of energy workers.

On the basis of its first Congress Political Resolution, IndustriALL Global Union recognizes that countries will take different decisions regarding their overall energy mix based on local natural resources, available technologies, security of supply and national circumstances.

The core principle of IndustriALL Global Union in this debate is that we must ensure a Just Transition: that the transition to a cleaner, sustainable economy must be economically and socially just and fair for workers, their families, and the communities that rely on them.

IndustriALL Global Union anticipates the need for a Just Transition, and demands concrete responses to protect the rights and living standards of workers and their families and communities and deliver high-quality and sustainable industrial employment. In addition, IndustriALL demands that companies and governments commit themselves to create an adequate Just Transition Fund, to be co-directed by representatives of relevant trade union organizations, and used for the preservation and creation of sustainable industrial jobs, and to supplement strong social protection programmes with comprehensive and creative labour adjustment programs for the workers affected, in order to preserve today's industrial capacity and build tomorrow's.

IndustriALL Global Union will continue to support the development of a balanced energy mix through democratic discussions in the countries concerned and accept that the energy mix will vary greatly country by country.

IndustriALL Global Union is of the opinion that energy is a basic need and a public good; and public authorities must govern its production and use with public policies in the public interest whether in the extraction, production, transmission and distribution of energy, particularly facing the rapid changes driven by environmental needs and disruptive new technologies.

IndustriALL Global Union will continue to give full support to its affiliates worldwide fighting back against further liberalization and deregulation of energy markets.

IndustriALL Global Union believes energy policies should serve the general interest through a legislative and regulatory framework in support of social cohesion, equal treatment, environmental protection and better access at an affordable cost, especially in relation to the growing number of households affected by energy poverty.

In addition, IndustriALL Global Union has a clear understanding that energy policies should be accompanied by industrial policies that maintain, create or re-establish industrial value chains, and that create opportunities for energy workers including but not limited to life-long learning.

### **Action Plan**

Having met on 25-26 July 2018 in St Petersburg, Russia, comprising over 200 delegates from around 70 affiliated national unions in some 50 countries from each continent of the world.

Having discussed and debated current and future trends and challenges; looking at labor issues including health and safety, precarious work, Just Transition, Industry 4.0, networking, organizing, and coordinating strategies.

Having recognized that all unions are facing common struggles and actions against common employers, particularly multinational companies, with a commitment to fight together in solidarity to build trade union power and a united voice of energy workers everywhere.

Having considered the IndustriALL Global Union's five strategic objectives and goals endorsed by its 2016 Congress in Rio de Janeiro.

The World Conference for the Energy Industries adopts the following points as its Plan of Action to address the challenges in the industry.

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

##### *Fighting for Fundamental Rights:*

- given the fact that energy workers are in the front line of the fight against repressive governments, IndustriALL Global Union will exert its global strength in targeted actions by our affiliates, through effective campaigns, and in strategic alliances with related organizations and other campaigners.
- IndustriALL will strengthen union capacity to respond to labour rights violations and build networks of national, regional and international solidarity by mounting global campaigns that mobilize unions around the world.

- IndustriALL will continue to carry forward efforts in the energy sector to get recognition of workers' rights to freedom of association, collective bargaining and to strike, safe and healthy workplaces and an end to all forms of workplace discrimination.

*Women:*

- IndustriALL Global Union considers women's issues to be fundamental trade union priorities.
- IndustriALL Global Union will take actions to protect and defend the rights of women workers in all energy sectors.
- Work will be done to improve women's representation in activities and meetings of the sector, as well as to continue to map and prioritise the specific issues facing these groups.
- IndustriALL will make every necessary effort to respect the 40% target of women participation at all activities in the energy industries. The same efforts will be made by the Secretariat and affiliates for the balanced composition of speakers in energy events.
- The World Conference appreciates and supports the recently-accepted IndustriALL Pledge entitled 'Violence and Harassment against Women: Not in my Workplace! Not in My Union!' and strongly encourages its affiliates to accept and implement it.
- Efforts will be waged to identify women's issues at the sectoral level through mapping where women are working in the sector; to integrate women in sectoral and network action plans and to adopt strategies to increase the participation of women in sectoral work and company networks.
- IndustriALL will support their affiliated unions in order to reduce the salary gap between women and men, and will enhance positive actions to promote women to get better working positions, fostering also a work-life balance.

*Health and Safety:*

- The World Energy Conference recognizes that occupational health and safety is a major priority for the sector.
- The sector will work to push the industry for better recognition and openness on worker health and safety everywhere.
- A series of actions will be taken on health and safety, exploring opportunities to organize a major event on the topic.
- IndustriALL will continue to work to achieve safe and healthy working conditions for energy workers and pursue strong and comprehensive health and safety provisions in GFAs.
- Energy employers must take full responsibility for ensuring the health and safety of all persons doing work on their or a subsidiary's behalf or present on their sites, whether full-time direct employees, suppliers, contractors, subcontractors, students, truck drivers, visitors, or others.
- IndustriALL Global Union will continue to insist on respect for workers' rights: to know about all of the hazards of their work and to receive the education and training to do it safely; to refuse or shut down unsafe work without fear of reprisals; and to be a full partner in the development and implementation of all health and safety measures.

## **2. Build Union Power:**

### *Union Organizing:*

- Organizing and retaining members is the number one priority in all the work of IndustriALL Global Union in energy industries.
- IndustriALL Global Union will continue to strongly focus on support for union organizing drives by affiliates in the sector.
- Efforts will be waged to integrate the whole supply/value added chain into our efforts through organizing and collective bargaining processes.
- IndustriALL affiliates in the sector will support each other's organizing campaigns, and trade union networks will identify non-union plants for possible unionization in cooperation with the affiliates in the country concerned to implement identified actions.
- IndustriALL will do its best efforts to create an enabling environment for organizing through support and solidarity for those unions willing to show growth using global tools (i.e. GFA's, union networks).
- IndustriALL and its affiliates will address the critical decline in membership through organizing the unorganized, precarious workers, the youth and women.
- IndustriALL and its affiliates will offer education and training to trade unions based on best practices, exchanges of knowledge and experience, and strengthened cooperation between unions and regions and create joint training programs and activities.
- As union capacity to recruit and represent young workers is vital, IndustriALL Global Union will promote more active integration of young workers into unions and supports union efforts to organize them and address their specific concerns in energy industries.

### *Boosting Unity and Global solidarity:*

- IndustriALL Global Union will continue to work to overcome divisions in the union movement and build unity in energy industries.
- IndustriALL will continue to promote international solidarity and cooperation by supporting and reinforcing organizing and recruiting efforts of affiliates in multinational companies
- IndustriALL and its affiliates in the sector will continue to support the development of strong, democratic, independent, representative and sustainable trade unions.
- IndustriALL will continue to emphasise building solidarity between unions in countries that export and import energy as well as between unions representing workers in energy production and distribution and those representing workers in energy intensive processes and industries.
- Industrial transformations, including the transition to sustainable energy and the impacts of Industry 4.0 will create a need for cross-sectoral cooperation along the entire energy value chain with a particular attention on capacity building.
- IndustriALL will continue work with other global unions to advance alliances alongside supply chain.

### *Advocacy Work:*

- IndustriALL will continue work with other global unions and IndustriAll European Trade Union to influence intergovernmental agencies and multi-stakeholder initiatives in making global energy policies with a view to abandon policies that are driving increasing inequality and instead promote secure employment, labour rights and living wages for all workers.

- Since bilateral and international trade agreements affect the environment for enterprises in energy industries and the working conditions of their workers, IndustriALL will continue to work with the broader labour movement to demand that trade agreements promote equity and employment growth and do not undermine fundamental workers' rights, environmental standards and human rights and democracy.

### **3. Confront Global Capital:**

#### *Campaigns and Solidarity Actions:*

- IndustriALL Global Union will continue to engage in global corporate campaigns to build union power in multinational companies dominating the sector.
- In this framework, World Energy Conference declares its full support for the ongoing campaign against Shell conducted by IndustriALL Global Union, the Shell Union Network and the affiliates.
- IndustriALL Global Union will continue to give its support and solidarity to any conflicts in energy sector in line with its Charter of Solidarity in Confronting Corporate Violations of Fundamental Rights.

#### *Trade Union Networks:*

- IndustriALL Global Union will continue to create trade union networks at global, regional and national levels within multinational companies and in the industry's sub-sectors in order to enhance trade union presence and power.
- The World Energy Conference confirms its support in boosting the following trade union networks at sub-sectors:
  - INWUN: International Nuclear Workers' Unions' Network
  - Oil and Gas Unions' Regional Networks in Latin America, Asia Pacific, Middle East and North Africa (MENA), Caspian Area and Sub-Saharan Africa (SAEN)
  - Electricity Unions' Regional Networks in Latin America, Asia Pacific, Middle East and North Africa (MENA) and Sub-Saharan Africa (SAEN)
- The World Energy Conference appreciates the work done within the Shell Global Union Network and encourages affiliates to form similar trade union networks at multinational companies playing leading roles in the sector.

#### *Global Framework Agreements (GFAs):*

- IndustriALL Global Union will continue its work in negotiating, signing and implementing global framework agreements (GFAs) in the energy sector in line with its Guidelines and Check-lists.
- The World Energy Conference encourages the use of global framework agreements (GFAs) in the energy sector as effective instruments in putting IndustriALL's objectives in place.
- Specifically, GFAs must support efforts by workers to organise and bargain collectively in all countries where signatory companies operate. Failure by companies to respect their commitments will result in actions identified in "IndustriALL Global Union's Charter of Solidarity in Confronting Corporate Violations of Fundamental Rights".
- IndustriALL Global Union will seek opportunities to negotiate further GFAs with other multinational energy companies.

- Genuine efforts will be made to establish close links between trade union networks, campaigns, and global framework agreements (GFAs) in the initiation, negotiation and implementation processes.
- IndustriALL Global Union will maintain and develop its close cooperation with sister global unions, particularly IndustriAll European Trade Union, in GFA and international social dialogue processes.

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

- The World Energy Conference gives full support to IndustriALL's commitment to fighting against precarious work in all its forms throughout the world and promoting direct contracts of permanent duration.
- The Energy Sector will continue to be part of the actions to STOP Precarious Work globally, nationally and regionally, particularly in multinational companies.
- Since precarious work has been identified as a major problem in the global energy sector, we will continue efforts to limit the use of precarious work as much as possible and to:
  - Organize precarious workers (blue collars, white collars, men and women) into trade unions, throughout the entire supply chain.
  - Use the GFAs and social dialogue with multinational companies at global level to limit the use of precarious work and to organise the affected precarious workers to secure their rights.
  - Include precarious workers in collective bargaining agreement (CBA) provisions wherever possible and/or negotiate generic CBAs for precarious workers.
  - Establish opportunities for affiliates to exchange their experiences in addressing the problems of precarious workers through regional and multinational company networks.
  - Seek the elimination, or at least minimization, of clauses that limit the coverage of precarious workers in collective bargaining agreements.
  - Conduct joint organizing campaigns and joint campaigns against precarious work.

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

- IndustriALL Global Union's Energy Sector recognizes that this sector is potentially very sustainable, but focus must be maintained on the changes that will take place in the transition to renewable energies.
- The sector will continue to fight for a new model of growth as a key issue for the future of jobs on the basis of strategic analyses for each sub-sector including economic, industrial, environmental, demographic and social challenges.
- Actions will focus on social issues, but also integrate environmental and economic issues, using stakeholder panels to raise workers' and locals' needs and topics.
- IndustriALL Global Union, within its overall program, will continue to discuss the consequences of digitalization and Industry 4.0 for energy industries, and the working people in the sector, to find valid answers to our demands that these changes be implemented with fairness and justice to workers and all of society, and to avoid the capture of resources and added value for some to the detriment of all others.
- IndustriALL and its affiliates will work to protect and create sustainable industrial employment, with the promotion of sustainable industrial policies in the energy industries.

- Policy level engagement towards diversification and sustainable industrial development will be put in place, including access to education and training, preferential hiring to new jobs, or alternate solutions tailored to individual needs as part of a Just Transition programme.
- IndustriALL Global Union will continue to insist on the importance of the social dimension of sustainability including full recognition of the challenges faced by women and young people, intergenerational solidarity, valuing and transferring skills, in a changing climate sensitive economy.
- The World Energy Conference re-confirms its support for IndustriALL Global Union's demands for a Just Transition in the context of sustainable industrial employment for energy workers that will protect the rights and living standards of workers and their families and communities, and will strongly make this demand known at the upcoming 24<sup>th</sup> Conference of the Parties to the United Nations Framework Convention on Climate Change (COP24).
- IndustriALL will build its affiliates' capacity to develop and implement their own vision of sustainable industrial development by the sharing of good practices.
- IndustriALL will seek to organize workers in emerging sustainable and renewable energy sectors.
- The Energy Sector will develop collaborative activities with other industrial sectors seeking synergies to effect sustainable industrial policies.