



Industri**ALL** Global Union

Global Conference on Sustainable Shipbuilding-Shipbreaking

1-2 November 2018, Orchid Country Club, Singapore

Action Plan for 2019-2022

1. Defend workers' rights by –

- *Taking solidarity actions supporting affiliates who are fighting for their rights against governments and employers*
- *Promoting occupational health and safety(OHS) and demanding safer workplace at all levels in both shipbuilding and shipbreaking industries*
- *Strengthening worldwide campaign and action vis-à-vis the governments, in cooperation with concerned stakeholders to demand that all states ratify the IMO's Hong Kong Convention (HKC), to secure shipbreaking workers' rights, safety and jobs.*
- *Improving women's participation at all levels of union activities by identifying women's issues in the shipbuilding-shipbreaking sector and adopting effective strategies to integrate them into the union's decision-making body.*

Specific activities and milestones

2019-2020	2021-2022
<ul style="list-style-type: none"> ➤ Promote ILO's revised Code of Practice on Safety and Health in Shipbuilding and Ship Repair, especially in countries/workplaces where existing OHS standards are lower than the code ➤ Focus on effective actions on HKC by targeting key countries (See "Strengthening worldwide campaign and action on HKC 2019-2020") ➤ Conduct research and mapping on women (together with youth, precarious workers, and white-collar workers) and develop concrete strategy to improve women's participation 	<ul style="list-style-type: none"> ➤ Follow up the promoting activities and make sure on its implementation including sub-contracted and other precarious workers ➤ HKC ratification requirement to be fulfilled in order for it to enter into force; and social dialogue for its implementation to be established or developed in South Asian countries ➤ Strategy and good practices on women's participation to be shared by affiliates and clear improvements to be seen

2. Build union power by –

- *Focusing on organizing and gaining union density in developing and emerging shipbuilding-ship repairing-shipbreaking countries including its supply chains.*
- *Supporting the development of strong, democratic, independent, representative and sustainable trade unions in the shipbreaking industry especially in the South Asia region through e.g. bilateral or multilateral cooperation projects.*
- *Continuing to work to overcome divisions in the union movement and build unity in the industry*

Specific activities and milestones

2019-2020	2021-2022
<ul style="list-style-type: none"> ➤ Offer education and training to the affiliates based on best practices, exchanges of knowledge and experiences by strengthening cooperation between unions ➤ Implement the FNV-IndustriALL project 2018-2020 in India, Bangladesh and Pakistan ➤ Explore possibility on creating unified structure in certain regions/countries 	<ul style="list-style-type: none"> ➤ Joint activity between unions to be developed and clear increase of union density to be achieved. ➤ Explore possibility to continue the FNV-IndustriALL project and/or other possible project activity based on the results of 2018-2020. ➤ Double the union membership in shipbreaking and its downstream value chain ➤ Shipbuilding and/or shipbreaking: unified union platform to be created.

3. Confront global capital by –

- *Developing the current Trade Union Networks and accelerating the process of creating new networks at all levels and in all sectors, such as multinational corporations (MNCs), commercial/naval sectors, regions, and countries.*
- *Seeking opportunities to negotiate Global Framework Agreement with shipbuilding MNCs*

Specific activities and milestones

2019-2020	2021-2022
<ul style="list-style-type: none"> ➤ Develop current Trade Union Networks (TUNs) such as BAE Systems, Naval Group, and Fincantieri ➤ Research on supply chain of MNCs and supply chain agenda to be discussed ➤ Explore possibility to create TUNs such as Damen and Keppel ➤ Seeking possibility to negotiate Global Framework Agreement with MNCs 	<ul style="list-style-type: none"> ➤ Continue to work on creating global social dialogue with management ➤ 1-2 new TUNs to be launched ➤ 1-2 Global Framework Agreements to be negotiated and signed.

4. Fight precarious work by –

- *Continuing to motivate joint actions by affiliated unions throughout the continuing process of IndustriALL’s Fight Precarious Work Campaign.*
- *Integrating precarious workers (agency workers, subcontract workers, migrant workers, etc.) into the protection of collective agreements.*
- *Reaching out to women, youth, and white-collar workers and organizing them throughout the entire supply chain.*

Specific activities and milestones

2019-2020	2021-2022
<ul style="list-style-type: none"> ➤ Conduct mapping survey/research on precarious workers, white-collar workers, women, youth, and migrant, to develop understanding the importance of organizing precarious workers and other underrepresented workers ➤ Share good practices on limiting the use of precarious work in the workplace 	<ul style="list-style-type: none"> ➤ Based on the research, develop a worldwide strategy/joint actions ➤ Clear indications that unions are taking concrete actions and participating strongly in the Campaign ➤ Concrete outcomes of integrating precarious workers into the protection of CBAs

5. Promote sustainable industrial policy by –

- *Building affiliates’ capacity to develop and implement their own vision of sustainable industrial policy*
- *Developing collaborative activities and seeking synergies to effect sustainable industrial policies, with other sectors*
- *Actively getting involved in the process of creating sustainable shipbuilding-shipbreaking market*

Specific activities and milestones

2019-2020	2021-2022
<ul style="list-style-type: none"> ➤ Continue to promote IndustriALL’s sustainable industrial policy (including digitalization and Industry 4.0) at all levels of union activities ➤ Identify areas of common industrial policy and deepen cooperation/collaboration with industriAll European Trade Union ➤ Continue to actively participate at the sixth OECD Working Party on Shipbuilding (WP6) and deliver workers’ voices into a new legally binding shipbuilding instrument to create a levelr playing field for the industry 	<ul style="list-style-type: none"> ➤ Joint activities between unions to be developed and an increase in union density to be achieved. ➤ Set up a common strategy on sustainable industrial policy with other organizations ➤ Workers’ voices to be reflected into the process of policy/rule making at the OECD

Strengthening worldwide campaign and action on HKC 2019-2020

Specific activities

- **IndustriALL Affiliates** will follow-up to ensure the ratification on HKC, in **Japan, Netherland, Germany, UK, Australia and Singapore**
- **IndustriALL Affiliates** will take lobbying activity to the governments in **USA, Korea, Italy, Spain, Brazil, Argentina, Chile, Indonesia, Mauritius and Bharain**
- **IndustriALL** will intensify lobbying activity to target core shipbreaking countries in **India, Bangladesh, and Pakistan together with the affiliates.**
- **IndustriALL** will also take lobbying activity to **China**, one of the most important countries for responsible sustainable shipbreaking as a key maritime (shipbuilding, shipping, and shipbreaking) country.
- **IndustriALL** will actively get involved in **key international conference** on the HKC and continue to remind all stakeholders of the importance of its ratification.
- **IndustriALL** will seek possibility to demand international organization to re-activate **IMO-ILO-Basel convention working group.**
- **IndustriALL** will produce **“easy to understand” leaflets/materials** on the HKC campaign
- **IndustriALL** will seek cooperation/collaboration with **other GUFs** to put effective pressure on the international community.