

## **ACTION PLAN of IndustriALL Global Union**

The founders of IndustriALL Global Union are taking a bold step towards a new era of global solidarity. Affiliates of the IMF, ICEM and ITGLWF combine their strengths and best traditions to create a global organization capable of challenging the power of multinational companies (MNCs) and negotiating with them on a global level. IndustriALL will fight for another model of globalization. It will confront the neoliberal policies driven by national governments and global institutions and will fight for a new economic and social model that puts people first and is based on democracy and social and economic justice within and between countries.

IndustriALL represents workers in a wide range of sectors from extraction of oil and gas, mining, generation and distribution of electric power, to manufacturing of metals and metal products, shipbuilding, automotive, aerospace, mechanical engineering, electronics, chemicals, rubber, pulp and paper, building materials, textiles, garments, leather and footwear and environmental services. Its membership encompasses production workers as well as clerical, technical, research and professional staff. IndustriALL's power and influence is founded on uniting workers in solidarity throughout these strategic chains of production.

IndustriALL advocates strong industrial policies that promote the basic and manufacturing industries as the engine of national economies and provider of sustainable, good quality jobs. It will use its combined strength to demand that governments worldwide adopt policies to create jobs with decent wages and working conditions, social protection, proper training and skills development and recognition, equal opportunities and health and safety, all with the respect of workers' rights and environmental stewardship. IndustriALL recognizes the role that such policies can play in narrowing the gap between the global north and south.

IndustriALL will be a united force to struggle against the inequality and high levels of unemployment and poverty that have resulted from the current economic system. It will mobilize for equality, democracy and social and economic justice, and bring hope for a better world.

To fulfil its mission IndustriALL will work towards the following goals:

### **Build Stronger Unions**

- Recognize strong unions as the basis of our bargaining power and legitimacy as the voice of working people
- Build strong, democratic, independent, self-reliant and sustainable trade unions throughout the world
- Overcome divisions in the union movement and build unity in order to increase our power and capacity to defend the rights and interests of workers
- Give special attention and support to unions confronting repressive governments
- Help develop and strengthen trade unions in the global south and increase their capacity to participate in global union work
- Support processes to build stronger unity among affiliates in the same country through alliances, mergers, creation of national/regional councils
- Promote worker education as a central mechanism in building strong, democratic trade unions

## **Organize and Increase Union Membership**

- Build union power by organizing all workers throughout supply chains into trade unions
- Make organizing, recruitment and growth the leading theme in everything IndustriALL does, including trade union networks in MNCs, solidarity campaigns and union building projects
- Where required, encourage changes to union structures and cultures to ensure that women, young workers, migrant workers, non-manual workers, LGBT workers, workers with disabilities and workers in precarious employment face no barriers to joining trade unions and actively participating in them
- Develop cross-border recruitment and organizing campaigns by using union networks in MNCs and Global Framework Agreements (GFAs)

## **Fight for Trade Union Rights**

- Develop a strong campaigning capacity to promote and defend trade union rights, using all available tools
- Work together with other Global Unions towards the recognition and observance of international labour standards as essential to the new global economic and social model
- Push for universal recognition of workers' rights to freedom of association, collective bargaining and to strike
- Demand a living wage for all workers, including those in supply chains
- Mobilize affiliates and workers in innovative global campaigns against attacks on human and trade union rights by governments and companies
- Call for responsible sourcing practices in supply chains that lead to decent work and sound industrial relations
- Push for promotion of core labour standards by the WTO and their inclusion in bilateral and multilateral trade agreements
- Support campaigns for the eradication of child labour worldwide
- Develop social alliances and work with NGOs and other organizations that share our values and objectives

## **Fight Against Precarious Work**

- Fight for good quality industrial jobs and against precarious work in all its forms, in all regions of the world
- Campaign for legislation, collective agreements and agreements with MNCs to regulate and restrict the use of precarious workers, and to guarantee equal pay and conditions, social benefits and the right to join a union to all workers, including homeworkers, regardless of their employment status
- Promote unionization of precarious workers
- Demand that governments roll back policies that create flexible labour markets and remove all legislative and other barriers that deny precarious workers their rights to join a union and bargain collectively
- Call on the ILO to do everything in its power to ensure that precarious workers are able to exercise their rights to freedom of association and collective bargaining
- Press the International Financial Institutions (IFIs) and the OECD to change their policy recommendations that promote more flexible labour markets and thus increase precarious work

## **Build Union Power to Confront Global Capital**

- Build genuine union power to rebalance the power of MNCs in favour of workers by uniting workers in networks for solidarity and joint action, including global level corporate campaigns
- Pressure MNCs to take responsibility for the respect of union rights and decent working conditions throughout their supply chains
- Develop further a MNC network strategy for exchange of information, joint initiatives, common platforms, coordination of national collective bargaining and mobilization in case of violations of workers' rights by MNCs and their suppliers
- Push for recognition from employers for formalized World Works Councils and networks
- Use all available tools including GFAs and the OECD Guidelines
- Pursue agreements with MNCs to establish mechanisms of regular social dialogue at global and/or regional level to enable constructive industrial relations leading to global level negotiations
- Challenge the mobility of global capital and hold all investors accountable for upholding workers' rights in MNCs and their supply chains
- Continue developing strategies on workers' capital in the form of a better use of pension funds to influence corporate governance and investment and enforce international labour standards
- Build up the necessary organizational procedures to enable the conclusion of agreements beyond GFAs with MNCs

## **Promote Industrial Policy and Sustainability**

- Promote strong industrial policies that recognize manufacturing as a key engine of growth for national economies
- Encourage investment in research and development, and training and skills to assure sustainable industrial production and long-term employment prospects
- Support transfers of skills and technologies to developing countries to accelerate industrialization and the creation of good quality jobs while safeguarding the environment
- Develop a proactive energy policy which establishes security and sustainability as the foundations of industrial production world-wide
- Support a fair, ambitious and binding global treaty on climate change that takes into account social implications, promotes the creation of green jobs and encompasses the principles of Just Transition, thus ensuring that the transition to low-carbon societies is fair
- Pursue union participation in all aspects of industrial policy development and implementation

## **Social Justice and Globalization**

- Fight for a new global economic and social model that will confront disparities of opportunity and wealth within and between countries
- Make the voice of industrial workers heard in the global institutions, including the ILO, OECD, WTO, IFIs and G20, to promote sustainable development, social and economic justice and democratic global governance
- Work with other Global Unions to get governments and IFIs to take concrete measures to combat poverty, unemployment, inequality and social injustice
- Insist on trade to be based on the principles of fairness and equity in order to lift living standards by supporting employment growth, improving social protections and providing for fundamental workers' rights, environmental standards, human rights and democracy

- Take action to ensure that ILO Core Labour Standards are included in all trade agreements and IFI mechanisms
- Build solidarity among affiliates against the negative effects of market opening on employment and workers' rights in trade deals
- Push for regulation of global financial markets that will prevent financial speculation from precipitating another disaster to the real economy and fight against tax havens
- Call for the introduction of an international Financial Transaction Tax system
- Seek out alliances with NGOs that share our values and objectives and encourage affiliates to do the same

### **Equal Rights and Women's Participation**

- Work with affiliates to take action against discrimination in all its forms
- Work with affiliates to identify and remove barriers to women's participation and representation at all levels in their unions
- Provide specific support to trade unions to foster women in leadership positions
- Take measures to ensure participation and representation of women in all aspects of the work of IndustriALL
- Support networking of women unionists in the regions and globally
- Promote equal rights and opportunities and equal pay in employment
- Develop strategies to pressure governments and employers for more equitable representation of women and men in the labour market and decent working conditions

### **Safe Workplaces**

- Work consistently to achieve safe and healthy working conditions for all workers
- Call on the ILO to assist governments, employers and trade unions to improve knowledge about existing ILO Conventions and legislation on health and safety at work and to develop collective bargaining to improve the working environment
- Negotiate for joint health and safety committees as the best means of ensuring that workers know about the hazards at work, receive training on how to perform work safely, and are able to refuse and shut down unsafe work and participate fully in the formulation and implementation of workplace policies and procedures
- Incorporate health and safety provisions, which include the means for unions to verify conditions, into GFAs and other global level agreements with MNCs
- Continue global health and safety campaigns, including to ban asbestos and denim sandblasting, to struggle against HIV/AIDS and for the ratification of ILO Convention 176 on Safety and Health in Mines

### **Democracy and Inclusiveness**

- Encourage democratic and inclusive trade union practices among affiliates and in its own work
- Ensure that its policies are decided in a democratic and transparent process by the affiliated unions which own IndustriALL
- Maintain affiliation fees paid by its members as the predominant source of financing of IndustriALL and its activities
- Ensure proper management of the income of IndustriALL, based on decisions of its governing bodies
- Strengthen internal democracy and bring the decision-making process as close as possible to its members through regional structures and offices in different parts of the world, which implement the global policies of the organization and deal with questions specific to the region

- Take measures to ensure equitable representation of unions from the global north and south in its structures and participation in its action
- Promote in its programs and union building projects elements that enhance democracy within its affiliated organizations and encourage especially the participation of youth and women
- Develop dynamic communications policies and devices to ensure a continuous two-way exchange with its affiliates

IndustriALL Global Union calls upon all workers and trade unions to unite their forces to build a new movement of global solidarity. We commit ourselves to fighting together for workers' rights and better living conditions for all citizens throughout the world.