



Action Plan 2021-2025

IndustriALL Global Union

IndustriALL Global Union's Third Congress 14-15 September 2021



DAMMBRÜCH
BRASILIEN
246 TOTE

FARRIKENSTURZ
BANGLADESCH
1134 TOTE

STREIK
SÜDAFRIKA
34 TOTE

WE DEMAND
CLEAN
WATER

WE DEMAND
COMMUNITY
POWER

FREE
THE LAND

WE DEMAND
RENEWABLE
ENERGY

I- Overview and Analysis of the global, political, economic, social and labour situation

Introduction

Another world is possible and necessary. To achieve it, we need global union solidarity and cooperation for peace, democracy and rights. Our mission is to secure social justice, equality and equity, with a decent standard of living for all. This includes accessible, free and universal quality public education, quality public health care, efficient and affordable public transport, and quality housing and sanitation services and employment that affords time for recreation and cultural life. Political rights to freedom of expression, press freedom and freedom of association are essential in democratic societies.

IndustriALL Global Union is committed to extending solidarity and support to all affiliates, mobilizing and organizing against the abuse of human and labour rights, whether by business or governments. Gender equality and the advancement of women's rights are fundamental to all IndustriALL's work and actions.

World overview and analysis

The world's economy, social and labour life are passing through tectonic transformations through the rapid expansion of digitalisation, automation and transition in energy and production technologies, climate change, demographics, changing trade rules and political environment. This changes both challenges and risks in the world of work, particularly to sustainable, secure and decent employment.

As the representative of manufacturing workers globally, IndustriALL has a tremendous responsibility to be able to manage this massive transformation with a concept of Just Transition for decent jobs and sustainable livelihoods.

Current System Failed

Since the beginning of the novel coronavirus crisis, everything has changed, but in reality nothing has changed. The global crisis highlights the failures of the global economic system. We must intervene to change the narrative. The world is in a crisis, not for the first time. The labour movement has seen many crises. Nevertheless, this time it is different, and the implications for organised workers across the globe are profound.

Furthermore, the Covid-19 pandemic has affected workers and communities differently. It has impacted disproportionately on groups that were already at a disadvantage before the pandemic emerged: poor women workers, precarious workers, workers in the informal economy, indigenous peoples, migrant workers, refugees, minority groups, among others.

The universal right of access to medical supplies, especially vaccines and potential medicines to treat Covid-19, should not depend on the purchasing power of governments and other market dynamics. There should not be first- and second-class citizens and no-one should be left behind. It is crucial that we do not leave the path of cooperation, solidarity and justice. We stand for the right of universal access to vaccination.

In recovering from the health, economic, and social impact of this pandemic we should not return to business as usual. Instead, it is imperative that a new and fairer world emerge that is capable of addressing the unacceptable levels of inequality, lack of social protection, decent living and working conditions of the majority, and the looming climate catastrophe.

Now, as hundreds of thousands die, is not the time to let the market decide. We cannot allow that once again the workers will be left to pay the price of the crisis. The status quo simply cannot continue. The current model is unsustainable and must be transformed.

Pre-existing gender inequalities in the world of work, and in our societies, have been deepened and exacerbated, jeopardizing the fragile progresses achieved these last decades. We need a new social contract and human-centred model of development.

The fight for democracy

Democracy is in crisis in many countries of the world.

IndustriALL Global Union and its affiliates are firmly against all attempted coup d'état or anti-democratic interventions against the free will and vote of the people. We defend genuine democracy on the basis of respect for human rights, and stand united with people in those countries affected.

The working people of the world are increasingly disenchanted with globalization and declining respect for international norms, even within developed economies. Self-interest, lack of solidarity, and outright greed combine to create an environment for the resurgence of conservative right-wing political parties and populism, as well as a retreat into nationalism.

The emergence and strengthening of dictatorships and authoritarian leaders, even in democratic countries, who are championing xenophobia and racism, legitimizing discrimination, sexual harassment and other forms of gender-based violence through misogyny and trampling democratic rights and freedoms, incites fear, division and exclusion. This in turn is fuelling terrorism and conflict.

The rule of law and right to a fair trial has broken down in many countries, and is used against democratic powers and civil society.

Tax justice

Under-taxation of rich individuals is one of the factors that increases inequality in the world. Income, corporate and inheritance taxes have fallen in many countries while wage-earners increasingly bear a larger portion of the tax burden. The failure of governments to regulate and tax global digital conglomerates is allowing monopoly power to be amassed across many sectors of the global economy. There is a lack of political will to legislate over the labour, tax and social policies of global digital platforms. IndustriALL Global Union must fight for tax justice.

Years of austerity policies and cuts in public spending have stripped essential social services, including our health services, to the bone. The world must invest in quality public services, particularly in health and education. It is now time to rebuild our economic, productive and social systems in a way that will make them more resilient. The reconstruction of public services requires investments in the order of billions.

The world is witnessing a widespread movement of resistance organized by grassroots people, civil society and trade unions to demand and receive justice in the society and workplace. People use their right to speak out and stand up to bridge the increasing inequality. IndustriALL Global Union is joining and supporting the growing rightful and legitimate struggle throughout the world.

The current multilateral structures have failed to repel the repressive nationalistic tide around the world. The United Nations and multilateral agencies -- including the International Financial Institutions, with mandates ranging from security, development, environment, human rights, women, refugees, financial governance, trade, to improving the lives of children -- -- have become ineffective and must be reformed-in the interest of the greatest number and not for the benefit of a few, to prioritize the achievement of the United Nations Sustainable Development Goals (SDGs), especially in relation to the realisation of Good Health and Well-being.

Promoting a sustainable trade and sustainable industrial policies

At the global level, we must drive home a strong political message that current trade agreements are not in line with promoting workers' rights and sustainable development. The political call must be for alternative trade policies that take into account the needs of working people around the world, inclusive economic growth and sustainable development should be demanded in key forums that are driving global trade policy.

Decades of de-industrialisation and reliance upon global networks of production and trade have depleted our capacity to produce or commandeer at short notice essential goods, from food to personal protective equipment—even basic pharmaceutical and medical supplies. A reconversion of industries as seen in many of our industries to supply goods to the frontline may also be helpful in shaping the sustainable industrial policies that must guide the Urgent Economic Stimulus and Workplace Measures we are demanding, or we risk further damage to society and the environment.

Disruptive models of development and unfair trade practices, such as those pursued by China suppress the economic and social rights of workers. This poses a significant threat to sustainable development and drives downward pressure on workers' rights around the world.

It is deeply disturbing that, in a significant number of countries, including China, workers face significant institutional constraints in exercising their fundamental right to freedom of association and collective bargaining. They are deprived of the right to form free trade unions to represent labour, to collectively bargain on wages and working conditions and of the legal right to take collective actions including the right to strike. Governments should respect workers' right to freedom of association and collective bargaining and create a conducive environment for the functioning of free and independent trade unions.

The displacement of people is higher than at any time in history. The massive flow of migrants is being driven by climate change, demographic trends, urbanization, lack of decent jobs, absolute poverty, persecution, war, and social and political unrest. The right to seek asylum is a fundamental human right that must be safeguarded.

Growing inequality

Historic levels of inequality and massive unemployment as well as underemployment, precarious contracts and jobs from informal economies are the result of an unjust and unsustainable global economic model designed to benefit the owners of capital. It is a model of inequality by design, where global corporations dominate and control governments and the people and threaten democracy itself. In order to retain wealth in the hands of the few, discrimination is used as a tool to divide people using gender, race, religion, sexual preference or any other characteristics.

The financial crisis exposed the inherent market failures of this system, which persist through the recovery.

The real economy is still imprisoned by poorly regulated financial markets. Mergers and acquisitions have created monopolies and oligopolies in most sectors. Investment has been insufficient to produce a recovery that benefits most workers while inequality has intensified and the richest one per cent of people now control over half of the wealth globally.

Multinational corporations and global supply chains

Multinational corporations have exploited receding public control by abusing trade agreements to avoid regulation and pushing for privatization of public services. Countries with high foreign investment have not seen working conditions, wages and social security improve, nor precarious employment declining. Since the beginning of the global economic crisis in 2008, over 120 countries have undergone some sort of labour reforms, surrendering to the pressure of multinationals to reduce their labour costs and the rights of workers, and to increase their profits. We also observe the distortion of news and information, which is intentionally designed to mislead and misinform, and related attempts to cast doubt on the very concept of truth and people's right to receive accurate and unbiased information.

Global supply chains are increasingly having an impact on the economy and on people's lives, drastically changing trade, production, investment, employment relations and labour itself.

80 per cent of international trade can now be linked to the global production networks of multinational enterprises. 60 per cent of global trade in the real economy depends on the supply chains of 50 corporations, which employ only six per cent of workers directly but rely on a hidden workforce of 116 million people.

Crucially, companies that source through supply chains seek to evade their responsibilities towards workers employed by suppliers and subcontractors. The international fragmentation of production, the changing nature of employment relations, and the unprecedented power of a few large corporations combine to create a more intensive labour exploitation around the world. At the end of these supply chains, workers exist in informal economy of subsistence, a situation that affects millions of workers, including women and children. In our sectors, these workers have neither an employment contract, nor social protection, nor measures for preventing occupational risks.

This prevailing model of corporate globalization brings other tremendous challenges: the lack of jobs, the aging of many societies, the climate challenge, a new wave of technological innovations and the rise of new business models such as digital platforms and new precarious forms of work.

Our vision of globalization

Our alternative is a model of people-centered globalization anchored in sustainability and environmental preservation along with regional integration and productive complementarity, where trade agreements include binding clauses on sustainable development, protections for workers, human rights and the environment, the entitlement to claim those rights, and acknowledgement of regulatory power and duty to provide public services.

No one should be left behind and this is an important responsibility for the global labour movement.

The benefits of globalization have thus far not been shared equally. If left unregulated, corporate globalization will continue to drive a race to the bottom on social and environmental standards.

IndustriALL Global Union demands a fair regulation of global capital, democratic global governance, with investment subject to democratic review and priority given to the public sphere and human needs. Fair trade; sustainable inclusive development; global tax justice and transparency; good governance on a global scale can only happen by tackling corruption, illicit trade and counterfeiting; prosperity and equality in the less developed countries; and addressing migration as a natural global phenomenon that deserves global responses.

On top of this, we need a fair distribution of the benefits of global economic activity. We call for binding international enforcement mechanisms in order to guarantee respect for international labour and environmental standards; much more support to soften the impact of globalization on those who risk losing out; access to learning and training opportunities for everyone at every age as a universal social right; strengthening of collective bargaining systems; establishing, maintaining and reinforcing social protection floors to guarantee universal health care and income security from the cradle to the grave.

All this to ensure that globalization benefits all people, everywhere.

Historical role for trade union movement

The coronavirus crisis presents a possibility to question the vulture-capitalist economic system. As in previous crises, this one also is proving that workers can only rely on their own strength and their unions to defend their livelihoods. By strengthening solidarity actions and strongly defending the health and safety, jobs and income of workers, Unions can resume their prominent role to drive the global agenda.

IndustriALL Global Union Must Continue to Struggle

Unions, progressive movements and political parties have the opportunity to build a new society. If IndustriALL Global Union is to be a part of this, we must ensure that our organization can organize campaigns and actions and deliver the solutions that working people desperately need.

We have to do so within the structures of our trade unions which comprise our existing reality, but this does not mean we are satisfied with them. Our actions must be guided by the principles of organizing, of bringing people with us, bringing unions together to create more powerful organizations in sectors and industries rather than fragmented organizations to create workplace power capable of standing up to capital.

Our main principles need to be:

- To organize around the real needs of working people across the globe;
- To act to engender hope, and to give hope to those who may be slumping into despair;
- To work for a decent wage commensurate with workers' increasing skills;
- To oppose the continuing growth of precarious employment in all its forms including the fictional self-employment;
- To demand a better life for workers, their families and their communities;
- To fight for universal public services and public investments in a sustainable future;
- To defend and advance gender equality in the world of work and in our societies;
- To give leadership to our communities, our nations and a voice to the voiceless.

Call to action

Through our global trade union solidarity and action, we are fighting back and building the model of the world we want. With this Action Plan, we will further strengthen and coordinate our responses in accordance with our strategic goals. Implementation of this Action Plan will be carried out by affiliates as well as by the Secretariat, which together comprise IndustriALL Global Union. In pursuit of our vision of a better world, we will work together with other global unions, social movements and any other organisations that support our aims. By endorsing this Action Plan, we commit ourselves to taking the actions we have decided are necessary to achieve our collective goals.

Affiliates of IndustriALL Global Union have the determination, ability and power in being able to construct a better world and a brighter future. Let's do it together!

Amandla, Awetu!

United for a Just Future!

II- IndustriALL Global Union’s Strategic Objectives and Actions

1. Advance workers’ rights

1.1. **Fundamental trade union rights** are under attack across the world. One after another, governments are introducing legislation to erode rights at work and too many countries have still not ratified ILO Conventions 87 and 98. The number of countries that exclude workers from the right to establish or join a trade union is increasing. Attacks on the right to strike and collective bargaining are being used by governments all over the world to undermine the legitimate role of trade unions, and workers are being, sacked, arrested and detained for exercising their rights. Respect for workers’ rights in supply chains is declining. IndustriALL’s mission is to defend, advance and improve workers’ rights everywhere, at the same time defending them against attacks from employers and governments. The goal is universal recognition and effective implementation of workers’ rights to freedom of association, collective bargaining and to strike, safe and healthy workplaces and an end to all forms of discrimination. In this, the ILO standards are central.

To struggle for democracy and fundamental workers’ rights, ILO Conventions and accompanying jurisprudence, including occupational health and safety, must be respected and implemented. In applying these policies, governments and employers must respect workers’ rights to freedom of association and collective bargaining and refrain from all forms of discrimination. Special attention must be given to protect women and the most vulnerable groups. In light of the clear disproportionate impact of Covid-19 on women, children, people with disabilities, ethnic and religious minorities, migrants and refugees and other marginalized groups, specific measures must be taken to protect their rights.

IndustriALL Global Union will:

· Promote the expanded focus of the ILO Centenary Declaration for the Future of Work on fundamental rights to freedom of association and the right to collectively bargain as well as an adequate minimum wage, maximum limits on working time and safety and health at work;
· Work towards the ratification, implementation and respect for all international labour standards;
· Support affiliates in bridging policy, enforcement and implementation gaps of international and national labour standards;
· Organize and mobilize global solidarity support when the rights of workers and unions are threatened and attacked, and oppose intervention by state forces in industrial relations;
· Support affiliates to strengthen their capacity to respond to labour rights violations;
· Build alliances among unions as well as strategic cooperation with other organizations to maximize our collective power to advance and defend rights;
· Campaign to extend rights of workers who are not protected by existing standards, including LGBTQ+ workers and migrant workers;

- Demand an ILO Convention on global supply chains that establishes legal accountability of both direct employers and lead firms, and provides guidance for developing policy and legislation to ensure respect for workers' rights.

1.2. **Fighting against the wage crisis is essential in combatting global inequality** as it continues to rise. Every year, the share of wealth hoarded by a tiny number of super-rich grows, and the share left for workers shrinks. The balance of power between capital and labour has tilted heavily in favour of capital. This has led to a wage crisis. Both the labour income share and the value of wages continue to decline. For millions of working people, a living wage is urgently needed in order to meet the basic needs of their families and for improved quality of life. This would represent a fraction of the profits made by major corporations from the labour of every worker in their supply chains.

The widening gap between productivity and wage growth is directly attributable to the shrinking of collective bargaining coverage. Massive decreases in the number of workers covered by collective agreements have been experienced in countries where governments have introduced legislation designed to curb union power by dismantling industry bargaining. Workers worldwide are being denied access to the mechanism that was expressly designed to promote social stability by enabling unions to negotiate a fairer distribution of the wealth generated by their members. Countries with a large proportion of workers covered by industry collective agreements have lower wage inequality.

The expansion of global supply chains has been driven by a business model expressly designed to take advantage of low wages, poor working conditions and inadequate regulation and enforcement. The purchasing and contracting practices of buyers at the top of the supply chain have a significant impact on the conditions faced by workers at the bottom. Supply chain workers are contributing to the profits of huge multinational companies, yet these companies continually demand suppliers to produce their products at a cheaper price whilst corporate profits soar.

Union power will drive the ACT initiative towards living wages in the garment industry through industry collective bargaining linked to brand purchasing and contracting practices. ACT can be an example of a way to achieve collective bargaining for decent wages and working conditions throughout the global supply chains in all sectors.

All intergovernmental institutions and countries must place employment and decent work at the centre of macro-economic policies to combat the Covid-19 pandemic and facilitate a sustainable recovery from the crisis. Global financial institutions must immediately cancel or suspend debt payments by the least developed countries.

To fight for universal social protection and quality public services, a global and coordinated effort must be put in place to achieve universal social protection and the social and economic impact on workers and their families must be mitigated. Measures should include wage subsidies and extension of unemployment benefits and paid sick leave to all workers, including casual workers, the self-employed, platform workers and workers in the informal economy, including

migrant workers. Governments and employers must mitigate the hardships with fast relief and legislative measures to protect and regulate the flow of migrant workers internally and globally.

Likewise, access to good medical care and medications must be a right of every person. Cooperation at global level is needed to fund social protection for all and help the poorest nations to respond to the pandemic. National governments must expand social protection by providing a universal basic social care and medical insurance to protect all workers, including workers who are not in formal employment, and their families. Quality public services must be strengthened with investments to ensure universal access to healthcare, water, sanitation, food and shelter, and with guarantees that these systems are adequately staffed and workers' rights respected. Access to quality childcare public services should be ensured for all to relieve the burden on women shoulders.

IndustriALL Global Union will:

· Promote industry bargaining as a means to reduce inequality, lift wages and conditions and prevent lower standards being used to give companies a competitive advantage;
· Hold multinational companies to account for the wages paid to produce their goods;
· Fight for binding and enforceable, industry-wide agreements that guarantee all workers, including precarious workers, a fair share of the wealth that they generate;
· Support the development and implementation of national action plans for a living wage;
· Promote participation of workers and trade unions in wage setting mechanisms and structures;
· Promote efforts to ensure equal remuneration for work of equal value, including collective bargaining demands to bridge the gender pay gap;
· Implement the ACT initiative towards living wages in the garment industry through industry collective bargaining linked to brand purchasing practices;
· Build the capacity of national garment worker unions in the producing countries to bring the global apparel brands and their suppliers to national industry-wide bargaining tables.

- 1.3. There has been far too little progress on **women's rights** at work. In our industries, there are still many obstacles in the way of gender equality and women's access to better jobs. Job segregation and persistent myths about women's capacities are used to restrict women to the lowest paid and most precarious work. Sexual harassment and gender-based violence are endemic in industries that employ many women and present significant barriers to women entering sectors that currently employ mostly men. Companies are failing to make the changes necessary to give women the same opportunities as men. To access the better jobs in our sectors, women have to prove themselves in ways that are not asked of men. Gender equality is not something for women alone to solve. It is a core trade union issue and will only be achieved by women and men working together.

To fight for gender equality, proper representation of women into decision making at all levels is needed. Incorporating women into the long term response effort to the Covid-19 crisis, as well as collecting gender disaggregated data on the impact of the crisis, is an absolute necessity.

The ratification of ILO Convention 190 must be a priority on the political agenda in order to eradicate violence against women, who have been put in increased danger during lockdowns.

IndustriALL Global Union will:

· Take action to advance and protect the rights of women workers;
· Establish a Gender Equality Taskforce under the Women’s Committee, comprising equal numbers of men and women, including young workers to work on increasing women’s participation in industries and ensure women gain leadership roles in our unions through strengthening democracy;
· Raise the visibility of women working in our industries and promote women’s, and particularly young women’s, employment in jobs from which they have traditionally been excluded;
· Work in sectors and networks on strategies to address gender segmentation in our industries and remove barriers to gender equality;
· Continue to campaign against violence against women in our workplaces and trade unions and society as a whole;
· Work towards the ratification, implementation and respect for international labour standards promoting the protection and advancement of women’s rights and gender equality, including ILO Conventions 111, 183 and 190;
· Support affiliates in their collective bargaining efforts towards gender equality, protection of women from discrimination, sexual harassment and all forms of violence, including through binding and enforceable supply chain commitments.

- 1.4. The continuing rise of **precarious work** threatens all our hard won rights. Throughout the world, in all regions and in all industries, employers are finding ways to avoid employment protections by putting workers on precarious contracts. Labour standards are eroded and unions are weakened since precarious workers are less likely to join a union and less able to pay union fees. Multiple layers of subcontracting, outsourcing and agencies are designed by companies to evade responsibility for the workers who contribute to their profits. Young workers in particular face a bleak future with dwindling access to secure employment and a lifetime of insecure jobs without the protection of union membership. No worker should be denied their rights because their employer chooses a business model that relies on precarious work.

IndustriALL Global Union will:

· Support trade unions to campaign against precarious work, organize precarious workers and secure their rights;
· Identify and raise awareness of the different impacts of precarious work on male and female workers and ensure that measures taken benefit them equally;
· Promote reform of union structures where these stand in the way of union membership for precarious workers;
· Raise awareness of how precarious work impacts workers and society as a whole;
· Call for legislation that restricts precarious work and guarantees the rights of precarious workers, including the right to join a trade union and other rights and benefits equal to those provided to permanent workers;
· Take concrete steps to tackle informal economy. Recognise workers of this sector in the trade union movement and support their transition to the formal economy;
· Encourage the negotiation of collective agreements that convert precarious jobs to permanent, improve conditions for precarious workers and protect their rights;
· Demand that employers invest in young people through long term employment commitments, training and education;
· Continue to campaign to STOP Precarious Work in all its forms;

- 1.5. Work is killing our members. **Deaths, injuries and disease** persist in our industries yet employers are not held accountable. Thousands of mining workers are killed every year around the world, with miners expected to accept that the risk of dying at work is part of the job. Moving cranes, falling steel plates and gas explosions are constant risks in shipbreaking yards where the annual toll of deaths and serious injuries is much higher than reported. Occupational diseases are killing even more workers than the accidents that result from employer negligence. Electronics workers are exposed to numerous hazardous chemicals, leading to increased rates of cancer, blood disorders, miscarriages and birth defects. Workers across all industries continue to face daily hazards of stress, repetitive strain, overwork and exposure to toxins. Governments grant impunity to companies that kill and maim workers and turn a blind eye when workers are murdered or attacked for trade union activism. It is still cheaper and easier for employers to kill or injure workers than to make their workplaces safe.

For workers' health and safety, IndustriALL Global Union should continue to consider occupational health and safety as a matter of workers' rights and employers' responsibilities around the rights to know, stop unsafe work and participate. Safe working conditions are also essential for workers in the supply chain and multinational corporations have to take responsibility for their supply chains as well.

IndustriALL Global Union will:

<ul style="list-style-type: none">· Promote respect for freedom of association as essential to ensuring health and safety at work;
<ul style="list-style-type: none">· Call for the recognition of health and safety as a fundamental right as ILO standard, and the recognition of Covid-19 as an occupational disease; campaign for adoption a new ILO convention on protection against biological hazards and risks;
<ul style="list-style-type: none">· Continue to campaign for ratification of C.176 on Safety and Health in Mines;
<ul style="list-style-type: none">· Demand action from governments and employers to eliminate specific hazards such as asbestos and silica;
<ul style="list-style-type: none">· Demand that all workers have the right to know and understand the dangers of their work, the right to refuse unsafe work, and the right to participate fully in health and safety decision making;
<ul style="list-style-type: none">· Develop a gender responsive approach to health and safety, and demand that employers take into account gender based violence in the management of health and safety at work, in line with the new C 190;
<ul style="list-style-type: none">· Call on governments to provide strong and enforceable regulatory frameworks and inspection mechanisms capable of protecting workers against accidents and illnesses, promoting workers' welfare and sanctioning offenders with penalties that are strong enough to act as a deterrent;
<ul style="list-style-type: none">· Demand that employers be held legally accountable for the deaths, injuries and illnesses they cause;
<ul style="list-style-type: none">· Support research, access to health and safety information, training and participation of workers in intervention mechanisms on matters pertaining to safety and health at work;
<ul style="list-style-type: none">· With other signatories of the Accord on Fire and Building Safety in Bangladesh, negotiate a new legally binding agreement that supersedes the current 2018 Accord and expands coverage to other countries. This will enable workers to hold brands accountable for the safety of their factories in all producing countries and the necessary support for the work of RSC in Bangladesh.

2. Building Union Power

- 2.1. Capital is global, unions must **organize and act globally** too. Unions are the biggest democratic organizations in the world. We are only as strong as our unity. We will not win for our members with national strategies alone, and we cannot rely on national governments to protect us. We can take on the power of multinational companies when we organize their workers around the world, including those in their supply chains. The interests of trade unions everywhere lie in organizing workers at the farthest reaches of supply chains. As long as capital can find places where wages are lower and rights are repressed, production will move there. All workers, everywhere, have the right to join a trade union and demand better wages working conditions. We need a strong winning culture and program in growing our membership throughout the world.

IndustriALL Global Union will:

<ul style="list-style-type: none">· Increase global union power by supporting its affiliated trade unions in organizing all workers throughout global supply chains, including the ones with “non-standard forms of employment” (generally precarious workers);
<ul style="list-style-type: none">· Support research to identify workplaces in global supply chains and organize them;
<ul style="list-style-type: none">· Work in the industry sectors on global campaigns to build union power in industries and companies. IndustriALL will prioritize building capacity to assist affiliates with strategic organizing and bargaining campaigns in multinational companies and their suppliers, and will coordinate wherever possible with other Global Unions;
<ul style="list-style-type: none">· Support education and capacity-building programs including developing new and effective forms of organizing;
<ul style="list-style-type: none">· Support the formation of company union networks in all industries, providing resources to bring together representatives of unions throughout the supply chains of global lead firms to develop and implement strategies that build union power.

- 2.2. We need a **transformative agenda** for the trade union movement. Our union structures and ways that we work today need to change if we are to meet the challenges of organizing changing workplaces. As supply chains have expanded, work has been outsourced and made precarious and unions represent a shrinking core of permanent workers. The survival of the trade union movement depends on our capacity to transform our structures and priorities to meet the needs of workers in new forms of employment in a changing world of work.

IndustriALL Global Union will:

· Examine our own structures to find ways to involve affiliated national unions more effectively in the development and implementation of strategies for collective action;
· Find new ways to make unions relevant to workers who do not see their needs reflected in trade union demands and structures, particularly young workers, LGBTQI+ workers and white collar workers;
· Create a transformative agenda for trade unions to equip them to organize particular groups of workers, including precarious workers;
· Adopt specific measures to support and integrate young women workers, promote youth policies and ensure strong youth representation in IndustriALL's structures;
· Harness the power of social media and other tools to communicate a trade union message and develop new forms of organizing;
· Build alliances in communities and more generally to bring more workers into the trade union movement and strengthen our collective power at global and national levels through joint actions.

2.3. Building union strength lies in our capacity to **organize and unite** workers. Successful unions are strong, united, democratic, independent, representative and self-sustaining. They organize at industry level and have the capacity to campaign in support of their members. The global union movement derives its strength from that of national unions. Small and divided unions weaken the movement as a whole. We need to overcome our divisions and unite to promote the political, social and economic interests of working people. Structured and strategic cooperation and collaboration in using tools, such as global framework agreements, is vitally important.

IndustriALL Global Union will:

· Support unions to build sustainable, democratic structures, funded through the dues collected from their members;
· Build unity among affiliates overcoming fragmentation—at the sectoral level, or in terms of representing permanent workers and precarious workers alike—through encouraging mergers, alliances and the creation of national councils;
· Make contact with non-affiliated unions to explore working together with a view to affiliation;
· Mobilize funds received through trade union cooperation projects to provide additional support to strengthen trade unions, involving affiliates in their planning and implementation.

2.4. Trade union structures are still dominated by men and **women continue to be under-represented** as members and as leaders. The current trade union environment can be alienating for women when their issues are not reflected in union priorities and they do not see themselves represented in leadership

positions. Organizing in our sectors tends to focus solely on recruiting production workers, which are still mainly men. To ensure the survival of the trade union movement in a changing world of work, we must find ways to recruit workers in the increasing number of non-production jobs, where women are more likely to be found. This will require fundamental changes to cultures and ways of working. Instead of expecting women to fit into existing structures, we need to change how we look at leadership in our unions, so that women can take their place alongside men.

IndustriALL Global Union will:

· Support efforts to recruit and retain women members to better reflect their presence in the workforce;
· Improve union knowledge of where women are working in our industries and the issues that are important to them;
· Map and gather data on women’s union membership and presence in leadership positions;
· Identify and address obstacles in union cultures, structures, decision-making processes that prevent equal inclusion of women in our unions and consequently weaken the unions;
· Advance concrete measures to increase women’s participation and representation in unions, including organizing, training, collective bargaining and the budget allocation necessary to realize the objectives;
· Promote women’s leadership in trade unions, including through provisions in statutes and developing more inclusive leadership structures and election processes;
· Increase the visibility of women in trade unions in our communications;
· Establish regional women’s structures;

2.5. The power of multinationals over the working conditions of our members is increasing as the protection afforded by national labour law declines. We must increase union power to negotiate and reach binding agreements with multinational companies through **global industrial relations**. Collective bargaining is an essential tool for regulating the employment relationship at national and company levels. These agreements work because they are enforceable. We need to bring collective enforceable agreements to global level, The Bangladesh Accord is proof that legally binding mechanisms can hold multinational companies to account. While a growing number of agreements are being signed between MNCs and global unions, no mechanism yet exists through which disputes under the agreements can be resolved through conciliation and binding arbitration at global level.

IndustriALL Global Union will:

<ul style="list-style-type: none">· Continue to lead the development of global industrial relations through negotiating, signing and implementing binding global agreements that cover supply chain workers;
<ul style="list-style-type: none">· Work with other global unions to develop an accessible, efficient and effective international labour conciliation and arbitration mechanism to enforce binding global agreements and settle disputes between global unions and MNCs;
<ul style="list-style-type: none">· Negotiate with multinational companies to include this mechanism in our global agreements;
<ul style="list-style-type: none">· Mobilize internationally in support of stronger and more effective global agreements;
<ul style="list-style-type: none">· Continue to work to strengthen conflict resolution mechanism including by examining the new tool that the ILO will make available such as professional mediators appointed to conduct the mediation process in conflicts.

3. Confront Global Capital

- 3.1. Binding global rules are urgently needed to confront **global corporate power** as it is beyond anything we have ever seen. Multinational corporations (MNCs) often blackmail and impose unbearable conditions on governments to suit to their global strategy. This includes making sure to keep labour standards very low and unions away generating a downward spiral. The limits on the power and will of national governments to call corporations to account for their adverse impacts are clear for all to see. As global corporations tear up the social contract, calls for more control and regulation of MNCs are growing stronger. Self-regulation, supported by company auditing on human rights performance, has lost all credibility, while the plethora of voluntary reporting mechanisms that support it are unable to convince that worker rights are respected. There is wide support for the United Nations Guiding Principles on Business and Human Rights (UNGPs) since they synthesize society's expectations of MNCs, however they fall short of imposing any binding obligations on companies.

To regulate unsustainable global supply chains, the global model of trade and production must be addressed since the Covid-19 crisis has exposed the enormous risks to labour rights in unregulated global supply chains. Multinational companies must support their suppliers allowing them also to manage cycles in order to preserve jobs.

IndustriALL Global Union will:

· Continue to fight for binding legal instruments to protect people from human rights abuses by MNCs, including support for a Binding UN Treaty on Business and Human Rights that is supported by effective remedy systems;
· Campaign for human and labour rights' compulsory due diligence be regulated at international and national levels through binding legislation;
· Fight for legislation at national level that puts binding obligations on MNCs to take responsibility for labour rights in their supply chains;
· Fight for an ILO Convention on supply chains that includes global frameworks with core labour standards for cross-border negotiation and collective bargaining and demand that ILO occupational health and safety standards to be added to the core labour standards;
· Demand that ILO standards be incorporated into public procurement and processes for large financed infrastructure projects under the general conditions of the International Financial Institutions (IFI).

- 3.2. We must campaign against corporate power as it is out of control. The model of corporate greed is anti-union, denying freedom of association and paying poverty wages in supply chains. Workers are paying with their lives and their livelihoods for a business model that puts profits ahead of their safety and their chance for a decent life. Corporate greed expresses itself by using more and more workers on a flexible and temporarily basis, instead of hiring workers on a permanent employment contract. It also manifests itself by using cloud and/or platform workers and workers with no employment contract - not by choice but by

compulsion. We take action to **hold MNCs accountable** for the pay and working conditions of all the workers who create their profits.

IndustriALL Global Union will:

· Strengthen national unions to confront global corporations and target support towards cross-border organizing campaigns that seek to mobilize workers throughout an MNC;
· Encourage exchange of information on collective agreements, including coordinated bargaining strategies;
· Defend the right of unions to take strike or other forms of direct action in support of international solidarity, especially within the same MNC;
· Conduct corporate campaigns and strategic research to build our global actions from a base of strong action at national level;
· Develop strategies to improve labour rights and working conditions in global supply chains, cooperating across industry sectors and working to improve MNC purchasing practices;
· Acknowledge the specific role played by women at the bottom of the supply chains, and propose specific action to address their needs;
· Develop strategies to mobilize workers' capital in order to influence corporate governance and investment, enforce international labour standards and generate sustainable jobs;
· Build alliances with socially responsible investors to stop investment in companies that violate workers' rights.

- 3.3. Building a global industrial relations' system is a key element in confronting global capital. Social dialogue and collective agreements are important tools for promoting social justice and achieving inclusive social and economic progress. We must **organize internationally in MNCs and their supply chains** and demand direct dialogue and negotiations at global level. IndustriALL unites workers for solidarity and joint action and demands recognition from employers for the global union committees and networks it builds. With the Bangladesh Accord, IndustriALL, in partnership with UNI Global Union and Bangladesh garment worker unions and civil society organizations, achieved the first **legally binding agreement on global supply chains**. In the continuing absence of binding supply chain regulation, we need more enforceable agreements through which MNCs can be held accountable.

IndustriALL Global Union will:

· Engage in active dialogue with multinational companies, to build strong industrial relationships that enable union concerns to be raised at all levels of the company and its supply chain;
· Negotiate and sign strong and binding global agreements with multinational companies that secure organizing, job security, and collective bargaining rights for all workers throughout supply chains worldwide;
· Ensure that Global Framework Agreements (GFAs) are used to actively promote gender equality;

<ul style="list-style-type: none"> · Develop a framework for global industrial relations with companies, that recognizes binding and enforceable GFAs as an essential part of their due diligence obligations to their supply chains, with grievance mechanisms at all levels and remedy;
<ul style="list-style-type: none"> · Establish, support with resources, and maintain global trade union networks and global works councils to build union power among the union representatives from the locations of the same multinational companies worldwide;
<ul style="list-style-type: none"> · Protect and advance women rights in the world of work through campaigning and dialogue with MNCs;
<ul style="list-style-type: none"> · Link up worker representatives along transnational supply chains;
<ul style="list-style-type: none"> · Develop an International Labour Conciliation and Arbitration (ILCA) mechanism that can be used to enforce binding agreements between global unions and MNCs;
<ul style="list-style-type: none"> · Negotiate binding dispute resolution clauses into Global Framework Agreements;
<ul style="list-style-type: none"> · Transform industry supply chains by targeting the most influential companies and pursuing agreements with multiple MNCs that set standards for global industries, building on the Bangladesh Accord and the ACT agreement on living wages, towards global supply chain industrial relations.

4. Sustainable Industrial Policy

- 4.1. IndustriALL, representing workers in the whole manufacturing supply chain, from extraction to end-consumer products has a critical role to play in calling for sustainable industrial policy. IndustriALL recognizes that industry is a key driver of jobs and development for national economies and the foundation of good living standards. Developing industries and securing industrial jobs, as a driver of social progress, is an important part of this global struggle. Workers must have a say in the policies that determine the future of their industries. Governments must be able to utilize **industrial policy tools**. It is essential that governments retain appropriate policy space to regulate investments towards employment generation and sustainable development. Democratically elected governments must be free to conceive, adopt and implement policies in the interests of their people without threat of being sued by multinational corporations through unaccountable international arbitration mechanisms, e.g. ISDS.

For defending sustainable industrial policies and securing manufacturing jobs, manufacturing must continue to be the engine of national economies. Global resources must be allocated for real economy. Investment in manufacturing must be encouraged and facilitated. Stimulus programs provided by intergovernmental agencies and government must be given with the condition of maintaining employment with a full tax transparency.

IndustriALL Global Union will:

· Campaign for economic policies ensuring inclusive growth, full employment and decent work and that both governments and corporations are held accountable;
· Call for strong industrial policies that advance social, economic and environmental sustainability;
· Encourage unions to work at national level, in engagement with government and employer associations, to develop industrial policy that includes measures to safeguard and create well-paid and secure jobs and guarantees of sustainable employment;
· Demand that sustainable industrial policies and plans be developed through the social dialogue process with unions as full partners;
· Demand policy coherence between local, regional, and national plans, for example cities competing with each other to attract "green" industries;
· Work in the industrial sectors on actions towards sustainability and look for synergies between sectors;
· Propagate IndustriALL's Sustainable Industrial Policy objectives and program in regions and countries to build awareness and encourage action among affiliates.

4.2. **Trade** is not an end in itself, but must benefit workers and societies as a whole. Used appropriately, trade policy is one of the principal drivers of prosperous and inclusive societies with decent economic, social, and ecological development. But the explicit refusal to allow trade agreements to take account of the conditions under which goods and services are produced, effectively promotes a race to the bottom in the global economy. IndustriALL has identified ten guiding principles for trade union intervention in trade policy forums and processes. Trade agreements must include enforceable labour rights in the core agreement. These rights must explicitly reference and incorporate ILO Conventions and Recommendations, particularly with respect to freedom of association, collective bargaining, and prohibitions against forced labour, child labour, discrimination and unsafe and unhealthy working conditions. All of these standards must be broadly applied and effectively enforced through speedy and efficient binding resolution mechanisms. Honouring these rights must be a precondition for any signatory to receive the benefits of the agreement. This is essential for achieving a just globalisation that benefits everyone.

IndustriALL Global Union will:

· Campaign for fair trade agreements that contain and guarantee strong and enforceable protections for workers' rights;
· Intervene in trade policy forums to ensure that workers interests are protected in trade agreements;
· Take coordinated actions and develop intervention strategies at national, regional and global levels to give effect to IndustriALL's guiding principles on trade.

4.3. **Energy** is a basic need and a public good, and public authorities must govern its production and use with public policies in the public interest whether in the extraction, production, transmission and distribution of energy, particularly facing the rapid changes driven by environmental needs and disruptive new technologies. Climate crisis is a serious threat to the well-being of everyone and its main cause is human activity. IndustriALL represents workers in all forms of energy extraction, production, transmission and distribution as well as industrial workers in energy intensive manufacturing industries and is therefore in a unique position to positively influence energy policy. Energy policies should serve the general interest through a legislative and regulatory framework in support of social cohesion, equal treatment, environmental protection and better access at an affordable cost, especially in relation to the growing number of households affected by energy poverty.

IndustriALL Global Union will:

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| <ul style="list-style-type: none">· Develop progressive energy policies that fully take into account the interests of workers as they face rapid changes in national energy policies and structures to address climate change, and to adapt to new technologies that substantially change the skills and qualifications required of energy workers; |
| <ul style="list-style-type: none">· Support the development of a balanced energy mix through democratic discussions in the countries concerned and accept that the energy mix will vary greatly country by country; |
| <ul style="list-style-type: none">· Give full support to affiliates worldwide fighting back against further liberalization and deregulation of energy markets. |

4.4. The objective of a **Just Transition** (JT) is to secure the livelihoods and rights of all workers, especially those in industries that may be impacted by efforts to limit greenhouse gases or by the introduction of new technologies. A Just Transition must offer a future that workers, their families, and the communities and cultures they are part of, can believe in, look forward to, support, and commit to bringing about. Both governments and the owners of capital in the private sector must pay for a Just Transition bridge to a sustainable future.

Regardless of whether we take action on climate change, or whether we embrace or ignore technological changes, these changes are happening. We have a historic responsibility to intervene in this transformation and influence it for the benefits of workers and communities we live in. A transition is taking place and the only choice is whether it will be a violent scramble for jobs or resources such as water, energy, and fertile land, desperate last-minute survival measures that completely dismiss human rights and social protection, or a rational and just intervention that meets our demand for respecting and protecting present-day workers.

Climate change is a serious threat to the well-being of everyone and its main cause is human activity. The evidence is irrefutable. What is lacking is the political will to take action and a JT plan to maintain social coherence through the necessary transformations.

IndustriALL will not support a transition to a pessimistic future, nor an unjust transition.

A Just Transition should provide a pathway to a sustainable future, in all aspects of its social, economic, and environmental dimensions. For the transition to be truly just, it must point to an optimistic future – a future that workers, their families, and the communities that depend on them can support and commit to bringing about. The principles of sustainable industrial policies and a JT should be baked into collective agreements particularly with large MNCs. Acting responsibly is good business in the long term. However, sustainable industrial policies and Just Transition are mainly about public policy in the public interest. IndustriALL rejects a purely private sector vision of a JT.

For a JT to a future in which the environment is protected and the economy is thriving, workers need sustainable industrial policies, with strong social protections, and support for workers – guided by social dialogue. Only strong unions can defend workers' interests through the industrial transformation that is coming.

Just Transition policies must be implemented to avoid the impacts of climate change, digitalization and other drivers of change. A “green recovery” is an opportunity that must be at the core of sustainable industrial policies. IndustriALL Global Union will:

<ul style="list-style-type: none"> · Fight for a JT able to handle transformations around climate change, energy transition, digitalization and any other change in economy, industries and working conditions;
<ul style="list-style-type: none"> · Demand public regulation for JT and a seat for trade unions at the table for discussions at company, local, national, regional, and global levels to establish basic structures and ground rules through social dialogue;
<ul style="list-style-type: none"> · Demand the establishment of a permanent institution (national observatory, permanent round table, or similar) to ensure a JT for all affected workers;
<ul style="list-style-type: none"> · Demand recognition of fundamental labour rights as core principles within any discussions;
<ul style="list-style-type: none"> · Ensure that the strategies, policies and measures towards the development of a sustainable industrial policy and a Just Transition are gender responsive.

- 4.5. The rapid expansion of digitalization, automation and shifts in energy and production technologies are creating massive risks in the world of work, including to secure and safe jobs. IndustriALL wants a future of work that harnesses the positive changes that **Industry 4.0** may bring for all of society, while making sure that workers are not left to pay the social debts of companies, with governments unwilling to make this transition socially responsible. We cannot allow the benefits to be privatized and the costs to be left on the public shoulders. Where digitalization and advanced technologies are presented as advantageous by employers or governments, we must ask what the benefit will be to workers, and to society at large, of their introduction. Technology must work for workers and not simply allow Industry 4.0 to define a new wave of intensified work and more precarious work.

Given the fact that the coronavirus crisis has spurred the growth of new modalities of work, including telework, mobile work, remote work and working at home, workers' rights and interests must be protected. There must be urgent regulation through international standards, national legislation and industrial relations to make sure that this type of work modalities are decent for employees. IndustriALL Global Union must develop guidance to its affiliates with general principles, such as free of choice of such work, equal treatment, working hours, right to disconnect, providing work equipment, health and safety, privacy, freedom of association and collective bargaining, etc. as base for action.

IndustriALL Global Union will:

<ul style="list-style-type: none">· Demand full participation of workers in global, regional, national and company level discussions on Industry 4.0 and in future industrial and technological transformation;
<ul style="list-style-type: none">· Continue to promote collective responses to technology, and limit the power of capital and its desire to promote inequality;
<ul style="list-style-type: none">· Encourage affiliates to demand proper labour market policies that include improved national education, training, re-training and skilling policies that consider the changing skills, the appropriate qualifications for Industry 4.0 and that include unions in the design and delivery;
<ul style="list-style-type: none">· Demand the three main rights in the process, namely the right to information and consultation rights by workers' representatives, at the local, regional, national and international levels; the right to education and training – life-long learning; and the right to defined levels of privacy, at work and at home;
<ul style="list-style-type: none">· Provide education and integrate a gender perspective in trade union strategies related to Industry 4.0, including identifying high-risk jobs or positions and industries, the different impacts on male and female workers and promoting women in STEM (Science, Technology, Engineering and Maths);
<ul style="list-style-type: none">· Call for a Trade Union 4.0 to respond to the impacts of Industry 4.0.
<ul style="list-style-type: none">· Campaign for proper regulation and protection of all new modalities of work, including telework, mobile work, remote work and working at home, through ILO standards, national legislation and collective bargaining.
