



Future Activities and Action Plan

Korea Metal Workers' Union

Future Activities and Action Plan

•A Changing Industry = A Need to Strengthen Trade Unions' Responses to Meet the New Challenges!

- We can see a trend of ship-building volume to move to developing countries; however, reality that many of these countries do not have as strong trade union rights protections as Western Europe.
- With transition and diversification of industry, much hazardous work is outsourced to subcontractors, which exacerbates the precarious work problem We should put our heads together toward solutions!
- There is now a need for a transition to a stronger level of activities (in between action group meetings) identifying the content and ways IndustriALL can meet the challenges in shipbuilding industry!
- And we should fight oppression of workers and capital flight from responsibility and neoliberal policies as one fight together!



A Changing Industry= A Need to Strengthen Trade Unions' Responses to Meet the New Challenges!

-As one important area of cooperation toward achieving a "level playing field" we should reduce the gap and inequality between workers in countries that have traditionally produced ships and those where the industry is growing, such as Brazil, Russia and India so that trade unions can have exchange and cooperation toward organizing new members and meeting their members' needs

-In particular, in the area of Workers' Health and Safety, already in "traditional" shipbuilding countries we have experience and the same industrial disasters and victims should not be repeated in countries where shipbuilding employment is growing. Trade union cooperation can play an important role in preventing recurrence of those experiences



A Changing Industry= A Need to Strengthen Trade Unions' Responses to Meet the New Challenges!

-Workers in countries where commercial shipbuilding volumes have decreased are finding themselves countering **restructuring**, companies' business **diversification**, and rising up to new challenges for **sustainability**. IndustriALL needs to revitalize exchange on **Good Practices** toward trade union objectives in sustainability and **Solidarity** for employment security of workers facing this restructuring.

-Last, IndustriALL must plan the cooperation and solidarity needed to counter the real trend of rising precarious work in our sector, to improve the employment structure that is currently so reliant on growth of precarious work, and to share information on successes of organizing and strategies in our sector.

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• Time is Ripe to Gather Workers' Strength to Counter Global Employers!

IndustriALL must support and foster the interchange among trade unions in the various shipyards to effectively counter transnational capital.

IndustriALL secretariat in particular, could play a role in gathering up existing studies done by national unions to gain a deeper/specific understanding of the real conditions faced by the workers in our sector and share the results. At least we should have an idea of which unions have structures for shipbuilding sector coordination (in our case, a shipbuilding group in KMWU) in their unions for this sector, and which Shipbuilding companies have unionized workers and where. **Getting this clearer picture of our sector is a priority.** It could also be a good base to make more dynamic affiliates' interchange to work towards **union networks** in specific companies.



The Time is Ripe to Gather Workers' Strength to Counter Global Employers!

In addition to gaining a clearer picture of our union situation in our sector, IndustriALL should improve information exchange (in between the international meetings as well) such as sharing collective bargaining agreements (even if only the English version).

Toward this trade union networks can play a crucial role. Already in 2013 we resolved to map BAE and though individual unions mapped the company, there is a role for IndustriALL secretariat to support such that the burden is not on only individual unions. For example, IndustriALL could send a common letter announcing intention to create a BAE network to help affiliates with BAE operations or BAE suppliers to get in touch with one another. This could be a concrete start for furthering the work.

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- **STOP Precarious Work in Shipbuilding/Shipbreaking**
- **Resolve Health and Safety Problems and Win Workers' Right to Good Health!**

As we heard yesterday, every region is facing the serious problem of precarious work in our sector. The problem of discriminatory pay is grave. Shipbuilding workers' common response to this trend is urgent.

There are too many shipbuilding workers who have lost their good health, been injured or killed on the job. Unfortunately in Korea, many of the workers being injured are in the subcontractors. The outsourcing of hazardous work is a serious issue that requires workers to identify solutions good for all workers .

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- **Workers' safety and health in shipbreaking, Securing shipbreaking workers' basic rights!**

(Brother Rane from India is also on this panel so I will skip this important issue so there is more time for him to address directly)



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Thank You