



# Industri**ALL** Global Union

## World Conference on: ICT, Electrical & Electronics

14-15 October 2019, Bangkok, Thailand

### Action Plan for 2020-2023

Having met on 14-15 October 2019 in Bangkok, Thailand, for IndustriALL Global Union's World Conference on the Information and Communications Technology (ICT), Electrical & Electronics Industries, the delegates of the conference declare their firm commitment to the following action plan in the upcoming four-year period:

#### 1. Defend workers' rights by –

- *Taking solidarity actions in support of affiliates who are fighting for their rights or for decent work against governments and employers in the industry, and initiating solidarity action against attacks on workers' rights wherever they occur;*
- *Demanding governments and multinational companies (MNCs) strictly implement international rules such as the ILO core labour standards, throughout their supply chains;*
- *Promoting fundamental workers' rights on occupational health and safety (OHS): to know about the hazards of their work, to refuse or shutdown unsafe work, and to participate fully in OHS decision-making in the workplace;*
- *Demanding sustainable industrial policies including provisions for a Just Transition in legislation and regulation, as well as in collective bargaining with employers;*
- *Improving women's participation at all levels of union activities by identifying women's issues in the sector and adopting effective strategies to integrate them into the union's decision-making body;*
- *Developing and maintaining cooperation and collaborative actions with other organizations such as non-governmental organizations (NGOs) and civil society with a view to form an alliance against common challenges.*

## **2. Build union power by –**

- *Continuing to work to overcome divisions in the union movement and build unity in the industry, focusing on organizing, gaining union density, improving collective bargaining rights, and social dialogue in the ICT, Electrical and Electronics Industries and its supply chains;*
- *Supporting the development of strong, democratic, independent, representative and sustainable trade unions in the entire industry, especially in the developing countries where the supply chain is expanding;*
- *Reaching out to unorganized workers, precarious workers (agency workers, contract workers, migrant workers, etc.), women and young workers, and white-collar workers to include them in the protection of a collective agreement;*
- *Create and use training tools and other resources and means for affiliates as well as solidarity actions for the unions willing to use global tools (i.e. Global Framework Agreements (GFAs), union networks).*

## **3. Confront global capital by –**

- *Developing the current Trade Union Networks and continuing the process of creating new networks within multinational corporations (MNCs);*
- *Seeking opportunities to create sub-sector base Trade Union Networks such as semiconductor, Electronics Manufacturing Services (EMS), IT solution services, heavy electrical equipment, and robotics;*
- *Improving and enforcing the provisions, monitoring and implementation of current GFAs in the ICT, Electrical and Electronics Industries, and seeking opportunities to negotiate new ones with major ICT brands wherever possible;*
- *Pursuing agreements with MNCs to establish mechanisms for regular social dialogue at the global and/or regional levels to enable global level negotiations with MNCs;*
- *Developing effective campaigning strategies against companies exhibiting bad behaviour including companies related to them through their entire supply chain, with a view to build union power in ICT, Electrical and Electronics Industries.*

## **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;*
- *Increasing the number of clauses limiting the use of precarious workers in collective bargaining agreements (CBAs) through the sharing of good practices between the affiliates;*

- *Promoting sustainable employment relationships and demanding governments and employers to establish mechanisms that favour them;*
- *Expanding education and training activities related to decent work including social security, living wages, and sustainable industrial policy.*

#### **5. Promote sustainable industrial policy by –**

- *Mitigating effects on workers of digitalization of the industry, and ensure a Just Transition to a sustainable industry;*
- *Building affiliates' capacity to develop their own vision of sustainable industrial development and gaining the ability to utilize various tools to implement it;*
- *Pursuing union participation in all aspects of industrial policy development and implementation;*
- *Promoting sustainable industrial policy and strengthening demands on governments in cooperation with the national centers and other industrial unions in their respective countries;*
- *Developing collaborative activities and seeking synergies to effect sustainable industrial policies, with other related sectors such as renewable energy, autonomous driving technology and;*
- *Continuing IndustriALL's collaboration with like-minded NGOs / Civil Society Organizations (such as Good Electronics Network) and actively getting involved in the discussion of sustainable industrial policy at the external key conferences.*

## Specific Activities for 2020

<p><b>Defend workers' rights</b></p> <ul style="list-style-type: none"><li>• Setting up and conducting OHS education and training programmes where necessary;</li><li>• Developing cooperation with NGOs and international organizations on OHS policy and education and training programmes;</li><li>• Promoting the consensus of ILO dialogue on e-waste;</li><li>• Developing common activities/strategies on MNCs, and supply chain with other sectors;</li><li>• Deepening discussion at existing Trade Union Networks (TUNs) (e.g. Siemens, GE, Ericsson, and STMicroelectronics) on precarious work issues and supply chain strategy;</li><li>• Developing joint action/cooperation activities with IndustriAll European Trade Union and UNI Global Union and on MNCs such as Ericsson, Nokia-Alcatel, GE, and Alstom.</li></ul>
<p><b>Build union power</b></p> <ul style="list-style-type: none"><li>• Implementing good practices on organizing with unions in developing countries, based on the outcome of EC supported organizing project;</li><li>• Developing cooperation with Good Electronics Network on research, joint actions, and organizing in targeted MNCs;</li><li>• Continuing to promote and achieve 40% women participation in every event;</li><li>• Identifying key issues on women in the sector and follow-up the result of the IndustriALL Women's Conference of 2019;</li><li>• Making efforts to overcome divisions in the union movement and build unity among the unions in the industry to focus on organizing, gaining union density, and improving collective bargaining rights in target countries.</li></ul>
<p><b>Confront global capital</b></p> <ul style="list-style-type: none"><li>• Conducting research and mapping of industries and workers throughout the supply chain;</li><li>• Develop cross sectoral supply chain strategy such as batteries (ICT EE, automotive, and mining);</li><li>• Creating new TUNs in MNCs and seeking possibilities for negotiating new GFAs .</li></ul>
<p><b>Fight precarious work</b></p> <ul style="list-style-type: none"><li>• Increasing the number of unions taking visible actions and improving participation to the Fight Precarious Campaign;</li><li>• Being a powerful voice for workers at the institutions of global governance (such as through media);</li><li>• Developing strategies to limit precarious work in the workplace through TUNs.</li></ul>
<p><b>Promote sustainable industrial policy</b></p> <ul style="list-style-type: none"><li>• Continuing to promote sustainable industrial policy, including Just Transition measures, and sharing good practices of respective activities by the unions;</li></ul>

- Deepening the discussion on specific topics such as Sustainable Development, Climate Change, Just Transition and Industry 4.0;
- Maintaining a focus on occupational health and safety;
- Seek collaborative activities with other sectors and developing strategy on implementation on sustainable industrial policy.