



## **IndustriALL Global Union's World Conference for Mechanical Engineering**

**23-24 November 2015, Berne, Switzerland**

### **Action Plan, as adopted 24 November 2015**

IndustriALL Global Union was founded in 2012. Our goal is to put a focus on strengthening the union movement worldwide. Our instruments are described in this document. This requires a new culture, new ways of working, and strategic goals.

IndustriALL Global Union is concentrating on the following strategic goals:

1. Build union power throughout the world
2. Confront global capital
3. Defend workers' rights
4. Fight against precarious work
5. Ensure sustainable industrial employment

IndustriALL Global Union's actions need to have clearly defined targets and desired outcomes to make an impact; include components of organizing and building stronger unions; identify human and financial resources to carry out the activity; specify a timeline and criteria for monitoring and evaluation; and have a national, regional and global dimension and a gender perspective.

In this framework, the following elements are proposed for the Mechanical Engineering sector:

Long-term goals:

1. Promote more effectively international solidarity and cooperation among workers in multinational companies and their supply chains
2. Fight against precarious work in all its form
3. Support and reinforce organizing efforts and activities of affiliates in multinational companies and their supply chains
4. Integrate more women and young people into our work
5. Continue with the work on MNC strategy, including global networks and GFAs, in order to enhance trade union presence and power in the MNCs
6. Promotion of a sustainable industrial policy in the mechanical engineering sector

Actions to be taken in order to achieve the above goals:

1. Promote strategically functioning solidarity and cooperation:
  - Create new trade union networks – including workers at suppliers and contractors
  - Establish close links between trade union networks and global framework agreements
2. Fight precarious work:
  - In light of an increasing trend of subcontracting and corporate restructuring that are further casualizing the industry,
  - Limit the use of precarious work as much as possible; integrate the whole supply chain into our efforts through organizing and collective bargaining processes
  - Use the 7 October activities of IndustriALL to promote activities in MNCs
3. Support organizing in multinational companies:
  - Create an enabling environment for organizing through support and solidarity for the unions willing to show growth using global tools (i.e. GFAs, union networks)
  - Offer training to trade unions based on best practices, exchanging knowledge and experience

4. Women and young people
  - Integrate more women into union networks and leading positions and functions
  - Integrate more young people into networks and leading positions and functions
  - Raise awareness among our affiliates
  - Work on women-specific issues (i.e. equal pay) in order to be cognizant of the day-to-day experience of potential female members
5. Multinational Company (MNC) Strategy:
  - Strengthen global union networks in order to strengthen trade union influence in MNCs
  - Follow GFA negotiations' guidelines in order to be transparent and inclusive
  - Push for recognition by employers for global union networks and support for world works councils
  - Improve links between GFAs and Networks in order to clarify the use of both > Use networks as organizing "drivers"
  - Raise awareness about occupational safety and health matters to improve workers' safety and to facilitate organizing.
6. Sustainable industrial policy in mechanical engineering:
  - Work on new sub-sectors (i.e. energy producing technologies, "greener" mechanical engineering)
  - Foster new industrial policy strategies (industry 4.0, digitalization in mechanical engineering, compact for a greener industry etc.)
  - Mitigate effects on workers of digitalization of the industry, and ensure a Just Transition to a sustainable industry.

**Strategic planning and strategic goals 2016-2018:**

**2016**

- Mapping of new sub-sector where we can/will be active in the future
- Closer link with European activities and projects
- Continue with existing networks
- Start with activity in energy systems engineering
- Utilize occupational safety and health actions (28 April) for organizing leverage, as well as Decent Work Activities (7 October)
- Offer joint training and activities

**2017**

- Follow strategic decisions and action plan – focus on a limited number of MNCs and regions
- Offer training and activities together with affiliates and donor organizations
- Organize activities/techniques
- Fight against precarious work
- Utilize occupational safety and health actions (28 April) for organizing leverage, as well as Decent Work Activities (7 October)
- Advance sustainable industrial policy and the future of industrial workplaces

**2018**

- Set up new projects with specific goals and contents
- Continue with regional activities such as fighting precarious work
- Evaluate achievements, success stories, failures and lessons learned
- Utilize occupational safety and health actions (28 April) for organizing leverage, as well as Decent Work Activities (7 October)
- Efforts and results: Justifiable for planning and steering/control process
- Develop proposals for the next congress period